

Salary Guidelines, 2016 (National Average = 100%)				
	Community	State	2016	Level
	Extra Low	Less than 112%		
	Low:	112% - 146%		
	Medium	147% - 225%		
	High	226% or more		
1	Alameda	CA	209.40	Medium
2	Albany	CA	212.40	Medium
2	Antioch	CA	126.70	Low
3	Arcata	CA	124.10	Low
3	Arroyo Grande	CA	175.60	Medium
4	Atascadero	CA	148.30	Low
5	Auburn	CA	136.90	Low
6	Bakersfield	CA	104.00	Extra low
7	Benicia	CA	167.60	Medium
8	Berkeley	CA	231.10	High
9	Brentwood	CA	151.70	Medium
10	Burlingame	CA	370.80	High
11	Carson City, NV	NV	100.50	Extra low
12	Castro Valley	CA	187.10	Medium
13	Chico	CA	122.80	Low
14	Citrus Heights	CA	116.60	Low
15	Clovis	CA	123.70	Low
16	Concord	CA	151.10	Medium
17	Corning	CA	106.90	Extra low
18	Cupertino	CA	339.60	High
19	Daly City	CA	191.90	Medium
20	Danville	CA	265.60	High
21	Davis	CA	173.10	Medium
22	Delano	CA	95.90	Extra low
23	Dinuba	CA	99.80	Extra low
24	Discovery Bay	CA	166.90	Medium
25	Dublin	CA	189.60	Medium
26	El Cerrito	CA	182.40	Medium
27	Elko, NV	NV	113.10	Low
28	Emeryville	CA	146.10	Low
29	Eureka	CA	113.40	Low
30	Fair Oaks	CA	139.90	Low
31	Fairfield	CA	127.50	Low
32	Fallon, NV	NV	95.20	Extra low

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33	Folsom	CA	157.20	Medium
34	Fremont	CA	206.20	Medium
35	Fresno	CA	104.80	Extra low
36	Gilroy	CA	171.13	Medium
37	Grass Valley	CA	134.80	Low
38	Hanford	CA	98.70	Extra low
39	Hayward	CA	148.50	Low
40	Healdsburg	CA	180.60	Medium
41	Hilo, HI	HI	133.20	Low
42	Honolulu, HI	HI	199.20	Medium
43	Kailua Kona, HI	HI	100.00	Extra low
44	Lafayette	CA	300.30	High
45	Livermore	CA	180.70	Medium
46	Lodi	CA	114.90	Low
47	Lompoc	CA	118.50	Low
48	Los Gatos	CA	329.20	High
49	Martinez	CA	153.30	Medium
50	Marysville	CA	101.40	Extra low
51	Menlo Park	CA	368.20	High
52	Merced	CA	104.30	Extra low
53	Mill Valley	CA	286.70	High
54	Milpitas	CA	193.60	Medium
55	Modesto	CA	108.50	Extra low
56	Monterey	CA	186.30	Medium
57	Moraga	CA	278.60	High
58	Mtn. View	CA	259.00	High
59	Napa	CA	157.40	Medium
60	Newark	CA	170.10	Medium
61	Novato	CA	189.60	Medium
62	Oakdale	CA	119.00	Low
63	Oakland	CA	155.90	Medium
64	Orangevale	CA	127.40	Low
65	Orinda	CA	313.90	High
66	Palo Alto	CA	415.40	High
67	Paradise	CA	101.40	Extra low
68	Paso Robles	CA	139.90	Low
69	Petaluma	CA	164.90	Medium
70	Piedmont	CA	395.50	High
71	Pinole	CA	140.60	Low

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72	Pittsburg	CA	121.40	Low
73	Placerville	CA	121.30	Low
74	Pleasant Hill	CA	183.80	Medium
75	Pleasanton	CA	236.90	High
76	Portola (Valley)	CA	106.10	Extra low
77	Rancho Cordova	CA	118.50	Low
78	Red Bluff	CA	107.20	Extra low
79	Redding	CA	114.60	Low
80	Redwood City	CA	249.90	High
81	Reno, NV	NV	101.90	Extra low
82	Richmond	CA	119.70	Low
83	Rocklin	CA	144.80	Low
84	Rohnert Park	CA	141.20	Low
85	Roseville	CA	139.60	Low
86	Sacramento	CA	112.50	Low
87	Salinas	CA	127.70	Low
88	San Bruno	CA	202.50	Medium
89	San Carlos	CA	302.10	High
90	San Francisco	CA	242.60	High
91	San Jose	CA	197.20	Medium
92	San Leandro	CA	153.30	Medium
93	San Lorenzo	CA	150.50	Medium
94	San Luis Obispo	CA	184.60	Medium
95	San Mateo	CA	233.10	High
96	San Pablo	CA	118.90	Low
97	San Rafael	CA	220.90	Medium
98	San Ramon	CA	229.30	Medium
99	Santa Clara	CA	212.40	Medium
100	Santa Cruz	CA	198.50	Medium
101	Santa Maria	CA	127.30	Low
102	Santa Rosa	CA	148.80	Low
103	Seaside	CA	141.10	Low
104	Selma	CA	103.10	Extra low
105	So. Lake Tahoe	CA	134.70	Low
106	So. San Francisco	CA	196.50	Medium
107	Sonoma	CA	172.20	Medium
108	Sparks, NV	NV	102.60	Extra low
109	Stockton	CA	106.40	Extra low
110	Sunnyvale	CA	253.30	High

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111	Susanville	CA	106.10	Extra low
112	Tracy	CA	139.40	Low
113	Truckee	CA	167.70	Medium
114	Turlock	CA	114.30	Low
115	Ukiah	CA	124.30	Low
116	Union City	CA	179.50	Medium
117	Vacaville	CA	133.70	Low
118	Vallejo	CA	115.90	Low
119	Visalia	CA	105.90	Extra low
120	Walnut Creek	CA	204.70	Medium
121	Watsonville	CA	140.90	Low
122	Willows	CA	97.50	Extra low
123	Winnemucca, NV	NV	101.90	Extra low
124	Woodland	CA	122.10	Low
125	Yuba City	CA	110.60	Extra low