

## SCHEDULE "A"

### Board of Supervisors Salary Comparison Annual Base Salary of Peer Counties Cost of Living Adjustment Method 1

<u>County</u>	<u>Annual Salary</u>	<u>CCC Annual Salary Equivalency COL Adj<sup>2</sup></u>	<u>Annual Salary COL Adjusted<sup>1</sup></u>
<b>Sonoma</b>	138,459	99,341	145,380
<b>Alameda</b>	147,680	107,700	143,027
<b>Ventura</b>	129,227	100,267	134,434
<b>Kern</b>	105,107	85,814	127,758
<b>Fresno</b>	110,766	91,243	126,625
<b>Sacramento</b>	101,536	92,912	113,989
<b>San Mateo</b>	129,917	119,165	113,718
<b>San Francisco</b>	110,858	138,565	83,450
Average	121,694		123,548
25th Percentile	109,351		113,921
37.5th Percentile	110,824		121,887
50th Percentile	120,043		127,192
75th Percentile	132,053		136,582
<b>Contra Costa County 104,307</b>			
% from Average	-16.7%		-18.4%
% from 25th Percentile	-4.8%		-9.2%
% from 37.5th Percentile	-6.2%		-16.9%
% from 50th Percentile	-15.1%		-21.9%
% from 75th Percentile	-26.6%		-30.9%

<sup>1</sup> Annual Salary COL Adjusted is based on Cost of Living factors from [www.relocationessentials.com](http://www.relocationessentials.com) and reflect the wages needed to support a comparable standard of living in Contra Costa County.

<sup>2</sup> CCC Salary Equivalency COL Adj is based on Cost of Living factors from [www.relocationessentials.com](http://www.relocationessentials.com) and reflect the wages that would be required in that county to maintain the same lifestyle as in CCC at the \$104,307 salary level.  
<http://relocationessentials.com/aff/www/tools/salary/col.aspx>

Example of deriving total annual compensation from base salary, using 50th percentile:

	<u>Current</u>	<u>COL Adjusted</u>	<u>VAR</u>
Total Est Annual Compensation*	\$ 147,929	\$ 174,244	\$ 26,315
Annual Salary	\$ 104,307	\$ 127,192	\$ 22,885
Normal % Contrib to Pension @ 14.99%	\$ 16,784	\$ 20,215	\$ 3,430
Kaiser+Dental Single	\$ 6,155	\$ 6,155	\$ -
Deferred Compensation	\$ 13,020	\$ 13,020	\$ -
Auto allowance	\$ 7,200	\$ 7,200	\$ -
Professional Development	\$ 463	\$ 463	\$ -

\*Excludes life insurance and statutory benefits: FICA, worker's comp, unemployment insurance