

**Updated Board Salary Survey
January 2015**

County	Population	Annual Base Salary	Annual Salary w/ Additional Compensation*	Methods for Addressing Salaries
Marin	255,887	108,775	130,031	60% of Superior Court Judge
Monterey	424,713	122,028	153,360	50% of Superior Court Judge
San Luis Obispo	271,794	86,115	104,265	Compared to comparable counties
Santa Cruz	271,501	113,948	125,353	Usually aligned with unrepresented management increases; 2% increase September 2014; additional 8% planned over 2015-2016
Sonoma	492,337	138,451	162,151	75% of Superior Court Judge
Stanislaus	527,326	74,776	95,208	
Tulare	456,347	90,381	106,566	
Average		104,925	125,276	
25th Percentile		88,248	105,415	
37.5th Percentile		94,980	111,263	
50th Percentile		108,775	125,353	
75th Percentile		117,988	141,695	
Santa Barbara	432,238	84,200	104,880	
% from Average		24.6%	19.4%	
% from 25th Percentile		4.8%	0.5%	
% from 37.5th Percentile		12.8%	6.1%	
% from 50th Percentile		29.2%	19.5%	
% from 75th Percentile		40.1%	35.1%	

* Additional compensation includes a variety of elements such as: cash allowances, auto allowances, professional development, benefit cafeteria allowances, contribution to a 457 plan, expense allowances, etc. Compensation elements vary among the counties.