

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

JULY 2011

CALIFORNIA STATE BOARD OF EQUALIZATION

BETTY T. YEE, SAN FRANCISCO

FIRST DISTRICT

SENATOR GEORGE RUNNER (RET.), LANCASTER

SECOND DISTRICT

MICHELLE STEEL, ROLLING HILLS ESTATES

THIRD DISTRICT

JEROME E. HORTON, LOS ANGELES

FOURTH DISTRICT

JOHN CHIANG

STATE CONTROLLER

KRISTINE CAZADD, INTERIM EXECUTIVE DIRECTOR



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INTRODUCTION

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

The report provides:

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

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

For details regarding any county position, salary, or benefit, you should contact the local county assessor or the applicable county personnel office. You may contact the Board's County-Assessed Properties Division at 916-274-3366 if you have questions regarding state salaries, classifications, and/or benefits.

SALARIES

The first portion of this report contains salaries for some State of California appointed and civil service classifications and salary ranges used by the Property and Special Taxes Department of the State Board of Equalization. All salaries are monthly and are in effect January 1, 2011.

The second segment of this report contains a list of elected, appointed, and civil service classifications for county assessors' offices, the number of budgeted positions (including vacancies), and the monthly salary ranges for each classification. All salaries are monthly and are in effect January 1, 2011 unless otherwise noted.

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

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

BENEFITS

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

- Retirement
- Health
- Leave
- Miscellaneous

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

¹ California Constitution, article XIII, section 16.

STATE BOARD OF EQUALIZATION SALARIES

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

ADMINISTRATORS

| | |
|---|------------------|
| Deputy Director – Property and Special Taxes (CEA 4)* | \$ 9,018 – 9,939 |
| Division Chief (CEA 2)* | 7,815 – 8,616 |
| Principal Property Appraiser | 6,825 – 7,525 |

SUPERVISORS

| | |
|--------------------------------|---------------|
| Supervising Property Appraiser | 5,615 – 6,774 |
|--------------------------------|---------------|

APPRAISERS

| | |
|--|----------------|
| Senior Petroleum and Mining Appraisal Engineer | 8,487 – 10,315 |
| Senior Forest Property Appraiser | 5,576 – 6,727 |
| Senior Specialist Property Appraiser | 5,309 – 6,451 |
| Associate Property Appraiser | 4,619 – 5,616 |
| Assistant Property Appraiser | 3,841 – 4,670 |

AUDITOR–APPRAISERS

| | |
|--|---------------|
| Senior Specialist Property Auditor–Appraiser | 5,309 – 6,774 |
| Associate Property Auditor–Appraiser | 4,619 – 5,897 |
| Assistant Property Auditor–Appraiser | 3,841 – 4,903 |

GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

| | |
|--|---------------|
| Research Analyst II – Geographic Information Systems | 4,619 – 5,616 |
| Research Analyst I – Geographic Information Systems | 3,106 – 4,670 |
| Senior Delineator | 3,738 – 4,544 |
| Delineator | 3,119 – 3,789 |
| Drafting Services Aide | 2,274 – 3,339 |

PROFESSIONAL SUPPORT

| | |
|--|---------------|
| Business Taxes Specialist II | 5,573 – 7,113 |
| Staff Information Systems Analyst (Specialist) | 5,065 – 6,466 |
| Administrative Assistant II | 4,400 – 5,348 |
| Associate Governmental Program Analyst | 4,400 – 5,348 |
| Business Taxes Representative | 3,106 – 4,670 |
| Staff Services Analyst | 2,817 – 4,446 |
| Tax Technician I/II/III | 2,280 – 3,588 |

STAFF SUPPORT

| | |
|----------------------------|---------------|
| Secretary | 2,686 – 3,265 |
| Office Technician (Typing) | 2,686 – 3,264 |
| Office Assistant (Typing) | 2,143 – 2,826 |

* *Career Executive Appointment*

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| ALAMEDA |
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Total Reported Positions: 175.40

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

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| ALPINE |
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No information provided

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| AMADOR |
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Total Reported Positions: 11

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

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

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| BUTTE |
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Total Reported Positions: 38

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|--|------------------|----------------|
| County Assessor | 1 | \$10,520 |
| Assistant County Assessor | 1 | 6,754 – 9,051 |
| Administrative Assistant, Senior | 1 | 2,617 – 3,507 |
| Assessment Clerk | 6 | 2,202 – 2,951 |
| Assessment Clerk, Senior | 3 | 2,430 – 3,257 |
| Auditor–Appraiser | 1 | 3,111 – 4,169 |
| Auditor–Appraiser, Senior | 1 | 3,434 – 4,602 |
| Cadastral Drafting Technician | 1 | 2,750 – 3,685 |
| Cadastral Drafting Technician, Senior | 1 | 2,961 – 3,968 |
| Information Systems Technician, Senior | 1 | 3,520 – 4,717 |
| Property Appraiser | 6 | 3,035 – 4,067 |
| Property Appraiser, Principal | 2 | 3,698 – 4,956 |
| Property Appraiser, Senior | 5 | 3,350 – 4,490 |
| Supervisor, Appraiser | 3 | 4,082 – 5,470 |
| Supervisor, Assessment Clerk | 3 | 2,683 – 3,595 |
| Supervisor, Assessment Office | 1 | 3,189 – 4,273 |
| Supervisor, Auditor–Appraiser | 1 | 4,082 – 5,470 |

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| CALAVERAS |
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Total Reported Positions: 12

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

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| COLUSA |
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Total Reported Positions: 11

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

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| CONTRA COSTA |
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Total Reported Positions: 122

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

CONTRA COSTA (Continued)

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

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

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| DEL NORTE |
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Total Reported Positions: 8

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

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

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| EL DORADO |
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Total Reported Positions: 38

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

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| FRESNO |
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Total Reported Positions: 99

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

FRESNO (Continued)

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

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| GLENN |
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Total Reported Positions: 8

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

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| HUMBOLDT |
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Total Reported Positions: 32

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

HUMBOLDT (Continued)

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

IMPERIAL

Total Reported Positions: 31

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|----------------------------------|-------------------------|-----------------------|
| County Assessor | 1 | \$8,345 |
| Assistant County Supervisor | 1 | 5,948 – 7,599 |
| Appraiser Supervisor | 2 | 4,447 – 5,679 |
| Appraiser I | 0 | 2,825 – 3,612 |
| Appraiser II | 1 | 3,194 – 4,081 |
| Appraiser III | 10 | 3,512 – 4,483 |
| Appraisal Technician | 1 | 2,600 – 3,322 |
| Assessment Systems Analyst | 1 | 4,398 – 5,618 |
| Assessment Technician I | 1 | 1,792 – 2,294 |
| Assessment Technician II | 2 | 2,008 – 2,571 |
| Assessment Technician III | 2 | 2,265 – 2,894 |
| Auditor–Appraiser I | 0 | 3,194 – 4,081 |
| Auditor–Appraiser II | 2 | 3,512 – 4,483 |
| Auditor–Appraiser Supervisor | 1 | 4,590 – 5,861 |
| Cadastral Mapping/GIS Supervisor | 1 | 3,984 – 5,087 |
| Cadastral Mapping/GIS Technician | 1 | 3,263 – 4,171 |
| Office Supervisor II | 1 | 3,316 – 4,235 |
| Senior Title Examiner | 1 | 2,394 – 3,057 |
| Title Examiner | 2 | 2,098 – 2,682 |

INYO

Total Reported Positions: 9

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

INYO (Continued)

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

**Includes 5% bonus for second language skills*

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| KERN |
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Total Reported Positions: 103

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

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| KINGS |
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Total Reported Positions: 25.55

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

KINGS (Continued)

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

LAKE

Total Reported Positions: 15.6

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

LASSEN

Total Reported Positions: 9

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

LOS ANGELES

Total Reported Positions: 1,467

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|---|------------------|-----------------|
| County Assessor | 1 | \$15,612 |
| Assistant County Assessor | 1 | 11,907– 18,022 |
| Account Clerk II | 4 | 2,481 – 3,330 |
| Accounting Technician I | 2 | 2,702 – 3,530 |
| Administrative Assistant II | 5 | 3,853 – 5,051 |
| Administrative Assistant III | 3 | 4,292 – 5,630 |
| Administrative Assistant IV, Assessor | 1 | 4,738 – 6,214 |
| Administrative Services Manager I | 1 | 5,242 – 6,874 |
| Administrative Services Manager II | 2 | 5,685 – 7,457 |
| Administrative Services Manager III, Assessor | 1 | 6,018 – 7,893 |
| Application Developer II | 6 | 5,386 – 6,690 |
| Appraiser | 254 | 3,495 – 6,003 |
| Appraiser Assistant | 15 | 2,675 – 3,495 |
| Appraiser Specialist I | 187 | 5,101 – 6,690 |
| Appraiser Specialist I* | 6 | 29.32/hr |
| Appraiser Specialist II | 3 | 5,386 – 7,063 |
| Appraiser Trainee | 12 | 3,284 |
| Assessor's Librarian | 1 | 2,927 – 3,826 |
| Assistant Property Assessment Specialist | 1 | 4,106 – 5,386 |
| Chief Appraiser | 9 | 8,294 – 11,480 |
| Chief Clerk | 5 | 3,789 – 5,101 |
| Chief Deputy Assessor | 1 | 11,907 – 18,022 |
| Computer System Operator | 3 | 2,864 – 3,742 |
| Data Control Clerk | 3 | 2,257 – 3,036 |
| Departmental Chief Information Officer I | 1 | 8,916 – 12,341 |
| Departmental Civil Services Rep. | 1 | 5,399 – 7,081 |
| Departmental Finance Manager II | 1 | 7,715 – 10,679 |
| Departmental Information Security Officer | 1 | 6,908 – 9,061 |
| Departmental Personnel Assistant | 4 | 2,788 – 3,643 |
| Departmental Personnel Technician | 1 | 4,345 – 5,700 |
| Director, Assessor's Operations | 4 | 10,304 – 12,949 |
| Equipment Maintenance Helper | 3 | 2,715 – 3,362 |
| Executive Secretary | 1 | 5,630 – 7,384 |
| Graphic Artist | 1 | 3,437 – 4,499 |
| Graphic Arts Aid | 1 | 2,775 – 3,625 |
| Head Clerk | 34 | 3,218 – 4,324 |
| Head Departmental Personnel Technician | 1 | 5,399 – 7,081 |
| Head Reprographics, Assessor | 1 | 4,577 – 6,003 |
| Head, Support Services, Assessor | 5 | 5,064 – 6,641 |
| Information Systems Analyst I | 2 | 4,738 – 6,214 |
| Information Systems Analyst II | 13 | 5,089 – 6,674 |

LOS ANGELES (Continued)

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|--|------------------|-----------------|
| Information Systems Analyst Aid | 4 | \$3,967 – 5,203 |
| Information Systems Supervisor I | 10 | 6,198 – 8,129 |
| Information Systems Supervisor II | 6 | 7,046 – 9,241 |
| Information Technology Aide | 13 | 2,920 – 3,816 |
| IT Technical Support Analyst I | 2 | 4,027 – 5,281 |
| IT Technical Support Analyst II | 6 | 4,487 – 5,886 |
| Intermediate Clerk | 168 | 2,257 – 3,036 |
| Intermediate Supervising Clerk | 1 | 2,822 – 3,789 |
| Intermediate Typist Clerk | 3 | 2,315 – 3,110 |
| Inventory Control Assistant I | 1 | 2,561 – 3,437 |
| Management Secretary V | 4 | 4,532 – 5,944 |
| Network System Administrator II | 4 | 5,281 – 6,925 |
| Ownership Clerk I | 43 | 2,350 – 3,156 |
| Ownership Clerk II | 56 | 2,617 – 3,513 |
| Ownership Services Specialist | 51 | 2,913 – 3,910 |
| Ownership Services Supervisor I | 21 | 3,242 – 4,356 |
| Ownership Services Supervisor II | 2 | 3,608 – 4,856 |
| Payroll Clerk I | 3 | 2,689 – 3,608 |
| Personnel Officer, Assessor | 1 | 7,715 – 10,679 |
| Principal Application Developer | 1 | 6,908 – 9,061 |
| Principal Appraiser | 42 | 6,062 – 8,394 |
| Principal Appraiser, Recurrent | 2 | 6,062 – 8,394 |
| Principal Property Assessment Specialist | 1 | 6,062 – 8,394 |
| Printer I | 2 | 2,630 – 3,437 |
| Printer II | 1 | 3,330 – 3,910 |
| Procurement Aid | 1 | 2,682 – 3,504 |
| Procurement Assistant I | 1 | 2,977 – 3,891 |
| Property Assessment Specialist | 5 | 5,101 – 6,690 |
| Senior Application Developer | 12 | 5,828 – 7,643 |
| Senior Clerk | 201 | 2,548 – 3,420 |
| Senior Clerk * | 2 | 14.64/hr |
| Senior Departmental Pers. Asst. | 4 | 3,617 – 4,738 |
| Senior Departmental Pers. Tech. | 4 | 4,844 – 6,353 |
| Senior Information Systems Analyst | 6 | 6,198 – 8,129 |
| Senior Information Technology Aide | 7 | 3,428 – 4,487 |
| Senior IT Technical Support Analyst | 2 | 5,002 – 6,560 |
| Senior Management Secretary V | 3 | 5,051 – 6,625 |
| Senior Network Systems Administrator | 7 | 5,886 – 7,719 |
| Senior Prop. Assessment Specialist | 1 | 5,533 – 7,257 |
| Senior Secretary V | 11 | 4,066 – 5,333 |
| Senior Survey – Mapping Technician | 18 | 4,577 – 5,685 |
| Senior Typist Clerk | 8 | 2,611 – 3,504 |
| Special Assistant, Assessor | 2 | 6,018 – 7,893 |
| Special Assistant, Assessor (UC) | 6 | 7,739 – 10,149 |

LOS ANGELES (Continued)

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|---|-------------------------|-----------------------|
| Staff Assistant I | 1 | \$3,073 – 4,017 |
| Staff Assistant II | 1 | 3,706 – 4,856 |
| Staff Assistant, Assessor | 2 | 2,984 – 3,901 |
| Supervising Accounting Technician, Assessor | 1 | 3,669 – 4,808 |
| Supervising Appraiser | 80 | 5,728 – 7,513 |
| Supervising Appraiser* | 2 | 32.92/hr |
| Supervising Cadastral Engineer II | 2 | 6,400 – 7,951 |
| Supervising Cadastral Engineer III | 1 | 7,063 – 8,775 |
| Supervising Payroll Clerk II | 1 | 3,322 – 4,465 |
| Supervising Survey - Mapping Tech. | 4 | 5,101 – 6,337 |
| Supply Officer I | 1 | 4,076 – 5,346 |
| Survey – Mapping Technician | 14 | 4,335 – 5,386 |
| Transcriber Typist | 1 | 2,656 – 3,379 |
| Warehouse Worker I | 1 | 2,630 – 3,437 |
| Warehouse Worker III | 1 | 3,088 – 4,036 |
| Warehouse Worker Aid | 3 | 2,493 – 3,257 |

* Retiree positions. Hourly rate based on first step.

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| MADERA |
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Total Reported Positions: 30

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

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

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| MARIN |
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Total Reported Positions: 57

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

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| MARIPOSA |
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Total Reported Positions: 12

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

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| MENDOCINO |
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Total Reported Positions: 18

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

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| MERCED |
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Total Reported Positions: 32

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|--|------------------|----------------|
| County Assessor – Recorder | 1 | \$12,938 |
| Assistant County Assessor – Recorder | 1 | 8,081 – 9,826 |
| Chief Auditor–Appraiser | 1 | 6,360 – 7,734 |
| Chief Appraiser | 1 | 6,360 – 7,734 |
| Chief of Mapping and Title Services | 1 | 4,512 – 5,491 |
| Assessment Services Supervisor | 1 | 3,994 – 4,857 |
| Supervising Auditor–Appraiser | 1 | 5,767 – 7,017 |
| Supervising Appraiser | 2 | 5,358 – 6,519 |
| Auditor–Appraiser I/II/III (flexible staffing) | 4 | 3,896 – 6,056 |
| Appraiser I/II/III (flexible staffing) | 7 | 3,449 – 5,358 |
| Appraiser Assistant | 1 | 3,007 – 3,656 |
| Title Technician | 1 | 3,711 – 4,512 |
| Assistant Title Technician | 1 | 3,205 – 3,897 |
| Drafting Technician I/II (flexible staffing) | 1 | 2,765 – 3,897 |
| Assessment Clerk I/II (flexible staffing) | 5 | 2,354 – 3,158 |
| Assessment Clerk III | 2 | 3,007 – 3,656 |
| Extra Help Appraiser III | 1 | 25.41/hr |

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| MODOC |
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Total Reported Positions: 6

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|-----------------------------------|------------------|----------------|
| County Assessor | 1 | \$5,075 |
| Senior Appraiser | 1 | 2,906 – 3,709 |
| Auditor–Appraiser II * | 1 | 2,766 – 3,529 |
| Administrative Assistant | 1 | 2,632 – 3,359 |
| Assessment Office Specialist II * | 2 | 2,021 – 2,579 |

* Put on 51% time for 3 months

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| MONO |
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Total Reported Positions: 11

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

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| MONTEREY |
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Total Reported Positions: 55

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

MONTEREY (Continued)

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

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| NAPA |
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Total Reported Positions: 23

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

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| NEVADA |
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Total Reported Positions: 24.5

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

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| ORANGE |
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Total Reported Positions: 337

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

ORANGE (Continued)

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|----------------------------------|-------------------------|-----------------------|
| Managing Appraiser | 2 | \$6,308 – 8,492 |
| Managing Assessment Technician | 4 | 4,500 – 6,058 |
| Managing Auditor–Appraiser | 2 | 6,308 – 8,492 |
| Office Assistant | 10 | 2,636 – 3,103 |
| Office Specialist | 2 | 2,756 – 3,650 |
| Office Technician | 2 | 2,636 – 3,103 |
| Principal Appraiser | 0 | 5,665 – 7,613 |
| Secretary II | 6 | 2,921 – 3,897 |
| Senior Appraiser | 12 | 5,665 – 7,613 |
| Senior Assessment Technician | 9 | 3,735 – 4,994 |
| Senior Auditor–Appraiser | 7 | 5,665 – 7,613 |
| Senior Cadastral Technician | 5 | 4,032 – 5,432 |
| Senior Systems/Programmer | 2 | 6,217 – 8,370 |
| Staff Assistant | 2 | 3,252 – 4,358 |
| Store Clerk | 1 | 2,553 – 3,373 |
| Supervising Cadastral Technician | 2 | 4,500 – 6,058 |
| Systems Programmer/Analyst II | 8 | 5,295 – 7,114 |
| Technical Systems Specialist | 1 | 5,736 – 7,708 |

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| PLACER |
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Total Reported Positions: 85

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

PLACER (Continued)

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

PLUMAS

No information provided

RIVERSIDE

Total Reported Positions: 242

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

RIVERSIDE (Continued)

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

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| SACRAMENTO |
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Total Reported Positions: 159.1

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|--|-------------------------|-----------------------|
| County Assessor | 1 | \$12,611 |
| Assistant County Assessor | 1 | 10,165 |
| Administrative Services Officer III | 1 | 7,388 – 8,145 |
| Assessment Supervisor | 2 | 3,644 – 4,428 |
| Assessment Technician | 6 | 3,285 – 3,992 |
| Associate Auditor–Appraiser | 7 | 5,034 – 6,120 |
| Associate Real Property Appraiser | 18 | 5,034 – 6,120 |
| Auditor–Appraiser II | 4 | 4,286 – 5,210 |
| Chief Appraiser | 4 | 8,907 – 9,908 |
| Chief Technical & Assessment Services | 1 | 6,859 – 7,562 |
| Data Entry Operator | 1 | 2,582 – 3,139 |
| Executive Secretary | 1 | 3,640 – 4,425 |
| Geographic Information Systems Analyst I | 1 | 5,131 – 6,238 |
| Geographic Information Systems Technician II | 1 | 3,797 – 4,615 |
| Information Technology Analyst II | 4.5 | 5,700 – 6,930 |
| Information Technology Analyst Trainee | 1 | 4,113 – 4,999 |
| Information Technology Technician II | 1 | 3,426 – 4,162 |
| Office Assistant II | 5 | 2,459 – 2,913 |
| Office Specialist II | 18 | 2,894 – 3,517 |
| Personnel Specialist II | 1 | 3,369 – 4,096 |
| Principal Information Technology Analyst | 1 | 7,987 – 8,804 |
| Real Property Appraiser II | 29.8 | 4,286 – 5,210 |
| Senior Auditor–Appraiser | 3 | 5,542 – 6,736 |
| Senior GIS Technician | 2 | 4,176 – 5,076 |
| Senior GIS Analyst | 1 | 6,584 – 8,004 |
| Senior Information Systems Analyst | 2 | 6,584 – 8,004 |

SACRAMENTO (Continued)

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

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| SAN BENITO |
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Total Reported Positions: 15.5

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

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| SAN BERNARDINO |
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Total Reported Positions: 178

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

SAN BERNARDINO (Continued)

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

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| SAN DIEGO |
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Total Reported Positions: 284

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

SAN DIEGO (Continued)

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

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| SAN FRANCISCO |
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Total Reported Positions: 105

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

SAN FRANCISCO (Continued)

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

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| SAN JOAQUIN |
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Total Reported Positions: 96

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

SAN JOAQUIN (Continued)

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

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| SAN LUIS OBISPO |
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Total Reported Positions: 80

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

SAN MATEO

Total Reported Positions: 74

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

SANTA BARBARA

Total Reported Positions: 81

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

SANTA BARBARA (Continued)

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

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| SANTA CLARA |
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*Total Reported Positions: 244**

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

SANTA CLARA (Continued)

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

**Contract Position*

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| SANTA CRUZ |
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Total Reported Positions: 33.25

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

SANTA CRUZ (Continued)

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

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| SHASTA |
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Total Reported Positions: 43

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|--|-------------------------|-----------------------|
| County Assessor – Recorder | 1 | \$9,417 |
| Deputy Assessor – Recorder, Administration | 1 | 5,372 – 6,857 |
| Deputy Assessor – Recorder, Valuation | 1 | 5,372 – 6,857 |
| Senior Supervising Real Property Appraiser | 2 | 4,068 – 5,193 |
| Senior Specialist Real Property Appraiser | 3 | 4,109 – 5,244 |
| Real Property Appraiser III | 7 | 3,708 – 4,733 |
| Real Property Appraiser II | 3 | 3,380 – 4,314 |
| Real Property Appraiser I | 1 | 2,920 – 3,727 |
| Senior Supervising Auditor–Appraiser | 1 | 4,068 – 5,193 |
| Auditor–Appraiser III | 2 | 3,708 – 4,733 |
| Auditor–Appraiser II | 2 | 3,532 – 4,508 |
| Program Manager Mapping & Transfer | 1 | 4,110 – 5,246 |
| Program Manager – Rollover | 1 | 4,110 – 5,246 |
| Mapping Specialist II | 2 | 3,567 – 4,553 |
| Administrative Assistant – Confidential | 1 | 3,051 – 3,894 |
| Supervising Assessment Clerk | 2 | 2,713 – 3,463 |
| Senior Assessor Clerk | 3 | 2,585 – 3,299 |
| Assessor Clerk III | 6 | 2,344 – 2,992 |
| Assessor Clerk I | 2 | 1,948 – 2,486 |
| Extra-Help Clerk | 1 | 1,948 – 2,486 |

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| SIERRA |
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Total Reported Positions: 4.7

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

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| SISKIYOU |
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Total Reported Positions: 16

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

* *Surrendered COLA for 2009 & 2010*

** *Surrendered COLA for 2009 – no contract 2010*

*** *Position frozen (2010/11 thru 2012/13) due to retirement incentive package*

**** *Position frozen (2009/10 thru 2011/12) due to retirement incentive package*

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| SOLANO |
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Total Reported Positions: 36

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|--------------------------------------|------------------|----------------|
| County Assessor – Recorder | 1 | \$13,367 |
| Assistant County Assessor – Recorder | 1 | 11,669 |
| Chief Appraiser | 1 | 7,643 |
| Supervising Appraiser | 2 | 7,489 |
| Supervising Auditor–Appraiser | 1 | 7,132 |
| Senior Appraiser | 3 | 6,575 |
| Auditor–Appraiser | 2 | 5,809 |
| Clerical Operations Manager | 1 | 5,772 |
| Cadastral Mapping Technician II | 1 | 5,578 |
| Appraiser | 10 | 5,553 |
| Appraiser Technician | 4 | 4,566 |
| Office Assistant III | 5 | 4,442 |
| Office II | 4 | 4,064 |

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

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| SONOMA |
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Total Reported Positions: 72

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|--|------------------|----------------|
| County Assessor – Recorder – Clerk | 1 | \$13,986 |
| Chief Deputy Assessor – Recorder – Clerk | 1 | 9,390 – 11,415 |
| Executive Secretary, Confidential | 1 | 4,187 – 5,054 |
| Chief Appraiser | 1 | 7,608 – 9,248 |
| Appraiser IV | 4 | 5,717 – 6,948 |
| Appraiser III | 15 | 4,959 – 6,028 |
| Appraiser II | 1 | 4,454 – 5,413 |
| Appraiser I | 2 | 3,854 – 4,684 |
| Appraiser Aide | 3 | 3,359 – 4,082 |
| Supervising Auditor Appraiser | 1 | 5,941 – 7,221 |
| Auditor–Appraiser II | 6 | 5,080 – 6,174 |
| Auditor–Appraiser I | 0 | 4,350 – 5,287 |
| Department Information Systems Specialist II | 3 | 5,444 – 6,618 |
| Department Analyst | 1 | 5,134 – 6,242 |
| Cadastral Mapping Supervisor | 1 | 4,613 – 5,607 |
| Cadastral Mapping Technician II | 3 | 3,926 – 4,773 |
| Cadastral Mapping Technician I | 0 | 3,614 – 4,393 |
| Assessment Process Manager | 1 | 6,919 – 8,409 |
| Assessor's Change in Ownership Supervisor | 1 | 4,858 – 5,907 |
| Assessment Process Supervisor | 2 | 3,971 – 4,826 |
| Assessment Process Specialist | 9 | 3,605 – 4,383 |
| Assessment Clerk | 10 | 3,211 – 3,903 |
| Assessment Clerk Trainee | 0 | 2,880 – 3,501 |
| Accounting Manager | 1 | 7,521 – 9,140 |
| Administrative Services Officer I | 1 | 6,063 – 7,369 |
| Accountant II | 1 | 4,886 – 5,938 |
| Accountant II, Confidential | 1 | 5,193 – 6,277 |
| Account Clerk II | 1 | 3,176 – 3,861 |

Confidential Salaries include \$0.90/hour premium.

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| STANISLAUS |
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Total Reported Positions: 55

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

STANISLAUS (Continued)

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

SUTTER

Total Reported Positions: 24

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

TEHAMA

Total Reported Positions: 18

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

TEHAMA (Continued)

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

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|----------------|
| TRINITY |
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Total Reported Positions: 4

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

**Plus \$290 travel stipend*

| |
|---------------|
| TULARE |
|---------------|

Total Reported Positions: 74

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

TULARE (Continued)

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

TUOLUMNE

Total Reported Positions: 11

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

VENTURA

Total Reported Positions: 137

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|-----------------------------|-------------------------|-----------------------|
| County Assessor | 1 | \$13,815 |
| Deputy County Assessor | 3 | 7,610 – 10,654 |
| Principal Appraiser | 6 | 5,634 – 7,888 |
| Administrative Assistant II | 1 | 3,624 – 5,083 |
| Appraiser I | 1 | 3,292 – 4,605 |
| Appraiser II | 38 | 3,831 – 5,371 |
| Appraiser III | 14 | 4,277 – 5,997 |
| Assessor's Technician II | 7 | 3,011 – 3,854 |
| Assessor's Technician III | 7 | 3,294 – 4,216 |
| Auditor–Appraiser II | 8 | 3,831 – 5,371 |
| Auditor–Appraiser III | 5 | 4,173 – 5,997 |
| Cadastral Technician III | 4 | 3,367 – 4,714 |
| Cadastral Technician IV | 1 | 4,018 – 5,631 |
| Clerical Supervisor II | 3 | 3,045 – 4,263 |
| Data Entry Operator III | 2 | 2,263 – 3,164 |
| Accounting Officer II | 1 | 3,878 – 4,965 |
| Management Assistant II | 1 | 2,700 – 3,779 |
| Management Assistant III | 1 | 2,903 – 4,063 |

VENTURA (Continued)

| TITLE | NO. OF POSITIONS | MONTHLY SALARY |
|--|------------------|-----------------|
| Management Assistant IV – Confidential | 1 | \$3,555 – 4,977 |
| Manager – Assessment Services | 1 | 4,856 – 6,646 |
| Office Assistant III | 11 | 2,395 – 3,348 |
| Office Assistant IV | 5 | 2,574 – 3,599 |
| Office Systems Coordinator II | 1 | 3,839 – 5,399 |
| Office Systems Coordinator III | 1 | 4,494 – 6,303 |
| Office Systems Coordinator IV | 1 | 5,340 – 7,082 |
| Senior Office Systems Coordinator | 1 | 5,447 – 7,626 |
| Supervising Appraiser | 6 | 4,785 – 6,699 |
| Supervising Auditor–Appraiser | 2 | 4,785 – 6,699 |
| Supervising Assessor's Technician | 2 | 3,712 – 4,751 |
| Supervising Data Entry Operator | 1 | 2,469 – 3,463 |

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| YOLO |
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Total Reported Positions: 27

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

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|-------------|
| YUBA |
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Total Reported Positions: 17

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

YUBA (Continued)

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

Salaries of Assessment Appeals Board Members²

| COUNTY | SALARY | MISCELLANEOUS BENEFITS |
|----------------|--|--|
| Alameda | \$200 per day | Members paid normal rate when attending mandatory training |
| Butte | \$40 half day/\$75 full day | Mileage; meal reimbursement for training |
| Calaveras | \$40 half day/\$75 full day | Mileage - out of county only |
| Contra Costa | \$200 half day/\$300 full day/\$400 per day for consecutive day appeals | |
| El Dorado | \$100 per day, \$50 per 4 hour session | Mileage; \$12 lunch |
| Fresno | \$100 per day | |
| Humboldt | \$40 half day/\$75 full day | Mileage; \$13 for lunch if full day |
| Kern | \$125 half day/\$200 full day | Meals for full day training - not hearing |
| Lassen | \$200 per day | |
| Los Angeles | \$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours | |
| Madera | \$100 per day | Mileage; \$12 lunch |
| Marin | \$131.25 half day/\$262.50 full day | \$32.81 per hour for preparation of findings of fact |
| Mariposa | \$30 half day/\$50 full day | |
| Merced | \$100 per session + \$50 per hour over 4 hours | |
| Mono | \$100 Member per meeting | Mileage |
| Monterey | \$130 per session | Mileage; no limit on meals |
| Nevada | \$75 half-day/\$150 full day member \$85 half-day/\$160 full day chair | Mileage |
| Orange | \$100 half-day/\$200 full day | |
| Placer | \$100 per day | |
| Riverside | \$300 per day | Mileage |
| Sacramento | \$100 half day/\$200 full day | Parking |
| San Bernardino | \$150 9AM – 12PM/\$200 after 12 PM | Mileage |
| San Diego | \$100 per day | Mileage |

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

Salaries of Assessment Appeals Board Members

| COUNTY | SALARY | MISCELLANEOUS BENEFITS |
|-----------------|---|---|
| San Francisco | \$100 per half-day session | \$40 per hour |
| San Joaquin | \$100 per session | |
| San Luis Obispo | \$150 per day | Mileage |
| San Mateo | \$300 per day | Mileage and meals; \$50 for an off-site meeting |
| Santa Barbara | \$250 per session | Mileage; meals; \$300/session for complex cases |
| Santa Clara | \$300 per hearing | Mileage; \$16 meals |
| Santa Cruz | \$75 per meeting | Mileage and meals for training |
| Siskiyou | \$100 per day | Mileage |
| Shasta | \$40 half day/\$75 full day | |
| Solano | \$100 for half-day, \$200 full day, \$400 per day for consecutive hearing days due to complex appeals | \$25 per hour document review and prepare for complex assessment appeal cases |
| Sonoma | \$75 half day/\$125 full day | |
| Stanislaus | \$75 half day/\$150 full day | Lunch during full day; mileage for training |
| Tulare | \$150 per hour | Mileage; meals |
| Ventura | \$100 half day/\$200 full day | Mileage |
| Yolo | \$125 per hour (up to 4 hours); \$175 over 4 hours | |
| Yuba | \$75 per hour (2 hour minimum/hearing) | |

Salaries for Hearing Officers³

| COUNTY | SALARY | MISCELLANEOUS BENEFITS |
|----------------|--|---|
| Alameda | \$75 - \$200 per hour | Normal rate for mandatory training |
| Butte | \$40 half day/\$75 full day | Mileage for appeal board business and training; meal reimbursement for training |
| Los Angeles | \$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours | |
| Madera | \$100 per day | Mileage; \$12 lunch |
| Mono | \$125 per meeting | Mileage |
| Orange | \$150 full day | |
| Riverside | \$300 per day | Mileage |
| Sacramento | \$100/hour (\$50 if cancelled less than 18 days prior to hearing) | |
| San Bernardino | \$150 9AM – 12PM/\$200 after 12 PM. | Mileage |
| San Diego | \$100 per day | Mileage |
| San Francisco | \$100 per half-day session | \$40 per hour |
| San Joaquin | \$200 per hearing day | |
| Santa Clara | \$300 per hearing | Mileage; \$16 meals |
| Stanislaus | \$75 half day/\$150 full day | Lunch during full day; mileage for training |
| Ventura | \$100 half day/\$200 full day | Mileage |

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

A. Employee Retirement Benefits

| County | Retirement | | | | Social Security and Medicare | |
|--------------|----------------|--|---|--|------------------------------|--------------------|
| | System | Formula | % Paid by County | % Paid by Employee | % Paid by County | % Paid by Employee |
| Alameda | 1937 Ret. Act | 2% @ 57 hired before 6/30/83; 2% @ 62 hired after 7/1/83 | Varies | Varies | 7.65% | 5.65% |
| Alpine | No response | | | | | |
| Amador | CalPERS | 2% @ 55 | 60% | 40% | 7.65% | 5.65% |
| Butte | CalPERS | 2% @ 55 | 100% | 0 | 7.65% | 5.65% |
| Calaveras | CalPERS | 2% @ 55 | 100% | 0 | 0 | 0 |
| Colusa | CalPERS | 3% @ 60 | 7% | 1% | 15.30% | 0 |
| Contra Costa | 1937 Ret. Act | 2% @ 55 | 80% | 20% | 7.65% | 5.65% |
| Del Norte | CalPERS | 2% @ 55 | 1-5 yrs 97% 5 + yrs 100% | 1-5 yrs 3% 5 + yrs 0% | 7.65% | 5.65% |
| El Dorado | CalPERS | 2% @ 55 | 7% | - | 1.45% | 1.45% |
| Fresno | 1937 Ret. Act | 2.5% @ 55 | 50% | 50% | 7.65% | 5.65% |
| Glenn | CalPERS | 2.5% @ 55 | County share plus 4% of the employee share | 4% | 100% | - |
| Humboldt | CalPERS | 2.7% @ 55 | 19.814% | 8% | 7.65% | 5.65% |
| Imperial | 1937 Ret. Act | 2% @ 55 ½ | 12.64% | Varies on entry age | 1.45% | 1.45% |
| Inyo | CalPERS | 2% @ 55 | 100% | - | 7.65% | 5.65% |
| Kern | 1937 Ret. Act | 3% @ 60 if hired before 10/27/07; 1.62% @ 60 if hired after 10/27/07 | 100% after 5 yrs if hired before 8/7/04; 0% after | if hired before 8/07/04 a percentage based on age and salary for first 5 yrs; 100% after | 7.65% | 5.65% |
| Kings | CalPERS | 2% @ 55 | 11.738% | 5% | 7.65% | 5.65% |
| Lake | CalPERS | 2% @ 55 | 100% | 0 | 7.65% | 5.65% |
| Lassen | CalPERS | 2% @ 55; 2% @ 60 starting Fall 2011 | 99% | 1% | 7.65% | 5.65% |
| Los Angeles | LACERA | Varies | Varies - choice of 5 plans | | - | - |
| Madera | CalPERS | 2.7% @ 55 | 16.215% | 8% | 7.65% | 5.65% |
| Marin | 1937 Ret. Act | 2% @ 55 | Up to 50% | Varies by age | 1.45% | 1.45% |
| Mariposa | CalPERS | 2.7% @ 55; 2% @ 55 if hired after 7/1/11 | 100% | 0 | 7.65% | 5.65% |
| Mendocino | 1937 Ret. Act. | 2% @ 57 | 75% | 25% | 7.65% | 5.65% |
| Merced | 1937 Ret. Act | 3% @ 60 | Tier 1= 40.99%; Tier 2=41.22% | Tier 1=59.01%; Tier 2= 58.78% | 7.65% | 5.65% |

A. Employee Retirement Benefits

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

A. Employee Retirement Benefits

| County | Retirement | | | | Social Security and Medicare | |
|---------------------|----------------------------------|---|---|--|------------------------------|--------------------|
| | System | Formula | % Paid by County | % Paid by Employee | % Paid by County | % Paid by Employee |
| San Luis Obispo | Pension Trust | 2% @ 55; Tier II: 2% @ 60 | Assessor 13.55%; Management 9.29%; Rank/File 8.75% | Assessor and Management 18.55%; Rank/File 17.24% | 7.65% | 5.65% |
| San Mateo | 1937 Ret. Act | 2% @ 55 ½ | 80% | 20% | 7.65% | 5.65% |
| Santa Barbara | 1937 Ret. Act | 2% @ 57 | Management \$80; Staff \$25 per pay period | Varies by age on entry and salary | 7.65% | 5.65% |
| Santa Clara | CalPERS | 2.5% @ 55 | 7% | 7% | 7.65% | 5.65% |
| Santa Cruz | CalPERS | 2% @ 55 | 15.005% for general unit; 12.915% for middle management | Pay the difference | 7.65% | 5.65% |
| Shasta | CalPERS | Hired before 5/8/11 – 2% @ 55; after – 2% @ 60 | 11.56% | 7% | 7.65% | 5.65% |
| Sierra | CalPERS | 2.7% @ 55 | 100% | 0 | 7.65% | 5.65% |
| Siskiyou | CalPERS | 2% @ 55 | 100% | 0 | 7.65% | 5.65% |
| Solano | CalPERS | 2.7% @ 55 | Varies | Varies | 7.65% | 5.65% |
| Sonoma | 1937 Ret. Act | 3% @ 60 | Varies | Varies | 7.65% | 5.65% |
| Stanislaus | 1937 Ret. Act | 2% @ 55; 2% @ 61 after 1/1/2011 | Varies | Varies | 7.65% | 5.65% |
| Sutter | CalPERS | 2.7% @ 55 | Effective 4/23/11-5% 12/31/11-2% 12/29/12-0% | Effective 4/23/11-3% 12/31/11-6% 12/29/12-8% | 7.65% | 5.65% |
| Tehama | CalPERS | 2% @ 55 | 7% | 0 | 7.65% | 5.65% |
| Trinity | CalPERS | 2 ½ % @ 55 | 7% after 1 year if hired | 1% after 1 year if hired | 7.65% | 5.65% |
| Tulare | 1937 Ret. Act | 2% @ 57 after 7/2005; 1.7% @ 60 prior 7/2005 | Varies | Varies | 7.65% | 5.65% |
| Tuolumne | CalPERS | 2% @ 55; 2% @ 60 hired after 3/2011 | 100%; 7% hired after 3/2011 | 7% hired after 3/2011 | 7.65% | 5.65% |
| Ventura | 1937 Ret. Act | 1.5% @ 55 | 15.66% | - | 7.65% | 5.65% |
| Yolo | CalPERS | 2.5% @ 55 | 3% General; 1% Sups; 7% Elected | 5% General; 7% Sups; 8% Mgt; 1% Elected | 7.65% | 5.65% |
| Yuba | CalPERS | 2% @ 55 | 12.782% | 7% | 1.45% | 1.45% |
| State of California | CalPERS Tier 1 CalPERS Tier 2 | 2% @ 55 1.25% @ 65 | 95% 100% | 5% (6% if no SS) 0 | 50% 50% | 50% 50% |

B. Employee Health Benefits

| County | Medical | | Dental | |
|----------------|--|---|--|------------------------------------|
| | Paid by County | Paid by Employee | Paid by County | Paid by Employee |
| Alameda | 90% | 10% | 100% | 0 |
| Alpine | No response | | | |
| Amador | 90% | 10% | 90% | 10% |
| Butte | 85% - 90% varies by plan | 10% - 15% | Included in medical | |
| Calaveras | \$443.50-\$1,154 cafeteria plan | Varies | Included in medical | Varies |
| Colusa | \$253.26 | Varies | \$35-\$45 | Varies |
| Contra Costa | Varies by plan | Varies | Varies by plan | Varies |
| Del Norte | \$7,000 | 5% +dependent | Included in medical | 5%+dependent |
| El Dorado | Varies | Varies | Included in medical | Included in medical |
| Fresno | \$5,410 per employee; up to \$8,010 per family | Varies by plan - \$2-\$732/bi-weekly | Included in medical | Included in medical |
| Glenn | 100% employee | Dependent | 100% employee | dependent |
| Humboldt | Varies by plan | Varies by plan | 100% | 0 |
| Imperial | Up to \$10,905 employee per year | Varies | 100% for Mgt only | 100% except for Mgt |
| Inyo | 100% | 0 | 100% | 0 |
| Kern | 100% if hired before 4/15/97; 80% after | 20% if hired after 4/15/97 | Included in medical | |
| Kings | Mgmt 100%; misc. staff 69% | misc staff 31% | Included in medical | - |
| Lake | \$800 per month | - | Included in medical | - |
| Lassen | \$469-\$676.59 varies by MOU's | - | Up to \$55 | Varies |
| Los Angeles | Varies by plans | Varies | Varies by plans | Varies |
| Madera | 100% employee; 50% dependent | 50% dependent | 100% employee; 50% dependent | 50% dependent |
| Marin | Varies | Varies | Varies | Varies |
| Mariposa | \$785 - \$1,190/mo | - | Included in medical | - |
| Mendocino | 75% | 25% | 75% | 25% |
| Merced | 100% employee; 50% dependent | 50% dependent | 100% employee; 50% dependent | 50% dependent |
| Modoc | 100% | 0 | 100% includes Vision | 0 |
| Mono | \$501.59-\$1,340.13 | \$47.19-\$122.70 | 100% | 0 |
| Monterey | Varies by bargaining unit | Varies | \$36.36 - \$39.62 | \$35.02 -\$86.04 |
| Napa | Kaiser PERS-100% employee | Depends on number of dependents | 100% employee and dependents | 0 |
| Nevada | 100% employee; 74% dependents | 26% | Included in medical | Included in medical |
| Orange | 95% | 5% | OCEA | OCEA |
| Placer | 80% of the selected plan premium | 20% of selected plan premium | 100% employee | Varies on family size and position |
| Plumas | No response | | | |
| Riverside | \$635 - \$658 toward flexible benefits | Varies; employee pays any amount over county contribution | Included in medical | Varies |
| Sacramento | \$826.90 per month | Varies | 100% | Deductible |
| San Benito | 100% employee; portion for family | Remainder on dependents | \$30 for employee | \$10/mo and dependent cost |
| San Bernardino | \$166.89-\$407.43 bi-weekly; varies by plan | Varies | Up to \$9.46 depending on hire date and yrs of service | Varies |
| San Diego | \$382 - \$897 | Varies by plan | Included in medical | Varies |
| San Francisco | 100% | - | 100% | - |
| San Joaquin | 100% | - | 100% | - |

B. Employee Health Benefits

| San Luis Obispo | Management \$850 Rank & File \$725.58 | Varies | Included in medical | Varies |
|---------------------|--|--------------------------------|-----------------------------------|---|
| San Mateo | Varies by plan | Varies by plan | 90% | 10% |
| Santa Barbara | \$226.92/pay period | Varies | \$13.03/pay period | Varies |
| Santa Clara | 100% for employee, dependent varies by plan | Varies | 100% for employee, dependent | 0 |
| Santa Cruz | 75% or 95% depending on plan | 25% or 5% | 100% | Co-pay |
| Shasta | 100% for employee; portion of dependent premium | Balance of dependent prem. | 55% and part of dependent premium | 45% & pay full prem. for first six months |
| Sierra | \$978.70 per month | Family, up to \$800 | Included in medical | |
| Siskiyou | 90% | 10% | 90 % | 10% |
| Solano | CalPERS Cafeteria plan | Varies | Varies by 2 plans | Varies |
| Sonoma | \$229.98 per pay period | Varies by plan | \$49.94 per pay period | \$13/pay period |
| Stanislaus | Varies by plan | Varies | 95% | 5% |
| Sutter | Up to \$1,196/mo; varies by plan | Varies by plan; up to \$618/mo | Up to \$45.13; varies by plan | Up to \$47.32; Varies by plan |
| Tehama | \$1,090.95 | \$139.41 | Included in medical | |
| Trinity | 100% full time employee | - | \$40/mo | - |
| Tulare | Flex. cafeteria plan | Varies | Include in medical | Varies |
| Tuolumne | \$1,000-\$1,110 cafeteria plan covers medical, dental and vision | | Included in medical | |
| Ventura | Flex allowance \$273 biweekly | - | Included in flex allowance | |
| Yolo | 90% of lowest cost | Up to 10% | 90% or \$79.20/mo | 10% or \$8.80/mo |
| Yuba | \$568.07 - \$1,180.13 | Varies by plan | \$47.56 - \$114.98 | \$4.75 - \$43.14 |
| State of California | Varies by plan | Varies by plan | Varies by plan | Varies by plan |

C. Employee Health Benefits

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

C. Employee Health Benefits

| County | Vision | | Miscellaneous |
|----------------|------------------------------|------------------------------------|--|
| | Paid by County | Paid by Employee | |
| Contra Costa | None | | |
| Del Norte | 0 | 0 | Vision plan available through union membership |
| El Dorado | Included in medical | Included in medical | \$6,000 optional benefit plan per fiscal year for management and confidential employees |
| Fresno | Included in medical | Included in medical | |
| Glenn | 100% employee | dependent | |
| Humboldt | 100% | 0 | |
| Imperial | 100% for mgt only | 100% except for mgt | |
| Inyo | 100% | 0 | County will reimburse 50% of annual medical deductible after the full deductible per person has been paid |
| Kern | Included in medical | | |
| Kings | Included in medical | - | |
| Lake | Included in medical | - | \$5,000 Life and \$5,000 Accidental death benefit included with \$800 per month medical |
| Lassen | - | - | |
| Los Angeles | Varies by plans | Varies | County offers 4 different cafeteria benefit plans - Options, Choices, Flex and MegaFlex; each benefits plan offers different medical, dental and vision; the amount paid by the county and the employee depends on the coverage elected |
| Madera | 100% employee, 50% dependent | 50% dependent | |
| Marin | Varies | Varies | County offers biweekly fringe pay (contribution to benefits) of \$413.69 plus 2% of salary for vision, medical, dental, life, and LTD. The remaining money, if any, up to 50% goes towards retirement |
| Mariposa | Included in medical | - | |
| Mendocino | 75% | 25% | |
| Merced | 100% employee, 50% dependent | 50% dependent | |
| Modoc | Included in dental | - | |
| Mono | 100% | 0 | |
| Monterey | \$8.56 | \$4.01 - \$12.57 | |
| Napa | 0% | 100% | |
| Nevada | Included in medical | Included in medical | |
| Orange | OCEA | OCEA | \$.30 per hour for all regular hours paid to all employees in the Representation Unit for deposit in trust fund |
| Placer | 100% employee | Varies on family size and position | |
| Plumas | No response | | |
| Riverside | Included in medical | Varies | |
| Sacramento | Included in medical | Varies | \$25 per paycheck, employer paid Retirement Health Saving Plan (RHSP), can be accessed at termination of employment; termination does not have to be a retirement; this benefit can be used to pay for out-of-pocket medical & dental expenses, including co-pays. |
| San Benito | 100% employee | 100% dependent | |
| San Bernardino | 100% employee | 0 | |
| San Diego | Included in medical | \$10 - \$31 | |

C. Employee Health Benefits

| County | Vision | | Miscellaneous |
|---------------------|---|------------------|---|
| | Paid by County | Paid by Employee | |
| San Francisco | 100% | - | |
| San Joaquin | 100% | - | |
| San Luis Obispo | Included in medical | Varies | Rank/File VEBA (Post Employment Health Plan) \$50/month |
| San Mateo | 100% | 0 | |
| Santa Barbara | 0 | \$71.04/year | |
| Santa Clara | 100% for employee, dependent varies by plan | 0 | |
| Santa Cruz | 100% | \$25 deductible | |
| Shasta | 100% for employee | 100% dependent | |
| Sierra | Included in medical | | |
| Siskiyou | 100% | 0 | Assr/Asst Assr \$300 wellness benefit annually |
| Solano | \$17 bi-weekly | Varies | |
| Sonoma | \$8.33 per pay period | 0 | |
| Stanislaus | 95% | 5% | Reduced contributions towards health benefits: 30-34 hrs/wk=75%; 35-39 hrs=90% contribution |
| Sutter | 100% | 0 | |
| Tehama | Included in medical | | |
| Trinity | \$9.36/mo | - | |
| Tulare | Included in medical | Varies | Benefit paid by county varies based on salary and bargaining unit |
| Tuolumne | Included in medical | | |
| Ventura | Include in flex allowance | | |
| Yolo | 90% or \$8.92/mo | 10% or \$1.00/mo | |
| Yuba | \$7.02 - \$14.94 | \$2.81 - \$3.62 | |
| State of California | 100% | 0 | Cash in lieu of insurance if otherwise provided |

D. Employee Leave Benefits

| County | Vacation |
|--------------|---|
| Alameda | 0-4 yrs=2 weeks; 5-11 yrs=3 weeks; 12-20 yrs=4 weeks; 21+ yrs=5 weeks per year |
| Alpine | No response |
| Amador | 1-2 yrs=11 days; 3-9 yrs=16 days; 10+ yrs=21 days |
| Butte | 0-5 yrs= 14 days; 6-10 yrs=19 days; 11-20 yrs=24 days; 20+ yrs= 26 days per year |
| Calaveras | 1-3 yrs=80 hrs; 3-10 yrs=120 hrs; 10+ yrs=160 hrs per year |
| Colusa | First yr=10 days; 1-10 yrs=1.25 days; 11-15 yrs=1.50 days; 16-19 yrs=1.75 days; 20+ yrs=2 days per mo |
| Contra Costa | Hours accrue monthly based on position and yrs of employment; accrual 6 2/3 to 23 1/3 hrs per month |
| Del Norte | 0-1 yr=5 days; 2-5 yrs=10 days; 6-10 yrs=15 days; 11-15 yrs=20 days; 16+ yrs=25 days per year; Mgmt/professional 1 additional 5 days |
| El Dorado | 0-4 yrs=81 hrs; 4-11 yrs=122 hrs; 11+ yrs=161 hrs per year |
| Fresno | 0-3 yrs=10 days; 3-12 yrs=15 days; 12-20 yrs=20 days per year |
| Glenn | 0-2 yrs=0.424 /hr; 3-12 yrs=0.616/hr; 13-20 yrs=0.808/hr; 20+ yrs=0.1/hr |
| Humboldt | 1-3 yrs=12 days; 4-10 yrs=15 days; 11-15 yrs=20 days; 16-20 yrs=25 days; 20+ yrs=30 days per year |
| Imperial | 1-15 yrs=4.62 hrs/bi-weekly, 15+ yrs= 6.15 hrs/bi-weekly |
| Inyo | 0-3 yrs=10 days; 3-10 yrs=15 days; 1 additional day each year for 10-20 yrs, max 25 days/year |
| Kern | 12 days (96 hrs) after 1 yr w/max accrual of 312 hrs; 17 days (136 hrs) after 5 yrs w/max accrual 432 hrs; 22 days (176 hrs) after 10 yrs w/max accrual 552; 27 days (216 hrs) after 15 yrs w/max accrual 672 hrs |
| Kings | 2-4 weeks per year, depending on length of service |
| Lake | 0-4 yrs=80 hrs; 5-15 yrs=120 hrs; each year after 15 yrs 8 hrs per year up to 160 hrs at 20 years |
| Lassen | Varies up to 20 days |
| Los Angeles | 1-4 yrs=80 hrs; 4-9 yrs=120 hrs; 9-10 yrs=128 hrs; 10-11 yrs=136 hrs; 11-12 yrs=144 hrs; 12-13 yrs=152 hrs; 13+ yrs=160 |

D. Employee Leave Benefits

| County | Vacation |
|---------------------|---|
| Madera | 0-2 ½ yrs=8 hrs; 2 ½-5 yrs=10 hrs; 5 ½ -10 yrs=12 hrs; 10+ yrs=14 hrs per month |
| Marin | Varies by bargaining unit |
| Mariposa | 10 hrs/mo |
| Mendocino | 0-3 yrs=2 weeks; 3-8 yrs=3 weeks; 8-15 yrs=4 weeks; 15+ yrs=5 weeks; 80 hrs Dept heads-max accrual +40 hrs |
| Merced | 1-5 yrs=10 days; 6-10 yrs=15 days; 10+ yrs=20 days |
| Modoc | 1-3 yrs=10 days; 4-11 yrs=15 days; 12-19 yrs=20 days; 19+ yrs=25 days; 25+ yrs=30 days per year |
| Mono | 0-3 years= 10 days, 3-10 years=15 days, 10-15 years= 17 days, 15-20 years=19 days, 20+years= 20 days |
| Monterey | 0-2 yrs=12 days; 3-10 yrs=15 days; 11-18 yrs=20 days; 19-21 yrs=23 days; 22-25 yrs=24 days; 25+ yrs=25 days per year |
| Napa | 12 – 26 days annually based on years of service |
| Nevada | 1-4 yrs=6.6667 hrs; 5-9 yrs=10 hrs; 10+ yrs=13.3334 hrs per month |
| Orange | Vacation and sick leave combined into annual leave based on years of service |
| Placer | 0-2 yrs=10 days; 3-4 yrs=12 days; 5-9 yrs=15 days; 10-19 yrs=20 days; 20+ yrs=25 days per year |
| Plumas | No response |
| Riverside | 0-3 yrs=80 hrs; 4-9 yrs=120 hrs; 10+ yrs=160 hrs per year; accrual limited to 3 times the current rate |
| Sacramento | 10-25 days/year based on service years |
| San Benito | 1-3 yrs=80 hrs; 4-9 yrs=120 hrs; 10-14 yrs=152 hrs; 15+ yrs=168 hrs per year |
| San Bernardino | Other than Clerical/Technical: 1600-8320 hrs=80 hrs; 8320-18720 hrs=120 hrs; 18720+hrs=160 hrs/year Clerical/Technical: 1040-8320 hrs=80 hrs; 8320-18720 hrs=120 hrs; 18720+hrs=160 hrs/year |
| San Diego | 0-5 yrs=10 days; 5-15 yrs=15 days; 15+ yrs=20 days/year |
| San Francisco | 1-5 yrs=80 hrs; 5-15 yrs=120 hrs; 15+ yrs=160 hrs/year |
| San Joaquin | 0-3 yrs=10 days; 3-10 yrs=15 days; 10-20 yrs=20 days; 20+ yrs=23 days |
| San Luis Obispo | 1-4 yrs=10 days; 4-9 yrs=15 days; 10+ yrs=20 days per year |
| San Mateo | 0-5 yrs= 4 hrs; 5-10 yrs= 4.9 hrs; 10-15 yrs= 5.9 hrs; 15-20yrs= 6.5 hrs; 20-25yrs= 6.8 hrs, 25+yrs= 7.4hrs |
| Santa Barbara | 0-2 yrs=12 days; 3-4 yrs=16 days; 5-10 yrs=19 days; 11-14 yrs=22 days; 15+ yrs=25 days per year |
| Santa Clara | 0-1 yrs=10 days; 2-5 yrs=12 days; 5-10 yrs=16 days; 10-15 yrs=18 days; 15-20 yrs=20 days; 20+ yrs=22 days per year |
| Santa Cruz | Mid-mgmt 1-5 yrs=15 ¼ days; 6-10 yrs=20 ¼ days; 11-15 yrs=25 ¼ days; 16+ yrs=30 ¼ days per year |
| Shasta | 1-3 yrs=10 days; 4-9 yrs=15 days; 10-15 yrs=17 days; 16+ yrs=20 days per year |
| Sierra | 1-5 yrs=2 weeks; 6-10 yrs=3 weeks; 11-15 yrs=4 weeks; 16+ yrs=5 weeks |
| Siskiyou | 1-5 yrs=2 weeks; 6-10 yrs=3 weeks; 10+ yrs=4 weeks credited bi-weekly; 40 hr vacation bonus after first 5 years |
| Solano | 0-3 yrs=3.08 hrs; 3-10 yrs=4.62 hrs; 10+yrs=6.16 hrs per biweekly |
| Sonoma | 0-2 yrs=10 days; 2-3 yrs=12 days; 3-4 yrs=13 days; 4-5 yrs=14 days; 5-10 yrs=15 days; 10-15 yrs= 19 days; 15-20 yrs= 21days; 20-25 yrs=23 days; thereafter=24 days Management: 0-10 yrs=15 days; 10-15 yrs=19 days; 15-20 yrs=21 days; 20-25 yrs=23 days; thereafter=24 days |
| Stanislaus | 0-2 yrs=2 weeks; 3-10 yrs=3 weeks; 11-20 yrs=4 weeks; 20+ yrs=5 weeks per year |
| Sutter | 1-5 yrs=11 days; 5-10 yrs=15 days; 10-15 yrs=17 days; 15+ yrs=20 days per year |
| Tehama | 1-4 yrs=12 days; 5-10 yrs=18 days; 11-20 yrs=21 days; 21+ yrs=22 ½ days per year. |
| Trinity | 1-4.9 yrs=10 days; 5-8.9yrs=15 days; 9-13.9yrs=17 days; 14+yrs=20 days |
| Tulare | 0-3 yrs=2 weeks; 3-7 yrs=3 weeks; 7-11 yrs=4 weeks; 11+ yrs=5 weeks; exempt add 1 week |
| Tuolumne | Gen 0-3 yrs=10 days; 4-9 yrs=15 days; 10+ yrs=20 days; Mgmt/Exec personal leave 0-3=30 days, 4-9=33 days, 10+= 36 days |
| Ventura | 112 - 191 hours per year |
| Yolo | 1-2 yrs=80 hrs; 3-10 yrs=120 hrs; 11 yrs=128 hrs; 12 yrs=136 hrs; 13 yrs=144 hrs; 14 yrs=152 hrs etc. 20 yrs=176 hrs; 25 yrs=184 hrs |
| Yuba | 1-5 yrs=8 hrs; 5-10 yrs=10.75 hrs; 10-15 yrs=12 hrs; 16-20 hrs=13.50 hrs; 20+ yrs=16 hrs per month |
| State of California | Rank & File: 0-3 yrs=7 hrs; 3-10 yrs=10 hrs; 10-15 yrs=12 hrs; 15-20 yrs=13 hrs; 20+ yrs=14 hrs per month Mgmt/Supv: 0-3 yrs=7 hrs; 3-10 yrs=11 hrs; 10-15 yrs=14 hrs; 15-20 yrs=14 hrs; 20-25 yrs= 15 hrs; 25+ yrs=16 hrs per month |

E. Employee Leave Benefits

| County | Sick Leave | Annual Leave | Leave Buy-Back Program |
|--------------|--|---|---|
| Alameda | 13 days per year | Max vacation leave balances on every Jan 1 no more than 2 times the employee vacation accrual rate. | Mgmt 15 days of vacation annually |
| Alpine | No response | | |
| Amador | 12 days per year | FMLA, 1 or more yrs service, maximum 12 work weeks per 12 month period | |
| Butte | 12 days/year | | 40 hrs vacation subject to approval |
| Calaveras | 3.692 hrs/2 weeks | | |
| Colusa | 7.5 hrs/month | | |
| Contra Costa | 8 hrs/month | Mgmt 70 hrs/yr admin leave | Mgmt/Supv 1/3 yearly vacation |
| Del Norte | 12 days/year | | |
| El Dorado | 3.7 hrs biweekly | | 80 hrs mgmt; 16 hrs supervisor/yr |
| Fresno | 0-3 yrs=8 days; 3+ yrs=13 days per year | 0-1.5 yrs=20 days; 1.5-3 yrs=23 days; 3-6 yrs=29 days; 6-10 yrs=33 days; 10-15 yrs=37 days; 15-19 yrs=38 days/year; | |
| Glenn | 0.0462 per work hour | Mgmt – 80 hrs admin leave | |
| Humboldt | 12 days/year | Mgmt/Conf 10 days/year in lieu of overtime | Mgmt/Conf up to 2 weeks vacation |
| Imperial | 3.69 hrs/biweekly | Administrative leave 60 hrs/year | 200 hrs can buy back ½ accrued during year |
| Inyo | 15 days/year | 1 week per fiscal year | At least 1 year service with 80 hrs sick leave and have used less than 40 hrs can buy back 40 hrs of sick leave per year |
| Kern | 0-5 yrs=8 days/year 6+ yrs=12 days/year | | |
| Kings | 2 weeks per year | Management receives additional 40 hrs/yr leave | For mgmt, 40 hrs additional leave may be cashed out at the end of FY |
| Lake | 8 hrs/month | Administrative leave 40 hrs for mgmt | Sick leave cash-out for hours in excess of 500 hrs. Mgmt 60 hrs/year; employees 20 hrs/year |
| Lassen | 15 days/year | 1-3 days/year | |
| Los Angeles | 80 hrs and up to 96 hours/year | MegaFlex employees are entitled to 10 days of annual leave after one year of plan participation | Employees who are not in the MegaFlex program may sell back a maximum of 48 hours of their sick leave per year |
| Madera | 8 hrs/month | 48 hours management leave (supervisors and above) | |
| Marin | 12 days/year, unlimited accrual | Varies by bargaining unit | Sick leave 75% credited toward retirement service credit; Vacation is paid out at 100% upon retirement or termination |
| Mariposa | 10 hrs/month | | SDI integration |
| Mendocino | 4.16 hrs/biweekly | 24 hours personal leave/year; 24 hours bereavement leave; management 48 hours personal leave per year | Employees 40 hrs vacation/yr after 8 years service; management 60 hrs vacation/yr |
| Merced | .0462 hrs/work hour | Management 96 hours/yr | Management annually and upon retirement may sell back accrued vacation time; all employees annually and upon retirement may sell back unused sick leave |

E. Employee Leave Benefits

| County | Sick Leave | Annual Leave | Leave Buy-Back Program |
|-----------------|---|--|---|
| Modoc | 9.38 hrs/month | | Sick leave incentive—if less than 16 hrs used, 16 hrs of base salary paid; 16-24 hrs used, 8 hrs of salary paid (suspended for 2 years) |
| Mono | 8 hrs/month | | Vacation 40 hrs buyback |
| Monterey | Bargaining unit F (Sup), J (General), ZJ (Conf) hired after 2/18/84 accrues at the rate of 3.08 hrs/pay period to a max of 10 days/year; hired before 2/18/84 accrues at the rate of 3.69 hrs/pay period to a max of 12 days/year | Management (X) and executive management (Y) accrues up to a maximum of 850 hours depending on years of service | For unit X & Y - up to 120 hours of annual leave per calendar year up to 10 years of service or 160 hours with 10 years or more; Unit F and ZJ - up to 40 hours of annual leave per calendar year |
| Napa | 12 days/year, unlimited accrual | 40 hrs supervisor; 80 hrs management; 19 hours personal leave | Managers to 60 hours annual management leave |
| Nevada | 10 days@6.6667 hrs/month | Dept head/Conf./Mgmt, Prof. – accrue 165-189 hrs 1-5 yr | CalPERS – one time 5 year option |
| Orange | Vacation and sick combined into annual leave | 0-3 yrs=5 hrs 51 min; 3-10 yrs=8 hrs 19 min; 10+ yrs=9 hrs 51 min biweekly | 40 hrs for OCEA General Office Services unit, 60 hrs for OCEA Supervisory /Management Unit |
| Placer | 12 days/year, maximum accrual 600 hrs for misc. employee. | | |
| Plumas | No response | | |
| Riverside | 4 hours accrual per pay period with unlimited accrual | 0-3 yrs=8.92 hrs; 3-10 yrs=10.46 hrs; 10+ yrs=12 hrs/pay period | Employee may receive pay up to 80 hrs per year plus additional 80 hrs with department head approval |
| Sacramento | 15 days/year | N/A | Mgmt 40 hrs hours max per year |
| San Benito | 120 hours/year | Management 80 hrs/yr | |
| San Bernardino | 3.39 hrs biweekly; Exempt/Elected 3.69 hrs biweekly | Supervisor 3.33 hrs/month | Administrative leave can be cashed out in increments of 1 hour one time during the calendar year |
| San Diego | 5% of paid service | Accumulation of up to twice the annualized current vacation earning rate of the employee | |
| San Francisco | 4 hours per pay period | | |
| San Joaquin | 12 days/year | 80 hrs of administrative leave for principal appraiser, Level IV for Appraiser and Auditor Appraiser | |
| San Luis Obispo | 12 days/year | | Vacation 40 hours/year |
| San Mateo | 3.7 hrs biweekly | N/A | N/A |
| Santa Barbara | 12 days/year | | Up to 40 hrs/yr after 5 yrs |
| Santa Clara | 96 hrs/year | Exec mgmt 39 days/year | Reinstatement payback, STO cash out |
| Santa Cruz | Mid-mgmt 6 days/year | 1-5 yrs=22 days; 6-10 yrs=27 days; 11-15 yrs=32 days; 16+ yrs=37 days/year | Annual leave and vacation have 100% payoff at separation; Sick leave has a variable payoff rate depending on length of service |
| Shasta | 96 hrs/year | 80 hours per year administrative leave for management staff | Varies |
| Sierra | 12 days/year | N/A | County will buyout 40% of unused sick leave at retirement. Vacation buyout at 100% |
| Siskiyou | 3.7 hours/bi-weekly | | |

E. Employee Leave Benefits

| County | Sick Leave | Annual Leave | Leave Buy-Back Program |
|---------------------|---|--|--|
| Solano | 3.7 hours/bi-weekly | See vacation | |
| Sonoma | 12 days per year, no limit on accumulation; 3.68 in-service hours accrue for each completed 80 hour pay period of service; accrual is prorated for any unpaid time in each pay period | Management/elected official - 7.5 days (60 hours)/9.63 days (77 hours) of administrative leave which may be taken as time off or cash; supervisor - 8 hours for non-exempt, 16 hours for exempt supervisor | 80 hours in a 12 month period provided 80 hour balance remains following payment (currently suspended due to budget constraints); sick leave: 25% of unused sick leave is paid upon voluntary termination or 100% of unused sick leave may be converted to time in service at retirement |
| Stanislaus | 96.2 hrs/year | 2 days/year | Vacation full cash out at retirement; sick 50% cash out at retirement up to 600 hrs, 25% if 6+ yrs of service, 0% if less than 6 yrs |
| Sutter | 12 days/year | | |
| Tehama | 8 hrs/month – unlimited accrual | Misc. employees-1 day personal leave per year; mgmt employees-1 day personal leave and 4 days administrative leave per year | Vacation – Misc. employees 40 hours/year; mgmt employees 60 hours/year |
| Trinity | 6.67 hrs/month | 40 hrs + 8 hrs | |
| Tulare | .0462 hrs per work hour | | Up to 60 hours/year (3+yrs service) |
| Tuolumne | 12 days/year | General 16 hrs, Mgmt 80 hrs, Exec 80 hrs | Mgmt/Exec 200 hours per year |
| Ventura | 80 hours per year | Management only: 248-368 hrs per year | 10 yrs: represented employees 80 hrs per year; mgmt 160 hrs per year |
| Yolo | 96 hrs/year | General: 2.4 hrs/pay period; Sups & Mgt: 4 hrs/pay period | Mgmt 96 hrs per year; General 40 hrs per year |
| Yuba | 8 hrs/month | | |
| State of California | 8 hrs/month | Available to all | Exempt/Mgmt/Sup/Conf/Excluded |

F. Employee Leave Benefits

| County | No. of Holidays | Other Types of Leave |
|--------------|-----------------|---|
| Alameda | 12 | Managers receive 4 floating holidays and 7 management paid leave days except 2011, they will have 8 management paid leave days for this year only. |
| Alpine | | No response |
| Amador | 12 | 6 days personal necessity leave per year for full time permanent employees; for part time employees, accrued in ratio of hours worked; these days are charged against the employee's accrued sick leave |
| Butte | 11 | Exempt MCS employees receive 7 days of administrative leave /year in lieu of overtime |
| Calaveras | 13 | Management time off – 40 hrs per year |
| Colusa | 13 + 1 PH | Management leave – 2 days per year Personal Holidays – 1 day per year |
| Contra Costa | 10 | Personal holiday 2 hrs/mo; Supervising Clerks 50 hrs/year |
| Del Norte | 13 + 3 floating | Up to 3 days administrative leave; bereavement 5 days |
| El Dorado | 11 + 2 floating | |
| Fresno | 11 | Bereavement leave 24 hrs, jury duty, military; |
| Glenn | 12 | |
| Humboldt | 12 + 2 floating | 5 days/year family sick leave; 5 days/occurrence death leave |

F. Employee Leave Benefits

| County | No. of Holidays | Other Types of Leave |
|-----------------|---------------------------------------|--|
| Imperial | 11 | Bereavement leave 3 days; Leave of absence without pay, family care and medical leave 12 weeks; pregnancy disability leave 12 weeks; county policy and procedure for the granting of parental leave |
| Inyo | 11 | |
| Kern | 11 | Military, family care, family school activities, bereavement, disability, personal, educational |
| Kings | 11 | |
| Lake | 12 | Family Bereavement leave 24 hrs for in-state and 40 hrs for out-of-state per incident |
| Lassen | 13 | |
| Los Angeles | 11 | Appraisal leave – Employees who are assigned away from Los Angeles county for 25 consecutive days or more earn 4 hrs for each weekend; max. 32 hrs/fiscal year Bereavement 3 days; 5 days if traveled more than 500 miles per way |
| Madera | 13 | |
| Marin | 10 | Bereavement leave: one standard work week paid, charged against sick leave; maternity leave 6 months; paternity leave 12 weeks under FMLA; personal leave varies by bargaining unit; parental education leave 40 hours per school year, but employee must use vacation, float, personal, comp concurrently with this leave |
| Mariposa | 13 | Admin leave for mgmt 80 hrs/year |
| Mendocino | 11 | 60 hours family sick leave/year deducted from employee's sick leave; catastrophic leave bank-donated hours |
| Merced | 13 | Bereavement-3 days; jury duty and court appearances |
| Modoc | 14 + 2 floating (suspended for 2 yrs) | 1 personal leave day from sick leave; 5 days bereavement leave; parental leave up to 4 weeks within first 6 months deducted from sick leave, vacation, compensation time off or unpaid leave |
| Mono | 15 | Management leave 80 hrs/year |
| Monterey | 10 + 1 floating | Varies per unit: family illness 10 days per fiscal year; bereavement 5 days of accumulated sick leave; supervisory leave, 3 days per year; education leave, 3 days per fiscal year; management 10 days per year of professional leave |
| Napa | 11 | Accumulated sick leave can be used toward 48 hours annual family sick leave allowance; accumulated sick leave can be used toward 40 hours annual critical illness of family members allowance; 40 hours annually for bereavement leave |
| Nevada | 11 | 2 floating holidays provided each July, 40 hrs administrative leave for management, dept head, prof., conf-exempt |
| Orange | 12 | Performance Incentive Plan may earn 40 hours of non-cashable special leave if certain goals are reached |
| Placer | 13 + 1 floating | Mgmt/Administrative Leave 72 hrs/year plus a 4% adjustment; mandatory furlough=5 days (July-Nov) for misc employees and 7 days (July-June) for managers; voluntary furlough |
| Plumas | | No response |
| Riverside | 12 | Bereavement 5 days (3 paid, 2 from sick leave balances) |
| Sacramento | 12.5 | Wellness leave – 1 day every 6 months based on sick leave usage (12 hrs or less used in six month period) |
| San Benito | 10 + 3 floating | |
| San Bernardino | 13 + 1 floating | Association, bereavement, compulsory, military, political, jury duty, examination time, witness, blood donation, voting, and perfect attendance |
| San Diego | 11 | Injury leave, bereavement 3 days, donated catastrophic, disability, FMLA, voluntary time off, miscellaneous leave |
| San Francisco | 11 | |
| San Joaquin | 12 | Bereavement leave |
| San Luis Obispo | 13 | Administrative leave 4 days/year management; voluntary time off of 160 hours/year after 6 months of service |
| San Mateo | 12 | 5 hrs of comp time bi-weekly for management personnel |
| Santa Barbara | 11 mgt; 12 non-mgt | Alternative Transportation Benefit 0.62 vacation hours biweekly; Administrative leave may approve up to 108 hrs per year for overtime exempt employees |

F. Employee Leave Benefits

| County | No. of Holidays | Other Types of Leave |
|---------------------|-----------------------------------|---|
| Santa Clara | 12 | Voluntary reduced work hours; 4 personal leave days; birthday holiday; bereavement 5 days; administrative leave; maternity leave; paternity leave; educational leave; jury duty; subpoenaed witness; release time; other family leave |
| Santa Cruz | 12.5 | Mid-mgmt 2 weeks administrative leave/year which may be taken as time off or pay |
| Shasta | 12 | Bereavement leave - 24 hours for death in immediate family; 24 hours additional personal sick leave for out of area travel |
| Sierra | 12 | Catastrophic leave |
| Siskiyou | 12 + 3 floating | Mgmt & appraisal staff - administrative leave 40 hrs; Dept. head – payout of 60 hrs for administrative leave |
| Solano | 12 | 2 floating holidays for non mgmt/non probationary line staff and one "free" day between December 24 th and January 1 st ; Admin leave per year depending on classification: 40-80 hrs |
| Sonoma | 11 | 17 miscellaneous floating holiday hours, granted via compensatory time off at the start of each fiscal year; |
| Stanislaus | 10.5 | 40 hrs bereavement; 40 hrs management leave for Assistant Assessors; employees were subject to 5% salary reduction for the fiscal year. 13 furloughs days – 10 days mandatory office closures, 3 days employee choice |
| Sutter | 12 | Mgmt 104 hours administrative leave; 3 years non-mgmt staff receives 2 personal leave per year |
| Tehama | 13 | Mgmt employees can convert ½ accrued sick leave hours above 500 to Deferred Comp. Plan. At retirement, both mgmt and misc employees (less than 15 years) – pay ½ of balance after deduction, 176 hours (over 15 years) – pay ½ of balance |
| Trinity | 12 | |
| Tulare | 11 + 1 PH | |
| Tuolumne | 11 | Bereavement leave 24 hrs per occurrence |
| Ventura | 8 + 1 floating | |
| Yolo | 10.5 + 4 floating | Continuing education 40 hrs/yr; Bereavement leave 10 days (3 days county paid, 7 days from leave balances); Admin leave (Mgmt) 40 hrs |
| Yuba | 11 + floating holiday 16 hrs/year | Management leave including Assessor, Assistant Assessor, and Chief Deputy Assessor receives 56 hrs per year |
| State of California | 12 + floating 16 hrs/year | 1 Personal holiday; 2 professional development days; 3 bereavement days per occurrence; jury duty; military; FMLA; state civil service exams; donated catastrophic leave; blood donations; subpoenaed witness |

G. Employee Miscellaneous Benefits

| County | Public Transit Subsidy | Life Insurance | Disability Insurance | Tax Deferred Plans | Tax Reimburse Plans | Education Reimburse | Professional Designation Incentive |
|-----------|------------------------|----------------------|--------------------------|--|--|-----------------------|------------------------------------|
| Alameda | | x | x | x | | \$650/year non - mgrs | |
| Alpine | No response | | | | | | |
| Amador | | 12,000 | x | 457 | x | x | |
| Butte | | \$20,000 to \$25,000 | SDI Paid by employee | Great West Life & Annuity; ICMA | Flexible spending by Creative Benefits | \$500/yr | |
| Calaveras | | \$50,000 | LTD Fully paid by county | 457 deferred comp plans- County match up to \$25 per month | | | |

G. Employee Miscellaneous Benefits

| County | Public Transit Subsidy | Life Insurance | Disability Insurance | Tax Deferred Plans | Tax Reimburse Plans | Education Reimburse | Professional Designation Incentive |
|--------------|------------------------|--|------------------------|---|---------------------|---|------------------------------------|
| Colusa | | \$50,000 | SDI | 6 plans | | | |
| Contra Costa | | \$10,000 to \$60,000 | SDI LTD | County pays \$75-\$85 per month | 414H2; HCSA | Limited to 50% tuition 100% books, up to \$750/year | |
| Del Norte | | x | X | Employee pay 100% contribution | | | |
| El Dorado | | \$20,000 to \$60,000 | x | x | | x | |
| Fresno | | \$8,000/\$10,000 Life and Accidental Death | SDI | 457 | Flex spending plan | | 5% salary stipend for CPA or MAI |
| Glenn | x | x | x | x | | | |
| Humboldt | | x | SDI | x | | Up to \$600/yr | |
| Imperial | | x | x | x | | x | |
| Inyo | | \$20,000 | x | x | Section 125 plan | \$350/year | x |
| Kern | | \$10,000 to \$100,000 | General employees only | x | x | job related | |
| Kings | | \$40,000 for mgmt; \$50,000 for assessor; \$10,000 for staff | | Assessor only | | | |
| Lake | | Included with health | | 457 | | | |
| Lassen | | x | x | x | | | |
| Los Angeles | \$70/mo | From ½ to 8 times annual salary | LTD | 457 and 401K; county 4% match | | up to \$1,500/yr | x |
| Madera | | \$50,000 for assessor only | | 457's and ICMA | | Appraisers only | |
| Marin | \$2/day | x | LTD | 457(b) | | up to 50% | |
| Mariposa | | x | x | x | | x | x |
| Mendocino | | x | x | x | x | For mandatory education | |
| Merced | | x | x | x | | Work-related | 5% |
| Modoc | | \$10,000 group life | | Nationwide Retirement Solutions & Valic | | Not to exceed \$450/yr, job-related; satisfactory Grade C or higher | |
| Mono | | \$5,000 for employees; \$50,000 for dept. heads | x | 457(b) | | \$700/year; education loan | Management only |
| Monterey | | \$20,000 - \$50,000 | x | x | | Up to \$5,250 per plan year | |

G. Employee Miscellaneous Benefits

| County | Public Transit Subsidy | Life Insurance | Disability Insurance | Tax Deferred Plans | Tax Reimburse Plans | Education Reimburse | Professional Designation Incentive |
|-----------------|---|---|--|-----------------------------|--|--|------------------------------------|
| Napa | x | \$20,000 Employee option to purchase additional; \$50,000 for managers | Paid by employee | Hartford | Child care; medical expenses | Maximum \$300 per year | |
| Nevada | | x | x Dept Head and Correctional Officers – county pays premium | x | | Tuition | |
| Orange | | x | x | x | HCRA DCRA | \$3,000/yr | |
| Placer | | x | x | x | | Up to \$550/yr | |
| Plumas | No response | | | | | | |
| Riverside | | Up to \$50,000 | x | 457 | | x | |
| Sacramento | \$65/mo | \$15,000 | SDI | 457 deferred comp plan | Medical; dental; day care; elder care | \$1,200/yr; 2.5% in pay for 30-59 credit hours, 5% in pay for 60+ credit hours for certain classes | |
| San Benito | | \$20,000 | SDI | 457 | x | \$750/yr | |
| San Bernardino | \$4/mo if participate more than 15 days | \$10,000 to \$50,000 | SDI LTD | 457; 401K | Flexible spending account; child care | \$1,000 for ELC & EXM only | |
| San Diego | \$65/mo | \$10,000 to \$500,000 | MGMT UCL up to max \$12,000 | 401(a) & 457 | | \$1,715/year | |
| San Francisco | | | | | | x | |
| San Joaquin | x | x | x | x | x | x | OREA, 5% managers; 2% others |
| San Luis Obispo | | Management | Management | x | x | \$250/yr | |
| San Mateo | \$75/mo | \$20,000 | SDI | x | Medical; child care; athletic club; counseling | Tuition | |
| Santa Barbara | X | \$20,000 to \$50,000 | x | 457 & 401(a) | | x | |
| Santa Clara | 100% light rail pass | \$25,000 to \$200,000 | Employees contribute to SDI | x | Healthcare; child care | x | |
| Santa Cruz | x | SEIU \$20,000, mid-mgmt \$50,000 | x | Employee contributions only | | | |
| Shasta | | x | x | x | x | x | |
| Sierra | | \$50,000 | X | x | | | x |

G. Employee Miscellaneous Benefits

| County | Public Transit Subsidy | Life Insurance | Disability Insurance | Tax Deferred Plans | Tax Reimburse Plans | Education Reimburse | Professional Designation Incentive |
|---------------------|------------------------------|---|--|---|---------------------------|---|------------------------------------|
| Siskiyou | | \$25,000 for appraisal staff, \$30,000 for mgmt, 2 x annual salary for Assr/Asst Assr | LTD/SDI | 457 | Medical & child care | \$500/yr | |
| Solano | | Staff=\$50,000; Mgmt=1.5% x salary | LTD for Mgmt | 401(a) for Mgmt at 1.8% salary; voluntary plans for staff, no county contribution | | 50% out of pocket compensation up to \$1,100 per year | |
| Sonoma | \$100/mo | x | LTD | 457 & 401(a) | Health FSA & DCAP | x | |
| Stanislaus | | Employee \$10,000; Assessor and managers \$30,000 | | Elected=2% of base, Managers 1.5%, Confidential 1% | | | |
| Sutter | | \$50,000; \$150,000 for mgmt | SDI | 457B | Flexible spending account | \$1,000/yr | |
| Tehama | | \$20,000 | x | \$45/mo to Mgmt employees | IRS 125 | | |
| Trinity | | x | x | x | | x | |
| Tulare | | x | x | 457 | | Up to \$350/year | |
| Tuolumne | | Exec \$200,000 Mgmt \$100,000 | x | x | | Mgmt/E=100% General=50% job related | |
| Ventura | | Paid by employee; | SDI paid by employee | 401K; 457 county match 1.5% | | \$600-\$950 per year | |
| Yolo | | \$25,000 | SDI for general unit; county disability for management | 457 | Flexible spending account | \$750 per yr | |
| Yuba | | \$20,000 employee; \$50,000 management | x | x | | | |
| State of California | 75% of actual cost, \$65 max | Mgmt/Sup | SDI | x | x | x | x |

H. Employee Miscellaneous Benefits

| County | Professional Dues Reimburse | Pay Incentive BOE Advanced Certification | Bilingual Pay Differential | Travel Expenses | Car Allowance | Legal Services | Athletic Club Membership |
|--------------|-----------------------------|--|---|-----------------------------|-------------------------------|--|--|
| Alameda | | | \$40 per pay period | x | Mileage | | |
| Alpine | No response | | | | | | |
| Amador | | | | x | | 1 free consultation, discounted services | \$100/yr |
| Butte | | Eligible for promotion to senior series | \$50 per pay period | x | \$25 plus mileage | | Discounts available along with payroll deduction |
| Calaveras | | | | x | | | |
| Colusa | | | \$50/month | | | | |
| Contra Costa | \$400 - \$625 | 2.5% of base pay | \$100/month | Approved costs | Assessor \$600/mo | | |
| Del Norte | | | | x | Cars available | | |
| El Dorado | | | x | x | | | |
| Fresno | | | \$50/month | Actual expenses | \$6,156/yr for Dept Head | | |
| Glenn | | \$1.50/hr | \$0.75/hr | x | | | |
| Humboldt | | | x | x | | | Group rate |
| Imperial | x | Upon passing all tests | x | | x | x | |
| Inyo | | | 5% | x | | | |
| Kern | Job related | | \$25 to \$50 per pay period | x | \$599/mo dept heads & elected | x | Available through employee union |
| Kings | | | \$20 per pay period; \$40 if certified | x | | | |
| Lake | | | 2.5% | | | | |
| Lassen | | x | | x | | | |
| Los Angeles | Up to \$80/yr | \$130/mo | \$100/mo | x | Rentals | | |
| Madera | CAA dues for Assessor | | \$40/mo | x | x | | |
| Marin | | | x | x | Elected officials | | Discounts |
| Mariposa | | | | x | x | | |
| Mendocino | Assessor | | 5% | x | Assessor | | |
| Merced | | 5% | x | x | Assessor | | |
| Modoc | | Included in salary range | 5% | x | | | |
| Mono | Management only | x | Tier I: \$125/month; Tier II: \$250/month | x | Mileage | | x |
| Monterey | \$100-\$400/yr | | x | Assessor & Assist. Assessor | | | |

H. Employee Miscellaneous Benefits

| County | Professional Dues Reimburse | Pay Incentive BOE Advanced Certification | Bilingual Pay Differential | Travel Expenses | Car Allowance | Legal Services | Athletic Club Membership |
|-----------------|-----------------------------|--|---|-----------------|---|--------------------------|--------------------------|
| Napa | | | \$80 or \$120/mo depends on classification | x | Dept head only | Unlimited phone sessions | |
| Nevada | | | 5% | | Based on individual Dept. Head | | |
| Orange | x | x | x | x | Elected official | | |
| Placer | | | | | Elected Mgmt \$550/month | | |
| Plumas | No response | | | | | | |
| Riverside | | | \$0.50 - \$1.00/hr | x | Mileage | | |
| Sacramento | | | | x | Assessor & Assistant Assessor | EAP | Discounts |
| San Benito | SAA dues | | \$50/mo | x | \$136/mo auditors & appraisers | | |
| San Bernardino | | | \$45-\$60 per pay period | x | Assessor and exempt employees in groups A and B | EAP | ELC & EXM only |
| San Diego | | \$50 bi-weekly | \$20 - \$40 biweekly | X | Assessor \$1000/mo | | |
| San Francisco | x | x | | x | \$100/mo for appraisers, \$40/mo for Auditor-Appraisers | | |
| San Joaquin | | | x | x | | | |
| San Luis Obispo | | | \$60 - \$100/month | x | Assessor only \$5,400 per year | | Management only |
| San Mateo | | | Tier 1 - \$50 Tier 2 - \$65 bi-weekly | x | | | x |
| Santa Barbara | x | | \$57.69; Mgt \$25.38 biweekly | x | Dept. Head \$205; Assistant Dept. Head \$182/bi-weekly | EAP | |
| Santa Clara | | 2% | \$120/mo | x | Assessor | | 10% discount |
| Santa Cruz | | | \$0.50-0.85/hr | x | | | |
| Shasta | | | | | | EAP | |
| Sierra | x | | | | | | |
| Siskiyou | | | 5% | x | | | |

H. Employee Miscellaneous Benefits

| County | Professional Dues Reimburse | Pay Incentive BOE Advanced Certification | Bilingual Pay Differential | Travel Expenses | Car Allowance | Legal Services | Athletic Club Membership |
|---------------------|-----------------------------|--|----------------------------------|-----------------|---------------------|----------------|--------------------------|
| Solano | | | \$65 per pay period | x | | | |
| Sonoma | x | | \$0.90/hr | x | Assessor | EAP | |
| Stanislaus | | | \$0.69/hr | | Assessor | | |
| Sutter | | | | | | | |
| Tehama | | x | | x | | | |
| Trinity | x | | | x | | | |
| Tulare | x | | \$0.50/hr | x | Dept head and above | EAP | Discounts |
| Tuolumne | | | x | x | | | 80% - mgmt |
| Ventura | | | \$0.65 - \$0.90/hr | | | | |
| Yolo | | | \$0.55/hr basic; \$0.70 advanced | x | | | |
| Yuba | | | | | | | |
| State of California | x | | x | x | | Group | |

I. Employee Miscellaneous Benefits

| County | Longevity Pay | Counseling Services | Miscellaneous |
|--------------|---|--|--|
| Alameda | | x | |
| Alpine | No response | | |
| Amador | 10, 15 & 20 years of service | x | |
| Butte | | 8 visits/yr Managed Health Network | |
| Calaveras | 2.5% increase at 6, 10, 15, 20 and 25 years | EAP 3 sessions/incident family member | Pre-tax child contribution - no county match |
| Colusa | 4 yrs in step 5=5% | 6 hours counseling per year | |
| Contra Costa | 2.5% for mgmt and 5% for elected officials after 10 yrs, additional 2.5% after 15 yrs | | |
| Del Norte | x | x | |
| El Dorado | x | x | |
| Fresno | | x | |
| Glenn | x | x | |
| Humboldt | 5% for 10 yrs; additional 5% step at 20 yrs | x | |
| Imperial | | EAP/Life Path Advisers | |
| Inyo | 10 yrs=2% 15 yrs=4% 20 yrs=6% 25 yrs=8% | EAP | |

I. Employee Miscellaneous Benefits

| County | Longevity Pay | Counseling Services | Miscellaneous |
|-----------------|---|--|---|
| Kern | 10 yrs=2% 15 yrs=4% 20 yrs=6% 25 yrs=8% 30 yrs=10% | EAP | Retiree health portion county paid; employee wellness program; voluntary personal wellness profile, health screenings, and incentives for all employees eligible for county health benefits |
| Kings | | | |
| Lake | After 5 th merit step 2.5% every 5 years | | |
| Lassen | 2.5% @ 7+ yrs, 10% @ 15 yrs | 6 per year | |
| Los Angeles | | EAP | Laundry/dry cleaning \$20/wk for appraisers working outside county for 14+ days |
| Madera | 10-15 yrs=5 % 15-20 yrs=2 ½ % 20+ yrs=2 ½ % | Insight Employee Service | |
| Marin | | EAP | Medical care reimbursement; dependent care assistance; long term care; Credit Union |
| Mariposa | x | x | |
| Mendocino | Management: 5 yrs – 2.5% 10 yrs - 5 % 15 yrs- 7.5% | EAP | Management only - \$2,500 computer interest free loan |
| Merced | \$750 annually for employees with 10 yrs service | EAP | Cell phone allowance for department head and monthly expense allowance to dept. head and assistant |
| Modoc | 5% every 3 yrs at top of range/step (salaries are frozen at current step for one continuous year) | 6 free hours per calendar year for full time employees | |
| Mono | x | EAP | |
| Monterey | | EAP (temporary suspended until further notice) | |
| Napa | | Five sessions per incident | \$70/month cell phone for managers |
| Nevada | Mgmt/Conf 2.5 % after 10 years | EAP | \$800/fiscal year management benefit allowance |
| Orange | | EAP | |
| Placer | 5% of base pay after 5 yrs continuous service in highest class step | Short term; financial, eldercare, legal, and parenting resources | Special subsidy/additional pay for Tahoe assignment \$675/mo and Tahoe Rural Health \$2,000 for single coverage per year; cafeteria plan for management \$2,100/yr, can be contribution into 401k, dependent care, medical care or cash |
| Plumas | No response | | |
| Riverside | | EAP | Management benefit - \$25 per pay period to 401k |
| Sacramento | | EAP | |
| San Benito | 2.5% @ 20 yrs, 5% @ 25 yrs, 7.5% @ 30 yrs | | |
| San Bernardino | | Psychological services for ELC & EXM only | Retirement Medical Trust Fund for eligible employees; Portable Communication Allowance for ELC & EXM Group A & B |
| San Diego | | EAP | Cash in lieu of retirement for Assessor and chief deputies 30 yrs = 5.25% more biweekly |
| San Francisco | x | | |
| San Joaquin | | x | |
| San Luis Obispo | | EAP 3 visits | |
| San Mateo | | x | |

I. Employee Miscellaneous Benefits

| | | | |
|---------------------|---|--------------------------------|--|
| Santa Barbara | | EAP | |
| Santa Clara | | EAP | Cell phones for executive management |
| Santa Cruz | 3% after 25 years | EAP | |
| Shasta | x | EAP | |
| Sierra | 5% at 5, 10, 15, and 20 years of continuous service | 4 paid visits per year | AFLAC insurance offered as voluntary pre-tax deduction |
| Siskiyou | 2.5% increase after 2 yrs @step 5; Asst. Assr 2.5% after 2 yrs at each Step 5 and 6 | EAP | Deferred comp \$200/mo for Assessor, \$125/mo for Asst. Assessor, \$30/mo for appraisal staff; Alternate work schedules 4/10 and 9/80 |
| Solano | Non-mgmt: 10 yrs=2.5% 20 yrs=5% 25 yrs=7.5% Mgmt: 10 yrs=2.5% 15 yrs=5% 20 yrs=7.5% 25 yrs=10% 30 yrs=12.5% 35+ yrs=15% | EAP 5 paid visits per year | Public Agency Retirement Services Supplementary Retirement Plan (SRP) |
| Sonoma | | EAP | Wellness benefit \$100-\$350 per year (currently suspended due to budget constraints) |
| Stanislaus | | | Mileage on county business; CPA designation=5% |
| Sutter | 10 years - 5% bonus | 3 sessions in a 6 month period | Alternative work schedules: 4-10 & 9-80; Service with distinction 15 & 20 yrs receives 2.5% bonus |
| Tehama | Employee hired prior to 1991 - 5% raise | EAP | \$100 per mo assessor stipend |
| Trinity | x | x | |
| Tulare | 100% @30 yrs | EAP | |
| Tuolumne | x | EAP | |
| Ventura | | EAP | |
| Yolo | Hired before 7/13/80 | EAP | In-lieu health insurance \$300/mo; Deferred Comp Match – Sups 10+yrs=\$150; 20+yrs=\$250; Mgmt 1+yr=\$350; 10+yrs=\$450; Elected=\$500 |
| Yuba | 30 year step index system | EAP; 5 visits/year | |
| State of California | | EAP | |