



STATE BOARD OF EQUALIZATION  
PROPERTY AND SPECIAL TAXES DEPARTMENT  
450 N STREET, SACRAMENTO, CALIFORNIA  
PO BOX 942879, SACRAMENTO, CALIFORNIA 94279-0064  
916 445-4982 • FAX 916 323-8765  
www.boe.ca.gov

BETTY T. YEE  
Acting Member  
First District, San Francisco

BILL LEONARD  
Second District, Sacramento/Ontario

CLAUDE PARRISH  
Third District, Long Beach

JOHN CHIANG  
Fourth District, Los Angeles

STEVE WESTLY  
State Controller, Sacramento

RAMON J. HIRSIG  
Executive Director

No. 2006/022

June 12, 2006

TO COUNTY ASSESSORS:

2005-06 SALARY AND BENEFITS SURVEY REPORT

Enclosed is a copy of the *California Assessors' Offices and Appeals Boards' Salary and Benefits Survey* report for 2005-06.

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

If you have questions about the salaries, classifications, or employee benefits of an assessor's office, please contact that office directly. You may contact Ms. Frankie Rastkar in the Assessment Policy and Standards Division at 916-322-2149 for questions regarding state salaries, classifications, or benefits. This report will also be available on the Board's website at [www.boe.ca.gov/proptaxes/pubcont.htm](http://www.boe.ca.gov/proptaxes/pubcont.htm).

Sincerely,

/s/David J. Gau

David J. Gau  
Deputy Director  
Property and Special Taxes Department

DJF:fr  
Enclosure

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

MAY 2006

---

## CALIFORNIA STATE BOARD OF EQUALIZATION

BETTY T. YEE, ACTING MEMBER, SAN FRANCISCO

FIRST DISTRICT

BILL LEONARD, SACRAMENTO/ONTARIO

SECOND DISTRICT

CLAUDE PARRISH, LONG BEACH

THIRD DISTRICT

JOHN CHIANG, LOS ANGELES

FOURTH DISTRICT

STEVE WESTLY, SACRAMENTO

STATE CONTROLLER

RAMON J. HIRSIG, EXECUTIVE DIRECTOR



# Table of Contents

	<u>PAGE</u>
<b>INTRODUCTION</b> .....	ii
<b>SALARIES</b>	
<i>State Board of Equalization</i> .....	1
<i>County Assessors' Offices</i> .....	2
<i>Assessment Appeals Board Members</i> .....	42
<i>Hearing Officers</i> .....	44
<b>BENEFITS</b>	
<i>Retirement</i> .....	45
<i>Health</i> .....	47
<i>Leave</i> .....	50
<i>Miscellaneous</i> .....	56

## INTRODUCTION

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

The report provides:

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

These data were compiled by the Board's Assessment Policy and Standards Division from a questionnaire sent to all county assessors. Fifty-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 Assessment Policy and Standards Division at 916-322-2149 if you have questions regarding state salaries, classifications, and/or benefits.

## SALARIES

The first portion of this report contains salaries for some State of California appointed and civil service classifications and salary ranges used by the Property Taxes Section of the Property and Special Taxes Department of the State Board of Equalization. All salaries are monthly and are in effect January 1, 2006.

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, 2006 unless otherwise noted.

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

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

## **BENEFITS**

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

- Retirement
- Health
- Leave
- Miscellaneous

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

---

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

## STATE BOARD OF EQUALIZATION SALARIES

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

### ADMINISTRATORS

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

### SUPERVISORS

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

### APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	6,617 – 8,043
Senior Specialist Property Appraiser	4,960 – 6,028
Associate Property Appraiser	4,316 – 5,247
Assistant Property Appraiser	3,589 – 4,363
Junior Property Appraiser	2,632 – 3,049

### AUDITOR APPRAISERS

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

### GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

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

### PROFESSIONAL SUPPORT

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

### STAFF SUPPORT

Executive Assistant	3,072 – 3,734
Secretary	2,510 – 3,051
Office Technician (Typing)	2,510 – 3,050
Office Assistant (Typing)	2,003 – 2,641

\* *Career Executive Appointment*

## COUNTY ASSESSORS' OFFICES <sup>2</sup>

<b>ALAMEDA</b>
----------------

*Total Reported Positions:* 187.546

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 14,185
Chief Deputy Assessor	1	11,483
Chief, Appraisal Division	1	10,258
Chief, Appraisal Services Division	1	10,258
Administrative Services Officer	1	7,694
Administrative Assistant	1	4,582
Administrative Specialist II	2	5,954
Principal Appraiser	1	8,619
Supervising Appraiser II	9	7,369
Appraiser III	23	5,564
Appraiser II	29	4,873
Principal Auditor-Appraiser	1	8,619
Supervising Auditor-Appraiser II	4	7,369
Auditor-Appraiser III	14	5,564
Auditor-Appraiser II	10	4,873
Mapping Supervisor	1	5,954
Mapping Technician III	4	4,387
Mapping Technician II	1	4,012
Senior Information Systems Analyst	1	7,188
Information Systems Specialist	2	5,937
Information Systems Technician II	2	4,409
Exemption Supervisor	1	6,401
Assessor's Representative	2	6,401
Training Officer, Assessor	1	6,200
Assessment Roll Supervisor	1	6,194
Assessor Technician I/II	31	3,653
Assessor Technician III	17	4,164
Supervising Clerk II	3	5,197
Supervising Clerk I	5	4,941
Secretary II	1	5,154
Specialist Clerk	6	3,479
Payroll Records Clerk	1	3,511
Clerk II	8	3,364
Clerk Intermittent I (Hourly)	0.546	16.97

<sup>2</sup> All references to "Grant Program" refer to the State-County Property Tax Administration Grant Program pursuant to Revenue and Taxation Code section 95.35.

<b>ALPINE</b>
---------------

*Total Reported Positions: 3*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,417
Assessment office specialist	1	2,874 – 3,494
Appraiser I/II/III	1	3,018 – 3,715

<b>AMADOR</b>
---------------

*Total Reported Positions: 12*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,182
Assistant Assessor	1	5,597
Administrative Support Supervisor I	1	2,586 – 3,142
Appraiser I	1	2,277 – 3,375
Appraiser III	2	3,694 – 4,491
Cadastral Mapping Tech I	1	2,477 – 3,012
Auditor-Appraiser I	1	2,923 – 3,553
Fiscal & Technical Services Assistant I	1	1,874 – 2,278
Fiscal & Technical Services Assistant II	1	2,160 – 2,624
Fiscal & Technical Services Assistant III	2	2,370 – 2,881

<b>BUTTE</b>
--------------

*Total Reported Positions: 44*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 9,278
Assistant Assessor	1	5,824 – 7,805
Administrative Assistant, Senior	1	2,516 – 3,371
Assessment Clerk	7	2,116 – 2,836
Assessment Clerk, Senior	5	2,336 – 3,130
Assessment Systems & Standards Officer	1	3,923 – 5,258
Auditor-Appraiser	1	2,990 – 4,007
Auditor-Appraiser, Senior	1	3,301 – 4,423
Cadastral Drafting Technician	1	2,643 – 3,542
Cadastral Drafting Technician, Senior	1	2,846 – 3,814
Information Systems Technician, Senior	1	3,383 – 4,534
Property Appraiser	5	2,917 – 3,903



**BUTTE (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Property Appraiser, Principal	3	\$ 3,554 – 4,763
Property Appraiser, Senior	8	3,220 – 4,315
Supervisor, Appraiser	3	3,923 – 5,258
Supervisor, Assessment Clerk	2	2,578 – 3,455
Supervisor, Assessment Office	1	3,065 – 4,107
Supervisor, Auditor-Appraiser	1	3,923 – 5,258

**CALAVERAS**

*Total Reported Positions:* 19

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 6,360
Assistant Assessor	1	5,042 – 6,127
Chief Appraiser	1	4,413 – 5,365
Assessment Standards Analyst	1	4,189 – 5,094
Supervising Appraiser	1	3,801 - 4,619
Appraiser III	1	3,349 – 4,070
Appraiser II	1	3,054 – 3,715
Appraiser I	2	2,818 – 3,427
Auditor-Appraiser III	1	3,437 – 4,177
Assessment Cadastral Analyst	1	3,695 – 4,493
Cadastral Specialist III	1	3,344 – 4,065
Cadastral Drafting Technician I	1	2,337 – 2,839
Senior Assessment Specialist	2	2,408 – 2,926
Assessment Specialist I	4	1,804 – 2,194

**COLUSA**

*Total Reported Positions:* 12

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 7,001
Chief Appraiser	1	4,495
Assessment Office Manager	1	3,435
Auditor/Appraiser I	1	2,967
Appraiser III	1	4,077
Drafting Technician	1	3,787
Appraiser I	1	2,384
Appraisal Aid	1	2,009

**Colusa (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Assessment Technician	1	\$ 2,967
Transfer Analyst	1	2,691
Assessment Clerk II	1	2,109
Assessment Clerk I	1	1,868

<b>CONTRA COSTA</b>
---------------------

**Total Reported Positions: 135**

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

<b>DEL NORTE</b>
------------------

*Total Reported Positions: 9*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,751
Chief, Appraisal division	1	3,272 – 4,605
Chief, Administration Division	1	2,564 – 3,608
Auditor Appraiser	1	2,271 – 3,886
Property Appraiser	2	2,060 – 3,437
Map Drafting/Transfer Technician	1	2,060 – 2,564
Account Clerk	2	1,499 – 2,564

<b>EL DORADO</b>
------------------

*Total Reported Positions: 44*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 9,237
Assistant Assessor	1	6,036 – 7,337
Assessment Office Manager	1	4,113 – 5,001
Senior Information Technician Department Coordinator	1	4,895 – 5,949
Information Technician Department Specialist	1	4,337 – 5,271
Branch Supervisor Appraiser	1	4,621 – 5,616
Assessment Standards Supervisor	1	4,401 – 5,349
Supervising Appraiser	1	4,401 – 5,349
Senior Appraiser	8	3,827 – 4,652
Appraiser II	1	3,444 – 4,186
Appraiser I	6	3,099 – 3,768
Appraiser Aide	2	2,791 – 3,394
Supervising Auditor/Appraiser	1	4,401 – 5,349
Auditor/Appraiser	1	3,444 – 4,186
Supervising Cadastral Drafter	1	3,836 – 4,663
Cadastral Drafter	1	3,488 – 4,242
Supervising Assessment Technician	1	3,103 – 3,774
Senior Assessment Technician	6	2,697 – 3,280
Assessment Technician II	2	2,510 – 3,051
Assessment Technician I	5	2,259 – 2,744
Executive Secretary	1	2,645 – 3,214

<b>FRESNO</b>
---------------

**Total Reported Positions: 140**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor-Recorder	1	\$ 10,087
Assistant Assessor-Recorder	1	7,599
Chief Appraiser	1	6,908
Chief Auditor-Appraiser	1	6,793
Supervising Appraiser	3	6,068
Supervising Auditor-Appraiser	1	6,226
Supervisor, Assessment Standards	1	6,226
Assessment Services Supervisor	1	5,091
Systems and Procedures Analyst III	1	4,786
Systems and Procedures Analyst I	1	2,993
Senior Appraiser	7	4,704 – 5,719
Senior Auditor-Appraiser	2	5,719
Appraiser III	19	4,017 – 4,812
Appraiser II	10	3,498 – 3,966
Appraiser I	7	3,064
Auditor-Appraiser III	10	4,017 – 4,812
Auditor-Appraiser I	1	2,908
Supervising Cadastral Technician	1	4,577
Cadastral Technician III	2	3,842 – 4,015
Cadastral Technician II	5	3,339 – 3,554
Cadastral Technician I	1	3,686
Supervising Assessment Technician	1	3,028
Assessment Technician II	5	2,692 – 2,912
Petroleum Appraiser Aide	1	2,784
Chief Office Assistant	3	3,194 – 3,715
Supervising Office Assistant II	6	2,979 – 3,342
Office Assistant III	31	2,253 – 2,502
Office Assistant II	11	1,856 – 2,220
Administrative Secretary – Confidential	1	3,643
Secretary IV	2	2,795
Information Technology Analyst IV	2	5,784

<b>GLENN</b>
--------------

*Total Reported Positions: 10*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,186
Executive Assistant	1	4,941
Office Technician II	5	2,827
Senior Appraiser	3	3,645

<b>HUMBOLDT</b>
-----------------

*Total Reported Positions: 36*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,126
Assistant Assessor	1	4,960 – 6,055
Chief Appraiser	1	4,625 – 5,646
Supervising Appraiser	1	4,145 – 5,060
Senior Appraiser <b>or</b>	8	3,057 – 3,732
Appraiser II <b>or</b>	3	2,781 – 3,395
Appraiser I	1	2,480 – 3,027
Senior Auditor-Appraiser <b>or</b>	3	3,214 – 3,923
Auditor-Appraiser II	0	2,781 – 3,395
Auditor-Appraiser I	1	2,480 – 3,027
Cadastral Drafting Technician	1	2,278 – 2,781
Data Entry Operator II <b>or</b>	1	1,857 – 2,267
Data Entry Operator I	-	1,567 – 1,913
Appraisal Technician	3	2,135 – 2,606
Executive Secretary	1	2,851 – 3,481
Assessment Office Manager	1	3,412 – 4,165
Assessment Technician II <b>or</b>	3	1,885 – 2,301
Assessment Technician I	3	1,664 – 2,031
Property Transfer Supervisor	1	3,073 – 3,751
Property Transfer Assistant	2	2,167 – 2,646

<b>IMPERIAL</b>
-----------------

*Total Reported Positions: 27*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 5,947
Assistant Assessor	1	4,543 – 5,802
Appraiser I	1	2,425 – 3,096
Appraiser II	1	2,738 – 3,498
Appraiser III	6	3,020 – 3,855
Auditor-Appraiser I	1	2,738 – 3,498
Auditor-Appraiser II	1	3,020 – 3,855
Account Clerk I	2	1,539 – 1,968
Account Clerk II	1	1,734 – 2,215
Account Clerk III	3	1,938 – 2,480
Title Examiner	2	1,802 – 2,304
Mapping Supervisor	1	2,846 – 3,636
Cadastral/GIS Technician	1	2,656 – 3,395
Supervising Appraiser	2	3,480 – 4,443
Auditor Supervisor Appraiser	1	3,589 – 4,587
Office Supervisor	1	2,368 – 3,027
<b><u>Grant Program</u></b>		
Assessment Systems Analyst	1	3,480 – 4,443

<b>INYO</b>
-------------

*Total Reported Positions: 9*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,162
Assistant Assessor	1	4,889
Supervising Appraiser	0	3,282 – 3,989
Appraiser III	1	2,980 – 3,628
Appraiser II	0	2,717 – 3,304
Appraiser I	0	2,474 – 3,009
Auditor/Appraiser III	1	3,282 – 3,989
Auditor/Appraiser II	0	2,980 – 3,628
Auditor/Appraiser I	0	2,717 – 3,304
Cadastral Technician III	1	2,653 – 3,223
Cadastral Technician II	0	2,532 – 3,078
Cadastral Technician I	0	2,416 – 2,935
Supervisor, Fiscal Services (Office Manager)	1	2,778 – 3,379
Assessment Clerk III	0	2,653 – 3,223

**INYO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Assessment Clerk II	2	\$ 2,532 – 3,079
Assessment Clerk II (60%) *	1	1,594 – 1,938
Assessment Clerk I	0	2,308 – 2,806

*\* Includes 5% bonus for second language skills*

<b>KERN</b>
-------------

**Total Reported Positions: 95**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor-Recorder	1	\$ 9,427
Confidential Assistant Assessor	1	5,846 – 7,137
Business Manager	1	4,270 – 5,213
Confidential Administrative Assistant	1	3,550 – 4,334
Chief Appraiser	3	4,885 – 5,964
Supervising Appraiser	4	4,206 – 5,135
Senior Appraiser	9	3,845 – 4,694
Appraiser I, II, III *	23	2,619 – 4,422
Appraisal Assistant *	2	2,145 – 2,619
Supervising Auditor – Appraiser	1	4,533 – 5,534
Senior Auditor Appraiser	2	4,165 – 5,084
Auditor Appraiser I/II/III *	9	2,894 – 4,789
Petroleum Geologist *	0	5,702 – 6,961
Engineering Technician I/II/III	5	3,480 – 5,187
Local Area Network Systems Administrator	1	4,313 – 5,265
System Analyst I or II/Programmer I/or II *	0	3,197 – 5,265
Info Systems Specialist I/II/Senior	1	3,197 – 5,009
Fiscal Support Supervisor	3	2,937 – 3,586
Fiscal Support Specialist	5	2,619 – 3,197
Fiscal Support Technician *	20	2,199 – 2,685
Fiscal Support Assistant *	2	1,991 – 2,430
Office Service Assistant	1	1,875 – 2,289

*\* Grant Program*

<b>KINGS</b>
--------------

**Total Reported Positions: 27.75**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,500 – 9,750
Auditor-Appraiser I/II/III	2	2,983 – 4,905
Appraiser I/II/III	9.75	2,810 – 4,576
Senior Appraiser	1	4,143 – 5,054
Support Services Specialist	1	2,754 – 3,361
Senior Appraisal Aide	1	2,621 – 3,198
Appraisal Aide I/II/III	5	1,867 – 3,428
Department Specialist I/II/III	1	1,725 – 2,569
Management Analyst I/II/III	1	1,328 – 5,418
Chief Appraiser	1	4,441 – 5,418
Assistant Assessor/Clerk-Recorder	1	4,905 – 5,987
Cadastral GIS Tech I/II/III	2	2,673 – 4,184
Executive Secretary	1	2,468 – 3,012

<b>LAKE</b>
-------------

**Total Reported Positions: 16.6**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor-Recorder	1	\$ 6,616
Chief Deputy Assessor-Recorder-Valuation	1	4,265 – 5,184
Appraiser I	1	2,618 – 3,182
Appraiser II	1	2,886 – 3,508
Appraiser III	5	3,182 – 3,868
Auditor-Appraiser II	1	2,959 – 3,596
Auditor-Appraiser III	1	3,262 – 3,965
Deputy Assessor-Recorder I	2	1,688 – 2,051
Deputy Assessor-Recorder II	1	1,861 – 2,262
Deputy Assessor-Recorder III	1	2,051 – 2,493
Cadastral Mapping Specialist	1	2,959 – 3,596
Assessor-Recorder Assistant	0.6	1,907 – 2,318



<b>LASSEN</b>
---------------

*Total Reported Positions: 10.5*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,593
Chief Appraiser	1	3,739 – 4,512
Senior Appraiser	2	3,251 – 3,918
Associate Appraiser	1	2,838 – 3,415
Senior Auditor Appraiser	1	3,406 – 4,107
Data Control Supervisor	1	2,829 – 3,406
Senior Cadastral Drafter	1	2,711 – 3,260
Cadastral Drafter	0.5	2,159 – 2,589
Appraiser Tech	1	2,364 – 2,838
Administrative Clerk1	0.5	1,726 – 2,064
Extra Help	0.5	2,159 – 2,589

<b>LOS ANGELES</b>
--------------------

*Total Reported Positions: 1,621*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 13,973
Chief Deputy Assessor (Unclassified)	1	10,503 - 13,129
Assistant Assessor (Unclassified)	1	10,503 - 13,129
Account Clerk I	0	2,074 – 2,649
Account Clerk II	2	2,246 – 2,864
Accounting Technician I	2	2,451 – 3,036
Accounting Technician II	1	2,722 – 3,371
Administrative Assistant I	0	2,871 – 3,371
Administrative Assistant II	5	3,495 – 4,335
Administrative Assistant III	3	3,891 – 4,832
Administrative Assistant IV, Assessor	1	4,292 – 5,333
Administrative Services Manager I	1	4,749 – 5,900
Administrative Services Manager II	2	5,152 – 6,400
Administrative Services Manager III, Assessor	1	5,452 – 6,773
Appraiser	251	3,171 – 5,152
Appraiser (Hourly)	0	18.23
Appraiser Assistant	15	2,427– 3,006
Appraiser Specialist I	187	4,622 – 5,742
Appraiser Specialist I (Hourly)	8	26.56
Appraiser Specialist II	3	4,880 – 6,062
Appraiser Trainee	50	2,819

**LOS ANGELES (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Assessor's Librarian	1	\$ 2,656 – 3,289
Assistant Property Assessment Specialist	2	3,724 – 4,622
Calculating Machine Operator	0	2,089 – 2,669
Chief Appraiser II	9	7,316 – 9,145
Chief Clerk	5	3,437 – 4,378
Chief, Management Services, Assessor	1	6,805 – 8,507
Chief, Systems Division, Assessor	1	7,316 – 9,145
Chief, Systems Division, Assessor	1	7,316 – 9,145
Computer System Operator	3	2,598 – 3,218
Data Control Clerk	3	2,043 – 2,611
Delinquent Accounts Investigator	1	2,643 – 3,273
Departmental Civil Service Representative	1	4,892 – 6,077
Departmental Personnel Assistant	4	2,529 – 3,133
Departmental Personnel Technician	1	3,939 – 4,892
Director, Assessor's Operations	4	9,089 – 11,361
Engineering Aid III	1	2,991 – 3,706
Executive Secretary	1	5,101 – 6,337
Graphic Artist	1	3,117 – 3,863
Graphic Arts Aid	1	2,517 – 3,118
Head Clerk	34	2,920 – 3,715
Head Departmental Personnel Technician	1	4,892 – 6,077
Head Reprographics, Assessor	1	4,147 – 5,152
Head, Support Services, Assessor	5	4,588 – 5,699
Information Systems Analyst Aid	4	3,412 – 4,229
Information Systems Analyst I	6	4,066 – 5,051
Information Systems Analyst II	17	4,367 – 5,426
Information Systems Coordinator	6	5,320 – 6,608
Information Systems Supervisor I	10	5,320 – 6,608
Information Systems Supervisor II	6	6,048 – 7,512
Intermediate Calculating Machine Operator	0	2,208 – 2,815
Intermediate Clerk	261	2,043 – 2,611
Intermediate Clerk	4	2,043
Intermediate Supervising Clerk	4	2,561 – 3,257
Intermediate Supervising Clerk (Hourly)	1	14.72
Intermediate Typist Clerk	3	2,095 – 2,675
Inventory Control Assistant I	1	2,321 – 2,955
Management Secretary V	4	4,106 – 5,101
Ownership Clerk I	43	2,126 – 2,715
Ownership Clerk II	56	2,374 – 3,021
Ownership Services Specialist	51	2,643 – 3,362
Ownership Services Supervisor I	21	2,941 – 3,742
Ownership Services Supervisor II	2	3,273 – 4,167
Personnel Officer, Assessor	1	6,805 – 8,507

**LOS ANGELES (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Principal Appraiser	45	\$ 5,493 – 7,203
Principal Property Assessment Specialist	1	5,493 – 7,203
Printer I	2	2,385 – 2,955
Printer II	1	2,715 – 3,362
Printing Production Supervisor I	1	2,656 – 3,289
Procurement Aid	1	2,433 – 3,014
Procurement Assistant I	1	2,702 – 3,346
Procurement Assistant III	1	3,354 – 4,157
Programmer Analyst II	6	4,622 – 5,439
Property Assessment Specialist	4	4,622 – 5,742
Public Information Assistant	1	3,057 – 3,789
Senior Clerk	216	2,310 – 2,941
Senior Clerk (Hourly)	5	13.27
Senior Departmental Personnel Assistant	4	3,281 – 4,066
Senior Departmental Personnel Technician	4	4,389 – 5,453
Senior Management Secretary V	4	4,577 – 5,685
Senior Programmer Analyst	15	5,002 – 6,214
Senior Property Assessment Specialist	2	5,014 – 6,229
Senior Secretary III	1	3,313 – 4,106
Senior Secretary V	10	3,687 – 4,577
Senior Survey—Mapping Technician	18	3,929 – 4,880
Senior Systems Aid	9	3,110 – 3,853
Senior Typist Clerk	8	2,368 – 3,013
Special Assistant I, Assessor	2	5,453 – 6,773
Special Assistant, Assessor (UC)	0	6,641 – 8,250
Special Assistant, Assessor (UC)	3	7,011 – 8,710
Staff Assistant I	0	2,788 – 3,453
Staff Assistant II	0	3,362 – 4,167
Staff Assistant, Assessor	3	2,708 – 3,354
Supervising Accounting Technician, Assessor	1	3,329 – 4,127
Supervising Administrative Assistant II	1	4,880 – 6,062
Supervising Appraiser	80	5,014 – 6,229
Supervising Appraiser (Hourly)	4	28.82
Supervising Cadastral Engineer II	2	5,493 – 6,823
Supervising Cadastral Engineer III	1	6,062 – 7,531
Supervising Clerk	1	2,310 – 2,941
Supervising Payroll Clerk II	1	3,014 – 3,835
Supervising Survey—Mapping Technician	4	4,378 – 5,439
Supply Officer I	1	3,697 – 4,588
Survey—Mapping Technician	14	3,724 – 4,622
Systems Aid	14	2,649 – 3,281
Transcriber Typist	2	2,409 – 2,906
Warehouse Worker I	1	2,385 – 2,955

**LOS ANGELES (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Warehouse Worker II	1	\$ 2,655 – 3,289
Warehouse Worker III	1	2,801 – 3,469
Warehouse Worker Aid	3	2,257 – 2,801
Word Processor I	0	2,304 – 2,857
Word Processor II	0	2,567 – 3,179

**MADERA**

*Total Reported Positions: 35*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 7,298 – 9,952
Appraiser I, II, or III	11	2,981 – 4,308
Assessment Clerk I or II	9	2,007 – 2,441
Assessment Office Manager	1	2,937 – 3,570
Assessment Technician	4	2,216 – 2,974
Auditor-Appraiser I, II, or III	2	3,632 – 4,415
Chief Appraiser	1	5,056 – 6,147
Office Assistant I or II	1	1,689 – 2,054
Supervising Appraiser	3	4,150 – 5,044
Supervising Auditor-Appraiser	1	4,254 – 5,171
Supervising Cadastral Drafting Technician	1	3,406 – 4,414

**MARIN**

*Total Reported Positions: 64*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 12,714
Assistant Assessor-Recorder	1	9,412
Assistant Assessor-Valuation	1	9,412
Chief of Administrative Services	1	6,648 – 8,043
Administrative Services Associate	1	4,238 – 5,202
Assessment Recording Supervisor	4	4,141 – 4,950
Senior Assessment Recording Technician	3	3,613 – 4,282
Assessment Recording Technician II	11	3,150 – 3,735
Assessment Recording Technician I	1	2,908 – 3,489
Assessment Recording Technician I (Fixed Term, 2 Years)	1	2,908 – 3,489
Chief of Assessment Standards	1	6,188 – 7,488

**MARIN (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Chief of Assessment Systems	1	\$ 6,188 – 7,488
Principal Auditor-Appraiser	1	5,967 – 7,187
Senior Auditor Appraiser	1	4,788 – 5,738
Auditor Appraiser II	4	4,409 – 5,275
Principal Appraiser	3	5,967 – 7,187
Appraiser III	4	4,788 – 5,732
Appraiser II	15	4,372 – 5,226
Appraiser I	1	3,514 – 4,178
Appraiser I (Fixed Term, 2 Years)	2	3,514 – 4,178
Supervising Cadastral Mapping Technician	1	4,469 – 5,480
Cadastral Mapping Technician	2	3,486 – 4,141
Technology Support Analyst II	1	5,696 – 6,824
Department Technology & Support Specialist	1	5,025 – 6,067
Senior Secretary	1	3,969 – 4,749

**MARIPOSA**

*Total Reported Positions: 14*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor/Recorder	1	\$ 5,688
Assistant Assessor	1	4,313
Appraiser I	1	2,731
Appraiser II	1	2,778
Appraiser III	1	3,720
Auditor Appraiser (Hourly)	1	18,0120
Office Manager	1	2,885
Assessment Clerk I	1	2,076
Assessment Clerk II	5	2,293
Cadastral Draftsman II	1	3,084

**MENDOCINO**

*Total Reported Positions: 24*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 7,676
Assistant Assessor	1	4,714 – 5,730
Chief Property Appraiser	1	3,621 – 4,401
Real Property Appraiser III	2	3,285 – 3,995
Real Property Appraiser II	5	2,978 – 3,619

**MENDOCINO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Real Property Appraiser I	2	\$ 2,699 – 3,281
Senior Auditor Appraiser	1	3,803 – 4,623
Auditor Appraiser	2	3,621 – 4,401
Mapping Coordinator	1	2,574 – 3,129
Office Administrator	1	2,837 – 3,449
Assessment Information Supervisor	1	2,699 – 3,281
Property Tax Technician	1	2,574 – 3,129
Staff Assistant III	1	2,331 – 2,834
Staff Assistant II	2	2,116 – 2,572
Staff Assistant I	2	1,921 – 2,333

**MERCED**

*Total Reported Positions: 39*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 9,542
Assistant County Assessor	1	7,260
Chief Auditor-Appraiser	1	6,300
Chief Appraiser	1	6,300
Supervising Auditor-Appraiser	1	5,710
Supervising Appraiser	2	5,306
Chief of Mapping and Title	1	4,468
Assessment Services Supervisor	1	3,956
Title Technician	1	3,785
Assistant Title Technician	2	3,270
Cadastral Drafting Technician I	1	2,992
Cadastral drafting Technician II	1	3,465
Auditor-Appraiser I-III	5	5,077
Appraiser I-III	10	4,492
Appraiser Assistant	1	3,066
Assessment Clerk III	2	2,821
Assessment Clerk I-II	7	2,435

**MODOC**

*Total Reported Positions: 8*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 5,016
Senior Appraiser	1	2,619 – 3,343
Appraiser II	1	2,310 – 2,948

**MODOC (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Appraiser I	0	\$ 2,101 – 2,682
Auditor/Appraiser I	1	2,310 – 2,948
Department Systems Technician/Drafter	1	2,370 – 3,025
Administrative Assistant	1	2,370 – 3,025
Assessment Office Specialist II	1	1,820 – 2,323
Assessment Office Specialist I	1	1,655 – 2,113

*Employees that have reached the top of their range/step receive a 5% increase every three years.*

**MONO**

*Total Reported Positions: 14*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 8,685
Assistant Assessor	1	7,556
Chief Appraiser	1	5,426 – 6,595
Administrative Supervisor	1	3,841 – 4,669
Cadastral Mapping Specialist/Transfer Analyst	1	4,916 – 6,976
Auditor–Appraiser	1	5,039 – 6,126
Appraiser III	2	4,679 – 5,688
Appraiser II	3	4,239 – 5,153
Fiscal & Technical Specialist II	2	2,856 – 3,471
Appraiser Aide	1	3,231 – 3,928

**MONTEREY**

*Total Reported Positions: 58*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Assessor-County Clerk-Recorder	1	\$ 10,232 – 13,310
Assistant Assessor-Valuation	1	6,938 – 9,024
Account Clerk	2	2,150 – 2,797
Accounting Technician	1	2,801 – 3,644
Administrative Services Officer	1	4,606 – 5,992
Appraiser II	12	3,490 – 4,539
Appraiser III	6	3,894 – 5,066
Assessment Clerk	2	2,194 – 2,854
Associate Personnel Analyst	1	4,606 – 5,992
Auditor–Appraiser II	5	3,596 – 4,677
Business Technology Analyst II	1	4,548 – 5,916

**MONTEREY (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Departmental Information Systems Manager I	1	\$ 5,530 – 7,189
Map Drafting Technician	1	2,719 – 3,537
Office Assistant II	8	2,046 – 2,661
Principal Office Assistant	1	2,460 – 3,201
Property Transfer Clerk	6	2,329 – 3,030
Secretary	1	2,460 – 3,201
Senior Account Clerk	1	2,412 – 3,138
Senior Assessment Clerk	1	2,376 – 3,091
Senior Map Drafting Technician	1	3,228 – 4,197
Senior Property Transfer Clerk	1	2,574 – 3,348
Supervising Appraiser	1	4,346 – 5,653
Supervising Auditor-Appraiser	1	4,239 – 5,514
Supervising Office Assistant I	1	2,781 – 3,617

<b>NAPA</b>
-------------

**Total Reported Positions: 26.75**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor-Recorder-County Clerk	1	\$ 12,177
Chief Deputy Assessor-Recorder-County Clerk	1	7,731 – 9,310
Chief Appraiser	1	6,738 – 8,100
Supervising Appraiser	1	5,138 – 6,157
Assessment Records Supervisor	1	3,607 – 4,299
Auditor Appraiser III	1	4,867 – 5,838
Auditor Appraiser II	2	4,470 – 5,356
Auditor Appraiser II (Limited Term)	1	4,470 – 5,356
Auditor-Appraiser I (Limited Term)	1	4,080 – 4,867
Appraiser III	2	4,659 – 5,580
Appraiser II	4	4,280 – 5,117
Appraiser I	1	3,919 – 4,682
Appraiser I (Limited Term)	1	3,919 – 4,682
Appraiser Aide	1	3,176 – 3,775
Senior Transfer Mapping Technician	1	3,992 – 4,765
Transfer Mapping Technician	1	3,588 – 4,280
Senior Assessment Records Assistant	1	3,148 – 3,742
Assessment Records Assistant	4.75	2,935 – 3,474



<b>NEVADA</b>
---------------

*Total Reported Positions: 31.5*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,534
Administrative Analyst I/II	1	3,655 – 4,931
Administrative Services Associate	1	3,409 – 4,161
Supervising Appraiser	1	4,374 – 5,340
Assessment Standards Manager	1	4,374 – 5,340
Senior Appraiser	2	3,766 – 4,598
Appraiser I, II, III	5.75	2,792 – 4,161
Senior Assessment Assistant	2	2,465 – 3,009
Auditor-Appraiser II	1	3,085 – 3,766
Senior Mapping Technician	2	3,178 – 3,881
Appraisal Technician I/II	5	2,604 – 3,512
Mapping Technician	1	2,877 – 3,512
Senior Accounting Assistant	1	2,380 – 2,906
Assessment Assistant I/II	6.75	2,019 – 2,724
Programmer Analyst (Hourly)	On Contract	48

<b>ORANGE</b>
---------------

*Total Reported Positions: 375*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor	1	\$ 12,159
Administrative Manager II	4	5,547 – 10,227
Administrative Manager III	6	6,933 – 13,347
Appraiser I	15	3,396 – 4,582
Appraiser II	54	3,773 – 5,087
Appraiser III	22	4,205 – 5,661
Assessment Technician II	76	2,531 – 3,396
Assessment Technician III	13	2,903 – 3,879
Auditor-Appraiser I	13	3,396 – 4,562
Auditor-Appraiser II	22	3,773 – 5,087
Auditor-Appraiser III	15	4,205 – 5,661
Buyer I	1	2,903 – 3,879
Cadastral Technician II	7	2,903 – 3,879
Chief Cadastral Technician	1	4,205 – 5,661
Data Base and Security	1	5,966 – 8,050
Data Entry Specialist	5	2,508 – 3,238
Data Entry Supervisor III	1	2,919 – 3,898
Executive Secretary	1	3,423 – 4,576
Information Systems Manager III	0	5,850 – 9,682
Information Systems Supervisor	1	5,966 – 8,050

**ORANGE (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Information Systems Technician	1	\$ 3,675 – 4,950
Managing Appraiser	2	5,229 – 7,022
Managing Assessment Technician	4	3,992 – 5,373
Managing Auditor-Appraiser	2	5,229 – 7,022
Office Assistant	10	2,338 – 2,753
Office Specialist	2	2,446 – 3,238
Office Technician	2	2,338 – 2,753
Principal Appraiser	0	4,697 – 6,309
Secretary II	6	2,628 – 3,507
Senior Appraiser	12	4,697 – 6,309
Senior Assessment Technician	9	3,312 – 4,430
Senior Auditor-Appraiser	7	4,697 – 6,309
Senior Cadastral Technician	5	3,224 – 4,318
Senior Systems/Programmer	2	5,514 – 7,424
Staff Assistant	2	2,817 – 3,773
Store Clerk	1	2,265 – 2,992
Supervising Cadastral Technician	2	3,576 – 4,819
Systems Programmer/Analyst II	8	4,697 – 6,309
Technician Systems Specialist	1	5,087 – 6,836
<b><u>Grant Program</u></b>		
Administrative Manager III	1	6,933 – 13,347
Administrative Manager I	1	3,987 – 8,147
Appraiser I	4	3,396 – 4,562
Appraiser II	10	3,773 – 5,087
Senior Appraiser	2	4,697 – 6,309
Assessment Technician II	10	2,531 – 3,396
Auditor-Appraiser III	4	4,205 – 5,661
Senior Auditor-Appraiser	1	4,697 – 6,309
Systems Programmer/Analyst II	4	4,697 – 6,309
Senior Systems/Programmer	1	5,514 – 7,424

**PLACER*****Total Reported Positions: 85***

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 8,659 – 10,525
Assistant Assessor	1	7,854 – 9,546
Assessment Manager	2	6,784 – 8,246
Chief Appraiser	1	6,784 – 8,246

**PLACER (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Managing Appraiser	4	\$ 6,153 – 7,480
Managing Auditor–Appraiser	1	6,153 – 7,480
Information Technology Supervisor	1	6,153 – 7,480
Supervisor Appraiser	1	5,581 – 6,784
Senior Administrative Services Officer	1	5,062 – 6,153
Senior Appraiser	8	5,062 – 6,153
Senior Auditor–Appraiser	2	5,194 – 6,313
Senior Technology Solutions Analyst	2	5,062 – 6,153
Assessment Supervisor	3	4,273 – 5,194
Associate Appraiser	12	4,487 – 5,454
Associate Auditor Appraiser	1	4,487 – 5,454
Assistant Auditor-Appraiser	2	4,070 – 4,947
Senior Cadastral Technician	1	3,691 – 4,487
Geographic Information System Technician II	1	3,691 – 4,487
Information Technology Technician II	1	3,778 – 4,592
Appraisal Technician	15	3,189 – 3,876
Executive Secretary	1	3,108 – 3,778
Administrative Technician	1	3,108 – 3,778
Cadastral Technician	3	3,348 – 4,070
Accounting Technician	1	3,037 – 3,691
Administrative Supervisor	2	2,754 – 3,348
Account Clerk–Journey	1	2,557 – 3,108
Senior Administrative Clerk	6	2,498 – 3,037
Administrative Clerk–Journey	9	2,266 – 2,754

<b>PLUMAS</b>
---------------

**Total Reported Positions: 10**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 5,826
Department Fiscal Officer/Assessor Roll Manager	1	3,106 - 3,778
Property Tax Technician	0	1,943 – 2,364
Property Tax Specialist I	1	2,102 – 2,558
Property Tax Specialist II	2	2,319 – 2,821
Cadastral Drafting Specialist	1	3,262 – 3,967
Chief Appraiser	1	3,775 – 4,593
Appraiser Assistant	0	2,542 – 3,094
Appraiser I	0	2,683 – 3,265
Appraiser II	3	2,958 – 3,600
Appraiser III	0	3,262 – 3,967

<b>RIVERSIDE</b>
------------------

*Total Reported Positions: 280*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor-County Clerk-Recorder	1	\$ 12,433
Accounting Assistant I	1	2,477
Assessor Clerk Recorder Technician I	30	2,785
Assessor Clerk Recorder Technician II	21	3,127
Assessor Clerk Recorder Technician III	5	3,482
Application Development	4	9,134
Appraiser II	40	4,639
Appraiser Technician	21	3,127
Assistant County Assessor-Clerk-Recorder	2	9,869
Auditor/Appraiser II	11	4,713
Business Systems Analysis	1	9,785
Business Systems Analysis—Secured	2	10,306
Chief Deputy Assessor-Clerk-Recorder	2	7,690
Chief GIS Specialist	1	5,158
Data Entry Operator II	9	2,572
GIS Senior Analyst	1	5,337
GIS Specialist II	13	3,705
Information Technical Officer I	1	8,110
Information Technical Officer II	1	9,260
Network Administration	1	9,443
Office Assistant II	24	2,389
Principal Auditor/Appraiser	1	7,028
Principal Deputy Assessor-Clerk-Recorder	3	6,844
Secretary I	1	3,133
Secretary II	1	3,482
Senior Accounting Assistant	1	3,297
Senior Appraiser	36	5,167
Senior Auditor/Appraiser	5	5,102
Senior GIS Specialist	4	4,118
Staff Analyst II	1	4,469
Stock Clerk	1	2,491
Store Keeper	1	2,798
Supervising Appraiser	16	5,747
Supervising Auditor/Appraiser	3	5,675
Supervising GIS Specialist	1	4,639
Supervising Office Assistant I	7	2,982
Supervising Assessor-Clerk-Recorder Technician	3	3,855
Technical Support Manager	1	7,489
User Technical Support	1	5,388
User Technical Support—Secured	1	6,405

<b>SACRAMENTO</b>
-------------------

*Total Reported Positions (including Vacancies) 179.5*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 10,859
Assistant Assessor	1	8,413
Administrative Services Officer I	1	4,025 – 4,893
Administrative Services Officer III	1	5,855 – 6,455
Assessment Supervisor	2	3,169 – 3,851
Assessment Technician	6	2,855 – 3,470
Associate Auditor–Appraiser	9	4,376 – 5,321
Associate Real Property Appraiser	16	4,376 – 5,321
Auditor Appraiser Level 2	2	3,151 – 3,649
Cadastral Drafting Technician	1	2,661 – 3,231
Chief Appraiser	4	6,943 – 7,654
Chief Technical and Assessment Services	1	5,302 – 5,845
Data Entry Operator	1	2,139 – 2,598
Executive Secretary	1	3,323 – 4,037
Information Technology Customer Support Specialist 2	1	4,340 – 5,276
Information Technology Analyst Level 2	5.5	5,203 – 6,323
Information Technology Manager	1	7,144 – 7,877
Information Technology Technician Level 2	2	3,125 – 3,798
Office Assistant Level 2	6	2,139 – 2,598
Office Specialist Level 2	26	2,514 – 3,057
Personnel Specialist Level 2	1	2,890 – 3,513
Principal Information Technology Analyst	1	7,144 – 7,877
Real Property Appraiser Level 2	37	3,623 – 4,404
Senior Auditor Appraiser	3	4,818 – 5,855
Senior Cadastral Drafting Technician	3	3,000 – 3,645
Senior Information Technology Analyst	3	5,892 – 7,162
Senior Office Assistant	3	2,459 – 2,989
Senior Office Specialist	15	2,746 – 3,337
Senior Personnel Analyst	1	5,030 – 6,114
Senior Real Property Appraiser	13	4,818 – 5,855
Supervising Auditor Appraiser	3	5,458 – 6,636
Supervising Cadastral Drafting Technician	1	3,793 – 4,609
Supervising Real Property Appraiser	7	5,458 – 6,636

<b>SAN BENITO</b>
-------------------

*Total Reported Positions: 14*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,229
Assistant Assessor	1	5,353 – 6,834
Supervising Auditor Appraiser	1	4,831 – 6,167
Supervising Appraiser	1	4,831 – 6,167
Auditor Appraiser III	1	4,381 – 5,593
Appraiser III	1	4,192 – 5,353
Appraiser II	1	3,621 – 4,623
Assessment Office Manager	1	3,158 – 4,032
Computer Mapping Specialist	1	3,269 – 4,172
Assessment Clerk III	3	2,598 – 3,317
Assessment Clerk II	1	2,355 – 3,008
Appraiser III (Hourly)	1	30.88

<b>SAN BERNARDINO</b>
-----------------------

*Total Reported Positions: 203.9*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 10,968
Assistant Assessor	2	7,727 – 9,892
Administrative Supervisor II	1	5,089 – 6,501
Appraiser I	38.15	3,444 – 4,394
Appraiser II	13.15	3,797 – 4,844
Appraiser III	5	4,184 – 5,343
Appraiser Technician	18	2,447 – 3,120
Assessment Appeals Specialist	1	4,501 – 5,754
Auditor–Appraiser II	14.75	4,085 – 5,213
Auditor–Appraiser III	2	4,394 – 5,612
Automated Systems Analyst I	4	3,797 – 4,844
Automated Systems Analyst II	1	4,501 – 5,754
Automated Systems Technician	1	2,901 – 3,704
Business System Analyst III	1	5,343 – 6,829
Cadastral Drafting Technician I	3	2,832 – 3,615
Cadastral Drafting Technician II	2	3,047 – 3,889
Cadastral Drafting Technician III	1	3,281 – 4,184
Cadastral Services Supervisor	1	3,986 – 5,089
Chief Appraiser	1	6,664 – 8,528
Chief of Assessment Services	1	6,664 – 8,528
Department Information Services Manager	1	6,501 – 8,320
Executive Secretary III	1	3,120 – 3,986

**SAN BERNARDINO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Fiscal Assistant	0.55	\$ 2,220 – 2,832
Office Assistant II	12.96	2,014 – 2,570
Office Assistant III	31.08	2,220 – 2,832
Payroll Specialist	1	2,329 – 2,974
Principal Appraiser	2	5,089 – 6,501
Project Specialist	1	4,085 – 5,213
Secretary I	1	2,447 – 3,120
Staff Analyst I	0.75	3,527 – 4,501
Supervising Auditor-Appraiser	2	4,610 – 5,893
Supervising District Appraiser I	2	4,184 – 5,343
Supervising District Appraiser II	6	4,610 – 5,893
Supervising Office Assistant	2	2,570 – 3,281
Supervising Office Specialist	1	2,974 – 3,797
Supervising Title Transfer Technician I	2	2,832 – 3,615
Supervising Title Transfer Technician II	1	3,120 – 3,986
Title Transfer Technician I	22.5	2,570 – 3,281
Title Transfer Technician II	1	2,761 – 3,527

<b>SAN DIEGO</b>
------------------

*Total Reported Positions: 297*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 13,915
Chief Deputy County Assessor	2	11,237
Chief Deputy Assessor	1	7,926
Division Chief II	3	8,987 – 8,493
Division Chief I	8	6,352 – 7,720
Supervising Appraiser II	4	5,798 – 7,047
Supervising Appraiser I	9	5,269 – 6,405
Supervising Audit-Appraiser	3	3,954 – 4,807
Appraiser IV	9	4,796 – 5,828
Appraiser III	30	4,356 – 5,297
Appraiser II	55	3,862 – 4,694
Program Development Specialist	1	5,708 – 6,940
Assistant Division Chief	4	4,150 – 5,046
Supervising Assessment Clerk	8	2,884 – 3,505
Senior Assessment Clerk	22	2,460 – 2,990
Assessment Clerk	63	2,182 – 2,652
Cadastral Supervisor	3	3,985 – 4,845
Senior Cadastral Technician	7	3,436 – 4,176
Cadastral Technician	8	3,040 – 3,697

**SAN DIEGO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Geographic Information Systems Analyst	2	\$ 3,865 – 4,691
Imaging Technician II	1	2,623 – 3,188
Property Assessment Specialist II	40	2,815 – 3,422
Property Assessment Specialist III	13	3,388 – 4,110

<b>SAN FRANCISCO</b>
----------------------

*Total Reported Positions:* 94

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 12,034
Deputy Director III	1	11,390
Deputy Director II	1	9,150
Manager I	2	7,904
Chief Appraiser	1	8,344
Principal Real Property Appraiser	7	7,553
Senior Real Property Appraiser	10	6,526
Real Property Appraiser	17	5,638
Real Property Appraiser Trainee	4	5,421
Principal Personal Property Auditor	2	7,553
Personal Property Auditor	7	6,526
Personal Property Auditor	6	5,638
Civil Engineering Associate I	1	5,395
Assessment Clerk	14	3,872
Senior Assessment Clerk	12	4,258
Information Systems Administrator III	1	7,055
Payroll Clerk	1	4,615
Senior Clerk Typist	1	4,115
Secretary II	1	4,537
Executive Secretary II	1	5,395
Confidential Secretary to Assessor	1	5,265
Account Clerk	1	3,872
Principal Account Clerk	1	5,064



<b>SAN JOAQUIN</b>
--------------------

**Total Reported Positions: 110.5**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor-Recorder-County Clerk	1	\$ 10,637
Assistant Assessor-Recorder-County Clerk	1	8,334
Department Information Systems Manager	1	6,008 – 7,304
Principal Appraiser (Chief Real Property)	3	5,666 – 6,888
Senior Appraiser	1	4,943 – 6,008
Appraiser IV	4	4,616 – 5,611
Appraiser III	17	4,186 – 5,089
Appraiser II	3	3,671 – 4,462
Appraiser I	1	3,021 – 3,671
Auditor-Appraiser IV	2	4,616 – 5,611
Auditor-Appraiser III	5	4,186 – 5,089
Auditor-Appraiser II		3,671 – 4,462
Auditor-Appraiser I	1	3,064 – 3,723
Property Technician II	2	2,647 – 3,217
Property Technician I	13	2,522 – 3,064
Chief Cadastral Technician	1	3,531 – 4,290
Senior Cadastral Technician	1	3,141 – 3,815
Cadastral Technician II	4	2,820 – 3,428
Cadastral Technician I	3	2,522 – 3,064
Department Applications Analyst III	1	4,800 – 5,833
Department Information Systems Analyst II	1	4,207 – 5,115
Department Information System Specialist III	1	3,815 – 4,640
Department Information System Technician II	1	2,919 – 3,546
Administrative Assistant I	1	3,363 – 4,085
Transfer Technician Supervisor	1	2,834 – 3,446
Transfer Technician III	2	2,610 – 3,172
Transfer Technician II	4	2,498 – 3,035
Transfer Technician I	2	2,413 – 2,933
Exemptions Supervisor	1	2,740 – 3,330
Office Supervisor	1	2,558 – 3,110
Senior Office Assistant	13	2,309 – 2,806
Office Assistant	4	2,200 – 2,673
Office Secretary	1	2,558 – 3,110
Accounting Technician I	1	2,610 – 3,172
<b><u>Grant Program</u></b>		
Appraiser III	3	4,186 – 5,089
Appraiser II	1	3,671 – 4,462
Appraiser I	0	3,021 – 3,671
Auditor-Appraiser III	3	4,186 – 5,089
Auditor-Appraiser II	1	3,671 – 4,462

**SAN JOAQUIN (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Auditor-Appraiser I	0	\$ 3,064 – 3,723
Senior Office Assistant	2	2,309 – 2,806
Property Technician I	1.5	2,522 – 3,064

<b>SAN LUIS OBISPO</b>
------------------------

*Total Reported Positions: 87*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 11,594
Chief of Assessment Standards	1	6,743 – 8,195
Supervising Property Transfer Technician	1	3,448 – 4,189
Administrative Assistant II	1	2,312 – 2,811
Property Transfer Technician I	7	2,567 – 3,122
Property Transfer Technician II	5	2,817 – 3,423
Assessment Technician Supervisors	2	3,720 – 4,521
Cadastral Mapping Systems Specialist II	2	3,775 – 4,588
Cadastral Mapping Systems Specialist III	2	4,524 – 5,500
Cadastral Mapping Supervisor	1	5,240 – 6,370
Appraiser Trainee	1	3,000 – 3,647
Appraiser I	6	3,465 – 4,212
Appraiser II	12	4,013 – 4,879
Appraiser III	7	4,378 – 5,321
Auditor-Appraiser I	2	3,555 – 4,323
Auditor-Appraiser II	2	4,207 – 5,111
Auditor-Appraiser III	1	5,533 – 6,727
Supervising Auditor-Appraiser	1	6,200 – 7,537
Supervising Appraiser	3	5,171 – 6,285
Assessment Technician I	7	2,281 – 2,773
Assessment Technician II	3	2,605 – 3,167
Assessment Technician III	6	2,846 – 3,460
Assessment Technician IV	2	3,214 – 3,905
Senior Account Clerk	1	2,680 – 3,255
Supervising Administration Clerk I- Confidential	1	3,059 – 3,718
Assessment Analyst I	2	4,261 – 5,179
Assessment Analyst II	4	4,937 – 6,001
Assessment Analyst III	2	5,777 – 7,023
Chief Appraiser	1	6,743 – 8,195

<b>SAN MATEO</b>
------------------

**Total Reported Positions: 78**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 13,116
Deputy Assessor-County Clerk-Recorder	3	9,769
Principal Appraiser	5	7,631
Senior Appraiser	20	6,448
Appraiser II	13	5,682
Principal Auditor-Appraiser	3	7,631
Senior Auditor-Appraiser	8	6,448
Auditor-Appraiser II	4	5,682
Senior Drafting Technician	1	6,097
Drafting Technician II	1	5,443
Information Technology Manager	1	8,440
Supervising Assessor/Recorder Technician	3	4,987
Lead Assessor/Recorder Technician	1	3,997
Assessor/Recorder Technician III	6	4,198
Assessor/Recorder Technician II	8	3,668

<b>SANTA BARBARA</b>
----------------------

**Total Reported Positions: 83**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Clerk-Recorder-Assessor	1	\$ 11,911
Assistant County Clerk-Recorder-Assessor	1	8,072 – 9,855
Chief Appraiser	1	6,322 – 7,718
Data Processing Manager Department, Senior	1	6,612 – 8,072
Project Manager, Tax System Integration	1	6,951 – 8,485
Appraiser Division Manager	3	5,779 – 7,055
Assessment Supervisor	8	4,763 – 5,814
Appraiser I/II/III	21	3,148 – 4,576
Auditor-Appraiser I/II/III	6	3,531 – 5,133
EDP Systems and Program Analyst I/II	3	4,810 – 6,488
EDP Systems and Program Analyst Senior	3	5,587 – 6,820
Financial Systems Analyst Senior	1	6,081 – 7,424
Appraiser Aide	3	2,299 – 2,087
Mapping Technician I/II	5	2,953 – 3,984
Mapping Technician Chief	1	3,899 – 4,627
CARE Specialist I/II/III	17	2,405 – 3,410
CARE Specialist V	3	3,293 – 4,020
Departmental Analyst Program-Restricted	1	4,020 – 4,907
Cost Analyst II	1	4,883 – 5,961

**SANTA BARBARA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Account Technician Senior–Restricted	1	\$ 3,376 – 4,122
Computer Systems Specialist I/II	1	3,980 – 5,643

<b>SANTA CLARA</b>
--------------------

*Total Reported Positions: 291*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor *	1	\$ 13,444
Assistant Assessor **	1	9,255 – 11,873
Administrative Services Manager **	1	7,142 – 9,118
Confidential Secretary	1	4,602 – 6,981
Senior Management Analyst ***	3	5,732 – 6,968
Management Analyst	2	5,197 – 6,320
Program Manager II ***	1	6,413 – 7,796
Auditor Appraiser/Accounting Auditor	14	4,894 – 5,922
Appraiser		or 3,808 – 4,600
Assessment Roll Administrator***	1	5,510 – 6,107
Chief, Assessment Standards/Services**	1	7,573 – 9,679
Chief Appraiser **	1	7,573 – 9,679
Assistant Chief Appraiser ***	1	6,701 – 8,146
Supervising Appraiser ***	7	6,048 – 7,352
Senior Appraiser	23	5,232 – 6,330
Appraiser I/II	36	3,808 – 4,600
		or 4,533 – 5,488
Appraiser Aide	4	3,648 – 4,407
Supervising Auditor Appraiser ***	5	6,048 – 7,352
Chief Auditor Appraiser **	1	7,573 – 9,679
Assistant Chief Auditor Appraiser ***	1	6,701 – 8,146
Senior Auditor Appraiser	26	5,437 – 6,579
Exemption Supervisor ***	1	5,274 – 6,413
Exemption Investigator	1	4,577 – 5,540
Property Transfer Examiner	8	3,401 – 4,108
Office Management Coordinator***	1	4,384 – 5,328
Supervising Appraisal Data Coordinator ***	1	4,406 – 5,354
Supervising Clerk ***	1	4,113 – 4,999
Office Specialist III	7	2,998 – 3,613
Office Specialist II	24	2,733 – 3,290
Office Specialist I	2	2,551 – 3,067
Human Resources Assistant II	1	3,517 – 4,277
Appraisal Data Coordinator	7	3,371 – 4,069
Senior Assessment Clerk	20	3,200 – 3,863
Supervising Assessment Clerk ***	3	4,034 – 4,904

**SANTA CLARA (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Clerk	14	\$ 3,026 – 3,648
Accountant Assistant	2	3,200 – 3,863
Account Clerk II	1	2,957 – 3,566
Account Clerk I	1	2,708 – 3,260
Director Information System **	1	8,725 – 11,183
Information Systems Manager II ***	1	7,352 – 8,938
Information Systems manager I ***	5	6,769 – 8,228
Information System Tech II	1	4,429 – 5,360
Mapping /ID Supervisor ***	1	4,427 – 5,380
Property Transfer Supervisor ***	1	4,427 – 5,380
Senior Property Mapper	1	3,790 – 4,577
Property Mapper I/II	5	2,943 – 3,549
		or 3,450 – 4,166
<b><u>Grant Program</u></b>		
Supervising Auditor Appraiser ***	1	6,048 – 7,352
Senior Auditor Appraiser	2	5,437 – 6,579
Auditor Appraiser	2	4,894 – 5,922
Senior Appraiser SCPTAP	1	5,232 – 6,330
Appraisal Aide	1	3,648 – 4,407
Senior Assessment Clerk	2	3,200 – 3,863
Assessment Clerk	5	3,026 – 3,648
Appraisal Data Coordinator	2	3,371 – 4,277
Exemption Investigator	1	4,577 – 5,540
Property Transfer Examiner	1	3,401 – 4,108
Office Specialist II	6	2,733 – 3,290
Accountant Assistant	2	3,200 – 3,863
Information Systems Manager III	1	8,106 – 9,874
Information Systems Manager I	4	6,769 – 8,228
Property Mapper I/II	1	3,450 – 4,166
GIS Technician I	1	4,108 – 4,964
Supervising Assessment Clerk Unsecured	1	4,034 – 4,904
Supervising Auditor Appraiser Unsecured	1	6,048 – 7,352
Appraiser Aide Unsecured	1	3,648 – 4,407
Senior Assessment Clerk Unsecured	1	3,200 – 3,863
Clerical Office Supervisor Unsecured	1	3,729 – 4,535
Office Specialist Unsecured	11	2,551 – 3,067

\* Elected Office

\*\* Executive Management

\*\*\* CEMA Represented

<b>SANTA CRUZ</b>
-------------------

*Total Reported Positions: 38*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 13,265
Chief Deputy Assessor—Valuation	1	6,013 – 8,022
Chief Deputy Assessor—Administration	1	6,013 – 8,022
Chief of Assessment Standards	1	5,219 – 6,959
Senior Appraiser	3	4,359 – 5,514
Appraiser I	3	3,411 – 4,319
Appraiser II	5	3,969 – 5,023
Chief Auditor-Appraiser	1	5,463 – 7,285
Auditor-Appraiser III	1	4,361 – 5,517
Auditor-Appraiser II	3	4,150 – 5,245
Auditor-Appraiser I	0	3,432 – 4,344
Appraiser-Auditor Aide	3	3,181 – 4,023
Geographic Information Systems Technician I	1	3,113 – 3,940
Geographic Information Systems Technician II	1	3,411 – 4,316
Geographic Information Systems Analyst	1	4,196 – 5,306
Clerical Supervisor II	1	3,896 – 4,931
Assessment Technician	5	2,739 – 3,460
Assessment Clerk	2	2,548 – 3,222
Clerk II	2	2,609 – 3,298
Senior Receptionist	1	2,914 – 3,685
Departmental Data Processing Coordinator	1	3,460 – 4,377

<b>SHASTA</b>
---------------

*Total Reported Positions: 43*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor-Recorder	1	\$ 8,456
Deputy Assessor-Recorder, Valuation	1	4,824 – 6,158
Deputy Assessor-Recorder, Administration	1	4,824 – 6,158
Senior Supervisor Real Property Appraiser	2	3,689 – 4,708
Senior Specialist Real Property Appraiser	3	3,583 – 4,573
Real Property Appraiser III	7	3,233 – 4,127
Real Property Appraiser II	2	2,947 – 3,762
Real Property Appraiser I	2	2,546 – 3,249
Senior Supervising Auditor-Appraiser	1	3,689 – 4,708
Auditor-Appraiser III	2	3,233 – 4,127
Auditor-Appraiser II	2	3,079 – 3,930
Auditor-Appraiser I	0	2,660 – 3,395

**SHASTA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Interdepartmental Systems Coordinator	1	\$ 4,208 – 5,371
Program Manager	2	3,479 – 4,441
Mapping Specialist II	2	3,140 – 4,008
Mapping Specialist I	0	2,686 – 3,428
Assessor's Administrative Assistant <u>or</u> Executive Assistant	1	2,739 – 3,496
	0	2,484 – 3,171
Supervising Assessor-Recorder Clerk	1	2,460 – 3,140
Senior Assessor-Recorder Clerk	4	2,276 – 2,904
Assessor-Recorder Clerk III	2	2,064 – 2,634
Assessor-Recorder Clerk II	4	1,845 – 2,355
Assessor-Recorder Clerk I	2	1,715 – 2,188

**SIERRA**

*No Information Provided*

**SISKIYOU**

*Total Reported Positions: 21*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 6,010
Assistant Assessor	1	4,095 – 4,977
Principal Appraiser	1	3,281 – 3,988
Senior Specialist Appraiser	3	3,050 – 3,708
Senior Appraiser	3	2,905 – 3,531
Appraiser	1	2,509 – 3,050
Assessment Office Manager	1	3,281 – 3,988
Administrative Assessment Supervisor	1	2,570 – 3,125
Senior Assessment Technician	4	2,220 – 2,700
Assessment Technician	3	1,920 – 2,331
Mapping and Title Supervisor	1	2,635 – 3,203
Senior Cadastral Map Technician	1	2,275 – 2,766

<b>SOLANO</b>
---------------

**Total Reported Positions: 45**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor/Recorder (Executive Manager)	1	\$ 11,930
Assistant Assessor/Recorder (Executive Manager)	1	8,179 – 9,941
Chief Appraiser (Senior Manager)	1	6,124 – 7,443
Supervising Appraiser (Mid-Manager)	2	5,053 – 6,143
Senior Appraiser	4	4,537 – 5,514
Appraiser	12	3,986 – 4,845
Appraiser Technician	2	3,233 – 3,930
Supervising Auditor-Appraiser (Mid-Manager)	1	5,083 – 6,143
Senior Auditor-Appraiser	1	4,537 – 5,514
Auditor-Appraiser	3	3,986 – 4,845
Cadastral Mapping Technician Supervisor (Mid-Manager)	1	4,541 – 5,519
Cadastral Mapping Technician I/II	2	2,800 – 3,930
Cadastral Mapping Technician III	2	3,735 – 4,540
Office Coordinator	1	3,296 – 4,047
Clerical Operations Manager (Mid-Manager)	1	3,990 – 4,850
Office Assistant I/II	4	2,446 – 3,410
Office Assistant III	6	3,089 – 3,792

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

<b>SONOMA</b>
---------------

**Total Reported Positions: 85.6**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Clerk-Recorder-Assessor	1	\$ 12,298
Assistant Assessor	1	8,157 – 9,917
Executive Secretary, Confidential	1	3,623 – 4,404
Chief of Assessment Standards	1	6,766 – 8,223
Appraiser IV	3	5,338 – 6,487
Appraiser III	17 – 4 Grant*	4,630 – 5,628
Appraiser II	0 – 1 Grant*	4,157 – 5,054
Appraiser I	0	3,599 – 4,374
Appraiser Aide	0 – 3 Grant*	3,136 – 3,811
Appraiser Analyst	2 – 1 Grant*	4,896 – 5,952



**SONOMA (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Auditor Appraiser	1	\$ 5,545 – 6,740
Auditor Appraiser II	5 – 1 Grant*	4,743 – 5,764
Auditor Appraiser I	1	4,059 – 4,936
Department Information Specialist	0 – 1 Grant*	4,477 – 5,442
Cadastral Mapping Supervisor	1	4,305 – 5,232
Cadastral Mapping Technician II	5	3,665 – 4,454
Cadastral Mapping Technician I	0	3,374 – 4,101
Assessment Process Manager	1	5,891 – 7,161
Assessment Process Supervisor	3	3,706 – 4,506
Assessment Process Specialist	9 – 1 Grant*	3,365 – 4,092
Assessment Clerk	11 – 4.6 Grant*	2,998 – 3,646
Assessment Clerk Trainee	0	2,689 – 3,266
Accounting Manager	1	6,601 – 8,023
Administrative Services Officer I	1	5,494 – 6,679
Accountant II	1	4,560 – 5,545
Accountant II, Confidential	1	4,690 – 5,675
Accounting Clerk II	2	2,964 – 3,602

\* *Grant Program*

<b>STANISLAUS</b>
-------------------

**Total Reported Positions: 64**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 10,826
Confidential Assistant III	1	2,615 – 3,922
Confidential Assistant IV	1	3,142 – 4,712
Assistant Assessor	2	5,323 – 7,985
Supervising Auditor–Appraiser	1	4,846 – 5,891
Supervising Appraiser	4	4,617 – 5,612
Supervising Assessment Technician	4	2,984 – 3,627
Assessment Technician II	1	2,300 – 2,795
Assessment Technician III	9	2,600 – 3,161
Appraiser I	0	2,854 – 3,468
Appraiser II	0	3,452 – 4,198
Appraiser III	16	3,811 – 4,631
Appraiser Technician	3	2,378 – 2,891
Drafting Technician	3	3,094 – 3,759
Drafting Supervisor	1	3,492 – 4,246
Senior Appraiser	6	4,191 – 5,094

**STANISLAUS (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Senior Auditor Appraiser	2	\$ 4,399 – 5,347
Auditor–Appraiser III	5	3,995 – 4,855
Administrative Clerk I	1	2,204 – 2,681
Software Development/Analyst III	2	4,993 – 6,070
Application Specialist III	1	4,316 – 5,246

**SUTTER**

*Total Reported Positions: 24*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 7,230
Assistant Assessor	1	4,786 – 5,860
Chief Appraiser	1	4,298 – 5,273
Assessment Office Manager	1	3,110 – 3,866
Assessment Technician I	0	1,910 – 2,379
Assessment Technician II	1	2,136 – 2,653
Assessment Technician III*	8	2,379 – 2,963
Senior Map Drafting Title Technician	1	3,077 – 3,824
Appraiser Aide*	1	2,579 – 3,219
Appraiser I	0	2,579 – 3,437
Appraiser II	1	3,077 – 3,824
Appraiser III	5	3,437 – 4,245
Auditor–Appraiser I	0	2,913 – 3,627
Auditor–Appraiser II*	1	3,255 – 4,029
Auditor–Appraiser III	2	3,627 – 4,486

*\* Appraisal aid, auditor–appraiser II, and one-half assessment technician III funded by Grant Program through June 30, 2006 only.*

**TEHAMA**

*Total Reported Positions: 20*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 6,242
Assistant Assessor	1	4,317 – 5,259
Assessment Roll Manager	1	2,839 – 3,456
Auditor Appraiser	1	3,325 – 4,052
Senior Appraiser	4	3,164 – 3,855

**TEHAMA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Appraiser II	1	\$ 2,797 – 3,407
Appraiser I	1	2,471 – 3,011
Chief Cadastral Drafting Technician	1	2,471 – 3,011
Senior Assessment Clerk	1	2,297 – 2,797
Transfer Clerk	2	2,240 – 2,730
Assessment Clerk III	4	2,185 – 2,663
Assessment Clerk II	2	1,885 – 2,297

**TRINITY**

*No information provided*

**TULARE**

*Total Reported Positions: 67*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 8,608
Assistant County Assessor	1	6,885
Chief Appraiser	1	6,122
Chief Auditor Appraiser	1	6,122
Auditor Appraiser III	2	5,165
Appraiser III	4	5,163
Cadastral Supervisor	1	4,845
System and Procedures Analyst	1	4,845
Appraiser III	5	4,683
Auditor–Appraiser II	5	4,677
Appraiser II	16	4,239
Cadastral Mapping Technician II	1	3,857
Cadastral Mapping Technician I	4	3,492
Auditor Appraiser I	0	3,407
Department Secretary	1	3,336
Chief Assessment Clerk	1	3,324
Appraiser I	3	3,087
Legal Document Examiner II	3	2,670
Legal Document Examiner I	15	2,418
Supervising Legal Document Examiner	1	3,057

<b>TUOLUMNE</b>
-----------------

***Total Reported Positions: 14***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor-Recorder-Archivist	1	\$ 7,467
Assistant Assessor	1	4,832 – 5,899
Assessment Office Manager	1	3,069 – 3,747
Senior Appraiser	2	3,442 – 4,202
Auditor-Appraiser II	1	3,442 – 4,202
Appraiser II	2	2,994 – 3,655
Cadastral GIS Technician II	1	2,643 – 3,226
Senior Assessment Technician	2	2,090 – 2,552
Assessment Technician II	2	1,892 – 2,310
Assessment Technician I	1	1,712 – 2,090

<b>VENTURA</b>
----------------

***Total Reported Positions: 131***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor	1	\$ 12,371
Deputy Assessor	3	5,774 – 9,453
Principal Appraiser	6	4,780 – 7,296
Administrative Assistant	1	3,014 – 4,216
Appraiser I	1	2,970 – 4,154
Appraiser II	38	3,456 – 4,845
Appraiser III	8	3,859 – 5,410
Assessor's Technician II	8	2,716 – 3,477
Assessor's Technician III	7	2,971 – 3,803
Auditor-Appraiser II	10	3,456 – 4,845
Auditor-Appraiser III	2	3,765 – 5,410
Cadastral Technician II	2	2,891 – 4,036
Cadastral Technician III	2	3,704 – 4,304
Cadastral Technician IV	1	3,668 – 5,141
Clerical Supervisor II	3	2,705 – 3,787
Data Entry Operator III	2	2,010 – 2,810
Fiscal Assistant III	1	2,185 – 3,055
Management Assistant II	1	2,398 – 3,357
Management Assistant III	1	2,579 – 3,608
Management Assistant IV–Confidential	1	2,854 – 4,591
Manager–Assessment Services	1	4,178 – 5,718
Office Assistant III	12	2,127 – 2,974
Office Assistant IV	5	2,286 – 3,197
Office Systems Coordinator II	1	3,375 – 4,746

**VENTURA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Office Systems Coordinator III	1	\$ 3,951 – 5,541
Office Systems Coordinator IV	1	4,695 – 6,235
Senior Office Systems Coordinator	1	4,719 – 7,054
Supervising Appraiser	6	4,405 – 6,167
Supervising Auditor–Appraiser	2	4,405 – 6,167
Supervising Assessor's Technician	1	3,417 – 4,374
Supervising Data Entry Operator	1	2,193 – 3,076

**YOLO**

*Total Reported Positions: 26*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 8,569
Chief Deputy County Assessor	2	5,267 – 6,402
Staff Services Analyst II	1	3,778 – 4,592
Senior Appraiser	2	4,224 – 5,135
Appraiser III	3	3,763 – 4,574
Auditor-Appraiser III	4	3,763 – 4,574
Principal Appraiser	1	4,635 – 5,634
Senior Cadastral Drafting Technician	1	2,795 – 3,398
Cadastral Drafting Technician	1	2,449 – 2,997
Assessment Office Specialist II	3	2,227 – 2,707
Assessment Office Specialist III	7	2,513 – 3,056

**YUBA**

*Total Reported Positions: 19*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$ 7,213
Assistant Assessor	1	5,046 – 6,135
Auditor-Appraiser III	0	3,450 – 4,196
Auditor-Appraiser II	1	3,065 – 3,728
Auditor-Appraiser I	1	2,805 – 3,411
Real Property Appraiser III	0	3,450 – 4,196
Real Property Appraiser II	2	3,065 – 3,728
Real Property Appraiser I	3	2,805 – 3,411
Assessment Office Supervisor	1	2,977 – 3,620
Assessment Specialist	3	2,215 – 2,694
Assessment Assistant II	3	2,027 – 2,465

***YUBA (Continued)***

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Assessment Assistant I	1	\$ 1,855 – 2,256
Cadastral Drafting Technician II	0	2,805 – 3,411
Cadastral Drafting Technician I	2	2,492 – 3,031

### Salaries of Assessment Appeals Board Members<sup>3</sup>

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$75 half day/\$100 full day	Stipend for attending mandatory training
Butte	\$40 half day/\$75 full day	\$0.445 mileage
Contra Costa	\$200 half day/\$300 full day/\$400 per day consecutive day appeals	
El Dorado	\$100 /day, \$50/per 4 hour session	\$0.445 milage/\$12 lunch
Fresno	\$100 per day	
Humboldt	\$40 half day/\$75 full day	\$0.445 mileage, \$9.50 for lunch if full day
Kern	\$125 half day/\$200 full day	Meals for training
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	\$75 per day	.445/mile; \$12.00 lunch
Marin	\$131.25 half day/\$262.50 full day	\$32.81 per hour for preparation of findings of fact; expenses for training
Mariposa	\$30 per session	
Merced	\$100 per session/\$50 per hour over 4 hrs	
Mono	\$100 Member per session \$125 Chairperson per session	\$0.445/Mile
Monterey	<b>No Information provided</b>	
Nevada	\$50 half-day/\$100 full day	Mileage
Orange	\$100 half-day/\$200 full day	
Placer	\$100 per day	
Riverside	\$200 per day	\$0.43 mileage/\$12 lunch
Sacramento	\$100 half day/\$200 full day	Parking
San Bernardino	\$50 half day/\$100 full day	\$0.445 /Mile
San Diego	\$100 per day	Mileage
San Francisco	\$100 per half-day session	\$40 per hour pre-review of documents/exhibits
San Joaquin	\$125 half day	
San Luis Obispo	\$150 per session	\$0.445 mileage
San Mateo	\$50/session for less than 2 hours \$300 per day.	Mileage/meals for training

<sup>3</sup> Since the boards of supervisors sit as the local boards of equalization in the following counties, there are no assessment appeals boards: Alpine, Amador, Calaveras, Colusa, Del Norte, Glenn, Imperial, Inyo, Kings, Lake, Mendocino, Modoc, Napa, Plumas, San Benito, Sierra, Tehama, Trinity, and Tuolumne.

### Salaries of Assessment Appeals Board Members<sup>3</sup>

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Santa Barbara	\$ 250 - \$ 300/Session	Mileage \$0.445/Mile
Santa Clara	\$200 per hearing	\$0.445 mileage/\$16 meals (mileage/miles rarely claimed)
Santa Cruz	\$75 per day	
Shasta	\$75 per day	
Siskiyou	\$100 per day	Mileage
Solano	\$100 for 4 hours or less, \$200 per meeting in excess of four hours.	\$25 per hour pre-review of complex appeals
Sonoma	\$125 per session	
Stanislaus	\$75 half day/\$150 full day	
Sutter	\$25 per hour (2 hour minimum)	
Tulare	\$150 per day (Per 2005 Survey)	Mileage/meals
Ventura	\$100 half day/\$200 full day	\$0.445 mileage
Yolo	<b>No Information Provided</b>	
Yuba	\$25 per hour (minimum of 4 hrs)	



### Salaries for Hearing Officers<sup>4</sup>

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$30 - \$75 per hour	Hourly rate for training
Butte	\$40 half day/\$75 full day	\$0.445 mileage
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	
Nevada	\$110/full day, \$60/Half day	Mileage
Orange	\$150 full day	
Sacramento	\$100/Hour (\$50 if cancelled less than 18 days prior to hearing)	Parking
San Bernardino	\$50 half day/\$100 full day	\$0.445/mile
San Diego	\$100 per day	Mileage
San Francisco	\$100 per half-day session/\$40 per hour over session	\$40 per hour pre-review of documents/exhibits
Santa Clara	\$200 per hearing	\$0.445 mileage/\$16 meals (mileage/miles rarely claimed)
Shasta	\$135 per hearing	Expenses for photocopying and long distance calls mileage, meals, etc.
Solano	\$400 per day for consecutive hearing days due to complex appeals	
Ventura	\$100 half day/\$200 full day	\$0.445 mileage

---

<sup>4</sup> No other counties currently have appointed hearing officers for the local equalization functions.

## A. Employee Retirement Benefits

County	Retirement				Social Security	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Alameda	1937 Ret. Act	2% @ 50	Various	various	50%	50%
Alpine	CalPERS	2% @ 55	100% for Assessor, 50% other employee	0% Assessor, 50% other employee		
Amador	CalPERS	2% @ 55	100%	0	0	7.65%
Butte	CalPERS	2% @ 55	100%	0	-	-
Calaveras	CalPERS	2% @ 55	100%	0	0	0
Colusa	CalPERS	2.5% @ 55 3% @ 60	7%		7.65%	0
Contra Costa	1937 Ret. Act	2% @ 55	80%	20%		
Del Norte	CalPERS	2% @ 55	1-5 year 4% 5+ =7%	1-5 Years 3% 5+ = 0	6%	6%
El Dorado	CalPERS	2% @ 55	7%	-	0	0
Fresno	1937 Ret. Act	2.5% @ 55 Voluntary second tier 2% @ 55	Basic 75%; COLA 50%; Settlement 50%	Basic 25%; COLA 50%; Settlement 50%	Based on years of service	
Glenn	CalPERS	2.5% @ 55	100%	0%	100%	0%
Humboldt	CalPERS	2% @ 55	13.923%	7%	7.65%	6%
Imperial	1937 Ret. Act	2.5% @ 58 1/2	21.486%	-	0	0
Inyo	CalPERS	2% @ 55	Before 1/1/06 pays 100%, after 1/1/06 full time empl Pays 100%	0	100%	0
Kern	1937 Ret. Act	3% @ 60	100% if hired before 8/7/04 – 0% after	0% if hired prior to 08/7/04; 100% if hired after	0	0
Kings	CalPERS	2% @ 55	100%	0	0	100%
Lake	CalPERS	2% @ 55	100%	0	0	0
Lassen	CalPERS	2% @ 55	100%	0	-	-
Los Angeles	LACERA	Varies	Varies — Choice of 5 plans		0	0
Madera	CalPERS	2% @55	11%	7%	0	100%
Marin	1937 Ret. Act	2% @ 55	13.92%	Based on age at membership	0	0
Mariposa	CalPERS	2.7% @ 55	100%	0	-	-
Mendocino	1937 Ret. Act.	Sliding Scale	75%	25%	7.65%	7.65%
Merced	1937 Ret. Act	3% @ 60	50%	50%	-	-
Modoc	CalPERS LIUNA	2% @ 55	100%	0	0	0
Mono	CalPERS	2% @ 55	7.3%	7%	0	0
Monterey	CalPERS	2% @ 55	93%	7%	-	-
Napa	CalPERS	2.5% @ 55	95.52%	4.48%	0	0
Nevada	CalPERS	2% @ 55	7% / 100%	0	0	100%
Orange	OCERS	2% @ 55	Varies	Varies	0	0
Placer	CalPERS	2.5% @ 55	7%	1%	100%	0
Plumas	CalPERS	2% @ 55	100%			
Riverside	CalPERS	3% @ 60	1-5 yr 7%, 5+ 14%	1-5 yr 7%, 5+ 0%	0	100%

## A. Employee Retirement Benefits

County	Retirement				Social Security	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Sacramento	1937 retirement Act, SCERS	2% @ 55 1/2	3.19% To 4.79%	13.81%		
San Benito	CalPERS	2% @ 55	100% of 7% employee's base salary	0	-	-
San Bernardino	1937 Retirement Act	2% @ 55	7% ELC	Various	0	0
San Diego	SDCERA	2.5% @ 55 TO 3.0% @ 60	Various	Varies	0	0
San Francisco	SF Charter Section A 8.509 & 8.587	2% @ 60	2.5%	5%	7.65%	7.65%
San Joaquin	1937 Ret. Act	-	-	-	-	-
San Luis Obispo	Sect. 17 of Article XVI of CA Const and Gov Code Sect 53215	2% @ 55	Varies	0	0	0
San Mateo	SamCera	2% @ 55	80%	20%		
Santa Barbara	1937 Ret. Act	2% @ 57	Varies	Varies	0	0
Santa Clara	CalPERS	2% @ 55	100%	0	-	-
Santa Cruz	CalPERS	2% @ 55	15.055% for general unit 0% for middle & executive management	0 100% mgmt	6.2% for SS; 1.45% for Medicare	6.2% for SS; 1.45% for Medicare
Shasta	CalPERS	2% @ 55	10.811% for nonvested & 17.811% for vested	General unit contribute 0% & middle & executive contribute 7%		
Sierra	No response provided					
Siskiyou	CalPERS	2% @ 55	100%	0	0	100%
Solano	CalPERS	2.7% @ 55	16.6616% Mgmt 19.0933 to 20.4310%	83.3384% Mgmt 79.569% to 80.9067%	-	-
Sonoma	1937 Ret. Act	3% @ 60	Varies	Varies	7.65%	7.65%
Stanislaus	1937 Ret. Act	2% @ 55	Approx 75%	25%	-	-
Sutter	CalPERS	2.7% @ 55	.08%	0	-	-
Tehama	CalPERS	2% @ 55	.07%			
Trinity	No response provided					
Tulare	1937 Ret. Act	2% @ 57	Varies	Varies	50%	50%
Tuolumne	CalPERS	2% @ 55	100%	0	7.65%	
Ventura	1937 Ret. Act	1.5% @ 55	13.61%	-	7.65%	7.65%
Yolo	CalPERS	2% @ 55	100%	0		
Yuba	CalPERS	2% @ 55	Varies	7%		
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	100%	0	100%	0
Alpine	\$1,025/month for employee only or employee + up to 4 dependents	\$225/month for employee, or employee+ 4 dependents	Included in medical	Medical in included
Amador	90%	10%	90%	10%
Butte	85% - 90% various by plan	10% - 15% various	Included in medical	Varies
Calaveras	\$400-\$800 (Cafeteria Plan)	Varies	Included in medical	Varies
Colusa	\$253.26	Varies	\$35	Varies
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	100% employee	100% Dependent Group Plan	100% employee	100% Dependent Group Plan
El Dorado	Varies by plan	Varies by plan	Included in medical	Varies by plan
Fresno	\$5,029 employee; \$1,716 dependent care	Varies by plan	100%	0
Glenn	90%	10%	0	100%
Humboldt	\$389.83 - \$705.34	Varies	100%	0
Imperial	\$ 369.88 73%	\$ 136.94 27%	Only Dept. Head & Managers 100%	General members 100%
Inyo	PERS Choice Plan-100%	Repayment = 1% of base salary	100%	0
Kern	100% if hired before 4/15/97; 80% after	20% if hired after 4/15/97	Included in medical	
Kings	\$1,019.22/family, and the county pays \$546.	0	Medical, dental, and vision are together	
Lake	\$550/Month	Varies	Included in medical	Varies
Lassen	\$125 - \$350	0- \$494	0	\$50
Los Angeles	Varies by 4 plans	Varies	Varies by 4 plans	Varies
Madera	100% employee/50% dependent	50% dependent	100% employee/50% dependent	50% dependent
Marin	Varies	Varies	Varies	Varies
Mariposa	100%	-	\$39.13	\$32.98
Mendocino	75%	25%	75%	25%
Merced	100% employees	50% dependent	100% employee	50% dependent
Modoc	100% - \$794.05 (Flat amount)	0	100% -\$70.98/month (Flat amount. Includes vision)	0
Mono	100%	0	100%	0
Monterey	Varies	Varies	\$35.03 (Non-elective, Employee Only premium)	\$35.02 Employee +one
Napa	90% employee only	10%	100% employee and dependents	0
Nevada	100% employee/74% dependent	26% dependent	100% employee/74% dependent	26% dependent
Orange	95%	5%	OCEA	OCEA
Placer	100% employee	-	100% employee	-
Plumas	90%		90%	
Riverside	\$706 toward flexible benefits	Varies	Included in medical	Varies
Sacramento	\$743.04 / Month	Varies	100%	Deductible
San Benito	County pays 100% of employee portion HMO/PPO; county pays portion of premium for family members depending on if HMO/PPO.	Various	\$24.20 for each employee	\$20.79 for self and portion for employee family
San Bernardino	Varies by plan	Varies	Varies by plan	Varies

## B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
San Diego	\$260 - \$ 641	Varies by plan	Included in medical	Varies
San Francisco	\$159.48 + \$ 147.64 Each	Depending on MOU or HMO	\$50.12 Each	None
San Joaquin	100% employee only	-	100% employee only	-
San Luis Obispo	Management \$741 Rank/File \$509	Varies	Included in medical	Varies
San Mateo	80%	20%	90%	10%
Santa Barbara	\$105.19/ biweekly it includes Vision	Varies	\$12.02 / biweekly	Varies
Santa Clara	100% for employee and dependent, except the healthnet has a biweekly charge of \$37.56 for dependent	0	100% for employee and dependent	0
Santa Cruz	\$267.25 to \$521.15	Varies by plan	100%	Co-pay
Shasta	3 plans available Single \$420.61, 2 Party \$528.52, Family \$663.36	Various according to plan	Single \$17.64, 2 Party \$28.37, Family \$37.61	Single \$17.27, Party \$33.94, Family \$57.02
Sierra	No response provided			
Siskiyou	90% for assessor & asst assessor 93% remainder units	10%  7%	90 %	10%
Solano	Varies by 4 plans	Varies	Varies by 2 plans	Varies
Sonoma	SEIU-General =86%; 85% mgmt/conf	14%; 15% mgmt/conf	SEIU general-\$40.47, salary resolution-management confidential, Unrepresented=\$41.47, amount paid per pay period	SEIU general=\$10, salary resolution management, confidential, unrepresented=\$9
Stanislaus	\$480 /Month	Various	\$62/Month for dental and vision	Various
Sutter	Up to \$887. Varies by plan	Varies by plan	Up to \$38.92. Varies by plan	Varies by plan
Tehama	\$799.82	\$103.76	Included in medical \$79.57	Varies
Trinity	No response provided			
Tulare	Varies by plan	Varies	Varies by plan	Varies
Tuolumne	\$1000-\$1110 Cafeteria program; this covers medical, dental and vision	Varies	Included in medical	Varies
Ventura	Flex Allowance \$248 Bi-weekly	-	Include in flex allowance	
Yolo	90% of lowest plan	Up to 10%	90%	10%
Yuba	Varies by plan	Varies by plan	Varies by plan	Varies by plan
State of California	Varies by plan	Varies by plan	Varies by plan	Varies by plan

## C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Alameda	\$200/24 months. Management reimbursed under cafeteria plan		Mgmt Cafeteria \$1500; job related expenses \$800
Alpine	Included in medical	Included in medical	\$1,025/month for medical, dental and vision for employee only or employee + 4 dependents. (Same rates for both)
Amador	90%	10%	

## C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Butte	Included in medical	Varies	
Calaveras	Included in medical	Varies	\$400 for employee only, \$650 for employee +1, or \$800 for family coverage of the total premiums. +-If employee choose dental & vision but not medical, they may qualify for "cash in lieu" of up to \$200.
Colusa	ESP -100% employee	Employee pays \$4.49 /month for each dependent	
Contra Costa	None		
Del Norte	None		
El Dorado	Include in medical	Varies by plan	\$6,000 Optional benefit plan per fiscal year for management and confidential employees
Fresno	100%	0	
Glenn	100% employee	-	
Humboldt	100%	0	
Imperial	Only Dept. head and Managers 100%	General members 100%	
Inyo	100%	0	
Kern	Included in medical		
Kings	See miscellaneous	See miscellaneous	Medical, dental and vision are together; \$1,019.22 per family and the county pays \$546.20
Lake	Included in medical	Varies	\$5,000 life and \$5,000 accidental death benefit included with \$550 per month medical.
Lassen	No vision	100%	Benefit exempt with # of dependents
Los Angeles	Varies by 4 plan	Varies	4 different cafeteria benefit plans: Options, Choice, Flex and megaflex
Madera	100% employee/50% dependent	50% dependent	
Marin	Varies	Varies	Cafeteria plan
Mariposa	-	10.21	
Mendocino	75%	25%	
Merced	100% employee	50% dependent	
Modoc	Included in dental	-	
Mono	100%	0	Life 100%
Monterey	\$8.56 (Nonelective, employee only premium)	\$4.01 employee + one	
Napa	2 plans are available- one included in medical; Second plan employee pays cost		Percentage of health and dental plan shown are for employee only. Employees with dependents pay slightly more of the medical premium.
Nevada	100% employee/74% dependent	26% dependent	
Orange	OCEA	OCEA	\$.30 per hour for all hours paid for all employees
Placer	100% employee	-	
Plumas	90%		
Riverside	Included in medical	Varies	
Sacramento	Included in medical	Varies	
San Benito	None offered		
San Bernardino	Fully Paid for all employees that are scheduled 41 hours per pay period, Fully paid for EXM and ELC units including dependents.	0	
San Diego	Included in medical	Varies	
San Francisco	Included in medical	Included in medical	
San Joaquin	100% employee only	-	
San Luis Obispo	Included in medical	Varies	Management wellness program \$200/Year
San Mateo	100%	0	

## C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Santa Barbara	Included in medical	Varies	Long term disability
Santa Clara	100% for employee and dependent.	0	
Santa Cruz	100%	\$25 deductible + extras	
Shasta	Single or family \$4.94	Single \$0, family \$4.74	
Sierra	No response provided		
Siskiyou	100%		Assr/Asst Assr \$300 wellness benefit annually
Solano	\$12.34/month	Varies	
Sonoma	100%	0	Management : employee is eligible for an annual comprehensive, fully paid medical examination
Stanislaus	See miscellaneous	-	\$62 per month for both dental and vision
Sutter	100%	0	
Tehama	Included in medical \$12.33		
Trinity	No response provided		
Tulare	Varies by plan	Varies	125 Cafeteria plan
Tuolumne	Included in medical		
Ventura	Included in flex allowance		
Yolo	90%	10%	
Yuba	Varies	Varies	
State of California	100%	0	Cash in lieu of insurance if otherwise provided

## D. Employee Leave Benefits

County	Vacation
Alameda	0-3 yrs=2 weeks; 4-10 yrs=3 weeks; 11-19 yrs=4 weeks; 20+ yrs=5 weeks per year
Alpine	5 years = 10 days, 10 years = 15 days, 15 years= 20 days.
Amador	1-2 yrs = 11 days/ Yr based on full time pay; 3-9 yrs = 16 days/Yr based on full time pay, 10 plus years of service = 21 days /yr based on full time
Butte	0-5 yrs= 14 days; 6-10 yrs=19 days; 11-20 yrs=24 days; 20+ yrs= 26 days per year
Calaveras	0-3 yrs=80 hrs; 3-10 yrs=120 hrs; 10+ yrs=160 hrs per year
Colusa	0-1 yr=.83 days; 1-10 yrs=1.25 days; 11-15 yrs=1.50 days; 16-19 yrs=1.75 days; 20+ yrs=2 days per mo
Contra Costa	Hours accrue monthly based on position and yrs of employment--Accrual 6 2/3 to 23 1/3 hrs per month
Del Norte	0-1 yr=5 days; 2-5 yrs=10 days; 6-10 yrs=15 days; 11-15 yrs=20 days; 16+ yrs=25 days per year Mid-mgmt 5 additional days
El Dorado	0-4 yrs=81 hrs; 4-11 yrs=122 hrs; 11+ yrs=161 hrs per year
Fresno	0-3 yrs=10 days; 3-12 yrs=15 days; 12-20 yrs=20 days per year
Glenn	0-2 yrs= .0424 Hours/Hour; 3-12 yrs=.0616/hour; after 12 years =.0808/hour; after 19 years .1/hour.
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=3 weeks, 15+ yrs= 4 weeks
Inyo	0-3 yrs=10 days; 3-10 yrs=15 days; 10+ yrs=1 additional day per year of service up to 25 days per year
Kern	1 yr=96 hrs; 5 yrs=136 hrs; 10 yrs=176 hrs; 15 yrs=216 hrs per year
Kings	1-5=.046154/hr; 5-10=.057693/hr; 10-15=.067308/hr; 15 and over = .076924
Lake	0-4 yrs=80 hrs; 5-15 yrs=120 hrs; each year after 15 yrs 8 hrs per/yr up to max 160 hrs @ 20 yrs
Lassen	3,693 hours to 6,154 hours /two weeks, depends on length of employment
Los Angeles	From 80 to 160 hours
Madera	0-2 1/2 yrs=8 hrs; 2 1/2-5 yrs=10 hrs; 5-10 yrs=12 hrs; 10+ yrs=14 hrs per month

## D. Employee Leave Benefits

County	Vacation
Marin	Varies by bargaining unit
Mariposa	0-3 yrs= 6.67 P/M, 4-9 yrs= 10 P/M, 10 + = 13.33
Mendocino	3 yrs=2 weeks; 8 yrs=3 weeks; 15 yrs=4 weeks; 15+ yrs=5 weeks
Merced	1-4 yrs=2 weeks; 5-9 yrs=3 weeks; 10+ yrs=4 weeks. None for elected officials
Modoc	1-3 yrs=10 days; 4-11 yrs=15 days; 12-19 yrs=20 days; 19+ yrs=25 days per year
Mono	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; 2-10 yrs=15 days; 10-18 yrs=20 days; 18-20 yrs=23 days; 21-25 yrs=24 days; 25+ yrs=25 days per year
Napa	12 – 26 days annually based on years of service.
Nevada	1-4 yrs=6.6667 hrs; 5-12 yrs=10 hrs; 13+ yrs=13.3334 hrs per month
Orange	Vacation and sick leave combined into annual leave. This is earned 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	Vacation 1-2 yrs= 2 weeks, 3-7 yrs= 3 weeks, 7 & up= 4 weeks
Riverside	0-3 yrs=80 hrs; 4-9 yrs=120 hrs; 10+ yrs=160 hrs per year. Accrual limited to 3 times current rat
Sacramento	10 – 25 days/year based on service years.
San Benito	0-4 yrs=6.67 hrs; 4-10 yrs=10 hrs; 10-15 yrs=12.67 hrs; 15+ yrs=14 hrs per month
San Bernardino	Other than Clerical/Technical: 1600-8320 hrs=80 hrs; 8320-18720 hrs=120 hrs; 18720+hrs=160 hrs/year Clerical/Technical: 1040-8320 hrs=80 hrs; 8320-18720 hrs=120 hrs; 18720+hrs=160 hrs/year
San Diego	0-5 yrs=80 hrs; 5-15 yrs=120 hrs; 15+ yrs=160 hrs/year
San Francisco	0-5 yrs=80 hrs; 5-15 yrs=120 hrs; 15+ yrs=160 hrs/year
San Joaquin	1-3 yrs=3.08 hrs; 3-10 yrs=4.616 hrs; 10-20 yrs=6.16 hrs; 20+ yrs=7.08 hrs biweekly
San Luis Obispo	1-4 yrs=10 days; 5-9 yrs=15 days; 10+ yrs=20 days per year
San Mateo	4 hrs biweekly
Santa Barbara	0-2 yrs=12 days; 2-4 yrs=16 days; 4-10 yrs=19 days; 10-14 yrs=22 days; 14+ yrs=25 days per years
Santa Clara	0-1 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	Middle-mgmt 1-5 yrs=15 ¼ days; 6-10 yrs=20 ¼ days; 11-15 yrs=25 ¼ days; 16+ yrs=30 ¼ days per year
Shasta	1-3 yrs=10 days; 4-9 yrs=15 days; 10-15 yrs=17 days; 16+ yrs=20 days per year
Sierra	No response provided
Siskiyou	1-5 yrs=2 weeks; 6-9 yrs=3 weeks; 10+ yrs=4 weeks
Solano	See annual leave – Assessor does not earn/use leave benefits
Sonoma	1-2 yrs=10 days, 2-5 yrs=12 days, 5-10 yrs=15 days, 10-15 yrs= 19 days, 15-20 yrs= 21days, 20-25 yrs=23 days, Thereafter = 24 days. Management: 1-10 yrs= 15 days, 10-15 yrs= 19 days, 15-20 yrs= 21 days, 20-25 yrs= 23 days Thereafter = 24 days
Stanislaus	0-3 yrs=2 weeks; 3-10 yrs=3 weeks; 10-20 yrs=4 weeks; 20+ yrs=5 weeks per year
Sutter	1-5 yrs=11 days; 5-10 yrs=15 days; 10-15 yrs=17 days; 15+ yrs=20 days per year
Tehama	1-4 yrs=12 days; 5-10 yrs=18 days; 11-20 yrs=21 days; 21+ yrs=22 ½ days per year Both mgmt & music. Employees can accrue 310 hours.
Trinity	No response provided
Tulare	0-3 yrs=10 days; 3-7 yrs=15 days; 7-11 yrs=20 days; 11+ yrs=25 days. Management have an additional 40 hours /year.
Tuolumne	0-3 yrs=10 days; 4-9 yrs=15 days; 10+ yrs=20 days, Mgt/Ext Personal Leave 0-3=30 days, 4-9=33days 10+= 36 days
Ventura	112 – 191 hours per year
Yolo	280 hours regular employees, 320 hours management & supervisors
Yuba	1-5 yrs=8 hrs; 6-10 yrs=10.66 hrs; 11-15 yrs=12 hrs; 16-20 hrs=13.36 hrs; 21+ yrs=16 hrs per month
State of California	Rank & File: 0-3 yrs=7 hrs; 3-10 yrs=10 hrs; 10-15 yrs=12 hrs; 15-20 yrs=13 hrs; 20+ yrs=14 hrs per month Mgmt/Supv: 0-3 yrs=7 hrs; 3-10 yrs=11 hrs; 10-15 yrs=14 hrs; 15-20 yrs=14 hrs; 20-25 yrs= 15 hrs; 25+ yrs=16 hrs per month



## E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Alameda	13 days per year	Max vacation leave balance allowable prior to the pay period containing January 1 <sup>st</sup> .	Mgmt 15 days per year
Alpine	12 days per year		
Amador	8 hrs for 174 hrs of service	FMLA; 12 work weeks per 12 month period, after one of more years of service.	
Butte	12 days/year		40 hrs vacation
Calaveras	3.692 hrs/2 weeks		
Colusa	1 ½ days/month		
Contra Costa	8 hrs/month		Mgmt/Supv 1/3 yearly vacation
Del Norte	1 day/month	1 ½ year accrual	None except on retirement
El Dorado	3.7 hrs/2 weeks	80 hrs mgmt; 16 hrs supervisors	
Fresno	0-3 yrs=8 days; 3+ yrs=13 days/year	0-1 ½ yrs=20 days; 1 ½-3 yrs=23 days; 3-6 yrs=29 days; 6-10 yrs=33 days; 10-15 yrs=37 days; 15-19 yrs=38 days/year	
Glenn	.0462 /Hour	Mid-Mgmt 80 hrs	
Humboldt	12 days/year	Mgmt/Conf 10 days/year in lieu of overtime	Mgmt/Conf 2 weeks vacation
Imperial	12 days/year		48 hours /Year
Inyo	15 day/year	1 week/year	One year service, 10 days sick leave. 40 hours of sick leave per year.
Kern	0-5 yrs=8 days/year 6+ yrs=12 days/year		
Kings	Hired prior to 1/1/1999 = .046154/hr After 1/1/1999 = .038462/ hr 10401- 20801= .042308 /hr 20801+= .046154		Hired after 1/1/99 –upon separation from county will receive 2 percent of \$ value of accrued sick leave paid to an account to be used toward Kings County health insurance premium. 10401 – 41600/Hr =40% 41600+ = 50%
Lake	8 hrs/mo	Administrative leave for management 40 Hrs/Year	Sick leaves cash-out for hours in excess of 500. Management 60 hrs Per/Yr. Employees 20 hrs per/Year.
Lassen	4.615 hours/two weeks		
Los Angeles	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	
Marin	12 days/year-75% or 50% paid toward retirement service depending on bargaining	Varies by bargaining unit	Vacation paid 100% at retirement; sick paid 50-75% toward retirement
Mariposa	10 hrs/month		If hired after 07/01/96 the leave buy-back is not available.
Mendocino	4.62 hrs/biweekly	24 hours personal leave/year Bereavement leave Management 48 hours personal leave/year	60 hours family sick leave/year deducted from employee's sick leave; catastrophic leave bank-donated hours
Merced	96 hrs/year None for elected officials	Mgmt 96 hrs/yr No Accrual	Sick and vacation sell back available to all county employees at different increments upon job classification.
Modoc	9.38 hrs/month		Sick leave incentive—if less than 16 hrs used, 16 hrs of base salary paid; 16-24 hrs used, 8 hrs of salary paid

## E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Mono	800 Hours/ 100 day		40 hrs. over 80 minimum
Monterey	Bargaining unit F (Sup) & J (General). Accrues at the rate of 3.08 hours /yrs to a max of 10 days /year	Various for employee units X & Y	Cash payment for up to 120 hours of annual leave per calendar year
Napa	12 days/year, unlimited accrual	40 hrs supvr/80 hrs management 19 hours personal leave	
Nevada	3.69 hrs biweekly		Yearly
Orange	Vacation and sick combined into annual leave	0-3 yrs=5 hrs 51 min; 3-10 yrs=8 hrs 19 min; 10+ yrs=9 hrs 51 min biweekly	Annual leave 40-60 hrs/yr
Placer	10 days/year	N/A	N/A
Plumas	10 hrs/month	None	None
Riverside	4 hours accrual per pay period with unlimited accraual.	1-3 yrs=8.92 hrs; 3-10 yrs=10.46 hrs; 10+ yrs = 12 hrs/mo; 5-10yrs= 960 ; 10 yrs+= 1440 hours Max annual leave accumulation is= less than 5 year= 480 hours. 5-10 years = 960 hours, 10+ years= 1440 hours. Employee may receive pay in lieu of up to 80 hours/year. Department head may approve additional 80 hours	Employee may receive pay in lieu of up to 80 hours/yrs. Department head may approve additional 80 hours.
Sacramento	15 days/year		Mgmt 40 hrs hours max per year
San Benito	Less than 4 yrs 6.67 hrs/month with a max accrual limit 160.08. 40 yrs to less than 10 yrs= 10 hours/month with a max accrual limit 240 hours. 10 yrs to less than 15 yrs 12.67 hours monthly with a max accrual limit 304.08 hours. 15+ years, 14 hours monthly with a max accrual 336 hours.	Mgmt 80 hrs/year	Employee can negotiate with CalPers to buy back years of service
San Bernardino	Clerical/Tech 3.39 hrs biweekly; Other 3.69 hrs biweekly	Supv 3.33 hrs/month	Administrative leave can be cashed out in increments of 1 hour one time during the calendar year. Employees have the option of designating the pay to be placed in their 457 deferred comp plan
San Diego	5% of paid service	Accumulation of vacation credits shall not exceed an amount equal to twice the annualized current vacation earning rate of the employee	N/A
San Francisco	0.05 hrs per each paid hour or 104 hours /year	Vacation not to exceed 400 hours; sick leave not to exceed 1040 hours	PERS years
San Joaquin	3.696 hrs biweekly	2 weeks for Principal Appraisers, Appraisers IV, and Auditor-Appraisers IV	Option to sell unused leave for cash at the end of the year; Senior Management Exempt only
San Luis Obispo	12 days/year excluding Assessor	12 Days/Year	One time per fiscal year; permanent employees with a minimum balance of 200 hrs vacation may sell back
San Mateo	3.7 hrs biweekly	N/A	N/A
Santa Barbara	12 days/year		Vacation 40 hrs/year after 5 years

## E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Santa Clara	96 hrs/year	Exec mgmt 39 days/year	Reinstatement Pay Back STO Cash out
Santa Cruz	Middle-mgmt 6 days/year	1-4 yrs=22 days; 5-9 yrs=27 days; 10-14 yrs=32 days; 15+ yrs=37 days/year	None
Shasta	1 day per month accrued at 3.69 hours per biweekly pay period.	80 hours per calendar year.	Hired after 1999-upon separation will receive 2 % of dollar value of accrued sick leave paid to an account to be used toward Kings County Health insurance premium.
Sierra	No response provided		
Siskiyou	12 days/year		
Solano	3.70 hr/biweekly	0-3 yrs=3.08; 3-10 yrs=4.62 hrs; 10+ yrs=6.16 hrs biweekly Asst Assessor 6.16 hrs biweekly	At retirement, pay employee for the full balance of unused sick leave up to a max 500 hrs or convert to CalPERS credit; all or a portion of unused sick leave for ICMA retiree health insurance. Mgmt can also convert admin leave to PERS service credit
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	Vacation Buy Back: 80 hours in a 12 month period provided 80 hour balance remains following payment. 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	12 days/year	16 hours/year	40 hours with 100 hours min balance. 60 hours with 200 hours minimum balance
Sutter	11 days/year		
Tehama	8 hrs/month – unlimited accrual	Misc. employees- 1 personal leave day per year Mgmt employees- 1 personal leave & 4 administrative leave days per year	Vacation: misc. employees 40 hours per year/Mgmt employees 60 hours per year
Trinity	No response provided		
Tulare	12 Days/Year		Sick leave
Tuolumne	12 days/year	General- 16 hrs, Mgt=64 hrs, Exc=80 hrs	Mgmt/Exec/Conf 200 hrs/year
Ventura	80 hours per year	Management only: 248 – 368 hours per year	10 yrs 80: Represented employees 80 hours /year. Management 200 hours per year.
Yolo	96 hours per year	Mgmt 40 hours	Mgmt 96 hours, Vacation buy-back supervisors- 40 hours
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	10	Managers receives 4 floating holidays and 3 management vacation days
Alpine	14	
Amador	12	
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		3-5 days bereavement leave, medical leave, leave to vote, military leave, jury duty, educational leave, leave of absence, and management leave
Contra Costa	10	Mgmt administrative leave 60 hrs/year; personal holiday 2 hrs/mo
Del Norte	13	
El Dorado	11	2 floating holiday
Fresno	11	Bereavement leave 24 hrs, jury duty, military
Glenn	12	
Humboldt	12	5 days/year sick; 5 days/occurrence death leave
Imperial	12	
Inyo	11	
Kern	11	Military, family care, family school activities, bereavement, disability, personal, educational
Kings	9	16 days, 9 holidays
Lake	12	Bereavement 24 for in state and 40 hrs for out of state per incident
Lassen	13	
Los Angeles	11	Bereavement 3-5 days. Appraiser leave: employees who are assigned away from Los Angeles County for 25 consecutive calendar days or more earn four hours of appraiser leave
Madera	13	
Marin	13	Bereavement leave, one standard work week paid. Maternity leave, 6 months (can extend an additional 6 months with approval). Paternity leave: 12 weeks under FMLA. Personal leave: varies by bargaining unit. Parental education leave: 40 hours per school year, unpaid
Mariposa	13	
Mendocino	11	60 hours family sick leave/year deducted from employee's sick leave; catastrophic leave. Bank donated hours
Merced	13	N/A
Modoc	14	1 floating holiday; 1 personal leave day from sick leave. 5 days bereavement leave; parental leave up to 4 weeks within first 6 months
Mono	15	Merit leave = 80 hours
Monterey	10	Various per unit. Family illness 10 days per fiscal year. Bereavement 5 days of accumulated sick leave. Supervisory leave, 3 days per year, and 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	Personal leave 0-5 yrs=165 hrs; 6-10 yrs=192 hrs; 11+ yrs=200 hrs; administrative leave for mgmt 40 hrs per year
Orange	12	Performance Incentive Plan may earn 40 hours of special leave if certain goals are reached
Placer	13	
Plumas	13	No other type of leave
Riverside	12	Bereavement 5 days; 5 days (3 paid, 2 from leave balances)
Sacramento	12 1/2	Wellness leave – 1 day every 6 months based on leave usage
San Benito	10	
San Bernardino	13 + ( 8 hours)	Administrative leave, annual leave, association leave, bereavement leave, blood donation, examination time, floating holiday, holiday leave, jury duty leave, medical emergency leave, military leave, perfect attendance leave, political leave, voting, witness leave
San Diego	12	Injury leave; bereavement 3 days; donated catastrophic; disability; FMLA, voluntary time off miscellaneous leave
San Francisco	11	
San Joaquin	10	4 floating holidays
San Luis Obispo	13	1 personal leave day per year. Voluntary time off of 120 hours/fiscal year (after 6 months of service). For management, administrative leave 4 days/fiscal year with no carryover

## F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
San Mateo	12	N/A
Santa Barbara	11	Administrative leave 108 hrs
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	11½	Bereavement 3-5 days/year; middle-mgmt 80 hrs administration leave/year
Shasta	12	Bereavement leave-24 hours for death of immediate family & additional 16 hours personal sick leave available if necessary.
Sierra	No response provided	
Siskiyou	12	Mgmt administrative leave 40 hrs; 3 floating holidays for all employees
Solano	12	3 Floating holidays/ administrative leave for mgmt 48 hrs per year; 2 floating holidays for nonmgmt/ nonprobationary line-staff and one "free" day
Sonoma	11	Compassionate leave 32 hours for death of an immediate family member, vacation purchase plan, employees with 5 years or less service may purchase an additional 40 hours vacation per year; jury duty; time off for voting or donating blood
Stanislaus	10	
Sutter	12	80 hrs administrative leave
Tehama	14	Mgmt can convert ½ of accrued sick leave hours above 500 to deferred compensation plan (each month). Retirement (sick leave buyback) (both misc. & mgmt.) less than 15 years –pay ½ of balance after deducting 176 hrs. Over 15 years, pay ½ of balance
Trinity	No response provided	
Tulare	12	One personal holiday (except elected)
Tuolumne	11	bereavement 24 hrs per occurrence
Ventura	9	
Yolo	10.5	Floating holidays 32 hrs; continuing education 40 hrs; mgmt and administrative leave 40 hrs
Yuba	11	Administrative leave- designated management employees receive 7 days paid administrative leave per year
State of California	13	1 Personal holiday; bereavement; jury duty; military; FMLA; state civil service exams; donated catastrophic leave; blood donations; subpoenaed witness

## G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Alameda	x	x	x	x		500/year Non-managers	x
Alpine		\$5,000					
Amador		x	x	x	x		
Butte		\$20,000 to \$25,000	SDI Paid by employ	Great West Life & Annuity; ICMA	Flexible spending by Creative Benefits	\$500/yr	
Calaveras		\$50,000	LTD Fully paid by county	Deferred Comp Plans ICMA & Hartford			
Colusa		\$50,000	Employee AFLAC/ Colonial	457 Employee only		Up to 9 mos. educational leave w/o pay	

## G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Contra Costa		\$7,500 to \$47,000	SDI LTD	\$50 - \$60/ mo	414H2; HCSA	Limited to \$217 /Se \$162.50/Q Not to exceed \$650/yr	
Del Norte		Elect Official & Department Heads					
El Dorado		\$20,000 to \$60,000	SDI	x		x	
Fresno		\$2,000 Life \$10,000 Accidental	SDI	457	Flex spending plan		5% salary stipend for CPA or MAI
Glenn		x	x	x			
Humboldt		x	SDI	x		\$600/yr	
Imperial		x	x	x	x	x	
Inyo		\$20,000 Paid by county	x	457, Hartford, CalPERS, Valic	Sec 125	\$350/yr	
Kern		\$10,000 to \$100,000	x	x	x	Only if job related	
Kings		Management	x	Managem ent 25% match		\$200 per semester	
Lake		\$5,000 Included with health		457 Valic; Nation- wide			
Lassen		\$19.32/mo premium on \$45,000 policy	x	x	x	x	x
Los Angeles	\$70/mo	From ½ to 8 times of yearly salary	LTD	457 and 401K		\$1,000/yr	x
Madera		\$50,000 for assessor		457's VIA ICMA			
Marin	Commuter transit check	x	LTD	401(b)		Up to 50% of tuition	
Mariposa		x	x	x	x	x	x
Mendocino		x	x	x	x	Only for mandatory education	
Merced		\$30,000 to \$80,000	SDI; Mgmt 66.67% of mo. pay	x			5% for MAI, CPA, & SAA
Modoc		\$10,000		NACO & Valic		Not to exceed \$450/yr	
Mono		x	x	401(A) 457 (B)		x	
Monterey		\$10,000 - \$50,000	x	x		Up to \$5,250 per plan year	\$100- \$400/yr
Napa	x	\$20,000 Employee option to purchase additional	Paid by employee	x	Child care; medical expenses	Maximum \$300 per year	
Nevada		x	SDI	x	x	Tuition	2% for CPA

## G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Orange		x	x	x	HCRA DCRA	\$2,000/yr	
Placer		x	x			x	x
Plumas		x		x			
Riverside		x	x	457			
Sacramento	\$35/Mo	\$15,000	SDI	x	Medical; dental; day care; elder care	\$1,200/yr	
San Benito	N/A	\$20,000	N/A	457	AFLAC	\$500/yr	N/A
San Bernardino	x	\$10,000 to \$50,000	SDI LTD	x	Flexible spending account; child care	\$400 to \$1500/yr	
San Diego	\$65/mo	\$10,000 to \$500,000	Mgt UCL	401(a) & 457		\$1,033/yr	
San Francisco	x	x	x	x		x	
San Joaquin	x	x	x	x	x	x	
San Luis Obispo		\$30,000 for mgmt	Mgmt only	x	x	\$250/yr	
San Mateo	\$75/mo	\$12,000	SDI	x		Tuition	
Santa Barbara	x	\$20,000 to \$30,000	x	457 & 401(a)	x	x	
Santa Clara	100% Light Rail pass	\$25,000 to \$200,000	SDI	x	IRC 125	x	
Santa Cruz	100% bus pass	x	x	x	x		
Shasta		x	LTD/SDI	x			
Sierra	No response provided						
Siskiyou		x	x	x		\$500/yr	
Solano		\$35,000 Mgmt 1.5% x salary	LTD for Mgmt	401(a) for Mgmt at 1.8% salary		\$750/yr	
Sonoma	\$100/mo	x	LTD	457 & 401(a)	STEP; HCAP; DCAP	x	
Stanislaus			x	x			
Sutter		\$20,000 - \$150,000	SDI	457 B	Flexible spending account	\$200/yr Management \$1000/yr	
Tehama		Misc \$1,000	SDI	\$45/mo for mgmt			
Trinity	No response provided						
Tulare		x	x	457		Up to \$300/yr	
Tuolumne		x	x	x		Mgt/E 100% General 50%	
Ventura		x	SDI	401K; 457		\$600-\$950/ yr	
Yolo			x	x		\$500/yr	
Yuba		Mgmt	x	x			
State of California	75% up to \$60	Mgmt/Sup	SDI	x	x	x	x

## H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive SBE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Alameda	x		\$30/pay period	x	Mileage		
Alpine				x			
Amador				x			\$100/yr
Butte		Eligible for promotion to senior series	\$50 biweekly per pay period	x	\$25 plus mileage		Discounts available
Calaveras				Per travel policy	Assessor only		
Colusa			\$50 - \$75	x	Assessor		
Contra Costa	\$200 - \$525	1.5% of monthly base pay	\$80	x			
Del Norte	x			x			
El Dorado			\$80 biweekly	x			
Fresno			\$50/mo	x	\$6,156 for Dept Head		
Glenn		x	x	x			
Humboldt				x			Group rate
Imperial			x	x			
Inyo	x		2.5%	x			
Kern	Job related		\$25 to \$50/mo	x	\$584/mo Dept Heads & elected	x	Available through employee union
Kings				x			Discount at YMCA
Lake			2.5% Differential				
Lassen		x		x			
Los Angeles	\$60/yr	\$110/mo	\$100/mo	x	Rentals		
Madera	CAA for Assessor		\$40/mo	x			
Marin			x	x	x		
Mariposa				x	x		
Mendocino	Assessor		5%	x	x		
Merced	CAA for Assessor	5%	\$.65/hr	x	\$700/mo Assessor		Reduced rate
Modoc		2 1/2%	5%	x			
Mono	x		\$200/mo	x	x	x	Volunteer
Monterey			x	x	x		
Napa			\$80/mo	x	Dept Head only		60% of fee if used 52 times in 6 mos
Nevada	x	x	x	x		EAP	Dept Heads
Orange	x	x	x	x	Elected only		
Placer	x		x	x			
Plumas			\$35/Month				x



## H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive SBE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Riverside			\$.25 - \$.50/hr		\$0.43/mile		
Sacramento			\$.30/hr	x	Assessor & Assistant Assessor	EAP	Discounts
San Benito	SAA Dues	None	\$50/mo	x	Appraiser standby \$80/month	None	None
San Bernardino			\$45-\$60 biweekly	x	Assessor		x
San Diego			\$20 - \$40 biweekly		\$674 for Assessor		
San Francisco			x	x	x		x
San Joaquin		x	x	x			
San Luis Obispo			\$60 - \$100/mo	x	Assessor only	x	Management only
San Mateo			\$40 biweekly	x			
Santa Barbara	x		x	x	x	x	x
Santa Clara		2%	\$120/mo	x	Assessor \$445 /mile		
Santa Cruz			x				
Shasta	x						
Sierra	No response provided						
Siskiyou				x		x	
Solano			\$55/ biweekly				
Sonoma	x		\$.90/hr	x	\$320/ biweekly Assessor		Wellness benefit \$100 to \$350/yr
Stanislaus			5%		\$0.405 per mile		
Sutter	Law Unit		\$50	x			
Tehama		Senior Appraiser		\$.39 mile	\$100/mo Assessor		
Trinity	No response provided						
Tulare			x	x	x		
Tuolumne			x	x			Mgmt 80%
Ventura			\$.65-\$.80/hr				
Yolo			x	x	Department Heads		
Yuba				x			
State of California	x		x	x		Group plan	

## I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda		x	
Alpine	5% at 5 years, 5% at 10 years	3 times/yr	
Amador	2.5% for each 10,15 & 20 years of service	x	
Butte		8 Visits/yr Managed Health Network	
Calaveras	5 ½ yrs=2.5% of base; 10+ yrs=2.5% of base; 15 yrs=2.5% of base; 20 yrs=2.5% of base	EAP 3 sessions incident family member	
Colusa	4+ yrs in step 5=5%	6 hours counseling per calendar year	
Contra Costa	2.5% after 10 yrs		
Del Norte			
El Dorado	x	EAP	
Fresno		x	
Glenn	x		
Humboldt	5% for 10 yrs	x	
Imperial	x	x	
Inyo	10 yrs=2% 15 yrs=Additional 2% 20 yrs=Additional 2% 25 yrs=Additional 2%	EAP	
Kern	10 yrs=2%; 15 yrs =4% 20 yrs=6%; 25 yrs=8% 30 yrs=10%	EAP	Retiree health plans; coverage may be purchased by retirees; small portion of cost is paid by the County in form of health insurance stipend. Employee wellness program, voluntary personal wellness profile, health screenings, and incentives for all employees eligible for county health benefits
Kings		EAP	
Lake	After 5 <sup>th</sup> step, 2.5% every 5 yrs		
Lassen	7 yrs=2.25%; 10 yrs=2.25% 17 yrs=5%	x	
Los Angeles		EAP	
Madera	10-15 yrs=10% 15-20 yrs=5% 20+ yrs=5%	Insight Employee Services	
Marin		EAP	Medical care reimbursement; dependent care assistance; credit unit; long term care through PERS, Credit Union
Mariposa	x		
Mendocino	Management 5yrs- 2 ½% 10 yrs- 5%, 15 yrs- 7 ½%	EAP	Wellness benefit (\$) for management /year.
Merced	\$750 per year after 10 yrs	EAP	Expense allowance Assessor \$400, Asst Assessor \$100; Communication allowance Assessor \$150; Successor delineation Assessor 5% for last year of service with one year separation notice
Modoc	5% every 3 yrs at top of range/step	6 free hour per calendar year for full time employees	

## I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Mono	5 yrs. After "E" step & every 3 yrs after	x	
Monterey		EAP	
Napa		Five sessions per incident	\$70/month cell phone for managers; 401A contribution-management \$1,500 per year
Nevada	Mgmt/Conf 2.5%		
Orange		EAP	
Placer	x		
Plumas	x	x	
Riverside			
Sacramento		EAP	
San Benito	N/A	N/A	
San Bernardino		EAP; PPO	Retirement Medical Trust Fund is established for employees with 10 or more years of participation in the County Retirement Association
San Diego		EAP	Cash in lieu of retirement for Assessor and Chief Deputies—30 yrs = 5.25% more biweekly
San Francisco	x	x	Flexible spending account; dependent care account; adoption assistance; short-term disability insurance; long term disability insurance; long term care, pet insurance
San Joaquin		x	Cafeteria Plan for mgmt--option of money for health & dental; employee vision only
San Luis Obispo		EAP	
San Mateo			
Santa Barbara		x	
Santa Clara			
Santa Cruz	3% after 25 yrs		
Shasta			Department head receives a 50% match in deferred compensation contributions and \$50 per bi-weekly pay period for reimbursement of business expenses.
Sierra	No response provided		
Siskiyou		EAP	Cafeteria- medical & child care up to \$2,000/year; Assessor receives \$175/month def comp; Asst. Assessor receives \$100/month def. comp; appraisal staff \$30/mo def. comp
Solano	2.5% 10 yrs; 5% 20 yrs; 7.5% 25 yrs Mgmt 2.5% 10 yrs; 5% 15 yrs; 7.5% 20 yrs; 10% 25 yrs; 12.5% 30 yrs; 15% 35+ yrs	EAP 5 paid visits/yr	
Sonoma		EAP	
Stanislaus			
Sutter	10 years- 5% bonus	3 sessns/6 mos	Alternative work schedule: 4-10 & 9-80 work schedules
Tehama	Employee hired before 6/3/90 one 5% raise		
Trinity	No response provided		
Tulare		EAP	
Tuolumne	x	EAP	Flex Work Schedule
Ventura		EAP	
Yolo	If hired before July 1980	x	Deferred compensation match – manager & supervisors; supervisors 10+ yrs= \$150, 20+ yrs= \$250 managers 5+ yrs=\$100, 10+ yrs=\$200, 15+ yrs= \$300, 20+ yrs= \$400; in-lieu health insurance = \$200/mo
Yuba	1.5% increase per yr after 5 yrs up to 30 yrs		
State of California		EAP	

