

ANALYSIS OF CONTRA COSTA COUNTY BOARD OF SUPERVISORS ANNUAL COMPENSATION

Methodology	Percentile	Annual Salary	Annual Total Compensation	Annual Total Payroll	Supporting Schedule
Method 1 Using Base Salary Only					
This method uses a Cost of Living Composite Index from RelocationEssentials.com to adjust the annual base salary for each peer county to reflect the amount that would need to be earned in Contra Costa County to maintain the same purchasing power as in the home county. The adjusted peer county salaries are then analyzed to determine the mean, median and certain percentiles to indicate possible total annual compensation and base salary levels.	37.5th	\$ 121,887	\$ 168,143	\$ 211,676	A
	50.0th	\$ 127,192	\$ 174,244	\$ 219,426	
Method 1 Using Total Compensation					
This method uses a Cost of Living Composite Index from RelocationEssentials.com to adjust the total annual compensation (from the Peer County Compensation Comparison Chart) for each peer county to reflect the amount that would need to be earned in Contra Costa County to maintain the same purchasing power as in the home county. The adjusted peer total annual compensation amounts are then analyzed to determine the mean, median and certain percentiles to indicate possible total annual compensation and base salary levels.	37.5th	\$ 111,567	\$ 156,277	\$ 196,599	B
	50.0th	\$ 117,023	\$ 162,551	\$ 204,570	
Method 2 Using Base Salary Only					
This method uses a ratio of annual base salary to the Median Value of Owner Occupied Housing Units from the U.S. Census (2013) to indicate the relative purchasing power of salary within each county based on single-family residential home values. The ratios are then analyzed to determine the mean, median and certain percentiles to indicate possible total annual compensation and base salary levels.	37.5th	\$ 119,791	\$ 165,733	\$ 208,614	C
	50.0th	\$ 129,065	\$ 176,398	\$ 222,162	
Method 2 Using Total Compensation					
This method uses a ratio of total annual compensation (from the Peer County Compensation Comparison Chart) to the Median Values of Owner Occupied Housing Units in each peer county from the U.S. Census (2013) to indicate the relative purchasing power of total annual compensation within each county based on single-family residential home values. The ratios are then analyzed to determine the mean, median and certain percentiles to indicate possible total annual compensation and base salary levels.	37.5th	\$ 111,058	\$ 155,692	\$ 195,858	D
	50.0th	\$ 127,074	\$ 174,109	\$ 219,254	
Method 3 Using CPI Adjustment Only					
This method adjusts the 2007 Contra Costa County BOS salary by the annual Consumer Price Index for All Urban Consumers - San Francisco area as of February 1. The CPI adjusted salary is then used to estimate total annual compensation.	CPI	\$ 114,090	\$ 158,178	\$ 200,285	E