California Assessors' Offices and Assessment Appeals Boards' Salary and Benefits Survey

July 2011

California State Board of Equalization

Betty T. Yee, San Francisco	First District
Senator George Runner (Ret.), Lancaster	Second District
Michelle Steel, Rolling Hills Estates	Third District
Jerome E. Horton, Los Angeles	Fourth District
John Chiang	State Controller

Kristine Cazadd, Interim Executive Director

Table of Contents

	PAGE
INTRODUCTION ……	ii
SALARIES	
State Board of Equalization ……...	1
County Assessors' Offices ……..	2
Assessment Appeals Board Members ……	38
Hearing Officers ……	40
BENEFITS	
Retirement ..……	41
Health ..……...	44
Leave …….	47
Miscellaneous ……	53

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 916-274-3366 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, 2011.

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, 2011 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 4)*	$ 9,018 – 9,939
Division Chief (CEA 2)*	7,815 – 8,616
Principal Property Appraiser	6,825 – 7,525
SUPERVISORS	
Supervising Property Appraiser	5,615 – 6,774
APPRAISERS	
Senior Petroleum and Mining Appraisal Engineer	8,487 – 10,315
Senior Forest Property Appraiser	5,576 – 6,727
Senior Specialist Property Appraiser	5,309 – 6,451
Associate Property Appraiser	4,619 – 5,616
Assistant Property Appraiser	3,841 – 4,670
AUDITOR–APPRAISERS	
Senior Specialist Property Auditor–Appraiser	5,309 – 6,774
Associate Property Auditor–Appraiser	4,619 – 5,897
Assistant Property Auditor–Appraiser	3,841 – 4,903
GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS	
Research Analyst II – Geographic Information Systems	4,619 – 5,616
Research Analyst I – Geographic Information Systems	3,106 – 4,670
Senior Delineator	3,738 – 4,544
Delineator	3,119 – 3,789
Drafting Services Aide	2,274 – 3,339
PROFESSIONAL SUPPORT	
Business Taxes Specialist II	5,573 – 7,113
Staff Information Systems Analyst (Specialist)	5,065 – 6,466
Administrative Assistant II	4,400 – 5,348
Associate Governmental Program Analyst	4,400 – 5,348
Business Taxes Representative	3,106 – 4,670
Staff Services Analyst	2,817 – 4,446
Tax Technician I/II/III	2,280 – 3,588
STAFF SUPPORT	
Secretary	2,686 – 3,265
Office Technician (Typing)	2,686 – 3,264
Office Assistant (Typing)	2,143 – 2,826

** Career Executive Appointment*

ALAMEDA

Total Reported Positions: 175.40

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$15,966
Chief Deputy County Assessor	1	12,610
Chief, Appraisal Division	1	10,854
Chief, Assessment Services Division	1	10,854
Financial Services Officer	1	8,141
Department Personnel Officer I	1	7,639
Administrative Specialist II	1	6,301
Administrative Assistant	1	5,058
Principal Appraiser	1	9,121
Supervising Appraiser II	9	7,798
Appraiser III	20	6,266
Appraiser II	29	5,488
Principal Auditor–Appraiser	1	9,121
Supervising Auditor–Appraiser II	4	7,798
Auditor–Appraiser III	11	6,266
Auditor–Appraiser II	7	5,488
Mapping Supervisor	1	6,301
Mapping Technician III	5	4,843
Mapping Technician II	1	4,427
Information Systems Manager	1	8,769
Information Systems Analyst	1	7,968
Information Systems Specialist	2	6,301
Information Systems Technician II	1	4,867
Assessor's Representative	2	6,774
Training Officer, Assessor	1	6,807
Assessment Roll Manager	1	6,555
Assessment Supervisor II	3	5,498
Assessment Supervisor I	4	5,228
Assessor Technician II	31	4,033
Assessor Technician III	23	4,596
Assessment Services Manager	1	6,555
Secretary II	1	5,446
Payroll Records Clerk	1	3,876
Specialist Clerk I	2	3,840
Clerk II	3	3,689
Clerk Intermittent I	0.4	18.73/hr

ALPINE

No information provided

AMADOR

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$8,258
Assistant Assessor	1	6,657
Administrative Supervisor	1	4,362
Auditor–Appraiser I	1	4,680
Cadastral Mapping Technician II	1	4,179
Appraiser II	3	5,160 – 5,557
Appraiser I	1	4,280
Administrative Technician	1	3,797
Administrative Assistant II*	1	3,020

**Total 2 positions but 1 position not in budget*

BUTTE

Total Reported Positions: 38

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	6	2,202 – 2,951
Assessment Clerk, Senior	3	2,430 – 3,257
Auditor–Appraiser	1	3,111 – 4,169
Auditor–Appraiser, Senior	1	3,434 – 4,602
Cadastral Drafting Technician	1	2,750 – 3,685
Cadastral Drafting Technician, Senior	1	2,961 – 3,968
Information Systems Technician, Senior	1	3,520 – 4,717
Property Appraiser	6	3,035 – 4,067
Property Appraiser, Principal	2	3,698 – 4,956
Property Appraiser, Senior	5	3,350 – 4,490
Supervisor, Appraiser	3	4,082 – 5,470
Supervisor, Assessment Clerk	3	2,683 – 3,595
Supervisor, Assessment Office	1	3,189 – 4,273
Supervisor, Auditor–Appraiser	1	4,082 – 5,470

CALAVERAS

Total Reported Positions: 12

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$8,005
Chief Appraiser	1	4,963 – 6,034
Chief of Assessment Services	1	4,713 – 5,730
Appraiser III	1	3,768 – 4,578
Appraiser II	2	3,435 – 4,179
Auditor–Appraiser III	1	3,865 – 4,699
Assessment Cadastral Analyst	1	4,157 – 5,054
Assessment Technician IV	2	3,215 – 3,907
Assessment Technician III	1	2,976 – 3,617
Assessment Technician II	1	2,575 – 3,125

COLUSA

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$6,417
Chief Appraiser	1	4,860
Assessment Office Manager	1	4,099
Drafting Technician/Appraiser	1	4,243
Auditor–Appraiser	1	3,195
Appraiser II	1	3,441
Assessment Technician	2	2,735 – 2,872
Appraiser Aide	1	2,735
Transfer Analyst	1	3,167
Office Assistant II	1	1,896

CONTRA COSTA

Total Reported Positions: 122

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$12,218
Assistant County Assessor	2	10,113 – 11,149
Principal Appraiser	3	7,411 – 9,487
Supervising Appraiser	7	6,014 – 7,698
Associate Appraiser	20	5,297 – 6,439
Assistant Appraiser	20	4,441 – 5,398

CONTRA COSTA *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Junior Appraiser	1	$4,432 – 4,887
Senior Real Property Technical Assistant	7	4,011 – 4,875
Supervising Auditor–Appraiser	2	6,014 – 7,698
Senior Auditor–Appraiser	4	5,500 – 6,686
Auditor–Appraiser II	5	4,657 – 5,661
Network Analyst I	1	5,717 – 6,949
Information Systems Specialist III	1	4,913 – 5,972
Drafting Services Coordinator	1	5,031 – 6,116
Computer Aided Drafting Operator	6	4,218 – 5,127
Assessor's Clerical Staff Manager	1	4,984 – 6,365
Supervising Assessment Clerk	4	3,792 – 4,843
Assessor's Local Exemptions Specialist	1	3,612 – 4,613
Clerk – Specialist Level	8	3,347 – 4,274
Clerk – Senior Level	22	2,963 – 3,784
Clerk – Experienced Level	3	2,682 – 3,327
Assessor's Customer Services Coordinator	1	5,485 – 7,750
Administrative Services Assistant III	1	5,371 – 6,529

The county has implemented the "Agreed Upon Temporary Absences" (ATA) program which requires appraisal and clerical employees to take 48 hours and management employees to take 96 hours of mandatory unpaid time off for FY 2010-11.

DEL NORTE

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	*$6,093 – 8,940
Chief, Administration Division	1	3,315 – 4,897
Auditor–Appraiser II	1	3,157 – 4,645
Real Property Appraiser I	1	2,536 – 3,747
Real Property Appraiser III	2	3,082 – 4,555
Map Drafting/Transfer Technician II	1	2,663 – 3,934
Office Technician III	1	2,244 – 3,316

* +10 percent increase per term (2nd – 4th)
+5 percent increase per term (5th and 6th)
Assessor is in 2nd term = $6,702

EL DORADO

Total Reported Positions: 38

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$10,648
Assistant County Assessor	1	6,958 – 8,457
Assessment Office Manager	1	4,366 – 5,307
Information Tech. Dept. Coordinator	1	4,945 – 6,011
Branch Supervising Appraiser	1	4,905 – 5,964
Assessment Standards Supervisor	1	4,671 – 5,680
Supervising Appraiser	1	4,671 – 5,680
Senior Appraiser	9	4,063 – 4,938
Appraiser II	0.8	3,656 – 4,443
Appraiser Aide	2	2,962 – 3,600
Supervising Auditor–Appraiser	1	4,671 – 5,680
Auditor–Appraiser	1	3,656 – 4,443
Senior Auditor–Appraiser	1	4,063 – 4,938
Cadastral Drafter	1	3,574 – 4,344
Geographic Information System Analyst II	1	5,233 – 6,361
Property Transfer Supervisor	1	3,803 – 4,623
Property Transfer Specialist	4	3,307 – 4,018
Senior Assessment Technician	8.4	3,075 – 3,738
Executive Secretary	0.8	2,801 – 3,406

FRESNO

Total Reported Positions: 99

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	$10,989
Assistant County Assessor – Recorder	1	8,064
Chief Appraiser	1	7,221
Chief Auditor–Appraiser	1	7,210
Supervising Auditor–Appraiser	1	7,168
Senior Auditor–Appraiser	1	6,861
Auditor–Appraiser III	6	5,117
Auditor–Appraiser II	1	4,217
Supervising Appraiser	1	6,875
Senior Appraiser	5	7,061
Appraiser III	21	5,090
Appraiser II	7	3,863
Staff Analyst	1	5,502
Information Technology Analyst IV	1	6,187
Information Technology Analyst II	2	3,788

FRESNO *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Systems and Procedures Analyst III	1	$5,308
Supervising Cadastral Technician	1	5,651
Cadastral Technician III	2	4,751
Cadastral Technician II	3	4,585
Administrative Secretary – Confidential	1	4,057
Secretary III	1	3,455
Chief Office Assistant	2	4,265
Supervising Office Assistant II	4	4,178
Program Technician II	9	4,074
Office Assistant III	23	3,047
Office Assistant II	1	2,779

GLENN

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	$37.30 – 45.35/hr
Assistant County Assessor – Recorder – Clerk	1	29.81 – 36.24
Administrative Assistant	1	20.71 – 25.18
Senior Appraiser	3	20.11 – 24.45
Office Technician II	2	15.59 – 18.95

HUMBOLDT

Total Reported Positions: 32

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$9,260
Assistant County Assessor	1	5,876 – 7,174
Chief Appraiser	1	5,480 – 6,690
Executive Secretary	1	3,378 – 4,124
Supervising Appraiser	1	4,911 – 5,995
Senior Appraiser	6	3,622 – 4,422
Appraiser II	2	3,295 – 4,022
Appraiser I	2	2,938 – 3,586
Senior Auditor–Appraiser	2	3,808 – 4,648
Auditor–Appraiser II	0	3,463 – 4,228
Auditor–Appraiser I	1	3,073 – 3,751
Appraisal Technician	3	2,530 – 3,088
Property Transfer Supervisor	1	3,641 – 4,444
Cadastral Drafting Technician	1	2,699 – 3,295
Property Transfer Assistant	2	2,568 – 3,135

HUMBOLDT *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Assessment Technician	1	$4,043 – 4,935
Assessment Technician II	3	2,347 – 2,865
Assessment Technician I	3	2,072 – 2,530

IMPERIAL

Total Reported Positions: 31

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$8,345
Assistant County Supervisor	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

INYO

Total Reported Positions: 9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$7,654
Assistant County Assessor	1	6,074
Appraiser III	0	3,757 – 4,574
Appraiser II	1	3,426 – 4,166
Appraiser Aide	1	2,910 – 3,537
Cadastral Technician III	1	3,345 – 4,062
Fiscal Supervisor	1	3,852 – 4,676
Assessment Clerk III	1	3,345 – 4,062

INYO *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Clerk II	1	$3,194 – 3,880
Assessment Clerk III (60%)*	1	2,174 – 2,640
Assessment Clerk I	0	2,910 – 3,537

**Includes 5% bonus for second language skills*

KERN

Total Reported Positions: 103

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	$11,650
Confidential Assistant County Assessor	1	7,281 – 8,888
Business Manager	1	5,009 – 6,116
Administrative Coordinator	1	3,962 – 4,837
Confidential Administrative Assistant	1	4,165 – 5,084
Chief Appraiser	3	5,731 – 6,996
Supervising Appraiser	4	5,534 – 6,756
Senior Appraiser	3	5,084 – 6,207
Appraiser I/II/III	31	3,533 – 5,846
Appraisal Assistant	10	2,619 – 3,197
Supervising Auditor–Appraiser	1	5,534 – 6,756
Senior Auditor–Appraiser	2	5,084 – 6,207
Auditor–Appraiser I/II/III	9	3,533 – 5,846
Petroleum Geologist	1	7,539 – 9,204
Engineering/Drafting Technician I/II/III	4	3,923 – 5,846
Local Area Network Systems Administrator	1	5,425 – 6,623
Systems Analyst I or II/Programmer I or II	2	4,022 – 6,623
Information Systems Specialist I/II/III/Senior	1	4,022 – 6,300
Fiscal Support Supervisor	3	3,586 – 4,378
Fiscal Support Specialist	5	3,197 – 3,903
Fiscal Support Technician	17	2,685 – 3,278
Office Services Technician	1	2,406 – 2,937

KINGS

Total Reported Positions: 25.55

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	$9,064
Auditor–Appraiser II	1	4,160
Auditor–Appraiser I	1	3,981
Appraiser III	2.75	5,004

KINGS *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraiser II	3	$4,354
Appraiser I	3	3,588
Appraisal Aide III	3.8	3,167
Appraisal Aide II	1	2,522
Appraisal Aide I	2	2,322
Cadastral GIS Tech I	1	3,757
Management Analyst III	1	5,987
Executive Secretary	1	3,498
Senior Appraiser	1	5,528
Chief Appraiser	1	5,987
Supervising Appraisal Aide	1	3,676
Support Services Specialist	1	3,676

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/Appraiser I/II/III	5	2,632 – 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: 9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$7,340
Chief Appraiser	1	4,107 – 7,956
Senior Appraiser	2	3,571 – 4,304
Senior Auditor–Appraiser	1	3,741 – 4,511
Administrative Assistant	1	3,108 – 3,741
Senior Cadastral Drafter	1	3,048 – 3,666
Appraiser Technician	1	2,658 – 3,192
Assessment Technician	0.5	2,428 – 2,912
Assessment Clerk	0.5	1,941 – 2,321

LOS ANGELES

Total Reported Positions: 1,467

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$15,612
Assistant County Assessor	1	11,907– 18,022
Account Clerk II	4	2,481 – 3,330
Accounting Technician I	2	2,702 – 3,530
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	5,242 – 6,874
Administrative Services Manager II	2	5,685 – 7,457
Administrative Services Manager III, Assessor	1	6,018 – 7,893
Application Developer II	6	5,386 – 6,690
Appraiser	254	3,495 – 6,003
Appraiser Assistant	15	2,675 – 3,495
Appraiser Specialist I	187	5,101 – 6,690
Appraiser Specialist I*	6	29.32/hr
Appraiser Specialist II	3	5,386 – 7,063
Appraiser Trainee	12	3,284
Assessor's Librarian	1	2,927 – 3,826
Assistant Property Assessment Specialist	1	4,106 – 5,386
Chief Appraiser	9	8,294 – 11,480
Chief Clerk	5	3,789 – 5,101
Chief Deputy Assessor	1	11,907 – 18,022
Computer System Operator	3	2,864 – 3,742
Data Control Clerk	3	2,257 – 3,036
Departmental Chief Information Officer I	1	8,916 – 12,341
Departmental Civil Services Rep.	1	5,399 – 7,081
Departmental Finance Manager II	1	7,715 – 10,679
Departmental Information Security Officer	1	6,908 – 9,061
Departmental Personnel Assistant	4	2,788 – 3,643
Departmental Personnel Technician	1	4,345 – 5,700
Director, Assessor's Operations	4	10,304 – 12,949
Equipment Maintenance Helper	3	2,715 – 3,362
Executive Secretary	1	5,630 – 7,384
Graphic Artist	1	3,437 – 4,499
Graphic Arts Aid	1	2,775 – 3,625
Head Clerk	34	3,218 – 4,324
Head Departmental Personnel Technician	1	5,399 – 7,081
Head Reprographics, Assessor	1	4,577 – 6,003
Head, Support Services, Assessor	5	5,064 – 6,641
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 Aid	4	$3,967 – 5,203
Information Systems Supervisor I	10	6,198 – 8,129
Information Systems Supervisor II	6	7,046 – 9,241
Information Technology Aide	13	2,920 – 3,816
IT Technical Support Analyst I	2	4,027 – 5,281
IT Technical Support Analyst II	6	4,487 – 5,886
Intermediate Clerk	168	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 Secretary V	4	4,532 – 5,944
Network System Administrator II	4	5,281 – 6,925
Ownership Clerk I	43	2,350 – 3,156
Ownership Clerk II	56	2,617 – 3,513
Ownership Services Specialist	51	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	7,715 – 10,679
Principal Application Developer	1	6,908 – 9,061
Principal Appraiser	42	6,062 – 8,394
Principal Appraiser, Recurrent	2	6,062 – 8,394
Principal Property Assessment Specialist	1	6,062 – 8,394
Printer I	2	2,630 – 3,437
Printer II	1	3,330 – 3,910
Procurement Aid	1	2,682 – 3,504
Procurement Assistant I	1	2,977 – 3,891
Property Assessment Specialist	5	5,101 – 6,690
Senior Application Developer	12	5,828 – 7,643
Senior Clerk	201	2,548 – 3,420
Senior Clerk *	2	14.64/hr
Senior Departmental Pers. Asst.	4	3,617 – 4,738
Senior Departmental Pers. Tech.	4	4,844 – 6,353
Senior Information Systems Analyst	6	6,198 – 8,129
Senior Information Technology Aide	7	3,428 – 4,487
Senior IT Technical Support Analyst	2	5,002 – 6,560
Senior Management Secretary V	3	5,051 – 6,625
Senior Network Systems Administrator	7	5,886 – 7,719
Senior Prop. Assessment Specialist	1	5,533 – 7,257
Senior Secretary V	11	4,066 – 5,333
Senior Survey – Mapping Technician	18	4,577 – 5,685
Senior Typist Clerk	8	2,611 – 3,504
Special Assistant, Assessor	2	6,018 – 7,893
Special Assistant, Assessor (UC)	6	7,739 – 10,149

LOS ANGELES *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Staff Assistant I	1	$3,073 – 4,017
Staff Assistant II	1	3,706 – 4,856
Staff Assistant, Assessor	2	2,984 – 3,901
Supervising Accounting Technician, Assessor	1	3,669 – 4,808
Supervising Appraiser	80	5,728 – 7,513
Supervising Appraiser*	2	32.92/hr
Supervising Cadastral Engineer II	2	6,400 – 7,951
Supervising Cadastral Engineer III	1	7,063 – 8,775
Supervising Payroll Clerk II	1	3,322 – 4,465
Supervising Survey - Mapping Tech.	4	5,101 – 6,337
Supply Officer I	1	4,076 – 5,346
Survey – Mapping Technician	14	4,335 – 5,386
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

* *Retiree positions. Hourly rate based on first step.*

MADERA

Total Reported Positions: 30

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$9,656
Chief Appraiser	1	7,892
Supervising Appraiser	3	5,650 – 5,939
Appraiser I, II, or III	8	4,251 – 5,062
Assessment Office Manager	1	3,198
Assessment Clerk I or II	1	2,403
Assessment Technician	6	2,655 – 3,231
Office Assistant I or II	4	2,061 – 2,386
Supervising Auditor–Appraiser	1	5,851
Auditor–Appraiser	2	5,113
Supervising Cadastral Drafting Technician	1	4,610
Cadastral Drafting Technician	1	4,024

Staff was furloughed 2 days per month, equivalent to a 9.23% pay cut

MARIN

Total Reported Positions: 57

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	$14,030
Assistant County Assessor – Valuation	1	9,565 – 10,592
Admin Services Associate	1	4,818 – 5,915
Appraiser III	4	5,442 – 6,515
Appraiser II	15	4,968 – 5,938
Appraiser I	1	3,996 – 4,750
Assessment Recording Supervisor	3	4,730 – 5,655
Assessment Recording Tech II	9	3,578 – 4,245
Auditor–Appraiser II	4	5,010 – 5,995
Cadastral Mapping Technician	2	4,191 – 4,979
Chief of Administrative Services	1	7,556 – 9,143
Chief of Assessment Standards	1	7,036 – 8,514
Chief of Assessment Systems	1	7,036 – 8,514
Department Technology & Support Specialist	1	5,710 – 6,895
Principal Appraiser	3	6,784 – 8,171
Principal Auditor–Appraiser	1	6,784 – 8,171
Senior Assessment Recording Technician	3	4,106 – 4,867
Senior Auditor–Appraiser	1	5,442 – 6,521
Senior Secretary	1	4,521 – 5,406
Supervising Cadastral Mapping Technician	1	5,080 – 6,230
Supervising Technology Systems Specialist	1	7,070 – 8,471
Technology Systems Specialist II	1	5,808 – 6,953

MARIPOSA

Total Reported Positions: 12

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	$6,926
Assistant County Assessor/Recorder	1	5,530
Office Manager	1	3,748
Appraiser I	1	3,437
Appraiser II	2	3,988
Property Mapper	1	3,302
Assessment Recording Clerk III	1	2,847
Assessment Recording Clerk II	1	2,456
Assessment Recording Clerk I	3	2,047

MENDOCINO

Total Reported Positions: 18

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Clerk – Recorder	1	$8,642
Senior Auditor–Appraiser	1	4,541 – 5,521
Chief Property Appraiser	1	4,321 – 5,252
Auditor–Appraiser	2	4,321 – 5,252
Real Property Appraiser I/II/III	7	3,224 – 4,765
Assessment Information Supervisor	1	3,387 – 4,118
Administrative Assistant	1	3,304 – 4,014
Mapping Coordinator	1	3,144 – 3,822
Property Tax Technician	1	3,073 – 3,737
Staff Assistant II	1	2,465 – 2,995
Staff Assistant I	1	2,236 – 2,720

MERCED

Total Reported Positions: 32

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	$12,938
Assistant County Assessor – Recorder	1	8,081 – 9,826
Chief Auditor–Appraiser	1	6,360 – 7,734
Chief Appraiser	1	6,360 – 7,734
Chief of Mapping and Title Services	1	4,512 – 5,491
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	3,896 – 6,056
Appraiser I/II/III (flexible staffing)	7	3,449 – 5,358
Appraiser Assistant	1	3,007 – 3,656
Title Technician	1	3,711 – 4,512
Assistant Title Technician	1	3,205 – 3,897
Drafting Technician I/II (flexible staffing)	1	2,765 – 3,897
Assessment Clerk I/II (flexible staffing)	5	2,354 – 3,158
Assessment Clerk III	2	3,007 – 3,656
Extra Help Appraiser III	1	25.41/hr

MODOC

Total Reported Positions: 6

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$5,075
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

***** *Put on 51% time for 3 months*

MONO

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$9,564
Appraisal Operations Manager	1	8,129
Appraiser III	4	6,391
Appraiser II	1	5,002
Auditor–Appraiser	1	5,649
Appraiser Aide	1	4,871
Administrative Services Specialist	1	5,513
Fiscal & Technical Specialist III	1	4,628

MONTEREY

Total Reported Positions: 55

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Clerk – Recorder	1	$15,227
Assistant County Assessor – Clerk – Recorder – Valuation	1	7,557 – 10,324
Account Clerk	2	2,437 – 3,329
Accounting Technician	2	3,082 – 4,209
Administrative Services Officer	1	5,019 – 6,854
Appraiser II	12	3,839 – 5,243
Appraiser III	5	4,284 – 5,851
Assessment Clerk	1	2,487 – 3,396
Auditor–Appraiser II	5	3,956 – 5,403
Auditor–Appraiser III	1	4,797 – 6,552
Auditor–Appraiser Manager	1	5,687 – 7,763
Business Technology Analyst II	1	5,003 – 6,833

MONTEREY *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Departmental Information Systems Manager I	1	$6,025 – 8,224
Office Assistant II	6	2,319 – 3,167
Personnel Technician – Confidential	1	3,560 – 4,862
Principal Office Assistant	1	2,789 – 3,809
Property Transfer Clerk	4	2,640 – 3,606
Secretary – Confidential	1	2,707 – 3,697
Senior Account Clerk	1	2,733 – 3,734
Senior Assessment Clerk	1	2,693 – 3,678
Senior Map Drafting Technician	1	3,551 – 4,847
Senior Personnel Analyst	1	5,408 – 7,387
Senior Property Transfer Clerk	1	2,918 – 3,985
Supervising Appraiser	2	4,781 – 6,530
Supervising Office Assistant I	1	3,152 – 4,305

NAPA

Total Reported Positions: 23

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	$13,371
Assistant Assessor – Recorder – Clerk	1	8,489 – 10,222
Chief Appraiser	1	7,398 – 8,894
Supervising Auditor–Appraiser	1	5,959 – 7,142
Supervising Appraiser	1	5,642 – 6,761
Mapping and Title Supervisor	1	5,028 – 6,017
Assessment Records Supervisor	0	3,960 – 4,719
Auditor–Appraiser II	2	4,908 – 5,881
Appraiser III	2	5,117 – 6,128
Appraiser II	5	4,699 – 5,619
Appraiser Aide	1	3,487 – 4,145
Mapping and Title Technician	1	3,940 – 4,699
Title Technician	2	3,456 – 4,110
Assessment Records Assistant II	4	3,223 – 3,814

NEVADA

Total Reported Positions: 24.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$10,255
Assistant County Assessor	1	6,712 – 8,194
Administrative Services Associate	1	4,036 – 4,927
Chief Appraiser	1	5,722 – 6,985
Accounting Assistant Senior	1	3,021 – 3,688
Appraiser Technician II	3	3,354 – 4,095
Appraiser I	1	3,579 – 4,369
Appraiser II	3	3,954 – 4,827
Appraiser III	0.75	4,369 – 5,334
Appraiser Senior	2	4,827 – 5,893
Assessment Assistant I	2.75	2,366 – 2,888
Assessment Assistant II	4	2,614 – 3,191
Assessment Assistant Senior	1	2,888 – 3,526
Auditor–Appraiser II	1	3,954 – 4,827
Mapping Technician Senior	1	3,706 – 4,524

ORANGE

Total Reported Positions: 337

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$14,425
Senior Staff Analyst (Administrative Mgr II)	4	6,148 – 10,660
Project Manager (Administrative Mgr III)	6	7,686 – 13,168
Appraiser I	15	4,091 – 5,512
Appraiser II	54	4,566 – 6,146
Appraiser III	22	5,067 – 6,824
Assessment Tech II	76	2,895 – 3,883
Assessment Tech III	13	3,323 – 4,436
Auditor–Appraiser I	13	4,091 – 5,512
Auditor–Appraiser II	22	4,566 – 6,146
Auditor–Appraiser III	15	5,067 – 6,824
Buyer I	1	3,274 – 4,373
Cadastral Technician II	7	3,635 – 4,869
Chief Cadastral Technician	1	5,295 – 7,114
Data Base & Security	1	6,725 – 9,076
Data Entry Specialist	5	2,829 – 3,650
Data Entry Supervisor III	1	3,371 – 4,503
Executive Secretary II	1	3,862 – 5,160
Information Systems Supervisor	1	6,888 – 9,296
Information Systems Technician	1	4,143 – 5,581

ORANGE *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
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	10	2,636 – 3,103
Office Specialist	2	2,756 – 3,650
Office Technician	2	2,636 – 3,103
Principal Appraiser	0	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 Systems/Programmer	2	6,217 – 8,370
Staff Assistant	2	3,252 – 4,358
Store Clerk	1	2,553 – 3,373
Supervising Cadastral Technician	2	4,500 – 6,058
Systems Programmer/Analyst II	8	5,295 – 7,114
Technical Systems Specialist	1	5,736 – 7,708

PLACER

Total Reported Positions: 85

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$11,343 – 13,789
Assistant County Assessor	1	9,799 – 11,910
Assessment Manager	2	8,273 – 10,059
Chief Appraiser	1	8,273 – 10,059
Managing Appraiser	4	7,488 – 9,102
Managing Auditor–Appraiser	1	7,488 – 9,102
Information Technology Supervisor	1	7,488 – 9,102
Supervising Appraiser	1	6,756 – 8,213
Senior Appraiser	8	6,287 – 7,642
Senior Auditor–Appraiser	2	6,287 – 7,642
Administrative Services Officer, Senior	1	6,138 – 7,460
Technology Solutions Analyst, Senior	2	6,128 – 7,449
Assessment Supervisor	4	5,172 – 6,287
Assistant/Associate Appraiser	14	4,926 – 6,602
Assistant/Associate Auditor–Appraiser	2	4,926 – 6,602
Cadastral Technician, Senior	1	4,468 – 5,431
GIS Technician II	1	4,468 – 5,431
Information Technology Technician I/II	1	4,148 – 5,042
Appraisal Technician	17	3,860 – 4,692

PLACER *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Executive Secretary	1	$3,762 – 4,573
Administrative Technician	1	3,762 – 4,573
Cadastral Technician I/II	3	3,676 – 4,468
Administrative Clerk, Senior	5	3,024 – 3,676
Accounting Clerk, Entry/Journey	1	2,807 – 3,762
Administrative Clerk, Entry/Journey	9	2,488 – 3,334

PLUMAS

No information provided

RIVERSIDE

Total Reported Positions: 242

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Clerk – Recorder	1	$13,811
Assistant Assessor – Clerk – Recorder	1	11,682
Chief Deputy Assessor – Clerk – Recorder	1	9,755
Accounting Assistant II	1	3,006
Assessor – Clerk – Recorder Technician I	25	3,380
Assessor – Clerk – Recorder Technician II	21	3,794
Assessor – Clerk – Recorder Technician III	6	4,225
Administrative Services Analyst II	1	5,111
Appraiser I	2	4,573
Appraiser II	30	5,385
Appraiser Technician	22	3,886
Appraiser Trainee	8	3,933
Auditor–Appraiser II	9	5,385
Data Entry Operator II	3	3,121
GIS Analyst	2	5,349
GIS Senior Analyst	2	5,775
GIS Specialist II	8	4,496
GIS Supervisor Analyst	1	6,828
I. T. Applications Developer III	4	7,573
I. T. Business Systems Analyst II	1	6,214
I. T. Business Systems Analyst III	1	7,706
I. T. Network Administrator III	1	7,759
I. T. Supervising Systems Operator	1	6,712
I. T. Supervising User Technical Support	2	6,486
I. T. Systems Operator II	1	5,132
Information Technical Officer I	1	9,009
Information Technical Officer II	1	10,286

RIVERSIDE *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Office Assistant II	15	$2,898
Principal Deputy Assessor – Clerk – Recorder	4	8,268
Secretary II	1	4,225
Senior Accounting Assistant	1	4,001
Senior Appraiser	34	5,795
Senior Auditor–Appraiser	5	5,852
Senior GIS Specialist	3	4,998
Supervising Assessor – Clerk – Recorder Tech	3	4,460
Supervising Appraiser	15	6,422
Supervising Auditor–Appraiser	2	6,485
Supervising Office Assistant I	2	3,404

SACRAMENTO

Total Reported Positions: 159.1

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	7	5,034 – 6,120
Associate Real Property Appraiser	18	5,034 – 6,120
Auditor–Appraiser II	4	4,286 – 5,210
Chief Appraiser	4	8,907 – 9,908
Chief Technical & Assessment Services	1	6,859 – 7,562
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	4.5	5,700 – 6,930
Information Technology Analyst Trainee	1	4,113 – 4,999
Information Technology Technician II	1	3,426 – 4,162
Office Assistant II	5	2,459 – 2,913
Office Specialist II	18	2,894 – 3,517
Personnel Specialist II	1	3,369 – 4,096
Principal Information Technology Analyst	1	7,987 – 8,804
Real Property Appraiser II	29.8	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	2	6,584 – 8,004

SACRAMENTO *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Information Technology Technician	1	$4,113 – 4,999
Senior Office Assistant	2	2,831 – 3,440
Senior Office Specialist	15	3,158 – 3,838
Senior Personnel Analyst	0.8	5,514 – 6,701
Senior Real Property Appraiser	14	5,542 – 6,736
Supervising Auditor–Appraiser	2	6,280 – 7,632
Supervising Real Property Appraiser	6	6,280 – 7,632

SAN BENITO

Total Reported Positions: 15.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$9,209 – 11,759
Assistant County Assessor	1	7,390 – 9,909
Auditor–Appraiser II	1	4,012 – 5,379
Auditor–Appraiser I	1	3,466 – 4,645
Supervising Appraiser	1	5,123 – 6,867
Appraiser III	1.5	4,446 – 5,960
Appraiser II	3	3,840 – 5,148
Computer Mapping Specialist III	1	4,012 – 5,379
Computer Mapping Specialist II	1	3,466 – 4,645
Assessment Office Manager	1	4,012 – 5,379
Assessment Clerk III	2	2,754 – 3,693
Assessment Clerk I	1	2,267 – 3,038

SAN BERNARDINO

Total Reported Positions: 178

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	$16,374
Administrative Supervisor II	1	5,630 – 7,193
Appraiser Technician	16	2,707 – 3,453
Appraiser I	33	3,812 – 4,860
Appraiser II	12	4,203 – 5,359
Appraiser III	8	4,628 – 5,911
Auditor–Appraiser II	10	4,521 – 5,769
Auditor–Appraiser III	2	4,860 – 6,209
Automated Systems Analyst I	2	4,203 – 5,359
Automated Systems Technician	1	3,371 – 4,302
Business Systems Analyst II	1	5,359 – 6,847

SAN BERNARDINO *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Cadastral Drafting Technician I	4	$3,132 – 4,001
Cadastral Drafting Technician II	2	3,371 – 4,302
Cadastral Drafting Technician III	1	3,631 – 4,628
Cadastral Services Supervisor	1	4,410 – 5,630
Chief Appraiser	1	7,374 – 9,436
Chief of Assessment Services	1	7,374 – 9,436
Executive Secretary III	1	3,902 – 4,980
Office Assistant II	8	2,229 – 2,843
Office Assistant III	29	2,456 – 3,132
Supervising Office Assistant	2	2,843 – 3,631
Office Specialist	1	2,707 – 3,453
Supervising Office Specialist	1	3,290 – 4,203
Payroll Specialist	1	2,577 – 3,290
Principal Appraiser	4	5,630 – 7,193
Fiscal Assistant	1	2,456 – 3,132
Staff Analyst I	1	3,902 – 4,980
Supervising Auditor–Appraiser	2	5,101 – 6,519
Supervising District Appraiser	8	5,101 – 6,519
Supervising Title Transfer Technician I	2	3,132 – 4,001
Supervising Title Transfer Technician II	1	3,453 – 4,410
Title Transfer Technician I	15	2,843 – 3,631
Title Transfer Technician II	3	3,054 – 3,902
Contract PIMS Business Analyst	1	5,911 – 7,556

SAN DIEGO

Total Reported Positions: 284

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	$16,595
Assistant County Assessor – Recorder – Clerk	0	11,509 – 14,827
Chief Deputy Administrative Services	1	9,377 – 13,033
Chief Deputy Assessor	1	9,377 – 13,033
Special Assistant, ARCC	1	7,413 – 10,533
Senior Departmental Personnel Officer	1	5,659 – 7,585
Human Resources Specialist	1	3,229 – 4,734
Departmental Payroll Specialist	1	3,068 – 3,730
Departmental Payroll Technician	1	2,652 – 3,222
Financial Policy & Planning Officer	1	6,881 – 8,365
Administrative Services Manager I	1	5,659 – 6,878
Accounting Technician	3	2,990 – 3,635
Administrative Secretary IV	1	3,725 – 4,526
Administrative Secretary III	1	3,458 – 4,203

SAN DIEGO *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Division Chief II	3	$8,100 – 9,845
Division Chief I	5	7,361 – 8,947
Supervising Appraiser II	3	6,713 – 8,161
Supervising Appraiser I	8	6,101 – 7,417
Supervising Audit–Appraiser	3	6,713 – 8,161
Appraiser IV	9	5,552 – 6,748
Appraiser III	28	5,046 – 6,134
Appraiser II	50	4,474 – 5,437
Audit–Appraiser IV	4	5,689 – 6,914
Audit–Appraiser III	11	5,172 – 6,289
Audit–Appraiser II	7	4,578 – 5,566
Assistant Division Chief	3	4,671 – 5,678
Supervising Assessment Clerk	7	3,247 – 3,945
Senior Assessment Clerk	10	2,768 – 3,364
Assessment Clerk	46	2,458 – 2,987
Cadastral Technician	6	3,586 – 4,359
Senior Cadastral Technician	7	4,053 – 4,926
Cadastral Supervisor I	1	4,703 – 5,717
Cadastral Supervisor II	2	5,172 – 6,287
Geographic Information Systems Analyst	1	3,945 – 5,288
Sr. Geographic Information Systems Analyst	1	5,287 – 6,427
Imaging Technician I	3	2,638 – 3,207
Imaging Technician II	0	2,952 – 3,588
Imaging Technician III	2	3,366 – 4,091
Property Assessment Specialist III	11	3,914 – 4,760
Property Assessment Specialist II	38	3,259 – 3,962

SAN FRANCISCO

Total Reported Positions: 105

TITLE	NO. OF POSITIONS	MONTHLY SALARY
City & County Assessor – Recorder	1	$13,498
Deputy Assessor, Real Property	1	13,041
Deputy Assessor, Business Personal Property	1	11,267
Deputy Assessor, Transactions/Exemptions/ Public Service	1	10,504
Chief Administrative Officer	1	10,504
Manager, Transactions	1	8,784
Manager, Exemptions & Public Service	1	9,074
Manager, Chief Appraiser	1	9,733
IS Engineer – Journey	1	9,202
Payroll Clerk	1	5,100

SAN FRANCISCO *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Clerk Typist	1	$4,548
Secretary	1	5,014
Account Clerk	1	4,279
Principal Account Clerk	1	5,594
Senior Administrative Analyst	2	7,839
Management Assistant	1	4,879
Senior Management Assistant	1	6,799
Assessment Clerk	14	4,279
Senior Assessment Clerk	15	4,706
Personal Property Auditor	7	6,673
Senior Personal Property Auditor	7	7,726
Principal Personal Property Auditor	2	8,944
Real Property Appraiser	23	6,673
Senior Real Property Appraiser	12	7,726
Principal Real Property Appraiser	6	8,944
Engineer Associate I	1	6,383

SAN JOAQUIN

Total Reported Positions: 96

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	$13,182
Assistant Assessor – Recorder – Clerk	1	8,498 – 10,330
Department Information Systems Manager	1	9,415
Principal Appraiser	2	7,520 – 9,143
Appraiser IV	5	5,862 – 7,127
Appraiser III	18	4,967 – 6,037
Appraiser II	6	4,352 – 5,290
Auditor–Appraiser IV	2	5,862 – 7,127
Auditor–Appraiser III	6	4,967 – 6,037
Auditor–Appraiser II	3	4,352 – 5,290
Property Technician II	2	3,263 – 3,965
Property Technician I	10	3,109 – 3,778
Chief Cadastral Technician	1	4,144 – 5,038
Senior Cadastral Technician	1	3,872 – 4,707
Cadastral Technician II	4	3,478 – 4,227
Department Applications Analyst III	1	6,338 – 7,708
Department Information Systems Analyst II	1	5,555 – 6,753
Department Information Systems Technician II	1	3,530 – 4,290
Transfer Technician Supervisor	1	3,496 – 4,248
Transfer Technician III	3	3,217 – 3,908
Transfer Technician II	4	3,080 – 3,742

SAN JOAQUIN *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Exemptions Supervisor	1	$3,217 – 3,908
Office Supervisor	1	3,005 – 3,652
Senior Office Assistant	17	2,712 – 3,296
Administrative Assistant I	1	3,965 – 4,823
Accounting Technician I	1	3,217 – 3,908
Office Secretary	1	3,005 – 3,652

SAN LUIS OBISPO

Total Reported Positions: 80

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$13,003
Assistant County Assessor	1	8,753 – 10,639
Assessment Manager	5	6,375 – 7,749
Assessment Analyst II	5	5,447 – 6,621
Supervising Appraiser	3	5,801 – 7,052
Appraiser III	5	4,912 – 5,971
Appraiser II	12	4,503 – 5,472
Appraiser I	3	3,887 – 4,726
Appraiser Trainee	3	3,367 – 4,092
Auditor–Appraiser III	3	5,844 – 7,105
Auditor–Appraiser II	1	4,643 – 5,645
Auditor–Appraiser I	1	3,924 – 4,770
Cadastral Mapping Systems Supervisor	1	5,879 – 7,146
Cadastral Mapping Systems Specialist III	2	5,075 – 6,167
Cadastral Mapping Systems Specialist II	2	4,236 – 5,148
Assessment Technician Supervisor	2	4,172 – 5,070
Assessment Technician IV	2	3,603 – 4,380
Assessment Technician III	6	3,192 – 3,882
Assessment Technician II	4	2,922 – 3,553
Assessment Technician I	3	2,558 – 3,109
Accounting Technician	1	3,282 – 3,990
Supervising Property Transfer Technician	1	3,867 – 4,700
Property Transfer Technician III	2	3,459 – 4,206
Property Transfer Technician II	4	3,161 – 3,844
Property Transfer Technician I	5	2,880 – 3,501
Secretary I	1	2,986 – 3,629
Administrative Assistant II	1	2,594 – 3,156

SAN MATEO

Total Reported Positions: 74

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	$14,334
Deputy Assessor – Recorder – Clerk	2	8,536 – 11,770
Principal Appraiser	4	6,672 – 8,340
Senior Appraiser	17	5,637 – 7,047
Appraiser II	13	4,966 – 6,208
Appraiser I	0	4,490 – 5,020
Principal Auditor–Appraiser	2	6,672 – 8,340
Senior Auditor–Appraiser	4	5,637 – 7,047
Auditor–Appraiser II	6	4,966 – 6,208
Auditor–Appraiser I	1	4,490 – 5,020
Senior Drafting Technician	1	5,332 – 6,665
Drafting Technician II	2	4,758 – 5,948
Information Technology Manager	1	7,378 – 9,222
Department System Analyst	2	6,570 – 8,213
Assessor–Recorder Support Services Supervisor	3	4,360 – 5,450
Lead Assessor – Recorder Technician	0	3,493 – 4,367
Assessor – Recorder Technician III	6	3,672 – 4,589
Assessor – Recorder Technician II	9	3,205 – 4,066

SANTA BARBARA

Total Reported Positions: 81

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	$9,740 – 16,175
Assistant Assessor – Recorder – Clerk	1	7,479 – 12,349
Assistant Assessor	1	7,479 – 12,349
Appraiser Division Manager	3	6,261 – 11,305
Assessment Supervisor	6	6,017 – 7,346
Appraiser I – III	24	3,978 – 6,047
Auditor Appraiser I – III	5	4,461 – 6,485
Information Systems Division Manager	1	6,261 – 11,305
Financial Systems Analyst, Senior	2	6,981 – 8,523
EDP Systems & Program Analyst I – II	2	5,523 – 7,449
EDP Systems & Program Analyst, Senior	3	6,414 – 7,830
EDP Office Automation Specialist I – II	1	6,414 – 8,523
Computer Systems Specialist I – II	1	4,569 – 6,478
Departmental Human Resources Manager	1	5,914 – 9,740
Fiscal Manager	1	5,914 – 9,740

SANTA BARBARA *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Department Business Specialist I – II	1	$4,569 – 6,478
Financial Office Professional I – III	1	2,459 – 5,204
Administrative Office Professional I – III	21	2,545 – 5,386
Mapping/GIS Analyst Supervisor	1	6,078 – 7,419
Mapping/GIS Tech-Analyst	4	3,880 – 6,388

SANTA CLARA

Total Reported Positions: 244*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$15,322
Assistant County Assessor	1	10,431 – 13,383
Special Assistant to the County Assessor	1	6,702 – 8,554
Administrative Services Manager	1	8,350 – 10,694
Confidential Secretary	1	4,980 – 7,552
Senior Management Analyst	4	6,261 – 7,613
Auditor–Appraiser	17	5,500 – 6,654
Chief, Assessment Standards Services	1	7,686 – 9,342
Chief Appraiser	1	8,186 – 10,483
Assistant Chief Appraiser	1	7,686 – 9,342
Supervising Appraiser	6	7,005 – 8,515
Senior Appraiser	27	5,661 – 6,848
Appraiser III	7	5,270 – 6,377
Appraiser II	22	4,905 – 5,937
Appraiser I	7	4,120 – 4,977
Appraisal Aide	4	3,947 – 4,768
Chief Auditor–Appraiser	1	8,186 – 10,483
Assistant Chief Auditor–Appraiser	1	7,686 – 9,342
Supervising Auditor–Appraiser	5	7,005 – 8,515
Senior Auditor–Appraiser	22	6,168 – 7,464
Exemption Manager	1	5,818 – 7,074
Exemption Investigator	2	4,952 – 5,995
Property Transfer Examiner	9	3,822 – 4,615
Office Management Coordinator	1	4,741 – 5,761
Supervising Appraisal Data Coordinator	1	4,859 – 5,906
Supervising Clerk	1	4,451 – 5,408
Senior Office Specialist	2	3,560 – 4,298
Office Specialist III	10	3,244 – 3,909
Office Specialist II	13	2,957 – 3,560
Office Specialist I	3	2,761 – 3,319
Human Resources Assistant I	1	3,452 – 4,197
Appraisal Data Coordinator	7	3,647 – 4,402

SANTA CLARA *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Assessment Clerk	15	$3,643 – 4,180
Supervising Assessment Clerk	3	4,451 – 5,408
Assessment Clerk	11	3,274 – 3,947
Accountant Assistant	4	3,630 – 4,381
Account Clerk II	1	3,288 – 3,968
Account Clerk I	1	3,014 – 3,630
Director of Information Systems	1	9,442 – 12,113
Information Systems Manager III	1	8,854 – 10,794
Information Systems Manager II	1	8,031 – 9,771
Information Systems Manager I	8	7,320 – 8,898
Information System Technician II	1	4,792 – 5,799
Mapping /ID Supervisor	1	4,883 – 5,934
Property Transfer Supervisor	1	4,883 – 5,934
Property and Title ID Technician	6	3,463 – 4,180
Senior Cadastral Mapping Technician	1	4,261 – 5,148
Cadastral Mapping Technician II	4	3,878 – 4,638
Geographic Information Systems Technician II	1	5,242 – 6,346
*Contractor (Appeals Preparation)	1	11,266

**Contract Position*

SANTA CRUZ

Total Reported Positions: 33.25

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	$16,537
Chief Deputy Assessor – Valuation	1	7,261 – 9,687
Chief Deputy Assessor – Administration	1	7,261 – 9,687
Chief of Assessment Standards	1	6,301 – 8,401
Senior Appraiser	2	4,888 – 6,181
Appraiser I	0	3,825 – 4,845
Appraiser II	8	4,453 – 5,631
Chief Auditor–Appraiser	1	6,597 – 8,795
Auditor–Appraiser III	1	4,917 – 6,223
Auditor–Appraiser II	2.75	4,682 – 5,916
Auditor–Appraiser I	0	3,870 – 4,898
Appraiser-Auditor Aide	1.5	3,567 – 4,512
Geographic Information System Technician I	0	3,387 – 4,283
Geographic Information System Technician II	2	3,709 – 4,694
Senior Dept. Information Systems Analyst	1	5,474 – 6,921
Clerical Supervisor II	1	4,236 – 5,361
Assessment Technician	6	3,356 – 4,236

SANTA CRUZ *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Clerk	1	$3,122 – 3,945
Clerk II	0	2,843 – 3,595
Senior Receptionist	1	3,174 – 4,018
Departmental Information Systems Analyst	1	4,678 – 5,914

SHASTA

Total Reported Positions: 43

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	$9,417
Deputy Assessor – Recorder, Administration	1	5,372 – 6,857
Deputy Assessor – Recorder, Valuation	1	5,372 – 6,857
Senior Supervising Real Property Appraiser	2	4,068 – 5,193
Senior Specialist Real Property Appraiser	3	4,109 – 5,244
Real Property Appraiser III	7	3,708 – 4,733
Real Property Appraiser II	3	3,380 – 4,314
Real Property Appraiser I	1	2,920 – 3,727
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 II	2	3,567 – 4,553
Administrative Assistant – Confidential	1	3,051 – 3,894
Supervising Assessment Clerk	2	2,713 – 3,463
Senior Assessor Clerk	3	2,585 – 3,299
Assessor Clerk III	6	2,344 – 2,992
Assessor Clerk I	2	1,948 – 2,486
Extra-Help Clerk	1	1,948 – 2,486

SIERRA

Total Reported Positions: 4.7

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$7,017 – 9,403
Appraiser III	1	3,395 – 4,127
Appraiser I	1	2,648 – 3,219
Assessment Technician III	1.7	2,569 – 3,122

SISKIYOU

Total Reported Positions: 16

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder *	1	$7,464
Assistant County Assessor – Recorder **	1	4,860 – 5,907
Principal Appraiser	0	4,255 – 5,172
Senior Specialist Appraiser	3	3,956 – 4,808
Senior Appraiser	3	3,767 – 4,579
Appraiser	0	3,254 – 3,956
Deputy Assessor – Recorder	1	4,391 – 5,702
Administrative Assessment Supervisor	1	3,334 – 4,052
Senior Assessment Technician	5	2,878 – 3,500
Assessment Technician ***	0	2,487 – 3,021
Assessment Assistant	0	2,148 – 2,612
Mapping & Title Supervisor ****	0	3,417 – 4,153
Senior Cadastral Mapping Technician	1	2,952 – 3,590

** Surrendered COLA for 2009 & 2010*
*** Surrendered COLA for 2009 – no contract 2010*
**** Position frozen (2010/11 thru 2012/13) due to retirement incentive package*
***** Position frozen (2009/10 thru 2011/12) due to retirement incentive package*

SOLANO

Total Reported Positions: 36

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	$13,367
Assistant County Assessor – Recorder	1	11,669
Chief Appraiser	1	7,643
Supervising Appraiser	2	7,489
Supervising Auditor–Appraiser	1	7,132
Senior Appraiser	3	6,575
Auditor–Appraiser	2	5,809
Clerical Operations Manager	1	5,772
Cadastral Mapping Technician II	1	5,578
Appraiser	10	5,553
Appraiser Technician	4	4,566
Office Assistant III	5	4,442
Office II	4	4.064

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

SONOMA

Total Reported Positions: 72

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	$13,986
Chief Deputy Assessor – Recorder – Clerk	1	9,390 – 11,415
Executive Secretary, Confidential	1	4,187 – 5,054
Chief Appraiser	1	7,608 – 9,248
Appraiser IV	4	5,717 – 6,948
Appraiser III	15	4,959 – 6,028
Appraiser II	1	4,454 – 5,413
Appraiser I	2	3,854 – 4,684
Appraiser Aide	3	3,359 – 4,082
Supervising Auditor Appraiser	1	5,941 – 7,221
Auditor–Appraiser II	6	5,080 – 6,174
Auditor–Appraiser I	0	4,350 – 5,287
Department Information Systems Specialist II	3	5,444 – 6,618
Department Analyst	1	5,134 – 6,242
Cadastral Mapping Supervisor	1	4,613 – 5,607
Cadastral Mapping Technician II	3	3,926 – 4,773
Cadastral Mapping Technician I	0	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	10	3,211 – 3,903
Assessment Clerk Trainee	0	2,880 – 3,501
Accounting Manager	1	7,521 – 9,140
Administrative Services Officer I	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

Confidential Salaries include $0.90/hour premium.

STANISLAUS

Total Reported Positions: 55

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$12,363
Assistant County Assessor (Manager IV)	1	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

STANISLAUS *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser II	1	$4,191 – 5,094
Supervising Appraiser	4	5,326 – 6,474
Senior Appraiser	7	4,836 – 5,881
Appraiser III	11	4,395 – 5,343
Appraiser II	3	3,983 – 4,842
Appraiser I	0	3,293 – 4,004
Appraiser Technician	1	3,016 – 3,666
Cadastral Supervisor	1	4,322 – 5,255
Cadastral Technician	2	3,568 – 4,338
Supervising Acct/Admin Clerk I	3	3,444 – 4,186
Account Clerk III	8	2,998 – 3,645
Administrative Clerk I	2	2,461 – 2,991
Confidential Assistant IV	1	3,588 – 5,380
Confidential Assistant III	1	2,986 – 4,480
Software Developer/Analyst III	2	5,759 – 6,999

SUTTER

Total Reported Positions: 24

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$9,301
Assistant County Assessor	1	8,356
Chief Appraiser	1	6,167
Real Property Appraiser III	6	4,605 – 5,383
Assessment Technician Services Manager	1	6,475
Senior Map Drafting Title Technician	1	5,669
Appraiser Aide	1	3,884
Assessment Technician III	6	3,785 – 4,194
Assessment Technician II	2	3,032 – 3,208
Assessment Technician I	1	2,870
Auditor–Appraiser III	1	5,534
Auditor–Appraiser II	1	4,605
Auditor–Appraiser I	1	4,481

TEHAMA

Total Reported Positions: 18

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$8,115
Assistant County Assessor	1	5,497 – 7,037
Office Manager III	1	3,796 – 4,624

TEHAMA *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Principal Appraiser	1	$4,030 – 4,910
Senior Auditor–Appraiser	1	3,743 – 4,561
Senior Appraiser	4	3,650 – 4,449
Chief Cadastral Drafting Technician	1	3,228 – 4,132
Senior Assessment Clerk	3	2,651 – 3,228
Transfer Analyst	2	2,583 – 3,148
Assessment Clerk III	2	2,401 – 2,924
Assessment Clerk II	1	2,173 – 2,651

TRINITY

Total Reported Positions: 4

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	*$6,330
Deputy Assessor ($4,706 x 35%)	1	1,647
Mapping Technician	1	3,277
Assessment Technician II	1	2,683

**Plus $290 travel stipend*

TULARE

Total Reported Positions: 74

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	$8,311 – 12,467
Assistant County Assessor – Recorder/Clerk	1	6,827 – 10,241
Chief Assessment Clerk	1	3,271 – 3,986
Chief Appraiser	1	5,636 – 6,868
Chief Auditor–Appraiser	1	5,636 – 6,868
Systems Analyst	1	4,662 – 5,682
Staff Services Analyst I	1	3,387 – 4,128
Appraiser I	3	3,464 – 4,221
Appraiser II	10	3,902 – 4,755
Appraiser III	11	4,311 – 5,254
Appraiser IV	4	4,662 – 5,682
Auditor–Appraiser I	2	3,822 – 4,658
Auditor–Appraiser II	3	4,305 – 5,247
Auditor–Appraiser III	2	4,755 – 5,795
Auditor–Appraiser IV	1	5,258 – 6,408
Cadastral Mapping Tech Supervisor	1	4,375 – 5,332
Cadastral Mapping Technician I	1	3,215 – 3,918
Cadastral Mapping Technician II	5	3,550 – 4,327

TULARE *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Cadastral Mapping Technician III	2	$3,922 – 4,699
Title and Administrative Tech. Supervisor	2	2,973 – 3,624
Title and Administrative Technician I	15	2,457 – 2,995
Title and Administrative Technician II	4	2,703 – 3,294
Title and Administrative Trainee	1	2,225 – 2,712

TUOLUMNE

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	$9,412
Assistant County Assessor – Recorder	1	5,724 – 6,989
Assessment Process Manager	1	3,618 – 4,417
Senior Appraiser	1	3,654 – 4,461
Appraiser II	2	3,307 – 4,037
Senior Auditor–Appraiser	1	4,037 – 4,929
Cadastral/GIS Technician	1	2,791 – 3,408
Senior Assessment Technician	3	2,489 – 3,038

VENTURA

Total Reported Positions: 137

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$13,815
Deputy County Assessor	3	7,610 – 10,654
Principal Appraiser	6	5,634 – 7,888
Administrative Assistant II	1	3,624 – 5,083
Appraiser I	1	3,292 – 4,605
Appraiser II	38	3,831 – 5,371
Appraiser III	14	4,277 – 5,997
Assessor's Technician II	7	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	4	3,367 – 4,714
Cadastral Technician IV	1	4,018 – 5,631
Clerical Supervisor II	3	3,045 – 4,263
Data Entry Operator III	2	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

VENTURA *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Management Assistant IV – Confidential	1	$3,555 – 4,977
Manager – Assessment Services	1	4,856 – 6,646
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	1	5,340 – 7,082
Senior Office Systems Coordinator	1	5,447 – 7,626
Supervising Appraiser	6	4,785 – 6,699
Supervising Auditor–Appraiser	2	4,785 – 6,699
Supervising Assessor's Technician	2	3,712 – 4,751
Supervising Data Entry Operator	1	2,469 – 3,463

YOLO

Total Reported Positions: 27

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$11,473
Chief Deputy County Assessor	2	7,053 – 8,573
Supervising Assessment Technician	1	3,724 – 4,527
Appraiser I	1	3,618 – 4,397
Appraiser II	3	4,009 – 4,872
Appraiser III	2	4,477 – 5,442
Senior Appraiser	4	5,024 – 6,107
Auditor–Appraiser II	1	3,618 – 4,397
Senior Auditor–Appraiser	1	5,024 – 6,107
Assessment Office Specialist II	3	2,650 – 3,221
Assessment Office Specialist III	5	2,990 – 3,635
Senior Assessment Technician	2	3,452 – 4,196
Senior Cadastral Drafting Technician	1	3,252 – 3,953

YUBA

Total Reported Positions: 17

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	$10,128
Assistant County Assessor	1	6,943 – 8,905
Chief Deputy Assessor – Administration	1	4,590 – 6,934
Auditor–Appraiser I/II/III	2	3,221 – 4,931
Real Property Appraiser I/II/III	4	3,221 – 4,871

YUBA *(Continued)*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Specialist	3	$2,697 – 4,167
Assessment Assistant I/II	2	2,194 – 2,914
Transfer Analyst I/II	2	2,697 – 4,145
Cadastral Drafting Technician I/II	1	2,777 – 3,803

Salaries of Assessment Appeals Board Members[2]

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	$200 per day	Members paid normal rate when attending mandatory training
Butte	$40 half day/$75 full day	Mileage; meal reimbursement for training
Calaveras	$40 half day/$75 full day	Mileage - out of county only
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; $13 for lunch if full day
Kern	$125 half day/$200 full day	Meals for full day training - not hearing
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; $12 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 + $50 per hour over 4 hours	
Mono	$100 Member per meeting	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	
Riverside	$300 per day	Mileage
Sacramento	$100 half day/$200 full day	Parking
San Bernardino	$150 9AM – 12PM/$200 after 12 PM	Mileage
San Diego	$100 per day	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, Imperial, 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 Francisco	$100 per half-day session	$40 per hour
San Joaquin	$100 per session	
San Luis Obispo	$150 per day	Mileage
San Mateo	$300 per day	Mileage and meals; $50 for an off-site meeting
Santa Barbara	$250 per session	Mileage; meals; $300/session for complex cases
Santa Clara	$300 per hearing	Mileage; $16 meals
Santa Cruz	$75 per meeting	Mileage and meals for training
Siskiyou	$100 per day	Mileage
Shasta	$40 half day/$75 full day	
Solano	$100 for half-day, $200 full day, $400 per day 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
Tulare	$150 per hour	Mileage; meals
Ventura	$100 half day/$200 full day	Mileage
Yolo	$125 per hour (up to 4 hours); $175 over 4 hours	
Yuba	$75 per hour (2 hour minimum/hearing)	

Salaries for Hearing Officers[3]

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	$75 - $200 per hour	Normal rate for mandatory training
Butte	$40 half day/$75 full day	Mileage for appeal 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
Mono	$125 per meeting	Mileage
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 9AM – 12PM/$200 after 12 PM.	Mileage
San Diego	$100 per day	Mileage
San Francisco	$100 per half-day session	$40 per hour
San Joaquin	$200 per hearing day	
Santa Clara	$300 per hearing	Mileage; $16 meals
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%	5.65%
Alpine	No response					
Amador	CalPERS	2% @ 55	60%	40%	7.65%	5.65%
Butte	CalPERS	2% @ 55	100%	0	7.65%	5.65%
Calaveras	CalPERS	2% @ 55	100%	0	0	0
Colusa	CalPERS	3% @ 60	7%	1%	15.30%	0
Contra Costa	1937 Ret. Act	2% @ 55	80%	20%	7.65%	5.65%
Del Norte	CalPERS	2% @ 55	1-5 yrs 97% 5 + yrs 100%	1-5 yrs 3% 5 + yrs 0%	7.65%	5.65%
El Dorado	CalPERS	2% @ 55	7%	-	1.45%	1.45%
Fresno	1937 Ret. Act	2.5% @ 55	50%	50%	7.65%	5.65%
Glenn	CalPERS	2.5%@55	County share plus 4% of the employee share	4%	100%	-
Humboldt	CalPERS	2.7% @ 55	19.814%	8%	7.65%	5.65%
Imperial	1937 Ret. Act	2% @ 55 ½	12.64%	Varies on entry age	1.45%	1.45%
Inyo	CalPERS	2% @ 55	100%	-	7.65%	5.65%
Kern	1937 Ret. Act	3% @ 60 if hired before 10/27/07; 1.62% @ 60 if hired after 10/27/07	100% after 5 yrs if hired before 8/7/04; 0% after	if hired before 8/07/04 a percentage based on age and salary for first 5 yrs; 100% after	7.65%	5.65%
Kings	CalPERS	2% @ 55	11.738%	5%	7.65%	5.65%
Lake	CalPERS	2%@55	100%	0	7.65%	5.65%
Lassen	CalPERS	2% @55; 2%@60 starting Fall 2011	99%	1%	7.65%	5.65%
Los Angeles	LACERA	Varies	Varies - choice of 5 plans		-	-
Madera	CalPERS	2.7% @55	16.215%	8%	7.65%	5.65%
Marin	1937 Ret. Act	2% @ 55	Up to 50%	Varies by age	1.45%	1.45%
Mariposa	CalPERS	2.7%@55; 2%@55 if hired after 7/1/11	100%	0	7.65%	5.65%
Mendocino	1937 Ret. Act.	2% @ 57	75%	25%	7.65%	5.65%
Merced	1937 Ret. Act	3% @ 60	Tier 1= 40.99%; Tier 2=41.22%	Tier 1=59.01%; Tier 2= 58.78%	7.65%	5.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Modoc	CalPERS; LIUNA	2% @ 55	CalPERS 10.692%; LIUNA (county contributes $57.60/mo for participants	7%	7.65%	5.65%
Mono	CalPERS	2.7% @ 55	17.53%	8%	1.45%	1.45%
Monterey	CalPERS	2% @ 55	100%	-	7.65%	5.65%
Napa	CalPERS	2.5% @ 55	95.62%	4.38%	0	1.45%
Nevada	CalPERS	2.7% @ 55 for miscellaneous employee; 3%@55 for new employee and safety	25.021%	2.585%	7.65%	5.65%
Orange	OCERS	2.7% @ 55 or 1.62%@60 with an additional 457 plan at maximum 2% contribution rate	Varies	Varies	1.45%	1.45%
Placer	CalPERS (Note: Retiree Medical at 5 yrs or 10 yrs of PERS service credit depending on date hired	2.5% @ 55 hired before 3/12/11; 2%@55 if hired after 3/12/11	General 21.157% Mgmt 22.157%	General 2% Mgmt 1%	7.65%	5.65%
Plumas	No response					
Riverside	CalPERS	3% @ 60	100% after 5 yrs	8% for 0-5 yrs	7.65%	5.65%
Sacramento	1937 Ret. Act, SCERS	2% @ 55 ½	18.64%	3.27% - 4.91%	7.65%	5.65%
San Benito	CalPERS	2% @ 55	7%	0	7.65%	5.65%
San Bernardino	1937 Ret. Act	2% @ 55	18.47% and 7% pick up depending on hire date and years of service	6.68% - 12.96% depending on entry age, years of service, and election type	1.45%	1.45%
San Diego	SDCERA	2.5% @ 55 - 3.0% @ 60	0-5 years 3.5% ; 5+ years 7%	Varies	7.65%	5.65%
San Francisco	SFERS	2% @ 60	6.24%	7.50%	7.65%	5.65%
San Joaquin	1937 Ret. Act	2% @ 55 ½	General members 25.2%	Varies - Dependent on entry age	7.65%	5.65%

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 Luis Obispo	Pension Trust	2% @ 55; Tier II: 2%@60	Assessor 13.55%; Management 9.29%; Rank/File 8.75%	Assessor and Management 18.55%; Rank/File 17.24%	7.65%	5.65%
San Mateo	1937 Ret. Act	2% @ 55 ½	80%	20%	7.65%	5.65%
Santa Barbara	1937 Ret. Act	2% @ 57	Management $80; Staff $25 per pay period	Varies by age on entry and salary	7.65%	5.65%
Santa Clara	CalPERS	2.5% @ 55	7%	7%	7.65%	5.65%
Santa Cruz	CalPERS	2% @ 55	15.005% for general unit; 12.915% for middle management	Pay the difference	7.65%	5.65%
Shasta	CalPERS	Hired before 5/8/11 – 2%@55; after – 2%@60	11.56%	7%	7.65%	5.65%
Sierra	CalPERS	2.7% @ 55	100%	0	7.65%	5.65%
Siskiyou	CalPERS	2% @ 55	100%	0	7.65%	5.65%
Solano	CalPERS	2.7% @ 55	Varies	Varies	7.65%	5.65%
Sonoma	1937 Ret. Act	3% @ 60	Varies	Varies	7.65%	5.65%
Stanislaus	1937 Ret. Act	2% @ 55; 2%@61 after 1/1/2011	Varies	Varies	7.65%	5.65%
Sutter	CalPERS	2.7% @ 55	Effective 4/23/11-5% 12/31/11-2% 12/29/12-0%	Effective 4/23/11-3% 12/31/11-6% 12/29/12-8%	7.65%	5.65%
Tehama	CalPERS	2% @ 55	7%	0	7.65%	5.65%
Trinity	CalPERS	2 ½ %@55	7% after 1 year if hired	1% after 1 year if hired	7.65%	5.65%
Tulare	1937 Ret. Act	2% @ 57 after 7/2005; 1.7% @ 60 prior 7/2005	Varies	Varies	7.65%	5.65%
Tuolumne	CalPERS	2% @ 55; 2%@60 hired after 3/2011	100%; 7% hired after 3/2011	7% hired after 3/2011	7.65%	5.65%
Ventura	1937 Ret. Act	1.5% @ 55	15.66%	-	7.65%	5.65%
Yolo	CalPERS	2% @ 55	3% General; 1% Sups; 7% Elected	5% General; 7% Sups; 8% Mgt; 1% Elected	7.65%	5.65%
Yuba	CalPERS	2% @ 55	12.782%	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	50% 50%	50% 50%

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%	10%	90%	10%
Butte	85% - 90% varies by plan	10% - 15%	Included in medical	
Calaveras	$443.50-$1,154 cafeteria plan	Varies	Included in medical	Varies
Colusa	$253.26	Varies	$35-$45	Varies
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	$7,000	5% +dependent	Included in medical	5%+dependent
El Dorado	Varies	Varies	Included in medical	Included in medical
Fresno	$5,410 per employee; up to $8,010 per family	Varies by plan - $2-$732/bi-weekly	Included in medical	Included in medical
Glenn	100% employee	Dependent	100% employee	dependent
Humboldt	Varies by plan	Varies by plan	100%	0
Imperial	Up to $10,905 employee per year	Varies	100% for Mgt only	100% except for Mgt
Inyo	100%	0	100%	0
Kern	100% if hired before 4/15/97; 80% after	20% if hired after 4/15/97	Included in medical	
Kings	Mgmt 100%; misc. staff 69%	misc staff 31%	Included in medical	-
Lake	$800 per month	-	Included in medical	-
Lassen	$469-$676.59 varies by MOU's	-	Up to $55	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	$785 - $1,190/mo	-	Included in medical	-
Mendocino	75%	25%	75%	25%
Merced	100% employee; 50% dependent	50% dependent	100% employee; 50% dependent	50% dependent
Modoc	100%	0	100% includes Vision	0
Mono	$501.59-$1,340.13	$47.19-$122.70	100%	0
Monterey	Varies by bargaining unit	Varies	$36.36 - $39.62	$35.02 -$86.04
Napa	Kaiser PERS–100% employee	Depends on number of dependents	100% employee and dependents	0
Nevada	100% employee; 74% dependents	26%	Included in medical	Included in medical
Orange	95%	5%	OCEA	OCEA
Placer	80% of the selected plan premium	20% of selected plan premium	100% employee	Varies on family size and position
Plumas	No response			
Riverside	$635 - $658 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% employee; portion for family	Remainder on dependents	$30 for employee	$10/mo and dependent cost
San Bernardino	$166.89-$407.43 bi-weekly; varies by plan	Varies	Up to $9.46 depending on hire date and yrs of service	Varies
San Diego	$382 - $897	Varies by plan	Included in medical	Varies
San Francisco	100%	-	100%	-
San Joaquin	100%	-	100%	-

B. Employee Health Benefits

San Luis Obispo	Management $850 Rank & File $725.58	Varies	Included in medical	Varies
San Mateo	Varies by plan	Varies by plan	90%	10%
Santa Barbara	$226.92/pay period	Varies	$13.03/pay period	Varies
Santa Clara	100% for employee, dependent varies by plan	Varies	100% for employee, dependent	0
Santa Cruz	75% or 95% depending on plan	25% or 5%	100%	Co-pay
Shasta	100% for employee; portion of dependent premium	Balance of dependent prem.	55% and part of dependent premium	45% & pay full prem. for fist six months
Sierra	$978.70 per month	Family, up to $800	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	$49.94 per pay period	$13/pay period
Stanislaus	Varies by plan	Varies	95%	5%
Sutter	Up to $1,196/mo; varies by plan	Varies by plan; up to $618/mo	Up to $45.13; varies by plan	Up to $47.32; Varies by plan
Tehama	$1,090.95	$139.41	Included in medical	
Trinity	100% full time employee	-	$40/mo	-
Tulare	Flex. cafeteria plan	Varies	Include in medical	Varies
Tuolumne	$1,000-$1,110 cafeteria plan covers medical, dental and vision		Included in medical	
Ventura	Flex allowance $273 biweekly	-	Included in flex allowance	
Yolo	90% of lowest cost	Up to 10%	90% or $79.20/mo	10% or $8.80/mo
Yuba	$568.07 - $1,180.13	Varies by plan	$47.56 - $114.98	$4.75 - $43.14
State of California	Varies by plan	Varies by plan	Varies by plan	Varies by plan

C. Employee Health Benefits

Alameda	$200 maximum reimbursement each 24 month period for non-managers		Mgmt cafeteria $2,900
Alpine	No response		
Amador	90%	10%	
Butte	Included in medical		Medical plans include one HMO & 2 PPOs under PERS health plan; dental & vision plans are included in premium; county pays a share of each employee's premium, depending on coverage, number of family members covered, and bargaining unit; employee pays the balance of the cost
Calaveras	Included in medical	Varies	County pays $443.50 for employee only; $870.50 for employee +1; $1,154 for family coverage; if employee chooses dental & vision but not medical, qualified for "cash in lieu" up to $250
Colusa	100% employee	100% dependent	

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Contra Costa	None		
Del Norte	0	0	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	dependent	
Humboldt	100%	0	
Imperial	100% for mgt only	100% except for mgt	
Inyo	100%	0	County will reimburse 50% of annual medical deductible after the full deductible per person has been paid
Kern	Included in medical		
Kings	Included in medical	-	
Lake	Included in medical	-	$5,000 Life and $5,000 Accidental death benefit included with $800 per month medical
Lassen	-	-	
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 biweekly fringe pay (contribution to benefits) of $413.69 plus 2% of salary for vision, medical, dental, life, and LTD. The remaining money, if any, up to 50% goes towards retirement
Mariposa	Included in medical	-	
Mendocino	75%	25%	
Merced	100% employee, 50% dependent	50% dependent	
Modoc	Included in dental	-	
Mono	100%	0	
Monterey	$8.56	$4.01 - $12.57	
Napa	0%	100%	
Nevada	Included in medical	Included in medical	
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	Varies on family size and position	
Plumas	No response		
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	0	
San Diego	Included in medical	$10 - $31	

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
San Francisco	100%	-	
San Joaquin	100%	-	
San Luis Obispo	Included in medical	Varies	Rank/File VEBA (Post Employment Health Plan) $50/month
San Mateo	100%	0	
Santa Barbara	0	$71.04/year	
Santa Clara	100% for employee, dependent varies by plan	0	
Santa Cruz	100%	$25 deductible	
Shasta	100% for employee	100% dependent	
Sierra	Included in medical		
Siskiyou	100%	0	Assr/Asst Assr $300 wellness benefit annually
Solano	$17 bi-weekly	Varies	
Sonoma	$8.33 per pay period	0	
Stanislaus	95%	5%	Reduced contributions towards health benefits: 30-34 hrs/wk=75%; 35-39 hrs=90% contribution
Sutter	100%	0	
Tehama	Included in medical		
Trinity	$9.36/mo	-	
Tulare	Included in medical	Varies	Benefit paid by county varies based on salary and bargaining unit
Tuolumne	Included in medical		
Ventura	Include in flex allowance		
Yolo	90% or $8.92/mo	10% or $1.00/mo	
Yuba	$7.02 - $14.94	$2.81 - $3.62	
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= 14 days; 6-10 yrs=19 days; 11-20 yrs=24 days; 20+ yrs= 26 days per year
Calaveras	1-3 yrs=80 hrs; 3-10 yrs=120 hrs; 10+ yrs=160 hrs per year
Colusa	First yr=10 days; 1-10 yrs=1.25 days; 11-15 yrs=1.50 days; 16-19 yrs=1.75 days; 20+ yrs=2 days per mo
Contra Costa	Hours accrue monthly based on position and yrs of employment; accrual 6 2/3 to 23 1/3 hrs per month
Del Norte	0-1 yr=5 days; 2-5 yrs=10 days; 6-10 yrs=15 days; 11-15 yrs=20 days; 16+ yrs=25 days per year; Mgmt/professional 1 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=0.424 /hr; 3-12 yrs=0.616/hr; 13-20 yrs=0.808/hr; 20+ yrs=0.1/hr
Humboldt	1-3 yrs=12 days; 4-10 yrs=15 days; 11-15 yrs=20 days; 16-20 yrs=25 days; 20+ yrs=30 days per year
Imperial	1-15 yrs=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	12 days (96 hrs) after 1 yr w/max accrual of 312 hrs; 17 days (136 hrs) after 5 yrs w/max accrual 432 hrs; 22 days (176 hrs) after 10 yrs w/max accrual 552; 27 days (216) hrs) after 15 yrs w/max accrual 672 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 up to 20 days
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

D. Employee Leave Benefits

County	Vacation
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
Marin	Varies by bargaining unit
Mariposa	10 hrs/mo
Mendocino	0-3 yrs=2 weeks; 3-8 yrs=3 weeks; 8-15 yrs=4 weeks; 15+ yrs=5 weeks; 80 hrs Dept heads-max accrual +40 hrs
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; 3-10 yrs=15 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
Nevada	1-4 yrs=6.6667 hrs; 5-9 yrs=10 hrs; 10+ yrs=13.3334 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
Plumas	No response
Riverside	0-3 yrs=80 hrs; 4-9 yrs=120 hrs; 10+ yrs=160 hrs per year; accrual limited to 3 times the current rate
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	Other than Clerical/Technical: 1600-8320 hrs=80 hrs; 8320-18720 hrs=120 hrs; 18720+hrs=160 hrs/year Clerical/Technical: 1040-8320 hrs=80 hrs; 8320-18720 hrs=120 hrs; 18720+hrs=160 hrs/year
San Diego	0-5 yrs=10 days; 5-15 yrs=15 days; 15+ yrs=20 days/year
San Francisco	1-5 yrs=80 hrs; 5-15 yrs=120 hrs; 15+ yrs=160 hrs/year
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; 10+ yrs=20 days per year
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= 7.4hrs
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	1-3 yrs=10 days; 4-9 yrs=15 days; 10-15 yrs=17 days; 16+ yrs=20 days per year
Sierra	1-5 yrs=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 credited bi-weekly; 40 hr 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	0-2 yrs=10 days; 2-3 yrs=12 days; 3-4 yrs=13 days; 4-5 yrs=14 days; 5-10 yrs=15 days; 10-15 yrs= 19 days; 15-20 yrs= 21days; 20-25 yrs=23 days; thereafter=24 days Management: 0-10 yrs=15 days; 10-15 yrs=19 days; 15-20 yrs=21 days; 20-25 yrs=23 days; thereafter=24 days
Stanislaus	0-2 yrs=2 weeks; 3-10 yrs=3 weeks; 11-20 yrs=4 weeks; 20+ yrs=5 weeks per year
Sutter	1-5 yrs=11 days; 5-10 yrs=15 days; 10-15 yrs=17 days; 15+ yrs=20 days per year
Tehama	1-4 yrs=12 days; 5-10 yrs=18 days; 11-20 yrs=21 days; 21+ yrs=22 ½ days per year.
Trinity	1-4.9 yrs=10 days; 5-8.9yrs=15 days; 9-13.9yrs=17 days; 14+yrs=20 days
Tulare	0-3 yrs=2 weeks; 3-7 yrs=3 weeks; 7-11 yrs=4 weeks; 11+ yrs=5 weeks; exempt add 1 week
Tuolumne	Gen 0-3 yrs=10 days; 4-9 yrs=15 days; 10+ yrs=20 days; Mgmt/Exec personal leave 0-3=30 days, 4-9=33 days, 10+= 36 days
Ventura	112 - 191 hours per year
Yolo	1-2 yrs=80 hrs; 3-10 yrs=120 hrs; 11 yrs=128 hrs; 12 yrs=136 hrs; 13 yrs=144 hrs; 14 yrs=152 hrs etc. 20 yrs=176 hrs; 25 yrs=184 hrs
Yuba	1-5 yrs=8 hrs; 5-10 yrs=10.75 hrs; 10-15 yrs=12 hrs; 16-20 hrs=13.50 hrs; 20+ yrs=16 hrs per month
State of California	Rank & File: 0-3 yrs=7 hrs; 3-10 yrs=10 hrs; 10-15 yrs=12 hrs; 15-20 yrs=13 hrs; 20+ yrs=14 hrs per month Mgmt/Supv: 0-3 yrs=7 hrs; 3-10 yrs=11 hrs; 10-15 yrs=14 hrs; 15-20 yrs=14 hrs; 20-25 yrs= 15 hrs; 25+ yrs=16 hrs per month

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Alameda	13 days per year	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	Mgmt 70 hrs/yr admin leave	Mgmt/Supv 1/3 yearly vacation
Del Norte	12 days/year		
El Dorado	3.7 hrs biweekly		80 hrs mgmt; 16 hrs supervisor/yr
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/Conf 10 days/year in lieu of overtime	Mgmt/Conf up to 2 weeks vacation
Imperial	3.69 hrs/biweekly	Administrative leave 60 hrs/year	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/yr leave	For mgmt, 40 hrs additional leave may be cashed out at the end of FY
Lake	8 hrs/month	Administrative leave 40 hrs for mgmt	Sick leave cash-out for hours in excess of 500 hrs. Mgmt 60 hrs/year; employees 20 hrs/year
Lassen	15 days/year	1-3 days/year	
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/month		SDI integration
Mendocino	4.16 hrs/biweekly	24 hours personal leave/year; 24 hours bereavement leave; management 48 hours personal leave per year	Employees 40 hrs vacation/yr after 8 years service; management 60 hrs vacation/yr
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

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Modoc	9.38 hrs/month		Sick leave incentive—if less than 16 hrs used, 16 hrs of base salary paid; 16-24 hrs used, 8 hrs of salary paid (suspended for 2 years)
Mono	8 hrs/month		Vacation 40 hrs buyback
Monterey	Bargaining unit F (Sup), J (General), ZJ (Conf) hired after 2/18/84 accrues at the rate of 3.08 hrs/pay period to a max of 10 days/year; hired before 2/18/84 accrues at the rate of 3.69 hrs/pay period to a max of 12 days/year	Management (X) and executive management (Y) accrues up to a maximum of 850 hours depending on years of service	For unit X & Y - up to 120 hours of annual leave per calendar year up to 10 years of service or 160 hours with 10 years or more; Unit F and ZJ - 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	Managers to 60 hours annual management leave
Nevada	10 days@6.6667 hrs/month	Dept head/Conf./Mgmt, Prof. – accrue 165-189 hrs 1-5 yr	CalPERS – one time 5 year option
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 600 hrs for misc. employee.		
Plumas	No response		
Riverside	4 hours accrual per pay period with unlimited accrual	0-3 yrs=8.92 hrs; 3-10 yrs=10.46 hrs; 10+ yrs=12 hrs/pay period	Employee may receive pay up to 80 hrs per year plus additional 80 hrs with department head approval
Sacramento	15 days/year	N/A	Mgmt 40 hrs hours max per year
San Benito	120 hours/year	Management 80 hrs/yr	
San Bernardino	3.39 hrs biweekly; Exempt/Elected 3.69 hrs biweekly	Supervisor 3.33 hrs/month	Administrative leave can be cashed out in increments of 1 hour one time during the calendar year
San Diego	5% of paid service	Accumulation of up to twice the annualized current vacation earning rate of the employee	
San Francisco	4 hours per pay period		
San Joaquin	12 days/year	80 hrs of administrative leave for principal appraiser, Level IV for Appraiser and Auditor Appraiser	
San Luis Obispo	12 days/year		Vacation 40 hours/year
San Mateo	3.7 hrs biweekly	N/A	N/A
Santa Barbara	12 days/year		Up to 40 hrs/yr after 5 yrs
Santa Clara	96 hrs/year	Exec mgmt 39 days/year	Reinstatement payback, STO cash out
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/year	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	80 hours per year administrative leave for management staff	Varies
Sierra	12 days/year	N/A	County will buyout 40% of unused sick leave at retirement. Vacation buyout at 100%
Siskiyou	3.7 hours/bi-weekly		

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Solano	3.7 hours/bi-weekly	See vacation	
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	Management/elected official - 7.5 days (60 hours)/9.63 days (77 hours) of administrative leave which may be taken as time off or cash; supervisor - 8 hours for non-exempt, 16 hours for exempt supervisor	80 hours in a 12 month period provided 80 hour balance remains following payment (currently suspended due to budget constraints); sick leave: 25% of unused sick leave is paid upon voluntary termination or 100% of unused sick leave may be converted to time in service at retirement
Stanislaus	96.2 hrs/year	2 days/year	Vacation full cash out at retirement; 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/year		
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	6.67 hrs/month	40 hrs + 8 hrs	
Tulare	.0462 hrs per work hour		Up to 60 hours/year (3+yrs service)
Tuolumne	12 days/year	General 16 hrs, Mgmt 80 hrs, Exec 80 hrs	Mgmt/Exec 200 hours per year
Ventura	80 hours per year	Management only: 248-368 hrs per year	10 yrs: represented employees 80 hrs per year; mgmt 160 hrs per year
Yolo	96 hrs/year	General: 2.4 hrs/pay period; Sups & Mgt: 4 hrs/pay period	Mgmt 96 hrs per year; General 40 hrs per year
Yuba	8 hrs/month		
State of California	8 hrs/month	Available to all	Exempt/Mgmt/Sup/Conf/Excluded

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Alameda	12	Managers receive 4 floating holidays and 7 management paid leave days except 2011, they will have 8 management paid leave days for this year only.
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 /year in lieu of overtime
Calaveras	13	Management time off – 40 hrs per year
Colusa	13 + 1 PH	Management leave – 2 days per year Personal Holidays – 1 day per year
Contra Costa	10	Personal holiday 2 hrs/mo; Supervising Clerks 50 hrs/year
Del Norte	13 + 3 floating	Up to 3 days administrative leave; bereavement 5 days
El Dorado	11 + 2 floating	
Fresno	11	Bereavement leave 24 hrs, jury duty, military;
Glenn	12	
Humboldt	12 + 2 floating	5 days/year family sick leave; 5 days/occurrence death leave

F. Employee Leave Benefits

County	No. of Holidays	Other Types of 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
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. 32 hrs/fiscal year Bereavement 3 days; 5 days if traveled more than 500 miles per way
Madera	13	
Marin	10	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	13	Admin leave for mgmt 80 hrs/year
Mendocino	11	60 hours family sick leave/year deducted from employee's sick leave; catastrophic leave bank-donated hours
Merced	13	Bereavement-3 days; jury duty and court appearances
Modoc	14 + 2 floating (suspended for 2 yrs)	1 personal leave day from sick leave; 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	Management leave 80 hrs/year
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 holidays provided each July, 40 hrs administrative leave for management, dept head, prof., conf-exempt
Orange	12	Performance Incentive Plan may earn 40 hours of non-cashable special leave if certain goals are reached
Placer	13 + 1 floating	Mgmt/Administrative Leave 72 hrs/year plus a 4% adjustment; mandatory furlough=5 days (July-Nov) for misc employees and 7 days (July-June) for managers; voluntary furlough
Plumas		No response
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)
San Benito	10 + 3 floating	
San Bernardino	13 + 1 floating	Association, bereavement, compulsory, military, political, jury duty, examination time, witness, blood donation, voting, and perfect attendance
San Diego	11	Injury leave, bereavement 3 days, donated catastrophic, disability, FMLA, voluntary time off, miscellaneous leave
San Francisco	11	
San Joaquin	12	Bereavement leave
San Luis Obispo	13	Administrative leave 4 days/year management; voluntary time off of 160 hours/year 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; Administrative leave may approve up to 108 hrs per year for overtime exempt employees

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
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	Bereavement leave - 24 hours for death in immediate family; 24 hours additional personal sick leave for out of area travel
Sierra	12	Catastrophic leave
Siskiyou	12 + 3 floating	Mgmt & appraisal staff - administrative leave 40 hrs; Dept. head – payout of 60 hrs for administrative leave
Solano	12	2 floating holidays for non mgmt/non probationary line staff and one "free" day between December 24th and January 1st ; Admin leave per year depending on classification: 40-80 hrs
Sonoma	11	17 miscellaneous floating holiday hours, granted via compensatory time off at the start of each fiscal year;
Stanislaus	10.5	40 hrs bereavement; 40 hrs management leave for Assistant Assessors; employees were subject to 5% salary reduction for the fiscal year. 13 furloughs days – 10 days mandatory office closures, 3 days employee choice
Sutter	12	Mgmt 104 hours administrative leave; 3 years non-mgmt staff receives 2 personal leave per year
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 deduction, 176 hours (over 15 years) – pay ½ of balance
Trinity	12	
Tulare	11 + 1 PH	
Tuolumne	11	Bereavement leave 24 hrs per occurrence
Ventura	8 + 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); Admin leave (Mgmt) 40 hrs
Yuba	11 + floating holiday 16 hrs/year	Management leave including Assessor, Assistant Assessor, and Chief Deputy Assessor receives 56 hrs per year
State of California	12 + 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 - mgrs	
Alpine	No response						
Amador		12,000	x	457	x	x	
Butte		$20,000 to $25,000	SDI Paid by employee	Great West Life & Annuity; ICMA	Flexible spending by Creative Benefits	$500/yr	
Calaveras		$50,000	LTD Fully paid by county	457 deferred comp plans-County match up to $25 per month			

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Colusa		$50,000	SDI	6 plans			
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	Employee pay 100% contribution			
El Dorado		$20,000 to $60,000	x	x		x	
Fresno		$8,000/$10,000 Life and Accidental Death	SDI	457	Flex spending plan		5% salary stipend for CPA or MAI
Glenn	x	x	x	x			
Humboldt		x	SDI	x		Up to $600/yr	
Imperial		x	x	x		x	
Inyo		$20,000	x	x	Section 125 plan	$350/year	x
Kern		$10,000 to $100,000	General employees only	x	x	job related	
Kings		$40,000 for mgmt; $50,000 for assessor; $10,000 for staff		Assessor only			
Lake		Included with health		457			
Lassen		x	x	x			
Los Angeles	$70/mo	From ½ to 8 times annual salary	LTD	457 and 401K; county 4% match		up to $1,500/yr	x
Madera		$50,000 for assessor only		457's and ICMA		Appraisers only	
Marin	$2/day	x	LTD	457(b)		up to 50%	
Mariposa		x	x	x		x	x
Mendocino		x	x	x	x	For mandatory education	
Merced		x	x	x		Work-related	5%
Modoc		$10,000 group life		Nationwide Retirement Solutions & Valic		Not to exceed $450/yr, job-related; satisfactory Grade C or higher	
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	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Napa	x	$20,000 Employee option to purchase additional; $50,000 for managers	Paid by employee	Hartford	Child care; medical expenses	Maximum $300 per year	
Nevada		x	x Dept Head and Correctional Officers – county pays premium	x		Tuition	
Orange		x	x	x	HCRA DCRA	$3,000/yr	
Placer		x	x	x		Up to $550/yr	
Plumas	No response						
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% in pay for 30-59 credit hours, 5% in pay for 60+ credit hours for certain classes	
San Benito		$20,000	SDI	457	x	$750/yr	
San Bernardino	$4/mo if participate more than 15 days	$10,000 to $50,000	SDI LTD	457; 401K	Flexible spending account; child care	$1,000 for ELC & EXM only	
San Diego	$65/mo	$10,000 to $500,000	MGMT UCL up to max $12,000	401(a) & 457		$1,715/year	
San Francisco						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	SDI	x	Medical; child care; athletic club; counseling	Tuition	
Santa Barbara	X	$20,000 to $50,000	x	457 & 401(a)		x	
Santa Clara	100% light rail 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	x	x	x	
Sierra		$50,000	X	x			x

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Siskiyou		$25,000 for appraisal staff, $30,000 for mgmt, 2 x annual salary for Assr/Asst Assr	LTD/SDI	457	Medical & child care	$500/yr	
Solano		Staff=$50,000; Mgmt=1.5% x salary	LTD for Mgmt	401(a) for Mgmt at 1.8% salary; voluntary plans for staff, no county contribution		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		$50,000; $150,000 for mgmt	SDI	457B	Flexible spending account	$1,000/yr	
Tehama		$20,000	x	$45/mo to Mgmt employees	IRS 125		
Trinity		x	x	x		x	
Tulare		x	x	457		Up to $350/year	
Tuolumne		Exec $200,000 Mgmt $100,000	x	x		Mgmt/E=100% General=50% job related	
Ventura		Paid by employee;	SDI paid by employee	401K; 457 county match 1.5%		$600-$950 per year	
Yolo		$25,000	SDI for general unit; county disability for management	457	Flexible spending account	$750 per yr	
Yuba		$20,000 employee; $50,000 management	x	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		
Alpine	No response						
Amador				x		1 free consultation, discounted services	$100/yr
Butte		Eligible for promotion to senior series	$50 per pay period	x	$25 plus mileage		Discounts available along with payroll deduction
Calaveras				x			
Colusa			$50/month				
Contra Costa	$400 - $625	2.5% of base pay	$100/month	Approved costs	Assessor $600/mo		
Del Norte				x	Cars available		
El Dorado			x	x			
Fresno			$50/month	Actual expenses	$6,156/yr for Dept Head		
Glenn		$1.50/hr	$0.75/hr	x			
Humboldt			x	x			Group rate
Imperial	x	Upon passing all tests	x		x	x	
Inyo			5%	x			
Kern	Job related		$25 to $50 per pay period	x	$599/mo dept heads & elected	x	Available through employee union
Kings			$20 per pay period; $40 if certified	x			
Lake			2.5%				
Lassen		x		x			
Los Angeles	Up to $80/yr	$130/mo	$100/mo	x	Rentals		
Madera	CAA dues for Assessor		$40/mo	x	x		
Marin			x	x	Elected officials		Discounts
Mariposa				x	x		
Mendocino	Assessor		5%	x	Assessor		
Merced		5%	x	x	Assessor		
Modoc		Included in salary range	5%	x			
Mono	Management only	x	Tier I: $125/month; Tier II: $250/month	x	Mileage		x
Monterey	$100-$400/yr		x	Assessor & Assist. Assessor			

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
Napa			$80 or $120/mo depends on classification	x	Dept head only	Unlimited phone sessions	
Nevada			5%		Based on individual Dept. Head		
Orange	x	x	x	x	Elected official		
Placer					Elected Mgmt $550/month		
Plumas	No response						
Riverside			$0.50 - $1.00/hr	x	Mileage		
Sacramento				x	Assessor & Assistant Assessor	EAP	Discounts
San Benito	SAA dues		$50/mo	x	$136/mo auditors & appraisers		
San Bernardino			$45-$60 per pay period	x	Assessor and exempt employees in groups A and B	EAP	ELC & EXM only
San Diego		$50 bi-weekly	$20 - $40 biweekly	X	Assessor $1000/mo		
San Francisco	x	x		x	$100/mo for appraisers, $40/mo for Auditor–Appraisers		
San Joaquin			x	x			
San Luis Obispo			$60 - $100/month	x	Assessor only $5,400 per year		Management only
San Mateo			Tier 1 - $50 Tier 2 - $65 bi-weekly	x			x
Santa Barbara	x		$57.69; Mgt $25.38 biweekly	x	Dept. Head $205; Assistant Dept. Head $182/bi-weekly	EAP	
Santa Clara		2%	$120/mo	x	Assessor		10% discount
Santa Cruz			$0.50-0.85/hr	x			
Shasta						EAP	
Sierra	x						
Siskiyou			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
Solano			$65 per pay period	x			
Sonoma	x		$0.90/hr	x	Assessor	EAP	
Stanislaus			$0.69/hr		Assessor		
Sutter							
Tehama		x		x			
Trinity	x			x			
Tulare	x		$0.50/hr	x	Dept head and above	EAP	Discounts
Tuolumne			x	x			80% - mgmt
Ventura			$0.65 - $0.90/hr				
Yolo			$0.55/hr basic; $0.70 advanced	x			
Yuba							
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/yr Managed Health Network	
Calaveras	2.5% increase at 6, 10, 15, 20 and 25 years	EAP 3 sessions/incident family member	Pre-tax child contribution - no county match
Colusa	4 yrs in step 5=5%	6 hours counseling per year	
Contra Costa	2.5% for mgmt and 5% for elected officials after 10 yrs, additional 2.5% after 15 yrs		
Del Norte	x	x	
El Dorado	x	x	
Fresno		x	
Glenn	x	x	
Humboldt	5% for 10 yrs; additional 5% step at 20 yrs	x	
Imperial		EAP/Life Path Advisers	
Inyo	10 yrs=2% 15 yrs=4% 20 yrs=6% 25 yrs=8%	EAP	

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Kern	10 yrs=2% 15 yrs=4% 20 yrs=6% 25 yrs=8% 30 yrs=10%	EAP	Retiree health portion county paid; employee wellness program; voluntary personal wellness profile, health screenings, and incentives for all employees eligible for county health benefits
Kings			
Lake	After 5th merit step 2.5% every 5 years		
Lassen	2.5% @ 7+ yrs, 10% @ 15 yrs	6 per year	
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	Medical care reimbursement; dependent care assistance; long term care; Credit Union
Mariposa	x	x	
Mendocino	Management: 5 yrs – 2.5% 10 yrs - 5 % 15 yrs- 7.5%	EAP	Management only - $2,500 computer interest free loan
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
Modoc	5% every 3 yrs at top of range/step (salaries are frozen at current step for one continuous year)	6 free hours per calendar year for full time employees	
Mono	x	EAP	
Monterey		EAP (temporary suspended until further notice)	
Napa		Five sessions per incident	$70/month cell phone for managers
Nevada	Mgmt/Conf 2.5 % after 10 years	EAP	$800/fiscal year management benefit allowance
Orange		EAP	
Placer	5% of base pay after 5 yrs continuous service in highest class step	Short term; financial, eldercare, legal, and parenting resources	Special subsidy/additional pay for Tahoe assignment $675/mo and Tahoe Rural Health $2,000 for single coverage per year; cafeteria plan for management $2,100/yr, can be contribution into 401k, dependent care, medical care or cash
Plumas	No response		
Riverside		EAP	Management benefit - $25 per pay period to 401k
Sacramento		EAP	
San Benito	2.5% @ 20 yrs, 5% @ 25 yrs, 7.5% @ 30 yrs		
San Bernardino		Psychological services for ELC & EXM only	Retirement Medical Trust Fund for eligible employees; Portable Communication Allowance for ELC & EXM Group A & B
San Diego		EAP	Cash in lieu of retirement for Assessor and chief deputies 30 yrs = 5.25% more biweekly
San Francisco	x		
San Joaquin		x	
San Luis Obispo		EAP 3 visits	
San Mateo		x	

I. Employee Miscellaneous Benefits

Santa Barbara		EAP	
Santa Clara		EAP	Cell phones for executive management
Santa Cruz	3% after 25 years	EAP	
Shasta	x	EAP	
Sierra	5% at 5, 10, 15, and 20 years of continuous service	4 paid visits per year	AFLAC insurance offered as voluntary pre-tax deduction
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
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	Public Agency Retirement Services Supplementary Retirement Plan (SRP)
Sonoma		EAP	Wellness benefit $100-$350 per year (currently suspended due to budget constraints)
Stanislaus			Mileage on county business; CPA designation=5%
Sutter	10 years - 5% bonus	3 sessions in a 6 month period	Alternative work schedules: 4-10 & 9-80; Service with distinction 15 & 20 yrs receives 2.5% bonus
Tehama	Employee hired prior to 1991 - 5% raise	EAP	$100 per mo assessor stipend
Trinity	x	x	
Tulare	100% @30 yrs	EAP	
Tuolumne	x	EAP	
Ventura		EAP	
Yolo	Hired before 7/13/80	EAP	In-lieu health insurance $300/mo; Deferred Comp Match – Sups 10+yrs=$150; 20+yrs=$250; Mgmt 1+yr=$350; 10+yrs=$450; Elected=$500
Yuba	30 year step index system	EAP; 5 visits/year	
State of California		EAP	