

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

AUGUST 2018

CALIFORNIA STATE BOARD OF EQUALIZATION

SEN. GEORGE RUNNER (RET.), LANCASTER

FIONA MA, CPA, SAN FRANCISCO

JEROME E. HORTON, LOS ANGELES COUNTY

DIANE L. HARKEY, ORANGE COUNTY

BETTY T. YEE, SACRAMENTO

FIRST DISTRICT

SECOND DISTRICT

THIRD DISTRICT

FOURTH DISTRICT

STATE CONTROLLER

DEAN R. KINNEE, EXECUTIVE DIRECTOR



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INTRODUCTION

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

The report provides:

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

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

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

SALARIES

The first portion of this report contains salaries for some State of California appointed and civil service classifications and salary ranges used by the Property Tax Department of the State Board of Equalization. All salaries are monthly and are in effect January 1, 2018.

The second segment of this report contains a list of elected, appointed, and civil service classifications for county assessors' offices, the number of budgeted positions (including vacancies), and the monthly salary ranges for each classification. All salaries are monthly and are in effect January 1, 2018 unless otherwise noted.

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

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

BENEFITS

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

- Retirement
- Health
- Leave
- Miscellaneous

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

¹ California Constitution, article XIII, section 16.

STATE BOARD OF EQUALIZATION SALARIES

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

ADMINISTRATORS

Deputy Director – Property Tax (CEA) *	\$9,625 – 11,465
Division Chief (CEA) *	6,913 – 9,937
Business Taxes Administrator III	8,526 – 10,167
Principal Property Appraiser	7,644 – 8,681

SUPERVISORS

Business Taxes Administrator II	6,720 – 8,782
Supervising Property Appraiser	6,409 – 7,965
Research Manager I (GIS)	5,689 – 7,068
Staff Services Manager I	5,689 – 7,068

APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	10,338 – 12,942
Senior Specialist Property Appraiser	6,061 – 7,586
Associate Property Appraiser	5,273 – 6,605
Assistant Property Appraiser	4,386 – 5,492
Junior Property Appraiser	3,063 – 3,655

AUDITOR–APPRAISERS

Senior Specialist Property Auditor Appraiser	6,061 – 7,966
Associate Property Auditor Appraiser	5,273 – 6,934
Assistant Property Auditor Appraiser	4,386 – 5,766
Tax Auditor	3,546 – 5,766

GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Analyst I	3,377 – 5,230
Research Analyst II	5,022 – 6,290
Research Program Specialist I	5,255 – 6,578

PROFESSIONAL SUPPORT

Business Taxes Specialist I	6,084 – 7,615
Business Taxes Specialist II	6,362 – 8,364
Information Technology Specialist I	4,921 – 7,962
Administrative Assistant II	4,784 – 6,168
Associate Governmental Program Analyst	4,784 – 6,168
Staff Services Analyst	3,063 – 4,980
Tax Technician I/II/III	2,479 – 4,019

STAFF SUPPORT

Office Technician (Typing)	2,921 – 3,656
Office Technician (General)	2,868 – 3,593
Office Assistant (Typing)	2,331 – 3,165

* BOE CEA paid above maximum of range

ALAMEDA

Total Reported Positions: 174.4

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,280
Chief Deputy Assessor	1	13,648
Chief, Appraisal Division	2	12,217
Chief, Assessment Services Division	1	12,217
Financial Services Officer	1	9,164
Department Personnel Officer I	1	8,599
Administrative Specialist II	1	7,093
Human Resources Technician	1	5,937
Administrative Assistant	1	5,708
Principal Appraiser	1	9,871
Supervising Appraiser II	9	8,779
Appraiser III	20	7,210
Appraiser II	29	6,316
Principal Auditor–Appraiser	1	10,267
Supervising Auditor–Appraiser II	4	8,779
Auditor–Appraiser III	11	7,210
Auditor–Appraiser II	7	6,316
Supervisor, Mapping	1	7,093
Mapping Technician III	5	5,463
Manager, Information Systems	1	10,249
Information Systems Specialist	2	7,093
Assessor Representative	2	7,625
Training Officer, Assessor	1	7,368
Assessment Roll Manager	1	7,381
Assessment Supervisor II	6	6,186
Assessment Supervisor I	2	5,885
Assessor's Technician II	31	4,550
Assessor's Technician III	23	5,185
Manager, Assessment Services	1	7,381
Secretary II	1	6,131
Specialist Clerk I	1	4,332
Specialist Clerk II	1	4,641
Clerk II	3	4,162
Clerk Intermittent I	0.4	1,586

ALPINE

Total Reported Positions: 3.4

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,441
Appraiser	1	3,474
Assessment Technician	1	3,937
Auditor–Appraiser	0.4	1,830

AMADOR

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,764
Assistant Assessor	1	7,136
Appraiser II	2	5,985
Appraiser I	1	4,392
Auditor–Appraiser II	1	5,839
Cadastral Drafting Technician	1	4,847
Supervisor, Administrative	1	6,016
Administrative Technician	2	4,101 – 4,748
Administrative Assistant I	1	2,724

BUTTE

Total Reported Positions: 40

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,724 – 12,137
Assistant Assessor	1	7,229 – 9,688
Senior Administrative Assistant	1	2,805 – 3,762
Assessment Clerk	9	2,288 – 3,067
Senior Assessment Clerk	1	2,528 – 3,387
Auditor–Appraiser	2	3,240 – 4,341
Senior Cadastral Drafting Technician	1	3,171 – 4,248
Cadastral Drafting Technician	1	2,864 – 3,840
Principal Information Systems Technician	1	5,456 – 7,314
Property Appraiser	9	3,162 – 4,237
Senior Property Appraiser	5	3,490 – 4,677
Supervisor, Appraiser	3	4,371 – 5,858
Supervisor, Assessment Clerk	3	2,874 – 3,851
Supervisor, Assessment Office	1	3,416 – 4,579
Supervisor, Auditor–Appraiser	1	4,371 – 5,858

CALAVERAS

No information provided

COLUSA

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,177
Assistant Assessor	1	6,740
Appraiser II	1	4,872
Appraiser I	1	4,412
Auditor–Appraiser	1	4,753
Transfer Analyst	1	4,371
Supervising Assessment Technician	1	4,264
Assessment Technician II (Vacant)	1	3,511
Assessment Technician I	1	2,739
Appraiser Aide	1	2,937
Office Assistant (Vacant)	1	2,036

CONTRA COSTA

Total Reported Positions: 122

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,182
Assistant Assessor	2	11,854 – 13,069
Principal Appraiser	4	8,684 – 11,116
Supervising Appraiser	6	7,046 – 9,020
Associate Appraiser	21	6,207 – 7,545
Assistant Appraiser	16	5,204 – 6,325
Junior Appraiser	5	5,194 – 5,726
Senior Real Property Technical Assistant	4	4,475 – 5,440
Real Property Technical Assistant	3	3,780 – 4,827
Supervising Auditor–Appraiser	1	7,046 – 9,020
Senior Auditor–Appraiser	4	6,445 – 7,834
Auditor–Appraiser II	2	5,457 – 6,633
Auditor–Appraiser I	3	5,419 – 5,975
Network Analyst I	1	6,380 – 7,755
Information Systems Specialist III	1	5,483 – 6,664
Drafting Services Coordinator	1	5,615 – 6,825
Computer Aided Drafting Operator	6	4,707 – 5,722
Assessor's Clerical Staff Manager	1	5,564 – 7,105
Supervising Assessment Clerk	4	4,231 – 5,404
Assessor's Local Exemptions Specialist	1	4,031 – 5,148
Clerk – Specialist Level	7	3,735 – 4,770

CONTRA COSTA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Clerk – Senior Level	19	\$3,307 – 4,223
Clerk – Experienced Level	7	2,993 – 3,713
Assessor's Customer Services Coordinator	1	6,120 – 8,648
Administrative Analyst	1	4,221 – 5,131

DEL NORTE

Total Reported Positions: 9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,908
Assistant Assessor	1	5,421
Assessment Analyst	1	3,580
Appraiser Technician	1	3,170
Transfer/Mapping Technician	1	3,328
Appraiser III	1	4,569
Appraiser I	3	2,875 – 3,019

EL DORADO

Total Reported Positions: 37.8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,999
Assistant Assessor–Valuation	1	8,054 – 9,789
Assistant Assessor–Systems and Support	1	8,054 – 9,789
Supervising Appraiser	1	5,409 – 6,576
Information Technology Dept. Coordinator	1	5,725 – 6,957
Senior Appraiser	8	4,702 – 5,716
Appraiser II	2	4,231 – 5,142
Appraiser I	3	3,809 – 4,629
Supervising Auditor–Appraiser	1	5,409 – 6,576
Auditor–Appraiser	2	4,231 – 5,142
Cadastral Drafter	1	4,137 – 5,028
Geographic Information System Analyst II	1	6,058 – 7,364
Supervisor, Property Transfer	1	4,402 – 5,350
Property Transfer Specialist	4	3,827 – 4,652
Senior Assessment Technician	4.8	3,560 – 4,328
Assessment Technician II	3	3,312 – 4,026
Administrative Technician	1	4,244 – 5,160
Supervising Assessment Technician	1	4,092 – 4,974

FRESNO

No information provided

GLENN

Total Reported Positions: 7

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,343
Assistant Assessor	1	6,665
Administrative Assistant	1	4,433
Senior Appraiser	2	4,495
Office Technician II	2	3,486

HUMBOLDT

Total Reported Positions: 31

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,122
Deputy Assessor	2	5,906 – 7,578
Executive Secretary	1	3,516 – 4,511
Principal Appraiser	2	4,444 – 5,703
Appraiser III	6	4,022 – 5,162
Appraiser II	2	3,659 – 4,695
Principal Auditor–Appraiser	1	4,672 – 5,995
Auditor–Appraiser III	2	4,228 – 5,426
Appraisal Technician	4	2,809 – 3,604
Senior Property Transfer Assistant	1	3,230 – 4,145
Property Transfer Assistant	2	2,851 – 3,659
Cadastral Drafting Technician	1	2,997 – 3,846
Senior Assessment Technician	1	2,953 – 3,789
Assessment Technician II	3	2,606 – 3,345
Assessment Technician I	2	2,301 – 2,953

IMPERIAL

Total Reported Positions: 35

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,987
Assistant Assessor	1	7,602
Administrative Secretary	1	3,236
Supervisor Real Property	3	5,966
Supervisor Personal Property	1	6,158

IMPERIAL (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervisor Assessment Services	1	\$4,013
Assessment System Analyst	1	5,903
Appraiser III	10	4,710
Appraiser III Extra Help – 20 hours/week	1	24.45/hr
Audit Appraiser II	2	4,710
Appraisal Technician	1	3,236
Assessment Technician III	2	2,820
Assessment Technician II	2	2,626
Mapping Technician	1	4,382
Senior Title Examiner	1	3,212
Title Examiner	2	2,682
Extra Help Office Assistant	3	11.17/hr

INYO

Total Reported Positions: 9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,113
Assistant Assessor	1	6,574
Auditor–Appraiser I	1	4,479
Appraiser I	1	4,272
Appraiser II	1	5,448
Administrative Analyst II	1	5,448
Cadastral Technician I	1	3,995
Office Technician II	1	4,201
Office Technician I (B-Par)	1	2,337

KERN

Total Reported Positions: 99

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,005
Confidential Assistant Assessor	1	7,703 – 9,404
Business Manager	1	5,299 – 6,470
Administrative Coordinator	1	4,028 – 4,917
Confidential Administrative Assistant	1	4,406 – 5,379
Chief Appraiser	3	6,063 – 7,402
Supervising Appraiser	4	5,626 – 6,869
Senior Appraiser	9	5,169 – 6,310
Information Systems Specialist – DT 1	1	4,089 – 4,992
Appraiser I/II/III	23	3,592 – 5,944
Assessment Technician	20	2,663 – 3,251

KERN (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Auditor–Appraiser	1	\$5,626 – 6,869
Auditor–Appraiser I/II/III	8	3,592 – 5,944
Engineering Technician I/II/III	4	3,988 – 5,944
Local Area Network Systems Administrator	1	5,515 – 6,733
Systems Analyst II	1	5,515 – 6,733
Programmer I	1	4,089 – 4,992
Fiscal Support Supervisor	3	3,646 – 4,451
Fiscal Support Specialist	5	3,251 – 3,968
Fiscal Support Technician	7	2,730 – 3,333

KINGS

Total Reported Positions: 25

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,605
Auditor Accountant	1	5,391 – 6,581
Executive Secretary	1	3,550 – 4,332
Chief Appraiser	1	5,611 – 6,850
Senior Appraiser	2	5,155 – 6,294
Appraiser I/II/III	7	3,498 – 5,696
Auditor–Appraiser I/II/III	2	3,713 – 6,108
Cadastral GIS Technician I/II/III	1	3,328 – 5,207
Assessment Specialist I/II/III	6	2,569 – 3,825
Appraisal Aide I/II/III	2	2,324 – 3,604
Assessment Supervisor (Vacant)	1	3,450 – 4,208

LAKE

No information provided

LASSEN

Total Reported Positions: 10.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,433
Chief Appraiser	1	4,960
Associate Auditor–Appraiser	1	4,528
Associate Appraiser	1	4,322
Assistant Appraiser	2	3,761
Administrative Assistant	1	4,311

LASSEN (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Cadastral Drafter	1	\$3,939
Appraiser Technician	1	3,130
Cadastral Drafter	1	3,130
Admin Clerk	0.5	2,611

LOS ANGELES

Total Reported Positions: 1,326

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,776
Assistant Assessor	2	13,673 – 20,696
Account Clerk II	4	2,843 – 3,816
Accounting Technician I	2	3,095 – 4,046
Administrative Deputy II	1	10,239 – 15,497
Administrative Assistant II	3	4,421 – 5,799
Administrative Assistant III	3	4,928 – 6,463
Administrative Assistant IV, Assessor	1	5,439 – 7,133
Administrative Services Manager I	3	6,018 – 7,893
Administrative Services Manager II	3	6,528 – 8,561
Administrative Services Manager III	1	8,540 – 11,201
Application Developer II	6	6,183 – 7,681
Appraiser	221	4,007 – 6,891
Appraiser Assistant	15	3,065 – 4,007
Appraiser Specialist I	171	5,857 – 7,681
Appraiser Trainee	12	3,771
Assistant Property Assessment Specialist	1	4,714 – 6,183
Career Development Intern	1	2,459
Chief Appraiser	9	9,524 – 14,415
Chief Clerk	4	4,345 – 5,857
Chief Deputy Assessor	1	13,673 – 20,696
Computer System Operator	1	3,281 – 4,292
Data Control Clerk	2	2,592 – 3,478
Database Administrator	1	8,210 – 10,768
Departmental Chief Information Officer II	1	11,007 – 16,659
Departmental Civil Service Representative	1	6,198 – 8,129
Departmental Finance Manager II	1	8,860 – 13,410
Departmental Human Resources Manager II	1	8,860 – 13,410
Departmental Information Security Officer I	2	8,242 – 12,474
Departmental Personnel Assistant	4	3,195 – 4,178
Director, Assessor's Operations	3	11,832 – 17,909
Equipment Maintenance Helper	2	3,110 – 3,853
Executive Secretary	1	6,463 – 8,476
Geographical Information Systems Manager I	1	8,860 – 13,410

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Geographical Information Systems Manager II	1	\$9,524 – 14,415
Geographical Information Systems Technician I	42	5,152 – 6,400
Geographical Information Systems Technician II	22	5,439 – 6,757
Graphic Artist	1	3,939 – 5,165
Graphic Arts Aid	1	3,179 – 4,157
Head Clerk	29	3,687 – 4,965
Head Support Services, Assessor	5	5,813 – 7,624
Head Reprographics, Assessor	1	5,255 – 6,891
Information Systems Analyst I	2	5,439 – 7,133
Information Systems Analyst II	8	5,842 – 7,662
Information Systems Analyst Aid	3	4,554 – 5,973
Information Systems Supervisor I	7	7,116 – 9,333
Information Systems Supervisor II	1	8,089 – 10,610
Information Technology Aide	10	3,346 – 4,378
Information Technology Manager I	2	8,860 – 13,410
Information Technology Manager II	1	9,524 – 14,415
Information Technology Specialist II	1	10,821 – 14,192
IT Technical Support Analyst I	2	4,622 – 6,062
IT Technical Support Analyst II	6	5,152 – 6,757
Intermediate Clerk	110	2,592 – 3,478
Intermediate Supervising Clerk	1	3,234 – 4,345
Intermediate Typist–Clerk	2	2,656 – 3,564
Inventory Control Assistant I	1	2,934 – 3,939
Management Analyst	1	4,989 – 6,544
Management Secretary V	4	5,203 – 6,823
Network Systems Administrator II	4	6,062 – 7,951
Ownership Clerk I	43	2,695 – 3,617
Ownership Clerk II	46	2,999 – 4,027
Ownership Services Specialist	61	3,338 – 4,487
Ownership Services Supervisor I	21	3,715 – 5,002
Ownership Services Supervisor II	2	4,137 – 5,575
Payroll Clerk I	2	3,080 – 4,137
Principal Application Developer	3	7,932 – 10,403
Principal Network Systems Administrator	2	7,990 – 10,480
Principal Appraiser	39	6,960 – 9,636
Principal Information Systems Analyst	1	7,990 – 10,480
Printer I	2	3,014 – 3,939
Procurement Aid	1	3,073 – 4,017
Procurement Assistant I	1	3,412 – 4,465
Senior Clerk	186	2,920 – 3,920
Senior Departmental Personnel Assistant	4	4,147 – 5,439
Senior Departmental Personnel Technician	4	5,561 – 7,293
Senior Application Developer	14	6,690 – 8,775
Senior Information Systems Analyst	4	7,116 – 9,333
Senior Information Technology Aide	6	3,929 – 5,152

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior IT Technical Support Analyst	2	\$5,742 – 7,531
Senior Management Secretary V	2	5,799 – 7,605
Senior Network Systems Administrator	8	6,757 – 8,862
Senior Secretary V	10	4,668 – 6,122
Senior Typist–Clerk	6	2,991 – 4,017
Special Assistant, Assessor	1	6,908 – 9,061
Special Assistant, Assessor-Field Deputy	4	4,096 – 5,988
Special Assistant, Assessor	4	7,550 – 11,037
Staff Assistant, Assessor	2	3,420 – 4,476
Supervising Accounting Technician, Assessor	1	4,208 – 5,520
Supervising Appraiser	72	6,576 – 8,625
Supervising Geographic Information Systems Tech	8	6,183 – 7,681
Supervising Payroll Clerk II	1	3,807 – 5,127
Supply Officer I	1	4,679 – 6,137
Supervising Administrative Assistant II	1	6,183 – 8,109
Transcriber Typist	1	3,043 – 3,872
Warehouse Worker I	1	3,014 – 3,939
Warehouse Worker II	1	3,354 – 4,389
Warehouse Worker III	1	3,538 – 4,634
Warehouse Worker Aid	3	2,857 – 3,733

MADERA

Total Reported Positions: 26

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,428 – 12,599
Chief Appraiser	1	7,058 – 8,580
Chief of Assessment Services	1	5,392 – 6,554
Supervising Appraiser	2	5,446 – 6,620
Supervising Auditor–Appraiser	1	5,446 – 6,620
Appraiser I/II/III	8	3,618 – 5,643
Auditor Appraiser I/II/III	2	3,618 – 5,643
Senior Cadastral Drafting Technician	1	4,160 – 5,057
Assessment Clerk I/II or Assessment Technician	7	2,356 – 3,675
Office Assistant I/II	2	2,208 – 2,965

MARIN

Total Reported Positions: 59

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,917
Assistant Assessor	1	12,255

MARIN (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Administrative Assistant II	1	\$5,078 – 6,074
Chief of Administrative Services	1	8,488 – 10,273
Technology Systems Specialist III	1	7,274 – 8,712
Supervising Technology Systems Specialist	1	7,942 – 9,516
Chief of Assessment Standards	1	7,904 – 9,566
Chief of Assessment Systems	1	7,904 – 9,566
Principal Auditor–Appraiser	1	7,621 – 9,178
Senior Auditor–Appraiser	1	6,113 – 7,324
Appraiser III	5	6,113 – 7,317
Appraiser I/II	17	5,260 – 6,671
Auditor–Appraiser I/II	4	5,064 – 6,734
Principal Appraiser	4	7,621 – 9,178
Administrative Services Associate	1	5,715 – 6,906
Assessment/Record/Clerk Technician I/II	8	3,816 – 5,099
Supervisor, Assessment Recording Clerk	3	5,314 – 6,352
Senior Assessment/Recording Clerk Technician	4	4,825 – 5,865
Cadastral Mapping Technician I/II	2	4,004 – 5,593

MARIPOSA

Total Reported Positions: 12

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,243
Assistant Assessor	1	6,994
Assessment Office Manager	1	5,054
Appraiser I	1	4,563
Appraiser II	2	5,042
Appraiser III	1	5,743
Assessment–Recording Clerk I	2	3,145
Assessment–Recording Clerk II	1	3,458
Assessment–Recording Clerk III	1	3,780
Cadastral Drafting Technician I	1	4,386

MENDOCINO

No information provided

MERCED

Total Reported Positions: 33

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,384 – 13,861
Assistant Assessor	1	8,653 – 10,525
Director, Administrative Services	1	7,476 – 9,086
Chief Appraiser	1	6,814 – 8,280
Staff Services Analyst I/II	1	3,954 – 5,968
Supervising Auditor–Appraiser	1	6,176 – 7,512
Supervising Appraiser	2	5,739 – 6,982
Chief, Mapping & Title Services	1	5,410 – 6,583
Auditor–Appraiser I/II/III	4	4,193 – 6,519
Appraiser I/II/III	8	3,711 – 5,767
Assessment Services Supervisor	1	4,276 – 5,203
Assessment Clerk I/II	3	2,494 – 3,349
Assessment Clerk III	2	3,189 – 3,877
Title Technician	1	3,994 – 4,857
Assistant Title Technician	1	3,448 – 4,193
GIS Analyst I/II	1	4,276 – 5,881
Extra Help Special Projects	3	18.40 – 25.41/hr

MODOC

Total Reported Positions: 5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$5,800
Senior Appraiser	1	2,906 – 4,992
Appraiser I	1	2,619 – 3,343
Administrative Assistant	1	2,684 – 3,425
Assessment Office Specialist II	1	2,061 – 2,683

MONO

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,180
Assistant Appraiser	1	8,458
Assessment Services Specialist	1	4,717 – 5,734
Fiscal Technical Specialist IV	1	4,068 – 4,944
Appraiser Aide	1	4,169 – 5,068
Appraiser II	1	4,956 – 6,024
Appraiser III	1	5,471 – 6,650

MONO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser II	1	\$5,337 – 6,650
Cadastral Mapper/Transfer Analyst	1	4,274 – 5,195
Temporary Part–Time	1	16.89/hr

MONTEREY

Total Reported Positions: 51

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor	1	\$17,434
Assistant Assessor, Valuation	1	8,658 – 11,819
Administrative Services Officer	1	5,677 – 7,754
Administrative Secretary – Confidential	1	4,088 – 5,584
Appraiser I	5	3,539 – 4,835
Appraiser II	8	4,343 – 5,931
Appraiser III	5	4,847 – 6,620
Assessment Clerk	1	2,813 – 3,842
Auditor–Appraiser II	3	4,475 – 6,112
Auditor–Appraiser III	1	5,427 – 7,412
Manager, Auditor–Appraiser	1	6,434 – 8,782
Departmental Information Systems Manager II	1	7,403 – 10,105
Departmental Info Systems Specialist	1	3,944 – 5,385
Management Analyst I	1	4,938 – 6,744
Map Drafting Technician	1	3,384 – 4,621
Office Assistant II	5	2,623 – 3,582
Office Assistant III	2	2,870 – 3,919
Personnel Technician – Confidential	1	4,028 – 5,501
Property Transfer Clerk	4	2,986 – 4,079
Senior Map Drafting Technician	1	4,017 – 5,484
Senior Personnel Analyst	1	6,118 – 8,357
Senior Property Transfer Clerk	2	3,301 – 4,508
Supervising Appraiser	2	6,052 – 8,262
Supervising Office Assistant I	1	3,565 – 4,870

NAPA

Total Reported Positions: 23

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,860
Chief Appraiser	1	8,703 – 10,577
Staff Services Manager	1	8,289 – 10,071
Supervising Auditor–Appraiser	1	7,069 – 8,474
Supervising Appraiser	1	6,689 – 8,020
Supervisor, Mapping and Title	1	5,964 – 7,140

NAPA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser II	1	\$5,818 – 6,977
Appraiser III	3	6,070 – 7,271
Appraiser II	3	5,574 – 6,665
Appraiser I	1	5,105 – 6,098
Appraiser Aide	1	4,136 – 4,916
Senior Mapping and Title Technician	1	4,681 – 5,777
Title Technician	2	4,099 – 4,874
Assessment Records Assistant II	4	3,822 – 4,521

NEVADA

Total Reported Positions: 26

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,139
Assistant Assessor	1	10,953
Chief Appraiser	1	8,883
Senior Administrative Analyst	1	7,204
Accounting Assistant II	1	3,681
Mapping Specialist	1	4,990
Senior Appraiser	1	6,833
Appraiser II	6	4,819 – 5,597
Appraisal Technician II	2	4,297 – 4,990
Auditor–Appraiser I	1	4,362
Assessment Assistant I	2	3,031 – 3,186
Assessment Assistant II	5	3,348 – 3,889
Appraiser II *	1	2,204
Appraiser III *	1	1,935
Assessment Assistant II *	1	2,344

** Temporary Positions for Special Projects*

ORANGE

Total Reported Positions: 312

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,113
Administrative Manager III (Division Manager)	6	8,096 – 14,219
Administrative Manager II	4	6,477 – 11,511
Appraiser I	10	4,548 – 6,127
Appraiser II	54	5,075 – 6,833
Appraiser III	21	5,632 – 7,585
Assessment Technician II	66	3,217 – 4,316
Assessment Technician III	13	3,694 – 4,931

ORANGE (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser I	10	\$4,548 – 6,127
Auditor–Appraiser II	21	5,075 – 6,833
Auditor–Appraiser III	15	5,632 – 7,585
Cadastral Technician II	7	4,040 – 5,411
Executive Assistant	1	2,633 – 9,909
Executive Secretary I	1	4,058 – 5,439
Information Technologist II	9	5,886 – 7,907
Supervisor, Information Technology	3	7,658 – 10,332
Information Technology Technician I	2	3,935 – 5,269
Information Technology Technician II	2	4,605 – 6,204
Managing Appraiser	3	7,011 – 9,440
Managing Assessment Technician	4	5,001 – 6,734
Managing Auditor–Appraiser	2	7,011 – 9,440
Office Assistant	6	2,929 – 3,449
Office Specialist	1	3,063 – 4,058
Office Technician	1	2,929 – 3,449
Principal Appraiser	1	6,297 – 8,462
Secretary II	5	3,248 – 4,330
Senior Appraiser	12	6,297 – 8,462
Senior Assessment Technician	9	4,151 – 5,550
Senior Auditor–Appraiser	7	6,297 – 8,462
Senior Cadastral Technician	5	4,482 – 6,039
Senior Information Technologist	1	6,911 – 9,305
Senior IT Application Developer	1	6,911 – 9,305
Staff Assistant	1	3,614 – 4,845
Staff Specialist	2	4,254 – 5,689
Store Clerk	1	2,837 – 3,749
Store Keeper I	1	3,186 – 4,273
Supervising Cadastral Technician	2	5,001 – 6,734
Technical Systems Specialist	1	6,377 – 8,571

286 positions were budgeted as of 1/1/18

PLACER

Total Reported Positions: 77

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,707 – 15,445
Administrative Clerk – Journey	6	3,088 – 3,754
Administrative Clerk – Senior	1	3,405 – 4,139
Administrative Service Officer – Senior	1	6,876 – 8,356
Administrative Technician	1	4,236 – 5,148
Appraisal Technician	17	4,346 – 5,282

PLACER (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assistant/Associate Appraiser	13	\$5,546 – 7,432
Assessment Supervisor	4	5,823 – 7,079
Assistant/Associate Auditor–Appraiser	2	5,546 – 7,432
Senior Auditor–Appraiser	2	7,079 – 8,604
Cadastral Technician I/II	1	4,139 – 5,546
Senior Cadastral Technician	1	5,030 – 6,115
Chief Appraiser	3	9,268 – 11,267
Chief Deputy Assessor	1	11,197 – 13,612
Information Technology Supervisor	1	8,386 – 10,195
Information Technology Analyst – Senior	1	7,607 – 9,246
Information Technology Specialist	2	6,258 – 7,607
Information Technology Technician I/II	1	4,670 – 6,258
Managing Appraiser	1	8,386 – 10,195
Managing Auditor–Appraiser	1	8,386 – 10,195
Supervising Appraiser	4	7,786 – 9,464

PLUMAS

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,232
Assistant Assessor	1	4,229 – 5,145
Chief Appraiser	1	4,030 – 4,903
Appraiser I/II/III	3	2,863 – 4,236
Property Tax Specialist I or II	1	2,074 – 3,014
Cadastral Drafting Specialist	1	3,482 – 4,236

RIVERSIDE

Total Reported Positions: 205

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,266
Chief Deputy Assessor	1	12,144
Assessor–Clerk–Recorder Technician I	10	4,295
Assessor–Clerk–Recorder Technician II	33	4,822
Assessor–Clerk–Recorder Technician III	5	5,370
Assistant Assessor	1	16,181
Administrative Services Assistant	1	4,793
Appraiser II	48	6,663
Appraiser Technician	19	4,938
Chief Appraiser	2	11,395

RIVERSIDE (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser II	10	\$6,663
GIS Analyst	4	6,618
Senior GIS Specialist	1	6,351
GIS Specialist II	7	5,713
GIS Supervising Analyst	1	8,448
Information Tech. Business Systems Analyst III	2	9,534
Information Technology Officer I	1	11,215
Information Tech. Supervising Systems Operator	1	6,522
Principal Deputy Assessor	4	10,292
Senior Appraiser	26	7,710
Senior Auditor–Appraiser	5	7,240
Supervising Assessor–Clerk–Recorder Technician	4	5,667
Supervising Appraiser	15	7,945
Supervising Auditor–Appraiser	2	8,023
Office Assistant II	1	3,683

SACRAMENTO

Total Reported Positions: 150.8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,618
Assistant Assessor	1	11,776
Administrative Services Officer I	1	6,212
Administrative Services Officer II	1	9,250
Assessment Supervisor	1	4,888
Assessment Technician	10	4,406
Associate Auditor–Appraiser	5	6,753
Associate Real Property Appraiser	25	6,753
Auditor–Appraiser I/II	4	5,751
Chief Appraiser	5	11,254
Data Entry Operator	1	3,464
Executive Secretary	1	5,128
Geographic Information Systems Analyst II	1	8,028
Information Technology Analyst II	6	8,028
Information Technology Technician II	1	4,823
Office Assistant II	2	3,367
Office Specialist II	12	3,960
Personnel Specialist II	1	4,745
Real Property Appraiser I/II	21	5,751
Senior Auditor–Appraiser	3	7,433
Senior Geographic Information Systems Technician	3	5,601
Senior Geographic Information Systems Analyst	1	9,092
Senior Information Technology Analyst	2	9,092

SACRAMENTO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Information Technology Technician	1	\$5,792
Senior Office Specialist	12.8	4,324
Senior Personnel Analyst	1	7,766
Senior Real Property Appraiser	16	7,433
Supervising Auditor–Appraiser	2	8,423
Supervising Real Property Appraiser	9	8,423

SAN BENITO*Total Reported Positions: 17*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,249 – 13,588
Assistant Assessor	1	7,877 – 10,562
Supervising Auditor–Appraiser	1	5,461 – 7,320
Supervising Appraiser	1	5,461 – 7,320
Appraiser III	0.5	4,740 – 6,354
Appraiser II	1	4,094 – 5,488
Appraiser I	3	3,535 – 4,740
Auditor–Appraiser II	1	4,277 – 5,734
Supervising Computer Mapping Specialist	1	4,953 – 6,638
Computer Mapping Specialist III	1.5	4,277 – 5,734
Assessor Office Manager	1	4,427 – 5,935
Assessment Clerk III	1	2,935 – 3,936
Assessment Clerk II	1	2,663 – 3,570
Accounting Appraiser Technician	1	3,333 – 4,469
Property Transfer Assessment Technician	1	3,535 – 4,740

SAN BERNARDINO*Total Reported Positions: 181*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,649
Administrative & Financial Manager	1	6,783 – 9,344
Administrative Supervisor I	1	5,079 – 6,996
Appraisal Technician	15	2,761 – 3,793
Appraiser II	46	4,363 – 5,994
Appraiser III	13	4,803 – 6,607
Assessor–Recorder–Clerk Project Administrator	2	4,720 – 6,491
Assessment Services Manager	1	5,079 – 6,996
Assistant Assessor	1	8,083 – 11,112
Auditor–Appraiser II	12	4,690 – 6,448
Auditor–Appraiser III	2	5,044 – 6,940

SAN BERNARDINO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Automated Systems Analyst I	2	\$4,290 – 5,890
Automated Systems Technician	1	3,437 – 4,723
Business Applications Manager	1	6,651 – 9,164
Business Systems Analyst II	1	5,467 – 7,523
Business Systems Analyst III	1	6,027 – 8,299
Cadastral Drafting Technician I	1	3,196 – 4,394
Cadastral Drafting Technician II	2	3,450 – 4,807
Cadastral Drafting Technician III	1	3,770 – 5,174
Cadastral Services Supervisor	1	4,498 – 6,185
Chief Appraiser	1	7,303 – 10,064
Departmental IS Administrator	1	8,063 – 11,112
Executive Secretary III	1	3,864 – 5,311
Office Assistant III	29	2,536 – 3,484
Payroll Specialist	1	2,633 – 3,614
Principal Appraiser	4	6,150 – 8,471
Public Service Employee	4	1,907 – 2,643
Staff Analyst I	1	3,980 – 5,470
Staff Analyst II	1	4,611 – 6,337
Supervising Auditor–Appraiser	2	5,295 – 7,287
Supervising District Appraiser	7	5,295 – 7,287
Supervising Title Transfer Technician I	2	3,252 – 4,470
Supervising Title Transfer Technician II	2	3,586 – 4,930
Title Transfer Technician I	14	2,900 – 3,988
Title Transfer Technician II	4	3,172 – 4,361

SAN DIEGO

Total Reported Positions: 304

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,594
Assistant Assessor	1	12,891 – 16,605
Chief Deputy	3	10,500 – 14,596
Special Assistant, County Assessor	1	8,476 – 12,043
Senior Departmental Human Resources Officer	1	6,290 – 8,429
Departmental Human Resources Officer	1	5,053 – 6,769
Administrative Services Manager I	1	6,301 – 7,658
Accounting Technician	5	3,264 – 4,013
Financial Policy & Planning Officer	1	7,649 – 9,298
Supervising IT Engineer	1	8,467 – 11,459
Human Resources Specialist	1	3,590 – 5,262
Human Resources Assistant	2	2,765 – 4,257
Senior Assessment Clerk	9	3,078 – 3,786
Assessment Clerk	37	2,739 – 3,359

SAN DIEGO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Assessment Clerk	3	\$3,591 – 4,415
Information Technology Specialist	2	2,860 – 6,134
Information Technology Analyst	1	6,606 – 8,029
Administrative Secretary III	1	3,846 – 4,675
Administrative Secretary IV	1	4,136 – 5,027
Imaging Technician II	7	3,283 – 4,035
Imaging Technician III	2	3,727 – 4,576
Cadastral Technician	7	3,966 – 4,874
Senior Cadastral Technician	4	4,482 – 5,507
Cadastral Supervisor	2	5,729 – 7,034
Geographic Information Systems Analyst	3	4,300 – 5,829
Senior Geographic Information Systems Analyst	2	5,833 – 7,173
Manager, Assessor/Recorder/County Clerk	1	6,947 – 8,443
Associate Accountant	1	4,552 – 5,595
Senior Accountant	1	5,616 – 6,899
Account Clerk Specialist	1	3,089 – 3,798
Account Clerk	1	2,683 – 3,297
Division Chief II	3	9,017 – 10,960
Division Chief I	6	8,195 – 9,961
Assistant Division Chief	3	5,108 – 6,280
Appraiser IV	9	6,141 – 7,542
Appraiser III	28	5,576 – 6,855
Appraiser II	55	4,945 – 6,075
Supervising Appraiser II	4	7,427 – 9,131
Supervising Appraiser I	9	6,750 – 8,297
Property Assessment Specialist III	12	4,325 – 5,318
Property Assessment Specialist II	47	3,604 – 4,427
Audit-Appraiser IV	3	6,289 – 7,729
Audit-Appraiser III	9	5,722 – 7,027
Audit-Appraiser II	7	5,058 – 6,217
Supervising Audit-Appraiser	3	7,427 – 9,131

SAN FRANCISCO

Total Reported Positions: 190.72

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,941
Deputy Director III	2	15,479
Manager I	3	10,759
Manager II	2	11,551
Manager III	4.23	11,778
Manager IV	1	14,419

SAN FRANCISCO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
IS Engineer–Journey	2	\$10,922
IS Engineer–Senior	1	12,103
IS Business Analyst	1.77	4,979
IS Business Analyst–Senior	1.77	5,765
IS Business Analyst–Principal	1	12,721
IS Programmer Analyst–Senior	.77	9,254
IS Manager	1	15,479
IT Operations Support Administrator II	1	6,688
IT Operations Support Administrator III	1	8,130
Senior Payroll and Personnel Clerk	1	6,903
Personnel Analyst	2	8,304
Senior Personnel Analyst	1	9,692
Senior Clerk	2	5,104
Accountant III	1	8,922
Account Clerk	1	5,278
Senior Account Clerk	1	6,108
Senior Microphoto/Imaging Technician	3	5,738
Junior Administrative Analyst	5.77	2,904
Administrative Analyst	7	6,821
Senior Administrative Analyst	5	9,273
Principal Administrative Analyst	3	7,156
Management Assistant	1.77	7,324
Assessment Clerk	1	5,278
Assessor–Recorder Office Assistant	11	4,798
Assessor–Recorder Office Specialist	11	5,863
Assessor–Recorder Senior Office Specialist	27	6,548
Personal Property Auditor	8	7,893
Senior Personal Property Auditor	8.54	7,489
Principal Personal Property Auditor	4.31	6,797
Real Property Appraiser	37	7,893
Senior Real Property Appraiser	23.54	7,762
Principal Real Property Appraiser	10.54	9,031
Engineering Associate I	1	7,559
Commercial Division Assistant Supervisor	1	7,916
Engineering Associate II	1	8,750
Project Manager II	.77	14,213
Attrition Savings – Miscellaneous	(15.79)	8,396
Temporary – Miscellaneous	1.73	8,189

SAN JOAQUIN

Total Reported Positions: 80

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,743
Assistant Assessor	1	9,505 – 11,552
Principal Appraiser	2	7,897 – 9,601
Principal Auditor–Appraiser	1	7,897 – 9,601
Appraiser IV	4	6,399 – 7,783
Appraiser III	9	5,423 – 6,592
Appraiser II	10	4,755 – 5,777
Appraiser I	2	3,909 – 4,754
Auditor–Appraiser IV	1	6,399 – 7,783
Auditor–Appraiser III	3	5,423 – 6,592
Auditor–Appraiser II	1	4,755 – 5,777
Auditor–Appraiser I	4	3,966 – 4,824
Property Technician Supervisor	2	3,635 – 4,418
Property Technician	8	3,396 – 4,125
Chief Cadastral Mapping Technician	1	4,848 – 5,891
Senior Cadastral Mapping Technician	1	4,527 – 5,501
Cadastral Mapping Technician II	3	4,064 – 4,943
Cadastral Mapping Technician I	0	3,635 – 4,418
Transfer Technician Supervisor	1	3,815 – 4,640
Transfer Technician III	1	3,513 – 4,269
Transfer Technician II	3	3,363 – 4,085
Transfer Technician I	2	3,248 – 3,947
Office Supervisor	2	3,281 – 3,987
Senior Office Assistant	5	2,962 – 3,598
Office Assistant	5	2,820 – 3,428
Office Assistant Specialist	3	3,110 – 3,779
Administrative Assistant	1	4,332 – 5,226
Management Analyst III	1	6,788 – 8,252
Office Secretary	1	3,281 – 3,987
Executive Secretary	1	4,065 – 4,943

SAN LUIS OBISPO

Total Reported Positions: 87

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,465
Assistant Assessor	1	9,738 – 11,837
Assessment Manager	5	7,384 – 8,977
Assessment Analyst Trainee	1	3,467 – 4,214
Assessment Analyst II	3	6,313 – 7,673

SAN LUIS OBISPO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Analyst III	4	\$7,221 – 8,778
Supervising Appraiser	3	6,566 – 7,980
Appraiser Trainee	7	3,810 – 4,630
Appraiser I	4	4,403 – 5,351
Appraiser II	7	5,099 – 6,197
Appraiser III	8	5,564 – 6,765
Supervising Auditor–Appraiser	1	7,159 – 8,703
Auditor–Appraiser II	4	5,205 – 6,328
Auditor–Appraiser III	1	6,502 – 7,904
Assessment Technician Supervisor	2	4,782 – 5,814
Assessment Technician I	3	3,267 – 3,971
Assessment Technician II	5	3,593 – 4,368
Assessment Technician III	6	3,938 – 4,787
Assessment Technician IV	2	4,120 – 5,009
Accounting Technician	1	3,780 – 4,595
Supervising Property Transfer Technician	1	4,722 – 5,739
Property Transfer Technician I	5	3,267 – 3,971
Property Transfer Technician III	4	3,938 – 4,787
Property Transfer Technician IV	2	4,120 – 5,009
Geographic Information System Analyst II	4	5,146 – 6,256
Geographic Information System Analyst III	1	5,862 – 7,126
Senior Geographic Information System Analyst	1	6,847 – 8,323

SAN MATEO

Total Reported Positions: 86

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,586
Assistant Assessor	1	12,761 – 15,952
Deputy Assessor	2	11,572 – 14,466
Administrative Assistant I – Confidential	1	5,177 – 6,476
Appraiser I	4	5,337 – 5,963
Appraiser II	14	5,899 – 7,375
Supervisor, Assessor–Recorder Support Services	1	5,181 – 6,477
Assessor–Recorder Technician II	5	3,806 – 4,758
Assessor–Recorder Technician III	10	4,359 – 5,450
Auditor–Appraiser II	5	5,899 – 7,375
Chief Appraiser	1	9,996 – 12,497
Departmental Systems Analyst	2	7,805 – 9,757
Geographic Information System Supervisor	1	6,968 – 8,708
Geographic Information System Technician II	1	5,652 – 7,065
Geographic Information System Technician III	1	6,701– 7,916
Information Technology Manager	1	9,067 – 11,334

SAN MATEO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Principal Appraiser	7	\$7,925 – 9,909
Principal Auditor–Appraiser	2	7,925 – 9,909
Senior Appraiser	19	6,698 – 8,374
Senior Auditor–Appraiser	7	6,698 – 8,374

SANTA BARBARA

Total Reported Positions: 68

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,504 – 17,332
Chief Deputy Assessor	1	8,019 – 13,232
Appraisal Division Manager	3	7,342 – 12,114
Administrative Office Professional I/II/III/SR	16	2,769 – 4,729
Auditor–Appraiser I/II/III	5	4,852 – 5,924
Appraiser I/II/III	20	4,326 – 5,282
Assessment Supervisor	6	6,545 – 7,991
Product Owner Manager	1	7,342 – 12,114
Information Systems Manager	1	7,342 – 12,114
Financial Systems Analyst SR	2	7,594 – 9,271
Systems & Programming Analyst I/II/SR	4	6,007 – 8,517
Office Automation Specialist I/II	1	6,977 – 9,271
Computer Systems Specialist I/II	1	4,970 – 7,047
Maps/GIS Supervisor	1	6,643 – 8,110
Mapping Analyst	3	5,720 – 6,983
Human Resources Manager	1	6,325 – 10,436
Fiscal Manager	1	6,325 – 10,436

SANTA CLARA

Total Reported Positions: 285

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,186
Assistant Assessor	1	12,825 – 16,426
Deputy Assessor	1	9,918 – 12,723
Accountant Assistant	3	4,227 – 5,102
Accountant Auditor–Appraiser	3	4,798 – 5,797
Administrative Services Manager	1	10,271 – 13,154
Account Clerk I	1	\$3,519 – 4,237
Appraisal Aide	6	4,597 – 5,554
Appraiser II	31	5,712 – 6,915
Appraiser III	8	6,138 – 7,427
Appraisal Data Coordinator	6	4,227 – 5,127

SANTA CLARA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Clerk	13	\$3,822 – 4,608
Assessor's Training Specialist	1	7,688 – 9,303
Assistant Chief Appraiser	1	9,806 – 11,920
Assistant Chief Auditor–Appraiser	1	9,806 – 11,920
Assistant Chief, Assessment Standard Services	1	9,806 – 11,920
Associate Management Analyst B	1	6,020 – 7,314
Assistant Supervising Program Analyst	3	11,136 – 13,567
Auditor–Appraiser	13	6,527 – 7,898
Cadastral Mapping Technician II	2	4,517 – 5,454
Chief Appraiser	1	10,521 – 13,485
Chief Auditor–Appraiser	1	10,521 – 13,485
Chief of Assessment Standard Services	1	10,521 – 13,485
Confidential Secretary	1	5,814 – 8,818
Director, Information Systems	1	11,614 – 14,900
Exemptions Investigator	2	5,767 – 6,982
Exemptions Manager	1	7,422 – 9,025
Executive Assistant I	1	4,640 – 5,606
Geographic Information Systems Technician I	1	5,176 – 6,255
Geographic Information Systems Technician II	2	6,105 – 7,391
Information Systems Manager I	6	9,339 – 11,352
Information Systems Manager II	3	10,246 – 12,466
Information Systems Manager III	2	11,296 – 13,772
Information Technology Project Manager	2	9,902 – 12,039
Information Systems Analyst I	1	6,754 – 8,171
Information Systems Analyst II	2	7,286 – 8,818
Information Technology Planner/Architect	1	10,917 – 13,299
Mapping and Identification Supervisor	1	6,230 – 7,571
Management Analyst	1	7,246 – 8,810
Office Management Coordinator	1	6,048 – 7,350
Office Specialist II	11	3,453 – 4,156
Office Specialist III	9	3,786 – 4,564
Property and Title Identification Technician	5	4,110 – 4,961
Property Transfer Examiner	12	4,452 – 5,375
Property Transfer Supervisor	1	6,230 – 7,571
Software Engineer IV	1	8,572 – 10,388
Senior Account Clerk	1	4,175 – 5,041
Senior Assessment Clerk	16	4,042 – 4,879
Senior Appraiser	41	6,922 – 8,375
Senior Auditor–Appraiser	23	7,322 – 8,860
Senior Cadastral Mapping Technician	1	4,962 – 5,996
Senior Information Technology Project Manager	1	10,970 – 13,366
Senior Programming Analyst	9	10,397 – 12,654
Senior Management Analyst	3	7,988 – 9,713
Senior Office Specialist	2	4,156 – 5,017
Senior Systems Software Engineer	1	10,605 – 12,908

SANTA CLARA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Auditor–Appraiser	6	\$8,938 – 10,864
Supervising Appraisal Data Coordinator	1	6,199 – 7,535
Supervising Assessment Clerk	2	5,678 – 6,900
Supervising Clerk	1	5,792 – 7,038
Supervising Appraiser	8	8,938 – 10,864

SANTA CRUZ

Total Reported Positions: 23

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,699
Chief Deputy Assessor – Valuation	1	8,202 – 10,954
Chief Deputy Assessor – Administration	1	8,202 – 10,954
Senior Appraiser	2	5,853 – 7,403
Appraiser II	6	5,333 – 6,746
Chief Auditor–Appraiser	1	7,451 – 9,944
Auditor–Appraiser II	1	5,607 – 7,086
Geographic Information System Technician II	1	4,444 – 5,623
Geographic Information System Technician I	1	4,056 – 5,129
Assessment Technician	6	4,006 – 5,075
Clerk II	1	3,408 – 4,306
Information Technology Support Services Analyst II	1	5,855 – 7,408

SHASTA

Total Reported Positions: 40

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,190
Deputy Assessor–Recorder,	2	6,167 – 7,871
Agency Staff Services Analyst II	1	3,641 – 4,648
Inter-Departmental Systems Coordinator	1	5,541 – 7,072
Appraisal Manager	3	4,953 – 6,322
Assessor Program Manager	2	4,581 – 5,847
Senior Specialist Real Property Appraiser	2	4,580 – 5,845
Real Property Appraiser III	4	4,133 – 5,276
Real Property Appraiser II	4	3,768 – 4,809
Real Property Appraiser I	3	3,255 – 4,154
Real Property Appraiser Aide	2	2,881 – 3,677
Auditor–Appraiser III	1	4,133 – 5,276
Auditor–Appraiser II	1	3,936 – 5,024
Auditor–Appraiser I	1	3,401 – 4,340
Mapping Specialist II	2	3,976 – 5,074

SHASTA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Assessor Clerk	1	\$3,085 – 3,937
Senior Assessor Clerk	4	2,881 – 3,677
Assessor Clerk III	2	2,613 – 3,335
Assessor Clerk II	3	2,336 – 2,981

SIERRA

Total Reported Positions: 4.1

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,690
Appraiser III	1	3,822 – 4,646
Appraiser II	1	3,226 – 3,921
Assessment Technician I	1.1	2,354 – 2,861

SISKIYOU

Total Reported Positions: 15

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$8,179
Assistant Assessor–Recorder	1	5,258 – 6,391
Deputy Assessor–Recorder	1	4,647 – 5,649
Senior Specialist Appraiser	3	4,115 – 5,002
Senior Appraiser	1	3,732 – 4,537
Appraiser	2	3,256 – 3,958
Administrative Assessment Supervisor	1	3,502 – 4,257
Senior Assessor–Recorder Technician	2	3,066 – 3,723
Assessor–Recorder Technician	2	2,638 – 3,208
Senior Cadastral Mapping Technician	1	2,983 – 3,628

SOLANO

Total Reported Positions: 38

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,344
Assistant Assessor	1	10,520 – 12,787
Chief Appraiser	1	9,174 – 11,151
Supervising Real Property Appraiser	2	7,117 – 8,651
Supervising Auditor–Appraiser	1	7,117 – 8,651
Clerical Operations Manager	1	5,564 – 6,763

SOLANO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Clerical Operations Supervisor	1	\$4,481 – 5,501
Senior Appraiser	4	6,167 – 7,496
Appraiser	11	4,395 – 6,587
Auditor–Appraiser	4	4,736 – 6,587
Office Assistant III	5	4,199 – 5,155
Office Assistant II	4	3,825 – 4,696
Cadastral Mapping Technician II	1	4,395 – 5,342
Cadastral Mapping Technician III	1	5,078 – 6,172

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: 74.75

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,288
Chief Deputy Assessor	1	10,263 – 12,476
Chief of Assessment Standards	1	8,314 – 10,107
Executive Secretary, Confidential*	1	4,559 – 5,511
Chief Appraiser	1	8,314 – 10,107
Appraiser IV	5	6,249 – 7,597
Appraiser III	11	5,420 – 6,588
Appraiser II	6	4,868 – 5,917
Appraiser I	1	4,213 – 5,120
Appraiser Aide	4	3,670 – 4,461
Supervising Auditor–Appraiser	1	6,494 – 7,895
Auditor–Appraiser I	2	4,755 – 5,781
Auditor–Appraiser II	4	5,552 – 6,750
Department Information Systems Manager	1	8,002 – 9,728
Department Information Specialist II	2.75	5,952 – 7,235
Cadastral Mapping Supervisor	1	5,040 – 6,127
Cadastral Mapping Technician I	2	3,950 – 4,800
Cadastral Mapping Technician II	1	4,291 – 5,216
Assessment Process Manager	1	7,562 – 9,192
Assessor's Change in Ownership Supervisor	1	5,308 – 6,453
Assessment Process Supervisor	2	4,341 – 5,279
Assessment Process Specialist	9	3,941 – 4,790
Assessment Clerk	3	3,509 – 4,266
Assessment Clerk Trainee	2	3,148 – 3,828
Clerk Recorder Assessor Specialist I **	3	3,192 – 3,878
Clerk Recorder Assessor Specialist II **	2	3,510 – 4,266
Administrative Service Officer I	2	6,627 – 8,056

SONOMA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Accountant II	1	\$5,340 – 6,491
Accountant II, Confidential *	1	5,657 – 6,841
Account Clerk II	1	3,470 – 4,219

**Confidential salaries include a \$0.90/hr. premium. All salaries include a 3% COLA that went into effect 3/14/17*

***Some positions were reclassified as Clerk Recorder Assessor Specialist I/II on 7/19/17.*

STANISLAUS

Total Reported Positions: 59

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,608
Assistant Assessor (Manager IV)	2	6,326 – 9,488
Supervising Auditor–Appraiser	1	5,815 – 7,068
Senior Auditor–Appraiser	2	5,278 – 6,415
Auditor–Appraiser III	3	4,794 – 5,825
Auditor–Appraiser I	1	3,588 – 4,362
Supervising Appraiser	4	5,541 – 6,735
Senior Appraiser	7	5,031 – 6,115
Appraiser III	5	4,572 – 5,558
Appraiser II	3	4,144 – 5,038
Appraiser I	6	3,426 – 4,165
Appraiser Technician	2	3,137 – 3,815
Cadastral Technician II	2	3,712 – 4,511
Supervising Assessment Technician II	1	3,945 – 4,797
Supervising Assessment Technician I	3	3,582 – 4,355
Assessment Technician II	5	3,118 – 3,789
Assessment Technician I	5	2,759 – 3,355
Administrative Clerk II	1	2,645 – 3,213
Confidential Assistant IV	1	3,731 – 5,596
Senior Software Developer/Analyst	1	6,931 – 8,424
Software Developer/Analyst III	1	5,992 – 7,285
Application Specialist III	2	5,179 – 6,295

SUTTER

Total Reported Positions: 18

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,117
Assistant Assessor	1	8,200
Assessment Office Supervisor	1	4,867

SUTTER (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Map Drafting Title Technician	1	\$6,474
Auditor–Appraiser III	2	6,166
Real Property Appraiser III	3	5,855 – 6,148
Real Property Appraiser I	2	3,658
Appraiser Aide	1	4,330
Senior Assessment Technician	1	5,030
Assessment Technician III	3	4,476 – 4,700
Assessment Technician II	1	4,008
Assessment Technician I	1	2,736

TEHAMA

Total Reported Positions: 16

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,541
Deputy Assessor, Administration	1	6,126 – 7,463
Chief Appraiser	1	5,669 – 6,907
Senior Auditor–Appraiser	1	4,261 – 5,137
Senior Appraiser	3	4,111 – 5,011
Appraiser II	1	3,724 – 4,538
Appraiser I	1	3,377 – 4,111
Supervising Assessment Clerk	1	3,294 – 4,013
Transfer Analyst	2	2,909 – 3,545
Assessment Clerk III	1	2,705 – 3,294
Assessment Clerk II	2	2,447 – 2,986
Cadastral Drafting Technician	1	3,294 – 4,013

TRINITY

No information provided

TULARE

No information provided

TUOLUMNE

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,058
Assistant Assessor	1	7,059 – 8,618
Auditor–Appraiser II	1	4,160 – 5,079
Appraiser II	3	3,766 – 4,597
Senior Cadastral/GIS Technician	1	3,880 – 4,737
Transfer Specialist	1	2,979 – 3,636
Senior Assessment Technician	1	2,834 – 3,459
Assessment Technician II	2	2,565 – 3,131

VENTURA

Total Reported Positions: 132

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,514
Chief Deputy Assessor	2	13,739
Chief Appraiser	6	9,548
Supervising Appraiser	7	7,768
Supervising Auditor–Appraiser	2	7,768
Administrative Assistant II	1	5,669
Administrative Assistant III	1	6,235
Appraiser II	32	6,408
Appraiser III	18	7,130
Assessor's Technician II	7	4,644
Assessor's Technician III	7	5,074
Auditor–Appraiser II	8	6,408
Auditor–Appraiser III	5	7,130
Cadastral Technician III	4	5,310
Cadastral Technician IV	1	6,342
Clerical Supervisor II	3	4,988
Imaging Specialist I	3	3,836
Management Assistant III	2	4,759
Office Assistant III	11	3,922
Office Assistant IV	5	4,216
Office Systems Coordinator III	1	7,299
Office Systems Coordinator IV	3	8,212
Supervising Assessor's Technician	2	5,299

YOLO

Total Reported Positions: 29

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,889
Chief Deputy Assessor	1	7,788 – 9,467
Principal Appraiser	1	6,318 – 7,681
Principal Auditor-Appraiser	1	6,318 – 7,681
Appraiser II	3	4,426 – 5,380
Appraiser III	3	4,943 – 6,010
Assessor Clerk-Recorder Supervisor	1	4,531 – 5,507
Assessor Clerk-Recorder Specialist I	2	3,464 – 4,211
Assessor Clerk-Recorder Specialist II	8	3,811 – 4,632
Auditor-Appraiser III	2	4,943 – 6,010
Confidential Secretary	1	4,229 – 5,140
Managing Deputy Clerk-Recorder Assessor	1	5,430 – 6,600
Senior Appraiser	3	5,546 – 6,740
Senior Assessment Technician	1	4,001 – 4,864

YUBA

Total Reported Positions: 17

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,594
Assistant Assessor	1	7,512
Auditor-Appraiser I/II/III	1	3,589 – 4,285
Real Property Appraiser I/II/III	4	3,589 – 4,285
Assessment Specialist *	3	3,004
Transfer Analyst	2	3,004 – 3,285
Cadastral Drafting Technician I/II	1	3,005 – 3,384
Assessment Assistant I/II	3	2,445 – 2,669
Assessment Supervisor	1	3,922

**One position is “unfunded”*

Please note: Salaries provided are base salaries. Actual salaries are subject to the longevity factor schedule.

Salaries of Assessment Appeals Board Members²

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$200 per hearing	
Butte	\$75 per half day	Mileage rate for appeals board business and training; meal reimbursement for training
Contra Costa	\$200 half day/\$300 full day/\$400 per day for consecutive day appeals	
El Dorado	\$100 per day/\$50 per 4 hour session	Mileage \$0.545 per mile; \$16 lunch
Humboldt	\$40 half day/\$75 full day	Mileage \$0.545 per mile; \$13 for lunch if full day
Imperial	\$150 full day/\$200 per meeting for full day session	
Kern	\$125 half day/\$200 full day	Meals for full day training; mileage if more than 20 miles
Lassen	\$100 per day	
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	
Madera	\$100 per day	Mileage \$0.545 per mile
Marin	\$131.25 half day/\$262.50 full day	\$32.81 per hour for preparation of findings of fact
Mariposa	\$100 full day	
Merced	\$100 per first four hour session; additional \$50 for session time over 4 hours	
Mono	\$100 per meeting – member \$125 per meeting – chair	Mileage \$0.545 per mile
Monterey	\$130 per session	Mileage \$0.545 per mile; meal at per diem \$18
Nevada	\$75 half-day/\$150 full day member \$85 half-day/\$160 full day chair	Mileage; \$0.545 per mile
Orange	\$150 per a.m. session and \$150.00 per p.m. session	
Placer	\$100 per meeting	Any actual expenses, incidental to the proper execution of their duties, including travel and other expenditures necessitated by their official duties.

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

Salaries of Assessment Appeals Board Members

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Riverside	\$300 per day	Mileage \$0.545 per mile
Sacramento	\$100 half day/\$200 full day	Parking
San Bernardino	\$150 9am – 12pm; \$200 after 12pm	Mileage
San Diego	\$100 per day	Mileage
San Francisco	\$100 per session (2.5 hours)	
San Joaquin	\$100 per 3 hour session; up to \$200 per day	
San Luis Obispo	\$150 per day	Mileage
San Mateo	\$300 per meeting	Mileage \$0.545 per mile
Santa Barbara	\$250-\$300 per meeting	Mileage \$0.545 per mile
Santa Clara	\$300 per day	Mileage; meals per diem
Santa Cruz	\$75 per meeting	Mileage and meals if travel is for training
Shasta	\$75 per day; \$40 half day	
Siskiyou	\$100 per day	Mileage \$0.545 per mile
Solano	\$100 for half-day, \$200 full day, \$400 for consecutive hearing days.	\$25 per hour document review and prepare for complex assessment appeal cases
Sonoma	\$75 per half day; \$125 full day.	
Stanislaus	\$75 half day/\$150 full day	Lunch during full day; mileage for training
Sutter	\$50 per hour, \$100 per session minimum	
Ventura	\$100 half day/\$200 full day	Mileage
Yolo	\$125 per 4 hours or less; \$175 over 4 hours	
Yuba	\$75 per hour with 2 hour minimum	

Salaries for Hearing Officers³

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$150–\$300 per hour based on experience	
Butte	\$40 half day/\$75 full day	Mileage reimbursement at IRS rate for appeals board business and training; meal reimbursement for training
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	
Orange	\$175 per day	
Sacramento	\$100/hour (\$50 if cancelled less than 18 days prior to hearing)	
San Bernardino	\$150 9am – 12pm; \$200 after 12pm	Mileage
San Diego	\$100 per day	Mileage
San Francisco	\$100 per session (2.5 hours)	
San Joaquin	\$200 per hearing day	
Santa Clara	\$300 per day	Mileage; meals per diem
Ventura	\$100 half day/\$200 full day	Mileage

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

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Alameda	1937 Ret. Act	Tier I: 2% @ 57 hired on or before 6/30/83 Tier II: 2% @ 62 hired on or after 7/1/83- 12/31/12 Tier IV: 2% @ 62 hired on or after 1/1/13	Varies	Varies	6.2%	6.2%
Alpine	CalPERS	2% @ 55; 2% @ 62	0	100%	1.45%	1.45%
Amador	CalPERS	Tier 1: 2% @ 55 Tier 2: 2% @ 60 Tier 3: 2% @ 62	Tier 1: 93% Tier 2: 93% Tier 3: 93.25%	Tier 1: 7% Tier 2: 7% Tier 3: 6.75%	7.65%	7.65%
Butte	CalPERS	2% @55	12.44%	7% classic; new member one half the normal cost	7.65%	7.65%
Calaveras	<i>No information provided</i>					
Colusa	CalPERS	3% @ 60 2% @ 62	25.298%	8%; 6.25%	7.65%	7.65%
Contra Costa	1937 Ret. Act & PEPRA	2% @ 55 2% @ 60 hired on or after 1/1/13	80%	20%	7.65%	7.65%
Del Norte	CalPERS	2% @ 55	6.825%; 6.075% hired after 1/1/13	8%	7.65%	7.65%
El Dorado	CalPERS	2% @ 55 if hired prior 10/2012; 2% @ 60 if hired after 10/2012; 2% @ 62 if hired after 1/2013	4%	3%	0	1.45% Medicare only
Fresno	<i>No information provided</i>					
Glenn	CalPERS & LIUNA	2.5% @ 55 2% @ 62 new hires	100%	8%	7.65%	7.65%
Humboldt	CalPERS	2.7% @ 55 prior 7/5/12; 2% @ 55 after 7/6/12; 2% @ 62 after 1/1/13	23.366%	2.7% @ 55 11%; 2% @ 55 10%; 2% @ 62 9.25%	7.65%	7.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Imperial	1937 Ret. Act	2% @ 55 ½ hired before 12/31/12; 2% @ 62 hired after 1/1/13	18.2%	Varies	1.45%	1.45%
Inyo	CalPERS	2% @ 55 Existing; 2% @ 62 hired after 1/1/13	2% @ 55 100%; 2% @ 62 50%	2% @ 62 50%	7.65%	7.65%
Kern	1937 Ret. Act PEPRA Act of 2013	3% @ 60 if hired on or prior to 10/27/17; 1.62% @ 65 if hired after 10/27/17	66.67% if hired before 8/7/04; 0% on or after 8/7/04	33.33% if hired before 8/7/04; 100% on or after 8/7/04	7.65%	7.65%
Kings	CalPERS	2% @ 55 2% @ 60 2% @ 62 if hired after 1/1/13	11.146%	6.25% or 7%	7.65%	7.65%
Lake	<i>No information provided</i>					
Lassen	CalPERS	2% @ 55 2% @ 60	14.584%	6.25% or 7%	7.65%	7.65%
Los Angeles	LACERA	Varies	Varies - choice of 6 plans		-	-
Madera	CalPERS	2.7% @ 55 before 2013; 2% @ 62 after 2013	24.523%	8% before 2013 6.25% after 2013	7.65%	7.65%
Marin	1937 Ret. Act	Varies	Varies	Varies	7.65%	7.65%
Mariposa	CalPERS	2% @ 55; 2.7% @ 55	0	100%	7.65%	7.65%
Mendocino	<i>No information provided</i>					
Merced	1937 Ret. Act	Tier I/II: 3% @ 60 Tier III: 2.43% @ 65 Tier IV: 2.5% @ 67	Tier I: 44.13% Tier II: 41.45% Tier III: 37.79% Tier IV: 34.80%	Varies	7.65%	7.65%
Modoc	CalPERS; LIUNA	CalPERS: 2% @ 55 if hired prior 1/1/13; 2% @ 62 if hired after 1/1/13	CalPERS 7.902%	7%	7.65%	7.65%
Mono	CalPERS	2.7% @ 55; 2.5% @ 55; 2% @ 62	10.445%	8% (2.7% @ 55 & 2.5% @ 55), 6.25% (2% @ 62)	1.45%	1.45%

A. Employee Retirement Benefits

County	Retirement			Social Security and Medicare		
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Monterey	CalPERS	Classic members: 2% @ 55 PEPRA members: 2% @ 62	100%	PEPRA 6.25%; classic member: 7%	7.65%	7.65%
Napa	CalPERS	Tier 1: 2.5% @ 55 hired before 10/29/11 Tier 2: 2% @ 60 after 10/29/11 Tier 3: 2% @ 62 hired 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	1.45%
Nevada	CalPERS	2.7% @ 55; 2% @ 60 hired after 12/14/12; 2% @ 62 hired after 1/1/13	11.551%	Varies	7.65%	7.65%
Orange	OCERS	2.7% @ 55; 1.62% @ 65 hired after 12/31/12	28.17% (2.7% @55)	Varies	1.45%	1.45%
Placer	CalPERS	2.5% @ 55 hired before 3/13/11; 2% @ 55 hired after 3/13/11; 2% @ 62 after 1/1/13	6.25% - 10% based on hire date	6.25% - 10% based on hire date	7.65%	7.65%
Plumas	CalPERS	2% @ 55; 2% @ 62 hired after 1/1/13	4%	3%	7.65%	7.65%
Riverside	CalPERS	Tier 1: 3% @ 60 hired prior 8/23/12 Tier 2: 2% @ 60 hired after 8/23/12 through 12/31/12 Tier 3: 2% @ 62 hired on or after 1/1/13	8.927%	Tier 1: 8% Tier 2: 7% Tier 3: 6.5%	7.65%	7.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Sacramento	1937 Ret. Act, SCERS	2% @ 55 ½	15.62%	6.2% - 9.3%	7.65%	7.65%
San Benito	CalPERS	2% @ 55 hired prior to 1/1/13; 2% @ 62 after 1/1/13	18%	7%	7.65%	7.65%
San Bernardino	1937 Ret. Act	Tier 1: 2% @ 55 before 1/1/13 Tier 2: 2.5% @ 67 after 1/1/13	Tier 1: 30.41%; Tier 2: 27.36%	Tier 1: 7.90% - 14.24% Tier 2: 8.45%	1.45%	1.45%
San Diego	1937 Ret. Act	Tier A: 3% @ 60 Tier I & B: 2.6% @ 62 Tier C: 2.5% @ 67	Varies	Varies	7.65%	7.65%
San Francisco	SFERS	2.3% @ 62 hired between 11/2/76-7/1/10; 2.3% @ 62 hired between 7/1/10 – 1/7/12; 2.3% @ 65 hired on or after 1/7/12	25.5%	7.5% – 12% dependent on employee's base pay	7.65%	7.65%
San Joaquin	1937 Ret. Act	Tier 1- 2% @ 55 ½ Tier 2- 2% @ 62; hired post 2013 with no reciprocity	Tier 1: 38.94% Tier 2: 33.15%	Tier 1: 3.05%-9.17% Tier 2: 8.90%	7.65%	7.65%
San Luis Obispo	San Luis Obispo Pension Trust	Tier 1: 2% @ 55 Tier 2: 2% @ 60 Tier 3: 2% @ 62	Assessor 13.55%; Management 9.29%; Rank/File 8.75%	Assessor 19.53%; Management 19.53%; Rank/File 18.22%	7.65%	7.65%
San Mateo	1937 Ret. Act	2% @ 55 ½; 2% @ 61 ¼ hired after 8/7/11; 2% @ 62 hired after 1/1/13	Varies	Varies	7.65%	7.65%
Santa Barbara	1937 Ret. Act	2% @ 62 for employees hired after 1/1/13	19.82% plus 6.64% COLA	8.25%	7.65%	7.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Santa Clara	CalPERS	Classic: 2.5% @ 55 hired before 1/1/13; PEPRA: 2% @ 62 hired after 1/1/13	SEIU 21.00%; CEMA 8.92%; Exec Mgmt. 14.00%	SEIU 3.931%; CEMA 16.011%; Exec Mgmt. 10.931%	7.65%	7.65%
Santa Cruz	CalPERS	2% @ 55 hired before 1/1/2013; 2% @ 62 hired after 1/1/2013	Varies	Varies	7.65%	7.65%
Shasta	CalPERS	2% @ 55 2% @ 60 2% @ 62	18%	7%	7.65%	7.65%
Sierra		2.5% @ 55 before 1/2013; 2% @ 62 hired after 1/2013	0%	100%	7.65%	5.65%
Siskiyou	CalPERS	2% @ 55 hired before 11/2/2012; 2% @ 60 hired 11/2/12- 12/31/12; 2% @ 62 if hired after 1/1/13	27.3%	7%	7.65%	7.65%
Solano	CalPERS	2.7% @ 55; 2% @ 60; 2% @ 62 Depend on hired date	20.004%	6.25% to 8%	7.65%	7.65%
Sonoma	1937 Ret. Act	3% @ 60 hired before 12/31/12; 2% @ 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%
Stanislaus	1937 Ret. Act	2% @ 55; 2% @ 61 after 1/1/2011	Varies	Varies	7.65%	7.65%
Sutter	CalPERS	Tier 1: 2.7% @ 55 classic Tier 2: 2% @ 60 Tier 3: 2% @ 62	22%	7% to 9% depending on tier	7.65%	7.65%
Tehama	CalPERS	2% @ 55; 2% @ 62	0	7%	7.65%	7.65%
Trinity	<i>No information provided</i>					
Tulare	<i>No information provided</i>					

A. Employee Retirement Benefits

County	Retirement			Social Security and Medicare		
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Tuolumne	CalPERS	Tier 1: 2% @ 55 Tier 2: 2% @ 60 Tier 3: 2% @ 62		Tier 1 & 2: 6.25% Tier 3: pays normal cost per CalPERS	7.65%	7.65%
Ventura	1937 Ret. Act VCERA	2.333% @ 65	50%	50%	7.65%	7.65%
Yolo	CalPERS	2.5% @ 55 Classic; 2% @ 62 new members	22.797%	8% Classic; 6.25% New members	6.2%	6.2%
Yuba	CalPERS	2% @ 55 Classic; 2% @ 62 new members	18.974%	Classic: 8.194%; New: 7.444%	1.45%	1.45%
State of California	CalPERS	Hired before 1/1/2013 Tier 1: 2% @ 55 Tier 2: 1.25% @ 65 Hired after 1/1/2013 Tier 1: 2% @ 62 Tier 2: 1.25% @ 67	Tier 1: 95% Tier 2: 100%	5% (6% if no SS)	7.65%	7.65%

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Alameda	90%	10%	100%	0
Alpine	Varies by plan	Varies	Included in medical	Included in medical
Amador	87.5% 97.5% for elected official	12.5% 2.5% for elected official	87.5% 97.5% for elected official	12.5% 2.5% for elected official
Butte	52% - 78%	22% - 48%	Included in medical	Included in medical
Calaveras	<i>No information provided</i>			
Colusa	\$128 per month	Varies	\$45	Varies
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	\$10,000 per fiscal year	5% salary plus dependent costs	Included in medical	5% salary plus dependent costs
El Dorado	Varies by plan	Varies	Included in medical	Included in medical
Fresno	<i>No information provided</i>			

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Glenn	90%	10%	100% employee	100% dependent
Humboldt	Varies by plan	Varies by plan	100%	0
Imperial	Varies by plan	Varies	Varies by plan	Varies
Inyo	80%	20%	100%	0
Kern	80%	20%	80%	20%
Kings	Mgmt. 100%; staff 68%	Staff 32%	Mgmt. 100%; staff 68%	Staff 32%
Lake	<i>No information provided</i>			
Lassen	UPEC \$240; DH \$215	Remaining balance	0	100%
Los Angeles	Varies by plan	Varies	Varies by plan	Varies
Madera	95% employee* 50% dependent *See miscellaneous	5% employee* 50% dependent	95% employee* 50% dependent	5% employee* 50% dependent
Marin	Varies	Varies	Varies	Varies
Mariposa	Average \$550/mo	Amount over County contribution	\$50 for employee	Any amount over employee
Mendocino	<i>No information provided</i>			
Merced	100% employee 50% dependent	50% dependent	100% employee 50% dependent	50% dependent
Modoc	\$500/\$1,000/\$1,300	\$84/\$169/\$219	100%	0
Mono	\$2,016.30/month family coverage	\$100/month family coverage	\$95/month family coverage	0
Monterey	Varies by bargaining unit	Varies	\$36.36 - \$39.62	\$35.02 -\$86.04
Napa	95% employee 87% employee+1 & 2	5% for employee 13% employee+1 & 2	100%	0
Nevada	100% employee 80% dependents	20% dependents	100% employee 80% dependents	20% on dependents
Orange	85-90% employee only 70-75% employee + dependents Offers 4 health plans	Varies	Through OCEA	Through OCEA
Placer	80%	20%	100% employee	100% dependents
Plumas	Varies	Varies	Varies	Varies
Riverside	\$823	Varies; employee pays any amount over county contribution	Included in medical	Varies
Sacramento	Tier A: \$826.90 per month Tier B: 80%	Varies	100%	Deductible
San Benito	\$550 employee \$1,050 employee+1 \$1,315 family	Employee pays monthly premium difference	\$30 for employee	Employee pays for dependents
San Bernardino	\$194.90-\$482.64 biweekly; varies by plan	Varies	Up to \$9.46 (depending on hire date) per years of service	Varies
San Diego	Varies by plan	Varies by plan	Included in medical	Varies
San Francisco	45%-100%	0-55%	92%-100%	0-8%
San Joaquin	80% for basic plans; less for premium plan	20% for basic plan, more for premium plan	100% employee	100% dependents

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
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	Up to \$281-383 biweekly	\$0-201 biweekly	\$13 biweekly	\$3-8 biweekly
Santa Clara	94%-100% varies by plan	0-6% varies by plan	Plan 1 - \$43.59 per month Plan 2 - \$118.17 per month	0
Santa Cruz	Varies by plan	Varies by plan	100%	Co-pay
Shasta	85%	15%	\$29.54 for employee only	\$10.16
Sierra	\$1,020 per month	Any cost above county allowance	Included in medical	Included in medical
Siskiyou	85%	15%	90%	10%
Solano	CalPERS Cafeteria plan	Varies	100%	0
Sonoma	Varies by plan	Varies by plan	\$55.59 per pay period	\$14.13 per pay period
Stanislaus	80% or 95%	5% or 20%	80%	20%
Sutter	Up to \$1,660 per month	Up to \$809.50 per month	Up to \$48.08 per month	\$22.98 to \$117.80 per month
Tehama	80%	20%	Included in medical	0
Trinity	<i>No information provided</i>			
Tulare	<i>No information provided</i>			
Tuolumne	\$1,000-\$1,869 cafeteria plan covers medical, dental and vision	Pays what the Cafeteria amount does not cover	Included in cafeteria plan	
Ventura	Cafeteria Style Benefits Flex allowance \$397 biweekly	-	Included in cafeteria plan	
Yolo	\$621.70 employee only \$1,243.38 employee+1 \$1,616.40 employee 2 or more		90%	10%
Yuba	90% employee 70% employee + dependents	Varies by plan	100% employee 80% employee + dependents	Varies by plan
State of California	Varies by plan	Varies by plan	Varies by plan	Varies by plan

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Alameda	The county offers eligible employees a voluntary vision plan through VSP Vision Care; Premiums are covered by the employees	Managers may claim reimbursement under cafeteria benefit plan	
Alpine	Included in medical	Included in medical	
Amador	87.5% 97.5% for elected official	12.5% 2.5% for elected official	\$125 Flex Plan, \$2,500 maximum medical, \$5,000 maximum dependent care

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Butte	Included in medical	Included in medical	Dental & vision plans are included in premium; county pays a share of each employee's premium, depending on number of family members covered. Employee pays the balance of the cost.
Calaveras	<i>No information provided</i>		
Colusa	100%	Dependent premium	Cafeteria plan.
Contra Costa	None		
Del Norte	100% Mid-management and above	100%	Vision plan available through union membership.
El Dorado	Included in medical	Included in medical	\$6,000 optional benefit plan per fiscal year for management and confidential employees.
Fresno	<i>No information provided</i>		
Glenn	<i>No information provided</i>		
Humboldt	100%	0	
Imperial	Varies	Varies	
Inyo	100%	0	County will reimburse 50% of annual medical deductible after the full deductible per person has been paid; County will pay \$92.31 employee only, \$184.62 employee + 1, \$276.93 family per payroll to each employee who has other medical coverage and has opted out of the County's medical plan.
Kern	80%	20%	If the employee has not opted out and was hired prior to 3/15/2016, the employee contributes 2.12% of base salary into the Retiree Health Premium Supplement Program.
Kings	Management: 100% Staff: 68%	Staff: 32%	
Lake	<i>No information provided</i>		
Lassen	0	100%	
Los Angeles	Varies by plan	Varies	County offers 4 different cafeteria benefit plans - Options, Choices, Flex and MegaFlex; each benefits plan offers different medical, dental and vision; the amount paid by the county and the employee depends on the coverage elected
Madera	95% employee* 50% dependent	5% employee* 50% dependent	*percentage is based on the benchmark health plan
Marin	Varies	Varies	County offers fringe benefits. Amounts vary by bargaining unit and fringe group.
Mariposa	\$10 for employee	Any amount over employee	
Mendocino	<i>No information provided</i>		
Merced	100% employee 50% dependent	50% dependent	
Modoc	100%	0	
Mono	\$31.62/month family coverage	0	
Monterey	\$8.56	\$4.01 - \$12.57	
Napa	0%	100%	Medical based on most commonly enrolled plan and subject to change in future calendar years
Nevada	100% employee 80% dependents	20% dependents	For 2018, County pays employee medical \$717.50, dental and vision \$47.31; Employee+1: medical \$1257.13, dental and vision \$72.47; Employee + family: medical \$1573.12, dental and vision \$130.87

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Orange	Through OCEA	Through OCEA	\$0.30 per hour for all regular hours paid to all employees in the Representation Unit for deposit in trust fund.
Placer	100% employee	100% dependents	Retiree medical is subject to a vesting schedule. Hired prior to 1/1/05 with 5 years of PERS service; same as active 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 year.
Plumas	Varies	Varies	
Riverside	Included in medical	Varies	
Sacramento	Included in some medical plans	Varies by plan – up to \$13.30 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 retirement; this benefit can be used to pay out of pocket medical & dental expenses, including co-pays.
San Benito	100% employee	100% dependents	
San Bernardino	100% employee; dependents, included for exempt/elected	Varies	
San Diego	Included in medical	Varies	Benefits are regulated by IRS Code 125 which allows employees to pay for certain benefits on a pre-tax basis. The county provides a flex credit and the amount of flex credits are based on the employee's job classification and the level of medical coverage elected. Flex credits are applied to benefit elections. If the cost of benefit elections exceeds the flex credit, the difference is deducted pre-taxed on the employee's paycheck.
San Francisco	100%	0	
San Joaquin	100% employee	100% dependents	
San Luis Obispo	Included in medical	Included in medical	Rank/File Veba (post-employment Health Plan) \$50 per month
San Mateo	100%	0	
Santa Barbara	0	\$3 biweekly	
Santa Clara	\$9.99 per month	0	
Santa Cruz	100%	0	
Shasta	100%	0	
Sierra	Included in medical	Included in medical	
Siskiyou	100%	0	
Solano	100% of the standard plan	Additional cost for enhanced vision plan.	
Sonoma	\$8.31 per pay period	0	
Stanislaus	80%	20%	Employees who enroll in High Deductible Health Plan will also have their Health Savings Account funded by the County at \$1,250 for single and \$2,100 for family plans. Reduced contributions towards health benefits: 30-34 hours per week=75%; 35-39 hours per week=90% employer contribution
Sutter	\$11.94 per month	0	
Tehama	Included in medical	0	
Trinity	<i>No information provided</i>		
Tulare	<i>No information provided</i>		

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Tuolumne	Included in cafeteria plan		
Ventura	Included in the cafeteria plan		Cafeteria Style Benefits plan offers medical, dental, vision, flex spending and health savings account. Biweekly contribution of \$397, totaling \$10,322 annually.
Yolo	90%	10%	
Yuba	100% employee; 80% employee + dependents	Varies by plan	Cash in lieu of Insurance if otherwise provided - \$250
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	0-9 years=2 weeks; 10 years=4 weeks
Amador	1-2 years=11 days; 3-9 years=16 days; 10+ years=21 days
Butte	0-5 years=15 days; 6-10 years=20 days; 11-20 years=25 days; 20+ years=27 days per year
Calaveras	<i>No information provided</i>
Colusa	6.25-15.625 hours per month depending 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	0-1 years=5 days; 2-5 years=10 days; 6-10 years=15 days; 11-15 years=20 days; 16+ years=25 days per year; Management/professional additional 5 days
El Dorado	0-4 years=81 hours; 4-11 years=122 hours; 11+ years=161 hours per year
Fresno	<i>No information provided</i>
Glenn	0-2 years=88 hours; 3-12 years=128 hours per year; 13-20 years=168 hours; 20+ years=208 hours per 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	1-15 years=up to 15 days per year, 15+ years=up to 20 days per year
Inyo	0-3 years=10 days; 3-10 years=15 days; 10+ years additional day per year of service, max 25 days per 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	<i>No information provided</i>
Lassen	0-5 years= 3.693 hours per pay period; 5-10 years= 4.616 hours; 10-17 years= 5.538 hours; 17+ years= 6.154 hours
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 1/2 years=8 hours; 2 1/2-5 years=10 hours; 5-10 years=12 hours; 10+ years=14 hours per month
Marin	Varies by bargaining unit
Mariposa	Sliding scale up to 4 weeks per year after 10 years
Mendocino	<i>No information provided</i>
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	10-15 days annually upon initial employment and increases at 3, 10, 15, and 20 years.
Monterey	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. For general unit 1-4 years=6.67 hours; 5-12 years= 10 hours; 13+ years= 13.33 hours per month
Orange	0-3 years=80hrs; after accrual of 6,240 hours, the employee earns .077 hours for each hour of pay (appr. 160 hours per year). 10+ years, an employee earns .0962 hours for each hour of pay (appr. 200 hours)

D. Employee Leave Benefits

County	Vacation
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 over 10 years
Plumas	1-2 years=10 days; 3-8 years=15 days; 8+ years=21 days
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	1-3 years=80 hours; 4-9 years=120 hours; 10-14 years=152 hours; 15+ years=168 hours per year
San Bernardino	80-160 hours per year based on classification and years of service
San Diego	Based on service years
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=13 days; 5-10 years=16 days; 10-15 years=19 days; 15-20 years=21 days; 20-25 years=22days, 25+ years=24 days
Santa Barbara	0-2 years=96 hours; 3-4 years=128 hours; 5-10 years=152 hours; 11-14 years=176 hours; 15+ years=200 hours
Santa Clara	SEIU 521: 0-1 year=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 year=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 biweekly
Sonoma	1-2 years=12 days; 2-3 years=14 days; 3-4 years=15 days; 4-5 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: 1-10 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 per year; 5-9 years=15 days per year; 10-14 years=17 days per year; 15+ years=20 days per year
Tehama	1-4 years=12 days; 5-10 years=18 days; 11-20 years=21 days; 21+ years=200 hours per year; Management/miscellaneous=310 hours; 21+ years=350 hours
Trinity	<i>No information provided</i>
Tulare	<i>No information provided</i>
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	121-191 hours per year
Yolo	Hire date prior to July 10, 2016 – after 13 biweekly periods=80 hours; after 3 years=120 hours; after 11 years=128 hours; after 12 years=136 hours; after 13 years=144 hours; after 14 years=152 hours; after 15 years=160 hours; after 16 years=168 hours; after 20 years=176 hours; after 25 years=184 hours Hired on or after July 10, 2016 – after 13 biweekly periods=80 hours; after 5 years=104 hours; after 10 years=120 hours; after 15 years=136 hours; after 20 years=160 hours
Yuba	1-5 years=8 hours per month; 6-10 years=10.66 hours per month; 11-15 years=12 hours per month; 16-20 years=13.5 hours per month; 20+ years=16 hours per month
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	Max vacation leave balances allowable no more than two 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..
Alpine	8 hours per month		N/A
Amador	12 days per year	FMLA, 1 or more years of service, maximum 12 work weeks per 12 month period.	
Butte	12 days per year		Available to each employee pursuant to budgetary discretion.
Calaveras	<i>No information provided</i>		
Colusa	7.5 hours per month		
Contra Costa	8 hours per month	Unpresented and represented management employees receive 94 hours non-accruable admin leave per year.	1/3 of yearly vacation accrual
Del Norte	12 days per year	N/A	N/A
El Dorado	3.7 hours biweekly		80 hours management
Fresno	<i>No information provided</i>		
Glenn	0.0462 hours for each hour worked	80 hours per year for exempt employees	
Humboldt	12 days per year	Management/Confidential classifications 10 days per year	Management/Confidential classifications up to 2 weeks of vacation per year.
Imperial	Up to 12 days per year	Asst. Assessor gets 60 hours of non-accruable admin leave	Sick/vacation, subject to certain conditions.
Inyo	15 days per year	1 week per fiscal year-flex time	Employees with at least 400 hours of sick leave may sell up to 40 hours of sick leave once a year.
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		
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 hours of leave each fiscal year.
Lake	<i>No information provided</i>		
Lassen	4.616 hours per pay period		
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 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 for supervisors and managers	

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Marin	12 days per year, unlimited accrual	Varies by bargaining unit	Sick leave 75% credited toward retirement service credit; vacation paid out upon retirement or termination.
Mariposa	10 hours per month		Can sell back 40 hours vacation per year
Mendocino	<i>No information provided</i>		
Merced	0.0462 hours for each hour worked	Management 96 hours per year. Certain employee classifications receive 96 hours administrative leave annually.	Management annually and upon retirement may sell back accrued vacation time; all employees annually and upon retirement may sell back unused sick leave.
Modoc	9.38 hours per month		
Mono	12 days per year	16 hours personal holiday and 80 hours merit leave for exempt employees per year.	
Monterey	See annual leave	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. Management: 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.	Up to 40 hours of annual leave per calendar year. Management up to 120 hours of annual leave per calendar year with up to 10 years of service or 160 hours with 10 years or more of service.
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 and up to 40 hours vacation or supervisory leave per year if qualifications are met.
Nevada	8 hours per month		
Orange	0-3 yrs 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	0-3 years=5 hours 51 min; 3-10 years=8 hours 19 min; 10+ years=9 hours 51 min	40 hours for OCEA General Office Services Unit, 60 hours for OCEA Supervisory/Management Unit. 120 hours for Administrative Managers
Placer	12 days per year, maximum accrual 850 hour Effective June 9, 2018 the Maximum accrual will be 1,000 hours		Vacation cash out offered one time per year with specific guidelines.
Plumas	1 ¼ days per month		
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	N/A	Management 40 hours max per year
San Benito	120 hours per year	Management 80 hours per year	

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
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 cash-out one time during course of employment.
San Diego	5% of paid service	Accumulation of up to twice the annualized current vacation earning rate of the employee	Integration/buy back of sick leave is mandatory. It coordinates with County sick leave to prevent employee from collecting more than 100% pay.
San Francisco	13 days per year		Members may purchase credit for various types of services such as temporary City employee, qualifying public service, military service, etc.
San Joaquin	12 days per year		
San Luis Obispo	12 days per year		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 may cash-out administrative leave up to 130 hours per year.
Santa Barbara	96 hours annually	Up to 80 hours per year for overtime exempt employees	
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. Executive managers 144 hrs annual leave
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	Management.: 80 hours per year admin leave	20 hours of vacation or comp time. 80 hours of administrative leave
Sierra	0.0462 hours per each hour worked. No limit on accrual.		Employees who have 15 years of continuous service with the County are eligible to receive 40% of unused sick leave paid-out upon retirement or death. Vacation accrued is bought out 100% upon retirement.
Siskiyou	3.7 hours per biweekly	Assistant Assessor, management & Appraisal staff: 48 hours per year admin leave; Assessor: 60 hours admin leave	
Solano	3.7 hours per biweekly	See vacation	Management= Unused Administrative Leave is converted to employees Retirement Health Savings Account in July of each year.

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Sonoma	12 days per year, no limit on accumulation; 3.68 in-service hours accrue for each completed 80 hour pay period of service; accrual is prorated for any unpaid time in each pay period	Management= 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)	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% if 6+ years of service, 0% if less than 6 years.
Sutter	12 days per year		7 years' service buy back 15% of unused sick leave; 15 years' service buy back 20%; 25 years' service buy back 25%.
Tehama	8 hours per month with 500 hours cap. After 500 hours, 2 hours pay contribution to Deferred Compensation.	Miscellaneous employees: 1 day personal leave per year; Management 1 day personal leave and 5 days administrative leave per year	Vacation – miscellaneous employees 40 hours per year; management 60 hours per year
Trinity	<i>No information provided</i>		
Tulare	<i>No information provided</i>		
Tuolumne	12 days per year	16 hours; Management 80 hours	Management/executive 200 hours per year
Ventura	80 hours per year	Management: 208-328 hours per year depending on years of service	Up to 80 hours per year; management up to 200 hours per year
Yolo	8 hours per month		Employees with a balance over 280 hours may request to purchase up to 40 hours each fiscal year
Yuba	8 hours per month up to 384 hours	Management receives 56 hours leave each year with no rollover/no payout	Sick leave converted to additional CalPERS service credit at rate of .004 per year for each day upon retirement
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. Managers and non-exempt managers receive 4 floating holidays and 3 management paid leaves.
Alpine	15	
Amador	12	6 days personal necessity leave per year for full time permanent employees; part time employees accrued in ratio of hours worked; personal necessity leave days are charged against the employee's accrued sick leave
Butte	11	Exempt MCS employees receive 7 days of administrative leave per year in lieu of overtime
Calaveras	<i>No information provided</i>	
Colusa	14	5 days bereavement leave
Contra Costa	10	Personal holiday: Management= 2 hours per month; represented employees 4 hours per month ; Supervising Assessment Clerks 50 hours personal leave per year

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Del Norte	13 + 3 floating	3 days administrative leave, 5 days bereavement leave
El Dorado	11 + 2 floating	16 hours per year for supervisor
Fresno	<i>No information provided</i>	
Glenn	12	Bereavement leave 40 hours for each instance
Humboldt	12 + 2 floating	5 days per year family sick leave; 5 days per occurrence family bereavement leave
Imperial	12 includes birthday	Bereavement leave, family care and medical leave; pregnancy disability leave; workers compensation; military leave
Inyo	11	
Kern	12	Military, family care, family school activities, bereavement, disability, personal, educational leave. Staff are given three days off between Christmas and New Year holiday
Kings	12	
Lake	<i>No information provided</i>	
Lassen	13	Personal leave – 8 hours per year; mid-management – 24 hours per year
Los Angeles	12	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	
Marin	12	Varies based on bargaining unit: bereavement; maternity/paternity; personal; floating holiday; parental education leave; management
Mariposa	13	Administrative leave 80 hours per year for management
Mendocino	<i>No information provided</i>	
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; no floating holiday if hired after 1/1/14; bereavement leave - 5 days per episode
Mono	13	
Monterey	10 or 11 + 1 floating	Varies per unit: family illness 10 days per fiscal year; bereavement 10 days of accumulated sick leave; supervisory leave: 3 days per year; education leave: 3 days per fiscal year; management 10 days per year of professional leave
Napa	12	
Nevada	11 + 2 floating	16 hours floating holidays per year (taken like vacation time), 24 hours after 14 years of service
Orange	12	Performance Incentive Plan may earn 20 hours of non-cashable special leave if certain goals are reached
Placer	13	
Plumas	13 + (1 to 3) floating	
Riverside	12	Bereavement 5 days (3 county paid, 2 from sick leave balances for qualified family members)
Sacramento	13.5	Wellness leave – 1 day every 6 months based on sick leave usage (12 hours or less used in 6 month period – management employees excluded from participation)
San Benito	10 + 3 floating	
San Bernardino	13 + 1 floating	Association leave, bereavement 2 days (3 days if travel more than 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	11	Injury leave, bereavement, catastrophic, FMLA, voluntary time off, pregnancy disability, miscellaneous leave
San Francisco	11	4-5 floating holidays (varies by employee union)
San Joaquin	12	Bereavement leave

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
San Luis Obispo	13	Administrative leave 4 days per year for management; voluntary time off 160 hours per year after 6 months of service
San Mateo	11 + 1 floating	Management - 130 hours administrative leave a year
Santa Barbara	11 - 12	
Santa Clara	12	Voluntary reduced work hours; 4 personal leave days; 1 day birthday holiday; bereavement 3 days; administrative leave; education leave; jury duty; subpoenaed witness; other family leave; release time
Santa Cruz	13	Mid-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
Siskiyou	12 + 3 floating	
Solano	12 + 1 floating (management only)	Optional holiday to be taken between December 24 th and January 1 st ; admin leave per year depending on classification: 40-96 hours.
Sonoma	11	Compassionate leave: 32 hours of leave for death of an immediate family; LWOP, Court: response to subpoena or line of duty, time off for voting or donating blood, FMLA, CPDL, CFRA
Stanislaus	10.5	40 hours bereavement; 56 hours management leave for Assistant Assessors
Sutter	12	
Tehama	13	Management employees can convert ½ accrued sick leave hours above 500 to Deferred Comp. Plan. At retirement, both management and employees less than 15 years pay ½ of balance after deducting 176 hours, over 15 years – pay ½ of balance
Trinity	<i>No information provided</i>	
Tulare	<i>No information provided</i>	
Tuolumne	11	Bereavement leave 24 hours per occurrence
Ventura	10	Non-management employees contribute to SDI and are eligible to collect disability benefits through the state
Yolo	10.5	
Yuba	12 + 2 floating	Bereavement-5 days of sick leave, jury duty
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

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Alameda		x	x	x		\$700 per year non-managers	
Alpine						\$300 per year	
Amador		12,000	x	457		x	
Butte		\$25,000	SDI paid by employee	Great West Life & Annuity; ICMA Retirement Corp	Flexible spending by Creative Benefits	\$500 per year	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Calaveras	<i>No information provided</i>						
Colusa		\$50,000		457 Deferred Comp, Cafeteria Plan			
Contra Costa		\$10,000 to \$60,000	SDI LTD	County pays \$75-\$85 per month	414H2; HCSA	Limited to 50% tuition 100% books, up to \$750 per year	
Del Norte		\$15,000 staff; up to 1 year salary mid-management & professional employees	x	x		x	
El Dorado		\$20,000 to \$60,000	x	457	Flex Spending plan	x	x
Fresno	<i>No information provided</i>						
Glenn		x	x				
Humboldt		x	SDI	x		Up to \$600 per year	
Imperial		x				x	
Inyo		\$20,000	x	x		\$350 per year with more available for specialized training	
Kern		\$10,000 to \$100,000	x	x	x	Job related and approved by department head	
Kings		\$50,000 for assessor; \$40,000 for management; \$10,000 for staff		x			
Lake	<i>No information provided</i>						
Lassen		x	SDI	x		Up to \$750 per year if funds available	
Los Angeles	\$70 per month	½ to 8 times annual salary	LTD	457 & 401K County provides 4% match		up to \$1,000 per year	x
Madera		\$50,000 for assessor only		457's through ICMA		Appraisers only	
Marin	Ride Green program	Basic; Dependent and Supplemental Life	x	457(b)		TAP- Tuition Assistance Program	
Mariposa		x	x	x			
Mendocino	<i>No information provided</i>						
Merced		x	x	x		Work-related	5%

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Modoc		County pays 1.58/mo for \$10,000 for each FT employee		x		Must be approved by Office of Admin. & Board of Supervisors	
Mono		Supplemental Life	x	457		\$700 per year	
Monterey		\$20,000 to \$50,000	LTD	457			
Napa		x	STD/LTD	457	x	Maximum \$300 per year	
Nevada		\$20,000 for employee	Dept. Heads & certain other titles	457		Approved college coursework	\$800 Assessor only
Orange		x	x	x	HCRA DCRA	\$3,000 per year max	
Placer		\$50,000 and an additional \$10,000 AD&D policy		Voluntary 457/401; non-mgmt= no match; management=\$750 max per year		Non-management \$700 per year; management \$1,200 per year	
Plumas		Dept. Head					
Riverside		Up to \$50,000	x			Tuition and Textbook reimbursement up to \$5,250 per year	
Sacramento	\$65 per month	Based on bargaining unit: either \$15,000 or \$18,000 or \$50,000 for management	SDI	457 deferred comp plan	Medical; dental; day care; elder care	\$1,500 per year	
San Benito		\$20,000	SDI	457	AFLAC	\$750 per year	
San Bernardino		\$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; medical expense	\$400-\$1,650 depending on classification	
San Diego	\$65- \$85 per month	x	MGMT & UCL up to max \$12,000	401(a) & 457		\$2,524 for FY 2017-18	
San Francisco		\$50,000		457(b) deferred comp plan		\$500-\$2,000 per year varies by employee union	
San Joaquin	x	x	x	x	x	x	BREA 5% managers; 3% others

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
San Luis Obispo		Management	Management LTD – pays 66.67% of salary on first \$13,500	x	x	\$250 per year	
San Mateo	\$75 per month	\$9,000 to \$50,000	SDI & STD (Basic & Expanded)	457	Flexible spending accounts, child care/day care	Tuition	
Santa Barbara	x	x	x	x		x	
Santa Clara	100% VTA pass	\$25,000 to \$200,000	Employees contribute to SDI	x	Healthcare; child care	Tuition \$1,500 per year	
Santa Cruz	x	\$20,000 to \$50,000	x	Employee contributions only			
Shasta		x	Management LTD	457B			
Sierra		\$50,000; may purchase additional for spouse	AFLAC	457		Work-related only	x
Siskiyou		\$25,000 for appraisal & support staff; \$30,000 for mgmt.; 2 x annual salary for assessor/ asst. assessor	LTD/SDI	457	Medical & child care	Up to \$500 per year	
Solano		1x annual salary up to \$50,000; management: 1.5 % salary up to \$350,000	LTD for management	401(a) for elected official & mgmt.; voluntary plans for staff, \$5 county match		50% out of pocket compensation up to \$1,100 per year	
Sonoma	\$100 per month city bus pass	x	LTD	457 & 401(a)	Health FSA & DCAP	Staff Development- various amounts depending on bargaining unit	
Stanislaus		Employee \$10,000; Assessor and managers \$30,000		Elected: 2% of base; managers: 1.5%; confidential: 1%			

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Sutter		Management: \$150,000 Law: \$50,00 All others: \$75,000	SDI	457(b)	Flexible Health & Dependent Care Spending Act	\$1,000 per year	
Tehama	x	\$20,000	x	management \$80 per month; employees \$60	IRS 125 Pre-Tax Deduction		
Trinity	<i>No information provided</i>						
Tulare	<i>No information provided</i>						
Tuolumne		Executive: \$200,000; Management: \$100,000; General: \$50,000		457		50% job related; 100% Management/ Executive:	
Ventura		\$10,000 for non-management; \$50,000 management	SDI	401(k); 457		Up to \$1,300 per year; Management: Up to \$2,000 per year	CPA - 5% base salary
Yolo		\$25,000				Up to \$500	
Yuba		\$50,000	SDI for staff, LTD for management	457			
State of California	75% of actual cost, \$65 max	Management Supervisor	SDI	x	x	x	x

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Alameda			\$40 per pay period for Management; \$55 for Non-Management	x	Mileage		
Alpine				x			
Amador				x		1 free consultation and discounted services	\$100 per year
Butte		Eligible for promotion to senior series	\$50 per biweekly pay period	x			Discounts available along with payroll deduction
Calaveras	<i>No information provided</i>						

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
Colusa			\$75 per month				
Contra Costa	\$400 - \$625	Appraiser/Auditor -Appraiser staff 2.5% of base pay	\$100 per month	x	Assessor \$600 per month		
Del Norte	x	Senior Appraiser	x	x			
El Dorado			x				
Fresno	<i>No information provided</i>						
Glenn			\$0.75 per hour	x			
Humboldt			x	x			x
Imperial			\$40 per month	x	Assessor \$550 per month		
Inyo			5%	x			
Kern	Job related and approved by department head		\$25 per pay period Verbal; \$50 per pay period Written & Verbal	x	\$275.52 per pay period for department heads & elected officials	x	Available through employee union
Kings			\$25 per biweekly pay period; \$50 if certified	x			
Lake	<i>No information provided</i>						
Lassen		Up to 10%	5%	x			\$5 coupon
Los Angeles	Up to \$80 per year	\$134 per month	\$100 per month	x	Rentals for business trip		
Madera	CAA dues for Assessor		\$20 per month	Per diem	Mileage		
Marin	x		x	x	Dept. Head	EAP	Discounts
Mariposa				x			
Mendocino	<i>No information provided</i>						
Merced		5%	x	x	Dept. Head	Available for a fee	
Modoc		Included in salary range	5%	Requires Dept. Head approval			
Mono							\$25/per month
Monterey	\$100- \$400 per year		Management: \$20 per month; Others: \$0.56 per hour (primary) \$0.25 per hour (provisional)				

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Napa			Level 1: \$60 biweekly; Level 2: \$80 biweekly	x	Specific classifications only	EAP	60% of monthly membership; max \$176.40 for 6 months
Nevada			5%	x			
Orange	x	x	x	x	Elected official		
Placer			5%	Per diem	\$550 per month to elected official & management	EAP	
Plumas							
Riverside			\$0.50, \$0.75, \$1.00 per hour depending on level of translation				
Sacramento		5% for real property appraiser and auditor-appraiser classes		x	Assessor, Assistant Assessor & management	Limited-EAP	
San Benito	SAA dues	Requirement for promotion to level III	\$50 per month	x	\$168 per month		
San Bernardino			\$50-\$55 per pay period	x	Elected and Exempt employees in group A & B		Elected & Exempt only
San Diego		\$50 in eligible class	\$20 - \$40 biweekly	x			
San Francisco		\$1,000	\$40 biweekly	x	\$40 or \$100 per month + mileage; varies by position		
San Joaquin			x	x	x		
San Luis Obispo			\$60 per month – Dept. Head approval	x	Assessor only \$5,400 per year		Management only \$200 per year
San Mateo		2% for advanced appraiser certificate holders	Tier I: \$55 biweekly; Tier II: \$70 biweekly	Mileage	Dept. Head (Elected Official)	EAP	
Santa Barbara	x		x	x	x		
Santa Clara		2%	\$160 per month for designated positions	x	Assessor-\$400 per month		10% discount
Santa Cruz			\$1.00 per hour	Per diem			

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
Shasta							
Sierra	x	x		Per diem			
Siskiyou			5%	Per diem			
Solano			\$75 per pay period		Assessor \$250 biweekly		
Sonoma	x		\$1.15 per hour	x	\$320 biweekly for elected official	EAP	Various amounts depending on bargaining unit
Stanislaus			\$0.85 per hour	Mileage on county business	Assessor & Managers only		
Sutter							
Tehama		Promotion to Senior Appraiser		Mileage			
Trinity	<i>No information provided</i>						
Tulare	<i>No information provided</i>						
Tuolumne							80% management not to exceed \$60
Ventura	Executive management only	\$50 biweekly for non-management	\$0.65- \$0.90 per hour	\$57/day per diem; mileage	\$375 per month for assessor only	Union representation for non-management employees	
Yolo			Tier 1: 0.55 per hour Tier 2: 0.70 per hour				
Yuba			\$125 per month	x			
State of California	x		x	x		Group	

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda		x	
Alpine	Classic employees only at a rate of 5% every 5 years through 20 th year		
Amador	10, 15 & 20 years of service General unit staff only	EAP	
Butte		8 visits per fiscal year administered by Claremont EAP	
Calaveras	<i>No information provided</i>		
Colusa	x	EAP	Management Incentive (hired prior to 1/1/2013) \$432 per month

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Contra Costa	10 years @ 2.5% 15 years+ additional 2.5% ; elected 10 years @ 5% 15 years+ additional 2.5%		
Del Norte	x	25 appointments included in medical coverage	
El Dorado	x	x	
Fresno	<i>No information provided</i>		
Glenn	x		
Humboldt	5% @ 10 years; additional 5% at 20 years	x	
Imperial		x	
Inyo	2% @ 10 years; additional 2% @ 15 years; additional 2% @ 20 years; additional 2% @ 25 years	EAP	
Kern	General employees: 10 years @ 2% 15 years @ 4% 20 years @ 6% 25 years @ 8% 30 years @ 10% Mgmt 2% @ 30 years	EAP	
Kings		EAP	
Lake	<i>No information provided</i>		
Lassen	Up to 10%	Up to 6 times per calendar year	
Los Angeles		EAP	
Madera	10-15 years @ 5 % 15-20 years @ 2.5 % 20+ years @ 2.5 %	Insight Employee Services	
Marin		EAP	The Employee Assistance Program offers E3 wellness program; Credit union; Flexible Spending accounts
Mariposa	x		
Mendocino	<i>No information provided</i>		
Merced		EAP	Cell phone allowance for department head and monthly expense allowance to dept. head and assistant
Modoc	2% every 2 years at top of range	6 free hours per calendar year for full time employees	
Mono	6.5% to eligible employees	3 free per year	
Monterey		EAP	Expense allowance: Assessor=\$262.50 per month, Assistant Assessor and Management=\$45.84 per month
Napa	10 years - \$500 15 years - \$1,000 20 years - \$1,500 25 years - \$2,000	EAP 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	Management/Assessor 2.5% after 10 years	EAP	
Orange		EAP	

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Placer	5% of base pay after 5 years of continuous service in same classification	EAP	Tahoe subsidy of \$825 per month. Cafeteria plan for management \$2,100 per year & non-management county contributes 6% of salary. Elected =80 hrs +4% adjusted. Management=72 hrs+4% adjust. Hired/Promo after 12/14/13=100 hours
Plumas	5% @ 7,10,14,18 and 21 years	EAP	
Riverside		EAP	Management benefit - \$50 per pay period to 401(a) plan; reduced tuition incentive through cohort program
Sacramento		EAP	2.5% or 5% Education Incentive Pay or Certification Pay
San Benito	2.5% @ 20 years 5% @ 25 years 7.5% @ 30 years		
San Bernardino	2% for employees with 15+ years of service	Per medical plan	Retirement Medical Trust Fund for eligible employees; Portable Communication Device Allowance for Elected & Exempt employees in group A & B
San Diego		EAP	County Vehicle provided for Assessor/Recorder/County Clerk effective September 2013
San Francisco	Certain positions receive \$0.30 per hour after 10+ years in same classification		Municipal Executives Flexible Credits paid biweekly. Employee Only Value \$334.43. Flex credits for an employee +1 is \$385.88. Flex credits for an employee +2 or more is \$764.52 under Blue Shield Trio, \$853.42 under Blue Shield Access+. \$662.06 under Kaiser Permanente, and \$853.42 under City Plan. Flex credits can be spent on a variety of pre-tax and post-tax benefit options paid via payroll deductions. 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 flex credits, the employee will receive cash back as taxable, non-pensionable earnings.
San Joaquin		x	
San Luis Obispo		EAP 3 visits	
San Mateo	1.5% @ 10 years 3% @ 20 years 4% @ 25 years	EAP	Voluntary Time Off (VTO) Program; Catastrophic Leave Program; Wellness Dividend Program
Santa Barbara	x	x	
Santa Clara		EAP	Cell phones for executive management; SEIU \$300 Continuing education and Licensure
Santa Cruz	3% @ 25+ years	EAP	
Shasta	5% for 20+ years of service for supervisory or management employees	EAP	
Sierra	5% at 5, 10, 15, and 20 years (assessor only)	6 visits per year	
Siskiyou	2.5% increase after 2 years @step 5; Asst. Assessor 2.5% after 2 years at each Step 5 and 6	EAP	Deferred comp \$300 per month for Assessor, \$150 per month for Asst. Assessor; Appraisers \$30 per month. Alternate work schedules 4/10 and 9/80

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Solano	Non-management: 10 years @ 2.5% 20 years @ 5% 25 years @ 7.5% Management: 10 years @ 2.5% 15 years @ 5% 20 years @ 7.5% 25 years @ 10% 30 years @ 12.5% 35+ years @ 15%	EAP 5 paid visits per year	Assessor \$50 biweekly for Management Business Expense
Sonoma		EAP	
Stanislaus			Supplemental life insurance. CPA designation 5%; 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.
Sutter	5% @ 10 years; Additional 2.5% @ 15 years; Additional 2.5% @ 20 years	EAP 3 free sessions per 6 months	
Tehama	Employee hired prior to 1991 - 5% raise	EAP	\$100 per month assessor stipend. \$60 per month cell phone allowance for department head.
Trinity	<i>No information provided</i>		
Tulare	<i>No information provided</i>		
Tuolumne	2.5% @ 10 years Additional 2.5% every 5 years	EAP	
Ventura		EAP	Higher education degree incentive: Up to 5%
Yolo	2.5% after 10 years of service, 5% after 15 years		
Yuba	30-step system hired before 7/1/13; 8 step system hired after 7/1/13	EAP	
State of California		EAP	