

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

OCTOBER 2021

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, 2021.

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, 2021, 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
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

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
Executive Assistant II	3,849 – 4,817
Associate Governmental Program Analyst	5,149 – 6,446
Staff Services Analyst	3,298 – 5,360
Tax Technician I/II/III	2,858 – 4,326

STAFF SUPPORT

Office Technician (General)	3,087 – 3,868
Office Technician (Typing)	3,144 – 3,935
Office Assistant (Typing)	2,688 – 3,651

ALAMEDA

Total Reported Positions: 173.45

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,924
Chief Deputy Assessor	1	15,660
Chief, Appraisal Division	2	13,480
Chief, Assessment Services Division	1	13,480
Financial Services Officer	1	10,112
Departmental Human Resources Officer	1	9,488
Administrative Specialist II	1	7,826
Human Resources Technician	1	6,550
Administrative Assistant	1	6,312
Principal Appraiser	1	11,327
Supervising Appraiser II	10	9,685
Appraiser III	19	8,173
Appraiser II	29	7,159
Principal Auditor–Appraiser	1	11,327
Supervising Auditor–Appraiser II	4	9,685
Auditor–Appraiser III	11	8,372
Auditor–Appraiser II	7	7,335
Assessor Representative	2	9,191
Mapping Supervisor	1	7,826
Mapping Technician II	1	4,840
Mapping Technician III	5	6,225
Information Systems Manager	1	11,762
Information Systems Analyst	1	10,510
Information Systems Specialist	2	7,826
Training Officer, Assessor	1	9,216
Assessment Roll Manager	1	8,143
Assessment Supervisor II	5	7,165
Assessor's Technician	31	5,032
Senior Assessor's Technician	22	5,734
Secretary II	1	6,765
Specialist Clerk I	1	4,792
Clerk II	3	4,603
Clerk Intermittent I	0.45	1,122
Assessment Supervisor I	3	6,818

ALPINE

Total Reported Positions: 3.6

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$7,819
Senior Appraiser	1	4,472
Assessment Technician	1	4,692
Auditor–Appraiser/Recording Technician	0.6	3,032

AMADOR

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,334.00
Assistant Assessor	1	6,922.00
Appraiser II	2	28.55 – 34.70/hour
Appraiser I	1	23.69 – 28.80/hour
Auditor–Appraiser I	1	23.45 – 28.50/hour
Cadastral Drafting Technician II	1	24.56 – 29.85/hour
Supervisor, Administrative	1	28.00 – 34.03/hour
Administrative Technician	2	23.21 – 28.21/hour
Administrative Assistant II	1	16.13 – 19.61/hour

BUTTE

Total Reported Positions: 39

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,742 – 12,137
Assistant Assessor	1	8,060 – 10,802
Assessment Clerk	7	2,553 – 3,422
Senior Assessment Clerk	3	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 – 4,281
Principal Information Systems Technician	1	6,094 – 8,169
Property Appraiser	6	3,524 – 4,725
Principal Property Appraiser	2	4,294 – 5,755
Senior Property Appraiser	6	3,890 – 5,212
Supervisor, Appraiser	3	4,878 – 6,538
Supervisor, Assessment Clerk	3	3,205 – 4,294
Supervisor, Assessment Office	1	3,810 – 5,105
Supervising Auditor–Appraiser	1	4,878 – 6,538

CALAVERAS

Total Reported Positions: 17

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,511
Chief Appraiser	1	5,897 – 7,171
Chief of Assessment Services	1	5,600 – 6,812
Appraiser Analyst	1	4,420 – 5,375
Senior Appraiser	1	5,018 – 6,099
Appraiser I	5	3,770 – 4,583
Appraiser II	1	4,082 – 4,966
Appraiser III	0	4,481 – 5,441
Assessment Technician I	2	2,902 – 3,524
Assessment Technician II	2	3,061 – 3,713
Assessment Technician III	0	3,536 – 4,300
Assessment Technician IV	1	3,822 – 4,642
Cadastral GIS Technician I	1	3,123 – 3,793
Cadastral GIS Technician II	0	3,990 – 4,853
Cadastral GIS Technician III	0	4,661 – 5,665

COLUSA

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,375
Assistant Assessor	1	6,492
Appraiser III	1	5,724
Appraiser II	1	5,057
Appraiser I	1	4,147
Auditor–Appraiser I	1	3,849
Supervising Assessment Technician	1	5,010
Assessment Technician II	1	3,628
Assessment Technician I	1	3,125
Assessment Technician I	1	2,973

CONTRA COSTA

Total Reported Positions: 112

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,854
Assistant County Assessor	2	13,079 – 14,420
Principal Appraiser	4	9,581 – 12,265
Supervising Appraiser	5	7,775 – 9,953
Associate Appraiser	20	6,849 – 8,325
Assistant Appraiser	21	5,742 – 6,980
Senior Real Property Technical Assistant	4	4,939 – 6,003
Real Property Technical Assistant	2	4,171 – 5,326
Supervising Auditor–Appraiser	1	7,775 – 9,953
Senior Auditor–Appraiser	3	7,111 – 8,644
Auditor–Appraiser II	1	6,022 – 7,319
Auditor–Appraiser I	4	5,980 – 6,593
Drafting Services Coordinator	1	6,195 – 7,531
Computer Aided Drafting Operator	4	5,194 – 6,314
Assessor's Clerical Staff Manager	1	6,139 – 7,840
Supervising Assessment Clerk	4	4,669 – 5,963
Clerk – Specialist Level	9	4,122 – 5,263
Clerk – Senior Level	16	3,649 – 4,660
Clerk – Experienced Level	7	3,302 – 4,097
Assessor's Customer Services Coordinator	1	6,753 – 9,542
Administrative Services Assistant III	1	6,614 – 8,039

DEL NORTE

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,962
Assistant Assessor	1	6,562
Assessment Analyst	1	4,126
Appraiser Technician	1	3,370
Property Transfer/Mapping Technician	1	3,695
Property Appraiser	1	3,609
Property Appraiser	3	4,246
Property Appraiser – Part Time/Temporary	1	2,092

EL DORADO

Total Reported Positions: 37.8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,232
Assistant Assessor, Valuations	1	9,831 – 11,950
Deputy Assessor, Systems and Support	1	7,641 – 9,287
Administrative Technician	1	4,287 – 5,210
Information Technology Dept. Coordinator	1	5,782 – 7,029
Supervising Appraiser	1	6,037 – 7,339
Appraiser I	4	4,079 – 4,957
Appraiser II	5	4,529 – 5,505
Senior Appraiser	4	5,035 – 6,120
Appraiser Aide	1	3,429 – 4,169
Cadastral Drafter	1	4,179 – 5,082
Geographic Information System Analyst	1	5,507 – 6,694
Property Transfer Supervisor	1	4,446 – 5,403
Property Transfer Specialist	4	3,865 – 4,699
Supervising Assessment Technician	1	4,134 – 5,023
Assessment Technician I	1	3,009 – 3,659
Senior Assessment Technician	5.8	3,597 – 4,371
Supervising Auditor Appraiser	1	5,793 – 7,041
Auditor–Appraiser	2	4,529 – 5,505

FRESNO

Total Reported Positions: 100

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,115
Assistant Assessor	1	10,294
Chief Appraiser	1	9,493
Chief Auditor–Appraiser	1	9,493
Business Manager	1	7,691
Special Properties Appraiser	1	6,901
Auditor–Appraiser I	2	3,902
Auditor–Appraiser II	9	4,903
Auditor–Appraiser III	20	5,904
Assessment Technician I	5	4,011
Assessment Technician II	4	4,617
Assessment Technician III	3	4,957
Supervising Assessment Technician	1	5,792
Cadastral Technician I/II	4	3,865
Executive Secretary	1	4,508

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Cadastral Technician	1	\$6,370
Supervising Office Assistant	2	3,878
Office Assistant I/II/III	16	2,730
Program Technician I/II	6	4,021
Supervising Program Technician	1	4,792
Information Technology Analyst III/V	4	5,902
Senior Auditor–Appraiser	1	7,484
Information Technology Manager	1	8,242

GLENN

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	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	NO. 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	4,624 – 5,934
Appraiser III	1	4,186 – 5,371
Appraiser II	4	3,808 – 4,886
Appraiser I	3	3,395 – 4,355
Principal Auditor–Appraiser	1	4,862 – 6,238
Auditor–Appraiser III	2	4,400 – 5,647
Appraisal Technician	4	2,922 – 3,750
Senior Property Transfer Assistant	1	3,360 – 4,312
Property Transfer Assistant	2	2,967 – 3,808
Cadastral Drafting Technician	1	3,118 – 4,002
Senior Assessment Technician	1	3,073 – 3,943
Assessment Technician II	1	2,712 – 3,480
Assessment Technician I	4	2,430 – 3,118

IMPERIAL

No information provided

INYO

No information provided

KERN

Total Reported Positions: 85

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,005
Confidential Assistant Assessor	1	7,703 – 9,404
Business Manager	1	5,299 – 6,470
Administrative Coordinator	1	4,028 – 4,917
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	4	2,739 – 3,333
Confidential Administrative Assistant	1	4,406 – 5,379
Assessment Technician	15	2,663 – 3,251
Chief Appraiser	3	6,063 – 7,402
Supervising Appraiser	4	5,626 – 6,869
Senior Appraiser	8	5,169 – 6,310
Appraiser I/II/III	23	3,592 – 5,944
Supervising Auditor–Appraiser	4	5,626 – 6,869
Senior Auditor–Appraiser	2	5,169 – 6,310
Auditor–Appraiser I/II/III	7	3,592 – 5,944

KINGS

Total Reported Positions: 24

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,626
Chief Appraiser	1	7,022
Auditor Accountant	1	6,748
Senior Appraiser	2	6,411
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
Cadastral GIS Technician I/II/III	1	4,614
Executive Secretary	1	4,576

LAKE

No information provided

LASSEN

Total Reported Positions: 9.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,596
Chief Appraiser	1	5,822
Chief Business & Administration	1	5,822
Senior Appraiser	1	4,960
Associate Appraiser	1	4,406
Assistant Appraiser	1	4,078
Administrative Assistant	1	4,394
Senior Cadastral Drafter	1	4,206
Cadastral Drafter I	1	3,277
Admin Clerk	0.5	2,622

LOS ANGELES

Total Reported Positions: 1,385

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor, Unclassified	1	\$19,006
Assistant Assessor (UC)	2	15,095 – 23,476
Account Clerk II	1	3,257 – 4,499
Accounting Technician I	2	3,547 – 4,773
Administrative Deputy II (UC)	1	11,304 – 17,579
Administrative Assistant II	5	4,880 – 6,576
Administrative Assistant III	3	5,439 – 7,330
Administrative Assistant IV, Assessor	1	6,003 – 8,089
Administrative Services Manager I	4	6,641 – 8,949
Administrative Services Manager II	2	7,203 – 9,707
Administrative Services Manager III	1	9,425 – 12,701
Application Developer II	9	6,823 – 8,710
Appraiser	271	4,303 – 7,815
Appraiser Assistant	15	3,379 – 4,543
Appraiser Specialist I	193	6,463 – 8,710
Assistant Property Assessment Specialist	1	5,203 – 7,011
Career Development Intern	1	2,830
Chief Appraiser	9	10,515 – 16,342
Chief Clerk	5	4,868 – 6,740
Chief Deputy Assessor, Unclassified	1	15,095 – 23,476
Database Administrator	1	9,061 – 12,210
Departmental Chief Information Officer II (UC)	1	12,151 – 18,898
Departmental Civil Service Representative	1	6,840 – 9,218

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Departmental Finance Manager II	1	\$9,781 – 15,212
Departmental Human Resources Manager II	1	9,781 – 15,212
Departmental Information Security Officer I	1	9,099 – 14,151
Departmental Personnel Assistant	4	3,573 – 4,808
Director, Assessor's Operations (UC)	4	13,063 – 20,315
Equipment Maintenance Helper	2	3,428 – 4,367
Executive Secretary, Unclassified	1	7,133 – 9,613
Geographical Information Systems Manager I	1	9,781 – 15,212
Geographical Information Systems Manager II	1	10,515 – 16,352
Geographical Information Systems Technician I	21	5,685 – 7,257
Geographical Information Systems Technician II	11	6,003 – 7,662
Graphic Arts Specialist	1	4,588 – 6,183
Graphic Arts Aide	1	3,504 – 4,714
Head Clerk	31	4,127 – 5,714
Head Support Services, Assessor	4	6,416 – 8,646
Head Reprographics, Assessor	1	5,799 – 7,815
Information Technology Specialist I	1	10,377 – 13,985
Information Technology Specialist II	1	11,942 – 16,095
Information Systems Analyst I	2	6,003 – 8,089
Information Systems Analyst II	7	6,448 – 8,688
Information Technology Aide	6	3,742 – 5,039
Information Technology Supervisor	1	9,061 – 12,210
Information Technology Manager I	2	9,781 – 15,212
Information Technology Manager II	1	10,515 – 16,352
IT Technical Support Analyst I	5	5,101 – 6,874
IT Technical Support Analyst II	6	5,685 – 7,662
IT Technical Support Supervisor	1	9,061 – 12,210
Intermediate Clerk	96	2,899 – 3,997
Intermediate Typist–Clerk	2	2,969 – 4,096
Management Analyst	2	5,506 – 7,420
Management Secretary III	1	5,152 – 6,943
Management Secretary V	4	5,742 – 7,739
Network Systems Administrator II	4	6,690 – 9,016
Ownership Clerk I	43	3,148 – 4,345
Ownership Clerk II	46	3,504 – 4,844
Ownership Services Specialist	61	3,901 – 5,399
Ownership Services Supervisor I	21	4,345 – 6,018
Ownership Services Supervisor II	2	4,844 – 6,707
Payroll Clerk I	1	3,530 – 4,880
Principal Application Developer	4	8,753 – 11,795
Principal Network Systems Administrator	2	8,818 – 11,883
Principal Appraiser	41	7,681 – 10,928
Principal Information Systems Analyst	1	8,818 – 11,883
Principal Property Assessment Specialist	2	7,681 – 10,928
Printer I	2	3,322 – 4,465
Printer II	2	4,208 – 5,089
Procurement Aide	1	3,487 – 4,691

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Procurement Assistant I	1	\$3,872 – 5,216
Procurement Assistant III	1	4,820 – 6,495
Property Assessment Specialist	5	6,463 – 8,710
Senior Clerk	197	3,265 – 4,510
Senior Departmental Personnel Assistant	4	4,645 – 6,260
Senior Application Developer	17	7,384 – 9,950
Senior GIS Analyst	1	7,796 – 9,950
Senior Information Systems Analyst	10	7,854 – 10,583
Senior Information Technology Aid	6	4,400 - 5,929
Senior IT Technical Support	2	6,337 – 8,540
Senior Management Secretary V	3	6,400 – 8,625
Senior Network Systems Administrator	8	7,457 – 10,049
Senior Property Assessment Specialist	2	7,011 – 9,448
Senior Secretary V	12	5,152 – 6,943
Senior Typist – Clerk	8	3,346 – 4,622
Special Assistant, Assessor – Field Deputy (UC)	4	4,410 – 6,448
Special Assistant, Assessor (UC)	4	8,129 – 11,883
Staff Assistant I	1	3,882 – 5,229
Staff Assistant II	1	4,691 – 6,322
Staff Assistant, Assessor	2	3,770 – 5,076
Supervising Appraiser	85	7,081 – 9,287
Supervising GIS Technician	4	6,824 – 8,710
Supervising Payroll Clerk II	1	4,367 – 6,048
Supply Officer I	1	5,320 – 7,168
Transcriber Typist	1	3,354 – 4,389
Warehouse Worker I	1	3,387 – 4,554
Warehouse Worker II	1	3,770 – 5,076
Warehouse Worker III	1	3,977 – 5,359
Warehouse Worker Aid	3	3,210 – 4,313

MADERA

Total Reported Positions: 25

TITLE	NO. 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	1	2,343 – 3,146
Assessment Analyst	1	3,725 – 4,528

MARIN

Total Reported Positions: 57

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,578
Assistant Assessor–Recorder	1	12,938
Assistant Assessor, Valuation	11	11,684 – 12,938
Administrative Assistant II	1	5,494 – 6,573
Chief of Administrative Services	1	9,185 – 11,116
Administrative Services Associate	11	6,185 – 7,473
Supervising Technology Systems Specialist	1	8,596 – 10,298
Technology Systems Specialist III	1	7,872 – 9,428
Chief of Assessment Standards	1	8,552 – 10,353
Chief of Assessment Systems	1	8,552 – 10,353
Principal Auditor–Appraiser	1	8,247 – 9,932
Senior Auditor–Appraiser	1	6,615 – 7,927
Appraiser III	5	6,615 – 7,927
Appraiser I/II	15	5,692 – 7,218
Auditor–Appraiser I/II	4	6,091 – 7,287
Principal Appraiser	4	8,247 – 9,932
Assessment/Record/Clerk Technician I/II	8	4,129 – 5,517
Assessment/Recording/Clerk Supervisor	3	6,027 – 7,326
Senior ARCC Technician	3	5,220 – 6,346
Senior ARCC Technician (AST Underfill)	1	5,220 – 6,346
Cadastral Mapping Technician I/II	2	4,667 – 6,841

MARIPOSA

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,744
Assessment Office Manager	1	5,564
Appraiser I	1	4,134
Appraiser II	1	5,288
Appraiser III	1	6,021
Clerk III	2	4,161
Clerk II	1	3,808
Clerk II	1	3,626
Cadastral Draft Technician II	1	5,075

MENDOCINO

No information provided

MERCED

Total Reported Positions: 35

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,196 – 14,851
Assistant Assessor–Clerk–Recorder	1	9,542 – 11,612
Director of Administrative Services	1	8,001 – 9,729
Chief Appraiser	1	7,294 – 8,868
Chief Auditor–Appraiser	1	7,294 – 8,868
Staff Services Analyst II	1	5,254 – 6,391
Supervising Auditor–Appraiser	1	6,616 – 8,041
Supervising Appraiser	2	6,146 – 7,476
Chief, Mapping & Title Services	1	5,997 – 7,294
Auditor–Appraiser I/II/III (Flexible Staffing)	4	4,448 – 6,914
Appraiser I/II/III (Flexible Staffing)	9	3,935 – 6,115
Assessment Services Supervisor	1	4,579 – 5,573
Assessment Clerk I/II/III (Flexible Staffing)	5	2,671 – 4,153
Title Technician	1	4,235 – 5,153
Assistant Title Technician	1	3,656 – 4,448
GIS Analyst I	1	4,534 – 5,517
Extra Help Special Projects	3	18.40 – 25.41/hour

MODOC

Total Reported Positions: 5

TITLE	NO. 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 – 4,853
Assessment Office Specialist II	1	2,061 – 2,792

MONO

No information provided

MONTEREY

Total Reported Positions: 53

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor–County Clerk–Recorder	1	\$18,865
Assistant Assessor, Valuation	1	9,369 – 12,790
Administrative Services Officer	1	6,143 – 8,391
Administrative Secretary – Confidential	1	4,424 – 6,042
Appraiser I	9	3,830 – 5,232
Appraiser II	4	4,700 – 6,419
Appraiser III	5	5,245 – 7,163
Assessment Clerk	1	3,044 – 4,158
Auditor–Appraiser I	1	4,026 – 5,499
Auditor–Appraiser II	2	4,843 – 6,614
Auditor–Appraiser III	1	5,872 – 8,021
Auditor–Appraiser Manager	1	6,962 – 9,503
Departmental Information Systems Manager I	1	7,376 – 10,068
Departmental Information Systems Manager II	1	8,011 – 10,935
Management Analyst I (Training & Development)	1	5,343 – 7,298
Map Drafting Technician	1	3,662 – 5,001
Office Assistant II	5	2,839 – 3,877
Office Assistant III	2	3,106 – 4,241
Personnel Technician – Confidential	1	4,358 – 5,952
Property Transfer Clerk	4	3,231 – 4,414
Senior Departmental Info Systems Coordinator	1	5,748 – 7,846
Senior Map Drafting Technician	1	4,347 – 5,934
Senior Personnel Analyst	1	6,620 – 9,043
Senior Property Transfer Clerk	2	3,572 – 4,878
Supervising Appraiser	2	6,549 – 8,940
Supervising Office Assistant I	2	3,858 – 5,270

NAPA

Total Reported Positions: 23.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,404
Chief Appraiser	1	9,232 – 11,220
Supervising Auditor Appraiser	11	7,498 – 8,991
Supervising Appraiser	11	7,095 – 8,507
Mapping and Title Supervisor	11	6,328 – 7,575
Staff Services Manager	.5	4,396 – 5,342
Auditor–Appraiser I	2	5,644 – 6,725
Appraiser III	4	6,439 – 7,713
Appraiser II	2	5,914 – 7,070
Appraiser I	1	5,415 – 6,469
Appraiser Aide	3	4,387 – 5,214

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Mapping and Title Technician	1	\$5,132 – 6,127
Senior Title Technician	1	4,602 – 5,496
Title Technician	1	4,348 – 5,169
Assessment Records Assistant II	2	4,054 – 4,794
Assessment Records Assistant I	1	3,747 – 4,423

NEVADA

Total Reported Positions: 26

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,884
Assistant Assessor	1	11,507
Chief Appraiser	1	9,810
Senior Administrative Analyst	1	6,850 – 8,363
Senior Accounting Assistant	1	3,728 – 4,551
Appraiser II	4	4,866 – 5,940
Appraiser I	4	4,404 – 5,376
Auditor–Appraiser I	21	4,404 – 5,376
Appraisal Technician II	1	4,426 – 5,403
Appraisal Technician I	1	4,006 – 4,890
Assessment Assistant II	4	3,381 – 4,128
Assessment Assistant I	1	3,060 – 3,736
GIS Analyst I	1	5,940 – 7,252
Senior Assessment Assistant	1	3,736 – 4,561
Office Assistant I – Temporary	2	2,643

ORANGE

Total Reported Positions: 263

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,316
Administrative Manager I	2	4,943 – 9,825
Administrative Manager II	3	6,873 – 12,215
Administrative Manager III	5	8,592 – 15,087
Appraiser I	10	4,898 – 6,601
Appraiser II	41	5,467 – 7,360
Appraiser III	17	6,065 – 8,169
Assessment Technician II	56	3,467 – 4,647
Assessment Technician III	12	3,980 – 5,313
Auditor–Appraiser I	8	4,898 – 6,601
Auditor–Appraiser II	16	5,467 – 7,360
Auditor–Appraiser III	12	6,065 – 8,169
Auditor–Appraiser Trainee	1	4,184 – 5,600
Cadastral Technician II	4	4,352 – 5,829

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Executive Assistant	1	\$2,964 – 12,215
Executive Secretary I	1	4,371 – 5,857
Information Technologist II	8	6,339 – 8,516
Information Technology Supervisor	3	8,247 – 11,130
Information Technology Systems Technician I	2	4,238 – 5,677
Information Technology Systems Technician II	1	4,961 – 6,682
Managing Appraiser	3	7,552 – 10,168
Managing Assessment Technician	4	5,385 – 7,252
Managing Auditor–Appraiser	2	7,552 – 10,168
Office Assistant	1	3,153 – 3,715
Principal Appraiser	1	6,781 – 9,114
Procurement Contract Specialist	1	5,564 – 7,500
Secretary II	3	3,498 – 4,663
Senior Appraiser	12	6,781 – 9,114
Senior Assessment Technician	10	4,470 – 5,978
Senior Auditor–Appraiser	7	6,781 – 9,114
Senior Cadastral Technician	4	4,827 – 6,503
Senior Information Technologist	1	7,443 – 10,022
Senior IT Applications Developer	2	7,443 – 10,022
Staff Specialist	4	4,581 – 6,126
Store Clerk	1	3,058 – 4,037
Storekeeper I	1	3,432 – 4,602
Supervising Cadastral Technician	2	5,385 – 7,252

PLACER

Total Reported Positions: 79

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,227
Chief Deputy Assessor	1	11,452 – 14,302
Chief Appraiser	3	9,478 – 11,837
Managing Appraiser	3	8,577 – 10,710
Supervising Appraiser	5	7,961 – 9,942
Senior Information Technology Analyst	1	7,779 – 9,715
Business Process Analyst	1	7,386 – 9,225
Senior Appraiser	13	7,238 – 9,039
Senior Auditor–Appraiser	2	7,238 – 9,039
Administrative and Fiscal Officer I/II	1	7,030 – 8,779
Geographic Information Systems Analyst I/II	1	6,720 – 8,393
Information Technology Specialist I/II	2	6,399 – 7,992
Assistant/Associate Appraiser	15	6,252 – 7,809
Assistant/Associate Auditor–Appraiser	2	6,252 – 7,809
Assessment Supervisor	3	5,956 – 7,438
Staff Services Analyst I/II	1	5,805 – 7,249
Information Technology Technician I/II	1	5,264 – 6,575

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Geographic Information Systems Tech I/II	1	\$5,145 – 6,425
Cadastral Technician I/II	1	4,666 – 5,827
Appraisal Technician	12	4,444 – 5,550
Administrative Technician	1	4,332 – 5,410
Accounting Technician	1	4,233 – 5,287
Administrative Clerk – Senior	1	3,482 – 4,349
Administrative Clerk – Entry/Journey	6	3,158 – 3,945

PLUMAS

No information provided

RIVERSIDE

Total Reported Positions: 183

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,266
Assistant ACR	1	16,181
Chief Appraiser	2	11,395
Principal Deputy ACR	5	10,292
Supervising Appraiser	14	7,945
Supervising Auditor–Appraiser	22	8,023
Senior Appraiser	24	7,170
Senior Auditor–Appraiser	5	7,240
Appraiser II	41	6,663
Auditor–Appraiser II	10	6,663
Assessor–Clerk–Recorder Technician I	6	4,295
Assessor–Clerk–Recorder Technician II	37	4,822
Assessor–Clerk–Recorder Technician III	6	5,370
Appraiser Technician	12	4,938
GIS Analyst	1	6,618
GIS Specialist II	4	5,713
GIS Supervising Analyst	1	8,448
Senior GIS Specialist	1	6,351
Supervising Assessor–Clerk–Recorder Technician	2	5,667
Administrative Services Assistant	1	4,793
Business Process Manager	1	8,977
Business Process Analyst I	1	7,094
Business Process Analyst II	3	8,053
Supervising Deputy ACR	2	7,697

SACRAMENTO

Total Reported Positions: 150

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,238
Assistant Assessor	1	13,910
Administrative Services Officer I	1	6,682
Administrative Services Officer II	1	8,013
Administrative Services Officer III	1	9,949
Assessment Supervisor	1	5,257
Assessment Technician	10	4,740
Associate Auditor–Appraiser	5	7,265
Associate Real Property Appraiser	25	7,265
Auditor–Appraiser I/II	4	6,187
Chief Appraiser	6	12,107
Data Entry Operator	1	3,727
Executive Secretary	1	5,766
Geographic Information Systems Analyst II	2	8,636
Geographic Information Systems Technician III	2	6,027
IT Applications Analyst II	4	8,636
IT Infrastructure Analyst II	2	8,636
Office Assistant II	1	3,696
Office Specialist II	12	4,347
Personnel Specialist II	1	5,337
Real Property Appraiser I/II	21	6,187
Senior Auditor–Appraiser	3	7,997
Senior Office Specialist	14	4,651
Senior Real Property Appraiser	16	7,997
Supervising Auditor–Appraiser	2	9,062
Supervising Information Technology Analyst	3	10,484
Supervising Real Property Appraiser	9	9,062

SAN BENITO

Total Reported Positions: 20

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	5	4,435 – 5,946
Appraiser I	1	3,830 – 5,135
Auditor–Appraiser III	1	5,366 – 7,191
Auditor–Appraiser II	1	4,634 – 6,212
Supervising Computer Mapping Specialist	1	5,366 – 7,191
Computer Mapping Specialist III	1.5	4,634 – 6,212

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor Office Manager	1	\$4,720 – 6,328
Assessment Clerk III	1	3,180 – 4,264
Assessment Clerk II	2	2,885 – 3,868
Accounting Appraiser Assessment Technician	1	3,611 – 4,842
Property Transfer Assessment Technician	1	3,850 – 5,135

SAN BERNARDINO

Total Reported Positions: 185

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder–Clerk	1	\$19,649
Accounting Technician	1	3,370 – 4,640
Administrative & Financial Manager	1	7,772 – 10,570
Administrative Supervisor I	1	5,495 – 7,571
Applications Specialist	1	4,642 – 6,375
Appraisal Technician	15	2,988 – 4,105
Appraiser II	43	4,722 – 6,486
Appraiser III	17	5,197 – 7,150
ARC Project Administrator	1	5,368 – 7,247
ARC Public & Legislative Affairs Officer	1	6,018 – 8,154
Assistant Assessor	1	10,038 – 13,537
Auditor–Appraiser II	12	5,075 – 6,978
Auditor–Appraiser III	2	5,458 – 7,510
Automated Systems Analyst II	2	5,495 – 7,571
Business Applications Manager	1	7,197 – 9,918
Business Systems Analyst I	1	5,108 – 7,023
Business Systems Analyst II	1	5,916 – 8,141
Business Systems Analyst III	1	6,523 – 8,980
Cadastral Drafting Technician I	1	3,458 – 4,755
Cadastral Drafting Technician II	2	3,787 – 5,200
Cadastral Drafting Technician III	1	4,079 – 5,600
Cadastral Services Supervisor	1	4,869 – 6,692
Chief Appraiser	2	8,339 – 11,357
Chief of Assessment Services	1	8,339 – 11,357
Departmental IS Administrator	1	9,171 – 12,503
Department Systems Engineer	1	6,523 – 8,980
Executive Secretary III	2	4,446 – 6,025
Office Assistant III	29	2,746 – 3,770
Office Specialist	1	2,988 – 4,105
Payroll Specialist	1	2,850 – 3,912
Principal Appraiser	3	7,081 – 9,617
Public Service Employee	2	1,907 – 2,643
Staff Analyst I	1	4,307 – 5,919
Staff Analyst II	1	4,990 – 6,859
Supervising Auditor Appraiser	3	5,732 – 7,885
Supervising District Appraiser	7	5,732 – 7,885

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Title Transfer Technician I	2	\$3,519 – 4,836
Supervising Title Transfer Technician II	2	3,681 – 5,333
Title Transfer Technician I	13	3,137 – 4,316
Title Transfer Technician II	5	3,432 – 4,718

SAN DIEGO

No Information Provided

SAN FRANCISCO

Total Reported Positions: 174.10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,493
Manager I	3	11,529
Manager II	2	12,378
Manager III	6	13,345
Manager V	1	15,453
Deputy Director III	2	16,586
IS Engineer – Journey	2	11,702
IS Business Analyst	1	9,442
IS Business Analyst – Senior	2	10,933
IS Manager	1	16,586
IT Operations Support Administrator II	1	7,167
IT Operations Support Administrator III	1	8,712
Senior Payroll and Personnel Clerk	1	7,397
Human Resources Analyst	2	8,943
Senior Human Resources Analyst	1	10,435
Account Clerk	1	5,655
Senior Account Clerk	1	6,546
Accountant III	1	9,562
Senior Microphoto/Imaging Technician	1	6,147
Junior Administrative Analyst	5	6,483
Administrative Analyst	4	8,526
Senior Administrative Analyst	8	9,934
Principal Administrative Analyst	1	11,503
Management Assistant	2	7,846
Assessor–Recorder Office Assistant	17	5,655
Assessor–Recorder Office Specialist	2	6,283
Assessor–Recorder Senior Office Specialist	18	7,249
Assessor–Recorder Operations Supervisor	1	8,483
Tax Auditor–Appraiser	8	8,459
Senior Tax Auditor–Appraiser	7	9,791
Principal Tax Auditor–Appraiser	3	11,332
Real Property Appraiser	37	8,459

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Real Property Appraiser	20	\$9,791
Principal Real Property Appraiser	9	11,332
Commercial Division Assistant Supervisor	1	8,483
Temporary – Miscellaneous	0.1	8,333

SAN JOAQUIN

Total Reported Positions: 85

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,487
Assistant Assessor	1	9,985 – 12,137
Principal Appraiser	3	8,375 – 10,180
Appraiser IV	4	6,593 – 8,014
Appraiser III	9	5,585 – 6,789
Appraiser II	10	4,896 – 5,951
Appraiser I	3	4,026 – 4,893
Auditor–Appraiser IV	1	6,593 – 8,014
Auditor–Appraiser III	0	5,585 – 6,789
Auditor–Appraiser II	8	4,896 – 5,951
Auditor–Appraiser I	0	4,086 – 4,966
Property Technician Supervisor	2	3,745 – 4,552
Property Technician	8	3,498 – 4,251
Assessor's Chief Mapping Technician	1	4,993 – 6,069
Assessor's Senior Mapping Technician	1	4,662 – 5,667
Assessor's Mapping Technician II	2	4,187 – 5,089
Assessor's Mapping Technician I	1	3,745 – 4,552
Transfer Technician Supervisor	1	3,930 – 4,777
Transfer Technician III	2	3,617 – 4,397
Transfer Technician II	2	3,464 – 4,210
Transfer Technician I	2	3,347 – 4,068
Office Supervisor	2	3,380 – 4,109
Senior Office Assistant	6	3,052 – 3,709
Office Assistant	3	2,905 – 3,531
Office Assistant Specialist	3	3,204 – 3,894
Administrative Assistant	1	4,462 – 5,424
Management Analyst III	1	4,376 – 5,319
Office Secretary	1	3,380 – 4,109
Executive Secretary	1	4,187 – 5,089
Department Information Systems Analyst II	2	6,559 – 7,973
Department Information Systems Analyst III	2	7,487 – 9,101
Department Information Systems Manager	1	8,665 – 10,532

SAN LUIS OBISPO

Total Reported Positions: 83.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,352
Assistant Assessor	1	12,397
Assessment Manager	5	9,608
Assessment Analyst I	1	7,341
Assessment Analyst II	3	8,216
Assessment Analyst III	3	9,240
Supervising Appraiser	3	8,424
Appraiser I	2	5,652
Appraiser II	9	6,545
Appraiser III	5	7,140
Appraiser Trainee	92	4,890
Supervising Auditor–Appraiser	1	8,920
Auditor–Appraiser I	1	5,505
Auditor–Appraiser II	2	6,486
Auditor–Appraiser III	2	8,102
Assessment Tech Supervisor	2	6,139
Assessment Technician I	2.5	4,195
Assessment Technician II	6	4,611
Assessment Technician III	2	5,053
Assessment Technician IV	3	5,288
Accounting Technician	1	5,138
Supervising Property Transfer Technician	1	6,753
Property Transfer Technician I	2	4,611
Property Transfer Technician II	4	5,070
Property Transfer Technician III	3	5,559
Property Transfer Technician IV	1	5,817
Geographic Information System Analyst I	1	5,852
Geographic Information System Analyst II	2	6,666
Geographic Information System Analyst III	3	7,595
Senior Geographic Information System Analyst	1	8,788
Software Engineer	1	7,713

SAN MATEO

Total Reported Positions: 109

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,591
Assistant Assessor	1	14,215 – 17,772
Deputy Assessor	2	12,892 – 16,116
Administrative Assistant I – Confidential	1	5,767 – 7,212
Administrative Assistant II – Confidential	1	6,557 – 8,199
Appraiser I	7	5,945 – 6,644
Appraiser II	18	6,571 – 8,216
Supervisor, Assessor–Recorder Support Services	2	5,772 – 7,214
Assessor–Recorder Technician II	6	4,240 – 5,300
Assessor–Recorder Technician III	11	4,858 – 6,072
Auditor–Appraiser I	1	5,945 – 6,644
Auditor–Appraiser II	4	6,571 – 8,216
Chief Appraiser	3	11,136 – 13,922
Departmental Systems Analyst	7	8,694 – 10,870
Geographic Information System Supervisor	1	7,762 – 9,701
Geographic Information System Technician II	2	6,297 – 7,871
Geographic Information System Technician III	1	7,465 – 8,819
Manager, Information Technology	1	10,102 – 12,627
Principal Appraiser – Exempt	10	8,828 – 11,041
Principal Auditor–Appraiser – Exempt	2	8,828 – 11,041
Senior Appraiser	15	7,462 – 9,329
Senior Auditor–Appraiser	9	7,462 – 9,329
IS Project Manager II	2	10,729 – 13,412
Quality and Compliance Coordinator – Confidential	1	6,339 – 7,919

SANTA BARBARA

Total Reported Positions: 60

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,465 – 19,787
Chief Deputy Assessor	1	10,335 – 15,164
Appraisal Division Manager	3	9,507 – 13,931
Product Owner Manager	1	9,507 – 13,931
Assessment Supervisor	1	7,623 – 9,187
Appraiser I/II/III	6	5,222 – 7,659
Auditor Appraiser I/II/III	17	5,791 – 8,173
Administrative Office Professional SR	4	5,658 – 6,880
Administrative Office Professional I/II	3	3,536 – 5,391
Information Systems Manager	12	9,507 – 13, 931
Financial Systems Analyst SR	1	8,758 – 10,573
EDP Systems & Programming Analyst SR	2	8,090 – 9,757
EDP Systems & Programming Analyst I/II	2	7,041 – 9,309
EDP Office Automations Specialist I/II	1	8,090 – 10,573
Computer System Specialist I/II	1	5,918 – 8,166
Mapping/GIS Analyst Supervisor	1	7,715 – 9,302
Mapping/GIS Technician/Analyst	1	5,115 – 8,083

SANTA CLARA

Total Reported Positions: 277

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$21,178
Assistant Assessor	1	14,014 – 17, 989
Deputy Assessor	1	10,837 – 13,903
Financial & Administrative Services Manager	11	11,497 – 14,736
Account Clerk I	11	3,940 – 4,744
Accountant Assistant	3	4,799 – 5,793
Accountant I	1	5,405 – 6,530
Application Developer	6	11,48 – 13,916
Appraisal Aide	6	5,050 – 6,101
Appraisal Data Coordinator	9	4,733 – 5,714
Appraiser II	30	6,241 – 7,556
Appraiser III	8	6,707 – 8,116
Assessment Clerk	12	4,252 – 5,126
Assistant Chief Assessment SSE Division	11	10,923 – 13,278
Associate Management Analyst	2	6,577 – 7,992
Assistant Chief Appraiser	1	10, 923 – 13,278
Assistant Chief Auditor–Appraiser	1	10,923 – 13,278
Auditor–Appraiser	12	7,132 – 8,630
Business Systems Analyst	2	11,246 – 13,671

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Cadastral Mapping Technician II	2	\$5,060 – 6,110
Confidential Secretary	1	6,353 – 9,635
Data Engineer	3	13,096 – 15,919
Division Chief Office of the Assessor	3	11,842 – 15,178
Executive Assistant I	1	5,094 – 6,155
Exemption Investigator	2	6,302 – 7,629
Exemption Manager	1	8,110 – 9,862
GIS Analyst	3	9,562 – 11,624
IT Field Support Specialist	1	8,164 – 9,924
IT Manager	2	13,632 – 16,570
IT Service Desk Specialist	1	6,548 – 7,959
Mapping & Identification Supervisor	1	7,138 – 8,675
Management Analyst	1	7,994 – 9,720
Office Management Coordinator	1	6,609 – 8,032
Office Specialist II	10	3,891 – 4,684
Office Specialist III	9	4,215 – 5,080
Principal IT Manager	1	18,813 – 22,867
Property and Title Identification Technician	5	4,633 – 5,592
Property Transfer Examiner	16	5,106 – 6,166
Property Transfer Supervisor	1	6,807 – 8,273
Senior Application Developer	5	13,738 – 16,699
Senior Account Clerk	1	4,615 – 5,572
Senior Appraiser	38	7,564 – 9,151
Senior Assessment Clerk	16	4,479 – 5,406
Senior Auditor–Appraiser	27	8,000 – 9,681
Senior Cadastral Mapping Technician	1	5,532 – 6,684
Senior Management Analyst	1	8,813 – 10,717
Senior Office Specialist	2	4,595 – 5,548
Senior Training & Staff Development	1	8,728 – 10,614
Supervising Appraisal Data Coordinator	1	6,774 – 8,233
Supervising Appraiser	8	9,766 – 11,871
Supervising Assessment Clerk	3	6,385 – 7,759
Supervising Auditor Appraiser	6	9,766 – 11,871
Systems Administrator	1	10,692 – 12,996
Systems Administrator Technician	1	7,730 – 9,396
Technology Architect	1	13,201 – 16,046

SANTA CRUZ

Total Reported Positions: 21

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,257
Chief Deputy Assessor, Valuation	1	8,251 – 11,020
Chief Deputy Assessor, Administration	1	8,251 – 11,020
Senior Appraiser	2	5,716 – 7,229
Appraiser II	3	5,209 – 6,588
Appraiser I	2	4,471 – 5,669
Chief Auditor–Appraiser	1	7,495 – 10,005
Auditor–Appraiser II	2	5,475 – 6,920
Geographic Information System Technician II	1	4,340 – 5,492
Assessment Technician	6	3,912 – 4,957
Assessment Clerk	1	3,647 – 4,614

SHASTA

Total Reported Positions: 42

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,190
Deputy Assessor–Recorder	2	6,907 – 8,815
Agency Staff Services Analyst II	1	4,408 – 5,626
Inter-departmental Systems Coordinator	1	6,054 – 7,727
Appraisal Manager	3	5,412 – 6,907
Assessor Program Manager	2	5,005 – 6,388
Senior Specialist Real Property Appraiser	2	4,908 – 6,254
Real Property Appraiser III	5	4,430 – 5,654
Real Property Appraiser II	5	4,038 – 5,153
Real Property Appraiser I	1	3,488 – 4,451
Real Property Appraiser Aide	2	3,148 – 4,017
Auditor–Appraiser III	1	4,430 – 5,654
Auditor–Appraiser II	2	4,218 – 5,384
Mapping Specialist II	1	4,344 – 5,544
Mapping Specialist I	1	3,716 – 4,743
Supervising Assessor Specialist	1	3,488 – 4,452
Senior Assessor Specialist	4	3,322 – 4,240
Assessor Specialist III	2	3,087 – 3,940
Assessor Specialist II	5	2,828 – 3,608

SIERRA

Total Reported Positions: 4.9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,884
Senior Appraiser	1	5,627 – 6,840
Appraiser IV	1	4,990 – 6,065
Chief Deputy Assessment Technician	1	3,725 – 4,528
Assessment Technician II	0.9	3,077 – 3,740

SISKIYOU

Total Reported Positions: 14.8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$9,060
Assistant Assessor–Recorder	1	5,456 – 6,632
Deputy Assessor–Recorder	1	4,823 – 5,862
Senior Specialist Appraiser	2.8	4,484 – 5,191
Senior Appraiser	1	3,873 – 4,708
Appraiser	2	3,396 – 4,128
Administrative Assessment Supervisor	1	3,653 – 4,440
Senior Assessor–Recorder Technician	3	3,198 – 3,883
Assessor–Recorder Technician	1	2,737 – 3,330
Senior Cadastral Mapping Technician	1	3,096 – 3,765

SOLANO

Total Reported Positions: 49

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,279
Assistant Assessor–Recorder	1	11,161 – 13,566
Chief Appraiser	1	9,733 – 11,831
Supervising Real Property Appraiser	2	7,551 – 9,178
Supervising Auditor–Appraiser	1	7,551 – 9,178
Clerical Operations Manager	1	5,902 – 7,174
Clerical Operations Supervisor	2	4,754 – 5,836
Senior Appraiser	4	6,543 – 7,953
Appraiser	15	4,663 – 6,988
Auditor–Appraiser	5	5,025 – 6,988
Office Assistant III	10	4,455 – 5,469
Office Assistant II	4	4,006 – 4,919
Cadastral Mapping Technician II	1	4,663 – 5,668
Cadastral Mapping Technician III	1	5,387 – 6,548

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: 75.55

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,220
Chief Deputy Assessor	1	11,008 – 13,378
Chief of Assessment Standards	1	8,912 – 10,839
Executive Secretary, Confidential*	1	4,839 – 5,841
Chief Appraiser	1	8,917 – 10,839
Appraiser IV	4	6,663 – 8,100
Appraiser III	12.8	5,780 – 7,023
Appraiser II	4	5,190 – 6,310
Appraiser I	3	4,491 – 5,458
Appraiser Aide	5	3,915 – 4,759
Supervising Auditor–Appraiser	1	7,122 – 8,658
Senior Auditor–Appraiser	2	6,329 – 7,695
Auditor–Appraiser II	0	5,891 – 7,161
Auditor–Appraiser I	4	5,353 – 6,508
Department Information Systems Manager	1	9,011 – 10,954
Department Information Specialist II	2.75	6,561 – 7,975
Cadastral Mapping Technician I	2	4,392 – 5,338/
Cadastral Mapping Technician II	1	4,769 – 5,797
Assessment Process Manager	1	8,112 – 9,860
Assessor's Change in Ownership Supervisor	1	5,660 – 6,879
Assessment Process Supervisor	2	5,079 – 6,173
Assessment Specialist	9	4,513 – 5,486
Senior Clerk Recorder Assessor Specialist	3	4,098 – 4,981
Clerk Recorder Assessor Specialist I	1	3,386 – 4,115
Clerk Recorder Assessor Specialist II	5	3,724 – 4,524
Cadastral Map Supervisor	1	5,602 – 6,809
Administrative Services Officer I	2	7,030 – 8,545
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/hour premium/some positions may also include an equity adjustment.*

STANISLAUS

Total Reported Positions: 59

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,872
Assistant Assessor (Manager IV)	2	6,912 – 10,368
Confidential Assistant IV	1	4,078 – 6,116
Senior Software Developer/Analyst	1	7,574 – 9,207
Software Developer/Analyst III	1	6,548 – 7,959
Supervising Auditor–Appraiser	1	6,356 – 7,725
Supervising Appraiser	4	6,056 – 7,361
Senior Auditor–Appraiser	2	5,766 – 7,009
Application Specialist III	2	5,659 – 6,877
Senior Appraiser	7	5,498 – 6,685
Auditor–Appraiser III	4	5,238 – 6,368
Appraiser III	14	4,997 – 6,073
Cadastral Supervisor	1	4,915 – 5,974
Supervising Assessment Technician II	4	4,309 – 5,238
Cadastral Technician II	1	4,056 – 4,929
Appraiser Technician	2	3,428 – 4,168
Assessment Technician II	9	3,407 – 4,140
Administrative Clerk II	1	2,891 – 3,515
Administrative Clerk I	1	2,797 – 3,400

SUTTER

No information provided

TEHAMA

Total Reported Positions: 18

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,541
Assistant Assessor	1	6,310 – 7,687
Assessment Roll Manager	1	4,358 – 5,308
Auditor Appraiser II	1	4,300 – 5,240
Senior Appraiser	2	4,193 – 5,111
Appraiser II	3	3,445 – 4,193
Appraiser I	0	3,277 – 3,896
Transfer Analyst	2	2,967 – 3,616
Assessment Clerk III	2	2,759 – 3,360
Senior Assessment Clerk	3	3,046 – 3,708
Assessment Clerk II	1	2,496 – 2,967
Cadastral Drafting Technician	1	3,360 – 4,093

TRINITY

No information provided

TULARE

No information provided

TUOLUMNE

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,716
Assistant Assessor–Recorder	1	8,532
Senior Appraiser	2	4,929 – 5,181
Auditor–Appraiser II	1	5,130
Appraiser I/II	1	4,929
Senior Assessment Technician	2	3,069 – 3,391
Transfer Specialist	1	4,343
Senior Cadastral GIS Specialist	1	5,312

VENTURA

No information provided

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	6	4,423 – 6,654
Assessor Clerk–Recorder Assistant I/II	3	3,188 – 4,262
Assessor Clerk–Recorder Specialist I/II	5	3,707 – 4,956
Assessor–Clerk Recorder Supervisor	1	4,848 – 5,893
Executive Secretary	1	5,370 – 6,934
Auditor–Appraiser I – III	2	4,423 – 6,654
Principal Appraiser	1	6,761 – 8,219
Principal Auditor–Appraiser	1	6,761 – 8,219
Senior Appraiser	3	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	Meal only when hearing lasts 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 \$0.56 per mile; \$17 lunch
Fresno	\$100 per day	Mileage at IRS rate
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 \$0.56 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 at prevailing rate
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 half-day/\$300 full day	Parking
Placer	\$200 per day/\$300 Special Meetings	Mileage; meal reimbursement
Riverside	\$300 per day	Mileage \$0.58 per mile
Sacramento	\$100 half day/\$200 full day	Parking
San Bernardino	\$175 if less than 3 hours, \$225 if 3-6 hours, \$300 if more than 6 hours per meeting	Mileage
San Francisco	\$100 per session (Session is 2.5 hours)	Not available
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
Santa Barbara	\$250-300 per meeting	Mileage at \$.56 per mile

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
Shasta	\$40 half day/\$75 per day	Not available
Siskiyou	\$100 per day	Mileage \$0.56 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
Yolo	\$125 per 4 hours or less; \$175 over 4 hours	Not available

Salaries for Hearing Officers³

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$75-\$200 per hour based on experience	Not available
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	Not available
Mariposa	\$100 per session	Mileage
Orange	\$175 per day	Parking
San Bernardino	\$175 if less than 3 hours, \$225 3-6 hours, \$300 if more than 6 hours per meeting	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

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; classic 2% at 62 non-classic	0	all	None	None
Amador	CalPERS	Tier 1: 2% at 55 hired on or before 5/31/11 Tier 2: 2% at 60 hired on or after 6/01/11 Tier 3: 2% at 62 hired on or after 1/01/13	Tier 1: 93% Tier 2: 93% Tier 3: 93.25%	Tier 1: 7% Tier 2: 7% Tier 3: 6.75%	SS 6.2%; Medicare 1.45%	100% EE
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	No response	No response
Calaveras	CalPERS	2% at 55 hired before 1/01/13 (highest 1 mos salary) 2% at 62 hired after 1/01/13 (highest 36 mos salary)	10.345%	7%	Medicare Only – 1.45%	Medicare Only – 1.45%
Colusa	CalPERS	3% at 60 Classic - hired before 12/31/12 2% at 62 New - hired after 1/1/13	30.401%	8% Classic; 6.25% for new members	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
Contra Costa	1937 Ret. Act & PEPRA	2% at 55 2% at 60 hired on or after 1/01/13	80%.	20%	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45% EEs exceeding 200K in SS Wage Base will pay an addt'l 90% in Medicare Tax for earning exceeding the 200K threshold
Del Norte	CalPERS	2% at 55	7.442% hired prior to 2013 7.192% hired after 2013	8%	SS 6.20% Medicare 1.45%	SS 6.20% Medicare 1.45%
El Dorado	CalPERS	2% at 55 hired prior to 10/05/12 2% at 60 hired on or after 10/05/12; 2% at 62 hired on or after 1/01/13	4% if 2% @ 50 or 60; 50% if 2% @62	3% if 2% @55 or 60; 50% if 2% @62	No response	No response
Fresno	1937 Retirement Act	Tier 1: 2.5% @55 max 3.273% @60; Tier II: 2% @55 max 2.42% @63; Tier III 2% @55 max 3.14% @65; Tier IV: 1.99% @61 max 2.43% @65; Tier V: 1% @52, max 2.5% @ 67	Varies	Varies	7.65%	7.65%
Glenn	CalPERS & LIUNA	2.5% at 55 2% at 62 new hires	100%	8%	No response	No response
Humboldt	CalPERS	2.7% at 55 prior to 7/5/12; 2% at 55 after 7/6/12; 2% at 62 after 1/1/13	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 Retirement Act PEPRA Act of 2013	Tier 1: 3% at 60 hired on or prior to 10/27/07; Tier 2: 1.62% @65 hired after 10/27/07	66.67% if hired before 8/7/04; 0% on or after 8/7/04	33.33% if hired before 8/7/04; 100% hired on or after 8/7/04	SS 6.2% Medicare 1.45%	SS 6.2% Medicare 1.45%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
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	No response	No response	No response	No response	No response	No response
Lassen	CalPERS	2% at 55 2% at 60 2% at 62	9.052%	7%	6.2%; 1.45%	6.2%; 1.45%
Los Angeles	LACERA	Varies	Varies	Varies	0	0
Madera	CalPERS	2.7% at 55 hired before 2013; 2% at 62 hired after 2013	24.523% pre-2013; 24.523% post 2013	8% pre-2013 6.25% post 2013	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%
Marin	1937 Ret. Act	Varies	Varies	Varies	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%
Mariposa	CalPERS	2.7% at 55 before 2011 2% at 55 between 2011 and 2013; 2% at 62 + after 2013	11.098%	8%	100%	100%
Mendocino	No response	No response	No response	No response	No response	No response
Merced	1937 Ret. Act	Tier I/II: 3% at 60 Tier III: 2.43% at 65 Tier IV: 2.5% at 67	Tier I: 44.13% Tier II: 41.45% Tier III: 37.79% Tier IV: 34.80%	Varies	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	8.316%	7%	7.65%	7.65%
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%	50%	50%
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 1 & 2: 16.969% + 1.96% EPMC Tier 3: 16.969% + 0.96% EPMC	Tier 1 & 2: 6.04% Tier 3: 6.25%	0	100% Medicare; 0% SS

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
		Tier 3: 2% at 62 hired on or after 1/1/13				
Nevada	CalPERS	2.7% at 55; 2% at 60; 2% at 62	32%	Tier 1: 8% Tier 2: 7% Tier 3: 7.75%	7.65%	7.65%
Orange	OCERS	2.7% at 55; 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	7.65%	1.45%; SS 0%
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	10.199% (Misc.) 20.076% (Safety)	7-8% (Misc.) 9-11.5% (Safety)	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%
Plumas	No response	No response	No response	No response	No response	No response
Riverside	CalPERS	Tier 1: 3% at 60 hired prior 8/26/12 Tier 2: 2% at 60 hired on or after 8/23/12 through 12/31/12 Tier 3: 2% at 62 hired on or after 1/1/13	8.927%	Tier 1: 8% Tier 2: 7% Tier 3: 6.5%	7.65%	7.65%
Sacramento	1937 Ret. Act, SCERS	2% at 55 ½	19.17% – 22.2% (Tier 1-5)	7.07 – 10.6% (Tier 1-5)	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%
San Benito	CalPERS	2% at 55 hired prior to 1/1/13; 2% at 62 for new employees hired after 1/1/13	18%	7%	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
San Bernardino	1937 Ret. Act	Tier 1: 2% at 55 before 1/1/13 Tier 2: 2.5% at 67 on or after 1/1/13	Tier 1: 33.84%; Tier 2: 31.32%	Tier 1: 8.71% – 14.84% Tier 2: 9.11%	1.45%	1.45%
San Diego	No response	No response	No response	No response	No response	No response
San Francisco	SFERS	2.3% at 62 hired between 11/2/76 and 7/1/10 2.3% at 62 hired between 7/1/10 and 1/7/12 2.3% at 65 hired on or after 1/7/12	18%-25%	7.5%-12% Dependent on Employee's base pay	No response	No response
San Joaquin	1937 Ret. Act	Tier 1- 2.611% at 62; Tier 2- 2.5% at 67; hired on or after 1/1/13	Tier 1: 46.03% Tier 2: 39.62%	Tier 1: 2.95%- 10.2% Tier 2: 9.97%	FICA 6.2%; Medicare 1.45	FICA 6.2%; Medicare 1.45
San Luis Obispo	San Luis Obispo Pension Trust	Tier 1: 2% at 55 Tier 2: 2% at 60 Tier 3: 2% at 62	Assessor 13.55%; Management 9.29%; Rank/File 8.75%	Assessor 24.47%; Management 22.98%; Rank/File 21.67%	6.20%	6.20%
San Mateo	1937 Ret. Act	2% at 55 1/2; hired before 8/7/11; 2% at 61 1/4 hired on or after 8/7/11; 2% at 62 hired on or after 1/1/13	Varies	Varies	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%
Santa Barbara	CalPERS	2.5% at 55 hired before 1/01/13; PEPRA 2% at 62 hired after 1/01/13	No response	No response	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%
Santa Clara	CalPERS	Classic: 2.5% at 55 hired before 1/1/13; PEPRA: 2% at 62 hired after 1/1/13	SEIU 7.24%; CEMA 7.16%; Exec Mgmt. 7.247%	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
Santa Cruz	CalPERS	2% at 55 hired before 1/1/2013; 2% at 62 hired on or after 1/1/2013	Varies	Varies	7.65%	7.65%
Shasta	CalPERS	2% @55; 2% @60; 2% @62	23.890%	7%	7.65%	7.65%
Sierra	CalPERS	2% at 55 hired before 1/2013 2% at 60 hired after 1/2013	0	100%	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%
Siskiyou	CalPERS	2% at 55 hired before 11/2/2012; 2% at 60 hired 11/2/12-12/31/12; 2% at 62 hired after 1/1/13	35.420%	7%	7.65%	7.65%
Solano	CalPERS	2.7% at 55; 2% at 60; 2% at 62. Depend on hire date	No response	No response	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%; SDI 1%
Sonoma	1937 Ret. Act	3% at 60 hired before 12/31/12; 2% at 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%
Stanislaus	1937 Ret. Act	2% at 55 as of 1/01/11; 2% at 61 as of 1/1/2013 2% at 62 new hires	Varies	Varies	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%
Sutter	No response	No response	No response	No response	No response	No response
Tehama	CalPERS	2% at 55; 2% at 62	0	7%	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%
Trinity	No response	No response	No response	No response	No response	No response
Tulare	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	Tier 1 & 2 6.25% Tier 3 Normal cost per CalPERS	No response	7.65%	7.65%
Ventura	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
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	75% general; 96% mgmt.; 82% elected	\$25 general; 4% mgmt.; 18% elected	0	100%
Calaveras	\$694.80 - \$1,795.20	Varies	0	100%
Colusa	Varies	Varies	\$43.40	0
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	\$10,000 per employee per fiscal year	5% of salary plus dependent costs	Included in medical	Included in medical
El Dorado	Varies	Varies	Included 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	No response	No response	No response	No response
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	No response	No response	No response	No response
San Francisco	Varies	Varies	91%-100%	0-9%
San Joaquin	80% for basic plans; less for premium plan	20% for basic plan, more for premium plan	100% employee	100% dependents
San Luis Obispo	Management \$975 Rank & File \$750.58	Varies	Included in medical	Included in medical
San Mateo	Varies by plan	Varies by plan	Varies by plan	Varies by plan
Santa Barbara	No response	No response	No response	No response
Santa Clara	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	No response	No response	No response	No response
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	No response	No response	No response	No response
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	100%	Based on lowest cost plan, appraisers and auditor-appraisers receive boot allowance of \$120/year
Calaveras	0	100%	Cash in Lieu of Health Insurance of \$300/mo for employees who do not take health ins. Plus 100% coverage for Vision & Dental premium
Colusa	\$12.91	0	
Contra Costa	VSP	Varies	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	No response	No response	No response
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

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
Napa	0%	100%	Medical based on most commonly enrolled plan and subject to change in future calendar years
Nevada	100% employee 80% dependents	20% dependents	
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	No response	No response	No response
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
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

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
Stanislaus	80%	20%	Reduced contributions towards health benefits: 30-34 hours per week=75%; 35-39 hours per week=90% employer contribution
Sutter	No response	No response	No response
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	No response	No response	No response
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	Starts at 2 weeks a week and varies depending on time with county
Amador	1-2 years=11 days; 3-9 years=16 days; 10+ years=21 days
Butte	0-5 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	1-3 years = 80 hours; 4-10 years = 120 hours; 10 + years = 160 hours
Colusa	6.25-16.666 hours per month – varies on longevity
Contra Costa	Hours accrue monthly based on position and years of employment; accrual 10 to 23 1/3 hours per month
Del Norte	1 year = 40 hours, 2-5 years =80 hours, 6-10 years = 120 hours, 11-15 years =160 hours, 16+years = 200 hours. Additional 40 hours per year given to employees classified as exempt.
El Dorado	0-4 years=81 hours; 4-11 years=122 hours; 11+ years=161 hours per year
Fresno	Not available
Glenn	0-2 years=88 hours; 13-20 years=128 hours; 20+ years=168 hours
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
Kern	0-5 years=96 hours; 5-9 years=136 hours; 10-14 years=176 hours; 15+ years=216 hours
Kings	80-160 hours per year, depending on length of service
Lake	No response
Lassen	12-20 days depending on length of service.
Los Angeles	0-4 years=80 hours; 4-9 years=120 hours; 9-10 years=128 hours; 10-11 years=136 hours; 11-12 years= 144 hours; 12-13 years=152 hours; 13-20 years= 160 20-21 years=168 hours; 21-22 years=176 hours; 22-23 years=184 hours; 23-24 years=192 hours; 24+ years=200 hours
Madera	0-2 ½ years=8 hours; 2 ½-5 years=10 hours; 5-10 years=12 hours; 10+ years=14 hours per month
Marin	Varies by bargaining unit
Mariposa	0-2 years 6.67 hours, 3-9 years 10 hours, 10+ years 13.33 hours
Mendocino	No response
Merced	0-5 years=10 days; 6-10 years=15 days; 10+ years=20 days
Modoc	1-3 years=10 days; 4-11 years=15 days; 12-19 years=20 days; 19+ years=25 days; 25+ years=30 days
Mono	No response
Monterey	Varies - See annual leave
Napa	12-26 days annually based on years of service; 400 hours maximum for non-management & 536 hours max for management; all pro-rated for part-time employees

County	Vacation
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	No response
San Francisco	1-5 years = 10 days; 5-15 years = 15 days; 15+ years: 20 days
San Joaquin	0-3 years=10 days; 3-10 years=15 days; 10-20 years=20 days; 20+ years=23 days
San Luis Obispo	1-4 years=10 days; 5-9 years=15 days; 10+yrs=20 days
San Mateo	0-5 years= 104 hours; 5-10 years= 135 hours; 10-15 years= 162 hours; 15-20 years= 189 hours; 20-25 years= 216 hours, 25+ years= 243 hours
Santa Barbara	0-2 years = 96 hours; 3-4 years = 128 hours; 5-10 years = 152 hours; 11-14 years = 176 hours; 15+ years = 200 hours
Santa Clara	SEIU 521: 0-1 years=10 days; 2-5 years=12 days; 5-10 years=16 days; 10-15 years=18 days; 15-20 years=20 days; 20+ years=22 days per year CEMA (STO-Standard Time Off): 0-1 years=19 days; 2-5 years=21 days; 5-10 years=25 days; 10-15 years=27 days; 15-20 years=29 days; 20+ years=31 days per year
Santa Cruz	See annual leave
Shasta	0 – 3 years = 80 hours; 4-9 years 120 hours; 10-15 years = 136 hours; 16+ years = 160 hours
Sierra	1-5 years = 80 hours; 6-10 years = 120 hours; 10-15 years = 160 hours; 16+ years = 200 hours
Siskiyou	1-5 years=2 weeks; 6-10 years=3 weeks; 10+ years=4 weeks
Solano	0-3 years=3.08 hours; 3-10 years=4.62 hours; 10+ years=6.16 hours
Sonoma	0-5 years=16 days; 5-10 years=17 days; 10-15 years=21 days; 15-20 years=23 days; 20-25 years=25 days; thereafter=26 days Management: 0-10 years=17 days; 10-15 years=21 days; 15-20 years=23 days; 20-25 years=25 days; thereafter=26 days
Stanislaus	0-2 years=2 weeks; 3-10 years=3 weeks; 11-20 years=4 weeks; 21+ years=5 weeks per year
Sutter	No response
Tehama	1-4 years=12 days; 5-10 years=18 days; 11-20 years=21 days; 21+ years=200 hours per year; accrual capped at 310 hours after 21 + yrs vac accrual 350 hours
Trinity	No response
Tulare	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	No response
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	50% accrue 3,692 hours/pay period of 80 hours	Not available	Only available on retirement or death: max. of \$1,500 or apply toward service credit
Colusa	1 day per month	Not available	Not available
Contra Costa	8 hours per month	Unpresented and represented management employees receive 94 hours per year non-accruable administrative leave	1/3 of yearly vacation accrual
Del Norte	12 days (96 hours) per fiscal year, earned at a rate of 1 day (8 hours) per month.	Not available	Not available
El Dorado	3.7 hours biweekly	Not available	Not available
Fresno	6/15 hours to 11.96+ hours biweekly depending on length of service	Same as Sick: Sick and annual leave combined	Not available
Glenn	0.0462 hours for each hour worked	80 hours per year for exempt employees	Not available
Humboldt	12 days per year	Management/Confidential classifications 10 days per year	Management/Confidential classifications up to 3 weeks of vacation per year.
Imperial	No response	No response	No response
Inyo	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
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	No response	No response	No response
Lassen	15 days per year	Not available	Not available

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Los Angeles	0-1 year=80 hours 2-4 years=88 hours 5+ years=96 hours After 6 months of continuous service, employees earn part-pay sick leave at the rates of 65% and 50% of regular pay.	MegaFlex employees accrue non-elective leave: less than 20 years=80 hours; 20-21 years=84 hours; 21-22 years=88 hours; 22-23 years=92 hours; 23-24 years=96 hours; 24+ years=100 hours. In addition, MegaFlex employees have the option to purchase up to 20 days of additional Elective Annual Leave each year.	Employees who are not in the MegaFlex program may sell back a maximum of 48 hours of their sick leave per year. Employees in the MegaFlex program will be reimbursed for any unused Elective Annual Leave at the end of the year.
Madera	8 hours per month	48 hours management leave (supervisors and managers)	In March and November eligible employees can cash out a maximum of 80 hours per year. Employees must have a minimum of 100 hours accrued vacation hours. Hours paid hourly rate.
Marin	12 days per year, unlimited accrual	Varies by bargaining unit	Sick leave 75% credited toward retirement service credit; vacation is paid out upon retirement or termination.
Mariposa	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: cash payment for up to 120 hours of annual leave per calendar year with up to 10 years of service or cash payment for up to 160 hours of annual leave per calendar year with 10 years of service or more; Bargaining Unit J, F and ZJ: cash payment for up to 40 hours of annual leave per calendar year
Napa	12 days per year, unlimited accrual. Pro-rated for part-time employees.	40 hours supervisor; 80 hours management; 19 hours personal leave. Pro-rated for part-time employees.	Cash-out for up to 60 hours management leave per fiscal year; cash-out for up to 40 hours vacation or supervisory leave per year if qualifications are met.
Nevada	Varies	Paid Leave Program for units which don't have vacation accrual	Not available
Orange	0-3 years an employee earns .0347 hours for each paid hour, approximately 72 hours per year. After 3 years, the employee earns .0462 hours for approximately 96 hours per year	Not available	40 hours for OCEA General Office Services Unit, 60 hours for OCEA Supervisory/Management Unit. 120 hours for Administrative Managers

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Placer	12 days per year, maximum accrual 1000 hours for non-management.	Management Leave - 100 paid hours/year which can be used or cashed out each year.	Vacation cash out offered one time per year with specific guidelines.
Plumas	No response	No response	No response
Riverside	4 hours accrual per pay period with unlimited accrual	0-3 years=8.92 hours; 3-9 years=10.46 hours; 9+ years=12 hours per pay period	Management employees may receive pay up to 80 hours per year plus additional 80 hours with department head approval.
Sacramento	15 days per year	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	No response	No response	No response
San Francisco	13 days per year	Not available	Members may purchase credit for various types of services such as temporary city employee, qualifying public service, military service, etc.
San Joaquin	12 days per year	Not available	Not available
San Luis Obispo	12 days per year	Not available	Permanent employees with a minimum balance of 200 vacation hours may sell back 40 hours; must use 40 hours vacation in current fiscal year.
San Mateo	3.7 hours biweekly	Management positions – Administrative Leave 130 hours/year	Management may cash-out 50% of their current administrative hours.
Santa Barbara	96 hours per year	Up to 80 hrs (mgmt. & overtime exempt classes only)	Available
Santa Clara	SEIU – 96 hours per year; CEMA – 64 hours per year	Executive management 36 days per year	CEMA employees may cash-out up to 80 hours STO.
Santa Cruz	See annual leave	1-5 years=22 days; 6-10 years=27 days; 11-15 years=32 days; 16+ years=37 days.	Annual leave has 100% payoff at separation.
Shasta	96 hours per year	Mgmt = 80 hours/per year of administrative leave	20 hours of vacation or comp time; 80 hours of administrative leave
Sierra	.0462 hours per hour worked. No limit on accrual- if employed by County for 151 years County will by 40% of sick hours upon resign/retire	Not available	County will pay out 100% of vacation upon retirement or resignation. Employees who have 15 years of continuous service are eligible to receive 40% of unused sick leave paid out upon retirement/resignation.
Siskiyou	3.7 hours per biweekly	Assistant Assessor management & Appraisal staff- 48 hours per year admin leave; Assessor- 60 hours admin. leave	Not available
Solano	3.7 hours per biweekly	Not available	Management= Unused Administrative Leave is converted to employees Retirement Health Savings Account in July of each year.

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Sonoma	Regular hire new employees receive an advance of 40.48 hours of sick leave. Employees begin to accrual sick leave 3.68 in service hours for each completed 80 hour pay period of service beginning the 12 th pay period. No limit on accumulations, accrual is prorated for any unpaid time each pay period.	Management= 60 hours, Elected Official= 77 hours or approximately 10 days of admin leave which may be taken as time off or cash	If an employee has 100% retirement credit, then 25% of unused sick leave is paid upon voluntary termination. Otherwise, 100% of unused sick leave may be converted to time in service at retirement.
Stanislaus	96.2 hours annually (3.70 hours per paycheck) Part Time employees .034 per hour worked	2 days per year (accrues at 0.62 per pay period as part of vacation)	Vacation full cash-out at retirement or resignation; sick 50% cash out at retirement up to 600 hours, 25% at resignation if 6+ years of service, 0% if less than 6 years.
Sutter	No response	No response	No response
Tehama	8 hours per month, 500-hour cap After 500 hours, 2 hour pay	Miscellaneous employees-1 day personal leave per year; Management 1 day personal leave and 5 days administrative leave per year	Vacation – miscellaneous employees may sell 40 hours per year; management employees 60 hours per year
Trinity	No response	No response	No response
Tulare	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	No response	No response	No response
Yolo	At the end of 13 bi-weekly pay periods employees hired on or after 7-10-16 shall be granted 8 hours a month	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	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 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	13	Mgmt time off: 40 hrs/yr; Bereavement: 24 hours for immediate family; family sick leave: 60 hours for immediate family
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 leave per year for supervisor; 80 hours leave per year for management
Fresno	11	Bereavement leave, jury duty, & protected leave
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	No response	No response
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	Not available
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	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 3 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 8 hr day off earned every 6 months based on sick leave usage (12 hours or less used in 6-month period – management employees excluded from participation)
San Benito	10.5 + 3 floating	Not available
San Bernardino	13 + 1 floating (13 for EEs in 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	No response	No response
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	11-12	Not available
Santa Clara	14	4 personal leave days; 1 day birthday holiday; bereavement 5 days; administrative leave; education leave; jury duty; subpoenaed witness; other family leave; release time
Santa Cruz	13	Middle management 2 weeks administrative leave per year which may be taken as time off or pay
Shasta	12	Compensatory Time Off may be earned in place of paid Overtime
Sierra	12	Catastrophic leave.
Siskiyou	12 + 3 floating	Not available
Solano	12 + 2 floating	Administrative Leave per year depending on classification: 40-96 hours.
Sonoma	13 + 1 floating	Compassionate leave: 32 hours of leave for death of defined family members; Vacation Savings Plan- each eligible full-time employee may elect to set aside up to 20 hours of base rate pay each plan year during years 3-5. LWOP; Court: response to subpoena or line of duty; time off for voting or donating blood; Family School Act, Paid Parental Leave, FMLA, CPDL; CFRA; Supervisory Leave
Stanislaus	10-11 depending on December 24 th	40 hours bereavement leave for immediate family members; 56 hours management leave for manager classifications only.
Sutter	No response	No response
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	No response	No response
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	No
Alpine	No	No	No	No	No	\$400 per year	No
Amador	No	12,000	Yes	457	No	Yes	No
Butte	No	Yes	Yes	457	No	½ cost of tuition and books with dept. head discretion	No
Calaveras	No	\$50,000	Long Term	457(b) – County match of \$25/mo	No	No	No
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	Yes	SDI	457	Flexible Spending Plan	No	No
Glenn	No	Yes	Yes	No	No	No	No
Humboldt	No	Yes	SDI	Yes	No	Up to \$600 per year	No
Imperial	No response	No response	No response	No response	No response	No response	No response
Inyo	No response	No response	No response	No response	No response	No response	No response
Kern	No	\$10,000 to \$100,000	SDI	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 response	No response	No response	No response	No response	No response	No response
Lassen	No	\$30,000 to \$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	Yes	Yes	Yes	Yes	Yes	Yes	No
Mendocino	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
Merced	No	Yes	Yes; SDI for non-mgmt	Deferred Comp.	No	Work-related	5%
Modoc	No	\$20,000	No	VALIC, Nationwide Retirement Solutions & John Hancock	No	No	No
Mono	No response	No response	No response	No response	No response	No response	No response
Monterey	No	\$20,000 to \$50,000	Long Term Disability	457	No	No	No
Napa	No	Yes	Yes	Yes	Yes	Yes	No
Nevada	No	\$20,000 for employee	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 fiscal 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	No response	No response	No response	No response	No response	No response	No response
San Francisco	Pre-tax commuter benefit through Wage Works, up to \$270/mo	\$50,000 - \$150,000 (varies by employee union)	LTD	457 (b)	No	\$500-\$2,000	No
San Joaquin	Yes	Yes	Yes	Yes	Yes	Yes	BREA 5% managers; 3% others

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
San Luis Obispo	No	Management	Management LTD – pays 66 2/3% of salary on first \$13,500	Voluntary	Voluntary – ITS Health and Dependent care Pre-Tax deductions	Management \$250 per year Rank/File \$400 per year	No
San Mateo	\$150 per month	Up to \$50,000	Fully Paid LTD SDI (Basic & Expanded)	457	Flexible spending accounts, childcare/day care	Yes	No
Santa Barbara	Yes	Yes	Yes	Yes	No	Yes	No
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	Paid 100% by County to defined levels per MOU	Management Long Term Disability paid 100% by County	457B	No	No	No
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	Short term and long-term disability	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 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
Tehama	Yes	\$20,000	Yes	\$100 per month match management employees; \$60 to regular employees	IRS 125 Pre-Tax Deduction	No	No
Trinity	No response	No response	No response	No response	No response	No response	No response
Tulare	No response	No response	No response	No response	No response	No response	No response
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 response	No response	No response	No response	No response	No response	No response
Yolo	No	\$25,000	No	\$400 match per year	No	Up to \$1,000.00 per Fiscal Year	No
Yuba	No	\$25,000	No	\$400 match/year	No	\$1,000/fiscal year	No
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	5%	Limited	No	1 free consultation and discounted services	No
Butte	No	No	\$50 per pay period	No	\$620 a month Assessor and Assistant Assessor	No	No
Calaveras	No	No	No	\$40/day for meals	No	No	No
Colusa	For required licenses, certificates, permits, & registrations	No	\$75 per month	Yes	No	Employee Assistance Program	Reimbursable
Contra Costa	\$400 - \$625	Appraiser/Auditor -Appraiser staff 2.5% of base pay	\$100 per month	Yes	Assessor \$600 per month	No	No

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
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
Fresno	No	No	\$23.08 biweekly	No	\$6,180 annually for elected Department Heads	No	No
Glenn	No	\$1.10 per hour	\$0.75 per hour	Yes	No	No	No
Humboldt	No	No	Yes	Yes	No	No	Yes
Imperial	No response	No response	No response	No response	No response	No response	No response
Inyo	No 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 response	No response	No response	No response	No response	No response	No response
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 \$0.56	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%	Per diem	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%	Per diem	No	No	No
Orange	Yes	Yes	Yes	Yes	Elected official	No	No

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Placer	Up to a maximum of \$250/year	No	5%	Yes	\$550 per month to elected management	Employee Assistance Program	No
Plumas	No response	No response	No response	No response	No response	No response	No response
Riverside	No	No	\$0.50, \$0.75, \$1.00 per hour depending on level of translation	No	No	No	No
Sacramento	No	5% for real property appraiser and auditor-appraiser classes	\$0.40 or \$0.50 for Oral and/or Written	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 1 \$125 per month Tier 2	Yes	\$183 monthly with Annual CPI	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 response	No response	No response	No response	No response	No response	No response
San Francisco	No	\$1,000	\$60 bi-weekly	Yes	\$40-\$100 + mileage (IRS Rate)	Legal Shield Legal Plan	Variable discounts
San Joaquin	No	No	Yes	Yes	Yes	No	No
San Luis Obispo	No	No	\$60 per month – Dept. Head approval	\$60 meals; \$221 lodging; \$10 incidentals	Assessor and Assistant Assessor only \$5,400 per year	No	Management only \$200 per year
San Mateo	No	2% Advanced Appraisers' Cert	\$70 biweekly	\$.56/mile	Dept. Head & Asst. Assessor	Employee Assistance Program	No
Santa Barbara	Yes	No	Yes	Yes	Yes	No	No
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	No	No	No	No	No	No
Sierra	Yes	Yes	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

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Stanislaus	Applicable Dues	No	\$0.85 per hour	Yes	Department Heads and Managers	No	No
Sutter	No response	No response	No response	No response	No response	No response	No response
Tehama	No	No	No	Mileage	No	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
Tuolumne	No	No	No	Per diem	No	No	Management 80% not to exceed \$60 for a single membership.
Ventura	No response	No response	No response	No response	No response	No response	No response
Yolo	No	No	Tier 1: 0.55 per hour Tier 2: 0.70 per hour	No	No	No	No
Yuba	No response	No response	No response	No response	No response	No response	No response
State of California	Yes	No	Yes	Yes	No	Group	No

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda	No	Yes	EEs who worked during the initial shelter in place period for Alameda Co. accrued COVID Administrative Leave (COVAL) on an hour for hour basis and is available through June 2023.
Alpine	No	No	No
Amador	10, 15 & 20 years of service; for General unit staff only	Employee Assistance Program	Wellness reimbursement \$100 annually
Butte	No	Claremont Employee Assistance Program	Cell phone allowance of \$70/year (assessor, asst. assessor, office spvr., IS Analyst)
Calaveras	2.5% increase at 6, 10, 15, 20, and 25 years of service	Employee Assistance Program	Accidental Death and Dismemberment
Colusa	Eligibility every 2 years, approx. 2.5% between steps	Employee Assistance Program (\$2.23/mo)	No
Contra Costa	10 years at 2.5% 15 years+ additional 2.5%; elected 10 years at 5% 15 years+ additional 2.5%	Employee Assistance Program 6 visits	No
Del Norte	No	25 appointments per year – included in Medical	No
El Dorado	Yes	Yes	No
Fresno	No response	No response	No response

County	Longevity Pay	Counseling Services	Miscellaneous
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
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 response	No response	No response
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% increase every 2 years at top of range	6 free hours per calendar year for full time employees	No
Mono	No response	No response	No response
Monterey	No	Employee Assistance Program	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	Certain professional certificates are eligible for pay	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. Accidental death and dismemberment policy for each employee in the amount of \$10,000.
Plumas	No response	No response	No response
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

County	Longevity Pay	Counseling Services	Miscellaneous
San Benito	2.5% at 20 years 5% at 25 years 7.5% at 30 years	No	No
San Bernardino	2% for employees with 15+ years of service	Employee Assistance Program	Retirement Medical Trust Fund for eligible employees; Portable Communication Device Allowance for Elected & Exempt employees in group A & B, 2% auditing differential for Auditor Appraiser I and II and Supervising Auditor Appraiser.
San Diego	No response	No response	No response
San Francisco	Depends on Union, after 10+ years in the same classification \$0.30 per hour	Employee Assistance Program	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	Yes	Yes	No
Santa Clara	No	Employee Assistance Program	SEIU \$300 Continuing Education and Licensure
Santa Cruz	3% at 25+ years	Employee Assistance Program	No
Shasta	5% for 20+ years for spvrs or mgmt	Employee Assistance Program	No
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%	No	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.

County	Longevity Pay	Counseling Services	Miscellaneous
Stanislaus	No	Employee Assistance Program	Accident and Critical Illness Insurance available for purchase for employee, spouse and children; Professional Development for Assessor, Assistant Assessor and Confidential Assistant. Limits per year are \$1,200, \$900, and \$400 respectively. CPA designation 5% additional pay. Mileage if traveling on county business.
Sutter	No response	No response	No response
Tehama	Employee hired prior to 1991 - 5% raise	ESP 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 response	No response	No response
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