

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

MAY 2014

CALIFORNIA STATE BOARD OF EQUALIZATION

BETTY T. YEE, SAN FRANCISCO

SENATOR GEORGE RUNNER (RET.), LANCASTER

MICHELLE STEEL, ORANGE COUNTY

JEROME E. HORTON, LOS ANGELES

JOHN CHIANG

FIRST DISTRICT

SECOND DISTRICT

THIRD DISTRICT

FOURTH DISTRICT

STATE CONTROLLER

CYNTHIA BRIDGES, 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 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 County-Assessed Properties Division from a questionnaire sent to all county assessors. Fifty-six 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 County-Assessed Properties Division at 1-916-274-3350 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 and Special Taxes Department of the State Board of Equalization. All salaries are monthly and are in effect January 1, 2014.

The second segment of this report contains a list of elected, appointed, and civil service classifications for county assessors' 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, 2014 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.¹

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.

¹ California Constitution, article XIII, section 16.

STATE BOARD OF EQUALIZATION SALARIES

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

ADMINISTRATORS

Deputy Director – Property and Special Taxes (CEA)*	\$8,594 – 10,237
Division Chief (CEA)*	6,173 – 8,874
Business Taxes Administrator III	7,453 – 8,887
Principal Property Appraiser	6,825 – 7,751
Research Manager I (GIS)	5,079 – 6,311
Staff Services Manager I	5,079 – 6,311

SUPERVISORS

Business Taxes Administrator II	5,844 – 7,636
Senior Forest Property Appraiser	5,576 – 6,929

APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	9,344 – 11,698
Senior Specialist Property Appraiser	5,309 – 6,645
Associate Property Appraiser	4,619 – 5,784
Assistant Property Appraiser	3,841 – 4,810
Junior Property Appraiser	2,817 – 3,361

AUDITOR–APPRAISERS

Senior Specialist Property Auditor–Appraiser	5,309 – 6,977
Associate Forest Property Appraiser	4,619 – 5,784
Associate Property Auditor–Appraiser	4,619 – 6,074
Assistant Property Auditor–Appraiser	3,841 – 5,050
Tax Auditor	3,106 – 5,050

GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Analyst I – Geographic Information Systems	3,106 – 4,810
Research Analyst II – Geographic Information Systems	4,619 – 5,784

PROFESSIONAL SUPPORT

Business Taxes Specialist I	5,328 – 6,670
Business Taxes Specialist II	5,573 – 7,326
Staff Information Systems Analyst (Specialist)	5,065 – 6,660
Administrative Assistant II	4,400 – 5,508
Associate Governmental Program Analyst	4,400 – 5,508
Business Taxes Representative	3,106 – 4,810
Staff Services Analyst	2,817 – 4,579
Tax Technician I/II/III	2,280 – 3,696

STAFF SUPPORT

Secretary	2,686 – 3,363
Office Technician (Typing)	2,686 – 3,362
Office Technician (General)	2,638 – 3,305
Office Assistant (Typing)	2,143 – 2,911

**BOE CEA paid above maximum of range*

ALAMEDA

Total Reported Positions: 175.4

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,285
Chief Deputy Assessor	1	12,863
Chief, Appraisal Division	1	11,071
Chief, Assessment Services Division	1	11,071
Financial Services Officer	1	8,304
Department Personnel Officer I	1	7,791
Administrative Specialist II	1	6,427
Administrative Assistant	1	5,158
Principal Appraiser	1	9,303
Supervising Appraiser II	9	7,954
Appraiser III	20	6,391
Appraiser II	29	5,598
Principal Auditor–Appraiser	1	9,303
Supervising Auditor–Appraiser II	4	7,954
Auditor–Appraiser III	11	6,391
Auditor–Appraiser II	7	5,598
Mapping Supervisor	1	6,427
Mapping Technician III	5	4,940
Mapping Technician II	1	4,514
Information Systems Manager	1	8,944
Information Systems Analyst	1	8,128
Information Systems Specialist	2	6,427
Information Systems Technician II	1	4,965
Assessor's Representative	2	6,909
Training Officer, Assessor	1	6,944
Assessment Roll Manager	1	6,687
Assessment Supervisor II	3	5,607
Assessment Supervisor I	4	5,332
Assessor Technician II	31	4,115
Assessor Technician III	23	4,688
Assessment Services Manager	1	6,687
Secretary II	1	5,555
Payroll Records Clerk	1	3,954
Specialist Clerk I	2	3,916
Clerk II	3	3,762
Clerk Intermittent I	0.4	1,222

ALPINE

No information provided

AMADOR

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,258
Assistant Assessor	1	6,826
Appraiser II	3	4,917 – 5,837
Auditor–Appraiser II	1	5,420
Cadastral Drafting Technician II	1	4,390
Finance & Administrative Supervisor	1	4,943
Administrative Technician	1	4,746
Administrative Assistant II	2	3,060

BUTTE

Total Reported Positions: 41

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,520
Assistant County Assessor	1	6,754 – 9,051
Administrative Assistant, Senior	1	2,617 – 3,507
Assessment Clerk	7	2,202 – 2,951
Assessment Clerk, Senior	4	2,430 – 3,257
Auditor–Appraiser	2	3,111 – 4,169
Cadastral Drafting Technician	2	2,750 – 3,685
Information Systems Technician, Senior	1	3,662 – 4,907
Property Appraiser	8	3,035 – 4,067
Property Appraiser, Principal	1	3,698 – 4,956
Property Appraiser, Senior	6	3,350 – 4,490
Supervisor, Appraiser/Property Appraiser, Principal*	3	**4,247 – 5,691
Supervisor, Assessment Clerk	2	2,791 – 3,740
Supervisor, Assessment Office	1	3,318 – 4,446
Supervisor, Auditor–Appraiser	1	4,247 – 5,691

* Flexibly Staffed Position

** Supervisor/Appraiser Salary

CALAVERAS

Total Reported Positions: 13

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,618
Chief Appraiser	1	5,344 – 6,497
Chief of Assessment Services	1	5,075 – 6,172
Appraiser Analyst	1	4,006 – 4,871
Appraiser III	2	4,058 – 4,853
Appraiser I	2	3,415 – 3,987
Cadastral Specialist I	1	2,831 – 3,437
Assessment Technician IV	1	3,463 – 4,160
Assessment Technician III	1	3,205 – 3,813
Assessment Technician I	2	2,628 – 3,120

COLUSA

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,400
Chief Appraiser	1	6,256
Assessment Office Manager	1	5,135
Drafting Technician	0	24.83/hr
Auditor–Appraiser	1	3,878
Appraiser II	1	4,179
Assessment Technician	2	2,865 – 3,572
Appraiser I	1	3,697
Transfer Analyst	1	3,853
Office Assistant II	0	2,091
Extra Help	1	

CONTRA COSTA

Total Reported Positions: 122

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,218
Assistant County Assessor	2	10,031 – 11,060
Principal Appraiser	4	7,207 – 9,226
Supervising Appraiser	6	5,848 – 7,486
Associate Appraiser	21	5,152 – 6,262
Assistant Appraiser	13	4,319 – 5,250

CONTRA COSTA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Junior Appraiser	8	\$4,311 – 4,752
Senior Real Property Technical Assistant	6	3,900 – 4,741
Real Property Technical Assistant	1	3,294 – 4,207
Supervising Auditor–Appraiser	1	5,848 – 7,486
Senior Auditor–Appraiser	4	5,349 – 6,502
Auditor–Appraiser II	2	4,529 – 5,505
Auditor–Appraiser I	3	4,498 – 4,959
Network Analyst I	1	5,560 – 6,758
Information Systems Specialist III	1	4,778 – 5,808
Drafting Services Coordinator	1	4,893 – 5,948
Computer Aided Drafting Operator	6	4,102 – 4,986
Assessor's Clerical Staff Manager	1	4,944 – 6,313
Supervising Assessment Clerk	4	3,688 – 4,709
Assessor's Local Exemptions Specialist	1	3,513 – 4,486
Clerk–Specialist Level	8	3,255 – 4,157
Clerk–Senior Level	22	2,882 – 3,680
Clerk–Experienced Level	3	2,608 – 3,236
Assessor's Customer Services Coordinator	1	5,334 – 7,537
Administrative Services Assistant III	1	5,223 – 6,349

DEL NORTE

Total Reported Positions: 9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor*	1	\$6,703
Assistant Assessor	1	4,782
Assessment Analyst	1	4,899
Map Drafting/Transfer Tech	1	3,747
Office Technician III	1	2,864
Real Property Appraiser III	1	3,934
Real Property Appraiser II	1	3,237
Appraiser Aide	1	3,007
Temporary Part time Appraiser Aide	1	13.60 per hour

* +10 percent increase per term (2nd – 4th term)
 +5 percent increase per term (5th and 6th term)

EL DORADO

Total Reported Positions: 35.8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,648
Assistant County Assessor	1	6,957 – 8,457
Supervising Appraiser	1	4,905 – 5,964
Information Technology Dept. Coordinator	1	5,193 – 6,311
Branch Supervising Appraiser	1	5,151 – 6,262
Senior Appraiser	5	4,265 – 5,184
Appraiser II	5	3,837 – 4,664
Supervising Auditor–Appraiser	1	4,905 – 5,964
Auditor–Appraiser	1	3,868 – 4,664
Senior Auditor–Appraiser	1	4,266 – 5,184
Cadastral Drafter	1	3,753 – 4,560
Geographic Information System Analyst II	1	5,495 – 6,680
Property Transfer Supervisor	1	3,994 – 4,853
Property Transfer Specialist	4	3,472 – 4,219
Senior Assessment Technician	8.8	3,229 – 3,926
Administrative Technician	1	3,849 – 4,680
Supervising Assessment Technician	1	3,712 – 4,511

FRESNO

Total Reported Positions: 86

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$11,857
Assistant County Assessor – Recorder	1	8,056
Chief Auditor–Appraiser	1	7,203
Senior Auditor–Appraiser	1	6,638
Auditor–Appraiser III	5	5,094
Auditor–Appraiser II	1	4,337
Auditor–Appraiser I	2	3,246
Senior Appraiser	3	6,638
Appraiser III	20	5,117
Appraiser II	4	4,337
Appraiser I	1	3,756
Special Properties Appraiser	1	5,883
Information Technology Analyst IV	1	6,085
Information Technology Analyst III	2	4,879
Information Technology Analyst II	1	4,255

FRESNO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Cadastral Technician	1	\$5,295
Cadastral Technician III	2	4,471
Cadastral Technician II	2	4,126
Administrative Secretary – Confidential	1	3,991
Secretary III	1	3,243
Supervising Office Assistant II	4	3,757
Program Technician II	7	3,869
Program Technician I	1	3,224
Office Assistant III	17	2,912
Office Assistant II	3	2,502
Office Assistant I	2	1,975

GLENN

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	HOURLY SALARY
County Assessor – Recorder – Clerk	1	\$8,179
Assistant County Assessor – Recorder – Clerk	1	6,535
Administrative Assistant	1	4,543
Senior Appraiser	2	4,406
Appraiser	1	3,891
Office Technician II	2	3,418

HUMBOLDT

Total Reported Positions: 32

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,445
Assistant County Assessor	1	5,703 – 7,318
Chief Appraiser	1	5,318 – 6,825
Executive Secretary	1	3,279 – 4,207
Supervising Appraiser	1	4,766 – 6,116
Senior Appraiser	5	3,516 – 4,511
Appraiser II	2	3,198 – 4,103
Appraiser I	3	2,851 – 3,659
Senior Auditor–Appraiser	2	3,695 – 4,742
Auditor–Appraiser II	0	3,361 – 4,313
Auditor–Appraiser I	1	2,982 – 3,827
Appraisal Technician	3	2,455 – 3,150
Property Transfer Supervisor	1	3,533 – 4,534

HUMBOLDT (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Property Transfer Assistant	2	2,492 – 3,198
Cadastral Drafting Technician	1	2,619 – 3,361
Supervising Assessment Technician	1	3,923 – 5,035
Assessment Technician II	3	2,278 – 2,923
Assessment Technician I	3	2,011 – 2,581

IMPERIAL

Total Reported Positions: 33

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,554
Assistant County Assessor	1	5,948 – 7,599
Appraiser Supervisor	2	4,447 – 5,679
Appraiser I	0	2,825 – 3,612
Appraiser II	1	3,194 – 4,081
Appraiser III	10	3,512 – 4,483
Appraisal Technician	1	2,600 – 3,322
Assessment Systems Analyst	1	4,398 – 5,618
Assessment Technician I	1	1,792 – 2,294
Assessment Technician II	2	2,008 – 2,571
Assessment Technician III	2	2,265 – 2,894
Auditor–Appraiser I	0	3,194 – 4,081
Auditor–Appraiser II	2	3,512 – 4,483
Auditor–Appraiser Supervisor	1	4,590 – 5,861
Cadastral Mapping/GIS Supervisor	1	3,984 – 5,087
Cadastral Mapping/GIS Technician	1	3,263 – 4,171
Office Supervisor II	1	3,316 – 4,235
Senior Title Examiner	1	2,394 – 3,057
Title Examiner	2	2,098 – 2,682
Extra Help/Office Assistant I	2	1,721 – 2,200

INYO

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,587
Assistant County Assessor	1	6,074
Appraiser II	2	4,221 – 5,133
Cadastral Technician II	1	4,025 – 4,890
Administrative Analyst II	1	4,221 – 5,133

INYO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Office Technician III	1	\$3,572 – 4,346
Office Technician II	1	3,258 – 3,958

KERN

Total Reported Positions: 110

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$12,005
Confidential Assistant County Assessor	1	7,703 – 9,404
Business Manager	1	5,299 – 6,275
Administrative Coordinator	1	4,028 – 4,917
Confidential Administrative Assistant	1	4,406 – 5,379
Chief Appraiser	3	6,063 – 7,402
Supervising Appraiser	4	5,626 – 6,869
Senior Appraiser	10	5,169 – 6,310
Appraiser I/II/III	31	3,592 – 5,944
Appraisal Assistant	16	2,663 – 3,251
Supervising Auditor–Appraiser	1	5,626 – 6,869
Senior Auditor–Appraiser	2	5,169 – 6,310
Auditor–Appraiser I/II/III	9	3,592 – 5,944
Petroleum Geologist	1	7,665 – 9,358
Engineering Technician I/II/III	5	3,988 – 5,944
Local Area Network Systems Administrator	1	5,515 – 6,733
Systems Analyst I/II or Programmer I/II	2	4,089 – 6,733
Fiscal Support Supervisor	3	3,646 – 4,451
Fiscal Support Specialist	5	3,251 – 3,968
Fiscal Support Technician	11	2,730 – 3,333
Office Services Technician	1	2,446 – 2,986

KINGS

Total Reported Positions: 23.75

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$10,500 – 15,000
Assistant Assessor – Recorder – Clerk	1	\$6,883
Chief Appraiser	1	6,231
Appraiser III	2.75	5,207
Appraiser II	4	4,531
Appraiser I	1	3,902
Appraisal Aide III	3	3,295
Appraisal Aide II	1	2,865

KINGS (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraisal Aide I	3	\$2,595
Cadastral GIS Technician III	1	4,761
Executive Secretary	1	3,641
Senior Appraiser	1	5,753
Assessment Roll Manager	1	4,354
Auditor-Appraiser II	2	4,808

LAKE

Total Reported Positions: 15.6

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$7,334
Chief Deputy Assessor – Recorder (Valuation)	1	4,727 – 5,746
Supervising Appraiser	1	3,889 – 4,727
Appraiser Aid	0	2,632 – 3,200
Appraiser I/II/III	5	2,902 – 4,288
Auditor–Appraiser I/II/III	2	2,975 – 4,395
Deputy Assessor – Recorder I/II/III	4	1,871 – 2,764
Cadastral Mapping Specialist	1	3,280 – 3,987
Assessor – Recorder Assistant	0.6	2,114 – 2,570

LASSEN

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,831
Chief Appraiser	1	4,395 – 5,303
Senior Appraiser	2	3,821 – 4,606
Senior Auditor–Appraiser	1	4,003 – 4,827
Administrative Assistant	1	3,325 – 4,003
Senior Cadastral Drafter	1	3,186 – 3,831
Appraiser Technician	1	2,778 – 3,335
Cadastral Drafter	1	2,537 – 3,043
Administrative Clerk	1	2,029 – 2,425

LOS ANGELES

Total Reported Positions: 1,432

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,783
Assistant County Assessor	1	12,145 – 18,382
Account Clerk II	4	2,481 – 3,330
Accounting Technician I	2	2,702 – 3,530
Administrative Deputy II (UC)	1	9,094 – 13,765
Administrative Assistant II	5	3,853 – 5,051
Administrative Assistant III	3	4,292 – 5,630
Administrative Assistant IV, Assessor	1	4,738 – 6,214
Administrative Services Manager I	1	5,346 – 7,011
Administrative Services Manager II	2	5,799 – 7,605
Administrative Services Manager III, Assessor	1	6,137 – 8,049
Application Developer II	6	5,386 – 6,690
Appraiser	254	3,564 – 6,122
Appraiser Assistant	15	2,728 – 3,564
Appraiser Specialist I	193	5,203 – 6,823
Appraiser Specialist II	3	5,493 – 7,203
Appraiser Trainee	12	3,350
Assessor's Librarian	1	3,156 – 4,127
Assistant Property Assessment Specialist	1	4,188 – 5,493
Chief Appraiser	9	8,460 – 12,804
Chief Clerk	5	3,789 – 5,101
Chief Deputy Assessor(UC)	1	12,145 – 18,382
Computer System Operator	3	2,864 – 3,742
Data Control Clerk	3	2,257 – 3,036
Departmental Chief Information Officer I	1	9,094 – 13,765
Departmental Civil Service Representative	1	5,506 – 7,221
Departmental Finance Manager II	1	7,870 – 11,911
Departmental Information Security Officer I	1	7,046 – 9,241
Departmental Personnel Assistant	4	2,788 – 3,643
Director, Assessor's Operations (UC)	4	10,510 – 15,907
Equipment Maintenance Helper	3	2,768 – 3,428
Executive Secretary (UC)	1	5,742 – 7,531
Graphic Artist	1	3,437 – 4,499
Graphic Arts Aide	1	2,775 – 3,625
Head Clerk	34	3,218 – 4,324
Head Departmental Personnel Technician	1	5,506 – 7,221
Head Reprographics, Assessor	1	4,668 – 6,122
Head, Support Services, Assessor	5	5,165 – 6,773
Information Systems Analyst I	2	4,738 – 6,214
Information Systems Analyst II	13	5,089 – 6,674

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Information Systems Analyst Aide	4	\$3,967 – 5,203
Information Systems Supervisor I	9	6,322 – 8,291
Information Systems Supervisor II	4	7,186 – 9,425
Information Technology Aide	13	2,920 – 3,816
Information Technology Manager I	2	7,870 – 11,911
IT Technical Support Analyst I	2	4,027 – 5,281
IT Technical Support Analyst II	6	4,487 – 5,886
Intermediate Clerk	136	2,257 – 3,036
Intermediate Supervising Clerk	1	2,822 – 3,789
Intermediate Typist Clerk	3	2,315 – 3,110
Inventory Control Assistant I	1	2,561 – 3,437
Management Analyst	1	4,432 – 5,813
Management Secretary V	4	4,622 – 6,062
Network Systems Administrator II	4	5,281 – 6,925
Ownership Clerk I	43	2,350 – 3,156
Ownership Clerk II	46	2,617 – 3,513
Ownership Services Specialist	61	2,913 – 3,910
Ownership Services Supervisor I	21	3,242 – 4,356
Ownership Services Supervisor II	2	3,608 – 4,856
Payroll Clerk I	3	2,689 – 3,608
Personnel Officer, Assessor	1	7,870 – 11,911
Principal Application Developer	2	7,046 – 9,241
Principal Appraiser	42	6,183 – 8,561
Principal Appraiser, Recurrent	2	6,183 – 8,561
Principal Network Systems Administrator	1	7,098 – 9,310
Principal Property Assessment Specialist	1	6,183 – 8,561
Printer I	2	2,630 – 3,437
Printer II	1	3,330 – 3,910
Procurement Aide	1	2,682 – 3,504
Procurement Assistant I	1	2,977 – 3,891
Property Assessment Specialist	5	5,203 – 6,823
Senior Application Developer	11	5,828 – 7,643
Senior Clerk	201	2,548 – 3,420
Senior Departmental Personnel Assistant	4	3,687 – 4,832
Senior Departmental Personnel Technician	4	4,940 – 6,479
Senior Information Systems Analyst	6	6,322 – 8,291
Senior Information Technology Aide	7	3,428 – 4,487
Senior IT Technical Support Analyst	2	5,002 – 6,560
Senior Management Secretary V	3	5,152 – 6,757
Senior Network Systems Administrator	7	5,886 – 7,719
Senior Property Assessment Specialist	1	5,643 – 7,402
Senior Secretary V	11	4,147 – 5,439
Senior Survey–Mapping Technician	18	4,668 – 5,799
Senior Typist Clerk	8	2,611 – 3,504

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Special Assistant, Assessor	2	\$6,137 – 8,049
Special Assistant, Assessor (UC)	6	7,893 – 10,351
Staff Assistant I	1	3,073 – 4,017
Staff Assistant II	1	3,706 – 4,856
Staff Assistant, Assessor	2	3,043 – 3,977
Supervising Accounting Technician, Assessor	1	3,669 – 4,808
Supervising Appraiser	80	5,842 – 7,662
Supervising Cadastral Engineer II	2	6,527 – 8,109
Supervising Cadastral Engineer III	1	7,203 – 8,949
Supervising Payroll Clerk II	1	3,322 – 4,465
Supervising Survey Mapping Technician	4	5,203 – 6,463
Supply Officer I	1	4,076 – 5,346
Survey–Mapping Technician	14	4,421 – 5,493
Transcriber Typist	1	2,656 – 3,379
Warehouse Worker I	1	2,630 – 3,437
Warehouse Worker III	1	3,088 – 4,036
Warehouse Worker Aid	3	2,493 – 3,257

MADERA

Total Reported Positions: 28

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,556
Chief Appraiser*	0	6,023 – 7,322
Supervising Appraiser	2	4,533 – 5,510
Appraiser I, II, or III	9	3,011 – 4,697
Assessment Office Manager**	0	3,278 – 3,984
Assessment Clerk I or II	0	1,971 – 2,782
Assessment Technician	8	2,529 – 3,074
Office Assistant I or II	3	1,865 – 2,505
Supervising Auditor–Appraiser	1	4,934 – 5,997
Auditor–Appraiser I, II, or III	2	3,278 – 5,113
Supervising Cadastral Drafting Technician	1	3,883 – 4,720
Cadastral Drafting Technician	1	2,850 – 4,024

* The Chief Appraiser retired and works 2 days per week as extra help.

** The Supervising Cadastral Drafting Technician also serves as Acting Assessment Office Manager

MARIN

Total Reported Positions: 58

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$14,030
Assistant County Assessor – Recorder – Clerk	1	10,592
Senior Secretary	1	4,521 – 5,406
Assistant Assessor–Valuation	1	9,565 – 10,592
Chief of Administrative Services	1	7,556 – 9,143
Technology Systems Specialist II	1	5,808 – 6,953
Supervising Technology Systems Specialist	1	7,070 – 8,471
Chief of Assessment Standards	1	7,036 – 8,514
Chief of Assessment Systems	1	7,036 – 8,514
Principal Auditor–Appraiser	1	6,784 – 8,171
Senior Auditor Appraiser	1	5,442 – 6,521
Appraiser III	4	5,442 – 6,515
Appraiser I/II	16	3,996 – 5,938
Auditor Appraiser II	4	5,010 – 5,995
Principal Appraiser	3	6,784 – 8,171
Administrative Services Associate Assess	1	4,818 – 5,915
Assessment/Record Technician I/II	9	3,305 – 4,245
Assessment Recording Supervisor	3	4,730 – 5,655
Senior Assessment/Recording Technician	3	4,106 – 4,867
Dept Technology & Support Specialist	1	5,710 – 6,895
Cadastral Mapping Technician	2	4,191 – 4,979
Supervising Cadastral Mapping Technician	1	5,080 – 6,228

MARIPOSA

Total Reported Positions: 12

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$6,926
Assistant County Assessor – Recorder	1	5,641
Office Manager	1	3,823
Appraiser I	1	3,681
Appraiser II	2	4,068
Cadastral Draft Technician I	1	3,537
Assessment Recording Clerk III	1	2,904
Assessment Recording Clerk II	1	2,762
Assessment Recording Clerk I	3	2,537

MENDOCINO

Total Reported Positions: 20

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Clerk – Recorder	1	\$8,642
Chief Auditor–Appraiser	1	4,729
Senior Property Appraiser	1	4,969
Auditor–Appraiser	2	4,729
Real Property Appraiser I/II/III	7	3,527 – 4,288
Administrative Assistant	1	3,614
Mapping Coordinator	1	3,442
Property Tax Technician	1	3,363
Staff Assistant I	1	2,446
Staff Assistant II	2	2,697
Staff Assistant III	1	2,969
Assessment Information Supervisor	1	3,706

MERCED

Total Reported Positions: 28

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$10,629 – 12,938
Assistant County Assessor – Recorder – Clerk	1	8,081 – 9,826
Director of Administrative Services	1	6,982 – 8,486
Assessment Services Supervisor	1	3,994 – 4,857
Supervising Auditor–Appraiser	1	5,767 – 7,017
Supervising Appraiser	2	5,358 – 6,519
Auditor–Appraiser I/II/III (flexible staffing)	4	3,897 – 6,056
Appraiser I/II/III (flexible staffing)	5	3,448 – 5,358
Appraiser IV	2	4,857 – 5,909
Appraiser Assistant	1	3,007 – 3,656
Title Technician	1	3,711 – 4,512
Assistant Title Technician	1	3,205 – 3,897
Assessment Clerk III	2	3,189 – 3,877
Assessment Clerk I/II (flexible staffing)	3	2,494 – 3,349
Cadastral Drafting Technician I/II (Flexible Staffing)	1	2,765 – 3,897
Extra Help Appraiser III	1	25.41/hr

MODOC*Total Reported Positions: 6*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$4,835
Senior Appraiser	1	2,906 – 3,709
Auditor–Appraiser II	1	2,766 – 3,529
Administrative Assistant	1	2,632 – 3,359
Assessment Office Specialist II	2	2,021 – 2,579

MONO*Total Reported Positions: 10*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,000
Assistant Assessor	1	8,129
Appraiser III	2	6,391
Appraiser II	2	5,002
Auditor–Appraiser	1	5,649
Appraiser Aide	1	4,871
Fiscal & Technical Specialist IV	1	4,311
Fiscal & Technical Specialist I–Temporary	1	2,908

MONTEREY*Total Reported Positions: 50*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Clerk – Recorder	1	\$15,227
Assistant County Assessor – Clerk – Recorder Valuation	1	7,823 – 10,685
Account Clerk	1	2,523 – 3,446
Administrative Services Officer	1	5,195 – 7,094
Appraiser II	11	3,973 – 5,427
Appraiser III	5	4,434 – 6,056
Assessment Clerk	1	2,574 – 3,515
Auditor–Appraiser II	3	4,094 – 5,592
Auditor–Appraiser III	1	4,956 – 6,781
Auditor–Appraiser Manager	1	5,885 – 8,034
Business Technology Analyst II	1	5,178 – 7,072
Departmental Information Systems Manager I	1	6,236 – 8,512
Office Assistant II	7	2,400 – 3,278
Office Assistant III	2	2,626 – 3,586
Personnel Technician – Confidential	1	3,685 – 5,032

MONTEREY (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Property Transfer Clerk	4	\$2,732 – 3,732
Secretary – Confidential	1	3,049 – 4,164
Senior Map Drafting Technician	1	3,675 – 5,017
Senior Personnel Analyst	1	5,597 – 7,645
Senior Property Transfer Clerk	2	3,020 – 4,124
Supervising Appraiser	2	4,948 – 6,758
Supervising Office Assistant I	1	3,262 – 4,456

NAPA

Total Reported Positions: 23

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$13,981
Assistant Assessor – Recorder – Clerk – Registrar	1	8,876 – 10,688
Chief Appraiser	1	7,736 – 9,299
Supervising Auditor–Appraiser	1	6,228 – 7,471
Supervising Appraiser	1	5,900 – 7,070
Mapping and Title Supervisor	1	5,259 – 6,292
Auditor–Appraiser II	2	5,131 – 6,150
Appraiser III	3	5,590 – 6,117
Appraiser II	4	4,914 – 5,876
Appraiser Aide	1	3,645 – 4,333
Mapping and Title Technician	1	4,120 – 4,914
Title Technician	2	3,614 – 4,299
Assessment Records Assistant II	4	3,370 – 3,987

NEVADA

Total Reported Positions: 22.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,156
Assistant County Assessor	1	7,192 – 8,781
Administrative Services Associate	1	4,325 – 5,279
Chief Appraiser	1	6,131 – 7,485
Senior Accounting Assistant	1	3,142 – 3,835
Appraisal Technician I	2	3,157 – 3,854
Appraiser I	3	3,722 – 4,544
Appraiser II	2	4,113 – 5,021
Appraiser III (Temporary)	0.75	4,544 – 5,547

NEVADA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Appraiser	2	\$5,021 – 6,129
Assessment Assistant I	4.75	2,460 – 3,004
Assessment Assistant II	1	2,718 – 3,319
Auditor–Appraiser I	1	3,722 – 4,544
Mapping Technician	1	3,488 – 4,259

ORANGE

Total Reported Positions: 315

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,626
Project Manager (Administrative Manager III)	6	7,686 – 13,497
Senior Staff Analyst (Administrative Manager II)	4	6,148 – 10,927
Appraiser I	12	4,091 – 5,512
Appraiser II	54	4,566 – 6,146
Appraiser III	21	5,067 – 6,824
Assessment Technician II	65	2,895 – 3,883
Assessment Technician III	13	3,323 – 4,436
Auditor–Appraiser I	10	4,091 – 5,512
Auditor–Appraiser II	21	4,566 – 6,146
Auditor–Appraiser III	15	5,067 – 6,824
Cadastral Technician II	6	3,635 – 4,869
Chief Cadastral Technician	1	5,295 – 7,114
Executive Secretary II	1	3,862 – 5,160
Information Technologist II	9	5,295 – 7,114
Information Technology Supervisor	3	6,888 – 9,296
Information Technology Technician I	2	3,539 – 4,741
Information Technology Technician II	3	4,143 – 5,581
Managing Appraiser	2	6,308 – 8,492
Managing Assessment Technician	4	4,500 – 6,058
Managing Auditor–Appraiser	2	6,308 – 8,492
Office Assistant	8	2,636 – 3,103
Office Specialist	2	2,756 – 3,650
Office Technician	2	2,636 – 3,103
Principal Appraiser	1	5,665 – 7,613
Secretary II	6	2,921 – 3,897
Senior Appraiser	12	5,665 – 7,613
Senior Assessment Technician	9	3,735 – 4,994
Senior Auditor–Appraiser	7	5,665 – 7,613
Senior Cadastral Technician	5	4,032 – 5,432
Senior Information Technologist	1	6,217 – 8,370
Staff Assistant	2	3,252 – 4,358

ORANGE (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Store Clerk	1	\$2,553 – 3,373
Store Keeper I	1	2,865 – 3,843
Supervising Cadastral Technician	2	4,500 – 6,058
Technical Systems Specialist	1	5,736 – 7,708

306 positions were budgeted for 2014

PLACER

Total Reported Positions: 76*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,570 – 14,064
Assistant County Assessor	1	9,994 – 12,147
Assessment Manager	1	8,438 – 10,260
Chief Appraiser	3	8,438 – 10,260
Managing Appraiser	1	7,637 – 9,284
Managing Auditor–Appraiser	1	7,637 – 9,284
Information Technology Supervisor	1	7,637 – 9,284
Supervising Appraiser	4	6,892 – 8,377
Senior Appraiser	8	6,413 – 7,795
Senior Auditor–Appraiser	2	6,413 – 7,795
Senior Administrative Services Officer	1	6,261 – 7,609
Senior Technology Solutions Analyst	1	6,251 – 7,598
Assessment Supervisor	4	5,276 – 6,413
Assistant/Associate Appraiser	17	5,025 – 6,734
Assistant/Associate Auditor–Appraiser	2	5,025 – 6,734
Senior Cadastral Technician	1	4,558 – 5,540
GIS Technician I/II	1	4,134 – 5,540
Information Technology Technician I/II	2	4,231 – 5,670
Appraisal Technician	15	3,937 – 4,785
Executive Secretary	1	3,837 – 4,664
Administrative Technician	1	3,837 – 4,664
Cadastral Technician I/II	1	3,749 – 5,025
Senior Administrative Clerk	2	3,085 – 3,749
Administrative Clerk, Entry/Journey	4	2,538 – 3,401

*Placer County has 85 positions budgeted; 76 are funded

PLUMAS

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,232
Assessor's Office Manager	1	3,315 – 4,036
Chief Appraiser	1	4,030 – 4,903
Appraiser I	1	2,863 – 3,484
Appraiser II	1	3,159 – 3,844
Appraiser III	1	3,482 – 4,236
Property Tax Specialist II	1	2,476 – 3,014
Cadastral Drafting Specialist	1	3,482 – 4,236

RIVERSIDE

Total Reported Positions: 188

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Clerk – Recorder	1	\$13,810
Assistant Assessor – Clerk –Recorder	1	12,907
Principal Deputy Assessor – Clerk – Recorder	5	9,134
Assessor – Clerk – Recorder Technician I	21	3,637
Assessor – Clerk – Recorder Technician II	20	4,083
Assessor – Clerk – Recorder Technician III	2	4,547
Administrative Services Assistant	1	4,059
Appraiser II	39	5,642
Appraiser Technician	20	4,181
Auditor–Appraiser II	7	5,642
Chief Appraiser	1	10,113
GIS Analyst	2	5,604
GIS Senior Analyst	1	6,050
GIS Specialist II	6	4,838
GIS Supervisor Analyst	1	7,153
Information Technology Applications Developer III	2	7,934
Information Technology Business Systems Analyst II	1	6,510
Information Technology Business Systems Analyst III	1	8,073
Information Technology Systems Operator II	1	5,523
Information Technical Officer I	1	10,213
Office Assistant II	2	3,119
Senior Appraiser	28	6,071
Senior Auditor–Appraiser	6	6,130
Senior GIS Specialist	1	5,378
Supervising ACR Technician	2	4,672
Supervising Appraiser	13	6,728
Supervising Auditor–Appraiser	2	6,793

SACRAMENTO

Total Reported Positions: 152.7

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,611
Assistant County Assessor	1	10,165
Administrative Services Officer III	1	7,388 – 8,145
Assessment Supervisor	2	3,644 – 4,428
Assessment Technician	6	3,285 – 3,992
Associate Auditor–Appraiser	6	5,034 – 6,120
Associate Real Property Appraiser	22	5,034 – 6,120
Auditor–Appraiser I/II	1	4,286 – 5,210
Chief Appraiser	5	8,907 – 9,908
Data Entry Operator	1	2,582 – 3,139
Executive Secretary	1	3,640 – 4,425
Geographic Information Systems Analyst I	1	5,131 – 6,238
Geographic Information Systems Technician II	1	3,797 – 4,615
Information Technology Analyst II	6.5	5,429 – 6,930
Information Technology Analyst Trainee	1	3,917 – 4,999
Information Technology Technician II	1	3,426 – 4,162
Office Assistant II	5	2,459 – 2,913
Office Specialist II	16.8	2,894 – 3,517
Personnel Specialist II	1	3,369 – 4,096
Real Property Appraiser II	23	4,286 – 5,210
Senior Auditor–Appraiser	3	5,542 – 6,736
Senior GIS Technician	2	4,176 – 5,076
Senior GIS Analyst	1	6,584 – 8,004
Senior Information Systems Analyst	1	6,584 – 8,004
Senior Information Technology Technician	1	4,113 – 4,999
Senior Office Assistant	2	2,831 – 3,440
Senior Office Specialist	14.6	3,158 – 3,838
Senior Personnel Analyst	0.8	5,514 – 6,701
Senior Real Property Appraiser	15	5,542 – 6,736
Supervising Auditor–Appraiser	2	6,280 – 7,632
Supervising Real Property Appraiser	7	6,280 – 7,632

SAN BENITO

Total Reported Positions: 11.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,209 – 11,759
Assistant County Assessor	1	7,462 – 10,005
Auditor–Appraiser III	1	4,692 – 6,288
Auditor–Appraiser II	1	4,052 – 5,432

SAN BENITO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Appraiser	1	\$5,173 – 6,934
Appraiser III	2.5	4,490 – 6,019
Computer Mapping Specialist III	1	4,052 – 5,432
Property Title & Identification Technician	0.5	2,854 – 3,821
Assessment Office Manager	1	4,052 – 5,432
Assessment Clerk III	1	2,781 – 3,729
Accounting – Appraiser Technician	0.5	3,158 – 4,324

SAN BERNARDINO

Total Reported Positions: 169

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$17,509
Assistant Assessor – Recorder	1	8,979 – 11,499
Administrative Supervisor II	1	5,798 – 7,410
Appraisal Technician	13	2,789 – 3,557
Appraiser I	31	3,926 – 5,006
Appraiser II	12	4,330 – 5,521
Appraiser III	12	4,767 – 6,087
Auditor–Appraiser II	9	4,656 – 5,942
Auditor–Appraiser III	2	5,006 – 6,394
Automated Systems Analyst I	2	4,330 – 5,521
Automated Systems Technician	2	3,472 – 4,430
Business Systems Analyst II	1	5,521 – 7,053
Business Systems Analyst III	1	6,087 – 7,783
Cadastral Drafting Technician I	1	3,226 – 4,120
Cadastral Drafting Technician II	2	3,472 – 4,430
Cadastral Drafting Technician III	1	3,741 – 4,767
Cadastral Services Supervisor	1	4,541 – 5,798
Chief Appraiser	1	7,374 – 9,436
Chief of Assessment Services	1	7,374 – 9,436
Executive Secretary III	1	3,902 – 4,980
Fiscal Assistant	1	2,531 – 3,226
Office Assistant II	4	2,297 – 2,928
Office Assistant III	29	2,531 – 3,226
Office Specialist	1	2,789 – 3,557
Payroll Specialist	1	2,655 – 3,389
Principal Appraiser	3	5,630 – 7,193
Staff Analyst I	1	4,020 – 5,129
Staff Analyst II	1	4,656 – 5,942
Supervising Auditor–Appraiser	2	5,254 – 6,715
Supervising Office Assistant	2	2,928 – 3,741
Supervising Office Specialist	1	3,389 – 4,330

SAN BERNARDINO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising District Appraiser	8	\$5,254 – 6,715
Supervising Title Transfer Technician I	1	3,226 – 4,120
Supervising Title Transfer Technician II	1	3,557 – 4,541
Title Transfer Technician I	14	2,928 – 3,741
Title Transfer Technician II	3	3,146 – 4,020

SAN DIEGO

Total Reported Positions: 295

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$16,595
Assistant Assessor (UCL)	1	11,674 – 15,038
Chief Deputy Administrative Services (UCL)	1	9,511 – 13,220
Chief Deputy Assessor (UCL)	1	9,511 – 13,220
Chief Deputy Systems (UCL)	1	9,511 – 13,220
Special Assistant ARCC (UCL)	0	7,587 – 10,780
Sr. Departmental Human Resources Officer	1	5,725 – 7,673
Departmental Human Resources Officer	2	4,597 – 6,160
Administrative Services Manager I	1	5,729 – 6,963
Accounting Technician	3	3,002 – 3,689
Supervising IT Engineer	1	7,706 – 10,429
Financial Policy & Planning Officer	1	6,963 – 8,462
Departmental Payroll Specialist	1	3,106 – 3,777
Human Resources Assistant	1	2,519 – 3,877
Senior Assessment Clerk	8	2,779 – 3,415
Assessment Clerk	42	2,468 – 3,032
Supervising Assessment Clerk	4	3,259 – 4,004
Dept. Information Technology Coordinator	1	7,129 – 8,670
Dept. Technology Systems Specialist	1	6,013 – 7,308
Dept. Technology Systems Technician	1	2,603 – 5,585
Administrative Secretary III	3	3,501 – 4,255
Administrative Secretary IV	1	3,768 – 4,581
Imaging Technician II	5	2,964 – 3,642
Imaging Technician III	2	3,380 – 4,151
Cadastral Technician	7	3,600 – 4,425
GIS Analyst	1	3,961 – 5,368
Senior GIS Analyst	1	5,307 – 6,524
Senior Accountant	1	5,155 – 6,332
Division Chief II	3	8,199 – 9,967
Division Chief I	6	7,452 – 9,058
Assistant Division Chief	3	4,690 – 5,763
Cadastral Supervisor II	2	5,193 – 6,380

SAN DIEGO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Cadastral Supervisor I	1	\$4,722 – 5,801
Senior Cadastral Technician	6	4,068 – 5,001
Appraiser IV	9	5,574 – 6,848
Appraiser III	30	5,067 – 6,226
Appraiser II	55	4,491 – 5,519
Supervising Appraiser II	4	6,739 – 8,284
Supervising Appraiser I	8	6,126 – 7,528
Property Assessment Specialist III	13	3,929 – 4,831
Property Assessment Specialist II	39	3,273 – 4,021
Audit Appraiser IV	4	5,711 – 7,018
Audit Appraiser III	7	5,193 – 6,382
Audit Appraiser II	8	4,597 – 5,649
Supervising Audit–Appraiser	3	6,739 – 8,284

SAN FRANCISCO

Total Reported Positions: 163.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,606
Manager I	1	7,616
Manager II	3	8,170
Manager IV	1	9,458
Deputy Director II	2	8,816
IS Administrator I	2	4,742
IS Engineer–Journey	1	7,765
IS Project Director	1	9,258
Payroll Clerk	1	4,549
Personnel Analyst	1	5,524
Senior Personnel Analyst	1	7,006
Senior Clerk	2	3,689
Account Clerk	1	3,817
Senior Account Clerk	1	4,418
Senior Microphoto/Imaging Technician	1	4,145
Junior Administrative Analyst	1	4,376
Administrative Analyst	3	5,751
Senior Administrative Analyst	2	6,706
Principal Administrative Analyst	1	7,761
Management Assistant	2	5,290
Assessment Clerk	1	3,817
Senior Assessment Services Office Specialist	1	4,585
Assessor–Recorder Office Assistant	13	3,817
Assessor–Recorder Office Specialist	8	4,240

SAN FRANCISCO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor–Recorder Senior Office Specialist	19	\$4,815
Personal Property Auditor	9	5,709
Senior Personal Property Auditor	8	6,609
Principal Personal Property Auditor	2	7,650
Real Property Appraiser	35	5,709
Senior Real Property Appraiser	17	6,609
Principal Real Property Appraiser	10	7,650
Engineer Associate I	0.5	5,463
Engineer Associate II	1	6,325
Temporary-Miscellaneous	10	-

SAN JOAQUIN

Total Reported Positions: 82

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$13,639
Assistant Assessor – Recorder – Clerk	1	8,795 – 10,689
Principal Auditor – Appraiser	1	7,521 – 9,143
Principal Appraiser	2	7,521 – 9,143
Appraiser IV	5	5,919 – 7,198
Appraiser III	12	5,014 – 6,094
Appraiser II	5	4,396 – 5,344
Appraiser I	3	3,671 – 4,462
Auditor–Appraiser IV	1	5,919 – 7,198
Auditor–Appraiser III	7	5,014 – 6,094
Auditor–Appraiser II	2	4,396 – 5,344
Property Technician II	2	3,297 – 4,006
Property Technician I	10	3,141 – 3,815
Chief Cadastral Technician	1	4,186 – 5,089
Senior Cadastral Technician	1	3,909 – 4,754
Cadastral Technician II	4	3,513 – 4,269
Transfer Technician III	3	3,248 – 3,947
Transfer Technician II	2	3,110 – 3,779
Transfer Technician I	2	3,005 – 3,652
Office Supervisor	1	3,035 – 3,688
Senior Office Assistant	14	2,740 – 3,330
Administrative Assistant I	1	4,006 – 4,871
Office Secretary	1	3,035 – 3,688

SAN LUIS OBISPO

Total Reported Positions: 84.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,003
Assistant County Assessor	1	8,753 – 10,639
Assessment Manager	5	6,375 – 7,750
Assessment Analyst I*	4	4,703 – 5,717
Assessment Analyst II	5	5,448 – 6,621
Supervising Appraiser	3	5,869 – 7,134
Appraiser Trainee	7	3,408 – 4,141
Appraiser I	3	3,935 – 4,782
Appraiser II	5	4,555 – 5,536
Appraiser III	7	4,969 – 6,041
Auditor–Appraiser I	2	3,924 – 4,770
Auditor–Appraiser II	1	4,644 – 5,645
Auditor–Appraiser III	2	5,845 – 7,105
Cadastral Mapping Systems Supervisor	1	5,951 – 7,233
Cadastral Mapping Systems Specialist I	1	3,623 – 4,404
Cadastral Mapping Systems Specialist II	1	4,287 – 5,210
Cadastral Mapping Systems Specialist III	1	5,136 – 6,243
Assessment Technician Supervisor	2	4,222 – 5,132
Assessment Technician I**	9.5	2,590 – 3,146
Assessment Technician II	3	2,957 – 3,595
Assessment Technician III	3	3,229 – 3,926
Assessment Technician IV	2	3,645 – 4,430
Accounting Technician	1	3,323 – 4,040
Supervising Property Transfer Technician	1	3,912 – 4,756
Property Transfer Technician I	3	2,915 – 3,543
Property Transfer Technician II	6	3,198 – 3,888
Property Transfer Technician III	2	3,501 – 4,255
Secretary I	1	3,021 – 3,673

* 3 Limited Term Position

** 1.5 Limited Term Position

SAN MATEO

Total Reported Positions: 80

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor – County Clerk – Recorder	1	\$14,764
Assistant Assessor – County Clerk – Recorder (65%)	1	10,696 – 13,369
Deputy Assessor – County Clerk – Recorder	2	9,699 – 12,124
Administrative Services Manager (30%)	1	7,237 – 9,047
Chief Appraiser	1	8,380 – 10,474
Principal Appraiser	4	6,872 – 8,589
Senior Appraiser	15	5,807 – 7,258
Appraiser II	11	5,114 – 6,393
Appraiser I	10	4,625 – 5,171
Principal Auditor–Appraiser	2	6,872 – 8,589
Senior Auditor–Appraiser	4	5,807 – 7,258
Auditor–Appraiser II	6	5,114 – 6,393
Auditor–Appraiser I	0	4,625 – 5,171
Senior Drafting Technician	1	5,492 – 6,865
Drafting Technician II	1	4,901 – 6,126
Information Technology Manager	1	7,600 – 9,499
Department Systems Analyst	2	6,767 – 8,459
Assessor/Recorder Support Services Supervisor	2	4,490 – 5,613
Assessor/Recorder Technician III	7	3,781 – 4,725
Assessor/Recorder Technician II	8	3,301 – 4,126

SANTA BARBARA

Total Reported Positions: 63

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$10,032 – 16,660
Chief Deputy County Assessor	1	7,703 – 12,719
Appraiser Division Manager	2	6,449 – 11,644
Assessment Supervisor	6	6,017 – 7,346
Appraiser I/II	15	3,978 – 5,528
Auditor–Appraiser I/II	5	4,461 – 5,898
Information Systems Division Manager	1	6,449 – 11,644
Financial Systems Analyst, Senior	2	6,981 – 8,523
EDP Systems & Program Analyst I/II	1	5,523 – 7,449
EDP Systems & Program Analyst, Senior	3	6,414 – 7,830
EDP Office Automation Specialist I/II	1	6,414 – 7,830
Human Resources Manager	1	6,091 – 10,032
Fiscal Manager	1	4,299 – 8,062

SANTA BARBARA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Department Business Specialist I/II	1	\$4,660 – 6,608
Financial Office Professional I/II/III	1	2,509 – 5,308
Administrative Office Professional I/II/III	19	2,545 – 5,386
Mapping/GIS Analyst Supervisor	1	6,199 – 7,568
Business Manager	1	6,449 – 11,644

SANTA CLARA

Total Reported Positions: 259

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,322
Assistant County Assessor	1	10,844 - 13,919
Accountant Assistant	4	3,775 – 4,556
Accountant Auditor–Appraiser	3	4,285 – 5,176
Administrative Services Manager	1	8,684 – 11,121
Account Clerk I	1	3,135 – 3,775
Appraisal Aide	4	4,105 – 4,959
Appraiser II	31	5,101 – 6,175
Appraiser III	8	5,481 – 6,632
Appraisal Data Coordinator	7	3,793 – 4,578
Assessment Clerk	11	3,405 – 4,105
Assistant Chief Appraiser	1	8,359 – 10,161
Assistant Chief Auditor–Appraiser	1	8,359 – 10,161
Assistant Chief, Assessment Standard Services	1	8,359 – 10,161
Auditor–Appraiser	14	5,719 – 6,920
Cadastral Mapping Technician II	4	4,033 – 4,870
Chief Appraiser	1	8,513 – 10,902
Chief Auditor–Appraiser	1	8,513 – 10,902
Chief Assessment Standard Services	1	8,513 – 10,902
Confidential Secretary	1	5,179 – 7,855
Director, Information Systems	1	9,820 – 12,598
Executive Advisor to the Assessor	1	6,970 – 8,896
Exemptions Investigator	2	5,150 – 6,234
Exemptions Manager	1	6,328 – 7,694
Geographic Information Systems Technician I	1	4,622 – 5,586
Human Resources Assistant II	1	3,958 – 4,813
Information Systems Manager I	9	7,961 – 9,677
Information Systems Manager II	1	8,734 – 10,627
Information Systems Manager III	2	9,630 – 11,740
Information Systems Technician II	1	4,984 – 6,031
Mapping and Identification Supervisor	1	5,311 – 6,454
Office Management Coordinator	1	5,156 – 6,266
Office Specialist I	1	2,871 – 3,451

SANTA CLARA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Office Specialist II	10	\$3,076 – 3,702
Office Specialist III	8	3,373 – 4,066
Property and Title Identification Technician	6	3,601 – 4,347
Property Transfer Examiner	11	3,975 – 4,800
Property Transfer Supervisor	1	5,311 – 6,454
Senior Account Clerk	1	3,720 – 4,491
Senior Assessment Clerk	16	3,601 – 4,347
Senior Appraiser	36	5,887 – 7,122
Senior Auditor–Appraiser	22	6,515 – 7,763
Senior Cadastral Mapping Technician	1	4,431 – 5,354
Senior Management Analyst	6	6,810 – 8,280
Senior Office Specialist	2	3,702 – 4,469
Supervising Auditor–Appraiser	6	7,619 – 9,261
Supervising Clerk	1	4,841 – 5,882
Supervising Appraiser	7	7,619 – 9,261
Supervising Appraisal Data Coordinator	1	5,285 – 6,423
Supervising Assessment Clerk	3	4,841 – 5,882
Contractor (Appeals Preparation) *	1	5,200

*Contract Position

SANTA CRUZ

Total Reported Positions: 33.25

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$16,124
Chief Deputy Assessor – Valuation	1	7,079 – 9,445
Chief Deputy Assessor – Administration	1	7,079 – 9,445
Chief of Assessment Standards	1	6,143 – 8,191
Senior Appraiser	2	4,766 – 6,026
Appraiser II	8	4,342 – 5,490
Appraiser I	0	3,729 – 4,724
Chief Auditor–Appraiser	1	6,432 – 8,575
Auditor–Appraiser III	1	4,794 – 6,067
Auditor–Appraiser II	2.75	4,565 – 5,768
Auditor–Appraiser I	0	3,773 – 4,776
Appraiser–Auditor Aide	1.5	3,478 – 4,399
Senior Department Information Systems Analyst	1	5,337 – 6,748
Geographic Information System Technician II	2	3,616 – 4,577
Geographic Information System Technician I	0	3,302 – 4,176
Clerical Supervisor II	1	4,130 – 5,227
Assessment Technician	6	3,272 – 4,130

SANTA CRUZ (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Clerk	1	\$3,044 – 3,846
Clerk II	0	2,772 – 3,505
Senior Receptionist	1	3,095 – 3,918
Departmental Information Systems Analyst	1	4,561 – 5,766

SHASTA

Total Reported Positions: 42

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$9,699
Deputy Assessor – Recorder, Administration	1	5,533 – 7,062
Deputy Assessor – Recorder, Valuation	1	5,533 – 7,062
Senior Specialist Real Property Appraiser	3	4,109 – 5,244
Senior Supervising Real Property Appraiser	2	4,068 – 5,193
Real Property Appraiser III	9	3,708 – 4,733
Real Property Appraiser II	2	3,380 – 4,314
Senior Supervising Auditor–Appraiser	1	4,068 – 5,193
Auditor–Appraiser III	2	3,708 – 4,733
Auditor–Appraiser II	2	3,532 – 4,508
Program Manager – Mapping & Transfer	1	4,110 – 5,246
Program Manager – Rollover	1	4,110 – 5,246
Mapping Specialist I	1	3,051 – 3,894
Mapping Specialist II	1	3,567 – 4,553
Agency Staff Services Analyst II	1	3,267 – 4,170
Supervising Assessor Clerk	1	2,713 – 3,463
Senior Assessor Clerk	4	2,585 – 3,299
Assessor Clerk III	5	2,344 – 2,992
Assessor Clerk II	2	2,096 – 2,675
Extra-Help Clerk	1	2,096 – 2,675

SIERRA

Total Reported Positions: 4.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,017 - 9,403
Appraiser II	1	3,124 – 3,798
Appraiser I	1	2,649 – 3,219
Assessment Technician III	1	2,569 – 3,123
Assessment Technician I	0.5	2,081 – 2,530

SISKIYOU

Total Reported Positions: 16

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$7,465
Deputy Assessor – Recorder	1	4,511 – 5,483
Assistant Assessor	1	4,860 – 5,907
Principal Appraiser (Vacant)	1	4,091 – 4,973
Senior Specialist Appraiser	3	3,804 – 4,623
Senior Appraiser	1	3,622 – 4,403
Appraiser	2	3,130 – 3,804
Administrative Assessment Supervisor	1	3,205 – 3,896
Senior Assessment Technician	2	2,768 – 3,366
Assessment Technician	2	2,392 – 2,905
Senior Cadastral Mapping Technician	1	2,839 – 3,452

SOLANO

Total Reported Positions: 36

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$13,635
Assistant County Assessor – Recorder	1	9,348 – 11,362
Chief Appraiser	1	7,644 – 9,291
Supervising Real Property Appraiser	2	6,324 – 7,687
Supervising Auditor–Appraiser	1	6,324 – 7,687
Clerical Operations Manager	1	4,944 – 6,009
Senior Appraiser	4	5,480 – 6,661
Appraiser	11	4,209 – 5,853
Auditor–Appraiser	3	4,815 – 5,853
Appraiser Technician	1	3,906 – 4,747
Office Assistant III	5	3,731 – 4,581
Office Assistant II	4	3,356 – 4,120
Cadastral Mapping Technician II	1	3,906 – 4,747

The salary and benefits for the Assessor-Recorder and Assistant Assessor-Recorder are split between the Assessor and Recorder's Divisions.

SONOMA

Total Reported Positions: 73.73

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$13,987
Chief Deputy Assessor – Recorder – Clerk	1	9,390 – 11,415
Executive Secretary	1	4,187 – 5,054
Chief Appraiser	1	7,608 – 9,248
Appraiser IV	4	5,717 – 6,948
Appraiser III	7.98	4,959 – 6,029
Appraiser II	3	4,454 – 5,413
Appraiser I	7	3,854 – 4,684
Appraiser Aide	5	3,359 – 4,082
Supervising Auditor–Appraiser	1	5,941 – 7,221
Auditor–Appraiser II	5	5,080 – 6,174
Auditor–Appraiser I	1	4,350 – 5,287
Department Information Systems Specialist II	2.75	5,444 – 6,618
Department Analyst	1	5,134 – 6,242
Cadastral Mapping Supervisor	1	4,613 – 5,607
Cadastral Mapping Technician II	2	3,926 – 4,773
Cadastral Mapping Technician I	1	3,614 – 4,393
Assessment Process Manager	1	6,919 – 8,409
Assessor's Change in Ownership Supervisor	1	4,858 – 5,907
Assessment Process Supervisor	2	3,971 – 4,826
Assessment Process Specialist	9	3,605 – 4,383
Assessment Clerk	6	3,211 – 3,903
Assessment Clerk Trainee	4	2,880 – 3,501
Accounting Manager	1	7,521 – 9,140
Administrative Services Officer	1	6,063 – 7,369
Accountant II	1	4,886 – 5,938
Accountant II, Confidential	1	5,193 – 6,277
Account Clerk II	1	3,176 – 3,861

STANISLAUS

Total Reported Positions: 54

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,363
Assistant County Assessor (Manager IV)	2	6,080 – 9,120
Supervising Auditor–Appraiser	1	5,590 – 6,794
Senior Auditor–Appraiser	2	5,073 – 6,165
Auditor–Appraiser III	3	4,607 – 5,602
Auditor–Appraiser I	1	4,191 – 5,094
Supervising Appraiser	4	5,326 – 6,474

STANISLAUS (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Appraiser	6	\$4,836 – 5,881
Appraiser III	8	4,395 – 5,343
Appraiser II	4	3,983 – 4,842
Appraiser I	2	3,293 – 4,004
Appraiser Technician	2	3,016 – 3,666
Cadastral Supervisor	1	4,322 – 5,255
Cadastral Technician II	1	3,568 – 4,338
Supervising Account/Administrative Clerk I	1	3,444 – 4,186
Supervising Account/Administrative Clerk II	2	3,793 – 4,611
Account Clerk III	6	2,998 – 3,645
Account Clerk II	1	2,654 – 3,226
Administrative Clerk I	2	2,461 – 2,991
Confidential Assistant IV	1	3,588 – 5,380
Senior Software Developer/Analyst	1	6,664 – 8,101
Software Developer/Analyst III	1	5,759 – 6,999
Application Specialist II	1	4,224 – 5,134

Employees were subject to 5% salary reduction for the fiscal year. Total of 40 hours of furlough time of which 28 hours were mandatory office closures and 12 hours at employee's choice.

SUTTER

Total Reported Positions: 19

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,724
Chief Appraiser	1	7,165
Real Property Appraiser III	5	5,073 – 5,628
Assessment Office Supervisor	1	4,320
Senior Map Drafting Title Technician	1	5,926
Appraisal Aide	1	4,060
Senior Assessment Technician	1	4,835
Assessment Technician III	4	4,176 – 4,281
Assessment Technician II	2	3,541
Auditor–Appraiser III	1	5,785
Auditor–Appraiser I	1	4,684

TEHAMA

Total Reported Positions: 17

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,115
Deputy County Assessor – Administration	1	5,497 – 6,697
Chief Appraiser	1	5,034 – 6,133
Auditor–Appraiser II	1	3,743 – 4,561
Senior Appraiser	4	3,650 – 4,449
Chief Cadastral Drafting Technician	1	3,288 – 4,132
Senior Assessment Clerk	3	2,651 – 3,228
Transfer Analyst	1	2,583 – 3,148
Assessment Clerk III	2	2,401 – 2,924
Assessment Clerk II	1	2,173 – 2,651
Appraiser I	1	3,105 – 3,778

TRINITY

Total Reported Positions: 2.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,647
Deputy Assessor	.5	2,932
Assessment Technician	1	3,013

TULARE

No information provided

TUOLUMNE

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$8,824
Assistant County Assessor – Recorder	1	5,725 – 6,989
Appraiser II	3	3,307 – 4,038
Senior Auditor–Appraiser	1	4,038 – 4,929
Cadastral/GIS Technician II	1	3,084 – 3,766
Senior Assessment Technician	4	2,489 – 3,039

VENTURA

Total Reported Positions: 138

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,815
Chief Deputy Assessor	2	8,561 – 11,986
Principal Appraiser	7	5,634 – 7,888
Administrative Assistant II	1	3,624 – 5,083
Imaging Specialist	1	2,340 – 3,275
Appraiser II	36	3,831 – 5,371
Appraiser III	13	4,277 – 5,997
Assessor's Technician II	6	3,011 – 3,854
Assessor's Technician III	7	3,294 – 4,216
Auditor–Appraiser II	8	3,831 – 5,371
Auditor–Appraiser III	5	4,173 – 5,997
Cadastral Technician III	5	3,367 – 4,714
Clerical Supervisor II	3	3,045 – 4,263
Data Entry Operator III	1	2,263 – 3,164
Accounting Officer II	1	3,878 – 4,965
Management Assistant II	1	2,700 – 3,779
Management Assistant III	1	2,903 – 4,063
Management Assistant IV – Confidential	1	3,555 – 4,977
Office Assistant III	11	2,395 – 3,348
Office Assistant IV	5	2,574 – 3,599
Office Systems Coordinator II	1	3,839 – 5,399
Office Systems Coordinator III	1	4,494 – 6,303
Office Systems Coordinator IV	3	5,340 – 7,082
Supervising Assessor's Technician	2	3,712 – 4,751
Supervising Appraiser	9	4,785 – 6,699
Supervising Auditor–Appraiser	3	4,785 – 6,699
Manager Assessment Services	2	4,856 – 6,646
Supervising Data Entry Operator	1	2,469 – 3,463

YOLO

Total Reported Positions: 28

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,473
Chief Deputy County Assessor	2	7,195 – 8,747
Principal Appraiser	1	5,837 – 7,095
Supervising Assessment Technician	1	3,799 – 4,617
Senior Appraiser	3	5,124 – 6,228
Appraiser III	2	4,567 – 5,551

YOLO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraiser II	2	\$4,089 – 4,970
Appraiser I	2	3,690 – 4,486
Senior Auditor–Appraiser	1	5,124 – 6,228
Auditor–Appraiser III	1	4,567 – 5,551
Auditor–Appraiser I	1	3,690 – 4,486
Senior Assessment Technician	2	3,521 – 4,280
Assessment Office Specialist III	6	3,050 – 3,708
Assessment Office Specialist I	2	2,440 – 2,966
Senior Cadastral Drafting Technician	1	3,317 – 4,032

YUBA

Total Reported Positions: 15

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,485
Assistant Assessor	1	9,686
Auditor–Appraiser III	1	5,364
Real Property Appraiser III	4	5,177 – 5,240
Assessment Specialist	3	3,781 – 4,461
Transfer Analyst II	2	3,970 – 4,448
Cadastral Drafting Technician II	1	4,138
Assessment Assistant II	2	3,095 – 3,133

Salaries of Assessment Appeals Board Members²

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$200 per day	Members paid normal rate when attending mandatory training
Butte	\$40 half day/\$75 full day	Mileage reimbursement at IRS rate for appeals board business and training; meal reimbursement for training
Calaveras	\$65 per meeting	
Contra Costa	\$200 half day/\$300 full day/\$400 per day for consecutive day appeals	
El Dorado	\$100 per day, \$50 per 4 hour session	Mileage; \$12 lunch
Fresno	\$100 per day	
Humboldt	\$40 half day/\$75 full day	Mileage \$.56 per mile; \$13 for lunch if full day
Imperial	\$150 half day/\$200 full day	
Kern	\$125 half day/\$200 full day	Meals for full day training; mileage if more than 20 miles
Lassen	\$200 per day	
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	
Madera	\$100 per day	Mileage \$.56 per mile; \$12 for lunch
Marin	\$131.25 half day/\$262.50 full day	\$32.81 per hour for preparation of findings of fact
Mariposa	\$30 half day/\$50 full day	
Merced	\$100 per session; additional \$50 for session time over 4 hours	
Mono	\$125 per session	Mileage
Monterey	\$130 per session	Mileage; no limit on meals
Nevada	\$75 half-day/\$150 full day member \$85 half-day/\$160 full day chair	Mileage
Orange	\$100 half-day/\$200 full day	
Placer	\$100 per day	Mileage and meal reimbursement
Riverside	\$300 per day	Mileage
Sacramento	\$100 half day/\$200 full day	Parking
San Bernardino	\$150 9 am – 12 pm/\$200 after 12 pm	Mileage

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

Salaries of Assessment Appeals Board Members

COUNTY	SALARY	MISCELLANEOUS BENEFITS
San Diego	\$100 per day	Mileage
San Francisco	\$100 per session (2.5 hours)	
San Joaquin	\$100 half day/\$200 full day	
San Luis Obispo	\$150 per day	Mileage
San Mateo	\$300 per day	\$50 for an off-site meeting
Santa Barbara	\$250 per meeting; \$300 per complex case meeting	Mileage
Santa Clara	\$300 per day	Mileage; meals per diem
Santa Cruz	\$75 per meeting	Mileage, meals, and parking if travels for training
Shasta	\$40 half day/\$75 full day	
Siskiyou	\$100 per day	Mileage
Solano	\$100 for half-day, \$200 full day, \$400 for consecutive hearing days due to complex appeals	\$25 per hour document review and prepare for complex assessment appeal cases
Sonoma	\$75 half day/\$125 full day	
Stanislaus	\$75 half day/\$150 full day	Lunch during full day; mileage for training
Ventura	\$100 half day/\$200 full day	Mileage
Yolo	\$125 up to 4 hours; \$175 over 4 hours	
Yuba	\$75 per hour with 2 hour minimum & no maximum	

Salaries for Hearing Officers³

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$150 per hour	Normal rate for mandatory training
Butte	\$40 half day/\$75 full day	Mileage reimbursement at IRS rate for appeals board business and training; meal reimbursement for training
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	
Madera	\$100 per day	Mileage; \$12 lunch
Orange	\$150 full day	
Riverside	\$300 per day	Mileage
Sacramento	\$100/hour (\$50 if cancelled less than 18 days prior to hearing)	
San Bernardino	\$150 9 am – 12 pm/\$200 after 12 pm	Mileage
San Diego	\$100 per day	Mileage
San Francisco	\$100 per session (2.5 hours)	
San Joaquin	\$100 half day/\$200 full day	
Santa Clara	\$300 per day	Mileage; meals per diem
Stanislaus	\$75 half day/\$150 full day	Lunch during full day; mileage for training
Ventura	\$100 half day/\$200 full day	Mileage

³ No other counties currently have appointed hearing officers for the local equalization functions.

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Alameda	1937 Ret. Act	2% @ 57 hired before 6/30/83; 2% @ 62 hired after 7/1/83	Varies	Varies	7.65%	7.65%
Alpine	No response					
Amador	CalPERS	2% @ 55; 2% @ 60 for new hire tier	15.124%	4%	7.65%	7.65%
Butte	CalPERS	2% @ 55; 2% @ 62 for new members	11.652%	7%; New member 6.25%	7.65%	7.65%
Calaveras	CalPERS	2% @ 55; hired before 1/1/13; 2% @ 62 hired after 1/1/13	14.043%	7%	0%	0%
Colusa	CalPERS	3% @ 60; 2% @ 62 for new members	21.177%	8% 6.25% for new members	7.65%	7.65%
Contra Costa	1937 Ret. Act	2% @ 55; 2% @ 60 hired after 12/31/12	80%	20%	7.65%	7.65%
Del Norte	CalPERS	2% @ 55	1-5 yrs 96% 6+ yrs 100%	1-5 yrs 4% 6+ yrs 0%	7.65%	7.65%
El Dorado	CalPERS	2% @ 55 if hired prior to 07/2011; 2% @ 60 if hired after 07/2011	4%	3%	7.65%	7.65%
Fresno	1937 Ret. Act	2.5% @ 55	50%	50%	7.65%	7.65%
Glenn	CalPERS & LIUNA	2.5% @ 55; 2% @ 62 new hires	100%	8%	7.65%	7.65%
Humboldt	CalPERS	2.7% @ 55 before 7/5/12; 2% @ 55 after 7/6/12; 2% @ 62 after 1/1/13	23.129%	8%	7.65%	7.65%
Imperial	1937 Ret. Act	2% @ 55 ½	12.64%	Varies on age	1.45%	1.45%
Inyo	CalPERS	2% @ 55 Existing. 2% @ 62 after 1/1/13.	2% @ 55, 100%; 2% @ 62, 50%	2% @ 62, 50%	7.65%	7.65%
Kern	1937 Ret. Act	3% @ 60 if hired before 10/27/07; 1.62% @ 65 if hired after 10/27/07	83.33% hired before 8/7/04	16.67% if hired before 8/7/04; 100% after 8/7/04	7.65%	7.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Kings	CalPERS	2% @ 55 hired before 1/1/13; 2% @ 62 hired after 1/1/13	11.146%	6.25% or 7%	7.65%	7.65%
Lake	CalPERS	2% @ 55	100%	0	7.65%	7.65%
Lassen	CalPERS	2% @ 55 if hired before 06/2012; 2% @ 62 if hired after 06/2012	Varies	Varies	7.65%	7.65%
Los Angeles	LACERA	Varies	Varies - choice of 5 plans		-	-
Madera	CalPERS	2.7% @ 55 before 2013; 2% @ 62 after 2013	16.215%	8% before 2013 11% after 2013	7.65%	7.65%
Marin	1937 Ret. Act	Varies	2%	Varies	7.65%	7.65%
Mariposa	CalPERS	Misc. - 2% @ 55; Safety- 3% @ 55 hired before 1/1/13. Misc- 2% @ 62; Safety- 2.7% @ 57 hired after 1/1/13	100%	0	7.65%	7.65%
Mendocino	1937 Ret. Act.	2% @ 57	75%	25%	7.65%	7.65%
Merced	1937 Ret. Act	3% @ 60 Tier I/II 2.43% @ 65 Tier III; 2.5% @ 67 Tier IV	Tier I= 44.13%, Tier II- 41.45%, Tier III 37.79%, Tier IV 34.80%	Varies	7.65%	7.65%
Modoc	CalPERS; LIUNA	2% @ 55	CalPERS 12.308%	7%	7.65%	7.65%
Mono	CalPERS	2.7% @ 55	20.288%	8%	1.45%	1.45%
Monterey	CalPERS	2% @ 55; 2% @ 62 for new members	100%	100%	7.65%	7.65%
Napa	CalPERS	2.5% @ 55 hired before 10/29/11; 2% @ 60 after 10/29/11	94.12%	5.88%	0	1.45%
Nevada	CalPERS	2.7% @ 55 2% @ 60 after 6/30/12	27.109%	Varies	7.65%	7.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Orange	OCERS	2.7% @ 55; 1.62% @ 60 w/additional 457 plan at max. 2% contribution rate	Varies	Varies	1.45%	1.45%
Placer	CalPERS - Tier rates based on hire dates and job group (mgmt. and non-mgmt.)	2.5% @ 55 hired before 3/13/11; 2% @ 55 if hired after 3/13/11, 2% @ 62 if hired after 1/1/13	18.881%	6.25% or 7%	7.65%	7.65%
Plumas	CalPERS	2% @ 55; 2% @ 62 if hired after 1/1/13	100%	3%	7.65%	7.65%
Riverside	CalPERS	Tier 1: 3% @ 60; Tier 2: 2% @ 60; Tier 3: 2% @ 62	8.927%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.5%	7.65%	7.65%
Sacramento	1937 Ret. Act, SCERS	2% @ 55 ½	18.45%	3.46% - 5.18%	7.65%	7.65%
San Benito	CalPERS	2% @ 55	7%	0	7.65%	7.65%
San Bernardino	1937 Ret. Act	Tier 1: 2% @ 55 before 1/1/13; Tier 2: 2.5% @ 67 after 1/1/13	Tier 1: 26.06% + 7%pickup; Tier 2: 23.63%	Tier 1: 7.06% -13.51%; Tier 2: 7.75%	1.45%	1.45%
San Diego	SDCERA Act	Tier A- 3% @ 60; Tier B-2.6% @ 62; Tier C- 2.5% @ 67	Varies	Varies	7.65%	7.65%
San Francisco	SFERS	2.3% @ 62 hired before 7/1/10; 2.3% @ 65 hired after 7/1/10	25.5%	11 – 12%	7.65%	7.65%
San Joaquin	1937 Ret. Act	Tier 1-2% @ 55 ½; Tier 2: 2% @ 62	25.2%	Varies -	7.65%	7.65%
San Luis Obispo	Pension Trust	Tier I-2% @ 55; Tier II: 2% @ 60; Tier III- 2% @ 62	Assessor 13.55%; Management 9.29%; Rank/File 8.75%	Assessor 13.55% Management 19.04% Rank/File 17.73%	7.65%	7.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
San Mateo	1937 Ret. Act	2% @ 55.5; 2% @ 61.25 hired on or after 8/7/11; 2% @ 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%
Santa Barbara	1937 Ret. Act	2% @ 57 hired prior 2014; 2% @ 62 hired on or after 2014	50%; MGMT \$80/bi- weekly	Varies by age on entry and salary	7.65%	7.65%
Santa Clara	CalPERS	2.5% @ 55 before 6/24/13; 2% @ 62 after 6/24/13	SEIU & Exec Mgmt. 20.12%; CEMA 15.04%	SEIU & Exec Mgmt. 3.931%, CEMA 9.01%	7.65%	7.65%
Santa Cruz	CalPERS	2% @ 55	Varies	Varies	7.65%	7.65%
Shasta	CalPERS	2% @ 55	13.692%	7%	7.65%	7.65%
Sierra	CalPERS	2.7% @ 55	4% for existing employees; 8% for new employees	4% for existing employees; 0% for new employees	-	-
Siskiyou	CalPERS	2% @ 55 hired before 11/2/2012; 2% @ 60 hired after 11/2/2012 2% @ 62 if hired after 1/1/13	18.13%	7%	7.65%	7.65%
Solano	CalPERS	2.7% @ 55; 2% @ 60 – under Union, new hires after 6/26/2011; under County Personnel and Salary Resolution, new hires after 5/24/2012	92%	8%	7.65%	7.65%
Sonoma	1937 Ret. Act	3% @ 60	Varies	Varies	7.65%	7.65%
Stanislaus	1937 Ret. Act	2% @ 55; 2% @ 61 after 1/1/2011	Varies	Varies	7.65%	7.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Sutter	CalPERS	Tier 1- 2.7% @ 55; Tier 2- 2% @ 60; Tier 3- 2% @ 62	0	7% to 9% depending on tier	7.65%	7.65%
Tehama	CalPERS	2% @ 55; 2% @ 62	0	7%	7.65%	7.65%
Trinity	CalPERS	2.5% @ 55	92%	8%	N/A	N/A
Tulare	No response					
Tuolumne	CalPERS	2% @ 55; 2% @ 60 hired after 3/2011	100%; 7% hired after 3/2011	7% hired after 3/2011	7.65%	7.65%
Ventura	1937 Ret. Act	3% @ 55	15.66%	-	7.65%	7.65%
Yolo	CalPERS	2.5% @ 55	7% Elected	1% Elected; 8% general, supervisors, & mgmt.	7.65%	7.65%
Yuba	CalPERS	2% @ 55 classic members; 2% @ 62 for new members	14.927%	7%	1.45%	1.45%
State of California	CalPERS Tier 1; CalPERS Tier 2	2% @ 55 1.25% @ 65	95% 100%	5% (6% if no SS) 0	7.65%	7.65%

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Alameda	90%	10%	100%	0
Alpine	No response			
Amador	90%; 100% for elected official	10%	90%; 100% for elected official	10%
Butte	59% - 70%	30% - 41%	Included in medical	
Calaveras	Varies	Varies	Included in medical	Varies
Colusa	\$253.26 Classic/\$119.00 New	Varies	\$45	Varies
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	97.5%	2.5%	97.5%	2.5%
El Dorado	Varies	Varies	Included in medical	Included in medical
Fresno	\$5,430 per employee; up to \$8,040 per family	Varies by plan - \$2-\$732/bi-weekly	Included in medical	Included in medical
Glenn	90%	10%	100% employee	100% dependent
Humboldt	Varies by plan	Varies by plan	100%	0
Imperial	Up to \$10,386.22 employee per year	Varies	100% for mgmt. only	100% except for mgmt.
Inyo	80%	20%	100%	0
Kern	80%	20%	80%	20%
Kings	Mgmt. 100%; staff 68%	Staff 32%	Mgmt. 100%; staff 68%	Staff 32%

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Lake	\$800 per month	-	Included in medical	-
Lassen	Varies by bargaining unit and no. of dependents	Varies	Varies	Varies
Los Angeles	Varies by plans	Varies	Varies by plans	Varies
Madera	100% employee; 50% dependent	50% dependent	100% employee; 50% dependent	50% dependent
Marin	Varies	Varies	Varies	Varies
Mariposa	\$500 for employees who participate	Varies	\$52.50 for all employees except Board of Supervisors \$41.91	Varies
Mendocino	75%	25%	75%	25%
Merced	100% employee; 50% dependent	50% dependent	100% employee; 50% dependent	50% dependent
Modoc	\$501.59-\$1,340.13	Varies	100%	0
Mono	\$641.08 - \$1,666.81	\$0-\$50	\$47.00	0
Monterey	Varies by bargaining unit	Varies	\$36.36 - \$39.62	\$35.02 -\$86.04
Napa	Kaiser PERS-100% employee	0%	100% employee and dependents	0
Nevada	100% employee and 74% dependents (this is paid on lowest costing health plan)	26%	Included in medical	Included in medical
Orange	95%	5%	OCEA	OCEA
Placer	80%	20%	100% employee	100% dependents
Plumas	Varies by full and part time employees	Varies by full and part time	Included in medical	Varies
Riverside	Mgmt. \$823; employees \$744 - \$770.32 toward flexible benefits	Varies; employee pays any amount over county contribution	Included in medical	Varies
Sacramento	\$826.90 per month	Varies	100%	Deductible
San Benito	100% for employee; portion paid for family	Remainder on dependents	\$30 for employee	\$10/mo and dependent cost
San Bernardino	\$194.90-\$482.64 bi-weekly; varies by plan	Varies	Up to \$9.46 depending on hire date and yrs of service	Varies
San Diego	Varies by plan	Varies by plan	Included in medical	Varies
San Francisco	45-100%	0-55%	92-100%	0-8%
San Joaquin	80% for basic plans; less for premium plan	20% for basic plan, more for premium plan	100% employee	100% dependents
San Luis Obispo	Management \$975 Rank & File \$750.58	Varies	Included in medical	Included in medical
San Mateo	Varies by plan	Varies by plan	Varies by plan	Varies by plan
Santa Barbara	\$232.17 to \$263.47/pay period	Varies	\$13.03/pay period	Varies
Santa Clara	94-100% for employee, dependent varies by plan	0-6%	\$82.81 month	\$0
Santa Cruz	Varies by plan	Varies by plan	100%	Co-pay
Shasta	85%	15%	\$28.14/mo	\$15.76/mo
Sierra	\$1,020 per month	Up to \$325/month depending on plan	Included in medical	Included in medical
Siskiyou	90%	10%	90%	10%
Solano	CalPERS Cafeteria plan	Varies	Varies by 2 plans	Varies
Sonoma	\$229.98 per pay period	Varies by plan	\$49.56 per pay period	\$13/pay period
Stanislaus	80% or 95%	5% or 20%	80%	20%

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Sutter	Up to \$1,309 per month	Up to \$689 per month	Up to \$46.48 per month	Up to \$48.60 per month
Tehama	\$1,197.98	\$164.70	Included in medical	0
Trinity	100%	0%	100%	0%
Tulare	No response			
Tuolumne	\$1,000-\$1,110 cafeteria plan covers medical, dental and vision		Included in cafeteria	
Ventura	Flex allowance \$285 biweekly	-	Included in Flex Allowance	
Yolo	90% of lowest cost	Up to 10%	90%	10%
Yuba	\$1,444.55 Family	\$230.01 Family	\$104.16 Family	\$26.04 Family
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 maximum reimbursement each 24 month period for non-managers	Managers may claim reimbursement under cafeteria spending plan	
Alpine	No response		
Amador	90%; 100% for elected official	10%	\$125 Flex Plan, \$3000 Maximum Medical, \$5000 Maximum Dependent Care
Butte	Included in medical		Medical plans include one HMO & 3 PPOs under PERS health plan; dental & vision plans are included in premium; county pays a share of each employee's premium, depending on number of family members covered. Employee pays the balance of the cost
Calaveras	Included in medical	Varies	County pays \$511.76 for employee only; \$1,009.62 for employee +1; \$1,335.94 for family coverage; if employee opts for no medical insurance, is qualified for "cash in lieu" up to \$300, dental and vision at no cost
Colusa	\$11.82	0% for employees/ Varies for dependents	\$50,000.00 Life Insurance Policy Paid by County/currently \$4.70 per month. Classic: MISC. addition in lieu \$285.00 month. Classic: 125 Flex Benefit Plan \$125.00 Month/ New: Misc \$569.00 Flex Benefit Plan
Contra Costa	None		
Del Norte	0	100%	Vision plan available through union membership
El Dorado	Included in medical	Included in medical	\$6,000 optional benefit plan per fiscal year for management and confidential employees
Fresno	Included in medical	Included in medical	
Glenn	100% employee	100% dependent	
Humboldt	100%	0	
Imperial	100% for mgt only	100% except for mgt	

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Inyo	100%	0	County will reimburse 50% of annual medical deductible after the full deductible per person has been paid
Kern	80%	20%	Effective 7/7/07 employees contribute 1.62% of base salary into the Retiree Health Premium Supplement Program
Kings	Mgmt. 100%; staff 68%	Staff 32%	
Lake	Included in medical	-	\$5,000 Life and \$5,000 Accidental death benefit included with \$800 per month medical
Lassen	None	None	
Los Angeles	Varies by plans	Varies	County offers 4 different cafeteria benefit plans - Options, Choices, Flex and MegaFlex; each benefits plan offers different medical, dental and vision; the amount paid by the county and the employee depends on the coverage elected
Madera	100% employee, 50% dependent	50% dependent	
Marin	Varies	Varies	County offers fringe benefits. Amounts vary by bargaining unit and fringe group.
Mariposa	\$11.88 for all employees except Board of Supervisors \$10.70	-	AFLAC supplemental insurance policies for accident, cancer, extended care, etc are available at employee cost.
Mendocino	75%	25%	
Merced	100% employee, 50% dependent	50% dependent	
Modoc	Included with dental	-	
Mono	\$11.99-\$31.62	0	
Monterey	\$8.56	\$4.01 - \$12.57	
Napa	0%	100%	
Nevada	Included in medical	Included in medical	For 2014, county's monthly allowance paid toward an employee for medical, dental, and vision is \$703.59/mo; for ee+1 \$1,217.25; ee+2 or more \$1562.91
Orange	OCEA	OCEA	\$.30 per hour for all regular hours paid to all employees in the Representation Unit for deposit in trust fund
Placer	100% employee	100% dependents	Retiree medical is subject to vesting schedule and is at 80/20 shared costs
Plumas	Included in medical	Varies	
Riverside	Included in medical	Varies	
Sacramento	Included in medical	Varies	\$25 per paycheck, employer paid Retirement Health Saving Plan (RHSP), can be accessed at termination of employment; termination does not have to be a retirement; this benefit can be used to pay for out-of-pocket medical & dental expenses, including co-pays.
San Benito	100% employee	100% dependent	
San Bernardino	100% employee; dependents, included for exempt/elected	Varies	
San Diego	Included in medical	Varies	
San Francisco	100%	0	
San Joaquin	100% employee	100% dependents	
San Luis Obispo	Included in medical	Included in medical	Rank/File VEBA (Post Employment Health Plan) \$50/month
San Mateo	100%	0	

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Santa Barbara	0	\$76.96/year	
Santa Clara	\$9.72 month	\$0	
Santa Cruz	100%	0	
Shasta	100%	0	
Sierra	Included in medical	Included in medical	
Siskiyou	100%	0	
Solano	\$17 bi-weekly	Varies	
Sonoma	\$7.91 per pay period	0	For 2013, county added a monthly allowance toward an HRA for medical benefits: employee +2 \$138.40/pay period ; employee +1 \$46.40/pay period this benefit is for SEIU bargaining units & \$100 one time payment for SEIU members
Stanislaus	80%	20%	Reduced contributions towards health benefits: 30-34 hrs./wk=75%; 35-39 hrs./wk=90% employer contribution
Sutter	100%	0	
Tehama	Included in medical		
Trinity	100% employee only	0%	
Tulare	No response		
Tuolumne	Included in cafeteria		
Ventura	Included in Flex Allowance		
Yolo	90%	10%	Buy up option for both Dental and Vision, Medical in-lieu of \$300/mo
Yuba	\$14.49 Family	\$3.62 Family	
State of California	100%	0	Cash in lieu of insurance if otherwise provided

D. Employee Leave Benefits

County	Vacation
Alameda	0-4 yrs=2 weeks; 5-11 yrs=3 weeks; 12-20 yrs=4 weeks; 21+ yrs=5 weeks per year
Alpine	No response
Amador	1-2 yrs=11 days; 3-9 yrs=16 days; 10+ yrs=21 days
Butte	0-5 yrs= 15 days; 6-10 yrs=20 days; 11-20 yrs=25 days; 20+ yrs= 27 days per year
Calaveras	1-3 yrs=80 hrs.; 4-9 yrs=120 hrs.; 10+ yrs=160 hrs. per year
Colusa	First yr=10 days; 1-10 yrs=15 days; 11-19 yrs=20 days; 20+ yrs=25 days 1-5 years 10 days for new employees
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; Mgmt./professional additional 5 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 =88 hours; 3-12 yrs =128 hrs./ yr; 13-20 yrs=168hrs; 20 yrs=208 hrs./yr
Humboldt	1-3 yrs=12 days; 4-10 yrs=15 days; 11-15 yrs=20 days; 16-20 yrs=25 days; 21+ yrs=30 days per year
Imperial	1-15 yrs=4.62 hrs./bi-weekly, 15+ yrs= 6.15 hrs./bi-weekly
Inyo	0-3 yrs=10 days; 3-10 yrs=15 days; 1 additional day each year for 10-20 yrs, max 25 days/year
Kern	1-5 yrs=96 hrs.; 5-10 yrs=136 hrs.; 10-15 yrs=176 hrs.; 15+ yrs=216 hrs.
Kings	2-4 weeks per year, depending on length of service
Lake	0-4 yrs=80 hrs.; 5-15 yrs=120 hrs.; each year after 15 yrs 8 hrs. per year up to 160 hrs. at 20 years
Lassen	Varies
Los Angeles	1-4 yrs=80 hrs.; 4-9 yrs=120 hrs.; 9-10 yrs=128 hrs.; 10-11 yrs=136 hrs.; 11-12 yrs=144 hrs.; 12-13 yrs=152 hrs.; 13+ yrs=160
Madera	0-2 ½ yrs=8 hrs.; 2 ½-5 yrs=10 hrs.; 5 ½ -10 yrs=12 hrs.; 10+ yrs=14 hrs. per month

D. Employee Leave Benefits

County	Vacation
Marin	Varies by bargaining unit
Mariposa	Mgmt 0-3 yrs=2 weeks; 4-9 yrs=3 weeks; 10+ yrs= 4 weeks; Employees 0-2 yrs=2 weeks; 3-9 yrs=3 weeks; 10+ yrs=4 weeks
Mendocino	0-3 yrs=2 weeks; 3-8 yrs=3 weeks; 8-15 yrs=4 weeks; 15+ yrs=5 weeks
Merced	1-5 yrs=10 days; 6-10 yrs=15 days; 10+ yrs=20 days
Modoc	1-3 yrs=10 days; 4-11 yrs=15 days; 12-19 yrs=20 days; 19+ yrs=25 days; 25+ yrs=30 days per year
Mono	0-3 years= 10 days; 3-10 years=15 days, 10-15 years= 17 days, 15-20 years=19 days, 20+years= 20 days
Monterey	0-2 yrs=12 days; 3-5 yrs=15 days; 5-10 yrs=18 days; 11-18 yrs=20 days; 19-21 yrs=23 days; 22-25 yrs=24 days; 25+ yrs=25 days per year
Napa	12 – 26 days annually based on years of service; 400 hours maximum
Nevada	Varies by bargaining unit. For misc. unit 1-4 yrs=6.67 hrs.; 5-12 yrs=10 hrs.; 13+ yrs=13.33 hrs. per month
Orange	Vacation and sick leave combined into annual leave based on years of service
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; Accrual max is 400 hrs. with less than 10 yrs, 520 hrs. after 10 yrs
Plumas	1-2 yrs=10 days; 3-8 yrs=15 days; 8+ yrs=21 days
Riverside	0-3 yrs=80 hrs.; 4-9 yrs=120 hrs.; 10+ yrs=160 hrs. per year; accrual limited to 480 hrs.
Sacramento	10-25 days/year based on service years
San Benito	1-3 yrs=80 hrs.; 4-9 yrs=120 hrs.; 10-14 yrs=152 hrs.; 15+ yrs=168 hrs. per year
San Bernardino	80-160 hrs./yr based on classification and years of service
San Diego	0-5 yrs=10 days; 5-15 yrs=15 days; 15+ yrs=20 days/year
San Francisco	0-5 yrs = 10 days; 5-15yrs=15 days; 15+ yrs = 20 days
San Joaquin	0-3 yrs=10 days; 3-10 yrs=15 days; 10-20 yrs=20 days; 20+ yrs=23 days
San Luis Obispo	1-4 yrs=10 days; 4-9 yrs=15 days
San Mateo	0-5 yrs= 4 hrs.; 5-10 yrs= 4.9 hrs.; 10-15 yrs= 5.9 hrs.; 15-20yrs= 6.5 hrs.; 20-25yrs= 6.8 hrs., 25+yrs= 7.4 hrs bi-weekly
Santa Barbara	0-2 yrs=12 days; 3-4 yrs=16 days; 5-10 yrs=19 days; 11-14 yrs=22 days; 15+ yrs=25 days per year
Santa Clara	0-1 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	Mid-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	0-3 yrs= 80hrs; 4-9 yrs=120 hrs.; 10-15 yrs=136 hrs.; 16+yrs=160 hrs.
Sierra	1-5 yrs=2 weeks; 6-10 yrs=3 weeks; 11-15 yrs=4 weeks; 16+ yrs=5 weeks
Siskiyou	1-5 yrs=2 weeks; 6-10 yrs=3 weeks; 10+ yrs=4 weeks; 40 hours vacation bonus after first 5 years
Solano	0-3 yrs=3.08 hrs.; 3-10 yrs=4.62 hrs.; 10+yrs=6.16 hrs. per biweekly
Sonoma	1-2 yrs=12 days; 2-3 yrs=14 days; 3-4 yrs=15 days; 4-5 yrs=16 days; 5-10 yrs=17 days; 10-15 yrs= 21 days; 15-20 yrs= 23days; 20-25 yrs=25 days; thereafter=26 days Management: 1-10 yrs=17 days; 10-15 yrs=21 days; 15-20 yrs=23 days; 20-25 yrs=25 days; thereafter=26 days
Stanislaus	0-2 yrs = 2 weeks; 3-10 yrs = 3 weeks; 11-20 yrs= 4 weeks; 21+ yrs= 5 weeks per year.
Sutter	0-4 yrs= 11 days/yr; 5-10 yrs= 15 days/yr; 11-15 yrs= 17 days/yr; 15+ yrs= 20 days/yr
Tehama	1-4 yrs=12 days; 5-10 yrs=18 days; 11-20 yrs=21 days; 21+ yrs=22 ½ days per year.
Trinity	N/A
Tulare	No response
Tuolumne	Gen 0-3 yrs=10 days; 4-9 yrs=15 days; 10+ yrs=20 days; Mgmt./Exec personal leave 0-3 yrs=30 days, 4-9 yrs=33 days, 10+ yrs= 36 days
Ventura	121 - 191 hrs. per year
Yolo	1-2 yrs=80 hrs.; 3-10 yrs=120 hrs.; 11 yrs=128 hrs.; 12 yrs=136 hrs. etc. 20 yrs=176 hrs.; 25 yrs=184 hrs.
Yuba	8 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	12 days per year	Max vacation leave balances on every Jan 1 no more than 2 times the employee vacation accrual rate.	Mgmt. 15 days of vacation annually
Alpine	No response		
Amador	12 days per year	FMLA, 1 or more yrs service, maximum 12 work weeks per 12 month period	
Butte	12 days/year		40 hrs. vacation subject to approval
Calaveras	3.692 hrs/2 weeks		
Colusa	7.5 hrs/month		
Contra Costa	8 hrs/month	94 hrs./yr non-accruable admin leave	1/3 of yearly vacation accrual
Del Norte	12 days/year		
El Dorado	3.7 hrs. biweekly		80 hrs. mgmt.
Fresno	0-3 yrs=8 days; 3+ yrs=13 days per year	0-1.5 yrs=20 days; 1.5-3 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	0.0462 per work hour	Mgmt. – 80 hrs. admin leave	
Humboldt	12 days/year	Mgmt./Confidential classifications 10 days/year	Mgmt./Confidential classifications up to 2 weeks vacation
Imperial	3.69 hrs/biweekly	Administrative leave 60 hrs./year	July 1, 200 hrs. can buy back ½ accrued during year
Inyo	15 days/year	1 week per fiscal year	At least 1 year service with 80 hrs. sick leave and have used less than 40 hrs. can buy back 40 hrs. of sick leave per year
Kern	0-5 yrs=8 days/year 6+ yrs=12 days/year		
Kings	2 weeks per year	Management receives additional 40 hrs./year	For mgmt., 40 hrs. additional leave may be cashed out at the end of FY
Lake	8 hrs/month	Administrative leave 40 hrs./ year for mgmt.	Sick leave cash-out for hours in excess of 500 hrs. Mgmt. 60 hrs./year; employees 20 hrs./year
Lassen	15 days	Varies	
Los Angeles	80 hrs and up to 96 hours/year	MegaFlex employees are entitled to 10 days of annual leave after one year of plan participation	Employees who are not in the MegaFlex program may sell back a maximum of 48 hours of their sick leave per year
Madera	8 hrs/month	48 hours management leave (supervisors and above)	
Marin	12 days/year, unlimited accrual	Varies by bargaining unit	Sick leave 75% credited toward retirement service credit; Vacation is paid out at 100% upon retirement or termination
Mariposa	10 hrs/mo		Employees may cash out accrued vacation hours up to 40 hrs each year and upon retirement may sell back unused sick leave depends on years of service.
Mendocino	4.616 hrs/biweekly	30 hours personal leave/year; management 48 hours personal leave per year	Employees 40 hrs. vacation/yr after 8 years service; management 60 hrs. vacation/yr

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Merced	.0462 hrs/work hour	Management 96 hours/yr	Management annually and upon retirement may sell back accrued vacation time; all employees annually and upon retirement may sell back unused sick leave
Modoc	9.38 hrs/month		
Mono	8 hrs/month	80 hrs. for mgmt.	Vacation 40 hrs.
Monterey	12 days/year hired before 2/18/14; 10 days/year hired after 2/18/14	23 days and accrued up to 37 days	Mgmt. - up to 120 hours of annual leave per calendar year with up to 10 years of service or 160 hours with 10 years or more; Supervisor and employee (confidential) - up to 40 hours of annual leave per calendar year
Napa	12 days/year, unlimited accrual	40 hrs. supervisor; 80 hrs. management; 19 hours personal leave	Cash payment for up to 60 hours management leave per fiscal year; cash payment for up to 40 hours vacation per year for employees
Nevada	8 hrs./month		
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	40 hrs. for OCEA General Office Services unit, 60 hrs. for OCEA Supervisory /Management Unit
Placer	12 days/year, maximum accrual 750 hrs. for non-mgmt.		Vacation cash out offered one time per year with specific guidelines
Plumas	1 ¼ days/month		
Riverside	4 hours accrual per pay period with unlimited accrual	0-3 yrs=8.92 hrs.; 3-9 yrs=10.46 hrs.; 9+yrs=12 hrs./pay period	Mgmt. employees may receive pay up to 80 hrs. per year plus additional 80 hrs. with dept. head approval
Sacramento	15 days/year	N/A	Mgmt. 40 hrs. hours max per year
San Benito	120 hours/year	Management 80 hrs./year	
San Bernardino	3.39 hrs biweekly; Exempt/Elected 3.69 hrs. biweekly	80 hrs./yr for mgmt., supervisors, and exempt	Mgmt. can cash out 80 hrs./yr; 40 hrs./yr for supervisor; Exempt can cash out one time during course of employment
San Diego	5% of paid service	Accumulation of up to twice the annualized current vacation earning rate of the employee	Integration/buy back of sick leave is mandatory. It coordinates with County sick leave to prevent employee from collecting more than 100% pay.
San Francisco	13 days/year		Members may purchase credit for various types of services such as temporary City employee, qualifying public service. Military service, etc
San Joaquin	12 days/year		
San Luis Obispo	12 days/year		Minimum balance of 200 vacation hours may sell back 40 hours
San Mateo	3.7 hrs biweekly	N/A	N/A
Santa Barbara	12 days/year	Administrative Leave may be approved for up to 80 hrs./year for overtime exempt employees	Up to (12) consecutive months may be purchased for any absence.
Santa Clara	SEIU – 96 hrs./year; CEMA – 64 hrs./year	Exec mgmt. 36 days/year	CEMA employees may cash out up to 80 hrs. STO

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Santa Cruz	Mid-mgmt. 6 days/year	1-5 yrs=22 days; 6-10 yrs=27 days; 11-15 yrs=32 days; 16+ yrs=37 days	Annual leave and vacation have 100% payoff at separation; Sick leave has a variable payoff rate depending on length of service
Shasta	96 hrs/year	Mgmt.: 80hrs/yr admin leave	Vacation 20 hrs./year; Mgmt. 80 hrs.
Sierra	0.0462 per work hour		Employees who have 15 yrs of continuous service with the County are eligible to receive 40% of unused sick leave paid-out upon retirement or death.
Siskiyou	3.7 hours bi-weekly		
Solano	3.7 hours/bi-weekly	See vacation	Mgmt.= Unused Administrative Leave is converted to employees Retirement Health Savings Account in July of each year.
Sonoma	12 days per year, no limit on accumulation; 3.68 in-service hours accrue for each completed 80 hour pay period of service; accrual is prorated for any unpaid time in each pay period	Mgmt.= 60 hours, Elected Official= 77 hours admin leave	If an employee has 100% retirement credit then, 25% of unused sick leave is paid upon voluntary termination otherwise, 100% of unused sick leave may be converted to time in service at retirement.
Stanislaus	96.2 hrs annually	2 days/year	Vacation full cash out at retirement or resignation; sick 50% cash out at retirement up to 600 hrs., 25% if 6+ yrs of service, 0% if less than 6 yrs
Sutter	12 days per year	N/A	N/A
Tehama	8 hrs/month – unlimited accrual	Misc. employees-1 day personal leave per year; mgmt. employees- 1 day personal leave and 4 days administrative leave per year	Vacation – Misc. employees 40 hours/year; mgmt. employees 60 hours/year
Trinity	N/A	N/A	0
Tulare	No response		
Tuolumne	12 days/year	General 16 hrs., Mgmt. 80 hrs., Exec 80 hrs.	Mgmt./Exec 200 hours per year
Ventura	80 hrs per year	Management only: 248-368 hrs. per year	Represented employees 80 hrs. per year; mgmt. 160 hrs. per year with 10 yrs of service
Yolo	96 hrs/year	Mgmt- 40 hrs. Admin Leave/Year	Mgmt. 96 hrs. per year; General & Sups 40 hrs. per year
Yuba	8 hrs/month	Management receives 56 hours leave each year.	N/A
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	Managers receive 4 floating holidays and 7 management paid leave days
Alpine		No response
Amador	12	6 days personal necessity leave per year for full time permanent employees; for part time employees, accrued in ratio of hours worked; these days are charged against the employee's accrued sick leave
Butte	11	Exempt MCS employees receive 7 days of administrative leave per year in lieu of overtime

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Calaveras	13	Management time off – 40 hrs. per year; Bereavement leave 1 day
Colusa	13 + 1 floating	
Contra Costa	10	Personal holiday 2 hrs./mo; Supervising Assessment Clerks 50 hrs./year
Del Norte	13 + 3 floating	Up to 3 days administrative leave; 5 days bereavement leave, 3 floating holidays.
El Dorado	11 + 2 floating	16 hrs./year for supervisor
Fresno	11	Bereavement leave, jury duty, military
Glenn	13	Bereavement leave 40 hrs. for each instance
Humboldt	12 + 3 floating	5 days/year family sick leave; 5 days/occurrence death leave
Imperial	11	Bereavement leave 3 days; Leave of absence without pay, family care and medical leave 12 weeks; pregnancy disability leave 12 weeks; county policy and procedure for the granting of parental leave
Inyo	11	
Kern	11	Military, family care, family school activities, bereavement, disability, personal, educational leave
Kings	11	
Lake	12	Family Bereavement leave 24 hrs. for in-state and 40 hrs. for out-of-state per incident
Lassen	13	
Los Angeles	11	Appraisal leave – Employees who are assigned away from Los Angeles county for 25 consecutive days or more earn 4 hrs. for each weekend; max. 8 days/fiscal year; Bereavement 3 days; 5 days if traveled more than 500 miles per way
Madera	13	
Marin	11.5	Bereavement leave: one standard work week paid-charged against sick leave; maternity leave 6 months; paternity leave 12 weeks under FMLA; personal leave varies by bargaining unit; parental education leave 40 hours per school year, but employee must use vacation, float, personal, comp concurrently with this leave
Mariposa	11 + 1 floating	1 Personal holiday; Admin leave: 80 hrs./year available to overtime exempt management employees; 60 hours for overtime exempt employees represented by SMA; maternity leave, military leave, education leave, illness leave, and bereavement leave
Mendocino	11	60 hours family sick leave/year; Bereavement leave 24 hours
Merced	13	Bereavement-3 days; jury duty and court appearances
Modoc	14 + 15 hrs. floating	5 days bereavement leave; parental leave up to 4 weeks within first 6 months deducted from sick leave, vacation, compensation time off or unpaid leave
Mono	15 + 2	
Monterey	10 + 1 floating	Varies per unit: family illness 10 days per fiscal year; bereavement 5 days of accumulated sick leave; supervisory leave, 3 days per year; education leave, 3 days per fiscal year; management 10 days per year of professional leave
Napa	11	Accumulated sick leave can be used toward 48 hours annual family sick leave allowance; accumulated sick leave can be used toward 40 hours annual critical illness of family members allowance; 40 hours annually for bereavement leave
Nevada	11 + 2 floating	24 hours after 14 years of service
Orange	12	Performance Incentive Plan may earn 40 hours of non-cashable special leave if certain goals are reached
Placer	12 + 1 floating	Mgmt./Administrative Leave 72 hrs./year plus a 4% adjustment which can be used or cashed out.
Plumas	13 + 1 floating	
Riverside	12	Bereavement 5 days (3 paid, 2 from sick leave balances)
Sacramento	12.5	Wellness leave – 1 day every 6 months based on sick leave usage (12 hrs. or less used in six month period – mgmt. employees excluded from participation)
San Benito	10 + 3 floating	

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
San Bernardino	13 + 1 floating	Association, bereavement (2 days, 3 days if travel more than 1000 miles), military, jury duty, examination time, witness, blood donation, voting, perfect attendance, unpaid compulsory, and unpaid political leave
San Diego	11	Injury leave, bereavement, donated catastrophic, disability, FMLA, voluntary time off, pregnancy disability, miscellaneous leave
San Francisco	11 + 4 floating	
San Joaquin	12	Bereavement leave
San Luis Obispo	13	Administrative leave 4 days/year for management; voluntary time off 160 hrs./yr after 6 months of service
San Mateo	12	5 hrs. of comp time bi-weekly for management personnel
Santa Barbara	11 mgt; 12 non-mgt	Alternative Transportation Benefit 0.62 vacation hours biweekly.
Santa Clara	12	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; release time; other family leave
Santa Cruz	12.5	Mid-mgmt. 2 weeks administrative leave/year which may be taken as time off or pay
Shasta	12	Compensatory time off may be earned in place of paid overtime
Sierra	12	Catastrophic leave
Siskiyou	12 + 3 floating	Mgmt. & appraisal staff - administrative leave 40 hrs.
Solano	12	Optional holiday to be taken between December 24 th and January 1 st ; Admin leave per year depending on classification: 40-80 hrs.
Sonoma	11	Compassionate Leave: 32 hours of leave for death of an immediate family member – up to an additional 8 hours of sick leave may be granted to supplement compassionate leave; vacation purchase plan: employees with 5 years or less service may purchase an additional 40 hrs. vacation/yr.
Stanislaus	10.5	40 hrs. Bereavement; 40 hrs. management leave for Assistant Assessors
Sutter	13	Admin leave: Mgmt. =104 hrs. annually; Confidential Unit= 56 hrs. annually
Tehama	13	Mgmt. employees can convert ½ accrued sick leave hours above 500 to Deferred Comp. Plan. At retirement, both mgmt. and misc. employees less than 15 years – pay ½ of balance after deducting 176 hours, over 15 years – pay ½ of balance
Trinity	12	
Tulare	-	No response
Tuolumne	11	Bereavement leave 24 hrs. per occurrence
Ventura	9 + 1 floating	
Yolo	10.5 + 4 floating	Continuing education 40 hrs./yr; Bereavement leave 10 days (3 days county paid, 7 days from leave balances)
Yuba	11 + 2 floating	
State of California	11 + floating 16 hrs./year	1 Personal holiday; 2 professional development days; 3 bereavement days per occurrence; 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		\$650/year non - managers	
Alpine	No response						
Amador		12,000	x	457		x	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Butte		\$25,000	SDI paid by employee	Great West Life & Annuity; ICMA	Flexible spending by Creative Benefits	\$500/yr.	
Calaveras		x	x	x			
Colusa		\$50,000	SDI	Def. Comp. 7 companies available			Mgmt. incentive \$310/month
Contra Costa		\$10,000 to \$60,000	SDI LTD	County pays \$75-\$85 per month	414H2; HCSA	Limited to 50% tuition 100% books, up to \$750/year	
Del Norte		x	x	x		x	
El Dorado		\$20,000 to \$60,000	x	x		x	x
Fresno		\$8,000/ \$10,000 Life and Accidental Death	SDI	457	Flex spending plan		
Glenn		x	x				
Humboldt		x	SDI	x		Up to \$600/yr.	
Imperial		x	x	x		x	
Inyo		\$20,000	x	457		\$350/year	
Kern		\$10,000 to \$100,000	x	x	x	Job related and approved by dept. head.	
Kings		\$40,000 for mgmt.; \$50,000 for assessor; \$10,000 for staff		Assessor only			
Lake		Included with health plan		457			
Lassen		x	x	x		x	
Los Angeles	\$70/mo.	x	LTD	457 through CEMA		up to \$1,500/yr.	x
Madera		\$50,000 for assessor only		457's through ICMA		Appraisers only	
Marin		x	LTD	457(b)		up to 50%	
Mariposa		x	x	x			
Mendocino		x	x	x	x	x	
Merced		x	x	x		Work-related	5%
Modoc		\$10,000 group life (county pays \$1.66/mo. for full time employee)		Nationwide Retirement Solutions & Valic		Not to exceed \$450/yr, job-related	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Mono		\$5,000 for employees; \$50,000 for dept. heads	x	457(b)		\$700/year; education loan	Management only
Monterey		\$20,000 - \$50,000	x	x		Up to \$5,250 per plan year	
Napa	\$0-\$20	\$20,000 Employee option to purchase additional; \$50,000 for managers	Paid by employee	Mass Mutual	Child care; medical expenses	Maximum \$300 per year	
Nevada		x	x	x (no county contribution)		Approved college coursework	\$800 (Assessor only)
Orange		x	x	x	HCRA DCRA	\$3,000/yr.	
Placer		x	LTD	x		Up to \$550/yr.	
Plumas							
Riverside		Up to \$50,000	x	457		x	
Sacramento	\$65/mo.	\$15,000	SDI	457 deferred comp plan	Medical; dental; day care; elder care	\$1,200/yr.; 2.5% or 5% educational pay for certain jobs	
San Benito		\$20,000	SDI	457	AFLAC	\$750/yr.	
San Bernardino	\$8/mo. if participate more than 15 days	\$20,000 to \$50,000, plus option for employee to buy more coverage	SDI LTD	456 (b); 401K	Dependent care assistance; medical expense reimbursement	\$1,000 for Exempt and Elected only	
San Diego	\$65/mo.	x	MGMT UCL up to max \$12,000	401(a) & 457		\$2,234 for FY 2013-14	
San Francisco		\$0-\$50,000 (Varies by union)		457 (b)		x	
San Joaquin	x	x	x	x	x	x	OREA, 5% managers; 2% others
San Luis Obispo		Management	Management	x	x	\$250/yr.	
San Mateo	\$75/mo	\$20,000 to \$50,000	SDI & STD (Basic & Expanded)	x	Flexible spending accounts, child care/day care	Tuition	
Santa Barbara	\$10/mo	\$20,000 to \$50,000	SDI/LTD	457 & 401(a)			

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Santa Clara	100% VTA pass	\$25,000 to \$200,000	Employees contribute to SDI	x	Healthcare; child care	x	
Santa Cruz	x	SEIU \$20,000, mid-mgmt. \$50,000	x	Employee contributions only			
Shasta		x	x				
Sierra		\$50,000	x	x		Work-related only	x
Siskiyou		\$25,000 for appraisal staff, \$30,000 for mgmt., 2 x annual salary for Assr/Asst Assr	LTD/SDI	457	Medical & child care	Up to \$500/yr	
Solano		Staff=\$50,000; Mgmt.=1.5 % x salary	LTD for Mgmt.	401(a) for elected official and Mgmt.; voluntary plans for staff, \$5 county match per pay period		50% out of pocket compensation up to \$1,100 per year	
Sonoma	\$100/mo	x	LTD	457 & 401(a)	Health FSA & DCAP	x	
Stanislaus		Employee \$10,000; Assessor and managers \$30,000		Elected=2% of base, Managers 1.5%, Confidential 1%			
Sutter		Mgmt.= \$150,000, Law= \$50,000, All others= \$75,000	SDI	457 (b)	Flexible Health & Dependent Care Spending Act	\$1000/yr	
Tehama		\$20,000	x	\$45/mo to Mgmt. employees; \$25 to regular employees	IRS 125 Pre-Tax Deduction		
Trinity		x		x		x	
Tulare	No response						
Tuolumne		Exec \$200,000 Mgmt. \$100,000				Mgmt./E= 100% General=50% job related	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Ventura		Paid by employee;	SDI paid by employee	401K & 457 with county match 1.5% (represented) 3% (mgmt.)		\$600-\$1,100 per year	
Yolo		\$25,000 to \$50,000	SDI for general unit and Sups; county disability for mgmt. & elected	457	Flexible spending account	\$750 per yr	
Yuba		Employer plays \$2.56/yr for \$20,000 plan	SDI	x			
State of California	75% of actual cost, \$65 max	Mgmt./Sup	SDI	x	x	x	x

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Alameda			\$40 per pay period	x	Mileage	x	
Alpine	No response						
Amador				x		1 free consultation, discounted services	\$100/yr
Butte		Eligible for promotion to senior series	\$50 per bi-weekly pay period	x			Discounts available along with payroll deduction
Calaveras							
Colusa			\$50/month				
Contra Costa	\$400 - \$625	2.5% of base pay	\$100/month	Approved costs	Assessor \$600/mo		
Del Norte	x			x			
El Dorado			x	x			
Fresno			\$50/month	Actual expenses	\$6,156/yr for Assessor		
Glenn			\$0.75/hr	x			
Humboldt			x	x			Group rate
Imperial	x	Upon passing all tests	x		x	x	
Inyo			5%	x			

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Kern	Job related and approved by dept. head		\$25 to \$50 per pay period with approval	x	\$275.52/pay period for dept heads & elected	x	Available through employee union
Kings			\$25 per pay period; \$50 if certified	x			
Lake			2.5%				
Lassen				x			
Los Angeles	Up to \$80/yr	\$130/mo	\$100/mo	x	Rentals		
Madera	CAA dues for Assessor		\$20/mo	Per Diem	Mileage		
Marin			x	x	Dept. Head	x	Discounts
Mariposa				x	Mileage		
Mendocino	Assessor		\$18 - \$32.50 per pay period	x	Assessor		
Merced		5%	x	x	Dept. Head		
Modoc		Included in salary range	5%	x			
Mono	Management only		Tier I: \$125/month; Tier II: \$250/month	x			x
Monterey	\$100-\$400/yr		x	Assessor, Assistant Assessor, & mgmt.			
Napa			\$80 or \$120/mo depends on classification	x	Dept head only	EAP	Partial reimbursement based on facility use
Nevada			5%	x			
Orange	x	x	x	x	Elected official		
Placer	Up to \$125/yr		5%	x	\$550/month Assessor only	EAP	
Plumas							
Riverside			\$0.50 - \$1.00/hr	x	Mileage		
Sacramento				x	Assessor & Assistant Assessor	EAP	
San Benito	SAA dues		\$50/mo	x	\$149/mo auditors & appraisers		
San Bernardino			\$50-\$55 per pay period	x	Assessor and exempt employees in group A and B		Elected & Exempt only

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
San Diego		\$50 bi-weekly	\$20 - \$40 biweekly	x			
San Francisco		x	\$40 biweekly	x	\$40-\$100 varies by position		
San Joaquin			x	x			
San Luis Obispo			\$60 - \$100/month	Per Diem	Assessor only \$5,400 per year		Management only
San Mateo			Tier I \$50 bi-weekly & Tier II \$65 bi-weekly		Dept. Head (Elected Official)	EAP	
Santa Barbara			\$57.69; Mgt \$25.38 biweekly	x	Dept. Head \$205; Assistant Dept. Head \$182/bi-weekly	EAP	
Santa Clara		2%	\$160/mo	x	Assessor-\$400/month		10% discount
Santa Cruz			\$1/hr	x			
Shasta							
Sierra	x	x		x			x
Siskiyou			5%	x			
Solano			\$65 per pay period	x			
Sonoma	x		\$0.90/hr	x	Assessor-\$320 biweekly	EAP	x
Stanislaus			\$0.69/hr	Mileage on county business	Assessor		
Sutter							
Tehama		Promotion to Sr. Appraiser			Mileage		
Trinity				x			x
Tulare	No response						
Tuolumne							80% - mgmt.
Ventura			\$0.65 - \$0.90/hr				
Yolo			\$0.55/hr basic; \$0.70 advanced	x			
Yuba			\$125/mp				
State of California	x		x	x		Group	

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda		x	
Alpine	No response		
Amador	10, 15 & 20 years of service	x	
Butte		8 visits/fiscal year Managed Health Network	
Calaveras	x	x	
Colusa	2.5% every 2 yrs capped @ 25%	6 hours counseling per year	
Contra Costa	10yrs @ 25% 15yrs+ additional 2.5% Elected 10 yrs @ 5% 15 yrs+ additional 2.5%		
Del Norte	x	x	
El Dorado	x	x	
Fresno		x	
Glenn	General 3% @ 12 yrs 6% @ 20 yrs; mid manager 5% @ 12yrs 6% @ 20yrs		
Humboldt	5% @ 10 yrs; additional 5% step at 20 yrs	x	
Imperial		x	
Inyo	2% @ 10yrs; additional 2% every 5 yrs and up to 25 yrs	EAP	
Kern	General employees 10 yrs@2% 15 yrs@4% 20 yrs@6% 25 yrs@8% 30 yrs@10% Mgmt. 30 yrs@2%	EAP	
Kings			
Lake	After 5 th merit step 2.5% every 5 years		
Lassen	Varies		
Los Angeles		EAP	Laundry/dry cleaning \$20/wk for appraisers working outside county for 14+ days
Madera	10-15 yrs@5 % 15-20 yrs@2 ½ % 20+ yrs@2 ½ %	Insight Employee Service	
Marin		EAP	
Mariposa	x		
Mendocino	Management Only	x	Wellness Benefit: \$150 - \$300 off employees share of insurance premiums
Merced	\$750 annually for employees with 10 yrs service	EAP	Cell phone allowance for department head and monthly expense allowance to dept. head and assistant

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Modoc	5% every 3 yrs at top of range/step	6 free hours per calendar year for full time employees	
Mono		EAP	
Monterey		EAP	
Napa		Five sessions per incident	\$70/month cell phone for managers
Nevada	Mgmt./Assessor 2.5 % after 10 years	EAP	
Orange		EAP	
Placer	5% of base pay after 5 yrs continuous service in same classification	Short term EAP	Tahoe subsistence pay of \$675/mo and Tahoe Rural Health \$2,000 per year; cafeteria plan for management \$2,100/yr.
Plumas	x		
Riverside		EAP	Management benefit - \$50 per pay period to 401 (a) plan; reduced tuition incentive through cohort program
Sacramento		EAP	
San Benito	2.5% @ 20 yrs, 5% @ 25 yrs, 7.5% @ 30 yrs		
San Bernardino		Per medical plan	Retirement Medical Trust Fund for eligible employees; Portable Communication Allowance for Elected & Exempt employees in group A & B
San Diego		EAP	County Vehicle provided for Assessor/Recorder/County Clerk effective September 2013
San Francisco	x		
San Joaquin		x	
San Luis Obispo		EAP 3 visits	
San Mateo		EAP	Voluntary Time Off (VTO) Program Catastrophic Leave Program
Santa Barbara		EAP	
Santa Clara		EAP	Cell phones for executive management, SEIU \$300 Continuing education and Licensure Certification for Auditor/Appraisers. CEMA & Exec Mgmt. - \$1500 professional development.
Santa Cruz	3% after 25 years	EAP	
Shasta	Supervisor and above (min. 20 yrs service)		
Sierra	5% at 5, 10, 15, and 20 years of continuous service	x	
Siskiyou	2.5% increase after 2 yrs @step 5; Asst. Assr 2.5% after 2 yrs at each Step 5 and 6	EAP	Deferred comp \$200/mo for Assessor, \$125/mo for Asst. Assessor, \$30/mo for appraisal staff; Alternate work schedules 4/10 and 9/80; Assessor and Asst. Assessor receive a \$300 wellness benefit annually.
Solano	Non-mgmt.: 10 yrs@2.5% 20 yrs@5% 25 yrs@7.5% Mgmt.: 10 yrs@2.5% 15 yrs@5% 20 yrs@7.5% 25 yrs@10% 30 yrs@12.5% 35+ yrs@15%	EAP 5 paid visits per year	
Sonoma		EAP	

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Stanislaus			CPA designation 5%
Sutter	5% @ 10yrs; +2.5% @ 15yrs; +2.5% @ 20yrs	EAP 3 free sessions per 6 months	
Tehama	Employee hired prior to 1991 - 5% raise	EAP	\$100/month assessor stipend
Trinity		x	
Tulare	No response		
Tuolumne	x	EAP	
Ventura		EAP	
Yolo	Gen & Mgmt. 2.5% after 10 years; sups 2.5% after 10 years, 2.5% after 15 years	EAP 6 visits/year	Deferred Comp Match- Gen- 1 yr = \$100, 10 yrs= \$150, 20 yrs= \$250; Mgmt. & Elected = \$500/yr
Yuba	30-step system; 8 step system for employees hired after 7/1/13	EAP	
State of California		EAP	