

October 10, 2024

Volume II: TOTAL COMPENSATION STUDY FINAL REPORT

San Mateo County Office of Education



Gallagher

Insurance | Risk Management | Consulting

Formerly Koff & Associates

October 10, 2024

Mr. Randy Perez
Executive Director, Personnel Commission
San Mateo County Office of Education
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Dear Mr. Perez:

Gallagher is pleased to present Volume II: Total Compensation Study Final Report to the San Mateo County Office of Education. This report documents the market compensation survey methodology, findings, and recommendations for implementation.

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

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

Very truly yours,



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Executive Summary

Background

In March 2023, Gallagher conducted a comprehensive Total Compensation Study for San Mateo County Office of Education (SMCOE). All compensation findings and recommendations are presented in this report.

This compensation review process was precipitated by:

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

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

Summary of Findings

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

- SMCOE’s **base salaries, overall, in comparison to the market median are 3.6% above the market.**
- SMCOE’s **total compensation, overall, in comparison to the market median is 1.9% below the market.**
- SMCOE’s **benefits package** does not contribute to its competitiveness, therefore, salary decisions should be based on base salary market results and benefits should be evaluated separately.
- Gallagher considers a classification falling within 5% of the median to be competitive.

Study Process

Benchmark Classifications

The study included 76 classifications, and of those 52 classifications were selected in order to collect salary and benefits data within the defined labor market. Classifications that we would expect to provide a sufficient sample for analysis were selected as “benchmarks” to use as the basis to build the compensation plan. Benchmark classifications are those classifications that are compared to the market, and these classifications are used as a means of anchoring SMCOE’s overall compensation plan to the market. Other classifications not surveyed will be included in the compensation plan and aligned to the benchmark classifications using internal equity principles.

Table 1. Benchmark Classification

Classification	
1. Accountant	2. Accounting Assistant (Sr. Accounting Asst)
3. Administrative Assistant	4. Audio/Visual & Media Support Technician
5. Benefits Analyst	6. Bilingual Family Counselor

Classification	
7. Chief Technology Officer	8. Computer Technician (Computer/Network Tech)
10. Coordinator, Cybersecurity	11. Credentials Analyst
12. Custodial Maintenance Worker	13. Data Specialist (Student Services Specialist)
14. Deputy Superintendent, Business Services	15. Educational Data Analyst
16. Enterprise Systems Database Analyst (Systems Analyst)	17. Enterprise Systems Operations Analyst (Sr. IT Analyst)
18. Executive Assistant To The Superintendent (Exec Asst IV)	19. Executive Director, District Business Services
20. Executive Director, Human Resources (Exec Dir, Personnel)	21. Executive Director, Internal Business Services
22. Executive Director, Strategy & Communications	23. Financial Analyst
24. Fiscal Services Supervisor (Manager, Fiscal Services)	25. Health Care Specialist
26. Human Resources Technician (Exec Asst I, Conf)	27. Mail Services Driver (Delivery Driver)
28. Manager, Maintenance, Operations, and Transportation	29. Media Analyst
30. Multimedia Designer	31. Naturalist
32. Network Engineer	33. Network Systems Administrator (Sr. Network Analyst)
34. Paraeducator, Court/Community	35. Paraeducator, Special Education
36. Payroll and Retirement Analyst (Payroll/Retirement Audit Analyst)	37. Payroll Supervisor (Manager, Payroll - Districts)
38. Payroll Technician (Payroll Specialist)	39. Personnel Commission Analyst
40. Program Manager (Coordinator, Early Learning)	41. Program Specialist (Project Specialist, Early Learning)
42. Programmer/Analyst	43. Public Communications Specialist
44. Registered Behavior Technician	45. School Bus Driver
46. Special Ed. Paraeducator, Hearing Impaired	47. Supervisor, Integrated Technology Client Services (Manager, Integrated Tech Client Services)
48. Supervisor, Learning Analytics (Manager, Learning Analytics & Data Gov.)	49. Supervisor, Media & Integrated Technology Services Operations (Manager, Media & Int Tech Services Ops)
50. Sustainability Analyst	51. Training Placement Assistant
52. Transportation Scheduler	53. Transportation Supervisor

Comparator Agencies

Another important step in conducting a market salary study is the determination of appropriate agencies for comparison. We received input from the SMCOE on other agencies that it competes with for talent. Factors that are typically considered in determining comparator agencies are as follows:

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

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

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

All factors mentioned should be considered in selecting the group of comparator agencies. SMCOE agreed to a list of ten (10) agencies.

Table 2. Comparator Agencies

Agency	
1. Santa Clara County Office of Education	2. Sequoia Union High School District
3. San Francisco Unified School District (SFCOE)	4. Contra Costa County Office of Education
5. Hayward Unified School District	6. Napa County Office of Education
7. County of San Mateo	8. Alameda County Office of Education
9. San Jose Unified School District	10. San Mateo Unified High School District

Salary and Benefits Data

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

1. Monthly Base Salary

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

2. Employee Retirement

The retirement reflects the benefits offered to employees:

- **PERS Formula:** The service retirement formula for each agency's Classic plan. For agencies with retirement systems established under the County Employees Retirement Law of 1937 ("37 Act"), retirement formulas were converted to the equivalent PERS formula for purposes of comparison.
- **Enhanced Formula Cost:** The baseline PERS formula is 2%@62 for miscellaneous employees. There is typically a cost to the employer for offering a formula with a higher benefit than the baseline formula. For each enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS.
- **Single Highest Year:** The period for determining the average monthly pay rate when calculating retirement benefits. The base period is 36 highest paid consecutive months. When final compensation is based on a shorter period of time, such as 12 months' highest paid consecutive months, there is a cost to the employer. Similar to the enhanced formula, the cost to the employer is based on a state-wide actuarial percentage calculated by PERS.
- The cost to the employer for each enhanced formula and final compensation are presented below.

Miscellaneous Employees		
Formula	Enhanced Formula % Cost	Final Compensation % Cost
2%@60	2.28%	0.56%
2%@55	4.01%	0.64%
2.5%@55	5.54%	0.72%
2.7%@55	7.37%	0.78%
3%@60	8.64%	0.82%

- **Employer Paid Member Contribution:** The amount of the employee's contribution to PERS that is paid by the employer (Employer Paid Member Contribution).
- **Social Security:** If an employer participates in Social Security, then the employer contribution of 6.2% of the base salary up to the federally-determined maximum contribution of \$871.10 per month was reported in 2024.
- **Other:** Any other retirement contributions made by the employer.

3. Deferred Compensation

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

4. Insurances

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

- Cafeteria/Flexible Benefit Plan
- Medical

- Dental
- Vision
- Other

5. Leaves

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

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

6. Auto Allowance

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

7. Other

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

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

Data Collection

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

Matching Methodology

Gallagher believes that the data collection step is the most critical for maintaining the overall credibility of any study and relied on SMCOE’s classification descriptions as the foundation for comparison.

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

Gallagher’s methodology is to analyze each class description and the whole position by evaluating factors such as:

- Definition and typical job functions;
- Distinguishing characteristics;
- Level within a class series (i.e., entry, experienced, journey, specialist, lead, etc.);

- Reporting relationship structure (for example, manages through lower-level staff);
- Education and experience requirements;
- Knowledge, abilities, and skills required to perform the work;
- The scope and complexity of the work;
- Independence of action/responsibility;
- The authority delegated to make decisions and take action;
- The responsibility for the work of others, program administration, and for budget dollars;
- Problem solving/ingenuity;
- Contacts with others (both inside and outside of the organization);
- Consequences of action and decisions; and
- Working conditions.

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

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

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

Data Spreadsheets

For each benchmark classification, there are three information pages:

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

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

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

In order to calculate the mean and median, Gallagher requires that there be a minimum of four (4) comparator agencies with matching classifications to the benchmark classification. The reason for requiring a minimum of four matches is so that no one classification has undue influence on the calculations. Sufficient data was collected from the comparator agencies for 45 of the 52 benchmark classifications.

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

Market Compensation Findings

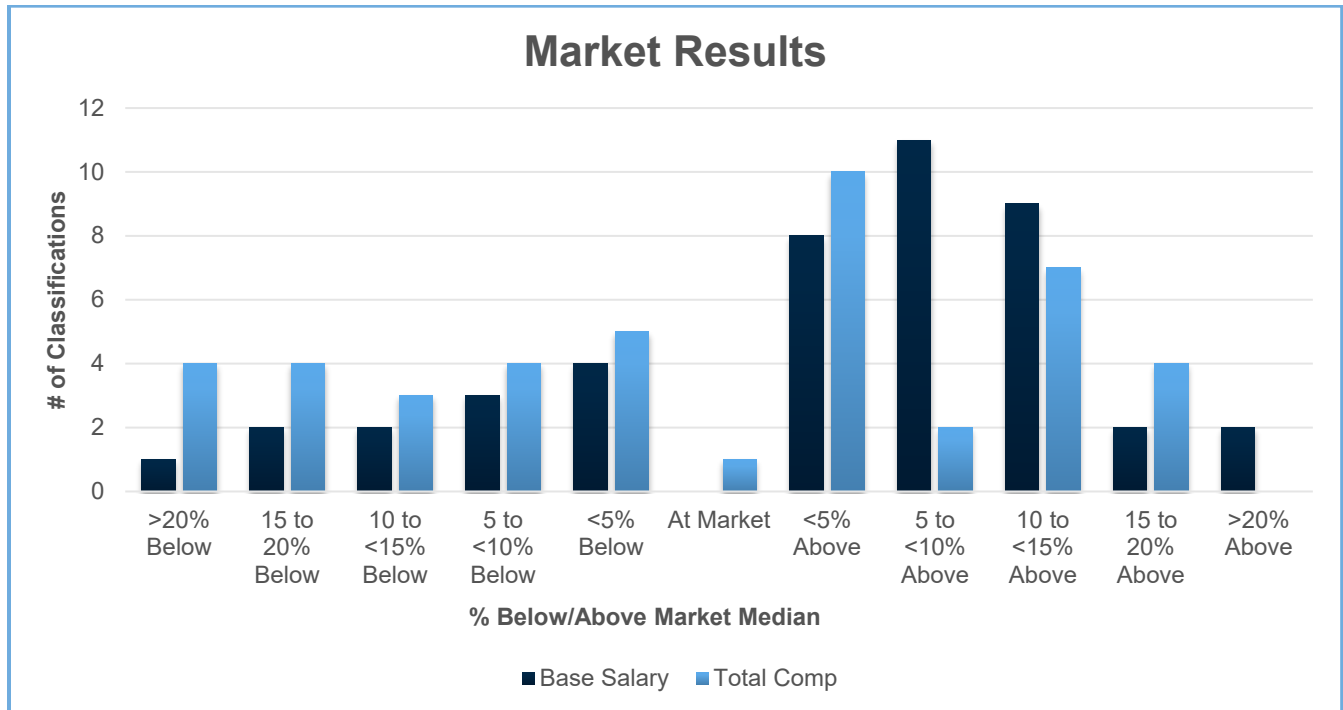
The following table represents a summary of the market top monthly (base) salary and total compensation (base salary plus benefits [retirement, insurance, leaves, and allowances]) findings. For each benchmark classification, the number of matches (agencies with a comparable position) and percent above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

Table 3. Market Compensation Results Summary

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Payroll Supervisor (Manager, Payroll - Districts)	7	24.7%	19.7%
Public Communications Specialist	6	21.0%	18.1%
Multimedia Designer	5	17.9%	12.5%
Audio/Visual & Media Support Technician	5	16.8%	3.5%
Fiscal Services Supervisor (Manager, Fiscal Services)	7	13.3%	3.8%
Supervisor, Integrated Technology Client Services (Manager, Integrated Tech Client Services)	6	13.1%	11.4%
Payroll and Retirement Analyst (Payroll/Retirement Audit Analyst)	6	12.9%	9.8%
Enterprise Systems Operations Analyst (Sr. IT Analyst)	4	12.7%	16.8%
Enterprise Systems Database Analyst (Systems Analyst)	5	12.4%	17.8%
Bilingual Family Counselor	4	12.0%	-6.2%
Program Specialist (Project Specialist, Early Learning)	6	11.7%	10.9%
Benefits Analyst	4	10.6%	2.9%
Supervisor, Learning Analytics (Manager, Learning Analytics & Data Gov.)	6	10.0%	9.6%
Accountant	10	9.7%	0.0%
Coordinator, Cybersecurity	4	9.4%	13.7%
Human Resources Technician (Exec Asst I, Conf)	7	9.1%	-1.8%
Executive Director, Strategy & Communications	10	8.4%	3.9%
Financial Analyst	7	8.0%	0.5%
Executive Director, District Business Services	4	7.4%	11.9%
Credentials Analyst	8	6.6%	0.2%
Program Manager (Coordinator, Early Learning)	6	6.36%	10.2%
Mail Services Driver (Delivery Driver)	5	5.9%	-8.9%
Network Systems Administrator (Sr. Network Analyst)	8	5.6%	-2.0%
Accounting Assistant (Sr. Accounting Asst)	7	5.6%	-10.8%
Educational Data Analyst	4	4.8%	-0.9%
Network Engineer	9	4.0%	1.3%
Computer Technician (Computer/Network tech)	10	3.7%	-1.7%
Programmer/Analyst	5	3.0%	11.4%
Chief Technology Officer	10	2.7%	-3.3%
Manager, Maintenance, Operations, and Transportation	10	2.0%	2.6%
Custodial Maintenance Worker	10	1.0%	-12.9%
Data Specialist (Student Services Specialist)	7	0.4%	-15.8%
Transportation Scheduler	4	-0.5%	-7.5%

Classification Title	# of Matches	Top Monthly % Above or Below	Total Compensation % Above or Below
Executive Director, Internal Business Services	9	-1.0%	0.4%
Administrative Assistant	10	-1.0%	-13.9%
Executive Director, Human Resources (Exec Dir, Personnel)	8	-3.9%	-7.0%
Payroll Technician (Payroll Specialist)	8	-7.1%	-19.6%
Deputy Superintendent, Business Services	9	-7.7%	-2.2%
School Bus Driver	6	-8.7%	-27.2%
Paraeducator, Court/Community	8	-10.8%	-23.5%
Executive Assistant To The Superintendent (Exec Asst IV)	9	-13.6%	-18.5%
Special Ed. Paraeducator, Hearing Impaired	6	-18.2%	-18.6%
Paraeducator, Special Education	9	-18.9%	-23.0%
Health Care Specialist	4	-44.9%	-50.4%
Transportation Supervisor	4	proposed	proposed
Sustainability Analyst	1	Insuff. Data	Insuff. Data
Media Analyst	1	Insuff. Data	Insuff. Data
Naturalist	2	Insuff. Data	Insuff. Data
Personnel Commission Analyst	3	Insuff. Data	Insuff. Data
Registered Behavior Technician	1	Insuff. Data	Insuff. Data
Supervisor, Media & Integrated Technology Services Operations (Manager, Media & Int Tech Services Ops)	3	Insuff. Data	Insuff. Data
Training Placement Assistant	3	Insuff. Data	Insuff. Data

Base Salary & Total Comp Market Results



Base salary market results show that 12 classifications are paid below the market median, and 32 classifications are paid above the market median.

# of Classifications	<5%	5 to<10%	10 to<15%	15 to 20%	>20%	Total
Below the Market Median	4	3	2	2	1	12
Above the Market Median	8	11	9	2	2	32

Total compensation market results show that 20 classifications are paid below the market median, and 23 classifications are paid above the market median. One classification is paid at the market median.

# of Classifications	<5%	5 to<10%	10 to<15%	15 to 20%	>20%	Total
Below the Market Median	5	4	3	4	4	20
Above the Market Median	11	2	7	4	0	24

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

Overall, the differences between market base salaries and total compensation indicate that SMCOE's benefits package does not provide a competitive advantage. Further analysis indicates that, on average, classifications are 3.6% above the market median for base salaries, while that figure changes to 1.9% below the market median for total compensation, which is a 5.5% difference.

Benefits

The market benefits data reveals the major contributing factor that lowers SMCOE's competitive advantage is SMCOE's contribution to health benefits.

Market data indicates that the average monthly employer contribution toward health insurance premiums for staff-level employees plus family is \$2,247, excluding SMCOE. The Office of Education's current 2024 contribution of \$1,225 to a cafeteria plan is \$1,022 less than, or 59% below, the market average. Table 4 below summarizes all agency health insurance contributions.

Table 4. Monthly Employer Health Insurance Contributions

Agency	Bargaining Unit	Monthly Health Insurance Contribution
San Jose Unified School District	AFSCME	\$4,088
County of San Mateo	SEIU	\$4,053
San Mateo Unified High School District	CSEA	\$3,110
Contra Costa County Office of Education	AFSCME	\$3,013
Sequoia Union High School District	AFSCME	\$2,892

Agency	Bargaining Unit	Monthly Health Insurance Contribution
Average Monthly Agency Health Insurance Contribution		\$2,247
Santa Clara County Office of Education	SEIU	\$1,951
San Francisco Unified School District (SFCOE)	IFPTE Local 21	\$1,301
San Mateo County Office of Education	CSEA - 789	\$1,225
Napa County Office of Education	SEIU	\$1,069
Alameda County Office of Education	CSEA	\$845
Hayward Unified School District	AEOTE	\$152

Internal Salary Relationships

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

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

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

- A salary within 5% of the market average or median is considered to be competitive in the labor market for salary survey purposes because of the differences in compensation policy and actual scope of the position and its requirements. However, SMCOE can adopt a closer standard.
- Certain internal percentages are often applied. Those that are the most common are:
 - The differential between a trainee and experienced (or journey) class in a series (I/II or Trainee/Experienced) is generally 10% to 15%;
 - A lead or advanced journey-level (III or Senior-level) class is generally placed 10% to 15% above the journey-level.
 - A full supervisory class is normally placed at least 10% to 25% above the highest level supervised, depending upon the breadth and scope of supervision.
- When a market or internal equity adjustment is granted to one class in a series, the other classes in the series are also adjusted accordingly to maintain internal equity.

Internal equity between certain levels of classifications is a fundamental factor to be considered when making salary decisions. When conducting a market compensation survey, results can often show that certain classifications that are aligned with each other are not the same in the outside labor market. However, as an organization, careful

consideration should be given to these alignments because they represent internal value of classifications within job families, as well as across the organization.

For the purposes of this study, Gallagher utilized market data to develop the salary recommendations for all of the benchmarked classifications and used internal equity principles to make the salary recommendations for 24 classifications that were not benchmarked. For the non-benchmarked classifications, internal alignments with other classifications will need to be considered, either in the same class series or those classifications that have similar scope of work, level of responsibility, and “worth” to SMCOE. Where it is difficult to ascertain internal relationships due to unique qualifications and responsibilities, reliance can be placed on past internal relationships. It is important for SMCOE management to carefully review these internal relationships and determine if they are still appropriate given the current market data.

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

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

Recommendations

Pay Philosophy

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

Proposed Salary Structure

Currently, SMCOE has a salary structure with ranges that are approximately 2.5% apart from one another. Each salary range has five steps (with an extended longevity range) with 5% between each step. It is recommended that SMCOE maintain a similar salary structure. Appendix III contains the current salary range structure.

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

Proposed Salary Range Placements

Appendix IV illustrates the proposed salary range placement for each classification based on the market data as well as the internal relationship analysis. The recommendations are based on base salary market results and reflects SMCOE’s targeted philosophy of market median plus 5%.

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

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

Options for Implementation

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

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

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

Table 5. Three-Year Implementation Proposal

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

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

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

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

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

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

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

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

Using the Market Data as a Tool

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

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

Respectfully submitted by,

Gallagher, Formerly Koff & Associates



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Appendix I

Results Summary

San Mateo County Office of Education
Results Summary
June 2024



Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below	
Accountant	\$ 9,685	\$ 9,066	6.4%	\$ 8,746	9.7%	\$ 13,376	\$ 13,137	1.8%	\$ 13,374	0.0%	10
Accounting Assistant (Sr. Accounting Asst)	\$ 6,884	\$ 6,977	-1.4%	\$ 6,500	5.6%	\$ 9,862	\$ 11,009	-11.6%	\$ 10,924	-10.8%	7
Administrative Assistant	\$ 6,884	\$ 6,755	1.9%	\$ 6,954	-1.0%	\$ 9,862	\$ 10,523	-6.7%	\$ 11,234	-13.9%	10
Audio/Visual & Media Support Technician	\$ 8,410	\$ 6,919	17.7%	\$ 7,001	16.8%	\$ 11,777	\$ 10,824	8.1%	\$ 11,369	3.5%	5
Benefits Analyst	\$ 10,516	\$ 9,990	5.0%	\$ 9,399	10.6%	\$ 14,378	\$ 14,094	2.0%	\$ 13,965	2.9%	4
Bilingual Family Counselor	\$ 8,010	\$ 6,805	15.0%	\$ 7,047	12.0%	\$ 11,274	\$ 11,006	2.4%	\$ 11,978	-6.2%	4
Chief Technology Officer	\$ 16,300	\$ 16,836	-3.3%	\$ 15,854	2.7%	\$ 21,850	\$ 22,715	-4.0%	\$ 22,562	-3.3%	10
Computer Technician (Computer/Network tech)	\$ 8,410	\$ 8,277	1.6%	\$ 8,101	3.7%	\$ 11,777	\$ 12,284	-4.3%	\$ 11,981	-1.7%	10
Coordinator, Cybersecurity	\$ 14,577	\$ 13,710	5.9%	\$ 13,207	9.4%	\$ 19,762	\$ 18,308	7.4%	\$ 17,059	13.7%	4
Credentials Analyst	\$ 8,785	\$ 8,485	3.4%	\$ 8,208	6.6%	\$ 12,247	\$ 12,111	1.1%	\$ 12,228	0.2%	8
Custodial Maintenance Worker	\$ 5,978	\$ 5,813	2.8%	\$ 5,918	1.0%	\$ 8,725	\$ 9,370	-7.4%	\$ 9,853	-12.9%	10
Data Specialist (Student Services Specialist)	\$ 7,406	\$ 7,600	-2.6%	\$ 7,376	0.4%	\$ 10,517	\$ 11,662	-10.9%	\$ 12,180	-15.8%	7
Deputy Superintendent, Business Services	\$ 20,385	\$ 20,900	-2.5%	\$ 21,960	-7.7%	\$ 26,800	\$ 27,137	-1.3%	\$ 27,391	-2.2%	9
Educational Data Analyst	\$ 10,420	\$ 10,435	-0.1%	\$ 9,921	4.8%	\$ 14,298	\$ 14,393	-0.7%	\$ 14,433	-0.9%	4
Enterprise Systems Database Analyst (Systems Analyst)	\$ 12,473	\$ 11,138	10.7%	\$ 10,925	12.4%	\$ 16,874	\$ 14,965	11.3%	\$ 13,875	17.8%	5
Enterprise Systems Operations Analyst (Sr. IT Analyst)	\$ 10,998	\$ 10,077	8.4%	\$ 9,600	12.7%	\$ 15,024	\$ 13,500	10.1%	\$ 12,504	16.8%	4
Executive Assistant To The Superintendent (Exec Asst IV)	\$ 9,310	\$ 11,860	-27.4%	\$ 10,577	-13.6%	\$ 12,870	\$ 16,325	-26.8%	\$ 15,257	-18.5%	9
Executive Director, District Business Services	\$ 16,300	\$ 15,466	5.1%	\$ 15,088	7.4%	\$ 21,850	\$ 19,997	8.5%	\$ 19,246	11.9%	4
Executive Director, Human Resources (Exec Dir, Personnel)	\$ 16,300	\$ 16,809	-3.1%	\$ 16,932	-3.9%	\$ 21,850	\$ 23,063	-5.6%	\$ 23,386	-7.0%	8
Executive Director, Internal Business Services	\$ 16,300	\$ 16,471	-1.0%	\$ 16,465	-1.0%	\$ 21,850	\$ 21,941	-0.4%	\$ 21,761	0.4%	9
Executive Director, Strategy & Communications	\$ 16,300	\$ 15,665	3.9%	\$ 14,930	8.4%	\$ 21,850	\$ 21,240	2.8%	\$ 21,003	3.9%	10
Financial Analyst	\$ 10,168	\$ 9,082	10.7%	\$ 9,351	8.0%	\$ 13,982	\$ 12,922	7.6%	\$ 13,915	0.5%	7
Fiscal Services Supervisor (Manager, Fiscal Services)	\$ 14,577	\$ 13,392	8.1%	\$ 12,636	13.3%	\$ 19,762	\$ 18,662	5.6%	\$ 19,004	3.8%	7
Health Care Specialist	\$ 5,703	\$ 8,660	-51.9%	\$ 8,265	-44.9%	\$ 8,380	\$ 13,795	-64.6%	\$ 12,601	-50.4%	4
Human Resources Technician (Exec Asst I, Conf)	\$ 8,242	\$ 7,475	9.3%	\$ 7,488	9.1%	\$ 11,534	\$ 11,109	3.7%	\$ 11,741	-1.8%	7
Mail Services Driver (Delivery Driver)	\$ 6,124	\$ 5,926	3.2%	\$ 5,760	5.9%	\$ 8,909	\$ 9,112	-2.3%	\$ 9,706	-8.9%	5
Manager, Maintenance, Operations, and Transportation	\$ 14,577	\$ 13,986	4.1%	\$ 14,292	2.0%	\$ 19,762	\$ 19,239	2.6%	\$ 19,242	2.6%	10
Media Analyst	\$ 9,976	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 13,741	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Multimedia Designer	\$ 10,168	\$ 8,681	14.6%	\$ 8,346	17.9%	\$ 13,982	\$ 12,760	8.7%	\$ 12,241	12.5%	5
Naturalist	\$ 5,174	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 7,717	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	2
Network Engineer	\$ 12,124	\$ 11,768	2.9%	\$ 11,640	4.0%	\$ 16,436	\$ 16,093	2.1%	\$ 16,229	1.3%	9
Network Systems Administrator (Sr. Network Analyst)	\$ 11,833	\$ 11,644	1.6%	\$ 11,170	5.6%	\$ 16,071	\$ 16,783	-4.4%	\$ 16,392	-2.0%	8
Paraeducator, Court/Community	\$ 5,174	\$ 5,604	-8.3%	\$ 5,734	-10.8%	\$ 7,697	\$ 9,090	-18.1%	\$ 9,509	-23.5%	8
Paraeducator, Special Education	\$ 5,174	\$ 5,744	-11.0%	\$ 6,150	-18.9%	\$ 7,697	\$ 9,034	-17.4%	\$ 9,467	-23.0%	9
Payroll and Retirement Analyst (Payroll/Retirement Audit Analyst)	\$ 9,002	\$ 7,791	13.5%	\$ 7,840	12.9%	\$ 12,519	\$ 11,160	10.9%	\$ 11,298	9.8%	6
Payroll Supervisor (Manager, Payroll - Districts)	\$ 14,577	\$ 11,117	23.7%	\$ 10,976	24.7%	\$ 19,762	\$ 15,437	21.9%	\$ 15,876	19.7%	7
Payroll Technician (Payroll Specialist)	\$ 7,052	\$ 7,535	-6.9%	\$ 7,555	-7.1%	\$ 10,073	\$ 11,707	-16.2%	\$ 12,049	-19.6%	8
Personnel Commission Analyst	\$ 10,420	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 14,298	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Program Manager (Coordinator, Early Learning)	\$ 14,577	\$ 13,338	8.5%	\$ 13,650	6.36%	\$ 19,762	\$ 17,406	11.9%	\$ 17,743	10.2%	6
Program Specialist (Project Specialist, Early Learning)	\$ 13,034	\$ 11,268	13.6%	\$ 11,512	11.7%	\$ 17,829	\$ 15,578	12.6%	\$ 15,883	10.9%	6
Programmer/Analyst	\$ 11,833	\$ 10,852	8.3%	\$ 11,473	3.0%	\$ 16,071	\$ 14,557	9.4%	\$ 14,238	11.4%	5
Public Communications Specialist	\$ 10,516	\$ 8,450	19.7%	\$ 8,313	21.0%	\$ 14,378	\$ 11,848	17.6%	\$ 11,771	18.1%	6
Registered Behavior Technician	\$ 6,765	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 9,713	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
School Bus Driver	\$ 6,122	\$ 6,699	-9.4%	\$ 6,653	-8.7%	\$ 8,906	\$ 10,943	-22.9%	\$ 11,329	-27.2%	6
Special Ed. Paraeducator, Hearing Impaired	\$ 5,174	\$ 5,810	-12.3%	\$ 6,118	-18.2%	\$ 7,697	\$ 8,991	-16.8%	\$ 9,131	-18.6%	6
Supervisor, Integrated Technology Client Services (Manager, Integr)	\$ 14,577	\$ 11,965	17.9%	\$ 12,670	13.1%	\$ 19,762	\$ 16,596	16.0%	\$ 17,504	11.4%	6
Supervisor, Learning Analytics (Manager, Learning Analytics & Data)	\$ 14,577	\$ 12,801	12.2%	\$ 13,123	10.0%	\$ 19,762	\$ 17,429	11.8%	\$ 17,871	9.6%	6
Supervisor, Media & Integrated Technology Services Operations (M)	\$ 14,577	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 19,762	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3
Sustainability Analyst	\$ 7,967	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 11,221	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	1
Training Placement Assistant	\$ 5,989	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	\$ 8,739	Insuff. Data	Insuff. Data	Insuff. Data	Insuff. Data	3

San Mateo County Office of Education
Results Summary
June 2024

Classification	Top Monthly Salary Data					Total Monthly Compensation Data					# of Matches	
	Top Monthly Salary	Average of Comparators	% above or below	Median of Comparators	% above or below	Total Monthly Comp	Average of Comparators	% above or below	Median of Comparators	% above or below		
Transportation Scheduler	\$ 7,444	\$ 7,316	1.7%	\$ 7,480	-0.5%	\$ 10,565	\$ 10,929	-3.5%	\$ 11,354	-7.5%	4	
Transportation Supervisor	proposed	\$ 11,893	proposed	\$ 11,203	proposed	proposed	\$ 16,905	proposed	\$ 16,361	proposed	4	
AVERAGE:			2.7%	AVERAGE:		3.6%	AVERAGE:		-1.1%	AVERAGE:		-1.9%

Appendix II

Market Compensation Findings

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Accountant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Accountant	\$ 12,114	\$ 7,452	\$ 19,567	7/1/2023	unknown	unknown
2	Santa Clara County Office of Education	Accountant I	\$ 9,715	\$ 4,200	\$ 13,915	7/1/2023	unknown	unknown
3	San Mateo County Office of Education	Accountant	\$ 9,685	\$ 3,691	\$ 13,376	7/1/2023	unknown	unknown
4	Napa County Office of Education	Accountant	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
5	Sequoia Union High School District ¹	Accountant Auditor	\$ 8,911	\$ 4,955	\$ 13,867	7/1/2023	unknown	unknown
6	Contra Costa County Office of Education	Program Accountant	\$ 8,766	\$ 4,432	\$ 13,198	7/1/2022	unknown	unknown
7	County of San Mateo	Accountant II	\$ 8,725	\$ 5,576	\$ 14,301	10/1/2023	unknown	unknown
8	San Mateo Unified High School District	Accountant	\$ 8,503	\$ 5,047	\$ 13,550	7/1/2023	unknown	unknown
9	Alameda County Office of Education	Budget Analyst/Accountant II - Internal Business Services	\$ 8,346	\$ 2,452	\$ 10,798	7/1/2023	unknown	unknown
10	Hayward Unified School District	Budget Accountant II	\$ 8,322	\$ 2,047	\$ 10,369	7/1/2021	unknown	unknown
11	San Francisco Unified School District (SFCOE)	Senior Accountant	\$ 7,991	\$ 2,962	\$ 10,953	7/1/2023	unknown	unknown

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 9,066	\$ 13,137
% San Mateo County Office of Education Above/Below	6.4%	1.8%
Median of Comparators	\$ 8,746	\$ 13,374
% San Mateo County Office of Education Above/Below	9.7%	0.0%
Number of Matches	10	10

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Accountant	Budget Analyst/Account ant II - Internal Business Services	Program Accountant	Accountant II	Budget Accountant II	Accountant	Senior Accountant	Accountant	Accountant	Accountant I	Accountant Auditor
	Top Monthly Salary	\$ 9,685	\$ 8,346	\$ 8,766	\$ 8,725	\$ 8,322	\$ 9,272	\$ 7,991	\$ 12,114	\$ 8,503	\$ 9,715	\$ 8,911
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55	2%@55	2.3%@62	2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 388	\$ 335	\$ 352		\$ 334	\$ 372	\$ 182	\$ 486	\$ 341	\$ 390	\$ 357
	Single Highest Year	\$ 62	\$ 53	\$ 56		\$ 53	\$ 59		\$ 78	\$ 54	\$ 62	\$ 57
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 600			\$ 541	\$ 516		\$ 495	\$ 751	\$ 527	\$ 602	\$ 552
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746			\$ 125						
	Health ²			\$ 2,836	\$ 3,944			\$ 1,150	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 152	\$ 93	\$ 27		\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24	\$ 16		\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 745	\$ 802	\$ 506	\$ 545	\$ 480	\$ 553	\$ 461	\$ 1,258	\$ 491	\$ 598	\$ 514
	Holidays	\$ 596	\$ 417	\$ 506	\$ 436	\$ 512	\$ 588	\$ 523	\$ 792	\$ 523	\$ 598	\$ 583
	Admin Leave	\$ 75										
Allow	Auto											
Benefit Package Total		\$ 3,691	\$ 2,452	\$ 4,432	\$ 5,576	\$ 2,047	\$ 1,583	\$ 2,962	\$ 7,452	\$ 5,047	\$ 4,200	\$ 4,955

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Employee pays full premiums for health and dental.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Accountant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Accountant	\$ 12,114	\$ 7,452	\$ 19,567	7/1/2023	unknown	unknown
2	County of San Mateo	Accountant II	\$ 8,725	\$ 5,576	\$ 14,301	10/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Accountant I	\$ 9,715	\$ 4,200	\$ 13,915	7/1/2023	unknown	unknown
4	Sequoia Union High School District ¹	Accountant Auditor	\$ 8,911	\$ 4,955	\$ 13,867	7/1/2023	unknown	unknown
5	San Mateo Unified High School District	Accountant	\$ 8,503	\$ 5,047	\$ 13,550	7/1/2023	unknown	unknown
6	San Mateo County Office of Education	Accountant	\$ 9,685	\$ 3,691	\$ 13,376	7/1/2023	unknown	unknown
7	Contra Costa County Office of Education	Program Accountant	\$ 8,766	\$ 4,432	\$ 13,198	7/1/2022	unknown	unknown
8	San Francisco Unified School District (SFCOE)	Senior Accountant	\$ 7,991	\$ 2,962	\$ 10,953	7/1/2023	unknown	unknown
9	Napa County Office of Education	Accountant	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
10	Alameda County Office of Education	Budget Analyst/Accountant II - Internal Business Services	\$ 8,346	\$ 2,452	\$ 10,798	7/1/2023	unknown	unknown
11	Hayward Unified School District	Budget Accountant II	\$ 8,322	\$ 2,047	\$ 10,369	7/1/2021	unknown	unknown

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 9,066	\$ 13,137
% San Mateo County Office of Education Above/Below	6.4%	1.8%
Median of Comparators	\$ 8,746	\$ 13,374
% San Mateo County Office of Education Above/Below	9.7%	0.0%
Number of Matches	10	10

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Accounting Assistant (Sr. Accounting Asst)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Accounting Specialist	\$ 9,041	\$ 6,599	\$ 15,640	7/1/2023	unknown	unknown
2	Sequoia Union High School District ¹	Accounting Technician	\$ 8,296	\$ 4,813	\$ 13,109	7/1/2023	unknown	unknown
3	San Mateo Unified High School District	Accounting Technician	\$ 7,387	\$ 4,793	\$ 12,180	7/1/2023	unknown	unknown
4	San Mateo County Office of Education	Accounting Assistant (Sr. Accounting Asst)	\$ 6,884	\$ 2,978	\$ 9,862	7/1/2023	unknown	unknown
5	Hayward Unified School District	Accounting Specialist	\$ 6,500	\$ 1,632	\$ 8,132	7/1/2021	unknown	unknown
6	San Francisco Unified School District (SFCOE)	Account Clerk	\$ 6,376	\$ 3,425	\$ 9,801	7/1/2023	unknown	unknown
7	County of San Mateo	Fiscal Office Assistant II	\$ 5,850	\$ 5,074	\$ 10,924	10/1/2023	unknown	unknown
8	Alameda County Office of Education	Accounting Assistant	\$ 5,392	\$ 1,883	\$ 7,275	7/1/2023	unknown	unknown
9	Contra Costa County Office of Education	N/C						
10	Napa County Office of Education	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 6,977	\$ 11,009
% San Mateo County Office of Education Above/Below	-1.4%	-11.6%
Median of Comparators	\$ 6,500	\$ 10,924
% San Mateo County Office of Education Above/Below	5.6%	-10.8%
Number of Matches	7	7

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Accounting Assistant (Sr. Accounting Asst)	Accounting Assistant	N/C	Fiscal Office Assistant II	Accounting Specialist	N/C	Account Clerk	Accounting Specialist	Accounting Technician	N/C	Accounting Technician
	Top Monthly Salary	\$ 6,884	\$ 5,392		\$ 5,850	\$ 6,500		\$ 6,376	\$ 9,041	\$ 7,387		\$ 8,296
Retirement	Classic	2%@55	2%@55		2%@61.25	2%@55		2.3%@62	2%@55	2%@55		2%@55
	Enhanced Formula Cost	\$ 276	\$ 216			\$ 261		\$ 145	\$ 363	\$ 296		\$ 333
	Single Highest Year	\$ 44	\$ 35			\$ 42			\$ 58	\$ 47		\$ 53
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 427			\$ 363	\$ 403		\$ 395	\$ 561	\$ 458		\$ 514
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746			\$ 125						
	Health				\$ 3,944			\$ 1,949	\$ 3,911	\$ 2,865		\$ 2,753
	Dental		\$ 98		\$ 93	\$ 27		\$ 151	\$ 177	\$ 207		\$ 116
	Vision				\$ 16					\$ 38		\$ 23
	Other Ins.											
Leaves	Vacation	\$ 530	\$ 518		\$ 366	\$ 375		\$ 368	\$ 939	\$ 426		\$ 479
	Holidays	\$ 424	\$ 270		\$ 292	\$ 400		\$ 417	\$ 591	\$ 455		\$ 542
	Admin Leave	\$ 53										
Allow	Auto											
Benefit Package Total		\$ 2,978	\$ 1,883	\$ 0	\$ 5,074	\$ 1,632	\$ 0	\$ 3,425	\$ 6,599	\$ 4,793	\$ 0	\$ 4,813

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Accounting Assistant (Sr. Accounting Asst)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Accounting Specialist	\$ 9,041	\$ 6,599	\$ 15,640	7/1/2023	unknown	unknown
2	Sequoia Union High School District ¹	Accounting Technician	\$ 8,296	\$ 4,813	\$ 13,109	7/1/2023	unknown	unknown
3	San Mateo Unified High School District	Accounting Technician	\$ 7,387	\$ 4,793	\$ 12,180	7/1/2023	unknown	unknown
4	County of San Mateo	Fiscal Office Assistant II	\$ 5,850	\$ 5,074	\$ 10,924	10/1/2023	unknown	unknown
5	San Mateo County Office of Education	Accounting Assistant (Sr. Accounting Asst)	\$ 6,884	\$ 2,978	\$ 9,862	7/1/2023	unknown	unknown
6	San Francisco Unified School District (SFCOE)	Account Clerk	\$ 6,376	\$ 3,425	\$ 9,801	7/1/2023	unknown	unknown
7	Hayward Unified School District	Accounting Specialist	\$ 6,500	\$ 1,632	\$ 8,132	7/1/2021	unknown	unknown
8	Alameda County Office of Education	Accounting Assistant	\$ 5,392	\$ 1,883	\$ 7,275	7/1/2023	unknown	unknown
9	Contra Costa County Office of Education	N/C						
10	Napa County Office of Education	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 6,977	\$ 11,009
% San Mateo County Office of Education Above/Below	-1.4%	-11.6%
Median of Comparators	\$ 6,500	\$ 10,924
% San Mateo County Office of Education Above/Below	5.6%	-10.8%
Number of Matches	7	7

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Administrative Assistant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Administrative Assistant II	\$ 7,674	\$ 3,728	\$ 11,402	7/1/2023	unknown	unknown
2	San Francisco Unified School District (SFCOE)	Secretary II	\$ 7,469	\$ 3,652	\$ 11,121	7/1/2023	unknown	unknown
3	San Jose Unified School District	Office Manager	\$ 7,438	\$ 6,153	\$ 13,591	7/1/2023	unknown	unknown
4	San Mateo Unified High School District	Executive Assistant	\$ 7,387	\$ 4,793	\$ 12,180	7/1/2023	unknown	unknown
5	Sequoia Union High School District ¹	Secretary	\$ 7,348	\$ 4,593	\$ 11,941	7/1/2023	unknown	unknown
6	San Mateo County Office of Education	Administrative Assistant	\$ 6,884	\$ 2,978	\$ 9,862	7/1/2023	unknown	unknown
7	Alameda County Office of Education	Administrative Assistant	\$ 6,560	\$ 2,108	\$ 8,669	7/1/2023	unknown	unknown
8	County of San Mateo	Office Specialist	\$ 6,210	\$ 5,137	\$ 11,347	10/1/2023	unknown	unknown
9	Hayward Unified School District	Secretary	\$ 6,188	\$ 1,561	\$ 7,749	7/1/2021	unknown	unknown
10	Contra Costa County Office of Education	Administrative Assistant II	\$ 5,902	\$ 3,968	\$ 9,871	7/1/2022	unknown	unknown
11	Napa County Office of Education	Administrative Assistant II	\$ 5,379	\$ 1,981	\$ 7,360	7/1/2023	unknown	unknown

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 6,755	\$ 10,523
% San Mateo County Office of Education Above/Below	1.9%	-6.7%
Median of Comparators	\$ 6,954	\$ 11,234
% San Mateo County Office of Education Above/Below	-1.0%	-13.9%
Number of Matches	10	10

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Administrative Assistant	Administrative Assistant	Administrative Assistant II	Office Specialist	Secretary	Administrative Assistant II	Secretary II	Office Manager	Executive Assistant	Administrative Assistant II	Secretary
	Top Monthly Salary	\$ 6,884	\$ 6,560	\$ 5,902	\$ 6,210	\$ 6,188	\$ 5,379	\$ 7,469	\$ 7,438	\$ 7,387	\$ 7,674	\$ 7,348
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55	2%@55	2.3%@62	2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 276	\$ 263	\$ 237		\$ 248	\$ 216	\$ 170	\$ 298	\$ 296	\$ 308	\$ 295
	Single Highest Year	\$ 44	\$ 42	\$ 38		\$ 40	\$ 34		\$ 48	\$ 47	\$ 49	\$ 47
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 427			\$ 385	\$ 384		\$ 463	\$ 461	\$ 458	\$ 476	\$ 456
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746			\$ 125						
	Health ²			\$ 2,836	\$ 3,944		\$ 950	\$ 1,949	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 152	\$ 93	\$ 27	\$ 108	\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24	\$ 16		\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 530	\$ 631	\$ 341	\$ 388	\$ 357	\$ 321	\$ 431	\$ 772	\$ 426	\$ 472	\$ 424
	Holidays	\$ 424	\$ 328	\$ 341	\$ 311	\$ 381	\$ 341	\$ 488	\$ 486	\$ 455	\$ 472	\$ 480
	Admin Leave	\$ 53										
Allow	Auto											
Benefit Package Total		\$ 2,978	\$ 2,108	\$ 3,968	\$ 5,137	\$ 1,561	\$ 1,981	\$ 3,652	\$ 6,153	\$ 4,793	\$ 3,728	\$ 4,593

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Administrative Assistant								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Office Manager	\$ 7,438	\$ 6,153	\$ 13,591	7/1/2023	unknown	unknown
2	San Mateo Unified High School District	Executive Assistant	\$ 7,387	\$ 4,793	\$ 12,180	7/1/2023	unknown	unknown
3	Sequoia Union High School District ¹	Secretary	\$ 7,348	\$ 4,593	\$ 11,941	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education	Administrative Assistant II	\$ 7,674	\$ 3,728	\$ 11,402	7/1/2023	unknown	unknown
5	County of San Mateo	Office Specialist	\$ 6,210	\$ 5,137	\$ 11,347	10/1/2023	unknown	unknown
6	San Francisco Unified School District (SFCOE)	Secretary II	\$ 7,469	\$ 3,652	\$ 11,121	7/1/2023	unknown	unknown
7	Contra Costa County Office of Education	Administrative Assistant II	\$ 5,902	\$ 3,968	\$ 9,871	7/1/2022	unknown	unknown
8	San Mateo County Office of Education	Administrative Assistant	\$ 6,884	\$ 2,978	\$ 9,862	7/1/2023	unknown	unknown
9	Alameda County Office of Education	Administrative Assistant	\$ 6,560	\$ 2,108	\$ 8,669	7/1/2023	unknown	unknown
10	Hayward Unified School District	Secretary	\$ 6,188	\$ 1,561	\$ 7,749	7/1/2021	unknown	unknown
11	Napa County Office of Education	Administrative Assistant II	\$ 5,379	\$ 1,981	\$ 7,360	7/1/2023	unknown	unknown

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 6,755	\$ 10,523
% San Mateo County Office of Education Above/Below	1.9%	-6.7%
Median of Comparators	\$ 6,954	\$ 11,234
% San Mateo County Office of Education Above/Below	-1.0%	-13.9%
Number of Matches	10	10

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Audio/Visual & Media Support Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Mateo	Information Technology Technician	\$ 9,506	\$ 5,712	\$ 15,217	10/1/2023	unknown	unknown
2	San Mateo County Office of Education	Audio/Visual & Media Support Technician	\$ 8,410	\$ 3,367	\$ 11,777	7/1/2023	unknown	unknown
3	Contra Costa County Office of Education	Technology Support Technician	\$ 7,191	\$ 4,177	\$ 11,369	7/1/2022	unknown	unknown
4	Sequoia Union High School District ¹	Technology Support Assistant	\$ 7,001	\$ 4,513	\$ 11,514	7/1/2023	unknown	unknown
5	Alameda County Office of Education	Education Technology Support Specialist	\$ 5,723	\$ 1,947	\$ 7,670	7/1/2023	unknown	unknown
6	San Francisco Unified School District (SFCOE)	Audio Visual Equipment Technician	\$ 5,175	\$ 3,175	\$ 8,351	7/1/2023	unknown	unknown
7	Hayward Unified School District	N/C						
8	Napa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 6,919	\$ 10,824
% San Mateo County Office of Education Above/Below	17.7%	8.1%
Median of Comparators	\$ 7,001	\$ 11,369
% San Mateo County Office of Education Above/Below	16.8%	3.5%
Number of Matches	5	5

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Audio/Visual & Media Support Technician	Education Technology Support Specialist	Technology Support Technician	Information Technology Technician	N/C	N/C	Audio Visual Equipment Technician	N/C	N/C	N/C	Technology Support Assistant
	Top Monthly Salary	\$ 8,410	\$ 5,723	\$ 7,191	\$ 9,506			\$ 5,175				\$ 7,001
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25			2.3%@62				2%@55
	Enhanced Formula Cost	\$ 337	\$ 229	\$ 288				\$ 118				\$ 281
	Single Highest Year	\$ 54	\$ 37	\$ 46								\$ 45
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 521			\$ 589			\$ 321				\$ 434
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746									
	Health			\$ 2,836	\$ 3,944			\$ 1,949				\$ 2,753
	Dental		\$ 98	\$ 152	\$ 93			\$ 151				\$ 116
	Vision			\$ 24	\$ 16							\$ 23
	Other Ins.											
Leaves	Vacation	\$ 647	\$ 550	\$ 415	\$ 594			\$ 299				\$ 404
	Holidays	\$ 518	\$ 286	\$ 415	\$ 475			\$ 338				\$ 458
	Admin Leave	\$ 65										
Allow	Auto											
Benefit Package Total		\$ 3,367	\$ 1,947	\$ 4,177	\$ 5,712	\$ 0	\$ 0	\$ 3,175	\$ 0	\$ 0	\$ 0	\$ 4,513

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Audio/Visual & Media Support Technician								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Mateo	Information Technology Technician	\$ 9,506	\$ 5,712	\$ 15,217	10/1/2023	unknown	unknown
2	San Mateo County Office of Education	Audio/Visual & Media Support Technician	\$ 8,410	\$ 3,367	\$ 11,777	7/1/2023	unknown	unknown
3	Sequoia Union High School District ¹	Technology Support Assistant	\$ 7,001	\$ 4,513	\$ 11,514	7/1/2023	unknown	unknown
4	Contra Costa County Office of Education	Technology Support Technician	\$ 7,191	\$ 4,177	\$ 11,369	7/1/2022	unknown	unknown
5	San Francisco Unified School District (SFCOE)	Audio Visual Equipment Technician	\$ 5,175	\$ 3,175	\$ 8,351	7/1/2023	unknown	unknown
6	Alameda County Office of Education	Education Technology Support Specialist	\$ 5,723	\$ 1,947	\$ 7,670	7/1/2023	unknown	unknown
7	Hayward Unified School District	N/C						
8	Napa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 6,919	\$ 10,824
% San Mateo County Office of Education Above/Below	17.7%	8.1%
Median of Comparators	\$ 7,001	\$ 11,369
% San Mateo County Office of Education Above/Below	16.8%	3.5%
Number of Matches	5	5

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Benefits Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	Benefits Coordinator	\$ 13,801	\$ 5,457	\$ 19,258	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Benefits Analyst	\$ 10,516	\$ 3,862	\$ 14,378	7/1/2023	unknown	unknown
3	Sequoia Union High School District ¹	Benefits Specialist	\$ 9,788	\$ 5,159	\$ 14,947	7/1/2023	unknown	unknown
4	San Francisco Unified School District (SFCOE)	Benefits Analyst	\$ 9,011	\$ 3,973	\$ 12,983	7/1/2023	unknown	unknown
5	Hayward Unified School District	Employee Benefits Specialist	\$ 7,360	\$ 1,828	\$ 9,188	7/1/2021	unknown	unknown
6	Alameda County Office of Education	N/C						
7	Contra Costa County Office of Education	N/C						
8	County of San Mateo	N/C						
9	Napa County Office of Education	N/C						
10	San Jose Unified School District	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 9,990	\$ 14,094
% San Mateo County Office of Education Above/Below	5.0%	2.0%
Median of Comparators	\$ 9,399	\$ 13,965
% San Mateo County Office of Education Above/Below	10.6%	2.9%
Number of Matches	4	4

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Benefits Analyst	N/C	N/C	N/C	Employee Benefits Specialist	N/C	Benefits Analyst	N/C	Benefits Coordinator	N/C	Benefits Specialist
	Top Monthly Salary	\$ 10,516				\$ 7,360		\$ 9,011		\$ 13,801		\$ 9,788
Retirement	Classic	2%@55				2%@55		2.3%@62		2%@55		2%@55
	Enhanced Formula Cost	\$ 422				\$ 295		\$ 205		\$ 553		\$ 393
	Single Highest Year	\$ 67				\$ 47				\$ 88		\$ 63
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 652				\$ 456		\$ 559		\$ 856		\$ 607
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225				\$ 125						
	Health							\$ 1,949		\$ 2,865		\$ 2,753
	Dental					\$ 27		\$ 151		\$ 207		\$ 116
	Vision									\$ 38		\$ 23
	Other Ins.											
Leaves	Vacation	\$ 809				\$ 425		\$ 520		\$ 796		\$ 565
	Holidays ¹	\$ 647				\$ 453		\$ 589				\$ 640
	Admin Leave	\$ 40								\$ 53		
Allow	Auto											
Benefit Package Total		\$ 3,862	\$ 0	\$ 0	\$ 0	\$ 1,828	\$ 0	\$ 3,973	\$ 0	\$ 5,457	\$ 0	\$ 5,159

N/C - Non Comparator

1 - San Mateo Unified High School District: Must work 221 positive work days, unpaid holidays included.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Benefits Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	Benefits Coordinator	\$ 13,801	\$ 5,457	\$ 19,258	7/1/2023	unknown	unknown
2	Sequoia Union High School District ¹	Benefits Specialist	\$ 9,788	\$ 5,159	\$ 14,947	7/1/2023	unknown	unknown
3	San Mateo County Office of Education	Benefits Analyst	\$ 10,516	\$ 3,862	\$ 14,378	7/1/2023	unknown	unknown
4	San Francisco Unified School District (SFCOE)	Benefits Analyst	\$ 9,011	\$ 3,973	\$ 12,983	7/1/2023	unknown	unknown
5	Hayward Unified School District	Employee Benefits Specialist	\$ 7,360	\$ 1,828	\$ 9,188	7/1/2021	unknown	unknown
6	Alameda County Office of Education	N/C						
7	Contra Costa County Office of Education	N/C						
8	County of San Mateo	N/C						
9	Napa County Office of Education	N/C						
10	San Jose Unified School District	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 9,990	\$ 14,094
% San Mateo County Office of Education Above/Below	5.0%	2.0%
Median of Comparators	\$ 9,399	\$ 13,965
% San Mateo County Office of Education Above/Below	10.6%	2.9%
Number of Matches	4	4

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Bilingual Family Counselor									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo County Office of Education	Bilingual Family Counselor	\$46.21	\$ 8,010	\$ 3,265	\$ 11,274	7/1/2023	unknown	unknown
2	Contra Costa County Office of Education ¹	Community and Family Specialist	\$44.70	\$ 7,748	\$ 4,267	\$ 12,015	7/1/2022	unknown	unknown
3	Sequoia Union High School District	Bilingual Site Parent Liaison	\$42.39	\$ 7,348	\$ 4,593	\$ 11,941	7/1/2023	unknown	unknown
4	San Jose Unified School District	Family Liaison	\$38.92	\$ 6,746	\$ 5,961	\$ 12,708	7/1/2023	unknown	unknown
5	Napa County Office of Education	Family Support Liaison/Translator	\$31.03	\$ 5,379	\$ 1,981	\$ 7,360	7/1/2023	unknown	unknown
6	Alameda County Office of Education	N/C							
7	County of San Mateo	N/C							
8	Hayward Unified School District	N/C							
9	San Francisco Unified School District (SFCOE)	N/C							
10	San Mateo Unified High School District	N/C							
11	Santa Clara County Office of Education	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	\$39.26	\$ 6,805	\$ 11,006
% San Mateo County Office of Education Above/Below	15.0%	15.0%	2.4%
Median of Comparators	\$40.66	\$ 7,047	\$ 11,978
% San Mateo County Office of Education Above/Below	12.0%	12.0%	-6.2%
Number of Matches	4	4	4

N/C - Non Comparator

1 - Contra Costa County Office of Education: Bilingual preferred but not required.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Bilingual Family Counselor	N/C	Community and Family Specialist	N/C	N/C	Family Support Liaison/Translator	N/C	Family Liaison	N/C	N/C	Bilingual Site Parent Liaison
	Top Monthly Salary	\$ 8,010		\$ 7,748			\$ 5,379		\$ 6,746			\$ 7,348
Retirement	Classic	2%@55		2%@55			2%@55		2%@55			2%@55
	Enhanced Formula Cost	\$ 321		\$ 311			\$ 216		\$ 271			\$ 295
	Single Highest Year	\$ 51		\$ 50			\$ 34		\$ 43			\$ 47
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 497							\$ 418			\$ 456
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225										
	Health ²			\$ 2,836			\$ 950		\$ 3,911			\$ 2,753
	Dental			\$ 152			\$ 108		\$ 177			\$ 116
	Vision			\$ 24			\$ 11					\$ 23
	Other Ins.											
Leaves	Vacation	\$ 616		\$ 447			\$ 321		\$ 701			\$ 424
	Holidays	\$ 493		\$ 447			\$ 341		\$ 441			\$ 480
	Admin Leave	\$ 62										
Allow	Auto											
Benefit Package Total		\$ 3,265	\$ 0	\$ 4,267	\$ 0	\$ 0	\$ 1,981	\$ 0	\$ 5,961	\$ 0	\$ 0	\$ 4,593

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Bilingual Family Counselor									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Family Liaison	\$38.92	\$ 6,746	\$ 5,961	\$ 12,708	7/1/2023	unknown	unknown
2	Contra Costa County Office of Education ¹	Community and Family Specialist	\$44.70	\$ 7,748	\$ 4,267	\$ 12,015	7/1/2022	unknown	unknown
3	Sequoia Union High School District	Bilingual Site Parent Liaison	\$42.39	\$ 7,348	\$ 4,593	\$ 11,941	7/1/2023	unknown	unknown
4	San Mateo County Office of Education	Bilingual Family Counselor	\$46.21	\$ 8,010	\$ 3,265	\$ 11,274	7/1/2023	unknown	unknown
5	Napa County Office of Education	Family Support Liaison/Translator	\$31.03	\$ 5,379	\$ 1,981	\$ 7,360	7/1/2023	unknown	unknown
6	Alameda County Office of Education	N/C							
7	County of San Mateo	N/C							
8	Hayward Unified School District	N/C							
9	San Francisco Unified School District (SFCOE)	N/C							
10	San Mateo Unified High School District	N/C							
11	Santa Clara County Office of Education	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	\$39.26	\$ 6,805	\$ 11,006
% San Mateo County Office of Education Above/Below	15.0%	15.0%	2.4%
Median of Comparators	\$40.66	\$ 7,047	\$ 11,978
% San Mateo County Office of Education Above/Below	12.0%	12.0%	-6.2%
Number of Matches	4	4	4

N/C - Non Comparator

1 - Contra Costa County Office of Education: Bilingual preferred but not required.

San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024

Chief Technology Officer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Mateo	Assistant Director of Information Services	\$ 21,611	\$ 9,632	\$ 31,243	10/1/2023	unknown	unknown
2	Sequoia Union High School District ²	Chief Technology Officer	\$ 20,274	\$ 8,039	\$ 28,313	7/1/2023	unknown	unknown
3	San Mateo Unified High School District	Director of Technology	\$ 18,119	\$ 6,019	\$ 24,139	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education ¹	[Director III Applications, Business, & Web Systems Development/ Director III Technology Infrastructure & Support Services]	\$ 17,347	\$ 6,164	\$ 23,511	7/1/2023	unknown	unknown
5	San Mateo County Office of Education	Chief Technology Officer	\$ 16,300	\$ 5,550	\$ 21,850	7/1/2023	unknown	unknown
6	Hayward Unified School District	Director, Educational Information Technology	\$ 15,907	\$ 4,051	\$ 19,958	7/1/2022	unknown	unknown
7	Contra Costa County Office of Education	Director III, Technology Services	\$ 15,802	\$ 5,811	\$ 21,613	7/1/2022	unknown	unknown
8	San Jose Unified School District	Director of Technology Services	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown
9	San Francisco Unified School District (SFCOE)	Director Technology & Innovation	\$ 15,305	\$ 4,629	\$ 19,933	7/1/2023	unknown	unknown
10	Alameda County Office of Education	Director III - Information Technology Network Services	\$ 14,808	\$ 3,811	\$ 18,619	7/1/2023	unknown	unknown
11	Napa County Office of Education	Director Information Technology	\$ 13,667	\$ 2,328	\$ 15,996	7/1/2023	unknown	unknown

Summary Results			Top Monthly Salary	Total Monthly
Average of Comparators			\$ 16,836	\$ 22,715
% San Mateo County Office of Education Above/Below			-3.3%	-4.0%
Median of Comparators			\$ 15,854	\$ 22,562
% San Mateo County Office of Education Above/Below			2.7%	-3.3%
Number of Matches			10	10

N/C - Non Comparator

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

2 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Chief Technology Officer	Director III - Information Technology Network Services	Director III, Technology Services	Assistant Director of Information Services	Director, Educational Information Technology	Director Information Technology	Director Technology & Innovation	Director of Technology Services	Director of Technology	[Director III Applications, Business, & Web Systems Development/ Director III Technology Infrastructure & Support Services]	Chief Technology Officer
	Top Monthly Salary	\$ 16,300	\$ 14,808	\$ 15,802	\$ 21,611	\$ 15,907	\$ 13,667	\$ 15,305	\$ 15,518	\$ 18,119	\$ 17,347	\$ 20,274
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55	2%@55	2.3%@62	2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 654	\$ 594	\$ 634		\$ 638	\$ 548	\$ 349	\$ 622	\$ 727	\$ 696	\$ 813
	Single Highest Year	\$ 104	\$ 95	\$ 101		\$ 102	\$ 87		\$ 99	\$ 116	\$ 111	\$ 130
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871			\$ 871	\$ 871		\$ 871	\$ 871	\$ 871	\$ 871	\$ 871
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746			\$ 125						
	Health ¹			\$ 2,656	\$ 3,944			\$ 1,080	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 147	\$ 116	\$ 52		\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24	\$ 16		\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 1,254	\$ 1,538	\$ 1,337	\$ 1,351	\$ 1,346	\$ 815	\$ 1,177	\$ 1,612	\$ 1,045	\$ 1,468	\$ 1,638
	Holidays ²	\$ 1,003	\$ 740	\$ 912	\$ 1,081	\$ 918	\$ 867	\$ 1,001	\$ 1,015		\$ 1,068	\$ 1,326
	Admin Leave	\$ 439			\$ 1,351							\$ 312
Allow	Auto				\$ 904					\$ 150		\$ 58
Benefit Package Total		\$ 5,550	\$ 3,811	\$ 5,811	\$ 9,632	\$ 4,051	\$ 2,328	\$ 4,629	\$ 8,307	\$ 6,019	\$ 6,164	\$ 8,039

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

2 - San Mateo Unified High School District: Must work 221 positive work days, unpaid holidays included.

San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024

Chief Technology Officer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Mateo	Assistant Director of Information Services	\$ 21,611	\$ 9,632	\$ 31,243	10/1/2023	unknown	unknown
2	Sequoia Union High School District ²	Chief Technology Officer	\$ 20,274	\$ 8,039	\$ 28,313	7/1/2023	unknown	unknown
3	San Mateo Unified High School District	Director of Technology	\$ 18,119	\$ 6,019	\$ 24,139	7/1/2023	unknown	unknown
4	San Jose Unified School District	Director of Technology Services	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown
5	Santa Clara County Office of Education ¹	[Director III Applications, Business, & Web Systems Development/ Director III Technology Infrastructure & Support Services]	\$ 17,347	\$ 6,164	\$ 23,511	7/1/2023	unknown	unknown
6	San Mateo County Office of Education	Chief Technology Officer	\$ 16,300	\$ 5,550	\$ 21,850	7/1/2023	unknown	unknown
7	Contra Costa County Office of Education	Director III, Technology Services	\$ 15,802	\$ 5,811	\$ 21,613	7/1/2022	unknown	unknown
8	Hayward Unified School District	Director, Educational Information Technology	\$ 15,907	\$ 4,051	\$ 19,958	7/1/2022	unknown	unknown
9	San Francisco Unified School District (SFCOE)	Director Technology & Innovation	\$ 15,305	\$ 4,629	\$ 19,933	7/1/2023	unknown	unknown
10	Alameda County Office of Education	Director III - Information Technology Network Services	\$ 14,808	\$ 3,811	\$ 18,619	7/1/2023	unknown	unknown
11	Napa County Office of Education	Director Information Technology	\$ 13,667	\$ 2,328	\$ 15,996	7/1/2023	unknown	unknown

Summary Results			Top Monthly Salary	Total Monthly
Average of Comparators			\$ 16,836	\$ 22,715
% San Mateo County Office of Education Above/Below			-3.3%	-4.0%
Median of Comparators			\$ 15,854	\$ 22,562
% San Mateo County Office of Education Above/Below			2.7%	-3.3%
Number of Matches			10	10

N/C - Non Comparator

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

2 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Computer Technician (Computer/Network tech)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sequoia Union High School District ¹	Technology Maintenance Specialist II	\$ 10,570	\$ 5,340	\$ 15,909	7/1/2023	unknown	unknown
2	Santa Clara County Office of Education	Technology Support Specialist	\$ 9,960	\$ 4,257	\$ 14,217	7/1/2023	unknown	unknown
3	County of San Mateo	Information Technology Technician	\$ 9,506	\$ 5,712	\$ 15,217	10/1/2023	unknown	unknown
4	San Mateo Unified High School District	Technology Support Specialist II	\$ 9,202	\$ 5,206	\$ 14,408	7/1/2023	unknown	unknown
5	Hayward Unified School District	Technology Support Specialist II	\$ 8,531	\$ 2,095	\$ 10,626	7/1/2021	unknown	unknown
6	San Mateo County Office of Education	Computer Technician (Computer/Network tech)	\$ 8,410	\$ 3,367	\$ 11,777	7/1/2023	unknown	unknown
7	Alameda County Office of Education	Support Center Specialist	\$ 7,671	\$ 2,322	\$ 9,993	7/1/2023	unknown	unknown
8	San Francisco Unified School District (SFCOE)	IT Operations Support Administrator II	\$ 7,631	\$ 2,887	\$ 10,519	7/1/2023	unknown	unknown
9	San Jose Unified School District	Technology Services Coordinator	\$ 7,238	\$ 6,098	\$ 13,336	7/1/2023	unknown	unknown
10	Contra Costa County Office of Education	Computer Technician	\$ 6,521	\$ 4,069	\$ 10,589	7/1/2022	unknown	unknown
11	Napa County Office of Education	Technology Specialist	\$ 5,944	\$ 2,077	\$ 8,021	7/1/2023	unknown	unknown

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 8,277	\$ 12,284
% San Mateo County Office of Education Above/Below	1.6%	-4.3%
Median of Comparators	\$ 8,101	\$ 11,981
% San Mateo County Office of Education Above/Below	3.7%	-1.7%
Number of Matches	10	10

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Computer Technician (Computer/Net work tech)	Support Center Specialist	Computer Technician	Information Technology Technician	Technology Support Specialist II	Technology Specialist	IT Operations Support Administrator II	Technology Services Coordinator	Technology Support Specialist II	Technology Support Specialist	Technology Maintenance Specialist II
	Top Monthly Salary	\$ 8,410	\$ 7,671	\$ 6,521	\$ 9,506	\$ 8,531	\$ 5,944	\$ 7,631	\$ 7,238	\$ 9,202	\$ 9,960	\$ 10,570
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55	2%@55	2.3%@62	2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 337	\$ 308	\$ 261		\$ 342	\$ 238	\$ 174	\$ 290	\$ 369	\$ 399	\$ 424
	Single Highest Year	\$ 54	\$ 49	\$ 42		\$ 55	\$ 38		\$ 46	\$ 59	\$ 64	\$ 68
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 521			\$ 589	\$ 529		\$ 473	\$ 449	\$ 571	\$ 618	\$ 655
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746			\$ 125						
	Health ²			\$ 2,836	\$ 3,944		\$ 950	\$ 1,150	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 152	\$ 93	\$ 27	\$ 108	\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24	\$ 16		\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 647	\$ 738	\$ 376	\$ 594	\$ 492	\$ 354	\$ 440	\$ 752	\$ 531	\$ 613	\$ 610
	Holidays	\$ 518	\$ 384	\$ 376	\$ 475	\$ 525	\$ 377	\$ 499	\$ 473	\$ 566	\$ 613	\$ 691
	Admin Leave	\$ 65										
Allow	Auto											
Benefit Package Total		\$ 3,367	\$ 2,322	\$ 4,069	\$ 5,712	\$ 2,095	\$ 2,077	\$ 2,887	\$ 6,098	\$ 5,206	\$ 4,257	\$ 5,340

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Computer Technician (Computer/Network tech)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sequoia Union High School District ¹	Technology Maintenance Specialist II	\$ 10,570	\$ 5,340	\$ 15,909	7/1/2023	unknown	unknown
2	County of San Mateo	Information Technology Technician	\$ 9,506	\$ 5,712	\$ 15,217	10/1/2023	unknown	unknown
3	San Mateo Unified High School District	Technology Support Specialist II	\$ 9,202	\$ 5,206	\$ 14,408	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education	Technology Support Specialist	\$ 9,960	\$ 4,257	\$ 14,217	7/1/2023	unknown	unknown
5	San Jose Unified School District	Technology Services Coordinator	\$ 7,238	\$ 6,098	\$ 13,336	7/1/2023	unknown	unknown
6	San Mateo County Office of Education	Computer Technician (Computer/Network tech)	\$ 8,410	\$ 3,367	\$ 11,777	7/1/2023	unknown	unknown
7	Hayward Unified School District	Technology Support Specialist II	\$ 8,531	\$ 2,095	\$ 10,626	7/1/2021	unknown	unknown
8	Contra Costa County Office of Education	Computer Technician	\$ 6,521	\$ 4,069	\$ 10,589	7/1/2022	unknown	unknown
9	San Francisco Unified School District (SFCOE)	IT Operations Support Administrator II	\$ 7,631	\$ 2,887	\$ 10,519	7/1/2023	unknown	unknown
10	Alameda County Office of Education	Support Center Specialist	\$ 7,671	\$ 2,322	\$ 9,993	7/1/2023	unknown	unknown
11	Napa County Office of Education	Technology Specialist	\$ 5,944	\$ 2,077	\$ 8,021	7/1/2023	unknown	unknown

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 8,277	\$ 12,284
% San Mateo County Office of Education Above/Below	1.6%	-4.3%
Median of Comparators	\$ 8,101	\$ 11,981
% San Mateo County Office of Education Above/Below	3.7%	-1.7%
Number of Matches	10	10

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Coordinator, Cybersecurity								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Cybersecurity Engineer	\$ 17,180	\$ 5,735	\$ 22,915	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Coordinator, Cybersecurity	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown
3	Alameda County Office of Education	Director I, Cybersecurity	\$ 13,827	\$ 3,615	\$ 17,442	7/1/2023	unknown	unknown
4	San Francisco Unified School District (SFCOE)	Manager Tech Access & Operations	\$ 12,587	\$ 4,089	\$ 16,677	7/1/2023	unknown	unknown
5	Contra Costa County Office of Education	Technology Systems Engineer	\$ 11,246	\$ 4,951	\$ 16,197	7/1/2022	unknown	unknown
6	County of San Mateo	N/C						
7	Hayward Unified School District	N/C						
8	Napa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 13,710	\$ 18,308
% San Mateo County Office of Education Above/Below	5.9%	7.4%
Median of Comparators	\$ 13,207	\$ 17,059
% San Mateo County Office of Education Above/Below	9.4%	13.7%
Number of Matches	4	4

N/C - Non Comparator

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Coordinator, Cybersecurity	Director I, Cybersecurity	Technology Systems Engineer	N/C	N/C	N/C	Manager Tech Access & Operations	N/C	N/C	Cybersecurity Engineer	N/C
	Top Monthly Salary	\$ 14,577	\$ 13,827	\$ 11,246				\$ 12,587			\$ 17,180	
Retirement	Classic	2%@55	2%@55	2%@55				2.3%@62			2%@55	
	Enhanced Formula Cost	\$ 585	\$ 554	\$ 451				\$ 287			\$ 689	
	Single Highest Year	\$ 93	\$ 88	\$ 72							\$ 110	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871						\$ 780			\$ 871	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746									
	Health			\$ 2,656				\$ 1,080			\$ 1,702	
	Dental		\$ 98	\$ 147				\$ 151			\$ 221	
	Vision			\$ 24							\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 1,121	\$ 1,436	\$ 952				\$ 968			\$ 1,057	
	Holidays	\$ 897	\$ 691	\$ 649				\$ 823			\$ 1,057	
	Admin Leave	\$ 392										
Allow	Auto											
Benefit Package Total		\$ 5,185	\$ 3,615	\$ 4,951	\$ 0	\$ 0	\$ 0	\$ 4,089	\$ 0	\$ 0	\$ 5,735	\$ 0

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Coordinator, Cybersecurity								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Cybersecurity Engineer	\$ 17,180	\$ 5,735	\$ 22,915	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Coordinator, Cybersecurity	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown
3	Alameda County Office of Education	Director I, Cybersecurity	\$ 13,827	\$ 3,615	\$ 17,442	7/1/2023	unknown	unknown
4	San Francisco Unified School District (SFCOE)	Manager Tech Access & Operations	\$ 12,587	\$ 4,089	\$ 16,677	7/1/2023	unknown	unknown
5	Contra Costa County Office of Education	Technology Systems Engineer	\$ 11,246	\$ 4,951	\$ 16,197	7/1/2022	unknown	unknown
6	County of San Mateo	N/C						
7	Hayward Unified School District	N/C						
8	Napa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 13,710	\$ 18,308
% San Mateo County Office of Education Above/Below	5.9%	7.4%
Median of Comparators	\$ 13,207	\$ 17,059
% San Mateo County Office of Education Above/Below	9.4%	13.7%
Number of Matches	4	4

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Credentials Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	Credential Analyst	\$ 13,154	\$ 5,347	\$ 18,501	7/1/2023	unknown	unknown
2	Sequoia Union High School District ¹	Credentials Specialist	\$ 9,324	\$ 5,410	\$ 14,733	7/1/2023	unknown	unknown
3	San Francisco Unified School District (SFCOE)	HR Analyst - Credentials	\$ 9,097	\$ 3,991	\$ 13,088	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education	Credential Services Specialist II	\$ 9,057	\$ 4,048	\$ 13,105	7/1/2023	unknown	unknown
5	San Mateo County Office of Education	Credentials Analyst	\$ 8,785	\$ 3,462	\$ 12,247	7/1/2023	unknown	unknown
6	Hayward Unified School District	Credentials Technician	\$ 7,360	\$ 1,828	\$ 9,188	7/1/2021	unknown	unknown
7	Contra Costa County Office of Education	Credentials Specialist	\$ 7,191	\$ 4,177	\$ 11,369	7/1/2022	unknown	unknown
8	Napa County Office of Education	HR Analyst/Credentials	\$ 6,583	\$ 2,186	\$ 8,769	7/1/2023	unknown	unknown
9	Alameda County Office of Education	Credentials Specialist	\$ 6,110	\$ 2,022	\$ 8,131	7/1/2023	unknown	unknown
10	County of San Mateo	N/C						
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 8,485	\$ 12,111
% San Mateo County Office of Education Above/Below	3.4%	1.1%
Median of Comparators	\$ 8,208	\$ 12,228
% San Mateo County Office of Education Above/Below	6.6%	0.2%
Number of Matches	8	8

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Credentials Analyst	Credentials Specialist	Credentials Specialist	N/C	Credentials Technician	HR Analyst/Credentials	HR Analyst - Credentials	N/C	Credential Analyst	Credential Services Specialist II	Credentials Specialist
	Top Monthly Salary	\$ 8,785	\$ 6,110	\$ 7,191		\$ 7,360	\$ 6,583	\$ 9,097		\$ 13,154	\$ 9,057	\$ 9,324
Retirement	Classic	2%@55	2%@55	2%@55		2%@55	2%@55	2.3%@62		2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 352	\$ 245	\$ 288		\$ 295	\$ 264	\$ 207		\$ 527	\$ 363	\$ 374
	Single Highest Year	\$ 56	\$ 39	\$ 46		\$ 47	\$ 42			\$ 84	\$ 58	\$ 60
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 545				\$ 456		\$ 564		\$ 816	\$ 562	\$ 578
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746			\$ 125						
	Health ²			\$ 2,836			\$ 950	\$ 1,949		\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 152		\$ 27	\$ 108	\$ 151		\$ 207	\$ 221	\$ 116
	Vision			\$ 24			\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 676	\$ 587	\$ 415		\$ 425	\$ 392	\$ 525		\$ 759	\$ 557	\$ 753
	Holidays ³	\$ 541	\$ 305	\$ 415		\$ 453	\$ 418	\$ 595			\$ 557	\$ 610
	Admin Leave	\$ 68								\$ 51		\$ 143
Allow	Auto											
Benefit Package Total		\$ 3,462	\$ 2,022	\$ 4,177	\$ 0	\$ 1,828	\$ 2,186	\$ 3,991	\$ 0	\$ 5,347	\$ 4,048	\$ 5,410

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

3 - San Mateo Unified High School District: Must work 221 positive work days, unpaid holidays included.

San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024

Credentials Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	Credential Analyst	\$ 13,154	\$ 5,347	\$ 18,501	7/1/2023	unknown	unknown
2	Sequoia Union High School District ¹	Credentials Specialist	\$ 9,324	\$ 5,410	\$ 14,733	7/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Credential Services Specialist II	\$ 9,057	\$ 4,048	\$ 13,105	7/1/2023	unknown	unknown
4	San Francisco Unified School District (SFCOE)	HR Analyst - Credentials	\$ 9,097	\$ 3,991	\$ 13,088	7/1/2023	unknown	unknown
5	San Mateo County Office of Education	Credentials Analyst	\$ 8,785	\$ 3,462	\$ 12,247	7/1/2023	unknown	unknown
6	Contra Costa County Office of Education	Credentials Specialist	\$ 7,191	\$ 4,177	\$ 11,369	7/1/2022	unknown	unknown
7	Hayward Unified School District	Credentials Technician	\$ 7,360	\$ 1,828	\$ 9,188	7/1/2021	unknown	unknown
8	Napa County Office of Education	HR Analyst/Credentials	\$ 6,583	\$ 2,186	\$ 8,769	7/1/2023	unknown	unknown
9	Alameda County Office of Education	Credentials Specialist	\$ 6,110	\$ 2,022	\$ 8,131	7/1/2023	unknown	unknown
10	County of San Mateo	N/C						
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 8,485	\$ 12,111
% San Mateo County Office of Education Above/Below	3.4%	1.1%
Median of Comparators	\$ 8,208	\$ 12,228
% San Mateo County Office of Education Above/Below	6.6%	0.2%
Number of Matches	8	8

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Custodial Maintenance Worker								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sequoia Union High School District ¹	Custodian	\$ 7,001	\$ 4,513	\$ 11,514	7/1/2023	unknown	unknown
2	Santa Clara County Office of Education	Maintenance Custodian	\$ 6,537	\$ 3,464	\$ 10,001	9/1/2023	unknown	unknown
3	San Francisco Unified School District (SFCOE)	Custodian	\$ 6,200	\$ 3,388	\$ 9,588	7/1/2023	unknown	unknown
4	Hayward Unified School District	Custodian	\$ 6,110	\$ 1,543	\$ 7,653	7/1/2021	unknown	unknown
5	San Mateo Unified High School District	School Plant Operations Employee	\$ 6,076	\$ 4,494	\$ 10,570	7/1/2023	unknown	unknown
6	San Mateo County Office of Education	Custodial Maintenance Worker	\$ 5,978	\$ 2,747	\$ 8,725	7/1/2023	unknown	unknown
7	Contra Costa County Office of Education	Facilities Maintenance Worker	\$ 5,760	\$ 3,945	\$ 9,706	7/1/2022	unknown	unknown
8	County of San Mateo	Custodian	\$ 5,561	\$ 5,023	\$ 10,584	10/1/2023	unknown	unknown
9	San Jose Unified School District	Custodian	\$ 5,145	\$ 5,517	\$ 10,661	7/1/2023	unknown	unknown
10	Alameda County Office of Education	Custodian	\$ 5,112	\$ 1,829	\$ 6,941	7/1/2023	unknown	unknown
11	Napa County Office of Education	Maintenance Custodian	\$ 4,628	\$ 1,854	\$ 6,482	7/1/2023	unknown	unknown

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 5,813	\$ 9,370
% San Mateo County Office of Education Above/Below	2.8%	-7.4%
Median of Comparators	\$ 5,918	\$ 9,853
% San Mateo County Office of Education Above/Below	1.0%	-12.9%
Number of Matches	10	10

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Benefit Detail
June 2024**



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Custodial Maintenance Worker	Custodian	Facilities Maintenance Worker	Custodian	Custodian	Maintenance Custodian	Custodian	Custodian	School Plant Operations Employee	Maintenance Custodian	Custodian
	Top Monthly Salary	\$ 5,978	\$ 5,112	\$ 5,760	\$ 5,561	\$ 6,110	\$ 4,628	\$ 6,200	\$ 5,145	\$ 6,076	\$ 6,537	\$ 7,001
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55	2%@55	2.3%@62	2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 240	\$ 205	\$ 231		\$ 245	\$ 186	\$ 141	\$ 206	\$ 244	\$ 262	\$ 281
	Single Highest Year	\$ 38	\$ 33	\$ 37		\$ 39	\$ 30		\$ 33	\$ 39	\$ 42	\$ 45
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 371			\$ 345	\$ 379		\$ 384	\$ 319	\$ 377	\$ 405	\$ 434
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746			\$ 125						
	Health ²			\$ 2,836	\$ 3,944		\$ 950	\$ 1,949	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 152	\$ 93	\$ 27	\$ 108	\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24	\$ 16		\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 460	\$ 492	\$ 332	\$ 348	\$ 353	\$ 276	\$ 358	\$ 534	\$ 351	\$ 402	\$ 404
	Holidays	\$ 368	\$ 256	\$ 332	\$ 278	\$ 376	\$ 294	\$ 405	\$ 336	\$ 374	\$ 402	\$ 458
	Admin Leave	\$ 46										
Allow	Auto											
Benefit Package Total		\$ 2,747	\$ 1,829	\$ 3,945	\$ 5,023	\$ 1,543	\$ 1,854	\$ 3,388	\$ 5,517	\$ 4,494	\$ 3,464	\$ 4,513

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Custodial Maintenance Worker								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sequoia Union High School District ¹	Custodian	\$ 7,001	\$ 4,513	\$ 11,514	7/1/2023	unknown	unknown
2	San Jose Unified School District	Custodian	\$ 5,145	\$ 5,517	\$ 10,661	7/1/2023	unknown	unknown
3	County of San Mateo	Custodian	\$ 5,561	\$ 5,023	\$ 10,584	10/1/2023	unknown	unknown
4	San Mateo Unified High School District	School Plant Operations Employee	\$ 6,076	\$ 4,494	\$ 10,570	7/1/2023	unknown	unknown
5	Santa Clara County Office of Education	Maintenance Custodian	\$ 6,537	\$ 3,464	\$ 10,001	9/1/2023	unknown	unknown
6	Contra Costa County Office of Education	Facilities Maintenance Worker	\$ 5,760	\$ 3,945	\$ 9,706	7/1/2022	unknown	unknown
7	San Francisco Unified School District (SFCOE)	Custodian	\$ 6,200	\$ 3,388	\$ 9,588	7/1/2023	unknown	unknown
8	San Mateo County Office of Education	Custodial Maintenance Worker	\$ 5,978	\$ 2,747	\$ 8,725	7/1/2023	unknown	unknown
9	Hayward Unified School District	Custodian	\$ 6,110	\$ 1,543	\$ 7,653	7/1/2021	unknown	unknown
10	Alameda County Office of Education	Custodian	\$ 5,112	\$ 1,829	\$ 6,941	7/1/2023	unknown	unknown
11	Napa County Office of Education	Maintenance Custodian	\$ 4,628	\$ 1,854	\$ 6,482	7/1/2023	unknown	unknown

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 5,813	\$ 9,370
% San Mateo County Office of Education Above/Below	2.8%	-7.4%
Median of Comparators	\$ 5,918	\$ 9,853
% San Mateo County Office of Education Above/Below	1.0%	-12.9%
Number of Matches	10	10

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Data Specialist (Student Services Specialist)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Student Data Specialist	\$ 9,960	\$ 4,257	\$ 14,217	7/1/2023	unknown	unknown
2	Sequoia Union High School District ¹	Information Services Specialist I	\$ 9,596	\$ 5,114	\$ 14,710	7/1/2023	unknown	unknown
3	San Mateo County Office of Education	Data Specialist (Student Services Specialist)	\$ 7,406	\$ 3,111	\$ 10,517	7/1/2023	unknown	unknown
4	San Mateo Unified High School District	Student Data Analyst	\$ 7,387	\$ 4,793	\$ 12,180	7/1/2023	unknown	unknown
5	Contra Costa County Office of Education	Student Information System Specialist II	\$ 7,376	\$ 4,207	\$ 11,583	7/1/2022	unknown	unknown
6	Alameda County Office of Education	Senior Records Database Specialist	\$ 7,079	\$ 2,208	\$ 9,287	7/1/2023	unknown	unknown
7	San Jose Unified School District	Registrar	\$ 6,425	\$ 5,872	\$ 12,298	7/1/2023	unknown	unknown
8	Napa County Office of Education	Student Data Specialist	\$ 5,379	\$ 1,981	\$ 7,360	7/1/2023	unknown	unknown
9	County of San Mateo	N/C						
10	Hayward Unified School District	N/C						
11	San Francisco Unified School District (SFCOE)	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 7,600	\$ 11,662
% San Mateo County Office of Education Above/Below	-2.6%	-10.9%
Median of Comparators	\$ 7,376	\$ 12,180
% San Mateo County Office of Education Above/Below	0.4%	-15.8%
Number of Matches	7	7

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Data Specialist (Student Services Specialist)	Senior Records Database Specialist	Student Information System Specialist II	N/C	N/C	Student Data Specialist	N/C	Registrar	Student Data Analyst	Student Data Specialist	Information Services Specialist I
	Top Monthly Salary	\$ 7,406	\$ 7,079	\$ 7,376			\$ 5,379		\$ 6,425	\$ 7,387	\$ 9,960	\$ 9,596
Retirement	Classic	2%@55	2%@55	2%@55			2%@55		2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 297	\$ 284	\$ 296			\$ 216		\$ 258	\$ 296	\$ 399	\$ 385
	Single Highest Year	\$ 47	\$ 45	\$ 47			\$ 34		\$ 41	\$ 47	\$ 64	\$ 61
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 459							\$ 398	\$ 458	\$ 618	\$ 595
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746									
	Health ²			\$ 2,836			\$ 950		\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 152			\$ 108		\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24			\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 570	\$ 681	\$ 426			\$ 321		\$ 667	\$ 426	\$ 613	\$ 554
	Holidays	\$ 456	\$ 354	\$ 426			\$ 341		\$ 420	\$ 455	\$ 613	\$ 627
	Admin Leave	\$ 57										
Allow	Auto											
Benefit Package Total		\$ 3,111	\$ 2,208	\$ 4,207	\$ 0	\$ 0	\$ 1,981	\$ 0	\$ 5,872	\$ 4,793	\$ 4,257	\$ 5,114

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024

Data Specialist (Student Services Specialist)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sequoia Union High School District ¹	Information Services Specialist I	\$ 9,596	\$ 5,114	\$ 14,710	7/1/2023	unknown	unknown
2	Santa Clara County Office of Education	Student Data Specialist	\$ 9,960	\$ 4,257	\$ 14,217	7/1/2023	unknown	unknown
3	San Jose Unified School District	Registrar	\$ 6,425	\$ 5,872	\$ 12,298	7/1/2023	unknown	unknown
4	San Mateo Unified High School District	Student Data Analyst	\$ 7,387	\$ 4,793	\$ 12,180	7/1/2023	unknown	unknown
5	Contra Costa County Office of Education	Student Information System Specialist II	\$ 7,376	\$ 4,207	\$ 11,583	7/1/2022	unknown	unknown
6	San Mateo County Office of Education	Data Specialist (Student Services Specialist)	\$ 7,406	\$ 3,111	\$ 10,517	7/1/2023	unknown	unknown
7	Alameda County Office of Education	Senior Records Database Specialist	\$ 7,079	\$ 2,208	\$ 9,287	7/1/2023	unknown	unknown
8	Napa County Office of Education	Student Data Specialist	\$ 5,379	\$ 1,981	\$ 7,360	7/1/2023	unknown	unknown
9	County of San Mateo	N/C						
10	Hayward Unified School District	N/C						
11	San Francisco Unified School District (SFCOE)	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 7,600	\$ 11,662
% San Mateo County Office of Education Above/Below	-2.6%	-10.9%
Median of Comparators	\$ 7,376	\$ 12,180
% San Mateo County Office of Education Above/Below	0.4%	-15.8%
Number of Matches	7	7

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024

Deputy Superintendent, Business Services									
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	Santa Clara County Office of Education	Assistant Superintendent - Business Services	\$ 23,333	\$ 7,317	\$ 30,650	7/1/2023	unknown	unknown	
2	San Mateo Unified High School District	Associate Superintendent/Chief Business Officer	\$ 22,905	\$ 6,518	\$ 29,423	7/1/2023	unknown	unknown	
3	Hayward Unified School District	Assistant Superintendent of Business Services	\$ 22,157	\$ 5,231	\$ 27,388	7/1/2024	unknown	unknown	
4	Sequoia Union High School District	Assistant Superintendent, Administrative Services (Chief Business Officer)	\$ 22,108	\$ 8,362	\$ 30,470	7/1/2023	unknown	unknown	
5	Napa County Office of Education	Deputy Superintendent/CBO	\$ 21,960	\$ 3,735	\$ 25,694	7/1/2023	unknown	unknown	
6	Contra Costa County Office of Education	Deputy Superintendent, Business Services	\$ 20,662	\$ 6,729	\$ 27,391	7/1/2022	unknown	unknown	
7	San Mateo County Office of Education	Deputy Superintendent, Business Services	\$ 20,385	\$ 6,415	\$ 26,800	7/1/2023	unknown	unknown	
8	San Francisco Unified School District (SFCOE)	Financial Services Officer	\$ 19,246	\$ 5,279	\$ 24,526	7/1/2023	unknown	unknown	
9	San Jose Unified School District	Chief Business Officer	\$ 19,130	\$ 8,791	\$ 27,921	7/1/2023	unknown	unknown	
10	Alameda County Office of Education ¹	[Chief of Finance and Operations/ Chief of District Business & Advisory Services]	\$ 16,603	\$ 4,171	\$ 20,773	7/1/2023	unknown	unknown	
11	County of San Mateo	N/C							

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 20,900	\$ 27,137
% San Mateo County Office of Education Above/Below	-2.5%	-1.3%
Median of Comparators	\$ 21,960	\$ 27,391
% San Mateo County Office of Education Above/Below	-7.7%	-2.2%
Number of Matches	9	9

N/C - Non Comparator

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

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Deputy Superintendent, Business Services	[Chief of Finance and Operations/ Chief of District Business & Advisory Services]	Deputy Superintendent, Business Services	N/C	Assistant Superintendent of Business Services	Deputy Superintendent/ CBO	Financial Services Officer	Chief Business Officer	Associate Superintendent/ Chief Business Officer	Assistant Superintendent - Business Services	Assistant Superintendent, Administrative Services (Chief Business Officer)
	Top Monthly Salary	\$ 20,385	\$ 16,603	\$ 20,662		\$ 22,157	\$ 21,960	\$ 19,246	\$ 19,130	\$ 22,905	\$ 23,333	\$ 22,108
Retirement	Classic	2%@55	2%@55	2%@55		2%@55	2%@55	2.3%@62	2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 817	\$ 666	\$ 829		\$ 889	\$ 881	\$ 439	\$ 767	\$ 919	\$ 936	\$ 887
	Single Highest Year	\$ 130	\$ 106	\$ 132		\$ 142	\$ 141		\$ 122	\$ 147	\$ 149	\$ 141
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871				\$ 871		\$ 871	\$ 871	\$ 871	\$ 871	\$ 871
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746			\$ 125						
	Health ¹			\$ 2,656				\$ 1,080	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 147		\$ 52		\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24			\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 1,568	\$ 1,724	\$ 1,748		\$ 1,875	\$ 1,309	\$ 1,480	\$ 1,987	\$ 1,321	\$ 1,974	\$ 1,786
	Holidays ²	\$ 1,254	\$ 830	\$ 1,192		\$ 1,278	\$ 1,394	\$ 1,258	\$ 957		\$ 1,436	\$ 1,446
	Admin Leave	\$ 549										\$ 340
Allow	Auto									\$ 150		
Benefit Package Total		\$ 6,415	\$ 4,171	\$ 6,729	\$ 0	\$ 5,231	\$ 3,735	\$ 5,279	\$ 8,791	\$ 6,518	\$ 7,317	\$ 8,362

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

2 - San Mateo Unified High School District: Must work 221 positive work days, unpaid holidays included.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Deputy Superintendent, Business Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Assistant Superintendent - Business Services	\$ 23,333	\$ 7,317	\$ 30,650	7/1/2023	unknown	unknown
2	Sequoia Union High School District	Assistant Superintendent, Administrative Services (Chief Business Officer)	\$ 22,108	\$ 8,362	\$ 30,470	7/1/2023	unknown	unknown
3	San Mateo Unified High School District	Associate Superintendent/Chief Business Officer	\$ 22,905	\$ 6,518	\$ 29,423	7/1/2023	unknown	unknown
4	San Jose Unified School District	Chief Business Officer	\$ 19,130	\$ 8,791	\$ 27,921	7/1/2023	unknown	unknown
5	Contra Costa County Office of Education	Deputy Superintendent, Business Services	\$ 20,662	\$ 6,729	\$ 27,391	7/1/2022	unknown	unknown
6	Hayward Unified School District	Assistant Superintendent of Business Services	\$ 22,157	\$ 5,231	\$ 27,388	7/1/2024	unknown	unknown
7	San Mateo County Office of Education	Deputy Superintendent, Business Services	\$ 20,385	\$ 6,415	\$ 26,800	7/1/2023	unknown	unknown
8	Napa County Office of Education	Deputy Superintendent/CBO	\$ 21,960	\$ 3,735	\$ 25,694	7/1/2023	unknown	unknown
9	San Francisco Unified School District (SFCOE)	Financial Services Officer	\$ 19,246	\$ 5,279	\$ 24,526	7/1/2023	unknown	unknown
10	Alameda County Office of Education ¹	[Chief of Finance and Operations/ Chief of District Business & Advisory Services]	\$ 16,603	\$ 4,171	\$ 20,773	7/1/2023	unknown	unknown
11	County of San Mateo	N/C						

Summary Results		Top Monthly Salary	Total Monthly
Average of Comparators		\$ 20,900	\$ 27,137
% San Mateo County Office of Education Above/Below		-2.5%	-1.3%
Median of Comparators		\$ 21,960	\$ 27,391
% San Mateo County Office of Education Above/Below		-7.7%	-2.2%
Number of Matches		9	9

N/C - Non Comparator

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

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Educational Data Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Research Analyst, Associate	\$ 12,912	\$ 4,941	\$ 17,853	7/1/2023	unknown	unknown
2	Sequoia Union High School District ¹	Information Services Specialist II	\$ 10,570	\$ 5,340	\$ 15,909	7/1/2023	unknown	unknown
3	San Mateo County Office of Education	Educational Data Analyst	\$ 10,420	\$ 3,878	\$ 14,298	7/1/2023	unknown	unknown
4	Napa County Office of Education	Research Associate II	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
5	San Francisco Unified School District (SFCOE)	Statistician	\$ 8,988	\$ 3,968	\$ 12,956	7/1/2023	unknown	unknown
6	Alameda County Office of Education	N/C						
7	Contra Costa County Office of Education	N/C						
8	County of San Mateo	N/C						
9	Hayward Unified School District	N/C						
10	San Jose Unified School District	N/C						
11	San Mateo Unified High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 10,435	\$ 14,393
% San Mateo County Office of Education Above/Below	-0.1%	-0.7%
Median of Comparators	\$ 9,921	\$ 14,433
% San Mateo County Office of Education Above/Below	4.8%	-0.9%
Number of Matches	4	4

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Educational Data Analyst	N/C	N/C	N/C	N/C	Research Associate II	Statistician	N/C	N/C	Research Analyst, Associate	Information Services Specialist II
	Top Monthly Salary	\$ 10,420					\$ 9,272	\$ 8,988			\$ 12,912	\$ 10,570
Retirement	Classic	2%@55					2%@55	2.3%@62			2%@55	2%@55
	Enhanced Formula Cost	\$ 418					\$ 372	\$ 205			\$ 518	\$ 424
	Single Highest Year	\$ 67					\$ 59				\$ 83	\$ 68
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 646						\$ 557			\$ 801	\$ 655
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225										
	Health ²							\$ 1,949			\$ 1,702	\$ 2,753
	Dental							\$ 151			\$ 221	\$ 116
	Vision						\$ 11				\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 802					\$ 553	\$ 519			\$ 795	\$ 610
	Holidays	\$ 641					\$ 588	\$ 588			\$ 795	\$ 691
	Admin Leave	\$ 80										
Allow	Auto											
Benefit Package Total		\$ 3,878	\$ 0	\$ 0	\$ 0	\$ 0	\$ 1,583	\$ 3,968	\$ 0	\$ 0	\$ 4,941	\$ 5,340

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Employee pays full premiums for health and dental.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Educational Data Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Research Analyst, Associate	\$ 12,912	\$ 4,941	\$ 17,853	7/1/2023	unknown	unknown
2	Sequoia Union High School District ¹	Information Services Specialist II	\$ 10,570	\$ 5,340	\$ 15,909	7/1/2023	unknown	unknown
3	San Mateo County Office of Education	Educational Data Analyst	\$ 10,420	\$ 3,878	\$ 14,298	7/1/2023	unknown	unknown
4	San Francisco Unified School District (SFCOE)	Statistician	\$ 8,988	\$ 3,968	\$ 12,956	7/1/2023	unknown	unknown
5	Napa County Office of Education	Research Associate II	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
6	Alameda County Office of Education	N/C						
7	Contra Costa County Office of Education	N/C						
8	County of San Mateo	N/C						
9	Hayward Unified School District	N/C						
10	San Jose Unified School District	N/C						
11	San Mateo Unified High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 10,435	\$ 14,393
% San Mateo County Office of Education Above/Below	-0.1%	-0.7%
Median of Comparators	\$ 9,921	\$ 14,433
% San Mateo County Office of Education Above/Below	4.8%	-0.9%
Number of Matches	4	4

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Enterprise Systems Database Analyst (Systems Analyst)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education ¹	[Applications Systems Analyst/ Database Administrator II]	\$ 13,571	\$ 5,094	\$ 18,665	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Enterprise Systems Database Analyst (Systems Analyst)	\$ 12,473	\$ 4,401	\$ 16,874	7/1/2023	unknown	unknown
3	County of San Mateo	Information Technology Analyst	\$ 11,993	\$ 6,146	\$ 18,139	10/1/2023	unknown	unknown
4	Alameda County Office of Education	Database Administrator	\$ 10,925	\$ 2,949	\$ 13,875	7/1/2023	unknown	unknown
5	San Francisco Unified School District (SFCOE)	IS Business Analyst	\$ 9,929	\$ 3,365	\$ 13,294	7/1/2023	unknown	unknown
6	Napa County Office of Education	Business Information Systems Analyst	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
7	Contra Costa County Office of Education	N/C						
8	Hayward Unified School District	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,138	\$ 14,965
% San Mateo County Office of Education Above/Below	10.7%	11.3%
Median of Comparators	\$ 10,925	\$ 13,875
% San Mateo County Office of Education Above/Below	12.4%	17.8%
Number of Matches	5	5

N/C - Non Comparator

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

San Mateo County Office of Education
Benefit Detail
June 2024

Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Enterprise Systems Database Analyst (Systems Analyst)	Database Administrator	N/C	Information Technology Analyst	N/C	Business Information Systems Analyst	IS Business Analyst	N/C	N/C	[Applications Systems Analyst/ Database Administrator II]	N/C
	Top Monthly Salary	\$ 12,473	\$ 10,925		\$ 11,993		\$ 9,272	\$ 9,929			\$ 13,571	
Retirement	Classic	2%@55	2%@55		2%@61.25		2%@55	2.3%@62			2%@55	
	Enhanced Formula Cost	\$ 500	\$ 438				\$ 372	\$ 226			\$ 544	
	Single Highest Year	\$ 80	\$ 70				\$ 59				\$ 87	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 773			\$ 744			\$ 616			\$ 841	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746									
	Health ²				\$ 3,944			\$ 1,150			\$ 1,702	
	Dental		\$ 98		\$ 93			\$ 151			\$ 221	
	Vision				\$ 16		\$ 11				\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 959	\$ 1,051		\$ 750		\$ 553	\$ 573			\$ 835	
	Holidays	\$ 768	\$ 546		\$ 600		\$ 588	\$ 649			\$ 835	
	Admin Leave	\$ 96										
Allow	Auto											
Benefit Package Total		\$ 4,401	\$ 2,949	\$ 0	\$ 6,146	\$ 0	\$ 1,583	\$ 3,365	\$ 0	\$ 0	\$ 5,094	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Employee pays full premiums for health and dental.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Enterprise Systems Database Analyst (Systems Analyst)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education ¹	[Applications Systems Analyst/ Database Administrator II]	\$ 13,571	\$ 5,094	\$ 18,665	7/1/2023	unknown	unknown
2	County of San Mateo	Information Technology Analyst	\$ 11,993	\$ 6,146	\$ 18,139	10/1/2023	unknown	unknown
3	San Mateo County Office of Education	Enterprise Systems Database Analyst (Systems Analyst)	\$ 12,473	\$ 4,401	\$ 16,874	7/1/2023	unknown	unknown
4	Alameda County Office of Education	Database Administrator	\$ 10,925	\$ 2,949	\$ 13,875	7/1/2023	unknown	unknown
5	San Francisco Unified School District (SFCOE)	IS Business Analyst	\$ 9,929	\$ 3,365	\$ 13,294	7/1/2023	unknown	unknown
6	Napa County Office of Education	Business Information Systems Analyst	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
7	Contra Costa County Office of Education	N/C						
8	Hayward Unified School District	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,138	\$ 14,965
% San Mateo County Office of Education Above/Below	10.7%	11.3%
Median of Comparators	\$ 10,925	\$ 13,875
% San Mateo County Office of Education Above/Below	12.4%	17.8%
Number of Matches	5	5

N/C - Non Comparator

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

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Enterprise Systems Operations Analyst (Sr. IT Analyst)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Mateo	Information Technology Analyst	\$ 11,993	\$ 6,146	\$ 18,139	10/1/2023	unknown	unknown
2	San Mateo County Office of Education	Enterprise Systems Operations Analyst (Sr. IT Analyst)	\$ 10,998	\$ 4,026	\$ 15,024	7/1/2023	unknown	unknown
3	San Francisco Unified School District (SFCOE)	IS Business Analyst	\$ 9,929	\$ 3,365	\$ 13,294	7/1/2023	unknown	unknown
4	Napa County Office of Education	Business Information Systems Analyst	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
5	Alameda County Office of Education	Client Support Analyst	\$ 9,113	\$ 2,600	\$ 11,713	7/1/2023	unknown	unknown
6	Contra Costa County Office of Education	N/C						
7	Hayward Unified School District	N/C						
8	San Jose Unified School District	N/C						
9	San Mateo Unified High School District	N/C						
10	Santa Clara County Office of Education	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 10,077	\$ 13,500
% San Mateo County Office of Education Above/Below	8.4%	10.1%
Median of Comparators	\$ 9,600	\$ 12,504
% San Mateo County Office of Education Above/Below	12.7%	16.8%
Number of Matches	4	4

N/C - Non Comparator

San Mateo County Office of Education
Benefit Detail
June 2024

Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Enterprise Systems Operations Analyst (Sr. IT Analyst)	Client Support Analyst	N/C	Information Technology Analyst	N/C	Business Information Systems Analyst	IS Business Analyst	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 10,998	\$ 9,113		\$ 11,993		\$ 9,272	\$ 9,929				
Retirement	Classic	2%@55	2%@55		2%@61.25		2%@55	2.3%@62				
	Enhanced Formula Cost	\$ 441	\$ 365				\$ 372	\$ 226				
	Single Highest Year	\$ 70	\$ 58				\$ 59					
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 682			\$ 744			\$ 616				
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746									
	Health ²				\$ 3,944			\$ 1,150				
	Dental		\$ 98		\$ 93			\$ 151				
	Vision				\$ 16		\$ 11					
	Other Ins.											
Leaves	Vacation	\$ 846	\$ 876		\$ 750		\$ 553	\$ 573				
	Holidays	\$ 677	\$ 456		\$ 600		\$ 588	\$ 649				
	Admin Leave	\$ 85										
Allow	Auto											
Benefit Package Total		\$ 4,026	\$ 2,600	\$ 0	\$ 6,146	\$ 0	\$ 1,583	\$ 3,365	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Employee pays full premiums for health and dental.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Enterprise Systems Operations Analyst (Sr. IT Analyst)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Mateo	Information Technology Analyst	\$ 11,993	\$ 6,146	\$ 18,139	10/1/2023	unknown	unknown
2	San Mateo County Office of Education	Enterprise Systems Operations Analyst (Sr. IT Analyst)	\$ 10,998	\$ 4,026	\$ 15,024	7/1/2023	unknown	unknown
3	San Francisco Unified School District (SFCOE)	IS Business Analyst	\$ 9,929	\$ 3,365	\$ 13,294	7/1/2023	unknown	unknown
4	Alameda County Office of Education	Client Support Analyst	\$ 9,113	\$ 2,600	\$ 11,713	7/1/2023	unknown	unknown
5	Napa County Office of Education	Business Information Systems Analyst	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
6	Contra Costa County Office of Education	N/C						
7	Hayward Unified School District	N/C						
8	San Jose Unified School District	N/C						
9	San Mateo Unified High School District	N/C						
10	Santa Clara County Office of Education	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 10,077	\$ 13,500
% San Mateo County Office of Education Above/Below	8.4%	10.1%
Median of Comparators	\$ 9,600	\$ 12,504
% San Mateo County Office of Education Above/Below	12.7%	16.8%
Number of Matches	4	4

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Executive Assistant To The Superintendent (Exec Asst IV)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Francisco Unified School District (SFCOE)	Executive Assistant BOE	\$ 16,465	\$ 5,373	\$ 21,837	7/1/2023	unknown	unknown
2	San Mateo Unified High School District	Administrative Assistant III to the Superintendent	\$ 15,449	\$ 5,650	\$ 21,100	7/1/2023	unknown	unknown
3	Sequoia Union High School District ¹	Assistant to Superintendent & Board	\$ 12,763	\$ 6,338	\$ 19,101	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education	Senior Executive Assistant	\$ 11,741	\$ 4,941	\$ 16,682	7/1/2023	unknown	unknown
5	Hayward Unified School District	Executive Assistant to the Superintendent	\$ 10,577	\$ 2,829	\$ 13,406	7/1/2021	unknown	unknown
6	Contra Costa County Office of Education	Executive Assistant to Superintendent and Board of Education	\$ 10,456	\$ 4,802	\$ 15,257	7/1/2022	unknown	unknown
7	Alameda County Office of Education	Supervisor, Superintendent's Office	\$ 10,320	\$ 2,912	\$ 13,233	7/1/2023	unknown	unknown
8	Napa County Office of Education	Senior Executive Assistant to the Superintendent and Associate Superintendent	\$ 10,228	\$ 1,745	\$ 11,974	7/1/2023	unknown	unknown
9	San Mateo County Office of Education	Executive Assistant To The Superintendent (Exec Asst IV)	\$ 9,310	\$ 3,560	\$ 12,870	7/1/2023	unknown	unknown
10	County of San Mateo	Executive Assistant	\$ 8,738	\$ 5,600	\$ 14,338	10/1/2023	unknown	unknown
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,860	\$ 16,325
% San Mateo County Office of Education Above/Below	-27.4%	-26.8%
Median of Comparators	\$ 10,577	\$ 15,257
% San Mateo County Office of Education Above/Below	-13.6%	-18.5%
Number of Matches	9	9

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Executive Assistant To The Superintendent (Exec Asst IV)	Supervisor, Superintendent's Office	Executive Assistant to Superintendent and Board of Education	Executive Assistant	Executive Assistant to the Superintendent	Senior Executive Assistant to the Superintendent and Associate Superintendent	Executive Assistant BOE	N/C	Administrative Assistant III to the Superintendent	Senior Executive Assistant	Assistant to Superintendent & Board
	Top Monthly Salary	\$ 9,310	\$ 10,320	\$ 10,456	\$ 8,738	\$ 10,577	\$ 10,228	\$ 16,465		\$ 15,449	\$ 11,741	\$ 12,763
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55	2%@55	2.3%@62		2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 373	\$ 414	\$ 419		\$ 424	\$ 410	\$ 375		\$ 620	\$ 471	\$ 512
	Single Highest Year	\$ 60	\$ 66	\$ 67		\$ 68	\$ 65			\$ 99	\$ 75	\$ 82
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 577			\$ 542	\$ 656		\$ 871		\$ 871	\$ 728	\$ 791
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746			\$ 125						
	Health ¹			\$ 2,656	\$ 3,944			\$ 1,949		\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 147	\$ 116	\$ 52		\$ 151		\$ 207	\$ 221	\$ 116
	Vision			\$ 24	\$ 16		\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 716	\$ 1,072	\$ 885	\$ 546	\$ 895	\$ 610	\$ 950		\$ 891	\$ 993	\$ 1,031
	Holidays ²	\$ 573	\$ 516	\$ 603	\$ 437	\$ 610	\$ 649	\$ 1,077			\$ 723	\$ 834
	Admin Leave	\$ 36								\$ 59		\$ 196
Allow	Auto											
Benefit Package Total		\$ 3,560	\$ 2,912	\$ 4,802	\$ 5,600	\$ 2,829	\$ 1,745	\$ 5,373	\$ 0	\$ 5,650	\$ 4,941	\$ 6,338

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

2 - San Mateo Unified High School District: Must work 221 positive work days, unpaid holidays included.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Executive Assistant To The Superintendent (Exec Asst IV)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Francisco Unified School District (SFCOE)	Executive Assistant BOE	\$ 16,465	\$ 5,373	\$ 21,837	7/1/2023	unknown	unknown
2	San Mateo Unified High School District	Administrative Assistant III to the Superintendent	\$ 15,449	\$ 5,650	\$ 21,100	7/1/2023	unknown	unknown
3	Sequoia Union High School District ¹	Assistant to Superintendent & Board	\$ 12,763	\$ 6,338	\$ 19,101	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education	Senior Executive Assistant	\$ 11,741	\$ 4,941	\$ 16,682	7/1/2023	unknown	unknown
5	Contra Costa County Office of Education	Executive Assistant to Superintendent and Board of Education	\$ 10,456	\$ 4,802	\$ 15,257	7/1/2022	unknown	unknown
6	County of San Mateo	Executive Assistant	\$ 8,738	\$ 5,600	\$ 14,338	10/1/2023	unknown	unknown
7	Hayward Unified School District	Executive Assistant to the Superintendent	\$ 10,577	\$ 2,829	\$ 13,406	7/1/2021	unknown	unknown
8	Alameda County Office of Education	Supervisor, Superintendent's Office	\$ 10,320	\$ 2,912	\$ 13,233	7/1/2023	unknown	unknown
9	San Mateo County Office of Education	Executive Assistant To The Superintendent (Exec Asst IV)	\$ 9,310	\$ 3,560	\$ 12,870	7/1/2023	unknown	unknown
10	Napa County Office of Education	Senior Executive Assistant to the Superintendent and Associate Superintendent	\$ 10,228	\$ 1,745	\$ 11,974	7/1/2023	unknown	unknown
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,860	\$ 16,325
% San Mateo County Office of Education Above/Below	-27.4%	-26.8%
Median of Comparators	\$ 10,577	\$ 15,257
% San Mateo County Office of Education Above/Below	-13.6%	-18.5%
Number of Matches	9	9

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Executive Director, District Business Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Director III - District Business Services	\$ 17,347	\$ 6,164	\$ 23,511	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Executive Director, District Business Services	\$ 16,300	\$ 5,550	\$ 21,850	7/1/2023	unknown	unknown
3	Napa County Office of Education	Director of Fiscal Services	\$ 15,369	\$ 2,617	\$ 17,986	7/1/2023	unknown	unknown
4	Alameda County Office of Education	Director III - District Business & Advisory Services	\$ 14,808	\$ 3,811	\$ 18,619	7/1/2023	unknown	unknown
5	Contra Costa County Office of Education	Director I, External District Business Services	\$ 14,338	\$ 5,535	\$ 19,873	7/1/2022	unknown	unknown
6	County of San Mateo	N/C						
7	Hayward Unified School District	N/C						
8	San Francisco Unified School District (SFCOE)	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 15,466	\$ 19,997
% San Mateo County Office of Education Above/Below	5.1%	8.5%
Median of Comparators	\$ 15,088	\$ 19,246
% San Mateo County Office of Education Above/Below	7.4%	11.9%
Number of Matches	4	4

N/C - Non Comparator

San Mateo County Office of Education
Benefit Detail
June 2024

Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Executive Director, District Business Services	Director III - District Business & Advisory Services	Director I, External District Business Services	N/C	N/C	Director of Fiscal Services	N/C	N/C	N/C	Director III - District Business Services	N/C
	Top Monthly Salary	\$ 16,300	\$ 14,808	\$ 14,338			\$ 15,369				\$ 17,347	
Retirement	Classic	2%@55	2%@55	2%@55			2%@55				2%@55	
	Enhanced Formula Cost	\$ 654	\$ 594	\$ 575			\$ 616				\$ 696	
	Single Highest Year	\$ 104	\$ 95	\$ 92			\$ 98				\$ 111	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871									\$ 871	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746									
	Health ¹			\$ 2,656							\$ 1,702	
	Dental		\$ 98	\$ 147							\$ 221	
	Vision			\$ 24			\$ 11				\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 1,254	\$ 1,538	\$ 1,213			\$ 916				\$ 1,468	
	Holidays	\$ 1,003	\$ 740	\$ 827			\$ 975				\$ 1,068	
	Admin Leave	\$ 439										
Allow	Auto											
Benefit Package Total		\$ 5,550	\$ 3,811	\$ 5,535	\$ 0	\$ 0	\$ 2,617	\$ 0	\$ 0	\$ 0	\$ 6,164	\$ 0

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Executive Director, District Business Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Director III - District Business Services	\$ 17,347	\$ 6,164	\$ 23,511	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Executive Director, District Business Services	\$ 16,300	\$ 5,550	\$ 21,850	7/1/2023	unknown	unknown
3	Contra Costa County Office of Education	Director I, External District Business Services	\$ 14,338	\$ 5,535	\$ 19,873	7/1/2022	unknown	unknown
4	Alameda County Office of Education	Director III - District Business & Advisory Services	\$ 14,808	\$ 3,811	\$ 18,619	7/1/2023	unknown	unknown
5	Napa County Office of Education	Director of Fiscal Services	\$ 15,369	\$ 2,617	\$ 17,986	7/1/2023	unknown	unknown
6	County of San Mateo	N/C						
7	Hayward Unified School District	N/C						
8	San Francisco Unified School District (SFCOE)	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 15,466	\$ 19,997
% San Mateo County Office of Education Above/Below	5.1%	8.5%
Median of Comparators	\$ 15,088	\$ 19,246
% San Mateo County Office of Education Above/Below	7.4%	11.9%
Number of Matches	4	4

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Executive Director, Human Resources (Exec Dir, Personnel)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Hayward Unified School District	Executive Director of Classified Human Resources and Personnel Commission	\$ 18,686	\$ 4,576	\$ 23,261	7/1/2022	unknown	unknown
2	Sequoia Union High School District ¹	Director of Human Resources	\$ 18,255	\$ 7,590	\$ 25,845	7/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Director III - Human Resources/Classified Personnel Services	\$ 17,347	\$ 6,164	\$ 23,511	7/1/2023	unknown	unknown
4	County of San Mateo	Deputy Director of Human Resources	\$ 17,262	\$ 8,871	\$ 26,133	10/1/2023	unknown	unknown
5	Alameda County Office of Education	Chief of Human Resources	\$ 16,603	\$ 4,171	\$ 20,773	7/1/2023	unknown	unknown
6	San Francisco Unified School District (SFCOE)	Executive Director Talent Acquisition & Staffing	\$ 16,465	\$ 4,820	\$ 21,285	7/1/2023	unknown	unknown
7	San Mateo County Office of Education	Executive Director, Human Resources (Exec Dir, Personnel)	\$ 16,300	\$ 5,550	\$ 21,850	7/1/2023	unknown	unknown
8	San Jose Unified School District	Director, Human Resources	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown
9	Contra Costa County Office of Education	Director I, Human Resources	\$ 14,338	\$ 5,535	\$ 19,873	7/1/2022	unknown	unknown
10	Napa County Office of Education	N/C						
11	San Mateo Unified High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 16,809	\$ 23,063
% San Mateo County Office of Education Above/Below	-3.1%	-5.6%
Median of Comparators	\$ 16,932	\$ 23,386
% San Mateo County Office of Education Above/Below	-3.9%	-7.0%
Number of Matches	8	8

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Executive Director, Human Resources (Exec Dir, Personnel)	Chief of Human Resources	Director I, Human Resources	Deputy Director of Human Resources	Executive Director of Classified Human Resources and Personnel Commission	N/C	Executive Director Talent Acquisition & Staffing	Director, Human Resources	N/C	Director III - Human Resources/Classified Personnel Services	Director of Human Resources
	Top Monthly Salary	\$ 16,300	\$ 16,603	\$ 14,338	\$ 17,262	\$ 18,686		\$ 16,465	\$ 15,518		\$ 17,347	\$ 18,255
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55		2.3%@62	2%@55		2%@55	2%@55
	Enhanced Formula Cost	\$ 654	\$ 666	\$ 575		\$ 749		\$ 375	\$ 622		\$ 696	\$ 732
	Single Highest Year	\$ 104	\$ 106	\$ 92		\$ 120			\$ 99		\$ 111	\$ 117
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871			\$ 871	\$ 871		\$ 871	\$ 871		\$ 871	\$ 871
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746			\$ 125						
	Health			\$ 2,656	\$ 3,944			\$ 1,080	\$ 3,911		\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 147	\$ 116	\$ 52		\$ 151	\$ 177		\$ 221	\$ 116
	Vision			\$ 24	\$ 16						\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 1,254	\$ 1,724	\$ 1,213	\$ 1,079	\$ 1,581		\$ 1,267	\$ 1,612		\$ 1,468	\$ 1,474
	Holidays	\$ 1,003	\$ 830	\$ 827	\$ 863	\$ 1,078		\$ 1,077	\$ 1,015		\$ 1,068	\$ 1,194
	Admin Leave	\$ 439			\$ 1,079							\$ 281
Allow	Auto				\$ 904							\$ 29
Benefit Package Total		\$ 5,550	\$ 4,171	\$ 5,535	\$ 8,871	\$ 4,576	\$ 0	\$ 4,820	\$ 8,307	\$ 0	\$ 6,164	\$ 7,590

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Executive Director, Human Resources (Exec Dir, Personnel)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Mateo	Deputy Director of Human Resources	\$ 17,262	\$ 8,871	\$ 26,133	10/1/2023	unknown	unknown
2	Sequoia Union High School District ¹	Director of Human Resources	\$ 18,255	\$ 7,590	\$ 25,845	7/1/2023	unknown	unknown
3	San Jose Unified School District	Director, Human Resources	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education	Director III - Human Resources/Classified Personnel Services	\$ 17,347	\$ 6,164	\$ 23,511	7/1/2023	unknown	unknown
5	Hayward Unified School District	Executive Director of Classified Human Resources and Personnel Commission	\$ 18,686	\$ 4,576	\$ 23,261	7/1/2022	unknown	unknown
6	San Mateo County Office of Education	Executive Director, Human Resources (Exec Dir, Personnel)	\$ 16,300	\$ 5,550	\$ 21,850	7/1/2023	unknown	unknown
7	San Francisco Unified School District (SFCOE)	Executive Director Talent Acquisition & Staffing	\$ 16,465	\$ 4,820	\$ 21,285	7/1/2023	unknown	unknown
8	Alameda County Office of Education	Chief of Human Resources	\$ 16,603	\$ 4,171	\$ 20,773	7/1/2023	unknown	unknown
9	Contra Costa County Office of Education	Director I, Human Resources	\$ 14,338	\$ 5,535	\$ 19,873	7/1/2022	unknown	unknown
10	Napa County Office of Education	N/C						
11	San Mateo Unified High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 16,809	\$ 23,063
% San Mateo County Office of Education Above/Below	-3.1%	-5.6%
Median of Comparators	\$ 16,932	\$ 23,386
% San Mateo County Office of Education Above/Below	-3.9%	-7.0%
Number of Matches	8	8

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Executive Director, Internal Business Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	Director of Budget & Fiscal Services	\$ 18,714	\$ 6,081	\$ 24,795	7/1/2023	unknown	unknown
2	Sequoia Union High School District ²	Controller	\$ 18,255	\$ 7,561	\$ 25,815	7/1/2023	unknown	unknown
3	Hayward Unified School District	Director, Business Support Services	\$ 17,424	\$ 4,337	\$ 21,761	7/1/2022	unknown	unknown
4	Santa Clara County Office of Education	Director III - Internal Business Services	\$ 17,347	\$ 6,164	\$ 23,511	7/1/2023	unknown	unknown
5	San Francisco Unified School District (SFCOE)	Executive Director Accounting & Budget	\$ 16,465	\$ 4,820	\$ 21,285	7/1/2023	unknown	unknown
6	San Mateo County Office of Education	Executive Director, Internal Business Services	\$ 16,300	\$ 5,550	\$ 21,850	7/1/2023	unknown	unknown
7	San Jose Unified School District	Director, Finance	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown
8	Napa County Office of Education	Director of Fiscal Services	\$ 15,369	\$ 2,617	\$ 17,986	7/1/2023	unknown	unknown
9	Alameda County Office of Education ¹	[Director III, Fiscal Services/ Director II, Payroll, Leaves, & Benefits]	\$ 14,808	\$ 3,811	\$ 18,619	7/1/2023	unknown	unknown
10	Contra Costa County Office of Education	Director I, Internal Business Services	\$ 14,338	\$ 5,535	\$ 19,873	7/1/2022	unknown	unknown
11	County of San Mateo	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 16,471	\$ 21,941
% San Mateo County Office of Education Above/Below	-1.0%	-0.4%
Median of Comparators	\$ 16,465	\$ 21,761
% San Mateo County Office of Education Above/Below	-1.0%	0.4%
Number of Matches	9	9

N/C - Non Comparator

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

2 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Benefit Detail
June 2024**

Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Executive Director, Internal Business Services	[Director III, Fiscal Services/ Director II, Payroll, Leaves, & Benefits]	Director I, Internal Business Services	N/C	Director, Business Support Services	Director of Fiscal Services	Executive Director Accounting & Budget	Director, Finance	Director of Budget & Fiscal Services	Director III - Internal Business Services	Controller
	Top Monthly Salary	\$ 16,300	\$ 14,808	\$ 14,338		\$ 17,424	\$ 15,369	\$ 16,465	\$ 15,518	\$ 18,714	\$ 17,347	\$ 18,255
Retirement	Classic	2%@55	2%@55	2%@55		2%@55	2%@55	2.3%@62	2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 654	\$ 594	\$ 575		\$ 699	\$ 616	\$ 375	\$ 622	\$ 750	\$ 696	\$ 732
	Single Highest Year	\$ 104	\$ 95	\$ 92		\$ 112	\$ 98		\$ 99	\$ 120	\$ 111	\$ 117
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871				\$ 871		\$ 871	\$ 871	\$ 871	\$ 871	\$ 871
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746			\$ 125						
	Health ¹			\$ 2,656				\$ 1,080	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 147		\$ 52		\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24			\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 1,254	\$ 1,538	\$ 1,213		\$ 1,474	\$ 916	\$ 1,267	\$ 1,612	\$ 1,080	\$ 1,468	\$ 1,474
	Holidays ²	\$ 1,003	\$ 740	\$ 827		\$ 1,005	\$ 975	\$ 1,077	\$ 1,015		\$ 1,068	\$ 1,194
	Admin Leave	\$ 439										\$ 281
Allow	Auto									\$ 150		
Benefit Package Total		\$ 5,550	\$ 3,811	\$ 5,535	\$ 0	\$ 4,337	\$ 2,617	\$ 4,820	\$ 8,307	\$ 6,081	\$ 6,164	\$ 7,561

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

2 - San Mateo Unified High School District: Must work 221 positive work days, unpaid holidays included.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Executive Director, Internal Business Services								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sequoia Union High School District ²	Controller	\$ 18,255	\$ 7,561	\$ 25,815	7/1/2023	unknown	unknown
2	San Mateo Unified High School District	Director of Budget & Fiscal Services	\$ 18,714	\$ 6,081	\$ 24,795	7/1/2023	unknown	unknown
3	San Jose Unified School District	Director, Finance	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education	Director III - Internal Business Services	\$ 17,347	\$ 6,164	\$ 23,511	7/1/2023	unknown	unknown
5	San Mateo County Office of Education	Executive Director, Internal Business Services	\$ 16,300	\$ 5,550	\$ 21,850	7/1/2023	unknown	unknown
6	Hayward Unified School District	Director, Business Support Services	\$ 17,424	\$ 4,337	\$ 21,761	7/1/2022	unknown	unknown
7	San Francisco Unified School District (SFCOE)	Executive Director Accounting & Budget	\$ 16,465	\$ 4,820	\$ 21,285	7/1/2023	unknown	unknown
8	Contra Costa County Office of Education	Director I, Internal Business Services	\$ 14,338	\$ 5,535	\$ 19,873	7/1/2022	unknown	unknown
9	Alameda County Office of Education ¹	[Director III, Fiscal Services/ Director II, Payroll, Leaves, & Benefits]	\$ 14,808	\$ 3,811	\$ 18,619	7/1/2023	unknown	unknown
10	Napa County Office of Education	Director of Fiscal Services	\$ 15,369	\$ 2,617	\$ 17,986	7/1/2023	unknown	unknown
11	County of San Mateo	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 16,471	\$ 21,941
% San Mateo County Office of Education Above/Below	-1.0%	-0.4%
Median of Comparators	\$ 16,465	\$ 21,761
% San Mateo County Office of Education Above/Below	-1.0%	0.4%
Number of Matches	9	9

N/C - Non Comparator

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

2 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Executive Director, Strategy & Communications								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Executive Director - Public Affairs	\$ 22,491	\$ 7,155	\$ 29,646	7/1/2023	unknown	unknown
2	San Francisco Unified School District (SFCOE)	Executive Director of Communications	\$ 16,465	\$ 4,820	\$ 21,285	7/1/2023	unknown	unknown
3	San Mateo County Office of Education	Executive Director, Strategy & Communications	\$ 16,300	\$ 5,550	\$ 21,850	7/1/2023	unknown	unknown
4	San Mateo Unified High School District	Manager of Public Relations, Communications, and Publications	\$ 15,950	\$ 5,793	\$ 21,744	7/1/2023	unknown	unknown
5	San Jose Unified School District	Director of Communications and Engagement	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown
6	Contra Costa County Office of Education	Director II, Communications and Special Projects	\$ 15,052	\$ 5,669	\$ 20,721	7/1/2022	unknown	unknown
7	Alameda County Office of Education	Director III - Communications and Public Affairs	\$ 14,808	\$ 3,811	\$ 18,619	7/1/2023	unknown	unknown
8	Hayward Unified School District	Director, Public Information and Government Relations	\$ 14,736	\$ 3,830	\$ 18,566	7/1/2022	unknown	unknown
9	Sequoia Union High School District ¹	Public Information Officer	\$ 14,699	\$ 6,821	\$ 21,520	7/1/2023	unknown	unknown
10	Napa County Office of Education	Director Communications/Special Projects	\$ 13,667	\$ 2,328	\$ 15,996	7/1/2023	unknown	unknown
11	County of San Mateo	Communications Officer	\$ 13,265	\$ 7,219	\$ 20,484	10/1/2023	unknown	unknown

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 15,665	\$ 21,240
% San Mateo County Office of Education Above/Below	3.9%	2.8%
Median of Comparators	\$ 14,930	\$ 21,003
% San Mateo County Office of Education Above/Below	8.4%	3.9%
Number of Matches	10	10

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Benefit Detail
June 2024**

Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Executive Director, Strategy & Communications	Director III - Communications and Public Affairs	Director II, Communications and Special Projects	Communications Officer	Director, Public Information and Government Relations	Director Communications /Special Projects	Executive Director of Communications	Director of Communications and Engagement	Manager of Public Relations, Communications, and Publications	Executive Director - Public Affairs	Public Information Officer
	Top Monthly Salary	\$ 16,300	\$ 14,808	\$ 15,052	\$ 13,265	\$ 14,736	\$ 13,667	\$ 16,465	\$ 15,518	\$ 15,950	\$ 22,491	\$ 14,699
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55	2%@55	2.3%@62	2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 654	\$ 594	\$ 604		\$ 591	\$ 548	\$ 375	\$ 622	\$ 640	\$ 902	\$ 589
	Single Highest Year	\$ 104	\$ 95	\$ 96		\$ 94	\$ 87		\$ 99	\$ 102	\$ 144	\$ 94
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871			\$ 822	\$ 871		\$ 871	\$ 871	\$ 871	\$ 871	\$ 871
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746			\$ 125						
	Health ¹			\$ 2,656	\$ 3,944			\$ 1,080	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 147	\$ 116	\$ 52		\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24	\$ 16		\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 1,254	\$ 1,538	\$ 1,274	\$ 829	\$ 1,247	\$ 815	\$ 1,267	\$ 1,612	\$ 920	\$ 1,903	\$ 1,187
	Holidays ²	\$ 1,003	\$ 740	\$ 868	\$ 663	\$ 850	\$ 867	\$ 1,077	\$ 1,015		\$ 1,384	\$ 961
	Admin Leave	\$ 439			\$ 829							\$ 226
Allow	Auto									\$ 150		
Benefit Package Total		\$ 5,550	\$ 3,811	\$ 5,669	\$ 7,219	\$ 3,830	\$ 2,328	\$ 4,820	\$ 8,307	\$ 5,793	\$ 7,155	\$ 6,821

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

2 - San Mateo Unified High School District: Must work 221 positive work days, unpaid holidays included.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Executive Director, Strategy & Communications								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Executive Director - Public Affairs	\$ 22,491	\$ 7,155	\$ 29,646	7/1/2023	unknown	unknown
2	San Jose Unified School District	Director of Communications and Engagement	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown
3	San Mateo County Office of Education	Executive Director, Strategy & Communications	\$ 16,300	\$ 5,550	\$ 21,850	7/1/2023	unknown	unknown
4	San Mateo Unified High School District	Manager of Public Relations, Communications, and Publications	\$ 15,950	\$ 5,793	\$ 21,744	7/1/2023	unknown	unknown
5	Sequoia Union High School District ¹	Public Information Officer	\$ 14,699	\$ 6,821	\$ 21,520	7/1/2023	unknown	unknown
6	San Francisco Unified School District (SFCOE)	Executive Director of Communications	\$ 16,465	\$ 4,820	\$ 21,285	7/1/2023	unknown	unknown
7	Contra Costa County Office of Education	Director II, Communications and Special Projects	\$ 15,052	\$ 5,669	\$ 20,721	7/1/2022	unknown	unknown
8	County of San Mateo	Communications Officer	\$ 13,265	\$ 7,219	\$ 20,484	10/1/2023	unknown	unknown
9	Alameda County Office of Education	Director III - Communications and Public Affairs	\$ 14,808	\$ 3,811	\$ 18,619	7/1/2023	unknown	unknown
10	Hayward Unified School District	Director, Public Information and Government Relations	\$ 14,736	\$ 3,830	\$ 18,566	7/1/2022	unknown	unknown
11	Napa County Office of Education	Director Communications/Special Projects	\$ 13,667	\$ 2,328	\$ 15,996	7/1/2023	unknown	unknown

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 15,665	\$ 21,240
% San Mateo County Office of Education Above/Below	3.9%	2.8%
Median of Comparators	\$ 14,930	\$ 21,003
% San Mateo County Office of Education Above/Below	8.4%	3.9%
Number of Matches	10	10

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Financial Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo County Office of Education	Financial Analyst	\$ 10,168	\$ 3,814	\$ 13,982	7/1/2023	unknown	unknown
2	San Francisco Unified School District (SFCOE)	Administrative Analyst	\$ 9,814	\$ 4,140	\$ 13,953	7/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Accountant I	\$ 9,715	\$ 4,200	\$ 13,915	7/1/2023	unknown	unknown
4	Contra Costa County Office of Education	District Fiscal Advisor	\$ 9,447	\$ 4,542	\$ 13,989	7/1/2022	unknown	unknown
5	Sequoia Union High School District ¹	Financial Analyst	\$ 9,351	\$ 5,057	\$ 14,409	7/1/2023	unknown	unknown
6	San Mateo Unified High School District	Accountant	\$ 8,503	\$ 5,047	\$ 13,550	7/1/2023	unknown	unknown
7	Napa County Office of Education	Business Process Analyst	\$ 8,401	\$ 1,435	\$ 9,837	7/1/2023	unknown	unknown
8	Alameda County Office of Education	Budget Analyst/Accountant II - Internal Business Services	\$ 8,346	\$ 2,452	\$ 10,798	7/1/2023	unknown	unknown
9	County of San Mateo	N/C						
10	Hayward Unified School District	N/C						
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 9,082	\$ 12,922
% San Mateo County Office of Education Above/Below	10.7%	7.6%
Median of Comparators	\$ 9,351	\$ 13,915
% San Mateo County Office of Education Above/Below	8.0%	0.5%
Number of Matches	7	7

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Financial Analyst	Budget Analyst/Accountant II - Internal Business Services	District Fiscal Advisor	N/C	N/C	Business Process Analyst	Administrative Analyst	N/C	Accountant	Accountant I	Financial Analyst
	Top Monthly Salary	\$ 10,168	\$ 8,346	\$ 9,447			\$ 8,401	\$ 9,814		\$ 8,503	\$ 9,715	\$ 9,351
Retirement	Classic	2%@55	2%@55	2%@55			2%@55	2.3%@62		2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 408	\$ 335	\$ 379			\$ 337	\$ 224		\$ 341	\$ 390	\$ 375
	Single Highest Year	\$ 65	\$ 53	\$ 60			\$ 54			\$ 54	\$ 62	\$ 60
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 630						\$ 608		\$ 527	\$ 602	\$ 580
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746									
	Health ²			\$ 2,836				\$ 1,949		\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 152				\$ 151		\$ 207	\$ 221	\$ 116
	Vision			\$ 24			\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 782	\$ 802	\$ 545			\$ 501	\$ 566		\$ 491	\$ 598	\$ 540
	Holidays	\$ 626	\$ 417	\$ 545			\$ 533	\$ 642		\$ 523	\$ 598	\$ 611
	Admin Leave	\$ 78										
Allow	Auto											
Benefit Package Total		\$ 3,814	\$ 2,452	\$ 4,542	\$ 0	\$ 0	\$ 1,435	\$ 4,140	\$ 0	\$ 5,047	\$ 4,200	\$ 5,057

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Employee pays full premiums for health and dental.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Financial Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sequoia Union High School District ¹	Financial Analyst	\$ 9,351	\$ 5,057	\$ 14,409	7/1/2023	unknown	unknown
2	Contra Costa County Office of Education	District Fiscal Advisor	\$ 9,447	\$ 4,542	\$ 13,989	7/1/2022	unknown	unknown
3	San Mateo County Office of Education	Financial Analyst	\$ 10,168	\$ 3,814	\$ 13,982	7/1/2023	unknown	unknown
4	San Francisco Unified School District (SFCOE)	Administrative Analyst	\$ 9,814	\$ 4,140	\$ 13,953	7/1/2023	unknown	unknown
5	Santa Clara County Office of Education	Accountant I	\$ 9,715	\$ 4,200	\$ 13,915	7/1/2023	unknown	unknown
6	San Mateo Unified High School District	Accountant	\$ 8,503	\$ 5,047	\$ 13,550	7/1/2023	unknown	unknown
7	Alameda County Office of Education	Budget Analyst/Accountant II - Internal Business Services	\$ 8,346	\$ 2,452	\$ 10,798	7/1/2023	unknown	unknown
8	Napa County Office of Education	Business Process Analyst	\$ 8,401	\$ 1,435	\$ 9,837	7/1/2023	unknown	unknown
9	County of San Mateo	N/C						
10	Hayward Unified School District	N/C						
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 9,082	\$ 12,922
% San Mateo County Office of Education Above/Below	10.7%	7.6%
Median of Comparators	\$ 9,351	\$ 13,915
% San Mateo County Office of Education Above/Below	8.0%	0.5%
Number of Matches	7	7

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Fiscal Services Supervisor (Manager, Fiscal Services)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	Manager of Accounting	\$ 17,476	\$ 5,952	\$ 23,428	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Fiscal Services Supervisor (Manager, Fiscal Services)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Supervisor, Accounting Services	\$ 13,592	\$ 5,412	\$ 19,004	7/1/2023	unknown	unknown
4	Sequoia Union High School District ²	Accounting/Payroll Supervisor	\$ 13,154	\$ 5,989	\$ 19,143	7/1/2023	unknown	unknown
5	County of San Mateo	Financial Services Manager I	\$ 12,636	\$ 7,070	\$ 19,706	10/1/2023	unknown	unknown
6	Hayward Unified School District	Accounting Manager	\$ 12,616	\$ 3,341	\$ 15,957	7/1/2022	unknown	unknown
7	San Francisco Unified School District (SFCOE)	Manager I	\$ 12,587	\$ 4,089	\$ 16,677	7/1/2023	unknown	unknown
8	Contra Costa County Office of Education ¹	[Manager, Internal Business Services/ Supervisor, Business Services]	\$ 11,685	\$ 5,034	\$ 16,718	7/1/2022	unknown	unknown
9	Alameda County Office of Education	N/C						
10	Napa County Office of Education	N/C						
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 13,392	\$ 18,662
% San Mateo County Office of Education Above/Below	8.1%	5.6%
Median of Comparators	\$ 12,636	\$ 19,004
% San Mateo County Office of Education Above/Below	13.3%	3.8%
Number of Matches	7	7

N/C - Non Comparator

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

2 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Fiscal Services Supervisor (Manager, Fiscal Services)	N/C	[Manager, Internal Business Services/ Supervisor, Business Services]	Financial Services Manager I	Accounting Manager	N/C	Manager I	N/C	Manager of Accounting	Supervisor, Accounting Services	Accounting/Payroll Supervisor
	Top Monthly Salary	\$ 14,577		\$ 11,685	\$ 12,636	\$ 12,616		\$ 12,587		\$ 17,476	\$ 13,592	\$ 13,154
Retirement	Classic	2%@55		2%@55	2%@61.25	2%@55		2.3%@62		2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 585		\$ 469		\$ 506		\$ 287		\$ 701	\$ 545	\$ 527
	Single Highest Year	\$ 93		\$ 75		\$ 81				\$ 112	\$ 87	\$ 84
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871			\$ 783	\$ 782		\$ 780		\$ 871	\$ 843	\$ 816
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225				\$ 125						
	Health			\$ 2,656	\$ 3,944			\$ 1,080		\$ 2,865	\$ 1,702	\$ 2,753
	Dental			\$ 147	\$ 116	\$ 52		\$ 151		\$ 207	\$ 221	\$ 116
	Vision			\$ 24	\$ 16					\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 1,121		\$ 989	\$ 790	\$ 1,068		\$ 968		\$ 1,008	\$ 1,150	\$ 1,012
	Holidays ¹	\$ 897		\$ 674	\$ 632	\$ 728		\$ 823			\$ 836	\$ 658
	Admin Leave	\$ 392			\$ 790							
Allow	Auto									\$ 150		
Benefit Package Total		\$ 5,185	\$ 0	\$ 5,034	\$ 7,070	\$ 3,341	\$ 0	\$ 4,089	\$ 0	\$ 5,952	\$ 5,412	\$ 5,989

N/C - Non Comparator

1 - San Mateo Unified High School District: Must work 221 positive work days, unpaid holidays included.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Fiscal Services Supervisor (Manager, Fiscal Services)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	Manager of Accounting	\$ 17,476	\$ 5,952	\$ 23,428	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Fiscal Services Supervisor (Manager, Fiscal Services)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown
3	County of San Mateo	Financial Services Manager I	\$ 12,636	\$ 7,070	\$ 19,706	10/1/2023	unknown	unknown
4	Sequoia Union High School District ²	Accounting/Payroll Supervisor	\$ 13,154	\$ 5,989	\$ 19,143	7/1/2023	unknown	unknown
5	Santa Clara County Office of Education	Supervisor, Accounting Services	\$ 13,592	\$ 5,412	\$ 19,004	7/1/2023	unknown	unknown
6	Contra Costa County Office of Education ¹	[Manager, Internal Business Services/ Supervisor, Business Services]	\$ 11,685	\$ 5,034	\$ 16,718	7/1/2022	unknown	unknown
7	San Francisco Unified School District (SFCOE)	Manager I	\$ 12,587	\$ 4,089	\$ 16,677	7/1/2023	unknown	unknown
8	Hayward Unified School District	Accounting Manager	\$ 12,616	\$ 3,341	\$ 15,957	7/1/2022	unknown	unknown
9	Alameda County Office of Education	N/C						
10	Napa County Office of Education	N/C						
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 13,392	\$ 18,662
% San Mateo County Office of Education Above/Below	8.1%	5.6%
Median of Comparators	\$ 12,636	\$ 19,004
% San Mateo County Office of Education Above/Below	13.3%	3.8%
Number of Matches	7	7

N/C - Non Comparator

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

2 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Health Care Specialist									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Licensed Health Technician	\$63.40	\$ 10,989	\$ 7,140	\$ 18,129	7/1/2023	unknown	unknown
2	Santa Clara County Office of Education	Health Technician - Environmental Education	\$48.69	\$ 8,440	\$ 3,905	\$ 12,345	7/1/2023	unknown	unknown
3	Sequoia Union High School District	Health Aide II	\$46.68	\$ 8,091	\$ 4,766	\$ 12,857	7/1/2023	unknown	unknown
4	San Mateo Unified High School District	Health Aide	\$41.07	\$ 7,119	\$ 4,731	\$ 11,850	7/1/2023	unknown	unknown
5	San Mateo County Office of Education	Health Care Specialist	\$32.90	\$ 5,703	\$ 2,677	\$ 8,380	7/1/2023	unknown	unknown
6	Alameda County Office of Education	N/C							
7	Contra Costa County Office of Education	N/C							
8	County of San Mateo	N/C							
9	Hayward Unified School District	N/C							
10	Napa County Office of Education	N/C							
11	San Francisco Unified School District (SFCOE)	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	\$49.96	\$ 8,660	\$ 13,795
% San Mateo County Office of Education Above/Below	-51.9%	-51.9%	-64.6%
Median of Comparators	\$47.69	\$ 8,265	\$ 12,601
% San Mateo County Office of Education Above/Below	-44.9%	-44.9%	-50.4%
Number of Matches	4	4	4

N/C - Non Comparator

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Health Care Specialist	N/C	N/C	N/C	N/C	N/C	N/C	Licensed Health Technician	Health Aide	Health Technician - Environmental Education	Health Aide II
	Top Monthly Salary	\$ 5,703							\$ 10,989	\$ 7,119	\$ 8,440	\$ 8,091
Retirement	Classic	2%@55							2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 229							\$ 441	\$ 285	\$ 338	\$ 324
	Single Highest Year	\$ 37							\$ 70	\$ 46	\$ 54	\$ 52
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 354							\$ 681	\$ 441	\$ 523	\$ 502
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225										
	Health								\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental								\$ 177	\$ 207	\$ 221	\$ 116
	Vision									\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 439							\$ 1,141	\$ 411	\$ 519	\$ 467
	Holidays	\$ 351							\$ 719	\$ 438	\$ 519	\$ 529
	Admin Leave	\$ 44										
Allow	Auto											
Benefit Package Total		\$ 2,677	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 7,140	\$ 4,731	\$ 3,905	\$ 4,766

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Health Care Specialist									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Licensed Health Technician	\$63.40	\$ 10,989	\$ 7,140	\$ 18,129	7/1/2023	unknown	unknown
2	Sequoia Union High School District	Health Aide II	\$46.68	\$ 8,091	\$ 4,766	\$ 12,857	7/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Health Technician - Environmental Education	\$48.69	\$ 8,440	\$ 3,905	\$ 12,345	7/1/2023	unknown	unknown
4	San Mateo Unified High School District	Health Aide	\$41.07	\$ 7,119	\$ 4,731	\$ 11,850	7/1/2023	unknown	unknown
5	San Mateo County Office of Education	Health Care Specialist	\$32.90	\$ 5,703	\$ 2,677	\$ 8,380	7/1/2023	unknown	unknown
6	Alameda County Office of Education	N/C							
7	Contra Costa County Office of Education	N/C							
8	County of San Mateo	N/C							
9	Hayward Unified School District	N/C							
10	Napa County Office of Education	N/C							
11	San Francisco Unified School District (SFCOE)	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	\$49.96	\$ 8,660	\$ 13,795
% San Mateo County Office of Education Above/Below	-51.9%	-51.9%	-64.6%
Median of Comparators	\$47.69	\$ 8,265	\$ 12,601
% San Mateo County Office of Education Above/Below	-44.9%	-44.9%	-50.4%
Number of Matches	4	4	4

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Human Resources Technician (Exec Asst I, Conf)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sequoia Union High School District ¹	Personnel Technician	\$ 9,324	\$ 5,410	\$ 14,733	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Human Resources Technician (Exec Asst I, Conf)	\$ 8,242	\$ 3,292	\$ 11,534	7/1/2023	unknown	unknown
3	San Francisco Unified School District (SFCOE)	Personnel Technician	\$ 8,152	\$ 3,794	\$ 11,946	7/1/2023	unknown	unknown
4	Hayward Unified School District	Lead Personnel Operations Technician	\$ 8,119	\$ 2,001	\$ 10,120	7/1/2021	unknown	unknown
5	County of San Mateo	Human Resources Technician	\$ 7,488	\$ 5,382	\$ 12,870	10/1/2023	unknown	unknown
6	San Mateo Unified High School District	Human Resources Assistant	\$ 7,030	\$ 4,711	\$ 11,741	7/1/2023	unknown	unknown
7	Alameda County Office of Education	Human Resources Specialist	\$ 6,560	\$ 2,108	\$ 8,669	7/1/2023	unknown	unknown
8	Napa County Office of Education	Human Resources Technician	\$ 5,656	\$ 2,028	\$ 7,684	7/1/2023	unknown	unknown
9	Contra Costa County Office of Education	N/C						
10	San Jose Unified School District	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 7,475	\$ 11,109
% San Mateo County Office of Education Above/Below	9.3%	3.7%
Median of Comparators	\$ 7,488	\$ 11,741
% San Mateo County Office of Education Above/Below	9.1%	-1.8%
Number of Matches	7	7

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Benefit Detail
June 2024**



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Human Resources Technician (Exec Asst I, Conf)	Human Resources Specialist	N/C	Human Resources Technician	Lead Personnel Operations Technician	Human Resources Technician	Personnel Technician	N/C	Human Resources Assistant	N/C	Personnel Technician
	Top Monthly Salary	\$ 8,242	\$ 6,560		\$ 7,488	\$ 8,119	\$ 5,656	\$ 8,152		\$ 7,030		\$ 9,324
Retirement	Classic	2%@55	2%@55		2%@61.25	2%@55	2%@55	2.3%@62		2%@55		2%@55
	Enhanced Formula Cost	\$ 331	\$ 263			\$ 326	\$ 227	\$ 186		\$ 282		\$ 374
	Single Highest Year	\$ 53	\$ 42			\$ 52	\$ 36			\$ 45		\$ 60
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 511			\$ 464	\$ 503		\$ 505		\$ 436		\$ 578
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746			\$ 125						
	Health ¹				\$ 3,944		\$ 950	\$ 1,949		\$ 2,865		\$ 2,753
	Dental		\$ 98			\$ 27	\$ 108	\$ 151		\$ 207		\$ 116
	Vision				\$ 16		\$ 11			\$ 38		\$ 23
	Other Ins.											
Leaves	Vacation	\$ 634	\$ 631		\$ 468	\$ 468	\$ 337	\$ 470		\$ 406		\$ 753
	Holidays	\$ 507	\$ 328		\$ 374	\$ 500	\$ 359	\$ 533		\$ 433		\$ 610
	Admin Leave	\$ 32										\$ 143
Allow	Auto											
Benefit Package Total		\$ 3,292	\$ 2,108	\$ 0	\$ 5,382	\$ 2,001	\$ 2,028	\$ 3,794	\$ 0	\$ 4,711	\$ 0	\$ 5,410

N/C - Non Comparator

1 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Human Resources Technician (Exec Asst I, Conf)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sequoia Union High School District ¹	Personnel Technician	\$ 9,324	\$ 5,410	\$ 14,733	7/1/2023	unknown	unknown
2	County of San Mateo	Human Resources Technician	\$ 7,488	\$ 5,382	\$ 12,870	10/1/2023	unknown	unknown
3	San Francisco Unified School District (SFCOE)	Personnel Technician	\$ 8,152	\$ 3,794	\$ 11,946	7/1/2023	unknown	unknown
4	San Mateo Unified High School District	Human Resources Assistant	\$ 7,030	\$ 4,711	\$ 11,741	7/1/2023	unknown	unknown
5	San Mateo County Office of Education	Human Resources Technician (Exec Asst I, Conf)	\$ 8,242	\$ 3,292	\$ 11,534	7/1/2023	unknown	unknown
6	Hayward Unified School District	Lead Personnel Operations Technician	\$ 8,119	\$ 2,001	\$ 10,120	7/1/2021	unknown	unknown
7	Alameda County Office of Education	Human Resources Specialist	\$ 6,560	\$ 2,108	\$ 8,669	7/1/2023	unknown	unknown
8	Napa County Office of Education	Human Resources Technician	\$ 5,656	\$ 2,028	\$ 7,684	7/1/2023	unknown	unknown
9	Contra Costa County Office of Education	N/C						
10	San Jose Unified School District	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 7,475	\$ 11,109
% San Mateo County Office of Education Above/Below	9.3%	3.7%
Median of Comparators	\$ 7,488	\$ 11,741
% San Mateo County Office of Education Above/Below	9.1%	-1.8%
Number of Matches	7	7

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Mail Services Driver (Delivery Driver)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Hayward Unified School District	Warehouse Delivery Driver	\$ 6,739	\$ 1,687	\$ 8,426	7/1/2021	unknown	unknown
2	Santa Clara County Office of Education	Warehouse Person/Delivery Driver	\$ 6,381	\$ 3,429	\$ 9,810	9/1/2023	unknown	unknown
3	San Mateo County Office of Education	Mail Services Driver (Delivery Driver)	\$ 6,124	\$ 2,785	\$ 8,909	7/1/2023	unknown	unknown
4	Contra Costa County Office of Education	Delivery Driver/Mail Room Attendant	\$ 5,760	\$ 3,945	\$ 9,706	7/1/2022	unknown	unknown
5	County of San Mateo	Mail Services Driver	\$ 5,638	\$ 5,037	\$ 10,675	10/1/2023	unknown	unknown
6	Alameda County Office of Education	Courier	\$ 5,112	\$ 1,829	\$ 6,941	7/1/2023	unknown	unknown
7	Napa County Office of Education	N/C						
8	San Francisco Unified School District (SFCOE)	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 5,926	\$ 9,112
% San Mateo County Office of Education Above/Below	3.2%	-2.3%
Median of Comparators	\$ 5,760	\$ 9,706
% San Mateo County Office of Education Above/Below	5.9%	-8.9%
Number of Matches	5	5

N/C - Non Comparator

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Mail Services Driver (Delivery Driver)	Courier	Delivery Driver/Mail Room Attendant	Mail Services Driver	Warehouse Delivery Driver	N/C	N/C	N/C	N/C	Warehouse Person/Delivery Driver	N/C
	Top Monthly Salary	\$ 6,124	\$ 5,112	\$ 5,760	\$ 5,638	\$ 6,739					\$ 6,381	
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55					2%@55	
	Enhanced Formula Cost	\$ 246	\$ 205	\$ 231		\$ 270					\$ 256	
	Single Highest Year	\$ 39	\$ 33	\$ 37		\$ 43					\$ 41	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 380			\$ 350	\$ 418					\$ 396	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746			\$ 125						
	Health			\$ 2,836	\$ 3,944						\$ 1,702	
	Dental		\$ 98	\$ 152	\$ 93	\$ 27					\$ 221	
	Vision			\$ 24	\$ 16						\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 471	\$ 492	\$ 332	\$ 352	\$ 389					\$ 393	
	Holidays	\$ 377	\$ 256	\$ 332	\$ 282	\$ 415					\$ 393	
	Admin Leave	\$ 47										
Allow	Auto											
Benefit Package Total		\$ 2,785	\$ 1,829	\$ 3,945	\$ 5,037	\$ 1,687	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,429	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Mail Services Driver (Delivery Driver)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Mateo	Mail Services Driver	\$ 5,638	\$ 5,037	\$ 10,675	10/1/2023	unknown	unknown
2	Santa Clara County Office of Education	Warehouse Person/Delivery Driver	\$ 6,381	\$ 3,429	\$ 9,810	9/1/2023	unknown	unknown
3	Contra Costa County Office of Education	Delivery Driver/Mail Room Attendant	\$ 5,760	\$ 3,945	\$ 9,706	7/1/2022	unknown	unknown
4	San Mateo County Office of Education	Mail Services Driver (Delivery Driver)	\$ 6,124	\$ 2,785	\$ 8,909	7/1/2023	unknown	unknown
5	Hayward Unified School District	Warehouse Delivery Driver	\$ 6,739	\$ 1,687	\$ 8,426	7/1/2021	unknown	unknown
6	Alameda County Office of Education	Courier	\$ 5,112	\$ 1,829	\$ 6,941	7/1/2023	unknown	unknown
7	Napa County Office of Education	N/C						
8	San Francisco Unified School District (SFCOE)	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 5,926	\$ 9,112
% San Mateo County Office of Education Above/Below	3.2%	-2.3%
Median of Comparators	\$ 5,760	\$ 9,706
% San Mateo County Office of Education Above/Below	5.9%	-8.9%
Number of Matches	5	5

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Manager, Maintenance, Operations, and Transportation								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Hayward Unified School District	Director III, Facilities, Maintenance, Operations and Transportation	\$ 17,424	\$ 4,337	\$ 21,761	7/1/2022	unknown	unknown
2	Sequoia Union High School District ³	Director of Facilities	\$ 16,982	\$ 7,296	\$ 24,278	unknown	unknown	unknown
3	San Jose Unified School District	Director of Maintenance, Grounds and Operations	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education	Manager, Facilities and Construction	\$ 14,985	\$ 5,709	\$ 20,694	7/1/2023	unknown	unknown
5	San Mateo Unified High School District	Director of Maintenance, Operations, and Facilities Use	\$ 14,718	\$ 5,515	\$ 20,233	7/1/2023	unknown	unknown
6	San Mateo County Office of Education	Manager, Maintenance, Operations, and Transportation	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown
7	San Francisco Unified School District (SFCOE) ²	[Custodial Manager/ Manager Maintenance]	\$ 13,866	\$ 4,380	\$ 18,245	7/1/2023	unknown	unknown
8	Alameda County Office of Education	Maintenance and Operations Manager	\$ 12,115	\$ 3,272	\$ 15,387	7/1/2023	unknown	unknown
9	Contra Costa County Office of Education	Manager, Maintenance and Operations	\$ 11,522	\$ 5,003	\$ 16,525	7/1/2022	unknown	unknown
10	County of San Mateo ¹	[Department Facilities Projects Manager/ Custodial Services Manager]	\$ 11,459	\$ 6,791	\$ 18,250	10/1/2023	unknown	unknown
11	Napa County Office of Education	Facilities Operations Manager	\$ 11,272	\$ 1,922	\$ 13,194	7/1/2023	unknown	unknown

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 13,986	\$ 19,239
% San Mateo County Office of Education Above/Below	4.1%	2.6%
Median of Comparators	\$ 14,292	\$ 19,242
% San Mateo County Office of Education Above/Below	2.0%	2.6%
Number of Matches	10	10

N/C - Non Comparator

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

2 - San Francisco Unified School District (SFCOE): Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Manager, Maintenance, Operations, and Transportation	Maintenance and Operations Manager	Manager, Maintenance and Operations	[Department Facilities Projects Manager/ Custodial Services Manager]	Director III, Facilities, Maintenance, Operations and Transportation	Facilities Operations Manager	[Custodial Manager/ Manager Maintenance]	Director of Maintenance, Grounds and Operations	Director of Maintenance, Operations, and Facilities Use	Manager, Facilities and Construction	Director of Facilities
	Top Monthly Salary	\$ 14,577	\$ 12,115	\$ 11,522	\$ 11,459	\$ 17,424	\$ 11,272	\$ 13,866	\$ 15,518	\$ 14,718	\$ 14,985	\$ 16,982
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55	2%@55	2.3%@62	2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 585	\$ 486	\$ 462		\$ 699	\$ 452	\$ 316	\$ 622	\$ 590	\$ 601	\$ 681
	Single Highest Year	\$ 93	\$ 78	\$ 74		\$ 112	\$ 72		\$ 99	\$ 94	\$ 96	\$ 109
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871			\$ 710	\$ 871		\$ 860	\$ 871	\$ 871	\$ 871	\$ 871
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746			\$ 125						
	Health ¹			\$ 2,656	\$ 3,944			\$ 1,080	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 147	\$ 116	\$ 52		\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24	\$ 16		\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 1,121	\$ 1,258	\$ 975	\$ 716	\$ 1,474	\$ 672	\$ 1,067	\$ 1,612	\$ 849	\$ 1,268	\$ 1,372
	Holidays ²	\$ 897	\$ 606	\$ 665	\$ 573	\$ 1,005	\$ 715	\$ 907	\$ 1,015		\$ 922	\$ 1,110
	Admin Leave	\$ 392			\$ 716							\$ 261
Allow	Auto											
Benefit Package Total		\$ 5,185	\$ 3,272	\$ 5,003	\$ 6,791	\$ 4,337	\$ 1,922	\$ 4,380	\$ 8,307	\$ 5,515	\$ 5,709	\$ 7,296

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

2 - San Mateo Unified High School District: Must work 221 positive work days, unpaid holidays included.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Manager, Maintenance, Operations, and Transportation								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Sequoia Union High School District ³	Director of Facilities	\$ 16,982	\$ 7,296	\$ 24,278	unknown	unknown	unknown
2	San Jose Unified School District	Director of Maintenance, Grounds and Operations	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown
3	Hayward Unified School District	Director III, Facilities, Maintenance, Operations and Transportation	\$ 17,424	\$ 4,337	\$ 21,761	7/1/2022	unknown	unknown
4	Santa Clara County Office of Education	Manager, Facilities and Construction	\$ 14,985	\$ 5,709	\$ 20,694	7/1/2023	unknown	unknown
5	San Mateo Unified High School District	Director of Maintenance, Operations, and Facilities Use	\$ 14,718	\$ 5,515	\$ 20,233	7/1/2023	unknown	unknown
6	San Mateo County Office of Education	Manager, Facilities Services	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown
7	County of San Mateo ¹	[Department Facilities Projects Manager/ Custodial Services Manager]	\$ 11,459	\$ 6,791	\$ 18,250	10/1/2023	unknown	unknown
8	San Francisco Unified School District (SFCOE) ²	[Custodial Manager/ Manager Maintenance]	\$ 13,866	\$ 4,380	\$ 18,245	7/1/2023	unknown	unknown
9	Contra Costa County Office of Education	Manager, Maintenance and Operations	\$ 11,522	\$ 5,003	\$ 16,525	7/1/2022	unknown	unknown
10	Alameda County Office of Education	Maintenance and Operations Manager	\$ 12,115	\$ 3,272	\$ 15,387	7/1/2023	unknown	unknown
11	Napa County Office of Education	Facilities Operations Manager	\$ 11,272	\$ 1,922	\$ 13,194	7/1/2023	unknown	unknown

Summary Results		Top Monthly Salary	Total Monthly
Average of Comparators		\$ 13,986	\$ 19,239
% San Mateo County Office of Education Above/Below		4.1%	2.6%
Median of Comparators		\$ 14,292	\$ 19,242
% San Mateo County Office of Education Above/Below		2.0%	2.6%
Number of Matches		10	10

N/C - Non Comparator

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

2 - San Francisco Unified School District (SFCOE): Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the higher of the matches.

3 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Media Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo County Office of Education	Media Analyst	\$ 9,976	\$ 3,765	\$ 13,741	7/1/2023	unknown	unknown
2	Santa Clara County Office of Education ¹	[Digital Media Operations Coordinator/ Digital Media Operations Specialist]	\$ 9,842	\$ 4,230	\$ 14,071	7/1/2023	unknown	unknown
3	Alameda County Office of Education	N/C						
4	Contra Costa County Office of Education	N/C						
5	County of San Mateo	N/C						
6	Hayward Unified School District	N/C						
7	Napa County Office of Education	N/C						
8	San Francisco Unified School District (SFCOE)	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

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

San Mateo County Office of Education
Benefit Detail
June 2024

Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Media Analyst	N/C	N/C	N/C	N/C	N/C	N/C	N/C	N/C	[Digital Media Operations Coordinator/ Digital Media Operations Specialist]	N/C
	Top Monthly Salary	\$ 9,976									\$ 9,842	
Retirement	Classic	2%@55									2%@55	
	Enhanced Formula Cost	\$ 400									\$ 395	
	Single Highest Year	\$ 64									\$ 63	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 619									\$ 610	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225										
	Health										\$ 1,702	
	Dental										\$ 221	
	Vision										\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 767									\$ 606	
	Holidays	\$ 614									\$ 606	
	Admin Leave	\$ 77										
Allow	Auto											
Benefit Package Total		\$ 3,765	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,230	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Media Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education ¹	[Digital Media Operations Coordinator/ Digital Media Operations Specialist]	\$ 9,842	\$ 4,230	\$ 14,071	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Media Analyst	\$ 9,976	\$ 3,765	\$ 13,741	7/1/2023	unknown	unknown
3	Alameda County Office of Education	N/C						
4	Contra Costa County Office of Education	N/C						
5	County of San Mateo	N/C						
6	Hayward Unified School District	N/C						
7	Napa County Office of Education	N/C						
8	San Francisco Unified School District (SFCOE)	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results		Top Monthly Salary	Total Monthly
Average of Comparators		Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below		Insuff. Data	Insuff. Data
Median of Comparators		Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below		Insuff. Data	Insuff. Data
Number of Matches		1	1

N/C - Non Comparator

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

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Multimedia Designer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo County Office of Education	Multimedia Designer	\$ 10,168	\$ 3,814	\$ 13,982	7/1/2023	unknown	unknown
2	County of San Mateo	Graphics Communications Specialist	\$ 9,558	\$ 5,721	\$ 15,279	10/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Graphic Designer	\$ 9,483	\$ 4,147	\$ 13,630	7/1/2023	unknown	unknown
4	Alameda County Office of Education	Digital Content Producer	\$ 8,346	\$ 2,452	\$ 10,798	7/1/2023	unknown	unknown
5	San Francisco Unified School District (SFCOE)	Communications Coordinator	\$ 8,074	\$ 3,778	\$ 11,852	7/1/2023	unknown	unknown
6	Contra Costa County Office of Education	Communications Specialist	\$ 7,942	\$ 4,299	\$ 12,241	7/1/2022	unknown	unknown
7	Hayward Unified School District	N/C						
8	Napa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 8,681	\$ 12,760
% San Mateo County Office of Education Above/Below	14.6%	8.7%
Median of Comparators	\$ 8,346	\$ 12,241
% San Mateo County Office of Education Above/Below	17.9%	12.5%
Number of Matches	5	5

N/C - Non Comparator

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Multimedia Designer	Digital Content Producer	Communications Specialist	Graphics Communications Specialist	N/C	N/C	Communications Coordinator	N/C	N/C	Graphic Designer	N/C
	Top Monthly Salary	\$ 10,168	\$ 8,346	\$ 7,942	\$ 9,558			\$ 8,074			\$ 9,483	
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25			2.3%@62			2%@55	
	Enhanced Formula Cost	\$ 408	\$ 335	\$ 318				\$ 184			\$ 380	
	Single Highest Year	\$ 65	\$ 53	\$ 51							\$ 61	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 630			\$ 593			\$ 501			\$ 588	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746									
	Health			\$ 2,836	\$ 3,944			\$ 1,949			\$ 1,702	
	Dental		\$ 98	\$ 152	\$ 93			\$ 151			\$ 221	
	Vision			\$ 24	\$ 16						\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 782	\$ 802	\$ 458	\$ 597			\$ 466			\$ 584	
	Holidays	\$ 626	\$ 417	\$ 458	\$ 478			\$ 528			\$ 584	
	Admin Leave	\$ 78										
Allow	Auto											
Benefit Package Total		\$ 3,814	\$ 2,452	\$ 4,299	\$ 5,721	\$ 0	\$ 0	\$ 3,778	\$ 0	\$ 0	\$ 4,147	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024

Multimedia Designer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Mateo	Graphics Communications Specialist	\$ 9,558	\$ 5,721	\$ 15,279	10/1/2023	unknown	unknown
2	San Mateo County Office of Education	Multimedia Designer	\$ 10,168	\$ 3,814	\$ 13,982	7/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Graphic Designer	\$ 9,483	\$ 4,147	\$ 13,630	7/1/2023	unknown	unknown
4	Contra Costa County Office of Education	Communications Specialist	\$ 7,942	\$ 4,299	\$ 12,241	7/1/2022	unknown	unknown
5	San Francisco Unified School District (SFCOE)	Communications Coordinator	\$ 8,074	\$ 3,778	\$ 11,852	7/1/2023	unknown	unknown
6	Alameda County Office of Education	Digital Content Producer	\$ 8,346	\$ 2,452	\$ 10,798	7/1/2023	unknown	unknown
7	Hayward Unified School District	N/C						
8	Napa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 8,681	\$ 12,760
% San Mateo County Office of Education Above/Below	14.6%	8.7%
Median of Comparators	\$ 8,346	\$ 12,241
% San Mateo County Office of Education Above/Below	17.9%	12.5%
Number of Matches	5	5

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Naturalist									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Environmental Education Specialist	\$40.94	\$ 7,096	\$ 3,594	\$ 10,690	7/1/2023	unknown	unknown
2	San Francisco Unified School District (SFCOE)	Instructional Aide: Naturalist	\$39.13	\$ 6,783	\$ 2,685	\$ 9,467	7/1/2023	unknown	unknown
3	San Mateo County Office of Education	Naturalist	\$29.85	\$ 5,174	\$ 2,543	\$ 7,717	7/1/2023	unknown	unknown
4	Alameda County Office of Education	N/C							
5	Contra Costa County Office of Education	N/C							
6	County of San Mateo	N/C							
7	Hayward Unified School District	N/C							
8	Napa County Office of Education	N/C							
9	San Jose Unified School District	N/C							
10	San Mateo Unified High School District	N/C							
11	Sequoia Union High School District	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	2	2	2

N/C - Non Comparator

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Naturalist	N/C	N/C	N/C	N/C	N/C	Instructional Aide: Naturalist	N/C	N/C	Environmental Education Specialist	N/C
	Top Monthly Salary	\$ 5,174						\$ 6,783			\$ 7,096	
Retirement	Classic	2%@55									2%@55	
	Enhanced Formula Cost	\$ 207									\$ 285	
	Single Highest Year	\$ 33									\$ 45	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 321						\$ 421			\$ 440	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225										
	Health							\$ 1,305			\$ 1,702	
	Dental							\$ 151			\$ 221	
	Vision										\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 398						\$ 391			\$ 437	
	Holidays	\$ 318						\$ 417			\$ 437	
	Admin Leave	\$ 40										
Allow	Auto											
Benefit Package Total		\$ 2,543	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,685	\$ 0	\$ 0	\$ 3,594	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Naturalist									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Environmental Education Specialist	\$40.94	\$ 7,096	\$ 3,594	\$ 10,690	7/1/2023	unknown	unknown
2	San Francisco Unified School District (SFCOE)	Instructional Aide: Naturalist	\$39.13	\$ 6,783	\$ 2,685	\$ 9,467	7/1/2023	unknown	unknown
3	San Mateo County Office of Education	Naturalist	\$29.85	\$ 5,174	\$ 2,543	\$ 7,717	7/1/2023	unknown	unknown
4	Alameda County Office of Education	N/C							
5	Contra Costa County Office of Education	N/C							
6	County of San Mateo	N/C							
7	Hayward Unified School District	N/C							
8	Napa County Office of Education	N/C							
9	San Jose Unified School District	N/C							
10	San Mateo Unified High School District	N/C							
11	Sequoia Union High School District	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	2	2	2

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Network Engineer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Network Engineer	\$ 17,180	\$ 5,735	\$ 22,915	7/1/2023	unknown	unknown
2	San Francisco Unified School District (SFCOE)	IS Engineer Journey	\$ 12,359	\$ 3,870	\$ 16,229	7/1/2023	unknown	unknown
3	County of San Mateo	IS Communications Specialist II	\$ 12,234	\$ 6,188	\$ 18,422	10/1/2023	unknown	unknown
4	San Mateo County Office of Education	Network Engineer	\$ 12,124	\$ 4,312	\$ 16,436	7/1/2023	unknown	unknown
5	Sequoia Union High School District ¹	Technology Maintenance Specialist III	\$ 11,643	\$ 5,588	\$ 17,231	7/1/2023	unknown	unknown
6	San Mateo Unified High School District	Internet Services Specialist	\$ 11,640	\$ 5,761	\$ 17,401	7/1/2023	unknown	unknown
7	Contra Costa County Office of Education	Network Engineer	\$ 11,246	\$ 4,951	\$ 16,197	7/1/2022	unknown	unknown
8	Alameda County Office of Education	Network Engineer	\$ 10,925	\$ 2,949	\$ 13,875	7/1/2023	unknown	unknown
9	Hayward Unified School District	Technology Support Specialist III	\$ 9,415	\$ 2,296	\$ 11,711	7/1/2021	unknown	unknown
10	Napa County Office of Education	Technology Infrastructure Analyst	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,768	\$ 16,093
% San Mateo County Office of Education Above/Below	2.9%	2.1%
Median of Comparators	\$ 11,640	\$ 16,229
% San Mateo County Office of Education Above/Below	4.0%	1.3%
Number of Matches	9	9

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Network Engineer	Network Engineer	Network Engineer	IS Communications Specialist II	Technology Support Specialist III	Technology Infrastructure Analyst	IS Engineer Journey	N/C	Internet Services Specialist	Network Engineer	Technology Maintenance Specialist III
	Top Monthly Salary	\$ 12,124	\$ 10,925	\$ 11,246	\$ 12,234	\$ 9,415	\$ 9,272	\$ 12,359		\$ 11,640	\$ 17,180	\$ 11,643
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55	2%@55	2.3%@62		2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 486	\$ 438	\$ 451		\$ 378	\$ 372	\$ 282		\$ 467	\$ 689	\$ 467
	Single Highest Year	\$ 78	\$ 70	\$ 72		\$ 60	\$ 59			\$ 75	\$ 110	\$ 75
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 752			\$ 758	\$ 584		\$ 766		\$ 722	\$ 871	\$ 722
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746			\$ 125						
	Health ²			\$ 2,656	\$ 3,944			\$ 1,150		\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 147	\$ 93	\$ 27		\$ 151		\$ 207	\$ 221	\$ 116
	Vision			\$ 24	\$ 16		\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 933	\$ 1,051	\$ 952	\$ 765	\$ 543	\$ 553	\$ 713		\$ 672	\$ 1,057	\$ 672
	Holidays	\$ 746	\$ 546	\$ 649	\$ 612	\$ 579	\$ 588	\$ 808		\$ 716	\$ 1,057	\$ 761
	Admin Leave	\$ 93										
Allow	Auto											
Benefit Package Total		\$ 4,312	\$ 2,949	\$ 4,951	\$ 6,188	\$ 2,296	\$ 1,583	\$ 3,870	\$ 0	\$ 5,761	\$ 5,735	\$ 5,588

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Employee pays full premiums for health and dental.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Network Engineer								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Network Engineer	\$ 17,180	\$ 5,735	\$ 22,915	7/1/2023	unknown	unknown
2	County of San Mateo	IS Communications Specialist II	\$ 12,234	\$ 6,188	\$ 18,422	10/1/2023	unknown	unknown
3	San Mateo Unified High School District	Internet Services Specialist	\$ 11,640	\$ 5,761	\$ 17,401	7/1/2023	unknown	unknown
4	Sequoia Union High School District ¹	Technology Maintenance Specialist III	\$ 11,643	\$ 5,588	\$ 17,231	7/1/2023	unknown	unknown
5	San Mateo County Office of Education	Network Engineer	\$ 12,124	\$ 4,312	\$ 16,436	7/1/2023	unknown	unknown
6	San Francisco Unified School District (SFCOE)	IS Engineer Journey	\$ 12,359	\$ 3,870	\$ 16,229	7/1/2023	unknown	unknown
7	Contra Costa County Office of Education	Network Engineer	\$ 11,246	\$ 4,951	\$ 16,197	7/1/2022	unknown	unknown
8	Alameda County Office of Education	Network Engineer	\$ 10,925	\$ 2,949	\$ 13,875	7/1/2023	unknown	unknown
9	Hayward Unified School District	Technology Support Specialist III	\$ 9,415	\$ 2,296	\$ 11,711	7/1/2021	unknown	unknown
10	Napa County Office of Education	Technology Infrastructure Analyst	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,768	\$ 16,093
% San Mateo County Office of Education Above/Below	2.9%	2.1%
Median of Comparators	\$ 11,640	\$ 16,229
% San Mateo County Office of Education Above/Below	4.0%	1.3%
Number of Matches	9	9

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Network Systems Administrator (Sr. Network Analyst)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Network Administrator	\$ 15,605	\$ 5,468	\$ 21,073	7/1/2023	unknown	unknown
2	San Francisco Unified School District (SFCOE)	IS Engineer Journey	\$ 12,359	\$ 3,870	\$ 16,229	7/1/2023	unknown	unknown
3	County of San Mateo	Information Technology Analyst	\$ 11,993	\$ 6,146	\$ 18,139	10/1/2023	unknown	unknown
4	San Mateo County Office of Education	Network Systems Administrator (Sr. Network Analyst)	\$ 11,833	\$ 4,238	\$ 16,071	7/1/2023	unknown	unknown
5	Contra Costa County Office of Education	Technology Systems Engineer	\$ 11,246	\$ 4,951	\$ 16,197	7/1/2022	unknown	unknown
6	Sequoia Union High School District ¹	Network Specialist II	\$ 11,093	\$ 5,461	\$ 16,554	7/1/2023	unknown	unknown
7	Alameda County Office of Education	Network Administrator	\$ 10,925	\$ 2,949	\$ 13,875	7/1/2023	unknown	unknown
8	San Jose Unified School District	Systems Administrator	\$ 10,695	\$ 7,058	\$ 17,753	7/1/2023	unknown	unknown
9	San Mateo Unified High School District	Systems Support Specialist	\$ 9,234	\$ 5,213	\$ 14,447	7/1/2023	unknown	unknown
10	Hayward Unified School District	N/C						
11	Napa County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,644	\$ 16,783
% San Mateo County Office of Education Above/Below	1.6%	-4.4%
Median of Comparators	\$ 11,170	\$ 16,392
% San Mateo County Office of Education Above/Below	5.6%	-2.0%
Number of Matches	8	8

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education
Benefit Detail
June 2024

Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Network Systems Administrator (Sr. Network Analyst)	Network Administrator	Technology Systems Engineer	Information Technology Analyst	N/C	N/C	IS Engineer Journey	Systems Administrator	Systems Support Specialist	Network Administrator	Network Specialist II
	Top Monthly Salary	\$ 11,833	\$ 10,925	\$ 11,246	\$ 11,993			\$ 12,359	\$ 10,695	\$ 9,234	\$ 15,605	\$ 11,093
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25			2.3%@62	2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 475	\$ 438	\$ 451				\$ 282	\$ 429	\$ 370	\$ 626	\$ 445
	Single Highest Year	\$ 76	\$ 70	\$ 72					\$ 68	\$ 59	\$ 100	\$ 71
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 734			\$ 744			\$ 766	\$ 663	\$ 573	\$ 871	\$ 688
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746									
	Health			\$ 2,656	\$ 3,944			\$ 1,150	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 147	\$ 93			\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24	\$ 16					\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 910	\$ 1,051	\$ 952	\$ 750			\$ 713	\$ 1,111	\$ 533	\$ 960	\$ 640
	Holidays	\$ 728	\$ 546	\$ 649	\$ 600			\$ 808	\$ 699	\$ 568	\$ 960	\$ 725
	Admin Leave	\$ 91										
Allow	Auto											
Benefit Package Total		\$ 4,238	\$ 2,949	\$ 4,951	\$ 6,146	\$ 0	\$ 0	\$ 3,870	\$ 7,058	\$ 5,213	\$ 5,468	\$ 5,461

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Network Systems Administrator (Sr. Network Analyst)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Network Administrator	\$ 15,605	\$ 5,468	\$ 21,073	7/1/2023	unknown	unknown
2	County of San Mateo	Information Technology Analyst	\$ 11,993	\$ 6,146	\$ 18,139	10/1/2023	unknown	unknown
3	San Jose Unified School District	Systems Administrator	\$ 10,695	\$ 7,058	\$ 17,753	7/1/2023	unknown	unknown
4	Sequoia Union High School District ¹	Network Specialist II	\$ 11,093	\$ 5,461	\$ 16,554	7/1/2023	unknown	unknown
5	San Francisco Unified School District (SFCOE)	IS Engineer Journey	\$ 12,359	\$ 3,870	\$ 16,229	7/1/2023	unknown	unknown
6	Contra Costa County Office of Education	Technology Systems Engineer	\$ 11,246	\$ 4,951	\$ 16,197	7/1/2022	unknown	unknown
7	San Mateo County Office of Education	Network Systems Administrator (Sr. Network Analyst)	\$ 11,833	\$ 4,238	\$ 16,071	7/1/2023	unknown	unknown
8	San Mateo Unified High School District	Systems Support Specialist	\$ 9,234	\$ 5,213	\$ 14,447	7/1/2023	unknown	unknown
9	Alameda County Office of Education	Network Administrator	\$ 10,925	\$ 2,949	\$ 13,875	7/1/2023	unknown	unknown
10	Hayward Unified School District	N/C						
11	Napa County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,644	\$ 16,783
% San Mateo County Office of Education Above/Below	1.6%	-4.4%
Median of Comparators	\$ 11,170	\$ 16,392
% San Mateo County Office of Education Above/Below	5.6%	-2.0%
Number of Matches	8	8

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Paraeducator, Court/Community									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Francisco Unified School District (SFCOE)	Special Education Instructional Aide	\$39.13	\$ 6,783	\$ 2,685	\$ 9,467	7/1/2019	unknown	unknown
2	Santa Clara County Office of Education	Paraeducator - Alternative Education	\$35.60	\$ 6,171	\$ 3,380	\$ 9,550	7/1/2023	unknown	unknown
3	San Mateo Unified High School District	Instructional Assistant I	\$33.78	\$ 5,855	\$ 4,444	\$ 10,299	7/1/2023	unknown	unknown
4	San Jose Unified School District	Instructional Associate, General	\$33.62	\$ 5,827	\$ 5,706	\$ 11,534	7/1/2023	unknown	unknown
5	Sequoia Union High School District	Special Education Paraprofessional I	\$32.54	\$ 5,640	\$ 4,198	\$ 9,838	7/1/2023	unknown	unknown
6	Alameda County Office of Education	Paraeducator, Juvenile Court School	\$29.91	\$ 5,184	\$ 1,843	\$ 7,028	7/1/2023	unknown	unknown
7	San Mateo County Office of Education	Paraeducator, Court/Community	\$29.85	\$ 5,174	\$ 2,523	\$ 7,697	7/1/2023	unknown	unknown
8	Contra Costa County Office of Education	Instructional Assistant, Special Education	\$28.64	\$ 4,964	\$ 3,817	\$ 8,781	7/1/2022	unknown	unknown
9	Napa County Office of Education	Instructional Support Specialist II	\$25.43	\$ 4,408	\$ 1,817	\$ 6,225	7/1/2023	unknown	unknown
10	County of San Mateo	N/C							
11	Hayward Unified School District	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	\$32.33	\$ 5,604	\$ 9,090
% San Mateo County Office of Education Above/Below	-8.3%	-8.3%	-18.1%
Median of Comparators	\$33.08	\$ 5,734	\$ 9,509
% San Mateo County Office of Education Above/Below	-10.8%	-10.8%	-23.5%
Number of Matches	8	8	8

N/C - Non Comparator

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Paraeducator, Court/Community	Paraeducator, Juvenile Court School	Instructional Assistant, Special Education	N/C	N/C	Instructional Support Specialist II	Special Education Instructional Aide	Instructional Associate, General	Instructional Assistant I	Paraeducator - Alternative Education	Special Education Paraprofessional I
	Top Monthly Salary	\$ 5,174	\$ 5,184	\$ 4,964			\$ 4,408	\$ 6,783	\$ 5,827	\$ 5,855	\$ 6,171	\$ 5,640
Retirement	Classic	2%@55	2%@55	2%@55			2%@55		2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 207	\$ 208	\$ 199			\$ 177		\$ 234	\$ 235	\$ 247	\$ 226
	Single Highest Year	\$ 33	\$ 33	\$ 32			\$ 28		\$ 37	\$ 37	\$ 39	\$ 36
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 321						\$ 421	\$ 361	\$ 363	\$ 383	\$ 350
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ^{1,2}	\$ 1,225	\$ 746									
	Health ³			\$ 2,836			\$ 950	\$ 1,305	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 152			\$ 108	\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24			\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 378	\$ 499	\$ 286			\$ 263	\$ 391	\$ 605	\$ 338	\$ 380	\$ 325
	Holidays	\$ 318	\$ 259	\$ 286			\$ 280	\$ 417	\$ 381	\$ 360	\$ 380	\$ 369
	Admin Leave	\$ 40										
Allow	Auto											
Benefit Package Total		\$ 2,523	\$ 1,843	\$ 3,817	\$ 0	\$ 0	\$ 1,817	\$ 2,685	\$ 5,706	\$ 4,444	\$ 3,380	\$ 4,198

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

3 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024

Paraeducator, Court/Community									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Instructional Associate, General	\$33.62	\$ 5,827	\$ 5,706	\$ 11,534	7/1/2023	unknown	unknown
2	San Mateo Unified High School District	Instructional Assistant I	\$33.78	\$ 5,855	\$ 4,444	\$ 10,299	7/1/2023	unknown	unknown
3	Sequoia Union High School District	Special Education Paraprofessional I	\$32.54	\$ 5,640	\$ 4,198	\$ 9,838	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education	Paraeducator - Alternative Education	\$35.60	\$ 6,171	\$ 3,380	\$ 9,550	7/1/2023	unknown	unknown
5	San Francisco Unified School District (SFCOE)	Special Education Instructional Aide	\$39.13	\$ 6,783	\$ 2,685	\$ 9,467	7/1/2019	unknown	unknown
6	Contra Costa County Office of Education	Instructional Assistant, Special Education	\$28.64	\$ 4,964	\$ 3,817	\$ 8,781	7/1/2022	unknown	unknown
7	San Mateo County Office of Education	Paraeducator, Court/Community	\$29.85	\$ 5,174	\$ 2,523	\$ 7,697	7/1/2023	unknown	unknown
8	Alameda County Office of Education	Paraeducator, Juvenile Court School	\$29.91	\$ 5,184	\$ 1,843	\$ 7,028	7/1/2023	unknown	unknown
9	Napa County Office of Education	Instructional Support Specialist II	\$25.43	\$ 4,408	\$ 1,817	\$ 6,225	7/1/2023	unknown	unknown
10	County of San Mateo	N/C							
11	Hayward Unified School District	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	\$32.33	\$ 5,604	\$ 9,090
% San Mateo County Office of Education Above/Below	-8.3%	-8.3%	-18.1%
Median of Comparators	\$33.08	\$ 5,734	\$ 9,509
% San Mateo County Office of Education Above/Below	-10.8%	-10.8%	-23.5%
Number of Matches	8	8	8

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Paraeducator, Special Education									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Francisco Unified School District (SFCOE)	Special Education Instructional Aide	\$39.13	\$ 6,783	\$ 2,685	\$ 9,467	7/1/2019	unknown	unknown
2	San Jose Unified School District	Instructional Associate, Specialized	\$37.07	\$ 6,425	\$ 5,872	\$ 12,298	7/1/2023	unknown	unknown
3	Sequoia Union High School District	Special Education Paraprofessional II	\$35.83	\$ 6,211	\$ 4,330	\$ 10,541	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education	Paraeducator - Special Education	\$35.60	\$ 6,171	\$ 3,380	\$ 9,550	7/1/2023	unknown	unknown
5	San Mateo Unified High School District	Instructional Assistant II	\$35.48	\$ 6,150	\$ 4,511	\$ 10,661	7/1/2023	unknown	unknown
6	Hayward Unified School District	Paraeducator, Special Education	\$31.15	\$ 5,399	\$ 1,361	\$ 6,760	7/1/2021	unknown	unknown
7	Alameda County Office of Education	Paraeducator, AOA	\$29.91	\$ 5,184	\$ 1,843	\$ 7,028	7/1/2023	unknown	unknown
8	San Mateo County Office of Education	Paraeducator, Special Education	\$29.85	\$ 5,174	\$ 2,523	\$ 7,697	7/1/2023	unknown	unknown
9	Contra Costa County Office of Education	Instructional Assistant, Special Education	\$28.64	\$ 4,964	\$ 3,817	\$ 8,781	7/1/2022	unknown	unknown
10	Napa County Office of Education	Instructional Support Specialist II	\$25.43	\$ 4,408	\$ 1,817	\$ 6,225	7/1/2023	unknown	unknown
11	County of San Mateo	N/C							

Summary Results			Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators			\$33.14	\$ 5,744	\$ 9,034
% San Mateo County Office of Education Above/Below			-11.0%	-11.0%	-17.4%
Median of Comparators			\$35.48	\$ 6,150	\$ 9,467
% San Mateo County Office of Education Above/Below			-18.9%	-18.9%	-23.0%
Number of Matches			9	9	9

N/C - Non Comparator

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Paraeducator, Special Education	Paraeducator, AOA	Instructional Assistant, Special Education	N/C	Paraeducator, Special Education	Instructional Support Specialist II	Special Education Instructional Aide	Instructional Associate, Specialized	Instructional Assistant II	Paraeducator - Special Education	Special Education Paraprofessional II
	Top Monthly Salary	\$ 5,174	\$ 5,184	\$ 4,964		\$ 5,399	\$ 4,408	\$ 6,783	\$ 6,425	\$ 6,150	\$ 6,171	\$ 6,211
Retirement	Classic	2%@55	2%@55	2%@55		2%@55	2%@55		2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 207	\$ 208	\$ 199		\$ 217	\$ 177		\$ 258	\$ 247	\$ 247	\$ 249
	Single Highest Year	\$ 33	\$ 33	\$ 32		\$ 35	\$ 28		\$ 41	\$ 39	\$ 39	\$ 40
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 321				\$ 335		\$ 421	\$ 398	\$ 381	\$ 383	\$ 385
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746			\$ 125						
	Health ²			\$ 2,836			\$ 950	\$ 1,305	\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental		\$ 98	\$ 152		\$ 27	\$ 108	\$ 151	\$ 177	\$ 207	\$ 221	\$ 116
	Vision			\$ 24			\$ 11			\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 378	\$ 499	\$ 286		\$ 312	\$ 263	\$ 391	\$ 667	\$ 355	\$ 380	\$ 358
	Holidays	\$ 318	\$ 259	\$ 286		\$ 312	\$ 280	\$ 417	\$ 420	\$ 378	\$ 380	\$ 406
	Admin Leave	\$ 40										
Allow	Auto											
Benefit Package Total		\$ 2,523	\$ 1,843	\$ 3,817	\$ 0	\$ 1,361	\$ 1,817	\$ 2,685	\$ 5,872	\$ 4,511	\$ 3,380	\$ 4,330

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Paraeducator, Special Education									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Instructional Associate, Specialized	\$37.07	\$ 6,425	\$ 5,872	\$ 12,298	7/1/2023	unknown	unknown
2	San Mateo Unified High School District	Instructional Assistant II	\$35.48	\$ 6,150	\$ 4,511	\$ 10,661	7/1/2023	unknown	unknown
3	Sequoia Union High School District	Special Education Paraprofessional II	\$35.83	\$ 6,211	\$ 4,330	\$ 10,541	7/1/2023	unknown	unknown
4	Santa Clara County Office of Education	Paraeducator - Special Education	\$35.60	\$ 6,171	\$ 3,380	\$ 9,550	7/1/2023	unknown	unknown
5	San Francisco Unified School District (SFCOE)	Special Education Instructional Aide	\$39.13	\$ 6,783	\$ 2,685	\$ 9,467	7/1/2019	unknown	unknown
6	Contra Costa County Office of Education	Instructional Assistant, Special Education	\$28.64	\$ 4,964	\$ 3,817	\$ 8,781	7/1/2022	unknown	unknown
7	San Mateo County Office of Education	Paraeducator, Special Education	\$29.85	\$ 5,174	\$ 2,523	\$ 7,697	7/1/2023	unknown	unknown
8	Alameda County Office of Education	Paraeducator, AOA	\$29.91	\$ 5,184	\$ 1,843	\$ 7,028	7/1/2023	unknown	unknown
9	Hayward Unified School District	Paraeducator, Special Education	\$31.15	\$ 5,399	\$ 1,361	\$ 6,760	7/1/2021	unknown	unknown
10	Napa County Office of Education	Instructional Support Specialist II	\$25.43	\$ 4,408	\$ 1,817	\$ 6,225	7/1/2023	unknown	unknown
11	County of San Mateo	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	\$33.14	\$ 5,744	\$ 9,034
% San Mateo County Office of Education Above/Below	-11.0%	-11.0%	-17.4%
Median of Comparators	\$35.48	\$ 6,150	\$ 9,467
% San Mateo County Office of Education Above/Below	-18.9%	-18.9%	-23.0%
Number of Matches	9	9	9

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Payroll and Retirement Analyst (Payroll/Retirement Audit Analyst)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Payroll Services Specialist II	\$ 9,057	\$ 4,048	\$ 13,105	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Payroll and Retirement Analyst (Payroll/Retirement Audit Analyst)	\$ 9,002	\$ 3,517	\$ 12,519	7/1/2023	unknown	unknown
3	Alameda County Office of Education	Senior Payroll Analyst/Accountant	\$ 8,346	\$ 2,452	\$ 10,798	7/1/2023	unknown	unknown
4	Hayward Unified School District	Lead Payroll Technician	\$ 8,119	\$ 2,001	\$ 10,120	7/1/2021	unknown	unknown
5	Contra Costa County Office of Education	Payroll and Retirement Audit Specialist	\$ 7,560	\$ 4,237	\$ 11,797	7/1/2022	unknown	unknown
6	County of San Mateo	Payroll-Personnel Coordinator III	\$ 7,082	\$ 5,289	\$ 12,371	10/1/2023	unknown	unknown
7	Napa County Office of Education	Senior Payroll/Benefits Specialist	\$ 6,583	\$ 2,186	\$ 8,769	7/1/2023	unknown	unknown
8	San Francisco Unified School District (SFCOE)	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 7,791	\$ 11,160
% San Mateo County Office of Education Above/Below	13.5%	10.9%
Median of Comparators	\$ 7,840	\$ 11,298
% San Mateo County Office of Education Above/Below	12.9%	9.8%
Number of Matches	6	6

N/C - Non Comparator

**San Mateo County Office of Education
Benefit Detail
June 2024**



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Payroll and Retirement Analyst (Payroll/Retirement Audit Analyst)	Senior Payroll Analyst/Accountant	Payroll and Retirement Audit Specialist	Payroll- Personnel Coordinator III	Lead Payroll Technician	Senior Payroll/Benefits Specialist	N/C	N/C	N/C	Payroll Services Specialist II	N/C
	Top Monthly Salary	\$ 9,002	\$ 8,346	\$ 7,560	\$ 7,082	\$ 8,119	\$ 6,583				\$ 9,057	
Retirement	Classic	2%@55	2%@55	2%@55	2%@61.25	2%@55	2%@55				2%@55	
	Enhanced Formula Cost	\$ 361	\$ 335	\$ 303		\$ 326	\$ 264				\$ 363	
	Single Highest Year	\$ 58	\$ 53	\$ 48		\$ 52	\$ 42				\$ 58	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 558			\$ 439	\$ 503					\$ 562	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225	\$ 746			\$ 125						
	Health ²			\$ 2,836	\$ 3,944		\$ 950				\$ 1,702	
	Dental		\$ 98	\$ 152	\$ 93	\$ 27	\$ 108				\$ 221	
	Vision			\$ 24	\$ 16		\$ 11				\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 692	\$ 802	\$ 436	\$ 443	\$ 468	\$ 392				\$ 557	
	Holidays	\$ 554	\$ 417	\$ 436	\$ 354	\$ 500	\$ 418				\$ 557	
	Admin Leave	\$ 69										
Allow	Auto											
Benefit Package Total		\$ 3,517	\$ 2,452	\$ 4,237	\$ 5,289	\$ 2,001	\$ 2,186	\$ 0	\$ 0	\$ 0	\$ 4,048	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Payroll and Retirement Analyst (Payroll/Retirement Audit Analyst)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Payroll Services Specialist II	\$ 9,057	\$ 4,048	\$ 13,105	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Payroll and Retirement Analyst (Payroll/Retirement Audit Analyst)	\$ 9,002	\$ 3,517	\$ 12,519	7/1/2023	unknown	unknown
3	County of San Mateo	Payroll-Personnel Coordinator III	\$ 7,082	\$ 5,289	\$ 12,371	10/1/2023	unknown	unknown
4	Contra Costa County Office of Education	Payroll and Retirement Audit Specialist	\$ 7,560	\$ 4,237	\$ 11,797	7/1/2022	unknown	unknown
5	Alameda County Office of Education	Senior Payroll Analyst/Accountant	\$ 8,346	\$ 2,452	\$ 10,798	7/1/2023	unknown	unknown
6	Hayward Unified School District	Lead Payroll Technician	\$ 8,119	\$ 2,001	\$ 10,120	7/1/2021	unknown	unknown
7	Napa County Office of Education	Senior Payroll/Benefits Specialist	\$ 6,583	\$ 2,186	\$ 8,769	7/1/2023	unknown	unknown
8	San Francisco Unified School District (SFCOE)	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 7,791	\$ 11,160
% San Mateo County Office of Education Above/Below	13.5%	10.9%
Median of Comparators	\$ 7,840	\$ 11,298
% San Mateo County Office of Education Above/Below	12.9%	9.8%
Number of Matches	6	6

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Payroll Supervisor (Manager, Payroll - Districts)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo County Office of Education	Payroll Supervisor (Manager, Payroll - Districts)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown
2	Santa Clara County Office of Education	Manager - Payroll Services	\$ 14,271	\$ 5,571	\$ 19,843	7/1/2023	unknown	unknown
3	Sequoia Union High School District ¹	Accounting/Payroll Supervisor	\$ 13,154	\$ 5,989	\$ 19,143	7/1/2023	unknown	unknown
4	San Francisco Unified School District (SFCOE)	Manager I	\$ 12,587	\$ 4,089	\$ 16,677	7/1/2023	unknown	unknown
5	Contra Costa County Office of Education	Supervisor, Business Services	\$ 10,976	\$ 4,900	\$ 15,876	7/1/2022	unknown	unknown
6	Hayward Unified School District	Payroll Supervisor	\$ 10,339	\$ 2,770	\$ 13,109	7/1/2021	unknown	unknown
7	Napa County Office of Education	Fiscal Operations Coordinator	\$ 8,401	\$ 1,435	\$ 9,837	7/1/2023	unknown	unknown
8	County of San Mateo	Payroll/Personnel Supervisor	\$ 8,088	\$ 5,487	\$ 13,574	10/1/2023	unknown	unknown
9	Alameda County Office of Education	N/C						
10	San Jose Unified School District	N/C						
11	San Mateo Unified High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,117	\$ 15,437
% San Mateo County Office of Education Above/Below	23.7%	21.9%
Median of Comparators	\$ 10,976	\$ 15,876
% San Mateo County Office of Education Above/Below	24.7%	19.7%
Number of Matches	7	7

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Benefit Detail
June 2024**



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Payroll Supervisor (Manager, Payroll - Districts)	N/C	Supervisor, Business Services	Payroll/Personnel Supervisor	Payroll Supervisor	Fiscal Operations Coordinator	Manager I	N/C	N/C	Manager - Payroll Services	Accounting/Payroll Supervisor
	Top Monthly Salary	\$ 14,577		\$ 10,976	\$ 8,088	\$ 10,339	\$ 8,401	\$ 12,587			\$ 14,271	\$ 13,154
Retirement	Classic	2%@55		2%@55	2%@61.25	2%@55	2%@55	2.3%@62			2%@55	2%@55
	Enhanced Formula Cost	\$ 585		\$ 440		\$ 415	\$ 337	\$ 287			\$ 572	\$ 527
	Single Highest Year	\$ 93		\$ 70		\$ 66	\$ 54				\$ 91	\$ 84
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871			\$ 501	\$ 641		\$ 780			\$ 871	\$ 816
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225				\$ 125						
	Health ¹			\$ 2,656	\$ 3,944			\$ 1,080			\$ 1,702	\$ 2,753
	Dental			\$ 147	\$ 116	\$ 52		\$ 151			\$ 221	\$ 116
	Vision			\$ 24	\$ 16		\$ 11				\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 1,121		\$ 929	\$ 505	\$ 875	\$ 501	\$ 968			\$ 1,208	\$ 1,012
	Holidays	\$ 897		\$ 633	\$ 404	\$ 597	\$ 533	\$ 823			\$ 878	\$ 658
	Admin Leave	\$ 392										
Allow	Auto											
Benefit Package Total		\$ 5,185	\$ 0	\$ 4,900	\$ 5,487	\$ 2,770	\$ 1,435	\$ 4,089	\$ 0	\$ 0	\$ 5,571	\$ 5,989

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Payroll Supervisor (Manager, Payroll - Districts)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Manager - Payroll Services	\$ 14,271	\$ 5,571	\$ 19,843	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Payroll Supervisor (Manager, Payroll - Districts)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown
3	Sequoia Union High School District ¹	Accounting/Payroll Supervisor	\$ 13,154	\$ 5,989	\$ 19,143	7/1/2023	unknown	unknown
4	San Francisco Unified School District (SFCOE)	Manager I	\$ 12,587	\$ 4,089	\$ 16,677	7/1/2023	unknown	unknown
5	Contra Costa County Office of Education	Supervisor, Business Services	\$ 10,976	\$ 4,900	\$ 15,876	7/1/2022	unknown	unknown
6	County of San Mateo	Payroll/Personnel Supervisor	\$ 8,088	\$ 5,487	\$ 13,574	10/1/2023	unknown	unknown
7	Hayward Unified School District	Payroll Supervisor	\$ 10,339	\$ 2,770	\$ 13,109	7/1/2021	unknown	unknown
8	Napa County Office of Education	Fiscal Operations Coordinator	\$ 8,401	\$ 1,435	\$ 9,837	7/1/2023	unknown	unknown
9	Alameda County Office of Education	N/C						
10	San Jose Unified School District	N/C						
11	San Mateo Unified High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,117	\$ 15,437
% San Mateo County Office of Education Above/Below	23.7%	21.9%
Median of Comparators	\$ 10,976	\$ 15,876
% San Mateo County Office of Education Above/Below	24.7%	19.7%
Number of Matches	7	7

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Payroll Technician (Payroll Specialist)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Accounting Specialist	\$ 9,041	\$ 6,599	\$ 15,640	7/1/2023	unknown	unknown
2	San Francisco Unified School District (SFCOE)	Senior Payroll/Personnel Clerk	\$ 8,342	\$ 3,834	\$ 12,176	7/1/2023	unknown	unknown
3	Sequoia Union High School District ¹	Payroll Technician II	\$ 8,296	\$ 4,813	\$ 13,109	7/1/2023	unknown	unknown
4	San Mateo Unified High School District	Payroll Accounting Technician	\$ 7,751	\$ 4,875	\$ 12,626	7/1/2023	unknown	unknown
5	Hayward Unified School District	Payroll Technician	\$ 7,360	\$ 1,828	\$ 9,188	7/1/2021	unknown	unknown
6	San Mateo County Office of Education	Payroll Technician (Payroll Specialist)	\$ 7,052	\$ 3,021	\$ 10,073	7/1/2023	unknown	unknown
7	Contra Costa County Office of Education	Payroll Specialist	\$ 6,850	\$ 4,122	\$ 10,971	7/1/2022	unknown	unknown
8	County of San Mateo	Payroll-Personnel Coordinator II	\$ 6,699	\$ 5,222	\$ 11,921	10/1/2023	unknown	unknown
9	Napa County Office of Education	Payroll/Benefits Specialist	\$ 5,944	\$ 2,077	\$ 8,021	7/1/2023	unknown	unknown
10	Alameda County Office of Education	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 7,535	\$ 11,707
% San Mateo County Office of Education Above/Below	-6.9%	-16.2%
Median of Comparators	\$ 7,555	\$ 12,049
% San Mateo County Office of Education Above/Below	-7.1%	-19.6%
Number of Matches	8	8

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Benefit Detail
June 2024**



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Payroll Technician (Payroll Specialist)	N/C	Payroll Specialist	Payroll-Personnel Coordinator II	Payroll Technician	Payroll/Benefits Specialist	Senior Payroll/Personnel Clerk	Accounting Specialist	Payroll Accounting Technician	N/C	Payroll Technician II
	Top Monthly Salary	\$ 7,052		\$ 6,850	\$ 6,699	\$ 7,360	\$ 5,944	\$ 8,342	\$ 9,041	\$ 7,751		\$ 8,296
Retirement	Classic	2%@55		2%@55	2%@61.25	2%@55	2%@55	2.3%@62	2%@55	2%@55		2%@55
	Enhanced Formula Cost	\$ 283		\$ 275		\$ 295	\$ 238	\$ 190	\$ 363	\$ 311		\$ 333
	Single Highest Year	\$ 45		\$ 44		\$ 47	\$ 38		\$ 58	\$ 50		\$ 53
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 437			\$ 415	\$ 456		\$ 517	\$ 561	\$ 481		\$ 514
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225				\$ 125						
	Health ²			\$ 2,836	\$ 3,944		\$ 950	\$ 1,949	\$ 3,911	\$ 2,865		\$ 2,753
	Dental			\$ 152	\$ 93	\$ 27	\$ 108	\$ 151	\$ 177	\$ 207		\$ 116
	Vision			\$ 24	\$ 16		\$ 11			\$ 38		\$ 23
	Other Ins.											
Leaves	Vacation	\$ 542		\$ 395	\$ 419	\$ 425	\$ 354	\$ 481	\$ 939	\$ 447		\$ 479
	Holidays	\$ 434		\$ 395	\$ 335	\$ 453	\$ 377	\$ 545	\$ 591	\$ 477		\$ 542
	Admin Leave	\$ 54										
Allow	Auto											
Benefit Package Total		\$ 3,021	\$ 0	\$ 4,122	\$ 5,222	\$ 1,828	\$ 2,077	\$ 3,834	\$ 6,599	\$ 4,875	\$ 0	\$ 4,813

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Payroll Technician (Payroll Specialist)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Accounting Specialist	\$ 9,041	\$ 6,599	\$ 15,640	7/1/2023	unknown	unknown
2	Sequoia Union High School District ¹	Payroll Technician II	\$ 8,296	\$ 4,813	\$ 13,109	7/1/2023	unknown	unknown
3	San Mateo Unified High School District	Payroll Accounting Technician	\$ 7,751	\$ 4,875	\$ 12,626	7/1/2023	unknown	unknown
4	San Francisco Unified School District (SFCOE)	Senior Payroll/Personnel Clerk	\$ 8,342	\$ 3,834	\$ 12,176	7/1/2023	unknown	unknown
5	County of San Mateo	Payroll-Personnel Coordinator II	\$ 6,699	\$ 5,222	\$ 11,921	10/1/2023	unknown	unknown
6	Contra Costa County Office of Education	Payroll Specialist	\$ 6,850	\$ 4,122	\$ 10,971	7/1/2022	unknown	unknown
7	San Mateo County Office of Education	Payroll Technician (Payroll Specialist)	\$ 7,052	\$ 3,021	\$ 10,073	7/1/2023	unknown	unknown
8	Hayward Unified School District	Payroll Technician	\$ 7,360	\$ 1,828	\$ 9,188	7/1/2021	unknown	unknown
9	Napa County Office of Education	Payroll/Benefits Specialist	\$ 5,944	\$ 2,077	\$ 8,021	7/1/2023	unknown	unknown
10	Alameda County Office of Education	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 7,535	\$ 11,707
% San Mateo County Office of Education Above/Below	-6.9%	-16.2%
Median of Comparators	\$ 7,555	\$ 12,049
% San Mateo County Office of Education Above/Below	-7.1%	-19.6%
Number of Matches	8	8

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Personnel Commission Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	Human Resource Generalist	\$ 13,801	\$ 5,457	\$ 19,258	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Personnel Commission Analyst	\$ 10,420	\$ 3,878	\$ 14,298	7/1/2023	unknown	unknown
3	Hayward Unified School District	Human Resources Analyst	\$ 9,892	\$ 2,405	\$ 12,297	7/1/2021	unknown	unknown
4	San Francisco Unified School District (SFCOE)	HR Analyst	\$ 9,097	\$ 3,991	\$ 13,088	7/1/2023	unknown	unknown
5	Alameda County Office of Education	N/C						
6	Contra Costa County Office of Education	N/C						
7	County of San Mateo	N/C						
8	Napa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	Santa Clara County Office of Education	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Personnel Commission Analyst	N/C	N/C	N/C	Human Resources Analyst	N/C	HR Analyst	N/C	Human Resource Generalist	N/C	N/C
	Top Monthly Salary	\$ 10,420				\$ 9,892		\$ 9,097		\$ 13,801		
Retirement	Classic	2%@55				2%@55		2.3%@62		2%@55		
	Enhanced Formula Cost	\$ 418				\$ 397		\$ 207		\$ 553		
	Single Highest Year	\$ 67				\$ 63				\$ 88		
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 646				\$ 613		\$ 564		\$ 856		
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225				\$ 125						
	Health							\$ 1,949		\$ 2,865		
	Dental					\$ 27		\$ 151		\$ 207		
	Vision									\$ 38		
	Other Ins.											
Leaves	Vacation	\$ 802				\$ 571		\$ 525		\$ 796		
	Holidays ²	\$ 641				\$ 609		\$ 595				
	Admin Leave	\$ 80								\$ 53		
Allow	Auto											
Benefit Package Total		\$ 3,878	\$ 0	\$ 0	\$ 0	\$ 2,405	\$ 0	\$ 3,991	\$ 0	\$ 5,457	\$ 0	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - San Mateo Unified High School District: Must work 221 positive work days, unpaid holidays included.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Personnel Commission Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	Human Resource Generalist	\$ 13,801	\$ 5,457	\$ 19,258	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Personnel Commission Analyst	\$ 10,420	\$ 3,878	\$ 14,298	7/1/2023	unknown	unknown
3	San Francisco Unified School District (SFCOE)	HR Analyst	\$ 9,097	\$ 3,991	\$ 13,088	7/1/2023	unknown	unknown
4	Hayward Unified School District	Human Resources Analyst	\$ 9,892	\$ 2,405	\$ 12,297	7/1/2021	unknown	unknown
5	Alameda County Office of Education	N/C						
6	Contra Costa County Office of Education	N/C						
7	County of San Mateo	N/C						
8	Napa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	Santa Clara County Office of Education	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data
Number of Matches	3	3

N/C - Non Comparator

San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024



Program Manager (Coordinator, Early Learning)

Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Director II - Child Care Planning and Support	\$ 16,521	\$ 6,005	\$ 22,525	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Program Manager (Coordinator, Early Learning)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown
3	San Francisco Unified School District (SFCOE)	Manager II	\$ 13,866	\$ 4,380	\$ 18,245	7/1/2023	unknown	unknown
4	Contra Costa County Office of Education	Coordinator	\$ 13,658	\$ 5,406	\$ 19,064	7/1/2022	unknown	unknown
5	Hayward Unified School District ¹	(Coordinator III, Before & After School Programs/ Coordinator, College & Career Readiness/ Coordinator, Student & Parent Support Programs)	\$ 13,642	\$ 3,598	\$ 17,240	7/1/2022	unknown	unknown
6	Alameda County Office of Education	Program Director	\$ 12,115	\$ 3,272	\$ 15,387	7/1/2023	unknown	unknown
7	Napa County Office of Education	Program Manager	\$ 10,228	\$ 1,745	\$ 11,974	7/1/2023	unknown	unknown
8	County of San Mateo	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results			Top Monthly Salary	Total Monthly
Average of Comparators			\$ 13,338	\$ 17,406
% San Mateo County Office of Education Above/Below			8.5%	11.9%
Median of Comparators			\$ 13,650	\$ 17,743
% San Mateo County Office of Education Above/Below			6.4%	10.2%
Number of Matches			6	6

N/C - Non Comparator

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

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Program Manager (Coordinator, Early Learning)	Program Director	Coordinator	N/C	[Coordinator III, Before & After School Programs/ Coordinator, College & Career Readiness/ Coordinator, Student & Parent Support Programs]	Program Manager	Manager II	N/C	N/C	Director II - Child Care Planning and Support	N/C
	Top Monthly Salary	\$ 14,577	\$ 12,115	\$ 13,658		\$ 13,642	\$ 10,228	\$ 13,866			\$ 16,521	
Retirement	Classic	2%@55	2%@55	2%@55		2%@55	2%@55	2.3%@62			2%@55	
	Enhanced Formula Cost	\$ 585	\$ 486	\$ 548		\$ 547	\$ 410	\$ 316			\$ 662	
	Single Highest Year	\$ 93	\$ 78	\$ 87		\$ 87	\$ 65				\$ 106	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871				\$ 846		\$ 860			\$ 871	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746			\$ 125						
	Health ¹			\$ 2,656				\$ 1,080			\$ 1,702	
	Dental		\$ 98	\$ 147		\$ 52		\$ 151			\$ 221	
	Vision			\$ 24			\$ 11				\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 1,121	\$ 1,258	\$ 1,156		\$ 1,154	\$ 610	\$ 1,067			\$ 1,398	
	Holidays	\$ 897	\$ 606	\$ 788		\$ 787	\$ 649	\$ 907			\$ 1,017	
	Admin Leave	\$ 392										
Allow	Auto											
Benefit Package Total		\$ 5,185	\$ 3,272	\$ 5,406	\$ 0	\$ 3,598	\$ 1,745	\$ 4,380	\$ 0	\$ 0	\$ 6,005	\$ 0

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024



Program Manager (Coordinator, Early Learning)									
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	Santa Clara County Office of Education	Director II - Child Care Planning and Support	\$ 16,521	\$ 6,005	\$ 22,525	7/1/2023	unknown	unknown	
2	San Mateo County Office of Education	Program Manager (Coordinator, Early Learning)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown	
3	Contra Costa County Office of Education	Coordinator	\$ 13,658	\$ 5,406	\$ 19,064	7/1/2022	unknown	unknown	
4	San Francisco Unified School District (SFCOE)	Manager II	\$ 13,866	\$ 4,380	\$ 18,245	7/1/2023	unknown	unknown	
5	Hayward Unified School District ¹	[Coordinator III, Before & After School Programs/ Coordinator, College & Career Readiness/ Coordinator, Student & Parent Support Programs]	\$ 13,642	\$ 3,598	\$ 17,240	7/1/2022	unknown	unknown	
6	Alameda County Office of Education	Program Director	\$ 12,115	\$ 3,272	\$ 15,387	7/1/2023	unknown	unknown	
7	Napa County Office of Education	Program Manager	\$ 10,228	\$ 1,745	\$ 11,974	7/1/2023	unknown	unknown	
8	County of San Mateo	N/C							
9	San Jose Unified School District	N/C							
10	San Mateo Unified High School District	N/C							
11	Sequoia Union High School District	N/C							

Summary Results			Top Monthly Salary	Total Monthly
Average of Comparators			\$ 13,338	\$ 17,406
% San Mateo County Office of Education Above/Below			8.5%	11.9%
Median of Comparators			\$ 13,650	\$ 17,743
% San Mateo County Office of Education Above/Below			6.4%	10.2%
Number of Matches			6	6

N/C - Non Comparator

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

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Program Specialist (Project Specialist, Early Learning)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Coordinator - Parent Engagement	\$ 14,985	\$ 5,709	\$ 20,694	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Program Specialist (Project Specialist, Early Learning)	\$ 13,034	\$ 4,795	\$ 17,829	7/1/2023	unknown	unknown
3	San Francisco Unified School District (SFCOE)	Educational Policy Analyst	\$ 12,587	\$ 4,089	\$ 16,677	7/1/2023	unknown	unknown
4	Contra Costa County Office of Education	Literacy Instructional Lead	\$ 11,806	\$ 5,057	\$ 16,863	7/1/2022	unknown	unknown
5	Alameda County Office of Education	Program Manager	\$ 11,218	\$ 3,092	\$ 14,310	7/1/2023	unknown	unknown
6	San Jose Unified School District	Program Analyst	\$ 8,609	\$ 6,479	\$ 15,088	7/1/2023	unknown	unknown
7	Napa County Office of Education	Program Coordinator II	\$ 8,401	\$ 1,435	\$ 9,837	7/1/2023	unknown	unknown
8	County of San Mateo	N/C						
9	Hayward Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,268	\$ 15,578
% San Mateo County Office of Education Above/Below	13.6%	12.6%
Median of Comparators	\$ 11,512	\$ 15,883
% San Mateo County Office of Education Above/Below	11.7%	10.9%
Number of Matches	6	6

N/C - Non Comparator

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Program Specialist (Project Specialist, Early Learning)	Program Manager	Literacy Instructional Lead	N/C	N/C	Program Coordinator II	Educational Policy Analyst	Program Analyst	N/C	Coordinator - Parent Engagement	N/C
Top Monthly Salary		\$ 13,034	\$ 11,218	\$ 11,806			\$ 8,401	\$ 12,587	\$ 8,609		\$ 14,985	
Retirement	Classic	2%@55	2%@55	2%@55			2%@55	2.3%@62	2%@55		2%@55	
	Enhanced Formula Cost	\$ 523	\$ 450	\$ 473			\$ 337	\$ 287	\$ 345		\$ 601	
	Single Highest Year	\$ 83	\$ 72	\$ 76			\$ 54		\$ 55		\$ 96	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 808						\$ 780	\$ 534		\$ 871	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746									
	Health ¹			\$ 2,656				\$ 1,080	\$ 3,911		\$ 1,702	
	Dental		\$ 98	\$ 147				\$ 151	\$ 177		\$ 221	
	Vision			\$ 24			\$ 11				\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 1,003	\$ 1,165	\$ 999			\$ 501	\$ 968	\$ 894		\$ 1,268	
	Holidays	\$ 802	\$ 561	\$ 681			\$ 533	\$ 823	\$ 563		\$ 922	
	Admin Leave	\$ 351										
Allow	Auto											
Benefit Package Total		\$ 4,795	\$ 3,092	\$ 5,057	\$ 0	\$ 0	\$ 1,435	\$ 4,089	\$ 6,479	\$ 0	\$ 5,709	\$ 0

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Program Specialist (Project Specialist, Early Learning)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Coordinator - Parent Engagement	\$ 14,985	\$ 5,709	\$ 20,694	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Program Specialist (Project Specialist, Early Learning)	\$ 13,034	\$ 4,795	\$ 17,829	7/1/2023	unknown	unknown
3	Contra Costa County Office of Education	Literacy Instructional Lead	\$ 11,806	\$ 5,057	\$ 16,863	7/1/2022	unknown	unknown
4	San Francisco Unified School District (SFCOE)	Educational Policy Analyst	\$ 12,587	\$ 4,089	\$ 16,677	7/1/2023	unknown	unknown
5	San Jose Unified School District	Program Analyst	\$ 8,609	\$ 6,479	\$ 15,088	7/1/2023	unknown	unknown
6	Alameda County Office of Education	Program Manager	\$ 11,218	\$ 3,092	\$ 14,310	7/1/2023	unknown	unknown
7	Napa County Office of Education	Program Coordinator II	\$ 8,401	\$ 1,435	\$ 9,837	7/1/2023	unknown	unknown
8	County of San Mateo	N/C						
9	Hayward Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results		Top Monthly Salary	Total Monthly
Average of Comparators		\$ 11,268	\$ 15,578
% San Mateo County Office of Education Above/Below		13.6%	12.6%
Median of Comparators		\$ 11,512	\$ 15,883
% San Mateo County Office of Education Above/Below		11.7%	10.9%
Number of Matches		6	6

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Programmer/Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Software Engineer	\$ 13,220	\$ 5,012	\$ 18,232	7/1/2023	unknown	unknown
2	County of San Mateo	IS Applications Support Analyst II	\$ 12,234	\$ 6,188	\$ 18,422	10/1/2023	unknown	unknown
3	San Mateo County Office of Education	Programmer/Analyst	\$ 11,833	\$ 4,238	\$ 16,071	7/1/2023	unknown	unknown
4	Hayward Unified School District	Systems Analyst	\$ 11,473	\$ 2,765	\$ 14,238	7/1/2021	unknown	unknown
5	Napa County Office of Education	Programmer/Analyst	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
6	San Francisco Unified School District (SFCOE)	Programmer Analyst	\$ 8,063	\$ 2,977	\$ 11,040	7/1/2023	unknown	unknown
7	Alameda County Office of Education	N/C						
8	Contra Costa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 10,852	\$ 14,557
% San Mateo County Office of Education Above/Below	8.3%	9.4%
Median of Comparators	\$ 11,473	\$ 14,238
% San Mateo County Office of Education Above/Below	3.0%	11.4%
Number of Matches	5	5

N/C - Non Comparator

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Programmer/Analyst	N/C	N/C	IS Applications Support Analyst II	Systems Analyst	Programmer/Analyst	Programmer Analyst	N/C	N/C	Software Engineer	N/C
	Top Monthly Salary	\$ 11,833			\$ 12,234	\$ 11,473	\$ 9,272	\$ 8,063			\$ 13,220	
Retirement	Classic	2%@55			2%@61.25	2%@55	2%@55	2.3%@62			2%@55	
	Enhanced Formula Cost	\$ 475				\$ 460	\$ 372	\$ 184			\$ 530	
	Single Highest Year	\$ 76				\$ 73	\$ 59				\$ 85	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 734			\$ 758	\$ 711		\$ 500			\$ 820	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225				\$ 125						
	Health ²				\$ 3,944			\$ 1,150			\$ 1,702	
	Dental				\$ 93	\$ 27		\$ 151			\$ 221	
	Vision				\$ 16		\$ 11				\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 910			\$ 765	\$ 662	\$ 553	\$ 465			\$ 814	
	Holidays	\$ 728			\$ 612	\$ 706	\$ 588	\$ 527			\$ 814	
	Admin Leave	\$ 91										
Allow	Auto											
Benefit Package Total		\$ 4,238	\$ 0	\$ 0	\$ 6,188	\$ 2,765	\$ 1,583	\$ 2,977	\$ 0	\$ 0	\$ 5,012	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Employee pays full premiums for health and dental.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Programmer/Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Mateo	IS Applications Support Analyst II	\$ 12,234	\$ 6,188	\$ 18,422	10/1/2023	unknown	unknown
2	Santa Clara County Office of Education	Software Engineer	\$ 13,220	\$ 5,012	\$ 18,232	7/1/2023	unknown	unknown
3	San Mateo County Office of Education	Programmer/Analyst	\$ 11,833	\$ 4,238	\$ 16,071	7/1/2023	unknown	unknown
4	Hayward Unified School District	Systems Analyst	\$ 11,473	\$ 2,765	\$ 14,238	7/1/2021	unknown	unknown
5	San Francisco Unified School District (SFCOE)	Programmer Analyst	\$ 8,063	\$ 2,977	\$ 11,040	7/1/2023	unknown	unknown
6	Napa County Office of Education	Programmer/Analyst	\$ 9,272	\$ 1,583	\$ 10,855	7/1/2023	unknown	unknown
7	Alameda County Office of Education	N/C						
8	Contra Costa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 10,852	\$ 14,557
% San Mateo County Office of Education Above/Below	8.3%	9.4%
Median of Comparators	\$ 11,473	\$ 14,238
% San Mateo County Office of Education Above/Below	3.0%	11.4%
Number of Matches	5	5

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Public Communications Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo County Office of Education	Public Communications Specialist	\$ 10,516	\$ 3,862	\$ 14,378	7/1/2023	unknown	unknown
2	San Mateo Unified High School District	Communications & Publication Specialist	\$ 9,467	\$ 5,266	\$ 14,733	7/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Community Engagement/Public Relations Specialist	\$ 9,057	\$ 4,048	\$ 13,105	7/1/2023	unknown	unknown
4	Alameda County Office of Education	Communications Specialist	\$ 8,346	\$ 2,452	\$ 10,798	7/1/2023	unknown	unknown
5	San Francisco Unified School District (SFCOE)	Public Information Officer	\$ 8,280	\$ 3,022	\$ 11,302	7/1/2023	unknown	unknown
6	Contra Costa County Office of Education	Communications Specialist	\$ 7,942	\$ 4,299	\$ 12,241	7/1/2022	unknown	unknown
7	Napa County Office of Education	Program Coordinator I, Communications	\$ 7,606	\$ 1,300	\$ 8,906	7/1/2023	unknown	unknown
8	County of San Mateo	N/C						
9	Hayward Unified School District	N/C						
10	San Jose Unified School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 8,450	\$ 11,848
% San Mateo County Office of Education Above/Below	19.7%	17.6%
Median of Comparators	\$ 8,313	\$ 11,771
% San Mateo County Office of Education Above/Below	21.0%	18.1%
Number of Matches	6	6

N/C - Non Comparator

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Public Communications Specialist	Communications Specialist	Communications Specialist	N/C	N/C	Program Coordinator I, Communications	Public Information Officer	N/C	Communications & Publication Specialist	Community Engagement/Public Relations Specialist	N/C
	Top Monthly Salary	\$ 10,516	\$ 8,346	\$ 7,942			\$ 7,606	\$ 8,280		\$ 9,467	\$ 9,057	
Retirement	Classic	2%@55	2%@55	2%@55			2%@55	2.3%@62		2%@55	2%@55	
	Enhanced Formula Cost	\$ 422	\$ 335	\$ 318			\$ 305	\$ 189		\$ 380	\$ 363	
	Single Highest Year	\$ 67	\$ 53	\$ 51			\$ 49			\$ 61	\$ 58	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 652						\$ 513		\$ 587	\$ 562	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746									
	Health ¹			\$ 2,836				\$ 1,150		\$ 2,865	\$ 1,702	
	Dental		\$ 98	\$ 152				\$ 151		\$ 207	\$ 221	
	Vision			\$ 24			\$ 11			\$ 38	\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 809	\$ 802	\$ 458			\$ 453	\$ 478		\$ 546	\$ 557	
	Holidays	\$ 647	\$ 417	\$ 458			\$ 483	\$ 541		\$ 583	\$ 557	
	Admin Leave	\$ 40										
Allow	Auto											
Benefit Package Total		\$ 3,862	\$ 2,452	\$ 4,299	\$ 0	\$ 0	\$ 1,300	\$ 3,022	\$ 0	\$ 5,266	\$ 4,048	\$ 0

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024

Public Communications Specialist								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	Communications & Publication Specialist	\$ 9,467	\$ 5,266	\$ 14,733	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Public Communications Specialist	\$ 10,516	\$ 3,862	\$ 14,378	7/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Community Engagement/Public Relations Specialist	\$ 9,057	\$ 4,048	\$ 13,105	7/1/2023	unknown	unknown
4	Contra Costa County Office of Education	Communications Specialist	\$ 7,942	\$ 4,299	\$ 12,241	7/1/2022	unknown	unknown
5	San Francisco Unified School District (SFCOE)	Public Information Officer	\$ 8,280	\$ 3,022	\$ 11,302	7/1/2023	unknown	unknown
6	Alameda County Office of Education	Communications Specialist	\$ 8,346	\$ 2,452	\$ 10,798	7/1/2023	unknown	unknown
7	Napa County Office of Education	Program Coordinator I, Communications	\$ 7,606	\$ 1,300	\$ 8,906	7/1/2023	unknown	unknown
8	County of San Mateo	N/C						
9	Hayward Unified School District	N/C						
10	San Jose Unified School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 8,450	\$ 11,848
% San Mateo County Office of Education Above/Below	19.7%	17.6%
Median of Comparators	\$ 8,313	\$ 11,771
% San Mateo County Office of Education Above/Below	21.0%	18.1%
Number of Matches	6	6

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Registered Behavior Technician									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Francisco Unified School District (SFCOE)	Registered Behavior Technician	\$65.39	\$ 11,334	\$ 3,510	\$ 14,844	7/1/2019	unknown	unknown
2	San Mateo County Office of Education	Registered Behavior Technician	\$39.03	\$ 6,765	\$ 2,948	\$ 9,713	7/1/2023	unknown	unknown
3	Alameda County Office of Education	N/C							
4	Contra Costa County Office of Education	N/C							
5	County of San Mateo	N/C							
6	Hayward Unified School District	N/C							
7	Napa County Office of Education	N/C							
8	San Jose Unified School District	N/C							
9	San Mateo Unified High School District ¹	N/C							
10	Santa Clara County Office of Education	N/C							
11	Sequoia Union High School District	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	1	1	1

N/C - Non Comparator

1 - San Mateo Unified High School District: Comparator has a classification with similar duties; not matched as the classification is not salaried but receives a flat rate stipend of \$5000.

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Registered Behavior Technician	N/C	N/C	N/C	N/C	N/C	Registered Behavior Technician	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 6,765						\$ 11,334				
Retirement	Classic	2%@55										
	Enhanced Formula Cost	\$ 271										
	Single Highest Year	\$ 43										
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 419						\$ 703				
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225										
	Health							\$ 1,305				
	Dental							\$ 151				
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 520						\$ 654				
	Holidays	\$ 416						\$ 697				
	Admin Leave	\$ 52										
Allow	Auto											
Benefit Package Total		\$ 2,948	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,510	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Registered Behavior Technician									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Francisco Unified School District (SFCOE)	Registered Behavior Technician	\$65.39	\$ 11,334	\$ 3,510	\$ 14,844	7/1/2019	unknown	unknown
2	San Mateo County Office of Education	Registered Behavior Technician	\$39.03	\$ 6,765	\$ 2,948	\$ 9,713	7/1/2023	unknown	unknown
3	Alameda County Office of Education	N/C							
4	Contra Costa County Office of Education	N/C							
5	County of San Mateo	N/C							
6	Hayward Unified School District	N/C							
7	Napa County Office of Education	N/C							
8	San Jose Unified School District	N/C							
9	San Mateo Unified High School District ¹	N/C							
10	Santa Clara County Office of Education	N/C							
11	Sequoia Union High School District	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	1	1	1

N/C - Non Comparator

1 - San Mateo Unified High School District: Comparator has a classification with similar duties; not matched as the classification is not salaried but receives a flat rate stipend of \$5000.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

School Bus Driver									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	School Bus Driver	\$42.24	\$ 7,322	\$ 4,778	\$ 12,099	7/1/2023	unknown	unknown
2	Sequoia Union High School District	School Bus Driver	\$41.41	\$ 7,178	\$ 4,554	\$ 11,732	7/1/2023	unknown	unknown
3	Hayward Unified School District	School Bus Driver	\$38.88	\$ 6,739	\$ 1,687	\$ 8,426	7/1/2021	unknown	unknown
4	San Jose Unified School District	Bus Driver	\$37.88	\$ 6,566	\$ 5,911	\$ 12,477	7/1/2023	unknown	unknown
5	Santa Clara County Office of Education	Bus Driver	\$37.71	\$ 6,536	\$ 3,464	\$ 10,001	9/1/2023	unknown	unknown
6	San Mateo County Office of Education	School Bus Driver	\$35.32	\$ 6,122	\$ 2,784	\$ 8,906	7/1/2023	unknown	unknown
7	County of San Mateo	School Bus Driver	\$33.76	\$ 5,852	\$ 5,074	\$ 10,926	10/1/2023	unknown	unknown
8	Alameda County Office of Education	N/C							
9	Contra Costa County Office of Education	N/C							
10	Napa County Office of Education	N/C							
11	San Francisco Unified School District (SFCOE)	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	\$38.65	\$ 6,699	\$ 10,943
% San Mateo County Office of Education Above/Below	-9.4%	-9.4%	-22.9%
Median of Comparators	\$38.38	\$ 6,653	\$ 11,329
% San Mateo County Office of Education Above/Below	-8.7%	-8.7%	-27.2%
Number of Matches	6	6	6

N/C - Non Comparator

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		School Bus Driver	N/C	N/C	School Bus Driver	School Bus Driver	N/C	N/C	Bus Driver	School Bus Driver	Bus Driver	School Bus Driver
	Top Monthly Salary	\$ 6,122			\$ 5,852	\$ 6,739			\$ 6,566	\$ 7,322	\$ 6,536	\$ 7,178
Retirement	Classic	2%@55			2%@61.25	2%@55			2%@55	2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 246				\$ 270			\$ 263	\$ 294	\$ 262	\$ 288
	Single Highest Year	\$ 39				\$ 43			\$ 42	\$ 47	\$ 42	\$ 46
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 380			\$ 363	\$ 418			\$ 407	\$ 454	\$ 405	\$ 445
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225				\$ 125						
	Health				\$ 3,944				\$ 3,911	\$ 2,865	\$ 1,702	\$ 2,753
	Dental				\$ 93	\$ 27			\$ 177	\$ 207	\$ 221	\$ 116
	Vision				\$ 16					\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 471			\$ 366	\$ 389			\$ 682	\$ 422	\$ 402	\$ 414
	Holidays	\$ 377			\$ 293	\$ 415			\$ 429	\$ 451	\$ 402	\$ 469
	Admin Leave	\$ 47										
Allow	Auto											
Benefit Package Total		\$ 2,784	\$ 0	\$ 0	\$ 5,074	\$ 1,687	\$ 0	\$ 0	\$ 5,911	\$ 4,778	\$ 3,464	\$ 4,554

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

School Bus Driver									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Bus Driver	\$37.88	\$ 6,566	\$ 5,911	\$ 12,477	7/1/2023	unknown	unknown
2	San Mateo Unified High School District	School Bus Driver	\$42.24	\$ 7,322	\$ 4,778	\$ 12,099	7/1/2023	unknown	unknown
3	Sequoia Union High School District	School Bus Driver	\$41.41	\$ 7,178	\$ 4,554	\$ 11,732	7/1/2023	unknown	unknown
4	County of San Mateo	School Bus Driver	\$33.76	\$ 5,852	\$ 5,074	\$ 10,926	10/1/2023	unknown	unknown
5	Santa Clara County Office of Education	Bus Driver	\$37.71	\$ 6,536	\$ 3,464	\$ 10,001	9/1/2023	unknown	unknown
6	San Mateo County Office of Education	School Bus Driver	\$35.32	\$ 6,122	\$ 2,784	\$ 8,906	7/1/2023	unknown	unknown
7	Hayward Unified School District	School Bus Driver	\$38.88	\$ 6,739	\$ 1,687	\$ 8,426	7/1/2021	unknown	unknown
8	Alameda County Office of Education	N/C							
9	Contra Costa County Office of Education	N/C							
10	Napa County Office of Education	N/C							
11	San Francisco Unified School District (SFCOE)	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	\$38.65	\$ 6,699	\$ 10,943
% San Mateo County Office of Education Above/Below	-9.4%	-9.4%	-22.9%
Median of Comparators	\$38.38	\$ 6,653	\$ 11,329
% San Mateo County Office of Education Above/Below	-8.7%	-8.7%	-27.2%
Number of Matches	6	6	6

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Special Ed. Paraeducator, Hearing Impaired									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Francisco Unified School District (SFCOE)	Paraprofessional for Deaf/Hard of Hearing	\$39.20	\$ 6,795	\$ 2,687	\$ 9,482	7/1/2019	unknown	unknown
2	Santa Clara County Office of Education	Paraeducator - Special Education - ASL	\$37.24	\$ 6,455	\$ 3,446	\$ 9,900	7/1/2023	unknown	unknown
3	San Jose Unified School District	Instructional Associate, Specialized	\$37.07	\$ 6,425	\$ 5,872	\$ 12,298	7/1/2023	unknown	unknown
4	Hayward Unified School District	Paraeducator, Deaf and Hard of Hearing	\$33.52	\$ 5,810	\$ 1,453	\$ 7,263	7/1/2021	unknown	unknown
5	San Mateo County Office of Education	Special Ed. Paraeducator, Hearing Impaired	\$29.85	\$ 5,174	\$ 2,523	\$ 7,697	7/1/2023	unknown	unknown
6	Contra Costa County Office of Education	Instructional Assistant - Special Education, Deaf/Hard of Hearing	\$28.64	\$ 4,964	\$ 3,817	\$ 8,781	7/1/2022	unknown	unknown
7	Napa County Office of Education	Early Childhood Education Assistant - Sign language Aide	\$25.43	\$ 4,408	\$ 1,817	\$ 6,225	7/1/2023	unknown	unknown
8	Alameda County Office of Education	N/C							
9	County of San Mateo	N/C							
10	San Mateo Unified High School District	N/C							
11	Sequoia Union High School District	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	\$33.52	\$ 5,810	\$ 8,991
% San Mateo County Office of Education Above/Below	-12.3%	-12.3%	-16.8%
Median of Comparators	\$35.30	\$ 6,118	\$ 9,131
% San Mateo County Office of Education Above/Below	-18.2%	-18.2%	-18.6%
Number of Matches	6	6	6

N/C - Non Comparator

**San Mateo County Office of Education
Benefit Detail
June 2024**



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Special Ed. Paraeducator, Hearing Impaired	N/C	Instructional Assistant - Special Education, Deaf/Hard of Hearing	N/C	Paraeducator, Deaf and Hard of Hearing	Early Childhood Education Assistant - Sign language Aide	Paraprofessional for Deaf/Hard of Hearing	Instructional Associate, Specialized	N/C	Paraeducator - Special Education - ASL	N/C
Top Monthly Salary		\$ 5,174		\$ 4,964		\$ 5,810	\$ 4,408	\$ 6,795	\$ 6,425		\$ 6,455	
Retirement	Classic	2%@55		2%@55		2%@55	2%@55		2%@55		2%@55	
	Enhanced Formula Cost	\$ 207		\$ 199		\$ 233	\$ 177		\$ 258		\$ 259	
	Single Highest Year	\$ 33		\$ 32		\$ 37	\$ 28		\$ 41		\$ 41	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 321				\$ 360		\$ 421	\$ 398		\$ 400	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225				\$ 125						
	Health ²			\$ 2,836			\$ 950	\$ 1,305	\$ 3,911		\$ 1,702	
	Dental			\$ 152		\$ 27	\$ 108	\$ 151	\$ 177		\$ 221	
	Vision			\$ 24			\$ 11				\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 378		\$ 286		\$ 335	\$ 263	\$ 392	\$ 667		\$ 397	
	Holidays	\$ 318		\$ 286		\$ 335	\$ 280	\$ 418	\$ 420		\$ 397	
	Admin Leave	\$ 40										
Allow	Auto											
Benefit Package Total		\$ 2,523	\$ 0	\$ 3,817	\$ 0	\$ 1,453	\$ 1,817	\$ 2,687	\$ 5,872	\$ 0	\$ 3,446	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

2 - Napa County Office of Education: Grandfathered rate shown for employees employed prior to 8/30/16. Employees hired after 8/30/16 receive a maximum employer contribution of \$817.13/month.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Special Ed. Paraeducator, Hearing Impaired									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Jose Unified School District	Instructional Associate, Specialized	\$37.07	\$ 6,425	\$ 5,872	\$ 12,298	7/1/2023	unknown	unknown
2	Santa Clara County Office of Education	Paraeducator - Special Education - ASL	\$37.24	\$ 6,455	\$ 3,446	\$ 9,900	7/1/2023	unknown	unknown
3	San Francisco Unified School District (SFCOE)	Paraprofessional for Deaf/Hard of Hearing	\$39.20	\$ 6,795	\$ 2,687	\$ 9,482	7/1/2019	unknown	unknown
4	Contra Costa County Office of Education	Instructional Assistant - Special Education, Deaf/Hard of Hearing	\$28.64	\$ 4,964	\$ 3,817	\$ 8,781	7/1/2022	unknown	unknown
5	San Mateo County Office of Education	Special Ed. Paraeducator, Hearing Impaired	\$29.85	\$ 5,174	\$ 2,523	\$ 7,697	7/1/2023	unknown	unknown
6	Hayward Unified School District	Paraeducator, Deaf and Hard of Hearing	\$33.52	\$ 5,810	\$ 1,453	\$ 7,263	7/1/2021	unknown	unknown
7	Napa County Office of Education	Early Childhood Education Assistant - Sign language Aide	\$25.43	\$ 4,408	\$ 1,817	\$ 6,225	7/1/2023	unknown	unknown
8	Alameda County Office of Education	N/C							
9	County of San Mateo	N/C							
10	San Mateo Unified High School District	N/C							
11	Sequoia Union High School District	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	\$33.52	\$ 5,810	\$ 8,991
% San Mateo County Office of Education Above/Below	-12.3%	-12.3%	-16.8%
Median of Comparators	\$35.30	\$ 6,118	\$ 9,131
% San Mateo County Office of Education Above/Below	-18.2%	-18.2%	-18.6%
Number of Matches	6	6	6

N/C - Non Comparator

San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024

Supervisor, Integrated Technology Client Services (Manager, Integrated Tech Client Services)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo County Office of Education	Supervisor, Integrated Technology Client Services (Manager, Integrated Tech Client Services)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown
2	County of San Mateo	IS Client Systems Supervisor	\$ 13,998	\$ 6,496	\$ 20,494	10/1/2023	unknown	unknown
3	San Mateo Unified High School District	Technology System Administrator	\$ 12,779	\$ 6,512	\$ 19,291	7/1/2023	unknown	unknown
4	Sequoia Union High School District ¹	[Manager Data and Voice Network Services/ Programming, Web and Server Services Manager]	\$ 12,724	\$ 6,328	\$ 19,051	7/1/2023	unknown	unknown
5	Hayward Unified School District	Network Manager	\$ 12,616	\$ 3,341	\$ 15,957	7/1/2022	unknown	unknown
6	San Francisco Unified School District (SFCOE)	IT Operations Support Administrator V	\$ 12,067	\$ 3,809	\$ 15,877	7/1/2023	unknown	unknown
7	Napa County Office of Education	Technology Coordinator	\$ 7,606	\$ 1,300	\$ 8,906	7/1/2023	unknown	unknown
8	Alameda County Office of Education	N/C						
9	Contra Costa County Office of Education	N/C						
10	San Jose Unified School District	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results			Top Monthly Salary	Total Monthly
Average of Comparators			\$ 11,965	\$ 16,596
% San Mateo County Office of Education Above/Below			17.9%	16.0%
Median of Comparators			\$ 12,670	\$ 17,504
% San Mateo County Office of Education Above/Below			13.1%	11.4%
Number of Matches			6	6

N/C - Non Comparator

1 - Sequoia Union High School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches. Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Benefit Detail
June 2024**



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Supervisor, Integrated Technology Client Services (Manager, Integrated Tech Client Services)	N/C	N/C	IS Client Systems Supervisor	Network Manager	Technology Coordinator	IT Operations Support Administrator V	N/C	Technology System Administrator	N/C	[Manager Data and Voice Network Services/ Programming, Web and Server Services Manager]
	Top Monthly Salary	\$ 14,577			\$ 13,998	\$ 12,616	\$ 7,606	\$ 12,067		\$ 12,779		\$ 12,724
Retirement	Classic	2%@55			2%@61.25	2%@55	2%@55	2.3%@62		2%@55		2%@55
	Enhanced Formula Cost	\$ 585				\$ 506	\$ 305	\$ 275		\$ 512		\$ 510
	Single Highest Year	\$ 93				\$ 81	\$ 49			\$ 82		\$ 81
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871			\$ 868	\$ 782		\$ 748		\$ 792		\$ 789
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225				\$ 125						
	Health ¹				\$ 3,944			\$ 1,150		\$ 2,865		\$ 2,753
	Dental				\$ 93	\$ 52		\$ 151		\$ 207		\$ 116
	Vision				\$ 16		\$ 11			\$ 38		\$ 23
	Other Ins.											
Leaves	Vacation	\$ 1,121			\$ 875	\$ 1,068	\$ 453	\$ 696		\$ 1,180		\$ 1,028
	Holidays	\$ 897			\$ 700	\$ 728	\$ 483	\$ 789		\$ 786		\$ 832
	Admin Leave	\$ 392								\$ 49		\$ 196
Allow	Auto											
Benefit Package Total		\$ 5,185	\$ 0	\$ 0	\$ 6,496	\$ 3,341	\$ 1,300	\$ 3,809	\$ 0	\$ 6,512	\$ 0	\$ 6,328

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024

Supervisor, Integrated Technology Client Services (Manager, Integrated Tech Client Services)								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	County of San Mateo	IS Client Systems Supervisor	\$ 13,998	\$ 6,496	\$ 20,494	10/1/2023	unknown	unknown
2	San Mateo County Office of Education	Supervisor, Integrated Technology Client Services (Manager, Integrated Tech Client Services)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown
3	San Mateo Unified High School District	Technology System Administrator	\$ 12,779	\$ 6,512	\$ 19,291	7/1/2023	unknown	unknown
4	Sequoia Union High School District ¹	[Manager Data and Voice Network Services/ Programming, Web and Server Services Manager]	\$ 12,724	\$ 6,328	\$ 19,051	7/1/2023	unknown	unknown
5	Hayward Unified School District	Network Manager	\$ 12,616	\$ 3,341	\$ 15,957	7/1/2022	unknown	unknown
6	San Francisco Unified School District (SFCOE)	IT Operations Support Administrator V	\$ 12,067	\$ 3,809	\$ 15,877	7/1/2023	unknown	unknown
7	Napa County Office of Education	Technology Coordinator	\$ 7,606	\$ 1,300	\$ 8,906	7/1/2023	unknown	unknown
8	Alameda County Office of Education	N/C						
9	Contra Costa County Office of Education	N/C						
10	San Jose Unified School District	N/C						
11	Santa Clara County Office of Education	N/C						

Summary Results			Top Monthly Salary	Total Monthly
Average of Comparators			\$ 11,965	\$ 16,596
% San Mateo County Office of Education Above/Below			17.9%	16.0%
Median of Comparators			\$ 12,670	\$ 17,504
% San Mateo County Office of Education Above/Below			13.1%	11.4%
Number of Matches			6	6

N/C - Non Comparator

1 - Sequoia Union High School District: Functional Match: This hybrid match represents that the duties of the class are performed by more than one class at the comparator agency. The salary displayed is the same for both matches. Monthly salary adjusted to reflect 40-hr work week.

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Supervisor, Learning Analytics (Manager, Learning Analytics & Data Gov.)									
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	San Jose Unified School District	Director of Data Strategy and Analytics	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown	
2	Santa Clara County Office of Education ¹	[ETL Developer/ Senior Research Analyst]	\$ 15,426	\$ 5,438	\$ 20,863	7/1/2023	unknown	unknown	
3	San Mateo County Office of Education	Supervisor, Learning Analytics (Manager, Learning Analytics & Data Gov.)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown	
4	Contra Costa County Office of Education	Coordinator of Assessment, Research, and Evaluation	\$ 13,658	\$ 5,406	\$ 19,064	7/1/2022	unknown	unknown	
5	San Francisco Unified School District (SFCOE)	Supervisor Research and Evaluation (Policy Analyst)	\$ 12,587	\$ 4,089	\$ 16,677	7/1/2023	unknown	unknown	
6	Alameda County Office of Education	Program Manager, Research and Evaluation	\$ 11,218	\$ 3,092	\$ 14,310	7/1/2023	unknown	unknown	
7	Napa County Office of Education	Coordinator of Data and Analytics	\$ 8,401	\$ 1,435	\$ 9,837	7/1/2023	unknown	unknown	
8	County of San Mateo	N/C							
9	Hayward Unified School District	N/C							
10	San Mateo Unified High School District	N/C							
11	Sequoia Union High School District	N/C							

Summary Results			Top Monthly Salary	Total Monthly
Average of Comparators			\$ 12,801	\$ 17,429
% San Mateo County Office of Education Above/Below			12.2%	11.8%
Median of Comparators			\$ 13,123	\$ 17,871
% San Mateo County Office of Education Above/Below			10.0%	9.6%
Number of Matches			6	6

N/C - Non Comparator

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

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Supervisor, Learning Analytics (Manager, Learning Analytics & Data Gov.)	Program Manager, Research and Evaluation	Coordinator of Assessment, Research, and Evaluation	N/C	N/C	Coordinator of Data and Analytics	Supervisor Research and Evaluation (Policy Analyst)	Director of Data Strategy and Analytics	N/C	[ETL Developer/ Senior Research Analyst]	N/C
	Top Monthly Salary	\$ 14,577	\$ 11,218	\$ 13,658			\$ 8,401	\$ 12,587	\$ 15,518		\$ 15,426	
Retirement	Classic	2%@55	2%@55	2%@55			2%@55	2.3%@62	2%@55		2%@55	
	Enhanced Formula Cost	\$ 585	\$ 450	\$ 548			\$ 337	\$ 287	\$ 622		\$ 619	
	Single Highest Year	\$ 93	\$ 72	\$ 87			\$ 54		\$ 99		\$ 99	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871						\$ 780	\$ 871		\$ 871	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225	\$ 746									
	Health ¹			\$ 2,656				\$ 1,080	\$ 3,911		\$ 1,702	
	Dental		\$ 98	\$ 147				\$ 151	\$ 177		\$ 221	
	Vision			\$ 24			\$ 11				\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 1,121	\$ 1,165	\$ 1,156			\$ 501	\$ 968	\$ 1,612		\$ 949	
	Holidays	\$ 897	\$ 561	\$ 788			\$ 533	\$ 823	\$ 1,015		\$ 949	
	Admin Leave	\$ 392										
Allow	Auto											
Benefit Package Total		\$ 5,185	\$ 3,092	\$ 5,406	\$ 0	\$ 0	\$ 1,435	\$ 4,089	\$ 8,307	\$ 0	\$ 5,438	\$ 0

N/C - Non Comparator

1 - Napa County Office of Education: Employee pays full premiums for health and dental.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Supervisor, Learning Analytics (Manager, Learning Analytics & Data Gov.)									
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	San Jose Unified School District	Director of Data Strategy and Analytics	\$ 15,518	\$ 8,307	\$ 23,825	7/1/2023	unknown	unknown	
2	Santa Clara County Office of Education ¹	[ETL Developer/ Senior Research Analyst]	\$ 15,426	\$ 5,438	\$ 20,863	7/1/2023	unknown	unknown	
3	San Mateo County Office of Education	Supervisor, Learning Analytics (Manager, Learning Analytics & Data Gov.)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown	
4	Contra Costa County Office of Education	Coordinator of Assessment, Research, and Evaluation	\$ 13,658	\$ 5,406	\$ 19,064	7/1/2022	unknown	unknown	
5	San Francisco Unified School District (SFCOE)	Supervisor Research and Evaluation (Policy Analyst)	\$ 12,587	\$ 4,089	\$ 16,677	7/1/2023	unknown	unknown	
6	Alameda County Office of Education	Program Manager, Research and Evaluation	\$ 11,218	\$ 3,092	\$ 14,310	7/1/2023	unknown	unknown	
7	Napa County Office of Education	Coordinator of Data and Analytics	\$ 8,401	\$ 1,435	\$ 9,837	7/1/2023	unknown	unknown	
8	County of San Mateo	N/C							
9	Hayward Unified School District	N/C							
10	San Mateo Unified High School District	N/C							
11	Sequoia Union High School District	N/C							

Summary Results			Top Monthly Salary	Total Monthly
Average of Comparators			\$ 12,801	\$ 17,429
% San Mateo County Office of Education Above/Below			12.2%	11.8%
Median of Comparators			\$ 13,123	\$ 17,871
% San Mateo County Office of Education Above/Below			10.0%	9.6%
Number of Matches			6	6

N/C - Non Comparator

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

San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024

Supervisor, Media & Integrated Technology Services Operations (Manager, Media & Int Tech Services Ops)									
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	San Mateo County Office of Education	Supervisor, Media & Integrated Technology Services Operations (Manager, Media & Int Tech Services Ops)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown	
2	County of San Mateo	IS Systems Supervisor	\$ 13,998	\$ 6,496	\$ 20,494	10/1/2023	unknown	unknown	
3	San Francisco Unified School District (SFCOE)	IT Operations Support Administrator V	\$ 12,067	\$ 3,809	\$ 15,877	7/1/2023	unknown	unknown	
4	Contra Costa County Office of Education	Supervisor, System Support Trainer	\$ 10,976	\$ 4,900	\$ 15,876	7/1/2022	unknown	unknown	
5	Alameda County Office of Education	N/C							
6	Hayward Unified School District	N/C							
7	Napa County Office of Education	N/C							
8	San Jose Unified School District	N/C							
9	San Mateo Unified High School District	N/C							
10	Santa Clara County Office of Education	N/C							
11	Sequoia Union High School District	N/C							

Summary Results			Top Monthly Salary	Total Monthly
Average of Comparators			Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below			Insuff. Data	Insuff. Data
Median of Comparators			Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below			Insuff. Data	Insuff. Data
Number of Matches			3	3

N/C - Non Comparator

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Supervisor, Media & Integrated Technology Services Operations (Manager, Media & Int Tech Services Ops)	N/C	Supervisor, System Support Trainer	IS Systems Supervisor	N/C	N/C	IT Operations Support Administrator V	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 14,577		\$ 10,976	\$ 13,998			\$ 12,067				
Retirement	Classic	2%@55		2%@55	2%@61.25			2.3%@62				
	Enhanced Formula Cost	\$ 585		\$ 440				\$ 275				
	Single Highest Year	\$ 93		\$ 70								
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 871			\$ 868			\$ 748				
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria	\$ 1,225										
	Health			\$ 2,656	\$ 3,944			\$ 1,150				
	Dental			\$ 147	\$ 93			\$ 151				
	Vision			\$ 24	\$ 16							
	Other Ins.											
Leaves	Vacation	\$ 1,121		\$ 929	\$ 875			\$ 696				
	Holidays	\$ 897		\$ 633	\$ 700			\$ 789				
	Admin Leave	\$ 392										
Allow	Auto											
Benefit Package Total		\$ 5,185	\$ 0	\$ 4,900	\$ 6,496	\$ 0	\$ 0	\$ 3,809	\$ 0	\$ 0	\$ 0	\$ 0

San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024

Supervisor, Media & Integrated Technology Services Operations (Manager, Media & Int Tech Services Ops)									
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase	
1	County of San Mateo	IS Systems Supervisor	\$ 13,998	\$ 6,496	\$ 20,494	10/1/2023	unknown	unknown	
2	San Mateo County Office of Education	Supervisor, Media & Integrated Technology Services Operations (Manager, Media & Int Tech Services Ops)	\$ 14,577	\$ 5,185	\$ 19,762	7/1/2023	unknown	unknown	
3	San Francisco Unified School District (SFCOE)	IT Operations Support Administrator V	\$ 12,067	\$ 3,809	\$ 15,877	7/1/2023	unknown	unknown	
4	Contra Costa County Office of Education	Supervisor, System Support Trainer	\$ 10,976	\$ 4,900	\$ 15,876	7/1/2022	unknown	unknown	
5	Alameda County Office of Education	N/C							
6	Hayward Unified School District	N/C							
7	Napa County Office of Education	N/C							
8	San Jose Unified School District	N/C							
9	San Mateo Unified High School District	N/C							
10	Santa Clara County Office of Education	N/C							
11	Sequoia Union High School District	N/C							

Summary Results			Top Monthly Salary	Total Monthly
Average of Comparators			Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below			Insuff. Data	Insuff. Data
Median of Comparators			Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below			Insuff. Data	Insuff. Data
Number of Matches			3	3

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Sustainability Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Francisco Unified School District (SFCOE)	Management Assistant	\$ 8,858	\$ 3,941	\$ 12,799	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Sustainability Analyst	\$ 7,967	\$ 3,254	\$ 11,221	7/1/2023	unknown	unknown
3	Alameda County Office of Education	N/C						
4	Contra Costa County Office of Education	N/C						
5	County of San Mateo	N/C						
6	Hayward Unified School District	N/C						
7	Napa County Office of Education	N/C						
8	San Jose Unified School District	N/C						
9	San Mateo Unified High School District	N/C						
10	Santa Clara County Office of Education	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Sustainability Analyst	N/C	N/C	N/C	N/C	N/C	Management Assistant	N/C	N/C	N/C	N/C
	Top Monthly Salary	\$ 7,967						\$ 8,858				
Retirement	Classic	2%@55						2.3%@62				
	Enhanced Formula Cost	\$ 319						\$ 202				
	Single Highest Year	\$ 51										
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 494						\$ 549				
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225										
	Health							\$ 1,949				
	Dental							\$ 151				
	Vision											
	Other Ins.											
Leaves	Vacation	\$ 613						\$ 511				
	Holidays	\$ 490						\$ 579				
	Admin Leave	\$ 61										
Allow	Auto											
Benefit Package Total		\$ 3,254	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 3,941	\$ 0	\$ 0	\$ 0	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024

Sustainability Analyst								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Francisco Unified School District (SFCOE)	Management Assistant	\$ 8,858	\$ 3,941	\$ 12,799	7/1/2023	unknown	unknown
2	San Mateo County Office of Education	Sustainability Analyst	\$ 7,967	\$ 3,254	\$ 11,221	7/1/2023	unknown	unknown
3	Alameda County Office of Education	N/C						
4	Contra Costa County Office of Education	N/C						
5	County of San Mateo	N/C						
6	Hayward Unified School District	N/C						
7	Napa County Office of Education	N/C						
8	San Jose Unified School District	N/C						
9	San Mateo Unified High School District	N/C						
10	Santa Clara County Office of Education	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data
Number of Matches	1	1

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Training Placement Assistant									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	Santa Clara County Office of Education	Job Training Specialist	\$43.94	\$ 7,616	\$ 3,714	\$ 11,331	7/1/2023	unknown	unknown
2	San Mateo Unified High School District	Vocational/Transition Assistant	\$42.11	\$ 7,299	\$ 4,772	\$ 12,072	7/1/2023	unknown	unknown
3	Sequoia Union High School District	Workability Job Coach	\$37.59	\$ 6,516	\$ 4,401	\$ 10,916	7/1/2023	unknown	unknown
4	San Mateo County Office of Education	Training Placement Assistant	\$34.55	\$ 5,989	\$ 2,750	\$ 8,739	7/1/2023	unknown	unknown
5	Alameda County Office of Education	N/C							
6	Contra Costa County Office of Education	N/C							
7	County of San Mateo	N/C							
8	Hayward Unified School District	N/C							
9	Napa County Office of Education	N/C							
10	San Francisco Unified School District (SFCOE)	N/C							
11	San Jose Unified School District	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3

N/C - Non Comparator

San Mateo County Office of Education
Benefit Detail
June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Training Placement Assistant	N/C	N/C	N/C	N/C	N/C	N/C	N/C	Vocational/Transition Assistant	Job Training Specialist	Workability Job Coach
	Top Monthly Salary	\$ 5,989								\$ 7,299	\$ 7,616	\$ 6,516
Retirement	Classic	2%@55								2%@55	2%@55	2%@55
	Enhanced Formula Cost	\$ 240								\$ 293	\$ 305	\$ 261
	Single Highest Year	\$ 38								\$ 47	\$ 49	\$ 42
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 371								\$ 453	\$ 472	\$ 404
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225										
	Health									\$ 2,865	\$ 1,702	\$ 2,753
	Dental									\$ 207	\$ 221	\$ 116
	Vision									\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation	\$ 461								\$ 421	\$ 469	\$ 376
	Holidays	\$ 369								\$ 449	\$ 469	\$ 426
	Admin Leave	\$ 46										
Allow	Auto											
Benefit Package Total		\$ 2,750	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 4,772	\$ 3,714	\$ 4,401

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Training Placement Assistant									
Rank	Comparator Agency	Classification Title	Top Hourly Salary	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo Unified High School District	Vocational/Transition Assistant	\$42.11	\$ 7,299	\$ 4,772	\$ 12,072	7/1/2023	unknown	unknown
2	Santa Clara County Office of Education	Job Training Specialist	\$43.94	\$ 7,616	\$ 3,714	\$ 11,331	7/1/2023	unknown	unknown
3	Sequoia Union High School District	Workability Job Coach	\$37.59	\$ 6,516	\$ 4,401	\$ 10,916	7/1/2023	unknown	unknown
4	San Mateo County Office of Education	Training Placement Assistant	\$34.55	\$ 5,989	\$ 2,750	\$ 8,739	7/1/2023	unknown	unknown
5	Alameda County Office of Education	N/C							
6	Contra Costa County Office of Education	N/C							
7	County of San Mateo	N/C							
8	Hayward Unified School District	N/C							
9	Napa County Office of Education	N/C							
10	San Francisco Unified School District (SFCOE)	N/C							
11	San Jose Unified School District	N/C							

Summary Results	Top Hourly Salary	Top Monthly Salary	Total Monthly
Average of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Median of Comparators	Insuff. Data	Insuff. Data	Insuff. Data
% San Mateo County Office of Education Above/Below	Insuff. Data	Insuff. Data	Insuff. Data
Number of Matches	3	3	3

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Transportation Scheduler								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Francisco Unified School District (SFCOE)	School Transportation Scheduler	\$ 7,965	\$ 3,756	\$ 11,721	7/1/2023	unknown	unknown
2	Santa Clara County Office of Education	Bus Driver, Lead/Scheduler	\$ 7,519	\$ 3,692	\$ 11,211	9/1/2023	unknown	unknown
3	San Mateo County Office of Education	Transportation Scheduler	\$ 7,444	\$ 3,121	\$ 10,565	7/1/2023	unknown	unknown
4	Hayward Unified School District	Transportation Dispatcher	\$ 7,441	\$ 1,846	\$ 9,288	7/1/2021	unknown	unknown
5	County of San Mateo	Lead Transportation Officer	\$ 6,339	\$ 5,159	\$ 11,498	10/1/2023	unknown	unknown
6	Alameda County Office of Education	N/C						
7	Contra Costa County Office of Education	N/C						
8	Napa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 7,316	\$ 10,929
% San Mateo County Office of Education Above/Below	1.7%	-3.5%
Median of Comparators	\$ 7,480	\$ 11,354
% San Mateo County Office of Education Above/Below	-0.5%	-7.5%
Number of Matches	4	4

N/C - Non Comparator

San Mateo County Office of Education

Benefit Detail

June 2024



Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Transportation Scheduler	N/C	N/C	Lead Transportation Officer	Transportation Dispatcher	N/C	School Transportation Scheduler	N/C	N/C	Bus Driver, Lead/Scheduler	N/C
	Top Monthly Salary	\$ 7,444			\$ 6,339	\$ 7,441		\$ 7,965			\$ 7,519	
Retirement	Classic	2%@55			2%@61.25	2%@55		2.3%@62			2%@55	
	Enhanced Formula Cost	\$ 299				\$ 298		\$ 182			\$ 302	
	Single Highest Year	\$ 48				\$ 48					\$ 48	
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security	\$ 462			\$ 393	\$ 461		\$ 494			\$ 466	
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria ¹	\$ 1,225				\$ 125						
	Health				\$ 3,944			\$ 1,949			\$ 1,702	
	Dental				\$ 93	\$ 27		\$ 151			\$ 221	
	Vision				\$ 16						\$ 28	
	Other Ins.											
Leaves	Vacation	\$ 573			\$ 396	\$ 429		\$ 460			\$ 463	
	Holidays	\$ 458			\$ 317	\$ 458		\$ 521			\$ 463	
	Admin Leave	\$ 57										
Allow	Auto											
Benefit Package Total		\$ 3,121	\$ 0	\$ 0	\$ 5,159	\$ 1,846	\$ 0	\$ 3,756	\$ 0	\$ 0	\$ 3,692	\$ 0

N/C - Non Comparator

1 - San Mateo County Office of Education: All Employees who work 0.50 FTE or more receive this benefit.

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Transportation Scheduler								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Francisco Unified School District (SFCOE)	School Transportation Scheduler	\$ 7,965	\$ 3,756	\$ 11,721	7/1/2023	unknown	unknown
2	County of San Mateo	Lead Transportation Officer	\$ 6,339	\$ 5,159	\$ 11,498	10/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Bus Driver, Lead/Scheduler	\$ 7,519	\$ 3,692	\$ 11,211	9/1/2023	unknown	unknown
4	San Mateo County Office of Education	Transportation Scheduler	\$ 7,444	\$ 3,121	\$ 10,565	7/1/2023	unknown	unknown
5	Hayward Unified School District	Transportation Dispatcher	\$ 7,441	\$ 1,846	\$ 9,288	7/1/2021	unknown	unknown
6	Alameda County Office of Education	N/C						
7	Contra Costa County Office of Education	N/C						
8	Napa County Office of Education	N/C						
9	San Jose Unified School District	N/C						
10	San Mateo Unified High School District	N/C						
11	Sequoia Union High School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 7,316	\$ 10,929
% San Mateo County Office of Education Above/Below	1.7%	-3.5%
Median of Comparators	\$ 7,480	\$ 11,354
% San Mateo County Office of Education Above/Below	-0.5%	-7.5%
Number of Matches	4	4

N/C - Non Comparator

**San Mateo County Office of Education
Market Compensation Data (sorted by Top Monthly Salary)
June 2024**

Transportation Supervisor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo County Office of Education	Transportation Supervisor	proposed					
2	San Mateo Unified High School District	Executive Transportation Officer	\$ 15,794	\$ 7,206	\$ 23,000	7/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Supervisor, Transportation Services	\$ 12,328	\$ 5,090	\$ 17,418	7/1/2023	unknown	unknown
4	Sequoia Union High School District ¹	Transportation Supervisor	\$ 10,078	\$ 5,226	\$ 15,303	7/1/2023	unknown	unknown
5	Hayward Unified School District	Transportation Supervisor-Instructor	\$ 9,372	\$ 2,527	\$ 11,899	7/1/2021	unknown	unknown
6	Alameda County Office of Education	N/C						
7	Contra Costa County Office of Education	N/C						
8	County of San Mateo	N/C						
9	Napa County Office of Education	N/C						
10	San Francisco Unified School District (SFCOE)	N/C						
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,893	\$ 16,905
% San Mateo County Office of Education Above/Below		
Median of Comparators	\$ 11,203	\$ 16,361
% San Mateo County Office of Education Above/Below		
Number of Matches	4	4

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

San Mateo County Office of Education

Benefit Detail

June 2024

Agency		San Mateo County Office of Education	Alameda County Office of Education	Contra Costa County Office of Education	County of San Mateo	Hayward Unified School District	Napa County Office of Education	San Francisco Unified School District (SFCOE)	San Jose Unified School District	San Mateo Unified High School District	Santa Clara County Office of Education	Sequoia Union High School District
Benchmark/ Comparator Agency Match		Transportation Supervisor	N/C	N/C	N/C	Transportation Supervisor-Instructor	N/C	N/C	N/C	Executive Transportation Officer	Supervisor, Transportation Services	Transportation Supervisor
	Top Monthly Salary					\$ 9,372				\$ 15,794	\$ 12,328	\$ 10,078
Retirement	Classic					2%@55				2%@55	2%@55	2%@55
	Enhanced Formula Cost					\$ 376				\$ 633	\$ 494	\$ 404
	Single Highest Year					\$ 60				\$ 101	\$ 79	\$ 65
	ER Paid Member Contrib											
	Employee Cost Share											
	Social Security					\$ 581				\$ 871	\$ 764	\$ 625
	Deferred Compensation											
	Other Ret.											
Insurance	Cafeteria					\$ 125						
	Health									\$ 2,865	\$ 1,702	\$ 2,753
	Dental					\$ 52				\$ 207	\$ 221	\$ 116
	Vision									\$ 38	\$ 28	\$ 23
	Other Ins.											
Leaves	Vacation					\$ 793				\$ 1,458	\$ 1,043	\$ 581
	Holidays					\$ 541				\$ 972	\$ 759	\$ 659
	Admin Leave									\$ 61		
Allow	Auto											
Benefit Package Total		\$ 0	\$ 0	\$ 0	\$ 0	\$ 2,527	\$ 0	\$ 0	\$ 0	\$ 7,206	\$ 5,090	\$ 5,226

**San Mateo County Office of Education
Market Compensation Data (Sorted by Total Compensation)
June 2024**

Transportation Supervisor								
Rank	Comparator Agency	Classification Title	Top Monthly Salary	Benefits Package	Total Monthly Comp	Salary Effective Date	Next Salary Increase	Next Percentage Increase
1	San Mateo County Office of Education	Transportation Supervisor	proposed					
2	San Mateo Unified High School District	Executive Transportation Officer	\$ 15,794	\$ 7,206	\$ 23,000	7/1/2023	unknown	unknown
3	Santa Clara County Office of Education	Supervisor, Transportation Services	\$ 12,328	\$ 5,090	\$ 17,418	7/1/2023	unknown	unknown
4	Sequoia Union High School District ¹	Transportation Supervisor	\$ 10,078	\$ 5,226	\$ 15,303	7/1/2023	unknown	unknown
5	Hayward Unified School District	Transportation Supervisor-Instructor	\$ 9,372	\$ 2,527	\$ 11,899	7/1/2021	unknown	unknown
6	Alameda County Office of Education	N/C						
7	Contra Costa County Office of Education	N/C						
8	County of San Mateo	N/C						
9	Napa County Office of Education	N/C						
10	San Francisco Unified School District (SFCOE)	N/C						
11	San Jose Unified School District	N/C						

Summary Results	Top Monthly Salary	Total Monthly
Average of Comparators	\$ 11,893	\$ 16,905
% San Mateo County Office of Education Above/Below		
Median of Comparators	\$ 11,203	\$ 16,361
% San Mateo County Office of Education Above/Below		
Number of Matches	4	4

N/C - Non Comparator

1 - Sequoia Union High School District: Monthly salary adjusted to reflect 40-hr work week.

Appendix III

Proposed Salary Range Schedule

**San Mateo County Office of Education
Proposed Salary Plan
September 2024**

FACTORS
Range 6, Step 5, Annual \$62,088.00
Step Increase 5.00%
Range Increase 2.50%
Pay Periods per Year 26
Hours per Year 2,080

lowest current salary

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
1	45,147	47,405	49,775	52,264	54,877	3,762	3,950	4,148	4,355	4,573	1,736.43	1,823.25	1,914.42	2,010.14	2,110.64	21.71	22.79	23.93	25.13	26.38
2	46,276	48,590	51,019	53,570	56,249	3,856	4,049	4,252	4,464	4,687	1,779.84	1,868.84	1,962.28	2,060.39	2,163.41	22.25	23.36	24.53	25.75	27.04
3	47,433	49,804	52,295	54,909	57,655	3,953	4,150	4,358	4,576	4,805	1,824.34	1,915.56	2,011.33	2,111.90	2,217.50	22.80	23.94	25.14	26.40	27.72
4	48,619	51,050	53,602	56,282	59,096	4,052	4,254	4,467	4,690	4,925	1,869.95	1,963.44	2,061.62	2,164.70	2,272.93	23.37	24.54	25.77	27.06	28.41
5	49,834	52,326	54,942	57,689	60,574	4,153	4,360	4,579	4,807	5,048	1,916.70	2,012.53	2,113.16	2,218.82	2,329.76	23.96	25.16	26.41	27.74	29.12
6	51,080	53,634	56,316	59,131	62,088	4,257	4,469	4,693	4,928	5,174	1,964.61	2,062.84	2,165.99	2,274.29	2,388.00	24.56	25.79	27.07	28.43	29.85
7	52,357	54,975	57,724	60,610	63,640	4,363	4,581	4,810	5,051	5,303	2,013.73	2,114.42	2,220.14	2,331.14	2,447.70	25.17	26.43	27.75	29.14	30.60
8	53,666	56,349	59,167	62,125	65,231	4,472	4,696	4,931	5,177	5,436	2,064.07	2,167.28	2,275.64	2,389.42	2,508.89	25.80	27.09	28.45	29.87	31.36
9	55,008	57,758	60,646	63,678	66,862	4,584	4,813	5,054	5,307	5,572	2,115.67	2,221.46	2,332.53	2,449.16	2,571.61	26.45	27.77	29.16	30.61	32.15
10	56,383	59,202	62,162	65,270	68,534	4,699	4,933	5,180	5,439	5,711	2,168.57	2,276.99	2,390.84	2,510.39	2,635.91	27.11	28.46	29.89	31.38	32.95
11	57,792	60,682	63,716	66,902	70,247	4,816	5,057	5,310	5,575	5,854	2,222.78	2,333.92	2,450.61	2,573.15	2,701.80	27.78	29.17	30.63	32.16	33.77
12	59,237	62,199	65,309	68,574	72,003	4,936	5,183	5,442	5,715	6,000	2,278.35	2,392.27	2,511.88	2,637.47	2,769.35	28.48	29.90	31.40	32.97	34.62
13	60,718	63,754	66,942	70,289	73,803	5,060	5,313	5,578	5,857	6,150	2,335.31	2,452.07	2,574.68	2,703.41	2,838.58	29.19	30.65	32.18	33.79	35.48
14	62,236	65,348	68,615	72,046	75,648	5,186	5,446	5,718	6,004	6,304	2,393.69	2,513.38	2,639.04	2,771.00	2,909.55	29.92	31.42	32.99	34.64	36.37
15	63,792	66,981	70,331	73,847	77,539	5,316	5,582	5,861	6,154	6,462	2,453.53	2,576.21	2,705.02	2,840.27	2,982.28	30.67	32.20	33.81	35.50	37.28
16	65,387	68,656	72,089	75,693	79,478	5,449	5,721	6,007	6,308	6,623	2,514.87	2,640.61	2,772.65	2,911.28	3,056.84	31.44	33.01	34.66	36.39	38.21
17	67,021	70,372	73,891	77,586	81,465	5,585	5,864	6,158	6,465	6,789	2,577.74	2,706.63	2,841.96	2,984.06	3,133.26	32.22	33.83	35.52	37.30	39.17
18	68,697	72,132	75,738	79,525	83,501	5,725	6,011	6,312	6,627	6,958	2,642.19	2,774.30	2,913.01	3,058.66	3,211.59	33.03	34.68	36.41	38.23	40.14
19	70,414	73,935	77,632	81,513	85,589	5,868	6,161	6,469	6,793	7,132	2,708.24	2,843.65	2,985.84	3,135.13	3,291.88	33.85	35.55	37.32	39.19	41.15
20	72,175	75,783	79,573	83,551	87,729	6,015	6,315	6,631	6,963	7,311	2,775.95	2,914.74	3,060.48	3,213.51	3,374.18	34.70	36.43	38.26	40.17	42.18
21	73,979	77,678	81,562	85,640	89,922	6,165	6,473	6,797	7,137	7,493	2,845.35	2,987.61	3,136.99	3,293.84	3,458.54	35.57	37.35	39.21	41.17	43.23
22	75,828	79,620	83,601	87,781	92,170	6,319	6,635	6,967	7,315	7,681	2,916.48	3,062.30	3,215.42	3,376.19	3,545.00	36.46	38.28	40.19	42.20	44.31
23	77,724	81,610	85,691	89,975	94,474	6,477	6,801	7,141	7,498	7,873	2,989.39	3,138.86	3,295.80	3,460.59	3,633.62	37.37	39.24	41.20	43.26	45.42
24	79,667	83,651	87,833	92,225	96,836	6,639	6,971	7,319	7,685	8,070	3,064.13	3,217.33	3,378.20	3,547.11	3,724.47	38.30	40.22	42.23	44.34	46.56
25	81,659	85,742	90,029	94,530	99,257	6,805	7,145	7,502	7,878	8,271	3,140.73	3,297.77	3,462.65	3,635.79	3,817.58	39.26	41.22	43.28	45.45	47.72
26	83,700	87,885	92,280	96,894	101,738	6,975	7,324	7,690	8,074	8,478	3,219.25	3,380.21	3,549.22	3,726.68	3,913.02	40.24	42.25	44.37	46.58	48.91
27	85,793	90,083	94,587	99,316	104,282	7,149	7,507	7,882	8,276	8,690	3,299.73	3,464.72	3,637.95	3,819.85	4,010.84	41.25	43.31	45.47	47.75	50.14
28	87,938	92,335	96,951	101,799	106,889	7,328	7,695	8,079	8,483	8,907	3,382.22	3,551.33	3,728.90	3,915.35	4,111.11	42.28	44.39	46.61	48.94	51.39
29	90,136	94,643	99,375	104,344	109,561	7,511	7,887	8,281	8,695	9,130	3,466.78	3,640.12	3,822.12	4,013.23	4,213.89	43.33	45.50	47.78	50.17	52.67
30	92,390	97,009	101,860	106,953	112,300	7,699	8,084	8,488	8,913	9,358	3,553.45	3,731.12	3,917.68	4,113.56	4,319.24	44.42	46.64	48.97	51.42	53.99
31	94,699	99,434	104,406	109,626	115,108	7,892	8,286	8,701	9,136	9,592	3,642.28	3,824.40	4,015.62	4,216.40	4,427.22	45.53	47.80	50.20	52.70	55.34
32	97,067	101,920	107,016	112,367	117,985	8,089	8,493	8,918	9,364	9,832	3,733.34	3,920.01	4,116.01	4,321.81	4,537.90	46.67	49.00	51.45	54.02	56.72
33	99,494	104,468	109,692	115,176	120,935	8,291	8,706	9,141	9,598	10,078	3,826.67	4,018.01	4,218.91	4,429.85	4,651.35	47.83	50.23	52.74	55.37	58.14
34	101,981	107,080	112,434	118,056	123,958	8,498	8,923	9,369	9,838	10,330	3,922.34	4,118.46	4,324.38	4,540.60	4,767.63	49.03	51.48	54.05	56.76	59.60
35	104,530	109,757	115,245	121,007	127,057	8,711	9,146	9,604	10,084	10,588	4,020.40	4,221.42	4,432.49	4,654.12	4,886.82	50.25	52.77	55.41	58.18	61.09
36	107,144	112,501	118,126	124,032	130,234	8,929	9,375	9,844	10,336	10,853	4,120.91	4,326.96	4,543.30	4,770.47	5,008.99	51.51	54.09	56.79	59.63	62.61
37	109,822	115,313	121,079	127,133	133,490	9,152	9,609	10,090	10,594	11,124	4,223.93	4,435.13	4,656.89	4,889.73	5,134.22	52.80	55.44	58.21	61.12	64.18
38	112,568	118,196	124,106	130,311	136,827	9,381	9,850	10,342	10,859	11,402	4,329.53	4,546.01	4,773.31	5,011.97	5,262.57	54.12	56.83	59.67	62.65	65.78
39	115,382	121,151	127,209	133,569	140,248	9,615	10,096	10,601	11,131	11,687	4,437.77	4,659.66	4,892.64	5,137.27	5,394.14	55.47	58.25	61.16	64.22	67.43
40	118,267	124,180	130,389	136,908	143,754	9,856	10,348	10,866	11,409	11,979	4,548.71	4,776.15	5,014.96	5,265.70	5,528.99	56.86	59.70	62.69	65.82	69.11
41	121,223	127,284	133,649	140,331	147,348	10,102	10,607	11,137	11,694	12,279	4,662.43	4,895.55	5,140.33	5,397.35	5,667.21	58.28	61.19	64.25	67.47	70.84
42	124,254	130,466	136,990	143,839	151,031	10,354	10,872	11,416	11,987	12,586	4,778.99	5,017.94	5,268.84	5,532.28	5,808.89	59.74	62.72	65.86	69.15	72.61



Insurance | Risk Management | Consulting

San Mateo County Office of Education

Proposed Salary Plan

September 2024

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
43	127,360	133,728	140,415	147,435	154,807	10,613	11,144	11,701	12,286	12,901	4,898.47	5,143.39	5,400.56	5,670.59	5,954.12	61.23	64.29	67.51	70.88	74.43
44	130,544	137,071	143,925	151,121	158,677	10,879	11,423	11,994	12,593	13,223	5,020.93	5,271.97	5,535.57	5,812.35	6,102.97	62.76	65.90	69.19	72.65	76.29
45	133,808	140,498	147,523	154,899	162,644	11,151	11,708	12,294	12,908	13,554	5,146.45	5,403.77	5,673.96	5,957.66	6,255.54	64.33	67.55	70.92	74.47	78.19
46	137,153	144,011	151,211	158,772	166,710	11,429	12,001	12,601	13,231	13,893	5,275.11	5,538.87	5,815.81	6,106.60	6,411.93	65.94	69.24	72.70	76.33	80.15
47	140,582	147,611	154,991	162,741	170,878	11,715	12,301	12,916	13,562	14,240	5,406.99	5,677.34	5,961.21	6,259.27	6,572.23	67.59	70.97	74.52	78.24	82.15
48	144,096	151,301	158,866	166,809	175,150	12,008	12,608	13,239	13,901	14,596	5,542.17	5,819.27	6,110.24	6,415.75	6,736.54	69.28	72.74	76.38	80.20	84.21
49	147,699	155,084	162,838	170,980	179,529	12,308	12,924	13,570	14,248	14,961	5,680.72	5,964.76	6,262.99	6,576.14	6,904.95	71.01	74.56	78.29	82.20	86.31
50	151,391	158,961	166,909	175,254	184,017	12,616	13,247	13,909	14,605	15,335	5,822.74	6,113.87	6,419.57	6,740.55	7,077.57	72.78	76.42	80.24	84.26	88.47
51	155,176	162,935	171,081	179,636	188,617	12,931	13,578	14,257	14,970	15,718	5,968.31	6,266.72	6,580.06	6,909.06	7,254.51	74.60	78.33	82.25	86.36	90.68
52	159,055	167,008	175,359	184,126	193,333	13,255	13,917	14,613	15,344	16,111	6,117.51	6,423.39	6,744.56	7,081.79	7,435.88	76.47	80.29	84.31	88.52	92.95
53	163,032	171,183	179,742	188,730	198,166	13,586	14,265	14,979	15,727	16,514	6,270.45	6,583.97	6,913.17	7,258.83	7,621.77	78.38	82.30	86.41	90.74	95.27
54	167,108	175,463	184,236	193,448	203,120	13,926	14,622	15,353	16,121	16,927	6,427.21	6,748.57	7,086.00	7,440.30	7,812.32	80.34	84.36	88.58	93.00	97.65
55	171,285	179,849	188,842	198,284	208,198	14,274	14,987	15,737	16,524	17,350	6,587.89	6,917.29	7,263.15	7,626.31	8,007.62	82.35	86.47	90.79	95.33	100.10
56	175,567	184,346	193,563	203,241	213,403	14,631	15,362	16,130	16,937	17,784	6,752.59	7,090.22	7,444.73	7,816.97	8,207.82	84.41	88.63	93.06	97.71	102.60
57	179,957	188,954	198,402	208,322	218,738	14,996	15,746	16,534	17,360	18,228	6,921.40	7,267.48	7,630.85	8,012.39	8,413.01	86.52	90.84	95.39	100.15	105.16
58	184,455	193,678	203,362	213,530	224,207	15,371	16,140	16,947	17,794	18,684	7,094.44	7,449.16	7,821.62	8,212.70	8,623.34	88.68	93.11	97.77	102.66	107.79
59	189,067	198,520	208,446	218,868	229,812	15,756	16,543	17,371	18,239	19,151	7,271.80	7,635.39	8,017.16	8,418.02	8,838.92	90.90	95.44	100.21	105.23	110.49
60	193,793	203,483	213,657	224,340	235,557	16,149	16,957	17,805	18,695	19,630	7,453.60	7,826.28	8,217.59	8,628.47	9,059.89	93.17	97.83	102.72	107.86	113.25
61	198,638	208,570	218,999	229,949	241,446	16,553	17,381	18,250	19,162	20,121	7,639.94	8,021.93	8,423.03	8,844.18	9,286.39	95.50	100.27	105.29	110.55	116.08
62	203,604	213,785	224,474	235,697	247,482	16,967	17,815	18,706	19,641	20,624	7,830.93	8,222.48	8,633.61	9,065.29	9,518.55	97.89	102.78	107.92	113.32	118.98
63	208,694	219,129	230,086	241,590	253,669	17,391	18,261	19,174	20,132	21,139	8,026.71	8,428.04	8,849.45	9,291.92	9,756.51	100.33	105.35	110.62	116.15	121.96
64	213,912	224,607	235,838	247,630	260,011	17,826	18,717	19,653	20,636	21,668	8,227.38	8,638.74	9,070.68	9,524.22	10,000.43	102.84	107.98	113.38	119.05	125.01
65	219,260	230,223	241,734	253,820	266,511	18,272	19,185	20,144	21,152	22,209	8,433.06	8,854.71	9,297.45	9,762.32	10,250.44	105.41	110.68	116.22	122.03	128.13
66	224,741	235,978	247,777	260,166	273,174	18,728	19,665	20,648	21,680	22,765	8,643.89	9,076.08	9,529.88	10,006.38	10,506.70	108.05	113.45	119.12	125.08	131.33
67	230,360	241,878	253,971	266,670	280,003	19,197	20,156	21,164	22,222	23,334	8,859.98	9,302.98	9,768.13	10,256.54	10,769.37	110.75	116.29	122.10	128.21	134.62
68	236,119	247,924	260,321	273,337	287,004	19,677	20,660	21,693	22,778	23,917	9,081.48	9,535.56	10,012.34	10,512.95	11,038.60	113.52	119.19	125.15	131.41	137.98
69	242,022	254,123	266,829	280,170	294,179	20,168	21,177	22,236	23,348	24,515	9,308.52	9,773.95	10,262.64	10,775.78	11,314.56	116.36	122.17	128.28	134.70	141.43
70	248,072	260,476	273,499	287,174	301,533	20,673	21,706	22,792	23,931	25,128	9,541.23	10,018.29	10,519.21	11,045.17	11,597.43	119.27	125.23	131.49	138.06	144.97
71	254,274	266,988	280,337	294,354	309,071	21,189	22,249	23,361	24,529	25,756	9,779.76	10,268.75	10,782.19	11,321.30	11,887.36	122.25	128.36	134.78	141.52	148.59
72	260,631	273,662	287,345	301,713	316,798	21,719	22,805	23,945	25,143	26,400	10,024.26	10,525.47	11,051.74	11,604.33	12,184.55	125.30	131.57	138.15	145.05	152.31
73	267,146	280,504	294,529	309,255	324,718	22,262	23,375	24,544	25,771	27,060	10,274.86	10,788.61	11,328.04	11,894.44	12,489.16	128.44	134.86	141.60	148.68	156.11
74	273,825	287,516	301,892	316,987	332,836	22,819	23,960	25,158	26,416	27,736	10,531.74	11,058.32	11,611.24	12,191.80	12,801.39	131.65	138.23	145.14	152.40	160.02
75	280,671	294,704	309,440	324,912	341,157	23,389	24,559	25,787	27,076	28,430	10,795.03	11,334.78	11,901.52	12,496.60	13,121.43	134.94	141.68	148.77	156.21	164.02
76	287,688	302,072	317,176	333,034	349,686	23,974	25,173	26,431	27,753	29,141	11,064.91	11,618.15	12,199.06	12,809.01	13,449.46	138.31	145.23	152.49	160.11	168.12
77	294,880	309,624	325,105	341,360	358,428	24,573	25,802	27,092	28,447	29,869	11,341.53	11,908.60	12,504.03	13,129.24	13,785.70	141.77	148.86	156.30	164.12	172.32
78	302,252	317,364	333,233	349,894	367,389	25,188	26,447	27,769	29,158	30,616	11,625.07	12,206.32	12,816.64	13,457.47	14,130.34	145.31	152.58	160.21	168.22	176.63
79	309,808	325,298	341,563	358,642	376,574	25,817	27,108	28,464	29,887	31,381	11,915.69	12,511.48	13,137.05	13,793.90	14,483.60	148.95	156.39	164.21	172.42	181.04
80	317,553	333,431	350,102	367,608	385,988	26,463	27,786	29,175	30,634	32,166	12,213.59	12,824.26	13,465.48	14,138.75	14,845.69	152.67	160.30	168.32	176.73	185.57
81	325,492	341,767	358,855	376,798	395,638	27,124	28,481	29,905	31,400	32,970	12,518.92	13,144.87	13,802.11	14,492.22	15,216.83	156.49	164.31	172.53	181.15	190.21
82	333,629	350,311	367,826	386,218	405,529	27,802	29,193	30,652	32,185	33,794	12,831.90	13,473.49	14,147.17	14,854.53	15,597.25	160.40	168.42	176.84	185.68	194.97
83	341,970	359,069	377,022	395,873	415,667	28,498	29,922	31,419	32,989	34,639	13,152.70</									

**San Mateo County Office of Education
Proposed Salary Plan
September 2024**

Salary Range	Annually					Monthly					Per Pay Period					Hourly				
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 1	Step 2	Step 3	Step 4	Step 5
98	495,275	520,038	546,040	573,342	602,009	41,273	43,337	45,503	47,779	50,167	19,049.02	20,001.48	21,001.55	22,051.63	23,154.21	238.11	250.02	262.52	275.65	289.43
99	507,657	533,039	559,691	587,676	617,060	42,305	44,420	46,641	48,973	51,422	19,525.25	20,501.51	21,526.59	22,602.92	23,733.06	244.07	256.27	269.08	282.54	296.66
100	520,348	546,365	573,684	602,368	632,486	43,362	45,530	47,807	50,197	52,707	20,013.38	21,014.05	22,064.75	23,167.99	24,326.39	250.17	262.68	275.81	289.60	304.08

Appendix IV

Salary Range Placement Recommendations

San Mateo County Office of Education Proposed Range Placement Recommendations September 2024

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Median	Market Placement (Market Median + 5%)	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Deputy Superintendent, Business Services	\$20,385	-7.7%	\$21,960	\$23,058	67	\$23,334	14.46%	X	Market and range placement.
Executive Director, District Business Services	\$16,300	7.4%	\$15,088	\$15,843	56	\$17,784	9.10%	X	Internal Alignment: anchor to Exec Director, Human Resources
Executive Director, Equity, Social Justice, & Inclusion	\$16,300				56	\$17,784	9.10%		Internal Alignment: anchor to Exec Director, Human Resources
Executive Director, Human Resources (Exec Dir, Personnel)	\$16,300	-3.9%	\$16,932	\$17,779	56	\$17,784	9.10%	X	Market and range placement.
Executive Director, Internal Business Services	\$16,300	-1.0%	\$16,465	\$17,288	56	\$17,784	9.10%	X	Internal Alignment: anchor to Exec Director, Human Resources
Executive Director, Strategy & Communications	\$16,300	8.4%	\$14,930	\$15,676	56	\$17,784	9.10%	X	Internal Alignment: anchor to Exec Director, Human Resources
Chief Technology Officer	\$16,300	2.7%	\$15,854	\$16,647	53	\$16,514	1.31%	X	Market and range placement.
Director, Sustainable Construction & Facilities	\$15,413				52	\$16,111	4.53%		Internal Alignment: 10% below Executive Director, Internal Business Services
Director, District Business Services	\$15,413				52	\$16,111	4.53%		Internal Alignment: 10% below Executive Director, District Business Services
Director, Grants, Partnerships & Operations	\$15,413				52	\$16,111	4.53%		Internal Alignment: 10% below Executive Director, Internal Business Services
Director, Human Resources	\$15,413				52	\$16,111	4.53%		Internal Alignment: 10% below Executive Director of Human Resources
Manager, SELPA	\$14,577				50	\$15,335	5.20%		Internal Alignment: 15% below Executive Director SELPA.
Manager, State Preschool Program	\$14,577				50	\$15,335	5.20%		Internal Alignment: 15% below Executive Director P3 & Early Education
Manager, Safe and Supportive Schools	proposed				50	\$15,335			Internal Alignment: 15% below Executive Director Safe & Supportive Schools
Director, Integrated Technology Support	\$15,413				49	\$14,961	-2.93%		Internal Alignment: 10% below Chief Technology Officer
Manager, Maintenance, Operations, and Transportation	\$14,577	2.0%	\$14,292	\$15,006	49	\$14,961	2.63%	X	Market and range placement.
Senior District Business Advisor (Manager, District Business Services)	\$14,577				48	\$14,596	0.13%		Internal Alignment: 10% below Director of District Business Services
Supervisor Information Systems, District Business Services	proposed				48	\$14,596			Internal Alignment: Anchor to Senior District Business Advisor
Program Manager (Coordinator, Early Learning)	\$14,577	6.4%	\$13,650	\$14,333	47	\$14,240	-2.31%	X	Market and range placement.
Coordinator, Cybersecurity	\$14,577	9.4%	\$13,207	\$13,868	46	\$13,893	-4.70%	X	Market and range placement.
Data Gov.)	\$14,577	10.0%	\$13,123	\$13,779	46	\$13,893	-4.70%	X	Market and range placement.
Coordinator, Applications Support	\$13,783				44	\$13,223	-4.06%		Internal Alignment: 5% below Coordinator Cybersecurity
Coordinator, Business Systems	\$13,783				44	\$13,223			Internal Alignment: 5% below Coordinator Cybersecurity
Coordinator, Enterprise System (Coordinator, Information Systems)	\$13,783				44	\$13,223	-4.06%		Internal Alignment: 5% below Coordinator Cybersecurity
Coordinator, Systems Integration	\$13,783				44	\$13,223	-4.06%		Internal Alignment: 5% below Coordinator Cybersecurity
Fiscal Services Supervisor (Manager, Fiscal Services)	\$14,577	13.3%	\$12,636	\$13,268	44	\$13,223	-9.29%	X	Market and range placement.
Supervisor, Integrated Technology Client Services (Manager, Integrated Tech Client Services)	\$14,577	13.1%	\$12,670	\$13,303	44	\$13,223	-9.29%	X	Market and range placement.
Supervisor, Integrated Technology Network Services (Manager, Integrated Technology Network Services)	\$14,577				44	\$13,223	-9.29%		Internal Alignment: Anchor to Supervisor, Integrated Technology Client Services.
Supervisor, Media & Integrated Technology Services Operations (Manager, Media & Int Tech Services Ops)	\$14,577	Insuff. Data	Insuff. Data	Insuff. Data	44	\$13,223	-9.29%	X	Internal Alignment: Anchor to Supervisor, Integrated Technology Client Services.
Network Engineer	\$12,124	4.0%	\$11,640	\$12,222	41	\$12,279	1.28%	X	Market and range placement.
Program Specialist (Project Specialist, Early Learning)	\$13,034	11.7%	\$11,512	\$12,088	40	\$11,979	-8.09%	X	Market and range placement.
Programmer/Analyst	\$11,833	3.0%	\$11,473	\$12,047	40	\$11,979	1.24%	X	Market and range placement.
Network Systems Administrator (Sr. Network Analyst)	\$11,833	5.6%	\$11,170	\$11,728	39	\$11,687	-1.23%	X	Market and range placement.
Transportation Supervisor	proposed				39	\$11,687		X	Internal Alignment: 25% below Manager, Maint, Operations, & Trans
Enterprise Systems Database Administrator (Systems Analyst)	\$12,473	12.4%	\$10,925	\$11,472	38	\$11,402	-8.58%	X	Market and range placement.
Payroll Supervisor (Manager, Payroll - Districts)	\$14,577	24.7%	\$10,976	\$11,525	38	\$11,402	-21.78%	X	Market and range placement.
Executive Assistant To The Superintendent (Exec Asst IV)	\$9,310	-13.6%	\$10,577	\$11,106	37	\$11,124	19.49%	X	Market and range placement.
Educational Data Analyst	\$10,420	4.8%	\$9,921	\$10,417	34	\$10,330	-0.87%	X	Market and range placement.
Enterprise Systems Operations Analyst (Sr. IT Analyst)	\$10,998	12.7%	\$9,600	\$10,080	33	\$10,078	-8.37%	X	Market and range placement.
Network Systems Technician (Telecommunications/Network Analyst)	\$9,272				33	\$10,078	8.69%		Internal Alignment: 15% below Network Sys Admin
Senior Credentials Analyst	\$10,420				33	\$10,078	-3.28%		Internal Alignment: 15% above Credentials Analyst
Senior Payroll/Retirement Analyst (Financial Analyst)	\$10,168				33	\$10,078	-0.89%		Internal Alignment: 10% above Payroll/Retirement Analyst
Personnel Commission Analyst	\$10,420	Insuff. Data	Insuff. Data	Insuff. Data	32	\$9,832	-5.64%	X	Internal Alignment: anchor to Benefits Analyst

San Mateo County Office of Education
Proposed Range Placement Recommendations
September 2024

Class Title	Current Maximum Monthly Salary	% from Top Monthly Median	Market Median	Market Placement (Market Median + 5%)	Proposed Salary Range	Proposed Maximum Monthly Salary	Percent Difference	Study Benchmark	Rationale
Benefits Analyst	\$10,516	10.6%	\$9,399	\$9,869	32	\$9,832	-6.50%	X	Market and range placement.
Financial Analyst	\$10,168	8.0%	\$9,351	\$9,819	32	\$9,832	-3.30%	X	Market and range placement.
Media Analyst	\$9,976	Insuff. Data	Insuff. Data	Insuff. Data	32	\$9,832	-1.44%	X	Internal Alignment: 15% above Audio/Visual & Media Support
Program Compliance Analyst	\$10,168				32	\$9,832	-3.30%		Internal Alignment: Anchor to Financial Analyst
Senior Computer Technician	proposed				30	\$9,358			Internal Alignment: 10% above Computer Technician
Accountant	\$9,685	9.7%	\$8,746	\$9,183	29	\$9,130	-5.73%	X	Market and range placement.
Executive Assistant	\$8,445				29	\$9,130	8.11%		Internal Alignment: 20% below the Executive Assistant to the Superintendent
Executive Assistant - Confidential	\$8,445				29	\$9,130	8.11%		Internal Alignment: 20% below the Executive Assistant to the Superintendent
Payroll/Retirement Analyst	\$9,002	12.9%	\$7,840	\$8,232	29	\$9,130	1.42%	X	Internal alignment: 15% above Payroll Technician
Credentials Analyst	\$8,785	6.6%	\$8,208	\$8,619	27	\$8,690	-1.08%	X	Market and range placement.
Health Care Specialist	\$5,703	-44.9%	\$8,265	\$8,679	27	\$8,690	52.39%	X	Market and range placement.
Multimedia Designer	\$10,168	17.9%	\$8,346	\$8,763	27	\$8,690	-14.53%	X	Market and range placement.
Public Communications Specialist	\$10,516	21.0%	\$8,313	\$8,728	27	\$8,690	-17.36%	X	Market and range placement.
Personnel Commission Technician (Personnel Commission Specialist)	\$8,785				26	\$8,478	-3.49%		Internal Alignment: 15% below Personnel Commission Analyst
Audio/Visual & Media Support Technician	\$8,410	16.8%	\$7,001	\$7,351	26	\$8,478	0.81%	X	Internal Alignment: anchor to Computer Technician
Computer Technician (Computer/Network Tech)	\$8,410	3.7%	\$8,101	\$8,506	26	\$8,478	0.81%	X	Market and range placement.
Integrated Technology Services Operations Technician (Information Tech Project Operations Analyst)	\$7,967				26	\$8,478	6.42%		Internal Alignment: Anchor to Computer Technician
Sustainability Analyst	\$7,967	Insuff. Data	Insuff. Data	Insuff. Data	26	\$8,478	6.42%	X	Internal Alignment: 10% above the Data Specialist
Applications Support Technician (Information Technology Analyst)	\$9,976				26	\$8,478	-15.01%		Internal Alignment: anchor to Computer Technician
Administrative Technician	Proposed				24	\$8,070			Internal Alignment: 10% above Administrative Assistant
Human Resources Technician (Exec Asst I, Conf)	\$8,242	9.1%	\$7,488	\$7,862	23	\$7,873	-4.48%	X	Market and range placement.
Payroll Technician (Payroll Specialist)	\$7,052	-7.1%	\$7,555	\$7,933	23	\$7,873	11.64%	X	Market and range placement.
Registered Behavior Technician	\$6,765	Insuff. Data	Insuff. Data	Insuff. Data	23	\$7,873	16.37%	X	Internal Alignment: 20% above Paraeducator, Special Ed
Transportation Scheduler	\$7,444	-0.5%	\$7,480	\$7,854	23	\$7,873	5.76%	X	Market and range placement.
Youth Development and Safety Specialist	\$6,289				23	\$7,873	25.19%		Internal Alignment: Anchor to Registered Behavior Technician
Accounting Technician	\$7,406				23	\$7,873	6.30%		Internal Alignment: 15% above Accounting Assistant
Data Specialist (Student Services Specialist)	\$7,406	0.4%	\$7,376	\$7,745	22	\$7,681	3.71%	X	Market and range placement.
Administrative Assistant	\$6,884	-1.0%	\$6,954	\$7,302	20	\$7,311	6.20%	X	Market and range placement.
Bilingual Family Counselor	\$8,010	12.0%	\$7,047	\$7,399	20	\$7,311	-8.73%	X	Market and range placement.
Senior Naturalist	\$5,703				19	\$7,132	25.07%		Internal Alignment: 10% above Naturalist
Enterprise Systems Assistant (Computer Operator)	\$6,920				18	\$6,958	0.56%		Internal Alignment: 20% below Computer Technician
School Bus Driver	\$6,122	-8.7%	\$6,653	\$6,985	18	\$6,958	13.66%	X	Market and range placement.
Accounting Assistant (Sr. Accounting Asst)	\$6,884	5.6%	\$6,500	\$6,825	17	\$6,789	-1.38%	X	Market and range placement.
Senior Custodial Maintenance Worker	Proposed				17	\$6,789			Internal Alignment: 10% above Custodial Maintenance Worker
General Services Assistant (Facilities Services Assistant)	\$6,243		\$6,243	\$6,555	16	\$6,623	6.09%		Internal Alignment: 10% below Administrative Assistant
Itinerant Paraeducator, Special Ed	\$5,174				15	\$6,462	24.89%		Internal Alignment: Anchor to Paraeducator, Special Ed
Naturalist	\$5,174	Insuff. Data	Insuff. Data	Insuff. Data	15	\$6,462	24.89%	X	Internal Alignment: Anchored to the Paraeducator, Special Ed
Paraeducator, Court/Community	\$5,174	-10.8%	\$5,734	\$6,021	15	\$6,462	24.89%	X	Internal Alignment: anchor to Paraeducator Special Education
Paraeducator, Special Education	\$5,174	-18.9%	\$6,150	\$6,457	15	\$6,462	24.89%	X	Market and range placement.
Special Ed. Paraeducator, Hearing Impaired	\$5,174	-18.2%	\$6,118	\$6,424	15	\$6,462	24.89%	X	Market and range placement.
Training Placement Assistant	\$5,989	Insuff. Data	Insuff. Data	Insuff. Data	15	\$6,462	7.90%	X	Internal Alignment: Anchor to Paraeducator, Special Ed
Custodial Maintenance Worker	\$5,978	1.0%	\$5,918	\$6,214	13	\$6,150	2.88%	X	Market and range placement.
Mail Services Driver (Delivery Driver)	\$6,124	5.9%	\$5,760	\$6,048	12	\$6,000	-2.02%	X	Market and range placement.
Office Assistant	\$5,804				12	\$6,000	3.38%		Internal Alignment: 20% below Administrative Assistant

Appendix V

Additional Benefits

Longevity Pay

Bargaining Unit	After 5 Years	After 6 Years	After 7 Years	After 8 Years	After 9 Years	After 10 Years	After 11 Years	After 12 Years	After 13 Years	After 14 Years	After 15 Years	After 16 Years	After 17 Years	After 18 Years	After 19 Years	After 20 Years	After 21 Years	After 22 Years	After 23 Years	After 24 Years	After 25 Years	After 26 Years	After 27 Years	After 28 Years	After 29 Years	After 30 Years	
San Joaquin County Office of Education-credit																											
Confidential	2.875%	N/A	additional 2.875%	N/A	N/A	additional 2.875%	N/A	N/A	additional 2.875%	N/A	additional 2.875%	N/A	N/A	N/A	N/A	additional 2.875%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CSEA 158-Hourly	N/A	N/A	5.000%	N/A	N/A	additional 2.875%	N/A	N/A	N/A	additional 5%	N/A	N/A	additional 2.5%	N/A	N/A	additional 2.5%	N/A	N/A	N/A	additional 2.5%	N/A	N/A	N/A	additional 2.5%	N/A	N/A	N/A
CSEA 789-Hourly	N/A	N/A	2.875%	N/A	N/A	N/A	N/A	additional 2.875%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	additional 2.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CSEA 789-Monthly	N/A	N/A	2.875%	N/A	N/A	N/A	N/A	additional 2.875%	N/A	additional 5%	N/A	N/A	additional 2.5%	N/A	N/A	additional 2.5%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CSEA 887	N/A	N/A	2.875%	N/A	N/A	additional 2.875%	N/A	additional 2.875%	N/A	additional 5.75%	N/A	additional 2.875%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	additional 1.875%	N/A	N/A	N/A
Management (Classified)	N/A	N/A	N/A	2.875%	N/A	N/A	N/A	additional 2.875%	N/A	N/A	N/A	N/A	N/A	additional 2.875%	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Alameda County Office of Education																											
CSEA Hourly	N/A	N/A	N/A	N/A	\$250/year	\$250/year	\$250/year	\$250/year	\$250/year	\$250/year	\$500/year	\$500/year	\$500/year	\$500/year	\$500/year	\$500/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year
CSEA Monthly	N/A	N/A	N/A	N/A	\$250/year	\$250/year	\$250/year	\$250/year	\$250/year	\$250/year	\$500/year	\$500/year	\$500/year	\$500/year	\$500/year	\$500/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year	\$750/year
Management (Classified)	\$1500/year	\$1500/year	\$1500/year	\$1500/year	\$2000/year	\$2000/year	\$2500/year	\$2500/year	\$2500/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year
Management (Certificated)	\$1500/year	\$1500/year	\$1500/year	\$1500/year	\$2000/year	\$2000/year	\$2500/year	\$2500/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year	\$5000/year
Contra Costa County Office of Education																											
AFSCME	N/A	N/A	3%	N/A	N/A	2%	N/A	N/A	N/A	3%	N/A	N/A	N/A	N/A	N/A	2%	N/A	N/A	N/A	N/A	2%	N/A	N/A	N/A	N/A	2%	2%
Management, Professional Administration, and Confidential	N/A	N/A	3%	N/A	N/A	2%	N/A	N/A	N/A	3%	N/A	N/A	N/A	N/A	N/A	2%	N/A	N/A	N/A	N/A	2%	N/A	N/A	N/A	N/A	2%	2%
County of San Mateo																											
AFSCME	1%	1% continued	1% continued	1% continued	1% continued	1% continued	additional 1.5% for total of 2.5%	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	additional 1.5% for total of 4%	4% continued	4% continued	4% continued	4% continued	4% continued	additional 2% for total of 6%	6% continued	6% continued	6% continued	6% continued
SEIU	1%	1% continued	1% continued	1% continued	1% continued	1% continued	additional 1.5% for total of 2.5%	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	additional 1.5% for total of 4%	4% continued	4% continued	4% continued	4% continued	4% continued	additional 2% for total of 6%	6% continued	6% continued	6% continued	6% continued
Unrepresented Confidential	1%	1% continued	1% continued	1% continued	1% continued	1% continued	additional 1.5% for total of 2.5%	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	additional 1.5% for total of 4%	4% continued	4% continued	4% continued	4% continued	4% continued	additional 2% for total of 6%	6% continued	6% continued	6% continued	6% continued
Unrepresented Management	1%	1% continued	1% continued	1% continued	1% continued	1% continued	additional 1.5% for total of 2.5%	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	2.5% continued	additional 1.5% for total of 4%	4% continued	4% continued	4% continued	4% continued	4% continued	additional 2% for total of 6%	6% continued	6% continued	6% continued	6% continued
Hayward Unified School District																											
AEOTE	N/A	\$70.33/month	\$70.33/month continued	\$70.33/month continued	\$70.33/month continued	\$100.47/month continued	\$100.47/month continued	\$100.47/month continued	\$100.47/month continued	\$100.47/month continued	\$180/year	\$180/year continued	\$180/year continued	\$180/year continued	\$180/year continued	\$180/year continued	\$200.96/month continued	\$200.96/month continued	\$200.96/month continued	\$200.96/month continued	\$200.96/month continued	\$200.96/month continued	\$200.96/month continued	\$200.96/month continued	\$200.96/month continued	\$200.96/month continued	\$200.96/month continued
ACSA (Confidential, Supervisory)	N/A	N/A	N/A	N/A	\$1700/year	\$1700/year continued	\$1200/year continued	\$1200/year continued	\$1200/year continued	\$1200/year continued	\$1200/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued
ACSA (Management)	N/A	N/A	N/A	\$1200/year	\$1200/year continued	\$1200/year continued	\$1200/year continued	\$1200/year continued	\$1200/year continued	\$1200/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$1800/year continued	\$2400/year continued	\$2400/year continued	\$2400/year continued	\$2400/year continued	\$2400/year continued	\$2400/year continued	\$2400/year continued	\$2400/year continued	\$2400/year continued	\$2400/year continued	\$2400/year continued
SEIU (Maintenance and Operations)	N/A	\$64.44/month continued	\$64.44/month continued	\$64.44/month continued	\$64.44/month continued	\$92.06/month continued	\$92.06/month continued	\$92.06/month continued	\$92.06/month continued	\$92.06/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued
SEIU (Paraprofessional)	N/A	\$64.44/month	\$64.44/month continued	\$64.44/month continued	\$64.44/month continued	\$92.06/month	\$92.06/month continued	\$92.06/month continued	\$92.06/month continued	\$92.06/month continued	\$184.13/month	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued	\$184.13/month continued
Napa County Office of Education																											
SEIU	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	2%	2% continued	2% continued	2% continued	2% continued	2% continued	additional 2% for total of 4%	4% continued	4% continued	4% continued	4% continued	4% continued	additional 2% for total of 6%	6% continued	6% continued	6% continued	6% continued
Confidential	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3%	3% continued	3% continued	3% continued	3% continued	3% continued	additional 3% for total of 6%	6% continued	6% continued	6% continued	6% continued
Management	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3%	3% continued	3% continued	3% continued	3% continued	3% continued	additional 3% for total of 6%	6% continued	6% continued	6% continued	6% continued
Senior Management	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3%	3% continued	3% continued	3% continued	3% continued	3% continued	additional 3% for total of 6%	6% continued	6% continued	6% continued	6% continued
San Francisco Office of Education (SFUSD)																											
SEU Local 1021	N/A	N/A	N/A	N/A	N/A	N/A	additional \$30/hour	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued
FPTE Local 21	N/A	N/A	N/A	N/A	N/A	N/A	additional \$30/hour	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued
UESF Classified (Paraproductors)	N/A	N/A	N/A	N/A	N/A	N/A	additional \$30/hour	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued
Unclassified (Classified)	N/A	N/A	N/A	N/A	N/A	N/A	additional \$30/hour	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued	additional \$30/hour continued
Unclassified (Management)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Management (Board Designated Managerial)	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
San Jose Unified School District																											
AFSCME	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CSEA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Management	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Chief Business Officer	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
San Mateo Union High School District																											
CSEA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Certificated Classified	2%	2% continued	2% continued	2% continued	2% continued	2% continued	4%	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued
AFSCME Classified Managers	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Unrepresented Confidential	2%	2% continued	2% continued	2% continued	2% continued	2% continued	4%	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued	4% continued
Unrepresented Management	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Santa Clara Office of Education																											
SEIU (OSS), SEIU (OTBS), and SEIU (Paraproductors)	N/A	N/A	N/A	N/A	N/A	\$110/month	\$110/month continued	\$125/month continued	\$125/month continued	\$125/month continued	\$135/month continued	\$135/month continued	\$145/month continued	\$145/month continued	\$145/month continued	\$155/month continued	\$155/month continued	\$165/month continued	\$165/month continued	\$165/month continued	\$165/month continued	\$175/month continued	\$185/month continued	\$185/month continued	\$185/month continued	\$185/month continued	\$185/month continued
Management (Management, Supervisory, Confidential)	N/A	N/A	N/A	N/A	N/A	2.5%	2.5% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued
Designated Executive Leadership Assistant Superintendent - Business Services	N/A	N/A	N/A	N/A	N/A	2.5%	2.5% continued	2.5% continued	2.5% continued	3.75%	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3.75% continued	3		

**San Mateo County of Education
Survey of Additional Benefits
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Retiree Medical

Bargaining Unit	Benefit
San Mateo County Office of Education-client	
Confidential	
CSEA 158-Hourly	\$200/month to offset premium costs for medical/dental plans;
CSEA 789-Hourly	Payment continues for 10 years or when employee turns age 65, whichever occurs first (aka benefit period);
CSEA 789-Monthly	Must have worked a total of 10 years with the agency, consecutively or non-consecutively before retirement date;
CSEA 887	Retirees' spouse would receive the same benefit with same conditions of the retired employee dies prior to completing the benefit period
Management	
Alameda County Office of Education	
CSEA Hourly	Employee Only Medical Premium Paid by the Agency: \$0 = Less than 15 years of service 75% of the premium cost = 15-19 years of service 100% of the premium cost = 20+ years of service Employees must be receiving retirement benefits from PERS and shall have been enrolled in a medical insurance program for a period of 5 continuous years immediately preceding the confirmed date of retirement. All other eligible employees who retire on or after reaching age 60 shall be provided single person health benefit coverage from the confirmed date of retirement for a 5 year benefit period. In the event an employee reaches age 65 prior to the expiration of the 5 year benefit period, the employee shall be provided the Medicare coordinated plan for the remainder of the 5 year benefit period. Upon expiration of the 5 year benefit period, all health benefit coverage shall cease. An employee eligible for the payment of medical premiums may elect, instead, to receive a payment of \$100 per month for the same period of time during which he or she would be eligible for payment of medical benefits provided that the employee establishes that he or she is not personally receiving or eligible to receive retiree medical benefits from another public agency.
CSEA Monthly	
CSEA Hourly	Retirement Dental Insurance Benefit Retirees shall be eligible for continued coverage under their current Delta Dental Insurance Plan for a period of 5 years from (1) the confirmed effective date of retirement under PERS, STRS, or (2) the confirmed resignation date of an employee eligible for Social Security benefits. Eligibility is based on the following criteria: Employee is age 50 or more at the time of retirement. Employee has had 20 years of service in STRS, PERS, or the confirmed resignation date of an employee eligible for Social Security benefits. Employee shall have been in paid status with the agency for 5 years immediately preceding retirement date
CSEA Monthly	
Management (Classified)	Employee Only Medical Premium Paid by the Agency for eligible employees hired after July 1, 1992: Current Kaiser Health Plan for a single person (\$1021.41/month) Eligible employees who retire shall be provided health benefit coverage from the confirmed date of retirement for a 5 year benefit period. In the event an employee reaches age 65 prior to the expiration of the 5-year benefit period, the employee shall be provided a Supplemental Medicare plan for the remainder of the 5-year benefit period. Upon expiration of the 5-year benefit period all payments shall cease. After the expiration of the benefit period stated above, the retiree, their spouse, and dependents shall be eligible to continue coverage under the designated group medical insurance plan at their own expense. Eligible retirees may forego medical insurance and select a cash option in the amount of \$200/month in lieu of medical insurance premiums provided under Medical Insurance for a period of 5 years. Reaching age 65 does not affect provisions of this cash option.
Management (Classified)	Retirees shall receive the Delta Dental Insurance Plan for a period of 5 years from the confirmed date of retirement.
Management (Certificated)	After the expiration of the benefit period, the retiree, their spouse, and eligible dependents shall be eligible to continue coverage under the group dental plan at their own expense.

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Retiree Medical

Bargaining Unit	Benefit
Contra Costa County Office of Education	
AFSCME	For New employees hired after July 1, 2011: Employee is age 55 or more at time of retirement. Employee has been in paid status in the employment of the Employer for the 10 years immediately preceding retirement date. Employee must be enrolled in health, dental, and vision plans prior to the date of retirement. If a retiree moves to an area where the current health plan carriers do not have operations, the retiree could choose a comparable medical provider available in that area and apply for an individual plan. The Employer would reimburse the retiree an amount not to exceed the cost of equivalent coverage available from our current health plan and shall not exceed the amount being paid for an active bargaining employee. The payment of such premiums shall continue until age 65 or until employee qualifies for Medicare or Medi-Cal benefits, with the Employer paying up to the maximum single-party Kaiser HMO or single-party Blue Shield HMO as established under CalPERS. At this time, the employee will be eligible to continue group health benefits through CalPERS.
Management, Professional Administration, and Confidential	
County of San Mateo	
AFSCME	If hired prior to June 12, 2022, retired on or after June 12, 2022: Unused Old Sick Leave Conversion: County contribution to retiree's Retiree Health Reimbursement Arrangement (RHRA) based on unused old sick leave at the conversion rate set forth by the MOU. -Pre-65 and Post 65 Benefit: County contribution towards retiree's County medical, dental, and vision plan premiums based on years of service and age; Any remaining amount is deposited to the retiree's RHRA (100% if no County benefit). If hired on/after June 12, 2022: At the time of retirement, employees can opt to keep the County medical, dental and vision and pay the full cost of premiums with the option to use their RHRA fund to offset the monthly premium cost.
SEIU	If hired prior to January 23, 2011: If the employee has 10-14 years of service, the County pays \$440 toward the monthly premium for one plan (either health or dental) for every 8 hours of sick leave remaining upon retirement. The employee can use up to 14 hours of sick leave to pay for the monthly premium, and can enroll in the other plans through COBRA. If the employee has more than 20 years of service, the 8-hour sick leave conversion is reduced to 6 hours. Employees are credited with additional sick leave hours based on years of service. If hired on/after January 23, 2011: County pays \$400 toward the monthly premium for one plan (either health or dental) for every 8 hours of sick leave remaining upon retirement. The employee can use up to 14 hours of sick leave to pay for the monthly premium, and can enroll in other plans through COBRA. Employees are credited with additional sick leave hours based on years of service. * There may be an inflation factor of 2% for employees with 15-19 years of service and 4% for employees with 20+ years.
Unrepresented Confidential	For employees commencing employment between April 1, 2008 and December 31, 2010: Employees who retire concurrently with separation from County service, for every 8 hours of unused sick leave, the County will pay \$700 toward the premium for one month of the retiree health plan and the full cost of one month of the dental and vision coverage. Employees who separate from County service and enter into deferred retirement or otherwise separate without retiring are not eligible for this benefit. For active employees, the County will contribute \$100 per month during employment to a post-employment health reimbursement account on a pre-tax basis. This account may only be used to pay for eligible premiums or medical expenses upon retirement or termination. For employees commencing employment after January 1, 2011: For employees who retire concurrently with separation from County service, for every 8 hours of unused sick leave, the County will pay \$400 toward the premium for one month of the retiree health plan. Employees who separate from County service and enter into deferred retirement or otherwise separate without retiring are not eligible for this benefit. Employees who retire receiving \$400 per 8 hours of sick leave, will, upon exhaustion of accrued sick leave, be credited with additional hours of sick leave as follows: • With at least 10 but less than 15 years of service with the County of San Mateo: 96 hours • With at least 15 but less than 20 years of service with the County of San Mateo: 192 hours • With 20 years or more of service with the County of San Mateo: 288 hours For all employees: On the death of an employee (active or retired), coverage for the spouse and dependents will continue until the sick leave credits have expired. Retirees or surviving spouses may continue the insurance, at their own expense, by premium deductions from their retirement warrants after sick leave credits have expired, in accordance with the rules of the respective carriers. When employee or spouse reaches age 65 they must, if eligible, enroll in Medicare, which also will be reimbursed by the County if sick leave credits are available. For all management employees and elective officers: On the death of an employee or elective officer (active or retired), coverage for the spouse and dependents will continue until the sick leave credits have expired. Retirees or surviving spouses may continue the insurance, at their own expense, by premium deductions from their retirement warrants after sick leave credits have expired, in accordance with the rules of the respective carriers. When employee or spouse reaches age 65 they must, if eligible, enroll in Medicare, which also will be reimbursed by the County if sick leave credits are available. For employees who receive a disability retirement from County service, the County will provide additional hours of sick leave to the employee's sick leave balance for a total balance of 288.6 hours of sick leave (three years of retiree health coverage). For example, if an employee who receives a disability retirement has 100 hours of sick leave at the time of retirement, the County will add another 188.6 hours of sick leave credits to their balance.

**San Mateo County of Education
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Retiree Medical

Bargaining Unit	Benefit
Unrepresented Management	For management employees and elective officers commencing employment between April 1, 2008 and December 31, 2010: For management employees who retire concurrently with separation from County service, for every 8 hours of unused sick leave, the County will pay \$700 toward the premium for one month of the retiree health plan and the full cost of one month of the dental and vision coverage. For elective officers who retire concurrently with separation from County service, for each month of County service, the County will pay \$700 toward the premium for one month of the retiree health plan and the full cost of one month of the dental and vision coverage. Management employees and elective officers who separate from County service and enter into deferred retirement or otherwise separate without retiring are not eligible for this benefit. For active management employees and elective officers, the County will contribute \$100 per month during employment to a post-employment health reimbursement account on a pre-tax basis. This account may only be used to pay for eligible premiums or medical expenses upon retirement or termination. For management employees and elective officers commencing employment after January 1, 2011: For management employees who retire concurrently with separation from County service, for every 8 hours of unused sick leave, the County will pay \$400 toward the premium for one month of the retiree health plan. Management employees and elective officers who separate from County service and enter into deferred retirement or otherwise separate without retiring are not eligible for this benefit. For elective officers who retire concurrently with separation from County service, for each month of County service, the County will pay \$400 toward the premium for one month of the retiree health plan and the full cost of one month of the dental and vision coverage. Managers who retire receiving \$400 per 8 hours of sick leave, will, upon exhaustion of accrued sick leave, be credited with additional hours of sick leave as follows: • With at least 10 but less than 15 years of service with the County of San Mateo – 96 hours • With at least 15 but less than 20 years of service with the County of San Mateo – 192 hours • With 20 years or more of service with the County of San Mateo – 288 hours For all management employees and elective officers: On the death of an employee or elective officer (active or retired), coverage for the spouse and dependents will continue until the sick leave credits have expired. Retirees or surviving spouses may continue the insurance, at their own expense, by premium deductions from their retirement warrants after sick leave credits have expired, in accordance with the rules of the respective carriers. When employee or spouse reaches age 65 they must, if eligible, enroll in Medicare, which also will be reimbursed by the County if sick leave credits are available. For employees who receive a disability retirement from County service, the County will provide additional hours of sick leave to the employee's sick leave balance for a total balance of 288.6 hours of sick leave (three years of retiree health coverage). For example, if an employee who receives a disability retirement has 100 hours of sick leave at the time of retirement, the County will add another 188.6 hours of sick leave credits to their balance.
Hayward Unified School District	
AEOTE	The District will pay the health plan premiums for employees up to age 70 who at the time of retirement are in the employment of the District upon the following conditions: - Attained age 55 or more. - Were in a District plan at the time of retirement or apply for and qualify to be covered by 1 of the District's health plans at the time of retirement. - Are receiving PERS retirement benefits. - Served 10 years in the District. - All new retirees shall be entitled to receive an amount equal to the Kaiser Permanente (California) Plan cost for employee-only coverage, adjusted annually After reaching the age of 70, a retired employee may have the option of purchasing medical coverage at the group rate provided the retired employee satisfies the eligibility requirements of the insurance carrier and pays for such coverage in the manner prescribed by the carrier. Failure to pay in a timely manner shall be a basis for withdrawal of this benefit.
ACSA (Confidential, Supervisory)	The District will pay the health plan premiums for the retirees up to age 70 upon the following conditions: (1) Attained the age of 55 or more and have 10 years of full-time service in a management position or at the beginning of the 15th year of combined full-time continuous service in HUSD. (2) Were in a district plan at the time of retirement or apply for and qualify to be covered by one of the District's health plans at the time of retirement. (3) Receives STRS or PERS benefits If the retiree is eligible for Medi-Care, the District will coordinate the Medi-Care with the District health plan and reimburse to the retiree the premium cost for Part B Medicare only, as long as the Medi-Care premium cost does not exceed the amount of premium reduction by the health insurance policy premium for the retiree. The retiree may pay for his/her coverage after reaching the age of 70, if the health care provider approves. The level of medical coverage for the retiree shall not be less than the medical coverage benefits provided to bargaining Management Team members.
ACSA (Management)	The District will pay the health plan premiums for the retirees up to age 70 upon the following conditions: (1) Attained the age of 55 or more and have 10 years of full-time service in a management position or at the beginning of the 15th year of combined full-time continuous service in HUSD. (2) Were in a district plan at the time of retirement or apply for and qualify to be covered by one of the District's health plans at the time of retirement. (3) Receives STRS or PERS benefits If the retiree is eligible for Medi-Care, the District will coordinate the Medi-Care with the District health plan and reimburse to the retiree the premium cost for Part B Medicare only, as long as the Medi-Care premium cost does not exceed the amount of premium reduction by the health insurance policy premium for the retiree. The retiree may pay for his/her coverage after reaching the age of 70, if the health care provider approves. The level of medical coverage for the retiree shall not be less than the medical coverage benefits provided to bargaining Management Team members.

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Retiree Medical

Bargaining Unit	Benefit
SEIU (Maintenance and Operations)	The District will pay the health plan premiums for employees up to age 70 who at the time of retirement are in the employment of the District upon the following conditions: a. Attained age 55 or more. b. Were in a District plan at the time of retirement or apply for and qualify to be covered by 1 of the District's health plans at the time of retirement. c. Are receiving PERS retirement benefits. d. Served 10 years in the District. e. All new retirees shall be entitled to receive an amount equal to the Kaiser Permanente (California) Plan cost for employee-only coverage, adjusted annually After reaching the age of 70, a retired employee may have the option of purchasing medical coverage at the group rate provided the retired employee satisfies the eligibility requirements of the insurance carrier and pays for such coverage in the manner prescribed by the carrier. Failure to pay in a timely manner shall be a basis for withdrawal of this benefit.
SEIU (Paraprofessional)	
Napa County Office of Education	
SEIU	Unit members who retired prior to ratification of the agreement shall continue to receive employer paid benefits in an amount to cover insurance equal to Kaiser for one (currently \$805.85/month). (Ratified 3/1/06) Employees who are 45 years or older the first day of the month following ratification of this Agreement (3/1/06) must be 50 years of age or older and shall have completed a minimum of 10 years of service to the Employer. Employees who are less than 45 years old the first day of the month following ratification of this Agreement and/or are hired after ratification of this Agreement must be 55 years of age or older and shall have completed a minimum of 10 years of service to the Employer.
Confidential	
Management	
Senior Management	Employees who meet the age and years of service requirements set forth in section directly above shall become eligible for health insurance coverage until age 65 at a rate of \$350 per month.
San Francisco Office of Education (SFUSD)	
SEIU Local 1021	Retiree Dental-Upon retirement the District will extend to retired employees the option to purchase dental coverage at the group COBRA rate for up to 18 months. This coverage will be a continuation of active employee coverage and is the same coverage provided to current employees. Survivors of deceased employees hired prior to January 8, 2009 shall receive survivor benefits equal to lifetime retiree health benefits pending final approval from the Health Service System. Survivors of deceased employees hired after January 9, 2009 are not eligible for survivor benefits per the Health Service System's eligibility rules. However, they are eligible for COBRA benefits for up to 18 months after the loss of active employee coverage, and will be contacted by the District's Benefits team with regards to this process.
IFPTE Local 21	Retiree Dental -The District will allow retired employees to purchase dental coverage at the group COBRA rate for 18 months and thereafter at the extended coverage rate for the plan. The coverage will be the same coverage provided to current employees.
UESF Classified (Paraeducators)	Must be employed with the District for the final 10 consecutive years; Receives Lifetime Retiree Medical coverage for Employee + Family, monthly contribution paid by District
Unclassified (Classified)	Retiree Dental-Upon retirement the District will extend to retired employees the option to purchase dental coverage at the group COBRA rate for up to 18 months. This coverage will be a continuation of active employee coverage and is the same coverage provided to current employees. Survivors of deceased employees hired prior to January 8, 2009 shall receive survivor benefits equal to lifetime retiree health benefits pending final approval from the Health Service System. Survivors of deceased employees hired after January 9, 2009 are not eligible for survivor benefits per the Health Service System's eligibility rules. However, they are eligible for COBRA benefits for up to 18 months after the loss of active employee coverage, and will be contacted by the District's Benefits team with regards to this process.
Unclassified (Management)	Retiree Dental-Upon retirement the District will extend to retired employees the option to purchase dental coverage at the group COBRA rate for up to 18 months. This coverage will be a continuation of active employee coverage and is the same coverage provided to current employees. Survivors of deceased employees hired prior to January 8, 2009 shall receive survivor benefits equal to lifetime retiree health benefits pending final approval from the Health Service System. Survivors of deceased employees hired after January 9, 2009 are not eligible for survivor benefits per the Health Service System's eligibility rules. However, they are eligible for COBRA benefits for up to 18 months after the loss of active employee coverage, and will be contacted by the District's Benefits team with regards to this process.
Management (Board Designated Managerial)	Retiree Dental-Upon retirement the District will extend to retired employees the option to purchase dental coverage at the group COBRA rate for up to 18 months. This coverage will be a continuation of active employee coverage and is the same coverage provided to current employees. Survivors of deceased employees hired prior to January 8, 2009 shall receive survivor benefits equal to lifetime retiree health benefits pending final approval from the Health Service System. Survivors of deceased employees hired after January 9, 2009 are not eligible for survivor benefits per the Health Service System's eligibility rules. However, they are eligible for COBRA benefits for up to 18 months after the loss of active employee coverage, and will be contacted by the District's Benefits team with regards to this process.
San Jose Unified School District	
AFSCME	Not offered since 2013
CSEA	Not offered since 2013
Management	Not offered since 2013

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Retiree Medical

Bargaining Unit	Benefit
Chief Business Officer	Not offered since 2013
San Mateo Union High School District	
CSEA	\$250 month health insurance credit toward a District offered plan for maximum of 10 years of age 65, whichever occurs first; Retiree must have at least 10 full years of actual service with the District and be at least 55 years of age; must retire by June 30 and provide proper written notice by May 1; benefit ceases if employee is deceased prior to age 65; In the event of the death of a retired employee who is participating in the District medical benefit program, the retiree's spouse may continue to participate, for life, in the District's medical benefit program at the spouse's expense, contingent on health carrier approval
Certificated Classified	Not offered
AFSCME Classified Managers	\$250 month health insurance credit toward a District offered plan for maximum of 10 years of age 65, whichever occurs first; Retiree must have at least 10 full years of actual service with the District and be at least 55 years of age; must retire by June 30 and provide proper written notice by May 1; benefit ceases if employee is deceased prior to age 65; In the event of the death of a retired employee who is participating in the District medical benefit program, the retiree's spouse may continue to participate, for life, in the District's medical benefit program at the spouse's expense, contingent on health carrier approval
Unrepresented Confidential	
Unrepresented Management	
Santa Clara Office of Education	
SEIU (OSS), SEIU (OTBS), and SEIU (Paraeducators)	Participants meeting the following eligibility receive an employer explicit subsidy toward the premium as described below. The retiree subsidy continues until retiree age 65, and the spouse subsidy continues until the earlier of retiree age 65 and spouse age 65. Upon death of retiree, there are no surviving spouse benefits available except through COBRA continuation: -Age 55 with 10 years of service -The SCCOE pays a percentage of the single premium based on total years of service. The percentage is 50% after 10 or more continuous years, 75% after 15 continuous years, and 100% after 20 continuous years. The retiree may purchase dependent coverage at their own cost.
Management (Management, Supervisory, Confidential)	Participants meeting the following eligibility receive an employer explicit subsidy toward the premium as described below. The retiree subsidy continues until retiree age 65, and the spouse subsidy continues until the earlier of retiree age 65 and spouse age 65. Upon death of retiree, there are no surviving spouse benefits available except through COBRA continuation: -Age 55 with 10 years of service -The SCCOE pays 3.3% of the premium for each year of SCCOE service, up to a maximum of 30 years The SCCOE pays 3.3% of the premium for each year of SCCOE service, up to a maximum of 30 years. The benefit is also available for one dependent.
Designated Executive Leadership	
Assistant Superintendent - Business Services	
Sequoia Union High School District	
AFSMCE (Office, Technical, and Paraprofessional; Maintenance and Operations)	Eligibility is minimum of 5 years of fully paid contributions as a member of STRS and/or PERS and must be at least 55 years of age, served in the district for a minimum of 16 years immediately prior to retirement, and the retiree must have been eligible for and covered by District provided health insurance while an active employee. Retirees who do not qualify for lifetime benefits (hired on or before 4/1/98) and who were enrolled in CalPERS Medicare Kaiser or Medicare Anthem Blue Cross plan in December 2022, receives a maximum District contribution toward their retiree SISC Medicare Kaiser or Anthem Blue Cross premium cost of \$200/month in subsequent calendar years.
AFSMCE (Maintenance and Operations)	
AFSCME Supervisor	
Confidential	Retirees who do not qualify for lifetime benefits (hired on or before 4/1/98) and who were enrolled in the CalPERS United Health Care plan in December 2022, receives a maximum District contribution toward their retiree SISC Medicare Anthem Blue Cross premium cost of \$257/month in subsequent years.
Management	

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VACATION ACCRUAL (HOURS PER YEAR)

Bargaining Unit	After 1 Year	After 5 Years	After 10 Years	After 15 Years	After 20 Years	After 25 Years
San Mateo County Office of Education-client						
Confidential	120	160	200	200	200	200
CSEA 158-Hourly (Paraeducator classes)	104	104 + 48 paid in lump sum vacation longevity payment	104 + 88 paid in lump sum vacation longevity payment	104 + 88 paid in lump sum vacation longevity payment	104 + 88 paid in lump sum vacation longevity payment	104 + 88 paid in lump sum vacation longevity payment
CSEA 158-Hourly (Non Paraeducator classes)	120	160	200	200	200	200
CSEA 789-Hourly	120	160 + 48 paid in lump sum vacation longevity payment	200 + 88 paid in lump sum vacation longevity payment	200 + 88 paid in lump sum vacation longevity payment	200 + 88 paid in lump sum vacation longevity payment	200 + 88 paid in lump sum vacation longevity payment
CSEA 789-Monthly	120	160 + 48 paid in lump sum vacation longevity payment	200 + 88 paid in lump sum vacation longevity payment	200 + 88 paid in lump sum vacation longevity payment	200 + 88 paid in lump sum vacation longevity payment	200 + 88 paid in lump sum vacation longevity payment
CSEA 887	120	160	200	200	200	200
Management	120	160	200	200	200	200
Alameda County Office of Education						
CSEA Hourly	176	200	216	240	248	248
CSEA Monthly	176	200	216	240	248	248
Management-Classified	216	216	216	216	216	216
Management-Certificated	216	216	216	216	216	216
Contra Costa County Office of Education						
AFSCME	120	120	120	160	200	240 (after 31st year, receives 280 hours per year)
Management, Professional Administration, and Confidential	176	176	176	176	176	176

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VACATION ACCRUAL (HOURS PER YEAR)

Bargaining Unit	After 1 Year	After 5 Years	After 10 Years	After 15 Years	After 20 Years	After 25 Years
County of San Mateo						
AFSCME	104	130	156	182	208	234
SEIU	104	130	156	182	208	234
Unrepresented Confidential	104	130	156	182	208	234
Unrepresented Management	104	130	156	182	208	234
Hayward Unified School District						
AEOTE	80	120	168	176	200	200
ACSA (Confidential, Supervisory)	176	176	176	184	200	200
ACSA (Management)	176	176	176	184	184	200
SEIU (Maintenance and Operations)	80	120	160	176	176	176
SEIU (Paraprofessional)	80	120	160	176	176	176
Napa County Office of Education						
SEIU	124	124	132	164	172	172
Confidential	124	124	132	164	172	172
Management	124	124	132	164	172	172
Senior Management	200	200	200	200	200	200
San Francisco Office of Education (SFUSD)						
SEIU Local 1021	80	120	120	160	160	160
IFPTE Local 21	80	120	120	160	160	160
UESF Classified (Paraeducators who work year round)	80	80	120	160	160	160
Unclassified (Classified)	80	120	120	160	160	160
Unclassified (Management)	160	160	160	160	160	160
Management (Board Designated Managerial)	160	160	160	160	160	160
San Jose Unified School District						
AFSCME	216	216	216	216	216	216
CSEA	216	216	216	216	216	216
Management	216	216	216	216	216	216
Chief Business Officer	216	216	216	216	216	216

San Mateo County of Education
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VACATION ACCRUAL (HOURS PER YEAR)

Bargaining Unit	After 1 Year	After 5 Years	After 10 Years	After 15 Years	After 20 Years	After 25 Years
San Mateo Union High School District						
CSEA	80	120	144	160	160	168
Certificated Classified	N/A	N/A	N/A	N/A	N/A	N/A
AFSCME Classified Managers	192	192	192	192	192	192
Unrepresented Confidential	80	120	144	160	160	168
Unrepresented Management	80	120	144	160	160	168
Santa Clara Office of Education						
SEIU (OSS), SEIU (OTBS), and SEIU (Paraeducators)	80	128	144	160	168	168
Management (Management, Supervisory, Confidential)	176	176	176	176	176	176
Designated Executive Leadership	176	176	176	176	176	176
Assistant Superintendent - Business Services	176	176	176	176	176	176
Sequoia Union High School District						
AFSMCE (Office, Technical, and Paraprofessional; Maintenance and Operations)	80	120	144	160	160	160
AFSCME Supervisor	120	120	160	160	160	160
Confidential	168	168	168	168	168	168
Management	168	168	168	168	168	168

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VACATION ANNUAL CASHOUT and CASHOUT AT SEPARATION

Bargaining Unit	Vacation Leave Annual Cashout	Vacation Leave Cashout at Separation
San Mateo County Office of Education-client		
CSEA 158-Hourly	There is a 240 hour cap; employees either take vacation leave to get under the cap or request a vacation payout in the amount of leave that is beyond 240 hours.	Accrued vacation
CSEA 789-Hourly		
CSEA 789-Monthly		
CSEA 887		
Confidential	There is a 240 hour cap; employees either take vacation leave to get under the cap or request a vacation payout in the amount of leave that is beyond 240 hours. Between 6 and 10 years of services, employees may be paid up to 5 days of vacation based on the salary in effect at the end of the fiscal year in which the vacation is earned. After 10 years of service and above, employees may be paid up to 10 days of vacation based on the salary in effect at the end of the fiscal year in which the vacation is earned.	Accrued vacation
Management		
Alameda County Office of Education		
CSEA Hourly	Up to a maximum of 160 hours per year if accumulated vacation cannot be used due to work requirements	Accrued vacation
CSEA Monthly		
Management-Classified	Allowed to carry over 27 days (216 hours) per year; allowed to cash out days (hours) above this amount one time per year	
Management-Certificated	Allowed to carry over 27 days (216 hours) per year; allowed to cash out days (hours) above this amount one time per year	
Contra Costa County Office of Education		
AFSCME	Up to 40 hours each year dependent on verification of excess vacation hours	Accrued vacation
Management, Professional Administration, and Confidential	Not offered	
County of San Mateo		
AFSCME	Not offered	Accrued vacation
SEIU		
Unrepresented Confidential		
Unrepresented Management		

**San Mateo County of Education
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VACATION ANNUAL CASHOUT and CASHOUT AT SEPARATION

Bargaining Unit	Vacation Leave Annual Cashout	Vacation Leave Cashout at Separation
Hayward Unified School District		
AEOTE	Maximum accrual carryover is 30 days (240 hours). Unit Members shall have until August 15th to use any excess vacation credit above the maximum of 30 days. Excess vacation credit not used by August 15th will be paid out to Unit Members.	Accrued vacation (employee must have completed at least 6 months of employment in regular status)
ACSA (Confidential, Supervisory)	Maximum accrual carryover is 40 days (320 hours). Unit Members shall have until August 15th to use any excess vacation credit above the maximum of 40 days. Excess vacation credit not used by August 15th will be paid out to Unit Members.	Upon separation from service, the employee shall be entitled to lump sum compensation for all earned and unused vacation, not to exceed 40 days. The employee who has not completed 6 months of employment in regular status shall not be entitled to such compensation.
ACSA (Management)	Maximum accrual carryover is 40 days (320 hours). Unit Members shall have until August 15th to use any excess vacation credit above the maximum of 40 days. Excess vacation credit not used by August 15th will be paid out to Unit Members.	Upon separation from service, the employee shall be entitled to lump sum compensation for all earned and unused vacation, not to exceed 40 days. The employee who has not completed 6 months of employment in regular status shall not be entitled to such compensation.
SEIU (Maintenance and Operations)	Maximum accrual carryover is 30 days (240 hours). Unit Members shall have until August 15th to use any excess vacation credit above the maximum of 30 days. Excess vacation credit not used by August 15th will be paid out to Unit Members.	Entitled to lump-sum compensation for all earned and unused vacation, not to exceed 30 days, except that Unit Members who have not completed 6 months of employment in regular status shall not be entitled to such compensation
SEIU (Paraprofessional)	Maximum accrual is 30 days (240 hours). The administration shall notify each Unit Member of accumulated vacation annually in April and the immediate supervisor shall direct any Unit Member whose vacation accumulation will exceed the maximum to commence the use of excess vacation credit over 30 days prior to July 1.	Entitled to lump-sum compensation for all earned and unused vacation, not to exceed 30 days, except that Unit Members who have not completed 6 months of employment in regular status shall not be entitled to such compensation
Napa County Office of Education		
SEIU	Not offered	Accrued Vacation
Confidential		
Management		
Senior Management		

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VACATION ANNUAL CASHOUT and CASHOUT AT SEPARATION

Bargaining Unit	Vacation Leave Annual Cashout	Vacation Leave Cashout at Separation
San Francisco Office of Education (SFUSD)		
SEIU	Not offered	Accrued Vacation (exception for employees who transfer to a City/County of San Francisco Department may retain their accrued vacation from the District)
IFPTE Local 21		
UESF Classified (Paraeducators)		
Unclassified (Classified)		
Unclassified (Management)		
Management (Board Designated Managerial)		
San Jose Unified School District		
AFSCME	Employees shall not be permitted to carryover unused days of vacation. Any unused days of vacation shall be paid out at the end of each work year at the employee's current rate of pay.	Accrued Vacation
CSEA		
Management		
Chief Business Officer		
San Mateo Union High School District		
CSEA	If the employee has more than 10 days of earned and accumulated vacation at the end of the fiscal year, the excess days shall be paid in cash to the employee no later than October 31	Accrued vacation except that employees who have not completed 2 months of employment in regular status shall not be entitled to such compensation
Certificated Classified	Not offered	Not applicable
AFSCME Classified Managers	Employee's unable to take the full annual vacation shall be paid for the remaining days not taken prior to the following year or July 31st if carried over	Accrued unused vacation
Unrepresented Confidential	Not offered	Accrued vacation except that employees who have not completed 2 months of employment in regular status shall not be entitled to such compensation
Unrepresented Management		

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VACATION ANNUAL CASHOUT and CASHOUT AT SEPARATION

Bargaining Unit	Vacation Leave Annual Cashout	Vacation Leave Cashout at Separation
Santa Clara Office of Education		
SEIU (OSS), SEIU (OTBS), and SEIU (Paraeducators)	Employees allowed to maintain up to 2 times the amount of days earned per fiscal year. Automatic Vacation Payoff: Employees shall be encouraged to take their accrued vacation. Vacation in excess of the maximum allowed amount shall be paid automatically to the employee at the end of that fiscal year. Such automatic payment shall occur on the July 31 payroll. Payoff shall not exceed 1 fiscal year's vacation accrual.	Accrued vacation
Management (Management, Supervisory, Confidential)	Employees who exceed 44 vacation days on June 30, the July 1 vacation credit shall be reduced accordingly so that the employee's total vacation balance will not exceed 66 days on July 1.	
Designated Executive Leadership		
Assistant Superintendent - Business Services		
Sequoia Union High School District		
AFSMCE (Office, Technical, and Paraprofessional; Maintenance and Operations)	In the rare event the employee is not able to take their full annual vacation, the employee shall carry over days up to the limit of 25 days and be paid out for the remaining days not taken. Pay out calculations shall be done in July of each fiscal year.	Accrued vacation
AFSCME Supervisor		
Confidential		
Management		

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