

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

MAY 2025

CALIFORNIA STATE BOARD OF EQUALIZATION

TED GAINES, SACRAMENTO

SALLY J. LIEBER, SAN FRANCISCO

ANTONIO VAZQUEZ, SANTA MONICA

MIKE SCHAEFER, VICE CHAIR, SAN DIEGO

MALIA M. COHEN

FIRST DISTRICT

SECOND DISTRICT

THIRD DISTRICT

FOURTH DISTRICT

STATE CONTROLLER

YVETTE M. STOWERS, 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 41 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, 2023.

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, 2023, 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)*	\$11,102 – 13,226
Division Chief (CEA)*	9,471 – 11,463
Principal Property Appraiser	8,817 – 10,013

SUPERVISORS

Business Taxes Administrator II	7,752 – 10,130
Supervising Property Appraiser	7,392 – 9,188
Research Data Supervisor I (GIS)	6,563 – 8,153

APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	11,862 – 14,850
Senior Specialist Property Appraiser	6,992 – 8,750
Associate Property Appraiser	6,082 – 7,618
Assistant Property Appraiser	5,059 – 6,336
Junior Property Appraiser	3,534 – 4,216

AUDITOR–APPRAISERS

Senior Specialist Property Auditor–Appraiser	6,992 – 9,189
Associate Property Auditor–Appraiser	6,082 – 7,998
Assistant Property Auditor–Appraiser	5,059 – 6,651
Tax Auditor	4,091 – 6,651

GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Data Specialist I	6,061 – 7,587
Research Data Analyst II	5,793 – 7,256
Research Data Analyst I	3,895 – 6,032

PROFESSIONAL SUPPORT

Business Taxes Specialist II	7,339 – 9,648
Executive Assistant	4,125 – 5,162
Associate Governmental Program Analyst	5,518 – 6,907
Staff Services Analyst	3,534 – 5,744
Tax Technician I/II/III	3,063 – 4,636

STAFF SUPPORT

Office Technician (General)	3,308 – 4,145
Office Technician (Typing)	3,369 – 4,217
Office Assistant (Typing)	2,880 – 3,912

* BOE CEA paid above maximum of range

ALAMEDA

No information provided

ALPINE

Total Reported Positions: 3.4

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,618
Senior Appraiser	1	5,437
Auditor–Appraiser	0.4	2,340
Assessment Technician	1	5,172

AMADOR

No information provided

BUTTE

No information provided

CALAVERAS

No information provided

COLUSA

No information provided

CONTRA COSTA

Total Reported Positions: 113

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,310
Assistant County Assessor	2	14,145 – 15,595
Principal Appraiser	4	10,621 – 13,596
Supervising Appraiser	6	8,409 – 10,764
Associate Appraiser	20	7,407 – 9,003
Assistant Appraiser	14	6,210 – 7,548
Junior Appraiser	7	6,189 – 6,833
Senior Real Property Technical Assistant	6	5,341 – 6,492
Real Property Technical Assistant	1	4,511 – 5,761
Supervising Auditor–Appraiser	1	8,619 – 11,033
Senior Auditor–Appraiser	3	7,883 – 9,582
Auditor–Appraiser II	2	6,512 – 7,916
Auditor–Appraiser I	3	6,467 – 7,130
Drafting Services Coordinator	1	6,700 – 8,144

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Assessor's Clerical Staff Manager	1	6,639 – 8,479
Supervising Assessment Clerk	4	5,050 – 6,143
Clerk – Specialist Level	7	4,458 – 5,692
Clerk – Senior Level	21	3,946 – 5,040
Clerk – Experienced Level	3	3,571 – 4,431
Assessor's Customer Services Coordinator	1	7,304 – 10,320
Administrative Services Assistant III	1	7,153 – 8,694
Departmental Human Resources Analyst II	0	7,433 – 10,982

DEL NORTE

Total Reported Positions: 9

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,165
Assistant Assessor	1	\$8,639
Assessment Analyst I	1	4,693
Property Transfer/Mapping Specialist II	1	4,745
Appraiser Technician II	1	4,326
Property Appraiser II	2	4,971
Property Appraiser I	2	3,951-4,635

EL DORADO

Total Reported Positions: 39

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,420.17
Assistant Assessor	1	12,805.87
Deputy Assessor	1	10,623.60
Administrative Technician	1	5,950.53
Information Technology Dept. Coordinator	1	8,368.53
Supervising Appraiser	1	8,406.67
Appraiser I	4	5,680.13
Appraiser II	5	6,307.60
Appraiser Aide	1	4,777.07
Senior Appraiser	4	7,009.60
Cadastral Drafter	1	6,370.00
Geographic Information Analyst I	1	7,129.00
Property Transfer Supervisor	1	5,853.47
Property Transfer Specialist	4	5,090.80
Supervising Assessment Technician	1	5,446.13
Assessment Technician I	5	3,962.40
Assessment Technician II	1	4,407.87
Senior Assessment Technician	1	4,738.93
Auditor Appraiser	2	6,307.60
Office Assistant I	1	3,458.00
Department Systems Analyst II	1	8,859.07

FRESNO

No information provided

GLENN

No information provided

HUMBOLDT

No information provided

IMPERIAL

Total Reported Positions: 31.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,882
Assistant Assessor (354)	1	6,870 – 8,778
Administrative Secretary (201)	1	3,071 – 3,928
Supervisor Real Property (298)	3	5,137 – 6,560
Supervisor Audit/Personal Property (304)	1	5,303 – 6,771
Supervisor Assessment Services (232)	1	3,629 – 4,637
Assessment System Analyst (296)	1	5,081 – 6,490
Appraiser III (253)	9	4,057 – 5,178
Permanent Part Time Appraiser III	.5	2,029 – 2,589
Mapping Technician (239)	1	3,769 – 4,818
Audit Appraiser (253)	2	4,057 – 5,178
Appraiser Technician (201)	1	3,071 – 3,928
Assessment Technician III (175)	2	2,677 – 3,416
Assessment Technician (153)	2	2,374 – 3,031
Senior Title Examiner (181)	1	2,766 – 3,531
Title Examiner (157)	2	2,423 – 3,099
Appraiser II (235)	2	3,690 – 4,714

INYO

Total Reported Positions: 8

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,112
Assistant Assessor	1	8,014- 9,741
Administrative Analyst III	1	5,387- 6,544
Auditor Appraiser I	1	5,141- 6,252
Auditor Appraiser I	1	5,141- 6,252
Real Property Appraiser	1	4,903- 5,957
Office Technician III	1	4,351- 5,295
Office Technician II	1	3,969- 4,821

KERN

Total Reported Positions: 83

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,644
Business Manager	1	5,731 – 6,849
Administrative Coordinator	1	4,356 – 5,206
Engineering Technician I/II/III	2	4,206 – 6,269
Fiscal Support Supervisor	3	3,942 – 4,711
Fiscal Support Specialist	7	3,278 – 3,918
Confidential Administrative Assistant	1	4,765 – 5,695
Assessment Technician	14	2,879 – 3,441
Chief Appraiser	3	6,557 – 7,836
Supervising Appraiser	4	6,084 – 7,836
Senior Appraiser	8	5,590 – 6,680
Appraiser I/II/III	24	4,378 – 6,292
Supervising Auditor-Appraiser	1	6,084 – 7,271
Senior Auditor-Appraiser	2	5,590 – 6,680
Auditor-Appraiser I/II/III	8	4,378 – 6,292
Appraisal Assistant	1	2,879 – 3,441
GIS Technician I/II	1	3,278 - 4,422
Fiscal Support Technician	1	2,967 – 3,546

KINGS

Total Reported Positions: 24

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,091
Assistant Assessor	1	8,526
Auditor–Accountant	1	6,041
Chief Appraiser	1	7,308
Senior Appraiser	2	5,472 – 6,680
Auditor–Appraiser I/II/III	2	3,942 – 6,484

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Appraiser I/II/III	7	\$3,713 – 6,077
Cadastral GIS Technician I/II/III	1	3,533
Assessment Specialist I/II	5	2,726 – 3,676
Assessment Specialist III	2	3,328 – 4,061
Executive Secretary	1	4,761

LAKE

No information provided

LASSEN

Total Reported Positions: 9.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,639
Chief Appraiser	1	7,205
Chief Business & Administration	1	7,205
Senior Appraiser	1	5,988
Assistant/Associate Appraiser	2	4,993
Administrative Assistant	1	5,439
Senior Cadastral Drafter	1	5,206
Administrative Assistant	0.5	3,153
Appraiser Technician	1	3,456

LOS ANGELES

Total Reported Positions: 1,373

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor (UC)	1	\$20,664
Assistant Assessor (UC)	2	15,926 – 24,768
Accounting Technician I	1	3,742 – 5,039
Administrative Assistant II	5	5,152 – 6,943
Administrative Assistant III	3	5,742 – 7,739
Administrative Assistant IV, Assessor	1	6,337 – 8,540
Administrative Deputy II (UC)	1	11,925 – 18,546
Administrative Services Manager I	11	7,605 – 10,249
Administrative Services Manager II	5	7,203 – 9,707
Administrative Services Manager III	2	9,950 – 13,409
Application Developer II	9	7,203 – 9,196
Appraiser	271	4,543 – 8,250
Appraiser Assistant	25	3,564 – 4,796
Appraiser Specialist I	196	6,823 – 9,196
Assistant Property Assessment Specialist	1	5,493 – 7,402
Career Development Intern	1	2,943
Chief Appraiser	11	11,093 – 17,252

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Chief Clerk	6	\$5,140 – 7,116
Chief Deputy Assessor (UC)	1	15,926 – 24,768
Data Scientist	1	8,840 – 11,913
Database Administrator	1	9,566 – 12,891
Departmental Chief Information Officer II (UC)	1	12,820 – 19,937
Departmental Civil Service Representative	1	7,221 – 9,731
Departmental Finance Manager II	1	10,319 – 16,048
Departmental Human Resources Manager II	1	10,319 – 16,048
Departmental Personnel Assistant	4	3,770 – 5,076
Departmental Information Security Officer I	1	9,599 – 14,929
Director, Assessor's Operations (UC)	4	13,781 – 21,432
Executive Secretary (UC)	1	7,531 – 10,149
Geographical Information Systems Manager I	1	10,319 – 16,048
Geographical Information Systems Manager II	1	11,093 – 17,252
Geographical Information Systems Technician I	21	6,003 – 7,662
Geographical Information Systems Technician II	11	6,337 – 8,089
Graphic Arts Aide	1	3,697 – 4,977
Graphic Arts Specialist	1	4,844 – 6,528
Head Clerk	31	4,356 – 6,033
Head Reprographics, Assessor	1	6,122 – 8,250
Head Support Services, Assessor	1	6,773 – 9,128
Information Systems Analyst I	2	6,337 – 8,540
Information Systems Analyst II	7	6,807 – 9,173
Information Technology Aide	6	3,948 – 5,320
Information Technology Manager I	2	10,319 – 16,048
Information Technology Manager II	1	11,093 – 17,252
Information Technology Specialist I	1	10,955 – 14,764
Information Technology Specialist II	1	12,608 – 16,992
Information Technology Supervisor	1	9,566 – 12,891
IT Technical Support Supervisor	1	7,457 – 10,049
Intermediate Clerk	81	3,058 – 4,219
Intermediate Typist-Clerk	2	3,133 – 4,324
IT Technical Support Analyst I	5	5,386 – 7,257
IT Technical Support Analyst II	6	6,003 – 8,089
Management Analyst	2	5,813 – 7,834
Management Secretary III	1	5,439 – 7,330
Management Secretary V	4	6,062 – 8,170
Network Systems Administrator II	4	7,063 – 9,518
Ownership Clerk I	43	3,322 – 4,588
Ownership Clerk II	46	3,697 – 5,114
Ownership Services Specialist	61	4,117 – 5,700
Ownership Services Supervisor I	21	4,588 – 6,353
Ownership Services Supervisor II	5	5,114 – 7,080
Payroll Clerk I	1	3,724 – 5,152
Predictive Data Analyst	1	7,384 – 9,950
Principal Application Developer	4	9,241 – 12,453
Principal Appraiser	41	8,110 – 11,537

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Principal Departmental Personnel Assistant	0	5,900 – 7,951
Principal Geographic Information System Analyst	0	9,241 – 12,452
Principal Information Systems Analyst	1	9,310 – 12,546
Principal Network Systems Administrator	2	9,310 – 12,546
Principal Property Assessment Specialist	2	8,110 – 11,537
Printer I	1	3,504 – 4,715
Printer II	2	4,444 – 5,373
Procurement Aide	1	3,679 – 4,953
Procurement Assistant I	1	4,086 – 5,506
Procurement Assistant III	1	5,089 – 6,858
Property Assessment Specialist	5	6,824 – 9,196
Senior Application Developer	17	7,796 – 10,506
Senior Clerk	189	3,445 – 4,762
Senior Departmental Personnel Assistant	4	4,904 – 6,609
Senior GIS Analyst	1	8,230 – 10,506
Senior Information Systems Analyst	10	8,291 – 11,173
Senior Information Technology Aide	6	4,645 – 6,260
Senior IT Technical Support Analyst	2	6,691 – 9,016
Senior Management Secretary V	3	6,757 – 9,106
Senior Property Assessment Specialist	2	7,402 – 9,975
Senior Secretary V	14	5,440 – 7,330
Senior Typist – Clerk	8	3,530 – 4,880
Special Assistant, Assessor – Field Deputy (UC)	4	4,773 – 7,169
Special Assistant, Assessor (UC)	4	8,797 – 13,213
Staff Assistant I	1	4,097 – 5,520
Staff Assistant II	1	4,953 – 6,674
Staff Assistant, Assessor	2	3,977 – 5,359
Supervising Appraiser	89	7,663 – 10,326
Supervising GIS Technician	4	7,204 – 9,196
Supervising Payroll Clerk II	1	4,611 – 6,385
Supply Officer I	1	5,616 – 7,569
Warehouse Worker Aide	3	3,387 – 4,554
Warehouse Worker I	1	3,573 – 4,808
Warehouse Worker II	1	3,977 – 5,359
Warehouse Worker III	1	4,198 – 5,657

MADERA

Total Reported Positions: 23

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,366.68
Deputy Assessor, Real Property	1	8,659
Deputy Assessor, Business-Personal Property	1	8,446
Deputy Assessor, Appraisal Support Operation	1	7,897
Supervising Appraiser	1	7,759
Appraiser I/II/III	7	5,279 – 6,451
2023 Salary and Benefits Survey	8	May 2025

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser I/II/III	2	\$5,915 – 6,089
Senior Cadastral Drafting Technician	1	5,853
Principal Administrative Analyst	1	6,017
Assessment Clerk I/II or Technician	6	2,582 – 4,307
Office Assistant I/II	1	2,709

MARIN

No information provided

MARIPOSA

Total Reported Positions: 11

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,105
Appraiser I	3	5,063
Appraiser II	1	5,936
Appraiser III	0	6,370
Assessment-Recorder Office Manager	1	5,085
Assessment-Recorder Clerk I	2	3,324
Assessment-Recorder Clerk II	1	3,847
Assessment-Recorder Clerk III	2	4,623

MENDOCINO

No information provided

MERCED

Total Reported Positions: 36

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor-Recorder-Clerk	1	\$13,325 – 16,230
Assistant Assessor	1	10,420 – 12,686
Director of Administrative Services	1	8,737 – 10,628
Chief Appraiser	1	7,962 – 9,682
Chief Auditor–Appraiser	1	7,962 – 9,682
Staff Services Analyst I/II	1	4,624 – 6,981
Supervising Auditor–Appraiser	1	7,224 – 8,781
Supervising Appraiser	2	6,713 – 8,160
Chief, Mapping & Title Services	1	6,550 – 7,962
Auditor–Appraiser I/II/III (Flexible Staffing)	4	4,579 – 7,121

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Appraiser I/II/III (Flexible Staffing)	8	\$4,856 – 7,548
Appraiser IV	1	6,056 – 7,366
Appraiser Aide	1	3,993 – 4,853
Assessment Services Supervisor	1	5,002 – 6,085
Assessment Clerk I/II/III (Flexible Staffing)	5	2,918 – 4,534
Title Technician	2	4,624 – 5,626
GIS Analyst I/II	1	4,953 – 6,813
Extra Help Special Projects	3	18.40 – 35.41/hour

MODOC

Total Reported Positions: 5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,800
Senior Appraiser	1	5,049
Appraiser II	1	4,241
Support Services Administrator	1	3,839
Assessor Office Specialist II	1	3,322

MONO

No information provided

MONTEREY

Total Reported Positions: 52

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,227
Assistant Assessor, Valuation	1	7,559 – 10,324
Administrative Services Assistant	1	4,365 – 5,961
Administrative Secretary – Confidential	1	3,614 – 4,936
Appraiser I	5	3,129 – 4,274
Appraiser II	8	3,839 – 5,243
Appraiser III	5	4,284 – 5,851
Assessment Clerk	1	2,487 – 3,396
Auditor–Appraiser I	1	3,289 – 4,492
Auditor–Appraiser II	3	4,939 – 6,746
Auditor–Appraiser III	1	4,797 – 6,552
Auditor–Appraiser Manager	1	5,687 – 7,763
Business Technology Analyst I/II	1	4,594 – 6,274
Departmental Information Systems Manager II	1	6,544 – 8,933
Map Drafting Technician	1	2,992 – 4,085
Office Assistant II	6	2,319 – 3,167
Office Assistant III	2	2,537 – 3,464
Personnel Technician – Confidential	1	3,560 –
		4,862

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Property Transfer Clerk	4	\$2,640 – 3,606
Senior Map Drafting Technician	1	3,551 – 4,847
Senior Personnel Analyst	1	5,408 – 7,387
Senior Property Transfer Clerk	1	2,918 – 3,985
Supervising Appraiser	2	4,781 – 6,530
Supervising Office Assistant II	2	3,152 – 4,305

NAPA

Total Reported Positions: 25.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,502
Chief Appraiser	1	12,295
Supervising Auditor Appraiser	1	10,135
Supervising Appraiser	1	9,596
Mapping and Title Supervisor	1	9,190
Staff Services Manager	0.5	12,017
Auditor–Appraiser I	2	7,613
Appraiser III	3	8,714
Appraiser II	3	7,999
Appraiser I	1	7,329
Appraiser Aide	3	5,931
Senior Mapping Technician	1	6,948
Mapping Technician	1	6,710
Title Technician	2	5,881
Assessment Records Assistant II	2	5,705
Assessment Records Assistant I	1	7,329
Senior Assessment Records Assistant	1	6,141

NEVADA

Total Reported Positions: 24

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,087
Assistant Assessor	1	12,090
Chief Appraiser	1	10,306
Senior Administrative Analyst	1	8,786
Accounting Assistant Senior	1	4,863
Senior Appraiser	1	7,660
Appraiser II	4	5,688 – 6,366
Appraiser I	3	5,193 – 5,459
Auditor–Appraiser I	1	5,761
Appraisal Technician II	1	5,907
Appraisal Technician I	2	4,623 – 4,423
Assessment Assistant II	2	4,262 – 4,336
Assessment Assistant I	3	3,279 – 3,639

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
GIS Analyst I	1	6,241 – 7,619
Senior Assessment Assistant	1	3,925 – 4,791

ORANGE

Total Reported Positions: 282

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,161
Administrative Manager I	2	5,219 – 10,372
Administrative Manager II	3	7,255 – 12,896
Administrative Manager III	5	9,071 – 15,929
Appraiser I	11	5,197 – 7,003
Appraiser II	34	5,800 – 7,807
Appraiser III	18	6,434 – 8,667
Appraiser Trainee	10	4,221 – 5,637
Assessment Technician II	44	3,678 – 4,930
Assessment Technician III	14	4,221 – 5,637
Assessment Technician Trainee	12	3,184 – 4,221
Auditor–Appraiser I	11	5,197 – 7,003
Auditor–Appraiser II	14	5,800 – 7,807
Auditor–Appraiser III	12	6,434 – 8,667
Auditor–Appraiser Trainee	3	4,439 – 5,942
Cadastral Technician II	3	4,618 – 6,185
Cadastral Technician Trainee	2	3,467 – 4,618
Executive Assistant	1	2,964 – 12,520
Executive Secretary I	1	4,637 – 6,212
Information Technologist II	9	6,724 – 9,034
IT Supervisor	3	8,750 – 11,807
IT Systems Technician I	2	4,496 – 6,022
IT Systems Technician II	1	5,264 – 7,088
Managing Appraiser	3	8,011 – 10,787
Managing Assessment Technician	4	5,713 – 7,694
Managing Auditor–Appraiser	2	8,011 – 10,787
Office Assistant	2	3,344 – 3,942
Principal Appraiser	1	7,193 – 9,669
Procurement Contract Specialist	1	5,902 – 7,956
Secretary II	3	3,709 – 4,945
Senior Appraiser	12	7,193 – 9,669
Senior Assessment Technician	12	4,742 – 6,342
Senior Auditor–Appraiser	7	7,193 – 9,669
Senior Cadastral Technician	5	5,122 – 6,900
Senior Information Technologist	2	7,895 – 10,632
Senior IT Applications Developer	2	7,895 – 10,632
Staff Assistant	2	4,129 – 5,535
Staff Specialist	5	4,860 – 6,498
Store Clerk	1	3,243 – 4,283
Supervising Cadastral Technician	2	5,713 – 7,694

PLACER

Total Reported Positions: 83

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,716
Chief Deputy Assessor	1	11,797 – 14,733
Chief Appraiser	3	9,764 – 12,196
Managing Appraiser	3	8,835 – 11,034
Information Technology Supervisor	1	8,835 – 11,034
Information Technology Analyst I/II	1	7,197 – 8,989
Supervising Appraiser	5	8,121 – 10,142
Business Process Analyst	1	7,608 – 9,502
Senior Appraiser	13	7,384 – 9,220
Senior Auditor–Appraiser	2	7,384 – 9,220
Administrative and Fiscal Officer I/II	1	7,242 – 9,045
Geographic Information Systems Analyst I/II	2	6,855 – 8,561
Information Technology Specialist	1	6,528 – 8,152
Appraiser I/II	17	6,377 – 7,965
Assistant/Associate Auditor–Appraiser	2	6,377 – 7,965
Assessment Supervisor	4	6,075 – 7,587
Staff Services Analyst	1	5,921 – 7,394
Information Technology Technician I/II	2	5,370 – 6,706
Cadastral Technician I/II	1	4,760 – 5,944
Appraisal Technician I/II	12	4,533 – 5,661
Administrative Technician	1	4,418 – 5,517
Accountant I/II	1	5,509 – 6,881
Administrative Clerk – Senior	1	3,552 – 4,436
Administrative Clerk – Entry/Journey	6	3,221 – 4,025

PLUMAS

Total Reported Positions: 8

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,404
Chief Appraiser	1	4,789
Appraiser Assistant	1	3,758
Appraiser II	2	3,528 – 4,904
Deputy Fiscal Officer	1	3,942
Cadastral Drafting Specialist	1	5,035
Property Tax Assessment Technician/Specialist	1	2,867

RIVERSIDE

Total Reported Positions: 191

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,266
Assistant Assessor	1	13,515
Chief Appraiser	2	11,623
Chief Deputy Assessor-Clerk-Recorder	1	12,387
Principal Deputy Assessor-Clerk Recorder	6	10,497
Supervising Appraiser	14	8,266
Supervising Auditor–Appraiser	2	8,347
Senior Appraiser	26	7,459
Senior Auditor–Appraiser	4	7,533
Appraiser II	41	6,932
Auditor–Appraiser II	9	6,932
Assessor–Clerk–Recorder Technician I	4	4,468
Assessor–Clerk–Recorder Technician II	44	5,017
Assessor–Clerk–Recorder Technician III	7	5,586
Appraiser Technician	10	5,137
GIS Analyst	1	6,885
GIS Specialist II	6	5,944
GIS Supervisor Analyst	1	8,789
Senior GIS Specialist	1	6,608
Supervising Assessor-Clerk-Recorder Technician	1	5,896
Administrative Services Assistant	1	4,987
Business Process Manager	1	10,259
Business Process Analyst I	1	7,381
Business Process Analyst II	3	9,754
Supervising Deputy Assessor-Clerk-Recorder	3	8,008

SACRAMENTO

Total Reported Positions: 153

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$18,435.95
Assistant Assessor	1	14,755.17
Administrative Services Officer I	2	7,158.33
Administrative Services Officer II	1	8,585.17
Administrative Services Officer III	1	10,553.08
Assessment Supervisor	1	5,658.50
Assessment Technician	10	5,103.42
Associate Auditor–Appraiser	5	7,706.50
Associate Real Property Appraiser	25	7,706.50
Auditor–Appraiser I/II	4	6,563.25
Chief Appraiser	6	12,842.92
Geographic Information Systems Analyst II	2	9,159.33
Geographic Information Systems Technician III	2	6,392.75

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Information Technician Applications Analyst III	1	\$10,100.67
Information Technician Applications Analyst II	4	9,159.33
Information Technician Infrastructure Analyst II	1	9,159.33
Office Assistant II	1	3,977.67
Office Specialist II	13	4,611.00
Real Property Appraiser II	21	6,563.25
Senior Auditor–Appraiser	3	8,484.25
Senior Office Specialist	17	4,932.92
Senior Real Property Appraiser	16	8,484.25
Supervising Auditor–Appraiser	2	9,611.75
Supervising Information Technology Analyst	2	11,122.08
Supervising Real Property Appraiser	9	9,611.75
Student Intern Level Senior	1	3,083.25
Student Intern Level Sophomore	1	2,796.17

SAN BENITO

Total Reported Positions: 21.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,139
Assistant Assessor	1	8,909 – 11,946
Chief Appraiser	1	7,435 – 9,970
Appraiser III	4	5,447 – 7,302
Appraiser I	3	4,063 – 5,447
Auditor–Appraiser III	2	5,692 – 7,629
Supervising Computer Mapping Specialist	1	5,692 – 7,629
Computer Mapping Specialist III	.5	4,915 – 6,591
Computer Mapping Specialist II	1	4,246 – 5,691
Computer Mapping Specialist I	1	3,667 – 4,915
Assessor’s Office Manager	1	5,007 – 6,713
Assessment Clerk III	1	3,373 – 4,524
Assessment Clerk II	1	3,061 – 4,103
Accounting Appraiser Technician	2	3,831 – 5,137
Senior Property Transfer Assessment Tech	1	4,703 – 6,307

SAN BERNARDINO

Total Reported Positions: 202

TITLE	NUMBER. OF POSITIONS	MONTHLY SALARY
County Assessor-Recorder-Clerk	1	\$21,469.07
Assistant Assessor	1	10,649.60 – 14,360.67
Accounting Technician	1	3,503.53 – 4,829.07
Administrative Supervisor I	1	5,716.33 – 7,876.27
Applications Specialist	1	4,830.80 – 6,633.47
Appraisal Technician	24	3,107.87 – 4,269.20
Appraiser II	43	4,912.27 – 6,747.87

TITLE	NUMBER. OF POSITIONS	MONTHLY SALARY
Appraiser III	17	5,406.27 – 7,439.47
ARC Project Administrator	1	5,696.73 – 7,687.33
ARC Admin & Financial Manager	1	8,247.20-11,212.93
ARC Public & Legislative Affairs Officer	1	6,383.87-8,649.33
Auditor–Appraiser II	12	5,281.47 – 7,260.93
Auditor–Appraiser III	2	5,678.40 – 7,813.87
Automated Systems Analyst II	2	5,716.33 – 7,876.27
Business Applications Manager	1	7,488 – 10,318.53
Business Systems Analyst I	1	5,314.40 – 7,307.73
Business Systems Analyst II	1	6,155.07 – 8,470.80
Business Systems Analyst III	1	6,786 – 9,344.40
Chief Appraiser	2	8,846.93 – 12,048.40
Chief of Assessment Services	1	8,846.93 – 12,048.40
Departmental IS Administrator	1	9,730.93 – 13,263.47
Department Systems Engineer	2	6,786 – 9,344.40
Executive Secretary III- Classified	1	4,716.40 – 6,390.80
Geographic Information Systems Technician I	1	3,733.60 – 5,132.40
Geographic Information Systems Technician II	2	4,170.40 – 5,723.47
Geographic Information Systems Technician III	1	4,482.40 – 6,158.53
Office Assistant III	29	2,856.53 – 3,922.53
Office Specialist	1	3,107.87 – 4,269.20
Payroll Specialist	1	2,965.73 – 4,069.87
Principal Appraiser	3	7,512.27 – 10,200.67
Programmer Analyst III	2	6,902.13 – 9,507.33
Public Service Employee	4	2,946.67
Staff Analyst I	1	4,482.40 – 6,158.53
Staff Analyst II	1	5,193.07 – 7,136.13
Supervising Auditor Appraiser	3	5,962.67 – 8,203.87
Supervising District Appraiser	10	6,304.13 – 8,670.13
Supervising GIF Technician	1	5,314.40 – 7,307.73
Supervising Title Transfer Technician I	2	3,660.80 – 5,031.87
Supervising Title Transfer Technician II	2	4,038.67 – 5,550.13
Title Transfer Technician I	14	3,263.87 – 4,491.07
Title Transfer Technician II	5	3,570.67 – 4,908.80

SAN DIEGO

No Information Provided

SAN FRANCISCO

Total Reported Positions: 188.58

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,573
Manager I	3	13,053
2023 Salary and Benefits Survey	16	May 2025

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Manager II	2	\$14,012
Manager III	6	15,109
Manager V	1	17,494
Deputy Director III	2	18,778
IS Engineer – Journey	2	13,250
IS Business Analyst	1	10,691
IS Business Analyst – Senior	2	12,378
IS Business Analyst– Principal	0.79	16,119
IS Manager	1	18,778
IT Operations Support Administrator II	1	8,115
IT Operations Support Administrator III	1	9,864
Senior Payroll and Personnel Clerk	1	8,374
Human Resources Analyst	1	10,684
Senior Human Resources Analyst	1	12,463
Account Clerk	1	6,401
Senior Account Clerk	1	7,410
Accountant III	1	10,980
Junior Administrative Analyst	3	7,339
Administrative Analyst	6	9,651
Senior Administrative Analyst	6	11,247
Principal Administrative Analyst	2.79	13,000
Management Assistant	1	8,882
Assessor–Recorder Office Assistant	19	6,401
Assessor–Recorder Office Specialist	1	7,113
Assessor–Recorder Senior Office Specialist	30	8,248
Assessor–Recorder Operations Supervisor	4	9,603
Tax Auditor–Appraiser	9	9,576
Senior Tax Auditor–Appraiser	7	11,087
Principal Tax Auditor–Appraiser	3	13,811
Real Property Appraiser	37	9,576
Senior Real Property Appraiser	20	11,087
Principal Real Property Appraiser	9	13,811
Commercial Division Assistant Supervisor	1	10,583

SAN JOAQUIN

Total Reported Positions: 88

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,580
Assistant Assessor-Recorder-Clerk	1	10,690 – 12,994
Principal Appraiser	3	9,146 – 11,117
Appraiser IV	4	7,058 – 8,579
Appraiser III	8	5,979 – 7,268
Appraiser II	3	5,241 – 6,371
Appraiser I	11	4,309 – 5,239
Auditor–Appraiser IV	1	7,058 – 8,579
Auditor–Appraiser III	1	5,979 – 7,268

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser II	5	\$5,241 – 6,371
Auditor–Appraiser I	2	4,374 – 5,317
Property Technician Supervisor	2	4,009 – 4,873
Property Technician	8	3,744 – 4,551
Assessor's Chief Mapping Technician	1	5,345 – 6,497
Assessor's Senior Mapping Technician	1	4,991 – 6,067
Assessor's Mapping Technician II	2	4,482 – 5,448
Assessor's Mapping Technician I	1	4,009 – 4,873
Office Supervisor	2	3,619 – 4,399
Senior Office Assistant	10	3,267 – 3,971
Office Assistant Specialist	3	3,430 – 4,169
Management Analyst I	1	4,685 – 5,694
Management Analyst III	1	7,976 – 9,965
Principal GIS Analyst	1	8,417 – 10,231
Department Information Systems Manager	1	9,555 – 11,614
Department Information Systems Analyst III	2	8,016 – 9,744
Department Information Systems Analyst II	1	7,022 – 8,536
Department Information Systems Analyst I	1	5,722 – 6,955
Executive Secretary	1	4,482 – 5,448
Office Secretary	1	3,619 – 4,399
Account Technician II	1	4,228 – 5,139
Transfer Technician Supervisor	1	4,208 – 5,448
Transfer Technician III	3	3,873 – 4,707
Transfer Technician II	1	3,708 – 4,507
Transfer Technician I	2	3,583 – 4,355

SAN LUIS OBISPO

Total Reported Positions: 78.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$17,065
Assistant Assessor	1	13,652
Assessment Manager	5	11,099
Assessment Analyst I	3	8,538
Assessment Analyst II	1	9,485
Assessment Analyst III	4	10,542
Supervising Appraiser	3	9,395
Appraiser I	9	6,313
Appraiser II	6	7,429
Appraiser III	6	7,285
Appraiser Trainee	4	5,392
Supervising Auditor-Appraiser	1	9,646
Auditor-Appraiser I	1	6,328
Auditor-Appraiser II	1	7,446
Auditor-Appraiser III	3	8,760
Assessment Technician Supervisor	1	6,770
Assessment Technician I	5.5	4,626

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Assessment Technician Supervisor	1	\$6,770
Assessment Technician I	5.5	4,626
Assessment Technician II	0	5,087
Assessment Technician III	4	5,573
Assessment Technician IV	2	5,833
Accounting Technician	1	5,242
Supervising Property Transfer Technician	1	7,450
Property Transfer Technician I	2	5,087
Property Transfer Technician II	1	5,593
Property Transfer Technician III	2	6,136
Property Transfer Technician IV	2	6,415
Geographic Information System Analyst I	4	6,909
Geographic Information System Analyst II	0	7,679
Geographic Information System Analyst III	2	8,528
Senior Geographic Information System Analyst	1	9,814
Software Engineer III	1	10,312

SAN MATEO

Total Reported Positions: 109

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,591
Assistant Assessor	1	14,215 – 17,772
Deputy Assessor	2	12,892 – 16,116
Administrative Assistant I – Confidential	2	5,767 – 7,212
Administrative Assistant II – Confidential	0	6,557 – 8,199
Appraiser I	9	5,945 – 6,644
Appraiser II	13	6,571 – 8,216
Supervisor, Assessor–Recorder Support Services	2	5,772 – 7,214
Assessor–Recorder Technician II	5	4,240 – 5,300
Assessor–Recorder Technician III	12	4,858 – 6,072
Auditor–Appraiser I	3	5,945 – 6,644
Auditor–Appraiser II	2	6,571 – 8,216
Chief Appraiser	3	11,136 – 13,922
Departmental Systems Analyst	7	8,694 – 10,870
Geographic Information System Supervisor	1	7,762 – 9,701
Geographic Information System Technician II	1	6,297 – 7,871
Geographic Information System Technician III	2	7,465 – 8,819
Manager, Information Technology	1	10,102 – 12,627
Principal Appraiser – Exempt	10	8,828 – 11,041
Principal Auditor–Appraiser – Exempt	2	8,828 – 11,041
Senior Appraiser	18	7,462 – 9,329
Senior Auditor–Appraiser	9	7,462 – 9,329
IS Project Manager II	2	10,729 – 13,412
Quality & Compliance Coordinator – Confidential	1	6,339 – 7,919

SANTA BARBARA

No Information Provided

SANTA CLARA

Total Reported Positions: 258

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$22,610.97
Assistant Assessor	1	19,084.07
Deputy Assessor	1	12,875.00
Financial & Administrative Services Manager	1	15,633.18
Division Chief Office of the Assessor	3	13,767.48
Accountant Assistant	3	6,162.00
Accountant I	1	6,927.96
Application Developer	7	14,763.32
Appraisal Aide	6	6,479.55
Appraisal Data Coordinator	9	6,081.05
Appraiser II	30	8,344.79
Assessment Clerk	12	5,475.43
Assistant Chief Appraiser	1	14,086.28
Assistant Chief Auditor–Appraiser	1	14,086.28
Auditor–Appraiser III	12	9,155.47
Business Systems Analyst	2	14,503.15
Cadastral Mapping Technician II	2	6,488.91
Confidential Secretary-U	1	10,221.64
Executive Assistant I	1	5,798.69
Exemption Investigator	2	8,093.63
Exemption Manager	1	10,462.05
Financial and ADM Service Manager	1	15,633.18
GIS Analyst	3	10,722.75
IT Field Support Specialist	1	10,527.75
IT Manager	2	17,579.12
IT Service Desk Specialist	1	8,443.59
Mapping & Identification Supervisor	1	10,031.15
Management Aide	0	6,933.33
Office Management Coordinator	1	8,520.72
Office Specialist II	9	5,019.73
Office Specialist III	8	5,428.11
Principal IT Manager	1	24,259.39
Property and Title Identification Technician	4	5,955.04
Property Transfer Examiner	16	6,546.80
Property Transfer Supervisor	2	8,776.73
Senior Application Developer	4	17,716.05
Senior Account Clerk	1	5,935.11
Senior Appraiser	46	10,270.52
Senior Assessment Clerk	4	5,764.20

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Senior Auditor–Appraiser	28	\$10,270.52
Senior Cadastral Mapping Technician	1	7,090.55
Senior Management Analyst	1	11,369.28
Senior Office Specialist	3	5,910.15
Senior Training & Staff Development	1	11,260.25
Supervising Appraisal Data Coordinator	1	8,734.27
Supervising Appraiser	8	12,593.71
Supervising Assessment Clerk	2	8,231.41
Supervising Auditor–Appraiser	6	12,593.71
Systems Administrator	1	13,787.11
Systems Administrator Technician	1	9,967.88
Technology Architect	1	17,022.89
Associate Test Engineer/Test Engineer	1	13,657.8

SANTA CRUZ

Total Reported Positions: 21

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$22,820
Chief Deputy Assessor, Valuation	1	12,949
Chief Deputy Assessor, Administration	1	12,949
Senior Appraiser	2	8,497
Appraiser I/II	5	7,744
Chief Auditor–Appraiser	1	11,756
Auditor–Appraiser I/II	2	8,133
Geographic Information System Technician I	1	4,952
Assessment Technician	6	5,829
Assessment Clerk	1	5,255

SHASTA

Total Reported Positions: 40

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,595
Deputy Assessor-Recorder	2	8,118 – 10,362
Agency Staff Services Analyst I/II	1	4,540 – 5,795
Inter-Departmental Systems Coordinator	1	6,236 – 7,959
Appraisal Manager	3	6,297 – 8,037
Assessor Program Manager	2	5,155 – 6,580
Senior Specialist Real Property Appraiser	2	5,796 – 7,398
Real Property Appraiser III	6	5,257 – 6,710
Real Property Appraiser II	4	4,768 – 6,086
Real Property Appraiser I	2	4,119 – 5,257
Real Property Appraiser Aide	2	3,575 – 4,562
Auditor–Appraiser III	1	5,257 – 6,710
Auditor–Appraiser II	1	4,982 – 6,359

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Mapping Specialist II	1	\$4,474 – 5,711
Supervising Assessor Specialist	1	3,904 – 4,983
Senior Assessor Specialist	4	3,575 – 4,562
Assessor Specialist III	1	3,222 – 4,241
Assessor Specialist II	1	3,043 – 3,884
Assessor Specialist I	4	2,828 – 3,610

SIERRA

Total Reported Positions: 5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,877.08
Assistant Assessor, Administration	1	6,226.82 – 7,568.73
Senior Appraiser	1	6,458.57 – 7,883.25
Appraiser IV	1	5,768.81 – 7,012.03
Assessment Technician III	1	4,346.61 – 5,283.32

SISKIYOU

Total Reported Positions: 15

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,422
Assistant Assessor-Recorder	1	5,788 – 7,211
Deputy Assessor-Recorder	1	5,269 – 6,565
Senior Specialist Appraiser (vacant)	2	4,494 – 5,599
Senior Appraiser	2	4,109 – 5,119
Appraiser	2	3,574 – 4,453
Administrative Assessment Supervisor	1	3,988 – 4,968
Senior Assessor–Recorder Technician	2	3,469 – 4,322
Assessor–Recorder Technician	2	2,988 – 3,723
Senior Cadastral Mapping Technician	1	3,367 – 4,195

SOLANO

Total Reported Positions: 48

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,771
Assistant Assessor/Recorder	1	12,193.26 – 4,820.98
Chief Appraiser	1	10,633.63 – 2,925.24
Supervising Real Property Appraiser	2	8,249.54 – 10,027.36
Supervising Auditor–Appraiser	1	8,249.54 – 10,027.36
Staff Analyst	1	6,037.07 – 8,795.90
Clerical Operations Manager	1	6,448.56 – 7,838.27
Clerical Operations Supervisor	1	5,193.77 – 6,376.52
Senior Appraiser	4	7,148.20 – 8,688.68

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Appraiser	14	\$5,094.39 – 7,634.16
Auditor–Appraiser	5	5,489.77 – 7,634.16
Office Assistant III	10	4,867.01 – 5,975.48
Office Assistant II	4	4,377.10 – 5,373.92
Cadastral Mapping Technician II	1	5,094.39 – 6,192.27
Cadastral Mapping Technician III	1	5,885.27 – 7,153.58

The salary and benefits for the Assessor-Recorder, Assistant Assessor-Recorder, Chief Assessor/Recorder, and Staff Analyst are split between the Assessor and Recorder's Divisions.

SONOMA

Total Reported Positions:		80.8	
TITLE	NUMBER OF POSITIONS	MONTHLY SALARY	
County Assessor	1	\$16,999	
Chief Deputy Assessor	1	11,547 – 14,036	
Chief of Assessment Standards	1	9,352 – 11,368	
Executive Secretary, Confidential*	1	5,023 – 6,105	
Chief Appraiser	1	9,352 – 11,368	
Appraiser IV	4	6,926 – 8,418	
Appraiser III	12.8	6,056 – 7,362	
Appraiser II	1	5,437 – 6,609	
Appraiser I	8	4,706 – 5,720	
Appraiser Aide	4	4,103 – 4,988	
Supervising Auditor–Appraiser	1	7,463 – 9,072	
Senior Auditor–Appraiser	2	6,634 – 8,063	
Auditor–Appraiser II	2	6,176 – 7,507	
Auditor–Appraiser I	2	5,611 – 6,820	
Department Information Systems Manager	1	8,995 – 10,933	
Department Information Specialist II	3	6,875 – 8,357	
Cadastral Mapping Supervisor	1	5,870 – 7,134	
Cadastral Mapping Technician II	2	4,999 – 6,075	
Cadastral Mapping Technician I	1	4,604 – 5,595	
Assessment Process Manager	1	8,508 – 10,342	
Supervising Assessment Specialist	3	5,700 – 6,927	
Assessment Specialist	10	4,731 – 5,750	
Senior Clerk Recorder Assessor Specialist	3	4,294 – 5,219	
Clerk Recorder Assessor Specialist II	6	3,905 – 4,745	
Clerk Recorder Assessor Specialist I	3	3,548 – 4,313	
Administrative Services Officer I	2	7,367 – 8,955	
Accountant II Confidential*	1	6,244 – 7,590	
Accountant II	1	5,936 – 7,216	
Account Clerk II	1	3,856 – 4,687	

** Confidential salaries include a \$0.90/hour premium/some positions may include an equity adjustment, Staff 2% COLA 3/9/2021/Managers 6/2/21.*

STANISLAUS

Total Reported Positions: 62

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,565.47
Assistant Assessor (Manager IV)	2	7,670 – 11,511
Confidential Assistant IV	1	4,544 – 6,814
Software Administrator III	1	8,631 – 10,449
Software Administrator II	1	7,442 – 9,047
Supervising Auditor–Appraiser	1	7,081 – 8,605
Supervising Appraiser	4	6,747 – 8,201
Senior Auditor–Appraiser	2	5,940 – 7,219
Senior Appraiser	7	6,124 – 7,447
Senior Auditor-Appraiser	2	6,426 – 7,811
Appraiser III	16	5,566 – 6,767
Auditor-Appraiser III	4	5,835 – 7,093
Cadastral Supervisor	1	5,476 – 6,656
Supervising Assessment Technician II	3	4,802 – 5,837
Technology Specialist III	2	6,305 – 7,665
Technology Specialist II	1	5,350 – 6,502
Appraiser Technician	2	3,819 – 4,642
Assessment Technician II	9	3,796 – 4,616
Administrative Clerk II	1	3,223 – 3,920
Administrative Clerk I	1	3,117 – 3,784

SUTTER

Total Reported Positions: 15.5

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,028
Assistant Assessor	1	8,186
Chief Appraiser	1	8,934
Auditor–Appraiser III	2	6,703
Appraiser I	1	5,014
Appraiser III	4	6,087
Appraiser Aide	1	4,932
Assessment Technician I	.5	1,836
Assessment Technician II	1	4,435
Assessment Technician III	3	5,073

TEHAMA

Total Reported Positions: 19

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,434
Assistant Assessor	1	8,389 – 10,198

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Assessment Roll Manager	1	\$5,199 – 6,222
Auditor–Appraiser	1	4,099 – 5,501
Senior Appraiser	3	4,872 – 5,923
Appraiser II	2	4,415 – 5,366
Appraiser I	1	3,999 – 4,862
Senior Assessment Clerk	3	3,806 – 4,628
Assessment Clerk III	1	3,449 – 4,192
Assessment Clerk II	2	3,124 - 3,798
Cadastral Drafting Tech	1	3,713 – 4,515
Transfer Analyst	2	3,902 – 4,742

TRINITY

No information provided

TULARE

No information provided

TUOLUMNE

Total Reported Positions: 12

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,024
Assistant Assessor	1	8,141 – 9,896
Assistant Services Program Manager	1	5,542 – 6,736
Senior Appraiser	1	4,475 – 5,439
Appraiser I/II	2	3,666 – 4,923
Assessment-Recording Technician I/II	3	2,704 – 3,631
Transfer Specialist	1	3,469 – 4,217
Senior Assessment Technician	1	3,300 – 4,011
Senior Cadastral GIS Specialist	1	4,257 – 5,175

VENTURA

Total Reported Positions: 132

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$19,966.76
Chief Deputy Assessor	2	11,634.57 – 16,290.00
Chief Appraiser	5	8,127.30 – 11,379.34
Staff Services Manager III	1	7,885.61 – 11,040.94
Supervising Appraiser	7	7,213.72 – 10,605.24
Appraiser III	18	6,146.28 – 8,616.74
Appraiser II	32	5,538.39 – 7,764.08
Supervising Auditor–Appraiser	2	7,213.72 – 10,605.24

TITLE	NUMBER OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser III	5	\$5,996.36 – 8,616.74
Auditor–Appraiser II	8	\$5,147 – 7,215
Supervising Assessor's Technician	2	4,797.84 – 6,141.86
Assessor's Technician III	7	4,832.83 – 6,186.02
Assessor's Technician II	7	4,438.07 – 5,680.72
Cadastral Technician IV	1	5,506.95 – 7,717.06
Cadastral Technician III	4	4,638.62 – 6,494.51
Imaging Specialist I	3	3,145.19 – 4,401.66
Office Systems Coordinator IV	3	7,095.98 – 9,424.05
Office Systems Coordinator III	1	5,971.68 – 8,375.82
Clerical Supervisor II	3	4,088.48 – 5,724.62
Office Assistant IV	5	3,459.65 – 4,838.20
Office Assistant III	11	3,218.61 – 4,500.90
Management Assistant IV – Confidential	1	5,102.44 – 7,144.11
Management Assistant III	1	3,902.22 – 5,460.96
Administrative Assistant III	1	5,102.32 – 7,155.86
Administrative Assistant II	1	4,638.40 – 6,505.42

YOLO

Total Reported Positions: 27

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$16,340.13
Chief Deputy Assessor	1	10,103 – 12,280
Deputy Assessor	1	8,656 – 10,521
Principal Appraiser	1	7,462 – 9,150
Principal Auditor–Appraiser	1	7,462 – 9,068
Assessor Clerk–Recorder Supervisor	1	5,350 – 6,503
Executive Assistant I	1	5,588 – 6,792
Appraiser I/II/III	6	4,881 – 7,340
Senior Appraiser	3	6,775 – 8,236
Auditor–Appraiser I/II/III	2	4,556 – 6,854
Senior Auditor–Appraiser	0	6,775 – 8,236
Assessor–Clerk–Recorder Assistant I/II	3	3,516 – 4,702
Assessor–Clerk–Recorder Assist. I/II Temp	1	3,516 – 4,702
Assessor–Clerk–Recorder Specialist I/II	4	4,090 – 5,468
Geographic Information Systems Analyst II	1	6,844 – 8,318

YUBA

No information provided

Salaries of Assessment Appeals Board Members²

COUNTY	SALARY	MISCELLANEOUS BENEFITS
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 \$0.67 per mile; \$18 meals
Kern	\$150 half day/\$250 full day/\$300 consecutive days for special hearings	Meals, full day training sessions, mileage
Lassen	\$100 half day/\$200 full day	Not available
Los Angeles	Members are appointed by Board of Supervisors \$248 per session up to 4 hours \$371 per session between 4-6 hours \$495 per session over 6 hours	Not available
Madera	\$100 per session	Mileage \$0.655 per mile
Marin	\$125 half day/\$250 per day for more than four hours	Not available
Mariposa	\$100 per session	Mileage at prevailing rate
Merced	\$100 per session; additional \$50 for session time over 4 hours	Not available
Monterey	\$275.55 per meeting	Mileage \$0.67 per mile meals, if needed
Napa	\$200 per meeting, Resolution 2018-48	Not available
Nevada	\$175	Mileage at IRS annual rate per mile
Orange	\$150 per half-day/\$300 full day	Parking
Placer	\$200 per day/\$300 for each legally authorized Special Meetings	Mileage; meal reimbursement at IRS standard rate
Riverside	\$300 per day	Mileage \$0.58 per mile
San Bernardino	\$175 if less than 3 hours/\$225 if 3-6 hours/\$300 if more than 6 hours per meeting	\$0.67 mileage rate, lunch is provided if the meetings run into lunch time
San Francisco	\$125 per session (Not to exceed \$375 per day)	Not available
San Joaquin	\$200 per day	\$100 per half day if the day concludes on or before 11:59am
San Luis Obispo	\$150 per session	Mileage
Santa Clara	\$300 per day	Mileage; meals per diem
Santa Cruz	\$75 per meeting	Mileage and meals if travel is for training

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

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Shasta	\$40 half day/\$75 per day	Not available
Siskiyou	\$100 per day	Mileage at county reimbursement rate (\$0.67 per mile)
Solano	\$100 for half-day, \$200 full day, \$400 for consecutive hearing days.	\$25 per hour document review and prep for complex assessment appeal cases.
Sonoma	\$125 per half day; \$250 full day.	Not available
Stanislaus	\$75 half day/\$150 full day	Not available
Sutter	\$50 per hour/\$100 per session	Not available
Ventura	\$100 for half day or less/\$200 for greater than 4 hours	Standard IRS mileage rate; Assessment Appeals Board Member is the same individual as the Hearing Officer, duties rotate.
Yolo	\$125 per 4 hours or less; \$175 over 4 hours	Members and alternates on the Appeals Board shall be compensated for attendance at regular and special meetings at the rate of \$125 for mtgs of 4 hours or less per day and \$175 for over four hours.

Salaries for Hearing Officers³

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Los Angeles	Officers are appointed by Board of Supervisors \$248 per session up to 4 hours \$371 per session between 4-6 hours \$495 per session over 6 hours	No information provided
Mariposa	\$100 per session	Mileage paid per prevailing rate
Merced	\$100 per first fur hour session	\$50 additional for session over four hours
Orange	\$175 per session	Parking
San Bernardino	\$175 if less than 3 hours/\$225 if 3-6 hours/\$300 if more than 6 hours per meeting	Mileage
San Francisco	\$125 per session (Not to exceed \$250 per day)	No information provided
Santa Clara	\$300 per day	Mileage; meals per diem

³ No other counties currently have appointed hearing officers for the local equalization functions.
2023 Salary and Benefits Survey

Shasta	\$175 per hour	No information provided
Ventura	\$100 for 4 hours or less/\$200 for greater than 4 hours	Standard IRS mileage rate; Standard IRS mileage rate; Assessment Appeals Board Member is the same individual as the Hearing Officer, duties rotate.

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	No response	No response	No response	No response	No response	No response
Alpine	CalPERS	2% at 55; classic 2% at 62	0	100%	None	None
Amador	No response	No response	No response	No response	No response	No response
Butte	CalPERS	2% at 55 (Classic) 2% at 62 (New members)	9%	9%	7.65%	7.65%
Calaveras	No response	No response	No response	No response	No response	No response
Colusa	No response	No response	No response	No response	No response	No response
Contra Costa	1937 Ret. CalPERS for employees hired after 1/1/13 (PEPRA)	2% at 55 2% at 60 hired on or after 1/1/13	80% The retirement contribution amounts may vary slightly dependent upon the employee's age of entry into the Retirement System.	20% The retirement contribution amounts may vary slightly dependent upon the employee's age of entry into the Retirement System.	SS 6.2% \$127,200.00, Medicare 1.45% No limit	SS 6.2% \$127,200.00, Medicare 1.45% No limit; EEs exceeding 200K in SS Wage Base will pay an additional 0.90% in Medicare Tax for earnings exceeding the 200K threshold
Del Norte	CalPERS	2% at 55	7.442% hired prior to 2013 7.192% hired after 2013	8%	SS 6.20% Medicare 1.45%	SS 6.20% Medicare 1.45%
El Dorado	CalPERS	2% at 55 hired prior to 10/5/12 2% at 60 hired on or after 10/5/12; 2% at 62 hired on or after 1/1/13	4% if 2% at 55 or 60; 50% if 2% at 62	3% if 2% at 55 or 60; 50% if 2% at 62	0%	1.45% Medicare only
Fresno	No response	No response	No response	No response	No response	No response
Glenn	No response	No response	No response	No response	No response	No response
Humboldt	No response	No response	No response	No response	No response	No response
Imperial	ICERS (1973 Ret. Act)	2% at 55.5 Legacy hired on or before 12/31/2012; 2% at 62 PEPRA hired on or after 1/1/2021	18.20%	Legacy member is age-based, PEPRA 8.9%	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
Inyo	CalPERS	2% @ 55 Existing CalPERS member County pays contribution rate of 7% base salary. 2% at 62 New CalPERS member hired after 1/1/13, Employee pays 6.5% base salary.	2% at 55, 100% And 2% at 62, 50%	2% at 62, 50%	7.65%	7.65%
Kern	1937 Retirement Act PEPRA Act of 2013	Tier 1: 3% at 60 hired on or prior to 10/27/07; Tier 2: 1.62% at 65 hired after 10/27/07	66.67% if hired before 8/7/04; 0% on or after 8/7/04	33.33% if hired before 8/7/04; 100% hired on or after 8/7/04	SS 6.2% Medicare 1.45%	SS 6.2% Medicare 1.45%
Kings	CalPERS	2% at 55 or 2% at 62 if hired after 1/1/13	16.284%	7% Classic 5.75% New	7.65%	7.65%
Lake	No response	No response	No response	No response	No response	No response
Lassen	CalPERS	2% at 55 2% at 60 2% at 62	9.052%	7%	6.2%; 1.45%	6.2%; 1.45%
Los Angeles	LACERA	Varies for retirement tables for Plan D, E, and G. Retirement benefits are determined by the members retirement age, length of service, and average final compensation.	Plan D: 22.84%, Plan E: 24.39%, and Plan G: 22.75%	Plan D – Varies Plan E – Members do not contribute. Plan G – 9.08-9.24%	0	SS – not available; Medicare Hospital Insurance Tax (HIT) 1.45% of earnings for all employees hired after 3/31/1986
Madera	CalPERS	2.7% at 55 hired before 2013; 2% at 62 hired after 2013	24.523% pre 2013; 24.523% post 2013	8% pre-2013 6.25% post 2013	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%
Marin	1937 Ret. Act	Varies	Varies	Varies	SS: 0; Medicare 1.45%	SS: 0; Medicare 1.45%
Mariposa	CalPERS	2.7% at 55 before 2011 2 % at 55 between 2011 and 2013; 2% at 62 after 2013	11.098%	8%	SS: 6.2%; Medicare: 1.45%	SS: 6.2%; Medicare: 1.45%
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	Employee and County contribute equally	Employee and County contribute equally

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Modoc	CalPERS; LIUNA Pension Plan	CalPERS: 2% at 55 if hired prior 1/1/13; 2% at 62 if hired after 1/1/13; LIUNA Pension Plan available to employee hired prior to 12/31/12	9.5%	7%	7.65%	7.65%
Mono	No response	No response	No response	No response	No response	No response
Monterey	CalPERS	2% at 55 Classic 2% at 62 PEPRA	Not available	PEPRA 7%; Classic member: 7% (1/2 of normal most as determined by CalPERS)	7.65% (6.2% for SS 1.45% for Medicare)	6.2% for SS 1.45% for Medicare (for most)
Napa	CalPERS	Tier 1: 2.5% at 55 hired before 10/29/11 Tier 2: 2% at 60 hired on or after 10/29/11 Tier 3: 2% at 62 hired on or after 1/1/13	Tier 1 & 2: 16.969% + 1.96% EPMC Tier 3: 16.969% + 0.96% EPMC	Tier 1 & 2: 6.04% Tier 3: 6.25%	0	100% Medicare; 0% SS
Nevada	CalPERS	2.7% at 55; 2% at 60; 2% at 62	No response	No response	No response	No response
Orange	OCERS	2.7% at 55, hired before 12/31/12; 1.62% at 65 hired after 12/31/12 with additional combined 457(b) and 401(a) plans under IRC, with matching contributions up to 2% of base salary.	2.7% at 55 is 38.94%; 1.62% at 65 is 38.03%	2.7% at 55 is 18.94%; average 1.62% at 65 is 7.39%	0% for SS; 1.45% Medicare	0% for SS; 1.45% Medicare
Placer	CalPERS - Tier rates based on hire dates and job group (three pension tiers).	12/31/12 2.5% at 55 hired before 3/13/11; 2% at 55 if hired on or after 3/13/11 (based on employee's highest or final 3 years average compensation); 2% at 62 after 1/1/13	10.53% (Misc.) 20.78% (Safety)	7-8% (Misc.) 9-12% (Safety)	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%
Plumas	CalPERS	9.38%, PEPRA	9.38%	7% - First, 8% PEPRA	6.2% + 1.45%	6.2% + 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
Riverside	CalPERS	Tier 1: 3% at 60 hired prior 8/26/12 Tier 2: 2% at 60 hired on or after 8/23/12 through 12/31/12 Tier 3: 2% at 62 hired on or after 1/1/13	8.927%	Tier 1: 8% Tier 2: 7% Tier 3: 6.5%	7.65%	7.65%
Sacramento	1937 Ret. Act, SCERS	2% at 55 ½	24.83%	7.21% - 11.33% (Range Tiers 3-5)	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%
San Benito	CalPERS	2% at 55 hired prior to 1/1/13; 2% at 62 for new employees hired after 1/1/13	18%	7%	SS 6.2%; Medical 1.45%	SS 6.2%; Medical 1.45%
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: 30.57%; Tier 2: 27.43%	Tier 1: 9.14-15.15% Tier 2: 9.04%	1.45%	1.45%
San Diego	No response	No response	No response	No response	No response	No response
San Francisco	SFERS	2.3% at 62 hired between 11/2/76 and 7/1/10 2.3% at 62 hired between 7/1/10 and 1/7/12 2.3% at 65 hired on or after 1/7/12	18%-25%	7.5%-12% Dependent on Employee's base pay	No response	No response
San Joaquin	1937 Ret. Act	Tier 1: 2% at 55.5; Tier 2: 2% at 62; hired post 2013/no reciprocity.	Tier 1: based on age at entry Tier 2: 44.09%	Tier 1: based on age at entry Tier 2: 10.35% (hired after 2013 w/no reciprocity)	6.2% SS 1.45% Medicare	6.2% SS 1.45% Medicare
San Luis Obispo	San Luis Obispo Pension Trust	Tier 1: 2% at 55 Tier 2: 2% at 60 Tier 3: 2% at 62	Assessor 13.55%; Management 9.29%; Rank/File 8.75%	Assessor 24.47%; Management 22.98%; Rank/File 21.67%	6.20%	6.20%
San Mateo	No response	No response	No response	No response	No response	No response
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	Classic: SEIU 14.299%; CEMA 6.729%; Exec Mgmt. 6.809%	PEPRA: SEIU 9.740%; CEMA 5.479%; Exec. Mgmt. 9.740%	7.65%	7.65%

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
Santa Cruz	CalPERS	2% at 55; 2% at 60; 2% at 62 as allowed by PEPRA	No response	7.75%	Standard amounts	Standard amounts
Shasta	CalPERS	2% at 55; 2% at 60; 2% at 62	8.85 - 9.85% (Dependent on bargaining unit MOU's)	8 - 9.5% (Dependent on bargaining unit MOU's)	1.45 % Medicare, 6.2% SS	1.45 % Medicare, 6.2% SS
Sierra	CalPERS	2.7% at 55 for legacy 2% at 62 for new	0%	100%	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%
Siskiyou	CalPERS	2% at 55 hired before 11/2/12; 2% at 60 hired 11/2/12-12/31/12; 2% at 62 hired after 1/1/13	9.08%	7%	7.65%	7.65%
Solano	CalPERS	2.7% at 55; 2% at 60 or 2% at 62 depending on hire date.	No response	No response	OASDI/ER 6.2%; Medicare/ER 1.45%	OASDI/ER 6.2%; Medicare/EE 1.45%; CA-SDI/EE 1%
Sonoma	1937 Ret. Act	3% at 60 hired before 12/31/12; 2% at 62 hired on or after 1/1/13	Varies	Varies	7.65%	7.65%
Stanislaus	1937 Ret. Act	2% at 55; 2% at 61 new hires as of 1/1/11; 2% at 62 new hires as of 1/1/13	Determined by actuarial studies	Determined by actuarial studies	OASDI 6.2%; Medicare 1.45% = 7.65%	OASDI 6.2%; Medicare 1.45% = 7.65%
Sutter	CalPERS	2.7% at 55 2% at 60 2% at 62	33.65%	6.75-12%	7.60%	7.20%
Tehama	CalPERS	2% at 55; 2% at 62	19%	8%	SS 6.2%; Medicare 1.45%	SS 6.2%; Medicare 1.45%
Trinity	No response	No response	No response	No response	No response	No response
Tulare	No response	No response	No response	No response	No response	No response
Tuolumne	CalPERS	Tier 1 2% at 55 Tier 2 2% at 60 Tier 3 2% at 62	Not available.	6.25%	Not available.	Not available.
Ventura	1937 Ret. Act; VCERA	Tier 1: 2.35% at 62; Tier 2: 2.1% at 62; Tier 5,6 & 8 2% at 62	50%	50%	SS 6.2% Medicare 1.45% - 2.35% depending on wages earned	SS 6.2% Medicare 1.45% - 2.35% depending on wages earned
Yolo	CalPERS	2.5% at 55 Classic; 2% at 62 New members	22.797% 9.5% new members	8% Classic 6.75% New members	SS 6.2%	SS 6.2%
Yuba	No response	No response	No response	No response	No response	No response

County	Retirement System	Retirement Formula	% Paid by County	% Paid by Employee	Social Security & Medicare Paid by County	Social Security & Medicare Paid by Employee
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	No response	No response	No response	No response
Alpine	Varies	Varies	Varies	Varies
Amador	No response	No response	No response	No response
Butte	No response	No response	No response	No response
Calaveras	No response	No response	No response	No response
Colusa	No response	No response	No response	No response
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	\$10,000 per employee per fiscal year	5% of salary plus dependent costs	Included in medical	Included in medical
El Dorado	Varies	Varies	Included with medical	Included with medical
Fresno	No response	No response	No response	No response
Glenn	No response	No response	No response	No response
Humboldt	No response	No response	No response	No response
Imperial	Varies	Varies	Varies	Varies
Inyo	80%	20%	100%	0%
Kern	80%	20%	80%	20%
Kings	Management 100%; Employee 68%	32%	Management 100%; Employee 68%	32%
Lake	No response	No response	No response	No response
Lassen	\$303 - \$478 varies by plan	Varies	\$40	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	Contributes \$500 towards permanent employee's medical insurance per month	No response	100% for employee only	0
Mendocino	No response	No response	No response	No response
Merced	Varies by plan	50% dependent	100% employee 50% spouse/dependents	50% spouse/dependents
Modoc	County to pay difference	\$266 - \$722	100%	0
Mono	No response	No response	No response	No response
Monterey	Varies by bargaining unit	Varies	\$38	\$35.02 - \$86.04
Napa	97% employee	13% employee+1 & employee+2	100%	0%
Nevada	100% employee 80% dependents	Employee + 1 or more = 80%	100% employee 80% dependents	Employee + 1 or more = 80%
Orange	90% of premium for employee and 75% of premium for dependent coverage	10% of premium for employee and 25% of premium for dependent coverage	Provided through employee unions	Provided through employee unions
Placer	80%	20%	100% employee	100% dependents
Plumas	85%	15%	85%	15%

County	Medical Paid by County	Medical Paid by Employee	Dental Paid by County	Dental Paid by Employee
Riverside	\$823	Varies; employee pays any amount over county contribution	Included in medical	Varies
Sacramento	Tier A: \$826.90 (single & family) Tier B: \$642.80 -\$1689.14 per month (single and family)	Varies	100%	Deductible
San Benito	\$550 employee \$1,050 employee+1 \$1,315 family	Employee pays monthly premium difference	\$30 monthly for employee	Employee pays for dependents
San Bernardino	\$263.38 - \$720.59 biweekly; varies by family size	Varies	Up to \$9.46 (requires enrollment in a County medical plan)	Varies
San Diego	No response	No response	No response	No response
San Francisco	Varies	Varies	91%-100%	0-9%
San Joaquin	80% for basic plans; less for premium plan	20% for basic plan, more for premium plan	100% employee	100% dependents
San Luis Obispo	Management \$975 Rank & File \$750.58	Varies	Included in medical	Included in medical
San Mateo	No response	No response	No response	No response
Santa Barbara	No response	No response	No response	No response
Santa Clara	96.1%-100% varies by plan	0% - 3.8% varies by plan	100%	0%
Santa Cruz	Employee \$776; Employee + 1 \$1,606; Employee +2 \$2,134	Any cost above amount paid by county	100%	No response
Shasta	\$763.42 - \$1,802.58	\$61.58 - \$1,317.73	\$34.04 - \$74.81, Dependent on plan and number of dependents	\$5.86 per month for employee only coverage
Sierra	Up to \$1,020 per month	Any cost above \$1,020 per month	Included in medical	Included in medical
Siskiyou	85-95%, varies by position	5-15%, varies by position	85-95%, varies by position	5-15%, varies by position
Solano	80% of 2024 PERS Kaiser Reg 1 family rate = \$2,124.54 (plus additional \$50 for employee +2 coverage); max employee only cash back \$334.58; monthly waive cash back \$343	Not available	100% Base Plan	Enhanced Plan Buy Up by employee
Sonoma	Varies by plan	Varies by plan	\$44.99 pay period (24)	\$14.13 per pay period (24)
Stanislaus	95% or 80%	5% or 20%	80%	20%
Sutter	68.4 - 100%	0 - 31.6%	56 – 100%	0 – 44%
Tehama	80%	20%	Included in medical	\$0
Trinity	No response	No response	No response	No response
Tulare	No response	No response	No response	No response
Tuolumne	\$1,050 – \$2,384	No response	Included in cafeteria plan	Difference from cafeteria plan

County	Medical Paid by County	Medical Paid by Employee	Dental Paid by County	Dental Paid by Employee
Ventura	Cafeteria style benefits plan offers medical, dental, vision, flex-spending and health savings account, biweekly contribution made by County for employees under unions SEIU and Management are \$497 for just employee, \$678 for employee +1 and \$825 for employee +2 or more. Biweekly contribution made by County for employees under union VEA is \$632.	Employee pays difference where necessary for cost of selected plan.	Included in medical	Included in medical
Yolo	\$1,712.80/month	\$1,367.80/month	\$79.20/month	\$8.80/month
Yuba	No response	No response	No response	No response
State of California	Varies by plan	Varies by plan	Varies by plan	Varies by plan

C. Employee Health Benefits

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
Alameda	No response	No response	No response
Alpine	Varies	No response	None
Amador	No response	No response	No response
Butte	No response	No response	None
Calaveras	No response	No response	No response
Colusa	\$12.91	Varies	Cash in lieu \$300.00
Contra Costa	Varies	Varies	None
Del Norte	100% for mid-management and above (0% others)	0% or 100% depending on classification	None
El Dorado	Included with medical	Included with medical	\$6,000 optional benefit plan per fiscal year for management and confidential employees.
Fresno	No response	No response	No response
Glenn	No response	No response	No response
Humboldt	No response	No response	No response
Imperial	Varies	Varies	None
Inyo	100%	0%	The County will reimburse 50% of annual medical deductibles after the full deductible per person has been paid. County will pay \$92.31, employee only; \$184.62 employee plus one or \$276.93 family per payroll to each employee who has other medical coverage and has opted out of the County's medical plan.
Kern	80%	20%	If the employee has not opted out and was hired prior to 3/15/16, the employee contributes 2.12% of base salary into the Retiree Health Premium Supplement Program.
Kings	Management: 100% Employee 68%	32%	County provides a health center to employees and their families for no cost if employee is enrolled in health insurance plan.
Lake	No response	No response	No response
Lassen	0%	None	None
Los Angeles	Varies by plans	Varies	The County offers four different Cafeteria Benefit Plans: Options, Choices, Flex and Megaflex. The amount paid by the County and the employee differs depending on benefits and/or coverage elected. The monthly "waiver" contribution or monthly benefit allowance less the cost of other benefits is added to an employee's pay as taxable cash.
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	No response	None
Mendocino	No response	No response	No response
Merced	100% employee 50% spouse/dependents	50% paid for spouse or dependents	None
Modoc	100%	0	None
Mono	No response	No response	No response
Monterey	\$12	\$4.01 - \$12.57	None

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
Napa	0%	100% if employee elects to enroll	No response
Nevada	100% employee 80% employee +1	employee + 1 or more = 80%	None
Orange	100%	0%	None
Placer	100% employee only	100% dependents	Retirees hired prior to 1/1/05 with 5 years of PERS service; same as active employee. The current active ratio is 80/20 employer/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. Dental is the same as active employees when hired before 10/14/10 after that retiree dental is not provided.
Plumas	85%	15%	No response
Riverside	Included in medical	Varies	None
Sacramento	Included in some medical plans	Varies – Up to \$13.22 per month	\$25 per paycheck, employer paid Retirement Health Saving Plan (RHSP), can be accessed at termination of employment; termination does not have to be a retirement; this benefit can be used to pay for out of pocket medical & dental expenses, including co-pays.
San Benito	100% employee	100% dependents	None
San Bernardino	100% employee; dependents included for exempt/elected	Varies	Employees in eligible classifications can choose the Modified Benefit Option (MBO), which has the following effects: County pays \$187 - \$590.88 biweekly for medical; employee can choose Bronze medical insurance plan (additional County match in Flexible Spending Account if Bronze plan is selected); pays additional \$1.75 per hour for General and additional 4% for Exempt.
San Diego	No response	No response	No response
San Francisco	Up to 100%	\$0 - \$16.64	None
San Joaquin	100% employee (basic plans) Less for premium plans	100% dependents	None
San Luis Obispo	Included in medical	Included in medical	Rank/File Nationwide (post-employment Health Plan) \$50 per month
San Mateo	100%	0%	None
Santa Barbara	No response	No response	No response
Santa Clara	\$9.08 per month	0%	None
Santa Cruz	100%	0%	Dependent care, H-care, HCFSA
Shasta	\$10.40	Up to \$11.00	None
Siskiyou	100%	0%	None
Solano	100% Base Plan.	Enhanced Plan Buy Up by employee.	None
Sonoma	\$7.45 per pay period (24)	\$0	None
Stanislaus	80%	20%	Reduced contributions towards health benefits: 30-34 hours per week = 75% employer contribution; 35-39 hours per week = 90% employer contribution.
Sutter	62 – 100%	0 – 38%	None
Tehama	Included in medical	\$0	Rates include Medical, Dental, and Vision. Also included \$20,000 Life Insurance Plan. Health Insurance rate is composite rate for whole family.
Trinity	No response	No response	No response

County	Vision Paid by County	Vision Paid by Employee	Miscellaneous
Tulare	Included in medical	Included in medical	County provides benefit amount towards the basic health insurance, vision, and dental. Employees can opt out of county insurance if they provide proof of other coverage. If employee chooses another plan, they pay the difference for anything over the minimum benefit amount.
Tuolumne	Included in the cafeteria plan	No response	No response
Ventura	Included in medical	Included in medical	Cafeteria style benefits plan offers medical, dental, vision, flex-spending and health savings account, biweekly contribution made by County for employees under unions SEIU and Management are \$497 for just employee, \$678 for employee +1 and \$825 for employee +2 or more. Biweekly contribution made by County for employees under union VEA is \$632.
Yolo	\$8.34/month	\$0.92/month	Plan: Employee + 2 or more
Yuba	No response	No response	No response
State of California	100%	0	Cash in lieu of insurance if otherwise provided

D. Employee Leave Benefits

County	Vacation
Alameda	No response
Alpine	Varies
Amador	No response
Butte	0-4.99 years = 15 days/year; 5-9.99 years = 20 days/year; 10-19.99 years = 25 days/year; 20 plus years = 27 days/year
Calaveras	No response
Colusa	No response
Contra Costa	Hours accrue monthly based on position and years of employment; accrual 10 to 23 1/3 hours per month
Del Norte	1 year = 40 hours, 2-5 years = 80 hours, 6-10 years = 120 hours, 11-15 years = 160 hours, 16+ years = 200 hours. Additional 40 hours per year given to employees classified as exempt.
El Dorado	0-4 years = 80 hours; 4-11 years = 122 hours; 11+ years = 161 hours per year
Fresno	No response
Glenn	No response
Humboldt	No response
Imperial	Up to 15 years service, annual leave 15 days, cap of 240 hours accumulated. More than 15 years earn 20 working days, cap of 300 hours accumulated
Inyo	3 years = 10 days/year; 3-10 years = 15 days/year; 10+ years – 1 additional day per year of service up to a maximum of 25 days/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	No response
Lassen	12-20 days depending on length of service.
Los Angeles	0-4 years = 80 hours; 4-9 years = 120 hours; 9-10 years = 128 hours; 10-11 years = 136 hours; 11-12 years = 144 hours; 12-13 years = 152 hours; 13-20 years = 160 20-21 years = 168 hours; 21-22 years = 176 hours; 22-23 years = 184 hours; 23-24 years = 192 hours; 24+ years = 200 hours
Madera	0-2 ½ years = 8 hours; 2 ½-5 years = 10 hours; 5-10 years = 12 hours; 10+ years = 14 hours per month
Marin	Years of service: less than 2yrs: 10 days; 2-8 yrs: 15 days; 9-18 yrs: 20 days; 19-29 yrs: 25 days; 30 yrs: 30 days.
Mariposa	2 weeks 0-2 years of service at 6.67 hours per month; 3 weeks for 3-9 years of service at 10 hours per month, & 4 weeks for 10+; service at 13.33 hour per month
Mendocino	No response
Merced	0-5 years = 10 days; 6-10 years = 15 days; 10+ years = 20 days
Modoc	1-3 years = 10 days; 4-11 years = 15 days; 12-19 years = 20 days; 19+ years = 25 days; 25+ years = 30 days
Mono	No response
Monterey	Varies – see annual leave
Napa	12-26 days annually based on years of service; 400 hours maximum for non-management & 536 hours max for management; all pro-rated for part-time employees
Nevada	80 hours per week
Orange	New Employee = 80 hours per year; over 3 years = 120 hours per year; 10+ years = 160 hours per year
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	3.07 hours, 4.62 hours and 6.46 hours - Bi-weekly
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 per year based on service years
San Benito	1-4 years = 80 hours; 5-9 years = 120 hours; 10-14 years = 152 hours; 15+ years = 163 hours per year
San Bernardino	80-160 hours per year based on classification and years of service for employees in MBO, vacation and sick leave is replaced with PTO 112-192 hours per year based on years of service.
San Diego	No response
San Francisco	1-5 years = 10 days; 5-15 years = 15 days; 15+ years: 20 days
San Joaquin	0-3 years = 10 days; 3-10 years = 15 days; 10-20 years = 20 days; 20+ years = 23 days
San Luis Obispo	1-4 years = 10 days; 5-9 years = 15 days; 10+yrs = 20 days
San Mateo	No response
Santa Barbara	No response

County	Vacation
Santa Clara	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	No response
Shasta	Regular full-time and regular part-time employees excluding elected officials shall accrue vacation hours based on their length of service per Personnel Rules
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; accrual capped at 310 hours after 21 + yrs. vac. accrual 350 hours
Trinity	No response
Tulare	Covered employees: 0-3 years = 3.077 hours per pay period; 3-7 years = 4.615; 7-11 years = 6.154; Over 11 years = 7.692; Exempt employees 0-3 years = 4.615; 3-7 years = 6.154; 7-11 years = 7.692; over 11 years = 9.23
Tuolumne	0-3 years = 80 hours; 4-9 years = 120 hours; 10+ years = 160 hours Management/Executive: 0-3 years = 240 hours; 4-9 years = 280 hours; 10+ years = 320 hours
Ventura	4.31-8 hours biweekly (approx. 112-208 hours/year) for non-management employees
Yolo	Accruals vary from 3.08 hours to 7.08 hours per payroll period depending on years of service
Yuba	No response
State of California	Rank & file: 0-3 years = 7 hours; 3-10 years = 10 hours; 10-15 years = 12 hours; 15-20 years = 13 hours; 20+ years = 14 hours per month Management/Supervisor: 0-3 years = 7 hours; 3-10 years = 11 hours; 10-15 years = 13 hours; 15-20 years = 14 hours; 20-25 years = 15 hours; 25+ years = 16 hours per month

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Alameda	No response	No response	No response
Alpine	3.7 hours per pay period	0	None
Amador	No response	No response	No response
Butte	96 hours/year	None	Option to request pay in lieu of time off for up to 144 hours in 8 hour increments, subject to department funds
Calaveras	No response	No response	No response
Colusa	No response	No response	No response
Contra Costa	8 hours per month	Unpresented and represented management employees receive 94 hours per year non-accruable administrative leave	1/3 of yearly vacation accrual, subject to conditions
Del Norte	12 days (96 hours) per fiscal year, earned at a rate of 1 day (8 hours) per month.	Not available	Not available
El Dorado	3.7 hours biweekly	Not available	80 hours Management
Fresno	No response	No response	No response
Glenn	No response	No response	No response
Humboldt	No response	No response	No response
Imperial	Regular employees can earn up to 12 days per year with no cap or number of hours accumulated.	Assistant Assessor gets 60 hours of Annual Administrative leave, which is non-accruing	Sick leave and vacation buyback are available under certain conditions
Inyo	15 days/year	1 week per fiscal year-flex time	No response
Kern	0-5 years = 8.67 days per year; 6-10 years = 10 days per year 11+ years 12 days per year Assessor accumulates 3 days a year only	Not available	Not available
Kings	80-96 hours per year depending on length of service	Management receives additional 64 hours per year	Management may cash out up to 40 hours of leave each fiscal year.
Lake	No response	No response	No response
Lassen	15 days per year	No response	No response
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 add. 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.

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Madera	8 hours per month	48 hours management leave (supervisors and managers)	In March and November eligible employees can cash out a maximum of 80 hours per year. Employees must have a minimum of 100 hours accrued vacation hours. Hours paid hourly rate.
Marin	12 days per year, unlimited accrual	Varies by bargaining unit	Sick leave 75% credited toward retirement service credit; vacation is paid out upon retirement or termination.
Mariposa	10 days	No response	No response
Mendocino	No response	No response	No response
Merced	0.0462 hours for each hour worked for full time employee	Management 96 hours per year. Certain employee classifications receive 96 hours administrative leave annually.	All employees annually and upon retirement may sell back unused sick leave.
Modoc	9.38 hours per month	Not available	Not available
Mono	No response	No response	No response
Monterey	See annual leave	F, J, and ZJ 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; 26+ years = 35 days. X & ZX units: 0-2 years = 25 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; 26+ years = 37 days. Y Unit: 0-5 years = 25 days; 6-10 years = 25 days; 11-15 years = 30 days; 16-20 years = 32 days; 21-25 years = 34 days; 26+ years = 37 days	Bargaining Units ZX and Y: cash payment for up to 120 hours of annual leave per calendar year with up to 10 years of service or cash payment for up to 160 hours of annual leave per calendar year with 10 years of service or more; Bargaining Unit J, F and ZJ: cash payment for up to 60 hours of annual leave per calendar year, subject to eligibility
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	96 hours per year	No response	No response
Orange	First 3 years = 72 hours per year; after 3 years = 96 hours per year	Employees no longer accrue annual leave. Instead, employees accrue vacation and sick leave.	40 hours for General Unit. 60 hours for Supervisory Unit; 120 hours for 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	4.61 - Bi-weekly	No response	No response
Riverside	4 hours accrual per pay period with unlimited accrual	0-3 years=8.92 hours; 3-9 years=10.46 hours; 9+ years=12 hours per pay period	Management employees may receive pay up to 80 hours per year plus additional 80 hours with department head approval.
Sacramento	15 days per year	None	All staff are eligible to buy back up to 40 hours per year.
San Benito	120 hours per year	Management 80 hours per year	No response

County	Sick Leave	Annual Leave	Leave Buy-Back Program
San Bernardino	3.39 hours biweekly; exempt 3.69 hours biweekly for employees in MBO	40 hours per year for management, supervisors, and exempt	General can cash-out 60 vacation hours per year if 80 hours used; Management can cash-out 80 hours per year; 40 hours per year for supervisor; Exempt can cash-out one time during course of employment.
San Diego	No response	No response	No response
San Francisco	13 days per year	No response	No response
San Joaquin	12 days per year, 8 hours of sick leave incentive	No response	Redeposit/Medical: Full buy-back w/retirement eligibility & benefits calculation Previous County Service/Interruptive Military: partial buy-back w/retirement eligibility & benefits calc Prior PA Service: partial w/ benefits calc.
San Luis Obispo	12 days per year	No response	Permanent employees with a minimum balance of 200 vacation hours may sell back 40 hours; must use 40 hours vacation in current fiscal year.
San Mateo	No response	No response	No response
Santa Barbara	No response	No response	No response
Santa Clara	No response	Executive management 36 days per year	CEMA employees may cash-out up to 80 hours STO.
Santa Cruz	No response	22 days 1 st year increasing to 37 days after 15 years of service	No response
Shasta	Regular full-time and regular part-time excluding elected official shall accrue .0462 hours of sick leave for each regularly scheduled hour not to exceed 80 hours per pay period.	Management = 80 hours/per year of administrative leave	Management may cash out up to 80 hours of unused administrative leave, vacation, or combination thereof per Personnel Rules.
Sierra	.0462 hours per hour worked. No limit on accrual- if employed by County for 15 years County will buy 40% of sick hours upon resign/retire	No response	County will pay out 100% of vacation upon retirement or resignation. See sick leave buyout note above.
Siskiyou	3.7 hours per biweekly	All full-time employees – 3 floating holidays/year; Mgmt. & Appraiser 56 hours admin; Asst. Assessor 60 hours; Assessor 80 hours Admin leave	No response
Solano	3.7 hours per biweekly	Not available	Not available
Sonoma	Regular new employees receive an advance of 40.48 hours of sick leave. Employees begin to accrue sick leave 3.68 in service hours for each completed 80 hour pay period of service beginning the 12 th pay period. No limit on accumulations, accrual is prorated for any unpaid time each pay period.	Management = 60 hours or approximately 8 days, 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.

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Stanislaus	96.2 hours annually (3.70 hours per paycheck) Part Time employees .034 per hour worked	2 days per year (accrues at 0.62 per pay period as part of vacation)	Vacation full cash-out at retirement or resignation; sick 50% cash out at retirement up to 600 hours, 25% at resignation if 6+ years of service, 0% if less than 6 years.
Sutter	12 days/year	No response	7 years of service, buyback 15% of unused sick leave; 15 years buyback 20%; 25 years of service buyback 25% of unused sick leave
Tehama	8 hours per month, 500 hour cap After 500 hours, 2 hour PA 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 may sell 40 hours per year; management employees 60 hours per year
Trinity	No response	No response	No response
Tulare	3.70 hours per pay period	Not available	Not available
Tuolumne	96 hours per year, accumulated at 3.69 hours per pay period for OE3 employees (non mgt/exec employees)	Gen. 96 flex time all bargaining units, Management group receives 80 hours per year	200 hours per year maximum.
Ventura	3.08 hours per pay period (approx. 80 hours/year) for non-management employees only	9.54 - 14.16 hours biweekly (248.04 – 368.16 hours/year) for management employees only	Up to 80 hours/year for non-management; 100 – 200 hours/year for management employees (dependent on date hired)
Yolo	8 hours of sick leave per month	No response	No response
Yuba	No response	No response	No response
State of California	8 hours per month	Available to all	Exempt/Management/Supervisor/Conf./Excluded

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Alameda	No response	No response
Alpine	15	Not available
Amador	No response	No response
Butte	12	Not available
Calaveras	No response	No response
Colusa	No response	No response
Contra Costa	11	Personal holiday: Management = 2 hours per month, all others = 4 hours per month; no more than 40 hours of personal holiday credit. Supervising Assessment Clerks 50 hours per year paid personal leave
Del Norte	13 (104 hours) per fiscal year	Floating Holidays (24 hours per employee, per fiscal year) Administrative Leave (up to 24 hours per employee, per fiscal year awarded upon department head discretion), Bereavement leave up (to 40 hours allowed per employee, per year.)
El Dorado	11 + 2 floating	16 hours leave per year for supervisor
Fresno	No response	No response
Glenn	No response	No response
Humboldt	No response	No response
Imperial	13 days, includes birthday	FMLA/CFRA, pregnancy, disability leave, Workers Compensation Leave and Military Leave as qualified
Inyo	11	No response
Kern	12+ 3 days between Christmas Day and New Year's Eve	Employee may be eligible for Military, Family Care, Family School Activity, Bereavement, Disability, Personal or Educational leaves of absence
Kings	11	3.5 days for Holiday Closure
Lake	No response	No response
Lassen	13	Personal leave –1 day to 4 days annually
Los Angeles	13	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	12	Varies based on bargaining unit; Bereavement, Maternity/Paternity, Personal, Floating Holiday, Parental education leave, Management
Mariposa	12+1 Annual Holiday and 1 Personal Holiday	24 hours of Bereavement Leave per year.
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; 9.5 hours floating holiday if hired after 1/1/14; bereavement leave - 5 days per episode
Mono	No response	No response
Monterey	12, plus 1 floating holiday (must be used within calendar year)	Bargaining Units F, J, and Employee Unit ZI: family illness 10 days per fiscal year; bereavement 10 days of accumulated sick leave per occurrence; Bargaining Unit F: supervisory leave, non-accrual; 3 days per year; education leave, 3 days per fiscal year; non-accrual; Bargaining Unit X and Employee Units ZX & Y professional leave: 10 days per year, non-accrual; bereavement: 10 days of accumulated sick leave per occurrence

County	No. of Holidays	Other Types of Leave
Napa	13	Not available
Nevada	11, plus 2 floating	Military Leave, Holiday Leave
Orange	12	Performance Incentive Plan may earn 20 hours of non-cashable special leave if certain goals are met
Placer	12, plus 2 floating	Not available
Plumas	14	No response
Riverside	11	Bereavement 5 days (3 county paid, 2 sick leave balances for qualified family members)
Sacramento	14.5	Wellness leave – One 8-hour day off earned every 6 months based full-time employees using 12 hours or less sick leave. Management employees excluded from participation.
San Benito	13.5 (10.5 Holidays + 3 Floaters)	Not available
San Bernardino	14 + 1 floating holiday (14 for employees in MBO)	Bereavement 2 days (3 days if travel more than 1,000 miles), Administrative leave 80 hours/year for Management and Exempt, Administrative leave 40 hours/year for Supervisory, perfect attendance leave up to 16 hours (not available to employees in MBO)
San Francisco	12	4-5 Floating holidays (varies by employee union); 5 days management leave (employees in Municipal Executives Association)
San Joaquin	10; 4 floating holidays	Bereavement - paid, protected leave 3 days for qualifying family members, and 2 additional protected days certain other qualifying family members.
San Luis Obispo	12	Administrative leave 5 days per year for management only; voluntary time off 160 hours per year after 6 months of service with Department Head approval
San Mateo	No response	No response
Santa Barbara	No response	No response
Santa Clara	14	4 personal leave days; 1 day birthday holiday; bereavement 5 days; administrative leave; education leave; jury duty; subpoenaed witness; other family leave; release time
Santa Cruz	14	Bereavement Leave: 3 days paid in California; 5 days paid out-of-state
Shasta	12	Compensatory Time Off may be earned in place of paid overtime. Bereavement Leave may be earned up to 24 hours for each nonconcurrent death in the immediate family.
Sierra	12	Catastrophic leave – blind pool donation by fellow employees. Employee must retain minimum of 40 hours upon donation to catastrophic pool.
Siskiyou	12	Not available
Solano	12 + 2 half days	Administrative Leave per year depending on classification: 40-96 hours; 2 floating holidays
Sonoma	12 + 1 floating	Compassionate leave: 32 hours of leave for death of defined family members; Vacation Savings Plan- each eligible full-time employee may elect to set aside up to 20 hours of base rate pay each plan year during years 3-5. LWOP; Court: response to subpoena or line of duty; time off for voting or donating blood; Family School Act, Paid Parental Leave, FMLA, CPDL; CFRA; Supervisory Leave
Stanislaus	11-12 depending on Dec. 24	40 hours bereavement leave for immediate family members; 56 hours management leave for manager classifications only.
Sutter	13	Management – Administrative Leave- 104 hours/annually
Tehama	13	Miscellaneous and 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	12	Bereavement leave - 24 hours per occurrence.

County	No. of Holidays	Other Types of Leave
Ventura	11	Non-management employees contribute SDI and are eligible to collect disability benefits through the state. Management employees pay into Long Term Disability (LTD) under MetLife and can receive disability benefits for their own medical time off.
Yolo	10.5	Floating Holidays: 44 hours per year
Yuba	No response	No response
State of California	11 + floating 16 hours per year	1 personal holiday; 2 professional development days; 3 bereavement days per occurrence; jury duty; military; FMLA; state civil service exams; donated catastrophic leave; blood donations; subpoenaed witness; pregnancy; personal; mentoring; union leave, PLP 2020 (2 furlough days)

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Alameda	No response	No response	No response	No response	No response	No response	No response
Alpine	No	No	No	457 Plan	No	Up to \$500 per year	No
Amador	No response	No response	No response	No response	No response	No response	No response
Butte	No	\$20,000	SDI short term; MetLife for long term	457 Plans available	No	Up to \$500 per year	No
Calaveras	No response	No response	No response	No response	No response	No response	No response
Colusa	No response	No response	No response	No response	No response	No response	No response
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	Professional Designation Incentive: IRWA, BOMI, RPA, FMA
Del Norte	No	\$15,000 (free of cost) and 1 year of salary for mid-management/professional	Yes	Yes	No	Yes	No
El Dorado	No	\$20,000-\$60,000	Max benefit of \$3000 per month for eligible employee	457	Flexible Spending Plan	Yes	No
Fresno	No response	No response	No response	No response	No response	No response	No response
Glenn	No response	No response	No response	No response	No response	No response	No response
Humboldt	No response	No response	No response	No response	No response	No response	No response
Imperial	No	No	No	No	No	No	No
Inyo	No	\$20,000 term life insurance for employee only	Self- funded, comparable to State Program	Self- funded, comparable to State Program	No	\$350 limit with more available for specialized training	No
Kern	No	\$20,000 General; \$100,000 Confidential; \$400,000 Management	SDI; additional elective coverage available for purchase	Available to all employees	Available to all employees	Only if job related and approved by department	No
Kings	No	\$50,000 for Assessor; \$40,000 for management; \$10,000 for staff	No	3:1 match up to \$2,500 (Management Only)	No	No	No
Lake	No response	No response	No response	No response	No response	No response	No response
Lassen	No	\$30,000 to \$40,000	No	457	No	No	No

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Los Angeles	\$70 per month only to all employees who are not regular mileage permittees and are assigned at the Civic Center.	1 to 8 times annual salary	Yes	457 & 401K County provides 4% match	No	Limited to 50% of actual allowable costs and must not exceed \$1,000 per year	Employees in appraisal classifications receive credits in promotional examinations if they possess professional appraisal designations.
Madera	No	\$50,000 for assessor only	No	457 through ICMA	No	Continuing education paid for appraisers and assessment technician to maintain certification	No
Marin	Ride Green program	Basic; Dependent and Supplemental Life	Yes	457(b)	No	TAP- Tuition Assistance Program	No
Mariposa	No	No	No	No	No	No	No
Mendocino	No response	No response	No response	No response	No response	No response	No response
Merced	No	All employees covered; supplemental policies available	Yes; SDI for non-management	Deferred Compensation Plan available; no matching funds	No	Work-related education paid by county	5% incremental paid for professional designation
Modoc	No	\$25,000 Group Life Insurance	No	Valic, Nationwide Retirement Solutions & John Hancock	No	No	No
Mono	No response	No response	No response	No response	No response	No response	No response
Monterey	No	\$20,000 to \$50,000	Short and Long Term Disability	457	No	No	No
Napa	No	Yes	Yes	Yes	Yes	Yes	No
Nevada	No	\$50,000 additional \$1,000 coverage for each eligible dependent	No	No	No	\$5000/year, must apply	No
Orange	No	Yes	Yes	Yes	HCRA DCRA	\$10,000 per employee per year	No
Placer	No	\$50,000 employer paid coverage	SDI covered limited to one year and administered by CA EDD	Voluntary 457/ 401; non-management = no match; management = \$750 max per year	No	Maximum \$1,200 per year	No

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Plumas	No	Included with Health Insurance Coverage	No	No	No	No	No
Riverside	No	Up to \$50,000	No	Voluntary Employee Contribution choice between two 457 deferred compensation plans	No	Tuition and textbook reimbursement up to \$5,250 per year	No
Sacramento	\$75 per month	\$15,000, \$18,000 or \$50,000 Management and Elected Officials	SDI	Employee Option 457 Deferred Comp Plan. 401A plan for Mgmt. & Elected Officials	Medical; dental; day care; elder care	\$1,500 per year	No
San Benito	Not available	\$20,000	None. SDI through State of California	401a Plan or three 457 Plans (Empower or Nationwide or CalPERS 457)	AFLAC offered to all employees	\$750 per fiscal year	None
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 plan; Flexible Spending Account	\$400-\$1,650 depending on classification	No
San Diego	No response	No response	No response	No response	No response	No response	No response
San Francisco	Pre-tax commuter benefit through Wage Works, up to \$270/month	\$50,000 - \$150,000 (varies by employee union)	LTD for 2 years: 60-66.67% monthly base earnings max of \$5,000-\$7,500 monthly	Deferred Comp. Plan 457 (b)	No	\$500-\$2,000 per year. Varies by employee union	No
San Joaquin	No	Employer paid \$25,000 with options to supplement additional coverage, paid by employee.	.09% employee paid.	No	No	\$800/semester with prior application and a grade of C or better in the course.	2% supplement Auditor-Appraiser w/CPA & Appraiser or Auditor Appraiser with Certified General License
San Luis Obispo	No	Management \$50,000	Management LTD – pays 66 2/3% of monthly earnings	Voluntary	Voluntary – FSA/HSA and dependent care pre-tax deductions	Management \$500 per year Rank/File \$400 per year	No
San Mateo	No response	No response	No response	No response	No response	No response	No response
Santa Barbara	No response	No response	No response	No response	No response	No response	No response

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Santa Clara	100% VTA pass and Pre-Tax Commuter Benefit Program	No	SDI	457 (b) Plan	Healthcare, Childcare, Transit, Parking	\$1,800-\$3,000 per year	No
Santa Cruz	No	\$20,000 Term	SDI	Deferred Compensation	No	No	No
Shasta	No	\$25,000 - \$80,000 Paid 100% by County to defined levels per MOU.	Management Long Term Disability paid 100% by County	457B and 401A Plans Available	No	Enrollment in and materials for education classes required to maintain qualification for continued County employment.	No
Sierra	No	\$50,000 May purchase additional at own expense (self or spouse)	AFLAC	457 Plans	No	Employment related	No
Siskiyou	No	\$50,000 Employee & Management Assessor, Asst. Assessor & Appraiser 2x annual salary	Short term and long term disability	457	Medical & childcare	Up to \$500 per year	No
Solano	No	1x annual salary up to \$50,000 Buy Up available); management: 1.5% salary up to \$350,000	LTD for management	401(a) for elected official & management; voluntary plans for staff, \$5-25 county match	No	50% out of pocket compensation up to \$5000 per year	No
Sonoma	Co bus pass-Employee ID allows for free transportation City bus pass; Co pays 100%	Up to \$100 per month; Employee pays tax on value exceeding \$100 in any month	LTD	457 & 401(a)	Health FSA & DCAP	Staff Development-various amounts depending on bargaining unit	Staff Development-Various amounts depending on bargaining unit
Stanislaus	Employees can ride the StanRTA bus to/from work for free	Employee \$10,000; Assessor and managers \$30,000, Supplemental life insurance for employee, spouse, and children available to purchase.	Managers on day 8 – 50% biweekly salary for 11 months when 100% disabled; 60% with a max of \$6,000/month waiting period 365 days	Elected: 2% of base; managers: 1.5%; confidential: 1%	No	Tuition reimbursement for applicable courses through professional development allowance for Dept Heads, Managers, and Confidential employees	No

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Sutter	No	Mgmt. = \$150,000; Law = \$50,000; All others = \$75,000	State disability	457b	Flexible Health and Dependent	All units = \$1,000 per year	No
Tehama	No	\$20,000	Yes	\$100 per month match management employees; \$60 to regular employees	IRS 125 Pre-Tax Deduction	No	No
Trinity	No response	No response	No response	No response	No response	No response	No response
Tulare	No response	No response	No response	No response	No response	No response	No response
Tuolumne	No	Yes	No	Yes	No	Yes	No
Ventura	No	\$50,000 basic for non-management and management employees	Non-management employees through State EDD; Management employees LTD through MetLife	401 (k), 457 Plans	No	Up to \$2,000 for non-management and management	\$0.47 per hour for non-management employees that hold a CPA license
Yolo	No	\$25,000	No	\$400 match/year	No	\$1,000/fiscal year	No
Yuba	No response	No response	No response	No response	No response	No response	No response
State of California	75% of actual cost, \$65 max	Management/supervisor	SDI	Yes	Yes	Yes	Yes

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Alameda	No response	No response	No response	No response	No response	No response	No response
Alpine	No	No	No	Yes	No	No	No
Amador	No response	No response	No response	No response	No response	No response	No response
Butte	No	No	\$80 bi-weekly	Reimburse for training sessions	No	No	No
Calaveras	No response	No response	No response	No response	No response	No response	No response
Colusa	No response	No response	No response	No response	No response	No response	No response
Contra Costa	Prof. Dev. Reimburs. Assessors and Assistant Assessors \$925 each 2-year period; employees- \$625 each 2-year period; Supervising Assessment Clerks- \$400 per fiscal year.	Appraiser/Auditor -Appraiser staff 2.5% of base pay	\$200 per month	Yes	Assessor \$600 per month	No	No
Del Norte	Yes	Property Appraiser III salary designation with salary increase.	5%	Per diem for lodging, meals, parking, tolls, fuel or mileage, and incidentals.	No	No	No
El Dorado	No	No	\$1.00 per hour	No	No	No	No
Fresno	No response	No response	No response	No response	No response	No response	No response
Glenn	No response	No response	No response	No response	No response	No response	No response
Humboldt	No response	No response	No response	No response	No response	No response	No response
Imperial	No	No	\$20.00 per pay period, limited recipients	Yes, reimbursements with receipts or per diem allowed	Assessor at \$550/month	No	No
Inyo	No	No	5%	Per diem, lodging, mileage, (with private vehicle on approved conf./training	\$250 monthly for Assistant Assessor-per employment contract	No	\$500 Annual Wellness Reimbursement for Assistant Assessor-per employment contract

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Kern	Only if job related and approved by department	No	\$25 per pay period Verbal; \$50 per pay period; Written & Verbal	Actual and necessary job-related expenses	\$275.52 per pay period for department heads & elected officials	Elective benefit available to all employees	Available through employee unions
Kings	No	No	\$25/ per pay period	For training, education, and affiliated conferences	No	No	No
Lake	No response	No response	No response	No response	No response	No response	No response
Lassen	No	No	Yes	No	No	No	No
Los Angeles	Up to \$95 per year for designated professional associations	\$200 per month	\$100 per month	Yes, only if traveling outside of Los Angeles County area on approved business.	Rentals for business trip	No	No
Madera	CAA dues for Assessor	No	\$65 per month	Per GSA standards based on destination	Mileage \$0.655 per mile	No	No
Marin	Varies	No	Varies by bargaining unit	For work related travel expenses	Department Heads	Employee Assistance Program	Varies – occasional discounts at local facilities
Mariposa	No	No	Yes	No	No	No	No
Mendocino	No response	No response	No response	No response	No response	No response	No response
Merced	No	5% incremental for advanced certification	Per hour incremental for designated bilingual positions	Travel expenses paid for work and work-related education	Dept. Head (Assessor-Recorder- Clerk) receives a car allowance	Available for a fee	No
Modoc	No	Included in salary	No	Breakfast \$7; Lunch \$11; Dinner \$23; Incidental \$5	No	No	No
Mono	No response	No response	No response	No response	No response	No response	No response
Monterey	\$100- \$400 per year	No	Management: \$20 per month; Others: \$0.56 per hour (primary) \$0.25 per hour (provisional)	Administered through Travel Policy (Auditor Controller)	For Executive Management (Unit Y) \$375/month	Available to all employees through Supplemental Insurance Program	County owned facility: free to employees; Athletic club discounted costs and membership available
Napa	No	No	Yes	Yes	Yes	Yes	Yes
Nevada	No	No	5% of base salary	No	No	No	No
Orange	Yes	Yes	Yes	Yes	Elected official only	No	No

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Placer	No	No	5%	Reimbursed for work related expenses	\$750 per month to elected management	Employee Assistance Programs	No
Plumas	No	No	Yes	Yes	No	Employee Assistance Program	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	\$.80 or \$1.00 for Oral and/or Written skills	Reimbursement	Assessor and Assistant Assessor	Limited through Employee Assistance Program	No
San Benito	SAA dues	Received for promotion to Level III	\$80 per month Tier I/ \$125 per month Tier 2	Yes; receipts and mileage for IRS rates	\$200 monthly with Annual CPI	No	No
San Bernardino	No	No	\$40-\$55 per pay period	No	Elected and Exempt employees in group A & B	No	Elected & Exempt only
San Diego	No response	No response	No response	No response	No response	No response	No response
San Francisco	No	\$2,000 one-time lump sum (annual)	\$60 bi-weekly	Yes, for eligible business-related expenses	\$40 or \$100/mo. + mileage: 0.08 miles (IRS Rate)	Legal Shield Legal Plan priced at \$7.36 bi- weekly	Variable discounts at select fitness clubs
San Joaquin	No	No	\$0.85/hour with certification.	Mileage reimbursement .67/mile from work site to travel location. Per diem meal rates: \$17/B \$18/L \$34/D.	Employees may reserve a county vehicle with a gas card at no cost for work related travel.	EAP provider, Anthem offers assistance in procuring legal services.	No
San Luis Obispo	No	No	\$100 per month with approval	Lodging rate \$223; Full meals: \$64, part \$48; Mileage: 65.5 cents per mile	Assessor and Assistant Assessor only	No	Included with education reimbursement
San Mateo	No response	No response	No response	No response	No response	No response	No response
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	Reimbursed for actual and necessary expenses for meals and other reasonably related business expenses	Assessor - \$600 per month	No	No

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Santa Cruz	No	No	No	No	No	No	No
Shasta	No	No	No	Authorized business travel reimbursed per Personnel Rules	No	No	No
Sierra	Yes	No	No	Yes	No	No	No
Siskiyou	No	No	5%	Per diem	No	No	No
Solano	No	No	\$75 per pay period	No	Assessor Level 1: \$300	No	No
Sonoma	No	No	\$1.15 actual hours worked	Yes	\$320 biweekly for elected official	EAP	Staff Development- various amounts depending on bargaining unit
Stanislaus	Applicable dues through professional development allowance	No	\$1.00 per hour	Paid by County for required trainings and conferences	Department Heads and Managers only	Reduced rate (25%) for customary fees through Employee Assistance Program	No
Sutter	No	No	\$100/month	No	No	No	No
Tehama	No	No	No	No	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	Yes	Yes	Yes	No	No	Yes
Ventura	Executive Management only	\$50 biweekly for non-management employees	\$0.65/hr. - \$1.32/hr. depending on union	Current IRS approved rate. Meals: \$14-\$38; (depending if in/out of State), Per Diem: \$64.	\$250 - \$575/month for management only depending on classification.	Union representation for non-management employees.	Gym Membership discounts offered through Wellness Program.
Yolo	No	No	Tier 1: 0.55 per hour Tier 2: 0.70 per hour	No	No	No	No
Yuba	No response	No response	No response	No response	No response	No response	No response
State of California	Yes	No	Yes	Yes	No	Group	No

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda	No response	No response	No response
Alpine	No	No	No
Amador	No response	No response	No response
Butte	No response	No response	No response
Calaveras	No response	No response	No response
Colusa	Yes	Employee Assistance Program	No
Contra Costa	10 years at 2.5% 15 years+ additional 2.5%; elected 10 years at 5% 15 years+ additional 2.5%	Employee Assistance Program 6 visits or communications per incident	No
Del Norte	Advancements on County pay scale at 20, 25, 30, and 35 year anniversary.	25 appointments per year – included in health coverage.	No
El Dorado	Employees hired prior to December 2017	Yes	No
Fresno	No response	No response	No response
Glenn	No response	No response	No response
Humboldt	No response	No response	No response
Imperial	After 9 years: eligible for Step "F," highest step available in salary range	Some available upon application	No response
Inyo	2% - 10 years; additional 2% - 15 years; additional 2% - 20 years; additional 2% - 25 years	Employee Assistance Program available	No
Kern	General employees: 10 years at 2% 15 years at 4% 20 years at 6% 25 years at 8% 30 years at 10% Management 2% at 30 years	Employee Assistance Program: free to employees eligible for health benefit	No
Kings	No	Employee Assistance Program	No
Lake	No response	No response	No response
Lassen	Yes-depends on bargaining unit	Yes	No
Los Angeles	No	Employee Assistance Program for professional consults and referral services for broad range of personal and job-related issues	No
Madera	No	Insight Employee Services	No

County	Longevity Pay	Counseling Services	Miscellaneous
Marin	No	Employee Assistance Program	The Employee Assistance Program offers E3 wellness program; Credit union; Flexible Spending accounts
Mariposa	10 years, 15 years, and 20 years at 3% effective on their respective anniversary date	No	No
Mendocino	No response	No response	No response
Merced	No	Employee Assistance Program available for all employees	Cell phone allowance for department head (Assessor-Recorder-Clerk) and monthly expense allowance to department head and assistants
Modoc	Range A-F (1 year step) 5% increase; Range G-J (5-year step) 5% incr.	No	No
Mono	No response	No response	No response
Monterey	Bargaining Unit X (Management): & Employee Units ZX (Conf. Mngt), Y (Exec. Mngt.) 10 years of consecutive county service: 2.5%, 15 years of consecutive county service = 3.5%, 20 years of consecutive county service = 5.5%	Employee Assistance Program – available to all employees	Expense allowance: Assessor = \$262.50 per month, Assistant Assessor and Management = \$54.17 per month, Employee = \$45.84 per month
Napa	5 years at \$250 10 years at \$500 15 years at \$1,000 20 years at \$1,500 25 years at \$2,000	Employee Assistance Program, 5 sessions per incident	\$20,000 life insurance County paid, supplemental life insurance \$10,000-\$200,000 employee paid
Nevada	No	No	No
Orange	No	Employee Assistance Program	HRA
Placer	2% at 10 years 3% at 15 years If hired before 11/1/19	Employee Assistance Programs	Cafeteria plan for employees 6% of base pay. Cafeteria plan for management \$5,000 per year. Tahoe subsidy pay of \$1000/month. Accidental death and dismemberment policy for each employee in the amount of \$10,000.
Plumas	Yes	Yes	No response
Riverside	No	Anthem EAP	Management benefit - \$50 per pay period to 401(a) plan; reduced tuition incentive through cohort program
Sacramento	2.5% for employees who reach 10 years of continuous service	Limited through Employee Assistance Program	No
San Benito	2.5% at 10 years 5% at 15 years 7.5% at 20 years	No	No
San Bernardino	2% for employees with 15+ years of service	Employee Assistance Program, and from medical plan	Retirement Medical Trust Fund for eligible employees; Portable Communication Device Allowance for Elected & Exempt employees in group A & B; 2% auditing differential for Auditor Appraiser I and II and Supervising Auditor Appraiser.
San Diego	No response	No response	No response
San Francisco	Depends on Union, after 10+ years in the same classification \$0.30 per hour	Employee Assistance Program offers free counseling services	Municipal executives Flexible Credits paid bi-weekly. Varies by health plan and number of dependents.
San Joaquin	2% supplemental after 41,600 hours worked.	5 free counseling sessions through EAP provider, Anthem.	No
San Luis Obispo	No	Employee Assistance Program	No

County	Longevity Pay	Counseling Services	Miscellaneous
San Luis Obispo	No	Employee Assistance Program	No
San Mateo	No response	No response	No response
Santa Barbara	No response	No response	No response
Santa Clara	No	Employee Assistance Program	SEIU \$300 Continuing Education and Licensure
Santa Cruz	3% at 20 years	No	No
Shasta	5% for 20+ years of service for supervisory or management employees	Employee Assistance Program	No
Sierra	5% boost at 5,10, and 15 years	Yes	No
Siskiyou	2.5% increase after step 5; Asst. Assessor & Appraiser 2.5% at Step 5 and 6	Employee Assistance Program	Deferred comp \$300 per month for Assessor, \$240 per month for Asst. Assessor and Appraisers, Alternative work schedules – 4/10s & 9/80s
Solano	Management: 10 years at 2.5% 15 years at 5% 20 years at 7.5% 25 years at 10% 30 years at 12.5% 35+ years at 15%	No	Executive Management \$50 biweekly for Management Business Expense; Mid-Management \$50 per month for Management Business Expense
Sonoma	No	Employee Assistance Program	\$50 Optional Cell Phone Stipend for Managers, Elected Department Heads and Board of Supervisor Aides
Stanislaus	No	Limited sessions provided for free through Employee Assistance Program	Accident and Critical Illness Insurance available for purchase for employee, spouse and children; Professional Development for Assessor, Assistant Assessor and Confidential Assistant. Limits per year are \$1,200, \$900, and \$400 respectively. CPA designation 5% additional pay. Mileage if traveling on county business.
Sutter	Gen. Sup. Prof. Units = 5% at 10 yrs. / 2.5% at 15 yrs. / 2.5% at 20 yrs.	EAP – 3 sessions/6 months	Accident Insurance, Critical Illness Insurance, Hospital Confinement Indemnity Insurance, Short Term Disability
Tehama	Employee hired prior to 1991 - 5% EL pay raise	Employee Assistance Program (Free Counseling)	Employee Assistance Program - Various professional services. Cell phone allowance: \$60.00 per month for Department Head and Assistant Assessor
Trinity	No response	No response	No response
Tulare	No response	No response	No response
Tuolumne	Yes	Yes	No
Ventura	No	Employee Assistance Program	Education incentive for higher education degrees from 2.5% - 5%; WorkLife Program for child and elder care resources; Employee Health Services for limited medical related appointments.
Yolo	2.5% after 10 years of service, 5% after 15 years of service	No	No
Yuba	No response	No response	No response
State of California	No	Employee Assistance Program	No