

County of San Mateo  
Office of the Tax Collector

**FISCAL YEAR 2022-2023**  
Fee Study

JOB TITLE	*HOURLY WAGE	BENEFITS CALCULATION (%)	BENEFITS CALCULATION (\$)	**TOTAL BENEFITS AVE (%)	***OVERHEAD DEPT AVE (\$)	TOTAL HOURLY WAGE
Accountant II (E011)	\$ 48.40	48.61%	\$ 23.53	\$ 24.05	\$ 26.83	\$ 99.29
Admin. Asst I (E029)	\$ 44.16	50.98%	\$ 22.51	\$ 21.95	\$ 24.48	\$ 90.59
Asst. Tax Collector (D084)	\$ 93.96	38.40%	\$ 36.08	\$ 46.70	\$ 52.09	\$ 192.75
Fiscal Office Spec. (E350)	\$ 37.16	55.06%	\$ 20.46	\$ 18.47	\$ 20.60	\$ 76.23
Revenue Collection Supv (E455)	\$ 53.60	46.53%	\$ 24.94	\$ 26.64	\$ 29.72	\$ 109.96
Revenue Collector II (E457)	\$ 41.92	51.90%	\$ 21.76	\$ 20.83	\$ 23.24	\$ 85.99
Tax Collector-Treasurer (A054)	\$ 105.54	40.40%	\$ 42.63	\$ 52.45	\$ 58.51	\$ 216.50

\*All positions calculated at top step, fully loaded

\*\*Total Benefits % = Sum of Benefit % Calculations divided by 10 employees (49.70%)

\*\*\*Management Overhead = Salaries of Assistant Tax Collector, Revenue Collection Supv., Tax Collector-Treas. Admin. Asst. divided by the Department Salaries (average used 55.44%) = Sum of Overhead \$ divided by 10 = \$29.73 Average Overhead Rate