



STATE BOARD OF EQUALIZATION  
PROPERTY AND SPECIAL TAXES DEPARTMENT  
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Acting Member  
First District, San Francisco

BILL LEONARD  
Second District, Sacramento/Ontario

CLAUDE PARRISH  
Third District, Long Beach

JOHN CHIANG  
Fourth District, Los Angeles

STEVE WESTLY  
State Controller, Sacramento

RAMON J. HIRSIG  
Executive Director

No. 2005/034

May 27, 2005

TO COUNTY ASSESSORS:

2004-05 SALARY AND BENEFITS SURVEY REPORT

Enclosed is a copy of the *California Assessors' Offices and Appeals Boards' Salary and Benefits Survey* report for 2004-05.

The report provides a list of all county assessors' elected, appointed, and civil service classifications, monthly salaries, number of budgeted positions, and applicable benefits. The report also includes a list of salaries for members of county assessment appeals boards and hearing officers for those counties where the boards of supervisors have created such positions. For comparison purposes, information relative to comparable state appointed and civil service positions is provided.

If you have questions about the salaries, classifications, or employee benefits of an assessor's office, please contact that office directly. You may contact the Board's Assessment Policy and Standards Division at 916-445-4982 for questions regarding state salaries, classifications, or benefits. This report will also be available on the Board's website at [www.boe.ca.gov/proptaxes/pubcont.htm](http://www.boe.ca.gov/proptaxes/pubcont.htm).

Sincerely,

/s/ David J. Gau

David J. Gau  
Deputy Director  
Property and Special Taxes Department

DJG:sk  
Enclosure

# CALIFORNIA ASSESSORS' OFFICES AND ASSESSMENT APPEALS BOARDS' SALARY AND BENEFITS SURVEY

MAY 2005

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## CALIFORNIA STATE BOARD OF EQUALIZATION

BETTY T. YEE, ACTING MEMBER, SAN FRANCISCO

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BILL LEONARD, SACRAMENTO/ONTARIO

SECOND DISTRICT

CLAUDE PARRISH, LONG BEACH

THIRD DISTRICT

JOHN CHIANG, LOS ANGELES

FOURTH DISTRICT

STEVE WESTLY, SACRAMENTO

STATE CONTROLLER

RAMON J. HIRSIG, EXECUTIVE DIRECTOR



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# INTRODUCTION

This is a report of salaries and benefits of employees for California county assessors' offices, county assessment appeals board members, county hearing officers, and comparable positions from the Property and Special Taxes Department of the State Board of Equalization. The purpose of compiling the salary schedules and benefits tables is to provide a means of making comparisons from county to county and with state positions. The report is often used when preparing budget justifications or when contemplating new positions.

The report provides:

- A list of salary ranges for civil service classifications used in the Property Taxes Section of the Property and Special Taxes Department of the State Board of Equalization.
- A list of budgeted positions (including vacancies) and monthly salary ranges for county assessors' offices.
- A list of salaries for appointees as members of county assessment appeals boards for those counties where the boards of supervisors have created assessment appeals boards.
- A list of salaries for appointees as county hearing officers for those counties where the boards of supervisors have created hearing officers for their equalization functions.
- A list of benefits available to state and county employees.

These data were compiled by the Board's Assessment Policy and Standards Division from a questionnaire sent to all county assessors. Fifty-five counties participated in the survey.

For details regarding any county position, salary, or benefit, you should contact the local county assessor or the applicable county personnel office. You may contact the Board's Assessment Policy and Standards Division at 916-445-4982 if you have questions regarding state salaries, classifications, and/or benefits.

## SALARIES

The first portion of this report contains salaries for some State of California appointed and civil service classifications and salary ranges used by the Property Taxes Section of the Property and Special Taxes Department of the State Board of Equalization. All salaries are monthly and are in effect January 1, 2005.

The second segment of this report contains a list of elected, appointed, and civil service classifications for county assessor's offices, the number of budgeted positions (including vacancies), and the monthly salary ranges for each classification. All salaries are monthly and are in effect January 1, 2005 unless otherwise noted.

Following the salaries of positions in county assessors' offices is a list of salaries for appointees as members of county assessment appeals boards, and as appointees as county hearing officers

who are part of the local equalization functions. For purposes of this survey, we only requested salaries of assessment appeals boards members and not county boards of supervisors sitting as local boards of equalization. Assessment appeals boards are those boards specifically appointed by county boards of supervisors to perform the equalization functions of the county.<sup>1</sup>

## **BENEFITS**

The benefits section of this report contains a comparison of various benefits provided for, or available to, state and county employees. This list is not an all-inclusive list. It only reflects information provided by the counties. Benefits are separated into four categories:

- Retirement
- Health
- Leave
- Miscellaneous

For more details on employment benefits offered by a particular county, you should contact that county's personnel office.

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<sup>1</sup> California Constitution, article XIII, section 16.

## STATE BOARD OF EQUALIZATION SALARIES

For comparison purposes, the State of California appointed and civil service classifications and salary ranges used in the Property Taxes Section of the Property and Special Taxes Department of the State Board of Equalization are listed below.

### ADMINISTRATORS

Deputy Director—Property and Special Taxes (CEA* 4)	\$ 8,426 – 9,287
Division Chief (CEA* 2)	7,302 – 8,051
Principal Property Appraiser	6,334 – 6,984

### SUPERVISORS

Supervising Property Appraiser	5,211 – 6,286
Staff Services Manager I	4,746 – 5,726

### APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	6,144 – 7,468
Senior Specialist Property Appraiser	4,960 – 6,028
Associate Property Appraiser	4,316 – 5,247
Assistant Property Appraiser	3,589 – 4,363
Junior Property Appraiser	2,632 – 3,049

### AUDITOR APPRAISERS

Senior Specialist Property Auditor Appraiser	4,960 – 6,028
Associate Property Auditor Appraiser	4,316 – 5,247
Assistant Property Auditor Appraiser	3,589 – 4,363

### GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Analyst II—Geographic Information Systems	4,316 – 5,247
Research Analyst I—Geographic Information Systems	2,902 – 4,363
Senior Delineator	3,493 – 4,246
Delineator	2,914 – 3,540
Drafting Services Aide	2,125 – 2,583

### PROFESSIONAL SUPPORT

Staff Information Systems Analyst (Specialist)	4,732 – 5,754
Administrative Assistant II	4,111 – 4,997
Associate Governmental Program Analyst	4,111 – 4,997
Staff Services Analyst	2,632 – 4,155
Tax Technician	2,130 – 3,353

### STAFF SUPPORT

Executive Assistant	3,072 – 3,734
Secretary	2,510 – 3,051
Office Technician (Typing)	2,510 – 3,050
Office Assistant (Typing)	2,003 – 2,435

\* *Career Executive Appointment*

<b>ALAMEDA</b>
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**Total Reported Positions:** 189.585

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 13,383
Chief Deputy Assessor	1	10,930
Chief, Appraisal Division	1	9,252
Chief, Appraisal Services Division	1	9,252
Administrative Services Officer	1	6,940
Administrative Assistant	1	4,063
Administrative Specialist II	2	5,370
Principal Appraiser	1	7,773
Supervising Appraiser II	9	6,647
Appraiser III	23	4,883
Appraiser II	29	4,278
Principal Auditor-Appraiser	1	7,773
Supervising Auditor-Appraiser II	4	6,647
Auditor-Appraiser III	14	4,958
Auditor-Appraiser II	12	4,278
Mapping Supervisor	1	5,370
Mapping Technician III	4	3,890
Mapping Technician II	1	3,557
Senior Information Systems Analyst	1	7,188
Information Systems Specialist	2	5,370
Information Systems Technician II	2	3,909
Exemption Supervisor	1	5,773
Assessor's Representative	2	5,773
Training Officer, Assessor	1	5,551
Assessment Roll Supervisor	1	5,587
Assessor Technician I/II	31	3,239
Assessor Technician III	17	3,693
Supervising Clerk II	3	4,687
Supervising Clerk I	5	4,457
Secretary II	1	4,640
Specialist Clerk	6	3,084
Payroll Records Clerk	1	3,113
Clerk II	8	2,962
Clerk Intermittent I (Hourly)	0.585	15.24

<b>ALPINE</b>
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**No information provided**

<b>AMADOR</b>
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*Total Reported Positions: 9.5*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,383
Assistant Assessor	1	4,395
Administrative Support Supervisors	1	2,923
Appraiser III	2	3,436 – 4,388
Appraiser I (Vacant)	0.5	2,584 – 3,141
Auditor-Appraiser II	1	3,122
Cadastral Drafting Technician II	1	3,553
Fiscal and Technical Services Assistant III	2	2,680 – 2,885

<b>BUTTE</b>
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*Total Reported Positions: 45*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,934
Assistant Assessor	1	5,607 – 6,816
Assessment Systems & Standards Officer	1	4,040 – 4,911
Supervisor, Auditor-Appraiser	1	4,216 – 5,124
Auditor-Appraiser, Senior	1	3,333 – 4,051
Auditor-Appraiser	2	3,031 – 3,685
Supervisor, Appraiser	2	4,040 – 4,911
Property Appraiser, Principal	4	3,434 – 4,174
Property Appraiser, Senior	8	3,123 – 3,797
Property Appraiser	3	2,827 – 3,436
Appraisal Specialist	1	2,330 – 2,832
Cadastral Drafting Technician, Senior	1	2,780 – 3,379
Cadastral Drafting Technician	1	2,473 – 3,006
Information Systems Analyst, Senior	1	4,472 – 5,436
Information Systems Technician	1	2,771 – 3,368
Supervisor, Assessment Office	1	3,326 – 4,043
Office Specialist	1	1,601 – 1,946
Supervisor, Assessment Clerk	2	2,497 – 3,036
Assessment Clerk, Senior	5	2,270 – 2,759
Assessment Clerk	7	2,054 – 2,497



<b>CALAVERAS</b>
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**Total Reported Positions: 19**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,547
Assistant Assessor	1	5,915
Chief Appraiser	1	5,277
Assessment Standards Analyst	1	4,320
Supervising Appraiser	1	4,544
Appraiser III	1	4,304
Appraiser II	2	3,585 – 3,662
Appraiser I	1	2,978
Auditor-Appraiser II	1	3,626
Assessment Cadastral Analyst	1	4,468
Cadastral Specialist III	1	4,299
Cadastral Drafting Technician I	1	2,301
Senior Assessment Specialist	2	2,807 – 2,970
Assessment Specialist I	4	1,779 – 2,041

*Note: All salaries except Assessor reflect 40 hours of mandatory furlough*

<b>COLUSA</b>
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**Total Reported Positions: 11**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,001
Chief Appraiser	1	3,607
Auditor/Appraiser I	1	2,967
Appraiser III	1	4,077
Drafting Technician	1	3,787
Appraiser I	1	2,384
Office Manager	1	3,607
Assessment Technician	1	2,967
Transfer Analyst	1	2,691
Assessment Clerk II	1	2,109
Assessment Clerk I	1	1,961

*Note: Seven days furlough (general fund employees) for 2004/2005*

<b>CONTRA COSTA</b>
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**Total Reported Positions: 136**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 11,744
Assistant County Assessor	2	9,720 – 10,716
Principal Appraiser	4	7,123 – 9,118
Supervising Appraiser	8	5,780 – 7,399
Associate Appraiser	21	5,092 – 6,189
Assistant Appraiser	20	4,269 – 5,189
Junior Appraiser	2	4,260 – 4,697
Senior Real Property Technical Assistant	10	3,855 – 4,686
Real Property Technical Assistant	2	3,256 – 4,158
Supervising Auditor-Appraiser	1	5,780 – 7,399
Senior Auditor-Appraiser	5	5,287 – 6,426
Auditor-Appraiser II	5	4,477 – 5,441
Network Analyst I	1	5,495 – 6,679
Information Systems Specialist II	1	4,079 – 4,958
Drafting Services Coordinator	1	4,836 – 5,878
Computer Aided Drafting Operator	4	4,054 – 4,928
Assessor's Clerical Staff Manager	1	4,790 – 6,117
Supervising Assessment Clerk	5	3,645 – 4,654
Assessor's Local Exemptions Specialist	1	3,472 – 4,434
Clerk—Specialist Level	9	3,217 – 4,108
Clerk—Senior Level	23	2,848 – 3,637
Clerk—Experienced Level	5	2,577 – 3,198
Information Systems Assistant II	1	2,777 – 3,376
Assessor's Customer Services Coordinator	1	5,272 – 7,267
Administrative Services Assistant III	1	5,163 – 6,275
Executive Secretary	1	4,294 – 4,734

<b>DEL NORTE</b>
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**Total Reported Positions: 9**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,281
Chief, Appraisal division	1	4,335
Property Appraiser, Aide II	2	1,937 – 3,234
Chief, Administrative Division	1	3,397
Auditor Appraiser	1	2,596 – 3,653
Account Clerk I, II	2	1,556 – 2,413
Map Drafting/Transfer Technician	1	2,189 – 3,080

<b>EL DORADO</b>
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**Total Reported Positions: 44**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,819
Assistant Assessor	1	5,001 – 6,077
Assessment Office Manager	1	3,805 – 4,625
Senior Information Technician Department Coordinator	1	4,436 – 5,391
Information Technician Department Specialist	1	3,995 – 4,855
Branch Supervisor Appraiser	1	4,278 – 5,200
Assessment Standards Supervisor	1	4,075 – 4,954
Supervising Appraiser	1	4,075 – 4,954
Senior Appraiser	8	3,541 – 4,304
Appraiser II	3	3,189 – 3,878
Appraiser I	3	2,869 – 3,488
Appraiser Aide	2	2,581 – 3,136
Supervising Auditor/Appraiser	1	4,075 – 4,954
Auditor/Appraiser	1	3,189 – 3,878
Supervising Cadastral Drafter	1	2,962 – 3,600
Cadastral Drafter	1	2,688 – 3,269
Supervising Assessment Technician	1	2,610 – 3,172
Senior Assessment Technician	9	2,279 – 2,772
Assessment Technician II	3	2,111 – 2,567
Assessment Technician I	2	1,902 – 2,314
Executive Secretary	1	2,427 – 2,950

<b>FRESNO</b>
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**Total Reported Positions: 140**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor-Recorder	1	\$ 9,746
Assistant Assessor-Recorder	1	7,342
Chief Appraiser	1	6,675
Chief Auditor-Appraiser	1	6,564
Supervising Appraiser	3	6,068
Supervising Auditor-Appraiser	1	6,016
Supervisor – Assessment Standards	1	6,016
Assessment Services Supervisor	1	4,919
Systems and Procedures Analyst III	1	4,625
Systems and Procedures Analyst I	1	2,892
Senior Appraiser	7	4,545 – 5,526
Senior Auditor-Appraiser	2	5,526
Appraiser III	19	3,882 – 4,650

**FRESNO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Appraiser II	10	\$ 3,380 – 3,832
Appraiser I	7	2,961
Auditor-Appraiser III	10	3,882 – 4,650
Auditor-Appraiser I	1	2,810
Supervising Cadastral Technician	1	4,423
Cadastral Technician III	2	3,712 – 3,880
Cadastral Technician II	5	3,226 – 3,434
Cadastral Technician I	1	3,562
Supervising Assessment Technician	1	2,926
Assessment Technician II	5	2,601 – 2,814
Petroleum Appraiser Aide	1	2,690
Chief Office Assistant	3	3,086 – 3,625
Supervising Office Assistant	6	2,879 – 3,229
Office Assistant III	31	2,177 – 2,418
Office Assistant II	11	1,794 – 2,145
Administrative Secretary – Confidential	1	3,520
Secretary IV	1	2,647
Secretary III	1	2,701
Information Technology Analyst IV	2	5,589

<b>GLENN</b>
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**Total Reported Positions: 10**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 7,210
Executive Assistant	1	5,619
Senior Appraiser	3	3,820
Office Technician II	5	2,326 – 2,827

## HUMBOLDT

**Total Reported Positions: 36**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor <sup>1/</sup>	1	\$ 6,638
Assistant Assessor <sup>2/</sup>	1	4,602 – 5,618
Chief Appraiser <sup>2/</sup>	1	4,270 – 5,213
Supervising Appraiser <sup>2/</sup>	1	3,808 – 4,648
Senior Appraiser <b>or</b>	9	2,967 – 3,622
Appraiser II <b>or</b>	2	2,699 – 3,295
Appraiser I	1	2,406 – 2,938
Senior Auditor-Appraiser <b>or</b>	3	3,119 – 3,808
Auditor-Appraiser II	1	2,699 – 3,295
Auditor-Appraiser I	-	2,406 – 2,938
Cadastral Drafting Technician	1	2,211 – 2,699
Data Entry Operator II <b>or</b>	1	1,802 – 2,200
Data Entry Operator I	-	1,521 – 1,857
Appraisal Technician	3	2,072 – 2,530
Executive Secretary <sup>2/</sup>	1	2,542 – 3,103
Assessment Office Manager <sup>2/</sup>	1	3,088 – 3,770
Assessment Technician II <b>or</b>	4	1,829 – 2,233
Assessment Technician I	2	1,615 – 1,971
Property Transfer Supervisor <sup>2/</sup>	1	2,767 – 3,378
Property Transfer Assistant	2	2,103 – 2,568

<sup>1/</sup> Assessor receives a benefit allowance of \$3,920 plus a contribution to the county's deferred compensation plan equal to four weeks' salary in addition to the base salary shown.

<sup>2/</sup> Management and confidential receive an annual benefit allowance of \$3,200 in addition to the base salary shown.

## IMPERIAL

**Total Reported Positions: 25**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,339
Assistant Assessor	1	5,661
Appraiser I	1	2,695
Appraiser II	3	2,885
Appraiser III	4	3,750
Auditor-Appraiser II	2	3,761
Mapping Assistant	1	3,100
Mapping Supervisor	1	3,548
Account Clerk II	2	1,804
Account Clerk III	3	2,420

**IMPERIAL (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Title Examiner	2	\$ 2,140
Appraisal Supervisor	2	4,200
Auditor Supervisor	1	4,475
Office Supervisor	1	2,953

<b>INYO</b>
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**Total Reported Positions: 9**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 5,951
Assistant Assessor	1	4,630
Supervising Appraiser	0	3,218 – 3,911
Appraiser III	1	3,218 – 3,911
Appraiser II	0	2,664 – 3,239
Appraiser I	0	2,425 – 2,950
Auditor/Appraiser II	1	2,922 – 2,557
Auditor/Appraiser I	0	2,664 – 3,239
Cadastral Technician III	1	2,601 – 3,160
Supervisor, Fiscal Services (Office Manager)	1	2,724 – 3,313
Assessment Clerk III	0	2,601 – 3,160
Assessment Clerk II	2	2,482 – 3,018
Assessment Clerk II (60%)	1	2,482 – 3,018
Assessment Clerk I	0	2,263 – 2,751

*Note: Includes 5% bonus for second language skills*

<b>KERN</b>
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**Total Reported Positions: 109**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor-Recorder	1	\$ 9,408
Confidential Assistant Assessor	1	5,846 – 7,137
Confidential Administrative Assistant	1	3,550 – 4,334
Administrative Coordinator	1	3,245 – 3,962
Chief Appraiser	3	4,885 – 5,964
Supervising Appraiser	4	4,206 – 5,135
Appraiser IV	9	3,845 – 4,694
Appraiser I, II, III	24 – 4 Grant*	2,619 – 4,422
Supervising Auditor-Appraiser	1	4,533 – 5,534

**KERN (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Senior Auditor-Appraiser	2	\$ 4,165 – 5,084
Auditor-Appraiser I, II, III	10 – 1 Grant*	2,894 – 4,789
Petroleum Geologist	0 – 1 Grant*	5,702 – 6,961
Engineering Technician I, II, III	5	2,997 – 4,466
Systems Analyst I or II/Programmer I or II	0 – 1 Grant*	3,197 – 5,265
Senior Information Systems Specialist	2	4,103 – 5,009
Fiscal Support Supervisor	3	2,937 – 3,586
Fiscal Support Specialist	5	2,619 – 3,197
Fiscal Support Technician	21 – 4 Grant*	2,199 – 2,685
Fiscal Support Assistant	1 – 3 Grant*	1,991 – 2,430
Office Services Assistant	1	1,766 – 2,156

\* *Property Tax Administration Grant Program*

<b>KINGS</b>
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**Total Reported Positions: 26**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor/Clerk/Recorder	1	\$ 7,871
Assistant Assessor/Clerk/Recorder	1	4,761 – 5,810
Management Analyst III	1	4,311 – 5,259
Chief Appraiser	1	4,311 – 5,259
Auditor Appraiser III	1	4,021 – 4,905
Appraiser III	3	3,749 – 4,576
Appraiser II	1	3,262 – 3,981
Appraiser I	5	2,810 – 3,428
Senior Appraiser	1	4,143 – 5,054
Support Services Specialist	1	2,754 – 3,361
Senior Appraisal Aide	1	2,621 – 3,198
Appraisal Aide III	4	2,371 – 2,895
Appraisal Aide II	1	2,063 – 2,517
Appraisal Aide I	1	1,867 – 2,279
Cadastral Geographic Information Systems Technician III	1	3,428 – 4,184
Cadastral Geographic Information Systems Technician II	1	2,954 – 3,604
Executive Secretary	1	2,395 – 2,924

**LAKE**

*Total Reported Positions: 16.6*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor-Recorder	1	\$ 6,449
Chief of Assessment Standards	1	4,081 – 4,961
Appraiser II	2	2,706 – 3,290
Appraiser III	5	2,992 – 3,636
Auditor-Appraiser II	1	2,848 – 3,462
Auditor-Appraiser III	1	3,067 – 3,728
Deputy Assessor-Recorder I	2	1,599 – 1,944
Deputy Assessor-Recorder II	1	1,759 – 2,139
Deputy Assessor-Recorder III	1	1,891 – 2,299
Cadastral Mapping Specialist II	1	2,497 – 3,035
Secretary I	0.6	1,872 – 2,275

**LASSEN**

*Total Reported Positions: 10.5*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,528
Chief Appraiser	1	3,702 – 4,467
Auditor Appraiser	1	2,943 – 3,543
Senior Appraiser	1	3,219 – 3,880
Associate Appraiser	2	2,810 – 3,382
Appraiser Technician	1	2,340 – 2,810
Cadastral Drafter	1	2,137 – 2,564
Senior Cadastral Drafter	1	2,684 – 3,228
Data Control Supervisor	1	2,801 – 3,372
Assessment Clerk	0.5	1,709 – 2,043

**LOS ANGELES**

*Total Reported Positions: 1,621*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 13,435
Chief Deputy Assessor	1	10,246 - 12,808
Assistant Assessor	1	10,246 - 12,808
Account Clerk I	0	2,022 – 2,585
Account Clerk II	2	2,191 – 2,794



**LOS ANGELES (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Accounting Technician I	2	\$ 2,391 – 2,962
Accounting Technician II	1	2,655 – 3,289
Administrative Assistant I	0	2,801 – 3,289
Administrative Assistant II	3	3,411 – 4,229
Administrative Assistant III	3	3,797 – 4,714
Administrative Assistant IV, Assessor	1	4,187 – 5,203
Administrative Services Manager I	1	4,633 – 5,756
Administrative Services Manager II	2	5,026 – 6,244
Administrative Services Manager III, Assessor	1	5,320 – 6,608
Appraiser	251	3,095 – 5,026
Appraiser (Hourly)	0	17.79
Appraiser Assistant	15	2,367 – 2,934
Appraiser Specialist I	187	4,509 – 5,602
Appraiser Specialist I (Hourly)	8	25.92
Appraiser Specialist II	3	4,761 – 5,914
Appraiser Trainee	50	2,750
Assessor's Librarian	1	2,592 – 3,210
Assistant Property Assessment Specialist	2	3,634 – 4,509
Calculating Machine Operator	0	2,037 – 2,604
Chief Appraiser II	9	7,137 – 8,921
Chief Clerk	5	3,354 – 4,271
Chief, Management Services, Assessor	1	6,639 – 8,299
Chief, Systems Division, Assessor	1	7,137 – 8,921
Clerk, Permanent	0	1,660 – 1,853
Computer System Operator	3	2,535 – 3,140
Data Control Clerk	3	1,992 – 2,548
Delinquent Accounts Investigator	1	2,579 – 3,194
Departmental Civil Service Representative	1	4,772 – 5,929
Departmental Personnel Assistant	4	2,469 – 3,057
Departmental Personnel Technician	1	3,884 – 4,772
Director, Assessors' Operations	4	8,866 – 11,083
Engineering Aid III	1	2,920 – 3,616
Executive Secretary	1	4,977 – 6,183
Graphic Artist	1	3,043 – 3,770
Graphic Arts Aid	1	2,457 – 3,043
Head Clerk	34	2,850 – 3,625
Head Departmental Personnel Technician	1	4,772 – 5,929
Head Reprographics, Assessor	1	4,046 – 5,026
Head, Support Services, Assessor	5	4,476 – 5,560
Information Systems Analyst Aid	4	3,329 – 4,126
Information Systems Analyst I	6	3,967 – 4,928
Information Systems Analyst II	17	4,260 – 5,294
Information Systems Coordinator	6	5,190 – 6,447

**LOS ANGELES (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Information Systems Supervisor I	10	\$ 5,190 – 6,447
Information Systems Supervisor II	6	5,900 – 7,329
Intermediate Calculating Machine Operator	0	2,152 – 2,748
Intermediate Clerk	264	1,992 – 2,548
Intermediate Supervising Clerk	4	2,499 – 3,179
Intermediate Supervising Clerk (Hourly)	1	14.36
Intermediate Typist Clerk	3	2,042 – 2,611
Inventory Control Assistant I	1	2,263 – 2,885
Management Secretary V	4	4,006 – 4,977
Ownership Clerk I	43	2,073 – 2,649
Ownership Clerk II	56	2,315 – 2,948
Ownership Services Specialist	51	2,579 – 3,281
Ownership Services Supervisor I	21	2,871 – 3,651
Ownership Services Supervisor II	2	3,194 – 4,066
Payroll Clerk I	3	2,379 – 3,028
Personnel Officer, Assessor	1	6,639 – 8,299
Principal Appraiser	45	5,359 – 7,028
Principal Property Assessment Specialist	1	5,359 – 7,028
Printer I	2	2,327 – 2,885
Printer II	1	2,649 – 3,281
Printing Production Supervisor I	1	2,592 – 3,210
Procurement Aid	1	2,373 – 2,941
Procurement Assistant I	1	2,636 – 3,265
Procurement Assistant III	1	3,273 – 4,056
Programmer Analyst II	6	4,509 – 5,307
Property Assessment Specialist	4	4,509 – 5,602
Public Information Assistant	1	2,984 – 3,696
Senior Clerk	216	2,251 – 2,871
Senior Clerk (Hourly)	5	12.94
Senior Departmental Personnel Assistant	4	3,202 – 3,967
Senior Departmental Personnel Technician	4	4,281 – 5,320
Senior Management Secretary V	4	4,465 – 5,547
Senior Programmer Analyst	15	4,880 – 6,062
Senior Property Assessment Specialist	2	4,892 – 6,077
Senior Secretary V	10	3,599 – 4,465
Senior Survey—Mapping Technician	18	3,834 – 4,761
Senior Systems Aid	10	3,035 – 3,760
Senior Typist Clerk	8	2,309 – 2,941
Special Assistant I, Assessor	2	5,320 – 6,608
Special Assistant, Assessor	0	6,479 – 8,049
Special Assistant, Assessor	3	6,840 – 8,497
Staff Assistant I	1	2,721 – 3,370
Staff Assistant II	1	3,281 – 4,066

**LOS ANGELES (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Staff Assistant, Assessor	3	\$ 2,642 – 3,273
Supervising Accounting Technician, Assessor	1	3,249 – 4,026
Supervising Administrative Assistant II	1	4,761 – 5,914
Supervising Appraiser	80	4,892 – 6,077
Supervising Appraiser (Hourly)	4	28.11
Supervising Cadastral Engineer II	2	5,359 – 6,657
Supervising Cadastral Engineer III	1	5,914 – 7,347
Supervising Clerk	1	2,251 – 2,871
Supervising Payroll Clerk II	1	2,941 – 3,742
Supervising Survey—Mapping Technician	4	4,271 – 5,307
Supply Officer I	1	3,607 – 4,476
Survey—Mapping Technician	14	3,634 – 4,509
Systems Aid	15	2,585 – 3,202
Transcriber Typist	2	2,350 – 2,836
Warehouse Worker I	1	2,327 – 2,885
Warehouse Worker II	1	2,592 – 3,210
Warehouse Worker III	1	2,735 – 3,387
Warehouse Worker Aid	3	2,202 – 2,735
Word Processor I	0	2,246 – 2,788
Word Processor II	0	2,505 – 3,102

<b>MADERA</b>
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**Total Reported Positions: 36**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 6,612
Appraiser I, II, or III	11	3,129 – 4,100
Assessment Clerk I or II	8	2,007 – 2,440
Assessment Office Manager	1	3,082
Assessment Technician	4	2,565 – 2,831
Auditor-Appraiser I, II, or III	2	3,630 – 4,202
Cadastral Drafting Technician I or II	2	2,570 – 2,833
Chief Appraiser	1	5,850
Office Assistant I or II	1	1,718
Supervising Appraiser	3	4,570 – 4,921
Supervising Auditor-Appraiser	1	4,150
Supervising Cadastral Drafting Technician	1	3,942

<b>MARIN</b>
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***Total Reported Positions: 62***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor-Recorder	1	\$ 12,097
Assistant Assessor-Recorder	1	9,045
Assistant Assessor-Valuation	1	9,045
Chief of Administrative Services	1	7,885
Assessment Recording Technician I	1	2,849
Assessment Recording Technician II	11	3,088 – 3,660
Assessment Recording Supervisor	4	3,975 – 4,752
Administrative Services Associate	1	4,994
Senior Assessment Recording Technician	4	3,541 – 4,197
Chief of Assessment Standards	1	7,341
Chief of Assessment Systems	1	7,341
Department Technology & Support Specialist	1	5,415
Principal Auditor-Appraiser	1	7,044
Senior Auditor-Appraiser	1	5,624
Appraiser III	4	4,693 – 5,618
Appraiser II	16	4,285 - 5,122
Auditor-Appraiser II	4	4,321 – 5,171
Principal Appraiser	3	5,848 – 7,044
Cadastral Mapping Technician	2	3,416 – 4,059
Supervising Cadastral Mapping Technician	1	5,105
Technology Support Analyst II	1	6,689

<b>MARIPOSA</b>
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***Total Reported Positions: 13***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 5,139
Assistant Assessor	1	4,261
Appraiser III	1	3,720
Appraiser II	1	3,268
Appraiser I	1	2,959
Property Mapper	1	2,815
Office Manager	1	2,408
Assessment Recording Clerk II	4	2,217
Assessment Recording Clerk I	1	2,037
Auditor Appraiser (Hourly)	1	17.69

<b>MENDOCINO</b>
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**Total Reported Positions: 24**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,526
Assistant Assessor	1	4,621 – 5,616
Chief Property Appraiser	1	3,550 – 4,316
Real Property Appraiser III	3	3,219 – 3,914
Real Property Appraiser II	4	2,919 – 3,549
Real Property Appraiser I	3	2,647 – 3,215
Senior Auditor Appraiser	1	3,380 – 4,110
Auditor Appraiser	2	3,219 – 3,914
Mapping Coordinator	1	2,286 – 2,779
Office Administrator	1	2,782 – 3,381
Assessment Information Supervisor	1	2,647 – 3,215
Staff Assistant IV	1	2,522 – 3,067
Staff Assistant III	1	2,287 – 2,780
Staff Assistant II	1	2,075 – 2,520
Staff Assistant I	2	1,882 – 2,887

<b>MERCED</b>
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**Total Reported Positions: 38**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 9,357
Assistant County Assessor	1	7,121
Chief Auditor-Appraiser	1	6,176
Chief Appraiser	1	6,176
Supervising Auditor-Appraiser	1	5,599
Supervising Appraiser	2	5,203
Chief of Mapping and Title	1	4,382
Assessment Services Supervisor	1	3,877
Title Technician	1	3,784
Assistant Title Technician	2	3,269
Cadastral Drafting Technician	1	3,465
Auditor-Appraiser III	5	5,077
Appraiser III	10	4,491
Appraiser Assistant	1	3,066
Assessment Clerk III	2	2,765
Assessment Clerk II	7	2,387

<b>MODOC</b>
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***Total Reported Positions: 8***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 4,777
Senior Appraiser	1	2,490 – 3,178
Appraiser II	1	2,200 – 2,808
Appraiser I	0	2,001 – 2,554
Auditor/Appraiser I	1	2,200 – 2,808
Department Systems Technician/Drafter	1	2,255 – 2,878
Administrative Assistant	1	2,255 – 2,878
Assessment Office Specialist II	0	1,730 – 2,208
Assessment Office Specialist I	2	1,575 – 2,011

<b>MONO</b>
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***Total Reported Positions: 14***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,564
Chief Appraiser	1	6,760
Cadastral Mapping Specialist/Transfer Analyst	1	6,278
Administrative Supervisor	1	4,669
Auditor/Appraiser III	1	5,834
Appraiser I	1	4,235
Appraiser II	2	4,450 – 4,674
Appraiser III	3	5,159 – 5,786
Appraiser Aide	1	3,741
Fiscal & Technical Specialist I	1	2,718
Fiscal & Technical Specialist II	1	3,471

<b>MONTEREY</b>
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***Total Reported Positions: 57***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor-County Clerk-Recorder	1	\$10,232 – 13,310
Assistant Assessor-Valuation	1	6,938 – 9,024
Account Clerk	2	2,088 – 2,716
Accounting Technician	1	2,720 – 3,538
Administrative Services Officer	1	4,472 – 5,817
Appraiser II	12	3,388 – 4,407
Appraiser III	6	3,781 – 4,918
Assessment Clerk	2	2,130 – 2,771

**MONTEREY (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Auditor-Appraiser II	6	\$ 3,491 – 4,541
Business Technology Analyst II	1	4,415 – 5,743
Map Drafting Technician	1	2,640 – 3,434
Office Assistant II	8	1,986 – 2,583
Principal Office Assistant	1	2,389 – 3,108
Property Transfer Clerk	6	2,261 – 2,942
Secretary	1	2,389 – 3,108
Senior Account Clerk	1	2,342 – 3,046
Senior Assessment Clerk	1	2,307 – 3,001
Senior Map Drafting Technician	1	3,134 – 4,074
Senior Property Transfer Clerk	1	2,499 – 3,251
Supervising Appraiser	1	4,219 – 5,488
Supervising Auditor-Appraiser	1	4,116 – 5,353

<b>NAPA</b>
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**Total Reported Positions: 27**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor-Recorder-County Clerk	1	\$ 11,074
Chief Deputy Assessor-Recorder-County Clerk	1	6,992 – 8,462
Chief Appraiser	1	5,840 – 7,056
Supervising Appraiser	1	4,992 – 5,984
Administrative Office Assistant	1	4,037 – 4,817
Auditor Appraiser III	1	4,730 – 5,673
Auditor Appraiser II	2	4,344 – 5,205
Auditor Appraiser II – Limited Term	1	4,344 – 5,205
Appraiser III	2	4,528 – 5,422
Appraiser II	4	4,158 – 4,973
Appraiser I	1	3,808 – 4,550
Appraiser I – Limited Term	1	3,808 – 4,550
Appraiser Aide	1	3,085 – 3,670
Appraiser Aide – Limited Term	1	3,085 – 3,670
Senior Transfer Mapping Technician	1	3,879 – 4,632
Transfer Mapping Technician	1	3,488 – 4,158
Senior Assessment Records Assistant	1	3,059 – 3,637
Assessment Records Assistant II	4.75	2,851 – 3,377

<b>NEVADA</b>
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**Total Reported Positions: 31.5**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,367
Administrative Analyst I/II	1	3,584 – 4,831
Administrative Services Associate	1	3,342 – 4,080
Supervising Appraiser	1	4,289 – 5,235
Assessment Standards Manager	1	4,289 – 5,235
Senior Appraiser	3	3,693 – 4,508
Appraiser I, II, III	5.75	2,738 – 4,080
Appraiser Technician I, II	4	2,553 – 3,444
Auditor-Appraiser II	1	2,738 – 3,693
Senior Mapping Technician	1	3,117 – 3,805
Mapping Technician	1	2,821 – 3,444
Senior Assessment Assistant	2	2,417 – 2,950
Assessment Assistant I, II	7.75	1,980 – 2,670
Senior Accounting Assistant	1	2,334 – 2,849
Programmer Analyst (Hourly)	Contract	48.00

<b>ORANGE</b>
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**Total Reported Positions: 375\***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 11,920
Appraiser I	15	3,396 – 4,562
Appraiser II	54	3,773 – 5,087
Appraiser III	22	4,205 – 5,661
Assessment Technician II	76	2,903 – 3,396
Assessment Technician III	13	2,903 – 3,879
Auditor-Appraiser I	13	3,396 – 4,562
Auditor-Appraiser II	22	3,773 – 5,661
Auditor-Appraiser III	15	4,205 – 5,661
Cadastral Technician II	7	2,903 – 3,879
Chief Cadastral Technician	1	4,205 – 5,661
Data Base and Security Administration	1	5,966 – 8,050
Data Base Specialist	5	2,508 – 3,238
Data Entry Supervisor III	1	2,843 – 3,794
Executive Secretary I	1	3,423 – 4,576
Information Systems Manager III	1	5,850 – 9,682
Information Systems Supervisor	1	5,966 – 8,050
Information Systems Technician	1	3,675 – 4,950
Managing Appraiser	2	5,229 – 7,022
Managing Assessment Technician	4	3,992 – 5,373



**ORANGE (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Managing Auditor-Appraiser	2	\$ 5,229 – 7,022
Office Assistant	11	2,338 – 2,753
Office Specialist	2	2,446 – 3,238
Office Technician	2	2,338 – 2,753
Principal Appraiser	0	4,697 – 6,309
Project Manager II	5	5,850 – 9,682
Secretary II	6	2,628 – 3,507
Senior Appraiser	11	4,697 – 6,309
Senior Assessment Technician	9	3,312 – 4,430
Senior Auditor-Appraiser	7	4,697 – 6,309
Senior Cadastral Technician	5	3,224 – 4,318
Senior Staff Analyst	4	4,278 – 7,081
Senior Systems/Programmer	2	5,514 – 7,424
Staff Assistant	2	2,817 – 3,773
Store Clerk	1	2,265 – 2,992
Buyer I	1	2,903 – 3,879
Supervising Cadastral Technician	2	3,576 – 4,819
Systems/Programmer Analyst II	8	4,697 – 6,309
Technical Systems Specialist	1	5,087 – 6,836
<b><i>Grant positions</i></b>		
Project Manager II	1	5,850 – 9,682
Appraiser I	4	3,396 – 4,562
Appraiser II	10	3,773 – 5,087
Senior Appraiser	2	4,697 – 6,309
Assessment Technician II	10	2,903 – 3,396
Auditor-Appraiser III	4	4,205 – 5,661
Senior Auditor-Appraiser	1	4,697 – 6,309
Staff Analyst III	1	1,778 – 2,944
Systems/Programmer Analyst II	4	4,697 – 6,309
Senior Systems Planning Analyst	1	5,514 – 7,424
<b><i>* Includes grant positions</i></b>		

<b>PLACER</b>
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**Total Reported Positions: 85**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,748 – 9,417
Assistant Assessor	1	7,192 – 8,742
Assessment Manager	2	6,523 – 7,929
Chief Appraiser	1	6,523 – 7,929

**PLACER (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Managing Appraiser	5	\$ 5,917 – 7,192
Information Technology Supervisor	1	5,917 – 7,192
Supervising Appraiser	1	5,367 – 6,523
Senior Administrative Services Officer	1	4,868 – 5,917
Senior Appraiser	8	4,868 – 5,917
Senior Auditor-Appraiser	2	4,868 – 5,917
Senior Technology Solutions Analyst	2	4,868 – 5,917
Cadastral and Property Transfer Supervisor	2	4,109 – 4,994
Associate Appraiser	12	4,314 – 5,244
Associate Auditor-Appraiser	1	4,314 – 5,244
Assistant Auditor-Appraiser	2	3,913 – 4,756
Senior Cadastral Technician	1	3,549 – 4,314
Information Technology Technician II	1	3,632 – 4,415
Appraisal Technician	16	3,066 – 3,727
Executive Secretary	1	2,988 – 3,632
Cadastral Technician II	3	3,219 – 3,913
Cadastral Technician I	1	2,920 – 3,549
Accounting Technician	1	2,920 – 3,549
Administrative Secretary	1	2,710 – 3,295
Administrative Supervisor	2	2,648 – 3,219
Account Clerk—Journey	1	2,459 – 2,988
Senior Administrative Clerk	6	2,402 – 2,920
Administrative Clerk—Journey	9	2,179 – 2,648

<b>PLUMAS</b>
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*No information provided*

<b>RIVERSIDE</b>
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**Total Reported Positions: 262**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Assessor-County Clerk-Recorder	1	\$ 11,913
Assistant County Assessor-Clerk-Recorder	2	9,489
Chief Deputy Assessor-Clerk-Recorder	2	7,394
Principal Deputy Assessor-Clerk-Recorder	4	6,581
Information Technical Officer II	1	8,904
Information Technical Officer I	1	7,798
Business Systems Analysis - Secured	1	8,076

**RIVERSIDE (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Database Administration	1	\$ 8,177
Applications Development	3	7,557
Network Administration	1	7,180
Technical Support Manager	1	7,201
Principal Auditor/Appraiser	1	6,758
Supervising Auditor/Appraiser	4	5,536
Senior Auditor/Appraiser	6	4,977
Auditor/Appraiser II	12	4,598
Supervising Appraiser	16	5,448
Senior Appraiser	37	4,898
Appraiser II	34	4,526
Appraiser Technician	18	3,127
Chief Geographic Information Systems Specialist	1	5,032
Supervising Geographic Information Systems Specialist	1	4,526
Senior Geographic Information Systems Specialist	3	4,118
Geographic Information Systems Specialist II	8	3,705
Executive Assistant II	1	4,115
Secretary II	1	3,227
Secretary I	1	2,904
Senior Accounting Assistant	1	3,297
Accounting Assistant I	1	2,477
Supervising Assessment Technician	2	3,028
Senior Assessment Technician	12	2,640
Assessment Technician	20	2,375
Supervising Legal Document Classifier	1	3,761
Senior Legal Document Classifier	4	3,244
Legal Document Classifier	13	3,046
User Technical Support – Secured	1	5,167
User Technical Support	3	5,167
Store Keeper	1	2,798
Stock Clerk	1	2,491
Supervising Office Assistant I	8	2,768
Office Assistant	23	2,232
Data Entry Operator II	9	2,402

<b>SACRAMENTO</b>
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**Total Reported Positions: 170.5**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 10,663
Assistant Assessor	1	8,160
Executive Secretary	1	3,220 – 3,915
Administrative Services Officer I	1	3,902 – 4,744
Administrative Services Officer III	1	5,637 – 6,215
Chief Appraiser	3	6,733 – 7,424
Supervising Real Property Appraiser	7	5,294 – 6,436
Senior Real Property Appraiser	13	4,673 – 5,679
Associate Real Property Appraiser	15	4,214 – 5,160
Real Property Appraiser II	25 – 8 Grant*	3,514 – 4,271
Real Property Appraiser I	7	2,911 – 3,539
Supervising Auditor-Appraiser	3	5,294 – 6,436
Senior Auditor-Appraiser	3	4,673 – 5,679
Associate Auditor-Appraiser	9	4,245 – 5,160
Auditor-Appraiser II	2	3,514 – 4,271
Principal Information Technical Analyst	1	6,869 – 7,572
Information Technology Manager	1	6,869 – 7,572
Senior Information Technology Analyst	2	5,715 – 6,133
Information Technology Analyst II	6.5 – 2 Grant*	5,046 – 6,133
Information Technology Technician I	2	2,761 – 3,354
Supervising Cadastral Drafting Technician	1	3,676 – 4,470
Senior Cadastral Drafting Technician	2	2,907 – 3,535
Cadastral Drafting Technician	1	2,576 – 3,133
Chief Technical & Assessment Services	1	5,141 – 5,668
Senior Personnel Analyst	1	4,781 – 5,809
Personnel Specialist	1	2,801 – 3,406
Assessment Supervisor	2	3,072 – 3,734
Assessment Technician	7	2,766 – 3,365
Senior Office Assistant	3	2,383 – 2,898
Senior Office Specialist	14	2,662 – 3,236
Office Specialist II	26	2,439 – 2,964
Office Assistant II	6 – 2 Grant*	2,070 – 2,519
Data Entry Operator	1	2,070 – 2,519

*\* Property Tax Administration Grant Program*

<b>SAN BENITO</b>
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***Total Reported Positions: 13***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,647
Assistant Assessor	1	6,636
Supervising Auditor Appraiser	1	5,989
Auditor Appraiser II	1	4,692
Appraiser III	2	5,198
Appraiser II	1	4,276
Office Manager	1	3,916
Computer Mapping Specialist	1	4,052
Assessment Clerk III	3	3,221
Assessment Clerk II	1	2,921

<b>SAN BERNARDINO</b>
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***Total Reported Positions: 192.97***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 10,968
Assistant Assessor	0.88	6,099 – 7,689
Chief Appraiser	1	5,587 – 7,147
Chief of Assessment Services	1	4,940 – 6,313
Principal Appraiser	1.76	4,940 – 6,313
Assessment Appeals Specialist	1	4,370 – 5,587
Supervising District Appraiser II	5.28	4,477 – 5,722
Supervising District Appraiser I	2	4,063 – 5,188
Appraiser III	4.40	4,063 – 5,188
Appraiser II	14	3,687 – 4,704
Appraiser I	37	3,344 – 4,266
Appraiser Technician	14	2,376 – 3,030
Supervising Auditor-Appraiser	2	4,477 – 5,722
Auditor-Appraiser III	1	4,266 – 5,450
Auditor-Appraiser II	13.75	3,966 – 5,061
Cadastral Services Supervisor	1	3,871 – 4,940
Cadastral Drafting Technician III	1	3,186 – 4,063
Cadastral Drafting Technician II	2	2,959 – 3,777
Cadastral Drafting Technician I	3	2,749 – 3,510
Department IS Manager	1	6,313 – 8,077
Business Systems Analyst III	1	5,188 – 6,630
Automated Systems Analyst II	1	4,370 – 5,587
Automated Systems Analyst I	4	3,687 – 4,704
Automated Systems Technician	1	2,817 – 3,597
Administrative Supervisor I	1	4,370 – 5,587

**SAN BERNARDINO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Staff Analyst I	1	\$ 3,425 – 4,370
Supervising Title Transfer Technician II	1	3,030 – 3,871
Supervising Title Transfer Technician I	2	2,749 – 3,510
Title Transfer Technician II	1	2,681 – 3,425
Title Transfer Technician I	20.50	3,596 – 3,186
Executive Secretary III	1	3,030 – 3,871
Secretary I	1	2,376 – 3,030
Chief Clerk	1	2,527 – 3,227
Clerk IV	2	2,314 – 2,959
Clerk III	31.40	2,101 – 2,681
Clerk II	12	1,860 – 2,376
Fiscal Clerk II	2	2,156 – 2,749
Project Specialist	1	3,966 – 5,061

<b>SAN DIEGO</b>
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*Total Reported Positions:* 319

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 12,937
Chief Deputy County Assessor	1	9,880 – 12,826
Chief Deputy Assessor	1	6,933 – 11,266
Division Chief II	3	6,775 – 8,233
Division Chief I	8	6,156 – 7,484
Supervising Appraiser II	4	5,621 – 6,832
Supervising Appraiser I	9	5,108 – 6,208
Supervising Audit-Appraiser	3	5,621 – 6,832
Appraiser IV	9	4,647 – 5,648
Appraiser III	30	4,225 – 5,153
Appraiser II	55	3,744 – 4,550
Audit-Appraiser IV	4	4,764 – 5,789
Audit-Appraiser III	11	4,329 – 5,264
Audit-Appraiser II	7	3,832 – 4,659
Program Development Specialist	1	5,534 – 6,728
Assistant Division Chief	4	4,024 – 4,891
Supervising Assessment Clerk	8	2,794 – 3,397
Senior Assessment Clerk	22	2,383 – 2,898
Assessment Clerk	63	2,114 – 2,570
Cadastral Supervisor	3	3,865 – 4,697
Senior Cadastral Technician	7	3,329 – 4,047
Cadastral Technician	8	2,950 – 3,584
Geographic Information Systems Analyst	2	3,747 – 4,555

**SAN DIEGO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Imaging Technician II	1	\$ 2,542 – 3,090
Special Assistant	1	6,413 – 9,013
Property Assessment Specialist II	37	2,728 – 3,318
Property Assessment Specialist III	13	3,279 – 3,985
Departmental Technology Systems Technician	1	2,219 – 4,756
Departmental Information Technician Coordinator	1	6,067 – 7,377
Delivery Vehicle Driver	1	2,097 – 2,551

<b>SAN FRANCISCO</b>
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**Total Reported Positions: 124**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 11,549
Deputy Director III	1	10,775
Deputy Director II	1	8,654
Recorder	1	8,878
Manager II	1	8,043
Manager I	5	7,475
Executive Secretary II	1	5,209
Confidential Secretary	1	5,083
Secretary II	1	4,380
Information Systems Business Analyst – Senior	1	7,154
Information Systems Administrator III	2	6,812
Principal Administrative Analyst	1	7,547
Management Assistant	1	5,183
Chief Appraiser	1	7,902
Principal Property Auditor	2	7,293
Senior Personal Property Auditor	7	6,299
Personal Property Auditor	6	5,442
Principal Real Property Appraiser	6	7,293
Senior Real Property Appraiser	9	6,299
Real Property Appraiser	10	5,442
Real Property Appraiser Trainee	8	4,183
Civil Engineer Associate	1	5,209
Principal Account Clerk	1	4,887
Senior Legal Process Clerk	6	4,152
Document Examiner Technician	11	4,589
Senior Assessment Clerk	17	4,111

**SAN FRANCISCO (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Micro Imaging Technician	3	\$ 4,061
Senior Clerk Typist	1	3,974
Assessment Clerk	17	3,739

<b>SAN JOAQUIN</b>
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*Total Reported Positions:* 106.5\*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor-Recorder-County Clerk	1	\$ 10,330
Assistant Assessor-Recorder-County Clerk	1	8,093
Department Information Systems Manager	1	5,833 – 7,091
Principal Appraiser (Chief Real Property)	1	5,501 – 6,689
Principal Appraiser (Chief Commercial/Rural)	1	5,501 – 6,689
Principal Appraiser (Chief Assessment Standards)	1	5,501 – 6,689
Appraiser IV	5	4,481 – 5,449
Appraiser III <b>or</b>	21	4,065 – 4,943
Appraiser II <b>or</b>		3,564 – 4,332
Appraiser I		2,933 – 3,564
Auditor-Appraiser IV	2	4,352 – 5,290
Auditor-Appraiser III <b>or</b>	5	3,966 – 4,824
Auditor-Appraiser II <b>or</b>		3,546 – 4,311
Auditor-Appraiser I		2,976 – 3,617
Property Technician II	1	2,572 – 3,125
Property Technician I	12	2,449 – 2,976
Chief Cadastral Technician	1	3,428 – 4,165
Senior Cadastral Technician	1	3,051 – 3,706
Cadastral Technician II	6	2,740 – 3,330
Cadastral Technician I	1	2,449 – 2,976
Department Applications Analyst III	1	4,663 – 5,666
Department Information Systems Analyst II	1	3,966 – 4,824
Department Information Systems Specialist III	1	3,706 – 4,505
Department Information Systems Technician II	1	2,834 – 3,446
Administrative Assistant I	1	3,264 – 3,966
Transfer Technician Supervisor	1	2,752 – 3,345
Transfer Technician III	7	2,534 – 3,080
Transfer Technician II	0	2,425 – 2,947
Transfer Technician I	0	2,343 – 2,848
Exemptions Supervisor	1	2,661 – 3,233
Office Supervisor	1	2,486 – 3,021
Senior Office Assistant	17	2,243 – 2,726



**SAN JOAQUIN (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Office Assistant	0	\$ 2,137 – 2,596
Office Secretary	1	2,486 – 3,021
Accounting Technician I	1	2,534 – 3,080
<b><u>Grant Positions</u></b>		
Appraiser II	4	3,564 – 4,332
Auditor-Appraiser II	4	3,546 – 4,311
Senior Office Assistant	2	2,243 – 2,726
Property Technician I	1.5	2,449 – 2,976
<i>* Includes grant positions</i>		

<b>SAN LUIS OBISPO</b>
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**Total Reported Positions: 83**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 11,007
Administrative Assistant III	1	2,423 – 2,945
Appraiser Trainee	0	2,858 – 3,474
Appraiser I	5	3,285 – 3,995
Appraiser II	13	3,803 – 4,623
Appraiser III	8	4,150 – 5,046
Assessment Analyst I	2	4,046 – 4,919
Assessment Analyst II	3	4,687 – 5,687
Assessment Analyst III	3	5,484 – 6,665
Assessment Technician I	5	2,073 – 2,520
Assessment Technician II	3	2,423 – 2,945
Assessment Technician III	6	2,647 – 3,215
Assessment Technician IV	2	2,990 – 3,635
Auditor Appraiser I	1	3,375 – 4,101
Auditor Appraiser II	2	4,049 – 4,923
Auditor Appraiser III	1	5,389 – 6,549
Auditor Appraiser III – ½ time (2 positions)	1	2,695 – 3,275
Cadastral Mapping Systems Specialist I	0	2,931 – 3,564
Cadastral Mapping Systems Specialist II	2	3,467 – 4,214
Cadastral Mapping Systems Specialist III	2	4,155 – 5,551
Cadastral Mapping Systems Supervisor	1	4,812 – 5,850
Chief Appraiser	1	6,401 – 7,783
Chief of Assessment Standards	1	6,401 – 7,783
Property Transfer Technician I	9	2,444 – 2,973
Property Transfer Technician II	3	2,683 – 3,260
Property Transfer Technician III	0	2,936 – 3,569
Senior Account Clerk	1	2,551 – 3,101

**SAN LUIS OBISPO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Supervising Administrative Clerk I - Confidential	1	\$ 2,746 – 3,337
Supervising Appraiser	3	4,900 – 5,956
Supervising Auditor Appraiser	1	5,886 – 7,155
Supervising Property Transfer Technician	1	3,085 – 3,749

<b>SAN MATEO</b>
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*Total Reported Positions: 79*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Assessor-County Clerk-Recorder	1	\$ 12,493
Deputy Assessor-County Clerk-Recorder	3	9,392
Principal Appraiser	5	7,340
Senior Appraiser	19	6,201
Appraiser II	12	5,464
Appraiser I	2	4,417
Principal Auditor-Appraiser	3	7,340
Senior Auditor-Appraiser	7	6,201
Auditor-Appraiser II	4	5,464
Auditor-Appraiser I	0	4,417
Senior Drafting Technician	1	5,864
Drafting Technician	1	5,233
Information Technology Manager	1	8,113
Office Services Supervisor	2	4,561
Lead Property Transfer Assistant	1	4,131
Property Transfer Assistant	4	3,843
Lead Office Assistant	1	3,746
Office Specialist	1	3,746
Office Assistant II	11	3,389

<b>SANTA BARBARA</b>
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*Total Reported Positions: 82*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Clerk-Recorder-Assessor	1	\$ 10,088 – 12,315
Assistant County Clerk-Recorder-Assessor	1	7,940 – 9,693
Executive Secretary	1	3,337 – 4,074
Cost Analyst I/II	1	4,347 – 5,863
Department Analyst Program	1	3,954 – 4,827

**SANTA BARBARA (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Chief Appraiser	1	\$ 6,219 – 7,592
Appraiser Division Manager	3	5,685 – 6,940
Assessment Supervisor	8	4,685 – 5,719
Appraiser III	6	3,687 – 4,501
Appraiser II	5 – 2 Grant *	3,525 – 4,304
Appraiser I	8 – 1 Grant *	3,096 – 3,780
Appraiser Aide	3	2,262 – 2,761
Auditor Appraiser III	0	4,135 – 5,048
Auditor Appraiser II	2 – 2 Grant *	3,762 – 4,592
Auditor Appraiser I	2	3,473 – 4,240
Mapping Technician Chief	1	3,728 – 4,551
Mapping Technician II	3 – 1 Grant *	3,210 – 3,918
Mapping Technician I	0	2,905 – 3,546
Data Processing Manager Department, Senior	1	6,504 – 7,940
Computer Systems Specialist II	1	4,546 – 5,550
Electronic Data Processing Systems and Program Analyst, Senior	3	5,495 – 6,708
Electronic Data Processing Systems and Program Analyst II	0	5,228 – 6,382
Electronic Data Processing Systems and Program Analyst I	2	4,731 – 5,776
Legal Document Specialist III	0	2,693 – 3,288
Legal Document Specialist II	2	2,486 – 3,035
Legal Document Specialist I	12 – 3 Grant *	2,330 – 2,845
Office Assistant Principal	2	3,050 – 3,724
Account Technician	0 – 1 Grant *	2,789 – 3,404
Project Manager – Integrated Tax System	0 – 1 Grant *	6,219 – 7,592
Management Specialist X	1	3,473 – 4,240
Management Specialist Y	0	3,762 – 4,592
Management Specialist Z	0	4,135 – 5,048

*\* Property Tax Administration Grant Program*

<b>SANTA CLARA</b>
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**Total Reported Positions: 241**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 12,925
Assistant Assessor	1	8,983 – 11,523
Confidential Secretary	1	4,425 – 6,710
Director of Information Systems	1	8,470 – 10,854

**SANTA CLARA (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Information Systems Manager II	1	\$ 7,142 – 8,682
Information Systems Manager I	5	6,574 – 7,991
Information Systems Technician II	1	4,300 – 5,204
Chief of Assessment Standards and Services	1	7,212 – 9,209
Chief Appraiser	1	7,352 – 9,395
Assistant Chief Appraiser	1	6,510 – 7,913
Supervising Appraiser	7	5,875 – 7,412
Senior Appraiser	25	5,079 – 6,145
Senior Auditor-Appraiser	2	5,279 – 6,387
Appraiser I <b>or</b>	37	3,697 – 4,466
Appraiser II		4,401 – 5,238
Appraisal Aide	3	3,542 – 4,279
Chief Auditor-Appraiser	1	7,352 – 9,395
Assistant Chief Auditor-Appraiser	1	6,510 – 7,913
Supervising Auditor-Appraiser	4	5,875 – 7,142
Senior Auditor-Appraiser	24	5,279 – 6,387
Auditor-Appraiser <b>or</b>	14	4,752 – 5,750
Accountant Auditor-Appraiser		3,697 – 4,466
Accountant Assistant	2	3,107 – 3,750
Program Manager II	1	6,230 – 7,573
Administrative Services Manager	1	6,934 – 8,850
Senior Management Analyst	2	5,567 – 6,769
Supervising Appraisal Data Coordinator	1	4,277 – 5,197
Appraisal Data Coordinator	8	3,273 – 3,950
Assessment Roll Administrator	1	5,354 – 6,510
Property Transfer Supervisor	1	4,298 – 5,223
Property Transfer Examiner	8	3,302 – 3,988
Mapping Supervisor	1	4,298 – 5,223
Senior Property Mapper	1	3,679 – 4,444
Property Mapper I <b>or</b>	5	2,857 – 3,446
Property Mapper II		3,350 – 4,045
Exemption Supervisor	1	5,123 – 6,230
Exemption Investigator	1	4,444 – 5,379
Supervising Assessment Clerk	3	3,916 – 4,761
Senior Assessment Clerk <b>or</b>	34	3,107 – 3,750
Assessment Clerk		2,938 – 3,542
Human Resources Assistant II	1	3,417 – 4,155
Office Management Coordinator	2	4,256 – 5,172
Office Specialist III	7	2,910 – 3,508
Office Specialist II	24	2,654 – 3,194
Office Specialist I	2	2,477 – 2,978
Account Clerk II	1	2,871 – 3,462
Account Clerk I	1	2,629 – 3,165

**SANTA CRUZ**

*Total Reported Positions: 38*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 12,878
Chief Deputy Assessor—Valuation	1	5,618 – 7,493
Chief Deputy Assessor—Administration	1	5,618 – 7,493
Chief of Assessment Standards	1	4,876 – 6,502
Senior Appraiser	3	4,292 – 5,429
Appraiser I	3	3,359 – 4,252
Appraiser II	5	3,909 – 4,945
Chief Auditor-Appraiser	1	5,103 – 6,807
Auditor-Appraiser III	1	4,293 – 5,430
Auditor-Appraiser II	3	4,085 – 5,164
Auditor-Appraiser I	0	3,378 – 4,271
Appraiser-Auditor Aide	3	3,132 – 3,961
Geographic Information Systems Technician I	1	3,113 – 3,940
Geographic Information Systems Technician II	1	3,411 – 4,316
Geographic Information Systems Analyst	1	4,196 – 5,306
Clerical Supervisor II	1	3,756 – 4,753
Assessment Technician	5	2,711 – 3,425
Assessment Clerk	2	2,522 – 3,189
Clerk II	2	2,550 – 3,222
Senior Receptionist	1	2,848 – 3,600
Departmental Data Processing Coordinator	1	3,460 – 4,377

**SHASTA**

*Total Reported Positions: 44*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor-Recorder	1	\$ 8,212
Deputy Assessor-Recorder, Valuation	1	4,685 – 5,980
Deputy Assessor-Recorder, Administration	1	4,685 – 5,980
Senior Supervising/Specialist Real Property Appraiser	5	3,583 - 4,573
Real Property Appraiser III	7	3,233 – 4,127
Real Property Appraiser II	2 – 1 Grant*	2,947 – 3,762
Real Property Appraiser I	1	2,546 – 3,249
Senior Supervising Auditor-Appraiser	1	3,583 – 4,573
Auditor-Appraiser III	2	3,233 – 4,127
Auditor-Appraiser II	1 – 1 Grant*	3,079 – 3,930
Auditor-Appraiser I	0	2,660 – 3,395
Interdepartmental Systems Coordinator	1 Grant*	4,087 – 5,216
Program Manager	2	3,379 – 4,312

**SHASTA (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Mapping Specialist II	2	\$ 3,140 – 4,008
Mapping Specialist I	0	2,686 – 3,428
Assessor's Administrative Assistant or Executive Assistant	1 0	2,660 – 3,395 2,413 – 3,079
Supervising Assessor-Recorder Clerk	1	2,389 – 3,050
Senior Assessor-Recorder Clerk	4	2,276 – 2,904
Assessor-Recorder Clerk III	2	2,064 – 2,634
Assessor-Recorder Clerk II	3	1,845 – 2,355
Assessor-Recorder Clerk I	2 – 1 Grant*	1,715 – 2,188

\* *Property Tax Administration Grant Program*

<b>SIERRA</b>
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*Total Reported Positions: 4.78*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,003
Assistant Assessor, Administration	1	2,887 – 3,510
Senior Property Appraiser	1	3,438 – 4,179
Appraiser IV	0.43	3,048 – 3,706
Chief Deputy Assessment Technician	0.70	2,306 – 2,803
Assessment Technician II	0.65	1,868 – 2,270

<b>SISKIYOU</b>
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*Total Reported Positions: 21*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 5,807
Assistant Assessor	1	3,957 – 4,810
Principal Appraiser	1	3,281 – 3,988
Senior Specialist Appraiser	3	3,050 – 3,708
Senior Appraiser	3	2,905 – 3,531
Appraiser	1	2,510 – 3,050
Assessment Office Manager	1	3,281 – 3,988
Mapping & Title Supervisor	1	2,635 – 3,203
Administrative Assessment Supervisor	1	2,571 – 3,063
Senior Cadastral Mapping Technician	1	2,276 – 2,766
Senior Assessment Technician	4	2,220 – 2,701
Assessment Technician	3	1,919 – 2,331

**SOLANO**

***Total Reported Positions: 44***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor/Recorder (Executive Manager)	1	\$ 11,389*
Assistant Assessor/Recorder (Executive Manager)	1	7,808 – 9,491*
Chief Appraiser (Senior Manager)	1	5,933 – 7,211
Supervising Appraiser (Mid-Manager)	2	4,838 – 5,881
Senior Appraiser	4	4,434 – 5,390
Appraiser	12	3,896 – 4,736
Appraiser Technician	2	3,160 – 3,841
Supervising Auditor-Appraiser (Mid-Manager)	1	4,838 – 5,881
Senior Auditor-Appraiser	1	4,434 – 5,390
Auditor-Appraiser	3	3,896 – 4,736
Cadastral Mapping Technician Supervisor (Mid Manager)	1	4,347 – 5,284
Cadastral Mapping Technician II	1	3,160 – 3,841
Cadastral Mapping Technician III	2	3,651 – 4,438
Office Coordinator	1	3,222 – 3,956
Clerical Operations Manager (Mid-Manager)	1	3,820 – 4,643
Office Assistant II	4	2,715 – 3,334
Office Assistant III	6	3,019 – 3,707

*\* One-half of Assessor/Recorder's and Assistant Assessor/Recorder's salaries and benefits are paid by the Assessor's budget; the other one-half are paid by the Recorder's budget.*

**SONOMA**

***Total Reported Positions: 85.6***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Clerk-Recorder-Assessor	1	\$ 11,683
Assistant Assessor	1	7,515 – 9,135
Executive Secretary, Confidential	1	3,447 – 4,190
Chief of Assessment Standards	1	6,536 – 7,945
Appraiser IV	3	5,157 – 6,268
Appraiser III	17 – 4 Grant*	4,473 – 5,439
Appraiser II	0 – 1 Grant*	4,016 – 4,880
Appraiser I	0	3,477 – 4,226
Appraiser Aide	0 – 3 Grant*	3,030 – 3,682
Appraiser Analyst	2 – 1 Grant*	4,731 – 5,750
Supervising Auditor Appraiser	1	5,357 – 6,512
Auditor Appraiser II	5 – 1 Grant*	4,583 – 5,571
Auditor Appraiser I	1	3,922 – 4,767

**SONOMA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Department Information Specialist	0 – 1 Grant*	\$ 4,326 – 5,258
Cadastral Mapping Supervisor	1	4,159 – 5,056
Cadastral Mapping Technician II	5	3,541 – 4,305
Cadastral Mapping Technician I	0	3,259 – 3,960
Assessment Process Manager	1	5,623 – 6,835
Assessment Process Supervisor	3	3,581 – 4,353
Assessment Process Specialist	9 – 1 Grant*	3,252 – 3,953
Assessment Clerk	11 – 4.6 Grant*	2,898 – 3,520
Assessment Clerk Trainee	0	2,598 – 3,157
Accounting Manager	1	6,150 – 7,477
Administrative Services Officer I	1	5,307 – 6,451
Accountant II	1	4,406 – 5,357
Accountant II, Confidential	1	4,536 – 5,487
Accounting Clerk II	2	2,863 – 3,479

\* *Property Tax Administration Grant Program*

<b>STANISLAUS</b>
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**Total Reported Positions: 64**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 10,510
Assistant Assessor	2	5,168 – 7,751
Supervising Auditor-Appraiser	4	4,706 – 5,721
Senior Auditor-Appraiser	1	4,270 – 5,091
Auditor-Appraiser III	4	3,879 – 4,716
Supervising Appraiser	2	4,482 – 5,449
Senior Appraiser	7	4,069 – 4,945
Appraiser III	10	3,700 – 4,499
Appraiser II	3	3,286 – 3,997
Appraiser I	4	2,771 – 3,369
Appraiser Technician	3	2,308 – 2,806
Drafting Supervisor	1	3,390 – 4,121
Drafting Technician II	3	3,003 – 3,652
Confidential Assistant IV	1	3,050 – 4,576
Confidential Assistant III	1	2,539 – 3,808
Supervising Clerk	4	2,898 – 3,523
Account Clerk III	10	2,523 – 3,066
Software Developer III	1	4,848 – 5,893
Software Developer II	1	4,189 – 5,092
Application Specialist II	1	3,556 – 4,324



<b>SUTTER</b>
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***Total Reported Positions: 24***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,054
Assistant Assessor	1	4,670 – 5,717
Chief Appraiser	1	4,194 – 5,144
Appraiser I <b>or</b>	6	2,693 – 3,354
Appraiser II <b>or</b>		3,002 – 3,732
Appraiser III		3,354 – 4,142
Auditor Appraiser I <b>or</b>	3	2,843 – 3,539
Auditor Appraiser II <b>or</b>		3,176 – 3,931
Auditor Appraiser III		3,539 – 4,377
Appraisal Aide	1	2,517 – 3,141
Assessment Office Manager	1	3,034 – 3,772
Assessment Clerk I <b>or</b>	9	1,864 – 2,322
Assessment Clerk II <b>or</b>		2,084 – 2,588
Assessment Clerk III		2,322 – 2,891
Senior Map Drafting/Title Technician	1	3,002 – 3,732

<b>TEHAMA</b>
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***Total Reported Positions: 20***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,149
Assistant Assessor	1	4,129 – 5,285
Auditor Appraiser	1	3,087 – 3,951
Assessment Roll Manager	1	2,715 – 3,475
Senior Appraiser	4	2,939 – 3,763
Appraiser II	1	2,598 – 3,325
Chief Cadastral Drafting Technician	1	2,295 – 2,939
Senior Assessment Clerk	1	2,133 – 2,727
Transfer Clerk	2	2,081 – 2,664
Assessment Clerk III	4	2,029 – 2,598
Assessment Clerk II	3	1,750 – 2,241

<b>TRINITY</b>
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***No information provided***

<b>TULARE</b>
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***Total Reported Positions: 67***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,037
Assistant County Assessor	1	6,430
Secretary II	1	2,248 – 2,740
Chief Appraiser	1	4,482 – 5,463
Appraiser IV	4	4,153 – 5,062
Appraiser III	5	3,767 – 4,591
Appraiser II	14	3,410 – 4,155
Appraiser I	2	3,027 – 3,689
Chief Auditor-Appraiser	1	4,482 – 5,463
Auditor-Appraiser III	1	4,155 – 5,064
Auditor-Appraiser II	4	3,762 – 4,585
Auditor-Appraiser I	2	3,340 – 4,071
Systems Analyst II	1	3,897 – 4,750
Chief Assessment Clerk	1	2,671 – 3,255
Supervising Legal Document Examiner	1	2,460 – 2,998
Legal Document Examiner II	2	2,086 – 2,543
Legal Document Examiner I	13	1,889 – 2,303
Legal Document Examiner I-B (Bilingual)	1	1,984 – 2,418
Legal Document Examiner I (Extra Help)	3	1,889 – 2,303
County Financial Technician II	1	2,058 – 2,508
Cadastral Supervisor	1	2,952 – 3,598
Cadastral Mapping Technician II	2	2,350 – 2,864
Cadastral Mapping Technician I	3	2,128 – 2,593
Clerk II (Extra Help)	1	1,596 – 1,946

<b>TUOLUMNE</b>
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***Total Reported Positions: 14***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor-Recorder	1	\$ 6,834
Assistant Assessor	1	4,417 – 5,392
Assessment Office Manager	1	2,603 – 3,178
Senior Appraiser	2	3,341 – 4,078
Auditor-Appraiser II	1	3,341 – 4,078
Appraiser II	2	2,905 – 3,547
Cadastral GIS Technician II	1	2,514 – 3,069
Senior Assessment Technician	2	1,989 – 2,428
Assessment Technician II	2	1,800 – 2,197
Assessment Technician I	1	1,629 – 1,989

<b>VENTURA</b>
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**Total Reported Positions: 121**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 11,695
Deputy Assessor	3	5,552 – 8,951
Principal Appraiser	7	4,597 – 6,909
Administrative Assistant II	1	3,287 – 4,611
Appraiser I	1	2,957 – 4,138
Appraiser II	32	3,441 – 4,825
Appraiser III	11	3,843 – 5,387
Assessor's Technician II	6	2,705 – 3,464
Assessor's Technician III	7	2,959 – 3,787
Auditor-Appraiser II	10	3,441 – 4,825
Auditor-Appraiser III	4	3,749 – 5,387
Cadastral Technician III	4	3,071 – 4,300
Cadastral Technician IV	1	3,664 – 5,135
Clerical Supervisor II	3	2,649 – 3,707
Data Entry Operator III	3	1,968 – 2,752
Fiscal Assistant III	1	2,185 – 3,055
Management Assistant II	1	2,348 – 3,287
Management Assistant III	1	2,524 – 3,533
Management Assistant IV-Confidential	1	2,905 – 4,407
Manager Assessment Services	1	4,017 – 5,416
Office Assistant III	11	2,082 – 2,912
Office Assistant IV	5	2,238 – 3,131
Office Systems Coordinator II	1	3,285 – 4,620
Office Systems Coordinator III	1	3,845 – 5,392
Office Systems Coordinator IV	1	4,568 – 6,068
Senior Office Systems Coordinator	1	4,539 – 6,479
Supervising Assessor's Technician	1	3,403 – 4,356
Supervising Data Entry Operator	1	2,147 – 3,013

<b>YOLO</b>
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**Total Reported Positions: 26**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,222
Assistant Assessor	1	4,963 – 6,033
Chief Appraiser	1	4,963 – 6,033
Principal Appraiser	1	4,469 – 5,432
Senior Appraiser	2	4,073 – 4,952
Appraiser III	3	3,628 – 4,409
Appraiser II	0	3,250 – 3,951

**YOLO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Appraiser I	0	\$ 2,933 – 3,566
Auditor-Appraiser III	3	3,628 – 4,409
Auditor-Appraiser II	1	3,250 – 3,951
Auditor-Appraiser I	0	2,933 – 3,566
Staff Services Analyst II	1	3,570 – 4,340
Senior Cadastral Drafting Technician	1	2,709 – 3,292
Cadastral Drafting Technician	1	2,374 – 2,886
Assessment Office Specialist III	7	2,423 – 2,945
Assessment Office Specialist II	1	2,147 – 2,609
Assessment Office Specialist I	2	1,939 – 2,357

*Note: County has 60 hours of mandatory furlough which equals approximately 3% decrease in salary.*

<b>YUBA</b>
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**Total Reported Positions: 19**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$5,596
Assistant Assessor	1	4,757
Auditor-Appraiser III	1	3,326
Auditor-Appraiser I	1	2,748
Real Property Appraiser III	3	3,166
Real Property Appraiser II	1	2,879
Real Property Appraiser I	1	2,617
Assessment Office Supervisor	1	2,865
Assessment Specialist	3	2,192
Assessment Assistant II	3	1,994
Assessment Assistant I	1	1,812
Cadastral Drafting Technician II	1	2,700
Cadastral Drafting Technician I	1	2,453

## Salaries of Assessment Appeals Board Members<sup>2</sup>

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$75 half day/\$150 over 4 hrs	Stipend for training
Butte	\$40 half day/\$75 full day	\$0.405 mileage
Contra Costa	\$200 half day/\$300 full day/\$400 per day consecutive day appeals	
El Dorado	\$50 per day	
Fresno	\$100 per day	
Humboldt	\$40 half day/\$75 full day	
Kern	\$125 half day/\$200 full day	Meals for training
Lassen	\$200 per day	
Los Angeles	\$150 half day; plus \$75 three-fourths day; plus \$75 full day—Maximum \$300	Mileage if other than to main AAB headquarters
Madera	\$75 per day	\$0.405 mileage/\$10 lunch
Marin	\$131.25 half day/\$262.50 full day	\$32.81 per hour for preparation of findings of fact; Expenses for training
Mariposa	\$30 half day/\$50 full day	Mileage current IRS rate – lunch for full day hearings
Merced	\$100 per session/\$50 per hour over 4 hrs	
Mono	\$100 per session	Mileage
Monterey	\$130 per meeting	\$0.405 mileage/\$10 lunch
Nevada	\$50 half-day/\$100 full day	Mileage
Orange	\$100 half-day/\$200 full day	
Placer	\$100 per day	
Riverside	\$200 per day	\$0.405 mileage/\$12 lunch
Sacramento	\$100 half day/\$200 full day	Parking
San Bernardino	\$50 half day/\$100 full day	Mileage at current IRS rate
San Diego	\$100 per day	Mileage
San Francisco	\$100 per 2.5 hour session/\$40 per hour over session	\$40 per hour pre-review of documents/exhibits
San Joaquin	\$125 half day	
San Luis Obispo	\$150 per session	\$0.405 mileage
San Mateo	\$50 less than 2 hours/\$300 full day	Mileage/meals for training
Santa Barbara	No data provided	
Santa Clara	\$200 per hearing	\$0.405 mileage/\$16 meals (mileage/miles rarely claimed)
Santa Cruz	\$75 per day	
Shasta	\$100 per day	

<sup>2</sup> Since the boards of supervisors sit as the local boards of equalization in the following counties, there are no assessment appeals boards: Alpine, Amador, Calaveras, Colusa, Del Norte, Glenn, Imperial, Inyo, Kings, Lake, Mendocino, Modoc, Napa, Plumas, San Benito, Sierra, Tehama, Trinity, and Tuolumne.

## Salaries of Assessment Appeals Board Members<sup>2</sup>

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Siskiyou	\$100 per day	Mileage and meals
Solano	\$100 half day/\$200 full day/\$400 per day for consecutive days on complex appeals	\$25 per hour pre-review of complex appeals
Sonoma	\$125 per session	
Stanislaus	\$75 half day/\$150 full day	
Sutter	\$25 per hour (2 hour minimum)	
Tulare	\$150 per day	Mileage/meals
Ventura	\$100 half day/\$200 full day	\$0.45 mileage
Yolo	\$125 up to 4 hrs; \$175 over 4 hrs	
Yuba	\$25 per hour (minimum of 4 hrs)	

## Salaries for Hearing Officers<sup>3</sup>

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$30 - \$75 per hr	Hourly rate for training
Butte	\$40 half day/\$75 full day	\$0.405 mileage
Los Angeles	\$150 half day; plus \$75 three-fourths day; plus \$75 full day—Maximum \$300	Mileage if other than to main AAB headquarters
Orange	\$150 full day	
Sacramento	\$100 per hr (\$50 if cancelled less than 18 days prior to hearing)	Parking
San Bernardino	\$50 half day/\$100 full day	Mileage at current IRS rate
San Diego	\$100 per day	Mileage
San Francisco	\$100 per 2.5 hour session/\$40 per hour over session	\$40 per hour pre-review of documents/exhibits
Santa Clara	\$200 per hearing	\$0.405 mileage/\$16 meals (mileage/miles rarely claimed)
Ventura	\$100 half day/\$200 full day	\$0.45 mileage

<sup>3</sup> No other counties currently have appointed hearing officers for the local equalization functions.

## A. Employee Retirement Benefits

County	Retirement				Social Security	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Alameda	1937 Ret. Act		50%	50%	50%	50%
Alpine	No response					
Amador	CalPERS	2% @ 55	7%	0	0	7.65%
Butte	CalPERS	2% @ 55	100%	0	-	-
Calaveras	CalPERS	2% @ 55	100%	0	0	0
Colusa	CalPERS	2.5% @ 55	7%		7.65%	0
Contra Costa	1937 Ret. Act	-	70%	30%	7.65%	
Del Norte	CalPERS	2% @ 55	100%	0	6%	6%
El Dorado	CalPERS	2% @ 55	7%	-	0	0
Fresno	1937 Ret. Act	2.5% @ 55	50%	50%	Based on years of service	
Glenn	CalPERS	2.5% @ 55	100%	0%	100%	0%
Humboldt	CalPERS	2% @ 55	50%	50%	7.65%	6%
Imperial	1937 Ret. Act	-	18.3%	3.75% - 14.69%	0	0
Inyo	CalPERS	2% @ 55	100%	0	100%	0
Kern	1937 Ret. Act	30% @ 60	100% if hired before 8/7/04 – 80% after	20% if hired after 8/7/04	0	0
Kings	CalPERS	2% @ 55	100%	0	0	100%
Lake	CalPERS	2% @ 55	100%	0	0	100%
Lassen	CalPERS	2% @ 55	100%	0	-	-
Los Angeles	LACERA	Varies	Varies—Choice of 5 plans		0	0
Madera	CalPERS		6%, assr 7%	1%	0	100%
Marin	1937 Ret. Act	2% @ 55	50%	50%	0	0
Mariposa	CalPERS	2% @ 55	100%	0	-	-
Mendocino	1937 Ret. Act.	Sliding Scale	75%	25%	7.65%	7.65%
Merced	1937 Ret. Act	3% @ 60	50%	50%	-	-
Modoc	CalPERS LIUNA	2% @ 55	100%	0	0	0
Mono	CalPERS	2% @ 55	7%	7%	0	0
Monterey	CalPERS	2% @ 55	93%	7%	-	-
Napa	CalPERS	2.5% @ 55	97.2%	2.8%	0	0
Nevada	CalPERS	2% @ 55	100%	0	0	100%
Orange	OCERS	2% @ 55	Varies	Varies	0	0
Placer	CalPERS	2.5% @ 55	87.5%	12.5%	100%	0
Plumas	No response					
Riverside	CalPERS	3% @ 60	1-5 yr 7%, 5+ 14%	1-5 yr 7%, 5+ 0%	0	100%
Sacramento	1937 Ret. Act		50%	50%	0	100%
San Benito	CalPERS	2% @ 55	100%	0	50%	50%
San Bernardino	SanBernCoERA	60% @ 55 with 30 yrs	7%	Remainder	0	0
San Diego	SDCERS	-	Varies	Varies	0	0
San Francisco	CalPERS	2% @ 55	93% to 95%	7% to 5%	7.65%	7.65%
San Joaquin	1937 Ret. Act	-	Varies	Varies	6.2%	-
San Luis Obispo	SLOCounty	2% @ 55	Varies	Varies	0	0
San Mateo	Unknown					
Santa Barbara	1937 Ret. Act	2% @ 57	Varies	Varies	0	0
Santa Clara	CalPERS	2% @ 55	100%	0	-	-
Santa Cruz	CalPERS	2% @ 55	100%; 0 mgmt	0 100% mgmt	6.2% for SS; 1.45% for Medicare	6.2% for SS; 1.45% for Medicare
Shasta	CalPERS	2% @ 55	100% 5+ yrs	0		
Sierra	CalPERS	2.7% @ 55	100%	0	6.2%	6.2%

## A. Employee Retirement Benefits

County	Retirement				Social Security	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Siskiyou	CalPERS	2% @ 55	100%	0	0	100%
Solano	CalPERS	2% @ 55	17.1616% Mgmt 19.0933 to 20.4310%	82.8384% Mgmt 79.569% to 80.9067%	-	-
Sonoma	1937 Ret. Act	3% @ 60	Varies	Varies	7.65%	7.65%
Stanislaus	1937 Ret. Act	2% @ 55	-	-	-	-
Sutter	CalPERS	2.7% @ 55	100%	0	-	-
Tehama	CalPERS	2% @ 60	100%			
Trinity	No response					
Tulare	1937 Ret. Act	-	Varies	Varies	50%	50%
Tuolumne	CalPERS	2% @ 55	100%	0	7.65%	
Ventura	1937 Ret. Act	Tier 1 - 2% @ 55 Tier 2 - 1.49% @ 55	89.68% 100% mgmt	10.32% 0 mgmt	7.65%	7.65%
Yolo	CalPERS	2% @ 55	100%	0	6.2%	
Yuba	CalPERS	2% @ 55	Varies	7%		
State of California	CalPERS Tier 1	2% @ 55	95%	5% (6% if no SS)	50%	50%
	CalPERS Tier 2	1.25% @ 65	100%	0	50%	50%

## B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Alameda	100%	0	100%	0
Alpine	No response			
Amador	90%	10%	90%	10%
Butte	Varies by 3 plans	Varies by plan	Included in medical	Varies
Calaveras	\$400-\$800	Varies	Included in medical	Varies
Colusa	\$253.26	Varies	\$35	Varies
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	100% employee	Dependent	100% employee	Dependent
El Dorado	Varies by plan	Varies by plan	Varies by plan	Varies by plan
Fresno	100%	Co-pay	100%	0
Glenn	\$226 - \$680	Varies	0	100%
Humboldt	\$344.44 - \$642.31	Varies	100%	0
Imperial	80%	20%	0	100%
Inyo	100%	0	100%	0
Kern	100% if hired before 4/15/97; 80% after	20% if hired after 4/15/97	Included in Medical	
Kings	60%; mgmt 100%	40%; mgmt 0	60%; mgmt 100%	40%; mgmt 0
Lake	\$550	Varies	Included in medical	Varies
Lassen	\$200 - \$600	0	\$40 management	100%
Los Angeles	Varies by 4 plans	Varies	Varies by 4 plans	Varies
Madera	100% employee/50% dependent	50% dependent	100% employee/50% dependent	50% dependent
Marin	Varies	Varies	Varies	Varies
Mariposa	\$255 employee/100% mgmt	Varies	100% employee	Dependent
Mendocino	75%	25%	75%	25%
Merced	100% employees	50% dependent	100% employee	50% dependent
Modoc	\$695.02	0	\$70.98	0
Mono	100%	0	100%	0
Monterey	Varies	Varies	Varies	Varies



## B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Napa	90% employee only	10%	100%	0
Nevada	100% employee/74% dependent	26% dependent	100% employee/74% dependent	26% dependent
Orange	95%	5%	OCEA-100%	0
Placer	100% employee	Dependent	100% employee	Dependent
Plumas	No response			
Riverside	\$412 - \$512	Varies	Included in medical	Varies
Sacramento	\$642.50	Varies	100%	Deductible
San Benito	100% employee	Dependent	\$24.20	Varies
San Bernardino	Varies by plan	Varies	Varies by plan	Varies
San Diego	\$254 - \$605	Varies by plan	Included in medical	Varies
San Francisco	Varies by 4 plans	Varies	Varies by 3 plans	Varies
San Joaquin	100% employee	Dependent	100% employee	Dependent
San Luis Obispo	\$509	Varies	Included in medical	Varies
San Mateo	80%	20%	90%	10%
Santa Barbara	Varies by plan	Varies	Varies by plan	Varies
Santa Clara	100%	0	100%	0
Santa Cruz	\$267.25 to \$521.15	Varies by plan	100%	Co-pay
Shasta	Varies by plan	Varies by plan	Varies by plan	Varies by plan
Sierra	\$800	\$55	Included in medical	Varies
Siskiyou	93%	7%	93%	7%
Solano	Varies by 4 plans	Varies	Varies by 2 plans	Varies
Sonoma	86%; 85% mgmt/conf	14%; 15% mgmt/conf	\$41.47 biweekly	\$9.00 biweekly
Stanislaus	100%	0	100%	0
Sutter	Varies by plan	Varies by plan	Varies by plan	Varies by plan
Tehama	\$670.18	Varies	Included in medical	Varies
Trinity	No response			
Tulare	Varies by plan	Varies	Varies by plan	Varies
Tuolumne	\$840 - \$950	Varies	Included in medical	Varies
Ventura	\$167 - \$247	-		\$8.47-\$42.87
Yolo	90% of lowest plan	Up to 10%	90%	10%
Yuba	Varies by plan	Varies by plan	Varies by plan	Varies by plan
State of California	Varies by plan	Varies by plan	Varies by plan	Varies by plan

## C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Alameda	\$200/year		Mgmt Cafeteria \$1500; Job related expenses \$800
Alpine	No response		
Amador	90%	10%	
Butte	Included in medical	Varies	
Calaveras	Included in medical	Varies	\$200 cash if other insurance provided
Colusa	100% employee	Dependent	
Contra Costa	None		
Del Norte	None		
El Dorado	Varies by plan	Varies by plan	
Fresno	100%	0	
Glenn	100% employee	Dependent	
Humboldt	100%	0	
Imperial	0	100%	
Inyo	100%	0	

### C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Kern	Included in Medical		
Kings	60%; mgmt 100%	40%; mgmt 0	
Lake	Included in medical	Varies	
Lassen	No vision		
Los Angeles	Varies by 4 plans	Varies	Flex and megaflex plans available
Madera	100% employee/50% dependent	50% dependent	
Marin	Varies	Varies	
Mariposa	100% employee	Dependent	
Mendocino	75%	25%	
Merced	100% employee	50% dependent	
Modoc	Included in dental	Varies	
Mono	100%	0	100% Administrative fees
Monterey	Varies	Varies	
Napa	Included in medical		
Nevada	100% employee/74% dependent	26% dependent	
Orange	OCEA-100%	0	
Placer	100% employee	Dependent	
Plumas	No response		
Riverside	Included in medical	Varies	
Sacramento	Included in medical	Varies	
San Benito	None offered		
San Bernardino	\$100	0	
San Diego	Included in medical	Varies	
San Francisco	None		
San Joaquin	100% employee	Dependent	
San Luis Obispo	Included in medical	Varies	Pretax deduction for health and dependent care accounts
San Mateo	100%	0	
Santa Barbara	Varies	Varies	
Santa Clara	100%	0	Health plan waiver program
Santa Cruz	\$100	\$25 deductible	
Shasta	Varies	Varies	
Sierra	Included in medical		In lieu health insurance \$200/mo
Siskiyou	100%		Assr/Asst Assr \$300 wellness benefit annually
Solano	\$12.34	Varies	In lieu health insurance \$451.60 - \$689.35/mo
Sonoma	100%	0	
Stanislaus	100%	0	
Sutter	100%	0	IRC Section 125 Plan
Tehama	Included in medical		
Trinity	No response		
Tulare	Varies by plan	Varies	IRC Section 125 Plan
Tuolumne	Included in medical		
Ventura	0	\$5.56	
Yolo	90%	10%	
Yuba	Varies	Varies	
State of California	100%	0	Cash in lieu of insurance if otherwise provided

## D. Employee Leave Benefits

County	Vacation
Alameda	0-3 yrs=2 weeks; 4-10 yrs=3 weeks; 11-19 yrs=4 weeks; 20+ yrs=5 weeks per year
Alpine	No response
Amador	1-2 yrs = 8 hrs for every 189.82 hrs of service; 3-9 yrs = 8 hrs for every 130.50 hrs of service; 10+ yrs = 8 hrs for every 99.43 hrs of service
Butte	0-5 yrs=10 to 14 days; 6-10 yrs=15 to 19 days; 11-20 yrs=20 to 24 days; 20+ yrs=22 to 26 days per year
Calaveras	0-3 yrs=80 hrs; 3-10 yrs=120 hrs; 10+ yrs=160 hrs per year
Colusa	0-1 yr=.83 days; 1-10 yrs=1.25 days; 11-15 yrs=1.50 days; 16-19 yrs=1.75 days; 20+ yrs=2 days per mo
Contra Costa	Hours accrue monthly based on position and yrs of employment--Accrual 6 2/3 to 23 1/3 hrs per month
Del Norte	0-1 yr=5 days; 2-5 yrs=10 days; 6-10 yrs=15 days; 11-15 yrs=20 days; 16+ yrs=25 days per year Mid-mgmt 5 additional days
El Dorado	0-4 yrs=81 hrs; 4-11 yrs=122 hrs; 11+ yrs=161 hrs per year
Fresno	0-3 yrs=10 days; 3-12 yrs=15 days; 12-20 yrs=20 days per year
Glenn	0-2 yrs=.0424; 3-12 yrs=.0616; 13-20 yrs=.0808; 20+ yrs=.1000 per hour worked
Humboldt	1-3 yrs=12 days; 4-10 yrs=15 days; 11-15 yrs=20 days; 16-20 yrs=25 days; 20+ yrs=30 days per year
Imperial	1-15 yrs=15 days; 15+ yrs=20 days
Inyo	0-3 yrs=10 days; 3-10 yrs=15 days; 10+ yrs=1 additional day per year of service up to 25 days per year
Kern	1 yr=96 hrs; 5 yrs=136 hrs; 10 yrs=176 hrs; 15 yrs=216 hrs per year
Kings	12 to 20 days/year; management 1 additional week
Lake	0-4 yrs=8 hrs; 5-15 yrs=120 hrs; each year after 15 yrs 8 hrs per/yr up to max 160 hrs @ 20 yrs
Lassen	8 hrs per month; increases at 5 yrs and 17 yrs
Los Angeles	Up to 160 hours per year
Madera	0-2 ½ yrs=8 hrs; 2 ½-5 yrs=10 hrs; 5-10 yrs=12 hrs; 10+ yrs=14 hrs per month
Marin	Varies by bargaining unit
Mariposa	6.67 to 13.33 hrs per month
Mendocino	3 yrs=2 weeks; 8 yrs=3 weeks; 15 yrs=4 weeks; 15+ yrs=5 weeks
Merced	1-4 yrs=2 weeks; 5-9 yrs=3 weeks; 10+ yrs=4 weeks. None for elected officials
Modoc	1-3 yrs=10 days; 4-11 yrs=15 days; 12-19 yrs=20 days; 19+ yrs=25 days per year
Mono	10 – 20 days per year
Monterey	0-2 yrs=12 days; 2-10 yrs=15 days; 10-18 yrs=20 days; 18-20 yrs=23 days; 21-25 yrs=24 days; 25+ yrs=25 days per year
Napa	12 – 26 days per year
Nevada	1-4 yrs=6.6667 hrs; 5-12 yrs=10 hrs; 13+ yrs=13.3334 hrs per month
Orange	Vacation and sick leave combined into annual leave
Placer	0-2 yrs=10 days; 3-4 yrs=12 days; 5-9 yrs=15 days; 10-19 yrs=20 days; 20+ yrs=25 days per year
Plumas	No response
Riverside	0-3 yrs=80 hrs; 4-9 yrs=120 hrs; 10+ yrs=160 hrs per year
Sacramento	10 – 25 days/year
San Benito	0-4 yrs=6.67 hrs; 4-10 yrs=10 hrs; 10-15 yrs=12.67 hrs; 15+ yrs=14 hrs per month
San Bernardino	Other than Clerical/Technical: 1600-8320 hrs=80 hrs; 8320-18720 hrs=120 hrs; 18720+hrs=160 hrs/year Clerical/Technical: 1040-8320 hrs=80 hrs; 8320-18720 hrs=120 hrs; 18720+hrs=160 hrs/year
San Diego	0-5 yrs=80 hrs; 5-15 yrs=120 hrs; 15+ yrs=160 hrs/year
San Francisco	0-5 yrs=80 hrs; 5-15 yrs=120 hrs; 15+ yrs=160 hrs/year
San Joaquin	1-3 yrs=3.08 hrs; 3-10 yrs=4.616 hrs; 10-20 yrs=6.16 hrs; 20+ yrs=7.08 hrs biweekly
San Luis Obispo	1-4 yrs=10 days; 5-9 yrs=15 days; 10+ yrs=20 days per year
San Mateo	4 hrs biweekly
Santa Barbara	0-2 yrs=12 days; 2-4 yrs=16 days; 4-10 yrs=19 days; 10-14 yrs=22 days; 14+ yrs=25 days per years
Santa Clara	0-2 yrs=10 days; 2-5 yrs=12 days; 5-10 yrs=16 days; 10-15 yrs=18 days; 15-20 yrs=20 days; 20+ yrs=22 days per year
Santa Cruz	Middle-mgmt 1-5 yrs=15 ¼ days; 6-10 yrs=20 ¼ days; 11-15 yrs=25 ¼ days; 16+ yrs=30 ¼ days per year
Shasta	1-3 yrs=10 days; 4-9 yrs=15 days; 10-15 yrs=17 days; 16+ yrs=20 days per year
Sierra	1-5 yrs=0.0385 hrs; 6-10 yrs=0.0577 hrs; 11-15 yrs=0.0770 hrs; 16+ yrs=0.0962 hrs per hour worked
Siskiyou	1-5 yrs=2 weeks; 6-10 yrs=3 weeks; 10+ yrs=4 weeks
Solano	See annual leave – Assessor does not earn/use leave benefits

## D. Employee Leave Benefits

County	Vacation
Sonoma	0-2 yrs=3.07 hrs; 2-3 yrs=3.68 hrs; 3-4 yrs=3.99 hrs; 4-5 yrs=4.29 hrs; 5-10 yrs=4.60 hrs; 10-15 yrs=5.83 hrs; 15-20 yrs=6.44 hrs; 20-25 yrs=7.05 hrs; 25+ yrs=7.36 hrs biweekly
Stanislaus	0-3 yrs=2 weeks; 3-10 yrs=3 weeks; 10-20 yrs=4 weeks; 20+ yrs=5 weeks per year
Sutter	1-5 yrs=11 days; 5-10 yrs=15 days; 10-15 yrs=17 days; 15+ yrs=20 days per year
Tehama	1-4 yrs=12 days; 5-10 yrs=18 days; 11-20 yrs=21 days; 21+ yrs=22 ½ days per year
Trinity	No response
Tulare	0-3 yrs=2 weeks; 3-7 yrs=3 weeks; 7-11 yrs=4 weeks; 11+ yrs=5 weeks per year
Tuolumne	0-3 yrs=10 days; 4-9 yrs=15 days; 10+ yrs=20 days; mgmt & confidential 240 hrs per year
Ventura	4.31 – 7.38 hrs
Yolo	80 to 184 hrs per year
Yuba	1-5 yrs=8 hrs; 6-10 yrs=10.66 hrs; 11-15 yrs=12 hrs; 16-20 yrs=13.36 hrs; 21+ yrs=16 hrs per month
State of California	Rank & File: 0-3 yrs=7 hrs; 3-10 yrs=10 hrs; 10-15 yrs=12 hrs; 15-20 yrs=13 hrs; 20+ yrs=14 hrs per month Mgmt/Supv: 0-3 yrs=7 hrs; 3-10 yrs=11 hrs; 10-15 yrs=14 hrs; 15-20 yrs=14 hrs; 20-25 yrs= 15 hrs; 25+ yrs=16 hrs per month

## E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Alameda	13 days per year		Mgmt 15 days per year
Alpine	No response		
Amador	8 hrs for 174 hrs of service	Employees with 1+ yrs	
Butte	12 days/year		40 hrs vacation
Calaveras	3,692 hrs/2 weeks		
Colusa	1 ½ days/month		
Contra Costa	8 hrs/month		Mgmt/Supv 1/3 yearly vacation
Del Norte	1 day/month		
El Dorado	3.7 hrs/2 weeks	80 hrs mgmt; 16 hrs supervisors	
Fresno	0-3 yrs=8 days; 3+ yrs=13 days/year	0-1 ½ yrs=20 days; 1 ½-3 yrs=23 days; 3-6 yrs=29 days; 6-10 yrs=33 days; 10-15 yrs=37 days; 15-19 yrs=38 days/year	
Glenn	.0462 per hr worked	Mid-Mgmt 80 hrs	
Humboldt	12 days/year	Mgmt/Conf 10 days/year	Mgmt/Conf 2 weeks vacation
Imperial	12 days/year	Mgmt 60 hrs/year	50% of yearly accrual of sick leave
Inyo	15 day/year	1 week/year	Up to 40 hrs of sick leave/year
Kern	0-5 yrs=8 days/year 6+ yrs=12 days/year		
Kings	10 to 12 days/year		Mgmt 1 week/year
Lake	8 hrs/mo		
Lassen	10 hrs/month	8 hrs/year; Mgmt 24 hrs/year	
Los Angeles	Up to 96 hours/year	Up to 80 hours/year	48 hrs sick leave/year
Madera	8 hrs/month		
Marin	12 days/year	Varies by bargaining unit	Vacation paid 100% at retirement; sick paid 50-75% toward retirement
Mariposa	10 hrs/month	0-3 yrs=2 weeks; 4-9 yrs=3 weeks; 10+ yrs=4 weeks/year	
Mendocino	4.62 hrs/biweekly		40 hrs vacation/year; Mgmt 60 hrs vacation/year
Merced	96 hrs/year None for elected officials	Mgmt 96 hrs/yr	Sick and vacation sell back available to all
Modoc	9.38 hrs/month		Sick leave incentive—if less than 16 hrs used, 16 hrs of base salary paid; 16-24 hrs used, 8 hrs of salary paid

## E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Mono	8 hrs/month		40 hrs vacation per year; sick leave yearly payoff for over 100 days
Monterey	12 days hired before 2/18/84 10 days hired after 2/18/84		
Napa	12 days/year	40 hrs supvr/80 hrs management	
Nevada	3.69 hrs biweekly		Yearly
Orange	Vacation and sick combined into annual leave	0-3 yrs=5 hrs 51 min; 3-10 yrs=8 hrs 19 min; 10+ yrs=9 hrs 51 min biweekly	Annual leave 40-60 hrs/yr
Placer	10 days/year		
Plumas	No response		
Riverside	4 hrs biweekly	1-3 yrs=8.92 hrs; 3-10 yrs=10.46 hrs; 10+ yrs = 12 hrs/mo	Annual leave 80 hrs/year
Sacramento	15 days/year		Mgmt 40 hrs
San Benito	10 hrs/month	Mgmt 80 hrs/year	PERS years
San Bernardino	Clerical/Tech 3.39 hrs biweekly; Other 3.69 hrs biweekly	Supv 3.33 hrs/month	Administrative Leave
San Diego	5% of paid service		
San Francisco	0.05 hrs per each paid hour		PERS years
San Joaquin	3.696 hrs biweekly	2 weeks for Principal Appraisers, Appraisers IV, and Auditor-Appraisers IV	Senior Mgmt and Exempt sell unused leave
San Luis Obispo	9 hrs/month		
San Mateo	3.7 hrs biweekly		
Santa Barbara	12 days/year		Vacation 40 hrs/year after 5 years
Santa Clara	96 hrs/year	Exec mgmt 39 days/year	Vacation 40 hrs/year
Santa Cruz	Middle-mgmt 6 days/year	1-4 yrs=22 days; 5-9 yrs=27 days; 10-14 yrs=32 days; 15+ yrs=37 days/year	
Shasta	96 hours/year		
Sierra	0.0462 hrs per hours worked		
Siskiyou	12 days/year		
Solano	3.70 hr/biweekly	0-3 yrs=3.08; 3-10 yrs=4.62 hrs; 10+ yrs=6.16 hrs biweekly Asst Assessor 6.16 hrs biweekly	At retirement, 50% sick leave up to 500 hrs; any remaining hrs converted to PERS time Mgmt can convert admin leave
Sonoma	3.68 hrs/biweekly		Vacation 80 hrs/year; Sick leave pay 25% at retirement or convert to retirement yrs; Employees with 5 yrs service or less may purchase 40 hrs vacation/year
Stanislaus	12 days/year		
Sutter	11 days/year		40 hrs of administrative leave
Tehama	8 hrs/month		500 hrs accrual—mgmt can put 4 hrs a month into deferred comp and give back 4 hrs to county Regular employees can sell 40 hrs of vacation; mgmt 60 hrs of vacation per year
Trinity	No response		
Tulare	3.7 hrs biweekly		Sick leave
Tuolumne	12 days/year	Mgmt 64 hrs; Exec & Conf 80 hrs	Mgmt/Exec/Conf 200 hrs/year
Ventura	3.08 hrs	8-14.12 hrs	10 yrs 80 hrs; mgmt 160-200 hr/yr
Yolo	96 hrs/year		Mgmt 96 hrs/supervisors 40 hrs
Yuba	8 hrs/month		
State of California	8 hrs/month	Available to all	Exempt/ Mgmt/Sup/Conf/Excluded

## F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Alameda	11	
Alpine	No response	
Amador	11	12 weeks FMLA during 12-month period
Butte	11	4 floating holidays; birthday holiday; mgmt/conf/supv 7 days administrative leave per year
Calaveras	13	Management time off – 40 hrs per year
Colusa		2 floating holidays; bereavement; family leave; maternity; military; jury duty
Contra Costa	10	Mgmt administrative leave 60 hrs/year; personal holiday 2 hrs/mo;
Del Norte	12	3 floating holidays; family death 5 days; military leave; administrative leave 3 days/year for Dept Head
El Dorado	12	1 floating holiday
Fresno	11	Bereavement 24 hrs; jury duty, military
Glenn		
Humboldt	12	2 floating holidays; bereavement 5 days; 5 days family sick
Imperial	11	Bereavement 3 days; birthday
Inyo	11	
Kern	11	Military, family care, family school activities, bereavement, disability, personal, educational
Kings	12	
Lake	12	Bereavement 24-40 hrs
Lassen	13	
Los Angeles	11	Bereavement 5 days; military; jury duty; subpoenaed witness; county civil service exams
Madera	11.5	40 hrs/year management leave
Marin	13	Bereavement 5 days; maternity 6 months; paternity 12 weeks; parental education 40 hrs per school year; personal leave varies by bargaining unit
Mariposa	15	Administrative leave for mgmt 72 hrs
Mendocino	11	Personal leave 24 hrs; mgmt personal leave 48 hrs; bereavement 24 hrs; family sick 60 hrs from sick leave balance; donated catastrophic leave
Merced	13	
Modoc	14	1 floating holiday; 1 personal leave day from sick leave; bereavement; parental leave
Mono	12	Personal holidays 16 hrs per year
Monterey	10	Bereavement; family illness 10 days from sick leave
Napa	11	19 hours personal leave; 40 hrs bereavement; sick leave can be used 48 hrs annually for family sick and 40 hrs for critical family illness
Nevada	13	Personal leave 0-5 yrs=165 hrs; 6-10 yrs=192 hrs; 11+ yrs=200 hrs; administrative leave for mgmt 40 hrs per year
Orange	12	Performance Incentive Plan may earn 2% of salary taken in time if certain goals are reached
Placer	13	
Plumas	No response	
Riverside	12-13	Bereavement 5 days
Sacramento	12	Wellness leave – 1 day every 6 months based on leave usage
San Benito	10.5	
San Bernardino	13	Family sick; bereavement 3 days; birth/adoption 40 hrs; perfect attendance; administrative; jury duty; subpoenaed witness; county exams; blood donations; military
San Diego	13	Injury leave; bereavement 3 days; donated catastrophic; disability; FMLA
San Francisco	11	Floating holiday; military; jury duty; educational; FMLA; pregnancy; family care; bereavement; religious; personal; voting; school visits
San Joaquin	8	6 floating holidays;
San Luis Obispo	12	1 Personal leave day per year
San Mateo	12	
Santa Barbara	11	Administrative leave 108 hrs;
Santa Clara	11	Voluntary reduced work hours; 4 personal leave days; birthday holiday; bereavement 5 days; administrative leave; maternity leave; paternity leave; educational leave; jury duty; subpoenaed witness
Santa Cruz	11½	Bereavement 3-5 days/year; middle-mgmt 80 hrs administration leave/year
Shasta	12	Administrative leave for mgmt 80 hrs per year
Sierra	12	

## F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Siskiyou	12	Mgmt administrative leave 40 hrs; 3 floating holidays
Solano	12	3 Floating holidays/ administrative leave for mgmt 48 hrs per year
Sonoma	11	Administrative 60 for mgmt 77 for Assessor; compassionate leave 32 hrs; subpoenaed witness; jury duty; voting; donating blood; FMLA
Stanislaus	9	Bereavement 40 hrs per year
Sutter	12	88 hrs administrative leave
Tehama	13	1 personal leave day per year; mgmt 4 mgmt leave days per year
Trinity	No response	
Tulare	Unknown	
Tuolumne	13	2 floating holidays; bereavement 24 hrs per occurrence
Ventura	9	
Yolo	10.5	Floating holidays 32 hrs; continuing education 40 hrs; mgmt and administrative leave 40 hrs
Yuba	10	Mgmt 7 administrative days per year
State of California	13	1 Personal holiday; bereavement; jury duty; military; FMLA; state civil service exams; donated catastrophic leave; blood donations; subpoenaed witness

## G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Alameda	x	x	x	x		x	x
Alpine	No response						
Amador		x	x	x	x		
Butte		\$20,000 to \$25,000	SDI	Great West Life & Annuity; ICMA	Flexible spending by BeneSphere	\$500/yr	
Calaveras		\$50,000	Long term & SDI	Sec 4570 – no match			
Colusa		\$50,000	Employee AFLAC/ Colonial	457 Employee only			
Contra Costa		\$7,500 to \$47,000	SDI LTD	County pays \$50 - \$60 per mo	414H2; HCSA		
Del Norte		\$15,000 to \$50,000		x			
El Dorado		x	x	x		x	
Fresno		\$2,000 to \$10,000	SDI	457	Flex spending plan		5% salary stipend for CPA or MAI
Glenn		x	x	x			
Humboldt		x	SDI	x		\$600/yr	
Imperial		x		x		x	
Inyo		\$20,000	x	457, Hartford, CalPERS, Valic	Sec 125	\$350/yr	
Kern		\$10,000 to \$100,000	x	x	x	Job related	
Kings		\$10,000 to \$50,000	SDI	3 Plans		\$200/yr	
Lake		\$5,000	SDI	457 Valic; Nationwide			
Lassen		\$19/mo	x	x	x	x	

## G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Los Angeles	\$70/mo	½ -8 times yearly salary	STD/LTD	457 and 401K		\$1,000/yr	
Madera		\$50,000 for asssr		457's VIA ICMA			
Marin	Commuter transit check	x	LTD	401(b)		Up to 50% of tuition	
Mariposa		x	x	x	x	x	x
Mendocino		x	x	x	x	Job required	
Merced		\$30,000 to \$80,000	SDI; Mgmt 66.67% of mo. pay	x			5% for MAI, CPA, & SAA
Modoc		\$10,000	x	NACO & Valic		\$450/yr	
Mono		\$5,000 to \$15,000	SDI	Three 457's; 401(a) county matching		\$700/yr	
Monterey		\$10,000	x	x		x	\$100/yr
Napa	x	\$20,000	Paid by employee	x	Child care; medical	\$300/yr	
Nevada		x	SDI	x	x	Tuition	2% for CPA
Orange		x	x	x	HCRA DCRA	\$2,000/yr	
Placer		x	x	x		x	x
Plumas							
Riverside		x	SDI/LTD	457			
Sacramento	\$35	\$15,000	SDI	x	Medical; dental; day care; elder care	\$1,200/yr	
San Benito		\$20,000		457	AFLAC	\$500/yr	
San Bernardino	x	\$10,000 to \$50,000	SDI LTD	x	Flexible spending account; child care	\$400 to \$1500/yr	
San Diego	\$65/mo	\$10,000 to \$500,000	LTD	401(a) & 457		\$979/yr	
San Francisco	x	x	x	x		x	
San Joaquin	50%	x	x	x	x	x	
San Luis Obispo		\$30,000 for mgmt	LTD @ .48% of salary	x		\$250/yr	
San Mateo	\$75/mo	\$12,000	SDI	x		Tuition	
Santa Barbara		\$20,000 to \$30,000		457 & 401(a)			
Santa Clara	100% Light Rail pass	\$25,000 to \$200,000		x	IRC 125	\$650/yr	\$1,100/yr
Santa Cruz	100% bus pass	x	x	x	x		
Shasta		x	LTD/SDI	x			
Sierra		\$30,000	LTD/SDI	PERS & Nationwide			
Siskiyou		x		x	IRS 125 Cafeteria	\$500/yr	



## G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Solano		\$35,000 Mgmt 1.5% x salary	LTD for Mgmt	401(a) for Mgmt at 1.8% salary		\$750/yr	
Sonoma	\$100/mo	\$10,000; 1-2 x salary for sup/conf/mgmt/assr	LTD	457 & 401(a)	STEP; HCAP; DCAP	\$500 to \$950/hr	
Stanislaus		\$10,000		1% conf; 1.5% mgmt; 2% Dept Heads		\$200 conf; \$700 mgmt; \$900 Dept Heads/yr	
Sutter		\$20,000	SDI	457; IRS 125 Cafeteria		\$200/yr	
Tehama		\$1,000; \$5,000 for mgmt	SDI	\$45/mo for mgmt	IRS 125 Plan		
Trinity	No response						
Tulare		x	x	IRS 125			
Tuolumne		x	x	x		50%; 100% for mgmt	
Ventura		x	SDI	401K; 457 cnty match 1.5%, 3% mgmt		\$300-\$475/yr	
Yolo				x		\$500/yr	
Yuba		Mgmt	x	x			
State of California	75% up to \$60	Mgmt/Sup	NDI	x	x	x	x

## H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive SBE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Alameda	x		x	x	Mileage		
Alpine	No response						
Amador				x			\$100/yr
Butte		Eligible for promotion to senior series	\$50 biweekly	x	\$25 plus mileage		Discounts available
Calaveras							
Colusa			\$50 - \$75	x	Assessor		
Contra Costa	\$200 - \$525	1.5%	\$80	x			
Del Norte	x			x			
El Dorado			x	x			
Fresno			\$50/mo	x	\$6,156 for Dept Head		
Glenn		x	x	x			
Humboldt				x			Group rate

## H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive SBE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Imperial			x	x	x		
Inyo	x		2.5%	x			
Kern	Job related		\$50 to \$100/mo	x	\$540/mo Dept Heads & elected	x	
Kings			20% if used 50% of time	x			
Lake			2.5%	x			
Lassen		+ 4 yrs exper					
Los Angeles	\$60/yr	\$110/mo	\$80/mo	x	Rentals		
Madera	CAA for asssr		\$40/mo	x			
Marin			x	x	x		
Mariposa		x		x	x		
Mendocino	Assessor		5%	x	x		
Merced	CAA for Assessor	5%	\$.65/hr	x	\$700/mo Assessor		
Modoc		2 ½%	5%	x	\$.375/mile		
Mono			\$200/mo	x	x		\$25/mo
Monterey			x	x	x		
Napa			\$80/mo	x	\$5,280/yr Dept Head		60% of fee if used 52 times in 6 mos
Nevada	x	x	x	x		EAP	Dept Heads
Orange	x	x	x	x	Assessor		
Placer	x		x	x			
Plumas							
Riverside			\$.25 - \$.50/hr	x			
Sacramento			\$.30/hr	x	Assessor	EAP	Discounts
San Benito			\$50/mo	x	Appraiser Standby		
San Bernardino			\$45-\$60 biweekly	x	Assessor		x
San Diego			\$20 - \$40 biweekly		\$674 for Assessor		
San Francisco			x	x	x	x	
San Joaquin		x	x	x			
San Luis Obispo			\$60 - \$100/mo	x	\$4,200/yr Dept Heads	x	Wellness Program for mgmt
San Mateo			\$40 biweekly	x			
Santa Barbara			x				
Santa Clara		2%	\$120/mo	x	Assessor		
Santa Cruz		\$50 - \$75/mo	x				
Shasta				x			
Sierra	Portion			x			
Siskiyou				x			
Solano			\$55 biweekly				
Sonoma	x		\$.90/hr	x	\$320 biweekly Assessor		Wellness benefit \$100 to \$350/yr

## H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive SBE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Stanislaus			5%		\$400/mo Dept Heads		
Sutter				x			
Tehama					\$100/mo Assessor		
Trinity	No response						
Tulare			x				
Tuolumne			x	x			Mgmt only
Ventura			\$.65-\$.80/hr				
Yolo			\$.43-\$.58/hr	x			
Yuba			x	x			
State of California	x		x	x		Group plan	

## I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda		x	
Alpine	No response		
Amador		x	
Butte		8 Visits/year Managed Health Network	
Calaveras	5 ½ yrs=2.5% of base; 10 yrs=2.5% of base; 15 yrs=2.5% of base; 20 yrs=2.5% of base	EAP	Flexible work schedule
Colusa	4+ yrs in step 5=5%	x	
Contra Costa	2.5% after 10 yrs		
Del Norte	x		
El Dorado	x	x	
Fresno		x	
Glenn	x	x	
Humboldt	5% for 10 yrs	x	
Imperial		x	Appraisal schools paid
Inyo	10 yrs=1.5% 15 yrs=Additional 1.5% 20 yrs=Additional 1.5%	EAP	
Kern	10 yrs=2%; 15 yrs =4% 20 yrs=6%; 25 yrs=8% 30 yrs=10%	EAP	Retiree health plans; employee wellness program
Kings			
Lake	After 5 <sup>th</sup> step, 2.5% every 5 yrs		
Lassen	7 yrs=2.5%; 10 yrs=2.5% 15 yrs=5%		
Los Angeles		EAP	Accidental death and dismemberment

## I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Madera	10-15 yrs=10% 15-20 yrs=5% 20+ yrs=5%	Insight Employee Services	
Marin		EAP	Medical care reimbursement; dependent care assistance; credit unit; long term care through PERS
Mariposa			
Mendocino		EAP	Dependent Care Assistance Program
Merced	\$750 per year after 10 yrs	EAP	Expense allowance Assessor \$400, Asst Assessor \$100; Communication allowance Assessor \$150; Successor delineation Assessor 5% for last year of service with one year separation notice
Modoc	5% every 3 yrs at top of range/step	x	
Mono	Top of scale plus 5 years=2.5%, then 2.5% every 3 years	6 free appointments per year	
Monterey			Physical exam once every two years
Napa		x	\$70/month cell phone for managers; \$3,120 annual for mgmt cafeteria; \$1,000 annual for 401A mgmt
Nevada	Mgmt/Conf 2.5%		
Orange		EAP	
Placer	x		
Plumas			
Riverside		EAP	
Sacramento		EAP	
San Benito			
San Bernardino		EAP; PPO	
San Diego		EAP	Cash in lieu of retirement for Assessor and chief deputies—30 yrs = 5.25% more biweekly
San Francisco	x	x	
San Joaquin		x	Cafeteria Plan for mgmt--option of money for health & dental; employee vision only
San Luis Obispo		EAP	Career incentive for mgmt up to 5% of yearly pay for outstanding performance
San Mateo			
Santa Barbara			
Santa Clara		EAP	
Santa Cruz	3% after 25 years		
Shasta			\$100/month fitness pay
Sierra	5% after 7, 10, 15, & 20 yrs		
Siskiyou		EAP	
Solano	2.5% 10 yrs; 5% 20 yrs; 7.5% 25 yrs Mgmt 2.5% 10 yrs; 5% 15 yrs; 7.5% 20 yrs; 10% 25 yrs; 12.5% 30 yrs; 15% 35+ yrs	EAP 5 paid visits per year	
Sonoma		EAP	
Stanislaus			
Sutter	Step 6 after 5 yrs at step 5, or 10 yrs of service		
Tehama	One-time 5% step for long-time employees; no longer exists for new hires		
Trinity	No response		
Tulare		EAP	
Tuolumne	x		

## I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Ventura		EAP	
Yolo	Hired before 7/13/80= 2 steps after 5 yrs; 5+ yrs=2 ½%	x	
Yuba	1% - 1.59%		
State of California		EAP	