

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

OCTOBER 2017

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

DAVID J. GAU, 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, 2017.

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, 2017 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)*	\$9,255 – 11,024
Division Chief (CEA)*	6,647 – 9,555
Business Taxes Administrator III	8,026 – 9,571

SUPERVISORS

Business Taxes Administrator II	6,293 – 8,224
Supervising Property Appraiser	6,046 – 7,514
Research Manager I (GIS)	5,470 – 6,796
Staff Services Manager I	5,470 – 6,796

APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	10,135 – 12,688
Senior Specialist Property Appraiser	5,550 – 6,947
Associate Property Appraiser	4,829 – 6,048
Assistant Property Appraiser	4,016 – 5,280
Junior Property Appraiser	2,945 – 3,514

AUDITOR–APPRAISERS

Senior Specialist Property Auditor–Appraiser	5,550 – 7,295
Associate Property Auditor–Appraiser	4,829 – 6,350
Assistant Property Auditor–Appraiser	4,016 – 5,280
Tax Auditor	3,247 – 5,280

GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Analyst I	3,247 – 5,029
Research Analyst II	4,829 – 6,048

PROFESSIONAL SUPPORT

Business Taxes Specialist I	5,571 – 6,973
Business Taxes Specialist II	5,826 – 7,660
Staff Information Systems Analyst (Specialist)	5,295 – 6,963
Administrative Assistant II	4,600 – 5,758
Associate Governmental Program Analyst	4,600 – 5,758
Staff Services Analyst	2,945 – 4,788
Tax Technician I/II/III	2,384 – 3,864

STAFF SUPPORT

Office Technician (Typing)	2,809 – 3,515
Office Technician (General)	2,758 – 3,455
Office Assistant (Typing)	2,241 – 3,043

* BOE CEA paid above maximum of range

ALAMEDA

Total Reported Positions: 175.4

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,280
Chief Deputy Assessor	1	13,648
Chief, Appraisal Division	1	11,747
Chief, Assessment Services Division	1	11,747
Financial Services Officer	1	8,812
Department Personnel Officer I	1	8,268
Administrative Specialist II	1	6,821
Administrative Assistant	1	5,528
Principal Appraiser	1	9,871
Supervising Appraiser II	9	8,441
Appraiser III	20	6,914
Appraiser II	29	6,058
Principal Auditor–Appraiser	1	9,871
Supervising Auditor–Appraiser II	4	8,441
Auditor–Appraiser III	11	6,914
Auditor–Appraiser II	7	6,058
Supervisor, Mapping	1	6,821
Mapping Technician III	5	5,291
Mapping Technician II	1	4,836
Manager, Information Systems	1	10,249
Information Systems Analyst	1	9,161
Information Systems Specialist	2	6,821
Information Systems Technician II	1	5,810
Assessor's Representative	2	7,332
Training Officer, Assessor	1	7,368
Assessment Roll Manager	1	7,096
Assessment Supervisor II	3	5,949
Assessment Supervisor I	4	5,658
Assessor's Technician II	31	4,407
Assessor's Technician III	23	5,023
Manager, Assessment Services	1	7,096
Secretary II	1	5,895
Payroll Records Clerk	1	4,235
Specialist Clerk I	2	4,196
Clerk II	3	4,030
Clerk Intermittent I	0.4	1,310

ALPINE*Total Reported Positions: 3.4*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,441
Appraiser	1	3,362
Assessment Technician	1	3,800
Auditor–Appraiser	0.4	1,838

AMADOR*Total Reported Positions: 11*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,678
Assistant Assessor	1	7,136
Appraiser II	2	5,869
Appraiser I	1	4,308
Auditor–Appraiser II	1	5,725
Cadastral Drafting Technician	1	4,752
Supervisor, Administrative	1	5,756
Administrative Technician	2	3,830 – 4,655
Administrative Assistant I	1	2,671

BUTTE*Total Reported Positions: 42*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,520
Assistant Assessor	1	7,022 – 9,410
Senior Administrative Assistant	1	2,718 – 3,642
Assessment Clerk	10	2,136 – 2,862
Senior Assessment Clerk	1	2,358 – 3,162
Auditor–Appraiser	2	3,018 – 4,045
Senior Cadastral Drafting Technician	1	3,077 – 4,123
Cadastral Drafting Technician	1	2,667 – 3,574
Senior Information Systems Technician	1	4,800 – 6,432
Property Appraiser	11	2,944 – 3,945
Senior Property Appraiser	4	3,251 – 4,355
Supervisor, Appraiser	3	4,243 – 5,686
Supervisor, Assessment Clerk	3	2,786 – 3,733
Supervisor, Assessment Office	1	3,314 – 5,827
Supervising Auditor–Appraiser	1	4,243 – 5,686

CALAVERAS

Total Reported Positions: 13

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,963
Chief Appraiser	1	5,557 – 6,756
Chief of Assessment Services	1	5,278 – 6,418
Appraiser Analyst	1	4,165 – 5,065
Appraiser III	1	4,221 – 5,127
Appraiser I	3	3,552 – 4,318
Cadastral Specialist I	1	2,943 – 3,574
Assessment Technician III	1	3,333 – 4,051
Assessment Technician I	3	2,733 – 3,321

COLUSA

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,974
Chief Appraiser	1	6,129
Supervising Assessment Technician	1	4,177
Auditor–Appraiser	1	4,542
Appraiser II	1	4,656
Assessment Technician II	1	3,511
Assessment Technician I	1	2,739
Appraiser I	1	4,114
Appraiser Aide (vacant)	1	2,672
Office Assistant II (vacant)	1	2,036
Transfer Analyst	1	4,282

CONTRA COSTA

Total Reported Positions: 122

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,710
Assistant County Assessor	2	11,508 – 12,688
Principal Appraiser	4	8,431 – 10,792
Supervising Appraiser	6	6,841 – 8,757
Associate Appraiser	21	6,026 – 7,325
Assistant Appraiser	20	5,052 – 6,141
Junior Appraiser	1	5,042 – 5,559
Senior Real Property Technical Assistant	6	4,345 – 5,282
Real Property Technical Assistant	1	3,670 – 4,686
Supervising Auditor–Appraiser	1	6,841 – 8,757

CONTRA COSTA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Auditor–Appraiser	4	\$6,257 – 7,606
Auditor–Appraiser II	2	5,298 – 6,440
Auditor–Appraiser I	3	5,262 – 5,801
Network Analyst I	1	6,194 – 7,529
Information Systems Specialist III	1	5,323 – 6,470
Drafting Services Coordinator	1	5,451 – 6,626
Computer Aided Drafting Operator	6	4,570 – 5,555
Assessor's Clerical Staff Manager	1	5,402 – 6,898
Supervising Assessment Clerk	4	4,108 – 5,246
Assessor's Local Exemptions Specialist	1	3,914 – 4,998
Clerk – Specialist Level	8	3,626 – 4,631
Clerk – Senior Level	20	3,210 – 4,100
Clerk – Experienced Level	5	2,905 – 3,605
Assessor's Customer Services Coordinator	1	5,942 – 8,396
Administrative Services Assistant III	1	5,819 – 7,073

DEL NORTE

Total Reported Positions: 9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,280
Assistant Assessor	1	5,434
Assessment Analyst	1	2,952
Appraiser Technician	1	2,882
Transfer/Mapping Technician II	1	3,026
Appraiser III	1	4,153
Appraiser I	3	2,614

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

EL DORADO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
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 County Assessor	1	6,665
Administrative Assistant	1	4,633
Senior Appraiser	1	4,495
Appraiser	1	3,969
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	5	4,022 – 5,162
Appraiser II	3	3,659 – 4,695
Auditor–Appraiser III	1	4,228 – 5,426
Auditor–Appraiser II	2	3,846 – 4,935
Appraisal Technician	3	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	2	2,606 – 3,345
Assessment Technician I	4	2,301 – 2,953

IMPERIAL

Total Reported Positions: 32

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,987
Assistant Assessor	1	7,604
Appraiser III	5	4,710
Appraiser III Extra Help – 20 hours/week	1	23.46/Hr
Appraiser III (Under hire I)	1	3,356
Appraiser III (Under hire II)	2	2,969
Supervising Appraiser	3	5,967
Appraisal Technician I	1	3,163
Assessment Technician II (Under hire I)	2	1,980
Assessment Technician III	2	2,755
Auditor–Appraiser	2	4,710
Supervising Auditor–Appraiser	1	6,159
Supervisor, Cadastral Mapping & Title Section	1	5,345
Mapping Technician	1	4,382
Supervisor, Assessment Services	1	3,843
Senior Title Examiner	1	3,212
Title Examiner	2	2,553
Extra Help Part Time – 20 hours/week	1	10.00/Hr
Assessment Systems Analyst	1	5,903
Appraiser III (A step), (Vacant)	1	3,690
Administrative Secretary (A step), (Vacant)	1	2,793 – 3,572

INYO

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,934
Assistant Assessor	1	6,445
Auditor–Appraiser	1	6,445
Appraiser II	1	5,341
Cadastral Technician I	1	3,550
Administrative Analyst	1	5,088
Office Technician I	1	3,573
Office Technician I (part time)	1	2,180

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
Desktop Technician	1	4,298 – 5,247
Appraiser I/II/III	24	3,592 – 5,944
Appraisal Assistant	20	2,663 – 3,251
Supervising Auditor–Appraiser	1	5,626 – 6,869
Senior Auditor–Appraiser	3	5,169 – 6,310
Auditor–Appraiser I/II/III	7	3,592 – 5,944
Engineering Technician I/II/III	4	3,988 – 4,869
Local Area Network Systems Administrator	1	5,515 – 6,733
Systems Analyst II	1	5,515 – 6,733
Programmer I	1	4,089 – 4,992
Supervisor, Fiscal Support	3	3,646 – 4,451
Fiscal Support Specialist	5	3,251 – 3,968
Fiscal Support Technician	7	2,730 – 3,333

KINGS

Total Reported Positions: 24.75

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,583
Assistant Assessor (Vacant)	1	6,048 – 7,381
Chief Appraiser	1	6,542
Appraiser I/II/III	6.75	3,429 – 5,583
Appraisal Aide I/II/III	3	2,279 – 3,533
Senior Appraiser	2	5,054 – 6,169
Assessment Specialist Supervisor (Vacant)	1	3,361 – 4,101
Auditor–Appraiser I/II/III	2	5,155
Cadastral GIS Technician I/II/III	1	5,105
Auditor–Accountant	1	5,522
Assessment Specialist I/II/III	4	2,517 – 3,749
Executive Secretary	1	4,101

LAKE

No information provided

LASSEN

Total Reported Positions: 10.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,433
Chief Appraiser	1	5,711
Senior Appraiser	1	4,960
Senior Auditor–Appraiser	1	5,198
Administrative Assistant	2	3,928
Assistant Appraiser	1	3,277
Senior Cadastral Drafter	1	3,592
Appraiser Technician	1	3,592
Cadastral Drafter	1	2,858
Admin Clerk	0.5	2,611

LOS ANGELES

Total Reported Positions: 1,439

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor, Unclassified	1	\$17,428
Assistant Assessor (UC)	2	13,405 – 20,290
Account Clerk II	4	2,788 – 3,742
Accounting Technician I	2	3,036 – 3,967
Administrative Deputy II (UC)	1	10,038 – 15,193
Administrative Assistant II	4	4,335 – 5,685
Administrative Assistant III	3	4,832 – 6,337
Administrative Assistant IV, Assessor	1	5,333 – 6,994
Administrative Services Manager I	2	5,900 – 7,739
Administrative Services Manager II	1	6,400 – 8,394
Administrative Services Manager III	1	8,373 – 10,982
Application Developer II	6	6,062 – 7,531
Appraiser	275	3,929 – 6,757
Appraiser Assistant	15	3,006 – 3,929
Appraiser Specialist I	193	5,742 – 7,531
Appraiser Trainee	12	3,697
Assistant Property Assessment Specialist	1	4,622 – 6,062
Career Development Intern	1	2,459
Chief Appraiser	9	9,337 – 14,133
Chief Clerk	5	4,261 – 5,742
Chief Deputy Assessor, Unclassified	1	13,405 – 20,290

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Computer System Operator	1	\$3,218 – 4,208
Data Control Clerk	3	2,542 – 3,412
Database Admin	1	8,049 – 10,557
Departmental Chief Information Officer II (UC)	1	10,791 – 16,333
Departmental Civil Service Representative	1	6,077 – 7,971
Departmental Finance Manager II	1	8,686 – 13,147
Departmental Human Resources Manager II	1	8,686 – 13,147
Departmental Information Security Officer I	1	8,080 – 12,230
Departmental Personnel Assistant	4	3,133 – 4,096
Director, Assessor's Operations (UC)	4	11,600 – 17,558
Equipment Maintenance Helper	3	3,050 – 3,779
Executive Secretary, Unclassified	1	6,337 – 8,311
Geographical Information Systems Manager I	1	8,686 – 13,147
Geographical Information Systems Manager II	1	9,337 – 14,133
Geographical Information Systems Technician I	21	5,051 – 6,275
Geographical Information Systems Technician II	11	5,333 – 6,625
Graphic Artist	1	3,863 – 5,064
Graphic Arts Aide	1	3,118 – 4,076
Head Clerk	31	3,617 – 4,868
Head Support Services, Assessor	5	5,700 – 7,476
Head Reprographics, Assessor	1	5,152 – 6,757
Information Technology Specialist II	1	10,610 – 13,915
Information Systems Analyst I	2	5,333 – 6,994
Information Systems Analyst II	8	5,728 – 7,513
Information Systems Analyst Aide	4	4,465 – 5,857
Supervisor I, Information Systems	7	6,977 – 9,151
Supervisor II, Information Systems	1	7,932 – 10,403
Information Technology Aide	10	3,281 – 4,292
Information Technology Manager I	2	8,686 – 13,147
Information Technology Manager II	1	9,337 – 14,133
IT Technical Support Analyst I	2	4,532 – 5,944
IT Technical Support Analyst II	6	5,051 – 6,625
Intermediate Clerk	128	2,542 – 3,412
Intermediate Supervising Clerk	1	3,171 – 4,261
Intermediate Typist–Clerk	3	2,605 – 3,495
Inventory Control Assistant I	1	2,878 – 3,863
Management Analyst	1	4,892 – 6,416
Management Secretary V	4	5,101 – 6,690
Network Systems Administrator II	4	5,944 – 7,796
Ownership Clerk I	43	2,643 – 3,547
Ownership Clerk II	46	2,941 – 3,948
Ownership Services Specialist	61	3,273 – 4,400
Supervisor I, Ownership Services	21	3,643 – 4,904
Supervisor II, Ownership Services	2	4,056 – 5,466
Payroll Clerk I	3	3,021 – 4,056

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Principal Application Developer	3	\$7,777 – 10,199
Principal Network Systems Administrator	2	7,834 – 10,274
Principal Appraiser	44	6,823 – 9,448
Principal Information Systems Analyst	1	7,834 – 10,274
Principal Property Assessment Specialist	1	6,823 – 9,448
Printer I	2	2,955 – 3,863
Procurement Aide	1	3,014 – 3,939
Procurement Assistant I	1	3,346 – 4,378
Property Assessment Specialist	5	5,742 – 7,531
Senior Clerk	200	2,864 – 3,844
Senior Departmental Personnel Assistant	4	4,066 – 5,333
Senior Departmental Personnel Technician	4	5,453 – 7,151
Senior Application Developer	14	6,560 – 8,603
Senior Information Systems Analyst	5	6,977 – 9,151
Senior Information Technology Aide	7	3,853 – 5,051
Senior IT Technical Support	2	5,630 – 7,384
Senior Management Secretary V	3	5,685 – 7,457
Senior Network Systems Administrator	8	6,625 – 8,688
Senior Property Assessment Specialist	1	6,229 – 8,170
Senior Secretary V	12	4,577 – 6,003
Senior Typist–Clerk	15	2,934 – 3,939
Special Assistant, Assessor	4	7,402 – 10,821
Special Assistant, Assessor (UC)	4	4,017 – 5,871
Special Assistant, Assessor	2	6,773 – 8,884
Staff Assistant I	1	3,453 – 4,521
Staff Assistant II	1	4,167 – 5,466
Staff Assistant, Assessor	2	3,354 – 4,389
Supervising Accounting Technician, Assessor	1	4,127 – 5,412
Supervising Appraiser	83	6,448 – 8,456
Supervising Payroll Clerk II	1	3,733 – 5,027
Supply Officer I	1	4,588 – 6,018
Supervising Administrative Assistant II	1	6,062 – 7,951
Transcriber Typist	1	2,984 – 3,798
Warehouse Worker I	1	2,955 – 3,863
Warehouse Worker III	1	3,470 – 4,543
Warehouse Worker Aide	3	2,801 – 3,660

MADERA

Total Reported Positions: 28

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,428 – 12,599
Chief Appraiser	1	7,058 – 8,580
Supervising Appraiser	2	5,446 – 6,620

MADERA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraiser I/II/III	8	\$3,618 – 5,643
Assessment Office Manager*	0	3,957 – 4,810
Assessment Clerk I/II or Assessment Technician	10	2,356 – 3,675
Supervising Cadastral Drafting Technician	1	4,202 – 5,108
Cadastral Drafting Technician I/II	1	3,084 – 4,354

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

MARIN

Total Reported Positions: 60

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,454
Assistant County Assessor	1	11,898
Administrative Assistant II	1	4,930 – 5,897
Assistant Assessor – Valuation	1	10,745 – 11,898
Chief of Administrative Services	1	8,240 – 9,974
Technology Systems Specialist III	2	7,062 – 8,458
Supervising Technology Systems Specialist	1	7,712 – 9,239
Chief of Assessment Standards	1	7,673 – 9,287
Chief of Assessment Systems	1	7,673 – 9,287
Principal Auditor–Appraiser	1	7,400 – 8,911
Senior Auditor–Appraiser	1	5,935 – 7,111
Appraiser III	5	5,935 – 7,105
Appraiser I/II	17	5,418 – 6,476
Auditor–Appraiser I/II	4	5,463 – 6,537
Principal Appraiser	4	7,400 – 8,911
Administrative Services Associate Assess	1	5,254 – 6,451
Assessment/Record Technician I/II	8	3,903 – 4,630
Supervisor, Assessment Recording	3	5,159 – 6,167
Senior Assessment/Recording Technician	4	4,479 – 5,307
Cadastral Mapping Technician I/II	2	4,571 – 5,431

MARIPOSA

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,655
Assistant Assessor	1	6,791
Assessment Office Manager	1	4,908
Appraiser II	2	4,897

MARIPOSA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraiser I	1	\$4,432
Cadastral Drafting Technician I	1	4,258
Assessment–Recording Clerk I	1	3,055
Assessment–Recording Clerk III	1	3,670
Assessment–Recording Clerk II	2	3,359

MENDOCINO

No information provided

MERCED

Total Reported Positions: 33

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,053 – 13,458
Assistant Assessor	1	8,403 – 10,220
Director of Administrative Services	1	7,259 – 8,824
Chief Appraiser	1	6,616 – 8,041
Staff Services Analyst I/II (Flexible Staffing)	1	3,839 – 5,795
Supervising Auditor–Appraiser	1	5,997 – 7,294
Supervising Appraiser	2	5,573 – 6,779
Supervisor, Mapping & Title Services	1	4,276 – 5,203
Auditor–Appraiser I/II/III (Flexible Staffing)	4	4,072 – 6,328
Appraiser I/II/III (Flexible Staffing)	8	3,604 – 5,599
Assessment Services Supervisor	1	4,153 – 5,053
Title Technician	1	3,877 – 4,716
Assistant Title Technician	1	3,349 – 4,072
Assessment Clerk III	2	3,189 – 3,877
Assessment Clerk I/II (Flexible Staffing)	3	2,494 – 3,349
Cadastral Drafting Technician I/II (Flexible)	1	2,891 – 4,071
Extra Help Special Projects	3	18.40 – 25.41/Hr

MODOC

Total Reported Positions: 6

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$5,802 – 6,297
Senior Appraiser	1	2,906 – 4,992
Auditor–Appraiser	1	2,619 – 3,343
Administrative Assistant	1	2,684 – 2,959
Assessment Office Specialist II	1	2,061 – 2,630
Assessment Office Specialist I	1	1,874 – 2,391

MONO

No information provided

MONTEREY

Total Reported Positions: 53

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,805
Assistant Assessor, Valuation	1	8,447 – 11,531
Accounting Technician	1	3,401 – 4,646
Administrative Services Officer	1	5,539 – 7,565
Administrative Secretary – Confidential	1	3,989 – 5,448
Appraiser II	15	4,237 – 5,787
Appraiser III	5	4,729 – 6,458
Assessment Clerk	1	2,745 – 3,749
Auditor–Appraiser II	4	4,366 – 5,963
Auditor–Appraiser III	1	5,294 – 7,231
Manager, Auditor–Appraiser	1	6,277 – 8,567
Business Technology Analyst II	1	5,522 – 7,542
Departmental Information Systems Manager II	1	7,222 – 9,859
Management Analyst I (Training & Development)	1	4,817 – 6,580
Map Drafting Technician	1	3,302 – 4,509
Office Assistant II	5	2,559 – 3,495
Personnel Technician – Confidential	1	3,929 – 5,366
Principal Office Assistant	1	3,078 – 4,204
Property Transfer Clerk	4	2,913 – 3,980
Senior Map Drafting Technician	1	3,919 – 5,350
Senior Personnel Analyst	1	5,969 – 8,153
Senior Property Transfer Clerk	1	3,220 – 4,398
Supervising Appraiser	2	5,905 – 8,060
Supervising Office Assistant I	1	3,478 – 4,751

NAPA

Total Reported Positions: 23

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,250
Chief Appraiser	1	8,369 – 10,169
Staff Services Manager	1	7,930 – 9,502
Supervising Auditor–Appraiser	1	6,796 – 8,148
Supervising Appraiser	1	6,432 – 7,712
Supervisor, Mapping and Title	1	5,736 – 6,866
Auditor–Appraiser II	1	5,595 – 6,708

NAPA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser I	1	\$5,115 – 6,096
Appraiser III	3	5,836 – 6,992
Appraiser II	3	5,359 – 6,408
Appraiser I	1	4,909 – 5,864
Appraiser Aide	1	3,976 – 4,727
Senior Mapping and Title Technician	1	4,682 – 5,555
Title Technician	2	3,942 – 4,687
Assessment Records Assistant II	4	3,675 – 4,347

NEVADA

Total Reported Positions: 25

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,786
Assistant Assessor	1	10,634
Chief Appraiser	1	8,205
Senior Administrative Analyst	1	6,994
Accounting Assistant II	1	3,539
Appraisal Technician I	1	3,929
Appraisal Technician II	1	4,564
Appraiser I	2	4,193 – 4,407
Appraiser II	4	4,632 – 5,380
Senior Appraiser	1	6,568
Assessment Assistant I	3	2,771 – 3,062
Assessment Assistant II	4	3,219 – 3,738
Auditor–Appraiser I	1	3,989 – 4,869
Mapping Specialist	1	4,797
Appraiser II (16 hours per week)*	1	1,763
Assessment Assistant I (28 hours per week)*	1	2,253

** Temporary Positions for Special Projects*

ORANGE

Total Reported Positions: 312

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,459
Administrative Manager III (Division Manager)	6	8,096 – 14,218
Administrative Manager II	4	6,477 – 11,511
Appraiser I	10	4,437 – 5,978
Appraiser II	55	4,952 – 6,666
Appraiser III	20	5,494 – 7,399
Assessment Technician II	66	3,139 – 4,210

ORANGE (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Technician III	12	\$3,603 – 4,811
Auditor–Appraiser I	10	4,437 – 5,978
Auditor–Appraiser II	22	4,952 – 6,666
Auditor–Appraiser III	15	5,494 – 7,399
Cadastral Technician II	6	3,941 – 5,279
Chief Cadastral Technician	1	5,742 – 7,715
Executive Assistant	1	2,632 – 9,909
Executive Secretary II	1	4,189 – 5,596
Information Technologist II	9	5,742 – 7,715
Supervisor, Information Technology	3	7,470 – 10,081
Information Technology Technician I	2	3,839 – 5,141
Information Technology Technician II	2	4,492 – 6,052
Managing Appraiser	3	6,839 – 9,209
Managing Assessment Technician	4	4,879 – 6,569
Managing Auditor–Appraiser	2	6,839 – 9,209
Office Assistant	7	2,858 – 3,364
Office Specialist	1	2,988 – 3,958
Office Technician	1	2,858 – 3,364
Principal Appraiser	1	6,142 – 8,255
Secretary II	5	3,168 – 4,224
Senior Appraiser	12	6,142 – 8,255
Senior Assessment Technician	9	4,050 – 5,414
Senior Auditor–Appraiser	7	6,142 – 8,255
Senior Cadastral Technician	5	4,373 – 5,891
Senior Information Technologist	1	6,742 – 9,077
Senior IT Application Developer	1	6,742 – 9,077
Staff Assistant	2	3,525 – 4,726
Store Clerk	1	2,768 – 3,657
Store Keeper I	1	3,107 – 4,168
Supervising Cadastral Technician	2	4,879 – 6,569
Technical Systems Specialist	1	6,220 – 8,361

290 positions were budgeted as of 1/1/17

PLACER

Total Reported Positions: 85*

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,218 – 14,851
Chief Deputy Assessor	1	10,767 – 13,088
Assessment Manager	1	8,911 – 10,833
Chief Appraiser	2	8,911 – 10,833
Managing Appraiser	1	8,063 – 9,804

PLACER (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Managing Auditor–Appraiser	1	\$8,063 – 9,804
Supervising Appraiser	4	7,242 – 8,802
Senior Appraiser	12	6,739 – 8,191
Assistant/Associate Appraiser	18	5,280 – 7,076
Senior Auditor–Appraiser	1	6,739 – 8,191
Assistant/Associate Auditor–Appraiser	2	5,280 – 7,076
Assessment Supervisor	4	5,544 – 6,739
Senior Administrative Services Officer	1	6,611 – 8,036
Information Technology Supervisor	1	8,063 – 8,904
Information Technology Analyst – I/II	1	5,958 – 7,984
Information Technology Specialist	2	5,958 – 7,242
Information Technology Technician I/II	1	4,446 – 5,958
Senior Cadastral Technician	1	4,789 – 5,821
Cadastral Technician – I/II	2	3,940 – 5,280
Geographic Information System Technician I/II	1	4,344 – 5,821
Appraisal Technician	17	4,137 – 5,029
Administrative Technician	1	4,032 – 4,901
Executive Secretary	1	4,032 – 4,901
Senior Administrative Clerk	2	3,241 – 3,940
Administrative Clerk – Journey	6	2,940 – 3,574

**Placer County has 85 positions budgeted; 77 are funded*

PLUMAS

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,232
Assistant Assessor	1	4,468 – 5,435
Chief Appraiser	1	4,257 – 5,177
Appraiser I	1	2,965 – 3,608
Appraiser II	1	3,338 – 4,062
Appraiser III	1	3,679 – 4,477
Property Tax Specialist II	1	2,565 – 3,120
Cadastral Drafting Specialist	1	3,679 – 4,477

RIVERSIDE

Total Reported Positions: 211

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,266
Assessor–Clerk–Recorder Technician I	14	4,295
Assessor–Clerk–Recorder Technician II	24	4,822
Assessor–Clerk–Recorder Technician III	6	5,370
Administrative Analyst	1	7,785
Assistant Assessor–Clerk–Recorder	2	16,181
Administrative Services Assistant	1	4,793
Appraiser II	48	6,663
Appraiser Technician	25	4,938
Auditor–Appraiser II	10	6,663
Chief Appraiser	1	11,395
GIS Analyst	4	6,618
Senior GIS Specialist	1	6,351
GIS Specialist II	6	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 Technology Systems Operator II	1	6,522
Information Tech. Supervising Systems Operator	1	8,761
Information Technology Manager I	1	11,832
Office Assistant II	1	3,683
Principal Deputy Assessor–Clerk–Recorder	5	10,292
Senior Appraiser	28	7,170
Senior Auditor–Appraiser	5	7,240
Supervising Assessor–Clerk–Recorder Technician	4	5,667
Chief Deputy Assessor–Clerk–Recorder	1	12,144
Supervising Appraiser	14	7,945
Supervising Auditor–Appraiser	2	8,023

SACRAMENTO

Total Reported Positions: 150.6

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,386
Assistant Assessor	1	11,545
Administrative Services Officer I	1	6,090
Administrative Services Officer III	1	9,069
Assessment Supervisor	1	4,792
Assessment Technician	10	4,319
Associate Auditor–Appraiser	5	6,621
Associate Real Property Appraiser	25	6,621

SACRAMENTO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser II	4	\$5,638
Chief Appraiser	5	11,033
Data Entry Operator	1	3,397
Executive Secretary	1	5,027
Geographic Information Systems Analyst II	1	7,872
Information Technology Analyst II	6	7,872
Information Technology Technician II	1	4,729
Office Assistant II	2	3,301
Office Specialist II	12	3,882
Personnel Specialist II	1	4,653
Real Property Appraiser I/II	21	5,638
Senior Auditor–Appraiser	3	7,287
Senior Geographic Information Systems Technician	3	5,491
Senior Geographic Information Systems Analyst	1	8,914
Senior Information Technology Analyst	2	8,914
Senior Information Technology Technician	1	5,679
Senior Office Specialist	12.6	4,239
Senior Personnel Analyst	1	7,613
Senior Real Property Appraiser	16	7,287
Supervising Auditor–Appraiser	2	8,258
Supervising Real Property Appraiser	9	8,258

SAN BENITO

Total Reported Positions: 17.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,903 – 13,129
Assistant County Assessor	1	7,611 – 10,205
Supervising Auditor–Appraiser	1	5,276 – 7,072
Supervising Appraiser	1	5,276 – 7,072
Appraiser III	0.5	4,580 – 6,139
Appraiser II	1	3,955 – 5,303
Appraiser I	3.75	3,416 – 4,580
Auditor–Appraiser I	1	3,570 – 4,784
Supervising Computer Mapping Specialist	1	4,785 – 6,413
Computer Mapping Specialist III	1.5	4,133 – 5,540
Manager, Assessor Office	1	4,133 – 5,540
Assessment Clerk III	1	2,836 – 3,803
Assessment Clerk I	1	2,335 – 3,128
Accounting Appraiser Technician	1	3,221 – 4,318
Property Transfer Assessment Technician	0.75	3,416 – 4,580

SAN BERNARDINO

Total Reported Positions: 177

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,046
Assistant Assessor	1	7,906 – 10,894
Administrative Supervisor II	1	5,628 – 7,748
Administrative Supervisor I	1	4,980 – 6,859
Appraisal Technician	15	2,707 – 3,718
Appraiser II	46	4,278 – 5,876
Appraiser III	13	4,709 – 6,477
Assessor–Recorder–Clerk Project Administrator	2	4,493 – 6,179
Manager, Assessment Services	1	5,628 – 7,748
Auditor–Appraiser II	9	4,599 – 6,321
Auditor–Appraiser III	2	4,945 – 6,803
Automated Systems Analyst I	2	4,205 – 5,774
Automated Systems Analyst II	1	4,980 – 6,859
Automated Systems Technician	1	3,370 – 4,631
Manager, Business Applications	1	6,521 – 8,984
Business Systems Analyst II	1	5,359 – 7,375
Business Systems Analyst III	1	5,909 – 8,136
Cadastral Drafting Technician I	1	3,134 – 4,307
Cadastral Drafting Technician II	2	3,430 – 4,713
Cadastral Drafting Technician III	1	3,695 – 5,072
Supervisor, Cadastral Services	1	4,410 – 6,063
Chief Appraiser	1	7,159 – 9,866
Executive Secretary III	1	3,787 – 5,207
Office Assistant III	29	2,486 – 3,416
Payroll Specialist	1	2,580 – 3,543
Principal Appraiser	3	5,739 – 7,901
Staff Analyst I	1	3,902 – 5,363
Staff Analyst II	1	4,521 – 6,212
Supervising Auditor–Appraiser	2	5,191 – 7,145
Supervising Office Assistant	1	2,843 – 3,910
Supervising Office Specialist	1	3,290 – 4,527
Supervising District Appraiser	8	5,191 – 7,145
Supervising Title Transfer Technician I	1	3,188 – 4,382
Supervising Title Transfer Technician II	1	3,515 – 4,833
Title Transfer Technician I	14	2,843 – 3,910
Title Transfer Technician II	4	3,110 – 4,276
Public Service Employee	4	1,820 – 2,643

SAN DIEGO

Total Reported Positions: 305

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,594
Assistant Assessor	1	12,267 – 15,803
Chief Deputy	3	9,994 – 13,891
Senior Departmental Human Resources Officer	1	6,016 – 8,062
Departmental Human Resources Officer	2	4,833 – 6,474
Administrative Services Manager I	1	6,020 – 7,316
Accounting Technician	3	3,123 – 3,838
Financial Policy & Planning Officer	1	7,316 – 8,894
Supervising IT Engineer	1	8,098 – 10,960
Human Resources Specialist	1	3,435 – 5,037
Human Resources Assistant	2	2,647 – 4,073
Senior Assessment Clerk	10	2,926 – 3,597
Assessment Clerk	38	2,600 – 3,191
Supervising Assessment Clerk	4	3,430 – 4,217
Departmental Technology Systems Specialist	1	6,318 – 7,679
Information Technology Specialist	3	2,735 – 5,867
Information Technology Analyst	1	6,318 – 7,679
Administrative Secretary III	1	3,682 – 4,474
Administrative Secretary IV	1	3,959 – 4,812
Imaging Technician II	7	3,120 – 3,834
Imaging Technician III	2	3,557 – 4,370
Cadastral Technician	6	3,791 – 4,661
Senior Cadastral Technician	5	4,287 – 5,266
Cadastral Supervisor	3	5,469 – 6,718
Geographic Information Systems Analyst	2	4,120 – 5,585
Senior Geographic Information Systems Analyst	2	5,588 – 6,869
Manager, Assessor/Recorder/County Clerk	1	6,637 – 8,067
Associate Accountant	1	4,352 – 5,351
Senior Accountant	1	5,363 – 6,588
Account Clerk Specialist	3	2,935 – 3,609
Account Clerk	1	2,548 – 3,132
Division Chief II	3	8,615 – 10,473
Division Chief I	6	7,831 – 9,519
Assistant Division Chief	2	4,878 – 5,997
Appraiser IV	9	5,871 – 7,211
Appraiser III	30	5,332 – 6,555
Appraiser II	55	4,732 – 5,810
Supervising Appraiser II	4	7,093 – 8,722
Supervising Appraiser I	8	6,448 – 7,927
Property Assessment Specialist III	12	4,137 – 5,086
Property Assessment Specialist II	44	3,449 – 4,235
Audit-Appraiser IV	4	6,013 – 7,391

SAN DIEGO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Audit-Appraiser III	8	\$5,470 – 6,720
Audit-Appraiser II	7	4,836 – 5,947
Supervising Audit-Appraiser	3	7,093 – 8,722

SAN FRANCISCO

Total Reported Positions: 179.42

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,090
Manager I	3	10,452
Manager II	2	11,226
Manager III	3	12,098
Manager V	1	14,004
Deputy Director III	2	15,044
IS Manager	1	15,029
IS Engineer-Journey	2	10,604
IS Business Analyst	1	8,557
Senior IS Business Analyst	1	9,906
IT Operations Support Administrator II	1	6,369
IT Operations Support Administrator III	1	7,740
Payroll Clerk	1	6,112
Personnel Analyst	1.77	8,062
Senior Personnel Analyst	1	9,409
Senior Clerk	2	4,955
Accountant III	1	8,664
Account Clerk	1	5,127
Senior Account Clerk	1	5,937
Senior Microphoto/Imaging Technician	3	5,570
Junior Administrative Analyst	2	5,877
Administrative Analyst	4	7,725
Senior Administrative Analyst	3	9,011
Principal Administrative Analyst	2	10,429
Principal Administrative Analyst II	1	11,411
Management Assistant	2	7,109
Senior Management Assistant	0.77	8,150
Assessment Clerk	1	5,127
Assessor-Recorder Office Assistant	12	5,127
Assessor-Recorder Office Specialist	11	5,693
Assessor-Recorder Senior Office Specialist	25.77	6,606
Personal Property Auditor	8	7,664
Senior Personal Property Auditor	7	8,872
Principal Personal Property Auditor	2	10,270
Real Property Appraiser Trainee	2	5,776
Real Property Appraiser	35	7,664

SAN FRANCISCO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Real Property Appraiser	19.08	\$8,872
Principal Real Property Appraiser	8.32	10,270
Engineering Associate I	1	7,342
Engineering Associate II	1	8,499
Temporary – Miscellaneous	0.71	7,864

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 Auditor–Appraiser	1	7,819 – 9,505
Principal Appraiser	2	7,819 – 9,505
Appraiser IV	4	6,399 – 7,783
Appraiser III	9	5,423 – 6,592
Appraiser II	5	4,755 – 5,777
Appraiser I	7	3,909 – 4,754
Auditor–Appraiser IV	1	6,399 – 7,783
Auditor–Appraiser III	4	5,423 – 6,592
Auditor–Appraiser II	2	4,755 – 5,777
Auditor–Appraiser I	2	3,966 – 4,824
Supervising Property Technician	2	3,635 – 4,418
Property Technician	8	3,396 – 4,125
Chief Cadastral Technician	1	4,527 – 5,501
Senior Cadastral Technician	1	4,228 – 5,139
Cadastral Technician II	2	3,798 – 4,616
Cadastral Technician I	1	3,396 – 4,125
Supervising Transfer Technician	1	3,815 – 4,640
Transfer Technician III	3	3,513 – 4,269
Transfer Technician II	2	3,363 – 4,085
Transfer Technician I	1	3,248 – 3,947
Office Supervisor	2	3,281 – 3,987
Senior Office Assistant	10	2,962 – 3,598
Office Assistant	3	2,820 – 3,428
Administrative Assistant	1	4,332 – 5,266
Management Analyst III	1	6,720 – 8,171
Office Secretary	1	3,281 – 3,987
Executive Secretary	1	4,065 – 4,943

SAN LUIS OBISPO

Total Reported Positions: 85

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,043
Assistant Assessor	1	9,454 – 11,492
Assessment Manager	5	7,030 – 8,547
Assessment Analyst Trainee	1	3,231 – 3,928
Assessment Analyst II	3	6,009 – 7,304
Assessment Analyst III	3	6,947 – 8,443
Supervising Appraiser	3	6,155 – 7,483
Appraiser Trainee	6	3,572 – 4,342
Appraiser I	5	4,125 – 5,015
Appraiser II	6	4,755 – 5,807
Appraiser III	8	5,210 – 6,334
Supervising Auditor–Appraiser	1	6,951 – 8,450
Auditor–Appraiser II	3	5,035 – 6,120
Auditor–Appraiser III	2	6,313 – 7,673
Supervising Assessment Technician	2	4,467 – 5,429
Assessment Technician I	3	3,058 – 3,716
Assessment Technician II	8	3,352 – 4,077
Assessment Technician III	3	3,671 – 4,463
Assessment Technician IV	2	3,850 – 4,680
Accounting Technician	1	3,526 – 4,287
Supervising Property Transfer Technician	1	4,427 – 5,382
Property Transfer Technician I	3	3,058 – 3,716
Property Transfer Technician III	6	3,685 – 4,479
Property Transfer Technician IV	2	3,850 – 4,680
Geographic Information System Analyst II	4	4,812 – 5,850
Geographic Information System Analyst III	1	5,486 – 6,666
Senior Geographic Information System Analyst	1	6,412 – 7,793

SAN MATEO

Total Reported Positions: 83

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,073
Assistant Assessor	1	12,390 – 15,487
Deputy Assessor	2	11,235 – 14,045
Administrative Assistant I – Confidential	1	5,027 – 6,287
Principal Appraiser	7	7,694 – 9,620
Senior Appraiser	16	6,502 – 8,129
Appraiser II	15	5,727 – 7,160
Appraiser I	6	5,181 – 5,789
Principal Auditor–Appraiser	2	7,694 – 9,620

SAN MATEO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Auditor–Appraiser	7	\$6,502 – 8,129
Auditor–Appraiser II	3	5,727 – 7,160
Auditor–Appraiser I	1	5,181 – 5,789
Geographic Information System Supervisor	1	6,765 – 8,455
Geographic Information System Technician II	2	5,488 – 6,859
Manager, Information Technology	1	8,803 – 11,005
Department Systems Analyst	2	7,578 – 9,472
Supervisor, Assessor–Recorder Support Services	1	5,030 – 6,859
Assessor–Recorder Technician III	9	4,233 – 5,290
Assessor–Recorder Technician II	5	3,695 – 4,619

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
Assessment Division Manager	4	7,342 – 12,114
Assessment Supervisor	6	6,386 – 7,796
Appraiser	20	4,221 – 6,418
Auditor–Appraiser	5	5,681 – 6,882
Information Systems Manager	1	7,342 – 12,114
Financial Systems Analyst	2	7,409 – 9,046
Systems & Programming Analyst	4	5,861 – 8,310
Office Automation Specialist	1	6,807 – 9,046
Computer Systems Specialist	1	4,849 – 6,875
Manager, Human Resources	1	6,325 – 10,436
Fiscal Manager	1	5,083 – 8,386
Administrative Office Professional	16	2,702 – 5,716
GIS /Mapping Supervisor	1	6,450 – 7,874
GIS/Mapping Analyst	3	5,554 – 6,780

SANTA CLARA

Total Reported Positions: 282

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,186
Assistant Assessor	1	12,451 – 15,983
Deputy Assessor	1	9,629 – 12,353
Accountant Assistant	3	4,104 – 4,954
Accountant Auditor–Appraiser	3	4,659 – 5,628
Manager, Administrative Services	1	9,972 – 12,770
Account Clerk I	1	3,416 – 4,114

SANTA CLARA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraisal Aide	6	\$4,463 – 5,392
Appraiser II	31	5,546 – 6,714
Appraiser III	8	5,959 – 7,211
Appraisal Data Coordinator	6	4,124 – 4,978
Assessment Clerk	11	3,711 – 4,474
Assistant Chief Appraiser	1	9,520 – 11,573
Assistant Chief Auditor–Appraiser	1	9,520 – 11,573
Assistant Chief, Assessment Standard Services	1	9,520 – 11,573
Associate Management Analyst B	1	5,844 – 7,101
Assistant Supervising Program Analyst	3	10,811 – 13,172
Auditor–Appraiser	13	6,337 – 7,668
Cadastral Mapping Technician II	4	4,385 – 5,295
Chief Appraiser	1	9,776 – 12,519
Chief Auditor–Appraiser	1	9,776 – 12,519
Chief of Assessment Standard Services	1	9,776 – 12,519
Confidential Secretary	1	5,645 – 8,561
Director, Information Systems	1	11,276 – 14,466
Exemptions Investigator	2	5,600 – 6,779
Manager, Exemptions	1	7,206 – 8,762
Executive Assistant I	1	4,505 – 5,443
Geographic Information Systems Technician I	1	5,026 – 6,073
Information Systems Manager I	6	9,067 – 11,021
Information Systems Manager II	3	9,948 – 12,103
Information Systems Manager III	2	10,967 – 13,370
Information Technology Project Manager	2	9,614 – 11,689
Information Systems Analyst I	1	6,558 – 7,933
Information Systems Analyst II	2	7,074 – 8,562
Information Technology Planner/Architect	1	10,599 – 12,912
Supervisor, Mapping and Identification	1	6,048 – 7,351
Management Analyst	1	7,035 – 8,554
Office Management Coordinator	1	5,872 – 7,136
Office Specialist II	12	3,352 – 4,035
Office Specialist III	8	3,676 – 4,431
Property and Title Identification Technician	5	3,990 – 4,816
Property Transfer Examiner	12	4,322 – 5,219
Supervisor, Property Transfer	1	6,048 – 7,351
Software Engineer IV	1	8,322 – 10,085
Senior Account Clerk	1	4,054 – 4,894
Senior Assessment Clerk	16	3,925 – 4,737
Senior Appraiser	41	6,401 – 7,741
Senior Auditor–Appraiser	23	7,108 – 8,602
Senior Cadastral Mapping Technician	1	4,818 – 5,821
Senior Information Technology Project Manager	1	10,651 – 12,977
Senior Programming Analyst	9	10,094 – 12,285
Senior Management Analyst	3	7,755 – 9,431

SANTA CLARA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Office Specialist	2	\$4,035 – 4,871
Senior Systems Software Engineer	1	10,297 – 12,532
Supervising Auditor–Appraiser	6	8,677 – 10,548
Supervising Appraisal Data Coordinator	1	6,019 – 7,315
Supervising Assessment Clerk	2	5,513 – 6,699
Supervising Clerk	1	5,623 – 6,833
Supervising Appraiser	8	8,677 – 10,548

SANTA CRUZ

Total Reported Positions: 26

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,243
Chief Deputy Assessor – Valuation	1	8,003 – 10,668
Chief Deputy Assessor – Administration	1	8,003 – 10,668
Chief of Assessment Standards	1	6,949 – 9,268
Senior Appraiser	2	5,628 – 7,119
Appraiser II	6	5,127 – 6,486
Appraiser I	1	4,404 – 5,581
Chief Auditor–Appraiser	1	7,269 – 9,701
Auditor–Appraiser III	1	5,664 – 7,165
Auditor–Appraiser II	1	5,392 – 6,814
Auditor–Appraiser I	0	4,458 – 5,640
Appraiser–Auditor Aide	0	4,108 – 5,195
Senior Department Information Systems Analyst	0	6,306 – 7,971
Geographic Information System Technician II	1	4,273 – 5,406
Geographic Information System Technician I	1	3,900 – 4,931
Clerical Supervisor II	0	4,879 – 6,174
Assessment Technician	6	3,864 – 4,879
Assessment Clerk	0	3,597 – 4,543
Clerk II	1	3,272 – 4,139
Senior Receptionist	0	3,656 – 4,626
Information Technology Support Services Analyst II	1	5,630 – 7,124

SHASTA

Total Reported Positions: 42

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,190
Deputy Assessor–Recorder, Administration	1	5,988 – 7,642
Deputy Assessor–Recorder, Valuation	1	5,988 – 7,642
Agency Staff Services Analyst	1	3,432 – 4,381
Inter-Departmental Systems Coordinator	1	5,380 – 6,866

SHASTA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraisal Manager	3	\$4,809 – 6,138
Senior Specialist Real Property Appraiser	2	4,446 – 5,675
Real Property Appraiser III	4	4,013 – 5,122
Real Property Appraiser II	3	3,658 – 4,669
Real Property Appraiser I	4	3,160 – 4,033
Real Property Appraiser Aide	2	2,715 – 3,466
Auditor–Appraiser III	2	4,013 – 5,122
Auditor–Appraiser I	1	3,302 – 4,214
Program Manager – Mapping & Transfers	1	4,448 – 5,676
Program Manager – Assessment Roll	1	4,448 – 5,676
Mapping Specialist II	2	3,747 – 4,783
Supervising Assessor Clerk	1	2,936 – 3,747
Senior Assessor Clerk	4	2,715 – 3,466
Assessor Clerk III	2	2,463 – 3,144
Assessor Clerk II	3	2,202 – 2,810
Assessor Clerk I	2	2,046 – 2,612

SIERRA

Total Reported Positions: 4.1

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,690
Appraiser III	1	3,766 – 4,577
Appraiser II	1	3,465 – 4,011
Chief Assessment Technician	1	3,121 – 3,794
Assessment Technician I	0.1	2,308 – 2,671

SISKIYOU

Total Reported Positions: 16

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,465
Assistant Assessor	1	5,180 – 6,296
Deputy Assessor	1	4,578 – 5,565
Senior Specialist Appraiser	3	3,861 – 4,693
Senior Appraiser	1	3,677 – 4,470
Appraiser	3	3,192 – 3,880
Supervisor, Administrative Assessment	1	3,270 – 3,975
Senior Assessor–Recorder Technician	2	2,851 – 3,467
Assessor–Recorder Technician	1	2,464 – 2,990
Assessor–Recorder Assistant	1	2,129 – 2,586
Senior Cadastral Mapping Technician	1	2,925 – 3,558

SOLANO

Total Reported Positions: 38

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,754
Assistant Assessor	1	10,115 – 12,295
Chief Appraiser	1	8,821 – 10,723
Supervising Real Property Appraiser	2	6,844 – 8,319
Supervising Auditor–Appraiser	1	6,844 – 8,319
Clerical Operations Manager	1	\$5,350 – 6,503
Senior Appraiser	4	5,930 – 7,208
Appraiser	12	4,226 – 6,333
Auditor–Appraiser	4	4,554 – 6,333
Office Assistant III	5	4,038 – 4,957
Office Assistant II	4	3,631 – 4,458
Cadastral Mapping Technician II	1	4,226 – 5,137
Cadastral Mapping Technician III	1	4,882 – 5,934

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	\$14,843
Chief Deputy Assessor	1	9,964 – 12,112
Chief of Assessment Standards	1	8,072 – 9,702
Executive Secretary, Confidential	1	4,428 – 5,346
Chief Appraiser	1	8,072 – 9,813
Appraiser IV	4	6,607 – 7,373
Appraiser III	9	5,261 – 6,395
Appraiser II	5	4,726 – 5,745
Appraiser I	5	4,089 – 4,971
Appraiser Aide	4	3,564 – 4,333
Supervising Auditor–Appraiser	1	6,305 – 7,663
Auditor–Appraiser II	5	5,390 – 6,552
Auditor–Appraiser I	1	4,616 – 5,611
Department Information Systems Manager	1	7,769 – 9,444
Department Information Specialist II	2.75	5,778 – 6,380
Supervisor, Cadastral Mapping	1	4,894 – 5,950
Cadastral Mapping Technician II	2	4,166 – 5,065
Cadastral Mapping Technician I	1	3,835 – 4,663
Assessment Process Manager	1	7,341 – 8,924
Supervisor, Assessor's Change in Ownership	1	5,153 – 6,265

SONOMA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervisor, Assessment Process	2	\$4,214 – 5,122
Assessment Process Specialist	9	3,826 – 4,651
Assessment Clerk	5	3,407 – 4,141
Assessment Clerk Trainee	5	3,056 – 3,715
Administrative Service Officer I	2	6,434 – 7,820
Accountant II	1	5,185 – 6,303
Accountant II, Confidential	1	5,496 – 6,649
Account Clerk II	1	3,369 – 4,096

STANISLAUS

Total Reported Positions: 58

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,211
Assistant Assessor (Manager IV)	2	6,141 – 9,212
Supervising Auditor–Appraiser	1	5,645 – 6,864
Senior Auditor–Appraiser	2	5,123 – 6,227
Auditor–Appraiser III	3	4,654 – 5,655
Auditor–Appraiser I	1	3,484 – 4,236
Supervising Appraiser	4	5,380 – 6,539
Senior Appraiser	7	4,884 – 5,936
Appraiser III	5	4,439 – 5,394
Appraiser II	3	4,023 – 4,889
Appraiser I	6	3,326 – 4,043
Appraiser Technician	2	3,045 – 3,702
Cadastral Technician II	2	3,605 – 4,381
Supervising Account/Administrative Clerk I	3	3,478 – 4,227
Supervising Account/Administrative Clerk II	1	3,830 – 4,657
Account Clerk III	3	3,028 – 3,679
Account Clerk II	6	2,679 – 3,255
Administrative Clerk II	1	2,568 – 3,123
Confidential Assistant IV	1	3,622 – 5,435
Senior Software Developer/Analyst	1	6,730 – 8,181
Software Developer/Analyst III	1	5,817 – 7,070
Application Specialist III	2	5,028 – 6,111

SUTTER

Total Reported Positions: 20

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,919
Assistant Assessor	1	7,656
Chief Appraiser	1	5,969
Real Property Appraiser III	3	5,467 – 5,740
Real Property Appraiser I	2	3,712 – 3,892
Supervisor, Assessment Office	1	4,773
Senior Map Drafting Title Technician	1	6,045
Appraisal Aide	1	4,245
Senior Assessment Technician	1	4,931
Assessment Technician III	4	4,027 – 4,473
Assessment Technician II	2	3,200 – 3,815
Auditor–Appraiser III	1	6,045
Auditor–Appraiser II	1	5,433

TEHAMA

Total Reported Positions: 19

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,171
Deputy Assessor – Administration	1	5,948 – 7,246
Auditor–Appraiser II	1	3,708 – 4,517
Senior Appraiser	4	3,990 – 4,864
Cadastral Drafting Technician	1	3,197 – 3,895
Senior Assessment Clerk	3	2,898 – 3,708
Supervising Assessment Clerk	1	3,197 – 3,895
Transfer Analyst	2	2,824 – 3,441
Assessment Clerk III	1	2,626 – 3,197
Assessment Clerk II	2	2,375 – 2,898
Appraiser II	1	3,615 – 4,405
Chief Appraiser	1	5,503 – 6,705

TRINITY

No information provided

TULARE

No information provided

TUOLUMNE

Total Reported Positions: 13

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$10,520
Assistant Assessor	1	6,716 – 8,198
Senior Appraiser	1	4,160 – 5,079
Appraiser II	4	3,766 – 4,597
Auditor–Appraiser II	1	4,160 – 5,079
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: 134

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,270
Chief Deputy Assessor	2	13,535
Chief Appraiser	6	9,407
Supervising Appraiser	7	7,654
Supervising Auditor–Appraiser	2	7,654
Administrative Assistant II	2	5,585
Imaging Specialist	1	3,779
Appraiser II	37	6,314
Appraiser III	13	7,025
Assessor's Technician II	7	4,576
Assessor's Technician III	7	4,997
Auditor–Appraiser II	8	6,314
Auditor–Appraiser III	5	7,025
Cadastral Technician III	4	5,232
Cadastral Technician IV	1	6,249
Clerical Supervisor II	3	4,915
Data Entry Operator III	2	3,516
Management Assistant III	2	4,689
Management Assistant IV-C	1	6,013
Office Assistant III	11	3,864
Office Assistant IV	5	4,154
Office Systems Coordinator II	1	6,163
Office Systems Coordinator III	1	7,191
Office Systems Coordinator IV	3	8,091
Supervising Assessor's Technician	2	5,221

YOLO

Total Reported Positions: 28

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,889
Chief Deputy Assessor	1	7,636 – 9,281
Appraiser I	2	3,916 – 4,761
Appraiser II	2	4,340 – 5,275
Appraiser III	4	4,846 – 5,892
Assessment Office Specialist I	1	2,590 – 3,147
Assessment Office Specialist II	1	2,868 – 3,487
Assessment Office Specialist III	6	3,237 – 3,935
Auditor–Appraiser II	2	4,340 – 5,275
Auditor–Appraiser III	1	4,846 – 5,892
Confidential Secretary	1	4,146 – 5,040
Managing Deputy Clerk–Recorder Assessor	1	5,323 – 6,471
Principal Appraiser	1	6,195 – 7,530
Senior Appraiser	2	5,437 – 6,608
Senior Assessment Tech	2	3,736 – 4,542

YUBA

Total Reported Positions: 16

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,508
Assistant Assessor	1	7,437
Auditor–Appraiser I/II/III	1	3,553 – 4,242
Real Property Appraiser I/II/III	4	3,553 – 4,242
Assessment Specialist*	3	2,974
Transfer Analyst I/II	2	2,974 – 3,252
Cadastral Drafting Technician I/II	1	2,975 – 3,350
Assessment Assistant I/II	3	2,420 – 2,642

**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	\$40 half day/\$75 full day	Mileage reimbursement at IRS rate for appeals board business and training; meal reimbursement for training
Calaveras	\$65 per meeting	
Contra Costa	\$200 half day/\$300 full day/\$400 per day for consecutive day appeals	
El Dorado	\$100 per day, \$50 per 4 hour session	Mileage \$0.535 per mile; \$12 lunch
Humboldt	\$40 half day/\$75 full day	Mileage \$0.535 per mile; \$13 for lunch if full day
Imperial	\$150 half day/\$200 full day	
Kern	\$125 half day/\$200 full day	Meals for full day training; mileage if more than 20 miles
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 \$0.535 per mile
Marin	\$131.25 half day/\$262.50 full day	\$32.81 per hour for preparation of findings of fact
Mariposa	\$50 full day	
Merced	\$100 per session; additional \$50 for session time over 4 hours	
Monterey	\$130 per session	Mileage; meal at per diem \$18
Nevada	\$75 half-day/\$150 full day member \$85 half-day/\$160 full day chair	Mileage; \$0.535 per mile
Orange	\$150 per a.m. session plus \$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.
Riverside	\$300 per day	Mileage \$0.54 per mile
Sacramento	\$100 half day/\$200 full day	Parking

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, Napa, Plumas, San Benito, Sierra, Tehama, and Tuolumne.

Salaries of Assessment Appeals Board Members

COUNTY	SALARY	MISCELLANEOUS BENEFITS
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 \$0.535 per mile
Santa Barbara	\$250-\$300 per meeting	Mileage \$0.535 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 \$0.535 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	20.172%	Tier 1: 7% Tier 2: 7% Tier 3: 6.75%	7.65%	7.65%
Butte	CalPERS	2% @55 classic; 2% @62 for new members	12.44%	7% classic; new member one half the normal cost	7.65%	7.65%
Calaveras	CalPERS	2% @ 55 hired before 1/1/13; 2% @ 62 hired after 12/31/12	16.957%	7% or 6.5%	1.45%	1.45%
Colusa	CalPERS	3% @ 60 2% @ 62	25.298%	8%; 6.25% for new members	7.65%	7.65%
Contra Costa	1937 Ret. Act & PEPRA	2% @ 55 2% @ 60 hired on or after 1/1/13	80%	20%	7.65%	7.65%
Del Norte	CalPERS	2% @ 55	19.38%; new hires-14.63%	6.25%	7.65%	7.65%
El Dorado	CalPERS	2% @ 55 if hired prior to 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%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Humboldt	CalPERS	2.7% @ 55 prior to 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%
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	3% @ 60 if hired before 10/27/07; 1.62% @ 65 if hired after 10/27/07	66.67% if hired before 8/7/04; 0% on or after 8/7/04	33.33% if hired before 8/7/04; 100% on or after 8/7/04	7.65%	7.65%
Kings	CalPERS	2% @ 55 2% @ 60 2% @ 62 if hired after 1/1/13	11.146%	6.25% or 7%	7.65%	7.65%
Lake	<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	2.7 % @ 55; 2% @ 55 for new members	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%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Modoc	CalPERS; LIUNA	CalPERS: 2% @ 55 hired prior 1/1/13 2% @ 62 hired after 1/1/13	CalPERS 16.972%	7%	7.65%	7.65%
Mono	<i>No information provided</i>					
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 on or after 10/29/11 Tier 3: 2% @ 62 hired on or after 1/1/13	Tier 1 & 2: 16.969% + 1.96% EPMC Tier 3: 16.969% + 0.96% EPMC	Tier 1 & 2: 6.04% Tier 3: 6.25%	0	1.45%
Nevada	CalPERS	2.7% @ 55; 2% @ 60 hired after 12/14/12; 2% @ 62 hired after 1/1/13	29.1%	Varies	7.65%	7.65%
Orange	OCERS	2.7% @ 55; 1.62% @ 60 with additional 457 Plan at max. 2% contribution rate; 1.62% @ 65 hired after 12/31/12	Varies	Varies	1.45%	1.45%
Placer	CalPERS - Tier rates based on hire dates and job group (three pension tiers).	2.5% @ 55 hired before 3/13/11; 2% @ 55 if hired after 3/13/11; 2% @ 62 if hired after 1/1/13	24.2%	6.25% - 10% based on hire date	7.65%	7.65%
Plumas	CalPERS	2% @ 55; 2% @ 62 hired after 1/1/13	100%	100%	7.65%	7.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Riverside	CalPERS	Tier 1: 3% @ 60 hired prior 8/23/12 Tier 2: 2% @ 60 hired on or after 8/23/12 through 12/31/12 Tier 3: 2% @ 62 hired on or after 1/1/13	8.927%	Tier 1: 8% Tier 2: 7% Tier 3: 6.5%	7.65%	7.65%
Sacramento	1937 Ret. Act, SCERS	2% @ 55 ½	16.66%	5.37% - 8.06%	7.65%	7.65%
San Benito	CalPERS	2% @ 55 hired prior to 1/1/13; 2% @ 62 for new employees hired 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 on or after 1/1/13	Tier 1: 30.23%; Tier 2: 27.1%	Tier 1: 7.89% - 14.22% Tier 2: 8.37%	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%	7.65%	7.65%
San Joaquin	1937 Ret. Act	Tier 1: 2% @ 55 ½ Tier 2: 2% @ 62 hired after 1/1/2013	Tier 1: 38.11% Tier 2: 32.30%	Tier 1: 3.05%-4.58% Tier 2: 8.97%	7.65%	7.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
San 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 1/2; 2% @ 61 1/4 hired on or after 8/7/11; 2% @ 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%
Santa Barbara	1937 Ret. Act	Varies by start date	Varies	Varies	7.65%	7.65%
Santa Clara	CalPERS	Classic: 2.5% @ 55 hired before 6/24/13; PEPRA: 2% @ 62 hired after 6/24/13	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 classic; 2% @ 62 PEPRA	16.975%	7%	7.65%	7.65%
Sierra	CalPERS	2.5% @ 55 before 1/2013; 2% @ 62 hired after 1/2013	0	100%	7.65%	7.65%
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	23.273%	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%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
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>					
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	7.65%	7.65%
Yuba	CalPERS	2% @ 55 hired before 7/1/2013; 2% @ 62 hired on or after 7/1/2013	17.149%	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) 0	7.65%	7.65%

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Alameda	90%	10%	100%	0
Alpine	Varies by plan	Varies	Varies by plan	Varies
Amador	87.5% 100% for elected official	12.5%	90% 100% for elected official	10%
Butte	52% - 78%	21% - 48%	Included in medical	
Calaveras	\$511.76 Employee+1 \$1,009.62 Family \$1,335.94	\$324.04 Employee+1 \$645.58 Family \$846.86	Included in medical	
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% of income	Included in medical	5% of income
El Dorado	Varies	Varies	Included in medical	Included in medical
Fresno	<i>No information provided</i>			
Glenn	90%	10%	100% employee	100% dependent
Humboldt	Varies by plan	Varies by plan	100%	0
Imperial	Varies	Varies	Varies	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 plans	Varies	Varies by plans	Varies
Madera	95% employee* 50% dependent	5% employee* 50% dependent	95% employee* 50% dependent	5% employee* 50% dependent
Marin	Varies	Varies	Varies	Varies
Mariposa	\$500 for employees who participate	Any amount over county contribution	\$47.80 for employee	Any amount over self if no overage from medical
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	\$49/\$98/\$126	100%	0
Mono	<i>No information provided</i>			
Monterey	Varies by bargaining unit	Varies	\$36.36 - \$39.62	\$35.02 - \$86.04
Napa	97% employee 87.5% employee+1 & 2	3% for employee 12.5% employee+1 & 2	100%	0
Nevada	100% employee 80% dependents	20% dependents	100% employee 80% dependents	20% on dependents
Orange	95%	5%	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

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Sacramento	Tier A: \$826.90 per month Tier B: 80%	Varies	100%	Deductible
San Benito	\$550 employee \$1050 employee+1 \$1315 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
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 \$370.47 biweekly	Varies	\$13.03 biweekly	Varies
Santa Clara	94%-100% varies by plan	0-6% varies by plan	Plan 1 - \$46.87 per month Plan 2 - \$132.73 per month	0
Santa Cruz	Varies by plan	Varies by plan	100%	Co-pay
Shasta	85%	15%	\$32.00 for employee only	\$11.01
Sierra	\$1,020 per month	Employee pays any cost above county allowance	Included in medical	Included in medical
Siskiyou	85%	15%	90%	10%
Solano	CalPERS Cafeteria plan	Varies	100%	0
Sonoma	\$557 employee \$1,113 employee+1 \$1,575 family	Varies by plan	\$59.59 per pay period	\$14.13 per pay period
Stanislaus	80% or 95%	5% or 20%	80%	20%
Sutter	Up to \$1,240 per month	Up to \$682 per month	Up to \$48.08 per month	Up to \$54.95 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	Flex allowance \$347 biweekly	-	Included in Flex Allowance	
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 spending plan	
Alpine	Varies by plan	Varies	
Amador	90% 100% for elected official	10%	\$125 Flex Plan, \$2500 Maximum Medical, \$5000 Maximum Dependent Care
Butte	Included in medical		Medical plans include one HMO & 3 PPOs under PERS health plan; dental & vision plans are included in premium; county pays a share of each employee's premium, depending on number of family members covered. Employee pays the balance of the cost.
Calaveras	Included in medical		If employee opts for no medical insurance, is qualified for "cash in lieu" up to \$300, dental and vision at no cost.
Colusa	100%	Dependent premium	Cafeteria plan.
Contra Costa	None		
Del Norte	0	100%	Vision plan available through union membership.
El Dorado	Included in medical	Included in medical	\$6,000 optional benefit plan per fiscal year for management and confidential employees.
Fresno	<i>No information provided</i>		
Glenn	Mid-managers: \$12.76 per month Staff: 100%	Mid-managers & staff: 100% dependent	
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%	Employees contribute 1.62% of base salary into the Retiree Health Premium Supplement Program. Employees hired on or after 3/21/2016 do not participate in the Retiree Health Premium Supplement Program. Employees hired before 07/07/07 do not contribute for participation in the Retiree Health Premium Supplement.
Kings	Management: 100% Staff: 68%	Staff: 32%	
Lake	<i>No information provided</i>		
Lassen	0	100%	
Los Angeles	Varies by plans	Varies	County offers 4 different cafeteria benefit plans - Options, Choices, Flex and MegaFlex; each benefits plan offers different medical, dental and vision; the amount paid by the county and the employee depends on the coverage elected
Madera	95% employee* 50% dependent	5% employee* 50% dependent	*percentage is based on the benchmark health plan
Marin	Varies	Varies	County offers fringe benefits. Amounts vary by bargaining unit and fringe group.

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Mariposa	\$9.70 for employee	Any amount over self if no overage from medical	
Mendocino	<i>No information provided</i>		
Merced	100% employee 50% dependent	50% dependent	
Modoc	100%	0	
Mono	<i>No information provided</i>		
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 2017, County's monthly allowance paid toward an employee, employee+1, employee + family for medical, dental and vision are as follows: Employee: medical \$736.27, dental and vision \$47.14 – Employee+1: medical \$1257.13, dental and vision \$72.47 – Employee + family: medical \$1573.12, dental and vision \$130.87
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 – \$13.30 if not	Varies	\$25 per paycheck, employer paid Retirement Health Saving Plan (RHSP), can be accessed at termination of employment; termination does not have to be a retirement; this benefit can be used to pay for out of pocket medical & dental expenses, including co-pays.
San Benito	100% employee	100% dependents	
San Bernardino	100% employee; dependents, included for exempt/elected	Varies	
San Diego	Included in medical	Varies	
San Francisco	100%	0	
San Joaquin	100% employee	100% dependents	
San Luis Obispo	Included in medical	Included in medical	Rank/File Veba (post-employment Health Plan) \$50 per month
San Mateo	100%	0	
Santa Barbara	0	\$84.76 per year	
Santa Clara	\$10.51 per month	0	
Santa Cruz	100%	0	
Shasta	100%	0	
Sierra	Included in medical	Included in medical	
Siskiyou	100%	0	Assessor receives a \$300 wellness benefit annually.

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Solano	\$13.14 per month	Additional cost of \$10.42 per month for enhanced vision plan.	
Sonoma	\$8.31 per pay period	0	For 2013, county added a monthly allowance toward an HRA for medical benefits: employee +2 \$213.60/pay period; employee +1 \$77.60/pay period; this benefit is for SEIU bargaining units 0001,0005,0010,0025,0080,0095.
Stanislaus	80%	20%	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>		
Tuolumne	Included in cafeteria plan		
Ventura	Included in Flex Allowance		
Yolo	90%	10%	
Yuba	100% employee; 80% employee + dependents	0% employee; 20% employee + dependents	
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	1-3 years=80 hours; 4-9 years=120 hours; 10+ years=160 hours per year
Colusa	6.25-15.625 hours per month depending on longevity
Contra Costa	Hours accrue monthly based on position and years of employment; accrual 6 2/3 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; 1 additional day each year for 10-20 years, max 25 days per year
Kern	0-5 years=96 hours; 5-10 years=136 hours; 10-15 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=12 days; 5-10 years=15 days; 10-17 years=17 days; 17+ years=20 days
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

D. Employee Leave Benefits

County	Vacation
Madera	0-2 ½ years=8 hours; 2 ½-5 years=10 hours; 5-10 years=12 hours; 10+ years=14 hours per month
Marin	Varies by bargaining unit
Mariposa	Sliding scale up to 4 weeks per year at 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	<i>No information provided</i>
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
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	Vacation and sick leave combined into annual leave based on years of service
Placer	0-2 years=10 days; 3-4 years=12 days; 5-9 years=15 days; 10-19 years=20 days; 20+ years=25 days per year; Accrual max is 400 hours with less than 10 years, 520 hours after 10 years
Plumas	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	0-5 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; 4-9 years=15 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=22 days, 25+ years=24 days
Santa Barbara	0-2 years=12 days; 3-4 years=16 days; 5-10 years=19 days; 11-14 years=22 days; 15+ years=25 days per year
Santa Clara	SEIU 521: 0-1 years=10 days; 2-5 years=12 days; 5-10 years=16 days; 10-15 years=18 days; 15-20 years=20 days; 20+ years=22 days per year CEMA (STO–Standard Time Off) : 0-1 years=19 days; 2-5 years=21 days; 5-10 years=25 days; 10-15 years=27 days; 15-20 years=29 days; 20+ years=31 days per year
Santa Cruz	See annual leave
Shasta	0-3 years=80 hours; 4-9 years=120 hours; 10-15 years=136 hours; 16+ years=160 hours
Sierra	1-5 years=80 hours; 6-10 years=120 hours; 10-15 years=160 hours; 16+ years=200 hours
Siskiyou	1-5 years=2 weeks; 6-10 years=3 weeks; 10+ years=4 weeks
Solano	0-3 years=3.08 hours; 3-10 years=4.62 hours; 10+ years=6.16 hours 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	General 0-3 years=80 hours; 4-9 years=120 hours; 10+ years=160 hours; Management/executive personal leave 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 115 years=136 hours; after 20 years=160 hours

D. Employee Leave Benefits

County	Vacation
Yuba	1-5 years=8 hours per month; 5-10 years=10.66 hours per month; 10-15 years=12 hours per month; 16-20 years=13.36 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 on every Jan 1 no more than 2 times the employee vacation accrual rate.	Mgmt. 15 days of vacation annually; Staff accruing at least 20 days of vacation may sell back up to 10 days per fiscal year; All other employees may sell back up to 5 days per FY.
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		40 hours vacation subject to approval
Calaveras	12 days per year		Upon retirement or death of an employee, up to \$1,500 remuneration for accumulated sick leave may be paid to the employee or designated beneficiary. The remaining accumulated sick leave may be applied toward service credit for retirement purposes.
Colusa	7.5 hours per month		
Contra Costa	8 hours per month	Unpresented and represented management employees receive 94 hours per year non-accruable admin leave.	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 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	At least 1 year service with 10 days sick leave and have used less than 40 hours can buy back 40 hours of sick leave per year.
Kern	0-5 years=8.67 days per year; 6+ years=12 days per year		
Kings	80-96 hours per year depending on length of service	Management receives additional 40-64 hours per year	For management, 40 hours additional leave may be cashed out at the end of FY.

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Lake	<i>No information provided</i>		
Lassen	15 days per year		
Los Angeles	0-1 year=80 hours 2-4 years=88 hours 5+ years=96 hours	MegaFlex employees accrue non-elective leave: less than 20 years=80 hours; 20-21 years=84 hours; 21-22 years=88 hours; 22-23 years=92 hours; 23-24 years=96 hours; 24+ years=100 hours. In addition, MegaFlex employees have the option to purchase up to 20 days of additional Elective Annual Leave each year.	Employees who are not in the MegaFlex program may sell back a maximum of 48 hours of their sick leave per year. Employees in the MegaFlex program will be reimbursed for any unused Elective Annual Leave at the end of the year.
Madera	8 hours per month	48 hours management leave (supervisors and managers)	
Marin	12 days per year, unlimited accrual	Varies by bargaining unit	Sick leave 75% credited toward retirement service credit; vacation is paid out upon retirement or termination.
Mariposa	10 hours per month		
Mendocino	<i>No information provided</i>		
Merced	0.0462 hours for each hour worked	Management 96 hours per year	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	<i>No information provided</i>		
Monterey	See annual leave	Supervisory and general units: 0-2 years=22 days; 3-5 years=25 days; 6-10 years=28 days; 11-18 years=30 days; 19-21 years=33 days; 22-25 years=34 days; 25+ years=35 days. Management and executive management units: 0-3 years=23 days; 3-5 years=25 days; 6-10 years=27 days; 11-14 years=30 days; 15-18 years=32 days; 19-20 years=33 days; 21-25 years=34 days; 25+ years=37 days.	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; Supervisor and employee (confidential): up to 100 hours of annual leave per calendar year
Napa	12 days per year, unlimited accrual. Pro-rated for part-time employees.	40 hours supervisor; 80 hours management; 19-35 hours personal leave. Pro-rated for part-time employees.	Cash-out for up to 60 hours management leave per fiscal year; cash-out for up to 40 hours vacation or supervisory leave per year if qualifications are met.
Nevada	8 hours per month (general unit)		
Orange	Vacation and sick combined into annual leave	0-3 years=5 hours 51 min; 3-10 years=8 hours 19 min; 10+ years=9 hours 51 min biweekly	40 hours for OCEA General Office Services Unit, 60 hours for OCEA Supervisory/Management Unit.
Placer	12 days per year, maximum accrual 750 hours		Vacation cash out offered one time per year with specific guidelines.
Plumas	1 ¼ days per month		

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
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	
San Bernardino	3.39 hours biweekly; exempt 3.69 hours biweekly	80 hours per year for management, supervisors, and exempt	General can cash-out 60 vacation hours per year if 80 hours used; Management can cash-out 80 hours per year; 40 hours per year for supervisor; Exempt can cash-out one time during course of employment.
San Diego	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	12 days per year	Up to 80 hours per year for overtime exempt employees	Up to 1 year per occurrence for employee's own medical issue only.
Santa Clara	SEIU – 96 hours per year; CEMA – 64 hours per year	Executive management 36 days per year	CEMA employees may cash-out up to 80 hours STO.
Santa Cruz	See annual leave	1-5 years=22 days; 6-10 years=27 days; 11-15 years=32 days; 16+ years=37 days.	Annual leave has 100% payoff at separation.
Shasta	96 hours per year	Management.: 80 hours per year admin leave	Vacation 20 hours per year with 40 hours leave taken per year; Management 80 hours admin leave with 80 hours vacation taken per year.
Sierra	0.0462 hours for 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		
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	2 days per year	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	N/A	7 years service buy back 15% unused sick leave; 15 years service buy back 20% of unused sick leave; 25 years service buy back 25% unused sick leave.
Tehama	8 hours per month, unlimited accrual	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 employees 60 hours per year
Trinity	<i>No information provided</i>		
Tulare	<i>No information provided</i>		
Tuolumne	12 days per year	General 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	Represented employees 80 hours per year with 10 years of service; management up to 200 hours per year with 12 months service
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, unlimited accrual	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 receive 4 floating holidays per year; Managers also receive 7 management paid leave days
Alpine	15	Bereavement leave 5 days
Amador	12	6 days personal necessity leave per year for full time permanent employees; for part time employees, accrued in ratio of hours worked; PNL days are charged against the employee's accrued sick leave
Butte	11	Exempt MCS employees receive 7 days of administrative leave per year in lieu of overtime
Calaveras	13	Management time off 40 hours per year; Bereavement leave 24 hours; military leave
Colusa	14	Bereavement: 5 days per death not charged to leave

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Contra Costa	10	Personal holiday: Management= 2 hours per month, all others= 4 hours per month; Supervising Assessment Clerks 50 hours per year paid personal leave
Del Norte	13 + 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	9 + 1 floating	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
Inyo	11	
Kern	11	Military, family care, family school activities, bereavement, disability, personal, educational leave
Kings	12	
Lake	<i>No information provided</i>	
Lassen	13	Personal days – varies by bargaining unit from 1 day to 3 days annually
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 per way
Madera	13	
Marin	11	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	<i>No information provided</i>	
Monterey	10 or 11 + 1 floating	Varies per unit: family illness 10 days per fiscal year; bereavement 10 days of accumulated sick leave; supervisory leave, 3 days per year; education leave, 3 days per fiscal year; management 10 days per year of professional leave
Napa	11	
Nevada	11 + 2 floating	16 hours floating holidays per year (taken like vacation time), 24 hours after 14 years of service
Orange	12	Performance Incentive Plan may earn 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 1000 miles), military, jury duty, examination time, witness, 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

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
San Francisco	11 + 4-5 floating	
San Joaquin	12	Bereavement 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 mgmt.; 12 non-mgmt.	
Santa Clara	12	Voluntary reduced work hours; 4 personal leave days; 1 day birthday holiday; bereavement 5 days; administrative leave; education leave; jury duty; subpoenaed witness; other family leave; release time
Santa Cruz	12.5	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	Management and appraisal staff – admin leave 48 hours; assessor – admin leave pay 60 hours
Solano	12	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; vacation purchase plan: employees with 5 years or less service may purchase an additional 40 hours vacation per year, LWOP, Court: response to subpoena or line of duty, jury duty, time off for voting or donating blood, FMLA, CPDL, CFRA
Stanislaus	10.5	40 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 miscellaneous 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	11 + 2 floating	Paid administrative leave, bereavement-5 days of sick leave, management leave; military leave; supplemental pay and continuation of benefits upon activation during national crisis; 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						\$400 per year	
Amador		12,000	x	457		x	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Butte		\$25,000	SDI paid by employee	Great West Life & Annuity; ICMA	Flexible spending by Creative Benefits	\$500 per year	
Calaveras		\$50,000	SDI LTD	Def. Comp. County has \$25 match			
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			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	x
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

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Madera		\$50,000 for assessor only		457's through ICMA		Appraisers only	
Marin	Ride Green one year pilot (Nov. 2016 to Oct. 2017)	Basic; Dependent and Supplemental Life	LTD	457(b)		x	
Mariposa		\$10,000 for employee; \$30,000 for management	x	x			
Mendocino	<i>No information provided</i>						
Merced		x	x	x		Work-related	5%
Modoc		\$10,000		x		Must be approved by Office of Admin: Board of Supervisors	
Mono	<i>No information provided</i>						
Monterey		\$20,000 to \$50,000	LTD	457			
Napa		\$20,000 employee option to purchase additional; \$50,000 for managers; 1x salary management non-class	SDI for non-management ; STD and LTD for management	457	x	Maximum \$300 per year	
Nevada		\$10,000 for employee	Dept. Heads & certain other titles			Approved college coursework	\$800 Assessor only
Orange		x	x	x	HCRA DCRA	\$3,000 per year max	
Placer		\$10,000 to \$50,000		Voluntary 457/401; non-mgmt. no match; management \$750 max per year		Non-management \$700 per year; management \$1,200	
Plumas		Dept. Head					
Riverside		Up to \$50,000	x			Up to \$5,250 per year upon approval	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Sacramento	\$65 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; 2.5% or 5% educational pay for certain jobs	
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 LTD	457(b); 401(k); 401(a)	Dependent care assistance; medical expense reimbursement	\$400-\$1,650 depending on classification	
San Diego	\$65 per month	x	MGMT & UCL up to max \$12,000	401(a) & 457		\$2,393 for FY 2016-17	
San Francisco		\$50,000		457(b) deferred comp plan		\$500-\$2,000 per year	
San Joaquin	x	x	x	x	x	x	BREA 5% managers; 3% others
San Luis Obispo		Management	Management LTD – pays 66 2/3% of salary on first \$13,500	x	x	\$250 per year	
San Mateo	\$75 per month	\$1,000 to \$50,000	SDI & STD (Basic & Expanded)	x	Flexible spending accounts, child care/day care	Tuition	
Santa Barbara	\$10 per month	\$20,000 to \$50,000	SDI/LTD	457 & 401(a)		x	
Santa Clara	100% VTA pass	\$25,000 to \$200,000	Employees contribute to SDI	x	Healthcare; child care	Tuition SEIU \$900 per year; CEMA & executive \$1,500 per year	
Santa Cruz	x	\$20,000 to \$50,000	x	Employee contributions only			
Shasta		x	Management LTD				
Sierra		\$50,000; may purchase additional for spouse	AFLAC	457		Work-related only	x

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Siskiyou		\$25,000 for appraisal & 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	x	
Stanislaus		Employee \$10,000; Assessor and managers \$30,000		Elected: 2% of base; managers: 1.5%; confidential: 1%			
Sutter		Management: \$150,000 Law: \$50,000 All others: \$75,000	SDI	457(b)	Flexible Health & Dependent Care Spending Act	\$1,000 per year	
Tehama		\$20,000	x	\$80 per month match to management employees; \$25 to regular employees	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		Management/ executive: 100% General: 50% job related	
Ventura		\$50,000 management only	SDI	401(k); 457		Non-management: Up to \$1,300 per year; Management: Up to \$2,000 per year	CPA, 5%

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Yolo		\$25,000				Up to \$500.00	
Yuba		\$50,000 employee; \$100,000 management	SDI, LTD	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	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				x			
Colusa			\$75 per month				
Contra Costa	\$400 - \$625	Appraiser/Auditor -Appraiser staff 2.5% of base pay	\$100 per month	Approved costs	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			Test required	x			Group rate
Imperial			\$15 per month	x	x	x	
Inyo			5%	x			
Kern	Job related and approved by department head		\$25 to \$50 per pay period with approval	x	\$275.52 per pay period for department heads & elected officials	x	Available through employee union
Kings			\$25 per pay period; \$50 if certified	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
Lake	<i>No information provided</i>						
Lassen		Up to 10%	5%	x			\$5
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		
Modoc		Included in salary range	5%	x			
Mono	<i>No information provided</i>						
Monterey	\$100- \$400 per year		Management: \$20 per month; Others: \$0.56 per hour (primary) \$0.25 per hour (provisional)				
Napa			\$80 or \$120 per month depends on level	x	Specific classifications only	EAP	60% of monthly membership; max \$352 per year
Nevada			5%	x			
Orange	x	x	x	x	Elected official		
Placer			5%	Per diem	\$550 per month elected official & management	EAP	
Plumas							
Riverside			\$0.50, \$0.75, \$1.00 per hour depending on level of translation	x	Mileage		
Sacramento		5% for real property appraiser and auditor-appraiser classes		x	Assessor & Assistant Assessor	Limited-EAP	
San Benito	SAA dues	Requirement for promotion to level III	\$50 per month	x	\$163 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			

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
San 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
San Mateo			Tier I: \$55 biweekly; Tier II: \$70 biweekly	Mileage	Dept. Head (Elected Official)	EAP	
Santa Barbara	x		Non-management \$57.69 biweekly; Management \$25.38 biweekly	x	Dept. Head \$214 biweekly; Assistant Dept. Head \$86 biweekly	EAP	
Santa Clara		2%	\$160 per month for designated positions	x	Assessor-\$400 per month		10% discount
Santa Cruz			\$1.00 per hour	Per diem			
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	Assessor-\$320 biweekly	EAP	x
Stanislaus			\$0.85 per hour	Mileage on county business	Assessor & Assistant Assessor		
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	Per diem; mileage	\$375 per month for assessor only	x	
Yolo			Tier 1: 0.55 per hour Tier 2: 0.70 per hour				

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
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			
Amador	10, 15 & 20 years of service; General unit staff only	EAP	
Butte	County assessor only	8 visits per fiscal year Managed Health Network	
Calaveras	2.5% for 5.5 years if hired before 3/28/05, otherwise 6 years, 10 years, 15 years, 20 years, and 25 years	EAP	Voluntary Section 125 Cafeteria Plan; Flexible Spending Accounts for Health Care and Dependent Care
Colusa	x	EAP	Management Incentive (hired prior to 1/1/2013) \$432 per month
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%	EAP	
Kings		EAP	
Lake	<i>No information provided</i>		
Lassen	Up to 10%	Up to 6 times per calendar year	
Los Angeles		EAP	

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
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	<i>No information provided</i>		
Monterey		EAP	Expense allowance: Assessor=\$262.50 per month, Assistant Assessor and Management=\$45.84 per month
Napa		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	
Placer	5% of base pay after 5 years continuous service in same classification	EAP	Tahoe subsistence pay of \$775/mo.; cafeteria plan for management \$2,100/yr. & non-mgmt. county contributes 6% of salary.
Plumas	5% @ 7,10,14,18,21 years	EAP	
Riverside		EAP	Management benefit - \$50 per pay period to 401(a) plan; reduced tuition incentive through cohort program
Sacramento		EAP	Education Incentive Pay and 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 \$303.04. If an employee has 1 or more family members enrolled in a qualifying insurance plan the value is \$349.66. 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

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Santa Barbara		EAP	
Santa Clara		EAP	Cell phones for executive management; SEIU \$300 Continuing education and Licensure Certification for Auditor/Appraisers. CEMA & executive management-\$1500 professional development.
Santa Cruz	3% @ 25+ years	EAP	
Shasta	Supervisor and above (minimum 20 years of service) with at least 5 years in supervision		
Sierra	5% at 5, 10, 15, and 20 years (assessor only)	3 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 \$200 per month for Assessor, \$150 per month for Asst. Assessor; alternate work schedules 4/10 and 9/80
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			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 reinstated in 2016-17. Limits per year are \$1,200, \$900, and \$400 respectively.
Sutter	5% @ 10 years; Additional 2.5% @ 15years; 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
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	Degree incentive: Up to 5%
Yolo	2.5% after 10 years of service, 5% after 15 years of service		
Yuba	Tier 1 (classic): 30 years @ 1.59% Tier 2 (new): 15 years @ 1.35%	EAP	
State of California		EAP	