



**AD HOC COMMITTEE ON
BOARD OF SUPERVISORS COMPENSATION**

**February 20, 2019
3:00 P.M.**

651 Pine Street, Room 101, Martinez

Larry Hendel, Central Labor Council of Contra Costa County, AFL-CIO
Terri Montgomery, East Bay Leadership Council
Angie Coffee, East Bay Leadership Council
Tom Hansen, Building Trades Council
Clifford Bowen, Public At Large

Facilitator: David Twa, Contra Costa County Administrator

Agenda Items:	Items may be taken out of order based on the business of the day and preference of the Committee
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1. Call to Order and Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to three minutes).
3. APPROVE Record of Action from the February 12, 2019 meeting.
4. REVIEW the Comparison of Compensation to Peer Counties and CONSIDER which items are monetary; which are standard; and which are unique to individual Counties.
5. REVIEW Budget Information for Comparable Counties.
6. REVIEW Median Salary Information for Comparable Counties.
7. DISCUSS the Compensation of the Board of Supervisors and the methodology and process by which future increases could occur and PROVIDE direction to staff on next steps.
8. The next meeting is currently scheduled for Thursday, February 28.
9. Adjourn

The Ad Hoc Committee on Board of Supervisors Compensation will provide reasonable accommodations for persons with disabilities planning to attend the Committee meetings. Contact the staff person listed below at least 72 hours before the meeting.

Any disclosable public records related to an open session item on a regular meeting agenda and

distributed by the County to a majority of members of the Ad Hoc Committee on Board of Supervisors Compensation less than 96 hours prior to that meeting are available for public inspection at 651 Pine Street, 10th floor, during normal business hours.

Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact:

David Twa, County Administrator
Phone (925) 335-1080, Fax (925) 646-1353
david.twa@cao.cccounty.us

Contra Costa County
Administrator's Office
Committee Report



**AD HOC COMMITTEE ON BOARD OF
SUPERVISORS COMPENSATION**

Meeting Date: 02/20/2019
SUBJECT: APPROVE Record of Action from the February 12, 2019 meeting.
FROM: Ad Hoc Committee On BOS Compensation,
DEPARTMENT: County Administrator
PRESENTER: David Twa, County Administrator **CONTACT:** David Twa, (925)
335-1080

History:

County Ordinance requires that each County body keep a record of its meetings. Though the record need not be verbatim, it must accurately reflect the agenda and the decisions made in the meeting.

Update:

Attached for the Committee's consideration is the Record of Action for the February 12, 2019 meeting.

Recommendation(s)/Next Step(s):

APPROVE the Record of Action from the February 12, 2019 meeting.

Attachments

Record of Action - February 12, 2019

**AD HOC COMMITTEE ON
BOARD OF SUPERVISORS COMPENSATION**

Record of Action

February 12, 2019

3:00 P.M.

651 Pine Street, Room 101, Martinez

Larry Hendel, Central Labor Council of Contra Costa County, AFL-CIO
Terri Montgomery, East Bay Leadership Council
Angie Coffee, East Bay Leadership Council
Tom Hansen, Building Trades Council
Clifford Bowen, Public At Large

Facilitator: David Twa, Contra Costa County Administrator

Agenda Items:

Items may be taken out of order based on the business of the day and preference of the Committee

Staff Present: David Twa, County Administrator
Laura Strobel, Sr. Deputy County Administrator

The Ad Hoc Committee on Board of Supervisors Compensation convened at 3:05 PM on February 12, 2019. All 5 members were in attendance.

The Committee received no public comment.

The Committee approved the record of action of the February 5, 2019 meeting.

The Committee reviewed the attachments to the February 12, 2019 meeting agenda and voted unanimously to accept a corrected version of the Board of Supervisors Salary History for Comparable Counties that included Marin County - which had been mistakenly left of the original list. (Updated version attached). The Committee requested that staff return with data showing median salary for comparable Counties.

The Committee reviewed the salary history for some of the major Contra Costa County Unions showing average wage increases of 1.4% over a 10-year period (2009 - 2018) for the majority of County employees. Several other bargaining units received larger increases. During the same period of time, the Contra Costa County Board of Supervisors average wage increase was 1.583%. This was due, in part, to the recommendations of the 2015 Ad Hoc Committee on Board of Supervisors Compensation.

The Committee then reviewed the data showing that the average wage increases were 1.78% for Superior Court Judges over the past 9 years (2010-2019).

The Committee then discussed the need to have the Total Compensation materials (Attachment A from the 2015 report) updated for the next meeting but limited to the Bay Area Counties, and directed staff to provide information on which items were directly related to monetary comparisons, which benefits would be viewed as items standard to each comparison

County and which items would be viewed as "special" to individual Counties.

The Committee directed staff to use Kaiser A as the Total Compensation comparison for Health Insurance purposes.

The Committee then directed to staff to provide budget information for each of the comparable Counties.

The Committee then discussed ways to simplify the salary process and discussed looking into using the Judges salary as the benchmark. There was a consensus that this would make the process easier to administer.

The Committee adjourned at 4:05.

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For Additional Information Contact:

David Twa, County Administrator
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david.twa@cao.cccounty.us

Contra Costa County
Administrator's Office
Committee Report



**AD HOC COMMITTEE ON BOARD OF
SUPERVISORS COMPENSATION**

Meeting Date: 02/20/2019
SUBJECT: Discussion of Comparison of Compensation to Peer Counties
FROM: Ad Hoc Committee On BOS Compensation,
DEPARTMENT: County Administrator
PRESENTER: David Twa, County Administrator **CONTACT:** David Twa, (925)
335-1080

History:

The Ad Hoc Committee, at the February 5 and 12 meeting, directed staff to return with a report on total compensation (updated from the 2015 final report and adjusted to include only comparable Bay Area Counties) and consider which items are monetary; which are standard; and which are unique to individual Counties.

Update:

Attached, for consideration, is comparison of compensation to peer Counties for discussion purposes.

Recommendation(s)/Next Step(s):

PROVIDE direction to staff on next steps.

Attachments

Comparison of Compensation to Peer Counties - Assumptions

Comparison of Compensation to Peer Counties - Chart

County Administrator

County Administration Building
651 Pine Street, 10th Floor
Martinez, California 94553-1229
(925) 335-1080
(925) 335-1098 FAX

David J. Twa
County Administrator

February 15, 2019

Contra Costa County



Board of Supervisors

John M. Gioia
1st District

Candace Andersen
2nd District

Diane Burgis
3rd District

Karen Mitchoff
4th District

Federal D. Glover
5th District

Ad Hoc Committee on
Board of Supervisors Compensation

RE: Compensation Comparison – Discussion Document

Pursuant to the Committee's request, we have prepared the attached compensation comparison. We used public data sources to compile the data and have reached out to our peer counties to confirm the accuracy of the information. Not all counties have responded; therefore, the chart should be used for discussion purposes only. The following assumptions/comments are provided:

- Annual Salary – current annual base salary
- Other Pay (Transparent California) – total Other Pay category from Transparent California website (transparentcalifornia.com/salaries/2017), averaged for Board members reported. Details of pay are not provided by the service. Although CCC Board members do not receive longevity, several counties provide the benefit to Board members. Other Pay is included here for comparison purposes. These figures may be included in Auto Allowance and Deferred Compensation below.
- Auto Allowance – for those counties that report category, the pay is listed separately. This pay may also be included in the Other Pay category from Transparent California.
- Deferred Compensation – for those counties that report category, the pay is listed separately. This pay may also be included in the Other Pay category from Transparent California.
- Average Employee FY 2018-19 Contribution Rates – presented as a percentage of retirement compensable pay. There is not an “apples-to-apples” comparison for pension contribution rates. The rates provided are based on Age of Entry of 40 for those systems using Age of Entry as opposed to Entry Age Normal. Note also that most systems have multiple pension plan/tiers and that all have at least two. The particular plan/tier is determined by the date at which an individual joins a system, reciprocity provisions that also vary by plan, and policy. Employees/Elected Officials hired/elected after December 31, 2012, fall under the Public Employees' Pension Reform Act (PEPRA) of 2013. Contributions for the PEPRA plan differ by system as well.
- Employee Pension Contribution – based on salary only, this is the calculated amount an employee/elected official would pay towards their pension each year based on the average employee contribution rate and annual salary.
- County Health Contribution – based on the 2018 subsidy to the annual cost of Kaiser HMO Family premium. Note that this particular benefit can vary widely within a particular Board let alone between counties. Plan premiums and plan coverage is not consistent from one Kaiser plan to another. Additionally, not all employees choose to be covered by a county provided health plan, and the coverage can be single, single +1, or single +2 or more (or even single +3 or more for California Public Employees' Retirement System (CalPERS) PEMHCA plans).

- Annual Pension Benefit – based on annual salary and eight (8) years of service with no reciprocal service. This is the calculated benefit that an employee may receive if they are in the tier identified in the chart, have no reciprocal service, and are eligible to retire. Retirement eligibility varies by system.
- Pension Formula and Vesting – note that four (4) of the survey counties are members of the CalPERS retirement system (identified with an asterisk). Pension formulas and vesting varies by retirement system, etc. Even with similar formula, the annual COLA and final accumulation period can vary as well.
- Public Employees’ Pension Reform Act of 2013 - the PEPRA benefit is the same for all public agencies, 2% at age 62 for new non-safety members with an early retirement age of 52 and a maximum benefit factor of 2.5% at age 67. However, the contribution to the plan by the employee and the employer will vary from system to system based on system funding and policy.
- Retirement System Assumed Rate of Return – the current rate of return is noted as well as any adopted changes to future rates.
- County Pension Rate FY 2018-19 – for those counties whose information was available it is noted. As with the employee contribution rate, “apples-to-apples” comparisons cannot be made. Although a comparison of cost can be made, a comparison of compensation cannot be made using this measure. Annual pension contribution rates are dependent upon economics, funding, and policy and are rarely influenced by the Board of Supervisors. Additionally, entities can issue pension obligation bonds, which may or may not be included in the reported pension rate.
- Retiree Health – many counties have made changes to eliminate or modify contributions to health care subsidies for retirees; however, as can be seen in the chart, this benefit varies significantly between counties.

Compensation comparisons can be very complicated and still not generate a “fair” comparison. The clearest comparison is that of base salary and other pays (auto, deferred compensation).

If there are any questions regarding the material being submitted, please do not hesitate to contact me at 925-335-1023.

Sincerely,



Lisa Driscoll
County Finance Director

Enclosures

**UPDATED 2-15-19
COMPARISON OF COMPENSATION TO PEER COUNTIES**

	Alameda	Contra Costa	Marin	Napa*	Sacramento	San Mateo	Santa Clara*	Santa Cruz*	Solano*	Sonoma
Annual Salary	\$ 165,939	\$ 116,841	\$ 124,454	\$ 97,676	\$ 114,083	\$ 140,587	\$ 165,939	\$ 126,000	\$ 109,935	\$ 155,568
Other Pay (Transparent CA)	\$ 7,903	\$ 7,200	\$ 13,428	\$ 9,380	\$ 10,434	\$ 13,235	\$ 4,800	\$ 4,210	\$ 34,256	\$ 24,608
Auto Allowance/Mileage	not available	\$ 7,200	\$ 9,600	\$ 5,280	not available	\$ 13,338	not available	not available	\$ 10,400	not available
Deferred Compensation	not available	\$ 13,020	None	not available	not available	not available	not available	not available	not available	not available
Average Employee FY 2018-19 Contribution Rates (Entry Age 40 for non-PERS plans)	8.54%	12.22%	10.34%	8.10%	10.86%	8.52%	3.93%	7.00%	7.00%	11.93%
Employee Pension Contribution (based on Salary only)	\$ 14,171	\$ 14,278	\$ 12,869	\$ 7,912	\$ 12,389	\$ 11,978	\$ 6,523	\$ 8,820	\$ 7,695	\$ 18,559
County Health Contribution - Kaiser Family Coverage (2018)	\$ 21,205	\$ 18,539	\$ 20,410	\$ 21,169	\$ 17,439	\$ 18,824	\$ 15,033	\$ 24,048	\$ 18,577	\$ 18,704
Annual Pension Benefit: Based on 8 years service and age 55	\$ 19,806	\$ 18,695	\$ 19,913	\$ 19,535	\$ 17,770	\$ 21,932	\$ 33,188	\$ 20,160	\$ 23,746	\$ 31,114
Pension Formula & Vesting	Tier 2A is 1.492% @ 55; Tier 4 is 1.3% @ 55, 3 year FAC period	Tier 1 & 3 Enhanced is 2% @ 55, up to 3% COLA, 1 year FAC period	General Classic Tier 3A 2% @ 55, up to 2% COLA, 3 year FAC period	CalPERS Tier 1 2.5% @ 55, and Tier 2 2% @ 60.	Tier 3 - 1.947% @55; up to 2% COLA, 5 years to vest	Plan 4 hired before 8/7/11 - 2% @ 55.5, up to 2% COLA, 3 year FAC period	CalPERS Classic - 2.5% @ 55	Tier 1 - CalPERS 2% @ 55, 1 year FAC period; Tier 2 2% @ 60, 3year FAC	CalPERS Hired 5/4/12 to 1/1/2013 - 2% @ 60; Hired prior to 5/4/12 - 2.7% @ 55	Plan A 2.5% @ 55; 1 year FAC period
Public Employees Pension Reform Act of 2013	2% at age 62 for new non-safety members with an early retirement age of 52 and a maximum benefit factor of 2.5% at age 67									
Retirement System Assumed Rate of Return	7.25%	7.00%	7.00%	7.25% for FY 2018-19 rate, lowered to 7.00% in FY 19-20	7.00%	7% for FY 2018-19 rates, lowered to 6.75 for FY 2019-20	7.25% for FY 2018-19 rate, lowered to 7.00% in FY 19-20	7.25% for FY 2018-19 rate, lowered to 7.00% in FY 19-20	7.25% for FY 2018-19 rate, lowered to 7.00% in FY 19-20	7.25%
County Pension Rate	not available	29.63%	21.69%	20.99%	18.54%	32.71%	not available	not available	22.94%	18.95%
Retiree Health	County provides none. However, ACERA provides partial benefits with 10 years svc credit.	Capped - Kaiser rate is \$1,115.84 per month for Family. No subsidy if hired after 12/31/08.	Capped, based on hire date and years of service. Hired on or after 1/1/08 using Plan 4 - Max subsidy formula - years of service (up to 20) x \$150 (max subsidy of \$250 per month).	Subsidy to monthly health premium by converting accumulated, unused sick leave to credit for the retiree's portion of the monthly premium. (Eight hours of unused, accumulated sick leave = one month of retiree health insurance premium.)	\$650/annually while an active employee	Sick leave does not get added to retirement base. Banked sick leave can be "spent" on retiree health premiums. 8 hours buys one month of retiree health.	For most retirees, the County pays for single coverage under the Kaiser retiree-only health plan	Premium minus the PEMHCA Minimum, which is \$133 for 2018.	If eligible, retiree pays PEMHCA minimum (currently \$136 per month). Accumulated unused sick leave accruals paid into RHS account. Account may only be used for health care-related expenses.	County contributes to HRA only while an active employee. (No post retirement contribution) All Board members elected as of Jan. 1, 2009 receive \$2400 contribution to an HRA after 2 years of service. Then, \$110 per month contribution after that, as long as they remain in active status.

*CalPERS Members - classic member FY 2018/19 contribution rates.

Contra Costa County
Administrator's Office
Committee Report



**AD HOC COMMITTEE ON BOARD OF
SUPERVISORS COMPENSATION**

Meeting Date: 02/20/2019
SUBJECT: Budget Information for Comparable Counties
FROM: Ad Hoc Committee On BOS Compensation,
DEPARTMENT: County Administrator
PRESENTER: David Twa, County Administrator **CONTACT:** David Twa, (925)
335-1080

History:

The Ad Hoc Committee, at the February 12 meeting, directed staff to return with budget information for each of the comparable Counties.

Update:

Attached, for consideration, is a listing of the 2018-19 budget appropriations for the comparable Counties that shows all funds (Governmental, Internal Service, Enterprise and Special District funds), including total obligated fund balance and positions (full-time equivalents) as well as General Fund appropriations only.

Recommendation(s)/Next Step(s):

PROVIDE direction to staff on next steps.

Attachments

Budget Comparison

Budget Comparison

County	Population Estimate 1/2018 ¹	2018-19 Financing Uses All Funds (in millions) ²	2018-19 Total Financing Uses All Funds (in millions) ³	Positions (Full-time Equivalents)	2018-19 Financing Uses General Fund (in millions) ²	2018-19 Total Financing Uses General Fund (in millions) ³
Alameda	1,660,202	\$3,996.8	\$4,033.1	9,761	\$2,855.7	\$2,888.8
Contra Costa	1,149,363	\$4,098.0	\$4,159.3	9,728	\$1,659.5	\$1,693.9
Marin	263,886	\$766.6	\$766.6	2,280	\$341.0	\$341.0
Napa	141,294	\$494.4	\$664.9	1,503	\$198.1	\$209.4
Sacramento	1,529,501	\$4,298.4	\$4,488.1	12,425	\$2,613.9	\$2,766.3
San Mateo	774,155	\$2,667.4	\$3,000.7	5,414	\$1,729.6	\$1,960.9
Santa Clara	1,956,598	\$8,868.1	\$9,060.8	19,058	\$4,232.3	\$4,328.9
Santa Cruz	276,864	\$821.6	\$833.7	2,482	\$540.0	\$545.3
Solano	439,793	\$1,093.8	\$1,132.7	3,031	\$271.2	\$298.1
Sonoma	503,332	\$1,679.6	\$1,693.0	4,060	\$473.5	\$477.5

¹ State of CA Dept of Finance estimate

² State Schedule 1 - Total Appropriated Budget

³ State Schedule 1 - Total Financing Uses including any increases to obligated fund balance

Contra Costa County
Administrator's Office
Committee Report



**AD HOC COMMITTEE ON BOARD OF
SUPERVISORS COMPENSATION**

Meeting Date: 02/20/2019
SUBJECT: Median Salary Information for Comparable Counties
FROM: Ad Hoc Committee On BOS Compensation,
DEPARTMENT: County Administrator
PRESENTER: David Twa, County Administrator **CONTACT:** David Twa, (925)
335-1080

History:

The Ad Hoc Committee, at the February 12 meeting, directed staff to return with data showing median salary for comparable Counties.

Update:

Attached, for consideration, is a comparison of Board of Supervisors salaries sorted by total budget for each County showing the median and average for both budget and annual salary.

Recommendation(s)/Next Step(s):

PROVIDE direction to staff on next steps.

Attachments

Median BOS Salary for Comparable Counties

Median BOS Salary for Comparable Counties

COUNTY BOARD OF SUPERVISORS MEMBER		
Sorted by Total Budget		
Counties¹	County Budget²	Annual Salary³
SANTA CLARA	\$8,868.1	\$165,939
SACRAMENTO	\$4,298.4	\$114,083
CONTRA COSTA	\$4,098.0	\$116,841
ALAMEDA	\$3,996.8	\$165,939
SAN MATEO	\$2,667.4	\$146,908
SONOMA	\$1,679.6	\$155,568
SOLANO	\$1,093.8	\$109,935
SANTA CRUZ	\$821.6	\$128,846
MARIN	\$766.6	\$124,454
NAPA	\$494.4	\$97,676
Average (Excluding Contra Costa County)	\$2,743.0	\$134,372
20th Percentile	\$799.6	\$112,424
40th Percentile	\$1,211.0	\$125,332
50th Percentile	\$1,679.6	\$128,846
80th Percentile	\$4,117.4	\$159,716
Median	\$1,679.6	\$128,846
% increase needed to meet median		10.27%

¹ Counties represent nine (9) Standard Labor Market (SLM) Counties
² Comparison of 2018-19 State Schedule 1 - All County, All Funds Total Appropriated Budget
³ Figures may be rounded

Contra Costa County
Administrator's Office
Committee Report



**AD HOC COMMITTEE ON BOARD OF
SUPERVISORS COMPENSATION**

Meeting Date: 02/20/2019

SUBJECT: Discuss the Compensation of the Board of Supervisors and the methodology and process by which future increases could occur

FROM: Ad Hoc Committee On BOS Compensation,

DEPARTMENT: County Administrator

PRESENTER: David Twa, County Administrator **CONTACT:** David Twa, (925) 335-1080

History:

The Ad Hoc Committee, at the February 5 meeting, directed staff to use the 10 counties from the Bay Area and Sacramento (with the exception of San Francisco) for comparison purposes and bring back to the Committee a history of salaries and wages for County Supervisors, Superior Court Judges, and major Contra Costa County Unions for the past several years.

Update:

Further updates have been made to the Board of Supervisors salary history for comparable Counties. Since the February 12 meeting, San Mateo County has provided a salary history from 2007 to 2019 (Attached). Additionally, the current salaries for the comparable Counties Board of Supervisors have been revised to reflect updated population estimates (Attached).

Recommendation(s)/Next Step(s):

PROVIDE direction to staff on next steps.

Attachments

BOS Salary History for Comparable Counties

BOS Salaries for Comparable Counties

BOS Salary History for Comparable Counties

San Mateo

2011 and thereafter: adjusted COLA based on Bureau of Labor Statistics Consumer Price Index (SF-Oakland Bay Area) - not to exceed 5%/yr

2007	\$94,266
2008	\$101,795
2009	\$110,448
2010	\$115,960
2011	\$117,146
2012	\$120,661
2013	\$124,280
2014	\$126,131
2015	\$129,917
2016	\$132,517
2017	\$136,490
2018	\$140,587
2019	\$146,908

Alameda (80% of Superior Court Judge)

2013-14	\$145,034
2014-15	\$147,688
2015-16	\$151,233
2016-17	\$153,531
2017-18	\$160,034
2018-19	\$165,939

Santa Clara (80% of Superior Court Judge)

2013-14	\$145,034
2014-15	\$147,688
2015-16	\$151,233
2016-17	\$153,531
2017-18	\$160,034
2018-19	\$165,939

Sonoma (75% of Superior Court Judge)

2013-14	\$135,969
2014-15	\$138,458
2015-16	\$141,781
2016-17	\$143,936
2017-18	\$150,032
2018-19	\$155,568

BOS Salary History for Comparable Counties

Sacramento (55% of Superior Court Judge)

2013-14	\$99,711
2014-15	\$101,536
2015-16	\$103,973
2016-17	\$105,553
2017-18	\$110,023
2018-19	\$114,083

Solano (53% of Superior Court Judge)

2013-14	\$96,085
2014-15	\$97,843
2015-16	\$100,192
2016-17	\$101,714
2017-18	\$106,022
2018-19	\$109,935

Napa (47.09% of Superior Court Judge)

2013-14	\$85,370
2014-15	\$86,933
2015-16	\$89,019
2016-17	\$90,372
2017-18	\$94,200
2018-19	\$97,676

Santa Cruz

January, 2018	\$126,000
September, 2018	\$128,846
September, 2019	\$131,745
September, 2020	\$134,710

*2.25% increase per year

Marin County - 60% of Superior Court Judge

2013-14	\$108,775
2014-15	\$110,766
2015-16	\$113,425
2016-17	\$115,148
2017-18	\$120,025
2018-19	\$124,454

Board of Supervisors Salaries
Comparable Counties

TABLE 1:

COUNTY BOARD OF SUPERVISORS MEMBER		
Sorted by Population		
Counties	County Population ¹	Annual Salary
SANTA CLARA	1,956,598	\$165,939
ALAMEDA	1,660,202	\$165,939
SACRAMENTO	1,529,501	\$114,083
CONTRA COSTA	1,149,363	\$116,841
SAN MATEO	774,155	\$140,587
SONOMA	503,332	\$155,568
SOLANO	439,793	\$109,935
SANTA CRUZ	276,864	\$126,000
MARIN	263,886	\$124,454
NAPA	141,294	\$97,676

¹ State of CA Dept of Finance Estimate - 2018

TABLE 2:

COUNTY BOARD OF SUPERVISORS MEMBER		
Sorted by Salary		
Counties	County Population ¹	Annual Salary
SANTA CLARA	1,956,598	\$165,939
ALAMEDA	1,660,202	\$165,939
SONOMA	503,332	\$155,568
SAN MATEO	774,155	\$140,587
SANTA CRUZ	276,864	\$126,000
MARIN	263,886	\$124,454
CONTRA COSTA	1,149,363	\$116,841
SACRAMENTO	1,529,501	\$114,083
SOLANO	439,793	\$109,935
NAPA	141,294	\$97,676

¹ State of CA Dept of Finance Estimate - 2018

TABLE 3:

COUNTY BOARD OF SUPERVISORS MEMBER	
Counties using percentage of Judges' salaries for Supervisors¹	
Counties	Calculation
ALAMEDA	80% of Superior Court Judge's Salary
SANTA CLARA	80% of Superior Court Judge's Salary
SONOMA	75% of Judicial salaries
MARIN	60% of Superior Court Judge's Salary + CPI COLA
SACRAMENTO	55% of Superior Court Judge's Salary
SOLANO	53% of Superior Court Judge's Salary
NAPA	47.09% of Superior Court Judge's Salary

¹ Results of 2017 CSAC Survey