

EXHIBIT D

SURVEY CITY	COMPARABLE TITLE	ANNUAL TOP STEP	REPORTS TO	SUPERVISORY/ LEAD DUTIES	EDUCATION	EXPERIENCE
Napa	Senior Police Records Assistant (current)	\$72,294.00	Police Records Bureau Administrator	Yes	None listed	Two years of law enforcement office assistant exp. Equivalent to the PRA II
American Canyon	N/A					
Antioch	<i>Lead Police Records Tech</i>	\$64,836.00	Police Records Supervisor	Yes	HS supplemented by training in police records management, office management, staff supervision, or a related field	Three years of increasingly responsible clerical support experience in a criminal justice environment
Concord	<i>Police Records Clerk III</i>	\$60,840.00		Yes	HS supplemented by training in police records management, office management, staff supervision, or a related field	Four years clerical employment
Fairfield	<i>Records Assistant Lead</i>	\$62,878.40	Police Records Supervisor	Yes	HS; Coursework desired	Two years public safety records exp. At PRA II level with COF
Marin County	<i>Senior Sheriff's Service Assistant</i>	\$67,060.00		Yes	None listed	Three years exp. in a criminal justice system or public safety agency, which includes a minimum of one year experience at a level equivalent to or higher than the County's class of Sheriff's Service Assistant.
Martinez	N/A					
Napa County	<i>Sheriff's Records Technician III</i>	\$61,900.00		Yes	Equivalent to the completion of the twelfth grade, supplemented by specialized training in the handling of law enforcement records.	Two years working as Sheriff's Records Technician I/II or three years of significant, directly related and progressively responsible clerical experience preferably in a criminal justice setting. Experience in a law enforcement agency including experience with law enforcement records management systems is highly desirable. Advancement to Sheriff's Records Technician III is contingent on successfully completing probation as a Sheriff's Records Technician II, and is at the discretion of higher level management staff.
Petaluma	N/A					
Richmond	<i>Lead Police Records Specialist</i>	\$70,476.00	Police Records Supervisor	Yes	HS, POST Records completion; supplemental training in supervision, records or office management	3 years clerical/admin in law enforcement environment;
San Rafael	N/A					
Santa Rosa	N/A					
Vacaville	<i>Lead Police Records Assistant</i>	\$61,984.44	Records Supervisor	Yes	HS	Two years of increasingly responsible public safety records or criminal justice experience equivalent to a PRA II with the City of Vacaville
Vallejo	<i>Police Clerk Supervisor</i>	\$58,526.46	Police Records Supervisor	Yes	HS; Specialized training in police science is desirable	Three years of increasingly responsible clerical work experience requiring public contact and interpretation of rules and regulations
		\$63,562.66				
		\$62,431.42				
		16%				