

Job Code	Classification	Steps	Minimum Merit	Annual Min	Maximum Merit	Annual Max	Dept count	Appointed by
ADSB	Director Office of Comm/Media	5	\$9,816.96	\$117,803.52	\$11,932.58	\$143,190.96	21	CAO
96A1	COUNTY VETERANS SVC OFFICE	4	\$11,040.46	\$132,485.52	\$12,780.71	\$153,368.52	13	BOS
BAA1	Agricultural Com-Dir Wts/Meas	5	\$12,694.58	\$152,334.96	\$15,430.34	\$185,164.08	44	CAO
AJD3	Director of Risk Management-EX	5	\$13,578.81	\$162,945.72	\$16,505.13	\$198,061.56	41	CAO
BJA1	Director Of Animal Serv-Exempt	9	\$11,350.82	\$136,209.84	\$16,770.33	\$201,243.96	78	CAO
VCB1	Asst Director, Health Services	20	\$10,529.02	\$126,348.24	\$16,832.23	\$201,986.76	NA	Dept
4AA1	Dir Of Conservation & Devlp-Ex	5	\$14,553.24	\$174,638.88	\$17,689.55	\$212,274.60	202	CAO
3AAA	County Librarian	7	\$13,592.18	\$163,106.16	\$18,214.82	\$218,577.84	203	BOS
DAA1	Assessor	1	\$19,309.61	\$231,715.32	\$19,309.61	\$231,715.32	114	Elected
SMA1	Director Of Child Support Svcs	5	\$15,937.37	\$191,248.44	\$19,371.97	\$232,463.64	138	CAO
ALA1	Clerk Recorder	1	\$19,557.72	\$234,692.64	\$19,557.72	\$234,692.64	85	Elected
NAA1	Pw Director	5	\$16,454.36	\$197,452.32	\$20,000.37	\$240,004.44	562	BOS
S5A1	Treasurer-Tax Collector	1	\$20,230.26	\$242,763.12	\$20,230.26	\$242,763.12	30	Elected
SAA1	Auditor-Controller	1	\$20,941.61	\$251,299.32	\$20,941.61	\$251,299.32	62	Elected
7AA1	County Probation Officer-Ex	7	\$15,798.72	\$189,584.64	\$21,171.80	\$254,061.60	354	BOS
AGA2	Director Of Human Resources-Ex	5	\$17,461.50	\$209,538.00	\$21,224.56	\$254,694.72	51	CAO
LTA1	Chief Info Off/Dir Of Info Tec	7	\$16,759.41	\$201,112.92	\$22,459.21	\$269,510.52	94	BOS
XAA2	Director-EHSD-Exempt	5	\$18,530.29	\$222,363.48	\$22,523.68	\$270,284.16	1910	CAO
RPA1	Fire Chief-Contra Costa	5	\$18,699.08	\$224,388.96	\$22,728.85	\$272,746.20	458	
25A1	Public Defender	5	\$19,952.84	\$239,434.08	\$24,252.79	\$291,033.48	162	BOS
6XA1	Sheriff-Coroner	1	\$25,966.87	\$311,602.44	\$25,966.87	\$311,602.44	1141	Elected
2EA1	County Counsel	5	\$21,686.77	\$260,241.24	\$26,360.40	\$316,324.80	55	BOS
2KA1	District Attorney	1	\$26,440.70	\$317,288.40	\$26,440.70	\$317,288.40	231	Elected
VCA1	Director Of Health Services	3	\$33,441.37	\$401,296.44	\$36,869.11	\$442,429.32	4418	BOS

County	Job Title	Minimum	Maximum
CCC	Director Office of Comm/Media	\$ 117,803.52	\$ 143,190.96
CCC	COUNTY VETERANS SVC OFFICE	\$ 132,485.52	\$ 153,368.52
CCC	Asst Director, HSD (Chief Equity Officer)	\$ 126,348.24	\$ 201,986.76
CCC	Clerk Recorder	\$ 234,692.64	\$ 234,692.64
CCC	PW Director	\$ 197,452.32	\$ 240,004.44
CCC	Treasurer-Tax Collector	\$ 242,763.12	\$ 242,763.12
CCC	Agricultural Com-Dir Wts/Meas	\$ 152,334.96	\$ 185,164.08
Santa Clara	Program Mgr III	\$ 140,483.00	\$ 170,788.00
San Mateo	Chief Equity Officer	\$ 148,803.00	\$ 186,076.00
Solano	Ethnic Svcs Coordinator	\$ 111,438.51	\$ 135,454.21
Sonoma	Director of Equity	\$ 153,340.00	\$ 186,379.00
Multnomah	Deputy Dir & Civil Rights Admin	\$ 107,095.00	\$ 171,352.00
San Diego	Dir Office of Equity & Racial Justice	\$ 168,563.00	\$ 273,582.00
Kings County	Chief Equity Inclusion Officer	\$ 123,594.22	\$ 156,662.90
San Francisco	Comm Eng & Partnership Dir	\$ 104,130.00	\$ 126,516.00
	Median of Comparators	\$ 140,483.00	\$ 185,164.08
	Mean (Average) of Comparators	\$ 150,755.14	\$ 187,198.71

Summary Results		Minimum Annual Salary		Maximum Annual Salary	
Median of Comparators		\$ 140,483.00		\$ 185,164.08	
Mean (Average) of Comparators		\$ 150,755.14		\$ 187,198.71	
% Contra Costa +/-	Median	\$152,334.96	8%	\$201,986.76	8%
	Mean	\$171,982.90	12%	\$200,167.22	6%

RECOMMENDED SALARY		7/1/2023 5% increase	
\$ 188,260.66	Step 5	\$ 197,673.69	
\$ 179,295.86	Step 4	\$ 188,260.66	
\$ 170,757.96	Step 3	\$ 179,295.86	
\$ 162,626.63	Step 2	\$ 170,757.96	
\$ 154,882.51	Step 1	\$ 162,626.63	

147507.15
140483.00