

COUNTY OF PLACER
Board of Supervisors Market Summary
February 2008

Surveyed Agency	Base Salary (Maximum Annual Salary)	County Contribution to Retirement	County Contribution to Insurance	Total Compensation
<i>Placer County</i>	<i>\$30,000</i>	<i>\$0</i>	<i>\$0</i>	<i>\$30,000</i>
<i>Prop F - Sheriff's Salary Initiative Counties</i>				
El Dorado County	\$71,847	\$5,829	\$11,276	\$88,953
Nevada County	\$39,447	\$2,136	\$13,524	\$55,107
Sacramento County	\$97,567	\$0	\$11,163	\$108,729
Labor Market Mean	\$69,620			\$84,263
% Placer is above or below labor market Mean	-132.07%			-180.88%
<i>Market Comparison Counties</i>				
Contra Costa County	\$97,483	\$5,007	\$15,441	\$117,932
El Dorado County	\$71,847	\$5,829	\$11,276	\$88,953
Sacramento County	\$97,567	\$0	\$11,163	\$108,729
San Luis Obispo County	\$84,032	\$11,420	\$9,256	\$104,708
Santa Clara County	\$143,031	\$26,942	\$16,804	\$186,778
Santa Cruz County	\$92,052	\$6,444	\$15,026	\$113,522
Solano County	\$94,758	\$8,279	\$12,389	\$115,427
Sonoma County	\$134,100	\$15,985	\$20,446	\$170,531
Labor Market Mean	\$101,859			\$125,822
% Placer is above or below labor market Mean	-239.53%			-319.41%
<i>Charter Review Committee</i>				
Monterey County	\$113,196	\$7,924	\$15,327	\$136,446
San Luis Obispo County	\$84,032	\$11,420	\$9,256	\$104,708
Santa Barbara County	\$84,204	\$3,120	\$4,422	\$91,746
Solano County	\$94,758	\$8,279	\$12,389	\$115,427
Tulare County	\$90,380	\$1,500	\$14,736	\$106,616
Labor Market Mean	\$93,314			\$110,989
% Placer is above or below labor market Mean	-211.05%			-269.96%

El Dorado, Contra Costa, Santa Cruz and Solano Counties offer longevity pay

- Retirement: 1) Includes amount of employee's share towards PERS/37 Act retirement plan paid by the employer
2) Includes the County's contributions toward deferred compensation plans.
3) Does not include County's cost of social security (7.651%) - all but El Dorado contribute to social security.
4) Santa Clara retirement formula & employee contribution recently changed - need to finalize contribution %.

Insurance includes County's contributions to the most commonly selected health plan, vision, dental, life insurance and long term disability.

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Agency	Retirement Plan/Benefit	Employer's Deferred Compensation Contribution	Employee Retirement Contribution Paid by Employer	Auto Allowance
<i>Placer</i>	<i>PERS; 2.5%@55</i>	<i>\$0</i>	<i>0% out of 8%</i>	Co Vehicle provided
Contra Costa	37 Act; 2%@55	\$1020/yr	ER pays a maximum of 4.09%. Total EE contribution varies by age of entry	\$600/mo
El Dorado	PERS; 2%@55	\$800/yr	0% out of 7% (salaries have been increased by 7% in lieu)	Mileage reimbursement only
Monterey	PERS; 2%@55	0	7% out of 7%	\$150/mo
Nevada	PERS; 2.7%@55	0	5.42% out of 8%	\$25/mo + mileage reimbursement D5 Sup = Co. vehicle
Sacramento	37 Act; 2%@55 1/2	0	ER pays 0%. Total EE contribution - 3.16% applied to the first \$350 of retirement applicable pay; 4.73% applied to remainder	\$550/mo
Santa Barbara	37 Act; 2%@57	0	ER pays \$3,120/yr (\$120 biweekly) Total EE contribution varies by age of entry	Only Board Chair - \$140.33/mo
Santa Clara	PERS; 2.5%@55	\$15,500	7% out of 8%	\$600/mo
San Luis Obispo	37 Act Independent Pension Trust; 2%@55	0	ER pays 13.59% Total EE contribution varies by age of entry	\$450/mo
Santa Cruz	PERS; 2%@55	0	0% out of 7% (salaries have been increased by 7% in lieu)	Mileage reimbursement only

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Agency	Retirement Plan/Benefit	Employer's Deferred Compensation Contribution	Employee Retirement Contribution Paid by Employer	Auto Allowance
Solano	PERS; 2.7% ^{@55}	0.6% 401(a) and \$5/pay period	8% out of 8%	\$800/mo
Sonoma	37 Act; 3% ^{@60}	5% of base	ER pays a maximum of 6.92% Total EE contribution varies by age of entry	\$320/per pay period (26 pay periods)
Tulare	37 Act; 2% ^{@57}	\$1500/yr	ER pays 0% Total EE contribution varies by age of entry	\$570/mo

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