

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
CURRENT ANNUAL CHIEF SALARY BY COUNTY

COUNTY	CPO SALARY	RANK
Alameda	238,214	11
Amador	153,920	38
Butte	165,000	33
Calaveras	130,585	50
Colusa	133,020	48
Contra Costa	254,062	7
Del Norte	123,876	52
El Dorado	203,362	18
Fresno	182,854	26
Glenn	139,880	47
Humboldt	159,120	36
Imperial	143,708	45
Inyo	145,824	43
Kern	181,918	28
Kings	151,384	40
Lake	131,118	49
Lassen	163,873	34
Los Angeles	345,044	1
Marin	216,320	16
Mariposa	142,792	46
Mendocino	154,565	37
Merced	176,467	29
Modoc	108,367	56
Mono	150,023	41
Monterey	194,511	20
Napa	192,774	22
Nevada	159,515	35
Orange	257,504	5
Placer	192,920	21
Plumas	119,454	55
Riverside County	245,159	9
Sacramento	256,589	6
San Benito	175,179	30
San Bernardino	225,160	15
San Diego	252,013	8
San Francisco Adult	280,488	2
San Joaquin	182,203	27
San Luis Obispo	199,867	19
San Mateo	274,892	3
Santa Barbara	204,048	17

CHIEF PROBATION OFFICERS OF CALIFORNIA  
 2022 SALARY SURVEY  
 CURRENT ANNUAL CHIEF SALARY BY COUNTY

COUNTY	CPO SALARY	RANK
Santa Clara	263,216	4
Santa Cruz	239,366	10
Shasta	172,444	31
Sierra	123,352	53
Siskiyou	120,515	54
Solano	236,795	12
Sonoma	189,165	24
Stanislaus	192,254	23
Sutter County	153,533	39
Tehama	145,571	44
Trinity	125,592	51
Tulare	167,191	32
Tuolumne	147,930	42
Ventura	230,342	13
Yolo	188,684	25
Yuba	229,584	14

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
CURRENT ANNUAL CHIEF SALARY BY RANK

COUNTY	CPO SALARY	RANK
Los Angeles	345,044	1
San Francisco Adult	280,488	2
San Mateo	274,892	3
Santa Clara	263,216	4
Orange	257,504	5
Sacramento	256,589	6
Contra Costa	254,062	7
San Diego	252,013	8
Riverside County	245,159	9
Santa Cruz	239,366	10
Alameda	238,214	11
Solano	236,795	12
Ventura	230,342	13
Yuba	229,584	14
San Bernardino	225,160	15
Marin	216,320	16
Santa Barbara	204,048	17
El Dorado	203,362	18
San Luis Obispo	199,867	19
Monterey	194,511	20
Placer	192,920	21
Napa	192,774	22
Stanislaus	192,254	23
Sonoma	189,165	24
Yolo	188,684	25
Fresno	182,854	26
San Joaquin	182,203	27
Kern	181,918	28
Merced	176,467	29
San Benito	175,179	30
Shasta	172,444	31
Tulare	167,191	32
Butte	165,000	33
Lassen	163,873	34
Nevada	159,515	35
Humboldt	159,120	36
Mendocino	154,565	37
Amador	153,920	38
Sutter County	153,533	39
Kings	151,384	40

CHIEF PROBATION OFFICERS OF CALIFORNIA  
 2022 SALARY SURVEY  
 CURRENT ANNUAL CHIEF SALARY BY RANK

COUNTY	CPO SALARY	RANK
Mono	150,023	41
Tuolumne	147,930	42
Inyo	145,824	43
Tehama	145,571	44
Imperial	143,708	45
Mariposa	142,792	46
Glenn	139,880	47
Colusa	133,020	48
Lake	131,118	49
Calaveras	130,585	50
Trinity	125,592	51
Del Norte	123,876	52
Sierra	123,352	53
Siskiyou	120,515	54
Plumas	119,454	55
Modoc	108,367	56

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 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										2.62%	62		2.43%	65		2.50%	67		Yes - All
Amador	2.00%	55	9.00%	2.00%	60	9.00%				2.00%	62	9.00%							Yes - Non-sworn Only
Butte	2.00%	55	27.59%							2.00%	62	27.59%							Yes - All
Calaveras	2.00%	62	10.22%																No - Neither sworn nor non-sworn
San Francisco Adult	2.30%	65	18.24%	2.30%	62	18.24%	2.30%	60	18.24%										Yes - Non-sworn Only
Colusa	3.00%	60	11.55%							2.00%	62	11.55%							Yes - All
Contra Costa	2.00%	55	40.00%							2.50%	67	22.00%							Yes - Non-sworn Only
Del Norte	2.00%	55	7.36%							2.00%	62	7.11%							Yes - All
El Dorado																			No - Neither sworn nor non-sworn
Fresno	2.00%	55	58.96%	2.00%	55	58.52%	2.50%	55	61.98%	1.00%	52	47.81%							Yes - All
Glenn	2.50%	55								2.50%	55								Yes - All
Humboldt																			Yes - All
Imperial	2.00%	50	21.98%							1.00%	52	18.34%							No - Neither sworn nor non-sworn
Inyo	2.00%	55	7.00%							2.00%	62	0.00%							Yes - All
Kern																			Yes - All
Kings	2.00%	55	23.09%							2.00%	62	23.09%							Yes - Non-sworn Only
Lake	2.00%	55								2.00%	62								Yes - All
Lassen																			Yes - All
Los Angeles	2.00%	61	18.51%	2.00%	65	19.84%	0.00%	0	0.00%	2.00%	62	18.53%	0.00%	0	0.00%	0.00%	0	0.00%	No - Neither sworn nor non-sworn
Marin	2.00%	61.25	20.91%	2.00%	55	20.28%				2.00%	62	17.48%							Yes - All
Mariposa																			Yes - All
Mendocino	2.00%	57	43.00%	2.00%	61.25	43.00%	2.00%	58.5	47.13%	2.50%	67	39.49%							Yes - All
Merced	2.43%	65	44.48%	3.00%	60	45.64%	3.00%	60	49.95%	2.50%	67	41.58%							Yes - All
Modoc																			Yes - All
Mono	2.70%	55	10.93%	2.50%	55	10.93%				2.00%	62	10.93%							No - Neither sworn nor non-sworn

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 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	
Monterey	2.00%	55	19.27%							2.00%	62	19.27%							Yes - Non-sworn Only
Napa	2.00%	62	25.50%	2.00%	60	24.24%	2.50%	55	24.05%										No - Neither sworn nor non-sworn
Nevada	2.50%	60	40.17%	2.70%	55	40.17%				2.00%	62	40.17%							Yes - All
Orange	2.70%	55	38.29%	1.62%	65	37.23%				1.62%	65	38.03%							No - Neither sworn nor non-sworn
Placer	2.50%	55	37.18%	2.00%	55	37.18%				2.00%	62	37.18%							Yes - All
Plumas	2.00%	62	0.00%	2.00%	55	4.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	Yes - All
Riverside County	2.00%	60	22.85%	3.00%	60	22.85%				2.00%	67	22.85%							Yes - Non-sworn Only
Sacramento	2.60%	62	25.37%	2.60%	62	21.70%	2.60%	62	24.83%	2.50%	67	23.43%							Yes - All
San Benito	2.00%	62	9.05%	2.00%	55	9.05%													Yes - Non-sworn Only
San Bernardino	2.50%	67	36.00%	2.00%	55	36.00%	0.00%	0	0.00%	0.00%	0	0.00%	2.50%	67	36.00%	0.00%	0	0.00%	No - Neither sworn nor non-sworn
San Diego																			Yes - All
San Joaquin	2.61%	62	47.44%							2.50%	67	41.07%							Yes - Non-sworn Only
San Luis Obispo	2.70%	55	9.29%	2.00%	55	9.29%				2.00%	60	9.29%							Yes - All
San Mateo	2.00%	55.5	34.00%							2.00%	62	31.00%							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	45.00%							2.00%	62	4.50%							No - Neither sworn nor non-sworn
Santa Cruz	2.00%	55	29.11%							2.00%	62	29.11%							Yes - All
Shasta																			Yes - Non-sworn Only
Sierra																			Yes - All
Siskiyou																			Yes - All
Solano	2.00%	60	29.86%	2.70%	55	29.86%				2.00%	62	29.86%							Yes - Non-sworn Only
Sonoma	3.00%	60								2.00%	62		2.50%	67					Yes - All
Stanislaus	2.00%	61	10.67%	2.00%	55	11.41%				2.00%	62	8.75%							Yes - All
Sutter County	2.00%	60	31.62%	2.70%	55	31.62%	2.00%	62	31.62%										Yes - All
Tehama	2.00%	62	90.00%																Yes - All

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 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	
Trinity	2.50%	55	42.25%							2.00%	62	42.25%							Yes - All
Tulare	2.00%	57	11.77%							2.00%	52	12.14%							Yes - All
Tuolumne	2.00%	60	14.17%	2.00%	55	14.66%				2.00%	62	9.50%							Yes - All
Ventura	2.35%	62	24.56%	2.10%	62	20.82%				2.00%	62	20.77%							Yes - Non-sworn Only
Yolo	2.50%	55	32.69%							2.00%	62	32.69%							Yes - All
Yuba	2.00%	62	28.93%	2.00%	55	28.93%													No - Neither sworn nor non-sworn

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
RETIREMENT PLANS - SAFETY PLANS AND COMMENTS

County	SAFETY RETIREMENT PLANS															COMMENTS	
	PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			PEPRA COUNTY			ADDITIONAL PEPRA COUNTY				
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST		
Alameda	3.00%	55		2.00%	50		3.00%	50		2.70%	57						
Amador	3.00%	50	21.75%	3.00%	55	18.64%				2.70%	57	10.78%					9% is average = 8.5 is for Prob Aide, 9.5 is for SEIU staff (secretaries/fiscal)
Butte	2.00%	50	44.97%							2.70%	57	44.97%					None
Calaveras	3.00%	50	10.22%	3.00%	50	23.71%	3.00%	50	8.22%	2.70%	57	10.22%					
San Francisco Adult	2.70%	58	18.24%							2.70%	55	18.24%					Some DPOs/SPOs are members of SFERS Misc Safety Plan and some are members of CalPERS. Management are members of SFERS Misc Plan but have different benefits depending on when they were hired. I've done my best to enter the information given those parameters.
Colusa	3.00%	50	20.75%							2.70%	57	12.78%					NO
Contra Costa	3.00%	50	70.00%							2.70%	57	60.00%					
Del Norte	2.00%	50	16.26%							2.70%	57	13.01%					
El Dorado	3.00%	50		2.00%	50					2.70%	57						
Fresno																	Fresno County Probation does not have safety retirement.
Glenn	2.50%	55								2.00%	62						
Humboldt	3.00%	50								2.70%	57						
Imperial	3.00%	50	34.17%							2.70%	57	34.84%					
Inyo																	
Kern																	
Kings	3.00%	55	45.63%							2.70%	57	45.63%					N/A
Lake	2.00%		50.00%							2.70%	57						
Lassen	2.00%	62	4.00%	2.50%	60	4.00%	3.00%	55	4.00%								
Los Angeles	0.00%	-	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0%	0	0		No non-contributory plan after PEPRA. LA County Probation does not participate in Safety Plans
Marin	3.00%	55	37.43%	3.00%						2.70%	57	29.48%					
Mariposa	2.70%	55	91.00%	3.00%	50	91.00%											



CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
RETIREMENT PLANS - SAFETY PLANS AND COMMENTS

County	SAFETY RETIREMENT PLANS															COMMENTS
	PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	
Mendocino	2.00%	50	51.68%	2.00%	50	0.00%				2.70%	57	46.65%				General Tier 1 Prior to 7/1/1984 1 year 3% 2%@58.50 General Tier 1 (enhanced)* (Management, Department Heads, and Confidential MOUs) 1/1/2002-12/31/2012 1 year 3% 2%@57 General Tier 1 (enhanced)* 10/1/2003-12/31/2012 1 year 3% 2%@57 General Tier 2 (replaced by Tier 3) - - - General Tier 3 7/1/1984-12/31/2012 3 years 3% 2%@61.25 General Tier 3 (enhanced)* (Management, Department Heads, and Confidential MOUs) 1/1/2002-12/31/2012 3 years 3% 2%@57 General Tier 3 (enhanced)* 10/1/2003-12/31/2012 3 years 3% 2%@57 General Tier 4 1/1/13-present 3 years N/A 2.5%@67 Safety Tier 1 Prior to 6/1/1982 1 year 3% 3%@55 Safety Tier 2 6/1/1982-12/31/2012 3 years 3% 3%@55 Safety Tier 3 1/1/2013-Present 3 years N/A 2.7%@57 Safety Probation Tier 1 Prior to 7/1/1984 1 year 3% 2%@50 Safety Probation Tier 2 7/1/1984-12/31/2012 3 years 3% 2%@50 Safety Probation Tier 3 1/1/2013-Present 3 years N/A 2.7%@57
Merced	2.62%	55	60.08%	3.00%	50	58.65%	3.00%	50	66.43%	2.70%	57	54.28%				
Modoc	2.00%	62	8.94%													
Mono	3.00%	50	27.11%							2.70%	57	13.54%				
Monterey	3.00%	50	53.54%							2.70%	57	53.54%				No
Napa																For Sworn and Unsworn 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																
Orange	3.00%	50	60.45%							2.70%	57	53.32%				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 represented units with largest number of position levels included in the survey with only the most recent plans reflected.
Placer	3.00%	50	50.64%	3.00%	55	50.64%				2.00%	57	50.64%				Safety and Misc employees pay 100 percent of the employee contribution. Tier 1 for safety and misc are those hired prior to 3/13/11. Tier 2 Classic are those hired on or after 3/13/11. PEPRA are those who under PERL do not qualify as classic
Plumas	0.00%	-	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0%	0	0	
Riverside County	3.00%	50	35.77%	2.00%	50	35.77%				2.70%	57	35.77%				
Sacramento	3.00%	50	72.96%	3.00%	50	58.70%	3.00%	55	57.47%	2.70%	57	52.37%				No
San Benito	2.70%	57	22.48%	3.00%	55	20.60%										The County offers 457 Deferred Compensation Plans.
San Bernardino	0.00%	-	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0.00%	0	0.00%	0%	0	0	No
San Diego	3.00%	50		3.00%	55		2.70%	57		2.50%	57					
San Joaquin	3.00%	50	91.37%							2.70%	57	80.37%				There are only 4 plans applicable in our department--two safety and two non-safety.
San Luis Obispo	3.00%	55	5.75%							3.00%	55	5.75%				
San Mateo	3.00%	55	70.60%	2.00%	50	72.08%				2.70%	57	65.85%	0%			<a href="https://www.samcera.org/sites/main/files/file-attachments/retirement_contribution_rates_fy_2022-2023_final.pdf">https://www.samcera.org/sites/main/files/file-attachments/retirement_contribution_rates_fy_2022-2023_final.pdf</a>

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
RETIREMENT PLANS - SAFETY PLANS AND COMMENTS

County	SAFETY RETIREMENT PLANS															COMMENTS
	PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			ADDITIONAL OR PRIOR PRE-PEPRA COUNTY			PEPRA COUNTY			ADDITIONAL PEPRA COUNTY			
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST	
Santa Barbara	3.00%	55	55.22%							2.00%	57	44.19%				No
Santa Clara	3.00%	50	6.80%							2.70%	57	6.80%				No
Santa Cruz	2.00%	50	13.58%							2.70%	57	16.58%				Most recent Pre-PEPRA Non-Safety Formula - Age is 55 or 60 depending upon factors.
Shasta	2.00%	55	55.27%	2.00%	50	27.55%				2.00%	57	55.27%				No
Sierra	3.00%	55								2.70%	57	22.00%				
Siskiyou	2.70%	57	50.00%	3.00%	55	9.00%	3.00%	50	9.00%							
Solano	2.00%	55	37.82%	2.00%	50	37.82%				2.00%	57	37.82%				No
Sonoma	3.00%	50								2.00%	50		3%	50		
Stanislaus	2.00%	50	14.14%	3.00%	50	18.70%				2.70%	57	12.37%				Additional Plans are "past" plans.
Sutter County	2.00%	50	49.57%	3.00%	50	49.57%	2.70%	57	49.57%							
Tehama	2.50%	57	90.00%													
Trinity	3.00%	50	60.90%							2.70%	57	12.78%				
Tulare	2.00%	50	17.49%							2.00%	50	17.58%				No
Tuolumne	2.00%	50	14.44%	3.00%	50	15.25%				2.70%	50	13.13%				No
Ventura	2.00%	50	34.51%							2.70%	57	31.34%				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 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%	55	46.88%							2.70%	57	46.88%				County cost typically increases each fiscal year, the rates used are what is being used for 22-23.
Yuba	2.70%	57	43.64%	2.00%	50	40.64%										

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
BENEFIT PLANS

COUNTY	HEALTH	DENTAL	VISION	MANAGEMENT ENHANCEMENTS
Alameda	7	2	2	
Amador	1	1	1	97.5% of medical/dental/vision for Chief paid by county
Butte	6	2	1	
Calaveras	2	1	1	
San Francisco Adult	4	3	2	
Colusa	10	2	1	
Contra Costa	3	2	1	
Del Norte	1	1	1	
El Dorado	7	1	1	Managers get \$6,240 annually
Fresno	6	2	1	
Glenn	4	2	1	
Humboldt	6	1	1	
Imperial	2	1	1	Free Dental and Vision
Inyo	4	1	1	
Kern	5	2	1	
Kings	1	1	1	
Lake	5	1	1	
Lassen	1	1	1	
Los Angeles	10	3	1	
Marin	5	1	1	
Mariposa	4	1	1	
Mendocino	2	1	1	
Merced	5	1	1	The medical plans available to each person will vary by bargaining unit
Modoc	4	1	1	
Mono	3	1	1	
Monterey	10	1	1	If employee only health plan selected, then flex plan dollars not spent are paid to employee
Napa	8	2	2	
Nevada	13	1	1	
Orange	5	3	3	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, \$4,500 for executive that can be used to reimburse for medical expense, roll into Defined Contribution Plan, cashed out in a lump sum payment, or a combination thereof.
Placer	10	1	1	Mgt has an annual individual coverage limit of \$2500, whereas non-mgt has a limit of \$1500
Plumas	3	1	1	

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
BENEFIT PLANS

COUNTY	HEALTH	DENTAL	VISION	MANAGEMENT ENHANCEMENTS
Riverside County	8	4	3	Vision Service Plans are offered to management
Sacramento	6	1	2	
San Benito	4	1	1	
San Bernardino	6	6	1	Additional dependents to Vision Plan & Additional Medical
San Diego	6	2	1	
San Joaquin	6	4	2	"Cafeteria Plan" offered to certain positions and also based on hire date (approx 3 staff qualify).
San Luis Obispo	5	2	1	
San Mateo	5	2	1	better dental coverage
Santa Barbara	7	2	1	
Santa Clara	3	2	1	N/A
Santa Cruz	9	2	1	
Shasta	4	2	1	
Sierra	4	1	1	
Siskiyou	3	1	1	
Solano	8	2	1	
Sonoma	6	1	1	
Stanislaus	2	1	1	
Sutter County	6	3	2	
Tehama	2	1	1	
Trinity	4	1	1	
Tulare	5	2	1	N/A
Tuolumne	4	1	1	Enhanced dental for executive members only
Ventura	4	1	1	
Yolo	11	2	2	Only Department Heads receive an additional \$254.82 per month to their benefit package to purchase benefits.
Yuba	11	2	1	No

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
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	No	Yes - to some or all	75,000	25,000	25,000	25,000	25,000	20,000	20,000
Amador	No	Yes - to some or all	12,000		12,000		12,000		12,000
Butte	Yes	Yes - to some or all	25,000	25,000	25,000	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	50,000	50,000
San Francisco Adult	Yes	Yes - to some or all	15,000	15,000	15,000	-	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	70,000	67,000	67,000	10,000	55,000	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	20,000	20,000	20,000	20,000
Fresno	No	Yes - to some or all	250,000		250,000	10,000	10,000	10,000	10,000
Glenn	No	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	Yes	Yes - to some or all	100,000	100,000	100,000				
Inyo	No	Yes - to some or all	20,000	20,000	20,000	20,000	20,000	20,000	20,000
Kern	Yes	Yes - to some or all	200,000	100,000	100,000	-	-	-	-
Kings	Yes	Yes - to some or all	50,000	40,000	40,000	10,000	10,000	10,000	10,000
Lake	No	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	-	-	-	-	-	-	-
Marin	Yes	Yes - to some or all	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Mariposa	No	Yes - to some or all	50,000	30,000	30,000	30,000		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	85,000	55,000	55,000	35,000	35,000	10,000	10,000
Modoc	No	Yes - to some or all	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Mono	No	Yes - to some or all	50,000		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	192,774	50,000	50,000	20,000	20,000	20,000	20,000

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
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	Yes	Yes - to some or all	319,030		50,000	20,000	50,000	20,000	50,000
Orange	Yes	Yes - to some or all	125,000	125,000	100,000	100,000	25,000	100,000	25,000
Placer	No	Yes - to some or all	50,000	50,000	50,000	50,000	50,000	50,000	50,000
Plumas	Yes	Yes - to some or all	10,000	-	-	-	-	-	-
Riverside County	Yes	Yes - to some or all	50,000	50,000	50,000	50,000	50,000	50,000	50,000
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	35,000	50,000	30,000
San Diego	Yes	No							
San Joaquin	No	Yes - to some or all	85,000	85,000	60,000	10,000	10,000	10,000	10,000
San Luis Obispo	Yes	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	50,000	50,000	50,000	50,000	50,000
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	80,000	80,000	80,000	25,000	25,000	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	100,000	100,000	50,000	50,000	50,000	50,000	50,000
Solano	Yes	Yes - to some or all	326,000	272,000	196,000	50,000	50,000	50,000	50,000
Sonoma	Yes	Yes - to some or all							
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	Yes - to some or all	30,000	30,000	30,000	30,000	30,000	30,000	30,000
Trinity	No	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	50,000	10,000	10,000	10,000	10,000
Tuolumne	No	Yes - to some or all	200,000	200,000	100,000			50,000	50,000
Ventura	Yes	Yes - to some or all	50,000	50,000	50,000	50,000	50,000	50,000	50,000

CHIEF PROBATION OFFICERS OF CALIFORNIA  
 2022 SALARY SURVEY  
 LIFE INSURANCE

COUNTY	PAID LTD	NO COST LIFE INSURANCE	AMOUNT OF LIFE INSURANCED PROVIDED BY EMPLOYEE CLASS						
			DEPT HEADS	ASSISTANT DEPT HEADS	MANAGERS	SWORN SUPERVISORS	CIVILIAN SUPERVISORS	SWORN LINE STAFF	CIVILIAN LINE STAFF
Yolo	No	Yes - to some or all	50,000	50,000	50,000	25,000	25,000	25,000	25,000
Yuba	Yes	Yes - to some or all	100,000	100,000	100,000	50,000	50,000	50,000	50,000

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
ANNUAL LEAVES

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Alameda	10	25	12	12	10	4	MOU	7		
Amador	11	21 or 24	12	12	12/11	1	5	n/a	3	No
Butte	15	27	12	12	12		5		7	
Calaveras	10	20	12	12	13	0	3	0	0	
San Francisco Adult	10	20	13	13	12	5	0	0	0	
Colusa	10	25	12	12	14	1	5			No
Contra Costa	10	45	12	12	11	3	0	0	94	Administrative leave is limited to Supervisors and above and 94 is the top amount. Supervisors receive 50 hours. Floating do not apply to Institutions, they receive 13 holidays a year.
Del Norte	10	30	12	12	13	3	5	0	3	
El Dorado	10	20	12	12	10	2	0	0	12-10	
Fresno					11		3	20-39		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	Admin leave is available for Management only
Humboldt	12	30	12	12	13	2	6	0	10	
Imperial	15	20	6	12	11	1	5		6	
Inyo	10	25	15	15	12		7	5	10	July 1, employees receive 40 hours of flex (use it or lose it) Managers receive an additional 80 hours of administrative leave.
Kern	12	28	8.67	12	12		3/5	3	N/A	No
Kings	10	20	10	12	11	1	5		8	Floating holiday is for all non-management positions. Bereavement leave is deducted from an employee's sick leave balance. It is not additional hours. Administrative leave is for management positions only.
Lake	10	25	12	12	16		5		7.5	



CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
ANNUAL LEAVES

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Lassen	10	31	10	31	13	1	5	0	0	
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
Marin	10	30	12	12	11	3				Bereavement is uncontested use of available sick balance up to three days. Management also get 5 days management leave, admin gets additional personal leave
Mariposa	14	20	14.4	15	12	2	5		60	Department heads do not receive any of the above in this county.
Mendocino	10	25	15	15	11	0	3	3.75	6	Unused sick leave may accrue with out limit. At time of retirement any accrued but unused balance will be applied toward counting total County service for the purpose of retirement.
Merced	10	20	4		12	1	3-5	12	12	There is not a maximum of sick days an employee can accumulate.
Modoc	10	25	15	15	14	2.5	3		1	
Mono	10	20	12	12	14	2	5			
Monterey	12	25	10	10	12	1	5	23-37	4	Management has PTO only. All other units have specific vacation and sick leave accruals earned. The PTO accrual increases with years of service and ranges from 23 days to 37 days accrued per year.
Napa										Supervisors receive 5 days Supervisor Leave Managers receive 10 days Management Leave
Nevada	10	20	12	12	12	2	10	165	5	It is set by bargaining unit MOU.
Orange	10	25	9	12	12		5		No Cap	No

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
ANNUAL LEAVES

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Placer	10	25	12	12	12	2	5	0	0	2023 Probation staff will have 2 Floating holidays. Management receives 100 hours annually as a leave or cash-out option.
Plumas	10	21	15	62.5	14	1	5	0	5	
Riverside County	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 days/yr.
Sacramento	10	25	15	15	13.5		5			No
San Benito	10	20	15	30	13.5	3	5	N/A	10	Administrative leave is offered to management. Vacation days are accrued according to years of service.
San Bernardino	10	20	12	12	131	1	0	5	5 - 10	Paid time off is contingent upon hours of services within a calendar year.
San Diego					13	2	5			
San Joaquin	10	23	12	12	10	4	3		10	Ten days of Administrative Leave is offered to positions of Asst. Deputy Probation Officer levels, Management Analyst III and above only (not to Probation Officer I/II, Unit Supervisors, or Detention Officer level positions).
San Luis Obispo	10	20	12	12	12	1	0	12	5	Bereavement leave is covered under sick leave. Approved up to 5 days.
San Mateo	13	24	0	12	11	1	2	16.25		
Santa Barbara	12	25	12	12	11	2	5		10	Admin leave is for overtime exempt with approval from department head and is not an annual allocation; Floating Holidays - 2 for non-sworn and 1 for sworn.
Santa Clara	30	66	12	12	13	0	2-3	288		No

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
ANNUAL LEAVES

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Santa Cruz	16	31	6	6	14	0	5	37	10	Non-Mgmt: Annual Leave in lieu of vacation/sick/admin leaves. Annual Leave: Ranges 22 to 37 days per service hrs. Mgmt: Vacation/Sick/Admin leave, not annual leave. Amounts listed for Vacation/Sick/Admin leave only apply to Mgmt. Holidays and Bereavement Leave apply to all employees. Bereavement Leave: 3 days in CA, 5 days out of State.
Shasta	10	20	12	12	12	1	3		10	Floating Holiday must be used within 12 month calendar year. Administrative leave available to Managers and higher.
Sierra	10	25	12	12	12	0	5		5	
Siskiyou	10	20	96	96	12	3	5		7	Sworn Deputies can accrue up to 300 hrs of compensatory time off
Solano	160	440	12	12	14	2	5		10	No
Sonoma	3.53	8.13		3.68	12	1	3	0	0	The amounts listed for Vacation and Sick are the hours accrued per ppd.
Stanislaus	10	25	12	12	10	2	5		7	Bereavement leave is "up to 40 hours per event"
Sutter County	11	20	12	12	13	1	5		13	
Tehama	12	25		12	13	2	6		40	
Trinity	10	20	12	12	13	1			40	Administrative leave applies to Department Heads, Managers, and Supervisors only.
Tulare	10	30	12	12	12	1	5			No.
Tuolumne	10	25	12	12	12	2	3	22.5-37.5	10	Accruals range depending on hire date and longevity. In addition, non sworn, management and executive/confidential units receive an additional 12 flex days annually.
Ventura	14	24	10	10	11	1	3			

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
ANNUAL LEAVES

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Yolo	10	23	12	12	10-10.5	5-5.5	3	N/A	10, 6, 5	Vacation hours roll over each year with a cap of 320 hours. Sick leave rolls over each year with no cap. Floating holidays expire at the end of each fiscal year. Admin hours expire at the end of each fiscal year, but 20 hours can roll over but they must be used by end of the calendar year.
Yuba	12	24	12	12	12	2	5			Managers receive an additional 7 days of annual leave

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
PREMIUM PAYS

COUNTY	PM SHIFT	GRAVEYARD SHIFT	OTHERS
Alameda	5%	5%	
Amador	n/a	n/a	n/a
Butte	\$1.00	\$1.00	\$2.00
Calaveras			
San Francisco Adult	DPOs: 8%, SPOs: 10%, Managers: 8.5% (hourly)	DPOs & SPOs: same, Managers, 10%	
Colusa			
Contra Costa	5%	5%	
Del Norte	\$0.50 per hour	\$0.50 per hour	
El Dorado	\$.75 per hour	\$1.00 per hour	
Fresno	6%	6%	
Glenn	\$1.50/hr	\$1.50/hr	
Humboldt			.50/hr (night shift > 5 consecutive hrs between 5pm-8am)
Imperial			
Inyo	2%, pay period	4%, pay period	
Kern	5%	7.5%	N/A
Kings			
Lake	2.5 %		
Lassen			
Los Angeles		0.45	0
Marin	5%	5%	5%
Mariposa			
Mendocino		\$2.00 per hour	
Merced	756 Annually	174 Annually	
Modoc			
Mono			
Monterey	\$2.00 per hour (6 consecutive hours or more between 2pm and 8am)		
Napa	2.00/hour (6pm - 6am)		
Nevada			
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 percent of base rate	same	
Plumas	.35/Hour	.35/Hour	.35/Hour
Riverside County	0.60/hr	1.20/hr	
Sacramento	7.5% of standard daily salary rate	7.5% of standard daily salary rate	
San Benito	5%	N/A	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
PREMIUM PAYS

COUNTY	PM SHIFT	GRAVEYARD SHIFT	OTHERS
San Bernardino	1.20 - 2.00 / hr.	1.55 - 3.50 / hr.	2.00 - 3.50 / hr. (Medical Support Shift)
San Diego		(\$.75) per hour for both second (night) shift and third (graveyard) shift.	changed with less than fourteen (14) calendar days notice shall receive a thirty dollar (\$30) premium in addition to the prescribed biweekly salary for such employee's classification.
San Joaquin	\$2,392 / year	\$3,016 / year	\$2,080 / year
San Luis Obispo	5% per hour	10% per hour	
San Mateo	5.74%	5.74%	
Santa Barbara	0.75	3	
Santa Clara	Safety \$3.64 per hour	Safety \$4.64 per hour	DPO \$30/per day; Supervising PRO. Counsellor \$3.75/hour
Santa Cruz	5%/hr DPO & Mid Mgt; \$1.75/hr Gen Rep	\$2.00/hr Gen Rep only	N/A
Shasta	0.7	0.95	
Sierra	105% of hourly rate	110% of hourly rate	
Siskiyou			
Solano	6% per hour above the employee's hourly rate for each hour worked on a swing shift	7.25% per hour above the employee's hourly rate for each hour worked on a graveyard shift	none
Sonoma	5%	5%	
Stanislaus	5%	7.5%	
Sutter County			
Tehama		.50 hr	
Trinity	.50 per hour	.75 per hour	-
Tulare	6%	6%	None
Tuolumne			
Ventura	5%	5%	\$20/shift for training
Yolo	\$1.25 - \$1.50	\$1.25 - \$1.50	Training differential 5% while conducting training
Yuba			1.50 hourly for Officer in Charge at Juvenile Institutions

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
ALLOWANCES

COUNTY	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Alameda	\$40 per pay period for Deputy Probation Officers. \$55 per pay period for Juvenile Institutional Officers		\$200			
Amador	n/a	n/a	Chief-none; Chief Deputy-\$70/mo; PO's-\$500 initial, then \$41.66/mo after 1 year	\$50.00/month FTO	n/a	n/a
Butte	\$2,080 per year	\$2,080 per year	\$200.04 per year		\$620.00 per month	\$250.00 per month
Calaveras	75.00/month	75.00/month	650.00/year			
San Francisco Adult	\$60 per paycheck	\$60 per paycheck		DPOs: firearms instructor, 5%, other: 3% (hrly when assigned and worked)		
Colusa	75 per pay period	75 per pay period		140 per pay period	75 per pay period	
Contra Costa	\$100	\$200				
Del Norte	\$75.00 per pay period	\$75.00 per pay period	\$200.00 JCO / \$500.00 DPO		Take Home vehicle	
El Dorado	\$40 per pay period	\$1.00 per hour	\$10 per pay period (1st 2 pay periods in month - 24 total)			
Fresno	50 per pay period	50 per pay period			650 per month	
Glenn	\$0.75/hr	\$0.75/hr	\$832/year (Sworn staff only)	Out of class pay 5%; Dog handler 5%; Firearms Instructor 2.5%; Defensive Tactics Instructor 2.5%		

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
ALLOWANCES

COUNTY	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Humboldt	\$32 per pay period oral certification/\$48 per pay period oral and written certification	\$32 per pay period oral certification/\$48 per pay period oral and written certification	635 annually (Sheriff employees only)		0	0
Imperial	20 per pay period	20 per pay period			500	
Inyo	2%, 3%, 5%, annual	2%, 3%, 5%, annual	800, annual	5%, annual (limited assignments)		
Kern	\$25 per pay period oral/ \$50 per pay period written.	\$25 per pay period oral/ \$50 per pay period written.	\$120 Annual	5% for Forestry Camp (Camp Erwin Owen)	\$275.52 bi-weekly	N/A
Kings	\$25 per pay period	\$25 per pay period	JCO I/II/III/IV, Juvenile Corrections Manager \$450 per year; DPO I/II/II/IV, Probation Division Manager, Deputy Chief, Chief \$650 per year			
Lake	2.5 %	2.5 %		2.5 %	given car, no money	given car, no money
Lassen	5%	5%	600			
Los Angeles	100	100	750	5.5	559	none
Marin	5%	5%			9600	
Mariposa	\$65 per month		\$515 per year		Take home car only - no allowance if not taken	



CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
ALLOWANCES

COUNTY	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Mendocino	3% - Basic Safety Communications; 5% - Fully Proficient	\$24 per pay period for positions requiring use of skills ,19 of working time; \$50 per pay period for positions requiring use of skills >10% of working time.	\$350 per year (sworn, non-management staff)	5% of hourly rate to a maximum of 80 hours per pay period for designated special assignment or training officer duties.	\$250 per month	
Merced	8237 Annually	7752 Annually				
Modoc	5%	5%	all			
Mono	3,000 annual			5%		
Monterey	4% of hourly rate for Fluent and 2% of hourly rate for Conversational	\$0.56 per hour for Primary and \$0.25 for Provisional. Designations are tied to the position.			\$375 per month	\$375 per month
Napa	Level 1 - \$80 Biweekly; Level 2 - \$100 Biweekly	Level 1 - \$80 Biweekly; Level 2 - \$100 Biweekly		5%	440/month	
Nevada	5%	5%			Individually Negotiated	
Orange	Additional \$0.40/Hr - \$0.70/Hr	Additional \$0.30/Hr - \$0.40/Hr			\$765/Month	\$765/Month
Placer	5 percent of base rate	same	\$750 annual for non-sworn, \$1065 annual for sworn staff	5 percent for special assignment, \$1,000 for Tahoe staff	\$750 per month	-
Plumas	\$35/month	\$35/month	N/A	N/A	N/A	N/A
Riverside County	Level 1: \$0.50 per hr   Level 2 Task Completion	same as above	\$500/year		\$550/month or assigned vehicle	Assigned vehicle

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
ALLOWANCES

COUNTY	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Sacramento	\$0.80 verbal per paid hour	\$1.00 verbal and written per paid hour				
San Benito	1,500 Annual	1,500 Annual	800 Annual	N/A	2,138.79 Annual	N/A
San Bernardino	45.00 - 50.00 Bi-weekly	50.00 - 60.00 Bi-weekly	150 (Boot allowance)	1.50 / hr. (CCHP)	560	0
San Diego	Depends on the level and classification usage	Depends on the level and classification usage	\$350 initial, and then yearly maintenance is \$350 (armed institutions)		Monthly allowance	Monthly allowance
San Joaquin	\$1,768 / year	\$1,768 / year	n/a	25% Standby; 5% - Range Master; 2.5% - Fire Arms Instructor; 2.5% - Field Training Officer; OTHER: *County may authorize 5% increase to be on special assignment.	\$7,020	\$7,020
San Luis Obispo	\$95 per month	\$150 per month	\$50 per month	Task Force \$366 per month	\$5,400	0
San Mateo	Level 2=\$65/bw (management are not eligible)	Level 2=\$65/bw (management are not eligible)	None	None	12012	
Santa Barbara	65	65	25/pay period sworn; 10/pay period non-sworn		230/pay period	92/pay period
Santa Clara	\$160 per month	\$160 per month			\$7,200 per FY	No
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 DPOs	5% above base hrly rate for Field Safety Training Officer hrs worked	N/A	N/A
Shasta					5% at 20 years	

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
ALLOWANCES

COUNTY	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Sierra			700 annually		Yes- Take home	
Siskiyou	5%	5%	\$1,144	5%		
Solano	\$65 per pay period	\$75 per pay period	6 uniform polo type shirts, protective attire, and equipment	5% or 10% based on level of assignment pay	\$250	none
Sonoma	\$1.15/HOUR	\$1.15/HOUR	\$7.30/PPD		\$320/PPD	
Stanislaus	2.5% - DPO \$1 per hour - PCO	\$1 per hour	\$280 annually for Probation Corrections Officers	10% custodial assignment	\$4800 annually	\$2400 annually
Sutter County	1200	1200	100		3600	
Tehama	5%	5%	408-702			
Trinity	-	-	1,000 year	-	-	-
Tulare	2.5%	\$40	\$650 for DPOs and \$500 for PCOs	N/A	\$551	\$551
Tuolumne	5%	5%	\$500	5%		
Ventura	Level I \$0.65/hour; Level II \$1.00/hour; Level III \$2.00/hour	Level I \$0.65/hour; Level II \$0.80/hour; Level III 1.10/hour.	\$800 for CSO I, CSO II, CSO III, DPO, Sr DPO (SDPO and above do not receive uniform allowance)	5% for a Senior Deputy Probation Officer assigned to Juvenile Justice Facility to act as "Watch Commander."	\$525	
Yolo	\$.70 per working hour (Advanced) \$.55 per hour (Conversational)	\$.70 per working hour (Advanced) \$.55 per hour (Conversational)	\$250 Quarterly (PO/Work Program, must submit reimbursement), \$250 annually for work program for boots.	\$400 quarterly stipend for FOT instructors, 5% Lead pay for non-senior/supervisors who act as a shift lead for more than 3 days.	\$570	N/A
Yuba	125 monthly		300 annual		300 monthly	

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
INCENTIVE PAYS

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Alameda		\$200				
Amador	n/a	n/a	Chief/Chief Deputy- 5yrs=2.5%, 10yrs=5.063%, 15yrs=7.70%, 20yrs=10.39%. Chief ONLY 25yrs=13.15%. SEIU & PO's - 10yrs=2.5%, 15yrs=50.63%; 20yrs=7.70%	See above	\$75/mo cell phone stipend; \$100 Wellness Incentive (annual)	Education stipend for Chief Deputy; All get \$50.00 457 match/month with qualifying employee contribution
Butte		\$500 per fiscal year	\$0	\$0	None	
Calaveras						
San Francisco Adult		DPOs: \$2,000 a yr; SPOs: 0; 0 Managers, \$2,000 a yr	0	0		
Colusa						Management incentive pay \$310 per pay period
Contra Costa		\$750	2.5%	6.5%		Professional development reimbursement for Supervisors \$400, Managers/Directors \$625, Chief/Assistant Chief \$925 every two years
Del Norte			10 years	40 years		
El Dorado			5%	10%		

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
INCENTIVE PAYS

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Fresno			2.5% retention premium pay differential after completion of five years of satisfactory service in active status at the classification level of Juvenile Correctional Officer II, Senior Juvenile Correctional Officer, Deputy Probation Officer III, or Deputy Probation Officer IV			
Glenn			5% after 10 yrs	9% after 30 yrs	5% BA/BS; 7.5% MA/MS;	
Humboldt		\$100 per unit/\$250 per course/\$600 annually	2.5%	10%		
Imperial		2500				
Inyo		up to \$3,000, annual	2%, 10 years	8%, 25 years		

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
INCENTIVE PAYS

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Kern	N/A	N/A	Non-sworn: 2% at 10 years	Non-sworn: 10% at 30 years	Sworn/non-sworn: annual 24 hour cash sick leave bonus if criteria is met; sworn:5% training incentive pay for training hours; sworn: STC certification pay- 7 years=5%, 15 years= additional 7% for (total of 12%)	
Kings			3% for 10 years of service	3% for 10 years of service	\$2/hour for stand-by pay; probation sworn line staff - deferred comp match of \$1 for every \$4 contributed for an annual max match of \$1,200	paid health insurance; deferred comp match \$1 for every \$3 contributed for an annual max match
Lake			2.5 %	no max, paid every 5 years	FTO, Rangemaster, Defensive Tactics instructors all receive 2.5 %. There is a 2.5% education incentive and a 2.5% professional development incentive.	
Lassen		1,500 annual	2.5	15	1 day personal leave	3 days personal leave
Los Angeles	5.5	none	3	11	N/A	N/A
Marin		50% of approved costs up to \$3000 annually				40 hours management leave
Mariposa			3%	9%	Cash benefit for not taking county insurance	Supervisor and Management Core certificate - 2.5% for each

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
INCENTIVE PAYS

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Mendocino			Sworn, non-management: 2%; non-sworn, non-management: 1%; management/dept head: 2.5%	Sworn, non-management: 6%; non-sworn, non-management: 3%; management/dept head: 7.5%	Regional Pay: 5% for specified locations; Educational Incentive: Up to 5% based on specified criteria.	Education, Training & Health Flex Benefit for: Management = \$1,000 per fiscal year; Dept Head/Asst Dept Head = \$1,500 per fiscal year
Merced						
Modoc			5% every 5 years	5% every 5 years		
Mono		700			On-Call \$3.00/hour	
Monterey					5% of hourly rate for education stipend for bachelor degrees and above	5% of hourly rate for education stipend for bachelor degrees and above
Napa		\$300 max/FY	\$500 @ 10 years	\$2000 @ 25 years	5% Hazard Pay to all Sworn staff and Deferred Comp match up to \$1K	Cell Phone Tier 1. \$35/mo; Tier 2. \$70/mo; Tier 3. \$120/mo
Nevada			2.5%	2.5%		
Orange	\$192.85 - \$203.07 - \$226.38 Biweekly	\$10,000/Year			On Call Pay = 1/4 x Hourly Rate; Call Back Pay = 1 1/2 x Hourly Rate; Training Officer Pay \$2/Hr of training hours	Executives receive county contribution to Defined Contribution Plan 401(a)): 5% of bi-weekly salary for Chief Probation Officer and 4% of bi-weekly salary for Assistant Department Heads.

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
INCENTIVE PAYS

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Placer	-	\$1200 fiscal year	2.5 of base rate	10 percent of base rate	Longevity pay for employees hired prior to 11/12019. Only safety mgt eligible for 10% longevity pay. All others are 2.5 or 5%. Staff are also provided Flexible Spending Accounts for dependent care or healthcare. Cafeteria plans are also available, PPEO misc 6% of base pay plus longevity, PPEO Safety 5% of base pay plus longevity. Management fixed at \$192.31 eff 12/17/22.	Management can accrue more vacation and sick time. Also Management staff are provided 100 hours of management leave that can be taken as time off, or cashed in by the end of the year.
Plumas	N/A	N/A	5% - 7 Years (In service to county)	25% - 21 Years (Included in maximum wage calcs)		
Riverside County		\$5,250/yr for a \$10,500 max (if offered/budgeted)			Bonus pay for had to recruit positions: Correctional Cook	Deferred Compensation Plan (401A) \$1,300 per year
Sacramento		1,500	2.5%	2.5%	None.	Managment staff receive 3.35% pay differential.
San Benito	N/A	850 Annual	5%	15%	Other incentives include K9 pay to officer, and FTO pay.	None
San Bernardino		0 300 - 1650 / Yr.	2.00%	10.00%	Vacation cash out	Assigned County vehicles to management



CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
INCENTIVE PAYS

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
San Diego	5% increase to hourly rate	2,881.00 (Per Fiscal Year)			Armed Premiums, Field Officer Premium	Executive Time Off
San Joaquin	2.5%	\$1,600	1%	2%	Parking subsidy at given locations	Parking subsidy at given locations; Deferred Compensation with 1% match to Asst. Dep Chief Prob Officers, MAIII and higher.
San Luis Obispo	\$1,800 per year	\$500 per year	0	0		Wellness and Fitness benefit - \$200 per year
San Mateo	None	for books (community college, undergraduate, graduate)			Lead Instructor Assignment for DPO II, GS II and III - one step differentiali	shift differential from 6 PM to 6 AM - one step differential
Santa Barbara					NA	NA
Santa Clara		Yes, amounts vary from different Union Contracts			IT staff on call \$32/Day plus OT	\$52/Day for Manager Staff at Institutional Division
Santa Cruz	N/A	\$25,000 - annually Gen Rep only; \$600 DPO Lic/Certs	3%/hr - @ 41,600 County Service Hrs	3%/hr - @ 41,600 County Service Hrs	DPO's: 5%/hr for Training Premium (CFT, JAIS, CAIS, Taser instructor)	N/A
Shasta				3% at 10 years		
Sierra			5%	10%	Standby pay, department vehicle while on standby, cell phones, and alternative schedules available.	
Siskiyou		\$500/year	5%	10%		
Solano		Maximum reimbursement in one fiscal year is \$2,000 per employee	12.5%	15%	Mileage reimbursements, Alternative work schedules	Cell Phone allowance, mileage reimbursements, Alternative work schedules
Sonoma		\$850-940 ANNUALLY				

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
INCENTIVE PAYS

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Stanislaus	2.5%				K9 - 2.5% / STC - 3% / STC 750 hrs - 3% / FTO - 2.5% / Evidence - 2.5% / Firearms Inst - 2.5% / Rangemaster - 4% / Armed assignment - 2.5% / On-Call - \$250 week	Car Allowance - \$2,400 / Deferred Comp - 1.5% / Professional Development - \$900
Sutter County		1000				
Tehama						
Trinity	-	Up to \$250 per year	-	-	Fitness \$100.00 per month FTO 5% per month	POST Sup Cert 5% POST Mgmt Cert 10%
Tulare	3%	\$300	\$850	\$4,300	Overtime Pay/Comp time, merit increases, flexible spending, county match for deferred compensation, cost of benefits offset, employee Assistance Program, 98Point6, Wellness Programs	Merit increases, flexible spending, county match for deferred compensation, cost of benefits offset, employee Assistance Program, 98Point6, Wellness Programs
Tuolumne		Up to \$5,250 (IRS)	2.5%	20%	Education Incentive 2.5% for Bachelors 5% Masters	Education Incentive 2.5% for Bachelors 5% Masters; Deferred Comp match for Executive/Confidential only starting at 7%
Ventura	8.5% for VCPPOA and sworn management	\$2,000 per FY	.95% for certain employees grandfathered-in.		Educational Incentive: Associate degree 2.5%; Bachelor's Degree 3.5%; Graduate's Degree 5%. And CPA license \$0.47/hour	Educational Incentive: Associate degree 2.5%; Bachelor's Degree 3.5%; Graduate's Degree 5%. And CPA license \$0.47/hour

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
INCENTIVE PAYS

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Yolo	2.5% for Detention Officers who are armed	\$750-\$1000 per fiscal year depending on bargaining unit	2.5%	5%	2.5% for completion of a masters degree in a related field	2.5% for completion of Manager Administrator Core
Yuba					Educational JCO series (sworn): 135 mo Associates Degree; 270 mo Baccalaureate Degree	Chief 500 annual; Managers 400 annual

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
COMPARISON BY COUNTY NAME

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Alameda	1,649,000	7	505.00	11	238,214	11
Amador	41,259	45	14.00	52	153,920	38
Butte	209,121	28	152.00	24	165,000	33
Calaveras	46,221	43	22.00	47	130,585	50
Colusa	21,491	49	20.00	49	133,020	48
Contra Costa	1,200,000	9	356.00	15	254,062	7
Del Norte	27,218	48	41.00	43	123,876	52
El Dorado	193,211	29	122.00	31	203,362	18
Fresno	1,018,241	10	654.00	10	182,854	26
Glenn	28,805	47	16.00	51	139,880	47
Humboldt	163,310	32	101.90	36	159,120	36
Imperial	179,702	31	118.00	32	143,708	45
Inyo	18,970	51	24.00	45	145,824	43
Kern	930,115	11	658.00	9	181,918	28
Kings	152,023	33	140.00	26	151,384	40
Lake	67,000	39	44.00	41	131,118	49
Lassen	33,159	46	23.00	46	163,873	34
Los Angeles	9,829,544	1	5,520.00	1	345,044	1
Marin	259,441	26	114.00	33	216,320	16
Mariposa	18,000	52	21.00	48	142,792	46
Mendocino	91,305	37	55.00	38	154,565	37
Merced	281,202	24	165.00	23	176,467	29
Modoc	8,700	55	7.00	55	108,367	56
Mono	12,978	54	13.00	54	150,023	41
Monterey	439,035	21	296.50	18	194,511	20
Napa	136,179	34	125.00	30	192,774	22
Nevada	102,241	35	34.50	44	159,515	35
Orange	3,167,809	3	1,066.00	3	257,504	5
Placer	391,799	22	137.00	27	192,920	21
Plumas	19,351	50	17.00	50	119,454	55
Riverside County	2,435,525	4	1,004.00	4	245,159	9
Sacramento	1,618,309	8	675.60	8	256,589	6
San Benito	66,677	40	44.00	42	175,179	30
San Bernardino	2,210,000	5	1,517.00	2	225,160	15
San Diego	3,300,000	2	888.00	5	252,013	8
San Francisco Adult	815,201	13	150.00	25	280,488	2
San Joaquin	789,410	14	399.90	13	182,203	27
San Luis Obispo	283,111	23	166.00	22	199,867	19
San Mateo	760,249	15	352.00	16	274,892	3
Santa Barbara	446,475	20	327.50	17	204,048	17

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
COMPARISON BY COUNTY NAME

COUNTY	POPULATION	RANK	FTE	RANK	CPO	
					SALARY	RANK
Santa Clara	1,982,645	6	879.00	6	263,216	4
Santa Cruz	266,564	25	134.00	28	239,366	10
Shasta	182,139	30	134.00	29	172,444	31
Sierra	3,283	56	4.00	56	123,352	53
Siskiyou	44,118	44	695.00	7	120,515	54
Solano	451,716	19	185.00	21	236,795	12
Sonoma	487,011	17	273.00	20	189,165	24
Stanislaus	552,999	16	274.00	19	192,254	23
Sutter County	100,613	36	52.00	39	153,533	39
Tehama	65,498	41	80.00	37	145,571	44
Trinity	16,060	53	14.00	53	125,592	51
Tulare	479,305	18	396.00	14	167,191	32
Tuolumne	55,810	42	49.00	40	147,930	42
Ventura	843,843	12	440.00	12	230,342	13
Yolo	216,403	27	106.00	35	188,684	25
Yuba	81,575	38	109.00	34	229,584	14

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
COMPARISON BY POPULATION

COUNTY	POPULATION	RANK	FTE	RANK	CPO	
					SALARY	RANK
Los Angeles	9,829,544	1	5,520.00	1	345,044	1
San Diego	3,300,000	2	888.00	5	252,013	8
Orange	3,167,809	3	1,066.00	3	257,504	5
Riverside County	2,435,525	4	1,004.00	4	245,159	9
San Bernardino	2,210,000	5	1,517.00	2	225,160	15
Santa Clara	1,982,645	6	879.00	6	263,216	4
Alameda	1,649,000	7	505.00	11	238,214	11
Sacramento	1,618,309	8	675.60	8	256,589	6
Contra Costa	1,200,000	9	356.00	15	254,062	7
Fresno	1,018,241	10	654.00	10	182,854	26
Kern	930,115	11	658.00	9	181,918	28
Ventura	843,843	12	440.00	12	230,342	13
San Francisco Adult	815,201	13	150.00	25	280,488	2
San Joaquin	789,410	14	399.90	13	182,203	27
San Mateo	760,249	15	352.00	16	274,892	3
Stanislaus	552,999	16	274.00	19	192,254	23
Sonoma	487,011	17	273.00	20	189,165	24
Tulare	479,305	18	396.00	14	167,191	32
Solano	451,716	19	185.00	21	236,795	12
Santa Barbara	446,475	20	327.50	17	204,048	17
Monterey	439,035	21	296.50	18	194,511	20
Placer	391,799	22	137.00	27	192,920	21
San Luis Obispo	283,111	23	166.00	22	199,867	19
Merced	281,202	24	165.00	23	176,467	29
Santa Cruz	266,564	25	134.00	28	239,366	10
Marin	259,441	26	114.00	33	216,320	16
Yolo	216,403	27	106.00	35	188,684	25
Butte	209,121	28	152.00	24	165,000	33
El Dorado	193,211	29	122.00	31	203,362	18
Shasta	182,139	30	134.00	29	172,444	31
Imperial	179,702	31	118.00	32	143,708	45
Humboldt	163,310	32	101.90	36	159,120	36
Kings	152,023	33	140.00	26	151,384	40
Napa	136,179	34	125.00	30	192,774	22
Nevada	102,241	35	34.50	44	159,515	35
Sutter County	100,613	36	52.00	39	153,533	39
Mendocino	91,305	37	55.00	38	154,565	37
Yuba	81,575	38	109.00	34	229,584	14
Lake	67,000	39	44.00	41	131,118	49
San Benito	66,677	40	44.00	42	175,179	30

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
COMPARISON BY POPULATION

COUNTY	POPULATION	RANK	FTE	RANK	CPO	
					SALARY	RANK
Tehama	65,498	41	80.00	37	145,571	44
Tuolumne	55,810	42	49.00	40	147,930	42
Calaveras	46,221	43	22.00	47	130,585	50
Siskiyou	44,118	44	695.00	7	120,515	54
Amador	41,259	45	14.00	52	153,920	38
Lassen	33,159	46	23.00	46	163,873	34
Glenn	28,805	47	16.00	51	139,880	47
Del Norte	27,218	48	41.00	43	123,876	52
Colusa	21,491	49	20.00	49	133,020	48
Plumas	19,351	50	17.00	50	119,454	55
Inyo	18,970	51	24.00	45	145,824	43
Mariposa	18,000	52	21.00	48	142,792	46
Trinity	16,060	53	14.00	53	125,592	51
Mono	12,978	54	13.00	54	150,023	41
Modoc	8,700	55	7.00	55	108,367	56
Sierra	3,283	56	4.00	56	123,352	53

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
COMPARISON BY FTE

COUNTY	POPULATION	RANK	FTE	RANK	CPO	RANK
					SALARY	
Los Angeles	9,829,544	1	5,520.00	1	345,044	1
San Bernardino	2,210,000	5	1,517.00	2	225,160	15
Orange	3,167,809	3	1,066.00	3	257,504	5
Riverside County	2,435,525	4	1,004.00	4	245,159	9
San Diego	3,300,000	2	888.00	5	252,013	8
Santa Clara	1,982,645	6	879.00	6	263,216	4
Siskiyou	44,118	44	695.00	7	120,515	54
Sacramento	1,618,309	8	675.60	8	256,589	6
Kern	930,115	11	658.00	9	181,918	28
Fresno	1,018,241	10	654.00	10	182,854	26
Alameda	1,649,000	7	505.00	11	238,214	11
Ventura	843,843	12	440.00	12	230,342	13
San Joaquin	789,410	14	399.90	13	182,203	27
Tulare	479,305	18	396.00	14	167,191	32
Contra Costa	1,200,000	9	356.00	15	254,062	7
San Mateo	760,249	15	352.00	16	274,892	3
Santa Barbara	446,475	20	327.50	17	204,048	17
Monterey	439,035	21	296.50	18	194,511	20
Stanislaus	552,999	16	274.00	19	192,254	23
Sonoma	487,011	17	273.00	20	189,165	24
Solano	451,716	19	185.00	21	236,795	12
San Luis Obispo	283,111	23	166.00	22	199,867	19
Merced	281,202	24	165.00	23	176,467	29
Butte	209,121	28	152.00	24	165,000	33
San Francisco Adult	815,201	13	150.00	25	280,488	2
Kings	152,023	33	140.00	26	151,384	40
Placer	391,799	22	137.00	27	192,920	21
Santa Cruz	266,564	25	134.00	28	239,366	10
Shasta	182,139	30	134.00	29	172,444	31
Napa	136,179	34	125.00	30	192,774	22
El Dorado	193,211	29	122.00	31	203,362	18
Imperial	179,702	31	118.00	32	143,708	45
Marin	259,441	26	114.00	33	216,320	16
Yuba	81,575	38	109.00	34	229,584	14
Yolo	216,403	27	106.00	35	188,684	25
Humboldt	163,310	32	101.90	36	159,120	36
Tehama	65,498	41	80.00	37	145,571	44
Mendocino	91,305	37	55.00	38	154,565	37
Sutter County	100,613	36	52.00	39	153,533	39
Tuolumne	55,810	42	49.00	40	147,930	42



CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
COMPARISON BY FTE

COUNTY	POPULATION	RANK	FTE	RANK	CPO	
					SALARY	RANK
Lake	67,000	39	44.00	41	131,118	49
San Benito	66,677	40	44.00	42	175,179	30
Del Norte	27,218	48	41.00	43	123,876	52
Nevada	102,241	35	34.50	44	159,515	35
Inyo	18,970	51	24.00	45	145,824	43
Lassen	33,159	46	23.00	46	163,873	34
Calaveras	46,221	43	22.00	47	130,585	50
Mariposa	18,000	52	21.00	48	142,792	46
Colusa	21,491	49	20.00	49	133,020	48
Plumas	19,351	50	17.00	50	119,454	55
Glenn	28,805	47	16.00	51	139,880	47
Amador	41,259	45	14.00	52	153,920	38
Trinity	16,060	53	14.00	53	125,592	51
Mono	12,978	54	13.00	54	150,023	41
Modoc	8,700	55	7.00	55	108,367	56
Sierra	3,283	56	4.00	56	123,352	53

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
COMPARISON BY CHIEF PROBATION OFFICER SALARY

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Los Angeles	9,829,544	1	5,520.00	1	345,044	1
San Francisco Adult	815,201	13	150.00	25	280,488	2
San Mateo	760,249	15	352.00	16	274,892	3
Santa Clara	1,982,645	6	879.00	6	263,216	4
Orange	3,167,809	3	1,066.00	3	257,504	5
Sacramento	1,618,309	8	675.60	8	256,589	6
Contra Costa	1,200,000	9	356.00	15	254,062	7
San Diego	3,300,000	2	888.00	5	252,013	8
Riverside County	2,435,525	4	1,004.00	4	245,159	9
Santa Cruz	266,564	25	134.00	28	239,366	10
Alameda	1,649,000	7	505.00	11	238,214	11
Solano	451,716	19	185.00	21	236,795	12
Ventura	843,843	12	440.00	12	230,342	13
Yuba	81,575	38	109.00	34	229,584	14
San Bernardino	2,210,000	5	1,517.00	2	225,160	15
Marin	259,441	26	114.00	33	216,320	16
Santa Barbara	446,475	20	327.50	17	204,048	17
El Dorado	193,211	29	122.00	31	203,362	18
San Luis Obispo	283,111	23	166.00	22	199,867	19
Monterey	439,035	21	296.50	18	194,511	20
Placer	391,799	22	137.00	27	192,920	21
Napa	136,179	34	125.00	30	192,774	22
Stanislaus	552,999	16	274.00	19	192,254	23
Sonoma	487,011	17	273.00	20	189,165	24
Yolo	216,403	27	106.00	35	188,684	25
Fresno	1,018,241	10	654.00	10	182,854	26
San Joaquin	789,410	14	399.90	13	182,203	27
Kern	930,115	11	658.00	9	181,918	28
Merced	281,202	24	165.00	23	176,467	29
San Benito	66,677	40	44.00	42	175,179	30
Shasta	182,139	30	134.00	29	172,444	31
Tulare	479,305	18	396.00	14	167,191	32
Butte	209,121	28	152.00	24	165,000	33
Lassen	33,159	46	23.00	46	163,873	34
Nevada	102,241	35	34.50	44	159,515	35
Humboldt	163,310	32	101.90	36	159,120	36
Mendocino	91,305	37	55.00	38	154,565	37
Amador	41,259	45	14.00	52	153,920	38
Sutter County	100,613	36	52.00	39	153,533	39
Kings	152,023	33	140.00	26	151,384	40

CHIEF PROBATION OFFICERS OF CALIFORNIA  
 2022 SALARY SURVEY  
 COMPARISON BY CHIEF PROBATION OFFICER SALARY

COUNTY	POPULATION	RANK	FTE	RANK	CPO	
					SALARY	RANK
Mono	12,978	54	13.00	54	150,023	41
Tuolumne	55,810	42	49.00	40	147,930	42
Inyo	18,970	51	24.00	45	145,824	43
Tehama	65,498	41	80.00	37	145,571	44
Imperial	179,702	31	118.00	32	143,708	45
Mariposa	18,000	52	21.00	48	142,792	46
Glenn	28,805	47	16.00	51	139,880	47
Colusa	21,491	49	20.00	49	133,020	48
Lake	67,000	39	44.00	41	131,118	49
Calaveras	46,221	43	22.00	47	130,585	50
Trinity	16,060	53	14.00	53	125,592	51
Del Norte	27,218	48	41.00	43	123,876	52
Sierra	3,283	56	4.00	56	123,352	53
Siskiyou	44,118	44	695.00	7	120,515	54
Plumas	19,351	50	17.00	50	119,454	55
Modoc	8,700	55	7.00	55	108,367	56

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
EXECUTIVE SALARY RANGES

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	191,360	232,274	5	165,360	201,011	5	133,016	161,741	6	165,360	201,011	4
Amador	45	-	-	N/A	100,817	122,553	24	-	-	N/A	-	-	N/A
Butte	28	113,401	151,964	23	-	-	N/A	84,968	113,880	11	82,472	110,531	24
Calaveras	43	88,150	107,057	35	-	-	N/A	76,460	92,913	14	-	-	N/A
Colusa	49	94,632	155,112	22	-	-	N/A	-	-	N/A	-	-	N/A
Contra Costa	9	157,341	200,812	9	-	-	N/A	128,726	164,291	5	114,777	143,845	12
Del Norte	48	68,100	110,999	33	-	-	N/A	-	-	N/A	57,725	94,084	28
El Dorado	29	-	-	N/A	124,197	150,966	17	111,758	135,845	10	112,008	136,136	14
Fresno	10	-	-	N/A	83,470	175,000	9	-	-	N/A	83,470	175,000	8
Glenn	47	-	-	N/A	84,032	102,128	30	76,066	92,456	15	-	-	N/A
Humboldt	32	85,238	109,366	34	71,219	91,395	32	-	-	N/A	74,131	95,118	27
Imperial	31	100,272	128,028	27	-	-	N/A	-	-	N/A	-	-	N/A
Inyo	51	-	-	N/A	98,784	120,036	25	83,160	101,136	13	-	-	N/A
Kern	11	-	-	N/A	131,067	156,637	15	-	-	N/A	-	-	N/A
Kings	33	-	-	N/A	96,384	117,600	26	-	-	N/A	-	-	N/A
Lake	39	92,952	112,980	31	76,296	92,724	31	-	-	N/A	-	-	N/A
Lassen	46	-	-	N/A	85,800	109,844	27	-	-	N/A	-	-	N/A
Los Angeles	1	205,443	319,507	1	177,777	276,479	1	153,835	239,245	1	165,374	257,190	2
Marin	26	163,322	180,045	15	-	-	N/A	-	-	N/A	-	-	N/A
Mariposa	52	99,644	121,118	29	-	-	N/A	-	-	N/A	-	-	N/A
Mendocino	37	98,051	119,205	30	88,858	107,994	28	-	-	N/A	93,974	114,213	23
Merced	24	-	-	N/A	113,381	137,966	20	-	-	N/A	-	-	N/A
Modoc	55	83,424	129,396	25	-	-	N/A	-	-	N/A	72,218	-	N/A
Mono	54	-	-	N/A	-	-	N/A	-	-	N/A	82,357	100,105	26
Monterey	21	126,660	172,980	19	-	-	N/A	-	-	N/A	-	-	N/A
Napa	34	144,269	175,032	18	124,842	151,832	16	-	-	N/A	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
EXECUTIVE SALARY RANGES

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
Nevada	35	-	-	N/A	111,812	136,500	21	-	-	N/A	94,844	115,785	22
Orange	3	-	-	N/A	137,675	261,082	2	-	-	N/A	-	-	N/A
Placer	22	126,131	157,518	21	-	-	N/A	-	-	N/A	102,336	127,795	17
Plumas	50	-	-	N/A	-	-	N/A	-	-	N/A	-	-	N/A
Riverside County	4	137,450	237,097	4	113,724	176,143	8	-	-	N/A	106,372	164,878	9
Sacramento	8	196,355	216,483	7	158,333	174,556	10	119,600	145,387	8	-	-	N/A
San Benito	40	106,073	142,264	24	-	-	N/A	-	-	N/A	93,400	125,166	20
San Bernardino	5	132,642	181,168	13	120,661	164,570	13	120,661	164,570	3	117,894	160,701	10
San Diego	2	123,094	243,485	2	106,995	227,094	3	88,296	177,840	2	93,642	183,269	7
San Francisco Adult	13	145,028	225,056	6	-	-	N/A	-	-	N/A	180,258	279,604	1
San Joaquin	14	135,989	165,296	20	114,148	138,747	19	90,298	109,758	12	96,692	127,663	18
San Luis Obispo	23	139,755	178,360	16	124,821	159,307	14	-	-	N/A	107,827	137,613	13
San Mateo	15	164,132	205,171	8	148,803	186,076	7	-	-	N/A	148,803	186,076	6
Santa Barbara	20	-	-	N/A	131,119	192,394	6	-	-	N/A	130,483	191,460	5
Santa Clara	6	187,651	240,747	3	170,592	218,861	4	-	-	N/A	175,302	224,952	3
Santa Cruz	25	132,621	177,590	17	-	-	N/A	-	-	N/A	99,050	132,246	16
Shasta	30	100,812	128,676	26	-	-	N/A	-	-	N/A	83,340	106,368	25
Sierra	56	-	-	N/A	-	-	N/A	-	-	N/A	-	-	N/A
Siskiyou	44	75,119	95,930	36	64,889	82,866	33	-	-	N/A	60,154	74,955	29
Solano	19	148,810	180,880	14	-	-	N/A	135,282	164,436	4	104,144	126,588	19
Sonoma	17	-	-	N/A	139,733	169,871	11	-	-	N/A	-	-	N/A
Stanislaus	16	127,275	190,923	12	-	-	N/A	92,394	138,611	9	-	-	N/A
Sutter County	36	-	-	N/A	93,243	132,115	22	-	-	N/A	82,924	117,492	21
Tehama	41	-	-	N/A	82,014	104,956	29	-	-	N/A	-	-	N/A
Trinity	53	84,160	112,783	32	-	-	N/A	-	-	N/A	-	-	N/A
Tulare	18	130,037	195,058	10	97,863	146,293	18	-	-	N/A	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA  
 2022 SALARY SURVEY  
 EXECUTIVE SALARY RANGES

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
Tuolumne	42	104,769	127,358	28	-	-	N/A	-	-	N/A	-	-	N/A
Ventura	12	-	-	N/A	117,742	164,855	12	-	-	N/A	111,375	155,941	11
Yolo	27	-	-	N/A	96,950	128,115	23	-	-	N/A	99,649	133,248	15
Yuba	38	122,544	194,856	11	-	-	N/A	100,104	159,168	7	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
MANAGEMENT SALARY RANGES

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	149,282	181,210	4	121,763	148,075	3	-	-	N/A
Amador	45	-	-	N/A	-	-	N/A	-	-	N/A
Butte	28	92,934	124,529	22	76,169	102,050	15	73,928	99,070	7
Calaveras	43	-	-	N/A	-	-	N/A	-	-	N/A
Colusa	49	-	-	N/A	-	-	N/A	-	-	N/A
Contra Costa	9	119,750	145,557	11	-	-	N/A	-	-	N/A
Del Norte	48	59,102	96,329	30	-	-	N/A	-	-	N/A
El Dorado	29	-	-	N/A	-	-	N/A	-	-	N/A
Fresno	10	76,980	150,000	9	-	-	N/A	-	-	N/A
Glenn	47	-	-	N/A	-	-	N/A	-	-	N/A
Humboldt	32	64,459	82,722	34	-	-	N/A	-	-	N/A
Imperial	31	-	-	N/A	-	-	N/A	81,576	104,196	6
Inyo	51	-	-	N/A	-	-	N/A	-	-	N/A
Kern	11	109,525	130,893	20	98,636	117,877	12	-	-	N/A
Kings	33	77,040	94,020	32	-	-	N/A	-	-	N/A
Lake	39	-	-	N/A	-	-	N/A	-	-	N/A
Lassen	46	-	-	N/A	-	-	N/A	-	-	N/A
Los Angeles	1	133,114	207,019	1	115,191	179,146	1	94,477	120,588	4
Marin	26	138,299	153,275	6	-	-	N/A	-	-	N/A
Mariposa	52	-	-	N/A	-	-	N/A	-	-	N/A
Mendocino	37	-	-	N/A	-	-	N/A	-	-	N/A
Merced	24	92,352	112,278	24	-	-	N/A	-	-	N/A
Modoc	55	-	-	N/A	-	-	N/A	-	-	N/A
Mono	54	75,861	92,210	33	-	-	N/A	-	-	N/A
Monterey	21	110,172	150,396	8	95,880	130,848	6	-	-	N/A
Napa	34	118,955	144,227	12	-	-	N/A	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
MANAGEMENT SALARY RANGES

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
Nevada	35	-	-	N/A	-	-	N/A	-	-	N/A
Orange	3	109,928	193,024	3	87,922	156,270	2	63,232	125,674	2
Placer	22	111,696	139,484	17	-	-	N/A	-	-	N/A
Plumas	50	-	-	N/A	-	-	N/A	-	-	N/A
Riverside County	4	91,674	141,952	15	80,240	124,175	10	-	-	N/A
Sacramento	8	126,408	139,374	18	114,860	126,637	8	-	-	N/A
San Benito	40	85,402	107,900	27	82,416	110,336	13	60,967	81,731	9
San Bernardino	5	96,970	133,619	19	88,587	122,054	11	87,506	120,474	5
San Diego	2	-	-	N/A	-	-	N/A	-	-	N/A
San Francisco Adult	13	125,242	194,376	2	-	-	N/A	-	-	N/A
San Joaquin	14	90,300	109,760	26	75,705	92,020	17	56,217	68,332	10
San Luis Obispo	23	-	-	N/A	-	-	N/A	-	-	N/A
San Mateo	15	-	-	N/A	113,149	141,458	4	97,778	122,218	3
Santa Barbara	20	104,865	153,267	7	-	-	N/A	-	-	N/A
Santa Clara	6	143,940	175,015	5	-	-	N/A	-	-	N/A
Santa Cruz	25	109,574	146,349	10	94,016	125,570	9	-	-	N/A
Shasta	30	80,928	103,296	29	-	-	N/A	-	-	N/A
Sierra	56	-	-	N/A	-	-	N/A	-	-	N/A
Siskiyou	44	-	-	N/A	-	-	N/A	-	-	N/A
Solano	19	107,269	130,386	21	-	-	N/A	-	-	N/A
Sonoma	17	116,524	141,632	16	105,879	128,713	7	-	-	N/A
Stanislaus	16	81,744	122,595	23	72,301	108,451	14	-	-	N/A
Sutter County	36	-	-	N/A	-	-	N/A	-	-	N/A
Tehama	41	63,648	77,563	35	54,932	66,892	18	-	-	N/A
Trinity	53	-	-	N/A	-	-	N/A	-	-	N/A
Tulare	18	86,748	105,722	28	-	-	N/A	-	-	N/A



CHIEF PROBATION OFFICERS OF CALIFORNIA  
 2022 SALARY SURVEY  
 MANAGEMENT SALARY RANGES

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
Tuolumne	42	92,040	111,862	25	80,953	98,404	16	76,252	92,684	8
Ventura	12	101,808	142,545	14	-	-	N/A	-	-	N/A
Yolo	27	77,810	94,583	31	-	-	N/A	-	-	N/A
Yuba	38	90,636	144,120	13	88,176	140,208	5	79,920	127,080	1

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
SUPERVISING PROBATION OFFICER SALARY RANGES

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	120,390	145,080	3	101,629	123,261	3	87,880	106,704	2
Amador	45	78,145	94,993	31	-	-	N/A	-	-	N/A
Butte	28	69,638	93,334	32	61,193	81,993	13	-	-	N/A
Calaveras	43	-	-	N/A	-	-	N/A	-	-	N/A
Colusa	49	60,672	99,540	25	-	-	N/A	-	-	N/A
Contra Costa	9	105,406	128,122	4	103,053	125,262	2	-	-	N/A
Del Norte	48	60,477	98,570	26	49,527	75,276	16	-	-	N/A
El Dorado	29	78,666	95,618	29	76,960	93,538	8	-	-	N/A
Fresno	10	66,888	81,324	40	-	-	N/A	-	-	N/A
Glenn	47	-	-	N/A	-	-	N/A	63,565	77,251	9
Humboldt	32	65,770	84,386	38	54,142	69,826	17	-	-	N/A
Imperial	31	-	-	N/A	-	-	N/A	69,828	59,244	14
Inyo	51	-	-	N/A	-	-	N/A	-	-	N/A
Kern	11	79,595	95,123	30	74,227	88,708	11	70,615	84,392	8
Kings	33	65,016	79,368	41	-	-	N/A	-	-	N/A
Lake	39	62,608	76,107	42	-	-	N/A	-	-	N/A
Lassen	46	-	-	N/A	76,252	96,844	6	70,636	89,315	5
Los Angeles	1	80,483	108,460	17	-	-	N/A	-	-	N/A
Marin	26	114,920	127,379	5	-	-	N/A	-	-	N/A
Mariposa	52	84,279	102,437	22	-	-	N/A	-	-	N/A
Mendocino	37	68,286	87,152	36	-	-	N/A	-	-	N/A
Merced	24	82,160	99,840	24	-	-	N/A	-	-	N/A
Modoc	55	-	-	N/A	-	-	N/A	-	-	N/A
Mono	54	68,726	83,537	39	-	-	N/A	-	-	N/A
Monterey	21	75,876	103,584	19	-	-	N/A	-	-	N/A
Napa	34	99,840	119,766	9	-	-	N/A	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
SUPERVISING PROBATION OFFICER SALARY RANGES

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
Nevada	35	79,208	96,697	27	-	-	N/A	-	-	N/A
Orange	3	82,326	110,490	15	66,934	90,210	9	-	-	N/A
Placer	22	92,310	115,252	11	-	-	N/A	-	-	N/A
Plumas	50	-	-	N/A	-	-	N/A	54,517	84,677	7
Riverside County	4	74,840	101,981	23	65,814	89,672	10	57,531	73,203	11
Sacramento	8	84,751	103,021	21	70,657	85,900	12	57,983	70,490	12
San Benito	40	-	-	N/A	-	-	N/A	-	-	N/A
San Bernardino	5	79,893	112,736	12	78,374	110,572	4	66,373	93,558	4
San Diego	2	-	-	N/A	-	-	N/A	-	-	N/A
San Francisco Adult	13	126,552	150,176	2	-	-	N/A	-	-	N/A
San Joaquin	14	-	-	N/A	-	-	N/A	81,636	99,229	3
San Luis Obispo	23	85,238	108,794	16	-	-	N/A	-	-	N/A
San Mateo	15	-	-	N/A	-	-	N/A	-	-	N/A
Santa Barbara	20	93,962	120,588	7	-	-	N/A	-	-	N/A
Santa Clara	6	129,447	157,354	1	127,435	154,912	1	121,568	147,817	1
Santa Cruz	25	88,670	111,218	14	-	-	N/A	-	-	N/A
Shasta	30	67,572	86,244	37	60,996	77,844	14	-	-	N/A
Sierra	56	68,328	91,566	34	-	-	N/A	-	-	N/A
Siskiyou	44	59,567	76,072	43	45,082	57,574	19	56,676	73,372	10
Solano	19	95,694	116,316	10	84,885	103,178	5	-	-	N/A
Sonoma	17	99,597	121,074	6	-	-	N/A	-	-	N/A
Stanislaus	16	79,248	96,346	28	-	-	N/A	-	-	N/A
Sutter County	36	76,564	107,400	18	-	-	N/A	-	-	N/A
Tehama	41	59,321	72,259	44	53,757	65,499	18	49,940	60,778	13
Trinity	53	66,282	88,824	35	-	-	N/A	-	-	N/A
Tulare	18	75,551	92,076	33	63,137	76,947	15	69,863	85,144	6

CHIEF PROBATION OFFICERS OF CALIFORNIA  
 2022 SALARY SURVEY  
 SUPERVISING PROBATION OFFICER SALARY RANGES

COUNTY	POP RANK	SUPERVISOR III HIGHEST LEVEL OF SUPERVISOR			SUPERVISOR II 2ND HIGHEST LEVEL OF SUPERVISOR			SUPERVISOR I 3RD HIGHEST LEVEL OF SUPERVISOR		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Tuolumne	42	-	-	N/A	-	-	N/A	-	-	N/A
Ventura	12	80,036	112,061	13	-	-	N/A	-	-	N/A
Yolo	27	52,913	103,087	20	-	-	N/A	-	-	N/A
Yuba	38	75,768	120,480	8	60,648	96,432	7	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 REVENUE SURVEY  
DEPUTY PROBATION OFFICER SALARY RANGES

COUNTY	POP	DPO III			DPO II			DPO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Alameda	7	105,643	128,066	3	95,368	116,459	2	86,507	105,643	1
Amador	45	71,073	86,382	27	62,129	75,524	35	51,355	62,420	39
Butte	28	63,044	84,489	31	57,075	76,481	30	49,150	65,873	34
Calaveras	43	68,328	83,137	32	57,865	70,366	42	49,254	59,841	43
Colusa	49	-	-	N/A	52,284	85,824	21	47,340	77,724	12
Contra Costa	9	86,264	104,854	10	80,807	98,221	10	58,225	70,774	23
Del Norte	48	50,678	77,027	41	48,403	73,497	37	44,172	66,932	29
El Dorado	29	67,246	81,744	35	62,629	76,128	32	56,098	68,182	24
Fresno	10	60,528	73,548	45	53,664	65,208	49	45,336	55,116	52
Glenn	47	55,557	67,558	49	50,274	61,131	52	45,510	55,307	51
Humboldt	32	58,926	75,608	43	54,142	69,472	43	46,155	59,218	44
Imperial	31	62,952	80,436	36	57,348	73,260	38	44,496	56,868	47
Inyo	51	67,452	82,056	33	62,904	76,512	29	58,560	71,076	21
Kern	11	64,231	86,523	26	58,424	78,700	26	50,054	67,426	26
Kings	33	58,860	71,844	47	53,292	65,016	50	45,900	56,016	50
Lake	39	-	-	N/A	58,136	70,678	41	53,997	65,624	35
Lassen	46	68,161	85,966	28	61,048	76,419	31	56,846	70,782	22
Los Angeles	1	79,302	106,867	8	68,735	97,794	11	58,128	74,197	18
Marin	26	89,669	103,813	13	81,203	98,675	9	70,158	77,334	13
Mariposa	52	71,859	87,353	25	63,754	77,490	27	55,016	66,872	30
Mendocino	37	61,942	79,040	39	56,139	71,656	40	50,918	64,979	36
Merced	24	65,894	80,163	38	56,888	69,202	44	51,563	62,733	38
Modoc	55	-	-	N/A	-	-	N/A	37,932	58,848	45
Mono	54	62,263	75,681	42	56,407	68,563	45	51,102	62,115	40
Monterey	21	76,632	104,604	11	72,924	99,540	8	62,484	85,284	9
Napa	34	87,360	104,437	12	81,120	97,365	12	74,422	88,982	7
Nevada	35	71,688	87,517	24	64,882	79,208	25	58,723	71,688	20

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 REVENUE SURVEY  
DEPUTY PROBATION OFFICER SALARY RANGES

COUNTY	POP	DPO III			DPO II			DPO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Orange	3	73,694	99,112	18	69,909	94,120	13	66,102	89,107	6
Placer	22	80,267	100,235	16	69,908	87,318	19	61,089	76,294	14
Plumas	50	47,091	73,070	46	42,723	66,269	47	39,478	61,360	42
Riverside County	4	-	-	N/A	58,783	80,783	24	50,073	66,451	32
Sacramento	8	92,832	112,814	5	83,624	101,643	5	-	-	N/A
San Benito	40	68,009	91,046	22	64,770	86,710	20	53,485	74,944	17
San Bernardino	5	68,037	95,264	20	63,294	88,566	16	50,627	67,434	25
San Diego	2	-	-	N/A	-	-	N/A	67,184	85,821	8
San Francisco Adult	13	83,044	134,654	2	-	-	N/A	-	-	N/A
San Joaquin	14	69,509	84,489	30	63,057	76,646	28	54,981	66,829	31
San Luis Obispo	23	77,730	99,195	17	71,032	90,667	14	63,939	81,598	10
San Mateo	15	85,216	106,556	9	80,577	100,691	7	72,174	90,228	5
Santa Barbara	20	85,014	108,892	7	79,758	102,022	4	-	-	N/A
Santa Clara	6	114,026	138,647	1	101,404	123,265	1	85,080	103,428	2
Santa Cruz	25	92,248	115,731	4	81,598	103,314	3	73,840	93,538	3
Shasta	30	61,284	78,216	40	56,964	72,708	39	51,660	65,940	33
Sierra	56	59,837	80,187	37	56,626	75,885	34	47,787	64,039	37
Siskiyou	44	-	-	N/A	51,307	65,522	48	45,082	57,574	46
Solano	19	83,212	101,145	15	72,279	87,856	17	62,566	76,050	15
Sonoma	17	83,944	102,039	14	73,341	89,162	15	66,642	81,022	11
Stanislaus	16	69,742	84,780	29	62,483	75,961	33	55,474	67,413	27
Sutter County	36	65,458	93,105	21	58,833	84,448	22	52,662	75,849	16
Tehama	41	53,747	65,499	50	49,940	60,777	53	46,342	56,451	49
Trinity	53	51,684	69,262	48	46,789	62,702	51	42,358	56,763	48
Tulare	18	61,759	75,268	44	55,923	68,155	46	48,185	61,663	41
Tuolumne	42	67,454	81,993	34	61,048	74,214	36	55,265	67,163	28
Ventura	12	74,235	96,970	19	58,159	87,532	18	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA  
 2022 REVENUE SURVEY  
 DEPUTY PROBATION OFFICER SALARY RANGES

COUNTY	POP	DPO III			DPO II			DPO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Yolo	27	72,762	88,442	23	67,640	82,218	23	60,622	73,686	19
Yuba	38	69,336	110,256	6	63,444	100,884	6	58,104	92,388	4

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 REVENUE SURVEY  
JUVENILE CORRECTION OFFICERS SALARY RANGES

COUNTY	POP	JCO III			JCO II			JCO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Alameda	7	-	-	N/A	75,566	91,686	3	68,619	82,909	3
Amador	45	-	-	N/A	-	-	N/A	-	-	N/A
Butte	28	55,390	74,235	24	50,148	67,204	26	45,406	60,840	22
Calaveras	43	-	-	N/A	-	-	N/A	-	-	N/A
Colusa	49	-	-	N/A	-	-	N/A	-	-	N/A
Contra Costa	9	77,695	94,439	5	73,141	88,904	5	55,049	66,912	13
Del Norte	48	44,179	66,980	28	40,334	61,016	32	36,847	55,605	28
El Dorado	29	62,109	75,483	23	57,970	70,450	22	51,813	62,982	19
Fresno	10	57,192	69,516	27	49,680	60,396	33	40,560	49,296	34
Glenn	47	-	-	N/A	-	-	N/A	-	-	N/A
Humboldt	32	48,506	62,254	33	43,909	56,347	37	39,728	50,981	33
Imperial	31	-	-	N/A	-	-	N/A	37,104	47,376	37
Inyo	51	54,576	66,324	29	52,092	63,324	30	49,704	60,396	24
Kern	11	57,556	77,531	19	51,063	68,785	24	45,077	60,721	23
Kings	33	53,832	65,664	30	48,732	59,448	34	44,112	53,832	30
Lake	39	-	-	N/A	-	-	N/A	-	-	N/A
Lassen	46	-	-	N/A	-	-	N/A	-	-	N/A
Los Angeles	1	76,616	103,240	2	66,896	85,389	7	59,428	71,855	7
Marin	26	76,066	92,290	8	68,370	83,013	8	60,528	66,810	15
Mariposa	52	-	-	N/A	-	-	N/A	-	-	N/A
Mendocino	37	60,523	77,251	20	47,712	63,440	29	-	-	N/A
Merced	24	51,563	62,733	32	46,758	56,888	36	42,390	51,563	32
Modoc	55	-	-	N/A	-	-	N/A	-	-	N/A
Mono	54	-	-	N/A	-	-	N/A	-	-	N/A
Monterey	21	69,012	94,152	6	63,396	86,556	6	54,336	74,172	5
Napa	34	73,798	88,234	12	68,120	81,515	11	62,338	74,298	4
Nevada	35	-	-	N/A	-	-	N/A	-	-	N/A



CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 REVENUE SURVEY  
JUVENILE CORRECTION OFFICERS SALARY RANGES

COUNTY	POP	JCO III			JCO II			JCO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Orange	3	58,448	78,728	17	55,370	74,568	16	51,043	68,786	10
Placer	22	69,908	87,318	13	61,089	76,294	15	54,516	68,099	11
Plumas	50	-	-	N/A	-	-	N/A	-	-	N/A
Riverside County	4	-	-	N/A	52,805	65,894	27	44,970	57,635	26
Sacramento	8	85,357	94,106	7	-	-	N/A	-	-	N/A
San Benito	40	54,211	72,673	25	46,839	62,773	31	42,475	56,920	27
San Bernardino	5	-	-	N/A	52,042	73,278	19	40,914	54,995	29
San Diego	2	-	-	N/A	57,595	73,570	18	46,405	62,254	21
San Francisco Adult	13	-	-	N/A	-	-	N/A	-	-	N/A
San Joaquin	14	67,347	81,860	16	60,192	73,163	20	54,059	65,709	17
San Luis Obispo	23	66,955	85,446	14	60,819	77,626	13	55,245	70,491	9
San Mateo	15	72,757	90,936	9	65,435	81,825	10	57,989	72,466	6
Santa Barbara	20	74,547	95,170	4	70,023	89,292	4	-	-	N/A
Santa Clara	6	104,258	126,718	1	95,969	116,644	1	82,474	100,293	1
Santa Cruz	25	80,122	101,317	3	73,632	93,226	2	66,872	84,594	2
Shasta	30	55,320	70,608	26	51,408	65,616	28	48,972	48,972	35
Sierra	56	-	-	N/A	-	-	N/A	-	-	N/A
Siskiyou	44	39,225	50,093	36	-	-	N/A	-	-	N/A
Solano	19	73,332	89,135	11	63,477	77,157	14	54,981	66,830	14
Sonoma	17	74,197	90,205	10	64,868	78,831	12	54,850	66,663	16
Stanislaus	16	63,918	77,688	18	56,098	68,203	25	48,963	59,530	25
Sutter County	36	-	-	N/A	-	-	N/A	-	-	N/A
Tehama	41	45,219	55,099	35	42,993	52,416	38	39,000	47,486	36
Trinity	53	41,523	55,645	34	37,590	50,375	39	34,030	45,603	38
Tulare	18	52,002	63,376	31	48,514	59,125	35	43,923	53,541	31
Tuolumne	42	63,544	77,230	21	57,512	69,908	23	52,041	63,273	18
Ventura	12	67,678	85,030	15	64,694	74,331	17	50,334	67,425	12

CHIEF PROBATION OFFICERS OF CALIFORNIA  
 2022 REVENUE SURVEY  
 JUVENILE CORRECTION OFFICERS SALARY RANGES

COUNTY	POP RANK	JCO III			JCO II			JCO I		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Yolo	27	62,364	75,804	22	59,331	72,117	21	51,748	62,899	20
Yuba	38	-	-	N/A	51,840	82,428	9	44,748	71,160	8

CHIEF PROBATION OFFICERS OF CALIFORNIA  
2022 SALARY SURVEY  
PROBATION ASSISTANT SALARY RANGE

COUNTY	POP RANK	PROBATION ASSISTANT		
		MIN	MAX	RANK
Alameda	7	-	-	N/A
Amador	45	41,000	49,961	31
Butte	28	39,499	52,936	25
Calaveras	43	-	-	N/A
Colusa	49	33,516	54,936	23
Contra Costa	9	-	-	N/A
Del Norte	48	-	-	N/A
El Dorado	29	46,259	56,222	20
Fresno	10	33,768	46,176	32
Glenn	47	-	-	N/A
Humboldt	32	-	-	N/A
Imperial	31	35,520	45,420	34
Inyo	51	-	-	N/A
Kern	11	-	-	N/A
Kings	33	41,556	50,712	28
Lake	39	-	-	N/A
Lassen	46	53,019	65,686	7
Los Angeles	1	96,119	129,531	1
Marin	26	-	-	N/A
Mariposa	52	-	-	N/A
Mendocino	37	-	-	N/A
Merced	24	45,843	55,765	22
Modoc	55	32,664	54,612	24
Mono	54	51,102	62,115	10
Monterey	21	42,000	57,348	18
Napa	34	-	-	N/A
Nevada	35	49,252	73,401	6
Orange	3	-	-	N/A
Placer	22	48,859	61,027	11
Plumas	50	32,947	51,106	27
Riverside County	4	32,625	51,948	26
Sacramento	8	60,169	-	12
San Benito	40	43,587	58,417	16
San Bernardino	5	-	-	N/A
San Diego	2	47,278	58,115	17
San Francisco Adult	13	67,132	81,562	5
San Joaquin	14	48,562	59,028	14
San Luis Obispo	23	-	-	N/A
San Mateo	15	-	-	N/A
Santa Barbara	20	-	-	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA  
 2022 SALARY SURVEY  
 PROBATION ASSISTANT SALARY RANGE

COUNTY	POP RANK	PROBATION ASSISTANT		
		MIN	MAX	RANK
Santa Clara	6	79,907	113,023	2
Santa Cruz	25	64,834	81,994	4
Shasta	30	39,300	50,160	30
Sierra	56	-	-	N/A
Siskiyou	44	36,585	45,579	33
Solano	19	-	-	N/A
Sonoma	17	48,505	58,961	15
Stanislaus	16	-	-	N/A
Sutter County	36	44,461	64,272	8
Tehama	41	-	-	N/A
Trinity	53	41,938	56,201	21
Tulare	18	41,242	50,263	29
Tuolumne	42	38,251	56,763	19
Ventura	12	64,607	90,459	3
Yolo	27	45,143	59,778	13
Yuba	38	40,392	64,224	9