

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
CURRENT ANNUAL CHIEF SALARY BY COUNTY

COUNTY	CHIEF SALARY	RANK
Alameda	237,515	7
Alpine	81,072	59
Amador	153,276	34
Butte	153,876	33
Calaveras	120,099	48
Colusa	106,980	53
Contra Costa	199,064	15
Del Norte	100,931	55
El Dorado	166,150	26
Fresno	164,814	27
Glenn	116,738	49
Humboldt	141,190	38
Imperial	140,614	39
Inyo	127,116	44
Kern County	143,374	36
Kings	141,384	37
Lake	103,500	54
Lassen	99,930	56
Los Angeles	316,642	1
Madera	162,841	28
Marin	202,509	13
Mariposa	157,899	31
Mendocino	113,131	51
Merced	158,329	30
Modoc	87,960	57
Mono	128,004	43
Monterey	196,163	18
Napa	198,931	16
Nevada	154,608	32
Orange	215,488	11
Placer	174,450	25
Plumas	81,446	58
Riverside	244,878	2
Sacramento	242,191	3
San Benito	126,731	45
San Bernardino	201,489	14
San Diego	232,253	9
San Francisco - Adult	239,356	5
San Francisco - Juvenile	239,330	6
San Joaquin County	178,693	23

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2019 SALARY SURVEY
 CURRENT ANNUAL CHIEF SALARY BY COUNTY

COUNTY	CHIEF SALARY	RANK
San Luis Obispo	177,528	24
San Mateo	241,878	4
Santa Barbara	189,571	20
Santa Clara	233,864	8
Santa Cruz	217,464	10
Shasta	133,656	42
Sierra	116,000	50
Siskiyou	112,432	52
Solano	196,632	17
Sonoma	187,653	21
Stanislaus	190,611	19
Sutter County	140,583	40
Tehama	134,160	41
Trinity	121,907	47
Tulare	152,847	35
Tuolumne	123,760	46
Ventura	214,944	12
Yolo	159,915	29
Yuba	181,512	22

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
CURRENT ANNUAL CHIEF SALARY BY RANK

COUNTY	CHIEF SALARY	RANK
Los Angeles	316,642	1
Riverside	244,878	2
Sacramento	242,191	3
San Mateo	241,878	4
San Francisco - Adult	239,356	5
San Francisco - Juvenile	239,330	6
Alameda	237,515	7
Santa Clara	233,864	8
San Diego	232,253	9
Santa Cruz	217,464	10
Orange	215,488	11
Ventura	214,944	12
Marin	202,509	13
San Bernardino	201,489	14
Contra Costa	199,064	15
Napa	198,931	16
Solano	196,632	17
Monterey	196,163	18
Stanislaus	190,611	19
Santa Barbara	189,571	20
Sonoma	187,653	21
Yuba	181,512	22
San Joaquin County	178,693	23
San Luis Obispo	177,528	24
Placer	174,450	25
El Dorado	166,150	26
Fresno	164,814	27
Madera	162,841	28
Yolo	159,915	29
Merced	158,329	30
Mariposa	157,899	31
Nevada	154,608	32
Butte	153,876	33
Amador	153,276	34
Tulare	152,847	35
Kern County	143,374	36
Kings	141,384	37
Humboldt	141,190	38
Imperial	140,614	39
Sutter County	140,583	40

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2019 SALARY SURVEY
 CURRENT ANNUAL CHIEF SALARY BY RANK

COUNTY	CHIEF SALARY	RANK
Tehama	134,160	41
Shasta	133,656	42
Mono	128,004	43
Inyo	127,116	44
San Benito	126,731	45
Tuolumne	123,760	46
Trinity	121,907	47
Calaveras	120,099	48
Glenn	116,738	49
Sierra	116,000	50
Mendocino	113,131	51
Siskiyou	112,432	52
Colusa	106,980	53
Lake	103,500	54
Del Norte	100,931	55
Lassen	99,930	56
Modoc	87,960	57
Plumas	81,446	58
Alpine	81,072	59

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
RETIREMENT PLANS - NON-SAFETY PLANS AND SOCIAL SECURITY

COUNTY	NON-SAFETY RETIREMENT PLANS																		SOCIAL SECURITY
	PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	
Alameda	2.43%	65	0.00%							2.50%	67								Yes - All
Alpine	0.00%		0.00%																No
Amador	2.00%	55	7.00%	2.00%	60	7.00%													Yes - Non-sworn Only
Butte	2.00%	55	0.00%							2.00%	62								Yes - All
Calaveras	2.00%	55	9.98%							2.00%	62	79.84%							No
Colusa	3.00%	60	34.58%							2.00%	62	34.57%							Yes - All
Contra Costa	2.00%	55	34.00%							2.50%	67	26.00%							Yes - Non-sworn Only
Del Norte	2.00%	55	7.04%							2.00%	62	6.41%							Yes - All
El Dorado	2.00%	60	0.00%	2.00%	55					2.00%	62								No
Fresno	1.99%	61	53.03%	2.00%	55	62.02%	2.50%	55	64.80%	1.00%	52	51.16%							Yes - All
Glenn	2.50%	55	0.00%							2.00%	62								Yes - All
Humboldt	2.00%	55	27.14%	2.70%	55	27.14%				2.00%	62	27.13%							Yes - Non-sworn Only
Imperial	2.00%	55.5	34.68%							2.00%	62	29.89%							No
Inyo	2.00%	55	7.00%							2.00%	62	0.00%							Yes - Non-sworn Only
Kern County	1.62%	65	33.49%	3.00%	60	45.99%				1.62%	65	32.80%							Yes - All
Kings	2.00%	55	16.28%							2.00%	62	16.28%							Yes - Non-sworn Only
Lake	2.00%	55	7.00%							2.00%	62	0.00%							Yes - All
Lassen	2.00%	55	4.00%	2.00%	62	4.00%				0.00%	0	0.00%							Yes - All
Los Angeles	2.00%	61	18.51%	2.00%	65	19.84%				2.00%	62	18.53%							No
Madera	2.70%	55	25.08%							2.00%	62	21.08%							Yes - All
Marin	2.00%	62	18.43%	2.00%	61.25	21.66%	2.00%	55	20.50%										No
Mariposa	2.00%	55	11.19%	2.70%	55	11.19%				2.00%	62	11.19%							Yes - All
Mendocino	2.00%	57	25.51%	2.00%	58.5	28.15%	2.00%	58.5	25.51%	2.50%	67	25.00%							Yes - All
Merced	3.00%	60	0.00%							2.43%	65		2.50%	67					Yes - All

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
RETIREMENT PLANS - NON-SAFETY PLANS AND SOCIAL SECURITY

COUNTY	NON-SAFETY RETIREMENT PLANS																		SOCIAL SECURITY
	PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	
Modoc	2.00%	62	0.00%																Yes - All
Mono	0.00%		0.00%						1.00%	62	10.73%								No
Monterey	2.00%	55	14.78%						2.00%	55	14.78%								Yes - Non-sworn Only
Napa	2.00%	62	21.05%	2.00%	60	20.16%	2.50%	55	20.99%										No
Nevada	0.00%		0.00%																Yes - All
Orange	2.70%	55	29.29%	1.62%	65	26.46%			1.62%	65	25.68%								No
Placer	2.00%	55	30.09%	2.50%	55	30.09%			2.00%	62	30.09%								Yes - All
Plumas	0.00%		0.00%																Yes - All
Riverside	3.00%	60	21.57%				2.00%	60	21.57%										Yes - Non-sworn Only
Sacramento	2.00%	55.5	17.74%	2.00%	55.5	20.19%			2.00%	62	18.98%								Yes - All
San Benito	0.00%		0.00%	2.00%	55											2.00%	62		Yes - Non-sworn Only
San Bernardino	2.50%	67	36.00%	2.00%	55	36.00%			2.50%	67	36.00%								No
San Diego	2.60%	60	0.00%	3.00%	60				2.50%	67		1.62%	65						Yes - Non-sworn Only
San Francisco - Adult	2.30%	62	17.90%	2.30%	62	18.18%	2.30%	62	18.18%	2.30%	65	19.71%							Yes - All
San Francisco - Juvenile	2.30%	62	17.90%						2.30%	65	22.69%								Yes - Non-sworn Only
San Joaquin County	2.50%	55.5	42.09%						2.00%	62	36.10%								Yes - Non-sworn Only
San Luis Obispo	2.00%	55	22.98%	2.00%	55	21.67%	2.00%	55	21.67%	2.00%	60	22.49%	2.00%	60	21.18%	2.00%	60	21.18%	Yes - All
San Mateo	0.00%		0.00%																Yes - Non-sworn Only
Santa Barbara	2.00%	57	37.15%						2.00%	62	29.03%								Yes - Non-sworn Only
Santa Clara	2.50%	55	4.58%						2.00%	62	4.58%								No
Santa Cruz	2.00%	55	25.87%						2.00%	62	25.87%								Yes - All
Shasta	0.00%		0.00%																Yes - Non-sworn Only
Sierra	0.00%		0.00%																Yes - All
Siskiyou	2.00%	62	0.00%	2.00%	60														No

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2019 SALARY SURVEY
 RETIREMENT PLANS - NON-SAFETY PLANS AND SOCIAL SECURITY

COUNTY	NON-SAFETY RETIREMENT PLANS																		SOCIAL SECURITY
	PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	
Solano	2.00%	60	25.27%	2.70%	55	22.27%													Yes - Non-sworn Only
Sonoma	3.00%	60	31.41%						2.50%	62	26.34%								Yes - All
Stanislaus	0.00%		0.00%																Yes - All
Sutter County	2.00%	60	28.57%	2.70%	55	28.57%			2.00%	62	28.57%								Yes - All
Tehama	2.00%	62	0.00%	2.00%	55	0.00%													
Trinity	2.50%	55	38.74%						2.00%	62	38.71%								Yes - All
Tulare	2.00%	57	17.34%	2.00%	57	12.44%			2.50%	67	11.03%								Yes - All
Tuolumne	2.00%	60	10.00%	2.00%	55	10.00%			2.00%	62	9.00%								Yes - All
Ventura	2.35%	62	25.75%	2.10%	62	17.04%			2.00%	62	20.34%								Yes - Non-sworn Only
Yolo	2.50%	55	28.40%						2.00%	62	28.40%								Yes - All
Yuba	2.00%	55	21.10%						2.00%	62	21.10%								No

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
RETIREMENT PLANS - SAFETY AND COMMENTS

COUNTY	SAFETY RETIREMENT PLANS												COMMENTS
	PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	
Alameda	3.00%	50	62.34%	2.60%	55								Specific information can be found at: https://www.acera.org/tiers
Alpine	2.00%	62	14.32%	3.00%	52	26.54%							
Amador	3.00%	50	9.00%	3.00%	55	9.00%							
Butte	2.00%	50	0.00%				2.70%	57					Classic - single highest year new- highest 3 year average
Calaveras	3.00%	50	21.93%				2.70%	57	11.03%				
Colusa	3.00%	50	42.35%				2.50%	57	33.34%	2.70%	57	33.45%	Safety formula for new members changed from 2.7% @57 to 2.5% @57 effective 10/1/16
Contra Costa	3.00%	50	87.00%				2.70%	57	70.00%				
Del Norte	2.00%	50	14.25%				2.70%	57	12.77%				
El Dorado	3.00%	50	0.00%	2.70%	57								
Fresno													Fresno County does not have safety retirement.
Glenn													
Humboldt	3.00%	50	39.03%				2.70%	57	39.03%				The 2% @ 55 non-safety pre-PEPRA rate was only for a 6 month period of time between 7/1/12-12/31/12. Most (non-safety)county employees fall into either the classic 2.7% @ 55 or the PEPRA rate
Imperial	3.00%	50	42.73%				2.70%	57	39.71%				
Inyo													
Kern County	2.00%	50	65.23%	3.00%	50	72.81%	2.00%	50	59.62%				Safety PEPRA Formula: Starts at 2% at 50 and maxes out at 2.62 at 55
Kings	3.00%	55	35.16%				2.70%	57	35.16%				no
Lake	2.00%	50	9.00%				2.70%	57					
Lassen													CALPERS is unstable and costly

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
RETIREMENT PLANS - SAFETY AND COMMENTS

COUNTY	SAFETY RETIREMENT PLANS												COMMENTS
	PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	
Los Angeles													NO NON-CONTRIBUTORY PLAN AFTER PEPRA. LA COUNTY PROBATION DOES NOT PARTICIPATE IN SAFETY PLANS
Madera	3.00%	55	30.46%				2.70%	57	30.46%				
Marin	3.00%	55	37.04%	3.00%	50	34.63%	2.70%	57	30.98%				These are 18-19 rates 2019 detail has not been released.
Mariposa	3.00%	55	18.93%	3.00%	50	21.93%	2.70%	57	13.03%				
Mendocino	3.00%	55	44.63%	2.00%	50	32.63%	2.70%	57	40.69%	2.70%	57	30.56%	The 2 "Prior Pre-PEPRA Non Safety" formulas are the same (2% @ 58.5). The difference between the 2 is that the first is based on 1 year FAS (Final Average Salary) and the second is based on 3 years FAS.
Merced	3.00%	50					2.62%	50		2.70%	50		1937 Act County
Modoc													
Mono	3.00%	50	20.56%				2.70%	57	12.14%				
Monterey	3.00%	50	39.66%				2.70%	57	39.66%				No
Napa													1. 2.5% @ 55 (hired before 10/29/11) 2. 2.0% @ 60 (hired after 10/29/11 - 1/1/13 3. 2.0% @ 62 hired after 1/1/13
Nevada	2.00%	60	44.02%	2.70%	55	41.44%	2.00%	62	44.02%				Nevada is not a "Safety" county.
Orange	3.00%	50	52.45%	3.00%	55	60.34%	2.70%	57	45.37%				There are multiple plans for each represented unit, and multiple represented units are included in the positions in the Salary Survey. The retirement plans reflected are for the rep units with the largest number of position levels included in the Salary Survey with only the most recent plans reflected.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
RETIREMENT PLANS - SAFETY AND COMMENTS

COUNTY	SAFETY RETIREMENT PLANS												COMMENTS
	PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	
Placer	3.00%	55	40.65%	3.00%	50	40.65%	2.70%	57	40.65%				Placer County has 2 Pre-PEPRA Tiers. Used oldest as Tier 1, those hired before 3/13/2011. Tier 2 is those hired between 3/13/11 and 12/31/2012. PEPRA aka Tier 3 are those hired after 1/1/13
Plumas	2.00%	55	4.00%	2.00%	55	4.00%	2.00%	55	4.00%				No
Riverside	3.00%	50	37.44%				2.00%	50	37.44%				
Sacramento	3.00%	50	48.31%	3.00%	50	54.68%	2.70%	57	43.85%				NA
San Benito	2.70%	57	13.78%	3.00%	55	20.60%							
San Bernardino					0			0					No
San Diego	3.00%	55	0.00%	3.00%	50		2.70%	57					
San Francisco - Adult	2.70%	58	0.00%	2.70%	55		2.70%	58	21.44%				Adult Probation Department Safety employees fall either under the San Francisco Employees Retirement System (SFERS) or under California Employee Retirement System (CALPERS). The data provided is a sample of common formulas covering the range of plans under both systems. The current Safety formula starts at 1.8 at 50 under SFERS and ranges between 2.0 at 50 to 3.0 at 55 under CALPERS; the current non-safety formula is either 2.0 at 50 pre PEPRA or 2.0 at 53 PEPRA.
San Francisco - Juvenile	2.70%	57	0.00%	2.50%	55		2.70%	58	21.44%				Juvenile Probation Department Safety employees fall under either the San Francisco Employees Retirement System (SFERS) or under California Employee Retirement System (CALPERS) for employees hired prior to 2012.
San Joaquin County	3.00%	50	79.87%				2.70%	57	68.56%				

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
RETIREMENT PLANS - SAFETY AND COMMENTS

COUNTY	SAFETY RETIREMENT PLANS												COMMENTS
	PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	
San Luis Obispo	3.00%	55	20.04%	3.00%	55	20.04%	2.70%	57	19.54%	2.70%	57	19.54%	
San Mateo	3.00%	55	62.84%	2.70%	57	62.84%	2.00%	62	59.18%				The County and employee costs vary based on retirement plan and age of employee at entry into the County. For all of these questions we have provided the link to the charts tht explain the percentages.
Santa Barbara	3.00%	55	55.22%				2.00%	57	44.19%				
Santa Clara	3.00%	50	7.00%				2.70%	57	6.79%				No
Santa Cruz	2.00%	50	38.52%				2.70%	57	38.52%				Most recent Pre-PEPRA Non-Safety Formula - Age is 55 or 60 depending on factors.
Shasta	2.00%	55	55.27%	2.00%	50	55.27%	2.00%	57	55.27%				
Sierra	2.70%	58	12.14%										No.
Siskiyou				3.00%	50		2.70%	57					For FY 19/20 the following are the % as a salary cost. MISC 27.75% and SAFETY 43.75 %.
Solano	2.00%	55	32.55%	2.00%	50	27.55%							No
Sonoma	3.00%	50	43.37%				2.70%	57	36.00%				
Stanislaus	3.00%	50	0.00%										
Sutter County	2.00%	50	43.29%	3.00%	50	43.29%	2.70%	57	43.29%				
Tehama	2.70%	57	0.00%	3.00%	55								No
Trinity	3.00%	50	58.62%				2.70%	57	13.30%				
Tulare	2.00%	50	17.95%				2.70%	57	17.24%				No.
Tuolumne	2.00%	50	19.00%	3.00%	50	25.00%	2.70%	57	13.00%				

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
RETIREMENT PLANS - SAFETY AND COMMENTS

COUNTY	SAFETY RETIREMENT PLANS												COMMENTS
	PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	
Ventura	2.00%	50	55.20%				2.70%	57	52.89%				Safety Formula 2 at 50 applies to Safety members hired by a VCERA employer or reciprocal public agency prior to 2013 Safety formula 2.7 at 57 applies to safety members hired on or after January 1, 2013 who are not eligible for reciprocity by virtue of employment with a reciprocal employer prior to 2013. Non Safety formula 2.35 at 62 applies to general members hired prior to June 30, 1979 and to designated County executives pursuant to the Management Resolution. Non Safety formula 2.1 at 62 applies to general employees hired by VCERA employer or reciprocal public agency between June 30, 1979 and December 31, 2012. The Non Safety formula 2 at 62 applies to general members hired on or after January 1, 2013 who are not eligible for reciprocity by virtue of employment with a reciprocal employer prior to 2013.
Yolo	3.00%	50	40.10%				2.70%	57	40.10%				
Yuba	2.70%	55	28.10%				2.70%	57	31.10%				

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
BENEFITS

COUNTY	HEALTH	DENTAL	VISION	MANAGEMENT ENHANCEMENTS
Alameda	3	3	2	No
Alpine	1	1	1	No
Amador	2	1	1	Yes -The County pays 97% of the basic health, dental, and vision costs for the Chief Probation Officer
Butte	5	2	1	No
Calaveras	3	1	1	No
Colusa	8	1	1	No
Contra Costa	10	2	1	No
Del Norte	1	1		No
El Dorado	5	1	1	Yes - Optional Benefits Plan
Fresno	4	2	1	No
Glenn	5	2	1	No
Humboldt	6	1	1	No
Imperial	3	3	3	Yes - Management, Safety & Dept no cost for Dental Vision
Inyo	4	1	1	No
Kern County	5	2	1	Yes - Kern Flex Cafeteria Plan
Kings	1	1	1	No
Lake	4	1	1	No
Lassen	1	1	1	No
Los Angeles	10	3	1	No
Madera	9	2	1	No
Marin	4	1	1	No
Mariposa	8	1	1	No
Mendocino	1	1	1	No
Merced	3	1	1	No
Modoc	4	1	1	No
Mono	2	1	1	No

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
BENEFITS

COUNTY	HEALTH	DENTAL	VISION	MANAGEMENT ENHANCEMENTS
Monterey	11	1	1	Yes - If employee-only plan selected, then flex dollars not spent are returned to employees (in-Lieu payout)
Napa	7	2	2	No
Nevada	7	1	1	No
Orange	4	3	2	Yes - Executive Management has their own dental PPO plan paid for by the county. They also have an optional benefit plan in the amount of \$3,500 for management and \$4,500 for executive that can be used to reimburse for medical expenses, roll into deferred compensation, cashed out in a lump sum payment or a combination thereof.
Placer	11	1	1	No
Plumas	2	1	1	No
Riverside	6	3	2	Yes Vision Service Plans are offered to management free of cost. Benefits equates to \$160.32/year
Sacramento	6	1	2	No
San Benito	4	1	1	No
San Bernardino	6	6	1	Yes - Additional dependants to Vision Plan & Additional Medical Premium subsidy
San Diego	7	2	1	No
San Francisco - Adult	4	3	2	No
San Francisco - Juvenile	4	3	2	No
San Joaquin County	5	2	1	No
San Luis Obispo	6	2	1	No
San Mateo	5	2	1	Yes - better dental coverage
Santa Barbara	5	2	1	No
Santa Clara	3	2	1	No
Santa Cruz	9	3	1	No
Shasta	4	1	1	No
Sierra	4	1	1	No

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
BENEFITS

COUNTY	HEALTH	DENTAL	VISION	MANAGEMENT ENHANCEMENTS
Siskiyou	4	1	1	No
Solano	11	2	1	No
Sonoma	11	1	1	No
Stanislaus	2	1	1	No
Sutter County	6	3	2	No
Tehama	1	1	1	No
Trinity	4	1	1	No
Tulare	6	2	1	No
Tuolumne	8	1	2	Yes- Enhanced dental coverage for executives only.
Ventura	4	1	1	Yes - Medical Maintenance Exam
Yolo	11	2	2	No
Yuba	8	1	1	No

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
LONG TERM DISABILITY (LTD) AND LIFE INSURANCE

COUNTY	AMOUNT OF LIFE INSURANCED PROVIDED BY EMPLOYEE CLASS								
	PAID LTD	NO COST LIFE INSURANCE	DEPT HEADS	ASSISTANT DEPT HEADS	MANAGERS	SWORN SUPERVISORS	CIVILIAN SUPERVISORS	SWORN LINE STAFF	CIVILIAN LINE STAFF
Alameda	Yes	Yes - to some or all	25,000	25,000	25,000	25,000	25,000	25,000	25,000
Alpine	No	No							
Amador	No	Yes - to some or all	12,000	12,000					12,000
Butte	No	Yes - to some or all	25,000	25,000	20,000	20,000	25,000	20,000	25,000
Calaveras	Yes	Yes - to some or all	50,000	50,000		50,000		50,000	50,000
Colusa	No	Yes - to some or all	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Contra Costa	Yes	Yes - to some or all	67,000	67,000	67,000	10,000	10,000	10,000	10,000
Del Norte	No	Yes - to some or all	100,000	100,000	100,000	100,000	15,000	15,000	15,000
El Dorado	Yes	Yes - to some or all	60,000	40,000	40,000	20,000	20,000	20,000	20,000
Fresno	No	Yes - to some or all	250,000	250,000	250,000	10,000	10,000	10,000	10,000
Glenn		Yes - to some or all	50,000	50,000	50,000	50,000		10,000	10,000
Humboldt	No	Yes - to some or all	20,000	20,000	20,000	20,000	20,000	5,000	10,000
Imperial	No	Yes - to some or all	100,000	100,000	100,000	75,000		75,000	
Inyo	No	Yes - to some or all	20,000	20,000	20,000	20,000	20,000	20,000	20,000
Kern County	No	Yes - to some or all	100,000	100,000	100,000	10,000	10,000	10,000	10,000
Kings	Yes	Yes - to some or all	50,000	40,000	40,000	-		-	10,000
Lake	Yes	Yes - to some or all	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Lassen	No	Yes - to some or all	40,000	40,000	40,000	40,000	40,000	40,000	40,000
Los Angeles	Yes	Yes - to some or all	-	-	-	-	-	-	-
Madera	No	Yes - to some or all	50,000		50,000	50,000			
Marin	Yes	No							
Mariposa	No	Yes - to some or all	50,000	30,000	30,000	50,000	30,000	10,000	10,000
Mendocino	No	Yes - to some or all	50,000	50,000	20,000	20,000	20,000	20,000	20,000
Merced	Yes	Yes - to some or all	80,000	80,000	50,000	35,000	35,000	10,000	10,000
Modoc	No	Yes - to some or all	-	-	-	-	-	20,000	-
Mono	No	Yes - to some or all	50,000	5,000	5,000	5,000	5,000	5,000	5,000
Monterey	Yes	Yes - to some or all	50,000	50,000	50,000	20,000	20,000	20,000	20,000
Napa	Yes	Yes - to some or all	198,931	50,000	50,000	20,000	20,000	20,000	20,000

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
LONG TERM DISABILITY (LTD) AND LIFE INSURANCE

COUNTY	AMOUNT OF LIFE INSURANCED PROVIDED BY EMPLOYEE CLASS								
	PAID LTD	NO COST LIFE INSURANCE	DEPT HEADS	ASSISTANT DEPT HEADS	MANAGERS	SWORN SUPERVISORS	CIVILIAN SUPERVISORS	SWORN LINE STAFF	CIVILIAN LINE STAFF
Nevada	No	Yes - to some or all	250,000		20,000	20,000	20,000	20,000	20,000
Orange	Yes	Yes - to some or all	125,000	125,000	100,000		25,000		25,000
Placer	No	Yes - to some or all	50,000	50,000	50,000	10,000	10,000	10,000	10,000
Plumas	No	No							
Riverside	Yes	Yes - to some or all	51,500	51,500	51,500	11,500		11,500	
Sacramento	Yes	Yes - to some or all	50,000	50,000	50,000	50,000	18,000	18,000	18,000
San Benito	No	Yes - to some or all	20,000	20,000	20,000	20,000	20,000	20,000	20,000
San Bernardino	Yes	Yes - to some or all	50,000	50,000	50,000	50,000	50,000	50,000	35,000
San Diego	Yes	Yes - to some or all	50,000	50,000	50,000	10,000	10,000	10,000	10,000
San Francisco - Adult	Yes	Yes - to some or all	50,000	50,000	50,000	50,000	50,000	50,000	50,000
San Francisco - Juvenile	Yes	Yes - to some or all	50,000	50,000	50,000	50,000	50,000	50,000	50,000
San Joaquin County	No	Yes - to some or all	75,000	75,000	50,000	10,000	10,000	10,000	10,000
San Luis Obispo		Yes - to some or all	50,000	50,000	30,000	-	-	-	-
San Mateo	Yes	Yes - to some or all	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Santa Barbara	Yes	Yes - to some or all	50,000	30,000	20,000	20,000	20,000	20,000	20,000
Santa Clara	Yes	Yes - to some or all	200,000	200,000	25,000	25,000	25,000	25,000	25,000
Santa Cruz	Yes	Yes - to some or all	100,000	50,000	50,000	50,000	20,000	50,000	20,000
Shasta	No	Yes - to some or all	85,000	85,000	85,000	25,000	46,000	25,000	25,000
Sierra	Yes	Yes - to some or all	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Siskiyou	Yes	Yes - to some or all			25,000	25,000	25,000	25,000	25,000
Solano	No	Yes - to some or all	295,000	246,000	174,000	50,000	50,000	50,000	35,000
Sonoma	No	Yes - to some or all	2		2	1	1	1	1
Stanislaus	No	Yes - to some or all	30,000	30,000	30,000	10,000	10,000	10,000	10,000
Sutter County	No	Yes - to some or all	150,000	150,000	150,000	75,000	75,000	75,000	75,000
Tehama		No							
Trinity		Yes - to some or all	50,000	42,000	42,000	42,000	42,000	25,000	25,000
Tulare	Yes	Yes - to some or all	250,000	250,000	30,000	30,000	10,000	10,000	10,000
Tuolumne	No	Yes - to some or all	200,000	200,000	100,000	50,000	100,000	50,000	50,000

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2019 SALARY SURVEY
 LONG TERM DISABILITY (LTD) AND LIFE INSURANCE

COUNTY	AMOUNT OF LIFE INSURANCED PROVIDED BY EMPLOYEE CLASS								
	PAID LTD	NO COST LIFE INSURANCE	DEPT HEADS	ASSISTANT DEPT HEADS	MANAGERS	SWORN SUPERVISORS	CIVILIAN SUPERVISORS	SWORN LINE STAFF	CIVILIAN LINE STAFF
Ventura	Yes	Yes - to some or all	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Yolo	No	Yes - to some or all	50,000	50,000	50,000	25,000	25,000	25,000	25,000
Yuba	No	Yes - to some or all	50,000	50,000	50,000	20,000	50,000	20,000	50,000

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Alameda	10	25	13		11	4	MOU specific. varies from 2-5 days per death incident.	Mgmt pd. leave (non-exempt: 3 days; exempt: 7 days)	n/a	Floating Holidays Note: PPOA members receive three floating holidays per year. The County's Vacation Purchase Program offers eligible employees the opportunity to purchase an additional one week or two weeks of vacation through payroll deductions. Employees can make this election during the annual Open Enrollment period. Employees' eligibility to purchase vacation during Open Enrollment is based on their vacation purchase plan balance as of a specific eligibility cut-off date each year (announced prior to Open Enrollment).
Alpine	10	15	5		15	1			80	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Amador	11	24	12	12	12	1	3		3	Floating Holiday for Probation Officers/Supervisors only. Administrative Leave for the Chief Probation Officer. Vacation leave for Chief Probation Officer is 24/all other employees in department is a maximum vacation days of 21 days.
Butte	15	27	12	12	11		5 days or 40 hours		10 days Chief,Asst. 7 days Prog. mgr, CDPO, JH Mgr.	
Calaveras	10	20		12	13		3			Additionally the CPO and ACPO receives 5 days MTO per year
Colusa	10	25	12		13	1	5	N/A	N/A	N/A
Contra Costa	12	35	12	12	10	3	0		11.75	
Del Norte	10	30	12	12	13	3	5		3	
El Dorado	10	20	12	12	10	2				

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Fresno	20	39			11		3			Vacation and sick leave are combined as annual leave. The employee leave plan is determined by their job classification, representation unit and date of hire.
Glenn	10	25	12	12	12	1	5		10	
Humboldt	12	30	12	12	13	2	5 days/year	5 days/year family sick leave	10 days/year	Admin Leave is available only to those in the management/confidential class whether sworn or non-sworn. Up to 6 days annually personal sick leave can be converted into family sick leave once the 5 days of family sick leave are exhausted.
Imperial	15	20	12	12	12	1	5		60	Bereavement is 3 days if travel over 500 miles 5 days. Administrative is only applicable to Management

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Inyo	10	25	15	15	11		56 sick leave hours			Each employee receives 40 hours of flex leave Some department heads receive administrative leave pursuant their employment contract
Kern County	13	28	8	12	12		3 days- Non-Safety		5 days- Management Only	Non-Safety Vacation - 12 days min. / 27 days max Non-Safety Sick - 8.67 min. / 12 days max
Kings	10	20	10	12	11	1	5		8	Floating holiday is for non-management positions. Bereavement leave is deducted from an employee's sick leave balance. Administrative leave is for management positions.
Lake	10	25	12	12	13	0	3-5	0	5	Bereavement leave is 3 days or if deceased vresides over 500mls away then 5 days
Lassen	10	31	10	31	13	1	40	8	0	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Los Angeles	10	25	8	12	12	0	3-5	10	0	NO COST LIFE INSURANCE IS PROVIDED TO DEPARTMENT HEADS. THE AMOUNT IS NOT PROVIDED AS IT VARIES WITH THE AGE OF THE EMPLOYEE.
Madera	12	21	12	12	11	2	7	7	6	
Marin	10	30	12	12	11	2	40			Bereavement is protection only not pay coverage
Mariposa	10	21.38	15	18	11	2			60	
Mendocino	10	25	12		11	0	24 hours per occurrence	30 hours personal leave for non-management	48 hours of management leave for managers and above	Vacation accrual increases based on years of service. 80 hours per year for years 1-3; 120 hours per year for years 3-8; 160 hours per year for years 8-15; 200 hours per year for years 15+. Maximum accrual is based on years of service as well.
Merced	10	40	0		12	1	3	96	96	Sick days do not have a cap. An employee can continue to accrue. Bereavement can be extended to 5 days based on distance.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Modoc	14	30		100	15	2	5			Floating holidays are 2 if hired before 2014 and 1 day 2 hours for all others. Bereavement Leave is 5 days per death not 5 per year.
Mono	10	20	12	12	13	2	5			
Monterey	12	25	10	10	10	1	5	23-37	4	Annual leave (PTO) is for management only and is based on years of service and ranges from 23 days to 37 days. Line staff have vacation and sick days.
Napa	12	29	12	12	12	0	5	2.3		In addition to the 19 hours or 2.3 days of "Personal Leave," the following staff receive: - Supervisor Leave - 40 hours - Management Leave - 80 hours
Nevada	80	160	96	96	88	16	80	200	40	Differs by bargaining unit. DH/Mgrs = Personal Leave Program (PLP) Other Sworn/Non-Sworn = vac/sick
Orange	10	25	9	12	12		5		No Cap	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Placer	10	25	12	12	12	1	5		12.5	Max Accruals are 750 Sick Leave for non-MGT staff, and 400 Vacation or 520 after 10 years. Floating holiday can be carried over for a max accrual of 16 hours. Only MGT staff receives annual Admin Leave
Plumas	10	21	15	15	1 for Line Staff/3 for Management, 13 Annually		5 Days, immediate family only		3 Days Annually	We do have FMLA, Military Leave and Worker's Comp. Leave
Riverside	10	20	13	13	12	0	3	39		Information reported as days per year. Sick time is 5% of hours worked for a maximum of 13 dys/yr.
Sacramento	10.08	25.025	14.95	14.95	13.5		5 days/occurrence			Employees get parental leave of 160 hours/occurrence.
San Benito	10	20	15	30	13.5	3	5		80	Administrative leave is for management. Vacation days are accrued according to years of service.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
San Bernardino	10	20	12	12	13	1	3	5	10	Paid time off is contingent upon hours of service within a calendar year. Additional paid time off is available for jury duty, witness service, voting, blood donations, perfect attendance, County exams & interviews,.
San Diego	10	25	13	13	11	2	3		30	
San Francisco - Adult	10	20	13	13	11	5	3 plus 2 for travel outside of California.		5	Under the most recent contract "Administrative Leave" of 40 hours (equivalent of 5 days) is provided to all employees covered by the Management Executive Association (MEA) for managers.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
San Francisco - Juvenile	15	20	13	13	11	5	3 days +2 additional days for travel outside of California	N/A	5 days (MEA only) Management Leave	Under the most recent contract "Administrative Leave" of an additional 40 hours (equivalent of 5 days) is provided to all employees covered by the Management Executive Association (MEA) for managers.
San Joaquin County	10	23	12	12	10	4	3; but 2 additional if it is a spouse, child, or parent		10	Vacation accrues at 10 days for 1-3 years; 15 days for 3-10 years; 20 days for 10-20 years, and 23 days for 20+ years. Admin leave is for management level and up only
San Luis Obispo	10	20	12	260	12	1	6 - used as sick leave	12	4	Sworn administrators receive one additional day of administrative leave (CPO, ACPO & DCPO)
San Mateo	13	24.05	12.025	12.025	11	1			16.25	administrative leave for management employees only

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Santa Barbara	12	25	12	12	10	1	6		80	Admin leave is for overtime exempt with approval from department head and is not an annual allocation.
Santa Clara	30	66		12	12		2 Days in general; if out of State leave: 3 Days	288 hours Annual Leave for Executive Member	Yes	No
Santa Cruz	15.25	30.25	6	6	12.5/13	0	3/5	22-37	10	Holidays: Officers have 12.5 days, Gen Rep has 13 w/1/2 day for Christmas eve. Bereavement Leave: 3 days in CA, 5 days out of State. Annual Leave: Ranges from 22 to 37 days.
Shasta	10	20	12	12	12	0	3		10	Administrative Leave is only available to Managers and higher
Sierra	10.023	25.012	12.012	12.012	12	0	5 days earned sick leave-Immediate Family		0	Mid-management receives 40 hours per year CPO does not accrue vacation or sick leave.
Siskiyou	10	20	12	12	12	3	5			48 Hrs (Asst CPO) / 60 Hrs (CPO)

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Solano	160	440	11.96		2 for sworn staff, 1 12 for non-sworn staff		5		10 days, for management only	An Extra Help employee accrues Paid Time Off at the rate of .034 hours for every full hour worked and may use PTO for any reason in lieu of a portion of a scheduled work day.
Sonoma	9	21	9.6	9.6	12	1	3			
Stanislaus	12	27	12	12	10.5		5		7	Bereavement is up to 40 hrs per death at the discretion of the Chief
Sutter County	11	20	12	12	12	1	5		13	
Tehama	96	180	48	96	12	1	48	12 weeks	60 days	No.
Trinity	6.66667	13.33333	8	8	13 NA		Must use sick leave or vacation	Personal Leave 8 hrs line Staff, 48 hours Managment	NA	
Tulare	10	30	12	12	11	1	5		On a need basis	No.
Tuolumne	10	20	12	12	11 (0 for institution) 2 (13 for institution)		3	25-50	10	Management: 32.5-50 days Executive: 25-40 days *Depends on date of hire & longevity
Ventura	14	24	10	10	9	1	3	26-46	It can be granted to exempt employees with supervisor approval.	For Annual Leave, Management level 26-36; Executive level 31-46.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Yolo	10	23	12	12	10.5	5-6	3 County Paid		5, 6, 10	Amounts of time allocated vary by bargaining unit.
Yuba	12	24	12	12	11 Safety / 12 Non-Safety	2			7 Management Staff Only	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
SHIFT DIFFERENTIAL

COUNTY	PM SHIFT	GRAVEYARD SHIFT	OTHERS
Alameda	split shift:5%(PPOA/Teamsters) of straight time hourly pay	5%(PPOA/Teamsters) of straight time hourly pay	1/8 of pay/8 hours of standby; 1.5x normal rate (call back) at 2 hours min.
Alpine			
Amador			
Butte	\$1/ hour 5PM-7AM	\$1 per hour 5PM-7AM	
Calaveras			
Colusa	N/A	N/A	N/A
Contra Costa	5%	5%	Building Supervisor - 9% per shift; Lead Juvenile Institution Officer - 7.5%
Del Norte	0.50 Hour 1800 - 0600	0.50 Hour 1800 - 0600	
El Dorado	.75 p/h	1.00 p/h	
Fresno	4%	4%	
Glenn	\$1.50/hr	\$1.50/hr	N/A
Humboldt	.50/hr if > 5 hrs are worked between 5pm and 8am (JCOs) and .60/hr if >4 hrs are worked between 5pm & 8am (POs)	.50/hr if > 5 hrs are worked between 5pm and 8am (JCOs) and .60/hr if >4 hrs are worked between 5pm & 8am (POs)	
Imperial	5	7.5	
Inyo	2%	4%	
Kern County	5%	7.5%	
Kings			
Lake	2.5%	2.5%	2.5%
Lassen	0	0	0
Los Angeles	\$0.45	\$0.45	0
Madera		4.5	
Marin	5%	5%	
Mariposa			
Mendocino	\$1.00/hour	\$2.00/hour	
Merced	.75 per hour	1.00 per hour	2.5 per hour
Modoc			
Mono			
Monterey		\$2.00 per hour (6 consecutive hours between 2pm and 8am)	0
Napa	\$2.00/hour (6 pm - 6 am)		

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
SHIFT DIFFERENTIAL

COUNTY	PM SHIFT	GRAVEYARD SHIFT	OTHERS
Nevada	5%	5%	
Orange	5% of Hourly Rate (Min \$0.60/Hr, Max \$1.50/Hr)	5% of Hourly Rate (Min \$0.60/Hr, Max \$1.50/Hr)	
Placer	7.5% Base Pay / Hr	7.5% Base Pay / Hr	7.5% Base Pay / Hr
Plumas	\$0.35 per hour	\$0.35 per hour	N/A
Riverside	\$0.60/hr	\$1.20/hr	
Sacramento	7.5%	7.5%	
San Benito			5
San Bernardino	\$1.20 - \$2.00 /Hr	\$1.55 - \$3.50 /Hr	\$2.00 - \$3.50 /Hr (Medical Support Shift); \$3.00 - \$4.00 /Hr (Medical Support Weekend)
San Diego	0.75	0.75	
San Francisco - Adult	8% DPOA, 8.5% MEA and 856, 8% 1021	8% DPOA, 10% MEA and 856, 10% 1021	
San Francisco - Juvenile	8% (DPOA), 8.5% (856 & MEA), 8% (1021)	8% (DPOA), 10% (856 & MEA), 10% (1021)	N/A
San Joaquin County	\$1.15/hr	\$1.45/hr	
San Luis Obispo	5% x hourly rate	10% x hourly rate	
San Mateo	5.74%	5.74%	
Santa Barbara	0.75	1.5	
Santa Clara	Safety \$2.65 per hour	Safety \$3.30 per hour	Safety Lead \$1.50/hour. Lead Clerical 6%
Santa Cruz	5%/hr DPOA & Mid Mgt; \$1.75/hr Gen Rep	\$2.00/hr - Gen Rep only	N/A
Shasta	.70 per hour	.95 per hour	
Sierra			
Siskiyou			3.5%
Solano	6% per hour above the employee's hourly rate for each hour worked	7.25% per hour above the employee's hourly rate for each hour worked	none
Sonoma	5%	5%	
Stanislaus	5%	7.5%	
Sutter County			
Tehama	N/A	.50 an hour	N/A
Trinity	\$0.75/ hour	\$0.50/ hour	STAND BY \$3.00/HOUR
Tulare	6%	6%	None

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2019 SALARY SURVEY
 SHIFT DIFFERENTIAL

COUNTY	PM SHIFT	GRAVEYARD SHIFT	OTHERS
Tuolumne	0	0	0
Ventura	5	5	
Yolo	1.25 per hour (Supervisors), 1.50 per hour (Line Staff)	1.25 per hour (Supervisors), 1.50 per hour (Line Staff)	
Yuba			

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ALLOWANCES

COUNTY	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Alameda	PPOA:\$55/pay period; Teamsters \$40/pay period	\$30-\$55/pay period (one language); \$35-\$60/pay period (two or more)	SEIU:50% reimbursement of up to 8 dietary uniforms; PPOA: uniform is issued.	PPOA post assignment: 3% comp	\$318.94/pay period	n/a
Alpine						
Amador			500.00 initial purchase for first year. After the initial first year it is \$41.66 per month	50.00 stipend for defensive tactic/taser/weaponless defense instructors		
Butte	\$80/ bi weekly	\$50 bi weekly	200 boot allowance annually		620/ Month	250/ month
Calaveras			650.00 per year for sworn staff			
Colusa	\$75.00 per month	\$75.00 per month	N/A	Drug Enforcement Compensation 5%	\$75.00 per month	N/A
Contra Costa	100 per month	100 per month			0	0
Del Norte	75 pay period	75 pay period	200 JCO/400 DPO		Yes Take Home Vehicle	
El Dorado	1.00 p/h	1.00 p/h	240 annually			
Fresno	50.00 per pay period	50.00 per pay period			513.00 monthly	
Glenn	\$0.75/hr	\$0.75/hr	\$832/year (Linestaff Sworn Officers Only)	Out of Class Pay 5%; Dog Handler 5%; Firearms Instructor 2.5%; Defensive Tactics Instructor 2.5%	0	0

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ALLOWANCES

COUNTY	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Humboldt	For POs: 6% for intermediate certificate, 12% for advanced certificate For JCOs: \$32/pay period for oral certification only and \$48/pay period for oral and written certification	\$32/pay period for oral certification only and \$48/pay period for oral and written certification	A uniform allowance is available in the MOU however only facility staff have a required uniform and it is provided to them by the dept.	N/A	N/A	N/A
Imperial	15	15	1000		500	
Inyo	5%	5%	200 annual cleaning for JCO	2.5% - 5%		
Kern County	\$25-Verbal to \$50-Written (Per pay period)	\$25-Verbal to \$50-Written (Per pay period)		5%	\$275.52	
Kings	\$25 per pay period	\$25 per pay period	JCO I/II/III/IV \$400 per year; DPO I/II/III/IV, Probation Division Manager, Deputy Chief, Chief, Juvenile Corrections Manager \$550 per year			
Lake	2.5%	2.5%	0	2.5%	0	0
Lassen	5%	5%	0	0	0	0
Los Angeles	\$100/MO	\$100/MO	\$750/YR	5.5%	\$559/MO	N/A
Madera	20-45/monthly	20-45/monthly	60/monthly institution only	2.5%		
Marin	5%	5%			800/mnth	0

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ALLOWANCES

COUNTY	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Mariposa			515-650 annually			
Mendocino	3% basic safety communications; 5% fully proficient	3% basic safety communications; 5% fully proficient	\$350/year sworn (non-management) staff only	Special Assignment and/or Training Officer: 5%	\$250.00 per month	\$250.00 per month
Merced	.75 per hour	.75 per hour	0	3.5 hours OT per week for K9	8400 per year	0
Modoc	5%					
Mono	115.00 per pay period					
Monterey	4% Fluent and 2% Conversational	\$0.56 per hour Primary and \$0.25 per hour Provisional	0	0	\$375 per month	\$375 per month
Napa	Level 1 - \$60/biweekly; Level II - \$80 biweekly	Level 1 - \$60/biweekly; Level II - \$80 biweekly		5% Out of Class	\$440/ month	
Nevada	5%	5%	\$275/year boot allowance - JCO		\$3600 per year	0
Orange	Additional \$0.40/Hr - \$0.70/Hr	Additional \$0.30/Hr			\$ 765	\$ 765
Placer	5% Base Pay / Hr	5% Base Pay / Hr	\$750 / yr Non-Sworn / \$1065 / yr Sworn	\$875 / Mo. Tahoe Staff / 5% Base Pay / Hr for Special Investigations Unit / Crime Suppression Unit	\$550 / or Assigned Vehicle	\$550 / or Assigned Vehicle
Plumas	\$35.00 Monthly	\$35.00 Monthly	N/A	N/A	N/A	N/A
Riverside	Level 1 - \$0.50/hr Level 2 - \$0.75/hr Level 3 - \$1.00/hr	Level 1 - \$0.50/hr Level 2 - \$0.75/hr Level 3 - \$1.00/hr	\$500/year (Sworn Staff only)		\$550/month or assigned vehicle	assigned vehicle

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ALLOWANCES

COUNTY	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Sacramento	Oral skills differential \$0.40 , Oral/written skills \$0.50 per hour	Oral skills differential \$0.40 , Oral/written skills \$0.50 per hour	\$250 for shoes for operations/maintenance workers (e.g. stock clerk)	5% differential for Watch Commander	\$48/month	\$48/month
San Benito	900	600	312			
San Bernardino	\$45.00 - \$50.00 Bi-weekly	\$50.00 - \$60.00 Bi- weekly	\$150 (Boot Allowance)	CCHP \$1.00/Hr; Maintenance Mechanic \$1.50/Hr; Preceptor \$1.50/Hr; Clinical Therapist \$1.00/Hr; Detention Center \$1.00/Hr; Charge Nurse \$1.75/Hr; Probation Division Director in Detention Facility 6%; Field Transportation Officer 2.5%; Defensive Tactics Range 5%; Field Defensive Training Officer 2.5%	\$561	\$0 (Assigned County Vehicle)
San Diego	16.15 or 32.30 per pay period depending on usage	20 or 40 per pay period depending on usage	Up to \$800 annually depending on location and classification			
San Francisco - Adult	\$60	\$60		5%		
San Francisco - Juvenile	\$60 per pay period	\$60 per pay period	Probation Officers: N/A; Correctional Staff: Issued uniforms.	5% (DPOA, 1021, & MEA), \$25 per day (Teamsters 856)	"Take Home" vehicle authorized.	"Take Home" vehicle authorized.
San Joaquin County	Class I @ \$.41/hr ; Class II @ \$.82/hr	Class I @ \$.41/hr ; Class II @ \$.82/hr		5% of base for special assignments	\$7,020	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ALLOWANCES

COUNTY	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
San Luis Obispo	\$95 month	\$90 month	\$350 new hire/\$45 per month		\$450 per month	
San Mateo	Level 2=\$65/bw (management are not eligible)	Level 2=\$65/bw (management are not eligible)	None	None	12012	
Santa Barbara	57.69	57.69	\$10 / pay period		\$232 biweekly	\$93 biweekly
Santa Clara	\$160 per month	\$160 per month	Institution \$500/year. Probation Officer \$250/year		\$400 per month	
Santa Cruz	\$1.00/hr Bilingual I; \$1.35/hr Bilingual II	\$1.00/hr Bilingual I; \$1.35/hr Bilingual II	\$0 - Dept provides required items for DPO's	5%/hr - for hrs worked as Field Safety Training Officer	N/A	N/A
Shasta						
Sierra						
Siskiyou	5%		\$ 500 annually	Training Officer Pay - 5% on hours worked	No	No
Solano	\$65.00 per pay period	\$75.00 per pay period	County provides 6 uniform polo type shirts and protective attire and equipment	5% or 10% based on level of assignment pay	none	none
Sonoma	.95/hour	1.15/hour			\$215/ppd	
Stanislaus	2.5%	.85 hr	\$350 initial - \$240 maintenance		\$4,800 annually	\$2,400 annually
Sutter County	1,200/year	1,200/year	100/Year		3,600/year	
Tehama	5 %	5 %	\$408 per year	5 %	0	0
Trinity	NA	NA	\$800.00 Taxable and PERSable	NA	NA	NA

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
ALLOWANCES

COUNTY	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Tulare	2.5%	\$40	\$650 for Probation Officers/\$500 for Probation Correctional Officers	N/A	\$551	\$551
Tuolumne	5%	5%	\$500	5.115%	0	0
Ventura	Management : Level I 0.65/hour; Level II 0.80/hour; Level III 0.90/hour. VCPPOA Level I 0.65/hour; Level II 1.00/hour; Level III 2.00/hour	Management : Level I 0.65/hour; Level II 0.80/hour; Level III 0.90/hour. SEIU: Level I 0.65/hour; Level II 0.80/hour; Level III 1.10/hour.	700 for CSO I, CSO II, CSO III, DPO (SDPO and above do not receive uniform allowance)	5% Supervising Deputy Probation Officer assigned to Work Furlough/Work Release, and the Ventura County Probation Agency Juvenile Justice Facilities.	575	0
Yolo	.55 per hour (Conversational), .70 per hour (Advanced)	.55 per hour (Conversational), .70 per hour (Advanced)	250 per quarter		6840	0
Yuba	1500 Annual	1500 Annual		1 per hour Officer in Charge	3600 Annual	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Alameda	N/A	stipend (PPOA/Teamsters):100% of 1st \$50; 75% above \$50	n/a	n/a	n/a	n/a
Alpine						
Amador			2.5	2.5	100.00 annual wellness incentive (exercise/weight management programs)	
Butte		500/ semester				
Calaveras			2.5% at 6 years	12.5% at 25 years		
Colusa	N/A	N/A	2.5%	5.0%	Education Incentive (Probation Assistant) Associate Degree 2.5%; Bachelor's Degree 5%	N/A
Contra Costa		0 750 per year	2%	6.5%		\$925 Professional Development every two years for Chief and Asst. Chief; \$625 Professional Development every two years for Managers & Above, \$400 Professional Development every two years for Supervisors & Above
Del Norte			2.5%	5%		
El Dorado						
Fresno						

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Glenn		Up to \$150/yr (Linestaff Sworn Officers Only)	5%	9%	Classified 5% (grandfathered); AA/AS 2.5% (grandfathered - Linestaff Sworn Officers Only); POST Certificate Pay (grandfathered - Linestaff Sworn Officers Only); BA/BS 5% & MA/MS 7.5% (Current Linestaff Sworn Officers Only)	
Humboldt	N/A	\$250/course or \$100 per semester or quarter unit, which ever is greater not to exceed \$600 per employee each fiscal year. Also, 50% reimbursement fr required textbooks and 100% reimbursement for certification exams	.5% @ 5 years for Sheriff Union members only (Probation Officers, exludes supervising POs which are management in under a different bargaining agreement)	10% @ 20 years of continuous County service		\$1000 Wellness Reimbursement (also available to Sheriff's union of which POs are a part, not available to JCO staff or non-sworn staff)
Imperial					Note Juvenile Hall are supplied with 3 new uniforms each year at no cost.	Management is supplied with \$1500 HRA card every 2 years
Inyo		300 annual	2%	8%		

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Kern County			Non-Safety 2%	Non-Safety 10%	Safety: Trainers Pay (5%), Fitness Pay (2% or 4%), STC Pay (5% after 7 yrs. and 12% after 15 yrs.) Non-Safety: Premium Pay (6%). Both: Sick Leave Bonus (24 hours at regular rate of pay)	Safety (excluding Chief): Fitness Pay (2% or 4%), Kern Flex (10%), STC Pay (5% after 7 yrs. and 12% after 15 yrs.) Both Safety and Non-Safety: Sick Leave Bonus (24 hours at regular rate of pay)
Kings					\$2 per hour for stand-by pay; deferred comp match of \$1 for every \$4 contributed for an annual max match of \$1,000	paid health insurance; deferred comp match of \$1 for every \$3 contributed for an annual max match of \$2,500
Lake	2.5%	2.5%	0	0	Cell Phone \$75 per month	Chief has take-home car
Lassen	0	0	2.5%	15%	8 hours of personal leave	24 hours of personal leave
Los Angeles	5.5%	N/A	3	11	N/A	N/A
Madera			5% @ 10 year	10% @ 20 years		Paid Retirement for Department Head
Marin		50% up to max of \$3,000/annually			Chief Deputy is issued a car	
Mariposa			3% @ 10 Years	9% @ 20 Years		2.5% for Supervisor CORE and additional 2.5% for Management CORE
Mendocino	None	None	Management: 2.5%; Sworn 2%; Non-Sworn 1%	Management: 7.5%; Sworn 6%; Non-Sworn 3%	On-Call: \$3.50/day weekday & \$4.50/day weekend. Regional Pay: 5%; Education Incentive up to 5% based on criteria.	Management Training Benefit: \$1,500 per year (Dept & Asst. Dept Head); \$1,000 per year all other management

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Merced	0	0	0	0	None.	On-call of \$50/day for custody program managers. Expense allowance for Chief and Assistant Chief.
Modoc			2%	2%	On Call Pay 3.00/hour; Longevity is 2% after 5 years at top step then 2% more every 2 years	
Mono		700.00 per year	2.5% after 3 years at top step	5.5% after 9 years at top step		
Monterey	0	0	0	0	5% Educational Stipend (4 year degree or higher) and \$100 per calendar year Professional Dev Stipend	5% Educational Stipend (4 year degree or higher)
Napa		\$300 maximum/fiscal year	\$500 upon 10 years	\$2,000 upon 25 years	Hazard - 5%; Deferred Compensation - match up to \$1K; Car pool reimbursement; Standby Pay - \$2.65/hr during weekday and \$2.90 during holidays and weekend	Cell phone - Tier 1 (\$35/mo), 2 (\$70/mo) or 3 (\$120/mo)
Nevada		\$5000 per year	2.5%	2.5%		
Orange	\$149.80 - \$175.86 Biweekly (\$324.57 - 381.03 Monthly)	\$4,000 for Public Safety and \$3,000 for the County			On Call Pay = 1/4 x Hourly Rate; Call Back Pay = 1 1/2 x Regular Rate; Training Officer Pay = \$2/Hr performing training in addition to the hourly rate	Executives receive county contribution to deferred compensation (401(a) plan): 5% for Chief Probation Officer and 4% for Assistant Department Heads

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Placer		up to \$700 /yr non-MGT and \$1200 / yr MGT staff	5% Base Pay / Hr	5% Base Pay / Hr	Cafeteria Plan 5% of Salary (Base + Longevity); Call-Back Pay at 1.5% when required to return to work;	Cafeteria Plan \$4000 / yr; matching Deferred Comp 1/4 for Mgt Staff;
Plumas	N/A	N/A	5% at 7, 10, 14, 18 and 21 years	5% at 7, 10, 14, 18 and 21 years	N/A	N/A
Riverside		\$5,250/yr for a \$10,500 max			Bonus pay for hard to recruit positions: Correctional Cook and Correctional Sr. Food Service Workers - \$10,000 (\$2,000/Yr) Language - same for sworn and nonsworn: Level 1 - \$0.50/hr Level 2 - \$0.75/hr Level 3 - \$1.00/hr **Uniform - Sworn correctional staff only. Uniforms are purchased by the department and distributed to staff, approximate cost of \$500/yr.	Deferred Compensation Plan (401A) - \$1,300 per year

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Sacramento	None	\$1500.00/Fiscal Year	NA	NA	Transit Pass \$75/month, •Employees in the classes of Deputy Probation Officer and Senior Deputy Probation Officer become eligible for a 7% Standards and Training in Correction Certificate pay incentive, •Employees in the class of Probation Assistant become eligible for a 4% Juvenile Correction Officer CORE Training pay incentive.	•A 3% pay differential shall be paid to the employees in the class of Supervising Probation Officer with prior completion of Standards and Training for Corrections Probation Officer or Senior Probation Officer core training. •Employees in the class of Supervising Probation Officer, upon placement into the classification, will be eligible for a 6% differential in recognition of securing a Standards and Training for Corrections Supervisor certificate. •Employees in the class of Supervising Probation Officer, Division Chief, Assistant Division Chief, Assistant Chief Probation Officer, Chief Probation Officer are eligible for a 3.5% management differential.
San Benito		750	2.5	15	Flexible Spending Plan, Opt Out Medical Insurance	Admin leave (80 hrs annually) able to cash out 40-hrs

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
San Bernardino	N/A	\$300 - \$1,650/Yr	2%	10%	Vacation cashout; Voluntary Time off	Assigned County vehicles for management, portable communication device allowance, 401k, Longterm Disability, Healthy Lifestyle Club Membership,
San Diego	5% percent higher than their hourly rate.	2549			Instiutional premium (2.5% on hours worked), training, shift leader	N/A
San Francisco - Adult		\$1500 POA and \$2000 MEA	.30 per hour	.30 per hour		Personal electronics \$1000; Travel & Lodging \$1000
San Francisco - Juvenile	N/A	\$1,500 (Staff); \$2,000 (Managers)	.30 per hour (SEIU)	.30 per hour (SEIU)		Personal electronics \$1,000, Travel & Lodging \$1,000
San Joaquin County		\$800 per semester, max \$1600 per fiscal year	1% of base	2% of base		
San Luis Obispo		\$500 sworn - \$250 non-sworn (\$3,500 max for group)			on call: \$2.75 per hour; instructor 5% x hourly rate x hours spent instructing	Wellness/Fitness benefit \$200 per year
San Mateo	None	for books (community college, undergraduate, graduate courses)			Lead Instructor Assignment for DPO II, GS II and III - one step differential only during time training, Assistant Trainer Pay - one step differential, Senior Differential as Sr DPOs (lead staff)	shift differential from 6 PM to 6 AM - one step differential
Santa Barbara					N/A	N/A
Santa Clara		\$7,250 per Fiscal Year			On-Call safety \$30 for 8 hours	Institution Manager - 24 hours differential: \$48/day for on-call

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Santa Cruz	N/A	\$25,000 - annually Gen Rep only; \$600 DPO Lic/Certs	3%/hr - when County service hrs met	3%/hr - when County service hrs met	N/A	N/A
Shasta			5 percent	5 percent		
Sierra						
Siskiyou		\$ 500 per fiscal year				
Solano	none	Maximum reimbursement in 1 fiscal year is \$1,100 per employee	12.5%	15%	Mileage reimbursements; Alternative work schedules	Long term disability insurance; Cell phone allowance; Mileage reimbursements
Sonoma		\$850-940				
Stanislaus	2.5%				STC - 3%, STC >750 hrs - 3%, FTO - 2.5%, Evidence - 2.5%, Firearms Instructor - 2.5%, Range Master - 4%, Armed Assignment - 2.5%, K-9 - 2.5%	Professional Development - \$900 annually, Car Allowance - \$2,400 annually
Sutter County		1000/year				
Tehama	None	None	N/A	N/A	Education Incentive	Education Incentive
Trinity	NA	NA	NA	NA	Fitness Allowance and Holiday Allowance	Fitness Allowance and Holiday Allowance and 3% County match on Deferred Comp
Tulare	3%	\$300	\$850	\$4,300	Sick Leave Buy Back, Overtime Pay/Comp Time, Merit Increases, Flexible Spending, County Match for Deferred Compensation, Cost of Benefit Offset, EAP	Sick Leave Buy Back, Merit Increases, Cost of Benefit Offset, County Match for Deferred Compensation, Flexible Spending, EAP

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Tuolumne	0	50%	5%	20%	Education: 2.5-5%	Education: 2.5-5%, deferred compensation match 8% for executives only
Ventura	8.5% for VCPPOA, 7.5% for Management	\$2,000 per FY for management employees & employees in unit (UO). \$1,000 per FY for confidential clerical employees. SEIU only Non-Exempt employees \$900, Exempt employees \$1,100. \$1,000 upper division and \$700 any other courses CSO I, CSO II, CSO III, DPO, Senior DPO	.95% for certain employees grandfathered-in.		0 Educational Incentive: Associate's Degree 2.5%; Bachelor's Degree 3.5%; Graduate's Degree 5%. Watch Commander Premium 5%.	Educational Incentive: Associate's Degree 2.5%; Bachelor's Degree 3.5%; Graduate's Degree 5%.
Yolo	2.50% for armed employees assigned to the transportation unit only	1,000 annually	2.5%	5%	Sworn line staff receive 2.50% differential if they have completed their masters degree	The Management Unit received 2.5% differential for completing Management Core
Yuba			Base	Base times 1.59 / After 7/1/13 Base times 1.35		

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
COMPARISON BY COUNTY NAME

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Alameda	1,666,753	7	560.00	12	237,515	7
Alpine	1,200	59	1.00	59	81,072	59
Amador	37,383	47	18.12	52	153,276	34
Butte	229,207	28	166.00	25	153,876	33
Calaveras	45,642	45	20.00	50	120,099	48
Colusa	21,419	52	19.00	51	106,980	53
Contra Costa	1,144,863	9	345.50	17	199,064	15
Del Norte	27,812	50	41.00	44	100,931	55
El Dorado	190,678	30	113.00	35	166,150	26
Fresno	994,400	10	662.00	8	164,814	27
Glenn	28,122	49	16.00	53	116,738	49
Humboldt	136,174	36	107.90	37	141,190	38
Imperial	181,827	31	104.00	38	140,614	39
Inyo	18,546	53	25.00	48	127,116	44
Kern County	896,764	11	620.00	10	143,374	36
Kings	151,662	34	123.00	32	141,384	37
Lake	64,382	41	38.00	45	103,500	54
Lassen	30,087	48	30.50	47	99,930	56
Los Angeles	10,120,000	1	6,599.00	1	316,642	1
Madera	154,697	33	116.00	34	162,841	28
Marin	260,955	27	111.75	36	202,509	13
Mariposa	17,269	54	21.00	49	157,899	31
Mendocino	89,092	39	54.80	41	113,131	51
Merced	274,765	25	160.00	27	158,329	30
Modoc	9,686	57	5.00	57	87,960	57
Mono	14,250	55	12.00	55	128,004	43
Monterey	435,776	22	288.00	19	196,163	18
Napa	140,973	35	125.00	31	198,931	16
Nevada	99,814	37	48.50	42	154,608	32
Orange	3,185,968	3	1,269.00	3	215,488	11
Placer	385,565	23	153.00	28	174,450	25
Plumas	22,000	51	12.00	56	81,446	58
Riverside	2,440,124	4	1,093.00	4	244,878	2
Sacramento	1,527,718	8	661.10	9	242,191	3
San Benito	59,414	43	36.00	46	126,731	45
San Bernardino	2,140,000	5	1,410.00	2	201,489	14
San Diego	3,316,192	2	1,047.00	5	232,253	9
San Francisco - Adult	883,305	12	177.62	24	239,356	5
San Francisco - Juvenile	883,305	13	254.00	22	239,330	6
San Joaquin County	752,660	16	380.50	16	178,693	23

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
COMPARISON BY COUNTY NAME

COUNTY	POPULATION	RANK	FTE	RANK	CPO	
					SALARY	RANK
San Luis Obispo	270,000	26	162.00	26	177,528	24
San Mateo	768,808	15	415.00	14	241,878	4
Santa Barbara	446,499	21	327.50	18	189,571	20
Santa Clara	1,933,383	6	929.00	7	233,864	8
Santa Cruz	276,603	24	128.50	30	217,464	10
Shasta	179,921	32	119.00	33	133,656	42
Sierra	3,000	58	4.00	58	116,000	50
Siskiyou	45,084	46	595.00	11	112,432	52
Solano	447,643	20	189.50	23	196,632	17
Sonoma	499,942	18	275.00	21	187,653	21
Stanislaus	549,815	17	284.00	20	190,611	19
Sutter County	95,733	38	1,040.10	6	140,583	40
Tehama	63,926	42	70.50	40	134,160	41
Trinity	13,400	56	15.00	54	121,907	47
Tulare	465,861	19	410.00	15	152,847	35
Tuolumne	55,000	44	45.90	43	123,760	46
Ventura	850,967	14	444.50	13	214,944	12
Yolo	222,000	29	145.50	29	159,915	29
Yuba	77,031	40	101.00	39	181,512	22

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
COMPARISON BY COUNTY POPULATION

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Los Angeles	10,120,000	1	6,599.00	1	316,642	1
San Diego	3,316,192	2	1,047.00	5	232,253	9
Orange	3,185,968	3	1,269.00	3	215,488	11
Riverside	2,440,124	4	1,093.00	4	244,878	2
San Bernardino	2,140,000	5	1,410.00	2	201,489	14
Santa Clara	1,933,383	6	929.00	7	233,864	8
Alameda	1,666,753	7	560.00	12	237,515	7
Sacramento	1,527,718	8	661.10	9	242,191	3
Contra Costa	1,144,863	9	345.50	17	199,064	15
Fresno	994,400	10	662.00	8	164,814	27
Kern County	896,764	11	620.00	10	143,374	36
San Francisco - Juvenile	883,305	13	254.00	22	239,330	6
San Francisco - Adult	883,305	12	177.62	24	239,356	5
Ventura	850,967	14	444.50	13	214,944	12
San Mateo	768,808	15	415.00	14	241,878	4
San Joaquin County	752,660	16	380.50	16	178,693	23
Stanislaus	549,815	17	284.00	20	190,611	19
Sonoma	499,942	18	275.00	21	187,653	21
Tulare	465,861	19	410.00	15	152,847	35
Solano	447,643	20	189.50	23	196,632	17
Santa Barbara	446,499	21	327.50	18	189,571	20
Monterey	435,776	22	288.00	19	196,163	18
Placer	385,565	23	153.00	28	174,450	25
Santa Cruz	276,603	24	128.50	30	217,464	10
Merced	274,765	25	160.00	27	158,329	30
San Luis Obispo	270,000	26	162.00	26	177,528	24
Marin	260,955	27	111.75	36	202,509	13
Butte	229,207	28	166.00	25	153,876	33
Yolo	222,000	29	145.50	29	159,915	29
El Dorado	190,678	30	113.00	35	166,150	26
Imperial	181,827	31	104.00	38	140,614	39
Shasta	179,921	32	119.00	33	133,656	42
Madera	154,697	33	116.00	34	162,841	28
Kings	151,662	34	123.00	32	141,384	37
Napa	140,973	35	125.00	31	198,931	16
Humboldt	136,174	36	107.90	37	141,190	38
Nevada	99,814	37	48.50	42	154,608	32
Sutter County	95,733	38	1,040.10	6	140,583	40
Mendocino	89,092	39	54.80	41	113,131	51
Yuba	77,031	40	101.00	39	181,512	22

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
COMPARISON BY COUNTY POPULATION

COUNTY	POPULATION	RANK	FTE	RANK	CPO	
					SALARY	RANK
Lake	64,382	41	38.00	45	103,500	54
Tehama	63,926	42	70.50	40	134,160	41
San Benito	59,414	43	36.00	46	126,731	45
Tuolumne	55,000	44	45.90	43	123,760	46
Calaveras	45,642	45	20.00	50	120,099	48
Siskiyou	45,084	46	595.00	11	112,432	52
Amador	37,383	47	18.12	52	153,276	34
Lassen	30,087	48	30.50	47	99,930	56
Glenn	28,122	49	16.00	53	116,738	49
Del Norte	27,812	50	41.00	44	100,931	55
Plumas	22,000	51	12.00	56	81,446	58
Colusa	21,419	52	19.00	51	106,980	53
Inyo	18,546	53	25.00	48	127,116	44
Mariposa	17,269	54	21.00	49	157,899	31
Mono	14,250	55	12.00	55	128,004	43
Trinity	13,400	56	15.00	54	121,907	47
Modoc	9,686	57	5.00	57	87,960	57
Sierra	3,000	58	4.00	58	116,000	50
Alpine	1,200	59	1.00	59	81,072	59

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
COMPARISON BY FTE

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Los Angeles	10,120,000	1	6,599.00	1	316,642	1
San Bernardino	2,140,000	5	1,410.00	2	201,489	14
Orange	3,185,968	3	1,269.00	3	215,488	11
Riverside	2,440,124	4	1,093.00	4	244,878	2
San Diego	3,316,192	2	1,047.00	5	232,253	9
Sutter County	95,733	38	1,040.10	6	140,583	40
Santa Clara	1,933,383	6	929.00	7	233,864	8
Fresno	994,400	10	662.00	8	164,814	27
Sacramento	1,527,718	8	661.10	9	242,191	3
Kern County	896,764	11	620.00	10	143,374	36
Siskiyou	45,084	46	595.00	11	112,432	52
Alameda	1,666,753	7	560.00	12	237,515	7
Ventura	850,967	14	444.50	13	214,944	12
San Mateo	768,808	15	415.00	14	241,878	4
Tulare	465,861	19	410.00	15	152,847	35
San Joaquin County	752,660	16	380.50	16	178,693	23
Contra Costa	1,144,863	9	345.50	17	199,064	15
Santa Barbara	446,499	21	327.50	18	189,571	20
Monterey	435,776	22	288.00	19	196,163	18
Stanislaus	549,815	17	284.00	20	190,611	19
Sonoma	499,942	18	275.00	21	187,653	21
San Francisco - Juvenile	883,305	13	254.00	22	239,330	6
Solano	447,643	20	189.50	23	196,632	17
San Francisco - Adult	883,305	12	177.62	24	239,356	5
Butte	229,207	28	166.00	25	153,876	33
San Luis Obispo	270,000	26	162.00	26	177,528	24
Merced	274,765	25	160.00	27	158,329	30
Placer	385,565	23	153.00	28	174,450	25
Yolo	222,000	29	145.50	29	159,915	29
Santa Cruz	276,603	24	128.50	30	217,464	10
Napa	140,973	35	125.00	31	198,931	16
Kings	151,662	34	123.00	32	141,384	37
Shasta	179,921	32	119.00	33	133,656	42
Madera	154,697	33	116.00	34	162,841	28
El Dorado	190,678	30	113.00	35	166,150	26
Marin	260,955	27	111.75	36	202,509	13
Humboldt	136,174	36	107.90	37	141,190	38
Imperial	181,827	31	104.00	38	140,614	39
Yuba	77,031	40	101.00	39	181,512	22
Tehama	63,926	42	70.50	40	134,160	41

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
COMPARISON BY FTE

COUNTY	POPULATION	RANK	FTE	RANK	CPO	
					SALARY	RANK
Mendocino	89,092	39	54.80	41	113,131	51
Nevada	99,814	37	48.50	42	154,608	32
Tuolumne	55,000	44	45.90	43	123,760	46
Del Norte	27,812	50	41.00	44	100,931	55
Lake	64,382	41	38.00	45	103,500	54
San Benito	59,414	43	36.00	46	126,731	45
Lassen	30,087	48	30.50	47	99,930	56
Inyo	18,546	53	25.00	48	127,116	44
Mariposa	17,269	54	21.00	49	157,899	31
Calaveras	45,642	45	20.00	50	120,099	48
Colusa	21,419	52	19.00	51	106,980	53
Amador	37,383	47	18.12	52	153,276	34
Glenn	28,122	49	16.00	53	116,738	49
Trinity	13,400	56	15.00	54	121,907	47
Mono	14,250	55	12.00	55	128,004	43
Plumas	22,000	51	12.00	56	81,446	58
Modoc	9,686	57	5.00	57	87,960	57
Sierra	3,000	58	4.00	58	116,000	50
Alpine	1,200	59	1.00	59	81,072	59

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
COMPARISON BY CHIEF PROBATION OFFICER SALARY

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Los Angeles	10,120,000	1	6,599.00	1	316,642	1
Riverside	2,440,124	4	1,093.00	4	244,878	2
Sacramento	1,527,718	8	661.10	9	242,191	3
San Mateo	768,808	15	415.00	14	241,878	4
San Francisco - Adult	883,305	12	177.62	24	239,356	5
San Francisco - Juvenile	883,305	13	254.00	22	239,330	6
Alameda	1,666,753	7	560.00	12	237,515	7
Santa Clara	1,933,383	6	929.00	7	233,864	8
San Diego	3,316,192	2	1,047.00	5	232,253	9
Santa Cruz	276,603	24	128.50	30	217,464	10
Orange	3,185,968	3	1,269.00	3	215,488	11
Ventura	850,967	14	444.50	13	214,944	12
Marin	260,955	27	111.75	36	202,509	13
San Bernardino	2,140,000	5	1,410.00	2	201,489	14
Contra Costa	1,144,863	9	345.50	17	199,064	15
Napa	140,973	35	125.00	31	198,931	16
Solano	447,643	20	189.50	23	196,632	17
Monterey	435,776	22	288.00	19	196,163	18
Stanislaus	549,815	17	284.00	20	190,611	19
Santa Barbara	446,499	21	327.50	18	189,571	20
Sonoma	499,942	18	275.00	21	187,653	21
Yuba	77,031	40	101.00	39	181,512	22
San Joaquin County	752,660	16	380.50	16	178,693	23
San Luis Obispo	270,000	26	162.00	26	177,528	24
Placer	385,565	23	153.00	28	174,450	25
El Dorado	190,678	30	113.00	35	166,150	26
Fresno	994,400	10	662.00	8	164,814	27
Madera	154,697	33	116.00	34	162,841	28
Yolo	222,000	29	145.50	29	159,915	29
Merced	274,765	25	160.00	27	158,329	30
Mariposa	17,269	54	21.00	49	157,899	31
Nevada	99,814	37	48.50	42	154,608	32
Butte	229,207	28	166.00	25	153,876	33
Amador	37,383	47	18.12	52	153,276	34
Tulare	465,861	19	410.00	15	152,847	35
Kern County	896,764	11	620.00	10	143,374	36
Kings	151,662	34	123.00	32	141,384	37
Humboldt	136,174	36	107.90	37	141,190	38
Imperial	181,827	31	104.00	38	140,614	39
Sutter County	95,733	38	1,040.10	6	140,583	40

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2019 SALARY SURVEY
 COMPARISON BY CHIEF PROBATION OFFICER SALARY

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Tehama	63,926	42	70.50	40	134,160	41
Shasta	179,921	32	119.00	33	133,656	42
Mono	14,250	55	12.00	55	128,004	43
Inyo	18,546	53	25.00	48	127,116	44
San Benito	59,414	43	36.00	46	126,731	45
Tuolumne	55,000	44	45.90	43	123,760	46
Trinity	13,400	56	15.00	54	121,907	47
Calaveras	45,642	45	20.00	50	120,099	48
Glenn	28,122	49	16.00	53	116,738	49
Sierra	3,000	58	4.00	58	116,000	50
Mendocino	89,092	39	54.80	41	113,131	51
Siskiyou	45,084	46	595.00	11	112,432	52
Colusa	21,419	52	19.00	51	106,980	53
Lake	64,382	41	38.00	45	103,500	54
Del Norte	27,812	50	41.00	44	100,931	55
Lassen	30,087	48	30.50	47	99,930	56
Modoc	9,686	57	5.00	57	87,960	57
Plumas	22,000	51	12.00	56	81,446	58
Alpine	1,200	59	1.00	59	81,072	59

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
EXECUTIVE SALARY

COUNTY	POP RANK	ASSISTANT CHIEF			DEPUTY CHIEF OR 2ND LEVEL OF ASSISTANT CHIEF			3RD LEVEL OF ASSISTANT CHIEF			DEPUTY CHIEF OF ADMINISTRATION		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Alameda	7	148,637	180,357	8	145,434	176,758	7	116,979	142,230	4	145,434	176,758	4
Alpine	59	-	-	N/A	-	-	N/A	-	-	N/A	-	-	N/A
Amador	47	-	-	N/A	96,904	126,846	21	-	-	N/A	-	-	N/A
Butte	28	109,408	146,619	20	88,545	118,684	23	-	-	N/A	-	-	N/A
Calaveras	45	83,096	100,922	31	-	-	N/A	-	-	N/A	-	-	N/A
Colusa	52	88,104	112,812	29	68,904	88,104	30	-	-	N/A	-	-	N/A
Contra Costa	9	119,856	145,692	21	114,072	138,648	15	-	-	N/A	103,044	131,892	12
Del Norte	50	60,568	98,718	34	-	-	N/A	-	-	N/A	51,340	83,678	25
El Dorado	30	98,072	119,226	26	94,099	114,379	24	-	-	N/A	-	-	N/A
Fresno	10	-	-	N/A	79,491	144,474	13	-	-	N/A	79,491	144,474	8
Glenn	49	-	-	N/A	73,819	89,705	29	70,928	86,216	10	-	-	N/A
Humboldt	36	74,859	96,075	35	62,566	80,288	33	-	-	N/A	65,104	83,553	26
Imperial	31	95,256	121,632	25	-	-	N/A	-	-	N/A	-	-	N/A
Inyo	53	-	-	N/A	78,084	94,896	28	-	-	N/A	-	-	N/A
Kern County	11	-	-	N/A	89,710	109,533	26	-	-	N/A	-	-	N/A
Kings	34	-	-	N/A	89,916	109,680	25	-	-	N/A	-	-	N/A
Lake	41	66,708	81,096	38	56,730	68,956	36	-	-	N/A	-	-	N/A
Lassen	48	-	-	N/A	63,624	76,824	34	-	-	N/A	48,072	57,924	28
Los Angeles	1	183,514	277,764	1	158,800	240,357	1	137,414	207,988	1	147,721	223,588	2
Madera	33	-	-	N/A	84,483	102,690	27	-	-	N/A	-	-	N/A
Marin	27	142,085	157,394	16	-	-	N/A	-	-	N/A	111,342	135,283	10
Mariposa	54	73,364	89,174	36	-	-	N/A	-	-	N/A	-	-	N/A
Mendocino	39	83,117	101,026	30	71,822	87,277	31	-	-	N/A	71,822	87,277	24
Merced	25	106,933	130,062	24	-	-	N/A	-	-	N/A	94,182	114,504	19
Modoc	57	52,260	66,708	39	-	-	N/A	-	-	N/A	-	-	N/A
Mono	55	-	-	N/A	-	-	N/A	-	-	N/A	56,607	68,806	27

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
EXECUTIVE SALARY

COUNTY	POP RANK	ASSISTANT CHIEF			DEPUTY CHIEF OR 2ND LEVEL OF ASSISTANT CHIEF			3RD LEVEL OF ASSISTANT CHIEF			DEPUTY CHIEF OF ADMINISTRATION		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Monterey	22	115,308	157,488	15	-	-	N/A	-	-	N/A	-	-	N/A
Napa	35	128,232	155,875	17	110,781	134,638	17	-	-	N/A	-	-	N/A
Nevada	37	-	-	N/A	-	-	N/A	-	-	N/A	85,977	104,960	21
Orange	3	-	-	N/A	125,154	237,349	2	-	-	N/A	-	-	N/A
Placer	23	117,187	142,438	22	-	-	N/A	-	-	N/A	86,694	105,352	20
Plumas	51	-	-	N/A	-	-	N/A	-	-	N/A	-	-	N/A
Riverside	4	126,857	227,890	3	104,960	169,303	8	-	-	N/A	98,175	158,388	7
Sacramento	8	175,267	193,244	6	143,446	158,166	10	108,388	131,753	6	-	-	N/A
San Benito	43	92,727	118,414	27	-	-	N/A	-	-	N/A	-	-	N/A
San Bernardino	5	120,224	164,195	12	109,366	149,156	12	87,401	120,473	8	-	-	N/A
San Diego	2	112,674	222,893	4	97,947	207,875	3	-	-	N/A	85,738	167,752	5
San Francisco - Adult	12	-	-	N/A	124,202	192,764	5	107,302	166,504	2	-	-	N/A
San Francisco - Juvenile	13	154,414	239,486	2	-	-	N/A	108,368	138,346	5	154,414	232,518	1
San Joaquin County	16	120,973	147,014	19	109,720	133,349	18	86,798	105,539	9	109,720	133,349	11
San Luis Obispo	26	124,176	150,946	18	110,843	134,722	16	-	-	N/A	101,837	123,781	16
San Mateo	15	144,411	180,540	7	130,954	163,713	9	-	-	N/A	130,954	163,713	6
Santa Barbara	21	-	-	N/A	120,577	176,926	6	-	-	N/A	120,577	176,926	3
Santa Clara	6	166,726	213,900	5	151,569	194,455	4	-	-	N/A	-	-	N/A
Santa Cruz	24	120,494	161,366	14	-	-	N/A	-	-	N/A	93,579	124,966	15
Shasta	32	77,376	98,760	33	-	-	N/A	-	-	N/A	73,692	94,056	22
Sierra	58	-	-	N/A	-	-	N/A	-	-	N/A	-	-	N/A
Siskiyou	46	66,911	85,395	37	57,799	76,767	35	-	-	N/A	-	-	N/A
Solano	20	134,808	163,860	13	104,858	127,456	20	122,553	148,963	3	94,345	114,676	18
Sonoma	18	-	-	N/A	117,254	142,529	14	-	-	N/A	106,109	128,963	13
Stanislaus	17	110,947	166,400	10	-	-	N/A	80,537	120,806	7	-	-	N/A
Sutter County	38	-	-	N/A	85,378	120,971	22	-	-	N/A	90,351	127,215	14

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
EXECUTIVE SALARY

COUNTY	POP RANK	ASSISTANT CHIEF			DEPUTY CHIEF OR 2ND LEVEL OF ASSISTANT CHIEF			3RD LEVEL OF ASSISTANT CHIEF			DEPUTY CHIEF OF ADMINISTRATION		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Tehama	42	-	-	N/A	67,692	86,862	32	-	-	N/A	-	-	N/A
Trinity	56	74,077	99,270	32	-	-	N/A	-	-	N/A	68,134	91,306	23
Tulare	19	114,531	171,799	9	85,899	128,848	19	-	-	N/A	-	-	N/A
Tuolumne	44	96,429	117,728	28	-	-	N/A	-	-	N/A	-	-	N/A
Ventura	14	-	-	N/A	108,783	152,311	11	-	-	N/A	100,365	140,526	9
Yolo	29	115,730	140,691	23	-	-	N/A	-	-	N/A	97,671	118,724	17
Yuba	40	103,380	164,376	11	-	-	N/A	-	-	N/A	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
MANAGER SALARY

COUNTY	POP RANK	MANAGER III			MANAGER II			MANAGER I		
		HIGHEST LEVEL OF MANAGER MIN	MAX	RANK	2ND HIGHEST LEVEL OF MANAGER MIN	MAX	RANK	3RD HIGHEST LEVEL OF MANAGER MIN	MAX	RANK
Alameda	7	131,269	159,328	6	107,078	130,208	5	-	-	N/A
Alpine	59	-	-	N/A	-	-	N/A	-	-	N/A
Amador	47	-	-	N/A	-	-	N/A	-	-	N/A
Butte	28	70,907	95,014	31	-	-	N/A	-	-	N/A
Calaveras	45	-	-	N/A	-	-	N/A	-	-	N/A
Colusa	52	-	-	N/A	-	-	N/A	-	-	N/A
Contra Costa	9	98,520	119,748	22	-	-	N/A	-	-	N/A
Del Norte	50	52,321	85,276	38	-	-	N/A	-	-	N/A
El Dorado	30	99,320	120,723	20	74,485	90,522	18	-	-	N/A
Fresno	10	66,976	85,696	36	-	-	N/A	-	-	N/A
Glenn	49	70,200	85,322	37	-	-	N/A	-	-	N/A
Humboldt	36	56,617	72,654	42	-	-	N/A	-	-	N/A
Imperial	31	77,496	98,976	30	60,732	77,592	20	57,012	72,816	10
Inyo	53	53,328	64,800	43	-	-	N/A	-	-	N/A
Kern County	11	72,758	88,186	34	67,184	82,104	19	-	-	N/A
Kings	34	61,572	87,696	35	-	-	N/A	-	-	N/A
Lake	41	-	-	N/A	-	-	N/A	-	-	N/A
Lassen	48	-	-	N/A	-	-	N/A	-	-	N/A
Los Angeles	1	118,905	179,973	2	102,895	155,741	3	84,336	104,772	6
Madera	33	-	-	N/A	-	-	N/A	-	-	N/A
Marin	27	124,550	138,050	13	-	-	N/A	-	-	N/A
Mariposa	54	-	-	N/A	-	-	N/A	-	-	N/A
Mendocino	39	-	-	N/A	-	-	N/A	-	-	N/A
Merced	25	82,971	100,838	29	-	-	N/A	-	-	N/A
Modoc	57	-	-	N/A	-	-	N/A	-	-	N/A
Mono	55	64,650	78,583	39	58,570	71,192	21	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
MANAGER SALARY

COUNTY	POP RANK	MANAGER III			MANAGER II			MANAGER I		
		HIGHEST LEVEL OF MANAGER MIN	MAX	RANK	2ND HIGHEST LEVEL OF MANAGER MIN	MAX	RANK	3RD HIGHEST LEVEL OF MANAGER MIN	MAX	RANK
Monterey	22	100,800	137,592	14	87,720	119,712	8	-	-	N/A
Napa	35	105,498	128,190	18	-	-	N/A	-	-	N/A
Nevada	37	101,359	123,739	19	-	-	N/A	-	-	N/A
Orange	3	99,112	174,034	4	79,269	140,878	4	56,992	113,298	3
Placer	23	94,557	114,920	25	-	-	N/A			N/A
Plumas	51	-	-	N/A	-	-	N/A	-	-	N/A
Riverside	4	84,609	136,440	15	74,056	119,354	9	-	-	N/A
Sacramento	8	106,175	128,809	17	-	-	N/A	-	-	N/A
San Benito	43	72,623	92,701	33	74,434	99,769	15	66,526	89,173	7
San Bernardino	5	101,899	145,662	8	80,267	110,572	12	79,268	109,158	5
San Diego	2	80,829	162,781	5	-	-	N/A	-	-	N/A
San Francisco - Adult	12	143,806	223,132	1	124,202	192,764	1	115,232	178,724	1
San Francisco - Juvenile	13	120,588	178,256	3	116,376	180,518	2	108,368	168,168	2
San Joaquin County	16	85,530	103,979	27	-	-	N/A	-	-	N/A
San Luis Obispo	26	-	-	N/A	-	-	N/A	-	-	N/A
San Mateo	15	113,149	141,458	9	97,778	122,218	7	-	-	N/A
Santa Barbara	21	96,435	140,945	10	-	-	N/A	-	-	N/A
Santa Clara	6	126,666	154,007	7	-	-	N/A	-	-	N/A
Santa Cruz	24	103,542	138,278	12	88,837	118,643	10	-	-	N/A
Shasta	32	61,524	78,516	40	-	-	N/A	-	-	N/A
Sierra	58	-	-	N/A	-	-	N/A	-	-	N/A
Siskiyou	46	-	-	N/A	-	-	N/A	-	-	N/A
Solano	20	99,155	120,524	21	95,325	115,868	11	66,763	81,151	8
Sonoma	18	95,319	115,856	24	86,615	105,295	14	-	-	N/A
Stanislaus	17	71,261	106,870	26	63,003	94,494	17	-	-	N/A
Sutter County	38	-	-	N/A	-	-	N/A	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
MANAGER SALARY

COUNTY	POP RANK	MANAGER III HIGHEST LEVEL OF MANAGER			MANAGER II 2ND HIGHEST LEVEL OF MANAGER			MANAGER I 3RD HIGHEST LEVEL OF MANAGER		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Tehama	42	58,860	75,348	41	50,772	64,968	22	-	-	N/A
Trinity	56	-	-	N/A	-	-	N/A	-	-	N/A
Tulare	19	76,404	93,117	32	-	-	N/A	-	-	N/A
Tuolumne	44	84,282	102,898	28	79,394	96,928	16	63,440	77,438	9
Ventura	14	94,061	131,698	16	-	-	N/A	-	-	N/A
Yolo	29	98,493	119,718	23	87,205	106,002	13	-	-	N/A
Yuba	40	87,432	139,017	11	76,932	122,322	6	69,804	110,988	4

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
SUPERVISING PROBATION OFFICER SALARY

COUNTY	POP RANK	SUPERVISOR III			SUPERVISOR II			SUPERVISOR I		
		HIGHEST LEVEL OF SUPERVISOR MIN	MAX	RANK	2ND HIGHEST LEVEL OF SUPERVISOR MIN	MAX	RANK	3RD HIGHEST LEVEL OF SUPERVISOR MIN	MAX	RANK
Alameda	7	105,872	127,587	3	-	-	N/A	-	-	N/A
Alpine	59	-	-	N/A	-	-	N/A	-	-	N/A
Amador	47	72,203	94,503	25	-	-	N/A	-	-	N/A
Butte	28	61,900	82,950	36	-	-	N/A	-	-	N/A
Calaveras	45	72,051	87,589	30	-	-	N/A	-	-	N/A
Colusa	52	56,460	72,360	41	-	-	N/A	-	-	N/A
Contra Costa	9	86,724	105,408	12	-	-	N/A	-	-	N/A
Del Norte	50	52,321	85,276	34	43,047	65,633	7	-	-	N/A
El Dorado	30	76,710	93,226	26	-	-	N/A	-	-	N/A
Fresno	10	60,788	77,766	38	-	-	N/A	-	-	N/A
Glenn	49	58,677	71,302	42	-	-	N/A	-	-	N/A
Humboldt	36	-	-	N/A	-	-	N/A	-	-	N/A
Imperial	31	62,748	80,664	37	42,228	53,988	9	-	-	N/A
Inyo	53	-	-	N/A	-	-	N/A	-	-	N/A
Kern County	11	62,338	76,107	40	-	-	N/A	-	-	N/A
Kings	34	52,248	76,262	39	-	-	N/A	-	-	N/A
Lake	41	50,482	61,360	49	-	-	N/A	-	-	N/A
Lassen	48	50,364	60,708	50	-	-	N/A	-	-	N/A
Los Angeles	1	74,381	97,552	21	-	-	N/A	-	-	N/A
Madera	33	70,678	85,910	32	-	-	N/A	63,895	77,665	4
Marin	27	101,816	112,840	6	-	-	N/A	-	-	N/A
Mariposa	54	-	-	N/A	-	-	N/A	-	-	N/A
Mendocino	39	55,162	70,429	44	-	-	N/A	-	-	N/A
Merced	25	73,757	89,710	28	-	-	N/A	-	-	N/A
Modoc	57	-	-	N/A	-	-	N/A	-	-	N/A
Mono	55	-	-	N/A	-	-	N/A	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
SUPERVISING PROBATION OFFICER SALARY

COUNTY	POP RANK	SUPERVISOR III			SUPERVISOR II			SUPERVISOR I		
		HIGHEST LEVEL OF SUPERVISOR MIN	MAX	RANK	2ND HIGHEST LEVEL OF SUPERVISOR MIN	MAX	RANK	3RD HIGHEST LEVEL OF SUPERVISOR MIN	MAX	RANK
Monterey	22	69,420	94,776	24	-	-	N/A	-	-	N/A
Napa	35	89,066	106,829	9	-	-	N/A	-	-	N/A
Nevada	37	73,915	90,235	27	-	-	N/A	-	-	N/A
Orange	3	76,440	102,627	16	62,171	83,782	5	-	-	N/A
Placer	23	89,398	108,659	8	-	-	N/A	77,730	94,494	2
Plumas	51	74,701	119,822	4	-	-	N/A	49,140	59,796	6
Riverside	4	69,045	95,203	23	-	-	N/A	-	-	N/A
Sacramento	8	92,874	112,856	5	-	-	N/A	-	-	N/A
San Benito	43	67,280	85,753	33	-	-	N/A	-	-	N/A
San Bernardino	5	72,737	100,152	18	71,384	98,217	1	60,444	87,256	3
San Diego	2	77,875	101,878	17	-	-	N/A	-	-	N/A
San Francisco - Adult	12	105,820	128,622	2	-	-	N/A	-	-	N/A
San Francisco - Juvenile	13	-	-	N/A	-	-	N/A	-	-	N/A
San Joaquin County	16	72,093	87,651	29	61,672	74,963	6	-	-	N/A
San Luis Obispo	26	81,120	98,613	19	-	-	N/A	-	-	N/A
San Mateo	15	-	-	N/A	-	-	N/A	-	-	N/A
Santa Barbara	21	85,159	109,292	7	-	-	N/A	-	-	N/A
Santa Clara	6	114,099	138,695	1	-	-	N/A	-	-	N/A
Santa Cruz	24	83,574	104,832	14	-	-	N/A	-	-	N/A
Shasta	32	53,412	68,712	46	-	-	N/A	-	-	N/A
Sierra	58	-	59,568	51	79,824	-	N/A	-	-	N/A
Siskiyou	46	51,105	65,228	48	-	-	N/A	-	-	N/A
Solano	20	86,689	105,372	13	76,898	93,470	2	-	-	N/A
Sonoma	18	87,012	105,754	10	72,799	88,473	3	-	-	N/A
Stanislaus	17	71,136	86,486	31	-	-	N/A	-	-	N/A
Sutter County	38	70,106	98,341	20	-	-	N/A	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
SUPERVISING PROBATION OFFICER SALARY

COUNTY	POP RANK	SUPERVISOR III			SUPERVISOR II			SUPERVISOR I		
		HIGHEST LEVEL OF SUPERVISOR			2ND HIGHEST LEVEL OF SUPERVISOR			3RD HIGHEST LEVEL OF SUPERVISOR		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Tehama	42	53,808	68,832	45	48,744	62,388	8	47,688	60,984	5
Trinity	56	52,815	70,777	43	-	-	N/A	-	-	N/A
Tulare	19		65,889	47	80,302	52,441	10	63,912		N/A
Tuolumne	44	69,389	84,718	35	-	-	N/A	-	-	N/A
Ventura	14	73,946	103,534	15	-	-	N/A	-	-	N/A
Yolo	29	78,400	95,295	22	70,092	85,197	4	-	-	N/A
Yuba	40	66,480	105,703	11	-	-	N/A	60,840	96,736	1

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
DEPUTY PROBATION OFFICER SALARY

COUNTY	POP	DPO III			DPO II			DPO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Alameda	7	92,892	112,632	3	83,865	102,419	3	76,065	92,892	3
Alpine	59	-	-	N/A	-	-	N/A	-	-	N/A
Amador	47	65,688	85,984	18	57,420	75,168	21	47,460	62,118	22
Butte	28	54,704	73,320	32	49,545	66,393	35	42,723	57,262	33
Calaveras	45	62,234	75,712	29	52,702	64,085	38	44,866	54,517	38
Colusa	52	-	-	N/A	48,660	62,364	43	44,064	56,460	34
Contra Costa	9	70,968	86,268	17	66,480	80,808	16	47,904	58,224	30
Del Norte	50	45,095	68,811	42	43,047	65,633	37	39,238	59,725	28
El Dorado	30	59,114	71,864	34	55,037	66,893	31	49,317	59,966	27
Fresno	10	59,332	75,894	28	47,632	68,718	28	40,248	51,454	46
Glenn	49	51,293	62,358	48	46,446	56,451	51	42,037	51,085	48
Humboldt	36	51,750	66,414	43	47,548	61,027	45	40,539	52,020	44
Imperial	31	57,252	73,152	33	52,164	66,624	34	40,464	51,720	45
Inyo	53	58,788	71,520	35	54,828	66,684	33	51,036	61,944	24
Kern County	11	56,701	69,222	40	51,584	62,962	41	44,179	53,934	39
Kings	34	56,580	69,036	41	51,204	62,484	42	44,112	53,832	40
Lake	41	46,925	57,034	52	43,597	52,998	54	39,541	48,069	51
Lassen	48	-	-	N/A	41,988	50,496	55	36,612	46,032	52
Los Angeles	1	-	-	N/A	63,528	87,954	10	53,716	66,730	19
Madera	33	57,829	70,292	38	52,339	63,619	40	45,066	54,778	37
Marin	27	82,035	99,778	7	78,021	94,848	6	61,152	74,339	11
Mariposa	54	61,903	75,250	30	54,918	66,751	32	49,762	57,606	32
Mendocino	39	50,045	63,877	46	45,386	57,928	49	41,142	52,520	42
Merced	25	58,011	70,574	36	50,066	60,932	46	45,406	55,224	36
Modoc	57	-	-	N/A	37,212	47,508	56	33,864	43,224	54
Mono	55	53,061	64,496	45	48,071	58,431	48	-	-	N/A
Monterey	22	70,116	95,700	9	66,708	91,068	9	57,156	78,024	9

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
DEPUTY PROBATION OFFICER SALARY

COUNTY	POP	DPO III			DPO II			DPO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Napa	35	77,917	93,163	11	72,363	86,840	12	60,373	79,352	8
Nevada	37	66,893	81,668	23	60,547	73,915	26	54,798	66,898	18
Orange	3	68,432	92,061	12	64,938	87,422	11	61,381	82,742	7
Placer	23	77,730	94,494	10	67,746	82,326	14	59,176	71,926	14
Plumas	51	55,733	78,446	25	41,564	73,060	27	35,580	43,296	53
Riverside	4	60,747	83,712	21	54,286	74,830	23	43,683	62,035	23
Sacramento	8	84,940	103,231	6	76,546	93,020	7	-	-	N/A
San Benito	43	61,052	77,841	26	58,145	74,134	25	48,014	64,074	21
San Bernardino	5	61,651	84,240	20	57,336	78,312	18	45,884	61,110	25
San Diego	2	-	-	N/A	68,432	85,259	13	62,067	77,355	10
San Francisco - Adult	12	-	-	N/A	-	-	N/A	71,136	115,362	2
San Francisco - Juvenile	13	116,324	141,362	1	105,820	128,622	1	71,136	115,362	1
San Joaquin County	16	61,381	74,589	31	55,682	67,662	30	48,547	59,030	29
San Luis Obispo	26	73,986	89,939	14	67,621	8,202	57	60,861	73,965	13
San Mateo	15	85,216	106,556	5	80,577	100,691	4	72,174	90,228	5
Santa Barbara	21	77,050	98,690	8	72,286	92,465	8	-	-	N/A
Santa Clara	6	100,504	122,204	2	89,382	108,647	2	74,992	91,162	4
Santa Cruz	24	86,965	109,096	4	76,918	97,386	5	69,618	88,171	6
Shasta	32	48,444	61,836	50	45,012	61,836	44	40,836	52,116	43
Sierra	58	52,164	69,907	39	49,368	66,157	36	41,652	55,829	35
Siskiyou	46	48,817	62,337	49	44,137	56,347	52	38,688	49,420	50
Solano	20	75,382	91,627	13	65,478	79,589	17	56,679	68,894	17
Sonoma	18	73,341	89,162	15	64,075	77,891	19	58,210	70,733	15
Stanislaus	17	62,608	76,107	27	56,097	68,203	29	49,795	60,549	26
Sutter County	38	59,937	85,252	19	53,871	75,568	20	48,220	69,452	16
Tehama	42	48,744	62,388	47	45,288	57,924	50	42,024	53,784	41
Trinity	56	45,492	60,964	51	41,183	55,189	53	37,282	49,962	49

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2019 SALARY SURVEY
 DEPUTY PROBATION OFFICER SALARY

COUNTY	POP	DPO III			DPO II			DPO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Tulare	19	53,862	65,643	44	48,772	59,439	47	42,024	51,215	47
Tuolumne	44	57,699	70,429	37	52,208	63,752	39	47,258	57,699	31
Ventura	14	63,747	83,270	22	49,942	75,165	22	-	-	N/A
Yolo	29	65,587	79,733	24	60,971	74,157	24	54,645	66,415	20
Yuba	40	55,668	88,512	16	50,976	81,052	15	46,644	74,164	12

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SAVINGS
JUVENILE CORRECTIONS OFFICER SALARY

COUNTY	POP	JCO III			JCO II			JCO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Alameda	7	-	-	N/A	65,436	79,414	7	58,676	70,907	6
Alpine	59	-	-	N/A	-	-	N/A	-	-	N/A
Amador	47	-	-	N/A	-	-	N/A	-	-	N/A
Butte	28	-	-	N/A	42,723	57,262	27	38,708	51,896	27
Calaveras	45	-	-	N/A	-	-	N/A	-	-	N/A
Colusa	52	-	-	N/A	-	-	N/A	-	-	N/A
Contra Costa	9	66,420	80,724	12	62,520	75,996	11	47,052	57,204	18
Del Norte	50	39,238	59,725	30	34,984	53,125	33	33,417	50,694	28
El Dorado	30	53,186	64,646	26	49,483	60,154	25	44,366	53,955	23
Fresno	10	53,404	64,922	25	46,384	56,368	29	37,882	46,046	36
Glenn	49	-	-	N/A	-	-	N/A	-	-	N/A
Humboldt	36	40,331	51,750	38	36,504	46,841	42	33,030	42,390	40
Imperial	31	33,744	43,092	41	-	-	N/A	-	-	N/A
Inyo	53	47,568	57,804	32	45,396	55,188	30	43,332	52,632	26
Kern County	11	50,814	62,026	29	45,074	55,037	31	39,790	48,589	32
Kings	34	47,304	57,696	33	42,804	52,248	35	38,748	47,304	34
Lake	41	-	-	N/A	-	-	N/A	-	-	N/A
Lassen	48	40,014	48,216	40	40,104	48,216	39	36,612	43,968	39
Los Angeles	1	70,803	92,862	4	61,828	76,804	10	54,920	64,628	8
Madera	33	46,900	57,007	34	42,448	51,595	36	36,549	44,425	38
Marin	27	73,112	88,691	6	65,707	79,789	6	52,894	64,230	9
Mariposa	54	-	-	N/A	-	-	N/A	49,202	59,806	13
Mendocino	39	45,386	57,928	31	37,353	47,570	40	-	-	N/A
Merced	25	45,406	55,224	36	41,184	50,066	38	37,336	45,406	37
Modoc	57	-	-	N/A	-	-	N/A	-	-	N/A
Mono	55	-	-	N/A	-	-	N/A	-	-	N/A
Monterey	22	63,132	86,136	7	57,996	79,188	8	49,716	67,800	7

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SAVINGS
JUVENILE CORRECTIONS OFFICER SALARY

COUNTY	POP	JCO III			JCO II			JCO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Napa	35	70,970	84,843	8	65,499	78,371	9	59,946	71,448	5
Nevada	37	55,551	67,816	21	50,272	61,378	22	45,504	55,551	21
Orange	3	54,288	73,132	18	51,418	69,264	15	47,403	63,877	12
Placer	23	67,746	82,326	11	59,176	71,926	12	52,811	64,189	10
Plumas	51	-	-	N/A	-	-	N/A	-	-	N/A
Riverside	4	48,994	65,771	23	44,970	60,354	23	42,622	52,789	24
Sacramento	8	65,981	84,209	10	-	-	N/A	-	-	N/A
San Benito	43	47,249	63,339	28	40,823	54,710	32	37,020	49,609	31
San Bernardino	5	49,504	68,036	20	47,153	64,792	21	37,086	49,816	30
San Diego	2	-	-	N/A	53,248	66,331	18	42,910	56,118	20
San Francisco - Adult	12	-	-	N/A	-	-	N/A	-	-	N/A
San Francisco - Juvenile	13	85,566	104,026	2	79,560	96,668	2	66,092	80,314	2
San Joaquin County	16	55,120	66,997	22	49,504	60,174	24	44,470	54,059	22
San Luis Obispo	26	63,710	77,438	15	51,406	70,346	13	52,582	63,898	11
San Mateo	15	72,757	90,936	5	65,435	81,825	4	57,989	72,466	4
Santa Barbara	21	66,277	84,611	9	63,463	80,929	5	-	-	N/A
Santa Clara	6	91,894	111,692	1	84,592	102,812	1	72,696	88,402	1
Santa Cruz	24	75,525	95,493	3	69,410	87,859	3	63,024	79,747	3
Shasta	32	40,836	52,116	37	37,032	47,268	41	35,280	35,280	43
Sierra	58	-	-	N/A	-	-	N/A	-	-	N/A
Siskiyou	46	-	-	N/A	33,612	42,889	44	30,430	38,896	42
Solano	20	65,478	79,589	13	56,679	68,894	16	49,093	59,672	15
Sonoma	18	65,358	79,436	14	57,125	69,439	14	48,317	58,752	16
Stanislaus	17	53,539	65,083	24	47,008	57,158	28	41,018	49,878	29
Sutter County	38	-	-	N/A	-	-	N/A	-	-	N/A
Tehama	42	-	-	N/A	41,052	52,596	34	37,248	47,688	33
Trinity	56	36,548	48,978	39	33,086	44,339	43	29,953	40,139	41

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2019 SALARY SAVINGS
 JUVENILE CORRECTIONS OFFICER SALARY

COUNTY	POP RANK	JCO III			JCO II			JCO I		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Tulare	19	45,353	55,273	35	42,310	51,565	37	38,314	46,694	35
Tuolumne	44	52,749	64,397	27	47,736	58,282	26	43,202	52,749	25
Ventura	14	60,324	75,040	17	57,451	65,356	19	44,569	59,702	14
Yolo	29	56,382	68,533	19	53,640	65,207	20	46,784	56,857	19
Yuba	40	48,480	77,088	16	41,832	66,513	17	36,096	57,393	17

CHIEF PROBATION OFFICERS OF CALIFORNIA
2019 SALARY SURVEY
PROBATION ASSISTANT SALARY

COUNTY	POP RANK	PROBATION ASSISTANT		
		MIN	MAX	RANK
Alameda	7	57,803	70,366	6
Alpine	59	42,324	51,432	18
Amador	47	38,544	50,446	20
Butte	28	35,464	47,528	26
Calaveras	45	33,384	40,622	37
Colusa	52	31,200	39,888	39
Contra Costa	9	-	-	N/A
Del Norte	50	-	-	N/A
El Dorado	30	39,582	48,110	25
Fresno	10	32,136	43,888	31
Glenn	49	-	-	N/A
Humboldt	36	-	-	N/A
Imperial	31	32,304	41,304	35
Inyo	53	51,036	61,944	9
Kern County	11	-	-	N/A
Kings	34	38,004	46,368	27
Lake	41	33,301	40,498	38
Lassen	48	34,980	41,988	34
Los Angeles	1	85,809	112,548	1
Madera	33	31,858	44,973	29
Marin	27	-	-	N/A
Mariposa	54	40,446	49,159	23
Mendocino	39	-	-	N/A
Merced	25	40,394	49,109	24
Modoc	57	-	-	N/A
Mono	55	43,550	52,935	16
Monterey	22	38,232	52,212	17
Napa	35	-	-	N/A
Nevada	37	45,504	61,378	10
Orange	3	-	-	N/A
Placer	23	47,341	57,533	13
Plumas	51	35,714	45,628	28
Riverside	4	30,138	49,930	22
Sacramento	8	62,055	62,055	8
San Benito	43	37,387	50,108	21
San Bernardino	5	-	-	N/A
San Diego	2	41,205	50,648	19
San Francisco - Adult	12	57,486	69,862	7
San Francisco - Juvenile	13	58,032	70,538	5
San Joaquin County	16	27,986	34,008	42

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2019 SALARY SURVEY
 PROBATION ASSISTANT SALARY

COUNTY	POP RANK	PROBATION ASSISTANT		
		MIN	MAX	RANK
San Luis Obispo	26	-	-	N/A
San Mateo	15	-	-	N/A
Santa Barbara	21	-	-	N/A
Santa Clara	6	70,435	99,621	2
Santa Cruz	24	61,110	77,293	4
Shasta	32	34,752	44,352	30
Sierra	58	-	-	N/A
Siskiyou	46	32,843	40,872	36
Solano	20	-	-	N/A
Sonoma	18	44,936	54,641	15
Stanislaus	17	-	-	N/A
Sutter County	38	41,118	59,440	12
Tehama	42	33,108	42,336	33
Trinity	56	28,892	38,718	40
Tulare	19	35,612	43,402	32
Tuolumne	44	30,160	36,837	41
Ventura	14	60,288	84,412	3
Yolo	29	45,510	55,318	14
Yuba	40	38,076	60,541	11