


County of Contra Costa
OFFICE OF THE COUNTY ADMINISTRATOR
MEMORANDUM

DATE: MAY 13, 2015

TO: RICK WISE, Chairman
AD HOC COMMITTEE ON BOARD OF SUPERVISORS COMPENSATION 

FROM: DAVID TWA, County Administrator

SUBJECT: **ESTIMATED WAGE GAP BETWEEN CONTRA COSTA COUNTY AND
OTHER BAY AREA COUNTIES**

I understand from my staff that your committee is looking for information on where Contra Costa County wages are in relation to other Bay Area or California counties. Except for selected job classes that have been difficult to recruit, the County has not conducted a comprehensive salary study to determine where County wages are with respect to the Bay Area or California labor market. However, based on the limited classification studies we have done, as well as conversations with our Bargaining Units, while some of our employees' classifications are less than 5% below median market wages, the County is in the range of 8-18% below median market wages for the majority of our employees.

The California State Controller's Office hosts a website on Government Compensation in California at this address: <http://publicpay.ca.gov/>. This site may assist you in determining how Contra Costa County government wages compare to other county government wages.

cc: *Steve Weir, Committee Facilitator*
Julie DiMaggio Enea, Committee Staff