

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

JANUARY 2023

CALIFORNIA STATE BOARD OF EQUALIZATION

TED GAINES, SACRAMENTO

SALLY J. LIEBER, SAN FRANCISCO

ANTONIO VAZQUEZ, SANTA MONICA

MIKE SCHAEFER, VICE CHAIR, SAN DIEGO

MALIA M. COHEN

FIRST DISTRICT

SECOND DISTRICT

THIRD DISTRICT

FOURTH DISTRICT

STATE CONTROLLER

YVETTE M. STOWERS, EXECUTIVE DIRECTOR



Table of Contents

	<u>PAGE</u>
INTRODUCTION	ii
SALARIES	
<i>State Board of Equalization</i>	1
<i>County Assessors' Offices</i>	2
<i>Assessment Appeals Board Members</i>	32
<i>Hearing Officers</i>	33
BENEFITS	
<i>Retirement</i>	35
<i>Health</i>	42
<i>Leave</i>	47
<i>Miscellaneous</i>	55

INTRODUCTION

This is a report of salaries and benefits of employees for California County Assessors' offices, county assessment appeals board members, county hearing officers, and comparable positions from the Property Tax Department of the State Board of Equalization (BOE). 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 BOE's Property Tax Department.
- 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.

This data was compiled by the BOE's County-Assessed Properties Division from a questionnaire sent to all County Assessors. A total of 48 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. If you have questions regarding state salaries, classifications, and/or benefits, you may contact the BOE's County-Assessed Properties Division at 1-916-274-3350.

SALARIES

The first portion of this report contains salaries for some State of California appointed and civil service classifications, and salary ranges used by the Property Tax Department of the BOE. All salaries are monthly and are in effect as of January 1, 2022.

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 as of January 1, 2022, 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 for 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 (BOE) SALARIES

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

ADMINISTRATORS

Deputy Director – Property Tax (CEA)*	\$11,102 – 13,226
Division Chief (CEA)*	9,471 – 11,463
Principal Property Appraiser	8,817 – 10,013

SUPERVISORS

Business Taxes Administrator II	7,752 – 10,130
Supervising Property Appraiser	7,392 – 9,188
Research Data Supervisor I (GIS)	6,563 – 8,153

APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	11,862 – 14,850
Senior Specialist Property Appraiser	6,992 – 8,750
Associate Property Appraiser	6,082 – 7,618
Assistant Property Appraiser	5,059 – 6,336
Junior Property Appraiser	3,534 – 4,216

AUDITOR–APPRAISERS

Senior Specialist Property Auditor–Appraiser	6,992 – 9,189
Associate Property Auditor–Appraiser	6,082 – 7,998
Assistant Property Auditor–Appraiser	5,059 – 6,651
Tax Auditor	4,091 – 6,651

GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Data Specialist I	6,061 – 7,587
Research Data Analyst II	5,793 – 7,256
Research Data Analyst I	3,895 – 6,032

PROFESSIONAL SUPPORT

Business Taxes Specialist II	7,339 – 9,648
Executive Assistant	4,125 – 5,162
Associate Governmental Program Analyst	5,518 – 6,907
Staff Services Analyst	3,534 – 5,744
Tax Technician I/II/III	3,063 – 4,636

STAFF SUPPORT

Office Technician (General)	3,308 – 4,145
Office Technician (Typing)	3,369 – 4,217
Office Assistant (Typing)	2,880 – 3,912

* BOE CEA paid above maximum of range

ALAMEDA

Total Reported Positions: 173.45

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$20,523
Chief Deputy Assessor	1	16,130
Chief, Appraisal Division	2	13,884
Chief, Assessment Services Division	1	13,884
Financial Services Officer	1	10,416
Departmental Human Resources Officer	1	9,773
Administrative Specialist II	1	8,060
Administrative Assistant	1	6,517
Human Resources Technician	1	6,746
Principal Appraiser	1	11,667
Supervising Appraiser II	10	9,977
Appraiser III	19	8,439
Appraiser II	29	7,392
Principal Auditor–Appraiser	1	11,667
Supervising Auditor–Appraiser II	4	9,977
Auditor–Appraiser III	11	8,643
Auditor–Appraiser II	7	7,574
Assessor Representative	2	9,493
Mapping Supervisor	1	8,060
Mapping Technician II	1	5,702
Mapping Technician III	5	6,622
Information Systems Manager	1	12,116
Information Systems Analyst	1	10,826
Information Systems Specialist	1	8,060
Information Systems Technician I	1	5,630
Training Officer	1	9,493
Assessment Roll Manager	1	8,388
Assessment Supervisor II	5	7,381
Assessment Supervisor I	3	7,023
Senior Assessor's Technician	22	5,922
Assessor's Technician	31	5,197
Secretary II	1	6,968
Specialist Clerk I	1	4,948
Clerk II	3	4,753
Clerk Intermittent	0.45	3,621

ALPINE

Total Reported Positions: 3.4

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,819
Senior Appraiser	1	4,695
Auditor–Appraiser	0.4	2,156
Assessment Technician	1	4,692

AMADOR

No information provided

BUTTE

Total Reported Positions: 34

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,046 – 12,500
Assistant Assessor	1	8,303 – 11,126
Supervisor, Assessment Office	1	3,924 – 5,257
Information Systems Analyst, Principal	1	6,276 – 8,414
Property Appraiser	7	3,630 – 4,867
Property Appraiser, Senior	6	4,006 – 5,368
Property Appraiser, Principal	1	4,422 – 5,928
Supervisor, Appraiser	1	5,023 – 6,734
Auditor–Appraiser, Senior	1	4,106 – 5,503
Supervisor, Auditor–Appraiser	1	5,023 – 6,734
Assessment Clerk	8	2,629 – 3,524
Assessment Clerk, Senior	1	2,905 – 3,891
Supervisor, Assessment Clerk	3	3,300 – 4,422
Cadastral Drafting Technician	1	3,288 – 4,410

CALAVERAS

Total Reported Positions: 17

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,286
Chief Appraiser	1	6,133 – 7,457
Chief of Assessment Services	1	5,824 – 7,084
Senior Appraiser	1	5,219 – 6,344
Appraiser III	0	4,659 – 5,659
Appraiser II	1	4,245 – 5,165
Appraiser I	4	3,921 – 4,767

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Appraiser Trainee	1	3,184 – 3,869
Assessment Analyst II	1	\$5,219 – 6,346
Assessment Analyst I	2	4,659 – 5,666
Assessment Technician II	0	3,664 – 4,456
Assessment Technician I	3	3,018 – 3,664
Appraiser Analyst	1	4,597 – 5,590

COLUSA

Total Reported Positions: 10

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,244 – 16,081
Assistant Assessor	1	6,365 – 10,441
Appraiser I	2	3,505 – 5,751
Appraiser III	1	4,272 – 7,012
Supervising Assessment Technician	1	3,831 – 6,292
Assessment Technician I	3	2,915 – 4,791
Auditor–Appraiser I	1	3,967 – 6,509

CONTRA COSTA

Total Reported Positions: 109

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,390
Assistant County Assessor	2	13,472 – 14,852
Principal Appraiser	4	10,116 – 12,949
Supervising Appraiser	4	8,008 – 10,251
Associate Appraiser	20	7,054 – 8,575
Assistant Appraiser	13	5,914 – 7,189
Junior Appraiser	8	5,903 – 6,508
Senior Real Property Technical Assistant	6	5,087 – 6,183
Supervising Auditor–Appraiser	1	8,208 – 10,508
Senior Auditor–Appraiser	3	7,508 – 9,126
Auditor–Appraiser II	4	6,202 – 7,539
Auditor–Appraiser I	1	6,159 – 6,791
Drafting Services Coordinator	1	6,381 – 7,756
Computer Aided Drafting Operator	4	5,350 – 6,503
Assessor's Clerical Staff Manager	1	6,323 – 8,075
Supervising Assessment Clerk	4	4,809 – 6,142
Clerk – Specialist Level	7	4,245 – 5,421
Clerk – Senior Level	17	3,759 – 4,800

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Clerk – Experienced Level	6	3,401 – 4,220
Assessor's Customer Services Coordinator	1	\$6,956 – 9,829
Administrative Services Assistant III	1	6,812 – 8,280

DEL NORTE

Total Reported Positions: 10

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,121
Assistant Assessor	1	7,027
Assessment Analyst	1	4,289
Property Transfer/Mapping Specialist	1	4,140
Appraiser Technician	1	3,775
Property Appraiser II	2	4,543
Property Appraiser I	1	4,044
Property Appraiser I	1	3,523
Property Appraiser – Part Time/Temporary	1	2,662

EL DORADO

Total Reported Positions: 40

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,551
Assistant Assessor, Valuations	1	9,831 – 11,950
Deputy Assessor, Systems and Support	1	7,641 – 9,287
Administrative Technician	1	4,479 – 5,444
Information Technology Dept. Coordinator	1	6,299 – 7,656
Supervising Appraiser	1	6,327 – 7,691
Appraiser I	5	4,274 – 5,195
Appraiser II	4	4,746 – 5,770
Senior Appraiser	4	5,276 – 6,415
Cadastral Drafter	1	4,794 – 5,829
Geographic Information Analyst I	1	5,507 – 6,694
Property Transfer Supervisor	1	4,446 – 5,403
Property Transfer Specialist	4	3,865 – 4,699
Supervising Assessment Technician	1	4,134 – 5,023
Assessment Technician I	2	3,009 – 3,659
Senior Assessment Technician	5	3,597 – 4,371
Supervising Auditor Appraiser	1	6,070 – 7,379

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser	2	\$4,746 – 5,770
Appraiser Aide	1	3,593 – 4,368
Office Assistant I	1	2,267 – 2,754
Department Systems Analyst	1	6,119 - 7,438

FRESNO

Total Reported Positions: 110

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,591
Assistant Assessor	1	10,562
Chief Appraiser	2	9,602
Business Manager	1	8,287
Special Properties Appraiser	1	7,078
Appraiser I	12	3,967
Appraiser II	5	4,892
Appraiser III	18	6,073
Senior Appraiser	5	7,106
Supervising Appraiser	2	8,705
Auditor–Appraiser I	2	4,121
Auditor–Appraiser II	1	4,508
Auditor–Appraiser III	6	6,153
Assessment Technician I/II/III	12	4,586
Supervising Assessment Technician	1	6,242
Cadastral Technician I/II/III	4	4,080
Executive Assistant	1	4,833
Supervising Office Assistant	2	4,268
Office Assistant I/II/III	17	3,146
Program Technician I/II	7	4,216
Information Technology Analysts III/IV	4	6,318
Senior Auditor–Appraiser	1	6,768
Information Technology Manager	1	9,223

GLENN

Total Reported Positions: 8

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,835
Assistant Assessor	1	7,149
Senior Appraiser	2	4,869
Appraiser	1	4,298
Office Technician I	3	3,331
Office Technician II	0	3,771

HUMBOLDT

Total Reported Positions: 31

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,067 – 12,521
Deputy Assessor	2	6,146 – 7,886
Office Services Supervisor	1	3,732 – 4,789
Principal Appraiser	2	4,624 – 5,934
Appraiser III	4	4,186 – 5,371
Appraiser II	1	3,808 – 4,886
Appraiser I	3	3,395 – 4,355
Principal Auditor–Appraiser	1	4,862 – 6,238
Auditor–Appraiser III	1	4,400 – 5,647
Auditor–Appraiser I	1	3,551 – 4,556
Appraisal Technician	4	2,922 – 3,750
Senior Property Transfer Assistant	1	3,360 – 4,312
Property Transfer Assistant	2	2,967 – 3,808
Cadastral Drafting Technician	1	3,118 – 4,002
Senior Assessment Technician	1	3,073 – 3,943
Assessment Technician II	1	2,712 – 3,480
Assessment Technician I	4	2,430 – 3,118

IMPERIAL

No information provided

INYO

Total Reported Positions: 9

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,198
Assistant Assessor	1	7,708 – 9,020
Administrative Analyst III	1	4,714 – 6,292
Auditor Appraiser	2	4,943 – 6,012
Real Property Appraiser	2	4,714 – 6,292
Office Technician III	1	4,184 – 5,091
Office Technician II	1	3,816 – 4,636

KERN

Total Reported Positions: 85

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,246
Confidential Assistant Assessor	1	8,125 – 9,710
Business Manager	1	5,590 – 6,680
Administrative Coordinator	1	4,249 – 5,077
Engineering Technician I/II/III	4	4,206 – 6,137
Fiscal Support Supervisor	3	3,845 – 4,595
Fiscal Support Specialist	6	3,429 – 4,097
Fiscal Support Technician	4	2,894 – 3,458
Confidential Administrative Assistant	1	4,648 – 5,554
Assessment Technician	15	2,808 – 3,356
Chief Appraiser	3	6,395 – 7,643
Supervising Appraiser	4	5,934 – 7,092
Senior Appraiser	8	5,452 – 6,483
Appraiser I/II/III	23	3,788 – 6,137
Supervising Auditor–Appraiser	1	5,934 – 7,092
Senior Auditor–Appraiser	2	5,452 – 6,483
Auditor–Appraiser I/II/III	7	3,788 – 6,137

KINGS

Total Reported Positions: 24

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,091
Auditor–Accountant	1	6,041
Chief Appraiser	1	7,308
Senior Appraiser	2	5,472 – 6,680
Auditor–Appraiser I/II/III	2	3,942 – 6,484
Appraiser I/II/III	7	3,713 – 6,077
Cadastral GIS Technician I/II/III	1	3,533 – 5,528
Assessment Specialist I/II	5	2,726 – 3,676
Assessment Specialist III	3	3,328 – 4,061
Executive Secretary	1	4,761

LAKE

No information provided

LASSEN

Total Reported Positions: 10.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,745
Chief Appraiser	1	6,600
Chief Business & Administration	1	6,600
Senior Appraiser	1	4,960
Associate Appraiser	1	4,995
Assistant Appraiser	1	4,574
Administrative Assistant	1	4,982
Senior Cadastral Drafter	1	4,768
Cadastral Drafter I	1	3,025
Administrative Clerk	0.5	3,018
Appraiser Technician	1	3,133

LOS ANGELES

Total Reported Positions: 1,380

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,869
Assistant Assessor (UC)	2	15,095 – 23,476
Accounting Technician I	2	3,547 – 4,773
Administrative Assistant II	5	4,880 – 6,576
Administrative Assistant III	3	5,439 – 7,330
Administrative Assistant IV, Assessor	1	6,003 – 8,089
Administrative Deputy II (UC)	1	11,304 – 17,579
Administrative Services Manager I	11	6,641 – 8,949
Administrative Services Manager II	5	7,203 – 9,707
Administrative Services Manager III	1	9,425 – 12,701
Application Developer II	9	6,823 – 8,710
Appraiser	271	4,303 – 7,815
Appraiser Assistant	25	3,379 – 4,543
Appraiser Specialist I	193	6,463 – 8,710
Assistant Property Assessment Specialist	1	5,203 – 7,011
Career Development Intern	1	2,830
Chief Appraiser	10	10,515 – 16,352
Chief Clerk	5	4,868 – 6,740
Chief Deputy Assessor, Unclassified	1	15,095 – 23,476
Database Administrator	1	9,061 – 12,210
Departmental Chief Information Officer II (UC)	1	12,151 – 18,898
Departmental Civil Service Representative	1	6,840 – 9,218
Departmental Finance Manager II	1	9,781 – 15,212
Departmental Human Resources Manager II	1	9,781 – 15,212
Departmental Personnel Assistant	4	3,573 – 4,808

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Departmental Information Security Officer I	1	\$9,099 – 14,151
Director, Assessor's Operations (UC)	4	13,063 – 20,315
Executive Secretary, Unclassified	1	7,133 – 9,613
Geographical Information Systems Manager I	1	9,781 – 15,212
Geographical Information Systems Manager II	1	10,515 – 16,352
Geographical Information Systems Technician I	21	5,685 – 7,257
Geographical Information Systems Technician II	11	6,003 – 7,662
Graphic Arts Aide	1	3,504 – 4,714
Graphic Arts Specialist	1	4,588 – 6,183
Head Clerk	31	4,127 – 5,714
Head Reprographics, Assessor	1	5,799 – 7,815
Head Support Services, Assessor	4	6,416 – 8,646
Information Systems Analyst I	2	6,003 – 8,089
Information Systems Analyst II	7	6,448 – 8,688
Information Technology Aide	6	3,742 – 5,039
Information Technology Manager I	2	9,781 – 15,212
Information Technology Manager II	1	10,515 – 16,352
Information Technology Specialist I	1	10,377 – 13,985
Information Technology Specialist II	1	11,942 – 16,095
Information Technology Supervisor	1	9,061 – 12,210
IT Technical Support Supervisor	1	7,063 – 9,518
Intermediate Clerk	89	2,899 – 3,997
Intermediate Supervising Clerk	2	3,617 – 5,002
IT Technical Support Analyst I	5	5,101 – 6,874
IT Technical Support Analyst II	6	5,685 – 7,662
Management Analyst	2	5,506 – 7,420
Management Secretary III	1	5,152 – 6,943
Management Secretary V	4	5,742 – 7,739
Network Systems Administrator II	4	6,690 – 9,016
Ownership Clerk I	43	3,148 – 4,345
Ownership Clerk II	46	3,504 – 4,844
Ownership Services Specialist	61	3,901 – 5,399
Ownership Services Supervisor I	21	4,345 – 6,018
Ownership Services Supervisor II	2	4,844 – 6,707
Payroll Clerk I	1	3,530 – 4,880
Principal Application Developer	3	8,753 – 11,795
Principal Appraiser	42	7,681 – 10,928
Principal Information Systems Analyst	1	8,818 – 11,883
Principal Network Systems Administrator	2	8,818 – 11,883
Principal Property Assessment Specialist	2	7,681 – 10,928
Printer I	2	3,322 – 4,465
Printer II	2	4,208 – 5,089
Procurement Aide	1	3,487 – 4,691

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Procurement Assistant I	1	\$3,872 – 5,216
Procurement Assistant III	1	4,820 – 6,495
Property Assessment Specialist	5	6,463 – 8,710
Senior Application Developer	17	7,384 – 9,950
Senior Clerk	191	3,265 – 4,510
Senior Departmental Personnel Assistant	4	4,645 – 6,260
Senior GIS Analyst	1	7,796 – 9,950
Senior Information Systems Analyst	10	7,854 – 10,583
Senior Information Technology Aide	6	4,400 - 5,929
Senior IT Technical Support Analyst	2	6,337 – 8,540
Senior Management Secretary V	3	6,400 – 8,625
Senior Network Systems Administrator	8	7,457 – 10,049
Senior Property Assessment Specialist	2	7,011 – 9,448
Senior Secretary V	12	5,152 – 6,943
Senior Typist – Clerk	8	3,346 – 4,622
Special Assistant, Assessor – Field Deputy (UC)	4	4,521 – 6,790
Special Assistant, Assessor (UC)	4	8,332 – 12,514
Staff Assistant I	1	3,882 – 5,229
Staff Assistant II	1	4,691 – 6,322
Staff Assistant, Assessor	2	3,770 – 5,076
Supervising Appraiser	85	7,257 – 9,780
Supervising GIS Technician	4	6,823 – 8,710
Supervising Payroll Clerk II	1	4,367 – 6,048
Supply Officer I	1	5,320 – 7,168
Transcriber Typist	1	3,354 – 4,389
Warehouse Worker Aide	3	3,210 – 4,313
Warehouse Worker I	1	3,387 – 4,554
Warehouse Worker II	1	3,770 – 5,076
Warehouse Worker III	1	3,977 – 5,359

MADERA

Total Reported Positions: 24.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,124 – 12,730
Deputy Assessor, Real Property	1	6,448 – 7,837
Deputy Assessor, Business	1	6,448 – 7,837
Deputy Assessor, Appraisal Support Operation	1	5,836 – 7,093
Supervising Residential Appraiser	1	5,778 – 7,023
Real Property Appraiser	5.5	3,838 – 5,987
Residential Appraiser	2	3,838 – 5,987
Auditor–Appraiser	2	3,838 – 5,987
Senior Cadastral Drafting Technician	1	4,414 – 5,365
Cadastral Drafting Technician	0.5	3,272 – 3,977

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Principal Administrative Analyst	1	\$5,894 – 7,165
Assessment Technician	5.5	3,208 – 3,899
Assessment Clerk	1	2,627 – 3,529
Office Assistant	1	2,601 – 3,324

MARIN

Total Reported Positions: 56

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,141
Assistant Assessor–Recorder	1	13,351
Assistant Assessor – Valuation	1	12,058 – 13,351
Administrative Assistant II	1	5,577 – 6,672
Chief of Assessment Standards	1	8,680 – 10,509
Chief of Assessment Systems	1	8,680 – 10,509
Administrative Services Manager	1	8,588 – 10,389
Administrative Services Associate	11	6,074 – 7,589
Administrative Services Technician	1	5,196 – 6,266
Assessment/Record/Clerk Technician I/II	8	4,190 – 5,599
Assessment Recording Clerk Supervisor	3	6,118 – 7,436
Senior ARCC Technician	3	5,297 – 6,441
Principal Auditor–Appraiser	1	8,370 – 10,081
Senior Auditor–Appraiser	1	6,714 – 8,045
Principal Appraiser	3	8,370 – 10,081
Appraiser III	6	6,714 – 8,037
Appraiser I/II	15	5,778 – 7,327
Auditor–Appraiser I/II	4	5,562 – 7,395
Cadastral Mapping Technician I/II	1	4,736 – 6,943
Supervising Technology Systems Specialist	1	8,723 – 10,452
Technology Systems Specialist III	1	7,990 – 9,569

MARIPOSA

Total Reported Positions: 10

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,105
Appraiser I	1	4,023
Appraiser II	1	4,726
Appraiser III	1	6,555
Assessment Office Manager	1	5,770
Clerk II	2	3,949
Clerk III	2	4,315
Cadastral Draft Technician	1	5,757

MENDOCINO

No information provided

MERCED

Total Reported Positions: 35

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,561 – 15,297
Assistant Assessor	1	9,826 – 11,958
Director of Administrative Services	1	8,240 – 10,020
Chief Appraiser	1	7,512 – 9,131
Chief Auditor–Appraiser	1	7,512 – 9,131
Staff Services Analyst II	1	5,410 – 6,583
Supervising Auditor–Appraiser	1	6,814 – 8,280
Supervising Appraiser	2	6,328 – 7,696
Chief, Mapping & Title Services	1	6,176 – 7,512
Auditor–Appraiser I/II/III (Flexible Staffing)	4	4,579 – 7,121
Appraiser I/II/III (Flexible Staffing)	8	4,053 – 6,299
Appraiser IV	1	5,710 – 6,949
Assessment Services Supervisor	1	4,716 – 5,739
Assessment Clerk I/II/III (Flexible Staffing)	5	2,751 – 4,276
Title Technician	1	4,361 – 5,306
Assistant Title Technician	1	3,765 – 4,579
GIS Analyst I	1	4,670 – 5,682
Extra Help Special Projects	3	18.40 – 25.41/hour

MODOC

Total Reported Positions: 5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$5,800
Senior Appraiser	1	2,906 – 5,241
Appraiser II	1	3,787 – 4,833
Support Services Administrator	1	3,428 – 4,374
Assessor Technician II	1	2,966 – 3,786

MONO

No information provided

MONTEREY

Total Reported Positions: 52

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,243
Assistant Assessor, Valuation	1	9,557 – 13,045
Administrative Services Assistant	1	5,559 – 7,593
Administrative Secretary – Confidential	1	4,512 – 6,163
Appraiser I	9	3,907 – 5,336
Appraiser II	6	4,479 – 5,547
Appraiser III	3	5,350 – 7,307
Assessment Clerk	1	3,105 – 4,241
Auditor–Appraiser I	1	4,107 – 5,609
Auditor–Appraiser II	3	4,939 – 6,746
Auditor–Appraiser III	1	5,990 – 8,181
Auditor–Appraiser Manager	1	7,243 – 9,887
Business Technology Analyst I	1	5,736 – 7,835
Departmental Information Systems Manager II	1	8,334 – 11,377
Map Drafting Technician	1	3,736 – 5,101
Office Assistant II	6	3,270 – 4,466
Office Assistant III	2	3,578 – 4,886
Personnel Technician – Confidential	1	4,720 – 6,447
Property Transfer Clerk	4	3,296 – 4,288
Senior Map Drafting Technician	1	4,434 – 6,053
Senior Personnel Analyst	1	7,315 – 9,990
Senior Property Transfer Clerk	1	3,643 – 4,976
Supervising Appraiser	2	6,680 – 9,119
Supervising Office Assistant II	2	4,445 – 6,072

NAPA

Total Reported Positions: 24.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,600 – 11,669
Chief Appraiser	1	7,798 – 9,350
Supervising Auditor Appraiser	1	7,798 – 9,350
Supervising Appraiser	1	7,379 – 8,847
Mapping and Title Supervisor	1	6,583 – 7,878
Staff Services Manager	0.5	4,572 – 5,555
Auditor–Appraiser I	2	5,869 – 6,994
Appraiser III	4	6,698 – 8,022
Appraiser II	3	6,150 – 7,353
Appraiser I	1	5,632 – 6,727
Appraiser Aide	3	4,562 – 5,422
Senior Mapping Technician	1	5,337 – 6,372

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Title Technician	2	\$4,522 – 5,375
Assessment Records Assistant II	2	4,406 – 5,210
Assessment Records Assistant I	1	4,072 – 4,807

NEVADA

Total Reported Positions: 26

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,087
Assistant Assessor	1	9,903 – 12,090
Chief Appraiser	1	8,442 – 10,306
Senior Administrative Analyst	1	7,197 – 8,786
Accounting Assistant I	1	3,199 – 3,905
Appraiser II	4	5,112 – 6,241
Appraiser I	4	4,627 – 5,648
Auditor–Appraiser I	2	4,627 – 5,648
Appraisal Technician I	2	4,293 – 5,241
Assessment Assistant II	3	3,552 – 4,336
Assessment Assistant I	2	3,215 – 3,925
GIS Analyst I	1	6,241 – 7,619
Senior Assessment Assistant	1	3,925 – 4,791
Appraisal Technician I – Temporary	2	4,293 – 5,241

ORANGE

Total Reported Positions: 282

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,161
Administrative Manager I	2	5,067 – 10,071
Administrative Manager II	3	7,044 – 12,520
Administrative Manager III	5	8,807 – 15,465
Appraiser I	8	5,021 – 6,765
Appraiser II	43	5,604 – 7,543
Appraiser III	18	6,216 – 8,374
Appraiser Trainee	4	4,079 – 5,446
Assessment Technician II	48	3,553 – 4,763
Assessment Technician III	13	4,079 – 5,446
Assessment Technician Trainee	7	3,077 – 4,079
Auditor–Appraiser I	8	5,021 – 6,765
Auditor–Appraiser II	14	5,604 – 7,543
Auditor–Appraiser III	12	6,216 – 8,374
Auditor–Appraiser Trainee	6	4,288 – 5,741
Cadastral Technician II	5	4,462 – 5,975

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Executive Assistant	1	\$2,964 – 12,520
Executive Secretary I	1	4,481 – 6,003
Information Technologist II	9	6,497 – 8,729
IT Supervisor	3	8,453 – 11,409
IT Systems Technician I	2	4,344 – 5,819
IT Systems Technician II	1	5,086 – 6,848
Managing Appraiser	3	7,741 – 10,423
Managing Assessment Technician	4	5,521 – 7,434
Managing Auditor–Appraiser	2	7,741 – 10,423
Office Assistant	2	3,231 – 3,808
Principal Appraiser	1	6,951 – 9,341
Procurement Contract Specialist	1	5,703 – 7,687
Secretary II	4	3,585 – 4,779
Senior Appraiser	12	6,951 – 9,341
Senior Assessment Technician	13	4,581 – 6,127
Senior Auditor–Appraiser	7	6,951 – 9,341
Senior Cadastral Technician	5	4,949 – 6,666
Senior Information Technologist	1	7,628 – 10,273
Senior IT Applications Developer	2	7,628 – 10,273
Staff Assistant	1	3,988 – 5,347
Staff Specialist	5	4,696 – 6,278
Store Clerk	1	3,134 – 4,137
Storekeeper I	1	3,519 – 4,716
Supervising Cadastral Technician	2	5,521 – 7,434
Technical Systems Specialist	1	7,039 – 9,462

PLACER

Total Reported Positions: 79

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,552
Chief Deputy Assessor	1	11,681 – 14,588
Chief Appraiser	3	9,667 – 12,074
Managing Appraiser	3	8,748 – 10,925
Information Technology Supervisor	1	8,748 – 10,925
Supervising Appraiser	4	8,121 – 10,142
Senior Information Technology Analyst	1	7,935 – 9,909
Business Process Analyst	1	7,533 – 9,409
Senior Appraiser	12	7,384 – 9,220
Senior Auditor–Appraiser	2	7,384 – 9,220
Administrative and Fiscal Officer I/II	1	7,171 – 8,954
Geographic Information Systems Analyst I/II	1	6,855 – 8,561
Information Technology Specialist	2	6,528 – 8,152
Assistant/Associate Appraiser	15	6,377 – 7,965

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Assistant/Associate Auditor–Appraiser	2	\$6,377 – 7,965
Assessment Supervisor	3	6,075 – 7,587
Staff Services Analyst I/II	1	5,921 – 7,394
Information Technology Technician I/II	1	5,370 – 6,706
Geographic Information Systems Tech I/II	1	5,247 – 6,554
Cadastral Technician I/II	2	4,760 – 5,944
Appraisal Technician	12	4,533 – 5,661
Administrative Technician	1	4,418 – 5,517
Accountant I	1	4,318 – 5,392
Administrative Clerk – Senior	1	3,552 – 4,436
Administrative Clerk – Entry/Journey	6	3,221 – 4,025

PLUMAS

No information provided

RIVERSIDE

Total Reported Positions: 191

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,266
Assistant Assessor	1	13,515
Chief Appraiser	2	11,623
Chief Deputy Assessor-Clerk-Recorder	1	12,387
Principal Deputy Assessor-Clerk Recorder	6	10,497
Supervising Appraiser	14	8,266
Supervising Auditor–Appraiser	22	8,8023
Senior Appraiser	26	7,459
Senior Auditor–Appraiser	4	7,533
Appraiser II	41	6,932
Auditor–Appraiser II	9	6,932
Assessor–Clerk–Recorder Technician I	4	4,468
Assessor–Clerk–Recorder Technician II	44	5,017
Assessor–Clerk–Recorder Technician III	7	5,586
Appraiser Technician	10	5,137
GIS Analyst	1	6,885
GIS Specialist II	6	5,944
GIS Supervisor Analyst	1	8,789
Senior GIS Specialist	1	6,608
Supervising Assessor-Clerk-Recorder Technician	1	5,896
Administrative Services Assistant	1	4,987
Business Process Manager	1	10,259
Business Process Analyst I	1	7,381

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Business Process Analyst II	3	\$8,378
Supervising Deputy Assessor-Clerk-Recorder	3	8,008

SACRAMENTO

Total Reported Positions: 148

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,578
Assistant Assessor	1	14,188
Administrative Services Officer I	1	6,816
Administrative Services Officer II	1	8,173
Administrative Services Officer III	1	10,148
Assessment Supervisor	1	5,361
Assessment Technician	10	4,834
Associate Auditor–Appraiser	5	7,411
Associate Real Property Appraiser	25	7,411
Auditor–Appraiser I/II	4	6,311
Chief Appraiser	6	12,349
Data Entry Operator	1	3,802
Executive Secretary	1	5,881
Geographic Information Systems Analyst II	2	8,808
Geographic Information Systems Technician III	2	6,147
Information Technician Applications Analyst III	1	9,713
Information Technician Applications Analyst II	4	8,808
Information Technician Infrastructure Analyst II	1	8,808
Office Assistant II	1	3,769
Office Specialist II	12	4,434
Real Property Appraiser I/II	21	6,311
Senior Auditor–Appraiser	3	8,157
Senior Office Specialist	14	4,743
Senior Real Property Appraiser	16	8,157
Supervising Auditor–Appraiser	2	9,243
Supervising Information Technology Analyst	2	10,694
Supervising Real Property Appraiser	9	9,243

SAN BENITO

Total Reported Positions: 20.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,819 – 15,669
Assistant Assessor	1	8,651 – 11,599
Chief Appraiser	1	7,219 – 9,680
Appraiser III	4	5,289 – 7,090

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraiser II	2	\$4,568 – 6,124
Appraiser I	1	3,945 – 5,289
Auditor–Appraiser III	1	5,527 – 7,407
Auditor–Appraiser II	1	4,773 – 6,399
Supervising Computer Mapping Specialist	1	5,527 – 7,407
Computer Mapping Specialist III	2.5	4,773 – 6,399
Assessor’s Office Manager	1	4,862 – 6,518
Assessment Clerk III	1	3,276 – 4,393
Assessment Clerk II	1	2,972 – 3,984
Accounting Appraiser Technician	1	3,720 – 4,988
Property Transfer Assessment Technician	1	3,945 – 5,289

SAN BERNARDINO

Total Reported Positions: 189

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$21,233
Assistant Assessor	1	10,339 – 13,943
Accounting Technician	1	3,437 – 4,734
Administrative & Financial Manager	1	8,006 – 10,887
Administrative Supervisor I	1	5,604 – 7,722
Applications Specialist	1	4,735 – 6,503
Appraisal Technician	15	3,437 – 4,734
Appraiser II	43	5,210 – 7,164
Appraiser III	17	5,743 – 7,904
ARC Project Administrator	1	5,529 – 7,464
ARC Public & Legislative Affairs Officer	1	6,198 – 8,398
Auditor–Appraiser II	12	5,210 – 7,164
Auditor–Appraiser III	2	5,743 – 7,904
Automated Systems Analyst II	2	5,604 – 7,722
Business Applications Manager	1	7,341 – 10,116
Business Systems Analyst I	1	5,210 – 7,164
Business Systems Analyst II	1	6,034 – 8,304
Business Systems Analyst III	1	6,653 – 9,161
Cadastral Drafting Technician I	1	3,527 – 4,850
Cadastral Drafting Technician II	2	3,864 – 5,304
Cadastral Drafting Technician III	1	4,160 – 5,713
Cadastral Services Supervisor	1	4,966 – 6,826
Chief Appraiser	2	8,589 – 11,698
Chief of Assessment Services	1	8,589 – 11,698
Departmental IS Administrator	1	9,447 – 12,877
Department Systems Engineer	1	6,653 – 9,161
Executive Secretary III	2	4,579 – 6,205

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Office Assistant III	29	\$2,801 – 3,846
Office Specialist	1	3,047 – 4,186
Payroll Specialist	1	2,907 – 3,990
Principal Appraiser	3	7,294 – 9,904
Programmer Analyst III	1	6,767 – 9,320
Public Service Employee	4	1,907 – 2,643
Staff Analyst I	1	4,394 – 6,037
Staff Analyst II	1	5,091 – 6,996
Supervising Auditor Appraiser	3	6,495 – 8,941
Supervising District Appraiser	7	6,495 – 8,941
Supervising Title Transfer Technician I	2	3,770 – 5,186
Supervising Title Transfer Technician II	2	4,089 – 5,611
Title Transfer Technician I	14	3,120 – 4,403
Title Transfer Technician II	5	3,501 – 4,812

SAN DIEGO

No Information Provided

SAN FRANCISCO

Total Reported Positions: 187.63

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,685
Manager I	3	12,320
Manager II	2	13,226
Manager III	6	14,260
Manager V	1	16,512
Deputy Director III	2	17,724
IS Engineer – Journey	2	12,505
IS Business Analyst	1	10,090
IS Business Analyst – Senior	2	11,682
IS Manager	1	17,724
IT Operations Support Administrator II	1	7,658
IT Operations Support Administrator III	1	9,310
Senior Payroll and Personnel Clerk	1	7,903
Human Resources Analyst	2	9,604
Senior Human Resources Analyst	1	11,203
Account Clerk	1	6,042
Senior Account Clerk	1	6,995
Accountant III	1	10,216
Senior Microphoto/Imaging Technician	1	6,568
Junior Administrative Analyst	5	6,928
Administrative Analyst	4	9,110

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Senior Administrative Analyst	8	\$10,616
Principal Administrative Analyst	1	12,291
Management Assistant	2	8,384
Assessor–Recorder Office Assistant	17	6,042
Assessor–Recorder Office Specialist	2	6,714
Assessor–Recorder Senior Office Specialist	31	7,784
Assessor–Recorder Operations Supervisor	1	9,063
Tax Auditor–Appraiser	8	9,038
Senior Tax Auditor–Appraiser	7	10,464
Principal Tax Auditor–Appraiser	3	13,035
Real Property Appraiser	37	9,038
Senior Real Property Appraiser	20	10,464
Principal Real Property Appraiser	9	13,035
Commercial Division Assistant Supervisor	1	9,989
Temporary – Miscellaneous	0.63	9,259

SAN JOAQUIN

Total Reported Positions: 88

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,641
Assistant Assessor	1	10,084 – 12,258
Principal Appraiser	2	8,628 – 10,487
Appraiser IV	4	6,658 – 8,093
Appraiser III	4	5,640 – 6,856
Appraiser II	10	4,994 – 6,010
Appraiser I	8	4,065 – 4,942
Principal Auditor–Appraiser	1	8,628 – 10,487
Auditor–Appraiser IV	1	6,658 – 8,093
Auditor–Appraiser III	1	5,640 – 6,856
Auditor–Appraiser II	5	4,994 – 6,010
Auditor–Appraiser I	2	4,126 – 5,016
Property Technician Supervisor	2	3,782 – 4,597
Property Technician	8	3,532 – 4,293
Assessor's Chief Mapping Technician	1	5,042 – 6,129
Assessor's Senior Mapping Technician	1	4,708 – 5,139
Assessor's Mapping Technician II	3	4,228 – 5,139
Assessor's Mapping Technician I	0	3,728 – 4,597
Office Supervisor	2	3,414 – 4,149
Senior Office Assistant	3	3,082 – 3,746
Office Assistant	7	2,933 – 3,566
Office Assistant Specialist	3	3,235 – 3,745
Management Analyst I	1	4,419 – 5,371
Management Analyst III	1	5,951 – 7,234

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Principal GIS Analyst	1	\$7,940 – 9,652
Department Information Systems Manager	1	9,014 – 10,956
Department Information Systems Analyst III	2	8,537 – 9,192
Department Information Systems Analyst II	1	6,624 – 8,052
Department Information Systems Analyst I	1	5,398 – 6,561
Executive Secretary	1	4,228 – 5,139
Office Secretary	1	3,414 – 4,149
Account Technician II	1	4,228 – 5,139
Transfer Technician Supervisor	1	3,969 – 4,825
Transfer Technician III	2	3,653 – 4,440
Transfer Technician II	2	3,498 – 4,252
Transfer Technician I	2	3,380 – 4,108

SAN LUIS OBISPO

Total Reported Positions: 82.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,120
Assistant Assessor	1	13,017
Assessment Manager	5	10,088
Assessment Analyst I	1	7,708
Assessment Analyst II	2	8,627
Assessment Analyst III	4	9,703
Supervising Appraiser	3	8,594
Appraiser I	6	5,767
Appraiser II	8	6,675
Appraiser III	6	7,285
Appraiser Trainee	5	4,985
Supervising Auditor Appraiser	1	9,365
Auditor–Appraiser I	1	5,780
Auditor–Appraiser III	4	8,507
Assessment Technician Supervisor	2	6,261
Assessment Technician I	4.5	4,280
Assessment Technician II	2	4,703
Assessment Technician III	4	5,153
Assessment Technician IV	3	5,392
Accounting Technician	1	5,242
Supervising Property Transfer Technician	1	6,887
Property Transfer Technician I	3	4,703
Property Transfer Technician II	3	5,172
Property Transfer Technician III	2	5,670
Property Transfer Technician IV	2	5,933
Geographic Information System Analyst I	3	5,970
Geographic Information System Analyst III	2	7,748

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Geographic Information System Analyst	1	\$8,963
Software Engineer II	1	8,623

SAN MATEO

Total Reported Positions: 109

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,591
Assistant Assessor	1	14,215 – 17,772
Deputy Assessor	2	12,892 – 16,116
Administrative Assistant I – Confidential	2	5,767 – 7,212
Administrative Assistant II – Confidential	0	6,557 – 8,199
Appraiser I	9	5,945 – 6,644
Appraiser II	13	6,571 – 8,216
Supervisor, Assessor–Recorder Support Services	2	5,772 – 7,214
Assessor–Recorder Technician II	5	4,240 – 5,300
Assessor–Recorder Technician III	12	4,858 – 6,072
Auditor–Appraiser I	3	5,945 – 6,644
Auditor–Appraiser II	2	6,571 – 8,216
Chief Appraiser	3	11,136 – 13,922
Departmental Systems Analyst	7	8,694 – 10,870
Geographic Information System Supervisor	1	7,762 – 9,701
Geographic Information System Technician II	1	6,297 – 7,871
Geographic Information System Technician III	2	7,465 – 8,819
Manager, Information Technology	1	10,102 – 12,627
Principal Appraiser – Exempt	10	8,828 – 11,041
Principal Auditor–Appraiser – Exempt	2	8,828 – 11,041
Senior Appraiser	18	7,462 – 9,329
Senior Auditor–Appraiser	9	7,462 – 9,329
IS Project Manager II	2	10,729 – 13,412
Quality and Compliance Coordinator – Confidential	1	6,339 – 7,919

SANTA BARBARA

No information provided

SANTA CLARA

Total Reported Positions: 252

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$22,211
Assistant Assessor	1	14,435 – 18,528
Deputy Assessor	1	11,162 – 14,320
Financial & Administrative Services Manager	1	11,842 – 15,178
Division Chief Office of the Assessor	3	12,197 – 15,633
Account Clerk I/II	1	4,097 – 5,390
Accountant Assistant	2	4,956 – 5,983
Accountant Assistant/Accountant I	1	4,956 – 6,726
Associate Developer/Application Assistant	7	10,254 – 14,333
Appraisal Aide	6	5,207 – 6,291
Appraisal Data Coordinator/Assessment Clerk	9	4,891 – 5,904
Appraiser I/II/III	38	5,793 – 8,889
Assessment Clerk	12	4,410 – 5,316
Assistant Chief Appraiser	1	11,250 – 13,676
Assistant Chief Auditor–Appraiser	1	11,250 – 13,676
Management Aide/Associate Management Analyst	1	5,568 – 8,232
Auditor–Appraiser I/II/III	12	5,792 – 8,889
Business Systems Analyst	2	11,584 – 14,081
Cadastral Mapping Technician I/II	2	4,518 – 6,300
Confidential Secretary	11	6,543 – 9,904
Administrative Assistant/Executive Assistant I	1	4,889 – 6,345
Exemption Investigator	2	6,491 – 7,858
Exemption Manager	1	8,354 – 10,157
Associate GIS Analyst/GIS Analyst	3	8,565 – 11,972
Associate IT Field Support Specialist/IT Field Support Specialist	1	7,311 – 10,221
IT Manager	2	14,041 – 17,067
IT Service Desk Specialist/Associate IT Service Desk Specialist	1	5,864 – 8,198
Mapping & Identification Supervisor	1	8,013 – 9,739
Office Management Coordinator/Supervising Assessment Clerk	1	6,577 – 8,273
Office Specialist II	9	4,049 – 4,874
Office Specialist III	8	4,372 – 5,270
Principal IT Manager	1	19,377 – 23,553
Property and Title Identification Technician	4	4,790 – 5,782
Senior Assessment Clerk/Property Transfer Examiner	16	4,636 – 6,356
Property Transfer Supervisor	2	7,011 – 8,521
Senior Application Developer	4	14,150 – 17,200
Senior Account Clerk	1	4,772 – 5,762
Senior Appraiser/Appraiser III	38	7,347 – 9,972

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Clerk/Senior Assessment Clerk	4	\$4,410 – 5,596
Auditor–Appraiser I/II/III or Senior Auditor–Appraiser	28	5,792 – 9,972
Senior Cadastral Mapping Technician	1	5,697 – 6,884
Management Analyst/Senior Management Analyst	1	6,775 – 11,038
Office Specialist III/Senior Office Specialist	3	4,372 – 5,738
Training and Staff Development Specialist/Senior Training & Staff Development	1	7,997 – 10,932
Supervising Appraisal Data Coordinator	1	6,977 – 8,480
Supervising Appraiser	8	10,059 – 12,227
Supervising Assessment Clerk	2	6,577 – 7,992
Supervising Auditor–Appraiser	6	10,059 – 12,227
Systems Administrator	1	10,059–12,227
Systems Administrator Technician	1	7,962 – 9,678
Technology Architect	1	13,597 – 16,527
Associate Test Engineer/Test Engineer	1	9,486 – 13,260

SANTA CRUZ

Total Reported Positions: 21

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$20,285
Chief Deputy Assessor, Valuation	1	8,920 – 11,913
Chief Deputy Assessor, Administration	1	8,920 – 11,913
Senior Appraiser	2	6,365 – 8,049
Appraiser II	5	5,800 – 7,335
Chief Auditor–Appraiser	1	8,103 – 10,816
Auditor–Appraiser II	2	6,096 – 7,705
Geographic Information System Technician II	1	4,832 – 6,115
Assessment Technician	6	4,356 – 5,521
Assessment Clerk	1	4,061 – 5,138

SHASTA

Total Reported Positions: 39

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,264
Deputy Assessor	2	7,920 – 10,109
Agency Staff Services Analyst II	1	4,540 – 5,795
Inter-departmental Systems Coordinator	1	6,236 – 7,959
Appraisal Manager	3	6,297 – 8,037
Assessor Program Manager	2	5,155 – 6,580
Senior Specialist Real Property Appraiser	2	5,574 – 7,114

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Real Property Appraiser III	6	\$5,055 – 6,452
Real Property Appraiser II	3	4,585 – 5,852
Real Property Appraiser I	3	3,960 – 5,055
Real Property Appraiser Aide	2	3,575 – 4,562
Auditor–Appraiser III	1	5,055 – 6,452
Auditor–Appraiser II	1	4,791 – 6,115
Mapping Specialist II	1	4,474 – 5,711
Mapping Specialist I	1	3,828 – 4,885
Supervising Assessor Specialist	1	3,790 – 4,838
Senior Assessor Specialist	4	3,575 – 4,562
Assessor Specialist II	2	3,043 – 3,884
Assessor Specialist I	2	2,828 – 3,610

SIERRA

Total Reported Positions: 4.9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,279
Senior Appraiser	1	7,842*
Appraiser IV	1	6,308*
Chief Deputy Assessment Technician	1	4,945*
Assessment Technician II	0.9	4,299*

**Subject to 5 and 10 year longevity @ 5% each*

SISKIYOU

Total Reported Positions: 15

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,060
Assistant Assessor	1	5,788 – 7,035
Deputy Assessor	1	4,919 – 5,979
Senior Specialist Appraiser	1	4,356 – 5,295
Senior Appraiser	0	3,951 – 4,802
Appraiser	5	3,464 – 4,210
Administrative Assessment Supervisor	1	3,726 – 4,528
Senior Assessor–Recorder Technician	3	3,262 – 3,961
Assessor–Recorder Technician	1	2,729 – 3,396
Senior Cadastral Mapping Technician	1	3,158 – 3,841

SOLANO

Total Reported Positions: 49

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,771
Assistant Assessor	1	11,498 – 13,975
Chief Appraiser	1	10,027 – 12,188
Supervising Real Property Appraiser	2	7,779 – 9,455
Supervising Auditor–Appraiser	1	7,779 – 9,455
Clerical Operations Manager	1	6,081 – 7,391
Clerical Operations Supervisor	2	4,849 – 5,953
Senior Appraiser	4	6,674 – 8,112
Appraiser	15	4,756 – 7,127
Auditor–Appraiser	5	5,125 – 7,127
Office Assistant III	10	4,544 – 5,579
Office Assistant II	4	4,087 – 5,017
Cadastral Mapping Technician II	1	4,756 – 5,781
Cadastral Mapping Technician III	1	5,495 – 6,679

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

SONOMA

Total Reported Positions: 71.55

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,546
Chief Deputy Assessor	1	11,239 – 13,662
Chief of Assessment Standards	1	9,095 – 11,056
Executive Secretary, Confidential*	1	4,936 – 5,958
Chief Appraiser	1	9,095 – 11,056
Appraiser IV	4	6,796 – 8,262
Appraiser III	12.8	5,896 – 7,163
Appraiser II	4	5,294 – 6,436
Appraiser I	1	4,581 – 5,567
Appraiser Aide	4	\$3,993 – 4,854
Supervising Auditor–Appraiser	1	7,264 – 8,831
Senior Auditor–Appraiser	2	6,456 – 7,849
Auditor–Appraiser II	1	6,009 – 7,304
Auditor–Appraiser I	2	5,460 – 6,638
Department Information Systems Manager	1	9,192 – 11,173
Department Information Specialist II	2.75	6,692 – 8,135
Cadastral Mapping Supervisor	1	5,714 – 6,945
Cadastral Mapping Technician I/II	3	4,864 – 5,913

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Process Manager	1	\$8,274 – 10,057
Assessor's Change in Ownership Supervisor	1	5,773 – 7,017
Assessment Process Supervisor	2	5,181 – 6,296
Assessment Specialist	9	4,603 – 5,596
Senior Clerk Recorder Assessor Specialist	3	4,180 – 5,081
Clerk Recorder Assessor Specialist I/II	6	3,454 – 4,614
Administrative Services Officer I	2	7,171 – 8,716
Accountant II/Accountant II Confidential*	2	5,778 – 7,410
Account Clerk II	1	3,776 – 4,567

** Confidential salaries include a \$0.90/hour premium/some positions may include an equity adjustment, Staff 2% COLA 3/9/2021/Managers 6/2/21.*

STANISLAUS

Total Reported Positions: 61

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,317
Assistant Assessor (Manager IV)	2	7,121 – 10,681
Confidential Assistant IV	1	4,200 – 6,301
Senior Software Developer/Analyst	1	7,802 – 9,483
Software Developer/Analyst III	1	6,744 – 8,199
Supervising Auditor–Appraiser	1	6,547 – 7,958
Supervising Appraiser	4	6,238 – 7,582
Senior Auditor–Appraiser	2	5,940 – 7,219
Application Specialist III	2	5,829 – 7,086
Senior Appraiser	7	5,663 – 6,883
Auditor–Appraiser III	4	5,396 – 6,559
Appraiser III	16	5,146 – 6,256
Cadastral Supervisor	1	5,063 – 6,153
Supervising Assessment Technician II	4	4,439 – 5,394
Cadastral Technician II	1	4,177 – 5,080
Appraiser Technician	2	3,531 – 4,292
Assessment Technician II	9	3,510 – 4,266
Administrative Clerk II	1	2,978 – 3,619
Administrative Clerk I	1	2,881 – 3,501

SUTTER

Total Reported Positions: 16

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,770
Assistant Assessor	1	7,123
Chief Appraiser	1	8,726
Auditor–Appraiser III	2	\$5,745 – 6,504
Appraiser I	1	4,402
Appraiser II	2	4,898
Appraiser III	2	5,160
Appraiser Aide	1	4,570
Assessment Technician I	1	3,217
Assessment Technician II	2	3,796 – 4,109
Assessment Technician III	2	4,241 – 4,700

TEHAMA

Total Reported Positions: 18

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,123
Assistant Assessor	1	6,627 – 8,072
Assessment Roll Manager	1	4,578 – 5,574
Auditor–Appraiser	1	4,091 – 4,985
Senior Appraiser	2	4,404 – 5,366
Appraiser II	2	3,990 – 4,862
Appraiser I	1	3,617 – 4,404
Senior Assessment Clerk	3	3,200 – 3,895
Assessment Clerk III	1	2,898 – 3,529
Assessment Clerk II	2	2,621 - 3,200
Cadastral Drafting Tech	1	3,529 – 4,299
Transfer Analyst	2	3,117 – 3,798

TRINITY

No information provided

TULARE

Total Reported Positions: 76

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,620
Assistant Assessor	1	8,237 – 12,355
Chief Appraiser	1	6,800 – 8,287

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraiser I/II/III	24	\$4,607 – 6,989
Appraiser IV	4	6,324 – 7,707
Chief Records Clerk	1	3,946 – 4,810
Director of Staff Services	1	8,237 – 12,355
Systems & Procedures Analyst I/II	1	4,780 – 6,433
Chief Auditor–Appraiser	1	6,800 – 8,287
Auditor–Appraiser I/II/III	5	4,611 – 6,991
Auditor–Appraiser IV	2	6,343 – 7,731
Chief Assessment Clerk	1	4,150 – 5,058
Title & Admin Tech Supervisor	3	3,588 – 4,372
Title & Admin Tech I/II	21	2,965 – 3,975
Accountant II/III-confidential	1	4,698 – 6,386
Analyst–Assessors System	1	6,576 – 7,942
Analyst–Staff Services I/II	1	4,087 – 5,622
Cadastral Supervisor	1	5,278 – 6,432
Cadastral Mapping Tech I/II/III	5	3,879 – 5,737

TUOLUMNE

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,459
Assistant Assessor	1	9,454
Senior Appraiser	2	4,597 – 5,611
Auditor–Appraiser II	1	4,118 – 5,556
Appraiser I/II	1	3,765 – 5,079
Transfer Specialist	1	3,493 – 4,264
Senior Assessment Technician I/II	1	3,324 – 4,058
Assessment Technician I/II	2	2,721 – 3,673
Senior Cadastral GIS Specialist	1	4,373 – 5,341

VENTURA

Total Reported Positions: 132

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,926
Chief Deputy Assessor	2	11,028 – 15,441
Chief Appraiser	5	7,704 – 10,786
Staff Services Manager III	1	7,475 – 10,465
Supervising Appraiser	7	6,838 – 10,052
Appraiser III	18	5,712 – 8,007
Appraiser II	32	5,147 – 7,215
Supervising Auditor–Appraiser	2	5,988 – 10,052
Auditor–Appraiser III	5	5,572 – 8,007

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser II	8	\$5,147 – 7,215
Supervising Assessor's Technician	2	4,548 – 5,822
Assessor's Technician III	7	4,491 – 5,749
Assessor's Technician II	7	4,124 – 5,279
Cadastral Technician IV	1	5,220 – 7,315
Cadastral Technician III	4	4,397 – 6,156
Imaging Specialist I	3	2,981 – 4,172
Office Systems Coordinator IV	3	6,726 – 8,933
Office Systems Coordinator III	1	5,660 – 7,939
Clerical Supervisor II	3	3,875 – 5,426
Office Assistant IV	5	3,279 – 4,586
Office Assistant III	11	3,051 – 4,266
Management Assistant IV – Confidential	1	4,836 – 6,772
Management Assistant III	1	3,699 – 5,176
Administrative Assistant III	1	4,836 – 6,783
Administrative Assistant II	1	4,397 – 6,166

YOLO

Total Reported Positions: 28

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,019
Chief Deputy Assessor	1	9,398 – 11,423
Principal Appraiser	1	6,959 – 8,459
Principal Auditor–Appraiser	1	6,959 – 8,459
Assessor Clerk–Recorder Supervisor	1	4,945 – 6,011
Executive Assistant	1	5,478 – 6,659
Appraiser I/II/III	6	4,556 – 6,854
Senior Appraiser	3	6,326 – 7,690
Auditor–Appraiser I/II/III	2	4,556 – 6,854
Senior Auditor–Appraiser	0	6,326 – 7,690
Assessor–Clerk–Recorder Assistant I/II	3	3,284 – 4,391
Assessor–Clerk–Recorder Assistant I/II (Extra–Help)	1	3,284 – 4,391
Assessor–Clerk–Recorder Specialist I/II	5	3,819 – 5,106
Senior Assessment Technician	1	4,410 – 5,361
Geographic Information Systems Analyst II	1	6,390 – 7,767

YUBA

No information provided

Salaries of Assessment Appeals Board Members²

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$200 per hearing	Not available
Butte	\$75 per 4 hour session	Meals only for full 8 hour day
Calaveras	\$65 per day	Expenses for out of county travel
Contra Costa	\$200 half day/\$300 full day/\$400 per day for consecutive day appeals	Not available
El Dorado	\$100 per day, \$50 per 4 hour session	Mileage \$0.56 per mile; \$17 meals
Fresno	\$100 per day	Mileage reimbursement at IRS rate
Humboldt	\$40 half day/\$75 full day	Mileage; meals per diem
Kern	\$150 half day/\$250 full day/\$300 consecutive days for special hearings	Meals for full day training; mileage if more than 20 miles
Lassen	\$100 half day/\$200 full day	Not available
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	Not available
Madera	\$100 per session	Mileage \$0.585 per mile
Marin	\$131.25 half day/\$262.50 per meeting per diem	\$32.81 per hour for preparation of findings of fact
Mariposa	\$100 per session	Mileage at prevailing rate
Merced	\$100 per session; additional \$50 for session time over 4 hours	Not available
Monterey	\$275 per session	Mileage \$0.625 per mile effective 7/1/2022; meals, if necessary
Napa	\$200 per meeting	Not available
Nevada	\$75 half-day/\$150 full day member \$85 half-day/\$160 full day Chair	Mileage at IRS annual rate per mile
Orange	\$150 per half-day/\$300 full day	Parking
Placer	\$200 per day/\$300 Special Meetings	Mileage; meal reimbursement at IRS standard rate
Riverside	\$300 per day	Mileage \$0.58 per mile
Sacramento	\$100 half day/\$200 full day	Parking
San Bernardino	\$175 if less than 3 hours/\$225 if 3-6 hours/\$300 if more than 6 hours per meeting	Mileage
San Francisco	\$100 per session (Session is 2.5 hours)	Not available

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

COUNTY	SALARY	MISCELLANEOUS BENEFITS
San Joaquin	No response	No response
San Luis Obispo	\$150 per day	Mileage
San Mateo	\$300 per meeting	Not available
Santa Clara	\$300 per day	Mileage; meals per diem
Santa Cruz	\$75 per meeting	Mileage and meals if travel is for training
Shasta	\$40 half day/\$75 per day	No reimbursement for mileage, meals, etc
Siskiyou	\$100 per day	Mileage at county reimbursement rate (\$0.62 per mile)
Solano	\$100 for half-day, \$200 full day, \$400 for consecutive hearing days.	\$25 per hour document review and prep for complex assessment appeal cases
Sonoma	\$125 per half day; \$250 full day.	Not available
Stanislaus	\$75 half day/\$150 full day	Not available
Sutter	\$50 per hour/\$100 per session	Not available
Tulare	\$150 per session	Mileage paid at rate of 0.585 cents per mile
Ventura	\$100 for half day or less/\$200 for greater than 4 hours	Standard IRS mileage rate
Yolo	\$125 per 4 hours or less; \$175 over 4 hours	Not available

Salaries for Hearing Officers³

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$75-\$200 per hour based on experience	Not available
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	Not available
Mariposa	\$100 per session	Mileage paid per prevailing rate
Orange	\$175 per session	Parking
San Bernardino	\$175 if less than 3 hours/\$225 if 3-6 hours/\$300 if more than 6 hours per meeting	Mileage
San Francisco	\$100 per session (Session is 2.5 hours)	Not available
Santa Clara	\$300 per day	Mileage; meals per diem

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

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Tulare	A County Counsel attorney is appointed as the Hearing Officer, but no additional salary is paid for the appointment	Not available
Ventura	\$100 for 4 hours or less/\$200 for greater than 4 hours	Standard IRS mileage rate

A. Employee Retirement Benefits

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Alameda	1937 Ret. Act	Tier I: 2% at 57 hired on or before 6/30/83 Tier II: 2% at 62 hired on or after 7/1/83- 12/31/12 Tier IV: 2% at 62 hired on or after 1/1/13	Varies	Varies	6.2%	6.2%
Alpine	CalPERS	2% at 55; classic 2% at 62	0	100%	None	None
Amador	No response	No response	No response	No response	No response	No response
Butte	CalPERS	2% at 55 (Classic) 2% at 62 (New members)	9% Classic ½ cost now for new members	9% Classic ½ cost now for new members	Social Security – 6.2% Medicare – 1.45%	Social Security – 6.2% Medicare – 1.45%
Calaveras	CalPERS	2% at 55 hired before 1/1/13 (highest 12 months salary) 2% at 62 hired after 1/1/13 (highest 36 months salary)	10.225%	7%	Medicare Only – 1.45%	Medicare Only – 1.45%
Colusa	CalPERS	3% at 60 Classic - hired before 12/31/12 2% at 62 New - hired after 1/1/13	30.4%	8%	7.65%	7.65%
Contra Costa	1937 Ret. Act before 12/31/12 CalPERS for employees hired after 1/1/13 (PEPRA)	2% at 55 2% at 60 hired on or after 1/1/13	80%.	20%	SS 6.2% \$127,200.00; Medicare 1.45% No limit	SS 6.2% \$127,200.00; Medicare 1.45% No limit; EEs exceeding 200K in SS Wage Base will pay an additional 0.90% in Medicare Tax for earnings exceeding the 200K threshold

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Del Norte	CalPERS	2% at 55	7.442% hired prior to 2013 7.192% hired after 2013	8%	SS 6.20% Medicare 1.45%	SS 6.20% Medicare 1.45%
El Dorado	CalPERS	2% at 55 hired prior to 10/5/12 2% at 60 hired on or after 10/5/12; 2% at 62 hired on or after 1/1/13	4% if 2% at 50 or 60; 50% if 2% at 62	3% if 2% at 55 or 60; 50% if 2% at 62	No response	No response
Fresno	1937 Retirement Act	Tier 1: 2.5% at 55 max 3.273% at 60; Tier II: 2% at 55 max 2.42% at 63; Tier III 2% at 55 max; 3.14% at 65; Tier IV: 1.99% at 61 max; 2.43% at 65; Tier V: 1% at 52 max; 2.5% at 67	Varies	Varies	7.65%	7.65%
Glenn	CalPERS & LIUNA Pension Fund (Supplemental Retirement)	2.5% at 55, 2% at 62 new hires	100%	100% of the employees 8% contributions PERS	No response	No response
Humboldt	CalPERS	2.7% at 55 prior to 7/5/12; 2% at 55 after 7/6/12; 2% at 62 after 1/1/13	29.68%	2.7% at 55 11%; 2% at 55 10%; 2% at 62 9.25%	7.65%	7.65%
Imperial	No response	No response	No response	No response	No response	No response
Inyo	CalPERS	2% at 55 Existing; 2% at 62 hired after 1/1/13	100% for 2% at 55; 50% for 2% at 62	50% for 2% at 62	7.65%	7.65%
Kern	1937 Retirement Act PEPRA Act of 2013	Tier 1: 3% at 60 hired on or prior to 10/27/07; Tier 2: 1.62% at 65 hired after 10/27/07	66.67% if hired before 8/7/04; 0% on or after 8/7/04	33.33% if hired before 8/7/04; 100% hired on or after 8/7/04	SS 6.2% Medicare 1.45%	SS 6.2% Medicare 1.45%
Kings	CalPERS	2% at 55 or 2% at 62 if hired after 1/1/13	16.284%	7% Classic 5.75% New	7.65%	7.65%
Lake	No response	No response	No response	No response	No response	No response

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Lassen	CalPERS	2% at 55 2% at 60 2% at 62	9.052%	7%	6.2%; 1.45%	6.2%; 1.45%
Los Angeles	LACERA	Plan D Plan E Plan G	Varies	Plan D – 19.84% Plan E – 21.21% Plan G – 19.84%	0	SS – not available; Medicare Hospital Insurance Tax (HIT) – 1.45% of earnings for all employees hired after 3/31/1986
Madera	CalPERS	2.7% at 55 hired before 2013; 2% at 62 hired after 2013	24.523% pre 2013; 24.523% post 2013	8% pre 2013 6.25% post 2013	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%
Marin	1937 Ret. Act	Varies	Varies	Varies	SS: 0; Medicare 1.45%	SS: 0; Medicare 1.45%
Mariposa	CalPERS	2.7% at 55 before 2011 2% at 55 between 2011 and 2013; 2% at 62 after 2013	11.098%	8%	100%	100%
Mendocino	No response	No response	No response	No response	No response	No response
Merced	1937 Ret. Act	Tier I/II: 3% at 60 Tier III: 2.43% at 65 Tier IV: 2.5% at 67	Tier I: 44.13% Tier II: 41.45% Tier III: 37.79% Tier IV: 34.80%	Varies	Employee and County contribute equally	Employee and County contribute equally
Modoc	CalPERS; LIUNA Pension Plan	CalPERS: 2% at 55 if hired prior 1/1/13; 2% at 62 if hired after 1/1/13	9.24%	7%	7.65%	7.65%
Mono	No response	No response	No response	No response	No response	No response
Monterey	CalPERS	2% at 55 PEPRA 2% at 62 Classic	Not available	PEPRA 7%; Classic member: 7%	6.2% for SS 1.45% for Medicare	6.2% for SS 1.45% for Medicare (for most)
Napa	CalPERS	Tier 1: 2.5% at 55 hired before 10/29/11 Tier 2: 2% at 60 hired on or after 10/29/11 Tier 3: 2% at 62 hired on or after 1/1/13	Tier 1 & 2: 16.969% + 1.96% EPMC Tier 3: 16.969% + 0.96% EPMC	Tier 1 & 2: 6.04% Tier 3: 6.25%	0	100% Medicare; 0% SS

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Nevada	CalPERS	2.7% at 55; 2% at 60 ; 2% at 62	32%	Tier 1: 8% Tier 2: 7% Tier 3: 7.75%	7.65%	7.65%
Orange	OCERS	2.7% at 55 hired before 12/31/12; 1.62% at 65 hired after 12/31/12	36.84% for 2.7% at age 55 36.52% for 1.62% at age 65	15.95% to 21.51% of annual income for 2.7% at age 55; 7.6% - 13.6 % of annual income for 1.62% at age 65	0% for SS; 1.45% match for Medicare	0% for SS; 1.45% match for Medicare
Placer	CalPERS - Tier rates based on hire dates and job group (three pension tiers).	2.5% at 55 hired before 3/13/11; 2% at 55 if hired on or after 3/13/11; 2% at 62 after 1/1/13	9.910% (Misc.) 19.730% (Safety)	7-8% (Misc.) 9-12% (Safety)	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%
Plumas	No response	No response	No response	No response	No response	No response
Riverside	CalPERS	Tier 1: 3% at 60 hired prior 8/26/12 Tier 2: 2% at 60 hired on or after 8/23/12 through 12/31/12 Tier 3: 2% at 62 hired on or after 1/1/13	8.927%	Tier 1: 8% Tier 2: 7% Tier 3: 6.5%	7.65%	7.65%
Sacramento	1937 Ret. Act, SCERS	2% at 55 ½	19.17% – 24.07% (Tier 1-5)	7.61% – 11.41% (Tier 1-5)	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%
San Benito	CalPERS	2% at 55 hired prior to 1/1/13; 2% at 62 for new employees hired after 1/1/13	18%	7%	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
San Bernardino	1937 Ret. Act	Tier 1: 2% at 55 before 1/1/13 Tier 2: 2.5% at 67 on or after 1/1/13	Tier 1: 36.49%; Tier 2: 33.34%	Tier 1: 9.05% – 15.14% Tier 2: 9.09%	1.45%	1.45%
San Diego	No response	No response	No response	No response	No response	No response
San Francisco	SFERS	2.3% at 62 hired between 11/2/76 and 7/1/10 2.3% at 62 hired between 7/1/10 and 1/7/12 2.3% at 65 hired on or after 1/7/12	18%-25%	7.5%-12% Dependent on Employee's base pay	No response	No response
San Joaquin	1937 Ret. Act	Tier 1- 2% at 55.5; Tier 2- 2% at 62; hired post 2013	No response	No response	No response	No response
San Luis Obispo	San Luis Obispo Pension Trust	Tier 1: 2% at 55 Tier 2: 2% at 60 Tier 3: 2% at 62	Assessor 13.55%; Management 9.29%; Rank/File 8.75%	Assessor 24.47%; Management 22.98%; Rank/File 21.67%	6.20%	6.20%
San Mateo	1937 Ret. Act	2% at 55 1/2; hired before 8/7/11; 2% at 61 1/4 hired on or after 8/7/11; 2% at 62 hired on or after 1/1/13	Varies	Varies	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%
Santa Barbara	No response	No response	No response	No response	No response	No response
Santa Clara	CalPERS	Classic: 2.5% at 55 hired before 1/1/13; PEPRA: 2% at 62 hired after 1/1/13	Classic: SEIU 14.299%; CEMA 6.729%; Exec Mgmt 6.809% PEPRA: SEIU 9.740%; CEMA 5.479%; Exec Mgmt 9.740%	Varies	7.65%	7.65%
Santa Cruz	CalPERS	2% at 55 hired before 1/1/2013; 2% at 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Shasta	CalPERS	2% at 55; 2% at 60; 2% at 62	24.810%	7.8%	7.65%	7.65%
Sierra	CalPERS	2% at 55 hired before 2013 2% at 60 hired after 2013	0%	100%	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%
Siskiyou	CalPERS	2% at 55 hired before 11/2/12; 2% at 60 hired 11/2/12- 12/31/12; 2% at 62 hired after 1/1/13	35.42%	7%	7.65%	7.65%
Solano	CalPERS	2.7% at 55; 2% at 60 or 2% at 62 depending on hire date	No response	No response	OASDI/ER 6.2%; Medicare/ER 1.45%	OASDI/ER 6.2%; Medicare/EE 1.45%; CA- SDI/EE 1%
Sonoma	1937 Ret. Act	3% at 60 hired before 12/31/12; 2% at 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%
Stanislaus	1937 Ret. Act	2% at 55; 2% at 61 new hires as of 1/1/11; 2% at 62 new hires as of 1/1/13	Varies	Varies	OASDI 6.2%; Medicare 1.45% = 7.65%	OASDI 6.2%; Medicare 1.45% = 7.65%
Sutter	CalPERS	2.7% at 55 2% at 60 2% at 62	2%	7-9%	7.65%	7.65%
Tehama	CalPERS	2% at 55; 2% at 62	19%	7%	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%
Trinity	No response	No response	No response	No response	No response	No response
Tulare	1937 Ret. Act; 3121 Plan for extra help employees	Varies	Varies	Varies	SS 6.2% Medicare 1.45%	SS 6.2% Medicare 1.45%
Tuolumne	CalPERS	Tier 1 2% at 55 Tier 2 2% at 60 Tier 3 2% at 62	Varies	Varies	7.65%	7.65%
Ventura	1937 Ret. Act; VCERA	Tier 1: 2.35% at 62; Tier 2: 2.1% at 62; Tier 5,6 & 8 2% at 62	50%	50%	SS 6.2% Medicare 1.45% - 2.35% depending on wages earned	SS 6.2% Medicare 1.45% - 2.35% depending on wages earned

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Yolo	CalPERS	2.5% at 55 Classic; 2% at 62 PEPRA	9.5% Classic 9.5% PEPRA	8% Classic 6.75% PEPRA	SS 6.2% Medicare 1.45%	SS 6.2% Medicare 1.45%
Yuba	No response	No response	No response	No response	No response	No response
State of California	CalPERS	Hired before 1/1/2013 Tier 1: 2% at 55 Tier 2: 1.25% at 65 Hired after 1/1/2013 Tier 1: 2% at 62 Tier 2: 1.25% at 67	Tier 1: 95% Tier 2: 100%	5% (6% if no SS)	7.65%	7.65%

B. Employee Health Benefits

County	Medical Paid by County	Medical Paid by Employee	Dental Paid by County	Dental Paid by Employee
Alameda	SEIU 88%, ACMEA 85% effective 02/2019	SEIU 12%, ACMEA 15%	100%	0
Alpine	Varies by plan	Varies	Varies	Included with medical
Amador	No response	No response	No response	No response
Butte	\$532 (General Unit) \$543.78 (All Others)	\$175.22 (General Unit) \$513.22 (All Others)	0%	100%
Calaveras	\$694.80 - \$1,795.20	\$760.00 - \$2,190.00	\$46.30 - \$130.60	\$0 - \$86.00
Colusa	Varies	Varies	\$45.00	0
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	\$10,000 per employee per fiscal year	5% of salary plus dependent costs	Included in medical	Included in medical
El Dorado	Varies	Varies	Included with medical	Included with medical
Fresno	\$10,088 for employee Up to \$15,418 for family	Varies	Included with medical	Included in medical
Glenn	90% of the employees only premium	100% of premium plus any dependents	100% employees' premium	100% of any dependents' premium
Humboldt	Varies by plan	Varies by plan	100%	0%
Imperial	No response	No response	No response	No response
Inyo	80%	20%	100%	0%
Kern	80%	20%	80%	20%
Kings	Management 100%; Employee 68%	32%	Management 100%; Employee 68%	32%
Lake	No response	No response	No response	No response
Lassen	\$278 - \$478 varies by plan	Varies	\$40	Varies
Los Angeles	Varies by plans	Varies	Varies by plans	Varies
Madera	95% employee 50% dependent	5% employee 50% dependent	95% employee 50% dependent	5% employee 50% dependent
Marin	Varies	Varies	Varies	Varies
Mariposa	100% for employee only	No response	100% for employee only	No response
Mendocino	No response	No response	No response	No response
Merced	Varies by plan	50% dependent	100% employee 50% spouse/dependents	50% spouse/dependents
Modoc	\$500/\$1,000/\$1,300	Employee pays the difference	100%	0
Mono	No response	No response	No response	No response
Monterey	Varies by bargaining unit	Varies	\$44.00 - \$47.94	\$35.02 - \$86.04
Napa	95% employee 87% employee+1 and Employee+2	5% for employee 13% employee+1 & employee+2	100%	0%
Nevada	100% employee 80% dependents	0% - 20% of chosen plan	100% employee 80% dependents	0% - 20% of chosen plan
Orange	Varies - Offers 5 health plans	Varies	Provided through employee unions	Provided through employee unions
Placer	80%	20%	100% employee	100% dependents
Plumas	No response	No response	No response	No response

County	Medical Paid by County	Medical Paid by Employee	Dental Paid by County	Dental Paid by Employee
Riverside	\$823	Varies; employee pays any amount over county contribution	Included in medical	Varies
Sacramento	Tier A: \$826.90 (single & family) Tier B: \$642.86 single	Varies	100%	Deductible
San Benito	\$550 employee \$1,050 employee+1 \$1,315 family	Employee pays monthly premium difference	\$30 monthly for employee	Employee pays for dependents
San Bernardino	\$255.12 - \$695.34 biweekly; varies by family size	Varies	Up to \$9.46 biweekly	Varies
San Diego	No response	No response	No response	No response
San Francisco	Varies	Varies	91%-100%	0-9%
San Joaquin	80% for basic plans; less for premium plan	20% for basic plan, more for premium plan	100% employee	100% dependents
San Luis Obispo	Management \$975 Rank & File \$750.58	Varies	Included in medical	Included in medical
San Mateo	Varies by plan	Varies by plan	Varies by plan	Varies by plan
Santa Barbara	No response	No response	No response	No response
Santa Clara	96.1%-100% varies by plan	0% - 3.8% varies by plan	Plan 1 - \$37.80 per month Plan 2 - \$111.80 per month	0%
Santa Cruz	Varies by plan	Varies by plan	100%	Co-pay
Shasta	Up to 100% of employee only coverage	As low as 0% of employee only coverage	\$34.00 per month for employee only coverage	\$5.86 per month for employee only coverage
Sierra	Up to \$1,020 per month	Any cost above \$1,020 per month	Included in medical	Included in medical
Siskiyou	85%	15%	85%	15%
Solano	\$1,671.27 max per month	Varies	100% (effective the first of the month following date of hire)	0%
Sonoma	Varies by plan	Varies by plan	\$44.99 pay period	\$44.99 pay period
Stanislaus	95% or 80%	5% or 20%	80%	20%
Sutter	\$657.50 - \$1,955.50	\$0 - \$872.00	\$17.90 to \$93.35	\$0 - \$457.15
Tehama	80%	20%	Included in medical	\$0
Trinity	No response	No response	No response	No response
Tulare	\$342.69	No response	Included in medical	Included in medical
Tuolumne	\$1,000 - \$2,119 per cafeteria plan per month.	Difference from cafeteria plan.	Included in cafeteria plan	Difference from cafeteria plan
Ventura	Biweekly for employees under the union SEIU and Management: \$497 (employee only); \$622 (employee + 1); \$737 (employee + 2 or more)	Employee pays difference where necessary for cost of selected plan.	Included in medical	Included in medical
Yolo	\$333.57 (employee only) \$667.13 (employee + 1) \$867.28 (family rate)	\$0	\$8.80 - \$79.20	\$88.00
Yuba	No response	No response	No response	No response
State of California	Varies by plan	Varies by plan	Varies by plan	Varies by plan

C. Employee Health Benefits

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
Alameda	The county offers eligible employees a voluntary vision plan through VSP Vision Care; Premiums are covered by the employees	Managers and staff may claim reimbursement under cafeteria benefit plan	None
Alpine	Included with medical	Included with medical	None
Amador	No response	No response	No response
Butte	0%	100%	None
Calaveras	\$13.50 – \$32.80	\$0 - \$19.30	Cash in Lieu of Health Insurance of \$300/month for employees who do not take health ins. Plus 100% coverage for Vision & Dental premium
Colusa	\$12.91	Varies	Cash in lieu \$300.00
Contra Costa	Varies	Varies	None
Del Norte	100% for mid-management and above (0% others)	0% or 100% depending on classification	The Mid-Management union group negotiated for full vision coverage for their employees. This includes all classifications above Mid-Management. Miscellaneous employees have 0% vision coverage, as their union (SEIU) denied negotiations for vision coverage for their members. SEIU does, however offer a certain amount of vision coverage to miscellaneous employees only if they are dues paying members of the SEIU.
El Dorado	Included with medical	Included with medical	\$6,240 optional benefit plan per fiscal year for management and confidential employees.
Fresno	Included with medical	Included with medical	None
Glenn	No response	No response	No response
Humboldt	100%	0%	None
Imperial	No response	No response	No response
Inyo	100%	0%	The County will reimburse 50% of annual medical deductibles after the full deductible per person has been paid. County will pay \$92.31, employee only; \$184.62 employee plus one or \$276.93 family per payroll to each employee who has other medical coverage and has opted out of the County's medical plan.
Kern	80%	20%	If the employee has not opted out and was hired prior to 3/15/16, the employee contributes 2.12% of base salary into the Retiree Health Premium Supplement Program.
Kings	Management: 100% Employee 68%	32%	County provides a health center to employees and their families for no cost if employee is enrolled in health insurance plan.
Lake	No response	No response	No response
Lassen	0%	No response	None
Los Angeles	Varies by plans	Varies	The County offers four different Cafeteria Benefit Plans: Options, Choices, Flex and Megaflex. The amount paid by the County and the employee differs depending on benefits and/or coverage elected. The monthly "waiver" contribution or monthly benefit allowance less the cost of other benefits are added to an employee's pay as taxable cash.

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
Madera	95% employee 50% dependent	5% employee 50% dependent	Percentage is based on the benchmark health plan
Marin	Varies	Varies	County offers fringe benefits. Amounts vary by bargaining unit and fringe group.
Mariposa	100% for employee only	No response	None
Mendocino	No response	No response	No response
Merced	100% employee 50% spouse/dependents	50% paid for spouse or dependents	None
Modoc	100%	0	None
Mono	No response	No response	No response
Monterey	\$15.13	\$4.01 - \$12.57	None
Napa	0%	100% if employee elects to enroll	Based on most commonly enrolled plan and subject to change in future calendar years.
Nevada	100% employee 80% dependents	0% - 20% of chosen plan	None.
Orange	Provided through employee unions	Provided through employee unions	Orange County Employee Association (OCEA) maintains a trust fund approved by the state of California for the sole purpose of providing dental, vision, disability, and other benefits for employees in regular or limited term positions in the Representation Unit. Orange County on a biweekly basis forwards \$0.30 per hour for all regular hours paid to all employees in the Representation Unit for deposit in trust fund.
Placer	100% employee only	100% dependents	Retirees hired prior to 1/1/05 with 5 years of PERS service; same as active employee. The current active ratio is 80/20 employer/employee. Hired after 1/1/05 must have 10 years PERS service credit with 5 at Placer County to receive 50% county contribution with an additional 5% for each additional year. Dental is the same as active employees when hired before 10/14/10 after that retiree dental is not provided.
Plumas	No response	No response	No response
Riverside	Included in medical	Varies	None
Sacramento	Included in some medical plans	Varies – Up to \$13.22 per month	\$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% dependents	None
San Bernardino	100% employee; dependents included for exempt/elected	Varies	Employees in eligible classifications can choose the Modified Benefit Option (MBO), which has the following effects: County pays \$181.14 - \$571.82 biweekly for medical; employee can choose Bronze medical insurance plan (additional County match in Flexible Spending Account if Bronze plan is selected); pays additional \$1.75 per hour for General and additional 4% for Exempt.
San Diego	No response	No response	No response
San Francisco	Up to 100%	\$0 - \$15.13	None
San Joaquin	100% employee (basic plans) Less for premium plans	100% dependents	None.
San Luis Obispo	Included in medical	Included in medical	Rank/File Veba (post-employment Health Plan) \$50 per month

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
San Mateo	100%	0%	None
Santa Barbara	No response	No response	No response
Santa Clara	\$9.08 per month	0%	None
Santa Cruz	100%	0%	None
Shasta	100% of employee only coverage	0% of employee only coverage	None
Sierra	Included in medical	Included in medical	County purchases Air Ambulance Insurance for both carriers in the region for employee and family.
Siskiyou	84%	16%	None
Solano	100% of the standard plan	Additional cost for enhanced vision plan	The maximum County contribution for family coverage for the 2022 calendar year is \$1,671.27 per month. If the medical plan costs are less than \$1,671.27 per month, employees will receive the difference as taxable earnings to a maximum of \$334.58. Employees enrolled in employee plus two or more coverage receive \$50/\$80 per month supplemental County contribution into the cafeteria plan. Employees who waive CalPERS medical coverage due to alternate group medical insurance are eligible to receive a taxable earnings equivalent to \$351.
Sonoma	\$7.45 per pay period	\$0	None
Stanislaus	80%	20%	Reduced contributions towards health benefits: 30-34 hours per week=75%; 35-39 hours per week=90% employer contribution
Sutter	\$6.60 - \$21.10	\$0 - \$13.00	None
Tehama	Included in medical	\$0	Rates include: Medical, Dental, and Vision. Also included \$20,000 Life Insurance Plan. Health Insurance rate is composite rate for whole family.
Trinity	No response	No response	No response
Tulare	Included in medical	Included in medical	County provides benefit amount towards the basic health insurance, vision, and dental. Employees can opt out of county insurance if they provide proof of other coverage. If employee chooses another plan, they pay the difference for anything over the minimum benefit amount.
Tuolumne	Included in the cafeteria plan	Difference from cafeteria plan	No response
Ventura	Included in medical	Included in medical	Biweekly contribution made by County for employees under union VEA is \$597.
Yolo	\$0.92 - \$8.34	\$9.26 - \$18.90	Dental and vision buy-up option
Yuba	No response	No response	No response
State of California	100%	0	Cash in lieu of insurance if otherwise provided

D. Employee Leave Benefits

County	Vacation
Alameda	0-4 years=2 weeks; 5-11 years=3 weeks; 12-20 years=4 weeks; 21+ years=5 weeks per year
Alpine	Varies based on length of employment
Amador	No response
Butte	0-4.99 years=4.66 hours per pay period; 5-9.99 years=6.60 hours per pay period; 10-19.99 years=7.696 hours per pay period; 20 plus years=9.312 hours per pay period
Calaveras	1-3 years = 80 hours; 4-10 years = 120 hours; 10 + years = 160 hours
Colusa	6.25-16.666 hours per month – varies on longevity
Contra Costa	Hours accrue monthly based on position and years of employment; accrual 10 to 23 1/3 hours per month
Del Norte	1 year = 40 hours, 2-5 years =80 hours, 6-10 years = 120 hours, 11-15 years =160 hours, 16+years = 200 hours. Additional 40 hours per year given to employees classified as exempt.
El Dorado	0-4 years=80 hours; 4-11 years=122 hours; 11+ years=161 hours per year
Fresno	Not available
Glenn	0-2 years=88 hours/year for General and Mid Managers Unit with employment of 128 hours/year; 13-20 years of employment 168 hours/year after 20 full years 208 hours/year
Humboldt	0-3 years=12 days; 4-10 years=15 days; 11-15 years=20 days; 16-20 years=25 days; 21+ years=30 days
Imperial	No response
Inyo	3 years=10 days/year; 3-10 years=15 days/year; 10+ years – 1 additional 1 day per year of service up to a maximum of 25 days/year
Kern	0-5 years=96 hours; 5-9 years=136 hours; 10-14 years=176 hours; 15+ years=216 hours
Kings	80-160 hours per year, depending on length of service
Lake	No response
Lassen	12-20 days depending on length of service.
Los Angeles	0-4 years=80 hours; 4-9 years=120 hours; 9-10 years=128 hours; 10-11 years=136 hours; 11-12 years= 144 hours; 12-13 years=152 hours; 13-20 years= 160 20-21 years=168 hours; 21-22 years=176 hours; 22-23 years=184 hours; 23-24 years=192 hours; 24+ years=200 hours
Madera	0-2 ½ years=8 hours; 2 ½-5 years=10 hours; 5-10 years=12 hours; 10+ years=14 hours per month
Marin	Varies by bargaining unit
Mariposa	0-2 years 6.67 hours, 3-9 years 10 hours, 10+ years 13.33 hours
Mendocino	No response
Merced	0-5 years=10 days; 6-10 years=15 days; 10+ years=20 days
Modoc	1-3 years=10 days; 4-11 years=15 days; 12-19 years=20 days; 19+ years=25 days; 25+ years=30 days
Mono	No response
Monterey	Varies – see annual leave
Napa	12-26 days annually based on years of service; 400 hours maximum for non-management & 536 hours max for management; all pro-rated for part-time employees
Nevada	Varies by bargaining unit
Orange	0-3 years=0.0385 hours for each hour of pay during regularly scheduled work week; 3 + years=0.0577 hours for each hour during regularly scheduled work; 10 + years=0.077 hours for each hour during regularly scheduled work. Max allowable: 240-320 hours.
Placer	0-2 years=10 days; 3-4 years=12 days; 5-9 years=15 days; 10-19 years=20 days; 20+ years=25 days per year; Accrual max is 400 hours with less than 10 years, 520 hours after 10 years
Plumas	No response
Riverside	0-3 years=80 hours; 4-9 years=120 hours; 10+ years=160 hours per year; accrual max 480 hours
Sacramento	10-25 days/year based on service years
San Benito	1-4 years=80 hours; 5-9 years=120 hours; 10-14 years=152 hours; 15+ years=163 hours per year
San Bernardino	80-160 hours per year based on classification and years of service for employees in MBO, vacation and sick leave is replaced with PTO 112-192 hour a year based on years of service.
San Diego	No response
San Francisco	1-5 years = 10 days; 5-15 years = 15 days; 15+ years: 20 days
San Joaquin	0-3 years=10 days; 3-10 years=15 days; 10-20 years=20 days; 20+ years=23 days
San Luis Obispo	1-4 years=10 days; 5-9 years=15 days; 10+yrs=20 days
San Mateo	0-5 years= 104 hours; 5-10 years= 130 hours; 10-15 years= 156 hours; 15-20 years= 182 hours; 20-25 years= 208 hours, 25+ years= 234 hours
Santa Barbara	No response

County	Vacation
Santa Clara	SEIU 521: 0-1 years=10 days; 2-5 years=12 days; 5-10 years=16 days; 10-15 years=18 days; 15-20 years=20 days; 20+ years=22 days per year CEMA (STO–Standard Time Off): 0-1 years=19 days; 2-5 years=21 days; 5-10 years=25 days; 10-15 years=27 days; 15-20 years=29 days; 20+ years=31 days per year
Santa Cruz	See annual leave
Shasta	0 – 3 years = 80 hours; 4-9 years 120 hours; 10-15 years = 136 hours; 16+ years = 160 hours
Sierra	1-5 years = 80 hours; 6-10 years = 120 hours; 10-15 years = 160 hours; 16+ years = 200 hours
Siskiyou	1-5 years=2 weeks; 6-10 years=3 weeks; 10+ years=4 weeks
Solano	0-3 years=3.08 hours; 3-10 years=4.62 hours; 10+ years=6.16 hours
Sonoma	0-5 years=16 days; 5-10 years=17 days; 10-15 years=21 days; 15-20 years=23 days; 20-25 years=25 days; thereafter=26 days Management: 0-10 years=17 days; 10-15 years=21 days; 15-20 years=23 days; 20-25 years=25 days; thereafter=26 days
Stanislaus	0-2 years=2 weeks; 3-10 years=3 weeks; 11-20 years=4 weeks; 21+ years=5 weeks per year
Sutter	1-4 years=11 days; 5-9 years=15 days; 10-14 years=17 days; 15+ years=20 days
Tehama	1-4 years=12 days; 5-10 years=18 days; 11-20 years=21 days; 21+ years=200 hours per year; accrual capped at 310 hours after 21 + yrs vac accrual 350 hours
Trinity	No response
Tulare	Covered employees: 0-3 years=3.077 hours per pay period; 3-7 years=4.615; 7-11 years=6.154; Over 11 years=7.692; Exempt employees 0-3 years=4.615; 3-7 years=6.154; 7-11 years=7.692; over 11 years=9.23
Tuolumne	0-3 years=80 hours; 4-9 years=120 hours; 10+ years=160 hours Management/Executive: 0-3 years=240 hours; 4-9 years=280 hours; 10+ years=320 hours
Ventura	4.31-8 hours biweekly (approx.. 112-208 hours/year) for non-management employees
Yolo	Accruals vary from 3.08 hours to 7.08 hours per payroll period depending on years of service
Yuba	No response
State of California	Rank & file: 0-3 years=7 hours; 3-10 years=10 hours; 10-15 years=12 hours; 15-20 years=13 hours; 20+ years=14 hours per month Management/Supervisor: 0-3 years=7 hours; 3-10 years=11 hours; 10-15 years=13 hours; 15-20 years=14 hours; 20-25 years=15 hours; 25+ years=16 hours per month

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Alameda	13 days per year	Maximum vacation leave balances on every January 1 no more than 2 times the employee vacation accrual rate	Purchasing service credit may count toward an employee's years of service is possible for medical or military leave without pay. Employees would need to contact the Alameda County Employees' Retirement Association (ACERA) to check for eligibility, and to request for a computation and arrange for a payment plan.
Alpine	10 days per year	Varies based on length of employment.	Not available
Amador	No response	No response	No response
Butte	3.69 hours per pay period	None	Option to request pay in lieu of time off for up to 144 hours in 8 hour increments, subject to department funds
Calaveras	50% accrue 3,692 hours/pay period of 80 hours	Not available	Only available on retirement or death: max. of \$1,500 or apply toward service credit
Colusa	1 day per month	Not available	Not available
Contra Costa	8 hours per month	Unpresented and represented management employees receive 94 hours per year non-accruable administrative leave	1/3 of yearly vacation accrual
Del Norte	12 days (96 hours) per fiscal year, earned at a rate of 1 day (8 hours) per month.	Not available	Not available
El Dorado	3.7 hours biweekly	Not available	Not available
Fresno	6/15 hours to 11.96+ hours biweekly depending on length of service	Same as Sick: Sick and annual leave combined together	Not available
Glenn	0.0462 hours for each hour worked	80 hours per year for exempt employees	Not available
Humboldt	12 days per year	Management/Confidential classifications 10 days per year	Management/Confidential classifications up to 3 weeks of vacation per year.
Imperial	No response	No response	No response
Inyo	15 days/year	1 week per fiscal year-flex time	No response
Kern	0-5 years=8.67 days per year; 6-10 years=10 days per year 11+ years 12 days per year Assessor accumulates 3 days a year only	Not available	Not available
Kings	80-96 hours per year depending on length of service	Management receives additional 40-64 hours per year	Management may cash out up to 40-48 hours of leave each fiscal year.
Lake	No response	No response	No response
Lassen	15 days per year	Not available	Not available

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Los Angeles	0-1 year=80 hours 2-4 years=88 hours 5+ years=96 hours After 6 months of continuous service, employees earn part-pay sick leave at the rates of 65% and 50% of regular pay.	MegaFlex employees accrue non-elective leave: less than 20 years=80 hours; 20-21 years=84 hours; 21-22 years=88 hours; 22-23 years=92 hours; 23-24 years=96 hours; 24+ years=100 hours. In addition, MegaFlex employees have the option to purchase up to 20 days of additional Elective Annual Leave each year.	Employees who are not in the MegaFlex program may sell back a maximum of 48 hours of their sick leave per year. Employees in the MegaFlex program will be reimbursed for any unused Elective Annual Leave at the end of the year.
Madera	8 hours per month	48 hours management leave (supervisors and managers)	In March and November eligible employees can cash out a maximum of 80 hours per year. Employees must have a minimum of 100 hours accrued vacation hours. Hours paid hourly rate.
Marin	12 days per year, unlimited accrual	Varies by bargaining unit	Sick leave 75% credited toward retirement service credit; vacation is paid out upon retirement or termination.
Mariposa	Not available	Not available	Not available
Mendocino	No response	No response	No response
Merced	0.0462 hours for each hour worked for full time employee	Management 96 hours per year. Certain employee classifications receive 96 hours administrative leave annually.	All employees annually and upon retirement may sell back unused sick leave.
Modoc	9.38 hours per month	Not available	Not available
Mono	No response	No response	No response
Monterey	See annual leave	F and J units: 0-2 years=22 days; 3-5 years=25 days; 6-10 years=28 days; 11-18 years=30 days; 19-21 years=33 days; 22-25 years=34 days; 25+ years=35 days. X & Y units: 0-3 years=23 days; 3-5 years=25 days; 6-10 years=27 days; 11-14 years=30 days; 15-18 years=32 days; 19-20 years=33 days; 21-25 years=34 days; 25+ years=37 days.	Bargaining Units X and Y: cash payment for up to 120 hours of annual leave per calendar year with up to 10 years of service or cash payment for up to 160 hours of annual leave per calendar year with 10 years of service or more; Bargaining Unit J, F and ZJ: cash payment for up to 40 hours of annual leave per calendar year
Napa	12 days per year, unlimited accrual. Pro-rated for part-time employees.	40 hours supervisor; 80 hours management; 19 hours personal leave. Pro-rated for part-time employees.	Cash-out for up to 60 hours management leave per fiscal year; cash-out for up to 40 hours vacation or supervisory leave per year if qualifications are met.
Nevada	Varies	Paid Leave Program for units which don't have vacation accrual	Not available
Orange	0-3 years an employee earns .0347 hours for each paid hour, approximately 72 hours per year. After 3 years, the employee earns .0462 hours for approximately 96 hours per year	Employees no longer accrue annual leave. Instead, employees accrue vacation and healthcare leave.	40 hours for OCEA General Office Services Unit, 60 hours for OCEA Supervisory/Management Unit. 120 hours for Administrative Managers

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Placer	12 days per year, maximum accrual 1000 hours for non-management.	Management Leave - 100 paid hours/year which can be used or cashed out each year.	Vacation cash out offered one time per year with specific guidelines.
Plumas	No response	No response	No response
Riverside	4 hours accrual per pay period with unlimited accrual	0-3 years=8.92 hours; 3-9 years=10.46 hours; 9+ years=12 hours per pay period	Management employees may receive pay up to 80 hours per year plus additional 80 hours with department head approval.
Sacramento	15 days per year	None	Management 40 hours max per year
San Benito	120 hours per year	Management 80 hours per year	Not available
San Bernardino	3.39 hours biweekly; exempt 3.69 hours biweekly	80 hours per year for management, supervisors, and exempt	General can cash-out 60 vacation hours per year if 80 hours used; Management can cash-out 80 hours per year; 40 hours per year for supervisor; Exempt can cash-out one time during course of employment.
San Diego	No response	No response	No response
San Francisco	13 days per year	Not available	Members may purchase credit for various types of services such as temporary city employee, qualifying public service, military service, etc.
San Joaquin	12 days per year	Not available	Not available
San Luis Obispo	12 days per year	Not available	Permanent employees with a minimum balance of 200 vacation hours may sell back 40 hours; must use 40 hours vacation in current fiscal year.
San Mateo	3.7 hours biweekly	Management positions – Administrative Leave 130 hours/year	Management may cash-out 50% of their current administrative hours.
Santa Barbara	No response	No response	No response
Santa Clara	SEIU – 96 hours per year; CEMA – 64 hours per year	Executive management 36 days per year	CEMA employees may cash-out up to 80 hours STO.
Santa Cruz	See annual leave	1-5 years=22 days; 6-10 years=27 days; 11-15 years=32 days; 16+ years=37 days.	Annual leave has 100% payoff at separation.
Shasta	96 hours per year	Mgmt = 80 hours/per year of administrative leave	20 hours of vacation or comp time
Sierra	.0462 hours per hour worked. No limit on accrual- if employed by County for 15 years County will by 40% of sick hours upon resign/retire	Not available	County will pay out 100% of vacation upon retirement or resignation. Employees who have 15 years of continuous service are eligible to receive 40% of unused sick leave paid out upon retirement/resignation.
Siskiyou	3.7 hours per biweekly	Assistant Assessor management & Appraisal staff- 48 hours per year admin leave; Assessor- 60 hours admin. leave	Not available
Solano	3.7 hours per biweekly	Not available	Management= Unused Administrative Leave is converted to employees Retirement Health Savings Account in July of each year.

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Sonoma	Regular hire new employees receive an advance of 40.48 hours of sick leave. Employees begin to accrual sick leave 3.68 in service hours for each completed 80 hour pay period of service beginning the 12 th pay period. No limit on accumulations, accrual is prorated for any unpaid time each pay period.	Management= 60 hours, Elected Official= 77 hours or approximately 10 days of admin leave which may be taken as time off or cash	If an employee has 100% retirement credit, then 25% of unused sick leave is paid upon voluntary termination. Otherwise, 100% of unused sick leave may be converted to time in service at retirement.
Stanislaus	96.2 hours annually (3.70 hours per paycheck) Part Time employees .034 per hour worked	2 days per year (accrues at 0.62 per pay period as part of vacation)	Vacation full cash-out at retirement or resignation; sick 50% cash out at retirement up to 600 hours, 25% at resignation if 6+ years of service, 0% if less than 6 years.
Sutter	12 days/year	No response	7 years of service, buyback 15% of unused sick leave; 15 years buyback 20%; 25 years of service buyback 25% of unused sick leave
Tehama	8 hours per month, 500 hour cap After 500 hours, 2 hour PA contribution to deferred comp	Miscellaneous employees-1 day personal leave per year; Management 1 day personal leave and 5 days administrative leave per year	Vacation – miscellaneous employees may sell 40 hours per year; management employees 60 hours per year
Trinity	No response	No response	No response
Tulare	3.70 hours per pay period	Not available	Not available
Tuolumne	96 hours per year, accumulated at 3.69 hours per pay period	Gen. 16 hours per year Management 80 hours per year	Management and Executives 200 hours per year maximum.
Ventura	3.08 hours per pay period (approx.. 80 hours/year) for non-management employees only	9.54 - 14.16 hours biweekly (248.04 – 368.16 hours/year) for management employees only	Up to 80 hours/year for non-management; 100 – 200 hours/year for management employees (dependent on date hired)
Yolo	3.69 hours per payroll period	Admin hours: 48 per fiscal year	Not available
Yuba	No response	No response	No response
State of California	8 hours per month	Available to all	Exempt/Management/Supervisor/Conf./Excluded

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Alameda	11	All staff receives 4 floating holidays per year and 7 management paid leaves. Managers and Non-Exempt Managers receive 4 floating holidays and 3 management paid leave
Alpine	15	Not available
Amador	No response	No response
Butte	12	None
Calaveras	13	Mmt time off: 40 hrs/yr; Bereavement: 24 hours for immediate family; family sick leave: 60 hours for immediate family
Colusa	14	Bereavement leave
Contra Costa	10	Personal holiday: Management= 2 hours per month, all others= 4 hours per month; Supervising Assessment Clerks 50 hours per year paid personal leave
Del Norte	13	Floating Holidays (24 hours per fiscal year) Administrative Leave up to 24 hours awarded per fiscal year, Bereavement leave up to 40 hours allowed per employee per year.
El Dorado	11 + 2 floating	16 hours leave per year for supervisor; 80 hours leave per year for management
Fresno	11	Bereavement leave, jury duty, & protected leave
Glenn	13	Bereavement leave 40 hours for each instance
Humboldt	13 + 2 floating	5 days per year family sick leave; 5 days per occurrence family bereavement leave
Imperial	No response	No response
Inyo	11	No response
Kern	12	Military, family care, family school activities, bereavement, disability, personal, educational leave. Employees are given three days off between Christmas and New Year holiday
Kings	11	3.5 days for Holiday Closure
Lake	No response	No response
Lassen	13	Personal leave – varies by bargaining unit from 1 day to 4 days annually
Los Angeles	13	Appraiser leave – Employees who are assigned away from Los Angeles county for 25 consecutive days or more earn 4 hours for each weekend; max. 8 days per fiscal year; In addition, employees assigned away from Los Angeles county for 35 consecutive calendar days or more earn an additional day; Bereavement 3 days; 5 days if traveled more than 500 miles one-way
Madera	13	Not available
Marin	11	Varies based on bargaining unit; Bereavement, Maternity/Paternity, Personal, Floating Holiday, Parental education leave, Management
Mariposa	13+1 Annual Holiday+1 Personal Holiday	24 hours of Bereavement Leave per year.
Mendocino	No response	No response
Merced	13	Bereavement-3 days due to death of relative in the first degree; 5 days if distance traveled is over 500 miles one way; jury duty and court appearances (work related)
Modoc	14	15 hours floating if hired prior to 1/1/14; 7.5 hours floating holiday if hired after 1/1/14; bereavement leave - 5 days per episode
Mono	No response	No response
Monterey	12	Varies per unit: family illness 10 days per fiscal year; bereavement 10 days of accumulated sick leave; supervisory leave, 3 days per year; education leave, 3 days per fiscal year; management 10 days per year of professional leave
Napa	12	Not available
Nevada	11	2-3 Floating Holidays depending on longevity; Administrative Leave (certain units 40 hours per fiscal year); Paid time off for certain units (24 hours)
Orange	12	Performance Incentive Plan may earn 20 hours of non-cashable special leave if certain goals are reached
Placer	12	Not available
Plumas	No response	No response

County	No. of Holidays	Other Types of Leave
Riverside	11	Bereavement 5 days (3 county paid, 2 sick leave balances for qualified family members)
Sacramento	13.5	Wellness leave – One 8 hr day off earned every 6 months based on sick leave usage (12 hours or less used in 6 month period – management employees excluded from participation)
San Benito	13.5	Not available
San Bernardino	13-14	Association leave, bereavement 2 days (3 days if travel more than 1,000 miles), military leave, jury duty, examination time, witness leave, blood donation, voting, perfect attendance, unpaid compulsory, unpaid political leave, and medical emergency leave
San Diego	No response	No response
San Francisco	12	4-5 Floating holidays (varies by employee union); 5 days management leave (employees in Municipal Executives Association)
San Joaquin	10; 4 floating holidays	Bereavement leave 3-5 days depending on qualifying family member. COVID-19 sick leave; 5 days SPSL/5 days LSB
San Luis Obispo	13	Administrative leave 5 days per year for management; voluntary time off 160 hours per year after 6 months of service
San Mateo	11-12	Emergency sick leave (COVID-19); 24 hours of bereavement leave
Santa Barbara	No response	No response
Santa Clara	14	4 personal leave days; 1 day birthday holiday; bereavement 5 days; administrative leave; education leave; jury duty; subpoenaed witness; other family leave; release time
Santa Cruz	14	Middle management 2 weeks administrative leave per year which may be taken as time off or pay
Shasta	12	Compensatory Time Off may be earned in place of paid overtime
Sierra	12	Catastrophic leave – blind pool donation by fellow employees. Employee must retain minimum of 40 hours upon donation to catastrophic pool.
Siskiyou	12 + 3 floating	Not available
Solano	12 + 2 half days	Administrative Leave per year depending on classification: 40-96 hours; 2 floating holidays
Sonoma	13 + 1 floating	Compassionate leave: 32 hours of leave for death of defined family members; Vacation Savings Plan- each eligible full-time employee may elect to set aside up to 20 hours of base rate pay each plan year during years 3-5. LWOP; Court: response to subpoena or line of duty; time off for voting or donating blood; Family School Act, Paid Parental Leave, FMLA, CPDL; CFRA; Supervisory Leave
Stanislaus	10-11 depending on Dec. 24	40 hours bereavement leave for immediate family members; 56 hours management leave for manager classifications only.
Sutter	14	No response
Tehama	13	Miscellaneous and Management employees can convert ½ accrued sick leave hours above 500 to Deferred Comp. Plan. At retirement, both management and miscellaneous employees with less than 15 years pay ½ of balance after deducting 176 hours, over 15 years – pay ½ of balance
Trinity	No response	No response
Tulare	12 paid holidays; 8 personal holiday	Not available
Tuolumne	11	Bereavement leave 24 hours per occurrence.
Ventura	10	Non-management employees contribute SDI and are eligible to collect disability benefits through the state. Management employees pay into Long Term Disability (LTD) under MetLife and can receive disability benefits for their own medical time off.
Yolo	10	Floating Holidays: 40 hours per year
Yuba	No response	No response
State of California	11 + floating 16 hours per year	1 Personal holiday; 2 professional development days; 3 bereavement days per occurrence; jury duty; military; FMLA; state civil service exams; donated catastrophic leave; blood donations; subpoenaed witness; pregnancy; personal; mentoring; union leave, PLP 2020 (2 furlough days)

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Alameda	Yes	Yes	Yes	Yes	No	\$700 per year	No
Alpine	No	No	No	457 Plan	No	\$500 per year	No
Amador	No response	No response	No response	No response	No response	No response	No response
Butte	No	\$20,000 paid by county; additional amounts available	SDI short term; MetLife for long term	457 Plans available	No	½ Cost of books + Tuition with department head approval. \$500 per year max	No
Calaveras	No	\$50,000	Long Term Disability	457(b) – County match of \$25/mo	No	No	No
Colusa	No	\$50,000	No	457 Deferred Comp.	No	No	No
Contra Costa	No	\$10,000 to \$60,000	SDI LTD	County pays \$75-\$85 per month	414H2; HCSA	Limited to 50% tuition 100% books, up to \$750 per year	Professional Designation Incentive: IRWA, BOMI, RPA, FMA
Del Norte	No	\$15,000	Yes	Yes	No	Yes	No
El Dorado	No	Yes	Yes	Yes	No	Yes	Yes
Fresno	No	Yes	SDI	457	Flexible Spending Plan	No	No
Glenn	No	Yes	Yes	No	No	No	No
Humboldt	No	Yes	SDI	Yes	No	Up to \$600 per year	No
Imperial	No response	No response	No response	No response	No response	No response	No response
Inyo	No	\$20,000 term life insurance for employee only	State-funded, comparable to State Program	County covers monthly administration fee for flexible benefit program	No	\$350 limit with more available for specialized training	No
Kern	No	\$20,000 - \$400,000	SDI; additional elective coverage available for purchase	Available to all employees	Available to all employees	Only if job related and approved by department	No
Kings	No	\$50,000 for assessor; \$40,000 for management; \$10,000 for staff	No	3:1 match up to \$2,500 (Management Only)	No	No	No
Lake	No response	No response	No response	No response	No response	No response	No response
Lassen	No	\$30,000 to \$40,000	No	457	No	No	No

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Los Angeles	\$70 per month	1 to 8 times annual salary	Yes	457 & 401K County provides 4% match	Not available	Limited to 50% of actual allowable costs and must not exceed \$1,000 per year	For employees in appraisal classification
Madera	No	\$50,000 for assessor only	No	457 through ICMA	No	Appraisers only	No
Marin	Ride Green program	Basic; Dependent and Supplemental Life	Yes	457(b)	No	TAP- Tuition Assistance Program	No
Mariposa	No	No	No	No	No	No	No
Mendocino	No response	No response	No response	No response	No response	No response	No response
Merced	No	All employees covered; supplemental policies available	Yes; SDI for non-mgmt	Deferred Compensation Plan available; no matching funds	No	Work-related education paid by county	5% incremental paid for professional designation
Modoc	No	\$20,000 Group Life Insurance for each F/T employee	No	Valic, Nationwide Retirement Solutions & John Hancock	No	No	No
Mono	No response	No response	No response	No response	No response	No response	No response
Monterey	No	\$20,000 to \$50,000	Long Term Disability	457	No	No	No
Napa	No	Yes	Yes	Yes	Yes	Yes	No
Nevada	No	\$20,000 for employee; 2 times annual salary for Dept. Heads	Dept. Heads, and other designated positions	Nationwide voluntary 457 plan	No	Up to \$5,250 per year	Certain professional certificates are eligible for pay
Orange	No	Yes	Yes	Yes	HCRA DCRA	\$10,000 per year max	No
Placer	No	\$50,000 employer paid coverage	SDI covered limited to one year and administered by CA EDD	Voluntary 457/401; non-management= no match; management= \$750 max per year	No	Maximum \$1,200 per year	No
Plumas	No response	No response	No response	No response	No response	No response	No response
Riverside	No	Up to \$50,000	Yes	Voluntary Employee Contribution choice between two 457 def. comp. plans	No	Tuition and Textbook reimbursement up to \$5,250 per year	No
Sacramento	\$75 per month	Based on bargaining unit: either \$15,000 or \$18,000 or \$50,000 for management	SDI	457 deferred comp plan for employees; 401A plan for mgmt. & elected officials	Medical; dental; day care; elder care	\$1,500 per year	No

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
San Benito	Not available	\$20,000	None. SDI through State of California	401a Plan or three 457 Plans (Empower or Nationwide or CalPERS 457)	AFLAC offered to all employees	\$750 per fiscal year	None
San Bernardino	No	\$20,000 to \$50,000, plus option for employee to buy more coverage	SDI (all except Elected), LTD for Exempt and Elected	457(b) all classifications; 401(K) Exempt and Elected; 401(A) Elected only	Dependent care assistance plan; Flexible Spending Account	\$400-\$1,650 depending on classification	No
San Diego	No response	No response	No response	No response	No response	No response	No response
San Francisco	Pre-tax commuter benefit through Wage Works, up to \$270/mo	\$50,000 - \$150,000 (varies by employee union)	LTD for 2 years: 60-66.67% monthly base earnings max of \$5,000-\$7,500 monthly	Deferred Comp. Plan 457 (b)	No	\$500-\$2,000 per year. Varies by employee union	No
San Joaquin	Yes	Yes	Yes	Yes	Yes	Yes	BREA 5% managers; 3% others
San Luis Obispo	No	Admin leave for five days per year – Management only	Management LTD – pays 66 2/3% of salary on first \$13,500	Voluntary	Voluntary – ITS Health and Dependent care Pre-Tax deductions	Management \$250 per year Rank/File \$400 per year	No
San Mateo	\$150 per month	Up to \$50,000	Fully Paid LTD SDI (Basic & Expanded)	457 deferred compensation	Flexible spending accounts for medical and childcare	Tuition reimbursement Program	No
Santa Barbara	No response	No response	No response	No response	No response	No response	No response
Santa Clara	100% VTA pass and Pre-Tax Commuter Benefit Program	\$25,000 – basic life insurance; Up to \$500,000 - supplemental	SDI	457 (b) Plan	Healthcare, Childcare, Transit, Parking	\$1,800-\$3,000 per year	No
Santa Cruz	Yes	Yes	Yes	Employee contributions only	No	No	No
Shasta	No	Paid 100% by County to defined levels per MOU	Management Long Term Disability paid 100% by County	457B and 401A Plans Available	No	No	No

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Sierra	No	\$50,000 May purchase additional at own expense (self or spouse)	AFLAC	457 Plans	No	Work related certificates only	Yes
Siskiyou	No	\$25,000 for appraisal & support staff; \$30,000 for mgmt.; 2 times annual salary for assessor/asst. assessor	Short term and long term disability	457	Medical & childcare	Up to \$500 per year	No
Solano	No	1x annual salary up to \$50,000 (may buy more coverage); management: 1.5% salary up to \$350,000	LTD for management	401(a) for elected official & management; voluntary plans for staff, \$5 county match	No	50% out of pocket compensation up to \$1,100 per year	No
Sonoma	Co bus pass- Employee ID allows for free transportation City bus pass; Co pays 100%	Up to \$100 per month; Employee pays tax on value exceeding \$100 in any month	LTD	457 & 401(a)	Health FSA & DCAP	Staff Development- various amounts depending on bargaining unit	No
Stanislaus	Employees can ride the StanRTA bus to/from work for free	Employee \$10,000; Assessor and managers \$30,000	Managers on day 8 – 50% biweekly salary for 11 months when 100% disabled; 60% with a max of \$6,000/mo waiting period 365 days	Elected: 2% of base; managers: 1.5%; confidential: 1%	No	Tuition reimbursement for applicable courses through professional development allowance for Dept Heads, Managers, and Confidential employees	No
Sutter	No	Mgmt = \$150,000; Law = \$50,000; All others = \$75,000	State disability	457b	Flexible Health and Dependent	All units = \$1,000 per year	No
Tehama	Yes	\$20,000	Yes	\$100 per month match management employees; \$60 to regular employees	IRS 125 Pre-Tax Deduction	No	No
Trinity	No response	No response	No response	No response	No response	No response	No response

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Tulare	No	\$10,000 for most employees \$50,000 for certain positions	SDI and LTD for positions in certain bargaining units (7, 9, 10, 11, 14, 15, 16, 19, 20, 21, 22, 50)	No	No	\$350 tuition reimbursement per year	No
Tuolumne	No	Yes	No	Yes	No	Yes	No
Ventura	No	\$50,000 basic	Non-management employees through State EDD; Management employees LTD through MetLife	401 (k), 457 Plans	No	Up to \$2,000 for non-management and management	\$0.47 per hour for non-management employees that hold a CPA license
Yolo	No	\$25,000 - \$50,000	Employees have option to sign up with	457 deferred comp.	No	Varies	No
Yuba	No response	No response	No response	No response	No response	No response	No response
State of California	75% of actual cost, \$65 max	Management/supervisor	SDI	Yes	Yes	Yes	Yes

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	No	No	\$55 bilingual; \$60 for multilingual	Yes	Mileage	30 min free consult and 25% discount	No
Alpine	No	No	No	Yes	No	No	No
Amador	No response	No response	No response	No response	No response	No response	No response
Butte	No	No	\$50 per pay period when services are performed	Reimburse for training sessions	\$620 per month for Assessor + Assistant Assessor	No	No
Calaveras	No	No	No	\$40/day for meals	No	No	No
Colusa	No	No	\$75 per month	No	No	No	No
Contra Costa	\$400 - \$625	Appraiser/Auditor -Appraiser staff 2.5% of base pay	\$100 per month	Yes	Assessor \$600 per month	No	No
Del Norte	Yes	Via the Appraiser III salary schedule when qualified with advanced certification	5% of pay if 10% or more of employee time is spent using skills.	Per diem for lodging, meals, incidentals, parking tolls or mileage	No	No	No
El Dorado	No	No	Yes	Yes	No	No	No
Fresno	No	No	\$50.00 biweekly	Mileage reimbursement for private auto use for business	\$6,180 annually for elected Department Heads	No	No
Glenn	No	\$1.10 per hour	\$0.75 per hour	Yes	No	No	No
Humboldt	No	No	Yes	Yes	No	No	Yes
Imperial	No response	No response	No response	No response	No response	No response	No response
Inyo	No	No	5%	Per diem, lodging, mileage, (with private vehicle on approved conf./training	No	No	No
Kern	Only if job related and approved by department	No	\$25 per pay period Verbal; \$50 per pay period; Written & Verbal	Actual and necessary job related expenses	\$275.52 per pay period for department heads & elected officials	Elective benefit available to all employees	Available through employee unions
Kings	No	No	\$25/ per pay period for conversational; \$50 for advanced	For training, education, and affiliated conferences	No	No	No
Lake	No response	No response	No response	No response	No response	No response	No response

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Lassen	No	No	Yes	No	No	No	No
Los Angeles	Up to \$90 per year for designated professional associations	\$200 per month	\$100 per month	Yes, only if traveling outside of Los Angeles County area on approved business.	Rentals for business trip	No	No
Madera	CAA dues for Assessor	No	\$20 per month	Per GSA standards based on destination	Mileage \$0.585 per mile	No	No
Marin	Varies	No	Varies by bargaining unit	For work related travel expenses	Department Heads	Employee Assistance Program	Varies – occasional discounts at local facilities
Mariposa	No	Yes	No	No	No	No	No
Mendocino	No response	No response	No response	No response	No response	No response	No response
Merced	No	5% incremental for advanced certification	Per hour incremental for designated bilingual positions	Travel expenses paid for work and work-related education	Dept. Head (Assessor-Recorder-Clerk) receives a car allowance	Available for a fee	No
Modoc	No	Included in salary	No	Breakfast \$7; Lunch \$11; Dinner \$23; Incidental \$5	No	No	No
Mono	No response	No response	No response	No response	No response	No response	No response
Monterey	\$100- \$400 per year	No	Management: \$20 per month; Others: \$0.56 per hour (primary) \$0.25 per hour (provisional)	Administered through Travel Policy (Auditor Controller)	For Executive Management (Unit Y) \$375/month	Available to all employees through Supplemental Insurance Program	County owned facility: free to employees; Athletic club discounted costs and membership available
Napa	No	No	Yes	Yes	Yes	Yes	Yes
Nevada	Certain professional certificates are eligible for pay	No	5%	At cost within federal and state per diem guidelines	\$400 monthly for elected department heads	No	No
Orange	Yes	Yes	Yes	Yes	Elected official only	No	No
Placer	Up to a maximum of \$250/year	No	5%	Yes	\$550 per month to elected management	Employee Assistance Programs	No
Plumas	No response	No response	No response	No response	No response	No response	No response

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Riverside	No	No	\$0.50, \$0.75, \$1.00 per hour depending on level of translation	No	No	No	No
Sacramento	No	5% for real property appraiser and auditor-appraiser classes	\$0.40 or \$0.50 for oral and/or written skills	Yes	Assessor, Assistant Assessor & Chief Appraiser	Limited through Employee Assistance Program	No
San Benito	SAA dues	Received for promotion to Level III	\$80 per month Tier I/ \$125 per month Tier 2	Yes; receipts and mileage for IRS rates	\$189 monthly with Annual CPI	None	None
San Bernardino	No	No	\$40-\$55 per pay period	Yes	Elected and Exempt employees in group A & B	No	Elected & Exempt only
San Diego	No response	No response	No response	No response	No response	No response	No response
San Francisco	No	\$1,000	\$60 bi-weekly	Yes for eligible business-related expenses	\$40 or \$100/mo + mileage: 0.08 miles (IRS Rate)	Legal Shield Legal Plan priced at \$7.36 bi-weekly	Variable discounts at select fitness clubs
San Joaquin	No	No	Yes	Yes	Yes	No	No
San Luis Obispo	No	No	\$100 per month approved by HR	Lodging rate \$222; Full meals: \$64, part \$48; Mileage: 58.5 cents per mile	Assessor and Assistant Assessor only	No	Management only \$200 per year
San Mateo	No	2% Advanced Appraisers' Cert	\$70 biweekly	\$0.585/mile	Dept. Head & Assistant Assessor-County Clerk Recorder	Employee Assistance Program	No
Santa Barbara	No response	No response	No response	No response	No response	No response	No response
Santa Clara	No	2%	\$160 per month for designated positions	Reimbursed for actual and necessary expenses for meals and other reasonably related business expenses	Assessor - \$600 per month	No	No
Santa Cruz	No	No	\$1.00 per hour	Per diem reimbursement using IRS rates	No	No	No
Shasta	No	No	No	No	No	No	No
Sierra	Yes	Yes	No	Yes	No	No	No
Siskiyou	No	No	5%	Per diem	No	No	No

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Solano	No	No	\$75 per pay period	No	Assessor \$250 biweekly	No	No
Sonoma	Staff Development- various amounts depending on bargaining unit	No	\$1.15 per hour	Yes	\$320 biweekly for elected official	EAP	Staff Development- various amounts depending on bargaining unit
Stanislaus	Applicable Dues	No	\$1.00 per hour	Paid by County for required trainings and conferences	Department Heads and Managers only	Reduced rate (25%) for customary fees through Employee Assistance Program	No
Sutter	No	No	No	No	No	No	No
Tehama	No	Ability to promote to Senior Appraiser	No	58.5 cents per mile Meal per diem \$59.00 per day	No	No	No
Trinity	No response	No response	No response	No response	No response	No response	No response
Tulare	No	No	50 cents per hour	If traveling for work-related event/training paid \$45.75 12-24 Hrs/\$61 for 24 Hrs	Assessor receives a car allowance of \$317.08 per pay period	No	No
Tuolumne	No	No	No	No	No	No	Yes
Ventura	Executive Management only	\$50 biweekly for non-management employees	Varies by experience	Varies	\$570 per month for department heads only	No	No
Yolo	No	No	Tier 1: 0.55 per hour Tier 2: 0.70 per hour	No	No	No	No
Yuba	No response	No response	No response	No response	No response	No response	No response
State of California	Yes	No	Yes	Yes	No	Group	No

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda	No	Yes	EEs who worked during the initial shelter in place period for Alameda Co. accrued COVID Administrative Leave (COVAL) on an hour for hour basis and is available through June 2023.
Alpine	No	No	No
Amador	No response	No response	No response
Butte	No response	No response	No response
Calaveras	2.5% increase at 6, 10, 15, 20, and 25 years of service	Employee Assistance Program (3 counseling sessions)	Accidental Death and Dismemberment – undisclosed terms
Colusa	Yes	Employee Assistance Program	No
Contra Costa	10 years at 2.5% 15 years+ additional 2.5%; elected 10 years at 5% 15 years+ additional 2.5%	Employee Assistance Program 6 visits or communications per incident	No
Del Norte	No	25 appointments per year – included in Medical	No
El Dorado	Based on hire date	EAP	Tahoe Employment Differential, Tahoe Geographical Differential
Fresno	No	Employee Assistance Program	No
Glenn	Yes 5% at 10 full years 6% at 15 full years 7% at 20 full years 8% at 25 full years 9% at 30 full years	Yes	Employee Assistance Program – includes legal and counseling services
Humboldt	5% at 10 years; additional 5% at 20 years	Yes	No
Imperial	No response	No response	No response
Inyo	2% - 10 years; additional 2% - 15 years; additional 2% - 20 years; additional 2% - 25 years	EAP available	No
Kern	General employees: 10 years at 2% 15 years at 4% 20 years at 6% 25 years at 8% 30 years at 10% Management 2% at 30 years	Employee Assistance Program: free to employees eligible for health benefit	No
Kings	No	Employee Assistance Program	No
Lake	No response	No response	No response
Lassen	Yes	Yes	No

County	Longevity Pay	Counseling Services	Miscellaneous
Los Angeles	No	Employee Assistance Program for professional consults and referral services for broad range of personal and job related issues	No
Madera	10-15 years at 5 % 15-20 years at 2.5 % 20+ years at 2.5 %	Insight Employee Services	No
Marin	No	Employee Assistance Program	The Employee Assistance Program offers E3 wellness program; Credit union; Flexible Spending accounts
Mariposa	Yes	Yes	No
Mendocino	No response	No response	No response
Merced	No	Employee Assistance Program available for all employees	Cell phone allowance for department head (Assessor-Recorder-Clerk) and monthly expense allowance to dept. head and assistants
Modoc	2% increase every 2 years at top of range	6 free hours per calendar year for full time employees	No
Mono	No response	No response	No response
Monterey	No	Employee Assistance Program – available to all employees	Expense allowance: Assessor=\$262.50 per month, Assistant Assessor and Management=\$54.17 per month, Employee=\$45.84 per month
Napa	10 years at \$500 15 years at \$1,000 20 years at \$1,500 25 years at \$2,000	Employee Assistance Program, 5 sessions per incident	Supplemental life insurance \$10,000-\$200,000 employee paid; Spouse life insurance \$10,000-\$100,000 employee paid; Dependent (child) life insurance \$10,000 employee paid.
Nevada	Certain professional certificates are eligible for pay	Employer paid Employee Assistance Program	No
Orange	No	Employee Assistance Program	No
Placer	2% at 10 years 3% at 15 years If hired before 11/1/19	Employee Assistance Programs	Cafeteria plan for employees 6% of base pay. Cafeteria plan for management \$4,000 per year. Tahoe subsidy pay of \$875/month. Accidental death and dismemberment policy for each employee in the amount of \$10,000.
Plumas	No response	No response	No response
Riverside	No	Anthem EAP	Management benefit - \$50 per pay period to 401(a) plan; reduced tuition incentive through cohort program
Sacramento	No	Anthem EAP	2.5% - 5% Education Incentive Pay or Certification Pay
San Benito	2.5% at 20 years 5% at 25 years 7.5% at 30 years	No	No
San Bernardino	2% for employees with 15+ years of service	Employee Assistance Program, and from medical plan	Retirement Medical Trust Fund for eligible employees; Portable Communication Device Allowance for Elected & Exempt employees in group A & B; 2% auditing differential for Auditor Appraiser I and II and Supervising Auditor Appraiser.
San Diego	No response	No response	No response

County	Longevity Pay	Counseling Services	Miscellaneous
San Francisco	Depends on Union, after 10+ years in the same classification \$0.30 per hour	Employee Assistance Program offers free counseling services	Municipal executives Flexible Credits paid bi-weekly. Employee only value is \$352.86. Flex credits for an employee +1 is \$407.14. Flex credits for an employee +2 or more is \$815.08 under Blue Shield Trio. \$964.93 under Blue Shield Access+ \$697.93 under Kaiser Permanente, and \$964.93 under City Plan. Flex credits can be spent on a variety of pre-tax and post-tax benefit options paid via payroll deduction. If the premium contribution for the benefit choices cost more than the flex credit allowance, the balance is paid from salary. If the benefit choices cost less than the flex credits the employee will receive cash back as taxable, non-pension earnings.
San Joaquin	No	Yes	Employee Assistance Programs for a variety of services
San Luis Obispo	No	Employee Assistance Program 3 visits; Legal, Financial; and Family Counseling	No
San Mateo	1% at 5 years 2.5% at 10 years 4% at 20 years 6% at 25 years	Employee Assistance Program	Voluntary Time Off (VTO) Program; Catastrophic Leave Program; Wellness Dividend Program
Santa Barbara	No response	No response	No response
Santa Clara	No	Employee Assistance Program	SEIU \$300 Continuing Education and Licensure; Verizon Wireless – 15% Employee Discount
Santa Cruz	3% after 25+ years	Employee Assistance Program	No
Shasta	5% for 20+ years of service for supervisory or management employees	Employee Assistance Program	No
Sierra	Outlined in salary	Yes	Helicopter Air Ambulance Insurance for both carriers in the region
Siskiyou	2.5% increase after 2 years at step 5; Asst. Assessor 2.5% after 2 years at each Step 5 and 6	Employee Assistance Program	Deferred comp \$300 per month for Assessor, \$150 per month for Asst. Assessor; Appraisers \$30 per month. Alternate work schedules 4/10's and 9/80's
Solano	Non-management: 10 years at 2.5% 20 years at 5% 25 years at 7.5% Management: 10 years at 2.5% 15 years at 5% 20 years at 7.5% 25 years at 10% 30 years at 12.5% 35+ years at 15%	No	Assessor \$50 biweekly for Management Business Expense
Sonoma	No	Limited sessions provided free through Employee Assistance Program	Mileage if traveling on county business in personal vehicle; CPA Designation 5% additional pay; Accident and Critical Illness Insurance available for purchase for employee, spouse and children. Professional Development allowance for Assessor, Assistant Assessor and Confidential Assistant. Annual limits are \$1,200, \$900, and \$400 respectively

County	Longevity Pay	Counseling Services	Miscellaneous
Stanislaus	No	Employee Assistance Program	Accident and Critical Illness Insurance available for purchase for employee, spouse and children; Professional Development for Assessor, Assistant Assessor and Confidential Assistant. Limits per year are \$1,200, \$900, and \$400 respectively. CPA designation 5% additional pay. Mileage if traveling on county business.
Sutter	Gen Sup. Prof. Units = 5% at 10 yrs / 2.5% at 15 yrs / 2.5% at 20 yrs	EAP – 3 sessions/6 months	No
Tehama	Employee hired prior to 1991 - 5% raise	Employee Assistance Program (Free Counseling)	Employee Assistance Program - Various professional services. Cell phone allowance: \$60.00 per mo for Department Head and Assistant Assessor
Trinity	No response	No response	No response
Tulare	No	Employee Assistance Program offers 6 free sessions for each issue	No
Tuolumne	Yes	EAP	No
Ventura	No	Employee Assistance Program	Education incentive for higher education degrees from 2.5% - 5%; Wellness Program and WorkLife Program; Employee Health Services
Yolo	2.5% after 10 years of service, 5% after 15 years of service	Yes	No
Yuba	No response	No response	No response
State of California	No	Employee Assistance Program	No