

**SCHEDULE "B"**  
**Board of Supervisors Salary Comparison**  
**Total Annual Compensation of Peer Counties**  
**Cost of Living Adjustment Method 1**

<u>Agency</u>	<u>Total Annual Compensation</u>	<u>CCC Total Annual Compensation</u> <u>Equivalency COL Adj<sup>2</sup></u>	<u>Total Annual Compensation COL</u> <u>Adjusted<sup>1</sup></u>
Sonoma	186,417	140,886	195,736
Alameda	199,667	152,742	193,375
Ventura	156,432	142,199	162,735
Kern	143,049	121,703	173,875
Fresno	145,101	129,402	165,876
Sacramento	132,403	131,768	148,642
San Mateo	164,293	169,000	143,809
San Francisco	127,797	196,515	96,201
Average	156,895		160,031
25th Percentile	140,387		147,434
37.5th Percentile	144,332		157,450
50th Percentile	150,767		164,306
75th Percentile	169,824		178,750
<b>Contra Costa County    147,929</b>			
% from Average	-6.1%		-8.2%
% from 25th Percentile	5.1%		0.3%
% from 37.5th Percentile	2.4%		-6.4%
% from 50th Percentile	-1.9%		-11.1%
% from 75th Percentile	-14.8%		-20.8%

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

<sup>2</sup> CCC Total Annual Compensation Equivalency COL Adj is based on Cost of Living factors from [www.relocationessentials.com](http://www.relocationessentials.com) and reflect the compensation that would be required in that county to maintain the same lifestyle as in CCC at the \$146,780 total compensation level.

<http://relocationessentials.com/off/www/tools/salary/col.aspx>

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

	<u>Current</u>	<u>COL Adjusted</u>	<u>VAR</u>
Total Est Annual Compensation*	\$ 147,929	\$ 164,306	\$ 16,377
Annual Salary	\$ 104,307	\$ 119,548	\$ 15,241
Normal % Contrib to Pension @ 14.99%	\$ 16,784	\$ 19,069	\$ 2,285
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