

**Appendix II
City of Madera
Benefits Detail
February 2015**

Accountant II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Accountant II	Accountant	Accountant	Accountant-Auditor II	Accountant	Accountant	Accountant	Accountant II	Accountant II	Accountant	Accountant II
Top Monthly Salary	\$4,580	\$5,417	\$6,816	\$4,817	\$5,925	\$5,832	\$5,751	\$5,579	\$6,496	\$4,814	\$5,609
Employee Retirement											
PERS	\$258	\$184									
Enhanced PERS Formula	\$227	\$165	\$549	\$147	\$581	\$178	\$463	\$276	\$523	\$388	\$452
12 Month Highest Salary	\$62	\$73	\$92		\$80		\$78		\$88	\$65	\$76
Social Security		\$336						\$346			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$867	\$824	\$1,709	\$1,561	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12			\$15	\$49	\$2		\$8	\$5	\$69
LTD	\$16					\$59	\$45				\$75
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$192		\$204		\$163	\$175					\$28
Other ¹					\$178						
Benefit Cost	\$2,740	\$2,291	\$2,244	\$1,015	\$1,931	\$2,279	\$2,309	\$2,140	\$1,323	\$1,292	\$2,275
Total Monthly Comp.	\$7,320	\$7,708	\$9,060	\$5,832	\$7,856	\$8,111	\$8,060	\$7,720	\$7,819	\$6,106	\$7,884

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Accounting Technician II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Accounting Technician II	Account Clerk II	Principal Account Clerk	Account Clerk II	Accounting Technician	Accounting Clerk	Senior Accounting Technician	Account Clerk II	Account Clerk II	Accounting Technician II	Account Clerk II
Top Monthly Salary	\$2,837	\$3,389	\$4,272	\$3,041	\$3,916	\$3,445	\$4,509	\$3,262	\$3,435	\$4,229	\$3,616
Employee Retirement											
PERS	\$160	\$109									
Enhanced PERS Formula	\$140	\$103	\$344	\$93	\$384	\$105	\$363	\$161	\$277	\$340	\$291
12 Month Highest Salary	\$38	\$46	\$58		\$53		\$61		\$46	\$57	\$49
Social Security		\$210						\$202			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$867	\$824	\$1,709	\$1,561	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12			\$15	\$12	\$2		\$8	\$5	\$46
LTD	\$10					\$35	\$36				\$48
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$119		\$128		\$163	\$103					\$18
Other ¹					\$117						
Benefit Cost	\$2,452	\$2,001	\$1,928	\$961	\$1,647	\$2,073	\$2,182	\$1,882	\$1,035	\$1,237	\$2,027
Total Monthly Comp.	\$5,289	\$5,390	\$6,200	\$4,002	\$5,563	\$5,519	\$6,691	\$5,144	\$4,470	\$5,465	\$5,643

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Administrative Analyst											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Administrative Analyst	Administrative Analyst	Management Analyst	Management Analyst II	Senior Administrative Analyst	Management Analyst	Administrative Analyst	Management Analyst	Administrative Analyst II	Management Analyst	Administrative Analyst
Top Monthly Salary	\$4,314	\$5,285	\$7,081	\$4,738	\$6,482	\$5,806	\$5,214	\$5,748	\$6,305	\$5,240	\$6,430
Employee Retirement											
PERS	\$243	\$179									
Enhanced PERS Formula	\$214	\$161	\$570	\$145	\$635	\$177	\$420	\$285	\$508	\$422	\$518
12 Month Highest Salary	\$58	\$71	\$96		\$88		\$70		\$85	\$71	\$87
Social Security		\$328						\$356			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$867	\$824	\$1,709	\$1,561	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12		\$15	\$15	\$49	\$2		\$8	\$12	\$79
LTD	\$16			\$22		\$59	\$41				\$86
STD/SDI											
Other						\$7					
Auto Allowance			\$455								
Uniform Allowance											
Deferred Compensation	\$181		\$212		\$163	\$174					\$161
Other ^{1,2}			\$139		\$194						
Benefit Cost	\$2,696	\$2,272	\$2,870	\$1,050	\$2,010	\$2,277	\$2,254	\$2,159	\$1,305	\$1,339	\$2,505
Total Monthly Comp.	\$7,010	\$7,557	\$9,951	\$5,788	\$8,492	\$8,083	\$7,468	\$7,907	\$7,610	\$6,579	\$8,935

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

2- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Administrative Assistant											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Administrative Assistant	Administrative Secretary	Administrative Assistant	Executive Asst to the Dept Director	Administrative Support Technician	Administrative Secretary	Administrative Assistant III	Secretary III	Secretary	Senior Administrative Assistant	Secretary, Senior
Top Monthly Salary	\$3,551	\$4,394	\$4,894	\$5,133	\$3,425	\$4,150	\$4,831	\$4,020	\$3,539	\$4,293	\$4,395
Employee Retirement											
PERS	\$200	\$146									
Enhanced PERS Formula	\$176	\$134	\$394	\$157	\$336	\$127	\$389	\$199	\$285	\$346	\$354
12 Month Highest Salary	\$48	\$59	\$66		\$46		\$65		\$48	\$58	\$59
Social Security		\$272						\$249			
Other											
Insurance											
Cafeteria		\$1,218	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,561	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12		\$17	\$3	\$12	\$2		\$8	\$5	\$55
LTD	\$13			\$24		\$42	\$38				\$59
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$149		\$147	\$50		\$125					\$22
Other											
Benefit Cost	\$2,570	\$1,845	\$2,006	\$1,061	\$1,300	\$2,123	\$2,215	\$1,966	\$1,045	\$1,243	\$2,124
Total Monthly Comp.	\$6,121	\$6,239	\$6,900	\$6,194	\$4,725	\$6,273	\$7,046	\$5,986	\$4,584	\$5,535	\$6,519

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Airport Maintenance Worker II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Airport Maintenance Worker II	N/C	N/C	Airport Ops Specialist / Airports Build Maint Tech	N/C	N/C	N/C	Airport Maintenance Worker	N/C	N/C	N/C
Top Monthly Salary	\$2,726			\$3,819				\$3,424			
Employee Retirement											
PERS	\$153										
Enhanced PERS Formula	\$135			\$116				\$169			
12 Month Highest Salary	\$37										
Social Security								\$212			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813				\$1,382			
Dental								\$142			
Vision											
EAP	\$2			\$1							
Life	\$2										
LTD	\$10										
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance	\$21										
Deferred Compensation	\$114										
Other											
Benefit Cost	\$2,455	N/C	N/C	\$930	N/C	N/C	N/C	\$1,906	N/C	N/C	N/C
Total Monthly Comp.	\$5,181	N/C	N/C	\$4,749	N/C	N/C	N/C	\$5,330	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Animal Control Officer											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Animal Control Officer	N/C	Animal Control Officer	N/C	Animal Control Officer	Animal Services Officer	Animal Services Officer	Animal Control Officer II	Community Services Officer II	Code Enforcement Officer	Animal Services Officer
Top Monthly Salary	\$3,167		\$4,187		\$3,456	\$3,521	\$4,539	\$3,939	\$3,870	\$5,010	\$4,282
Employee Retirement											
PERS	\$178										
Enhanced PERS Formula	\$157		\$337		\$339	\$107	\$365	\$195	\$312	\$403	\$345
12 Month Highest Salary	\$43		\$57		\$47		\$61		\$52	\$68	\$58
Social Security								\$244			
Other											
Insurance											
Cafeteria											
Health	\$1,980		\$1,399		\$824	\$1,709	\$1,315	\$1,382	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$2				
EAP	\$2				\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2				\$3	\$12	\$2		\$8	\$5	\$53
LTD	\$11					\$36	\$36				\$57
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$44		\$42		\$50	\$71		\$71	\$46	\$44	\$116
Deferred Compensation	\$133		\$126			\$106					
Other											
Benefit Cost	\$2,551	N/C	\$1,960	N/C	\$1,354	\$2,150	\$1,921	\$2,036	\$1,121	\$1,354	\$2,204
Total Monthly Comp.	\$5,718	N/C	\$6,147	N/C	\$4,810	\$5,671	\$6,460	\$5,975	\$4,991	\$6,365	\$6,486

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Assistant Engineer											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Assistant Engineer	Assistant Engineer	Assistant Engineer	Engineer I / Engineer II	Assistant Engineer	Assistant Engineer	Assistant Engineer	Assistant Engineer	Assistant Engineer	Associate Engineer	Engineer, Assistant
Top Monthly Salary	\$5,162	\$5,833	\$7,477	\$5,379	\$5,805	\$6,424	\$7,070	\$6,329	\$5,939	\$6,117	\$6,008
Employee Retirement											
PERS	\$290	\$199									
Enhanced PERS Formula	\$256	\$178	\$602	\$164	\$569	\$196	\$569	\$313	\$478	\$492	\$484
12 Month Highest Salary	\$70	\$79	\$101		\$78		\$95		\$80	\$83	\$81
Social Security		\$362						\$392			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$867	\$824	\$1,709	\$1,761	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12			\$3	\$12	\$2		\$8	\$5	\$73
LTD	\$19					\$66	\$56				\$81
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$217		\$224			\$193					\$30
Other											
Benefit Cost	\$2,836	\$2,350	\$2,326	\$1,032	\$1,566	\$2,284	\$2,643	\$2,224	\$1,270	\$1,414	\$2,324
Total Monthly Comp.	\$7,998	\$8,183	\$9,803	\$6,411	\$7,371	\$8,708	\$9,713	\$8,552	\$7,209	\$7,531	\$8,332

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Assistant Planner											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Assistant Planner	Assistant Planner	N/C	Planner I	Assistant Planner	Junior Planner / Asst Planner	Assistant Planner	Assistant Planner	Assistant Planner	N/C	Assistant Planner
Top Monthly Salary	\$4,719	\$4,907		\$4,341	\$4,840	\$5,004	\$5,886	\$4,373	\$5,485		\$5,113
Employee Retirement											
PERS	\$265	\$165									
Enhanced PERS Formula	\$234	\$150		\$132	\$474	\$153	\$474	\$216	\$442		\$412
12 Month Highest Salary	\$64	\$66			\$65		\$79		\$74		\$69
Social Security		\$304						\$271			
Other											
Insurance											
Cafeteria		\$1,518									
Health	\$1,980			\$867	\$824	\$1,709	\$1,561	\$1,374	\$700		\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4		\$2
Life	\$2	\$12			\$3	\$12	\$2		\$8		\$63
LTD	\$17					\$51	\$46				\$69
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$198					\$150					\$26
Other											
Benefit Cost	\$2,763	\$2,218	N/C	\$1,001	\$1,458	\$2,184	\$2,322	\$2,006	\$1,227	N/C	\$2,213
Total Monthly Comp.	\$7,482	\$7,125	N/C	\$5,342	\$6,298	\$7,188	\$8,208	\$6,378	\$6,712	N/C	\$7,326

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Associate Planner											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Associate Planner	Associate Planner	Associate Planner	Planner II	N/C	Associate Planner	Associate Planner	Associate Planner	Associate Planner	Associate Planner	Associate Planner
Top Monthly Salary	\$4,790	\$5,691	\$6,715	\$5,147		\$5,766	\$7,611	\$5,697	\$6,305	\$5,733	\$5,919
Employee Retirement											
PERS	\$269	\$194									
Enhanced PERS Formula	\$237	\$174	\$541	\$157		\$176	\$613	\$282	\$508	\$461	\$476
12 Month Highest Salary	\$65	\$77	\$91				\$103		\$85	\$77	\$80
Social Security		\$353						\$353			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$867		\$1,709	\$1,761	\$1,374	\$700	\$833	\$1,573
Dental						\$83	\$136	\$144			
Vision						\$17	\$20				
EAP	\$2			\$1		\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12				\$12	\$2		\$8	\$5	\$73
LTD	\$17					\$59	\$60				\$79
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$201		\$201			\$173					\$30
Other											
Benefit Cost	\$2,774	\$2,330	\$2,231	\$1,025	N/C	\$2,238	\$2,698	\$2,153	\$1,305	\$1,378	\$2,313
Total Monthly Comp.	\$7,564	\$8,021	\$8,946	\$6,172	N/C	\$8,004	\$10,309	\$7,850	\$7,610	\$7,111	\$8,232

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Building Permit Technician											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Building Permit Technician	Building Permit Technician	Permit Technician	N/C	Permit Specialist	Permit Technician	Development Services Technician	Development Services Technician II	Engineering Specialist II	Permit Technician	N/C
Top Monthly Salary	\$3,430	\$3,740	\$4,413		\$3,796	\$3,942	\$5,342	\$3,845	\$4,559	\$3,983	
Employee Retirement											
PERS	\$193	\$122									
Enhanced PERS Formula	\$170	\$114	\$355		\$372	\$120	\$430	\$190	\$367	\$321	
12 Month Highest Salary	\$46	\$50	\$60		\$51		\$72		\$62	\$54	
Social Security		\$232						\$238			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980				\$824	\$1,709	\$1,561	\$1,374	\$700	\$833	
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2			\$2	\$1	\$4		\$4	\$2	
Life	\$2	\$12			\$3	\$12	\$2		\$8	\$5	
LTD	\$12					\$40	\$42				
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$144		\$132			\$118					
Other											
Benefit Cost	\$2,550	\$2,051	\$1,946	N/C	\$1,342	\$2,109	\$2,267	\$1,947	\$1,140	\$1,214	N/C
Total Monthly Comp.	\$5,980	\$5,791	\$6,359	N/C	\$5,138	\$6,050	\$7,609	\$5,792	\$5,699	\$5,197	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Business Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Business Manager	N/C	N/C	Management Analyst III / Admin Mgr	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$6,860			\$8,834							
Employee Retirement											
PERS	\$386										
Enhanced PERS Formula	\$340			\$269							
12 Month Highest Salary	\$93										
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813							
Dental											
Vision											
EAP	\$2			\$1							
Life	\$2			\$29							
LTD	\$25			\$42							
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$288										
Other											
Benefit Cost	\$3,116	N/C	N/C	\$1,153	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$9,976	N/C	N/C	\$9,987	N/C	N/C	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Chief Building Official											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Chief Building Official	N/C	Building Official	Building & Safety Services Mgr	Building Official	Building Official	Chief Building Official	CBO/Construct Proj Official	Chief Building Inspector	Chief Building Official	Chief Building Official
Top Monthly Salary	\$7,617		\$10,434	\$8,834	\$7,327	\$8,369	\$9,948	\$9,811	\$6,305	\$7,430	\$9,549
Employee Retirement											
PERS											
Enhanced PERS Formula	\$377		\$840	\$269	\$718	\$255	\$801	\$486	\$508	\$598	\$769
12 Month Highest Salary	\$103		\$141		\$99		\$134		\$85	\$100	\$129
Social Security								\$608			
Other											
Insurance											
Cafeteria											
Health	\$1,980		\$1,399	\$813	\$824	\$1,709	\$1,761	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$8			\$29	\$15	\$70	\$2		\$8	\$12	\$115
LTD	\$27			\$42		\$85	\$79				\$128
STD/SDI											
Other						\$7					
Auto Allowance			\$455					\$690			
Uniform Allowance											
Deferred Compensation			\$313		\$163	\$251					\$239
Other ^{1,2}			\$180		\$220						
Benefit Cost	\$2,498	N/C	\$3,328	\$1,153	\$2,130	\$2,480	\$2,936	\$3,302	\$1,305	\$1,544	\$2,955
Total Monthly Comp.	\$10,115	N/C	\$13,762	\$9,987	\$9,457	\$10,849	\$12,884	\$13,113	\$7,610	\$8,974	\$12,504

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

2- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

City Administrator											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	City Administrator	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager	City Manager
Top Monthly Salary	\$14,959	\$12,500	\$18,126	\$20,270	\$14,000	\$14,919	\$15,976	\$14,591	\$11,010	\$14,209	\$20,491
Employee Retirement											
PERS		\$445									
Enhanced PERS Formula	\$740	\$381	\$1,459	\$618	\$1,372	\$455	\$1,286	\$722	\$886	\$1,144	\$1,650
12 Month Highest Salary	\$202	\$169	\$245		\$189		\$216		\$149	\$192	\$277
Social Security		\$612						\$612			
Other											
Insurance											
Cafeteria		\$1,218	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,761	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$8	\$12		\$66	\$30	\$88	\$2		\$8	\$12	\$243
LTD	\$54			\$95		\$152	\$126				\$275
STD/SDI											
Other						\$7					
Auto Allowance	\$500	\$500	\$500	\$500	\$450				\$400	\$425	\$400
Uniform Allowance											
Deferred Compensation		\$250	\$544		\$163	\$448					\$717
Other ¹	\$100		\$277		\$420						
Benefit Cost	\$3,587	\$3,589	\$4,423	\$2,093	\$3,539	\$2,960	\$3,550	\$2,853	\$2,147	\$2,607	\$5,136
Total Monthly Comp.	\$18,546	\$16,089	\$22,549	\$22,363	\$17,539	\$17,879	\$19,526	\$17,443	\$13,157	\$16,816	\$25,627

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.
- 2- City of Hanford provides (cafeteria style¹ benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

City Attorney											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	City Attorney	N/C	N/C	City Attorney	N/C	City Attorney	N/C	City Attorney	N/C	N/C	City Attorney
Top Monthly Salary	\$12,733			\$20,270		\$11,667		\$14,539			\$15,788
Employee Retirement											
PERS											
Enhanced PERS Formula	\$630			\$618		\$356		\$720			\$1,271
12 Month Highest Salary	\$172										\$213
Social Security								\$612			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813		\$1,709		\$1,374			\$1,573
Dental						\$83		\$144			
Vision						\$17					
EAP	\$2			\$1		\$1					\$2
Life	\$8			\$66		\$88					\$188
LTD	\$46			\$95		\$119					\$212
STD/SDI											
Other						\$7					
Auto Allowance				\$500							\$400
Uniform Allowance											
Deferred Compensation						\$350					\$395
Other											
Benefit Cost	\$2,839	N/C	N/C	\$2,093	N/C	\$2,730	N/C	\$2,850	N/C	N/C	\$4,253
Total Monthly Comp.	\$15,572	N/C	N/C	\$22,363	N/C	\$14,397	N/C	\$17,389	N/C	N/C	\$20,041

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

City Clerk											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	City Clerk	City Clerk	N/C	City Clerk	City Clerk	City Clerk	City Clerk	N/C	N/C	N/C	Executive Asst to the CM /City Clerk
Top Monthly Salary	\$6,866	\$8,041		\$11,235	\$6,482	\$8,449	\$12,760				\$11,054
Employee Retirement											
PERS		\$281									
Enhanced PERS Formula	\$340	\$245		\$343	\$635	\$258	\$1,027				\$890
12 Month Highest Salary	\$93	\$109			\$88		\$172				\$149
Social Security		\$499									
Other											
Insurance											
Cafeteria		\$1,218									
Health	\$1,980			\$813	\$824	\$1,709	\$1,761				\$1,573
Dental					\$73	\$83	\$136				
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4				\$2
Life	\$8	\$12		\$36	\$15	\$69	\$2				\$133
LTD	\$25			\$53		\$86	\$101				\$148
STD/SDI											
Other						\$7					
Auto Allowance	\$500			\$300							
Uniform Allowance											
Deferred Compensation						\$163	\$253				\$276
Other ¹					\$194						
Benefit Cost	\$2,948	\$2,365	N/C	\$1,546	\$2,010	\$2,484	\$3,222	N/C	N/C	N/C	\$3,171
Total Monthly Comp.	\$9,814	\$10,406	N/C	\$12,781	\$8,492	\$10,933	\$15,982	N/C	N/C	N/C	\$14,225

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

City Engineer											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	City Engineer	Director of Engineering/City Engineer	N/C	City Engineer	Deputy PW Director/City Engineer	Deputy Public Works Director	City Engineer	City Engineer	Deputy PW Director/City Engineer	City Engineer	N/C
Top Monthly Salary	\$9,775	\$10,814		\$15,325	\$10,032	\$11,012	\$9,250	\$9,826	\$9,113	\$8,720	
Employee Retirement											
PERS		\$383									
Enhanced PERS Formula	\$484	\$330		\$467	\$983	\$336	\$745	\$486	\$734	\$702	
12 Month Highest Salary	\$132	\$146			\$135		\$125		\$123	\$118	
Social Security		\$612						\$609			
Other											
Insurance											
Cafeteria		\$1,218									
Health	\$1,980			\$813	\$824	\$1,709	\$1,761	\$1,374	\$700	\$833	
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	
Life	\$8	\$12		\$50	\$15	\$88	\$2		\$8	\$12	
LTD	\$35			\$72		\$112	\$73				
STD/SDI											
Other						\$7					
Auto Allowance	\$350							\$690	\$400		
Uniform Allowance											
Deferred Compensation					\$163	\$330					
Other ¹					\$301						
Benefit Cost	\$2,992	\$2,703	N/C	\$1,403	\$2,512	\$2,684	\$2,865	\$3,304	\$1,969	\$1,666	N/C
Total Monthly Comp.	\$12,767	\$13,517	N/C	\$16,728	\$12,544	\$13,696	\$12,115	\$13,130	\$11,082	\$10,386	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Combination Building Inspector											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Combination Building Inspector	N/C	Senior Building Inspector	Build Inspector II / Commercial Build Inspector	Building Inspector	Building Inspector	Building Inspector II	Building Inspector III	Building Inspector II	Building Inspector II	Building Inspector II
Top Monthly Salary	\$4,208		\$6,781	\$5,498	\$4,840	\$5,259	\$5,751	\$5,775	\$5,218	\$5,010	\$5,860
Employee Retirement											
PERS	\$237										
Enhanced PERS Formula	\$208		\$546	\$168	\$474	\$160	\$463	\$286	\$420	\$403	\$472
12 Month Highest Salary	\$57		\$92		\$65		\$78		\$70	\$68	\$79
Social Security								\$358			
Other											
Insurance											
Cafeteria											
Health	\$1,980		\$1,399	\$867	\$824	\$1,709	\$1,561	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2				\$3	\$12	\$2		\$8	\$5	\$72
LTD	\$15					\$54	\$45				\$79
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21					\$21				\$15	
Deferred Compensation	\$177		\$203			\$158					\$29
Other											
Benefit Cost	\$2,699	N/C	\$2,240	\$1,036	\$1,458	\$2,223	\$2,309	\$2,162	\$1,202	\$1,325	\$2,305
Total Monthly Comp.	\$6,907	N/C	\$9,021	\$6,534	\$6,298	\$7,481	\$8,060	\$7,937	\$6,420	\$6,335	\$8,165

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Computer Technician											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Computer Technician	IT Systems Analyst	Information Services Specialist	Computer Systems Specialist II	N/C	Info Systems Specialist / Network Tech	Network Technician II	Systems Technician III	Information Technology Analyst I	N/C	Information Technology Technician
Top Monthly Salary	\$4,445	\$5,285	\$5,422	\$5,268		\$5,207	\$5,606	\$5,084	\$5,485		\$4,845
Employee Retirement											
PERS	\$250	\$179									
Enhanced PERS Formula	\$220	\$161	\$436	\$161		\$159	\$451	\$252	\$442		\$390
12 Month Highest Salary	\$60	\$71	\$73				\$76		\$74		\$65
Social Security		\$328						\$315			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$867		\$1,709	\$1,561	\$1,374	\$700		\$1,573
Dental						\$83	\$136	\$144			
Vision						\$17	\$20				
EAP	\$2	\$2		\$1		\$1	\$4		\$4		\$2
Life	\$2	\$12				\$12	\$2		\$8		\$60
LTD	\$16					\$53	\$44				\$65
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$187		\$163			\$156					\$24
Other											
Benefit Cost	\$2,718	\$2,272	\$2,071	\$1,029	N/C	\$2,198	\$2,294	\$2,085	\$1,227	N/C	\$2,180
Total Monthly Comp.	\$7,163	\$7,557	\$7,493	\$6,297	N/C	\$7,405	\$7,900	\$7,169	\$6,712	N/C	\$7,025

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Construction Inspector II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Construction Inspector II	N/C	Engineering Inspector	Engineering Inspector II	Construction Inspector	Public Works Inspector II	Construction Inspector II	N/C	Public Works Inspector	Public Works Inspector	Public Works Construction Inspector
Top Monthly Salary	\$4,271		\$5,978	\$5,320	\$4,835	\$5,259	\$5,751		\$5,014	\$5,676	\$5,860
Employee Retirement											
PERS	\$240										
Enhanced PERS Formula	\$211		\$481	\$162	\$474	\$160	\$463		\$404	\$457	\$472
12 Month Highest Salary	\$58		\$81		\$65		\$78		\$68	\$77	\$79
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980		\$1,399	\$867	\$824	\$1,709	\$1,561		\$700	\$833	\$1,573
Dental					\$73	\$83	\$136				
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2				\$3	\$12	\$2		\$8	\$5	\$72
LTD	\$15					\$54	\$45				\$79
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21					\$21				\$15	
Deferred Compensation	\$179		\$179			\$158					\$29
Other											
Benefit Cost	\$2,710	N/C	\$2,140	\$1,030	\$1,457	\$2,223	\$2,309	N/C	\$1,183	\$1,388	\$2,305
Total Monthly Comp.	\$6,981	N/C	\$8,118	\$6,350	\$6,292	\$7,481	\$8,060	N/C	\$6,197	\$7,063	\$8,165

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Deputy City Clerk											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Deputy City Clerk	N/C	N/C	Assistant City Clerk	N/C	Deputy City Clerk	N/C	Deputy City Clerk	Deputy City Clerk	N/C	Secretary/Deputy City Clerk
Top Monthly Salary	\$3,151			\$8,834		\$4,463		\$3,757	\$4,584		\$4,798
Employee Retirement											
PERS	\$177										
Enhanced PERS Formula	\$156			\$269		\$136		\$186	\$369		\$386
12 Month Highest Salary	\$43								\$62		\$65
Social Security								\$233			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813		\$1,709		\$1,374	\$700		\$1,573
Dental						\$83		\$144			
Vision						\$17					
EAP	\$2			\$1		\$1			\$4		\$2
Life	\$2			\$29		\$12			\$8		\$59
LTD	\$11			\$42		\$46					\$64
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$132					\$134					\$24
Other											
Benefit Cost	\$2,504	N/C	N/C	\$1,153	N/C	\$2,145	N/C	\$1,937	\$1,143	N/C	\$2,174
Total Monthly Comp.	\$5,655	N/C	N/C	\$9,987	N/C	\$6,608	N/C	\$5,694	\$5,727	N/C	\$6,972

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Deputy City Engineer											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Deputy City Engineer	N/C	Engineering Program Supervisor	PW Manager / Supervising Professional	Deputy City Engineer	N/C	N/C	Principal Civil Engineer	Assistant City Engineer	N/C	Principal Civil Engineer
Top Monthly Salary	\$8,209		\$7,825	\$8,423	\$9,021			\$8,905	\$8,169		\$9,549
Employee Retirement											
PERS	\$462										
Enhanced PERS Formula	\$406		\$630	\$257	\$884			\$441	\$658		\$769
12 Month Highest Salary	\$111		\$106		\$122				\$110		\$129
Social Security								\$552			
Other											
Insurance											
Cafeteria											
Health	\$1,980		\$1,399	\$813	\$824			\$1,374	\$700		\$1,573
Dental					\$73			\$144			
Vision					\$16						
EAP	\$2			\$1	\$2				\$4		\$2
Life	\$2			\$27	\$15				\$8		\$115
LTD	\$30			\$40							\$128
STD/SDI											
Other											
Auto Allowance			\$455								
Uniform Allowance											
Deferred Compensation	\$345		\$235		\$163						\$239
Other ^{1,2}			\$148		\$271						
Benefit Cost	\$3,338	N/C	\$2,972	\$1,138	\$2,369	N/C	N/C	\$2,511	\$1,480	N/C	\$2,955
Total Monthly Comp.	\$11,547	N/C	\$10,797	\$9,560	\$11,390	N/C	N/C	\$11,416	\$9,649	N/C	\$12,504

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

2- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Director of Community Development											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Director of Community Development	N/C	Asst CM/City Clerk / Public Utilities Dir	ACM / Dir of Develop / PW / Public Utilities	N/C	N/C	ACM / PW Director/City Engineer	Director of Development Services	N/C	N/C	Director of Development Services/City Engineer
Top Monthly Salary	\$10,800		\$13,686	\$16,475			\$14,421	\$10,918			\$12,187
Employee Retirement											
PERS											
Enhanced PERS Formula	\$535		\$1,102	\$502			\$1,161	\$540			\$981
12 Month Highest Salary	\$146		\$185				\$195				\$165
Social Security								\$612			
Other											
Insurance											
Cafeteria			\$1,399								
Health	\$1,980			\$813			\$1,761	\$1,374			\$1,573
Dental							\$136	\$144			
Vision							\$20				
EAP	\$2			\$1			\$4				\$2
Life	\$8			\$53			\$2				\$146
LTD	\$39			\$77			\$114				\$163
STD/SDI											
Other											
Auto Allowance	\$350		\$500	\$300				\$690			\$200
Uniform Allowance											
Deferred Compensation			\$411								\$427
Other ¹			\$221								
Benefit Cost	\$3,060	N/C	\$3,817	\$1,747	N/C	N/C	\$3,392	\$3,361	N/C	N/C	\$3,656
Total Monthly Comp.	\$13,860	N/C	\$17,502	\$18,222	N/C	N/C	\$17,813	\$14,279	N/C	N/C	\$15,843

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Director of Financial Services											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Director of Financial Services	Director of Finance	Finance Director	Controller	Finance Director	N/C	Finance Director	Finance Officer	Director of Finance	Finance Director/Treasurer	Administrative Svcs Director
Top Monthly Salary	\$10,800	\$10,814	\$12,950	\$15,325	\$10,798		\$13,396	\$11,306	\$9,673	\$9,678	\$12,187
Employee Retirement											
PERS		\$383									
Enhanced PERS Formula	\$535	\$330	\$1,042	\$467	\$1,058		\$1,078	\$560	\$779	\$779	\$981
12 Month Highest Salary	\$146	\$146	\$175		\$146		\$181		\$131	\$131	\$165
Social Security		\$612						\$612			
Other											
Insurance											
Cafeteria		\$1,218	\$1,399								
Health	\$1,980			\$813	\$824		\$1,761	\$1,374	\$700	\$833	\$1,573
Dental					\$73		\$136	\$144			
Vision					\$16		\$20				
EAP	\$2			\$1	\$2		\$4		\$4	\$2	\$2
Life	\$8	\$12		\$50	\$30		\$2		\$8	\$12	\$146
LTD	\$39			\$72			\$106				\$163
STD/SDI											
Other											
Auto Allowance		\$300	\$500	\$300					\$400	\$400	\$200
Uniform Allowance											
Deferred Compensation			\$389		\$163						\$427
Other ^{1,2}			\$212		\$324						
Benefit Cost	\$2,710	\$3,003	\$3,716	\$1,703	\$2,636	N/C	\$3,287	\$2,690	\$2,021	\$2,156	\$3,656
Total Monthly Comp.	\$13,510	\$13,817	\$16,666	\$17,028	\$13,434	N/C	\$16,683	\$13,996	\$11,694	\$11,834	\$15,843

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

2- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Director of Human Resources											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Director of Human Resources	Director of Human Resources	Personnel/Risk Manager	Director of Personnel Services	Human Resources Manager	N/C	Human Resources/Risk Management Director	Director of Support Services	Administrative Services Director	N/C	N/C
Top Monthly Salary	\$8,803	\$10,293	\$10,466	\$15,325	\$9,553		\$13,396	\$10,141	\$9,204		
Employee Retirement											
PERS		\$363									
Enhanced PERS Formula	\$436	\$314	\$843	\$467	\$936		\$1,078	\$502	\$741		
12 Month Highest Salary	\$119	\$139	\$141		\$129		\$181		\$124		
Social Security		\$612						\$612			
Other											
Insurance											
Cafeteria		\$1,218	\$1,399								
Health	\$1,980			\$813	\$824		\$1,761	\$1,374	\$700		
Dental					\$73		\$136	\$144			
Vision					\$16		\$20				
EAP	\$2	\$2		\$1	\$2		\$4		\$4		
Life	\$8	\$12		\$50	\$30		\$2		\$8		
LTD	\$32			\$72			\$106				
STD/SDI											
Other											
Auto Allowance			\$455	\$300				\$690	\$400		
Uniform Allowance											
Deferred Compensation			\$314		\$163						
Other ^{1,2}			\$181		\$287						
Benefit Cost	\$2,577	\$2,661	\$3,332	\$1,703	\$2,460	N/C	\$3,287	\$3,322	\$1,977	N/C	N/C
Total Monthly Comp.	\$11,380	\$12,954	\$13,798	\$17,028	\$12,013	N/C	\$16,683	\$13,463	\$11,181	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

- 1- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.
- 2- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Director of Parks and Community Services											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Director of Parks and Community Services	N/C	N/C	Parks, After School, Rec & Comm Svcs Director	Parks & Recreation Director	Parks, Recreation, & Cultural Services Director	Parks and Recreation Director	Director of Parks & Community Services	Director of Parks & Leisure Services	N/C	Parks, Recreation, & Public Facilities Director
Top Monthly Salary	\$8,803			\$15,325	\$9,058	\$10,344	\$13,396	\$9,826	\$9,204		\$12,187
Employee Retirement											
PERS											
Enhanced PERS Formula	\$436			\$467	\$888	\$316	\$1,078	\$486	\$741		\$981
12 Month Highest Salary	\$119				\$122		\$181		\$124		\$165
Social Security								\$609			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813	\$824	\$1,709	\$1,761	\$1,374	\$700		\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4		\$2
Life	\$8			\$50	\$30	\$87	\$2		\$8		\$146
LTD	\$32			\$72		\$106	\$106				\$163
STD/SDI											
Other						\$7					
Auto Allowance	\$350			\$300	\$50			\$690	\$400		\$200
Uniform Allowance											
Deferred Compensation					\$163	\$310					\$427
Other ¹					\$272						
Benefit Cost	\$2,927	N/C	N/C	\$1,703	\$2,440	\$2,636	\$3,287	\$3,304	\$1,977	N/C	\$3,656
Total Monthly Comp.	\$11,730	N/C	N/C	\$17,028	\$11,498	\$12,980	\$16,683	\$13,130	\$11,181	N/C	\$15,843

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Electrical & Facilities Operations Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Electrical & Facilities Operations Manager	N/C	N/C	Facilities Mgr / Chief of WW Fac Maint	N/C	N/C	N/C	N/C	N/C	N/C	Public Fac Maint Supv / E/M Maint Supv
Top Monthly Salary	\$5,704			\$7,960							\$7,350
Employee Retirement											
PERS	\$321										
Enhanced PERS Formula	\$282			\$243							\$592
12 Month Highest Salary	\$77										\$99
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$867							\$1,573
Dental											
Vision											
EAP	\$2			\$1							\$2
Life	\$2			\$26							\$89
LTD	\$21			\$37							\$98
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance	\$13										
Deferred Compensation	\$240										\$37
Other											
Benefit Cost	\$2,938	N/C	N/C	\$1,174	N/C	N/C	N/C	N/C	N/C	N/C	\$2,490
Total Monthly Comp.	\$8,642	N/C	N/C	\$9,134	N/C	N/C	N/C	N/C	N/C	N/C	\$9,840

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Electrician III											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Electrician III	N/C	Electrician	Electrician	N/C	Electrician	N/C	Maintenance Electrician	N/C	N/C	Electrical Mechanical Tech, Senior
Top Monthly Salary	\$4,208		\$6,444	\$5,481		\$7,492		\$4,845			\$6,429
Employee Retirement											
PERS	\$237										
Enhanced PERS Formula	\$208		\$519	\$167		\$228		\$240			\$518
12 Month Highest Salary	\$57		\$87								\$87
Social Security								\$300			
Other											
Insurance											
Cafeteria											
Health	\$1,980		\$1,399	\$813		\$1,709		\$1,382			\$1,573
Dental						\$83		\$142			
Vision						\$17					
EAP	\$2			\$1		\$1					\$2
Life	\$2					\$63					\$79
LTD	\$15					\$76					\$86
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21					\$17					
Deferred Compensation	\$177		\$193			\$225					\$32
Other											
Benefit Cost	\$2,699	N/C	\$2,198	\$981	N/C	\$2,427	N/C	\$2,064	N/C	N/C	\$2,377
Total Monthly Comp.	\$6,907	N/C	\$8,642	\$6,462	N/C	\$9,919	N/C	\$6,909	N/C	N/C	\$8,806

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Electronic/Instrumentation Technician											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Electronic/ Instrumentation Technician	N/C	N/C	Instrumentation Specialist	N/C	N/C	Instrumentation Technician/ Electrician	Instrumentation & Electrical Technician	Electrician/ Instrument Technician	N/C	Electronic/ Instrumentation Technician
Top Monthly Salary	\$4,936			\$5,222			\$5,069	\$5,431	\$4,770		\$5,831
Employee Retirement											
PERS	\$278						\$101				
Enhanced PERS Formula	\$244			\$159			\$408	\$269	\$384		\$469
12 Month Highest Salary	\$67						\$68		\$64		\$79
Social Security								\$337			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813			\$1,535	\$1,382	\$700		\$1,573
Dental							\$136	\$142			
Vision							\$20				
EAP	\$2			\$1			\$4		\$4		\$2
Life	\$2						\$2		\$8		\$72
LTD	\$18						\$40				\$78
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance	\$21						\$13				
Deferred Compensation	\$207						\$152				\$29
Other											
Benefit Cost	\$2,819	N/C	N/C	\$973	N/C	N/C	\$2,479	\$2,130	\$1,160	N/C	\$2,302
Total Monthly Comp.	\$7,755	N/C	N/C	\$6,195	N/C	N/C	\$7,548	\$7,561	\$5,930	N/C	\$8,133

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Engineering Project Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Engineering Project Manager	N/C	N/C	Capital Development Specialist	N/C	Construction Project Manager	N/C	N/C	Construction/ Project Manager	Project Manager	N/C
Top Monthly Salary	\$6,592			\$6,525		\$6,441			\$6,627	\$7,928	
Employee Retirement											
PERS	\$371										
Enhanced PERS Formula	\$326			\$199		\$196			\$533	\$638	
12 Month Highest Salary	\$89								\$89	\$107	
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$867		\$1,709			\$700	\$833	
Dental						\$83					
Vision						\$17					
EAP	\$2			\$1					\$4	\$2	
Life	\$2			\$21		\$54			\$8	\$12	
LTD	\$24			\$31		\$66					
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$277					\$193					
Other											
Benefit Cost	\$3,071	N/C	N/C	\$1,119	N/C	\$2,327	N/C	N/C	\$1,335	\$1,591	N/C
Total Monthly Comp.	\$9,663	N/C	N/C	\$7,644	N/C	\$8,768	N/C	N/C	\$7,962	\$9,519	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Engineering Technician II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Engineering Technician II	Engineering Technician II	Senior Engineering Technician	Engineering Technician II	Senior Engineering Technician	Engineering Technician II	Engineering Technician II	Engineering Technician II	Engineering Specialist III	Engineering Assistant	Engineering Technician II
Top Monthly Salary	\$3,963	\$4,787	\$5,532	\$4,295	\$4,903	\$5,309	\$5,214	\$4,283	\$5,014	\$5,188	\$4,943
Employee Retirement											
PERS	\$223	\$161									
Enhanced PERS Formula	\$196	\$146	\$445	\$131	\$480	\$162	\$420	\$212	\$404	\$418	\$398
12 Month Highest Salary	\$54	\$65	\$75		\$66		\$70		\$68	\$70	\$67
Social Security		\$297						\$266			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$867	\$824	\$1,709	\$1,561	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12			\$3	\$12	\$2		\$8	\$5	\$61
LTD	\$14					\$54	\$41				\$66
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21					\$21					
Deferred Compensation	\$166		\$166			\$159					\$25
Other											
Benefit Cost	\$2,659	\$2,201	\$2,085	\$999	\$1,465	\$2,226	\$2,254	\$1,996	\$1,183	\$1,327	\$2,192
Total Monthly Comp.	\$6,622	\$6,988	\$7,617	\$5,294	\$6,368	\$7,535	\$7,468	\$6,279	\$6,197	\$6,515	\$7,135

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Facilities Maintenance Technician											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Facilities Maintenance Technician	Facility Maintenance Worker II	Building Maintenance Worker	Maint Carpenter II / Air Conditioning Mechanic	Facilities Maintenance Technician	Senior Facilities Maintenance Worker	Building Maintenance Technician II	Building Maintenance Worker II	N/C	Facilities Maintenance Technician	Maintenance Worker II
Top Monthly Salary	\$3,198	\$3,648	\$4,522	\$5,395	\$4,075	\$4,467	\$4,829	\$4,069		\$4,229	\$3,986
Employee Retirement											
PERS	\$180	\$119					\$97				
Enhanced PERS Formula	\$158	\$111	\$364	\$165	\$399	\$136	\$389	\$201		\$340	\$321
12 Month Highest Salary	\$43	\$49	\$61		\$55		\$65			\$57	\$54
Social Security		\$226						\$252			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,535	\$1,382		\$833	\$1,573
Dental					\$73	\$83	\$136	\$142			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4			\$2	\$2
Life	\$2	\$12			\$3	\$12	\$2			\$5	\$50
LTD	\$12					\$46	\$38				\$53
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance						\$21	\$13			\$15	
Deferred Compensation	\$134		\$136			\$134	\$145				\$20
Other											
Benefit Cost	\$2,512	\$2,038	\$1,959	\$978	\$1,373	\$2,167	\$2,443	\$1,978	N/C	\$1,252	\$2,073
Total Monthly Comp.	\$5,710	\$5,686	\$6,481	\$6,373	\$5,448	\$6,633	\$7,272	\$6,047	N/C	\$5,480	\$6,059

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Facility Aide											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Facility Aide	N/C	N/C	Property Maintenance Worker	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$2,222			\$4,013							
Employee Retirement											
PERS	\$125										
Enhanced PERS Formula	\$110			\$122							
12 Month Highest Salary	\$30										
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813							
Dental											
Vision											
EAP	\$2			\$1							
Life	\$2										
LTD	\$8										
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$93										
Other											
Benefit Cost	\$2,351	N/C	N/C	\$936	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$4,573	N/C	N/C	\$4,949	N/C	N/C	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Field Representative											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Field Representative	Customer Service Technician	N/C	Utility Services Representative II	N/C	Field Services Representative	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$2,837	\$3,389		\$3,575		\$4,259					
Employee Retirement											
PERS	\$160	\$109									
Enhanced PERS Formula	\$140	\$103		\$109		\$130					
12 Month Highest Salary	\$38	\$46									
Social Security		\$210									
Other											
Insurance											
Cafeteria		\$1,518									
Health	\$1,980			\$759		\$1,709					
Dental						\$83					
Vision						\$17					
EAP	\$2	\$2		\$1		\$1					
Life	\$2	\$12				\$12					
LTD	\$10					\$43					
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21										
Deferred Compensation	\$119					\$128					
Other											
Benefit Cost	\$2,473	\$2,001	N/C	\$869	N/C	\$2,131	N/C	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$5,310	\$5,390	N/C	\$4,444	N/C	\$6,390	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Financial Services Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Financial Services Manager	Deputy Finance Director	Deputy Finance Director	Assistant Controller	Finance Manager	Financial Services Manager	Accounting Manager	Deputy Finance Officer	N/C	Assistant Finance Director	N/C
Top Monthly Salary	\$6,860	\$7,550	\$10,885	\$12,621	\$8,539	\$9,068	\$8,184	\$8,371		\$7,928	
Employee Retirement											
PERS	\$386	\$262									
Enhanced PERS Formula	\$340	\$230	\$876	\$385	\$837	\$277	\$659	\$414		\$638	
12 Month Highest Salary	\$93	\$102	\$147		\$115		\$110			\$107	
Social Security		\$468						\$519			
Other											
Insurance											
Cafeteria		\$1,218	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,761	\$1,374		\$833	
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4			\$2	
Life	\$2	\$12		\$41	\$15	\$76	\$2			\$12	
LTD	\$25			\$59		\$92	\$65				
STD/SDI											
Other						\$7					
Auto Allowance			\$455								
Uniform Allowance											
Deferred Compensation	\$288		\$327		\$163	\$272					
Other ^{1,2}			\$186		\$256						
Benefit Cost	\$3,116	\$2,295	\$3,389	\$1,299	\$2,301	\$2,535	\$2,756	\$2,451	N/C	\$1,591	N/C
Total Monthly Comp.	\$9,976	\$9,845	\$14,274	\$13,920	\$10,840	\$11,603	\$10,940	\$10,822	N/C	\$9,519	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

2- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Fleet Operations Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Fleet Operations Manager	N/C	Fleet Manager	Fleet Manager	Fleet Superintendent	N/C	Fleet Superintendent	PW Supv - Fleet / PW Mgr - Operations	Field Services Shop Superintendent	N/C	N/C
Top Monthly Salary	\$4,719		\$8,530	\$8,834	\$5,881		\$8,184	\$6,592	\$6,119		
Employee Retirement											
PERS	\$265										
Enhanced PERS Formula	\$234		\$687	\$269	\$576		\$659	\$326	\$493		
12 Month Highest Salary	\$64		\$115		\$79		\$110		\$83		
Social Security								\$409			
Other											
Insurance											
Cafeteria											
Health	\$1,980		\$1,399	\$813	\$824		\$1,761	\$1,374	\$700		
Dental					\$73		\$136	\$144			
Vision					\$16		\$20				
EAP	\$2			\$1	\$2		\$4		\$4		
Life	\$2			\$29	\$15		\$2		\$8		
LTD	\$17			\$42			\$65				
STD/SDI											
Other											
Auto Allowance			\$455								
Uniform Allowance	\$13										
Deferred Compensation	\$198		\$256		\$163						
Other ^{1,2}			\$157		\$176						
Benefit Cost	\$2,775	N/C	\$3,068	\$1,153	\$1,925	N/C	\$2,756	\$2,253	\$1,287	N/C	N/C
Total Monthly Comp.	\$7,494	N/C	\$11,598	\$9,987	\$7,806	N/C	\$10,940	\$8,845	\$7,406	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

2- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

Appendix II
City of Madera
Benefits Detail
February 2015

Grant Administrator											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Grant Administrator	N/C	N/C	Grants Writer	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$7,967			\$8,834							
Employee Retirement											
PERS	\$448										
Enhanced PERS Formula	\$394			\$269							
12 Month Highest Salary	\$108										
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813							
Dental											
Vision											
EAP	\$2			\$1							
Life	\$2			\$29							
LTD	\$29			\$42							
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$335										
Other											
Benefit Cost	\$3,298	N/C	N/C	\$1,153	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$11,265	N/C	N/C	\$9,987	N/C	N/C	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

Appendix II
City of Madera
Benefits Detail
February 2015

Grants Specialist											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Grants Specialist	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$3,151										
Employee Retirement											
PERS	\$177										
Enhanced PERS Formula	\$156										
12 Month Highest Salary	\$43										
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980										
Dental											
Vision											
EAP	\$2										
Life	\$2										
LTD	\$11										
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$132										
Other											
Benefit Cost	\$2,504	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$5,655	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Human Resources Technician II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Human Resources Technician II	Human Resources Assistant	Personnel Technician	Senior Human Resources Technician	N/C	Human Resources Technician	Administrative Technician	Personnel Technician II	HR Assistant / HR Aide	N/C	Human Resources Technician
Top Monthly Salary	\$3,827	\$4,394	\$5,546	\$3,841		\$4,359	\$4,970	\$4,143	\$4,062		\$4,352
Employee Retirement											
PERS	\$215	\$146									
Enhanced PERS Formula	\$189	\$134	\$446	\$117		\$133	\$400	\$205	\$327		\$350
12 Month Highest Salary	\$52	\$59	\$75				\$67		\$55		\$59
Social Security		\$272						\$257			
Other											
Insurance											
Cafeteria		\$1,218	\$1,399								
Health	\$1,980			\$867		\$1,709	\$1,561	\$1,374	\$700		\$1,573
Dental						\$83	\$136	\$144			
Vision						\$17	\$20				
EAP	\$2	\$2		\$1		\$1	\$4		\$4		\$2
Life	\$2	\$12		\$12		\$12	\$2		\$8		\$54
LTD	\$14			\$18		\$44	\$39				\$58
STD/SDI											
Other						\$7					
Auto Allowance			\$455								
Uniform Allowance											
Deferred Compensation	\$161		\$166			\$131					\$22
Other ¹			\$119								
Benefit Cost	\$2,616	\$1,845	\$2,661	\$1,016	N/C	\$2,138	\$2,229	\$1,980	\$1,094	N/C	\$2,118
Total Monthly Comp.	\$6,443	\$6,239	\$8,207	\$4,857	N/C	\$6,498	\$7,199	\$6,122	\$5,155	N/C	\$6,470

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Information Services Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Information Services Manager	Information Technology Manager	IT Manager	IS Manager / CIO	Information Technology Manager	Information Systems Manager	Information Technology Manager	Director of IT	Management IS Manager	Information Technology Manager	N/C
Top Monthly Salary	\$7,928	\$8,876	\$10,061	\$12,080	\$7,857	\$8,234	\$8,809	\$9,811	\$6,965	\$7,542	
Employee Retirement											
PERS		\$311									
Enhanced PERS Formula	\$392	\$271	\$810	\$368	\$770	\$251	\$709	\$486	\$561	\$607	
12 Month Highest Salary	\$107	\$120	\$136		\$106		\$119		\$94	\$102	
Social Security		\$550						\$608			
Other											
Insurance											
Cafeteria		\$1,218	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,761	\$1,374	\$700	\$833	
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	
Life	\$8	\$12		\$39	\$15	\$69	\$2		\$8	\$12	
LTD	\$29			\$57		\$84	\$70				
STD/SDI											
Other						\$7					
Auto Allowance			\$455	\$300				\$690			
Uniform Allowance											
Deferred Compensation			\$302		\$163	\$247					
Other ^{1,2}			\$176		\$236						
Benefit Cost	\$2,519	\$2,485	\$3,277	\$1,578	\$2,205	\$2,469	\$2,820	\$3,302	\$1,367	\$1,555	N/C
Total Monthly Comp.	\$10,447	\$11,361	\$13,338	\$13,658	\$10,062	\$10,703	\$11,629	\$13,113	\$8,332	\$9,097	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

2- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Maintenance Technician											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Maintenance Technician	N/C	N/C	Maint Carpenter II / Plumber / Combination Welder II	N/C	N/C	N/C	N/C	Field Services Worker III	N/C	Maintenance Worker, Senior
Top Monthly Salary	\$3,345			\$4,965					\$4,068		\$4,395
Employee Retirement											
PERS	\$188										
Enhanced PERS Formula	\$166			\$151					\$327		\$354
12 Month Highest Salary	\$45								\$55		\$59
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813					\$700		\$1,573
Dental											
Vision											
EAP	\$2			\$1					\$4		\$2
Life	\$2								\$8		\$55
LTD	\$12										\$59
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance	\$21										
Deferred Compensation	\$140										\$22
Other											
Benefit Cost	\$2,557	N/C	N/C	\$965	N/C	N/C	N/C	N/C	\$1,094	N/C	\$2,124
Total Monthly Comp.	\$5,902	N/C	N/C	\$5,931	N/C	N/C	N/C	N/C	\$5,162	N/C	\$6,519

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Mechanic II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Mechanic II	Fleet Mechanic II	Equipment Mechanic	Heavy Equip Mechanic II / Light Equip Mechanic II	Fleet Mechanic	Heavy Equipment Mechanic	Equip Mech II / Vehicle & Equip Tech II	Mechanic II	Mechanic II	Mechanic II	Fleet Mechanic II
Top Monthly Salary	\$3,499	\$4,128	\$5,468	\$4,685	\$4,208	\$4,434	\$4,942	\$4,389	\$4,233	\$4,229	\$4,778
Employee Retirement											
PERS	\$197	\$137					\$99				
Enhanced PERS Formula	\$173	\$126	\$440	\$143	\$412	\$135	\$398	\$217	\$341	\$340	\$385
12 Month Highest Salary	\$47	\$56	\$74		\$57		\$67		\$57	\$57	\$65
Social Security		\$256						\$272			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,535	\$1,382	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$142			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12			\$3	\$12	\$2		\$8	\$5	\$59
LTD	\$13					\$45	\$39				\$64
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21					\$21	\$13			\$57	
Deferred Compensation	\$147		\$164			\$133	\$148				\$24
Other ¹	\$25										
Benefit Cost	\$2,607	\$2,107	\$2,077	\$957	\$1,388	\$2,164	\$2,460	\$2,013	\$1,110	\$1,293	\$2,171
Total Monthly Comp.	\$6,106	\$6,235	\$7,545	\$5,642	\$5,596	\$6,598	\$7,402	\$6,402	\$5,343	\$5,522	\$6,949

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Madera provides a \$300 per year tool allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Neighborhood Outreach Coordinator											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Neighborhood Outreach Coordinator	N/C	N/C	Comm Outreach Specialist / Comm Coordinator	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$3,752			\$5,390							
Employee Retirement											
PERS	\$211										
Enhanced PERS Formula	\$186			\$164							
12 Month Highest Salary	\$51										
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813							
Dental											
Vision											
EAP	\$2			\$1							
Life	\$2			\$18							
LTD	\$14			\$25							
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$158			\$50							
Other											
Benefit Cost	\$2,603	N/C	N/C	\$1,071	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$6,355	N/C	N/C	\$6,461	N/C	N/C	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Neighborhood Preservation Specialist II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Neighborhood Preservation Specialist II	Code Enforcement Officer	N/C	N/C	Code Compliance Officer	Code Enforcement Officer	Code Enforcement Officer	Code Enforcement Officer	Code Enforcement Officer	Code Enforcement Officer	Neighborhood Preservation Officer
Top Monthly Salary	\$4,229	\$4,337			\$4,349	\$5,008	\$5,718	\$4,532	\$4,276	\$5,010	\$4,185
Employee Retirement											
PERS	\$238	\$144									
Enhanced PERS Formula	\$209	\$132			\$426	\$153	\$460	\$224	\$344	\$403	\$337
12 Month Highest Salary	\$57	\$59			\$59		\$77		\$58	\$68	\$56
Social Security		\$269						\$281			
Other											
Insurance											
Cafeteria		\$1,518									
Health	\$1,980				\$824	\$1,709	\$1,315	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$2				
EAP	\$2	\$2			\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12			\$3	\$12	\$2		\$8	\$5	\$52
LTD	\$15					\$51	\$45				\$56
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21				\$50	\$71			\$29	\$44	
Deferred Compensation	\$178					\$150					\$21
Other											
Benefit Cost	\$2,703	\$2,137	N/C	N/C	\$1,453	\$2,255	\$2,042	\$2,023	\$1,143	\$1,354	\$2,098
Total Monthly Comp.	\$6,932	\$6,474	N/C	N/C	\$5,802	\$7,263	\$7,760	\$6,556	\$5,419	\$6,365	\$6,283

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Neighborhood Preservation Supervisor											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Neighborhood Preservation Supervisor	Code Enforcement Supervisor	N/C	N/C	N/C	N/C	Code Enforcement Supervisor	N/C	N/C	N/C	Neighborhood Services Supervisor
Top Monthly Salary	\$5,426	\$5,030					\$7,425				\$5,464
Employee Retirement											
PERS	\$305	\$170									
Enhanced PERS Formula	\$269	\$153					\$598				\$440
12 Month Highest Salary	\$73	\$68					\$100				\$74
Social Security		\$312									
Other											
Insurance											
Cafeteria		\$1,218									
Health	\$1,980						\$1,761				\$1,573
Dental							\$136				
Vision							\$20				
EAP	\$2	\$2					\$4				\$2
Life	\$2	\$12					\$2				\$67
LTD	\$20						\$59				\$73
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance											\$107
Deferred Compensation	\$228										
Other											
Benefit Cost	\$2,879	\$1,935	N/C	N/C	N/C	N/C	\$2,679	N/C	N/C	N/C	\$2,336
Total Monthly Comp.	\$8,305	\$6,965	N/C	N/C	N/C	N/C	\$10,104	N/C	N/C	N/C	\$7,800

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Network Administrator											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Network Administrator	N/C	Sr Information Technology Analyst	Sr Network Systems Specialist	N/C	Network Administrator	IT Systems Engineer	Systems Engineer III	Information Technology Analyst II	Computer Systems Analyst	Sr Information Technology Analyst
Top Monthly Salary	\$5,137		\$7,143	\$6,361		\$7,161	\$6,183	\$6,967	\$6,305	\$6,826	\$6,493
Employee Retirement											
PERS	\$289										
Enhanced PERS Formula	\$254		\$575	\$194		\$218	\$498	\$345	\$508	\$549	\$523
12 Month Highest Salary	\$69		\$96				\$83		\$85	\$92	\$88
Social Security								\$432			
Other											
Insurance											
Cafeteria											
Health	\$1,980		\$1,399	\$867		\$1,709	\$1,561	\$1,374	\$700	\$833	\$1,573
Dental						\$83	\$136	\$144			
Vision						\$17	\$20				
EAP	\$2			\$1		\$1	\$4		\$4	\$2	\$2
Life	\$2					\$60	\$2		\$8	\$12	\$79
LTD	\$18					\$73	\$49				\$87
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$216		\$214			\$215					\$32
Other											
Benefit Cost	\$2,832	N/C	\$2,284	\$1,062	N/C	\$2,384	\$2,353	\$2,295	\$1,305	\$1,488	\$2,384
Total Monthly Comp.	\$7,969	N/C	\$9,427	\$7,423	N/C	\$9,546	\$8,536	\$9,262	\$7,610	\$8,314	\$8,877

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Office Assistant II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Office Assistant II	Administrative Clerk II	Office Assistant	Administrative Clerk II	N/C	Administrative Clerk	N/C	N/C	Clerical Assistant II	Department Assistant II	Office Assistant II
Top Monthly Salary	\$2,555	\$3,069	\$3,424	\$2,815		\$3,120			\$3,268	\$3,464	\$3,396
Employee Retirement											
PERS	\$144	\$98									
Enhanced PERS Formula	\$126	\$94	\$276	\$86		\$95			\$263	\$279	\$273
12 Month Highest Salary	\$34	\$41	\$46						\$44	\$47	\$46
Social Security		\$190									
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$867		\$1,722			\$700	\$833	\$1,573
Dental						\$83					
Vision						\$17					
EAP	\$2			\$1		\$1			\$4	\$2	\$2
Life	\$2	\$12				\$12			\$8	\$5	\$43
LTD	\$9					\$32					\$46
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$107		\$103			\$94					\$17
Other											
Benefit Cost	\$2,406	\$1,955	\$1,823	\$954	N/C	\$2,064	N/C	N/C	\$1,019	\$1,165	\$2,000
Total Monthly Comp.	\$4,961	\$5,024	\$5,247	\$3,769	N/C	\$5,184	N/C	N/C	\$4,287	\$4,629	\$5,396

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Paralegal Office Administrator											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Paralegal Office Administrator	N/C	N/C	Law Office Manager / Legal Assistant	N/C	N/C	N/C	Paralegal	N/C	N/C	N/C
Top Monthly Salary	\$5,214			\$6,526				\$4,654			
Employee Retirement											
PERS	\$293										
Enhanced PERS Formula	\$258			\$199				\$230			
12 Month Highest Salary	\$70										
Social Security								\$289			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$867				\$1,374			
Dental								\$144			
Vision											
EAP	\$2			\$1							
Life	\$2			\$21							
LTD	\$19			\$31							
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$219										
Other											
Benefit Cost	\$2,844	N/C	N/C	\$1,119	N/C	N/C	N/C	\$2,037	N/C	N/C	N/C
Total Monthly Comp.	\$8,058	N/C	N/C	\$7,645	N/C	N/C	N/C	\$6,691	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Park Planning Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Park Planning Manager	N/C	Parks Manager	Parks Manager	N/C	Park Superintendent	Parks Planning & Project Superintendent	N/C	N/C	Park Development & Maint Manager	N/C
Top Monthly Salary	\$6,592		\$8,530	\$8,834		\$7,086	\$8,184			\$5,907	
Employee Retirement											
PERS	\$371										
Enhanced PERS Formula	\$326		\$687	\$269		\$216	\$659			\$475	
12 Month Highest Salary	\$89		\$115				\$110			\$80	
Social Security											
Other											
Insurance											
Cafeteria			\$1,399								
Health	\$1,980			\$813		\$1,709	\$1,761			\$833	
Dental						\$83	\$136				
Vision						\$17	\$20				
EAP	\$2			\$1		\$1	\$4			\$2	
Life	\$2			\$29		\$60	\$2			\$12	
LTD	\$24			\$42		\$72	\$65				
STD/SDI											
Other						\$7					
Auto Allowance			\$455								
Uniform Allowance											
Deferred Compensation	\$277		\$256			\$213					
Other ¹			\$157								
Benefit Cost	\$3,071	N/C	\$3,068	\$1,153	N/C	\$2,378	\$2,756	N/C	N/C	\$1,401	N/C
Total Monthly Comp.	\$9,663	N/C	\$11,598	\$9,987	N/C	\$9,464	\$10,940	N/C	N/C	\$7,308	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Parks Supervisor											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Parks Supervisor	Landscape Maintenance Supervisor	N/C	Parks Supv / Forestry Supv I	Parks Supervisor	Park Supervisor	Landscape Supervisor	PW Supv - Parks and Trees	Parks Supervisor	Parks Supervisor	Public Facilities Maintenance Supervisor
Top Monthly Salary	\$4,336	\$5,030		\$4,933	\$5,145	\$5,137	\$6,903	\$5,026	\$4,630	\$4,535	\$6,886
Employee Retirement											
PERS	\$244	\$170									
Enhanced PERS Formula	\$215	\$153		\$150	\$504	\$157	\$556	\$249	\$373	\$365	\$554
12 Month Highest Salary	\$59	\$68			\$69		\$93		\$63	\$61	\$93
Social Security		\$312						\$312			
Other											
Insurance											
Cafeteria		\$1,218									
Health	\$1,980			\$867	\$824	\$1,709	\$1,761	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12		\$16	\$15	\$12	\$2		\$8	\$5	\$84
LTD	\$16			\$23		\$52	\$55				\$92
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance						\$12				\$15	
Deferred Compensation	\$182				\$163	\$154					\$34
Other ¹					\$154						
Benefit Cost	\$2,700	\$1,935	N/C	\$1,058	\$1,821	\$2,205	\$2,626	\$2,078	\$1,147	\$1,280	\$2,433
Total Monthly Comp.	\$7,036	\$6,965	N/C	\$5,991	\$6,966	\$7,342	\$9,529	\$7,104	\$5,777	\$5,815	\$9,319

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Parks Worker II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Parks Worker II	Parks Maintenance Worker II	Parks Senior Maintenance Worker	Parks Maintenance Worker II	Maintenance Worker II	Park Maintenance Worker II	Parks/Golf Maintenance Worker II	Parks Worker II / Pesticide Applicator I	Parks Maintenance Worker II	Parks Maintenance Worker II	Maintenance Worker II
Top Monthly Salary	\$2,726	\$3,648	\$4,933	\$3,822	\$3,625	\$3,684	\$4,376	\$3,794	\$3,683	\$3,641	\$3,986
Employee Retirement											
PERS	\$153	\$119					\$88				
Enhanced PERS Formula	\$135	\$111	\$397	\$117	\$355	\$112	\$352	\$188	\$296	\$293	\$321
12 Month Highest Salary	\$37	\$49	\$67		\$49		\$59		\$50	\$49	\$54
Social Security		\$226						\$235			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,535	\$1,382	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$142			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12			\$3	\$12	\$2		\$8	\$5	\$50
LTD	\$10					\$38	\$35				\$53
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21					\$21	\$13			\$15	
Deferred Compensation	\$114		\$148			\$111	\$131				\$20
Other											
Benefit Cost	\$2,455	\$2,038	\$2,010	\$930	\$1,322	\$2,111	\$2,374	\$1,947	\$1,058	\$1,196	\$2,073
Total Monthly Comp.	\$5,181	\$5,686	\$6,943	\$4,752	\$4,947	\$5,795	\$6,750	\$5,741	\$4,741	\$4,838	\$6,059

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Payroll Specialist											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Payroll Specialist	N/C	N/C	N/C	N/C	Finance Technician	Payroll Technician	Payroll Technician II	Administrative Aide - Payroll	Payroll Specialist	Payroll Coordinator
Top Monthly Salary	\$3,752					\$4,169	\$5,214	\$5,060	\$4,584	\$4,672	\$4,798
Employee Retirement											
PERS	\$211										
Enhanced PERS Formula	\$186					\$127	\$420	\$250	\$369	\$376	\$386
12 Month Highest Salary	\$51						\$70		\$62	\$63	\$65
Social Security								\$314			
Other											
Insurance											
Cafeteria											
Health	\$1,980					\$1,709	\$1,561	\$1,374	\$700	\$833	\$1,573
Dental						\$83	\$136	\$144			
Vision						\$17	\$20				
EAP	\$2					\$1	\$4		\$4	\$2	\$2
Life	\$2					\$12	\$2		\$8	\$5	\$59
LTD	\$14					\$43	\$41				\$64
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$158					\$125					\$24
Other											
Benefit Cost	\$2,603	N/C	N/C	N/C	N/C	\$2,125	\$2,254	\$2,082	\$1,143	\$1,278	\$2,174
Total Monthly Comp.	\$6,355	N/C	N/C	N/C	N/C	\$6,293	\$7,468	\$7,142	\$5,727	\$5,951	\$6,972

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

Appendix II
City of Madera
Benefits Detail
February 2015

Planning Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Planning Manager	N/C	N/C	N/C	N/C	N/C	Planning Manager	Planning Manager	City Planner	N/C	Planning Manager
Top Monthly Salary	\$8,672						\$9,713	\$8,416	\$8,250		\$9,549
Employee Retirement											
PERS											
Enhanced PERS Formula	\$429						\$782	\$417	\$664		\$769
12 Month Highest Salary	\$117						\$131		\$111		\$129
Social Security								\$522			
Other											
Insurance											
Cafeteria											
Health	\$1,980						\$1,761	\$1,374	\$700		\$1,573
Dental							\$136	\$144			
Vision							\$20				
EAP	\$2						\$4		\$4		\$2
Life	\$8						\$2		\$8		\$115
LTD	\$31						\$77				\$128
STD/SDI											
Other											
Auto Allowance	\$350										
Uniform Allowance											
Deferred Compensation											\$239
Other											
Benefit Cost	\$2,918	N/C	N/C	N/C	N/C	N/C	\$2,912	\$2,456	\$1,487	N/C	\$2,955
Total Monthly Comp.	\$11,590	N/C	N/C	N/C	N/C	N/C	\$12,625	\$10,873	\$9,737	N/C	\$12,504

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Plans Examiner											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Plans Examiner	N/C	Plans Examiner	Plans Examiner II	N/C	N/C	N/C	Plans Examiner II	N/C	Plans Examiner	Plans Examiner II
Top Monthly Salary	\$4,357		\$5,978	\$5,000				\$5,662		\$5,214	\$6,308
Employee Retirement											
PERS	\$245										
Enhanced PERS Formula	\$216		\$481	\$153				\$280		\$420	\$508
12 Month Highest Salary	\$59		\$81							\$70	\$85
Social Security								\$351			
Other											
Insurance											
Cafeteria			\$1,399								
Health	\$1,980			\$867				\$1,374		\$833	\$1,573
Dental								\$144			
Vision											
EAP	\$2			\$1						\$2	\$2
Life	\$2									\$5	\$77
LTD	\$16										\$85
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$183		\$179								\$32
Other											
Benefit Cost	\$2,703	N/C	\$2,140	\$1,021	N/C	N/C	N/C	\$2,149	N/C	\$1,329	\$2,362
Total Monthly Comp.	\$7,060	N/C	\$8,118	\$6,021	N/C	N/C	N/C	\$7,812	N/C	\$6,544	\$8,670

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Police Chief											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Police Chief	N/C	Police Chief	Police Chief	Police Chief	Police Chief	Police Chief	Police Chief	Chief of Police	Police Chief	Police Chief
Top Monthly Salary	\$12,669		\$13,806	\$17,623	\$11,786	\$14,438	\$14,195	\$12,268	\$10,685	\$11,466	\$15,553
Employee Retirement											
PERS											
Enhanced PERS Formula	\$1,653		\$1,802	\$1,674	\$801	\$1,884	\$1,852	\$1,601	\$727	\$1,496	\$2,030
12 Month Highest Salary	\$298		\$324		\$277	\$339	\$334		\$251	\$269	\$365
Social Security								\$612			
Other											
Insurance											
Cafeteria			\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,761	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$8			\$57	\$30	\$88	\$2		\$8	\$12	\$185
LTD	\$46			\$83		\$147	\$112				\$208
STD/SDI											
Other						\$7					
Auto Allowance	\$450		\$500	\$400	\$450					\$400	\$200
Uniform Allowance			\$83		\$100	\$79	\$83	\$83	\$75	\$92	\$99
Deferred Compensation			\$414		\$163	\$433					\$544
Other ^{1,2}			\$223		\$354						
Benefit Cost	\$4,437	N/C	\$4,745	\$3,028	\$3,090	\$4,788	\$4,304	\$3,815	\$1,765	\$3,104	\$5,208
Total Monthly Comp.	\$17,106	N/C	\$18,551	\$20,651	\$14,876	\$19,226	\$18,499	\$16,082	\$12,450	\$14,570	\$20,761

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

2- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Police Commander											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Police Commander	Police Lieutenant	Police Captain	Police Captain	Police Captain	Police Captain	Police Captain	Police Captain	Police Captain	Police Captain	Police Captain
Top Monthly Salary	\$10,072	\$8,654	\$11,717	\$10,944	\$9,135	\$11,122	\$11,644	\$10,093	\$8,169	\$9,299	\$10,527
Employee Retirement											
PERS	\$604	\$410									
Enhanced PERS Formula	\$1,314	\$1,129	\$1,529	\$1,040	\$621	\$1,451	\$1,520	\$1,317	\$555	\$1,214	\$1,374
12 Month Highest Salary	\$237	\$203	\$275		\$215	\$261	\$274		\$192	\$219	\$247
Social Security		\$537						\$612			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,761	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$4	\$12		\$35	\$6	\$9	\$2		\$8	\$12	\$126
LTD	\$36			\$51			\$92				\$141
STD/SDI											
Other						\$7					
Auto Allowance			\$455								\$450
Uniform Allowance	\$63		\$83	\$100	\$100	\$79	\$83	\$83	\$75	\$92	\$99
Deferred Compensation			\$352	\$120	\$163	\$334					\$263
Other ¹			\$196								
Benefit Cost	\$4,241	\$3,812	\$4,289	\$2,160	\$2,020	\$3,952	\$3,891	\$3,531	\$1,534	\$2,370	\$4,276
Total Monthly Comp.	\$14,313	\$12,466	\$16,006	\$13,104	\$11,155	\$15,074	\$15,535	\$13,623	\$9,703	\$11,669	\$14,803

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Police Office Supervisor											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Police Office Supervisor	Public Safety Support Services Supv	Records Supv / Comm Supv	Records Supv / ER Services Comm Supv	Police Support Services Supervisor	Police Records Clerk Supv / Dispatch Supv	N/C	Police Records Supv / Supv Police Dispatch	Police Services Supervisor	N/C	PS Records Supvr / PS Communications Supv
Top Monthly Salary	\$4,672	\$5,285	\$7,825	\$5,185	\$5,523	\$4,953		\$5,344	\$5,323		\$5,887
Employee Retirement											
PERS	\$263	\$179									
Enhanced PERS Formula	\$231	\$161	\$630	\$158	\$541	\$151		\$265	\$429		\$768
12 Month Highest Salary	\$63	\$71	\$106		\$75				\$72		\$138
Social Security		\$328						\$331			
Other											
Insurance											
Cafeteria		\$1,218	\$1,399								
Health	\$1,980			\$867	\$824	\$1,709		\$1,374	\$700		\$1,573
Dental					\$73	\$83		\$144			
Vision					\$16	\$17					
EAP	\$2	\$2		\$1	\$2	\$1			\$4		\$2
Life	\$4	\$12		\$17	\$15	\$12			\$8		\$72
LTD	\$17			\$24		\$51					\$79
STD/SDI											
Other						\$7					
Auto Allowance			\$455								
Uniform Allowance	\$44					\$79					\$107
Deferred Compensation	\$196		\$235		\$163	\$149					\$29
Other ^{1,2}			\$148		\$166						
Benefit Cost	\$2,801	\$1,972	\$2,972	\$1,067	\$1,874	\$2,259	N/C	\$2,114	\$1,212	N/C	\$2,769
Total Monthly Comp.	\$7,473	\$7,257	\$10,797	\$6,252	\$7,397	\$7,212	N/C	\$7,458	\$6,535	N/C	\$8,655

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

2- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Police Officer II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Police Officer II	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer	Police Officer II	Police Officer	Police Officer	Police Officer	Police Officer II
Top Monthly Salary	\$5,240	\$5,809	\$6,767	\$6,477	\$5,703	\$6,437	\$8,665	\$5,733	\$4,770	\$5,564	\$5,625
Employee Retirement											
PERS	\$314	\$269									
Enhanced PERS Formula	\$684	\$758	\$883	\$615	\$388	\$840	\$1,131	\$748	\$324	\$726	\$734
12 Month Highest Salary	\$123	\$137	\$159		\$134	\$151	\$204		\$112	\$131	\$132
Social Security		\$360						\$355			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,440	\$1,382	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$5				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$4	\$12			\$6	\$9	\$1		\$8	\$2	\$69
LTD	\$19									\$17	\$75
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$85	\$96	\$83	\$100	\$100	\$79	\$83	\$83	\$75	\$92	\$116
Deferred Compensation					\$163	\$193					
Other											
Benefit Cost	\$3,211	\$3,152	\$2,524	\$1,529	\$1,706	\$3,090	\$3,004	\$2,713	\$1,223	\$1,802	\$2,702
Total Monthly Comp.	\$8,451	\$8,961	\$9,291	\$8,006	\$7,409	\$9,526	\$11,669	\$8,446	\$5,993	\$7,365	\$8,327

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Police Sergeant											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant	Police Sergeant
Top Monthly Salary	\$6,658	\$7,425	\$8,638	\$7,808	\$6,963	\$7,724	\$10,548	\$7,908	\$5,939	\$7,247	\$6,967
Employee Retirement											
PERS	\$399	\$349									
Enhanced PERS Formula	\$869	\$969	\$1,127	\$742	\$473	\$1,008	\$1,377	\$1,032	\$404	\$946	\$909
12 Month Highest Salary	\$156	\$174	\$203		\$164	\$182	\$248		\$140	\$170	\$164
Social Security		\$460						\$490			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,440	\$1,364	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$142			
Vision					\$16	\$17	\$5				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$4	\$12			\$6	\$9	\$1		\$8	\$2	\$85
LTD	\$24									\$17	\$93
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$85	\$96	\$83	\$100	\$100	\$79	\$83	\$83	\$75	\$92	\$116
Deferred Compensation					\$163	\$232					
Other											
Benefit Cost	\$3,520	\$3,581	\$2,812	\$1,656	\$1,821	\$3,327	\$3,294	\$3,112	\$1,330	\$2,061	\$2,942
Total Monthly Comp.	\$10,178	\$11,006	\$11,450	\$9,464	\$8,784	\$11,051	\$13,842	\$11,020	\$7,269	\$9,308	\$9,909

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

Appendix II
City of Madera
Benefits Detail
February 2015

Procurement Services Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Procurement Services Manager	N/C	N/C	Purchasing Manager	N/C	N/C	N/C	Purchasing Supervisor	N/C	N/C	N/C
Top Monthly Salary	\$4,314			\$8,834				\$5,323			
Employee Retirement											
PERS	\$243										
Enhanced PERS Formula	\$214			\$269				\$263			
12 Month Highest Salary	\$58										
Social Security								\$330			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813				\$1,374			
Dental								\$144			
Vision											
EAP	\$2			\$1							
Life	\$2			\$29							
LTD	\$16			\$42							
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$181										
Other											
Benefit Cost	\$2,696	N/C	N/C	\$1,153	N/C	N/C	N/C	\$2,112	N/C	N/C	N/C
Total Monthly Comp.	\$7,010	N/C	N/C	\$9,987	N/C	N/C	N/C	\$7,435	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Program Manager-Grants											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Program Manager-Grants	Administrative Analyst	Housing Program Coordinator	Management Analyst II	N/C	Management Analyst	Sr Administrative Analyst	Management Analyst	Administrative Analyst II	Sr Management Analyst	Administrative Analyst
Top Monthly Salary	\$5,010	\$5,285	\$7,332	\$4,738		\$5,806	\$6,039	\$5,748	\$6,305	\$5,790	\$6,430
Employee Retirement											
PERS	\$282	\$179									
Enhanced PERS Formula	\$248	\$161	\$590	\$145		\$177	\$486	\$285	\$508	\$466	\$518
12 Month Highest Salary	\$68	\$71	\$99				\$82		\$85	\$78	\$87
Social Security		\$328						\$356			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$867		\$1,709	\$1,561	\$1,374	\$700	\$833	\$1,573
Dental						\$83	\$136	\$144			
Vision						\$17	\$20				
EAP	\$2	\$2		\$1		\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12		\$15		\$49	\$2		\$8	\$12	\$79
LTD	\$18			\$22		\$59	\$48				\$86
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$210		\$220			\$174					\$161
Other											
Benefit Cost	\$2,811	\$2,272	\$2,308	\$1,050	N/C	\$2,277	\$2,338	\$2,159	\$1,305	\$1,390	\$2,505
Total Monthly Comp.	\$7,821	\$7,557	\$9,640	\$5,788	N/C	\$8,083	\$8,377	\$7,907	\$7,610	\$7,180	\$8,935

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Property and Evidence Officer												
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock	
Class Title	Property and Evidence Officer	Community Services Officer	Property & Evidence Technician	Property & Evidence Technician	Property & Evidence Technician	Property & Evidence Technician	Property & Evidence Technician	Property/Evidence Officer	Community Services Officer	Property & Evidence Technician	Evidence Technician	Evidence & Property Specialist
Top Monthly Salary	\$3,464	\$4,027	\$4,389	\$3,872	\$4,174	\$4,358	\$5,861	\$4,578	\$3,504	\$4,423	\$4,386	
Employee Retirement												
PERS	\$195	\$133										
Enhanced PERS Formula	\$171	\$123	\$353	\$118	\$409	\$133	\$472	\$227	\$282	\$356	\$353	
12 Month Highest Salary	\$47	\$54	\$59		\$56		\$79		\$47	\$60	\$59	
Social Security		\$250						\$284				
Other												
Insurance												
Cafeteria		\$1,518	\$1,399									
Health	\$1,980			\$867	\$824	\$1,709	\$1,315	\$1,382	\$700	\$833	\$1,573	
Dental					\$73	\$83	\$136	\$144				
Vision					\$16	\$17	\$2					
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2	
Life	\$4	\$12			\$3	\$12	\$2		\$8	\$5	\$55	
LTD	\$12					\$44	\$46				\$59	
STD/SDI												
Other						\$7						
Auto Allowance												
Uniform Allowance	\$56				\$50	\$79		\$71		\$29	\$107	
Deferred Compensation	\$145		\$132			\$131						
Other												
Benefit Cost	\$2,614	\$2,092	\$1,943	\$986	\$1,434	\$2,217	\$2,056	\$2,108	\$1,041	\$1,284	\$2,208	
Total Monthly Comp.	\$6,078	\$6,119	\$6,332	\$4,858	\$5,608	\$6,575	\$7,917	\$6,686	\$4,545	\$5,707	\$6,594	

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Public Safety Dispatcher											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Public Safety Dispatcher	Public Safety Dispatcher II	Public Safety Dispatcher	Emergency Services Dispatcher II	Communications Dispatcher	Dispatcher Jailer	Public Safety Dispatcher II	Dispatcher II	Communications Dispatcher	Public Safety Dispatcher II	Emergency Services Dispatcher II
Top Monthly Salary	\$3,464	\$4,027	\$4,911	\$4,077	\$3,796	\$4,959	\$5,549	\$4,158	\$3,762	\$4,125	\$4,541
Employee Retirement											
PERS	\$195	\$133									
Enhanced PERS Formula	\$171	\$123	\$395	\$124	\$372	\$151	\$447	\$206	\$303	\$332	\$366
12 Month Highest Salary	\$47	\$54	\$66		\$51		\$75		\$51	\$56	\$61
Social Security		\$250						\$258			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$867	\$824	\$1,709	\$1,315	\$1,382	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$2				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$4	\$12			\$3	\$12	\$2		\$8	\$5	\$57
LTD	\$12					\$51	\$44				\$61
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$56		\$83		\$50	\$79		\$71	\$29	\$29	\$94
Deferred Compensation	\$145		\$98			\$149					
Other											
Benefit Cost	\$2,614	\$2,092	\$2,042	\$992	\$1,392	\$2,260	\$2,024	\$2,061	\$1,095	\$1,256	\$2,214
Total Monthly Comp.	\$6,078	\$6,119	\$6,953	\$5,069	\$5,188	\$7,219	\$7,573	\$6,219	\$4,857	\$5,381	\$6,755

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Public Works Maintenance Worker II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Public Works Maintenance Worker II	Street Maintenance Operator II	Senior Maintenance Worker	Coll System Maint Operator II / Maint & Construction Worker	Maintenance Worker II	Street Maintenance Worker II	Street Maint/ Equipment Operator II	Maint Worker II / Collect System Worker II	Field Services Worker II	Street Maint Wrk II / WW CSM Wrk II / Water Util Maint Wrk II	Maintenance Worker II
Top Monthly Salary	\$2,726	\$3,648	\$4,933	\$3,869	\$3,625	\$3,958	\$4,376	\$4,018	\$3,683	\$3,803	\$3,986
Employee Retirement											
PERS	\$153	\$119					\$88				
Enhanced PERS Formula	\$135	\$111	\$397	\$118	\$355	\$121	\$352	\$199	\$296	\$306	\$321
12 Month Highest Salary	\$37	\$49	\$67		\$49		\$59		\$50	\$51	\$54
Social Security		\$226						\$249			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,535	\$1,382	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$142			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12			\$3	\$12	\$2		\$8	\$5	\$50
LTD	\$10					\$40	\$35				\$53
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21					\$21	\$13			\$15	
Deferred Compensation	\$114		\$148			\$119	\$131				\$20
Other											
Benefit Cost	\$2,455	\$2,038	\$2,010	\$932	\$1,322	\$2,131	\$2,374	\$1,972	\$1,058	\$1,212	\$2,073
Total Monthly Comp.	\$5,181	\$5,686	\$6,943	\$4,800	\$4,947	\$6,088	\$6,750	\$5,990	\$4,741	\$5,015	\$6,059

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Public Works Maintenance Worker IV											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Public Works Maintenance Worker IV	N/C	Equipment Operator	Heavy Equipment Operator	Heavy Equipment Operator	N/C	N/C	N/C	Field Services Worker III	N/C	Maintenance Worker, Senior
Top Monthly Salary	\$3,379		\$5,647	\$4,686	\$3,788				\$4,068		\$4,395
Employee Retirement											
PERS	\$190										
Enhanced PERS Formula	\$167		\$455	\$143	\$371				\$327		\$354
12 Month Highest Salary	\$46		\$76		\$51				\$55		\$59
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980		\$1,399	\$813	\$824				\$700		\$1,573
Dental					\$73						
Vision					\$16						
EAP	\$2			\$1	\$2				\$4		\$2
Life	\$2				\$3				\$8		\$55
LTD	\$12										\$59
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance	\$21										
Deferred Compensation	\$142		\$169								\$22
Other											
Benefit Cost	\$2,563	N/C	\$2,099	\$957	\$1,341	N/C	N/C	N/C	\$1,094	N/C	\$2,124
Total Monthly Comp.	\$5,942	N/C	\$7,746	\$5,643	\$5,129	N/C	N/C	N/C	\$5,162	N/C	\$6,519

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Public Works Operations Director											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Public Works Operations Director	Deputy Public Works Director	Asst Public Utilities Director	Asst Dir of PW / Asst Dir of Public Utilities	N/C	Deputy Public Works Director	Public Works Deputy Director - Utilities	N/C	Deputy PW Dir/Field Services Mgr	Field Services Manager	N/C
Top Monthly Salary	\$9,207	\$8,041	\$11,380	\$12,621		\$11,012	\$10,449		\$9,113	\$7,928	
Employee Retirement											
PERS		\$281									
Enhanced PERS Formula	\$456	\$245	\$916	\$385		\$336	\$841		\$734	\$638	
12 Month Highest Salary	\$124	\$109	\$154				\$141		\$123	\$107	
Social Security		\$499									
Other											
Insurance											
Cafeteria		\$1,218	\$1,399								
Health	\$1,980			\$813		\$1,709	\$1,761		\$700	\$833	
Dental						\$83	\$136				
Vision						\$17	\$20				
EAP	\$2	\$2		\$1		\$1	\$4		\$4	\$2	
Life	\$8	\$12		\$41		\$88	\$2		\$8	\$12	
LTD	\$33			\$59		\$112	\$83				
STD/SDI											
Other						\$7					
Auto Allowance	\$350		\$455						\$400		
Uniform Allowance											
Deferred Compensation			\$341			\$330					
Other ¹			\$192								
Benefit Cost	\$2,954	\$2,365	\$3,457	\$1,299	N/C	\$2,684	\$2,987	N/C	\$1,969	\$1,591	N/C
Total Monthly Comp.	\$12,161	\$10,406	\$14,837	\$13,920	N/C	\$13,696	\$13,436	N/C	\$11,082	\$9,519	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

Appendix II
City of Madera
Benefits Detail
February 2015

Purchasing Assistant											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Purchasing Assistant	N/C	N/C	N/C	N/C	Senior Storekeeper	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$3,151					\$4,164					
Employee Retirement											
PERS	\$177										
Enhanced PERS Formula	\$156					\$127					
12 Month Highest Salary	\$43										
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980					\$1,709					
Dental						\$83					
Vision						\$17					
EAP	\$2					\$1					
Life	\$2					\$12					
LTD	\$11					\$42					
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance						\$21					
Deferred Compensation	\$132					\$125					
Other											
Benefit Cost	\$2,504	N/C	N/C	N/C	N/C	\$2,145	N/C	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$5,655	N/C	N/C	N/C	N/C	\$6,310	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Records Clerk											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Records Clerk	Public Safety Records Clerk II	N/C	N/C	Police Records Assistant	Police Records Clerk II	Police Records Clerk II	Records Clerk II	Records Clerk	Police Records Specialist	Police Records Technician
Top Monthly Salary	\$3,135	\$3,473			\$3,374	\$3,406	\$4,936	\$3,250	\$3,401	\$3,605	\$3,634
Employee Retirement											
PERS	\$176	\$112									
Enhanced PERS Formula	\$155	\$106			\$331	\$104	\$397	\$161	\$274	\$290	\$293
12 Month Highest Salary	\$42	\$47			\$46		\$67		\$46	\$49	\$49
Social Security		\$215						\$201			
Other											
Insurance											
Cafeteria		\$1,518									
Health	\$1,980				\$824	\$1,709	\$1,315	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$2				
EAP	\$2				\$2	\$1	\$4		\$4	\$2	\$2
Life	\$4	\$12			\$3	\$12	\$2		\$8	\$5	\$46
LTD	\$11					\$35	\$39				\$49
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$56				\$50	\$71			\$29	\$29	
Deferred Compensation	\$132					\$102					\$18
Other											
Benefit Cost	\$2,560	\$2,013	N/C	N/C	\$1,345	\$2,142	\$1,962	\$1,880	\$1,061	\$1,207	\$2,029
Total Monthly Comp.	\$5,695	\$5,486	N/C	N/C	\$4,719	\$5,548	\$6,898	\$5,130	\$4,462	\$4,812	\$5,663

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Recreation/Community Programs Coordinator											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Recreation/Community Programs Coordinator	Recreation Supervisor	Recreation Coordinator	Community Recreation Supervisor	N/C	Program Coordinator	Recreation Coordinator	Recreation Coordinator	Leisure Services Supervisor	N/C	Recreation Supervisor
Top Monthly Salary	\$3,752	\$4,788	\$5,884	\$4,933		\$3,646	\$4,732	\$4,408	\$4,538		\$5,268
Employee Retirement											
PERS	\$211	\$161									
Enhanced PERS Formula	\$186	\$146	\$474	\$150		\$111	\$381	\$218	\$365		\$424
12 Month Highest Salary	\$51	\$65	\$79				\$64		\$61		\$71
Social Security		\$297						\$273			
Other											
Insurance											
Cafeteria		\$1,218	\$1,399								
Health	\$1,980			\$867		\$1,709	\$1,561	\$1,374	\$700		\$1,573
Dental						\$83	\$136	\$144			
Vision						\$17	\$20				
EAP	\$2	\$2		\$1		\$1	\$4		\$4		\$2
Life	\$2	\$12		\$16		\$12	\$2		\$8		\$65
LTD	\$14			\$23		\$37	\$37				\$71
STD/SDI											
Other						\$7					
Auto Allowance			\$455								
Uniform Allowance											
Deferred Compensation	\$158		\$177			\$109					\$26
Other ¹			\$124								
Benefit Cost	\$2,603	\$1,901	\$2,707	\$1,058	N/C	\$2,088	\$2,205	\$2,010	\$1,138	N/C	\$2,232
Total Monthly Comp.	\$6,355	\$6,689	\$8,591	\$5,991	N/C	\$5,733	\$6,937	\$6,418	\$5,676	N/C	\$7,500

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Recreation/Community Programs Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Recreation/Community Programs Manager	N/C	N/C	Recreation Manager	N/C	Recreation Manager	N/C	N/C	Leisure Services Superintendent	Recreation & Comm Services Manager	Recreation Manager
Top Monthly Salary	\$5,704			\$8,834		\$5,412			\$5,765	\$6,494	\$9,549
Employee Retirement											
PERS	\$321										
Enhanced PERS Formula	\$282			\$269		\$165			\$464	\$523	\$769
12 Month Highest Salary	\$77								\$78	\$88	\$129
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813		\$1,709			\$700	\$833	\$1,573
Dental						\$83					
Vision						\$17					
EAP	\$2			\$1		\$1			\$4	\$2	\$2
Life	\$2			\$29		\$45			\$8	\$12	\$115
LTD	\$21			\$42		\$55					\$128
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$240					\$162					\$239
Other											
Benefit Cost	\$2,925	N/C	N/C	\$1,153	N/C	\$2,246	N/C	N/C	\$1,254	\$1,456	\$2,955
Total Monthly Comp.	\$8,629	N/C	N/C	\$9,987	N/C	\$7,657	N/C	N/C	\$7,019	\$7,950	\$12,504

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

Appendix II
City of Madera
Benefits Detail
February 2015

Senior Nutrition Program Monitor											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Senior Nutrition Program Monitor	N/C	Senior Center Nutrition Services Worker	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$2,581		\$3,534								
Employee Retirement											
PERS	\$145										
Enhanced PERS Formula	\$128		\$284								
12 Month Highest Salary	\$35		\$48								
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980		\$1,399								
Dental											
Vision											
EAP	\$2										
Life	\$2										
LTD	\$9										
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$108		\$106								
Other											
Benefit Cost	\$2,410	N/C	\$1,837	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$4,991	N/C	\$5,371	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Senior Planner											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Senior Planner	N/C	Senior Planner	Planner III	Senior Planner	Senior Planner	Senior Planner	Senior Planner	Senior Planner	N/C	Senior Planner
Top Monthly Salary	\$6,929		\$8,618	\$5,804	\$6,089	\$7,023	\$8,389	\$6,924	\$6,627		\$6,852
Employee Retirement											
PERS	\$390										
Enhanced PERS Formula	\$343		\$694	\$177	\$597	\$214	\$675	\$343	\$533		\$552
12 Month Highest Salary	\$94		\$116		\$82		\$113		\$89		\$93
Social Security								\$429			
Other											
Insurance											
Cafeteria			\$1,399								
Health	\$1,980			\$867	\$824	\$1,709	\$1,761	\$1,374	\$700		\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4		\$2
Life	\$2			\$19	\$15	\$59	\$2		\$8		\$83
LTD	\$25			\$27		\$72	\$66				\$92
STD/SDI											
Other						\$7					
Auto Allowance			\$455								
Uniform Allowance											
Deferred Compensation	\$291		\$259		\$163	\$211					\$34
Other ^{1,2}			\$158		\$183						
Benefit Cost	\$3,127	N/C	\$3,080	\$1,091	\$1,954	\$2,373	\$2,777	\$2,290	\$1,335	N/C	\$2,429
Total Monthly Comp.	\$10,056	N/C	\$11,698	\$6,895	\$8,043	\$9,396	\$11,166	\$9,214	\$7,962	N/C	\$9,281

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

2- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

Appendix II
City of Madera
Benefits Detail
February 2015

Solid Waste Recycling Assistant											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Solid Waste Recycling Assistant	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Top Monthly Salary	\$3,120										
Employee Retirement											
PERS	\$176										
Enhanced PERS Formula	\$154										
12 Month Highest Salary	\$42										
Social Security											
Other											
Insurance											
Cafeteria											
Health	\$1,980										
Dental											
Vision											
EAP	\$2										
Life	\$2										
LTD	\$11										
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance	\$21										
Deferred Compensation	\$131										
Other											
Benefit Cost	\$2,520	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C
Total Monthly Comp.	\$5,640	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Streets and Storm Drainage Operations Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Streets & Storm Drainage Operations Manager	N/C	Street Maintenance Manager	Street Maintenance Superintendent	Streets Superintendent	N/C	Facilities Maintenance Superintendent	Public Works Manager - Internal Services	Field Services Superintendent	Street Manager	Public Facilities Maintenance Manager
Top Monthly Salary	\$4,672		\$8,530	\$7,435	\$6,360		\$8,184	\$6,521	\$6,119	\$6,461	\$9,549
Employee Retirement											
PERS	\$263										
Enhanced PERS Formula	\$231		\$687	\$227	\$623		\$659	\$323	\$493	\$520	\$769
12 Month Highest Salary	\$63		\$115		\$86		\$110		\$83	\$87	\$129
Social Security								\$404			
Other											
Insurance											
Cafeteria			\$1,399								
Health	\$1,980			\$867	\$824		\$1,761	\$1,374	\$700	\$833	\$1,573
Dental					\$73		\$136	\$144			
Vision					\$16		\$20				
EAP	\$2			\$1	\$2		\$4		\$4	\$2	\$2
Life	\$2			\$24	\$15		\$2		\$8	\$12	\$115
LTD	\$17			\$35			\$65				\$128
STD/SDI											
Other											
Auto Allowance			\$455								
Uniform Allowance	\$13										
Deferred Compensation	\$196		\$256		\$163						\$239
Other ^{1,2}			\$157		\$191						
Benefit Cost	\$2,767	N/C	\$3,068	\$1,154	\$1,993	N/C	\$2,756	\$2,245	\$1,287	\$1,453	\$2,955
Total Monthly Comp.	\$7,439	N/C	\$11,598	\$8,589	\$8,353	N/C	\$10,940	\$8,766	\$7,406	\$7,915	\$12,504

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

2- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Streets and Storm Drainage Supervisor											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Streets & Storm Drainage Supervisor	Streets Maintenance Supervisor	N/C	Street Maintenance Supervisor	Streets Supervisor	Streets Supervisor	N/C	Public Works Supervisor - Streets	Field Services Supervisor	Streets Supervisor	Public Facilities Maintenance Supervisor
Top Monthly Salary	\$4,336	\$5,030		\$6,837	\$4,910	\$5,393		\$5,354	\$4,630	\$4,535	\$6,886
Employee Retirement											
PERS	\$244	\$170									
Enhanced PERS Formula	\$215	\$153		\$209	\$481	\$164		\$265	\$373	\$365	\$554
12 Month Highest Salary	\$59	\$68			\$66				\$63	\$61	\$93
Social Security		\$312						\$332			
Other											
Insurance											
Cafeteria		\$1,218									
Health	\$1,980			\$867	\$824	\$1,709		\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83		\$144			
Vision					\$16	\$17					
EAP	\$2	\$2		\$1	\$2	\$1			\$4	\$2	\$2
Life	\$2	\$12		\$22	\$15	\$12			\$8	\$5	\$84
LTD	\$16			\$32		\$55					\$92
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$13					\$21				\$15	
Deferred Compensation	\$182				\$163	\$162					\$34
Other ¹					\$147						
Benefit Cost	\$2,712	\$1,935	N/C	\$1,131	\$1,788	\$2,232	N/C	\$2,115	\$1,147	\$1,280	\$2,433
Total Monthly Comp.	\$7,048	\$6,965	N/C	\$7,968	\$6,698	\$7,625	N/C	\$7,469	\$5,777	\$5,815	\$9,319

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Utility Billing Supervisor											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Utility Billing Supervisor	Revenue & Customer Service Supv	N/C	N/C	N/C	Supervising Customer Service Rep	N/C	N/C	Utilities Billing Supervisor	N/C	Financial Customer Svcs Supervisor
Top Monthly Salary	\$4,314	\$5,030				\$4,169			\$4,150		\$7,482
Employee Retirement											
PERS	\$243	\$170									
Enhanced PERS Formula	\$214	\$153				\$127			\$334		\$602
12 Month Highest Salary	\$58	\$68							\$56		\$101
Social Security		\$312									
Other											
Insurance											
Cafeteria		\$1,218									
Health	\$1,980					\$1,709			\$700		\$1,573
Dental						\$83					
Vision						\$17					
EAP	\$2	\$2				\$1			\$4		\$2
Life	\$2	\$12				\$12			\$8		\$91
LTD	\$16					\$43					\$100
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance											
Deferred Compensation	\$181					\$125					\$187
Other											
Benefit Cost	\$2,696	\$1,935	N/C	N/C	N/C	\$2,125	N/C	N/C	\$1,102	N/C	\$2,657
Total Monthly Comp.	\$7,010	\$6,965	N/C	N/C	N/C	\$6,293	N/C	N/C	\$5,252	N/C	\$10,139

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Wastewater Collection System Supervisor											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Wastewater Collection System Supervisor	N/C	N/C	Collection System Maint Supervisor	Utilities Supervisor	Water/WW Supervisor	WW CSM Supervisor	PW Supv - Main Sewers/Storm Drains	Field Services Supervisor	WW Collection Maintenance Supervisor	Utilities Supervisor
Top Monthly Salary	\$4,336			\$5,682	\$5,231	\$5,799	\$7,247	\$5,431	\$4,630	\$5,819	\$6,886
Employee Retirement											
PERS	\$244										
Enhanced PERS Formula	\$215			\$173	\$513	\$177	\$583	\$269	\$373	\$468	\$554
12 Month Highest Salary	\$59				\$71		\$98		\$63	\$79	\$93
Social Security								\$337			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$867	\$824	\$1,709	\$1,761	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2			\$18	\$15	\$12	\$2		\$8	\$5	\$84
LTD	\$16			\$27		\$59	\$57				\$92
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$13					\$21				\$15	
Deferred Compensation	\$182				\$163	\$174					\$34
Other ¹					\$157						
Benefit Cost	\$2,712	N/C	N/C	\$1,086	\$1,833	\$2,261	\$2,661	\$2,124	\$1,147	\$1,401	\$2,433
Total Monthly Comp.	\$7,048	N/C	N/C	\$6,768	\$7,064	\$8,060	\$9,908	\$7,555	\$5,777	\$7,220	\$9,319

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Wastewater Laboratory Analyst/ Environmental Compliance Inspector II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	WW Laboratory Analyst/Environmental Compliance Inspector II	N/C	N/C	Inorganic Chemist / Environmental Control Officer	Lab Technician	Lab Technician II / Environ Compliance Inspector	Laboratory Technician III	Lab Tech II / Environ Control Officer II	Laboratory Technician III / Industrial Waste Inspector II	Lab Tech / Industrial Waste Inspector	Lab Analyst II / Environmental Compliance Inspector
Top Monthly Salary	\$4,145			\$4,823	\$4,544	\$4,730	\$5,214	\$4,839	\$5,381	\$4,166	\$5,505
Employee Retirement											
PERS	\$233										
Enhanced PERS Formula	\$205			\$147	\$445	\$144	\$420	\$240	\$433	\$335	\$443
12 Month Highest Salary	\$56				\$61		\$70		\$73	\$56	\$74
Social Security								\$300			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$867	\$824	\$1,709	\$1,561	\$1,382	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$142			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2				\$30	\$12	\$2		\$8	\$5	\$68
LTD	\$15					\$48	\$41				\$74
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21					\$21				\$15	
Deferred Compensation	\$174					\$142					\$28
Other											
Benefit Cost	\$2,689	N/C	N/C	\$1,015	\$1,452	\$2,185	\$2,254	\$2,064	\$1,218	\$1,246	\$2,262
Total Monthly Comp.	\$6,834	N/C	N/C	\$5,838	\$5,996	\$6,915	\$7,468	\$6,903	\$6,598	\$5,412	\$7,767

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Waste Water Treatment Plant Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Waste Water Treatment Plant Manager	N/C	N/C	Wastewater Manager	Wastewater Superintendent	Wastewater Plant Superintendent	Wastewater System Superintendent	WWTP Supt / PW Mgr - WW	Wastewater Utilities Superintendent	Operations Manager	Water Quality Control Division Manager
Top Monthly Salary	\$5,704			\$8,834	\$6,834	\$7,440	\$9,250	\$7,865	\$6,119	\$6,826	\$9,549
Employee Retirement											
PERS	\$321										
Enhanced PERS Formula	\$282			\$269	\$670	\$227	\$745	\$389	\$493	\$549	\$769
12 Month Highest Salary	\$77				\$92		\$125		\$83	\$92	\$129
Social Security								\$488			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813	\$824	\$1,709	\$1,761	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2			\$29	\$15	\$62	\$2		\$8	\$12	\$115
LTD	\$21			\$42		\$76	\$73				\$128
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$13										
Deferred Compensation	\$240				\$163	\$223					\$239
Other ¹					\$205						
Benefit Cost	\$2,938	N/C	N/C	\$1,153	\$2,060	\$2,406	\$2,865	\$2,395	\$1,287	\$1,488	\$2,955
Total Monthly Comp.	\$8,642	N/C	N/C	\$9,987	\$8,894	\$9,846	\$12,115	\$10,261	\$7,406	\$8,314	\$12,504

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Wastewater Treatment Plant Mechanic											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Wastewater Treatment Plant Mechanic	N/C	N/C	Wastewater Mechanical Specialist	N/C	Plant & Equipment Mechanic	Utilities Mechanic	Wastewater Treatment Plant Mechanic II	N/C	Wastewater Maintenance Technician II	Electrical Mechanical Technician II
Top Monthly Salary	\$4,336			\$4,740		\$4,583	\$5,069	\$5,286		\$4,229	\$5,831
Employee Retirement											
PERS	\$244						\$101				
Enhanced PERS Formula	\$215			\$145		\$140	\$408	\$262		\$340	\$469
12 Month Highest Salary	\$59						\$68			\$57	\$79
Social Security								\$328			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813		\$1,709	\$1,535	\$1,382		\$833	\$1,573
Dental						\$83	\$136	\$142			
Vision						\$17	\$20				
EAP	\$2			\$1		\$1	\$4			\$2	\$2
Life	\$2					\$12	\$2			\$5	\$72
LTD	\$16					\$47	\$40				\$78
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21					\$21	\$13			\$15	
Deferred Compensation	\$182					\$138	\$152				\$29
Other											
Benefit Cost	\$2,720	N/C	N/C	\$958	N/C	\$2,175	\$2,479	\$2,113	N/C	\$1,252	\$2,302
Total Monthly Comp.	\$7,056	N/C	N/C	\$5,698	N/C	\$6,758	\$7,548	\$7,399	N/C	\$5,480	\$8,133

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Wastewater Treatment Plant Operator II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Wastewater Treatment Plant Operator II	N/C	N/C	Wastewater Treatment Plant Operator II	Wastewater Treatment Plant Operator II	Wastewater Plant Operator II	Wastewater Plant Operator II	Wastewater Treatment Plant Operator II	Wastewater Treatment Facility Operator II	Wastewater Treatment Plant Operator II	Wastewater Plant Operator II
Top Monthly Salary	\$3,733			\$4,607	\$4,075	\$4,812	\$5,585	\$5,524	\$4,028	\$4,229	\$5,017
Employee Retirement											
PERS	\$210						\$112				
Enhanced PERS Formula	\$185			\$141	\$399	\$147	\$450	\$273	\$324	\$340	\$404
12 Month Highest Salary	\$50				\$55		\$75		\$54	\$57	\$68
Social Security								\$342			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813	\$824	\$1,709	\$1,535	\$1,382	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$142			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2				\$3	\$12	\$2		\$8	\$5	\$62
LTD	\$13					\$49	\$44				\$67
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21					\$21	\$13			\$15	
Deferred Compensation	\$157					\$144	\$168				\$25
Other											
Benefit Cost	\$2,621	N/C	N/C	\$954	\$1,373	\$2,191	\$2,557	\$2,140	\$1,091	\$1,252	\$2,201
Total Monthly Comp.	\$6,354	N/C	N/C	\$5,561	\$5,448	\$7,002	\$8,142	\$7,664	\$5,119	\$5,480	\$7,218

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Water and Sewer Operations Manager											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Water & Sewer Operations Manager	N/C	Utilities Manager	Water System Mgr / Sewer Maint Mgr	Utilities Superintendent	Utility Superintendent - Public Works	Water Systems Superintendent	Public Works Manager - Water	Water Utility Superintendent	Water Utility Manager	Utilities Manager
Top Monthly Salary	\$5,704		\$8,530	\$8,834	\$6,775	\$7,896	\$8,809	\$7,672	\$6,119	\$5,907	\$9,549
Employee Retirement											
PERS	\$321										
Enhanced PERS Formula	\$282		\$687	\$269	\$664	\$241	\$709	\$380	\$493	\$475	\$769
12 Month Highest Salary	\$77		\$115		\$91		\$119		\$83	\$80	\$129
Social Security								\$476			
Other											
Insurance											
Cafeteria			\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,761	\$1,374	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2			\$1	\$2		\$4		\$4	\$2	\$2
Life	\$2			\$29	\$15		\$2		\$8	\$12	\$115
LTD	\$21			\$42			\$70				\$128
STD/SDI											
Other						\$7					
Auto Allowance			\$455								
Uniform Allowance	\$13										
Deferred Compensation	\$240		\$256		\$163	\$237					\$239
Other ^{1,2}			\$157		\$203						
Benefit Cost	\$2,938	N/C	\$3,068	\$1,153	\$2,051	\$2,442	\$2,820	\$2,373	\$1,287	\$1,401	\$2,955
Total Monthly Comp.	\$8,642	N/C	\$11,598	\$9,987	\$8,826	\$10,338	\$11,629	\$10,045	\$7,406	\$7,308	\$12,504

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

2- City of Clovis provides management and executive management classes a management incentive of 1 hour each pay period (26 pay periods) + \$50 per month cellular phone allowance.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Water Quality Specialist II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Water Quality Specialist II	N/C	N/C	Cross Connection Control Technician	N/C	N/C	Water Reg Comp Specialist II	Water Meter/Backflow Technician	Water Systems Specialist	Water Treatment Technician	N/C
Top Monthly Salary	\$3,733			\$4,641			\$4,829	\$4,554	\$4,630	\$4,535	
Employee Retirement											
PERS	\$210						\$97				
Enhanced PERS Formula	\$185			\$142			\$389	\$225	\$373	\$365	
12 Month Highest Salary	\$50						\$65		\$63	\$61	
Social Security								\$282			
Other											
Insurance											
Cafeteria											
Health	\$1,980			\$813			\$1,535	\$1,382	\$700	\$833	
Dental							\$136	\$142			
Vision							\$20				
EAP	\$2			\$1			\$4		\$4	\$2	
Life	\$2						\$2		\$8	\$5	
LTD	\$13						\$38				
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance	\$21						\$13			\$15	
Deferred Compensation	\$157						\$145				
Other											
Benefit Cost	\$2,621	N/C	N/C	\$955	N/C	N/C	\$2,443	\$2,032	\$1,147	\$1,280	N/C
Total Monthly Comp.	\$6,354	N/C	N/C	\$5,596	N/C	N/C	\$7,272	\$6,586	\$5,777	\$5,815	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Water System Supervisor											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Water System Supervisor	Water Distribution Supervisor	N/C	Water System Supervisor	Utilities Supervisor	Water/WW Supervisor	Water Distribution Supervisor	Public Works Supervisor - Water	N/C	Water Quality Supervisor	Utilities Supervisor
Top Monthly Salary	\$4,672	\$5,556		\$6,630	\$5,231	\$6,281	\$7,611	\$5,947		\$5,010	\$6,886
Employee Retirement											
PERS	\$263	\$189									
Enhanced PERS Formula	\$231	\$169		\$202	\$513	\$192	\$613	\$294		\$403	\$554
12 Month Highest Salary	\$63	\$75			\$71		\$103			\$68	\$93
Social Security		\$344						\$369			
Other											
Insurance											
Cafeteria		\$1,218									
Health	\$1,980			\$867	\$824	\$1,709	\$1,761	\$1,374		\$833	\$1,573
Dental					\$73	\$83	\$136	\$144			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4			\$2	\$2
Life	\$2	\$12		\$22	\$15	\$12	\$2			\$5	\$84
LTD	\$17			\$31		\$64	\$60				\$92
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$13					\$21				\$15	
Deferred Compensation	\$196				\$163	\$188					\$34
Other ¹					\$157						
Benefit Cost	\$2,767	\$2,011	N/C	\$1,123	\$1,833	\$2,295	\$2,698	\$2,181	N/C	\$1,325	\$2,433
Total Monthly Comp.	\$7,439	\$7,567	N/C	\$7,753	\$7,064	\$8,576	\$10,309	\$8,128	N/C	\$6,335	\$9,319

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

1- City of Hanford provides "cafeteria style" benefit where employees can select to take \$ as pay, deferred compensation, or administrative time off.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Water System Technician											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Water System Technician	N/C	Water System Technician	Water system Operator III	N/C	N/C	Well Mechanic/ Operator II	Pump Operator	Water Utility Worker III	N/C	N/C
Top Monthly Salary	\$3,885		\$6,150	\$5,657			\$5,866	\$5,308	\$4,276		
Employee Retirement											
PERS	\$219						\$117				
Enhanced PERS Formula	\$192		\$495	\$173			\$472	\$263	\$344		
12 Month Highest Salary	\$52		\$83				\$79		\$58		
Social Security								\$329			
Other											
Insurance											
Cafeteria			\$1,399								
Health	\$1,980			\$813			\$1,535	\$1,382	\$700		
Dental							\$136	\$142			
Vision							\$20				
EAP	\$2			\$1			\$4		\$4		
Life	\$2						\$2		\$8		
LTD	\$14						\$46				
STD/SDI											
Other											
Auto Allowance											
Uniform Allowance	\$21						\$13				
Deferred Compensation	\$163		\$185				\$176				
Other											
Benefit Cost	\$2,646	N/C	\$2,161	\$986	N/C	N/C	\$2,600	\$2,116	\$1,114	N/C	N/C
Total Monthly Comp.	\$6,531	N/C	\$8,311	\$6,643	N/C	N/C	\$8,466	\$7,424	\$5,390	N/C	N/C

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.

**Appendix II
City of Madera
Benefits Detail
February 2015**

Water System Worker II											
Agency	City of Madera	City of Ceres	City of Clovis	City of Fresno	City of Hanford	City of Lodi	City of Manteca	City of Merced	City of Porterville	City of Tulare	City of Turlock
Class Title	Water System Worker II	Water Distribution Operator II	Senior Maintenance Worker	Water System Operator II	Utilities Maintenance Worker II	Water/WW Maintenance Worker II	Water Dist Operator II / Water Sys Maint Worker II	Water Systems Technician II	Water Utilities Worker II	Water Utility Maintenance Worker II	Utilities Maintenance Worker II
Top Monthly Salary	\$3,846	\$3,740	\$4,933	\$4,501	\$3,796	\$4,035	\$4,981	\$4,554	\$3,870	\$3,904	\$4,439
Employee Retirement											
PERS	\$216	\$122					\$100				
Enhanced PERS Formula	\$190	\$114	\$397	\$137	\$372	\$123	\$401	\$225	\$312	\$314	\$357
12 Month Highest Salary	\$52	\$50	\$67		\$51		\$67		\$52	\$53	\$60
Social Security		\$232						\$282			
Other											
Insurance											
Cafeteria		\$1,518	\$1,399								
Health	\$1,980			\$813	\$824	\$1,709	\$1,535	\$1,382	\$700	\$833	\$1,573
Dental					\$73	\$83	\$136	\$142			
Vision					\$16	\$17	\$20				
EAP	\$2	\$2		\$1	\$2	\$1	\$4		\$4	\$2	\$2
Life	\$2	\$12			\$3	\$12	\$2		\$8	\$5	\$55
LTD	\$14					\$41	\$39				\$59
STD/SDI											
Other						\$7					
Auto Allowance											
Uniform Allowance	\$21					\$21	\$13			\$15	
Deferred Compensation	\$162		\$148			\$121	\$149				\$22
Other											
Benefit Cost	\$2,640	\$2,051	\$2,010	\$951	\$1,342	\$2,136	\$2,466	\$2,032	\$1,076	\$1,221	\$2,129
Total Monthly Comp.	\$6,486	\$5,791	\$6,943	\$5,452	\$5,138	\$6,171	\$7,446	\$6,586	\$4,946	\$5,126	\$6,568

Note: Total Monthly Compensation number may vary slightly from the sum of its components due to cell formulas & rounding.