

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
CURRENT ANNUAL CHIEF SALARY BY COUNTY

COUNTY	CHIEF SALARY	RANK
Alameda	220,667	5
Alpine	77,160	59
Amador	143,604	31
Butte	141,176	34
Calaveras	115,440	47
Colusa	137,928	35
Contra Costa	175,000	18
Del Norte County	83,468	57
El Dorado County	158,850	25
Fresno	145,411	30
Glenn	97,656	54
Humboldt	132,372	39
Imperial	134,625	37
Inyo	120,960	42
Kern County	129,771	40
Kings	126,068	41
Lake	115,000	49
Lassen	136,139	36
Los Angeles	316,342	1
Madera	155,761	26
Marin	182,395	13
Mariposa	117,469	45
Mendocino	108,202	53
Merced	120,245	43
Modoc	87,960	55
Mono	110,472	51
Monterey	176,960	16
Napa	177,278	15
Nevada	141,419	33
Orange	206,627	9
Placer	159,668	24
Plumas	81,446	58
Riverside	238,434	2
Sacramento	224,239	4
San Benito	142,510	32
San Bernardino	179,049	14
San Diego	203,008	10
San Francisco - Adult	225,000	3
San Francisco - Juvenile	219,428	6
San Joaquin	176,925	17

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2016 SALARY SURVEY
 CURRENT ANNUAL CHIEF SALARY BY COUNTY

COUNTY	CHIEF SALARY	RANK
San Luis Obispo	164,528	23
San Mateo	215,051	7
Santa Barbara	145,900	29
Santa Clara County	171,786	22
Santa Cruz	187,637	12
Shasta	118,200	44
Sierra	116,280	46
Siskiyou	86,840	56
Solano	189,069	11
Sonoma	172,016	20
Stanislaus County	152,992	27
Sutter	114,461	50
Tehama County	132,640	38
Trinity	108,713	52
Tulare	149,931	28
Tuolumne	115,414	48
Ventura	208,638	8
Yolo County	174,450	19
Yuba	171,792	21

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
CURRENT ANNUAL CHIEF SALARY BY RANK

COUNTY	CHIEF SALARY	RANK
Los Angeles	316,342	1
Riverside	238,434	2
San Francisco - Adult	225,000	3
Sacramento	224,239	4
Alameda	220,667	5
San Francisco - Juvenile	219,428	6
San Mateo	215,051	7
Ventura	208,638	8
Orange	206,627	9
San Diego	203,008	10
Solano	189,069	11
Santa Cruz	187,637	12
Marin	182,395	13
San Bernardino	179,049	14
Napa	177,278	15
Monterey	176,960	16
San Joaquin	176,925	17
Contra Costa	175,000	18
Yolo County	174,450	19
Sonoma	172,016	20
Yuba	171,792	21
Santa Clara County	171,786	22
San Luis Obispo	164,528	23
Placer	159,668	24
El Dorado County	158,850	25
Madera	155,761	26
Stanislaus County	152,992	27
Tulare	149,931	28
Santa Barbara	145,900	29
Fresno	145,411	30
Amador	143,604	31
San Benito	142,510	32
Nevada	141,419	33
Butte	141,176	34
Colusa	137,928	35
Lassen	136,139	36
Imperial	134,625	37
Tehama County	132,640	38
Humboldt	132,372	39
Kern County	129,771	40

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
CURRENT ANNUAL CHIEF SALARY BY RANK

Kings	126,068	41
Inyo	120,960	42
Merced	120,245	43
Shasta	118,200	44
Mariposa	117,469	45
Sierra	116,280	46
Calaveras	115,440	47
Tuolumne	115,414	48
Lake	115,000	49
Sutter	114,461	50
Mono	110,472	51
Trinity	108,713	52
Mendocino	108,202	53
Glenn	97,656	54
Modoc	87,960	55
Siskiyou	86,840	56
Del Norte County	83,468	57
Plumas	81,446	58
Alpine	77,160	59

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
RETIREMENT PLANS

COUNTY	SAFETY RETIREMENT PLANS						NON-SAFETY RETIREMENT PLANS						SOCIAL SECURITY	COMMENTS
	PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY			PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY				
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST		
Alameda	3.00%	50	70.87%	2.70%	57	50.89%	2.61%	62	20.22%	2.50%	67	18.54%	Yes - Non-sworn Only	ACERA (Alameda County Employee's Retirement Association) has more than Pre-PEPRA & PEPRA tier system. The numbers above represent Tier One (the oldest tier) and Tier Four (most recent tier).
Alpine	2.70%	57											No	No
Amador	3.00%	55	17.54%	2.70%	57	14.66%	3.00%		50%	17.54%			Yes - Non-sworn Only	Above represents normal costs only. We have an unfunded liability.
Butte	2.00%	50	16.48%	2.70%	57	11.50%	2.00%	55	8.06%	2.00%	62	6.25%	Yes - All	
Calaveras	3.00%	50	41.00%	2.70%	57	12.00%	2.00%	55	17%	2.00%	62	17.00%	No	
Colusa	3.00%	50	19.54%	2.50%	57	12.08%	3.00%	60	25.30%	2.00%	62	25.30%	Yes - All	Safety formula for new members changed from 2.74% @ 57 to 2.5% @ 57 effective 10/1/16
Contra Costa	3.00%	50	87.00%	2.70%	57	79.00%	2.00%	55	33%	2.70%	67	28.00%	Yes - Non-sworn Only	No
Del Norte	2.70%	57		2.00%	50		2.00%	55		2.00%	62		Yes - All	Through MOU and negotiations there are several employees on different plans. Uncertain how to answer. Tiers are listed. Deferred tax comp 457 plan.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
RETIREMENT PLANS

COUNTY	SAFETY RETIREMENT PLANS						NON-SAFETY RETIREMENT PLANS						SOCIAL SECURITY	COMMENTS
	PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY			PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY				
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST		
El Dorado County	3.00%	50	81.00%	2.70%	57	50.00%	2.00%	55	97%	2.00%	62	50.00%	No	There is a period in between Oct. 2012 to January 2013 for new hires that receive 2% at 50 years of age. This is considered Tier 2, and also received 81% employer covered pension. For non-sworn staff, the same period as described above, 2% at 60 years of age with 97% of their pension covered by the employer
Fresno							2.50%	55	65.83%	1.00%	52	51.86%	Yes - All	
Glenn				3.00%	55					2.50%	55		No	Safety does not include probation staff, probation officers. All staff under Probation are at 2.5% @ 55
Humboldt	3.00%	50	32.00%	2.70%	57	32.00%	2.70%	55	23%	2.00%	62	23.00%	Yes - Non-sworn Only	There is a third tier plan but it only covers employees hired between 6/6/12 & 12/31/12 and it's 2%@55 for non-safety and 2.7%@57 for safety. Most Pre-PEPRA employees were hired prior to 6/6/12 so that is the plan I detailed above, leaving no room for this tier.
Imperial	3.00%	50	27.28%	2.00%	50	20.11%	2.00%	55.5	17.20%	2.00%	62	13.11%	No	
Inyo							2.00%	55	7%	2.00%	62	6.50%	No	
Kern County	3.00%	50	64.42%	2.00%	50	51.29%	3.00%	60	43.60%	1.62%	65	31.09%	Yes - All	Safety PEPRA Formula: Starts at 2% at 50 and maxes out at 2.62% at 55.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
RETIREMENT PLANS

COUNTY	SAFETY RETIREMENT PLANS						NON-SAFETY RETIREMENT PLANS						SOCIAL SECURITY	COMMENTS
	PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY			PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY				
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST		
Kings	3.00%	55											Yes - Non-sworn Only	All safety employees hired prior to 1/1/13 are 3% @ 55. All safety employees hired after 1/1/13 are 2.7% @ 57
Lake	2.00%	50	27.33%	2.70%	57	27.33%	2.00%	55	16.07%	2.00%	62	16.07%	No	
Lassen	0.00%	0	0.00%	0.00%	0	0.00%	2.00%	55	4%	2.00%	62	4.00%	Yes - All	Calpers is unstable and costly.
Los Angeles	N/A	N/A	N/A	N/A	N/A	N/A	2.00%	61	16.19%	2.00%	62	16.07%	No	Pre-PEPRA non-contributory plan 2% at 65. County Cost 17.49%. No non-contributory plan after PEPRA. LA County Probation does not participate in a safety plan.
Madera	3.00%	55	30.46%	2.70%	57	30.46%	2.70%	57	25.08%	2.00%	60	25.08%	Yes - All	
Marin	3.00%	55	36.64%	2.70%	57	35.01%	2.00%	55	22.72%	2.00%	62	21.08%	No	Probation Safety Employees pays an additional 4.5% in pre-tax safety contributions to offset the higher cost of safety (negotiation trade off in 2002)
Mariposa	3.00%	50	32.99%	2.00%	50	19.53%	2.70%	55	18.43%	2.00%	62	12.08%	Yes - All	Pre PEPRA county paid 100% of employee contribution
Mendocino	3.00%	50	54.16%	2.70%	57	44.19%	2.00%	57	30.19%	2.50%	67	26.32%	Yes - All	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
RETIREMENT PLANS

COUNTY	SAFETY RETIREMENT PLANS			NON-SAFETY RETIREMENT PLANS			SOCIAL SECURITY	COMMENTS						
	PRE-PEPRA PLAN COUNTY		POST-PEPRA PLAN COUNTY	PRE-PEPRA PLAN COUNTY		POST-PEPRA PLAN COUNTY								
	%	AGE	COST	%	AGE	COST	%	AGE	COST					
Merced										Merced County has tiers for retirement based upon hire date. For Safety: Tier I/II: 3% @ 50 Tier III: 2.62% @ 55 Tier IV: 2.7% @ 57 Non-Safety: Tier I/II: 3% @ 60 Tier III: 2.43% @ 65 Tier IV: 2.5% @ 67				
Modoc							2.00%	55	16.97%	2.00%	62	16.97%	Yes - All	
Mono	3.00%	50		2.70%	57								No	Pepra made it difficult for staff coming in after the change. The retirement amount is insufficient.
Monterey	3.00%	50	30.31%	3.00%	55	33.31%	2.00%	55	13.26%	2.00%	62	13.26%	Yes - Non-sworn Only	
Napa							2.50%	55	19.77%	2.00%	60	18.77%	No	Our department is not part of Safety. We have a three (3) tiers - 2% @ 62 for new members. The County cost as a percentage of salary is 18.648%
Nevada							2.70%	55	37.65%	2.00%	62	37.41%	Yes - All	Probation does not have safety retirement. There is a Tier 2 pre-PEPRA that is 2%@60. The PEPRA county share is 40.232% for Managers and non-sworn staff bargaining units.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
RETIREMENT PLANS

COUNTY	SAFETY RETIREMENT PLANS						NON-SAFETY RETIREMENT PLANS						SOCIAL SECURITY	COMMENTS
	PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY			PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY				
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST		
Orange	3.00%	55	60.34%	2.70%	57	57.42%	1.62%	65	25.36%	1.62%	65	24.97%	No	There are multiple plans for each represented unit and there are multiple represented units included in the positions in this salary survey. The plans reflected in this survey represent the most recent plans in the represented group that covered the most classifications included in this salary survey.
Placer	3.00%	50	96.00%	2.70%	57	50.00%	2.50%	55	98%	2.00%	62	50.00%	Yes - All	Placer County has 2 pre-PEPRA tiers. Used oldest tier (1) as the pre-PEPRA figures for this survey. Tier 2 is hired on or after 3-13-11 to 12-31-12.
Plumas	2.00%	55	4.00%	2.00%	55	4.00%	2.00%	62	4%	2.00%	62	4.00%	Yes - All	
Riverside	3.00%	50	28.91%	2.00%	50	28.91%	3.00%	60	20.58%	2.00%	60	20.58%	Yes - Non-sworn Only	
Sacramento	3.00%	50	15.94%	2.70%	57	33.00%							Yes - All	
San Benito	3.00%	55		2.70%	57		2.00%	55		2.00%	62		Yes - Non-sworn Only	
San Bernardino	-	-	-	-	-	-	2.00%	55	22.33%	2.50%	67	19.20%	No - Neither sworn nor non-sworn	County offers Deferred Compensation 457(b) to all employees and a 401(k) for exempt staff.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
RETIREMENT PLANS

COUNTY	SAFETY RETIREMENT PLANS						NON-SAFETY RETIREMENT PLANS						SOCIAL SECURITY	COMMENTS
	PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY			PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY				
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST		
San Diego	3.00%	55		2.70%	57		2.60%	62		2.50%	67		Yes - Non-sworn Only	
San Francisco - Adult	2.70%	50					1.00%	50					Yes - Non-sworn Only	We have two plans depending your status when hired CalPers: 2.7% @50 CCSFERS: 2.7% @58
San Francisco - Juvenile				1.80%	50		2.00%	50		2.00%	50	17.75%	Yes - All	
San Joaquin	3.00%	50	69.40%	2.70%	57	55.20%	2.00%	55.5	37.30%	2.00%	62	30.30%	Yes - Non-sworn Only	
San Luis Obispo	3.00%	55	16.12%	2.70%	57	16.12%	2.00%	55	19.53%	2.00%	60	19.53%	Yes - All	
San Mateo	2.00%	50		2.70%	57		2.00%	55.5		2.00%	62		Yes - Non-sworn Only	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	54.35%	2.00%	50	43.01%	2.00%	57	35.03%	2.00%	62	26.47%	Yes - Non-sworn Only	
Santa Clara County	3.00%	50	36.23%	2.70%	57	36.23%	2.50%	55	16.05%	2.00%	62	16.05%	Yes - All	
Santa Cruz	2.00%	50	26.94%	2.00%	57	26.94%	2.00%	55	19.55%	2.00%	55	18.80%	Yes - All	No

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
RETIREMENT PLANS

COUNTY	SAFETY RETIREMENT PLANS						NON-SAFETY RETIREMENT PLANS						SOCIAL SECURITY	COMMENTS
	PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY			PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY				
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST		
Shasta	2.00%	50	46.18%	2.00%	57	46.18%	2.00%	55	18.09%	2.00%	62	18.09%	Yes - All	For both safety and non-safety the PEPRA ages for retirement have caveats in the MOUs. Safety is 57 or 55 and non-safety is 60 or 62. Both say as determined by CalPERS in compliance with California state law.
Sierra	3.00%	55	17.70%	2.70%	57	12.10%	2.70%	55	11.60%	2.00%	62	6.60%	Yes - All	
Siskiyou													No	Through MOU and negotiations there are several employees on several different plans, I am not sure how to break each separate cost out or list it on the survey itself. I have staff that are still 3% at 50 and then tiered to 2.7% at 57.
Solano	2.00%	50		2.00%	57		2.70%	55		2.00%	62		Yes - Non-sworn Only	Safety employees- The county amended its contract with CALPERS to provide employees hired on or after 5/4/12 with a Safety Peace Officer Retirement formula of 2% @ age 55. Non Safety employees- The county amended its contract with CALPERS to provide employees hired on or after 5/4/12 with a Miscellaneous Retirement formula of 2% @ age 60.
Sonoma	3.00%	50	50.00%	2.70%	57	42.73%	3.00%	60	42.05%	2.00%	62	36.87%	Yes - All	
Stanislaus County	2.00%	50	16.97%	2.70%	57	13.08%	2.00%	60	9.27%	2.50%	67	8.06%	Yes - All	March 9, 2002-December 31, 2010 General Retirement formula = 2%@55.5 and Safety = 3%@50. January 1, 2011-December 31, 2012 General = 2%@60 and Safety = 2%@50.
Sutter	3.00%	50	33.91%	2.70%	57	33.91%	2.70%	55	23.44%	2.00%	60	23.44%	Yes - All	No

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
RETIREMENT PLANS

COUNTY	SAFETY RETIREMENT PLANS						NON-SAFETY RETIREMENT PLANS						SOCIAL SECURITY	COMMENTS
	PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY			PRE-PEPRA PLAN COUNTY			POST-PEPRA PLAN COUNTY				
	%	AGE	COST	%	AGE	COST	%	AGE	COST	%	AGE	COST		
Tehama County				2.70%	57	93.00%	N/A	N/A	N/A	2.00%	62	93.00%	Yes - All	Classic members are at 3% at 55 for Safety and 2% at 55 for non-safety.
Trinity	3.00%	50	0.00%	2.70%	57	0.00%	2.50%	55		2.00%	62	0.00%	Yes - All	All county staff pay PERS, county does not contribute. This was negotiated by the bargaining units to effect a salary increase.
Tulare	2.00%	50	17.91%	2.70%	57	18.38%	2.00%	57	7.65%	2.50%	67	11.40%	Yes - All	No.
Tuolumne	3.00%	50	23.00%	2.70%	57	12.00%	2.00%	55	9%	2.00%	62	8.00%	Yes - All	We have three tiers of retirement brackets. There is a middle tier not included in the above that is: Safety Tier 2 = 2%@50 for safety and 2%@60 for miscellaneous.
Ventura	3.00%	50	10.78%	2.70%	50	10.40%		50	9.92%		50	7.86%	Yes - Non-sworn Only	Ventura County is a 1937 Act County PEPRA Safety Formula-50yrs old w/5+ yrs of srvc PrePEPRA NonSafety Formula-50yrold w/10+yrs svc; 30 yrs of svc retire any age PEPRA NonSafety Formula-50yrold w/10+yrs svc; retire any age w/30yrs of srvc
Yolo	3.00%	55	28.70%	3.00%	57	28.70%	2.50%	55	21.80%	2.00%	62	21.80%	Yes - All	The rates used were for Fiscal Year 2015/16.
Yuba	2.70%	55	26.44%	2.70%	57	27.94%	2.00%	55	18.97%	2.00%	62	18.97%	No	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
BENEFIT PLANS

COUNTY	HEALTH	DENTAL	VISION	MANAGEMENT ENHANCEMENTS
Alameda	3	4	2	No
Alpine	1	1	1	No
Amador	6	2	2	Yes County of Amador pays 100% of vision, dental, and medical insurance for the Chief Probation Officer.
Butte	5	2	1	No
Calaveras	3	1	1	No
Colusa	8	1	1	No
Contra Costa	9	2	1	No
Del Norte	1	1	3	No
El Dorado County	4	1	1	Yes By forgoing medical through the county, managers and confidential/unrepresented staff are eligible to receive \$6,000 annually.
Fresno	4	2	1	No
Glenn	5	2	1	No
Humboldt	6	1	1	No
Imperial	12	8	8	Yes Cost Free
Inyo	4	1	1	No
Kern County	4	2	1	No
Kings	2	1	1	Yes Managers' insurance premiums are paid by the County. There is no cost to those employees.
Lake	5	1	1	No
Lassen	1	1	1	No
Los Angeles	10	3	1	No
Madera	9	2	1	No
Marin	3	1	1	No
Mariposa	8	1	1	Yes They get an additional \$300 per month towards their 125 plan

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
BENEFIT PLANS

COUNTY	HEALTH	DENTAL	VISION	MANAGEMENT ENHANCEMENTS
Mendocino	1	1	1	No
Merced	3	1	1	No
Modoc	3	1	1	No
Mono	1	1	1	No
Monterey	11	1	1	Yes If employee ONLY plan is selected, then County health flex dollars are not spent, these unspent dollars are returned to the employee (In-Lieu payout).
Napa	5	2	2	No
Nevada	7	1	1	No
Orange	4	3	1	Yes Executive & Management have their own dental PPO plan paid for by the County. They also have an Optional Benefits Plan (\$3,500 for management and \$4,500 for Executive) that can be used to reimburse uncovered medical costs, roll over into deferred compensation plans, cash out in a lump sum, or a combination thereof.
Placer	9	1	1	Yes County pays 80% share of premium
Plumas	1	1	1	No
Riverside	4	4	2	Yes Vision service Plans are offered to management free of cost. Benefits equates to \$160.32/year
Sacramento	4	1	0	No
San Benito	4	1	1	No
San Bernardino	4	2	1	No -
San Diego	6	2	1	No
San Francisco - Adult	3	3	1	Yes Cafeteria Plan
San Francisco - Juvenile	3	2	1	No
San Joaquin	4	2	1	Cafeteria Plan for managers hired prior to 1/16/12.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
BENEFIT PLANS

COUNTY	HEALTH	DENTAL	VISION	MANAGEMENT ENHANCEMENTS
San Luis Obispo	5	2	1	No
San Mateo	5	2	1	Yes better dental coverage
Santa Barbara	6	2	1	No
Santa Clara County	3	2	1	No
Santa Cruz	8	2	1	No
Shasta	4	1	1	No
Sierra	4	1	1	No
Siskiyou	3	1	1	No
Solano	11	2	1	No
Sonoma	11	1	1	No
Stanislaus County	1	1	1	No
Sutter	7	3	1	No
Tehama County	1	1	1	No N/A
Trinity	4	1	1	Yes May add dependents at an additional cost
Tulare	6	1	1	No
Tuolumne	3	1	2	No
Ventura	3	1	1	No
Yolo	11	2	2	No
Yuba	6	1	1	No

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
LONG TERM DISABILITY (LTD) AND 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
Alameda	Yes	Yes - to some or all	75,000	25,000	25,000	25,000	25,000	20,000	20,000
Alpine	No	No							
Amador	No	No							
Butte	Yes	Yes - to some or all	20,000	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	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	60,000	57,000	57,000	10,000	10,000	10,000	10,000
Del Norte County	No	Yes - to some or all	100,000	100,000	100,000	100,000	100,000	15,000	15,000
El Dorado County	Yes	Yes - to some or all	60,000	40,000	40,000	20,000	20,000	20,000	20,000
Fresno	Yes	No							
Glenn	No	Yes - to some or all	50,000	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	10,000	5,000	10,000
Imperial	No	Yes - to some or all	100,000	75,000	75,000	50,000	50,000	50,000	50,000
Inyo	No	Yes - to some or all	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	No	Yes - to some or all	50,000	40,000	-	-	-	-	-
Lake	No	Yes - to some or all	10,000	10,000	10,000	10,000	10,000	10,000	10,000
Lassen		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	500	-	-	-	-	-	-
Madera		Yes - to some or all	50,000	-	50,000	50,000	-	-	-
Marin	No	No							
Mariposa	No	Yes - to some or all	50,000	30,000	30,000	10,000	10,000	10,000	10,000
Mendocino	No	Yes - to some or all	50,000	20,000	20,000	20,000	20,000	20,000	20,000
Merced	Yes	Yes - to some or all	80,000	50,000	50,000	10,000		10,000	10,000
Modoc	No	Yes - to some or all	10,000	10,000	10,000			10,000	10,000
Mono	Yes	Yes - to some or all	1,000	1,000	1,000	1,000	1,000	1,000	1,000

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
LONG TERM DISABILITY (LTD) AND 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
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	100,000	50,000	50,000	50,000	50,000	50,000	50,000
Nevada	No	Yes - to some or all	20,000		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	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	1	11,500	1
Sacramento	No	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	20,000
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	No	Yes - to some or all	10,000	10,000	10,000	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 County	No	Yes - to some or all	200,000	200,000	50,000	50,000	50,000	25,000	25,000
Santa Cruz	No	Yes - to some or all	50,000	50,000	50,000	20,000	20,000	20,000	20,000
Shasta	No	Yes - to some or all	80,000	80,000	80,000	25,000	46,000	25,000	25,000
Sierra	No	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	270,000	210,000	25,000	25,000	25,000	25,000	25,000
Solano	No	Yes - to some or all	284,000	237,000	166,000	50,000	50,000	50,000	35,000
Sonoma	No	Yes - to some or all	350,428		285,058	98,742		83,234	53,034
Stanislaus County	Yes	Yes - to some or all	30,000	30,000	30,000	-	-	-	-
Sutter	Yes	Yes - to some or all	150,000	150,000	150,000	75,000	75,000	75,000	75,000

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
LONG TERM DISABILITY (LTD) AND 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
Tehama County	No	Yes - to some or all	30,000		30,000	30,000	30,000	30,000	20,000
Trinity	No	Yes - to some or all	50,000	-	42,000	-	-	25,000	25,000
Tulare	No	Yes - to some or all	250,000	250,000	10,000	10,000	10,000		10,000
Tuolumne	Yes	Yes - to some or all	200,000	200,000	100,000	50,000	50,000	50,000	50,000
Ventura	Yes	Yes - to some or all	50,000	50,000	50,000		50,000		50,000
Yolo County	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	50,000	50,000	50,000	50,000

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Alameda	10	20	.5/pay period	130	11	4	3-5	4-7		Administrative Leaves are case by case.
Alpine	10	20	88 hours per year	NA	16	NA	3 days	NA	NA	No
Amador	11	21, 24 for CPO	8 hours per month-96 hours per year	No maximum	11 days	1 day	3 days can be extended an additional 2 days by utilizing sick leave	N/A	N/A	No comments.
Butte	15	27	12	12	11	0	5	0	10	Only Chief Probation Officer, Asst. Chief Probation Officer (10 hours/year) and Chief Deputy, Probation Officer (7 hours/year) positions receive Admin. Leave pay.
Calaveras	10	20	12	12 days	13 days	1 day	24 hours	N/A	40 hours annually	
Colusa	10	25	12	Unlimited	14	0	5 days	N/A	A/A	N/A
Contra Costa	10	35	12	12	10	3	0		12	No
Del Norte County	5	25	12	12	13	3	5	NO	3	Floating Holidays 3 - given fiscal year. Add'l 5 days for mgmt staff. 30 maximum for Mid Magmnt. Immediate family members for bereavement

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
El Dorado County	10	20	12	12	11	2	3	Supervisory Leave 5 days / Management Leave 10 days / Dept. Head 12 Days	0	
Fresno	0	0	0	0	11	0	3	Yes- varies based on length of service	0	
Glenn	10	25	12	12	12	1	40 hours	Same as administrative leave.	80 hours (salary staff only)	
Humboldt	12	30	96	96	12	3	40	0	80 hrs, Management & Confidential Employees Only	
Imperial	15	20	12	12	11	1	3 - 5		7.5	
Inyo	10	25	15	15	11	5	7 charged as sick leave			
Kern County	13	28	8	12 days	11 days		3 days (Non-Safety)		5 days (Management Only)	Non-Safety Vacation: 12 days Min/27 days Max Non- Safety Sick Leave: 8.67 Min/12 days Max
Kings	80	320	11	0	12	0	40		0	N/A
Lake	10	25	12	12	13	0	5	0	5	
Lassen	10	31	10	31	15	0	60	8	0	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Los Angeles	10	20	8	12	12	0	3-5	10	0	Above information is based on line staff. Management accrues time based on applicable benefit plan.
Madera	12	21	12	12	11	2	7	3	6	
Marin	10	30	12	12	10	3	0			Above for general sworn classes, supervisors and above also receive 40 hrs management leave/yr
Mariposa	10	20	21	21	13	2	5			Department Heads to not get any sick leave, admin. leave, or vacation leave. You get your monthly salary regardless of how much or how little you work. You do not turn in a time sheet nor do you report your time. You manage your time as you need or see fit.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Mendocino	10	25	15	Unlimited accrual	11	0	3 days	30 hours Personal Leave for non- management personnel	48 hours of Management Leave for managers and department heads	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 based on years of service as well.
Merced	10	20	None (.0426 hours for each paid regular work hour)	None (.0426 hours for each paid regular work hour)	12	1	3 or 5 depending on location	Management Leave: 96 hours per fiscal year	96 hours per fiscal year	
Modoc	10	30	7.5 after six months plus 1.25/month	7.5 after six months plus 1.25/month	14	2 pre 2014, 0 post 2014	5 days per death	0	0	
Mono	10	20	12	12	12	2 days	5 days			
Monterey	12	25	10	10	10	1	5	23-37	4	Bereavement leave is not an accrual, employee is allowed up to 5 days off. These 5 days are paid using other accruals (sick, vacation, Comp, etc.).

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Napa	12	26	12 (3.8 hours of sick leave for each bi-weekly pay period)	12 (3.8 hours of sick leave for each bi-weekly pay period)	11	none	40	19 Personal Leave hours	* Related to Question #13, Department heads are paid 1x their salary for life insurance. Survey did not allow entry of non-numerical characters. (\$100K indicated is just a filler)	Supervisors are provided add'l 40 hrs of Supv Leave Mgrs are provided add'l 8- hrs of Management Leave
Nevada	10	20	12	12	11	2-3	10	20.6-39	5	PTO rates are determined by length of employment and bargaining unit.
Orange	15	25	9	12	12	0	5	N/A	No Cap	Executive and Management have separate vacation and sick pay buckets; min and max are reflected in survey responses. Non-management has a combined Annual Leave bucket, in lieu of vacation and sick, with a minimum of 19 days and a maximum of 32 days.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 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	maximum sick leave accrual is 750 hours, maximum vacation leave accrual is 520 hours, maximum floating holiday accrual is 16 hours
Plumas	10	21	15	15	13	1	5			We do have FMLA, military leave and Workers compensation 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 13dys/yr.
Sacramento	10	25	14.95	14.95	13	0	5	0	0	
San Benito	10	20	15	15	10.5	3	5	0	10	
San Bernardino	10	20	11 11 days		12	1	2-3	5 days	5-10 days	The County offers perfect attendance leave, exam time, jury duty, plasma/blood donations, voting, education, witness, military, birth/adoption leave, and the option of sick leave conversion to vacation time.
San Diego	10	25	10	10	11	2	3		30	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
San Francisco - Adult	10	20	13	13	11	4	3 days for in state travel, 5 days for out of state travel		5	Floating Holidays negotiated in labor agreements
San Francisco - Juvenile	5	20	10	20	10	5	3		5	
San Joaquin	10	23	12	12	10	5	3 (may take 2 additional days if for spouse, child or parent)	0	80 hours annually	
San Luis Obispo	10	20	12	260 maximum accrual to be carried	12	1	6 (sick leave is used)	12	4	Sworn administrators receive one additional day of administrative leave (CPO, ACPO & DCPOs).
San Mateo	26	48.1	0	3.7 hrs per bi-weekly pay period, no max	11	1	2		32.5	administrative leave for management employees only
Santa Barbara	12	25	12	12	10	1 to 2 (depending on bargaining unit)		5 (sworn) 6 (non-sworn)	0 to 10 (Exec decision per individual)	
Santa Clara County	10	31	8	8	12		16			
Santa Cruz	15.3	30.25	6	6	12.5	0	3 to 5 days	22 to 37 days	80.08	No
Shasta	10	20	12	12	12	0	3		10	
Sierra	10	30	12	12	13	0	0	0	40	CPO does not get sick/vacation days. Time off is not tracked as we are same as elected officials.
Siskiyou	10	20	12	12	12	3	5		40	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Solano		55 mgmt; 40 non- mgmt	Accrues .46 days (3.70 hours) each pay period			13 2 days annually for Group Counselors only	5		10 days for management only	An Extra Help employee accrues Paid Time Off at the rate of .034 hours of PTO earned 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	11		3			
Stanislaus County	10	25	12	12	10	0	5	0	7	Bereavement Leave varies from 1-5 days. Admin Leave only applies to Management.
Sutter	11	20	12	15	12	1	5 days per death	N/A	13	No
Tehama County	12	N/A	96 hours sick leave	N/A	12	1	48 hours	N/A	40 hours	
Trinity	10	20	8/month	8/month	12	13	Max 10 days must use sick leave first	8-48	NA	Re Annual Leave-Actually described as Personal Leave. General Line staff receive 8hrs per year and Management receive 8 hrs Personal plus 40 hours Management leave
Tulare	10	30	12 12 days per annum		11 days per annum		5 days per annum	1 day per annum	As needed	No.

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ANNUAL LEAVE

COUNTY	VACATION		SICK		HOLIDAYS		BEREAVEMENT	ANNUAL	ADMIN	COMMENTS
	MIN	MAX	MIN	MAX	OFFICIAL	FLOATING				
Tuolumne	10	20	12		11	2	3	40	10	Different tiers of staff depending on hire date with the County have different accrual limits for vacation, PTO, etc. Different tiers also have different rates of accrual depending on hire date for vacation, PTO.
Ventura	14	36	8	10	9	1	3	24-36 (management)	31-46 (top management after 15 years)	Annual leave of 24-36 days is for management Admin Leave of 31-46 days top management w/15+yrs of service Management Annual Leave Redemption-200 hrs. or 160 hrs. or 100 hrs. Non management sworn - Compensatory time off Non management non-sworn Annual Leave Redemption - 80 hrs
Yolo County	10	23	12	12	10.5	32	3 County Paid	N/A	80/48/40 depending on bargaining unit	
Yuba	8	16	8	8	11	2			7	7 days Administrative Leave for Management Staff Only

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
SHIFT DIFFERENTIAL

COUNTY	PM SHIFT	GRAVEYARD SHIFT	OTHERS
Alameda	5%	5%	n/a
Alpine	NA	NA	NA
Amador	N/A	N/A	N/A
Butte	\$1.00 per hour	1.00 per hour	1.00 per hour
Calaveras	N/A	N/A	N/A
Colusa	N/A	N/A	N/A
Contra Costa	5%	5%	7.5% (lead pay)
Del Norte County		\$0.50	1800 to 0600
El Dorado County	\$0.75 per hour	\$1.00 per hour	0
Fresno	4% of salary	4% of salary	
Glenn	1.5	1.5	1.5
Humboldt	\$0.60 per hour		15 min pay per hour on call (1/4 time)
Imperial	5%	8%	
Inyo	2%	4%	
Kern County	5%	7.5%	
Kings	0	0	0
Lake	0	2.50%	0
Lassen	0	0	0
Los Angeles	\$.45	\$.45	N/A
Madera		\$4.50 per shift	
Marin	5%	5%	
Mariposa			Stand by pay 2.50 per hour
Mendocino	\$1.00 per hour	\$2.00 per hour	
Merced	\$0.75 per hour	\$1.00 per hour	\$25 per pay period for prep time
Modoc			
Mono			
Monterey	0	2.00 per hour	0
Napa	\$1.50/hr (6pm to 6 am)	none	none
Nevada	5%	5%	
Orange	5% of salary (For non-management: \$0.60 min; \$1.50 max)	5% of salary (For non-management: \$0.60 min; \$1.50 max)	N/A
Placer	7.5% per hour	7.5% per hour	7.5% per hour
Plumas	.35 cents per hour	.35 cents per hour	
Riverside	\$0.60/hr	\$1.20/hr	
Sacramento	7 1/2% Per Pay Period	0	0
San Benito			5

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
SHIFT DIFFERENTIAL

COUNTY	PM SHIFT	GRAVEYARD SHIFT	OTHERS
San Bernardino	\$1-2 per hour	\$1.30-3.50 per hour	\$4 per hour on weekends
San Diego	\$.75/hour	\$.75/hour	N/A
San Francisco - Adult	8%	8%	
San Francisco - Juvenile	8%	10%	0
San Joaquin	\$0.75 per hour	\$0.91 per hour	0
San Luis Obispo	5% x hourly rate	10% x hourly rate	N/A
San Mateo	5.74%	5.74%	
Santa Barbara	\$0.75 per hour	\$1.50 per hour	
Santa Clara County	\$2.65 per hour, \$200 per pay period	\$3.30 per hour, \$264 per pay period	N/A
Santa Cruz	General Rep \$1.75 per hour; General Rep \$1.75 per hour; Middle Management 5% per hour; DPOA 5% per hour	General Rep \$2.00 per hour; Middle Management NA; DPOA NA	General Rep \$1.00 per hour; Middle Management \$1.00 per hour; DPOA NA
Shasta	\$.70 per hour	\$.95 per hour	
Sierra			
Siskiyou	none	3.5%	none
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.	
Sonoma	5%	5%	
Stanislaus County	5%	7.5%	
Sutter	N/A	N/A	N/A
Tehama County	N/A	\$0.75 PER HOUR	N/A
Trinity	0.75	0.5	0.5
Tulare	4%	4%	
Tuolumne	NA	NA	NA
Ventura	5%	5%	
Yolo County	1.50/1.25 Depending on bargaining unit	1.50/1.25 Depending on bargaining unit	
Yuba			

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ALLOWANCES

County	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Alameda	\$30-\$55	\$55.00	n/a	5%	\$318.94/pay period	n/a
Alpine	NA	NA	NA	NA	NA	NA
Amador	N/A	N/A	\$500 for initial purchase and \$41.66 per month	Field Training Officer Stipend - \$50.00 per month	N/A	N/A
Butte	80.00 per pay period (2,080.00 total)	80.00 per pay period (2,080.00 total)	200.00 per year		620	250
Calaveras	N/A	N/A	650 annually	N/A	N/A	N/A
Colusa	\$75.00 per month	\$75.00 per month	N/A	Drug Enforcement Compensation 5%	\$75.00 per month	N/A
Contra Costa	5%	5%				
Del Norte County	5%	5%	yes	none	yes	no
El Dorado County	\$40.00 per bi-weekly pay period	\$40.00 per bi-weekly pay period	\$240.00 (disbursed in 2 installments per year)	Tahoe Differential \$92.30 per bi-weekly pay period	Take Home Vehicle	Take Home Vehicle
Fresno	\$23.08 per 2 week pay period	\$23.08 per 2 week pay period			\$6,180	
Glenn	0.75	0.75	0	0	0	0
Humboldt	\$20-\$48/per pay period (bi-weekly)	\$20-\$48/per pay period (bi-weekly)	0	0	0	0
Imperial	\$20	\$20	\$1,000 JH Management Only		\$6600	
Inyo	5	5	200 annual			
Kern County	\$25 Verbal or \$50 Written	\$25 Verbal or \$50 Written			\$275.52	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ALLOWANCES

County	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Kings	\$50 per month	\$50 per month	\$550 DPO classifications/\$400 JCO classifications	0	0	0
Lake	0	0	0	2.5%	0	0
Lassen	5%	5%	0	0	0	0
Los Angeles	\$100/month	\$100/month	\$750/year	5.5%	\$559.00/month	N/A
Madera	\$20-45/monthly	\$20-45/monthly	\$60/monthly institution staff only	2.5%		
Marin	5%	5%	dept purchased	5% FTO/Trainer	9,600	9,600
Mariposa			450 per year		Take home county vehicle	
Mendocino	3% Basic Safety Communications; 5% Fully Proficient	3% Basic Safety Communications; 5% Fully Proficient	\$350/year - Sworn staff only	On-call: \$3.50/day weekdays; \$4.50/day weekends	\$250 per month	
Merced	\$0.65 per hour	\$0.65 per hour	\$0	5%	\$323 per pay period	0
Modoc	5%	5%			0	0
Mono	150-250	150-250				
Monterey	4% Fluent, 2% Conversational (assigned based on departmental needs)	.56 per hour Primary and .25 per hour Provisional	100.00 per year	0	375.00 per month	375.00 per month
Napa	Level I - \$40 biweekly; Level II \$60 biweekly	Level I - \$40 biweekly; Level II \$60 biweekly	none	Our-of-Class Assignment - 5%	\$440/month	none
Nevada	5%	5%		10%	\$3,600 per year	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ALLOWANCES

County	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Orange	\$0.30/hr-\$0.70/hr	\$0.30/hr	\$0	\$0	\$765	\$765
Placer	5.5% per hour	5.5% per hour		5% per hour	assigned a vehicle or \$550/month allowance	assigned a vehicle or \$550/month allowance
Plumas	\$35.00 per month	\$35.00 per month				
Riverside	see below	see below	\$500/year		\$550/month or assigned vehicle	assigned vehicle
Sacramento	\$0.90 Per Hour	\$0.90 Per Hour	N/A	N/A		
San Benito	900	600				
San Bernardino	\$40-50 per pay period	\$50-60 per pay period	\$100-150 per year	2.5% per hour FTO / 6% per hour if Division Director I assigned to juvenile hall	\$562 per pay period	-
San Diego	\$16.50 or \$32.30/biweekly depending on use level	\$.50/hr or \$.25/hr depending on use level	Up to \$550/annually depending on location and classification	N/A	N/A	N/A
San Francisco - Adult	\$25-\$60	\$25-\$60				
San Francisco - Juvenile	\$60/hr (more than 40 hrs/ppd); \$40/hr (less than 40 hrs/ppd)	\$60/hr (more than 40 hrs/ppd); \$40/hr (less than 40 hrs/ppd)		0 5%	0	0
San Joaquin	\$0.41 per hour	\$0.41 per hour		0 5% Special or work-Above-Class. 15% for canine officer	\$7,020	0

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ALLOWANCES

County	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
San Luis Obispo	\$90/month - high usage_ \$50/month - low usage	\$90/month - high usage_ \$50/month - low usage	\$350 - new hire; \$45 per month	N/A	\$450 per month	N/A
San Mateo	50/bw Level 2=\$65/bw (management are not eligible)	50/bw Level 2=\$65/bw (management are not eligible)			12,012	
Santa Barbara	\$57.69 per pay period	\$57.69 per pay period	5 shirts, sweatshirt, 2 pants, jacket & then \$10 per pay period (Institutions)	\$6 travel pay per work day for full time sworn staff at the camp	\$214 per pay period	\$86 per pay period
Santa Clara County	\$160 per month	\$150 per month	\$250 annual for armed officers	N/A	unknown	N/A
Santa Cruz	General Rep NA; Middle Management NA; DPOA \$1.00 per hour	General Rep NA; Middle Management NA; DPOA \$1.35 per hour	General Rep NA; Middle Management NA; DPOA The County will provide required items.	General Rep NA; Middle Management NA; DPOA NA	General Rep NA; Middle Management NA; DPOA NA	General Rep NA; Middle Management NA; DPOA NA
Shasta						
Sierra						
Siskiyou	5% stipend	5% stipend	500	none	car is provided	car is provided
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		
Sonoma	\$.95/hr	\$1.15/hr		5%	\$215/ppd	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ALLOWANCES

County	BILINGUAL SWORN	BILINGUAL CIVILIAN	UNIFORM/ CLOTHING	ASSIGNMENT	CAR ALLOWANCE CHIEF	CAR ALLOWANCE ASST DEPT HEAD
Stanislaus County	2.5% of base salary	\$0.69 p/hr	\$200 p/yr	1.5%-2.5%	\$200 p/month or county issued vehicle	\$200 p/month or county issued vehicle
Sutter	\$1,200 per year	\$1,200 per year	N/A	N/A	N/A	N/A
Tehama County	N/A	N/A	\$402.00 Annually	N/A	YES	N/A
Trinity	0	0	800	0	0	0
Tulare	2.5%	\$40 per pay period	\$400 per annum		\$416 per month	\$416 per month
Tuolumne	5%	5%	\$500 annual	2-5%	NO	NO
Ventura	Level I \$.65/hr. Level II \$.80/hr. Level III \$.90/hr.; Same for Management	Level I \$.65/hr. Level II \$.80/hr. Level III \$1.10/hr.; Mgt Level I \$.65/hr. Level II \$.80/hr. Level III \$.90/hr	\$600 annual	5% base salary for Supv DPO working at the JF; 5% hourly base for watch commander at JF	\$575	
Yolo County	.70 Advanced./ .55 Conversational	.70 Advanced./ .55 Conversational	250 Clothing Qtrly/Boot 250 annually	Training differential 1,200 for instructors for sworn line staff	570/monthly	N/A
Yuba	\$1,500 Annual	\$1,500 Annual		\$1 per hour Officer in Charge	\$3,600 Annual	

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES LINE STAFF	ADDITIONAL INCENTIVES MANAGEMENT STAFF
			MINIMUM	MAXIMUM		
Alameda	n/a	100% of first \$50 spent, 75% of \$51--\$400	n/a	n/a	n/a	n/a
Alpine	NA	Yes up to \$400 per year	4.2 non sworn only	4.41 non sworn only	NA	NA
Amador	N/A	N/A	2.5% for 10 years, 15 years, and 20 years. Not available for Chief Probation Officer.	No maximum	\$100.00 annually for wellness program.	\$100.00 annually for wellness program. 40 hours vacation pay-off (must meet criteria outlined in Resolution).
Butte		500.00 per year				Cell phone, \$70.00 per month. (Chief & Asst. Chief)
Calaveras	N/A	N/A	N/A	N/A	N/A	N/A
Colusa	N/A	N/A	2.5%	5.0%	Educational Incentive - Associate Degree 2.5%; Bachelor Degree 5.0%; Standby/Call Back Pay \$100.00 per month	N/A
Contra Costa		50%	2.5%	6.5%		Professional Development - \$400-\$925
Del Norte County	no	no	10	30	none	none
El Dorado County	0	Available if budgeted by the Department - At Dept. Head discretion	5%	10%	0	0
Fresno						
Glenn	0	0	5%	9%	Standby Pay - \$1.50/\$2.50	\$2.00

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	ADDITIONAL INCENTIVES
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Humboldt	0	\$300 course or \$100 semester not to exceed \$600 per fiscal year, 50% textbooks and 100% certification exams. Course must relate to employee's current job or promotion within the County.	5 year (5 salary ranges)	20 year (5 salary ranges at each, 5, 10 & 20 years)	N/A	N/A
Imperial		\$1500 - \$1750				
Inyo		350 annual	2 after 10 years	8 after 25 years		
Kern County			2% (Non-Safety only)	10% (Non-Safety only)	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 hrs 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 years) Both Safety and Non-Safety: Sick Leave Bonus (24 hours at regular rate of pay)
Kings	0	0	0	0	For DPO I, II, III and IV, an additional 8 hours vacation is added to their accruals on July 1, of the year following their first full year of employment.	64 additional vacation hours added to accrual balance.
Lake	0	0	0	0	2.5 % bi-lingual	
Lassen	0	0	2.5%	10%		24 hours Personal Leave

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES LINE STAFF	ADDITIONAL INCENTIVES MANAGEMENT STAFF
			MINIMUM	MAXIMUM		
Los Angeles	5.5%	N/A	3%	11%	N/A	#13 County pays a premium of \$500 per month for life insurance for Department Heads
Madera			5% after 10 years of service	10% after 20 years of service		Paid Retirement for Department Head
Marin	none	County Program, up to \$3,000/yr	none	none		
Mariposa		300 per year	3 percent at year 10, 3 percent at year 15	Total of 9 percent at year 20		2.5 percent for supervisor Core Graduation, 2.5 percent for Manager Core graduation
Mendocino			Management and above only: 2.5% every 5 years after reaching step 5 of pay grade	Same as above	Management Training Benefit: \$1,500 per year for department head (CPO); \$1,000 per month all other management	Deferred Compensation Match: 4% Department Head; 3% Management
Merced	0	\$500	0	0	N/A	Chief: \$138/expense allowance per pay period, \$69/communication allowance. All per pay period. Assistant Chief: Dept. Expense Allowance \$46.16

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES	ADDITIONAL INCENTIVES
			MINIMUM	MAXIMUM	LINE STAFF	MANAGEMENT STAFF
Modoc			2% every two years after reaching top step	2% every two years after reaching top step	7.5 hour work days = full time, alternate work schedules	7.5 hour work days, alternate work schedules
Mono		700/year			on call	
Monterey	0	0	0	0	5% Educational Stipend safety	5% Educational Stipend for safety and 2% Educational Stipend for non-sworn
Napa	none	max amount is \$300/FY	none	none	1. Safety Premium - 5%; 2. Car Pool Reimbursement - up to \$50/qtrly; 3. Deferred Compensation match up to \$1K	1. Cell Phone - Tier 1,2,3, \$35, \$70, \$120 month respectively; 2. STD/LTD - Employer paid benefit up to 66.67% of current salary w/ max. amt.; 3. Auto Allowance - \$220 twice monthly to select positions
Nevada		\$10,000 per year (up to)	2.5%	2.5%		Special Project Pay up to 10%
Orange	\$149.80/bi-weekly- \$175.86/bi-weekly	\$3,000/yr	N/A	N/A	Executives receive a county contribution to Deferred Comp 401(a) plan (4% for Group III/CDPOs; 8% for Group II/CPO). On-Call pay at 1/4 basic hourly rate. Call back pay at 1 1/2 times basic hourly rate.	N/A
Placer		\$700 annual	5% per hour	5% per hour	Cafeteria Plan- 6% of salary (base + longevity)	Cafeteria Plan \$2100. annually, plus deferred compensation match \$750 maximum annually

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES LINE STAFF	ADDITIONAL INCENTIVES MANAGEMENT STAFF
			MINIMUM	MAXIMUM		
Plumas			5% longevity incentive @ 7, 10, 14, 18 & 21 years	5% longevity incentive @ 7, 10, 14, 18 & 21 years		
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 (\$2,00/yr)Language - sam for sworn and non sworn: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) - \$1300 per year
Sacramento	N/A	\$1500	N/A	N/A	6% STC CORE Certification for Deputy Probation Officer and Senior Deputy Probation Officers, 3% for Probation Assistants	Assistant Division Chief and Division Chief - 3% STC CORE for prior Deputy Probation Officer, 6% for STC CORE for Management Certification, 3.35% Management Differential, Supervising Probation Officers - 6% STC CORE and 3.35% Management Differential

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES LINE STAFF	ADDITIONAL INCENTIVES MANAGEMENT STAFF
			MINIMUM	MAXIMUM		
San Benito		750	2.5	15	Flexible Spending Plan, Opt Out Medical Insurance	Admin leave (80 hours annually) able to cash out 40
San Bernardino	-	Up to \$3,000 per year	2% per pay period	12% per pay period	Training pay, hazard pay, and a one-time payment for a Master's Degree for Probation Officers	Allowance for portable communication device, auto allowance, health club membership reimbursement, higher allowable contribution to medical expense reimbursement plan
San Diego	5% on all hours worked	\$2393.00/annually	N/A	N/A	Institutional premium (2.5% on hours worked), training, shift leader	N/A
San Francisco - Adult		up to \$1500. in a fiscal year	.30 cents per hour	.30 cents per hour		
San Francisco - Juvenile	0	\$2,000/yr	0	0		
San Joaquin	5% range master	\$200-400 per year	0	0		
San Luis Obispo	N/A	\$250/yr non-sworn; \$500/yr sworn (max \$3,500 for group)	N/A	N/A		Wellness/Fitness incentive - \$200/yr

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES LINE STAFF	ADDITIONAL INCENTIVES MANAGEMENT STAFF
			MINIMUM	MAXIMUM		
San Mateo		Yes, \$263 for college courses under 3 units (and workshops less than 30 hrs in length), \$438 for courses of 3 units or more (or workshops over 30 hours in length), \$50 per course for books (community college, undergraduate, graduate courses)	1% Safety Longevity based on Probation Retirement Tier, 0.5% General Longevity based on General Retirement Tier	1.6% Safety Longevity based on Probation Retirement Tier, 1% General Longevity based on Safety Retirement Tier	overtime if required to report back to work while off-duty	\$3/hr when in an on-call status, shift differential from 6 PM to 6 AM - one step differential
Santa Barbara		\$500 maximum per year				
Santa Clara County	N/A	\$750 sworn, \$1800 non-sworn, \$1500 management	N/A	N/A		
Santa Cruz	General Rep NA; Middle Management NA; DPOA NA	General Rep 25,000 for the whole County; Middle Management NA for Probation; DPOA up to \$600 per year	General Rep 3% per hour; Middle Management 3% per hour; DPOA 3% per hour	General Rep 3% per hour; Middle Management 3% per hour; DPOA 3% per hour	na	na
Shasta			5%	5%	Staff who are certified instructors get 5% for time spent teaching	Cell phone stipend - \$70 per month, \$100 annually management pay
Sierra						

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES LINE STAFF	ADDITIONAL INCENTIVES MANAGEMENT STAFF
			MINIMUM	MAXIMUM		
Siskiyou	none	500	none	none	\$20 per pay period to deferred comp, \$300 wellness incentive	Chief has \$300 a month contribution to deferred comp
Solano		Maximum reimbursement in 1 fiscal year is \$1,100 per employee.	2.5% increase in compensation upon completion of 10 years continuous full time service.	15.5% maximum for management and 12.5% maximum for non-management	Mileage reimbursement at federal rate; Alternative work schedules	Long term disability insurance; Cell phone allowance; Mileage reimbursement
Sonoma		\$850-\$940				5% for completing Mgt. Core
Stanislaus County	2.5%-5%	0	0	0		
Sutter	N/A	\$1000 per year	N/A	N/A	N/A	N/A
Tehama County	N/A	N/A	N/A	N/A		
Trinity	0	0	0	0	Fitness \$100/mo to qualified line staff or management	Post Certification Allowance 5 or 10% of salary
Tulare		\$300 per annum			Sick Leave Buy Back, Overtime Pay, Merit Increases, Cost of Benefit Offset	Sick Leave Buy Back, 25% County Match for Deferred Compensation, Merit Increases, Cost of Benefit Offset
Tuolumne	NA	up to \$5,000	5%	20%	Field Training Officer 5%, Certificate pay 2%, some other education pay 2-5%	Management staff receive a \$60 per month allowance to go toward gym memberships

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
INCENTIVES

COUNTY	ARMING	TUITION REIMBURSEMENT	LONGEVITY		ADDITIONAL INCENTIVES LINE STAFF	ADDITIONAL INCENTIVES MANAGEMENT STAFF
			MINIMUM	MAXIMUM		
Ventura	7.5% of base salary	Sworn non management up to \$1,000; Non Sworn non management up to \$1,100; Management up to \$2,000			2.5% for Associates degree; 3.5% for Bachelor's degree; 5% for Master's degree; standby premium for sworn is ¼ of regular hourly wage; callback for sworn is minimum 2 hours	2.5% for Associates degree; 3.5% for Bachelor's degree; 5% for Master's degree or CPA license; up to \$200 for license registration/renewal; up to \$200 for professional memberships;
Yolo County	2.50% for armed Detention Officers	up to 750 per fiscal year	2.50%	5%	N/A	N/A
Yuba			Base	Base times 1.59 Hired After 7/1/13 Base times 1.35		

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
COMPARISONS BY COUNTY NAME

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Alameda	1,650,000	7	657.00	7	220,667	5
Alpine	1,100	59	-	59	77,160	59
Amador	37,383	47	18.00	52	143,604	31
Butte	226,864	28	167.00	22	141,176	34
Calaveras	44,828	45	20.00	50	115,440	47
Colusa	21,419	52	20.00	51	137,928	35
Contra Costa	1,139,513	9	366.00	14	175,000	18
Del Norte	28,678	49	38.00	46	83,468	57
El Dorado County	181,242	30	132.50	27	158,850	25
Fresno	979,915	10	646.00	8	145,411	30
Glenn	27,995	50	26.00	48	97,656	54
Humboldt	136,646	35	124.40	31	132,372	39
Imperial	174,528	32	98.00	37	134,625	37
Inyo	18,546	53	15.00	53	120,960	42
Kern County	874,589	11	609.00	10	129,771	40
Kings	150,373	34	125.00	30	126,068	41
Lake	64,665	41	43.00	43	115,000	49
Lassen	31,749	48	33.25	47	136,139	36
Los Angeles	10,120,000	1	6,599.00	1	316,342	1
Madera	150,865	33	116.50	34	155,761	26
Marin	260,651	27	112.00	35	182,395	13
Mariposa	18,251	54	22.00	49	117,469	45
Mendocino	87,841	39	74.80	38	108,202	53
Merced	266,353	26	162.00	24	120,245	43
Modoc	9,000	57	5.00	57	87,960	55
Mono	15,000	55	10.00	56	110,472	51
Monterey	435,776	21	293.00	17	176,960	16
Napa	136,484	36	118.50	33	177,278	15
Nevada	99,107	37	59.50	40	141,419	33
Orange	3,172,532	3	1,333.00	2	206,627	9

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
COMPARISONS BY COUNTY NAME

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Placer	371,694	23	151.00	26	159,668	24
Plumas	22,000	51	12.00	54	81,446	58
Riverside	2,384,783	4	1,141.00	4	238,434	2
Sacramento	1,514,460	8	620.00	9	224,239	4
San Benito	55,269	43	39.00	45	142,510	32
San Bernardino	2,139,570	5	1,295.00	3	179,049	14
San Diego	3,200,000	2	1,114.00	5	203,008	10
San Francisco - Adult	860,000	13	165.00	23	225,000	3
San Francisco - Juvenile	864,816	12	272.50	20	219,428	6
San Joaquin	746,868	16	361.75	15	176,925	17
San Luis Obispo	270,000	25	161.50	25	164,528	23
San Mateo	764,797	15	415.00	12	215,051	7
Santa Barbara	446,717	20	330.00	16	145,900	29
Santa Clara County	1,751,292	6	916.00	6	171,786	22
Santa Cruz	274,673	24	127.25	29	187,637	12
Shasta	179,000	31	122.00	32	118,200	44
Sierra	3,200	58	4.00	58	116,280	46
Siskiyou	43,628	46	40.00	44	86,840	56
Solano	413,344	22	207.50	21	189,069	11
Sonoma	496,253	18	292.00	18	172,016	20
Stanislaus County	541,560	17	288.00	19	152,992	27
Sutter	96,651	38	47.00	41	114,461	50
Tehama County	63,279	42	61.00	39	132,640	38
Trinity	14,500	56	10.90	55	108,713	52
Tulare	460,437	19	410.00	13	149,931	28
Tuolumne	55,000	44	47.00	42	115,414	48
Ventura	849,738	14	450.00	11	208,638	8
Yolo County	214,555	29	129.00	28	174,450	19
Yuba	75,275	40	105.00	36	171,792	21

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
COMPARISONS BY COUNTY POPULATION

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Los Angeles	10,120,000	1	6,599.00	1	316,342	1
San Diego	3,200,000	2	1,114.00	5	203,008	10
Orange	3,172,532	3	1,333.00	2	206,627	9
Riverside	2,384,783	4	1,141.00	4	238,434	2
San Bernardino	2,139,570	5	1,295.00	3	179,049	14
Santa Clara County	1,751,292	6	916.00	6	171,786	22
Alameda	1,650,000	7	657.00	7	220,667	5
Sacramento	1,514,460	8	620.00	9	224,239	4
Contra Costa	1,139,513	9	366.00	14	175,000	18
Fresno	979,915	10	646.00	8	145,411	30
Kern County	874,589	11	609.00	10	129,771	40
San Francisco - Juvenile	864,816	12	272.50	20	219,428	6
San Francisco - Adult	860,000	13	165.00	23	225,000	3
Ventura	849,738	14	450.00	11	208,638	8
San Mateo	764,797	15	415.00	12	215,051	7
San Joaquin	746,868	16	361.75	15	176,925	17
Stanislaus County	541,560	17	288.00	19	152,992	27
Sonoma	496,253	18	292.00	18	172,016	20
Tulare	460,437	19	410.00	13	149,931	28
Santa Barbara	446,717	20	330.00	16	145,900	29
Monterey	435,776	21	293.00	17	176,960	16
Solano	413,344	22	207.50	21	189,069	11
Placer	371,694	23	151.00	26	159,668	24
Santa Cruz	274,673	24	127.25	29	187,637	12
San Luis Obispo	270,000	25	161.50	25	164,528	23
Merced	266,353	26	162.00	24	120,245	43
Marin	260,651	27	112.00	35	182,395	13
Butte	226,864	28	167.00	22	141,176	34
Yolo County	214,555	29	129.00	28	174,450	19
El Dorado County	181,242	30	132.50	27	158,850	25

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
COMPARISONS BY COUNTY POPULATION

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Shasta	179,000	31	122.00	32	118,200	44
Imperial	174,528	32	98.00	37	134,625	37
Madera	150,865	33	116.50	34	155,761	26
Kings	150,373	34	125.00	30	126,068	41
Humboldt	136,646	35	124.40	31	132,372	39
Napa	136,484	36	118.50	33	177,278	15
Nevada	99,107	37	59.50	40	141,419	33
Sutter	96,651	38	47.00	41	114,461	50
Mendocino	87,841	39	74.80	38	108,202	53
Yuba	75,275	40	105.00	36	171,792	21
Lake	64,665	41	43.00	43	115,000	49
Tehama County	63,279	42	61.00	39	132,640	38
San Benito	55,269	43	39.00	45	142,510	32
Tuolumne	55,000	44	47.00	42	115,414	48
Calaveras	44,828	45	20.00	50	115,440	47
Siskiyou	43,628	46	40.00	44	86,840	56
Amador	37,383	47	18.00	52	143,604	31
Lassen	31,749	48	33.25	47	136,139	36
Del Norte	28,678	49	38.00	46	83,468	57
Glenn	27,995	50	26.00	48	97,656	54
Plumas	22,000	51	12.00	54	81,446	58
Colusa	21,419	52	20.00	51	137,928	35
Inyo	18,546	53	15.00	53	120,960	42
Mariposa	18,251	54	22.00	49	117,469	45
Mono	15,000	55	10.00	56	110,472	51
Trinity	14,500	56	10.90	55	108,713	52
Modoc	9,000	57	5.00	57	87,960	55
Sierra	3,200	58	4.00	58	116,280	46
Alpine	1,100	59	-	59	77,160	59

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
COMPARISONS BY FTE

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Los Angeles	10,120,000	1	6,599.00	1	316,342	1
Orange	3,172,532	3	1,333.00	2	206,627	9
San Bernardino	2,139,570	5	1,295.00	3	179,049	14
Riverside	2,384,783	4	1,141.00	4	238,434	2
San Diego	3,200,000	2	1,114.00	5	203,008	10
Santa Clara County	1,751,292	6	916.00	6	171,786	22
Alameda	1,650,000	7	657.00	7	220,667	5
Fresno	979,915	10	646.00	8	145,411	30
Sacramento	1,514,460	8	620.00	9	224,239	4
Kern County	874,589	11	609.00	10	129,771	40
Ventura	849,738	14	450.00	11	208,638	8
San Mateo	764,797	15	415.00	12	215,051	7
Tulare	460,437	19	410.00	13	149,931	28
Contra Costa	1,139,513	9	366.00	14	175,000	18
San Joaquin	746,868	16	361.75	15	176,925	17
Santa Barbara	446,717	20	330.00	16	145,900	29
Monterey	435,776	21	293.00	17	176,960	16
Sonoma	496,253	18	292.00	18	172,016	20
Stanislaus County	541,560	17	288.00	19	152,992	27
San Francisco - Juvenile	864,816	12	272.50	20	219,428	6
Solano	413,344	22	207.50	21	189,069	11
Butte	226,864	28	167.00	22	141,176	34
San Francisco - Adult	860,000	13	165.00	23	225,000	3
Merced	266,353	26	162.00	24	120,245	43
San Luis Obispo	270,000	25	161.50	25	164,528	23
Placer	371,694	23	151.00	26	159,668	24
El Dorado County	181,242	30	132.50	27	158,850	25
Yolo County	214,555	29	129.00	28	174,450	19
Santa Cruz	274,673	24	127.25	29	187,637	12
Kings	150,373	34	125.00	30	126,068	41

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
COMPARISONS BY FTE

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Humboldt	136,646	35	124.40	31	132,372	39
Shasta	179,000	31	122.00	32	118,200	44
Napa	136,484	36	118.50	33	177,278	15
Madera	150,865	33	116.50	34	155,761	26
Marin	260,651	27	112.00	35	182,395	13
Yuba	75,275	40	105.00	36	171,792	21
Imperial	174,528	32	98.00	37	134,625	37
Mendocino	87,841	39	74.80	38	108,202	53
Tehama County	63,279	42	61.00	39	132,640	38
Nevada	99,107	37	59.50	40	141,419	33
Sutter	96,651	38	47.00	41	114,461	50
Tuolumne	55,000	44	47.00	42	115,414	48
Lake	64,665	41	43.00	43	115,000	49
Siskiyou	43,628	46	40.00	44	86,840	56
San Benito	55,269	43	39.00	45	142,510	32
Del Norte	28,678	49	38.00	46	83,468	57
Lassen	31,749	48	33.25	47	136,139	36
Glenn	27,995	50	26.00	48	97,656	54
Mariposa	18,251	54	22.00	49	117,469	45
Calaveras	44,828	45	20.00	50	115,440	47
Colusa	21,419	52	20.00	51	137,928	35
Amador	37,383	47	18.00	52	143,604	31
Inyo	18,546	53	15.00	53	120,960	42
Plumas	22,000	51	12.00	54	81,446	58
Trinity	14,500	56	10.90	55	108,713	52
Mono	15,000	55	10.00	56	110,472	51
Modoc	9,000	57	5.00	57	87,960	55
Sierra	3,200	58	4.00	58	116,280	46
Alpine	1,100	59	-	59	77,160	59

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
COMPARISONS BY CHIEF PROBATION OFFICER SALARY

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Los Angeles	10,120,000	1	6,599.00	1	316,342	1
Riverside	2,384,783	4	1,141.00	4	238,434	2
San Francisco - Adult	860,000	13	165.00	23	225,000	3
Sacramento	1,514,460	8	620.00	9	224,239	4
Alameda	1,650,000	7	657.00	7	220,667	5
San Francisco - Juvenile	864,816	12	272.50	20	219,428	6
San Mateo	764,797	15	415.00	12	215,051	7
Ventura	849,738	14	450.00	11	208,638	8
Orange	3,172,532	3	1,333.00	2	206,627	9
San Diego	3,200,000	2	1,114.00	5	203,008	10
Solano	413,344	22	207.50	21	189,069	11
Santa Cruz	274,673	24	127.25	29	187,637	12
Marin	260,651	27	112.00	35	182,395	13
San Bernardino	2,139,570	5	1,295.00	3	179,049	14
Napa	136,484	36	118.50	33	177,278	15
Monterey	435,776	21	293.00	17	176,960	16
San Joaquin	746,868	16	361.75	15	176,925	17
Contra Costa	1,139,513	9	366.00	14	175,000	18
Yolo County	214,555	29	129.00	28	174,450	19
Sonoma	496,253	18	292.00	18	172,016	20
Yuba	75,275	40	105.00	36	171,792	21
Santa Clara County	1,751,292	6	916.00	6	171,786	22
San Luis Obispo	270,000	25	161.50	25	164,528	23
Placer	371,694	23	151.00	26	159,668	24
El Dorado County	181,242	30	132.50	27	158,850	25
Madera	150,865	33	116.50	34	155,761	26
Stanislaus County	541,560	17	288.00	19	152,992	27
Tulare	460,437	19	410.00	13	149,931	28
Santa Barbara	446,717	20	330.00	16	145,900	29
Fresno	979,915	10	646.00	8	145,411	30

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
COMPARISONS BY CHIEF PROBATION OFFICER SALARY

COUNTY	POPULATION	RANK	FTE	RANK	CPO SALARY	RANK
Amador	37,383	47	18.00	52	143,604	31
San Benito	55,269	43	39.00	45	142,510	32
Nevada	99,107	37	59.50	40	141,419	33
Butte	226,864	28	167.00	22	141,176	34
Colusa	21,419	52	20.00	51	137,928	35
Lassen	31,749	48	33.25	47	136,139	36
Imperial	174,528	32	98.00	37	134,625	37
Tehama County	63,279	42	61.00	39	132,640	38
Humboldt	136,646	35	124.40	31	132,372	39
Kern County	874,589	11	609.00	10	129,771	40
Kings	150,373	34	125.00	30	126,068	41
Inyo	18,546	53	15.00	53	120,960	42
Merced	266,353	26	162.00	24	120,245	43
Shasta	179,000	31	122.00	32	118,200	44
Mariposa	18,251	54	22.00	49	117,469	45
Sierra	3,200	58	4.00	58	116,280	46
Calaveras	44,828	45	20.00	50	115,440	47
Tuolumne	55,000	44	47.00	42	115,414	48
Lake	64,665	41	43.00	43	115,000	49
Sutter	96,651	38	47.00	41	114,461	50
Mono	15,000	55	10.00	56	110,472	51
Trinity	14,500	56	10.90	55	108,713	52
Mendocino	87,841	39	74.80	38	108,202	53
Glenn	27,995	50	26.00	48	97,656	54
Modoc	9,000	57	5.00	57	87,960	55
Siskiyou	43,628	46	40.00	44	86,840	56
Del Norte	28,678	49	38.00	46	83,468	57
Plumas	22,000	51	12.00	54	81,446	58
Alpine	1,100	59	-	59	77,160	59

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ASSISTANT DEPARTMENT HEAD SALARIES

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	138,070	167,565	8	131,082	159,328	7	118,310	143,624	2	N/A	N/A	N/A
Alpine	59	N/A	N/A	N/A	N/A	N/A	N/A	3,293	4,414	12	N/A	N/A	N/A
Amador	47	N/A	N/A	N/A	83,958	109,891	20	N/A	N/A	N/A	N/A	N/A	N/A
Butte	28	103,272	138,403	21	83,512	111,904	18	N/A	N/A	N/A	N/A	N/A	N/A
Calaveras	45	72,426	87,963	33	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Colusa	52	84,624	138,744	19	66,204	108,396	23	N/A	N/A	N/A	55,980	91,896	18
Contra Costa	9	110,820	134,712	23	N/A	N/A	N/A	97,920	119,028	6	93,384	119,544	10
Del Norte County	49	57,983	70,479	36	N/A	N/A	N/A	N/A	N/A	N/A	50,088	60,882	21
El Dorado County	30	N/A	N/A	N/A	83,242	101,192	24	74,901	91,042	10	N/A	N/A	N/A
Fresno	10	92,951	149,386	11	N/A	N/A	N/A	79,491	131,340	3	N/A	N/A	N/A
Glenn	50	N/A	N/A	N/A	67,496	82,014	29	N/A	N/A	N/A	N/A	N/A	N/A
Humboldt	35	73,386	94,171	30	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Imperial	32	91,200	116,448	26	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Inyo	53	N/A	N/A	N/A	74,304	90,312	27	N/A	N/A	N/A	N/A	N/A	N/A
Kern County	11	N/A	N/A	N/A	89,710	109,533	21	N/A	N/A	N/A	N/A	N/A	N/A
Kings	34	N/A	N/A	N/A	80,160	97,836	26	71,136	86,808	11	N/A	N/A	N/A
Lake	41	66,708	168,680	6	56,724	77,232	31	N/A	N/A	N/A	N/A	N/A	N/A
Lassen	48	N/A	N/A	N/A	59,376	71,688	33	N/A	N/A	N/A	N/A	N/A	N/A
Los Angeles	1	172,930	261,744	1	149,642	226,495	2	129,489	195,992	1	139,202	210,693	1
Madera	33	N/A	N/A	N/A	82,022	99,699	25	N/A	N/A	N/A	N/A	N/A	N/A
Marin	27	126,485	140,130	15	N/A	N/A	N/A	114,546	126,963	4	100,942	122,658	9
Mariposa	54	68,985	83,851	35	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mendocino	39	78,354	95,243	28	67,683	82,264	28	N/A	N/A	N/A	67,683	82,264	20
Merced	26	98,883	120,245	25	N/A	N/A	N/A	N/A	N/A	N/A	86,278	104,853	15
Modoc	57	38,172	48,708	37	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mono	55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ASSISTANT DEPARTMENT HEAD SALARIES

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	21	109,224	149,172	12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Napa	36	115,716	139,260	18	98,052	117,732	17	N/A	N/A	N/A	N/A	N/A	N/A
Nevada	37	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Orange	3	N/A	N/A	N/A	123,906	234,998	1	N/A	N/A	N/A	N/A	N/A	N/A
Placer	23	107,246	130,359	24	N/A	N/A	N/A	95,397	115,956	8	79,331	96,429	17
Plumas	51	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Riverside	4	126,857	227,890	2	104,960	169,303	6	N/A	N/A	N/A	98,175	158,388	4
Sacramento	8	159,099	175,406	5	128,274	141,419	13	96,886	117,790	7	N/A	N/A	N/A
San Benito	43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
San Bernardino	5	107,245	147,867	13	97,198	133,952	14	N/A	N/A	N/A	N/A	N/A	N/A
San Diego	2	100,547	198,640	3	87,422	185,245	3	N/A	N/A	N/A	76,502	149,510	7
San Francisco - Adult	13	N/A	N/A	N/A	113,672	176,384	5	77,194	93,808	9	131,612	167,986	3
San Francisco - Juvenile	12	141,336	180,336	4	N/A	N/A	N/A	N/A	N/A	N/A	141,310	180,336	2
San Joaquin	16	119,766	145,558	14	103,459	125,757	15	N/A	N/A	N/A	N/A	N/A	N/A
San Luis Obispo	25	115,045	139,838	16	102,710	124,842	16	N/A	N/A	N/A	82,638	100,464	16
San Mateo	15	134,826	168,542	7	122,262	152,838	9	N/A	N/A	N/A	122,262	152,838	6
Santa Barbara	20	N/A	N/A	N/A	95,903	158,240	8	N/A	N/A	N/A	95,903	158,240	5
Santa Clara County	6	N/A	N/A	N/A	142,868	183,292	4	N/A	N/A	N/A	N/A	N/A	N/A
Santa Cruz	24	104,040	139,296	17	N/A	N/A	N/A	92,268	123,192	5	86,256	115,188	11
Shasta	31	71,856	91,704	31	N/A	N/A	N/A	N/A	N/A	N/A	68,424	87,336	19
Sierra	58	61,188	90,408	32	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Siskiyou	46	66,248	84,526	34	57,226	73,034	32	N/A	N/A	N/A	N/A	N/A	N/A
Solano	22	129,623	157,558	10	N/A	N/A	N/A	N/A	N/A	N/A	90,716	110,266	12
Sonoma	18	N/A	N/A	N/A	117,254	142,529	12	N/A	N/A	N/A	N/A	N/A	N/A
Stanislaus County	17	92,310	138,445	20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Sutter	38	N/A	N/A	N/A	80,462	108,823	22	N/A	N/A	N/A	78,914	106,729	14

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
ASSISTANT DEPARTMENT HEAD SALARIES

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 County	42	N/A	N/A	N/A	65,724	80,088	30	N/A	N/A	N/A	N/A	N/A	N/A
Trinity	56	70,496	94,471	29	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Tulare	19	N/A	N/A	N/A	99,735	149,604	10	N/A	N/A	N/A	N/A	N/A	N/A
Tuolumne	44	89,041	108,700	27	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Ventura	14	N/A	N/A	N/A	105,592	147,843	11	N/A	N/A	N/A	97,421	136,403	8
Yolo County	29	111,029	134,958	22	90,992	110,601	19	N/A	N/A	N/A	90,233	109,683	13
Yuba	40	99,396	158,040	9	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
MANAGER SALARIES

COUNTY	POP RANK	MANAGER III HIGHEST LEVEL MANAGER			MANAGER II 2ND HIGHEST LEVEL MANAGER			MANAGER III 3RD HIGHEST LEVEL MANAGER		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Alameda	7	105,435	128,190	12	96,512	117,354	8	N/A	N/A	N/A
Alpine	59	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Amador	47	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Butte	28	66,872	89,606	28	N/A	N/A	N/A	N/A	N/A	N/A
Calaveras	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Colusa	52	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Contra Costa	9	91,092	110,724	18	N/A	N/A	N/A	N/A	N/A	N/A
Del Norte County	49	43,268	52,592	36	N/A	N/A	N/A	N/A	N/A	N/A
El Dorado County	30	98,509	119,746	13	74,485	90,522	16	N/A	N/A	N/A
Fresno	10	63,120	80,748	32	N/A	N/A	N/A	N/A	N/A	N/A
Glenn	50	N/A	N/A	N/A	N/A	N/A	N/A	64,210	78,042	10
Humboldt	35	61,325	78,694	33	N/A	N/A	N/A	N/A	N/A	N/A
Imperial	32	74,196	94,764	24	54,588	74,292	20	N/A	N/A	N/A
Inyo	53	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Kern County	11	72,758	88,816	29	67,184	82,014	19	N/A	N/A	N/A
Kings	34	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lake	41	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lassen	48	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Los Angeles	1	112,048	169,593	3	96,961	146,758	1	79,496	98,758	7
Madera	33	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Marin	27	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mariposa	54	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mendocino	39	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Merced	26	76,690	93,267	27	75,587	90,894	15	57,158	69,534	11
Modoc	57	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mono	55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
MANAGER SALARIES

COUNTY	POP RANK	MANAGER III HIGHEST LEVEL MANAGER			MANAGER II 2ND HIGHEST LEVEL MANAGER			MANAGER III 3RD HIGHEST LEVEL MANAGER		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Monterey	21	96,408	131,604	11	N/A	N/A	N/A	N/A	N/A	N/A
Napa	36	95,160	114,024	17	N/A	N/A	N/A	N/A	N/A	N/A
Nevada	37	93,667	114,349	16	N/A	N/A	N/A	N/A	N/A	N/A
Orange	3	97,157	172,307	2	77,730	139,485	3	55,890	112,174	5
Placer	23	86,527	105,174	22	86,527	105,174	12	N/A	N/A	N/A
Plumas	51	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Riverside	4	84,609	136,440	7	74,056	119,354	6	N/A	N/A	N/A
Sacramento	8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
San Benito	43	67,875	86,525	30	69,474	88,691	17	62,093	79,266	9
San Bernardino	5	83,200	114,670	15	75,442	103,896	14	N/A	N/A	N/A
San Diego	2	N/A	N/A	N/A	N/A	N/A	N/A	72,134	145,059	2
San Francisco - Adult	13	120,614	163,384	4	98,202	125,346	4	113,672	145,106	1
San Francisco - Juvenile	12	105,456	134,576	8	N/A	N/A	N/A	98,202	125,346	4
San Joaquin	16	81,848	99,507	23	N/A	N/A	N/A	N/A	N/A	N/A
San Luis Obispo	25	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
San Mateo	15	105,643	132,059	10	91,270	114,088	9	N/A	N/A	N/A
Santa Barbara	20	87,797	144,872	5	75,641	124,810	5	N/A	N/A	N/A
Santa Clara County	6	139,412	178,857	1	119,396	145,169	2	N/A	N/A	N/A
Santa Cruz	24	79,164	105,708	21	77,892	104,064	13	70,992	94,824	8
Shasta	31	58,560	74,736	34	N/A	N/A	N/A	N/A	N/A	N/A
Sierra	58	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Siskiyou	46	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Solano	22	117,839	143,234	6	90,826	110,400	10	N/A	N/A	N/A
Sonoma	18	95,319	115,856	14	86,615	105,295	11	N/A	N/A	N/A
Stanislaus County	17	N/A	110,552	20	57,658	86,486	18	N/A	N/A	N/A
Sutter	38	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
MANAGER SALARIES

COUNTY	POP RANK	MANAGER III HIGHEST LEVEL MANAGER			MANAGER II 2ND HIGHEST LEVEL MANAGER			MANAGER III 3RD HIGHEST LEVEL MANAGER		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Tehama County	42	58,860	71,700	35	50,772	61,836	21	N/A	N/A	N/A
Trinity	56	64,204	86,040	31	N/A	N/A	N/A	N/A	N/A	N/A
Tulare	19	71,299	94,042	25	N/A	N/A	N/A	N/A	N/A	N/A
Tuolumne	44	76,741	93,490	26	N/A	N/A	N/A	N/A	N/A	N/A
Ventura	14	N/A	N/A	N/A	N/A	N/A	N/A	91,302	127,835	3
Yolo County	29	90,992	110,601	19	N/A	N/A	N/A	N/A	N/A	N/A
Yuba	40	84,060	133,656	9	73,968	117,612	7	68,424	108,804	6

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
SUPERVISOR SALARIES

COUNTY	POP RANK	SUPERVISOR III HIGHEST LEVEL OF SUPERVISOR			SUPERVISOR II 2ND HIGHEST LEVEL OF SUPERVISOR			SUPERVISOR II 3RD HIGHEST LEVEL OF SUPERVISOR		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Alameda	7	95,410	115,003	3	81,598	98,987	3	70,595	85,696	9
Alpine	59	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Amador	47	69,405	90,849	17	N/A	N/A	N/A	N/A	N/A	N/A
Butte	28	54,891	73,570	32	N/A	N/A	N/A	N/A	N/A	N/A
Calaveras	45	N/A	N/A	N/A	N/A	N/A	N/A	62,816	76,378	15
Colusa	52	52,920	86,904	19	N/A	N/A	N/A	N/A	N/A	N/A
Contra Costa	9	79,404	96,528	11	N/A	N/A	N/A	N/A	N/A	N/A
Del Norte County	49	35,597	43,268	39	33,902	41,208	14	N/A	N/A	N/A
El Dorado County	30	61,381	74,630	31	58,282	70,824	11	N/A	N/A	N/A
Fresno	10	55,896	71,472	33	N/A	N/A	N/A	54,852	70,164	17
Glenn	50	N/A	N/A	N/A	N/A	N/A	N/A	64,834	78,790	14
Humboldt	35	55,503	71,223	34	N/A	N/A	N/A	N/A	N/A	N/A
Imperial	32	63,516	81,168	24	N/A	N/A	N/A	N/A	N/A	N/A
Inyo	53	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Kern County	11	62,338	76,107	28	N/A	N/A	N/A	N/A	N/A	N/A
Kings	34	61,848	75,516	29	N/A	N/A	N/A	N/A	N/A	N/A
Lake	41	50,472	61,356	38	N/A	N/A	N/A	N/A	N/A	N/A
Lassen	48	N/A	N/A	N/A	N/A	N/A	N/A	46,992	56,652	20
Los Angeles	1	71,502	93,778	15	N/A	N/A	N/A	N/A	N/A	N/A
Madera	33	68,620	83,408	21	N/A	N/A	N/A	62,034	75,403	16
Marin	27	93,621	103,771	6	N/A	N/A	N/A	N/A	N/A	N/A
Mariposa	54	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mendocino	39	52,000	63,211	37	42,765	51,979	13	N/A	N/A	N/A
Merced	26	68,182	82,970	23	68,182	82,970	8	N/A	N/A	N/A
Modoc	57	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mono	55	N/A	N/A	N/A	N/A	N/A	N/A	56,292	68,436	18
Monterey	21	83,904	114,504	4	63,300	90,540	6	N/A	N/A	N/A
Napa	36	80,748	96,828	10	N/A	N/A	N/A	N/A	N/A	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
SUPERVISOR SALARIES

COUNTY	POP RANK	SUPERVISOR III HIGHEST LEVEL OF SUPERVISOR			SUPERVISOR II 2ND HIGHEST LEVEL OF SUPERVISOR			SUPERVISOR II 3RD HIGHEST LEVEL OF SUPERVISOR		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Nevada	37	68,306	83,387	22	N/A	N/A	N/A	N/A	N/A	N/A
Orange	3	N/A	N/A	N/A	72,384	97,178	4	58,864	79,331	12
Placer	23	76,413	92,880	16	66,446	80,766	10	N/A	N/A	N/A
Plumas	51	N/A	N/A	N/A	N/A	N/A	N/A	49,140	59,796	19
Riverside	4	69,045	95,203	14	N/A	N/A	N/A	N/A	N/A	N/A
Sacramento	8	N/A	N/A	N/A	N/A	N/A	N/A	80,579	97,947	4
San Benito	43	N/A	N/A	N/A	N/A	N/A	N/A	62,798	80,039	10
San Bernardino	5	69,222	95,326	13	67,912	93,475	5	57,533	79,102	13
San Diego	2	N/A	N/A	N/A	N/A	N/A	N/A	71,760	91,582	7
San Francisco - Adult	13	93,808	114,010	5	92,924	112,918	2	98,202	125,346	1
San Francisco - Juvenile	12	98,982	120,302	2	N/A	N/A	N/A	N/A	N/A	N/A
San Joaquin	16	69,326	84,282	20	N/A	N/A	N/A	N/A	N/A	N/A
San Luis Obispo	25	73,189	89,835	18	N/A	N/A	N/A	N/A	N/A	N/A
San Mateo	15	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Santa Barbara	20	73,736	96,371	12	N/A	N/A	N/A	N/A	N/A	N/A
Santa Clara County	6	106,487	129,440	1	105,705	128,494	1	96,193	116,964	2
Santa Cruz	24	N/A	N/A	N/A	N/A	N/A	N/A	74,088	92,784	6
Shasta	31	50,832	64,884	36	N/A	N/A	N/A	N/A	N/A	N/A
Sierra	58	54,264	80,172	26	N/A	N/A	N/A	N/A	N/A	N/A
Siskiyou	46	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Solano	22	82,579	100,375	8	73,940	89,875	7	N/A	N/A	N/A
Sonoma	18	81,231	98,742	9	67,957	82,629	9	N/A	N/A	N/A
Stanislaus County	17	N/A	N/A	N/A	N/A	N/A	N/A	65,728	79,893	11
Sutter	38	N/A	N/A	N/A	N/A	N/A	N/A	64,774	86,731	8
Tehama County	42	N/A	N/A	N/A	51,720	62,988	12	34,776	42,348	21
Trinity	56	50,764	67,356	35	N/A	N/A	N/A	N/A	N/A	N/A
Tulare	19	61,486	74,935	30	N/A	N/A	N/A	N/A	N/A	N/A
Tuolumne	44	66,012	80,587	25	N/A	N/A	N/A	N/A	N/A	N/A

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
SUPERVISOR SALARIES

COUNTY	POP RANK	SUPERVISOR III HIGHEST LEVEL OF SUPERVISOR			SUPERVISOR II 2ND HIGHEST LEVEL OF SUPERVISOR			SUPERVISOR II 3RD HIGHEST LEVEL OF SUPERVISOR		
		MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Ventura	14	N/A	N/A	N/A	N/A	N/A	N/A	71,777	100,497	3
Yolo County	29	58,140	79,058	27	N/A	N/A	N/A	N/A	N/A	N/A
Yuba	40	65,172	103,632	7	N/A	N/A	N/A	59,640	94,836	5

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
DEPUTY PROBATION OFFICER SALARIES

COUNTY	POP	DPO III			DPO II			DPO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Alameda	7	83,741	101,504	4	75,587	92,331	5	63,578	83,741	7
Alpine	59	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Amador	47	63,120	82,622	14	55,186	72,245	22	45,623	59,717	26
Butte	28	48,526	61,922	40	43,950	56,098	45	37,898	50,794	42
Calaveras	45	56,410	68,640	31	47,757	58,094	40	40,664	49,421	45
Colusa	52	N/A	N/A	N/A	46,740	76,788	15	42,324	69,540	14
Contra Costa	9	64,992	78,456	18	60,876	73,992	20	43,860	53,316	36
Del Norte County	49	42,209	51,306	49	40,199	48,863	53	36,462	44,320	53
El Dorado County	30	53,518	65,062	36	49,837	60,590	39	44,658	54,267	32
Fresno	10	49,656	63,588	37	44,040	56,364	43	37,200	47,628	49
Glenn	50	42,869	52,104	47	38,813	47,154	54	35,110	42,682	56
Humboldt	35	49,241	63,188	38	45,238	58,051	41	38,565	49,488	44
Imperial	32	57,252	73,152	23	52,164	66,624	28	40,464	51,720	40
Inyo	53	56,508	68,736	30	55,692	64,092	32	49,056	59,544	27
Kern County	11	56,701	69,222	29	51,584	62,962	34	44,179	53,934	35
Kings	34	56,004	68,340	32	50,700	61,848	36	43,680	53,280	37
Lake	41	46,920	57,024	46	43,596	52,992	49	39,540	48,060	48
Lassen	48	41,028	49,368	49	39,180	47,124	55	35,760	42,960	55
Los Angeles	1	N/A	N/A	N/A	61,065	84,547	8	51,631	64,152	19
Madera	33	56,145	68,245	33	50,815	61,766	37	43,753	53,182	38
Marin	27	75,067	91,291	6	71,406	86,798	7	55,952	68,037	15
Mariposa	54	58,206	70,757	26	51,640	62,768	35	44,564	54,167	33
Mendocino	39	47,174	57,325	44	42,765	51,979	52	38,771	47,133	51
Merced	26	55,224	67,184	34	47,694	58,011	42	43,243	52,582	39
Modoc	57	N/A	N/A	N/A	30,648	39,120	57	27,864	35,556	57
Mono	55	51,000	61,992	39	46,200	56,160	44	41,856	50,880	41
Monterey	21	66,960	91,440	5	63,708	87,000	6	54,576	74,532	9

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
DEPUTY PROBATION OFFICER SALARIES

COUNTY	POP	DPO III			DPO II			DPO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Napa	36	70,632	84,444	11	65,604	78,732	12	60,156	71,928	11
Nevada	37	61,821	75,471	19	55,952	68,306	26	50,640	61,821	21
Orange	3	64,792	87,194	8	61,506	82,784	9	58,115	78,354	8
Placer	23	66,446	80,766	17	57,895	70,371	23	50,573	61,471	22
Plumas	51	42,432	51,624	48	38,496	46,860	56	35,580	43,296	54
Riverside	4	60,747	83,712	12	54,286	74,830	19	43,683	62,035	20
Sacramento	8	N/A	N/A	N/A	77,813	94,557	4	70,096	85,218	5
San Benito	43	56,985	72,654	24	54,271	69,195	24	46,936	59,806	25
San Bernardino	5	53,643	73,798	21	49,837	68,515	25	40,186	53,976	34
San Diego	2	N/A	N/A	N/A	63,190	76,794	14	57,304	69,680	13
San Francisco - Adult	13	N/A	N/A	N/A	N/A	N/A	N/A	63,050	102,258	2
San Francisco - Juvenile	12	106,444	129,376	1	96,824	117,702	1	65,104	105,586	1
San Joaquin	16	59,030	71,739	25	53,539	65,083	31	46,696	56,763	28
San Luis Obispo	25	67,392	81,931	16	61,589	74,838	18	55,432	67,371	16
San Mateo	15	82,742	103,459	3	78,229	97,760	3	70,075	87,610	4
Santa Barbara	20	66,127	86,426	10	61,660	80,588	10	N/A	N/A	N/A
Santa Clara County	6	93,799	114,050	2	83,418	101,397	2	69,989	85,080	6
Santa Cruz	24	65,460	82,788	13	59,220	74,964	17	76,236	95,472	3
Shasta	31	46,116	58,848	42	42,852	54,696	47	38,868	49,608	43
Sierra	58	47,520	70,212	28	44,964	66,444	29	37,944	56,064	29
Siskiyou	46	N/A	N/A	N/A	43,700	55,785	46	38,126	48,693	47
Solano	22	71,808	87,283	7	62,960	76,528	16	54,499	66,244	17
Sonoma	18	68,478	82,324	15	59,817	72,694	21	54,349	66,078	18
Stanislaus County	17	57,866	70,325	27	51,834	63,003	33	46,030	55,952	30
Sutter	38	55,378	75,187	20	49,773	68,196	27	44,552	61,252	24
Tehama County	42	46,848	57,084	45	43,524	52,980	50	40,392	49,212	46
Trinity	56	43,293	58,017	43	39,192	52,122	51	35,480	47,547	50

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
DEPUTY PROBATION OFFICER SALARIES

COUNTY	POP	DPO III			DPO II			DPO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Tulare	19	48,325	58,895	41	43,758	53,329	48	37,703	45,590	52
Tuolumne	44	54,888	67,007	35	49,677	60,646	38	44,961	54,888	31
Ventura	14	N/A	N/A	N/A	60,075	78,473	13	47,065	70,835	12
Yolo County	29	60,616	73,690	22	56,349	65,508	30	50,503	61,381	23
Yuba	40	54,576	86,784	9	49,968	79,452	11	45,720	72,696	10

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
JUVENILE CORRECTIONS OFFICER SALARIES

COUNTY	POP	JCO III			JCO II			JCO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Alameda	7	61,672	74,859	10	N/A	N/A	N/A	55,307	66,851	5
Alpine	59	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Amador	47	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Butte	28	52,250	70,013	18	37,898	50,794	29	34,341	46,010	29
Calaveras	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Colusa	52	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Contra Costa	9	60,816	73,920	13	57,252	69,588	10	43,092	52,368	22
Del Norte County	49	36,462	44,320	40	32,287	39,245	43	30,750	37,377	44
El Dorado County	30	50,856	61,818	26	47,320	57,512	22	42,411	51,542	23
Fresno	10	48,540	62,052	24	42,120	53,892	27	34,416	44,016	33
Glenn	50	N/A	N/A	N/A	33,426	40,622	42	31,595	38,376	42
Humboldt	35	37,992	48,753	38	34,385	44,124	38	31,121	39,935	39
Imperial	32	42,228	53,988	33	N/A	N/A	N/A	33,744	43,092	36
Inyo	53	N/A	N/A	N/A	45,720	55,560	23	43,632	53,052	19
Kern County	11	50,814	62,026	25	45,074	55,037	26	39,790	48,589	28
Kings	34	45,444	55,452	31	41,136	50,208	30	37,428	45,444	30
Lake	41	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Lassen	48	35,760	42,960	41	34,164	41,028	41	31,200	37,428	43
Los Angeles	1	68,054	89,293	4	59,428	73,828	6	52,795	62,134	9
Madera	33	45,534	55,347	32	41,211	50,092	31	35,484	43,131	35
Marin	27	66,914	81,162	7	60,133	73,029	7	48,402	58,781	11
Mariposa	54	N/A	N/A	N/A	N/A	N/A	N/A	46,265	56,236	14
Mendocino	39	35,110	42,682	42	N/A	N/A	N/A	N/A	N/A	N/A
Merced	26	43,243	52,582	35	39,229	47,694	33	35,547	43,243	34
Modoc	57	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Mono	55	N/A	N/A	N/A	N/A	N/A	N/A	41,856	50,880	24
Monterey	21	60,276	82,284	6	55,368	75,636	5	47,448	64,800	6

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
JUVENILE CORRECTIONS OFFICER SALARIES

COUNTY	POP	JCO III			JCO II			JCO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Napa	36	64,308	76,896	8	59,364	71,028	8	54,324	64,752	7
Nevada	37	49,812	60,811	28	45,083	55,038	25	40,803	49,812	27
Orange	3	51,397	69,264	19	48,672	65,603	13	44,886	64,486	8
Placer	23	57,895	70,371	17	50,573	61,471	17	45,126	54,851	17
Plumas	51	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Riverside	4	48,994	65,711	22	44,970	60,354	18	42,622	52,789	20
Sacramento	8	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
San Benito	43	44,101	56,304	30	38,103	48,630	32	34,553	44,101	32
San Bernardino	5	44,886	61,672	27	35,298	47,403	34	N/A	N/A	N/A
San Diego	2	N/A	N/A	N/A	49,150	59,738	21	39,603	50,544	25
San Francisco - Adult	13	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
San Francisco - Juvenile	12	80,626	97,994	2	72,800	88,478	1	60,476	79,066	2
San Joaquin	16	61,069	74,214	11	54,579	66,352	11	49,026	59,613	10
San Luis Obispo	25	58,011	70,491	16	52,707	64,085	15	47,882	58,198	12
San Mateo	15	70,637	88,296	5	63,523	79,435	4	56,306	70,366	4
Santa Barbara	20	56,021	73,218	15	53,381	69,765	9	N/A	N/A	N/A
Santa Clara County	6	81,527	99,089	1	72,490	88,104	2	62,298	75,755	3
Santa Cruz	24	76,236	95,472	3	68,820	86,964	3	63,228	80,016	1
Shasta	31	38,868	49,608	36	35,256	45,000	37	33,576	33,576	45
Sierra	58	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Siskiyou	46	38,126	48,693	39	33,280	42,474	39	30,139	38,500	41
Solano	22	62,960	76,528	9	54,499	66,244	12	47,205	57,377	13
Sonoma	18	61,007	74,135	12	53,326	64,826	14	45,124	54,850	18
Stanislaus County	17	48,506	58,968	29	42,598	51,792	28	37,170	45,178	31
Sutter	38	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Tehama County	42	43,524	52,980	34	37,476	45,696	36	33,996	41,388	38
Trinity	56	N/A	N/A	N/A	31,487	42,196	40	28,790	38,581	40

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2016 SALARY SURVEY
 JUVENILE CORRECTIONS OFFICER SALARIES

COUNTY	POP	JCO III			JCO II			JCO I		
	RANK	MIN	MAX	RANK	MIN	MAX	RANK	MIN	MAX	RANK
Tulare	19	40,691	49,591	37	38,720	47,189	35	35,063	42,732	37
Tuolumne	44	54,888	67,007	21	44,476	55,438	24	41,100	50,175	26
Ventura	14	55,729	68,638	20	53,075	59,780	20	41,586	55,706	15
Yolo County	29	52,109	63,338	23	49,574	60,264	19	43,238	52,548	21
Yuba	40	46,392	73,764	14	40,020	63,636	16	34,536	54,924	16

CHIEF PROBATION OFFICERS OF CALIFORNIA
2016 SALARY SURVEY
PROBATION ASSISTANT SALARIES

COUNTY	POP RANK	PROBATION ASSISTANT		
		MIN	MAX	RANK
Alameda	7	N/A	N/A	N/A
Alpine	59	N/A	N/A	N/A
Amador	47	37,417	48,984	19
Butte	28	31,886	42,723	29
Calaveras	45	N/A	N/A	N/A
Colusa	52	29,988	49,116	18
Contra Costa	9	N/A	N/A	N/A
Del Norte County	49	26,563	32,287	39
El Dorado County	30	39,187	47,632	20
Fresno	10	N/A	N/A	N/A
Glenn	50	N/A	N/A	N/A
Humboldt	35	N/A	N/A	N/A
Imperial	32	32,304	41,304	32
Inyo	53	38,784	47,124	21
Kern County	11	N/A	N/A	N/A
Kings	34	36,504	45,444	25
Lake	41	33,300	40,488	33
Lassen	48	31,200	37,482	36
Los Angeles	1	80,882	106,081	1
Madera	33	30,930	43,663	28
Marin	27	N/A	N/A	N/A
Mariposa	54	38,124	46,338	24
Mendocino	39	N/A	N/A	N/A
Merced	26	38,459	46,758	23
Modoc	57	N/A	N/A	N/A
Mono	55	54,420	66,156	5
Monterey	21	36,216	49,452	16
Napa	36	N/A	N/A	N/A
Nevada	37	40,803	55,038	9
Orange	3	N/A	N/A	N/A
Placer	23	42,885	52,125	12
Plumas	51	29,964	36,480	38
Riverside	4	30,138	49,930	15
Sacramento	8	60,424	77,126	2
San Benito	43	34,896	44,541	27
San Bernardino	5	N/A	N/A	N/A
San Diego	2	38,230	47,008	22
San Francisco - Adult	13	50,960	61,958	7
San Francisco - Juvenile	12	52,980	63,934	6
San Joaquin	16	36,962	44,907	26

CHIEF PROBATION OFFICERS OF CALIFORNIA
 2016 SALARY SURVEY
 PROBATION ASSISTANT SALARIES

COUNTY	POP RANK	PROBATION ASSISTANT		
		MIN	MAX	RANK
San Luis Obispo	25	42,619	51,813	13
San Mateo	15	N/A	N/A	N/A
Santa Barbara	20	40,302	49,200	17
Santa Clara County	6	60,359	73,401	3
Santa Cruz	24	55,656	70,404	4
Shasta	31	33,084	42,216	30
Sierra	58	N/A	N/A	N/A
Siskiyou	46	32,926	40,476	34
Solano	22	N/A	N/A	N/A
Sonoma	18	43,621	53,034	11
Stanislaus County	17	N/A	N/A	N/A
Sutter	38	39,130	53,995	10
Tehama County	42	31,512	38,364	35
Trinity	56	27,501	36,854	37
Tulare	19	33,897	41,312	31
Tuolumne	44	28,988	35,389	39
Ventura	14	N/A	N/A	N/A
Yolo County	29	38,593	51,102	14
Yuba	40	35,700	56,772	8