



***2012***  
***Salary Survey***  
***of***  
***California***  
***Probation Departments***

**2012**

**SALARY SURVEY**

**OF**

**CALIFORNIA PROBATION DEPARTMENTS**



**PREPARED BY THE**  
**Orange County Probation Department**

## ACKNOWLEDGEMENTS

This Survey was compiled for the Chief Probation Officers of California by the Orange County Probation Department. The report represents salary levels as of April 27, 2012, unless otherwise stated, as submitted by 55 of the 58 statewide probation departments. The population figures used for ranking purposes are based on the California Department of Finance population estimates as of January 1, 2012.

A special acknowledgement goes to Olga Echevarria whose hard work, patience, and dedication made this publication possible.

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## **SALARY SCHEDULES AND ORGANIZATIONAL CHARTS BY COUNTY**

Salary schedules list each job classification for the department in descending order from highest to lowest annual salary, using the top step for each range. This is followed by staff years (or full-time equivalents), number of positions (to account for half-time workers), salary range, and number of steps. In addition, ten generic classes have been identified and labeled with a letter code as follows:

### Probation/Field Services:

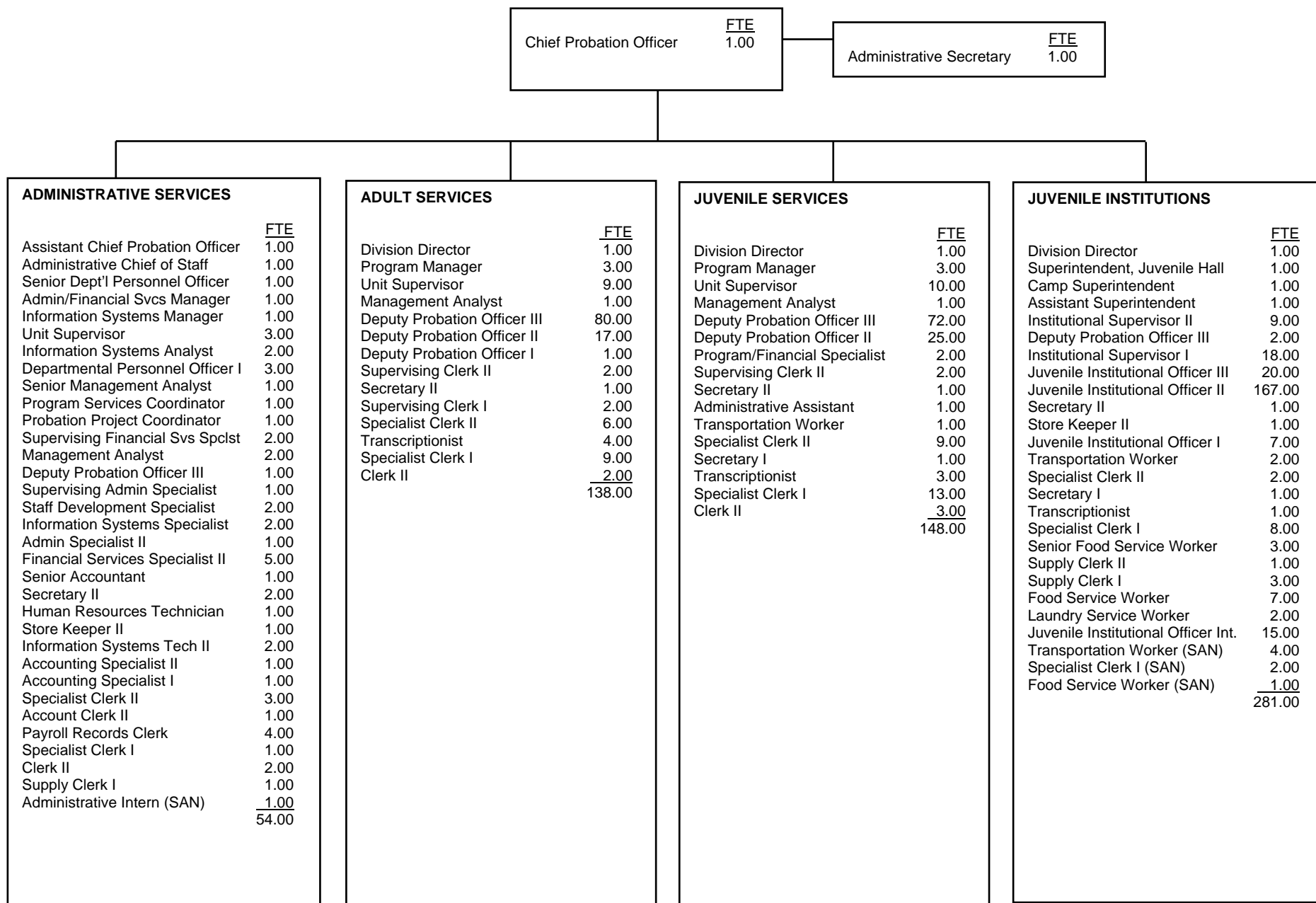
- A. Entry Level
- B. Journey Level
- C. Advanced Journey/Senior
- D. First Line Supervisor
- E. First Line Manager/Director

### Institutions/Custody:

- F. Entry Level
- G. Journey Level
- H. Advanced Journey/Lead
- I. First Line Supervisor
- J. First Line Manager/Director

Organizational charts display staff by major divisions.

# COUNTY OF ALAMEDA





**COUNTY OF ALAMEDA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$154,856	193,606		
Actual Salary					177,112	
Assistant Chief Probation Officer	1.00	1	127,566	154,814	5	
Administrative Chief of Staff	1.00	1	109,907	133,598	5	
Division Director	3.00	3	109,928	133,598	5	
Superintendent, Juvenile Hall	1.00	1	99,195	120,432	5	J
Senior Departmental Personnel Officer	1.00	1	94,515	114,857	5	
Camp Superintendent	1.00	1	94,411	114,670	5	
Admin/Financial Services Manager	1.00	1	93,932	114,254	5	
Program Manager	6.00	6	88,441	107,494	5	E
Information Systems Manger	1.00	1	78,603	105,227	7	
Assistant Superintendent	1.00	1	80,932	98,404	5	
Unit Supervisor	22.00	22	80,017	96,428	5	D
Information Systems Analyst	2.00	2	71,344	95,617	7	
Departmental Personnel Officer I	3.00	3	63,835	91,665	7	
Institutional Supervisor II	9.00	9	75,420	91,499	5	I
Senior Management Analyst	1.00	1	67,288	90,168	7	
Program Services Coordinator	1.00	1	72,716	88,400	5	
Probation Project Coordinator	1.00	1	72,716	88,400	5	
Supervising Financial Services Specialist	2.00	2	64,230	86,091	7	
Management Analyst	4.00	4	64,084	85,862	7	
Deputy Probation Officer I/II/III	192.75	198			5	A,B,C
Deputy Probation Officer III	--	--	70,117	84,989	5	C
Deputy Probation Officer II	--	--	63,294	77,272	5	B
Deputy Probation Officer I	--	--	57,408	70,117	5	A
Program/Financial Specialist	2.00	2	62,150	83,354	7	
Supervising Administrative Specialist	1.00	1	62,067	83,179	7	
Staff Development Specialist	2.00	2	50,897	81,931	7	

**COUNTY OF ALAMEDA**

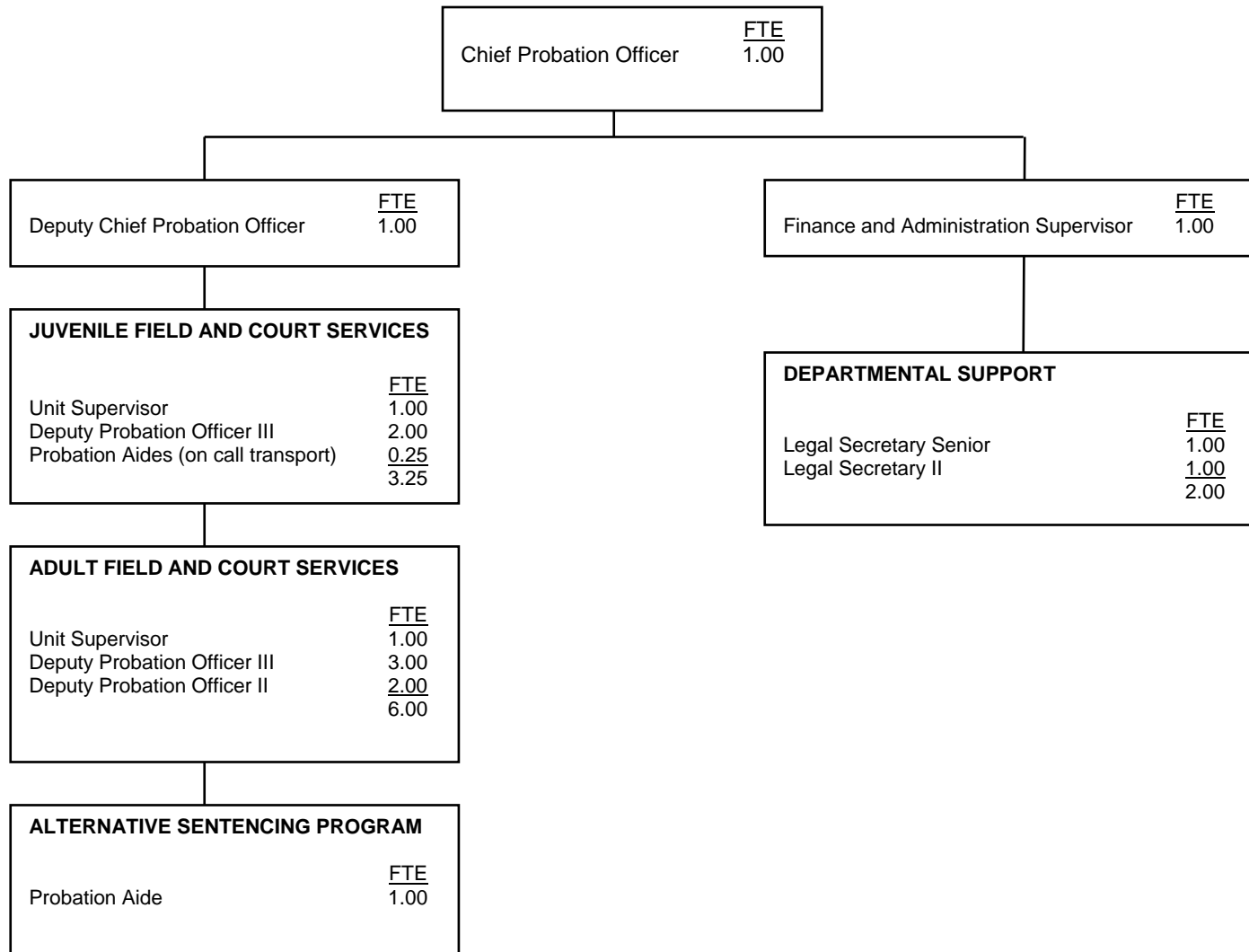
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Institutional Supervisor I	18.00	18	65,249	79,206	5	I
Information Systems Specialist	2.00	2	56,451	75,608	7	
Administrative Specialist II	1.00	1	56,451	75,608	7	
Financial Services Specialist II	5.00	5	56,451	75,608	7	
Senior Accountant	1.00	1	60,507	72,592	5	
Juvenile Institutional Officer III	20.00	20	59,488	72,196	5	H
Administrative Secretary	1.00	1	60,465	72,051	5	
Juvenile Institutional Officer I/II	173.07	174	50,440	67,371	5	F,G
Supervising Clerk II	4.00	4	54,329	65,977	5	
Secretary II	5.00	5	55,120	65,353	5	
Human Resources Technician	1.00	1	52,083	63,273	7	
Storekeeper II	2.00	2	52,644	62,878	5	
Supervising Clerk I	2.00	2	51,729	62,732	5	
Administrative Assistant	1.00	1	50,003	60,694	5	
Information Systems Technician II	2.00	2	48,172	58,406	5	
Accounting Specialist II	1.00	1	46,467	56,430	5	
Accounting Specialist I	1.00	1	44,428	53,872	5	
Transportation Worker	3.00	3	44,241	53,747	5	
Specialist Clerk II	20.00	20	43,524	49,354	4	
Secretary I	1.00	1	40,755	48,535	5	
Account Clerk II	1.00	1	40,033	47,346	5	
Payroll Records Clerk	4.00	4	39,390	46,507	5	
Transcriptionist	4.00	8	42,334	46,098	3	
Specialist Clerk I	31.00	31	40,657	46,078	4	
Senior Food Service Worker	3.00	3	37,908	44,596	5	
Clerk II	7.00	7	39,312	44,265	4	
Supply Clerk II	2.00	2	36,543	43,699	5	
Supply Clerk I	4.00	4	35,880	42,724	5	

**COUNTY OF ALAMEDA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Food Service Worker	7.00	7	37,537	42,568	4	
Laundry Service Worker	2.00	2	33,676	39,897	5	
Juvenile Institutional Officer Intermittent	4.84	15	22.48	25.89 hr	4	
Transportation Worker (SAN)	3.60	4		23.73 hr		
Specialist Clerk I (SAN)	1.00	2		20.86 hr		
Food Service Worker (SAN)	0.98	1		20.21 hr		
Administrative Intern (SAN)	0.65	1	8	17.03 hr	7	
	<u>600.89</u>	<u>623</u>				

# COUNTY OF AMADOR

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**COUNTY OF AMADOR**

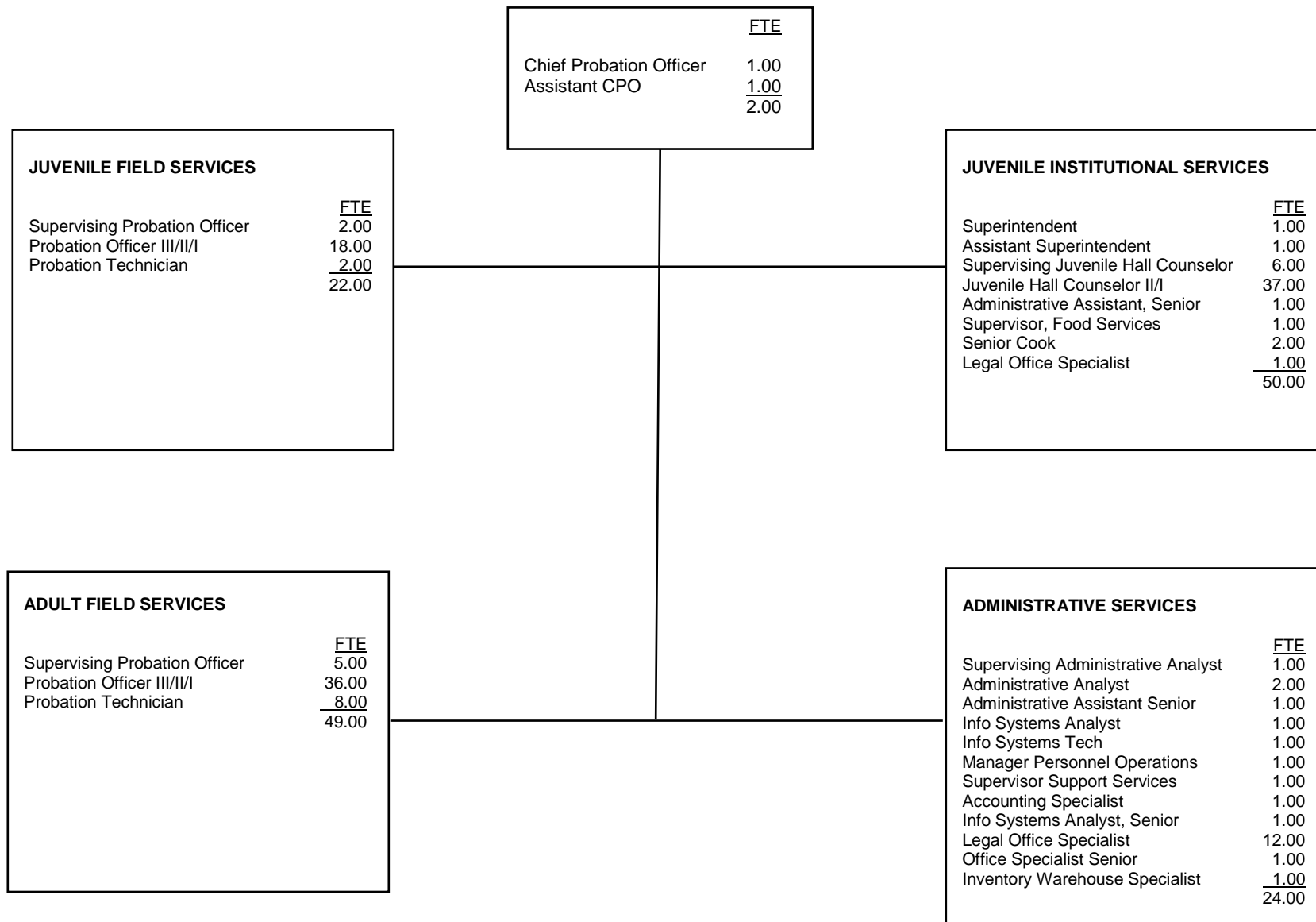
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	111,729			
Deputy Chief Probation Officer	1.00	1	78,718	95,672	5	E
Probation Unit Supervisor	2.00	2	65,062	79,093	5	D
Deputy Probation Officer III, or	5.00	5	59,174	71,932	5	C
Deputy Probation Officer II, or	2.00	2	51,741	62,891	5	B
Finance and Admin Supervisor	1.00	1	51,469	62,556	5	
Legal Secretary Senior, or	1.00	1	44,746	54,392	5	
Deputy Probation Officer I	-	0	42,762	51,970	5	A
Legal Secretary II	1.00	1	40,695	49,464	5	
Probation Aide	1.00	1	35,078	42,637	5	
Probation Aide-on call transportation	<u>0.25</u>	<u>2</u>	17.91/hr	21.77/hr	5	
	15.25	17.00				

Salaries effective from 10/1/11

2.5% Longevity pay with performance component  
 @ 10,15,20 years

# COUNTY OF BUTTE

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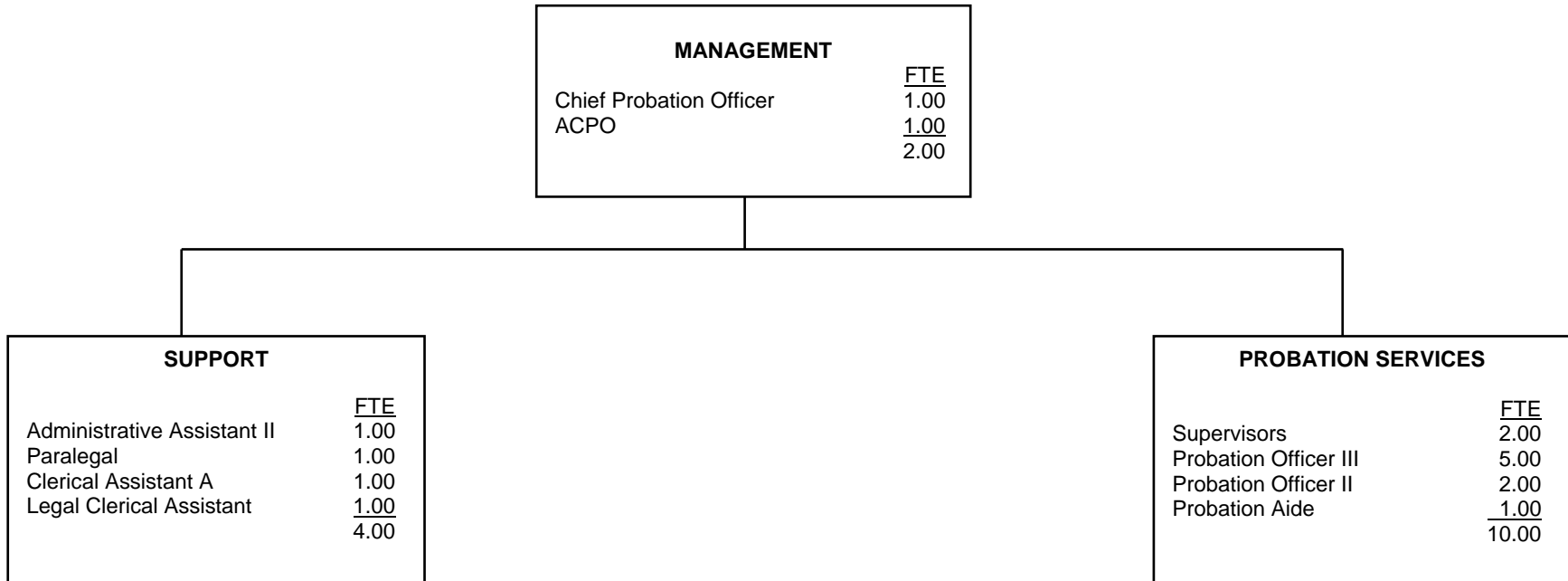
**COUNTY OF BUTTE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		138,969		
Assistant Chief Probation Officer	1.00	1	87,283	116,968	7	E, J
Superintendent - Juvenile Hall	1.00	1	69,890	93,660	7	J
Supervisor, Administrative Analyst	1.00	1	55,420	74,268	7	
Assistant Superintendent - Juvenile Hall	1.00	1	52,750	70,690	7	I
Supervisor, Probation Officer	7.00	7	50,208	67,283	7	D
Information Systems Analyst, Senior	1.00	1	50,208	67,283	7	
Administrative Analyst Senior	1.00	1	48,983	65,642	7	
Supervising Juvenile Hall Counselor	6.00	6	47,788	64,041	7	H
Information Systems Analyst	1.00	1	45,485	60,955	7	
Probation Officer I/II/III	54.00	54				
Probation Officer III	-	-	44,376	59,468	7	C
Probation Officer II	-	-	40,202	53,875	7	B
Probation Officer I	54.00	54	34,666	46,457	7	A
Manager, Personnel Operations	1.00	1	43,294	58,018	7	
Information Systems Technician Senior	1.00	1	42,238	56,603	7	
Administrative Analyst	1.00	1	40,202	53,875	7	
Juvenile Hall Counselor I/II	37.00	37				
Juvenile Hall Counselor II			34,666	46,456	7	G
Juvenile Hall Counselor I			31,406	42,087	7	F
Supervisor, Support Services	1.00	1	32,996	44,218	7	
Supervisor, Food Services	1.00	1	32,996	44,218	7	
Administrative Assistant Senior	2.00	2	31,406	42,087	7	
Probation Technician	10.00	10	29,892	40,059	7	
Accounting Specialist	1.00	1	28,452	38,129	7	
Legal Office Specialist	13.00	13	27,086	36,292	7	
Senior Cook	2.00	2	25,147	33,700	7	
Office Specialist Senior	1.00	1	25,147	33,700	7	
Inventory Warehouse Specialist	1.00	1	24,539	32,879	7	
	<u>147.00</u>	<u>147</u>				

Salaries effective from 1/1/2012

# COUNTY OF CALAVERAS

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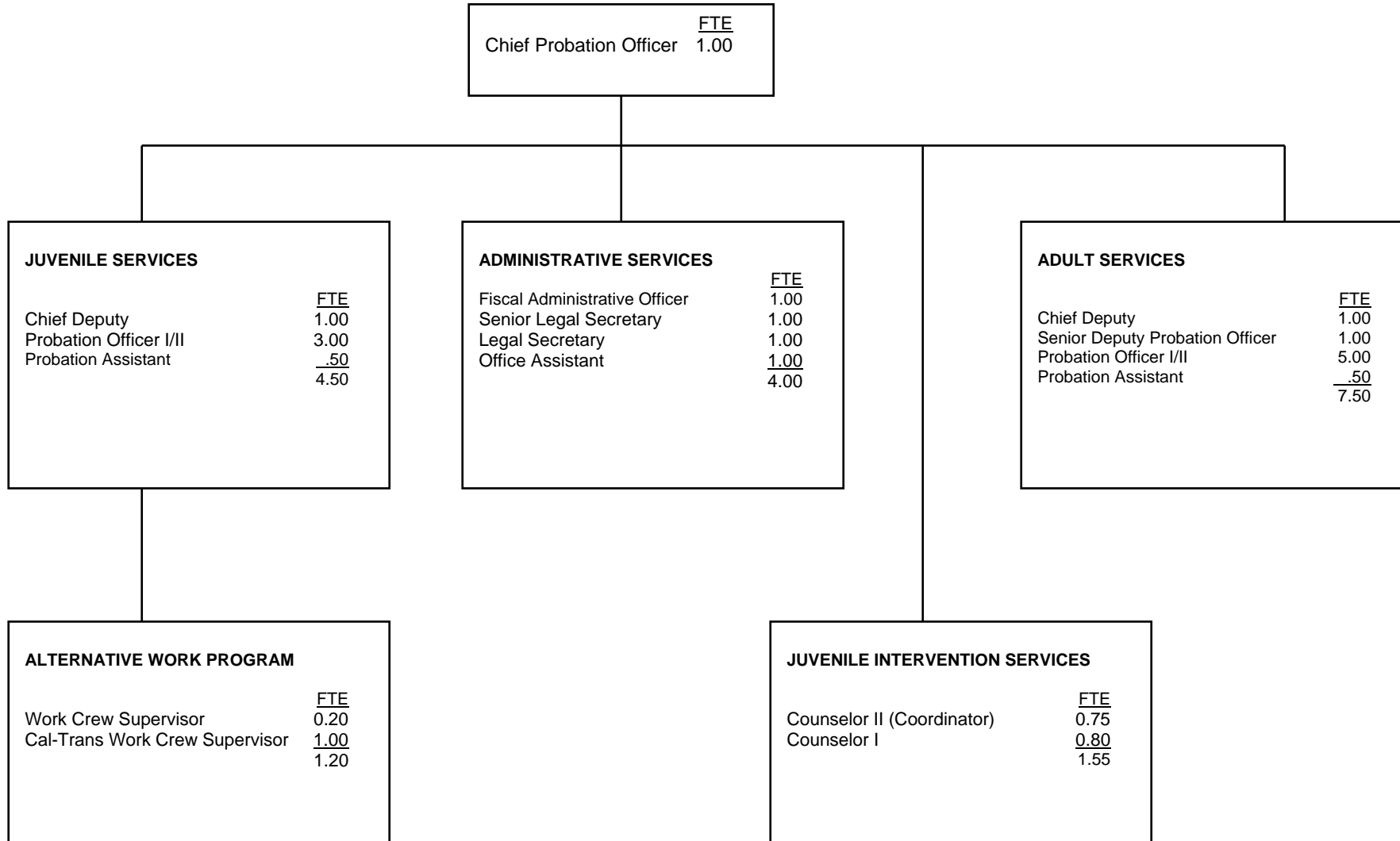


**COUNTY OF CALAVERAS**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	105,664			
Chief Deputy Probation Officer (vacant)	1.00	1	64,646	78,541	5	E
Probation Unit Supervisor (1 vacant)	2.00	2	56,098	68,203	5	D
Administrative Analyst	1.00	1	51,937	63,149	5	
Deputy Probation Officer III	5.00	6	51,626	62,816	5	C
Deputy Probation Officer II	2.00	6	43,701	53,165	5	B
Administrative Assistant II	1.00	1	49,421	60,133	5	
Deputy Probation Officer I	-	0	37,211	45,240	5	A
Paralegal Criminal	1.00	1	36,796	44,762	5	
Probation Aide	1.00	1	28,683	35,734	5	
Legal Clerical Assistant A	<u>1.00</u>	<u>1</u>	28,205	34,861	5	
	16.00	21.00				

# COUNTY OF COLUSA

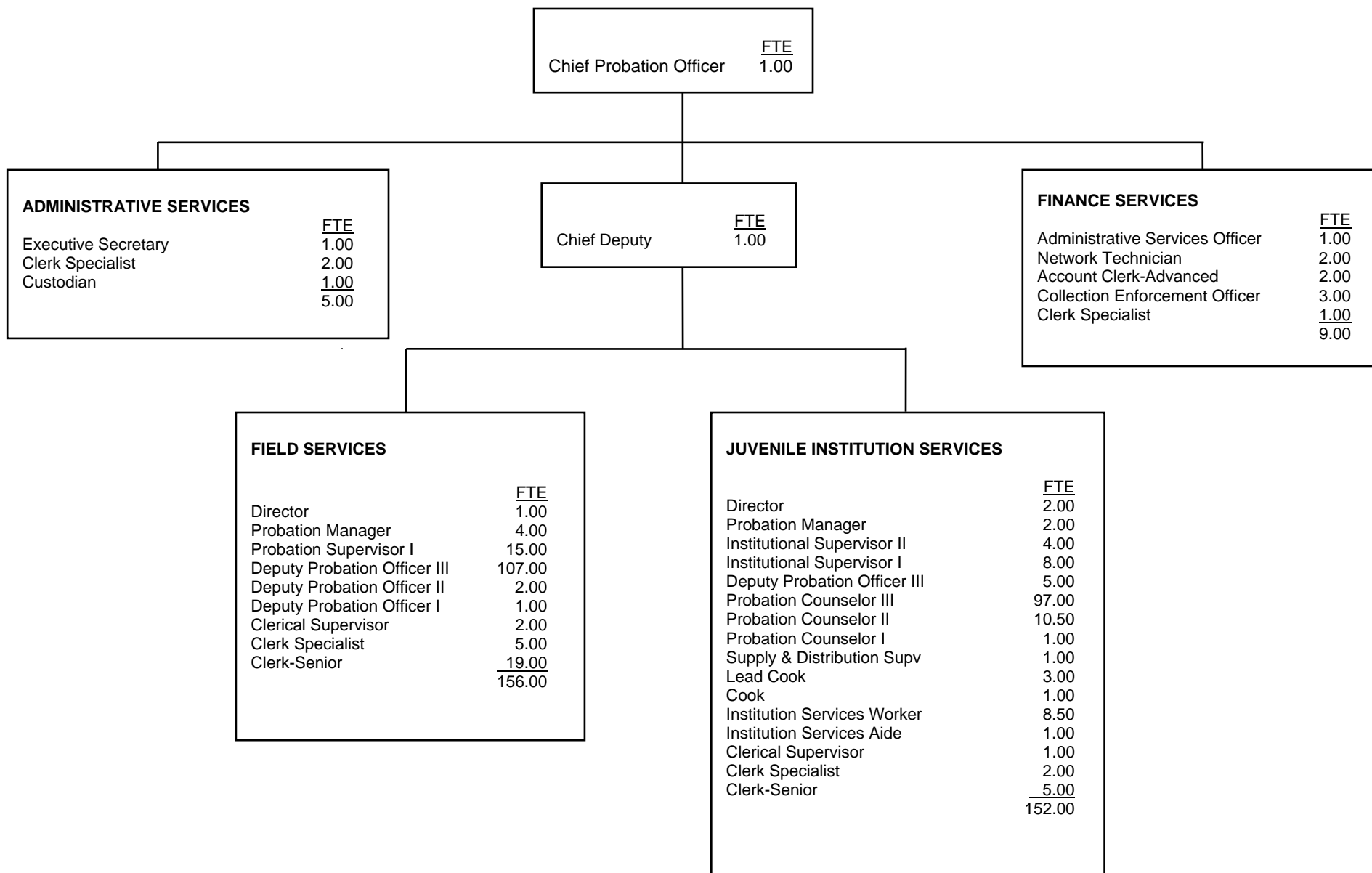
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**COUNTY OF COLUSA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	95,787		5	
Chief Deputy Probation Officer	2.00	2	53,969	68,697	5	E
Sr. Deputy Probation Officer	1.00	1	44,149	53,648	5	C, D
Deputy Probation Officer II	4.00	4	39,187	47,625	5	B
Fiscal Administrative Officer	1.00	1	36,503	44,371	5	
Deputy Probation Officer I	4.00	4	35,534	43,189	5	A
Sr. Legal Secretary	1.00	1	28,598	34,761	5	
Legal Secretary	1.00	1	25,943	31,521	5	
Work Crew Supervisor	1.20	1.2	25,943	31,521	5	
Counselor I	0.80	0.8	25,943	31,521	5	
Probation Assistant	1.00	1	24,698	30,000	5	
Office Assistant	1.00	1	18,903	22,983	5	
Counselor II	<u>0.75</u>	<u>0.75</u>	Hourly	16,646	5	
	19.75	19.75				

# COUNTY OF CONTRA COSTA

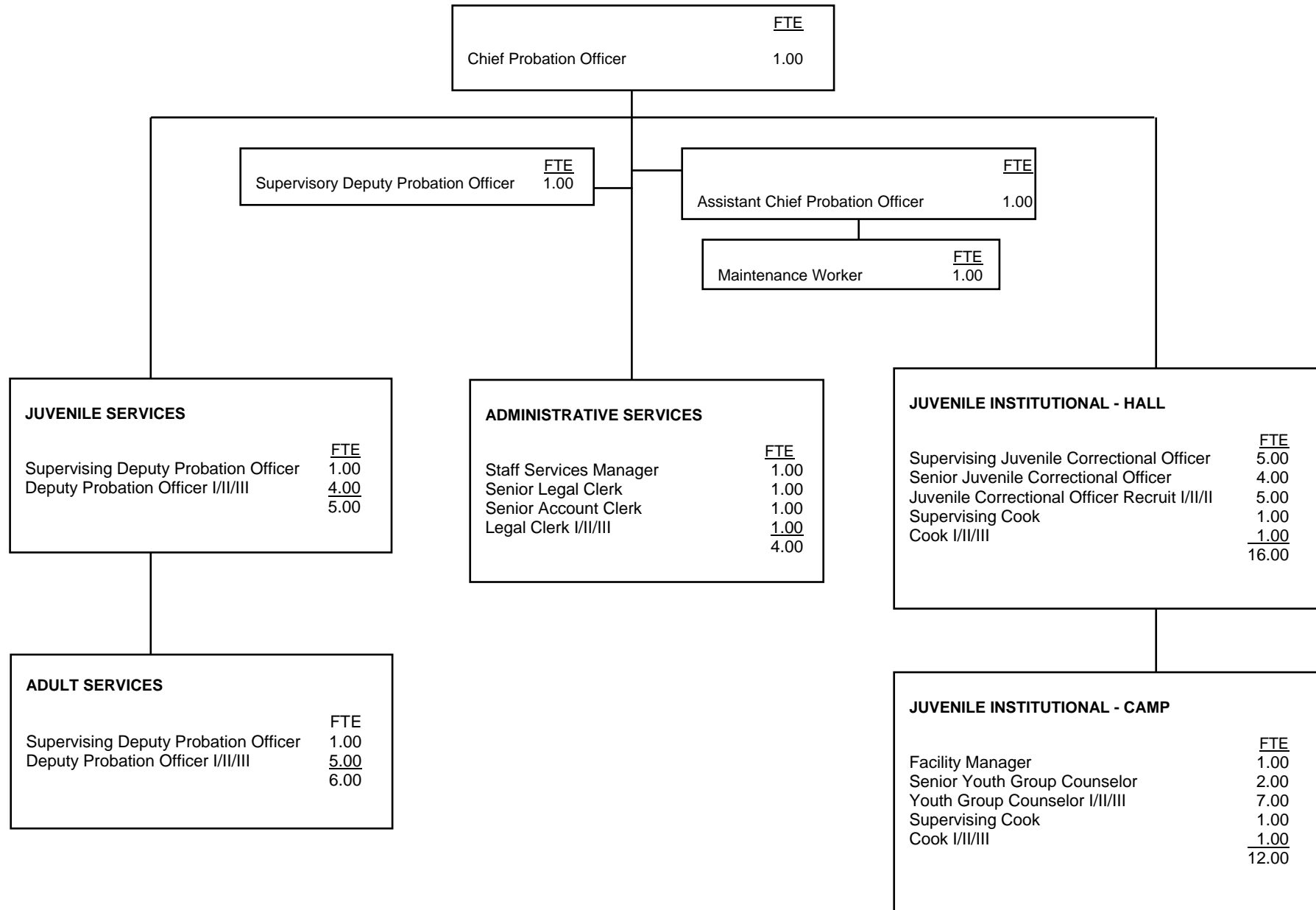


**COUNTY OF CONTRA COSTA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
CPO Actual Salary			142,668			
County Probation Officer	1.00	1	129,404	157,292	5	
Chief Deputy Probation Officer	1.00	1	94,638	115,033	5	
Probation Director	3.00	3	87,865	106,800	5	
Probation Manager	6.00	6	81,738	99,353	5	E,J
Administrative Services Officer	1.00	1	68,605	96,937	15	
Probation Supervisor I	15.00	15	76,211	92,635	5	D
Institutional Supervisor II	4.00	4	76,038	92,635	5	J
Institutional Supervisor I	8.00	8	70,129	85,242	5	I
Deputy Probation Officer III	112.00	112	62,106	75,490	5	C,H
Network Technician II	2.00	2	60,313	73,311	5	
Deputy Probation Officer II	2.00	2	58,177	70,715	5	B
Probation Counselor III	97.00	97	58,120	70,645	5	H
Probation Counselor II	10.50	11	54,713	66,504	5	G
Executive Secretary	1.00	1	52,143	63,381	5	
Supply & Distribution Supervisor	1.00	1	51,783	62,943	5	
Clerical Supervisor	3.00	3	45,870	58,578	7	
Collection Enforcement Officer II	3.00	3	46,631	56,681	5	
Clerk - Specialist Level	10.00	10	40,171	51,300	7	
Deputy Probation Officer I	2.00	2	41,920	50,954	5	A
Account Clerk - Advanced Level	2.00	2	39,266	50,145	7	
Probation Counselor I	1.00	1	41,179	50,054	5	F
Lead Cook	3.00	3	43,251	47,684	3	
Clerk - Senior Level	24.00	24	35,565	45,418	7	
Cook	1.00	1	36,857	44,472	5	
Institutional Services Worker	8.50	9	31,946	38,830	5	
Custodian II	1.00	1	33,968	37,450	3	
Institutiional Aide	1.00	1	29,107	35,379	5	
	<u>324.00</u>	<u>325</u>				

Salaries effective 1/1/12

# COUNTY OF DEL NORTE



**COUNTY OF DEL NORTE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		74,930	10	
Assistant Chief Probation Officer	1.00	1	49,574	73,243	10	E
Facility Manager	1.00	1	44,965	66,433	10	J
Staff Services Manager	1.00	1	42,824	63,270	10	
Supervising Deputy Probation Officer II or Supervising Deputy Probation Officer I	3.00 -	3 -	42,824 39,787	63,270 58,784	10	D D
Supervising Juvenile Correctional Officer II or Supervising Juvenile Correctional Officer I	5.00 -	5 -	36,088 34,370	53,318 50,780	10	I
Deputy Probation Officer III or Deputy Probation Officer II or Deputy Probation Officer I	9.00 - -	9 - -	36,088 34,370 31,174	53,318 50,780 46,059	10	C B A
Senior Juvenile Correctional Officer	4.00	4	32,733	48,362	10	H
Senior Youth Group Counselor	2.00	2	32,733	48,362	10	H
Juvenile Correctional Officer III or Juvenile Correctional Officer II or Juvenile Correctional Officer I or Juvenile Correctional Officer Recruit	5.00 - - -	5 - - -	31,174 27,604 26,290 23,846	46,059 40,785 38,842 35,231	10	G G F F
Youth Group Counselor III or Youth Group Counselor II or Youth Group Counselor I	7.00 - -	7 - -	31,174 27,604 23,846	46,059 40,785 35,231	10	G G F
Senior Legal Clerk	1.00	1	30,434	44,965	10	
Building Maintenance Worker III or Building Maintenance Worker II or Building Maintenance Worker I	1.00 - -	1 - -	29,690 26,929 24,426	43,865 39,787 36,088	10	
Senior Account Clerk	1.00	1	28,985	42,824	10	
Probation Technician III or Probation Technician II or Probation Technician I	1.00 - -	1 - -	26,290 24,426 22,710	38,842 36,088 33,554	10	

**COUNTY OF DEL NORTE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Supervising Cook	2.00	2	25,647	37,893	10	
Cook III or	2.00	2	23,846	35,231	10	
Cook II or	-	-	22,710	33,554		
Cook I	-	-	20,599	30,434		
	<u>47.00</u>	<u>47.00</u>				

Salaries effective since 06/27/08

Steps 6 through 10 are longevity steps (10 years/15 years/20 years/25 years/30 years)



# COUNTY OF EL DORADO

---

	<u>FTE</u>
Chief Probation Officer	1.00
Assistant Chief Probation Officer	1.00
Deputy Chief Probation Officer	<u>1.00</u>
	3.00

<b>JUVENILE FIELD SERVICES</b>	
	<u>FTE</u>
Supervising Deputy Probation Officer	3.00
Sr. Deputy Probation Officer	4.00
Deputy Probation Officer I/II	<u>15.00</u>
	22.00

<b>JUVENILE DETENTION FACILITIES</b>	
	<u>FTE</u>
Deputy Chief Probation Officer	2.00
Supervising Deputy Probation Officer-Inst.	7.00
Sr. Deputy Probation Officer – Inst.	8.00
Deputy Probation Officer I/II – Inst.	27.00
Correctional Food Supervisor	2.00
Correctional Cook	4.00
Administrative Secretary	<u>2.00</u>
	52.00

<b>ADULT FIELD SERVICES</b>	
	<u>FTE</u>
Supervising Deputy Probation Officer	3.00
Sr. Deputy Probation Officer	6.00
Deputy Probation Officer I/II	<u>18.00</u>
	27.00

<b>ADMINISTRATIVE SERVICES</b>	
	<u>FTE</u>
Fiscal Administrative Manager	1.00
Administrative Service Officer	1.00
Supervising IT Analyst	1.00
Information Technology Dept. Coordinator	1.00
Sr. Department Analyst	1.00
Supervising Deputy Probation Officer	1.00
Legal Secretarial Services Supervisor	2.00
Accountant I/II	1.00
Administrative Technician	1.00
Fiscal Technician I/II	2.00
Sr. Legal Secretary	4.50
Legal Secretary I/II	1.00
Legal Office Assistant I/II	1.00
Sr. Office Assistant	<u>1.00</u>
	19.50

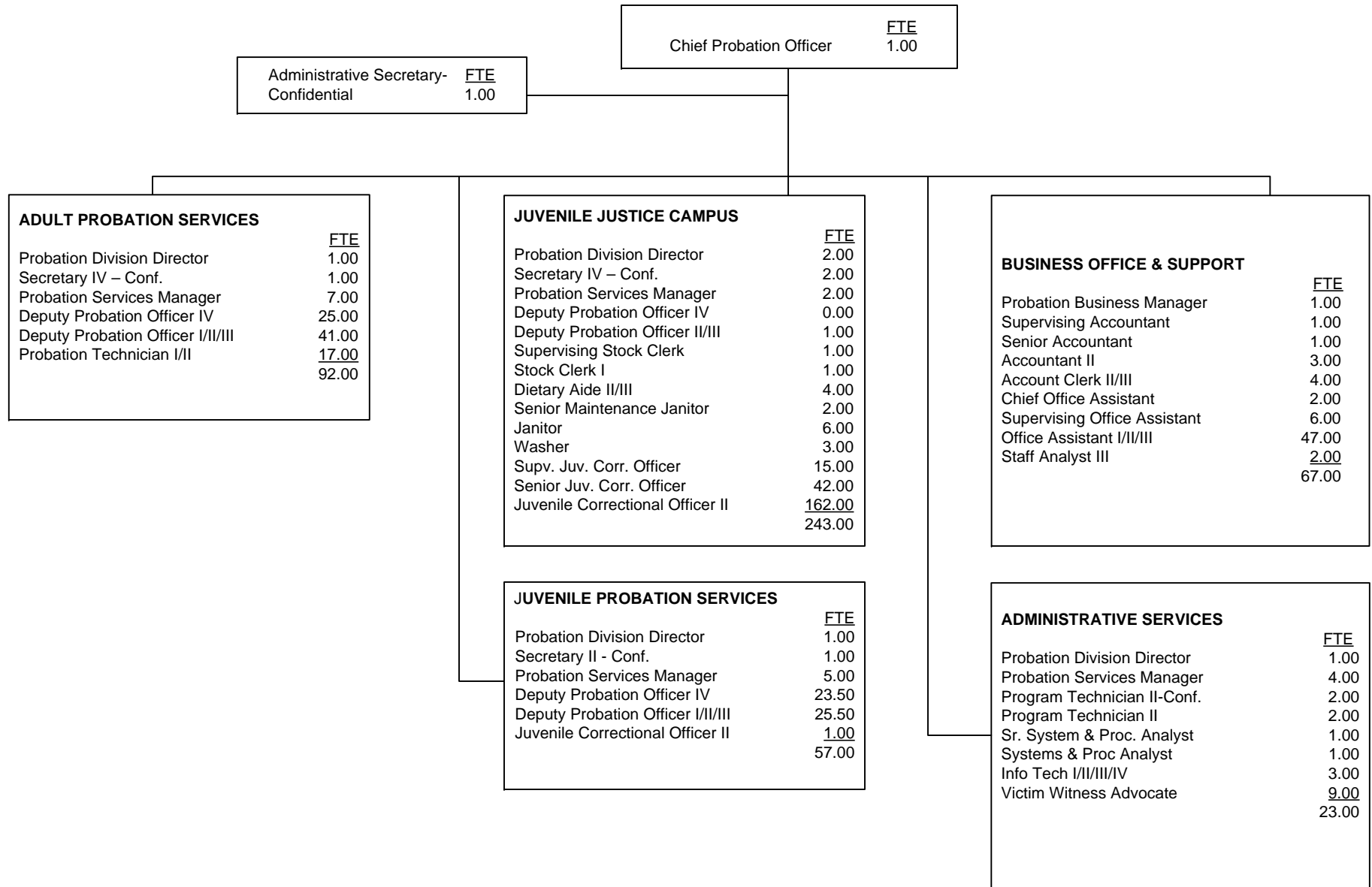
**COUNTY OF EL DORADO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	132,018			CPO Pays Full 9% Retirement
Assistant Chief Probation Officer	1.00	1	84,698	102,981	5	E
Supervising IT Analyst	1.00	1	72,217	87,776	5	
Fiscal Administrative Manager	1.00	1	71,822	87,298	5	
Deputy Chief Probation Officer	3.00	3	69,805	84,843	5	E,J
Administrative Service Officer	1.00	1	62,462	75,941	5	
Sr. Department Analyst	1.00	1	62,462	75,941		
IT Department Coordinator	1.00	1	59,342	72,134	5	
Supervising Deputy Probation Officer	7.00	7	51,272	62,317	5	D
Supervising Deputy Probation Officer - Inst.	7.00	7	48,693	59,197	5	I
Accountant I/II	1.00	1	42,057	56,805	10	
Sr. Deputy Probation Officer	10.00	10	44,720	54,392	5	C
Administrative Technician	1.00	1	43,992	53,477	5	
Sr. Deputy Probation Officer - Institutions	8.00	8	42,494	51,646	5	H
Legal Secretarial Services Supervisor	2.00	2	42,349	51,480		
Deputy Probation Officer I/II	33.00	33	37,315	50,606		A,B
Deputy Probation Officer I	-	-	37,315	45,365	10	A
Deputy Probation Officer II	-	-	41,640	50,606	10	B
Deputy Probation Officer I/II - Institutions	27.00	27	35,443	48,069	10	F,G
Deputy Probation Officer/II - Institutions	-	-	39,541	48,069	10	G
Deputy Probation Officer I - Institutions	-	-	35,443	43,068	10	F
Fiscal Technician	2.00	2	37,752	45,885	5	
Sr. Legal Secretary	4.50	4.5	36,837	44,803	5	
Correction Food Services Supervisor	2.00	2	34,778	42,286	5	
Legal Secretary I/II	1.00	1	17,784	41,621	10	
Administrative Secretary	2.00	2	30,555	37,128	5	
Correctional Cook	4.00	4	30,243	36,754	5	
Sr. Office Assistant	1.00	1	27,768	33,758	5	
Legal Office Assistant I/II	1.00	1	25,251	33,758	10	
	<u>123.50</u>	<u>124</u>				

Notes:

Calculations and salaries as of 2/16/12

# COUNTY OF FRESNO



**COUNTY OF FRESNO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$128, 386 <sup>1</sup>	Band	
Probation Division Director	5.00	5	67, 054 – 89, 856	5	E, J
Probation Business Manager	1.00	1	59, 526 – 106, 328	Band	E, J
Probation Services Manager	18.00	18	58, 630 – 78, 572	6	D, I
Sr. Systems & Procedures Analyst	1.00	1	62, 998 – 76, 570	5	
Information Technology Analyst IV	3.00	3 <sup>10</sup>	59, 852 – 72, 748	5	
Supervising Accountant	1.00	1	57, 720 – 70, 174	5	
Systems & Proc. Analyst III	1.00	1	56, 264 – 68, 380	5	
Sr. Accountant	1.00	1	52, 936 – 64, 350	5	
Deputy Probation Officer IV	48.50	59	50, 960 – 65, 026	6	C
Staff Analyst III	2.00	2	53, 248 – 67, 740	5	
Supervising Juvenile Correctional Officer	15.00	15	52, 442 – 66, 950	6	H
Deputy Probation Officer III	48.50	80 <sup>2</sup>	46, 098 – 58, 864	6	B
Sr. Juvenile Correctional Officer	42.00	47	45, 526 – 58, 110	6	H
Accountant II	3.00	3 <sup>3</sup>	45, 318 – 55, 094	5	
Chief Office Assistant	2.00	2	39, 962 – 48, 594	5	
Deputy Probation Officer II	2.00		40, 924 – 52, 260	6	B
Deputy Probation Officer I	19.00		34, 554 – 44, 096	6	A
Juvenile Correctional Officer I/II	162.00	180 <sup>4</sup>		6	F-G
Juvenile Correctional Officer II	--	--	39,516 – 50,436	6	G
Juvenile Correctional Officer I	--	--	32,292 – 41,184	6	F
Supervising Office Assistant II	6.00	6	36, 374 – 46, 410	6	
Program Technician II-Staff	2.00	2	36, 218 – 46, 254	6	
Program Technician II-Confidential	2.00	3 <sup>11</sup>	36, 816 – 46, 982	6	
Supervising Stock Clerk	1.00	1	33, 852 – 43, 186	6	
Victim Witness Advocate	9.00	10	31, 694 – 38, 532	5	
Probation Technician II	17.00	21 <sup>5</sup>	30, 758 – 39, 234	6	

**COUNTY OF FRESNO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Acct. Clerk III	4.00	4 <sup>6</sup>	30,680 – 39,156	6	
Secretary IV-Conf.	4.00	4 <sup>8</sup>	34,138 – 41,496	6	
Office Assistant III	47.00	53 <sup>7</sup>	27,274 – 34,814	6	
Sr. Maintenance Janitor	2.00	2	26,208 – 31,850	5	
Dietary Aide III	4.00	7 <sup>9</sup>	22,958 – 29,302	6	
Janitor	6.00	6	22,282 – 28,444	6	
Washer	3.00	3	21,060 – 26,910	6	
Stock Clerk I	1.00	1	20,774 – 25,246	5	
	484.00	543			

Footnotes:

<sup>1</sup> flat/annually

<sup>2</sup> number of positions includes all three levels of DPO series

<sup>3</sup> number of positions includes the two levels of Accountants

<sup>4</sup> number of positions includes the two levels of JCO series

<sup>5</sup> number of positions includes the two levels of Probation Tech. series

<sup>6</sup> number of positions includes the three levels of Acct. Clerk series

<sup>7</sup> number of positions includes all levels of OA series

<sup>8</sup> number of positions includes all levels of Secretary- Confidential series

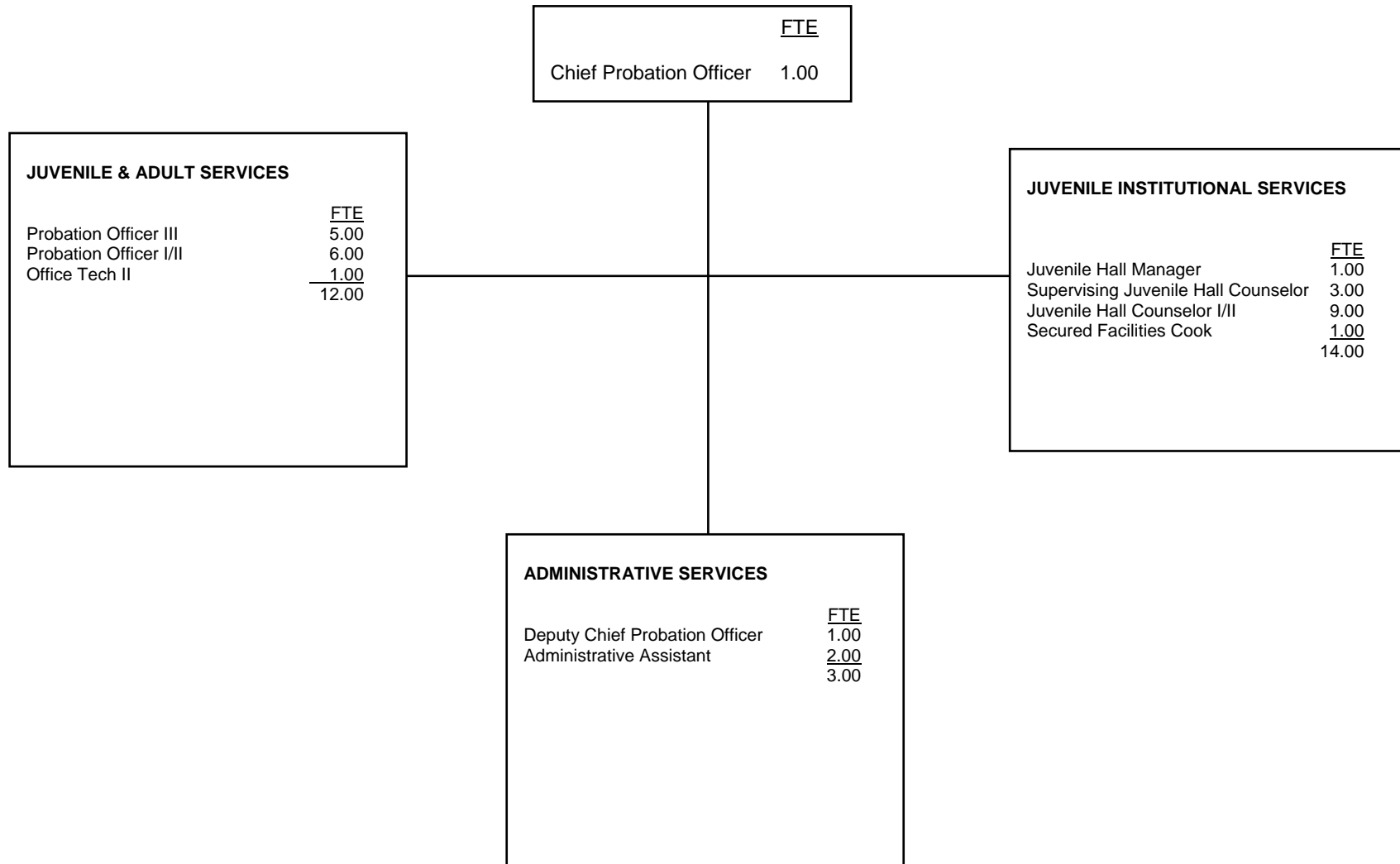
<sup>9</sup> number of positions includes all levels of Dietary Aide series

<sup>10</sup> number of positions includes all levels of Information Technology Analyst series

<sup>11</sup> number of positions includes the two levels of Program Technician- Confidential

# COUNTY OF GLENN

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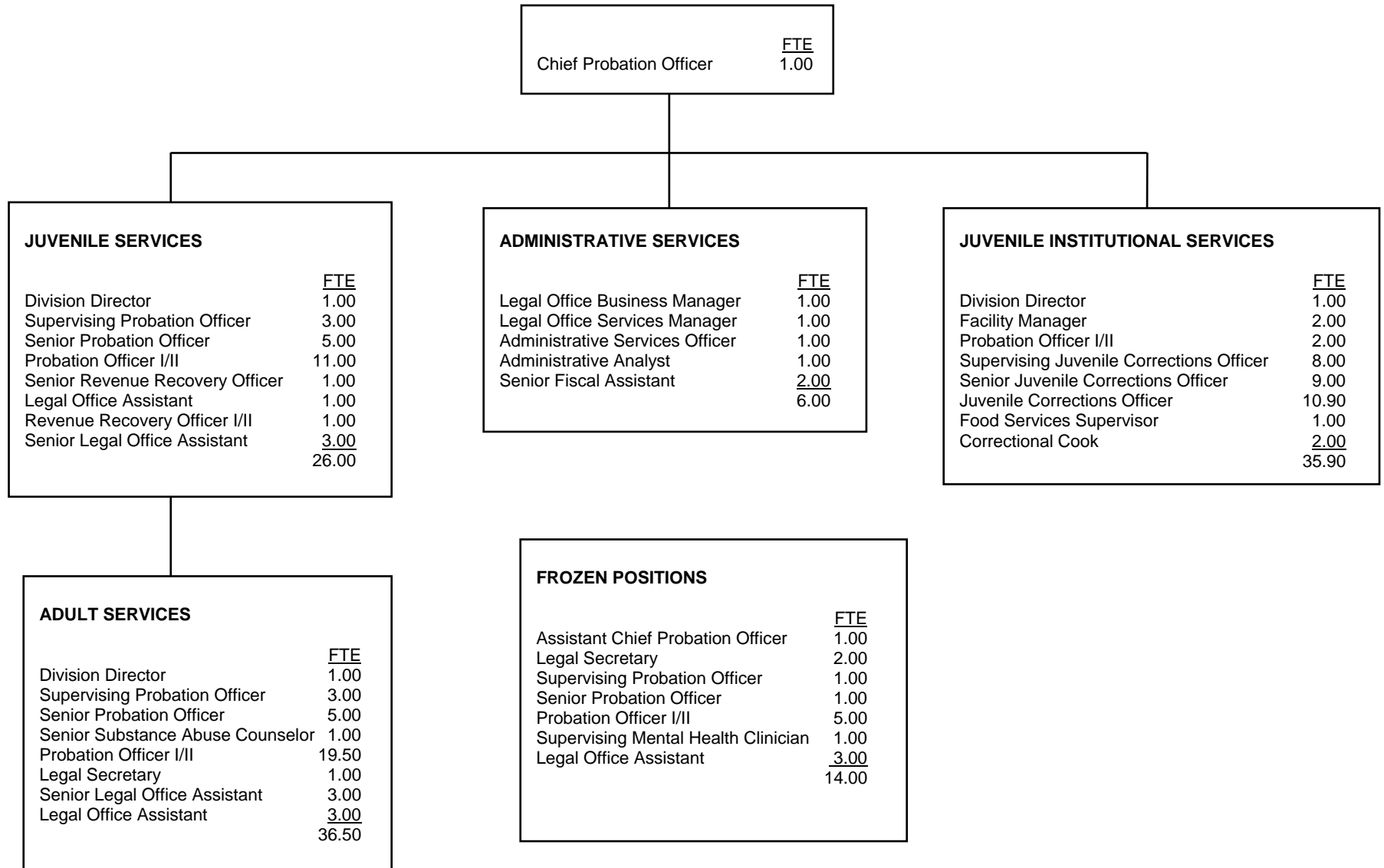


**COUNTY OF GLENN**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	75,691	99,931	5	
Actual Salary				99,931	5	
Deputy Chief Probation Officer	1.00	1	66,165	80,413	5	
Juvenile Hall Manager	1.00	1	62,941	76,502	5	J
Supervising Deputy Probation Officer	0	0	47,590	57,824	5	D
Administrative Assistant	2.00	2	44,845	54,517	5	
Deputy Probation Officer III	5.00	5	42,037	51,085	5	C
Deputy Probation Officer II	2.00	2	38,043	46,238	5	B
Supervising Juvenile Hall Counselor	3.00	3	36,171	43,971	5	I
Deputy Probation Officer I	4.00	4	34,424	41,850	5	A
Office Technician II	1.00	1	33,758	41,018	5	
Juvenile Hall Counselor II, or	7.00	7	32,760	39,832	5	G
Juvenile Hall Counselor I	2.00	2	30,971	37,627	5	F
Secured Facilities Cook	1.00	1	28,496	34,653	5	
	<u>30.00</u>	<u>30.00</u>				

# COUNTY OF HUMBOLDT

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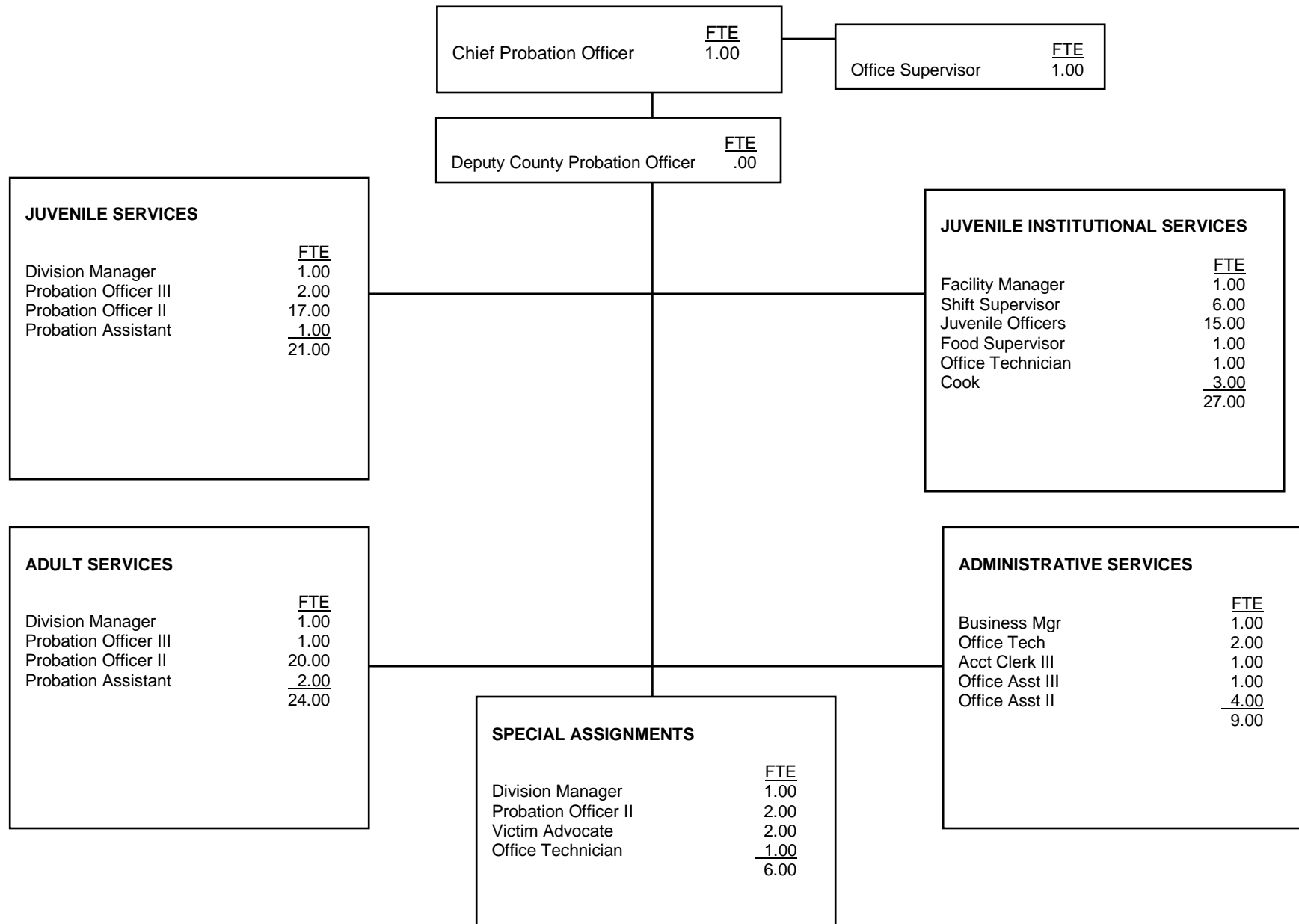
**COUNTY OF HUMBOLDT**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		121,104		
Assistant Chief Probation Officer	1.00	1	67,085	86,085	6	
Supervising Mental Health Clinician	1.00	1	61,632	79,087	6	
Legal Office Business Manager	1.00	1	58,341	74,865	6	
Probation Division Director	3.00	3	56,059	71,937	6	E
Juvenile Corrections Facility Manager	2.00	2	50,737	65,107	6	J
Supervising Probation Officer	7.00	7	50,737	65,107	6	D
Legal Office Service Manager	1.00	1	48,269	61,940	6	
Administrative Services Officer	1.00	1	48,269	61,940	6	
Senior Probation Officer	11.00	11	45,013	57,762	6	C
Administrative Analyst II	1.00	1	44,789	57,475	6	
Deputy Probation Officer II	32.50	32.5	41,354	53,067	6	B
Supervising Juvenile Corrections Officer	8.00	8	38,952	49,984	6	I
Administrative Analyst I	0.00	0	37,994	48,753	6	
Senior Revenue Recovery Officer	1.00	1	37,428	48,029	6	
Senior Substance Abuse Counselor	1.00	1	36,872	47,315	6	
Food Services Supervisor	1.00	1	36,689	47,080	6	
Deputy Probation Officer I	5.00	5	35,254	45,238	6	A
Senior Juvenile Corrections Officer	9.00	9	34,730	44,567	6	H
Revenue Recovery Officer II	1.00	1	33,040	42,398	6	
Senior Legal Office Assistant	6.00	6	32,066	41,148	6	
Juvenile Corrections Officer II	9.30	9.3	31,433	40,336	6	G
Senior Fiscal Assistant	2.00	2	33,040	40,335	6	
Legal Secretary II	1.00	1	30,812	39,539	6	
Correctional Cook	2.00	2	29,167	37,428	6	
Revenue Recovery Officer I	0.00	0	28,734	36,872	6	
Juvenile Corrections Officer I	1.60	1.6	28,449	36,506	6	F
Legal Secretary I	2.00	2	27,748	35,607	6	
Legal Office Assistant II	5.00	5	27,473	35,254	6	
Legal Office Assistant I	2.00	2	24,618	31,590	6	
	<u>119.40</u>	<u>119.4</u>				

Salaries effective fiscal year 2011/12

New initial step raise introduced during fiscal year

# COUNTY OF IMPERIAL

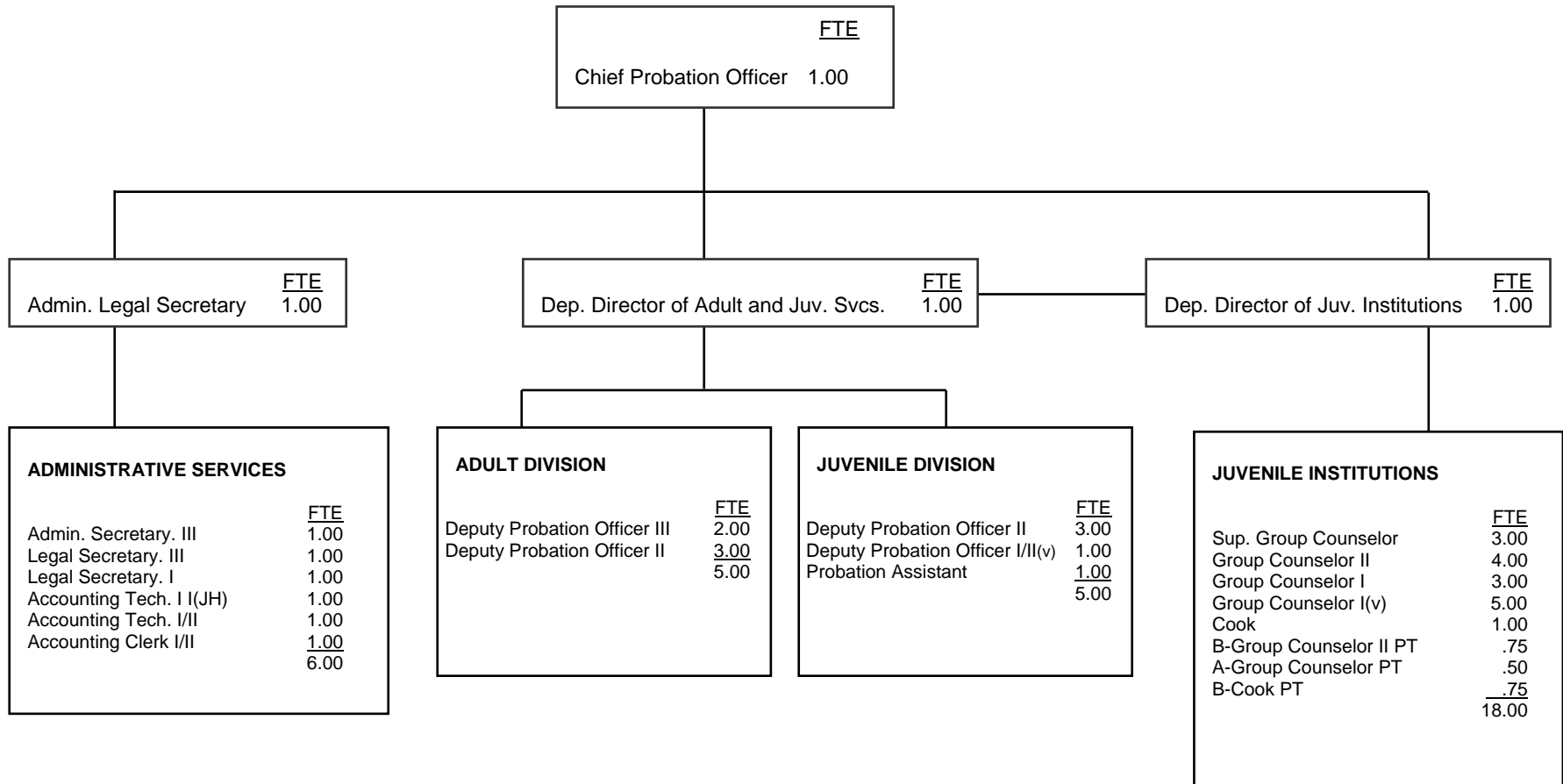


**COUNTY OF IMPERIAL**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	125,013		6	
Deputy County Probation Officer	-	2	82,975	105,934	6	
Probation Division Manager	3.00	3	68,901	88,003	6	E
Deputy Probation Officer III	3.00	5	53,174	67,937	6	D
Probation Business Manager	1.00	1	54,000	65,710	6	
Probation Corrections Facility Mgr	1.00	1	50,694	64,745	6	J
Deputy Probation Officer II	39.00	46	48,444	61,875	6	C
Shift Supervisor-Juvenile Hall	6.00	7	39,215	50,143	6	I
Office Supervisor II	1.00	1	38,824	49,592	6	
Victim Advocate I	2.00	3	31,684	40,271	6	
Food Service Supervisor-Juvenile Hall	1.00	1	31,500	40,271	6	
Juvenile Officer Juvenile Hall	15.00	18	31,339	40,018	6	G
Probation Assistant	3.00	7	30,008	38,365	6	A
Office Technician	4.00	4	28,607	36,620	6	
Cook	3.00	4	27,138	34,623	6	
Account Clerk III	1.00	1	26,518	33,888	6	
Office Asst III	1.00	1	25,875	33,107	6	
Office Asst II	4.00	4	23,395	29,939	6	
	<u>89.00</u>	<u>110.00</u>				

# COUNTY OF INYO

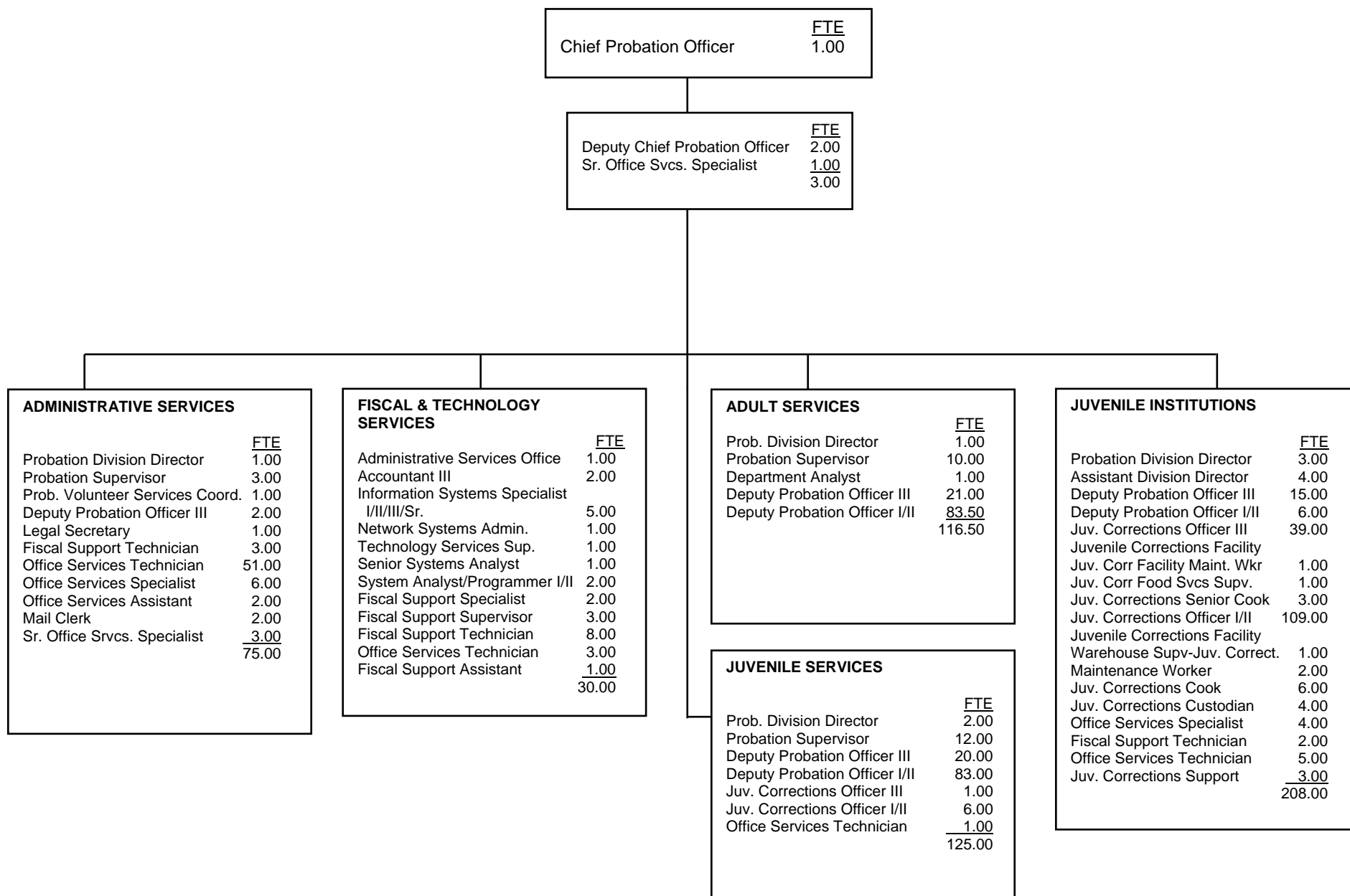
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**COUNTY OF INYO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	102,588			
Deputy Director of Adult and Juvenile Services	1.00	1	64,368	78,264	5	E
Deputy Director of Juvenile Institutions	1.00	1	64,368	78,264	5	J
Deputy Probation Officer III	2.00	2	53,244	64,776	5	C
Administrative Legal Secretary	1.00	1	49,656	60,384	5	
Deputy Probation Officer II	6.00	6	49,656	60,384	5	B
Supervising Group Counselor	3.00	3	49,656	60,384	5	
Group Counselor II	4.00	4	43,080	52,356	5	H
Group Counselor PT	0.75	1	41,112	49,992	5	
Group Counselor PT	0.50	10	41,112	49,992	1	
Administrative Secretary III	1.00	1	41,112	49,992	5	
Legal Secretary III	1.00	1	39,252	47,676	5	
Account Technician II	2.00	2	38,328	46,560	5	
Deputy Probation Officer I	1.00	1	46,224	46,224	1	A
Probation Assistant	1.00	1	36,552	44,412	5	
Legal Secretary II	1.00	1	35,760	43,416	1	
Group Counselor I	8.00	3	41,112	49,992	1	F,G
Juvenile Institutions Cook	1.00	1	31,836	38,604	5	
Cook PT	0.75	1	28,296	34,524	5	
Account Clerk I	1.00	1	26,472	32,196	5	
	<u>38.00</u>	<u>43</u>				

# COUNTY OF KERN



**COUNTY OF KERN**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		141,810	5	
Deputy Chief Probation Officer	2.00	2	97,070	118,503	5	
Probation Division Director	7.00	7	78,725	96,106	5	E, J
Technology Services Supervisor	1.00	1	75,604	92,297	5	
Administrative Services Officer	1.00	1	71,965	87,855	5	
Assistant Division Director	4.00	4	70,896	86,550	5	J
Network Systems Administrator	1.00	1	68,426	83,534	5	
Senior Systems Analyst	1.00	1	68,426	83,534	5	
System Analyst II	-	0	65,097	79,740	5	
Sr. Information Syst. Specialist or	2.00	2	61,930	75,604	5	
Probation Supervisor	25.00	25	61,315	74,854	5	D
Information Syst. Specialist III	1.00	1	58,917	71,926	5	
System Analyst I	1.00	1	58,917	71,926	5	
Accountant III	2.00	2	57,466	70,154	5	
Deputy Probation Officer III	58.00	58	55,772	68,086	5	C, I
Programmer II	1.00	1	54,128	66,079	5	
Juvenile Corrections Food Services Supervisor	1.00	1	51,494	62,864	5	
Information Syst. Specialist II	1.00	1	50,730	61,930	5	
Deputy Probation Officer II	172.50	174	50,730	61,930	5	B
Juvenile Corrections Officer III	40.00	40	49,976	61,010	5	H
Juvenile Corrections Facility Maintenance Worker	1.00	1	49,976	61,010	5	
Information Syst. Specialist I	-	0	48,261	58,917	5	
Programmer I	1.00	1	48,261	58,917	5	
Accountant II	-	0	47,782	58,332	5	
Department Analyst II	1.00	1	45,006	54,943	5	
Juvenile Corrections Officer II	115.00	115	44,338	54,128	5	G
Juvenile Corrections Maintenance Worker	2.00	2	44,338	54,128	5	
Juvenile Corrections Senior Cook	3.00	3	44,338	54,128	5	

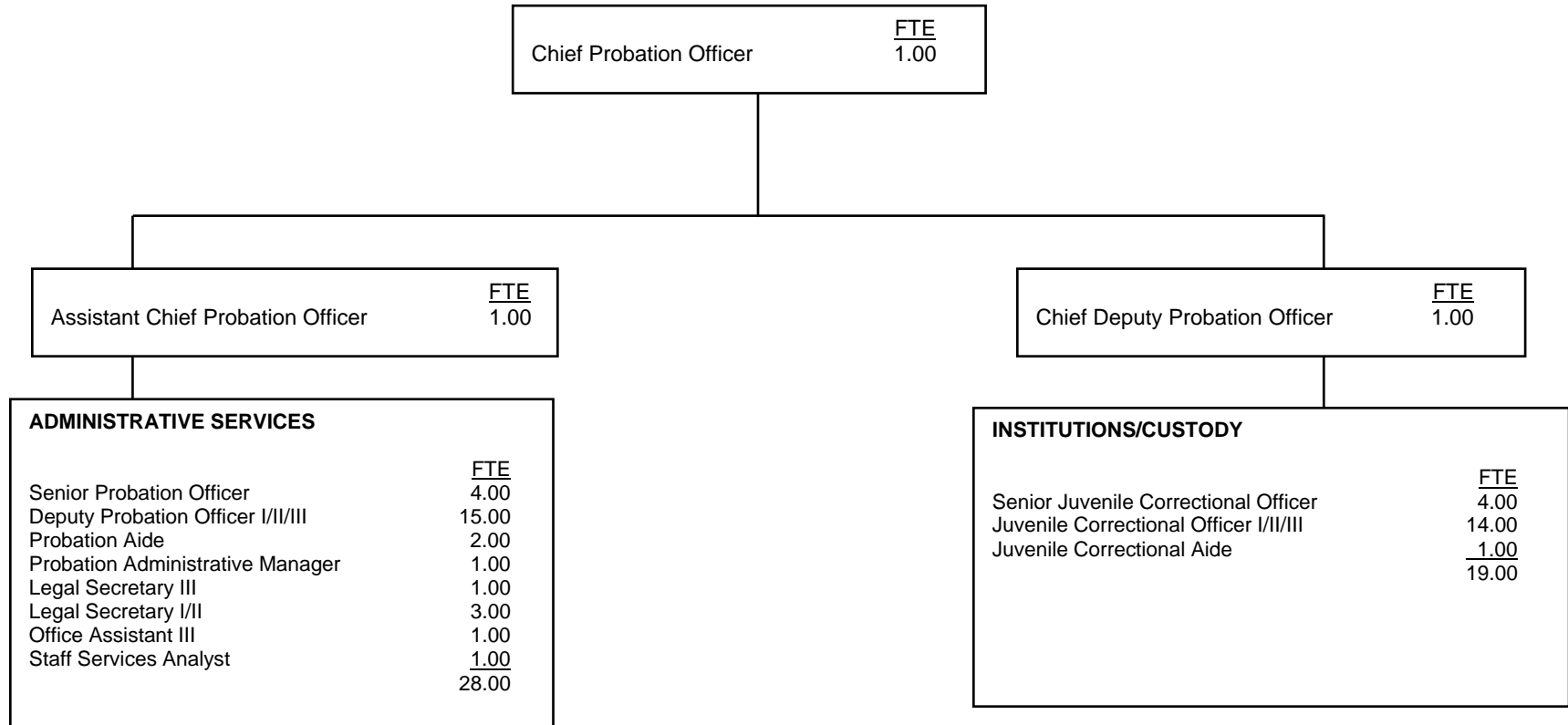
**COUNTY OF KERN**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Deputy Probation Officer I			43,462	53,058	5	A
Probation Volunteer Services Coordinator	1.00	1	43,246	52,794	5	
Fiscal Support Supervisor	3.00	3	43,031	52,532	5	
Accountant I	-	0	42,392	51,752	5	
Juvenile Corrections Warehouse Supervisor	1.00	1	41,142	50,226	5	
Juvenile Corrections Officer I	-	0	39,140	47,782	5	F
Juvenile Corrections Cook	6.00	6	39,140	47,782	5	
Juvenile Corrections Custodian	4.00	4	39,140	47,782	5	
Juvenile Corrections Support Services	3.00	3	39,140	47,782	5	
Fiscal Support Specialist	2.00	2	38,367	46,839	5	
Legal Secretary	1.00	1	36,138	44,117	5	
Senior Office Services Specialist	4.00	4	35,958	43,898	5	
Office Services Specialist	10.00	10	32,707	39,929	5	
Fiscal Support Technician	13.00	13	32,222	39,336	5	
Fiscal Support Assistant	1.00	1	29,163	35,602	5	
Office Services Technician	60.00	60	28,873	35,248	5	
Mail Clerk II or	2.00	2	28,303	34,552	5	
Office Services Assistant	2.00	2	25,873	31,585	5	
Mail Clerk I	-	0	25,362	30,961	5	
	<u>558.50</u>	<u>560.00</u>				



# COUNTY OF LAKE

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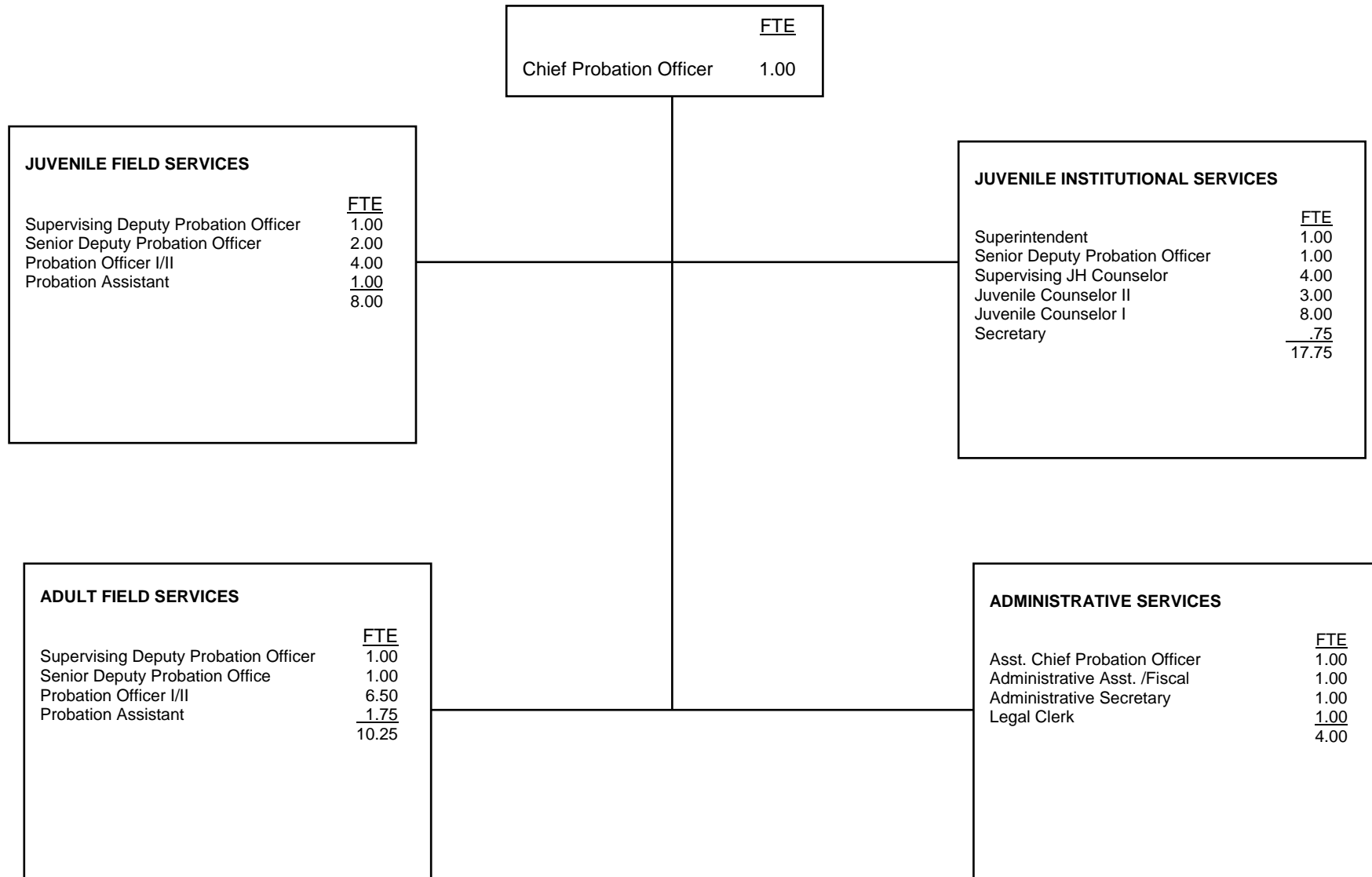


**COUNTY OF LAKE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	89,361		5	
Assistant Chief Deputy Probation Officer	1.00	1	59,566	72,404	5	E
Chief Deputy Probation Officer	1.00	1	56,730	68,956	5	J
Probation Administrative Manager I	1.00	1	47,839	64,109	5	
Senior Probation Officer	4.00	4	46,663	56,719	5	D
Deputy Probation Officer III	9.00	9	43,383	52,732	5	C
Deputy Probation Officer II	1.00	1	40,310	48,996	5	B
Senior Juvenile Correctional Officer	4.00	4	39,346	47,823	5	I
Deputy Probation Officer I	5.00	5	36,561	44,441	5	A
Juvenile Corrections Officer III	4.00	4	35,769	43,478	5	H
Staff Services Analyst	1.00	1	34,827	42,333	5	
Legal Secretary III	1.00	1	33,162	40,309	5	
Juvenile Corrections Officer II	7.00	7	32,518	39,526	5	G
Probation Aide	2.00	2	30,275	36,800	5	
Juvenile Corrections Officer I	3.00	3	29,500	35,858	5	F
Legal Secretary II	3.00	3	26,630	34,820	5	
Office Assistant III	1.00	1	25,983	31,583	5	
Juvenile Correctional Aide	<u>1.00</u>	<u>1</u>	21,898	29,345	5	
	50.00	50				

# COUNTY OF LASSEN

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**COUNTY OF LASSEN**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		83,989	5	
Chief Deputy Probation Officer	1.00	1	50,460	60,888	5	E
Juvenile Hall Superintendent	1.00	1	50,460	60,888	5	J
Supervising Deputy Probation Officer	2.00	2	43,872	52,872	5	D
Senior Deputy Probation Officer	3.00	3	38,304	46,092	5	C
Administrative Assistant/Fiscal	1.00	1	38,172	45,960	5	
Supervising Juvenile Correctional Officer	4.00	4	36,456	43,872	5	I
Deputy Probation Officer II	9.00	9	34,944	42,000	5	B
Juvenile Detention Counselor II	5.00	5	31,896	38,304	5	G
Administrative Secretary	1.00	1	31,896	38,304	5	
Deputy Probation Officer I	2.50	3	31,896	38,301	5	A
Juvenile Detention Counselor I	6.00	6	29,136	34,944	5	F
Probation Assistant	2.75	3	29,136	34,944	5	
Legal Clerk	1.00	1	27,852	33,384	5	
Juvenile Detention Facility Secretary	0.75	1	20,886	25,037	5	
	<u>41.00</u>	<u>42</u>				

# COUNTY OF LOS ANGELES

Probation Officer	FTE
Executive Secretary III	1
	1
	2

INSTITUTIONAL SERVICES	
	FTE
Assistant Head Trans Dep., Probation	1
Assistant Probation Director	5
Athletic Program Coordinator, Probation	1
Bureau Chief	2
Data Control Clerk	2
Deputy Director, Probation	1
Deputy Probation Officer I, Residential Trtm	491
Deputy Probation Officer I, Residential Trtm	32
Deputy Probation Officer I, Residential Trtm	10
Deputy Probation Officer II, Residential Trtm	236
Dep. Probation Officer II, Res. Trtm ("F" Item)	20
Deputy Probation Officer II, Res. Trtm ("N" Item)	50
Detention Services Officer	879
Detention Services Officer ("F" Item)	46
Executive Assistant, Probation	1
Group Supervisor, Nights, Probation	437
Group Supervisor, Nights, Probation ("N" Item)	8
Group Supervisor, Nights, Probation ("F" Item)	167
Head Clerk	1
Intermediate Stenographer	1
Intermediate Typist-Clerk	29
Intermediate Typist-Clerk ("N" Item)	3
Light Vehicle Driver	9
Management Secretary III	2
Management Secretary IV	1
Probation Director	38
Probation Director ("N" Item)	1
Secretary I	6
Secretary II	10
Secretary III	14
Senior Detention Services Officer	177
Senior Probation Director	7
Senior Secretary I	1
Senior Secretary II	7
Special Assistant, Probation	3
Supervising Deputy Probation Officer	86
Supervising Detention Services Officer	3
Supervising Deputy Probation Officer ("N" Item)	4
Supervising Detention Services Office	65
Supervising Transp Deputy, Probation	9
Supervising Typist-Clerk	2
Transcriber Typis	26
Transportation Deputy	86
<b>TOTAL</b>	<b>2,980</b>

FIELD SERVICES			
	FTE		FTE
Administrative Services Manager I ("N" Item)	1	Probation Director ("N" Item)	1
Assistant Probation Directo	1	Program Analyst ("N" Item)	5
Bureau Chief, Probator	2	Secretary II	9
Court Services Administrator, Probator	2	Secretary II ("N" Item)	1
Deputy Director, Probator	1	Secretary III	10
Deputy Probation Officer I, Field	25	Senior Financial Evaluato	2
Dep. Probation Officer I, Field ("F" Item)	3	Senior Investigator Aid, Probator	13
Deputy Probation Officer II, Field	645	Senior Investigator, Pretrial, Probator	10
Deputy Probation Officer II, Field ("N" Item)	48	Senior Probation Director	3
Deputy Probation Officer II, Field ("N" Item)	78	Senior Probation Director ("N" Item)	1
Financial Evaluato	21	Senior Secretary I	3
Head Clerk	15	Senior Secretary III ("N" Item)	1
Head, Central Records, Probator	1	Senior Typist-Clerk	57
Intermediate Clerk	2	Special Assistant, Probator	2
Intermediate Stenographe	1	Statistical Clerk	1
Intermediate Supervising Typist-Clerk	3	Student Professional Worker ("F" Item)	3
Intermediate Typist-Clerk	263	Student Worker ("F" Item)	1
Intermediate Typist-Clerk ("N" Item)	10	Supvng Deputy Probation Office	98
Investigator Aid, Probator	90	Supvg Deputy Probation Officer ("N" Item)	8
Investigator Aid, Probation ("N" Item)	2	Supervising Financial Evaluato	1
Investigator, Pretrial Services, Probation	44	Supervising Transcriber Typis	6
Labotaray Assistant	1	Supervising Typist-Clerk	26
Management Secretary II	2	Supvg Program Analyst, Probator	1
Management Secretary IV	1	Supvg Program Analyst, Probation ("N" Item)	27
Probation Director	22	Transcriber Typis	1
<b>TOTAL</b>		<b>TOTAL</b>	<b>1,575</b>

SPECIALSERVICES			
	FTE		FTE
Administrative Services Manager I ("N" Item)	1	Probation Director	15
Assistant Probation Directo	1	Probation Director ("N" Item)	4
Bureau Chief, Probator	2	Program Analyst, Probator	4
Community Services Counse	1	Program Analyst, Probation ("N" Item)	6
Community Worker	22	Project Administrator, ICSC	1
Community Worker	7	Secretary II	2
Deputy Director, Probator	1	Secretary II ("N" Item)	1
Deputy Probation Officer I, Field	14	Secretary III	6
Deputy Probation Officer I, Field	2	Secretary III ("N" Item)	1
Deputy Probation Officer I, Residential Trtm	42	Senior Clerk	4
Deputy Probation Officer II, Field	448	Senior Community Worker I	1
Deputy Probation Officer II, Field	26	Senior Secretary II	1
Deputy Probation Officer II, Field	118	Senior Typist-Clerk	1
Deputy Probation Officer II, Residential Trtm	92	Special Assistant, Probator	1
Financial Evaluato	1	Student Professional Worker	151
Group Supervisor, Nights, Probator	18	Supervising Clerk	1
Head Clerk	1	Supervising Deputy Probation Office	80
Intermediate Clerk	2	Supvg Deputy Probation Officer ("N" Item)	13
Intermediate Typist Clerk	8	Supervising Typist-Clerk	3
Intermediate Typist-Clerk	44	Supvg Program Analyst, Probator	8
Management Secretary II	2	Transcriber Typis	1
Management Secretary IV	1		
<b>TOTAL</b>		<b>TOTAL</b>	<b>1,159</b>

ADMINISTRATION AND SUPPORT SERVICES			
	FTE		FTE
Account Clerk II	25	Management Analyst	23
Account Clerk II ("N" Item)	2	Management Secretary II	3
Accountant II	5	Management Secretary IV	1
Accountant II	3	Medium Truck Driver	1
Accounting Officer I	1	Network Systems Administrator I	4
Accounting Officer II	2	Payroll Clerk II	14
Accounting System Technician	3	Personal Property Worker	15
Accounting Technician I	5	Principal Application Developo	6
Accounting Technician II	5	Principal Departmental Personnel Ass	2
Accounting Technician II ("N" Item)	1	Principal Facilities Planning Ass	1
Administrative Assistant II	1	Principal Facilities Project Manager	1
Administrative Assistant II	5	Probation Director	14
Administrative Deputy II	2	Probation Director ("N" Item)	1
Administrative Investigator, Probation	14	Procurement Aid	7
Administrative Services Manager	11	Procurement Assistant	1
Administrative Services Manager I ("N" Item)	2	Procurement Assistant I	2
Administrative Services Manager I	6	Program Analyst, Probator	25
Administrative Services Manager III	1	Program Analyst, Probation ("N" Item)	4
Application Developer I	9	Public Information Officer I	1
Application Developer II ("N" Item)	1	Radio Telephone Operator ("C" Item)	1
Assistant Probation Directo	1	Research Analyst II, Behavioral Science	3
Assistant Supervising Payroll Clerk	1	Research Analyst III Behavioral Science	3
Bureau Chief, Probator	3	Safety Assistant	1
Camps Services Manager	8	Safety Inspector	1
Chief Cook	1	Safety Officer I	1
Chief Deputy Probation Officer	2	Secretary II	5
Community Services Analyst I	1	Secretary III	6
Contract Program Auditor	3	Secretary III ("N" Item)	1
Contract Program Auditor ("N" Item)	9	Senior Accounting System Technician	2
Cook	3	Senior Application Developo	2
Crew Instructor	80	Senior Clerk	13
Crew Instructor ("C" Item)	24	Senior Community Worker I	1
Crew Instructor ("F" Item)	12	Senior Contract Program Auditor	1
Custodian	51	Senior Cook	28
Data Control Clerk	1	Senior Custodian Superviso	1
Delinquent Accounts Investigator	13	Senior Departmental Employee Rel Rep	1
Departmental Chief Information Officer II	1	Senior Departmental Personnel Ass	6
Departmental Civil Services Rep	4	Senior Departmental Personnel Technicia	8
Departmental Employee Relations Rep	1	Senior Detention Services Office	2
Departmental Facilities Planner I	2	Senior Equipment Maintenance Worke	2
Departmental Finance Manager II	1	Senior Financial Evaluato	2
Departmental HR Manager II	1	Senior General Maintenance Worke	13
Departmental Info Security Officer I	1	Senior Information Systems Analyst	14
Departmental Personnel Assistan	10	Senior Information Tech Aide	6
Deputy Probation Officer I, Residential Trtm	2	Senior Information Tech Support Analys	8
Deputy Probation Officer II, Field	26	Senior Laundry Worker	3
Deputy Probation Officer II, Field ("N" Item)	2	Senior Management Secretary II	1
Deputy Probation Officer II, Residential Trtm	7	Senior Network Systems Administrato	3
Detention Services Officer	3	Senior Probation Directo	3
Director, Facilities Operations, Probator	1	Senior Secretary I	8
Executive Assistant, Probator	1	Senior Secretary II	4
Financial Evaluato	10	Senior Secretary II	4
Financial Specialist II ("N" Item)	1	Senior Statistical Clerk	1
Financial Specialist II	4	Senior Typist-Clerk	10
Financial Specialist III ("N" Item)	1	Services Director, Probator	5
Financial Specialist IV	1	Special Assistant, Probator	2
Food Services Consultant, Probator	1	Staff Assistant	1
General Maintenance Worker	4	Staff Assistant I ("N" Item)	1
General Services Manager	5	Staff Assistant II	3
General Services Manager II	1	Staff Development	1
Head Clerk	6	Statistical Clerk	1
Head Cook	12	Stenographer	1
Head Departmental Civil Services Rep	1	Student Professional Worker ("F" Item)	46
Head Departmental Personnel Technician	2	Student Worker ("F" Item)	72
Head Facilities Operations, Probation	1	Supervising Accounting Systems Tech	1
Head, Administrative Investigations	2	Supervising Administrative Assistant	2
Heavy Truck Driver	2	Supervising Administrative Assistant I	1
Housekeeper	1	Supervising Clerk	1
Information Systems Analyst	1	Supervising Crew Instructo	2
Information Systems Analyst I	14	Supervising Delinquent Account Investigatc	2
Information Systems Manager I	2	Supervising Deputy Probation Office	27
Information Systems Supervisor	1	Supervising Deputy Probation Office ("N" Item)	1
Information Technology Superviso	7	Supervising Detention Services Office	2
Information Technology Aide	5	Supervising Financial Evaluato	2
Information Technology Specialist	3	Supervising Payroll Clerk II	1
Institutional Barber	2	Supervising Personal Property Worke	1
Institutional Helpe	5	Supervising Transcriber Typis	1
Institutional Labore	10	Supervising Transp Deputy, Probatio	1
Institutional Laborer ("C" Item)	1	Supervising Typist-Clerk	7
Intermediate Food Services Worker	2	Supply Officer I	1
Intermediate Housekeepo	8	Supvg Program Analyst, Probator	6
Intermediate Laundry Worker	3	Supvg Program Analyst, Probation ("N" Item)	1
Intermediate Sewing Worker	5	Tram Operator	7
Intermediate Typist-Clerk	51	Transcriber Typis	4
IT Technical Support Analyst I	2	Video Production Technician	1
IT Technical Support Superviso	2	Warehouse Worker Aid	1
Laboratory Assistant	1	Warehouse Worker I	10
Laundry Supervisor	1	Warehouse Worker II	1
Laundry Worker	16	Warehouse Worker III	2
Light Vehicle Drive	2	Washing Equipment Operator	1
Member, Probation Committee	15		
<b>TOTAL</b>		<b>TOTAL</b>	<b>1,110</b>

**COUNTY OF LOS ANGELES**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Probation Officer	1.00	1		227,000	M	
Chief Deputy Probation Officer	2.00	1	153,601	232,488	M	
Deputy Director, Probation (UC)	3.00	3	132,916	201,179	M	
Administrative Deputy III	2.00	1	123,643	187,143	M	
Departmental Chief Information Officer II	1.00	1	115,016	174,086	M	
Departmental Chief Information Officer II (UC)	0.00	0	115,016	174,086	M	
Bureau Chief, Probation	9.00	9	115,013	174,082	M	
Executive Assistant, Probation	2.00	1	106,992	161,941	M	
Departmental Finance Manager III	1.00	1	106,989	161,937	M	
Departmental HR Manager III	1.00	1	106,989	161,937	M	
Information Technology Manager II	2.00	2	99,525	150,639	M	
Senior Probation Director	13.00	13	99,525	150,639	M	
Senior Probation Director	1.00	1	99,525	150,639	M	
Departmental Info Security Officer II	1.00	1	98,276	128,899	7	
Information Technology Specialist I	3.00	3	98,276	128,899	7	
Budget & Fiscal Services Manager	0.00	0	92,581	140,129	M	
Project Administrator, ICSC	1.00	1	92,581	140,129	M	
Administrative Services Manager III	1.00	1	89,263	117,064	7	
Principal Facilities Project Manager	1.00	1	89,263	110,892	5	
Court Services Administrator, Probation	2.00	2	86,122	130,353	M	
Probation Director	89.00	88	86,122	130,353	M	E, J
Probation Director	7.00	6	86,122	130,353	M	E, J
Information Technology Supervisor	7.00	7	85,810	112,548	7	
Director, Facilities Operations, Probation	1.00	1	82,900	108,730	5	
Principal Application Developer	6.00	6	82,900	108,730	7	
Supervising Program Analyst, Probation	8.00	8	82,900	108,730	7	
Supervising Program Analyst, Probation	2.00	2	82,900	108,730	7	
Head, Central Records, Probation	1.00	1	80,113	121,258	M	
Services Director, Probation	5.00	5	80,113	121,258	M	
Head Departmental Civil Services Rep	1.00	1	78,136	102,475	7	
Senior Departmental Employee Rel Rep	1.00	1	78,136	102,475	7	
Head, Admin Investigations	2.00	2	77,182	101,221	7	
Information Systems Supervisor I	1.00	0	74,381	97,552	7	
Senior Information Systems Analyst	14.00	14	74,381	97,552	7	
Departmental Facilities Planner II	2.00	2	73,644	91,488	5	
Head Transportation Deputy	0.00	0	71,855	89,263	7	

**COUNTY OF LOS ANGELES**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Special Assistant, Probation	8.00	6	71,855	94,243	7	
Assistant Probation Director	8.00	8	70,629	87,737	5	
Senior Investigator, Pretrial, Probation	13.00	13	70,629	83,311	5	
Senior Network Systems Administrator	3.00	3	70,629	92,633	7	
Senior Application Developer	2.00	2	69,931	91,717	7	
Supervising Administrative Assistant III	1.00	0	68,395	89,708	7	
Administrative Services Manager II	6.00	6	68,225	89,485	7	
IT Tech Support Supervisor	2.00	2	66,896	87,737	7	
Research Analyst III Behavioral Sciences	3.00	3	65,110	76,616	7	
Departmental Civil Service Rep	4.00	4	64,789	84,968	7	
Head Departmental Personnel Technician	2.00	2	64,789	84,968	7	
Application Developer II	9.00	9	64,629	80,283	7	
Application Developer II	1.00	0	64,629	80,283	7	
Supervising Administrative Assistant II	2.00	2	64,629	84,757	7	
Supervising Accounting Systems Tech	1.00	1	63,756	91,488	7	
Senior Accounting Systems Technician	2.00	2	63,684	83,516	7	
Supervising Deputy Probation Officer	291.00	274	63,528	83,311	6	D, I (Camps)
Supervising Deputy Probation Officer	26.00	26	63,528	83,311	6	D, I (Camps)
Network Systems Administrator	4.00	4	63,372	83,105	7	
Administrative Services Manager I	11.00	11	62,904	82,490	7	
Administrative Services Manager I	4.00	4	62,904	82,490	7	
Principal Facilities Planning Asst	1.00	1	62,287	77,371	5	
Senior Contract Program Auditor	1.00	1	61,370	80,483	7	
Departmental Employer Relations Rep	1.00	1	61,217	76,049	7	
Information Systems Analyst II	14.00	14	61,065	80,084	7	
Executive Secretary III	1.00	1	60,615	79,496	7	
Financial Specialist IV	1.00	1	60,467	79,301	7	
Supervising Detention Services Officer	67.00	64	60,467	79,301	6	I
Supervising Detention Services Officer	3.00	0	60,467	79,301	6	I
Supervising Transp Deputy, Probation	10.00	10	60,467	79,301	6	
Senior IT Technical Support Analyst	8.00	8	60,022	78,719	7	
Food Services Consultant, Probation	1.00	1	59,725	78,331	7	
Public Information Officer II	1.00	1	59,428	77,942	7	
Administrative Investigator, Probation	14.00	14	58,992	77,371	7	
Safety Officer I	1.00	1	58,416	76,616	7	
Senior Departmental Personnel Technician	9.00	9	58,128	76,238	7	

**COUNTY OF LOS ANGELES**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Head Facilities Operations, Probation	1.00	1	57,984	76,049	7	
Program Analyst, Probation	29.00	29	57,984	76,049	7	
Program Analyst, Probation	15.00	14	57,984	76,049	7	
Accounting Officer II	2.00	2	57,840	75,861	7	
Information Systems Analyst I	1.00	1	56,852	74,566	7	
Contract Program Auditor	3.00	3	55,875	73,286	7	
Contract Program Auditor	9.00	9	55,875	73,286	7	
Senior Management Secretary III	1.00	1	54,382	71,327	7	
Deputy Probation Officer II, Field	1119.00	1,103	54,249	75,119	7	B
Deputy Probation Officer II, Field	74.00	0	54,249	75,119	7	B
Deputy Probation Officer II, Field	198.00	191	54,249	75,119	7	B
Deputy Probation Officer II, Residential Trtmt	335.00	334	54,249	75,119	7	H
Deputy Probation Officer II, Residential Trtmt	20.00	0	54,249	54,249	7	H
Deputy Probation Officer II, Residential Trtmt	50.00	50	54,249	75,119	7	H
Financial Specialist III	4.00	4	54,249	71,152	7	
Financial Specialist III	1.00	1	54,249	71,152	7	
Investigator, Pretrial Services, Probation	44.00	44	54,249	75,119	7	
IT Tech Support Analyst II	2.00	2	53,849	70,629	7	
Staff Development Specialist	1.00	1	53,450	70,105	7	
Safety Inspector	1.00	1	53,054	65,912	5	
Senior Detention Services Officer	179.00	179	52,795	65,591	5	H
Athletic Pgm. Coord., Prob.	1.00	0	52,145	68,395	7	
Management Analyst	23.00	23	52,145	68,395	7	
Principal Departmental Personnel Asst	2.00	1	52,145	68,395	7	
Assistant Head Trans Deputy, Probation	1.00	1	52,016	64,629	5	
Administrative Assistant III	5.00	2	51,505	67,555	7	
Management Secretary IV	4.00	4	51,505	67,555	7	
Research Analyst II, Behavioral Sciences	3.00	3	50,878	63,216	7	
Accounting Officer I	1.00	1	50,752	66,566	7	
Video Production Technician	1.00	1	50,752	59,725	7	
General Services Manager III	1.00	1	49,399	64,789	7	
Supply Officer I	1.00	1	48,913	64,152	7	
Management Secretary III	9.00	9	48,794	63,996	7	
Accounting System Technician	3.00	3	48,675	63,840	7	
Financial Specialist II	1.00	1	48,675	63,840	7	
Accountant III	3.00	3	48,319	63,372	7	



**COUNTY OF LOS ANGELES**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Supervising Crew Instructor	2.00	2	47,380	62,134	7	
Community Services Analyst I	1.00	0	47,037	61,676	7	
Detention Services Officer	882.00	882	46,922	55,193	5	F, G
Detention Services Officer	46.00	20	46,922	46,922	2	F, G
Administrative Assistant II	1.00	1	46,241	60,615	7	
Senior Equipment Maintenance Worker	2.00	1	46,019	54,116	5	
Deputy Probation Officer I, Field	39.00	0	45,908	56,992	5	A
Deputy Probation Officer I, Field	5.00	0	45,908	45,908	5	A
Deputy Probation Officer I, Residential Trtmt	535.00	535	45,908	56,992	5	F, G
Deputy Probation Officer I, Residential Trtmt	32.00	0	45,908	56,992	5	F, G
Deputy Probation Officer I, Residential Trtmt	10.00	0	45,908	45,908	5	F, G
Transportation Deputy	86.00	85	45,908	56,992	5	
Transportation Deputy	0.00	0	45,908	56,992	5	
Safety Assistant	1.00	1	45,130	56,012	5	
Staff Assistant II	3.00	1	44,469	58,272	7	
Senior Secretary III	12.00	12	43,819	57,415	7	
Senior Secretary III	1.00	1	43,819	57,415	7	
Accountant II	5.00	5	43,190	56,570	7	
Supervising Financial Evaluator	3.00	3	43,190	56,570	7	
Senior Investigator Aid, Probation	10.00	10	42,981	53,317	5	
Senior Departmental Personnel Asst	6.00	5	42,200	56,852	7	
General Services Manager I	5.00	5	42,151	55,193	7	
Supervising Payroll Clerk III	1.00	1	42,047	56,570	8	
Senior Secretary II	4.00	2	41,537	54,382	7	
Senior Information Technology Aide	6.00	6	41,140	53,849	7	
Investigator Aid, Probation	90.00	89	40,743	50,501	5	
Investigator Aid, Probation	2.00	2	40,743	50,501	5	
Procurement Assistant II	2.00	2	39,760	52,016	7	
Supervising Delinquent Account Investigator	2.00	2	39,469	51,631	7	
Senior Secretary I	12.00	12	39,374	51,505	7	
Heavy Truck Driver	2.00	2	39,279	46,130	7	
Chief Cook	1.00	1	39,184	51,254	7	
Crew Instructor	80.00	66	38,900	50,878	7	
Crew Instructor	24.00	0	38,900	50,878	7	
Crew Instructor	12.00	0	38,900	38,900	7	
Head Clerk	23.00	20	38,615	51,886	8	

**COUNTY OF LOS ANGELES**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Senior General Maintenance Worker	13.00	13	38,347	50,132	7	
Senior Financial Evaluator	4.00	4	37,053	48,437	7	
Warehouse Worker III	2.00	1	37,053	48,437	7	
Camps Services Manager	8.00	7	36,874	48,200	7	
Staff Assistant I	1.00	0	36,874	48,200	7	
Staff Assistant I	1.00	0	36,874	48,200	7	
Accounting Technician II	5.00	5	35,986	47,037	7	
Accounting Technician II	1.00	1	35,986	47,037	7	
Head Cook	12.00	12	35,986	47,037	7	
Assistant Supervising Payroll Clerk	1.00	1	35,897	48,200	8	
Procurement Assistant I	1.00	1	35,721	46,693	7	
Secretary III	36.00	34	35,208	47,266	8	
Secretary III	2.00	1	35,208	47,266	8	
Group Supervisor, Nights, Probation	455.00	455	35,124	43,504	5	
Group Supervisor, Nights, Probation	167.00	6	35,124	35,124	1	
Group Supervisor, Nights, Probation	8.00	8	35,124	43,504	5	
Medium Truck Driver	1.00	1	35,124	41,240	7	
Warehouse Worker II	1.00	1	35,124	45,908	7	
Information Technology Aide	5.00	2	35,040	45,796	7	
Delinquent Accounts Investigator	13.00	13	34,956	45,685	7	
Payroll Clerk II	14.00	11	34,956	46,922	8	
Community Services Counselor	1.00	1	34,788	45,463	7	
Intermediate Supervising Typist-Clerk	3.00	2	34,704	46,579	8	
General Maintenance Worker	4.00	3	34,452	45,020	7	
Financial Evaluator	32.00	32	34,200	44,689	7	
Supervising Transcriber Typist	7.00	7	33,616	45,130	8	
Departmental Personnel Assistant	10.00	10	33,457	43,714	7	
Secretary II	26.00	26	33,377	44,799	8	
Secretary II	2.00	2	33,377	44,799	8	
Stenographer	1.00	0	33,139	36,874	8	
Intermediate Stenographer	2.00	2	33,059	40,942	7	
Accounting Technician I	5.00	5	32,422	42,358	7	
Senior Statistical Clerk	1.00	1	32,342	43,400	8	
Procurement Aid	7.00	7	32,183	42,047	7	
Laundry Supervisor I	1.00	1	31,944	41,736	7	
Senior Cook	28.00	28	31,868	41,637	7	

**COUNTY OF LOS ANGELES**

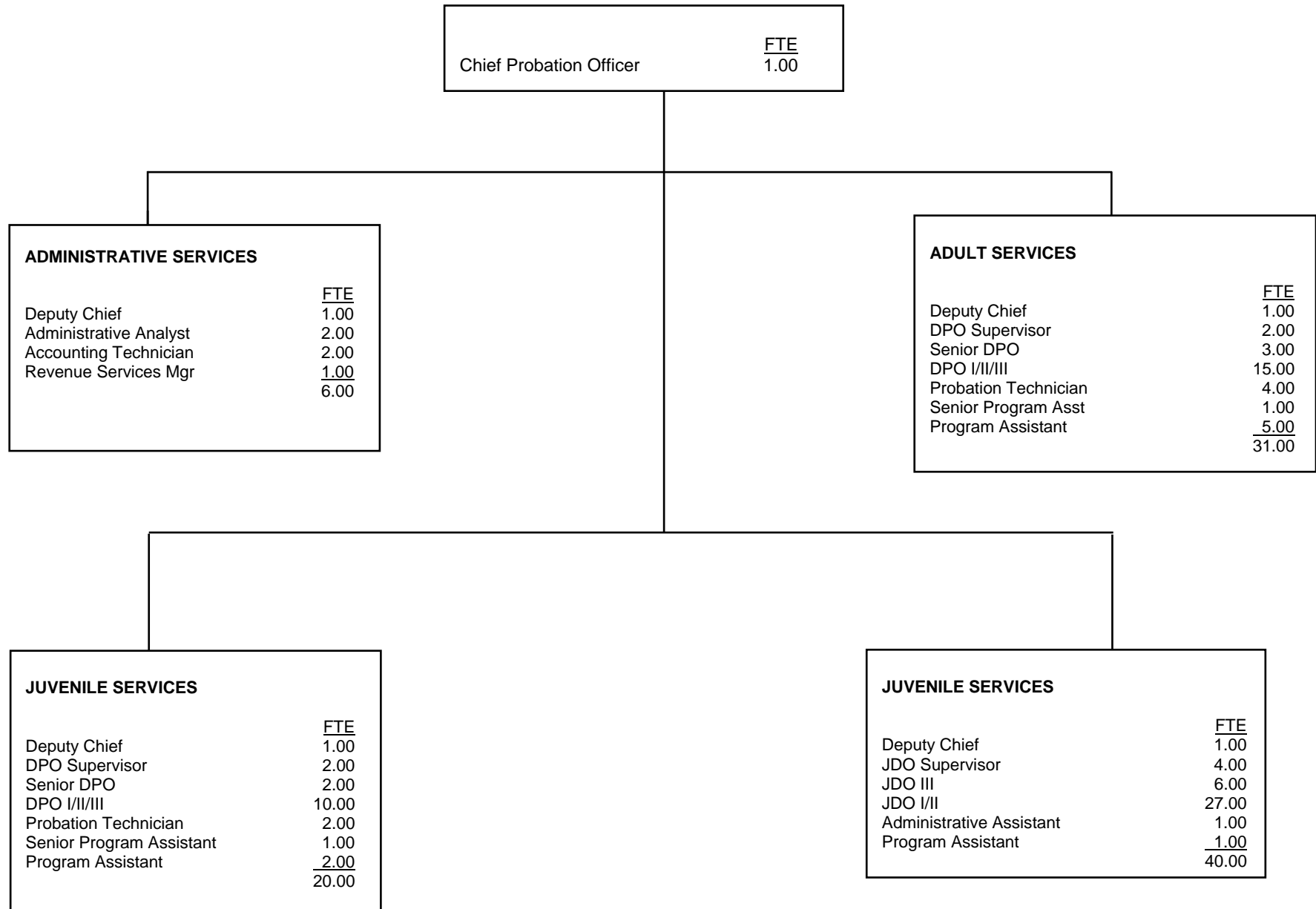
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Transcriber Typist	65.00	65	31,868	40,546	8	
Secretary I	6.00	6	31,639	42,461	8	
Warehouse Worker I	10.00	8	31,562	41,240	7	
Senior Custodian Supervisor	1.00	1	31,486	41,140	7	
Senior Typist-Clerk	68.00	68	31,333	42,047	8	
Supervising Typist-Clerk	38.00	37	31,333	42,047	8	
Senior Community Worker II	4.00	4	31,180	45,351	8	
Senior Clerk	14.00	6	30,577	41,041	8	
Supervising Clerk	2.00	0	30,577	41,041	7	
Supervising Personal Property Worker	1.00	1	30,502	39,859	7	
Warehouse Worker Aid	1.00	1	29,916	39,089	7	
Account Clerk II	25.00	24	29,772	39,957	8	
Account Clerk II	2.00	2	29,772	39,957	8	
Radio Telephone Operator	1.00	0	28,064	36,695	7	
Senior Community Worker I	1.00	0	28,064	40,843	8	
Personal Property Worker	15.00	13	27,994	37,593	8	
Intermediate Typist-Clerk	387.00	380	27,784	37,321	8	
Intermediate Typist-Clerk	21.00	21	27,784	37,321	8	
Statistical Clerk	2.00	2	27,505	36,963	8	
Cook	3.00	3	27,156	35,544	7	
Community Worker	22.00	22	27,089	39,469	8	
Community Worker	7.00	0	27,089	27,089	8	
Community Worker	0.00	0	27,089	39,469	8	
Data Control Clerk	3.00	2	27,089	36,428	8	
Intermediate Clerk	4.00	2	27,089	36,428	8	
Laboratory Assistant	2.00	0	27,023	35,376	7	
Institutional Laborer	10.00	8	26,424	34,620	7	
Institutional Laborer	1.00	0	26,424	34,620	7	
Tram Operator	7.00	5	26,097	34,200	7	
Intermediate Housekeeper	8.00	7	25,324	33,218	7	
Institutional Barber	2.00	1	25,008	32,820	7	
Light Vehicle Driver	11.00	11	24,946	32,740	7	
Washing Equipment Operator	1.00	1	24,697	32,422	7	
Senior Laundry Worker	3.00	2	24,206	31,791	7	
Intermediate Sewing Worker	5.00	4	24,088	31,639	7	
Intermediate Laundry Worker	3.00	1	23,499	29,268	7	

**COUNTY OF LOS ANGELES**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Custodian	51.00	48	23,205	30,502	7	
Housekeeper	1.00	0	23,205	30,502	7	
Intermediate Food Services Worker	2.00	2	22,574	29,700	7	
Institutional Helper	5.00	2	22,517	26,557	7	
Laundry Worker	16.00	13	22,015	27,435	7	
Student Professional Worker I	200.00	28	0	25,035	1	
Student Worker	<u>73.00</u>	<u>1</u>	0	20,713	1	
Total Budgeted Positions	6811.00	6,001				
Total Member, Probation Committee	<u>15.00</u>	<u>0</u>				
Total Positions	6826.00	6,001				

# COUNTY OF MADERA

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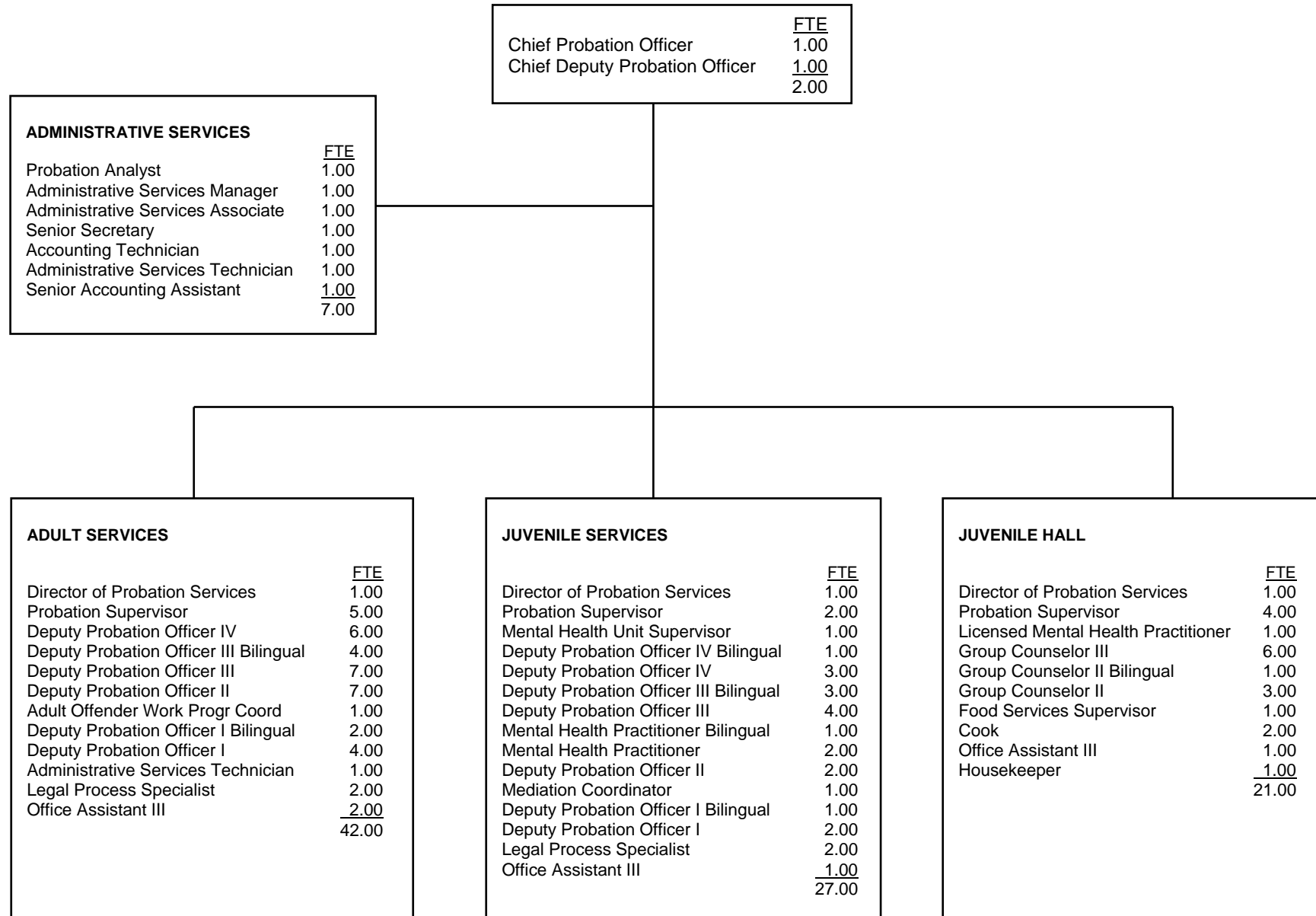
**COUNTY OF MADERA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	132,928		5	
Deputy Chief Probation Officer	3.00	3	63,199	76,819	5	E
Deputy Chief Probation Officer	1.00	1	63,199	76,819	5	J
Deputy Probation Officer Supervisor	4.00	4	58,061	70,574	5	
Administrative Analyst II	2.00	2	50,479	61,357	5	
Senior Deputy Probation Officer	5.00	5	49,992	60,766	5	D
Deputy Probation Officer III	23.00	23	45,246	54,997	5	C
Supervising Juvenile Officer	4.00	4	45,246	54,997	5	I
Deputy Probation Officer II	1.00	1	40,951	49,776	5	B
Juvenile Detention Officer III	6.00	6	38,958	47,354	5	H
Administrative Assistant	1.00	1	37,238	45,263	5	
Office Services Supervisor II	1.00	1	37,237	45,262	5	
Accounting Technician II	2.00	2	35,426	43,061	5	
Deputy Probation Officer I	1.00	1	35,260	42,859	5	A
Juvenile Detention Officer II	25.00	25	35,260	42,859	5	G
Probation Technician II	6.00	6	32,384	39,363	5	
Senior Program Assistant	2.00	2	31,745	38,586	5	
Juvenile Detention Officer I	2.00	2	30,360	36,902	5	F
Program Assistant II	<u>8.00</u>	<u>8</u>	28,731	34,923	5	
	98.00	98				

Salaries effective from January 2012

- 5% longevity pay at 10 years
- 2.5% longevity pay at 15 years
- 2.5% longevity pay at 20 years

# COUNTY OF MARIN



**COUNTY OF MARIN**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	142,022	157,789	3	
Chief Probation Officer Actual				157,789		
Chief Deputy Probation Officer	1.00	1	111,530	123,552	3	
Director of Probation Services	3.00	3	104,021	115,294	3	E,J
Probation Analyst	1.00	1	90,979	99,965	3	
Administrative Services Manager	1.00	1	82,139	99,382	5	
Probation Supervisor	11.00	11	85,030	94,245	3	D,I
Mental Health Unit Supervisor	1.00	1	81,349	90,085	3	
Deputy Probation Officer IV Bilingual	1.00	1	72,613	88,275	5	C
Deputy Probation Officer III Bilingual	7.00	7	69,181	83,928	5	B
Mental Health Practitioner Bilingual	1.00	1	69,056	83,242	5	
Licensed Mental Health Practitioner	1.00	1	69,035	83,096	5	
Deputy Probation Officer IV	9.00	9	68,162	82,888	5	C
Deputy Probation Officer III	11.00	11	64,917	78,811	5	B
Mental Health Practitioner	2.00	2	64,813	78,104	5	
Administrative Services Associate	1.00	1	61,055	73,769	5	
Deputy Probation Officer II	9.00	9	60,486	73,445	5	B
Group Counselor III	6.00	6	60,174	73,008	5	H
Group Counselor II Bilingual	1.00	1	57,616	69,930	5	G
Adult Offender Work Program Coordinator	1.00	1	57,135	67,977	5	
Mediation Coordinator	1.00	1	57,135	67,977	5	
Group Counselor II	3.00	3	54,080	65,707	5	G
Senior Secretary	1.00	1	54,249	64,877	5	
Deputy Probation Officer I Bilingual	3.00	3	51,875	62,858	5	A
Accounting Technician	1.00	1	51,441	62,030	5	
Administrative Services Technician	2.00	2	50,525	60,938	5	
Deputy Probation Officer I	6.00	6	48,714	59,155	5	A
Food Services Supervisor	1.00	1	53,144	58,136	3	

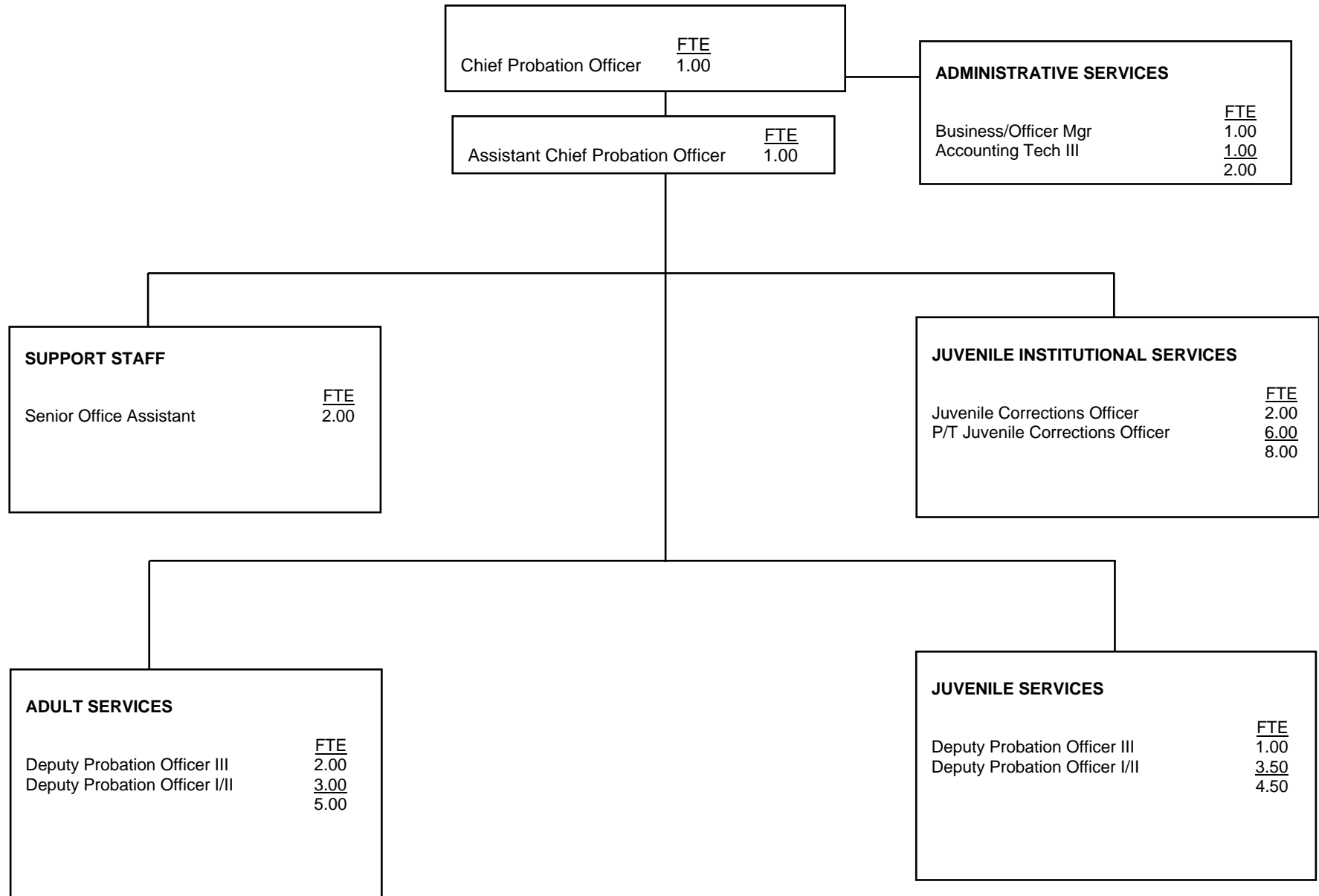


**COUNTY OF MARIN**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Senior Accounting Assistant	1.00	1	47,892	56,901	5	
Legal Process Specialist	4.00	4	47,385	56,394	5	
Office Assistant III	4.00	4	41,828	49,530	5	
Cook	2.00	2	45,104	49,296	3	
Housekeeper	<u>1.00</u>	<u>1</u>	41,633	49,296	5	
	99.00	99				

# COUNTY OF MARIPOSA

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**COUNTY OF MARIPOSA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	85,497			
Assistant Chief Deputy Probation Officer	1.00	1	54,049	65,697		D, I
Deputy Probation Officer III	3.00	3	45,606	55,436	5	C
Deputy Probation Officer I/II	6.50	6.5	40,458	49,177	5	B
Juvenile Corrections Officer	8.00	14	36,248	44,061	5	G,H
Accounting Technician III	1.00	1	34,929	42,457	5	
Office Technician	1.00	1	33,644	40,894	5	
Senior Office Assistant	<u>2.00</u>	<u>2</u>	25,186	30,611	5	
	23.50	29.50				

# COUNTY OF MENDOCINO

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	<u>FTE</u>
Chief Probation Officer	1.00

<b>JUVENILE FIELD SERVICES</b>	
	<u>FTE</u>
Division Manager	1.00
Probation Officer III	3.00
Probation Officer I/II	11.00
Supervising Legal Secretary	1.00
Legal Secretary	4.00
Staff Assistant II	<u>1.00</u>
	21.00

<b>JUVENILE INSTITUTIONAL SERVICES</b>	
	<u>FTE</u>
Division Manager	1.00
Juvenile Hall Supervisor	4.00
Juv Hall Corrections Counselor	17.00
Administrative Assistant	1.00
Head Cook	1.00
Cook	2.00
Food Services Worker	<u>.80</u>
	26.80

<b>ADULT FIELD SERVICES</b>	
	<u>FTE</u>
Division Manager	1.00
Probation Officer III	2.00
Probation Officer I/II	13.00
Legal Secretary	2.00
Staff Assistant I	<u>1.00</u>
	19.00

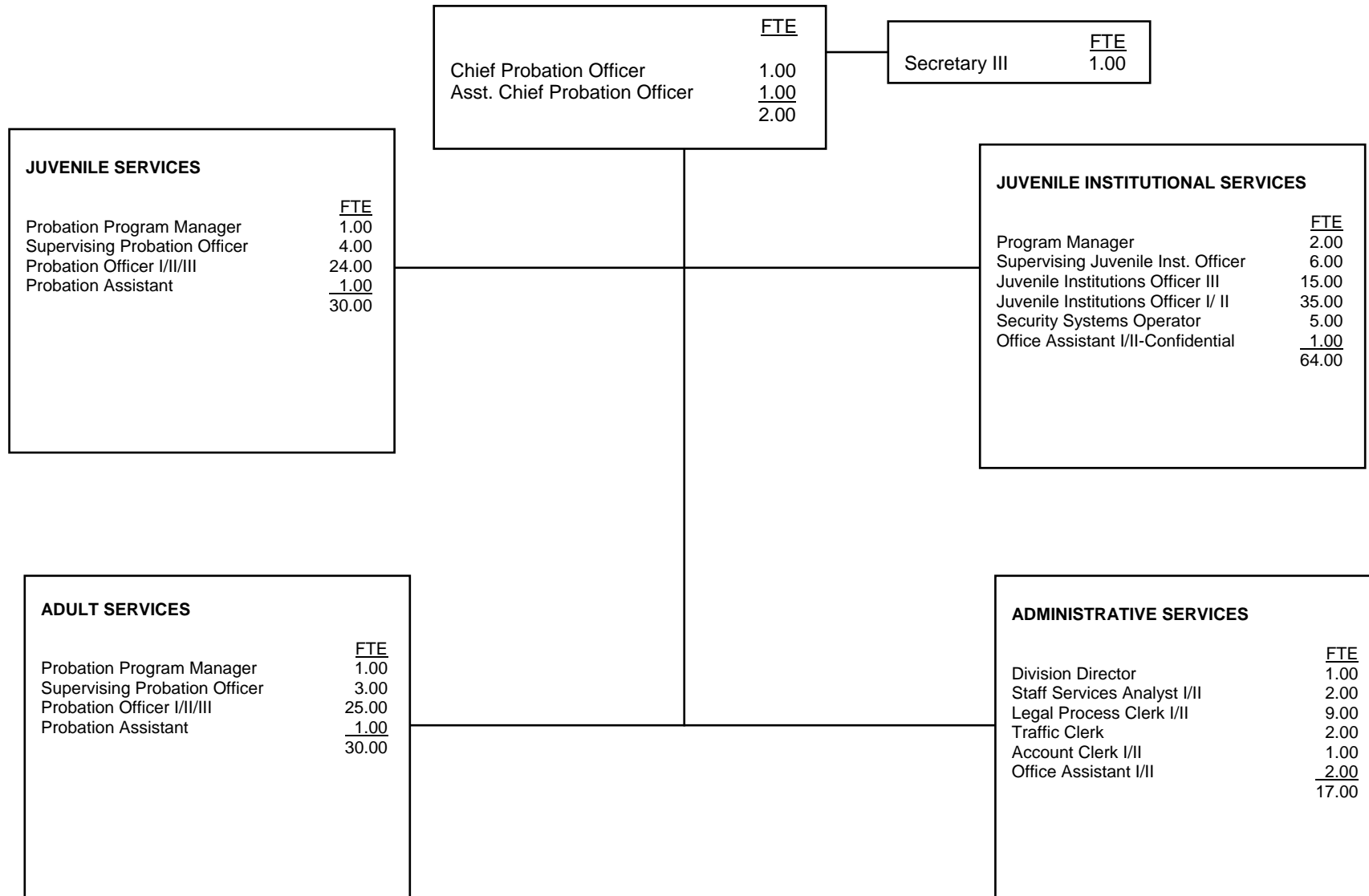
<b>ADMINISTRATIVE SERVICES</b>	
	<u>FTE</u>
Administrative Services Manager II	1.00
Department Analyst II	1.00
Supervising Staff Assistant	<u>1.00</u>
	3.00

**COUNTY OF MENDOCINO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	98,135		5	
Probation Division Manager	3.00	3	64,417	78,312	5	E
Administrative Services Manager II	1.00	1	64,417	78,312	5	
Deputy Probation Officer III	5.00	5	43,680	53,102	5	D
Department Analyst II	1.00	1	42,556	51,708	5	
Deputy Probation Officer II	24.00	28	39,603	48,131	5	B,C
Juvenile Hall Supervisor	4.00	4	39,603	48,131	5	I
Supervising legal Secretary	1.00	1	36,587	44,470	5	
Deputy Probation Officer I	0.00	0	35,880	43,617	5	A
Administrative Assistant	1.00	1	35,672	43,368	5	
LVN	0.00	1	35,131	42,702	5	
Supervising Staff Assistant	1.00	1	33,966	41,308	5	
Corrections Counselor	17.00	19	32,531	39,540	5	F,G
Head Cook	1.00	1	30,347	36,878	5	
Legal Secretary II	6.00	6	27,268	33,155	5	
Staff Assistant II	1.00	1	26,624	32,364	5	
Staff Assistant I	1.00	1	24,148	29,348	5	
Cook	2.00	2	23,816	28,932	5	
Food Services Worker	0.80	0.8	22,692	27,580	5	
	<u>70.80</u>	<u>77.8</u>				

# COUNTY OF MERCED

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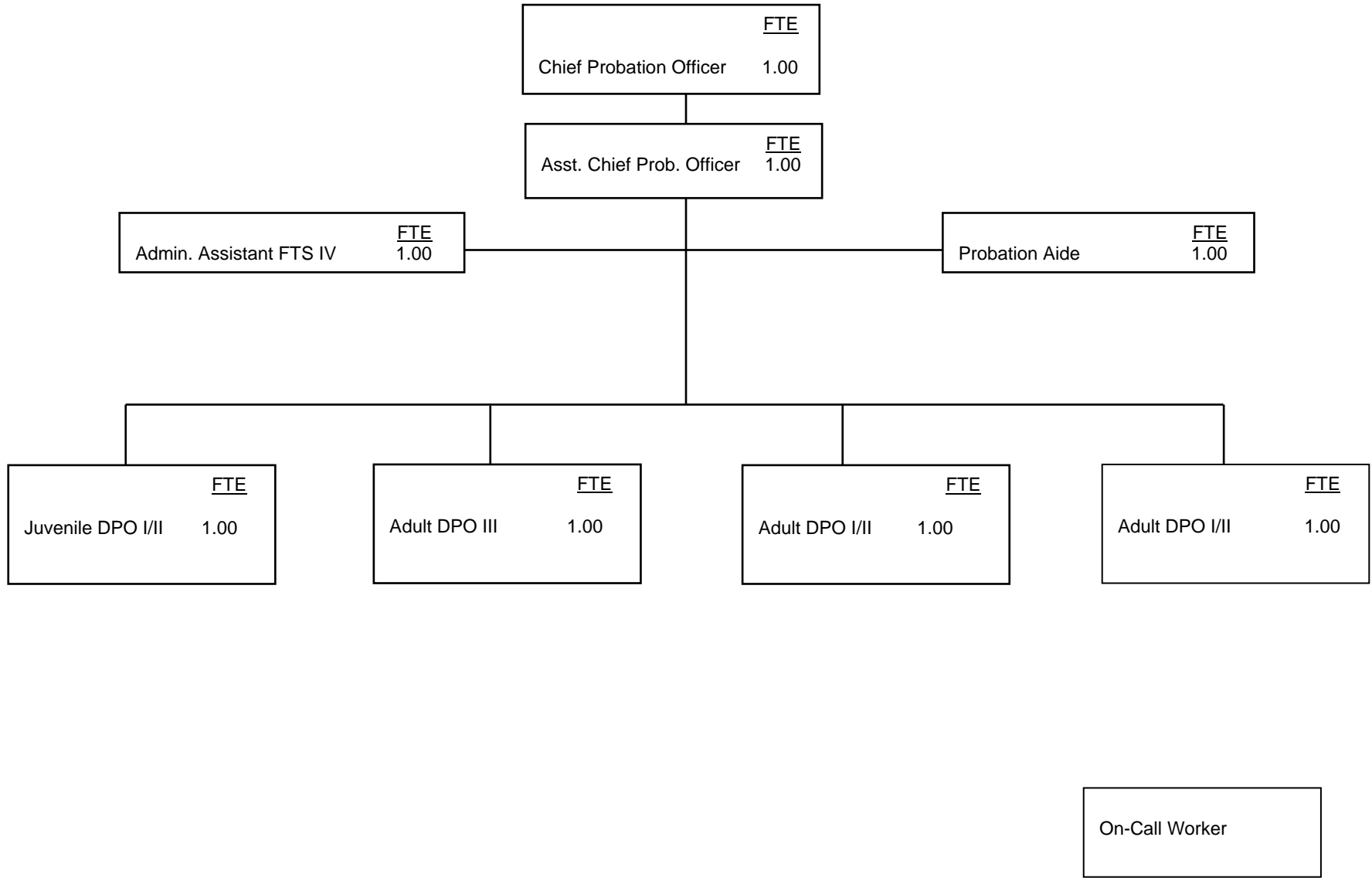


**COUNTY OF MERCED**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	115,627	140,712	5	
Actual Salary				133,952		
Assistant Chief Probation Officer	1.00	1	95,098	115,627	5	E
Probation Admin Division Director	1.00	1	82,971	100,838	5	
Probation Program Manager	4.00	4	73,757	89,710	5	E, J
Supervising Probation Officer	7.00	7	65,562	79,768	5	D
Supervising Juvenile Institutions Officer	6.00	6	65,562	79,768	5	I
Staff Services Analyst II	2.00	2	54,954	66,872	5	
Deputy Probation Officer III	49.00	49	52,853	64,293	5	C
Deputy Probation Officer II	-	0	45,614	55,494	5	B
Secretary III	1.00	1	45,178	54,954	5	
Deputy Probation Officer I	-	0	41,371	50,315	5	A
Juvenile Institutions Officer III	15.00	15	41,371	50,315	5	H
Juvenile Institutions Officer II	34.00	34	37,523	45,614	5	G
Legal Process Clerk II	9.00	9	36,982	44,970	5	
Probation Assistant	2.00	2	36,795	44,741	5	
Security Systems Operator	5.00	5	36,254	44,096	5	
Juvenile Institutions Officer I	1.00	1	34,008	41,371	5	F
Legal Process Clerk I	-	0	33,509	40,789	5	
Traffic Hearing Clerk	2.00	2	31,907	38,834	5	
Account Clerk II	1.00	1	30,514	37,170	5	
Office Assistant II - Confidential	1.00	1	29,931	36,442	5	
Office Assistant II	2.00	2.00	28,787	35,027	5	
Account Clerk I	-	0	27,706	33,675	5	
Office Assistant I	-	0	26,125	31,741	5	
	<u>144.00</u>	<u>144.00</u>				

# COUNTY OF MONO

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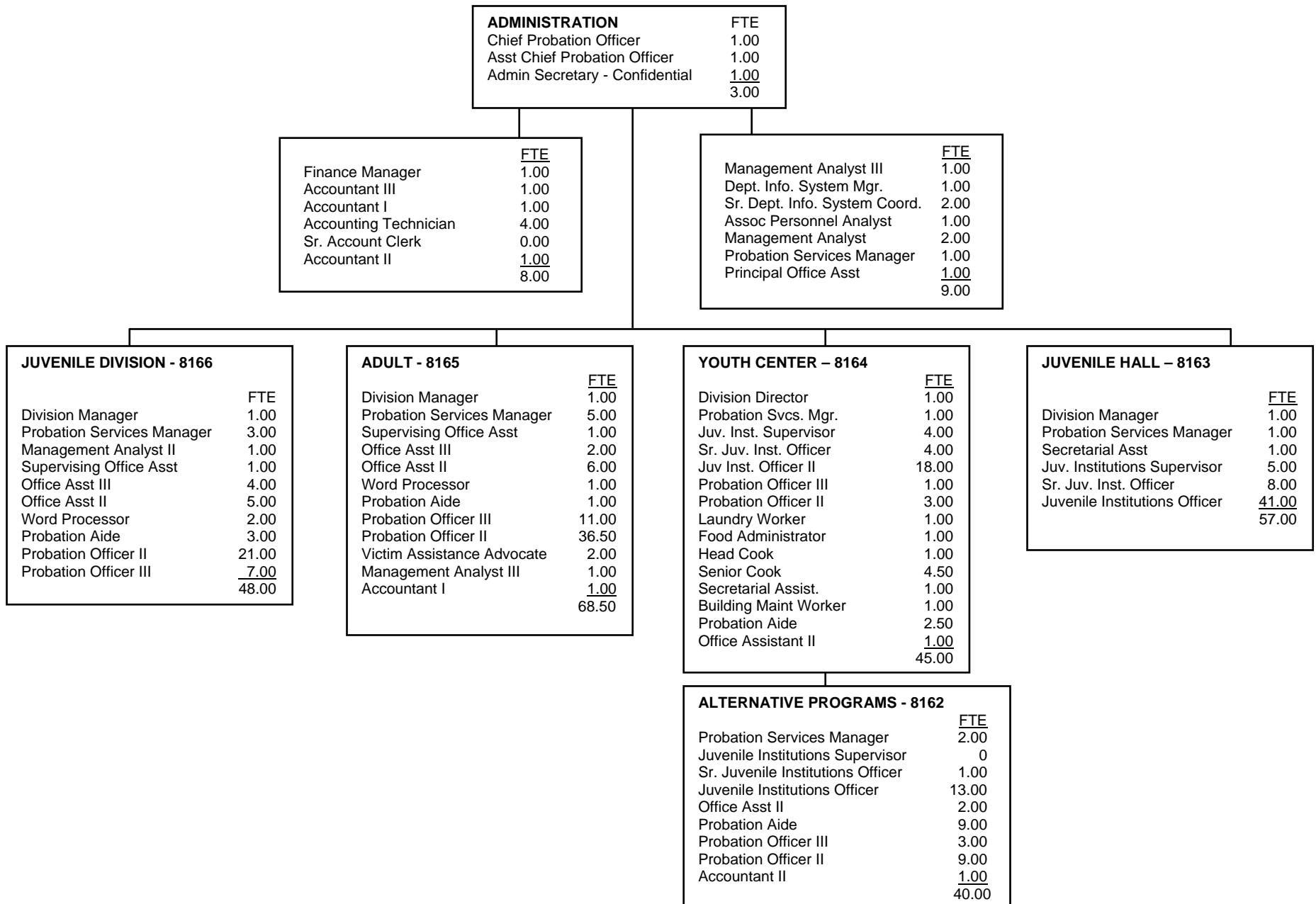


**COUNTY OF MONO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		115,992	Flat	
Assistant Chief Probation Officer	1.00	1		92,796	Flat	E
Deputy Probation Officer III	1.00	1	51,000	62,928	5	C
Deputy Probation Officer II	2.00	2	46,200	57,012	5	B
Deputy Probation Officer I	1.00	1	41,856	51,636	5	A
Administrative Assistant FTS IV	1.00	1	45,984	55,896	5	
Probation Aide	<u>1.00</u>	<u>1</u>	36,528	45,084	5	
	8.00	8				

On-Call Worker \$15/hr

# COUNTY OF MONTEREY



**COUNTY OF MONTEREY**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		173,358	7	
Assistant Chief Probation Officer	1.00	1	101,904	132,552	7	
Probation Division Manager	4.00	4	88,212	120,420	7	J, E
Probation Services Manager	13.00	13	76,764	104,772	7	J, E
Finance Manager II	1.00	1	74,148	101,220	7	
DISM	1.00	1	72,300	98,688	7	
Management Analyst III	2.00	2	64,896	88,644	7	
Deputy Probation Officer III	22.00	24	60,660	82,836	7	D
Management Analyst II	3.00	3	60,228	82,248	7	
Associate Personnel Analyst	1.00	1	60,228	82,248	7	
Juvenile Institutions Supervisor	9.00	10	60,060	82,032	7	I
Accountant III	1.00	1	59,928	81,852	7	
Deputy Probation Officer II	69.5	74.5	57,720	78,816	7	B
Sr. DISC	2.00	2	56,352	76,920	7	
Sr. Juvenile Institutions Officer	13.00	14	54,612	74,544	7	H
Juvenile Institutions Officer II	71.00	74	50,160	68,520	7	G
Accountant II	1.00	1	49,896	68,148	7	
Deputy Probation Officer I	0.00	* 0	49,440	67,512	7	A
Food Administrator - Probation	1.00	1	47,016	64,176	7	
Administrative Secretary - Confidential	1.00	1	43,368	59,232	7	
Juvenile Institutions Officer I	2.00	* 0	42,984	58,704	7	F
Accountant I	2.00	2	41,064	56,100	7	
Supervising Office Assistant II	2.00	2	41,068	56,087	7	
Victim Assistance Advocate	2.00	2	39,288	53,664	7	
Building Maintenance Worker	1.00	1	37,356	51,024	7	
Head Cook	1.00	1	37,020	50,556	7	
Accounting Technician	4.00	4	36,984	50,508	7	
Principal Office Assistant	1.00	1	33,468	45,708	7	

**COUNTY OF MONTEREY**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Sr. Cook	4.50	4.5	32,832	44,856	7	
Sr. Account Clerk	0.00	1	32,796	44,808	7	
Probation Aide	15.50	17	32,820	44,808	7	
Word Processor	3.00	3	29,244	41,568	7	
Office Assistant III	6.00	6	30,444	41,568	7	
Secretarial Assistant	2.00	2	29,544	40,344	7	
Office Assistant II	14.00	14	27,828	38,004	7	
Laundry Worker I	1.00	1	25,044	34,188	7	
	<u>278.50</u>	<u>291</u>				

# COUNTY OF NAPA

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Chief Probation Officer	<u>FTE</u> 1.00
Chief Deputy Probation Officer	<u>1.00</u> 2.00

<b>JUVENILE FIELD/COURT SERVICES</b>	
	<u>FTE</u>
Supervising Probation Officer	3.00
Probation Officer III	5.00
Probation Officer I/II	16.00
Supervising Legal Clerk	1.00
Senior Legal Clerk	1.00
Legal Clerk II	4.75
Office Assistant II	<u>1.00</u>
	30.75

<b>JUVENILE INSTITUTIONAL SERVICES</b>	
	<u>FTE</u>
Juvenile Hall Superintendent	1.00
Asst Juvenile Hall Superintendent	1.00
Supv Juvenile Hall Counselor	5.00
Senior Juvenile Hall Counselor	6.00
Juvenile Hall Counselor I/II	20.25
Food Services Coordinator	1.00
Legal Clerk II	1.00
Cook I	<u>1.50</u>
	36.75

<b>ADULT FIELD/COURT SERVICES</b>	
	<u>FTE</u>
Supervising Probation Officer	4.00
Probation Officer III	6.00
Probation Officer I/II	21.00
Supervising Legal Clerk	.00
Sr. Legal Clerk	1.00
Legal Clerk II	6.00
Office Assistant II	<u>1.00</u>
	39.00

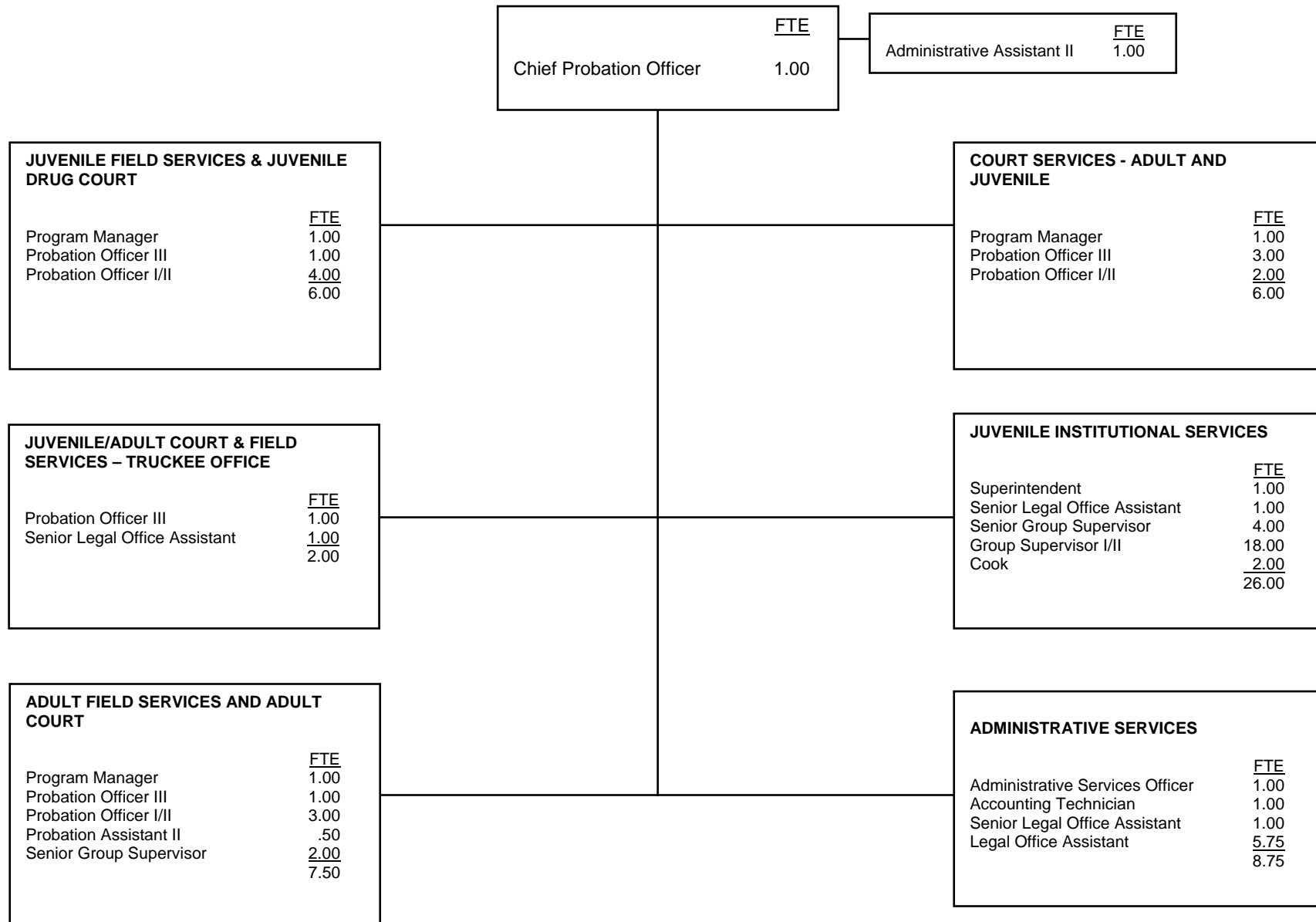
<b>ADMINISTRATIVE SERVICES</b>	
	<u>FTE</u>
Staff Services Manager	1.00
Probation Program Manager	1.00
Computer Systems Coordinator	1.00
Staff Services Analyst II	2.00
Senior Account Clerk	1.00
Account Clerk II	<u>1.00</u>
	7.00

**COUNTY OF NAPA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	157,752			
Chief Deputy Probation Officer	1.00	1	87,276	104,772		E
Juvenile Hall Superintendent	1.00	1	87,276	104,772		J
Staff Services Manager	1.00	1	84,696	101,484		
Probation Svs Program Manager	1.00	1	84,696	101,484		
Assist Juvenile Hall Superintendent	1.00	1	79,584	95,616		J
Supervising Probation Officer	7.00	7	71,796	86,172		D
Supervising Juvenile Hall Counselor	5.00	5	65,604	78,624		I
Computer Systems Coordinator	1.00	1	64,500	77,256		
Probation Officer III	11.00	11	62,856	75,168		C
Staff Services Analyst II	2.00	2	60,384	72,192		
Probation Officer II	37.00	37	58,272	70,056		B
Senior Juvenile Hall Counselor	6.00	6	57,240	68,448		H
Probation Officer I	-	0	53,520	63,996		A
Juvenile Hall Counselor II	20.25	21	52,812	63,192		G
Juvenile Hall Counselor I	-	0	48,360	57,612		F
Supervising Legal Clerk	2.00	2	45,576	51,768		
Senior Account Clerk	1.00	1	42,708	50,712		
Senior Legal Clerk	2.00	2	40,704	48,360		
Food Services Coordinator	1.00	1	42,288	48,192		
Legal Clerk II	9.75	10	38,100	45,036		
Account Clerk II	1.00	1	36,276	42,828		
Office Assistant II	2.00	2	5,934	42,096		
Cook I	1.50	2	33,720	39,852		
	<u>115.50</u>	<u>117</u>				

Salaries effective from 07/01/11

# COUNTY OF NEVADA



**COUNTY OF NEVADA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	97,872	119,481	5	
Actual Salary				119,475		
Probation Program Manager	3.00	3	75,474	92,138	5	E
Juvenile Hall Superintendent	1.00	1	75,474	92,138	5	J
Administrative Services Officer	1.00	1	66,295	80,932	5	
Deputy Probation Officer III	6.00	6	50,631	61,810	5	C
Deputy Probation Officer II	9.00	9	45,824	55,942	5	B
Senior Group Supervisor	5.00	5	45,113	55,074	5	H
Cook	2.00	2	43,133	52,656	5	
Probation Assistant II	0.50	1	40,830	49,845	5	A
Group Supervisor II	17.00	17	40,830	49,845	5	G
Administrative Assistant II	1.00	1	39,668	48,426	5	
Accounting Technician	1.00	1	37,363	45,613	5	
Group Supervisor I	2.00	2	36,954	45,113	5	F
Senior Legal Office Assistant	3.00	3	36,044	44,002	5	
Legal Office Assistant II	<u>5.75</u>	<u>6</u>	32,622	39,825	5	
	58.25	59.00				

\*Regular salary without Premium Pays for Chief Probation Officer

Salaries effective from 07/01/2011



# COUNTY OF ORANGE

Chief Probation Officer	1.00
Executive Secretary I	<u>1.00</u>
	2.00

<b>JUVENILE INTAKE AND DETENTION BUREAU</b>	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	5.00
Asst. Probation Division Director	8.00
Administrative Manager I	2.00
Supervising Probation Officer	6.00
Deputy Probation Officer II	67.00
Supervising Juvenile Correctional Officer	41.00
Senior Juvenile Correctional Officer	16.00
Deputy Juvenile Correctional Officer II	376.00
Deputy Juvenile Correctional Officer I	83.00
Staff Specialist	1.00
Staff Assistant	1.00
Secretary III	1.00
Secretary II	2.00
Office Supervisor C	2.00
Office Supervisor B	1.00
Office Supervisor A	1.00
Information Processing Technician	8.00
Data Entry Technician	7.00
Office Technician	3.00
Office Assistant	6.00
Education Asst., Corr. Facility	1.00
Chief Cook	4.00
Head Cook	1.00
Senior Institutional Cook	11.00
Institutional Cook	8.00
Food Service Worker	12.00
Sr. Storekeeper	1.00
Store Clerk	5.00
Warehouse Worker II	1.00
Supplies Clerk, Juvenile Facilities	3.00
Supplies Asst, Juvenile Facilities	1.00
Seamstress	1.00
Laundry Worker	<u>6.00</u>
	693.00

<b>FIELD OPERATIONS BUREAU</b>	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	5.00
Assistant Division Director	1.00
Supervising Probation Officer	33.00
Senior Deputy Probation Officer	10.00
Deputy Probation Officer II	287.00
Deputy Juvenile Correctional Officer II	18.00
Staff Assistant	10.00
Secretary III	1.00
Secretary II	4.00
Radio Dispatcher	<u>3.00</u>
	373.00

<b>OPERATIONS SUPPORT BUREAU</b>		<u>FTE</u>
Chief Deputy Probation Officer		1.00
Probation Division Director		3.00
Assistant Probation Division Director		3.00
Administrative Manager III		2.00
Administrative Manager II		3.00
Administrative Manager I		15.00
Supervising Probation Officer		11.00
Senior Deputy Probation Officer		3.00
Deputy Probation Officer II		8.00
Deputy Probation Officer I (Trainee)		25.00
Supervising Juvenile Correctional Officer		1.00
Deputy Juvenile Correctional Officer I (Trainee)		15.00
Staff Specialist		8.00
Staff Assistant		3.00
Sr. Information Technologist		1.00
Tech. Systems Specialist		2.00
Sr. Application Developer		4.00
IT Application Developer I		1.00
IT Application Developer II		9.00
IT Database Administrator II		1.00
IT Database Administrator I		1.00
Information Technologist II		2.00
Information Technologist I		1.0
IT Systems Technician II		3.00
Research Analyst IV		2.00
Research Analyst III		2.00
Accountant/Auditor II		2.00
Accounting Office Supervisor II		5.00
Accounting Technician		1.00
Accounting Specialist		38.00
Supervising Collection Officer		5.00
Collection Officer		40.00
Secretary III		1.00
Secretary II		4.00
Office Manager		2.00
Senior Office Supervisor C/D		4.00
Office Supervisor D		3.00
Office Supervisor C		6.00
Office Supervisor B		1.00
Office Supervisor A		1.00
Office Specialist		22.00
Information Processing Specialist		4.00
Information Processing Technician		63.00
Data Entry Technician		22.00
Office Technician		7.00
Office Assistant		11.00
Store Clerk		2.00
Warehouse Worker I		3.00
Buyer II		<u>2.00</u>
		379.00

**COUNTY OF ORANGE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer Range	1.00	1	117,624	223,101		
Chief Probation Officer (Actual)				178,506		
Chief Deputy Probation Officer	3.00	3	117,624	223,101		
Probation Division Director (Admin. Mgr. III)	13.00	13	92,227	161,970		E, J
Admin/Fiscal Director (Admin. Mgr III)	1.00	1	92,227	161,970		
IT Director (Admin. Mgr III)	1.00	1	92,227	161,970		
Assistant Division Director (Admin. Mgr. II)	12.00	12	73,778	131,123		E, J
Contract/Purchasing Manager (Admin. Mgr II)	1.00	1	73,778	131,123		
Fiscal Services Manager (Admin. Mgr II)	1.00	1	73,778	131,123		
Human Resources Manager (Admin. Mgr II)	1.00	1	73,778	131,123		
Administrative Manager I	14.00	14	53,040	105,456		
Accounting Manager (Admin. Mgr. I)	1.00	1	53,040	105,456		
Collections Manager (Admin. Mgr. I)	1.00	1	53,040	105,456		
Food Services Manager (Admin. Mgr. I)	1.00	1	53,040	105,456		
Sr. IT Applications Developer	4.00	4	74,610	100,443	12	
Sr. Information Technologist	1.00	1	74,610	100,443	12	
Technical Systems Specialist	2.00	2	68,827	94,498	12	
Supervising Probation Officer	50.00	50	66,747	89,606	12	D
Application Developer II	9.00	9	63,544	85,363	12	
Information Technologist II	1.00	1	63,544	85,363	12	
IT Database Administrator II	1.00	1	63,544	85,363	12	
Senior Deputy Probation Officer	13.00	13	59,738	80,413	12	C
Research Analyst IV	2.00	2	59,259	79,768	12	
Information Technologist I	2.00	2	56,888	76,586	12	
IT Database Administrator I	1.00	1	56,888	76,586	12	
IT Application Developer I	1.00	1	56,888	76,586	12	
Deputy Probation Officer II	362.00	362	55,557	76,336	12	B
Supervising Juvenile Correctional Officer	42.00	42	53,602	72,259	12	I

**COUNTY OF ORANGE**

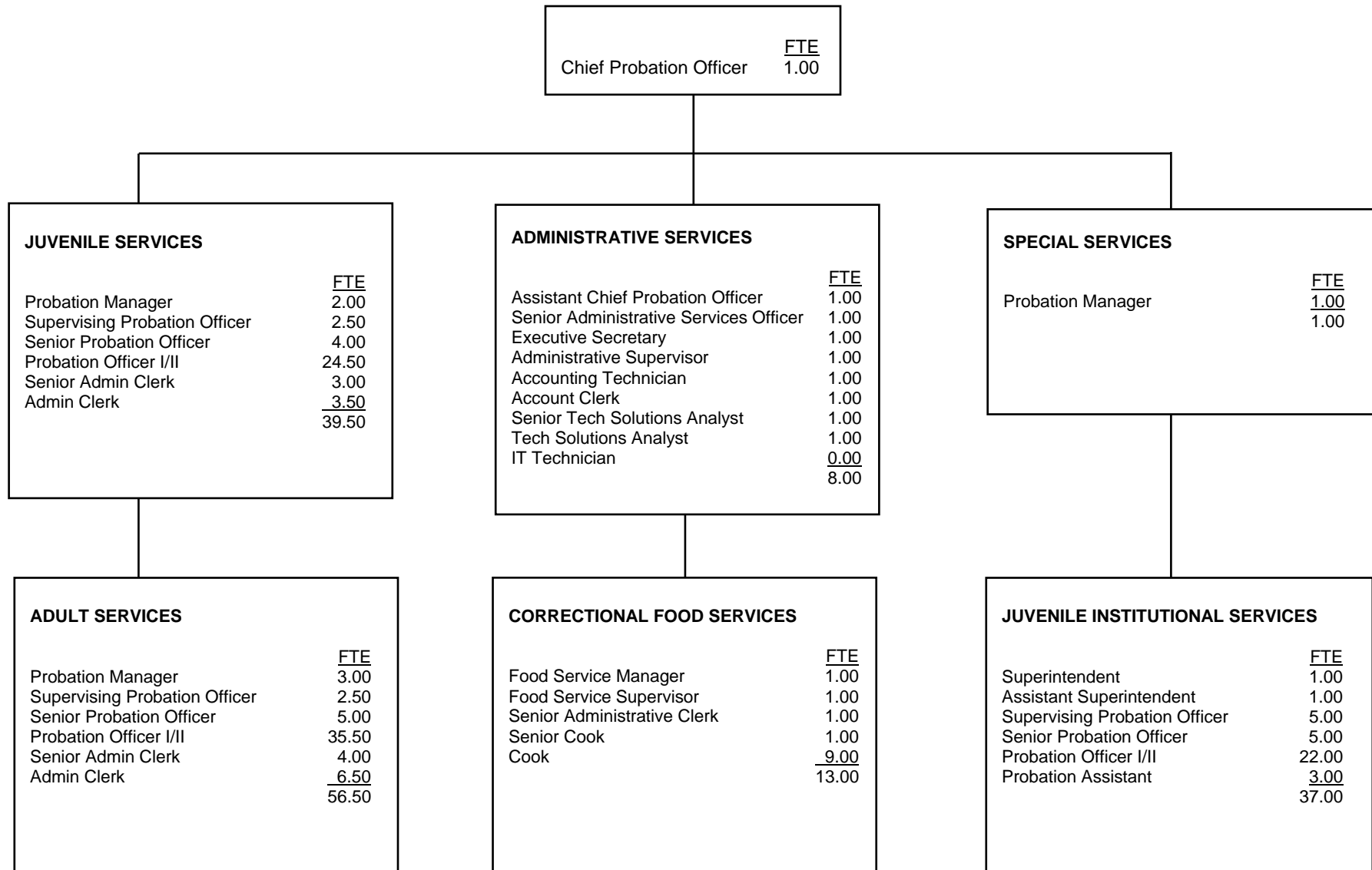
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Deputy Probation Officer I	25.00	25	53,602	72,259	12	A
Research Analyst III	2.00	2	53,227	71,781	12	
Accountant/Auditor II	2.00	2	52,478	70,762	12	
IT Systems Technician II	3.00	3	49,712	66,976	12	
Radio Dispatcher	3.00	3	48,547	65,395	12	
Buyer II	2.00	2	49,712	63,544	12	
Office Manager	2.00	2	47,445	63,398	12	
Senior Juvenile Correctional Officer	16.00	16	47,070	62,920	12	H
Staff Specialist	9.00	9	45,906	61,402	12	
Senior Office Supervisor C/D	4.00	4	44,886	60,133	12	
Chief Cook	4.00	4	44,658	59,821	12	
Deputy Juvenile Correctional Officer II	394.00	394	45,906	59,738	14	G
Supervising Collection Officer	5.00	5	44,262	59,259	12	
Executive Secretary I	1.00	1	43,805	58,698	12	
Sr. Storekeeper	1.00	1	40,477	54,205	12	
Accounting Office Supervisor II	5.00	5	40,456	54,038	12	
Office Supervisor D	3.00	3	40,456	54,038	12	
Head Cook	1.00	1	40,248	53,747	12	
Collection Officer	40.00	40	39,874	53,227	12	
Staff Assistant	14.00	14	39,021	52,291	12	
Secretary III	3.00	3	38,938	52,000	12	
Office Supervisor C	8.00	8	38,126	51,168	12	
Education Assistant, Corr. Facility	1.00	1	38,106	51,064	12	
Accounting Technician	1.00	1	37,232	49,962	12	
Senior Institutional Cook	11.00	11	37,024	49,712	12	
Office Supervisor B	2.00	2	36,400	48,589	12	
Secretary II	10.00	10	35,048	46,758	12	
Office Supervisor A	2.00	2	34,778	46,114	12	

**COUNTY OF ORANGE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Supplies Asst, Juvenile Facilities	1.00	1	33,675	44,886	12	
Accounting Specialist	38.00	38	33,072	43,805	12	
Office Specialist	22.00	22	33,072	43,805	12	
Information Processing Specialist	4.00	4	33,946	43,805	12	
Institutional Cook	8.00	8	31,970	42,474	12	
Information Processing Technician	71.00	71	33,072	41,621	12	
Supplies Clerk, Juvenile Facilities	3.00	3	31,304	41,579	12	
Deputy Juvenile Correctional Officer I	98.00	98	36,962	41,246	12	F
Data Entry Technician	29.00	29	32,302	40,622	12	
Store Clerk	7.00	7	30,638	40,477	12	
Warehouse Worker II	1.00	1	30,493	40,331	12	
Warehouse Worker I	3.00	3	29,224	38,106	12	
Office Assistant	17.00	17	31,637	37,232	12	
Office Technician	10.00	10	31,637	37,232	12	
Seamstress	1.00	1	25,272	32,718	12	
Food Service Worker	12.00	12	23,150	29,702	12	
Laundry Worker	<u>6.00</u>	<u>6</u>	23,150	29,702	12	
	1447.00	1447				

# COUNTY OF PLACER

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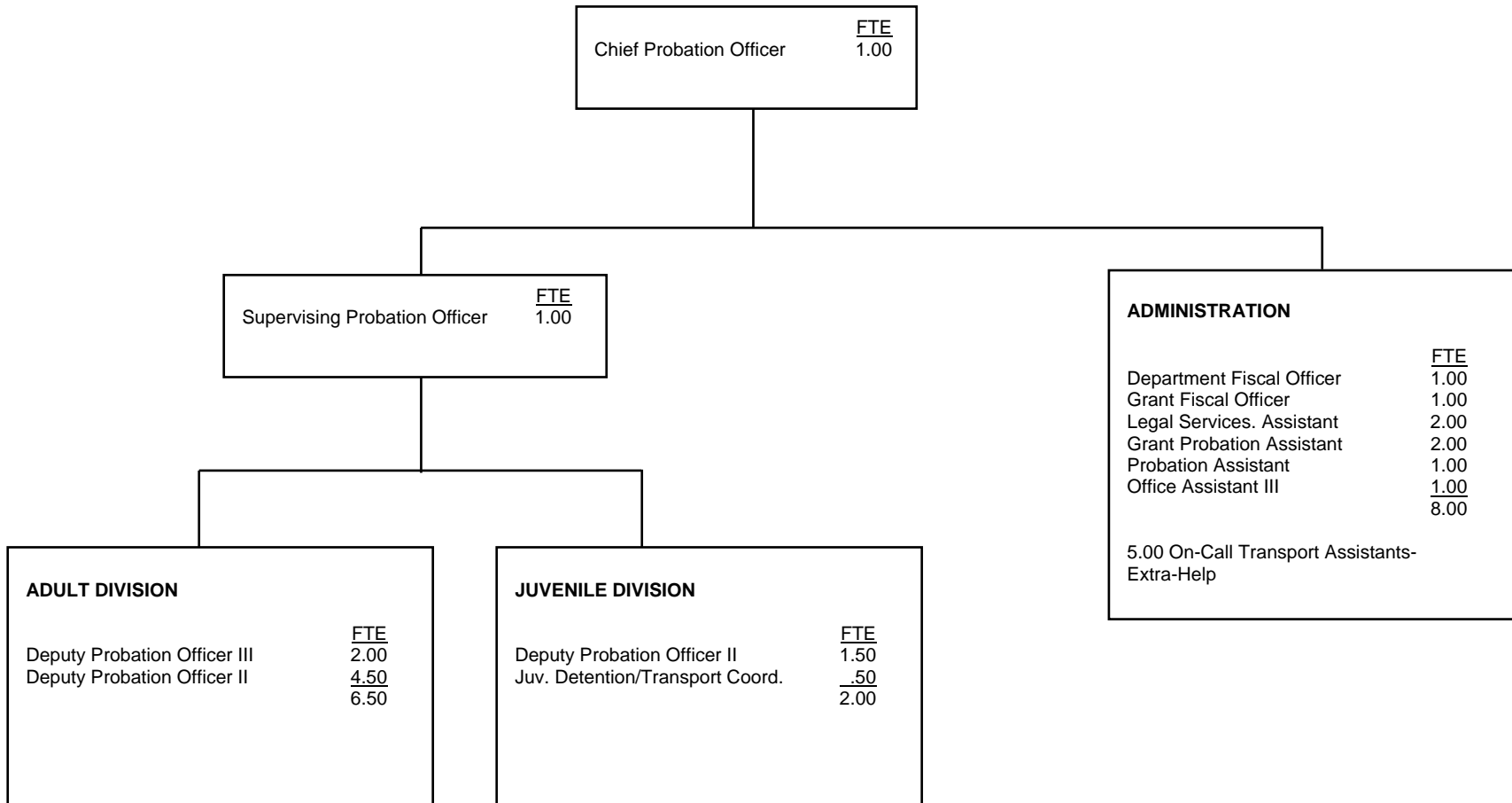
**COUNTY OF PLACER**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	121,956	148,248	2	
Actual Salary				134,451		
Assistant Chief Probation Officer	1.00	1	99,576	121,032	5	
Juvenile Detention Facility Superintendent	1.00	1	88,572	107,664	5	J
Assistant Juvenile Detention Fac Superintendent	1.00	1	80,328	97,632	5	J
Probation Manager	6.00	6	80,340	97,644	5	E
Administrative Services Officer - Senior	1.00	1	73,644	89,520	5	
Technology Solutions Analyst -Senior	1.00	1	73,524	89,388	5	
Deputy Probation Officer - Supervising - Field	6.00	6	69,888	84,948	5	D
Technology Solutions Analyst I/II	1.00	1	60,492	81,072	5	
Deputy Probation Officer - Senior - Field	9.00	9	60,768	73,872	5	C
Deputy Probation Officer - Supervising - Instit	5.00	5	60,768	73,872	5	I
Food Service Manager	1.00	1	58,011	70,491	5	
Deputy Probation Officer - Senior - Institutions	5.00	5	52,956	64,368	5	H
Information Technology Technician I/II	-	0	49,764	66,696	5	
Executive Secretary	1.00	1	45,144	54,876	5	
Deputy Probation Officer I/II - Field	60.00	60	46,248	64,368	5	A, B
Accounting Technician	1.00	1	44,112	53,616	5	
Administrative Supervisor	1.00	1	43,356	48,624	5	
Food Service Supervisor	1.00	1	42,012	51,065	5	
Probation Assistant	3.00	3	39,996	48,624	5	F
Deputy Probation Officer I/II - Institutions	22.00	22	41,268	56,220	5	G
Cook - Senior	1.00	1	38,105	46,317	5	
Administrative Clerk - Senior	7.00	7	36,288	44,112	5	
Cook	9.00	9	33,708	40,980	5	
Account Clerk - Entry/Journey	1.00	1	33,672	45,144	5	
Administrative Clerk - Entry/Journey	10.00	10	29,856	39,996	5	
	<u>156.00</u>	<u>156</u>				

\*Chief's salary includes 2 longevity steps

# COUNTY OF PLUMAS

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**COUNTY OF PLUMAS**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		88,224		
Supervising Probation Officer	1.00		47,256	57,480	5	E
Deputy Probation Officer III, or	2.00	2	40,800	49,668	5	C
Deputy Probation Officer II, or	4.00	4	37,020	45,048	5	B
Deputy Probation Officer I	2.00		34,212	41,640	5	A
Department Fiscal Officer II, or	2.00	2	43,860	53,364	5	
Department Fiscal Officer I			39,780	48,396	5	
Probation Assistant	3.00	3	28,824	35,088	5	
Legal Services Assistant II, or			27,456	33,396	5	
Legal Services Assistant I	2.00	2	24,888	30,276	5	
Office Assistant III, or	1.00	1	23,664	28,800	5	
Office Assistant II, or			20,964	25,512	5	
Office Assistant I			19,044	23,208	5	
Detention/Transportation Coordinator	<u>0.50</u>	<u>1</u>	17,970	21,870	5	
	18.50	16.00				



# COUNTY OF RIVERSIDE

<b>MANAGEMENT</b>		<u>FTE</u>
Chief Probation Officer		1.00
Assistant Chief Probation Officer		1.00
Chief Deputy Probation Officer		3.00
Chief Deputy Probation-Admin.		1.00
Executive Assistant II		1.00
Executive Secretary		<u>3.00</u>
		10.00

<b>ADMINISTRATION</b>		<u>FTE</u>
Probation Division Director		3.00
Assistant Probation Division Director		1.00
Supervising Probation Officer		9.00
Senior Probation Officer		10.00
Deputy Probation Officer		4.00
Senior Probation Correction Officer		2.00
Sr. Human Resources Clerk		4.00
Human Resources Clerk		3.00
Office Assistant III		6.00
Secretary II		3.00
Buyer I		1.00
Sr. Accounting Assistant		2.00
Accountant II		1.00
Accounting Technician I		2.00
Accounting Technician II		1.00
Administrative Services Analyst II		3.00
Senior Administrative Analyst		2.00
Research Analyst		3.00
Administrative Services Manager III		1.00
Dept. Human Resources Coordinator		1.00
Senior Accountant		2.00
Principal Accountant		2.00
Supervising Accountant		1.00
IT Applications Developer I		1.00
IT Applications Developer II		3.00
IT Applications Developer III		1.00
IT Supv. Bus Syst Analyst III		1.00
IT Bus Syst Analyst III		1.00
IT Officer II		1.00
IT Network Administrator III		2.00
IT User Support Tech II		2.00
IT User Support Tech III		<u>3.00</u>
		82.00

<b>FIELD SERVICES</b>		<u>FTE</u>
Probation Division Director		6.00
Assistant Probation Division Director		6.00
Supervising Probation Officer		40.00
Senior Probation Officer		63.00
Deputy Probation Officer II		243.00
Probation Specialist		9.00
Probation Assistant		22.00
Revenue & Recovery Supervisor		1.00
Revenue & Recovery Technician II		3.00
Secretary II		5.00
Supervising Office Assistant II		2.00
Supervising Office Assistant I		9.00
Office Assistant III		63.00
Office Assistant II		<u>29.00</u>
		501.00

<b>JUVENILE INSTITUTIONS</b>		<u>FTE</u>
Probation Division Director		9.00
Assistant Probation Division Director		32.00
Senior Probation Corrections Officer		42.00
Supv Group Supv/Instructor		1.00
Sr. Group Supv. Inst-Culinary Arts		4.00
Sr. Group Supv. Inst- Industrial Arts		4.00
Probation Corrections Officer II		249.00
Probation Assistant		4.00
Secretary II		3.00
Supervising Office Assistant I		1.00
Senior Accounting Assistant		1.00
Accounting Technician I		4.00
Accounting Assistant II		1.00
Office Assistant III		5.00
Office Assistant II		5.00
House Manager		2.00
Storekeeper		4.00
Correctional Senior Food Svc Worker		17.00
Correctional Food Svcs. Supv.		3.00
Senior Cook – Detention		2.00
Correctional Cook		11.00
Building Maintenance Mechanic		8.00
Maintenance Painter		1.00
Bldg Maintenance Supervisor		1.00
Gardener		4.00
Sewing Services Worker		2.00
Laundry Worker		<u>4.00</u>
		424.00

**COUNTY OF RIVERSIDE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		181,514	12	
Assistant Chief Probation Officer	1.00	1	119,540	164,493	13	
Chief Deputy Probation Officer	3.00	3	98,906	135,973	13	
Chief Deputy Probation - Admin. Services	1.00	1	92,512	127,214	13	
IT Officer II	1.00	1	89,785	123,437	13	
Probation Division Director	14.00	14	79,729	109,599	13	E,J
IT Supervising Business Systems Analyst	1.00	1	74,920	107,261	11	
Administrative Services Manager III	1.00	1	76,629	105,277	13	
Assistant Probation Division Director	11.00	11	69,784	95,888	13	E,J
IT Network Administrator III	2.00	2	65,030	93,102	11	
IT Business Systems Analyst III	1.00	1	64,586	92,466	11	
IT Applications Developer III	1.00	1	63,476	90,877	11	
Principal Accountant	2.00	2	64,382	88,373	13	
Senior Administrative Analyst	2.00	2	64,382	86,076	12	
Supervising Probation Officer	81.00	81	63,167	82,563	11	D
IT User Support Tech III	3.00	3	50,342	73,798	12	
Supervising Group Supv/Instructor	1.00	1	57,961	73,741	10	I
IT Applications Developer II	3.00	3	51,190	73,288	11	
Senior Probation Officer	73.00	73	55,576	72,598	11	C
Supervising Accountant	1.00	1	50,360	69,491	13	
Building Maintenance Supervisor	1.00	1	51,358	66,977	13	
Deputy Probation Officer II	247.00	247	49,665	64,895	11	B
Deputy Probation Officer I	-	-	38,910	53,799		A
Senior Accountant	2.00	2	45,318	62,503	13	
Administrative Services Analyst II	3.00	3	44,468	61,336	13	
Correctional Food Services Supervisor	3.00	3	41,640	60,576	15	
IT User Support Tech II	2.00	2	40,598	59,515	12	
Research Analyst	3.00	3	43,078	59,414	13	

**COUNTY OF RIVERSIDE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Accountant II	1.00	1	41,849	57,752	13	
Department Human Resources Coordinator	1.00	1	43,210	57,704	12	
Senior Group Supv/Instructor-Culinary Arts	4.00	4	47,557	57,325	10	
Senior Group Supv/Instructor-Industrl Arts	4.00	4	47,557	57,325	10	
Executive Assistant II	1.00	1	42,724	57,048	12	
Senior Probation Corrections Officer	44.00	44	44,824	57,039	10	H
Senior Cook - Detention	2.00	2	38,720	56,299	15	
Accounting Technician II	1.00	1	38,658	54,747	14	
Executive Secretary	3.00	3	37,873	53,508	14	
Correctional Cook	11.00	11	35,811	53,345	16	
Revenue & Recovery Supervisor I	1.00	1	38,170	52,613	13	
Probation Corrections Officer II	249.00	249	41,142	52,341	10	G
Probation Corrections Officer I	-	-	34,029	45,780		F
IT Applications Developer I	1.00	1	36,346	52,034	11	
Maintenance Painter	1.00	1	38,394	51,419	14	
Buyer I	1.00	1	37,270	51,392	13	
Secretary II	11.00	11	35,898	50,705	14	
Revenue & Recovery Tech II	3.00	3	35,849	50,621	14	
Building Maintenance Mechanic	8.00	8	37,208	49,823	14	
Accounting Technician I	6.00	6	35,166	48,476	13	
Senior Accounting Assistant	3.00	3	34,020	48,008	14	
Senior Human Resources Clerk	4.00	4	31,252	44,104	14	
House Manager	2.00	2	31,997	44,077	13	
Gardener	4.00	4	31,080	43,883	14	
Supervising Office Assistant II	2.00	2	31,217	42,997	13	
Correctional Senior Food Services Worker	17.00	17	30,115	42,494	14	
Accounting Assistant II	1.00	1	29,646	41,821	14	
Probation Specialist	9.00	9	29,498	41,600	14	

**COUNTY OF RIVERSIDE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Supervising Office Assistant I	10.00	10	28,122	40,846	15	
Storekeeper	4.00	4	28,905	40,748	14	
Human Resources Clerk	3.00	3	28,461	40,146	14	
Probation Assistant	26.00	26	27,842	39,292	14	
Office Assistant III	74.00	74	27,367	38,637	14	
Office Assistant II	34.00	34	24,655	34,781	14	
Sewing Services Worker	2.00	2	21,884	30,872	14	
Laundry Worker	<u>4.00</u>	<u>4</u>	20,894	29,470	14	
	1,017.00	1,017				

# COUNTY OF SACRAMENTO

		<u>FTE</u>	
		Chief Probation Officer	1.00
		Assistant Chief Probation Officer	1.00
		Administrative Services Officer I	1.00
			<u>3.00</u>
		<b>Sacramento County Probation Association-President</b>	
		Probation Assistant	<u>FTE</u> 1.00
<b>ADMINISTRATIVE SERVICES</b>		<u>FTE</u>	
Asst. Probation Division Chief	2.00		
Supervising Probation Officer	6.00		
Sr. Deputy Probation Officer	5.00		
Sr. Accounting Manager	1.00		
Accounting Manager	1.00		
Sr. Accountant	1.00		
Admin Services Officer 3	2.00		
Admin Services Officer 2	4.00		
Admin Services Officer 1	1.00		
Sr. Office Specialist - Confidential	1.00		
Sr. Office Assistant	3.00		
Account Clerk Lv. 2	<u>3.00</u>		
	30.00		
<b>ADULT FIELD</b>		<u>FTE</u>	
Asst Probation Division Chief	1.00		
Supervising Probation Officer	3.80		
Sr. Deputy Probation Officer	12.00		
Deputy Probation Officer	16.00		
Probation Assistant	3.00		
Clerical Supervisor 2	1.00		
Sr. Office Assistant	3.00		
Office Assistant Lv. 2	<u>9.00</u>		
	48.80		
<b>ADULT COURT</b>		<u>FTE</u>	
Asst. Probation Division Chief	1.00		
Supervising Probation Officer	3.00		
Sr. Deputy Probation Officer	10.00		
Deputy Probation Officer	15.50		
Clerical Supervisor 2	2.00		
Sr. Office Assistant	5.00		
Legal Transcriber	3.00		
Office Assistant Lv. 2	<u>8.00</u>		
	47.50		
<b>YOUTH DETENTION FACILITY</b>		<u>FTE</u>	
Probation Division Chief	1.00		
Asst Probation Division Chief	3.00		
Supervising Probation Officer	13.00		
Sr. Deputy Probation Officer	5.00		
Deputy Probation Officer	25.00		
Admin Services Officer 1	1.00		
Probation Assistant	141.00		
Sr. Office Assistant	1.00		
Office Assistant Lv. 2	1.00		
Stock Clerk	1.00		
Storekeeper 1	1.00		
Cook 3	1.00		
Cook 2	2.00		
Cook 1	3.00		
Food Service Wkr. Lv. 2	14.00		
Laundry Worker	<u>3.00</u>		
	216.00		
<b>COMMUNITY PARTNERSHIPS/GRANTS</b>		<u>FTE</u>	
Probation Division Chief	1.00		
Asst. Probation Division Chief	1.00		
Supervising Probation Officer	13.00		
Sr. Deputy Probation Officer	28.00		
Deputy Probation Officer	87.00		
Admin Services Officer 2	1.00		
Admin Services Officer 1	1.00		
Sr. Office Assistant	5.00		
Office Assistant Lv. 2	<u>4.00</u>		
	141.00		
<b>JUVENILE COURT</b>		<u>FTE</u>	
Probation Division Chief	1.00		
Asst Probation Division Chief	1.00		
Supervising Probation Officer	7.00		
Sr. Deputy Probation Officer	21.00		
Deputy Probation Officer	26.60		
Clerical Supervisor 2	1.00		
Sr. Office Assistant	4.00		
Legal Transcriber	4.50		
Office Assistant Lv. 2	<u>9.00</u>		
	75.10		
<b>JUVENILE FIELD SERVICES</b>		<u>FTE</u>	
Probation Division Chief	1.00		
Asst Probation Division Chief	1.00		
Supervising Probation Officer	3.00		
Sr. Deputy Probation Officer	1.00		
Admin Svcs Officer 2	1.00		
Deputy Probation Officer	15.00		
Communication Operator Dispatch	2.00		
Sr. Office Assistant	1.00		
Office Assistant Lv. 2	<u>2.00</u>		
	27.00		
<b>PLACEMENT</b>		<u>FTE</u>	
Probation Division Chief	1.00		
Supervising Probation Officer	3.00		
Sr. Deputy Probation Officer	6.00		
Deputy Probation Officer	4.00		
Probation Assistant	2.00		
Sr. Office Assistant	<u>2.00</u>		
	18.00		
<b>INFORMATION TECHNOLOGY</b>		<u>FTE</u>	
Information Tech Manager	1.00		
Sr. IT Analyst	3.00		
IT Analyst 2	9.00		
Telecommunications Tech Lv. 2	1.00		
Info Tech Customer Support Specialist 2	<u>3.00</u>		
	17.00		

**COUNTY OF SACRAMENTO**

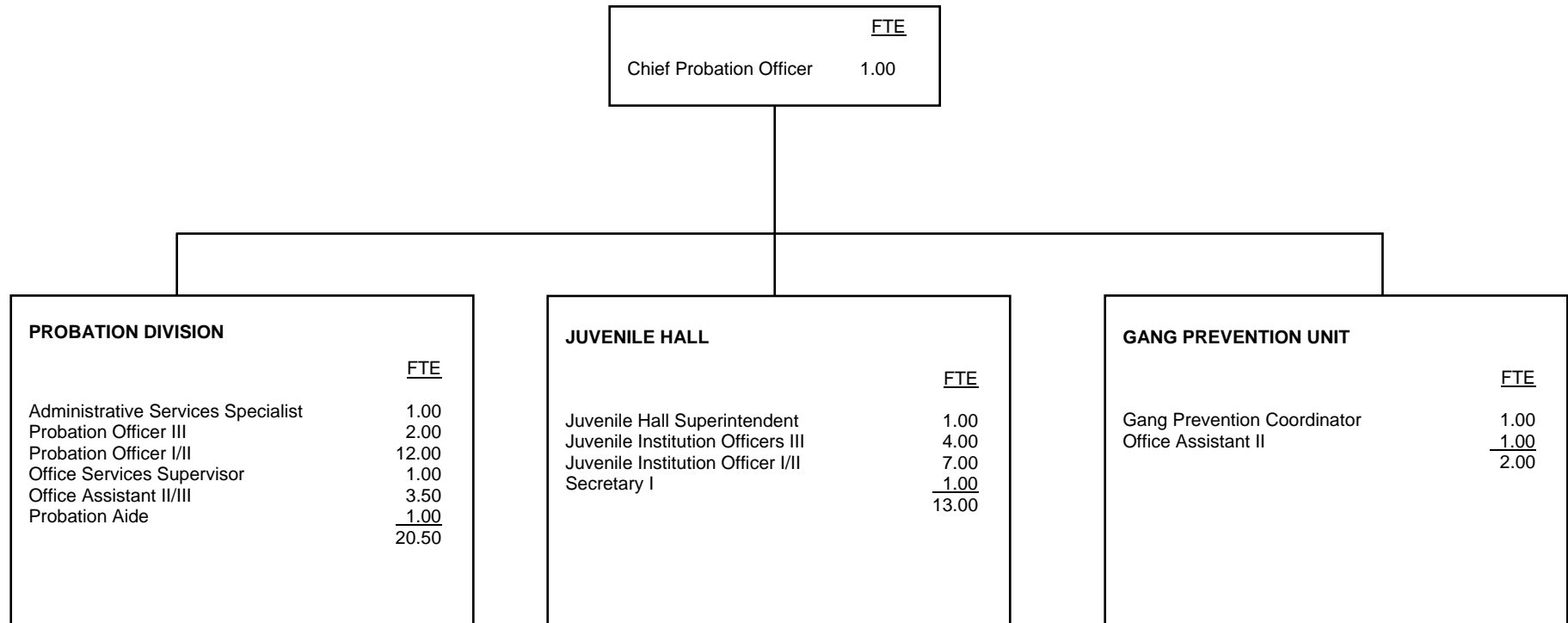
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
County Probation Officer	1.00	1		186,020	3	
Assistant Chief Probation Officer	1.00	1	140,606	155,034	3	
Probation Division Chief	5.00	5	113,629	125,280	3	E, J
Senior Accounting Manager	1.00	1	97,510	107,490	3	
Information Technology Manager	1.00	1	95,839	105,653	3	
Assistant Probation Division Chief	10.00	10	85,817	104,337	5	E, J
Accounting Manager	1.00	1	88,656	97,739	3	
Administrative Services Officer 3	2.00	2	88,656	97,739	3	
Sr Information Tech Analyst	3.00	3	79,010	96,048	5	
Supervising Probation Officer	51.80	52	72,642	88,302	5	D, I
Information Tech Analyst 2	9.00	9	68,403	83,165	5	
Telecommunications Technician 2	1.00	1	64,477	78,363	5	
Sr Deputy Probation Officer	88.00	88	64,310	78,175	5	C, H
Administrative Services Officer 2	6.00	6	63,475	77,172	5	
Senior Accountant	1.00	1	63,475	77,172	5	
Deputy Probation Officer	188.00	188	57,984	70,491	5	B, G
Deputy Probation Officer .5/.6	1.10	2	57,984	70,491	5	B, G
Information Tech Customer Support Specialist 2	3.00	3	57,065	69,384	5	
Administrative Services Officer 1	4.00	4	52,910	64,331	5	
Probation Assistant	147.00	147	49,945	63,768	6	A, F
Clerical Supervisor 2	4.00	4	46,020	55,938	5	
Communication Operator Dispatch Iv 2	2.00	2	39,275	47,669	5	
Cook 3	1.00	1	38,649	46,980	5	
Sr Office Specialist Confidential	1.00	1	37,897	46,061	5	
Storekeeper 1	1.00	1	37,668	45,769	5	
Cook 2	2.00	2	35,037	42,574	5	
Legal Transcriber	7.00	7	34,055	41,405	5	
Legal Transcriber .5	0.50	1	34,055	41,405	5	

**COUNTY OF SACRAMENTO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Account Clerk 2	3.00	3	33,972	41,280	5	
Sr Office Assistant	24.00	24	33,972	41,280	5	
Stock Clerk	1.00	1	32,218	39,150	5	
Cook 1	3.00	3	31,821	38,670	5	
Laundry Worker	3.00	3	30,213	36,728	5	
Office Assistant 2	33.00	33	29,503	35,872	5	
Food Service Worker 2	<u>14.00</u>	<u>14</u>	27,603	33,554	5	
	624.40	626				

# COUNTY OF SAN BENITO

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**COUNTY OF SAN BENITO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		121,260	7	
Juvenile Hall Superintendent	1.00	1	63,288	80,784	7	J
Gang Prevention Coordinator	1.00	1	60,876	77,712	7	
Supervising Probation Officer III	2.00	2	54,732	69,780	6	D
Administrative Services Specialist	1.00	1	48,624	62,076	7	
Deputy Probation Officer II	10.00	10	47,316	60,324	6	B
Supervising Juvenile Institution Officers III	4.00	4	43,236	55,200	7	I
Deputy Probation Officer I	2.00	2	40,920	52,140		
Juvenile Institution Officer II	7.00	7	37,356	47,676	7	G
Office Services Supervisor	1.00	1	36,816	46,992	7	
Probation Aide	1.00	1	34,212	43,668	7	
Secretary I	1.00	1	33,372	42,612	7	
Office Assistant III	2.50	4	30,276	36,816	7	
Office Assistant II	<u>2.00</u>	<u>2</u>	27,468	35,052	7	
	36.50	38				

Salaries effective from 01/01/2012

# COUNTY OF SAN BERNARDINO

<b>OFFICE OF THE CHIEF</b>		<b>FTE</b>
Chief Probation Officer		1.00
Assistant Chief Probation Officer		1.00
Public Information Officer-Director II		1.00
Executive Secretary III		1.00
		<u>4.00</u>

## **ADMINISTRATIVE SERVICES BUREAU**

	<b>FTE</b>
Deputy Chief Prob. Administrator	1.00
Business Applications Mgr.	1.00
Administrative Manager	1.00
Business Systems Analyst II	1.00
Supv. Automated Syst. Analyst II	1.00
Administrative Supervisor I	1.00
Staff Analyst II	2.00
Statistical Analyst	1.00
Crime Analyst	1.00
Applications Specialist	1.00
Automated Systems Analyst I	2.00
Probation Corrections Officer	1.00
Supervising Account Technician	2.00
Supervising Fiscal Specialist	2.00
Automated Systems Technician	7.00
Accounting Technician	3.00
Supervising Office Assistant	1.00
Fiscal Specialist	6.00
Office Specialist	1.00
Secretary I	1.00
Office Assistant IV	1.00
Payroll Specialist	5.00
Fiscal Assistant	4.00
Office Assistant III	8.00
Office Assistant II	1.00
Storekeeper	1.00
Mail Processor II	1.00
	<u>58.00</u>

## **PROFESSIONAL STANDARDS**

	<b>FTE</b>
Probation Division Director II	1.00
Probation Division Director I	1.00
Supervising Probation Officer	3.00
Probation Corrections Supv. II	1.00
Probation Officer III	7.00
Probation Corrections Supv. I	1.00
Probation Officer II	2.00
Probation Corrections Officer	1.00
Background Investigator	6.00
Secretary I	1.00
Office Assistant III	3.00
	<u>27.00</u>

## **COMMUNITY CORRECTIONS BUREAU**

### **ADULT SERVICES**

	<b>FTE</b>
Probation Division Director II	2.00
Probation Division Director I	1.00
Supv. Probation Officer	14.00
Probation Officer III	20.00
Probation Officer II	102.00
Domestic Violence Prog. Coord.	2.00
Supervising Office Assistant	1.00
Secretary I	2.00
Office Assistant IV	1.00
Office Assistant III	33.00
Office Assistant II	3.00
	<u>181.00</u>

### **AB 109**

	<b>FTE</b>
Deputy Chief Probation Officer	1.00
Probation Division Director II	2.00
Probation Division Director I	1.00
Supv. Probation Officer	12.00
Prob. Corrections Supervisor II	2.00
Administrative Supervisor I	1.00
Prob. Corrections Supervisor I	1.00
Probation Officer III	14.00
Senior Crime Analyst	1.00
Accountant III	1.00
Statistical Analyst	1.00
Crime Analyst	1.00
Probation Officer II	91.00
Applications Specialist	1.00
Automated Systems Technician	1.00
Accounting Technician	1.00
Secretary I	3.00
Payroll Specialist	1.00
Office Assistant III	12.00
Office Assistant II	3.00
	<u>151.00</u>

### **JUVENILE**

	<b>FTE</b>
Deputy Chief Probation Officer	1.00
Probation Division Director II	2.00
Probation Division Director I	2.00
Supv. Probation Officer	13.00
Probation Officer III	12.00
Probation Officer II	122.00
Probation Corrections Officer	4.00
Supv. Office Assistant	1.00
Secretary I	1.00
Office Assistant IV	2.00
Office Assistant III	27.00
Office Assistant II	5.00
	<u>192.00</u>

### **JJCP Act**

	<b>FTE</b>
Probation Division Director II	1.00
Supv. Probation Officer	2.00
Probation Officer II	17.00
Probation Corrections Officer	9.00
Office Assistant III	3.00
	<u>32.00</u>

### **John Doe II**

	<b>FTE</b>
Mental Health Clinic Supervisor	1.00
Clinical Therapist II	1.00
Clinical Therapist I	1.00
Probation Officer III	1.00
Statistical Analyst	1.00
Prob. Corrections Officer	20.00
Office Assistant III	3.00
	<u>28.00</u>

## **DETENTION CORRECTIONS BUREAU**

	<b>FTE</b>
Deputy Chief Probation Officer	1.00
Probation Division Director II	3.00
Prob. Health Services Manager	1.00
Supervising Correctional Nurse II	3.00
Probation Division Director I	2.00
Supervising Correctional Nurse I	2.00
Correctional Nurse II	20.00
Supv. Probation Officer	2.00
Prob. Corrections Supervisor II	18.00
Clinical Therapist I	7.00
Probation Officer III	6.00
Prob. Corrections Supervisor I	35.00
Probation Officer II	13.00
Applications Specialist	1.00
Probation Food Svs Mgr.	1.00
Probation Corrections Officer	339.00
Probation Food Svs Supervisor	3.00
General Maintenance Mechanic	3.00
Licensed Vocational Nurse	10.00
Correctional Nurse – Per Diem	2.00
Probation Cook II	4.00
Supervising Office Assistant	2.00
Secretary I	4.00
Office Assistant IV	1.00
Probation Cook I	10.00
Store Specialist	1.00
Office Assistant III	8.00
Supervising Custodian	1.00
Office Assistant II	22.00
Clinic Assistant	3.00
Storekeeper	3.00
Probation Food Svcs Worker	18.00
Custodian I	4.00
	<u>553.00</u>

**COUNTY OF SAN BERNARDINO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	171,246		-	
Assistant Chief Probation Officer	1.00	1	110,448	141,419	11	
Deputy Chief Probation Officer	3.00	3	100,110	128,107	11	
Deputy Chief Probation Administrator	1.00	1	90,667	116,106	11	
Probation Division Director II	12.00	12	82,659	105,685	11	E, J
Probation Health Services Manager	1.00	1	82,659	105,685	11	
Business Applications Manager	1.00	1	80,579	103,106	11	
Administrative Manager	1.00	1	78,707	100,651	11	
Supervising Correctional Nurse II	3.00	3	76,731	98,155	11	
Probation Division Director I	7.00	7	74,292	95,742	11	E, J
Mental Health Clinic Supervisor	1.00	1	71,302	91,146	11	
Supervising Correctional Nurse I	2.00	2	71,302	91,146	11	
Correctional Nurse - Per Diem	2.00	2	70,762	92,643	14	
Correctional Nurse II	20.00	20	70,762	92,643	14	
Supervising Probation Officer	46.00	46	69,930	89,378	11	D
Probation Corrections Supervisor II	21.00	21	68,578	87,672	11	I
Business Systems Analyst II	1.00	1	66,248	84,635	11	
Supervising Automated Systems Analyst II	1.00	1	63,045	80,579	11	
Administrative Supervisor I	2.00	2	61,547	78,707	11	
Probation Corrections Supervisor I	37.00	37	59,259	75,650	11	H
Senior Crime Analyst	1.00	1	57,200	73,050	11	
Staff Analyst II	2.00	2	55,869	71,302	11	
Statistical Analyst	3.00	3	55,869	71,302	11	
Probation Officer III	60.00	60	55,245	70,574	11	C
Clinical Therapist II	1.00	1	54,496	82,659	18	
Crime Analyst	2.00	2	54,496	69,576	11	
Automated Sys Analyst I	2.00	2	51,958	66,248	11	
Clinical Therapist I	8.00	8	51,958	78,707	18	

**COUNTY OF SAN BERNARDINO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Clinical Therapist I - Prelicensed	-	-	44,886	71,302	18	
Applications Specialist	3.00	3	51,958	66,248	11	
Probation Officer II, or	347.00	347	51,334	65,541	11	B
Probation Officer I	-	-	42,224	53,976	11	A
Domestic Violence Coordinator	2.00	2	49,442	63,045	11	
Probation Food Svs Manager	1.00	1	49,442	63,045	11	
Executive Secretary III	1.00	1	46,821	59,758	11	
Probation Corrections Officer, or	374.00	374	45,323	57,824	11	G
Probation Corrections Officer Trainee	-	-	36,379	46,467	11	F
Background Investigator	6.00	6	42,682	54,496	11	
Automated Systems Technician	8.00	8	41,662	53,165	11	
Supervising Accounting Tech	2.00	2	41,662	53,165	11	
Probation Food Svs Supervisor	3.00	3	40,664	51,958	11	
Supervising Fiscal Specialist	2.00	2	40,664	51,958	11	
General Maintance Mechanic	3.00	3	39,686	50,648	11	
Accounting Technician	4.00	4	37,752	48,235	11	
Licensed Vocational Nurse II - Corr	10.00	10	37,752	48,235	11	
Probation Cook II	4.00	4	36,005	45,926	11	
Supervising Office Assistant	5.00	5	35,131	44,886	11	
Fiscal Specialist	7.00	7	33,467	42,682	11	
Office Specialist	1.00	1	33,467	42,682	11	
Secretary I	12.00	12	33,467	42,682	11	
Office Assistant IV	5.00	5	31,866	40,664	11	
Payroll Specialist	6.00	6	31,866	40,664	11	
Probation Cook I	10.00	10	31,096	39,686	11	
Stores Specialist	1.00	1	31,096	39,686	11	
Fiscal Assistant	4.00	4	28,226	36,005	11	
Office Assistant III	97.00	97	28,226	36,005	11	

**COUNTY OF SAN BERNARDINO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Supervising Custodian	1.00	1	28,226	36,005	11	
Office Assistant II	34.00	34	27,560	35,131	11	
Clinic Assistant	3.00	3	26,832	33,467	11	
Storekeeper	4.00	4	26,832	33,467	11	
Mail Processor II	1.00	1	25,563	32,573	11	
Probation Food Svs Worker	18.00	18	25,002	31,866	11	
Custodian I	<u>4.00</u>	<u>4</u>	24,336	31,096	11	
	1226.00	1226				

Salaries effective as of 1/1/12

# COUNTY OF SAN DIEGO

	<u>FTE</u>
Chief Probation Officer	1.00
Assistant CPO	1.00
Administrative Secretary IV	<u>1.00</u>
	3.00

<b>JUVENILE FIELD SERVICES</b>	
	<u>FTE</u>
Probation Director	4.00
Probation Aide	12.00
Juvenile Justice Commission Asst	1.00
Records Clerk	29.00
Probation Operations Support Mgr	1.00
Office Support Specialist	4.00
Supervising Office Assistant	4.00
Admin Secretary II	2.00
Word Processor Operator	1.00
Mail Clerk Driver	2.00
Public Health Nurse II	1.00
Deputy Probation Officer	166.00
Correctional Deputy Prob Off I	17.00
Correctional Deputy Prob Off II	18.00
Senior Probation Officer	34.00
Supervising Probation Officer	25.00
Alcohol & Drug Program Spec II	<u>2.00</u>
	323.00

<b>JUVENILE INSTITUTIONAL SERVICES</b>	
	<u>FTE</u>
Probation Director	3.00
Quality Assurance Specialist	1.00
Sr. Storekeeper	1.00
Storekeeper II	1.00
Storekeeper	2.00
Records Clerk	8.00
Probation Operations Support Mgr	1.00
Detention Processing Supervisor	1.00
Office Support Specialist	1.00
Sr Office Assistant	1.00
Supervising Office Assistant	1.00
Admin Secretary I	1.00
Admin Secretary II	1.00
Detentions Information Assistant	5.00
Detentions Processing Tech	15.00
Correctional Counselor	2.00
Correctional Deputy Prob Officer I	284.00
Correctional Deputy Prob Officer II	118.00
Senior Probation Officer	27.00
Supervising Probation Officer	37.00
Laundry Worker	<u>3.00</u>
	514.00

<b>ADMINISTRATIVE SERVICES</b>	
	<u>FTE</u>
Deputy Chief Probation Officer	3.00
Manager, Prob Fiscal & Inf Svc	1.00
Probation Director	1.00
Admin Analyst III	5.00
Admin Analyst II	8.00
Admin Analyst I	2.00
Sr. Departmental Personnel Officer	1.00
Probation Aide	5.00
Personnel Aide	1.00
Departmental Personnel Officer	2.00
Manager, Probation Program Plannng	2.00
Accounting Technician	5.00
Assoc Accountant	3.00
Human Resources Assistant	1.00
Senior Accountant	2.00
Departmental Payroll Specialist	3.00
Principal Accountant	1.00
Finance Officer	1.00
Administrative Secretary III	4.00
Mail Clerk Driver	1.00
Deputy probation Officer	2.00
Senior Probation Officer	7.00
Supervising Probation Officer	<u>3.00</u>
	64.00

<b>ADULT FIELD SERVICES</b>	
	<u>FTE</u>
Probation Director	4.00
Probation Aide	10.00
Records Clerk	62.00
Probation Operations Support Mgr	1.00
Senior Transcriber Typist	1.00
Office Support Specialist	9.00
Supervising Clerk	7.00
Administrative Secretary II	4.00
Mail Clerk Driver	3.00
Deputy Probation Officer	155.00
Correctional Deputy Prob Officer I	4.00
Senior Probation Officer	38.00
Supervising Probation Officer	22.00
Alcohol & Drug Program Spec II	<u>2.00</u>
	322.00

**COUNTY OF SAN DIEGO**

	<u>FTE</u>	<u>Positions</u>			<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		162,060		
Assistant Chief Probation Officer	1.00	1	95,680	185,120	Band	
Dep Chief Probation Officer	3.00	3	83,200	172,640	Band	
Manager, Prob Fiscal & Inf Svc	1.00	1	72,800	139,360	Band	
Probation Director	12.00	12	68,640	135,200	Band	E,J
Finance Officer	1.00	1	85,072	103,438	5	
Principal Accountant	1.00	1	77,085	93,704	5	
Manager, Probation Prog Planng	2.00	2	74,901	91,021	5	
Sr Departmental Personnel Officer	1.00	1	67,912	91,021	2	
Supervising Probation Officer	87.00	87	67,018	85,530	6	D,I
Quality Assurance Specialist	1.00	1	69,493	84,448	5	
Sr Accountant	2.00	2	61,610	74,859	5	
Public Health Nurse II	1.00	1	61,027	74,194	5	
Admin Analyst III	5.00	5	60,112	73,070	5	
Departmental Personnel Off	2.00	2	54,517	73,070	2	
Sr Probation Officer	106.00	106	59,051	71,781	6	C,H
Correctional Counselor	2.00	2	56,243	68,349	5	
Probation Oper Support Mgr	3.00	3	55,661	67,642	5	
Alcohol & Drug Prog Spec II	4.00	4	54,704	66,498	5	
Admin Analyst II	8.00	8	54,496	66,248	5	
Deputy Probation Officer	323.00	323	53,560	65,104	6	A, B
Associate Accountant	3.00	3	50,024	60,798	5	
Juvenile Justice Commissionn Assistant	1.00	1	49,920	60,674	5	
Admin Analyst I	2.00	2	45,968	55,869	5	
Correctional Dep Prob Off II	136.00	136	45,926	55,827	6	G
Admin Secretary IV	1.00	1	44,699	54,309	5	
Admin Secretary III	4.00	4	41,496	50,440	5	
Detention Processing Supv	1.00	1	40,893	49,691	5	

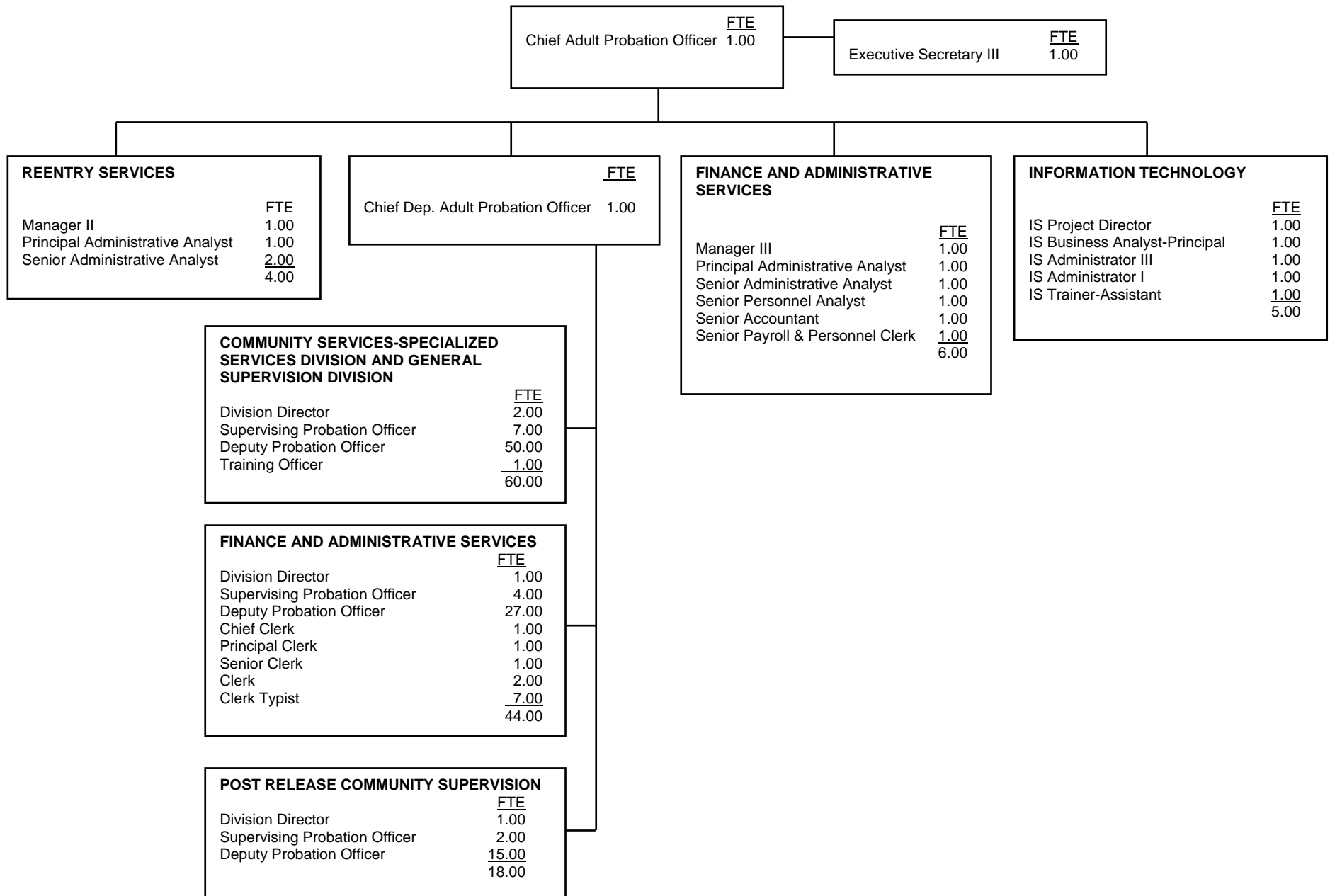
**COUNTY OF SAN DIEGO**

	<u>FTE</u>	<u>Positions</u>			<u>Steps</u>	<u>Generic Class</u>
Correctional Dep Prob Off I	305.00	305	37,024	47,237	8	F
Human Resources Assistant	1.00	1	29,848	45,968	2	
Sr. Storekeeper	1.00	1	37,502	45,573	5	
Supv Office Assistant	12.00	12	37,024	44,990	5	
Departmental Payroll Spec	3.00	3	36,816	44,762	5	
Probation Aide	27.00	27	36,192	43,992	5	
Personnel Aide	1.00	1	35,963	43,701	5	
Accounting Technician	5.00	5	35,880	43,618	5	
Sr. Transcriber	1.00	1	35,651	43,326	5	
Detentions Processing Tech	15.00	15	35,277	42,890	5	
Admin Secretary II	7.00	7	34,528	41,954	5	
Storekeeper II	1.00	1	32,427	39,416	5	
Office Support Specialist	14.00	14	32,406	39,395	5	
Sr Office Assistant	1.00	1	32406.4	39,395	5	
Word Processor Operator	1.00	1	32,074	38,979	5	
Detention Information Assistant	5.00	5	31,720	38,542	5	
Admin Secretary I	1.00	1	29,848	36,275	5	
Storekeeper	2.00	2	29,349	35,693	5	
Records Clerk	99.00	99	28,912	35,131	5	
Laundry Worker	3.00	3	28,392	34,507	5	
Mail Clerk Driver	6.00	6	30,472	33,592	5	
	<u>1,226.00</u>	<u>1,226</u>				

Salaries effective from 06/18/2010



# COUNTY (AND CITY) OF SAN FRANCISCO-ADULT PROBATION



**COUNTY AND CITY OF SAN FRANCISCO - ADULT**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	167,622	194,012	0	
Actual Salary				192,500		
Chief Deputy Probation Officer	1.00	1	145,938	153,218	0	
Manager III	1.00	1	126,048	145,912	0	
IT Project Director	1.00	1	101,296	137,150	13	
Manager II	1.00	1	108,914	126,048	0	
Division Director	4.00	4	108,914	126,048	0	E
IT Bus Analyst Prin	1.00	1	91,884	115,544	10	
Principal Admin Analyst	2.00	2	91,078	110,708	5	
Supervising Adult Probation Officer	13.00	13	85,670	104,156	5	D
Sr. Admin Analyst	3.00	3	78,702	95,654	5	
IT Administrator III	1.00	1	78,130	94,978	5	
Sr. Personnel Analyst	1.00	1	78,130	94,978	5	
Principal Accountant	1.00	1	71,864	87,384	5	
Deputy Probation Officer	92.00	92	53,066	86,008	11	A, B
Training Officer	1.00	1	67,496	82,030	5	
Executive Secretary II	1.00	1	64,986	78,910	5	
Chief Clerk	1.00	1	62,582	76,076	5	
Sr Payroll/Personnel	1.00	1	55,929	67,964	5	
IT Administrator I	1.00	1	55,640	67,652	5	
IS Training Assistant	1.00	1	55,640	67,652	5	
Principal Clerk	1.00	1	54,574	66,326	5	
Clerk Typist	6.00	6	41,496	60,892	5	
Senior Clerk	1.00	1	50,336	58,706	10	
Clerk	<u>3.00</u>	<u>3</u>	39,910	48,412	5	
	140.00	140				

# COUNTY OF SAN JOAQUIN

Chief Probation Officer	<u>FTE</u> 1.00
Assistant Chief Probation Officer	<u>1.00</u> 2.00

<b>JUVENILE SERVICES</b>	
	<u>FTE</u>
Assist. Deputy Chief Probation Officer	1.00
Probation Unit Supervisor	8.00
Probation Officer III	13.00
Probation Officer I/II	24.00
Office Secretary	1.00
Office Supervisor	1.00
Office Assistant Specialist	1.00
Probation Assistant	7.50
Office Assistant	.75
Senior Office Assistant	<u>12.00</u>
	69.25

<b>JUVENILE INSTITUTIONAL SERVICES</b>	
	<u>FTE</u>
Assist. Deputy Chief Probation Officer	2.00
Probation Unit Supervisor	3.00
Probation Officer III	5.00
Juvenile Facility Supervisor	7.00
Probation Officer I/II	6.00
Juvenile Detention Unit Supervisor	24.00
Juvenile Detention Officer	68.75
Juvenile Detention Officer Asst	10.50
Office Secretary	1.00
Office Assistant Specialist	1.00
Senior Office Assistant	3.00
Stock Clerk II	1.00
Mail Clerk	<u>1.00</u>
	133.25

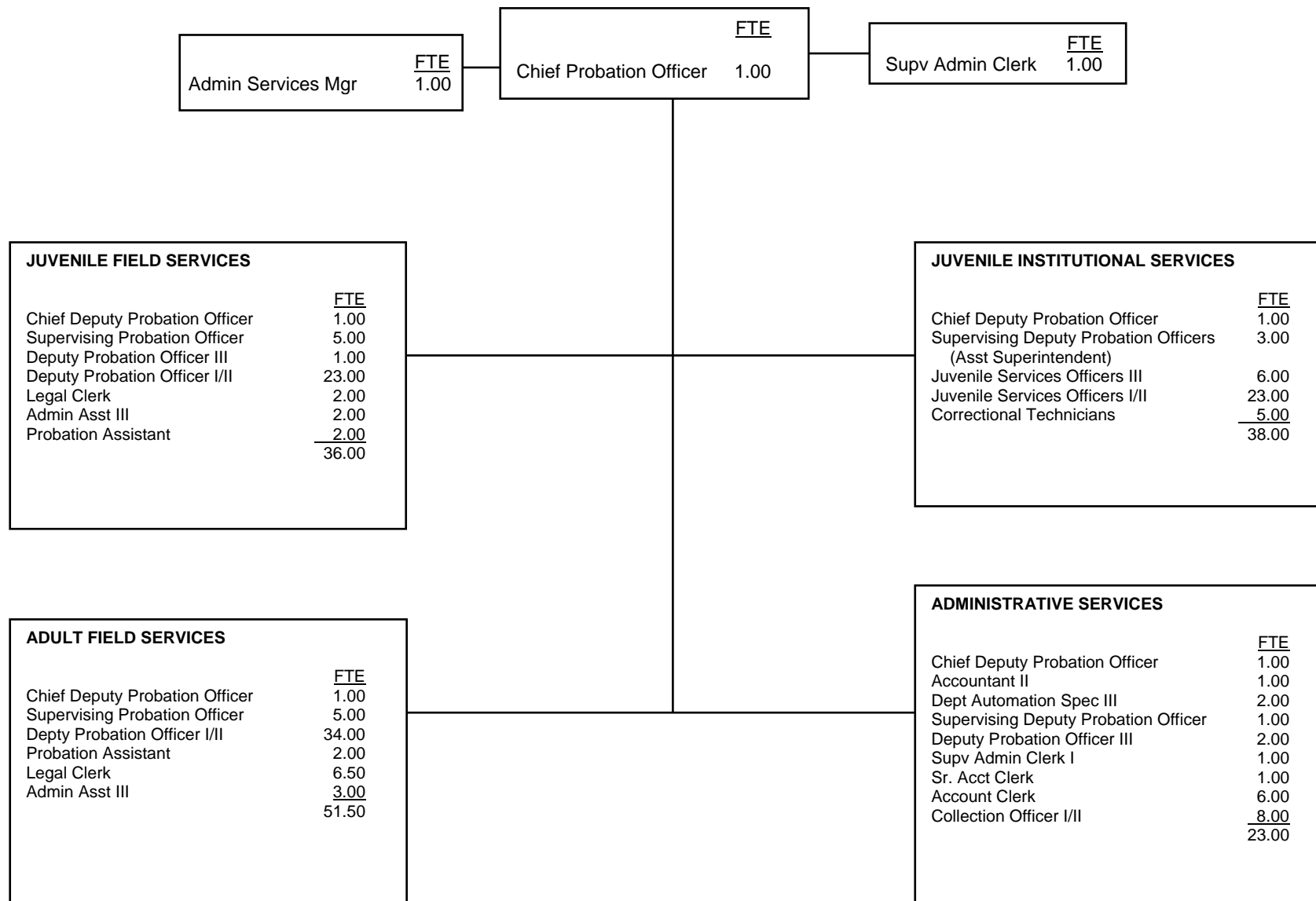
<b>ADULT SERVICES</b>	
	<u>FTE</u>
Assist. Deputy Chief Probation Officer	2.00
Probation Unit Supervisor	9.00
Probation Officer III	14.00
Probation Officer I/II	46.00
Pretrial Senior Program Specialist	4.00
Pretrial Program Specialist	4.00
Office Secretary	2.00
Office Supervisor	1.00
Office Assistant Specialist	6.00
Senior Office Assistant	<u>17.00</u>
	105.00

<b>ADMINISTRATIVE SERVICES</b>	
	<u>FTE</u>
Deputy Chief Probation Officer	2.00
Management Services Administrator	1.00
Probation Unit Supervisor	1.00
Probation Officer III	1.00
Background Investigator	2.25
Senior Administrative Supervisor	1.00
Accountant II	1.00
Accounting Technician II	2.00
Accounting Technician I	1.00
Departmental Payroll Specialist	<u>2.00</u>
	14.25

**COUNTY OF SAN JOAQUIN**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		162,074	5	
Assistant Chief Probation Officer	1.00	1	109,720	133,349	5	
Deputy Chief Probation Officer	2.00	2	99,507	120,973	5	
Management Services Administrator	1.00	1	81,453	99,029	5	
Assistant Deputy Chief Probation Officer	5.00	5	78,707	95,701	5	E
Probation Unit Supervisor	21.00	21	66,664	81,037	5	D
Probation Officer III	33.00	33	56,763	68,994	5	C
Juvenile Facility Supervisor	7.00	7	55,952	67,995	5	J
Accountant II	1.00	1	52,749	64,126	5	
Probation Officer II	76.00	76	51,480	62,587	5	B
Juvenile Detention Unit Supervisor	24.00	24	49,982	60,778	5	I
Pretrial Senior Program Specialist	4.00	4	48,318	58,739	5	
Background Investigator (PT)	2.25	3	55,120	55,120	N/A	
Juvenile Detention Officer	68.00	68	44,907	54,579	5	G
Juvenile Detention Officer (PT)	0.75	1	44,907	54,579	5	
Pretrial Program Specialist	4.00	4	44,907	54,579	5	
Probation Officer I	-	0	44,907	54,579	5	A
Accounting Technician II	2.00	2	44,678	54,330	5	
Senior Administrative Supervisor	1.00	1	41,954	50,981	5	
Juvenile Detention Officer Assistant	10.50	14	40,352	49,026	5	F
Accounting Technician I	1.00	1	38,605	46,904	5	
Office Secretary	4.00	4	36,067	43,826	5	
Office Supervisor	2.00	2	36,067	43,826	5	
Departmental Payroll Specialist	2.00	2	34,174	41,538	5	
Office Assistant Specialist	8.00	8	34,174	41,538	5	
Probation Assistant	7.50	10	33,842	41,142	5	
Senior Office Assistant	32.00	32	32,552	39,562	5	
Stock Clerk II	1.00	1	32,386	39,374	5	
Office Assistant	0.75	1	31,013	37,690	5	
Mail Clerk	<u>1.00</u>	<u>1</u>	29,099	35,360	5	
	323.75	331.00				

# COUNTY OF SAN LUIS OBISPO

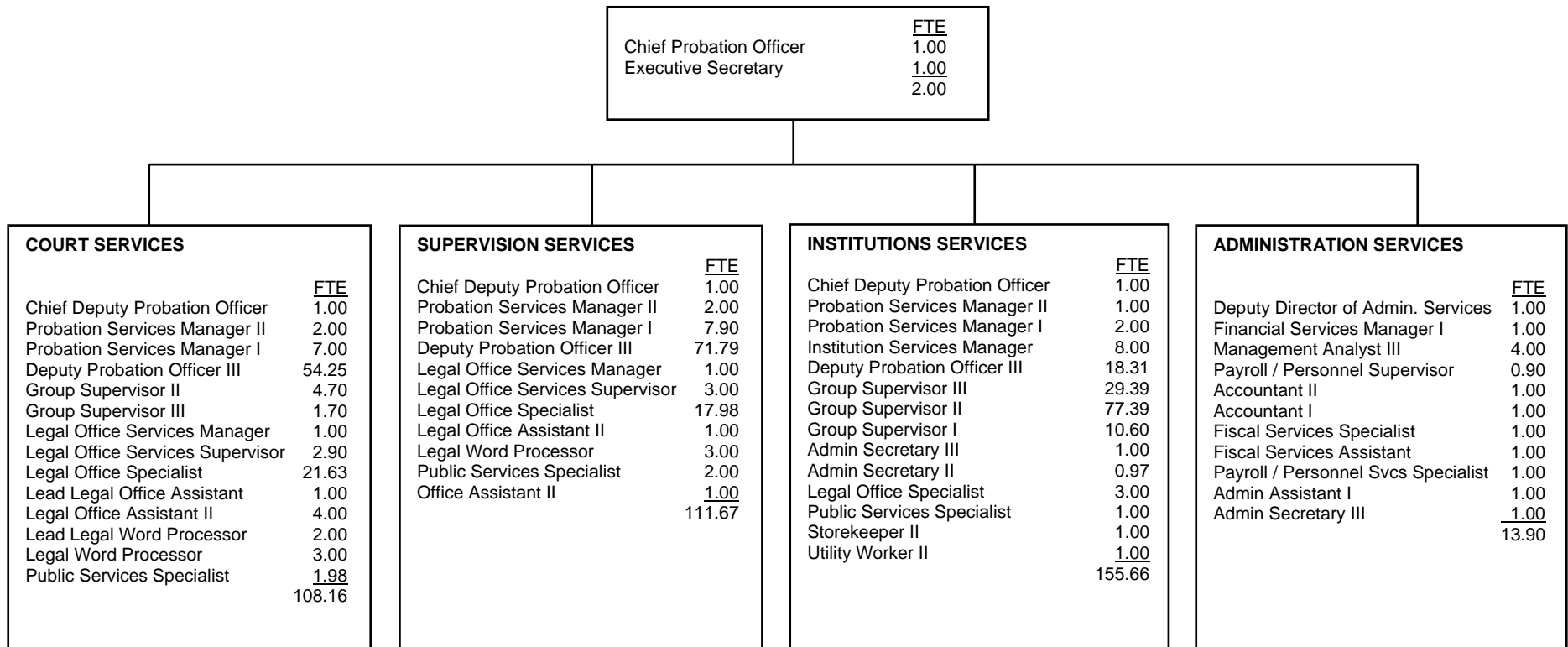


**COUNTY OF SAN LUIS OBISPO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	121,512	147,696	5	
Actual Salary				146,403		
Chief Deputy Probation Officer	4.00	4	92,232	112,116	5	E
Administrative Services Manager	1.00	1	76,500	93,000	5	
Department Automation Spec III	2.00	2	70,632	85,860	5	
Supervising Deputy Probation Officer	14.00	14	67,536	82,080	5	D
Deputy Probation Officer III	3.00	3	61,608	74,880	5	I
Deputy Probation Officer II	57.00	57	56,304	68,436	5	C
Accountant II	1.00	1	55,056	66,912	5	
Juvenile Services Officer III	6.00	6	53,016	64,464	5	H
Juvenile Services Officer II	23.00	23	48,192	58,596	5	G
Deputy Probation Officer I	-	0	46,860	56,952	5	B
Supervising Admin Clerk II	1.00	1	46,032	55,956	5	
Collections Officer II	4.00	4	44,100	53,604	5	
Juvenile Services Officer I	-	0	43,764	53,184	5	F
Collections Officer I	4.00	4	41,976	51,024	5	
Supervising Admin Clerk I	1.00	1	41,100	49,956	5	
Probation Assistant	4.00	4	40,164	48,816	5	A
Legal Clerk	8.50	9	38,460	46,740	5	
Correctional Technician	5.00	5	38,028	46,212	5	F
Senior Account Clerk	1.00	1	36,084	43,872	5	
Administrative Assistant III	5.00	5	34,260	41,616	5	
Account Clerk	<u>6.00</u>	<u>6</u>	30,864	37,524	5	
	151.50	152.00				

Salaries effective from 01/01/2012

# COUNTY OF SAN MATEO



**COUNTY OF SAN MATEO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Director of Probation Services (Chief) Unclassified	1.00	1		163,488	5	
Deputy Director - Admin Services	1.00	1	97,614	121,753	5	
Deputy Director - Probation Services	3.00	3	97,614	121,753	5	
Probation Services Manager II	5.00	5	88,525	110,656	5	E
Financial Services Manager I	1.00	1	80,288	100,360	5	
Probation Services Manager I	16.90	17	76,482	95,597	5	D
Management Analyst III	4.00	4	72,821	91,021	5	
Legal Office Services Manager II	2.00	2	69,347	86,694	5	
Institution Services Manager	8.00	8	69,347	86,684	5	I
Deputy Probation Officer III	144.35	151	68,598	85,758	5	C*
Deputy Probation Officer III	-	-	64,860	81,060		B
Deputy Probation Officer I	-	-	58,104	72,624		A
Group Supervisor III	31.09	32	60,070	75,088	5	H
Legal Office Services Supervisor	5.85	6	57,574	71,968	5	
Accountant II	1.00	1	57,366	71,718	5	
Executive Secretary - Confidential	1.00	1	54,704	68,390	5	
Group Supervisor II	82.09	85	54,038	67,538	5	G
Administrative Assistant I	1.00	1	52,312	65,395	5	
Payroll/Personnel Services Supervisor - Confidential	0.95	1	49,754	62,192	5	
Lead Legal Word Processor	2.00	2	49,587	61,984	5	
Lead Legal Office Assistant	1.00	1	48,381	60,486	5	
Legal Office Specialist	42.61	43	48,381	60,486	5	
Administrative Secretary III	2.00	2	48,131	60,153	5	
Group Supervisor I	10.60	11	47,882	59,842	5	F
Administrative Secretary II	0.97	1	47,258	59,072	5	
Legal Word Processor	6.00	6	44,949	56,181	5	
Fiscal Office Specialist	1.00	1	44,054	55,058	5	
Payroll/Personnel Services Specialist	1.00	1	44,054	55,058	5	



**COUNTY OF SAN MATEO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Legal Office Assistant II	5.00	5	42,307	52,874	5	
Utility Worker II	1.00	1	40,200	50,256	5	
Storekeeper II	1.00	1	39,836	49,800	5	
Public Services Specialist	4.98	5	38,813	48,526	5	
Fiscal Office Assistant II	1.00	1	38,459	48,069	5	
Office Assistant II	1.00	1	36,982	46,218	5	
Accountant I	<u>1.00</u>	<u>1</u>			5	
	391.39	403.00				

C\* 29 Deputy Probation Officer III receive a 5.74% shift differential

# COUNTY OF SANTA BARBARA

<u>FTE</u>
Chief Probation Officer 1.00

<b>JUVENILE FIELD SERVICES</b>	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	2.00
Supervising Probation Officer	4.00
Deputy Probation Officer Sr	12.00
Deputy Probation Officer	26.00
Probation Assistant	6.00
Admin Office Professional III	3.00
Admin Office Professional I/II	14.00
	<u>68.00</u>

<b>ADULT FIELD SERVICES</b>	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	2.00
Supervising Probation Officer	6.00
Deputy Probation Officer Sr.	24.00
Deputy Probation Officer	42.00
Probation Assistant	7.00
Admin Office Professional III	4.00
Admin Office Professional I/II	24.00
	<u>110.00</u>

<b>JUVENILE INSTITUTIONS SERVICES</b>	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	2.00
Supervising Probation Officer	4.00
Deputy Probation Officer Senior	10.00
Juvenile Institutions Officer Sr	23.00
Juvenile Institutions Officer	70.00
Admin Office Professional III	1.00
Admin Office Professional I/II	4.50
Food Services Supervisor	1.00
Cook	3.00
Food Services Worker	2.50
Utility Worker	1.00
	<u>123.00</u>

<b>ADMINISTRATIVE SERVICES</b>	
	<u>FTE</u>
Admin Deputy Director	1.00
IT Manager Senior	1.00
Fiscal Manager	1.00
Collections Manager	1.00
Probation Manager	1.00
Supervising Probation Officer	2.00
Deputy Probation Officer Sr	3.00
EDP Sys & Program Analyst I/II	3.00
Computer & Systems Spec I/II	2.00
Cost Analyst I/II	1.00
Accountant I/II	1.00
Admin Professional	1.00
Admin Office Professional Expert	1.00
Admin Office Professional III	5.00
Financial Office Professional I/II	1.00
Admin Office Professional I/II	5.00
	<u>30.00</u>

**COUNTY OF SANTA BARBARA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		156,899		
Deputy Chief Probation Officer	3.00	3	89,440	147,680		
Administrative Deputy Director	1.00	1	89,440	147,680		
Probation Manager	7.00	7	70,720	116,480		E, J
Senior IT Manager	1.00	1	70,720	116,480		
Fiscal Manager	1.00	1	70,720	116,480		
Collections Manager	1.00	1	70,720	116,480		
Supervising Probation Officer	16.00	16	70,864	92,616	6	D, I
System & Program Analyst II	1.00	1	72,973	89,084	5	
Cost Analyst II	1.00	1	71,960	87,847	5	
Admin Office Professional Expert	1.00	1	67,958	84,188	5	
Deputy Probation Officer Senior	49.00	49	63,552	83,185	6	C, I
System & Program Analyst I	2.00	2	66,044	80,627	5	
Computer and Systems Specialist II	2.00	2	63,461	77,472	5	
Deputy Probation Officer	68.00	68	59,257	77,447	6	A, B
Juvenile Institutions Officer Senior	23.00	23	53,839	70,366	6	H
Juvenile Institutions Officer	70.00	70	51,301	67,047	6	F, G
Executive Secretary	1.00	1	53,562	65,389	5	
Admin Office Professional III	13.00	13	51,996	64,413	5	
Accountant I	1.00	1	50,906	62,146	5	
Food Services Supervisor	1.00	1	47,996	58,594	5	
Admin Office Professional I/II	46.00	46	30,441	49,286	5	
Financial Office Professional I/II	1.00	1	30,441	49,286	5	
Cook	3.00	3	37,777	46,118	5	
Probation Assistant	13.00	13	36,238	44,240	5	
Utility Worker	1.00	1	33,018	40,308	5	
Food Services Worker	1.00	1	26,381	32,205	5	
Admin Office Professional I/II (1/2)	1.50	3	15,220	24,643	5	
Food Services worker (3/4)	1.50	2	19,785	24,153	5	
	<u>332.00</u>	<u>334.00</u>				

# COUNTY OF SANTA CLARA

Chief Probation Officer	<u>FTE</u> 1.00
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<u>ADULT PROBATION DIVISION</u>	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Administrative Assistant (1 IA)	2.00
Supervising Probation Officer - IA	1.00
Supv Group Counselor – IA	1.00
Probation Manager	3.00
Supervising Probation Officer	17.00
Probation Officer I/II/III	162.50
Senior Group Counselor/GC I/II	1.00
Administrative Support Officer III	1.00
Supervising Clerk	4.00
Justice Systems Clerk II/I	45.00
Office Specialist III	2.00
Probation Community Worker	7.00
Transcriptionist	<u>1.00</u>
	248.50

<u>INSTITUTION SERVICES DIVISION</u>	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Executive Assistant II/I	1.00
Probation Manager	3.00
Supervising Group Counselor	16.00
Senior Group Counselor/GC I/II	168.00
Supervising Probation Counselor	7.00
Probation Counselor I/II	61.00
Probation Assistant I/II	18.00
Administrative Support Officer III	1.00
Administrative Assistant	1.00
Supervising Clerk	1.00
Juv Probation Records Supervisor	1.00
Justice Systems Clerk II/I	7.00
Law Enforcement Records Tech	2.00
Law Enforcement Clerk	<u>8.00</u>
	296.00

<u>ADMINISTRATIVE SERVICES DIVISION</u>	
	<u>FTE</u>
Admin Services Manager-Probation	1.00
Executive Assistant II/I	2.00
Justice Systems Clerk II	.50
Management Analyst Prgm Manager	1.00
Program Manager I	1.00
Senior Management Analyst	3.00
Management Analyst (IA – 1 ACE)	3.00
Associate Management Analyst A/B	1.00
Management Aid	1.00
Facilities Maintenance Rep	2.00
Fleet Maintenance Scheduler	1.00
Administrative Services Manager II	1.00
Supv Personnel Services Clerk	1.00
Human Resources Assistant I/II	4.00
Departmental Fiscal Officer	1.00
Senior Accountant	1.00
Accountant I/II/III	2.00
Supervising Account Clerk II	1.00
Accountant Assistant	2.00
Senior Office Specialist	5.00
Account Clerk I/II	8.00
Probation Food Services Manager	1.00
Administrative Support Officer II	1.00
Sr Warehouse Materials Handler	3.00
Storekeeper	1.00
Office Specialist III	4.00
Head Cook	1.00
Cook II	4.00
Cook I	6.00
Food Service Worker II/I	14.00
Food Service Worker I	6.00
Laundry Services Supervisor	1.00
Laundry Worker	<u>5.00</u>
	89.50

<u>INFORMATION SERVICES DIVISION</u>	
	<u>FTE</u>
Director, Information Systems	1.00
Information Systems Manager II	2.00
Information Systems Manager I	5.00
Information Systems Analyst I/II	5.00
Information Systems Technician III	2.00
Management Aid	<u>1.00</u>
	16.00

<u>STAFF DEVELOPMENT</u>	
	<u>FTE</u>
Probation Manager	1.00
Supervising Probation Officer	1.00
Deputy Probation Officer	1.00
Senior Group Counselor	1.00
Sr. Training & Staff Dev Specialist	1.00
Assoc. Training & Staff Dev Specialist	1.00
Administrative Assistant-ACE	<u>1.00</u>
	7.00

<u>JUVENILE PROBATION DIVISION</u>	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Executive Assistant I	1.00
Probation Manager	3.00
Supervising Probation Officer	15.00
Traffic Hearing Officer (SPO)	1.00
Probation Officer I/II/III	123.00
Senior Group Counselor	16.00
Probation Counselor	5.00
Administrative Support Officer III	1.00
Probation Community Worker	7.00
Supervising Clerk	2.00
Office Specialist III/II	2.00
Justice Systems Clerk II/I	<u>21.50</u>
	198.50

**COUNTY OF SANTA CLARA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		209,336	7	
Deputy Chief Probation Officer	3.00	3	116,740	149,770	7	E, J
Director, Information Systems	1.00	1	113,304	145,357	7	
Administrative Services Manager - Probation	1.00	1	113,304	145,357	7	
Information Systems Manager II	3.00	3	96,368	117,248		
Probation Manager	10.00	10	96,391	117,193		E, J
Information Systems Manager I	3.00	3	87,836	106,771		
Dir, Research & Outcome Measurement	1.00	1	87,836	106,771		
Supervising Probation Officer	34.00	34	86,122	104,686		D
Departmental Fiscal Officer	1.00	1	83,651	101,685		
Supervising Probation Counselor	8.00	8	83,256	101,204		I
Mngnt Analyst Program Manager II	1.00	1	83,244	101,188		
Administrative Services Manager II	1.00	1	83,244	101,188		
Probation Food Services Manager	1.00	1	79,277	96,368		
Supervising Group Counselor	17.00	17	78,068	94,925		I
Deputy Probation Officer III	286.50	254	75,860	92,240		C
Deputy Probation Officer II	32.00	32	67,466	82,006		B
Deputy Probation Officer I	9.00	9	56,607	68,811		A
Senior Accountant	1.00	1	75,872	92,229		
Senior Management Analyst	3.00	3	75,132	91,360		
Sr Training & Staff Development Specialist	1.00	1	75,132	91,360		
Program Manager I	1.00	1	75,132	91,360		
Information Systems Analyst II	3.00	3	51,768	90,859		
Probation Counselor II, or	66.00	66	54,744	90,428		H
Probation Counselor I	-	-	49,578	80,049		F, G
Information Systems Analyst I	2.00	2	48,678	84,190		
Information Systems Technician III	2.00	2	48,678	84,190		
Management Analyst - ACE	1.00	1	68,798	83,651		

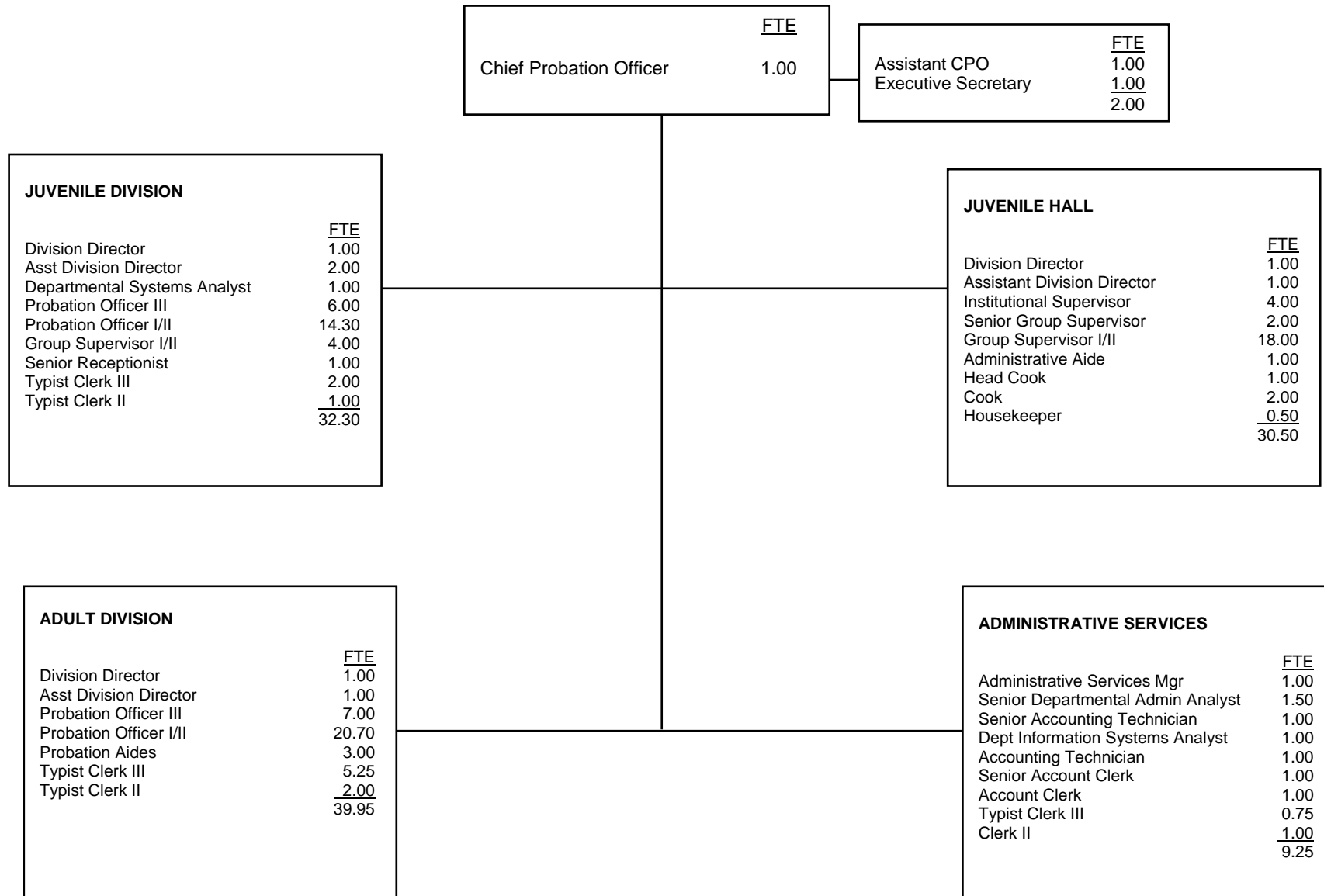
**COUNTY OF SANTA CLARA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Management Analyst	2.00	2	68,149	82,865		
Administrative Support Officer III	3.00	3	67,486	82,060		
Accountant III	1.00	1	66,830	81,261		
Senior Group Counselor, or	186.00	147	66,167	80,419		H
Supervising Personnel Services Clerk	1.00	1	63,016	76,615		
Administrative Support Officer II	1.00	1	61,216	74,424		
Supervising Account Clerk II	1.00	1	60,018	72,958		
Group Counselor II, or	39.00	39	58,833	71,506		G
Group Counselor I	-	0	50,560	61,485		F
Probation Assistant II, or	18.00	18	45,288	71,506		H
Probation Assistant I			40,260	61,485		F, G
Executive Secretary II	1.00	1	51,596	69,451		
Associate Management Analyst B, or	1.00	1	56,618	68,798		
Head Cook	1.00	1	56,304	68,412		
Accountant II	1.00	1	40,806	67,292		
Assoc Training & Staff Dev Specialist	1.00	1	54,977	66,830		
Juvenile Prob Records Supervisor	1.00	1	54,741	66,460		
Supervising Clerk	7.00	7	53,408	64,900		
Facilities Maintenance Representative	1.00	1	39,392	64,453		
Vehicle Maintenance Scheduler	1.00	1	38,112	61,443		
Executive Secretary I	4.00	4	37,824	61,216		
Associate Management Analyst A			48,647	59,146		
Law Enforcement Records Tech	2.00	2	36,390	57,789		
Laundry Services Supervisor	1.00	1	47,237	57,452		
Justice Systems Clerk II	33.50	36	36,138	57,221		
Probation Community Worker	13.00	13	35,628	56,139		
Administrative Assistant - ACE	1.00	1	35,436	56,081		
Human Resources Assistant II	4.00	4	35,184	55,538		

**COUNTY OF SANTA CLARA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Management Aide	2.00	2	43,285	52,630		
Administrative Assistant - ACE	2.00	2	33,984	52,572		
Accountant Assistant	2.00	2	33,984	52,572		
Sr Warehouse Materials Handler	3.00	3	33,510	51,572		
Sr Office Specialist III	5.00	5	33,510	51,572		
General Maintenance Mechanic II/I	1.00	1	32,730	49,912		
Cook II	4.00	4	32,604	49,668		
Law Enforcement Clerk	8.00	8	32,184	48,743		
Justice Systems Clerk I	43.50	45	31,986	48,291		
Account Clerk II	8.00	8	31,680	47,613		
Community Worker	1.00	1	31,578	47,366		
Transcriptionist	1.00	1	31,578	47,366		
Office Specialist III	5.00	5	31,368	46,912		
Storekeeper I	1.00	1	31,164	46,473		
Cook I	6.00	6	30,474	44,999		
Laundry Worker II	5.00	5	29,424	42,719		
Food Service Worker II	19.00	19	28,608	40,934		
Food Service Worker I	<u>1.00</u>	1	27,750	39,108		
	936.50	869				

# COUNTY OF SANTA CRUZ



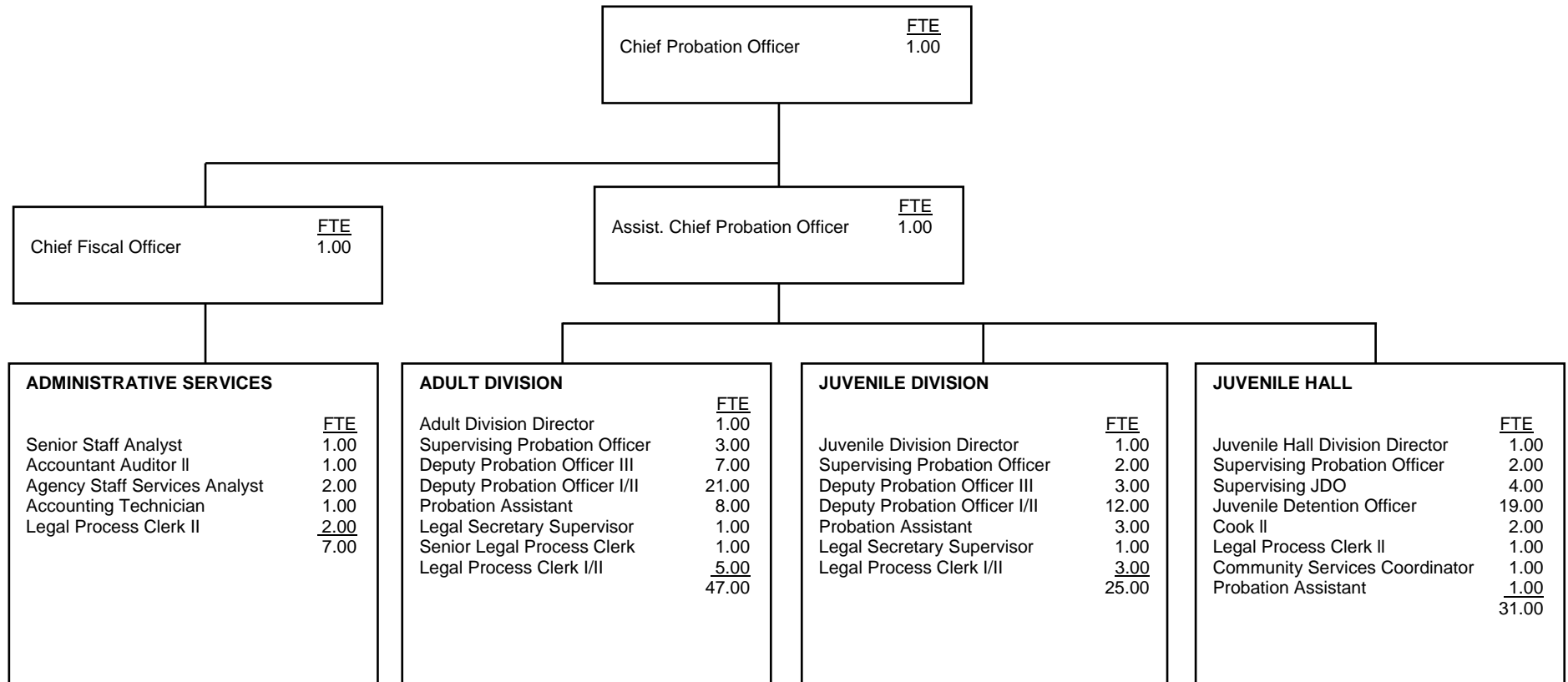


**COUNTY OF SANTA CRUZ**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Step</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1.0	\$178,584		7	
Assistant Chief Probation Officer	1.00	1.0	94,248	126,276	7	
Probation Division Director	3.00	3.0	83,760	111,696	7	E,J
Administrative Services Manager	1.00	1.0	78,264	104,412	7	
Assistant Probation Division Director	4.00	4.0	71,964	95,820	7	E,J
Sr Department Admin Analyst	1.50	2.0	70,764	94,332	7	
Deputy Probation Officer III	13.00	13.0	68,124	85,296	7	C,D
Institutional Supervisor	4.00	4.0	68,124	85,296	7	I
Department Systems Analyst	1.00	1.0	61,884	82,476	7	
Sr Group Supervisor	2.00	2.0	61,488	77,712	7	H
Deputy Probation Officer II	35.00	35.0	60,168	76,128	7	B
Group Supervisor II	19.00	19.0	56,496	71,484	7	G
Department Info Sys. Analyst	1.00	1.0	56,136	70,968	7	
Group Supervisor I	3.00	3.0	51,276	64,872	7	F
Sr Account Technician	1.00	1.0	51,060	64,608	7	
Probation Aide	3.00	3.0	48,336	61,104	7	
Administrative Aide	1.00	1.0	48,156	60,948	7	
Accounting Technician	1.00	1.0	47,712	60,300	7	
Secretary	1.00	1.0	46,032	58,152	7	
Sr Account Clerk	1.00	1.0	40,812	51,600	7	
Head Cook	1.00	1.0	40,764	51,504	7	
Senior Receptionist	1.00	1.0	38,088	48,216	7	
Typist Clerk III	8.00	9.0	38,088	48,216	7	
Account Clerk	1.00	1.0	38,352	47,340	7	
Cook	2.00	2.0	37,104	46,836	7	
Typist Clerk II	3.00	3.0	34,356	43,572	7	
Clerk II	1.00	1.0	34,116	43,140	7	
Housekeeper	<u>0.50</u>	<u>1.0</u>	33,648	41,868	7	
	115.00	117.00				

# COUNTY OF SHASTA

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**COUNTY OF SHASTA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	114,696		6	
Assistant Chief Probation Officer	1.00	1	66,396	84,744	6	
Chief Fiscal Officer	1.00	1	63,240	80,712	6	
Probation Division Director	3.00	3	54,108	69,060	6	E,J
Supervising Probation Officer	7.00	7	46,056	58,788	6	D,I
Accountant Auditor II (or)	1.00	1	41,772	53,316	6	
Senior Staff Analyst	1.00	1	41,772	53,316	6	
Deputy Probation Officer III	10.00	10	41,772	53,316	6	C
Agency Staff Services Analyst II (or)	2.00	2	39,204	50,040	6	
Deputy Probation Officer II (or)	33.00	33	38,820	49,548	6	B
Community Services Coordinator	1.00	1	37,884	48,360	6	
Accountant Auditor I			36,084	46,056	6	
Deputy Probation Officer I			35,208	44,940	6	A
Supervising Juvenile Detention Officer	4.00	4	35,208	44,940	6	H
Agency Staff Services Analyst I			33,864	43,224	6	
Accounting Technician	1.00	1	33,864	43,224	6	
Legal Secretary Supervisor	2.00	2	32,400	41,352	6	
Juvenile Detention Officer II (or)	18.00	18	31,944	40,764	6	G
Probation Assistant	12.00	12	30,564	39,012	6	
Senior Legal Process Clerk	1.00	1	28,692	36,612	6	
Cook II (or)	3.00	2	27,732	35,388	6	
Legal Process Clerk II (or)	10.00	10	27,324	34,872	6	
Cook I			24,780	31,632	6	
Legal Process Clerk I	1.00	1	24,780	31,632	6	
Juvenile Detention Officer I	<u>1.00</u>	<u>1</u>	30,420	30,420	1	F
	114.00	113.00				

Salaries effective 12/20/09 (sworn officers)

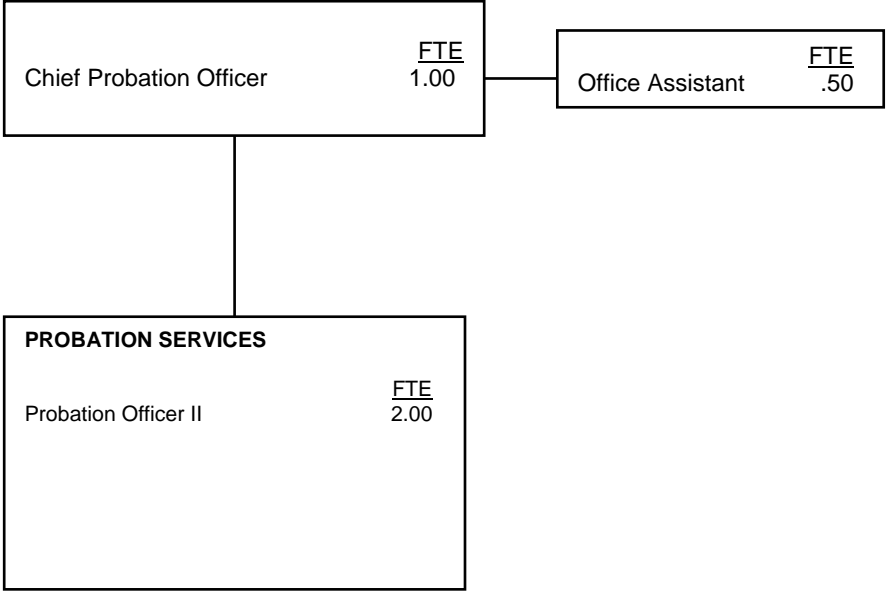
Salaries effective 06/20/10 (cooks)

Salaries effective 10/25/09 (support staff)

Salaries effective 01/01/12 (Chief, Assistant Chief, CFO)

# COUNTY OF SIERRA

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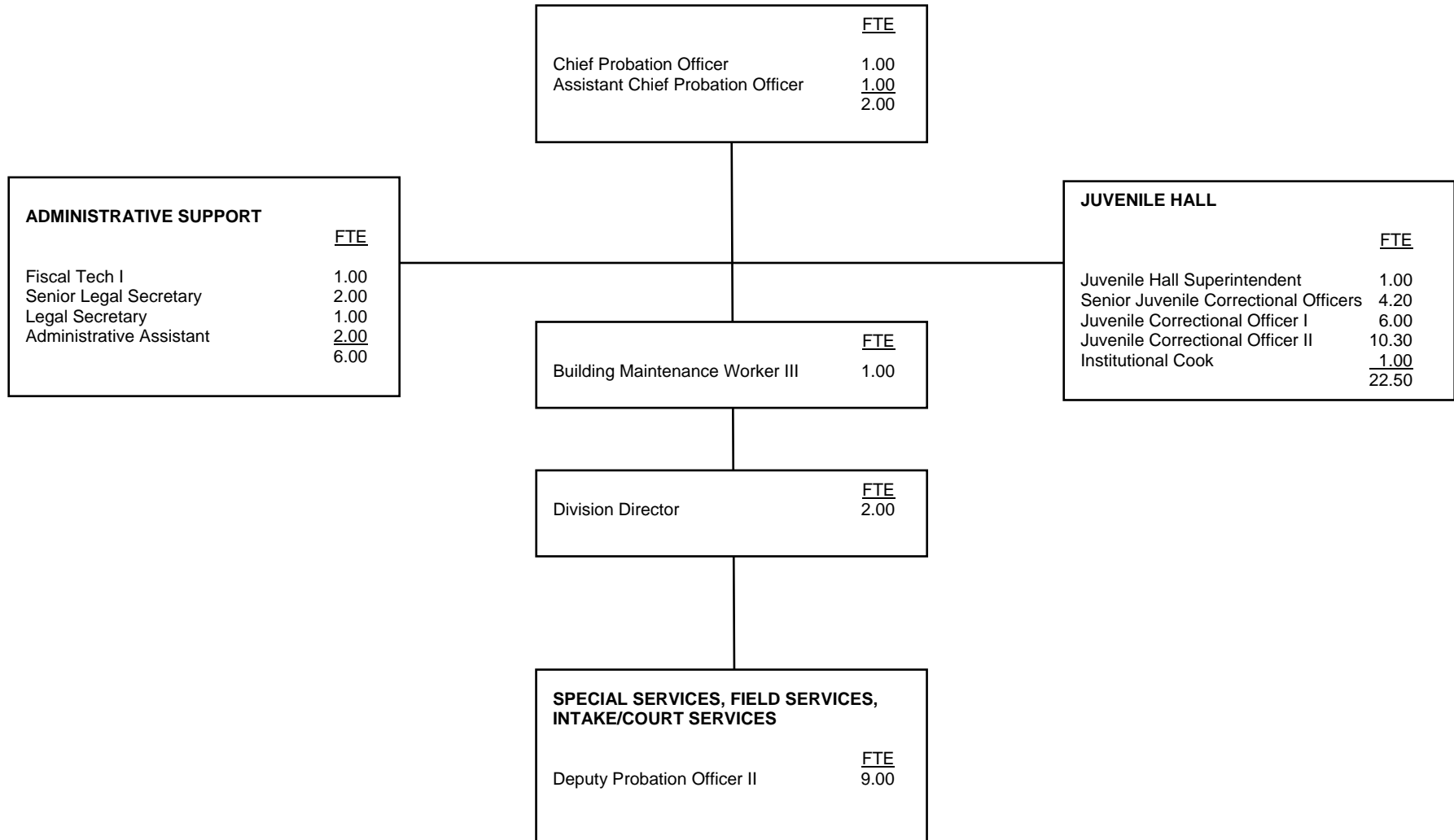
**COUNTY OF SIERRA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	84,204			
Deputy Probation Officer I/II/III	2.00	2				
Deputy Probation Officer III			42,851	52,085 *	9	C
Deputy Probation Officer II			40,552	49,291 *	9	B
Deputy Probation Officer I			34,221	41,596 *	9	A
Administrative Assistant	<u>0.50</u>	<u>1</u>	33,904	33,904	9	
	3.50	4				

5% longevity increase for DPOs after 7, 10, 15 and 20 years

# COUNTY OF SISKIYOU

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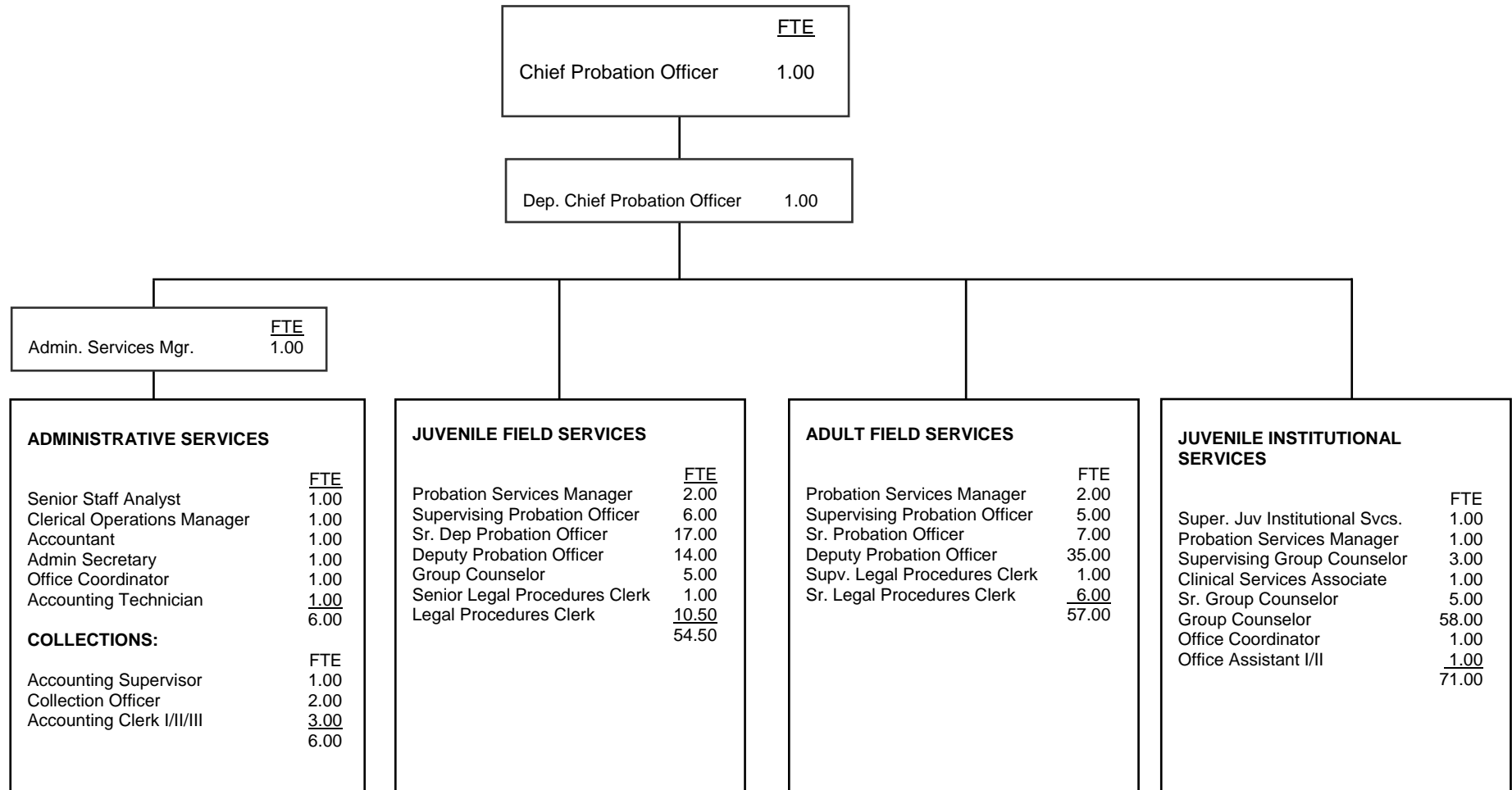


**COUNTY OF SISKIYOU**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		81,435	7	
Assistant Chief Probation Officer	1.00	1	58,563	74,742	7	E
Superintendent Juvenile Hall	1.00	1	52,842	67,441	7	J
Probation Division Director	2.00	2	49,130	62,691	7	D
Deputy Probation Officer II	9.00	9	42,411	54,142	7	B
Senior Juvenile Corrections Officer	4.20	4.2	36,650	46,800	7	I
Building Maintenance Worker III	1.00	1	33,862	42,203	6	
Juvenile Corrections Officer II	10.30	10.3	31,678	40,435	7	G
Fiscal Tech I	1.00	1	31,512	39,250	6	
Senior Legal Secretary	2.00	2	29,973	37,357	6	
Juvenile Corrections Officer I	6.00	6	28,704	36,650	7	F
Institutional Cook	1.00	1	28,579	35,589	6	
Legal Secretary	1.00	1	27,872	34,715	6	
Admin Asst II - Extra Help	<u>2.00</u>	<u>2</u>	22,360	27,914	6	
	42.50	42.5				

# COUNTY OF SOLANO

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**COUNTY OF SOLANO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Director of Probation	1.00	1		159,980	5	
Assistant Director of Probation	1.00	1	109,678	133,318	5	
Superintendent of Detention Facility	1.00	1	104,458	126,967	5	J
Probation Services Manager	4.00	4	80,513	97,862	5	E
Administrative Services Manager	1.00	1	78,603	95,543	5	
Deputy Probation Officer (Supv)	11.00	11	73,193	88,966	5	D
Sr. Staff Analyst	1.00	1	72,530	88,161	5	
Group Counselor (Supervising)	3.00	3	65,543	79,668	5	I
Deputy Probation Officer (Senior)	24.00	24	65,058	79,077	5	C
Clinical Services Associate	1.00	1	60,672	71,666	5	
Clerical Operations Manager	1.00	1	57,262	69,603	5	
Deputy Probation Officer (Journey)	49.00	50	57,042	69,335	5	B
Group Counselor (Senior)	5.00	5	57,042	69,335	5	H
Accountant	1.00	1	56,645	68,854	5	
Deputy Probation Officer (Entry)	-	-	49,376	60,016	5	A
Group Counselor (Journey)	63.00	63	49,375	60,016	5	G
Accounting Supervisor	1.00	1	48,316	59,320	5	
Clerical Operations Supervisor	1.00	1	46,844	57,510	5	
Office Coordinator	2.00	2	53,084	57,510	5	
Administrative Secretary	1.00	1	45,369	55,702	5	
Accounting Technician	1.00	1	44,932	55,166	5	
Accounting Clerk III	1.00	1	42,894	52,664	5	
Group Counselor (Entry)	-	-	42,767	51,979	5	F
Legal Procedures Clerk (Sr.)	2.00	2	40,951	50,891	5	
Accounting Clerk II	2.00	2	40,951	50,278	5	
Office Assistant II	2.00	2	39,478	48,468	5	
Legal Procedures Clerk	12.50	13	39,478	48,468	5	

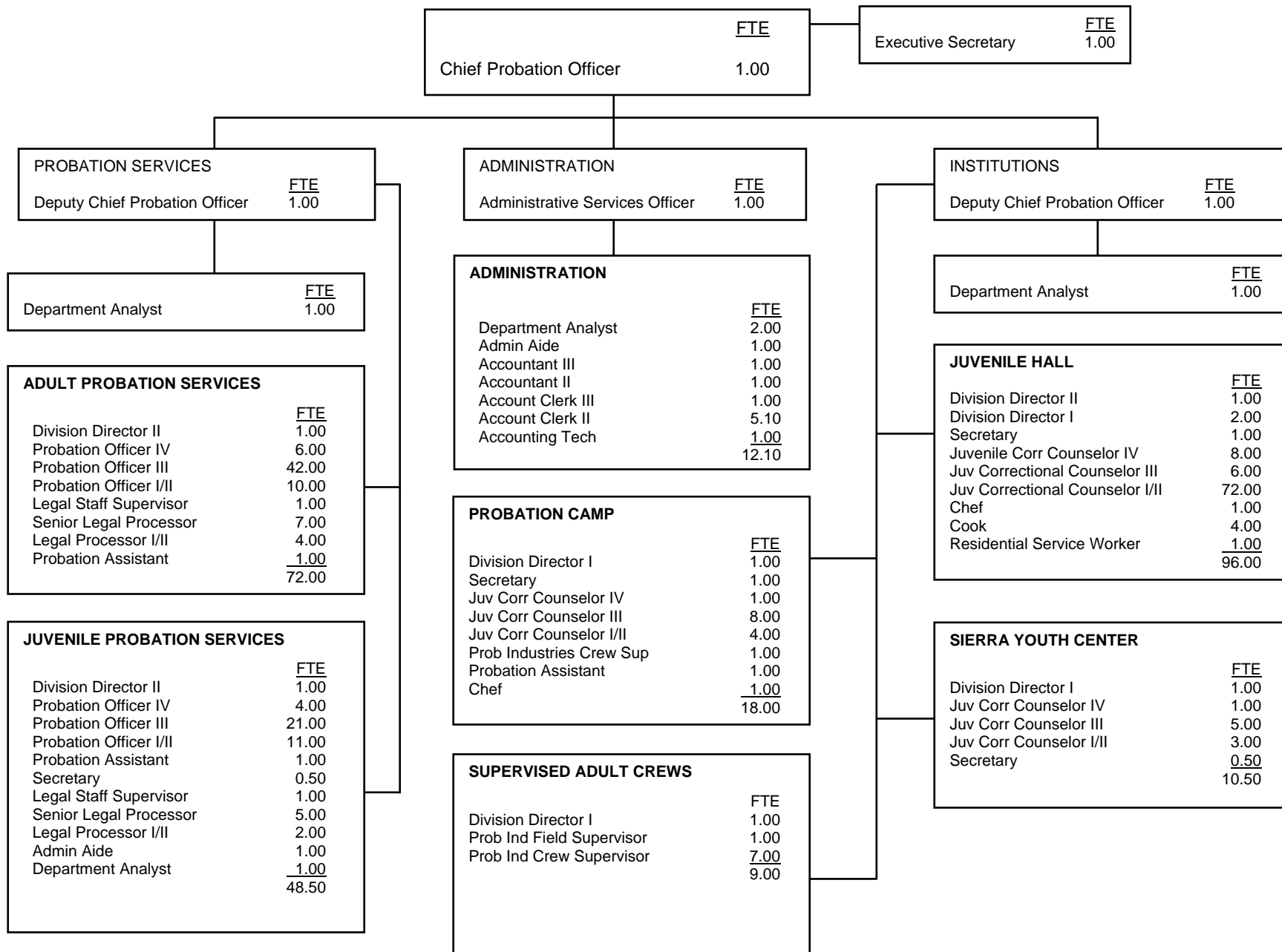
**COUNTY OF SOLANO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Collection Officer	2.00	2	39,797	48,375	5	
Legal Procedures Clerk (Entry)	<u>4.00</u>	<u>4</u>	34,763	42,682	5	
	198.50	200.00				

*Salaries effective from 01/23/2012*

*Positions are: 197.0 full time employees at 1.0 FTE and 3 part time employees at .50 FTE each.*

# COUNTY OF SONOMA



**COUNTY OF SONOMA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		171,073	9	
Deputy Chief Probation Officer	2.00	2	106,912	129,958	9	
Dept Information Systems Manager	1.00	1	87,568	106,454	9	
Probation Division Director II	3.00	3	86,923	105,643	9	E, J
Administrative Service Officer II	1.00	1	83,408	101,400	9	
Probation Division Director I	5.00	5	78,978	95,992	9	J
Probation Officer IV	10.00	10	74,069	90,022	9	D
Accountant III	1.00	1	69,181	84,094	9	
Dept Information Spec II	1.00	1	65,104	79,144	9	
Prob Industries Field Supervisors	1.00	1	62,213	75,629	9	I
Juvenile Correctional Counselor IV	10.00	10	61,963	75,296	9	I
Probation Officer III	63.00	63	61,610	74,880	9	C
Department Analyst	5.00	5	61,402	74,651	9	
Accountant II	1.00	1	58,427	71,011	9	
Juvenile Correctional Counselor III	19.00	19	55,619	67,600	9	H
Prob Industries Crew Supervisors	8.00	8	55,432	67,371	9	F, G
Probation Officer II or	21.00	21	54,558	66,331	9	B
Probation Officer I			49,546	60,216	9	A
Legal Staff Supervisor	2.00	2	48,797	59,301	9	
Juvenile Correctional Counselor II	79.00	79	48,651	59,134	9	G
Admin Aide	2.00	2	48,526	59,010	9	
Executive Secretary	1.00	1	46,738	56,805	9	
Accounting Technician	1.00	1	44,346	53,914	9	
Chef	2.00	2	43,014	52,291	9	
Account Clerk III	1.00	1	41,870	50,918	9	
Senior Legal Processor	12.00	12	41,725	50,710	9	
Secretary	3.00	3	41,579	50,544	9	
Juvenile Correctional Counselor I or			41,142	50,024	9	F

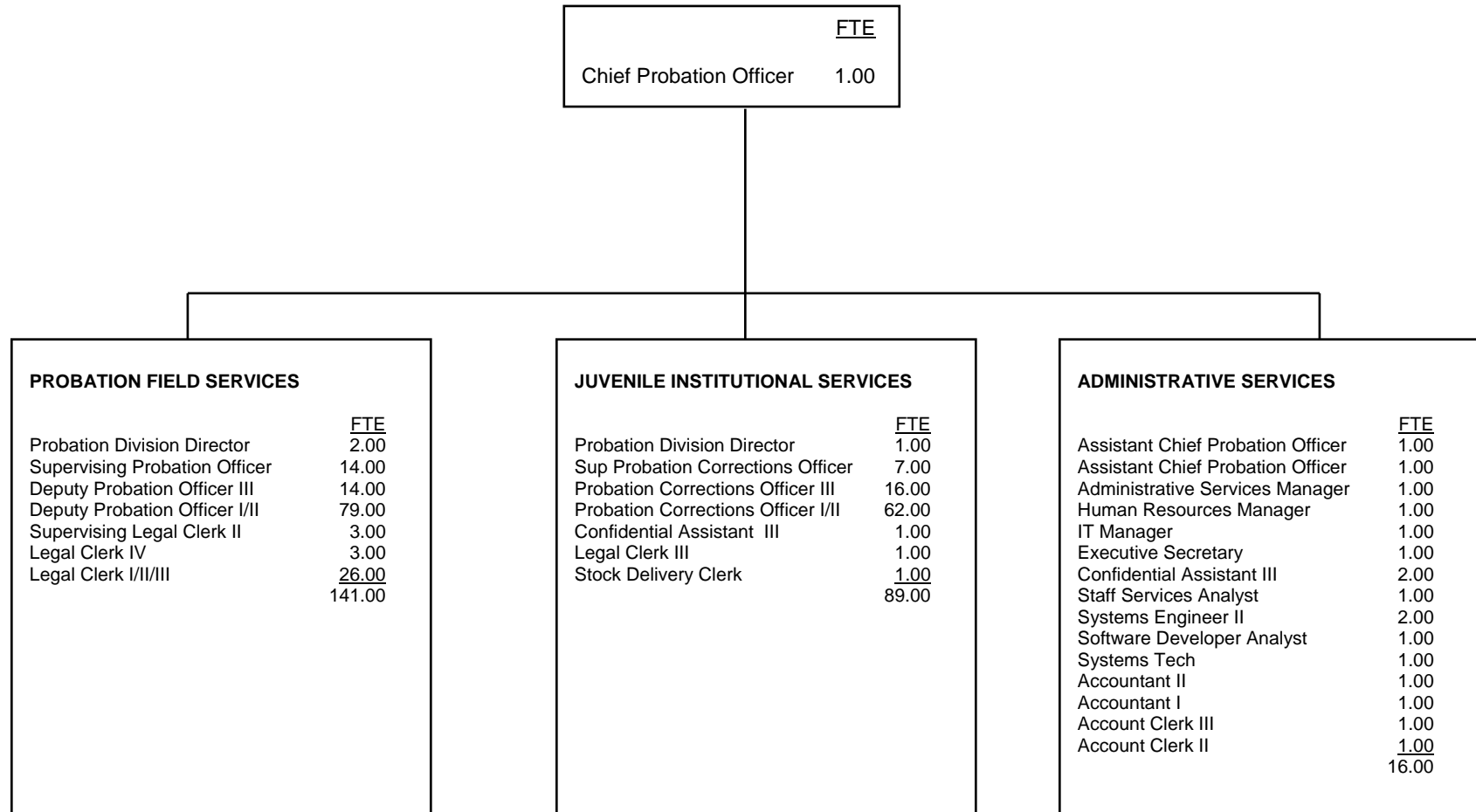
**COUNTY OF SONOMA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Probation Assistant	4.00	4	39,770	48,339	9	A, F
Account Clerk II	5.10	6	37,981	46,176	9	
Legal Processor II	6.00	6	37,981	46,176	9	
Cook	4.00	4	36,358	44,179	9	
RSW	<u>1.00</u>	<u>1</u>	32,240	39,187	9	
	276.10	277				

\*JCC I/II and PO I/II are alternate classes

# COUNTY OF STANISLAUS

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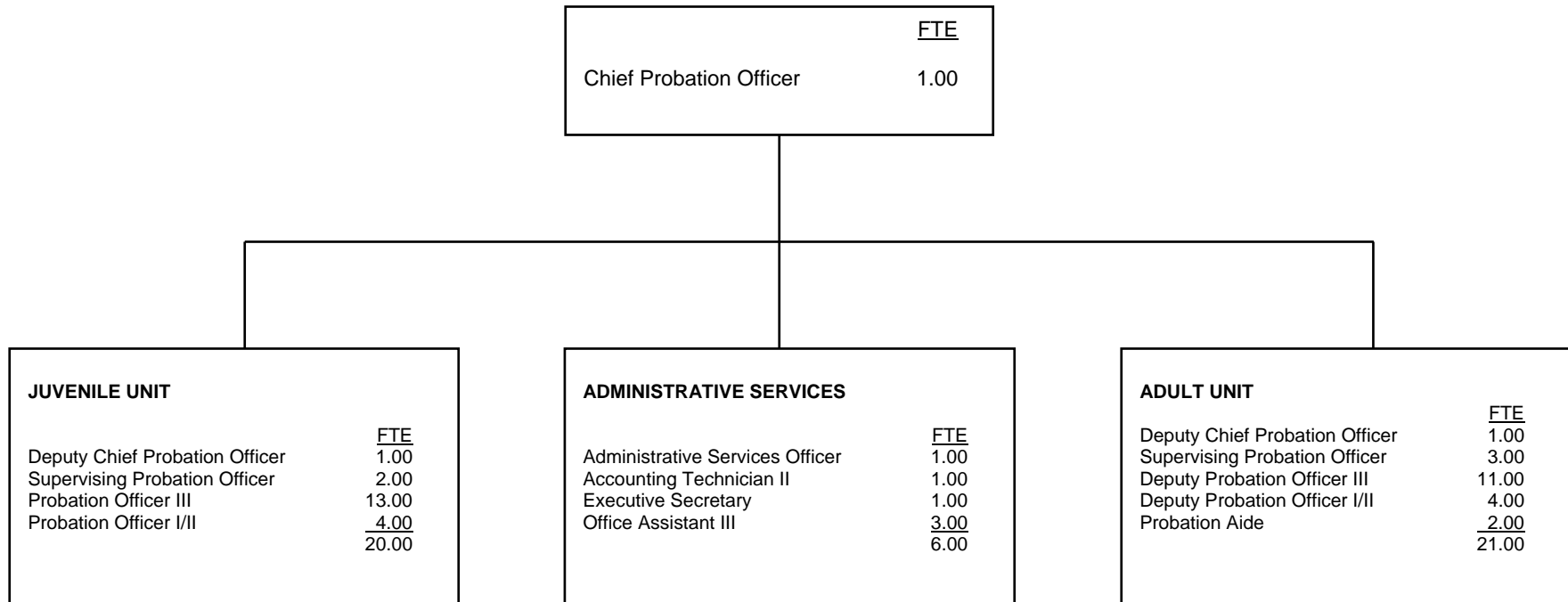


**COUNTY OF STANISLAUS**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		158,318		
Assistant Chief Probation Officer	1.00	1	91,395	137,072		
Probation Division Director	2.00	2	72,966	109,450		E
Institutions Division Director	1.00	1	72,966	109,450		J
Information Systems Manager III	1.00	1	64,542	96,824		
Administrative Services Manager III	1.00	1	64,542	96,824		
Human Resources Manager III	1.00	1	64,542	96,824		
Systems Engineer II	2.00	2	69,118	83,990	5	
Software Developer/Analyst III	1.00	1	69,118	83,990	5	
Supervising Probation Officer	14.00	14	59,384	72,176	5	D
Accountant II	1.00	1	53,893	65,520	5	
Executive Secretary	1.00	1	43,056	64,563		
Deputy Probation Officer III	14.00	14	52,270	63,565	5	C
Supervising Probation Corrections Officer	7.00	7	51,334	62,400	5	I
Staff Services Analyst	1.00	1	50,024	60,798	5	
Deputy Probation Officer I/II	79.00	79	41,579	56,930	5	A, B
Supervising Legal Clerk II	3.00	3	45,510	55,328	5	
Systems Technician II	1.00	1	44,283	53,810	5	
Confidential Assistant III	3.00	3	35,838	53,768		
Probation Corrections Officer III	16.00	16	43,826	53,269	5	H
Accountant I	1.00	1	42,162	51,230	5	
Probation Corrections Officer I/II	62.00	62	33,571	46,800	5	F, G
Legal Clerk IV	3.00	3	37,648	45,781	5	
Account Clerk III	1.00	1	35,984	43,742	5	
Legal Clerk III	20.00	20	34,486	41,912	5	
Legal Clerk III	1.00	1	34,486	41,912	5	
Account Clerk II	1.00	1	31,845	38,709	5	
Legal Clerk II	1.00	1	31,616	38,438	5	
Legal Clerk I	5.00	5	30,264	36,774	5	
Stock/Delivery Clerk II	1.00	1	29,786	36,213	5	
	<u>247.00</u>	<u>247</u>				

# COUNTY OF SUTTER

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**COUNTY OF SUTTER**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	134,368		8	
Deputy Chief Probation Officer	2.00	2	77,718	105,112	8	E
Administrative Services Officer	1.00	1	69,191	93,350	8	
Supervising Probation Officer	5.00	5	63,816	85,449	8	D
Deputy Probation Officer III, or	24.00	24	54,559	74,075	8	C
Deputy Probation Officer II, or	7.00	7	49,038	67,188	8	B
Deputy Probation Officer I	1.00	1	43,894	60,347	8	A
Accounting Technician II	1.00	1	41,865	57,157	8	
Probation Aide	2.00	2	38,552	53,197	8	A
Executive Secretary	1.00	1	37,477	51,843	8	
Office Assistant III	<u>3.00</u>	<u>3</u>	31,898	43,958	8	
	48.00	48.00				

Salaries effective from 1/1/12

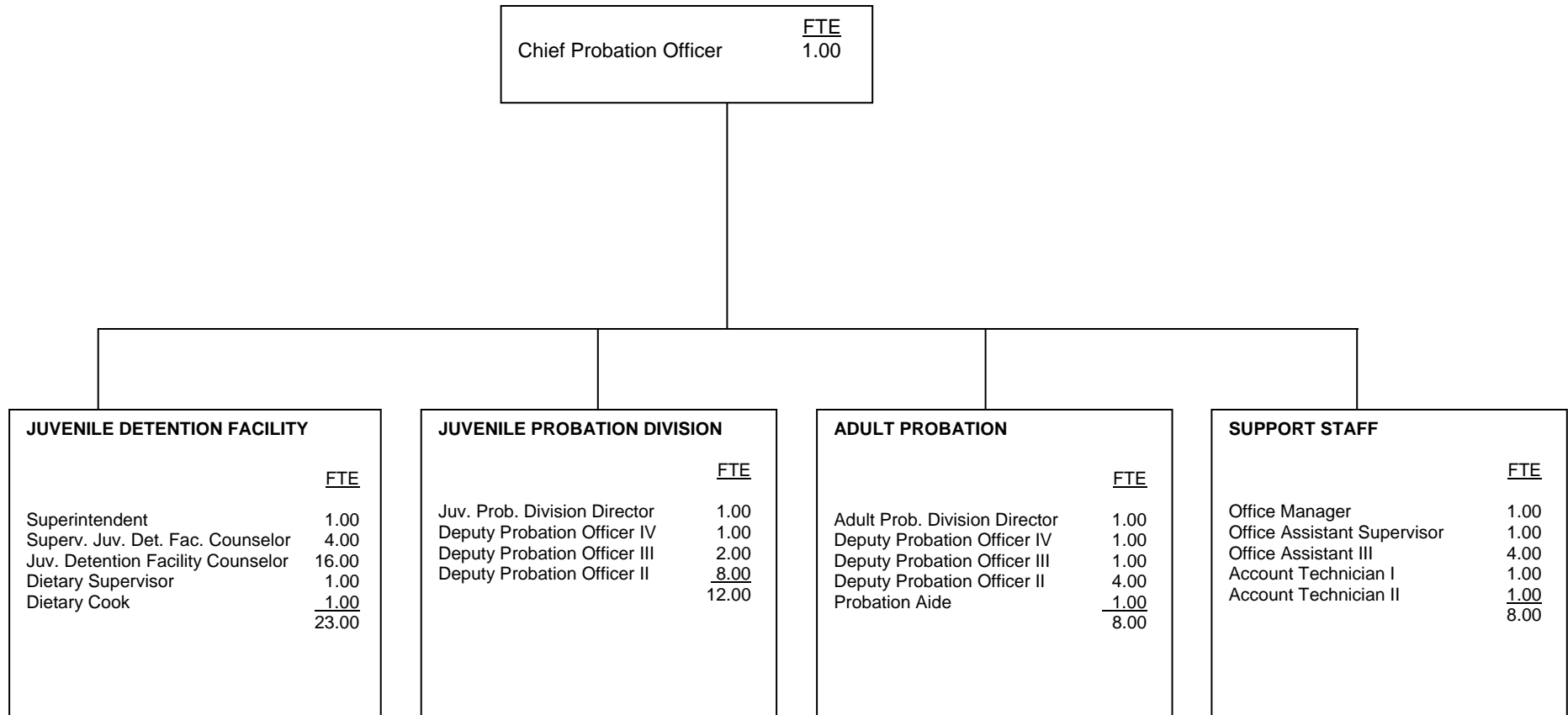
Step 6 = Longevity 5% after 10 years of service or 5 years at Step 5

Step 7 = "Pay for Service with Distinction" which adds 2.5% for 15 years of service

Step 8 = "Pay for Service with Distinction" which adds 2.5% for 20 years of service

# COUNTY OF TEHAMA

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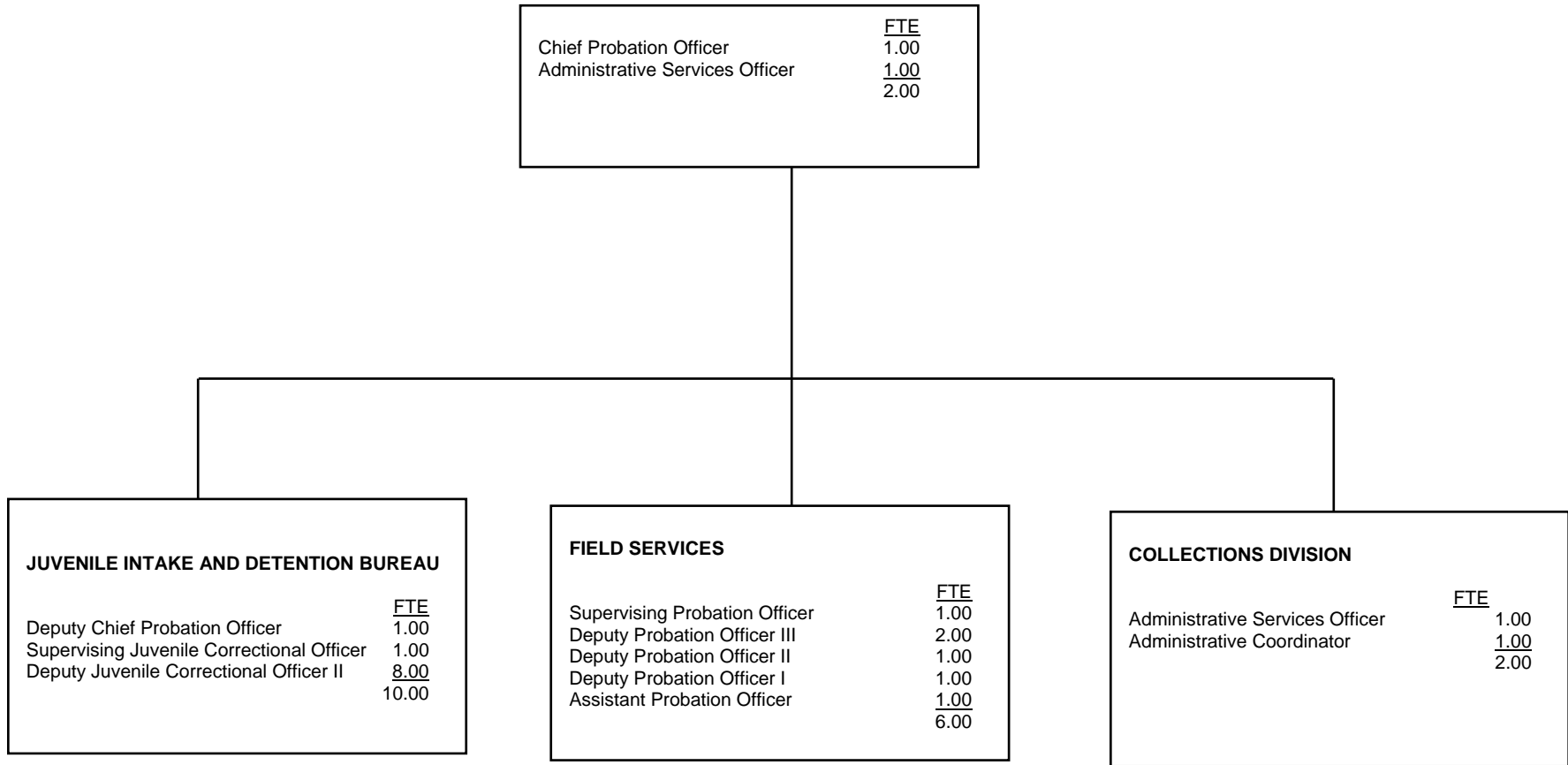


**COUNTY OF TEHAMA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	100,032			Appointed
Probation Division Director	2.00	2	60,144	73,272	5	E
Juvenile Detention Facility Superintendent	1.00	1	60,144	73,272	5	J
Deputy Probation Officer IV	2.00	2	48,252	58,764	5	D
Office Manager III	1.00	1	45,552	55,488	5	
Deputy Probation Officer III	3.00	3	43,704	53,268	5	C
Deputy Probation Officer I/II	12.00	12	-	-	5	A,B
Deputy Probation Officer II	-	-	40,596	49,428	5	B
Deputy Probation Officer I	-	-	37,680	45,912	5	A
Supervising Detention Facility Counselor	4.00	4	40,596	49,428	5	I
Juvenile Detention Facility Counselor II	14.00	14	34,452	42,636	5	G
Juvenile Detention Facility Counselor I	2.00	2	31,248	42,000	5	F
Office Assistant Supervisor	1.00	1	31,812	38,736	5	
Dietary Supervisor	1.00	1	30,996	37,776	5	
Probation Aide	1.00	1	28,812	35,088	5	
Accounting Technician II	1.00	1	28,104	34,248	5	
Accounting Technician I	1.00	1	25,476	30,996	5	
Dietary Cook	1.00	1	25,476	30,996	5	
Office Assistant III	4.00	4	24,852	30,264	5	
	<u>52.00</u>	<u>52.00</u>				

# COUNTY OF TRINITY

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**COUNTY OF TRINITY**

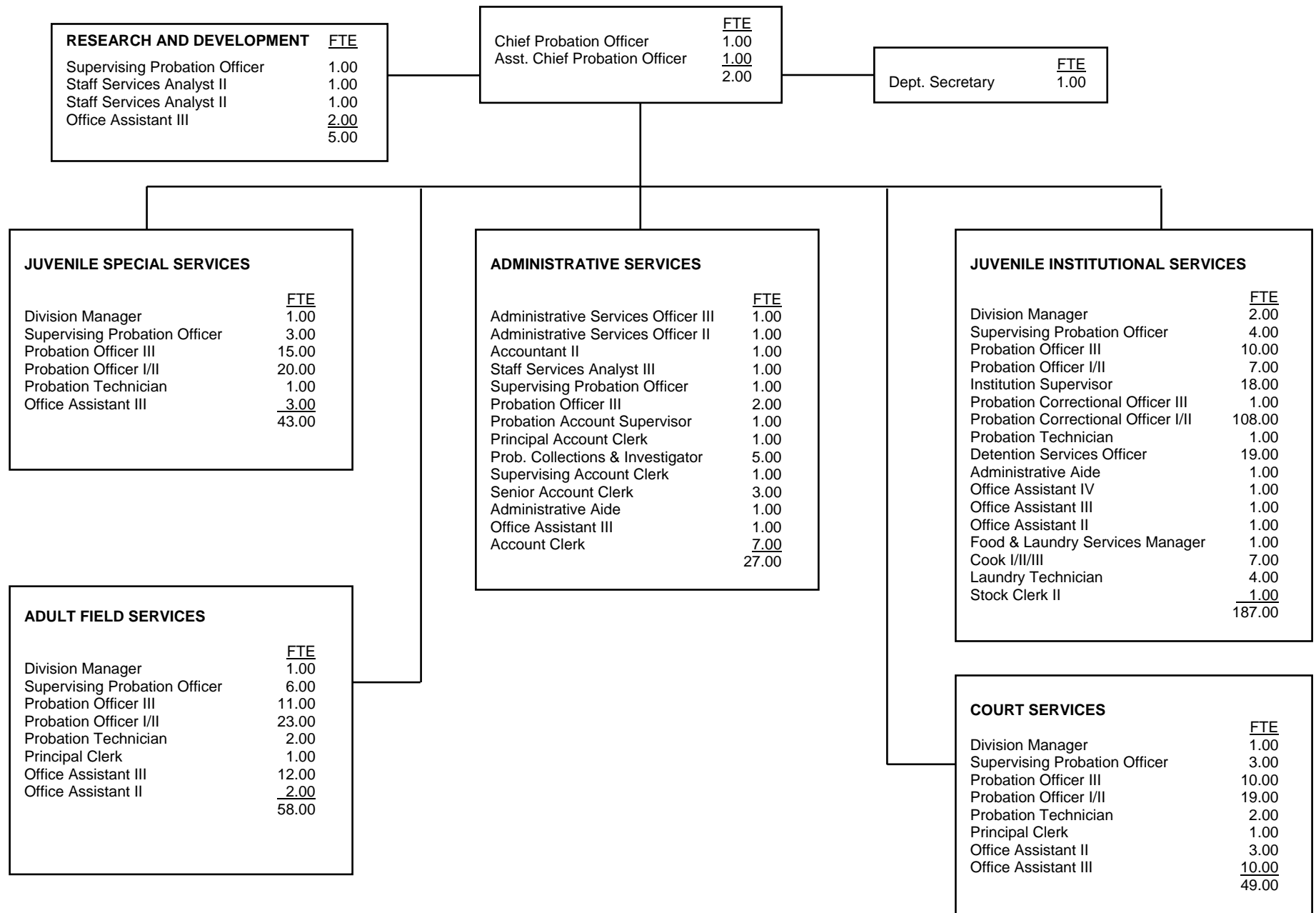
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	111,867		4	
Assistant Chief Probation Officer	1.00	1	57,853	77,528	7	E
Supervising Deputy Probation Officer	1.00	1	45,563	61,059	7	D
Deputy Probation Officer III	3.00	5	39,245	52,593	7	C
Administrative Service Officer	2.00	2	35,375	47,407	7	
Deputy Probation Officer II	1.00	1	35,528	46,678	7	B
Deputy Probation Officer I	1.00	1	32,163	43,102	7	A
Probation Assistant	1.00	1	31,845	42,675	7	
Lead Juvenile Counselor	1.00	1	31,530	42,253	7	H
Administrative Coordinator II	1.00	1	29,845	39,995	7	
Juvenile Counselor II	6.00	6	28,543	38,251	7	G
Juvenile Counselor I	2.00	2	25,840	34,628	7	F
Revenue Recovery Officer II	-	0			7	
	<u>20.00</u>	<u>22.00</u>				

Step 6 = Longevity 5% after 10 years of service or 5 years at Step 5

Step 7 = "Pay for Service with Distinction" which adds 2.5% for 15 years of service

Step 8 = "Pay for Service with Distinction" which adds 2.5% for 20 years of service

# COUNTY OF TULARE



**COUNTY OF TULARE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	126,181		5	
Assistant Chief Probation Officer	1.00	1	74,802	112,203	5	
Probation Division Manager	5.00	5	66,534	81,087	5	E,J
Administrative Services Officer III	1.00	1	63,091	76,893	5	
Administrative Services Officer II	1.00	1	59,918	73,022	5	
Supervising Probation Officer	18.00	18	54,640	66,591	5	D,I
Staff Services Analyst III	2.00	2	50,566	61,628	5	
Staff Services Analyst II	1.00	1	45,884	55,921	5	
Probation Institution Supervisor	18.00	18	45,666	55,655	5	I
Accountant II	1.00	1	45,591	55,566	5	
Deputy Probation Officer III	48.00	48	42,948	52,343	5	C
Accountant I			41,285	50,316	5	
Probation Accounts Supervisor	1.00	1	40,163	48,950	5	
Deputy Probation Officer II	69.00	69	38,892	47,396	5	B
Probation Correctional Officer III	1.00	1	37,975	46,282	5	H
Food and Laundry Manager	1.00	1	37,102	45,218	5	
Department Secretary	1.00	1	36,855	44,917	5	
Probation Correctional Officer II	108.00	108	36,136	44,040	5	G
Probation Collections & Investigator II	5.00	5	35,795	43,720	5	
Deputy Probation Officer I			33,509	40,838	5	A
Administrative Aide	2.00	2	32,937	40,140	5	
Probation Correctional Officer I			32,723	39,881	5	F
Probation Technician	6.00	6	31,637	38,555	5	
Principal Account Clerk	1.00	1	29,827	36,352	5	
Probation Collections & Investigator I			29,514	35,969	5	
Principal Clerk	2.00	2	28,952	35,284	5	
Supervising Account Clerk	1.00	1	28,384	34,592	5	
Detention Services Officer	19.00	19	28,291	34,479	5	

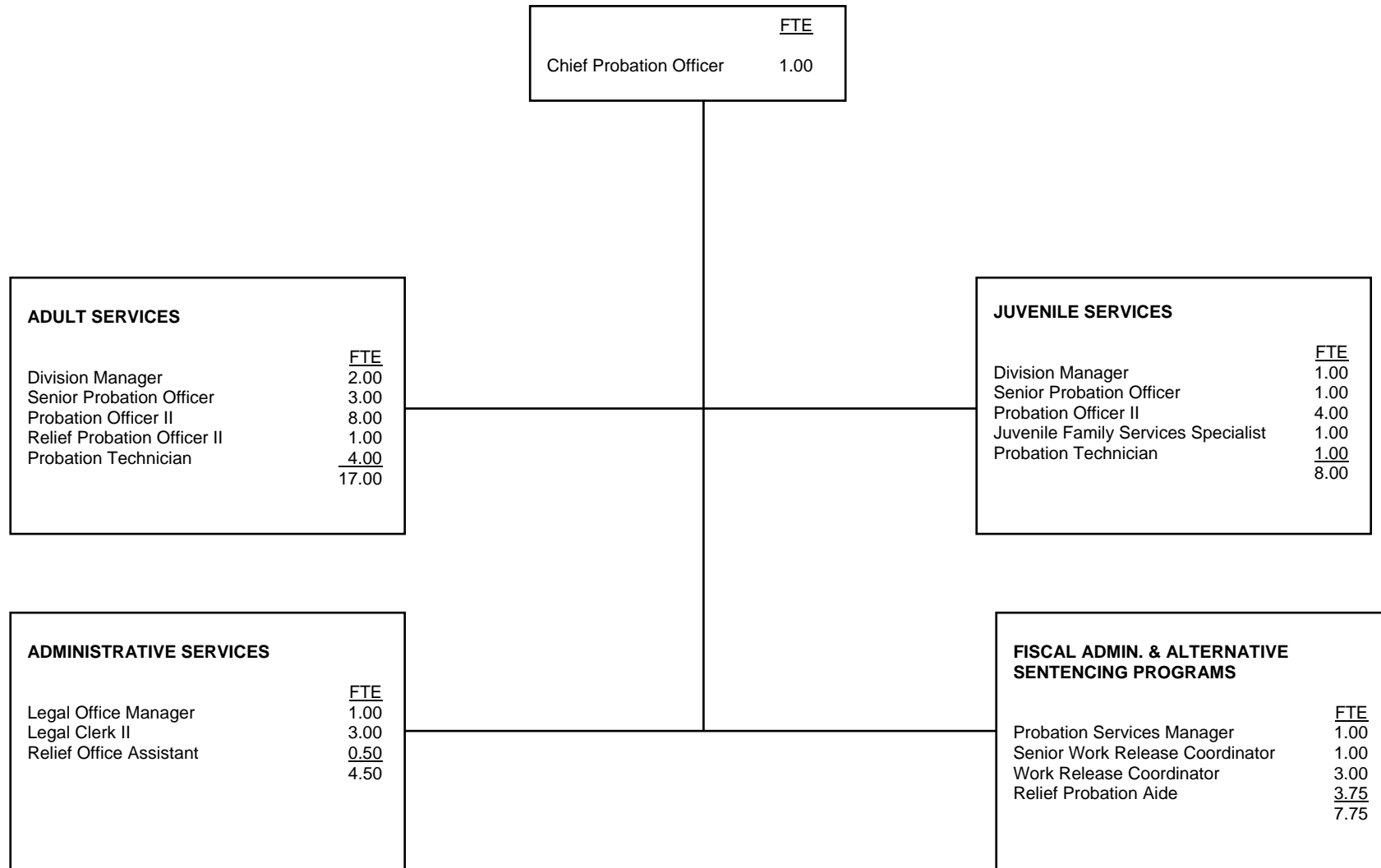
**COUNTY OF TULARE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Office Assistant IV	1.00	1	27,412	33,409	5	
Cook III	4.00	4	26,866	32,743	5	
Laundry Technician	4.00	4	26,866	32,743	5	
Stock Clerk II	1.00	1	26,711	32,554	5	
Senior Account Clerk	3.00	3	26,450	32,235	5	
Office Assistant III	29.00	29	24,922	30,375	5	
Cook II	2.00	2	24,823	30,253	5	
Account Clerk	7.00	7	23,954	29,192	5	
Office Assistant II	6.00	6	22,570	27,506	5	
Cook I	1.00	1	22,475	27,392	5	
	<u>372.00</u>	<u>372</u>				



# COUNTY OF TUOLUMNE

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**COUNTY OF TUOLUMNE**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		108,700	5	
Probation Division Manager	2.00	2	66,331	80,974	5	E
Probation Services Manager	1.00	1	52,998	64,668	5	
Legal Office Manager	1.00	1	38,500	47,028	5	
Senior Deputy Probation Officer	4.00	4	56,825	69,369	5	C
Deputy Probation Officer II	12.00	12	42,764	52,208	5	B
Deputy Probation Officer II-Relief	1.00	2	38,708	47,257	5	
Deputy Probation Officer I	0.00	0	38,713	47,261		A
Probation Technician	5.00	5	29,556	36,088	5	
Probation Aide- Relief	3.75	12	24,710	30,168	5	
Legal Clerk II	3.00	3	28,537	34,860	5	
Office Assistant	0.50	1	10,015	12,230	5	
Senior Work Release Site Coordinator	1.00	1	31,083	37,939	5	
Work Release Site Coordinator	3.00	3	28,828	35,193	5	
Juvenile Family Therapist	1.00	1	46,779	57,116	5	
	<u>39.25</u>	<u>49.00</u>				

# COUNTY OF VENTURA

<b>JUVENILE SERVICES</b>	
	<u>FTE</u>
Chief Deputy-Sworn	0.50
Division Manager	1.00
Supervising DPO	6.00
Sr DPO	12.00
DPO	33.00
Sr Psychologist	1.00
Clerical Supervisor III	1.00
Intake/Release Specialist	1.00
Legal Proc Assistant III	1.00
Legal Proc Assistant II	1.00
Office Assistant IV	2.00
Office Assistant III	4.00
	<u>63.50</u>

	<u>FTE</u>
Chief Probation Officer	1.00
Program Assistant - Confidential	1.00
	<u>2.00</u>

<b>INSTITUTIONAL SERVICES</b>	
	<u>FTE</u>
Chief Deputy-Sworn	0.50
Division Manager	4.00
Supervising DPO	11.00
Sr DPO	14.00
DPO	29.00
Correction Services Off III	18.00
Correction Services Off II	46.00
Correction Services Off I	82.00
Manager Food Services	1.00
Asst Food Services Supervisor	1.00
Food Services Asst III	12.00
Jail Cook	7.00
Laundry Utility Worker	3.00
Tech Specialist IV	1.00
Accounting Off III	1.00
Fiscal Assistant III	1.00
Admin Asst III	1.00
Admin Asst II	2.00
Clerical Supervisor III	1.00
Legal Proc Asst III	1.00
Office Assistant IV	2.00
Office Assistant III	5.00
	<u>243.50</u>

<b>ADMINISTRATION</b>	
	<u>FTE</u>
Chief Deputy-Sworn	1.00
Chief Deputy-Non Sworn	1.00
Division Manager	1.00
Fiscal Manager II	1.00
Probation Program Manager	1.00
Supervising DPO	3.00
Sr DPO	5.00
Rec Division Supervisor	1.00
Office Systems Coordinator IV	2.00
Office Systems Coordinator III	4.00
Accounting Off III	4.00
Accounting Off I	1.00
Admin Asst II	2.00
Admin Asst I	1.00
Clerical Services Manager	1.00
Management Asst IV-Confidential	1.00
Management Asst III	1.00
Fiscal Tech II	4.00
Fiscal Spec I	1.00
Info Proc Oper IV	1.00
Inventory Mgmt Asst II	2.00
Off Assist IV	1.00
Off Assist III	1.00
Warehouse Manager	1.00
	<u>42.00</u>

<b>COURT SERVICES</b>	
	<u>FTE</u>
Chief Deputy-Sworn	0.50
Division Manager	1.00
Supervising DPO	6.00
Sr DPO	8.00
DPO	38.00
Sr Program Admin	1.00
Clerical Supervisor III	1.00
Info. Processing Operator IV	3.00
Off Asst III	4.00
LPA II	3.00
LPA III	4.00
Translator	1.00
Courier II	1.00
	<u>71.50</u>

<b>ADULT SERVICES</b>	
	<u>FTE</u>
Chief Deputy-Sworn	0.50
Division Manager	1.00
Supervising DPO	7.00
Sr DPO	9.00
DPO	52.00
Clerical Supervisor III	3.00
Office Assistant IV	4.00
Office Assistant III	10.00
LPA III	1.00
	<u>87.50</u>

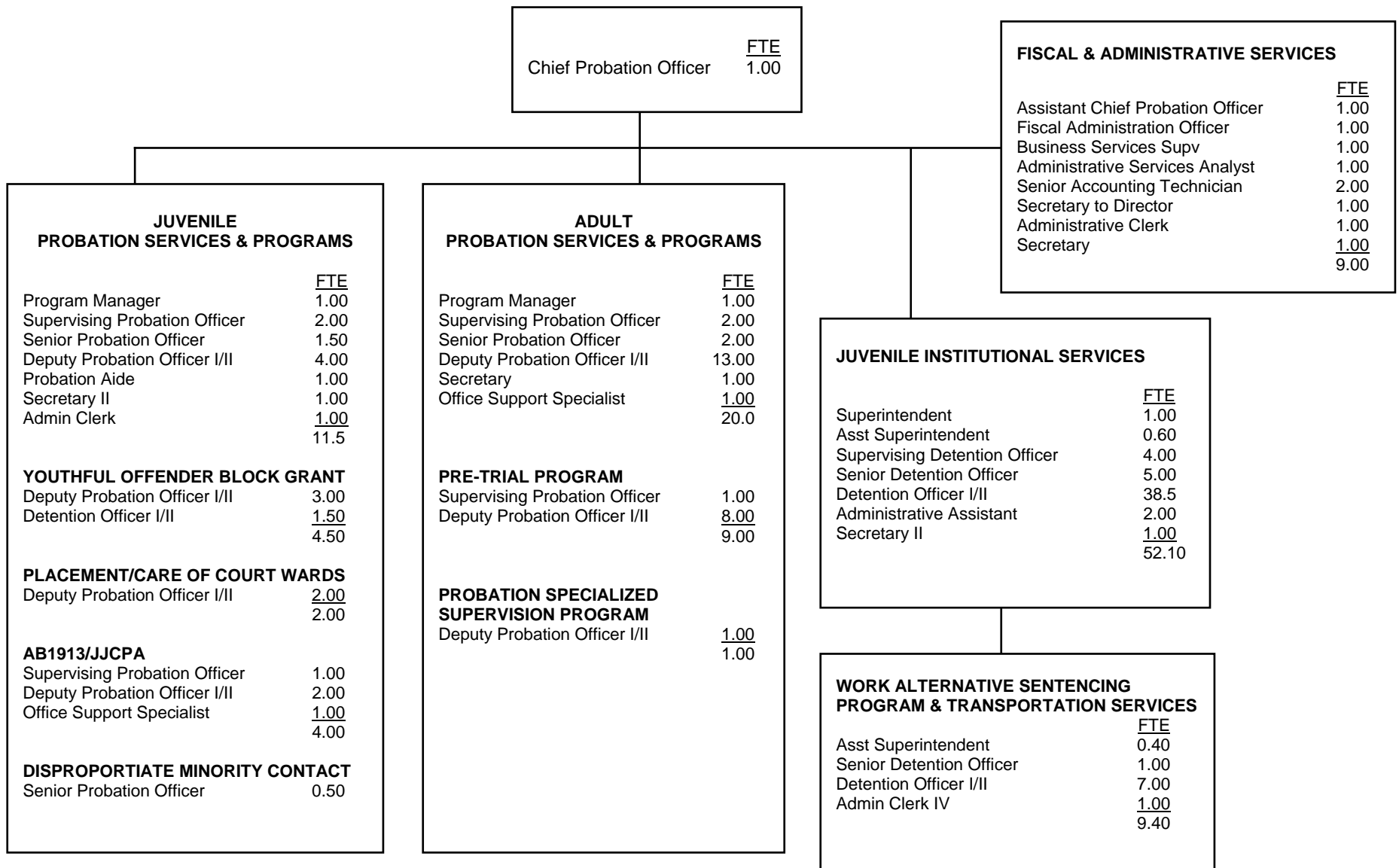
**COUNTY OF VENTURA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Director Probation Agency	1.00	1	119,292	167,008	10	
Director - Actual				159,500		
Chief Deputy - Sworn	3.00	3	92,369	129,317	10	E
Chief Deputy - Non Sworn	1.00	1	87,141	121,997	10	
Managers - Probation	8.00	8	79,832	111,764	10	E, J
Fiscal Manager II	1.00	1	73,364	96,912	7	
Probation Program Manager	1.00	1	65,341	91,477	11	D, I
Senior Program Administrator	1.00	1	64,433	90,206	10	
Administrative Officer II	0.00	0	62,927	88,098	11	
Supervising DPO	33.00	33	62,759	87,863	11	D
Office Systems Coord IV	2.00	2	64,089	85,108	7	
Senior Psych	1.00	1	57,187	80,194	8	
Manager Hospital Food Svcs	1.00	1	56,962	79,747	10	
Office Systems Coord III	4.00	4	53,935	75,641	8	
Interpreter-Translator	1.00	1	72,586	72,586	8	
Senior DPO	48.00	49	55,440	72,483	6	C
Program Assistant	1.00	1	49,350	69,091	11	
Admin Assistant III	1.00	1	47,847	67,098	9	
Acctg Officer III	5.00	5	52,051	66,626	7	
Deputy Probation Officer	152.00	152	43,473	65,428	9	A-B
Clerical Services Manager	1.00	1	45,697	63,975	9	
Correction Services Officer III	18.00	18	48,565	63,398	6	H
Administrative Assistant II	4.00	6	43,497	60,999	8	
Management Assistant IV-Confidential	1.00	1	42,662	59,727	10	
Acctg Officer II	0.00	0	46,546	59,581	7	
Sheriff Records Div Supervisor	1.00	1	41,496	58,960	11	
Warehouse Manager	1.00	1	41,657	58,320	8	
Fiscal Specialist III	0.00	0	45,085	57,709	7	

**COUNTY OF VENTURA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Clerical Supervisor III	6.00	6	40,257	56,383	8	
Admin Assistant I	1.00	1	39,564	55,349	8	
Correction Services Officer II	46.00	46	43,316	55,216	6	G
Acctg Officer I	1.00	1	41,340	52,916	7	
Correction Services Officer I	82.00	82	34,195	51,454	9	F
Fiscal Specialist I	1.00	1	39,982	51,177	7	
Fiscal Technician II	4.00	4	35,937	50,301	6	
Tech Spec IV-PH	1.00	1	35,491	49,674	8	
Management Assistant III	1.00	1	34,844	48,758	8	
Fiscal Tech I	0.00	0	33,410	46,785	6	
Legal Proc Assistant III	7.00	7	33,206	46,456	8	
Assistant Food Services Supervisor	1.00	1	32,596	45,550	8	
Information Proc Oper IV	4.00	4	31,631	44,259	8	
Office Assistant IV	9.00	9	30,892	43,198	8	
Sheriff Intake & Release Spec	1.00	1	30,460	42,639	8	
Fiscal Assistant IV	0.00	1	30,341	42,473	8	
Legal Proc Assistant II	4.00	4	30,153	42,169	8	
Office Assistant III	24.00	24	28,740	40,186	8	
Fiscal Assistant III	1.00	1	28,235	39,487	8	
Jail Cook	7.00	7	28,010	39,278	8	
Inventory Mngmt Assistant II	2.00	2	26,748	37,388	8	
Courier II	1.00	1	24,884	34,767	8	
Laundry Utility Worker	3.00	3	22,933	31,192	8	
Food Services Assistant III	12.00	12	23,404	29,008	6	
Food Services Assistant II	<u>0.00</u>	<u>0</u>	22,258	27,616	6	
	510.00	514				

# COUNTY OF YOLO

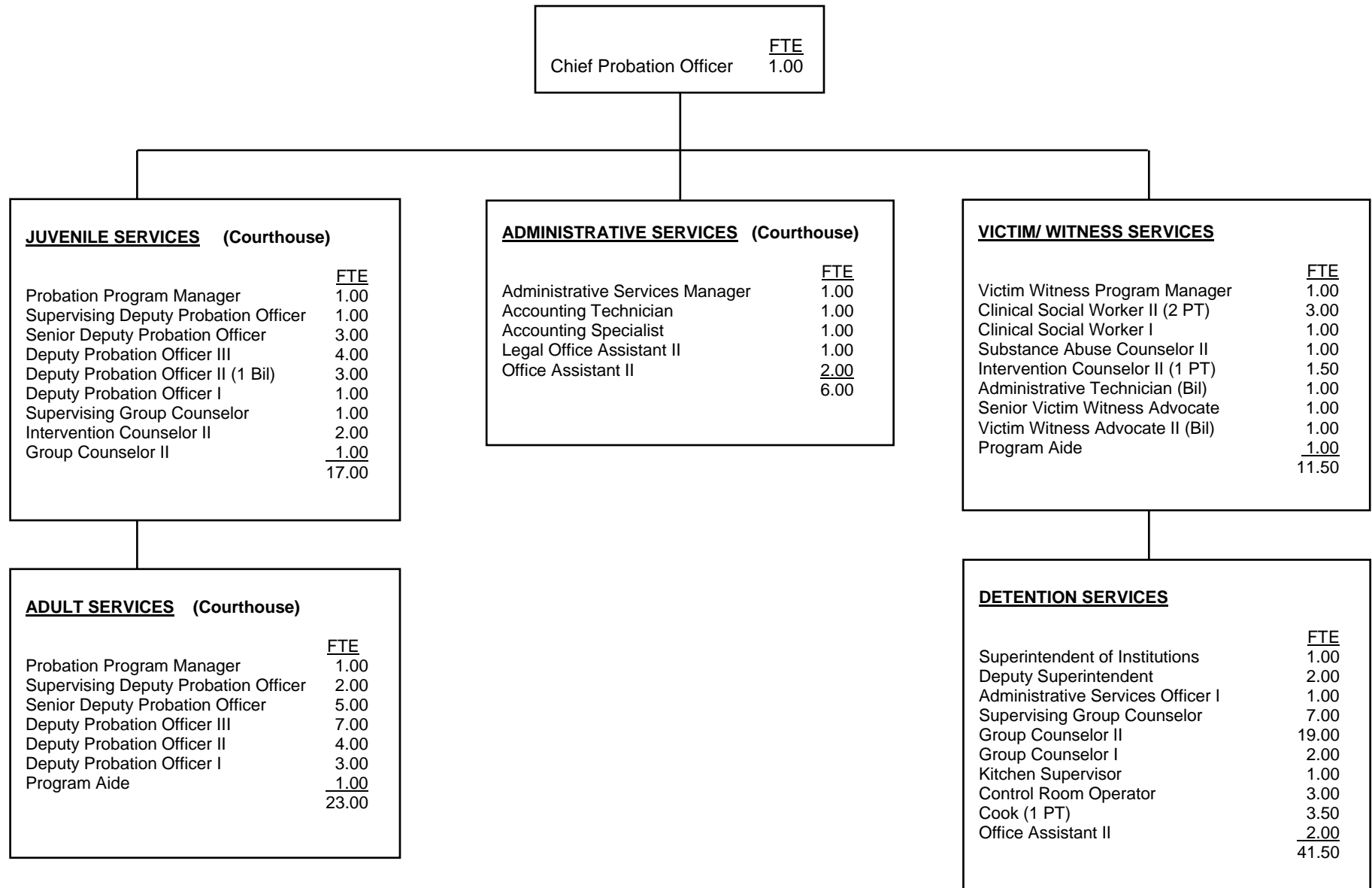


**COUNTY OF YOLO**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		129,312	5	
Asst. Chief Probation Officer	1.00	1	93,408	113,544	5	E
Superintendent of Juv Det Fac	1.00	1	84,912	103,224	5	J
Fiscal Administration Officer	1.00	1	84,144	102,288	5	
Probation Program Manager	2.00	2	73,452	89,268	5	E
Asst. Juv. Hall Superintendent	1.00	1	66,636	81,000	5	J
Supervising Probation Officer	6.00	6	58,488	71,100	5	D
Senior Deputy Probation Officer	4.00	4	55,164	67,044	5	C
Administrative Services Analyst	1.00	1	54,696	66,480	5	
Deputy Probation Officer II, or	33.00	33	51,300	62,352	5	B
Supervising Detention Officer	4.00	4	50,280	61,128	5	I
Senior Detention Officer	6.00	6	47,424	57,660	5	H
Deputy Probation Officer I	0.00	0	45,972	55,884	5	A
Detention Officer II	47.00	47	45,120	54,840	5	G
Secretary to the Dir. - Nonsup	1.00	1	44,064	53,568	5	
Business Services Supervisor	1.00	1	42,612	51,804	5	
Senior Accounting Technician	2.00	2	41,556	50,508	5	
Administrative Assistant	2.00	2	40,800	49,596	5	
Probation Aide	1.00	1	39,624	48,156	5	
Detention Officer I	0.00	0	39,360	47,844	5	F
Administrative Clerk IV	1.00	1	37,128	45,132	5	
Office Support Specialist	2.00	2	35,616	43,296	5	
Secretary II	4.00	4	33,876	41,172	5	
Administrative Clerk II	2.00	2	30,156	36,672	5	
	<u>124.00</u>	<u>124</u>				

Salaries effective from 01/01/2012

# COUNTY OF YUBA





**COUNTY OF YUBA**

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	140,244		30	
Superintendent of Institutions	1.00	1	67,752	107,736	30	J
Victim Witness Program Manager	1.00	1	65,760	104,568	30	
Probation Program Manager	2.00	2	63,852	101,532	30	E
Clinical Social Worker II	2.00	3	61,992	98,568	30	
Deputy Superintendent (J/H - Camp)	2.00	2	58,440	92,928	30	I
Supervising Deputy Probation Officer	3.00	3	58,440	92,928	30	D
Clinical Social Worker I	1.00	1	56,748	90,240	30	
Administrative Services Manager	1.00	1	55,080	87,588	30	
Senior Deputy Probation Officer	8.00	8	53,472	85,032	30	C
Deputy Probation Officer III	11.00	11	48,936	77,820	30	C
Administrative Services Officer I	1.00	1	47,520	75,564	30	
Deputy Probation Officer II	7.00	7	44,796	71,232	30	B
Supervising Group Counselor	8.00	8	40,992	65,184	30	H
Deputy Probation Officer I	4.00	4	40,992	65,184	30	A
Substance Abuse Counselor II	1.00	1	38,652	61,464	30	
Intervention Counselor II	3.50	4	38,652	61,464	30	
Administrative Technician	1.00	1	37,524	59,664	30	
Senior Victim Witness Advocate	1.00	1	36,432	57,936	30	
Group Counselor II	19.00	19	35,364	56,232	30	G
Accounting Technician	1.00	1	33,324	52,992	30	
Victim Witness Advocate II	1.00	1	33,324	52,992	30	
Program Aide	2.00	2	31,428	49,980	30	
Group Counselor I	2.00	2	30,516	48,528	30	F
Accounting Specialist	1.00	1	30,516	48,528	30	
Kitchen Supervisor	1.00	1	30,516	48,528	30	
Legal Office Assistant II	1.00	1	29,616	47,100	30	
Control Room Operator	3.00	3	27,912	44,388	30	
Cook	3.50	4	27,912	44,388	30	
Office Assistant II	4.00	4	25,572	40,668	30	
	<u>98.00</u>	<u>100</u>				

Yuba County Longevity/Merit Step Index is for 30 Years

## STATE AGENCIES

Representative salary information for state correctional agencies has been included for comparison purposes. This information was accessed at the California State Personnel Board web site [http://www.dpa.ca.gov/pv\\_obj\\_cache/pv\\_obj\\_id\\_645B4B42050998B787EEAEB2D4C15BFF36590F00/filename/section-15.pdf](http://www.dpa.ca.gov/pv_obj_cache/pv_obj_id_645B4B42050998B787EEAEB2D4C15BFF36590F00/filename/section-15.pdf) on May 25, 2012.

## DEPARTMENT OF CORRECTIONS

### ANNUAL SALARIES FOR SELECTED CORRECTIONS CLASSIFICATIONS

EXISTING POSITIONS AS OF 5/25/12

<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>
PAROLE ADMINISTRATOR II	\$111,456 – 122,892
CORRECTIONAL ADMINISTRATOR	106,176 – 117,108
PAROLE ADMINISTRATOR I	107,568 – 118,620
CORRECTIONAL CAPTAIN	98,856 – 108,984
CORRECTIONAL BUSINESS MANAGER II	82,932 – 91,404
SENIOR SPECIAL AGENT	89,988 – 108,780
PAROLE AGENT III, ADULT PAROLE	90,420 – 109,920
CORRECTIONAL COUNSELOR III	87,636 – 106,548
CORRECTIONAL COUNSELOR II (Supervisor)	86,244 – 104,772
PAROLE AGENT II (Supervisor), ADULT PAROLE	86,244 – 104,772
CORRECTIONAL BUSINESS MANAGER I	68,220 – 82,308
SPECIAL AGENT (A)	75,096 – 92,388
CORRECTIONAL LIEUTENANT	76,668 – 93,144
PRISON INDUSTRIES SUPERINTENDENT II	56,736 – 68,376
CORRECTIONAL COUNSELOR I (A)	60,396 – 69,900
PAROLE AGENT I, ADULT PAROLE (A)	60,396 – 69,900
INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES	47,088 – 59,544
PAROLE SERVICE ASSOCIATE (A)	40,248 – 48,912
CORRECTIONAL OFFICER (B)	43,128 – 49,848

## DIVISION OF JUVENILE JUSTICE (DJJ)

### ANNUAL SALARIES FOR SELECTED CORRECTIONS CLASSIFICATIONS

EXISTING POSITIONS AS OF 5/25/12

<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>
Y.A. ADMINISTRATOR, COMMUNITY & STAFF SERVICES	\$108,744 – 119,892
Y.A. ADMINISTRATOR, REHABILITATION SERVICES	108,744 – 119,892
PROGRAM ADMINISTRATOR, Corr. School (Managerial)	101,364 – 111,720
MAJOR, YOUTH AUTHORITY	93,828 – 114,048
PROGRAM ADMINISTRATOR, Corr. School (Supervisory)	91,632 – 111,384
PAROLE AGENT III, YOUTH AUTHORITY	90,420– 109,920
SUPERVISING CASEWORK SPECIALIST II	87,636 – 106,548
CAPTAIN, YOUTH AUTHORITY	84,456 – 102,696
BUSINESS MANAGER II	82,932 – 91,404
PAROLE AGENT II (Supervisor), YOUTH AUTHORITY	86,244 – 104,772
SUPERVISING CASEWORK SPECIALIST I	86,244 – 104,772
PAROLE AGENT II (Specialist), YOUTH AUTHORITY	84,240 – 102,324
LIEUTENANT, YOUTH AUTHORITY	76,656 – 93,144
SENIOR YOUTH CORRECTIONAL COUNSELOR	71,280 – 86,688
SERGEANT, YOUTH AUTHORITY	68,100 – 82,704
PAROLE AGENT I, YOUTH AUTHORITY (J)	63,420 – 73,392
CASEWORK SPECIALIST (A)	62,256 – 62,256
YOUTH CORRECTIONAL COUNSELOR	36,600 – 36,600

## **COMPARISON OF BENEFITS**

The following tables compare benefits across counties in four major areas: Retirement systems, Insurance Programs, Leave days, and Premium pays. Benefits information for state agencies is not included.

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
ALAMEDA								
Non-Safety	65.13%(a)	Yes	No	Yes	Yes (b)	Yes (c)	2% @ 50	(a) For Tier I and Tier II (both safety and non-safety combined). (b) Employee contribution only. (c) Pension. (d) For safety employees hired after February 2011.
Safety	65.13%(a)	Yes	No	Yes	Yes (b)	Yes (c)	3% @ 50 3% @ 55(d)	
AMADOR								
Non-Safety	18.72%	No	P	Yes	Yes	Yes	2% @55	
Safety	31.86%	No	P	No	Yes	Yes	3% @50	
BUTTE								
Non-Safety	30.00%	No	P	Yes	Yes(a)	Yes	2% @ 55	(a) Optional health care reimbursement and dependent care reimbursement accounts
Safety	20.00%	No	P	Yes	Yes(a)	No	2% @ 50	
CALAVERAS								
Non-Safety	8%	No	P	No	Yes	No	2.5% @ 55	
Safety	26%	No	P	No	Yes	No	3% @ 50	
COLUSA								
Non-Safety	30%	No	P	Yes	Yes	Yes	3% @ 60	
Safety	26%	No	P	Yes	Yes	Yes	3% @ 50	
CONTRA COSTA								
Non-Safety	35.30%	Yes	No	Yes	Yes	Yes	2.5% @ 55(a)	(a) Percentage gets higher after age 55 for non-safety.
Safety	75.20%	Yes	No	No	Yes	Yes	3% @50	
DEL NORTE								
Non-Safety	49.79%	No	P	Yes	Yes	Yes	2% @ 55	
Safety	56.53%	No	P	Yes	Yes	Yes	2% @ 50	

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
EL DORADO								
Non-Safety	18.61%(a)	No	P	No	Yes(b)	No	2% @ 55(c) 2% @ 60(d)	(a) Calculated using previous retirement formula. Percentage will decrease for new hires based on the new retirement formulas. (b) Choice of two 457 providers. (c) Graduated: Year 1 of employment: employee pays 100% contribution; Year 2 County pays 3.5%, Year 3: County pays 4% (d) For employees hired on or after July 1, 2010. (e) County pays 5% of the employees' 9% PERS contribution and employee pays 4%. CPO pays full 9%, no County contribution. (f) Effective for new hires. Employees hired on or after Nov. 15, 2011, shall pay 9% employee share of PERS employee contribution and employee will pay 4% of his/her contribution.
Safety	32.29%(a)	No	P	No	Yes(b)	No	3% @ 50(e) 2% @ 50(f)	
FRESNO								
Non-Safety	50.65%-53.97% (a)	Yes	No	Yes	Yes	Yes	2.5% @ 55(b)	(a) Reflects the portion paid by the employer. Currently there is no safety retirement and is only available to SJCO fully paid by employee in accordance with MOU. (b) Varies depending on MOU and retirement tier.
Safety	50.65%-53.97% (a)	Yes	No	Yes	Yes	Yes	2.5% @ 55(b)	
50.65%- 53.97%								
GLENN								
Non-Safety	36.43%	No	P	No	No	No	2.5% @ 55	
Safety	34.00%	No	P	No	No	No	2.5% @ 55	
HUMBOLDT								
Non-Safety	25.03%	No	P	Yes	Yes(a)	No	2.7% @ 55	(a) Def comp is EE contribution only.
Safety	25.03%	No	P	No	Yes(a)	No	3% @ 50	
IMPERIAL								
Non-Safety	44.31%	Yes		No	Yes(a)	Yes	2.7% @ 50(c)	(a) Optional. (b) Flex (c) Effective January 2006. (d) Effective September 1, 2001.
Safety	63.51%	Yes		No	Yes(a)	Yes(b)	3% @ 50 (d)	
INYO								
Non-Safety	40%	No	P	No	Yes(a)	Yes(b)	2.7% @ 55	No safety employees in Probation Dept.
Safety	40%	No	P	No	Yes(a)	Yes(b)	2.7% @ 55	(a) Optional available to all employees (b) Flex Benefit 125 Program.

COMPARISON OF BENEFITS

**RETIREMENT SYSTEM**

	<b>Average Benefit Cost % of Salary</b>	<b>1937 Act County?</b>	<b>PERS(P) or CERS(C)</b>	<b>Soc. Sec.</b>	<b>Deferred Comp Plan</b>	<b>Tax-Free Assignment of Salary</b>	<b>% @ Retirement</b>	<b>Comments</b>
<b>KERN</b>								
Non-Safety	43.61%	Yes		Yes	Yes(a)	No	3% @ 60	(a) Optional health care reimbursement and dependent care reimbursement accounts. Beginning July 1, 2007, 6% match of employee contribution to deferred plan.
Safety	62.37%	Yes		Yes	Yes(a)	No	3% @ 50	
<b>LAKE</b>								
Non-Safety	19.08%(a)	No	P	Yes	Yes	No	2% @ 55	(a) Optional health care reimbursement and dependent care reimbursement accounts.
Safety	22.64%(a)	No	P	Yes	Yes(a)	No	2.5% @ 55	
<b>LASSEN</b>								
Non-Safety	10.352%(a)	No	P	Yes	Yes	No	2%@55	(a) 10.352% Employer Share; (Gross - \$133.33) X 7% Employer Pd. Member Share (b) Currently there is no safety retirement. Same for all employees.
Safety	(b)							
<b>LOS ANGELES</b>								
Non-Safety	26.54%(a)	Yes	No	No	Yes	Yes(b)	(c)	(a) Currently there is no safety retirement. (b) Optional health and dependent care reimbursement amounts. (c) Varies depending on retirement plan, age and years of service.
Safety	(a)							
<b>MADERA</b>								
Non-Safety	18.99%	No	P	Yes	Yes		2.7%@55	Amount of sick leave payoff at retirement varies depending on years of service.
Safety	32.10%	No	P	Yes	Yes		3% @55	
<b>MARIN</b>								
Non-Safety	53%	Yes	No	No	Yes	Yes	2%@55(a)	(a) Two tiers for non-safety
Safety	63%	Yes	No	No	Yes	Yes	2% @62(a) 3% @ 55	
<b>MARIPOSA</b>								
Non-Safety	33.70%	No	P	Yes	Yes (a)	No	2.7% @ 55	(a) Optional health care reimbursement and dependent care reimbursement accounts
Safety	44.71%	No	P	Yes	Yes (a)	No	3.0% @ 50	



COMPARISON OF BENEFITS

**RETIREMENT SYSTEM**

	<b>Average Benefit Cost % of Salary</b>	<b>1937 Act County?</b>	<b>PERS(P) or CERS(C)</b>	<b>Soc. Sec.</b>	<b>Deferred Comp Plan</b>	<b>Tax-Free Assignment of Salary</b>	<b>% @ Retirement</b>	<b>Comments</b>
<b>MENDOCINO</b>								
Non-Safety	49.69%	Yes		Yes	Yes	Yes	2% @ 57	
Safety	62.10%	Yes		Yes	Yes	Yes	2% @ 50	
<b>MERCED</b>								
Non-Safety	33.50%	Yes	N/A	No	Yes(a)	No	3% @ 60(a)	(a) Nationwide Retirement Solutions
Safety	42.50%	Yes	N/A	No	Yes(a)	No	3% @ 50(a)	
<b>MONO</b>								
Non-Safety	16.65%	No	P	No	Yes	Yes	2.7% @ 55	
Safety	91.30%	No	P	No	Yes	Yes	3% @ 50	
<b>MONTEREY</b>								
Non-Safety	40.00%	No	P	Yes	Yes(a)	Yes(b)	2% @ 55(c)	(a) Voluntary participation. (b) Health care/ dependent care premium/Contributions to PERS (c) SEIU and X, Y bargaining units. (d) L and Y safety employees (e) Effective 12/5/2011 for M and N hires; 11/29/11 for L hires.
Safety	49.00%	No	P	No	Yes(a)	Yes(b)	3% @ 50(d)	
							3% @ 55(e)	
<b>NAPA</b>								
Non-Safety	23.41 % (a)	No	P	No	Yes	No	2.5% @ 55(c)	Safety classification is not applicable in Napa County (a) Includes OPEB (5.13%). (c) Two-tier retirement. For employees hired prior to December 2011. (d) For Employees hired on or after December 2011.
Safety	N/A						2% @ 60(d)	
<b>NEVADA</b>								
Non-Safety	34.70%(a)	No	P	Yes	Yes(b)	Yes(c)	2.7% @ 55(d)	Safety classification is not applicable in Nevada County (a) Includes 8.3% OPEB (Retiree Health) Reserve (b) 3 plans offered – ICMA, CalPERS 457, Nationwide.(c) Optional health care and dependent care reimbursement accounts. (d) Applicable to all Probation staff.
Safety								

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
ORANGE								
Non-Safety	47.49%	Yes	C	No	Yes(a)	Yes	2.7% @ 55 (d)	(a) Deferred Comp. is employee contribution only.
Non-Safety	47.49%	Yes	C	No	Yes(b)	Yes	1.62%@65(e)	(b) Voluntary defined contribution plan with
Safety	49.85%	Yes	C	No	Yes(c)	Yes	3% @ 50 (f)	employer matching percentage of contribution. (c) Optional health care reimbursement and dependent care reimbursement accounts. (d) Effective June 24, 2005. Employee contribution towards this plan is higher. (e) Effective May 7, 2010. (f) Effective June 10, 2005.
PLACER								
Non-Safety	24.00%	No	P	Yes	Yes (a)	Yes	2.5% @ 55(b)	(a) Optional health care reimbursement and dependent care reimbursement accounts. (b) For employees hired before 3-12-11
Safety	33.10%	No	P	Yes	Yes (a)	Yes	3% @ 50(b)	
PLUMAS								
Non-Safety	25.00%	No	P	Y	Y(a)	No	2%@55	(a) There is currently no safety retirement.
Safety	(a)							(b) Optional health care reimbursement and dependent care reimbursement accounts.
RIVERSIDE								
Non-Safety	48.67%(a)	No	P	Yes(b)	Yes(c)	Yes(e)	3% @ 60	(a) Average taken from FY12/13 AUB Schedule D
Non-Safety	TBD	No	P		Yes(d)	Yes(e)	2% @ 60(f)	(b).062 of employee's salary (up to \$110,100)
Safety	41.00%(a)	No	P	No	Yes(c)	Yes(e)	3% @ 50(g)	(c) \$1300 per year to Management Deferred Comp. (d) Employee pays their share of retirement (e) FSA for health or dependent care. (f) As of December 2011, newly hired employees will pay for their share of retirement. (g) County pays employee share of retirement after 5 years (until June 30, 2012).
SACRAMENTO								
Non-Safety	36%	Yes	SCERS	Yes	Yes	No	2% @ 55.5	(a) Effective for new hires 1/1/12
Non-Safety	TBD	Yes	SCERS	Yes	Yes	No	1.5% @ 55(a)	
Safety	42%	Yes	SCERS	Yes	Yes	No	3% @ 50	
Safety	TBD	Yes	SCERS	Yes	Yes	No	3% @ 55(a)	

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
SAN BENITO								
Non-Safety	39%	No	P	Yes	Yes (a)	Yes	2% @ 55	(a) There are two deferred comp plans available.
Safety	37%	No	P	No	Yes (a)	Yes	3% @ 55(b)	(b) Effective June 10, 2005
SAN BERNARDINO								
Non-Safety	20-30%	Yes	C	No(a)	Yes(b)	Yes	(c)	(a) Yes for those hired prior to 4/86.
Safety	20-30%	Yes	C	No(a)	Yes(b)	Yes		(b) FSA, 457, 401k, 529, DCAP (c) Varies depending on employee contribution, years of service and starting age.
SAN DIEGO								
Non-Safety	38.03%	Yes	C	Yes	Yes	Yes	2%@50-3%@60(a)	(a)Hired before August 28, 2009
Non-Safety	34.51%	Yes	C	Yes	Yes	Yes	1.7%@55-2.6@62(b)	(b) Effective August 28, 2009
Safety	52.35.09%	Yes	C	No	Yes	No	3% @ 50(c)	(c) Hired before August 28, 2009
Safety	49.74%	Yes	C	No	Yes	No	2.3%@50, 3%@55(d)	(d) Effective August 28, 2009
SAN FRANCISCO (Adult)								
Non Safety	42%	No	CCSFERS	Yes	Yes(a)	No	1% @ 50	(a) Optional health care reimbursement and dependent care reimbursement accounts.
Safety	42%	No	CalPers/CCSFERS	No	Yes(a)	No	2.7% @ 50	
SAN JOAQUIN								
Non-Safety	25.78%	Yes	No	Yes	Yes	Yes	2% @ 55	
Safety	46.09%	Yes	No	No	Yes	Yes	3% @ 50	
SAN LUIS OBISPO								
Non-Safety	33.50%(a)	No	No(c)	Yes	Yes	Yes	2.7% @ 55	(a) County contribution 18.99%, County contrib.. for employee is 8.75%, the remainder is employee contribution (b) County contribution 15.46%, County contribution for employee is 5.75%, the remainder is employee contribution.
Safety	33.50%(b)	No	No(c)	Yes	Yes	Yes	3.0% @ 55	(c) San Luis Obispo County Pension Trust is an Independent Retirement System. Employee rate based on age entering system. Employer picks up partial % of employee rate-varies by Bargaining Unit
SAN MATEO								
Non-Safety	28.00%(a)	Yes	C	Yes	Yes(b)	No	2% @ 55(c)	(a) Varies depending on health plan selected and retirement. (b) One plan.
Safety	45.70%(a)	Yes	C	No	Yes(b)	No	3% @ 50	

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
SANTA BARBARA								
Non-Safety	30.00%	Yes		Yes	Yes(b)	Yes	2% @ 57(c)	(a) Yes, for years prior to 1992. (b) Optional 457(b) plan: County contributes .24% of base salary to a 401(a) for managers (c) Full rates one (1) year final average for managers and above / Half rates & 3-year final average salary for all others
Safety	44.00%	Yes		No(a)	Yes(b)	Yes	3% @ 55(c)	
SANTA CLARA								
Non-Safety	37%	No	P(a)	Yes(c)	Yes(e)	Yes	2.5% @ 55(f)	(a) County pays 7% of employee's share of PERS contribution (b) County pays 8.5% of employee's share of contrib. for most safety members. (c) All non-safety w/have combined FICA and Medicare (0.0765). (d) Codes eligible for safety retirement do not receive FICA, with the exception of those employees hired on/after April 1, 1986 (with FICA benefit of 1.45%, the Medicare portion only).(e) A tax deferred savings plan selected by the employee – contribution up to 70% of biweekly pay up the annual maximum limit as determined by IRS regulations. County pays \$16,500 toward def. comp plan for CPO (f) Effect. 12/7/07 for PERS Misc. employees (g) Effective 10/15/01.
Safety	35%	No	P(b)	No(d)	Yes(e)	Yes	3% @ 50(g)	
SANTA CRUZ								
Non-Safety	19.05%(a)	No	P	Yes	Yes	Yes (b)	2% @ 55	(a) 21.25% for SEIU employee and 14.253% for management (b) Dependent and health care. (c) CPO, Assistant CPO, Division Director, Asst Div Director, Group Supervisor I & II, Senior Group Supervisor, Deputy Probation Officer I, II, III, Institutional Supervisor.
Safety	17.38%	No	P	No	Yes	Yes	2% @ 50(c)	
SHASTA								
Non-Safety	12.99%	No	P	Yes	Yes(a)	Yes	2% @ 55(b)	(a) Optional health care reimbursement and dependent care reimbursement accounts. (b) Effective June 24, 2005. (c) Effective January 15, 2001.
Safety	31.44%	No	P	No	Yes(a)	Yes	2% @ 50(c)	

COMPARISON OF BENEFITS

**RETIREMENT SYSTEM**

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
<b>SIERRA</b>								
Non-Safety		No	P	Yes	Yes	No	2.7% @ 55	
Safety		No	P	Yes	Yes	No	3% @ 55	
<b>SISKIYOU</b>								
Non-Safety	19.00%	No	P	Yes	No	No	2% @ 55	(a) CPO \$2400/year, ACPO \$1500/year, DPO \$520/year. Paid 100% by County.
Safety	32.00%	No	P	No	Yes(a)	No	3% @ 50	
<b>SOLANO</b>								
Non-Safety	47.34%	Yes	P	Yes	Yes	Yes	2.7% @ 55	
Safety	47.82%	Yes	P	No	Yes	Yes	2.7% @ 50	
<b>SONOMA</b>								
Non-Safety	37.81%	Yes	Other (a)	Yes	Yes (b)	Yes (c)	3% @ 60	(a) SCERA (Sonoma County Employees Retirement Association) (b) 457B for non-management employees; 401A for Management. (c ) Pre-tax deduction of employee benefit premiums and flex plan contributions.
Safety	32.91%	Yes	Other (a)	Yes	Yes (b)	Yes (c)	3% @ 50	
<b>STANISLAUS</b>								
Non-Safety	23.00%	Yes	C	Yes	Yes	Yes	2% @ 55	(a) For non-safety employees hired after January 2011. (b) For safety employees hired after January 2011.
Non-Safety		Yes	C	Yes	Yes	Yes	2% @ 61(a)	
Safety	37.00%	Yes	C	Yes	Yes	Yes	3% @ 50	
Safety		Yes	C	Yes	Yes	Yes	2% @ 50(b)	
<b>SUTTER</b>								
Non-Safety	64.44%		P(a)	Yes	Yes		2.7% @ 55(b)	(a) PERS paid 100% by County, no employee contribution. Employee share paid by Co. is 2% for Non-Safety and 3% for Safety (b) Effective August 31, 2004. (c) For new hires after 11/17/11 \$25 Employer contribution per pay period into a Deferred Comp. plan.
Non-Safety	64.44%		P(a)	Yes	Yes		2% @ 60(c)	
Safety	60.90%		P(a)	Yes	Yes		3% @ 50(b)	
Safety	60.90%		P(a)	Yes	Yes		2% @ 50(c)	
<b>TEHAMA</b>								
Non-Safety	40%	Yes	P	Y	Y	No	2% @ 55	
Safety	38%	Yes	P	Y	Y	No	3% @ 55	

COMPARISON OF BENEFITS

**RETIREMENT SYSTEM**

	<b>Average Benefit Cost % of Salary</b>	<b>1937 Act County?</b>	<b>PERS(P) or CERS(C)</b>	<b>Soc. Sec.</b>	<b>Deferred Comp Plan</b>	<b>Tax-Free Assignment of Salary</b>	<b>% @ Retirement</b>	<b>Comments</b>
<b>TRINITY</b>								
Non-Safety	31.70%	Yes	P	Yes	Yes	Yes	2.5% @55(a)	(a) Effective July 1, 2008 (b) Effective January 1, 2008.
Safety	26.10%	Yes	P	Yes	Yes	Yes	3% @55(b)	
<b>TULARE</b>								
Non-Safety	30%(a)	Yes	C	Yes	Yes			(a) Co. pays an allotted amount plus a % of gross salary toward employee's retirement plan. Allotted amount and percentage are dependent on employee's bargaining unit. (b) Safety retirement became effective for sworn staff in January, 2008.
Safety	40%(b)	Yes	C	Yes	Yes			
<b>TUOLUMNE</b>								
Non-Safety	13.24%( a)	Yes	C	Yes	Yes	Yes	2% @ 55(a)	(a )Employees hired before March 26, 2011-Tier 1 (b) Employees hired after March 26, 2011-Tier 2
Non-Safety	18.61%(b)	Yes	C	Yes	Yes (a)	Yes	2% @ 60(b)	
Safety	31.78%(a)	Yes	P	Yes	Yes(b)	Yes	3% @ 50(a)	
Safety	19.16%(b)	Yes	P	Yes	Yes(b)	Yes	2% @ 50(b)	
<b>VENTURA</b>								
Non-Safety	41%	Yes	No(a)	Yes	Yes	No	62.74%@62(b)	(a) Ventura County Retirement Association. (b) Percentage of salary at time of retirement with 30 years of service.
Safety	77%	Yes	No(a)	No	Yes	No	78.59%@55(b)	
<b>YOLO</b>								
Non-Safety	24.00%	No	P	Yes	Yes	Yes	2.5% @ 55	(a) Optional medical reimbursement and dependent care accounts, 457 plans. Supervisor Unit and higher receive a 457 match contribution.
Safety	24.00%	No	P	Yes	Yes	Yes	3%@ 55	
<b>YUBA</b>								
Non Safety	14.07%	No	P	No	Yes (a)	No	2% @ 55	(a) Voluntary
Safety	18.81%	No	P	No	Yes (a)	No	2% @ 50(b)	

COMPARISON OF BENEFITS

**NO. OF INSURANCE PROGRAMS**

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
ALAMEDA	3(a)	3(a)	Yes	1(b)	1(c)	Cafeteria Plan which includes Vision, Life and AD&D.	(a) Dependents covered. b) Basic covered by County; (additional plans paid by employees. (c) Paid by employee. OTHER: Disability Insurance Plan, Long Term and Short Term, paid by employee.
AMADOR	2(a)	1	1	1(b)		Insurance premium paid 100% (all others pay 10%)	(a) PERS cafeteria plan for Safety unit – Blue Shield only for General unit. (b) General Unit (none for Safety Unit). OTHER: Major medical cash-in-lieu (Safety/\$340 - Management/\$466.10 - Misc/\$506.08)
BUTTE	5	2	1	1	1	Cafeteria Plan	OTHER: Cash back if spouse has coverage elsewhere.
CALAVERAS	1	1	1	1	1	No	
COLUSA	6	1(a)	1(a)	1(b)		No	(a) Provided to all employees. (b) Provided to management employees.
CONTRA COSTA	3	2	3	1(a)	1(b)	Supervisor & Management \$45,000 to \$50,000 life insurance.	(a) Provided to employees who have purchased County health or dental coverage. (b) Available for purchase by employees.
DEL NORTE	1(a)	1(a)	1(b)	1(c)		Mid management and professional employees also provided life ins. Policy equal to one year's gross pay at no cost to employee.	(a) HMO plan. As of 1/1/07 employees contribute 5% of gross pay (b) Offered to union members, partial cost to employee. (c) County pays life insurance \$15,000. OTHER: AFLAC
EL DORADO	4(a)	1	1(b)	1(c)	1(c)	CPO, Unrep Mgmt, & Confidential \$6,000 Flex convert to salary option	(a) Rates based on 3 tiers. On all tiers employee must contribute. Employee contribution based on bargaining unit. (b) Provided through HMO plans. (c) \$20,000 to \$60,000 based on class. (d) Other: LTD long term disability, to max of \$3,000 per month.
FRESNO	2 HMO 1 PPO  1 HDPO	1 DHMO 1 DPPO	1	2(a)	2(a)	Benefit amount depends on classification	(a) Benefit amount depends on classification (general employees or management) OTHER: Disability: 1) Employee may purchase higher level of coverage, which may cover long-term care coverage, pet, life for employee and dependents, & legal services 2) SDI- (general units & peace officers) percentage deducted per pay period, weekly payout for disability & paid family leave programs; CIGNA disability covered @ no cost to employee (some management and unrepresented
GLENN	5	2	1	1	No	No	

COMPARISON OF BENEFITS

**NO. OF INSURANCE PROGRAMS**

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
HUMBOLDT	5(a)	1	1	1	1	Additional \$20,000 life insurance.	(a) PERS Select, Choice, Care-Blue Shield HMO – PORAC for Safety personnel.
IMPERIAL	1(a)	1(b)	1(b)	1(c)	1(c)	Yearly Physical	(a) Tiered Plan with 3 options. (b) Provided to Safety and Management employees. (c) Provided to Management employees.
INYO	2	1	1	1			
KERN	3(a)	2(b)	1	1(c)	1(c)		(a) Managed Care System P.O.P., Managed Care Systems, E.P.O., Kaiser Permanente. (b) PPO, DHMO (c) Provided to Management employees.
LAKE	4(a)	1(b)	1(c)	1(c)			(a) Cafeteria plan. (b) Provided to all employees, cafeteria plan (c) Provided through HMO plans, cafeteria plan. (d) Provided to all employees.
LASSEN	2	1		1	1	No	Cafeteria plan.
LOS ANGELES	11(a)	3	(b)	2	1		(a) There are 5 different providers; 4 providers offer multiple plans. (b) Provided through health plans.
MADERA	5(a)	2(b)	1(b)	1(c)	1(c)	Life Insurance and Long-Term Disability Ins. provided to Management	(a) Provided to all employees through PERS. (b) Provided to all employees. (c) Provided to Management employees.
MARIN	5	1	1	5	4		
MARIPOSA	7(a)	1	1	1	1	\$20,000 Additional Life Insurance paid by County.	(a) Blue Shield HMO, Blue Shield Net Value, Kaiser, PERS Choice, PERS Select, PERS Care, PORAC. OTHER: AFLAC.
MENDOCINO	2	1	1	1			OTHER: Flex spending accounts, supplemental life, accidental and disability plans available for additional employee cost.
MERCED	1(a)	1(b)	1(c)	2(d)	1(e)	Additional life insurance provided for Management depending on level (A-E)	(a) Blue Cross PPO (b) Professional Benefits Services (c) Vision Services Plan (d) Cincinnati Life and The Standard (e) Standard Life OTHER: Deferred Compensation Program, Nationwide Insurance Company.
MONO	1	1	1	1	1	None	



COMPARISON OF BENEFITS

**NO. OF INSURANCE PROGRAMS**

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
MONTEREY	7(a)	1(b)	1(b)	1(c)	1(c)	Long-term disability insurance provided to Management	(a) Number depends on zip code/areas i.e. Northern Bay (b) Provided by county to all employees. (c) Provided by County/increments determined by bargaining unit. OTHER: All employees enrolled in health plans receive IRS Section 125 benefits. Part-time employees receive pro-rated IRS Section 125 benefits. Other plans, i.e. stroke, heart attack and short-term disability available through outside vendor. Dependent care available through pre-tax flex plan.
NAPA	5(a)	2(b)	1(c)	1(d)		Life insurance -\$50K; Co. paid STD plan In lieu of SDI; post retirement medical benefit program; cell phone/Blackberry allowance, dependent upon usage.	(a) Choice of 5 CalPERS Plans (b) Choice of 2 Delta Dental Plan options (c) Available if not provided through Health Plan. (d) \$20K with the premium paid by the County; option to purchase additional insurance
NEVADA	4(a)	1	1	1(b)		Mgmt (Prgm mgrs, JH superintendent, ASO) One time option Cafeteria plan \$335/mo. CPO one time option Cafeteria plan \$350/mo. Life Ins. for Dept. Head 2X annual salary Long term disability insurance paid by County for managers and DPOS	(a) Traditional plan pays 100% of PersChoice rate for EE + 74% for family for all employees. Rural Health Subsidy for Truckee employees: reimburse \$1,500 per employee/\$3,000 per family per year for all employees. (b) \$10,000 maximum provided.
ORANGE	4	1	1(a)	1	1(b)	Cafeteria Plan Optional health care reimb. & dependent care reimbursement accounts Dental, basic life and AD&D provided	(a) Provided through HMO plans (b) Provided to Management and sworn employees
PLACER	4(a)	1(a)	1(a)	1(b)	1(b)	Cafeteria Plan Long-Term Disability Plan for permanent employees after 5 years with option to purchase more	(a) Employees pay 10% (b) 10,000 for all permanent employees with option to purchase more.
PLUMAS	2(a)	2(a)	2(a)	2(a)	2(a)	\$300 fitness pay	(a) PERS and PORAC
RIVERSIDE	7(a)	4(a)	2(a)	2(b)			(a) Cafeteria Plan allowance: \$457/mo. to \$751/mo. (b) Life Insurance annual salary NTE \$50,000 paid. OTHER: Supplemental Life Insurance available.
SACRAMENTO	6	1	2(a)	1(b)	1(c)	Basis life insurance plan equals \$50,000 (\$18,000 non-management)	(a) Provided. Dependent on HMO plans (b) Basic plan provided plus 4 optional additional coverage choices available up to 3 times annual salary in benefit for extra cost (c) Provided in equal amount to life insurance option chosen.
SAN BENITO	6	1	1	1(a)	1		(a) County pays for a \$20,000 Basic Life Insurance Policy. OTHER: Various AFLAC plans available.

COMPARISON OF BENEFITS

**NO. OF INSURANCE PROGRAMS**

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
SAN BERNARDINO	4	2	1	2(a)	1	Long term disability plan & psychological ben.	(a) Basic County paid and additional voluntary life. OTHER: Benefit Plan Dollars, Medical Premium Subsidy, Dental Premium Subsidy, Medical Waiver/Opt-Out, Medical Reimbursement(FSA) Plan, Dependent Care Assistance Program (DCAP), STD Plan, Employee Assistance Program, Health Club Membership reduced rate or in lieu of Perfect Attendance Leave one year free, 529 Education Savings Plan, 457 Deferred Compensation, 401k Salary Savings, Retirement Medical Trust
SAN DIEGO	3(a)	2(b)	1(c)	1(d)	1(e)	Life insurance & AD&D basic 2x annual salary with min 50k & max 500K. Annual Mgmt physical exam. LTD 66.6% of monthly salary w/max benefit of \$12,000	(a) Provided through 2 HMO plans, 1 PPO plan. (b) 1 HMO plan, 1 PPO plan (c) Provided through HMO Plan. (d) Basic 10K for Life Insurance. Dependent covered, Spouse/Child \$2,000; additional life ins 3x salary. Flexible spending Account Optional tax free dollar. (e) Basic 10K for AD & D & insurance and family is also available at 3x annual salary. Flexible spending account optional tax free dollar.
SAN FRANCISCO (Adult)	3(a)	3(b)	1(c)	(d)	1(e)	Cafeteria Plan	(a) Kaiser (HMO), Blue Shield (HMO), City Health Plan (PPO) (b) Delta Dental (PPO); Deltacare USA, Pacific Union (DMOs) (c) Vision Plan Network (VPS) or non VPS or through HMO (d) As stated in Collective Bargaining Agreement/MOU (e) Retirement plans(SFERS and CalPERS) provide Death Benefits. OTHER: Flexible Spending Accounts and COBRA [through Fringe Benefits Management Company (FBMC)]
SAN JOAQUIN	3(a)	2	1	1(b)		Cafeteria Plan for Benefits	(a) Employee pays 20% of self and dependents' premium. (b) 1,000-\$10,000 (can purchase additional). OTHER: EAP 5 visits @no charge.
SAN LUIS OBISPO	4	2	1	1(a)	1(a)	Wellness benefit equals \$200 annually.	(a) Provided to management employees.
SAN MATEO	3(a)	2(b)	1(b)	1(c)	1(b)	Lower contribution rate typically than represented employees.	(a) Provided to all employees; different levels of employee contribution. (b) Provided to all employees. (c) Basic provided to employee, with optional additional employee paid.
SANTA BARBARA	6(a)	2	1	1(b)	1(c)	Increased life insurance and long term disability payments.	(a) Pretax medical plan premiums. (b) County paid: \$50k Dept Head; \$30k Asst Dept Head, \$20k all others. Optional plans open to all employees (c) Optional plan available to all staff. OTHER: Long Term Disability plan pays the lesser of 60% of basic monthly salary or \$9,000 for managers and higher level or \$3,600 for other staff.

COMPARISON OF BENEFITS

**NO. OF INSURANCE PROGRAMS**

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
SANTA CLARA	3(a)	2(b)	1(b)	1(c)	1(d)	12 months disability income protection with long-term disability insurance after 12 months. \$200K basic life insurance coverage.	(a) County pays full of single coverage and in lowest cost family plan. Dependents covered at employee's expense (Health Net). Health plan bonus waiver program – up to \$74 bi-weekly (effective 6/19/06), (b) County pays full cost regardless of the family structure. (c) \$25K basic life insurance coverage (except CEMA & ACE employees); \$50K basic life insurance coverage (CEMA & ACE employees). (d) Both employee and dependents are covered at employee's expense. OTHER: Supplemental Life Insurance - coverage form \$10K to \$500K. Cost paid by employee. Long-Term Disability - benefit is based on a 2/3 of base salary. Cost paid by employee.
SANTA CRUZ	4(a)	2(b)	1(c)	1(d)	1(e)	AD&D Insurance	(a) Kaiser, Blue Shield, PERS Choice, and PERS Care. (b) Delta Dental of California, and PMI (Delta Care). (c) Vision service plan. (d) Provided to General (\$20,000) and Management (\$50,000) employees (e) Provided to management employees.
SHASTA	5	1	1	1	1	Deferred comp matching for dept heads	
SIERRA	4	1	1	1			
SISKIYOU	4	1	1	1(a)	No	CPO/ACPO larger insurance policy	(a) CPO and ACPO 2 times salary/DPO & Employee Association \$25,000
SOLANO	7(a)	2(b)	1(c)	1(d)	1(e)	Long-term disability insurance paid by County Larger life insurance policy (% of salary)	(a) Cafeteria plan (b) County pays premium for all full-time employees. Part-time employees pay a percentage of the cost based on their FTE. Extra help employees do not qualify. (c) Same as (b), plus employees have option of buy additional coverage for \$9.79/month. (d) Same as (b), plus employees have option to buy additional life insurance for themselves and dependents. (e) Management only
SONOMA	3(a)	1(b)	1(c)	1(d)	Yes(e)	Higher life insurance amounts, up to 2X salary capped at \$200,000	(a) County Health Plan EPO, County Health Plan PPO plans, Kaiser HMO (b) Automatic enrollment unless waived. (c) Automatic enrollment (d) Supplemental life available for employees and dependents. (e) Same provider as life. OTHER: Medical and dependent care flexible spending plans; EAP Program.
STANISLAUS	3(a)	1	1	1(b)	1(c)	County provides basic AD&D to managers	(a) 3 providers that each offer traditional and health savings account options. (b) County provides basic. Additional coverage can be purchased (c) County provides basic to managers. All employees can purchase additional.

COMPARISON OF BENEFITS

**NO. OF INSURANCE PROGRAMS**

	<b>Health</b>	<b>Dental</b>	<b>Vision</b>	<b>Life</b>	<b>AD&amp;D</b>	<b>Management Enhancements</b>	<b>Comments</b>
SUTTER	9(a)	3(b)	1(c)	1(d)	1(e)	\$150,000 Life Insurance.	(a) Premium paid by County & employee, varies by plan selected & number of dependents. (b) Premium paid by County & employee varies by plan selected. (c) No cost to employee. (d) Non-Management life \$20,000. (e) Included in life insurance for both Management and Non-Management.
TEHAMA	1	1	1		1		County pays 80% of premium cost. Dependents are covered under plan at one cost to employee.
TRINITY	1(a)	1(b)	1(c)	1(d)		Yearly Physical for CPO and spouse Mgt. employees get additional life insurance	(a) Blue Cross/CalPers only. (b) Delta Dental only. (c) VSP only. (d) Management employees receive additional life insurance. OTHER: Can opt out of insurance benefits and place money in Deferred comp program. Must be covered by another insurance program.
TULARE	4	1	1	1	1		County pays an allotted amount towards the benefit plan. Depending on bargaining unit, the allotted amount varies and some employees are allowed to opt-out and receive a portion of this fund as additional taxable salary.
TUOLUMNE	3(a)	1	2	1(b)	1(b)	Short-term disability insurance is paid By County	(a) All plans fall under Cafeteria options from which staff (b) Provided to management employees. OTHER: Cafeteria plans with child care, cash out, and other options.
VENTURA	4	2	1	1(a)		Annual Physical	(a) Management only. OTHER: \$273 Flex Med Benefit, Opt-Out \$193.80 of \$273 flexible benefit allowance
YOLO	6(a)	2(b)	2(b)	2(c)	1(d)	Benefit package for supervisors and above Higher life and AD&D coverage	(a) 3 HMO's and 3 PPO's (b) Same provider, two different levels of coverage. (c) \$25,00 for line staff and supervisors; \$50,000 for management and department head. (d) \$50,000 for department heads
YUBA	7	1	1	1(a)	1	\$80,000 additional life insurance	(a) All employees \$20,000, management \$100,000

COMPARISON OF BENEFITS

**ANNUAL PAID DAYS OFF**

	<b>Vac.</b>	<b>Sick</b>	<b>Holidays</b>	<b>Bereav.</b>	<b>Annual Leave</b>	<b>Management Enhancements</b>	<b>Comments</b>
ALAMEDA	10-25 (a)	13(b)	11	3-5(c)	(d)	3-7 days paid leave for management	(a) Accrual based on years worked; vacation sell back available. (b) Standard for full-time employees. (c) For each immediate family death (as outlined in MOU). (d) Annual leave for covered employees combines vacation and sick balances. OTHER: 4 floating holidays.
AMADOR	11-21 (a)	12	12(b)	5(c)	11-2 1(d)	May request 40-hour vacation cash out every year.	(a) 24 for Management /2-year accrual only. (b) Safety can bank holiday pay if it lands on day off, the balance is paid out at year end (c) 3 of 5 days are paid by the County, the other 2 by employee's leave banks. (d) Can accrue no more than "twice" current annual vacation accrual rate. OTHER: Personal Necessity Leave – 6 days annually from sick leave bank.
BUTTE	15-27	12	11	5		7 days admin. leave	
CALAVERAS	10-20	10	13	3	20-30(a)	Yes	(a) Annual leave for covered employees combines vacation and sick balances.
COLUSA	10-25	12	13	5		2 days per year	Vacation is front loaded, limited on total amount employee can accrue
CONTRA COSTA	10-35(a)	12	13	3(b)		Supervisors (74 hrs.) & management & management (94 hrs.) additional annual leave	(a) Management can sell back one third of annual vacation every 13 months (b) Bereavement leave is treated as sick leave. OTHER: Personal holiday accrued 2 hrs. per month for management and DPOS. Four (4) hours per month for all other classes.
DEL NORTE	5-25	12	13-16(a)	5(b)	17-37(c)	Additional 5 days of vacation leave	(a) 3 additional floating holidays given depending on hire date in fiscal year. (b) Household member or immediate family. (c) Annual leave for covered employees combines vacation and sick leave balances.

COMPARISON OF BENEFITS

**ANNUAL PAID DAYS OFF**

	<b>Vac.</b>	<b>Sick</b>	<b>Holidays</b>	<b>Bereav.</b>	<b>Annual Leave</b>	<b>Management Enhancements</b>	<b>Comments</b>
EL DORADO	10-20	12(a)	13(b)	0		80 hrs Management Leave; 96 hrs Department Head Leave; (payout for unused)	(a) Non-mgmt unused sick leave payoff 5 years-20%, 10 years-40%, 15 Years-70%, 20 years 100% not to exceed 500 hours. (b) Includes 16 hrs floating holiday, credited annually Pay Period 1 (no payout option). OTHER: 16 hrs Supervisory Leave (no payout option). 32 hrs Special Leave for Confidential Employees (no payout option). Managers' payoff upon separation of unused sick leave, not to exceed 504 hrs
FRESNO	10-20(a)	8-13(b)	11	3	20-38(c)	Administrative time off as approved by Management, maximum of 40	(a) Vacation leave accrued separately for employees hired after 12/14/98 (b) Sick leave accrued separately for employees hired after 12/14/98. (c) Annual leave combines vacation and sick leave for employees hired before 12/14/98 and depending on MOU.
GLENN	10-26	12	12-13	5	10(a)	10 days annual leave (a)	(a) Only for salary employees.
IMPERIAL	15-20	12	12	5	(a)	Additional 60 hrs per fiscal year	(a) Annual leave for covered employees combines vacation and sick balances.
HUMBOLDT	10-30(a)	12	12 + 2	5		10 days admin. leave	(a) Depending on years of service (0-25yrs). (b) Twelve regular holidays plus two additional floating holidays each fiscal year. OTHER: 5 paid days of family sick leave.
INYO	10-25(a)	15(b)	11	7(c)	41-56(d)		(a) Depends on the length of employment. 10 after 1 year, 15 after 3 years, an additional 1 day a year after 10 years to a maximum of 25 days per year. May accrue up to 35 days. (b) No max. out. (c) Up to 7 days with pay, charged to employee's sick leave. (d) Annual leave for covered employees combines vacation, holiday, flex and sick balances. OTHER: All full time employees receive 5 flex days per fiscal year (does not accrue).
KERN	12-27(a)	8-12(b)	11	(c)			(a) Max is at start of 15 years of service – max accrual 672 hours. (b) Max accrual 1152 hours. (c) Included in sick leave.

COMPARISON OF BENEFITS

**ANNUAL PAID DAYS OFF**

	<b>Vac.</b>	<b>Sick</b>	<b>Holidays</b>	<b>Bereav.</b>	<b>Annual Leave</b>	<b>Management Enhancements</b>	<b>Comments</b>
LAKE	10-25	12(a)	12	3-5		40 hrs of administrative leave or cash out.	(a) Can cash out 20 hours/year after accrual of 520 hours, 40 hours for management. OTHER: Two (2) days of personal leave to all employees.
LASSEN	12-18	15	13	5	27-33(a)	Mid-Management 3 personal days; Management 9 personal days	(a) Annual leave for covered employees combines vacation and sick balances
LOS ANGELES	10-20	8-12	11	3-5	10(a)		(a) Annual leave for covered employees combines vacation and sick days.
MADERA	8-14	8	13	5		48 hours management leave	
MARIN	10-30	12	12	5(a)		Additional 5 days management personal leave.	(a) Taken from sick leave.
MARIPOSA	10-20(a)	6.67-13.33	13(a)	5	10-20	80 hrs. Management Admin. Leave	(a) 11 holidays, 1 floating holiday and 1 personal holiday
MENDOCINO	14-35	15	11	3	3.5-6	3 additional personal leave days for management.	
MERCED	10-20(a)	12(b)	13(c)	3-5(d)		12 days management leave per fiscal year.	(a) 0-5 years = 10 days, 5-10 years = 15 days, 10+ years = 20days. (b) Accrual rate remains constant at 3.696 hours per pay period for 80 hours worked. (c) 12 paid holidays, 1 paid personal holiday. (d) >500 miles one way = 5 days; <500 miles one way = 3 days < 500 miles.
MONO	10-20	12	17	5		80 hours	
MONTEREY	12-37(a)	10-12(b)	11-13(c)	5(d)	10-20(e)	40 hours of professional leave for L 80 hours professional leave for X and Y bargaining units Managers get an extra floating holiday	(a) Number of days depends on bargaining unit X, L & Y uses Personal Time Off (PTO). (b) Employees hired prior to Feb 18, 1984 earn 12 days of sick leave; those hired after that date earn 10 days (c) If Christmas falls on a Friday or Monday, day before is a holiday (d) Allowed only if own accruals are used. . (e) Annual leave combines vacation and sick balances. OTHER: 4 ECO days (Christmas week) valid for two years only/Exception M, N & Y bargaining units

COMPARISON OF BENEFITS

**ANNUAL PAID DAYS OFF**

	<b>Vac.</b>	<b>Sick</b>	<b>Holidays</b>	<b>Bereav.</b>	<b>Annual Leave</b>	<b>Management Enhancements</b>	<b>Comments</b>
NAPA	12.35-26(a)	12.35(b)	11	5	5(c)	80 hrs of management leave per fiscal year	(a) Based on years of service. (b) Each employee earns 3.8 hours per pay period; unlimited accrual. (c) Supervisors earn an additional 40 hours per year. OTHER: (1)19 hours Personal Leave; has no cash value and must be used during fiscal year (2) 40 hours critical illness time.
NEVADA	(a) 10-20(b)	(a) 12(b)	11(c)		20.60-25(d) 27.60-39(e)	24 hrs add. paid time off per FY for CPO 40 hrs add. admin. leave per fiscal year For all managers, including CPO	(a) Vacation and sick time are combined under annual leave for most employees. (b) For Group Supervisors, Probation Assistants, Accounting Technician, Admin. Assistant, Cooks and Legal Office Assistants. For all other groups, see Annual Leave field. This bargaining unit may use up to 10 sick days towards bereavement (c) 2 – 3 additional floating holidays. (d) Program Managers, Juvenile Hall Superintendent, Admin. Services Officer, DPOs. (e) Chief Probation Officer
ORANGE	(a)	(a)	12	5	19-32(a)	5 additional days of annual leave	(a) Annual leave for covered employees combines vacation and sick balances.
PLACER	10-25	12	13	5(a)	10-20(b)		(a) Uses paid sick leave or vacation. (b) Annual leave for management staff based on salary.
PLUMAS	10-42(a)	15	14-16	5		Administrative Leave	(a) Depending on years of service and accrual.
RIVERSIDE	10-20(a)	13	12(b)	5(c)	29-39(d)	No	(a) Maximum 480 hours vacation accrual (Maximum 640 hours vacation accrual for various bargaining units for temporary time period). (b) Additional two holidays, if Christmas & New Years falls on Tuesday or Thursday, for a possible total of 14 holidays. (c) 5 Days Bereavement total (3 paid, 2 taken from leave balances). (d) Annual Leave 29-39 days instead of vac/sick. May take cash in lieu of up to 40 hrs. /yr. Maximum 1800 hrs annual leave accrual limit.
SACRAMENTO	10-25(a)	15(a)	12.5(b)	5	25-40(c)		(a) Based on 8-hour day. (b) 12 holidays plus 4 hours to be used for Christmas Eve or New Years Eve. (c) Annual leave for covered employees combines vacation and sick balances.



COMPARISON OF BENEFITS

**ANNUAL PAID DAYS OFF**

	<b>Vac.</b>	<b>Sick</b>	<b>Holidays</b>	<b>Bereav.</b>	<b>Annual Leave</b>	<b>Management Enhancements</b>	<b>Comments</b>
SAN BENITO	10-20	15	13.5(a)	5	25-35(b)	40-80 hours admin. leave	(a) Includes 3 floating holidays. (b) Annual leave for covered employees combines vacation and sick balances.
SAN BERNARDINO	10-20	11	14	2(a)	5	Administrative leave (Cash out option)	(a) Per occurrence, not charged to personal leave. Additional three days of sick leave may be used. OTHER: Perfect attendance, exam/interview, education, witness, jury duty, blood donation, voting, military, and birth/adoption leaves; sick leave conversion option.
SAN DIEGO	10-20(a)	13(b)	13(c)	5(d)		Unclassified Class 1 week additional, vacation, sick leave pay off 50%. Executive time off 80 hrs annually.	(a)Time can be donated to another. (b) Hired prior 7/1/79, 25%of sick leave paid to max \$6,000. Employee with 10 yrs can convert sick leave credit to retirement credit. (c) Includes 2 floating holidays. (d) 3 days of bereavement and 2 days of sick leave.
SAN FRANCISCO (Adult)	10-20	13	11	-	4-16(a)	5 days executive management annual leave	(a) Floating Holidays negotiated in Labor Agreements.
SAN JOAQUIN	10-23	12	14	3-5		10 days admin leave in lieu of overtime compensation.	
SAN LUIS OBISPO	10-20	12	13	5	12(a)	5 Administrative days per year	(a) Employee must pre-enroll. When holiday is worked, employee may take time off another day; but does not receive "double" or "holiday" pay.
SAN MATEO	12-24(a)	12	12	(b)		40 hrs automatic OT credited for Assumed managers' OT	(a) Increases every 5 years of additional service. (b) Accrued sick time can be used.
SANTA BARBARA	12-25(a)	12(b)	11-12(c)	5(d)		10 days sick leave plus additional 5 days vacation for managers (10 vacation days for department head)	(a) Accrual and maximum accrual depends on years of service (b) No maximum accrual. (c) 10 specified holidays plus 1 or 2 floating holidays, depending on bargaining group. (d) Up to 5 days of sick leave per death of immediate family member. OTHER: Up to 108 hrs of admin leave for overtime exempt staff.

COMPARISON OF BENEFITS

**ANNUAL PAID DAYS OFF**

	<b>Vac.</b>	<b>Sick</b>	<b>Holidays</b>	<b>Bereav.</b>	<b>Annual Leave</b>	<b>Management Enhancements</b>	<b>Comments</b>
SANTA CLARA	10-34(a)	8-12	8(b)	2-3(c)	39(d)		(a) Due to changes in MOU, additional 32 hrs. to cover lost holiday. CEMA and ACE empl. who use no SL in a 1-yr period can cash out up to 80 hrs vacation (b) Union agreed to reduce number of holidays in 2011. 2012: 10 days. (c) Up to 40 hrs w/b granted. First 2 days are not charged, next 3 days are charged to SL. If needed, up to an additional 3 days, 2 chargeable to SL and 3 <sup>rd</sup> day not charged to any accumulated balance, is authorized if out-of-state travel is required. (d) Annual leave for covered employees combines vacation and SL balances. OTHER: Employees (Miscellaneous Non-Safety) represented by bargaining union 521 w/b credited with 4 days of personal leave which must be used on or before June 24, 2012. 80 furlough hrs to 521 and 1587.
SANTA CRUZ	15.25-30.25(a)	6(a)	12.50	3-5	22-37(b)	Administrative Leave- 10 days per year	(a) Exec and Middle management only. (b) Annual leave for covered employees combines vacation and sick balances. OTHER: Court- time spent in court, natural disaster sliding scale.
SHASTA	10-20	12	12	3	10(a)	(a) Annual leave for management employees only.	
SIERRA	10-20	12	12	5			
SISKIYOU	10-20(a)	12	15(b)	(c)		60 hrs for Dept Head 40 hrs for ACPO & JH Superintendent	(a) 1-5 yrs of service earns 10 days/ 5-10 yrs of service earns 15 days/10+ years of service earns 20 days 10+ yrs of service. (b) 12 holidays + 3 floating holidays. (c) Bereavement leave from SL.
SOLANO	10-20(a)	12(b)	12(c)	5(d)		80 hours administrative leave in lieu of floating or optional holiday	(a) Employees w/1-3 years of employment earn 10 days annually (at the rate of 3.08 hrs. bi-weekly) between 3-10 years they earn 15 days/yr. (4.62 hrs. bi-weekly), for 10 yrs+ they earn 20 days/yr (6.16 hrs. bi-weekly). (b) Employees earn 12 days annually (regardless of length of service) at a rate of 3.70 hrs. biweekly (c) Calendar year 2012 has 12 holidays. (d) Employees are given 40 hours of bereavement leave per qualifying family member. OTHER: Employees (not including mgrs)

COMPARISON OF BENEFITS

**ANNUAL PAID DAYS OFF**

	<b>Vac.</b>	<b>Sick</b>	<b>Holidays</b>	<b>Bereav.</b>	<b>Annual Leave</b>	<b>Management Enhancements</b>	<b>Comments</b>
SOLANO – continued							have one optional holiday (one 8 hr day off between Christmas Eve and New Years Eve).
SONOMA	10-25	12	12	3-5	(a)	Higher maximum hour accruals Vacation minimum 17, maximum 31	(a) Annual leave for covered employees combines vacation and sick balances. OTHER: 8 -17 hrs "floating holiday" comp annually for all employees.
STANISLAUS	12-29	12	11	1-5(a)		Additional 2 days vac plus 5 days Management time	(a) At discretion of the department head.
SUTTER	11-20(a)	11	12	5		13 days admin leave in lieu of OT. Admin leave may be cashed out or converted to deferred comp.	(a) Less than 5 yrs earns 11 days; 5 yrs but less than 10 yrs earns 15 days; 10 yrs but less than 15 years earns 17 days; 15 years or more earns 20 days. OTHER: 1 floating Christmas Holiday. Two floating holidays if hired before 11/14/11.
TEHAMA	12-22.5	12	13	2-3(a)	(b)	5 days paid leave	(a) Depends on bargaining unit (b) Annual leave for covered employees combines vacation and sick balances OTHER: P.O. Bargaining Unit – 10 hours; Miscellaneous bargaining unit – 1 personal day.
TRINITY	10-20	8	12	3	(a)	40 hrs calendar yr personal leave	Annual leave for covered employees combines vacation and sick balances. OTHER: 8 hours per calendar year of personal year for non-management employees.
TULARE	10-25(a)	12	15	5	(b)	5 days additional vacation.	(a) Based on number of years in service. (b) Annual leave for covered employees combines vacation and sick balances.
TUOLUMNE	10-40	12(a)	12	3	30-60	10 days of management leave each year in addition to other leave, does not accrue.	(a) No accrual limits. OTHER: 2 floating holidays.
VENTURA	14-24(a)	10(a)	9	3	31-46(b)		(a) Safety line staff and civilian staff. (b) Management only. OTHER: Exempt paid administrative leave < 1 day, upon approval.

COMPARISON OF BENEFITS

**ANNUAL PAID DAYS OFF**

	<b>Vac.</b>	<b>Sick</b>	<b>Holidays</b>	<b>Bereav.</b>	<b>Annual Leave</b>	<b>Management Enhancements</b>	<b>Comments</b>
YOLO	10-23	12	10.5(a)	5(b)		40 hrs. admin. leave	(a) An additional 4 floating holidays can be taken at any time in the fiscal year. (b) 3 days are paid by the County for some family members/2 days charged to sick leave.
YUBA	12-24	12-15(a)	13(b)			7 days management leave each fiscal year	(a) 10 hrs max only for designated employees appointed before 9/1/77. (b) 11 designated holidays; 2 floating holidays.

COMPARISON OF BENEFITS

**PREMIUM PAYS**

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
ALAMEDA	5%	\$40(a)		(b)	55¢		\$2,900 for medical, dental, Vision, life insurance and AD&D	(a) Bilingual pay based on MOU. (b) \$400 for safety non-management, \$500 for non-sworn non-management.
AMADOR			\$3.00(a)		55¢	(b)		(a) Standby for juvenile on-call. (b) 2.5% at 10/15/20 years w/at least "meets" performance 4 out of past 5 years. OTHER: \$100 Reimbursement-Wellness Program
BUTTE		\$100(a)	5%(b)		55¢		CPO \$690/month ACPO \$320/month for travel and cell phone	(a) \$100 per month (b) Armed assignment
CALAVERAS					55.5¢	2.5%(a)		(a) Additional 2.5% @ 6 yrs service, 2.5% @ 10 yrs, 2.5% @ 15 yrs, 2.5% @ 20 yrs, and 2.5% 25 yrs.
COLUSA		\$50/mo.			55¢	Yes(a)		(a) After 4 <sup>th</sup> year, a 4.48% increase is given for every 4 years of additional service.
CONTRA COSTA	5 -7.5%	\$100/mo.			55¢	2.5-5%(a)	\$400-\$925 Supv & Mgmt. professional development (per 2 yr period). CPO \$600/mo. auto allowance	(a) 2.5% after 10 yrs, Mgmt. additional 2.5% after 15 yrs.
DEL NORTE	.50 (a)	5%(b)		(c)	55.5¢	5%(b)		(a) Per shift. (b) 5% of job classification salary. (c) County pays for mandated training.
EL DORADO	\$.75-1.00	\$.50	\$1.15(a)	(b)	55¢	5-16%(c)	\$6,526-13,565 vehicle allowance For Department Head (d).	(a) South Lake Tahoe differential. (b) 50% reimb. of tuition cost, no dollar max. (c) Longevity pay varies according to bargaining unit. Longevity Mgmt: 5% of base salary after 10 yrs, 10% after 15 yrs, 13% after 20 yrs, 15% after 25 yrs, and 16% after 30 yrs. Longevity Non Mgmt: 5% of base salary after 10 yrs, 7.5% after 15 yrs and 10% after 20 yrs. (d) Min: CPO vehicle. Max: Vehicle + gasoline expense budgeted.
FRESNO	4%(a)	\$23.08	None	None	55¢		\$6,156 vehicle allowance for Department Head	(a)Only available for certain classifications.

COMPARISON OF BENEFITS

**PREMIUM PAYS**

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
GLENN	\$1.50-\$2.25	.75¢			55.5¢	5%-6%		
HUMBOLDT	50¢-60¢(a)	(b)	None	\$600(c)	55¢	(d)		(a) AFSCME 50¢ HDSO-60¢. (b) Actual pay dependent on need and language ability: written & verbal. (c) For both HDSO and AFSCME. (d) AFSCME – 5% for 10 yrs. of service, 5% for 20 yrs. of service. HDSO = 2.5% for 5 yrs of service, 2.5% for 10 yrs of service.
IMPERIAL	50¢-75¢	19¢		(a)	55¢		\$6,600 executive car allowance	(a) \$900 - \$1500 Bargaining unit specific.
INYO	2-4%(a)	5%(b)	5%(c)	\$350/yr	55¢	(d)		(a) Swing shift (1500-2400 hrs.) @ 2%. Graveyard shift (2400 - 0800 hrs.) @ 4% for institutions. (b) Based on passing a language test (c) Armed Drug Task Force assignment. (d) 2% after 10 years, 4% after 15 years, 6% after 20 years, 8% after 25 years
KERN	5-7.5%(a)	\$25-50(b)			51¢	10%(c)	10% management form of longevity – yrs of service do not apply. \$7,008 Dept. Head car allowance	(a) 5% for P.M. shift, 7.5% for A.M. shift. (b) \$25 for speaking, additional \$25 for speaking and writing. (c) 2% after 10 yrs, additional 2% every 5 yrs until 30 yrs of service. FITNESS: pay is 2% or 4% of salary if you pass fitness test.
LAKE	2.5%	2%		(a)	39¢	2.5%(b)		(a) County pays all tuition for training. (b) After five years of service.
LASSEN		5%		\$750	50¢	(a)	(b)	(a) 2.5% @ 7 years; 2.5% @ 10 years; 5% @ 15 years (b) Longevity 2.5% @ 5yrs, 2.5% @ 10 yrs, 5% @ 15 yrs
LOS ANGELES	\$0.45(a)	\$100	(b)		52¢	3%-11%(c)		(a) Night Bonus. (b) 5.5% Armed, Gang, YOBG, Adult Services Court Officer Team. \$30/Officer of the day & dispatcher at the Camps. \$150 Span of supervision. Eight (8) hrs of OT for camp staff disrupted for 3+ hrs during sleep shift. (c) Represented peace officers only.

COMPARISON OF BENEFITS

**PREMIUM PAYS**

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
MADERA	\$3.00	.25			55¢	.25-.50(a)		(a) 5% after 10 years; 2.5% after 15 years, 2.5% after 20 years. OTHER: Holiday Comp. 8 - 16 hours per year.
MARIN	5%	5%			55.5¢		\$9,600 CPO car allowance	5% staff trainers
MARIPOSA					55¢	3%-9%(a)	2.50% additional	(a) 3% at 10 yrs, 9% at 20 yrs.
MENDOCINO	\$1.00-2.00(a)	.23-.41			55¢	2.5%-7.5%(b)	\$800 - \$1,500 annual management flexible training & health benefit \$3,000 executive car allowance	(a) Juvenile Hall shift pay. (b) 2.5% after 5 years at top step then 7.5% max – management only.
MERCED	\$.75 – 1.00(a)	(b)	(c)	(d)	55¢	\$750(d)	Managers: Optional benefit plan Chief: \$8,400 Car Allowance \$1,800 Exp. Allow-Communications \$3,600 Expense Allow-Dept Assistant Chief: \$1,200 Expense Allowance	(a) Evening Shift 75¢/hr, night shift \$1.00 per hour. (b) 60¢ - \$1.20 for bilingual, .65¢-\$1.20 for biliterate. (c) \$2.50 per shift for prep time to JIO I/II and III. (d) \$200-\$1000 the department policy sets minimum and maximum (e) After 10 years, (20,800 hrs worked) loyalty bonus paid per year in pay period 25.
MONO	No	\$125(a)	(b)	\$750(c)	(d)	3%-8%(e)	5% annual performance pay based upon performance \$8,500 car allowance or Assigned County vehicle	(a) \$125 per month. (b) No additional pay for armed assignment (c) For deputies. (d) County vehicles provided. (e) 2% after 8 years of service; after 10 years another 2.5%, and another 2.5% after 14 years.
MONTEREY	\$1.55-\$2.00	(a)		(b)	55¢		\$400 Professional pay once per calendar year \$4,500 executive car allowance \$45.85/mo management expense allowance	(a) 2%-4% provisional or primary for M & N bargaining unit. \$20. for bargaining unit L. \$20 - \$42 provisional or primary for J bargaining unit. (b) 2%-5% Education stipend, dependent upon bargaining unit. OTHER: Standby pay \$2.55 for M and N bargaining unit.

COMPARISON OF BENEFITS

**PREMIUM PAYS**

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
NAPA	(a)	50¢-75¢(b)	\$1.38-\$1.66(c)	(d)	55¢		\$1000 deferred compensation match	(a1) \$1.50 Night shift between 6:00 p.m. and 6:00 a.m. (a2) \$.75 split shift (a3) Standby: \$2.65-\$2.90 Max rate is for weekends and holidays (b) Based on ability and job-related need. (c) 5% Safety Premium based on hourly rate (min/max based on PO II hourly salary) (d) 8 hours of paid leave per FY for work-related education/training; no reimbursement
NEVADA	5%(a)	5% (b)	10%(c)	(d)	55¢	(e)	CPO-5% of Base Confidential \$800 Reimb. for personal growth & enrichment expenses \$3,600 Executive car allowance	(a)5% shift differential for some employees depending on their MOU. Lead workers 5% differential, dep. on MOU (b) 5% bilingual (c) 10% Truckee differential for eligible employees, dep. on MOU. (d) Individual with approval by Chief & HR Dept. For CPO, with approval by CEO and HR Dept. (e) 2.5% after 10 yrs and very satisfactory performance for Program Managers, JH Superintendent and Admin. Svcs. Officer.
ORANGE	\$.60-1.50	\$.40-.70	\$1.87-2.19(a)	\$3000(b)	.55¢-.65¢(c)		\$3,500 Optional benefit plan for managers. \$4,500 Optional benefit plan for executive managers \$9,180 executive car allowance.	(a) Armed assignment (line staff and Supervisors) (b). Educational and Professional Reimbursement. (c) Depends on MOU
PLACER	\$1.21-3.22(a)	\$.81-2.15(b)	\$1.30-1.58(c)	\$500(d)	55¢	\$1.20-1.92(e)	Optional benefit plan for mgrs. \$7,200 Executive Car Allowance – Chief & Assist Chief only	(a) 50% or more of hours must be between 5pm and 6am. (b) Must test to obtain this premium. (c) Special Investigations Unit assignment (d) Must be pre-approved and major must be germane to position. (e) Sworn staff are offered two longevity steps. OTHER: \$8,100 Tahoe Subsistence Pay (\$675/month)
PLUMAS	No	No	(a)	No	No	Yes(b)		(a) ½ hour OT for PRCS-On Call. 2 hours OT for Juvenile On-Call. (b) At 7, 14, and 21 years.



COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
RIVERSIDE	60¢-\$1.20(a)	\$.50-\$1.00		(b)	50¢			(a) Shift: 3:00 p.m. - 11:00 p.m. \$.60/hour. Shift: 11:00 p.m.-7:00 a.m. shift 1.20/hour. (b) No minimum. Maximum is subject to availability of funds. Training must be job related and approved in advance.
SACRAMENTO	\$1.79-3.17(a)	.40-.50(b)	\$1.20-2.11(c)	\$1,200	55¢		\$2,434-\$6,232 (3.35% of salary) \$726 - \$1,860 401(a) def. comp. County contribution equals 1% \$225 car allowance/mo. Mgmt. Education Incentive \$5,811- 10,022 - 8%	(a) 7.5% of salary: min-Prob. Assistant, max-SPO (b) Rate determined by labor agreement. (c) 5% possible for location: Min-PA, max SPO. OTHER: Non-Management Education Incentive \$1,400-\$2,191
SAN BENITO	81¢-\$1.32	29¢-44¢	\$1.87	\$750		\$.66-1.63(a)	\$6,000 executive car allowance	(a) According to different MOUs in place.
SAN BERNARDINO	\$1-3.50	50¢-75¢	\$1.00-8.00(a)	\$400-1,400	55¢	(b)	\$2,400-14,600 Portable Comm. Device, Auto Allowance or County vehicle.	(a) On-call, stand-by pay, weekend, clinical therapist, detention center assignment, medical support, medical weekend, charge nurse, preceptor pay (b) 2% - 8% of salary- Varies based on classification. OTHER: (1) \$250-1,500 Relocation Assistance, Recruitment Bonus, Referral Bonus.
SAN DIEGO	75¢(a)	20¢-50¢ (b)	50¢/\$1.03(c) 50¢-\$1.03(d) \$1.75(e)	\$1,065	55¢		\$7,243 Executive Car County Provided	(a) Night shift from 5:00 p.m. to 8:00 a.m. (b) Bilingual. (c) 2.5% Institutional Pay (d) 2.5% Armed Unit Pay. (e) Shift Leader Premium, Trainer Premium OTHER: Transit Pass Program: \$65 Bus, Trolley or Coaster Pass
SAN FRANCISCO (Adult)	-	\$25-60(a)		(b)	55¢	30¢(c)	\$8,712 Cafeteria Benefits Plan for managers	(a) Bilingual pay per pay period, in labor agreement. (b) \$500 - \$2,000, provided in labor agreement. (c) Longevity pay per hour. OTHER: \$260 - \$5,000 Dependent Care/Medical Reimbursement.
SAN JOAQUIN	75¢-91¢	41¢-82¢	5%(a)	(b)	55¢		Car allowance for CPO	(a) For Range Masters. (b) \$850 to \$1,600.
SAN LUIS OBISPO	5%-10% (a)	.28¢-51¢		\$250	55¢		\$5,400 CPO car allowance	(a) 5% of hourly rate for swing, 10% of hourly rate for night.

COMPARISON OF BENEFITS

**PREMIUM PAYS**

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
SAN MATEO	(a)	63¢-\$1.25(b)		\$250(b)	55¢		\$12,012 executive car allowance	(a) 5.74% shift differential based on hourly salary. (b) Tier 1 \$25 per week; Tier 2 \$50 per week (c) Up to \$250 per class, no class limit, with small stipend for books.
SANTA BARBARA	75¢(a) \$1.50(b)	58¢-72¢ (c)		\$500(d)	55¢		\$2314 - \$5798 Car allowance \$89/pay period Asst Dept Head \$223/pay period Dept Head.	(a) 2 <sup>nd</sup> shift (b) graveyard shift. (c) \$46.15 sworn/\$57.69 non sworn per pay period. (d) To the extent that funding is available. OTHER: \$4070 - \$6485 cash benefit allowance depending on bargaining group. Institutional assignments receive \$5/pp clothing allowance.
SANTA CLARA	\$2.50-\$3.30(a)	63¢-67¢ (b)		\$500-900(c)	55.5¢		\$6,000 CPO car allowance	(a) Effect. 10/06/08 night shift differential (safety) is \$2.50 per hour. Effect. 06/15/08 evening shift (non-safety) is \$2.65hour and night shift (non-safety) is \$3.30 per hour. (b) Effective 10/06/08 bilingual pay (safety) is \$160/ month. Effective 06/16/08 bilingual pay (non-safety) is \$150/month. (c) Tuition reimbursements are subject to sufficient funds available in the program.
SANTA CRUZ	55¢-65¢	50¢-85¢		\$175(a)	40.5¢-48.5¢	3%(c)		(a) Up to \$175 reimbursed per year for pre-approved courses for staff covered by General Representation contract. (b) 3% of base hourly after 25 years
SHASTA	\$ .60-95.00		\$.77-1.28(a)	(b)	55¢	(c)	\$100 Mid management \$200 Senior management \$2,739 Chief's mgmt. stipend and cell phone allowance	(a) Officer receives 5% of base pay rate when instructing class or is assigned as Officer in Charge . (b) Dept. heads can authorize some tuition reimbursement for employees. (c) 3% of base pay rate for supervisory employees only who are members of Shasta County Employees Association. Must have 20 years with the County and at least 5 yrs as a supervisor. 5% for management. Must have 20 years with the County and at least 2 yrs as a manager.

COMPARISON OF BENEFITS

**PREMIUM PAYS**

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
SIERRA	None	None	None	None	50¢	5%(a)		(a) There's a 5% increase for DPOs after 7, 10, 15 and 20 years.
SISKIYOU	.35¢-56¢ (a)	\$.69-1.80(b)	\$.88-1.80(c)	(d)	55¢			(a) JH Juvenile Correctional Officers 2.5% of hourly wage. (b) 5% of hourly wage. (c) In-house Trainers 5% of hourly wages (d) \$1.00 to \$500.00. OTHER: \$300 Safety Wellness Benefit for CPO, ACPO, DD, DPO, SCJO, JCO permanent employees.
SOLANO	6.00%(a) 7.25%(b)	\$65(c)	No	\$1,100(d)	55¢	2.5%-15%(e)		(a) Swing shift differential. (b) Grave shift differential. (c) Employees who qualify for bilingual pay earn \$65 bi-weekly. (d) Employees receive 50% of out of pocket expenses with max of \$1,100 per fiscal year. (e) Employees receive 2.5% at 10, 15, 20, 25, 30, & 35 yrs, for a max of 15%.
SONOMA	\$.99-\$1.81(a)	90¢-99¢	\$2.07-2.52(b) \$.99-2.16(c)	\$500-750(d)	55¢		\$5,590 CPO car allowance Higher tuition (\$750-950) and physical fitness amounts (\$400)	(a) 5% hourly rate (b) Armed Gang Officer Assignment 7% of hourly rate (c) 5% hourly rate premium for training coordinator. (d) Depending on bargaining unit . OTHER: \$100 - \$350 physical fitness depending on bargaining unit. Cash Allowance: 3.45 - \$276 Not a premium receives \$3.45 per hour in pay status, to a maximum of \$276 per pay period. County switched employer benefits contribution from paying a % of the benefits premiums to paying a flat amount
STANISLAUS	\$1.00-2.29	69¢(a)	41¢-83¢(b)	\$700(c)	55¢		\$1,200-\$4,800 Management & Dept. Head car allowance.	(a) DPOs receive 2.5% of base pay. (b)Assistant Range Master and Range Master. (c) For management OTHER: (1) 2.5% Range Master premium/1.5% for Assistant Range Master. (2) 3% of base salary once CORE training has been passed

COMPARISON OF BENEFITS

**PREMIUM PAYS**

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
SUTTER		58¢(a)		\$1,000(b)	55¢	(c)		(a) Bilingual Pay (b) Non-Mgmt - \$1,000/year for continuing Education tuition, books & fees. Mgmt - Reimb to \$1,000/year for tuition, books & fees and 40 paid hours per year for Cont. Educ (c) Longevity Pay: Step 6 = 5% after 10 yrs of service or 5 years at Step 5; Pay for Service Distinction: Step 7 = Adds 2.5% for 15 yrs of service, Step 8 = adds 2.5% for 20 yrs of service.
TEHAMA	\$5.00(a)	5%			51¢	(b)	Larger County contribution for deferred comp (see OTHER)	(a) Night shift differential (b) If hired before 6/30/90. OTHER: Deferred Comp: Mgmt \$540-After 500 hr S/L cap 4 hrs hrly rate of def comp/mo; Misc. Barg. Unit \$300 def. comp. match. All Barg. Units: 4 hrs pay @ hrly rate/mo in deferred comp plan after 500 hr S/L cap. Safety & Law Enf. Mgmt. Staywell: 1% if less than 40 hrs S/L; 2.5% if less than 24 hrs S/L used.
TRINITY	25¢-75¢(a)				55¢		\$250 stipend for Chief	(a) Shift differential for night and graveyard shifts. OTHER: Hourly on-call pay for probation officers.
TULARE	\$.63-1.01(a)	\$.50-1.26(b)		\$350.	55¢		CPO/Asst CPO & Div Managers are assigned county car.	(a) 45 for employees who work between 2:00 and 10 p.m. (b) For language, 2.5% is given to moderate bilingual and 5% for full bilingual.
TUOLUMNE	-	5%(a)		(b)	50.5-58.5¢	2.5%-12.5%		(a) Of hourly base pay. (b) Reimbursement \$2,000 - \$5,000 depending on bargaining Unit and upon department budget approval. (c) Begins at 10 years of continuous, in increments up to 30 years. OTHER:1) DPOs and DSA staff with Master's Degrees receive a 5% differential.
VENTURA	5%(a)	65¢-90¢	5%(b)	(c)	55¢	4%(d)	\$1,200 Annual medical exam allowance. \$375 Car allowance-Director only Education 2.5-5%	(a) Per hour night shift differential, safety & computer techs. (b) Supervisor DPO (Management) receive 5% assignment differential for institution assignments. (c) \$1,000 to \$2,000. (d) For 30+ years (non-safety). Management longevity varies.

COMPARISON OF BENEFITS

**PREMIUM PAYS**

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
YOLO	.90-1.25(a)	40¢-70¢	5%(b)	\$500-\$750	55¢	2.5%-5%	\$16,872-\$21,877 Benefit plan For Managers & Supervisors \$6,840 CPO car allowance	(a)Supervisors receive .90/hr. Line staff receives 1.25/hr. (b) Management unit receives 2.5% when they complete Manager CORE. POs and Detention Officers receive 2.5% differential when they train staff.
YUBA		71¢ (a)			55¢	1%-1.59%(b)		(a) \$125 per month. (b) Indexed 30 yr salary plan for regular employees in all bargaining units.

## ARMED PERSONNEL COMPARISON

The following table compares the number of armed personnel by class.

## ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
ALAMEDA	Yes	DPO III	7	28%	Task Force	
		Probation Project Coordinator	1	100%	Task Force	
		Unit Supervisor	2	20%	Task Force	
AMADOR	Yes	DPO	7	100%	Field Supervision/Court Officers	
		SPO	2	100%	Supv of Juv. & Adult Units (Field, Courts)	
		CDPO	1	100%	Mid-Management for Juvenile/Adult Units	
		CPO	1	100%	Management	
BUTTE	Yes	DPO	23	48%	Field Supervision	
		SPO	3	50%	Field Supervision-Management	
		CDPO	1	100%	Disciplinary Officer/Manager of Operations	
		CPO	1	100%	Management	
CALAVERAS	No					
COLUSA	Yes	DPO	2	50%	Adult Supervision	
		DPO	1	66%	Juvenile Supervision	
		CDPO	2	100%	Unit Supervision	
		CPO	1	100%	Management	
CONTRA COSTA	No					
DEL NORTE	Yes	DPO	4	44%	Field Supervision	
		SPO	1	33%	Field Supervision-Management	
		CPO	1	100%	Management	
EL DORADO	Yes	DPO	26	76%	Line Staff/Field Services Adult & Juvenile	
		SPO	4	31%	Supervisor/Field Services Adult & Juvenile	
		DCPO	3	100%	Management/2 Juv. Detention Superintend & 1 Dep Chief PO Field	
		Asst. CPO	1	100%	Management	
		CPO	1	100%	Management	
FRESNO	Yes	Prob. Division Director	1	20%	Range Master	
		Probation Services Mgr.	12	70%	Supervising Armed Units and/or Range Masters	
		DPO IV	34	58%	Armed assignment and/or Range Masters	
		DPO I/II/III	41	53%	Armed assignment and/or Range Masters	
		Sr. JCO/JCO I/II	10	4%	Transportation Officers to include backup officers	

## ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
GLENN	Yes	DPO	8	73%	Field Supervision	
		SPO	1	100%	Field Supervision	
		CDPO	1	100%	Disciplinary Officer/Manager of Operations	
		CPO	1	100%	Management	
HUMBOLDT	Yes	DPO	1	2.67%	Field Supervision	
		Sr. PO	1	9.09%	Field Supervision	
		SPO	2	28.57%	Field Supervision	
IMPERIAL	Yes	DPO	17	39%	Field & Investigations	
		SPO	3	100%	Field Supervision	
		Division Manager	2	66%	Adult, Juvenile & Special Assignments	
INYO	Yes	DPO	1	25%	Drug Task Force – Field Supervision	
KERN	Yes	DPO I/II	80	46%	Field Supervision	
		DPO III	18	31%	Field Supervision	
		Probation Supervisor	14	56%	Field Supervision	
		Probation Division Director	3	43%	Field Supervision/Institution	
		DCPO	1	50%	Field Supervision	
		CPO	1	100%	Management	
LAKE	Yes	DPO	4	27%	Field Supervision	
		SPO	3	75%	Field Supervision	
LASSEN	No					
LOS ANGELES	Yes	DPO	42	3%	Field Supervision	
		SPO	5	2%	Field Supervision	
		Management	1	1%	Field Supervision	
MADERA	Yes	DPO	38	86%	Adult and Juvenile Investigations and Supervision	10 are JDOs armed for transport
		SPO	3	75%	Adult and Juvenile Investigations and Supervision	
		CDPO	1	25%	Management	



## ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
MARIN	Yes	DPO	8	18%	Field Supervision	
		SPO	1	8%	Field Supervision	
		CDPO	1	100%	Management	
		CPO	1	100%	Management	
MARIPOSA	Yes	DPO	5.5	100%	Field Supervision	
		SPO	2	66%	Field Supervision	
		CPO	1	100%	Management	
MENDOCINO	Yes	DPO II	9	41%	Field Supervision	
		DPO III	3	60%	Court and Field Supervision Units (Supervisor)	
MERCED	Yes	DPO	22	45%	Field Supervision	
		SPO	3	43%	Field Supervision	
		Program Manager	2	50%	Field Supervision	
		ACPO	1	100%	Management	
		CPO	1	100%	Management	
MONO	Yes	DPO I/II/III	4	100%	Adult and Juvenile Field Supervision	
		ACPO	1	100%	Management	
		CPO	1	100%	Management	
MONTEREY	Yes	DPO	34	81%	Field Supervision	
		Prob Services Mgr.	6	14%	Unit Supervision	
		Prob Div. Mgr.	2	5%	Division Supervision	
NAPA	No					
NEVADA	Yes	DPO	9	60%	Field Supervision	
		Management	1	33%	Field Supervision	
ORANGE	Yes	DPO II & Sr. DPO	61	16%	Special Supervision and AB 109	
		SPO	10	20%	Special Supervision and AB 109	
		Management	2	17%	Special Supervision and AB 109	
		CDPO	3	100%	Executive Management	
		CPO	1	100%	Executive Management	

## ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
PLACER	Yes	DPO I/II/Sr.	49	71%	Field Supervision	
		SPO	6	60%	Field Supervision	
		Manager	6	75%	Field Supervision & Detention Facility Management	
		CDPO	1	100%	Disciplinary Officer/Manager of Operations	
		Deputy Chief	1	100%	Management – Assist Chief w/Dept. Personnel and Operations	
PLUMAS	No					
RIVERSIDE	Yes	DPO	18	25%	Joint Task Force(s); Intensive supervision	
		SPO	2	50%	Supervision of armed units.	
		Sr. PO	3	30%	Joint Task Force(s); Intensive supervision	
SACRAMENTO	Yes	DPO	72	38%	Field Supervision	
		Sr. DPO	24	27%	Field Supervision	
		SPO	11	21%	Management	
		Asst. Prob. Div. Chief	4	40%	Management	
		Probation Division Chief	2	40%	Management	
SAN BENITO	Yes	DPO	6	50%	Field Supervision	
		SPO	1	50%	Field Supervision	
		CPO	1	100%	Management	
SAN BERNARDINO	Yes	PO I/II/III	277	64%	Adult and Juvenile Field Supervision	
		SPO	33	72%	Field Supervision and Training Division	
		Division Director	12	100%	Division Directors and Command Staff	
		DCPO	3	100%	Deputy Chief Probation Officers/Administrator	
		Assistant Chief PO	1	100%	Assistant Chief Probation Officer	
		CPO	1	100%	Management – Chief Probation Officer	
SAN DIEGO	Yes	Correctional DPO I	11	10%	Field Supervision	
		Correctional DPO II	5	5%	Field Supervision	
		DPO	87	59%	Field Supervision	
		Sr. PO	25	15%	Field Supervision	
		SPO	20	11%	Field Supervision	
SAN FRANCISCO (Adult)	Yes	DPO	21	23%	Probation Supervision, Field Supervision	
		SPO	4	30%	Oversight of Probation and Field Supervision	
		Division Director	1	25%	Management –Division Operations	
		CDPO	1	100%	Manager of Department-wide Operations	
		CPO	1	100%	Director of Adult Probation Department	

## ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
SAN JOAQUIN	Yes	PO I/II	35	55%	Field Supervision	
		PO III	18	28%	Field Supervision	
		Probation Unit Supv.	11	17%	Training/Field Supervision	
SAN LUIS OBISPO	Yes	DPO	24	42%	Field Supervision	
		DPO III	2	66%	Field Training Officer	
		SPO	9	64%	Field Supervision	
		CDPO	4	100%	Disciplinary Officer/Manager of Operations	
SAN MATEO	Yes	DPO	36	24%	Field Supervision and Court Services	
		SPO	3	18%	Field Supervision and Probation Services Manager I	
		Management	1	20%	Field Supervision Division Director	
		CDPO	2	50%	Management	
		CPO	1	100%	Management	
SANTA BARBARA	Yes	DPO	16	24%	Supervision Officers	
		SPO	1	6%	Supervision	
		Sr DPO	16	33%	Supervision Officers	
		CPO	1	100%	Executive Management	
SANTA CLARA	Yes	DPO	14	21%	Field Supervision	
		SPO	8	32%	Field Supervision	
		Management	5	50%	Field Supervision	
		CDPO	1	25%	Disciplinary Officer/Manager of Operations	
		CPO	1	100%	Management	
SANTA CRUZ	No					
SHASTA	Yes	DPO	1	3%	Adult Function-Narcotics Task Force	
SIERRA	Yes	DPO	2	66%	Adult and Juvenile Supervision	
SISKIYOU	Yes	DPO	6	67%	Field Supv/Adult & Juv Court/Specialized Programs	
		Division Director	1	50%	Field Supervision	
		CPO	1	100%	Management	
SOLANO	No					
SONOMA	Yes	DPO	22	37%	Field Supervision-High Risk, Gang, DV, Mental Health, AB109	
		SPO	6	60%	Supervision-High Risk, Gang, DV, Mental Health, AB109	

## ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
STANISLAUS	Yes	DPO	40	43%	Field Supervision	
		SPO	9	64%	Field Supervision	
		Prob. Corrections Officer	11	13%	Home Supervision/Alternatives to Custody (6 are armed for transport purposes only)	
		Division Director	2	64%	Management	
		Asst. Chief	1	100%	Management	
		Chief Probation Officer	1	100%	Executive Management	
SUTTER	Yes	DPO III	10	42%	(1) Drug Task Force, (1) Gang Task Force Officers, (1) Juvenile for Special Assignments only, (1) Adult Drug Court, (6) Adult Supervision	
		SPO	4	80%	(2) Adult Division Supervisor, 1 Juvenile Division Supervisor (1) AB109 Supervisor	
TEHAMA	Yes	DPO	1	7%	Field Supervision	
		SPO	1	50%	Field Supervision	
		CPO	1	100%	Management	
TRINITY	Yes	DPO	3	60%	Field Supervision	
		SPO	1	100%	Field Supervision	
		CPO	1	100%	Management	
TULARE	Yes	DPO	62	53%	Field Supervision	
		SPO	9	50%	Field Supervision	
TUOLUMNE	Yes	DPO	3	16%	Field Supervision – County is in the process of implementing arming for the first time.	
VENTURA	Yes	DPO	17	11%	Intensive Adult & Juvenile Field Supervision Svcs.	
		Sr DPO	3	6%	Intensive Adult & Juvenile Field Supervision Svcs.	
		Supv DPO	4	12%	Intensive Adult & Juvenile Field Supervision Svcs.	
		Division Manager	4	50%	Management	
		Director & Chief Deputies	3	75%	Management	
YOLO	Yes	Detention Officer I/II/Sr.	6	13%	Transportation Unit	
		DPO I/II/Sr.	22	42%	Field Supervision	
		SPO	6	50%	Field Supervision/Transportation	
		Management	2	50%	Program Manager and JH Superintendent	
YUBA	Yes	DPO I/II/III	8	36%	Field Supervision/Investigations	
		Sr. DPO	3	38%	Field Supervision/Investigations	
		Supv. DPO	2	67%	Field Supervision/Investigations	

## COMPARISON OF GENERIC CLASSIFICATIONS

Eleven generic classification levels have been selected for comparison of salary information. The levels are:

Chief Probation Officer  
Probation Services Entry Level – Generic A  
Probation Services Journeyman – Generic B  
Probation Services Advanced Journey/Senior Level – Generic C  
Probation Services First Level Supervisor – Generic D  
Probation Services First Level Manager – Generic E  
Institutions/Custody Entry Level – Generic F  
Institutions/Custody Journeyman – Generic G  
Institutions/Custody Advanced Journey/Senior Level – Generic H  
Institutions/Custody Supervisor – Generic I  
Institutions/Custody First Level Manager – Generic J

Salaries have been ranked from highest to lowest according to the highest salary level for the highest classification. Where more than one position represents a range, the lowest salary and the highest salaries of the group is used.

For Chief Probation Officers, actual salaries have been used.

Representative county population information was accessed at the State of California Department of Finance website <http://www.dof.ca.gov/research/demographic/reports/estimates/e-1/view.php> on May 25, 2012 (*State of California, Department of Finance, E-1 Population Estimates for Cities, Counties and the State with Annual Percent Change — January 1, 2011 and 2012. Sacramento, California, May 2012*).

## COMPARISON OF POPULATION, DEPARTMENT SIZE &amp; CPO SALARY SURVEY

**ALPHABETICAL LISTING**

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>FTE</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
ALAMEDA	1,532,137	7	600.89	8	\$177,112	8
AMADOR	37,120	45	15.25	53	\$111,729	41
BUTTE	221,273	27	147.00	23	\$138,969	25
CALAVERAS	44,840	43	16.00	52	\$105,664	43
COLUSA	21,690	49	19.75	50	\$95,787	48
CONTRA COSTA	1,065,117	9	324.00	15	\$142,668	22
DEL NORTE	28,429	47	47.00	41	\$74,930	55
EL DORADO	180,712	29	123.50	27	\$132,018	30
FRESNO	945,711	10	484.00	11	\$128,386	32
GLENN	28,122	48	30.00	47	\$99,931	46
HUMBOLDT	134,587	34	119.40	28	\$121,104	36
IMPERIAL	177,441	31	89.00	35	\$125,013	34
INYO	18,461	51	38.00	45	\$102,588	44
KERN	850,006	11	558.50	9	\$141,810	23
LAKE	63,266	39	50.00	39	\$89,361	49
LASSEN	34,167	46	41.00	43	\$83,989	53
LOS ANGELES	9,884,632	1	6826.00	1	\$227,000	1
MADERA	152,074	32	98.00	33	\$132,928	29
MARIN	254,790	26	99.00	32	\$157,789	18
MARIPOSA	17,716	52	23.50	48	\$85,497	51
MENDOCINO	87,572	37	70.80	36	\$98,135	47
MERCED	258,736	25	144.00	24	\$133,952	28
MONO	14,391	53	8.00	54	\$115,992	38
MONTEREY	420,668	20	278.50	17	\$173,358	9
NAPA	138,255	33	115.50	29	\$157,752	19
NEVADA	97,182	35	58.25	37	\$119,475	37
ORANGE	3,055,792	3	1447.00	2	\$178,506	7
PLACER	355,328	22	156.00	21	\$134,451	26
PLUMAS	19,718	50	18.50	51	\$88,224	50
RIVERSIDE	2,227,577	4	1017.00	5	\$181,514	5
SACRAMENTO	1,435,153	8	624.40	7	\$186,020	4
SAN BENITO	55,815	41	36.50	46	\$121,260	35
SAN BERNARDINO	2,063,919	5	1226.00	3	\$171,246	10
SAN DIEGO	3,143,429	2	1226.00	3	\$162,060	14
SAN FRANCISCO-ADULT	812,538	13	140.00	25	\$192,500	3
SAN JOAQUIN	695,750	15	323.75	16	\$162,074	13
SAN LUIS OBISPO	271,483	23	151.50	22	\$146,403	21
SAN MATEO	729,443	14	391.39	12	\$163,488	12
SANTA BARBARA	427,267	19	332.00	14	\$156,899	20
SANTA CLARA	1,816,486	6	856.50	6	\$209,336	2
SANTA CRUZ	265,981	24	115.00	30	\$178,584	6
SHASTA	177,823	30	114.00	31	\$114,696	39
SIERRA	3,152	55	3.50	55	\$84,204	52
SISKIYOU	44,639	44	42.50	42	\$81,435	54
SOLANO	413,786	21	198.50	20	\$159,980	15
SONOMA	487,011	17	276.10	18	\$171,073	11
STANISLAUS	519,940	16	247.00	19	\$158,318	17
SUTTER	95,065	36	48.00	40	\$134,368	27
TEHAMA	63,177	40	52.00	38	\$100,032	45
TRINITY	13,722	54	20.00	49	\$111,867	40
TULARE	450,840	18	372.00	13	\$126,181	33
TUOLUMNE	53,834	42	39.25	44	\$108,700	42
VENTURA	832,970	12	510.00	10	\$159,500	16
YOLO	202,133	28	125.00	26	\$129,312	31
YUBA	72,615	38	98.00	33	\$140,244	24

## COMPARISON OF POPULATION, DEPARTMENT SIZE &amp; CPO SALARY SURVEY

**POPULATION SIZE**

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>FTE</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
LOS ANGELES	9,884,632	1	6826.00	1	\$227,000	1
SAN DIEGO	3,143,429	2	1226.00	3	\$162,060	14
ORANGE	3,055,792	3	1447.00	2	\$178,506	7
RIVERSIDE	2,227,577	4	1017.00	5	\$181,514	5
SAN BERNARDINO	2,063,919	5	1226.00	3	\$171,246	10
SANTA CLARA	1,816,486	6	856.50	6	\$209,336	2
ALAMEDA	1,532,137	7	600.89	8	\$177,112	8
SACRAMENTO	1,435,153	8	624.40	7	\$186,020	4
CONTRA COSTA	1,065,117	9	324.00	15	\$142,668	22
FRESNO	945,711	10	484.00	11	\$128,386	32
KERN	850,006	11	558.50	9	\$141,810	23
VENTURA	832,970	12	510.00	10	\$159,500	16
SAN FRANCISCO-ADULT	812,538	13	140.00	25	\$192,500	3
SAN MATEO	729,443	14	391.39	12	\$163,488	12
SAN JOAQUIN	695,750	15	323.75	16	\$162,074	13
STANISLAUS	519,940	16	247.00	19	\$158,318	17
SONOMA	487,011	17	276.10	18	\$171,073	11
TULARE	450,840	18	372.00	13	\$126,181	33
SANTA BARBARA	427,267	19	332.00	14	\$156,899	20
MONTEREY	420,668	20	278.50	17	\$173,358	9
SOLANO	413,786	21	198.50	20	\$159,980	15
PLACER	355,328	22	156.00	21	\$134,451	26
SAN LUIS OBISPO	271,483	23	151.50	22	\$146,403	21
SANTA CRUZ	265,981	24	115.00	30	\$178,584	6
MERCED	258,736	25	144.00	24	\$133,952	28
MARIN	254,790	26	99.00	32	\$157,789	18
BUTTE	221,273	27	147.00	23	\$138,969	25
YOLO	202,133	28	125.00	26	\$129,312	31
EL DORADO	180,712	29	123.50	27	\$132,018	30
SHASTA	177,823	30	114.00	31	\$114,696	39
IMPERIAL	177,441	31	89.00	35	\$125,013	34
MADERA	152,074	32	98.00	33	\$132,928	29
NAPA	138,255	33	115.50	29	\$157,752	19
HUMBOLDT	134,587	34	119.40	28	\$121,104	36
NEVADA	97,182	35	58.25	37	\$119,475	37
SUTTER	95,065	36	48.00	40	\$134,368	27
MENDOCINO	87,572	37	70.80	36	\$98,135	47
YUBA	72,615	38	98.00	33	\$140,244	24
LAKE	63,266	39	50.00	39	\$89,361	49
TEHAMA	63,177	40	52.00	38	\$100,032	45
SAN BENITO	55,815	41	36.50	46	\$121,260	35
TUOLUMNE	53,834	42	39.25	44	\$108,700	42
CALAVERAS	44,840	43	16.00	52	\$105,664	43
SISKIYOU	44,639	44	42.50	42	\$81,435	54
AMADOR	37,120	45	15.25	53	\$111,729	41
LASSEN	34,167	46	41.00	43	\$83,989	53
DEL NORTE	28,429	47	47.00	41	\$74,930	55
GLENN	28,122	48	30.00	47	\$99,931	46
COLUSA	21,690	49	19.75	50	\$95,787	48
PLUMAS	19,718	50	18.50	51	\$88,224	50
INYO	18,461	51	38.00	45	\$102,588	44
MARIPOSA	17,716	52	23.50	48	\$85,497	51
MONO	14,391	53	8.00	54	\$115,992	38
TRINITY	13,722	54	20.00	49	\$111,867	40
SIERRA	3,152	55	3.50	55	\$84,204	52

COMPARISON OF POPULATION, DEPARTMENT SIZE & CPO SALARY SURVEY

**FULL TIME EQUIVALENT POSITIONS**

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>FTE</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
LOS ANGELES	9,884,632	1	6826.00	1	\$227,000	1
ORANGE	3,055,792	3	1447.00	2	\$178,506	7
SAN DIEGO	3,143,429	2	1226.00	3	\$162,060	14
SAN BERNARDINO	2,063,919	5	1226.00	3	\$171,246	10
RIVERSIDE	2,227,577	4	1017.00	5	\$181,514	5
SANTA CLARA	1,816,486	6	856.50	6	\$209,336	2
SACRAMENTO	1,435,153	8	624.40	7	\$186,020	4
ALAMEDA	1,532,137	7	600.89	8	\$177,112	8
KERN	850,006	11	558.50	9	\$141,810	23
VENTURA	832,970	12	510.00	10	\$159,500	16
FRESNO	945,711	10	484.00	11	\$128,386	32
SAN MATEO	729,443	14	391.39	12	\$163,488	12
TULARE	450,840	18	372.00	13	\$126,181	33
SANTA BARBARA	427,267	19	332.00	14	\$156,899	20
CONTRA COSTA	1,065,117	9	324.00	15	\$142,668	22
SAN JOAQUIN	695,750	15	323.75	16	\$162,074	13
MONTEREY	420,668	20	278.50	17	\$173,358	9
SONOMA	487,011	17	276.10	18	\$171,073	11
STANISLAUS	519,940	16	247.00	19	\$158,318	17
SOLANO	413,786	21	198.50	20	\$159,980	15
PLACER	355,328	22	156.00	21	\$134,451	26
SAN LUIS OBISPO	271,483	23	151.50	22	\$146,403	21
BUTTE	221,273	27	147.00	23	\$138,969	25
MERCED	258,736	25	144.00	24	\$133,952	28
SAN FRANCISCO-ADULT	812,538	13	140.00	25	\$192,500	3
YOLO	202,133	28	125.00	26	\$129,312	31
EL DORADO	180,712	29	123.50	27	\$132,018	30
HUMBOLDT	134,587	34	119.40	28	\$121,104	36
NAPA	138,255	33	115.50	29	\$157,752	19
SANTA CRUZ	265,981	24	115.00	30	\$178,584	6
SHASTA	177,823	30	114.00	31	\$114,696	39
MARIN	254,790	26	99.00	32	\$157,789	18
MADERA	152,074	32	98.00	33	\$132,928	29
YUBA	72,615	38	98.00	33	\$140,244	24
IMPERIAL	177,441	31	89.00	35	\$125,013	34
MENDOCINO	87,572	37	70.80	36	\$98,135	47
NEVADA	97,182	35	58.25	37	\$119,475	37
TEHAMA	63,177	40	52.00	38	\$100,032	45
LAKE	63,266	39	50.00	39	\$89,361	49
SUTTER	95,065	36	48.00	40	\$134,368	27
DEL NORTE	28,429	47	47.00	41	\$74,930	55
SISKIYOU	44,639	44	42.50	42	\$81,435	54
LASSEN	34,167	46	41.00	43	\$83,989	53
TUOLUMNE	53,834	42	39.25	44	\$108,700	42
INYO	18,461	51	38.00	45	\$102,588	44
SAN BENITO	55,815	41	36.50	46	\$121,260	35
GLENN	28,122	48	30.00	47	\$99,931	46
MARIPOSA	17,716	52	23.50	48	\$85,497	51
TRINITY	13,722	54	20.00	49	\$111,867	40
COLUSA	21,690	49	19.75	50	\$95,787	48
PLUMAS	19,718	50	18.50	51	\$88,224	50
CALAVERAS	44,840	43	16.00	52	\$105,664	43
AMADOR	37,120	45	15.25	53	\$111,729	41
MONO	14,391	53	8.00	54	\$115,992	38
SIERRA	3,152	55	3.50	55	\$84,204	52



## COMPARISON OF POPULATION, DEPARTMENT SIZE &amp; CPO SALARY SURVEY

**CHIEF PROBATION OFFICER SALARY**

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>FTE</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
LOS ANGELES	9,884,632	1	6826.00	1	\$227,000	1
SANTA CLARA	1,816,486	6	856.50	6	\$209,336	2
SAN FRANCISCO-ADULT	812,538	13	140.00	25	\$192,500	3
SACRAMENTO	1,435,153	8	624.40	7	\$186,020	4
RIVERSIDE	2,227,577	4	1017.00	5	\$181,514	5
SANTA CRUZ	265,981	24	115.00	30	\$178,584	6
ORANGE	3,055,792	3	1447.00	2	\$178,506	7
ALAMEDA	1,532,137	7	600.89	8	\$177,112	8
MONTEREY	420,668	20	278.50	17	\$173,358	9
SAN BERNARDINO	2,063,919	5	1226.00	3	\$171,246	10
SONOMA	487,011	17	276.10	18	\$171,073	11
SAN MATEO	729,443	14	391.39	12	\$163,488	12
SAN JOAQUIN	695,750	15	323.75	16	\$162,074	13
SAN DIEGO	3,143,429	2	1226.00	3	\$162,060	14
SOLANO	413,786	21	198.50	20	\$159,980	15
VENTURA	832,970	12	510.00	10	\$159,500	16
STANISLAUS	519,940	16	247.00	19	\$158,318	17
MARIN	254,790	26	99.00	32	\$157,789	18
NAPA	138,255	33	115.50	29	\$157,752	19
SANTA BARBARA	427,267	19	332.00	14	\$156,899	20
SAN LUIS OBISPO	271,483	23	151.50	22	\$146,403	21
CONTRA COSTA	1,065,117	9	324.00	15	\$142,668	22
KERN	850,006	11	558.50	9	\$141,810	23
YUBA	72,615	38	98.00	33	\$140,244	24
BUTTE	221,273	27	147.00	23	\$138,969	25
PLACER	355,328	22	156.00	21	\$134,451	26
SUTTER	95,065	36	48.00	40	\$134,368	27
MERCED	258,736	25	144.00	24	\$133,952	28
MADERA	152,074	32	98.00	33	\$132,928	29
EL DORADO	180,712	29	123.50	27	\$132,018	30
YOLO	202,133	28	125.00	26	\$129,312	31
FRESNO	945,711	10	484.00	11	\$128,386	32
TULARE	450,840	18	372.00	13	\$126,181	33
IMPERIAL	177,441	31	89.00	35	\$125,013	34
SAN BENITO	55,815	41	36.50	46	\$121,260	35
HUMBOLDT	134,587	34	119.40	28	\$121,104	36
NEVADA	97,182	35	58.25	37	\$119,475	37
MONO	14,391	53	8.00	54	\$115,992	38
SHASTA	177,823	30	114.00	31	\$114,696	39
TRINITY	13,722	54	20.00	49	\$111,867	40
AMADOR	37,120	45	15.25	53	\$111,729	41
TUOLUMNE	53,834	42	39.25	44	\$108,700	42
CALAVERAS	44,840	43	16.00	52	\$105,664	43
INYO	18,461	51	38.00	45	\$102,588	44
TEHAMA	63,177	40	52.00	38	\$100,032	45
GLENN	28,122	48	30.00	47	\$99,931	46
MENDOCINO	87,572	37	70.80	36	\$98,135	47
COLUSA	21,690	49	19.75	50	\$95,787	48
LAKE	63,266	39	50.00	39	\$89,361	49
PLUMAS	19,718	50	18.50	51	\$88,224	50
MARIPOSA	17,716	52	23.50	48	\$85,497	51
SIERRA	3,152	55	3.50	55	\$84,204	52
LASSEN	34,167	46	41.00	43	\$83,989	53
SISKIYOU	44,639	44	42.50	42	\$81,435	54
DEL NORTE	28,429	47	47.00	41	\$74,930	55

**PROBATION SERVICES**

**GENERIC POSITION COMPARISONS - ENTRY THROUGH SENIOR CLASSIFICATIONS**

	<u>Entry Level</u>	<u>Journeyman</u>	<u>Advanced/Senior Level</u>
	(A)	(B)	(C)
ALAMEDA	DPO I	DPO II	DPO III
AMADOR	DPO I	DPO II	DPO III
BUTTE	PO I	PO II	PO III
CALAVERAS	DPO I	DPO II	DPO III
COLUSA	DPO I	DPO II	Sr. DPO
CONTRA COSTA	DPO I	DPO II	DPO III
DEL NORTE	DPO I	DPO II	DPO III
EL DORADO	DPO I	DPO II	Sr DPO
FRESNO	DPO I	DPO II/III	DPO IV
GLENN	DPO I	DPO II	DPO III
HUMBOLDT	DPO I	DPO II	Sr PO
IMPERIAL	Probation Assistant	N/A	DPO II
INYO	DPO I	DPO II	DPO III
KERN	DPO I	DPO II	DPO III
LAKE	DPO I	DPO II	DPO III
LASSEN	DPO I	DPO II	Sr. DPO
LOS ANGELES	DPO I/Field	<_____ DPO II/Field _____>	
MADERA	DPO I	DPO II	DPO III
MARIN	DPO I/DPO I Bil	DPO II/III/DPO II Bil.	DPO IV/DPO IV Bil.
MARIPOSA	<_____ DPO I/II _____>		DPO III
MENDOCINO	DPO I	<_____ DPO II _____>	
MERCED	DPO I	DPO II	DPO III
MONO	DPO I	DPO II	DPO III
MONTEREY	DPO I	<_____ DPO II _____>	
NAPA	PO I	PO II	PO III
NEVADA	Probation Assistant	DPO II	DPO III
ORANGE	DPO I	DPO II	Sr. DPO
PLACER	<_____ DPO I/ II _____>		Sr DPO-Field
PLUMAS	DPO I	DPO II	DPO III
RIVERSIDE	DPO I	DPO II	Sr. PO
SACRAMENTO	Probation Assistant	DPO	Sr DPO
SAN BENITO	N/A	DPO II	N/A
SAN BERNARDINO	PO I	PO II	PO III
SAN DIEGO	<_____ DPO _____>		Sr PO
SAN FRANCISCO-ADULT	<_____ DPO _____>		N/A
SAN JOAQUIN	PO I	PO II	PO III
SAN LUIS OBISPO	Probation Assistant	DPO I	DPO II
SAN MATEO	DPO I	DPO II	DPO III
SANTA BARBARA	<_____ DPO _____>		DPO Senior
SANTA CLARA	DPO I	DPO II	DPO III
SANTA CRUZ	<_____ DPO I/II _____>		DPO III
SHASTA	DPO I	DPO II	DPO III
SIERRA	DPO I	DPO II	DPO III
SISKIYOU	N/A	DPO II	N/A
SOLANO	DPO (Entry)	DPO (Journey)	DPO (Senior)
SONOMA	PO I	PO II	PO III
STANISLAUS	<_____ DPO II _____>		DPO III
SUTTER	Probation Aide/DPO I	DPO II	DPO III
TEHAMA	<_____ DPO I/II _____>		DPO III
TRINITY	DPO I	DPO II	DPO III
TULARE	DPO I	DPO II	DPO III
TUOLUMNE	DPO I	DPO II	Sr. DPO
VENTURA	<_____ DPO _____>		Sr. DPO
YOLO	DPO I	DPO II	Sr DPO
YUBA	DPO I	DPO II	DPO III/Sr DPO

**PROBATION SERVICES**

**GENERIC POSITION COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER**

	<u>Supervisor</u> (D)	<u>Manager</u> (E)
ALAMEDA	Unit Supervisor, Probation	Program Manager, Probation
AMADOR	Prob Unit Supervisor	DCPO
BUTTE	Supervising PO	Assistant Chief
CALAVERAS	Probation Unit Supervisor	CDPO
COLUSA	Sr. DPO	CDPO
CONTRA COSTA	Probation Supervisor I	Probation Manager
DEL NORTE	Supervising DPO I/II	Assistant Chief
EL DORADO	Supervising DPO	Deputy CPO/Assistant Chief
FRESNO	Prob Services Manager	Prob Div. Dir./Prob Bus. Mgr
GLENN	Supervising DPO	N/A
HUMBOLDT	Supervising PO	Probation Division Director
IMPERIAL	DPO III	Probation Division Manager
INYO	N/A	Deputy Dir. of Adult and Juv. Svcs
KERN	Probation Supervisor	Probation Division Director
LAKE	Senior Probation Officer	Assistant CDPO
LASSEN	Supervising DPO	Chief Deputy Probation Officer
LOS ANGELES	Supervising DPO	Probation Director
MADERA	Senior DPO	Deputy Chief Probation Officer
MARIN	Probation Supervisor	Director Probation Services
MARIPOSA	Assistant Chief	N/A
MENDOCINO	DPO III	Probation Division Manager
MERCED	Supervising Probation Officer	Prob. Prog. Mgr./Asst CPO
MONO	N/A	Assistant Chief Probation Officer
MONTEREY	DPO III	Prob Svcs. Mgr/Prob Div Mgr
NAPA	Supervising PO	Chief Deputy Probation Officer
NEVADA	N/A	Probation Program Manager
ORANGE	Supervising PO	Asst. Div Director/Division Director
PLACER	Supervising PO-Field	Probation Manager
PLUMAS	N/A	Supervising PO
RIVERSIDE	Supervising PO	Asst Prob Div Dir/Prob Div Director
SACRAMENTO	Supervising PO	Asst Prob Div Chief/Prob. Div. Chief
SAN BENITO	Supervising PO III	N/A
SAN BERNARDINO	Supervising PO	Probation Division Director I/II
SAN DIEGO	Supervising PO	Probation Director
SAN FRANCISCO-ADULT	Supervising Adult PO	Division Director
SAN JOAQUIN	Prob. Unit Supervisor	Assistant DCPO
SAN LUIS OBISPO	Supervising DPO	Chief Deputy Probation Officer
SAN MATEO	Prob Services Mgr I	Probation Services Mgr II
SANTA BARBARA	Supervising PO	Probation Manager
SANTA CLARA	Supervising PO	Probation Manager/DCPO
SANTA CRUZ	DPO III	Asst. Prob. Div. Dir./Prob. Div. Dir.
SHASTA	Supervising PO	Probation Division Director
SIERRA	N/A	N/A
SISKIYOU	Prob. Div. Director	Assistant CPO
SOLANO	Supervising DPO	Probation Services Mgr.
SONOMA	DPO IV	Probation Division Director II
STANISLAUS	Supervising PO	Probation Division Director
SUTTER	Supervising PO	Deputy CPO
TEHAMA	DPO IV	Prob. Division Director
TRINITY	Supervising PO	Asst. Chief Probation Officer
TULARE	Supervising PO	Probation Division Manager
TUOLUMNE	N/A	Probation Division Manager
VENTURA	SPO/Prob Prog Mgr	Managers-Prob/Chief Deputy
YOLO	Supervising PO	Prob. Program Mgr./Assistant Chief
YUBA	Supervising PO	Probation Program Manager

**PROBATION SERVICES  
GENERIC SALARY COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE  
ALPHABETICAL LISTING**

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (A)		<u>Rank</u>	<u>Journey Level</u> (B)		<u>Rank</u>	<u>Advanced/Senior Level</u> (C)		<u>Rank</u>
ALAMEDA	7	57,408	70,117	6	63,294	77,272	7	70,117	84,989	5
AMADOR	45	42,762	51,970	26	51,741	62,891	23	59,174	71,932	20
BUTTE	27	34,666	46,457	34	40,202	53,875	36	44,376	59,468	36
CALAVERAS	43	37,211	45,240	39	43,701	53,165	37	51,626	62,816	33
COLUSA	49	35,534	43,189	45	39,187	47,625	49	44,149	53,648	41
CONTRA COSTA	9	41,920	50,954	28	58,177	70,715	12	62,106	75,490	12
DEL NORTE	47	31,174	46,059	36	34,370	50,780	40	36,088	53,318	42
EL DORADO	29	37,315	45,365	38	41,640	50,606	41	44,720	54,392	40
FRESNO	10	34,554	44,096	43	40,924	58,864	29	50,960	65,026	28
GLENN	48	34,424	41,850	48	38,043	46,238	52	42,037	51,085	49
HUMBOLDT	34	35,254	45,238	40	41,354	53,067	38	45,013	57,762	37
IMPERIAL	31	30,008	38,365	52	N/A	N/A	N/A	48,444	61,875	34
INYO	51	46,224	46,224	35	49,656	60,384	27	53,244	64,776	29
KERN	11	43,462	53,058	25	50,730	61,930	26	55,772	68,086	26
LAKE	39	36,561	44,441	42	40,310	48,996	47	43,383	52,732	45
LASSEN	46	31,896	38,301	53	34,944	42,000	54	38,304	46,092	52
LOS ANGELES	1	45,908	56,992	19	54,249	75,119	10	54,249	75,119	14
MADERA	32	35,260	42,859	47	40,951	49,776	42	45,246	54,997	39
MARIN	26	48,714	62,858	15	60,486	78,811	5	68,162	82,888	7
MARIPOSA	52	40,458	49,177	31	40,458	49,177	46	45,606	55,436	38
MENDOCINO	37	35,880	43,617	44	39,603	48,131	48	39,603	48,131	51
MERCED	25	41,371	50,315	29	45,614	55,494	34	52,853	64,293	30
MONO	53	41,856	51,636	27	46,200	57,012	30	51,000	62,928	32
MONTEREY	20	49,440	67,512	8	57,720	78,816	4	57,720	78,816	10
NAPA	33	53,520	63,996	13	58,272	70,056	14	62,856	75,168	13
NEVADA	35	40,830	49,845	30	45,824	55,942	33	50,631	61,810	35
ORANGE	3	53,602	72,259	5	55,557	76,336	8	59,738	80,413	8
PLACER	22	46,248	64,368	12	46,248	64,368	22	60,768	73,872	17
PLUMAS	50	34,212	41,640	49	37,020	45,048	53	40,800	49,668	50
RIVERSIDE	4	38,910	53,799	24	49,665	64,895	21	55,576	72,598	19
SACRAMENTO	8	49,945	63,768	14	57,984	70,491	13	64,310	78,175	11
SAN BENITO	41	N/A	N/A	N/A	47,316	60,324	28	N/A	N/A	N/A
SAN BERNARDINO	5	42,224	53,976	23	51,334	65,541	19	55,245	70,574	22
SAN DIEGO	2	53,560	65,104	11	53,560	65,104	20	59,051	71,781	21
SAN FRANCISCO-ADULT	13	53,066	86,008	1	53,066	86,008	1	N/A	N/A	N/A
SAN JOAQUIN	15	44,907	54,579	22	51,480	62,587	24	56,763	68,994	24
SAN LUIS OBISPO	23	40,164	48,816	32	46,860	56,952	31	56,304	68,436	25
SAN MATEO	14	58,104	72,624	4	64,860	81,060	3	68,598	85,758	2
SANTA BARBARA	19	59,257	77,447	2	59,257	77,447	6	63,552	83,185	6
SANTA CLARA	6	56,607	68,811	7	67,466	82,006	2	75,860	92,240	1
SANTA CRUZ	24	60,168	76,128	3	60,168	76,128	9	68,124	85,296	3
SHASTA	30	35,208	44,940	41	38,820	49,548	43	41,772	53,316	43
SIERRA	55	34,221	41,596	50	40,552	49,291	45	42,851	52,085	48
SISKIYOU	44	N/A	N/A	N/A	42,411	54,142	35	N/A	N/A	N/A
SOLANO	21	49,376	60,016	18	57,042	69,335	15	65,058	79,077	9
SONOMA	17	49,546	60,216	17	54,558	66,331	17	61,610	74,880	15
STANISLAUS	16	46,842	56,930	20	46,842	56,930	32	52,270	63,565	31
SUTTER	36	38,552	60,347	16	49,038	67,188	16	54,559	74,075	16
TEHAMA	40	37,680	45,912	37	40,596	49,428	44	43,704	53,268	44
TRINITY	54	32,163	43,102	46	35,528	46,678	51	39,245	52,593	46
TULARE	18	33,509	40,838	51	38,891	47,396	50	42,948	52,343	47
TUOLUMNE	42	38,713	47,261	33	42,764	52,208	39	56,825	69,369	23
VENTURA	12	43,748	65,843	9	43,748	65,843	18	55,792	72,942	18
YOLO	28	45,972	55,884	21	51,300	62,352	25	55,164	67,044	27
YUBA	38	40,992	65,184	10	44,796	71,232	11	48,936	85,032	4

**PROBATION SERVICES**  
**GENERIC SALARY COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE**  
**ENTRY LEVEL COMPARISON**

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> <b>(A)</b>		<u>Rank</u>	<u>Journey Level</u> <b>(B)</b>		<u>Rank</u>	<u>Advanced/Senior Level</u> <b>(C)</b>		<u>Rank</u>
SAN FRANCISCO-ADULT	13	53,066	86,008	<b>1</b>	53,066	86,008	<b>1</b>	N/A	N/A	N/A
SANTA BARBARA	19	59,257	77,447	<b>2</b>	59,257	77,447	<b>6</b>	63,552	83,185	<b>6</b>
SANTA CRUZ	24	60,168	76,128	<b>3</b>	60,168	76,128	<b>9</b>	68,124	85,296	<b>3</b>
SAN MATEO	14	58,104	72,624	<b>4</b>	64,860	81,060	<b>3</b>	68,598	85,758	<b>2</b>
ORANGE	3	53,602	72,259	<b>5</b>	55,557	76,336	<b>8</b>	59,738	80,413	<b>8</b>
ALAMEDA	7	57,408	70,117	<b>6</b>	63,294	77,272	<b>7</b>	70,117	84,989	<b>5</b>
SANTA CLARA	6	56,607	68,811	<b>7</b>	67,466	82,006	<b>2</b>	75,860	92,240	<b>1</b>
MONTEREY	20	49,440	67,512	<b>8</b>	57,720	78,816	<b>4</b>	57,720	78,816	<b>10</b>
VENTURA	12	43,748	65,843	<b>9</b>	43,748	65,843	<b>18</b>	55,792	72,942	<b>18</b>
YUBA	38	40,992	65,184	<b>10</b>	44,796	71,232	<b>11</b>	48,936	85,032	<b>4</b>
SAN DIEGO	2	53,560	65,104	<b>11</b>	53,560	65,104	<b>20</b>	59,051	71,781	<b>21</b>
PLACER	22	46,248	64,368	<b>12</b>	46,248	64,368	<b>22</b>	60,768	73,872	<b>17</b>
NAPA	33	53,520	63,996	<b>13</b>	58,272	70,056	<b>14</b>	62,856	75,168	<b>13</b>
SACRAMENTO	8	49,945	63,768	<b>14</b>	57,984	70,491	<b>13</b>	64,310	78,175	<b>11</b>
MARIN	26	48,714	62,858	<b>15</b>	60,486	78,811	<b>5</b>	68,162	82,888	<b>7</b>
SUTTER	36	38,552	60,347	<b>16</b>	49,038	67,188	<b>16</b>	54,559	74,075	<b>16</b>
SONOMA	17	49,546	60,216	<b>17</b>	54,558	66,331	<b>17</b>	61,610	74,880	<b>15</b>
SOLANO	21	49,376	60,016	<b>18</b>	57,042	69,335	<b>15</b>	65,058	79,077	<b>9</b>
LOS ANGELES	1	45,908	56,992	<b>19</b>	54,249	75,119	<b>10</b>	54,249	75,119	<b>14</b>
STANISLAUS	16	46,842	56,930	<b>20</b>	46,842	56,930	<b>32</b>	52,270	63,565	<b>31</b>
YOLO	28	45,972	55,884	<b>21</b>	51,300	62,352	<b>25</b>	55,164	67,044	<b>27</b>
SAN JOAQUIN	15	44,907	54,579	<b>22</b>	51,480	62,587	<b>24</b>	56,763	68,994	<b>24</b>
SAN BERNARDINO	5	42,224	53,976	<b>23</b>	51,334	65,541	<b>19</b>	55,245	70,574	<b>22</b>
RIVERSIDE	4	38,910	53,799	<b>24</b>	49,665	64,895	<b>21</b>	55,576	72,598	<b>19</b>
KERN	11	43,462	53,058	<b>25</b>	50,730	61,930	<b>26</b>	55,772	68,086	<b>26</b>
AMADOR	45	42,762	51,970	<b>26</b>	51,741	62,891	<b>23</b>	59,174	71,932	<b>20</b>
MONO	53	41,856	51,636	<b>27</b>	46,200	57,012	<b>30</b>	51,000	62,928	<b>32</b>
CONTRA COSTA	9	41,920	50,954	<b>28</b>	58,177	70,715	<b>12</b>	62,106	75,490	<b>12</b>
MERCED	25	41,371	50,315	<b>29</b>	45,614	55,494	<b>34</b>	52,853	64,293	<b>30</b>
NEVADA	35	40,830	49,845	<b>30</b>	45,824	55,942	<b>33</b>	50,631	61,810	<b>35</b>
MARIPOSA	52	40,458	49,177	<b>31</b>	40,458	49,177	<b>46</b>	45,606	55,436	<b>38</b>
SAN LUIS OBISPO	23	40,164	48,816	<b>32</b>	46,860	56,952	<b>31</b>	56,304	68,436	<b>25</b>
TUOLUMNE	42	38,713	47,261	<b>33</b>	42,764	52,208	<b>39</b>	56,825	69,369	<b>23</b>
BUTTE	27	34,666	46,457	<b>34</b>	40,202	53,875	<b>36</b>	44,376	59,468	<b>36</b>
INYO	51	46,224	46,224	<b>35</b>	49,656	60,384	<b>27</b>	53,244	64,776	<b>29</b>
DEL NORTE	47	31,174	46,059	<b>36</b>	34,370	50,780	<b>40</b>	36,088	53,318	<b>42</b>
TEHAMA	40	37,680	45,912	<b>37</b>	40,596	49,428	<b>44</b>	43,704	53,268	<b>44</b>
EL DORADO	29	37,315	45,365	<b>38</b>	41,640	50,606	<b>41</b>	44,720	54,392	<b>40</b>
CALAVERAS	43	37,211	45,240	<b>39</b>	43,701	53,165	<b>37</b>	51,626	62,816	<b>33</b>
HUMBOLDT	34	35,254	45,238	<b>40</b>	41,354	53,067	<b>38</b>	45,013	57,762	<b>37</b>
SHASTA	30	35,208	44,940	<b>41</b>	38,820	49,548	<b>43</b>	41,772	53,316	<b>43</b>
LAKE	39	36,561	44,441	<b>42</b>	40,310	48,996	<b>47</b>	43,383	52,732	<b>45</b>
FRESNO	10	34,554	44,096	<b>43</b>	40,924	58,864	<b>29</b>	50,960	65,026	<b>28</b>
MENDOCINO	37	35,880	43,617	<b>44</b>	39,603	48,131	<b>48</b>	39,603	48,131	<b>51</b>
COLUSA	49	35,534	43,189	<b>45</b>	39,187	47,625	<b>49</b>	44,149	53,648	<b>41</b>
TRINITY	54	32,163	43,102	<b>46</b>	35,528	46,678	<b>51</b>	39,245	52,593	<b>46</b>
MADERA	32	35,260	42,859	<b>47</b>	40,951	49,776	<b>42</b>	45,246	54,997	<b>39</b>
GLENN	48	34,424	41,850	<b>48</b>	38,043	46,238	<b>52</b>	42,037	51,085	<b>49</b>
PLUMAS	50	34,212	41,640	<b>49</b>	37,020	45,048	<b>53</b>	40,800	49,668	<b>50</b>
SIERRA	55	34,221	41,596	<b>50</b>	40,552	49,291	<b>45</b>	42,851	52,085	<b>48</b>
TULARE	18	33,509	40,838	<b>51</b>	38,891	47,396	<b>50</b>	42,948	52,343	<b>47</b>
IMPERIAL	31	30,008	38,365	<b>52</b>	N/A	N/A	N/A	48,444	61,875	<b>34</b>
LASSEN	46	31,896	38,301	<b>53</b>	34,944	42,000	<b>54</b>	38,304	46,092	<b>52</b>
SAN BENITO	41	N/A	N/A	N/A	47,316	60,324	<b>28</b>	N/A	N/A	N/A
SISKIYOU	44	N/A	N/A	N/A	42,411	54,142	<b>35</b>	N/A	N/A	N/A

**PROBATION SERVICES**  
**GENERIC SALARY COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE**  
**JOURNEY LEVEL COMPARISON**

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (A)	<u>Rank</u>	<u>Journey Level</u> (B)	<u>Rank</u>	<u>Advanced/Senior Level</u> (C)	<u>Rank</u>			
SAN FRANCISCO-ADULT	13	53,066	86,008	1	53,066	86,008	1	N/A	N/A	N/A
SANTA CLARA	6	56,607	68,811	7	67,466	82,006	2	75,860	92,240	1
SAN MATEO	14	58,104	72,624	4	64,860	81,060	3	68,598	85,758	2
MONTEREY	20	49,440	67,512	8	57,720	78,816	4	57,720	78,816	10
MARIN	26	48,714	62,858	15	60,486	78,811	5	68,162	82,888	7
SANTA BARBARA	19	59,257	77,447	2	59,257	77,447	6	63,552	83,185	6
ALAMEDA	7	57,408	70,117	6	63,294	77,272	7	70,117	84,989	5
ORANGE	3	53,602	72,259	5	55,557	76,336	8	59,738	80,413	8
SANTA CRUZ	24	60,168	76,128	3	60,168	76,128	9	68,124	85,296	3
LOS ANGELES	1	45,908	56,992	19	54,249	75,119	10	54,249	75,119	14
YUBA	38	40,992	65,184	10	44,796	71,232	11	48,936	85,032	4
CONTRA COSTA	9	41,920	50,954	28	58,177	70,715	12	62,106	75,490	12
SACRAMENTO	8	49,945	63,768	14	57,984	70,491	13	64,310	78,175	11
NAPA	33	53,520	63,996	13	58,272	70,056	14	62,856	75,168	13
SOLANO	21	49,376	60,016	18	57,042	69,335	15	65,058	79,077	9
SUTTER	36	38,552	60,347	16	49,038	67,188	16	54,559	74,075	16
SONOMA	17	49,546	60,216	17	54,558	66,331	17	61,610	74,880	15
VENTURA	12	43,748	65,843	9	43,748	65,843	18	55,792	72,942	18
SAN BERNARDINO	5	42,224	53,976	23	51,334	65,541	19	55,245	70,574	22
SAN DIEGO	2	53,560	65,104	11	53,560	65,104	20	59,051	71,781	21
RIVERSIDE	4	38,910	53,799	24	49,665	64,895	21	55,576	72,598	19
PLACER	22	46,248	64,368	12	46,248	64,368	22	60,768	73,872	17
AMADOR	45	42,762	51,970	26	51,741	62,891	23	59,174	71,932	20
SAN JOAQUIN	15	44,907	54,579	22	51,480	62,587	24	56,763	68,994	24
YOLO	28	45,972	55,884	21	51,300	62,352	25	55,164	67,044	27
KERN	11	43,462	53,058	25	50,730	61,930	26	55,772	68,086	26
INYO	51	46,224	46,224	35	49,656	60,384	27	53,244	64,776	29
SAN BENITO	41	N/A	N/A	N/A	47,316	60,324	28	N/A	N/A	N/A
FRESNO	10	34,554	44,096	43	40,924	58,864	29	50,960	65,026	28
MONO	53	41,856	51,636	27	46,200	57,012	30	51,000	62,928	32
SAN LUIS OBISPO	23	40,164	48,816	32	46,860	56,952	31	56,304	68,436	25
STANISLAUS	16	46,842	56,930	20	46,842	56,930	32	52,270	63,565	31
NEVADA	35	40,830	49,845	30	45,824	55,942	33	50,631	61,810	35
MERCED	25	41,371	50,315	29	45,614	55,494	34	52,853	64,293	30
SISKIYOU	44	N/A	N/A	N/A	42,411	54,142	35	N/A	N/A	N/A
BUTTE	27	34,666	46,457	34	40,202	53,875	36	44,376	59,468	36
CALAVERAS	43	37,211	45,240	39	43,701	53,165	37	51,626	62,816	33
HUMBOLDT	34	35,254	45,238	40	41,354	53,067	38	45,013	57,762	37
TUOLUMNE	42	38,713	47,261	33	42,764	52,208	39	56,825	69,369	23
DEL NORTE	47	31,174	46,059	36	34,370	50,780	40	36,088	53,318	42
EL DORADO	29	37,315	45,365	38	41,640	50,606	41	44,720	54,392	40
MADERA	32	35,260	42,859	47	40,951	49,776	42	45,246	54,997	39
SHASTA	30	35,208	44,940	41	38,820	49,548	43	41,772	53,316	43
TEHAMA	40	37,680	45,912	37	40,596	49,428	44	43,704	53,268	44
SIERRA	55	34,221	41,596	50	40,552	49,291	45	42,851	52,085	48
MARIPOSA	52	40,458	49,177	31	40,458	49,177	46	45,606	55,436	38
LAKE	39	36,561	44,441	42	40,310	48,996	47	43,383	52,732	45
MENDOCINO	37	35,880	43,617	44	39,603	48,131	48	39,603	48,131	51
COLUSA	49	35,534	43,189	45	39,187	47,625	49	44,149	53,648	41
TULARE	18	33,509	40,838	51	38,891	47,396	50	42,948	52,343	47
TRINITY	54	32,163	43,102	46	35,528	46,678	51	39,245	52,593	46
GLENN	48	34,424	41,850	48	38,043	46,238	52	42,037	51,085	49
PLUMAS	50	34,212	41,640	49	37,020	45,048	53	40,800	49,668	50
LASSEN	46	31,896	38,301	53	34,944	42,000	54	38,304	46,092	52
IMPERIAL	31	30,008	38,365	52	N/A	N/A	N/A	48,444	61,875	34



**PROBATION SERVICES**  
**GENERIC SALARY COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE**  
**ADVANCED/SENIOR LEVEL COMPARISON**

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (A)		<u>Rank</u>	<u>Journey Level</u> (B)		<u>Rank</u>	<u>Advanced/Senior Level</u> (C)		<u>Rank</u>
SANTA CLARA	6	56,607	68,811	7	67,466	82,006	2	75,860	92,240	1
SAN MATEO	14	58,104	72,624	4	64,860	81,060	3	68,598	85,758	2
SANTA CRUZ	24	60,168	76,128	3	60,168	76,128	9	68,124	85,296	3
YUBA	38	40,992	65,184	10	44,796	71,232	11	48,936	85,032	4
ALAMEDA	7	57,408	70,117	6	63,294	77,272	7	70,117	84,989	5
SANTA BARBARA	19	59,257	77,447	2	59,257	77,447	6	63,552	83,185	6
MARIN	26	48,714	62,858	15	60,486	78,811	5	68,162	82,888	7
ORANGE	3	53,602	72,259	5	55,557	76,336	8	59,738	80,413	8
SOLANO	21	49,376	60,016	18	57,042	69,335	15	65,058	79,077	9
MONTEREY	20	49,440	67,512	8	57,720	78,816	4	57,720	78,816	10
SACRAMENTO	8	49,945	63,768	14	57,984	70,491	13	64,310	78,175	11
CONTRA COSTA	9	41,920	50,954	28	58,177	70,715	12	62,106	75,490	12
NAPA	33	53,520	63,996	13	58,272	70,056	14	62,856	75,168	13
LOS ANGELES	1	45,908	56,992	19	54,249	75,119	10	54,249	75,119	14
SONOMA	17	49,546	60,216	17	54,558	66,331	17	61,610	74,880	15
SUTTER	36	38,552	60,347	16	49,038	67,188	16	54,559	74,075	16
PLACER	22	46,248	64,368	12	46,248	64,368	22	60,768	73,872	17
VENTURA	12	43,748	65,843	9	43,748	65,843	18	55,792	72,942	18
RIVERSIDE	4	38,910	53,799	24	49,665	64,895	21	55,576	72,598	19
AMADOR	45	42,762	51,970	26	51,741	62,891	23	59,174	71,932	20
SAN DIEGO	2	53,560	65,104	11	53,560	65,104	20	59,051	71,781	21
SAN BERNARDINO	5	42,224	53,976	23	51,334	65,541	19	55,245	70,574	22
TUOLUMNE	42	38,713	47,261	33	42,764	52,208	39	56,825	69,369	23
SAN JOAQUIN	15	44,907	54,579	22	51,480	62,587	24	56,763	68,994	24
SAN LUIS OBISPO	23	40,164	48,816	32	46,860	56,952	31	56,304	68,436	25
KERN	11	43,462	53,058	25	50,730	61,930	26	55,772	68,086	26
YOLO	28	45,972	55,884	21	51,300	62,352	25	55,164	67,044	27
FRESNO	10	34,554	44,096	43	40,924	58,864	29	50,960	65,026	28
INYO	51	46,224	46,224	35	49,656	60,384	27	53,244	64,776	29
MERCED	25	41,371	50,315	29	45,614	55,494	34	52,853	64,293	30
STANISLAUS	16	46,842	56,930	20	46,842	56,930	32	52,270	63,565	31
MONO	53	41,856	51,636	27	46,200	57,012	30	51,000	62,928	32
CALAVERAS	43	37,211	45,240	39	43,701	53,165	37	51,626	62,816	33
IMPERIAL	31	30,008	38,365	52	N/A	N/A	N/A	48,444	61,875	34
NEVADA	35	40,830	49,845	30	45,824	55,942	33	50,631	61,810	35
BUTTE	27	34,666	46,457	34	40,202	53,875	36	44,376	59,468	36
HUMBOLDT	34	35,254	45,238	40	41,354	53,067	38	45,013	57,762	37
MARIPOSA	52	40,458	49,177	31	40,458	49,177	46	45,606	55,436	38
MADERA	32	35,260	42,859	47	40,951	49,776	42	45,246	54,997	39
EL DORADO	29	37,315	45,365	38	41,640	50,606	41	44,720	54,392	40
COLUSA	49	35,534	43,189	45	39,187	47,625	49	44,149	53,648	41
DEL NORTE	47	31,174	46,059	36	34,370	50,780	40	36,088	53,318	42
SHASTA	30	35,208	44,940	41	38,820	49,548	43	41,772	53,316	43
TEHAMA	40	37,680	45,912	37	40,596	49,428	44	43,704	53,268	44
LAKE	39	36,561	44,441	42	40,310	48,996	47	43,383	52,732	45
TRINITY	54	32,163	43,102	46	35,528	46,678	51	39,245	52,593	46
TULARE	18	33,509	40,838	51	38,891	47,396	50	42,948	52,343	47
SIERRA	55	34,221	41,596	50	40,552	49,291	45	42,851	52,085	48
GLENN	48	34,424	41,850	48	38,043	46,238	52	42,037	51,085	49
PLUMAS	50	34,212	41,640	49	37,020	45,048	53	40,800	49,668	50
MENDOCINO	37	35,880	43,617	44	39,603	48,131	48	39,603	48,131	51
LASSEN	46	31,896	38,301	53	34,944	42,000	54	38,304	46,092	52
SAN BENITO	41	N/A	N/A	N/A	47,316	60,324	28	N/A	N/A	N/A
SAN FRANCISCO-ADULT	13	53,066	86,008	1	53,066	86,008	1	N/A	N/A	N/A
SISKIYOU	44	N/A	N/A	N/A	42,411	54,142	35	N/A	N/A	N/A

**PROBATION SERVICES  
GENERIC SALARY COMPARISONS - FIRST LEVEL SUPERVISOR AND MANAGER SALARY RANGE  
ALPHABETICAL LISTING**

	<u>Pop.</u> <u>Rank</u>	<u>Supervisor</u> (D)		<u>Rank</u>	<u>Manager</u> (E)		<u>Rank</u>
ALAMEDA	7	80,017	96,428	3	88,442	107,494	18
AMADOR	45	65,062	79,093	26	78,718	95,672	30
BUTTE	27	50,208	67,283	34	87,283	116,968	9
CALAVERAS	43	56,098	68,203	32	64,646	78,541	38
COLUSA	49	44,149	53,648	47	53,969	68,697	49
CONTRA COSTA	9	76,211	92,635	7	81,738	99,353	25
DEL NORTE	47	39,787	63,270	38	49,574	73,243	45
EL DORADO	29	51,272	62,317	40	69,805	84,843	35
FRESNO	10	58,630	78,572	27	59,526	106,328	19
GLENN	48	47,590	57,824	45	N/A	N/A	N/A
HUMBOLDT	34	50,737	65,107	37	56,059	71,937	47
IMPERIAL	31	53,174	67,937	33	68,901	88,003	34
INYO	51	N/A	N/A	N/A	64,368	78,264	40
KERN	11	61,315	74,854	28	78,725	96,106	28
LAKE	39	46,663	56,719	46	59,566	72,404	46
LASSEN	46	43,872	52,872	49	50,460	60,888	50
LOS ANGELES	1	63,528	83,311	20	86,122	130,353	3
MADERA	32	49,992	60,766	42	63,199	76,819	42
MARIN	26	85,030	94,245	5	104,021	115,294	12
MARIPOSA	52	54,049	65,697	36	N/A	N/A	N/A
MENDOCINO	37	43,680	53,102	48	64,417	78,312	39
MERCED	25	65,562	79,768	25	73,757	115,627	11
MONO	53	N/A	N/A	N/A	92,796	92,796	31
MONTEREY	20	60,660	82,836	21	76,764	120,420	7
NAPA	33	71,796	86,172	15	87,276	104,772	23
NEVADA	35	N/A	N/A	N/A	75,474	92,138	32
ORANGE	3	66,747	89,606	11	73,778	161,970	1
PLACER	22	69,888	84,948	19	80,340	97,644	27
PLUMAS	50	N/A	N/A	N/A	47,256	57,480	51
RIVERSIDE	4	63,167	82,563	22	69,784	109,599	16
SACRAMENTO	8	72,642	88,302	14	85,817	125,280	6
SAN BENITO	41	54,732	69,780	31	N/A	N/A	N/A
SAN BERNARDINO	5	69,930	89,378	12	74,292	105,685	20
SAN DIEGO	2	67,018	85,530	16	68,640	135,200	2
SAN FRANCISCO-ADULT	13	85,670	104,156	2	108,914	126,048	5
SAN JOAQUIN	15	66,664	81,037	24	78,707	95,701	29
SAN LUIS OBISPO	23	67,536	82,080	23	92,232	112,116	13
SAN MATEO	14	76,482	95,597	4	88,525	110,656	15
SANTA BARBARA	19	70,864	92,616	8	70,720	116,480	10
SANTA CLARA	6	86,122	104,686	1	96,391	117,193	8
SANTA CRUZ	24	68,124	85,296	18	71,964	111,696	14
SHASTA	30	46,056	58,788	43	54,108	69,060	48
SIERRA	55	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	44	49,130	62,691	39	58,563	74,742	43
SOLANO	21	73,193	88,966	13	80,513	97,862	26
SONOMA	17	74,069	90,022	10	86,923	105,643	21
STANISLAUS	16	59,384	72,176	29	72,996	109,450	17
SUTTER	36	63,816	85,449	17	77,718	105,112	22
TEHAMA	40	48,252	58,764	44	60,144	73,272	44
TRINITY	54	45,563	61,059	41	57,853	77,528	41
TULARE	18	54,640	66,591	35	66,534	81,087	36
TUOLUMNE	42	N/A	N/A	N/A	66,331	80,971	37
VENTURA	12	62,759	91,477	9	79,832	129,317	4
YOLO	28	58,488	71,100	30	73,452	89,268	33
YUBA	38	58,440	92,928	6	63,852	101,532	24



**PROBATION SERVICES  
GENERIC SALARY COMPARISONS - FIRST LEVEL SUPERVISOR AND MANAGER SALARY RANGE  
FIRST LEVEL SUPERVISOR**

	<u>Pop.</u> <u>Rank</u>	<u>Supervisor</u> <u>(D)</u>		<u>Rank</u>	<u>Manager</u> <u>(E)</u>		<u>Rank</u>
SANTA CLARA	6	86,122	104,686	<b>1</b>	96,391	117,193	<b>8</b>
SAN FRANCISCO-ADULT	13	85,670	104,156	<b>2</b>	108,914	126,048	<b>5</b>
ALAMEDA	7	80,017	96,428	<b>3</b>	88,442	107,494	<b>18</b>
SAN MATEO	14	76,482	95,597	<b>4</b>	88,525	110,656	<b>15</b>
MARIN	26	85,030	94,245	<b>5</b>	104,021	115,294	<b>12</b>
YUBA	38	58,440	92,928	<b>6</b>	63,852	101,532	<b>24</b>
CONTRA COSTA	9	76,211	92,635	<b>7</b>	81,738	99,353	<b>25</b>
SANTA BARBARA	19	70,864	92,616	<b>8</b>	70,720	116,480	<b>10</b>
VENTURA	12	62,759	91,477	<b>9</b>	79,832	129,317	<b>4</b>
SONOMA	17	74,069	90,022	<b>10</b>	86,923	105,643	<b>21</b>
ORANGE	3	66,747	89,606	<b>11</b>	73,778	161,970	<b>1</b>
SAN BERNARDINO	5	69,930	89,378	<b>12</b>	74,292	105,685	<b>20</b>
SOLANO	21	73,193	88,966	<b>13</b>	80,513	97,862	<b>26</b>
SACRAMENTO	8	72,642	88,302	<b>14</b>	85,817	125,280	<b>6</b>
NAPA	33	71,796	86,172	<b>15</b>	87,276	104,772	<b>23</b>
SAN DIEGO	2	67,018	85,530	<b>16</b>	68,640	135,200	<b>2</b>
SUTTER	36	63,816	85,449	<b>17</b>	77,718	105,112	<b>22</b>
SANTA CRUZ	24	68,124	85,296	<b>18</b>	71,964	111,696	<b>14</b>
PLACER	22	69,888	84,948	<b>19</b>	80,340	97,644	<b>27</b>
LOS ANGELES	1	63,528	83,311	<b>20</b>	86,122	130,353	<b>3</b>
MONTEREY	20	60,660	82,836	<b>21</b>	76,764	120,420	<b>7</b>
RIVERSIDE	4	63,167	82,563	<b>22</b>	69,784	109,599	<b>16</b>
SAN LUIS OBISPO	23	67,536	82,080	<b>23</b>	92,232	112,116	<b>13</b>
SAN JOAQUIN	15	66,664	81,037	<b>24</b>	78,707	95,701	<b>29</b>
MERCED	25	65,562	79,768	<b>25</b>	73,757	115,627	<b>11</b>
AMADOR	45	65,062	79,093	<b>26</b>	78,718	95,672	<b>30</b>
FRESNO	10	58,630	78,572	<b>27</b>	59,526	106,328	<b>19</b>
KERN	11	61,315	74,854	<b>28</b>	78,725	96,106	<b>28</b>
STANISLAUS	16	59,384	72,176	<b>29</b>	72,996	109,450	<b>17</b>
YOLO	28	58,488	71,100	<b>30</b>	73,452	89,268	<b>33</b>
SAN BENITO	41	54,732	69,780	<b>31</b>	N/A	N/A	N/A
CALAVERAS	43	56,098	68,203	<b>32</b>	64,646	78,541	<b>38</b>
IMPERIAL	31	53,174	67,937	<b>33</b>	68,901	88,003	<b>34</b>
BUTTE	27	50,208	67,283	<b>34</b>	87,283	116,968	<b>9</b>
TULARE	18	54,640	66,591	<b>35</b>	66,534	81,087	<b>36</b>
MARIPOSA	52	54,049	65,697	<b>36</b>	N/A	N/A	N/A
HUMBOLDT	34	50,737	65,107	<b>37</b>	56,059	71,937	<b>47</b>
DEL NORTE	47	39,787	63,270	<b>38</b>	49,574	73,243	<b>45</b>
SISKIYOU	44	49,130	62,691	<b>39</b>	58,563	74,742	<b>43</b>
EL DORADO	29	51,272	62,317	<b>40</b>	69,805	84,843	<b>35</b>
TRINITY	54	45,563	61,059	<b>41</b>	57,853	77,528	<b>41</b>
MADERA	32	49,992	60,766	<b>42</b>	63,199	76,819	<b>42</b>
SHASTA	30	46,056	58,788	<b>43</b>	54,108	69,060	<b>48</b>
TEHAMA	40	48,252	58,764	<b>44</b>	60,144	73,272	<b>44</b>
GLENN	48	47,590	57,824	<b>45</b>	N/A	N/A	N/A
LAKE	39	46,663	56,719	<b>46</b>	59,566	72,404	<b>46</b>
COLUSA	49	44,149	53,648	<b>47</b>	53,969	68,697	<b>49</b>
MENDOCINO	37	43,680	53,102	<b>48</b>	64,417	78,312	<b>39</b>
LASSEN	46	43,872	52,872	<b>49</b>	50,460	60,888	<b>50</b>
INYO	51	N/A	N/A	N/A	64,368	78,264	<b>40</b>
MONO	53	N/A	N/A	N/A	92,796	92,796	<b>31</b>
NEVADA	35	N/A	N/A	N/A	75,474	92,138	<b>32</b>
PLUMAS	50	N/A	N/A	N/A	47,256	57,480	<b>51</b>
SIERRA	55	N/A	N/A	N/A	N/A	N/A	N/A
TUOLUMNE	42	N/A	N/A	N/A	66,331	80,971	<b>37</b>

**PROBATION SERVICES  
 GENERIC SALARY COMPARISONS - FIRST LEVEL SUPERVISOR AND MANAGER SALARY RANGE  
 MANAGER COMPARISON**

	<u>Pop.</u> <u>Rank</u>	<u>Supervisor</u> (D)		<u>Rank</u>	<u>Manager</u> (E)		<u>Rank</u>
ORANGE	3	66,747	89,606	11	73,778	161,970	1
SAN DIEGO	2	67,018	85,530	16	68,640	135,200	2
LOS ANGELES	1	63,528	83,311	20	86,122	130,353	3
VENTURA	12	62,759	91,477	9	79,832	129,317	4
SAN FRANCISCO-ADULT	13	85,670	104,156	2	108,914	126,048	5
SACRAMENTO	8	72,642	88,302	14	85,817	125,280	6
MONTEREY	20	60,660	82,836	21	76,764	120,420	7
SANTA CLARA	6	86,122	104,686	1	96,391	117,193	8
BUTTE	27	50,208	67,283	34	87,283	116,968	9
SANTA BARBARA	19	70,864	92,616	8	70,720	116,480	10
MERCED	25	65,562	79,768	25	73,757	115,627	11
MARIN	26	85,030	94,245	5	104,021	115,294	12
SAN LUIS OBISPO	23	67,536	82,080	23	92,232	112,116	13
SANTA CRUZ	24	68,124	85,296	18	71,964	111,696	14
SAN MATEO	14	76,482	95,597	4	88,525	110,656	15
RIVERSIDE	4	63,167	82,563	22	69,784	109,599	16
STANISLAUS	16	59,384	72,176	29	72,996	109,450	17
ALAMEDA	7	80,017	96,428	3	88,442	107,494	18
FRESNO	10	58,630	78,572	27	59,526	106,328	19
SAN BERNARDINO	5	69,930	89,378	12	74,292	105,685	20
SONOMA	17	74,069	90,022	10	86,923	105,643	21
SUTTER	36	63,816	85,449	17	77,718	105,112	22
NAPA	33	71,796	86,172	15	87,276	104,772	23
YUBA	38	58,440	92,928	6	63,852	101,532	24
CONTRA COSTA	9	76,211	92,635	7	81,738	99,353	25
SOLANO	21	73,193	88,966	13	80,513	97,862	26
PLACER	22	69,888	84,948	19	80,340	97,644	27
KERN	11	61,315	74,854	28	78,725	96,106	28
SAN JOAQUIN	15	66,664	81,037	24	78,707	95,701	29
AMADOR	45	65,062	79,093	26	78,718	95,672	30
MONO	53	N/A	N/A	N/A	92,796	92,796	31
NEVADA	35	N/A	N/A	N/A	75,474	92,138	32
YOLO	28	58,488	71,100	30	73,452	89,268	33
IMPERIAL	31	53,174	67,937	33	68,901	88,003	34
EL DORADO	29	51,272	62,317	40	69,805	84,843	35
TULARE	18	54,640	66,591	35	66,534	81,087	36
TUOLUMNE	42	N/A	N/A	N/A	66,331	80,971	37
CALAVERAS	43	56,098	68,203	32	64,646	78,541	38
MENDOCINO	37	43,680	53,102	48	64,417	78,312	39
INYO	51	N/A	N/A	N/A	64,368	78,264	40
TRINITY	54	45,563	61,059	41	57,853	77,528	41
MADERA	32	49,992	60,766	42	63,199	76,819	42
SISKIYOU	44	49,130	62,691	39	58,563	74,742	43
TEHAMA	40	48,252	58,764	44	60,144	73,272	44
DEL NORTE	47	39,787	63,270	38	49,574	73,243	45
LAKE	39	46,663	56,719	46	59,566	72,404	46
HUMBOLDT	34	50,737	65,107	37	56,059	71,937	47
SHASTA	30	46,056	58,788	43	54,108	69,060	48
COLUSA	49	44,149	53,648	47	53,969	68,697	49
LASSEN	46	43,872	52,872	49	50,460	60,888	50
PLUMAS	50	N/A	N/A	N/A	47,256	57,480	51
GLENN	48	47,590	57,824	45	N/A	N/A	N/A
MARIPOSA	52	54,049	65,697	36	N/A	N/A	N/A
SAN BENITO	41	54,732	69,780	31	N/A	N/A	N/A
SIERRA	55	N/A	N/A	N/A	N/A	N/A	N/A

## INSTITUTIONS

### GENERIC POSITION COMPARISONS - ENTRY THROUGH SENIOR CLASSIFICATIONS

	<u>Entry Level</u> (F)	<u>Journeyman</u> (G)	Advanced/Senior Level (H)
ALAMEDA	< _____ Juvenile Institutional Officer II _____ >		Juvenile Institutional Officer III
AMADOR	N/A	N/A	N/A
BUTTE	Juv Hall Counselor I	Juv Hall Counselor II	Supervising JH Counselor
CALAVERAS	N/A	N/A	N/A
COLUSA	N/A	N/A	N/A
CONTRA COSTA	Probation Counselor I	Probation Counselor II	Probation Counselor III/DPO III
DEL NORTE	Youth Grp Couns I/JCO Recruit Juv. Correctional Officer I	JCO II/III/Youth Grp Couns. II/III	Sr. JCO/ Sr. Youth Grp. Couns.
EL DORADO	DPO I Institutions	DPO II Institutions	Sr. DPO/Institutions
FRESNO	Juvenile Correctional Officer I	Juvenile Correctional Officer II	Sr Juv. Corr Off/Supv'g JCO
GLENN	Juvenile Hall Counselor I	JH Counselor II	N/A
HUMBOLDT	Juv Corrections Officer I	Juv Corrections Officer II	Sr. Juv. Corrections Officer
IMPERIAL	N/A	Juvenile Officer-Juv. Hall	N/A
INYO	< _____ Group Counselor I _____ >		Group Counselor II
KERN	Juvenile Corrections Officer I	Juvenile Corrections Officer II	Juvenile Corrections Officer III
LAKE	Juvenile Corrections Officer I	Juvenile Corrections Officer II	Juvenile Corrections Officer III
LASSEN	Juvenile Detention Counselor I	Juvenile Detention Counselor II	N/A
LOS ANGELES	< _____ Det Svcs Officer/DPO I-ResTrt _____ >		Sr. Det. Svcs. Off/DPO II-ResTrt
MADERA	Juv Detention Officer I	Juv Detention Officer II	Juvenile Detention Officer III
MARIN	N/A	Group Couns. II & II Bil	Group Counselor III
MARIPOSA	N/A	< _____ Juvenile Corrections Officer _____ >	
MENDOCINO	< _____ Corrections Counselor _____ >		N/A
MERCED	Juvenile Institutions Officer I	Juvenile Institutions Officer II	Juvenile Institutions Officer III
MONO	N/A	N/A	N/A
MONTEREY	Juvenile Institutions Officer I	Juvenile Institutions Officer II	Sr. Juvenile Institutions Officer
NAPA	JH Counselor I	JH Counselor II	Sr. JH Counselor
NEVADA	Group Supervisor I	Group Supervisor II	Sr Group Supervisor
ORANGE	Deputy Juv. Correctional Off. I	Deputy Juv. Correctional Off. II	Sr. Juv Correctional Officer
PLACER	Probation Assistant	DPO I/II Institutions	Sr. DPO/Institutions
PLUMAS	N/A	N/A	N/A
RIVERSIDE	Prob. Corrections Officer I	Prob. Corrections Officer II	Sr. Prob. Corrections Officer
SACRAMENTO	Prob Assistant	DPO	Sr. DPO
SAN BENITO	N/A	Juv Inst Officer II	N/A
SAN BERNARDINO	Prob. Corrections Officer-Trainee	Probation Corrections Officer	Prob. Corrections Supervisor I
SAN DIEGO	Correctional DPO I	Correctional DPO II	Sr. DPO
SAN FRANCISCO-ADULT	N/A	N/A	N/A
SAN JOAQUIN	Juv. Detention. Officer Asst.	Juvenile Detention Officer	N/A
SAN LUIS OBISPO	Juv Svcs Officer I/Correct'I Tech	Juvenile Services Officer II	Juv Services Officer III
SAN MATEO	Group Supervisor I	Group Supervisor II	Group Supervisor III
SANTA BARBARA	< _____ Juvenile Institutions Officer _____ >		Juv Institutions Officer Sr.
SANTA CLARA	Prob Asst I/Group Couns I/ Prob Counselor I	Prob Asst I/Group Couns II/ Prob Counselor I	Prob Asst. II/Sr Group Couns./ Prob Counselor II
SANTA CRUZ	Group Supervisor I	Group Supervisor II	Sr. Group Supervisor
SHASTA	Juvenile Detention Officer I	Juvenile Detention Officer II	Supv. Juvenile Detention Officer
SIERRA	N/A	N/A	N/A
SISKIYOU	Juvenile Corrections Officer I	Juvenile Corrections Officer II	N/A
SOLANO	Group Counselor (entry)	Group Counselor (journey)	Group Counselor (senior)
SONOMA	Juv Correct Couns I/Prob Asst/ Prob. Ind. Crew Supv	Juv Corr Counselor II/ Prob. Ind. Crew Supv	Juv. Correctional Counselor III
STANISLAUS	< _____ Probation Corrections Officer I/II _____ >		Probation Corrections Officer III
SUTTER	N/A	N/A	N/A
TEHAMA	Juv. Detention Fac. Counselor I	Juvenile Det. Fac. Counselor II	N/A
TRINITY	Juvenile Counselor I	Juvenile Counselor II	Lead Juvenile Counselor
TULARE	Prob Correctional Officer I	Prob Correctional Officer II	Probation Correctional Officer III
TUOLUMNE	N/A	N/A	N/A
VENTURA	Correction Svcs. Officer I	Correction Svcs. Officer II	Correction Svcs. Officer III
YOLO	Detention Officer I	Detention Officer II	Sr. Detention Officer
YUBA	Group Counselor I	Group Counselor II	Supervising Group Counselor

## INSTITUTIONS

### GENERIC POSITION COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

	<u>Supervisor</u>	<u>Manager</u>
	(I)	(J)
ALAMEDA	Institutional Supervisor II	Superintendent of Juvenile Hall
AMADOR	N/A	N/A
BUTTE	Assist. Superintendent-JH	Superintendent JH/Asst. CPO
CALAVERAS	N/A	N/A
COLUSA	NA	N/A
CONTRA COSTA	Institutional Supervisor I	Institutional Supervisor II/Probation Manager
DEL NORTE	Supv'g Juvenile Correctional Officer I/II	Facility Manager
EL DORADO	Supervising DPO Institutions	Deputy Chief Probation Officer
FRESNO	Probation Services Manager	Prob. Business Manager/Prob. Div. Director
GLENN	Supervising JH Counselor	Juvenile Hall Manager
HUMBOLDT	Supervising Juv Corrections Officer	Juvenile Corrections Facilities Manager
IMPERIAL	Shift Supervisor – Juvenile Hall	Probation Corrections Facility Manager
INYO	N/A	Deputy Director of Juvenile Institutions
KERN	Deputy Probation Officer III	Assist. Div. Director/Prob. Division Dir.
LAKE	Sr Juvenile Corrections Officer	Chief Deputy Probation Officer
LASSEN	Supv. Juvenile Corrections Officer	Juvenile Hall Superintendent
LOS ANGELES	Supvg Det Svcs Off/Supvg. DPO (Camps)	Probation Director
MADERA	Juvenile Detention Officer III	Deputy Chief Probation Officer
MARIN	Probation Supervisor	Director of Probation Services
MARIPOSA	N/A	Assistant CDPO
MENDOCINO	Juvenile Hall Supervisor	N/A
MERCED	Supervising Juvenile Inst. Officer	Probation Program Manager
MONO	N/A	N/A
MONTEREY	Juvenile Institutions Supervisor	Prob Services Manager/Prob. Division Mgr/
NAPA	Supervising JH Counselor	Assistant Juv. Hall Supt/Juv Hall Superintendent
NEVADA	N/A	Juvenile Hall Superintendent
ORANGE	Supv'g Juv. Corr Officer	Asst Prob Div Dir/Division Director
PLACER	Supervising DPO-Institutions	Asst Juv Detn Fac Supt/Juv Detn Fac Supt
PLUMAS	N/A	N/A
RIVERSIDE	Supervising Group Supervisor	Asst Prob Div Dir/Prob Div Dir
SACRAMENTO	Supervising Probation Officer	Asst. Prob Div Chief/Prob. Div. Chief
SAN BENITO	Supv'g Juv. Institution Officer III	Juvenile Hall Superintendent
SAN BERNARDINO	Probation Corrections Supervisor	Probation Division Director I/II
SAN DIEGO	Supervising Probation Officer	Probation Director
SAN FRANCISCO-ADULT	N/A	N/A
SAN JOAQUIN	Juvenile Detention Unit Supervisor	Juvenile Facility Supervisor
SAN LUIS OBISPO	Deputy Probation Officer III	N/A
SAN MATEO	Institution Services Manager	N/A
SANTA BARBARA	DPO Senior/Supv'g Probation Officer	Probation Manager
SANTA CLARA	Sup Group Couns/Sup Prob. Couns	Probation Manager/Deputy Chief PO
SANTA CRUZ	Institutional Supervisor	Asst Prob Div Dir/Prob Div Director
SHASTA	Supervising Probation Officer	Probation Division Director
SIERRA	N/A	N/A
SISKIYOU	Senior Juvenile Correctional Officer	Juvenile Hall Superintendent
SOLANO	Supervising Group Counselor	Superintendent of Juv Detention Facilities
SONOMA	Juv. Corr. Couns. IV/Prob. Ind. Field Sups	Probation Division Director I/II
STANISLAUS	Supv'g Probation Corrections Officer	Institutions Division Director
SUTTER	N/A	N/A
TEHAMA	Supv'g Det. Facility Counselor	Juvenile Detention Facility Superintendent
TRINITY	N/A	N/A
TULARE	Probation Institution Supervisor/SPO	Probation Division Manager
TUOLUMNE	N/A	N/A
VENTURA	Probation Program Manager	Managers - Probation
YOLO	Supervising Detention Officer	Assist JH Supt/Superintendent of Juv Det Fac
YUBA	Deputy Superintend. (JH-Camp)	Superintendent of Institutions

**INSTITUTIONS**  
**GENERIC SALARY COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE**  
**ALPHABETICAL LISTING**

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (F)		<u>Rank</u>	<u>Journey Level</u> (G)		<u>Rank</u>	<u>Adanced/Senior Level</u> (H)		<u>Rank</u>
ALAMEDA	7	53,872	65,416	4	53,872	65,416	10	57,762	70,096	12
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BUTTE	27	31,406	42,087	27	34,666	46,456	31	47,788	64,041	20
CALAVERAS	43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CONTRA COSTA	9	41,179	50,054	14	54,713	66,504	9	58,120	70,645	10
DEL NORTE	47	23,846	38,842	34	27,604	46,059	32	32,733	48,362	31
EL DORADO	29	35,443	43,068	26	39,541	48,069	28	42,494	51,646	29
FRESNO	10	32,292	41,184	31	39,516	50,436	25	46,098	66,950	16
GLENN	48	30,971	37,627	35	32,760	39,832	42	N/A	N/A	N/A
HUMBOLDT	34	28,449	36,506	38	31,433	40,336	40	34,730	44,567	35
IMPERIAL	31	N/A	N/A	N/A	31,339	40,018	41	N/A	N/A	N/A
INYO	51	41,112	49,992	15	41,112	49,992	26	43,080	52,356	28
KERN	11	39,140	47,782	20	44,338	54,128	23	49,976	61,930	23
LAKE	39	29,500	35,858	39	32,518	39,526	44	35,769	43,478	37
LASSEN	46	29,136	34,944	40	31,896	38,304	45	N/A	N/A	N/A
LOS ANGELES	1	45,908	55,193	10	45,908	55,193	20	52,795	75,119	5
MADERA	32	30,360	36,902	36	35,260	42,859	36	38,958	47,354	32
MARIN	26	N/A	N/A	N/A	54,080	69,930	4	60,174	73,008	8
MARIPOSA	52	N/A	N/A	N/A	36,248	44,061	34	36,248	44,061	36
MENDOCINO	37	32,531	39,540	33	32,531	39,540	43	N/A	N/A	N/A
MERCED	25	34,008	41,371	29	37,523	45,614	33	41,371	50,315	30
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MONTEREY	20	42,984	58,704	8	50,160	68,520	5	54,612	74,544	7
NAPA	33	48,360	57,612	9	52,812	63,192	11	57,240	68,448	14
NEVADA	35	36,954	45,113	25	40,830	49,845	27	45,113	55,074	26
ORANGE	3	36,962	41,246	30	45,906	59,738	13	47,070	62,920	22
PLACER	22	39,996	48,624	17	41,268	56,220	17	52,956	64,368	19
PLUMAS	50	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
RIVERSIDE	4	34,029	45,780	24	41,142	52,341	24	44,824	57,039	25
SACRAMENTO	8	49,945	63,768	6	57,984	70,491	3	64,310	78,175	2
SAN BENITO	41	N/A	N/A	N/A	37,356	47,676	29	N/A	N/A	N/A
SAN BERNARDINO	5	36,379	46,467	23	45,323	57,824	15	59,259	75,650	4
SAN DIEGO	2	37,024	47,237	21	45,926	55,827	18	59,051	71,781	9
SAN FRANCISCO-ADULT	13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN JOAQUIN	15	40,352	49,026	16	44,907	54,579	22	N/A	N/A	N/A
SAN LUIS OBISPO	23	38,028	53,184	11	48,192	58,596	14	53,016	64,464	18
SAN MATEO	14	47,882	59,842	7	54,038	67,538	6	60,070	75,088	6
SANTA BARBARA	19	51,301	67,047	3	51,301	67,047	8	53,839	70,366	11
SANTA CLARA	6	40,260	80,049	1	40,260	80,049	1	45,288	90,428	1
SANTA CRUZ	24	51,276	64,872	5	56,496	71,484	2	61,488	77,712	3
SHASTA	30	30,420	30,420	42	31,944	40,764	38	35,208	44,940	34
SIERRA	55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	44	28,704	36,650	37	31,678	40,435	39	N/A	N/A	N/A
SOLANO	21	42,767	51,979	12	49,375	60,016	12	57,042	69,335	13
SONOMA	17	39,770	67,371	2	48,651	67,371	7	55,619	67,600	15
STANISLAUS	16	38,501	46,800	22	38,501	46,800	30	43,826	53,269	27
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TEHAMA	40	31,248	42,000	28	34,452	42,636	37	N/A	N/A	N/A
TRINITY	54	25,840	34,628	41	28,543	38,251	46	31,530	42,253	38
TULARE	18	32,723	39,881	32	36,136	44,040	35	37,975	46,282	33
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
VENTURA	12	34,195	51,454	13	43,316	55,216	19	48,565	63,398	21
YOLO	28	39,360	47,844	19	45,120	54,840	21	47,424	57,660	24
YUBA	38	30,516	48,528	18	35,364	56,232	16	40,992	65,184	17

**INSTITUTIONS**  
**GENERIC SALARY COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE**  
**ENTRY LEVEL COMPARISON**

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (F)			<u>Journey Level</u> (G)			<u>Adanced/Senior Level</u> (H)		
				<u>Rank</u>			<u>Rank</u>			<u>Rank</u>
SANTA CLARA	6	40,260	80,049	<b>1</b>	40,260	80,049	<b>1</b>	45,288	90,428	<b>1</b>
SONOMA	17	39,770	67,371	<b>2</b>	48,651	67,371	<b>7</b>	55,619	67,600	<b>15</b>
SANTA BARBARA	19	51,301	67,047	<b>3</b>	51,301	67,047	<b>8</b>	53,839	70,366	<b>11</b>
ALAMEDA	7	53,872	65,416	<b>4</b>	53,872	65,416	<b>10</b>	57,762	70,096	<b>12</b>
SANTA CRUZ	24	51,276	64,872	<b>5</b>	56,496	71,484	<b>2</b>	61,488	77,712	<b>3</b>
SACRAMENTO	8	49,945	63,768	<b>6</b>	57,984	70,491	<b>3</b>	64,310	78,175	<b>2</b>
SAN MATEO	14	47,882	59,842	<b>7</b>	54,038	67,538	<b>6</b>	60,070	75,088	<b>6</b>
MONTEREY	20	42,984	58,704	<b>8</b>	50,160	68,520	<b>5</b>	54,612	74,544	<b>7</b>
NAPA	33	48,360	57,612	<b>9</b>	52,812	63,192	<b>11</b>	57,240	68,448	<b>14</b>
LOS ANGELES	1	45,908	55,193	<b>10</b>	45,908	55,193	<b>20</b>	52,795	75,119	<b>5</b>
SAN LUIS OBISPO	23	38,028	53,184	<b>11</b>	48,192	58,596	<b>14</b>	53,016	64,464	<b>18</b>
SOLANO	21	42,767	51,979	<b>12</b>	49,375	60,016	<b>12</b>	57,042	69,335	<b>13</b>
VENTURA	12	34,195	51,454	<b>13</b>	43,316	55,216	<b>19</b>	48,565	63,398	<b>21</b>
CONTRA COSTA	9	41,179	50,054	<b>14</b>	54,713	66,504	<b>9</b>	58,120	70,645	<b>10</b>
INYO	51	41,112	49,992	<b>15</b>	41,112	49,992	<b>26</b>	43,080	52,356	<b>28</b>
SAN JOAQUIN	15	40,352	49,026	<b>16</b>	44,907	54,579	<b>22</b>	N/A	N/A	N/A
PLACER	22	39,996	48,624	<b>17</b>	41,268	56,220	<b>17</b>	52,956	64,368	<b>19</b>
YUBA	38	30,516	48,528	<b>18</b>	35,364	56,232	<b>16</b>	40,992	65,184	<b>17</b>
YOLO	28	39,360	47,844	<b>19</b>	45,120	54,840	<b>21</b>	47,424	57,660	<b>24</b>
KERN	11	39,140	47,782	<b>20</b>	44,338	54,128	<b>23</b>	49,976	61,930	<b>23</b>
SAN DIEGO	2	37,024	47,237	<b>21</b>	45,926	55,827	<b>18</b>	59,051	71,781	<b>9</b>
STANISLAUS	16	38,501	46,800	<b>22</b>	38,501	46,800	<b>30</b>	43,826	53,269	<b>27</b>
SAN BERNARDINO	5	36,379	46,467	<b>23</b>	45,323	57,824	<b>15</b>	59,259	75,650	<b>4</b>
RIVERSIDE	4	34,029	45,780	<b>24</b>	41,142	52,341	<b>24</b>	44,824	57,039	<b>25</b>
NEVADA	35	36,954	45,113	<b>25</b>	40,830	49,845	<b>27</b>	45,113	55,074	<b>26</b>
EL DORADO	29	35,443	43,068	<b>26</b>	39,541	48,069	<b>28</b>	42,494	51,646	<b>29</b>
BUTTE	27	31,406	42,087	<b>27</b>	34,666	46,456	<b>31</b>	47,788	64,041	<b>20</b>
TEHAMA	40	31,248	42,000	<b>28</b>	34,452	42,636	<b>37</b>	N/A	N/A	N/A
MERCED	25	34,008	41,371	<b>29</b>	37,523	45,614	<b>33</b>	41,371	50,315	<b>30</b>
ORANGE	3	36,962	41,246	<b>30</b>	45,906	59,738	<b>13</b>	47,070	62,920	<b>22</b>
FRESNO	10	32,292	41,184	<b>31</b>	39,516	50,436	<b>25</b>	46,098	66,950	<b>16</b>
TULARE	18	32,723	39,881	<b>32</b>	36,136	44,040	<b>35</b>	37,975	46,282	<b>33</b>
MENDOCINO	37	32,531	39,540	<b>33</b>	32,531	39,540	<b>43</b>	N/A	N/A	N/A
DEL NORTE	47	23,846	38,842	<b>34</b>	27,604	46,059	<b>32</b>	32,733	48,362	<b>31</b>
GLENN	48	30,971	37,627	<b>35</b>	32,760	39,832	<b>42</b>	N/A	N/A	N/A
MADERA	32	30,360	36,902	<b>36</b>	35,260	42,859	<b>36</b>	38,958	47,354	<b>32</b>
SISKIYOU	44	28,704	36,650	<b>37</b>	31,678	40,435	<b>39</b>	N/A	N/A	N/A
HUMBOLDT	34	28,449	36,506	<b>38</b>	31,433	40,336	<b>40</b>	34,730	44,567	<b>35</b>
LAKE	39	29,500	35,858	<b>39</b>	32,518	39,526	<b>44</b>	35,769	43,478	<b>37</b>
LASSEN	46	29,136	34,944	<b>40</b>	31,896	38,304	<b>45</b>	N/A	N/A	N/A
TRINITY	54	25,840	34,628	<b>41</b>	28,543	38,251	<b>46</b>	31,530	42,253	<b>38</b>
SHASTA	30	30,420	30,420	<b>42</b>	31,944	40,764	<b>38</b>	35,208	44,940	<b>34</b>
AMADOR	45	N/A	N/A	<b>N/A</b>	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
CALAVERAS	43	N/A	N/A	<b>N/A</b>	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
COLUSA	49	N/A	N/A	<b>N/A</b>	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
IMPERIAL	31	N/A	N/A	<b>N/A</b>	31,339	40,018	<b>41</b>	N/A	N/A	N/A
MARIN	26	N/A	N/A	<b>N/A</b>	54,080	69,930	<b>4</b>	60,174	73,008	<b>8</b>
MARIPOSA	52	N/A	N/A	<b>N/A</b>	36,248	44,061	<b>34</b>	36,248	44,061	<b>36</b>
MONO	53	N/A	N/A	<b>N/A</b>	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
PLUMAS	50	N/A	N/A	<b>N/A</b>	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
SAN BENITO	41	N/A	N/A	<b>N/A</b>	37,356	47,676	<b>29</b>	N/A	N/A	N/A
SAN FRANCISCO-ADULT	13	N/A	N/A	<b>N/A</b>	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
SIERRA	55	N/A	N/A	<b>N/A</b>	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
SUTTER	36	N/A	N/A	<b>N/A</b>	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
TUOLUMNE	42	N/A	N/A	<b>N/A</b>	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A

**INSTITUTIONS**  
**GENERIC SALARY COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE**  
**JOURNEY LEVEL COMPARISON**

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (F)			<u>Journey Level</u> (G)			<u>Adanced/Senior Level</u> (H)		
				<u>Rank</u>			<u>Rank</u>			<u>Rank</u>
SANTA CLARA	6	40,260	80,049	1	40,260	80,049	1	45,288	90,428	1
SANTA CRUZ	24	51,276	64,872	5	56,496	71,484	2	61,488	77,712	3
SACRAMENTO	8	49,945	63,768	6	57,984	70,491	3	64,310	78,175	2
MARIN	26	N/A	N/A	N/A	54,080	69,930	4	60,174	73,008	8
MONTEREY	20	42,984	58,704	8	50,160	68,520	5	54,612	74,544	7
SAN MATEO	14	47,882	59,842	7	54,038	67,538	6	60,070	75,088	6
SONOMA	17	39,770	67,371	2	48,651	67,371	7	55,619	67,600	15
SANTA BARBARA	19	51,301	67,047	3	51,301	67,047	8	53,839	70,366	11
CONTRA COSTA	9	41,179	50,054	14	54,713	66,504	9	58,120	70,645	10
ALAMEDA	7	53,872	65,416	4	53,872	65,416	10	57,762	70,096	12
NAPA	33	48,360	57,612	9	52,812	63,192	11	57,240	68,448	14
SOLANO	21	42,767	51,979	12	49,375	60,016	12	57,042	69,335	13
ORANGE	3	36,962	41,246	30	45,906	59,738	13	47,070	62,920	22
SAN LUIS OBISPO	23	38,028	53,184	11	48,192	58,596	14	53,016	64,464	18
SAN BERNARDINO	5	36,379	46,467	23	45,323	57,824	15	59,259	75,650	4
YUBA	38	30,516	48,528	18	35,364	56,232	16	40,992	65,184	17
PLACER	22	39,996	48,624	17	41,268	56,220	17	52,956	64,368	19
SAN DIEGO	2	37,024	47,237	21	45,926	55,827	18	59,051	71,781	9
VENTURA	12	34,195	51,454	13	43,316	55,216	19	48,565	63,398	21
LOS ANGELES	1	45,908	55,193	10	45,908	55,193	20	52,795	75,119	5
YOLO	28	39,360	47,844	19	45,120	54,840	21	47,424	57,660	24
SAN JOAQUIN	15	40,352	49,026	16	44,907	54,579	22	N/A	N/A	N/A
KERN	11	39,140	47,782	20	44,338	54,128	23	49,976	61,930	23
RIVERSIDE	4	34,029	45,780	24	41,142	52,341	24	44,824	57,039	25
FRESNO	10	32,292	41,184	31	39,516	50,436	25	46,098	66,950	16
INYO	51	41,112	49,992	15	41,112	49,992	26	43,080	52,356	28
NEVADA	35	36,954	45,113	25	40,830	49,845	27	45,113	55,074	26
EL DORADO	29	35,443	43,068	26	39,541	48,069	28	42,494	51,646	29
SAN BENITO	41	N/A	N/A	N/A	37,356	47,676	29	N/A	N/A	N/A
STANISLAUS	16	38,501	46,800	22	38,501	46,800	30	43,826	53,269	27
BUTTE	27	31,406	42,087	27	34,666	46,456	31	47,788	64,041	20
DEL NORTE	47	23,846	38,842	34	27,604	46,059	32	32,733	48,362	31
MERCED	25	34,008	41,371	29	37,523	45,614	33	41,371	50,315	30
MARIPOSA	52	N/A	N/A	N/A	36,248	44,061	34	36,248	44,061	36
TULARE	18	32,723	39,881	32	36,136	44,040	35	37,975	46,282	33
MADERA	32	30,360	36,902	36	35,260	42,859	36	38,958	47,354	32
TEHAMA	40	31,248	42,000	28	34,452	42,636	37	N/A	N/A	N/A
SHASTA	30	30,420	30,420	42	31,944	40,764	38	35,208	44,940	34
SISKIYOU	44	28,704	36,650	37	31,678	40,435	39	N/A	N/A	N/A
HUMBOLDT	34	28,449	36,506	38	31,433	40,336	40	34,730	44,567	35
IMPERIAL	31	N/A	N/A	N/A	31,339	40,018	41	N/A	N/A	N/A
GLENN	48	30,971	37,627	35	32,760	39,832	42	N/A	N/A	N/A
MENDOCINO	37	32,531	39,540	33	32,531	39,540	43	N/A	N/A	N/A
LAKE	39	29,500	35,858	39	32,518	39,526	44	35,769	43,478	37
LASSEN	46	29,136	34,944	40	31,896	38,304	45	N/A	N/A	N/A
TRINITY	54	25,840	34,628	41	28,543	38,251	46	31,530	42,253	38
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PLUMAS	50	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN FRANCISCO-ADULT	13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SIERRA	55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A



**INSTITUTIONS**  
**GENERIC SALARY COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE**  
**SENIOR LEVEL COMPARISON**

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (F)			<u>Journey Level</u> (G)			<u>Adanced/Senior Level</u> (H)		
				<u>Rank</u>			<u>Rank</u>			<u>Rank</u>
SANTA CLARA	6	40,260	80,049	1	40,260	80,049	1	45,288	90,428	1
SACRAMENTO	8	49,945	63,768	6	57,984	70,491	3	64,310	78,175	2
SANTA CRUZ	24	51,276	64,872	5	56,496	71,484	2	61,488	77,712	3
SAN BERNARDINO	5	36,379	46,467	23	45,323	57,824	15	59,259	75,650	4
LOS ANGELES	1	45,908	55,193	10	45,908	55,193	20	52,795	75,119	5
SAN MATEO	14	47,882	59,842	7	54,038	67,538	6	60,070	75,088	6
MONTEREY	20	42,984	58,704	8	50,160	68,520	5	54,612	74,544	7
MARIN	26	N/A	N/A	N/A	54,080	69,930	4	60,174	73,008	8
SAN DIEGO	2	37,024	47,237	21	45,926	55,827	18	59,051	71,781	9
CONTRA COSTA	9	41,179	50,054	14	54,713	66,504	9	58,120	70,645	10
SANTA BARBARA	19	51,301	67,047	3	51,301	67,047	8	53,839	70,366	11
ALAMEDA	7	53,872	65,416	4	53,872	65,416	10	57,762	70,096	12
SOLANO	21	42,767	51,979	12	49,375	60,016	12	57,042	69,335	13
NAPA	33	48,360	57,612	9	52,812	63,192	11	57,240	68,448	14
SONOMA	17	39,770	67,371	2	48,651	67,371	7	55,619	67,600	15
FRESNO	10	32,292	41,184	31	39,516	50,436	25	46,098	66,950	16
YUBA	38	30,516	48,528	18	35,364	56,232	16	40,992	65,184	17
SAN LUIS OBISPO	23	38,028	53,184	11	48,192	58,596	14	53,016	64,464	18
PLACER	22	39,996	48,624	17	41,268	56,220	17	52,956	64,368	19
BUTTE	27	31,406	42,087	27	34,666	46,456	31	47,788	64,041	20
VENTURA	12	34,195	51,454	13	43,316	55,216	19	48,565	63,398	21
ORANGE	3	36,962	41,246	30	45,906	59,738	13	47,070	62,920	22
KERN	11	39,140	47,782	20	44,338	54,128	23	49,976	61,930	23
YOLO	28	39,360	47,844	19	45,120	54,840	21	47,424	57,660	24
RIVERSIDE	4	34,029	45,780	24	41,142	52,341	24	44,824	57,039	25
NEVADA	35	36,954	45,113	25	40,830	49,845	27	45,113	55,074	26
STANISLAUS	16	38,501	46,800	22	38,501	46,800	30	43,826	53,269	27
INYO	51	41,112	49,992	15	41,112	49,992	26	43,080	52,356	28
EL DORADO	29	35,443	43,068	26	39,541	48,069	28	42,494	51,646	29
MERCED	25	34,008	41,371	29	37,523	45,614	33	41,371	50,315	30
DEL NORTE	47	23,846	38,842	34	27,604	46,059	32	32,733	48,362	31
MADERA	32	30,360	36,902	36	35,260	42,859	36	38,958	47,354	32
TULARE	18	32,723	39,881	32	36,136	44,040	35	37,975	46,282	33
SHASTA	30	30,420	30,420	42	31,944	40,764	38	35,208	44,940	34
HUMBOLDT	34	28,449	36,506	38	31,433	40,336	40	34,730	44,567	35
MARIPOSA	52	N/A	N/A	N/A	36,248	44,061	34	36,248	44,061	36
LAKE	39	29,500	35,858	39	32,518	39,526	44	35,769	43,478	37
TRINITY	54	25,840	34,628	41	28,543	38,251	46	31,530	42,253	38
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GLENN	48	30,971	37,627	35	32,760	39,832	42	N/A	N/A	N/A
IMPERIAL	31	N/A	N/A	N/A	31,339	40,018	41	N/A	N/A	N/A
LASSEN	46	29,136	34,944	40	31,896	38,304	45	N/A	N/A	N/A
MENDOCINO	37	32,531	39,540	33	32,531	39,540	43	N/A	N/A	N/A
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
PLUMAS	50	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN BENITO	41	N/A	N/A	N/A	37,356	47,676	29	N/A	N/A	N/A
SAN FRANCISCO-ADULT	13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN JOAQUIN	15	40,352	49,026	16	44,907	54,579	22	N/A	N/A	N/A
SIERRA	55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	44	28,704	36,650	37	31,678	40,435	39	N/A	N/A	N/A
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TEHAMA	40	31,248	42,000	28	34,452	42,636	37	N/A	N/A	N/A
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A



**INSTITUTIONS**  
**GENERIC SALARY COMPARISONS - FIRST LEVEL SUPERVISOR AND MANAGER SALARY RANGE**  
**ALPHABETICAL LISTING**

	<u>Pop.</u> <u>Rank</u>	Supervisor (I)		Rank	Manager (J)		Rank
ALAMEDA	7	75,420	91,499	5	99,195	120,432	7
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A
BUTTE	27	52,750	70,690	24	69,890	116,968	9
CALAVERAS	43	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A
CONTRA COSTA	9	70,129	85,242	12	76,038	92,635	24
DEL NORTE	47	36,088	53,318	35	44,965	66,433	38
EL DORADO	29	48,693	59,197	31	69,805	84,843	27
FRESNO	10	58,630	78,572	18	59,526	106,328	18
GLENN	48	36,171	43,971	42	62,941	76,502	32
HUMBOLDT	34	38,952	49,984	37	50,737	65,107	39
IMPERIAL	31	39,215	50,143	36	50,694	64,745	40
INYO	51	N/A	N/A	N/A	64,368	78,264	30
KERN	11	55,772	68,086	25	70,896	96,106	23
LAKE	39	39,346	47,823	40	56,730	68,956	35
LASSEN	46	36,456	43,872	43	50,460	60,888	41
LOS ANGELES	1	60,467	83,311	13	86,122	130,353	4
MADERA	32	45,246	54,997	34	63,199	76,819	31
MARIN	26	85,030	94,245	2	104,021	115,294	11
MARIPOSA	52	54,049	65,697	27	N/A	N/A	N/A
MENDOCINO	37	39,603	48,131	39	N/A	N/A	N/A
MERCED	25	65,562	79,768	15	73,757	89,710	26
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A
MONTEREY	20	60,060	82,032	14	76,764	120,420	8
NAPA	33	65,604	78,624	17	79,584	104,772	21
NEVADA	35	N/A	N/A	N/A	75,474	92,138	25
ORANGE	3	53,602	72,259	23	73,778	161,970	1
PLACER	22	60,768	73,872	21	80,328	107,664	17
PLUMAS	50	N/A	N/A	N/A	N/A	N/A	N/A
RIVERSIDE	4	57,961	73,741	22	69,784	109,599	14
SACRAMENTO	8	72,642	88,302	7	85,817	125,280	6
SAN BENITO	41	43,236	55,200	33	63,288	80,784	29
SAN BERNARDINO	5	68,578	87,672	8	74,292	105,685	19
SAN DIEGO	2	67,018	85,530	10	68,640	135,200	3
SAN FRANCISCO-ADULT	13	N/A	N/A	N/A	N/A	N/A	N/A
SAN JOAQUIN	15	49,982	60,778	30	55,952	67,995	36
SAN LUIS OBISPO	23	61,608	74,880	20	N/A	N/A	N/A
SAN MATEO	14	69,347	86,684	9	N/A	N/A	N/A
SANTA BARBARA	19	63,552	92,616	4	70,720	116,480	10
SANTA CLARA	6	78,372	101,204	1	96,391	149,770	2
SANTA CRUZ	24	68,124	85,296	11	71,964	111,696	13
SHASTA	30	46,056	58,788	32	54,108	69,060	34
SIERRA	55	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	44	36,650	46,800	41	52,842	67,441	37
SOLANO	21	65,543	79,668	16	104,458	126,967	5
SONOMA	17	61,963	75,629	19	78,978	105,643	20
STANISLAUS	16	51,334	62,400	28	72,996	109,450	15
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A
TEHAMA	40	40,596	49,428	38	60,144	73,272	33
TRINITY	54	N/A	N/A	N/A	N/A	N/A	N/A
TULARE	18	45,667	66,591	26	66,535	81,087	28
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A
VENTURA	12	65,341	91,477	6	79,832	111,764	12
YOLO	28	50,280	61,128	29	84,912	103,224	22
YUBA	38	58,440	92,928	3	67,752	107,736	16

**INSTITUTIONS**  
**GENERIC SALARY COMPARISONS - FIRST LEVEL SUPERVISOR AND MANAGER SALARY RANGE**  
**SUPERVISOR COMPARISON**

	<u>Pop.</u> <u>Rank</u>	<b>Supervisor</b> <b>(I)</b>		<b>Rank</b>	<b>Manager</b> <b>(J)</b>		<b>Rank</b>
SANTA CLARA	6	78,372	101,204	<b>1</b>	96,391	149,770	<b>2</b>
MARIN	26	85,030	94,245	<b>2</b>	104,021	115,294	<b>11</b>
YUBA	38	58,440	92,928	<b>3</b>	67,752	107,736	<b>16</b>
SANTA BARBARA	19	63,552	92,616	<b>4</b>	70,720	116,480	<b>10</b>
ALAMEDA	7	75,420	91,499	<b>5</b>	99,195	120,432	<b>7</b>
VENTURA	12	65,341	91,477	<b>6</b>	79,832	111,764	<b>12</b>
SACRAMENTO	8	72,642	88,302	<b>7</b>	85,817	125,280	<b>6</b>
SAN BERNARDINO	5	68,578	87,672	<b>8</b>	74,292	105,685	<b>19</b>
SAN MATEO	14	69,347	86,684	<b>9</b>	N/A	N/A	N/A
SAN DIEGO	2	67,018	85,530	<b>10</b>	68,640	135,200	<b>3</b>
SANTA CRUZ	24	68,124	85,296	<b>11</b>	71,964	111,696	<b>13</b>
CONTRA COSTA	9	70,129	85,242	<b>12</b>	76,038	92,635	<b>24</b>
LOS ANGELES	1	60,467	83,311	<b>13</b>	86,122	130,353	<b>4</b>
MONTEREY	20	60,060	82,032	<b>14</b>	76,764	120,420	<b>8</b>
MERCED	25	65,562	79,768	<b>15</b>	73,757	89,710	<b>26</b>
SOLANO	21	65,543	79,668	<b>16</b>	104,458	126,967	<b>5</b>
NAPA	33	65,604	78,624	<b>17</b>	79,584	104,772	<b>21</b>
FRESNO	10	58,630	78,572	<b>18</b>	59,526	106,328	<b>18</b>
SONOMA	17	61,963	75,629	<b>19</b>	78,978	105,643	<b>20</b>
SAN LUIS OBISPO	23	61,608	74,880	<b>20</b>	N/A	N/A	N/A
PLACER	22	60,768	73,872	<b>21</b>	80,328	107,664	<b>17</b>
RIVERSIDE	4	57,961	73,741	<b>22</b>	69,784	109,599	<b>14</b>
ORANGE	3	53,602	72,259	<b>23</b>	73,778	161,970	<b>1</b>
BUTTE	27	52,750	70,690	<b>24</b>	69,890	116,968	<b>9</b>
KERN	11	55,772	68,086	<b>25</b>	70,896	96,106	<b>23</b>
TULARE	18	45,667	66,591	<b>26</b>	66,535	81,087	<b>28</b>
MARIPOSA	52	54,049	65,697	<b>27</b>	N/A	N/A	N/A
STANISLAUS	16	51,334	62,400	<b>28</b>	72,996	109,450	<b>15</b>
YOLO	28	50,280	61,128	<b>29</b>	84,912	103,224	<b>22</b>
SAN JOAQUIN	15	49,982	60,778	<b>30</b>	55,952	67,995	<b>36</b>
EL DORADO	29	48,693	59,197	<b>31</b>	69,805	84,843	<b>27</b>
SHASTA	30	46,056	58,788	<b>32</b>	54,108	69,060	<b>34</b>
SAN BENITO	41	43,236	55,200	<b>33</b>	63,288	80,784	<b>29</b>
MADERA	32	45,246	54,997	<b>34</b>	63,199	76,819	<b>31</b>
DEL NORTE	47	36,088	53,318	<b>35</b>	44,965	66,433	<b>38</b>
IMPERIAL	31	39,215	50,143	<b>36</b>	50,694	64,745	<b>40</b>
HUMBOLDT	34	38,952	49,984	<b>37</b>	50,737	65,107	<b>39</b>
TEHAMA	40	40,596	49,428	<b>38</b>	60,144	73,272	<b>33</b>
MENDOCINO	37	39,603	48,131	<b>39</b>	N/A	N/A	N/A
LAKE	39	39,346	47,823	<b>40</b>	56,730	68,956	<b>35</b>
SISKIYOU	44	36,650	46,800	<b>41</b>	52,842	67,441	<b>37</b>
GLENN	48	36,171	43,971	<b>42</b>	62,941	76,502	<b>32</b>
LASSEN	46	36,456	43,872	<b>43</b>	50,460	60,888	<b>41</b>
AMADOR	45	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
CALAVERAS	43	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
COLUSA	49	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
INYO	51	N/A	N/A	<b>N/A</b>	64,368	78,264	<b>30</b>
MONO	53	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
NEVADA	35	N/A	N/A	<b>N/A</b>	75,474	92,138	<b>25</b>
PLUMAS	50	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
SAN FRANCISCO-ADULT	13	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
SIERRA	55	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
SUTTER	36	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
TRINITY	54	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A
TUOLUMNE	42	N/A	N/A	<b>N/A</b>	N/A	N/A	N/A

**INSTITUTIONS**  
**GENERIC SALARY COMPARISONS - FIRST LEVEL SUPERVISOR AND MANAGER SALARY RANGE**  
**MANAGER COMPARISON**

	<u>Pop.</u> <u>Rank</u>	Supervisor (I)		Rank	Manager (J)		Rank
ORANGE	3	53,602	72,259	23	73,778	161,970	1
SANTA CLARA	6	78,372	101,204	1	96,391	149,770	2
SAN DIEGO	2	67,018	85,530	10	68,640	135,200	3
LOS ANGELES	1	60,467	83,311	13	86,122	130,353	4
SOLANO	21	65,543	79,668	16	104,458	126,967	5
SACRAMENTO	8	72,642	88,302	7	85,817	125,280	6
ALAMEDA	7	75,420	91,499	5	99,195	120,432	7
MONTEREY	20	60,060	82,032	14	76,764	120,420	8
BUTTE	27	52,750	70,690	24	69,890	116,968	9
SANTA BARBARA	19	63,552	92,616	4	70,720	116,480	10
MARIN	26	85,030	94,245	2	104,021	115,294	11
VENTURA	12	65,341	91,477	6	79,832	111,764	12
SANTA CRUZ	24	68,124	85,296	11	71,964	111,696	13
RIVERSIDE	4	57,961	73,741	22	69,784	109,599	14
STANISLAUS	16	51,334	62,400	28	72,996	109,450	15
YUBA	38	58,440	92,928	3	67,752	107,736	16
PLACER	22	60,768	73,872	21	80,328	107,664	17
FRESNO	10	58,630	78,572	18	59,526	106,328	18
SAN BERNARDINO	5	68,578	87,672	8	74,292	105,685	19
SONOMA	17	61,963	75,629	19	78,978	105,643	20
NAPA	33	65,604	78,624	17	79,584	104,772	21
YOLO	28	50,280	61,128	29	84,912	103,224	22
KERN	11	55,772	68,086	25	70,896	96,106	23
CONTRA COSTA	9	70,129	85,242	12	76,038	92,635	24
NEVADA	35	N/A	N/A	N/A	75,474	92,138	25
MERCED	25	65,562	79,768	15	73,757	89,710	26
EL DORADO	29	48,693	59,197	31	69,805	84,843	27
TULARE	18	45,667	66,591	26	66,535	81,087	28
SAN BENITO	41	43,236	55,200	33	63,288	80,784	29
INYO	51	N/A	N/A	N/A	64,368	78,264	30
MADERA	32	45,246	54,997	34	63,199	76,819	31
GLENN	48	36,171	43,971	42	62,941	76,502	32
TEHAMA	40	40,596	49,428	38	60,144	73,272	33
SHASTA	30	46,056	58,788	32	54,108	69,060	34
LAKE	39	39,346	47,823	40	56,730	68,956	35
SAN JOAQUIN	15	49,982	60,778	30	55,952	67,995	36
SISKIYOU	44	36,650	46,800	41	52,842	67,441	37
DEL NORTE	47	36,088	53,318	35	44,965	66,433	38
HUMBOLDT	34	38,952	49,984	37	50,737	65,107	39
IMPERIAL	31	39,215	50,143	36	50,694	64,745	40
LASSEN	46	36,456	43,872	43	50,460	60,888	41
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	43	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A
MARIPOSA	52	54,049	65,697	27	N/A	N/A	N/A
MENDOCINO	37	39,603	48,131	39	N/A	N/A	N/A
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A
PLUMAS	50	N/A	N/A	N/A	N/A	N/A	N/A
SAN FRANCISCO-ADULT	13	N/A	N/A	N/A	N/A	N/A	N/A
SAN LUIS OBISPO	23	61,608	74,880	20	N/A	N/A	N/A
SAN MATEO	14	69,347	86,684	9	N/A	N/A	N/A
SIERRA	55	N/A	N/A	N/A	N/A	N/A	N/A
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A
TRINITY	54	N/A	N/A	N/A	N/A	N/A	N/A
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A

**PROBATION SERVICES  
SUMMARY OF PROBATION SERVICES RANKING 2012**

COUNTY	POP.	DEPT. SIZE	ENTRY (A)	JOURNEY (B)	SENIOR (C)	SUPV. (D)	MANAGER (E)	CPO
ALAMEDA	7	8	6	7	5	3	18	8
AMADOR	45	53	26	23	20	26	30	41
BUTTE	27	23	34	36	36	34	9	25
CALAVERAS	43	52	39	37	33	32	38	43
COLUSA	49	50	45	49	41	47	49	48
CONTRA COSTA	9	15	28	12	12	7	25	22
DEL NORTE	47	41	36	40	42	38	45	55
EL DORADO	29	27	38	41	40	40	35	30
FRESNO	10	11	43	29	28	27	19	32
GLENN	48	47	48	52	49	45	N/A	46
HUMBOLDT	34	28	40	38	37	37	47	36
IMPERIAL	31	35	52	N/A	34	33	34	34
INYO	51	45	35	27	29	N/A	40	44
KERN	11	9	25	26	26	28	28	23
LAKE	39	39	42	47	45	46	46	49
LASSEN	46	43	53	54	52	49	50	53
LOS ANGELES	1	1	19	10	14	20	3	1
MADERA	32	33	47	42	39	42	42	29
MARIN	26	32	15	5	7	5	12	18
MARIPOSA	52	48	31	46	38	36	N/A	51
MENDOCINO	37	36	44	48	51	48	39	47
MERCED	25	24	29	34	30	25	11	28
MONO	53	54	27	30	32	N/A	31	38
MONTEREY	20	17	8	4	10	21	7	9
NAPA	33	29	13	14	13	15	23	19
NEVADA	35	37	30	33	35	N/A	32	37
ORANGE	3	2	5	8	8	11	1	7
PLACER	22	21	12	22	17	19	27	26
PLUMAS	50	51	49	53	50	N/A	51	50
RIVERSIDE	4	5	24	21	19	22	16	5
SACRAMENTO	8	7	14	13	11	14	6	4
SAN BENITO	41	46	N/A	28	N/A	31	N/A	35
SAN BERNARDINO	5	3	23	19	22	12	20	10
SAN DIEGO	2	3	11	20	21	16	2	14
SAN FRANCISCO-ADULT	13	25	1	1	N/A	2	5	3
SAN JOAQUIN	15	16	22	24	24	24	29	13
SAN LUIS OBISPO	23	22	32	31	25	23	13	21
SAN MATEO	14	12	4	3	2	4	15	12
SANTA BARBARA	19	14	2	6	6	8	10	20
SANTA CLARA	6	6	7	2	1	1	8	2
SANTA CRUZ	24	30	3	9	3	18	14	6
SHASTA	30	31	41	43	43	43	48	39
SIERRA	55	55	50	45	48	N/A	N/A	52
SISKIYOU	44	42	N/A	35	N/A	39	43	54
SOLANO	21	20	18	15	9	13	26	15
SONOMA	17	18	17	17	15	10	21	11
STANISLAUS	16	19	20	32	31	29	17	17
SUTTER	36	40	16	16	16	17	22	27
TEHAMA	40	38	37	44	44	44	44	45
TRINITY	54	49	46	51	46	41	41	40
TULARE	18	13	51	50	47	35	36	33
TUOLUMNE	42	44	33	39	23	N/A	37	42
VENTURA	12	10	9	18	18	9	4	16
YOLO	28	26	21	25	27	30	33	31
YUBA	38	33	10	11	4	6	24	24

**INSTITUTIONS  
SUMMARY OF INSTITUTIONS RANKING 2012**

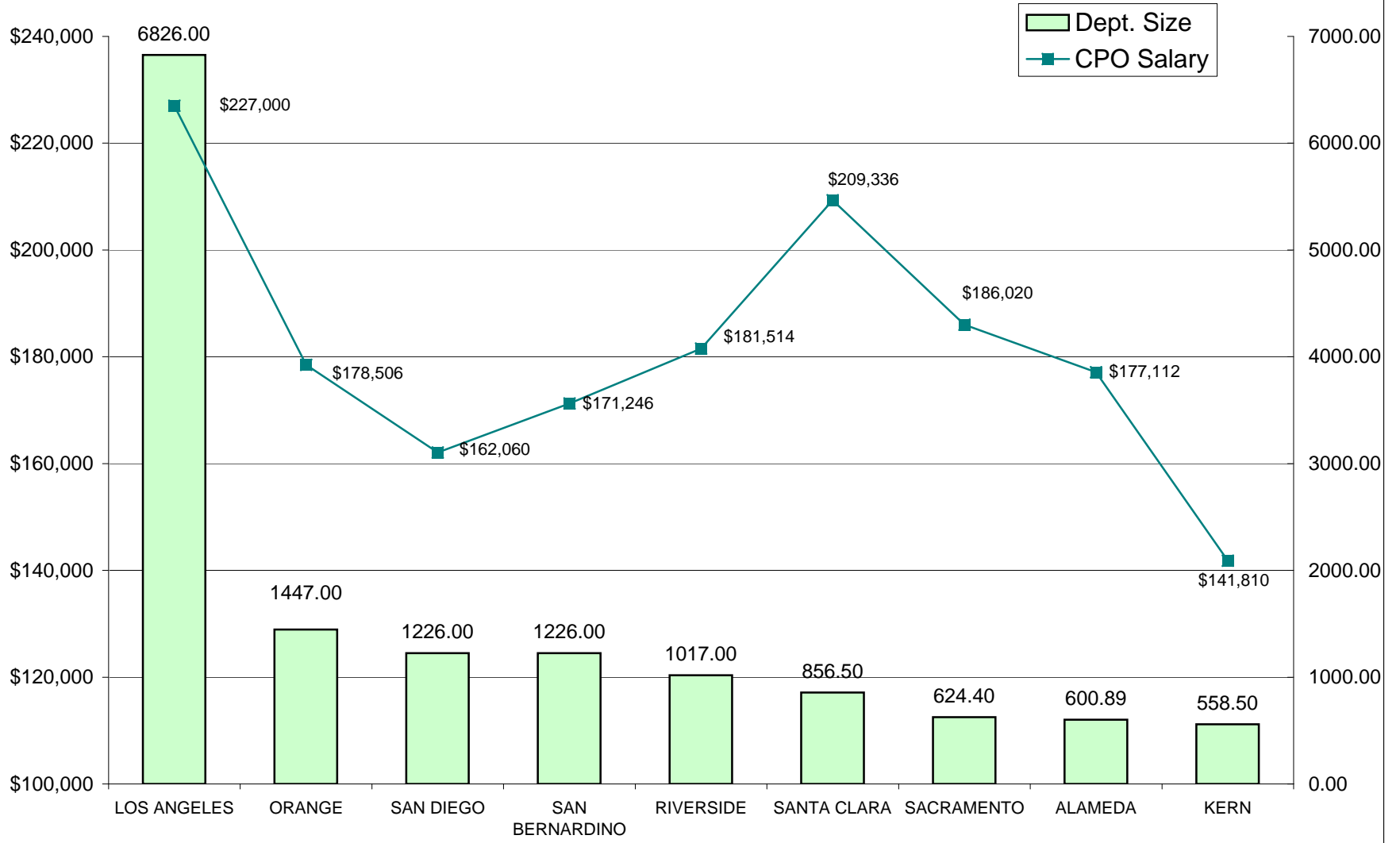
COUNTY	POP.	DEPT. SIZE	ENTRY (F)	JOURNEY (G)	SENIOR (H)	SUPV. (I)	MANAGER (J)	CPO
ALAMEDA	7	8	4	10	12	5	7	8
AMADOR	45	53	N/A	N/A	N/A	N/A	N/A	41
BUTTE	27	23	27	31	20	24	9	25
CALAVERAS	43	52	N/A	N/A	N/A	N/A	N/A	43
COLUSA	49	50	N/A	N/A	N/A	N/A	N/A	48
CONTRA COSTA	9	15	14	9	10	12	24	22
DEL NORTE	47	41	34	32	31	35	38	55
EL DORADO	29	27	26	28	29	31	27	30
FRESNO	10	11	31	25	16	18	18	32
GLENN	48	47	35	42	N/A	42	32	46
HUMBOLDT	34	28	38	40	35	37	39	36
IMPERIAL	31	35	N/A	41	N/A	36	40	34
INYO	51	45	15	26	28	N/A	30	44
KERN	11	9	20	23	23	25	23	23
LAKE	39	39	39	44	37	40	35	49
LASSEN	46	43	40	45	N/A	43	41	53
LOS ANGELES	1	1	10	20	5	13	4	1
MADERA	32	33	36	36	32	34	31	29
MARIN	26	32	N/A	4	8	2	11	18
MARIPOSA	52	48	N/A	34	36	27	N/A	51
MENDOCINO	37	36	33	43	N/A	39	N/A	47
MERCED	25	24	29	33	30	15	26	28
MONO	53	54	N/A	N/A	N/A	N/A	N/A	38
MONTEREY	20	17	8	5	7	14	8	9
NAPA	33	29	9	11	14	17	21	19
NEVADA	35	37	25	27	26	N/A	25	37
ORANGE	3	2	30	13	22	23	1	7
PLACER	22	21	17	17	19	21	17	26
PLUMAS	50	51	N/A	N/A	N/A	N/A	N/A	50
RIVERSIDE	4	5	24	24	25	22	14	5
SACRAMENTO	8	7	6	3	2	7	6	4
SAN BENITO	41	46	N/A	29	N/A	33	29	35
SAN BERNARDINO	5	3	23	15	4	8	19	10
SAN DIEGO	2	3	21	18	9	10	3	14
SAN FRANCISCO-ADULT	13	25	N/A	N/A	N/A	N/A	N/A	3
SAN JOAQUIN	15	16	16	22	N/A	30	36	13
SAN LUIS OBISPO	23	22	11	14	18	20	N/A	21
SAN MATEO	14	12	7	6	6	9	N/A	12
SANTA BARBARA	19	14	3	8	11	4	10	20
SANTA CLARA	6	6	1	1	1	1	2	2
SANTA CRUZ	24	30	5	2	3	11	13	6
SHASTA	30	31	42	38	34	32	34	39
SIERRA	55	55	N/A	N/A	N/A	N/A	N/A	52
SISKIYOU	44	42	37	39	N/A	41	37	54
SOLANO	21	20	12	12	13	16	5	15
SONOMA	17	18	2	7	15	19	20	11
STANISLAUS	16	19	22	30	27	28	15	17
SUTTER	36	40	N/A	N/A	N/A	N/A	N/A	27
TEHAMA	40	38	28	37	N/A	38	33	45
TRINITY	54	49	41	46	38	N/A	N/A	40
TULARE	18	13	32	35	33	26	28	33
TUOLUMNE	42	44	N/A	N/A	N/A	N/A	N/A	42
VENTURA	12	10	13	19	21	6	12	16
YOLO	28	26	19	21	24	29	22	31
YUBA	38	33	18	16	17	3	16	24

## COMPARISON OF GENERIC CLASSIFICATIONS

The following graphs compare all generic positions for Probation Services (Entry Level, Journeyman, Advanced/Senior Level, Supervisor and Manager -A – E), Institutions Services (Entry Level, Journeyman, Advanced/Senior Level, Supervisor and Manager F – J) and CPO salaries to department size (FTE). All positions were compared unless there was no classification at that level.

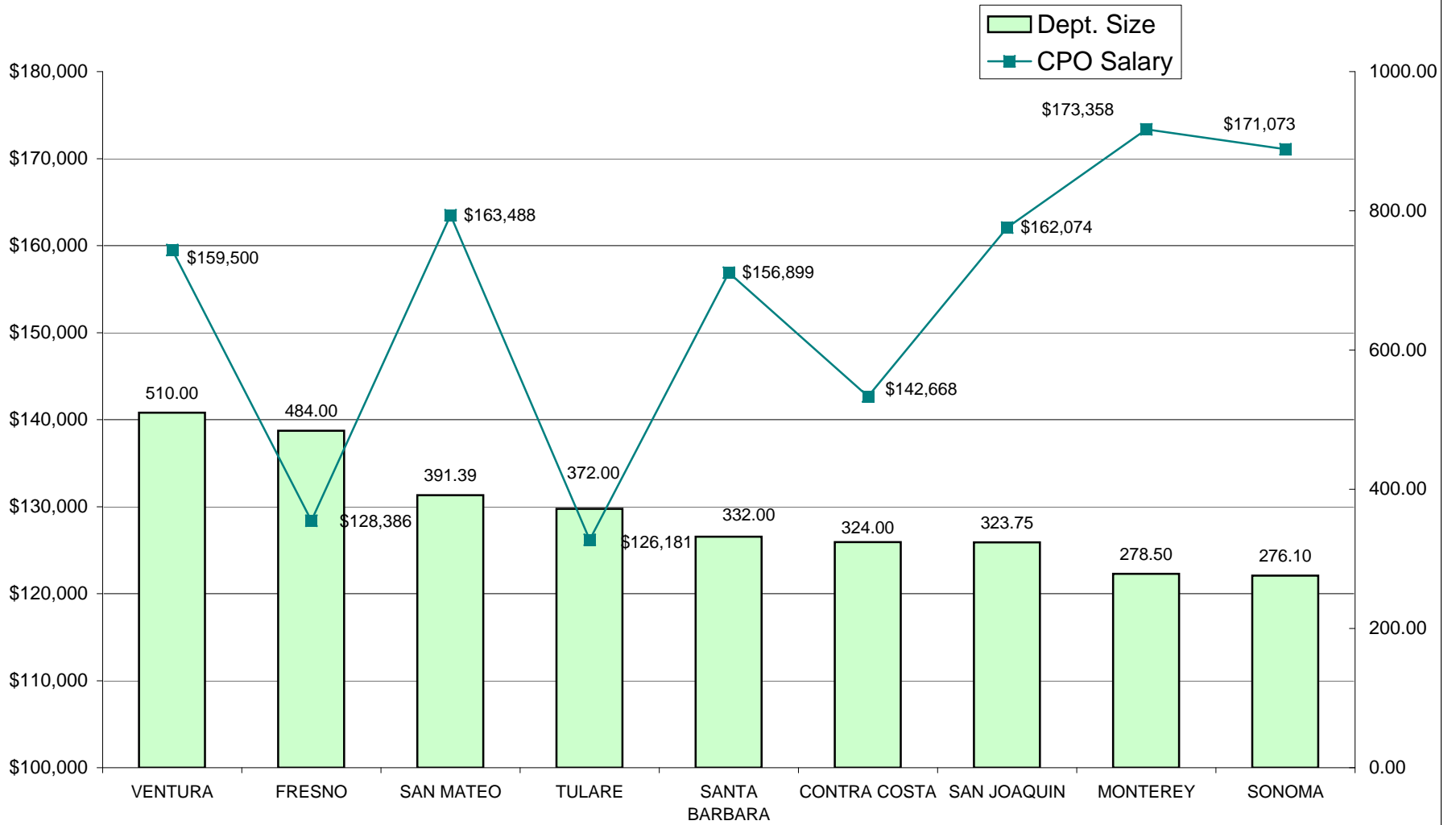
Departments are grouped by department size (FTE) and listed within a graph in that order. When two counties tie in FTE size, the county population ranking will determine its position. All departments that responded are represented unless they do not have the classification being compared.

## RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2012



**NINE LARGEST DEPARTMENTS - FTE POSITIONS**

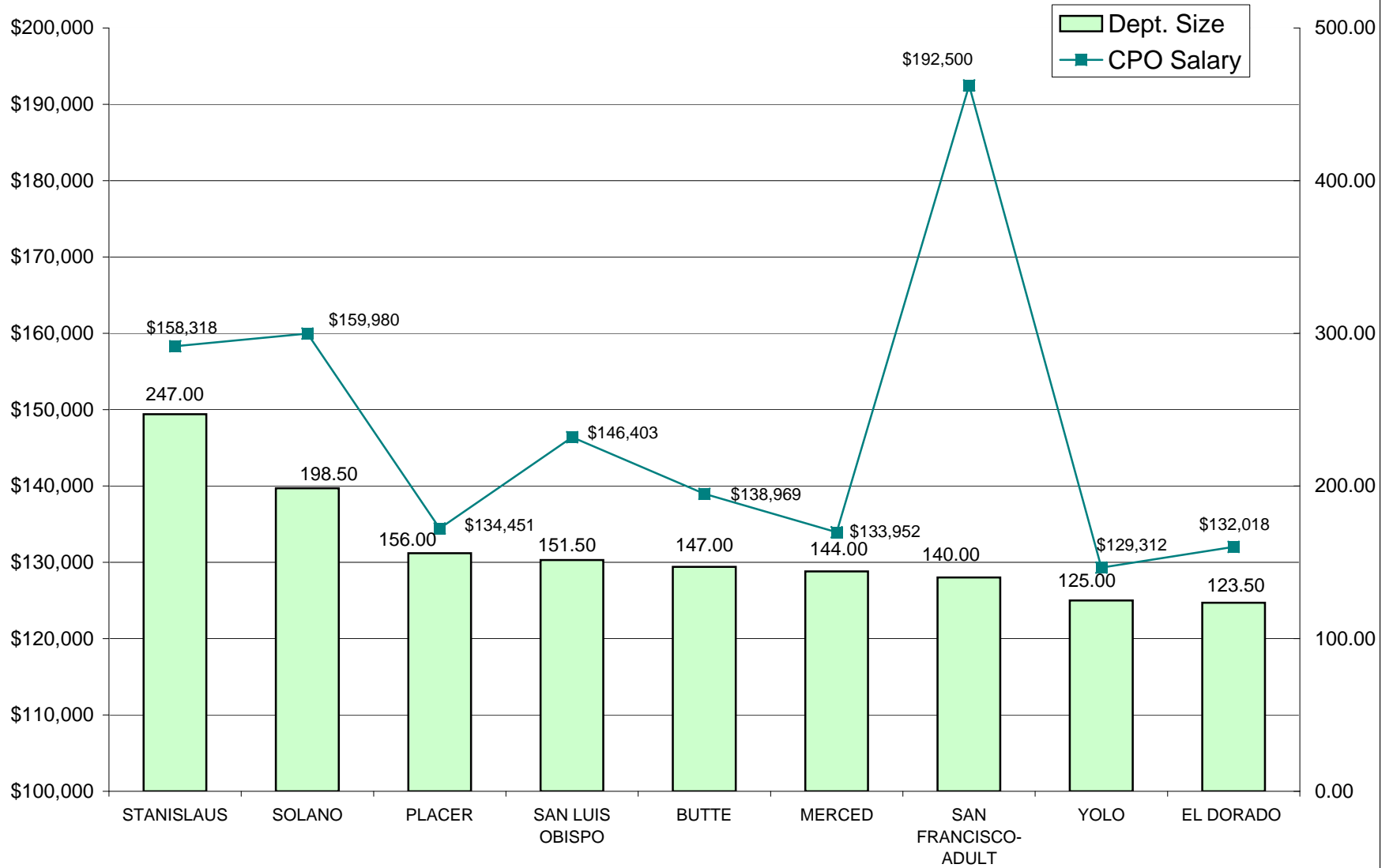
## RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2012



**DEPARTMENTS RANKED 10-18 IN SIZE - FTE POSITIONS**

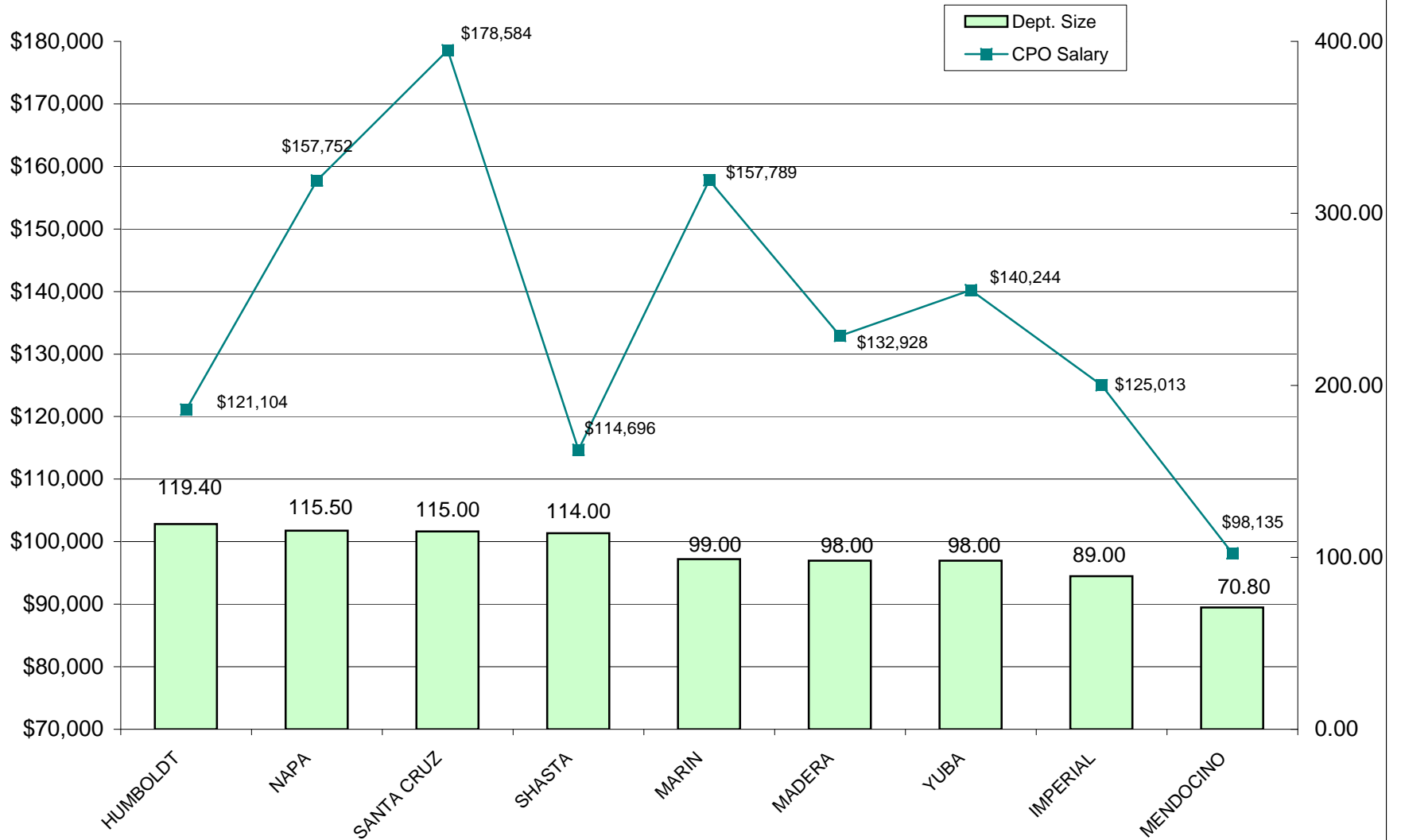


## RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2012



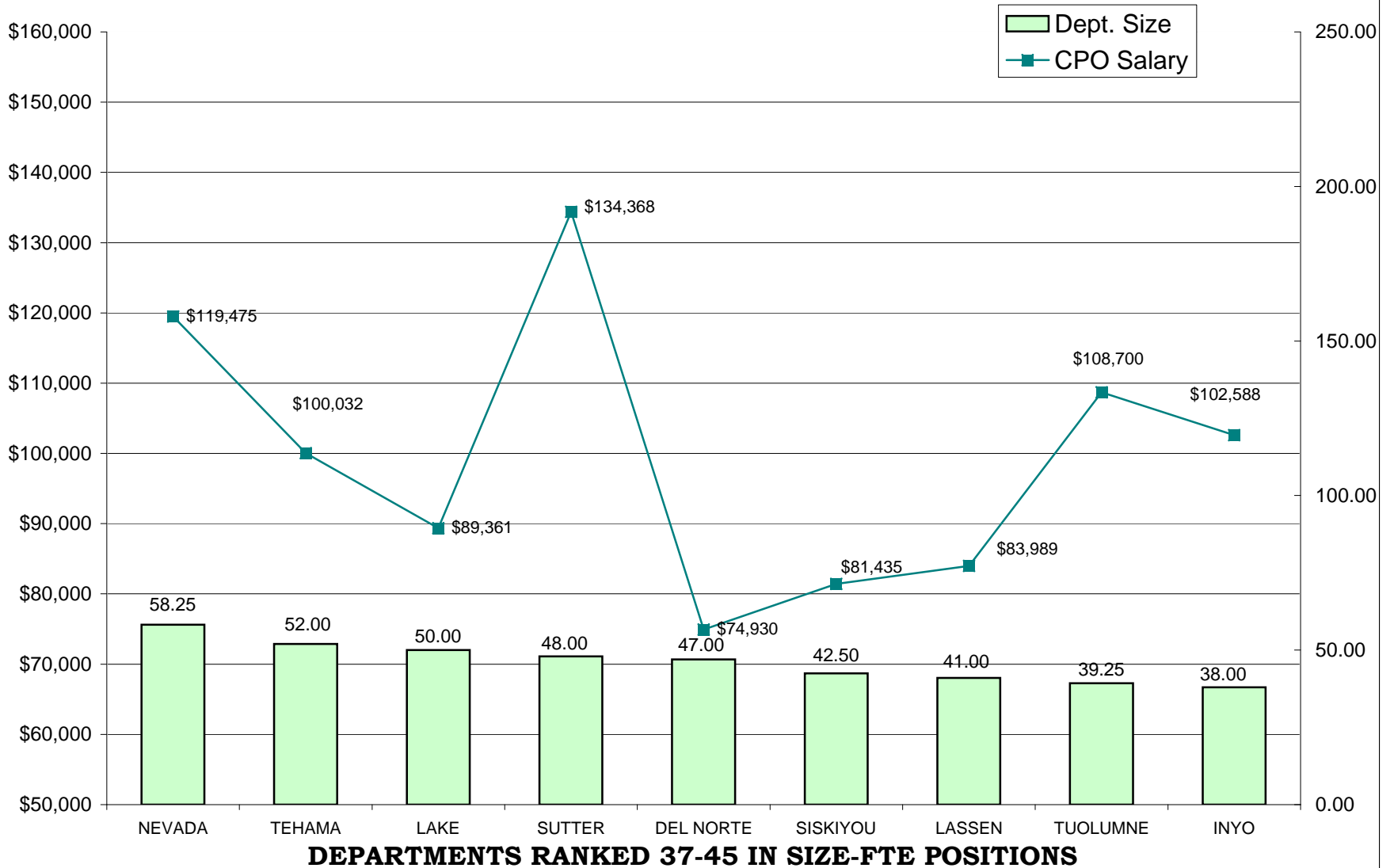
**DEPARTMENTS RANKED 19-27 IN SIZE - FTE POSITIONS**

## RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2012

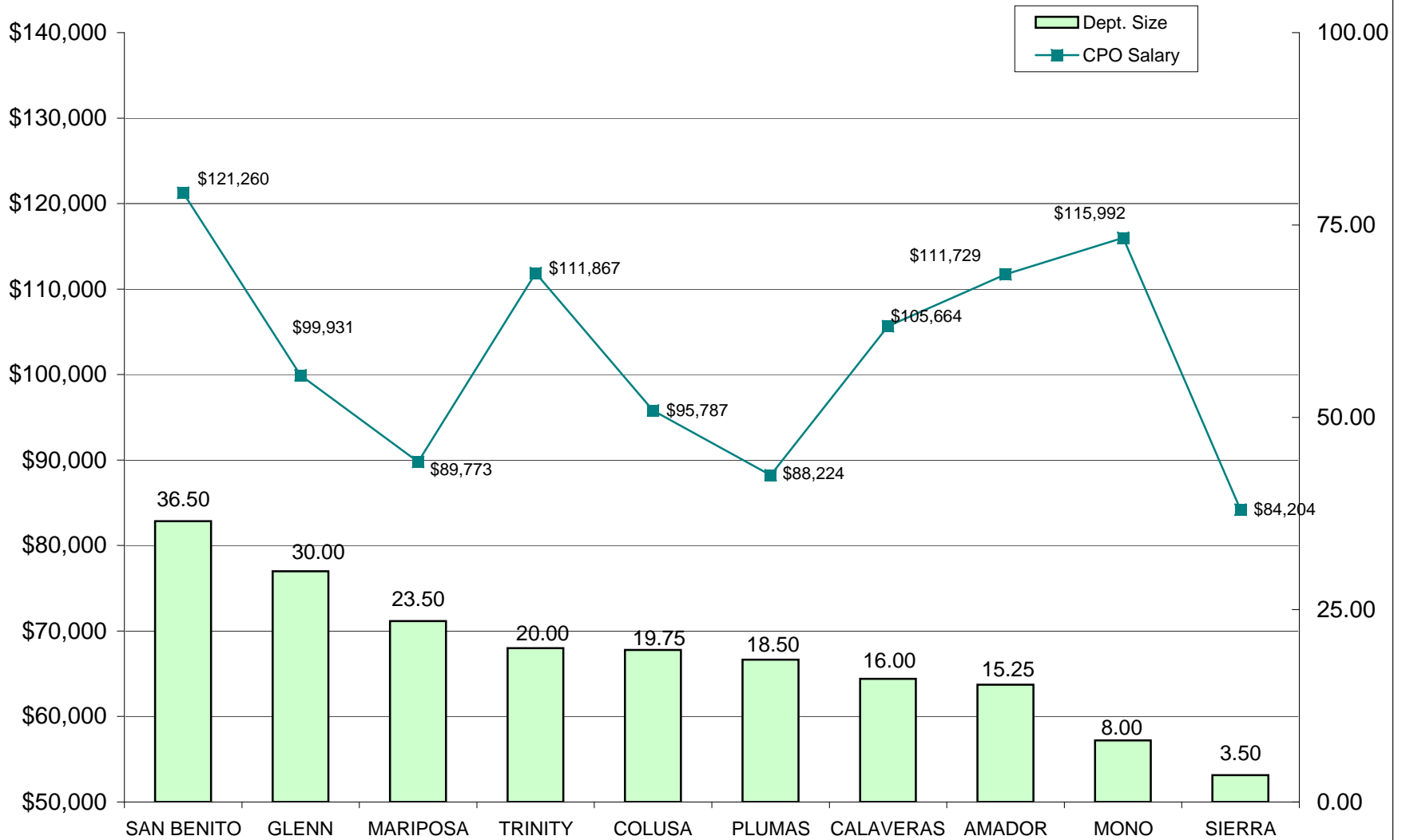


**DEPARTMENTS RANKED 28-36 IN SIZE - FTE POSITIONS**

## RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2012

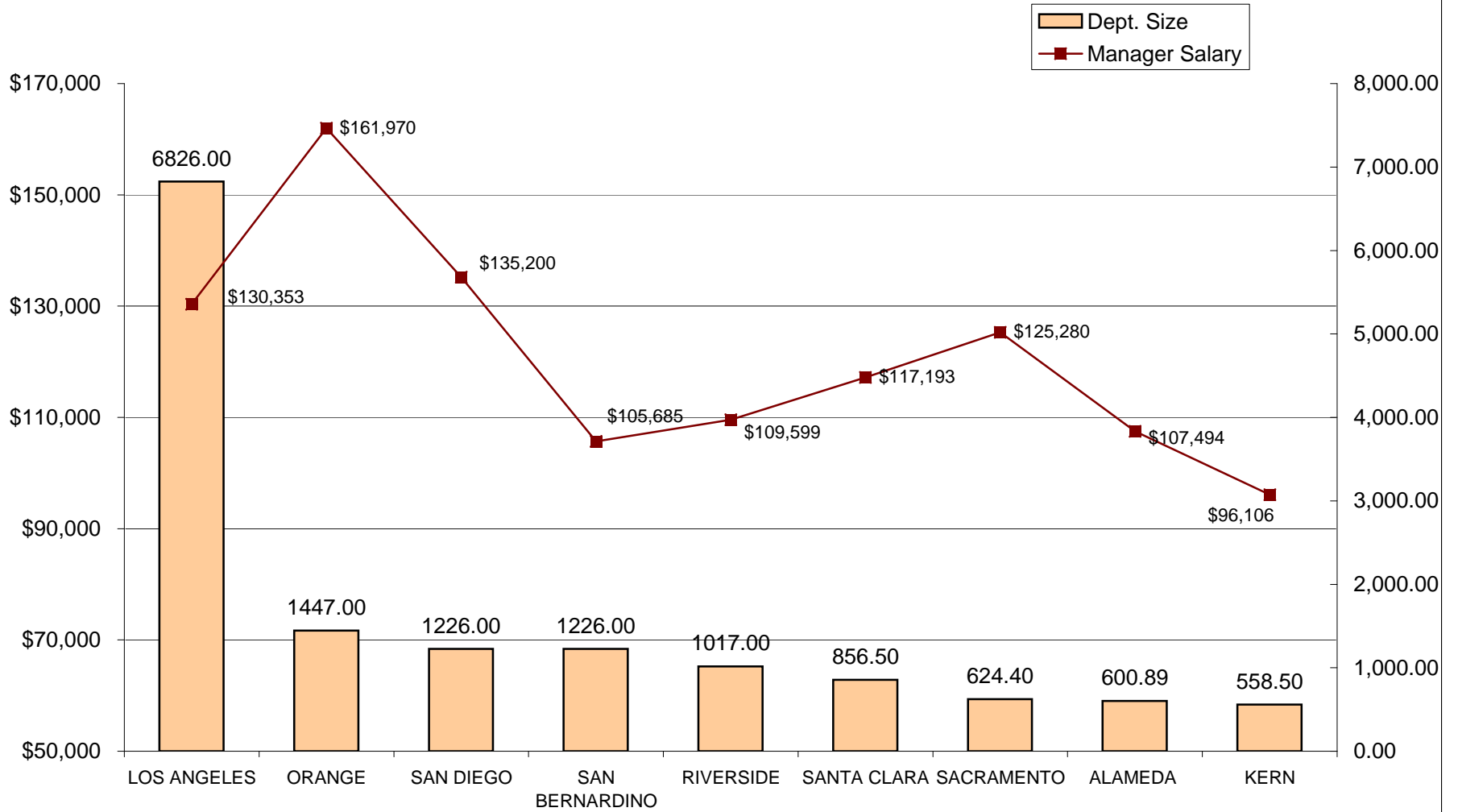


## RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2012



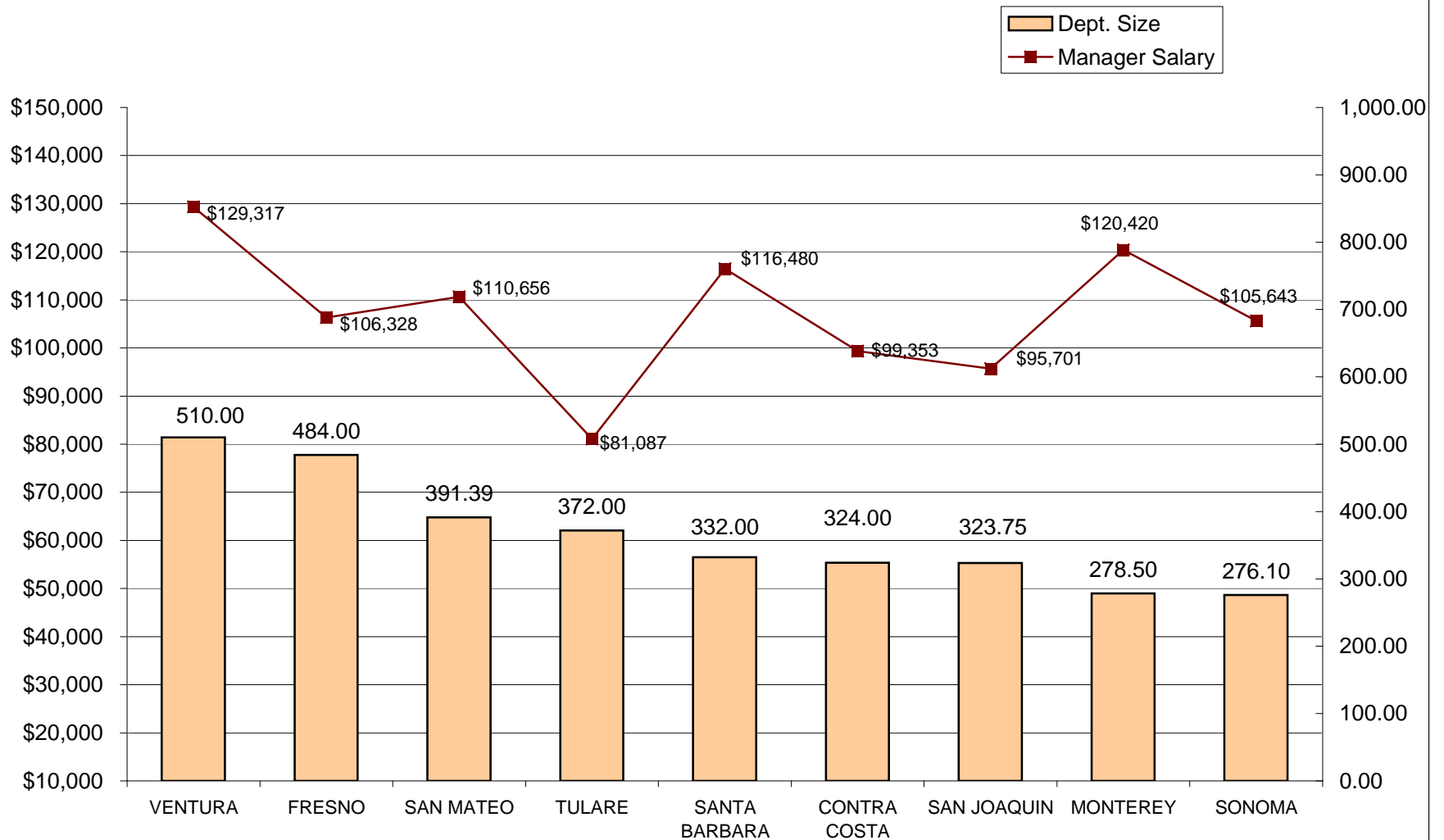
**DEPARTMENTS RANKED 46-55 IN SIZE-FTE POSITIONS**

**PROBATION SERVICES - GENERIC E  
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2012**



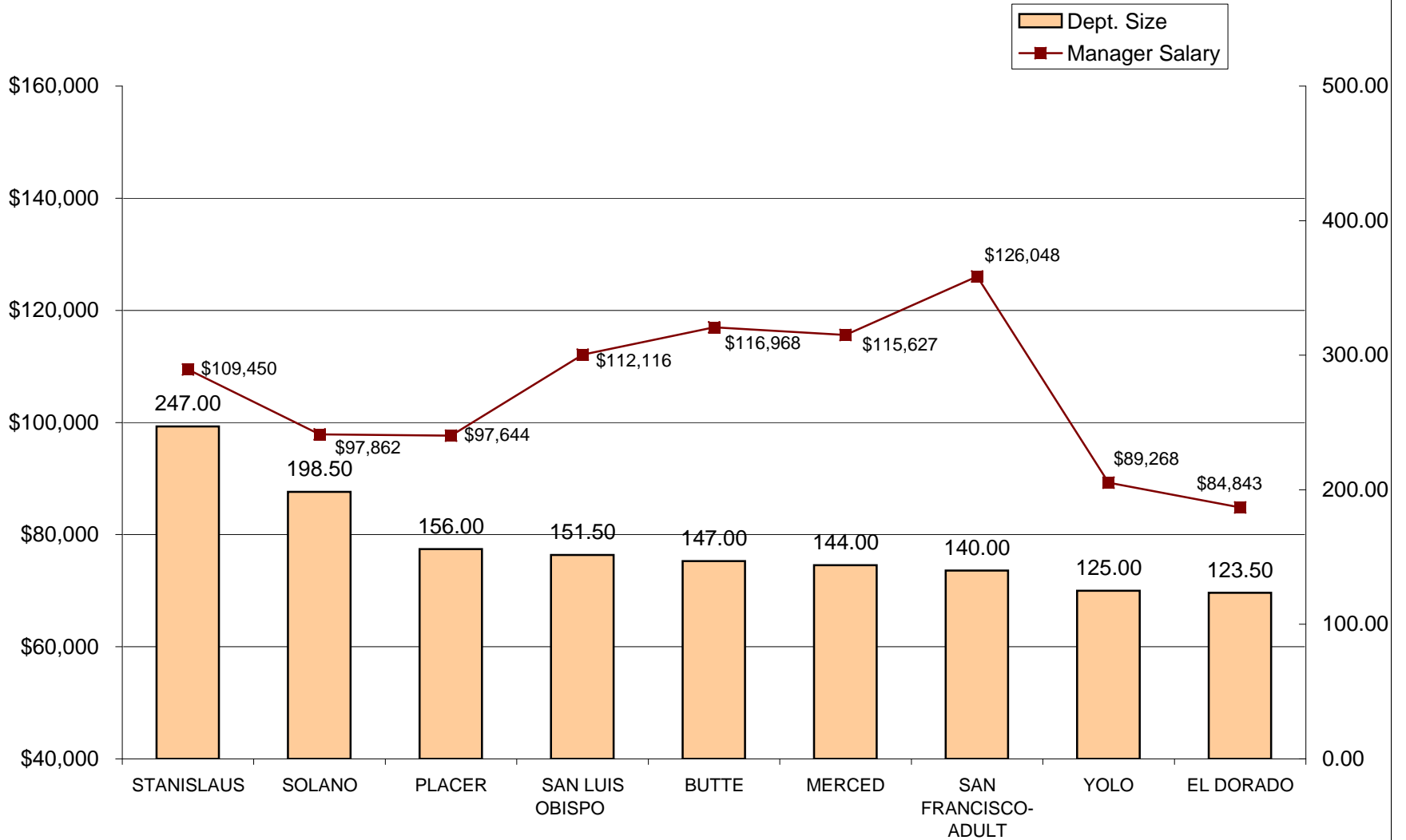
**NINE LARGEST DEPARTMENTS - FTE POSITIONS**

**PROBATION SERVICES - GENERIC E  
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2012**



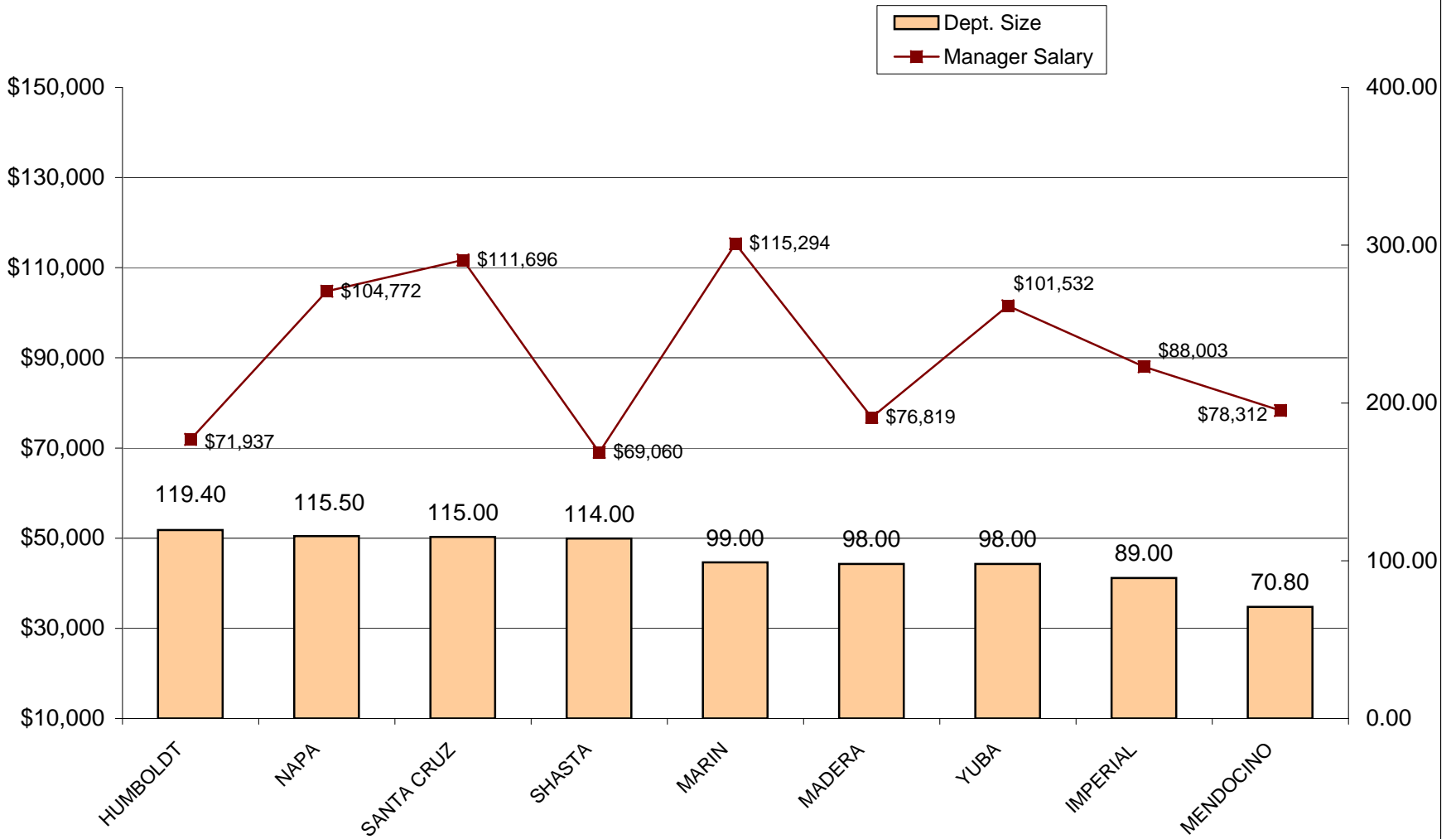
**DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC E  
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2012**



**DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS**

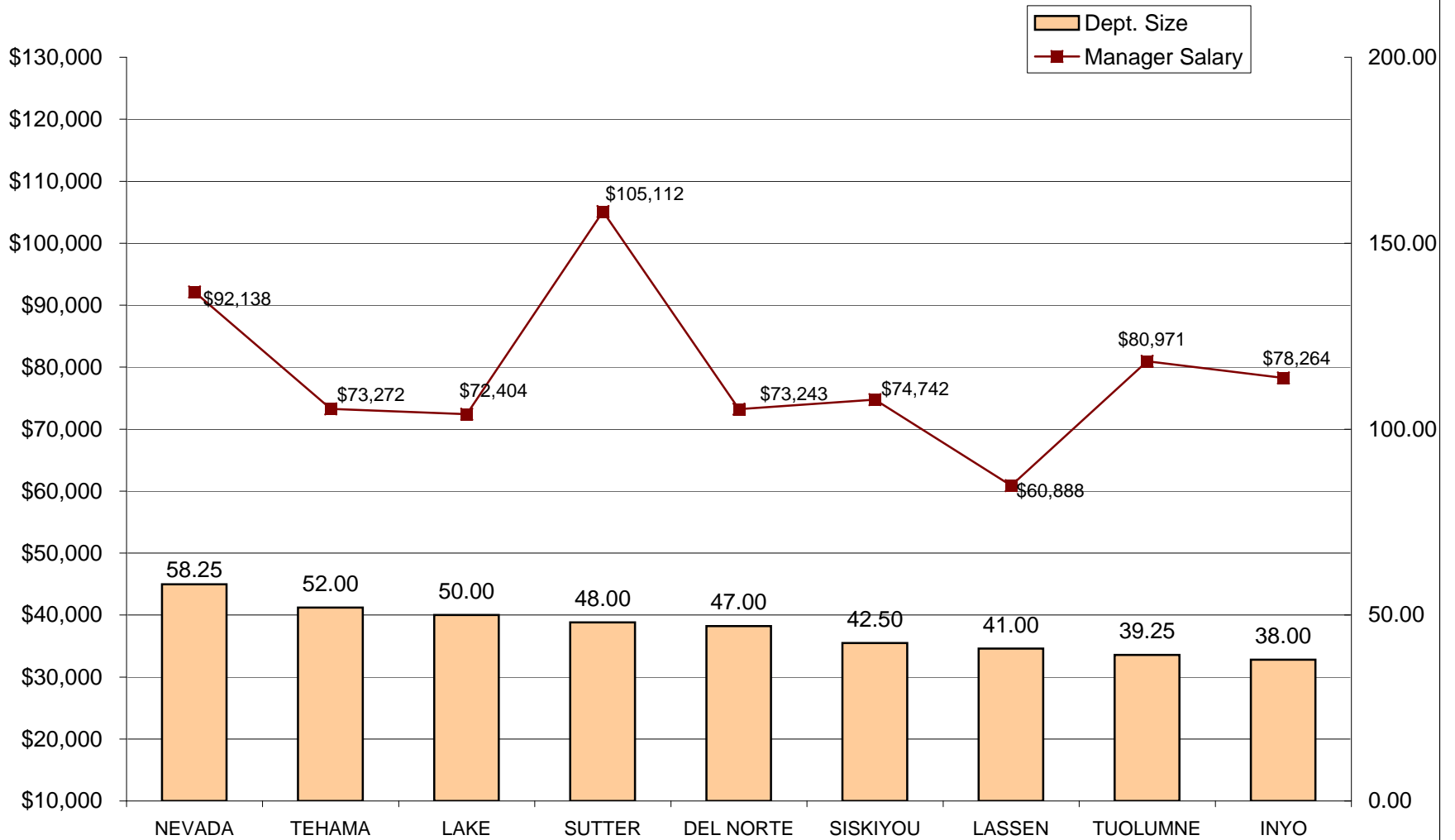
**PROBATION SERVICES - GENERIC E  
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2012**



**DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS**

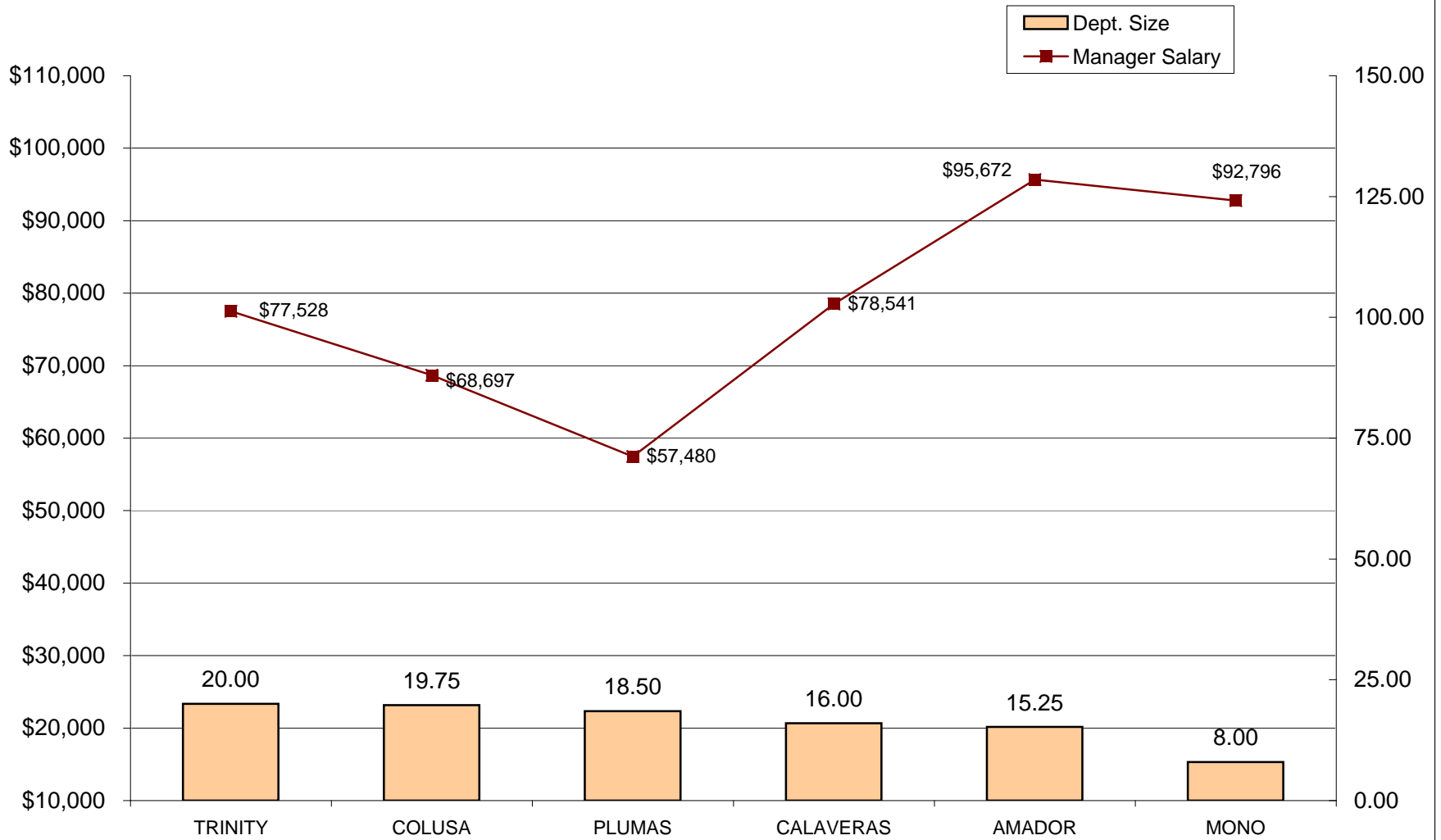


**PROBATION SERVICES - GENERIC E  
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2012**



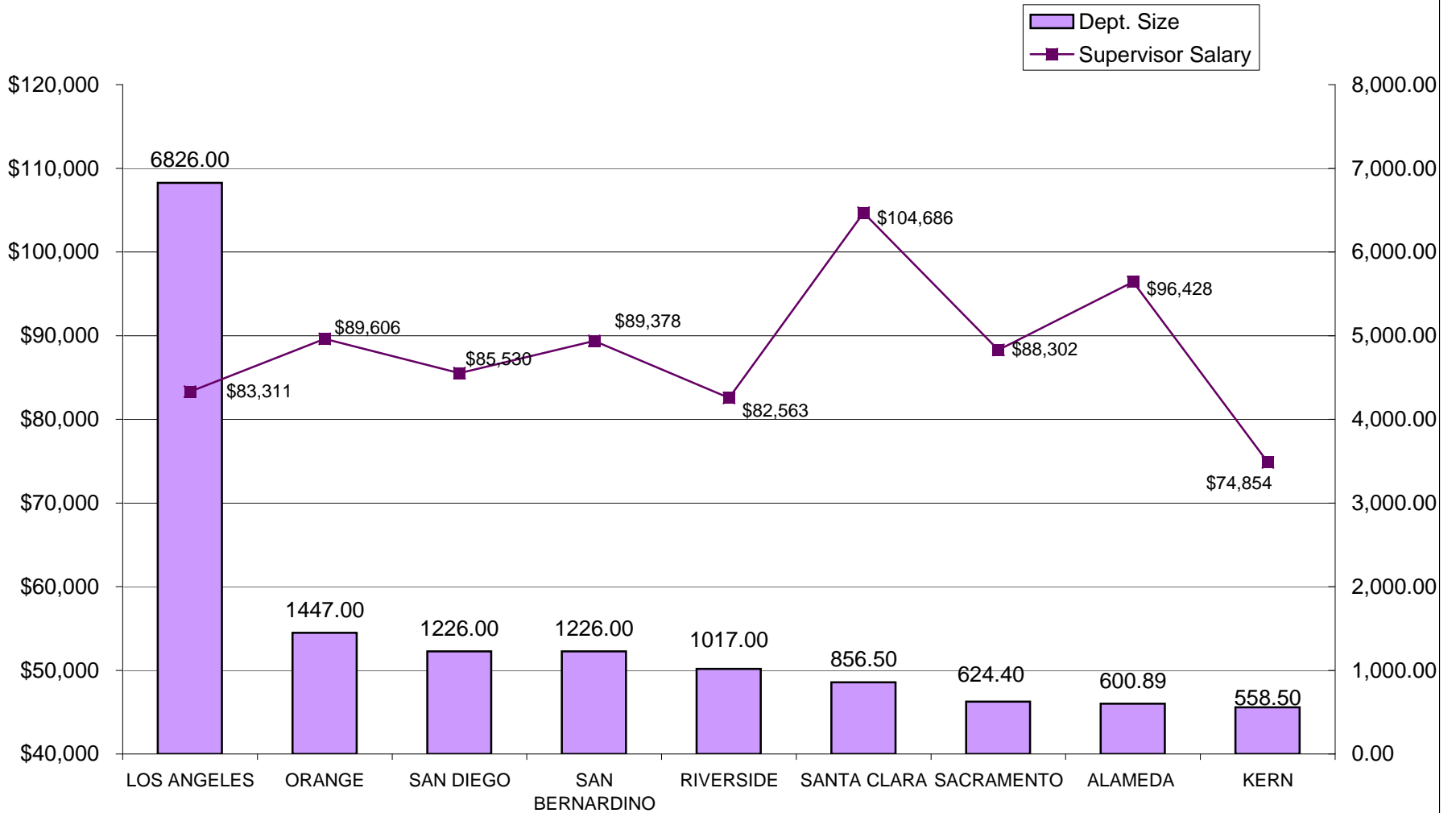
**DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC E**  
**RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2012**  
(San Benito, Glenn, Mariposa and Sierra Counties do not have E positions)



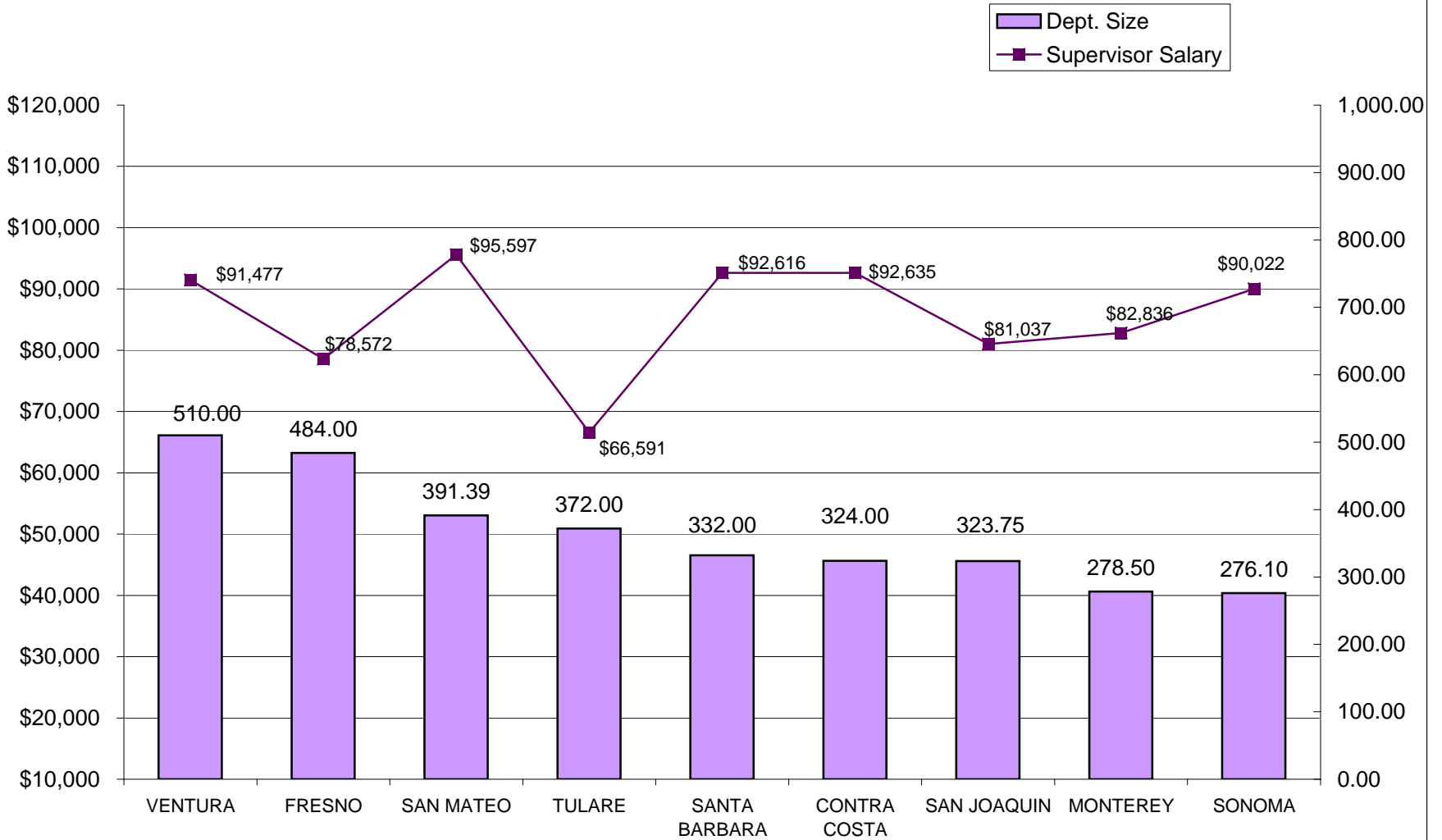
**DEPARTMENTS RANKED 46-55 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC D  
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE - 2012**



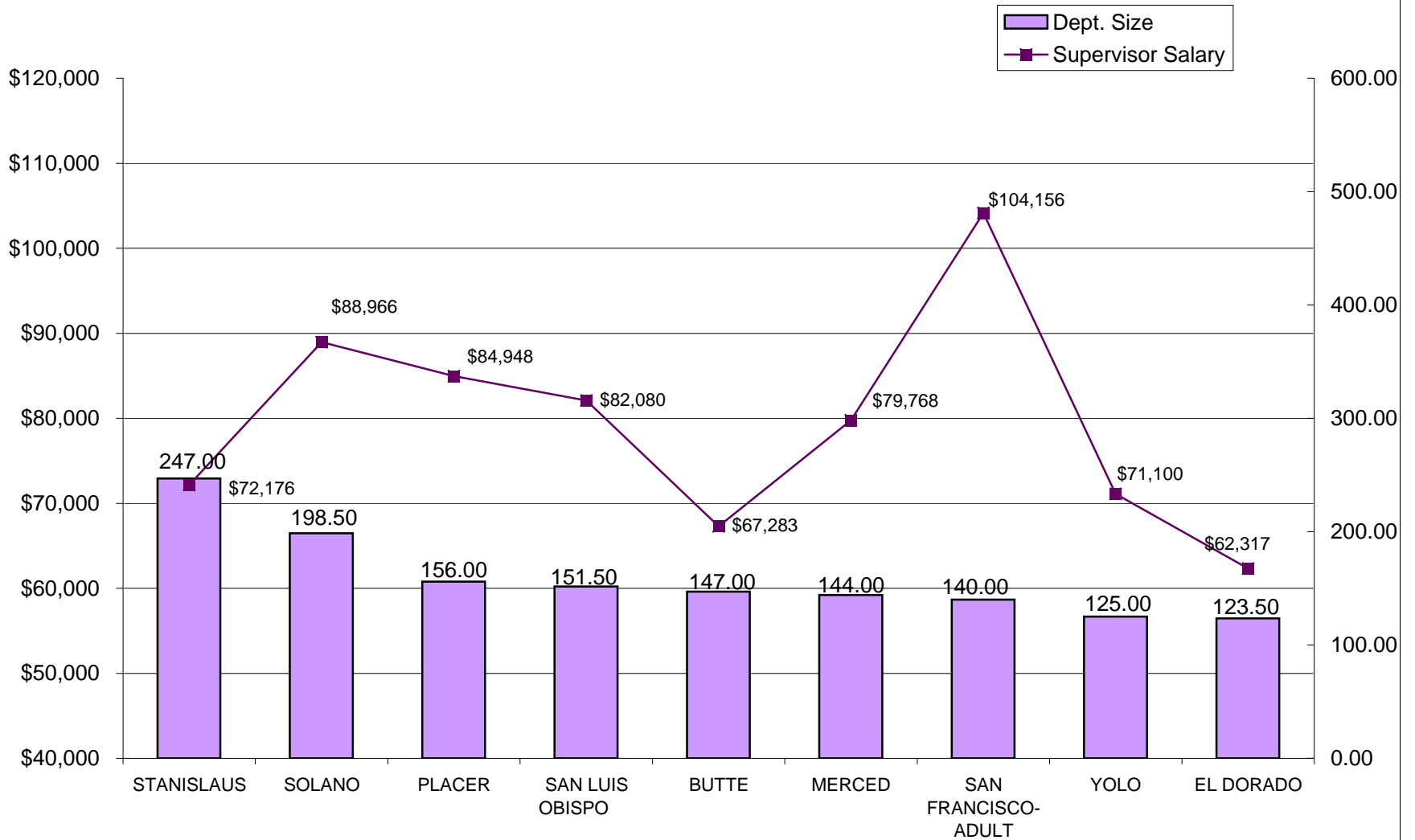
**NINE LARGEST DEPARTMENTS - FTE POSITIONS**

**PROBATION SERVICES - GENERIC D  
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE - 2012**



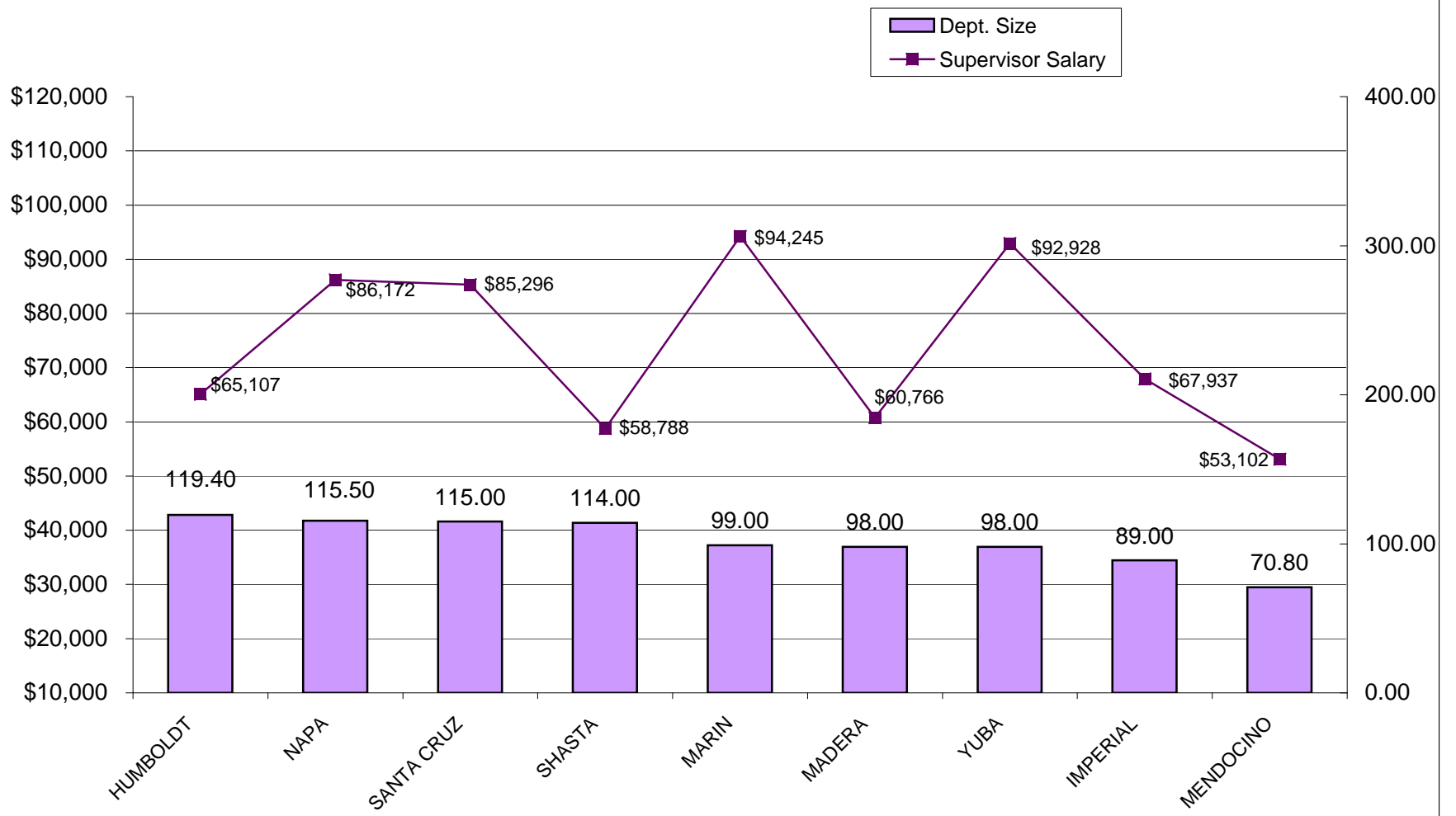
**DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC D  
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE - 2012**



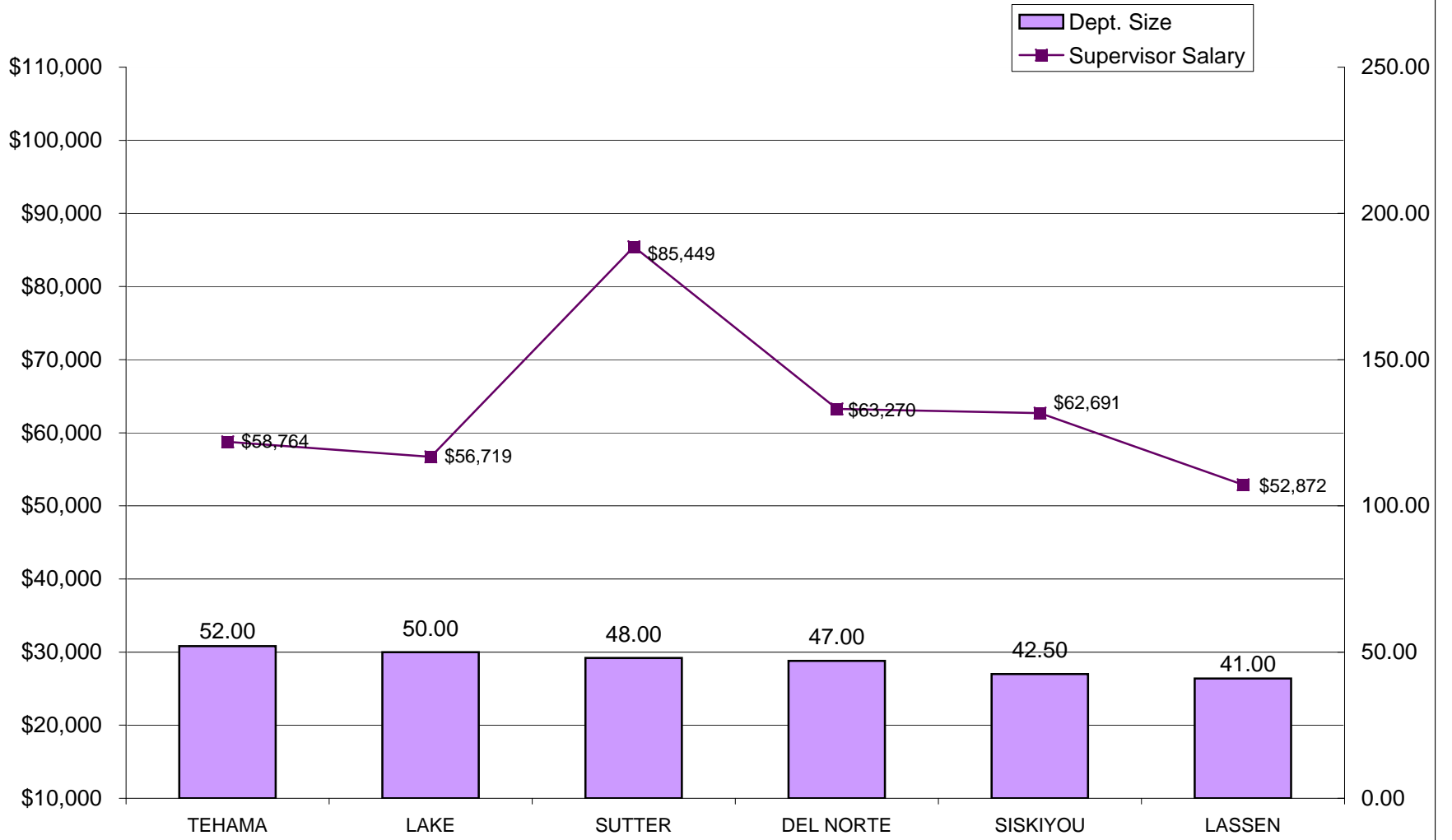
**DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC D  
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE -  
2012**



**DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS**

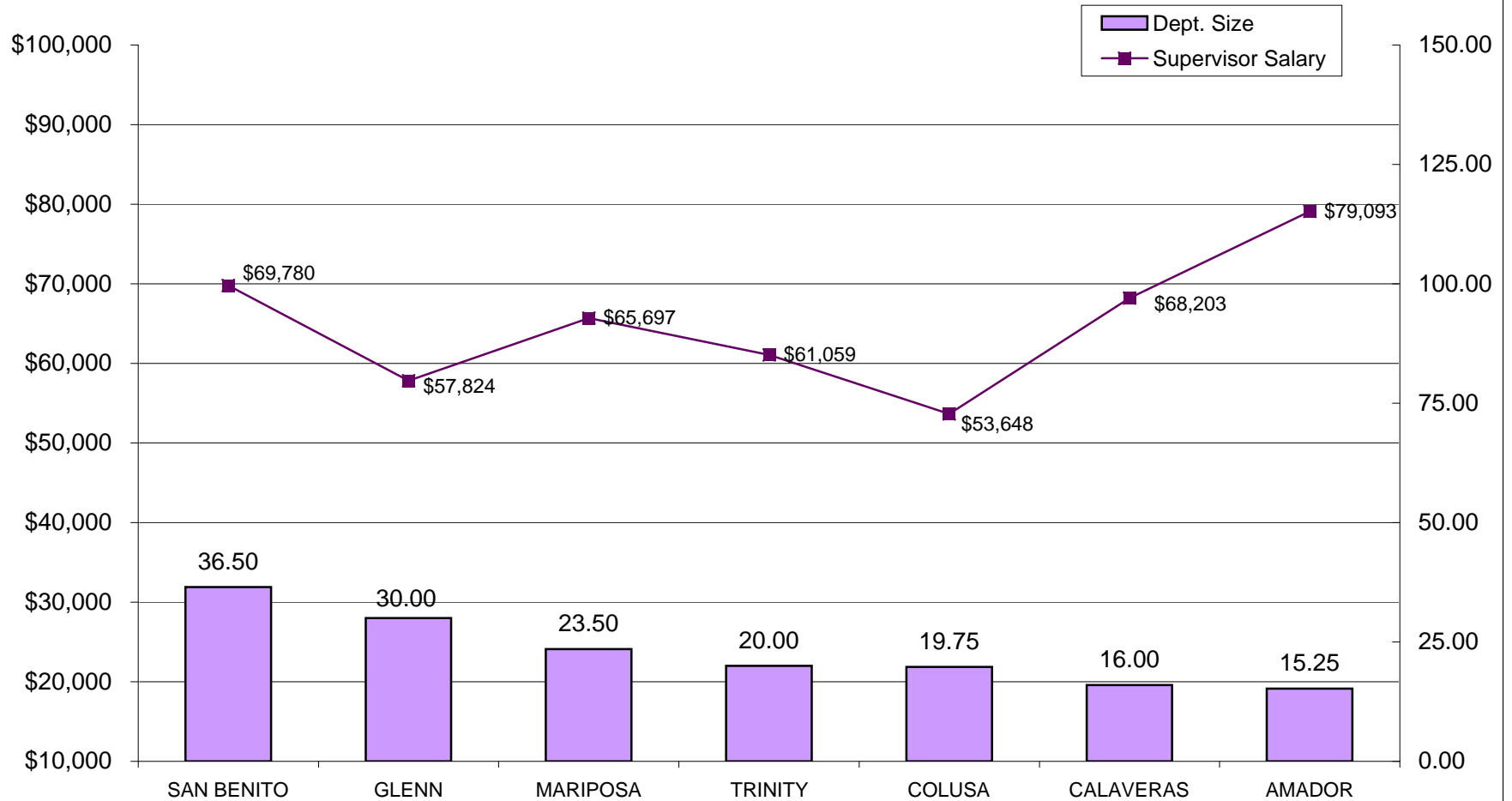
**PROBATION SERVICES - GENERIC D**  
**RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE - 2012**  
 (Nevada, Tuolumne and Inyo Counties do not have D positions)



**DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC D  
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE -  
2012**

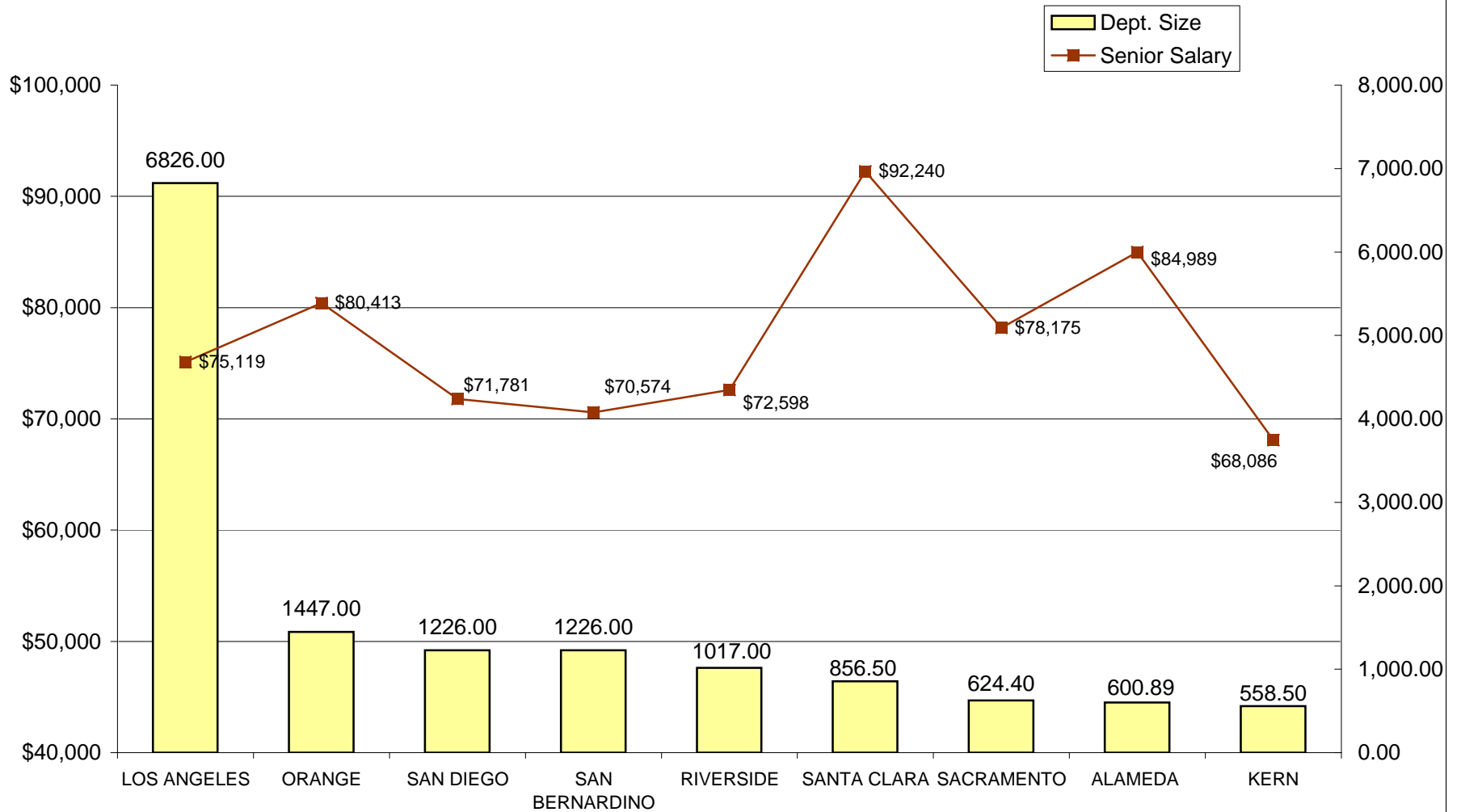
(Plumas, Mono and Sierra Counties do not have D positions)



**DEPARTMENTS RANKED 46-55 IN SIZE- FTE POSITIONS**

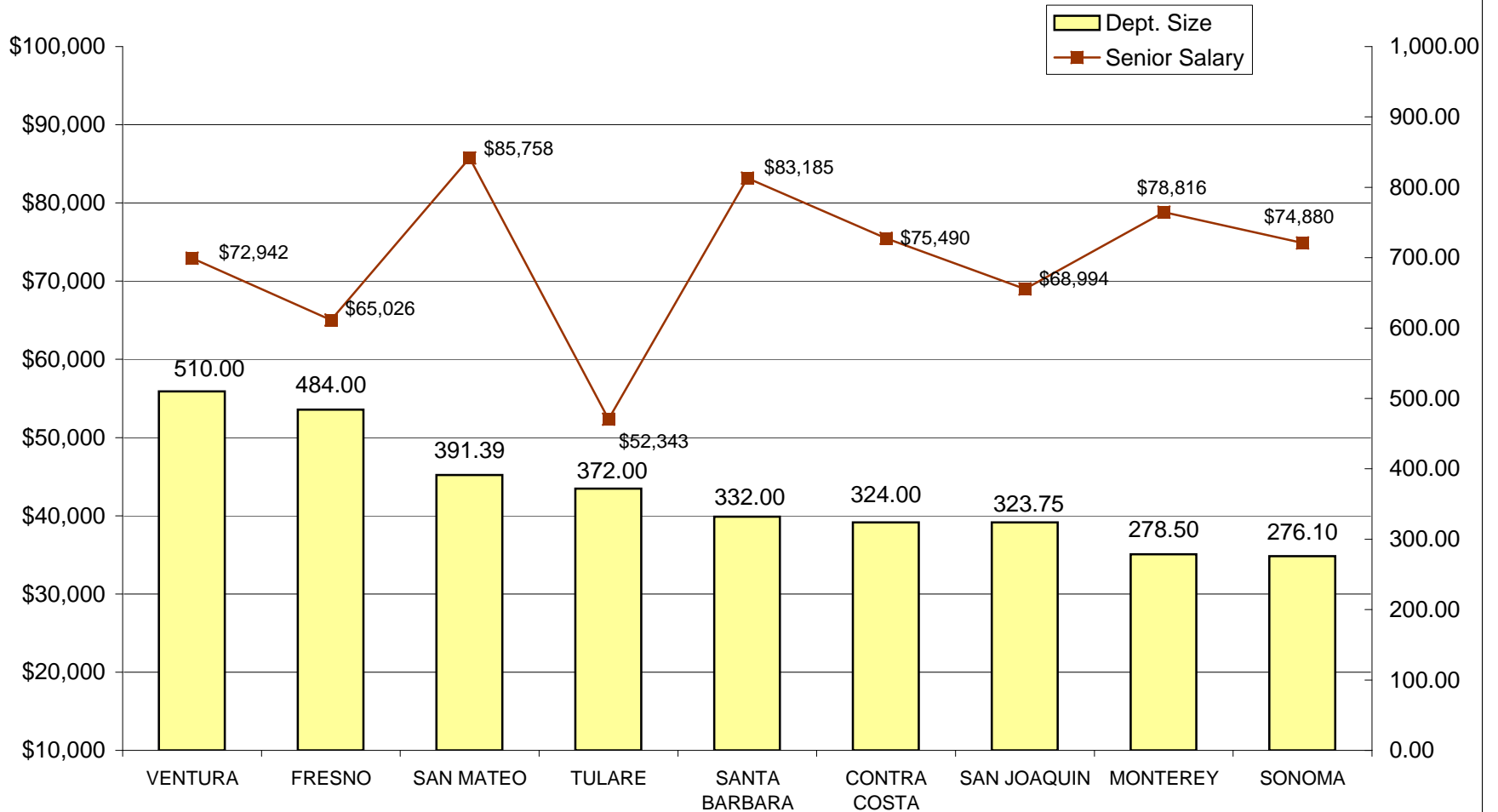


**PROBATION SERVICES - GENERIC C  
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE - 2012**



**NINE LARGEST DEPARTMENTS - FTE POSITIONS**

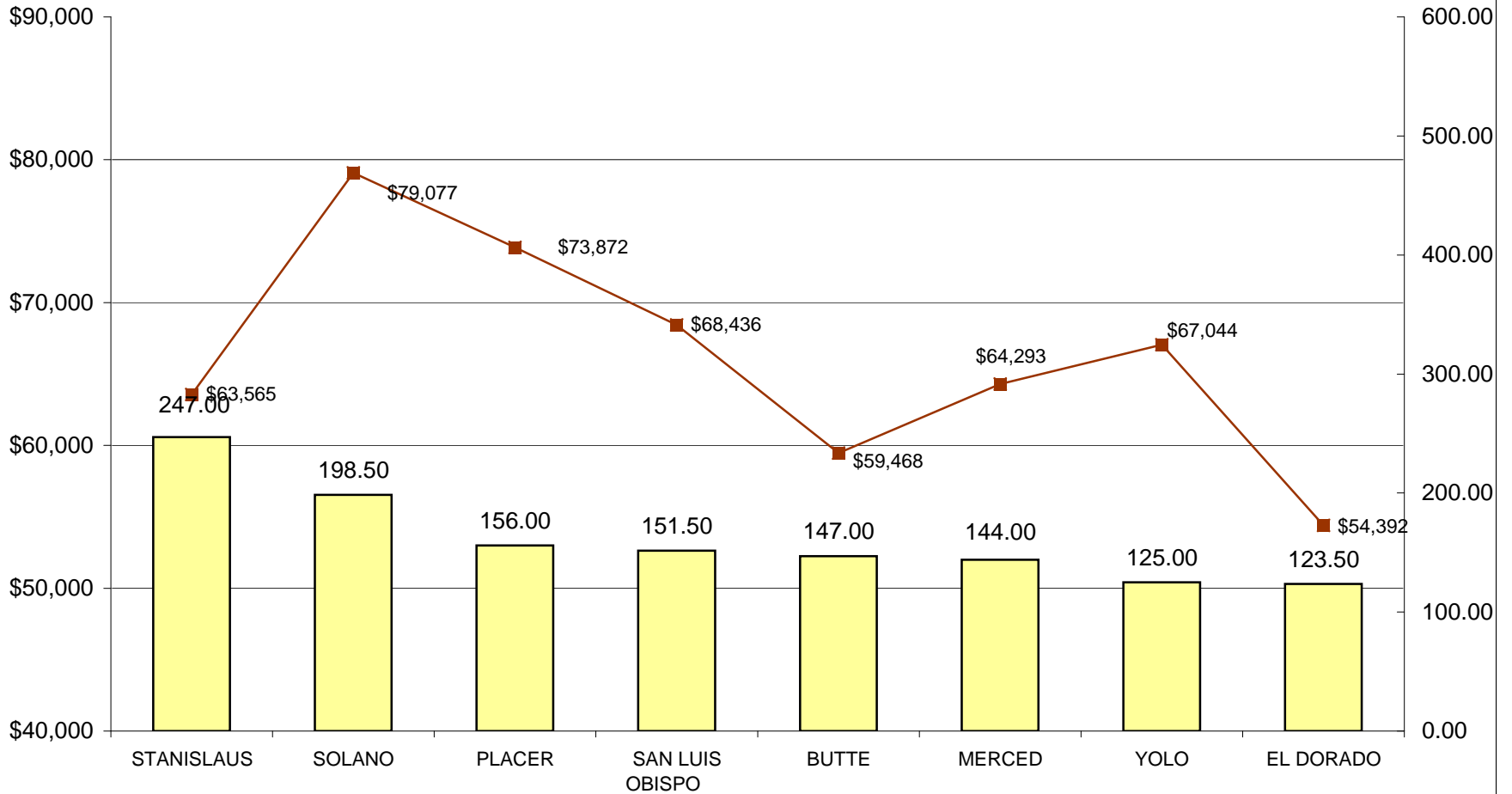
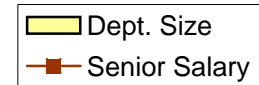
**PROBATION SERVICES - GENERIC C  
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE - 2012**



**DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC C  
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT  
SIZE - 2012**

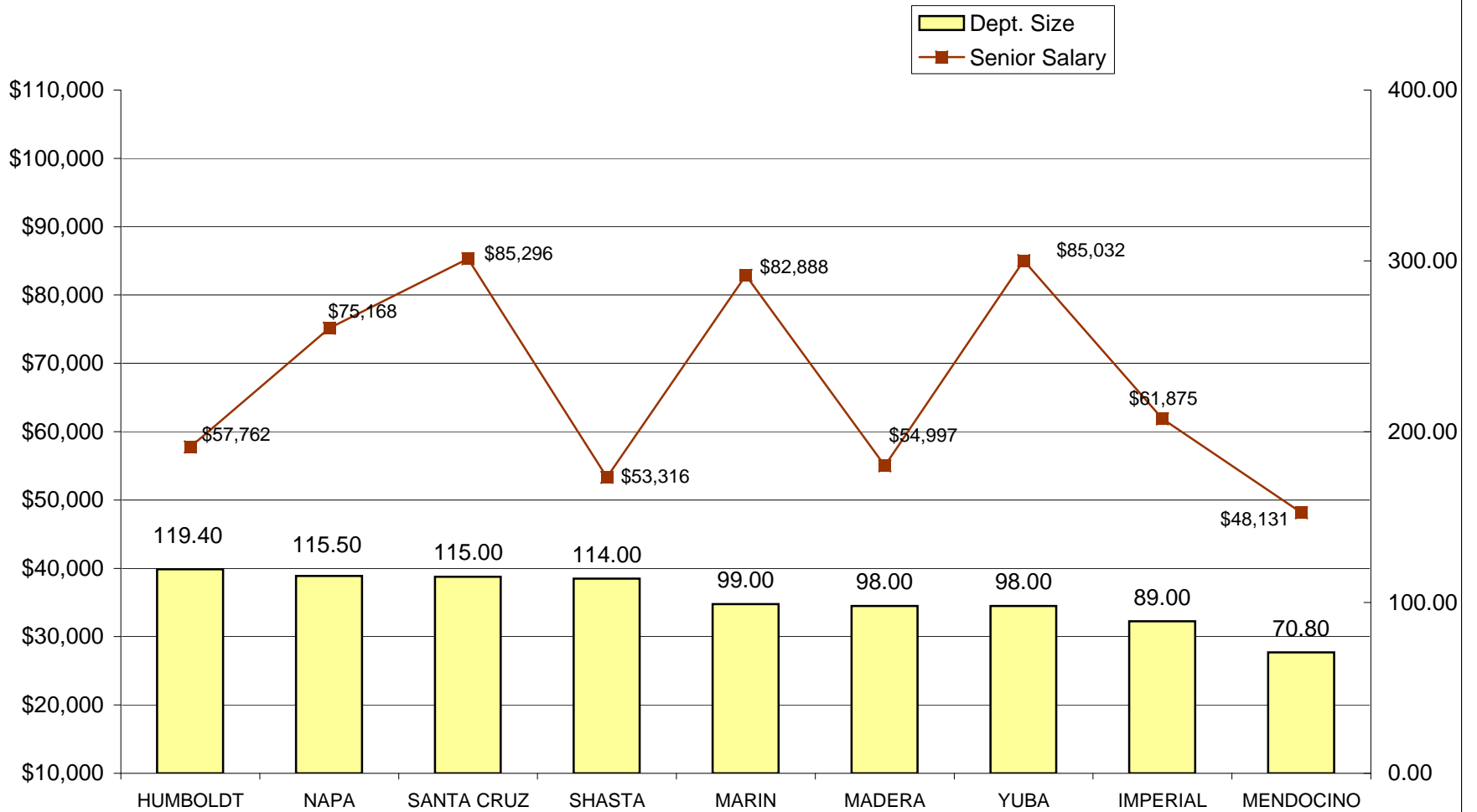
**(San Francisco-Adult does not have C positions)**



**DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS**

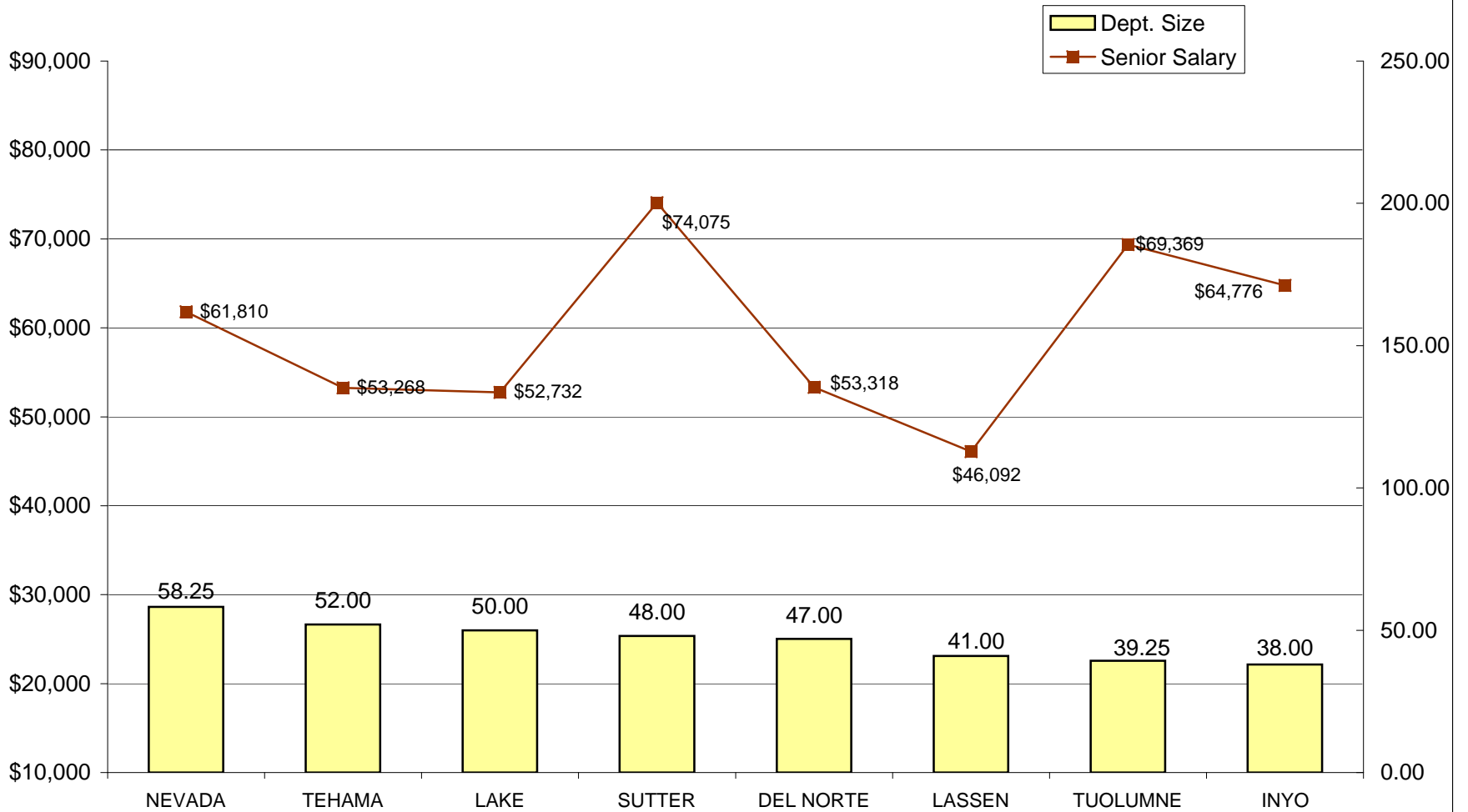
**PROBATION SERVICES - GENERIC C  
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -  
2012**

(Santa Cruz County does not have D positions)



**DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS**

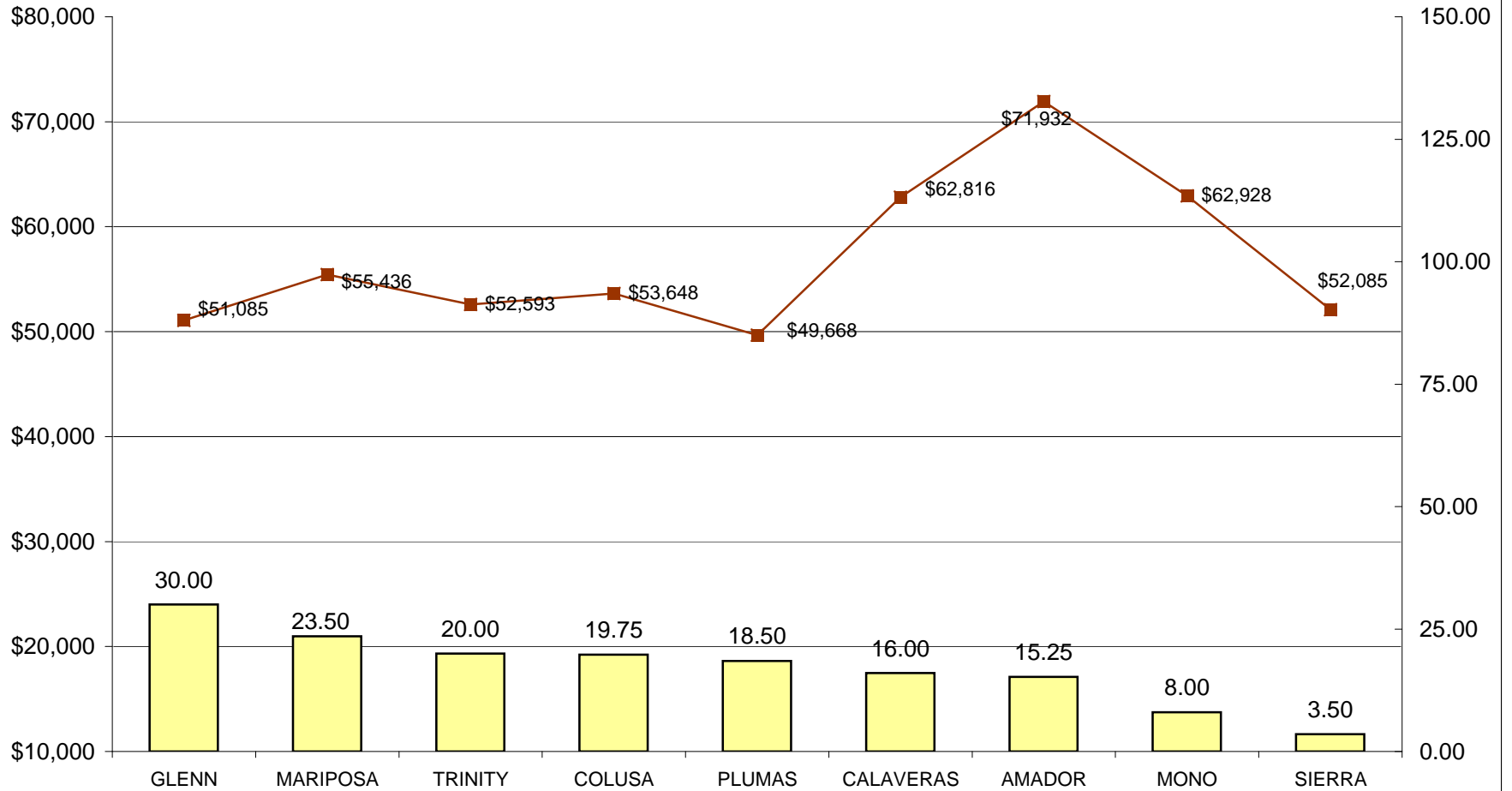
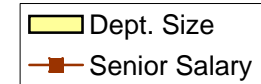
**PROBATION SERVICES - GENERIC C  
 RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -  
 2012  
 (Siskiyou County does not have C positions)**



**DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS**

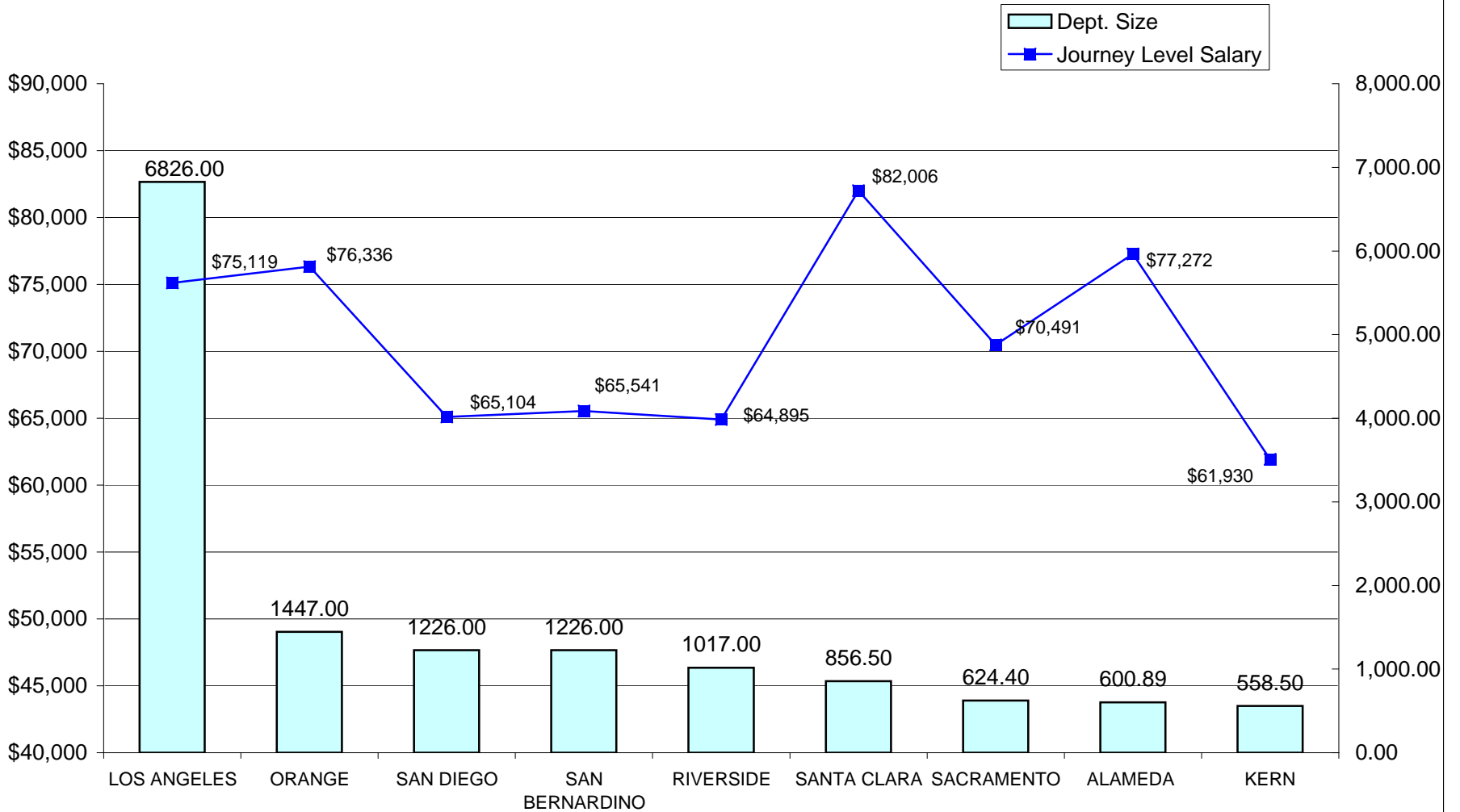
**PROBATION SERVICES - GENERIC C  
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -  
2012**

**(San Benito County does not have C positions)**



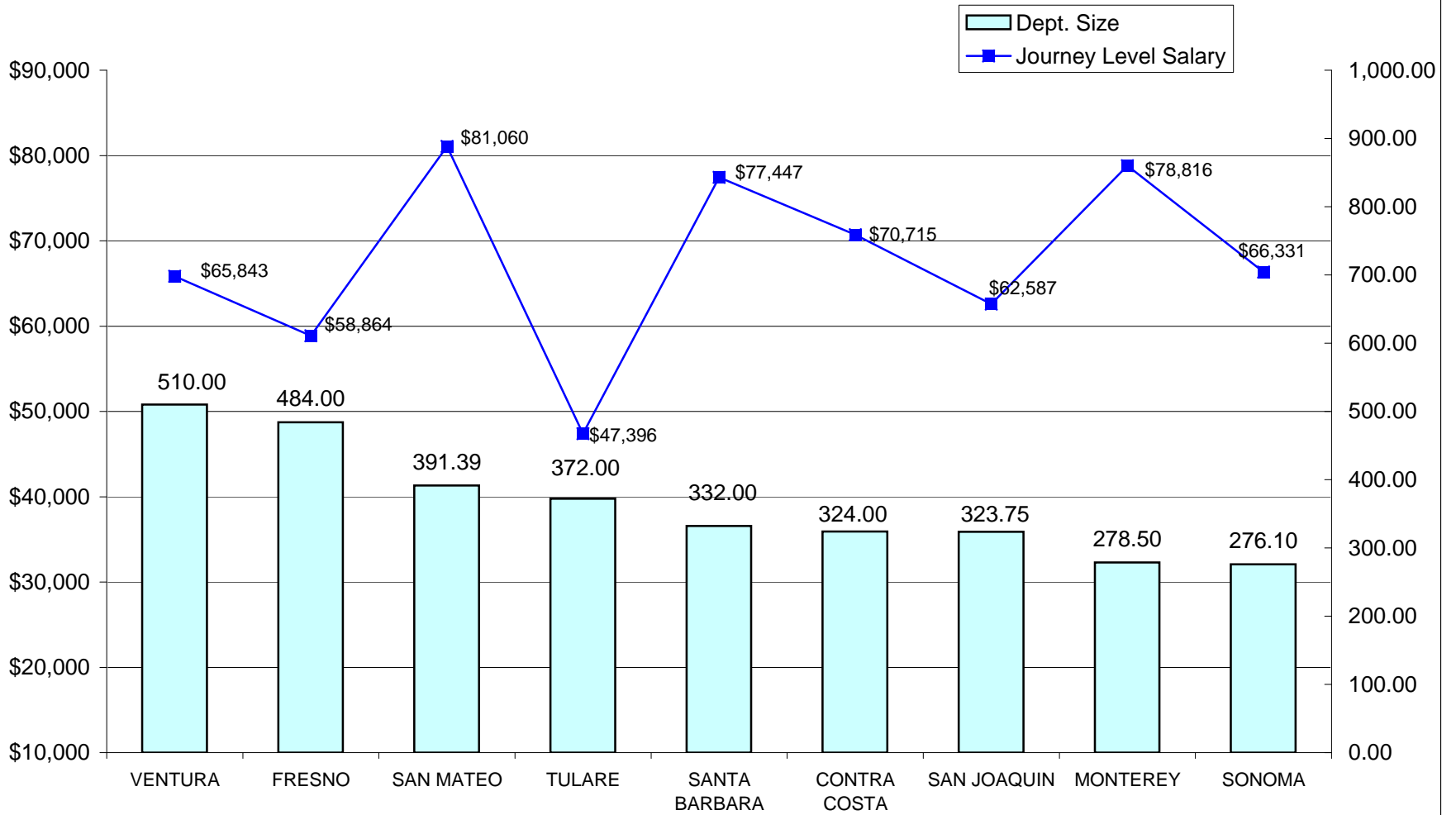
**DEPARTMENTS RANKED 46-55 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC B**  
**RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**



**NINE LARGEST DEPARTMENTS - FTE POSITIONS**

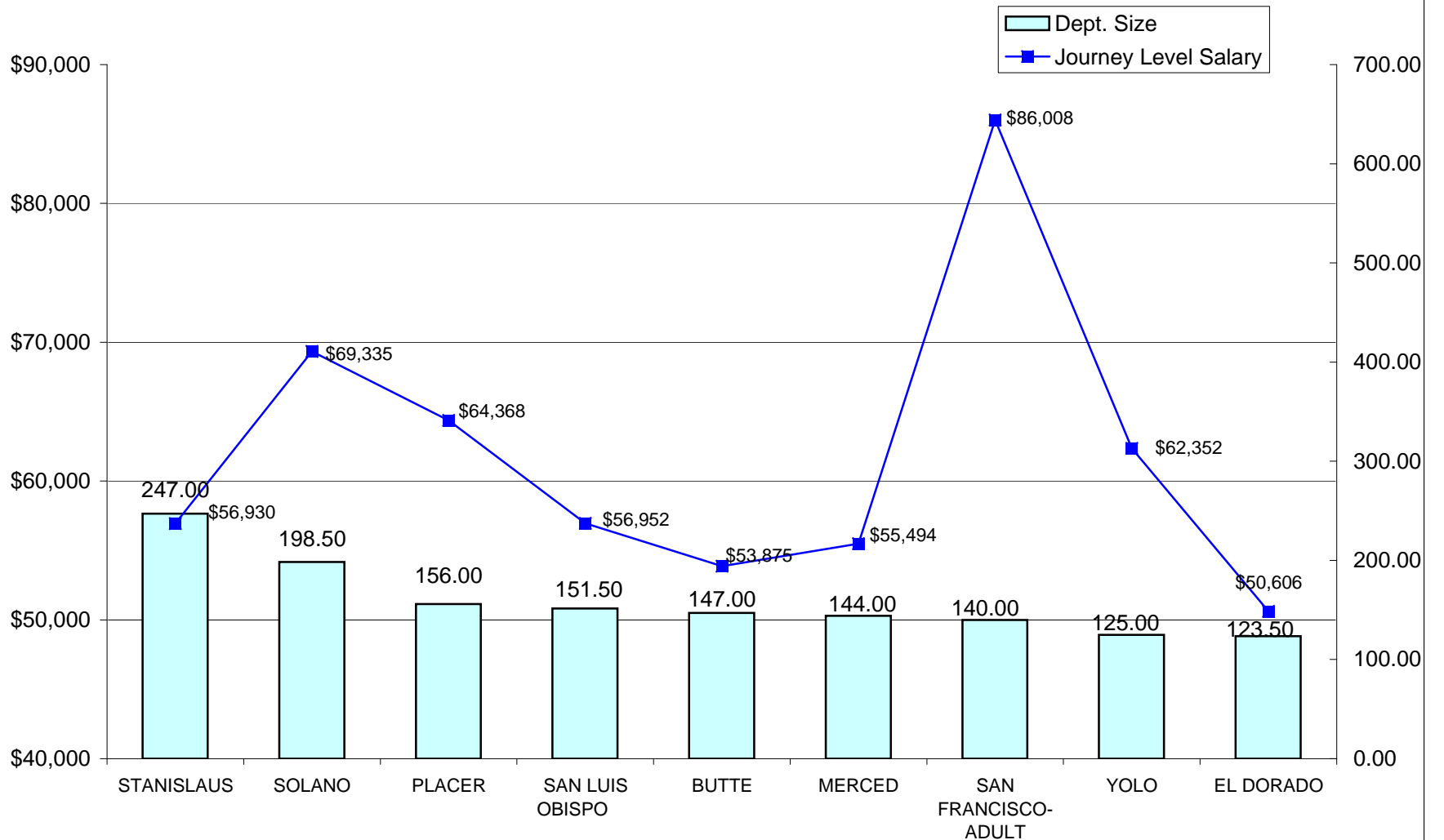
**PROBATION SERVICES - GENERIC B**  
**RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**



**DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS**



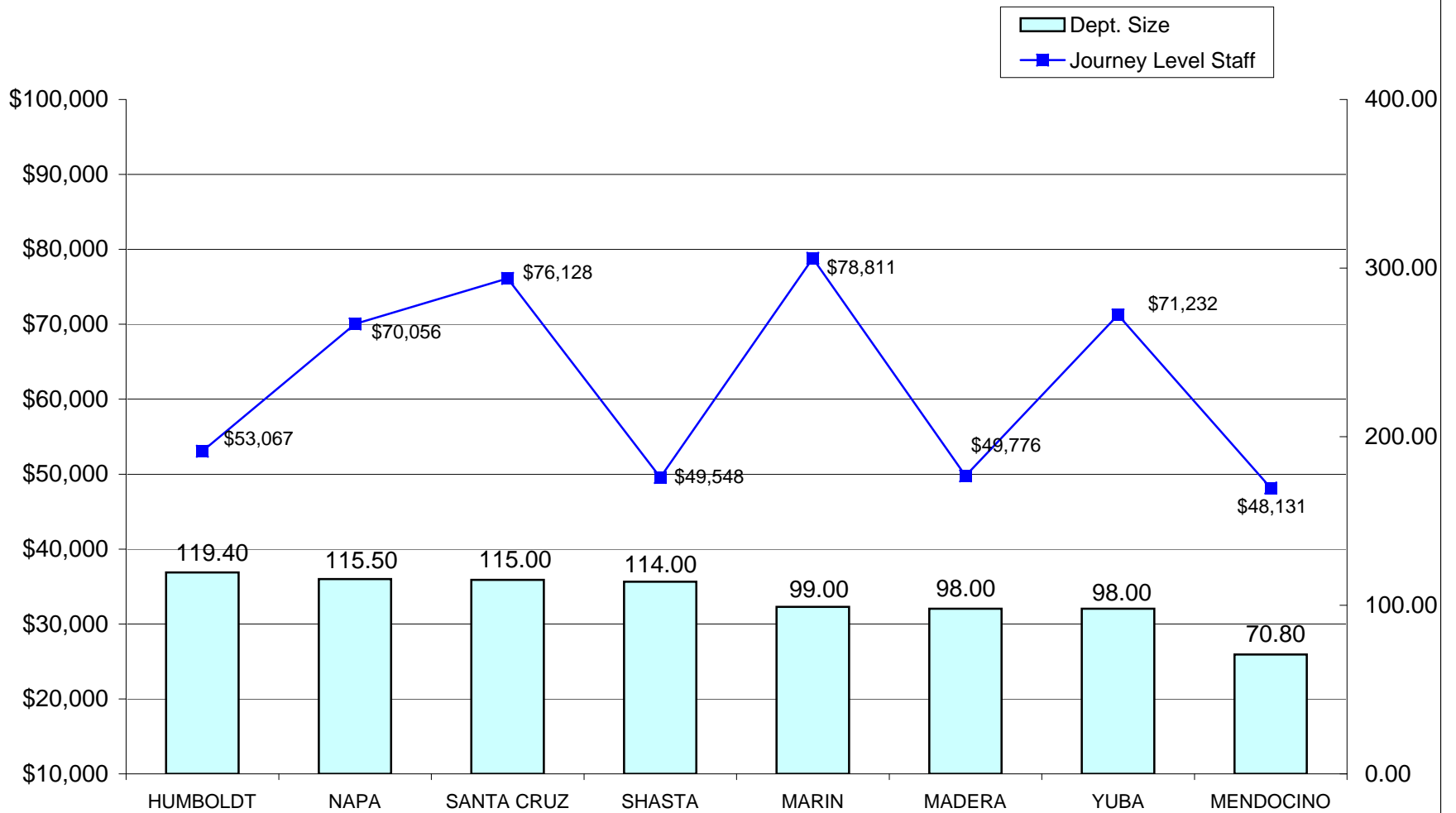
**PROBATION SERVICES - GENERIC B**  
**RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**



**DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS**

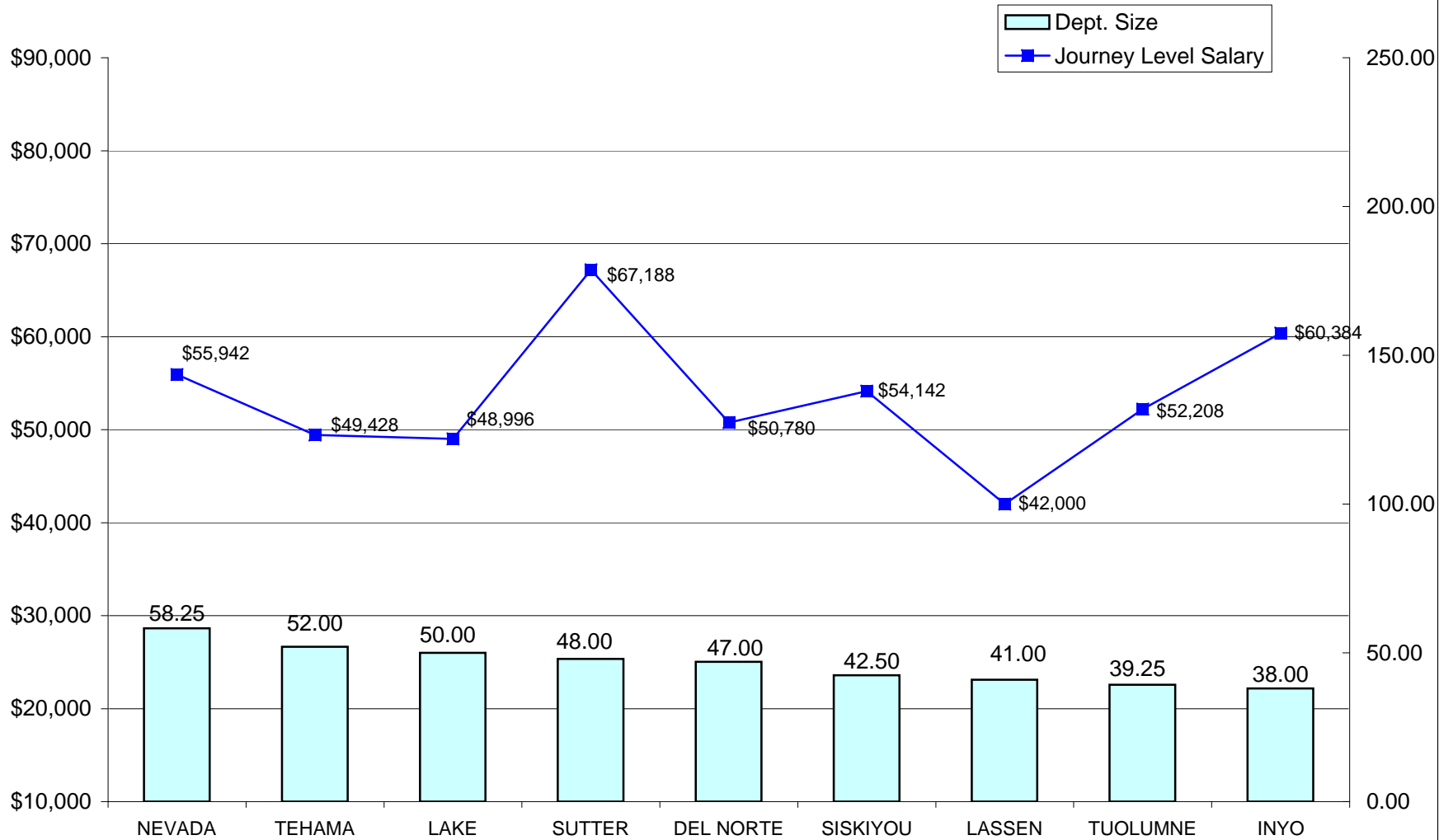
**PROBATION SERVICES - GENERIC B  
RELATIVE RANKING JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -  
2012**

(Imperial County does not have B positions)



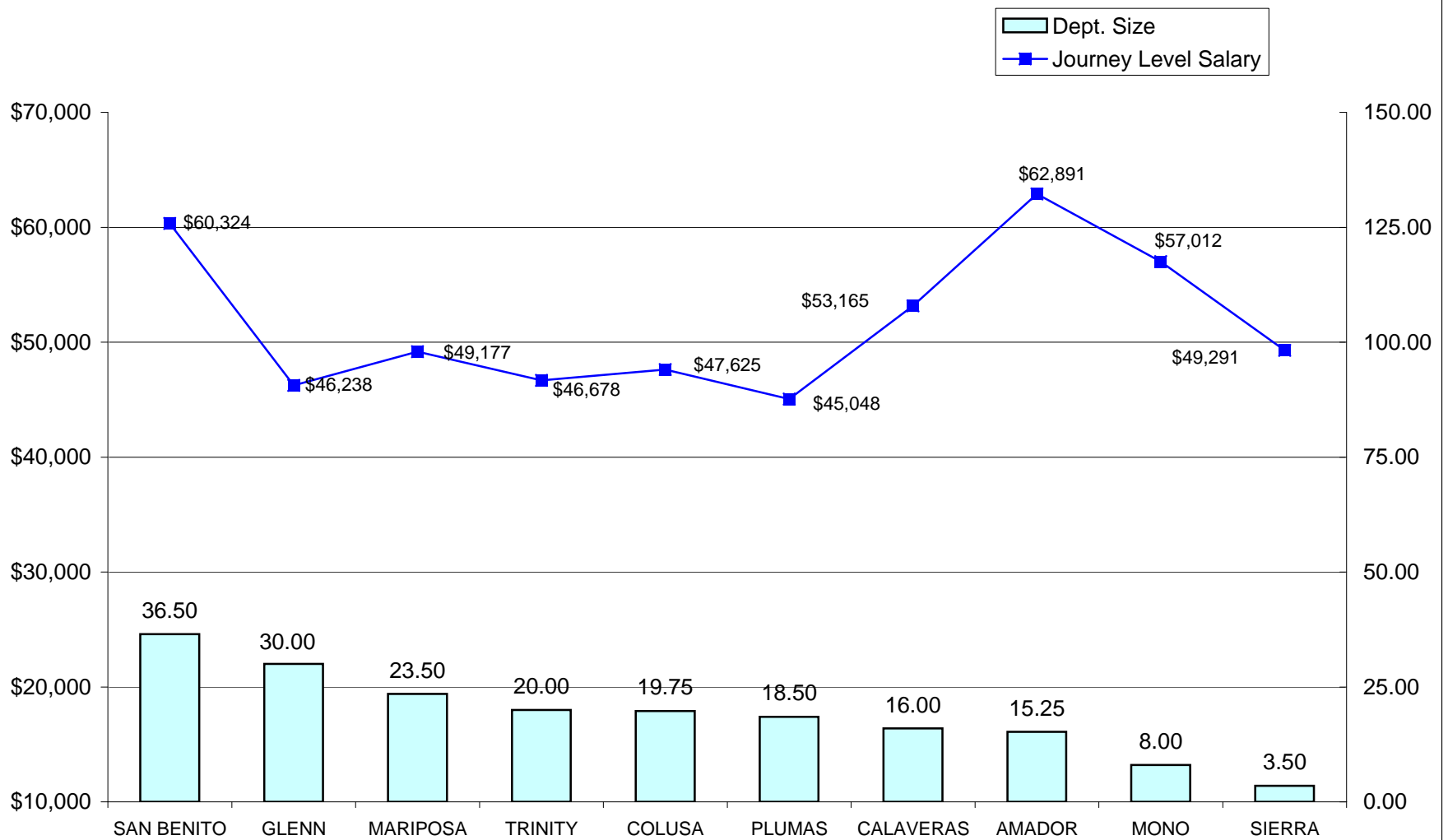
**DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC B**  
**RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**



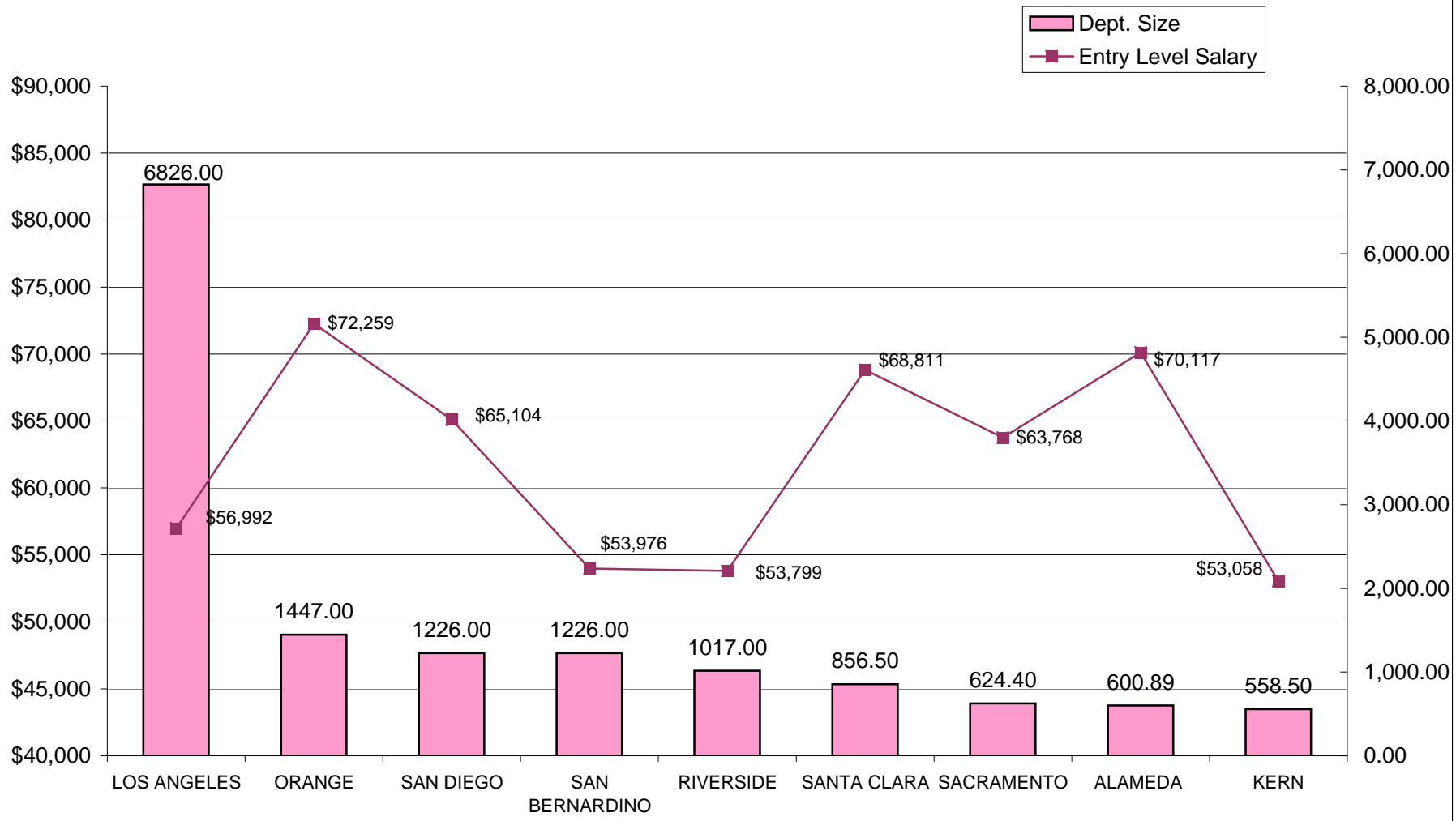
**DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC B  
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -  
2012**



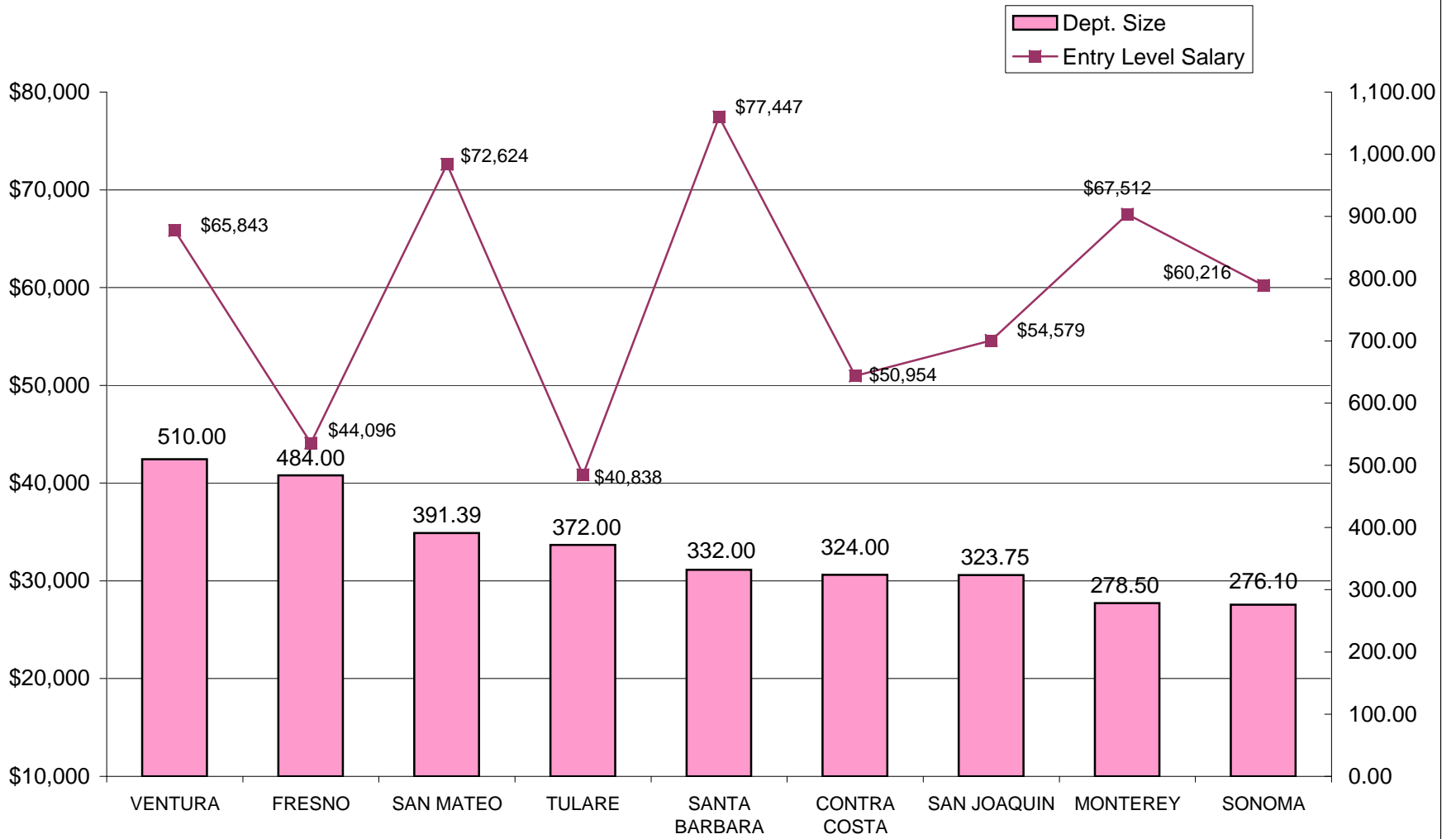
**DEPARTMENTS RANKED 46-55 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC A**  
**RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**



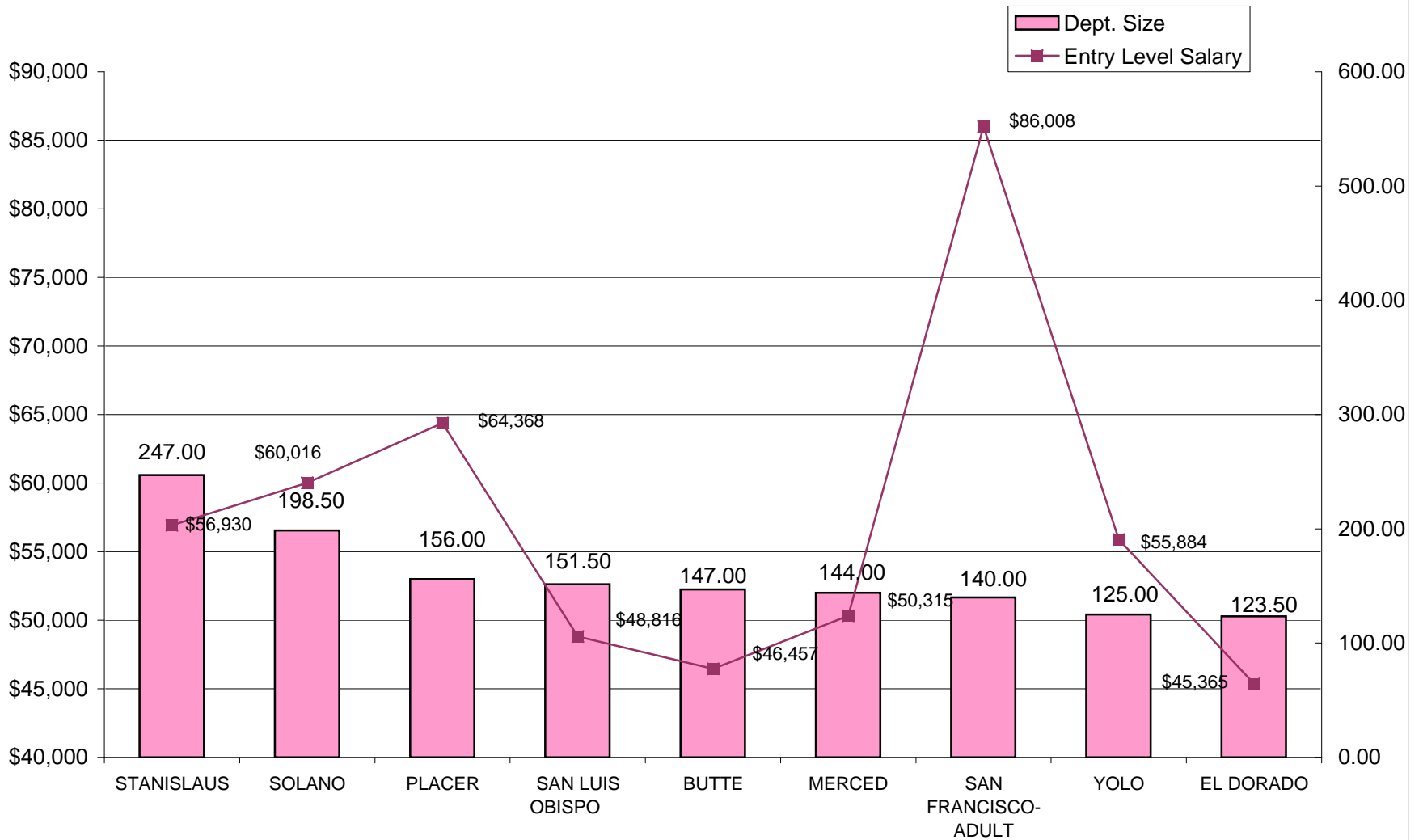
**NINE LARGEST DEPARTMENTS - FTE POSITIONS**

**PROBATION SERVICES - GENERIC A**  
**RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**



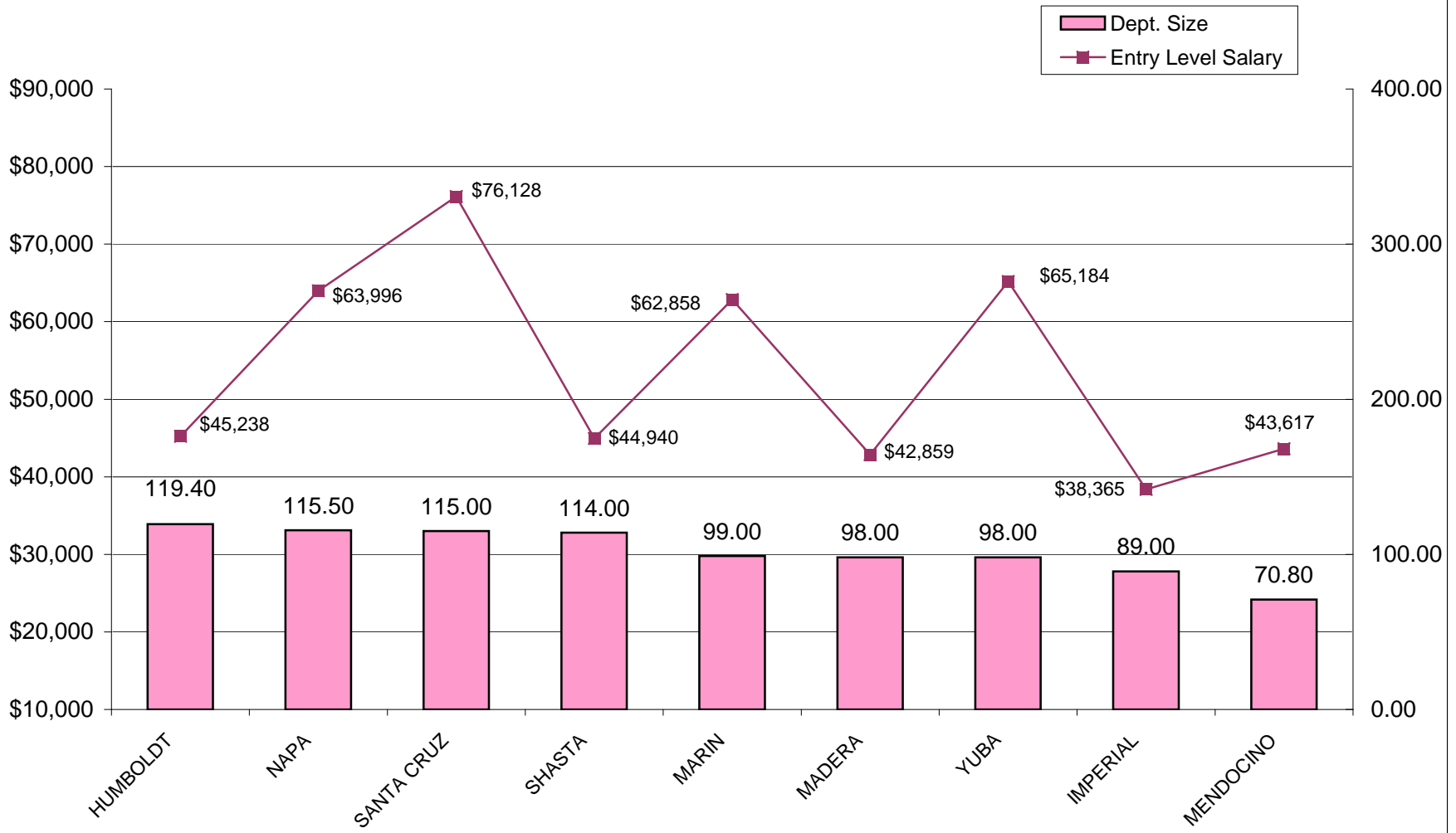
**DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC A**  
**RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**



**DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS**

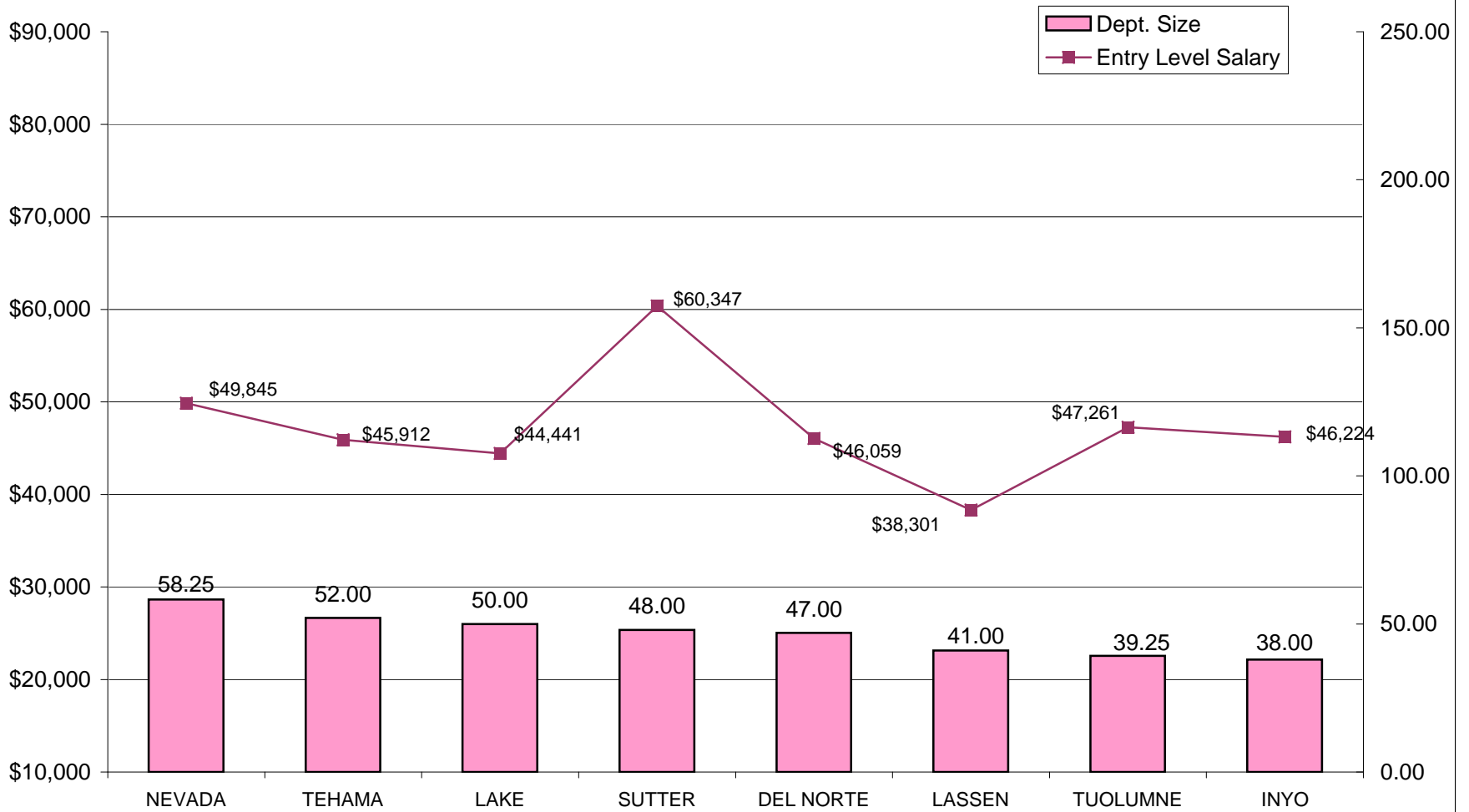
**PROBATION SERVICES - GENERIC A  
RELATIVE RANKING ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**



**DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS**



**PROBATION SERVICES - GENERIC A**  
**RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**  
 (Siskiyou County does not have A positions)



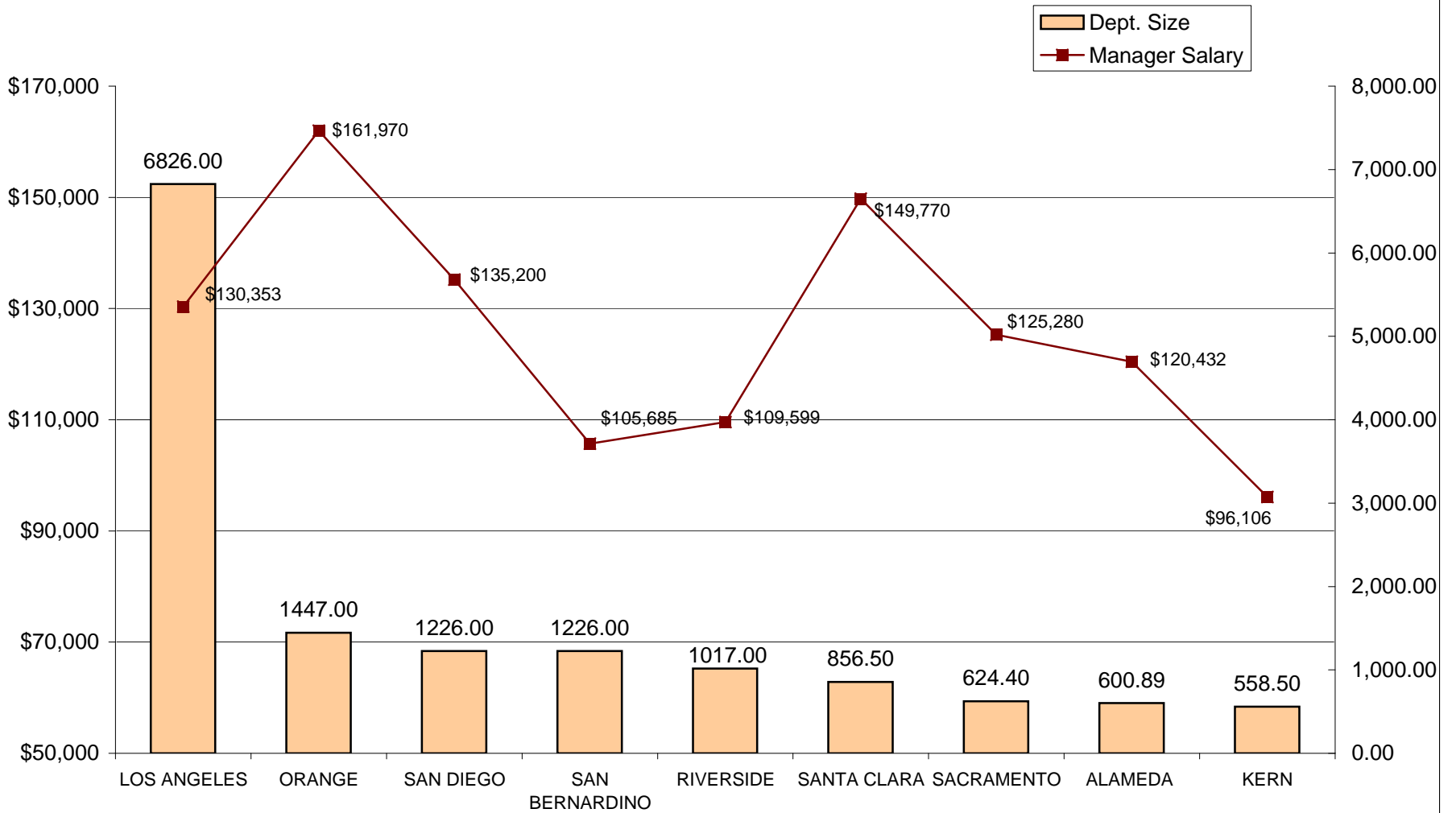
**DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS**

**PROBATION SERVICES - GENERIC A**  
**RELATIVE RANKING ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**  
(San Benito County does not have A positions)



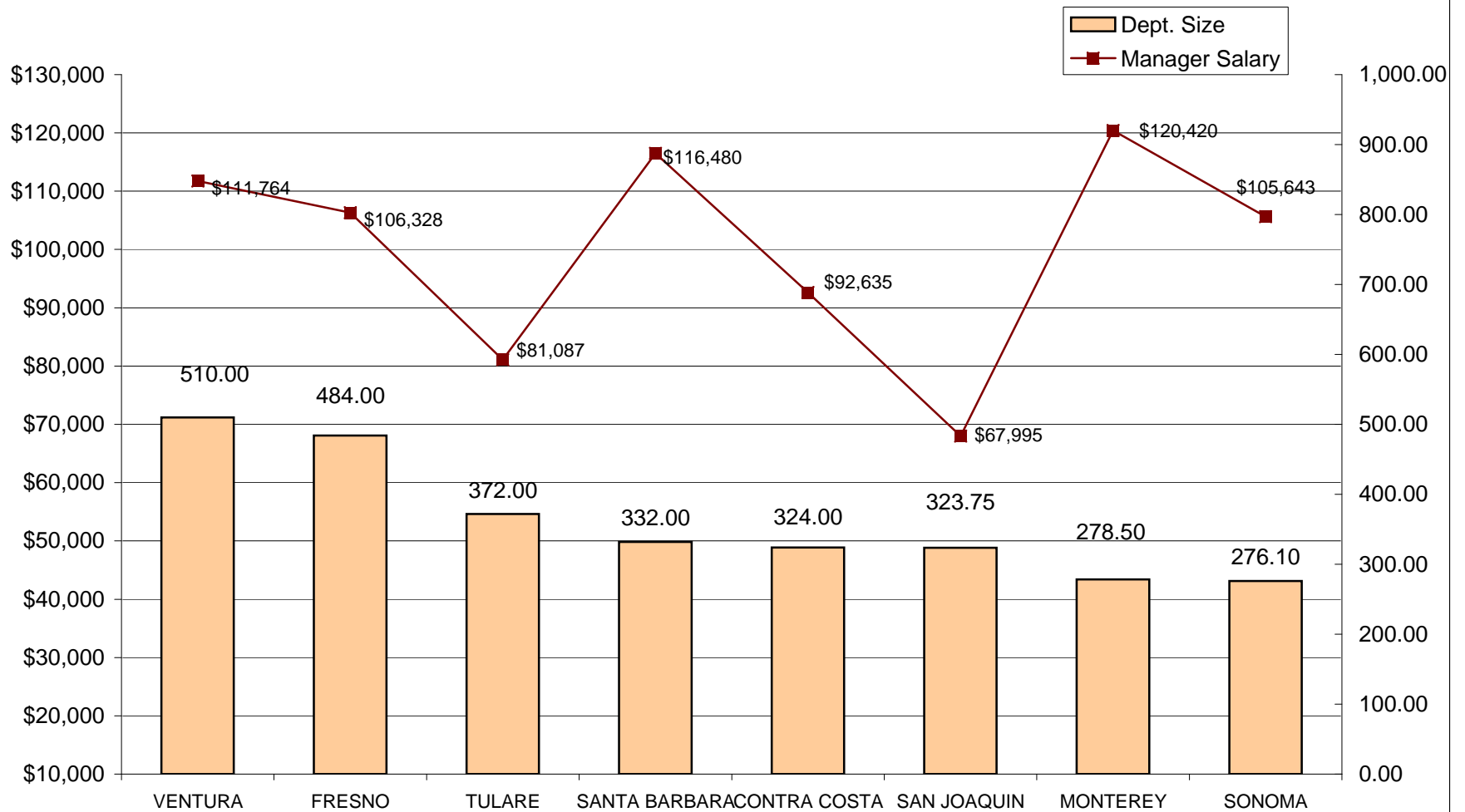
**DEPARTMENTS RANKED 46-55 IN SIZE- FTE POSITIONS**

**INSTITUTIONS - GENERIC J**  
**RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2012**



**NINE LARGEST DEPARTMENTS - FTE POSITIONS**

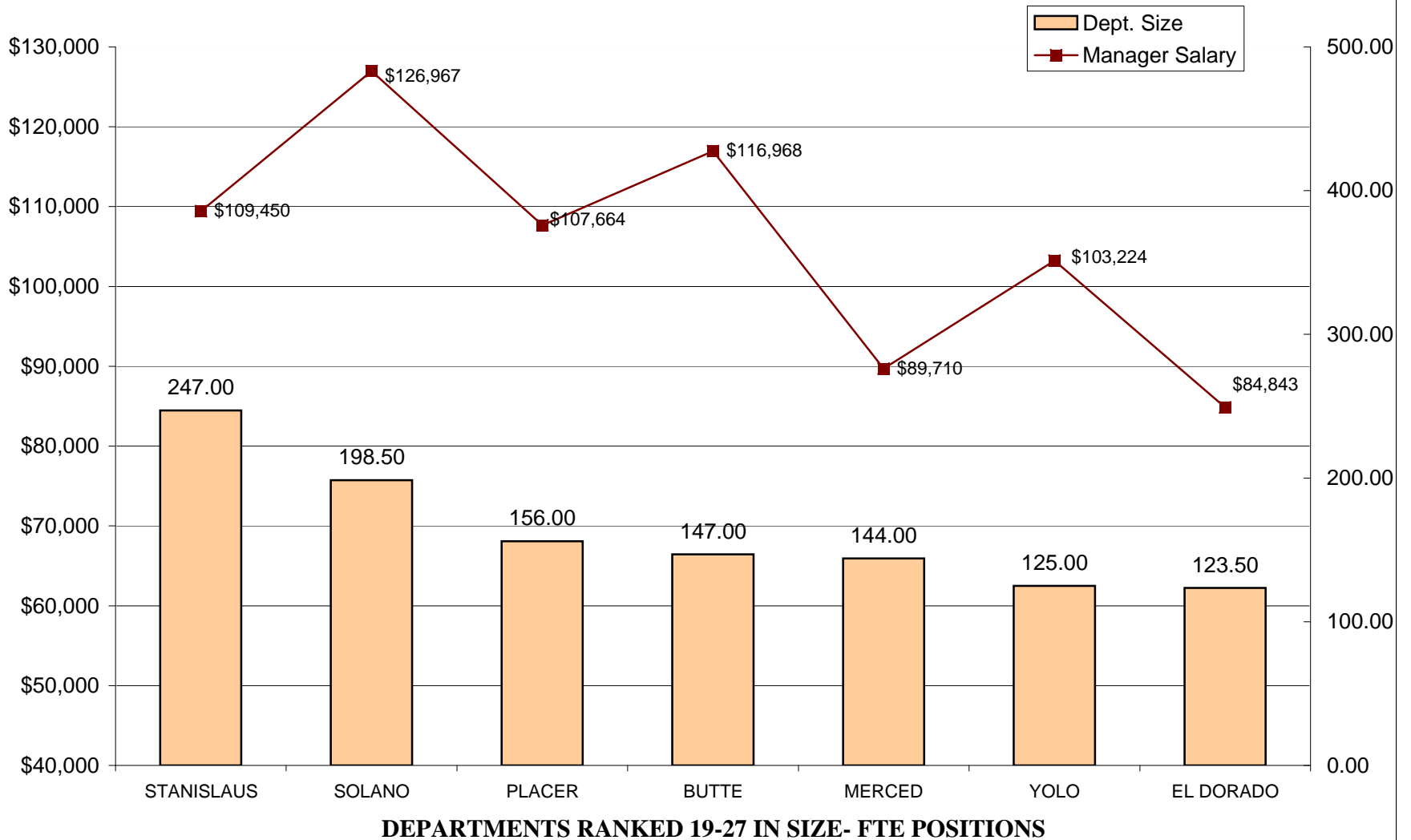
**INSTITUTIONS - GENERIC J**  
**RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2012**  
(San Mateo County does not have a J position)



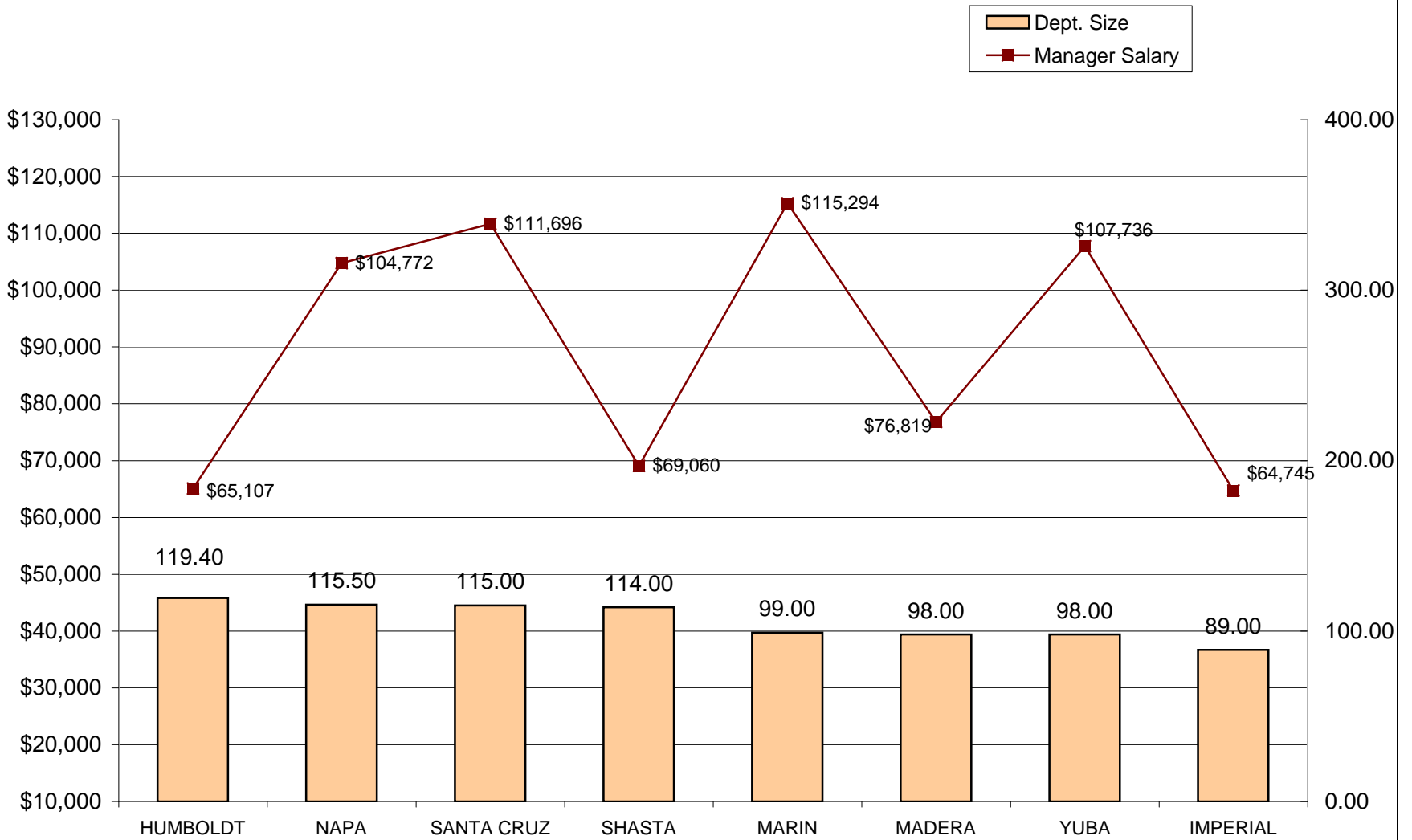
**DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS**

**INSTITUTIONS - GENERIC J**  
**RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2012**

(San Luis Obispo and San Francisco-Adult Counties do not have J positions)

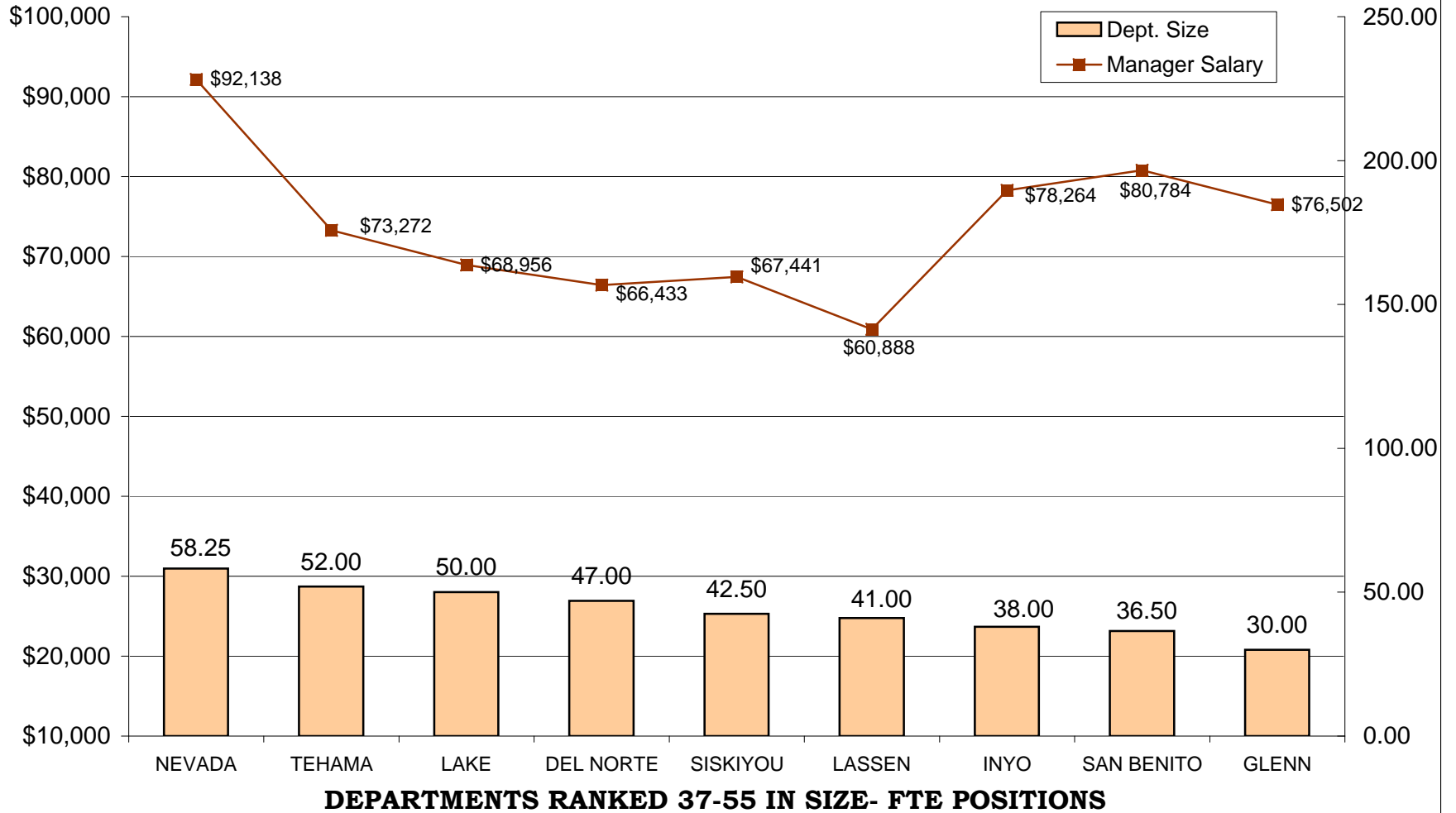


**INSTITUTIONS - GENERIC J**  
**RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2012**  
(Mendocino County does have J positions)

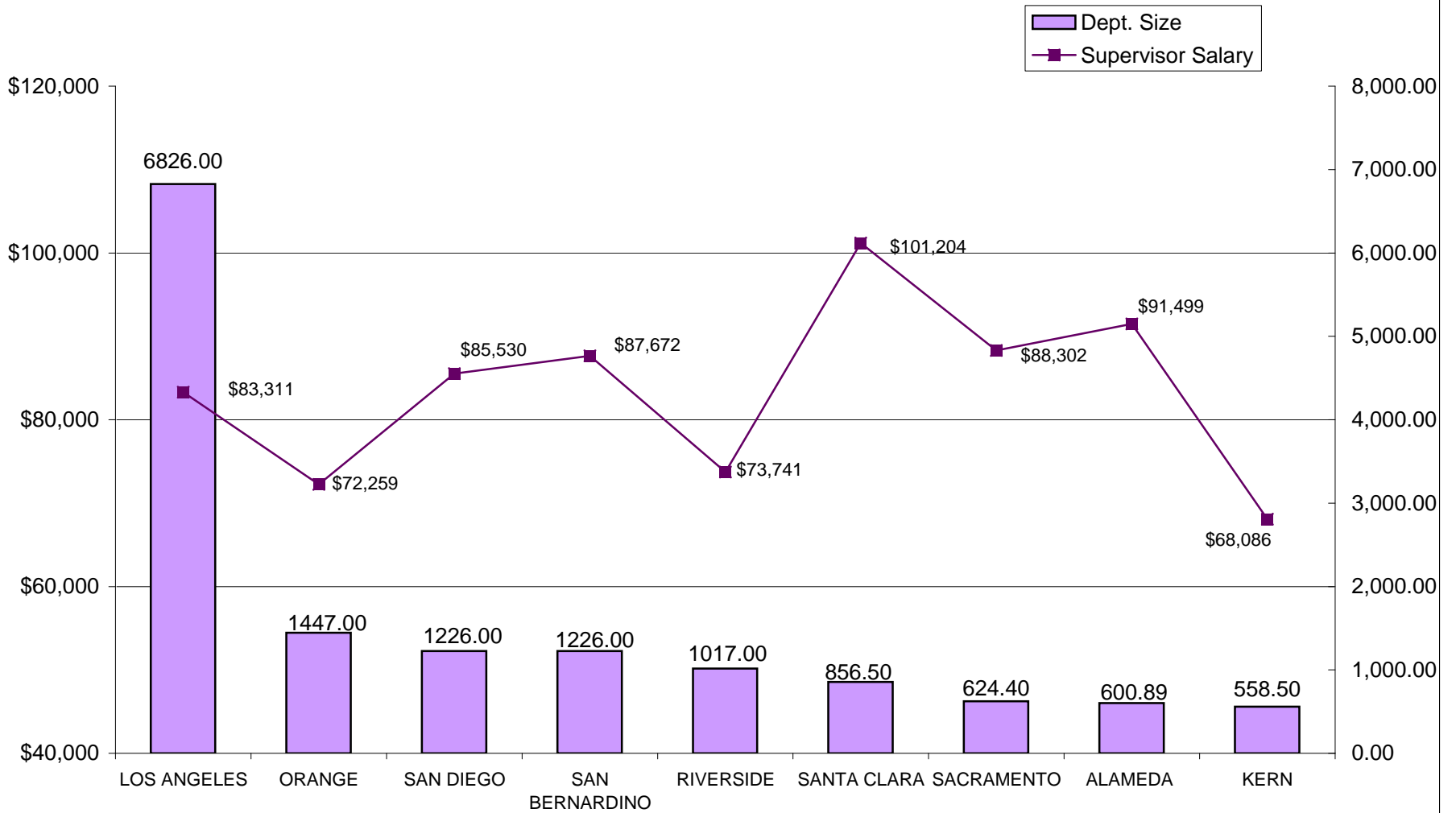


**DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS**

**INSTITUTIONS - GENERIC J**  
**RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE-2012**  
 The missing Counties in the range 37-55 (Sutter, Tuolumne, Mariposa, Trinity, Colusa, Plumas,  
 Amador, Calaveras, Mono and Sierra) do not have J positions



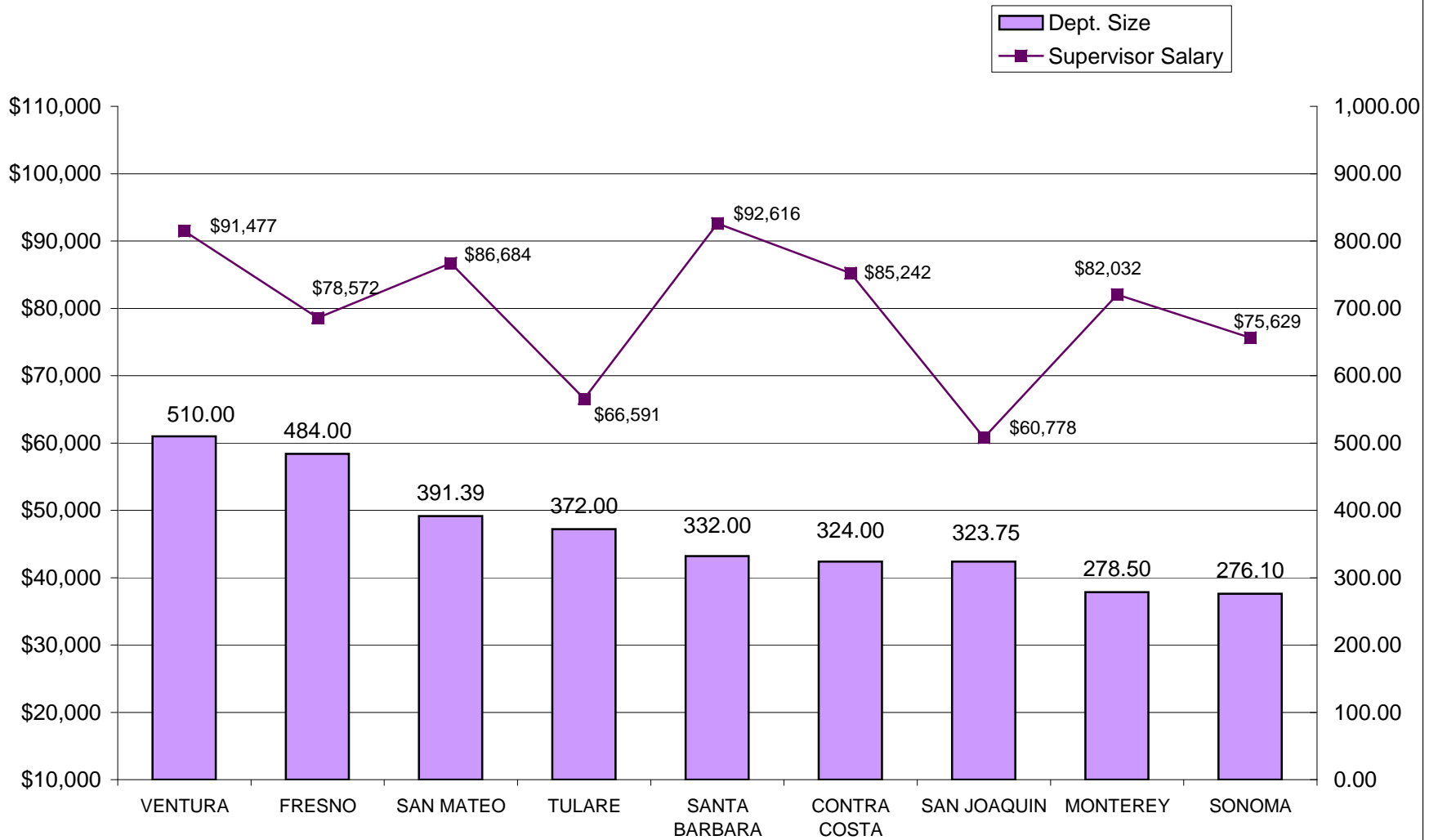
**INSTITUTIONS - GENERIC I  
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE - 2012**



**NINE LARGEST DEPARTMENTS - FTE POSITIONS**

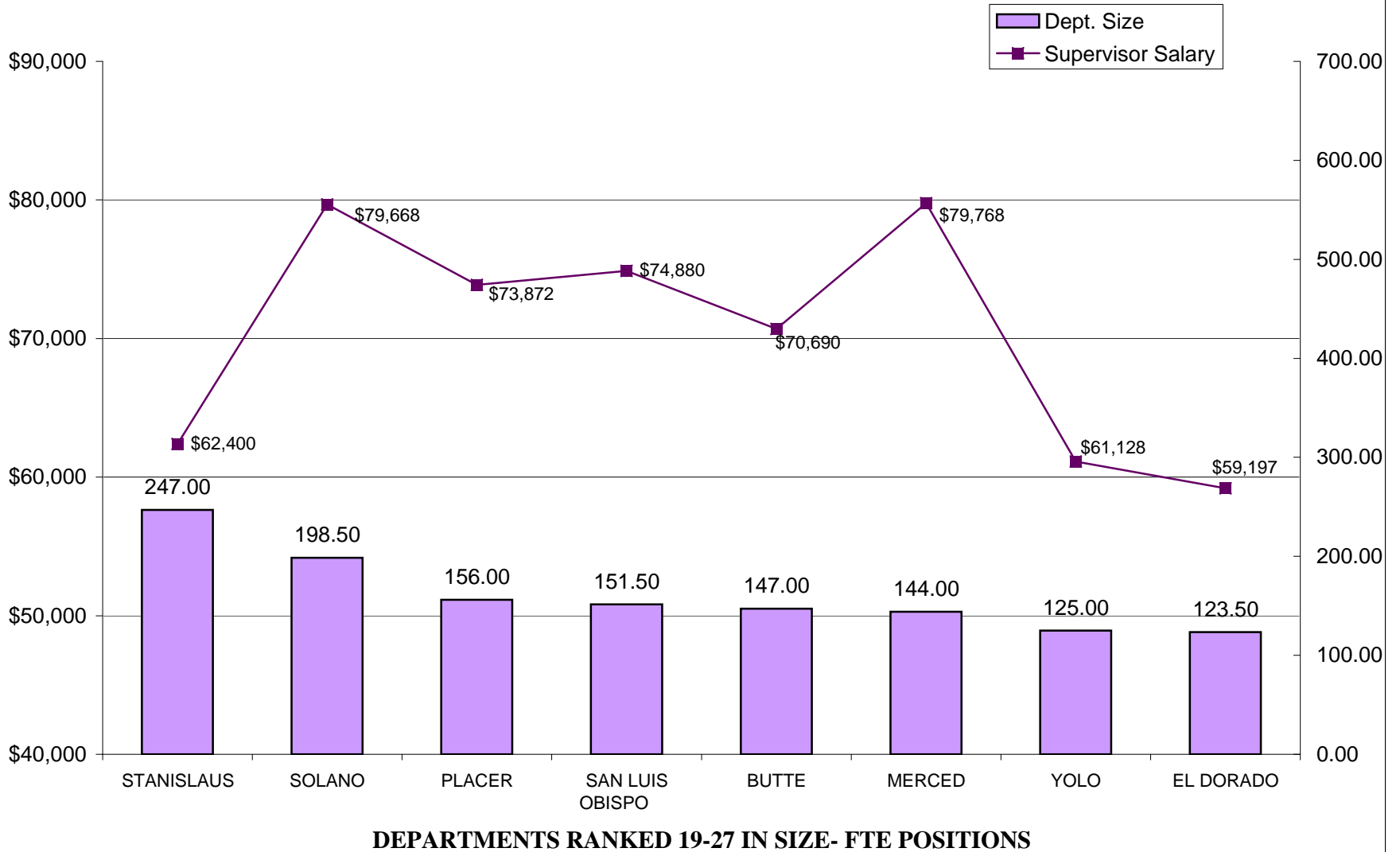


**INSTITUTIONS - GENERIC I  
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE - 2012**

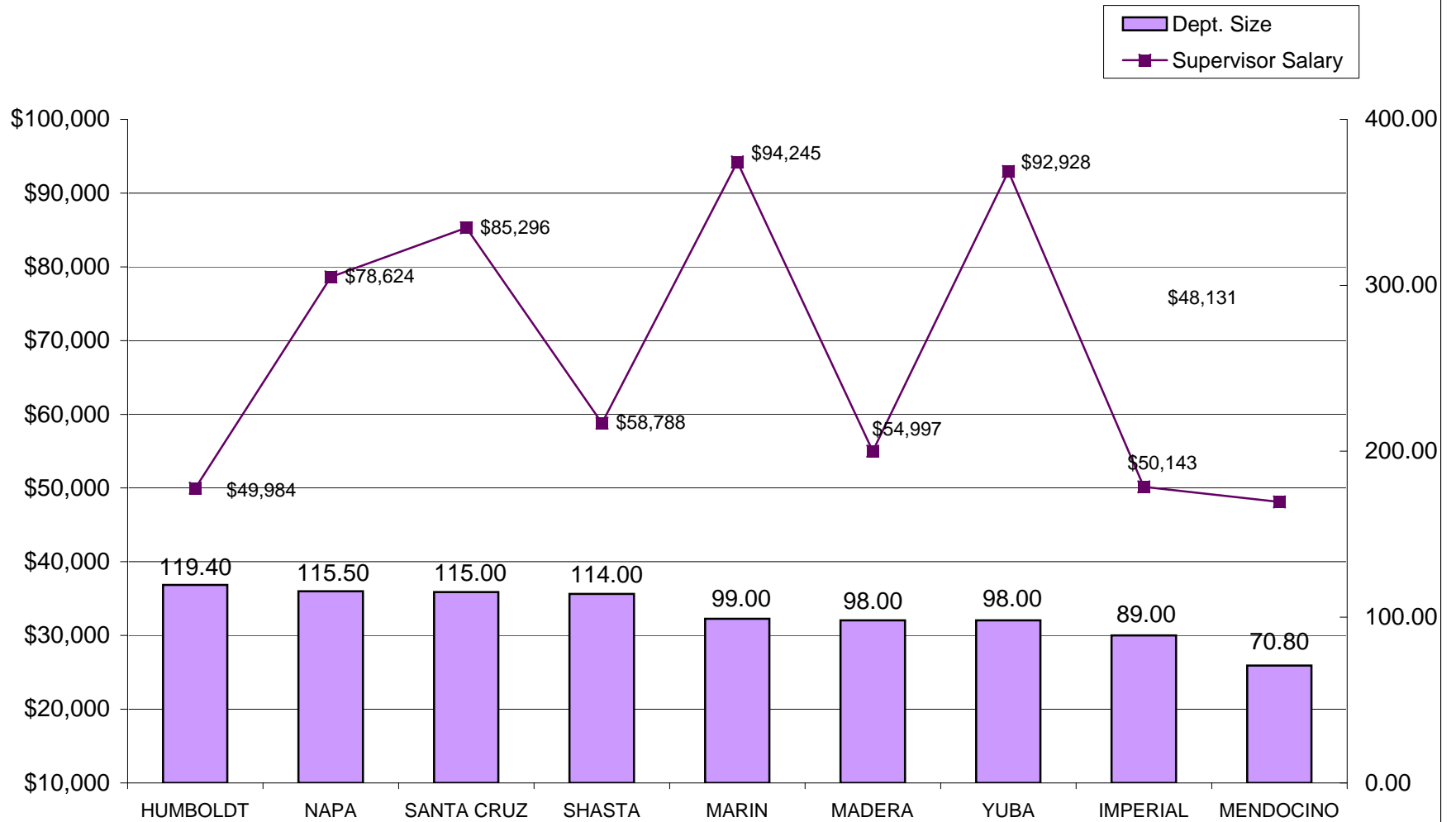


**DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS**

**INSTITUTIONS - GENERIC I**  
**RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE - 2012**  
 (San Francisco-Adult does not have any I positions)



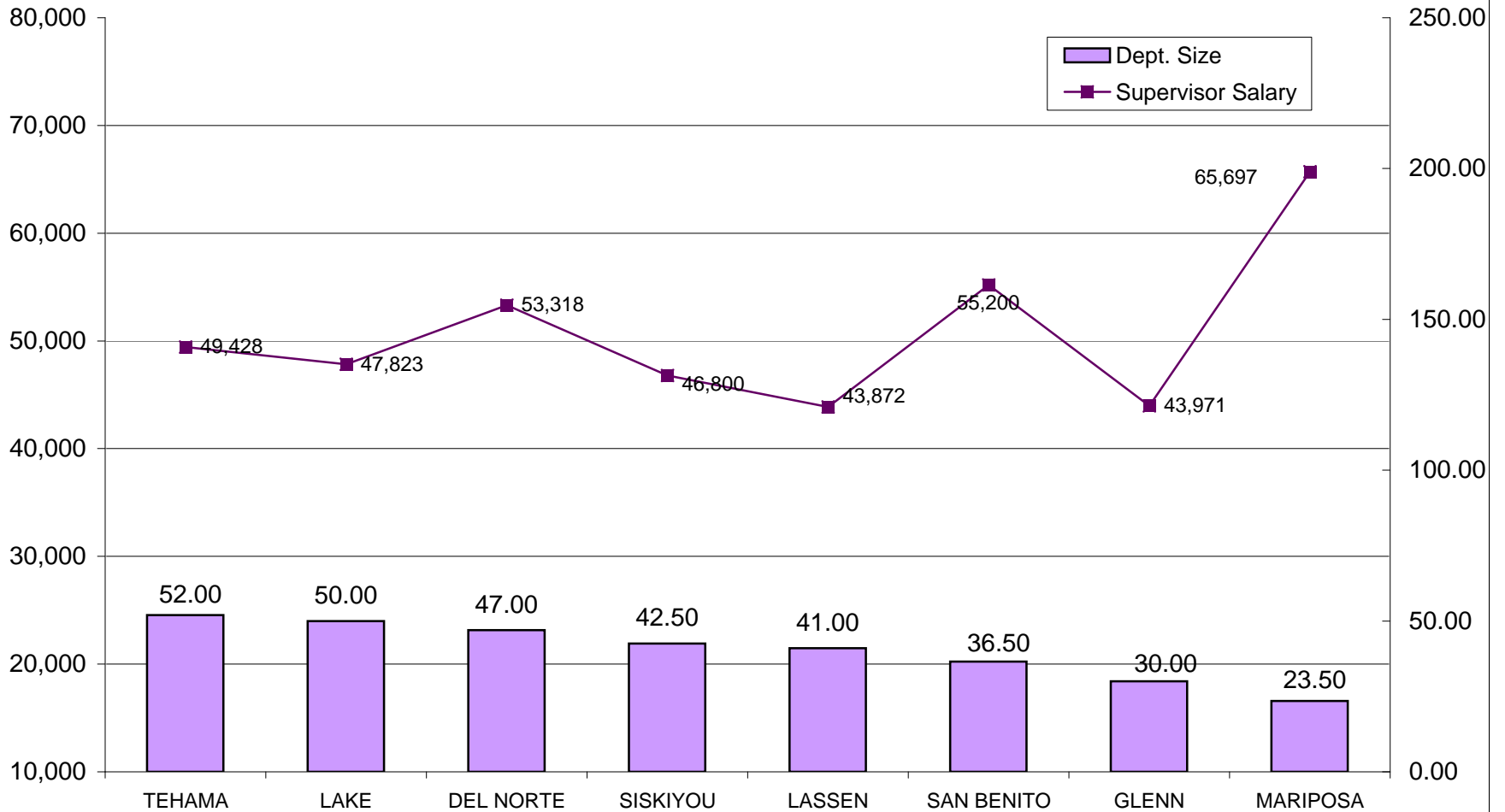
**INSTITUTIONS - GENERIC I  
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE -  
2012**



**DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS**

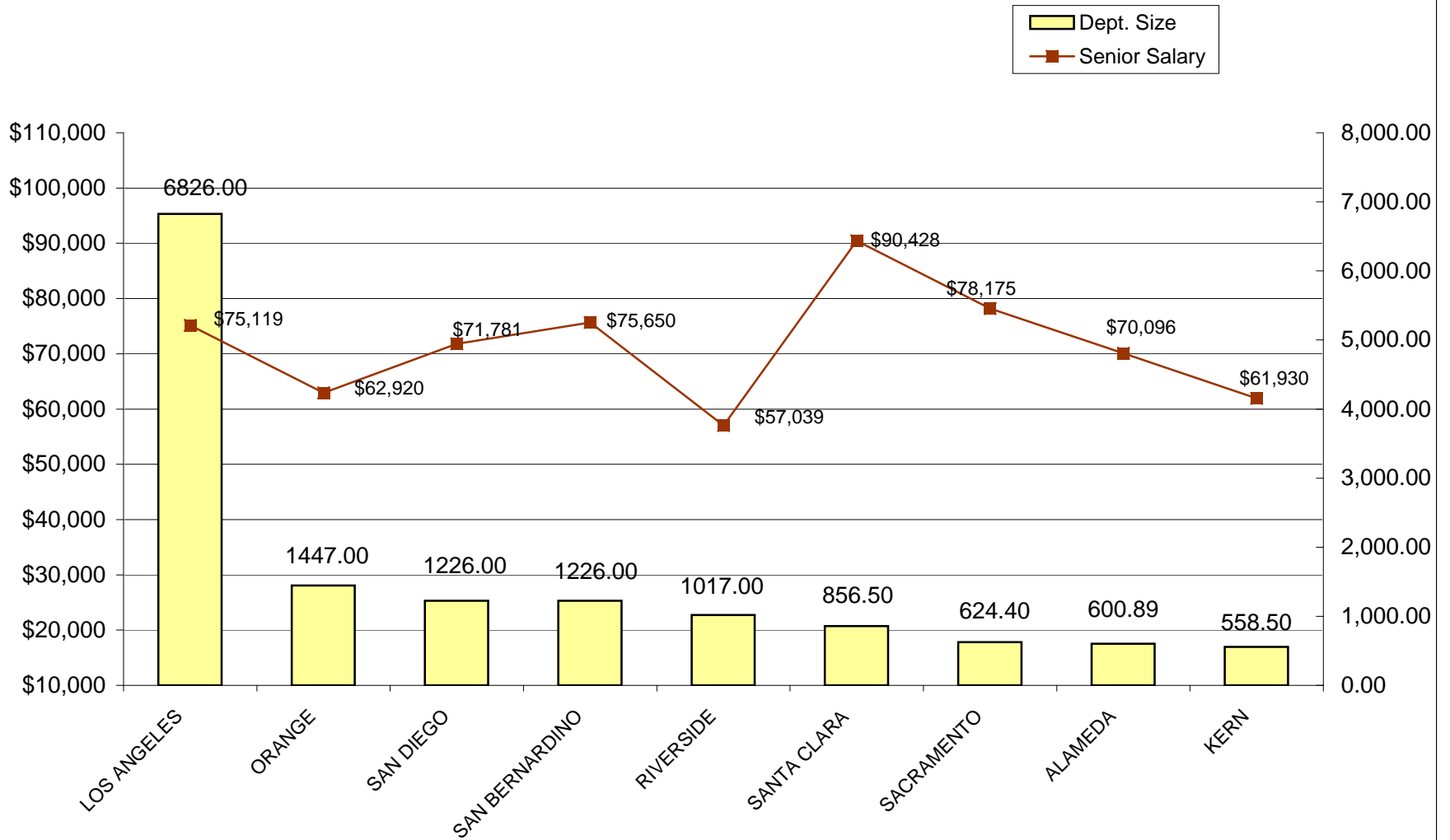
**INSTITUTIONS - GENERIC I**  
**RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE- 2012**

The missing Counties in the range 37-55 (Nevada, Sutter, Tuolumne, Inyo, Trinity, Colusa, Plumas, Amador, Calaveras, Mono & Sierra) do not have I positions



**DEPARTMENTS RANKED 37-55 IN SIZE- FTE POSITIONS**

**INSTITUTIONS - GENERIC H  
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -  
2012**

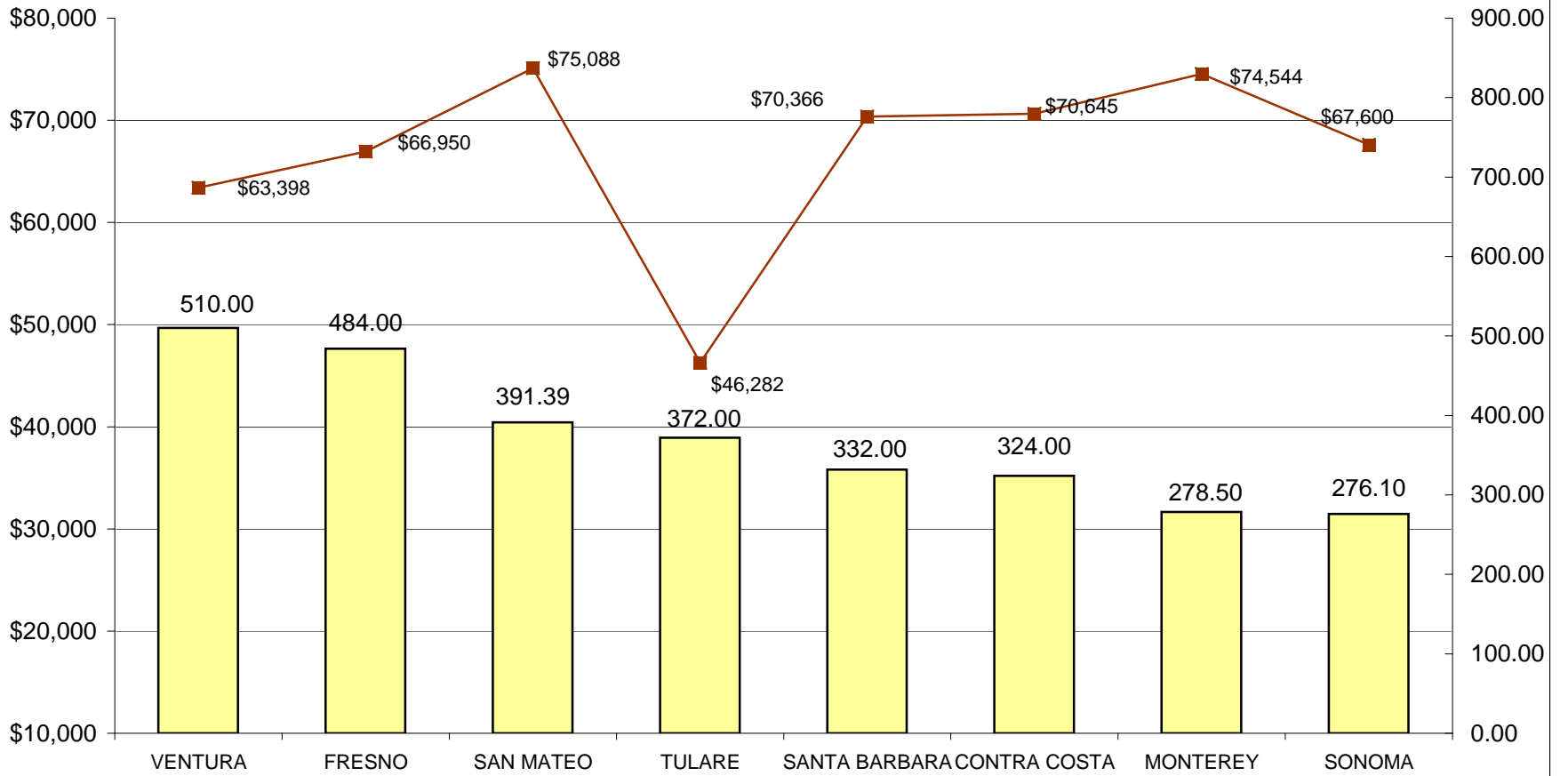


**NINE LARGEST DEPARTMENTS - FTE POSITIONS**

**INSTITUTIONS - GENERIC H  
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -  
2012**

(San Joaquin County does not have H positions)

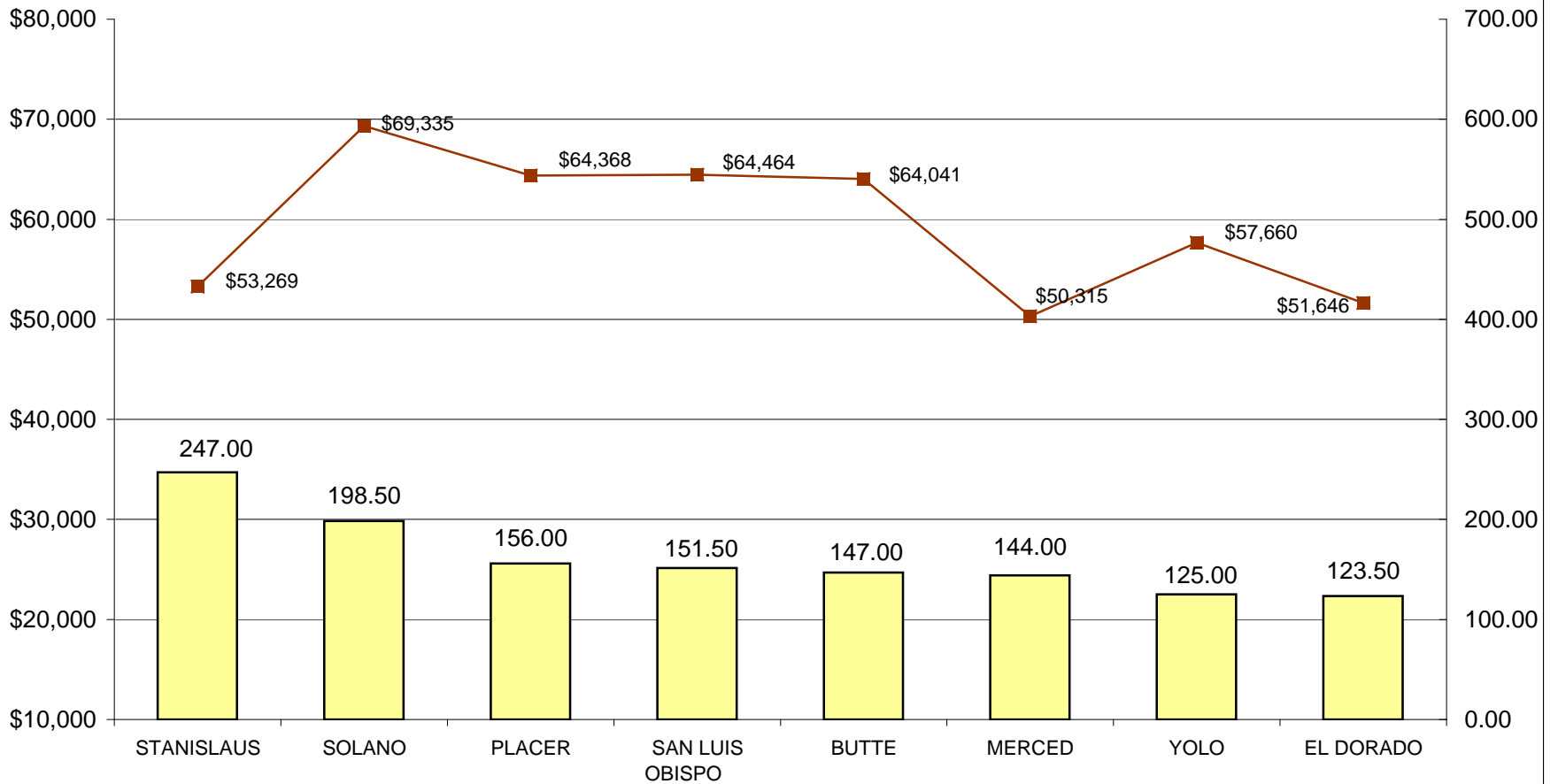
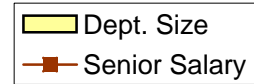
Dept. Size  
 Senior Salary



**DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS**

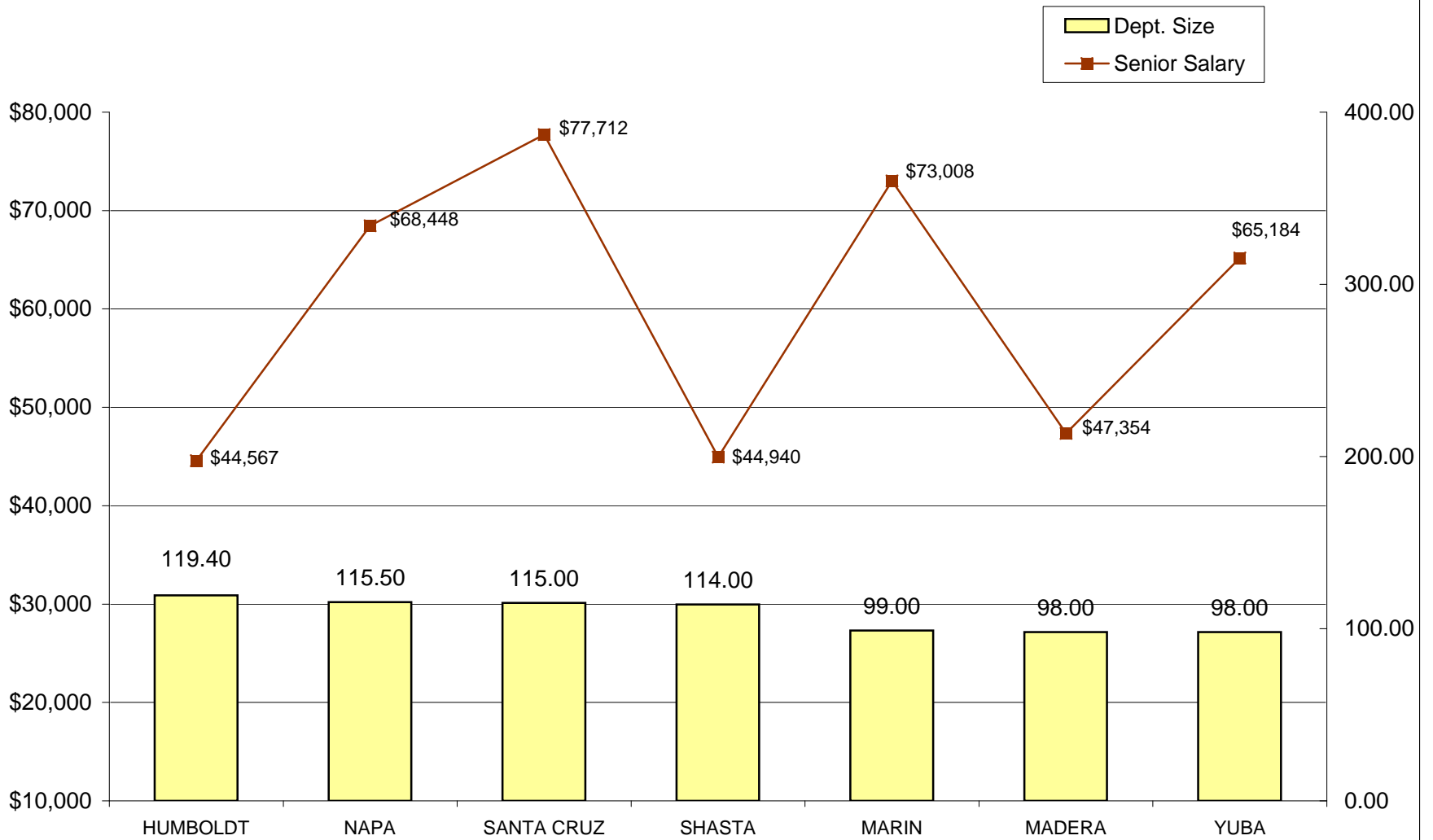
**INSTITUTIONS - GENERIC H  
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -  
2012**

**(San Francisco-Adult does not have H positions)**



**DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS**

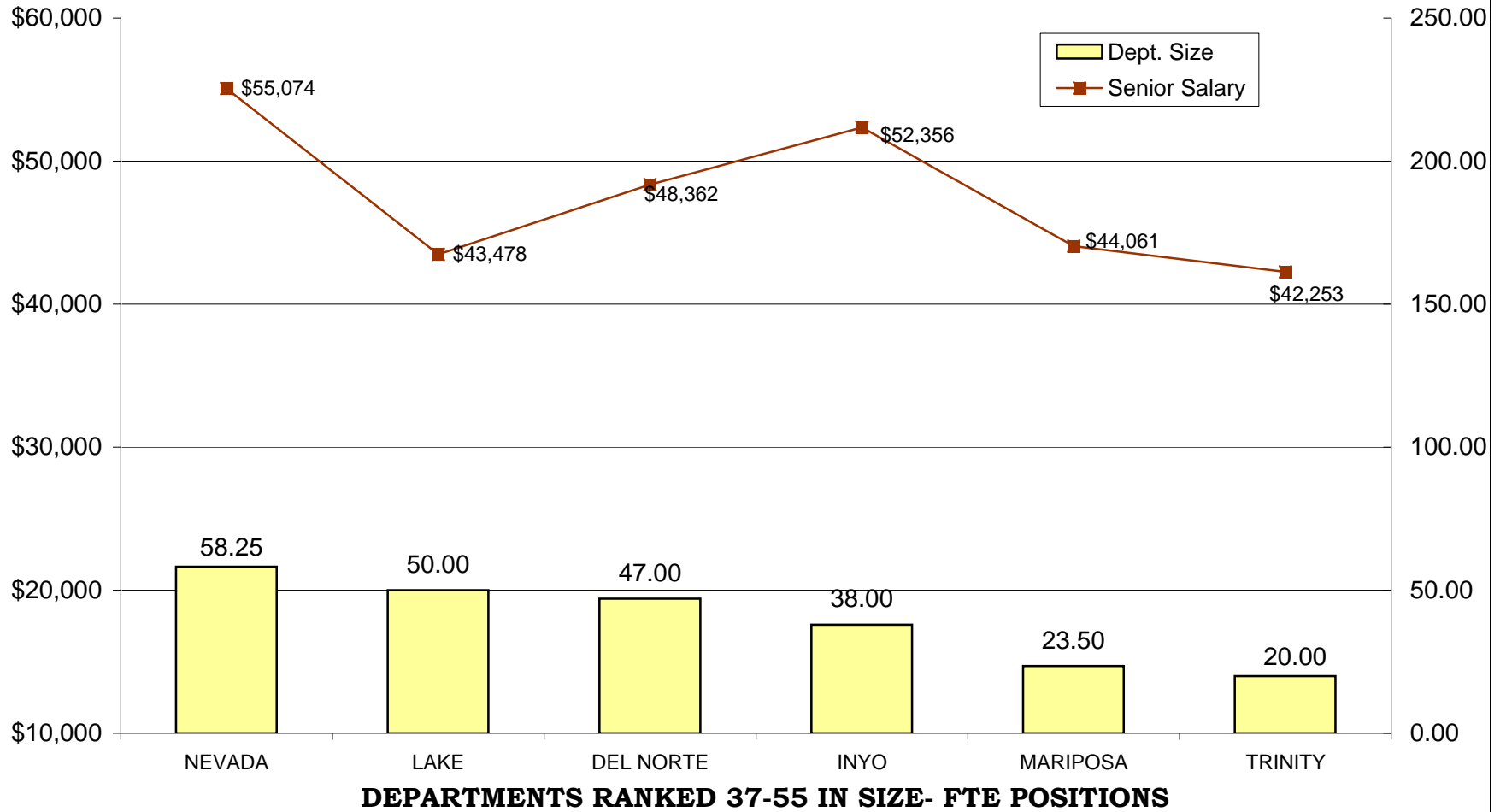
**INSTITUTIONS - GENERIC H**  
**RELATIVE RANKING OF SENIOR STAFF SALARIES TO DEPARTMENT SIZE - 2012**  
 (Imperial and Mendocino Counties do not have H positions)



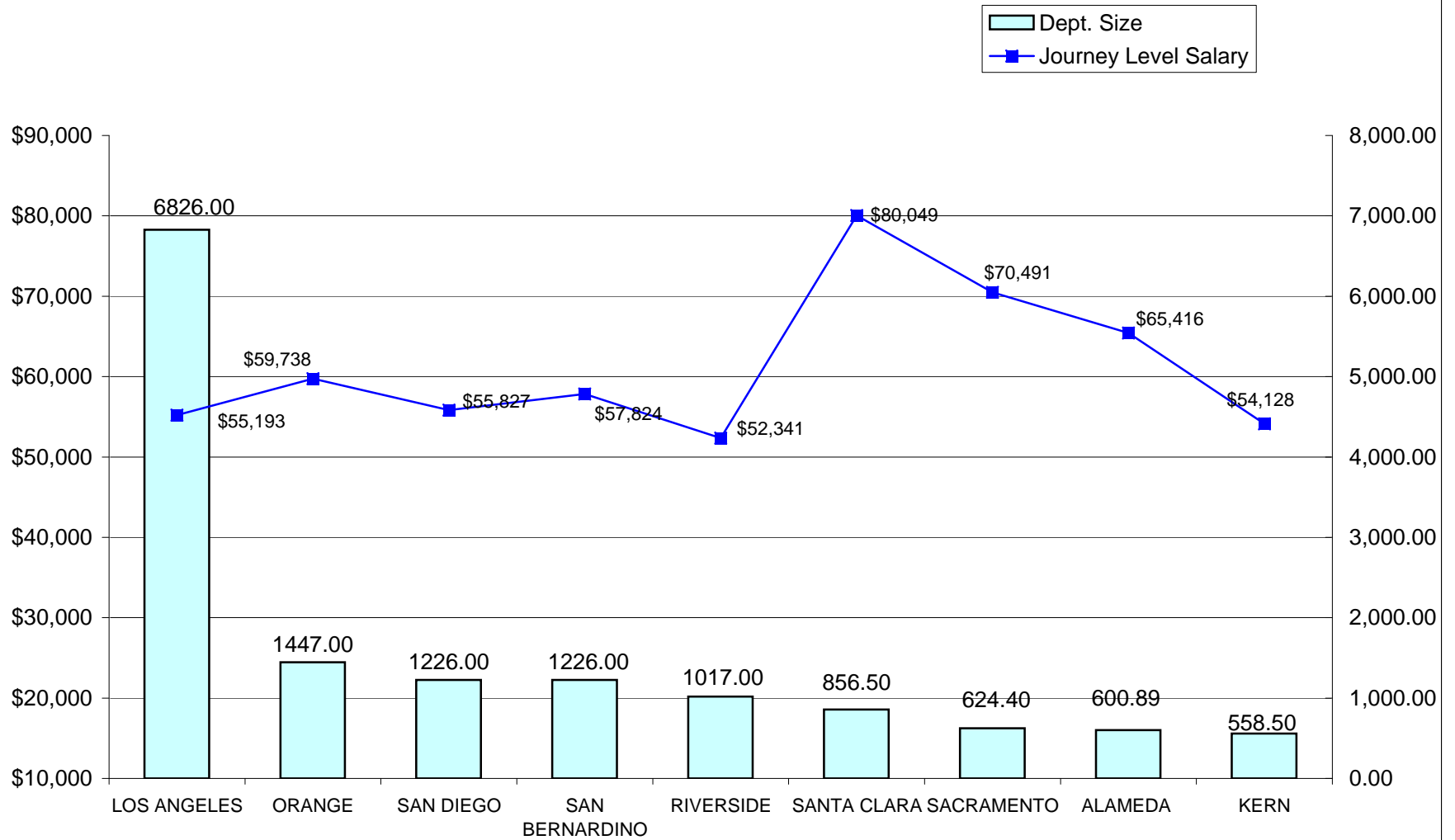
**DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS**



**INSTITUTIONS - GENERIC H**  
**RELATIVE RANKING OF SENIOR STAFF SALARIES TO DEPARTMENT SIZE - 2012**  
 Tehama, Sutter, Siskiyou, Tuolumne, Lassen, San Benito, Glenn, Colusa, Plumas, Calaveras, Amador,  
 Sierra and Mono Counties do not have H positions

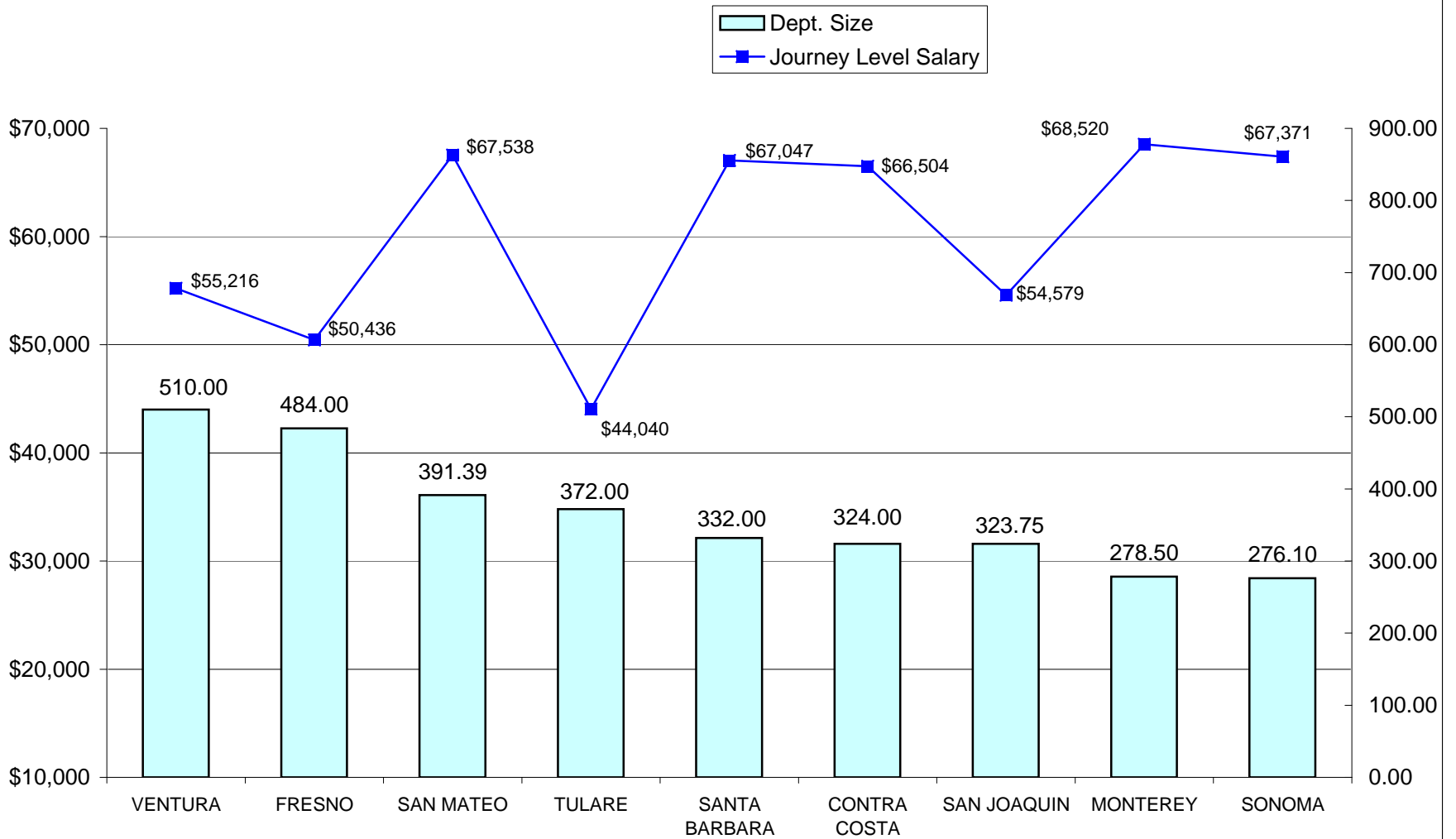


**INSTITUTIONS - GENERIC G  
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT  
SIZE - 2012**



**NINE LARGEST DEPARTMENTS - FTE POSITIONS**

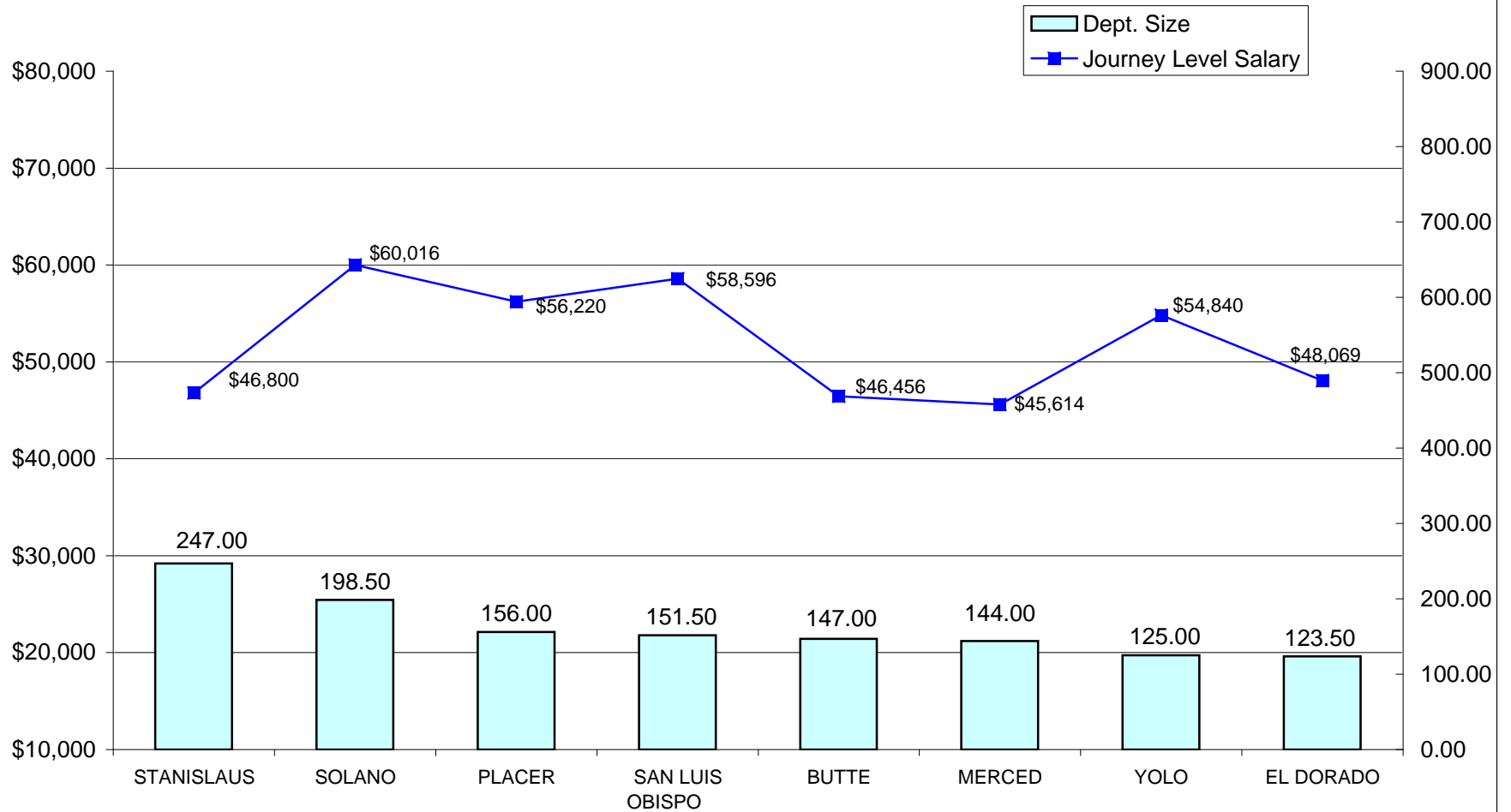
**INSTITUTIONS - GENERIC G**  
**RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -**  
**2012**



**DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS**

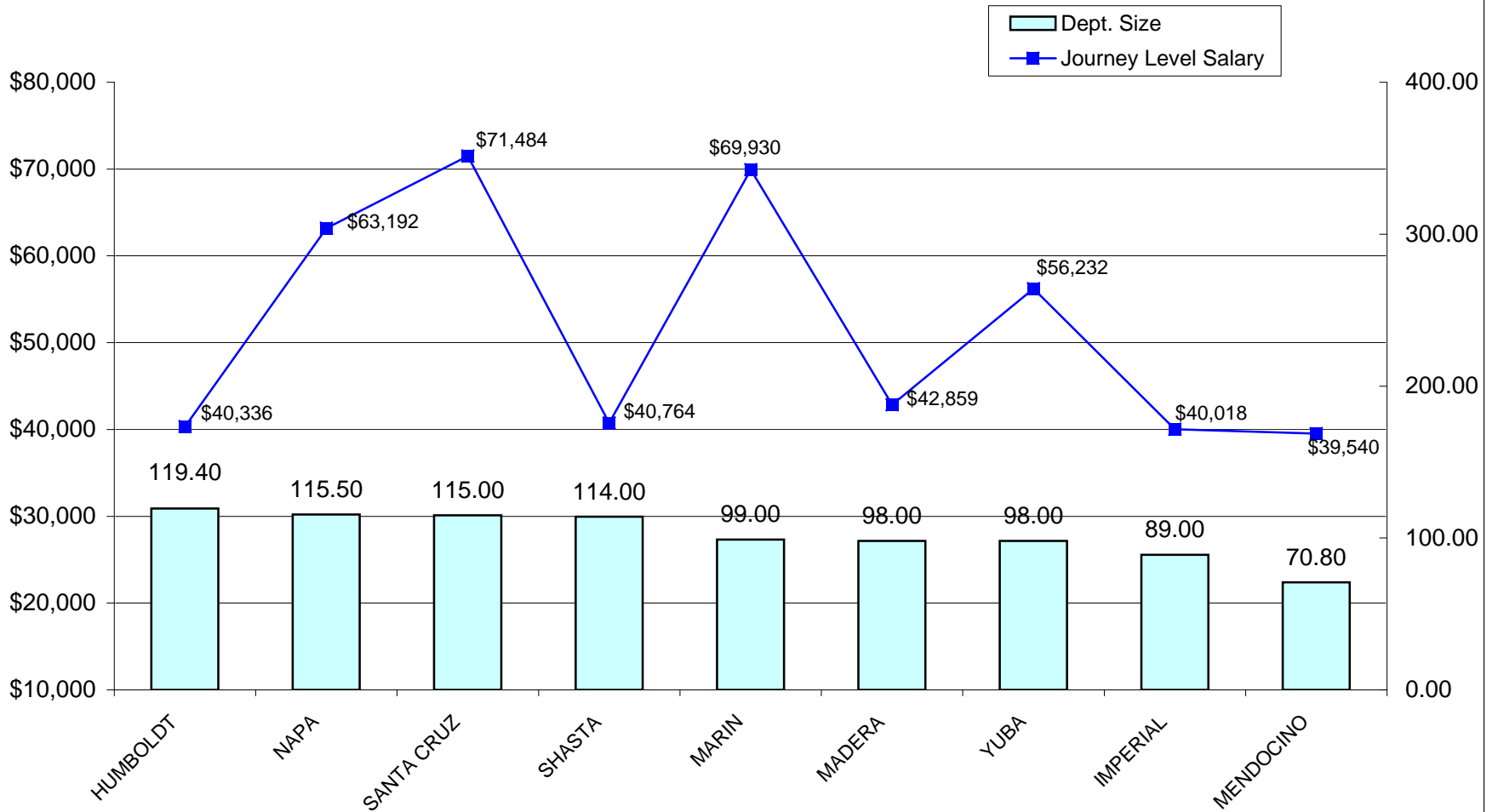
**INSTITUTIONS - GENERIC G  
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT  
SIZE - 2012**

**(San Francisco-Adult does not have any G positions)**



**DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS**

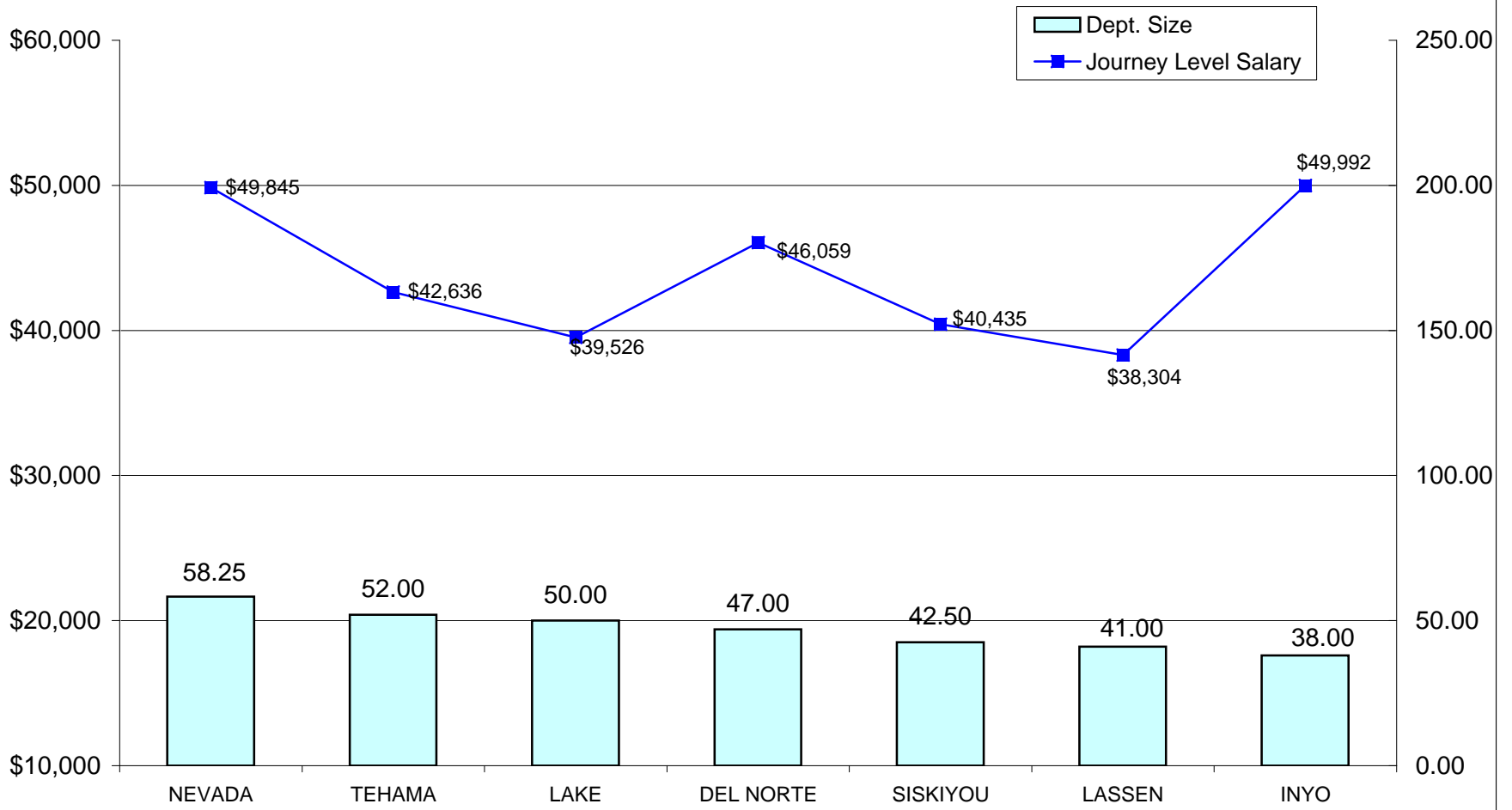
**INSTITUTIONS - GENERIC G  
RELATIVE RANKING JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -  
2012**



**DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS**

**INSTITUTIONS - GENERIC G  
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT  
SIZE - 2012**

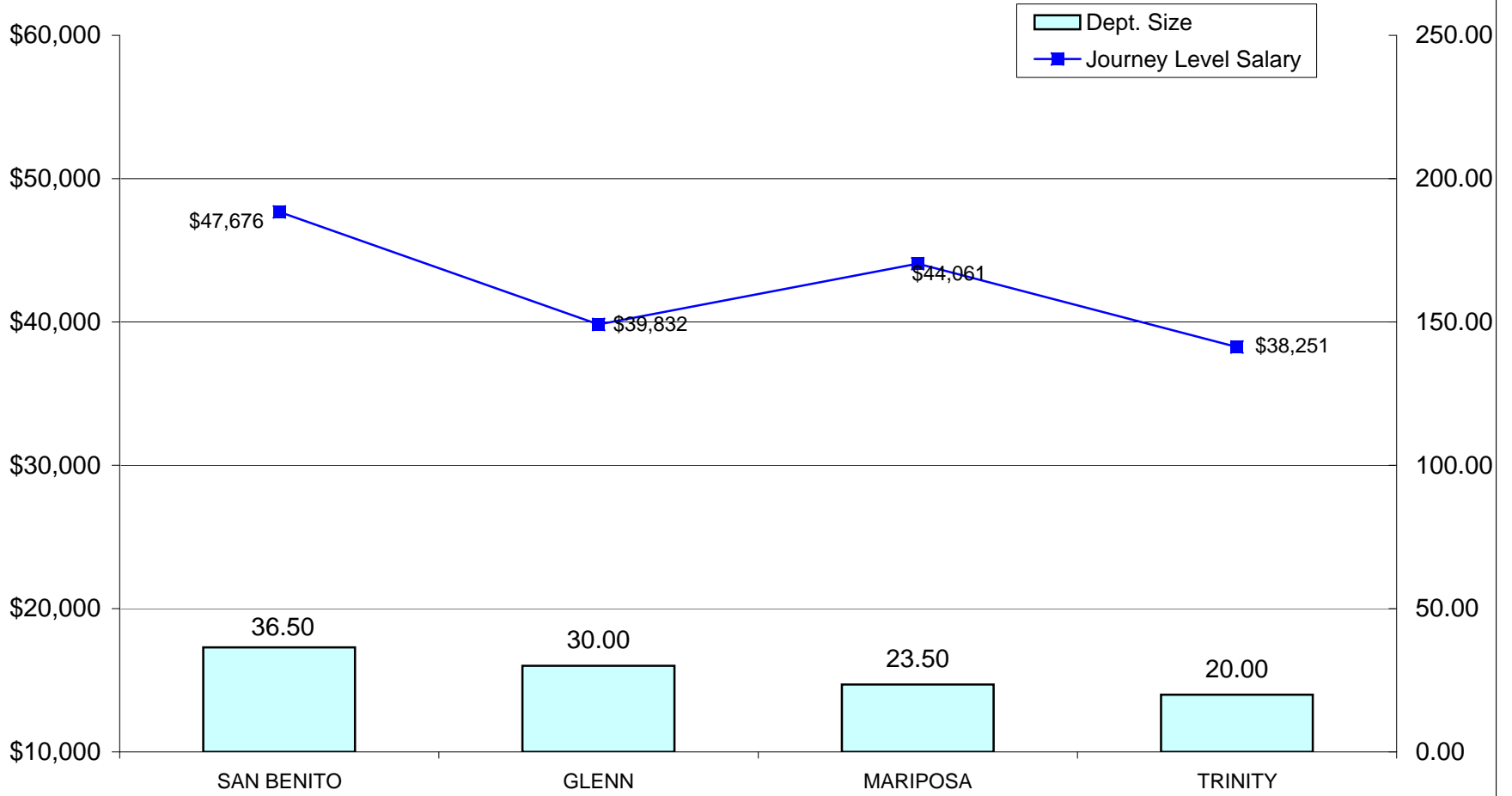
(Sutter and Tuolumne Counties do not have G positions)



**DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS**

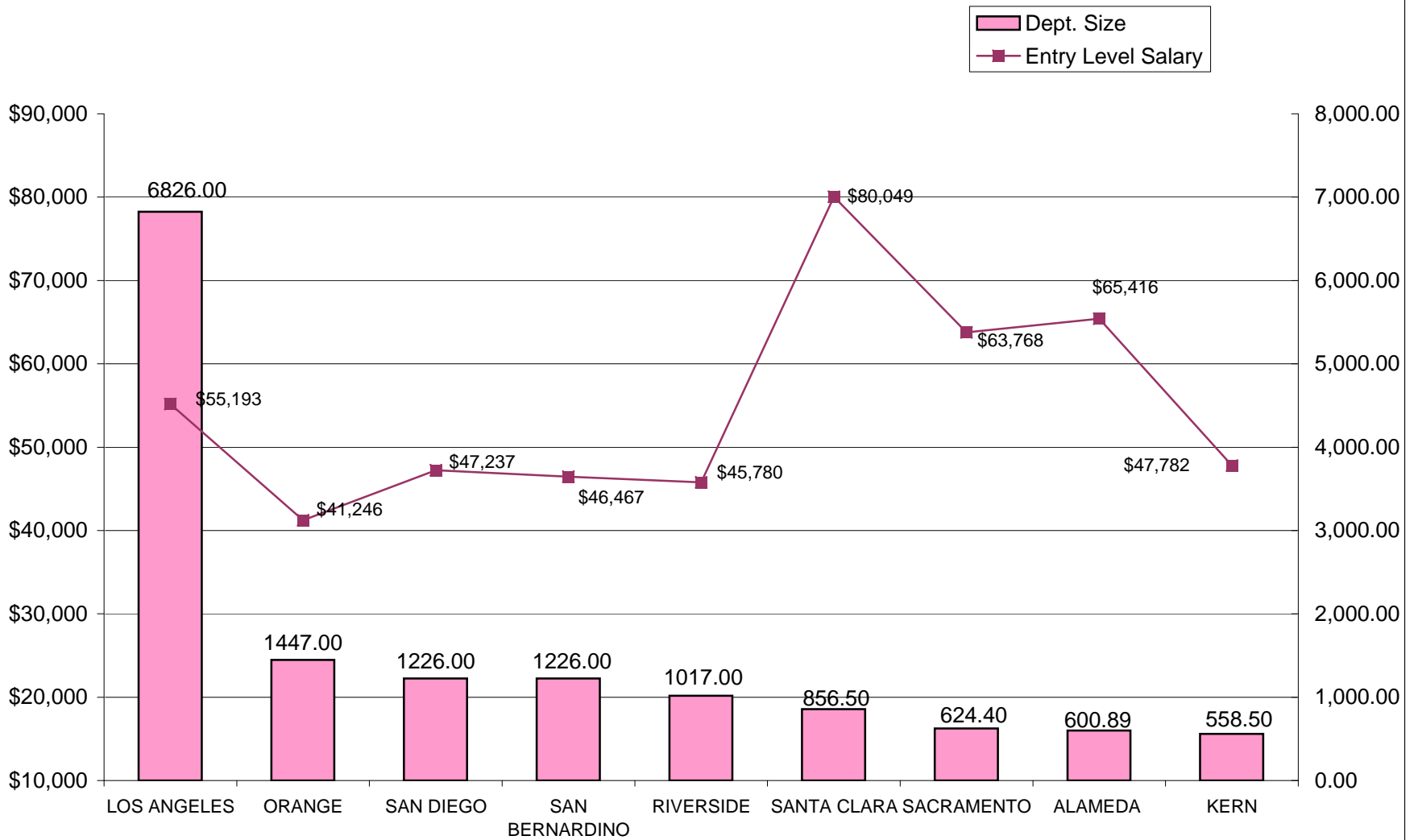
**INSTITUTIONS - GENERIC G  
 RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT  
 SIZE - 2012**

**The missing Counties in the range 37-55 (Colusa, Plumas, Calaveras, Amador, Mono and Sierra) do not  
 have G positions**



**DEPARTMENTS RANKED 46-55 IN SIZE- FTE POSITIONS**

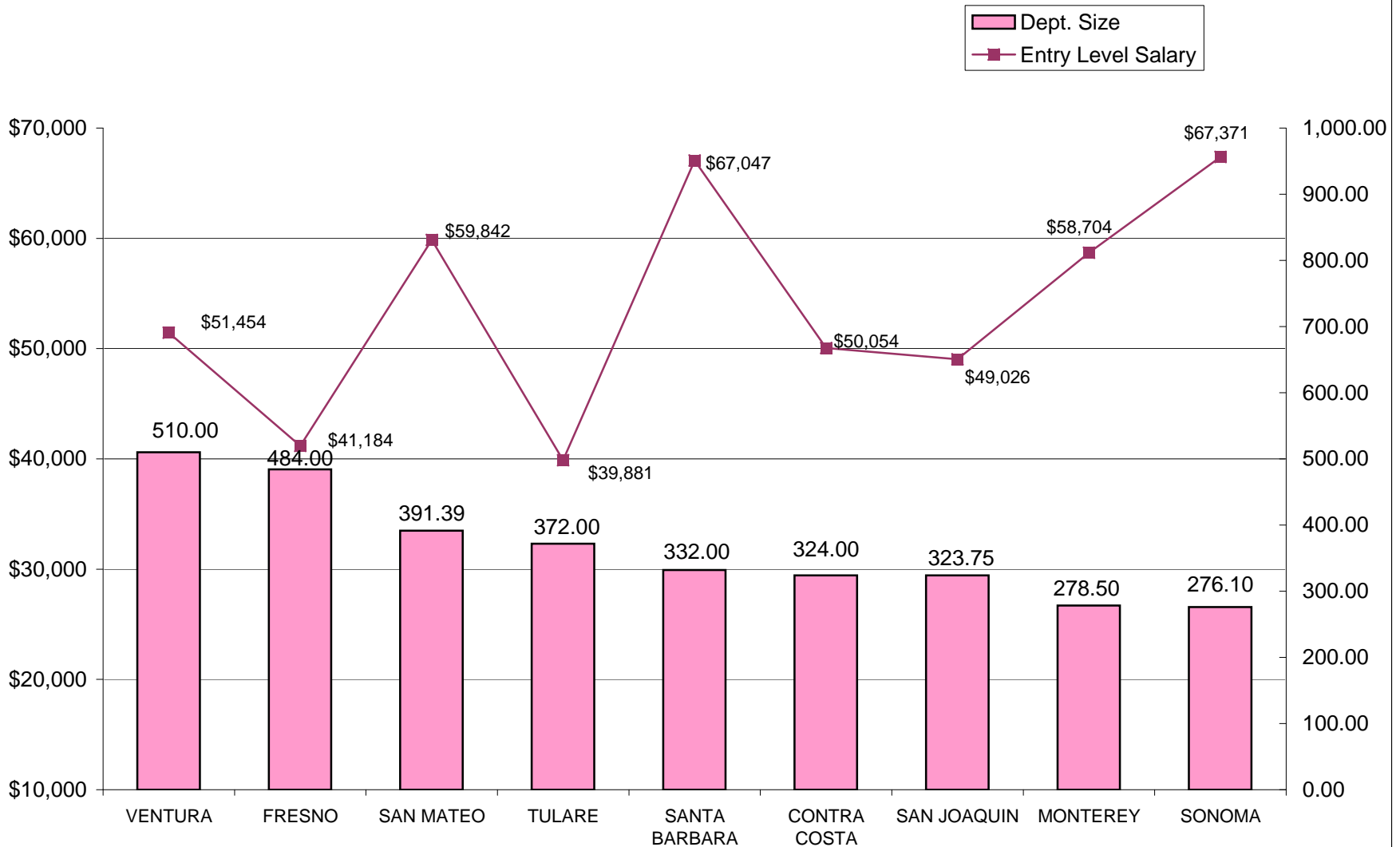
**INSTITUTIONS - GENERIC F  
RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**



**NINE LARGEST DEPARTMENTS - FTE POSITIONS**

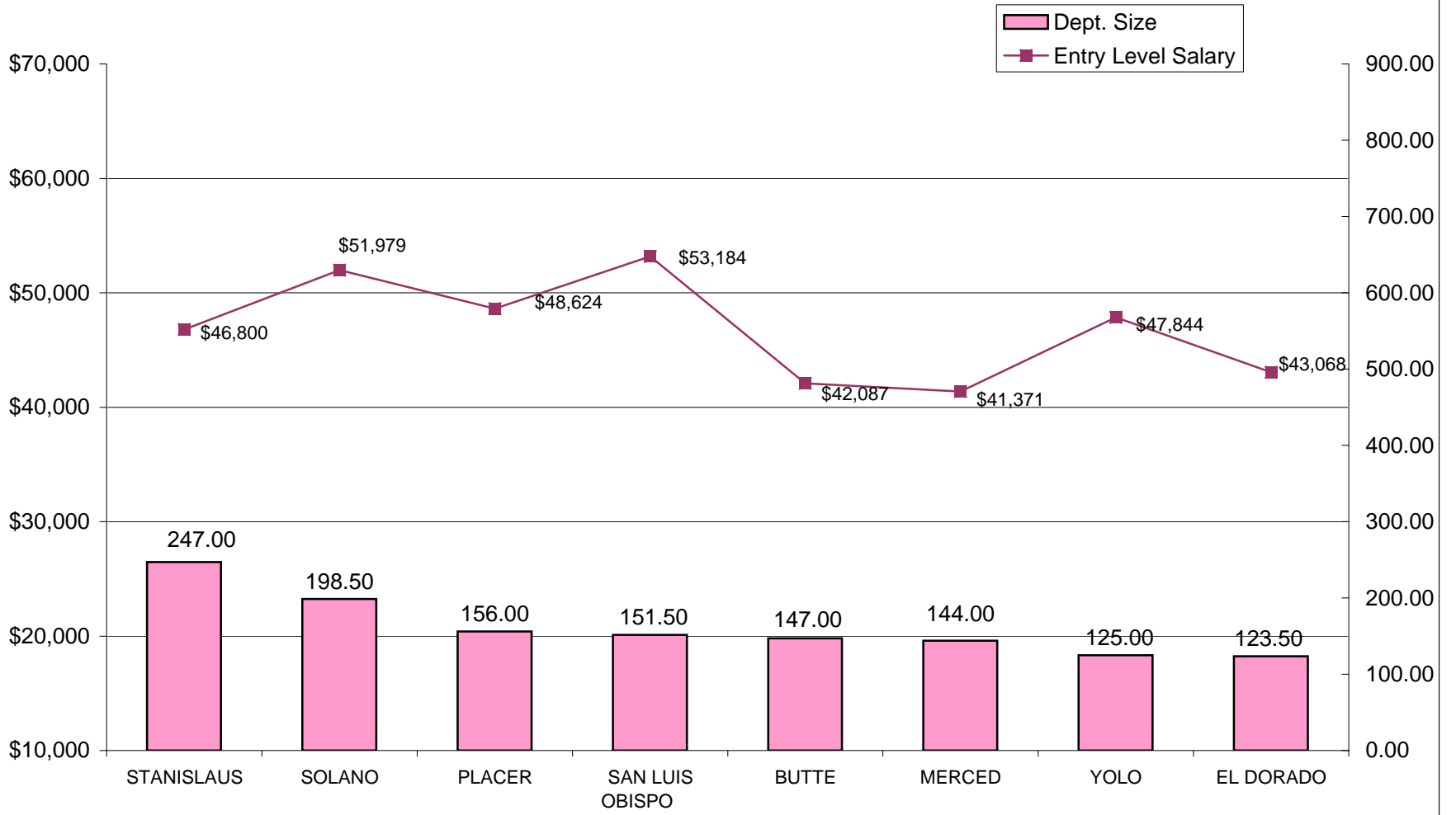


**INSTITUTIONS - GENERIC F**  
**RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**



**DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS**

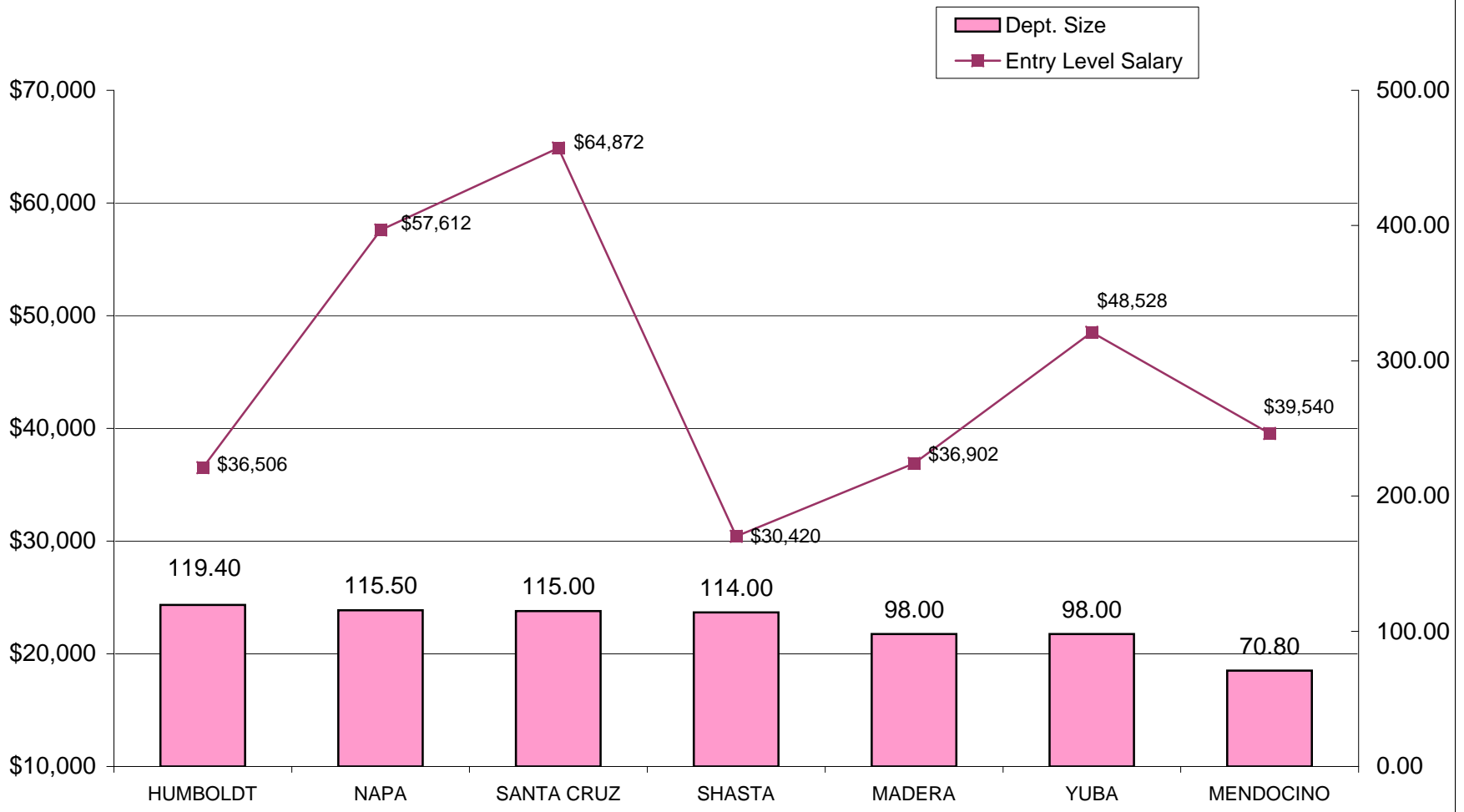
**INSTITUTIONS - GENERIC F**  
**RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2012**  
(San Francisco-Adult does not have F positions)



**DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS**

**INSTITUTIONS - GENERIC F**  
**RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -**  
**2012**

(Marin and Imperial Counties do not have F positions)



**DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS**

**INSTITUTIONS - GENERIC F**  
**RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE-**  
**2012**

**The missing Counties in the range 37-55 (Sutter, Tuolumne, San Benito, Mariposa, Colusa, Plumas, Amador, Calaveras, Sierra and Mono) do not have F Positions**

