



RIO DELL CITY COUNCIL  
**VIRTUAL MEETING AGENDA**  
**CLOSED SESSION – 5:00 P.M.**  
**REGULAR MEETING - 6:30 P.M.**  
**TUESDAY, AUGUST 4, 2020**  
CITY COUNCIL CHAMBERS  
675 WILDWOOD AVENUE, RIO DELL

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***WELCOME** - Copies of this agenda, staff reports and other material available to the City Council are available at the City Clerk's office in City Hall, 675 Wildwood Avenue and available on the City's website at [cityofriodell.ca.gov](http://cityofriodell.ca.gov). Your City Government welcomes your interest and hopes you will attend and participate in Rio Dell City Council meetings often.*

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

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

**Public Comment by Email:**

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

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

**Zoom Public Comment:**

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

- A. CALL TO ORDER
- B. ROLL CALL
- C. ANNOUNCEMENT OF ITEMS TO BE DISCUSSED IN CLOSED SESSION AS FOLLOWS:

1) 2020/0804.01- **Conference with Labor Negotiator:**

Designated Representative: City Manager Kyle Knopp  
Employee Organizations: Rio Dell Police Officers Association,  
Rio Dell Employees Association and all Contract Employees  
(Pursuant to Gov't Code Section 54957.6)

- D. PUBLIC COMMENT REGARDING CLOSED SESSION
- E. RECESS INTO CLOSED SESSION (REMOTELY/ZOOM)
- F. RECONVENE INTO OPEN SESSION – 6:30 P.M.
- G. ORAL ANNOUNCEMENTS
- H. CEREMONIAL MATTERS
- I. PUBLIC PRESENTATIONS

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

J. CONSENT CALENDAR

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

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

2) 2020/0804.03 - Approve Minutes of the July 21, 2020 Regular Meeting <b>(ACTION)</b>	12
3) 2020/0804.04 - Accept Final Total Compensation Study from Koff & Associates <b>(ACTION)</b>	24
K. ITEMS REMOVED FROM THE CONSENT CALENDAR	
L. REPORTS/STAFF COMMUNICATIONS	
1) 2020/0804.05 - City Manager/Staff Update <b>(RECEIVE &amp; FILE)</b>	105
M. SPECIAL PRESENTATIONS/STUDY SESSIONS	
N. SPECIAL CALL ITEMS/COMMUNITY AFFAIRS	
1) 2020/0804.06 - Authorize Participation in the Self-Generation Incentive Program (SGIP) and Approval of Agreement with Tesla to Install Related Battery Power Supply <b>(DISCUSSION/ POSSIBLE ACTION)</b>	108
2) 2020/0804.07 - Letter to Danco Regarding Public Safety at River Bluff Cottages <b>(DISCUSSION/POSSIBLE ACTION)</b>	137
O. ORDINANCES/SPECIAL RESOLUTIONS/PUBLIC HEARINGS	
P. COUNCIL REPORTS/COMMUNICATIONS	
Q. ADJOURNMENT	

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

**RIO DELL CITY COUNCIL  
SPECIAL MEETING MINUTES  
JULY 21, 2020**

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

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

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

Absent: Community Development Director Caldwell

**PUBLIC PRESENTATIONS**

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

**SPECIAL MEETING MATTERS**

**Study Session – Review of Draft Total Compensation Study by Koff & Associates**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Mayor Pro Tem Woodall questioned the population of Eureka.

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

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

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

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



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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Mayor Garnes asked if there were any public comments received.

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

Councilmember Strahan thanked staff for doing an excellent job.

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

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

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

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

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

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

Mayor Garnes clarified that he did hold both positions.

**ADJOURNMENT**

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

\_\_\_\_\_  
Debra Garnes, Mayor

Attest:

\_\_\_\_\_  
Karen Dunham, City Clerk

## Public Comment

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

Dear City Council,

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

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

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

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

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

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

A question:

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

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

Respectfully Yours,  
Jessa Rego  
707-298-4909

**RIO DELL CITY COUNCIL  
REGULAR MEETING MINUTES  
JULY 21, 2020**

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

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

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

### **PUBLIC PRESENTATIONS**

Mayor Garnes asked if there were any public comments.

City Clerk Dunham announced that there was one public comment received via email at [publiccommentbt@cityofriodell.ca.gov](mailto:publiccommentbt@cityofriodell.ca.gov) which she then read for the record. The comment stated:

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

### **CONSENT CALENDAR**

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

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

Councilmember Strahan removed item Nos. 1 and 4.

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

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

**ITEMS REMOVED FROM THE CONSENT CALENDAR**

Approve Minutes of the July 7, 2020 Regular Meeting

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

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

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

Authorize the City Manager to execute the Certificate of Acceptance and authorize recordation of the Deed

Councilmember Strahan questioned the address of the property in question stating that 265 Ogle Ave. is not a valid address.

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

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

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

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

**REPORTS/STAFF COMMUNICATIONS**

City Manager/Staff Update

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

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



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

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

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

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

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

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

### **SPECIAL PRESENTATIONS/STUDY SESSIONS**

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

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

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

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

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

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

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

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

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

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

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

Rebecca indicated that all three options would be evaluated.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **SPECIAL CALL ITEMS/COMMUNITY AFFAIRS**

### Accept Total Compensation Study from Koff & Associates

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## ORDINANCES/SPECIAL RESOLUTIONS/PUBLIC HEARINGS

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

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

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

Councilmember Strahan asked how this text amendment benefits the City.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## **COUNCIL REPORTS/COMMUNICATIONS**

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

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

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



**JULY 21, 2020 MINUTES**  
**Page 11**

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

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

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

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

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

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

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

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

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

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

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

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

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

**ADJOURNMENT**

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

\_\_\_\_\_  
Debra Garnes, Mayor

Attest:

\_\_\_\_\_  
Karen Dunham, City Clerk



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

August 4, 2020

TO: Rio Dell City Council

FROM: Kyle Knopp, City Manager

SUBJECT: Acceptance of Total Compensation Study from Koff & Associates

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Accept the report; or

Take no action.

BACKGROUND AND DISCUSSION

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

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

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

///



June 19, 2020

# Total Compensation Study Final Report

City of Rio Dell

## KOFF & ASSOCIATES

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June 19, 2020

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

Dear Mr. Knopp:

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

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

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

Very truly yours,



Katie Kaneko  
President



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



## EXECUTIVE SUMMARY

### Background

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

This compensation review process was precipitated by:

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

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

### Summary of Findings

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

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

## STUDY PROCESS

### Benchmark Classifications

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





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

The benchmark classifications are listed in Table 1.

**Table 1. Benchmark Classification**

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

## Comparator Agencies

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

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

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



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

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

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

**Table 2. Comparator Agencies**

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



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

## Salary and Benefits Data

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

### 1. Monthly Base Salary

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

### 2. Employee Retirement

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

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

### 3. Deferred Compensation

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



#### 4. Insurances

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

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

#### 5. Leaves

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

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

#### 6. Auto Allowance

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

#### 7. Other

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

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

### Data Collection

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



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

## Matching Methodology

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

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

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

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

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

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

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



## Data Spreadsheets

For each benchmark classification, there are three information pages:

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

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

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

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

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

## MARKET COMPENSATION FINDINGS

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

**Table 3. Market Compensation Results Summary**

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



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

### Base Salary

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

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

### Total Compensation

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



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

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

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

## Benefits

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

## INTERNAL SALARY RELATIONSHIPS

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

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

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

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





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

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

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

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

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

## RECOMMENDATIONS

### Pay Philosophy

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

### Proposed Salary Structure

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



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

## Proposed Salary Range Placements

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

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

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

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

## Options for Implementation

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

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



**Table 4. Three-Year Implementation Proposal**

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

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

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

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

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

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

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

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



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

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

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

## USING THE MARKET DATA AS A TOOL

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

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

Respectfully submitted by,  
**Koff & Associates**

Katie Kaneko  
President



## Appendix I

### Results Summary

**City of Rio Dell  
Appendix I: Results Summary  
June 2020**

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



## Appendix II

### Market Compensation Findings

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

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

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

N/C - Non Comparator

1 - City of Willits: COLA may be delayed.



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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Accountant II	N/C	Finance Analyst	N/C	Accountant	N/C	N/C	Accountant 1	N/C	N/C	Financial Management Specialist	N/C	Senior Accountant	N/C
<b>Top Step</b>	\$ 4,604		\$ 4,621		\$ 5,798			\$ 5,471			\$ 5,752		\$ 5,143	
<b>Retirement</b>			2%@60		2.5%@55			2%@55			2%@55		2.7%@55	
Employer Normal Cost			\$ 472		\$ 628			\$ 530			\$ 588		\$ 644	
EE Cost Sharing														
Social Security	\$ 288		\$ 287								\$ 357		\$ 319	
Deferred Compensation	\$ 489										\$ 75			
Other Ret.														
Cafeteria					\$ 1,540						\$ 1,665			
Health	\$ 1,682		\$ 1,128					\$ 2,415					\$ 1,877	
Dental	\$ 174		\$ 209					\$ 187					\$ 143	
Vision	\$ 29		\$ 20										\$ 18	
Vacation	\$ 177		\$ 267		\$ 379			\$ 316			\$ 465		\$ 297	
Holidays	\$ 239		\$ 231		\$ 312			\$ 274			\$ 277		\$ 277	
Admin Leave											\$ 111			
Auto														
Uniform														
<b>Allow</b>														
<b>Benefit Package Total</b>	\$ 3,048	\$ 0	\$ 2,613	\$ 0	\$ 2,859	\$ 0	\$ 0	\$ 3,722	\$ 0	\$ 0	\$ 3,536	\$ 0	\$ 3,574	\$ 0

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

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

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

N/C - Non Comparator

1 - City of Willits: COLA may be delayed.

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

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

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

N/C - Non Comparator

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridlev	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Chief of Police	Chief of Police	Police Chief	Police Chief	Chief of Police	Police Chief	Police Chief	Police Chief	Police Chief	Chief of Police	Chief of Police	Police Chief	Chief of Police	Chief of Police
<b>Top Step</b>	\$ 7,460	\$ 7,667	\$ 10,329	\$ 9,433	\$ 9,327	\$ 5,788	\$ 8,029	\$ 10,019	\$ 6,635	\$ 8,667	\$ 10,421	\$ 7,484	\$ 9,104	\$ 9,814
<b>Retirement</b>		3%@55	2%@50	3%@55	2%@50		3%@55	3%@50	2%@50	3%@50	3%@55	2%@55	3%@50	2%@50
<b>Employer Normal Cost</b>		\$ 1,539	\$ 1,827	\$ 1,785	\$ 1,552		\$ 1,520	\$ 2,075	\$ 1,104	\$ 1,795	\$ 2,092	\$ 1,013	\$ 1,885	\$ 1,633
<b>EE Cost Sharing</b>														
<b>Social Security</b>	\$ 463	\$ 475	\$ 640	\$ 585		\$ 359			\$ 411	\$ 537	\$ 646	\$ 464	\$ 564	\$ 608
<b>Deferred Compensation<sup>1,2</sup></b>	\$ 1,492			\$ 75		\$ 463					\$ 75	\$ 150		\$ 125
<b>Other Ret.<sup>3</sup></b>														
<b>Cafeteria<sup>4,5</sup></b>		\$ 271		\$ 1,800	\$ 1,540				\$ 1,233	\$ 1,954	\$ 1,665	\$ 939		
<b>Health</b>	\$ 1,692	\$ 1,617	\$ 1,128			\$ 960	\$ 1,913	\$ 2,415					\$ 1,877	\$ 1,495
<b>Dental</b>	\$ 174	\$ 134	\$ 209			\$ 39	\$ 143	\$ 187					\$ 143	\$ 106
<b>Vision</b>	\$ 29	\$ 24	\$ 20			\$ 8	\$ 18						\$ 18	\$ 27
<b>Vacation</b>	\$ 430	\$ 442	\$ 596	\$ 544	\$ 610	\$ 334	\$ 463	\$ 578	\$ 332	\$ 667	\$ 922	\$ 489	\$ 350	\$ 566
<b>Holidays</b>	\$ 373	\$ 383	\$ 516	\$ 526	\$ 502	\$ 245	\$ 371	\$ 501	\$ 306	\$ 567	\$ 501	\$ 345	\$ 490	\$ 528
<b>Admin Leave<sup>6</sup></b>	\$ 287	\$ 29	\$ 477	\$ 454	\$ 359	\$ 223	\$ 223	\$ 578		\$ 333	\$ 200	\$ 259	\$ 315	\$ 264
<b>Auto</b>	\$ 450	\$ 450	\$ 450	\$ 450	\$ 450	\$ 450	\$ 450			\$ 450			\$ 450	\$ 450
<b>Uniform</b>	\$ 83	\$ 82	\$ 65	\$ 75		\$ 50	\$ 83	\$ 77	\$ 40	\$ 100	\$ 40		\$ 83	\$ 450
<b>Benefit Package Total</b>	\$ 5,453	\$ 5,447	\$ 5,928	\$ 6,294	\$ 5,012	\$ 3,131	\$ 4,962	\$ 6,411	\$ 3,426	\$ 5,403	\$ 6,140	\$ 3,660	\$ 5,804	\$ 5,803

N/C - Non Comparator

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

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

3 - City of Ferndale: Contribution to SEP-IRA

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

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

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

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridlev	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	City Clerk	City Clerk	N/C	N/C	City Clerk	City Clerk	City Clerk/ Human Resources Manager	N/C	Deputy City Clerk	N/C	N/C	City Clerk	N/C	N/C
<b>Top Step</b>	\$ 5,031	\$ 3,958			\$ 6,092	\$ 4,424	\$ 6,208		\$ 3,831			\$ 6,654		
<b>Retirement</b>					2.5%@55		2%@55		2%@55			2%@60		
Classic		3%@60			\$ 659		\$ 662		\$ 371			\$ 538		
Employer Normal Cost		\$ 570												
EE Cost Sharing														
Social Security	\$ 312	\$ 245				\$ 274			\$ 238			\$ 413		
Deferred Compensation	\$ 684											\$ 133		
Other Ret. <sup>1</sup>						\$ 354								
Cafeteria <sup>2,3</sup>		\$ 271			\$ 1,540				\$ 1,233			\$ 939		
Health	\$ 1,692	\$ 1,617				\$ 960	\$ 1,913							
Dental	\$ 174	\$ 134				\$ 39	\$ 143							
Vision	\$ 29	\$ 24				\$ 8	\$ 18							
Vacation	\$ 280	\$ 228			\$ 398	\$ 255	\$ 358		\$ 192			\$ 435		
Holidays	\$ 252	\$ 198			\$ 328	\$ 187	\$ 287		\$ 177			\$ 307		
Admin Leave	\$ 280	\$ 15					\$ 239					\$ 230		
Auto														
Uniform														
<b>Allow</b>														
	\$ 3,643	\$ 3,302	\$ 0	\$ 0	\$ 2,926	\$ 2,078	\$ 3,620	\$ 0	\$ 2,210	\$ 0	\$ 0	\$ 2,995	\$ 0	\$ 0

N/C - Non Comparator  
 1 - City of Ferndale: Contribution to SEP-IRA  
 2 - City of Mt. Shasta: The City provides \$1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is \$2,800 for a family.  
 3 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums

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

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

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

N/C - Non Comparator



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

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

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

N/C - Non Comparator

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

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridlev	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	City Manager	N/C	City Manager	City Manager	City Manager	City Manager	City Manager	City Administrator	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager
<b>Top Step</b>	\$ 9,449		\$ 17,719	\$ 11,001	\$ 11,128	\$ 8,248	\$ 10,500	\$ 10,350	\$ 8,000	\$ 10,541	\$ 15,185	\$ 12,012	\$ 10,924	\$ 10,845
<b>Retirement</b>			2%@60 \$ 1,811	2%@60 \$ 889	2.5%@55 \$ 1,204		2%@55 \$ 1,119	2%@55 \$ 1,002	2%@55 \$ 774	2.7%@55 \$ 1,319	2%@55 \$ 1,552	2%@60 \$ 971	2.7%@55 \$ 1,367	2%@55 \$ 1,050
	\$ 886		\$ 711	\$ 682		\$ 511			\$ 496	\$ 654	\$ 711	\$ 711	\$ 677	\$ 672
	\$ 1,323		\$ 75	\$ 75		\$ 660				\$ 417	\$ 75	\$ 240		\$ 125
<b>Insurance</b>														
			\$ 1,128	\$ 1,800	\$ 1,540		\$ 1,920	\$ 2,415	\$ 1,233	\$ 1,954	\$ 1,665	\$ 939		
			\$ 209			\$ 71	\$ 143	\$ 187					\$ 1,877	\$ 1,495
			\$ 20			\$ 15	\$ 18						\$ 143	\$ 106
			\$ 1,022	\$ 635	\$ 728	\$ 634	\$ 808	\$ 597	\$ 400	\$ 608	\$ 1,343	\$ 785	\$ 18	\$ 27
			\$ 886	\$ 614	\$ 599	\$ 349	\$ 485	\$ 518	\$ 369	\$ 689	\$ 730	\$ 554	\$ 1,050	\$ 626
			\$ 818	\$ 529	\$ 214	\$ 222	\$ 404	\$ 597		\$ 405	\$ 584	\$ 416	\$ 588	\$ 584
						\$ 400	\$ 400	\$ 450		\$ 450	\$ 584	\$ 400	\$ 378	\$ 292
												\$ 400	\$ 500	
<b>Allow</b>														
<b>Uniform</b>														
<b>Benefit Package Total</b>	\$ 5,585	\$ 0	\$ 6,605	\$ 5,223	\$ 4,285	\$ 4,763	\$ 5,290	\$ 5,766	\$ 3,273	\$ 6,496	\$ 6,660	\$ 5,017	\$ 6,600	\$ 4,977

NIC - Non Comparator  
 1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.  
 2 - City of Ferndale: Contribution to SEP-IRA  
 3 - City of Mt. Shasta: The City provides \$1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is \$2,800 for a family.  
 4 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums  
 5 - City of Colusa: Employee receives one (1) day of administrative leave per month which must be used each month.

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

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

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

N/C - Non Comparator

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

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

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

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

N/C - Non Comparator

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Community Development Director	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Community Development Director	N/C	Community Development Director	N/C
<b>Top Step</b>	\$ 7,135										\$ 7,642		\$ 8,474	
<b>Retirement</b>											2%@55		2.7%@55	
Employer Normal Cost											\$ 781		\$ 1,060	
EE Cost Sharing														
Social Security	\$ 442													
Deferred Compensation	\$ 866										\$ 474		\$ 525	
Other Ret.											\$ 75			
Cafeteria														
Health	\$ 1,892										\$ 1,665			
Dental	\$ 174												\$ 1,877	
Vision	\$ 29												\$ 143	
Vacation	\$ 412												\$ 18	
Holidays	\$ 357												\$ 489	
Admin Leave	\$ 274												\$ 456	
Auto													\$ 293	
Uniform														
<b>Benefit Package Total</b>	<b>\$ 4,237</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,185</b>	<b>\$ 0</b>	<b>\$ 4,863</b>	<b>\$ 0</b>

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Community Services Officer	N/C	N/C	Community Service Officer	N/C	N/C	Community Services Officer II	[Community Service Officer/ Animal Control Officer]	N/C	N/C	Community Services Officer	N/C	N/C	[Code Enforcement Officer/ Animal Control Officer]
<b>Top Step</b>		\$ 4,021		\$ 4,021			\$ 3,463	\$ 4,236			\$ 3,401			\$ 4,437
<b>Retirement</b>				2%@60 \$ 325			2%@55 \$ 369	2%@55 \$ 410			2%@55 \$ 348			2%@55 \$ 429
<b>Insurance</b>				\$ 249 \$ 60				\$ 25			\$ 211			\$ 275 \$ 125
<b>Leaves</b>				\$ 1,800			\$ 1,913 \$ 143 \$ 18	\$ 2,415 \$ 187			\$ 1,505			\$ 1,495 \$ 106 \$ 27 \$ 256 \$ 239
<b>Allow</b>				\$ 19			\$ 83	\$ 77			\$ 71			\$ 75
<b>Benefit Package Total</b>	\$ 0	\$ 0	\$ 0	\$ 2,917	\$ 0	\$ 0	\$ 2,887	\$ 3,571	\$ 0	\$ 0	\$ 2,533	\$ 0	\$ 0	\$ 3,027

N/C - Non Comparator  
1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.



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

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

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

N/C - Non Comparator

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

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

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

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

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

N/C - Non Comparator

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferridale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Finance Director	Finance Director	Finance Director	N/C	Director of Finance	Finance Director	Finance Director	Finance Director	Director of Finance	N/C	Finance Director	Director of Finance	Finance & Admin Services Director
<b>Top Step</b>	\$ 6,365	\$ 4,708	\$ 10,840		\$ 8,772	\$ 4,806	\$ 8,747	\$ 10,019	\$ 6,635		\$ 8,265	\$ 7,484	\$ 8,474
<b>Retirement</b>		3%@60 \$ 678	2%@60 \$ 1,108		2.5%@55 \$ 949		2%@55 \$ 932	2%@55 \$ 970	2%@55 \$ 642		2%@55 \$ 845	2%@60 \$ 605	2.7%@55 \$ 1,060
<b>Insurance</b>	\$ 370	\$ 292	\$ 672		\$ 298				\$ 411		\$ 512	\$ 464	\$ 479
	\$ 716				\$ 384						\$ 75	\$ 150	\$ 125
		\$ 271			\$ 1,540				\$ 1,233		\$ 1,665	\$ 939	
	\$ 1,892	\$ 1,617	\$ 1,128		\$ 960	\$ 960	\$ 1,913	\$ 2,415					\$ 1,877
	\$ 174	\$ 134	\$ 209		\$ 39	\$ 39	\$ 143	\$ 187					\$ 143
	\$ 29	\$ 24	\$ 20		\$ 8	\$ 8	\$ 18						\$ 18
	\$ 344	\$ 272	\$ 625		\$ 574	\$ 277	\$ 505	\$ 578	\$ 332		\$ 731	\$ 489	\$ 27
	\$ 288	\$ 235	\$ 542		\$ 472	\$ 203	\$ 404	\$ 501	\$ 306		\$ 397	\$ 345	\$ 445
	\$ 229	\$ 18	\$ 500		\$ 169	\$ 336	\$ 336	\$ 578			\$ 159	\$ 259	\$ 416
													\$ 208
<b>Allow</b>													
<b>Uniform</b>													
<b>Benefit Package Total</b>	<b>\$ 3,853</b>	<b>\$ 3,540</b>	<b>\$ 4,804</b>	<b>\$ 0</b>	<b>\$ 3,704</b>	<b>\$ 2,171</b>	<b>\$ 4,252</b>	<b>\$ 5,230</b>	<b>\$ 2,925</b>	<b>\$ 0</b>	<b>\$ 4,384</b>	<b>\$ 3,251</b>	<b>\$ 4,863</b>
													<b>\$ 4,048</b>

N/C - Non Comparator  
 1 - City of Gridley: As of May 20, 2019, the city allows management employees to opt out of PERS retirement and in its place participate in the city's existing ICMA-RC 457 plan. As part of the opt-out the city will contribute 8% of the employees salary to the 457 plan, as well as 2% matching contributions to the ICMA-RC 457 plan for management employees who specifically select to opt-out of the PERS system.  
 2 - City of Yreka: City matches \$1 for every \$2 contributed by employee.  
 3 - City of Ferridale: Contribution to SEP-IRA  
 4 - City of Mt. Shasta: The City provides \$1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is \$2,800 for a family.  
 5 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums  
 6 - City of Colusa: Employee receives one (1) day of administrative leave per month which must be used each month.

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

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

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

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

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Fiscal Assistant II	Administrative Clerk II	Account Clerk II	Accounting Assistant	Account Clerk II	N/C	Account Clerk III	[Accounting Technician/ Administrative Services Clerk III]	Accounting Assistant	Accounting Technician II	Account Clerk II	[AP Clerk/ AR Clerk]	Office Assistant III/ Utility Billing	Fiscal and Admin Technician II
<b>Top Step</b>	\$ 3,146	\$ 3,353	\$ 4,621	\$ 3,927	\$ 3,626		\$ 3,608	\$ 4,307	\$ 3,423	\$ 4,446	\$ 3,418	\$ 4,047	\$ 4,087	\$ 3,940
<b>Classic</b>		3%@60	2%@60	2%@60	2.5%@55		2%@55	2%@55	2%@55	2.7%@55	2%@55	2%@60	2.7%@55	2%@55
<b>Employer Normal Cost</b>		\$ 483	\$ 472	\$ 317	\$ 392		\$ 385	\$ 417	\$ 331	\$ 556	\$ 349	\$ 327	\$ 511	\$ 381
<b>EE Cost Sharing</b>														
<b>Social Security</b>	\$ 199	\$ 208	\$ 287	\$ 243					\$ 212	\$ 276	\$ 212	\$ 251	\$ 253	\$ 244
<b>Deferred Compensation<sup>1</sup></b>	\$ 315			\$ 60							\$ 81			\$ 125
<b>Other Ret.</b>														
<b>Cafeteria<sup>2,3</sup></b>		\$ 271		\$ 1,800	\$ 1,540				\$ 1,233	\$ 1,954	\$ 1,665	\$ 939		
<b>Health</b>	\$ 1,882	\$ 1,617	\$ 1,128				\$ 1,913	\$ 2,415					\$ 1,877	\$ 1,495
<b>Dental</b>	\$ 174	\$ 134	\$ 209				\$ 143	\$ 187					\$ 143	\$ 106
<b>Vision</b>	\$ 29	\$ 24	\$ 20				\$ 18						\$ 18	\$ 27
<b>Vacation</b>	\$ 121	\$ 193	\$ 267	\$ 227	\$ 237		\$ 208	\$ 248	\$ 171	\$ 257	\$ 243	\$ 265	\$ 236	\$ 227
<b>Holidays</b>	\$ 187	\$ 168	\$ 231	\$ 227	\$ 195		\$ 167	\$ 215	\$ 158	\$ 274	\$ 164	\$ 187	\$ 220	\$ 212
<b>Admin Leave</b>		\$ 13												
<b>Auto</b>														
<b>Uniform</b>														
<b>Benefit Package Total</b>	\$ 2,683	\$ 3,110	\$ 2,613	\$ 2,874	\$ 2,365	\$ 0	\$ 2,834	\$ 3,484	\$ 2,106	\$ 3,316	\$ 2,633	\$ 2,049	\$ 3,259	\$ 2,818

NIC - Non Comparator  
 1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.  
 2 - City of Mt. Shasta: The City provides \$1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is \$2,800 for a family.  
 3 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums

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

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

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

N/C - Non Comparator

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

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

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

<b>Planning &amp; Building Permit 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 Fortuna	Senior Administrative Assistant	\$ 4,344	\$ 2,989	\$ 7,332	7/1/2019	7/1/2020	\$0.50 /hour					
2	City of Gridley	Administrative Services Clerk II	\$ 4,100	\$ 3,441	\$ 7,541	7/1/2019	7/1/2020	3.00%					
3	City of Yreka	Fiscal and Admin Technician II	\$ 3,940	\$ 2,818	\$ 6,758	1/1/2020	1/1/2021	2.50%					
4	City of Colusa	Building Code Enforcement Technician	\$ 3,621	\$ 2,341	\$ 5,962	4/1/2020	unknown	unknown					
5	City of Crescent City	Planning - Office Technician	\$ 3,368	\$ 2,306	\$ 5,674	7/1/2019	unknown	unknown					
6	City of Corning	N/C											
7	City of Alturas	N/C											
8	City of Red Bluff	N/C											
9	City of Orland	N/C											
10	City of Mt. Shasta	N/C											
11	City of Weed	N/C											
12	City of Willits	N/C											
13	City of Ferndale	N/C											
14	City of Rio Dell	Planning & Building Permit Specialist	\$ 0	\$ 0	\$ 0	7/1/2020	unknown	unknown					

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

N/C - Non Comparator





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

<b>Planning &amp; Building Permit 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 Gridley	Administrative Services Clerk II	\$ 4,100	\$ 3,441	\$ 7,541	7/1/2019	7/1/2020	3.00%					
2	City of Fortuna	Senior Administrative Assistant	\$ 4,344	\$ 2,989	\$ 7,332	7/1/2019	7/1/2020	\$0.50 /hour					
3	City of Yreka	Fiscal and Admin Technician II	\$ 3,940	\$ 2,818	\$ 6,758	1/1/2020	1/1/2021	2.50%					
4	City of Colusa	Building Code Enforcement Technician	\$ 3,621	\$ 2,341	\$ 5,962	4/1/2020	unknown	unknown					
5	City of Crescent City	Planning - Office Technician	\$ 3,368	\$ 2,306	\$ 5,674	7/1/2019	unknown	unknown					
6	City of Corning	N/C											
7	City of Alturas	N/C											
8	City of Red Bluff	N/C											
9	City of Orland	N/C											
10	City of Mt. Shasta	N/C											
11	City of Weed	N/C											
12	City of Willits	N/C											
13	City of Ferndale	N/C											
14	<b>City of Rio Dell</b>	<b>Planning &amp; Building Permit Specialist</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>7/1/2020</b>	<b>unknown</b>	<b>unknown</b>					

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

N/C - Non Comparator

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

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

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

N/C - Non Comparator

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Giddlev	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Police Officer	Patrolman	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer II	Police Officer
<b>Top Step</b>	\$ 4,089	\$ 4,063	\$ 5,095	\$ 6,120	\$ 5,468	\$ 3,261	\$ 4,470	\$ 5,581	\$ 4,141	\$ 5,221	\$ 5,337	\$ 5,215	\$ 5,344	\$ 5,087
<b>Retirement</b>		3%@55	2%@50	3%@55	2%@50		3%@55	3%@50	2%@50	3%@50	3%@55	2%@55	3%@50	2%@50
Employer Normal Cost		\$ 816	\$ 901	\$ 1,158	\$ 910		\$ 846	\$ 1,156	\$ 689	\$ 1,081	\$ 1,071	\$ 706	\$ 1,107	\$ 846
EE Cost Sharing														
Social Security	\$ 264	\$ 252	\$ 316	\$ 379		\$ 202			\$ 257	\$ 324	\$ 331	\$ 323	\$ 331	\$ 315
Deferred Compensation <sup>1</sup>	\$ 820			\$ 60				\$ 25				\$ 104		\$ 125
Other Ret. <sup>2</sup>						\$ 261								
<b>Insurance</b>		\$ 271		\$ 1,800	\$ 1,621				\$ 1,233	\$ 1,954	\$ 1,505	\$ 1,491		
Cafeteria <sup>3,4</sup>		\$ 1,617	\$ 1,128			\$ 960	\$ 1,913	\$ 2,415					\$ 1,877	\$ 1,495
Health		\$ 174	\$ 209			\$ 39	\$ 143	\$ 187					\$ 143	\$ 106
Dental		\$ 24	\$ 20			\$ 8	\$ 18						\$ 18	\$ 27
Vision		\$ 234	\$ 294	\$ 353	\$ 358	\$ 188	\$ 258	\$ 322	\$ 207	\$ 402	\$ 380	\$ 341	\$ 308	\$ 293
Vacation		\$ 158	\$ 203	\$ 255	\$ 252	\$ 138	\$ 206	\$ 279	\$ 191	\$ 321	\$ 246	\$ 241	\$ 288	\$ 352
Holidays		\$ 205	\$ 203	\$ 255	\$ 252	\$ 138	\$ 206	\$ 279	\$ 191	\$ 321	\$ 246	\$ 241	\$ 288	\$ 352
Admin Leave		\$ 16												
Auto														
Uniform	\$ 63	\$ 82	\$ 65	\$ 75		\$ 50	\$ 83	\$ 77	\$ 40	\$ 100	\$ 71	\$ 56	\$ 83	\$ 75
<b>Benefit Package Total</b>	<b>\$ 3,384</b>	<b>\$ 3,648</b>	<b>\$ 3,187</b>	<b>\$ 4,167</b>	<b>\$ 3,141</b>	<b>\$ 1,847</b>	<b>\$ 3,468</b>	<b>\$ 4,461</b>	<b>\$ 2,817</b>	<b>\$ 4,182</b>	<b>\$ 3,604</b>	<b>\$ 3,262</b>	<b>\$ 3,895</b>	<b>\$ 3,635</b>

NIC - Non Comparator  
 1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.  
 2 - City of Ferndale: Contribution to SEP-IRA  
 3 - City of Mt. Shasta: The City provides \$1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is \$2,800 for a family.  
 4 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums

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

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

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

N/C - Non Comparator

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

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Corning	Police Dispatcher/Clerk	\$ 4,468	\$ 3,096	\$ 7,564	12/15/2019	12/27/2020	3.00%-5.00%
2	City of Weed	Admin Secretary	\$ 4,378	\$ 2,140	\$ 6,518	7/1/2019	7/1/2020	4.00%
3	City of Yreka	Records Specialist	\$ 4,286	\$ 2,912	\$ 7,198	1/1/2020	1/1/2021	2.50%
4	City of Colusa	Police Services Technician	\$ 4,091	\$ 2,469	\$ 6,560	4/1/2020	unknown	unknown
5	City of Crescent City	Records Specialist	\$ 3,906	\$ 2,428	\$ 6,334	7/1/2019	unknown	unknown
6	City of Gridley	Community Services Officer	\$ 3,812	\$ 3,407	\$ 7,219	7/1/2019	7/1/2020	2.00%
7	City of Orland	Dispatch Records Clerk	\$ 3,739	\$ 3,200	\$ 6,938	7/1/2019	7/1/2020	6.00%
8	City of Alturas	Police Clerk	\$ 3,353	\$ 3,152	\$ 6,505	7/1/2018	unknown	unknown
9	City of Fortuna	Records Clerk	\$ 3,266	\$ 2,812	\$ 6,078	7/1/2019	7/1/2020	3.00%
10	City of Red Bluff	Police Records Specialist II	\$ 3,255	\$ 2,627	\$ 5,882	2/19/2020	unknown	unknown
11	City of Rio Dell	Records Technician	\$ 3,201	\$ 2,697	\$ 5,898	7/1/2020	unknown	unknown
12	City of Mt. Shasta	N/C						
13	City of Willits	N/C						
14	City of Ferndale	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,855	\$ 6,680
% City of Rio Dell Above/Below	-20.4%	-13.3%
Median of Comparators	\$ 3,859	\$ 6,539
% City of Rio Dell Above/Below	-20.5%	-10.9%
Number of Matches	10	10

N/C - Non Comparator

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Eureka	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka										
<b>Benchmark/ Comparator Agency Match</b>	Records Technician	Police Clerk	Police Services Technician	Police Dispatcher/ Clerk	Records Specialist	N/C	Records Clerk	Community Services Officer	N/C	Dispatch Records Clerk	Police Records Specialist II	Admin Secretary	N/C	Records Specialist										
<b>Top Step</b>	\$ 3,201	\$ 3,353	\$ 4,091	\$ 4,468	\$ 3,906		\$ 3,266	\$ 3,812		\$ 3,739	\$ 3,255	\$ 4,378		\$ 4,286										
<b>Retirement</b>	Classic	3%@60	2%@60	2%@60	2.5%@55		2%@55	2%@55		2.7%@55	2%@55	2%@60		2%@55										
	Employer Normal Cost	\$ 483	\$ 418	\$ 361	\$ 423		\$ 348	\$ 369		\$ 468	\$ 333	\$ 354		\$ 415										
	EE Cost Sharing																							
<b>Insurance</b>	Social Security	\$ 208	\$ 254	\$ 277	\$ 60					\$ 232	\$ 202	\$ 271		\$ 266										
	Deferred Compensation <sup>1</sup>	\$ 320						\$ 25				\$ 88		\$ 125										
<b>Allow Leaves</b>	Other Ret.																							
	Cafeteria <sup>2</sup>	\$ 271	\$ 271	\$ 1,800	\$ 1,540					\$ 1,954	\$ 1,665	\$ 939												
	Health	\$ 1,692	\$ 1,617	\$ 1,128			\$ 1,913	\$ 2,415						\$ 1,495										
	Dental	\$ 174	\$ 134	\$ 209			\$ 143	\$ 187						\$ 106										
	Vision	\$ 29	\$ 24	\$ 20			\$ 18							\$ 27										
<b>Allow</b>	Vacation	\$ 123	\$ 193	\$ 236	\$ 255		\$ 188	\$ 220		\$ 216	\$ 232	\$ 286		\$ 247										
	Holidays <sup>3</sup>	\$ 160	\$ 168	\$ 205	\$ 210		\$ 151	\$ 191		\$ 230	\$ 156	\$ 202		\$ 231										
	Admin Leave	\$ 13																						
	Auto																							
	Uniform	\$ 42		\$ 52			\$ 50			\$ 100	\$ 40													
<b>Benefit Package Total</b>											\$ 2,697	\$ 3,152	\$ 2,469	\$ 3,086	\$ 2,428	\$ 0	\$ 2,812	\$ 3,407	\$ 0	\$ 3,200	\$ 2,627	\$ 2,140	\$ 0	\$ 2,912

N/C - Non Comparator  
 1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.  
 2 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums  
 3 - City of Corning: Union members receive "Holiday in Lieu Pay".

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

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Corning	Police Dispatcher/Clerk	\$ 4,468	\$ 3,096	\$ 7,564	12/15/2019	12/27/2020	3.00%-5.00%
2	City of Gridley	Community Services Officer	\$ 3,812	\$ 3,407	\$ 7,219	7/1/2019	7/1/2020	2.00%
3	City of Yreka	Records Specialist	\$ 4,286	\$ 2,912	\$ 7,198	1/1/2020	1/1/2021	2.50%
4	City of Orland	Dispatch Records Clerk	\$ 3,739	\$ 3,200	\$ 6,938	7/1/2019	7/1/2020	6.00%
5	City of Colusa	Police Services Technician	\$ 4,091	\$ 2,469	\$ 6,560	4/1/2020	unknown	unknown
6	City of Weed	Admin Secretary	\$ 4,378	\$ 2,140	\$ 6,518	7/1/2019	7/1/2020	4.00%
7	City of Alturas	Police Clerk	\$ 3,353	\$ 3,152	\$ 6,505	7/1/2018	unknown	unknown
8	City of Crescent City	Records Specialist	\$ 3,906	\$ 2,428	\$ 6,334	7/1/2019	unknown	unknown
9	City of Fortuna	Records Clerk	\$ 3,266	\$ 2,812	\$ 6,078	7/1/2019	7/1/2020	3.00%
10	<b>City of Rio Dell</b>	<b>Records Technician</b>	<b>\$ 3,201</b>	<b>\$ 2,697</b>	<b>\$ 5,898</b>	<b>7/1/2020</b>	<b>unknown</b>	<b>unknown</b>
11	City of Red Bluff	Police Records Specialist II	\$ 3,255	\$ 2,627	\$ 5,882	2/19/2020	unknown	unknown
12	City of Mt. Shasta	N/C						
13	City of Willits	N/C						
14	City of Ferndale	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,855	\$ 6,680
% City of Rio Dell Above/Below	-20.4%	-13.3%
Median of Comparators	\$ 3,859	\$ 6,539
% City of Rio Dell Above/Below	-20.5%	-10.9%
Number of Matches	10	10

N/C - Non Comparator



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

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Weed	Police Sergeant	\$ 7,295	\$ 3,946	\$ 11,241	7/1/2019	7/1/2020	4.00%
2	City of Crescent City	Sergeant	\$ 6,918	\$ 3,544	\$ 10,462	7/1/2019	unknown	unknown
3	City of Corning	Police Sergeant	\$ 6,918	\$ 4,458	\$ 11,376	12/15/2019	12/27/2020	3.00%-5.00%
4	City of Yreka	Sergeant	\$ 6,819	\$ 4,251	\$ 11,069	1/1/2020	1/1/2021	2.50%
5	City of Gridley	Sergeant	\$ 6,731	\$ 4,823	\$ 11,554	7/1/2019	7/1/2020	2.00%
6	City of Willits	Police Sergeant	\$ 6,575	\$ 4,427	\$ 11,002	7/1/2019	7/1/2020	2.00%
7	City of Orland	Sergeant	\$ 6,170	\$ 5,019	\$ 11,188	7/1/2019	7/1/2020	6.00%
8	City of Red Bluff	Police Sergeant	\$ 6,071	\$ 3,883	\$ 9,954	2/19/2020	unknown	unknown
9	City of Colusa	Police Sergeant	\$ 6,013	\$ 3,505	\$ 9,518	4/1/2020	unknown	unknown
10	City of Fortuna	Police Sergeant	\$ 5,229	\$ 3,691	\$ 8,920	7/1/2019	7/1/2020	3.00%
11	City of Rio Dell	Sergeant	\$ 5,055	\$ 3,729	\$ 8,784	7/1/2020	unknown	unknown
12	City of Mt. Shasta	Police Sergeant	\$ 4,866	\$ 2,852	\$ 7,718	7/1/2019	unknown	unknown
13	City of Alturas	Sergeant	\$ 4,597	\$ 3,848	\$ 8,445	7/1/2018	unknown	unknown
14	City of Ferndale	Sergeant	\$ 4,157	\$ 2,064	\$ 6,221	unknown	unknown	unknown

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,028	\$ 9,898
% City of Rio Dell Above/Below	-19.2%	-12.7%
Median of Comparators	\$ 6,170	\$ 10,462
% City of Rio Dell Above/Below	-22.1%	-19.1%
Number of Matches	13	13

N/C - Non Comparator

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridlev	City of Mt. Shasta	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Sergeant	Sergeant	Police Sergeant	Police Sergeant	Sergeant	Sergeant	Police Sergeant	Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Sergeant
<b>Top Step</b>	\$ 5,055	\$ 4,597	\$ 6,013	\$ 6,918	\$ 6,918	\$ 4,157	\$ 5,229	\$ 6,731	\$ 4,866	\$ 6,071	\$ 7,295	\$ 6,575	\$ 6,819
<b>Retirement</b>		3%@55	2%@50	3%@55	2%@50		3%@55	3%@50	2%@50	3%@55	2%@55	3%@50	2%@50
Employer Normal Cost		\$ 923	\$ 1,063	\$ 1,309	\$ 1,151		\$ 990	\$ 1,394	\$ 810	\$ 1,219	\$ 988	\$ 1,361	\$ 1,134
EE Cost Sharing													
Social Security	\$ 313	\$ 285	\$ 373	\$ 429		\$ 258			\$ 302	\$ 376	\$ 452	\$ -197	\$ 423
Deferred Compensation <sup>1</sup>	\$ 1,011			\$ 60				\$ 25			\$ 146		\$ 125
Other Ret. <sup>2</sup>						\$ 333							
<b>Insurance</b>													
Cafeteria <sup>3,4</sup>		\$ 271		\$ 1,800	\$ 1,621				\$ 1,233	\$ 1,505	\$ 1,491		
Health	\$ 1,692	\$ 1,617	\$ 1,128			\$ 960	\$ 1,913	\$ 2,415				\$ 1,877	\$ 1,495
Dental	\$ 174	\$ 134	\$ 209			\$ 39	\$ 143	\$ 187				\$ 143	\$ 106
Vision	\$ 29	\$ 24	\$ 20			\$ 8	\$ 18					\$ 18	\$ 27
Vacation	\$ 194	\$ 265	\$ 347	\$ 399	\$ 452	\$ 240	\$ 302	\$ 388	\$ 243	\$ 432	\$ 477	\$ 379	\$ 393
Holidays	\$ 253	\$ 230	\$ 301	\$ 386	\$ 319	\$ 176	\$ 241	\$ 337	\$ 225	\$ 280	\$ 337	\$ 354	\$ 472
Admin Leave		\$ 18											
Auto													
Uniform	\$ 63	\$ 82	\$ 65	\$ 75		\$ 50	\$ 83	\$ 77	\$ 40	\$ 71	\$ 56	\$ 83	\$ 75
<b>Benefit Package Total</b>	<b>\$ 3,729</b>	<b>\$ 3,848</b>	<b>\$ 3,505</b>	<b>\$ 4,458</b>	<b>\$ 3,544</b>	<b>\$ 2,064</b>	<b>\$ 3,691</b>	<b>\$ 4,823</b>	<b>\$ 2,852</b>	<b>\$ 3,883</b>	<b>\$ 3,946</b>	<b>\$ 4,427</b>	<b>\$ 4,251</b>

NIC - Non Comparator

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

2 - City of Ferndale: Contribution to SEP-IRA

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

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

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

<b>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 Gridley	Sergeant	\$ 6,731	\$ 4,823	\$ 11,554	7/1/2019	7/1/2020	2.00%					
2	City of Corning	Police Sergeant	\$ 6,918	\$ 4,458	\$ 11,376	12/15/2019	12/27/2020	3.00%-5.00%					
3	City of Weed	Police Sergeant	\$ 7,295	\$ 3,946	\$ 11,241	7/1/2019	7/1/2020	4.00%					
4	City of Orland	Sergeant	\$ 6,170	\$ 5,019	\$ 11,188	7/1/2019	7/1/2020	6.00%					
5	City of Yreka	Sergeant	\$ 6,819	\$ 4,251	\$ 11,069	1/1/2020	1/1/2021	2.50%					
6	City of Willits	Police Sergeant	\$ 6,575	\$ 4,427	\$ 11,002	7/1/2019	7/1/2020	2.00%					
7	City of Crescent City	Sergeant	\$ 6,918	\$ 3,544	\$ 10,462	7/1/2019	unknown	unknown					
8	City of Red Bluff	Police Sergeant	\$ 6,071	\$ 3,883	\$ 9,954	2/19/2020	unknown	unknown					
9	City of Colusa	Police Sergeant	\$ 6,013	\$ 3,505	\$ 9,518	4/1/2020	unknown	unknown					
10	City of Fortuna	Police Sergeant	\$ 5,229	\$ 3,691	\$ 8,920	7/1/2019	7/1/2020	3.00%					
11	City of Rio Dell	Sergeant	\$ 5,055	\$ 3,729	\$ 8,784	7/1/2020	unknown	unknown					
12	City of Alturas	Sergeant	\$ 4,597	\$ 3,848	\$ 8,445	7/1/2018	unknown	unknown					
13	City of Mt. Shasta	Police Sergeant	\$ 4,866	\$ 2,852	\$ 7,718	7/1/2019	unknown	unknown					
14	City of Ferndale	Sergeant	\$ 4,157	\$ 2,064	\$ 6,221	unknown	unknown	unknown					

<b>Summary Results</b>		<b>Total Monthly</b>
Average of Comparators	\$ 6,028	\$ 9,898
% City of Rio Dell Above/Below	-19.2%	-12.7%
Median of Comparators	\$ 6,170	\$ 10,462
% City of Rio Dell Above/Below	-22.1%	-19.1%
Number of Matches	13	13

N/C - Non Comparator

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

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Gridley <sup>3</sup>	Maintenance Worker II	\$ 4,303	\$ 3,483	\$ 7,786	7/1/2019	7/1/2020	3.00%
2	City of Orland <sup>4</sup>	Maintenance Worker	\$ 3,975	\$ 3,172	\$ 7,147	7/1/2019	7/1/2020	3.00%
3	City of Crescent City <sup>1</sup>	[Utility Mechanic/ Maintenance Worker II]	\$ 3,962	\$ 2,441	\$ 6,403	7/1/2019	unknown	unknown
4	City of Yreka	Maintenance Worker	\$ 3,940	\$ 2,835	\$ 6,774	1/1/2020	1/1/2021	2.50%
5	City of Willits	Public Works Maintenance Worker II	\$ 3,802	\$ 3,174	\$ 6,976	7/1/2019	7/1/2020	2.00%
6	City of Fortuna <sup>2</sup>	[Utility Worker III/ Street Maint Worker III]	\$ 3,674	\$ 2,865	\$ 6,539	7/1/2019	7/1/2020	3.00%
7	City of Mt. Shasta	Maintenance Worker II	\$ 3,510	\$ 2,128	\$ 5,638	7/1/2019	unknown	unknown
8	City of Red Bluff <sup>5</sup>	[Water System Maintenance Worker/ Wastewater Collection Maintenance Worker]	\$ 3,425	\$ 2,669	\$ 6,093	2/19/2020	unknown	unknown
9	City of Alturas	Maintenance Worker II	\$ 3,272	\$ 3,084	\$ 6,356	7/1/2018	unknown	unknown
10	City of Rio Dell	Utility Worker I	\$ 2,828	\$ 2,664	\$ 5,432	7/1/2020	unknown	unknown
11	City of Corning	N/C						
12	City of Colusa	N/C						
13	City of Weed	N/C						
14	City of Ferndale	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 3,762	\$ 6,635
% City of Rio Dell Above/Below		-33.0%	-22.1%
Median of Comparators		\$ 3,802	\$ 6,539
% City of Rio Dell Above/Below		-34.4%	-20.4%
Number of Matches		9	9

N/C - Non Comparator

1 - City of Crescent City: 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 - City of Fortuna: 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 Gridley: Reported base pay plus flat rate of \$238 for distribution certificate.

4 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 5% increase for Distribution Grade II.

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

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

Agency	City of Rio Dell	City of Alluras	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridlev	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Utility Worker II	Maintenance Worker II	N/C	N/C	Utility Mechanic/ Maintenance Worker II	N/C	Utility Worker III/ Street Maintenance Worker III	Maintenance Worker II	Maintenance Worker II	Maintenance Worker	[Water System Maintenance Worker/ Wastewater Collection Maintenance Worker]	N/C	Public Works Maintenance Worker II	Maintenance Worker
<b>Top Step</b>	\$ 2,628	\$ 3,272			\$ 3,962		\$ 3,674	\$ 4,303	\$ 3,510	\$ 3,975	\$ 3,475		\$ 3,802	\$ 3,940
<b>Retirement</b>		3%@60			2.5%@55		2%@55	2%@55	2%@55	2.7%@55	2%@55		2.7%@55	2%@55
Employer Normal Cost	\$ 471	\$ 471			\$ 429		\$ 392	\$ 417	\$ 340	\$ 497	\$ 350		\$ 476	\$ 381
EE Cost Sharing														
Social Security	\$ 175	\$ 203												
Deferred Compensation <sup>1</sup>	\$ 283													
Other Ret.														
<b>Insurance</b>														
Cafeteria <sup>2</sup>	\$ 271	\$ 271			\$ 1,540									
Health	\$ 1,692	\$ 1,617					\$ 1,913	\$ 2,415	\$ 1,233	\$ 1,954	\$ 1,665		\$ 1,877	\$ 1,495
Dental	\$ 174	\$ 134					\$ 143	\$ 187					\$ 143	\$ 106
Vision	\$ 28	\$ 24					\$ 18						\$ 18	\$ 27
Vacation	\$ 189	\$ 189					\$ 212	\$ 248	\$ 176	\$ 229	\$ 244		\$ 219	\$ 227
Holidays	\$ 141	\$ 164					\$ 170	\$ 215	\$ 162	\$ 245	\$ 165		\$ 205	\$ 212
Admin Leave		\$ 13												
Auto														
Uniform							\$ 17				\$ 33			\$ 17
<b>Benefit Package Total</b>	<b>\$ 2,604</b>	<b>\$ 3,084</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 2,441</b>	<b>\$ 0</b>	<b>\$ 2,865</b>	<b>\$ 3,483</b>	<b>\$ 2,128</b>	<b>\$ 3,172</b>	<b>\$ 2,609</b>	<b>\$ 0</b>	<b>\$ 3,174</b>	<b>\$ 2,836</b>

N/C - Non Comparator  
 1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.  
 2 - City of Mt. Shasta: The City provides \$1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is \$2,000 for a family.

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

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Gridley <sup>3</sup>	Maintenance Worker II	\$ 4,303	\$ 3,483	\$ 7,786	7/1/2019	7/1/2020	3.00%
2	City of Orland <sup>4</sup>	Maintenance Worker	\$ 3,975	\$ 3,172	\$ 7,147	7/1/2019	7/1/2020	3.00%
3	City of Willits	Public Works Maintenance Worker II	\$ 3,802	\$ 3,174	\$ 6,976	7/1/2019	7/1/2020	2.00%
4	City of Yreka	Maintenance Worker	\$ 3,940	\$ 2,835	\$ 6,774	1/1/2020	1/1/2021	2.50%
5	City of Fortuna <sup>2</sup>	[Utility Worker III/ Street Maint Worker III]	\$ 3,674	\$ 2,865	\$ 6,539	7/1/2019	7/1/2020	3.00%
6	City of Crescent City <sup>1</sup>	[Utility Mechanic/ Maintenance Worker II]	\$ 3,962	\$ 2,441	\$ 6,403	7/1/2019	unknown	unknown
7	City of Alturas	Maintenance Worker II	\$ 3,272	\$ 3,084	\$ 6,356	7/1/2018	unknown	unknown
8	City of Red Bluff <sup>5</sup>	[Water System Maintenance Worker/ Wastewater Collection Maintenance Worker]	\$ 3,425	\$ 2,669	\$ 6,093	2/19/2020	unknown	unknown
9	City of Mt. Shasta	Maintenance Worker II	\$ 3,510	\$ 2,128	\$ 5,638	7/1/2019	unknown	unknown
10	City of Rio Dell	Utility Worker I	\$ 2,828	\$ 2,604	\$ 5,432	7/1/2020	unknown	unknown
11	City of Corning	N/C						
12	City of Colusa	N/C						
13	City of Weed	N/C						
14	City of Ferndale	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 3,762	\$ 6,635
% City of Rio Dell Above/Below	-33.0%	-22.1%
Median of Comparators	\$ 3,802	\$ 6,539
% City of Rio Dell Above/Below	-34.4%	-20.4%
Number of Matches	9	9

N/C - Non Comparator

- 1 - City of Crescent City: 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 - City of Fortuna: 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 Gridley: Reported base pay plus flat rate of \$238 for distribution certificate.
- 4 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 5% increase for Distribution Grade II.
- 5 - City of Red Bluff: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches.

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

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Gridley <sup>1</sup>	Senior Maintenance Worker (Plant Operator)	\$ 6,236	\$ 3,878	\$ 10,114	7/1/2019	7/1/2020	3.00%
2	City of Colusa	Utility System Operator II	\$ 4,911	\$ 2,692	\$ 7,603	4/1/2020	unknown	unknown
3	City of Crescent City	WW Treatment Plant Operator II	\$ 4,712	\$ 2,612	\$ 7,324	7/1/2019	unknown	unknown
4	City of Weed	Wastewater Treatment Plant Operator	\$ 4,405	\$ 2,181	\$ 6,586	7/1/2019	7/1/2020	4.00%
5	City of Yreka <sup>4</sup>	[Water Treatment Plant Operator II/ Wastewater Treatment Plant Operator II]	\$ 4,343	\$ 2,944	\$ 7,287	1/1/2020	1/1/2021	2.50%
6	City of Ferndale	Wastewater Assistant	\$ 4,255	\$ 2,037	\$ 6,292	unknown	unknown	unknown
7	City of Orland <sup>2</sup>	Maintenance Worker W/ Cert Pay	\$ 4,165	\$ 3,230	\$ 7,395	7/1/2019	7/1/2020	3.00%
8	City of Fortuna	Treatment Plant Operator II	\$ 3,957	\$ 2,924	\$ 6,881	7/1/2019	7/1/2020	\$0.50 /hour
9	City of Willits <sup>3</sup>	[Wastewater Plant Operator II/ Water Plant Operator II]	\$ 3,929	\$ 3,212	\$ 7,140	7/1/2019	7/1/2020	2.00%
10	City of Rio Dell	W/WW Plant Operator II	\$ 3,749	\$ 2,834	\$ 6,583	7/1/2020	unknown	unknown
11	City of Mt. Shasta	Wastewater Plant Operator II	\$ 3,729	\$ 2,184	\$ 5,913	7/1/2019	unknown	unknown
12	City of Alturas	Wastewater Treatment/ Class II	\$ 3,611	\$ 3,192	\$ 6,803	7/1/2018	unknown	unknown
13	City of Red Bluff	N/C						
14	City of Corning	N/C						

Summary Results		Total Monthly
Average of Comparators	\$ 4,387	\$ 7,213
% City of Rio Dell Above/Below	-17.0%	-9.6%
Median of Comparators	\$ 4,255	\$ 7,140
% City of Rio Dell Above/Below	-13.5%	-8.5%
Number of Matches	11	11

N/C - Non Comparator

1 - City of Gridley: 5% additional compensation will be added to base pay of the Senior Maintenance Worker for performing the primary duty of operating the sewer plant and maintaining the water system. Reported base pay + 5% acting pay + \$266 flat rate distribution certificate + \$531 flat rate Water Treatment grade II certificate + \$531 flat rate Wastewater Treatment grade II certificate.  
 2 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 10% increase for Distribution Grade II and Treatment Grade II.

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

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Colusa	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka	
<b>Benchmark/ Comparator Agency Match</b>	W/WW Plant Operator II	Wastewater Treatment/ Class II	Utility System Operator II	N/C	WW Treatment Plant Operator II	Wastewater Assistant	Treatment Plant Operator II	Senior Maintenance Worker (Plant Operator)	Wastewater Plant Operator II	Maintenance Worker W/ Cert Pay	N/C	Wastewater Treatment Plant Operator	[Wastewater Plant Operator II/ Wastewater Treatment Plant Operator II]
<b>Top Step</b>	\$ 3,749	\$ 3,611	\$ 4,911	\$ 4,712	\$ 4,255	\$ 3,957	\$ 6,236	\$ 3,729	\$ 4,165	\$ 4,405	\$ 3,929	\$ 4,343	
<b>Retirement</b>		3%@60 \$ 520	2%@60 \$ 502	2.5%@55 \$ 510	2%@55 \$ 422	2%@55 \$ 604	2%@55 \$ 361	2.7%@55 \$ 521	2%@60 \$ 356	2.7%@55 \$ 492	2.7%@55 \$ 420	2%@55 \$ 420	
<b>Insurance</b>		\$ 224	\$ 304	\$ 264	\$ 264	\$ 231	\$ 258	\$ 231	\$ 273	\$ 244	\$ 269	\$ 269	
<b>Allow</b>		\$ 376	\$ 14	\$ 340	\$ 340	\$ 340	\$ 340	\$ 340	\$ 88	\$ 88	\$ 125	\$ 125	
<b>Benefit Package Total</b>	<b>\$ 2,834</b>	<b>\$ 3,192</b>	<b>\$ 2,692</b>	<b>\$ 2,612</b>	<b>\$ 2,037</b>	<b>\$ 2,924</b>	<b>\$ 3,878</b>	<b>\$ 2,184</b>	<b>\$ 3,230</b>	<b>\$ 2,181</b>	<b>\$ 3,212</b>	<b>\$ 2,944</b>	
<b>Health</b>	\$ 1,692	\$ 1,617	\$ 1,128	\$ 1,540	\$ 960	\$ 1,913	\$ 1,233	\$ 1,954	\$ 939	\$ 939	\$ 1,877	\$ 1,495	
<b>Dental</b>	\$ 174	\$ 134	\$ 209		\$ 39	\$ 143	\$ 245	\$ 187			\$ 143	\$ 106	
<b>Vision</b>	\$ 29	\$ 24	\$ 20		\$ 8	\$ 18	\$ 8	\$ 18			\$ 18	\$ 27	
<b>Vacation</b>	\$ 144	\$ 208	\$ 283		\$ 308	\$ 228	\$ 360	\$ 240			\$ 288	\$ 251	
<b>Holidays</b>	\$ 187	\$ 181	\$ 246		\$ 254	\$ 183	\$ 312	\$ 256			\$ 212	\$ 234	
<b>Admin Leave</b>													
<b>Auto</b>													
<b>Uniform</b>						\$ 17						\$ 17	

N/C - Non Comparator  
 1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.  
 2 - City of Ferndale: Contribution to SEP-IRA  
 3 - City of Mt. Shasta: The City provides \$1,000 monthly for the cafeteria plan and if the employee participates in the health insurance the annual HSA amount is \$2,800 for a family.  
 4 - City of Weed: Cafeteria covers health, dental, and vision insurance premiums



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

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
<b>WWW Plant Operator II</b>								
1	City of Gridley <sup>1</sup>	Senior Maintenance Worker (Plant Operator)	\$ 6,236	\$ 3,878	\$ 10,114	7/1/2019	7/1/2020	3.00%
2	City of Colusa	Utility System Operator II	\$ 4,911	\$ 2,692	\$ 7,603	4/1/2020	unknown	unknown
3	City of Orland <sup>2</sup>	Maintenance Worker W/ Cert Pay	\$ 4,165	\$ 3,230	\$ 7,395	7/1/2019	7/1/2020	3.00%
4	City of Crescent City	WW Treatment Plant Operator II	\$ 4,712	\$ 2,612	\$ 7,324	7/1/2019	unknown	unknown
5	City of Yreka <sup>4</sup>	[Water Treatment Plant Operator II/ Wastewater Treatment Plant Operator II]	\$ 4,343	\$ 2,944	\$ 7,287	1/1/2020	1/1/2021	2.50%
6	City of Willits <sup>3</sup>	[Wastewater Plant Operator II/ Water Plant Operator II]	\$ 3,929	\$ 3,212	\$ 7,140	7/1/2019	7/1/2020	2.00%
7	City of Fortuna	Treatment Plant Operator II	\$ 3,957	\$ 2,924	\$ 6,881	7/1/2019	7/1/2020	\$0.50 /hour
8	City of Alturas	Wastewater Treatment/ Class II	\$ 3,611	\$ 3,192	\$ 6,803	7/1/2018	unknown	unknown
9	City of Weed	Wastewater Treatment Plant Operator	\$ 4,405	\$ 2,181	\$ 6,586	7/1/2019	7/1/2020	4.00%
10	City of Rio Dell	WWW Plant Operator II	\$ 3,749	\$ 2,834	\$ 6,583	7/1/2020	unknown	unknown
11	City of Ferndale	Wastewater Assistant	\$ 4,255	\$ 2,037	\$ 6,292	unknown	unknown	unknown
12	City of Mt. Shasta	Wastewater Plant Operator II	\$ 3,729	\$ 2,184	\$ 5,913	7/1/2019	unknown	unknown
13	City of Red Bluff	N/C						
14	City of Corning	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 4,387	\$ 7,213
% City of Rio Dell Above/Below		-17.0%	-9.6%
Median of Comparators		\$ 4,255	\$ 7,140
% City of Rio Dell Above/Below		-13.5%	-8.5%
Number of Matches		11	11

N/C - Non Comparator

1 - City of Gridley: 5% additional compensation will be added to base pay of the Senior Maintenance Worker for performing the primary duty of operating the sewer plant and maintaining the water system. Reported base pay + 5% acting pay + \$266 flat rate distribution certificate + \$531 flat rate Water Treatment grade II certificate + \$531 flat rate Wastewater Treatment grade II certificate.

2 - City of Orland: Includes 2.5% certification pay per Treatment/Distribution certificate for a 10% increase for Distribution Grade II and Treatment Grade II.

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

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

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Ferndale	Chief Wastewater Plant Operator	\$ 8,373	\$ 3,034	\$ 11,407	unknown	unknown	unknown
2	City of Gridley <sup>2</sup>	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%
3	City of Colusa	Water/Sewer Utilities Superintendent	\$ 7,130	\$ 3,624	\$ 10,754	4/1/2020	unknown	unknown
4	City of Crescent City <sup>1</sup>	[WW Treatment Plant Senior Operator/ Utilities Manager]	\$ 6,830	\$ 3,225	\$ 10,055	7/1/2019	unknown	unknown
5	City of Yreka	Wastewater Treatment Plant Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%
6	City of Willits <sup>3</sup>	[Utilities Superintendent/ Chief Wastewater Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%
7	City of Fortuna	Chief Treatment Plant Operator	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour
8	City of Rio Dell	Wastewater Superintendent	\$ 5,445	\$ 3,723	\$ 9,168	7/1/2020	unknown	unknown
9	City of Mt. Shasta	Chief Plant Operator	\$ 3,991	\$ 2,251	\$ 6,242	7/1/2019	unknown	unknown
10	City of Red Bluff	N/C						
11	City of Orland	N/C						
12	City of Corning	N/C						
13	City of Weed	N/C						
14	City of Alturas	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,627	\$ 10,068
% City of Rio Dell Above/Below	-21.7%	-9.8%
Median of Comparators	\$ 6,791	\$ 10,530
% City of Rio Dell Above/Below	-24.7%	-14.9%
Number of Matches	8	8

N/C - Non Comparator

1 - City of Crescent City: 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 the higher of the matches.

2 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$511 flat rate distribution certificate.

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City [WW]	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Wastewater Superintendent	N/C	Water/Sewer Utilities Superintendent	N/C	Treatment Plant Senior Operator/ Utilities Manager	Chief Wastewater Plant Operator	Chief Treatment Plant Operator	Public Works Maintenance Supervisor	Chief Plant Operator	N/C	N/C	[Utilities Superintendent/ Chief Wastewater Operator]	Wastewater Treatment Plant Manager
<b>Top Step</b>	\$ 6,445		\$ 7,130		\$ 6,830	\$ 8,373	\$ 6,208	\$ 7,224	\$ 3,991			\$ 6,505	\$ 6,753
Classic			2%@60		2.5%@55		2%@55		2%@55			2.7%@55	
Employer Normal Cost			\$ 729		\$ 739		\$ 662		\$ 386			\$ 814	
EE Cost Sharing													\$ 654
Social Security	\$ 338		\$ 442			\$ 519			\$ 247			\$ 403	\$ 419
Deferred Compensation <sup>1</sup>	\$ 883												\$ 125
Other Ret. <sup>2</sup>						\$ 670							
Cafeteria <sup>3</sup>					\$ 1,540				\$ 1,233				
Health	\$ 1,892		\$ 1,128			\$ 960	\$ 1,913	\$ 2,415				\$ 1,877	\$ 1,495
Dental	\$ 174		\$ 209			\$ 39	\$ 143	\$ 187				\$ 143	\$ 106
Vision	\$ 29		\$ 20			\$ 8	\$ 18					\$ 18	\$ 27
Vacation	\$ 314		\$ 411		\$ 447	\$ 483	\$ 358	\$ 417	\$ 200			\$ 375	\$ 390
Holidays	\$ 272		\$ 357		\$ 368	\$ 354	\$ 287	\$ 361	\$ 184			\$ 350	\$ 364
Admin Leave <sup>4</sup>	\$ 209		\$ 329		\$ 131		\$ 119					\$ 225	
Auto													
Uniform	\$ 42						\$ 17						\$ 17
<b>Benefit Package Total</b>	<b>\$ 3,723</b>	<b>\$ 0</b>	<b>\$ 3,624</b>	<b>\$ 0</b>	<b>\$ 3,226</b>	<b>\$ 3,034</b>	<b>\$ 3,517</b>	<b>\$ 4,080</b>	<b>\$ 2,261</b>	<b>\$ 0</b>	<b>\$ 0</b>	<b>\$ 4,208</b>	<b>\$ 3,595</b>

N/C - Non Comparator

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

2 - City of Ferndale: Contribution to SEP-IRA

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

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

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

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Ferndale	Chief Wastewater Plant Operator	\$ 8,373	\$ 3,034	\$ 11,407	unknown	unknown	unknown
2	City of Gridley <sup>2</sup>	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%
3	City of Colusa	Water/Sewer Utilities Superintendent	\$ 7,130	\$ 3,624	\$ 10,754	4/1/2020	unknown	unknown
4	City of Willits <sup>3</sup>	[Utilities Superintendent/ Chief Wastewater Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%
5	City of Yreka	Wastewater Treatment Plant Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%
6	City of Crescent City <sup>1</sup>	[WW Treatment Plant Senior Operator/ Utilities Manager]	\$ 6,830	\$ 3,225	\$ 10,055	7/1/2019	unknown	unknown
7	City of Fortuna	Chief Treatment Plant Operator	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour
8	<b>City of Rio Dell</b>	<b>Wastewater Superintendent</b>	<b>\$ 5,445</b>	<b>\$ 3,723</b>	<b>\$ 9,168</b>	<b>7/1/2020</b>	<b>unknown</b>	<b>unknown</b>
9	City of Mt. Shasta	Chief Plant Operator	\$ 3,991	\$ 2,251	\$ 6,242	7/1/2019	unknown	unknown
10	City of Red Bluff	N/C						
11	City of Orland	N/C						
12	City of Corning	N/C						
13	City of Weed	N/C						
14	City of Alturas	N/C						

Summary Results		Top Monthly	Total Monthly
Average of Comparators		\$ 6,627	\$ 10,068
% City of Rio Dell Above/Below		-21.7%	-9.8%
Median of Comparators		\$ 6,791	\$ 10,530
% City of Rio Dell Above/Below		-24.7%	-14.9%
Number of Matches		8	8

N/C - Non Comparator

1 - City of Crescent City: 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 the higher of the matches.

2 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$311 flat rate distribution certificate.

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

Water/Streets Superintendent									
Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	City of Gridley <sup>2</sup>	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%	
2	City of Yreka	Water Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%	
3	City of Willits <sup>3</sup>	[Utilities Superintendent/ Chief Water Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%	
4	City of Fortuna <sup>1</sup>	[Utility Superintendent/ General Services Superintendent]	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour	
5	<b>City of Rio Dell</b>	<b>Water/Streets Superintendent</b>	<b>\$ 5,774</b>	<b>\$ 3,831</b>	<b>\$ 9,605</b>	<b>7/1/2020</b>	<b>unknown</b>	<b>unknown</b>	
6	City of Corning	N/C							
7	City of Colusa	N/C							
8	City of Red Bluff	N/C							
9	City of Orland	N/C							
10	City of Alturas	N/C							
11	City of Weed	N/C							
12	City of Mt. Shasta	N/C							
13	City of Ferndale	N/C							
14	City of Crescent City	N/C							

Summary Results	
Average of Comparators	Total Monthly \$ 10,522
% City of Rio Dell Above/Below	-9.6%
Median of Comparators	\$ 6,673
% City of Rio Dell Above/Below	-15.6%
Number of Matches	\$ 6,629 -14.8%
	4

N/C - Non Comparator

1 - City of Fortuna: 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 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$311 flat rate distribution certificate.

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

Agency	City of Rio Dell	City of Alturas	City of Colusa	City of Corning	City of Crescent City	City of Ferndale	City of Fortuna	City of Gridley	City of Mt. Shasta	City of Orland	City of Red Bluff	City of Weed	City of Willits	City of Yreka
<b>Benchmark/ Comparator Agency Match</b>	Water/Streets Superintendent	N/C	N/C	N/C	N/C	N/C	(Utility Superintendent/ General Services Superintendent)	Public Works Maintenance Supervisor	N/C	N/C	N/C	N/C	[Utilities Superintendent/ Chief Water Operator]	Water Manager
	<b>Top Step</b>	\$ 5,774					\$ 6,208	\$ 7,224					\$ 6,505	\$ 6,753
<b>Retirement</b>	Classic						2%@55	2%@55					2.7%@55	2%@55
	Employer Normal Cost						\$ 662	\$ 699					\$ 814	\$ 654
	EE Cost Sharing													
	Social Security	\$ 368												
	Deferred Compensation <sup>1</sup>	\$ 698												
<b>Insurance</b>	Other Ret.													
	Cafeteria													
	Health	\$ 1,692												
	Dental	\$ 174					\$ 1,913	\$ 2,415					\$ 1,877	\$ 1,495
	Vision	\$ 29					\$ 143	\$ 187					\$ 143	\$ 106
	Vacation	\$ 388					\$ 18						\$ 18	\$ 27
	Holidays	\$ 289					\$ 358	\$ 417					\$ 375	\$ 390
	Admin Leave	\$ 222					\$ 287	\$ 361					\$ 350	\$ 364
	Auto						\$ 119						\$ 225	
	Uniform	\$ 42					\$ 17							
<b>Benefit Package Total</b>	\$ 3,831	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,617	\$ 4,080	\$ 0	\$ 0	\$ 0	\$ 4,206	\$ 3,595	

N/C - Non Comparator  
1 - City of Yreka: City matches \$1 for every \$2 contributed by employee.

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

Rank	Comparator Agency	Classification Title	Top Step	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	City of Gridley <sup>2</sup>	Public Works Maintenance Supervisor	\$ 7,224	\$ 4,080	\$ 11,304	7/1/2019	7/1/2020	3.00%
2	City of Willits <sup>3</sup>	[Utilities Superintendent/ Chief Water Operator]	\$ 6,505	\$ 4,206	\$ 10,711	7/1/2019	7/1/2020	2.00%
3	City of Yreka	Water Manager	\$ 6,753	\$ 3,595	\$ 10,349	1/1/2020	1/1/2021	2.50%
4	City of Fortuna <sup>1</sup>	[Utility Superintendent/ General Services Superintendent]	\$ 6,208	\$ 3,517	\$ 9,725	7/1/2019	7/1/2020	\$0.50 /hour
5	City of Rio Dell	Water/Streets Superintendent	\$ 5,774	\$ 3,831	\$ 9,605	7/1/2020	unknown	unknown
6	City of Corning	N/C						
7	City of Colusa	N/C						
8	City of Red Bluff	N/C						
9	City of Orland	N/C						
10	City of Alturas	N/C						
11	City of Weed	N/C						
12	City of Mt. Shasta	N/C						
13	City of Ferndale	N/C						
14	City of Crescent City	N/C						

Summary Results	Top Monthly	Total Monthly
Average of Comparators	\$ 6,673	\$ 10,522
% City of Rio Dell Above/Below	-15.6%	-9.6%
Median of Comparators	\$ 6,629	\$ 10,530
% City of Rio Dell Above/Below	-14.8%	-9.6%
Number of Matches	4	4

N/C - Non Comparator

1 - City of Fortuna: 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 - City of Gridley: Reported base pay plus flat rate \$622 wastewater treatment certificate + \$622 flat rate water treatment grade II + \$311 flat rate distribution certificate.

3 - City of Willits: 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.



## Appendix III

### Proposed Salary Range Schedule



**City of Rio Dell**  
**Appendix III: Proposed Salary Range Schedule**  
**June 2020**

<b>FACTORS</b>
Range 6, Step 5, Annual
\$36,750.00
Step Increase
5.00%
Range Increase
2.50%
Pay Periods per Year
26
Hours per Year
2,080

Salary Range	Annually						Monthly						Per Pay Period						Hourly											
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
	1	27,391	28,059	29,462	30,935	32,482	34,109	2,338	2,397	2,455	2,517	2,578	2,707	1,079.19	1,106.17	1,133.15	1,161.48	1,189.80	1,249.29	13.49	13.83	14.16	14.52	14.87	15.62	13.17	13.50	13.84	14.18	14.54
2	28,076	29,479	30,953	32,501	34,126	35,835	2,283	2,340	2,397	2,457	2,517	2,774	1,053.49	1,079.83	1,106.83	1,134.50	1,162.50	1,219.55	13.17	13.50	13.84	14.18	14.54	14.87	13.17	13.50	13.84	14.18	14.54	14.87
3	28,777	30,216	31,727	33,314	34,979	36,726	2,340	2,398	2,457	2,518	2,579	2,844	1,106.83	1,134.50	1,162.50	1,190.51	1,219.55	1,258.50	13.50	13.84	14.18	14.53	14.88	15.63	13.50	13.84	14.18	14.53	14.88	15.63
4	29,497	30,972	32,520	34,146	35,854	37,651	2,398	2,458	2,518	2,581	2,710	2,988	1,134.50	1,162.50	1,190.51	1,219.55	1,248.50	1,287.50	13.84	14.18	14.53	14.89	15.24	16.00	13.84	14.18	14.53	14.89	15.24	16.00
5	30,234	31,746	33,333	35,000	36,750	38,587	2,520	2,582	2,646	2,718	2,847	3,139	1,162.50	1,191.93	1,221.73	1,252.05	1,282.81	1,314.10	14.18	14.54	14.89	15.26	15.63	16.40	14.18	14.54	14.89	15.26	15.63	16.40
6	30,990	32,540	34,167	35,875	37,669	39,516	2,583	2,647	2,712	2,789	2,920	3,219	1,191.93	1,221.73	1,252.05	1,282.81	1,314.10	1,346.96	14.54	14.90	15.26	15.64	16.00	16.78	14.54	14.90	15.26	15.64	16.00	16.78
7	31,765	33,353	35,021	36,772	38,610	40,548	2,647	2,713	2,781	2,854	2,991	3,292	1,221.73	1,252.05	1,282.81	1,314.10	1,346.96	1,380.63	14.90	15.27	15.64	16.02	16.40	17.20	14.90	15.27	15.64	16.02	16.40	17.20
8	32,559	34,187	35,896	37,691	39,576	41,565	2,713	2,781	2,854	2,933	3,066	3,370	1,252.05	1,282.81	1,314.10	1,346.96	1,380.63	1,415.14	15.27	15.65	16.02	16.41	16.81	17.63	15.27	15.65	16.02	16.41	16.81	17.63
9	33,373	35,042	36,794	38,633	40,565	42,503	2,781	2,854	2,933	3,066	3,201	3,508	1,282.81	1,314.10	1,346.96	1,380.63	1,415.14	1,450.52	15.65	16.04	16.43	16.84	17.26	18.11	15.65	16.04	16.43	16.84	17.26	18.11
10	34,207	35,918	37,714	39,599	41,579	43,568	2,851	2,922	3,000	3,143	3,292	3,603	1,314.10	1,346.96	1,380.63	1,415.14	1,450.52	1,486.79	16.04	16.43	16.84	17.27	17.70	18.60	16.04	16.43	16.84	17.27	17.70	18.60
11	35,063	36,816	38,656	40,589	42,619	44,746	2,922	2,995	3,073	3,221	3,382	3,698	1,346.96	1,380.63	1,415.14	1,450.52	1,486.79	1,523.05	16.43	16.84	17.27	17.71	18.14	19.07	16.43	16.84	17.27	17.71	18.14	19.07
12	35,939	37,736	39,623	41,604	43,684	45,867	2,995	3,073	3,155	3,308	3,475	3,795	1,380.63	1,415.14	1,450.52	1,486.79	1,523.05	1,561.13	16.84	17.26	17.70	18.15	18.60	19.55	16.84	17.26	17.70	18.15	18.60	19.55
13	36,838	38,679	40,613	42,644	44,776	46,911	3,073	3,155	3,242	3,398	3,568	3,893	1,415.14	1,450.52	1,486.79	1,523.05	1,561.13	1,600.15	17.26	17.70	18.15	18.61	19.07	20.00	17.26	17.70	18.15	18.61	19.07	20.00
14	37,759	39,646	41,629	43,710	45,896	48,189	3,155	3,242	3,333	3,493	3,668	4,000	1,450.52	1,486.79	1,523.05	1,561.13	1,600.15	1,640.16	18.14	18.60	19.07	19.55	20.03	21.00	18.14	18.60	19.07	19.55	20.03	21.00
15	38,702	40,638	42,669	44,803	47,043	49,393	3,242	3,333	3,428	3,593	3,773	4,111	1,486.79	1,523.05	1,561.13	1,600.15	1,640.16	1,681.16	18.60	19.07	19.55	20.04	20.52	21.50	18.60	19.07	19.55	20.04	20.52	21.50
16	39,670	41,654	43,736	45,923	48,219	50,630	3,333	3,428	3,527	3,698	3,885	4,233	1,523.05	1,561.13	1,600.15	1,640.16	1,681.16	1,723.19	19.07	19.55	20.03	20.53	21.03	22.00	19.07	19.55	20.03	20.53	21.03	22.00
17	40,662	42,695	44,830	47,071	49,425	51,897	3,428	3,527	3,632	3,808	3,998	4,351	1,561.13	1,600.15	1,640.16	1,681.16	1,723.19	1,766.27	19.55	20.03	20.53	21.04	21.54	22.50	19.55	20.03	20.53	21.04	21.54	22.50
18	41,678	43,762	45,950	48,248	50,660	53,177	3,527	3,632	3,742	3,923	4,119	4,476	1,600.15	1,640.16	1,681.16	1,723.19	1,766.27	1,810.43	20.03	20.53	21.03	21.54	22.04	23.00	20.03	20.53	21.03	21.54	22.04	23.00
19	42,720	44,856	47,099	49,454	51,927	54,516	3,632	3,742	3,858	4,043	4,242	4,603	1,640.16	1,681.16	1,723.19	1,766.27	1,810.43	1,859.69	20.52	21.03	21.54	22.04	22.54	23.50	20.52	21.03	21.54	22.04	22.54	23.50
20	43,788	45,978	48,277	50,690	53,225	55,885	3,742	3,858	3,981	4,171	4,375	4,741	1,681.16	1,723.19	1,766.27	1,810.43	1,859.69	1,909.87	21.03	21.54	22.04	22.55	23.05	24.00	21.03	21.54	22.04	22.55	23.05	24.00
21	44,883	47,127	49,484	51,958	54,556	57,281	3,858	3,981	4,111	4,308	4,517	4,888	1,723.19	1,766.27	1,810.43	1,859.69	1,909.87	1,961.06	21.54	22.04	22.55	23.06	23.56	24.50	21.54	22.04	22.55	23.06	23.56	24.50
22	46,005	48,305	50,721	53,257	55,919	58,716	3,981	4,111	4,248	4,453	4,671	5,047	1,766.27	1,810.43	1,859.69	1,909.87	1,961.06	2,013.25	22.04	22.55	23.06	23.57	24.07	25.00	22.04	22.55	23.06	23.57	24.07	25.00
23	47,155	49,513	51,989	54,588	57,317	60,179	4,111	4,248	4,393	4,603	4,825	5,206	1,810.43	1,859.69	1,909.87	1,961.06	2,013.25	2,066.44	22.54	23.05	23.56	24.07	24.58	25.50	22.54	23.05	23.56	24.07	24.58	25.50
24	48,334	50,751	53,288	55,953	58,750	61,681	4,248	4,393	4,544	4,763	4,993	5,380	1,859.69	1,909.87	1,961.06	2,013.25	2,066.44	2,120.63	23.05	23.56	24.07	24.59	25.10	26.00	23.05	23.56	24.07	24.59	25.10	26.00
25	49,542	52,020	54,621	57,352	60,219	63,225	4,393	4,544	4,701	4,925	5,161	5,555	1,909.87	1,961.06	2,013.25	2,066.44	2,120.63	2,175.82	23.56	24.07	24.59	25.11	25.62	26.50	23.56	24.07	24.59	25.11	25.62	26.50
26	50,781	53,320	55,986	58,785	61,725	64,848	4,544	4,701	4,868	5,101	5,347	5,746	1,961.06	2,013.25	2,066.44	2,120.63	2,175.82	2,232.01	24.07	24.59	25.11	25.63	26.14	27.00	24.07	24.59	25.11	25.63	26.14	27.00
27	52,051	54,653	57,386	60,255	63,268	66,441	4,701	4,868	5,044	5,283	5,533	5,938	2,013.25	2,066.44	2,120.63	2,175.82	2,232.01	2,289.20	24.58	25.10	25.62	26.14	26.66	27.50	24.58	25.10	25.62	26.14	26.66	27.50
28	53,352	56,019	58,820	61,761	64,849	68,173	4,868	5,044	5,230	5,477	5,735	6,146	2,066.44	2,120.63	2,175.82	2,232.01	2,289.20	2,347.39	25.10	25.62	26.14	26.67	27.19	28.00	25.10	25.62	26.14	26.67	27.19	28.00
29	54,686	57,420	60,291	63,305	66,471	69,826	5,044	5,230	5,427	5,681	5,945	6,363	2,120.63	2,175.82	2,232.01	2,289.20	2,347.39	2,406.58	25.62	26.14	26.67	27.19	27.71	28.50	25.62	26.14	26.67	27.19	27.71	28.50
30	56,053	58,855	61,798	64,888	68,132	71,582	5,230	5,427	5,634	5,899	6,175	6,600	2,175.82	2,232.01	2,289.20	2,347.39	2,406.58	2,466.77	26.14	26.67	27.19	27.72	28.24	29.00	26.14	26.67	27.19	27.72	28.24	29.00
31	57,454	60,327	63,343	66,510	69,836	73,371	5,427	5,634	5,853	6,133	6,425	6,856	2,232.01	2,289.20	2,347.39	2,406.58	2,466.77	2,527.96	26.67	27.19	27.72	28.25	28.77	29.50	26.67	27.19	27.72	28.25	28.77	29.50
32	58,890	61,835	64,927	68,173	71,582	75,255	5,634	5,853	6,084	6,386	6,701	7,141	2,289.20	2,347.39	2,406.58	2,466.77	2,527.96	2,590.15	27.19	27.71	28.24	28.77	29.30	30.00	27.19	27.71	28.24	28.77	29.30	30.00
33	60,363	63,381	66,550	69,877	73,371	77,148	5,853	6,084	6,327	6,645	6,978	7,428	2,347.39	2,406.58	2,466.77	2,527.96	2,590.15	2,653.34	27.71	28.24	28.77	29.30	29.83	30.50	27.71	28.24	28.77	29.30	29.83	30.50
34	61,872	64,948	68,173	71,582	75,255	79,187	6,084	6,327	6,584	6,923	7,277	7,743	2,406.58	2,466.77	2,527.96	2,590.15	2,653.34	2,717.53	28.24	28.77	29.30	29.83	30.36	31.00	28.24	28.77	29.30	29.83	30.36	31.00
35	63,423	66,550	69,826	73,371																										

City of Rio Dell  
 Appendix III: Proposed Salary Range Schedule  
 June 2020

Salary Range	Annually						Monthly						Per Pay Period						Hourly					
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
36	63,419	66,589	69,919	73,415	77,086	80,818	5,285	5,549	5,827	6,118	6,424	2,439.17	2,561.13	2,689.19	2,823.65	2,964.83	30.49	32.01	33.61	35.30	37.06	38.91		
37	65,004	68,254	71,667	75,250	79,013	82,846	5,417	5,688	5,972	6,271	6,584	2,500.15	2,625.16	2,756.42	2,894.24	3,038.95	31.25	32.81	34.46	36.18	37.99	39.84		
38	66,629	69,961	73,459	77,131	80,988	84,929	5,552	5,830	6,122	6,428	6,749	2,562.66	2,690.79	2,825.33	2,966.60	3,114.93	32.03	33.63	35.32	37.08	38.94	40.84		
39	68,295	71,710	75,295	79,060	83,013	87,064	5,691	5,976	6,275	6,588	6,918	2,626.72	2,758.06	2,895.96	3,040.76	3,192.80	32.83	34.48	36.20	38.01	39.91	41.86		
40	70,002	73,502	77,177	81,036	85,088	89,343	5,834	6,125	6,431	6,753	7,091	2,692.39	2,827.01	2,968.36	3,116.78	3,274.62	33.65	35.34	37.10	38.96	40.91	42.87		
41	71,752	75,340	79,107	83,062	87,215	91,574	5,979	6,278	6,592	6,922	7,268	2,759.70	2,897.69	3,042.57	3,194.70	3,354.43	34.50	36.22	38.03	39.93	41.93	43.94		
42	73,546	77,223	81,085	85,139	89,396	93,861	6,129	6,435	6,757	7,095	7,450	2,828.69	2,970.13	3,118.64	3,274.57	3,438.30	35.36	37.13	38.98	40.93	42.98	45.03		
43	75,385	79,154	83,112	87,267	91,631	96,206	6,282	6,596	6,926	7,272	7,636	2,899.41	3,044.38	3,196.60	3,356.43	3,524.25	36.24	38.05	39.96	41.96	44.05	46.15		
44	77,269	81,133	85,189	89,449	93,921	98,597	6,439	6,761	7,099	7,454	7,827	2,971.90	3,120.49	3,276.52	3,440.34	3,612.36	37.15	39.01	40.96	43.00	45.15	47.28		
45	79,201	83,161	87,319	91,685	96,269	101,074	6,600	6,930	7,277	7,640	8,022	3,046.19	3,198.50	3,358.43	3,526.35	3,702.67	38.08	39.98	41.98	44.08	46.28	48.44		
46	81,181	85,240	89,502	93,977	98,676	103,614	6,765	7,103	7,459	7,831	8,223	3,122.35	3,278.47	3,442.39	3,614.51	3,795.23	39.03	40.98	43.03	45.18	47.44	49.63		
47	83,211	87,371	91,740	96,327	101,143	106,218	6,934	7,281	7,645	8,027	8,429	3,200.41	3,360.43	3,528.45	3,704.87	3,890.12	40.01	42.01	44.11	46.31	48.63	50.97		
48	85,291	89,555	94,033	98,735	103,672	108,879	7,108	7,463	7,836	8,228	8,639	3,280.42	3,444.44	3,616.66	3,797.49	3,987.37	41.01	43.06	45.21	47.47	49.84	52.24		
49	87,423	91,794	96,384	101,203	106,263	111,514	7,285	7,650	8,032	8,434	8,855	3,362.43	3,530.55	3,709.08	3,892.43	4,087.05	42.03	44.13	46.34	48.66	51.09	53.57		
50	89,609	94,089	98,794	103,733	108,920	114,363	7,467	7,841	8,233	8,644	9,077	3,446.49	3,618.81	3,799.75	3,989.74	4,189.23	43.08	45.24	47.50	49.87	52.37	54.91		
51	91,849	96,441	101,263	106,327	111,643	117,229	7,654	8,037	8,439	8,861	9,304	3,532.65	3,709.28	3,894.75	4,089.49	4,293.96	44.16	46.37	48.68	51.12	53.67	56.25		
52	94,145	98,852	103,795	108,985	114,434	120,000	7,845	8,238	8,650	9,082	9,536	3,620.97	3,802.02	3,992.12	4,191.72	4,401.31	45.26	47.53	49.90	52.40	55.02	57.69		
53	96,499	101,324	106,390	111,709	117,295	123,159	8,042	8,444	8,866	9,309	9,775	3,711.49	3,897.07	4,091.92	4,296.52	4,511.34	46.39	48.71	51.15	53.71	56.39	59.13		
54	98,911	103,857	109,050	114,502	120,227	126,255	8,243	8,655	9,087	9,542	10,019	3,804.28	3,994.49	4,194.22	4,403.93	4,624.12	47.55	49.93	52.43	55.05	57.80	60.59		
55	101,384	106,453	111,776	117,365	123,233	129,374	8,449	8,871	9,315	9,780	10,269	3,899.39	4,094.36	4,299.07	4,514.03	4,739.73	48.74	51.18	53.74	56.43	59.25	62.13		
56	103,919	109,115	114,570	120,299	126,314	132,808	8,660	9,093	9,548	10,025	10,526	3,996.87	4,196.71	4,406.55	4,626.88	4,858.22	49.96	52.46	55.08	57.84	60.73	63.67		
57	106,517	111,842	117,435	123,306	129,478	136,159	8,876	9,320	9,786	10,276	10,789	4,099.79	4,301.63	4,516.71	4,742.55	4,979.68	51.21	53.77	56.46	59.28	62.25	65.25		
58	109,180	114,638	120,370	126,389	132,787	139,427	9,092	9,553	10,031	10,532	11,056	4,199.17	4,409.17	4,629.63	4,861.11	5,104.17	52.49	55.11	57.87	60.76	63.80	66.88		
59	111,909	117,504	123,380	129,549	136,026	142,844	9,326	9,792	10,282	10,796	11,339	4,304.19	4,519.40	4,745.37	4,982.64	5,231.77	53.80	56.49	59.32	62.28	65.40	68.57		
60	114,707	120,442	126,464	132,787	139,427	146,385	9,559	10,037	10,539	11,066	11,619	4,411.80	4,632.39	4,868.50	5,107.21	5,362.57	55.15	57.90	60.80	63.84	67.03	70.33		
61	117,574	123,453	129,626	136,107	142,912	149,979	9,798	10,288	10,809	11,342	11,909	4,522.09	4,748.20	4,985.61	5,234.89	5,496.63	56.53	59.35	62.32	65.44	68.71	72.13		
62	120,514	126,539	132,866	139,510	146,485	153,749	10,043	10,545	11,072	11,626	12,207	4,635.14	4,866.90	5,110.25	5,365.76	5,634.05	57.94	60.84	63.88	67.07	70.43	73.91		
63	123,527	129,703	136,188	142,997	150,147	157,599	10,294	10,809	11,349	11,916	12,512	4,751.02	4,988.57	5,238.00	5,499.90	5,774.90	59.39	62.36	65.48	68.75	72.19	75.79		
64	126,615	132,945	139,593	146,572	153,901	161,529	10,551	11,079	11,633	12,214	12,825	4,869.80	5,113.29	5,368.95	5,637.40	5,919.27	60.87	63.92	67.11	70.47	73.99	77.64		
65	129,780	136,269	143,083	150,237	157,842	165,735	10,815	11,356	11,924	12,520	13,146	4,991.54	5,241.12	5,503.18	5,778.34	6,067.25	62.39	65.51	68.79	72.23	75.84	79.51		
66	133,025	139,676	146,660	153,993	161,692	169,818	11,085	11,640	12,222	12,833	13,474	5,116.33	5,372.15	5,640.76	5,922.79	6,218.93	63.95	67.15	70.51	74.03	77.74	81.51		
67	136,350	143,168	150,326	157,842	165,735	174,125	11,363	11,931	12,527	13,154	13,811	5,244.24	5,506.45	5,781.77	6,070.86	6,374.41	65.55	68.83	72.27	75.89	79.68	83.54		
68	139,759	146,747	154,084	161,789	169,878	178,478	11,647	12,229	12,840	13,482	14,156	5,375.35	5,644.11	5,926.32	6,222.64	6,533.77	67.19	70.55	74.08	77.78	81.67	85.67		
69	143,253	150,416	157,936	165,833	174,125	182,844	11,938	12,535	13,161	13,819	14,510	5,509.73	5,785.22	6,074.48	6,378.20	6,697.11	68.87	72.32	75.93	79.73	83.71	87.75		
70	146,834	154,176	161,885	169,979	178,478	187,428	12,236	12,848	13,490	14,165	14,873	5,647.47	5,929.85	6,226.34	6,537.66	6,864.54	70.59	74.12	77.83	81.72	85.81	89.95		
71	150,505	158,030	165,932	174,229	182,940	192,013	12,542	13,169	13,828	14,519	15,245	5,788.66	6,078.05	6,380.09	6,701.10	7,036.15	72.36	75.98	79.77	83.76	87.95	92.25		
72	154,268	161,981	170,080	178,584	187,513	196,889	12,856	13,498	14,173	14,882	15,626	5,933.55	6,235.09	6,548.44	6,872.71	7,216.93	74.17	77.88	81.77	85.86	90.15	94.54		
73	158,124	166,031	174,332	183,049	192,201	201,735	13,177	13,836	14,528	15,254	16,017	6,081.71	6,385.80	6,705.09	7,040.34	7,392.66	76.02	79.82	83.81	88.00	92.40	96.89		
74	162,078	170,181	178,691	187,625	197,006	206,869	13,506	14,182	14,891	15,635	16,417	6,233.75	6,545.44	6,872.71	7,216.93	7,577.17	77.92	81.82	85.91	90.20	94.71	99.25		
75	166,130	174,436	183,158	192,316	201,931	211,914	13,844	14,536	15,263	16,026	16,828	6,389.60	6,709.08	7,044.53	7,396.76	7,766.60	79.87	83.86	88.06	92.46	97.08	101.84		
76	170,283	178,797	187,737	197,124	206,980	217,283	14,190	14,900	15,645	16,427	17,248	6,549.34	6,876.80	7,220.16	7,581.68	7,960.76	81.87	85.96	90.26	94.77	99.51	104.41		
77	174,540	183,267	192,430	202,052	212,154	222,744	14,545	15,272	16,036	16,838	17,680	6,713.07	7,048.16	7,401.66	7,771.22	8,159.78	83.91	88.11	92.51	97.14	102.00	106.98		
78	178,903	187,849	197,241	207,103	217,458	228,285	14,909	15,654	16,437	17,259	18,122	6,880.90	7,224.94	7,586.19	7,965.50	8,363.77	86.01	90.31	94.83	99.57	104.55	109.64		
79	183,376	192,545	202,172	212,281	222,819	233,808	15,281	16,045	16,848	17,690	18,575	7,052.92	7,405.57	7,775.84	8,164.64	8,572.87	88.16	92.57	97.20	102.06	107.16	112.39		
80	187,960	197,358	207,226	217,588	228,495	239,974	15,663	16,447	17,269	18,132	19,039	7,229.24	7,590.71	7,970.24	8,368.75	8,787.19	90.37	94.88	99.63	104.61	109.84	115.25		
81	192,659	202,292	212,407	223,027	234,179	245,924	16,055	16,858	17,701	18,586	19,515	7,409.97	7,780.47	8,169.50	8,577.97	9,006.87	92.62	97.26	102.12	107.22	112.59	118.11		

**City of Rio Dell**  
**Appendix III: Proposed Salary Range Schedule**  
**June 2020**

Salary Range	Annually						Monthly						Per Pay Period						Hourly								
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4
82	197,476	207,350	217,717	228,603	240,033	240,033	16,456	17,279	18,143	19,050	20,003	20,003	7,595.22	7,974.98	8,373.73	8,792.42	9,232.04	9,494	99.69	104.67	109.91	115.40					
83	202,413	212,533	223,160	234,318	246,034	246,034	16,868	17,711	18,597	19,527	20,503	20,503	7,785.10	8,174.36	8,583.08	9,012.23	9,462.84	9,731	102.18	107.29	112.65	118.29					
84	207,473	217,847	228,739	240,176	252,185	252,185	17,289	18,154	19,062	20,015	21,015	21,015	7,979.73	8,378.72	8,797.65	9,237.54	9,699.41	9,975	104.73	109.97	115.47	121.24					
85	212,660	223,293	234,457	246,180	258,489	258,489	17,722	18,608	19,538	20,515	21,541	21,541	8,179.23	8,588.19	9,017.60	9,468.48	9,941.90	10,224	107.35	112.72	118.36	124.27					
86	217,976	228,875	240,319	252,335	264,952	264,952	18,165	19,073	20,027	21,028	22,079	22,079	8,383.71	8,802.89	9,243.04	9,705.19	10,190.45	10,480	110.04	115.54	121.31	127.38					
87	223,426	234,597	246,327	258,643	271,575	271,575	18,619	19,550	20,527	21,554	22,631	22,631	8,593.30	9,022.96	9,474.11	9,947.82	10,445.21	10,742	112.79	118.43	124.35	130.57					
88	229,011	240,462	252,485	265,109	278,365	278,365	19,084	20,038	21,040	22,092	23,197	23,197	8,808.13	9,248.54	9,710.96	10,196.51	10,706.34	11,010	115.61	121.39	127.46	133.83					
89	234,737	246,474	258,797	271,737	285,324	285,324	19,561	20,539	21,566	22,645	23,777	23,777	9,028.33	9,479.75	9,953.74	10,451.43	10,974.00	11,285	118.50	124.42	130.64	137.17					
90	240,605	252,635	265,267	278,530	292,457	292,457	20,050	21,053	22,106	23,211	24,371	24,371	9,254.04	9,716.74	10,202.58	10,712.71	11,248.35	11,568	121.46	127.53	133.91	140.60					
91	246,620	258,951	271,899	285,494	299,768	299,768	20,552	21,579	22,658	23,791	24,981	24,981	9,485.39	9,959.66	10,457.65	10,980.53	11,529.56	11,857	124.50	130.72	137.26	144.12					
92	252,786	265,425	278,696	292,631	307,263	307,263	21,065	22,119	23,225	24,386	25,605	25,605	9,722.53	10,208.65	10,719.09	11,255.04	11,817.79	12,153	127.61	133.99	140.69	147.72					
93	259,105	272,061	285,664	299,947	314,944	314,944	21,592	22,672	23,805	24,996	26,245	26,245	9,965.59	10,463.87	10,987.06	11,536.42	12,113.24	12,457	127.68	134.07	140.77	147.81					
94	265,583	278,862	292,805	307,446	322,818	322,818	22,132	23,239	24,400	25,620	26,901	26,901	10,214.73	10,725.47	11,261.74	11,824.83	12,416.07	12,768	134.07	140.77	147.81	155.20					
95	272,223	285,834	300,125	315,132	330,888	330,888	22,685	23,819	25,010	26,261	27,574	27,574	10,470.10	10,993.60	11,543.28	12,120.45	12,726.47	13,088	134.15	140.86	147.90	155.20					
96	279,028	292,980	307,629	323,010	339,160	339,160	23,252	24,415	25,636	26,917	28,263	28,263	10,731.85	11,268.44	11,831.87	12,423.46	13,044.63	13,415	140.86	147.90	155.29	163.06					
97	286,004	300,304	315,319	331,085	347,639	347,639	23,834	25,025	26,277	27,590	28,970	28,970	11,000.15	11,550.16	12,127.66	12,734.05	13,370.75	13,750	144.38	151.60	159.18	167.13					
98	293,154	307,812	323,202	339,362	356,330	356,330	24,429	25,651	26,934	28,280	29,694	29,694	11,275.15	11,838.91	12,430.86	13,052.40	13,705.02	140.94	147.99	155.39	163.15	171.31					
99	300,483	315,507	331,282	347,846	365,239	365,239	25,040	26,292	27,607	28,987	30,437	30,437	11,557.03	12,134.88	12,741.63	13,378.71	14,047.64	144.46	151.69	159.27	167.23	175.60					
100	307,995	323,395	339,564	356,543	374,370	374,370	25,666	26,950	28,297	29,712	31,197	31,197	11,845.96	12,438.25	13,060.17	13,713.18	14,398.83	148.07	155.48	163.25	171.41	179.99					



## Appendix IV

### Salary Range Placement Recommendations

**City of Rio Dell**  
**Appendix IV: Salary Range Placement Recommendations**  
**June 2020**

Class Title	Current Maximum Monthly Salary	% from Total Comp Median	Market Placement	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Accountant I	\$4,185			24	\$4,776	14.13%		Internal Alignment - 10% below Accountant II
Accountant II	\$4,604	-13.9%	\$5,244	28	\$5,272	14.52%	X	Market and Range Placement
Administrative Assistant	\$2,847			10	\$3,380	18.73%		Internal Alignment - 15% below Administrative Technician
Administrative Technician	\$3,456			16	\$3,920	13.43%		Internal Alignment- Anchor to Senior Fiscal Assistant
Chief of Police	\$7,460	-16.2%	\$8,669	48	\$8,639	15.80%	X	Market and Range Placement
City Clerk	\$5,031	6.2%	\$4,719	24	\$4,776	-5.07%	X	Market and Range Placement; y-rate
City Manager	\$9,449	-7.6%	\$10,167	55	\$10,269	8.69%	X	Market and Range Placement
Community Development Director	\$7,135			43	\$7,636	7.02%	X	Internal Alignment - Anchored to Finance Director
Community Services Officer <sup>1</sup>	Proposed		\$4,021	17	\$4,018		X	Market and Range Placement
Finance Director	\$5,965	-27.1%	\$7,582	43	\$7,636	28.01%	X	Market and Range Placement
Fiscal Assistant I	\$2,806			8	\$3,218	14.66%		Internal Alignment - 10% below Fiscal Assistant II
Fiscal Assistant II	\$3,146	-13.4%	\$3,567	12	\$3,552	12.90%	X	Market and Range Placement
Office Assistant	\$2,330			4	\$2,915	25.12%		Internal Alignment - 15% below Administrative Assistant
Planning & Building Permit Specialist <sup>1</sup>	Proposed		\$3,940	16	\$3,920		X	Market and Range Placement
Police Corporal	\$4,509			29	\$5,404	19.85%		Internal Alignment - 10% below Sergeant
Police Officer	\$4,099	-14.9%	\$4,710	23	\$4,660	13.68%	X	Market and Range Placement
Public Works Leadman	\$3,253			14	\$3,731	14.72%		Internal Alignment - 10% above Utility Worker II
Records Technician	\$3,201	-10.9%	\$3,550	12	\$3,552	10.95%	X	Market and Range Placement
Senior Fiscal Assistant	\$3,607			16	\$3,920	8.68%		Internal Alignment - 10% above Fiscal Assistant II
Sergeant	\$5,055	-19.1%	\$6,020	33	\$5,965	18.01%	X	Market and Range Placement
Utility Worker I	\$2,570			6	\$3,063	19.17%		Internal Alignment - 10% below Utility Worker II
Utility Worker II	\$2,828	-20.4%	\$3,405	10	\$3,380	19.52%	X	Market and Range Placement
Utility Worker III	Proposed			14	\$3,731			Internal Alignment - 10% above Utility Worker II
Wastewater Superintendent	\$5,445	-14.9%	\$6,256	35	\$6,267	15.11%	X	Market and Range Placement
Wastewater Superintendent Trainee	\$4,099			27	\$5,144	25.48%		Internal Alignment - 20% below Wastewater Superintendent
Water/Streets Superintendent	\$5,774	-9.6%	\$6,328	35	\$6,267	8.55%	X	Market and Range Placement
Water/Wastewater Plant Operator I	\$3,408			13	\$3,640	6.82%		Internal Alignment - 10% below W/W Plant Op II
Water/Wastewater Plant Operator II	\$3,749	-8.5%	\$4,067	17	\$4,018	7.19%	X	Market and Range Placement
Water/Wastewater Plant Operator III	Proposed			21	\$4,435			Internal Alignment - 10% above W/W Plant Op II

Footnote 1: Salary recommendations based on Base Salary Market Median for proposed classes.

**Legend for columns:**

- Column 1 - Classification Title.
- Column 2 - Client's current monthly maximum salaries.
- Column 3 - Market placement shows the monthly market values derived from the total compensation survey results.
- Column 4 - Salary range number of the consultant's newly proposed salary range schedule.
- Column 5 - Monthly maximum salary of the consultant's newly proposed salary ranges.
- Column 6 - This percentage expresses the difference between the client's current salaries and the consultant's proposed salaries.
- Column 7 - This is the Job Family and displays internal relationship for salary alignment.
- Column 8 - The rationale expresses how the consultant arrived at each proposed maximum monthly salary recommendation (i.e., the proposed range placement within the newly proposed salary range schedule).



## Appendix V

### Additional Benefits

**City of Rio Dell**  
**Appendix V: Additional Benefits**  
**June 2020**

<b>Longevity</b>	
<b>City of Rio Dell</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
RDEA	3% increase for employees with ten or more years service with the City.
RDPOA	N/A
Management	N/A
<b>City of Alturas</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
General	Employees who have twenty (20) years of full continuous employment, and each year thereafter on an employee's anniversary date, shall receive twenty (20) hours of longevity pay.
Safety	
Police Chief	
City Clerk	
Finance Director	
<b>City of Colusa</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
CCEA	Additional Merit Steps 6-10 with 2% in between each step and eligible every 2 years after the 5th step.
POA	
Mid-Management	Employees who have been at the top of their salary range for 12 months and have served a total of 120 months with the CITY shall qualify to receive a 5% Longevity Pay salary differential.
Department Heads	
City Clerk	N/A
<b>City of Corning</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Miscellaneous	Qualifying employees will receive a longevity performance incentive pay increase to be added to their base rate as follows: 3% after 10 years, effective the first pay period after anniversary date; 6% after 15 years, effective the first pay period after anniversary date, (not compounded with the 3%).
Public Safety	Annual satisfactory performance evaluations will be required to receive and maintain annual pay increase. A performance evaluation will be made 30-days before the employee's anniversary date. Qualifying employees will receive a longevity performance incentive pay increase to be added to their base rate as follows: 3% after 10 years, effective the first pay period after anniversary date; 6% after 15 years, effective the first pay period after anniversary date, (not compounded with the 3%).
Dispatchers	
Management	
City Manager	
<b>City of Crescent City</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
CCEA	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
CECC	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional percent (5%) of their base hourly pay. Employees with fifteen (15) years of full-time continuous service or more will be compensated by an additional percent (2.5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional percent (2.5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.

**City of Rio Dell**  
**Appendix V: Additional Benefits**  
**June 2020**

<b>Longevity</b>	
CCPOA	Employees with ten (10) years of service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing ten (10) years of service, the tenth anniversary of full-time employment will be used for qualification. Employees with twenty (20) years of consecutive service with the City will be compensated by an additional five percent (5%) of their base hourly pay.
CCMEA	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
Executive	Employees with ten (10) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. Employees with twenty (20) years of full-time continuous service or more will be compensated by an additional five percent (5%) of their base hourly pay. For the purposes of computing years of service, the anniversary of full-time employment will be used for qualification.
<b>City of Ferndale</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
City Manager	N/A
Chief of Police	
All Others	
<b>City of Fortuna</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
FEA	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
FPEA	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay. Those employees who already receive the 2% at 2 years retention pay will receive an additional 3% at 10 years for a total increase of 5%. Longevity pay and 2-year retention pay may not be stacked to provide payment of greater than 5% of base salary.
Unrepresented	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
City Manager	N/A
Police Chief	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay. Those employees who already receive the 2% at 2 years retention pay will receive an additional 3% at 10 years for a total increase of 5%. Longevity pay and 2-year retention pay may not be stacked to provide payment of greater than 5% of base salary.
Finance Director	Upon completion of 10 years of continuous employment with the City of Fortuna, eligible employees shall receive an additional five percent (5%) of base salary as longevity pay.
<b>City of Gridley</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
GPOA	Effective with an employee's 10th consecutive year of service, one percent (1%) of the employee's gross salary shall be added to that employee's base salary. Effective with an employee's 15th consecutive year of service, an additional one percent (1%) of the employee's gross salary shall be added to that employee's base salary for total longevity pay of two percent (2%). Effective with an employee's 20th consecutive year of service, an additional one percent (1%) of the employee's gross salary shall be added to that employee's base salary for a total longevity pay of three (3%).
IBEW	10 Years of service = 1% 15 Years of service = 2% 20 Years of service = 3%



**City of Rio Dell**  
**Appendix V: Additional Benefits**  
**June 2020**

<b>Longevity</b>	
Management	10 Years of service = 1% 15 Years of service = 2% 20 Years of service = 3% 25 Years of service = 4%
<b>City of Mt. Shasta</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
POA	10 consecutive years of service = 2% of regular pay
Teamsters	15 consecutive years of service = 4% of regular pay
Unrepresented	20 consecutive years of service = 6% of regular pay
<b>City of Orland</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
General	2.5% above current salary rate upon completion of 10, 15, 20, 25 and 30 full consecutive years of employment. Police Chief does not receive longevity benefits.
Police	
Mid-Management	
Unrepresented	
<b>City of Red Bluff</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Operating Engineers	5% increase upon 10 years of continuous service with the City.
Mid-Management & Management	5% increase upon 10 years of continuous service with the City.
POA	5% increase upon 5 years of continuous service with the City, additional 5% increase upon 10 years of continuous service with the City.
Police Mid-Management	5% increase upon 5 years of continuous service with the City, additional 5% increase upon 10 years of continuous service with the City, additional 5% increase upon 20 years of continuous service with the City.
<b>City of Weed</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Sworn Police	5% at completion of 10 years of full-time service, additional 5% at completion of 15 years of full-time service, 5% at completion of 20 years of full-time service
Non-sworn Police	
Operating Engineers	
Unrepresented	
Management	
<b>City of Willits</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
IBEW	10th Anniversary date and each year thereafter = \$750/year
WPOA	20th Anniversary date and each year thereafter = \$1,500/year
Unrepresented	25th Anniversary date and each year thereafter = \$3,000/year
At-Will	
<b>City of Yreka</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
YEA	After 10 Years = 5% increase in top step of salary range.
YPOA	N/A
Management	
Confidential	
YPAA	

**City of Rio Dell  
Appendix V: Additional Benefits  
June 2020**

<b>Cell Phone Allowance</b>	
<b>City of Rio Dell</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
RDEA	Plant Operators , Utility Workers, PW Leadman = \$350/year
RDPOA	Police Officer = \$410/year Police Sergeant = \$820/year
Management	\$1,400/year
<b>City of Alturas</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
General	N/A
Safety	
Police Chief	
City Clerk	
Finance Director	
<b>City of Colusa</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
CCEA	N/A
POA	N/A
Mid-Management	Department Head/Middle Management can elect to have a city phone or a \$50 monthly stipend for use of their personal phone.
Department Heads	
City Clerk	N/A
<b>City of Corning</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Miscellaneous	The City provides a cell phone to some members of the Management Unit as well as many of those in Public Works, others can request reimbursement for business calls on personal phones by providing a copy of bills listing those calls.
Public Safety	
Dispatchers	
Management	
City Manager	
<b>City of Crescent City</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
CCEA	The City provides basic phones to public works staff and iphones to supervisors, managers and department heads. This is not a phone allowance, but paid for by the City.
CECC	
CCPOA	
CCMEA	
Executive	
<b>City of Ferndale</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
City Manager	City provides cell phone.
Chief of Police	City provides cell phone.
All Others	City provides cell phone to sewer dept employees.
<b>City of Fortuna</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
FEA	N/A
FPEA	
Unrepresented	
City Manager	
Police Chief	
Finance Director	
<b>City of Gridley</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
GPOA	Police Officer, Detective, Police Sergeant and Dispatch = \$40/month

**City of Rio Dell**  
**Appendix V: Additional Benefits**  
**June 2020**

IBEW	\$40/month for Public Works Leadworker, Electric Customer Service Technician, and EEs that the City determines to need a cell phone to conduct City business.
Management	\$75/month
<b>City of Mt. Shasta</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
POA	N/A
Teamsters	
Unrepresented	
<b>City of Orland</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
General	N/A
Police	
Mid-Management	
Unrepresented	
<b>City of Red Bluff</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Operating Engineers	\$25/month.
Mid-Management & Management	
POA	
Police Mid-Management	
<b>City of Weed</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
Sworn Police	City paid cell phone
Non-sworn Police	N/A
Operating Engineers	City paid cell phone
Unrepresented	N/A
Management	City paid cell phone
<b>City of Willits</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
IBEW	10th Anniversary date and each year thereafter = \$750/year 20th Anniversary date and each year thereafter = \$1,500/year 25th Anniversary date and each year thereafter = \$3,000/year
WPOA	City cellular telephones are issued on an as-needed basis with the approval of the Department Head. All employees have the option to use a City provided cell phone or their own. If they elect to use their own cell phone they receive a \$20 stipend each month.
Unrepresented	City cellular telephones are issued on an as-needed basis with the approval of the Department Head. All employees have the option to use a City provided cell phone or their own with the exception of five employees who are non-management employees working as an office assistant, water biller, accounts payable, grant writer and assistant city planner. For non-management, if they elect to use their own cell phone, they receive a \$20 stipend each month. For Department Heads and Managers they receive a \$50 stipend.
At-Will	City cellular telephones are issued on an as-needed basis with the approval of the Department Head. All employees have the option to use a City provided cell phone or their own. If they elect to use their own cell phone they receive a \$50 stipend each month.
<b>City of Yreka</b>	
<b>Bargaining Unit</b>	<b>Benefit</b>
YEA	No Allowance given. Some positions are issued City phones for business use, based on the needs of the department. This need is becoming broader, as technology changes for the work units. Most management/supervisory employees are issued phones, along with any staff that is expected to respond with or use a mobile device as a part of their duties.
YPOA	
Management	
Confidential	
YPAA	



## **Staff Highlights – 2020-08-04**

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### **City Council**

#### **City Manager**

Reissued vehicle bids for various PD and PW vehicles.

Interviews for Utility Worker I/II position

Reception and distribution of COVID-19 Supplies to local business from the Governor's Office and Arcata Economic Development Corporation.

#### **City Clerk**

Processed four (4) Building Permits

256 Willow Lane – 100 Amp Electrical Upgrade  
600 Dinsmore Ranch Road – 30 KW Generator at Cell Tower Site  
230 Smither Ct. – Solar Battery System  
541 Third Ave. - Sunroom

Processed one (1) Encroachment Permit Application

PG&E – Replace cross arm at pole on Willow Lane

Misc.

Sent letter related to a complaint of a business operating without a license.

#### **City Attorney**

#### **Human Resources, Risk & Training**

#### **Finance Department**

#### **Public Works Water**

General Corp Yard Water facility Maintenance and prep for Slurry Coat Contractors Work Site

Power meter was installed at Water Control Building to monitor power usage for billing purposes.  
(ONGONG)

Water leak on View Ave



Water leak on Belleview Ave

Repair plumbing at Water Treatment Plant

Road Preparations for paving and Slurry Coating

Work at Rio Dell Metropolitan Wells, Clean and Flush filters. Preparations to possibly use later next month.

Roadways and Parks mowing / weedeating.

Gateway Irrigation systems repairs

### **Public Works Wastewater**

- Meeting with GHD to finish up GIS mapping questions
- Meeting with GHD to discuss Chloramines disinfection.
- Assisted utilities crew with water leak on View St.
- Investigating collection system for possible sources of I&I on the painter St. line
- Sewer jetting and cleaning throughout the city collection system.
- Mowed and baled Irrigation field.
- Pape service tractor equipment.
- Pape tractor repair on Backhoe and Little green John Deere tractor
- Interviews for the open utilities position.
- Submitted the 2 Qtr report to the water resource control board.
- Routine Sampling and monitoring at the WWTP.
- Conducted bench testing with chloramines and waste water lab.

### **Public Works Streets, Buildings and Grounds**

Worked with wastewater at painter lift station

Cleaned briars at back of city lot

Scraped weeds on road around lift station

Picked up PPE from city of Eureka

Cleanup trash behind city hall and take to the dump

Water trees on South Island

Helped Wastewater with plant wash down)



Worked with waste water cleaning sewer lines (troubled areas)

**Public Works City Engineer**

**Public Works Capital Projects**

**Police Department**

**Community Development Department**

**Intergovernmental**

**Humboldt-Rio Dell Business Park**



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

August 4, 2020

TO: Rio Dell City Council

FROM: Kyle Knopp, City Manager

SUBJECT: Discussion and Possible Action on the Self-Generation Incentive Program (SGIP) and Approval of Agreement with Tesla to Install Related Battery Power Supply

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Authorize participation in the Equity Resilience SGIP with Tesla, further directing staff to enter into necessary agreements and authorize construction of the proposed battery bank facility at the City of Rio Dell Corporation Yard. Or,

Take no action.

BACKGROUND AND DISCUSSION

Staff became aware of a potential opportunity in early July to secure an emergency power supply for the corporation yard. Funding for the project is derived from an "Equity Resilience" SGIP program through the California Public Utilities Commission (CPUC). The offering precipitated by last year's PSPS events, opened on May 12<sup>th</sup> and funding is already half allocated. Time is limited and the funding source is nearing full subscription so time is of the essence. At this time, staff believes the Rio Dell corporation yard is competitive for these funds.

In order to be awarded SGIP, a facility needs to be designated as critical, be located in a disadvantaged community, and experienced 2 or more PSPS events. In order for Tesla to be interested, the load requirements must be of sufficient size. All of these requirements the corporation yard can meet. This is a potentially advantageous program for the city, as it will add to the resiliency of our corporation yard's energy supply, the primary consumer being wastewater operations, and also save approximately \$300,000 over the next ten years through advantageous management of the system; where power is purchased at low cost periods and that low cost energy is then applied during high cost periods.

Tesla would manage and maintain the system over the next ten years. The system would become an asset of the City of Rio Dell immediately upon completion of construction. The system can also integrate with a solar installation at the corporation yard – further adding to the usefulness and cost effectiveness of the system.

There are some minor costs to the city associated with the project. (1) Insurance costs, (2) some staff time may not be reimbursable, (3) services and installation outside of the standard scope of the project, if any, (4) high speed internet and/or ATT wireless to the site, (5) and possible PG&E interconnection costs. Additionally, the City has spent \$100 on a deposit with Tesla in order to open an account and start the SGIP process. Compared to the potential savings and added resiliency of the energy supply, staff considers these costs to be minimal.

Assuming approval and execution of the attached agreements and timely processing and approval by CPUC, Tesla estimates the system becoming operational by April of 2021.

As of publication the City Attorney is still reviewing the attached documents.

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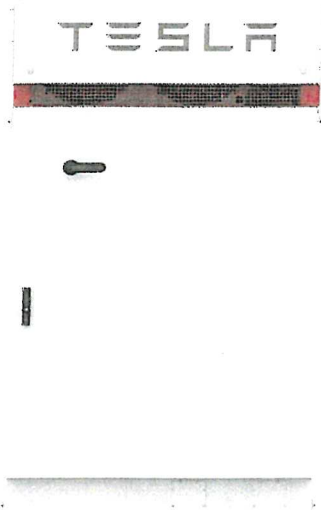
## TESLA COMMERCIAL ENERGY STORAGE

We take a long-term approach to ensure your energy storage system provides maximum performance, simplified integration and all-weather capabilities. You have peace of mind knowing that Tesla has successfully deployed 2.5 million kilowatts of solar and 2 million kilowatt hours of energy storage around the world.



City of Rio Dell  
475 Hilltop Dr, Rio Dell, CA 95562, US

# ENERGY STORAGE SYSTEM RATINGS



Battery Output Rating	280 kW
Battery Size (6 Packs)	1,392 kWh
Battery Value	\$866,796
Total Project Cost	\$0
Fully Charged Duration	19 hours
Average Duration	9.5 hours



## EMERGENCY BACKUP

Powers a facility when the grid goes down



## PEAK SHAVING

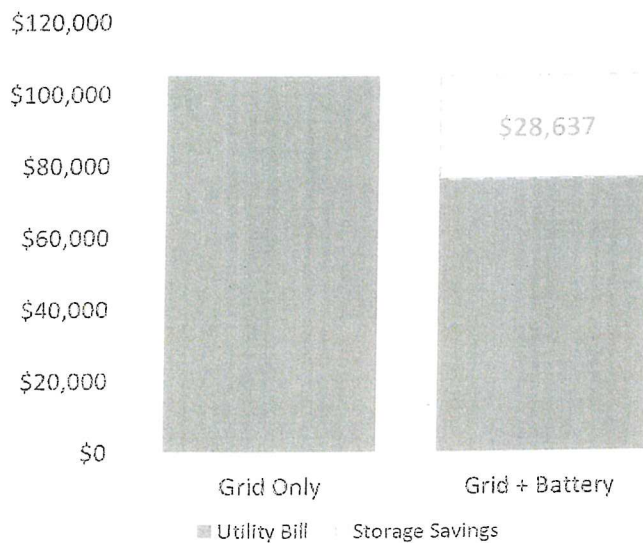
Discharge at times of peak demand to reduce expensive demand charges

# PROPOSED SAVINGS PROJECTIONS

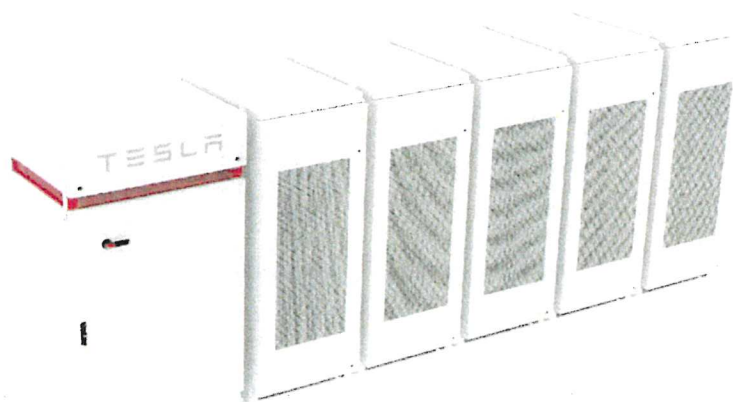
## Battery Energy Storage System Savings

### Estimated Annual Electricity Savings

### Estimated Long Term Electricity Savings



10 Year Value      \$306,354  
 20 Year Value     \$661,541

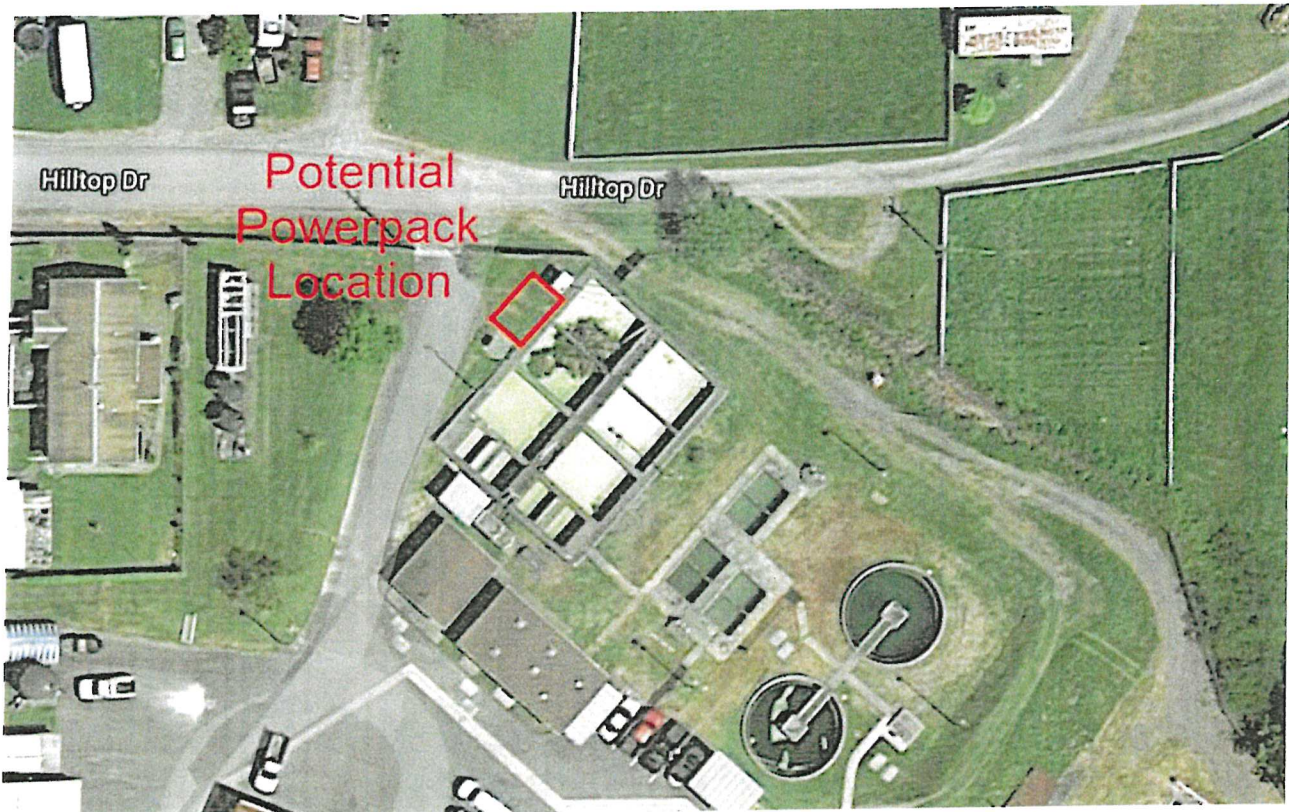


### SCE Tariff Information

- We recommend that you remain on the PG&E tariff B-19 to optimize your savings with storage

Your Tesla contact Brian Ward  
 bward@tesla.com or 1-800-678-1174

## PROPOSED SYSTEM LAYOUT



### Additional Information

- Specific site/project specifics will need to be confirmed as part of the Site Survey & Permitting Process
- This proposed system has been modelled for a backup of all circuits under the billed load of PG&E Meter – 1006732143
- **ENGINEERING NOTES:**
  - SERVICE VOLTAGE: 480Y/277V<
  - BUS AMPS: 1000
  - MCB AMPS: 1000
  - SWBD MFR: Eaton
  - MCB MFR: Eaton
  - MCB REMOTE: yes, w/ arcsafe
  - MCB ADJUSTMENT: fuses
  - PROPOSED MCB TRIP: 1000
  - REMAINING MCB AMPS: 778
  - MULTIPLE METERS: FALSE
  - Load side connect between main fused switch and main breaker on distribution panel. These will exempt the BESS from 120% rule. Will require CBS Arc-safe device to control main fused switch.
  - Main meter and fused switch located in standalone, remote, cabinet. Entry to load side of switch achievable for a tap connection.
  - Flood zone review required, since site is directly adjacent to Eel River.

## Standard Non-Disclosure Agreement

**Effective Date:** July 22, 2020

**Tesla Contact:** Brian Ward

This Standard Non-Disclosure Agreement ("NDA") is entered as of the Effective Date between the Tesla entity ("Tesla") and the company or individual ("Company") identified below. Tesla and each Company agree as follows:

1. Purpose. Tesla may disclose Confidential Information to Company in order to consider a potential business relationship with each other or fulfill the objectives of such relationship ("Purpose"). "Confidential Information" means information disclosed by Tesla or its Affiliate to Company or its Affiliate that is marked as confidential or proprietary, identified as confidential or proprietary (e.g. if disclosed orally or visually), or disclosed under circumstances by which Company should reasonably understand that such information is deemed by Tesla to be confidential or proprietary. All Confidential Information and derivations thereof remain Tesla's sole property, and no license or other right to Confidential Information or any intellectual property is granted or implied by this NDA or any disclosure. Tesla is not required to disclose any information hereunder. All Confidential Information is provided on an "AS IS" basis. Tesla disclaims any and all representations, warranties, or assurances concerning the Confidential Information, including as to accuracy, performance, completeness, suitability, or third-party rights.

2. Confidentiality. Subject to Section 3, Company and its Affiliates may not: (a) use Confidential Information for any reason except the Purpose; or (b) disclose Confidential Information to any individual or third party except to its personnel, directors, consultants, professional advisors, and Affiliates, or (to the extent expressly approved in writing by Tesla) other unaffiliated third parties, in each case that (i) have a "need to know" such Confidential Information for the Purpose and (ii) are bound to confidentiality obligations that protect Confidential Information to at least the same extent as the terms of this NDA (collectively, "Authorized Recipients"); or (c) make any public disclosures relating to the existence of this NDA or the Purpose without Tesla's prior written consent; or (d) identify, or attempt to identify, any data subject (e.g. one or more individuals, vehicles, products, or entities) through any de-identified or anonymous data disclosed by Tesla. Company shall implement and maintain appropriate organizational, technical, and administrative security measures, exercising the same degree of care to protect Confidential Information that it uses for its own confidential information of a similar nature, but in no event less than reasonable care. Promptly after learning of any unauthorized use or disclosure of, and/or unauthorized attempts to access or modify, any Confidential Information in Company's (or its Authorized Recipients') custody or control, Company shall notify Tesla in writing and cooperate with Tesla to investigate and mitigate any adverse effects. Company shall be responsible for any unauthorized use or disclosure of Confidential Information by any of its Authorized Recipients.

3. Exceptions. The obligations of Section 2 will not apply to information that: (a) is already known to Company at the time of disclosure without obligation of confidentiality, (b) is or becomes publicly known through no wrongful act or omission of Company, (c) is rightfully received by Company from a third party without obligation of confidentiality, (d) is approved for release by Tesla's written authorization, (e) was developed by Company independently and without the use or benefit of any Confidential Information. A disclosure that Company is required to make pursuant to any order or requirement of a court, administrative agency, other governmental agency, or stock exchange or (f) is a "public record", as that term is defined by California Government Code section 6252, that is required to be disclosed pursuant to the California Public Records Act will not be deemed a breach of Section 2 of this NDA, provided that Company has to the extent permitted by law: (x) promptly notified Tesla in writing of such order or requirement, (y) given Tesla an opportunity to challenge or limit the disclosure requirement or seek an appropriate protective order, and (z) cooperated with Tesla to narrow the scope of such disclosure to only that portion of the Confidential Information that is necessary to fulfill the order or requirement. A disclosure which complies with a U.S. Federal Acquisition Regulation permitting disclosures to the government concerning government contracts will not be deemed a breach of this NDA. Each party is hereby given notice of the immunity set forth in 18 USC § 1833(b).

4. Affiliate. "Affiliate" means an entity which either controls or is controlled by a party or is under common control with a party, where "control" means the power to direct or cause the direction of an entity's management and policies through ownership or control of at least 50% of its voting securities or ownership interest.

5. Termination. This NDA is effective as of the Effective Date and will expire 3 years thereafter. Either party may terminate this NDA for any or no reason by giving 60 days' prior written notice to the other party. Expiration or termination shall not affect a party's rights or obligations with respect to Confidential Information disclosed before such expiration or termination, and such rights or obligations will continue as long as Company or its Affiliate has custody of or control over Confidential Information. Upon expiration or termination of this NDA or Tesla's written request, Company shall promptly return to Tesla all Confidential Information or certify in writing that all Confidential Information has been destroyed. Sections 2, 3, and 5-7 will survive for 5 years after the expiration or termination of this NDA.

6. Disputes; Venue. This NDA is governed by the laws of the county, state, and country specified below Tesla's signature, in each case without regard to conflict of laws principles. Company will be jointly and severally responsible for the acts and omissions of its Affiliates and each Authorized Recipient. The rights of and damages incurred by a Tesla Affiliate will be deemed to be rights of and damages incurred by Tesla. The Parties shall discuss in good faith a resolution to any conflict or

**Standard Non-Disclosure Agreement**

dispute under this NDA. The exclusive venue for any judicial action arising out of or relating to this NDA will be the state, federal, or regional courts for the location specified below Tesla's signature. The parties, for themselves and their respective Affiliates and Authorized Recipients, hereby waive any challenge to venue and jurisdiction in such courts. If Tesla substantially prevails in any action to enforce this NDA, it will be entitled to recover its costs of enforcement from Company and its Affiliates, including reasonable attorneys' fees. Company acknowledges that breach of this NDA would cause Tesla irreparable harm for which monetary damages would not provide an adequate remedy and Tesla will, in addition to any other available remedies, be entitled to temporary and permanent injunctive relief with respect to such breach without proof of actual damages or the posting of bond or other security.

7. **Miscellaneous.** This NDA constitutes the entire agreement between the parties regarding its subject matter and supersedes all prior agreements, representations, and understandings, between the parties regarding its subject matter. If any provision hereof is held by a court of competent jurisdiction to be illegal or unenforceable, such provision shall be changed and interpreted so as to best accomplish the objectives of the original provision to the fullest extent allowed by law, and the remaining provisions of this NDA shall remain in full force and effect. This NDA is written in the English language, and the English version shall prevail over any translation thereof. A waiver of any right hereunder does not imply waiver of any other rights. No waiver, alteration, modification, or amendment of this NDA shall be effective unless in writing and signed by both parties. This NDA may be signed in duplicate originals or in separate counterparts, each of which is effective as if the parties signed a single original, and a facsimile of an original signature or electronically signed version transmitted to the other party is effective as if the original was sent to the other party. Any notice required or permitted by this NDA shall be made in writing and be deemed delivered upon verification of delivery to the other party. Company may not assign, transfer, or otherwise convey or delegate any of its rights or duties under this NDA (except to the successor in a merger, acquisition, or corporate reorganization of Company) without Tesla's prior written consent, and any attempt to do so shall be void.

Tesla and each Company execute this Standard Non-Disclosure Agreement through their duly authorized representatives.

<b>Tesla: Tesla, Inc.</b> _____
Signed: _____
Printed: _____
Title: _____
Date: _____
<b>Contact Information:</b>
Legal Department
PO Box 15430, Fremont CA 94539, USA
Phone : +1-650-681-5000
Governing Law: <u>California</u>
Venue: <u>Santa Clara County, California</u>

<b>Company:</b> _____
Signed: _____
Printed: _____
Title: _____
Date: _____
<b>Contact Information:</b>
Name/Dept.: _____
Address: _____
Phone: _____



**Tesla Energy Products Purchase Agreement  
California Self-Generation Incentive Program (SGIP)**

This "Agreement" is between Tesla, Inc. ("Tesla"), and the entity represented by you, as the signatory to this Agreement ("Buyer"). The Agreement consists of (1) the below Price Sheet and (2) the attached terms & conditions, and is effective on the date that you agree to this Agreement (by electronic acceptance, signature or e-mail).

As described in Section 2 below, as a condition of the pricing in this Agreement, Buyer must also sign a ten (10) year "Services Agreement," contemporaneously with this Agreement.

**Price Sheet**

**Buyer information**

Buyer Name: City of Rio Dell  
 Street Address: 475 Hilltop Dr, Rio Dell, CA 95562, US (JB-955159-00)  
 Signatory Name:  
 Signatory Phone Number:

**Tesla entity**

Tesla, Inc. of 3500 Deer Creek Road, Palo Alto, CA 94304  
 888-765-2489  
 CA CSLB 949283

**Energy Products and Contract Price**

Energy Storage System	280 kW/	1392 kWh Powerpack System	
<hr/>			
<b>Product Value:</b>			\$866,796
<hr/>			
<b>SGIP Eligible Costs:</b>			\$1,261,812
<hr/>			
<b>Contract Price (after SGIP Incentive and discounts):</b>			\$0

**Approximate Completion Date**

60-180 days from the date of this Agreement

**Signed by**

Buyer:

Your signature:

\_\_\_\_\_

Title:

Date:

\_\_\_\_\_

Tesla, Inc.:

By:

\_\_\_\_\_

Title: Sr. Director, Commercial Energy Sales

Date: July 22, 2020

\_\_\_\_\_



## Energy Products Purchase Agreement Terms & Conditions

1. **Authorization; Representations.** By your acceptance of this Agreement (by electronic acceptance or signature), you represent and agree that you are an authorized representative of Buyer, permitted to bind Buyer in this Agreement. If applicable, you and Buyer further represent and warrant to Tesla that all financial information that you or Buyer has provided (or will provide) to Tesla is true and accurate and fairly represents Buyer's financial position as at the date it was provided. Tesla may terminate this Agreement if any of the representations in this Section 1 are incorrect.
2. **Purchase; SGIP Program.**
  - (a) Buyer agrees to purchase the "Products" indicated in the Price Sheet. Tesla agrees to sell Buyer the Products and install them at the address you provided in the Price Sheet (the "Site"). Notwithstanding the above, prior to installing the Products, Tesla may review Buyer's credit, and Tesla shall have the right to terminate this Agreement in its sole discretion based upon the outcome of such credit review.
  - (b) The Products will be financed by the California Self-Generation Incentive Program ("**SGIP**"), which provides an incentive payment to be paid over five (5) years, subject to certain conditions (the "**SGIP Incentive**"). The SGIP Incentive when assigned to Tesla as the SGIP payee permits Tesla to offer the Products at a reduced cost, or no cost to Buyer. Buyer hereby assigns the SGIP Incentive to Tesla, and releases any claim to the SGIP Incentive. Buyer agrees to cooperate with Tesla's efforts to obtain the SGIP Incentive, including signing necessary documents.
  - (c) As a condition of receiving pricing based upon the SGIP Incentive, Buyer agrees to notify Tesla and the SGIP program administrator, not less than ninety (90) days in advance, if Buyer intends to sell or relocate the Products within ten (10) years after the date they are installed. This obligation will survive the termination or expiration of this Agreement. Contact information for the SGIP program administrator can be found at <https://www.selfgenca.com/home/contact/>. Notification to Tesla should be directed to [CommercialAccounts@Tesla.com](mailto:CommercialAccounts@Tesla.com).
  - (d) In order to enable the SGIP Incentive, Buyer is required to sign the "**Services Agreement**" contemporaneously with this Agreement. As more fully detailed therein, the Services Agreement provides for Tesla to maintain the Products for ten (10) years, and also provides that Tesla will remotely operate the Products in a manner necessary to obtain the SGIP Incentive.
3. **Contract Price.** The Price Sheet shows the price of the Products and their installation after the SGIP Incentive ("Contract Price"), and the value of the Products ("Product Value"). The Contract Price is charged in accordance with the Schedule of Payments on the Price Sheet, and payment is due thirty (30) days after the date of each invoice. Subject to Section 4, the Contract Price is inclusive of all taxes and permitting fees. The Contract Price does not include, and Tesla is not obligated to provide, any ongoing services in connection with the Products (including maintenance services), except as required in connection with Tesla's limited warranties in Section 12, and as separately agreed under the Services Agreement.
4. **Changes to Price Sheet.**
  - (a) Tesla's obligation to install the Products is conditioned on such work falling with Tesla's "Standard Scope", which assumes standard wage rates, no unforeseen site conditions, no significant upgrades to existing electrical works, interconnection fees not to exceed \$1,000, and customary government costs, taxes and fees. Further information about what constitutes Tesla's Standard Scope is available upon request.
  - (b) Tesla has the right to update the Price Sheet if, upon further diligence regarding the Site, Tesla determines that there are conditions outside of the Standard Scope. If Buyer does not reject the updated Price Sheet within thirty (30) days and cancel this Agreement, the changes will be deemed accepted.
  - (c) In addition, Tesla may in its sole discretion determine that because of issues beyond the Standard Scope, or because of the unavailability of the SGIP Incentive, Tesla will not install the Products. In such case, Tesla may terminate this Agreement by notice to Buyer, and if applicable shall refund the Order Payment.
5. **Installation; Service.** Tesla will contact Buyer to perform an energy efficiency audit of the Site as required by the SGIP program, and subsequently, to schedule installation of the Products. Installation will be performed by Tesla or an affiliate or subcontractor, at Tesla's election. Tesla will commission the System in accordance with its standard practices. Buyer authorizes Tesla, or its affiliate or subcontractor, to submit on Buyer's behalf any permit or interconnection application





that is required in connection with the Products. Buyer also agrees to give Tesla, or its affiliate or subcontractor, access to the Site as scheduled so Tesla can install and service the Products. Buyer is responsible for all existing property conditions at the Site, whether known or unknown.

6. **Payment.** By entering into this Agreement, Buyer agrees to pay the Contract Price as described in the Price Sheet. Tesla may provide combined or separate invoices for each of the Products. Risk of loss shall transfer with respect to each component of the Products, upon its delivery to the Site. Title to the Products will transfer to Buyer after Tesla (i) completes installation and (ii) receives payment in full of the Contract Price (if any).

7. **Order Payment.** The Order Payment (if any) that Buyer previously paid for the Products is now non-refundable, except in the circumstances described in Section 4(c). When this Agreement becomes effective, Tesla incurs significant costs preparing to install the Products. The Order Payment is a reasonable estimate of the damages Tesla would incur if Buyer cancels its order before the Products are installed.

8. **Privacy.** The [Tesla Customer Privacy Policy](#) is part of this Agreement. You, as the authorized representative of Buyer, agree to be contacted at the phone number listed in the Price Sheet with more information or offers about Tesla products. You understand these calls or texts may use automated dialing or pre-recorded messages. This consent is not a condition of purchase. You may opt out of this consent at any time by contacting Tesla at 1-888-765-2489.

9. **Intellectual Property.** Tesla owns all intellectual property rights associated with the Products. Tesla grants Buyer a non-exclusive license to use any software embedded into the Products, only in connection with the operation of the Products.

10. **Remote Monitoring and Firmware Upgrades.**

(a) Buyer agrees that Tesla may access the Products remotely to monitor performance, perform diagnostics and upgrade firmware. This monitoring requires a high speed internet line, which Buyer must provide at Buyer's cost. If Buyer does not maintain this internet connection, Tesla cannot monitor the Products. Tesla is not responsible for any issues arising from Buyer's failure to provide an internet connection, or a failure of monitoring arising from the same.

(b) "Buyer Data" consists of the data related to the Products which Tesla makes available to Buyer via the Tesla app or any other performance monitoring provided by Tesla. Buyer Data shall be owned by Buyer. Tesla may use Buyer Data (i) to perform its obligations under this Agreement including any warranties, (ii) to improve Tesla's products and services generally (including by performing analyses on such information), and (iii) to aggregate with other data. Public disclosure of such information by Tesla is permitted if neither Buyer nor the owner or long-term occupant of the site where the Products are located (the "Site Host") could reasonably be identified from the publicly disclosed information.

(c) Any information obtained by Tesla through remote monitoring of the Products that is not Buyer Data shall be owned by Tesla ("Tesla Data"), shall be confidential information of Tesla, and shall not be required to be made available by Tesla to any person.

(d) Notwithstanding anything herein to the contrary, Tesla may disclose either Buyer Data or Tesla Data as requested or required by an applicable administrator of the SGIP program ("SGIP Administrator"), and Tesla shall not be responsible for the SGIP Administrator's use or disclosure of such data.

11. **Maintenance & Operation.** Tesla will provide Buyer with an initial copy of an applicable storage system operation and maintenance guide (as updated by Tesla from time to time, the "Manuals"). The Manuals provide Buyer with operation and maintenance instructions, answers to frequently asked questions, and service information. Buyer must cause the Products to be maintained in accordance with the Manuals (including by contracting with Tesla for maintenance services). In addition, Buyer must comply with the Manuals, to the extent the Manuals apply to Buyer's activities at the Site.

12. **Limited Warranties.** The Products and installation work are covered by the following limited warranties. **THESE ARE THE ONLY EXPRESS WARRANTIES MADE IN CONNECTION WITH THE PRODUCTS AND INSTALLATION WORK. Any other warranties, remedies and conditions, whether oral, written, statutory, express or implied (including any warranties of merchantability and fitness for purpose, and any warranties against latent or hidden defects) are expressly disclaimed. If such warranties cannot be disclaimed, Tesla limits the duration of and remedies for such warranties to the durations and remedies described below.**

Storage System	The Storage System is covered by the Tesla Limited Warranty applicable to the product and model purchased. By approving this Agreement, Buyer accepts the terms of the Tesla Limited Warranty for the applicable product, which can be obtained on our website or will be provided upon request.
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	In order to maintain the Tesla Limited Warranty, maintenance on the Storage System must be performed by Tesla, a Tesla affiliate or subcontractor, or a Tesla-certified maintenance provider.
Workmanship	Tesla warrants that (a) Tesla's installation workmanship will be free from defects for 10 years from the date the Products are installed (or, in the case of main panel or structural upgrades, 1 year from the date those upgrades were performed); (b) Tesla's installation workmanship will not invalidate the applicable Tesla Limited Warranty; and (c) Tesla will not damage the Site during our installation of the Products. If Tesla breaches this workmanship warranty, Tesla will repair the defective work or damage at Tesla's cost. If Tesla cannot do this itself, Tesla will pay for someone else to do it. Such repair work shall not extend the original warranty period, but the remainder of the original warranty period shall apply to the repair work.

13. **Warranty Exclusions.** The "Workmanship" warranty above does not cover any defect caused by (1) events beyond Tesla's reasonable control, including but not limited to lightning, flood, earthquake, fire, excessive wind and other extreme weather events, accidents, abuse, misuse or negligence; (2) Buyer's failure to operate or maintain the Products in accordance with the applicable owner's manual(s); (3) strikes by balls or other objects, dirt, dust, bird excrement, animals, insects, foliage or algae growth; (4) water entering around a fitting, accessory or other material not installed by Tesla; (5) any material or equipment connected to the Products that was not installed by Tesla; or (6) someone other than Tesla installing, altering, removing, re-installing or repairing any part of the Products unless that person does so in compliance with the applicable owner's manual(s). The "Workmanship" warranty also does not cover (i) any defects in the equipment or components incorporated into Tesla's work (such as breakers, electrical panels, soft-start devices for HVAC equipment, etc.); (ii) pre-existing conditions at the Site, including but not limited to unpermitted conditions, improper electrical wiring, cracked or crumbling masonry; (iii) normal wear and tear or deterioration, or superficial defects, dents or marks that do not impact the performance or functionality/integrity of the Products; or (iv) theft or vandalism. The warranty for the "Storage System" above is not subject to the above exclusions, but is subject to other exclusions which are described in the warranty document.

14. **IP Indemnity.**

(a) As used in this Section 14, "Representatives" means Buyer and Buyer's affiliates, and their respective directors, officers, partners, members, shareholders, agents, employees, subcontractors, successors and assigns; "Losses" means damages and liabilities, including reasonable attorneys' fees; and "Claim" means a claim, action, suit, proceedings, demand, investigation or assessment made or brought by any third party.

(b) Tesla shall indemnify, defend and hold harmless Buyer and its Representatives from any Losses arising out of any Claim alleging that the Products infringe the intellectual property rights of a third party. However, Tesla shall have no obligation to indemnify Buyer or any of its Representatives to the extent the Claim arises out of: (a) use of the Products in combination with any other products, materials or equipment not expressly authorized by Tesla; or (b) any modifications or changes made to the Products other than by Tesla. If a Claim for infringement or alleged infringement of any intellectual property rights is made, Tesla may, at its own expense, (i) modify any or all of the intellectual property rights so as to avoid the infringement or the alleged infringement; or (ii) take such other action as Tesla deems reasonable to avoid or settle such Claim.

15. **Limitation of Liability.** Tesla and Buyer shall not be liable to one another for any indirect, special or consequential damages arising out of this Agreement. To the fullest extent permitted by law, Tesla and Buyer's aggregate liability to one another under this Agreement is limited to the Product Value. This Section 15 applies, without limitation, to any liability arising out of any Site survey performed by Tesla or its affiliate or subcontractor in connection with this Agreement. This Section 15 does not apply to Buyer or Tesla's obligation to indemnify the other for third-party claims, as required under Section 14 or otherwise under applicable law.

16. **Term; Breach; Remedies.**

(a) This Agreement will continue in effect until Tesla has completed installation of the Products and received payment in full of the Contract Price, unless earlier terminated as permitted in Section 4 or this Section 16.

(b) If Tesla or Buyer is in breach of this Agreement, upon thirty (30) days prior written notice and opportunity to cure, the non-defaulting party may terminate this Agreement; and with or without terminating this Agreement, may pursue



any remedy it has under this Agreement or at law, including in Tesla's case, repossession of the Products (if title has not yet transferred) and collection of all amounts due (including those past due, which will be charged 2% interest per annum).

(c) Provisions of this Agreement which by their nature contemplate or govern performance or observance subsequent to the termination or expiration of this Agreement shall survive such termination or expiration until fully performed.

17. **Governing Law; Integration.** This Agreement is governed by the laws of the State of California. The information at the links described above is part of this Agreement. Any other terms relating to the Products that are not contained or referred to in this Agreement are not binding on Tesla or Buyer.

18. **Assignment.** Tesla may assign, sell or transfer this Agreement without Buyer's consent in connection with Tesla's financing activities, provided, that except in the case of an assignment as collateral only, the assignee shall be capable of performing (directly or indirectly) all of Tesla's obligations hereunder.

19. **Insurance.** Tesla shall maintain, at its sole cost and expense, the following insurance coverage and shall, within a reasonable time of Buyer's request, furnish to Buyer a certificate evidencing such coverage:

(a) **Commercial General Liability Insurance (CGL).** Tesla carries commercial general liability insurance with coverage amounts that meet or exceed those required by law.

(b) **Workers' Compensation Insurance.** Tesla carries workers' compensation insurance for all employees in compliance with law.

20. **Further Assurances.** Tesla and Buyer shall each at their own cost and expense execute and deliver such further documents and instruments and shall take such other actions as may be reasonably required or appropriate to evidence or carry out the intent and purposes of this Agreement.

21. **Arbitration.** Any dispute arising from or relating to this Agreement shall first be promptly referred to the senior level management of the Parties for resolution. If Tesla and Buyer are unable to resolve any such dispute within 20 days after referral, then Tesla or Buyer may take such dispute to binding arbitration in accordance with the then-current Streamlined Arbitration Rules of the Judicial Arbitration and Mediation Services ("JAMS"). The existence, content and result of the arbitration shall be confidential and conducted by a single arbitrator in English and in Santa Clara, California, unless otherwise agreed by the Parties. Buyer and Tesla will each bear its own expenses in the arbitration and will share equally the costs of the arbitration; provided, however, that the arbitrator may, in its discretion, award reasonable costs and fees to the prevailing party. Judgment upon the award rendered in the arbitration may be entered in any court of competent jurisdiction.



**Energy Products Operation and Maintenance Agreement  
California Self-Generation Incentive Program (SGIP)**

This "Agreement" is between Tesla, Inc. ("Tesla"), and the entity represented by you, as the signatory to this Agreement ("Buyer"). The Agreement consists of (1) the below Price Sheet and (2) the attached terms & conditions, and is effective on the date that you agree to this Agreement (by electronic acceptance, signature or e-mail) (the "Effective Date").

This Agreement accompanies a Tesla Energy Products Purchase Agreement ("Purchase Agreement"), which includes a reduced price as a result of Tesla obtaining the SGIP incentive with respect to the Products (as indicated in the Price Sheet, the "SGIP Incentive").

**Price Sheet**

**Buyer information**

Buyer Name: City of Rio Dell

Street Address: 475 Hilltop Dr, Rio Dell, CA 95562, US (JB-955159-00)

Signatory Name:

Signatory Phone Number:

**Tesla entity**

Tesla, Inc. of 3500 Deer Creek Road, Palo Alto, CA 94304  
888-765-2489  
CA CSLB 949283

**Products**

**Products installed under Energy Products**

**Powerpack: 280kW/1392kWh**

**Purchase Agreement dated:**

**Products Value: \$866,796**

**SGIP Eligible Costs: \$1,261,812**

**SGIP Incentive: \$1,256,000**

**Services Price**

**Annual price for Services:**

**\$0**

**Extra Services**

**Time-and-Materials Rate to be agreed by Buyer**

**Payment Terms**

**Deadline for Payments:**

**30 days after date of invoice**



**Signed by**

Buyer:

Your signature:

\_\_\_\_\_  
Title:

Date:

\_\_\_\_\_

Tesla, Inc.:

By: 

\_\_\_\_\_  
Title: Sr. Director, Commercial Energy Sales

Date:

July 22, 2020  
\_\_\_\_\_



## Operation and Maintenance Agreement Terms & Conditions

1. **Authorization; Representations.** By your acceptance of this Agreement (by electronic acceptance, signature, or email), you represent and agree that you are an authorized representative of Buyer, permitted to bind Buyer in this Agreement. If applicable, you and Buyer further represent and warrant to Tesla that all financial information that you or Buyer has provided (or will provide) to Tesla is true and accurate and fairly represents Buyer's financial position as at the date it was provided. You also represent and agree that the Buyer owns or has sufficient rights to the Products in the Price Sheet, to contract for the Services. Tesla may terminate this Agreement upon notice to Buyer if any of the representations in this Section 1 are incorrect.

2. **Term; SGIP Operation and Grid Services.**

(a) This Agreement will continue in effect for ten (10) years from the date that the Products are fully installed, unless earlier terminated under Section 11 (the "Term"). The Parties agree that as of the Effective Date, the Products are intended to remain owned by Buyer and installed at the Site (as defined in Section 3) throughout the Term.

(b) During the Term, Tesla may monitor and operate (including charging and discharging) the Products, in order to comply with requirements of the SGIP Program, and to generate savings by shifting Buyer's grid electricity consumption from higher-priced times to lower-priced times, in Tesla's reasonable discretion. Buyer acknowledges that Tesla's cycling of the Products will consume some portion of the warranted throughput of the Products; and will use electricity stored in the Products (together, "Cycling Costs"). Tesla expects that Tesla's activities described above will save significantly more than the Cycling Costs, but Tesla makes no guarantee of such savings. Buyer agrees that the provision of the Services herein are in full consideration of the Cycling Costs, and releases Tesla from any claim to recover any Cycling Costs.

(c) Buyer agrees to notify Tesla of any utility tariff changes with respect to the Site, during the Term.

(d) As a condition of receiving pricing based upon the SGIP Incentive, Buyer agrees to notify Tesla and the SGIP program administrator, not less than ninety (90) days in advance, if Buyer intends to sell or relocate the Products within ten (10) years after the date they are installed. This obligation will survive the termination or expiration of this Agreement. Contact information for the SGIP program administrator can be found at <https://www.selfgenca.com/home/contact/>. Notification to Tesla should be directed to [CommercialAccounts@Tesla.com](mailto:CommercialAccounts@Tesla.com).

(e) If Buyer intends to vacate or sell the Site during the Term, Buyer shall ensure that that the buyer of the Site accept assignment of this Agreement, or an agreement substantially similar and reasonably acceptable to Tesla, in order to ensure continued compliance with the SGIP Program.

(f) From time to time, Tesla may identify demand response or similar grid services programs, whereby the Products can help meet demands of the electrical grid, or improve its reliability, by charging or discharging the Products (or agreeing to make the Products available for charging or discharging) (each, a "Grid Services Program"). Tesla will notify Buyer of any proposed Grid Services Program and identify: (i) the anticipated economic benefit for Buyer; (ii) the anticipated impact on the availability of the Products; and (iii) the anticipated Cycling Costs. Buyer may elect to participate or not participate in a Grid Services Program, provided that if Buyer does not provide Tesla with notice of its election within thirty (30) days after Tesla's notice of the Grid Services Program, Tesla may treat the same as an election to participate.

3. **Tesla to Provide Services.** For the Products indicated in the Price Sheet, Buyer agrees to purchase the "Services" in accordance with Appendix 1 (the "Scope of Services") during the Term, to be performed at the site where Tesla installed the Products (the "Site").

4. **Scope of Services.**

(a) Tesla's Scope of Services assumes standard wage rates, no constraints to Tesla's access to the Site, and no unforeseen site conditions. If Tesla encounters challenges accessing the Site, or unforeseen site conditions not caused by Tesla, Tesla may treat the costs it incurs as Extra Services as set forth in Section 4(b).

(b) Any service not included in the Scope of Services shall be an "Extra Service." Extra Services will include, for example repairs arising from abuse by Buyer. Upon request, Tesla may provide Buyer a time-and-materials rate proposal for Extra Services, and upon agreement of Buyer in writing, Tesla may agree to perform the Extra Services. When used in this Agreement, "Services" shall include "Extra Services," when context requires. If Buyer pays a fee to Tesla for Extra Services in connection with an issue that is subsequently determined to be covered by a Tesla Manufacturer's Limited Warranty or other warranty provided by Tesla for the Products, Tesla shall provide a refund to Buyer.



(c) Title and risk of loss to all parts, materials or equipment installed by Tesla during the performance of the Services shall transfer to Buyer when such parts, materials or equipment have been installed and the Products (or the affected part of the Products) have been commissioned or re-commissioned.

5. **Site Access.** Tesla will contact Buyer to schedule the Services. Services will be performed by Tesla or an affiliate or subcontractor, at Tesla's election. Buyer also agrees to give Tesla, or its affiliate or subcontractor access to the Site as scheduled so Tesla can provide the Services.

6. **Extra Services.** Tesla may bill for Extra Services upon their completion. By entering into this Agreement, Buyer agrees to pay any agreed-upon fee for Extra Services, in accordance with the Payment Terms in the Price Sheet.

7. **Privacy.** The [Tesla Customer Privacy Policy](#) is part of this Agreement. You, as the authorized representative of Buyer, agree to be contacted at the phone number listed in the Price Sheet with more information or offers about Tesla products. You understand these calls or texts may use automated dialing or pre-recorded messages. This consent is not a condition of purchase. You may opt out of this consent at any time by contacting Tesla at 888-765-2489.

#### 8. **Remote Monitoring and Firmware Upgrades.**

(a) Tesla's SGIP-related monitoring and cycling described in Section 2 requires a continuous high-speed internet connection, which Buyer agrees to provide at Buyer's cost. Buyer agrees that Tesla may access the Products remotely to monitor performance, perform diagnostics and upgrade firmware. If Buyer does not maintain this continuous internet connection the monitoring will not function. Tesla shall not be responsible for any issues arising from Buyer's failure to provide an internet connection, or a failure of monitoring arising from the same.

(b) "Buyer Data" consists of the data related to the Products which Tesla makes available to Buyer via the Tesla app or any other performance monitoring provided by Tesla. Buyer Data shall be owned by Buyer. Tesla may use Buyer Data (i) to perform its obligations under this Agreement including any warranties, (ii) to improve Tesla's products and services generally (including by performing analyses on such information), and (iii) to aggregate with other data. Public disclosure of such information by Tesla is permitted if Buyer could not reasonably be identified from the publicly disclosed information.

(c) Any information obtained by Tesla through remote monitoring of the Products that is not Buyer Data shall be owned by Tesla ("Tesla Data"), shall be confidential information of Tesla, and shall not be required to be made available by Tesla to any person.

#### 9. **Services Warranty.**

(a) Tesla warrants that (i) it shall perform all Services in accordance with Prudent Industry Practices, any applicable Tesla operation and maintenance manuals, and this Agreement, and (ii) any labor performed, and any materials installed, in the performance of the Services shall be free from defects in design and workmanship for 12 months after such labor was performed or such materials were installed (collectively, the "Services Warranty"). "Prudent Industry Practices" means the methods approved by a significant portion of the electrical services industry operating in the state in which the Products are installed that, in the exercise of reasonable judgment in light of the facts known at the time a decision was made, would have been expected to accomplish the desired result in a manner consistent with applicable law, reliability, safety, environmental protection, economy and expedition.

(b) Tesla shall remedy any defect or otherwise cure a breach of the Services Warranty, at its own cost and expense, as promptly as reasonably practicable after Buyer notifies Tesla in writing of such breach, in a manner and at such times that reasonably minimizes interruption of the operation of the Products and revenue loss to Buyer. This shall be Tesla's sole and exclusive liability, and Buyer's sole and exclusive remedy, in connection with a breach of the Services Warranty.

(c) EXCEPT AS REQUIRED BY LAW, OR AS PROVIDED FOR IN THIS AGREEMENT, TESLA MAKES NO WARRANTIES OR GUARANTEES WITH RESPECT TO THE SERVICES AND DISCLAIMS ANY WARRANTY OR GUARANTEE IMPLIED BY APPLICABLE LAWS, INCLUDING IMPLIED WARRANTIES OF PERFORMANCE, MERCHANTABILITY OR FITNESS FOR A PARTICULAR PURPOSE AND IMPLIED WARRANTIES OF CUSTOM OR USAGE.

10. **Limitation of Liability.** Tesla and Buyer shall not be liable to one another for any indirect, special or consequential damages arising out of this Agreement, except to the extent provided in Section 11(b). To the fullest extent permitted by law, Tesla and Buyer's aggregate liability to one another under this Agreement is limited to the Products Value. This Section 10 applies, without limitation, to any liability arising out of any Site survey performed by Tesla or its affiliate or



subcontractor in connection with this Agreement. This Section 10 does not apply to Buyer or Tesla's obligation to indemnify the other party, as may be required under applicable law.

#### 11. **Breach; Remedies.**

(a) If Tesla or Buyer is in breach of this Agreement, upon thirty (30) days prior written notice and opportunity to cure, the non-defaulting party may terminate this Agreement; and with or without terminating this Agreement, may pursue any remedy it has under this Agreement or at law. Tesla may also terminate this Agreement if the Products are substantially destroyed other than due to Tesla's fault.

(b) Buyer shall be responsible for, and Tesla shall be entitled to invoice for, any loss of part or all of the SGIP Incentive due to damage to the System caused by Buyer, or Buyer's breach of this Agreement. Breaches that may result in the loss of part or all of the SGIP Incentive may include, without limitation, removing or selling the Products without notifying the SGIP Administrator as required in Section 2(e), not providing Tesla with access to the Products in order to perform maintenance as required in Section 4; or continued failures to provide internet connectivity as required in Section 8.

(c) If this Agreement is terminated by Tesla during the first five (5) years of the Term, then Buyer shall owe Tesla the following amount, as reasonably calculated by Tesla: For each year or portion thereof remaining in the first five (5) years of the Term, Buyer shall pay ten percent (10%) of the SGIP Incentive (the "Termination Payment") (Thus, if the Agreement is terminated for Buyer default three (3) years from the date that the Products are fully installed, Buyer shall owe 20% of the SGIP Incentive). Buyer agrees that the damages in this Section 11 are a reasonable preestimate of Tesla's damage as a result of the early termination of this Agreement. The Termination Payment shall be due and payable thirty (30) days after Tesla's issuance of an invoice therefor.

(d) Provisions of this Agreement which by their nature contemplate or govern performance or observance subsequent to the termination or expiration of this Agreement shall survive such termination or expiration.

12. **Governing Law; Integration.** This Agreement is governed by the laws of the State of California. The information at the links described above is part of this Agreement. Any other terms relating to the Products that are not contained or referred to in this Agreement are not binding on Tesla or Buyer.

13. **Assignment; Subcontracting.** Tesla or Buyer may, with prior written notice to the other, transfer or assign this Agreement to its affiliate, as long as (a) the assignee agrees to be bound by the terms and conditions of this Agreement, and (b) in the case of Buyer, the assignee owns the Products. Buyer may also assign this Agreement as collateral in connection with its financing activities. Otherwise, neither Buyer nor Tesla may assign its rights or obligations under this Agreement without the prior written consent of the other. This Agreement shall be binding upon and inure to the benefit of and be enforceable by the respective successors and permitted assigns of the Buyer and Tesla

14. **Insurance.** Tesla shall maintain, at its sole cost and expense, the following insurance coverage and shall, within a reasonable time of Buyer's request, furnish to Buyer a certificate evidencing such coverage:

(a) **Commercial General Liability Insurance (CGL).** Tesla carries commercial general liability insurance with coverage amounts that meet or exceed those required by law.

(b) **Workers' Compensation Insurance.** Tesla carries workers' compensation insurance for all employees in compliance with law.

15. **Further Assurances.** Tesla and Buyer shall each at their own cost and expense execute and deliver such further documents and instruments and shall take such other actions as may be reasonably required or appropriate to evidence or carry out the intent and purposes of this Agreement.

16. **Arbitration.** Any dispute arising from or relating to this Agreement shall first be promptly referred to the senior level management of the Parties for resolution. If Tesla and Buyer are unable to resolve any such dispute within 20 days after referral, then Tesla or Buyer may take such dispute to binding arbitration in accordance with the then-current Streamlined Arbitration Rules of the Judicial Arbitration and Mediation Services ("JAMS"). The existence, content and result of the arbitration shall be confidential and conducted by a single arbitrator in English and in Santa Clara, California, unless otherwise agreed by the Parties. Buyer and Tesla will each bear its own expenses in the arbitration and will share equally the costs of the arbitration; provided, however, that the arbitrator may, in its discretion, award reasonable costs and fees to the prevailing party. Judgment upon the award rendered in the arbitration may be entered in any court of competent jurisdiction.





## Appendix 1

### Scope of Services

Tesla will (i) proactively monitor the Products as set forth below, and (ii) respond to inquiries by phone, web and/or email. Tesla may respond, remotely or on-site as deemed necessary by Tesla, to telemetry signals and/or Buyer inquiries. The Services that Tesla will provide are limited to the following:

- Perform preventative maintenance, as Tesla deems consistent with Prudent Industry Practices
- Alert the customer of Product performance and failure issues
- Provide visibility of Product performance through Tesla's Powerhub user interface
- Alert the customer if the Product is not communicating with the internet
- Remove, return, replace and/or fix parts covered by valid manufacturer warranty
- Investigate and replace defective balance of system hardware and/or defective wiring for the duration of the Workmanship Warranty. (After the Workmanship Warranty, the Parties may agree for Tesla to perform this service as Extra Work.)
- Remotely update products software and firmware to improve performance

Excluded services and repairs listed below may be performed as an Extra Service, as set forth in Section 3(b):

- Moving debris from the equipment, or the area around the equipment
- Maintenance of the area around the Products, including vegetation management
- Maintenance to the degree necessitated by vandalism, negligence or misconduct of Buyer or another party not under Tesla's control
- Removal and reinstallation of equipment for reasons not related to warranty failures

SELF-GENERATION INCENTIVE PROGRAM

Proposed System Information Attestation

The following information (Responses to Questions 1 – 5) is required by the Developer of the storage system applying for SGIP's Equity Resiliency Budget or Non-Equity Resiliency Budget with a discharge duration greater than two hours.

- 1) Provide an estimate of how long the project's fully charged battery will provide electricity for the relevant facility average load during an outage.

The fully charged battery will provide continuous power for approximately 19 hours when not paired with solar.

- 2) Indicate whether the project's critical loads can and will be isolated.

Critical loads will be covered as part of the systems full facility backup, and all loads will be isolated from the grid during an outage. Loads that are deemed non critical can be turned off to extend back up duration.

- 3) Provide an estimate of how long the project's fully charged battery will provide electricity to critical uses during an outage.

See answer to question #1

- 4) Provide an estimate of how long the project can operate in less-than favorable circumstances, such as if an outage occurs when the battery has been discharged or during the winter (if paired with solar).

A partially charged system will perform at length of time proportionate to the charge percentage or system efficiency at the time. For example, the system charged to 50% can expect to provide power for 9 hours when not paired w/ solar.

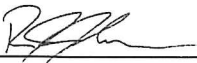
- 5) Summarize information given to the customer about how the customer may best prepare the storage system to provide backup power, in the case of a Public Safety Power Shutoff (PSPS) event announced in advance (provide an attachment with more information if necessary).

No action is required from the customer to prepare the system as Tesla plans to extend fStorm Watchf to commercial customers to help them better manage battery charging for PSPS events. Storm Watch communicates with the National Weather Service to know when severe weather or PSPS events are likely to occur and automatically triggers Storm Watch mode. Customer will receive notification once battery starts charging in preparation for PSPS. This mode pushes the limits and charges the system to maximum capacity so it can provide backup power. If desired, they can also reach out to Tesla at powerpacksupport@tesla.com to request pre-emptive charging of their energy storage system.

**ATTESTATION**

[DEVELOPER SECTION]

I, Tesla, Inc. (print name of Developer), hereby attest that each of the statements provided in this document are true and correct.

Signature: 

Name Printed: RJ Johnson

Title: Sr. Director, Commercial Energy Sales

Date: July 22, 2020

[CUSTOMER SECTION]

I, City of Rio Dell (print name of Customer), hereby attest I have received the information provided in this document prior to signing a contract with the developer.

Signature: \_\_\_\_\_

Name Printed: \_\_\_\_\_

Date: \_\_\_\_\_



**Pacific Gas and  
Electric Company**  
San Francisco, California

Revised Cal. P.U.C. Sheet No. 42813-E\*  
Cancelling Revised Cal. P.U.C. Sheet No. 37152-E

**Electric Sample Form No. 79-1095** Sheet 1  
Authorization to Receive Customer Information or Act Upon a Customer's Behalf

**Please Refer to Attached  
Sample Form**

Advice 5349-E  
Decision

Issued by  
**Robert S. Kenney**  
Vice President, Regulatory Affairs

Date Filed August 3, 2018  
Effective August 3, 2018  
Resolution \_\_\_\_\_



# AUTHORIZATION TO RECEIVE CUSTOMER INFORMATION OR ACT UPON A CUSTOMER'S BEHALF

THIS IS A LEGALLY BINDING CONTRACT, PLEASE READ CAREFULLY  
(Please Print or Type)

I, \_\_\_\_\_ NAME TITLE (IF APPLICABLE)

of City of Rio Dell (Customer) have the following mailing address  
NAME OF CUSTOMER OF RECORD

675 Wildwood Ave, Rio Dell, CA, 95562-1544, and do hereby appoint  
MAILING ADDRESS CITY STATE ZIP

Tesla, Inc.  
NAME OF THIRD PARTY

of 3500 Deer Creek Rd  
MAILING ADDRESS

Palo Alto  
CITY

CA  
STATE

94304  
ZIP

To act as my agent and consultant (Agent) for the listed account(s) and in the categories indicated below:

ACCOUNTS INCLUDED IN THIS AUTHORIZATION:

- |    |   |                                       |
|----|---|---------------------------------------|
| 1. | <u>475 Hilltop Dr, Rio Dell, CA 95562, US</u> | {NEED TO UPDATE THE PROJECT PASSPORT} |
|    | SERVICE ADDRESS CITY                          | SERVICE ACCOUNT NUMBER                |
| 2. | _____   | _____                                 |
|    | SERVICE ADDRESS CITY                          | SERVICE ACCOUNT NUMBER                |
| 3. | _____   | _____                                 |
|    | SERVICE ADDRESS CITY                          | SERVICE ACCOUNT NUMBER                |

(For more than three accounts, please list additional accounts on a separate sheet and attach it to this form)

**INFORMATION, ACTS AND FUNCTIONS AUTHORIZED** – This authorization provides authority to the Agent. The Agent must thereafter provide specific written instructions/requests (e-mail is acceptable) about the particular account(s) before any information is released or action is taken. In certain instances, the requested act or function may result in cost to you, the customer. Requests for information may be limited to the most recent 12 month period.

I (Customer) authorize my Agent to act on my behalf to perform the following specific acts and functions (initial all applicable boxes):

- 1. Request and receive billing records, billing history and all meter usage data used for bill calculation for all of my account(s), as specified herein, regarding utility services furnished by the Utility<sup>1</sup>.
- 2. Request and receive copies of correspondence in connection with my account(s) concerning (initial all that apply):
  - a. Verification of rate, date of rate change, and related information;
  - b. Contracts and Service Agreements;
  - c. Previous or proposed issuance of adjustments/credits; or
  - d. Other previously issued or unresolved/disputed billing adjustments.
- 3. Request investigation of my utility bill(s).
- 4. Request special metering, and the right to access interval usage and other metering data on my account(s).
- 5. Request rate analysis.
- 6. Request rate changes.
- 7. Request and receive verification of balances on my account(s) and discontinuance notices.

<sup>1</sup> The Utility will provide standard customer information without charge up to two times in a 12-month period per service account. After two requests in a year, I understand I may be responsible for charges that may be incurred to process this request.



# AUTHORIZATION TO RECEIVE CUSTOMER INFORMATION OR ACT UPON A CUSTOMER'S BEHALF

I (CUSTOMER) AUTHORIZE THE RELEASE OF MY ACCOUNT INFORMATION AND AUTHORIZE MY AGENT TO ACT ON MY BEHALF ON THE FOLLOWING BASIS<sup>2</sup> (initial one box only):

<sup>2</sup>If no time period is specified, authorization will be limited to a one-time authorization

- One time authorization only (limited to a one-time request for information and/or the acts and functions specified above at the time of receipt of this Authorization).
- One year authorization - Requests for information and/or for the acts and functions specified above will be accepted and processed each time requested within the twelve month period from the date of execution of this Authorization.
- Authorization is given for the period commencing with the date of execution until \_\_\_\_\_ (Limited in duration to three years from the date of execution.) Requests for information and/or for the acts and functions specified above will be accepted and processed each time requested within the authorization period specified herein.

### RELEASE OF ACCOUNT INFORMATION:

The Utility will provide the information requested above, to the extent available, via any one of the following. My (Agent) preferred format is (check all that apply):

- Hard copy via US Mail (if applicable).
- Facsimile at this telephone number: \_\_\_\_\_
- Electronic format via electronic mail (if applicable) to this e-mail address: commercial.interconnection@tesla.com

I (Customer), \_\_\_\_\_ (print name of authorized signatory), declare under penalty of perjury under the laws of the State of California that I am authorized to execute this document on behalf of the Customer of Record listed at the top of this form and that I have authority to financially bind the Customer of Record. I further certify that my Agent has authority to act on my behalf and request the release of information for the accounts listed on this form and perform the specific acts and functions listed above. I understand the Utility reserves the right to verify any authorization request submitted before releasing information or taking any action on my behalf. I authorize the Utility to release the requested information on my account or facilities to the above Agent who is acting on my behalf regarding the matters listed above. I hereby release, hold harmless, and indemnify the Utility from any liability, claims, demands, causes of action, damages, or expenses resulting from: 1) any release of information to my Agent pursuant to this Authorization; 2) the unauthorized use of this information by my Agent; and 3) from any actions taken by my Agent pursuant to this Authorization, including rate changes. I understand that I may cancel this authorization at any time by submitting a written request. I understand that this agreement at all times shall be subject to such modifications as the California Public Utilities Commission may direct from time to time in the exercise of its jurisdiction. [This form must be signed by someone who has authority to financially bind the customer (for example, CFO of a company or City Manager of a municipality).]

\_\_\_\_\_  
 AUTHORIZED CUSTOMER SIGNATURE

Executed this \_\_\_\_\_ day of \_\_\_\_\_  
 MONTH YEAR

\_\_\_\_\_  
 TELEPHONE NUMBER

at \_\_\_\_\_  
 CITY AND STATE WHERE EXECUTED

I (Agent), hereby release, hold harmless, and indemnify the Utility from any liability, claims, demand, causes of action, damages, or expenses resulting from the use of customer information obtained pursuant to this authorization and from the taking of any action pursuant to this authorization, including rate changes.

\_\_\_\_\_  
 AGENT SIGNATURE

\_\_\_\_\_  
 TELEPHONE NUMBER

\_\_\_\_\_  
 COMPANY

\_\_\_\_\_  
 Tesla, Inc.

Executed this 22 day of July 2020  
 MONTH YEAR



## Self Generation Incentive Program Reservation Request Form

Pacific Gas and Electric  
selfgen@pge.com

**Application ID:**

**Date Printed:** 07/29/2020

**Program Year:** 2020

**NOTE: Your application is not submitted until you upload this form and all other required documentation and click on "Submit" via the online system.**

**Instructions:** This Self-Generation Incentive Program (SGIP) Reservation Request Form is reflective of the information entered in the online form process. Please review thoroughly for accuracy of information before signing. Once the form has been signed by all parties, scan and upload this document under the Reservation Request header in the Documents section of the online application. Incomplete applications will result in a suspended application. Upon successful submission of all reservation request information and documents, the Applicant will receive notice from the SGIP Program Administrator that their rebate request has been received.

### Application Type

**Application Type:** Energy Storage  
**Budget Category:** Equity Resiliency

**Incentive Step:** 5  
**Incentive Rate:** \$1

### Host Customer

**Contact Name:** Kyle knopp  
**Company Name:** City of Rio Dell  
**Parent Company Name:** City of Rio Dell  
**NAICS:** 221310  
**Is this a public institution?** N/A  
**Sector:** State or Local Government  
**Sector definition:** Agreed

**Mailing Address:** 675 Wildwood Ave  
**City, State, Zip:** Rio Dell, CA, 95562-1544  
**Phone:** 707-764-3532  
**Email:** knoppk@cityofriodell.ca.gov

**Is Household Low-Income Status?**

**Is the Host Customer enrolled for the medical baseline program?**

**Has the Host Customer notified their utility of serious illness or condition that could become life-threatening if electricity is disconnected?**

**Has the Host Customer received an incentive reservation letter from either the MASH, SASH, DAC-SASH, or SOMAH programs?**

**Has applicant coordinated with their local governments and the California Office of Emergency Services?** No

**Does the host customer provide critical services or infrastructure during a PSPS event to a community that is at least partially located in a Tier 2 or Tier 3 HFTD and eligible for the equity budget?** Yes

- |   |     |
|---|-----|
| 1. 911 call center/Public Safety Answering Point  | N/A |
| 2. Cooling center designated by state, local, or tribal government  | N/A |
| 3. Emergency operations center  | N/A |
| 4. Emergency response provider with the addition of tribal government providers   | N/A |
| 5. Fire station   | N/A |
| 6. Food bank  | N/A |
| 7. Independent living center  | N/A |
| 8. Jail or prison   | N/A |
| 9. Homeless shelters supported by federal, state, local, or tribal governments  | N/A |
| 10. Medical facility (hospital, skilled nursing facility, nursing home, blood bank, health care facility, dialysis center, or hospice facility) | N/A |
| 11. Police station  | N/A |

- 12. Public and private gas, electric, water, wastewater or flood control facility Yes
  - 13. Location designated by an IOUs to provide assistance during PSPS events N/A
  - 14. Grocery store, corner store, market or supermarket with average annual gross receipts of \$15 million or less over the last three tax years as calculated at a single location N/A
- Is this public or tribal government agency serving 50% of a low-income or disadvantaged community census tract?

**System Owner**

<b>Contact Name:</b>	Kyle Knopp	<b>Mailing Address:</b>	675 Wildwood Ave
<b>Company Name:</b>	City of Rio Dell	<b>City, State, Zip:</b>	Rio Dell, CA, 95562-1544
<b>Parent Company Name:</b>		<b>Phone:</b>	707-764-3532
		<b>Email:</b>	knoppk@cityofriodell.ca.gov

**Developer**

<b>Contact Name:</b>	Jonathan Gubler	<b>Mailing Address:</b>	3055 Clearview Way
<b>Company Name:</b>	Tesla Inc.	<b>City, State, Zip:</b>	San Mateo, CA, 94402
		<b>Phone:</b>	6509635100
		<b>Email:</b>	commercial.incentives@tesla.com

- 1. Approaching or communicating with the host customer about the project and learning about its needs and energy profile 1. Yes
- 2. Developing the specifications for a system based on the customer's needs and interests 2. Yes
- 3. Soliciting bids from multiple manufacturers for the specified system 3. Yes
- 4. Gaining the customer's commitment to purchase or lease the specified system, usually but not necessarily by signing a purchase order with a customer or other form of agreement 4. Yes
- 5. Purchasing the specified system from the manufacturer to fulfill the obligation to provide a system to the customer 5. Yes
- 6. Securing permits for the system on behalf of the customer 6. Yes
- 7. Securing interconnection permission for the system on behalf of the customer 7. Yes
- 8. Submitting SGIP applications on behalf of the customer 8. Yes
- 9. Liaising with the SGIP administrators on incentive reservations 9. Yes
- 10. Liaising with the SGIP administrators on data reporting requirements 10. Yes
- 11. Supplying project data to SGIP evaluators 11. Yes
- 12. Physically constructing the system at the customer's premises 12. Yes
- 13. Installing the system at the customer's premises 13. Yes

Who is performing the other activities?

**Applicant**

<b>Contact Name:</b>	Mike Snyder	<b>Mailing Address:</b>	6611 S. Las Vegas Blvd #200 Suite 200
<b>Company Name:</b>	Tesla Inc.	<b>City, State, Zip:</b>	Las Vegas, NV, 89119
<b>Parent Company Name:</b>	Tesla Inc	<b>Phone:</b>	7026806762
		<b>Email:</b>	Commercial.incentives@tesla.com

**Contractor/Installer Contact**

<b>Contact Name:</b>	Mike Snyder	<b>Mailing Address:</b>	6611 S. Las Vegas Blvd #200
<b>Company Name:</b>	Tesla Inc	<b>City, State, Zip:</b>	Las Vegas, NV, 89119
<b>Contractor License Number (CSLB):</b>	888104	<b>Email:</b>	Commercial.incentives@tesla.com
		<b>Phone:</b>	7026806762
<b>Contractor License Type:</b>			

**Project Site Information**

<b>Site Address:</b>	475 HillTop Dr
<b>City, State, Zip:</b>	Rio Dell, CA, 95562



**Project site within the SCE-defined local reliability area?** N/A  
**Disadvantaged Community or Low-Income Community according to the CalEnviroScreen?** Low-Income Community  
**Is the site located in a high fire threat district (HFTD)?** Not Applicable  
**Has experienced at least two discrete PSPS events?** Yes  
**Household relies on electric pump wells for their water supplies?** Not Applicable  
**Participating San Joaquin Valley Pilot area?**  
**Agrees to location Eligibility:** Yes

**Utility Information**

<b>Electric Utility:</b>	Alameda Municipal Power	<b>Peak Annual Demand (kW):</b>	184
<b>Is the Host on an SGIP-Approved Rate?</b>	Other Non-Approved Rate	<b>Other Rate:</b>	Non-residential
<b>Electric Utility is Municipal?</b>	No	<b>Demand Response Participant?</b>	N/A
<b>Account Name:</b>	City of Rio Dell	<b>Demand Response Program Name:</b>	
<b>Is Existing Service?</b>	Yes	<b>Demand Response Obligation (kW):</b>	
<b>Utility Account ID:</b>	0137181797	<b>System Size Based on Load Growth?</b>	No
<b>Utility Meter ID:</b>	1006732143	<b>Estimated Future Additional Demand (kW):</b>	
<b>Gas Utility:</b>			
<b>Gas Utility is Municipal?</b>	N/A		
<b>Account Name:</b>			
<b>Is Existing Service?</b>	N/A		
<b>Utility Account ID:</b>			
<b>Utility Meter ID:</b>			

**Proposed System Information**

<b>Equipment Technology:</b>	Electrochemical Storage	<b>Total Rated Capacity (kW):</b>	280
<b>System Manufacturer:</b>	Tesla Inc.	<b>Total Energy Storage Capacity (kWh):</b>	1392
<b>System Model:</b>	Powerpack 1490025-XX-Y System (4-hr)	<b>Discharge Hours Duration:</b>	4.97142857
<b>Other self-generation or storage equipment onsite?</b>			
<b>Charged at least 75% from renewables?</b>	No		

**Other Onsite System Information**  
SGIP Incentivized System(s) Onsite:

Technology	Make/Model	Project Code	Installed	Energy Storage Capacity (kWh)	Total Rated Capacity (kW)
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Non-Incentivized System(s) Onsite:

Technology	Make/Model	Year Installed	Energy Storage Capacity (kWh)	Total Rated Capacity (kW)
Gas Turbine	Catapillar C18	2012		600

**Previous SGIP Generator Capacity (kW):** 0

**Previous SGIP Storage Capacity (kWh):** 0

**Project Finance**

<b>Total Eligible Project Cost (TEPC):</b>	\$1,261,812.00	<b>Taking Federal Investment Tax Credits (ITC):</b>	No
<b>Ineligible Project Cost:</b>		<b>ITC as a % of TEPC:</b>	%

**Approved California Manufacturer  
Equipment:**

No

**Other Incentives Received      Incentive Type      Incentive Amount      Description**

**Incentive Results**

<b>Incentive Calculation Equity</b>		<b>Current Step 5</b>			<b>Incentive Rate: \$1.00</b>	
<b>Reference Table</b>		<b>0-2 MWH</b>	<b>&gt;2-4 MWH</b>	<b>&gt;4-6 MWH</b>		
0-2 HOURS		100%	50%	25%		
2-4 HOURS		100%	50%	25%		
4-6 HOURS		50%	25%	12.50%		
<hr/>						
		<b>0-2 MWH</b>	<b>&gt;2-4 MWH</b>	<b>&gt;4-6 MWH</b>		
<b>Existing Onsite Equipment Offset</b>		-	-	-		
0-2 HOURS		560,000	-	-		
2-4 HOURS		560,000	-	-		
4-6 HOURS		272,000	-	-		
Base Equipment Incentive						\$1,256,000.00
CA Manufacturer Adder						
<b>Max Equipment Incentive</b>					a)	<b>\$1,256,000.00</b>
<b>Other Incentives</b>	<b>Total Dollars</b>					<b>Impact on SGIP Incentive</b>
Other IOU Incentive	0				b)	\$0.00
Other Non-IOU Incentive	0				c)	\$0.00
Non-Ratepayer Incentive	0					
Investment Tax Credit (0%)	0					
<b>Adjusted Equipment Incentive</b>					a+b+c = d)	<b>\$1,256,000.00</b>
Total Other Incentives	e)	0				
<b>SGIP Incentive Adjustments</b>		<b>Equipment Incentive</b>	<b>Total Other</b>	<b>Incentive Cap(s)</b>		<b>Incentive Adjustment</b>
		+	Incentives <=			
Project Incentive Cap (Equipment)	f)	\$1,256,000.00		\$5,000,000.00	*g)	0
Eligible Cost Cap (All Incentives)	f+g=h)	\$1,256,000.00	0	\$1,261,812.00	**i)	0
Equipment Incentive					***j)	\$1,256,000.00
<b>Calculated SGIP Incentive</b>						<b>\$1,256,000.00</b>

\* g = 0 if f <= \$5M, otherwise g = \$5M - f

\*\* i = 0 if h + e <= Total Eligible Cost, otherwise i = Total Eligible cost - (h + e)

\*\*\* j = h + i

The incentive adjustments shown above are based on the Total Eligible Project Cost, the Maximum Incentive Cap, and the Minimum Customer Investment.

See the SGIP Handbook for more information on incentive limitations.

**Calculated Incentive:      \$1,256,000.00**

If changes have been made to your project since it was originally submitted, the calculated incentive amount above may differ from the requested incentive amount. The final incentive amount is subject to Program Administrator approval.

**Projected PBI Calculation**

<b>Expected Total Production:</b>	144,768 kWh
<b>Total Incentive:</b>	\$1,256,000.00
<b>Initial Payment:</b>	\$628,000.00
<b>Performance Based Incentive:</b>	\$628,000.00
<b>PBI Rate (\$/kWh):</b>	\$0.8675950

**Residential Energy Storage Eligibility Affidavit  
Requirements of Host Customers and System Owners**

- o The energy storage system owner and/or Host Customer have the tools to control the usage of the energy storage system when operating in parallel with the grid.

- o Provide performance data to the Program upon request (emailed, zipped file of 15 minute interval data) for a period of five (5) years.
- o Pass the energy storage Field Verification Inspection.
- o Host Customer and/or System Owner are required to discharge the energy storage system a minimum of 52 full discharges per year. A "full discharge" is the equivalent of discharging the SGIP-incentivized energy capacity, whether it is during a single or multiple discharges.
- o Fulfill either of the two following conditions:
  - o Option A: the Host Customer is on a TOU tariff, dynamic tariff (e.g. PG&E's SmartRate or SDG&E's Reduce Your Use), or agrees to integrate load through the California Independent System Operator's Proxy Demand Response, or equivalent tariff, prior to receiving the SGIP incentive and for five (5) years thereafter. Note that in the event that the Host Customer changes to a non-TOU tariff or is no longer enrolled in a demand reduction program, the energy storage System Owner is required to notify the Program Administrator within 30 days of change, and will be subject to Option B for the required five year period.
  - o Option B: the Host Customer and/or System Owner agrees, for a minimum period of five (5) years, to discharge the energy storage system in an amount equivalent to 52 complete cycles per year of the incentivized energy capacity, which is defined as two hours of discharge at the SGIP incentivized power capacity rating, with discharges occurring during peak hours or peak day events (such as those called by PG&E's SmartRate program or SDG&E's Reduce Your Use), of the applicable IOU service territory.

**Declarations by Host Customer and System Owner**

By Execution of this document, System Owner and Host Customer each certify that the Project meets all program eligibility requirements and that the System Owner and Host Customer agree to abide by the rules and requirements set forth in the SGIP Handbook and SGIP Contract. The undersigned declare under penalty of perjury under the laws of the State of California that 1) The information provided is true and correct, and 2) the above-described generating system is new and intended to offset part or all of the Host Customer's electrical requirements at the site of installation. For residential energy storage projects, the Host Customer and System Owner certify that they have read and agreed to the terms of the Residential Energy Storage Eligibility Affidavit.

The Host Customer and System Owner are committed to completing this project, and by signing below, are stating their intent to contract with individual(s) necessary for completion of the project. The Host Customer is the reservation holder and reserves the right to submit new project specifications, including a new application with alternative System Owner and/or Applicant designations, upon withdrawal from the project and cancellation of this Agreement.

**Host Customer Signature**

Print Name: Kyle Knopp

Signature:

Title:

Date:

**System Owner (if not Host Customer)**

Print Name:


Signature:

Title:

Date:

**Applicant (if not Host Customer)**

Print Name: Mike Snyder

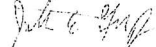
Signature: 

Title: Director of Engineering

Date: 7/29/2020

**Developer**

Print Name: Jonathan Gubler

Signature: 

Title: Supervisor,  
Interconnection  
and Incentives

Date: 7/29/2020



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

August 4, 2020

TO: Rio Dell City Council

FROM: Kyle Knopp, City Manager

SUBJECT: Discussion and Possible Action Related to Letter to Danco Regarding the Topic of Public Safety at River Bluff Cottages.

IT IS RECOMMENDED THAT THE CITY COUNCIL:

Authorize the Mayor to sign or provide alternate direction.

BACKGROUND AND DISCUSSION

At the Council's direction during its meeting on June 2, 2020, staff returned with a letter to Chris Dart of the Danco Group related to public safety concerns about River Bluff Cottages. A letter was approved by the Council on June 16, 2020 and is attached for review. The letter was issued shortly after the June 16<sup>th</sup> meeting and again shortly after the July 21<sup>st</sup> meeting. Staff is unaware of a response at the time of agenda publication. At the meeting of July 21, 2020 the Council requested the letter and topic be agendaized.

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



June 16, 2020

Chris Dart  
The Danco Group  
5251 Ericson Way  
Arcata, CA 95521

**Re: Public Safety Concerns at River Bluff Cottages**

Dear Mr. Dart

This letter is written to express concerns voiced by the City Council and members of the community related to your facility, River Bluff Cottages. As you know, River Bluff Cottages is located in a residential neighborhood of our City and is a public-private partnership between DANCO and the County of Humboldt to provide Permanent Supportive Housing. Under state law, the city's traditional land use authority was curtailed and you were able to site the facility and determine its use by right.

Many concerns were expressed to you directly during several public meetings that you did attend in order to answer the public's questions about the project. Expressed at those public meetings were concerns related to on-site security, the impact on local law enforcement and the general management of the property. During an August 16, 2018 meeting of the Rio Dell City Council, which you attended and spoke, you addressed those concerns by stating that there would be an onsite manager from 8:00am to 5:00pm and 24-hour security on site.

It is our understanding that since the ribbon-cutting of this project in February of 2020 that on-site management may have been released from your employment and it is not clear if it has returned. Additionally, neighborhood residents report the complete lack of any on-site security. We believe both security and consistent management to be essential services and that the COVID-19 emergency is not an

adequate explanation for this discrepancy between what you said on August 16, 2018 and the reality at the complex shortly after the ribbon cutting ceremony.

We have attached to this letter a list of call-outs for services to River Bluff Cottages from the Rio Dell Police Department. As you can see, public safety call-outs for your facility are on the rise. We do not find this acceptable.

We request you to respond to the City Council about both the property management issues at the River Bluff Cottages and also the apparent lack of 24-hour on-site security. We also request you submit a plan to lower the number of law enforcement calls for service at this facility.

Sincerely,



Debra Games  
Mayor  
City of Rio Dell

CC: Connie Beck, Director of the Department of Health and Human Services  
Estelle Fennell, BOS

ATT: Calls for Service: Rio Dell Police Department

**Calls for Service - River Bluff Cottages (DANCO) Feb. 2020 - June 16, 2020**  
**A Permanent Supportive Housing Project - Partnership Between the County of Humboldt and**  
**Located in the City of Rio Dell**

Type	Date	Time	Location	Primary Unit	Case #
FOOT	02/09/2020	09:41:10	355 CENTER ST	6A1	
FOOT	03/06/2020	21:23:37	355 CENTER ST	R617	
FOOT	03/06/2020	23:38:35	355 CENTER ST	R617	
415M	03/07/2020	14:00:13	355 CENTER ST	6A1	
THREAT	03/15/2020	11:02:08	355 CENTER ST	6A1	
FU	03/23/2020	18:15:18	355 CENTER ST	R614	
415N	03/25/2020	10:48:28	355 CENTER ST	6S1	
415	03/31/2020	12:24:24	355 CENTER ST	6R9	
UNW	03/31/2020	15:54:20	355 CENTER ST	R613	
FU	04/01/2020	08:47:22	355 CENTER ST	6S1	
415	04/02/2020	07:28:42	355 CENTER ST	6S1	
415	04/05/2020	11:25:56	355 CENTER ST	6A1	
HAILED	04/11/2020	22:32:32	355 CENTER ST	R614	
WELFARE	04/18/2020	11:19:37	355 CENTER ST	6S1	
242	04/18/2020	18:15:01	355 CENTER ST	R613	20-0000145
OUTAMB	04/22/2020	00:06:59	355 CENTER ST	R613	
FU	04/22/2020	16:30:52	355 CENTER ST	6A1	
VI	04/22/2020	23:42:20	355 CENTER ST	R613	
OUTAMB	04/24/2020	01:53:28	355 CENTER ST	R613	
415	04/29/2020	21:29:58	355 CENTER ST	R613	20-0000164
FU	04/30/2020	15:35:29	355 CENTER ST	6S1	
FU	04/30/2020	15:57:56	355 CENTER ST	6S1	
594	05/01/2020	22:00:46	355 CENTER ST	6A1	
UNW	05/04/2020	09:37:03	355 CENTER ST	6A1	
FU	05/05/2020	17:19:59	355 CENTER ST	R613	
415	05/05/2020	22:08:27	355 CENTER ST	R613	
415	05/06/2020	01:55:06	355 CENTER ST	R613	20-0000173
415MW	05/06/2020	22:52:35	355 CENTER ST	R613	
UNW	05/07/2020	14:01:00	355 CENTER ST	6S1	
10851R	05/10/2020	22:21:19	355 CENTER ST	R614	20-0000185
FU	05/12/2020	22:30:03	355 CENTER ST	R613	
SUSP	05/13/2020	02:56:14	355 CENTER ST	R613	
FU	05/13/2020	16:13:49	355 CENTER ST	R613	
488R	05/13/2020	20:31:55	355 CENTER ST	R613	20-0000192
WELFARE	05/14/2020	17:22:50	355 CENTER ST	R613	
VI	05/16/2020	00:20:24	355 CENTER ST	R613	
SUSP	05/16/2020	09:32:01	355 CENTER ST	6S1	
FU	05/16/2020	14:51:12	355 CENTER ST	R613	
FU	05/18/2020	14:23:55	355 CENTER ST	6A1	
415M	05/18/2020	16:41:07	355 CENTER ST	6A1	
CUSTODY	05/19/2020	12:36:04	355 CENTER ST	6A1	
FOOT	05/21/2020	20:49:36	355 CENTER ST	R613	
415	05/22/2020	22:53:33	355 CENTER ST	R614	
FU	05/23/2020	18:55:17	355 CENTER ST	R614	
415	05/23/2020	23:22:45	355 CENTER ST	R614	

415M	05/25/2020	11:36:21	355 CENTER ST	6A1
FU	05/29/2020	22:05:28	355 CENTER ST	R613
FU	05/30/2020	16:22:43	355 CENTER ST	6S1
CITIZEN	05/31/2020	15:42:27	355 CENTER ST	6A1
FU	06/01/2020	11:50:18	355 CENTER ST	6A1
FU	06/03/2020	18:38:46	355 CENTER ST	R613
FU	06/03/2020	19:42:04	355 CENTER ST	R613
FU	06/03/2020	23:16:03	355 CENTER ST	R613
VI	06/03/2020	23:19:10	355 CENTER ST	R613
FU	06/04/2020	19:37:23	355 CENTER ST	R613
UNK	06/05/2020	08:02:10	355 CENTER ST	6R9
FU	06/05/2020	17:50:53	355 CENTER ST	R613
VI	06/07/2020	02:16:52	355 CENTER ST	R614
415	06/10/2020	08:57:04	355 CENTER ST	6A1
415N	06/12/2020	01:45:38	355 CENTER ST	R613
415	06/16/2020	01:12:15	355 CENTER ST	R614

6A1	Conner
6S1	Beauchaine
R617	Valk
R613	Landry
R614	Mitchell
6R9	Fielder
Foot	Foot Patrol - no
415M	Lound Music
Threat	Threats
FU	Followup on an
415N	Noise complaint
415	General
Hailed	Flagged down by
Welfare	Welfare check
242	Assault
Outamb	Medical assist
594	Vandalism
UNW	Unwanted
415MW	Verbal fight,
10851R	Stolen vehicle
Susp	Suspicious
488R	Theft report
VI	Vehicle
Custody	Child custody