

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

DECEMBER 2019

CALIFORNIA STATE BOARD OF EQUALIZATION

TED GAINES, SACRAMENTO

MALIA M. COHEN, CHAIR, SAN FRANCISCO

ANTONIO VAZQUEZ, VICE CHAIR, SANTA MONICA

MIKE SCHAEFER, 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 50 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, 2019.

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, 2019, 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)*	\$10,010 – 11,924
Division Chief (CEA)*	7,190 – 10,334
Business Taxes Administrator III	8,867 – 10,574
Principal Property Appraiser	7,950 – 9,028

SUPERVISORS

Business Taxes Administrator II	6,989 – 9,133
Supervising Property Appraiser	6,665 – 8,284
Research Data Supervisor I (GIS)	5,917 – 7,351
Staff Services Manager I	5,917 – 7,351

APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	10,803 – 13,524
Senior Specialist Property Appraiser	6,303 – 7,889
Associate Property Appraiser	5,484 – 6,869
Assistant Property Appraiser	4,561 – 5,712
Junior Property Appraiser	3,186 – 3,801

AUDITOR–APPRAISERS

Senior Specialist Property Auditor–Appraiser	6,303 – 8,285
Associate Property Auditor–Appraiser	5,484 – 7,211
Assistant Property Auditor–Appraiser	4,561 – 5,997
Tax Auditor	3,688 – 5,997

GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Data Analyst II	5,223 – 6,542
Research Data Analyst I	3,512 – 5,439

PROFESSIONAL SUPPORT

Business Taxes Specialist III	8,044 – 9,591
Business Taxes Specialist II	6,616 – 8,699
Information Technology Specialist I	5,118 – 8,280
Administrative Assistant II	5,125 – 6,415
Associate Governmental Program Analyst	4,975 – 6,228
Staff Services Analyst	3,186 – 5,179
Tax Technician I/II/III	2,578 – 4,180

STAFF SUPPORT

Office Technician (Typing)	3,038 – 3,802
Office Technician (General)	2,983 – 3,737
Office Assistant (Typing)	2,424 – 3,292

* BOE CEA paid above maximum of range

ALAMEDA

Total Reported Positions: 173.45

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,691
Chief Deputy Assessor	1	14,692
Chief, Appraisal Division	2	12,645
Chief, Assessment Services Division	1	12,645
Financial Services Officer	1	9,485
Department Personnel Officer I	1	8,901
Administrative Specialist II	1	7,341
Human Resources Technician	1	6,145
Administrative Assistant	1	5,907
Accounting Specialist I	1	5,231
Principal Appraiser	1	10,625
Supervising Appraiser II	9	9,086
Appraiser III	19	7,462
Appraiser II	29	6,537
Principal Auditor–Appraiser	1	10,625
Supervising Auditor–Appraiser II	4	9,086
Auditor–Appraiser III	11	7,462
Auditor–Appraiser II	7	6,537
Supervisor, Mapping	1	7,341
Mapping Technician III	5	5,655
Mapping Technician II	1	5,169
Manager, Information Systems	2	11,033
Information Systems Specialist	2	7,341
Assessor's Representative	2	7,892
Training Officer, Assessor	1	8,646
Assessment Roll Manager	1	7,639
Assessment Supervisor II	5	6,722
Assessment Supervisor I	3	6,396
Assessor's Technician	31	4,709
Senior Assessor's Technician	22	5,367
Secretary II	1	6,346
Specialist Clerk I	1	4,483
Clerk II	3	4,308
Clerk Intermittent I	0.45	1,641

ALPINE

Total Reported Positions: 3.4

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$7,444
Appraiser	1	3,767
Assessment Technician	1	4,467
Auditor–Appraiser	0.4	1,923

AMADOR

Total Reported Positions: 11

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,723
Assistant Assessor	1	7,536
Appraiser II	2	6,045 – 6,194
Appraiser I	1	4,661
Auditor–Appraiser II	1	6,045
Cadastral Drafting Technician	1	4,895
Supervisor, Administrative	1	6,078
Administrative Technician	2	4,348 – 4,795
Administrative Assistant II	1	3,172

BUTTE

Total Reported Positions: 39

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,724 – 12,137
Assistant Assessor	1	7,440 – 9,971
Senior Administrative Assistant	1	2,886 – 3,867
Assessment Clerk	7	2,357 – 3,158
Senior Assessment Clerk	2	2,603 – 3,488
Auditor–Appraiser	1	3,334 – 4,469
Senior Auditor-Appraiser	1	3,680 – 4,933
Senior Cadastral Drafting Technician	1	3,266 – 4,376
Cadastral Drafting Technician	1	2,947 – 3,952
Principal Information Systems Technician	1	5,626 – 7,541
Property Appraiser	8	3,253 – 4,362
Senior Property Appraiser	6	3,590 – 4,811
Supervisor, Appraiser	3	4,502 – 6,035
Supervisor, Assessment Clerk	3	2,958 – 3,963
Supervisor, Assessment Office	1	3,517 – 4,712
Supervising Auditor–Appraiser	1	4,502 – 6,035

CALAVERAS

No information provided

COLUSA

Total Reported Positions: 11

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,908 – 10,127
Assistant Assessor	1	5,926 – 7,591
Appraiser III	1	3,977 – 5,095
Auditor–Appraiser I (part time)	1	3,692 – 4,730
Assessment Technician I	3	2,713 – 3,479
Appraiser Aide	1	2,851 – 3,656
Appraiser II	1	3,601 – 4,614
Supervising Assessment Technician	1	3,566 – 4,571
Auditor–Appraiser I (full time)	1	3,692 – 4,730

CONTRA COSTA

Total Reported Positions: 122

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,668
Assistant Assessor	2	12,210 – 13,461
Principal Appraiser	4	8,945 – 11,450
Supervising Appraiser	6	7,258 – 9,291
Associate Appraiser	21	6,394 – 7,772
Assistant Appraiser	17	5,361 – 6,516
Junior Appraiser	4	5,350 – 5,898
Senior Real Property Technical Assistant	5	4,610 – 5,604
Real Property Technical Assistant	2	3,894 – 4,972
Supervising Auditor–Appraiser	1	7,258 – 9,291
Senior Auditor–Appraiser	4	6,639 – 8,069
Auditor–Appraiser II	1	5,621 – 6,833
Auditor–Appraiser I	4	5,583 – 6,155
Network Analyst I	1	6,572 – 7,988
Information Systems Specialist III	1	5,648 – 6,865
Drafting Services Coordinator	1	5,784 – 7,030
Computer Aided Drafting Operator	6	4,849 – 5,894
Assessor's Clerical Staff Manager	1	5,731 – 7,319
Supervising Assessment Clerk	4	4,359 – 5,567
Assessor's Local Exemptions Specialist	1	4,152 – 5,303
Clerk – Specialist Level	8	3,848 – 4,914
Clerk – Senior Level	22	3,406 – 4,350
Clerk – Experienced Level	3	3,083 – 3,825

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Assessor's Customer Services Coordinator	1	\$6,304 – 8,908
Administrative Analyst II	1	5,291 – 6,431

DEL NORTE

No information provided

EL DORADO

Total Reported Positions: 37.8

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,889
Assistant Assessor–Valuation	1	8,365 – 10,166
Deputy Assessor–Systems and Support	1	7,273 – 8,840
Supervising Appraiser	1	5,678 – 6,904
Information Technology Dept. Coordinator	1	5,782 – 7,029
Senior Appraiser	6	4,937 – 6,001
Appraiser II	3	4,441 – 5,398
Appraiser I	4	3,999 – 4,860
Supervising Auditor–Appraiser	1	5,678 – 6,904
Senior Auditor–Appraiser	1	4,937 – 6,001
Auditor–Appraiser	1	4,441 – 5,398
Cadastral Drafter	1	4,179 – 5,082
Geographic Information System Analyst I	1	5,507 – 6,694
Supervisor, Property Transfer	1	4,446 – 5,403
Property Transfer Specialist	4	3,865 – 4,699
Senior Assessment Technician	5.8	3,597 – 4,371
Assessment Technician II	2	3,345 – 4,066
Administrative Technician	1	4,287 – 5,210
Supervising Assessment Technician	1	4,134 – 5,023

FRESNO

Total Reported Positions: 99

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,685
Assistant Assessor	1	10,053
Chief Appraiser	1	8,281
Chief Auditor–Appraiser	1	8,281
Business Manager	1	7,512
Special Properties Appraiser	1	6,738
Appraiser I	3	3,662

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Appraiser II	9	\$4,339
Appraiser III	19	5,747
Senior Appraiser	5	7,190
Auditor–Appraiser I	1	3,540
Auditor–Appraiser II	1	4,086
Auditor–Appraiser III	6	5,726
Senior Auditor–Appraiser	1	6,799
Assessment Technician I	8	3,586
Assessment Technician II	2	3,989
Assessment Technician III	3	4,393
Supervising Assessment Technician	1	5,131
Cadastral Technician I	2	3,296
Cadastral Technician II	2	4,117
Supervising Cadastral Technician	1	5,789
Supervising Office Assistant	2	3,572
Office Assistant I/II/III	15	2,628
Executive Secretary	1	4,409
Program Technician I/II	6	3,570
Supervising Program Technician	1	4,318
Information Technology Analysts II/IV	4	5,212

GLENN

Total Reported Positions: 7

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder–Clerk	1	\$8,094
Assistant Assessor	1	6,534
Administrative Assistant	1	4,538
Senior Appraiser	2	4,538
Office Technician I/II	2	3,107 – 3,522

HUMBOLDT

Total Reported Positions: 31

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,234
Deputy Assessor	2	6,025 – 7,731
Executive Secretary	1	3,586 – 4,602
Principal Appraiser	2	4,512 – 5,789
Appraiser III	4	4,084 – 5,240
Appraiser I	4	3,311 – 4,248
Principal Auditor–Appraiser	1	4,742 – 6,086
Auditor–Appraiser III	2	4,292 – 5,507
Appraisal Technician	4	2,851 – 3,659
Senior Property Transfer Assistant	1	3,278 – 4,207
Property Transfer Assistant	2	2,895 – 3,715
Cadastral Drafting Technician	1	3,042 – 3,903
Senior Assessment Technician	1	2,997 – 3,846
Assessment Technician II	3	2,645 – 3,465
Assessment Technician I	2	2,335 – 2,997

IMPERIAL

Total Reported Positions: 35

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,185
Assistant Assessor	1	6,386 – 8,159
Administrative Secretary	1	2,855 – 3,651
Supervisor Real Property	3	4,775 – 6,098
Supervisor Personal Property	1	4,929 – 6,293
Supervisor Assessment Services	1	3,373 – 4,310
Supervisor GIS/Mapping/Title	1	4,278 – 5,462
Assessment System Analyst	1	4,723 – 6,032
Appraiser III	10	3,771 – 4,813
Appraiser III Extra Help – 20 hours/week	1	23.89 per hour
Audit Appraiser II	2	3,771 – 4,813
Appraisal Technician	1	2,855 – 3,651
Assessment Technician III	2	2,488 – 3,175
Assessment Technician II	2	2,206 – 2,817
Mapping Technician	1	3,503 – 4,478
Senior Title Examiner	1	2,571 – 3,282
Title Examiner	2	2,253 – 2,880
Extra Help Office Assistant	2	12.48 per hour
Permanent Part Time Appraiser III (20 hours)	1	1,886 – 2,407

INYO

Total Reported Positions: 8

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,295
Assistant Assessor	1	7,378
Auditor–Appraiser I	1	4,800
Real Property Appraiser I	2	4,357 – 5,294
Administrative Analyst II	1	5,557
Office Technician II	1	4,285
Office Technician I (B-Par)	1	1,087

KERN

Total Reported Positions: 99

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$12,005
Confidential Assistant Assessor	1	7,703 – 9,404
Business Manager	1	5,299 – 6,470
Administrative Coordinator	1	4,028 – 4,917
Confidential Administrative Assistant	1	4,406 – 5,379
Chief Appraiser	3	6,063 – 7,402
Supervising Appraiser	4	5,626 – 6,869
Senior Appraiser	9	5,169 – 6,310
Information Systems Specialist – DT 1	1	4,089 – 4,992
Appraiser I/II/III	22	3,592 – 5,944
Assessment Technician	20	2,663 – 3,251
Supervising Auditor–Appraiser	1	5,626 – 6,869
Senior Auditor–Appraiser	3	5,169 – 6,310
Auditor–Appraiser I/II/III	8	3,592 – 5,944
Engineering Technician I/II/III	4	3,988 – 5,944
Local Area Network Systems Administrator	1	5,515 – 6,733
Systems Analyst II	1	5,515 – 6,733
Programmer I	1	4,089 – 4,992
Fiscal Support Supervisor	3	3,646 – 4,451
Fiscal Support Specialist	6	3,251 – 3,968
Fiscal Support Technician	7	2,730 – 3,333

KINGS

Total Reported Positions: 24

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,626
Auditor Accountant	1	6,547
Executive Secretary	1	4,576

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Chief Appraiser	1	\$6,333
Senior Appraiser	2	6,420
Appraiser I/II/III	7	3,567 – 5,810
Auditor–Appraiser I/II/III	2	3,787 – 6,231
Cadastral GIS Technician I/II/III	1	5,311
Assessment Specialist I/II/III	8	2,621 – 3,902

LAKE

Total Reported Positions: 16.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,067
Assistant Assessor–Recorder	1	6,020 – 7,318
Chief Deputy Assessor–Recorder	1.5	5,200 – 6,321
Secretary	1	2,564 – 3,117
Cadastral Mapping Specialist	1	3,607 – 4,385
Appraiser Aide/Appraiser I/II/III	8	2,896 – 4,716
Deputy Assessor-Recorder	3	2,269 – 3,352

LASSEN

Total Reported Positions: 10.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,433
Chief Appraiser	1	5,711
Senior Auditor–Appraiser	1	5,198
Associate Appraiser	1	3,592
Assistant Appraiser	2	3,939
Administrative Assistant	1	4,311
Senior Cadastral Drafter	1	4,126
Appraiser Technician	1	3,130
Cadastral Drafter I	1	3,277
Admin Clerk	0.5	2,611

LOS ANGELES

Total Reported Positions: 1,419

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor, Unclassified	1	\$18,416
Assistant Assessor (UC)	2	14,226 – 21,532
Account Clerk II	3	3,014 – 4,046
Accounting Technician I	2	3,281 – 4,292

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Administrative Deputy II (UC)	1	\$10,652 – 16,123
Administrative Assistant II	4	4,599 – 6,033
Administrative Assistant III	3	5,127 – 6,724
Administrative Assistant IV, Assessor	1	5,657 – 7,420
Administrative Services Manager I	5	6,260 – 8,210
Administrative Services Manager II	4	6,790 – 8,906
Administrative Services Manager III	1	8,884 – 11,651
Application Developer II	6	6,432 – 7,990
Appraiser	282	4,086 – 7,028
Appraiser Assistant	15	3,125 – 4,086
Appraiser Specialist I	193	5,973 – 7,834
Assistant Property Assessment Specialist	1	4,808 – 6,306
Career Development Intern	1	2,558
Chief Appraiser	9	9,909 – 14,998
Chief Clerk	5	4,521 – 6,092
Chief Deputy Assessor, Unclassified	1	14,226 – 21,532
Computer System Operator	1	3,412 – 4,465
Data Control Clerk	2	2,695 – 3,617
Database Administrator	1	8,540 – 11,201
Departmental Chief Information Officer II (UC)	1	11,451 – 17,332
Departmental Civil Service Representative	1	6,448 – 8,456
Departmental Finance Manager II	1	9,218 – 13,952
Departmental Human Resources Manager II	1	9,218 – 13,952
Departmental Information Security Officer I	1	8,575 – 12,978
Departmental Personnel Assistant	4	3,322 – 4,345
Director, Assessor's Operations (UC)	4	12,310 – 18,632
Equipment Maintenance Helper	2	3,171 – 3,929
Executive Secretary, Unclassified	1	6,724 – 8,818
Geographical Information Systems Manager I	1	9,218 – 13,952
Geographical Information Systems Manager II	1	9,909 – 14,998
Geographical Information Systems Technician I	21	5,255 – 6,528
Geographical Information Systems Tech. II	11	5,547 – 6,891
Graphic Arts Specialist	1	4,324 – 5,671
Graphic Arts Aide	1	3,305 – 4,324
Head Clerk	31	3,835 – 5,165
Head Support Services, Assessor	5	6,048 – 7,932
Head Reprographics, Assessor	1	5,466 – 7,168
Information Technology Specialist II	1	11,256 – 14,764
Information Systems Analyst I	2	5,657 – 7,420
Information Systems Analyst II	8	6,077 – 7,971
Information Systems Analyst Aide	3	4,738 – 6,214
Supervisor I, Information Systems	7	7,402 – 9,707
Supervisor II, Information Systems	1	8,414 – 11,037
Information Technology Aide	10	3,478 – 4,554
Information Technology Manager I	2	9,218 – 13,952
Information Technology Manager II	1	9,909 – 14,998
IT Technical Support Analyst I	2	4,808 – 6,306

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
IT Technical Support Analyst II	6	\$5,359 – 7,028
Intermediate Clerk	124	2,695 – 3,617
Intermediate Supervising Clerk	1	3,362 – 4,521
Intermediate Typist–Clerk	2	2,762 – 3,706
Management Analyst	1	5,191 – 6,807
Management Secretary III	1	4,856 – 6,369
Management Secretary V	4	5,412 – 7,098
Network Systems Administrator II	4	6,306 – 8,270
Ownership Clerk I	43	2,885 – 3,872
Ownership Clerk II	46	3,210 – 4,313
Ownership Services Specialist	61	3,573 – 4,808
Supervisor I, Ownership Services	21	3,977 – 5,359
Supervisor II, Ownership Services	2	4,432 – 5,973
Payroll Clerk I	2	3,265 – 4,389
Principal Application Developer	3	8,250 – 10,821
Principal Network Systems Administrator	2	8,311 – 10,901
Principal Appraiser	42	7,098 – 9,828
Principal Information Systems Analyst	1	8,311 – 10,901
Principal Property Assessment Specialist	1	7,098 – 9,828
Printer I	2	3,133 – 4,096
Printer II	1	3,697 – 4,668
Procurement Aide	1	3,242 – 4,240
Procurement Assistant I	1	3,599 – 4,714
Procurement Assistant III	1	4,476 – 5,871
Property Assessment Specialist	5	5,973 – 7,834
Senior Clerk	198	3,036 – 4,076
Senior Departmental Personnel Assistant	4	4,313 – 5,657
Senior Departmental Personnel Technician	4	5,785 – 7,587
Senior Application Developer	14	6,960 – 9,128
Senior GIS Analyst	1	7,203 – 8,949
Senior Information Systems Analyst	5	7,402 – 9,707
Senior Information Technology Aide	6	4,086 – 5,359
Senior IT Technical Support Analyst	2	5,973 – 7,834
Senior Management Secretary V	3	6,033 – 7,912
Senior Network Systems Administrator	8	7,028 – 9,218
Senior Property Assessment Specialist	1	6,479 – 8,497
Senior Secretary V	12	4,856 – 6,369
Senior Typist – Clerk	4	3,110 – 4,178
Special Assistant, Assessor – Field Deputy (UC)	4	4,261 – 6,229
Special Assistant, Assessor (UC)	4	7,854 – 11,480
Staff Assistant II	1	4,421 – 5,799
Staff Assistant, Assessor	2	3,556 – 4,656
Supervising Appraiser	85	6,707 – 8,796
Supervising GIS Technician	4	6,306 – 7,834
Supervising Payroll Clerk II	1	4,036 – 5,439
Supply Officer I	1	4,940 – 6,479
Transcriber Typist	1	3,164 – 4,027

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Warehouse Worker I	1	\$3,164 – 4,137
Warehouse Worker II	1	3,521 – 4,611
Warehouse Worker III	1	3,715 – 4,868
Warehouse Worker Aide	3	2,999 – 3,920

MADERA

Total Reported Positions: 27

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,771– 12,977
Chief Appraiser	1	7,271 – 8,837
Chief of Assessment Services	1	5,985 – 7,275
Supervising Appraiser	2	5,610 – 6,818
Supervising Auditor–Appraiser	1	5,610 – 6,818
Appraiser I/II/III	8	3,618 – 5,643
Auditor–Appraiser I/II/III	2	3,618 – 5,643
Senior Cadastral Drafting Technician	1	4,285 – 5,209
Assessment Clerk I/II or Assessment Technician	8	2,427 – 3,785
Office Assistant I/II	2	2,274 – 3,055

MARIN

Total Reported Positions: 57

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,066
Assistant Assessor–Recorder	1	12,561
Administrative Assistant II	1	5,205 – 6,225
Assistant Assessor–Valuation	1	11,345 – 12,561
Chief of Administrative Services	1	8,700 – 10,530
Technology Systems Specialist III	1	7,456 – 8,929
Supervising Technology Systems Specialist	1	8,141 – 9,753
Chief of Assessment Standards	1	8,102 – 9,805
Chief of Assessment Systems	1	8,102 – 9,805
Principal Auditor–Appraiser	1	7,812 – 9,407
Senior Auditor–Appraiser	1	6,266 – 7,508
Appraiser III	5	6,266 – 7,501
Appraiser I/II	15	5,392 – 6,838
Auditor–Appraiser I/II	4	5,190 – 6,903
Principal Appraiser	4	7,812 – 9,407
Administrative Services Associate	1	5,858 – 7,079
Assessment/Record/Clerk Technician I/II	8	3,911 – 5,226
Supervisor, Assessment Recording Clerk	3	5,710 – 6,939
Senior Assessment/Recording Clerk Technician	4	4,945 – 6,011
Cadastral Mapping Technician I/II	2	4,420 – 6,479

MARIPOSA

Total Reported Positions: 10

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,567
Assistant Assessor	1	5,927
Assessment Office Manager	1	5,207
Appraiser I	1	4,265
Appraiser II	1	5,195
Assessment–Recording Clerk II	2	2,931 – 3,564
Assessment–Recording Clerk III	2	3,894
Auditor–Appraiser	1	5,110

MENDOCINO

No information provided

MERCED

Total Reported Positions: 34

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,611 – 14,137
Assistant Assessor–Clerk–Recorder	1	9,086 – 11,053
Director of Administrative Services	1	7,621 – 9,266
Chief Appraiser	1	6,949 – 8,445
Staff Services Analyst I/II (Flexible Staffing)	1	4,032 – 6,086
Supervising Auditor–Appraiser	1	6,299 – 7,658
Supervising Appraiser	2	5,852 – 7,121
Chief, Mapping & Title Services	1	5,517 – 6,713
Auditor–Appraiser I/II/III (Flexible Staffing)	4	4,276 – 6,647
Chief Auditor Appraiser	1	6,949 – 8,445
Appraiser I/II/III (Flexible Staffing)	8	3,784 – 5,881
Assessment Services Supervisor	1	4,361 – 5,306
Assessment Clerk I/II (Flexible Staffing)	3	2,543 – 3,415
Assessment Clerk III	2	3,252 – 3,954
Title Technician	1	4,072 – 4,954
Assistant Title Technician	1	3,515 – 4,276
GIS Analyst I/II (Flexible Staffing)	1	4,361 – 5,997
Extra Help Special Projects	3	18.40–25.41per hour

MODOC*Total Reported Positions: 5*

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$5,800
Senior Appraiser	1	2,906 – 4,992
Appraiser I	1	2,619 – 3,343
Support Services Administrator	1	3,428 – 4,374
Assessment Office Specialist II	1	2,061 – 2,683

MONO*Total Reported Positions: 10*

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,180
Assistant Assessor	1	8,458
Assessment Services Specialist	1	5,734
Fiscal Technical Specialist II	1	4,380
Appraiser Aide	1	4,947
Appraiser II	1	4,956
Appraiser III	1	5,607
Auditor–Appraiser I	1	5,337
Cadastral Mapper/Transfer Analyst	1	4,273
Temporary Part–Time	1	16.89 per hour

MONTEREY*Total Reported Positions: 51*

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Assessor–County Clerk–Recorder	1	\$17,434
Assistant Assessor, Valuation	1	8,918 – 12,174
Administrative Services Officer	1	5,848 – 7,987
Administrative Secretary– Confidential	1	4,211 – 5,751
Appraiser I	4	3,646 – 4,980
Appraiser II	9	4,473 – 6,109
Appraiser III	5	4,992 – 6,818
Assessment Clerk	1	2,898 – 3,958
Auditor–Appraiser II	3	4,609 – 6,295
Auditor–Appraiser III	1	5,589 – 7,634
Manager, Auditor–Appraiser	1	6,627 – 9,045
Departmental Information Systems Manager II	1	7,625 – 10,408
Departmental Info Systems Specialist	1	4,063 – 5,546
Management Analyst I (Training & Development)	1	5,086 – 6,946
Map Drafting Technician	1	3,486 – 4,760

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Office Assistant II	5	\$2,702 – 3,690
Office Assistant III	2	2,956 – 4,037
Personnel Technician– Confidential	1	4,149 – 5,666
Property Transfer Clerk	4	3,076 – 4,202
Senior Map Drafting Technician	1	4,137 – 5,648
Senior Personnel Analyst	1	6,302 – 8,607
Senior Property Transfer Clerk	2	3,400 – 4,643
Supervising Appraiser	2	6,234 – 8,510
Supervising Office Assistant I	1	3,672 – 5,016

NAPA

Total Reported Positions: 23.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,163
Chief Appraiser	1	9,051 – 11,000
Staff Services Manager	.5	4,310 – 5,237
Supervising Auditor–Appraiser	1	7,351 – 8,814
Supervising Appraiser	1	6,956 – 8,341
Supervisor, Mapping and Title	1	6,201 – 7,426
Auditor–Appraiser II	2	6,051 – 7,256
Appraiser III	4	6,313 – 7,563
Appraiser II	3	5,798 – 6,932
Appraiser Aide	2	4,300 – 5,112
Senior Mapping and Title Technician	1	5,032 – 6,008
Title Technician	2	4,264 – 5,068
Assessment Records Assistant II	3	3,975 – 4,701
Assessment Records Assistant I	1	3,675 – 4,337

NEVADA

Total Reported Positions: 24

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,382
Assistant Assessor	1	11,172
Chief Appraiser	1	9,524
Senior Administrative Analyst	1	8,119
Accounting Assistant II	1	3,987
Mapping Specialist	1	4,254 – 5,193
Senior Appraiser	1	6,308
Appraiser II	5	4,723 – 5,766
Appraisal Technician II	1	4,254 – 5,193
Auditor–Appraiser I	1	4,275 – 5,219
Assessment Assistant I	1	2,970 – 3,262
Assessment Assistant II	5	3,282 – 4,006
Appraiser Technician I	1	3,850 – 4,700
Appraiser I	3	4,275 – 5,219

ORANGE

Total Reported Positions: 311

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,708
Administrative Manager III (Division Manager)	6	8,178 – 14,361
Administrative Manager II	4	6,542 – 11,625
Appraiser I	10	4,663 – 6,282
Appraiser II	54	5,203 – 7,004
Appraiser III	21	5,774 – 7,776
Assessment Technician II	66	3,299 – 4,423
Assessment Technician III	13	3,787 – 5,056
Auditor–Appraiser I	10	4,663 – 6,282
Auditor–Appraiser II	21	5,203 – 7,004
Auditor–Appraiser III	14	5,774 – 7,776
Cadastral Technician II	7	4,143 – 5,548
Executive Assistant	1	2,659 – 10,008
Executive Secretary I	1	4,160 – 5,576
Information Technologist II	8	6,034 – 8,105
Supervisor, Information Technology	3	7,850 – 10,592
Information Technology Technician I	2	4,033 – 5,403
Information Technology Technician II	2	4,722 – 6,360
Managing Appraiser	3	7,188 – 9,677
Managing Assessment Technician	4	5,125 – 6,902
Managing Auditor–Appraiser	2	7,188 – 9,677
Office Assistant	6	3,022 – 3,536
Office Specialist	1	3,141 – 4,160

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Office Technician	1	\$3,002 – 3,536
Principal Appraiser	1	6,455 – 8,675
Secretary II	4	3,330 – 4,437
Senior Appraiser	12	6,455 – 8,675
Senior Assessment Technician	9	4,255 – 5,691
Senior Auditor–Appraiser	7	6,455 – 8,675
Senior Cadastral Technician	5	4,595 – 6,190
Senior Information Technologist	1	7,084 – 9,539
Senior IT Application Developer	2	7,084 – 9,539
Staff Assistant	1	3,704 – 4,966
Staff Specialist	3	4,361 – 5,831
Store Clerk	1	2,910 – 3,843
Store Keeper I	1	3,267 – 4,380
Supervising Cadastral Technician	2	5,125 – 6,902
Technical Systems Specialist	1	6,536 – 8,786

PLACER

Total Reported Positions: 77

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,909
Administrative Clerk– Journey	6	3,181 – 3,866
Administrative Clerk– Senior	1	3,507 – 4,263
Administrative Services Officer– Senior	1	7,082 – 8,608
Administrative Technician	1	4,363 – 5,303
Appraisal Technician	14	4,476 – 5,440
Assistant/Associate Appraiser	13	5,713 – 7,655
Senior Appraiser	12	7,291 – 8,862
Assessment Supervisor	3	5,998 – 7,291
Assistant/Associate Auditor–Appraiser	2	5,713 – 7,655
Senior Auditor–Appraiser	2	7,291 – 8,862
Cadastral Technician– I/II	2	4,263 – 5,713
Cadastral Technician– Senior	1	5,781 – 6,298
Chief Appraiser	3	9,545 – 11,605
Chief Deputy Assessor	1	11,534 – 14,021
Business Process Analyst	1	7,443 – 9,045
Information Technology Supervisor	1	8,637 – 10,501
Information Technology Specialist	2	6,446 – 7,835
Information Technology Technician I/II	1	4,810 – 6,446
Technology Solutions Analyst – Senior	1	7,835 – 9,523
Managing Appraiser	1	8,637 – 10,501
Managing Auditor–Appraiser	1	8,637 – 10,501
Supervising Appraiser	4	8,020 – 9,748
Staff Services Analyst	1	5,303 – 6,446
Accounting Technician	1	4,263 – 5,181

PLUMAS

Total Reported Positions: 8

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,232
Assistant Assessor	1	4,558 – 5,546
Chief Appraiser	1	4,342 – 5,283
Property Tax Specialist	1	2,669 – 3,246
Cadastral Drafting Specialist	1	3,752 – 4,565
Appraiser III	2	3,752 – 4,565
Appraiser II	1	3,404 – 4,142

RIVERSIDE

Total Reported Positions: 171

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,266
Assistant Assessor	1	16,181
Chief Deputy Assessor	1	12,144
Assessor–Clerk–Recorder Technician I	8	4,295
Assessor–Clerk–Recorder Technician II	32	4,822
Assessor–Clerk–Recorder Technician III	4	5,370
Appraiser II	37	6,663
Appraiser Technician	15	4,938
Auditor–Appraiser II	9	6,663
Chief Appraiser	2	11,395
GIS Analyst	1	6,618
Senior GIS Specialist	1	6,351
GIS Specialist II	6	5,713
GIS Supervising Analyst	1	8,448
IT Supervising Systems Operator	1	8,761
Principal Deputy Assessor	4	10,292
Senior Appraiser	23	7,710
Senior Auditor–Appraiser	5	7,240
Supervising Assessor–Clerk–Recorder Technician	2	5,667
Supervising Appraiser	14	7,945
Supervising Auditor–Appraiser	2	8,023
Information Technology Systems Operator II	1	6,522

SACRAMENTO

Total Reported Positions: 150

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,506
Assistant Assessor	1	12,864
Administrative Services Officer I	1	6,398
Administrative Services Officer III	1	9,527
Assessment Supervisor	1	5,034
Assessment Technician	10	4,538
Associate Auditor–Appraiser	5	6,955
Associate Real Property Appraiser	25	6,955
Auditor–Appraiser I/II	4	5,923
Chief Appraiser	6	11,592
Data Entry Operator	1	3,569
Executive Secretary	1	5,333
Geographic Information Systems Analyst II	2	8,269
Information Technology Analyst II	6	8,269
Office Assistant II	1	3,409
Office Specialist II	12	4,120
Personnel Specialist	1	4,936
Real Property Appraiser I/II	21	5,923
Senior Auditor–Appraiser	3	7,656
Senior GIS Technician	2	5,770
Supervising Information Technology Analyst	3	9,553
Senior Information Technology Technician	1	5,967
Senior Office Specialist	14	4,454
Senior Real Property Appraiser	16	7,656
Supervising Auditor–Appraiser	2	8,676
Supervising Real Property Appraiser	9	8,676

SAN BENITO

Total Reported Positions: 19

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,610 – 14,067
Assistant Assessor	1	8,155 – 10,934
Supervising Auditor–Appraiser	1	5,653 – 7,578
Supervising Appraiser	1	5,653 – 7,578
Appraiser III	0.5	4,907 – 6,578
Appraiser II	4	4,246 – 5,682
Appraiser I	1	3,660 – 4,907
Auditor–Appraiser II	1	4,428 – 5,936
Auditor–Appraiser I	1	3,825 – 5,126
Supervising Computer Mapping Specialist	1	5,128 – 6, 872

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Computer Mapping Specialist III	1.5	\$4,428 – 5,936
Assessor Office Manager	1	4,583 – 6,144
Assessment Clerk III	2	3,039 – 4,075
Accounting Appraiser Technician	1	3,451 – 4,627
Property Transfer Assessment Technician	1	3,660 – 4,907

SAN BERNARDINO

Total Reported Positions: 181

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder–Clerk	1	\$19,649
Administrative & Financial Manager	1	7,325 – 9,963
Administrative Supervisor I	1	5,231 – 7,205
Appraisal Technician	15	2,844 – 3,907
Appraiser II	46	4,495 – 6,174
Appraiser III	13	4,947 – 6,805
Assessor–Recorder–Clerk Project Administrator	2	5,060 – 6,831
Assessment Services Manager	1	5,912 – 8,140
Assistant Assessor	1	8,833 – 11,974
Auditor–Appraiser II	12	4,831 – 6,642
Auditor–Appraiser III	1	5,195 – 7,148
Automated Systems Analyst I	1	4,418 – 6,067
Automated Systems Analyst II	1	5,231 – 7,205
Automated Systems Technician	1	3,539 – 4,865
Business Applications Manager	1	6,850 – 9,440
Business Systems Analyst I	1	4,862 – 6,685
Business Systems Analyst II	1	5,632 – 7,748
Business Systems Analyst III	1	6,207 – 8,549
Cadastral Drafting Technician II	2	3,605 – 4,950
Cadastral Drafting Technician III	1	3,883 – 5,330
Cadastral Services Supervisor	1	4,633 – 6,370
Chief Appraiser	1	7,861 – 10,705
Departmental IS Administrator	1	8,644 – 11,785
Executive Secretary III	1	4,319 – 5,810
Office Assistant III	28	2,612 – 3,588
Office Specialist	1	2,844 – 3,907
Payroll Specialist	1	2,713 – 3,723
Principal Appraiser	4	6,673 – 9,064
Public Service Employee	4	1,907 – 2,643
Staff Analyst II	1	4,749 – 6,528
Supervising Auditor–Appraiser	3	5,455 – 7,505
Supervising District Appraiser	7	5,455 – 7,505
Supervising Title Transfer Technician I	2	3,349 – 4,604
Supervising Title Transfer Technician II	2	3,694 – 5,077
Title Transfer Technician I	14	2,987 – 4,108

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Title Transfer Technician II	4	\$3,267 – 4,491
Media Specialist	1	4,203 – 5,770

SAN DIEGO

Total Reported Positions: 320

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,092
Assistant Assessor	1	13,277 – 17,103
Chief Deputy	3	10,816 – 15,035
Special Assistant, County Assessor	1	8,731 – 12,404
Senior Departmental Human Resources Officer	1	6,479 – 8,682
Departmental Human Resources Officer	2	5,203 – 6,971
Administrative Services Manager I	1	6,812 – 8,282
Accounting Technician	5	3,361– 4,132
Financial Policy & Planning Officer	1	7,878 – 9,577
Supervising IT Engineer	1	8,722 – 11,802
Human Resources Specialist	1	3,697 – 5,420
Human Resources Assistant	2	2,848 – 4,385
Senior Assessment Clerk	9	3,174 – 3,900
Assessment Clerk	49	2,818 – 3,460
Supervising Assessment Clerk	5	3,697 – 4,547
Departmental Technology Systems Specialist	1	6,805 – 8,270
Information Technology Specialist	2	2,947 – 6,318
Information Technology Analyst	2	6,803 – 8,270
Administrative Secretary III	1	3,962 – 4,815
Administrative Secretary IV	1	4,261 – 5,177
Imaging Technician II	7	3,380 – 4,157
Imaging Technician III	2	3,838 – 4,713
Senior Cadastral Technician	4	4,618 – 5,671
Cadastral Supervisor	1	5,899 – 7,245
Geographic Information Systems Analyst	3	4,430 – 6,004
Senior Geographic Information Systems Analyst	3	6,009 – 7,387
Manager, Assessor/Recorder/County Clerk	1	7,153 – 8,696
Associate Accountant	1	4,689 – 5,763
Senior Accountant	1	5,784 – 7,105
Account Clerk Specialist	1	3,182 – 3,912
Division Chief II	3	9,289 – 11,289
Division Chief I	6	8,441 – 10,260
Assistant Division Chief	3	5,262 – 6,469
Appraiser IV	9	6,325 – 7,769
Appraiser III	29	5,209 – 6,405
Appraiser II	54	5,094 – 6,257
Supervising Appraiser II	4	7,649 – 9,405

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Appraiser I	9	\$6,951 – 8,547
Property Assessment Specialist III	12	4,455 – 5,477
Property Assessment Specialist II	47	3,715 – 4,560
Audit–Appraiser IV	3	6,476 – 7,961
Audit–Appraiser III	9	5,893 – 7,238
Audit–Appraiser II	7	5,209 – 6,405
Supervising Audit-Appraiser	3	7,649 – 9,405
Staff Accountant	1	3,864 – 5,236

SAN FRANCISCO

No information provided

SAN JOAQUIN

Total Reported Positions: 81

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,891
Assistant Assessor	1	9,601 – 11,669
Principal Appraiser	3	8,292 – 10,081
Appraiser IV	4	6,463 – 7,859
Appraiser III	7	5,475 – 6,656
Appraiser II	9	4,800 – 5,833
Appraiser I	6	3,941 – 4,800
Auditor–Appraiser IV	1	6,463 – 7,859
Auditor–Appraiser III	1	5,475 – 6,656
Auditor–Appraiser II	3	4,800 – 5,833
Auditor–Appraiser I	4	4,006 – 4,871
Supervising Property Technician	2	3,671 – 4,462
Property Technician	8	3,428 – 4,165
Chief Cadastral Mapping Technician	1	4,895 – 5,949
Senior Cadastral Mapping Technician	1	4,571 – 5,555
Cadastral Mapping Technician II	3	4,104 – 4,990
Cadastral Mapping Technician I	0	3,671 – 4,462
Supervising Transfer Technician	1	3,853 – 4,685
Transfer Technician III	1	3,546 – 4,311
Transfer Technician II	3	3,396 – 4,125
Transfer Technician I	2	3,281 – 3,987
Office Supervisor	2	3,314 – 4,026
Senior Office Assistant	7	2,992 – 3,635
Office Assistant	3	2,848 – 3,461
Office Assistant Specialist	3	3,141 – 3,815
Administrative Assistant	1	4,375 – 5,316
Management Analyst III	1	7,127 – 8,665

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Office Secretary	1	\$3,314 – 4,026
Executive Secretary	1	4,104 – 4,990

SAN LUIS OBISPO

Total Reported Positions: 87

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,537
Assistant Assessor	1	11,894
Assessment Manager	5	9,020
Assessment Analyst I	2	6,815
Assessment Analyst II	1	7,712
Assessment Analyst III	4	8,821
Supervising Appraiser	3	8,020
Appraiser Trainee	8	4,654
Appraiser I	4	5,380
Appraiser II	7	6,230
Appraiser III	7	6,796
Supervising Auditor–Appraiser	1	8,746
Auditor–Appraiser II	2	6,358
Auditor–Appraiser III	3	7,944
Assessment Tech Supervisor	2	5,845
Assessment Technician I	4	3,990
Assessment Technician II	3	4,389
Assessment Technician III	6	4,810
Assessment Technician IV	3	5,032
Accounting Technician	1	4,619
Supervising Property Transfer Technician	1	6,427
Property Transfer Technician I	4	4,389
Property Transfer Technician II	2	4,827
Property Transfer Technician III	3	5,290
Property Transfer Technician IV	3	5,536
Geographic Information System Analyst II	4	6,289
Geographic Information System Analyst III	1	7,160
Senior Geographic Information System Analyst	1	8,365

SAN MATEO

Total Reported Positions: 88

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,586
Assistant Assessor	1	12,761 – 15,952
Deputy Assessor	2	11,572 – 14,466
Administrative Assistant I–Confidential	1	5,177 – 6,476
Appraiser I	6	5,550 – 6,202
Appraiser II	12	6,134 – 7,670
Supervisor, Assessor–Recorder Support Services	1	5,389 – 6,736
Assessor–Recorder Technician II	6	3,959 – 4,949
Assessor–Recorder Technician III	10	4,534 – 5,668
Auditor–Appraiser II	5	6,134 – 7,670
Chief Appraiser	1	9,996 – 12,497
Department Systems Analyst	4	8,117 – 10,147
Geographic Information System Supervisor	1	7,247 – 9,056
Geographic Information System Technician II	1	5,878 – 7,347
Geographic Information System Technician III	1	6,970 – 8,233
Manager, Information Technology	1	9,067 – 11,334
Principal Appraiser	7	8,242 – 10,306
Principal Auditor–Appraiser	2	8,242 – 10,306
Senior Appraiser	18	6,966 – 8,708
Senior Auditor–Appraiser	7	6,966 – 8,708

SANTA BARBARA

No information provided

SANTA CLARA

Total Reported Positions: 266

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,186
Assistant Assessor	1	13,210 – 16,956
Deputy Assessor	1	10,215 – 13,105
Accountant Assistant	3	4,354 – 5,255
Manager, Financial & Administrative Services	1	10,837 – 13,890
Account Clerk I	1	3,624 – 4,364
Appraisal Aide	7	4,735 – 5,720
Appraiser I/II	31	5,883 – 7,123
Appraiser III	8	6,322 – 7,650
Appraisal Data Coordinator	6	4,418 – 5,334
Assessment Clerk	13	3,937 – 4,746
Assessor's Training Specialist	1	7,918 – 9,582

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assistant Chief Appraiser	1	\$10,100 - 12,277
Assistant Chief Auditor–Appraiser	1	10,100 - 12,277
Assistant Chief, Assessment Standard Services	1	10,100 - 12,277
Assistant Supervising Program Analyst	2	11,470 – 13,974
Auditor–Appraiser	14	6,723 – 8,135
Business Information Technology Consultant	1	10,199 – 12,400
Cadastral Mapping Technician II	2	4,745 – 5,730
Chief Appraiser	1	10,837 – 13,890
Chief Auditor–Appraiser	1	10,837 – 13,890
Chief of Assessment Standard Services	1	10,837 – 13,890
Confidential Secretary	1	5,988 – 9,082
Director, Information Systems	1	11,962 – 15,347
Exemptions Investigator	2	5,940 – 7,191
Manager, Exemptions	1	7,645 – 9,296
Executive Assistant I	1	4,779 – 5,774
Geographic Information Systems Technician I	1	5,331 – 6,443
Geographic Information Systems Technician II	2	6,288 – 7,613
Information Systems Manager I	5	9,618 – 11,692
Information Systems Manager II	1	10,553 – 12,840
Information Technology Project Manager	1	10,199 – 12,400
Information Systems Analyst I	1	6,957 – 8,416
Information Systems Analyst II	1	7,504 – 9,083
Supervisor, Mapping and Identification	1	6,416 – 7,798
Management Analyst	1	7,463 – 9,074
Office Management Coordinator	1	6,230 – 7,571
Office Specialist II	11	3,556 – 4,280
Office Specialist III	9	3,900 – 4,701
Property and Title Identification Technician	5	4,318 – 5,212
Property Transfer Examiner	12	4,791 – 5,785
Supervisor, Property Transfer	1	6,416 – 7,798
Senior Account Clerk	1	4,300 – 5,192
Senior Assessment Clerk	16	4,164 – 5,026
Senior Appraiser	35	7,129 – 8,626
Senior Auditor–Appraiser	24	7,541 – 9,126
Senior Cadastral Mapping Technician	1	5,213 – 6,299
Senior Programming Analyst	8	10,709 – 13,033
Senior Management Analyst	2	8,227 – 10,005
Senior Office Specialist	2	4,280 – 5,168
Senior Systems Software Engineer	1	10,923 – 13,295
Supervising Auditor–Appraiser	6	9,206 – 11,190
Supervising Appraisal Data Coordinator	1	6,386 – 7,761
Supervising Assessment Clerk	2	5,848 – 7,107
Supervising Clerk	1	5,965 – 7,249
Supervising Appraiser	8	9,206 – 11,190

SANTA CRUZ

Total Reported Positions: 23

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,214
Chief Deputy Assessor – Valuation	1	8,448 – 11,284
Chief Deputy Assessor – Administration	1	8,448 – 11,284
Senior Appraiser	2	6,015 – 7,606
Appraiser II	5	5,481 – 6,931
Appraiser I	1	4,704 – 5,964
Chief Auditor–Appraiser	1	7,675 – 10,244
Auditor–Appraiser II	1	5,761 – 7,280
Geographic Information System Technician II	1	4,567 – 5,777
Geographic Information System Technician I	1	4,167 – 5,269
Assessment Technician	5	4,117 – 5,216
Assessment Clerk	1	3,838 – 4,855
Clerk II	1	3,501 – 4,423
Information Technology Support Services Analyst II	1	6,016 – 7,613

SHASTA

Total Reported Positions: 42

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,190
Deputy Assessor–Recorder, Administration	1	6,291 – 8,029
Deputy Assessor–Recorder, Valuation	1	6,291 – 8,029
Agency Staff Service Analyst II	1	3,714 – 4,740
Inter-Departmental Systems Coordinator	1	5,652 – 7,213
Appraisal Manager	3	5,052 – 6,448
Program Manager	2	4,673 – 5,964
Senior Specialist Real Property Appraiser	2	4,671 – 5,962
Real Property Appraiser III	4	4,216 – 5,381
Real Property Appraiser II	7	3,843 – 4,905
Real Property Appraiser Aide	2	2,938 – 3,750
Auditor–Appraiser III	1	4,216 – 5,381
Auditor–Appraiser II	1	4,015 – 5,125
Auditor–Appraiser I	1	3,469 – 4,427
Mapping Specialist II	1	4,055 – 5,176
Mapping Specialist I	1	3,469 – 4,427
Supervising Assessor Clerk	1	3,162 – 4,036
Senior Assessor Clerk	3	2,938 – 3,750
Assessor Clerk III	2	2,665 – 3,402
Assessor Clerk II	6	2,382 – 3,041

SIERRA

Total Reported Positions: 4.9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,690
Appraiser III	1	4,114 – 5,001
Appraiser IV	1	4,568 – 5,552
Assessment Technician III	1.9	3,113 – 3,784

SISKIYOU

Total Reported Positions: 15

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor–Recorder	1	\$8,628
Assistant Assessor–Recorder (Vacant)	1	5,310 – 6,455
Deputy Assessor–Recorder	1	4,694 – 5,706
Senior Specialist Appraiser	3	4,156 – 5,052
Senior Appraiser	1	3,958 – 4,582
Appraiser	2	3,305 – 4,017
Supervisor, Administrative Assessment	1	3,555 – 4,321
Senior Assessor–Recorder Technician	3	3,113 – 3,779
Assessor–Recorder Assistant	1	2,304 – 2,799
Senior Cadastral Mapping Technician	1	3,013 – 3,664

SOLANO

Total Reported Positions: 38

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,344
Assistant Assessor–Recorder	1	10,520 – 12,787
Chief Appraiser	1	9,174 – 11,151
Supervising Real Property Appraiser	2	7,117 – 8,651
Supervising Auditor–Appraiser	1	7,117 – 8,651
Clerical Operations Manager	1	5,564 – 6,763
Clerical Operations Supervisor	1	4,481 – 5,501
Senior Appraiser	4	6,167 – 7,496
Appraiser	11	4,395 – 6,587
Auditor–Appraiser	4	4,736 – 6,587
Office Assistant III	5	4,199 – 5,155
Office Assistant II	4	3,776 – 4,636
Cadastral Mapping Technician II	1	4,395 – 5,342
Cadastral Mapping Technician III	1	5,078 – 6,172

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

SONOMA

Total Reported Positions: 77.75

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,288
Chief Deputy Assessor	1	10,263 – 12,476
Chief of Assessment Standards	1	8,314 – 10,107
Executive Secretary, Confidential*	1	4,561 – 5,506
Chief Appraiser	1	8,314 – 10,107
Appraiser IV	4	6,249 – 7,597
Appraiser III	11	5,420 – 6,588
Appraiser II	6	4,868 – 5,917
Appraiser I	5	4,213 – 5,120
Appraiser Aide	4	3,670 – 4,461
Supervising Auditor–Appraiser	1	6,494 – 7,895
Auditor–Appraiser I	2	4,213 – 5,120
Auditor–Appraiser II	4	5,552 – 6,750
Department Information Systems Manager	1	8,002 – 9,728
Department Information Specialist II	2.75	5,952 – 7,235
Supervisor, Cadastral Mapping	1	5,040 – 6,127
Cadastral Mapping Technician I	2	3,950 – 4,800
Cadastral Mapping Technician II	1	4,291 – 5,216
Assessment Process Manager	1	7,562 – 9,192
Supervisor, Assessor's Change in Ownership	1	5,308 – 6,453
Supervisor, Assessment Process	2	4,341 – 5,279
Assessment Process Specialist	9	3,941 – 4,790
Assessment Clerk	3	3,510 – 4,266
Assessment Clerk Trainee	2	3,148 – 3,828
Clerk Recorder Assessor Specialist II	5	3,510 – 4,266
Clerk Recorder Assessor Specialist I	0	3,192 – 3,879
Administrative Service Officer I	2	6,627 – 8,056
Accountant II	1	5,340 – 6,491
Accountant II, Confidential*	1	5,661 – 6,848
Account Clerk II	1	3,470 – 4,219

**Confidential salaries include a \$0.90/hr premium.*

STANISLAUS

Total Reported Positions: 58

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,107
Assistant Assessor (Manager IV)	2	6,515 – 9,774
Supervising Auditor–Appraiser	1	5,990 – 7,281
Senior Auditor–Appraiser	2	5,435 – 6,609
Auditor–Appraiser III	3	4,938 – 6,002

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser II	1	\$4,489 – 5,458
Supervising Appraiser	4	5,707 – 6,940
Senior Appraiser	6	5,182 – 6,300
Appraiser III	6	4,709 – 5,725
Appraiser II	8	4,269 – 5,189
Appraiser I	1	3,529 – 4,290
Appraiser Technician	2	3,230 – 3,927
Cadastral Technician II	2	3,823 – 4,648
Supervising Assessment Technician II	3	4,062 – 4,938
Supervising Assessment Technician I	1	3,690 – 4,484
Assessment Technician II	4	3,211 – 3,903
Assessment Technician I	5	2,842 – 3,454
Administrative Clerk II	1	2,724 – 3,314
Confidential Assistant IV	1	3,844 – 5,765
Senior Software Developer/Analyst	1	7,139 – 8,677
Software Developer/Analyst III	1	6,172 – 7,501
Application Specialist III	2	5,335 – 6,486

SUTTER

Total Reported Positions: 17

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,320
Assistant Assessor	1	8,391
Chief Appraiser	1	6,842
Auditor–Appraiser III	2	5,588 – 6,440
Appraiser I	5	3,658 – 3,863
Appraiser Aide	1	4,417
Assessment Technician III	2	4,432 – 4,543
Assessment Technician II	2	3,185 – 3,962
Assessment Technician I	2	2,864

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
Senior Auditor Appraiser	1	4,300 – 5,240
Senior Appraiser	2	4,193 – 5,111
Appraiser II	2	3,445 – 4,193
Appraiser I	1	3,277 – 3,896

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Transfer Analyst	2	\$2,967 – 3,616
Assessment Clerk III	1	2,759 – 3,360
Senior Assessment Clerk	3	3,046 – 3,708
Assessment Clerk II	2	2,496 – 2,967
Cadastral Drafting Technician	1	3,360 – 4,093

TRINITY

No information provided

TULARE

No information provided

TUOLUMNE

No information provided

VENTURA

Total Reported Positions: 132

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,275
Chief Deputy Assessor	2	13,945
Chief Appraiser	6	9,691
Supervising Appraiser	7	8,122
Supervising Auditor–Appraiser	2	8,122
Administrative Assistant II	1	5,754
Administrative Assistant III	1	6,329
Appraiser II	32	6,505
Appraiser III	18	7,237
Assessor's Technician II	7	4,714
Assessor's Technician III	7	5,148
Auditor–Appraiser II	8	6,505
Auditor–Appraiser III	5	7,237
Cadastral Technician III	4	5,391
Cadastral Technician IV	1	6,438
Clerical Supervisor II	3	5,063
Imaging Specialist I	3	3,893
Management Assistant III	1	4,830
Management Assistant IV – C	1	6,194
Office Assistant III	11	3,981
Office Assistant IV	5	4,279

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Office Systems Coordinator III	3	\$7,408
Office Systems Coordinator IV	1	8,336
Supervising Assessor's Technician	2	5,379

YOLO

Total Reported Positions: 29

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,889
Chief Deputy Assessor	1	8,782 – 10,674
Appraiser I – III	9	4,216 – 6,342
Assessor Clerk-Recorder Assistant I-II	1	3,038 – 4,062
Assessor Clerk-Recorder Supervisor	1	4,621 – 5,617
Assessor Clerk-Recorder Specialist I – II	7	3,533 – 4,724
Auditor–Appraiser I - III	2	4,216 – 6,342
Confidential Secretary	1	4,313 – 5,243
Principal Appraiser	1	6,444 – 7,834
Principal Auditor-Appraiser	1	6,444 – 7,834
Clerk-Recorder-Assessor Program Manager	1	6,022 – 7,320
Senior Appraiser	3	5,854 – 7,115
Senior Auditor-Appraiser	0	5,854 – 7,115

YUBA

Total Reported Positions: 16

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,831
Assistant Assessor	1	7,719
Auditor–Appraiser III	1	4,403
Real Property Appraiser I	1	3,688
Real Property Appraiser III	3	4,403
Real Property Transfer Analyst I (vacant)	1	3,275
Real Property Transfer Analyst II	1	3,580
Cadastral Drafting Technician II	1	3,478
Assessment Specialist	2	3,087
Assessment Assistant II	3	2,743
Assessment Supervisor	1	4,030

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

Salaries of Assessment Appeals Board Members²

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$200 per hearing	Not available
Butte	\$75 per half day	Mileage
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 \$0.58 per mile; \$16 lunch
Humboldt	\$40 half day/\$75 full day	Mileage; meals, per diem
Imperial	\$150 half day/\$200 full day	Not available
Kern	\$125 half day/\$200 full day	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 \$0.58 per mile
Marin	\$131.25 half day/\$262.50 full day	\$32.81 per hour for preparation of findings of fact
Mariposa	\$100 full day session	Mileage
Merced	\$100 per session; additional \$50 for session time over 4 hours	Not available
Mono	\$100 per meeting \$125 per meeting AAB Chair	Mileage
Monterey	\$130 per session	Mileage \$0.58 per mile; meals per diem \$18
Napa	\$200 per meeting	Not available
Nevada	\$75 half-day/\$150 full day member \$85 half-day/\$160 full day chair	Mileage \$0.58 per mile
Orange	\$150 per a.m. session and \$150.00 per p.m. session	Parking
Placer	\$100 per day	Mileage; meal reimbursement
Riverside	\$300 per day	Mileage \$0.58 per mile
Sacramento	\$100 half day/\$200 full day	Parking
San Bernardino	\$150 9am – 12pm; \$200 after 12pm	Mileage
San Diego	\$100 per day	Mileage
San Joaquin	\$100 per 3 hour session; up to \$200 per day	Not available
San Luis Obispo	\$150 per day	Mileage
San Mateo	\$300 per meeting	Not available

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

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Santa Clara	\$300 per day	Mileage; meals per diem
Santa Cruz	\$75 per meeting	Mileage and meals if travel is for training
Shasta	\$75 per day; \$40 half day	Not available
Siskiyou	\$100 per day	Mileage \$0.58 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; \$225 full day.	Not available
Stanislaus	\$75 half day/\$150 full day	Lunch during full day; mileage for training
Sutter	\$50 per hour, \$100 per session minimum	Not available
Ventura	\$100 half day/\$200 full day	Mileage
Yolo	\$125 per 4 hours or less; \$175 over 4 hours	Not available
Yuba	\$75 per hour with 2 hour minimum	Not available

Salaries for Hearing Officers³

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$150-\$300 per hour based on experience	Not available
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	Not available
Mariposa	\$100 per session	Mileage
Orange	\$175 per day	Parking
Sacramento	\$100/hour (\$50 if cancelled less than 18 days prior to hearing)	Not available
San Bernardino	\$150 9am – 12pm; \$200 after 12pm	Mileage
San Diego	\$100 per day	Mileage
San Joaquin	\$200 per hearing day	Not available
Santa Clara	\$300 per day	Mileage; meals per diem
Ventura	\$100 half day/\$200 full day	Mileage

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

A. Employee Retirement Benefits

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Alameda	1937 Ret. Act	Tier I: 2% at 57 hired on or before 6/30/83 Tier II: 2% at 62 hired on or after 7/1/83- 12/31/12 Tier IV: 2% at 62 hired on or after 1/1/13	Varies	Varies	6.2%	6.2%
Alpine	CalPERS	2% at 55; 2% at 62	0	100%	1.45%	1.45%
Amador	CalPERS	Tier 1: 2% at 55 Tier 2: 2% at 60 Tier 3: 2% at 62	Tier 1: 93% Tier 2: 93% Tier 3: 93.25%	Tier 1: 7% Tier 2: 7% Tier 3: 6.75%	7.65%	7.65%
Butte	CalPERS	2% at 55 classic; 2% at 62 for new members	12.44%	7% classic; new member one half the normal cost	7.65%	7.65%
Calaveras	No response	No response	No response	No response	No response	No response
Colusa	CalPERS	3% at 60 Classic 2% at 62 New	30.401%	8% Classic; 6.25% for new members	7.65%	7.65%
Contra Costa	1937 Ret. Act & PEPR	2% at 55 2% at 60 hired on or after 1/1/13	80%	20%	7.65%	7.65%
Del Norte	No response	No response	No response	No response	No response	No response
El Dorado	CalPERS	2% at 55 if hired prior to 10/2012; 2% at 60 if hired after 10/2012; 2% at 62 if hired after 1/2013	4%	3%	0	1.45% Medicare only

County	Retirement	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Fresno	1937 Ret. Act	Tier 1: 2.5% at 55, Max 3.273% at 60, Tier 2: 2% at 55, Max 2.42% at 63, Tier 3: 2% at 55, Max 3.14% at 65, Tier 4: 1.99% at 61, Max 2.43 % at 65 Tier 5: 1% at 52, Max 2.5% at 67	Varies	Varies	7.65%	7.65%
Glenn	CalPERS & LIUNA	2.5% at 55 2% at 62 new hires	100%	8%	7.65%	7.65%
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	1937 Ret. Act	2% at 55 ½ hired before 12/31/12; 2% at 62 hired after 1/1/13	18.2%	Varies	1.45%	1.45%
Inyo	CalPERS	2% at 55 Existing; 2% at 62 hired after 1/1/13.	2% at 55 100%; 2% at 62 50%	2% at 62 50%	7.65%	7.65%
Kern	1937 Ret. Act PEPRA Act of 2013	3% at 60 if hired on or prior to 10/27/17; 1.62% at 65 if hired after 10/27/17	66.67% if hired before 8/7/04; 0% on or after 8/7/04	33.33% if hired before 8/7/04; 100% on or after 8/7/04	7.65%	7.65%
Kings	CalPERS	2% at 55 2% at 62 if hired after 1/1/13	16.284%	7% Classic 5.75% New	7.65%	7.65%
Lake	CalPERS	2% at 55 Classic 2% at 62 New	7% Classic 6.75% New	7% Classic 6.75% New	7.65%	7.65%
Lassen	CalPERS	2% at 55 2% at 60 2% at 62	8.054%	6.25% or 7%	7.65%	7.65%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Los Angeles	LACERA	Varies	Varies	Varies	-	-
Madera	CalPERS	2.7% at 55 before 2013; 2% at 62 after 2013	24.523%	8% before 2013 6.25% after 2013	7.65%	7.65%
Marin	1937 Ret. Act	Varies	Varies	Varies	7.65%	7.65%
Mariposa	CalPERS	2 % at 55; 2.7% at 55 before 2011 2% at 62 + 2013	11.098%	8%	7.65%	7.65%
Mendocino	No response	No response	No response	No response	No response	No response
Merced	1937 Ret. Act	Tier I/II: 3% at 60 Tier III: 2.43% at 65 Tier IV: 2.5% at 67	Tier I: 44.13% Tier II: 41.45% Tier III: 37.79% Tier IV: 34.80%	Varies	7.65%	7.65%
Modoc	CalPERS; LIUNA- The County contributes \$115.20 monthly for participating employees	CalPERS: 2% at 55 if hired prior 1/1/13; 2% at 62 if hired after 1/1/13	CalPERS 8.316%	7%	7.65%	7.65%
Mono	CalPERS	2.7% at 55; 2.5% at 55; 2% at 62	10.445%	8% (2.7% at 55 & 2.5% at 55), 6.25% (2% at 62)	1.45%	1.45%
Monterey	CalPERS	Classic members: 2% at 55 PEPRA members: 2% at 62	100%	PEPRA 6.25%; classic member: 7%	7.65%	7.65%
Napa	CalPERS	Tier 1: 2.5% at 55 hired before 10/29/11 Tier 2: 2% at 60 on or after 10/29/11 Tier 3: 2% at 62 hired on or after 1/1/13	Tier 1 & 2: 16.969% + 1.96% EPMC Tier 3: 16.969% + 0.96% EPMC	Tier 1 & 2: 6.04% Tier 3: 6.25%	0	1.45%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Nevada	CalPERS	2.7% at 55; 2% at 60 hired after 12/14/12; 2% at 62 hired after 1/1/13	11.551%	Varies	7.65%	7.65%
Orange	OCERS	2.7% at 55; 1.62% at 65 with additional 457 and 401 plans at max. 2% contribution rate; 1.62% at 65 hired after 12/31/12	Varies	Varies	1.45%	1.45%
Placer	CalPERS - Tier rates based on hire dates and job group (three pension tiers).	2.5% at 55 hired before 3/13/11; 2% at 55 if hired after 3/13/11; 2% at 62 after 1/1/13	9.402% (Misc.) 17.719% (Safety)	7-8% (Misc.) 9-10.75% (Safety)	7.65%	7.65%
Plumas	CalPERS	2% at 55	4%	3%	7.65%	7.65%
Riverside	CalPERS	Tier 1: 3% at 60 hired prior 8/23/12 Tier 2: 2% at 60 hired on or after 8/23/12 through 12/31/12 Tier 3: 2% at 62 hired on or after 1/1/13	8.927%	Tier 1: 8% Tier 2: 7% Tier 3: 6.5%	7.65%	7.65%
Sacramento	1937 Ret. Act, SCERS	2% at 55 ½	17.74 – 20.43% (Range from tier 1-5)	8.37 – 10.81% (Range from tier 1-5)	7.65%	7.65%
San Benito	CalPERS	2% at 55 hired prior to 1/1/13; 2% at 62 for new employees hired after 1/1/13	18%	7%	7.65%	7.65%

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: 33.59%; Tier 2: 31.06%	Tier 1: 8.61 – 14.79% Tier 2: 9.16%	1.45%	1.45%
San Diego	1937 Ret. Act	Tier A: 3% at 60 Tier I & B: 2.6% at 62 Tier C: 2.5% at 67 Tier D 1.62% at 65	Varies	Varies	7.65%	7.65%
San Francisco	No response	No response	No response	No response	No response	No response
San Joaquin	1937 Ret. Act	Tier 1- 2% at 55.5; Tier 2- 2% at 62; hired post 2013 with no reciprocity	Tier 1: 41.27% Tier 2: 35.39%	Tier 1: 3.21%- 9.36% Tier 2: 9.21%	7.65%	7.65%
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 19.53%; Management 19.53%; Rank/File 18.22%	7.65%	7.65%
San Mateo	1937 Ret. Act	2% at 55 1/2; 2% at 61 1/4 hired on or after 8/7/11; 2% at 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%
Santa Barbara	No response	No response	No response	No response	No response	No response
Santa Clara	CalPERS	Classic: 2.5% at 55 hired before 1/1/13; PEPRA: 2% at 62 hired after 1/1/13	SEIU 26.087%; CEMA 13.517%; Exec Mgmt. 18.597%	Varies	7.65%	7.65%
Santa Cruz	CalPERS	2% at 55 hired before 1/1/2013; 2% at 62 hired after 1/1/2013	Varies	Varies	7.65%	7.65%
Shasta	CalPERS	2% at 55 – Classic 2% at 62 PEPRA	16.975%	7%	7.65%	7.65%
Sierra	CalPERS	2.7% at 55 before 1/2013;	0%	100%	7.65%	5.65%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
		2% at 62 hired after 1/2013				
Siskiyou	CalPERS	2% at 55 hired before 11/2/2012; 2% at 60 hired 11/2/12-12/31/12; 2% at 62 if hired after 1/1/13	28.2%	7%	7.65%	7.65%
Solano	CalPERS	2.7% at 55; 2% at 60; 2% at 62. Depend on hired date	Varies	Varies	7.65%	7.65%
Sonoma	1937 Ret. Act	3% at 60 hired before 12/31/12; 2% at 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%
Stanislaus	1937 Ret. Act	2% at 55; 2% at 61 after 1/1/2011	Varies	Varies	7.65%	7.65%
Sutter	CalPERS	Tier 1: 2.7% at 55 Tier 2: 2% at 60 Tier 3: 2% at 62	22%	7% to 9% depending on tier	7.65%	7.65%
Tehama	CalPERS	2% at 55; 2% at 62	0	7%	7.65%	7.65%
Trinity	No response	No response	No response	No response	No response	No response
Tulare	No response	No response	No response	No response	No response	No response
Tuolumne	No response	No response	No response	No response	No response	No response
Ventura	1937 Ret. Act VCERA	2.333% at 65	50%	50%	7.65%	7.65%
Yolo	CalPERS	2.5% at 55 Classic; 2% at 62 new members	17.149%	8% Classic; 6.25% New members	7.65%	7.65%
Yuba	CalPERS	2% at 55 hired before 7/1/2013; 2% at 62 hired on or after 7/1/2013	21.103%	Classic: 8.597%; New: 7.847%	1.45%	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
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	90%	10%	100%	0
Alpine	Varies by plan	Varies	Included in medical	Included in medical
Amador	87.5% 97.5% for elected official	12.5% 2.5% for elected official	87.5% 97.5% for elected official	12.5% 2.5% for elected official
Butte	52% - 78%	21% - 48%	Included in medical	Included in medical
Calaveras	No response	No response	No response	No response
Colusa	\$136 per month	Varies	\$45	Varies
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	No response	No response	No response	No response
El Dorado	Varies	Varies	Included in medical	Included in medical
Fresno	\$7,618 for employees, up to \$10,608 for family	Varies	Included in medical	Included in medical
Glenn	90%	10%	100% employee	100% dependent
Humboldt	Varies by plan	Varies by plan	100%	0
Imperial	Varies	Varies	Varies	Varies
Inyo	80%	20%	100%	0
Kern	80%	20%	80%	20%
Kings	Mgmt. 100%; staff 68%	Staff 32%	Mgmt. 100%; staff 68%	Staff 32%
Lake	\$1,000	Remaining balance over \$1,000	Included in medical	Remaining balance over \$1,000
Lassen	\$215-\$415 varies on plan	Varies	\$20 - \$41	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

County	Medical Paid by County	Medical Paid by Employee	Dental Paid by County	Dental Paid by Employee
Merced	100% employee 50% dependent	50% dependent	100% employee 50% dependent	50% dependent
Modoc	\$500/\$1,000/\$1,300	\$101/\$204/\$264	100%	0
Mono	\$2,016.30/month family coverage	\$100/month family coverage	\$95/month family coverage	0
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	85-90% employee only 70-75% employee + dependents Offers 4 health plans	Varies	Through OCEA	Through OCEA
Placer	80%	20%	100% employee	100% dependents
Plumas	Varies	Varies	Varies	Varies
Riverside	\$823	Varies; employee pays any amount over county contribution	Included in medical	Varies
Sacramento	Tier A: \$826.90 (single & family) Tier B: \$587.94 single \$1,505.20 family	Varies	100%	Deductible
San Benito	\$550 employee \$1050 employee+1 \$1315 family	Employee pays monthly premium difference	\$30 for employee	Employee pays for dependents
San Bernardino	\$198.82-\$495.34 biweekly; varies by plan	Varies	Up to \$9.46 (depending on hire date) per years of service	Varies
San Diego	Varies by plan	Varies by plan	Included in medical	Varies
San Francisco	No response	No response	No response	No response
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 - \$108.54 per month	0
Santa Cruz	Varies by plan	Varies by plan	100%	Co-pay
Shasta	100% employee only	0% employee only	\$29.84 for employee only	\$7.86
Sierra	\$1,020 per month	Employee pays any cost above county allowance	Included in medical	Included in medical
Siskiyou	85%	15%	90%	10%
Solano	CalPERS Cafeteria plan	Varies	100%	0
Sonoma	Varies by plan	Varies by plan	\$59.22 pay period	\$14.13 per pay period
Stanislaus	80% or 95%	5% or 20%	80%	20%
Sutter	Up to \$1,723 per month	Up to \$837.50 per month	Up to \$143.60 per month	Up to \$50.25 per month
Tehama	80%	20%	Included in medical	0
Trinity	No response	No response	No response	No response
Tulare	No response	No response	No response	No response

County	Medical Paid by County	Medical Paid by Employee	Dental Paid by County	Dental Paid by Employee
Tuolumne	No response	No response	No response	No response
Ventura	Cafeteria Style Benefits Flex allowance \$447 biweekly; totaling \$11,622 annually.	Varies	Included in cafeteria plan	varies
Yolo	\$633.56 employee only \$1,267.12 employee+1 \$1,647.28 employee 2 or more \$1,703.92 Supervisor/Management	Varies	90% Included in Benefit Package for Supervisor/Management	10%
Yuba	90% employee 70% employee + dependents	Varies by plan	100% employee 80% employee + dependents	Varies by plan
State of California	Varies by plan	Varies by plan	Varies by plan	Varies by plan

C. Employee Health Benefits

County	Vision 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	Included in medical	Included in medical.	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	Included in medical	Included in medical.	Medical plans include one HMO & 3 PPOs under PERS health plan; dental & vision plans are included in premium; county pays a share of each employee's premium, depending on number of family members covered. Employee pays the balance of the cost.
Calaveras	No response	No response	No response
Colusa	\$12.91	0	Cafeteria plan.
Contra Costa	None	None	None
Del Norte	No response	No response	No response
El Dorado	Included in medical	Included in medical	\$6,240 optional benefit plan per fiscal year for management and confidential employees.
Fresno	Included in medical	Included in medical	None
Glenn	Mid-managers: \$12.76 per month Staff: 100%	Mid-managers & staff: 100% dependent	None
Humboldt	100%	0	None
Imperial	Varies	Varies	None
Inyo	100%	0	None
Kern	80%	20%	If the employee has not opted out and was hired prior to 3/15/2016, the employee contributes 2.12% of base salary into the Retiree Health Premium Supplement Program.
Kings	Management: 100% Staff: 68%	Staff: 32%	None

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
Lake	Included in medical	Remaining balance over \$1,000	Opt out stipend for the County's insurance \$200/month. \$5,000 for death (or basic life) or \$5,000 for accidental death and dismemberment, for \$10,000 total.
Lassen	0	100%	None
Los Angeles	Varies by plans	Varies	County offers 4 different cafeteria benefit plans - Options, Choices, Flex and MegaFlex; each benefits plan offers different medical, dental and vision; the amount paid by the county and the employee depends on the coverage elected.
Madera	95% employee 50% dependent	5% employee 50% dependent	Percentage is based on the benchmark health plan
Marin	Varies	Varies	County offers fringe benefits. Amounts vary by bargaining unit and fringe group.
Mariposa	100% for employee only	Any amount over county contribution	None
Mendocino	No response	No response	No response
Merced	100% employee 50% dependent	50% dependent	None
Modoc	100%	0	None
Mono	\$31.62/month family coverage	0	None
Monterey	\$10.36	\$4.01 - \$12.57	None
Napa	0%	100%	Medical based on most commonly enrolled plan and subject to change in future calendar years
Nevada	100% employee 80% dependents	20% dependents	For 2019, County's monthly allowance paid toward an employee, employee+1, employee + family for medical, dental and vision are as follows: Employee: medical \$717.50, dental and vision \$47.31 – Employee+1: medical \$1,435.00, dental and vision \$84.94 Employee + family: medical \$1,865.50, dental and vision \$159.26
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	Varies	Varies	None
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	None

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
San Diego	Included in medical	Varies	Benefits are regulated by IRS Code 125 which allows employees to pay for certain benefits on a pre-tax basis. The county provides a flex credit and the amount of flex credits are based on the employee's job classification and the level of medical coverage elected. Flex credits are applied to benefit elections. If the cost of benefit elections exceeds the flex credit, the difference is deducted pre-taxed on the employee's check.
San Francisco	No response	No response	No response
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	100% employee only	100% dependents	None
Sierra	Included in medical	Included in medical	None
Siskiyou	100%	0	None
Solano	100% of the standard plan	Additional cost for enhanced vision plan	The maximum County contribution for family coverage for the 2019 calendar year is \$1,362.10 per month. If the medical plan costs are less than \$1,362.10 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 \$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 \$500 less the CalPERS Minimum Employer Contribution (\$367.00 per month for 2019 calendar year).
Sonoma	\$7.48 per pay period	0	None
Stanislaus	80%	20%	Reduced contributions towards health benefits: 30-34 hours per week=75%; 35-39 hours per week=90% employer contribution
Sutter	\$34.10 per month	\$13.00	None
Tehama	Included in medical	0	None
Trinity	No response	No response	No response
Tulare	No response	No response	No response
Tuolumne	No response	No response	No response
Ventura	Included in the cafeteria plan.		Cafeteria Style Benefits plan offers medical, dental, vision, flex spending and health savings account. Biweekly contribution of \$447, totaling \$11,622 annually. Employee pays difference for cost of selected plan.
Yolo	90%	10%	None
Yuba	100% employee; 80% employee + dependents	Varies by plan	Cash in lieu of Insurance if otherwise provided - \$250
State of California	100%	0	Cash in lieu of insurance if otherwise provided

D. Employee Leave Benefits

County	Vacation
Alameda	0-4 years=2 weeks; 5-11 years=3 weeks; 12-20 years=4 weeks; 21+ years=5 weeks per year
Alpine	0-9 years=2 weeks; 10 years=4 weeks
Amador	1-2 years=11 days; 3-9 years=16 days; 10+ years=21 days
Butte	0-5 years=15 days; 6-10 years=20 days; 11-20 years=25 days; 20+ years=27 days per year
Calaveras	No response
Colusa	6.25-15.625 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	No response
El Dorado	0-4 years=81 hours; 4-11 years=122 hours; 11+ years=161 hours per year
Fresno	See annual leave
Glenn	0-2 years=88 hours; 3-12 years=128 hours per year; 13-20 years=168 hours; 20+ years=208 hours per year
Humboldt	0-3 years=12 days; 4-10 years=15 days; 11-15 years=20 days; 16-20 years=25 days; 21+ years=30 days
Imperial	1-15 years=up to 15 days per year, 15+ years=up to 20 days per year
Inyo	0-3 years=10 days; 3-10 years=15 days; 10+ years additional day per year of service, max 25 days per year
Kern	0-5 years=96 hours; 5-9 years=136 hours; 10-14 years=176 hours; 15+ years=216 hours
Kings	80-160 hours per year, depending on length of service
Lake	1-4 years=80 hours; 5-15 years=120 hours; 16 years=128 hours; 17 years=136 hours; 18 years=144 hours; 19 years=152 hours; 20+ years=160 hours per year
Lassen	0-5 years=12 days; 5-10 years=15 days; 10-17 years=17 days; 17+ years=20 days
Los Angeles	0-4 years=80 hours; 4-9 years=120 hours; 9-10 years=128 hours; 10-11 years=136 hours; 11-12 years= 144 hours; 12-13 years=152 hours; 13-20 years= 160 20-21 years=168 hours; 21-22 years=176 hours; 22-23 years=184 hours; 23-24 years=192 hours; 24+ years=200 hours
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	10-15 days annually upon initial employment and increases at 3, 10, 15, and 20 years.
Monterey	Varies - See annual leave
Napa	12-26 days annually based on years of service; 400 hours maximum for non-management & 536 hours max for management; all pro-rated for part-time employees
Nevada	Varies by bargaining unit. For general unit 1-4 years=6.6667 hours; 5-12 years= 10 hours; 13+ years= 13.33334 hours per month
Orange	0-3 years=80 hours; after accrual of 6,240 hours, the employee earns .077 hours for each hour of pay (approx. 160 hours per year). 10+ years, an employee earns .0962 hours for each hour of pay (approx. 200 hours)
Placer	0-2 years=10 days; 3-4 years=12 days; 5-9 years=15 days; 10-19 years=20 days; 20+ years=25 days per year; Accrual max is 400 hours with less than 10 years, 520 hours after 10 years
Plumas	1-2 years=10 days; 3-8 years=15 days; 8+ years=21 days
Riverside	0-3 years=80 hours; 4-9 years=120 hours; 10+ years=160 hours per year; accrual max 480 hours
Sacramento	10-25 days/year based on service years
San Benito	1-4 years=80 hours; 5-9 years=120 hours; 10-14 years=152 hours; 15+ years=168 hours per year
San Bernardino	80-160 hours per year based on classification and years of service
San Diego	Based on service years
San Francisco	No response
San Joaquin	0-3 years=10 days; 3-10 years=15 days; 10-20 years=20 days; 20+ years=23 days
San Luis Obispo	1-4 years=10 days; 5-9 years=15 days; 10+yrs=20 days
San Mateo	0-5 years= 104 hours; 5-10 years= 130 hours; 10-15 years= 156 hours; 15-20 years= 182 hours; 20-25 years= 208 hours, 25+ years= 234 hours
Santa Barbara	No response

County	Vacation
Santa Clara	SEIU 521: 0-1 years=10 days; 2-5 years=12 days; 5-10 years=16 days; 10-15 years=18 days; 15-20 years=20 days; 20+ years=22 days per year CEMA (STO–Standard Time Off): 0-1 years=19 days; 2-5 years=21 days; 5-10 years=25 days; 10-15 years=27 days; 15-20 years=29 days; 20+ years=31 days per year
Santa Cruz	See annual leave
Shasta	0-3 years=80 hours; 4-9 years=120 hours; 10-15 years=136 hours; 16+ years=160 hours
Sierra	1-5 years=80 hours; 6-10 years=120 hours; 10-15 years=160 hours; 16+ years=200 hours
Siskiyou	1-5 years=2 weeks; 6-10 years=3 weeks; 10+ years=4 weeks
Solano	0-3 years=3.08 hours; 3-10 years=4.62 hours; 10+ years=6.16 hours biweekly
Sonoma	0-5 years=16 days; 5-10 years=17 days; 10-15 years=21 days; 15-20 years=23 days; 20-25 years=25 days; thereafter=26 days Management: 0-10 years=17 days; 10-15 years=21 days; 15-20 years=23 days; 20-25 years=25 days; thereafter=26 days
Stanislaus	0-2 years=2 weeks; 3-10 years=3 weeks; 11-20 years=4 weeks; 21+ years=5 weeks per year
Sutter	1-4 years=11 days; 5-9 years=15 days; 10-14 years=17 days; 15+ years=20 days
Tehama	1-4 years=12 days; 5-10 years=18 days; 11-20 years=21 days; 21+ years=200 hours per year; Management/miscellaneous=310 hours; 21+ years=350 hours
Trinity	No response
Tulare	No response
Tuolumne	No response
Ventura	121-191 hours per year
Yolo	Hire date prior to July 10, 2016 – after 13 biweekly periods=80 hours; after 3 years=120 hours; after 11 years=128 hours; after 12 years=136 hours; after 13 years=144 hours; after 14 years=152 hours; after 15 years=160 hours; after 16 years=168 hours; after 20 years=176 hours; after 25 years=184 hours Hired on or after July 10, 2016 – after 13 biweekly periods=80 hours; after 5 years=104 hours; after 10 years=120 hours; after 15 years=136 hours; after 20 years=160 hours
Yuba	0-5 years=8 hours per month; 5-10 years=10.75 hours per month; 11-15 years=12 hours per month; 16-20 years=13.50 hours per month; 20+ years=16 hours per month – Max accrual 384 hours
State of California	Rank & file: 0-3 years=7 hours; 3-10 years=10 hours; 10-15 years=12 hours; 15-20 years=13 hours; 20+ years=14 hours per month Management/Supervisor: 0-3 years=7 hours; 3-10 years=11 hours; 10-15 years=13 hours; 15-20 years=14 hours; 20-25 years=15 hours; 25+ years=16 hours per month

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Alameda	13 days per year	Max vacation leave balances on every Jan. 1 no more than 2 times the employee vacation accrual rate	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	7.386 hours per month	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	12 days per year	Not available	Available to each employee pursuant to budgetary discretion.
Calaveras	No response	No response	No response
Colusa	1 day per month	Not available	Not available

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Contra Costa	8 hours per month	Unpresented and represented management employees receive 94 hours per year non-accruable admin leave	1/3 of yearly vacation accrual
Del Norte	No response	No response	No response
El Dorado	3.7 hours biweekly	Not available	80 hours management
Fresno	From 6.15 hours to 11.96+ hours biweekly depending on length of service (sick leave & annual leave combined together)	From 6.15 hours to 11.96+ hours biweekly depending on length of service (sick leave & annual leave combined together)	Not available
Glenn	0.0462 hours for each hour worked	80 hours per year for exempt employees	Not available
Humboldt	12 days per year	Management/Confidential classifications 10 days per year	Management/Confidential classifications up to 3 weeks of vacation per year.
Imperial	Up to 12 days per year	Asst. Assessor gets 60 hours of non-accruable admin leave	Sick leave and vacation, subject to certain conditions.
Inyo	15 days per year	1 week per fiscal year-flex time	Employees with at least 400 hours of sick leave may sell up to 40 hours of sick leave once a year.
Kern	0-5 years=8.67 days per year; 6-10 years=10 days per year 11+ years 12 days per year Assessor accumulates 3 days a year only	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	12 days per year	1 week for admin employees	Not available
Lassen	15 days per year	Not available	Not available
Los Angeles	0-1 year=80 hours 2-4 years=88 hours 5+ years=96 hours After 6 months of continuous service, employees earn part-pay sick leave at the rates of 65% and 50% of regular pay.	MegaFlex employees accrue non-elective leave: less than 20 years=80 hours; 20-21 years=84 hours; 21-22 years=88 hours; 22-23 years=92 hours; 23-24 years=96 hours; 24+ years=100 hours. In addition, MegaFlex employees have the option to purchase up to 20 days of additional Elective Annual Leave each year.	Employees who are not in the MegaFlex program may sell back a maximum of 48 hours of their sick leave per year. Employees in the MegaFlex program will be reimbursed for any unused Elective Annual Leave at the end of the year.
Madera	8 hours per month	48 hours management leave (supervisors and managers)	Not available
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.	Management annually and upon retirement may sell back accrued vacation time; all employees annually and upon retirement may sell back unused sick leave.
Modoc	9.38 hours per month	Not available	Not available
Mono	12 days per year	80 hours merit leave for exempt employees per year.	Not available

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Monterey	See annual leave	F and J units: 0-2 years=22 days; 3-5 years=25 days; 6-10 years=28 days; 11-18 years=30 days; 19-21 years=33 days; 22-25 years=34 days; 25+ years=35 days. X & Y units: 0-3 years=23 days; 3-5 years=25 days; 6-10 years=27 days; 11-14 years=30 days; 15-18 years=32 days; 19-20 years=33 days; 21-25 years=34 days; 25+ years=37 days.	Bargaining Units X and Y: up to 120 hours of annual leave per calendar year with up to 10 years of service or 160 hours with 10 years or more; Bargaining Unit J, F and ZJ: up to 40 hours of annual leave per calendar year
Napa	12 days per year, unlimited accrual. Pro-rated for part-time employees.	40 hours supervisor; 80 hours management; 19 hours personal leave. Pro-rated for part-time employees.	Cash-out for up to 60 hours management leave per fiscal year; cash-out for up to 40 hours vacation or supervisory leave per year if qualifications are met.
Nevada	8 hours per month (general unit)	Not available	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	0-3 years=5 hours 51 min; 3-10 years=8 hours 19 min; 10+ years=9 hours 51 min	40 hours for OCEA General Office Services Unit, 60 hours for OCEA Supervisory/Management Unit. 120 hours for Administrative Managers
Placer	12 days per year, maximum accrual 1,000 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	1 ¼ days per month	Varies	Not available
Riverside	4 hours accrual per pay period with unlimited accrual	0-3 years=8.92 hours; 3-9 years=10.46 hours; 9+ years=12 hours per pay period	Management employees may receive pay up to 80 hours per year plus additional 80 hours with department head approval.
Sacramento	15 days per year	Not available	Management 40 hours max per year
San Benito	120 hours per year	Management 80 hours per year	Not available
San Bernardino	3.39 hours biweekly; exempt 3.69 hours biweekly	80 hours per year for management, supervisors, and exempt	General can cash-out 60 vacation hours per year if 80 hours used; Management can cash-out 80 hours per year; 40 hours per year for supervisor; Exempt can cash-out one time during course of employment.
San Diego	5% of paid service	Accumulation of up to twice the annualized current vacation earning rate of the employee	Integration/buy back of sick leave is mandatory. It coordinates with County sick leave to prevent employee from collecting more than 100% pay.
San Francisco	No response	No response	No response
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.

County	Sick Leave	Annual Leave	Leave Buy-Back Program
San Mateo	3.7 hours biweekly	Management positions – Administrative Leave 130 hours/year	Management may cash-out 50% of their current administrative hours.
Santa Barbara	No response	No response	No response
Santa Clara	SEIU – 96 hours per year; CEMA – 64 hours per year	Executive management 36 days per year	CEMA employees may cash-out up to 80 hours STO.
Santa Cruz	See annual leave	1-5 years=22 days; 6-10 years=27 days; 11-15 years=32 days; 16+ years=37 days.	Annual leave has 100% payoff at separation.
Shasta	96 hours per year	Management: 80 hours per year admin. leave	20 hours of vacation or comp time. 80 hours of administrative leave
Sierra	0.0462 hours per each hour worked. No limit on accrual.	Not available	100% of vacation buyout at retirement/dismissal/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		Management= Unused Administrative Leave is converted to employees Retirement Health Savings Account in July of each year.
Sonoma	12 days per year, no limit on accumulation; 3.68 in-service hours accrue for each completed 80 hours pay period of service; accrual is prorated for any unpaid time in each pay period	Management= 60 hours, Elected Official= 77 hours or approximately 10 days of admin leave which may be taken as time off or cash	If an employee has 100% retirement credit then 25% of unused sick leave is paid upon voluntary termination. Otherwise, 100% of unused sick leave may be converted to time in service at retirement.
Stanislaus	96.2 hours annually (3.70 hours per paycheck)	2 days per year (accrues at 0.62 per pay period as part of vacation)	Vacation full cash-out at retirement or resignation; sick 50% cash out at retirement up to 600 hours, 25% if 6+ years of service, 0% if less than 6 years.
Sutter	12 days per year	Not available	7 years service buy back 15% unused sick leave; 15 years service buy back 20% of unused sick leave; 25 years service buy back 25% unused sick leave.
Tehama	8 hours per month, 500 hour Cap After 500 hours, 2 hour pay contribution to deferred comp.	Miscellaneous employees-1 day personal leave per year; Management 1 day personal leave and 5 days administrative leave per year	Vacation – miscellaneous employees 40 hours per year; management employees 60 hours per year
Trinity	No response	No response	No response
Tulare	No response	No response	No response
Tuolumne	No response	No response	No response
Ventura	80 hours per year	Management: 208-328 hours per year.	Up to 80 hours per year (non-management); management up to 200 hours per year
Yolo	8 hours per month	Not available	Employees with a balance over 280 hours may request to purchase up to 40 hours each fiscal year
Yuba	8 hours per month	Management receives 56 hours leave each year with no rollover/no payout	Sick leave converted to additional CalPERS service credit at rate of .004 per year for each day upon retirement

County	Sick Leave	Annual Leave	Leave Buy-Back Program
State of California	8 hours per month	Available to all	Exempt/Management/Supervisor/ Conf./Excluded

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Alameda	11	All staff receives 4 floating holidays per year. Managers and Non-Exempt Managers also receive 4 floating holidays and 3 management paid leaves.
Alpine	15	
Amador	12	6 days Personal Necessity Leave per year for full time permanent employees; for part time employees, accrued in ratio of hours worked; PNL days are charged against the employee's accrued sick leave
Butte	11	Exempt MCS employees receive 7 days of administrative leave per year in lieu of overtime
Calaveras	No response	No response
Colusa	14	Bereavement leave – 5 days per death of an immediate family member.
Contra Costa	10	Personal holiday: Management= 2 hours per month, all others= 4 hours per month; Supervising Assessment Clerks 50 hours per year paid personal leave
Del Norte	No response	No response
El Dorado	11 + 2 floating	16 hours per year for supervisor
Fresno	11	Bereavement leave, jury duty, and protected leave types.
Glenn	12	Bereavement leave 40 hours for each instance
Humboldt	12 + 2 floating	5 days per year family sick leave; 5 days per occurrence family bereavement leave
Imperial	12 + birthday	Family care and medical leave; pregnancy disability leave; workers compensation; and military leave
Inyo	11	Not available
Kern	12	Military, family care, family school activities, bereavement, disability, personal, educational leave. Staff are given three days off between Christmas and New Year holiday
Kings	11	3.5 days for Holiday Closure
Lake	13	16 hours personal leave in lieu of cost of living adjustment
Lassen	13	Personal leave – varies by bargaining unit from 1 day to 4 days annually
Los Angeles	12	Appraiser leave – Employees who are assigned away from Los Angeles county for 25 consecutive days or more earn 4 hours for each weekend; max. 8 days per fiscal year; In addition, employees assigned away from Los Angeles county for 35 consecutive calendar days or more earn an additional day; Bereavement 3 days; 5 days if traveled more than 500 miles one-way
Madera	13	Not available
Marin	11	Varies based on bargaining unit: bereavement; maternity/paternity; personal; floating holiday; parental education leave; management
Mariposa	13 + 1 Annual Holiday + 1 Personal Holiday	24 hours of Bereavement Leave
Mendocino	No response	No response
Merced	13	Bereavement-3 days due to death of relative in the first degree; 5 days if distance traveled is over 500 miles one way; jury duty and court appearances (work related)
Modoc	14	15 hours floating if hired prior to 1/1/14; no floating holiday if hired after 1/1/14; bereavement leave - 5 days per episode
Mono	13	Not available
Monterey	10 or 11 + 1 floating	Varies per unit: family illness 10 days per fiscal year; bereavement 10 days of accumulated sick leave; supervisory leave, 3 days per year; education leave, 3 days per fiscal year; management 10 days per year of professional leave

County	No. of Holidays	Other Types of Leave
Napa	12	Not available
Nevada	11 + 2 floating	16 hours floating holidays per year (taken like vacation time), 24 hours after 14 years of service
Orange	12	Performance Incentive Plan may earn 20 hours of non-cashable special leave if certain goals are reached
Placer	12 + 1 floating	Not available
Plumas	13 + (1 to 3) floating	Not available
Riverside	12	Bereavement 5 days (3 county paid, 2 from sick leave balances for qualified family members)
Sacramento	13.5	Wellness leave – 1 day every 6 months based on sick leave usage (12 hours or less used in 6 month period – management employees excluded from participation)
San Benito	10.5 + 3 floating	Not available
San Bernardino	13 + 1 floating	Association leave, bereavement 2 days (3 days if travel more than 1,000 miles), military leave, jury duty, examination time, witness leave, blood donation, voting, perfect attendance, unpaid compulsory, unpaid political leave, and medical emergency leave
San Diego	11	Injury leave, bereavement, catastrophic, FMLA, voluntary time off, pregnancy disability, miscellaneous leave
San Francisco	No response	No response
San Joaquin	12	Bereavement leave
San Luis Obispo	13	Administrative leave 4 days per year for management; voluntary time off 160 hours per year after 6 months of service
San Mateo	11 + 1	2 Winter recess days
Santa Barbara	No response	No response
Santa Clara	12	Voluntary reduced work hours; 4 personal leave days; 1 day birthday holiday; bereavement 5 days; administrative leave; education leave; jury duty; subpoenaed witness; other family leave; release time
Santa Cruz	13	Mid-management 2 weeks administrative leave per year which may be taken as time off or pay
Shasta	12	Compensatory time off may be earned in place of paid overtime
Sierra	12	Catastrophic leave
Siskiyou	12 + 3 floating	Not available
Solano	12 + (1-2) floating	Optional holiday to be taken between December 24 th and January 1 st ; Admin leave per year depending on classification: 40-96 hours. 1 floating holiday for management. 2 floating holidays for line staff.
Sonoma	13	Compassionate leave: 32 hours of leave for death of defined family members; LWOP, Court: response to subpoena or line of duty, time off for voting or donating blood, FMLA, CPDL, CFRA. Vacation savings plan- each eligible full-time employee may elect to set aside up to 20 hours of base rate pay each plan year during years 3-5.
Stanislaus	10-11 depending on December 24 th	40 hours bereavement leave for immediate family members; 56 hours management leave for Assistant Assessors only.
Sutter	14	Not available
Tehama	13	Management employees can convert ½ accrued sick leave hours above 500 to Deferred Comp. Plan. At retirement, both management and miscellaneous employees with less than 15 years pay ½ of balance after deducting 176 hours, over 15 years – pay ½ of balance
Trinity	No response	No response
Tulare	No response	No response
Tuolumne	No response	No response
Ventura	10	Non-management employees contribute to SDI and are eligible to collect disability benefits through the state
Yolo	10.5	General unit: 32 hours floating holidays, Supervisory/management: 40 hours floating holidays, Assistant Department Head 40 hours admin leave

County	No. of Holidays	Other Types of Leave
Yuba	12 + 2 floating	Bereavement-5 days of sick leave, jury duty.
State of California	11 + floating 16 hours per year	1 Personal holiday; 2 professional development days; 3 bereavement days per occurrence; jury duty; military; FMLA; state civil service exams; donated catastrophic leave; blood donations; subpoenaed witness; pregnancy; personal; mentoring; union leave

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Alameda	Yes	Yes	Yes	Yes	No	\$700 per year non-managers	No
Alpine	No	No	No	No	No	\$400 per year	No
Amador	No	12,000	Yes	457	No	Yes	No
Butte	No	\$25,000	SDI	Nationwide	Flexible spending by Creative Benefits	\$500 per year	No
Calaveras	No response	No response	No response	No response	No response	No response	No response
Colusa	No	\$50,000	No	457 Deferred Comp, Cafeteria Plan	No	No	No
Contra Costa	No	\$10,000 to \$60,000	SDI LTD	County pays \$75-\$85 per month	414H2; HCSA	Limited to 50% tuition 100% books, up to \$750 per year	No
Del Norte	No response	No response	No response	No response	No response	No response	No response
El Dorado	No	\$20,000 to \$60,000	Yes	Yes	No	Yes	Yes
Fresno	No	Life and Accidental	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	Yes	No	No	No	Yes	No
Inyo	No	\$20,000	Yes	Yes	No	Yes	No
Kern	No	\$10,000 to \$100,000	Yes	Yes	Yes	Job related and approved by department head	No
Kings	No	\$50,000 for assessor; \$40,000 for management; \$10,000 for staff	No	3:1 match up to \$2,500 (Management Only)	No	No	No

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Lake	No	Voya Life/AD&D	Aflac/SDL	457	No	Up to \$750 per semester	No
Lassen	No	\$40,000	No	Yes	No	No	No
Los Angeles	\$70 per month	½ to 8 times annual salary	LTD	457 & 401K County provides 4% match	No	up to \$1,000 per year	Yes
Madera	No	\$50,000 for assessor only	No	457 through ICMA	No	Appraisers only	No
Marin	Ride Green program	Basic; Dependent and Supplemental Life	Yes	457(b)	No	TAP- Tuition Assistance Program	No
Mariposa	No	Yes	Yes	Yes	Yes	Yes	No
Mendocino	No response	No response	No response	No response	No response	No response	No response
Merced	No	Yes	Yes	Yes	No	Work-related	5%
Modoc	No	Yes	No	Yes	No	Must be approved by Office of Admin. & Board of Supervisors	No
Mono	No	Supplemental Life	Yes	457	No	\$700 per year	No
Monterey	No	\$20,000 to \$50,000	LTD	457	No	No	No
Napa	No	Yes	Yes	Yes	Yes	Yes	No
Nevada	No	\$20,000 for employee	Dept. Heads & certain other titles	457	No	Approved college coursework	\$800 Assessor only
Orange	No	Yes	Yes	Yes	HCRA DCRA	\$3,000 per year max	No
Placer	No	\$50,000 employer paid	Less than 5 years LTD, after 5 years county pays	Voluntary 457/401; non-mgmt= no match; management= \$750 max per year	No	Maximum \$700 per year	No
Plumas	No	No	No	No	No	No	No
Riverside	No	Up to \$50,000	Yes	457	No	Tuition and Textbook reimbursement up to \$5,250 per year	No
Sacramento	\$65-75 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

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
San Benito	No	\$20,000	SDI	457	AFLAC	\$750 per year	No
San Bernardino	No	\$20,000 to \$50,000, plus option for employee to buy more coverage	SDI (all except Elected), LTD for Exempt and Elected	457(b) all classifications; 401(K) Exempt and Elected; 401(A) Elected only	Dependent care assistance; medical expense reimbursement	\$400-\$1,650 depending on classification	No
San Diego	\$65- \$85 per month	Yes	MGMT & UCL up to max \$12,000	401(a) & 457	No	\$2,538 for FY 2017-18	No
San Francisco	No response	No response	No response	No response	No response	No response	No response
San Joaquin	Yes	Yes	Yes	Yes	Yes	Yes	BREA 5% managers; 3% others
San Luis Obispo	No	Management	Management LTD – pays 66 2/3% of salary on first \$13,500	457	Yes	Management \$250 per year Rank/File \$400 per year	No
San Mateo	\$75 per month	Up to \$50,000	Fully Paid LTD SDI (Basic & Expanded)	457	Flexible spending accounts, child care/day care	Yes	No
Santa Barbara	No response	No response	No response	No response	No response	No response	No response
Santa Clara	100% VTA pass	\$25,000 to \$200,000	SDI	457	Healthcare, child care, Transit, Parking	\$1,500 per year	No
Santa Cruz	Yes	Yes	Yes	Employee contributions only	No	No	No
Shasta	No	Yes	Management LTD	No	No	No	No
Sierra	No	\$50,000; may purchase additional for spouse	AFLAC	457	No	Work-related only	Yes
Siskiyou	No	\$25,000 for appraisal & support staff; \$30,000 for mgmt.; 2 x annual salary for assessor/asst. assessor	LTD/SDI	457	Medical & child care	Up to \$500 per year	No

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
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 & mgmt.; 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	No	Elected: 2% of base; managers: 1.5%; confidential: 1%	No	No	5%
Sutter	No	Management: \$150,000 Law: \$50,000 All others: \$75,000	SDI	457(b)	Flexible Health & Dependent Care Spending Act	\$1,000 per year	No
Tehama	Yes	\$20,000	Yes	\$100 per month match to management employees; \$60 to regular employees	IRS 125 Pre-Tax Deduction	No	No
Trinity	No response	No response	No response	No response	No response	No response	No response
Tulare	No response	No response	No response	No response	No response	No response	No response
Tuolumne	No response	No response	No response	No response	No response	No response	No response
Ventura	No	\$10,000 for non-management; \$50,000 management	SDI for management	401(k); 457	No	Non-management: Up to \$1,300 per year; Management: Up to \$2,000 per year	CPA, 5%
Yolo	No	\$25,000	No	No	No	Up to \$500.00	No
Yuba	No	\$50,000	SDI/LTD	457	No	No	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	Yes	No	No	No
Amador	No	No	No	Yes	No	1 free consultation and discounted services	\$100 per year
Butte	No	Eligible for promotion to senior series	\$50 per biweekly pay period	Yes	No	No	Discounts available along with payroll deduction
Calaveras	No response	No response	No response	No response	No response	No response	No response
Colusa	For required licenses, certificates, permits, & regulations	No	\$75 per month	Yes	No	EAP	No
Contra Costa	\$400 - \$625	Appraiser/Auditor -Appraiser staff 2.5% of base pay	\$100 per month	Yes	Assessor \$600 per month	No	No
Del Norte	No response	No response	No response	No response	No response	No response	No response
El Dorado	No	No	Yes	Yes	No	No	No
Fresno	No	No	\$23.08 biweekly	No	\$6,180 annually for Department Heads	No	No
Glenn	No	\$1.10 per hour	\$0.75 per hour	No	No	No	No
Humboldt	No	No	Yes	Yes	No	No	Group rate
Imperial	No	No	\$40 per month	Yes	Assessor \$550 per month	No	No
Inyo	No	No	Yes	Yes	No	No	No
Kern	Job related and approved by department head	No	\$25 per pay period Verbal; \$50 per pay period Written & Verbal	Yes	\$275.52 per pay period for department heads & elected officials	Yes	Available through employee union
Kings	No	No	\$25/ per pay period; \$50 for advanced	Yes	No	No	No
Lake	No	No	2.5%	\$0.39/mile	No	No	No
Lassen	No	No	Yes	No	No	No	\$5
Los Angeles	Up to \$80 per year	\$134 per month	\$100 per month	Yes	Rentals for business trip	No	No

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Madera	CAA dues for Assessor	No	\$20 per month	Per diem	Mileage \$0.58	No	No
Marin	Yes	No	Yes	Yes	Dept. Head	EAP	Discounts
Mariposa	No	Yes	No	No	No	No	No
Mendocino	No response	No response	No response	No response	No response	No response	No response
Merced	No	5%	Yes	Yes	Dept. Head	Available for a fee	No
Modoc	No	Included in salary range	5%	Yes	No	No	No
Mono	No	No	No	No	No	No	\$25/per month
Monterey	\$100- \$400 per year	No	Management: \$20 per month; Others: \$0.56 per hour (primary) \$0.25 per hour (provisional)	No	No	No	No
Napa	No	No	Yes	Yes	Yes	Yes	Yes
Nevada	No	No	5%	Yes	No	No	No
Orange	Yes	Yes	Yes	Yes	Elected official	No	No
Placer	Up to a maximum of \$250/year	No	5%	Per diem	\$550 per month to elected official & some management	EAP	No
Plumas	No	No	No	No	No	No	No
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	No	Yes	Assessor & Assistant Assessor	Limited-EAP	No
San Benito	SAA dues	Requirement for promotion to level III	\$50 per month	Yes	\$173 per month	No	No
San Bernardino	No	No	\$50-\$55 per pay period	Yes	Elected and Exempt employees in group A & B	No	Elected & Exempt only
San Diego	No	\$50 in eligible class	\$20 - \$40 biweekly	Yes	No	No	No
San Francisco	No response	No response	No response	No response	No response	No response	No response
San Joaquin	No	No	Yes	Yes	Yes	No	No

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
San Luis Obispo	No	No	\$60 per month – Dept. Head approval	Yes	Assessor only \$5,400 per year	No	Management only \$200 per year
San Mateo	No	2% Advanced Appraisers' Cert	\$70 biweekly	Mileage	Dept. Head (Elected Official)	EAP	No
Santa Barbara	No response	No response	No response	No response	No response	No response	No response
Santa Clara	No	2%	\$160 per month for designated positions	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	Per diem	No	No	No
Siskiyou	No	No	5%	Per diem	No	No	No
Solano	No	No	\$75 per pay period	No	Assessor \$250 biweekly	No	No
Sonoma	Yes	No	\$1.15 per hour	Yes	\$320 biweekly for elected official	EAP	Yes
Stanislaus	No	No	\$0.85 per hour	Yes	Assessor & Asst. Assessor only	No	No
Sutter	No	No	No	No	No	No	No
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 response	No response	No response	No response	No response	No response	No response
Ventura	Executive management only	\$50 biweekly for non-management	\$0.65- \$0.90 per hour	\$57 per diem; mileage	\$375 per month for assessor only	Union Rep. for non-management employees	No
Yolo	No	No	Tier 1: 0.55 per hour Tier 2: 0.70 per hour	No	No	No	No
Yuba	No	No	\$125 per month	Yes	No	EAP	No
State of California	Yes	No	Yes	Yes	No	Group	No

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda	No	Yes	No
Alpine	Classic employees only at a rate of 5% for 5 years through 20 th year	No	No
Amador	10, 15 & 20 years of service; for General unit staff only	EAP	No
Butte	No	8 visits per fiscal year administered by Claremont EAP	No
Calaveras	No response	No response	No response
Colusa	Yes	EAP	Management Incentive (hired prior to 1/1/2013) \$432 per month
Contra Costa	10 years at 2.5% 15 years+ additional 2.5%; elected 10 years at 5% 15 years+ additional 2.5%	EAP 6 visits	No
Del Norte	No response	No response	No response
El Dorado	Yes	Yes	No
Fresno	No	EAP	No
Glenn	Yes	EAP	No
Humboldt	5% at 10 years; additional 5% at 20 years	Yes	No
Imperial	No	Yes	No
Inyo	2% at 10 years; additional 2% at 15 years; additional 2% at 20 years; additional 2% at 25 years	EAP	No
Kern	General employees: 10 years at 2% 15 years at 4% 20 years at 6% 25 years at 8% 30 years at 10% Mgmt 2% at 30 years	EAP	No
Kings	No	EAP	No
Lake	No	Managed Help Network	No
Lassen	Yes	Yes	No
Los Angeles	No	EAP	No
Madera	10-15 years at 5 % 15-20 years at 2.5 % 20+ years at 2.5 %	Insight Employee Services	No
Marin	No	EAP	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	EAP	Cell phone allowance for department head and monthly expense allowance to dept. head and assistant
Modoc	2% every 2 years at top of range	6 free hours per calendar year for full time employees	No

County	Longevity Pay	Counseling Services	Miscellaneous
Mono	6.5% to eligible employees	3 free per year	No
Monterey	No	EAP	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	EAP 5 sessions per incident	Supplemental life insurance \$10,000-\$200,000 employee paid; Spouse life insurance \$10,000-\$100,000 employee paid; Dependent (child) life insurance \$10,000 employee paid.
Nevada	Management/Assessor 2.5% after 10 years	EAP	No
Orange	No	EAP	No
Placer	5% of base pay after 5 years of continuous service in highest classification	EAP	Cafeteria plan for employees 6% of base pay. Cafeteria plan for management \$4,000 per year. Tahoe subsidy pay of \$825/month, Tahoe Rural Health subsidy of \$2,000 for single coverage and \$3,000 for family coverage annually. Accidental death and dismemberment policy for each employee in the amount of \$10,000.
Plumas	5% at 7,10,14,18,21 years	EAP	No
Riverside	No	EAP	Management benefit - \$50 per pay period to 401(a) plan; reduced tuition incentive through cohort program
Sacramento	No	EAP	2.5% or 5% Education Incentive Pay and Certification Pay
San Benito	2.5% at 20 years 5% at 25 years 7.5% at 30 years	No	No
San Bernardino	2% for employees with 15+ years of service	Per medical plan	Retirement Medical Trust Fund for eligible employees; Portable Communication Device Allowance for Elected & Exempt employees in group A & B
San Diego	No	EAP	County Vehicle provided for Assessor/Recorder/County Clerk effective September 2013
San Francisco	No response	No response	No response
San Joaquin	No	Yes	No
San Luis Obispo	No	EAP 3 visits	No
San Mateo	1% at 5 years 2.5% at 10 years 4% at 20 years 6% at 25 years	EAP	Voluntary Time Off (VTO) Program; Catastrophic Leave Program; Wellness Dividend Program
Santa Barbara	No response	No response	No response
Santa Clara	No	EAP	Cell phones for executive management; SEIU \$300 Continuing education and Licensure
Santa Cruz	3% at 25+ years	EAP	No
Shasta	5% for 20+ years of service for supervisory or management employees	No	No
Sierra	5% at 5, 10 years of continuous employment	3 visits per year	No
Siskiyou	2.5% increase after 2 years at step 5; Asst. Assessor 2.5% after 2 years at each Step 5 and 6	EAP	Deferred comp \$300 per month for Assessor, \$150 per month for Asst. Assessor; Appraisers \$30 per month. Alternate work schedules 4/10 and 9/80

County	Longevity Pay	Counseling Services	Miscellaneous
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%	EAP 5 paid visits per year	Assessor \$50 biweekly for Management Business Expense
Sonoma	No	EAP	No
Stanislaus	No	No	Accident and Critical Illness Insurance available for purchase for employee, spouse and children; Professional Development for Assessor, Assistant Assessor and Confidential Assistant reinstated in 2016-17. Limits per year are \$1,200, \$900, and \$400 respectively.
Sutter	5% at 10 years; Additional 2.5% at 15 years; Additional 2.5% at 20 years	EAP 3 free sessions per 6 months	No
Tehama	Employee hired prior to 1991 - 5% raise	EAP	\$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	No response	No response	No response
Ventura	No	EAP	Incentive for Higher Education Degrees up to 5%
Yolo	2.5% after 10 years of service, 5% after 15 years of service	No	No
Yuba	30-step system hired before 7/1/13; 8 step system for if hired after 7/1/13	EAP	No
State of California	No	EAP	No