

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

OCTOBER 2020

CALIFORNIA STATE BOARD OF EQUALIZATION

TED GAINES, SACRAMENTO

MALIA M. COHEN, SAN FRANCISCO

ANTONIO VAZQUEZ, CHAIRMAN, SANTA MONICA

MIKE SCHAEFER, VICE CHAIR, SAN DIEGO

BETTY T. YEE

FIRST DISTRICT

SECOND DISTRICT

THIRD DISTRICT

FOURTH DISTRICT

STATE CONTROLLER

BRENDA FLEMING, 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 (BOE). The purpose of compiling the salary schedules and benefits tables is to provide a means of making comparisons from county to county and with state positions. The report is often used when preparing budget justifications or when contemplating new positions.

The report provides:

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

This data was compiled by the BOE's County-Assessed Properties Division from a questionnaire sent to all County Assessors. A total of 46 counties participated in the survey.

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

SALARIES

The first portion of this report contains salaries for some State of California appointed and civil service classifications, and salary ranges used by the Property Tax Department of the BOE. All salaries are monthly and are in effect as of January 1, 2020.

The second segment of this report contains a list of elected, appointed, and civil service classifications for County Assessors' offices, the number of budgeted positions (including vacancies), and the monthly salary ranges for each classification. All salaries are monthly and are in effect as of January 1, 2020, unless otherwise noted.

Following the salaries of positions in County Assessors' offices is a list of salaries for appointees as members of county assessment appeals boards, and for appointees as county hearing officers who are part of the local equalization functions. For purposes of this survey, we only requested salaries of assessment appeals boards' members and not county boards of supervisors sitting as local boards of equalization. Assessment appeals boards are those boards specifically appointed by county boards of supervisors to perform the equalization functions of the county.¹

BENEFITS

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

- Retirement
- Health
- Leave
- Miscellaneous

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

¹ California Constitution, article XIII, section 16.

STATE BOARD OF EQUALIZATION (BOE) SALARIES

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

ADMINISTRATORS

Deputy Director – Property Tax (CEA)*	\$10,360 – 12,341
Division Chief (CEA)*	7,442 – 10,696
Business Taxes Administrator III	9,177 – 10,944
Principal Property Appraiser	8,228 – 9,344

SUPERVISORS

Business Taxes Administrator II	7,234 – 9,453
Supervising Property Appraiser	6,898 – 8,574
Research Data Supervisor I (GIS)	6,124 – 7,608
Staff Services Manager I	6,124 – 7,608

APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	11,235 – 14,065
Senior Specialist Property Appraiser	6,524 – 8,165
Associate Property Appraiser	5,676 – 7,109
Assistant Property Appraiser	4,721 – 5,912
Junior Property Appraiser	3,298 – 3,934

AUDITOR–APPRAISERS

Senior Specialist Property Auditor–Appraiser	6,524 – 8,575
Associate Property Auditor–Appraiser	5,676 – 7,463
Assistant Property Auditor–Appraiser	4,721 – 6,207
Tax Auditor	3,817 – 6,207

GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Data Specialist I	5,656 – 7,080
Research Data Analyst II	5,406 – 6,771
Research Data Analyst I	3,635 – 5,629

PROFESSIONAL SUPPORT

Business Taxes Specialist II	6,848 – 9,003
Information Technology Specialist I	5,297 – 8,570
Administrative Assistant II	5,149 – 6,446
Associate Governmental Program Analyst	5,149 – 6,446
Staff Services Analyst	3,298 – 5,360
Tax Technician I/II/III	2,668 – 4,326

STAFF SUPPORT

Office Technician (Typing)	3,144 – 3,935
Office Technician (General)	2,427 – 3,339
Office Assistant (Typing)	2,509 – 3,407

* BOE CEA paid above maximum of range

ALAMEDA

Total Reported Positions: 173.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,297
Chief Deputy Assessor	1	15,168
Chief, Appraisal Division	2	13,055
Chief, Assessment Services Division	1	13,055
Financial Services Officer	1	9,793
Departmental Human Resources Officer	1	9,190
Administrative Specialist II	1	7,580
Human Resources Technician	1	6,344
Administrative Assistant	1	6,100
Principal Appraiser	1	10,970
Supervising Appraiser II	10	9,381
Appraiser III	19	7,704
Appraiser II	26	6,750
Principal Auditor–Appraiser	1	10,970
Supervising Auditor–Appraiser II	4	9,381
Auditor–Appraiser III	11	7,704
Auditor–Appraiser II	6	7,580
Auditor–Appraiser I	1	5,514
Supervisor, Mapping	1	7,580
Mapping Technician III	5	5,839
Manager, Information Systems	1	11,391
Information Systems Analyst	1	10,180
Information Systems Specialist	2	7,580
Assessor's Representative	2	8,902
Training Officer, Assessor	1	8,927
Assessment Roll Manager	1	7,887
Assessment Supervisor II	6	6,940
Assessment Supervisor I	2	6,604
Assessor's Technician	30	4,862
Senior Assessor's Technician	25	5,541
Secretary II	1	6,552
Specialist Clerk I	1	4,960
Clerk II	2	4,448
Clerk Intermittent I	0.5	3,389

ALPINE

Total Reported Positions: 3.4

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$7,628
Senior Appraiser	1	4,340
Assessment Technician	1	4,555
Auditor–Appraiser	0.4	1,998

AMADOR

Total Reported Positions: 11

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,917
Assistant Assessor	1	7,878
Appraiser II	2	5,196 – 6,165
Appraiser I	1	4,106
Auditor–Appraiser II	1	6,165
Cadastral Drafting Technician	1	4,993
Supervisor, Administrative	1	6,196
Administrative Technician	2	4,023 – 4,889
Administrative Assistant I	1	2,671

BUTTE

Total Reported Positions: 39

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,724 – 12,137
Assistant Assessor	1	8,060 – 10,802
Assessment Clerk	6	2,553 – 3,422
Senior Assessment Clerk	4	2,820 – 3,779
Auditor–Appraiser	1	3,612 – 4,841
Senior Auditor–Appraiser	1	3,987 – 5,344
Senior Cadastral Drafting Technician	1	3,538 – 4,741
Cadastral Drafting Technician	1	3,193 – 4,288
Principal Information Systems Technician	1	6,094 – 8,169
Property Appraiser	6	3,523 – 4,725
Principal Property Appraiser	1	4,293 – 5,755
Senior Property Appraiser	7	3,890 – 5,212
Supervisor, Appraiser	3	4,878 – 6,538
Supervisor, Assessment Clerk	3	3,205 – 4,293
Supervisor, Assessment Office	1	3,810 – 5,105
Supervising Auditor–Appraiser	1	4,878 – 6,538

CALAVERAS

No information provided

COLUSA

Total Reported Positions: 10

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,076
Assistant Assessor	1	8,100
Appraiser III	1	6,393
Appraiser II	1	4,855
Appraiser Aide	1	3,570
Auditor–Appraiser I	1	3,788
Assessment Technician I	3	2,784 – 3,398
Supervising Assessment Technician	1	4,931

CONTRA COSTA

Total Reported Positions: 122

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,334
Assistant Assessor	2	12,698 – 14,000
Principal Appraiser	4	9,302 – 11,908
Supervising Appraiser	6	7,549 – 9,663
Associate Appraiser	21	6,649 – 8,082
Assistant Appraiser	17	5,575 – 6,776
Junior Appraiser	4	5,564 – 6,134
Senior Real Property Technical Assistant	5	4,795 – 5,828
Real Property Technical Assistant	2	4,049 – 5,171
Supervising Auditor–Appraiser	1	7,549 – 9,663
Senior Auditor–Appraiser	4	6,904 – 8,392
Auditor–Appraiser II	1	5,846 – 7,106
Auditor–Appraiser I	4	5,806 – 6,401
Network Analyst I	1	6,834 – 8,307
Information Systems Specialist III	1	5,874 – 7,140
Drafting Services Coordinator	1	6,015 – 7,311
Computer Aided Drafting Operator	6	5,043 – 6,130
Assessor's Clerical Staff Manager	1	5,960 – 7,611
Supervising Assessment Clerk	4	4,533 – 5,789
Assessor's Local Exemptions Specialist	1	4,319 – 5,515
Clerk – Specialist Level	8	4,002 – 5,110
Clerk – Senior Level	17	3,543 – 4,524
Clerk – Experienced Level	8	3,206 – 3,978
Assessor's Customer Services Coordinator	1	6,557 – 9,264
Administrative Analyst II	1	5,502 – 6,688

DEL NORTE

Total Reported Positions: 10

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,435
Assistant Assessor	1	6,126
Assessment Analyst	1	3,758
Property Transfer/ Mapping Technician	1	3,654
Appraiser Technician	1	3,330
Property Appraiser	4	3,406 – 4,013
Property Appraiser – Part Time/Temporary	1	2,091

EL DORADO

Total Reported Positions: 37.8

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,232
Assistant Assessor–Valuation	1	9,831 – 11,950
Deputy Assessor–Systems and Support	1	7,554 – 9,181
Supervising Appraiser	1	6,037 – 7,339
Information Technology Dept. Coordinator	1	5,782 – 7,029
Senior Appraiser	7	5,035 – 6,120
Appraiser II	6	4,529 – 5,505
Supervising Auditor–Appraiser	1	5,793 – 7,041
Senior Auditor–Appraiser	1	5,035 – 6,120
Auditor–Appraiser	1	4,529 – 5,505
Cadastral Drafter	1	4,179 – 5,082
Geographic Information System Analyst I	1	5,507 – 6,694
Supervisor, Property Transfer	1	4,446 – 5,403
Property Transfer Specialist	4	3,865 – 4,699
Senior Assessment Technician	5.8	3,597 – 4,371
Assessment Technician II	2	3,345 – 4,066
Administrative Technician	1	4,287 – 5,210
Supervising Assessment Technician	1	4,134 – 5,023

FRESNO

No information provided

GLENN

Total Reported Positions: 8

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder–Clerk	1	\$8,342
Assistant Assessor	1	6,733
Senior Appraiser	3	4,632
Office Technician I	1	3,173
Office Technician II	2	3,594

HUMBOLDT

Total Reported Positions: 31

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,067 – 12,521
Deputy Assessor	2	6,146 – 7,886
Executive Secretary	1	3,659 – 4,695
Principal Appraiser	2	4,556 – 5,846
Appraiser III	2	4,123 – 5,291
Appraiser II	4	3,750 – 4,813
Appraiser I	2	3,345 – 4,291
Principal Auditor–Appraiser	1	4,789 – 6,146
Auditor–Appraiser III	2	4,335 – 5,562
Appraisal Technician	4	2,879 – 3,695
Senior Property Transfer Assistant	1	3,310 – 4,248
Property Transfer Assistant	2	2,922 – 3,750
Cadastral Drafting Technician	1	3,073 – 3,943
Senior Assessment Technician	1	3,026 – 3,884
Assessment Technician II	1	2,672 – 3,428
Assessment Technician I	4	2,359 – 3,026

IMPERIAL

No information provided

INYO

No information provided

KERN

Total Reported Positions: 95

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	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
Engineering Technician I/II/III	4	3,988 – 5,944
Fiscal Support Supervisor	3	3,646 – 4,451
Fiscal Support Specialist	6	3,251 – 3,968
Fiscal Support Technician	7	2,730 – 3,333
Confidential Administrative Assistant	1	4,406 – 5,379
Assessment Technician	20	2,663 – 3,251
Chief Appraiser	3	6,063 – 7,402
Supervising Appraiser	4	5,626 – 6,869
Senior Appraiser	9	5,169 – 6,310
Appraiser I/II/III	23	3,592 – 5,944
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

KINGS

Total Reported Positions: 24

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,626
Chief Appraiser	1	7,022
Auditor Accountant	1	6,748
Senior Appraiser	2	6,420
Appraiser I/II/III	7	3,567 – 5,810
Auditor–Appraiser I/II/III	2	3,787 – 6,231
Assessment Specialist I/II/III	8	2,621 – 3,902
Executive Secretary	1	4,576
Cadastral GIS Technician I/II/III	1	3,749

LAKE

Total Reported Positions: 16

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,067
Assistant Assessor–Recorder	1	5,460 – 7,318
Chief Deputy Assessor–Recorder	1	5,200 – 6,321
Secretary II	1	2,326 – 3,435
Cadastral Mapping I/II/Specialist	1	2,626 – 4,385
Auditor/Appraiser I/II/III	2	3,272 – 4,835
Appraiser Aide/Appraiser I/II/III	6	2,896 – 4,716
Deputy Assessor-Recorder	3	2,269 – 3,352

LASSEN

Total Reported Positions: 9.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,596
Chief Appraiser	1	5,822
Chief Business & Administration	1	5,822
Assistant Appraiser	1	4,078
Associate Appraiser	1	3,884
Administrative Assistant	1	4,394
Appraiser Technician	1	3,130
Senior Cadastral Drafter	1	4,206
Cadastral Drafter I	1	3,277
Admin Clerk	0.5	2,622

LOS ANGELES

Total Reported Positions: 1,398

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor, Unclassified	1	\$19,006
Assistant Assessor (UC)	2	14,727 – 22,291
Account Clerk II	1	3,118 – 4,188
Accounting Technician I	2	3,395 – 4,443
Administrative Deputy II (UC)	1	11,028 – 16,692
Administrative Assistant II	5	4,761 – 6,245
Administrative Assistant III	3	5,307 – 6,960
Administrative Assistant IV, Assessor	1	5,857 – 7,681
Administrative Services Manager I	11	6,479 – 8,497
Administrative Services Manager II	5	7,028 – 9,218
Administrative Services Manager III	1	9,196 – 12,060
Application Developer II	9	6,657 – 8,270

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Appraiser	282	\$4,198 – 7,420
Appraiser Assistant	15	3,297 – 4,313
Appraiser Specialist I	193	6,306 – 8,270
Assistant Property Assessment Specialist	1	5,076 – 6,657
Career Development Intern	1	2,687
Chief Appraiser	9	10,258 – 15,526
Chief Clerk	5	4,749 – 6,400
Chief Deputy Assessor, Unclassified	1	14,727 – 22,291
Database Administrator	1	8,840 – 11,594
Departmental Chief Information Officer II (UC)	1	11,855 – 17,943
Departmental Civil Service Representative	1	6,674 – 8,753
Departmental Finance Manager II	1	9,543 – 14,444
Departmental Human Resources Manager II	1	9,543 – 14,444
Departmental Information Security Officer I	1	8,877 – 13,436
Departmental Personnel Assistant	4	3,487 – 4,565
Director, Assessor's Operations (UC)	4	12,744 – 19,289
Equipment Maintenance Helper	2	3,346 – 4,147
Executive Secretary, Unclassified	1	6,960 – 9,128
Geographical Information Systems Manager I	1	9,543 – 14,444
Geographical Information Systems Manager II	1	10,258 – 15,526
Geographical Information Systems Technician I	21	5,547 – 6,891
Geographical Information Systems Technician II	11	5,857 – 7,275
Graphic Arts Specialist	1	4,476 – 5,871
Graphic Arts Aide	1	3,420 – 4,476
Head Clerk	31	4,027 – 5,426
Head Support Services, Assessor	5	6,260 – 8,210
Head Reprographics, Assessor	1	5,657 – 7,420
Information Technology Specialist I	1	10,124 – 13,278
Information Technology Specialist II	1	11,651 – 15,283
Information Systems Analyst I	2	5,857 – 7,681
Information Systems Analyst II	7	6,291 – 8,250
Information Technology Aide	6	3,652 – 4,785
Information Technology Supervisor	1	8,840 – 11,594
Information Technology Manager I	2	9,543 – 14,444
Information Technology Manager II	1	10,258 – 15,526
IT Technical Support Analyst I	5	4,977 – 6,528
IT Technical Support Analyst II	6	5,547 – 7,275
IT Technical Support Supervisor	1	6,891 – 9,038
Intermediate Clerk	98	2,829 – 3,798
Intermediate Typist–Clerk	2	2,899 – 3,891
Management Analyst	2	5,372 – 7,046
Management Secretary III	1	5,027 – 6,592
Management Secretary V	4	5,602 – 7,348
Network Systems Administrator II	4	6,528 – 8,561
Ownership Clerk I	43	2,984 – 4,007
Ownership Clerk II	46	3,322 – 4,465

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Ownership Services Specialist	61	\$3,697 – 4,977
Supervisor I, Ownership Services	21	4,117 – 5,547
Supervisor II, Ownership Services	2	4,588 – 6,183
Payroll Clerk I	1	3,379 – 4,543
Principal Application Developer	4	8,540 – 11,201
Principal Network Systems Administrator	2	8,603 – 11,284
Principal Appraiser	42	7,494 – 10,377
Principal Information Systems Analyst	1	8,603 – 11,284
Principal Property Assessment Specialist	1	7,494 – 10,377
Printer I	2	3,242 – 4,240
Printer II	1	4,106 – 4,832
Procurement Aide	1	3,354 – 4,389
Procurement Assistant I	1	3,724 – 4,880
Procurement Assistant III	1	4,634 – 6,077
Property Assessment Specialist	5	6,306 – 8,270
Senior Clerk	198	3,187 – 4,282
Senior Departmental Personnel Assistant	4	4,532 – 5,944
Senior Application Developer	17	7,203 – 9,448
Senior GIS Analyst	1	7,605 – 9,448
Senior Information Systems Analyst	10	7,662 – 10,049
Senior Information Technology Aide	6	4,292 – 5,630
Senior IT Technical Support	2	6,183 – 8,109
Senior Management Secretary V	3	6,245 – 8,190
Senior Network Systems Administrator	8	7,275 – 9,542
Senior Property Assessment Specialist	1	6,840 – 8,971
Senior Secretary V	12	5,027 – 6,592
Senior Typist – Clerk	8	3,265 – 4,389
Special Assistant, Assessor – Field Deputy (UC)	4	4,410 – 6,448
Special Assistant, Assessor (UC)	4	8,129 – 11,883
Staff Assistant I	1	3,789 – 4,965
Staff Assistant II	1	4,577 – 6,003
Staff Assistant, Assessor	2	3,678 – 4,820
Supervising Appraiser	85	7,081 – 9,287
Supervising GIS Technician	4	6,657 – 8,270
Supervising Payroll Clerk II	1	4,178 – 5,630
Supply Officer I	1	5,114 – 6,707
Transcriber Typist	1	3,273 – 4,167
Warehouse Worker I	1	3,273 – 4,282
Warehouse Worker II	1	3,643 – 4,773
Warehouse Worker III	1	3,844 – 5,039
Warehouse Worker Aide	3	3,103 – 4,056

MADERA

Total Reported Positions: 26

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,124 – 13,367
Deputy Assessor – Real Property	1	6,448 – 7,837
Deputy Assessor – Business & Personal Prop.	1	6,448 – 7,837
Deputy Assessor – Appraisal Support Operation	1	5,836 – 7,093
Supervising Appraiser	1	5,778 – 7,023
Appraiser	8	3,838 – 5,987
Auditor–Appraiser	2	3,838 – 5,987
Senior Cadastral Drafting Technician	1	4,414 – 5,365
Assessment Technician	6	3,208 – 3,899
Assessment Clerk	1	2,500 – 3,529
Office Assistant	2	2,343 – 3,146
Assessment Analyst	1	3,725 – 4,528

MARIN

Total Reported Positions: 57

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,578
Assistant Assessor–Recorder	1	12,938
Administrative Assistant II	1	5,361 – 6,412
Assistant Assessor–Valuation	1	11,684 – 12,938
Chief of Administrative Services	1	8,961 – 10,845
Technology Systems Specialist III	1	7,680 – 9,198
Supervising Technology Systems Specialist	1	8,386 – 10,046
Chief of Assessment Standards	1	8,344 – 10,100
Chief of Assessment Systems	1	8,344 – 10,100
Principal Auditor–Appraiser	1	8,046 – 9,689
Senior Auditor–Appraiser	1	6,455 – 7,733
Appraiser III	5	6,455 – 7,725
Appraiser I/II	15	5,554 – 7,043
Auditor–Appraiser I/II	4	5,346 – 7,109
Principal Appraiser	4	8,046 – 9,689
Administrative Services Associate	1	6,034 – 7,291
Assessment/Record/Clerk Technician I/II	8	4,028 – 5,382
Supervisor, Assessment Recording Clerk	3	5,881 – 7,147
Senior Assessment/Recording Clerk Technician	4	5,093 – 6,191
Cadastral Mapping Technician I/II	2	4,553 – 6,674

MARIPOSA

Total Reported Positions: 9

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,483
Assessment Office Manager	1	5,376
Appraiser I	1	3,994
Appraiser II	1	4,866
Appraiser III	1	5,817
Assessment–Recording Clerk II	2	3,337 – 3,504
Assessment–Recording Clerk III	2	4,021

MENDOCINO

No information provided

MERCED

Total Reported Positions: 34

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,958 – 14,560
Assistant Assessor–Clerk–Recorder	1	9,357 – 11,385
Director of Administrative Services	1	7,849 – 9,542
Chief Appraiser	1	7,155 – 8,694
Chief Auditor–Appraiser	1	7,155 – 8,694
Staff Services Analyst I/II (Flexible Staffing)	1	4,153 – 6,268
Supervising Auditor–Appraiser	1	6,486 – 7,887
Supervising Appraiser	2	6,027 – 7,330
Chief, Mapping & Title Services	1	5,682 – 6,914
Auditor–Appraiser I/II/III (Flexible Staffing)	4	4,361 – 6,779
Appraiser I/II/III (Flexible Staffing)	8	3,858 – 5,997
Assessment Services Supervisor	1	4,491 – 5,463
Assessment Clerk I/II (Flexible Staffing)	3	2,619 – 3,515
Assessment Clerk III	2	3,349 – 4,072
Title Technician	1	4,153 – 5,053
Assistant Title Technician	1	3,585 – 4,361
GIS Analyst I/II (Flexible Staffing)	1	4,448 – 6,115
Extra Help Special Projects	3	18.40 – 25.41/hour

MODOC

Total Reported Positions: 5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$5,800
Senior Appraiser	1	2,906 – 5,241
Appraiser II	1	2,822 – 3,602
Support Services Administrator	1	3,428 – 4,507
Assessment Office Specialist II	1	2,061 – 2,792

MONO

No information provided

MONTEREY

Total Reported Positions: 52

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Assessor–County Clerk–Recorder	1	\$18,316
Assistant Assessor, Valuation	1	9,096 – 12,417
Administrative Services Officer	1	5,965 – 8,146
Administrative Secretary – Confidential	1	4,295 – 5,866
Appraiser I	6	3,719 – 5,079
Appraiser II	7	4,563 – 6,232
Appraiser III	5	5,092 – 6,955
Assessment Clerk	1	2,956 – 4,037
Auditor–Appraiser II	3	4,701 – 6,421
Auditor–Appraiser III	1	5,701 – 7,787
Manager, Auditor–Appraiser	1	6,759 – 9,226
Departmental Information Systems Manager II	1	7,777 – 10,617
Departmental Info Systems Specialist	1	4,144 – 5,657
Management Analyst I (Training & Development)	1	5,188 – 7,085
Map Drafting Technician	1	3,556 – 4,855
Office Assistant II	5	2,756 – 3,764
Office Assistant III	2	3,015 – 4,118
Personnel Technician – Confidential	1	4,232 – 5,779
Property Transfer Clerk	4	3,137 – 4,286
Senior Map Drafting Technician	1	4,220 – 5,761
Senior Personnel Analyst	1	6,428 – 8,779
Senior Property Transfer Clerk	2	3,468 – 4,736
Supervising Appraiser	2	6,359 – 8,680
Supervising Office Assistant I	2	3,746 – 5,117

NAPA

Total Reported Positions: 23.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,404
Chief Appraiser	1	9,267 – 11,263
Staff Services Manager	.5	4,396 – 5,341
Supervising Auditor–Appraiser	1	7,527 – 9,025
Supervising Appraiser	1	7,122 – 8,540
Supervisor, Mapping and Title	1	6,353 – 7,604
Auditor–Appraiser II	1	6,172 – 7,401
Auditor–Appraiser I	1	5,665 – 6,751
Appraiser III	4	6,439 – 7,713
Appraiser II	3	5,914 – 7,070
Appraiser Aide	3	4,404 – 5,234
Senior Mapping and Title Technician	1	5,132 – 6,127
Title Technician	2	4,366 – 5,189
Assessment Records Assistant II	2	4,054 – 4,794
Assessment Records Assistant I	1	3,747 – 4,423

NEVADA

Total Reported Positions: 24

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,884
Assistant Assessor	1	11,507
Chief Appraiser	1	9,810
Senior Administrative Analyst	1	6,851 – 8,364
Senior Accounting Assistant	1	3,717 – 4,538
Appraiser II	5	4,860 – 5,940
Appraisal Technician II	1	4,426 – 5,403
Auditor–Appraiser I	1	4,404 – 5,376
Auditor–Appraiser II	1	4,866 – 5,940
Assessment Assistant I	1	3,060 – 3,736
Assessment Assistant II	4	3,381 – 4,128
Senior Assessment Assistant	1	3,736 – 4,461
GIS Analyst I	1	5,940 – 7,252
Appraiser Technician I	1	4,006 – 4,890
Appraiser I	3	4,404 – 5,376

ORANGE

Total Reported Positions: 299

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,316
Administrative Manager III	6	8,382 – 14,719
Administrative Manager II	4	6,705 – 11,917
Appraiser I	10	4,779 – 6,439
Appraiser II	51	5,333 – 7,179
Appraiser III	19	5,918 – 7,970
Assessment Technician II	65	3,382 – 4,534
Assessment Technician III	13	3,883 – 5,183
Auditor–Appraiser I	10	4,779 – 6,439
Auditor–Appraiser II	21	5,333 – 7,179
Auditor–Appraiser III	12	5,918 – 7,970
Cadastral Technician II	7	4,247 – 5,687
Executive Assistant	1	2,964 – 11,917
Executive Secretary I	1	4,264 – 5,715
Information Technologist II	8	6,185 – 8,308
Supervisor, Information Technology	3	8,046 – 10,858
Information Technology Systems Technician I	2	4,134 – 5,538
Information Technology Systems Technician II	2	4,839 – 6,519
Managing Appraiser	3	7,368 – 9,920
Managing Assessment Technician	4	5,254 – 7,075
Managing Auditor–Appraiser	2	7,368 – 9,920
Office Assistant	1	3,077 – 3,624
Office Specialist	1	3,219 – 4,264
Office Technician	1	3,077 – 3,624
Principal Appraiser	1	6,616 – 8,892
Secretary II	4	3,413 – 4,548
Senior Appraiser	12	6,616 – 8,892
Senior Assessment Technician	9	4,361 – 5,833
Senior Auditor–Appraiser	7	6,616 – 8,892
Senior Cadastral Technician	5	4,709 – 6,344
Senior Information Technologist	1	7,261 – 9,778
Senior IT Applications Developer	2	7,261 – 9,778
Staff Assistant	1	3,796 – 5,091
Staff Specialist	4	4,470 – 5,976
Store Clerk	1	2,983 – 3,938
Storekeeper I	1	3,349 – 4,489
Supervising Cadastral Technician	2	5,254 – 7,075
Technical Systems Specialist	1	6,699 – 9,006

PLACER

Total Reported Positions: 79

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,909
Chief Deputy Assessor	1	11,764 – 14,302
Assessment Manager	1	9,736 – 11,837
Chief Appraiser	3	9,736 – 11,837
Managing Appraiser	1	8,811 – 10,710
Appraiser – Supervising	5	8,181 – 9,942
Information Technology Analyst – Senior	2	7,992 – 9,715
Business Process Analyst	1	7,592 – 9,225
Appraiser – Senior	13	7,438 – 9,039
Auditor–Appraiser – Senior	2	7,438 – 9,039
Administrative and Fiscal Officer II	1	7,225 – 8,779
Geographic Information Systems Analyst I/II	1	6,904 – 8,393
Information Technology Specialist I/II	1	6,575 – 7,992
Appraiser – Assistant/Associate	14	6,425 – 7,809
Auditor–Appraiser – Assistant/Associate	2	6,425 – 7,809
Assessment Supervisor	3	6,119 – 7,438
Staff Services Analyst I/II	1	5,963 – 7,249
Information Technology Technician I/II	1	5,410 – 6,575
Geographic Information Systems Tech I/II	1	5,287 – 6,425
Cadastral Technician I/II	1	4,794 – 5,827
Appraisal Technician	14	4,567 – 5,550
Administrative Technician	1	4,449 – 5,410
Accounting Technician	1	4,349 – 5,287
Administrative Clerk – Entry/Journey	7	3,247 – 3,945

PLUMAS

No information provided

RIVERSIDE

Total Reported Positions: 192

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,266
Assistant Assessor	1	16,181
Chief Deputy Assessor	1	12,144
Chief Appraiser	2	11,395
Principal Deputy Assessor	3	10,292
Supervising Appraiser	14	7,945
Supervising Auditor–Appraiser	2	8,023

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Senior Appraiser	23	\$7,170
Senior Auditor–Appraiser	5	7,240
Appraiser II	42	6,663
Auditor–Appraiser II	10	6,663
Assessor–Clerk–Recorder Technician I	6	4,295
Assessor–Clerk–Recorder Technician II	31	4,822
Assessor–Clerk–Recorder Technician III	5	5,370
Appraiser Technician	13	4,938
GIS Analyst	1	6,618
GIS Specialist II	6	5,713
GIS Supervising Analyst	1	8,448
Senior GIS Specialist	1	6,351
Supervising Assessor–Clerk–Recorder Technician	1	5,667
Administrative Services Assistant	1	4,793
Business Process Manager	1	8,977
Business Process Analyst II	1	8,053
Supervising Deputy ACR	2	7,697

SACRAMENTO

Total Reported Positions: 150

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,417
Assistant Assessor	1	13,304
Administrative Services Officer I	1	6,551
Administrative Services Officer II	1	7,856
Administrative Services Officer III	1	9,754
Assessment Supervisor	1	5,154
Assessment Technician	10	4,648
Associate Auditor–Appraiser	5	7,122
Associate Real Property Appraiser	25	7,122
Auditor–Appraiser I/II	4	6,066
Chief Appraiser	6	11,870
Data Entry Operator	1	3,654
Executive Secretary	1	5,516
Geographic Information Systems Analyst II	2	8,467
Geographic Information Systems Technician III	2	5,370
IT Applications Analyst II	5	8,467
IT Technician II	1	5,088
Office Assistant II	1	3,587
Office Specialist II	12	4,220
Personnel Specialist II	1	5,105
Real Property Appraiser I/II	21	6,066
Senior Auditor–Appraiser	3	7,840

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Senior Office Specialist	14	\$4,561
Senior Real Property Appraiser	16	7,840
Supervising Auditor–Appraiser	2	8,884
Supervising Information Technology Analyst	3	10,076
Supervising Real Property Appraiser	9	8,884

SAN BENITO

Total Reported Positions: 21

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,928 – 14,488
Assistant Assessor	1	8,399 – 11,261
Chief Appraiser	1	7,009 – 9,398
Appraiser III	0.5	5,135 – 6,884
Appraiser II	6	4,435 – 5,946
Appraiser I	1	3,830 – 5,135
Auditor–Appraiser II	1	4,634 – 6,212
Auditor–Appraiser I	1	4,003 – 5,365
Supervising Computer Mapping Specialist	1	5,366 – 7,191
Computer Mapping Specialist III	1.5	4,634 – 6,212
Assessor Office Manager	1	4,720 – 6,328
Assessment Clerk III	1	3,180 – 4,264
Assessment Clerk I	2	2,617 – 3,507
Accounting Appraiser Technician	1	3,611 – 4,842
Property Transfer Assessment Technician	1	3,828 – 5,134

SAN BERNARDINO

Total Reported Positions: 181

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder–Clerk	1	\$19,649
Administrative & Financial Manager	1	7,545 – 10,261
Administrative Supervisor I	1	5,361 – 7,386
Appraisal Technician	15	2,915 – 4,004
Appraiser II	46	4,607 – 6,328
Appraiser III	13	5,070 – 6,975
Assessor–Recorder–Clerk Project Administrator	2	5,212 – 7,036
Assistant Assessor	1	9,528 – 12,927
Auditor–Appraiser II	12	4,952 – 6,809
Auditor–Appraiser III	1	5,325 – 7,327
Automated Systems Analyst I	1	4,529 – 6,219
Automated Systems Analyst II	2	5,361 – 7,386
Business Applications Manager	1	7,022 – 9,675

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Business Systems Analyst I	1	\$4,983 – 6,852
Business Systems Analyst II	1	5,772 – 7,942
Business Systems Analyst III	1	6,363 – 8,762
Cadastral Drafting Technician I	1	3,373 – 4,638
Cadastral Drafting Technician II	2	3,695 – 5,073
Cadastral Drafting Technician III	1	3,980 – 5,463
Cadastral Services Supervisor	1	4,749 – 6,529
Chief Appraiser	2	8,096 – 11,026
Chief of Assessment Services	1	8,096 – 11,026
Departmental IS Administrator	1	8,904 – 12,139
Executive Secretary III	1	4,449 – 5,985
Media Specialist I	1	4,309 – 5,914
Office Assistant III	28	2,678 – 3,678
Office Specialist	1	2,915 – 4,004
Payroll Specialist	1	2,780 – 3,817
Principal Appraiser	3	6,874 – 9,336
Public Service Employee	4	1,907 – 2,643
Staff Analyst II	1	4,869 – 6,691
Supervising Auditor–Appraiser	3	5,592 – 7,693
Supervising District Appraiser	7	5,592 – 7,693
Supervising Title Transfer Technician I	2	3,432 – 4,718
Supervising Title Transfer Technician II	2	3,786 – 5,203
Title Transfer Technician I	13	3,061 – 4,210
Title Transfer Technician II	5	3,349 – 4,604

SAN DIEGO

Total Reported Positions: 300

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,605
Assistant Assessor	1	13,676 – 17,616
Chief Deputy	4	11,140 – 15,486
Special Assistant, County Assessor	1	8,993 – 12,776
Senior Departmental Human Resources Officer	1	6,673 – 8,942
Departmental Human Resources Officer	2	5,359 – 7,181
Administrative Services Manager I	1	6,685 – 8,126
Accounting Technician	5	3,463 – 4,257
Supervising IT Engineer	1	8,984 – 12,156
Human Resources Specialist	1	3,808 – 5,583
Human Resources Assistant	2	2,933 – 4,517
Senior Assessment Clerk	7	3,269 – 4,018
Assessment Clerk	33	2,905 – 3,564
Supervising Assessment Clerk	3	3,810 – 4,683
Information Technology Specialist	1	3,035 – 6,507
Information Technology Analyst	3	5,221 – 7,833

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Administrative Secretary III	1	\$4,079 – 4,959
Administrative Secretary IV	1	4,385 – 5,333
Imaging Technician II	7	3,484 – 4,281
Imaging Technician III	2	3,952 – 4,855
Senior Cadastral Technician	4	4,756 – 5,841
Cadastral Technician	7	4,207 – 5,171
Cadastral Supervisor	1	6,075 – 7,462
Geographic Information Systems Analyst	3	4,562 – 6,185
Senior Geographic Information Systems Analyst	3	6,190 – 7,609
Manager, Assessor/Recorder/County Clerk	1	7,370 – 8,958
Senior Accountant	1	5,959 – 7,318
Account Clerk Specialist	1	3,278 – 4,030
Division Chief II	3	9,566 – 11,627
Division Chief I	6	8,694 – 10,568
Assistant Division Chief	2	5,422 – 6,663
Appraiser IV	9	6,516 – 8,001
Appraiser III	29	5,916 – 7,273
Appraiser II	54	5,247 – 6,445
Supervising Appraiser II	4	7,880 – 9,688
Supervising Appraiser I	9	7,159 – 8,804
Property Assessment Specialist III	12	4,590 – 5,642
Property Assessment Specialist II	50	3,824 – 4,697
Audit–Appraiser IV	3	6,672 – 8,200
Audit–Appraiser III	9	6,070 – 7,455
Audit–Appraiser II	7	5,365 – 6,597
Supervising Audit-Appraiser	3	7,880 – 9,688
Staff Accountant	1	3,978 – 5,394

SAN FRANCISCO

Total Reported Positions: 170.93

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,216
Manager I	3	11,472
Manager II	2	12,315
Manager III	6	13,278
Manager V	1	15,375
Deputy Director III	2	16,503
IS Engineer-Journey	2	11,645
IS Business Analyst	1	9,395
IS Business Analyst – Senior	2	10,878
IS Manager	1	16,503
IT Operations Support Administrator II	1	7,132
IT Operations Support Administrator III	1	8,669

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Senior Payroll and Personnel Clerk	1	\$7,361
Human Resources Analyst	2	8,855
Senior Human Resources Analyst	1	10,333
Account Clerk	1	5,627
Senior Account Clerk	1	6,513
Accountant III	1	9,514
Senior Microphoto/Imaging Technician	2	6,116
Junior Administrative Analyst	5	6,450
Administrative Analyst	4	8,485
Senior Administrative Analyst	8	9,886
Principal Administrative Analyst	1	11,445
Management Assistant	2	7,807
Assessor–Recorder Office Assistant	17	5,627
Assessor–Recorder Office Specialist	2	6,251
Assessor–Recorder Senior Office Specialist	31	7,249
Assessor–Recorder Operations Supervisor	.77	8,440
Tax Auditor–Appraiser	8	8,415
Senior Tax Auditor–Appraiser	7	9,743
Principal Tax Auditor–Appraiser	3	11,275
Real Property Appraiser	37	8,415
Senior Real Property Appraiser	20	9,743
Principal Real Property Appraiser	9	11,275
Commercial Division Assistant Supervisor	1	8,440
Attrition Savings – Miscellaneous	(19.77)	8,698
Temporary – Miscellaneous	2.93	8,596

SAN JOAQUIN

Total Reported Positions: 86

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,891
Assistant Assessor	1	9,601 – 11,669
Principal Appraiser	3	8,292 – 10,180
Appraiser IV	4	6,463 – 7,859
Appraiser III	7	5,475 – 6,656
Appraiser II	12	4,800 – 5,833
Appraiser I	3	3,947 – 4,800
Auditor–Appraiser IV	1	6,463 – 7,859
Auditor–Appraiser III	1	5,475 – 6,656
Auditor–Appraiser II	5	4,800 – 5,833
Auditor–Appraiser I	2	4,006 – 4,871
Supervising Property Technician	2	3,671 – 4,462
Property Technician	8	3,428 – 4,165
Chief Cadastral Mapping Technician	1	4,895 – 5,949
Senior Cadastral Mapping Technician	1	4,571 – 5,555

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Cadastral Mapping Technician II	3	\$4,104 – 4,990
Cadastral Mapping Technician I	0	3,671 – 4,462
Supervising Transfer Technician	1	3,853 – 4,685
Transfer Technician III	2	3,546 – 4,311
Transfer Technician II	3	3,396 – 4,125
Transfer Technician I	1	3,281 – 3,987
Office Supervisor	2	3,314 – 4,026
Senior Office Assistant	6	2,992 – 3,635
Office Assistant	4	2,848 – 3,461
Office Assistant Specialist	3	3,141 – 3,815
Administrative Assistant	1	4,375 – 5,316
Management Analyst III	1	7,127 – 8,665
Office Secretary	1	3,314 – 4,026
Executive Secretary	1	4,104 – 4,990
Department Information Systems Analyst II	2	6,431 – 7,819
Department Information Systems Analyst III	2	7,431 – 8,923
Department Information Systems Manager	1	8,665 – 10,532

SAN LUIS OBISPO

Total Reported Positions: 84.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,352
Assistant Assessor	1	12,397
Assessment Manager	5	9,608
Assessment Analyst I	2	7,341
Assessment Analyst II	3	8,216
Assessment Analyst III	3	9,240
Supervising Appraiser	3	8,261
Appraiser Trainee	2	4,793
Appraiser I	7	5,541
Appraiser II	7	6,417
Appraiser III	9	6,999
Supervising Auditor–Appraiser	1	8,920
Auditor–Appraiser II	2	6,486
Auditor–Appraiser III	3	8,102
Assessment Tech Supervisor	2	6,016
Assessment Technician I	3.5	4,111
Assessment Technician II	4	4,519
Assessment Technician III	3	4,954
Assessment Technician IV	3	5,184
Accounting Technician	1	5,039
Supervising Property Transfer Technician	1	6,620
Property Transfer Technician I	2	4,519
Property Transfer Technician II	4	4,973

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Property Transfer Technician III	3	\$5,450
Property Transfer Technician IV	1	5,703
Geographic Information System Analyst I	1	5,737
Geographic Information System Analyst II	2	6,538
Geographic Information System Analyst III	2	7,448
Senior Geographic Information System Analyst	1	8,615
Software Engineer	2	7,713

SAN MATEO

Total Reported Positions: 109

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,022
Assistant Assessor	1	13,801 – 17,254
Deputy Assessor	2	12,516 – 15,647
Administrative Assistant I – Confidential	1	5,599 – 7,003
Administrative Assistant II – Confidential	1	6,367 – 7,959
Appraiser I	8	5,772 – 6,450
Appraiser II	14	6,380 – 7,977
Supervisor, Assessor–Recorder Support Services	1	5,604 – 7,004
Assessor–Recorder Technician II	6	4,117 – 5,146
Assessor–Recorder Technician III	11	4,716 – 5,895
Auditor–Appraiser I	2	5,772 – 6,450
Auditor–Appraiser II	3	6,380 – 7,977
Chief Appraiser	3	10,813 – 13,517
Departmental Systems Analyst	7	8,441 – 10,553
Geographic Information System Supervisor	1	7,537 – 9,419
Geographic Information System Technician II	2	6,113 – 7,642
Geographic Information System Technician III	1	7,249 – 8,563
Manager, Information Technology	1	9,807 – 12,260
Principal Appraiser – Exempt	10	8,571 – 10,719
Principal Auditor–Appraiser – Exempt	2	8,571 – 10,719
Senior Appraiser	19	7,245 – 9,057
Senior Auditor–Appraiser	9	7,245 – 9,057
IS Project Manager II	2	10,417 – 13,023
Quality and Compliance Coordinator – Confidential	1	6,153 – 7,689

SANTA BARBARA

No information provided

SANTA CLARA

Total Reported Positions: 274

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$21,102
Assistant Assessor	1	16,956
Deputy Assessor	1	13,105
Accountant Assistant	3	5,413
Manager, Financial & Administrative Services	1	13,890
Account Clerk I	1	4,364
Application Developer	6	13,117
Appraisal Aide	7	5,720
Appraiser I/II	31	7,123
Appraiser III	8	7,650
Appraisal Data Coordinator	7	5,334
Assessment Clerk	13	4,746
Assistant Chief Appraiser	1	12,277
Assistant Chief Auditor–Appraiser	1	12,277
Assistant Chief, Assessment Standard Services	1	12,277
Auditor–Appraiser	14	8,135
Business Systems Analyst	2	13,272
Cadastral Mapping Technician II	2	5,730
Chief Appraiser	1	13,890
Chief Auditor–Appraiser	1	13,890
Chief of Assessment Standard Services	1	13,890
Confidential Secretary	1	9,013
Data Engineer	3	15,006
Exemptions Investigator	2	7,191
Manager, Exemptions	1	9,296
Executive Assistant I	1	5,774
Geographic Information Systems Analyst	3	10,957
IT Field Support Specialist	1	9,354
IT Manager	2	15,619
Mapping & Identification Supervisor	1	7,798
Management Analyst	1	9,074
Office Management Coordinator	1	7,571
Office Specialist II	11	4,280
Office Specialist III	9	4,701
Principal IT Manager	1	22,201
Property and Title Identification Technician	5	5,212
Property Transfer Examiner	13	5,785
Supervisor, Property Transfer	1	7,798
Senior Account Clerk	1	5,192
Senior Application Developer	4	15,741
Senior Assessment Clerk	16	5,026

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Appraiser	38	\$8,626
Senior Auditor–Appraiser	27	9,126
Senior Cadastral Mapping Technician	1	6,299
Senior Management Analyst	1	10,005
Senior Office Specialist	2	5,168
Senior Training & Staff Development Specialist	1	10,005
Supervising Auditor–Appraiser	6	11,190
Supervising Appraisal Data Coordinator	1	7,761
Supervising Assessment Clerk	2	7,107
Supervising Clerk	1	7,249
Supervising Appraiser	8	11,190
Systems Administrator	1	12,617
Systems Administrator Tech	1	8,857
Technology Architect	2	15,125

SANTA CRUZ

Total Reported Positions: 23

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,742
Chief Deputy Assessor – Valuation	1	8,680 – 11,594
Chief Deputy Assessor – Administration	1	8,680 – 11,594
Senior Appraiser	2	6,179 – 7,815
Appraiser II	3	5,631 – 7,122
Appraiser I	2	4,834 – 6,129
Chief Auditor–Appraiser	1	7,887 – 10,526
Auditor–Appraiser II	2	5,919 – 7,481
Geographic Information System Technician II	1	4,692 – 5,937
Geographic Information System Technician I	1	4,281 – 5,415
Assessment Technician	6	4,229 – 5,359
Clerk II	1	3,598 – 4,545
Information Technology Support Services Analyst II	1	6,181 – 7,822

SHASTA

No information provided

SIERRA

Total Reported Positions: 4.9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,690
Senior Appraiser	1	5,517 – 6,386
Appraiser IV	1	4,892 – 5,946
Assessment Technician III	1.9	3,113 – 3,603

SISKIYOU

Total Reported Positions: 15

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$9,060
Assistant Assessor–Recorder (Vacant)	1	5,310 – 6,455
Deputy Assessor–Recorder	1	4,694 – 5,706
Senior Specialist Appraiser	3	4,156 – 5,052
Senior Appraiser	1	3,770 – 4,582
Appraiser	2	3,305 – 4,017
Supervisor, Administrative Assessment	1	3,555 – 4,321
Senior Assessor–Recorder Technician	3	3,113 – 3,779
Assessor–Recorder Technician	1	2,664 – 3,241
Senior Cadastral Mapping Technician	1	3,013 – 3,664

SOLANO

Total Reported Positions: 39

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,805
Assistant Assessor–Recorder	1	10,836 – 13,171
Chief Appraiser	1	9,450 – 11,486
Supervising Real Property Appraiser	2	7,331 – 8,911
Supervising Auditor–Appraiser	1	7,331 – 8,911
Clerical Operations Manager	1	5,731 – 6,965
Clerical Operations Supervisor	1	4,615 – 5,666
Senior Appraiser	4	6,352 – 7,721
Appraiser	11	4,527 – 6,784
Auditor–Appraiser	4	4,878 – 6,784
Office Assistant III	6	4,325 – 5,310
Office Assistant II	4	3,890 – 4,776
Cadastral Mapping Technician II	1	4,527 – 5,241
Cadastral Mapping Technician III	1	5,230 – 6,357

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: 76.75

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,747
Chief Deputy Assessor	1	10,677 – 12,977
Chief of Assessment Standards	1	8,649 – 10,514
Executive Secretary, Confidential*	1	4,839 – 5,841
Chief Appraiser	1	8,649 – 10,514
Appraiser IV	4	6,663 – 8,100
Appraiser III	13	5,780 – 7,023
Appraiser II	5	5,190 – 6,310
Appraiser I	3	4,491 – 5,458
Appraiser Aide	5	3,915 – 4,795
Supervising Auditor–Appraiser	1	7,122 – 8,658
Auditor–Appraiser I	2	5,353 – 6,508
Auditor–Appraiser II	4	5,891 – 7,161
Department Information Systems Manager	1	8,573 – 10,420
Department Information Specialist II	2.75	6,561 – 7,975
Supervisor, Cadastral Mapping	1	5,602 – 6,809
Cadastral Mapping Technician I	2	4,392 – 5,338
Cadastral Mapping Technician II	1	4,769 – 5,797
Assessment Process Manager	1	5,660 – 6,879
Supervisor, Assessor's Change in Ownership	1	7,867 – 9,651
Supervisor, Assessment Process	2	5,079 – 6,173
Assessment Process Specialist	9	4,513 – 5,486
Senior Clerk Recorder Assessor Specialist	3	4,098 – 4,981
Clerk Recorder Assessor Specialist II	5	3,724 – 4,524
Clerk Recorder Assessor Specialist I	1	3,386 – 4,115
Administrative Service Officer I	2	6,825 – 8,295
Accountant II	1	5,665 – 6,888
Accountant II, Confidential*	1	6,006 – 7,265
Account Clerk II	1	3,682 – 4,477

**Confidential salaries include a \$0.90/hr premium. Salaries include 3% COLA on 5/21/19 (all) and 3/24/20 (non-management), some positions may also include equity adjustments.*

STANISLAUS

Total Reported Positions: 58

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,438
Assistant Assessor (Manager IV)	2	6,711 – 10,067
Confidential Assistant IV	1	3,958 – 5,938
Supervising Auditor–Appraiser	1	6,170 – 7,500

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Auditor–Appraiser	2	\$5,598 – 6,806
Auditor–Appraiser III	4	5,085 – 6,182
Supervising Appraiser	4	5,879 – 7,146
Senior Appraiser	7	5,338 – 6,489
Appraiser III	14	4,851 – 5,896
Appraiser Technician	2	3,328 – 4,045
Cadastral Technician II	1	3,938 – 4,787
Cadastral Supervisor	1	4,771 – 5,801
Supervising Assessment Technician II	4	4,184 – 5,087
Assessment Technician II	9	3,308 – 4,019
Administrative Clerk II	1	2,806 – 3,411
Senior Software Developer/Analyst	1	7,354 – 8,940
Software Developer/Analyst III	1	6,357 – 7,727
Application Specialist III	2	5,494 – 6,680

SUTTER

Total Reported Positions: 16

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,320
Assistant Assessor	1	8,726
Chief Appraiser	1	7,184
Auditor–Appraiser III	2	5,588 – 6,440
Appraiser I	2	3,658 – 3,863
Appraiser II	2	4,086 – 4,554
Appraiser Aide	1	4,471
Assessment Technician III	2	4,432 – 4,543
Assessment Technician II	2	3,185 – 3,962
Assessment Technician I	2	2,682 – 2,967

TEHAMA

Total Reported Positions: 15

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,541
Assistant Assessor	1	6,126 – 7,463
Assessment Roll Manager	1	4,358 – 5,308
Auditor–Appraiser	1	3,896 – 4,796
Senior Appraiser	2	4,193 – 5,111
Appraiser II	1	3,798 – 4,629
Appraiser I	1	3,445 – 4,193
Assessment Clerk III	1	2,705 – 3,294
Senior Assessment Clerk	3	3,046 – 3,708
Assessment Clerk II	2	2,447 – 2,986
Cadastral Drafting Technician	1	3,294 – 4,013

TRINITY

No information provided

TULARE

No information provided

TUOLUMNE

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,097
Assistant Assessor	1	7,722 – 9,427
Senior Appraiser	1	4,329 – 5,285
Appraiser II	2	3,918 – 4,784
Senior Assessment Technician	1	3,069 – 3,746
Assessment Technician II	1	2,777 – 3,391
Transfer Specialist	1	3,226 – 3,938
Senior Cadastral/GIS Technician	1	4,037 – 4,929
Auditor–Appraiser II	1	4,329 – 5,285

VENTURA

Total Reported Positions: 132

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,903
Chief Deputy Assessor	2	14,529
Chief Appraiser	6	10,123
Supervising Appraiser	7	8,325
Supervising Auditor–Appraiser	2	8,325
Administrative Assistant II	1	5,898
Administrative Assistant III	1	6,488
Appraiser II	32	6,851
Appraiser III	18	7,613
Assessor's Technician II	7	4,989
Assessor's Technician III	7	5,440
Auditor–Appraiser II	8	6,851
Auditor–Appraiser III	5	7,613
Cadastral Technician III	4	5,704
Cadastral Technician IV	1	6,795
Clerical Supervisor II	3	5,190
Imaging Specialist I	3	3,991
Management Assistant III	1	4,951

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Management Assistant IV – Confidential	1	\$6,413
Office Assistant III	11	4,081
Office Assistant IV	5	4,386
Office Systems Coordinator III	3	7,594
Office Systems Coordinator IV	1	8,544
Supervising Assessor's Technician	2	5,568

YOLO

Total Reported Positions: 28

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,146
Chief Deputy Assessor	1	9,213 – 11,199
Appraiser I – III	7	4,423 – 6,654
Assessor Clerk–Recorder Assistant I/II	3	3,188 – 4,262
Assessor Clerk–Recorder Supervisor	1	4,848 – 5,893
Assessor Clerk–Recorder Specialist I/II	5	3,707 – 4,956
Auditor–Appraiser I–III	2	4,423 – 6,654
Confidential Secretary	1	4,525 – 5,501
Principal Appraiser	1	6,761 – 8,219
Principal Auditor–Appraiser	1	6,761 – 8,219
Senior Appraiser	2	6,142 – 7,465
Senior Auditor–Appraiser	0	6,142 – 7,465
Assessor Clerk–Recorder Assistant I/II (Temp)	1	3,188 – 4,262
Geographic Information Systems Analyst II	1	6,203 – 7,540
Senior Assessment Technician	1	4,281 – 5,204

YUBA

No information provided

Salaries of Assessment Appeals Board Members²

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$200 per hearing	Not available
Butte	\$75 per half day, \$150 if longer than 4 hours	
Contra Costa	\$200 half day/\$300 full day/\$400 per day for consecutive day appeals	Not available
El Dorado	\$100 per day, \$50 per 4 hour session	Mileage \$0.575 per mile; \$17 lunch
Humboldt	\$40 half day/\$75 full day	Mileage; meals, per diem
Kern	\$150 half day/\$250 full day/\$300 special	Meals for full day training; mileage if more than 20 miles
Lassen	\$100 half day/\$200 full day	Not available
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	Not available
Madera	\$100 per day	Mileage \$0.575 per mile
Marin	\$131.25 half day/\$262.50 per meeting	\$32.81 per hour for preparation of findings of fact
Mariposa	\$100 full day session	Mileage
Merced	\$100 per session; additional \$50 for session time over 4 hours	Not available
Monterey	\$130 per session	Mileage \$0.575 per mile; meals per diem \$19
Napa	\$200 per meeting	Not available
Nevada	\$75 half-day/\$150 full day member \$85 half-day/\$160 full day chair	Mileage \$0.575 per mile
Orange	\$150 per a.m. session and \$150.00 per p.m. session	Parking
Placer	\$200 per day/\$300 Special Meetings	Mileage; meal reimbursement
Riverside	\$300 per day	Mileage \$0.575 per mile
Sacramento	\$100 half day/\$200 full day	Parking
San Bernardino	\$175 if less than 3 hours, \$225 if 3-6 hours, \$300 if more than 6 hours per meeting	Mileage
San Diego	\$100 per day	Mileage
San Francisco	\$100 per session (Session is 2.5 hours)	Not available
San Joaquin	\$100 per 3 hour session; up to \$200 per day	Not available
San Luis Obispo	\$150 per day	Mileage
San Mateo	\$300 per meeting	Not available

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

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Santa Clara	\$300 per day	Mileage; meals per diem
Santa Cruz	\$75 per meeting	Mileage and meals if travel is for training
Siskiyou	\$100 per day	Mileage \$0.575 per mile
Solano	\$100 for half-day, \$200 full day, \$400 for consecutive hearing days.	\$25 per hour document review and prepare for complex assessment appeal cases
Sonoma	\$125 per half day; \$250 full day.	Not available
Stanislaus	\$75 half day/\$150 full day	Lunch during full day; mileage for training
Sutter	\$50 per hour, \$100 per session minimum	Not available
Ventura	\$100 half day/\$200 full day	Mileage
Yolo	\$125 per 4 hours or less; \$175 over 4 hours	Not available

Salaries for Hearing Officers³

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$120-\$300 per hour based on experience	Not available
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	Not available
Mariposa	\$100 per session	Mileage
Orange	\$175 per day	Parking
Sacramento	\$100/hour (\$50 if cancelled less than 18 days prior to hearing)	
San Bernardino	\$175 if less than 3 hours, \$225 3-6 hours, \$300 if more than 6 hours per meeting	Mileage
San Diego	\$100 per day	Mileage
San Francisco	\$100 per session (Session is 2.5 hours)	Not available
San Joaquin	\$200 per hearing day	Not available
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 System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Alameda	1937 Ret. Act	Tier I: 2% at 57 hired on or before 6/30/83 Tier II: 2% at 62 hired on or after 7/1/83- 12/31/12 Tier IV: 2% at 62 hired on or after 1/1/13	Varies	Varies	6.2%	6.2%
Alpine	CalPERS	2% at 55; 2% at 62	0	7%	None	None
Amador	CalPERS	Tier 1: 2% at 55 Tier 2: 2% at 60 Tier 3: 2% at 62	Tier 1: 93% Tier 2: 93% Tier 3: 93.25%	Tier 1: 7% Tier 2: 7% Tier 3: 6.75%	7.65%	7.65%
Butte	CalPERS	2% at 55 classic; 2% at 62 for new members	93% classic one half the normal cost new (members)	7% classic; new member one half the normal cost	7.65%	7.65%
Calaveras	No response	No response	No response	No response	No response	No response
Colusa	CalPERS	3% at 60 Classic hired before 12/31/12 2% at 62 New hired after 1/1/13	30.401%	8% Classic; 6.25% for new members	7.65%	7.65%
Contra Costa	1937 Ret. Act & PEPR	2% at 55 2% at 60 hired on or after 1/1/13	80%	20%	7.65%	7.65%
Del Norte	CalPERS	2% at 55	7.192-7.442%	8%	7.65%	7.65%
El Dorado	CalPERS	2% at 55 if hired prior to 10/2012; 2% at 60 if hired after 10/2012; 2% at 62 if hired after 1/2013	2-4%	2-3%	0	0
Fresno	No response	No response	No response	No response	No response	No response
Glenn	CalPERS & LIUNA	2.5% at 55 2% at 62 new hires	100%	8%	7.65%	7.65%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Humboldt	CalPERS	2.7% at 55 prior to 7/5/12; 2% at 55 after 7/6/12; 2% at 62 after 1/1/13	27.139%	2.7% at 55 11%; 2% at 55 10%; 2% at 62 9.25%	7.65%	7.65%
Imperial	No response	No response	No response	No response	No response	No response
Inyo	No response	No response	No response	No response	No response	No response
Kern	1937 Ret. Act PEPRA Act of 2013	3% at 60 if hired on or prior to 10/27/17; 1.62% at 65 if hired after 10/27/17	66.67% if hired before 8/7/04; 0% on or after 8/7/04	33.33% if hired before 8/7/04; 100% on or after 8/7/04	7.65%	7.65%
Kings	CalPERS	2% at 55 2% at 62 if hired after 1/1/13	16.284%	7% Classic 5.75% New	7.65%	7.65%
Lake	CalPERS	2% at 55 Classic 2% at 62 New	7% Classic 6.75% New	7% Classic 6.75% New	7.65%	7.65%
Lassen	CalPERS	2% at 55 2% at 60 2% at 62	8.054%	6.25% or 7%	7.65%	7.65%
Los Angeles	LACERA	Varies	Varies	Varies	-	-
Madera	CalPERS	2.7% at 55 before 2013; 2% at 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% at 55 before 2011 2% at 55 between 2011 and 2013; 2% at 62 + after 2013	11.098%	8%	7.65%	7.65%
Mendocino	No response	No response	No response	No response	No response	No response
Merced	1937 Ret. Act	Tier I/II: 3% at 60 Tier III: 2.43% at 65 Tier IV: 2.5% at 67	Tier I: 44.13% Tier II: 41.45% Tier III: 37.79% Tier IV: 34.80%	Varies	7.65%	7.65%
Modoc	CalPERS; LIUNA-	CalPERS: 2% at 55 if hired prior 1/1/13; 2% at 62 if hired after 1/1/13	CalPERS 8.316%	7%	7.65%	7.65%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Mono	No response	No response	No response	No response	No response	No response
Monterey	CalPERS	Classic members: 2% at 55 PEPRA members: 2% at 62	100%	PEPRA 6.25%; Classic member: 7%	7.65%	7.65%
Napa	CalPERS	Tier 1: 2.5% at 55 hired before 10/29/11 Tier 2: 2% at 60 hired on or after 10/29/11 Tier 3: 2% at 62 hired on or after 1/1/13	Tier 1 & 2: 16.969% + 1.96% EPMC Tier 3: 16.969% + 0.96% EPMC	Tier 1 & 2: 6.04% Tier 3: 6.25%	0	1.45%
Nevada	CalPERS	2.7% at 55; 2% at 60 hired after 12/14/12; 2% at 62 hired after 1/1/13	32%	Tier 1: 8% Tier 2: 7% Tier 3: 7.75%	7.65%	7.65%
Orange	OCERS	2.7% at 55; 1.62% at 65 with additional 457 and 401 plans at max. 2% contribution rate; 1.62% at 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% at 55 hired before 3/13/11; 2% at 55 if hired on or after 3/13/11; 2% at 62 after 1/1/13	9.751% (Misc.) 19.056% (Safety)	7-8% (Misc.) 9-11.75% (Safety)	7.65%	7.65%
Plumas	No response	No response	No response	No response	No response	No response

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Riverside	CalPERS	Tier 1: 3% at 60 hired prior 8/23/12 Tier 2: 2% at 60 hired on or after 8/23/12 through 12/31/12 Tier 3: 2% at 62 hired on or after 1/1/13	8.927%	Tier 1: 8% Tier 2: 7% Tier 3: 6.5%	7.65%	7.65%
Sacramento	1937 Ret. Act, SCERS	2% at 55 ½	19.17% – 22.2% (Tier 1-5)	7.8 – 10.6% (Tier 1-5)	7.65%	7.65%
San Benito	CalPERS	2% at 55 hired prior to 1/1/13; 2% at 62 for new employees hired after 1/1/13	18%	7%	7.65%	7.65%
San Bernardino	1937 Ret. Act	Tier 1: 2% at 55 before 1/1/13 Tier 2: 2.5% at 67 on or after 1/1/13	Tier 1: 33.84%; Tier 2: 31.32%	Tier 1: 8.62% – 14.82% Tier 2: 9.1%	1.45%	1.45%
San Diego	1937 Ret. Act	Tier A: 3% at 60 Tier I & B: 2.6% at 62 Tier C: 2.5% at 67 Tier D 1.62% at 65	Varies	Varies	7.65%	7.65%
San Francisco	SFERS	2.3% at 62 hired between 11/2/76 and 7/1/10 2.3% at 62 hired between 7/1/10 and 1/7/12 2.3% at 65 hired on or after 1/7/12	18%-25%	7.5%-12%	7.65%	7.65%
San Joaquin	1937 Ret. Act	Tier 1- 2% at 55.5; Tier 2- 2.5% at 67; hired on or after 1/1/13	Tier 1: 43.98% Tier 2: 37.57%	Tier 1: 3.44%- 9.61% Tier 2: 9.47%	7.65%	7.65%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
San Luis Obispo	San Luis Obispo Pension Trust	Tier 1: 2% at 55 Tier 2: 2% at 60 Tier 3: 2% at 62	Assessor 13.55%; Management 9.29%; Rank/File 8.75%	Assessor 24.47%; Management 22.98%; Rank/File 21.67%	7.65%	7.65%
San Mateo	1937 Ret. Act	2% at 55 1/2; hired before 8/7/11; 2% at 61 1/4 hired on or after 8/7/11; 2% at 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%
Santa Barbara	No response	No response	No response	No response	No response	No response
Santa Clara	CalPERS	Classic: 2.5% at 55 hired before 1/1/13; PEPRA: 2% at 62 hired after 1/1/13	SEIU 19.086%; CEMA 14.006%; Exec Mgmt. 19.086%	Varies	7.65%	7.65%
Santa Cruz	CalPERS	2% at 55 hired before 1/1/2013; 2% at 62 hired after 1/1/2013	Varies	Varies	7.65%	7.65%
Shasta	No response	No response	No response	No response	No response	No response
Sierra	CalPERS	2% at 55 hired before 1/2013 2% at 60 after 1/2013	0	100%	7.65%	7.65%
Siskiyou	CalPERS	2% at 55 hired before 11/2/2012; 2% at 60 hired 11/2/12- 12/31/12; 2% at 62 if hired after 1/1/13	33.35%	7%	7.65%	7.65%
Solano	CalPERS	2.7% at 55; 2% at 60; 2% at 62. Depend on hire date	Varies	Varies	7.65%	7.65%
Sonoma	1937 Ret. Act	3% at 60 hired before 12/31/12; 2% at 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Stanislaus	1937 Ret. Act	2% at 55; 2% at 61 after 1/1/2011 2% at 62 after 1/1/2013	Varies	Varies	7.65%	7.65%
Sutter	CalPERS	Tier 1: 2.7% at 55 Tier 2: 2% at 60 Tier 3: 2% at 62	22%	7% to 9% depending on tier	7.65%	7.65%
Tehama	CalPERS	2% at 55; 2% at 62	0	7%	7.65%	7.65%
Trinity	No response	No response	No response	No response	No response	No response
Tulare	No response	No response	No response	No response	No response	No response
Tuolumne	CalPERS	Tier 1 2% at 55 Tier 2 2% at 60 Tier 3 2% at 62	0	Tier 1 & 2 6.25% Tier 3 Normal cost per CalPERS	7.65%	7.65%
Ventura	1937 Ret. Act VCERA	2.333% at 65	50%	50%	7.65%	7.65%
Yolo	CalPERS	2.5% at 55 Classic; 2% at 62 new members	22.797%	8% Classic; 6.75% New members	6.2%	6.2%
Yuba	No response	No response	No response	No response	No response	No response
State of California	CalPERS	Hired before 1/1/2013 Tier 1: 2% at 55 Tier 2: 1.25% at 65 Hired after 1/1/2013 Tier 1: 2% at 62 Tier 2: 1.25% at 67	Tier 1: 95% Tier 2: 100%	5% (6% if no SS)	7.65%	7.65%

B. Employee Health Benefits

County	Medical Paid by County	Medical Paid by Employee	Dental Paid by County	Dental Paid by Employee
Alameda	SEIU 90%, ACMEA 87.5% effective 02/2019	SEIU 10%, ACMEA 12.5%	100%	0
Alpine	Varies by plan	Varies	Varies	Varies
Amador	87.5% 97.5% for elected official	12.5% 2.5% for elected official	87.5% 97.5% for elected official	12.5% 2.5% for elected official
Butte	\$532.78	\$161.22	0	\$38.20-\$41.64
Calaveras	No response	No response	No response	No response
Colusa	\$139 per month	Varies	\$44.90	Varies
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	\$10,000 per employee per fiscal year	5% of salary plus dependent costs	Included in medical	Included in medical
El Dorado	Varies	Varies	Included in medical	Included in medical
Fresno	No response	No response	No response	No response
Glenn	90%	100% of premium plus any dependents	100% employee	100% dependent
Humboldt	Varies by plan	Varies by plan	100%	0
Imperial	No response	No response	No response	No response
Inyo	No response	No response	No response	No response
Kern	80%	20%	80%	20%
Kings	management 100%; employee 68%	32%	management. 100%; employee 68%	32%
Lake	\$1,000 per month	Remaining balance over \$1,000	Included in medical	Remaining balance over \$1,000
Lassen	\$215-\$415 varies on plan	Varies	\$20 of \$41-97 plan	Varies
Los Angeles	Varies by plans	Varies	Varies by plans	Varies
Madera	95% employee 50% dependent	5% employee 50% dependent	95% employee 50% dependent	5% employee 50% dependent
Marin	Varies	Varies	Varies	Varies
Mariposa	100% for employee only	100% dependents	100% for employee only	100% dependents
Mendocino	No response	No response	No response	No response
Merced	Dependent of plan choice.	50% dependent	100% employee 50% dependent	50% dependent
Modoc	\$500/\$1,000/\$1,300	Employee pays the difference	100%	0
Mono	No response	No response	No response	No response
Monterey	Varies by bargaining unit	Varies	\$44.00 - \$47.94	\$35.02 - \$86.04
Napa	95% employee 87% employee+1 & 2	5% for employee 13% employee+1 & 2	100%	0
Nevada	100% employee 80% dependents	20% dependents	100% employee 80% dependents	20% on dependents
Orange	Varies - Offers 5 health plans	Varies	Through OCEA	Through OCEA
Placer	80%	20%	100% employee	100% dependents
Plumas	No response	No response	No response	No response

County	Medical Paid by County	Medical Paid by Employee	Dental Paid by County	Dental Paid by Employee
Riverside	\$823	Varies; employee pays any amount over county contribution	Included in medical	Varies
Sacramento	Tier A: \$826.90 (single & family) Tier B: \$612.90 single \$1,569.04 family	Varies	100%	Deductible
San Benito	\$550 employee \$1,050 employee+1 \$1,315 family	Employee pays monthly premium difference	\$30 for employee	Employee pays for dependents
San Bernardino	\$227.82-\$590.44 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	Varies	Varies	91%-100%	0-9%
San Joaquin	80% for basic plans; less for premium plan	20% for basic plan, more for premium plan	100% employee	100% dependents
San Luis Obispo	Management \$975 Rank & File \$750.58	Varies	Included in medical	Included in medical
San Mateo	Varies by plan	Varies by plan	Varies by plan	Varies by plan
Santa Barbara	No response	No response	No response	No response
Santa Clara	93.3%-100% varies by plan	0-6.7% varies by plan	Plan 1 - \$39.80 per month Plan 2 - \$110.54 per month	0
Santa Cruz	Varies by plan	Varies by plan	100%	Co-pay
Shasta	No response	No response	No response	No response
Sierra	Up to \$1,020	Any cost above \$1,020	Included in medical	0
Siskiyou	85%	15%	85%	15%
Solano	\$1,498.55	Varies	100%	0
Sonoma	Varies by plan	Varies by plan	\$59.22 pay period	0
Stanislaus	80% or 95%	5% or 20%	80%	20%
Sutter	Up to \$1,723 per month	Up to \$976.50 per month	Up to \$146.60 per month	Up to \$53.15 per month
Tehama	80%	20%	Included in medical	0
Trinity	No response	No response	No response	No response
Tulare	No response	No response	No response	No response
Tuolumne	\$1,000 – \$2,119 per cafeteria plan per month.	Difference from cafeteria plan.	Included in cafeteria plan	Difference from cafeteria plan
Ventura	Cafeteria Style Benefits Flex allowance \$447 biweekly, \$522 for employee+1, \$547 for employee+2. Employee pays difference where necessary for cost of selected plan.	Varies	Included in cafeteria plan	Varies
Yolo	\$1,712.80	\$1,367.80	\$79.20	\$8.80
Yuba	No response	No response	No response	No response
State of California	Varies by plan	Varies by plan	Varies by plan	Varies by plan

C. Employee Health Benefits

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
Alameda	The county offers eligible employees a voluntary vision plan through VSP Vision Care; Premiums are covered by the employees	Managers may claim reimbursement under cafeteria benefit plan	None
Alpine	Varies	Varies	None
Amador	87.5% 97.5% for elected official	12.5% 2.5% for elected official	\$125 Flex Plan, \$2500 Maximum Medical, \$5000 Maximum Dependent Care
Butte	0	\$13.90	
Calaveras	No response	No response	No response
Colusa	\$12.91	0	Cafeteria plan.
Contra Costa	None	None	None
Del Norte	100% for mid-management and above	0-100% depending on classification	The Mid-Management union group negotiated for full vision coverage for their employees. This includes all classifications above Mid-Management. Miscellaneous employees have 0% vision coverage, as their union (SEIU) denied negotiations for vision coverage for their members. SEIU does, however offer a certain amount of vision coverage to miscellaneous employees only if they are dues paying members of the SEIU.
El Dorado	Included in medical	Included in medical	\$6,240 optional benefit plan per fiscal year for management and confidential employees.
Fresno	No response	No response	No response
Glenn	100% employee	100% dependent	None
Humboldt	100%	0	None
Imperial	No response	No response	No response
Inyo	No response	No response	No response
Kern	80%	20%	If the employee has not opted out and was hired prior to 3/15/2016, the employee contributes 2.12% of base salary into the Retiree Health Premium Supplement Program.
Kings	Management: 100% employee 68%	32%	None
Lake	Included in medical	Remaining balance over \$1,000	Opt out stipend for the County's insurance \$200 per month. \$5,000 for death (or basic life) or \$5,000 for accidental death and dismemberment, for \$10,000 total.
Lassen	0	100%	None
Los Angeles	Varies by plans	Varies	None.
Madera	95% employee 50% dependent	5% employee 50% dependent	Percentage is based on the benchmark health plan
Marin	Varies	Varies	County offers fringe benefits. Amounts vary by bargaining unit and fringe group.
Mariposa	100% for employee only	100% dependents	None
Mendocino	No response	No response	No response
Merced	100% employee 50% dependent	50% dependent	None
Modoc	100%	0	None
Mono	No response	No response	No response
Monterey	\$15.13	\$4.01 - \$12.57	None
Napa	0%	100%	Medical based on most commonly enrolled plan and subject to change in future calendar years

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
Nevada	100% employee 80% dependents	20% dependents	
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 only	100% dependents	Retiree medical is subject to a vesting schedule and is at 80/20 shared costs. 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 additional year.
Plumas	No response	No response	No response
Riverside	Included in medical	Varies	None
Sacramento	Included in some medical plans	Varies – Up to \$13.90 per month	\$25 per paycheck, employer paid Retirement Health Saving Plan (RHSP), can be accessed at termination of employment; termination does not have to be a retirement; this benefit can be used to pay for out of pocket medical & dental expenses, including co-pays.
San Benito	100% employee	100% dependents	None
San Bernardino	100% employee; dependents, included for exempt/elected	Varies	Employees in eligible classifications can choose the Modified Benefit Option (MBO), which has the following effects: County pays \$161.75-\$484.16 biweekly for medical; employee can choose Bronze medical insurance plan (additional County Match in Flexible Spending Account if Bronze plan is selected); pays additional \$1.75 per hour
San Diego	Included in medical	Varies	Benefits are regulated by IRS Code 125 which allows employees to pay for certain benefits on a pre-tax basis. The county provides a flex credit and the amount of flex credits are based on the employee's job classification and the level of medical coverage elected. Flex credits are applied to benefit elections. If the cost of benefit elections exceeds the flex credit, the difference is deducted pre-taxed on the employee's check.
San Francisco	100%	0-\$14.34	None
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	None
Santa Barbara	No response	No response	No response
Santa Clara	\$9.18 per month	0	None
Santa Cruz	100%	0	None
Shasta	No response	No response	No response
Sierra	Included in medical	Included in medical	None
Siskiyou	84%	16%	None

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
Solano	100% of the standard plan	Additional cost for enhanced vision plan	The maximum County contribution for family coverage for the 2020 calendar year is \$1,498.55 per month. If the medical plan costs are less than \$1,498.55 per month, employees will receive the difference as taxable earnings to a maximum of \$334.58. Employees enrolled in employee plus two or more coverage receive \$50.00/\$80.00 per month supplemental County contribution into the cafeteria plan. Employees who waive CalPERS medical coverage due to alternate group medical insurance are eligible to receive a taxable earnings equivalent to \$361.
Sonoma	\$7.85 per pay period	0	None
Stanislaus	80%	20%	Reduced contributions towards health benefits: 30-34 hours per week=75%; 35-39 hours per week=90% employer contribution
Sutter	Up to \$34.10 per month	Up to \$13.00	None
Tehama	Included in medical	0	Rates include: Medical, Dental, and Vision. Also included \$20,000 Life Insurance Plan. Health Insurance rate is composite rate for whole family.
Trinity	No response	No response	No response
Tulare	No response	No response	No response
Tuolumne	Included in the cafeteria plan	Difference from cafeteria plan	No response
Ventura	Included in the cafeteria plan.		Cafeteria Style Benefits plan offers medical, dental, vision, flex spending and health savings account. Biweekly contribution of \$447. Employee pays difference for cost of selected plan.
Yolo	\$8.34	\$0.92	Plan: Emp 2 or more
Yuba	No response	No response	No response
State of California	100%	0	Cash in lieu of insurance if otherwise provided

D. Employee Leave Benefits

County	Vacation
Alameda	0-4 years=2 weeks; 5-11 years=3 weeks; 12-20 years=4 weeks; 21+ years=5 weeks per year
Alpine	Varies
Amador	1-2 years=11 days; 3-9 years=16 days; 10+ years=21 days
Butte	0-4 years=4.616 hours per pay period; 5-9 years=6.16 hours; 10-19 years=7.696 hours; 20+ years=8.312 hours
Calaveras	No response
Colusa	6.25-16.666 hours per month – varies on longevity
Contra Costa	Hours accrue monthly based on position and years of employment; accrual 10 to 23 1/3 hours per month
Del Norte	1 year = 40 hours, 2-5 years =80 hours, 6-10 years = 120 hours, 11-15 years =160 hours, 16+ = 200 hours. Additional 40 hours per year given to employees classified as exempt.
El Dorado	0-4 years=81 hours; 4-11 years=122 hours; 11+ years=161 hours per year
Fresno	No response
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	No response
Inyo	No response

County	Vacation
Kern	0-5 years=96 hours; 5-9 years=136 hours; 10-14 years=176 hours; 15+ years=216 hours
Kings	80-160 hours per year, depending on length of service
Lake	1-4 years=80 hours; 5-15 years=120 hours; 16 years=128 hours; 17 years=136 hours; 18 years=144 hours; 19 years=152 hours; 20+ years=160 hours per year
Lassen	12-20 days depending on length of service.
Los Angeles	0-4 years=80 hours; 4-9 years=120 hours; 9-10 years=128 hours; 10-11 years=136 hours; 11-12 years= 144 hours; 12-13 years=152 hours; 13-20 years= 160 20-21 years=168 hours; 21-22 years=176 hours; 22-23 years=184 hours; 23-24 years=192 hours; 24+ years=200 hours
Madera	0-2 ½ years=8 hours; 2 ½-5 years=10 hours; 5-10 years=12 hours; 10+ years=14 hours per month
Marin	Varies by bargaining unit
Mariposa	0-2 years 6.67 hours, 3-9 years 10 hours, 10+ years 13.33 hours
Mendocino	No response
Merced	0-5 years=10 days; 6-10 years=15 days; 10+ years=20 days
Modoc	1-3 years=10 days; 4-11 years=15 days; 12-19 years=20 days; 19+ years=25 days; 25+ years=30 days
Mono	No response
Monterey	Varies - See annual leave
Napa	12-26 days annually based on years of service; 400 hours maximum for non-management & 536 hours max for management; all pro-rated for part-time employees
Nevada	Varies by bargaining unit
Orange	Varies based on service years.
Placer	0-2 years=10 days; 3-4 years=12 days; 5-9 years=15 days; 10-19 years=20 days; 20+ years=25 days per year; Accrual max is 400 hours with less than 10 years, 520 hours after 10 years
Plumas	No response
Riverside	0-3 years=80 hours; 4-9 years=120 hours; 10+ years=160 hours per year; accrual max 480 hours
Sacramento	10-25 days/year based on service years
San Benito	1-4 years=80 hours; 5-9 years=120 hours; 10-14 years=152 hours; 15+ years=163 hours per year
San Bernardino	80-160 hours per year based on classification and years of service for employees in MBO, vacation and sick leave is replaced with PTO 112-192 hour a year based on years of service.
San Diego	Based on service years
San Francisco	1-5 years = 10 days; 5-15 years = 15 days; 15+ years: 20 days
San Joaquin	0-3 years=10 days; 3-10 years=15 days; 10-20 years=20 days; 20+ years=23 days
San Luis Obispo	1-4 years=10 days; 5-9 years=15 days; 10+yrs=20 days
San Mateo	0-5 years= 104 hours; 5-10 years= 135 hours; 10-15 years= 162 hours; 15-20 years= 189 hours; 20-25 years= 216 hours, 25+ years= 243 hours
Santa Barbara	No response
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	No response
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	0-5 years=16 days; 5-10 years=17 days; 10-15 years=21 days; 15-20 years=23 days; 20-25 years=25 days; thereafter=26 days Management: 0-10 years=17 days; 10-15 years=21 days; 15-20 years=23 days; 20-25 years=25 days; thereafter=26 days
Stanislaus	0-2 years=2 weeks; 3-10 years=3 weeks; 11-20 years=4 weeks; 21+ years=5 weeks per year
Sutter	1-4 years=11 days; 5-9 years=15 days; 10-14 years=17 days; 15+ years=20 days
Tehama	1-4 years=12 days; 5-10 years=18 days; 11-20 years=21 days; 21+ years=200 hours per year; Management/miscellaneous=310 hours; 21+ years=350 hours
Trinity	No response
Tulare	No response
Tuolumne	Gen. 0-3 years 80 hours; 4-9 years 120 hours; 10+ 160 hours Management/Executive: 0-3 years 240 hours; 4-9 years 280 hours; 10+ years 320 hours
Ventura	121-191 hours per year

County	Vacation
Yolo	Hire date prior to July 10, 2016 – after 13 biweekly periods=80 hours; after 3 years=120 hours; after 11 years=128 hours; after 12 years=136 hours; after 13 years=144 hours; after 14 years=152 hours; after 15 years=160 hours; after 16 years=168 hours; after 20 years=176 hours; after 25 years=184 hours Hired on or after July 10, 2016 – after 13 biweekly periods=80 hours; after 5 years=104 hours; after 10 years=120 hours; after 15 years=136 hours; after 20 years=160 hours
Yuba	No response
State of California	Rank & file: 0-3 years=7 hours; 3-10 years=10 hours; 10-15 years=12 hours; 15-20 years=13 hours; 20+ years=14 hours per month Management/Supervisor: 0-3 years=7 hours; 3-10 years=11 hours; 10-15 years=13 hours; 15-20 years=14 hours; 20-25 years=15 hours; 25+ years=16 hours per month

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Alameda	13 days per year	Maximum vacation leave balances on every January 1 no more than 2 times the employee vacation accrual rate	Purchasing service credit may count toward an employee's years of service is possible for medical or military leave without pay. Employees would need to contact the Alameda County Employees' Retirement Association (ACERA) to check for eligibility, and to request for a computation and arrange for a payment plan.
Alpine	10 days per year	Not available	Not available
Amador	12 days per year	FMLA, 1 or more years of service, maximum 12 work weeks per 12-month period	None
Butte	96 hours per year	Not available	Pay in lieu of time off up to 144 hours each year, subject to approval of department head and availability of funds.
Calaveras	No response	No response	No response
Colusa	1 day per month	Not available	Not available
Contra Costa	8 hours per month	Unrepresented and represented management employees receive 94 hours per year non-accruable administrative leave	1/3 of yearly vacation accrual
Del Norte	96 hours per fiscal year, earned at a rate of 8 hours per month.	Not available	Not available
El Dorado	3.7 hours biweekly	Not available	Not available
Fresno	No response	No response	No response
Glenn	0.0462 hours for each hour worked	80 hours per year for exempt employees	Not available
Humboldt	12 days per year	Management/Confidential classifications 10 days per year	Management/Confidential classifications up to 3 weeks of vacation per year.
Imperial	No response	No response	No response
Inyo	No response	No response	No response
Kern	0-5 years=8.67 days per year; 6-10 years=10 days per year 11+ years 12 days per year Assessor accumulates 3 days a year only	Not available	Not available

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Kings	80-96 hours per year depending on length of service	Management receives additional 40-64 hours per year	Management may cash out up to 48 hours of leave each fiscal year.
Lake	12 days per year	1 week for administrative employees	Not available
Lassen	15 days per year	Not available	Not available
Los Angeles	0-1 year=80 hours 2-4 years=88 hours 5+ years=96 hours After 6 months of continuous service, employees earn part-pay sick leave at the rates of 65% and 50% of regular pay.	MegaFlex employees accrue non-elective leave: less than 20 years=80 hours; 20-21 years=84 hours; 21-22 years=88 hours; 22-23 years=92 hours; 23-24 years=96 hours; 24+ years=100 hours. In addition, MegaFlex employees have the option to purchase up to 20 days of additional Elective Annual Leave each year.	Employees who are not in the MegaFlex program may sell back a maximum of 48 hours of their sick leave per year. Employees in the MegaFlex program will be reimbursed for any unused Elective Annual Leave at the end of the year.
Madera	8 hours per month	48 hours management leave (supervisors and managers)	In March and November eligible employees can cash out a maximum of 80 hours per year. Employees must have a minimum of 100 hours accrued vacation hours. Hours paid hourly rate.
Marin	12 days per year, unlimited accrual	Varies by bargaining unit	Sick leave 75% credited toward retirement service credit; vacation is paid out upon retirement or termination.
Mariposa	10 hours per month	Not available	Not available
Mendocino	No response	No response	No response
Merced	0.0462 hours for each hour worked	Management 96 hours per year. Certain employee classifications receive 96 hours administrative leave annually.	All employees annually and upon retirement may sell back unused sick leave.
Modoc	9.38 hours per month	Not available	Not available
Mono	No response	No response	No response
Monterey	See annual leave	F and J units: 0-2 years=22 days; 3-5 years=25 days; 6-10 years=28 days; 11-18 years=30 days; 19-21 years=33 days; 22-25 years=34 days; 25+ years=35 days. X & Y units: 0-3 years=23 days; 3-5 years=25 days; 6-10 years=27 days; 11-14 years=30 days; 15-18 years=32 days; 19-20 years=33 days; 21-25 years=34 days; 25+ years=37 days.	Bargaining Units X and Y: 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; Bargaining Unit J, F and ZJ: up to 40 hours of annual leave per calendar year
Napa	12 days per year, unlimited accrual. Pro-rated for part-time employees.	40 hours supervisor; 80 hours management; 19 hours personal leave. Pro-rated for part-time employees.	Cash-out for up to 60 hours management leave per fiscal year; cash-out for up to 40 hours vacation or supervisory leave per year if qualifications are met.
Nevada	Varies	Not available	Not available

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Orange	0-3 years an employee earns .0347 hours for each paid hour, approximately 72 hours per year. After 3 years, the employee earns .0462 hours for approximately 96 hours per year	Not available	40 hours for OCEA General Office Services Unit, 60 hours for OCEA Supervisory/Management Unit. 120 hours for Administrative Managers
Placer	12 days per year, maximum accrual 750 hours for non-management.	Management Leave - 100 paid hours/year which can be used or cashed out each year.	Vacation cash out offered one time per year with specific guidelines.
Plumas	No response	No response	No response
Riverside	4 hours accrual per pay period with unlimited accrual	0-3 years=8.92 hours; 3-9 years=10.46 hours; 9+ years=12 hours per pay period	Management employees may receive pay up to 80 hours per year plus additional 80 hours with department head approval.
Sacramento	15 days per year	Not available	Management 40 hours max per year
San Benito	120 hours per year	Management 80 hours per year	Not available
San Bernardino	3.39 hours biweekly; exempt 3.69 hours biweekly	80 hours per year for management, supervisors, and exempt	General can cash-out 60 vacation hours per year if 80 hours used; Management can cash-out 80 hours per year; 40 hours per year for supervisor; Exempt can cash-out one time during course of employment.
San Diego	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	Not available	Members may purchase credit for various types of services such as temporary city employee, qualifying public service, military service, etc.
San Joaquin	12 days per year	Not available	Not available
San Luis Obispo	12 days per year	Not available	Permanent employees with a minimum balance of 200 vacation hours may sell back 40 hours; must use 40 hours vacation in current fiscal year.
San Mateo	3.7 hours biweekly	Management positions – Administrative Leave 130 hours/year	Management may cash-out 50% of their current administrative hours.
Santa Barbara	No response	No response	No response
Santa Clara	SEIU – 96 hours per year; CEMA – 64 hours per year	Executive management 36 days per year	CEMA employees may cash-out up to 80 hours STO.
Santa Cruz	See annual leave	1-5 years=22 days; 6-10 years=27 days; 11-15 years=32 days; 16+ years=37 days.	Annual leave has 100% payoff at separation.
Shasta	No response	No response	No response
Sierra	.0462 hours per hour worked. No limit on accrual	Not available	County will pay out 100% of vacation upon retirement or resignation. Employees who have 15 years of continuous service are eligible to receive 40% of unused sick leave paid out upon retirement/resignation.

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Siskiyou	3.7 hours per biweekly	Assistant Assessor, management & Appraisal staff- 48 hours per year admin leave; Assessor- 60 hours admin. leave	Not available
Solano	3.7 hours per biweekly	Not available	Management= Unused Administrative Leave is converted to employees Retirement Health Savings Account in July of each year.
Sonoma	Regular hire new employees receive an advance of 40.48 hours of sick leave. Employees begin to accrual sick leave 3.68 in service hours for each completed 80 hour pay period of service beginning the 12 th pay period. No limit on accumulations, accrual is prorated for any unpaid time each pay period.	Management= 60 hours, Elected Official= 77 hours or approximately 10 days of admin leave which may be taken as time off or cash	If an employee has 100% retirement credit, then 25% of unused sick leave is paid upon voluntary termination. Otherwise, 100% of unused sick leave may be converted to time in service at retirement.
Stanislaus	96.2 hours annually (3.70 hours per paycheck) Part Time employees .034	2 days per year (accrues at 0.62 per pay period as part of vacation)	Vacation full cash-out at retirement or resignation; sick 50% cash out at retirement up to 600 hours, 25% if 6+ years of service, 0% if less than 6 years.
Sutter	12 days per year	Not available	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, 500 hour cap After 500 hours, 2 hour pay contribution to deferred comp.	Miscellaneous employees-1 day personal leave per year; Management 1 day personal leave and 5 days administrative leave per year	Vacation – miscellaneous employees 40 hours per year; management employees 60 hours per year
Trinity	No response	No response	No response
Tulare	No response	No response	No response
Tuolumne	96 hours per year, accumulated at 3.69 hours per pay period	Gen. 16 hours per year Management 80 hours per year	Management and Executives 200 hours per year maximum.
Ventura	80 hours per year	Management: 208-328 hours per year.	Up to 80 hours per year (non-management); management up to 200 hours per year
Yolo	8 hours per month	Not available	Employees with a balance over 280 hours may request to purchase up to 40 hours each fiscal year
Yuba	No response	No response	No response
State of California	8 hours per month	Available to all	Exempt/Management/Supervisor/Conf./Excluded

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Alameda	11	All staff receives 4 floating holidays per year and 7 management paid leaves. Managers and Non-Exempt Managers also receive 4 floating holidays and 3 management paid leaves.
Alpine	15	None
Amador	12	6 days Personal Necessity Leave per year for full time permanent employees; for part time employees, accrued in ratio of hours worked; Personal Necessity Leave days are charged against the employee's accrued sick leave
Butte	11+	Administrative Leave for exempt employees, 7 days per year.
Calaveras	No response	No response
Colusa	14	Bereavement leave – 5 days per death of an immediate family member.
Contra Costa	10	Personal holiday: Management= 2 hours per month, all others= 4 hours per month; Supervising Assessment Clerks 50 hours per year paid personal leave
Del Norte	13	Floating Holidays (24 hours per fiscal year) Administrative Leave up to 24 hours awarded per fiscal year, Bereavement leave up to 40 hours allowed per employee per year.
El Dorado	11 + 2 floating	16 hours per year for supervisor; 80 hours management leave per year
Fresno	No response	No response
Glenn	12	Bereavement leave 40 hours for each instance
Humboldt	12 + 2 floating	5 days per year family sick leave; 5 days per occurrence family bereavement leave
Imperial	No response	No response
Inyo	No response	No response
Kern	12	Military, family care, family school activities, bereavement, disability, personal, educational leave. Employees are given three days off between Christmas and New Year holiday
Kings	11	3.5 days for Holiday Closure
Lake	13	16 hours personal leave in lieu of cost of living adjustment
Lassen	13	Personal leave – varies by bargaining unit from 1 day to 4 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 one-way
Madera	13	Not available
Marin	11	Varies based on bargaining unit: bereavement; maternity/paternity; personal; floating holiday; parental education leave; management
Mariposa	13 + 1 Annual Holiday + 1 Personal Holiday	24 hours of Bereavement Leave
Mendocino	No response	No response
Merced	13	Bereavement-3 days due to death of relative in the first degree; 5 days if distance traveled is over 500 miles one way; jury duty and court appearances (work related)
Modoc	14	15 hours floating if hired prior to 1/1/14; 7.5 hours floating holiday if hired after 1/1/14; bereavement leave - 5 days per episode
Mono	No response	No response
Monterey	10 or 11 + 1 floating	Varies per unit: family illness 10 days per fiscal year; bereavement 10 days of accumulated sick leave; supervisory leave, 3 days per year; education leave, 3 days per fiscal year; management 10 days per year of professional leave
Napa	12	Not available
Nevada	11 + 2 floating	2-3 Floating Holidays depending on longevity; Administrative Leave (certain units 40 hours per fiscal year); Paid time off for certain units (24 hours)

County	No. of Holidays	Other Types of Leave
Orange	12	Performance Incentive Plan may earn 20 hours of non-cashable special leave if certain goals are reached
Placer	13 + 1 floating	Not available
Plumas	No response	No response
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	10.5 + 3 floating	Not available
San Bernardino	13 + 1 floating (Not For MBO)	Association leave, bereavement 2 days (3 days if travel more than 1,000 miles), military leave, jury duty, examination time, witness leave, blood donation, voting, perfect attendance, unpaid compulsory, unpaid political leave, and medical emergency leave
San Diego	11	Injury leave, bereavement, catastrophic, FMLA, voluntary time off, pregnancy disability, miscellaneous leave
San Francisco	11	4-5 Floating holidays (varies by employee union)
San Joaquin	12	Bereavement leave
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	2 Winter recess days
Santa Barbara	No response	No response
Santa Clara	12	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	13	Mid-management 2 weeks administrative leave per year which may be taken as time off or pay
Shasta	No response	No response
Sierra	12	Catastrophic leave.
Siskiyou	12 + 3 floating	Not available
Solano	12 + 2 floating	Administrative Leave per year depending on classification: 40-96 hours.
Sonoma	13	Compassionate leave: 32 hours of leave for death of defined family members; LWOP, Court: response to subpoena or line of duty, time off for voting or donating blood, FMLA, CPDL, CFRA. Vacation savings plan- each eligible full-time employee may elect to set aside up to 20 hours of base rate pay each plan year during years 3-5.
Stanislaus	10-11 depending on December 24 th	40 hours bereavement leave for immediate family members; 56 hours management leave for Assistant Assessors only.
Sutter	14	Not available
Tehama	13	Management employees can convert ½ accrued sick leave hours above 500 to Deferred Comp. Plan. At retirement, both management and miscellaneous employees with less than 15 years pay ½ of balance after deducting 176 hours, over 15 years – pay ½ of balance
Trinity	No response	No response
Tulare	No response	No response
Tuolumne	11	Bereavement leave 24 hours per occurrence.
Ventura	11	Non-management employees contribute to SDI and are eligible to collect disability benefits through the state
Yolo	10.5	Floating Holiday: 40 hours per year
Yuba	No response	No response
State of California	11 + floating 16 hours per year	1 Personal holiday; 2 professional development days; 3 bereavement days per occurrence; jury duty; military; FMLA; state civil service exams; donated catastrophic leave; blood donations; subpoenaed witness; pregnancy; personal; mentoring; union leave, PLP 2020 (2 furlough days)

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Alameda	Yes	Yes	Yes	Yes	No	\$700 per year non-managers	No
Alpine	No	No	No	No	No	\$400 per year	No
Amador	No	12,000	Yes	457	No	Yes	No
Butte	No	\$25,000	SDI	457	No	\$500 per year	No
Calaveras	No response	No response	No response	No response	No response	No response	No response
Colusa	No	\$50,000	No	457 Deferred Comp, Cafeteria Plan	No	No	No
Contra Costa	No	\$10,000 to \$60,000	SDI LTD	County pays \$75-\$85 per month	414H2; HCSA	Limited to 50% tuition 100% books, up to \$750 per year	No
Del Norte	No	\$15,000	Yes	Yes	No	Yes	No
El Dorado	No	Yes	Yes	Yes	No	Yes	Yes
Fresno	No response	No response	No response	No response	No response	No response	No response
Glenn	No	Yes	Yes	No	No	No	No
Humboldt	No	Yes	SDI	Yes	No	Up to \$600 per year	No
Imperial	No response	No response	No response	No response	No response	No response	No response
Inyo	No response	No response	No response	No response	No response	No response	No response
Kern	No	\$10,000 to \$100,000	Yes	Yes	Yes	Job related and approved by department head	No
Kings	No	\$50,000 for assessor; \$40,000 for management; \$10,000 for staff	No	3:1 match up to \$2,500 (Management Only)	No	No	No
Lake	No	Voya Life/AD&D	AFLAC/SDL	457	No	Up to \$750 per semester	No
Lassen	No	\$40,000	No	Yes	No	No	No
Los Angeles	\$70 per month	1 to 8 times annual salary	LTD	457 & 401K County provides 4% match	No	up to \$1,000 per year	Yes
Madera	No	\$50,000 for assessor only	No	457 through ICMA	No	Appraisers only	No
Marin	Ride Green program	Basic; Dependent and Supplemental Life	Yes	457(b)	No	TAP- Tuition Assistance Program	No
Mariposa	No	Yes	Yes	Yes	Yes	Yes	No
Mendocino	No response	No response	No response	No response	No response	No response	No response
Merced	No	Yes	Yes	Yes	No	Work-related	5%
Modoc	No	\$10,000	No	Yes	No	Must be approved by Office of Administration and Board of Supervisors	No

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Mono	No response	No response	No response	No response	No response	No response	No response
Monterey	No	\$20,000 to \$50,000	LTD	457	No	No	No
Napa	No	Yes	Yes	Yes	Yes	Yes	No
Nevada	No	\$20,000 for employee	Dept. Heads & certain other titles	457	No	Up to \$5,250	Certain professional certificates.
Orange	No	Yes	Yes	Yes	HCRA DCRA	\$10,000 per year max	No
Placer	No	\$50,000	SDI	Voluntary 457/401; non-management= no match; management=\$750 max per year	No	Maximum \$1,200 per year	No
Plumas	No response	No response	No response	No response	No response	No response	No response
Riverside	No	Up to \$50,000	Yes	457	No	Tuition and Textbook reimbursement up to \$5,250 per year	No
Sacramento	\$75 per month	Based on bargaining unit: either \$15,000 or \$18,000 or \$50,000 for management	SDI	457 deferred comp plan 401A Plan mgmt. & elected officials	Medical; dental; day care; elder care	\$1,500 per year	No
San Benito	No	\$20,000	SDI	401a & 457	AFLAC	\$750 per year	No
San Bernardino	No	\$20,000 to \$50,000, plus option for employee to buy more coverage	SDI (all except Elected), LTD for Exempt and Elected	457(b) all classifications; 401(K) Exempt and Elected; 401(A) Elected only	Dependent care assistance; medical expense reimbursement	\$400-\$1,650 depending on classification	No
San Diego	\$65- \$85 per month	Yes	MGMT & UCL up to max \$12,000	401(a) & 457	No	\$2,549 for FY 2019-20	No
San Francisco	No	\$50,000 - \$150,000 (varies by employee union)	LTD	457 (b)	No	\$500-\$2,000	No
San Joaquin	Yes	Yes	Yes	Yes	Yes	Yes	BREA 5% managers; 3% others
San Luis Obispo	No	Management	Management LTD – pays 66 2/3% of salary on first \$13,500	457	Yes	Management \$250 per year Rank/File \$400 per year	No
San Mateo	\$75 per month	Up to \$50,000	Fully Paid LTD SDI (Basic & Expanded)	457	Flexible spending accounts, childcare/day care	Yes	No

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Santa Barbara	No response	No response	No response	No response	No response	No response	No response
Santa Clara	100% VTA pass	\$25,000 to \$200,000	SDI	457	Healthcare, childcare, Transit, Parking	\$1,500-3,000 per year	No
Santa Cruz	Yes	Yes	Yes	Employee contributions only	No	No	No
Shasta	No response	No response	No response	No response	No response	No response	No response
Sierra	No	\$50,000 May purchase additional at own expense (self or spouse)	AFLAC	457	No	Work related only	Yes
Siskiyou	No	\$25,000 for appraisal & support staff; \$30,000 for mgmt.; 2 x annual salary for assessor/asst. assessor	LTD/SDI	457	Medical & childcare	Up to \$500 per year	No
Solano	No	1x annual salary up to \$50,000; management: 1.5% salary up to \$350,000	LTD for management	401(a) for elected official & management; voluntary plans for staff, \$5 county match	No	50% out of pocket compensation up to \$1,100 per year	No
Sonoma	\$100 per month city bus pass	Yes	LTD	457 & 401(a)	Health FSA & DCAP	Yes	No
Stanislaus	No	Employee \$10,000; Assessor and managers \$30,000	Yes	Elected: 2% of base; managers: 1.5%; confidential: 1%	No	Tuition reimbursement for applicable courses.	No
Sutter	No	Management: \$150,000 Law: \$50,000 All others: \$75,000	SDI	457(b)	Flexible Health & Dependent Care Spending Act	\$1,000 per year	No
Tehama	Yes	\$20,000	Yes	\$80 per month match to management employees; \$60 to regular employees	IRS 125 Pre-Tax Deduction	No	No
Trinity	No response	No response	No response	No response	No response	No response	No response
Tulare	No response	No response	No response	No response	No response	No response	No response

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Tuolumne	No	Executive \$200,000, Management \$100,000 Employees. \$50,000	No	457 (b)	No	Gen 50% job related Executive/ Management 100% job related	No
Ventura	No	\$10,000 for non-management; \$50,000 management	SDI for management	401(k); 457	No	Up to \$2,000 per year	CPA, 5%
Yolo	No	\$25,000	No	\$400 match per year	No	Up to \$1,000.00 per Fiscal Year	No
Yuba	No response	No response	No response	No response	No response	No response	No response
State of California	75% of actual cost, \$65 max	Management/ supervisor	SDI	Yes	Yes	Yes	Yes

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Alameda	No	No	\$40 per pay period for Management; \$55 for Non-Management	Yes	Mileage	25% discount	No
Alpine	No	No	No	No	No	No	No
Amador	No	No	No	Limited	No	1 free consultation and discounted services	\$100 per year
Butte	Yes	No	\$50 per biweekly pay period	Yes	\$620 a month Assessor and Assistant Assessor	No	No
Calaveras	No response	No response	No response	No response	No response	No response	No response
Colusa	For required licenses, certificates, permits, & registrations	No	\$75 per month	Yes	No	Employee Assistance Program	No
Contra Costa	\$400 - \$625	Appraiser/Auditor -Appraiser staff 2.5% of base pay	\$100 per month	Yes	Assessor \$600 per month	No	No
Del Norte	Yes	Via the Appraiser III salary schedule	5% of pay if 10% or more of employee time is spent using skills.	Yes	No	No	No
El Dorado	No	No	Yes	Yes	No	No	No

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Fresno	No	No	\$23.08 biweekly	No	\$6,180 annually for Department Heads	No	No
Glenn	No	\$1.10 per hour	\$0.75 per hour	Yes	No	No	No
Humboldt	No	No	Yes	Yes	No	No	Group rate
Imperial	No response	No response	No response	No response	No response	No response	No response
Inyo	No response	No response	No response	No response	No response	No response	No response
Kern	Job related and approved by department head	No	\$25 per pay period Verbal; \$50 per pay period Written & Verbal	Yes	\$275.52 per pay period for department heads & elected officials	Yes	Available through employee union
Kings	No	No	\$25/ per pay period; \$50 for advanced	Yes	No	No	No
Lake	No	No	2.5%	\$0.39/mile	No	No	No
Lassen	No	No	Yes	No	No	No	No
Los Angeles	Up to \$90 per year	\$200 per month	\$100 per month	Yes	Rentals for business trip	No	No
Madera	CAA dues for Assessor	No	\$20 per month	Per diem	Mileage \$0.575	No	No
Marin	Yes	No	Yes	Yes	Department Heads	Employee Assistance Program	Discounts
Mariposa	No	Yes	No	No	No	No	No
Mendocino	No response	No response	No response	No response	No response	No response	No response
Merced	No	5%	Yes	Yes	Dept. Head	Available for a fee	No
Modoc	No	Included in salary range	5%	Yes	No	No	No
Mono	No response	No response	No response	No response	No response	No response	No response
Monterey	\$100- \$400 per year	No	Management: \$20 per month; Others: \$0.56 per hour (primary) \$0.25 per hour (provisional)	No	No	No	No
Napa	No	No	Yes	Yes	Yes	Yes	Yes
Nevada	No	No	5%	Yes	No	No	No
Orange	Yes	Yes	Yes	Yes	Elected official	No	No
Placer	Up to a maximum of \$250/year	No	5%	Yes	\$550 per month to elected official & some management	Employee Assistance Program	No
Plumas	No response	No response	No response	No response	No response	No response	No response

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Riverside	No	No	\$0.50, \$0.75, \$1.00 per hour depending on level of translation	No	No	No	No
Sacramento	No	5% for real property appraiser and auditor-apraiser classes	\$0.40 or \$0.50 for Oral and/or Written	Yes	Assessor, Assistant Assessor, & other management classes	Limited-Employee Assistance Program	No
San Benito	SAA dues	Requirement for promotion to level III	\$80 per month Tier I \$125 per month Tier 2	Yes	\$178 per month	No	No
San Bernardino	No	No	\$40-\$55 per pay period	Yes	Elected and Exempt employees in group A & B	No	Elected & Exempt only
San Diego	No	\$50 in eligible class	\$20 - \$40 biweekly	Yes	No	No	No
San Francisco	No	\$1,000	\$60 bi-weekly	Yes	\$40-\$100 + mileage (IRS Rate)	No	No
San Joaquin	No	No	Yes	Yes	Yes	No	No
San Luis Obispo	No	No	\$60 per month – Dept. Head approval	Yes	Assessor only \$5,400 per year	No	Management only \$200 per year
San Mateo	No	2% Advanced Appraisers' Cert	\$70 biweekly	Mileage	Dept. Head (Elected Official)	Employee Assistance Program	No
Santa Barbara	No response	No response	No response	No response	No response	No response	No response
Santa Clara	No	2%	\$200 per month for designated positions	Yes	Assessor-\$600 per month	No	10% discount
Santa Cruz	No	No	\$1.00 per hour	Per diem	No	No	No
Shasta	No response	No response	No response	No response	No response	No response	No response
Sierra	Yes	No	No	Yes	No	No	No
Siskiyou	No	No	5%	Per diem	No	No	No
Solano	No	No	\$75 per pay period	No	Assessor \$250 biweekly	No	No
Sonoma	Yes	No	\$1.15 per hour	Yes	\$320 biweekly for elected official	EAP	Yes
Stanislaus	Applicable Dues	No	\$0.85 per hour	Yes	Department Heads and Managers	No	No
Sutter	No	No	No	No	No	No	No
Tehama	No	Ability to promote to Senior Appraiser.	No	Mileage	No	No	No

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Trinity	No response	No response	No response	No response	No response	No response	No response
Tulare	No response	No response	No response	No response	No response	No response	No response
Tuolumne	No	No	No	No	No	No	Management 80% not to exceed \$60 for a single membership.
Ventura	Executive management only	\$50 biweekly for non-management	\$0.65- \$0.90 per hour	\$60 per diem; mileage	\$375 per month for assessor only	Union Rep. for non-management employees	No
Yolo	No	No	Tier 1: 0.55 per hour Tier 2: 0.70 per hour	No	No	No	No
Yuba	No response	No response	No response	No response	No response	No response	No response
State of California	Yes	No	Yes	Yes	No	Group	No

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda	No	Yes	No
Alpine	No	No	No
Amador	10, 15 & 20 years of service; for General unit staff only	Employee Assistance Program	No
Butte	No	Yes	Boot allowance for appraisers, \$120 per year.
Calaveras	No response	No response	No response
Colusa	Yes	Employee Assistant Program	
Contra Costa	10 years at 2.5% 15 years+ additional 2.5%; elected 10 years at 5% 15 years+ additional 2.5%	Employee Assistance Program 6 visits	No
Del Norte	No	25 appointments per year – included in Medical	No
El Dorado	Yes	Yes	No
Fresno	No response	No response	No response
Glenn	Yes 5% at 10 full years 6% at 15 full years 7% at 20 full years 8% at 25 full years 9% at 30 full years	Employee Assistance Program	No
Humboldt	5% at 10 years; additional 5% at 20 years	Yes	No
Imperial	No response	No response	No response
Inyo	No response	No response	No response

County	Longevity Pay	Counseling Services	Miscellaneous
Kern	General employees: 10 years at 2% 15 years at 4% 20 years at 6% 25 years at 8% 30 years at 10% Management 2% at 30 years	Employee Assistance Program	No
Kings	No	Employee Assistance Program	No
Lake	No	Managed Help Network	No
Lassen	Yes	Yes	No
Los Angeles	No	Employee Assistance Program	No
Madera	10-15 years at 5 % 15-20 years at 2.5 % 20+ years at 2.5 %	Insight Employee Services	No
Marin	No	Employee Assistance Program	The Employee Assistance Program offers E3 wellness program; Credit union; Flexible Spending accounts
Mariposa	Yes	Yes	No
Mendocino	No response	No response	No response
Merced	No	Employee Assistance Program	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	No
Mono	No response	No response	No response
Monterey	No	Employee Assistance Program	Expense allowance: Assessor=\$262.50 per month, Assistant Assessor and Management=\$45.84 per month
Napa	10 years at \$500 15 years at \$1,000 20 years at \$1,500 25 years at \$2,000	Employee Assistance Program, 5 sessions per incident	Supplemental life insurance \$10,000-\$200,000 employee paid; Spouse life insurance \$10,000-\$100,000 employee paid; Dependent (child) life insurance \$10,000 employee paid.
Nevada	Management/Assessor 2.5% after 10 years	Employee Assistance Program	No
Orange	No	Employee Assistance Program	No
Placer	2% at 10 years 3% at 15 years If hired before 11/1/19	Employee Assistance Program	Cafeteria plan for employees 6% of base pay. Cafeteria plan for management \$4,000 per year. Tahoe subsidy pay of \$875/month, Tahoe Rural Health subsidy of \$2,000 for single coverage and \$3,000 for family coverage annually. Accidental death and dismemberment policy for each employee in the amount of \$10,000.
Plumas	5% at 7, 10, 14, 18, 21 years	Employee Assistance Program	No
Riverside	No	Employee Assistance Program	Management benefit - \$50 per pay period to 401(a) plan; reduced tuition incentive through cohort program
Sacramento	No	Employee Assistance Program	2.5% or 5% Education Incentive Pay and Certification Pay
San Benito	2.5% at 20 years 5% at 25 years 7.5% at 30 years	No	No
San Bernardino	2% for employees with 15+ years of service	Per medical plan	Retirement Medical Trust Fund for eligible employees; Portable Communication Device Allowance for Elected & Exempt employees in group A & B, 2% auditing differential for Auditor Appraiser I and II and Supervising Auditor Appraiser.

County	Longevity Pay	Counseling Services	Miscellaneous
San Diego	No	Employee Assistance Program	County Vehicle provided for Assessor/Recorder/County Clerk effective September 2013
San Francisco	Depends on Union, after 10+ years in the same classification \$0.30 per hour	No	Municipal executives Flexible Credits paid bi-weekly. Employee only value is \$352.86. Flex credits for an employee +1 is \$407.14. Flex credits for an employee +2 or more is \$815.08 under Blue Shield Trio. \$964.93 under Blue Shield Access+ \$697.93 under Kaiser Permanente, and \$964.93 under City Plan. Flex credits can be spent on a variety of pre-tax and post-tax benefit options paid via payroll deduction. If the premium contribution for the benefit choices cost more than the flex credit allowance, the balance is paid from salary. If the benefit choices cost less than the flex credits the employee will receive cash back as taxable, non-pension earnings.
San Joaquin	No	Yes	No
San Luis Obispo	No	Employee Assistance Program 3 visits	No
San Mateo	1% at 5 years 2.5% at 10 years 4% at 20 years 6% at 25 years	Employee Assistance Program	Voluntary Time Off (VTO) Program; Catastrophic Leave Program; Wellness Dividend Program
Santa Barbara	No response	No response	No response
Santa Clara	No	Employee Assistance Program	SEIU \$300 Continuing education and Licensure
Santa Cruz	3% at 25+ years	Employee Assistance Program	No
Shasta	No response	No response	No response
Sierra	5% at 5 and 10 years	5 visits	Helicopter Air Ambulance Insurance for both carriers in county.
Siskiyou	2.5% increase after 2 years at step 5; Asst. Assessor 2.5% after 2 years at each Step 5 and 6	Employee Assistance Program	Deferred comp \$300 per month for Assessor, \$150 per month for Asst. Assessor; Appraisers \$30 per month. Alternate work schedules 4/10 and 9/80
Solano	Non-management: 10 years at 2.5% 20 years at 5% 25 years at 7.5% Management: 10 years at 2.5% 15 years at 5% 20 years at 7.5% 25 years at 10% 30 years at 12.5% 35+ years at 15%	Employee Assistance Program 5 paid visits per year	Assessor \$50 biweekly for Management Business Expense
Sonoma	No	Employee Assistance Program	\$50 optional cell phone stipend for managers, elected Department Heads & Board of Supervisors Aides.
Stanislaus	No	Employee Assistance Program	Accident and Critical Illness Insurance available for purchase for employee, spouse and children; Professional Development for Assessor, Assistant Assessor and Confidential Assistant. Limits per year are \$1,200, \$900, and \$400 respectively. CPA designation 5% additional pay. Mileage if traveling on county business.

County	Longevity Pay	Counseling Services	Miscellaneous
Sutter	5% at 10 years; Additional 2.5% at 15 years; Additional 2.5% at 20 years	Employee Assistance Program 3 free sessions per 6 months	No
Tehama	Employee hired prior to 1991 - 5% raise	Employee Assistance Program	\$100 per month assessor stipend. \$60 per month cell phone allowance for department head.
Trinity	No response	No response	No response
Tulare	No response	No response	No response
Tuolumne	Gen. 2.5% at 10 years 2.5% for each 5 years period after.	Employee Assistance Program	No
Ventura	No	Employee Assistance Program	Incentive for Higher Education Degrees up to 5%
Yolo	2.5% after 10 years of service, 5% after 15 years of service	No	No
Yuba	No response	No response	No response
State of California	No	Employee Assistance Program	No