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State Controller

RAMON J. HIRSIG
Executive Director

No. 2007/031

July 18, 2007

TO COUNTY ASSESSORS:

2006-07 SALARY AND BENEFITS SURVEY REPORT

Enclosed is a copy of the *California Assessors' Offices and Appeals Boards' Salary and Benefits Survey* report for 2006-07.

If you have questions about the salaries, classifications, or employee benefits of an assessor's office, please contact that office directly. You may contact Mr. Mike McDade in the County-Assessed Properties Division at 916-445-3150 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.

Sincerely,

/s/Lynn Bartolo for

David J. Gau
Deputy Director
Property and Special Taxes Department

DJG:mpm
Enclosure

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

JULY 2007

CALIFORNIA STATE BOARD OF EQUALIZATION

BETTY T. YEE, SAN FRANCISCO

BILL LEONARD, ONTARIO/SACRAMENTO

MICHELLE STEEL, ROLLING HILLS ESTATES

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FIRST DISTRICT

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THIRD DISTRICT

FOURTH DISTRICT

STATE CONTROLLER

RAMON J. HIRSIG, EXECUTIVE DIRECTOR



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INTRODUCTION

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

The report provides:

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

These data were compiled by the Board's County-Assessed Properties Division from a questionnaire sent to all county assessors. Fifty-three counties participated in the survey.

For details regarding any county position, salary, or benefit, you should contact the local county assessor or the applicable county personnel office. You may contact the Board's County-Assessed Properties Division at 916-445-3150 if you have questions regarding state salaries, classifications, and/or benefits.

SALARIES

The first portion of this report contains salaries for some State of California appointed and civil service classifications and salary ranges used by the Property and Special Taxes Department of the State Board of Equalization. All salaries are monthly and are in effect January 1, 2007.

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, 2007 unless otherwise noted.

Following the salaries of positions in county assessors' offices is a list of salaries for appointees as members of county assessment appeals boards, and as appointees as county hearing officers who are part of the local equalization functions. For purposes of this survey, we only requested

salaries of assessment appeals boards' members and not county boards of supervisors sitting as local boards of equalization. Assessment appeals boards are those boards specifically appointed by county boards of supervisors to perform the equalization functions of the county.¹

BENEFITS

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

- Retirement
- Health
- Leave
- Miscellaneous

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

¹ California Constitution, article XIII, section 16.

STATE BOARD OF EQUALIZATION SALARIES

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

ADMINISTRATORS

Deputy Director—Property and Special Taxes (CEA 4)*	\$ 8,721 – 9,612
Division Chief (CEA 2)*	7,558 – 8,333
Principal Property Appraiser	6,601 – 7,278

SUPERVISORS

Supervising Property Appraiser	5,430 – 6,551
Staff Services Manager I	4,912 – 5,926

APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	7,438 – 9,040
Senior Specialist Property Appraiser	5,134 – 6,239
Associate Property Appraiser	4,467 – 5,431
Assistant Property Appraiser	3,715 – 4,516
Junior Property Appraiser	2,724 – 3,156

AUDITOR APPRAISERS

Senior Specialist Property Auditor Appraiser	5,134 – 6,551
Associate Property Auditor Appraiser	4,467 – 5,703
Assistant Property Auditor Appraiser	3,715 – 4,742

GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Analyst II—Geographic Information Systems	4,467 – 5,431
Research Analyst I—Geographic Information Systems	3,004 – 3,312
Senior Delineator	3,615 – 4,395
Delineator	3,016 – 3,664
Drafting Services Aide	2,199 – 3,229

PROFESSIONAL SUPPORT

Staff Information Systems Analyst (Specialist)	4,898 – 6,253
Administrative Assistant II	4,255 – 5,172
Associate Governmental Program Analyst	4,255 – 5,172
Staff Services Analyst	2,724 – 4,300
Tax Technician	2,205 – 3,470

STAFF SUPPORT

Executive Assistant	3,180 – 3,865
Executive Secretary	2,921 – 3,865
Secretary	2,598 – 3,158
Office Technician (Typing)	2,598 – 3,157
Office Assistant (Typing)	2,073 – 2,520

* *Career Executive Appointment*

ALAMEDA

Total Reported Positions: 187.40

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor	1	\$ 14,612
Chief Deputy Assessor	1	12,243
Chief, Appraisal Division	1	10,539
Chief, Appraisal Services Division	1	10,539
Administrative Services Officer	1	7,904
Administrative Assistant	1	4,583
Administrative Specialist II	2	6,117
Principal Appraiser	1	8,856
Supervising Appraiser II	9	7,571
Appraiser III	23	5,564
Appraiser II	29	4,873
Principal Auditor–Appraiser	1	8,856
Supervising Auditor–Appraiser II	4	7,571
Auditor–Appraiser III	14	5,564
Auditor–Appraiser II	10	4,873
Mapping Supervisor	1	6,117
Mapping Technician III	4	4,388
Mapping Technician II	1	4,012
Information Systems Manager	1	8,514
Senior Information Systems Analyst	1	7,736
Information Systems Specialist	1	6,117
Information Systems Technician II	2	4,409
Exemption Supervisor	1	6,576
Assessor's Representative	2	6,576
Training Officer, Assessor	1	6,609
Assessment Roll Manager	1	6,365
Assessment Supervisor II	3	5,339
Assessment Supervisor I	4	5,075
Assessor Technician I/II	34	3,653
Assessor Technician III	17	4,164
Supervising Clerk II	1	5,339
Secretary II	1	5,287
Specialist Clerk I	3	3,479
Payroll Records Clerk	1	3,512
Clerk II	8	3,341
Clerk Intermittent I	0.4	16.97/hr

ALPINE

No information provided

AMADOR

Total Reported Positions: 13

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,441
Assistant Assessor	1	5,798
Administrative Supervisor	1	3,001 – 3,928
Appraiser II	3	3,826 – 5,008
Appraiser I	1	3,020 – 3,953
Auditor–Appraiser I	1	3,142 – 4,113
Cadastral Mapping Tech I	1	2,695 – 3,581
Administrative Technician	1	2,613 – 3,421
Administrative Assistant II	2	2,161 – 2,829
Administrative Assistant I	1	1,964 – 2,572

BUTTE

Total Reported Positions: 44

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 9,656
Assistant Assessor	1	6,120 – 8,200
Administrative Assistant, Senior	1	2,566 – 3,438
Assessment Clerk	6	2,158 – 2,893
Assessment Clerk, Senior	6	2,383 – 3,193
Assessment Systems & Standards Officer	1	4,002 – 5,363
Auditor–Appraiser	1	3,050 – 4,087
Auditor–Appraiser, Senior	1	3,367 – 4,511
Cadastral Drafting Technician	1	2,696 – 3,612
Cadastral Drafting Technician, Senior	1	2,903 – 3,890
Information Systems Technician, Senior	1	3,451 – 4,624
Property Appraiser	5	2,976 – 3,987
Property Appraiser, Principal	3	3,625 – 4,858
Property Appraiser, Senior	8	3,284 – 4,401
Supervisor, Appraiser	3	4,002 – 5,363
Supervisor, Assessment Clerk	2	2,630 – 3,524
Supervisor, Assessment Office	1	3,126 – 4,189
Supervisor, Auditor–Appraiser	1	4,002 – 5,363

CALAVERAS

Total Reported Positions: 19

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,660
Assistant Assessor	1	5,427 – 6,595
Chief Appraiser	1	4,749 – 5,773
Assessment Standards Analyst	1	4,510 – 5,484
Supervising Appraiser	1	4,092 – 4,971
Appraiser III	1	3,605 – 4,380
Appraiser II	1	3,288 – 3,999
Appraiser I	2	3,033 – 3,689
Auditor–Appraiser III	1	3,699 – 4,496
Assessment Cadastral Analyst	1	3,978 – 4,836
Cadastral Specialist III	1	3,600 – 4,375
Cadastral Specialist I	1	2,515 – 3,056
Senior Assessment Specialist	2	2,593 – 3,149
Assessment Specialist I	4	1,941 – 2,361

COLUSA

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 5,934
Chief Appraiser	0	4,495
Assessment Office Manager	1	3,825
Auditor–Appraiser I	0	2,967
Appraiser III	1	4,324
Drafting Technician/Appraiser	1	4,016
Appraiser I	1	2,654
Appraiser Aide	1	2,237
Assessment Technician	2	2,348 – 3,147
Transfer Analyst	1	2,854
Assessment Clerk II	1	1,932

CONTRA COSTA

Total Reported Positions: 135

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 11,744
Assistant County Assessor	2	9,720 – 10,716
Principal Appraiser	3	7,123 – 9,118

CONTRA COSTA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Appraiser	8	\$ 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	6	3,855 – 4,686
Real Property Technical Assistant	4	3,256 – 4,158
Supervising Auditor–Appraiser	2	5,780 – 7,399
Senior Auditor–Appraiser	5	5,287 – 6,426
Auditor–Appraiser II	4	4,477 – 5,441
Auditor–Appraiser I	1	4,446 – 4,901
Network Analyst I	1	5,495 – 6,679
Information Systems Specialist III	1	4,722 – 5,740
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	22	2,848 – 3,637
Clerk – Experienced Level	7	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

DEL NORTE

Total Reported Positions: 9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 5,526
Appraiser Aide	1	2,137 – 2,598
Appraiser II	1	2,536 – 3,082
Appraiser III	1	2,796 – 3,398
Auditor–Appraiser I	1	2,597 – 3,157
Chief Administration	1	2,663 – 3,236
Map Drafting/Transfer Technician II	1	2,415 – 2,936
Account Clerk II	1	1,716 – 2,086
Account Clerk III	1	1,892 – 2,300

EL DORADO

Total Reported Positions: 44

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 10,648
Assistant Assessor	1	6,958 – 8,457
Assessment Office Manager	1	4,290 – 5,214
Senior Information Tech. Dept. Coordinator	1	5,165 – 6,276
Information Tech. Department Specialist	1	4,574 – 5,562
Branch Supervisor Appraiser	1	4,820 – 5,859
Assessment Standards Supervisor	1	4,592 – 5,580
Supervising Appraiser	1	4,592 – 5,580
Senior Appraiser	7	3,992 – 4,852
Appraiser II	6	3,593 – 4,368
Appraiser Aide	2	2,910 – 3,538
Supervising Auditor–Appraiser	1	4,592 – 5,580
Auditor–Appraiser	2	3,593 – 4,368
Cadastral Drafter	1	3,574 – 4,344
Property Transfer Supervisor	1	3,803 – 4,623
Property Transfer Specialist	4	3,302 – 4,018
Senior Assessment Technician	5	3,075 – 3,739
Assessment Technician II	6	2,860 – 3,479
Executive Secretary	1	2,756 – 3,352

FRESNO

Total Reported Positions: 142

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor – Recorder	1	\$ 10,562
Assistant Assessor – Recorder	1	7,847
Chief Appraiser	1	7,137
Chief Auditor–Appraiser	1	7,015
Supervising Appraiser	3	6,068
Supervising Auditor–Appraiser	1	6,226
Supervisor – Assessment Standards	1	6,944
Assessment Services Supervisor	1	5,255
Systems and Procedures Analyst II	2	4,708
Senior Appraiser	7	5,905
Senior Auditor–Appraiser	2	5,905
Appraiser III	26	4,114 – 4,971
Appraiser II	10	3,555 – 4,251
Appraiser I	2	3,140
Auditor–Appraiser III	10	4,692 – 4,971
Auditor–Appraiser I	1	3,009

FRESNO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Cadastral Technician	1	\$ 4,728
Cadastral Technician III	3	3,857 – 3,973
Cadastral Technician II	4	3,147 – 3,668
Cadastral Technician I	1	2,747
Supervising Assessment Technician	1	3,329
Assessment Technician II	5	2,621 – 3,009
Petroleum Appraiser Aide	1	2,876
Chief Office Assistant	3	3,770 – 3,875
Supervising Office Assistant II	6	3,020 – 3,455
Office Assistant III	30	2,759 – 2,587
Office Assistant II	12	2,006 – 2,322
Administrative Secretary – Confidential	1	3,485
Secretary IV	2	3,186
Information Technology Analyst IV	2	5,812

GLENN

No information provided

HUMBOLDT

Total Reported Positions: 33

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,370
Assistant Assessor	1	5,110 – 6,239
Chief Appraiser	1	4,766 – 5,818
Executive Secretary	1	2,938 – 3,586
Supervising Appraiser	1	4,270 – 5,213
Senior Appraiser	9	3,150 – 3,846
Appraiser II	1	2,865 – 3,498
Appraiser I	1	2,555 – 3,119
Senior Auditor–Appraiser	3	3,311 – 4,043
Auditor–Appraiser II	-	3,012 – 3,677
Auditor–Appraiser I	-	2,672 – 3,262
Appraisal Technician	2	2,200 – 2,686
Property Transfer Supervisor	1	3,166 – 3,865
Cadastral Drafting Technician	1	2,347 – 2,865
Property Transfer Assistant	2	2,233 – 2,726
Supervising Assessment Technician	1	3,516 – 4,292
Assessment Technician II	3	1,942 – 2,371
Assessment Technician I	3	1,714 – 2,093
Data Entry Operator I	-	1,615 – 1,971

IMPERIAL

Total Reported Positions: 31

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,943
Assistant Assessor	1	5,523 – 6,719
Office Supervisor	1	2,737 – 3,328
Auditor–Appraiser Supervisor	1	3,678 – 4,474
Appraiser Supervisor	2	3,567 – 4,337
Cadastral Mapping/GIS Supervisor	1	3,225 – 3,922
Assessment Systems Analyst	1	4,084 – 4,969
Auditor–Appraiser II	2	3,095 – 3,764
Appraiser III	6	3,095 – 3,764
Appraiser II	1	2,806 – 3,414
Appraiser I	4	2,485 – 3,022
Appraiser Technician	1	2,296 – 2,788
Assessment Technician I	2	1,577 – 1,921
Assessment Technician II	1	1,768 – 2,152
Assessment Technician III	2	1,986 – 2,420
Senior Title Examiner	1	2,103 – 2,558
Title Examiner	2	1,846 – 2,247
Cadastral Mapping/GIS Technician	1	2,722 – 3,312

INYO

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor	1	\$ 6,699
Assistant Assessor	1	5,343
Auditor–Appraiser III	1	3,622 – 4,403
Auditor–Appraiser II	0	3,289 – 4,004
Auditor–Appraiser I	0	2,999 – 3,647
Supervising Appraiser	0	3,622 – 4,403
Appraiser III	1	3,289 – 4,004
Appraiser II	0	2,999 – 3,647
Appraiser I	1	2,730 – 3,321
Cadastral Technician III	1	2,928 – 3,556
Cadastral Technician II	0	2,795 – 3,397
Cadastral Technician I	0	2,666 – 3,239
Supervisor, Fiscal Services (Office Manager)	1	3,066 – 3,729
Assessment Clerk III	0	2,928 – 3,556
Assessment Clerk II	2	2,532 – 3,079
Assessment Clerk II (60%)	1	1,598 – 1,939
Assessment Clerk I	0	2,547 – 3,097

KERN

Total Reported Positions: 111

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor–Recorder	1	\$ 9,523
Confidential Assistant Assessor	1	6,590 – 8,045
Business Manager	1	4,533 – 5,534
Confidential Administrative Assistant	1	3,695 – 4,511
Chief Appraiser	3	5,398 – 6,590
Supervising Appraiser	4	4,206 – 5,135
Senior Appraiser	7	3,845 – 4,694
Appraiser I, II, III	30	2,619 – 4,422
Appraisal Assistant	5	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	10	2,894 – 4,789
Petroleum Geologist	1	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	1	3,197 – 5,265
Info Systems Specialist I/II/III/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	21	2,199 – 2,685
Fiscal Support Assistant	5	1,991 – 2,430
Office Services Technician	1	2,092 – 2,555
Office Services Assistant	1	1,875 – 2,289

KINGS

Total Reported Positions: 26.35

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor/Clerk/Recorder	1	\$ 7,875 – 10,238
Auditor–Appraiser I/II/III	2	3,104 – 5,105
Appraiser I/II/III	8.75	2,924 – 4,761
Senior Appraiser	1	4,311 – 5,259
Support Services Specialist	1	2,865 – 3,498
Supervising Appraisal Aide	1	2,865 – 3,498
Appraisal Aide I/II/III	6.6	1,943 – 3,012
Management Analyst I/II/III	1	3,498 – 5,696
Chief Appraiser	1	4,668 – 5,696
CAD GIS Tech I/II/III	2	2,782 – 4,354
Executive Secretary	1	2,726 – 3,328

LAKE

Total Reported Positions: 16.6

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$ 6,947
Chief Deputy Assessor–Recorder – Valuation	1	4,478 – 5,443
Supervising Appraiser	1	3,684 – 4,478
Appraiser I	1	2,749 – 3,341
Appraiser II	2	3,031 – 3,684
Appraiser III	3	3,341 – 4,061
Auditor–Appraiser III	2	3,425 – 4,164
Deputy Assessor–Recorder II	2	1,954 – 2,375
Deputy Assessor–Recorder III	2	2,154 – 2,618
Cadastral Mapping Specialist	1	3,106 – 3,776
Assessor–Recorder Assistant	0.6	2,002 – 2,434

LASSEN

Total Reported Positions: 10.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,989
Chief Appraiser	1	3,963 – 4,783
Senior Appraiser	2	3,610 – 4,353
Senior Auditor–Appraiser	1	3,791 – 4,571
Data Control Supervisor	1	2,999 – 3,610
Associate Appraiser	1	2,864 – 3,446
Senior Cadastral Drafter	1	2,847 – 3,456
Cadastral Drafter	1	2,506 – 2,506
Assessment Clerk	0.5	1,830 – 2,188
Appraiser Tech	1	2,289 – 2,744

LOS ANGELES

Total Reported Positions: 1,515

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 14,532
Account Clerk I	0	2,281 – 2,682
Account Clerk II	2	2,469 – 2,899
Accounting Technician I	2	2,689 – 3,156
Accounting Technician II	1	2,984 – 3,504
Administrative Assistant I	0	2,984 – 3,504
Administrative Assistant II	5	3,835 – 4,510

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Administrative Assistant III	3	\$ 4,271 – 5,027
Administrative Assistant IV, Assessor	1	4,714 – 5,547
Administrative Services Manager I	1	5,216 – 6,137
Administrative Services Manager II	2	5,657 – 6,657
Administrative Services Manager III, Assessor	1	5,988 – 7,046
Application Developer II	6	4,808 – 5,657
Appraiser	251	3,478 – 5,359
Appraiser*	0	18.95/hr
Appraiser Assistant	15	2,662– 3,125
Appraiser Specialist I	187	5,076 – 5,973
Appraiser Specialist I**	8	27.63/hr
Appraiser Specialist II	3	5,359 – 6,306
Appraiser Trainee	50	2,932
Assessor's Librarian	1	2,913 – 3,420
Assistant Assessor (Unclassified)	1	13,654
Assistant Property Assessment Specialist	2	4,086 – 4,808
Calculating Machine Operator *	0	2,298 – 2,702
Chief Appraiser II	10	9,511
Chief Clerk	5	3,770 – 4,432
Chief Deputy Assessor (Unclassified)	1	13,654
Chief, Management Services, Assessor	1	8,847
Chief, Systems Division, Assessor	1	9,511
Computer System Operator	3	2,850 – 3,346
Data Control Clerk	3	2,246 – 2,643
Delinquent Accounts Investigator	1	2,899 – 3,404
Departmental Civil Service Rep.	1	5,373 – 6,322
Departmental Information Security Officer	1	6,512 – 7,662
Departmental Personnel Assistant	4	2,775 – 3,257
Departmental Personnel Technician	1	4,324 – 5,089
Director, Assessor's Operations (UC)	4	11,815
Engineering Aid III	1	3,281 – 3,853
Executive Secretary (Unclassified)	1	5,602 – 6,592
Graphic Artist	1	3,420 – 4,017
Graphic Arts Aid	1	2,762 – 3,242
Head Clerk	34	3,202 – 3,761
Head Departmental Personnel Technician	1	5,372 – 6,322
Head Reprographics, Assessor	1	4,554 – 5,359
Head, Support Services, Assessor	5	5,039 – 5,929
Information Systems Analyst Aid	4	3,742 – 4,400
Information Systems Analyst I	6	4,465 – 5,255
Information Systems Analyst II	16	4,796 – 5,643
Information Systems Supervisor I	10	5,842 – 6,874
Information Systems Supervisor II	6	6,641 – 7,815
Intermediate Calculating Machine Operator *	0	2,427 – 2,850

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Intermediate Clerk	255	\$ 2,246 – 2,643
Intermediate Clerk	4	2,126
Intermediate Supervising Clerk	4	2,808 – 3,297
Intermediate Supervising Clerk **	1	15.30/hr
Intermediate Typist Clerk	3	2,304 – 2,708
Information Technology Aide	15	2,906 – 3,412
Inventory Control Assistant I	1	2,549 – 2,991
Management Secretary V	4	4,510 – 5,307
Ownership Clerk I	43	2,339 – 2,748
Ownership Clerk II	56	2,605 – 3,058
Ownership Services Specialist	51	2,899 – 3,404
Ownership Services Supervisor I	21	3,226 – 3,789
Ownership Services Supervisor II	2	3,590 – 4,219
Payroll Clerk I	3	2,675 – 3,140
Personnel Officer, Assessor	1	8,847
Principal Appraiser	45	6,033 – 7,098
Principal Applications Developer	1	6,511 – 7,662
Principal Property Assessment Specialist	1	6,032 – 7,098
Printer I	2	2,617 – 3,073
Printer II	1	3,140 – 3,495
Printing Production Supervisor I	1	2,913 – 3,420
Procurement Aid	1	2,669 – 3,133
Procurement Assistant I	1	2,962 – 3,478
Procurement Assistant III	1	3,678 – 4,324
Property Assessment Specialist	4	5,076 – 5,973
Public Information Assistant	1	3,354 – 3,939
Senior Application developer	17	5,493 – 6,463
Senior Clerk	217	2,536 – 2,977
Senior Clerk	5	13.81/hr
Senior Departmental Pers. Asst.	4	3,600 – 4,229
Senior Departmental Pers. Tech.	4	4,820 – 5,671
Senior Information Systems Analyst	6	5,842 – 6,874
Senior Information Technology Aide	9	3,412 – 4,007
Senior Management Secretary V	4	5,027 – 5,915
Senior Prop. Assessment Specialist	2	5,506 – 6,479
Senior Secretary III*	0	3,634 – 4,271
Senior Secretary V	11	4,046 – 4,761
Senior Survey-Mapping Technician	18	4,313 – 5,076
Senior Typist Clerk	8	2,598 – 3,050
Special Assistant, Assessor	2	5,988 – 7,046
Special Assistant, Assessor (UC)*	0	7,293 – 8,582
Special Assistant, Assessor (UC)	3	7,700 – 9,061
Staff Assistant I	1	3,058 – 3,590
Staff Assistant II	0	3,687 – 4,335

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Staff Assistant, Assessor	3	\$ 2,969 – 3,487
Supervising Accounting Technician, Assessor	1	3,652 – 4,292
Supervising Admin. Asst. II	1	5,359 – 6,306
Supervising Appraiser	80	5,506 – 6,479
Supervising Appraiser	4	29.98/hr
Supervising Cadastral Engineer II	2	6,033 – 7,098
Supervising Cadastral Engineer III	1	6,657 – 7,834
Supervising Clerk	1	2,536 – 2,977
Supervising Payroll Clerk II	1	3,305 – 3,882
Supervising Survey - Mapping Tech.	4	4,808 – 5,657
Supply Officer I	1	4,056 – 4,773
Survey–Mapping Technician	14	4,086 – 4,808
Transcriber Typist	2	2,505 – 2,941
Warehouse Worker I	1	2,617 – 3,073
Warehouse Worker II	1	2,913 – 3,420
Warehouse Worker III	1	3,073 – 3,608
Warehouse Worker Aid	3	2,481 – 2,913
Word Processor I*	0	2,529 – 2,969
Word Processor II*	0	2,815 – 3,305

* Position currently encumbered - no ordinance

** Hourly rate based on first step salary. The hourly rate for retirees may differ.

MADERA

Total Reported Positions: 38

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,746
Appraiser I, II, or III	12	3,199 – 4,431
Assessment Clerk I or II	8	2,125 – 2,715
Assessment Office Manager	1	4,088
Assessment Technician	4	3,154
Auditor–Appraiser I, II, or III	2	3,889
Chief Appraiser	1	7,512
Office Assistant I or II	2	1,839 – 2,235
Supervising Appraiser	3	5,569
Supervising Auditor–Appraiser	1	4,582 – 5,051
Supervising Cadastral Drafting	1	4,539
Cadastral Drafting Technician	2	2,881 – 3,502

MARIN

Total Reported Positions: 64

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 13,097
Assistant Assessor	1	9,695
Assistant Assessor – Valuation	1	9,695
Chief of Administrative Services	1	8,285
Chief of Assessment Standards	1	7,713
Chief of Assessment Systems	1	7,713
Technology Support Analyst II	1	6,994
Department Tech & Support Specialist	1	6,219
Admin Services Associate- Assessor	1	5,359
Appraiser I	3	3,603 – 4,284
Appraiser II	15	4,482 – 5,358
Appraiser III	4	4,908 – 5,876
Principal Appraiser	3	6,146 – 7,403
Auditor–Appraiser I	0	4,064 – 4,852
Auditor–Appraiser II	4	4,519 – 5,408
Senior Auditor–Appraiser	1	4,908 – 5,883
Principal Auditor–Appraiser	1	6,146 – 7,403
Assessment Recording Tech I	5	2,980 – 3,577
Assessment Recording Tech II	9	3,229 – 3,829
Senior Assessment Recording Tech	3	3,703 – 4,389
Assessment Recording Supervisor	3	4,266 – 5,099
Supervising Cadastral Mapping Technician	1	5,644
Cadastral Mapping Technician	2	4,245
Senior Secretary	1	4,891

MARIPOSA

Total Reported Positions: 12

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$ 6,128
Assistant Assessor–Recorder	1	4,505
Appraiser I	1	2,910
Appraiser II	1	3,062
Appraiser III	1	4,037
Cadastral Drafting Technician II	1	3,086
Assessment Office Manager	1	2,885
Assessment – Recording Clerk I	1	2,006
Assessment – Recording Clerk II	4	2,407

MENDOCINO

Total Reported Positions: 24

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,753
Assistant Assessor	1	4,903 – 5,959
Chief Property Appraiser	1	3,766 – 4,579
Real Property Appraiser III	3	3,416 – 4,156
Real Property Appraiser II	4	3,097 – 3,764
Real Property Appraiser I	2	2,808 – 3,414
Senior Auditor–Appraiser	1	3,955 – 4,808
Auditor–Appraiser	2	3,766 – 4,579
Mapping Coordinator	1	2,678 – 3,256
Office Administrator	1	2,837 – 3,449
Assessment Information Supervisor	1	2,808 – 3,414
Property Tax Technician	1	2,678 – 3,256
Staff Assistant III	1	2,424 – 2,948
Staff Assistant II	2	2,201 – 2,676
Staff Assistant I	2	1,998 – 2,430

MERCED

Total Reported Positions: 39

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 9,729
Assistant Assessor	1	6,086 – 7,620
Chief Auditor–Appraiser	1	5,280 – 6,422
Chief Appraiser	1	5,280 – 6,422
Supervising Auditor–Appraiser	1	4,787 – 5,824
Supervising Appraiser	2	4,448 – 5,410
Chief of Mapping and Title Services	1	3,747 – 4,557
Auditor–Appraiser I/II/III	5	3,333 – 5,177
Assessment Services Supervisor	1	3,316 – 4,032
Title Technician	1	3,174 – 3,858
Appraiser I/II/III	10	2,948 – 4,579
Assistant Title Technician	2	2,739 – 3,333
Appraiser Assistant	1	2,569 – 3,127
Draftsman I/II	2	2,506 – 3,533
Assessment Clerk III	2	2,387 – 2,905
Assessment Clerk I/II	7	1,874 – 2,506

MODOC

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 4,365
Senior Appraiser	1	2,619 – 3,343
Appraiser II	0	2,310 – 2,948
Appraiser I	1	2,101 – 2,682
Auditor–Appraiser II	1	2,490 – 3,178
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

MONO

Total Reported Positions: 14

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,946
Assistant Assessor	1	7,783
Chief Appraiser	1	5,766 – 7,009
Administrative Service Specialist	1	4,081 – 4,960
Cadastral Mapping Spec/Transfer Analyst	1	5,223 – 6,348
Auditor–Appraiser III	1	5,354 – 6,508
Appraiser III	4	4,972 – 6,044
Appraiser II	1	4,505 – 5,476
FTS II	1	3,033 – 3,687
FTS I	1	2,748 – 3,339
Appraiser Aide	1	3,433 – 4,173

MONTEREY

Total Reported Positions: 58

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor–County Clerk–Recorder	1	\$ 10,771 – 14,712
Assistant Assessor – Valuation	1	7,303 – 9,974
Account Clerk	2	2,242 – 3,062
Accounting Technician	1	2,863 – 3,911
Administrative Services Officer	1	4,708 – 6,430
Appraiser II	12	3,567 – 4,871
Appraiser III	6	3,980 – 5,436
Assessment Clerk	2	2,287 – 3,123

MONTEREY (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Associate Personnel Analyst	1	\$ 4,708 – 6,430
Auditor–Appraiser II	4	3,675 – 5,019
Auditor–Appraiser III	1	4,456 – 6,087
Auditor–Appraiser Manager	1	5,335 – 7,282
Business Technology Analyst II	1	4,648 – 6,348
Departmental Info. Systems Manager I	1	5,652 – 7,715
Map Drafting Technician	1	2,779 – 3,795
Office Assistant II	8	2,133 – 2,913
Personnel Technician - Confidential	1	3,308 – 4,517
Principal Office Assistant	1	2,565 – 3,503
Property Transfer Clerk	5	2,428 – 3,317
Secretary	1	2,515 – 3,435
Senior Account Clerk	1	2,514 – 3,434
Senior Assessment Clerk	1	2,477 – 3,383
Senior Map Drafting Technician	1	3,299 – 4,503
Senior Property Transfer Clerk	1	2,684 – 3,665
Supervising Appraiser	1	4,442 – 6,066
Supervising Office Assistant I	1	2,899 – 3,959

NAPA

Total Reported Positions: 27

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor–Recorder–County Clerk	1	\$ 12,542
Chief Deputy	1	7,963 – 9,589
Chief Appraiser	1	6,940 – 8,343
Supervising Auditor–Appraiser	1	5,587 – 6,699
Supervising Appraiser	1	5,292 – 6,342
Assessment Records Supervisor	1	3,715 – 4,427
Auditor–Appraiser II	2	4,604 – 5,517
Auditor–Appraiser I/II Limited Term	2	4,604 – 5,517
Appraiser III	2	4,800 – 5,748
Appraiser II	5	4,408 – 5,217
Appraiser I/II Limited Term	1	4,408 – 5,217
Appraiser Aide	1	3,271 – 3,888
Senior Transfer Mapping Technician	1	4,112 – 4,907
Transfer Mapping Technician	1	3,696 – 4,217
Senior Assessment Records Assistant	2	3,241 – 3,855
Assessment Records Assistant II	4	3,023 – 3,578

NEVADA

Total Reported Positions: 30.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,705
Administrative Analyst I/II	1	3,728 – 5,029
Administrative Services Associate	1	3,477 – 4,245
Supervising Appraiser	1	4,462 – 5,447
Assessment Standards Manager	1	4,462 – 5,447
Senior Appraiser	2	3,842 – 4,690
Auditor–Appraiser I/II	1	2,848 – 3,842
Appraiser I, II, III	5.75	2,848 – 4,245
Senior Assessment Assistant	2	2,514 – 3,069
Senior Mapping Technician	1	3,242 – 3,958
Appraisal Technician I/II	5	2,656 – 3,583
Mapping Technician	1	2,935 – 3,583
Senior Accounting Assistant	1	2,428 – 2,964
Assessment Assistant I/II	6.75	2,060 – 2,778

ORANGE

Total Reported Positions: 337

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 13,849
Senior Staff Analyst (Administrative Mgr I)	4	5,796 – 9,239
Project Manager (Administrative Mgr III)	6	7,245 – 11,412
Appraiser I	15	3,577 – 4,779
Appraiser II	54	3,952 – 5,328
Appraiser III	22	4,404 – 5,930
Assessment Tech II	76	2,650 – 3,557
Assessment Tech III	13	3,042 – 4,063
Auditor–Appraiser I	13	3,577 – 4,779
Auditor–Appraiser II	22	3,952 – 5,328
Auditor–Appraiser III	15	4,404 – 5,930
Buyer I	1	3,042 – 4,063
Cadastral Technician II	7	3,377 – 4,522
Chief Cadastral Technician	1	4,921 – 6,609
Data Base & Security	1	6,249 – 8,433
Data Entry Specialist	5	2,628 – 3,392
Data Entry Supervisor III	1	3,058 – 4,048
Executive Secretary II	1	3,586 – 4,793
Information Systems Supervisor	1	6,249 – 8,433
Information Systems Technician	1	3,850 – 5,186
Managing Appraiser	2	5,477 – 7,355

ORANGE (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Managing Assessment Technician	4	\$ 4,181 – 5,628
Managing Auditor–Appraiser	2	5,477 – 7,355
Office Assistant	10	2,449 – 2,883
Office Specialist	2	2,562 – 3,392
Office Technician	2	2,449 – 2,883
Principal Appraiser	0	4,921 – 6,609
Secretary II	6	2,753 – 3,673
Senior Appraiser	12	4,921 – 6,609
Senior Assessment Technician	9	3,470 – 4,640
Senior Auditor–Appraiser	7	4,921 – 6,609
Senior Cadastral Technician	5	3,736 – 5,047
Senior Systems/Programmer	2	5,775 – 7,776
Staff Assistant	2	2,950 – 3,952
Store Clerk	1	2,373 – 3,134
Supervising Cadastral Technician	2	4,181 – 5,628
Systems Programmer/Analyst II	8	4,921 – 6,609
Technical Systems Specialist	1	5,328 – 7,160

AB 589 GRANT (Revenue & Taxation Code section 95.35) – Limited Term Positions

Project Manager (Administrative Mgr III)	1	7,245 – 11,412
Senior Staff Analyst (Administrative Mgr I)	1	4,167 – 7,427
Appraiser I	4	3,577 – 4,779
Appraiser II	10	3,952 – 5,328
Senior Appraiser	2	4,921 – 6,609
Assessment Technician II	10	2,650 – 3,557
Auditor–Appraiser III	4	4,404 – 5,930
Senior Auditor–Appraiser	1	4,921 – 6,609
Systems Programmer/Analyst II	4	4,921 – 6,609
Senior Systems/Programmer	1	5,775 – 7,776

PLACER

Total Reported Positions: 85

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 9,280 – 11,282
Assistant Assessor	1	8,670 – 10,539
Assessment Manager	2	7,322 – 8,899
Chief Appraiser	1	7,322 – 8,899
Managing Appraiser	4	6,627 – 8,055
Managing Auditor–Appraiser	1	6,627 – 8,055
Information Technology Supervisor	1	6,627 – 8,055
Supervising Appraiser	1	5,979 – 7,267
Senior Administrative Services Officer	1	5,431 – 6,602

PLACER (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Appraiser	8	\$ 5,423 – 6,592
Senior Auditor–Appraiser	2	5,563 – 6,763
Senior Technology Solutions Analyst	2	5,423 – 6,592
Assessment Supervisor	3	4,577 – 5,564
Associate Appraiser	12	4,806 – 5,842
Associate Auditor–Appraiser	2	4,806 – 5,842
Assistant Auditor–Appraiser	1	4,359 – 5,299
Senior Cadastral Technician	1	3,953 – 4,806
GIS Technician II	1	3,954 – 4,806
Information Technology Technician II	1	4,047 – 4,919
Appraisal Technician	15	3,416 – 4,152
Executive Secretary	1	3,329 – 4,047
Administrative Technician	1	3,329 – 3,047
Cadastral Technician	3	3,253 – 4,359
Accounting Technician	1	3,253 – 3,954
Administrative Supervisor	2	2,951 – 3,586
Account Clerk – Journey	1	2,739 – 3,329
Senior Administrative Clerk	6	2,676 – 3,253
Administrative Clerk – Journey	9	2,739 – 3,329

PLUMAS

No information provided

RIVERSIDE

Total Reported Positions: 277

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor–County Clerk–Recorder	1	\$ 12,930
Accounting Assistant I	1	2,576
Assessor Clerk Recorder Technician I	30	2,896
Assessor Clerk Recorder Technician II	22	3,252
Assessor Clerk Recorder Technician III	5	3,621
Applications Development	4	9,316
Appraiser II	40	4,732
Appraiser Technician	23	3,252
Assistant County Assessor–Clerk–Recorder	2	10,937
Auditor–Appraiser II	11	4,807
Business Systems Analysis	1	9,991
Business Systems Analysis – Secured	2	10,512

RIVERSIDE (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Chief Deputy Assessor–Clerk–Recorder	2	\$ 7,997
Chief GIS Specialist	1	5,261
Data Entry Operator II	7	2,674
GIS Senior Analyst	1	5,443
GIS Specialist II	13	3,853
Information Technical Officer I	1	8,434
Information Technical Officer II	1	9,630
Network Administration	1	9,632
Office Assistant II	22	2,484
Principal Auditor–Appraiser	1	7,309
Principal Deputy Assessor–Clerk–Recorder	3	7,118
Secretary I	1	3,258
Secretary II	1	3,621
Senior Accounting Assistant	1	3,429
Senior Appraiser	35	5,271
Senior Auditor–Appraiser	5	5,204
Senior GIS Specialist	4	4,283
Staff Analyst II	1	4,558
Stock Clerk	1	2,590
Store Keeper	1	2,910
Supervising Appraiser	16	5,862
Supervising Auditor–Appraiser	3	5,788
Supervising GIS Specialist	1	4,732
Supervising Office Assistant I	6	3,041
Supervising Technician	3	3,921
Technical Support Manager	1	7,789
User Technical Support	1	5,606
User Technical Support – Secured	1	6,534

SACRAMENTO

Total Reported Positions (including Vacancies) 178.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 11,853
Assistant Assessor	1	9,099
Administrative Services Officer I	1	4,146 – 5,039
Administrative Services Officer III	1	6,396 – 7,052
Assessment Supervisor	2	3,263 – 3,966
Assessment Technician	6	2,941 – 3,574
Associate Auditor–Appraiser	9	4,508 – 5,481
Associate Real Property Appraiser	16	4,508 – 5,481
Auditor–Appraiser Level 2	2	3,835 – 4,663
Cadastral Drafting Technician	1	2,737 – 3,329

SACRAMENTO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Chief Appraiser	5	\$ 7,508 – 8,279
Chief Technical & Assessment Services	1	5,733 – 6,321
Data Entry Operator	1	2,203 – 2,676
Executive Secretary	1	3,423 – 4,159
Information Technology Analyst Level 2	5.5	5,358 – 6,513
Information Technology Technician Level 2	2	3,219 – 3,912
Office Assistant Level 2	5	2,203 – 2,676
Office Specialist Level 2	25	2,593 – 3,149
Personnel Specialist Level 2	1	3,169 – 3,851
Principal Information Technology Analyst	1	7,360 – 8,114
Real Property Appraiser Level 2	36	3,835 – 4,663
Senior Auditor–Appraiser	3	4,961 – 6,031
Senior Cadastral Drafting Technician	3	3,089 – 3,755
Senior Information Technology Analyst	3	6,069 – 7,376
Senior Office Assistant	2	2,535 – 3,080
Senior Office Specialist	16	2,829 – 3,438
Senior Personnel Analyst	1	5,182 – 6,297
Senior Real Property Appraiser	14	4,961 – 6,031
Supervising Auditor–Appraiser	3	5,622 – 6,835
Supervising Cadastral Drafting Technician	1	3,905 – 4,747
Supervising Real Property Appraiser	7	5,622 – 6,835
Training & Development Specialist II	1	4,472 – 5,436

SAN BENITO

No information provided

SAN BERNARDINO

Total Reported Positions: 232.8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 11,860
Assistant Assessor	1.5	8,360 – 11,686
Administrative Supervisor II	1	5,242 – 6,698
Appraiser I	44	3,548 – 4,526
Appraiser II	12	3,912 – 4,990
Appraiser III	8	4,309 – 5,503
Appraiser Technician	22	2,520 – 3,214
Assessment Appeals Specialist	1	4,637 – 5,928
Assessor Project Administrator	2	4,309 – 5,503

SAN BERNARDINO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser II	15.5	\$ 4,209 – 5,370
Auditor–Appraiser III	2	4,526 – 5,781
Automated Systems Analyst I	4	3,912 – 4,990
Automated Systems Analyst II	1	4,637 – 5,928
Automated Systems Technician	1	2,988 – 3,815
Business System Analyst III	1	5,503 – 7,034
Business System Analyst II	1	4,990 – 6,375
Cadastral Drafting Technician I	5	2,917 – 3,725
Cadastral Drafting Technician II	3	3,139 – 4,006
Cadastral Drafting Technician III	1	3,380 – 4,309
Cadastral Services Supervisor	1	4,106 – 5,242
Chief Appraiser	1	6,864 – 8,785
Chief Assessment Services	1	6,864 – 8,785
Clerk I	1	2,075 – 2,647
Clerk III	1	2,286 – 2,917
Department IS Manager	1	7,582 – 10,273
Executive Secretary III	1	3,460 – 4,420
Facilities/Safety Manager	1	4,209 – 5,370
Fiscal Assistant	0.6	2,286 – 2,917
Office Assistant II	12	2,075 – 2,647
Office Assistant III	39	2,286 – 2,917
Payroll Specialist	1	2,399 – 3,063
Principal Appraiser	2	5,242 – 6,698
Project Specialist	1	4,209 – 5,370
Secretary I	1	2,520 – 3,214
Staff Analyst I	0.75	3,633 – 4,637
Supervising Auditor–Appraiser	2	4,749 – 6,070
Supervising District Appraiser I	2	4,309 – 5,503
Supervising District Appraiser II	6	4,749 – 6,070
Supervising Office Assistant	2	2,647 – 3,380
Supervising Office Specialist	1	3,063 – 3,912
Supervising Title Transfer Technician I	2	2,917 – 3,725
Supervising Title Transfer Technician II	1	3,214 – 4,106
Title Transfer Technician I	22.5	2,647 – 3,380
Title Transfer Technician II	2	2,844 – 3,633

SAN DIEGO

Total Reported Positions: 331

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 13,915
Chief Deputy County Assessor	2	10,586 – 13,634

SAN DIEGO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Chief Deputy Assessor	1	\$ 7,535 – 12,021
Senior Departmental Personnel Officer	1	5,206 – 6,975
Departmental Personnel Officer	1	4,180 – 5,601
Departmental Payroll Specialist	1	2,824 – 3,432
Departmental Payroll Technician	1	2,439 – 2,964
Financial Policy & Planning Officer	1	6,328 – 7,693
Admin Services Manager I	1	5,204 – 6,325
Accounting Technician	1	2,751 – 3,342
Admin Secretary III	1	3,181 – 3,866
Admin Secretary IV	1	3,424 – 4,162
Division Chief II, ARCC	3	7,232 – 8,792
Division Chief I, ARCC	7	6,573 – 7,991
Supervising Appraiser II	4	6,176 – 7,506
Supervising Appraiser I	9	5,613 – 6,821
Supervising Audit Appraiser	3	6,176 – 7,506
Appraiser IV	9	5,107 – 6,207
Appraiser III	30	4,641 – 5,642
Appraiser II	55	4,112 – 4,999
Audit–Appraiser IV	4	5,233 – 6,360
Audit–Appraiser III	11	4,760 – 5,785
Audit–Appraiser II	7	4,211 – 5,119
Program Development Specialist, ARCC	1	5,911 – 7,183
Assistant Division Chief, ARCC	3	4,297 – 5,223
Supervising Assessment Clerk	7	2,985 – 3,628
Senior Assessment Clerk	21	2,547 – 3,094
Assessment Clerk	63	2,261 – 2,746
Cadastral Technician	8	3,301 – 4,011
Senior Cadastral Technician	7	3,727 – 4,531
Cadastral Supervisor I	2	4,325 – 5,258
Cadastral Supervisor II	2	4,758 – 5,783
GIS Analyst	2	4,003 – 4,864
Imaging Technician I	5	2,427 – 2,951
Imaging Technician II	1	2,715 – 3,299
Imaging Technician III	1	3,098 – 3,764
Property Assessment Specialist III	13	3,600 – 4,377
Property Assessment Specialist II	40	2,999 – 3,644

SAN FRANCISCO

Total Reported Positions: 98

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor	1	\$ 12,684
Manager I	2	8,643
Manager IV	1	10,729
Manager VI	1	12,422
Deputy Director II	2	10,004
IS Administrator III	1	7,893
Payroll Clerk	1	4,823
Senior Clerk Typist	1	4,301
Secretary II	1	4,741
Executive Secretary II	1	6,036
Confidential Secretary To Assessor	1	5,891
Account Clerk	1	4,045
Principal Account Clerk	1	5,291
Principal Administrative Analyst	1	8,745
Management Assistant	1	5,610
Assessment Clerk	13	4,045
Senior Assessment Clerk	13	4,448
Personal Property Auditor	6	6,433
Senior Personal Property Auditor	7	7,445
Principal Property Auditor	2	9,269
Chief Personal Property Auditor	1	9,133
Real Property Appraiser Trainee	3	4,845
Real Property Appraiser	18	6,433
Senior Real Property Appraiser	11	7,445
Principal Real Property Appraiser	6	9,269
Civil Engineer Associate I	1	6,156

SAN JOAQUIN

Total Reported Positions: 106

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor-Recorder-County Clerk	1	\$ 11,443
Assistant Assessor-Recorder-County Clerk	1	8,540
Department Information Systems Manager	1	6,216 – 7,559
Principal Appraisers	3	5,862 – 7,127
Appraiser IV	5	5,115 – 6,216
Appraiser III	20	4,332 – 5,266
Appraiser II	3	3,798 – 4,616
Appraiser I	1	3,125 – 3,798
Auditor-Appraiser IV	2	5,115 – 6,216

SAN JOAQUIN (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser III	9	\$ 4,332 – 5,266
Auditor–Appraiser II	-	3,798 – 4,616
Auditor–Appraiser I	-	3,172 – 3,853
Property Technician II	2	2,740 – 3,330
Property Technician I	13	2,610 – 3,172
Chief Cadastral Technician	1	3,652 – 4,439
Senior Cadastral Technician	2	3,345 – 4,065
Cadastral Technician II	3	3,006 – 3,652
Cadastral Technician I	3	2,687 – 3,264
Department Applications Analyst III	1	5,065 – 6,155
Department Information Systems Analyst II	1	4,439 – 5,396
Department Information System Specialist III	1	4,006 – 4,871
Department Information System Technician II	1	3,064 – 3,723
Transfer Technician Supervisor	1	2,933 – 3,564
Transfer Technician III	3	2,699 – 3,281
Transfer Technician II	4	2,584 – 3,141
Transfer Technician I	1	2,498 – 3,035
Exemptions Supervisor	1	2,834 – 3,446
Office Supervisor	1	2,647 – 3,217
Senior Office Assistant	16	2,390 – 2,905
Office Assistant	2	2,276 – 2,766
Administrative Assistant	1	3,479 – 4,228
Accounting Technician I	1	2,699 – 3,281
Office Secretary	1	2,647 – 3,217

SAN LUIS OBISPO

Total Reported Positions: 89

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 12,229
Assistant Assessor	1	8,231 – 10,005
Assessment Managers	5	5,995 – 7,289
Assessment Analyst I	1	4,422 – 5,377
Assessment Analyst II	4	5,124 – 6,228
Supervising Appraiser	3	5,366 – 6,524
Appraiser I	2	3,597 – 4,371
Appraiser II	14	4,165 – 5,061
Appraiser III	6	4,545 – 5,526
Appraiser Trainee	4	3,115 – 3,786
Auditor–Appraiser I	1	3,690 – 4,484
Auditor–Appraiser II	1	4,366 – 5,307
Auditor–Appraiser III	3	5,638 – 6,853

SAN LUIS OBISPO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Cadastral Mapping Systems Supervisor	1	\$ 5,439 – 6,613
Cadastral Mapping Systems Specialist II	2	3,919 – 4,765
Cadastral Mapping Systems Specialist III	2	4,696 – 5,706
Assessment Technician Supervisor	2	3,860 – 4,692
Assessment Technician I	8	2,368 – 2,877
Assessment Technician II	3	2,704 – 3,286
Assessment Technician III	4	2,954 – 3,590
Assessment Technician IV	3	3,335 – 4,052
Accounting Technician	1	3,037 – 3,692
Supervising Property Transfer Technician	1	3,578 – 4,347
Property Transfer Technician I	6	2,664 – 3,240
Property Transfer Technician II	5	2,924 – 3,555
Property Transfer Technician III	1	3,200 – 3,890
Supervising Administrative Clerk I	1	3,267 – 3,971
Administrative Assistant I	2	2,180 – 2,650
Administrative Assistant II	1	2,401 – 2,917

SAN MATEO

Total Reported Positions: 78

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor–County Clerk–Recorder	1	\$ 13,510
Deputy Assessor–County Clerk–Recorder	3	10,062
Management Analyst III	1	7,151
Principal Appraiser	5	7,861
Senior Appraiser	15	6,642
Appraiser II	12	5,852
Appraiser I	5	4,732
Principal Auditor–Appraiser	2	7,861
Senior Auditor–Appraiser	6	6,642
Auditor–Appraiser II	5	5,852
Senior Drafting Technician	1	6,282
Information Technology Manager	1	8,693
Information Technology Analyst	3	7,741
Support Services Supervisor	3	5,136
Lead Assessor/Recorder Technician	1	4,196
Assessor/Recorder Technician III	6	4,325
Assessor/Recorder Technician II	8	3,777

SANTA BARBARA

Total Reported Positions: 80

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Clerk–Recorder–Assessor	1	\$ 14,991
Assistant County Clerk–Recorder–Assessor	1	10,205
Chief Appraiser	1	6,569 – 8,020
Project Manager Tax System Integration	1	7,222 – 8,817
Appraiser Division Manager	3	6,005 – 7,331
Assessment Supervisor	8	5,446 – 6,648
Appraiser I/II/III	21	3,600 – 5,473
Auditor–Appraiser I/II/III	6	4,037 – 5,869
EDP Systems and Program Analyst I/II	2	4,998 – 6,742
EDP Systems And Program Analyst Senior	4	5,805 – 7,087
Fiscal Manager, Dept.	1	6,569 – 8,020
Human Resource Manager, Departmental	1	5,545 – 6,769
Financial Systems Analyst Senior	1	6,319 – 7,714
Appraiser Aide	3	2,629 – 3,210
Mapping GIS Tech/Analyst	4	3,511 – 5,782
Mapping GIS/Analyst Supervisor	1	5,501 – 6,715
CARE Specialist I/II/III	17	2,449 – 3,543
CARE Specialist V	3	3,421 – 4,177
Account Technician Sr. – Restricted	1	3,508 – 4,282

SANTA CLARA

Total Reported Positions: 279

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 14,586
Assistant Assessor	1	9,924 – 12,732
Administrative Services Manager	1	7,952 – 10,174
Confidential Secretary	1	4,741 – 7,190
Senior Management Analyst	3	5,960 – 7,248
Management Analyst	2	5,406 – 6,574
Program Manager II	1	6,604 – 8,027
Auditor–Appraiser/ Accounting Auditor–Appraiser	14	5,235 – 6,334 3,922 – 4,738
Assessment Roll Administrator	1	5,904 – 7,177
Chief, Assessment Standards/Services	1	7,795 – 9,973
Chief Appraiser	1	7,795 – 9,973
Assistant Chief Appraiser	1	7,317 – 8,894
Supervising Appraiser	7	6,669 – 8,106
Senior Appraiser	23	5,389 – 6,519
Senior Appraiser (U)	1	5,389 – 6,519

SANTA CLARA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraiser III	8	\$ 5,017 – 6,071
Appraiser I/II	28	3,922 – 5,652
Appraisal Aide	4	3,757 – 4,539
Chief Auditor–Appraiser	1	7,795 – 9,973
Assistant Chief Auditor–Appraiser	1	7,317 – 8,894
Supervising Auditor–Appraiser	5	6,669 – 8,106
Senior Auditor–Appraiser	26	5,872 – 7,106
Exemption Supervisor	1	5,538 – 6,734
Exemption Investigator	1	4,714 – 5,707
Property Transfer Examiner	8	3,638 – 4,394
Office Management Coordinator	1	4,513 – 5,484
Supervising Appraisal Data Coordinator	1	4,626 – 5,622
Supervising Clerk	1	4,237 – 5,149
Office Specialist III	13	3,087 – 3,721
Office Specialist II	18	2,815 – 3,389
Office Specialist I	2	2,628 – 3,159
Human Resources Assistant II	1	3,632 – 4,406
Appraisal Data Coordinator	7	3,472 – 4,191
Senior Assessment Clerk	20	3,296 – 3,979
Supervising Assessment Clerk	3	4,237 – 5,149
Assessment Clerk	14	3,117 – 3,757
Accountant Assistant	2	3,455 – 4,170
Account Clerk II	1	3,130 – 3,777
Account Clerk I	1	2,869 – 3,455
Director Information Systems	1	8,983 – 11,523
Information Systems Manager II	1	7,645 – 9,301
Information Systems Manager I	5	6,968 – 8,470
Information System Tech II	1	4,562 – 5,521
Mapping /ID Supervisor	1	4,648 – 5,649
Property Transfer Supervisor	1	4,648 – 5,649
Senior Property Mapper	1	4,016 – 4,852
Property Mapper I/II	5	3,117 – 3,757
		3,655 – 4,414
STATE FUNDED POSITIONS		
Supervising Auditor–Appraiser	2	6,669 – 8,106
Senior Auditor–Appraiser	2	5,872 – 7,106
Auditor–Appraiser	2	5,235 – 6,334
Senior Appraiser SCPTAP	1	5,389 – 6,519
Appraisal Aide	1	3,757 – 4,539
Senior Assessment Clerk	3	3,296 – 3,979
Assessment Clerk	4	3,117 – 3,757
Appraisal Data Coordinator	2	3,472 – 4,191
Exemption Investigator	1	4,714 – 5,707
Property Transfer Examiner	1	3,638 – 4,394

SANTA CLARA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Accountant Assistant	2	\$ 3,455 – 4,170
Information Systems Manager III	1	8,429 – 10,276
Information Systems Manager I	4	6,968 – 8,470
Property Mapper I or	1	3,117 – 3,757
Property Mapper II		3,655 – 4,414
GIS Tech	1	4,231 – 5,113
Office Specialist III	1	3,087 – 3,721
Office Specialist I	6	2,815 – 3,389
Supervising Assessment Clerk	1	4,237 – 5,149

SANTA CRUZ

Total Reported Positions: 36

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 13,664
Chief Deputy Assessor – Valuation	1	6,340 – 8,457
Chief Deputy Assessor – Administration	1	6,340 – 8,457
Chief of Assessment Standards	1	5,501 – 7,337
Senior Appraiser	3	4,489 – 5,678
Appraiser I	0	3,515 – 4,449
Appraiser II	6	4,089 – 5,174
Chief Auditor–Appraiser	1	5,760 – 7,680
Auditor–Appraiser III	1	4,491 – 5,682
Auditor–Appraiser II	3	4,274 – 5,403
Auditor–Appraiser I	0	3,534 – 4,474
Appraiser–Auditor Aide	2	3,276 – 4,144
GIS Technician I	0	3,207 – 4,058
GIS Technician II	2	3,513 – 4,446
Sr. Dept. Information Systems Analyst	1	5,184 – 6,557
Clerical Supervisor II	1	4,013 – 5,079
Assessment Technician	6	2,966 – 3,744
Assessment Clerk	3	2,758 – 3,486
Clerk II	1	2,687 – 3,397
Senior Receptionist	1	3,000 – 3,796
Departmental Information Systems Analyst	1	4,430 – 5,602

SHASTA

Total Reported Positions: 44

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$ 8,456
Deputy Assessor–Recorder, Administration	1	4,824 – 6,158
Deputy Assessor–Recorder, Valuation	1	4,824 – 6,158
Senior Supervisor Real Property Appraiser	2	3,689 – 4,708
Senior Real Property Appraiser	3	3,725 – 4,755
Real Property Appraiser III	7	3,362 – 4,291
Real Property Appraiser II	4	3,065 – 3,911
Real Property Appraiser I	0	2,647 – 3,379
Senior Supervising Auditor–Appraiser	1	3,689 – 4,708
Auditor–Appraiser II	2	3,202 – 4,087
Auditor–Appraiser I	2	2,766 – 3,530
Assessor Program Manager Mapping & Transfer	1	3,618 – 4,617
Interdepartmental Systems Coordinator	0.5	4,208 – 5,371
Mapping Specialist II	2	3,265 – 4,167
Assessor's Administrative Assistant	1	2,766 – 3,530
Assessor Program Manager Rollover	1	3,618 – 4,617
Supervising Assessment Clerk	1	2,460 – 3,140
Senior Assessment Clerk	4	2,366 – 3,020
Assessment Clerk III	1	2,146 – 2,739
Assessment Clerk II	5	1,918 – 2,448
Assessment Clerk I	2	1,783 – 2,276
Extra Help Clerks	1.5	2,783 – 2,376

SIERRA

Total Reported Positions: 6

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,017 – 9,403
Assistant Assessor/Appraiser	1	3,660 – 4,449
Senior Property Appraiser	1	4,128 – 5,017
Appraiser II	1	3,033 – 3,687
Assessment Technician III	0.7	2,494 – 3,032
Assessment Technician I	0.3	2,020 – 2,456

SISKIYOU

Total Reported Positions: 21

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,220
Assistant Assessor	1	4,238 – 5,157
Principal Appraiser	1	3,497 – 4,251
Senior Specialist Appraiser	3	3,251 – 3,952
Senior Appraiser	3	3,096 – 3,764
Appraiser	1	2,675 – 3,251
Administrative Services Manager	1	3,856 – 4,687
Administrative Assessment Supervisor	1	2,740 – 3,331
Senior Assessment Technician	5	2,367 – 2,879
Assessment Technician	2	2,045 – 2,485
Mapping & Title Supervisor	1	2,809 – 3,413
Senior Cadastral Map Technician	1	2,426 – 2,950

SOLANO

Total Reported Positions: 45

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$ 12,395
Assistant Assessor–Recorder	1	8,498 – 10,329
Chief Appraiser	1	6,881 – 8,364
Supervising Appraiser	2	5,195 – 6,315
Senior Appraiser	4	4,700 – 5,713
Appraiser	12	4,130 – 5,020
Appraiser Technician	2	3,350 – 4,072
Supervising Auditor–Appraiser	1	5,195 – 6,315
Senior Auditor–Appraiser	1	4,700 – 5,713
Auditor–Appraiser	3	4,130 – 5,020
Cadastral Mapping Technician Supervisor	1	4,668 – 5,675
Cadastral Mapping Technician I/II	2	2,902 – 4,072
Cadastral Mapping Technician III	2	3,870 – 4,704
Office Coordinator	1	3,415 – 4,193
Clerical Operations Manager	1	4,102 – 4,986
Office Assistant I/II	4	2,535 – 3,534
Office Assistant III	6	3,200 – 3,929

SONOMA

Total Reported Positions: 82

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Clerk–Recorder–Assessor	1	\$ 12,831
Chief Deputy Assessor	1	8,644 – 10,509
Executive Secretary, Confidential	1	3,924 – 4,739
Chief Appraiser	1	7,004 – 8,512
Appraiser IV	3	5,524 – 6,715
Appraiser III	21	4,792 – 5,827
Appraiser II	0	4,303 – 5,230
Appraiser I	0	3,724 – 4,526
Appraiser Aide	3	3,245 – 3,945
Appraiser Analyst	3	5,068 – 6,162
Supervising Auditor Appraiser	1	5,740 – 6,976
Auditor–Appraiser II	6	4,908 – 5,966
Auditor–Appraiser I	1	4,202 – 5,108
Department Information Systems Specialist II	1	5,260 – 6,394
Cadastral Mapping Supervisor	1	4,456 – 5,416
Cadastral Mapping Technician II	5	3,793 – 4,611
Cadastral Mapping Technician I	0	3,492 – 4,244
Assessment Process Manager	1	6,134 – 7,454
Assessment Process Supervisor	3	3,837 – 4,665
Assessment Process Specialist	10	3,484 – 4,233
Assessment Clerk	13	3,103 – 3,771
Assessment Clerk Trainee	0	2,783 – 3,383
Accounting Manager	1	6,957 – 8,458
Administrative Services Officer I	1	5,687 – 6,914
Accountant II	1	4,720 – 5,740
Accountant II, Confidential	1	4,868 – 5,887
Accounting Clerk II	2	3,068 – 3,729

Confidential Salaries include \$0.85/hour premium.

STANISLAUS

Total Reported Positions: 65

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 10,826
Assistant Assessor	2	6,664
Supervising Auditor–Appraiser	1	5,891
Senior Auditor–Appraiser	2	5,347
Auditor–Appraiser III	5	4,855
Supervising Appraiser	4	5,612
Senior Appraiser	7	5,094

STANISLAUS (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraiser III	10	\$ 4,631
Appraiser II	4	4,198
Appraiser I	2	3,468
Appraiser Technician	3	3,177
Cadastral Supervisor	1	4,555
Cadastral Technician	3	3,759
Supervising Clerk	4	3,627
Account Clerk III	10	3,161
Admin Clerk I	1	2,594
Confidential Assistant IV	1	3,927
Confidential Assistant III	1	3,269
Software Developer/Analyst III	2	6,070
Application Specialist II	1	4,454

SUTTER

Total Reported Positions: 24

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,768
Assistant Assessor	1	5,292 – 7,129
Chief Appraiser	1	4,757 – 6,461
Assessment Office Manager	1	3,445 – 4,739
Assessment Technician I	1	2,078 – 2,869
Assessment Technician II	0	2,326 – 3,205
Assessment Technician III	8	2,587 – 3,581
Senior Map Drafting Title Technician	1	3,170 – 4,358
Appraiser Aide	1	2,657 – 3,675
Appraiser I	0	2,843 – 3,923
Appraiser II	0	3,170 – 4,358
Appraiser III	6	3,541 – 4,621
Auditor–Appraiser I	0	3,001 – 4,137
Auditor–Appraiser II	1	3,353 – 4,592
Auditor–Appraiser III	2	3,737 – 5,109

TEHAMA

Total Reported Positions: 20

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 6,429
Assistant Assessor	1	4,468 – 5,443
Auditor–Appraiser	1	3,375 – 4,113
Senior Appraiser	5	3,211 – 3,913
Appraiser II	1	2,839 – 3,458
Assessment Roll Manager	1	2,938 – 3,577
Chief Cadastral Drafting Tech.	1	2,508 – 3,056
Senior Assessment Clerk	1	2,331 – 2,839
Transfer Clerk	2	2,274 – 2,771
Assessment Clerk III	4	2,218 – 2,839
Assessment Clerk II	2	1,913 – 2,331

TRINITY

No information provided

TULARE

Total Reported Positions: 66

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Clerk–Recorder	1	\$ 9,038
Assistant Assessor–Clerk–Recorder	1	7,230
Chief Auditor Appraiser	1	6,428
Chief Appraiser	1	6,428
Appraiser I	1	3,950
Appraiser II	13	4,450
Appraiser III	9	4,917
Appraiser IV	4	5,317
Auditor–Appraiser I	2	4,359
Auditor–Appraiser II	2	4,910
Auditor–Appraiser III	3	5,423
Analyst–Assessor's System	1	5,317
Chief Assessment Clerk	1	3,730
Supervising Title and Admin. Technician	1	3,391
Title and Administrative Technician I	15	2,792
Title and Administrative Technician II	3	3,083
Department Secretary	1	3,502
Cadastral Supervisor	1	4,990
Cadastral Mapping Tech I	1	3,666
Cadastral Mapping Tech II	4	4,049

TUOLUMNE

Total Reported Positions: 14

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 8,317
Assistant Assessor	1	5,259 – 6,420
Assessment Office Manager	1	3,340 – 4,078
Senior Appraiser	2	3,546 – 4,329
Auditor–Appraiser II	1	3,546 – 4,329
Appraiser II	1	3,294 – 3,899
Appraiser I	1	2,905 – 3,546
Cadastral GIS Tech II	1	2,847 – 3,476
Senior Assessment Tech	3	2,286 – 2,792
Assessment Technician II	1	2,069 – 2,526
Assessment Technician I	1	1,873 – 2,286

VENTURA

Total Reported Positions: 135

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor	1	\$ 13,163
Deputy Assessor	3	6,954 – 9,736
Principal Appraiser	6	5,368 – 7,515
Administrative Assistant	1	3,365 – 4,720
Appraiser I	1	2,996 – 4,190
Appraiser II	38	3,486 – 4,887
Appraiser III	10	3,892 – 5,457
Assessor's Technician II	7	2,740 – 3,507
Assessor's Technician III	7	2,997 – 3,836
Auditor–Appraiser II	10	3,486 – 4,887
Auditor–Appraiser III	3	3,797 – 5,457
Cadastral Technician II	2	2,898 – 4,045
Cadastral Technician III	2	3,082 – 4,314
Cadastral Technician IV	1	3,677 – 5,153
Clerical Supervisor II	3	2,822 – 3,951
Data Entry Operator III	2	2,098 – 2,932
Fiscal Assistant III	1	2,184 – 3,055
Management Assistant II	1	2,502 – 3,503
Management Assistant III	1	2,691 – 3,765
Management Assistant IV – Confidential	1	3,377 – 4,728
Manager – Assessment Services	1	4,303 – 5,890
Office Assistant III	12	2,219 – 3,103
Office Assistant IV	5	2,385 – 3,336
Office Systems Coordinator II	1	3,565 – 5,013

VENTURA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Office Systems Coordinator III	1	\$ 4,173 – 5,853
Office Systems Coordinator IV	2	4,959 – 6,585
Senior Office Systems Coordinator	1	5,189 – 7,265
Supervising Appraiser	6	4,443 – 6,221
Supervising Auditor–Appraiser	2	4,443 – 6,221
Supervising Assessor's Technician	2	3,447 – 4,412
Supervising Data Entry Operator	1	2,288 – 3,210

YOLO

Total Reported Positions: 26.3

TITLE	NO. OF POSITIONS	MONTHLY SALARY
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	3	4,224 – 5,135
Appraiser III	3	3,763 – 4,574
Assessment Office Specialist III	9	2,513 – 3,056
Senior Auditor–Appraiser	2	4,224 – 5,135
Auditor–Appraiser III	2	3,763 – 4,574
Senior Cadastral Drafting Technician	1	2,795 – 3,398
Cadastral Drafting Technician	1	2,449 – 2,977
Assessment Office Specialist II	1	2,011 – 2,445
Extra Help	0.3	

YUBA

Total Reported Positions: 21

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$ 7,486 – 9,103
Assistant Assessor	1	6,543 – 7,957
Auditor–Appraiser III	0	3,732 – 4,539
Auditor–Appraiser II	1	3,315 – 4,032
Auditor–Appraiser I	1	3,035 – 3,691
Real Property Appraiser III	0	3,732 – 4,539
Real Property Appraiser II	3	3,315 – 4,032
Real Property Appraiser I	2	3,035 – 3,691
Assessment Office Supervisor	1	3,415 – 4,153
Assessment Specialist	3	2,541 – 3,090
Assessment Assistant II	2	2,258 – 2,746
Assessment Assistant I	2	2,067 – 2,514

YUBA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Transfer Analyst II	1	\$ 2,861 – 3,479
Transfer Analyst I	1	2,541 – 3,089
Cadastral Drafting Technician II	0	2,946 – 3,583
Cadastral Drafting Technician I	2	2,617 – 3,183

Salaries of Assessment Appeals Board Members²

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$75 half day/\$150 full day	AAB paid stipend when attending mandatory training
Butte	\$40 half day/\$75 full day	\$0.485 mileage; meal reimbursement for training
Contra Costa	\$200 half day/\$300 full day/\$400 per day consecutive day appeals	
El Dorado	\$100 day, \$50 per 4 hour session	\$0.485 mileage; \$12 lunch
Fresno	\$100 per day	
Humboldt	\$40 half day/\$75 full day	\$0.485 mileage; \$9.50 for lunch if full day
Kern	\$125 half day/\$200 full day	Meals for full day training - not hearing
Lassen	\$200 per day	
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	
Madera	\$75 per day	\$0.485/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 half day, \$50 full day	If full day will pay for meals; \$0.485/mile
Merced	\$100 per session + \$50 per hour over 4 hrs	
Mono	\$100 Member per session \$125 Chairperson per session	\$0.485/mile
Monterey	No information provided	
Nevada	\$75 half-day/\$150 full day	Mileage
Orange	\$100 half-day/\$200 full day	
Placer	\$100 per day	
Riverside	No information provided	
Sacramento	\$100 half day/\$200 full day	Parking
San Bernardino	\$150 first 4 hours/\$200 over 4 hours	\$0.445 /mile
San Diego	\$100 per day	Mileage
San Francisco	\$100 per half-day session	\$40 per hour pre-review of documents/exhibits

² Since the boards of supervisors sit as the local boards of equalization in the following counties, there are no assessment appeals boards: Alpine, Amador, 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 Members²

COUNTY	SALARY	MISCELLANEOUS BENEFITS
San Joaquin	\$75 half day	
San Luis Obispo	\$150 per day	Mileage
San Mateo	\$300 per day	Mileage/meals for training; \$50 per session for less than 2 hours
Santa Clara	\$200 per hearing	\$0.485 mileage/\$16 meals
Santa Cruz	\$75 per meeting	Mileage and meals for training
Shasta	\$75 per day/\$40 per half-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	\$75 half day/\$125 full day	
Stanislaus	\$75 half day/\$150 full day	Lunch during full day; mileage for training
Sutter	\$25 per hour (2 hour minimum)	
Tulare	\$150 per day (Per 2005 Survey)	\$0.485 mileage/meals
Ventura	\$100 half day/\$200 full day	\$0.485 mileage
Yolo	\$125 per 4 hrs or less, \$175 per 5 hrs or more	
Yuba	\$25 per hour (minimum of 4 hrs)	

Salaries for Hearing Officers³

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$30 - \$75 per hour	Hourly rate for training
Butte	\$40 half day/\$75 full day	\$0.485 mileage for appeal board business and training; meal reimbursement for training
Kings	Varies per contract	
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	
Nevada	\$160/full day, \$85/Half day	Mileage
Orange	\$150 full day	
Sacramento	\$100 / hour (\$50 if cancelled less than 18 days prior to hearing)	Parking

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

Salaries for Hearing Officers³

COUNTY	SALARY	MISCELLANEOUS BENEFITS
San Bernardino	\$150 first 4 hours/\$200 over 4 hours	\$0.445/mile
San Diego	\$100 per day	Mileage
San Francisco	\$100 per half-day session	\$40 per hour pre-review of documents/exhibits
Santa Clara	\$200 per hearing	\$0.485 mileage; \$16 meals
Solano	\$400 per day for consecutive hearing days due to complex appeals	
Ventura	\$100 half day/\$200 full day	\$0.485 mileage

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	Varies	Varies	50%	50%
Alpine	No response					
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	3% @ 60	7%		7.65%	0
Contra Costa	1937 Ret. Act	2% @ 55	80%	20%		
Del Norte	CalPERS	2% @ 55	1-5 yrs 97% 5 + yrs 100%	1-5 yrs 3% 5 + yrs 0%	6%	6%
El Dorado	CalPERS	2% @ 55	7%	-	0	0
Fresno	1937 Ret. Act	2.5% @ 55	50%	50%	Based on years of service	
Glenn	No response					
Humboldt	CalPERS	2.7% @ 55	18.409%	8%	7.65%	6%
Imperial	1937 Ret. Act	2.44% @ 60	11.62%	Depends on age at entry	0	0
Inyo	CalPERS	2% @ 55	Before 1/1/06 pays 100%, after 1/1/06 employee pays 100%	0	100%	0
Kern	1937 Ret. Act	3% @ 60	100% if hired before 8/7/04; 0% after	0% if hired before 08/7/04; 100% after	0	0
Kings	CalPERS	2% @ 55	100%	0	-	-
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%	-	-
Marin	1937 Ret. Act	2% @ 55			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%	-	-
Monterey	CalPERS	2% @ 55	100%	-	-	-
Napa	CalPERS	2.5% @ 55	95.8%	4.2%	0	0
Nevada	CalPERS	2% @ 55	100%	0	0	100%
Orange	OCERS	2.7% @ 55	Varies	Varies	0	0
Placer	CalPERS	2.55% @ 55	7%	1%	100%	0
Plumas	No response					
Riverside	CalPERS	3% @ 60	100%	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 Ret. Act, SCERS	2% @ 55 ½	15.75%	3.11% - 4.67%		
San Benito	No response					
San Bernardino	1937 Ret. Act	2% @ 55	7% ELC	Varies	0	0
San Diego	SDCERA	2.5% @ 55 - 3.0% @ 60	0-5 yrs 3.5% 5 + yrs 7%	Varies	0	0
San Francisco	SFERS	2% @ 60	6.24%	7.50%	7.65%	7.65%
San Joaquin	1937 Ret. Act	2% @ 55 ½				
San Luis Obispo	Pension Trust	2% @ 55	Assessor 13.55%; Management 9.29%; Rank 5.75%	Assessor 13.96%; Management 13.96%; Rank 11.36%	0	0
San Mateo	1937 Ret. Act	2% @ 55	80%	20%		
Santa Barbara	1937 Ret. Act	2% @ 57	Varies	Varies	0	0
Santa Clara	CalPERS	2.5% @ 55	7%	7%	-	-
Santa Cruz	CalPERS	2% @ 55	15.055% for general unit; 12.915% for middle management	Pay the difference	6.2% for SS; 1.45% for Medicare	6.2% for SS; 1.45% for Medicare
Shasta	CalPERS	2% @ 55	Varies	7% first year of service		
Sierra	CalPERS	2.7% @ 55	100%	0		
Siskiyou	CalPERS	2% @ 55	100%	0	0	100%
Solano	CalPERS	2.7% @ 55	Assessor 18.494%; staff 18.045%		-	-
Sonoma	1937 Ret. Act	3% @ 60	Varies	Varies	7.65%	7.65%
Stanislaus	1937 Ret. Act	2% @ 55	Varies	Varies	-	-
Sutter	CalPERS	2.7% @ 55	8%	0	-	-
Tehama	CalPERS	2% @ 55	7%			
Trinity	No response					
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	No response			
Amador	90%	10%	90%	10%
Butte	85% - 90% varies by plan	10% - 15% varies	Included in medical	
Calaveras	\$415-\$1,080 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	95%	5%	95%	5%
El Dorado	Varies by plan	Varies by plan	Included in medical	Included in medical
Fresno	\$5,203 employee; \$2,340 dependent care	Varies by plan	100%	0
Glenn	No response			
Humboldt	Varies by plan	Varies by plan	100%	0
Imperial	80% PPO	20% PPO	100% PPO Limited	
Inyo	PERS Choice Plan-100% of employee & dependent premium	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	Mgmt 100%; employee \$307.70 per month	Employee \$121.68/mo	Included in medical	
Lake	\$800 per month	Varies	Included in medical	Varies
Lassen	\$125 - \$350	Varies	0	
Los Angeles	Varies by 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%	-	100%	
Mendocino	75%	25%	75%	25%
Merced	100% employee; 50% dependent		100% employee; 50% dependent	
Modoc	100%	0	100% includes Vision	0
Mono	100%	0	100%	0
Monterey	Varies	Varies	\$36.36 - \$39.62	\$35.02 -\$86.04
Napa	90% employee	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	No response			
Riverside	\$706 toward flexible benefits	Varies; employee pays any amount over \$706	Included in medical	Varies
Sacramento	\$826.90 per month	Varies	100%	Deductible
San Benito	No response			
San Bernardino	Varies by plan	Varies	Varies by plan	Varies
San Diego	\$286 - \$706	Varies by plan	Varies by plan	Varies
San Francisco	100%		100%	
San Joaquin	100% employee only	-	100% employee only	-
San Luis Obispo	Management \$741 Rank & File \$559	Varies	Included in medical	Varies

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
San Mateo	80%	20%	90%	10%
Santa Barbara	\$128 biweekly includes vision	Varies	\$12.02 biweekly	Varies
Santa Clara	100% for employee, dependent	0	100% for employee, dependent	0
Santa Cruz	75% or 95% depending on plan	25% or 5%	100%	Co-pay
Shasta	3 plans available; varies according to plan	Varies according to plan	2 plans available; varies according to plan.	Varies
Sierra	\$975 per month	Up to \$290 per month, varies by plan	Included in medical	Varies
Siskiyou	90%	10%	90 %	10%
Solano	CalPERS Cafeteria plan; varies by 4 plans	Varies	Varies by 2 plans	Varies
Sonoma	SEIU-General 85%; Mgmt/Conf 84%	SEIU-General 15%; Mgmt/Conf 16%	SEIU-General \$38.95; salary resolution, management, confidential, unrepresented \$39.95 per pay period	SEIU general \$10.00; others \$9.00
Stanislaus	\$210 biweekly employee only; \$420 employee + one; \$567 employee + family	Varies	\$16 biweekly per employee; \$29 employee + one; \$48 employee + family	Varies
Sutter	Up to \$887; varies by plan	Varies by plan	Up to \$38.92; varies by plan	Varies by plan
Tehama	\$799.25	\$103.95	Included in medical	Varies
Trinity	No response			
Tulare	Varies by plan	Varies	Varies by plan	Varies
Tuolumne	\$1,000-\$1,110 cafeteria plan covers medical, dental and vision	None	Included in medical	None
Ventura	Flex allowance \$248 biweekly	-	Included 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 maximum reimbursement each 24 month period		Mgmt cafeteria \$1500 + job related expenses \$800
Alpine	No response		
Amador	90%	10%	
Butte	Included in medical		Medical plans include one HMO & 2 PPOs under PERS health plan; dental & vision plans are included in premium; county pays a share of each employee's premium, depending on coverage, number of family members covered, and bargaining unit; employee pays the balance of the cost

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Calaveras	Included in medical	Varies	\$415 for employee only; \$815 for employee +1; \$1,080 for family coverage; if employee chooses dental & vision but not medical, qualified for "cash in lieu" up to \$215
Colusa	100%	Employee pays \$4.49/month for each dependent	VSP
Contra Costa	None		
Del Norte	None		
El Dorado	Included in medical	Included in medical	\$6,000 optional benefit plan per fiscal year for management and confidential employees
Fresno	100%	0	
Glenn	No response		
Humboldt	100%	0	
Imperial	Co-pay PPO 100%, limited	Co-pay PPO 80/20 if pay to enter plan	
Inyo	100%	0	
Kern	Included in medical		
Kings	Included in medical		
Lake	Included in medical	Varies	\$5,000 life and \$5,000 accidental death benefit included with \$800 per month medical.
Lassen	none		
Los Angeles	Varies by plans	Varies	County offers 4 different cafeteria benefit plans - Options, Choices, Flex and MegaFlex; each benefits plan offers different medical, dental and vision; the amount paid by the County and the employee depends on the coverage elected.
Madera	100% employee, 50% dependent	50% dependent	
Marin	Varies	Varies	Cafeteria plan
Mariposa	100%		
Mendocino	75%	25%	
Merced	100% employee, 50% dependent	50% dependent	
Modoc	Included in dental	-	
Mono	100%	0	Life 100%
Monterey	\$8.56	\$4.01 employee + one	
Napa	0%	100%	Percentage of health benefit shown is 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 to all employees in the Representation Unit for deposit in trust fund
Placer	100% employee	-	
Plumas	No response		
Riverside	Included in medical	Varies	
Sacramento	Included in Medical	Varies	\$25 per paycheck, employer paid Retirement Health Saving Plan (RHSP), can be accessed at termination of employment; this benefit can be used to pay for out-of pocket medical & dental expenses

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
San Benito	No response		
San Bernardino	Fully paid for all employees who are scheduled 41 hours per pay period; fully paid for EXM and ELC units including dependents	0	
San Diego		Varies	
San Francisco	100%		
San Joaquin	100% employee only	-	
San Luis Obispo	Included in medical	Varies	
San Mateo	100%	0	
Santa Barbara	Included in medical	Varies	County paid long term disability.
Santa Clara	100% for employee and dependent	0	
Santa Cruz	100%	\$25 annual deductible	
Shasta	One plan for employee, and one for retiree	Varies	
Sierra	Included with medical		
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 at county cost
Stanislaus	\$4.96 biweekly per employee, \$10.11 employee +One. \$13.81 employee + family	Varies	
Sutter	100%	0	
Tehama	Included in medical		
Trinity	No response		
Tulare	Varies by plan	Varies	Employees have some benefits but the county only picks up a small portion of the cost
Tuolumne	Included in medical	None	
Ventura	Include 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	No response
Amador	1-2 yrs service 8 hrs per 189.82 hr worked; 3-9 yrs service 8 hrs per 130.50 hrs worked; 10+ yrs service 8 hrs for every 99.43 hrs worked
Butte	0-5 yrs= 14 days; 6-10 yrs=19 days; 11-20 yrs=24 days; 20+ yrs= 26 days per year
Calaveras	1-3 yrs=80 hrs; 3-10 yrs=120 hrs; 10+ yrs=160 hrs per year
Colusa	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

D. Employee Leave Benefits

County	Vacation
Del Norte	0-1 yr=1 week; 2-5 yrs=2 weeks; 6-10 yrs=3 weeks; 11-15 yrs=4 weeks; 16+ yrs=5 weeks per year; add one week to each category for supervisors/admin
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	No response
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	12 days (96 hrs) after 1 yr w/max accrual of 312 hrs; 17 days (136 hrs) after 5 yrs w/max accrual 432 hrs; 22 days (176 hrs) after 10 yrs w/max accrual 552; 27 days (216 hrs) after 15 yrs w/max accrual 672 hrs
Kings	0-4,160 hrs=10 days; 4,161-10,400=12 days; 10,401-20,800=15 days; 20,801-31,200=17.5 days; 31,201+=20 days
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	12 days new employee; up to 20 days depending on service
Los Angeles	From 80 to 160 hours, depending on service
Madera	0-2 ½ yrs=8 hrs; 2 ½-5 yrs=10 hrs; 5-10 yrs=12 hrs; 10+ yrs=14 hrs per month
Marin	Varies by bargaining unit
Mariposa	0-3 yrs= 2 weeks, 4-9 yrs= 3 weeks, 10 + = 4 weeks
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
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; 18-21 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 based on years of service
Placer	0-2 yrs=10 days; 3-4 yrs=12 days; 5-9 yrs=15 days; 10-19 yrs=20 days; 20+ yrs=25 days per year
Plumas	No response
Riverside	0-3 yrs=80 hrs; 4-9 yrs=120 hrs; 10+ yrs=160 hrs per year; accrual limited to 3 times current rate
Sacramento	10 – 25 days/year based on service years
San Benito	No response
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; 4-9 yrs=15 days; 10+ yrs=20 days per year
San Mateo	0-5 yrs= 4 hrs; 5-10 yrs= 4.9 hrs; 10-15 yrs= 5.9 hrs; 15-20yrs= 6.5 hrs; 20-25yrs= 6.8 hrs, 25+yrs= 7.4hrs
Santa Barbara	0-2 yrs=12 days; 2-4 yrs=16 days; 4-10 yrs=19 days; 10-14 yrs=22 days; 14+ yrs=25 days per year
Santa Clara	0-1 yrs=10 days; 2-5 yrs=12 days; 5-10 yrs=16 days; 10-15 yrs=18 days; 15-20 yrs=20 days; 20+ yrs=22 days per year
Santa Cruz	Mid-mgmt 1-5 yrs=15 ¼ days; 6-10 yrs=20 ¼ days; 11-15 yrs=25 ¼ days; 16+ yrs=30 ¼ days per year
Shasta	1-3 yrs=10 days; 4-9 yrs=15 days; 10-15 yrs=17 days; 16+ yrs=20 days per year
Sierra	1-5 yrs=2 weeks; 6-10 yrs=3 weeks; 11-15 yrs=4weeks; 16yrs or more=5 weeks
Siskiyou	1-5 yrs=2 weeks; 6-10 yrs=3 weeks; 10+ yrs=4 weeks
Solano	See annual leave
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; 11-20 yrs=4 weeks; 20+ yrs=5 weeks per year
Sutter	1-5 yrs=11 days; 5-10 yrs=15 days; 10-15 yrs=17 days; 15+ yrs=20 days per year
Tehama	1-4 yrs=12 days; 5-10 yrs=18 days; 11-20 yrs=21 days; 21+ yrs=22 ½ days per year; both Mgmt & Misc employees can accrue 310 hrs

D. Employee Leave Benefits

County	Vacation
Trinity	No response
Tulare	0-3 yrs=2 weeks; 3-10 yrs=3 weeks; 10-15 yrs=4 weeks; 15+ yrs=5 weeks
Tuolumne	0-3 yrs=10 days; 4-9 yrs=15 days; 10+ yrs=20 days; Mgmt/Exec personal leave 0-3=30 days, 4-9=33 days, 10+= 36 days
Ventura	112 - 191 hours per year
Yolo	80 - 168 hours based on length of service portion earned monthly
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		Mgmt 15 days per year
Alpine	No response		
Amador	8 hrs for 174 hrs of service	FMLA, 1 or more yrs service, maximum 12 work weeks per 12 month period	
Butte	12 days/year		40 hrs vacation General unit subject to CAO approval
Calaveras	3.692 hrs/2 weeks		
Colusa	1 day + ½ hr/month		
Contra Costa	8 hrs/month	Mgmt 70 hrs/yr admin leave	Mgmt/Supv 1/3 yearly vacation
Del Norte	1 day/month		
El Dorado	3.7 hrs biweekly		
Fresno	0-3 yrs=8 days; 3+ yrs=13 days/year	0-1.5 yrs=20 days; 1.5-3 yrs=23 days; 3-6 yrs=29 days; 6-10 yrs=33 days; 10-15 yrs=37 days; 15-19 yrs=38 days/year	
Glenn	No response		
Humboldt	12 days/year	Mgmt/Conf 10 days/year in lieu of overtime	Mgmt/Conf 2 weeks vacation
Imperial	12 days/year		
Inyo	15 day/year	1 week/year	Employees with at least one year of service, 10 days of sick leave, and have used less than 40 hours in the calendar year may sell back up to 40 hours of sick leave per year
Kern	0-5 yrs=8 days/year 6+ yrs=12 days/year		
Kings	0-10,400 hours= 10 days 10,401-20,800 = 11 days 20,801 + = 12 days	Additional 8 hrs added to covered employees vacation account annually; management receives additional 40 hrs/yr leave	Management 8 hours accrued regular vacation, contributed directly to choice of deferred compensation program
Lake	8 hrs/mo	Administrative leave for management 40 hrs/yr	Sick leave cash out for hours in excess of 500; management 60 hrs/yr; employees 20 hrs/yr
Lassen	15 days/Year	1 day staff; 3 days management	

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
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 unit	Varies by bargaining unit	Vacation paid 100% at retirement; sick paid 50-75% toward retirement
Mariposa	10 hrs/month		
Mendocino	4.62 hrs/biweekly	24 hours personal leave/year.; 24 hours bereavement leave; management 48 hours personal leave per year	Employees 40 hrs vacation/yr; management 60 hrs vacation/yr
Merced	12 days annually		Depending on use can sell some sick time back, managers can also sell vacation time back
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
Mono	8 hrs/month		40 hrs over 80 minimum
Monterey	Bargaining unit F (Sup), J (General), CJ (Conf) accrues at the rate of 3.08 hours per pay period to a max of 10 days/year	Accrual up to a maximum of 850 hours depending on years of service	For unit X & Y - up to 120 hours of annual leave per calendar year up to 10 years of service or 160 hours with 10 years or more; Unit F - cash payment up to 40 hours of annual leave per calendar year
Napa	12 days/year, unlimited accrual	40 hrs supervisor; 80 hrs management; 19 hours personal leave	Managers to 60 hours annual management leave; vacation payout allowed at retirement
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	40 hrs for OCEA General Office Services unit, 60 hrs for OCEA Supervisory /Management Unit
Placer	10 days/year	N/A	N/A
Plumas	No response		
Riverside	4 hours accrual per pay period with unlimited accrual	1-3 yrs=8.92 hrs; 3-10 yrs=10.46 hrs; 10+ yrs=12 hrs/mo; max annual leave accumulation – 1-5 yrs= 480 hours; 5-10 yrs=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	
Sacramento	15 days/year	N/A	Mgmt 40 hrs hours max per year
San Benito	No response		
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
San Diego	5% of paid service	Accumulation of up to twice the annualized current vacation earning rate of the employee	N/A
San Francisco	4 hours per pay period	None	

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
San Joaquin	3.696 hrs biweekly	2 weeks of administrative leave for the Assistant Assessor, Principal Appraiser, Appraiser IV's, Auditor Appraiser IV's, Chief Cadastral Technician, Dept Info Systems manager	For senior management only - option to sell unused leave for cash at the end of the year
San Luis Obispo	12 days/year	1 day/year personal leave	40 hours/year
San Mateo	3.7 hrs biweekly	N/A	N/A
Santa Barbara	12 days/year		Vacation 40 hrs/year after 5 years
Santa Clara	96 hrs/year	Exec mgmt 39 days/year	Reinstatement payback, STO cash out
Santa Cruz	Mid-mgmt 6 days/year	1-4 yrs=22 days; 5-9 yrs=27 days; 10-14 yrs=32 days; 15+ yrs=37 days/year	Mid-management has variable payoff rate depending upon length of employment; annual leave and vacation have 100% payoff at separation
Shasta	1 day per month accrued at 3.69 hours per biweekly pay period	80 hours per year administrative leave for managers	Managers - 40 hrs if 80 hours of vacation has been taken; General Unit; 20 hours if 40 hours of vacation/comp time has been taken
Sierra	3.696 hrs biweekly	N/A	Employees with 15 yrs service are eligible to receive 40% of unused sick leave upon retirement or death
Siskiyou	12 days/year		
Solano	3.70 hours/biweekly	0-3 yrs=3.08 hrs 3-10 yrs=4.62 hrs 10+ yrs=6.16 hrs biweekly; Assistant Assessor 6.16 hrs; Chief Appraiser 4.62 hrs	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	2 days/year	Vacation: full cash out at retirement; sick: 50% cash out at retirement
Sutter	11 days/year		
Tehama	8 hrs/month – unlimited accrual	Misc. employees - 1 personal leave day per year; mgmt employees - 1 personal leave day plus 4 administrative leave days per year	Vacation- Misc. employees 40 hours per year; Mgmt employees 60 hours per year
Trinity	No response		
Tulare	12 Days/year		
Tuolumne	12 days/year	General 16 hrs, Mgmt 64 hrs, Exec 80 hrs	Mgmt/Exec 200 hours per year
Ventura	80 hours per year	Management only: 248 - 368 hours per year	10 yrs: represented employees 80 hours /year; management 200 hours per year

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Yolo	12 days/year		Mgmt 80 hours per year, supervisors 40 hours per year
Yuba	8 hrs/month		
State of California	8 hrs/month	Available to all	Exempt/Mgmt/Sup/Conf/Excluded

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Alameda	10	Managers receive 4 floating holidays and 3 management vacation days
Alpine		No response
Amador	12	6 days personal necessity leaves per year for full time permanent employees; for part time employees, accrued in ratio of hours worked; these days are charged against the employee's accrued sick leave
Butte	11	Exempt MCS employees receive 7 days of administrative leave /year in lieu of overtime
Calaveras	13	Management time off – 40 hrs per year
Colusa	13	3 floating holidays, 5 days bereavement leave, medical leave, leave to vote, military leave, jury duty, educational leave, leave of absence, and management leave
Contra Costa	10	Personal holiday 2 hrs/mo; supervising Clerks 50 hrs/year
Del Norte	13	3 Floating holidays per fiscal year, Administration up to 3 days per fiscal year
El Dorado	13	Management 80 hours; supervisor 16 hours per year
Fresno	11	Bereavement leave 24 hrs, jury duty, military
Glenn		No response
Humboldt	14	5 days/year family sick leave; 5 days/occurrence death leave
Imperial	12	
Inyo	11	
Kern	11	Military, family care, family school activities, bereavement, disability, personal, educational
Kings	11-12	Bereavement up to 40 hrs
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; 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	10	Bereavement leave one standard work week paid, charged against sick leave; maternity leave 6 months; paternity leave 12 weeks under FMLA; personal leave varies by bargaining unit; parental education leave 40 hours per school year, unpaid, but employee must use vacation, float, personal, comp concurrently with this leave
Mariposa	12	
Mendocino	11	60 hours family sick leave/year deducted from employee's sick leave; catastrophic leave bank - donated hours
Merced	13	
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 deducted from sick leave, vacation, compensation time off or unpaid leave
Mono	15	Merit leave 80 hours
Monterey	11	Varies per unit: family illness 10 days per fiscal year; bereavement 5 days of accumulated sick leave; supervisory leave, 3 days per year; management 10 days per year of professional leave
Napa	11	Accumulated sick leave can be used toward 48 hours annual family sick leave allowance; accumulated sick leave can be used toward 40 hours annual critical illness of family members allowance; 40 hours annually for bereavement leave
Nevada	11	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

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Placer	13	
Plumas		No response
Riverside	12	Bereavement 5 days (3 paid, 2 from leave balances)
Sacramento	12.5	Wellness leave – 1 day every 6 months based on leave usage
San Benito		No response
San Bernardino	13 + 8 hours	Administrative leave, annual leave, association leave, bereavement leave, blood donation, examination time, floating holiday, holiday leave, jury duty, 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	14	
San Luis Obispo	12	Administrative leave 4 days/year management; voluntary time off of 120 hours/year after 6 months of service
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	12.5	Mid-mgmt 80 hrs administrative leave/year which may be taken as time off or pay
Shasta	12	Bereavement leave - 24 hours for death of immediate family & additional 16 hours personal sick leave available if necessary
Sierra	12	Catastrophic leave
Siskiyou	12	Mgmt & appraisal staff - administrative leave 40 hrs; 3 floating holidays for all employees
Solano	12	2 floating holidays for non mgmt/non probationary line staff and one "free" day between December 24 th and January 1 st ; 48 hrs administrative leave for management staff earned annually on fiscal year basis
Sonoma	11	17 miscellaneous floating holiday hours, granted via compensatory time off at the start of each fiscal year
Stanislaus	10.5	40 hrs bereavement
Sutter	12	Mgmt 88 hours administrative leave; Conf 56 hours
Tehama	13	Mgmt can convert ½ of accrued sick leave hours above 500 to deferred compensation plan; at retirement, sick leave buyback for 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
Tulare	12	
Tuolumne	11	Bereavement 24 hrs per occurrence
Ventura	9	
Yolo	14.5	Continuing education 40 hrs; mgmt and administrative leave 40 hrs
Yuba	11	Designated management employees receive 7 days paid administrative leave per year
State of California	14	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 - mgrs	
Alpine	No response						
Amador	x	x	x	x	x		

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Butte		\$20,000 to \$25,000 for MCS	SDI Paid by employee	Great West Life & Annuity; ICMA	Flexible spending by Creative Benefits	\$500/yr	
Calaveras		\$50,000	LTD Fully paid by county	457 deferred comp plans- County match up to \$25 per month			
Colusa		\$50,000	Employee AFLAC/ Colonial	457 employee only		Up to 9 months educational leave w/o pay	
Contra Costa		\$10,000 to \$60,000	SDI LTD	County pays \$75-\$85 per month	414H2; HCSA	Limited to 50% tuition 100% books, up to \$750/year	
Del Norte		\$10,000 Administration one year salary		Nationwide & Hartford			
El Dorado		\$20,000 to \$60,000	SDI			x	
Fresno		\$2,000 Life \$10,000 Accidental	SDI	457	Flex spending plan		5% salary stipend for CPA or MAI
Glenn	No response						
Humboldt		x	SDI	x		up to \$600/yr	
Imperial		x	x	x		x	
Inyo		\$20,000 paid by county	x	457, Hartford, CalPERS, Valic	Sec 125	\$350/yr	x
Kern		\$10,000 to \$100,000	General employees only	x	x	If job related	
Kings		\$10,000-\$50,000	x	CalPERS 457 Nationwide Hartford		\$500 per fiscal year	
Lake		Included with health		457 Valic; Nationwide			
Lassen		\$65,000 Management	SDI	Section 125			
Los Angeles	\$70/mo	From ½ to 8 times yearly salary	LTD	457 and 401K		\$1,000/yr	x
Madera		\$50,000 for assessor only		457's VIA ICMA			
Marin	Commuter transit	x	LTD	401(b)		up to 50%	
Mariposa		x		x		x	
Mendocino		x	x	x	x	For mandatory education	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Merced		x	x	x			x
Modoc		\$10,000 group life		Nationwide Retirement Solutions & Valic		Not to exceed \$450/yr, directly job-related	
Mono		x	x	401(a) 457(b)		\$700/Year	
Monterey		\$20,000 - \$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	Hartford	Child care; medical expenses	Maximum \$300 per year	
Nevada		x	SDI	x	x	Tuition	2% for CPA
Orange		x	x	x	HCRA DCRA	\$2,000/yr	
Placer		x	x			x	x
Plumas	No response						
Riverside		x	x	457			
Sacramento	\$65/Month	\$15,000	SDI	457 deferred comp plan	Medical; dental; day care; elder care	\$1,200/yr	
San Benito	No response						
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	MGMT UCL up to max \$12,000	401(a) & 457		\$1,044/year	
San Francisco							
San Joaquin	x	x	x	x	x	x	
San Luis Obispo		Management	Management	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	Employees contribute to SDI	x	IRC 125	x	
Santa Cruz	Free bus pass	SEIU \$20,000, mid-mgmt \$50,000	County pays premium	Employee only contributions	x		County will reimburse if required by county, state or federal.
Shasta		x	LTD/SDI	x		x	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Sierra		\$35,000 for employee, \$50,000 for elected or appointed	x	x		Work related classes only - no college tuition	x
Siskiyou		x	x	457		\$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		\$10,000					
Sutter		\$20,000 - \$150,000	SDI	457B	Flexible spending account	\$200/yr; mgmt \$1000/yr	
Tehama		\$20,000	SDI	\$45/mo for mgmt			
Trinity	No response						
Tulare		Paid by employee	Paid by employee	457 Tax Deferred plan		Up to \$350/year Paid for by department	
Tuolumne		Exec \$200,000 Mgmt \$100,000 General \$10,000	x	457		Mgmt/E=100% General=50% job related	x
Ventura		Paid by employee	SDI	401K; 457 county match 1.5%, 3% mgmt		\$600 - \$950 per year	
Yolo			x	x	Day care	\$400 per yr	
Yuba		Mgmt	x	x		x	
State of California	75% of actual cost, \$65 max.	Mgmt/Sup	SDI	x	x	x	x

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Alameda	x		\$30 per pay period	x	Mileage		
Alpine	No response						

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Amador				Meeting & education classes, workshop		1 free consultation, discounted services	\$100/yr
Butte		Eligible for promotion to senior series	\$50 per pay period	\$0.485/mi.	\$25 plus mileage		Discounts available along with payroll deduction
Calaveras				x			
Colusa			\$50 - \$75	x	Assessor		
Contra Costa	\$400 - \$625	2.5% of base pay	\$100	Approved costs	Assessor \$600/mo		
Del Norte							
El Dorado			\$80 Biweekly	x			
Fresno			\$50/mo	Actual expenses	\$6,156/yr for Dept Head		
Glenn	No response						
Humboldt			x	x			Group rate
Imperial			x	x	x		
Inyo		x	2.5%	x			
Kern	Job related		\$25 to \$50 per pay period	x	\$584/mo dept heads & elected	x	Available through employee union
Kings			\$20 per pay period	x			
Lake			2.5%				
Lassen		x					
Los Angeles	\$60/yr	\$110/mo	\$100/mo	x	Rentals		
Madera	CAA for Assessor		\$40/mo	x			
Marin			x	x	x	EAP	
Mariposa				x			
Mendocino	Assessor		5%	x	x		
Merced		x	x	x	x		
Modoc		2.5%	5%	x			
Mono	x		\$200/mo	x	x	x	Volunteer
Monterey			x	x	x	x	
Napa			\$80/mo	x	Dept head only		60% of fee
Nevada	x	x	x	x		EAP	Dept heads
Orange	x	x	x	x	Elected		
Placer	x		x	x			
Plumas	No response						
Riverside			\$0.50, \$0.75-\$1.00/hr		\$0.48/mile		
Sacramento			\$0.50/hr	x	Assessor & Assistant Assessor	EAP	Discounts

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
San Benito	No response						
San Bernardino			\$45-\$60 biweekly	x	Assessor		x
San Diego		x	\$20 - \$40 biweekly				
San Francisco		x			x		
San Joaquin		x	x	x			
San Luis Obispo			\$60 - \$100/mo	x	Assessor only \$5,400 per year	x	Management only
San Mateo			\$40 biweekly	x			x
Santa Barbara	x		x	x	x	x	x
Santa Clara		2%	\$120/mo	x \$.485/mi.	Assessor		
Santa Cruz			\$0.50-0.85/hr	Per diem reimburse			
Shasta				x	x	x	
Sierra	x	x		x			x
Siskiyou				x			
Solano			\$55 per pay period				
Sonoma	x		\$0.90/hr	x	Assessor		
Stanislaus			5%		\$.445/mi		
Sutter	Law Unit		\$50	x			
Tehama				\$0.445/mi	\$100/mo Assessor		
Trinity	No response						
Tulare			\$0.50/hr	x \$.485/mi.	Dept head only		
Tuolumne			x	x			Mgmt 80%
Ventura			\$0.65-\$0.80/hr				
Yolo			x	x			
Yuba		x	x	x			
State of California	x		x	x		Group	

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda		x	
Alpine	No response		
Amador	10,15 & 20 years of service	x	
Butte		8 visits/yr Managed Health Network	
Calaveras	2.5% increase at 5 ½, 10, 15, 20 and 25 years	EAP 3 sessions/incident family member	Long term disability insurance - premium paid 100% by county; pre-tax child contribution - no county match
Colusa	4+ yrs in step 5=5%	6 hours counseling per calendar year	

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Contra Costa	2.5% after 10 yrs		
Del Norte	5% @ 10yrs, 15 yrs, 20 yrs and 25 yrs of service	6 hours yearly	
El Dorado	x	EAP	
Fresno		x	
Glenn	No response		
Humboldt	5% for 10 yrs	x	
Imperial		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 available	
Kings		EAP	
Lake	After 5 th step, 2.5% every 5 yrs		
Lassen	2.5% @ 5 yr , 10 yrs 5% @ 15 yrs	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			
Mendocino	Management: 5 yrs - 2 ½% 10 yrs - 5% 15 yrs- 7 ½%	EAP	Wellness benefit (\$) for management, per year
Merced	x	x	Cell phone payment for department head
Modoc	5% every 3 yrs at top of range/step	6 free hour per calendar year for full time employees	
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	No response		
Riverside			
Sacramento		EAP	
San Benito	No response		
San Bernardino		EAP PPO	Retirement Medical Trust Fund is established for employees with 10 or more years of participation in the San Bernardino County Retirement Association
San Diego		EAP	Cash in lieu of retirement for Assessor and chief deputies 30 yrs = 5.25% more biweekly
San Francisco			
San Joaquin		x	

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
San Luis Obispo		EAP	Career incentive up to 5% of one year pay for outstanding performance
San Mateo		x	
Santa Barbara		x	
Santa Clara			
Santa Cruz	3% after 25 years	Limited counseling	
Shasta	x	x	
Sierra	5% increase after 7, 10, 15, & 20 yrs	EAP 6 paid visits per year	AFLAC insurance offered as voluntary pre-tax deduction
Siskiyou		EAP	Cafeteria – medical & child care up to \$2,000/year; deferred comp \$175/mo for Assessor, \$100/mo for Asst. Assessor, \$30/mo for appraisal staff
Solano	Non-mgmt: 10 yrs=2.5% 20 yrs=5% 25 yrs=7.5% Mgmt: 10 yrs=2.5% 15 yrs=5% 20 yrs=7.5% 25 yrs=10% 30 yrs=12.5% 35+ yrs=15%	EAP 5 paid visits per year	PARS - management benefit for service in other public/government agency, calculated at 3% of total salary
Sonoma		EAP	Wellness benefit \$100 - \$350 per year
Stanislaus			Mileage-\$0.445/mile
Sutter	10 years - 5% bonus	3 sessions in a 6 month period	Alternative work schedules: 4-10 & 9-80
Tehama	Employee hired before 6/3/90 one 5% raise	Employee Assistance Program	IRS 125 pre-tax deductions
Trinity	No response		
Tulare		EAP	
Tuolumne	x	EAP	Flex Work Schedule
Ventura		EAP	
Yolo	Available to pre-1981 employment	Employee Assistance Program	
Yuba	1.5% increase per year after 5 years up to 30 years		
State of California		EAP	