

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

AUGUST 2012

CALIFORNIA STATE BOARD OF EQUALIZATION

BETTY T. YEE, SAN FRANCISCO

SENATOR GEORGE RUNNER (RET.), LANCASTER

MICHELLE STEEL, ORANGE COUNTY

JEROME E. HORTON, LOS ANGELES

JOHN CHIANG

FIRST DISTRICT

SECOND DISTRICT

THIRD DISTRICT

FOURTH DISTRICT

STATE CONTROLLER

CYNTHIA BRIDGES, 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 and Special Taxes Department of the State Board of Equalization. The purpose of compiling the salary schedules and benefits tables is to provide a means of making comparisons from county to county and with state positions. The report is often used when preparing budget justifications or when contemplating new positions.

The report provides:

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

These data were compiled by the Board's County-Assessed Properties Division from a questionnaire sent to all county assessors. Fifty-two counties participated in the survey.

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

SALARIES

The first portion of this report contains salaries for some State of California appointed and civil service classifications and salary ranges used by the Property and Special Taxes Department of the State Board of Equalization. All salaries are monthly and are in effect January 1, 2012.

The second segment of this report contains a list of elected, appointed, and civil service classifications for county assessors' offices, the number of budgeted positions (including vacancies), and the monthly salary ranges for each classification. All salaries are monthly and are in effect January 1, 2012 unless otherwise noted.

Following the salaries of positions in county assessors' offices is a list of salaries for appointees as members of county assessment appeals boards, and as appointees as county hearing officers who are part of the local equalization functions. For purposes of this survey, we only requested salaries of assessment appeals boards' members and not county boards of supervisors sitting as

local boards of equalization. Assessment appeals boards are those boards specifically appointed by county boards of supervisors to perform the equalization functions of the county.¹

BENEFITS

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

- Retirement
- Health
- Leave
- Miscellaneous

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

¹ California Constitution, article XIII, section 16.

STATE BOARD OF EQUALIZATION SALARIES

For comparison purposes, the State of California appointed and civil service classifications and monthly salary ranges used in the Property and Special Taxes Department of the State Board of Equalization are listed below.²

ADMINISTRATORS

Deputy Director – Property and Special Taxes (CEA 4)*	\$ 9,018 – 9,939
Division Chief (CEA 2)*	7,815 – 8,616
Principal Property Appraiser	6,825 – 7,525

SUPERVISORS

Supervising Property Appraiser	5,615 – 6,774
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APPRAISERS

Senior Petroleum and Mining Appraisal Engineer	8,487 – 10,315
Senior Forest Property Appraiser	5,576 – 6,727
Senior Specialist Property Appraiser	5,309 – 6,451
Associate Property Appraiser	4,619 – 5,616
Assistant Property Appraiser	3,841 – 4,670

AUDITOR–APPRAISERS

Senior Specialist Property Auditor–Appraiser	5,309 – 6,774
Associate Property Auditor–Appraiser	4,619 – 5,897
Assistant Property Auditor–Appraiser	3,841 – 4,903
Tax Auditor	3,106 – 4,903

GEOGRAPHIC INFORMATION SYSTEMS ANALYSTS

Research Analyst II – Geographic Information Systems	4,619 – 5,616
Research Analyst I – Geographic Information Systems	3,106 – 4,670
Senior Delineator	3,738 – 4,544
Delineator	3,119 – 3,789
Drafting Services Aide	2,274 – 3,339

PROFESSIONAL SUPPORT

Business Taxes Specialist II	5,573 – 7,113
Staff Information Systems Analyst (Specialist)	5,065 – 6,466
Administrative Assistant II	4,400 – 5,348
Associate Governmental Program Analyst	4,400 – 5,348
Business Taxes Representative	3,106 – 4,670
Staff Services Analyst	2,817 – 4,446
Tax Technician I/II/III	2,280 – 3,588

STAFF SUPPORT

Secretary	2,686 – 3,265
Office Technician (Typing)	2,686 – 3,264
Office Assistant (Typing)	2,143 – 2,826

*Career Executive Appointment

² Effective July 1, 2012, full-time employees shall have a reduction in pay equal to 4.62 percent and eight (8) hours of leave will be credited to the employee's Personal Leave Program (PLP) 2012 leave balance.

ALAMEDA

Total Reported Positions: 175.40

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,966
Chief Deputy Assessor	1	12,610
Chief, Appraisal Division	1	10,854
Chief, Assessment Services Division	1	10,854
Financial Services Officer	1	8,141
Department Personnel Officer I	1	7,639
Administrative Specialist II	1	6,301
Administrative Assistant	1	5,058
Principal Appraiser	1	9,121
Supervising Appraiser II	9	7,798
Appraiser III	20	6,266
Appraiser II	29	5,488
Principal Auditor–Appraiser	1	9,121
Supervising Auditor–Appraiser II	4	7,798
Auditor–Appraiser III	11	6,266
Auditor–Appraiser II	7	5,488
Mapping Supervisor	1	6,301
Mapping Technician III	5	4,843
Mapping Technician II	1	4,427
Information Systems Manager	1	8,769
Information Systems Analyst	1	7,968
Information Systems Specialist	2	6,301
Information Systems Technician II	1	4,867
Assessor's Representative	2	6,774
Training Officer, Assessor	1	6,807
Assessment Roll Manager	1	6,555
Assessment Supervisor II	3	5,498
Assessment Supervisor I	4	5,228
Assessor Technician II	31	4,033
Assessor Technician III	23	4,596
Assessment Services Manager	1	6,555
Secretary II	1	5,446
Payroll Records Clerk	1	3,876
Specialist Clerk I	2	3,840
Clerk II	3	3,689
Clerk Intermittent I	0.4	1,200

ALPINE

No information provided

AMADOR

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor*	1	\$8,258
Assistant Assessor	1	6,143
Appraiser II	2	4,784 – 5,151
Appraiser I	1	3,968
Auditor–Appraiser II	1	4,555
Cadastral Drafting Technician II	1	3,874
Administrative Supervisor	1	3,404
Administrative Technician	1	4,187
Administrative Assistant II	2	2,701

**Less \$762 donation back*

Mandatory Furlough except County Assessor. Hourly wage x 156.6 = Monthly Salary

BUTTE

Total Reported Positions: 38

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,520
Assistant County Assessor	1	6,754 – 9,051
Administrative Assistant, Senior	1	2,617 – 3,507
Assessment Clerk	6	2,202 – 2,951
Assessment Clerk, Senior	3	2,430 – 3,257
Auditor–Appraiser, Senior	2	3,434 – 4,602
Cadastral Drafting Technician	1	2,750 – 3,685
Cadastral Drafting Technician, Senior	1	2,961 – 3,968
Information Systems Technician, Senior	1	3,520 – 4,717
Property Appraiser	6	3,035 – 4,067
Property Appraiser, Principal	2	3,698 – 4,956
Property Appraiser, Senior	5	3,350 – 4,490
Supervisor, Appraiser	3	4,082 – 5,470
Supervisor, Assessment Clerk	3	2,683 – 3,595
Supervisor, Assessment Office	1	3,189 – 4,273
Supervisor, Auditor–Appraiser	1	4,082 – 5,470

CALAVERAS

Total Reported Positions: 11.3

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,203
Chief Appraiser	1	5,087 – 6,184
Chief of Assessment Services	1	4,830 – 5,874
Appraiser III	1	3,861 – 4,692
Appraiser II	1.5	3,522 – 4,283
Appraiser I	1	3,250 – 3,952
Cadastral Specialist III	1	3,854 – 4,686
Assessment Technician IV	2	3,295 – 4,004
Assessment Technician III	0.9	3,050 – 3,707
Assessment Technician II	0.9	2,639 – 3,203

COLUSA

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,738
Chief Appraiser	1	5,103
Assessment Office Manager	1	4,304
Drafting Technician	1	4,243
Auditor–Appraiser	1	3,043
Appraiser II	1	3,441
Assessment Technician	2	3,016
Appraiser I	1	3,121
Transfer Analyst	1	3,167
Office Assistant II	1	2,091

CONTRA COSTA

Total Reported Positions: 122

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,218
Assistant County Assessor	2	9,835 – 10,843
Principal Appraiser	4	7,207 – 9,226
Supervising Appraiser	6	5,848 – 7,486
Associate Appraiser	21	5,297 – 6,439
Assistant Appraiser	7	4,441 – 5,398

CONTRA COSTA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Junior Appraiser	14	\$4,432 – 4,887
Senior Real Property Technical Assistant	7	4,011 – 4,875
Supervising Auditor–Appraiser	1	5,848 – 7,486
Senior Auditor–Appraiser	4	5,500 – 6,686
Auditor–Appraiser II	5	4,657 – 5,661
Network Analyst I	1	5,560 – 6,758
Information Systems Specialist III	1	4,913 – 5,972
Drafting Services Coordinator	1	4,893 – 5,948
Computer Aided Drafting Operator	6	4,218 – 5,127
Assessor's Clerical Staff Manager	1	4,847 – 6,189
Supervising Assessment Clerk	4	3,792 – 4,843
Assessor's Local Exemptions Specialist	1	3,612 – 4,613
Clerk – Specialist Level	8	3,347 – 4,274
Clerk – Senior Level	22	2,963 – 3,784
Clerk – Experienced Level	3	2,682 – 3,327
Assessor's Customer Services Coordinator	1	5,334 – 7,537
Administrative Services Assistant III	1	5,223 – 6,349

DEL NORTE

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	*\$6,093 – 8,940
Chief, Appraisal Division	1	3,747 – 5,813
Chief, Administration Division	1	3,315 – 4,897
Auditor–Appraiser II	1	3,157 – 4,645
Property Appraiser I	1	2,536 – 3,747
Property Appraiser III	1	3,082 – 4,555
Map Drafting/Transfer Technician II	1	2,663 – 3,934
Office Technician III	1	2,244 – 3,316

* +10 percent increase per term (2nd – 4th term)
 +5 percent increase per term (5th and 6th term)
 Assessor is in 2nd term = \$6,702

EL DORADO

Total Reported Positions: 35

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$10,648
Assistant County Assessor	1	6,958 – 8,457
Supervising Appraiser	1	4,671 – 5,680
Information Tech. Dept. Coordinator	1	4,945 – 6,011
Branch Supervising Appraiser	1	4,905 – 5,964
Senior Appraiser	10	4,063 – 4,938
Appraiser II	1.8	3,656 – 4,443
Appraiser Aide	1	2,962 – 3,600
Supervising Auditor–Appraiser	1	4,671 – 5,680
Auditor–Appraiser	1	3,656 – 4,443
Senior Auditor–Appraiser	1	4,063 – 4,938
Cadastral Drafter	1	3,574 – 4,344
Geographic Information System Analyst II	1	5,233 – 6,361
Property Transfer Supervisor	1	3,803 – 4,623
Property Transfer Specialist	1	3,307 – 4,018
Senior Assessment Technician	8.4	3,075 – 3,738
Executive Secretary	0.8	2,801 – 3,406
Supervising Assessment Technician	1	3,536 – 4,297

FRESNO

Total Reported Positions: 101

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$11,176
Assistant County Assessor – Recorder	1	8,056
Chief Appraiser	1	7,215
Chief Auditor–Appraiser	1	7,204
Supervising Auditor–Appraiser	1	7,161
Senior Auditor–Appraiser	1	6,861
Auditor–Appraiser III	6	5,143
Auditor–Appraiser II	2	4,209
Supervising Appraiser	1	6,869
Senior Appraiser	5	6,638
Appraiser III	21	5,143
Appraiser II	7	4,359
Staff Analyst I	1	3,917
Information Technology Analyst IV	1	6,500
Information Technology Analyst II	3	4,262

FRESNO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Systems and Procedures Analyst III	1	\$5,804
Supervising Cadastral Technician	1	5,720
Cadastral Technician III	2	4,469
Cadastral Technician II	3	4,129
Administrative Secretary – Confidential	1	4,054
Secretary III	1	3,386
Chief Office Assistant	2	4,129
Supervising Office Assistant II	4	3,883
Program Technician II	9	3,867
Office Assistant III	23	2,915
Office Assistant II	1	2,610

GLENN

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	HOURLY SALARY
County Assessor – Recorder – Clerk	1	\$37.30 – 45.35/hr
Assistant County Assessor – Recorder – Clerk	1	29.81 – 36.24
Administrative Assistant	1	20.71 – 25.18
Senior Appraiser	3	20.11 – 24.45
Office Technician II	2	15.59 – 18.95

HUMBOLDT

Total Reported Positions: 32

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,260
Assistant County Assessor	1	5,590 – 7,174
Chief Appraiser	1	5,213 – 6,690
Executive Secretary	1	3,214 – 4,124
Supervising Appraiser	1	4,672 – 5,995
Senior Appraiser	6	3,446 – 4,422
Appraiser II	2	3,135 – 4,022
Appraiser I	2	2,795 – 3,586
Senior Auditor–Appraiser	2	3,622 – 4,648
Auditor–Appraiser II	0	3,295 – 4,228
Auditor–Appraiser I	1	2,923 – 3,751
Appraisal Technician	3	3,295 – 4,228
Property Transfer Supervisor	2	3,463 – 4,444
Cadastral Drafting Technician	1	2,568 – 3,295
Property Transfer Assistant	1	2,443 – 3,135

HUMBOLDT (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Supervising Assessment Technician	1	\$3,845 – 4,935
Assessment Technician II	3	2,233 – 2,865
Assessment Technician I	3	1,971 – 2,530

IMPERIAL

Total Reported Positions: 30

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,345
Assistant County Supervisor	1	5,948 – 7,599
Appraiser Supervisor	2	4,447 – 5,679
Appraiser I	0	2,825 – 3,612
Appraiser II	1	3,194 – 4,081
Appraiser III	10	3,512 – 4,483
Appraisal Technician	1	2,600 – 3,322
Assessment Systems Analyst	1	4,398 – 5,618
Assessment Technician I	1	1,792 – 2,294
Assessment Technician II	2	2,008 – 2,571
Assessment Technician III	2	2,265 – 2,894
Auditor–Appraiser I	0	3,194 – 4,081
Auditor–Appraiser II	2	3,512 – 4,483
Auditor–Appraiser Supervisor	1	4,590 – 5,861
Cadastral Mapping/GIS Supervisor	1	3,984 – 5,087
Cadastral Mapping/GIS Technician	1	3,263 – 4,171
Office Supervisor II	1	3,316 – 4,235
Senior Title Examiner	1	2,394 – 3,057
Title Examiner	2	2,098 – 2,682

INYO

Total Reported Positions: 9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,654
Assistant County Assessor	1	6,074
Appraiser III	0	3,757 – 4,574
Appraiser II	1	3,426 – 4,166
Appraiser I	1	3,119 – 3,795
Cadastral Technician III	1	3,345 – 4,062
Administrative Analyst I*	1	3,757 – 4,754
Assessment Clerk III	1	3,345 – 4,062

INYO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessment Clerk II	1	\$3,194 – 3,880
Assessment Clerk III (60%)	1	2,174 – 2,640
Assessment Clerk I	0	2,910 – 3,537

**Includes 5% bonus for second language skills*

KERN

Total Reported Positions: 103

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$11,647
Confidential Assistant County Assessor	1	7,281 – 8,888
Business Manager	1	5,009 – 6,116
Administrative Coordinator	1	3,962 – 4,837
Confidential Administrative Assistant	1	4,165 – 5,084
Chief Appraiser	3	5,731 – 6,996
Supervising Appraiser	4	5,534 – 6,756
Senior Appraiser	4	5,084 – 6,207
Appraiser I/II/III	31	3,533 – 5,846
Appraisal Assistant	13	2,619 – 3,197
Supervising Auditor–Appraiser	1	5,534 – 6,756
Senior Auditor–Appraiser	2	5,084 – 6,207
Auditor–Appraiser I/II/III	9	3,533 – 5,846
Petroleum Geologist	1	7,539 – 9,204
Engineering/Drafting Technician I/II/III	4	3,923 – 5,846
Local Area Network Systems Administrator	1	5,425 – 6,623
Systems Analyst I/II or Programmer I/II	2	4,910 – 6,623
Fiscal Support Supervisor	3	3,586 – 4,378
Fiscal Support Specialist	5	3,197 – 3,903
Fiscal Support Technician	14	2,685 – 3,278
Office Services Technician	1	2,406 – 2,937

KINGS

Total Reported Positions: 25.55

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$9,064
Auditor–Appraiser II	1	4,160
Auditor–Appraiser I	1	4,021
Appraiser III	2.75	5,054

KINGS (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraiser II	3	\$4,398
Appraiser I	3	3,604
Appraisal Aide III	3.8	3,198
Appraisal Aide II	3	2,647
Cadastral GIS Technician III	1	4,184
Management Analyst III	1	6,048
Executive Secretary	1	3,533
Senior Appraiser	1	5,583
Chief Appraiser	1	6,048
Supervising Appraisal Aide	1	3,713
Support Services Specialist	1	3,713

LAKE

Total Reported Positions: 15.6

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$7,334
Chief Deputy Assessor – Recorder (Valuation)	1	4,727 – 5,746
Supervising Appraiser	1	3,889 – 4,727
Appraiser Aid/Appraiser I/II/III	5	2,632 – 4,288
Auditor–Appraiser I/II/III	2	2,975 – 4,395
Deputy Assessor – Recorder I/II/III	4	1,871 – 2,764
Cadastral Mapping Specialist	1	3,280 – 3,987
Assessor – Recorder Assistant	0.6	2,114 – 2,570

LASSEN

Total Reported Positions: 9.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,069 – 7,340
Chief Appraiser	1	4,107 – 4,956
Senior Appraiser	1	3,571 – 4,304
Assistant Appraiser	1	2,912 – 3,500
Senior Auditor–Appraiser	1	3,741 – 4,511
Administrative Assistant	1	3,108 – 3,741
Senior Cadastral Drafter	1	3,048 – 3,660
Appraiser Technician	1	2,658 – 3,192
Cadastral Drafter	1	2,428 – 2,912
Administrative Clerk	0.5	1,941 – 2,321

LOS ANGELES

Total Reported Positions: 1,467

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,612
Assistant County Assessor	1	11,907– 18,022
Account Clerk II	4	2,481 – 3,330
Accounting Technician I	2	2,702 – 3,530
Administrative Assistant II	5	3,853 – 5,051
Administrative Assistant III	3	4,292 – 5,630
Administrative Assistant IV, Assessor	1	4,738 – 6,214
Administrative Services Manager I	1	5,242 – 6,874
Administrative Services Manager II	2	5,685 – 7,457
Administrative Services Manager III, Assessor	1	6,018 – 7,893
Application Developer II	6	5,386 – 6,690
Appraiser	254	3,495 – 6,003
Appraiser Assistant	15	2,675 – 3,495
Appraiser Specialist I	187	5,101 – 6,690
Appraiser Specialist II	3	5,386 – 7,063
Appraiser Trainee	12	3,284
Assessor's Librarian	1	2,927 – 3,826
Assistant Property Assessment Specialist	1	4,106 – 5,386
Chief Appraiser	9	8,294 – 11,480
Chief Clerk	5	3,789 – 5,101
Chief Deputy Assessor	1	11,907 – 18,022
Computer System Operator	3	2,864 – 3,742
Data Control Clerk	3	2,257 – 3,036
Departmental Chief Information Officer I	1	8,916 – 12,341
Departmental Civil Services Representative	1	5,399 – 7,081
Departmental Finance Manager II	1	7,715 – 10,679
Departmental Information Security Officer	1	6,908 – 9,061
Departmental Personnel Assistant	4	2,788 – 3,643
Departmental Personnel Technician	1	4,345 – 5,700
Director, Assessor's Operations	4	10,304 – 12,949
Equipment Maintenance Helper	3	2,715 – 3,362
Executive Secretary	1	5,630 – 7,384
Graphic Artist	1	3,437 – 4,499
Graphic Arts Aide	1	2,775 – 3,625
Head Clerk	34	3,218 – 4,324
Head Departmental Personnel Technician	1	5,399 – 7,081
Head Reprographics, Assessor	1	4,577 – 6,003
Head, Support Services, Assessor	5	5,064 – 6,641
Information Systems Analyst I	2	4,738 – 6,214
Information Systems Analyst II	13	5,089 – 6,674

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Information Systems Analyst Aide	4	\$3,967 – 5,203
Information Systems Supervisor I	10	6,198 – 8,129
Information Systems Supervisor II	6	7,046 – 9,241
Information Technology Aide	13	2,920 – 3,816
IT Technical Support Analyst I	2	4,027 – 5,281
IT Technical Support Analyst II	6	4,487 – 5,886
Intermediate Clerk	168	2,257 – 3,036
Intermediate Supervising Clerk	1	2,822 – 3,789
Intermediate Typist Clerk	3	2,315 – 3,110
Inventory Control Assistant I	1	2,561 – 3,437
Management Secretary V	4	4,532 – 5,944
Network System Administrator II	4	5,281 – 6,925
Ownership Clerk I	43	2,350 – 3,156
Ownership Clerk II	56	2,617 – 3,513
Ownership Services Specialist	51	2,913 – 3,910
Ownership Services Supervisor I	21	3,242 – 4,356
Ownership Services Supervisor II	2	3,608 – 4,856
Payroll Clerk I	3	2,689 – 3,608
Personnel Officer, Assessor	1	7,715 – 10,679
Principal Application Developer	1	6,908 – 9,061
Principal Appraiser	42	6,062 – 8,394
Principal Appraiser, Recurrent	2	6,062 – 8,394
Principal Property Assessment Specialist	1	6,062 – 8,394
Printer I	2	2,630 – 3,437
Printer II	1	3,330 – 3,910
Procurement Aide	1	2,682 – 3,504
Procurement Assistant I	1	2,977 – 3,891
Property Assessment Specialist	5	5,101 – 6,690
Senior Application Developer	12	5,828 – 7,643
Senior Clerk	201	2,548 – 3,420
Senior Departmental Personal Assistant	4	3,617 – 4,738
Senior Departmental Personal Technician	4	4,844 – 6,353
Senior Information Systems Analyst	6	6,198 – 8,129
Senior Information Technology Aide	7	3,428 – 4,487
Senior IT Technical Support Analyst	2	5,002 – 6,560
Senior Management Secretary V	3	5,051 – 6,625
Senior Network Systems Administrator	7	5,886 – 7,719
Senior Property Assessment Specialist	1	5,533 – 7,257
Senior Secretary V	11	4,066 – 5,333
Senior Survey – Mapping Technician	18	4,577 – 5,685
Senior Typist Clerk	8	2,611 – 3,504
Special Assistant, Assessor	2	6,018 – 7,893
Special Assistant, Assessor (UC)	6	7,739 – 10,149

LOS ANGELES (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Staff Assistant I	1	\$3,073 – 4,017
Staff Assistant II	1	3,706 – 4,856
Staff Assistant, Assessor	2	2,984 – 3,901
Supervising Accounting Technician, Assessor	1	3,669 – 4,808
Supervising Appraiser	80	5,728 – 7,513
Supervising Cadastral Engineer II	2	6,400 – 7,951
Supervising Cadastral Engineer III	1	7,063 – 8,775
Supervising Payroll Clerk II	1	3,322 – 4,465
Supervising Survey - Mapping Technician	4	5,101 – 6,337
Supply Officer I	1	4,076 – 5,346
Survey – Mapping Technician	14	4,335 – 5,386
Transcriber Typist	1	2,656 – 3,379
Warehouse Worker I	1	2,630 – 3,437
Warehouse Worker III	1	3,088 – 4,036
Warehouse Worker Aid	3	2,493 – 3,257

MADERA

Total Reported Positions: 25.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,556
Chief Appraiser*	0	6,023 – 7,322
Supervising Appraiser	2	4,533 – 5,510
Appraiser I, II, or III	8.5	3,011 – 4,697
Assessment Office Manager**	0	3,278 – 3,984
Assessment Clerk I or II	2	1,971 – 2,782
Assessment Technician	7	2,529 – 3,074
Office Assistant I or II	0	1,865 – 2,505
Supervising Auditor–Appraiser	1	4,934 – 5,997
Auditor–Appraiser I, II, or III	2	3,278 – 5,113
Supervising Cadastral Drafting Technician	1	3,883 – 4,720
Cadastral Drafting Technician	1	2,850 – 4,024

Staff was furloughed 2 days per month, equivalent to a 9.23% pay cut

** The Chief Appraiser retired and works 2 days per week as extra help*

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

MARIN

Total Reported Positions: 55.9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	0.8	\$11,224
Assistant County Assessor – Recorder – Clerk	0.5	4,729 – 5,296
Assistant County Assessor – Valuation	1	9,565 – 10,592
Administrative Services Associate	1	4,818 – 5,915
Appraiser III	4	5,442 – 6,515
Appraiser II	14	4,968 – 5,938
Appraiser I	2	3,996 – 4,750
Assessment Recording Supervisor	3	4,730 – 5,655
Assessment Recording Technician II	8	3,578 – 4,245
Assessment Recording Technician I	1	3,305 – 3,965
Auditor–Appraiser II	4	5,010 – 5,995
Cadastral Mapping Technician	2	4,191 – 4,979
Chief of Administrative Services	0.8	6,045 – 7,314
Chief of Assessment Standards	1	7,036 – 8,514
Chief of Assessment Systems	1	7,036 – 8,514
Department Technology & Support Specialist	1	5,710 – 6,895
Principal Appraiser	3	6,784 – 8,171
Principal Auditor–Appraiser	1	6,784 – 8,171
Senior Assessment Recording Technician	3	4,106 – 4,867
Senior Auditor–Appraiser	1	5,442 – 6,521
Senior Secretary	0.8	3,617 – 4,325
Supervising Cadastral Mapping Technician	1	5,080 – 6,228
Supervising Technology Systems Specialist	0.5	3,535 – 4,326
Technology Systems Specialist II	0.5	2,904 – 3,477

MARIPOSA

No information provided

MENDOCINO

Total Reported Positions: 21

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Clerk – Recorder	1	\$7,111 – 8,642
Assistant County Assessor	1	5,113 – 6,217
Senior Auditor–Appraiser	1	4,087 – 4,969
Chief Property Appraiser	1	3,889 – 4,728
Auditor–Appraiser	2	3,889 – 4,288

MENDOCINO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Real Property Appraiser I/II/III	7	\$2,504 – 4,288
Administrative Assistant	1	2,972 – 3,614
Mapping Coordinator	1	2,830 – 3,442
Property Tax Technician	1	2,766 – 3,362
Staff Assistant II	1	2,218 – 2,697
Staff Assistant I	2	2,012 – 2,445
Staff Assistant III	1	2,442 – 2,969
Assessment Information Supervisor	1	3,048 – 3,705

MERCED

Total Reported Positions: 27

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$13,908
Assistant County Assessor – Recorder – Clerk	1	8,687 – 10,563
Chief Appraiser	1	6,360 – 7,734
Chief Auditor–Appraiser	1	6,360 – 7,734
Chief, Mapping and Title Services	0	Not budgeted
Assessment Services Supervisor	1	3,994 – 4,857
Supervising Auditor–Appraiser	1	5,767 – 7,017
Supervising Appraiser	0	4,857 – 5,909
Auditor–Appraiser I/II/III (flexible staffing)	4	3,896 – 6,056
Appraiser I/II/III (flexible staffing)	6	3,449 – 5,358
Senior Appraiser	1	Not budgeted
Appraiser Assistant	1	3,007 – 3,656
Title Technician	1	3,711 – 4,512
Assistant Title Technician	1	3,205 – 3,897
Drafting Technician I/II (flexible staffing)	1	2,765 – 3,897
Assessment Clerk III	2	3,097 – 3,585
Assessment Clerk I/II (flexible staffing)	3	2,423 – 3,252
Extra Help Appraiser III	1	25.41/hr

MODOC

Total Reported Positions: 6

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$5,076
Senior Appraiser *	1	2,906 – 3,709
Auditor–Appraiser II *	1	2,766 – 3,529
Administrative Assistant *	1	2,632 – 3,359
Assessment Office Specialist II *	2	2,021 – 2,579

* 30 hours furlough

MONO

Total Reported Positions: 10

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,564
Assistant Assessor	1	8,129
Appraiser III	4	6,391
Appraiser II	1	5,002
Auditor–Appraiser	1	5,649
Appraiser Aide	1	4,871
Fiscal & Technical Specialist III	1	4,585

MONTEREY

Total Reported Positions: 51

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Clerk – Recorder	1	\$15,227
Assistant County Assessor – Clerk – Recorder – Valuation	1	7,557 – 10,324
Account Clerk	1	2,437 – 3,329
Accounting Technician	2	3,082 – 4,209
Administrative Services Officer	1	5,019 – 6,854
Appraiser II	12	3,839 – 5,243
Appraiser III	5	4,284 – 5,851
Assessment Clerk	1	2,487 – 3,396
Auditor–Appraiser II	3	3,956 – 5,403
Auditor–Appraiser III	1	4,797 – 6,552
Auditor–Appraiser Manager	1	5,687 – 7,763
Business Technology Analyst II	1	5,003 – 6,833
Departmental Information Systems Manager I	1	6,025 – 8,224
Office Assistant II	6	2,319 – 3,167
Personnel Technician – Confidential	1	3,560 – 4,862
Principal Office Assistant	1	2,789 – 3,809
Property Transfer Clerk	4	2,640 – 3,606
Secretary – Confidential	1	2,707 – 3,697
Senior Account Clerk	1	2,733 – 3,734
Senior Assessment Clerk	0	2,693 – 3,678
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 I	1	3,152 – 4,305

NAPA

Total Reported Positions: 23

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$13,371
Assistant Assessor – Recorder – Clerk	1	8,615 – 10,374
Chief Appraiser	1	7,509 – 9,027
Supervising Auditor–Appraiser	1	6,046 – 7,251
Supervising Appraiser	1	5,727 – 6,864
Mapping and Title Supervisor	1	5,105 – 6,107
Auditor–Appraiser II	2	4,980 – 5,970
Appraiser III	3	5,193 – 6,219
Appraiser II	4	4,770 – 5,704
Appraiser Aide	1	3,538 – 4,207
Mapping and Title Technician	1	3,999 – 4,777
Title Technician	2	3,508 – 4,172
Assessment Records Assistant II	4	3,271 – 3,871

NEVADA

Total Reported Positions: 22.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,957
Assistant County Assessor	1	6,846 – 8,358
Administrative Services Associate	1	4,116 – 5,025
Chief Appraiser	1	5,836 – 7,125
Accounting Assistant Senior	1	3,142 – 3,835
Appraiser Technician II	2	3,488 – 4,259
Appraiser I	1	3,722 – 4,544
Appraiser II	3	4,113 – 5,021
Appraiser III	0.75	4,544 – 5,547
Appraiser Senior	2	5,021 – 6,129
Assessment Assistant I	1	2,460 – 3,004
Assessment Assistant II	4.75	2,718 – 3,191
Assessment Assistant Senior	1	3,004 – 3,667
Auditor–Appraiser I	1	3,722 – 4,544
Mapping Technical	1	3,488 – 4,259

ORANGE

Total Reported Positions: 315

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$14,425
Project Manager (Administrative Manager III)	6	7,686 – 13,497
Senior Staff Analyst (Administrative Manager II)	4	6,148 – 10,927
Appraiser I	12	4,091 – 5,512
Appraiser II	54	4,566 – 6,146
Appraiser III	21	5,067 – 6,824
Assessment Technician II	65	2,895 – 3,883
Assessment Technician III	13	3,323 – 4,436
Auditor–Appraiser I	10	4,091 – 5,512
Auditor–Appraiser II	21	4,566 – 6,146
Auditor–Appraiser III	15	5,067 – 6,824
Cadastral Technician II	6	3,635 – 4,869
Chief Cadastral Technician	1	5,295 – 7,114
Executive Secretary II	1	3,862 – 5,160
Information Technologist II	9	5,295 – 7,114
Information Technology Supervisor	3	6,888 – 9,296
Information Technology Technician I	2	3,539 – 4,741
Information Technology Technician II	3	4,143 – 5,581
Managing Appraiser	2	6,308 – 8,492
Managing Assessment Technician	4	4,500 – 6,058
Managing Auditor–Appraiser	2	6,308 – 8,492
Office Assistant	8	2,636 – 3,103
Office Specialist	2	2,756 – 3,650
Office Technician	2	2,636 – 3,103
Principal Appraiser	1	5,665 – 7,613
Secretary II	6	2,921 – 3,897
Senior Appraiser	12	5,665 – 7,613
Senior Assessment Technician	9	3,735 – 4,994
Senior Auditor–Appraiser	7	5,665 – 7,613
Senior Cadastral Technician	5	4,032 – 5,432
Senior Information Technologist	1	6,217 – 8,370
Staff Assistant	2	3,252 – 4,358
Store Clerk	1	2,553 – 3,373
Store Keeper I	1	2,865 – 3,843
Supervising Cadastral Technician	2	4,500 – 6,058
Technical Systems Specialist	1	5,736 – 7,708

301 positions were budgeted for 2011-12

PLACER

Total Reported Positions: 85

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,342 – 13,787
Assistant County Assessor	1	9,797 – 11,908
Assessment Manager	1	8,273 – 10,056
Chief Appraiser	3	8,273 – 10,056
Managing Appraiser	3	7,488 – 9,101
Managing Auditor–Appraiser	1	7,488 – 9,101
Information Technology Supervisor	1	7,488 – 9,101
Supervising Appraiser	1	6,756 – 8,212
Senior Appraiser	8	6,286 – 7,641
Senior Auditor–Appraiser	2	6,286 – 7,641
Senior Administrative Services Officer	1	6,137 – 7,460
Senior Technology Solutions Analyst	2	6,127 – 7,449
Assessment Supervisor	4	5,172 – 6,286
Assistant/Associate Appraiser	14	4,926 – 6,601
Assistant/Associate Auditor–Appraiser	2	4,926 – 6,601
Senior Cadastral Technician	1	4,468 – 5,430
GIS Technician I/II	1	4,052 – 5,430
Information Technology Technician I/II	1	4,147 – 5,558
Appraisal Technician	17	3,859 – 4,691
Executive Secretary	1	3,762 – 4,573
Administrative Technician	2	3,762 – 4,573
Cadastral Technician I/II	3	3,676 – 4,468
Senior Administrative Clerk	5	3,024 – 3,676
Administrative Clerk, Entry/Journey	9	2,488 – 3,334

PLUMAS

Total Reported Positions: 8

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$6,232
Assessor's Office Manager	1	3,315 – 4,036
Chief Appraiser	1	4,030 – 4,903
Appraiser II	2	3,159 – 3,844
Appraiser III	1	3,482 – 4,236
Property Tax Specialist II	1	2,476 – 3,014
Cadastral Drafting Specialist	1	3,482 – 4,236

RIVERSIDE

Total Reported Positions: 193

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Clerk – Recorder	1	\$13,811
Assistant Assessor – Clerk –Recorder	1	11,682
Principal Deputy Assessor – Clerk – Recorder	4	8,268
Assessor – Clerk – Recorder Technician I	19	3,380
Assessor – Clerk – Recorder Technician II	19	3,794
Assessor – Clerk – Recorder Technician III	1	4,225
Administrative Services Analyst II	1	5,111
Administrative Services Assistant	1	3,874
Appraiser I	1	4,573
Appraiser II	27	5,385
Appraiser Technician	20	3,886
Appraiser Trainee	18	3,933
Auditor–Appraiser II	6	5,385
GIS Analyst	2	5,349
GIS Senior Analyst	1	5,775
GIS Specialist II	6	4,496
GIS Supervisor Analyst	1	6,828
Information Technology Applications Developer III	2	7,573
Information Technology Business Systems Analyst II	1	6,214
Information Technology Business Systems Analyst III	1	7,706
Information Technology Systems Operator II	1	5,132
Information Technical Officer I	1	9,009
Office Assistant II	3	2,898
Senior Appraiser	29	5,795
Senior Auditor–Appraiser	6	5,852
Senior GIS Specialist	1	4,998
Supervising ACR Technician	3	4,460
Supervising Appraiser	13	6,422
Supervising Auditor–Appraiser	2	6,485
Supervising Office Assistant I	1	3,404

SACRAMENTO

Total Reported Positions: 151.9

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,611
Assistant County Assessor	0.8	10,165
Administrative Services Officer III	1	7,388 – 8,145
Assessment Supervisor	2	3,644 – 4,428
Assessment Technician	6	3,285 – 3,992

SACRAMENTO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Associate Auditor–Appraiser	7	\$5,034 – 6,120
Associate Real Property Appraiser	20	5,034 – 6,120
Auditor–Appraiser II	2	4,286 – 5,210
Chief Appraiser	4	8,907 – 9,908
Data Entry Operator	1	2,582 – 3,139
Executive Secretary	1	3,640 – 4,425
Geographic Information Systems Analyst I	1	5,131 – 6,238
Geographic Information Systems Technician II	1	3,797 – 4,615
Information Technology Analyst II	5.5	5,700 – 6,930
Information Technology Technician II	1	3,426 – 4,162
Office Assistant II	5	2,459 – 2,913
Office Specialist II	17.8	2,894 – 3,517
Personnel Specialist II	1	3,369 – 4,096
Principal Information Technology Analyst	1	7,987 – 8,804
Real Property Appraiser II	23	4,286 – 5,210
Senior Auditor–Appraiser	3	5,542 – 6,736
Senior GIS Technician	2	4,176 – 5,076
Senior GIS Analyst	1	6,584 – 8,004
Senior Information Systems Analyst	1	6,584 – 8,004
Senior Information Technology Technician	1	4,113 – 4,999
Senior Office Assistant	2	2,831 – 3,440
Senior Office Specialist	16	3,158 – 3,838
Senior Personnel Analyst	0.8	5,514 – 6,701
Senior Real Property Appraiser	14	5,542 – 6,736
Supervising Auditor–Appraiser	2	6,280 – 7,632
Supervising Real Property Appraiser	7	6,280 – 7,632

SAN BENITO

Total Reported Positions: 15.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$9,209 – 11,759
Assistant County Assessor	1	7,462 – 10,005
Auditor–Appraiser III	1	4,692 – 6,288
Auditor–Appraiser II	1	4,052 – 5,432
Supervising Appraiser	1	5,173 – 6,934
Appraiser III	2.5	4,490 – 6,019
Appraiser II	2	3,878 – 5,199
Computer Mapping Specialist III	1	4,052 – 5,432
Computer Mapping Specialist II	1	3,500 – 4,691
Assessment Office Manager	1	4,052 – 5,432
Assessment Clerk III	2	2,781 – 3,729
Assessment Clerk II	1	2,523 – 3,382

SAN BERNARDINO

Total Reported Positions: 168

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$16,374
Administrative Supervisor II	1	5,798 – 7,410
Appraisal Technician	14	2,789 – 3,557
Appraiser I	31	3,926 – 5,006
Appraiser II	12	4,330 – 5,521
Appraiser III	7	4,767 – 6,087
Auditor–Appraiser II	10	4,656 – 5,942
Auditor–Appraiser III	2	5,006 – 6,394
Automated Systems Analyst I	2	4,330 – 5,521
Automated Systems Technician	1	3,472 – 4,430
Business Systems Analyst II	1	5,521 – 7,053
Cadastral Drafting Technician I	3	3,226 – 4,120
Cadastral Drafting Technician II	2	3,472 – 4,430
Cadastral Drafting Technician III	1	3,741 – 4,767
Cadastral Services Supervisor	1	4,541 – 5,798
Chief Appraiser	1	7,595 – 9,719
Chief of Assessment Services	1	7,595 – 9,719
Contract PIMS Business Analyst	1	6,087 – 7,783
Executive Secretary III	1	4,020 – 5,129
Fiscal Assistant	1	2,531 – 3,226
Office Assistant II	7	2,297 – 2,928
Office Assistant III	28	2,531 – 3,226
Office Specialist	1	2,789 – 3,557
Payroll Specialist	1	2,655 – 3,389
Principal Appraiser	4	5,798 – 7,410
Staff Analyst I	1	4,020 – 5,129
Supervising Auditor–Appraiser	1	5,254 – 6,715
Supervising Office Assistant	2	2,928 – 3,741
Supervising Office Specialist	1	3,389 – 4,330
Supervising District Appraiser	8	5,254 – 6,715
Supervising Title Transfer Technician I	1	3,226 – 4,120
Supervising Title Transfer Technician II	1	3,557 – 4,541
Title Transfer Technician I	15	2,928 – 3,741
Title Transfer Technician II	3	3,146 – 4,020

SAN DIEGO

Total Reported Positions: 289

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$16,595
Assistant County Assessor – Recorder – Clerk	1	11,509 – 14,827
Chief Deputy Administrative Services	1	9,377 – 13,033
Chief Deputy Assessor	1	9,377 – 13,033
Special Assistant, ARCC	0	7,413 – 10,533
Senior Departmental Personnel Officer	1	5,659 – 7,585
Human Resources Specialist	2	3,229 – 4,734
Departmental Payroll Specialist	1	3,068 – 3,730
Departmental Payroll Technician	1	2,652 – 3,222
Financial Policy & Planning Officer	1	6,881 – 8,365
Administrative Services Manager I	1	5,659 – 6,878
Accounting Technician	3	2,990 – 3,635
Administrative Secretary IV	1	3,725 – 4,526
Administrative Secretary III	3	3,458 – 4,203
Division Chief II	3	8,100 – 9,845
Division Chief I	6	7,361 – 8,947
Supervising Appraiser II	4	6,713 – 8,161
Supervising Appraiser I	8	6,101 – 7,417
Supervising Audit–Appraiser	3	6,713 – 8,161
Appraiser IV	9	5,552 – 6,748
Appraiser III	29	5,046 – 6,134
Appraiser II	55	4,474 – 5,437
Audit–Appraiser IV	4	5,689 – 6,914
Audit–Appraiser III	7	5,172 – 6,289
Audit–Appraiser II	7	4,578 – 5,566
Assistant Division Chief	3	4,671 – 5,678
Supervising Assessment Clerk	4	3,247 – 3,945
Senior Assessment Clerk	9	2,768 – 3,364
Assessment Clerk	45	2,458 – 2,987
Cadastral Technician	6	3,586 – 4,359
Senior Cadastral Technician	7	4,053 – 4,926
Cadastral Supervisor I	1	4,703 – 5,717
Cadastral Supervisor II	2	5,172 – 6,287
Geographic Information Systems Analyst	1	3,945 – 5,288
Senior Geographic Information Systems Analyst	1	5,287 – 6,427
Imaging Technician I	0	2,638 – 3,207
Imaging Technician II	5	2,952 – 3,588
Imaging Technician III	2	3,366 – 4,091
Property Assessment Specialist III	11	3,914 – 4,760
Property Assessment Specialist II	39	3,259 – 3,962

SAN FRANCISCO

Total Reported Positions: 137

TITLE	NO. OF POSITIONS	MONTHLY SALARY
City & County Assessor – Recorder	1	\$13,823
Manager, Transactions	1	9,074
Manager, Exemptions & Public Service	1	9,074
Manager, Chief Appraiser	1	9,733
Chief of Standards & Planning	1	9,733
Deputy Assessor, Business Personal Property	1	11,267
Deputy Assessor, Transactions/Exemptions/ Public Service	1	10,504
Chief Administrative Officer	1	10,504
Information Services Manager	1	11,113
Information Services Engineer – Journey	1	7,079 – 8,905
Information Services Administrator I	1	4,405 – 5,356
Senior Personnel Analyst	1	6,511 – 7,915
Payroll Clerk	1	4,247 – 5,164
Account Clerk	1	3,567 – 4,332
Senior Account Clerk	1	4,126 – 5,014
Junior Administrative Analyst	2	4,087 – 4,966
Senior Administrative Analyst	2	6,227 – 7,569
Principal Administrative Analyst	1	7,209 – 8,762
Junior Management Assistant	1	4,353 – 5,291
Management Assistant	1	4,943 – 6,006
Senior Management Assistant	1	5,664 – 6,886
Senior Clerk	1	3,450 – 4,186
Assessment Clerk	33	3,567 – 4,332
Senior Assessment Clerk	12	3,920 – 4,765
Personal Property Auditor	7	5,307 – 6,451
Senior Personal Property Auditor	7	6,143 – 7,467
Principal Personal Property Auditor	2	7,111 – 8,643
Real Property Appraiser	29	5,307 – 6,451
Senior Real Property Appraiser	15	6,143 – 7,467
Principal Real Property Appraiser	7	7,111 – 8,643
Engineering Associate I	1	5,075 – 6,169

SAN JOAQUIN

Total Reported Positions: 90

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$13,506
Assistant Assessor – Recorder – Clerk	1	8,708 – 10,584
Department Information Systems Manager	1	7,595 – 9,233
Principal Appraiser	2	7,375 – 8,966
Appraiser IV	5	5,862 – 7,127
Appraiser III	15	4,968 – 6,037
Appraiser II	6	4,352 – 5,290
Auditor–Appraiser IV	2	5,862 – 7,127
Auditor–Appraiser III	6	4,968 – 6,037
Auditor–Appraiser II	3	4,352 – 5,290
Property Technician II	2	3,264 – 3,966
Property Technician I	10	3,110 – 3,779
Chief Cadastral Technician	1	4,144 – 5,039
Senior Cadastral Technician	1	3,872 – 4,707
Cadastral Technician II	4	3,479 – 4,228
Department Applications Analyst III	1	6,339 – 7,708
Department Information Systems Analyst II	1	5,555 – 6,753
Department Information Systems Technician II	1	3,201 – 3,891
Transfer Technician III	3	3,217 – 3,909
Transfer Technician II	4	3,080 – 3,742
Exemptions Supervisor	1	3,217 – 3,908
Office Supervisor	1	3,006 – 3,652
Senior Office Assistant	16	2,713 – 3,297
Administrative Assistant I	1	3,966 – 4,824
Office Secretary	1	3,006 – 3,652

Furloughs were imposed for year 2011-12 due to budgetary constraints. A 0.923 percent and 1.2 percent were reduced in the bi-weekly salary respectively for non-supervisory and management level. The Assessor and Assistant Assessor do not have any reductions in salary.

SAN LUIS OBISPO

Total Reported Positions: 80

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,003
Assistant County Assessor	1	8,753 – 10,639
Assessment Manager	5	6,375 – 7,749
Assessment Analyst I	1	4,702 – 5,716
Assessment Analyst II	4	5,447 – 6,621
Supervising Appraiser	3	5,801 – 7,052

SAN LUIS OBISPO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraiser Trainee	4	\$3,367 – 4,092
Appraiser II	14	4,503 – 5,472
Appraiser III	5	4,912 – 5,971
Auditor–Appraiser I	1	3,924 – 4,770
Auditor–Appraiser II	2	4,643 – 5,645
Auditor–Appraiser III	2	5,844 – 7,104
Cadastral Mapping Systems Supervisor	1	5,879 – 7,146
Cadastral Mapping Systems Specialist II	2	4,236 – 5,148
Cadastral Mapping Systems Specialist III	2	5,075 – 6,167
Assessment Technician Supervisor	2	4,172 – 5,070
Assessment Technician I	3	2,558 – 3,109
Assessment Technician II	4	2,922 – 3,553
Assessment Technician III	6	3,192 – 3,882
Assessment Technician IV	2	3,603 – 4,380
Accounting Technician	1	3,282 – 3,990
Supervising Property Transfer Technician	1	3,867 – 4,700
Property Transfer Technician I	5	2,880 – 3,501
Property Transfer Technician II	4	3,161 – 3,844
Property Transfer Technician III	2	3,459 – 4,206
Secretary I	1	2,986 – 3,629
Administrative Assistant II	1	2,594 – 3,156

SAN MATEO

Total Reported Positions: 73

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$14,334
Deputy Assessor – Recorder – Clerk	2	8,536 – 11,770
Principal Appraiser	4	6,672 – 8,340
Senior Appraiser	17	5,637 – 7,047
Appraiser II	12	4,966 – 6,208
Appraiser I	2	4,490 – 5,020
Principal Auditor–Appraiser	2	6,672 – 8,340
Senior Auditor–Appraiser	4	5,637 – 7,047
Auditor–Appraiser II	6	4,966 – 6,208
Auditor–Appraiser I	1	4,490 – 5,020
Senior Drafting Technician	1	5,332 – 6,665
Drafting Technician II	1	4,758 – 5,948
Information Technology Manager	1	7,378 – 9,222
Department System Analyst	2	6,570 – 8,213
Assessor – Recorder Support Services Supervisor	2	4,360 – 5,450

SAN MATEO (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Assessor – Recorder Technician III	6	\$3,672 – 4,678
Assessor – Recorder Technician II	9	3,205 – 4,006

SANTA BARBARA

Total Reported Positions: 69

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$9,740 – 16,175
Assistant Assessor – Recorder – Clerk	1	7,479 – 12,349
Assistant Assessor	1	7,479 – 12,349
Appraiser Division Manager	3	6,261 – 11,305
Assessment Supervisor	5	6,017 – 7,346
Appraiser I – III	18	3,978 – 6,047
Auditor Appraiser I – III	4	4,461 – 6,485
Information Systems Division Manager	1	6,261 – 11,305
Financial Systems Analyst, Senior	2	6,981 – 8,523
EDP Systems & Program Analyst I/II	1	5,523 – 7,449
EDP Systems & Program Analyst, Senior	3	6,414 – 7,830
EDP Office Automation Specialist I/II	1	6,414 – 8,523
Computer Systems Specialist I/II	1	4,569 – 6,478
Human Resources Manager	1	5,914 – 9,740
Fiscal Manager	1	5,914 – 9,740
Department Business Specialist I/II	1	4,569 – 6,478
Financial Office Professional I – III	1	2,459 – 5,204
Administrative Office Professional I – III	18	2,545 – 5,386
Mapping/GIS Analyst Supervisor	1	6,078 – 7,419
Mapping/GIS Tech Analyst	4	3,880 – 6,388

SANTA CLARA

Total Reported Positions: 243

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$15,322
Assistant County Assessor	1	10,430 – 13,383
Special Assistant to the County Assessor	1	6,701 – 8,553
Accountant Assistant	4	3,275 – 4,381
Account Clerk I	1	2,720 – 3,629
Account Clerk II	1	2,967 – 3,967
Administrative Services Manager	1	8,349 – 10,693

SANTA CLARA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Appraisal Aide	4	\$3,562 – 4,768
Appraiser II	26	4,426 – 5,937
Appraiser III	8	4,756 – 6,377
Appraisal Data Coordinator	7	3,291 – 4,402
Assessment Clerk	12	2,954 – 3,947
Assistant Chief Appraiser	1	7,685 – 9,342
Assistant Chief Auditor	1	7,685 – 9,342
Assistant Chief, Assessment Standard Services	1	7,685 – 9,342
Auditor–Appraiser	13	4,963 – 6,654
Cadastral Mapping Technician II	4	3,500 – 4,638
Chief Appraiser	1	8,186 – 10,482
Chief Auditor	1	8,186 – 10,482
Chief, Assessment Standard Services	1	8,186 – 10,482
Confidential Secretary	1	4,980 – 7,552
Director, Information Systems	1	9,441 – 12,113
Exemption Investigator	2	4,469 – 5,994
Exemption Manager	1	5,817 – 7,073
Geographic Information Systems Technician	1	5,242 – 6,346
Human Resources Assistant I	1	3,114 – 4,196
Information Systems Manager I	10	7,319 – 8,897
Information Systems Manager II	1	8,030 – 9,770
Information Systems Manager III	2	8,554 – 10,793
Information Systems Technician II	1	4,324 – 5,799
Mapping and Identification Supervisor	1	4,882 – 5,934
Office Management Coordinator	1	4,741 – 5,761
Office Specialist I	1	2,491 – 3,318
Office Specialist II	12	2,668 – 3,559
Office Specialist III	10	2,927 – 3,909
Property and Title Identification Technician	6	3,125 – 4,179
Property Transfer Examiner	9	3,449 – 4,615
Property Transfer Supervisor	1	4,882 – 5,934
Senior Assessment Clerk	15	3,125 – 4,179
Senior Appraiser	28	5,108 – 6,848
Senior Auditor–Appraiser	25	5,566 – 7,464
Senior Cadastral Mapping Technician	1	3,845 – 5,148
Senior Management Analyst	4	6,260 – 7,613
Senior Office Specialist	2	3,212 – 4,297
Supervising Auditor	5	7,005 – 8,515
Supervising Clerk	1	4,450 – 5,408
Supervising Appraiser	6	7,005 – 8,515
Supervising Appraisal Data Coordinator	1	4,859 – 5,905
Supervising Assessment Clerk	3	4,450 – 5,408
Contractor (Appeals Preparation) *	1	5,200
Contractor (PAAMS Consultant) *	1	6,177

SANTA CLARA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Contractor (Real Property Appeals) *	2	\$3,327

**Contract Position*

Mandatory furlough days for 2011-2012 (10 days for SEIU employees, 2 days for CEMA employees)

SANTA CRUZ

Total Reported Positions: 33.25

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$15,297
Chief Deputy Assessor – Valuation	1	6,716 – 8,960
Chief Deputy Assessor – Administration	1	6,716 – 8,960
Chief of Assessment Standards	1	5,828 – 7,771
Senior Appraiser	2	4,550 – 5,753
Appraiser II	8	4,145 – 5,241
Appraiser I	0	3,560 – 4,510
Chief Auditor–Appraiser	1	6,102 – 8,135
Auditor–Appraiser III	1	4,577 – 5,792
Auditor–Appraiser II	2.75	4,358 – 5,507
Auditor–Appraiser I	0	3,602 – 4,559
Appraiser–Auditor Aide	1.5	3,320 – 4,200
Senior Department Information Systems Analyst	1	5,095 – 6,442
Geographic Information System Technician II	2	3,452 – 4,369
Geographic Information System Technician I	0	3,153 – 3,987
Clerical Supervisor II	1	3,943 – 4,990
Assessment Technician	6	3,124 – 3,943
Assessment Clerk	1	2,906 – 3,672
Clerk II	0	2,646 – 3,346
Senior Receptionist	1	2,954 – 3,740
Departmental Information Systems Analyst	1	4,354 – 5,505

The salaries reflect furlough reduction, SEIU 6.92% and management 7.5%; Management positions are Assessor, Deputy Assessor–Valuation, Deputy Assessor–Administration, Chief of Assessment Standards, and Chief Auditor–Appraiser.

SHASTA

Total Reported Positions: 42

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$9,700
Deputy Assessor – Recorder, Administration	1	5,533 – 7,062
Deputy Assessor – Recorder, Valuation	1	5,533 – 7,062
Senior Specialist Real Property Appraiser	3	4,109 – 5,244
Senior Supervising Real Property Appraiser	2	4,068 – 5,193
Real Property Appraiser III	7	3,708 – 4,733
Real Property Appraiser II	2	3,380 – 4,314
Real Property Appraiser I	1	2,920 – 3,727
Senior Supervising Auditor–Appraiser	1	4,068 – 5,193
Auditor–Appraiser III	2	3,708 – 4,733
Auditor–Appraiser II	2	3,532 – 4,508
Program Manager – Mapping & Transfer	1	4,110 – 5,246
Program Manager – Rollover	1	4,110 – 5,246
Mapping Specialist II	2	3,567 – 4,553
Administrative Assistant – Confidential	1	3,051 – 3,894
Supervising Assessor Clerk	2	2,713 – 3,463
Senior Assessor Clerk	2	2,585 – 3,299
Assessor Clerk III	6	2,344 – 2,992
Assessor Clerk II	1	2,096 – 2,675
Assessor Clerk I	2	1,948 – 2,486
Extra-Help Clerk	1	1,948 – 2,486

SIERRA

Total Reported Positions: 4.7

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,434 – 11,302
Appraiser IV	1	3,770 – 4,582
Appraiser II	1	3,124 – 3,798
Assessment Technician	1.7	2,569 – 3,123

SISKIYOU

Total Reported Positions: 15.5

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$7,464
Assistant Assessor	1	4,860 – 5,907
Principal Appraiser	0.5	4,255 – 5,172

SISKIYOU (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Senior Specialist Appraiser	3	\$3,956 – 4,808
Senior Appraiser	3	3,767 – 4,579
Appraiser	0	3,254 – 3,956
Deputy Assessor – Recorder	1	4,391 – 5,702
Administrative Assessment Supervisor	1	3,334 – 4,052
Senior Assessment Technician	4	2,878 – 3,500
Assessment Technician *	0	2,487 – 3,021
Assessment Assistant	0	2,148 – 2,612
Mapping & Title Supervisor **	0	3,417 – 4,153
Senior Cadastral Mapping Technician	1	2,952 – 3,590

* Position frozen (2010/11 thru 2012/13) due to retirement incentive package

**Position frozen (2009/10 thru 2011/12) due to retirement incentive package

All employees except Department Head and Assistant Department Head had a salary reduction of 2% effective October 2011 and another 1.88% effective July 2012

SOLANO

Total Reported Positions: 34

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$13,367
Assistant County Assessor – Recorder	1	11,139
Chief Appraiser	1	8,427
Supervising Real Property Appraiser	2	7,067 – 7,420
Supervising Auditor–Appraiser	1	7,420
Clerical Operations Manager	1	5,800
Senior Appraiser	3	5,373 – 6,530
Appraiser	11	3,829 – 5,738
Auditor–Appraiser	2	5,015
Appraiser Technician	1	4,432
Office Assistant III	5	4,491
Office Assistant II	4	3,290 – 4,039
Cadastral Mapping Technician II	1	4,654

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

SONOMA

Total Reported Positions: 73

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder – Clerk	1	\$13,987
Chief Deputy Assessor – Recorder – Clerk	1	9,390 – 11,415
Executive Secretary, Confidential	1	4,187 – 5,054
Chief Appraiser	1	7,608 – 9,248
Appraiser IV	4	5,717 – 6,948
Appraiser III	13	4,959 – 6,028
Appraiser II	1	4,454 – 5,413
Appraiser I	4	3,854 – 4,684
Appraiser Aide	3	3,359 – 4,082
Supervising Auditor–Appraiser	1	5,941 – 7,221
Auditor–Appraiser II	6	5,080 – 6,174
Auditor–Appraiser I	0	4,350 – 5,287
Department Information Systems Specialist II	3	5,444 – 6,618
Department Analyst	1	5,134 – 6,242
Cadastral Mapping Supervisor	1	4,613 – 5,607
Cadastral Mapping Technician II	2	3,926 – 4,773
Cadastral Mapping Technician I	1	3,614 – 4,393
Assessment Process Manager	1	6,919 – 8,409
Assessor's Change in Ownership Supervisor	1	4,858 – 5,907
Assessment Process Supervisor	2	3,971 – 4,826
Assessment Process Specialist	10	3,605 – 4,383
Assessment Clerk	6	3,211 – 3,903
Assessment Clerk Trainee	4	2,880 – 3,501
Accounting Manager	1	7,521 – 9,140
Administrative Services Officer I	1	6,063 – 7,369
Accountant II	1	4,886 – 5,938
Accountant II, Confidential	1	5,193 – 6,277
Account Clerk II	1	3,176 – 3,861

Confidential Salaries include \$0.90/hour premium.

STANISLAUS

Total Reported Positions: 55

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$12,363
Assistant County Assessor (Manager IV)	2	6,080 – 9,120
Supervising Auditor–Appraiser	1	5,590 – 6,794
Senior Auditor–Appraiser	2	5,073 – 6,165
Auditor–Appraiser III	3	4,607 – 5,602

STANISLAUS (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Auditor–Appraiser II	1	\$4,191 – 5,094
Supervising Appraiser	4	5,326 – 6,474
Senior Appraiser	5	4,836 – 5,881
Appraiser III	11	4,395 – 5,343
Appraiser II	3	3,983 – 4,842
Appraiser I	3	3,293 – 4,004
Appraiser Technician	1	3,016 – 3,666
Cadastral Supervisor	1	4,322 – 5,255
Cadastral Technician	2	3,568 – 4,338
Supervising Account/Administrative Clerk I	3	3,444 – 4,186
Account Clerk III	7	2,998 – 3,645
Administrative Clerk I	2	2,461 – 2,991
Confidential Assistant IV	1	3,588 – 5,380
Senior Software Developer/Analyst	1	6,664 – 8,101
Software Developer/Analyst III	1	5,759 – 6,999

Employees were subject to 5% salary reduction for the fiscal year. 13 furloughs days – 10 days mandatory office closures, 3 days employee choice.

SUTTER

No information provided

TEHAMA

Total Reported Positions: 16

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$8,115
Deputy County Assessor – Administration	1	5,497 – 6,697
Chief Appraiser	1	5,034 – 6,133
Senior Auditor–Appraiser	1	3,743 – 4,561
Senior Appraiser	4	3,650 – 4,449
Chief Cadastral Drafting Technician	1	3,288 – 4,132
Senior Assessment Clerk	4	2,651 – 3,228
Transfer Analyst	1	2,583 – 3,148
Assessment Clerk III	1	2,401 – 2,924
Assessment Clerk II	1	2,173 – 2,651

TRINITY

No information provided

TULARE

No information provided

TUOLUMNE

Total Reported Positions: 11

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor – Recorder	1	\$8,824
Assistant County Assessor – Recorder	1	5,725 – 6,989
Appraiser I	1	2,905 – 3,547
Appraiser II	2	3,210 – 3,919
Senior Auditor–Appraiser	1	3,919 – 4,784
Cadastral/GIS Technician I	1	2,709 – 3,308
Senior Assessment Technician	4	2,416 – 2,949

VENTURA

Total Reported Positions: 136

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$13,815
Chief Deputy Assessor	2	8,561 – 11,986
Principal Appraiser	6	5,634 – 7,888
Administrative Assistant II	1	3,624 – 5,083
Imaging Specialist	1	2,340 – 3,275
Appraiser II	36	3,831 – 5,371
Appraiser III	16	4,277 – 5,997
Assessor's Technician II	7	3,011 – 3,854
Assessor's Technician III	7	3,294 – 4,216
Auditor–Appraiser II	8	3,831 – 5,371
Auditor–Appraiser III	5	4,173 – 5,997
Cadastral Technician III	4	3,367 – 4,714
Cadastral Technician IV	1	4,018 – 5,631
Clerical Supervisor II	3	3,045 – 4,263
Data Entry Operator III	1	2,263 – 3,164
Accounting Officer II	1	3,878 – 4,965
Management Assistant II	1	2,700 – 3,779
Management Assistant III	1	2,903 – 4,063

VENTURA (Continued)

TITLE	NO. OF POSITIONS	MONTHLY SALARY
Management Assistant IV – Confidential	1	\$3,555 – 4,977
Office Assistant III	11	2,395 – 3,348
Office Assistant IV	5	2,574 – 3,599
Office Systems Coordinator II	1	3,839 – 5,399
Office Systems Coordinator III	1	4,494 – 6,303
Office Systems Coordinator IV	3	5,340 – 7,082
Supervising Assessor's Technician	2	3,712 – 4,751
Supervising Appraiser	6	4,785 – 6,699
Supervising Auditor–Appraiser	2	4,785 – 6,699
Manager Assessment Services	1	4,856 – 6,646
Supervising Data Entry Operator	1	2,469 – 3,463

YOLO

Total Reported Positions: 27

TITLE	NO. OF POSITIONS	MONTHLY SALARY
County Assessor	1	\$11,473
Chief Deputy County Assessor	2	7,053 – 8,573
Supervising Assessment Technician	1	3,724 – 4,527
Senior Appraiser	4	5,024 – 6,107
Appraiser III	2	4,477 – 5,442
Appraiser II	3	4,009 – 4,872
Appraiser I	1	3,618 – 4,397
Senior Auditor–Appraiser	1	5,024 – 6,107
Auditor–Appraiser II	1	3,618 – 4,397
Senior Assessment Technician	2	3,452 – 4,196
Assessment Office Specialist III	5	2,990 – 3,635
Assessment Office Specialist II	3	2,650 – 3,221
Senior Cadastral Drafting Technician	1	3,252 – 3,953

YUBA

No information provided

Salaries of Assessment Appeals Board Members³

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$200 per day	Members paid normal rate when attending mandatory training
Butte	\$40 half day/\$75 full day	Mileage for appeals board business and training; meal reimbursement for training
Calaveras	\$65 per meeting	Mileage and meals – out of county only
Contra Costa	\$200 half day/\$300 full day/\$400 per day for consecutive day appeals	
El Dorado	\$100 per day, \$50 per 4 hour session	Mileage; \$12 lunch
Fresno	\$100 per day	
Imperial	\$150 half day/\$200 full day	
Humboldt	\$40 half day/\$75 full day	Mileage; \$13 for lunch if full day
Kern	\$125 half day/\$200 full day	Meals for full day training - not hearing
Lassen	\$200 per day	
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	
Madera	\$100 per day	Mileage; \$12 lunch
Marin	\$131.25 half day/\$262.50 full day	\$32.81 per hour for preparation of findings of fact
Merced	\$100 per session; additional \$50 for session time over 4 hours	
Mono	\$100 per session	Mileage
Monterey	\$130 per session	Mileage; no limit on meals
Nevada	\$75 half-day/\$150 full day member \$85 half-day/\$160 full day chair	Mileage
Orange	\$100 half-day/\$200 full day	
Placer	\$100 per day	Mileage and meal reimbursement
Riverside	\$300 per day	Mileage
Sacramento	\$100 half day/\$200 full day	Parking
San Bernardino	\$150 9 am – 12 pm/\$200 after 12 pm	Mileage

³ Since the boards of supervisors sit as the local boards of equalization in the following counties, there are no assessment appeals boards: Alpine, Amador, Colusa, Del Norte, Glenn, Imperial, Inyo, Kings, Lake, Mendocino, Modoc, Napa, Plumas, San Benito, Sierra, Tehama, Trinity, and Tuolumne.

Salaries of Assessment Appeals Board Members

COUNTY	SALARY	MISCELLANEOUS BENEFITS
San Diego	\$100 per day	Mileage
San Francisco	\$100 half-day session	\$40 per hour when session exceeds 2.5 hours
San Joaquin	\$100 half day/\$200 full day	
San Luis Obispo	\$150 per day	Mileage
San Mateo	\$300 per day	\$50 for an off-site meeting
Santa Barbara	\$250 per meeting; \$300 per complex case meeting	Mileage
Santa Clara	\$300 per hearing	Mileage; \$16 meals
Santa Cruz	\$75 per meeting	Mileage, meals, and parking if travels for training
Shasta	\$40 half day/\$75 full day	
Siskiyou	\$100 per day	Mileage
Solano	\$100 for half-day, \$200 full day, \$400 for consecutive hearing days due to complex appeals	\$25 per hour document review and prepare for complex assessment appeal cases
Sonoma	\$75 half day/\$125 full day	
Stanislaus	\$75 half day/\$150 full day	Lunch during full day; mileage for training
Ventura	\$100 half day/\$200 full day	Mileage
Yolo	\$125 per hour up to 4 hours; \$175 over 4 hours	

Salaries for Hearing Officers⁴

COUNTY	SALARY	MISCELLANEOUS BENEFITS
Alameda	\$150 per hour	Normal rate for mandatory training
Butte	\$40 half day/\$75 full day	Mileage for appeals board business and training; meal reimbursement for training
Los Angeles	\$150 per session up to 4 hours \$225 per session between 4-6 hours \$300 per session over 6 hours	
Madera	\$100 per day	Mileage; \$12 lunch
Mono	\$125 per session	Mileage
Orange	\$150 full day	
Riverside	\$300 per day	Mileage
Sacramento	\$100/hour (\$50 if cancelled less than 18 days prior to hearing)	
San Bernardino	\$150 9 am – 12 pm/\$200 after 12 pm	Mileage
San Diego	\$100 per day	Mileage
San Francisco	\$100 per half-day session	\$40 per hour when session exceeds 2.5 hours
San Joaquin	\$100 half day/\$200 full day	
Santa Clara	\$300 per hearing	Mileage; \$16 meals
Stanislaus	\$75 half day/\$150 full day	Lunch during full day; mileage for training
Ventura	\$100 half day/\$200 full day	Mileage

⁴ No other counties currently have appointed hearing officers for the local equalization functions.

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Alameda	1937 Ret. Act	2% @ 57 hired before 6/30/83; 2% @ 62 hired after 7/1/83	Varies	Varies	7.65%	5.65%
Alpine	No response					
Amador	CalPERS	2% @ 55; 2% @ 60 for new hire tier	15.124%	4%	7.65%	5.65%
Butte	CalPERS	2% @ 55	General 4.5% Mgmt 3%	General 2.5% Mgmt 4%	7.65%	5.65%
Calaveras	CalPERS	2% @ 55; 2% @ 60 with 36 months final compensation for new hires	Varies	3%	1.45%	1.45%
Colusa	CalPERS	3% @ 60	7%	1%	13.30%	0
Contra Costa	1937 Ret. Act	2% @ 55	80%	20%	7.65%	5.65%
Del Norte	CalPERS	2% @ 55	1-5 yrs 97% 5 + yrs 100%	1-5 yrs 3% 5 + yrs 0%	7.65%	5.65%
El Dorado	CalPERS	2% @ 55 if hired prior to 07/2011; 2% @ 60 if hired after 07/2011	4%	3%	1.45%	1.45%
Fresno	1937 Ret. Act	2.5% @ 55	50%	50%	7.65%	5.65%
Glenn	CalPERS	2.5% @ 55	-	8%	100%	-
Humboldt	CalPERS	2.7% @ 55	19.813%	8%	7.65%	5.65%
Imperial	1937 Ret. Act	2% @ 55 ½	12.64%	Varies on age	1.45%	1.45%
Inyo	CalPERS	2% @ 55	100%	-	7.65%	5.65%
Kern	1937 Ret. Act	3% @ 60 if hired before 10/27/07; 1.62% @ 60 if hired after 10/27/07	100% after 5 yrs if hired before 8/7/04; 0% after	0 if hired before 8/07/04; 100% after	7.65%	5.65%
Kings	CalPERS	2% @ 55	11.359%	7%	7.65%	5.65%
Lake	CalPERS	2% @ 55	100%	0	7.65%	5.65%
Lassen	CalPERS	2% @ 55 if hired before 06/2012; 2% @ 60 if hired after 06/2012	Varies	Varies	7.65%	5.65%
Los Angeles	LACERA	Varies	Varies - choice of 5 plans		-	-
Madera	CalPERS	2.7% @ 55	16.215%	8%	7.65%	5.65%
Marin	1937 Ret. Act	2% @ 55	-	6.64%-11.58% Varies by age	7.65%	5.65%
Mariposa	No response					
Mendocino	1937 Ret. Act.	2% @ 57	75%	25%	7.65%	5.65%
Merced	1937 Ret. Act	3% @ 60	Tier 1= 40.99%; Tier 2=41.22%	Tier 1=59.01%; Tier 2= 58.78%	7.65%	5.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Modoc	CalPERS; LIUNA	2% @ 55	CalPERS 11.899%; LIUNA (county contributes \$63.36/mo for participants)	7%	7.65%	5.65%
Mono	CalPERS	2.7% @ 55	19.067%	8%	1.45%	1.45%
Monterey	CalPERS	2% @ 55	10.5%	3.5%	7.65%	5.65%
Napa	CalPERS	2.5% @ 55	95.62%	4.38%	0	1.45%
Nevada	CalPERS	2.7% @ 55	27.109%	2.585%	7.65%	5.65%
Orange	OCERS	2.7% @ 55; 1.62% @ 60 w/additional 457 plan at max. 2% contribution rate	Varies	Varies	1.45%	1.45%
Placer	CalPERS - Tier rates based on hire dates and job group (mgmt and non- mgmt)	2.5% @ 55 hired before 3/12/11; 2% @ 55 if hired after 3/12/11	Varies on mgmt and non-mgmt	Varies	7.65%	5.65%
Plumas	CalPERS	2% @ 55	22%	3%	7.65%	5.65%
Riverside	CalPERS	3% @ 60	100% after 5 yrs prior to Dec 2011	Beginning Dec 2011 – Mgmt 4% ; SEIU 3%	7.65%	5.65%
Sacramento	1937 Ret. Act, SCERS	2% @ 55 ½	18.45%	3.3% -5.02%	7.65%	5.65%
San Benito	CalPERS	2% @ 55	7%	0	7.65%	5.65%
San Bernardino	1937 Ret. Act	2% @ 55	20.8% and 7% pick up depending on hire date, years of service, and classification	6.68% - 12.95% depending on entry age, years of service, and election type	1.45%	1.45%
San Diego	SDCERA	3% @ 60 Tier A; 2.6% @ 62 Tier I + Tier B (hired after 8/28/09)	0-5 years 3.5% ; 5+ years 7%	Varies	7.65%	5.65%
San Francisco	SFERS	2% @ 60	6.24%	7.50%	7.65%	5.65%
San Joaquin	1937 Ret. Act	2% @ 55 ½	General members 25.2%	Varies - Dependent on entry age	7.65%	5.65%
San Luis Obispo	Pension Trust	2% @ 55; Tier II: 2% @ 60	Assessor 13.55%; Management 9.29%; Rank/File 8.75%	Assessor and Management 18.55%; Rank/File 17.24%	7.65%	5.65%
San Mateo	1937 Ret. Act	2% @ 55	80%	20%	7.65%	5.65%

A. Employee Retirement Benefits

County	Retirement				Social Security and Medicare	
	System	Formula	% Paid by County	% Paid by Employee	% Paid by County	% Paid by Employee
Santa Barbara	1937 Ret. Act	2% @ 57 hired prior 6/25/12; 2% @ 61 ¼ hired on or after 6/25/12	50%	Varies by age on entry and salary	7.65%	5.65%
Santa Clara	CalPERS	2.5% @ 55	15.632%	8%	7.65%	5.65%
Santa Cruz	CalPERS	2% @ 55	15.005% for SEIU; 12.915% for middle management	Pay difference	7.65%	5.65%
Shasta	CalPERS	2% @ 55	12.895%	7%	7.65%	5.65%
Sierra	CalPERS	2.7% @ 55	100%	0%	7.65%	5.65%
Siskiyou	CalPERS	2% @ 55 hired before 1/2012; 2% @ 60 hired after 01/2012	50% effective 12/2011; 0% effective 7/2012	50% effective 12/2011; 100% for employees & 50% for dept. heads and asst. dept. heads effective 7/2012	7.65%	7.65%
Solano	CalPERS	2.7% @ 55; 2% @ 60 – under Union, new hires after 6/26/2011; under County Personnel and Salary Resolution, new hires after 5/24/2012	92%	8%	7.65%	5.65%
Sonoma	1937 Ret. Act	3% @ 60	Varies	Varies	7.65%	5.65%
Stanislaus	1937 Ret. Act	2% @ 55; 2% @ 61 after 1/1/2011	Varies	Varies	7.65%	5.65%
Sutter	No response					
Tehama	CalPERS	2% @ 55	4%	3%	7.65%	5.65%
Trinity	No response					
Tulare	No response					
Tuolumne	CalPERS	2% @ 55; 2% @ 60 hired after 3/2011	100%; 7% hired after 3/2011	7% hired after 3/2011	7.65%	5.65%
Ventura	1937 Ret. Act	3% @ 55	15.66%	-	7.65%	5.65%
Yolo	CalPERS	2.5% @ 55	3% General; 1% Sups; 7% Elected	5% General; 7% Sups; 8% Mgt; 1% Elected	7.65%	5.65%
Yuba	No response					
State of California	CalPERS Tier 1	2% @ 55	95%	5% (6% if no SS)	50%	50%
	CalPERS Tier 2	1.25% @ 65	100%	0	50%	50%

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Alameda	90%	10%	100%	0
Alpine	No response			
Amador	90%; 100% for elected official	10%	90%; 100% for elected official	10%
Butte	85% - 90% varies by plan	10% - 15%	Included in medical	
Calaveras	Varies	Varies	Included in medical	Varies
Colusa	\$253.26	Varies	\$35-\$45	Varies
Contra Costa	Varies by plan	Varies	Varies by plan	Varies
Del Norte	\$7,000 per employee	5% of salary + dependent	Included in medical	Included in 5% to medical + dependent
El Dorado	Varies	Varies	Included in medical	Included in medical
Fresno	\$5,430 per employee; up to \$8,040 per family	Varies by plan - \$2-\$732/bi-weekly	Included in medical	Included in medical
Glenn	90%	10%	100% employee	dependent
Humboldt	Varies by plan	Varies by plan	100%	0
Imperial	Up to \$10,386.22 employee per year	Varies	100% for Mgt only	100% except for Mgt
Inyo	100%	0	100%	0
Kern	Mgmt - 100% if hired before 4/15/97; 80% after; 10% of premium for non-mgmt employee and dependent effective 4/21/12	Mgmt - 20% if hired after 4/15/97; 10% of premium for non-mgmt effective 4/21/12	Included in medical	
Kings	Mgmt 100%; staff 68%	Staff 32%	Mgmt 100%; staff 68%	Staff 32%
Lake	\$800 per month	-	Included in medical	-
Lassen	Varies by bargaining unit and dependents	Varies	Dept Head only	100%
Los Angeles	Varies by plans	Varies	Varies by plans	Varies
Madera	100% employee; 50% dependent	50% dependent	100% employee; 50% dependent	50% dependent
Marin	Varies	Varies	Varies	Varies
Mariposa	No response			
Mendocino	75%	25%	75%	25%
Merced	100% employee; 50% dependent	50% dependent	100% employee; 50% dependent	50% dependent
Modoc	\$501.59-\$1,340.13	\$57.66-\$149.92	100%	0
Mono	\$559.25-\$1,404.05	\$25-\$50	\$53	0
Monterey	Varies by bargaining unit	Varies	\$36.36 - \$39.62	\$35.02 -\$86.04
Napa	Kaiser PERS-100% employee	Depends on number of dependents	100% employee and dependents	0
Nevada	100% employee and 74% dependents (this is paid on lowest costing health plan)	26%	Included in medical	Included in medical
Orange	95%	5%	OCEA	OCEA
Placer	80% of the selected plan premium	20% of selected plan premium	100% employee	100% dependents
Plumas	Varies by full and part time employees	Varies by full and part time	Included in medical	Varies
Riverside	Mgmt \$751; Employees \$635 - \$657 toward flexible benefits	Varies; employee pays any amount over county contribution	Included in medical	Varies

B. Employee Health Benefits

County	Medical		Dental	
	Paid by County	Paid by Employee	Paid by County	Paid by Employee
Sacramento	\$826.90 per month	Varies	100%	Deductible
San Benito	100% employee; portion for family	Remainder on dependents	\$30 for employee	\$10/mo and dependent cost
San Bernardino	\$183.33-\$482.64 bi-weekly; varies by plan	Varies	Up to \$9.46 depending on hire date and yrs of service	Varies
San Diego	Varies by plan	Varies by plan	Included in medical	Varies
San Francisco	100%	-	100%	-
San Joaquin	Varies by plan	Varies by plan	100%	-
San Luis Obispo	Management \$850 Rank & File \$725.58	Varies	Included in medical	Varies
San Mateo	85%	15%	90%	10%
Santa Barbara	\$242.86/pay period	Varies	\$13.03/pay period	Varies
Santa Clara	100% for employee, dependent varies by plan	Varies	100% for employee, dependent varies by plan	Varies
Santa Cruz	75% or 95% depending on plan	25% or 5%	100%	Co-pay
Shasta	100% for employee only	100% dependent	\$26.37/mo for employee	\$17.22/mo for employee
Sierra	\$978.50 per month	Any above \$978.50	Included in medical	
Siskiyou	85%	15%	90%	10%
Solano	CalPERS Cafeteria plan	Varies	Varies by 2 plans	Varies
Sonoma	\$229.98 per pay period	Varies by plan	\$49.56 per pay period	\$13/pay period
Stanislaus	Varies by plan	Varies	80%	20%
Sutter	No response			
Tehama	\$1,090.95	\$152.14	Included in medical	
Trinity	No response			
Tulare	No response			
Tuolumne	\$1,000-\$1,110 cafeteria plan covers medical, dental and vision		Included in cafeteria	
Ventura	Flex allowance \$275 biweekly	-	Included in flex allowance	
Yolo	90% of lowest cost	Up to 10%	90% or \$79.20/mo	10% or \$8.80/mo
Yuba	No response			
State of California	Varies by plan	Varies by plan	Varies by plan	Varies by plan

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Alameda	\$200 maximum reimbursement each 24 month period for non-managers		Managers may claim reimbursement under cafeteria spending plan
Alpine	No response		
Amador	90%; 100% for elected official	10%	
Butte	Included in medical		Medical plans include one HMO & 2 PPOs under PERS health plan; dental & vision plans are included in premium; county pays a share of each employee's premium, depending on coverage, number of family members covered, and bargaining unit; employee pays the balance of the cost
Calaveras	Included in medical	Varies	County pays \$511.76 for employee only; \$1,009.62 for employee +1; \$1,335.94 for family coverage; if employee opts for no medical insurance, is qualified for "cash in lieu" up to \$250, dental and vision at no cost
Colusa	100% employee	100% dependent	
Contra Costa	None		
Del Norte	0	0	Vision plan available through union membership
El Dorado	Included in medical	Included in medical	\$6,000 optional benefit plan per fiscal year for management and confidential employees
Fresno	Included in medical	Included in medical	
Glenn	100% employee	Dependent	
Humboldt	100%	0	
Imperial	100% for mgt only	100% except for mgt	
Inyo	100%	0	County will reimburse 50% of annual medical deductible after the full deductible per person has been paid
Kern	Included in medical		
Kings	Mgmt 100%; staff 68%	Staff 32%	
Lake	Included in medical	-	\$5,000 Life and \$5,000 Accidental death benefit included with \$800 per month medical
Lassen	-	-	
Los Angeles	Varies by plans	Varies	County offers 4 different cafeteria benefit plans - Options, Choices, Flex and MegaFlex; each benefits plan offers different medical, dental and vision; the amount paid by the county and the employee depends on the coverage elected
Madera	100% employee, 50% dependent	50% dependent	
Marin	Varies	Varies	County offers biweekly fringe pay (contribution to benefits) of \$413.69 plus 2% of salary for vision, medical, dental, life, and LTD. The remaining money, if any, up to 50% goes towards retirement
Mariposa	No response		
Mendocino	75%	25%	
Merced	100% employee, 50% dependent	50% dependent	
Modoc	Included with Dental	-	
Mono	\$11.42-\$30	0	
Monterey	\$8.56	\$4.01 - \$12.57	
Napa	0%	100%	

C. Employee Health Benefits

County	Vision		Miscellaneous
	Paid by County	Paid by Employee	
Nevada	Included in medical	Included in medical	For 2012, county's monthly allowance paid toward an employee for medical, dental, and vision is \$536.08/mo; for ee+1 \$925.42; ee+2 or more \$1,198.45
Orange	OCEA	OCEA	\$.30 per hour for all regular hours paid to all employees in the Representation Unit for deposit in trust fund
Placer	100% employee	100% dependents	
Plumas	Included in medical	Varies	
Riverside	Included in medical	Varies	
Sacramento	Included in medical	Varies	\$25 per paycheck, employer paid Retirement Health Saving Plan (RHSP), can be accessed at termination of employment; termination does not have to be a retirement; this benefit can be used to pay for out-of-pocket medical & dental expenses, including co-pays.
San Benito	100% employee	100% dependent	
San Bernardino	100% employee	0	
San Diego	Included in medical	\$9.40 - \$29.44	
San Francisco	100%	-	
San Joaquin	100%	-	
San Luis Obispo	Included in medical	Varies	Rank/File VEBA (Post Employment Health Plan) \$50/month
San Mateo	100%	0	
Santa Barbara	0	\$76.96/year	
Santa Clara	100% for employee, dependent varies by plan	Varies	
Santa Cruz	100%	\$25 deductible	
Shasta	100% for employee	100% dependent	
Sierra	Included in medical		
Siskiyou	100%	0	
Solano	\$17 bi-weekly	Varies	
Sonoma	\$7.91 per pay period	0	
Stanislaus	80%	20%	Reduced contributions towards health benefits: 30-34 hrs/wk=75%; 35-39 hrs/wk=90% employer contribution
Sutter	No response		
Tehama	Included in medical		
Trinity	No response		
Tulare	No response		
Tuolumne	Included in cafeteria		
Ventura	Included in flex allowance		
Yolo	90% or \$8.92/mo	10% or \$1.00/mo	Buy up option on vision \$10.28/mo; Buy up option on dental \$32.80/mo
Yuba	No response		
State of California	100%	0	Cash in lieu of insurance if otherwise provided

D. Employee Leave Benefits

County	Vacation
Alameda	0-4 yrs=2 weeks; 5-11 yrs=3 weeks; 12-20 yrs=4 weeks; 21+ yrs=5 weeks per year
Alpine	No response
Amador	1-2 yrs=11 days; 3-9 yrs=16 days; 10+ yrs=21 days
Butte	0-5 yrs= 14 days; 6-10 yrs=19 days; 11-20 yrs=24 days; 20+ yrs= 26 days per year
Calaveras	1-3 yrs=80 hrs; 3-10 yrs=120 hrs; 10+ yrs=160 hrs per year
Colusa	First yr=10 days; 1-10 yrs=15 days; 11-19 yrs=20 days; 20+ yrs=25 days
Contra Costa	Hours accrue monthly based on position and yrs of employment; accrual 6 2/3 to 23 1/3 hrs per month
Del Norte	0-1 yr=5 days; 2-5 yrs=10 days; 6-10 yrs=15 days; 11-15 yrs=20 days; 16+ yrs=25 days per year; Mgmt/professional 1 additional 5 days
El Dorado	0-4 yrs=81 hrs; 4-11 yrs=122 hrs; 11+ yrs=161 hrs per year
Fresno	0-3 yrs=10 days; 3-12 yrs=15 days; 12-20 yrs=20 days per year
Glenn	0-2 yrs=0.0424 /hr; 3-12 yrs=0.0616/hr; 13-20 yrs=0.0808/hr; 20+ yrs=0.1/hr
Humboldt	1-3 yrs=12 days; 4-10 yrs=15 days; 11-15 yrs=20 days; 16-20 yrs=25 days; 20+ yrs=30 days per year
Imperial	1-15 yrs=4.62 hrs/bi-weekly, 15+ yrs= 6.15 hrs/bi-weekly
Inyo	0-3 yrs=10 days; 3-10 yrs=15 days; 1 additional day each year for 10-20 yrs, max 25 days/year
Kern	12 days (96 hrs) after 1 yr w/max accrual of 312 hrs; 17 days (136 hrs) after 5 yrs w/max accrual 432 hrs; 22 days (176 hrs) after 10 yrs w/max accrual 552; 27 days (216 hrs) after 15 yrs w/max accrual 672 hrs
Kings	2-4 weeks per year, depending on length of service
Lake	0-4 yrs=80 hrs; 5-15 yrs=120 hrs; each year after 15 yrs 8 hrs per year up to 160 hrs at 20 years
Lassen	0-5 yrs=12 days; 5-10 yrs=15 days; 10-17 yrs=18 days; 17+ yrs=20 days
Los Angeles	1-4 yrs=80 hrs; 4-9 yrs=120 hrs; 9-10 yrs=128 hrs; 10-11 yrs=136 hrs; 11-12 yrs=144 hrs; 12-13 yrs=152 hrs; 13+ yrs=160
Madera	0-2 ½ yrs=8 hrs; 2 ½-5 yrs=10 hrs; 5 ½ -10 yrs=12 hrs; 10+ yrs=14 hrs per month
Marin	Varies by bargaining unit
Mariposa	No response
Mendocino	0-3 yrs=2 weeks; 3-8 yrs=3 weeks; 8-15 yrs=4 weeks; 15+ yrs=5 weeks; 80 hrs Dept heads-max accrual +40 hrs
Merced	1-5 yrs=10 days; 6-10 yrs=15 days; 10+ yrs=20 days
Modoc	1-3 yrs=10 days; 4-11 yrs=15 days; 12-19 yrs=20 days; 19+ yrs=25 days; 25+ yrs=30 days per year
Mono	0-3 years= 10 days; 3-10 years=15 days, 10-15 years= 17 days, 15-20 years=19 days, 20+ years= 20 days
Monterey	0-2 yrs=12 days; 3-5 yrs=15 days; 5-10 yrs=18 days; 11-18 yrs=20 days; 19-21 yrs=23 days; 22-25 yrs=24 days; 25+ yrs=25 days per year
Napa	12 – 26 days annually based on years of service
Nevada	Varies by bargaining unit. For misc. unit 1-4 yrs=6.6667 hrs; 5-12 yrs=10 hrs; 13+ yrs=13.3334 hrs per month
Orange	Vacation and sick leave combined into annual leave based on years of service
Placer	0-2 yrs=10 days; 3-4 yrs=12 days; 5-9 yrs=15 days; 10-19 yrs=20 days; 20+ yrs=25 days per year; Accrual max is 400 hrs with 10 yrs, 520 hrs after 10 yrs
Plumas	1-2 yrs=10 days; 3-8 yrs=15 days; 8+ yrs=21 days
Riverside	0-3 yrs=80 hrs; 4-9 yrs=120 hrs; 10+ yrs=160 hrs per year; accrual limited to 3 times the current rate
Sacramento	10-25 days/year based on service years
San Benito	1-3 yrs=80 hrs; 4-9 yrs=120 hrs; 10-14 yrs=152 hrs; 15+ yrs=168 hrs per year
San Bernardino	80-160 hrs/yr based on classification and years of service
San Diego	0-5 yrs=10 days; 5-15 yrs=15 days; 15+ yrs=20 days/year
San Francisco	1-5 yrs=80 hrs; 5-15 yrs=120 hrs; 15+ yrs=160 hrs/year
San Joaquin	0-3 yrs=10 days; 3-10 yrs=15 days; 10-20 yrs=20 days; 20+ yrs=23 days
San Luis Obispo	1-4 yrs=10 days; 4-9 yrs=15 days; 10+ yrs=20 days per year
San Mateo	0-5 yrs= 4 hrs; 5-10 yrs= 4.9 hrs; 10-15 yrs= 5.9 hrs; 15-20 yrs= 6.5 hrs; 20-25 yrs= 6.8 hrs, 25+ yrs= 7.4 hrs
Santa Barbara	0-2 yrs=12 days; 3-4 yrs=16 days; 5-10 yrs=19 days; 11-14 yrs=22 days; 15+ yrs=25 days per year
Santa Clara	0-1 yrs=10 days; 2-5 yrs=12 days; 5-10 yrs=16 days; 10-15 yrs=18 days; 15-20 yrs=20 days; 20+ yrs=22 days per year
Santa Cruz	Mid-mgmt 1-5 yrs=15 ¼ days; 6-10 yrs=20 ¼ days; 11-15 yrs=25 ¼ days; 16+ yrs=30 ¼ days per year
Shasta	1-3 yrs=10 days; 4-9 yrs=15 days; 10-15 yrs=17 days; 16+ yrs=20 days per year
Sierra	0-6 yrs=2 weeks; 6-10 yrs=3 weeks; 10-15 yrs=4 weeks; 15+ yrs=5 weeks

D. Employee Leave Benefits

County	Vacation
Siskiyou	1-5 yrs=2 weeks; 6-10 yrs=3 weeks; 10+ yrs=4 weeks credited bi-weekly; 40 hr vacation bonus after first 5 years
Solano	0-3 yrs=3.08 hrs; 3-10 yrs=4.62 hrs; 10+yrs=6.16 hrs per biweekly
Sonoma	1-2 yrs=10 days; 2-3 yrs=12 days; 3-4 yrs=13 days; 4-5 yrs=14 days; 5-10 yrs=15 days; 10-15 yrs= 19 days; 15-20 yrs= 21days; 20-25 yrs=23 days; thereafter=24 days Management: 1-10 yrs=15 days; 10-15 yrs=19 days; 15-20 yrs=21 days; 20-25 yrs=23 days; thereafter=24 days
Stanislaus	0-2 yrs=2 weeks; 3-10 yrs=3 weeks; 11-20 yrs=4 weeks; 21+ yrs=5 weeks per year
Sutter	No response
Tehama	1-4 yrs=12 days; 5-10 yrs=18 days; 11-20 yrs=21 days; 21+ yrs=22 ½ days per year.
Trinity	No response
Tulare	No response
Tuolumne	Gen 0-3 yrs=10 days; 4-9 yrs=15 days; 10+ yrs=20 days; Mgmt/Exec personal leave 0-3=30 days, 4-9=33 days, 10+= 36 days
Ventura	121 - 191 hours per year
Yolo	1-2 yrs=80 hrs; 3-10 yrs=120 hrs; 11 yrs=128 hrs; 12 yrs=136 hrs; 13 yrs=144 hrs; 14 yrs=152 hrs etc. 20 yrs=176 hrs; 25 yrs=184 hrs
Yuba	No response
State of California	Rank & File: 0-3 yrs=7 hrs; 3-10 yrs=10 hrs; 10-15 yrs=12 hrs; 15-20 yrs=13 hrs; 20+ yrs=14 hrs per month Mgmt/Supv: 0-3 yrs=7 hrs; 3-10 yrs=11 hrs; 10-15 yrs=14 hrs; 15-20 yrs=14 hrs; 20-25 yrs= 15 hrs; 25+ yrs=16 hrs per month

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Alameda	13 days per year	Max vacation leave balances on every Jan 1 no more than 2 times the employee vacation accrual rate.	Mgmt 15 days of vacation annually
Alpine	No response		
Amador	12 days per year	FMLA, 1 or more yrs service, maximum 12 work weeks per 12 month period	
Butte	12 days/year		40 hrs vacation subject to approval
Calaveras	3.692 hrs/2 weeks		
Colusa	7.5 hrs/month		
Contra Costa	8 hrs/month	94 hrs/yr non-accruable admin leave	1/3 of yearly vacation accrual
Del Norte	12 days/year		
El Dorado	3.7 hrs biweekly		80 hrs mgmt; 16 hrs supervisor/yr
Fresno	0-3 yrs=8 days; 3+ yrs=13 days per year	0-1.5 yrs=20 days; 1.5-3 yrs=23 days; 3-6 yrs=29 days; 6-10 yrs=33 days; 10-15 yrs=37 days; 15-19 yrs=38 days/year;	
Glenn	0.0462 per work hour	Mgmt – 80 hrs admin leave	
Humboldt	12 days/year	Mgmt/Confidential classifications 10 days/year in lieu of overtime	Mgmt/Confidential classifications up to 2 weeks vacation
Imperial	3.69 hrs/biweekly	Administrative leave 60 hrs/year	July 1, 200 hrs can buy back ½ accrued during year

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Inyo	15 days/year	1 week per fiscal year	At least 1 year service with 80 hrs sick leave and have used less than 40 hrs can buy back 40 hrs of sick leave per year
Kern	0-5 yrs=8 days/year 6+ yrs=12 days/year		
Kings	2 weeks per year	Management receives additional 40 hrs/yr leave	For mgmt, 40 hrs additional leave may be cashed out at the end of FY
Lake	8 hrs/month	Administrative leave 40 hrs for mgmt	Sick leave cash-out for hours in excess of 500 hrs. Mgmt 60 hrs/year; employees 20 hrs/year
Lassen	10 hrs/month	Varies	
Los Angeles	80 hrs and up to 96 hours/year	MegaFlex employees are entitled to 10 days of annual leave after one year of plan participation	Employees who are not in the MegaFlex program may sell back a maximum of 48 hours of their sick leave per year
Madera	8 hrs/month	48 hours management leave (supervisors and above)	
Marin	12 days/year, unlimited accrual	Varies by bargaining unit	Sick leave 75% credited toward retirement service credit; Vacation is paid out at 100% upon retirement or termination
Mariposa	No response		
Mendocino	4.16 hrs/biweekly	30 hours personal leave/year; 24 hours bereavement leave; management 48 hours personal leave per year	Employees 40 hrs vacation/yr after 8 years service; management 60 hrs vacation/yr
Merced	.0462 hrs/work hour	Management 96 hours/yr	Management annually and upon retirement may sell back accrued vacation time; all employees annually and upon retirement may sell back unused sick leave
Modoc	9.38 hrs/month		Sick leave incentive—if less than 16 hrs used, 16 hrs of base salary paid; 16-24 hrs used, 8 hrs of salary paid (suspended for 2 years 9/1/10-8/31/12)
Mono	8 hrs/month	15 days holiday + 80 hrs for mgmt	Vacation 40 hrs buyback
Monterey	Bargaining unit F (Sup), J (General), ZJ (Conf) hired after 2/18/84 accrues at the rate of 3.08 hrs/pay period to a max of 10 days/year; hired before 2/18/84 accrues at the rate of 3.69 hrs/pay period to a max of 12 days/year	Management (X) and executive management (Y) accrues up to a maximum of 850 hours depending on years of service	For unit X & Y - up to 120 hours of annual leave per calendar year up to 10 years of service or 160 hours with 10 years or more; Unit F and ZJ - up to 40 hours of annual leave per calendar year
Napa	12 days/year, unlimited accrual	40 hrs supervisor; 80 hrs management; 19 hours personal leave	Cash payment for up to 60 hours management leave per fiscal year
Nevada	8 hrs/month (misc. unit)		
Orange	Vacation and sick combined into annual leave	0-3 yrs=5 hrs 51 min; 3-10 yrs=8 hrs 19 min; 10+ yrs=9 hrs 51 min biweekly	40 hrs for OCEA General Office Services unit, 60 hrs for OCEA Supervisory /Management Unit
Placer	12 days/year, maximum accrual 600 hrs for non-mgmt		Vacation cash out offered one time per year with specific guidelines

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Plumas	1 ¼ days/month		
Riverside	4 hours accrual per pay period with unlimited accrual	0-3 yrs=8.92 hrs; 3-9 yrs=10.46 hrs; 9+yrs=12 hrs/pay period	Mgmt employees may receive pay up to 80 hrs per year plus additional 80 hrs with dept. head approval
Sacramento	15 days/year	N/A	Mgmt 40 hrs hours max per year
San Benito	120 hours/year	Management 80 hrs/yr	
San Bernardino	3.39 hrs biweekly; Exempt/Elected 3.69 hrs biweekly	80 hrs/yr for mgmt, supervisors, and exempt	Mgmt can cash out 80 hrs/yr; 40 hrs/yr for supervisor; Exempt can cash out one time during course of employment
San Diego	5% of paid service	Accumulation of up to twice the annualized current vacation earning rate of the employee	
San Francisco	4 hours per pay period		
San Joaquin	12 days/year	80 hrs of administrative leave for principal appraiser, appraiser IV and auditor-appraiser until 12/31/2011	
San Luis Obispo	12 days/year		Vacation 40 hours/year
San Mateo	3.7 hrs biweekly	N/A	N/A
Santa Barbara	12 days/year		Purchasing retirement credit for lost service time is available
Santa Clara	SEIU – 96 hrs/year; CEMA – 64 hrs/year	Exec mgmt 36 days/year	Reinstatement payback, STO cash out
Santa Cruz	Mid-mgmt 6 days/year	1-5 yrs=22 days; 6-10 yrs=27 days; 11-15 yrs=32 days; 16+ yrs=37 days/year	Annual leave and vacation have 100% payoff at separation; Sick leave has a variable payoff rate depending on length of service
Shasta	96 hrs/year		Vacation 20 hrs/year; Mgmt 80 hrs
Sierra	12 days/year	N/A	
Siskiyou	3.7 hours bi-weekly		
Solano	3.7 hours/bi-weekly	See vacation	
Sonoma	12 days per year, no limit on accumulation; 3.68 in-service hours accrue for each completed 80 hour pay period of service; accrual is prorated for any unpaid time in each pay period	Management/elected official - 7.5 days (60 hours)/9.63 days (77 hours) of administrative leave which may be taken as time off or cash; supervisor - 8 hours for non-exempt, 16 hours for exempt supervisor	80 hours in a 12 month period provided 80 hour balance remains following payment (currently suspended due to budget constraints); sick leave: 25% of unused sick leave is paid upon voluntary termination or 100% of unused sick leave may be converted to time in service at retirement
Stanislaus	96.2 hrs/year	2 days/year	Vacation full cash out at retirement or resignation; sick 50% cash out at retirement up to 600 hrs, 25% if 6+ yrs of service, 0% if less than 6 yrs
Sutter	No response		
Tehama	8 hrs/month – unlimited accrual	Misc. employees-1 day personal leave per year; mgmt employees-1 day personal leave and 4 days administrative leave per year	Vacation – Misc. employees 40 hours/year; mgmt employees 60 hours/year
Trinity	No response		
Tulare	No response		
Tuolumne	12 days/year	General 16 hrs, Mgmt 80 hrs, Exec 80 hrs	Mgmt/Exec 200 hours per year
Ventura	80 hours per year	Management only: 248-368 hrs per year	10 yrs: represented employees 80 hrs per year; mgmt 160 hrs per year

E. Employee Leave Benefits

County	Sick Leave	Annual Leave	Leave Buy-Back Program
Yolo	96 hrs/year		Mgmt 96 hrs per year; General & Sups 40 hrs per year
Yuba	No response		
State of California	8 hrs/month	Available to all	Exempt/Mgmt/Sup/Conf/Excluded

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Alameda	11	Managers receive 4 floating holidays and 7 management paid leave days except 2011, they have 8 management paid leave days for this year only
Alpine		No response
Amador	12	6 days personal necessity leave per year for full time permanent employees; for part time employees, accrued in ratio of hours worked; these days are charged against the employee's accrued sick leave
Butte	11	Exempt MCS employees receive 7 days of administrative leave per year in lieu of overtime
Calaveras	13	Management time off – 40 hrs per year
Colusa	13 + 1 PH	Management leave – 2 days per year
Contra Costa	10	Personal holiday 2 hrs/mo; Supervising Assessment Clerks 50 hrs/year
Del Norte	13 + 3 floating	Up to 3 days administrative leave; 5 days bereavement leave
El Dorado	11 + 2 floating	
Fresno	11	Bereavement leave, jury duty, military
Glenn	12	
Humboldt	12 + 3 floating	5 days/year family sick leave; 5 days/occurrence death leave
Imperial	11	Bereavement leave 3 days; Leave of absence without pay, family care and medical leave 12 weeks; pregnancy disability leave 12 weeks; county policy and procedure for the granting of parental leave
Inyo	11	
Kern	11	Military, family care, family school activities, bereavement, disability, personal, educational
Kings	11	
Lake	12	Family Bereavement leave 24 hrs for in-state and 40 hrs for out-of-state per incident
Lassen	13	
Los Angeles	11	Appraisal leave – Employees who are assigned away from Los Angeles county for 25 consecutive days or more earn 4 hrs for each weekend; max. 32 hrs/fiscal year; Bereavement 3 days; 5 days if traveled more than 500 miles per way
Madera	13	
Marin	10	Bereavement leave: one standard work week paid-charged against sick leave; maternity leave 6 months; paternity leave 12 weeks under FMLA; personal leave varies by bargaining unit; parental education leave 40 hours per school year, but employee must use vacation, float, personal, comp concurrently with this leave
Mariposa	13	Admin leave for mgmt 80 hrs/year
Mendocino	11	60 hours family sick leave/year deducted from employee's sick leave; catastrophic leave bank-donated hours
Merced	13	Bereavement-3 days; jury duty and court appearances
Modoc	14 + 2 floating (suspended for 2 yrs)	1 personal leave day from sick leave; 5 days bereavement leave; parental leave up to 4 weeks within first 6 months deducted from sick leave, vacation, compensation time off or unpaid leave
Mono	15	

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
Monterey	10 + 1 floating	Varies per unit: family illness 10 days per fiscal year; bereavement 5 days of accumulated sick leave; supervisory leave, 3 days per year; education leave, 3 days per fiscal year; management 10 days per year of professional leave
Napa	11	Accumulated sick leave can be used toward 48 hours annual family sick leave allowance; accumulated sick leave can be used toward 40 hours annual critical illness of family members allowance; 40 hours annually for bereavement leave
Nevada	11 + 2 floating	16 hours of floating holidays per year (taken like vacation time), 24 hours after 14 years of service
Orange	12	Performance Incentive Plan may earn 40 hours of non-cashable special leave if certain goals are reached
Placer	13 + 1 floating	Mgmt/Administrative Leave 72 hrs/year plus a 4% adjustment which can be used or cashed out.
Plumas	13 + 1 floating	
Riverside	12	Bereavement 5 days (3 paid, 2 from sick leave balances)
Sacramento	12.5	Wellness leave – 1 day every 6 months based on sick leave usage (12 hrs or less used in six month period – mgmt employees excluded from participation)
San Benito	10 + 3 floating	
San Bernardino	13 + 1 floating	Association, bereavement, military, political, jury duty, examination time, witness, blood donation, voting, perfect attendance, unpaid compulsory, and unpaid political
San Diego	11	Injury leave, bereavement 3 days, donated catastrophic, disability, FMLA, voluntary time off, miscellaneous leave
San Francisco	11	
San Joaquin	12	Bereavement leave
San Luis Obispo	13	Administrative leave 4 days/year management
San Mateo	12	5 hrs of comp time bi-weekly for management personnel
Santa Barbara	11 mgt; 12 non-mgt	Alternative Transportation Benefit 0.62 vacation hours biweekly; Administrative leave may approve up to 108 hrs per year for non-mgmt overtime exempt employees and 80 hrs per year for mgmt employees
Santa Clara	10	Voluntary reduced work hours; 4 personal leave days; birthday holiday; bereavement 5 days; administrative leave; maternity leave; paternity leave; educational leave; jury duty; subpoenaed witness; release time; other family leave
Santa Cruz	12.5	Mid-mgmt 2 weeks administrative leave/year which may be taken as time off or pay
Shasta	12	Administrative leave 80 hrs for mgmt only; compensatory time off may be earned in place of paid overtime
Sierra	12	Catastrophic leave
Siskiyou	12 + 3 floating	Mgmt & appraisal staff - administrative leave 40 hrs
Solano	12	Optional holiday to be taken between December 24 th and January 1 st ; Admin leave per year depending on classification: 40-80 hrs
Sonoma	11	17 miscellaneous floating holiday hours, granted via compensatory time off at the start of each fiscal year;
Stanislaus	10.5	40 hrs bereavement; 40 hrs management leave for Assistant Assessors
Sutter	-	No response
Tehama	13	Mgmt employees can convert ½ accrued sick leave hours above 500 to Deferred Comp. Plan. At retirement, both mgmt and misc employees less than 15 years – pay ½ of balance after deducting 176 hours, over 15 years – pay ½ of balance
Trinity	-	No response
Tulare	-	No response
Tuolumne	11	Bereavement leave 24 hrs per occurrence
Ventura	8 + 1 floating	
Yolo	10.5 + 4 floating	Continuing education 40 hrs/yr; Bereavement leave 10 days (3 days county paid, 7 days from leave balances); Admin leave (Mgmt) 40 hrs
Yuba	-	No response

F. Employee Leave Benefits

County	No. of Holidays	Other Types of Leave
State of California	12 + floating 16 hrs/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

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Alameda		x	x	x		\$650/year non - mgrs	
Alpine	No response						
Amador		12,000	x	457		x	
Butte		\$20,000 to \$25,000	SDI paid by employee	Great West Life & Annuity; ICMA	Flexible spending by Creative Benefits	\$500/yr	
Calaveras		\$50,000	LTD Fully paid by county	457 deferred comp plans- County matches up to \$25 per month			
Colusa		\$50,000	SDI	6 plans			
Contra Costa		\$10,000 to \$60,000	SDI LTD	County pays \$75-\$85 per month	414H2; HCSA	Limited to 50% tuition 100% books, up to \$750/year	
Del Norte		x		Employee pay 100% contribution			
El Dorado		\$20,000 to \$60,000	x	x		x	x
Fresno		\$8,000/\$10,000 Life and Accidental Death	SDI	457	Flex spending plan		5% salary stipend for CPA or MAI
Glenn		x	x	x			
Humboldt		x	SDI	x		Up to \$600/yr	
Imperial		x	x	x		x	
Inyo		\$20,000	x	x	Section 125 plan	\$350/year	x
Kern		\$10,000 to \$100,000	General employees only	x	x	Job related and approved by dept head.	
Kings		\$40,000 for mgmt; \$50,000 for assessor; \$10,000 for staff		Assessor only			
Lake		Included with health plan		457			
Lassen		x	x	x			

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Los Angeles	\$70/mo	From ½ to 8 times annual salary	LTD	457 and 401K; county 4% match		up to \$1,500/yr	x
Madera		\$50,000 for assessor only		457's and ICMA		Appraisers only	
Marin	\$2/day	x	LTD	457(b)		up to 50%	
Mariposa	No response						
Mendocino		x	x	x	x	For mandatory education	
Merced		x	x	x		Work-related	5%
Modoc		\$10,000 group life (county pays \$1.66/mo for full time employee)		Nationwide Retirement Solutions & Valic		Not to exceed \$450/yr, job-related; satisfactory Grade C or higher	
Mono		\$5,000 for employees; \$50,000 for dept. heads	x	457(b)		\$700/year; education loan	Management only
Monterey		\$20,000 - \$50,000	x	x		Up to \$5,250 per plan year	
Napa	\$10/mo	\$20,000 Employee option to purchase additional; \$50,000 for managers	Paid by employee	Hartford	Child care; medical expenses	Maximum \$300 per year	
Nevada		x	x	x (no county contribution)		Approved college coursework	\$800 (Assessor only)
Orange		x	x	x	HCRA DCRA	\$3,000/yr	
Placer		x	x	x		Up to \$550/yr	
Plumas							
Riverside		Up to \$50,000	x	457		x	
Sacramento	\$65/mo	\$15,000	SDI	457 deferred comp plan	Medical; dental; day care; elder care	\$1,200/yr; 2.5% in pay for 30-59 credit hours, 5% in pay for 60+ credit hours for certain classes	
San Benito		\$20,000	SDI	457	x	\$750/yr	
San Bernardino	\$8/mo if participate more than 15 days	\$20,000 to \$50,000	SDI LTD	457; 401K	Dependent care assistance; medical expense reimbursement	\$1,000 for Exempt and Elected only	
San Diego	\$65/mo	\$10,000 to \$500,000	MGMT UCL up to max \$12,000	401(a) & 457		\$2,140 for FY 2011-12	

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
San Francisco						x	
San Joaquin	x	x	x	x	x	x	OREA, 5% managers; 2% others
San Luis Obispo		Management	Management	x	x	\$250/yr	
San Mateo	\$75/mo	\$20,000	SDI	x	Medical; child care; athletic club; counseling	Tuition	
Santa Barbara	\$10/mo	\$20,000 to \$50,000	SDI/LTD	457 & 401(a)		Up to \$500 per fiscal year	
Santa Clara	100% VTA pass	\$25,000 to \$200,000	Employees contribute to SDI	x	Healthcare; child care	x	
Santa Cruz	x	SEIU \$20,000, mid-mgmt \$50,000	x	Employee contributions only			
Shasta		x	x				
Sierra		\$35,000		457			Get promotion if work-related
Siskiyou		\$25,000 for appraisal staff, \$30,000 for mgmt, 2 x annual salary for Assr/Asst Assr	LTD/SDI	457	Medical & child care	Up to \$500/yr	
Solano		Staff=\$50,000; Mgmt=1.5% x salary	LTD for Mgmt	401(a) for elected official and Mgmt; voluntary plans for staff, \$5 county match per pay period		50% out of pocket compensation up to \$1,100 per year	
Sonoma	\$100/mo	x	LTD	457 & 401(a)	Health FSA & DCAP	x	
Stanislaus		Employee \$10,000; Assessor and managers \$30,000		Elected=2% of base, Managers 1.5%, Confidential 1%			
Sutter	No response						
Tehama		\$20,000	x	\$45/mo to Mgmt employees; \$25 to regular employees	IRS 125 Pre-Tax Deduction		

G. Employee Miscellaneous Benefits

County	Public Transit Subsidy	Life Insurance	Disability Insurance	Tax Deferred Plans	Tax Reimburse Plans	Education Reimburse	Professional Designation Incentive
Trinity	No response						
Tulare	No response						
Tuolumne		Exec \$200,000 Mgmt \$100,000	x	x		Mgmt/E=100% General=50% job related	
Ventura		Paid by employee;	SDI paid by employee	401K & 457 with county match 1.5% (represented), 3% (mgmt)		\$600-\$1,100 per year	
Yolo		\$25,000 General, Sups, & Mgmt; \$50,000 Elected	SDI for general unit and Sups; county disability for mgmt & elected	457	Flexible spending account	\$750 per yr	
Yuba	No response						
State of California	75% of actual cost, \$65 max	Mgmt/Sup	SDI	x	x	x	x

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Alameda			\$40 per pay period	x	Mileage		
Alpine	No response						
Amador				x		1 free consultation, discounted services	\$100/yr
Butte		Eligible for promotion to senior series	\$50 per bi-weekly pay period	x	\$25 plus mileage		Discounts available along with payroll deduction
Calaveras				x			
Colusa			\$50/month				
Contra Costa	\$400 - \$625	2.5% of base pay	\$100/month	Approved costs	Assessor \$600/mo		
Del Norte				x			
El Dorado			x	x			
Fresno			\$50/month	Actual expenses	\$6,156/yr for Dept Head		
Glenn		\$1.50/hr	\$0.75/hr	x			

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
Humboldt			x	x			Group rate
Imperial	x	Upon passing all tests	x		x	x	
Inyo			5%	x			
Kern	Job related and approved by dept. head		\$25 to \$50 per pay period	x	\$599/mo dept heads & elected	x	Available through employee union
Kings			\$20 per pay period; \$40 if certified	x			
Lake			2.5%				
Lassen				x			
Los Angeles	Up to \$80/yr	\$130/mo	\$100/mo	x	Rentals		
Madera	CAA dues for Assessor		\$40/mo	x	x		
Marin			x	x	Elected officials		Discounts
Mariposa	No response						
Mendocino	Assessor		5%	x	Assessor		
Merced		5%	x	x	Dept. Head		
Modoc		Included in salary range	5%	x			
Mono	Management only	x	Tier I: \$125/month; Tier II: \$250/month	x	x		x
Monterey	\$100-\$400/yr		x	Assessor, Assistant Assessor, & mgmt			
Napa			\$80 or \$120/mo depends on classification	x	Dept head only	Unlimited phone sessions	
Nevada			5%	x			
Orange	x	x	x	x	Elected official		
Placer			x	x	\$550/month Assessor only		
Plumas							
Riverside			\$0.50 - \$1.00/hr	x	Mileage		
Sacramento				x	Assessor & Assistant Assessor	EAP	
San Benito	SAA dues		\$50/mo	x	\$140/mo auditors & appraisers		
San Bernardino			\$50-\$60 per pay period	x	Assessor and exempt employees in group A and B		Elected & Exempt only

H. Employee Miscellaneous Benefits

County	Professional Dues Reimburse	Pay Incentive BOE Advanced Certification	Bilingual Pay Differential	Travel Expenses	Car Allowance	Legal Services	Athletic Club Membership
San Diego		\$50 bi-weekly	\$20 - \$40 biweekly	x	Assessor \$1000/mo		
San Francisco	x	x		x	\$100/mo for appraisers, \$40/mo for Auditors		
San Joaquin			x	x			
San Luis Obispo			\$60 - \$100/month	x	Assessor only \$5,400 per year		Management only
San Mateo			Tier 1 - \$50 Tier 2 - \$65 bi-weekly	x			x
Santa Barbara	x		\$57.69; Mgt \$25.38 biweekly	x	Dept. Head \$223; Assistant Dept. Head \$89/bi-weekly	EAP	
Santa Clara		2%	\$120/mo	x	Assessor		10% discount
Santa Cruz			\$0.50-0.85/hr	x			
Shasta							
Sierra	Work-related	Get promotion		x			
Siskiyou			5%	x			
Solano			\$65 per pay period	x			
Sonoma	x		\$0.90/hr	x	Assessor	EAP	
Stanislaus			\$0.69/hr		Assessor		
Sutter	No response						
Tehama		Promotion to Sr. Appraiser		x			
Trinity	No response						
Tulare	No response						
Tuolumne			x				80% - mgmt
Ventura			\$0.65 - \$0.90/hr				
Yolo			\$0.55/hr basic; \$0.70 advanced	x			
Yuba	No response						
State of California	x		x	x		Group	

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Alameda		x	
Alpine	No response		
Amador	10, 15 & 20 years of service	x	
Butte	Assessor only	8 visits/yr Managed Health Network	
Calaveras	2.5% of base pay at 6, 10, 15, 20 and 25 years	EAP 3 sessions/incident family member	Pre-tax child contribution - no county match; health care reimbursement account – pre-tax contribution; Voluntary Section 125 plan at no cost to county includes pet insurance, accident insurance short-term disability, life insurance, cancer insurance, and critical illness insurance
Colusa	5% after 4 yrs; beginning on step 5/capped 15% or 20%	6 hours counseling per year	
Contra Costa	2.5% for mgmt and 5% for elected officials after 10 yrs, additional 2.5% after 15 yrs		
Del Norte	x	x	
El Dorado	x	x	
Fresno		x	
Glenn	x	x	
Humboldt	5% for 10 yrs; additional 5% step at 20 yrs	x	
Imperial		EAP/Life Path Advisers	
Inyo	10 yrs=2% 15 yrs=4% 20 yrs=6% 25 yrs=8%	EAP	
Kern	10 yrs=2% 15 yrs=4% 20 yrs=6% 25 yrs=8% 30 yrs=10%	EAP	Retiree health portion county paid; employee wellness program; voluntary personal wellness profile, health screenings, and incentives for all employees eligible for county health benefits
Kings			
Lake	After 5 th merit step 2.5% every 5 years		
Lassen	7 yrs=2.5% 10 yrs=5% 15 yrs=10%	x	
Los Angeles		EAP	Laundry/dry cleaning \$20/wk for appraisers working outside county for 14+ days
Madera	10-15 yrs=5 % 15-20 yrs=2 ½ % 20+ yrs=2 ½ %	Insight Employee Service	
Marin		EAP	Medical care reimbursement; dependent care assistance; long term care; Credit Union
Mariposa	No response		
Mendocino	Management: 5 yrs – 2.5% 10 yrs - 5 % 15 yrs- 7.5%	EAP	
Merced	\$750 annually for employees with 10 yrs service	EAP	Cell phone allowance for department head and monthly expense allowance to dept. head and assistant

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Modoc	5% every 3 yrs at top of range/step (salaries are frozen at current step for one continuous year)	6 free hours per calendar year for full time employees	
Mono	x	EAP	
Monterey		EAP	
Napa		Five sessions per incident	\$70/month cell phone for managers
Nevada	Mgmt/Assessor 2.5 % after 10 years	EAP	
Orange		EAP	
Placer	5% of base pay after 5 yrs continuous service in highest class step	Short term EAP	Tahoe subsistence pay of \$675/mo and Tahoe Rural Health \$2,000 per year; cafeteria plan for management \$2,100/yr.
Plumas			
Riverside		EAP	Management benefit - \$50 per pay period to 401k
Sacramento		EAP	
San Benito	2.5% @ 20 yrs, 5% @ 25 yrs, 7.5% @ 30 yrs		
San Bernardino		Per medical plan	Retirement Medical Trust Fund for eligible employees; Portable Communication Allowance for Elected & Exempt employees in group A & B
San Diego		EAP	Cash in lieu of retirement for Assessor and chief deputies 30 yrs = 5.25% more biweekly
San Francisco	x		
San Joaquin		x	
San Luis Obispo		EAP 3 visits	
San Mateo		x	
Santa Barbara		EAP	
Santa Clara		EAP	Cell phones for executive management
Santa Cruz	3% after 25 years	EAP	
Shasta	Supervisor and above (min. 20 yrs service)		
Sierra	5% at 5, 10, 15, and 20 years of continuous service	x	
Siskiyou	2.5% increase after 2 yrs @step 5; Asst. Assr 2.5% after 2 yrs at each Step 5 and 6	EAP	Deferred comp \$200/mo for Assessor, \$125/mo for Asst. Assessor, \$30/mo for appraisal staff; Alternate work schedules 4/10 and 9/80; Assessor and Asst. Assessor receive a \$300 wellness benefit annually.
Solano	Non-mgmt: 10 yrs=2.5% 20 yrs=5% 25 yrs=7.5% Mgmt: 10 yrs=2.5% 15 yrs=5% 20 yrs=7.5% 25 yrs=10% 30 yrs=12.5% 35+ yrs=15%	EAP 5 paid visits per year	
Sonoma		EAP	Wellness benefit \$100-\$300 per year
Stanislaus			Mileage on county business; CPA designation=5%
Sutter	No response		
Tehama	Employee hired prior to 1991 - 5% raise	EAP	\$100 per mo assessor stipend

I. Employee Miscellaneous Benefits

County	Longevity Pay	Counseling Services	Miscellaneous
Trinity	No response		
Tulare	No response		
Tuolumne	x	EAP	
Ventura		EAP	
Yolo	Hired before 7/13/80	EAP	In-lieu health insurance \$300/mo; Deferred Comp Match – Sups 10+yrs=\$150; 20+yrs=\$250; Mgmt 1+yr=\$350; 10+yrs=\$450; Elected=\$500
Yuba	No response		
State of California		EAP	