

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

MAY 2015

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## CALIFORNIA STATE BOARD OF EQUALIZATION

SEN. GEORGE RUNNER (RET.), LANCASTER

FIONA MA, CPA, SAN FRANCISCO

JEROME E. HORTON, LOS ANGELES COUNTY

DIANE L. HARKEY, ORANGE COUNTY

BETTY T. YEE, SACRAMENTO

FIRST DISTRICT

SECOND DISTRICT

THIRD DISTRICT

FOURTH DISTRICT

STATE CONTROLLER

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CYNTHIA BRIDGES, EXECUTIVE DIRECTOR



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## INTRODUCTION

This is a report of salaries and benefits of employees for California county assessors' offices, county assessment appeals board members, county hearing officers, and comparable positions from the Property Tax 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 Tax Department of the State Board of Equalization.
- A list of budgeted positions (including vacancies) and monthly salary ranges for county assessors' offices.
- A list of salaries for appointees as members of county assessment appeals boards for those counties where the boards of supervisors have created assessment appeals boards.
- A list of salaries for appointees as county hearing officers for those counties where the boards of supervisors have created hearing officers for their equalization functions.
- A list of benefits available to state and county employees.

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

For details regarding any county position, salary, or benefit, you should contact the local county assessor or the applicable county personnel office. You may contact the Board's County-Assessed Properties Division at 1-916-274-3350 if you have questions regarding state salaries, classifications, and/or benefits.

## SALARIES

The first portion of this report contains salaries for some State of California appointed and civil service classifications and salary ranges used by the Property Tax Department of the State Board of Equalization. All salaries are monthly and are in effect January 1, 2015.

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, 2015 unless otherwise noted.

Following the salaries of positions in county assessors' offices is a list of salaries for appointees as members of county assessment appeals boards, and as appointees as county hearing officers who are part of the local equalization functions. For purposes of this survey, we only requested salaries of assessment appeals boards' members and not county boards of supervisors sitting as

local boards of equalization. Assessment appeals boards are those boards specifically appointed by county boards of supervisors to perform the equalization functions of the county.<sup>1</sup>

## **BENEFITS**

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

- Retirement
- Health
- Leave
- Miscellaneous

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

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

## STATE BOARD OF EQUALIZATION SALARIES

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

### ADMINISTRATORS

Deputy Director – Property Tax (CEA)*	\$8,766 – 10,442
Division Chief (CEA)*	6,296 – 9,051
Business Taxes Administrator III	7,602 – 9,065
Principal Property Appraiser	6,962 – 7,906
Research Manager I (GIS)	5,181 – 6,437
Staff Services Manager I	5,181 – 6,437

### SUPERVISORS

Business Taxes Administrator II	5,961 – 7,789
Supervising Property Appraiser	5,727 – 7,117
Senior Forest Property Appraiser	5,688 – 7,068

### APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	9,344 – 11,698
Senior Specialist Property Appraiser	5,415 – 6,778
Associate Property Appraiser	4,711 – 5,900
Assistant Property Appraiser	3,918 – 4,906
Junior Property Appraiser	2,873 – 3,428

### AUDITOR–APPRAISERS

Senior Specialist Property Auditor–Appraiser	5,415 – 7,117
Associate Forest Property Appraiser	4,711 – 5,900
Associate Property Auditor–Appraiser	4,711 – 6,195
Assistant Property Auditor–Appraiser	3,918 – 5,151
Tax Auditor	3,168 – 5,151

### GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Analyst I – Geographic Information Systems	3,168 – 4,906
Research Analyst II – Geographic Information Systems	4,711 – 5,900

### PROFESSIONAL SUPPORT

Business Taxes Specialist I	5,435 – 6,803
Business Taxes Specialist II	5,684 – 7,473
Staff Information Systems Analyst (Specialist)	5,166 – 6,793
Administrative Assistant II	4,488 – 5,618
Associate Governmental Program Analyst	4,488 – 5,618
Business Taxes Representative	3,168 – 4,906
Staff Services Analyst	2,873 – 4,671
Tax Technician I/II/III	2,326 – 3,770

### STAFF SUPPORT

Office Technician (Typing)	2,740 – 3,429
Office Technician (General)	2,691 – 3,371
Office Assistant (Typing)	2,186 – 2,969

\* *BOE CEA paid above maximum of range*

<b>ALAMEDA</b>
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**Total Reported Positions:** 175.4

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,777
Chief Deputy Assessor	1	13,251
Chief, Appraisal Division	1	11,405
Chief, Assessment Services Division	1	11,105
Financial Services Officer	1	8,556
Department Personnel Officer I	1	8,027
Administrative Specialist II	1	6,621
Administrative Assistant	1	5,210
Principal Appraiser	1	9,584
Supervising Appraiser II	9	8,195
Appraiser III	20	6,455
Appraiser II	29	5,653
Principal Auditor–Appraiser	1	9,584
Supervising Auditor–Appraiser II	4	8,195
Auditor–Appraiser III	11	6,455
Auditor–Appraiser II	7	5,653
Supervisor, Mapping	1	6,621
Mapping Technician III	5	4,989
Mapping Technician II	1	4,560
Manager, Information Systems	1	9,214
Information Systems Analyst	1	8,374
Information Systems Specialist	2	6,621
Information Systems Technician II	1	5,015
Assessor's Representative	2	7,119
Training Officer, Assessor	1	7,153
Assessment Roll Manager	1	6,860
Assessment Supervisor II	3	5,775
Assessment Supervisor I	4	5,493
Assessor Technician II	31	4,155
Assessor Technician III	23	4,735
Manager, Assessment Services	1	6,890
Secretary II	1	5,723
Payroll Records Clerk	1	3,993
Specialist Clerk I	2	3,955
Clerk II	3	3,799
Clerk Intermittent I	0.4	1,235

**ALPINE**

*Total Reported Positions: 3*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$9,583
Senior Appraiser	1	4,594
Assessment Technician	1	4,594

**AMADOR**

*Total Reported Positions: 11*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$8,258
Assistant Assessor	1	6,826
Appraiser II	3	5,239 – 5,924
Auditor–Appraiser II	1	5,502
Cadastral Drafting Technician II	1	4,456
Supervisor, Finance & Administrative	1	5,268
Administrative Technician	1	4,816
Administrative Assistant II	2	3,109 – 3,186

**BUTTE**

*Total Reported Positions: 42*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$10,520
Assistant Assessor	1	6,754 – 9,051
Senior Administrative Assistant	1	2,513 – 3,368
Assessment Clerk	11	2,114 – 2,834
Senior Assessment Clerk*	0	2,334 – 3,128
Auditor–Appraiser	2	2,988 – 3,368
Cadastral Drafting Technician	2	2,641 – 3,539
Senior Information Systems Technician	1	3,380 – 4,530
Property Appraiser	10	2,994 – 3,945
Principal Property Appraiser	1	3,587 – 4,807
Senior Property Appraiser	4	3,250 – 4,355
*Supervisor, Appraiser/Property Appraiser, Principal	3	** 3,920 – 5,253
Supervisor, Assessment Clerk	3	2,576 – 3,452
Supervisor, Assessment Office	1	3,062 – 4,104
Supervising Auditor–Appraiser	1	3,920 – 5,253

\* Flexibly Staffed Position

\*\* Supervisor/Appraiser Salary

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

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,963
Chief Appraiser	1	5,557 – 6,757
Chief of Assessment Services	1	5,278 – 6,419
Appraiser Analyst	1	4,165 – 5,065
Appraiser III	2	4,221 – 5,127
Appraiser I	2	3,552 – 4,318
Cadastral Specialist I	1	2,943 – 3,574
Assessment Technician III	1	3,333 – 4,051
Assessment Technician I	3	2,733 – 3,331

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

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,400
Chief Appraiser	1	3,827 – 4,886
Assessment Office Manager	1	5,264
Auditor–Appraiser	1	4,072
Appraiser II	1	4,179
Assessment Technician	2	3,009 – 3,662
Appraiser I	1	3,697
Appraiser Aide	1	2,474
Transfer Analyst	1	3,853
Office Assistant II	1	1,983

<b>CONTRA COSTA</b>
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**Total Reported Positions: 122**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,666
Assistant County Assessor	2	10,744 – 11,845
Principal Appraiser	4	7,870 – 10,075
Supervising Appraiser	6	6,386 – 8,175
Associate Appraiser	21	5,626 – 6,838
Assistant Appraiser	11	4,716 – 5,733
Junior Appraiser	10	4,707 – 5,190
Senior Real Property Technical Assistant	6	4,056 – 4,931
Real Property Technical Assistant	1	3,426 – 4,375
Supervising Auditor–Appraiser	1	6,386 – 8,175

**CONTRA COSTA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Senior Auditor–Appraiser	4	\$5,841 – 7,100
Auditor–Appraiser II	2	4,946 – 6,012
Auditor–Appraiser I	3	4,912 – 5,415
Network Analyst I	1	5,782 – 7,028
Information Systems Specialist III	1	4,969 – 6,040
Drafting Services Coordinator	1	5,089 – 6,185
Computer Aided Drafting Operator	6	4,266 – 5,186
Assessor's Clerical Staff Manager	1	5,042 – 6,440
Supervising Assessment Clerk	4	3,835 – 4,898
Assessor's Local Exemptions Specialist	1	3,653 – 4,666
Clerk–Specialist Level	8	3,385 – 4,323
Clerk–Senior Level	19	2,997 – 3,827
Clerk–Experienced Level	6	2,712 – 3,365
Assessor's Customer Services Coordinator	1	5,547 – 7,838
Administrative Services Assistant III	1	5,432 – 6,603

**DEL NORTE**

*Total Reported Positions: 10*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$5,919
Assistant Assessor	1	4,646
Assessment Analyst	1	3,551
Transfer/Mapping Technician	1	2,403
Office Clerk III	1	2,921
Appraiser III	2	3,728 – 3,915
Appraiser Aide	2	2,289 – 2,403
Temporary Part time Appraiser Aide	1	2,289

**EL DORADO**

*Total Reported Positions: 35.8*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$12,000
Assistant Assessor	1	7,672 – 9,324
Supervising Appraiser	1	5,151 – 6,263
Information Technology Dept. Coordinator	1	5,453 – 6,627
Branch Supervising Appraiser	1	5,410 – 6,576
Senior Appraiser	6	4,479 – 5,444
Appraiser II	4	4,030 – 4,898
Supervising Auditor–Appraiser	1	5,151 – 6,263
Auditor–Appraiser	1	4,030 – 4,898

**EL DORADO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Senior Auditor–Appraiser	1	\$4,479 – 5,444
Cadastral Drafter	1	3,940 – 4,789
Geographic Information System Analyst II	1	5,770 – 7,015
Supervisor, Property Transfer	1	4,193 – 5,096
Property Transfer Specialist	4	3,645 – 4,430
Senior Assessment Technician	8.8	3,390 – 4,122
Administrative Technician	1	4,042 – 4,914
Supervising Assessment Technician	1	3,898 – 4,737

<b>FRESNO</b>
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*Total Reported Positions: 89*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder	1	\$11,682
Assistant County Assessor–Recorder	1	8,217
Chief Auditor–Appraiser	1	7,465
Chief Appraiser	1	7,358
Senior Auditor–Appraiser	1	5,703
Auditor–Appraiser III	4	5,500
Auditor–Appraiser II	4	4,019
Senior Appraiser	3	6,653
Appraiser III	19	5,490
Appraiser II	2	4,563
Appraiser I	4	3,284
Special Properties Appraiser	1	6,314
Information Technology Analyst IV	3	5,629
Information Technology Analyst I	1	3,319
Supervising Cadastral Technician	1	5,329
Cadastral Technician III	1	4,481
Cadastral Technician II	3	4,137
Administrative Secretary–Confidential	1	4,080
Secretary IV	1	3,593
Supervising Office Assistant II	4	3,778
Program Technician II	8	3,876
Program Technician I	1	3,160
Office Assistant III	15	2,848
Office Assistant II	8	2,442

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

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

<b>HUMBOLDT</b>
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***Total Reported Positions: 32***

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$9,445
Assistant Assessor	1	5,703 – 7,318
Chief Appraiser	1	5,318 – 6,825
Executive Secretary	1	3,279 – 4,207
Supervising Appraiser	1	4,766 – 6,116
Senior Appraiser	4	3,516 – 4,511
Appraiser II	2	3,198 – 4,103
Appraiser I	4	2,851 – 3,659
Senior Auditor–Appraiser	1	3,695 – 4,742
Auditor–Appraiser II	0	3,361 – 4,313
Auditor–Appraiser I	2	2,982 – 3,827
Appraisal Technician	3	2,455 – 3,150
Senior Property Transfer Assistant	1	3,012 – 3,865
Property Transfer Assistant	2	2,492 – 3,198
Cadastral Drafting Technician	1	2,619 – 3,361
Supervising Assessment Technician	1	3,923 – 5,035
Assessment Technician II	1	2,278 – 2,923
Assessment Technician I	5	2,011 – 2,581

<b>IMPERIAL</b>
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***Total Reported Positions: 33***

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$8,768
Assistant Assessor	1	6,096 – 7,789
Appraiser I	0	2,896 – 3,702
Appraiser II	1	3,274 – 4,183
Appraiser III	9	3,600 – 4,595
Supervising Appraiser	3	4,558 – 5,821
Appraisal Technician	1	2,665 – 3,405
Assessment Systems Analyst	1	4,508 – 5,759
Assessment Technician I	1	1,837 – 2,351
Assessment Technician II	2	2,058 – 2,635
Assessment Technician III	2	2,321 – 2,966
Auditor–Appraiser I	0	3,274 – 4,183
Auditor–Appraiser II	2	3,600 – 4,595
Supervising Auditor–Appraiser	1	4,705 – 6,008
Supervisor, Cadastral Mapping/GIS	1	4,084 – 5,214
Cadastral Mapping/GIS Technician	1	3,344 – 4,275
Office Supervisor II	1	3,399 – 4,341
Senior Title Examiner	1	2,454 – 3,133
Title Examiner	2	2,150 – 2,749
Extra Help/Office Assistant I	2	1,764

<b>INYO</b>
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***Total Reported Positions: 6***

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$8,759
Assistant County Assessor	1	6,074
Appraiser II	2	4,305 – 5,236
Cadastral Technician II	1	3,909 – 4,758
Office Technician III	1	3,643 – 4,433

<b>KERN</b>
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***Total Reported Positions: 108***

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder	1	\$12,005
Confidential Assistant County Assessor–Recorder	2	7,703 – 9,404
Business Manager	1	5,299 – 6,470
Administrative Coordinator	1	4,028 – 4,917

**KERN (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Confidential Administrative Assistant	1	\$4,406 – 5,379
Chief Appraiser	3	6,063 – 7,402
Supervising Appraiser	4	5,626 – 6,869
Senior Appraiser	9	5,169 – 6,310
Appraiser I/II/III	28	3,592 – 5,944
Appraisal Assistant	19	2,663 – 3,186
Supervising Auditor–Appraiser	1	5,626 – 6,869
Senior Auditor–Appraiser	3	5,169 – 6,310
Auditor–Appraiser I/II/III	9	3,592 – 5,944
Petroleum Geologist	1	7,665 – 9,358
Engineering Technician I/II/III	5	3,988 – 5,944
Local Area Network Systems Administrator	1	5,515 – 6,733
Systems Analyst II	1	5,515 – 6,733
Programmer I	1	4,089 – 4,992
Supervisor, Fiscal Support	3	3,646 – 4,451
Fiscal Support Specialist	5	3,251 – 3,968
Fiscal Support Technician	9	2,717 – 3,333

**KINGS**

*Total Reported Positions: 23.75*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder–Clerk	1	\$11,025
Assistant Assessor–Recorder–Clerk	1	6,883
Chief Appraiser	1	5,207 – 6,356
Appraiser I/II/III	7.75	3,262 – 5,311
Appraisal Aide I/II/III	7	2,167 – 3,361
Senior Appraiser	1	4,808 – 5,869
Assessment Roll Manager	1	3,640 – 4,441
Auditor–Appraiser I/II/III	2	3,463 – 5,696
Cadastral GIS Technician I/II/III	1	3,104 – 4,857
Executive Secretary	1	3,042 – 3,713

**LAKE**

*Total Reported Positions: 15.6*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$7,334
Chief Deputy Assessor–Recorder	1	4,727 – 5,746
Deputy Assessor–Recorder IV	2	2,507 – 3,047
Deputy Assessor–Recorder I/II/III	2	1,871 – 2,764
Supervising Appraiser	1	3,889 – 4,727

**LAKE (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Cadastral Mapping Specialist	1	\$3,280 – 3,987
Auditor–Appraiser I/II/III	2	2,975 – 4,395
Appraiser Aide/Appraiser I/II/III	5	2,632 – 4,288
Assessor–Recorder Assistant	.6	4,288

**LASSEN**

*No information provided*

**LOS ANGELES**

**Total Reported Positions: 1,432**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$16,967
Assistant County Assessor (UC)	1	12,388 – 18,750
Account Clerk II	4	2,579 – 3,461
Accounting Technician I	2	2,808 – 3,669
Administrative Deputy II (UC)	1	9,276 – 14,040
Administrative Assistant II	4	4,007 – 5,255
Administrative Assistant III	3	4,465 – 5,857
Administrative Assistant IV, Assessor	1	4,928 – 6,463
Administrative Services Manager I	3	5,453 – 7,151
Administrative Services Manager II	3	5,915 – 7,758
Administrative Services Manager III	1	7,739 – 10,149
Application Developer II	6	5,602 – 6,960
Appraiser	254	3,634 – 6,245
Appraiser Assistant	15	2,781 – 3,634
Appraiser Specialist I	193	5,307 – 6,960
Appraiser Specialist II	3	5,602 – 7,348
Appraiser Trainee	12	3,417
Assessor's Librarian	1	3,218 – 4,208
Assistant Property Assessment Specialist	1	4,271 – 5,602
Career Development Intern	1	2,228
Chief Appraiser	9	8,629 – 13,060
Chief Clerk	5	3,939 – 5,307
Chief Deputy Assessor, Unclassified	1	12,388 – 18,750
Computer System Operator	3	2,977 – 3,891
Data Control Clerk	3	2,350 – 3,156
Departmental Chief Information Officer I (UC)	1	9,276 – 14,040
Departmental Civil Service Representative	1	5,616 – 7,366
Departmental Finance Manager II	1	8,027 – 12,149

**LOS ANGELES (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Departmental Human Resources Manager II	1	\$8,027 – 12,149
Departmental Information Security Officer I	1	7,467 – 11,302
Departmental Personnel Assistant	4	2,899 – 3,789
Director, Assessor's Operations (UC)	4	10,720 – 16,225
Equipment Maintenance Helper	3	2,822 – 3,495
Executive Secretary, Unclassified	1	5,857 – 7,681
Geographic Information Systems Manager I	1	8,027 – 12,149
Geographic Information Systems Manager II	1	8,629 – 13,060
Geographic Information Systems Technician I	21	4,668 – 5,799
Geographic Information Systems Technician II	11	4,928 – 6,122
Graphic Artist	1	3,573 – 4,679
Graphic Arts Aide	1	2,885 – 3,770
Head Clerk	34	3,346 – 4,499
Head Support Services, Assessor	5	5,268 – 6,908
Head Reprographics, Assessor	1	4,761 – 6,245
Information Systems Analyst I	2	4,928 – 6,463
Information Systems Analyst II	12	5,294 – 6,943
Information Systems Analyst Aide	4	4,127 – 5,412
Supervisor I, Information Systems	8	6,448 – 8,456
Supervisor II, Information Systems	4	7,330 – 9,613
Information Technology Aide	13	3,036 – 3,967
Information Technology Manager I	2	8,027 – 12,149
IT Technical Support Analyst I	2	4,188 – 5,493
IT Technical Support Analyst II	6	4,668 – 6,122
Intermediate Clerk	135	2,350 – 3,156
Intermediate Supervising Clerk	1	2,934 – 3,939
Intermediate Typist-Clerk	3	2,409 – 3,234
Inventory Control Assistant I	1	2,662 – 3,573
Management Analyst	1	4,521 – 5,929
Management Secretary V	4	4,714 – 6,183
Network Systems Administrator II	4	5,493 – 7,203
Ownership Clerk I	43	2,445 – 3,281
Ownership Clerk II	46	2,722 – 3,652
Ownership Services Specialist	61	3,028 – 4,066
Supervisor I, Ownership Services	21	3,371 – 4,532
Supervisor II, Ownership Services	2	3,752 – 5,051
Payroll Clerk I	3	2,795 – 3,752
Principal Application Developer	2	7,186 – 9,425
Principal Appraiser	42	6,306 – 8,731
Principal Appraiser, Recurrent	2	6,306 – 8,731
Principal Network Systems Administrator	1	7,239 – 9,495
Principal Property Assessment Specialist	1	6,306 – 8,731
Printer I	2	2,735 – 3,573
Printer II	1	3,461 – 4,066
Procurement Aide	1	2,788 – 3,643
Procurement Assistant I	1	3,095 – 4,046

**LOS ANGELES (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Property Assessment Specialist	5	\$5,307 – 6,960
Senior Application Developer	11	6,062 – 7,951
Senior Clerk	201	2,649 – 3,556
Senior Departmental Personnel Assistant	4	3,761 – 4,928
Senior Departmental Personnel Technician	4	5,039 – 6,608
Senior Geographic Information Systems Analyst	1	6,400 – 7,951
Senior Information Systems Analyst	6	6,448 – 8,456
Senior Information Technology Aide	7	3,564 – 4,668
Senior IT Technical Support Analyst	2	5,203 – 6,823
Senior Management Secretary V	3	5,255 – 6,891
Senior Network Systems Administrator	7	6,122 – 8,029
Senior Property Assessment Specialist	1	5,756 – 7,550
Senior Secretary V	11	4,229 – 5,547
Senior Typist-Clerk	8	2,715 – 3,643
Special Assistant, Assessor	2	6,260 – 8,210
Special Assistant, Assessor (UC)	6	8,049 – 10,557
Staff Assistant I	1	3,195 – 4,178
Staff Assistant II	1	3,853 – 5,051
Staff Assistant, Assessor	2	3,103 – 4,056
Supervising Accounting Technician, Assessor	1	3,816 – 5,002
Supervising Appraiser	80	5,958 – 7,815
Supervising GIS Technician	4	5,602 – 6,960
Supervising Payroll Clerk II	1	3,453 – 4,645
Supply Officer I	1	4,240 – 5,561
Supervising Administrative Assistant II	1	5,602 – 7,348
Transcriber Typist	1	2,762 – 3,513
Warehouse Worker I	1	2,735 – 3,573
Warehouse Worker III	1	3,210 – 4,198
Warehouse Worker Aide	3	2,592 – 3,387

<b>MADERA</b>
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**Total Reported Positions: 25**

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

**MADERA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Supervising Cadastral Drafting Technician	1	\$3,883 – 4,720
Cadastral Drafting Technician	1	2,850 – 4,024

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

<b>MARIN</b>
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**Total Reported Positions: 60**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder–Clerk	1	\$14,567
Assistant County Assessor–Recorder–Clerk	1	11,215
Senior Secretary	1	4,648 – 5,558
Assistant Assessor–Valuation	1	10,122 – 11,125
Chief of Administrative Services	1	7,767 – 9,400
Technology Systems Specialist II	1	5,970 – 7,148
Supervising Technology Systems Specialist	1	7,268 – 8,708
Chief of Assessment Standards	1	7,233 – 8,753
Chief of Assessment Systems	1	7,233 – 8,753
Principal Auditor–Appraiser	1	6,975 – 8,400
Senior Auditor–Appraiser	1	5,595 – 6,703
Appraiser III	4	5,595 – 6,697
Appraiser I/II	18	4,108 – 6,104
Auditor–Appraiser I/II	4	4,633 – 6,162
Principal Appraiser	3	6,975 – 8,400
Administrative Services Associate Assess	1	4,953 – 6,081
Assessment/Record Technician I/II	9	3,398 – 4,363
Supervisor, Assessment Recording	3	4,864 – 5,813
Senior Assessment/Recording Technician	3	4,222 – 5,003
Dept. Technology & Support Specialist	1	5,870 – 7,088
Cadastral Mapping Technician	2	4,308 – 5,119
Supervising Cadastral Mapping Technician	1	5,223 – 6,403

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

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder	1	\$6,927
Assistant County Assessor–Recorder	1	5,641
Office Manager	1	4,077
Appraiser II	2	4,068

**MARIPOSA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Appraiser I	1	\$3,681
Assessment Recording Clerk II	1	2,762
Assessment Recording Clerk I	3	2,537

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

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

<b>MERCED</b>
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*Total Reported Positions: 29*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder–Clerk	1	\$10,629 – 12,938
Assistant County Assessor–Recorder–Clerk	1	8,081 – 9,826
Director of Administrative Services	1	6,982 – 8,486
Supervisor, Assessment Services	1	3,994 – 4,857
Supervising Auditor–Appraiser	1	5,767 – 7,017
Supervising Appraiser	2	5,358 – 6,519
Supervisor, Mapping & Title Services	1	4,111 – 5,002
Auditor–Appraiser I/II/III (flexible staffing)	4	3,897 – 6,056
Appraiser I/II/III (flexible staffing)	7	3,448 – 5,358
Title Technician	1	3,711 – 4,512
Assistant Title Technician	2	3,205 – 3,897
Assessment Clerk III	2	3,189 – 3,877
Assessment Clerk I/II (flexible staffing)	3	2,494 – 3,349
Cadastral Drafting Technician I/II (Flexible Staffing)	1	2,765 – 3,897
Extra Help Appraiser III	1	25.41/hr

<b>MODOC</b>
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*Total Reported Positions: 6*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$5,802
Senior Appraiser	1	2,906 – 3,709
Auditor–Appraiser II	1	2,766 – 3,529
Administrative Assistant	1	2,632 – 3,359
Assessment Office Specialist II	2	2,021 – 2,159

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

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$9,000
Assistant Assessor	1	8,129
Appraiser III	2	5,258
Appraiser II	2	4,764
Auditor–Appraiser II	1	5,130
Fiscal Technical Specialist IV	1	3,910
Administrative Services Specialist	1	4,535

<b>MONTEREY</b>
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*Total Reported Positions: 59*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder–Clerk	1	\$15,760
Assistant County Assessor, Valuation	1	8,080 – 11,029
Account Clerk	1	2,573 – 3,515
Accounting Technician	2	3,253 – 4,444
Administrative Services Officer	1	5,298 – 7,236
Appraiser II	11	4,053 – 5,535
Appraiser III	5	4,523 – 6,177
Assessment Clerk	1	2,625 – 3,585
Auditor–Appraiser II	4	4,176 – 5,704
Auditor–Appraiser III	1	5,064 – 6,917
Manager, Auditor–Appraiser	1	6,004 – 8,195
Business Technology Analyst II	1	5,282 – 7,214
Departmental Information Systems Manager I	1	6,361 – 8,682
Office Assistant II	8	2,448 – 3,343
Office Assistant III	6	2,678 – 3,658
Personnel Technician – Confidential	1	3,759 – 5,133
Principal Office Assistant	1	2,944 – 4,021
Property Transfer Clerk	4	2,787 – 3,807

**MONTEREY (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Secretary – Confidential	1	\$3,110 – 4,247
Senior Account Clerk	1	2,886 – 3,942
Senior Map Drafting Technician	1	3,749 – 5,117
Senior Personnel Analyst	1	5,709 – 7,798
Senior Property Transfer Clerk	1	3,080 – 4,207
Supervising Appraiser	2	5,047 – 6,893
Supervising Office Assistant I	1	3,327 – 4,545

**NAPA**

*Total Reported Positions: 21*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder–Clerk	1	\$14,387
Chief Appraiser	1	7,961 – 9,570
Staff Services Manager	1	7,481 – 8,965
Supervising Auditor–Appraiser	1	6,410 – 7,687
Supervising Appraiser	1	6,070 – 7,275
Supervisor, Mapping and Title	1	5,411 – 6,476
Auditor–Appraiser II	2	5,280 – 6,328
Appraiser III	3	5,505 – 6,595
Appraiser II	4	5,056 – 6,046
Appraiser Aide	1	3,751 – 4,460
Mapping and Title Technician	1	4,240 – 5,056
Title Technician	2	3,718 – 4,423
Assessment Records Assistant II	2	3,467 – 4,101

**NEVADA**

*Total Reported Positions: 23*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$10,889
Assistant Assessor	1	9,667
Administrative Services Associate	1	5,005
Chief Appraiser	1	8,241
Accounting Assistant II	1	2,843
Appraisal Technician I	2	3,157 – 3,667
Appraiser I	4	3,722 – 4,113
Appraiser II	1	5,021
Senior Appraiser	2	5,547 – 6,129
Assessment Assistant I	3	2,460 – 2,586
Assessment Assistant II	4	2,718 – 3,319
Auditor–Appraiser II	1	4,544
Mapping Specialist	1	4,051

<b>ORANGE</b>
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**Total Reported Positions: 315**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,895
Administrative Manager III (Division Manager)	6	7,686 – 13,497
Administrative Manager II	4	6,148 – 10,927
Appraiser I	12	4,142 – 5,581
Appraiser II	54	4,623 – 6,223
Appraiser III	21	5,130 – 6,909
Assessment Technician II	65	2,931 – 3,931
Assessment Technician III	13	3,364 – 4,491
Auditor–Appraiser I	10	4,142 – 5,581
Auditor–Appraiser II	21	4,623 – 6,223
Auditor–Appraiser III	15	5,130 – 6,909
Cadastral Technician II	6	3,680 – 4,930
Chief Cadastral Technician	1	5,362 – 7,203
Executive Secretary II	1	3,910 – 5,225
Information Technologist II	9	5,362 – 7,203
Supervisor, Information Technology	3	6,974 – 9,412
Information Technology Technician I	2	3,584 – 4,800
Information Technology Technician II	3	4,194 – 5,651
Managing Appraiser	2	6,386 – 8,598
Managing Assessment Technician	4	4,556 – 6,134
Managing Auditor–Appraiser	2	6,383 – 8,598
Office Assistant	8	2,669 – 3,141
Office Specialist	2	2,790 – 3,696
Office Technician	2	2,669 – 3,141
Principal Appraiser	1	5,735 – 7,708
Secretary II	6	2,957 – 3,945
Senior Appraiser	12	5,735 – 7,708
Senior Assessment Technician	9	3,782 – 5,056
Senior Auditor–Appraiser	7	5,735 – 7,708
Senior Cadastral Technician	5	4,082 – 5,500
Senior Information Technologist	1	6,295 – 8,475
Staff Assistant	2	3,292 – 4,412
Store Clerk	1	2,585 – 3,415
Store Keeper I	1	2,901 – 3,891
Supervising Cadastral Technician	2	4,556 – 6,134
Technical Systems Specialist	1	5,807 – 7,804

*309 positions were budgeted as of 1/1/15*

<b>PLACER</b>
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**Total Reported Positions: 76\***

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,859 – 14,416
Deputy Chief Assessor	0	10,450 – 12,704
Assessment Manager	1	8,649 – 10,516
Chief Appraiser	3	8,649 – 10,516
Managing Appraiser	1	7,828 – 9,516
Managing Auditor–Appraiser	1	7,828 – 9,516
Supervisor, Information Technology	1	7,828 – 9,516
Supervising Appraiser	4	7,029 – 8,544
Senior Appraiser	10	6,541 – 7,951
Senior Auditor–Appraiser	2	6,541 – 7,951
Senior Administrative Services Officer	1	6,417 – 7,800
Technology Solutions Analyst II	1	6,376 – 7,750
Information Technology Analyst II	1	6,376 – 7,750
Supervisor, Assessment	4	5,381 – 6,541
Assistant/Associate Appraiser	17	5,125 – 6,868
Assistant/Associate Auditor–Appraiser	2	5,125 – 6,868
Senior Cadastral Technician	1	4,649 – 5,651
Geographic Information System Technician I/II	1	4,216 – 5,651
Information Technology Technician I/II	1	4,315 – 5,783
Appraisal Technician	15	4,016 – 4,881
Executive Secretary	0	3,914 – 4,758
Administrative Technician	1	3,914 – 4,758
Cadastral Technician I/II	1	3,824 – 5,125
Senior Administrative Clerk	2	3,146 – 3,824
Administrative Clerk, Entry/Journey	4	2,589 – 3,469

*\*Placer County has 85 positions budgeted; 76 are funded*

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

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

<b>RIVERSIDE</b>
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**Total Reported Positions: 217**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Clerk–Recorder	1	\$15,947
Assistant Assessor Clerk–Recorder	1	15,864
Principal Deputy Assessor–Clerk–Recorder	5	10,090
Assessor–Clerk–Recorder Technician I	22	3,913
Assessor–Clerk–Recorder Technician II	19	4,393
Assessor–Clerk–Recorder Technician III	4	4,892
Administrative Services Analyst II	1	5,762
Administrative Services Assistant	1	4,367
Appraiser II	52	6,071
Appraiser Technician	21	4,499
Auditor–Appraiser II	11	6,071
Chief Appraiser	1	11,172
GIS Analyst	5	6,030
GIS Senior Analyst	1	6,510
GIS Specialist II	7	5,205
GIS Supervisor Analyst	1	7,697
Information Technology Business Systems Analyst III	2	8,686
Information Technology Systems Operator II	1	5,943
Information Technology Supervisor Systems Operator	1	7,982
Office Assistant II	2	3,356
Senior Appraiser	30	6,533
Senior Auditor–Appraiser	8	6,597
Senior GIS Specialist	1	5,787
Supervising Assessor–Clerk–Recorder Technician	3	5,163
Supervising Appraiser	14	7,239
Supervising Auditor–Appraiser	2	7,310

<b>SACRAMENTO</b>
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**Total Reported Positions: 151.4**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,123
Assistant County Assessor	1	10,576
Administrative Services Officer I	1	5,578
Administrative Services Officer III	1	8,465
Assessment Supervisor	2	4,428
Assessment Technician	6	4,072
Associate Auditor–Appraiser	6	6,241
Associate Real Property Appraiser	26	6,241
Auditor–Appraiser I/II	2	5,314
Chief Appraiser	5	10,297

**SACRAMENTO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Data Entry Operator – HOLD	1	\$3,202
Executive Secretary	1	4,604
Geographic Information Systems Analyst I	1	6,490
Geographic Information Systems Technician II	1	4,707
Information Technology Analyst II	7	7,211
Information Technology Technician II	1	4,331
Office Assistant II	2	3,080
Office Specialist II	14.8	3,623
Personnel Specialist II	1	4,261
Real Property Appraiser II	21	5,314
Senior Auditor–Appraiser	3	6,870
Senior GIS Technician	2	5,177
Senior GIS Analyst	1	8,319
Senior Information Systems Analyst	1	8,319
Senior Information Technology Technician	1	5,201
Senior Office Assistant	1	3,544
Senior Office Specialist	14.6	3,955
Senior Personnel Analyst	1	6,972
Senior Real Property Appraiser	15	6,870
Supervising Auditor–Appraiser	2	7,632
Supervising Real Property Appraiser	8	7,632

<b>SAN BENITO</b>
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*Total Reported Positions: 13.5*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$9,209 – 11,759
Assistant County Assessor	1	7,462 – 10,005
Supervising Auditor–Appraiser	1	5,173 – 6,934
Supervising Appraiser	1	5,173 – 6,934
Appraiser II	2	3,878 – 5,199
Appraiser III	1.5	4,490 – 6,019
Auditor-Appraiser I	1	3,500 – 4,691
Computer Mapping Specialist III	1	4,052 – 5,432
Computer Mapping Specialist II	1	3,500 – 4,691
Manager, Assessor Office	1	4,052 – 5,432
Assessment Clerk III	1	2,781 – 3,729
Assessment Clerk I	0.5	2,523 – 3,382
Accounting Appraiser Technician	0.5	3,158 – 4,234

<b>SAN BERNARDINO</b>
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**Total Reported Positions: 170**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder–Clerk	1	\$18,314
Assistant Assessor–Recorder	1	8,979 – 11,499
Administrative Supervisor II	1	5,517 – 7,595
Appraisal Technician	14	2,655 – 3,645
Appraiser I	30	3,737 – 5,131
Appraiser II	13	4,122 – 5,659
Appraiser III	12	4,538 – 6,240
Auditor–Appraiser II	9	4,430 – 6,091
Auditor–Appraiser III	2	4,765 – 6,554
Automated Systems Analyst I	2	4,122 – 5,659
Automated Systems Technician	2	3,304 – 4,541
Business Systems Analyst II	1	5,254 – 7,230
Business Systems Analyst III	1	5,793 – 7,977
Cadastral Drafting Technician I	1	3,071 – 4,222
Cadastral Drafting Technician II	2	3,304 – 4,541
Cadastral Drafting Technician III	1	3,560 – 4,886
Supervisor, Cadastral Services	1	4,323 – 5,944
Chief Appraiser	1	7,374 – 9,436
Chief of Assessment Services	1	7,374 – 9,436
Contract Project Administrator	1	4,979 – 5,911
Executive Secretary III	1	3,902 – 4,980
Office Assistant II	2	2,213 – 3,039
Office Assistant III	30	2,408 – 3,307
Office Specialist	1	2,655 – 3,645
Payroll Specialist	1	2,529 – 3,474
Principal Appraiser	3	5,630 – 7,193
Staff Analyst I	1	3,825 – 5,257
Staff Analyst II	1	4,430 – 6,091
Supervising Auditor–Appraiser	2	5,001 – 6,883
Supervising Office Assistant	2	2,787 – 3,834
Supervising Office Specialist	1	3,224 – 4,437
Supervising District Appraiser	8	5,001 – 6,883
Supervising Title Transfer Technician I	1	3,071 – 4,222
Supervising Title Transfer Technician II	1	3,385 – 4,656
Title Transfer Technician I	14	2,787 – 3,834
Title Transfer Technician II	3	2,995 – 4,120
Manager, Business Applications	1	6,393 – 8,807

<b>SAN DIEGO</b>
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**Total Reported Positions: 299**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder–Clerk	1	\$16,595
Assistant Assessor (UCL)	1	11,790 – 15,189
Chief Deputy Administrative Services (UCL)	1	9,606 – 13,352
Chief Deputy Assessor (UCL)	1	9,606 – 13,352
Chief Deputy Systems (UCL)	1	9,606 – 13,352
Senior Departmental Human Resources Officer	1	5,782 – 7,750
Departmental Human Resources Officer	2	4,644 – 6,223
Administrative Services Manager I	1	5,786 – 7,032
Accounting Technician	3	3,002 – 3,689
Supervising IT Engineer	1	7,783 – 10,533
Financial Policy & Planning Officer	1	7,030 – 8,547
Associate Accountant	1	4,186 – 5,143
Human Resources Assistant	2	2,545 – 3,916
Senior Assessment Clerk	8	2,811 – 3,456
Assessment Clerk	40	2,501 – 3,068
Supervising Assessment Clerk	4	3,297 – 4,053
Dept. Technology Systems Specialist	1	6,072 – 7,381
Information Technology Specialist	3	2,629 – 5,640
Information Technology Analyst	1	6,074 – 7,381
Administrative Secretary III	2	3,538 – 4,299
Administrative Secretary IV	1	3,806 – 4,626
Imaging Technician II	5	2,999 – 3,685
Imaging Technician III	2	3,420 – 4,202
Cadastral Technician	6	3,643 – 4,479
GIS Analyst	3	3,961 – 5,368
Senior GIS Analyst	1	5,370 – 6,602
Senior Accountant	1	5,155 – 6,332
Division Chief II	3	8,282 – 10,067
Division Chief I	6	7,528 – 9,149
Assistant Division Chief	3	4,690 – 5,763
Account Clerk	1	2,449 – 3,011
Cadastral Supervisor	3	5,257 – 6,457
Senior Cadastral Technician	5	4,120 – 5,061
Appraiser IV	9	5,642 – 6,930
Appraiser III	30	5,125 – 6,301
Appraiser II	55	4,547 – 5,585
Supervising Appraiser II	4	6,817 – 8,382
Supervising Appraiser I	8	6,195 – 7,618
Property Assessment Specialist III	12	3,976 – 4,888
Property Assessment Specialist II	41	3,314 – 4,070
Audit Appraiser IV	4	5,777 – 7,103
Audit Appraiser III	7	5,259 – 6,458

**SAN DIEGO (Continued)**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Audit Appraiser II	8	\$4,649 – 5,717
Supervising Auditor–Appraiser	3	6,817 – 8,382
Cashier	2	2,557 – 3,136

<b>SAN FRANCISCO</b>
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**Total Reported Positions: 155.5**

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,658
Manager I	2	7,843
Manager II	3	8,413
Manager IV	1	9,738
Deputy Director II	1	9,079
Deputy Director III	1	11,273
IS Manager	1	10,752
IS Engineer–Journey	1	8,000
Principal IS Business Analyst	1	8,653
Senior IS Business Analyst	1	7,474
IT Operations Support Administrator II	1	4,883
IT Operations Support Administrator III	1	5,935
Payroll Clerk	1	4,686
Personnel Analyst	1	5,692
Senior Personnel Analyst	1	7,213
Senior Clerk	2	3,798
Accountant III	0.5	6,640
Account Clerk	1	3,929
Senior Account Clerk	1	4,549
Junior Administrative Analyst	1	4,505
Administrative Analyst	2	5,920
Senior Administrative Analyst	3	6,905
Principal Administrative Analyst	1	7,993
Principal Administrative Analyst II	1	8,747
Management Assistant	2	5,448
Assessment Clerk	1	3,929
Senior Assessment Services Office Specialist	1	4,585
Assessor–Recorder Office Assistant	13	3,929
Assessor–Recorder Office Specialist	7	4,365
Assessor–Recorder Senior Office Specialist	18	4,957
Personal Property Auditor	8	5,880
Senior Personal Property Auditor	7	6,806
Principal Personal Property Auditor	2	7,880
Real Property Appraiser	38.5	5,880
Senior Real Property Appraiser	16.5	6,806
Principal Real Property Appraiser	9	7,880

**SAN FRANCISCO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Engineer Associate I	1	\$5,626
Engineer Associate II	1	6,514

**SAN JOAQUIN**

*Total Reported Positions: 79*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder–Clerk	1	\$13,775
Assistant Assessor–Recorder–Clerk	1	8,880 – 10,793
Principal Auditor–Appraiser	1	7,595 – 9,233
Principal Appraiser	2	7,595 – 9,233
Appraiser IV	4	5,978 – 7,269
Appraiser III	15	5,065 – 6,155
Appraiser II	4	4,439 – 5,396
Appraiser I	2	3,652 – 4,439
Auditor–Appraiser IV	1	5,978 – 7,269
Auditor–Appraiser III	5	5,065 – 6,155
Auditor–Appraiser II	1	4,439 – 5,396
Auditor–Appraiser I	2	3,706 – 4,505
Supervising Property Technician	2	3,396 – 4,125
Property Technician	9	3,172 – 3,853
Chief Cadastral Technician	1	4,228 – 5,139
Senior Cadastral Technician	1	3,947 – 4,800
Cadastral Technician II	1	3,546 – 4,311
Cadastral Technician I	2	3,172 – 3,855
Supervising Transfer Technician	1	3,564 – 4,332
Transfer Technician III	2	3,281 – 3,987
Transfer Technician II	4	3,141 – 3,815
Office Supervisor	1	3,064 – 3,723
Senior Office Assistant	13	2,766 – 3,363
Administrative Assistant	1	4,046 – 4,919
Management Analyst III	1	6,528 – 7,937
Office Secretary	1	3,064 – 3,723

**SAN LUIS OBISPO**

*Total Reported Positions: 87.5*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$13,303
Assistant County Assessor	1	8,954 – 10,884
Assessment Manager	5	6,523 – 7,928
Assessment Analyst I*	5	4,810 – 5,848
Assessment Analyst II	4	5,573 – 6,774

**SAN LUIS OBISPO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Supervising Appraiser	3	\$5,869 – 7,134
Appraiser Trainee	8	3,408 – 4,141
Appraiser I	2	3,935 – 4,782
Appraiser II	7	4,555 – 5,536
Appraiser III	7	4,969 – 6,041
Auditor–Appraiser I	3	4,014 – 4,881
Auditor–Appraiser II	1	4,751 – 5,775
Auditor–Appraiser III	2	5,980 – 7,270
Supervisor, Cadastral Mapping Systems	1	5,951 – 7,233
Cadastral Mapping Systems Specialist II	2	4,287 – 5,210
Cadastral Mapping Systems Specialist III	2	5,136 – 6,243
Supervising Assessment Technician	2	4,222 – 5,132
Assessment Technician I**	6.5	2,915 – 3,543
Assessment Technician II	5	3,198 – 3,888
Assessment Technician III	4	3,501 – 4,255
Assessment Technician IV	2	3,645 – 4,430
Accounting Technician	1	3,323 – 4,040
Supervising Property Transfer Technician	1	4,222 – 5,132
Property Transfer Technician I	2	2,915 – 3,543
Property Transfer Technician II	7	3,198 – 3,888
Property Transfer Technician III	2	3,501 – 4,255
Secretary I	1	3,021 – 3,673

\* 3 Limited Term Positions

\*\* 1.5 Limited Term Positions

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

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Clerk–Recorder	1	\$16,094
Assistant Assessor–Clerk–Recorder	1	11,680 – 14,599
Deputy Assessor–Clerk–Recorder	2	10,592 – 13,240
Chief Appraiser	1	9,149 – 11,437
Principal Appraiser	4	7,182 – 8,978
Senior Appraiser	14	6,069 – 7,586
Appraiser II	12	5,346 – 6,683
Appraiser I	10	4,835 – 5,405
Principal Auditor–Appraiser	2	7,182 – 8,978
Senior Auditor–Appraiser	4	6,069 – 7,586
Auditor–Appraiser II	6	5,346 – 6,683
Auditor–Appraiser I	0	4,835 – 5,405
Senior Drafting Technician	1	5,740 – 7,175
Drafting Technician II	1	5,121 – 6,402

**SAN MATEO (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Manager, Information Technology	1	\$8,298 – 10,373
Department Systems Analyst	2	7,073 – 8,841
Supervisor, Assessor–Recorder Support Services	2	4,694 – 5,868
Assessor–Recorder Technician III	7	3,951 – 4,939
Assessor–Recorder Technician II	8	3,450 – 4,311

**SANTA BARBARA**

*Total Reported Positions: 72*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder–Clerk	1	\$10,032 – 16,660
Chief Deputy County Assessor	1	7,780 – 12,846
Manager, Appraiser Division	2	6,514 – 11,761
Assessment Supervisor	6	6,198 – 7,567
Appraiser I/II/III	18	4,097 – 6,230
Auditor–Appraiser I/II/III	5	4,595 – 6,680
Manager, Information Systems Division	1	6,514 – 11,761
Senior Financial Systems Analyst	2	7,192 – 8,780
EDP Systems & Program Analyst I/II	1	5,689 – 7,674
Senior EDP Systems & Program Analyst	3	6,607 – 8,066
EDP Office Automation Specialist I/II	1	6,607 – 8,780
Computer Systems Specialist I/II	1	4,706 – 6,673
Manager, Human Resources	1	6,152 – 10,132
Fiscal Manager	1	4,342 – 8,142
Department Business Specialist I/II	1	4,702 – 6,667
Financial Office Professionals	1	2,622 – 5,548
Administrative Office Professionals	20	2,622 – 5,548
Supervising Mapping/GIS Analyst	1	6,261 – 7,643
Mapping Analyst	3	5,391 – 6,581
Manager, Assessor Operations/Department Business	1	6,514 – 11,761
Manager, Product Owner	1	6,514 – 11,761

**SANTA CLARA**

*Total Reported Positions: 274*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$16,097
Assistant County Assessor	1	10,954 – 14,060
Accountant Assistant	3	3,813 – 4,602
Accountant Auditor–Appraiser	3	4,328 – 5,229

**SANTA CLARA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Manager, Administrative Services	1	\$8,772 – 11,235
Account Clerk I	1	3,167 – 3,813
Appraisal Aide	5	4,146 – 5,009
Appraiser I/II	33	5,153 – 6,238
Appraiser III	6	5,537 – 6,700
Appraisal Data Coordinator	7	3,831 – 4,625
Assessment Clerk	17	3,440 – 4,147
Assistant Chief Appraiser	1	8,444 – 10,265
Assistant Chief Auditor–Appraiser	1	8,444 – 10,265
Assistant Chief, Assessment Standard Services	1	8,444 – 10,265
Associate Management Analyst B	1	5,183 – 6,299
Auditor–Appraiser	14	5,778 – 6,991
Cadastral Mapping Technician II	4	4,074 – 4,920
Chief Appraiser	1	8,600 – 11,013
Chief Auditor–Appraiser	1	8,600 – 11,013
Chief Assessment Standard Services	1	8,600 – 11,013
Confidential Secretary	1	5,232 – 7,935
Director, Information Systems	1	9,919 – 12,726
Executive Advisor to the Assessor	1	7,041 – 8,986
Exemptions Investigator	2	5,203 – 6,298
Manager, Exemptions	1	6,392 – 7,772
Executive Assistant I	1	4,126 – 4,985
Geographic Information Systems Technician I	1	4,669 – 5,643
Information Systems Manager I	10	8,042 – 9,776
Information Systems Manager II	5	8,823 – 10,735
Information Systems Manager III	2	9,728 – 11,859
Information Systems Technician II	1	5,035 – 6,093
Information Systems Analyst	2	6,572 – 7,954
Supervisor, Mapping and Identification	1	5,365 – 6,520
Office Management Coordinator	1	5,209 – 6,330
Office Specialist II	12	3,107 – 3,740
Office Specialist III	8	3,407 – 4,107
Property and Title Identification Technician	5	3,638 – 4,391
Property Transfer Examiner	12	4,015 – 4,849
Supervisor, Property Transfer	1	5,365 – 6,520
Senior Account Clerk	1	3,757 – 4,536
Senior Assessment Clerk	10	3,638 – 4,391
Senior Appraiser	42	5,947 – 7,195
Senior Auditor–Appraiser	22	6,580 – 7,842
Senior Cadastral Mapping Technician	1	4,476 – 5,408
Senior Management Analyst	6	6,879 – 8,365
Management Analyst	1	6,239 – 7,587
Senior Office Specialist	2	3,740 – 4,515
Supervising Auditor–Appraiser	6	7,697 – 9,355
Supervising Clerk	1	4,890 – 5,942
Supervising Appraiser	7	7,697 – 9,355

**SANTA CLARA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Supervising Appraisal Data Coordinator	1	\$5,339 – 6,488
Supervising Assessment Clerk	2	4,890 – 5,942
Contractor (Consultant for Business Division) *	1	2,500

\*Contract Position

<b>SANTA CRUZ</b>
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**Total Reported Positions: 33.25**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder	1	\$16,868
Chief Deputy Assessor – Valuation	1	7,406 – 9,882
Chief Deputy Assessor – Administration	1	7,406 – 9,882
Chief of Assessment Standards	1	6,427 – 8,569
Senior Appraiser	2	5,157 – 6,521
Appraiser II	8	4,697 – 5,942
Appraiser I	0	4,035 – 5,112
Chief Auditor–Appraiser	1	6,729 – 8,970
Auditor–Appraiser III	1	5,188 – 6,564
Auditor–Appraiser II	2.75	4,940 – 6,242
Auditor–Appraiser I	0	4,084 – 5,167
Appraiser–Auditor Aide	1.5	3,763 – 4,760
Senior Department Information Systems Analyst	1	5,775 – 7,302
Geographic Information System Technician II	1	3,914 – 4,952
Geographic Information System Technician I	1	3,572 – 4,519
Clerical Supervisor II	1	4,468 – 5,656
Assessment Technician	6	3,539 – 4,468
Assessment Clerk	1	3,293 – 4,162
Clerk II	0	2,999 – 3,792
Senior Receptionist	1	3,349 – 4,238
Departmental Information Systems Analyst	1	4,092 – 5,174

<b>SHASTA</b>
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**Total Reported Positions: 42**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder	1	\$9,990
Deputy Assessor–Recorder, Administration	1	5,699 – 7,274
Deputy Assessor–Recorder, Valuation	1	5,699 – 7,274
Senior Specialist Real Property Appraiser	3	4,232 – 5,402
Senior Supervising Real Property Appraiser	2	4,190 – 5,349
Real Property Appraiser III	8	3,820 – 4,875

**SHASTA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Real Property Appraiser II	1	\$3,482 – 4,444
Real Property Appraiser I	2	3,008 – 3,839
Senior Supervising Auditor–Appraiser	1	4,190 – 5,349
Auditor–Appraiser III	2	3,820 – 4,875
Auditor–Appraiser II	2	3,638 – 4,643
Program Manager – Mapping & Transfer	1	4,233 – 5,403
Program Manager – Rollover	1	4,233 – 5,403
Mapping Specialist I	1	3,143 – 4,011
Mapping Specialist II	1	3,674 – 4,689
Agency Staff Services Analyst II	1	3,365 – 4,295
Supervising Assessor Clerk	1	2,795 – 3,567
Senior Assessor Clerk	4	2,662 – 3,398
Assessor Clerk III	5	2,415 – 3,082
Assessor Clerk II	3	2,159 – 2,755

**SIERRA**

*Total Reported Positions: 4.25*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$7,298 – 9,780
Appraiser II	1	3,249 – 3,950
Appraiser I	1	2,754 – 3,348
Assessment Technician III	1	2,672 – 3,248
Assessment Technician I	0.25	2,164 – 2,631

**SISKIYOU**

*Total Reported Positions: 16*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder	1	\$7,465
Assistant Assessor–Recorder	1	5,103 – 6,203
Deputy Assessor–Recorder	1	4,511 – 5,483
Senior Specialist Appraiser	3	3,804 – 4,623
Senior Appraiser	1	3,622 – 4,403
Appraiser	3	3,130 – 3,804
Supervisor, Administrative Assessment	1	3,205 – 3,896
Senior Assessor–Recorder Technician	2	2,768 – 3,366
Assessor–Recorder Technician	2	2,392 – 2,905
Senior Cadastral Mapping Technician	1	2,839 – 3,452

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

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder	1	\$13,907
Assistant County Assessor–Recorder	1	9,535 – 11,589
Chief Appraiser	1	8,315 – 10,107
Supervising Real Property Appraiser	2	6,451 – 7,841
Supervising Auditor–Appraiser	1	6,451 – 7,841
Clerical Operations Manager	1	5,043 – 6,129
Senior Appraiser	4	5,590 – 6,794
Appraiser	12	3,984 – 5,970
Auditor–Appraiser	3	4,293 – 5,970
Appraiser Technician	1	3,984 – 4,842
Office Assistant III	5	3,806 – 4,673
Office Assistant II	4	3,423 – 4,202
Cadastral Mapping Technician II	2	3,984 – 4,842

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

<b>SONOMA</b>
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***Total Reported Positions: 74.75***

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Clerk–Recorder	1	\$14,126
Chief Deputy Assessor–Clerk–Recorder	1	9,484 – 11,530
Chief of Assessment Standards	1	7,684 – 9,342
Executive Secretary, Confidential*	1	4,221 – 5,100
Chief Appraiser	1	7,684 – 9,342
Appraiser IV	4	5,774 – 7,018
Appraiser III	7	5,009 – 6,089
Appraiser II	4	4,499 – 5,470
Appraiser I	7	3,892 – 4,733
Appraiser Aide	5	3,392 – 4,124
Supervising Auditor–Appraiser	1	6,000 – 7,294
Auditor–Appraiser II	4	5,131 – 6,239
Auditor–Appraiser I	2	4,393 – 5,340
Department Information Systems Specialist	2.75	5,498 – 6,682
Department Analyst	1	5,186 – 6,305
Supervisor, Cadastral Mapping	1	4,660 – 5,665
Cadastral Mapping Technician II	2	3,966 – 4,821
Cadastral Mapping Technician I	1	3,651 – 4,438
Assessment Process Manager	1	6,988 – 8,496
Supervisor, Assessor's Change in Ownership	1	4,906 – 5,964

**SONOMA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Supervisor, Assessment Process	2	\$4,012 – 4,873
Assessment Process Specialist	9	3,642 – 4,426
Assessment Clerk	7	3,242 – 3,941
Assessment Clerk Trainee	3	2,910 – 3,538
Accounting Manager	1	7,595 – 9,232
Administrative Service Officer	1	6,123 – 7,444
Accountant II	1	4,934 – 5,997
Accountant II, Confidential*	1	5,237 – 6,336
Account Clerk II	1	3,207 – 3,899

*\*Confidential Salaries include \$0.90/hr premium. All salaries include a 1% COLA that went into effect 10/28/14*

<b>STANISLAUS</b>
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**Total Reported Positions: 54**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$12,363
Assistant County Assessor (Manager IV)	2	6,080 – 9,120
Supervising Auditor–Appraiser	1	5,590 – 6,794
Senior Auditor–Appraiser	2	5,073 – 6,165
Auditor–Appraiser III	3	4,607 – 5,602
Auditor–Appraiser I	1	4,191 – 5,094
Supervising Appraiser	4	5,326 – 6,474
Senior Appraiser	7	4,836 – 5,881
Appraiser III	5	4,395 – 5,343
Appraiser II	4	3,983 – 4,842
Appraiser I	5	3,293 – 4,004
Appraiser Technician	1	3,016 – 3,666
Cadastral Technician II	2	3,568 – 4,338
Supervising Account/Administrative Clerk I	1	3,444 – 4,186
Supervising Account/Administrative Clerk II	2	3,793 – 4,611
Account Clerk III	5	2,998 – 3,645
Account Clerk II	2	2,654 – 3,226
Administrative Clerk I	2	2,461 – 2,991
Confidential Assistant IV	1	3,588 – 5,380
Senior Software Developer/Analyst	1	6,664 – 8,101
Software Developer/Analyst III	1	5,759 – 6,999
Application Specialist II	1	4,224 – 5,134

*Depending on Bargaining Unit, employees were subject to a 2% or a 1% salary reduction for the fiscal year. Total hours of furloughs vary due to Union contracts being ratified at different times. There were 12 hours of mandatory office closures for FY 2014-15.*

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

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$9,762
Chief Appraiser	1	7,193
Real Property Appraiser III	6	5,092 – 5,650
Supervisor, Assessment Office	1	4,567
Senior Map Drafting Title Technician	1	5,949
Appraisal Aide	1	4,076
Senior Assessment Technician	1	4,853
Assessment Technician III	4	4,192 – 4,402
Assessment Technician II	2	3,555
Assessment Technician I	1	2,562
Auditor–Appraiser III	1	5,949
Auditor–Appraiser I	1	4,817

<b>TEHAMA</b>
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*Total Reported Positions: 18*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$8,115
Deputy County Assessor – Administration	1	5,831 – 7,104
Chief Appraiser	1	5,316 – 6,474
Auditor–Appraiser	1	3,581 – 4,363
Senior Appraiser	4	3,854 – 4,698
Chief Cadastral Drafting Technician	1	3,409 – 4,153
Cadastral Drafting Technician	1	3,088 – 3,762
Senior Assessment Clerk	3	2,799 – 3,409
Transfer Analyst	1	2,727 – 3,324
Assessment Clerk III	2	2,536 – 3,088
Assessment Clerk I	1	2,088 – 2,536
Appraiser I	1	3,088 – 3,762

<b>TRINITY</b>
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*Total Reported Positions: 5*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder–Clerk	1	\$6,330
Deputy Assessor–Recorder–Clerk	1	4,800
Appraiser	2	2,888
Assessment Technician	1	2,038

**TULARE**

*No information provided*

**TUOLUMNE**

*Total Reported Positions: 13*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder	1	\$9,442
Assistant County Assessor–Recorder	1	6,389 – 7,800
Senior Appraiser	1	3,919 – 4,784
Appraiser II	1	3,547 – 4,330
Appraiser I	3	3,210 – 3,919
Auditor–Appraiser I	1	3,547 – 4,330
Cadastral/GIS Technician II	1	3,308 – 4,038
Senior Assessment Technician	4	2,669 – 3,258

**VENTURA**

*Total Reported Positions: 134*

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$14,094
Chief Deputy Assessor	2	9,154 – 12,816
Principal Appraiser	6	6,059 – 8,483
Administrative Assistant II	1	3,809 – 5,342
Imaging Specialist I	1	2,502 – 3,501
Appraiser II	37	4,022 – 5,639
Appraiser III	13	4,484 – 6,286
Assessor's Technician II	7	3,173 – 4,061
Assessor's Technician III	7	3,468 – 4,439
Auditor–Appraiser II	8	4,022 – 5,639
Auditor–Appraiser III	5	4,484 – 6,286
Cadastral Technician III	4	3,328 – 4,647
Cadastral Technician IV	1	3,539 – 4,955
Clerical Supervisor II	3	3,252 – 4,553
Data Entry Operator III	1	2,382 – 3,329
Accounting Officer II	1	4,076 – 5,218
Management Assistant II	1	2,886 – 4,041
Management Assistant III	1	3,104 – 4,344
Management Assistant IV	1	3,908 – 5,471
Manager, Assessment Services	1	5,305 – 7,261
Office Assistant III	11	2,560 – 3,580

**VENTURA (Continued)**

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
Office Assistant IV	5	\$2,752 – 3,848
Office Systems Coordinator II	1	4,086 – 5,747
Office Systems Coordinator III	1	4,781 – 6,706
Office Systems Coordinator IV	3	5,681 – 7,545
Supervising Assessor's Technician	2	3,901 – 4,994
Supervising Appraiser	6	5,076 – 7,108
Supervising Auditor–Appraiser	2	5,076 – 7,108
Supervising Data Entry Operator	1	2,598 – 3,644

<b>YOLO</b>
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*Total Reported Positions:* 28

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor–Recorder–Clerk	1	\$11,703
Chief Deputy Assessor–Recorder–Clerk	2	7,339 – 8,921
Principal Appraiser	1	5,954 – 7,238
Senior Appraiser	3	5,226 – 6,351
Senior Auditor–Appraiser	1	5,226 – 6,351
Supervising Assessment Technician	1	3,950 – 4,802
Senior Assessment Technician	2	3,591 – 4,366
Auditor–Appraiser I/II/III	2	3,764 – 5,663
Appraiser III	2	4,658 – 5,663
Appraiser II	4	4,171 – 5,070
Cadastral Drafting Technician	1	2,964 – 3,603
Assessment Office Specialist I/II/III	8	2,489 – 3,782

<b>YUBA</b>
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*Total Reported Positions:* 15

<b>TITLE</b>	<b>NO. OF POSITIONS</b>	<b>MONTHLY SALARY</b>
County Assessor	1	\$11,136
Assistant Assessor	1	10,281
Auditor–Appraiser III	1	5,427
Real Property Appraiser III	4	5,240 – 5,302
Assessment Specialist	3	3,824 – 4,503
Transfer Analyst II	2	4,017 – 4,496
Cadastral Drafting Technician I	1	3,208
Assessment Assistant II	2	3,171

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

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$200 per hearing	
Butte	\$40 half day/\$75 full day	Mileage reimbursement at IRS rate for appeals board business and training; meal reimbursement for training
Calaveras	\$65 per meeting	
Contra Costa	\$200 half day/\$300 full day/\$400 per day for consecutive day appeals	
El Dorado	\$100 per day, \$50 per 4 hour session	Mileage \$.575 per mile; \$12 lunch
Fresno	\$100 per day	
Humboldt	\$40 half day/\$75 full day	Mileage \$.575 per mile; \$13 for lunch if full day
Imperial	\$150 half day/\$200 full day	
Kern	\$125 half day/\$200 full day	Meals for full day training; mileage if more than 20 miles
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	
Madera	\$100 per day	Mileage \$.575 per mile
Marin	\$131.25 half day/\$262.50 full day	\$32.81 per hour for preparation of findings of fact
Mariposa	\$30 half day/\$50 full day	Mileage
Merced	\$100 per session; additional \$50 for session time over 4 hours	
Mono	\$125 per session	Mileage
Monterey	\$130 per session	Mileage; no limit on meals
Nevada	\$75 half-day/\$150 full day member \$85 half-day/\$160 full day chair	Mileage; \$.575 per mile
Orange	\$125 half-day/\$250 full day	Parking
Placer	\$100 per meeting	Any actual expenses, incidental to the proper execution of their duties, including travel and other expenditures necessitated by their official duties.
Riverside	\$300 per day	Mileage \$.575 per mile
Sacramento	\$100 half day/\$200 full day	Parking

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

## Salaries of Assessment Appeals Board Members

COUNTY	SALARY	MISCELLANEOUS BENEFITS
San Bernardino	\$150 9 am – 12 pm/\$200 after 12 pm	Mileage
San Diego	\$100 per day	Mileage
San Francisco	\$100 per session (2.5 hours)	
San Joaquin	\$100 per 3 hour session; up to \$200 per day	
San Luis Obispo	\$150 per day	Mileage
San Mateo	\$300 per meeting	Mileage \$.575 per mile
Santa Barbara	\$250-\$300 per meeting, depends on complexity	Mileage \$.575 per mile
Santa Clara	\$300 per day	Mileage; meals per diem
Santa Cruz	\$75 per meeting	Mileage, meals, and parking if travel is for training
Shasta	\$75 per day; \$40 half day	
Siskiyou	\$100 per day	Mileage \$.575 per mile
Solano	\$100 for half-day, \$200 full day, \$400 for consecutive hearing days.	\$25 per hour document review and prepare for complex assessment appeal cases
Sonoma	\$75 half day/\$125 full day	
Stanislaus	\$75 half day/\$150 full day	Lunch during full day; mileage for training
Sutter	\$200 per session	Over 2 hours officers are paid additional \$50 per hour each hour thereafter
Ventura	\$100 half day/\$200 full day	Mileage \$.575 per mile
Yolo	\$125 half day/\$175 full day	
Yuba	\$75 per hour with 2 hour minimum & no maximum	

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

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$150-\$300 per hour based on experience	
Butte	\$40 half day/\$75 full day	Mileage reimbursement at IRS rate for appeals board business and training; meal reimbursement for training
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	
Madera	\$100 per day	Mileage \$.575 per mile
Orange	\$150 per day	Parking
Riverside	\$300 per day	Mileage \$.575 per mile
Sacramento	\$100/hour (\$50 if cancelled less than 18 days prior to hearing)	
San Bernardino	\$150 9 am – 12 pm/\$200 after 12 pm	Mileage
San Diego	\$100 per day	Mileage
San Francisco	\$100 per session (2.5 hours)	
San Joaquin	\$200 per hearing day	
Santa Clara	\$300 per day	Mileage; meals per diem
Stanislaus	\$75 half day/\$150 full day	Lunch during full day; mileage for training
Ventura	\$100 half day/\$200 full day	Mileage \$.575 per mile

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

## A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Alameda	1937 Ret. Act	Tier I: 2% @ 57 hired on or before 6/30/83; Tier II: 2% @ 62 hired on or after 7/1/83	Varies	Varies	7.65%	7.65%
Alpine	CalPERS	2% @ 55; 2% @ 62	0	7%	1.45%	1.45%
Amador	CalPERS	2% @ 55; 2% @ 60; 2% @ 62 new hire tier	19.297%	5%	7.65%	7.65%
Butte	CalPERS	2% @55 classic; 2% @62 for new members	12.44%	7% classic; new member 6.25%	7.65%	7.65%
Calaveras	CalPERS	2% @ 55; hired before 1/1/13; 2% @ 62 hired after 1/1/13	15.716%	7%	1.45%	1.45%
Colusa	CalPERS	3% @ 60 2% @ 62 for new members	22.729%	8% 6.25% for new members	7.65%	7.65%
Contra Costa	1937 Ret. Act & PEPRA	2% @ 55; 2% @ 60 hired on or after 1/1/13	80%	20%	7.65%	7.65%
Del Norte	CalPERS	2% @ 55	19.38% old hires; 14.63% new hires	2.25% - 6.25%	7.65%	7.65%
El Dorado	CalPERS	2% @ 55 if hired prior to 7/2011; 2% @ 60 if hired after 7/2011	4%	3%	1.45%	1.45%
Fresno	1937 Ret. Act	2.5% @ 55	50%	50%	7.65%	7.65%
Glenn	CalPERS & LIUNA	2.5% @ 55; 2% @62 new hires	100%	8%	7.65%	7.65%
Humboldt	CalPERS	2.7% @ 55 prior to 7/5/12; 2% @ 55 after 7/6/12; 2% @ 62 after 1/1/13	23.129%	8%	7.65%	7.65%
Imperial	1937 Ret. Act	2% @ 55 ½	12.64%	Varies	1.45%	1.45%
Inyo	CalPERS	2% @ 55 Existing. 2% @ 62 hired after 1/1/13.	2% @ 55, 100%; 2% @62, 50%	2% @62, 50%	7.65%	7.65%

## A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Kern	1937 Ret. Act	3% @ 60 if hired before 10/27/07; 1.62% @ 65 if hired after 10/27/07	66.67% if hired before 8/7/04; 0% on or after 8/7/04	33.33% if hired before 8/7/04; 100% on or after 8/7/04	7.65%	7.65%
Kings	CalPERS	2% @ 55, 2% @ 60, 2% @ 62 if hired after 1/1/13	11.146%	6.25% or 7%	7.65%	7.65%
Lake	CalPERS	Varies	Varies	Varies	7.65%	7.65%
Lassen	No response					
Los Angeles	LACERA	Varies	Varies - choice of 5 plans		-	-
Madera	CalPERS	2.7% @ 55 before 2013; 2% @ 62 after 2013	16.215%	8% before 2013 11% after 2013	7.65%	7.65%
Marin	1937 Ret. Act	Varies	Varies	Varies	1.45%	1.45%
Mariposa	CalPERS	2.7% @ 55; 2% @ 60 for new members	8% new hires; 3% old hires	6.25% hired after 1/1/13	7.65%	7.65%
Mendocino	1937 Ret. Act.	2% @ 57	75%	25%	7.65%	7.65%
Merced	1937 Ret. Act	3% @ 60 Tier I/II; 2.43% @ 65 Tier III; 2.5% @ 67 Tier IV	Tier I 44.13%; Tier II 41.45%; Tier III 37.79%; Tier IV 34.80%	Varies	7.65%	7.65%
Modoc	CalPERS; LIUNA	CalPERS: 2% @ 55 hired prior 1/1/13; 2% @ 62 hired after	CalPERS 12.308%	7%	7.65%	7.65%
Mono	CalPERS	2.7% @ 55; 2.5% @ 55; 2% @ 62	21.457%	6.25% - 8%	1.45%	1.45%
Monterey	CalPERS	2% @ 55; 2% @ 62 for new members	100%	100%; new member 6.25% of cost, classic member 7% of cost	7.65%	7.65%
Napa	CalPERS	Tier 1: 2.5% @ 55 hired before 10/29/11; Tier 2: 2% @ 60 on or after 10/29/11; Tier 3: 2% @ 62 hired on or after 1/1/13	Tier 1: 16.969% + 1.96% EPMC; Tier 2: 16.969% + 0.96% EPMC	Tier 1&2: 6.04%; Tier 3: 6.25%	0	1.45%

## A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Nevada	CalPERS	2.7% @ 55 2% @ 60 hired after 1/1/13	29.1%	Varies	7.65%	7.65%
Orange	OCERS	2.7% @ 55; 1.62% @ 60 w/additional 457 plan at max. 2% contribution rate; 1.62% @ 65 hired after 12/31/12	Varies	Varies	1.45%	1.45%
Placer	CalPERS - Tier rates based on hire dates and job group (three pension tiers).	2.5% @ 55 hired before 3/13/11; 2% @ 55 if hired after 3/13/11, 2% @ 62 if hired after 1/1/13	21.466%	6.25% -8% based on hire date	7.65%	7.65%
Plumas	CalPERS	2% @ 55; 2% @ 62 hired after 1/1/13	20%	3%	7.65%	7.65%
Riverside	CalPERS	Tier 1: 3% @ 60 hired prior 8/23/12; Tier 2: 2@60 hired on or after 8/23/12 through 12/31/12; Tier 3: 2% @ 62 hired on or after 1/1/13	8.927%	Tier 1: 8%, Tier 2: 7%, Tier 3: 6.5%	7.65%	7.65%
Sacramento	1937 Ret. Act, SCERS	2% @ 55 ½	22.31%	4.09% - 6.14%	7.65%	7.65%
San Benito	CalPERS	2% @ 55	0%	7%	7.65%	7.65%
San Bernardino	1937 Ret. Act	Tier 1: 2% @ 55 before 1/1/13; Tier 2: 2.5% @ 67 on or after 1/1/13	Tier 1: 27.74%; Tier 2: 25.52%	Tier 1: 7.07% -13.52%; Tier 2: 7.2%	1.45%	1.45%
San Diego	1937 Ret. Act	Tier A: 3% @ 60; Tier B: 2.6% @ 62; Tier C: 2.5% @ 67	Varies	Varies	7.65%	7.65%

## A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
San Francisco	SFERS	2.3% @ 62 hired between 11/2/76-7/1/10; 2.3% @ 65 hired on or after 7/1/10	25.5%	11 – 12%	7.65%	7.65%
San Joaquin	1937 Ret. Act	Tier 1: 2% @ 55 ½; Tier 2: 2% @ 62 hired after 1/1/2013	25.2%	Varies	7.65%	7.65%
San Luis Obispo	Pension Trust	Tier I: 2% @ 55; Tier II: 2% @ 60; Tier III: 2% @ 62	Assessor 13.55%; Management 9.29%; Rank/File 8.75%	Assessor 19.04%; Management 19.04%; Rank/File 17.73%	7.65%	7.65%
San Mateo	1937 Ret. Act	2% @ 55.5; 2% @ 61.25 hired on or after 8/7/11; 2% @ 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%
Santa Barbara	1937 Ret. Act	2% @ 57 hired prior 2014; 2% @ 62 hired on or after 2014	0	Varies by age on entry and salary	7.65%	7.65%
Santa Clara	CalPERS	Classic: 2.5% @ 55; PEPRA: 2% @ 62	SEIU & Exec Mgmt. 21.003%; CEMA 15.923%	SEIU & Exec Mgmt. 3.931%, CEMA 9.01%	7.65%	7.65%
Santa Cruz	CalPERS	2% @ 55 hired before 1/1/2013; 2% @ 62 hired after 1/1/2013	Varies	Varies	7.65%	7.65%
Shasta	CalPERS	2% @ 55 classic; 2% @ 62 PEPRA	14.774%	7%	7.65%	7.65%
Sierra	CalPERS	2.7% @ 55 before 1/2013; 2% @ 62 hired after 1/2013	0	100%	7.65%	7.65%

## A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Siskiyou	CalPERS	2% @ 55 hired before 11/2/2012; 2% @ 60 hired 11/2/12-12/31/12; 2% @ 62 if hired after 1/1/13	18.13%	7%	7.65%	7.65%
Solano	CalPERS	2.7% @ 55; 2% @ 60 hired after 6/26/2011 SEIU Local #1021 & 5/24/12 for Personnel and Salary Resolution	92%	8%	7.65%	7.65%
Sonoma	1937 Ret. Act	3% @ 60 hired before 12/31/12; 2% @ 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%
Stanislaus	1937 Ret. Act	2% @ 55; 2% @ 61 after 1/1/2011	Varies	Varies	7.65%	7.65%
Sutter	CalPERS	Tier 1: 2.7% @ 55; Tier 2: 2% @ 60; Tier 3: 2% @ 62	20.8%	7% to 9% depending on tier	7.65%	7.65%
Tehama	CalPERS	2% @ 55; 2% @ 62	0	7%	7.65%	7.65%
Trinity	CalPERS	2.5% @ 55	Varies	Varies	7.65%	7.65%
Tulare	No response					
Tuolumne	CalPERS	Tier 1: 2% @ 55; Tier 2: 2% @ 60; Tier 3: 2% @ 62	Tier 1&2: 16.864%; Tier 3: 16.114%	6.25% for all Tiers	7.65%	7.65%
Ventura	1937 Ret. Act	3% @ 55	15.66%	-	7.65%	7.65%
Yolo	CalPERS	2.5% @ 55; 2% @ 62	20.558	8%	7.65%	7.65%
Yuba	CalPERS	2% @ 55 classic members; 2% @ 62 for new members	15.956%	7%	1.45%	1.45%
State of California	CalPERS Tier 1; CalPERS Tier 2	2% @ 55 1.25% @ 65	95% 100%	5% (6% if no SS) 0	7.65%	7.65%

## B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Alameda	90%	10%	100%	0
Alpine	Employee \$734.40; E + 1. \$1,468.80; Family \$1,908.42	Varies	Employee \$54.70; E + 1. \$92.70; Family \$141.50	Varies
Amador	90%; 100% for elected official	10%	90%; 100% for elected official	10%
Butte	59% - 70%	30% - 41%	Included in medical	
Calaveras	Employee \$511.76; E+1 \$1,009.62; Family \$1,335.94	Varies	Included in medical	Varies
Colusa	\$253.26 Classic/\$122.00 New	Varies	\$45	Varies
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	\$10,000 per fiscal year	5% of income	Included in medical	5% of income
El Dorado	Varies	Varies	Included in medical	Included in medical
Fresno	\$5,430 for employee; up to \$8,040 for family	Varies by plan - \$2-\$732/bi-weekly	Included in medical	Included in medical
Glenn	90%	10%	100% employee	100% dependent
Humboldt	Varies by plan	Varies by plan	100%	0
Imperial	\$11,971.96 max employee per year	Varies	Mgmt/Dept. Head Gifted	100% except for mgmt
Inyo	80%	20%	100%	0
Kern	80%	20%	80%	20%
Kings	Mgmt. 100%; staff 68%	Staff 32%	Mgmt. 100%; staff 68%	Staff 32%
Lake	\$800 per month	Remaining balance	Included in medical	Included in medical
Lassen	No response			
Los Angeles	Varies by plans	Varies	Varies by plans	Varies
Madera	95% employee*; 50% dependent	5% employee*; 50% dependent	95% employee*; 50% dependent	5% employee*; 50% dependent
Marin	Varies	Varies	Varies	Varies
Mariposa	\$500 for employees who participate	-	-	-
Mendocino	75%	25%	75%	25%
Merced	100% employee; 50% dependent	50% dependent	100% employee; 50% dependent	50% dependent
Modoc	\$501.59-\$1,304.13	Varies	100%	0
Mono	EE - \$25/mo; E+1 - \$50/mo; Fam - \$100/mo	EE - \$25/mo; E+1 - \$50/mo; Fam - \$100/mo	100%	0
Monterey	Varies by bargaining unit	Varies	\$36.36 - \$39.62	\$35.02 -\$86.04
Napa	99% employee, 87.5% employee+1&2	1% for employee, 12.5% employee + 1&2	100%	0
Nevada	100% employee and 74% dependents (this is paid on lowest costing health plan)	26% on dependents	Included in medical	Included in medical
Orange	95%	5%	OCEA	OCEA
Placer	80%	20%	100% employee	100% dependents
Plumas	80%	20%	80%	20%

## B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Riverside	Mgmt. \$823; employees \$744 - \$770.32 toward flexible benefits	Varies; employee pays any amount over county contribution	Included in medical	Varies
Sacramento	\$826.90 per month	Varies	100%	Deductible
San Benito	100% for employee; portion paid for family	Dependent cost	\$30 for employee	\$10/mo and dependent cost
San Bernardino	\$194.90-\$459.64 bi-weekly; varies by plan	Varies	Up to \$9.46 depending on hire date/yrs. of service	Varies
San Diego	Varies by plan	Varies by plan	Included in medical	Varies
San Francisco	45-100%	0-55%	92-100%	0-8%
San Joaquin	80% for basic plans; less for premium plan	20% for basic plan, more for premium plan	100% employee	100% dependents
San Luis Obispo	Management \$975 Rank & File \$750.58	Varies	Included in medical	Included in medical
San Mateo	Varies by plan	Varies by plan	Varies by plan	Varies by plan
Santa Barbara	Varies by plan; \$261 to \$303/bi-weekly	Varies by plan	\$13.03/bi-weekly	Varies by plan
Santa Clara	94-100%; varies by plan	0-6%; varies by plan	100%	0
Santa Cruz	Varies by plan	Varies by plan	100%	Co-pay
Shasta	85%	15%	\$28.14/mo	\$14.36/mo
Sierra	\$1,020 per month	Employee pays any cost above county allowance	Included in medical	Included in medical
Siskiyou	85%	15%	90%	10%
Solano	CalPERS Cafeteria plan	Varies	Varies by 2 plans	Varies
Sonoma	\$229.98 per pay period	Varies by plan	\$49.56 per pay period	\$13/pay period
Stanislaus	80% or 95%	5% or 20%	80%	20%
Sutter	Up to \$1,309 per month	Up to \$689 per month	Up to \$46.48 per month	Up to \$48.60 per month
Tehama	80%	20%	Included in medical	0
Trinity	\$700 per month	-	Included in medical	Included in medical
Tulare	No response			
Tuolumne	\$1,000-\$1,110 cafeteria plan covers medical, dental and vision		Included in cafeteria plan	
Ventura	Flex allowance \$297 biweekly	-	Included in Flex Allowance	
Yolo				\$88.00
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 for non-managers	Managers may claim reimbursement under cafeteria spending plan	
Alpine	Employee \$10.69; E + 1. \$22.58; Family \$37.08	Varies	
Amador	90%; 100% for elected official	10%	\$125 Flex Plan, \$2500 Maximum Medical, \$5000 Maximum Dependent Care
Butte	Included in medical		Medical plans include one HMO & 3 PPOs under PERS health plan; dental & vision plans are included in premium; county pays a share of each employee's premium, depending on number of family members covered. Employee pays the balance of the cost
Calaveras	Included in medical	Varies	If employee opts for no medical insurance, is qualified for "cash in lieu" up to \$300, dental and vision at no cost
Colusa	\$11.82	0% for employees/ Varies for dependents	\$50,000.00 Life Insurance Policy Paid by County/currently \$4.50 per month. Classic: MISC. addition in lieu \$285.00 month. Classic: 125 Flex Benefit Plan \$175.00 Month. New: Misc. \$591.00 Flex Benefit Plan
Contra Costa	None		
Del Norte	0	100%	Vision plan available through union membership
El Dorado	Included in medical	Included in medical	\$6,000 optional benefit plan per fiscal year for management and confidential employees
Fresno	Included in medical	Included in medical	
Glenn	100% employee	100% dependent	
Humboldt	100%	0	
Imperial	Mgmt/Dept. Head Gifted	100% except for mgmt.	
Inyo	100%	0	County will reimburse 50% of annual medical deductible after the full deductible per person has been paid; County will pay \$92.31employee only, \$184.62 employee +1, \$276.93 family per payroll to each employee who has other medical coverage and has opted out of the County's medical plan.
Kern	80%	20%	Effective 7/7/07 employees contribute 1.62% of base salary into the Retiree Health Premium Supplement Program
Kings	Mgmt. 100%; staff 68%	Staff 32%	
Lake	Included in medical	Included in medical	
Lassen	No response		
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	95% employee*, 50% dependent	5% employee*; 50% dependent	*percentage is based on the benchmark health plan
Marin	Varies	Varies	County offers fringe benefits. Amounts vary by bargaining unit and fringe group.

### C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Mariposa	-	-	
Mendocino	75%	25%	
Merced	100% employee, 50% dependent	50% dependent	
Modoc	Included with dental	-	
Mono	100%	0	Survivor Benefit for CalPERS (active employees) 100% Employer paid.
Monterey	\$8.56	\$4.01 - \$12.57	
Napa	0%	100%	Medical based on most commonly enrolled plan and subject to change in future calendar years
Nevada	Included in medical	Included in medical	For 2015, county's monthly allowance paid toward an employee for medical, dental, and vision is \$708.67/mo; for ee+1 \$1,226.09; ee+2 or more \$1574.00
Orange	OCEA	OCEA	\$.30 per hour for all regular hours paid to all employees in the Representation Unit for deposit in trust fund
Placer	100% employee	100% dependents	Retiree medical is subject to a vesting schedule. Hired prior to 1/1/5 with 5 years of PERS service; same as active employee. Hired after 1/1/5 must have 10 years PERS service credit with 5 at Placer County to receive 50% county contribution with an additional 5% for each year.
Plumas	80%	20%	
Riverside	Included in medical	Varies	
Sacramento	Included in some medical plans – \$12.80 if not	Varies	\$25 per paycheck, employer paid Retirement Health Saving Plan (RHSP), can be accessed at termination of employment; termination does not have to be a retirement; this benefit can be used to pay for out-of-pocket medical & dental expenses, including co-pays.
San Benito	100% employee	100% dependent	
San Bernardino	100% employee; dependents, included for exempt/elected	Varies	
San Diego	Included in medical	Varies	
San Francisco	100%	0	
San Joaquin	100% employee	100% dependents	
San Luis Obispo	Included in medical	Included in medical	Rank/File VEBA (Post Employment Health Plan) \$50/month
San Mateo	100%	0	
Santa Barbara	0	\$3.08 /bi-weekly	
Santa Clara	100%	0	
Santa Cruz	100%	0	
Shasta	100%	0	
Sierra	Included in medical	Included in medical	
Siskiyou	100%	0	
Solano	\$17 bi-weekly	Varies	
Sonoma	\$7.55 per pay period	0	For 2013, county added a monthly allowance toward an HRA for medical benefits: employee +2 \$184.00/pay period; employee +1 \$56.80/pay period; this benefit is for SEIU bargaining units & \$100 one-time payment into the HRA for SEIU members.

### C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Stanislaus	80%	20%	Reduced contributions towards health benefits: 30-34 hrs./wk=75%; 35-39 hrs./wk=90% employer contribution
Sutter	100%	0	
Tehama	Included in medical	0	
Trinity	Included in medical	Included in medical	
Tulare	No response		
Tuolumne	Included in cafeteria plan		
Ventura	Included in Flex Allowance		
Yolo		\$9.48	
Yuba	Varies by plan	Varies by plan	
State of California	100%	0	Cash in lieu of insurance if otherwise provided

### D. Employee Leave Benefits

County	Vacation
Alameda	0-4 yrs=2 weeks; 5-11 yrs=3 weeks; 12-20 yrs=4 weeks; 21+ yrs=5 weeks per year
Alpine	6.66 per month to 13.33 per month
Amador	1-2 yrs=11 days; 3-9 yrs=16 days; 10+ yrs=21 days
Butte	0-5 yrs= 15 days; 6-10 yrs=20 days; 11-20 yrs=25 days; 20+ yrs= 27 days per year
Calaveras	1-3 yrs=80 hrs.; 4-9 yrs=120 hrs.; 10+ yrs=160 hrs. per year
Colusa	Classic: First yr=10 days; 1-10 yrs=15 days; 11-19 yrs=20 days; 20+ yrs=25 days; Same except 1-5 years=10 days for new employees
Contra Costa	Hours accrue monthly based on position and yrs of employment; accrual 6 2/3 to 23 1/3 hrs. per month
Del Norte	0-1 yr=5 days; 2-5 yrs=10 days; 6-10 yrs=15 days; 11-15 yrs=20 days; 16+ yrs=25 days per year; Mgmt./professional additional 5 days
El Dorado	0-4 yrs=81 hrs.; 4-11 yrs=122 hrs.; 11+ yrs=161 hrs. per year
Fresno	0-3 yrs=10 days; 3-12 yrs=15 days; 12-20 yrs=20 days per year
Glenn	0-2 yrs =88 hours; 3-12 yrs =128 hrs./ yr; 13-20 yrs=168hrs; 20+ yrs=208 hrs./yr
Humboldt	1-3 yrs=12 days; 4-10 yrs=15 days; 11-15 yrs=20 days; 16-20 yrs=25 days; 21+ yrs=30 days per year
Imperial	1-15 yrs=4.62 hrs./bi-weekly, 15+ yrs= 6.15 hrs./bi-weekly
Inyo	0-3 yrs=10 days; 3-10 yrs=15 days; 1 additional day each year for 10-20 yrs, max 25 days/year
Kern	1-5 yrs=96 hrs.; 5-10 yrs=136 hrs.; 10-15 yrs=176 hrs.; 15+ yrs=216 hrs.
Kings	80-160 hours per year, depending on length of service
Lake	2 weeks per year
Lassen	No response
Los Angeles	0-4 yrs=80 hrs.; 4-9 yrs=120 hrs.; 9-10 yrs=128 hrs.; 10-11 yrs=136 hrs.; 11-12 yrs=144 hrs.; 12-13 yrs=152 hrs.; 13+ yrs=160
Madera	0-2 ½ yrs=8 hrs.; 2 ½-5 yrs=10 hrs.; 5 -10 yrs=12 hrs.; 10+ yrs=14 hrs. per month
Marin	Varies by bargaining unit
Mariposa	120 hours per year
Mendocino	0-3 yrs=2 weeks; 3-8 yrs=3 weeks; 8-15 yrs=4 weeks; 15+ yrs=5 weeks
Merced	0-5 yrs=10 days; 6-10 yrs=15 days; 10+ yrs=20 days
Modoc	1-3 yrs=10 days; 4-11 yrs=15 days; 12-19 yrs=20 days; 19+ yrs=25 days; 25+ yrs=30 days per year
Mono	0-3 years= 10 days; 3-10 years=15 days, 10-15 years= 17 days, 15-20 years=19 days, 20+ years= 20 days
Monterey	See annual leave
Napa	12 – 26 days annually based on years of service; 400 hrs maximum for non-mgmt. & 536 hrs max for mgmt..
Nevada	Varies by bargaining unit. For general unit 1-4 yrs=6.67 hrs.; 5-12 yrs=10 hrs.; 13+ yrs=13.33 hrs. per month
Orange	Vacation and sick leave combined into annual leave based on years of service

## D. Employee Leave Benefits

County	Vacation
Placer	0-2 yrs=10 days; 3-4 yrs=12 days; 5-9 yrs=15 days; 10-19 yrs=20 days; 20+ yrs=25 days per year; Accrual max is 400 hrs. with less than 10 yrs, 520 hrs. after 10 yrs
Plumas	1-2 yrs=10 days; 3-7 yrs=15 days; 8+ yrs=21 days
Riverside	0-3 yrs=80 hrs.; 4-9 yrs=120 hrs.; 10+ yrs=160 hrs. per year; accrual max 480 hrs.
Sacramento	10-25 days/year based on service years
San Benito	1-3 yrs=80 hrs.; 4-9 yrs=120 hrs.; 10-14 yrs=152 hrs.; 15+ yrs=168 hrs. per year
San Bernardino	80-160 hrs./yr based on classification and years of service
San Diego	0-5 yrs=10 days; 5-15 yrs=15 days; 15+ yrs=20 days/year
San Francisco	0-5 yrs = 10 days; 5-15 yrs=15 days; 15+ yrs = 20 days
San Joaquin	0-3 yrs=10 days; 3-10 yrs=15 days; 10-20 yrs=20 days; 20+ yrs=23 days
San Luis Obispo	1-4 yrs=10 days; 4-9 yrs=15 days
San Mateo	0-5 yrs= 13 days.; 5-10 yrs= 16 days.; 10-15 yrs= 19 days.; 15-20 yrs= 21 days.; 20-25 yrs= 22 days, 25+ yrs= 24 days
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	SEIU 521: 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 CEMA (STO – Standard Time Off) : 0-1 yrs= 19 days; 2-5 yrs= 21 days; 5-10 yrs= 25 days; 10-15 yrs= 27 days; 15-20 yrs= 29 days; 20+ yrs= 31 days per year EXEC MGMT: 0 days per year
Santa Cruz	See annual leave
Shasta	0-3 yrs= 80 hrs; 4-9 yrs=120 hrs.; 10-15 yrs=136 hrs.; 16+ yrs=160 hrs.
Sierra	1-5 yrs=80 hrs.; 6-10 yrs=120 hrs.; 10-15 yrs=160 hrs.; 16+ yrs=200 hrs.
Siskiyou	1-5 yrs=2 weeks; 6-10 yrs=3 weeks; 10+ yrs=4 weeks; 40 hours vacation bonus after first 5 years
Solano	0-3 yrs=3.08 hrs.; 3-10 yrs=4.62 hrs.; 10+ yrs=6.16 hrs. biweekly
Sonoma	1-2 yrs=12 days; 2-3 yrs=14 days; 3-4 yrs=15 days; 4-5 yrs=16 days; 5-10 yrs=21 days; 10-15 yrs= 22 days; 15-20 yrs= 23 days; 20-25 yrs=25 days; thereafter=26 days Management: 1-10 yrs=17 days; 10-15 yrs=21 days; 15-20 yrs=23 days; 20-25 yrs=25 days; thereafter=26 days
Stanislaus	0-2 yrs = 2 weeks; 3-10 yrs = 3 weeks; 11-20 yrs= 4 weeks; 21+ yrs= 5 weeks per year.
Sutter	0-5 yrs= 11 days/yr; 5-10 yrs= 15 days/yr; 10-15 yrs= 17 days/yr; 15+ yrs= 20 days/yr
Tehama	1-4 yrs=12 days; 5-10 yrs=18 days; 11-20 yrs=21 days; 21+ yrs=200 hours per year; Mgmt/Misc=310 hrs; 21+ yrs= 350 hrs.
Trinity	Assessor= 0; All others based on service credit: 1-4.9 yrs=6.67 hrs/month; 5-8.9 yrs=10 hrs/month; 9-13.9 yrs=11.33 hrs/month; 14+ yrs=13.33 hrs/month
Tulare	No response
Tuolumne	Gen 0-3 yrs=80 hrs; 4-9 yrs=120 hrs; 10+ yrs=160 hrs; Mgmt./Exec personal leave 0-3 yrs=240 hrs, 4-9 yrs=280 hrs, 10+ yrs= 320 hrs
Ventura	0-5 yrs=112 hrs; 5-10 yrs=152 hrs; 15+ yrs=202 hrs. Non-mgmt only.
Yolo	No response
Yuba	1-5 yrs=8 hrs/mo; 6-10 yrs=10.66 hrs/mo; 11-15 yrs=12 hrs/mo; 16-20 yrs=13.36 hrs/mo
State of California	Rank & File: 0-3 yrs=7 hrs.; 3-10 yrs=10 hrs.; 10-15 yrs=12 hrs.; 15-20 yrs=13 hrs.; 20+ yrs=14 hrs. per month Mgmt./Supv: 0-3 yrs=7 hrs.; 3-10 yrs=11 hrs.; 10-15 yrs=14 hrs.; 15-20 yrs=14 hrs.; 20-25 yrs= 15 hrs.; 25+ yrs=16 hrs. per month

## E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Alameda	13 days per year	Max vacation leave balances on every Jan 1 no more than 2 times the employee vacation accrual rate.	Mgmt. 15 days of vacation annually
Alpine	8 hours per month		
Amador	12 days per year	FMLA, 1 or more yrs service, maximum 12 work weeks per 12 month period	
Butte	12 days/year		40 hrs. vacation subject to approval
Calaveras	12 days per year		
Colusa	7.5 hrs/month		
Contra Costa	8 hrs/month	94 hrs./yr non-accruable admin leave	1/3 of yearly vacation accrual
Del Norte	12 days/year	N/A	N/A
El Dorado	3.7 hrs. biweekly		80 hrs. mgmt.
Fresno	0-3 yrs=8 days; 3+ yrs=13 days per year	0-1.5 yrs=20 days; 1.5-3 yrs=23 days; 3-6 yrs=29 days; 6-10 yrs=33 days; 10-15 yrs=37 days; 15-19 yrs=38 days/year;	
Glenn	0.0462/hours per hour worked	80 hours per year for exempt employees	
Humboldt	12 days/year	Mgmt./Confidential classifications 10 days/year	Mgmt./Confidential classifications up to 2 weeks vacation/year
Imperial	3.69 hrs/biweekly	Administrative leave 60 hrs./year	July 1, 200 hrs. can buy back ½ accrued during year
Inyo	15 days/year	1 week per fiscal year-flex time	At least 1 year service with 10 days sick leave and have used less than 40 hrs. can buy back 40 hrs. of sick leave per year
Kern	0-5 yrs=8 days/year 6+ yrs=12 days/year		
Kings	80-96 hours per year depending on length of service	Management receives additional 40 hrs./year	For mgmt., 40 hrs. additional leave may be cashed out at the end of FY
Lake	12 days a year	1 week/year for admin. employees	
Lassen	No response		
Los Angeles	80 hrs and up to 96 hours/year	MegaFlex employees are entitled to 10 days of annual leave after one year of plan participation. In addition, they have the option to purchase up to 20 days of additional Elective Leave each year.	Employees who are not in the MegaFlex program may sell back a maximum of 48 hours of their sick leave per year. Employees in the MegaFlex program will be reimbursed for any unused Elective Annual Leave at the end of the year
Madera	8 hrs/month	48 hours management leave (supervisors and managers)	
Marin	12 days/year, unlimited accrual	Varies by bargaining unit	Sick leave 75% credited toward retirement service credit; Vacation is paid out at 100% upon retirement or termination
Mariposa	120 hours per year	16 hours	
Mendocino	4.616 hrs/biweekly	Employees 30 hours personal leave/year; management 48 hours personal leave/year	Employees 40 hrs./yr. after 8 years of service; management 60 hrs./yr.

## E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Merced	.0462 hrs/work hour	Management 96 hours/yr	Management annually and upon retirement may sell back accrued vacation time; all employees annually and upon retirement may sell back unused sick leave
Modoc	9.38 hrs/month		
Mono	8 hrs per month	Mgmt/At-will= 12 days	Vacation 40 hrs. (Must have 80 hours on books/yr)
Monterey	See annual leave	Supervisory and General units: 0-2 yrs.=22 days, 3-5 yrs.=25 days, 6-10 yrs.=28 days, 11-18 yrs.=30 days, 19-21 yrs.=33 days, 22-25 yrs.=34 days, 25+yrs.=35 days. Management and Executive Management units: 0-3 yrs.=23 days, 3-5 yrs.=25 days, 6-10 yrs.=27 days, 11-14 yrs.=30 days, 15-18 yrs.=32 days, 19-20 yrs.=33 days, 21-25 yrs.=34 days, 25+ yrs.=37 days.	Mgmt. - up to 120 hours of annual leave per calendar year with up to 10 years of service or 160 hours with 10 years or more; Supervisor and employee (confidential) - up to 100 hours of annual leave per calendar year
Napa	12 days/year, unlimited accrual	40 hrs. supervisor; 80 hrs. management; 19-35 hours personal leave	Cash-out for up to 60 hours management leave per fiscal year; cash-out for up to 40 hours vacation or supervisory leave per year if qualifications are met.
Nevada	8 hrs./month (general unit)		
Orange	Vacation and sick combined into annual leave	0-3 yrs=5 hrs. 51 min; 3-10 yrs=8 hrs. 19 min; 10+ yrs=9 hrs. 51 min biweekly	40 hrs. for OCEA General Office Services unit, 60 hrs. for OCEA Supervisory /Management Unit
Placer	12 days/year, maximum accrual 750 hrs.		Vacation cash out offered one time per year with specific guidelines
Plumas	1 ¼ days/month		Sick leave can be used to pay health insurance in retirement
Riverside	4 hours accrual per pay period with unlimited accrual	0-3 yrs=8.92 hrs.; 3-9 yrs=10.46 hrs.; 9+yrs=12 hrs./pay period	Mgmt. employees may receive pay up to 80 hrs. per year plus additional 80 hrs. with dept. head approval
Sacramento	15 days/year	N/A	Mgmt. 40 hrs. hours max per year
San Benito	120 hours/year	Management 80 hrs./year	
San Bernardino	3.39 hrs biweekly; Exempt 3.69 hrs. biweekly	80 hrs./yr for mgmt., supervisors, and exempt	Mgmt. can cash out 80 hrs./yr; 40 hrs./yr for supervisor; Exempt can cash out one time during course of employment
San Diego	5% of paid service	Accumulation of up to twice the annualized current vacation earning rate of the employee	Integration/buy back of sick leave is mandatory. It coordinates with County sick leave to prevent employee from collecting more than 100% pay.
San Francisco	13 days/year		Members may purchase credit for various types of services such as temporary City employee, qualifying public service. Military service, etc
San Joaquin	12 days/year		

## E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
San Luis Obispo	12 days/year		Permanent employees with a minimum balance of 200 vacation hours may sell back 40 hours; must use 40 hrs vacation in current fiscal year
San Mateo	3.7 hrs biweekly	N/A	N/A
Santa Barbara	12 days/year	Administrative Leave may be approved for up to 80 hrs./year for overtime exempt employees	Up to (12) consecutive months may be purchased for any one absence.
Santa Clara	SEIU – 96 hrs./year; CEMA – 64 hrs./year EXEC - 0	Exec mgmt. 36 days/year	CEMA employees may cash out up to 80 hrs. STO. Exec may cash out up to 144 annual leave per year.
Santa Cruz	See annual leave	1-5 yrs=22 days; 6-10 yrs=27 days; 11-15 yrs=32 days; 16+ yrs=37 days	Annual leave has 100% payoff at separation.
Shasta	96 hrs/year	Mgmt.: 80hrs/yr admin leave	Vacation 20 hrs./year with 40 hrs leave taken per year; Mgmt. 80 hrs admin leave with 80 hrs vacation taken per year
Sierra	0.0462 per work hour; No limit on accrual.		Employees who have 15 yrs of continuous service with the County are eligible to receive 40% of unused sick leave paid-out upon retirement or death. Vacation accrued is bought out 100% upon retirement. Maximum accrual of vacation after 16+ years is 320 hrs.
Siskiyou	3.7 hours bi-weekly		
Solano	3.7 hours/bi-weekly	See vacation	Mgmt.= Unused Administrative Leave is converted to employees Retirement Health Savings Account in July of each year.
Sonoma	12 days per year, no limit on accumulation; 3.68 in-service hours accrue for each completed 80 hour pay period of service; accrual is prorated for any unpaid time in each pay period	Mgmt.= 60 hours, Elected Official= 77 hours admin leave	If an employee has 100% retirement credit then, 25% of unused sick leave is paid upon voluntary termination otherwise, 100% of unused sick leave may be converted to time in service at retirement.
Stanislaus	96.2 hrs annually	2 days/year	Vacation full cash out at retirement or resignation; sick 50% cash out at retirement up to 600 hrs., 25% if 6+ yrs of service, 0% if less than 6 yrs
Sutter	12 days per year	N/A	N/A
Tehama	8 hrs/month – unlimited accrual	Misc. employees-1 day personal leave per year; Mgmt. 1 day personal leave and 5 days administrative leave per year	Vacation – Misc. employees 40 hours/year; mgmt. employees 60 hours/year
Trinity	Assessor: 0; All others 8 hrs per month	Assessor: 0; Deputy Assessor: 48 hrs/yr.; All others: 8 hrs/month	N/A
Tulare	No response		
Tuolumne	12 days/year	General 16 hrs., Mgmt. 80 hrs.	Mgmt./Exec 200 hours per year
Ventura	80 hrs per year	Management only: 0-5 yr=208 hrs; 5+ yrs=288 hrs.	Represented employees 80 hrs. per year; mgmt. 160 hrs. per year
Yolo			General 40 hrs; Mgmt. 96 hrs

## E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Yuba	8 hrs/month	Management receives 56 hours leave each year with no rollover/nopayout	Sick leave converted to additional CalPERS service credit at rate of .004yr for each day upon retirement
State of California	8 hrs/month	Available to all	Exempt/Mgmt./Sup/Conf/Excluded

## F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Alameda	11	Managers receive 4 floating holidays and 7 management paid leave days
Alpine	15	Bereavement leave 5days
Amador	12	6 days personal necessity leave per year for full time permanent employees; for part time employees, accrued in ratio of hours worked; PNL days are charged against the employee's accrued sick leave
Butte	11	Exempt MCS employees receive 7 days of administrative leave per year in lieu of overtime
Calaveras	13	Management time off – 40 hrs. per year; Bereavement leave 1 day
Colusa	13 + 1 floating	
Contra Costa	10	Personal holiday: Mgmt.= 2 hrs./mo, All others= 4 hrs./mo ; Supervising Assessment Clerks 50 hrs./year paid personal leave
Del Norte	13 + 3 floating	3 days administrative leave, 5 days bereavement leave
El Dorado	11 + 2 floating	16 hrs./year for supervisor
Fresno	11	Bereavement leave, jury duty, military
Glenn	13	Bereavement leave 40 hrs. for each instance
Humboldt	12 + 3 floating	5 days/year family sick leave; 5 days/occurrence death leave
Imperial	11	Bereavement leave 3 days; Leave of absence without pay, family care and medical leave 12 weeks; pregnancy disability leave 12 weeks; county policy and procedure for the granting of parental leave
Inyo	11	
Kern	11	Military, family care, family school activities, bereavement, disability, personal, educational leave
Kings	12	
Lake	12	
Lassen	-	No response
Los Angeles	11	Appraisal leave – Employees who are assigned away from Los Angeles county for 25 consecutive days or more earn 4 hrs. for each weekend; max. 8 days/fiscal year; Bereavement 3 days; 5 days if traveled more than 500 miles per way
Madera	13	
Marin	11	Bereavement leave: one standard work week paid-charged against sick leave; maternity leave 6 months; paternity leave 12 weeks under FMLA; personal leave varies by bargaining unit; parental education leave 40 hours per school year, but employee must use vacation, float, personal, comp concurrently with this leave
Mariposa	13	
Mendocino	11	60 hours family sick leave; Bereavement leave 24 hours (immediate family)
Merced	13	Bereavement-3 days due to death of relative in the first degree. 5 days if distance traveled is over 500 miles on wa; jury duty and court appearances (work related)
Modoc	14	15 hrs floating if hired prior to 1/1/14; Bereavement leave - 5 days per episode
Mono	15 + 2 personal holiday	Comp Time – 100 hours carryover each year – excess cashed out Dec 31 <sup>st</sup> each year. Mgmt/At-will (No comp time – Merit leave – 80 hr/yr+ 16 PH=96 hrs)

## F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Monterey	10 or 11 + 1 floating	Varies per unit: family illness 10 days per fiscal year; bereavement 10 days of accumulated sick leave; supervisory leave, 3 days per year; education leave, 3 days per fiscal year; management 10 days per year of professional leave
Napa	11	
Nevada	11 + 2 floating	16 hours floating holidays per year (taken like vacation time), 24 hours after 14 years of service
Orange	12	Performance Incentive Plan may earn 40 hours of non-cashable special leave if certain goals are reached
Placer	13	Mgmt./Administrative Leave 72 hrs./year plus a 4% adjustment. Hired after 12/14/13 = 100 hrs/yr.
Plumas	13 + (1 to 3) floating	
Riverside	12	Bereavement 5 days (3 county paid, 2 from sick leave balances for qualified family members)
Sacramento	12.5	Wellness leave – 1 day every 6 months based on sick leave usage (12 hrs. or less used in six month period – mgmt. employees excluded from participation)
San Benito	10 + 3 floating	
San Bernardino	13 + 1 floating	Association leave, bereavement 2 days (3 days if travel more than 1000 miles), military, jury duty, examination time, witness, blood donation, voting, perfect attendance, unpaid compulsory, and unpaid political leave
San Diego	11	Injury leave, bereavement, catastrophic, FMLA, voluntary time off, pregnancy disability, miscellaneous leave.
San Francisco	11 + 4 floating	
San Joaquin	12	Bereavement leave
San Luis Obispo	13	Administrative leave 4 days/year for management; voluntary time off 160 hrs./yr after 6 months of service
San Mateo	12	5 hrs. of comp time bi-weekly for management personnel
Santa Barbara	11 mgmt.; 12 non-mgmt.	Alternative Transportation Benefit 0.62 vacation hours biweekly.
Santa Clara	12	Voluntary reduced work hours; 4 personal leave days; 1 day birthday holiday; bereavement 2-3 days; administrative leave; educational leave; jury duty; subpoenaed witness; other family leave; union release leave
Santa Cruz	12.5	Mid-mgmt. 2 weeks administrative leave/year which may be taken as time off or pay
Shasta	12	Compensatory time off may be earned in place of paid overtime
Sierra	12	Catastrophic leave
Siskiyou	12 + 3 floating	Mgmt. & appraisal staff – admin. leave 40 hrs; Assessor – admin. leave pay 60 hrs.
Solano	12	Optional holiday to be taken between December 24 <sup>th</sup> and January 1 <sup>st</sup> ; Admin leave per year depending on classification: 40-80 hrs.
Sonoma	11	Compassionate Leave: 32 hours of leave for death of an immediate family member – up to an additional 8 hours of sick leave may be granted to supplement compassionate leave; vacation purchase plan: employees with 5 years or less service may purchase an additional 40 hrs. vacation/yr. LWOP, Court: response to subpoena or line of duty, jury duty, time off for voting or donating blood, FMLA, CPDL, CFRA
Stanislaus	10.5	40 hrs. Bereavement; 40 hrs. management leave for Assistant Assessors
Sutter	12	Admin leave: Mgmt. 104 hrs. annually
Tehama	13	Mgmt. employees can convert ½ accrued sick leave hours above 500 to Deferred Comp. Plan. At retirement, both mgmt. and misc. employees less than 15 years pay ½ of balance after deducting 176 hours, over 15 years – pay ½ of balance
Trinity	12	Assessor= 0 paid holidays
Tulare	-	No response
Tuolumne	11	Bereavement leave 24 hrs. per occurrence

## F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Ventura	9 + 1 floating	
Yolo	10.5 + 4 floating	
Yuba	11 + 2 floating	Bereavement-5 days of sick leave, jury duty, Mgmt. leave 56 hrs. fiscal year with no rollover/no payout
State of California	11 + floating 16 hrs./year	1 Personal holiday; 2 professional development days; 3 bereavement days per occurrence; jury duty; military; FMLA; state civil service exams; donated catastrophic leave; blood donations; subpoenaed witness; pregnancy; personal; mentoring; union leave.

## G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Alameda		x	x	x		\$650/year non - managers	
Alpine						\$500 year	
Amador		12,000	x	457		x	
Butte		\$25,000	SDI paid by employee	Great West Life & Annuity; ICMA	Flexible spending by Creative Benefits	\$500/yr.	
Calaveras		\$50,000	x	x			
Colusa		\$50,000	SDI	Def. Comp. 7 companies available			Mgmt. incentive \$310/month
Contra Costa		\$10,000 to \$60,000	SDI LTD	County pays \$75-\$85 per month	414H2; HCSA	Limited to 50% tuition 100% books, up to \$750/year	
Del Norte		x					
El Dorado		\$20,000 to \$60,000	x	x		x	x
Fresno		\$8,000/ \$10,000 Life and Accidental Death	SDI	457	Flex spending plan		
Glenn		x	x				
Humboldt		x	SDI	x		Up to \$600/yr.	
Imperial		x	x	x		x	
Inyo		\$20,000	x	x		\$350/year with more available for specialized training	
Kern		\$10,000 to \$100,000	x	x	x	Job related and approved by dept. head.	

## G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Kings		\$50,000 for assessor; \$40,000 for mgmt.; \$10,000 for staff		x			
Lake		x	AFLAC	457			
Lassen	No response						
Los Angeles	\$70/mo.	x	LTD	x		up to \$1,500/yr.	x
Madera		\$50,000 for assessor only		457's through ICMA		Appraisers only	
Marin		x	LTD	457(b)	Up to 50% with limitations	x	
Mariposa		\$5,000		x		x	
Mendocino		x	x	x	x	x	
Merced		x	x	x		Work-related	5%
Modoc		\$10,000 group life (county pays \$1.66/mo. for full time employee)		x		Individual plans; must be approved by BOS.	
Mono		\$5,000 for employees; \$50,000 for dept. heads	SDI	457(b); 401(a) Employer Match	x	\$700 edu. reimb; \$5,000 edu. loan	
Monterey		\$20,000 - \$50,000	LTD	457		Up to \$5,250 per plan year	
Napa		\$20,000 Employee option to purchase additional; \$50,000 for managers; 1x salary mgmt. nonclass	x	457	x	Maximum \$300 per year	
Nevada		\$10,000 for employee	x	x (no county contribution)		Approved college coursework	\$800 (Assessor only)
Orange		x	x	x	HCRA DCRA	\$3,000/yr. max	
Placer		\$10,000-\$50,000	LTD	x		Non-mgmt. \$700 per year; Mgmt. \$1,200	
Plumas		Dept. Head					
Riverside		Up to \$50,000	x				

## G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Sacramento	\$65/mo.	\$15,000	SDI	457 deferred comp plan	Medical; dental; day care; elder care	\$1,500/yr.; 2.5% or 5% educational pay for certain jobs	
San Benito		\$20,000	SDI	457	AFLAC	\$750/yr.	
San Bernardino	\$8/mo. For bus pass if participate more than 15 days/mo.	\$20,000 to \$50,000, plus option for employee to buy more coverage	SDI LTD	457(b); 401(k); 401(a)	Dependent care assistance; medical expense reimbursement	\$400-\$1650 depending on classification	
San Diego	\$65/mo.	x	MGMT UCL up to max \$12,000	401(a) & 457		\$2,284 for FY 2014-15	
San Francisco		\$0-\$50,000 (Varies by union)		457(b) deferred comp plan		\$500-\$2,000/yr	
San Joaquin	x	x	x	x	x	x	OREA 5% managers; 2% others
San Luis Obispo		Management	Management LTD	x	x	\$250/yr.	
San Mateo	\$75/mo	\$1,000 to \$50,000	SDI & STD (Basic & Expanded)	x	Flexible spending accounts, child care/day care	Tuition	
Santa Barbara	\$130 max	\$20,000 to \$50,000	SDI/LTD	457 & 401(a)		x	
Santa Clara	100% VTA pass	\$25,000 to \$200,000	Employees contribute to SDI	x	Healthcare; child care	Tuition SEIU \$900/yr; CEMA & Exec. \$1,500/yr	
Santa Cruz	x	SEIU \$20,000, mid-mgmt. \$50,000	x	Employee contributions only			
Shasta		x	Management LTD				
Sierra		\$50,000	AFLAC	457		Work-related only	x
Siskiyou		\$25,000 for appraisal & support staff; \$30,000 for mgmt.; 2 x annual salary for Assr/Asst Assr	LTD/SDI	457	Medical & child care	Up to \$500/yr	

## G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Solano		Staff= 1x annual salary up to \$50,000; Mgmt.=1.5 % x salary	LTD for Mgmt.	401(a) for elected official and Mgmt.; voluntary plans for staff, \$5 county match per pay period		50% out of pocket compensation up to \$1,100 per year	
Sonoma	\$100/mo Co. bus pass	x	LTD	457 & 401(a)	Health FSA & DCAP	x	
Stanislaus		Employee \$10,000; Assessor and managers \$30,000		Elected=2% of base, Managers 1.5%, Confidential 1%			
Sutter		Mgmt.: \$150,000, Law: \$50,000, All others: \$75,000	SDI	457(b)	Flexible Health & Dependent Care Spending Act	\$1000/yr	
Tehama		\$20,000	x	\$80/mo match to Mgmt. employees; \$25 to regular employees	IRS 125 Pre-Tax Deduction		
Trinity		x		457 & AFLAC		Up to \$250 annually	
Tulare	No response						
Tuolumne		Exec \$200,000 Mgmt. \$100,000				Mgmt./Exec: 100% General: 50% job related	
Ventura		\$50,000 mgmt. only	x	401(k) match, up to 3%		Non-mgmt: Up to \$1,100/yr; Mgmt: Up to \$2,000/yr	CPA, 5%
Yolo	x					x	
Yuba		Employer pays \$6.40/yr for \$50,000 YCEA; \$8.65/yr for mgmt./elec	SDI, LTD	457			
State of California	75% of actual cost, \$65 max	Mgmt./Sup	SDI	x	x	x	X

## H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Alameda			\$40 per pay period	x	Mileage		
Alpine				x			
Amador				x		1 free consultation , discounted services	\$100/yr
Butte		Eligible for promotion to senior series	\$50 per bi-weekly pay period	x			Discounts available along with payroll deduction
Calaveras				x			
Colusa			\$50/month				
Contra Costa	\$400 - \$625	Appraiser/Auditor -Appraiser staff 2.5% of base pay	\$100/month	Approved costs	Assessor \$600/mo		
Del Norte		Senior Appraiser	x	x			
El Dorado			x	x			
Fresno			\$38/month	Actual expenses	\$6,156/yr for Assessor		
Glenn			\$0.75/hr	x			
Humboldt			Test required	x			Group rate
Imperial	x	x	x		x	x	
Inyo			5%	x			
Kern	Job related and approved by dept. head		\$25 to \$50 per pay period with approval	x	\$275.52/pay period for dept heads & elected	x	Available through employee union
Kings			\$25 per pay period; \$50 if certified	x			
Lake			2.5%	0.39 per mile			
Lassen	No response						
Los Angeles	Up to \$80/yr.	\$130/mo.	\$100/mo.	x	Rentals for business trip		
Madera	CAA dues for Assessor		\$20/mo	Per diem	Mileage		
Marin			x	x	Dept. Head	EAP	Discounts
Mariposa				x			
Mendocino	Assessor		\$18 - \$32.50 per pay period		Assessor		
Merced		5%	x	x	Dept. Head		
Modoc		Included in salary range	5%	x			
Mono	At-Will/Mgmt Employees		Tier I: \$125/month ; Tier II: \$250/month	x		x	\$25
Monterey	\$100-\$400/yr		\$20-\$42 based on unit				

## H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Napa			\$80 or \$120/mo depends on level	x	Specific classifications only	EAP	60% of monthly membership; max \$352.80/yr.
Nevada			5%	x			
Orange	x	x	x	x	Elected official		
Placer			5%	Per diem	\$550/month elected official & mgmt.	EAP	
Plumas							
Riverside			\$0.50 - \$1.00/hr	x	Mileage		
Sacramento				x	Assessor & Assistant Assessor	Limited-EAP	
San Benito	SAA dues		\$50/mo	x	\$153/mo auditor-appraisers & appraisers		
San Bernardino			\$50-\$55 per pay period	x	Elected and exempt employees in group A and B		Elected & Exempt only
San Diego		\$50 in eligible class	\$20 - \$40 biweekly	x			
San Francisco		\$1,000	\$40 biweekly	x	\$40 or \$100/mo + mileage; varies by position		
San Joaquin			x	x			
San Luis Obispo			\$60 - \$100 per month	Per Diem	Assessor only \$5,400/year		Management only
San Mateo			Tier I: \$50 bi-weekly; Tier II: \$70 bi-weekly	Mileage	Dept. Head (Elected Official)	EAP	
Santa Barbara			Non-Mgmt. \$57.69 biweekly; Mgmt. \$25.38 biweekly	x	Dept. Head \$205/biweekly ; Assistant Dept. Head \$182/biweekly	EAP	
Santa Clara	x	2% for designated positions	\$160/mo for designated positions	x	Assessor-\$400/month		10% discount
Santa Cruz							
Shasta							
Sierra	x	x		Per diem			
Siskiyou			5%	Per diem			
Solano			\$65 per pay period	Mileage Per diem			
Sonoma	x		\$0.90/hr	x	Assessor-\$320 biweekly	EAP	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
Stanislaus			\$0.85/hr	Mileage on county business	Assessor		
Sutter							
Tehama		Promotion to Sr. Appraiser					
Trinity				x			15% discount
Tulare	No response						
Tuolumne							80% Mgmt.
Ventura	Up to \$200 for mgmt.		Up to \$0.90/hr	Per diem	\$375 per month; Assr. only		
Yolo			x				
Yuba			\$125/mo	x			
State of California	x		x	x		Group	

## I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda		x	
Alpine	x		
Amador	10, 15 & 20 years of service; General unit staff only	x	
Butte		8 visits/fiscal year Managed Health Network	
Calaveras	x	EAP	
Colusa	2.5% every 2 yrs. capped @ 25%	EAP 6 counseling sessions per year	
Contra Costa	10yrs @ 2.5% 15yrs+ additional 2.5% Elected 10 yrs @ 5% 15 yrs+ additional 2.5%		
Del Norte	x	25 appointments included in medical coverage	
El Dorado	x	x	
Fresno		x	
Glenn	General: 3% @ 12 yrs. 6% @ 20 yrs.; mid managers unit: 5% @ 12yrs 6% @ 20yrs		
Humboldt	5% @ 10 yrs.; additional 5% at 20 yrs.	x	
Imperial		EAP & Life Path Advisers	
Inyo	2% @ 10yrs; additional 2% every 5 yrs and up to 25 yrs.	EAP	

## I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Kern	General employees: 10 yrs@2% 15 yrs@4% 20 yrs@6% 25 yrs@8% 30 yrs@10% Mgmt. 30 yrs@2%	EAP	
Kings		EAP	
Lake		x	
Lassen	No response		
Los Angeles		EAP	Laundry/dry cleaning \$20/wk. if assigned to work outside county for 14+ days
Madera	10-15 yrs@5 % 15-20 yrs@2.5 % 20+ yrs@2.5 %	Insight Employee Services	
Marin		EAP	The Employee Assistance Program offers other resources, Credit union.
Mariposa	x		
Mendocino	Management Only	x	Wellness Benefit: \$150 - \$300 off employees share of insurance premiums
Merced		EAP	Cell phone allowance for department head and monthly expense allowance to dept. head and assistant
Modoc	2% every 2 years at top of range	6 free hours per calendar year for full time employees	
Mono	12 yrs. @ 6.5% public employee group	x	
Monterey		EAP	Expense allowance: Assessor=\$262.50/mo., Assistant Assessor=\$45.84/mo., Mgmt.=\$45.84/mo.
Napa		EAP Five sessions per incident	Supplemental life insurance \$10,000-\$200,000 employee paid; Spouse life insurance \$10,000-\$100,000 employee paid; Dependent (child) life insurance \$10,000 employee paid.
Nevada	Mgmt./Assessor 2.5 % after 10 years	EAP	
Orange		EAP	
Placer	5% of base pay after 5 yrs. continuous service in same classification	EAP	Tahoe subsistence pay of \$775/mo.; cafeteria plan for management \$2,100/yr. & non-mgmt. county contributes 6% of salary.
Plumas	5% @ 7,10,14,18,21 years		
Riverside		EAP	Management benefit - \$50 per pay period to 401(a) plan; reduced tuition incentive through cohort program
Sacramento		EAP	
San Benito	2.5% @ 20 yrs., 5% @ 25 yrs., 7.5% @ 30 yrs.		
San Bernardino		Per medical plan	Retirement Medical Trust Fund for eligible employees; Portable Communication Device Allowance for Elected & Exempt employees in group A & B
San Diego		EAP	County Vehicle provided for Assessor/Recorder/County Clerk effective September 2013
San Francisco	Certain positions receive \$.30/hr. after 10+ years in same classification		
San Joaquin		x	

## I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
San Luis Obispo		EAP 3 visits	
San Mateo	1.5% @ 10 yrs., 3% @ 20 yrs., 4% @ 25 yrs.	EAP	Voluntary Time Off (VTO) Program; Catastrophic Leave Program; Flexible Health Spending \$200 debit card
Santa Barbara		EAP	Other resources offered by EAP; Coastal Housing Partnership; Employee Discount Program
Santa Clara		EAP – 5 sessions per year	Cell phones for executive management; SEIU \$300 Continuing education and Licensure Certification for Auditor/Appraisers. CEMA & Exec Mgmt.- \$1500 professional development.
Santa Cruz			
Shasta	Supervisor and above (min. 20 yrs service) with at least 5 yr in supervision		
Sierra	5% at 5, 10, 15, and 20 years	3 visits per year	
Siskiyou	2.5% increase after 2 yrs @step 5; Asst. Assr 2.5% after 2 yrs at each Step 5 and 6	EAP	Deferred comp \$200/mo for Assessor, \$125/mo for Asst. Assessor, \$30/mo for appraisal staff; Alternate work schedules 4/10 and 9/80; Assessor and Asst. Assessor receive a \$300 wellness benefit annually.
Solano	Non-mgmt.: 10 yrs@2.5% 20 yrs@5% 25 yrs@7.5% Mgmt.: 10 yrs@2.5% 15 yrs@5% 20 yrs@7.5% 25 yrs@10% 30 yrs@12.5% 35+ yrs@15%	EAP 5 paid visits per year	
Sonoma		EAP	
Stanislaus			CPA designation 5%
Sutter	5% @ 10yrs; +2.5% @ 15yrs; +2.5% @ 20yrs	EAP 3 free sessions per 6 months	
Tehama	Employee hired prior to 1991 - 5% raise	EAP	\$100/month assessor stipend
Trinity		x	
Tulare	No response		
Tuolumne	2.5% @ 10 yrs. +2.5% every 5 years	EAP	
Ventura			Degree incentive: Associate 2.5%, Bachelor 3.5%, Graduate 5%.
Yolo		EAP	Medical reimbursement & dependent care accounts
Yuba	30-step system; 8 step system for employees hired after 7/1/13	EAP	
State of California		EAP	