

2004

Salary Survey

of

California
Probation Departments



2004

SALARY SURVEY

OF

CALIFORNIA PROBATION DEPARTMENTS

PREPARED BY THE
Orange County Probation Department

ACKNOWLEDGEMENTS

This Survey was compiled for the Chief Probation Officers of California by the Orange County Probation Department. The report represents salary levels as of January 1, 2004, as submitted by 54 of the 58 statewide probation departments. The population figures used for ranking purposes are based on the California Department of Finance population estimates as of January 1, 2003.

A special acknowledgement goes to Olga Echevarria whose single-handed dedication, infinite patience, good humor and wisdom made this publication possible.

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SALARY SCHEDULES AND ORGANIZATIONAL CHARTS BY COUNTY

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

Probation/Field Services:

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

Institutions/Custody:

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

Organizational charts (where available) display staff by major divisions.

COUNTY OF ALAMEDA

	<u>Staff Years</u>
Chief Probation Officer	1.00
Assistant Chief Probation Officer	<u>1.00</u>
	2.00

<u>ADULT FIELD SERVICES</u>	
	<u>Staff Years</u>
Division Director	1.00
Program Manager	1.00
Unit Supervisor	8.00
Deputy Probation Officer I/II/III	93.00
Deputy Probation Officer (SAN)	3.00
Supervising Secretary I	2.00
Supervising Clerk II	1.00
Secretary II	1.00
Secretary I	1.00
Transcriptionist	14.00
Specialist Clerk	6.00
Clerk II	<u>10.00</u>
	141.00

<u>ADMINISTRATIVE SERVICES</u>	
	<u>Staff Years</u>
Division Director	1.00
Sr. Depart'l Personnel Officer	1.00
Admin/Financial Svcs Manager	1.00
Sr. Info Systems Analyst	1.00
Program Manager	1.00
Departmental Personnel Officer	2.00
Unit Supervisor	2.00
Special Services Supervisor	1.00
Suprvsing Financial Svcs Spec	2.00
Staff Development Specialist	1.00
Financial Services Specialist II	5.00
Information System Specialist	2.00
Comm Network Coordinator	1.00
Administrative Secretary	1.00
Supervising Clerk III	1.00
Secretary II	4.00
Supervising Clerk II	2.00
Human Resources Technician	2.00
Accountant II	1.00
Information System Tech II	1.00
Secretary I	1.00
Account Clerk II	3.00
Specialist Clerk	5.00
Payroll Records Clerk	3.00
Clerk II	3.00
Data Input Clerk	7.00
Supply Clerk I	1.00
Admin. Intern (SAN)	<u>4.00</u>
	60.00

<u>JUVENILE INSTITUTION SERVICES</u>	
	<u>Staff Years</u>
Division Director	1.00
Camp Director	1.00
Assistant Director	1.00
Program Manager	2.00
Senior Institutional Supervisor	2.00
Unit Supervisor	1.00
Institutional Supervisor II	12.00
Camp Supervisor	1.00
Deputy Probation Officer III	2.00
Food Service Manager	1.00
Deputy Probation Officer II	4.00
Institutional Supervisor I	14.00
Secretary II	2.00
Supervising Clerk II	2.00
Group Counselor III	28.00
Supervising Cook	1.00
Group Counselor II	165.00
Group Counselor I	5.00
Group Counselor Intermittent	74.00
First Cook	1.00
Transportation Worker	1.00
Transportation Worker (SAN)	4.00
Secretary I	1.00
Account Clerk II	1.00
Specialist Clerk	6.00
Cook	10.00
Cook (SAN)	2.00
Data Input Clerk	4.00
Clerk II	1.00
Supply Clerk II	2.00
Food Service Worker	7.00
Supply Clerk I	<u>3.00</u>
	362.00

<u>JUVENILE FIELD SERVICES</u>	
	<u>Staff Years</u>
Division Director	2.00
Program Manager	3.00
Unit Supervisor	16.00
Program/Financial Specialist	1.00
Management Analyst	1.00
Deputy Probation Officer I/II/III	160.00
Deputy Probation Officer (SAN)	4.00
Supervising Clerk II	1.00
Transportation Worker	2.00
Secretary I	3.00
Transcriptionist	11.00
Transportation Worker (SAN)	11.00
Specialist Clerk	11.00
Clerk II	<u>8.00</u>
	233.00

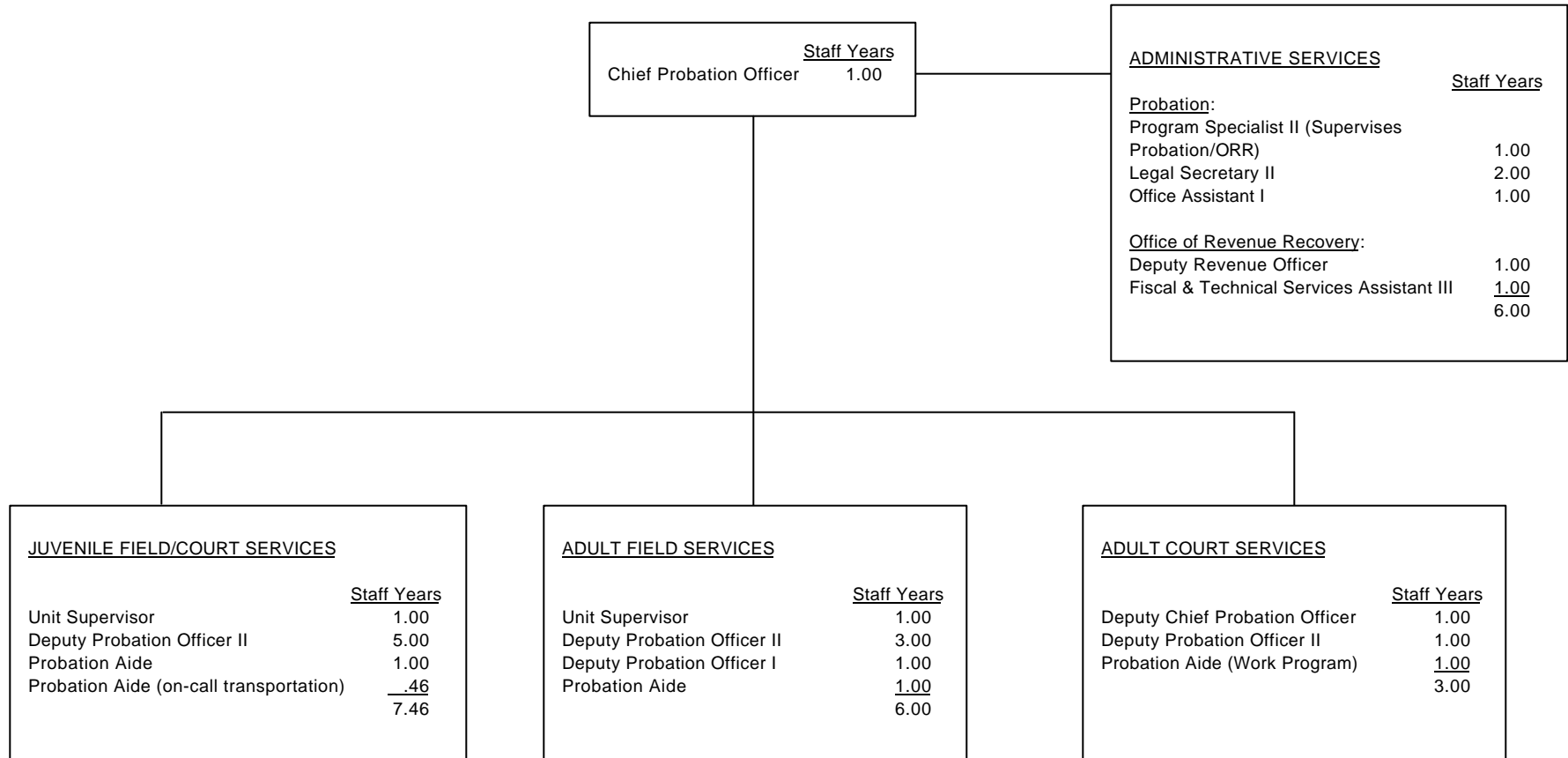
COUNTY OF ALAMEDA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$111,155.15 – 138,944.04	7	
CPO Actual Salary			125,344.00		
Assistant Chief Probation Officer	1.00	1	108,409.56 – 131,559.96	5	
Division Director	5.00	5	90,417.60 – 109,907.16	5	
Senior Dept. Personal Officer	1.00	1	81,951.96 – 99,548.76	7	
Admin/Financial Services Manager	1.00	1	81,432.00 – 99,049.56	5	
Assistant Director – Juvenile Hall	1.00	1	77,708.76 – 94,348.80	5	J
Camp Director	1.00	1	77,667.24 – 94,348.80	5	
Sr. Information System Analyst	1.00	1	68,473.56 – 91,707.24	7	
Program Manager	7.00	7	70,636.80 – 85,862.40	5	
Senior Institutional Supervisor	2.00	2	68,203.20 – 82,908.84	5	I
Dept. Personnel Officer I	2.00	2	55,328.04 – 79,455.96	7	
Unit Supervisor	27.00	27	65,832.00 – 79,331.16	5	D
Special Services Supervisor	1.00	1	63,044.76 – 76,003.20	5	
Supv. Financial Services Specialist	2.00	2	55,952.04 – 75,004.80	7	
Management Analyst	1.00	1	55,827.24 – 74,796.84	7	
Institutional Supervisor II	12.00	12	60,652.80 – 73,611.24	5	I
Program/Financial Specialist	1.00	1	54,163.20 – 72,612.84	7	
Camp Supervisor	1.00	1	60,257.64 – 72,550.44	5	
Deputy Probation Officer I/II/III	259.00	259	48,369.60 – 71,623.56	5	A,B,C
Food Services Manager	1.00	1	56,326.44 – 68,390.40	5	
Deputy Probation Officer (SAN)	7.00	7	31.92 Hourly	1	
Information Systems Specialist	2.00	2	49,171.20 – 65,873.64	7	
Financial Services Specialist II	5.00	5	49,171.20 – 65,873.64	7	
Staff Development Specialist	1.00	1	41,808.00 – 67,287.96	7	
Institutional Supervisor I	14.00	14	52,499.16 – 63,710.40	5	I
Community Network Coordinator	1.00	1	52,998.36 – 64,147.20	5	
Administrative Secretary	1.00	1	52,707.24 – 62,753.64	5	
Supervising Clerk III	1.00	1	50,544.00 – 61,256.04	5	
Secretary II	7.00	7	48,048.00 – 56,929.56	5	
Supervising Clerk II	6.00	6	46,404.84 – 56,388.84	5	
Group Counselor III	28.00	28	46,009.56 – 55,848.00	5	H
Human Resources Technician	2.00	2	45,364.80 – 55,119.96	7	
Supervising Secretary I	2.00	2	45,593.64 – 54,204.84	5	
Supervising Cook	1.00	1	44,657.64 – 54,059.16	5	
Accountant II	1.00	1	44,440.56 – 53,157.00	5	
Group Counselor I/II	170.00	170	42,931.20 – 52,104.00	5	F,G
Information Systems Technician II	1.00	1	41,121.60 – 49,878.36	5	

COUNTY OF ALAMEDA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Group Counselor Intermittent	74.00	74	17.91 – 20.63 Hourly	4	
First Cook	1.00	1	36,270.00 – 42,997.56	5	
Transportation Worker	3.00	3	35,401.56 – 42,931.20	5	
Secretary I	6.00	6	34,788.00 – 41,437.56	5	
Account Clerk II	4.00	4	33,501.00 – 39,643.56	5	
Transcriptionist	25.00	25	36,153.00 – 39,370.56	3	
Transportation Worker (SAN)	15.00	15	18.90 Hourly	1	
Specialist Clerk	28.00	28	34,729.56 – 39,351.00	4	
Payroll Records Clerk	3.00	3	33,228.00 – 39,351.00	5	
Cook	10.00	10	33,657.00 – 38,239.56	4	
Clerk II	22.00	22	33,540.00 – 37,791.00	4	
Data Input Clerk	11.00	11	31,980.00 – 37,791.00	5	
Supply Clerk II	2.00	2	31,219.56 – 37,323.00	5	
Supply Clerk I	4.00	4	30,634.56 – 36,484.56	5	
Food Service Worker	7.00	7	32,058.00 – 36,348.00	4	
Cook (SAN)	2.00	2	18.04 Hourly	1	
Administrative Intern (SAN)	<u>4.00</u>	<u>4</u>	2.60 – 14.33 Hourly	7	
	799.00	799			

COUNTY OF AMADOR



COUNTY OF AMADOR

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$ 82,716		
Deputy Chief Probation Officer	1.0	1	52,973 – 64,394	5	
Probation Unit Supervisor	2.0	2	48,254 – 58,652	5	D
Deputy Probation Officer II, or Deputy Probation Officer I	9.0 1.0	9 1	38,357 – 46,625 31,696 – 38,524	5 5	B A
Program Specialist II	1.0	1	33,846 – 41,134	5	
Deputy Revenue Officer	1.0	1	26,998 – 32,823	5	
Legal Secretary II	2.0	2	26,831 – 32,615	5	
Probation Aide	3.0	3	26,225 – 31,884	5	
Fiscal & Technical Services Assistant III	1.0	1	25,682 – 31,216	5	
Office Assistant I	1.0	1	17,372 – 21,110	5	
Probation Aide (on-call transportation)	<u>00.46</u> 23.46	<u>1</u> 24	13.19/hr.		

COUNTY OF BUTTE

	<u>Staff Years</u>
Chief Probation Officer	1.00
Asst. CPO	<u>1.00</u>
	2.00

<u>JUVENILE FIELD SERVICES</u>	
	<u>Staff Years</u>
Program Manager	1.00
Supervising Probation Officer	4.00
Probation Officer III/II/I	21.00
Probation Technician	5.00
Office Assistant III/II/I	4.00
Auditor Accountant II/I	1.00
Legal Secretary I	<u>2.00</u>
	38.00

<u>JUVENILE INSTITUTIONAL SERVICES</u>	
	<u>Staff Years</u>
Superintendent	1.00
Supervisor – Juvenile Hall	2.00
Supervising Juvenile Hall Counselor	6.00
Juvenile Hall Counselor II/I	43.00
Administrative Services Asst.	1.00
Supervising Cook	1.00
Senior Cook	2.00
Office Assistant III/II/I	<u>2.50</u>
	58.50

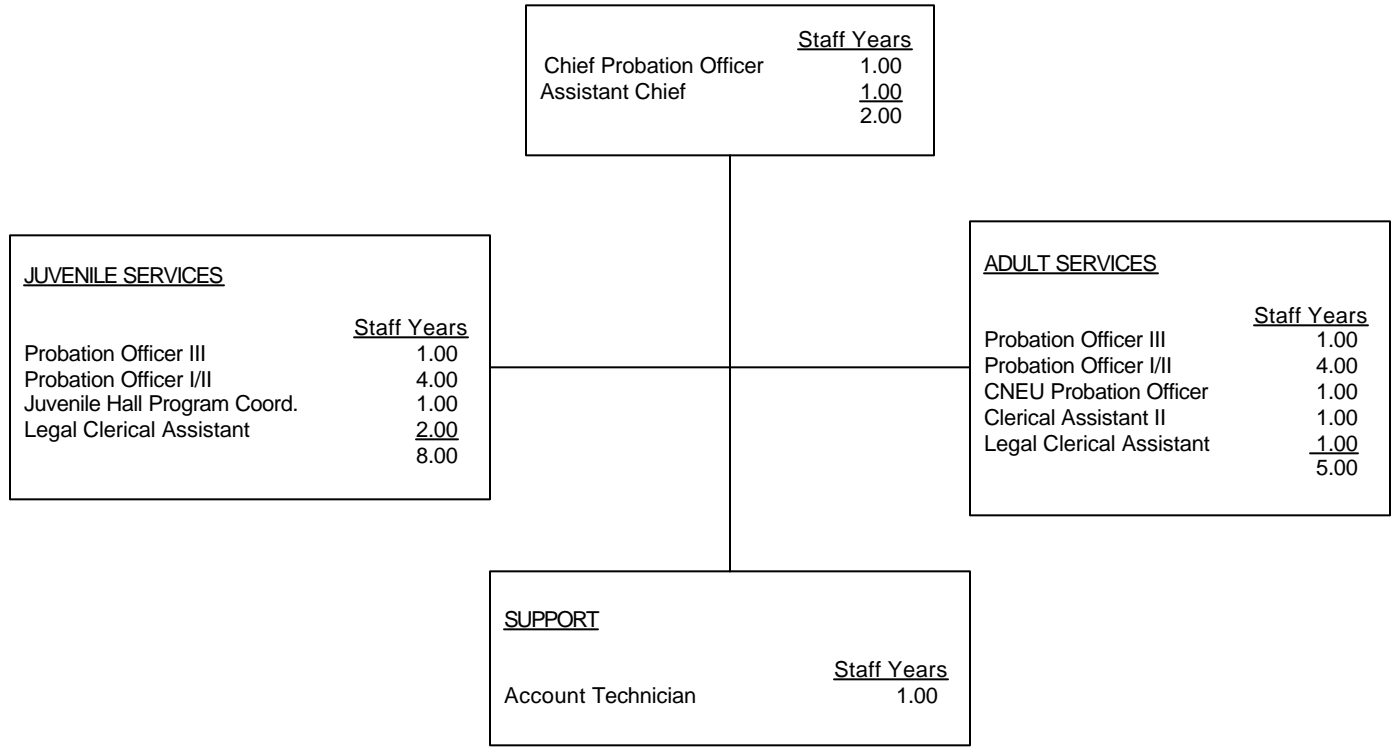
<u>ADULT FIELD SERVICES</u>	
	<u>Staff Years</u>
Supervising Probation Officer	3.00
Probation Officer III/II/I	31.00
Probation Technician	10.00
Auditor Accountant II/I	1.50
Office Assistant III/II/I	1.00
Legal Typist Clerk	2.00
Legal Secretary I	<u>7.50</u>
	56.00

<u>ADMINISTRATIVE SERVICES</u>	
	<u>Staff Years</u>
Principal Analyst	1.00
Administrative Analyst III/II/I	3.00
Info Systems Analyst III/II/I	1.00
Info Systems Tech II/I	2.00
Supervisor – Staff Support Svc.	2.00
Supervisor – Clerical Support Svc.	1.00
Accounting Specialist	1.00
Legal Secretary I	1.00
Receptionist	1.00
Office Assistant III/II/I	<u>1.00</u>
	14.00

COUNTY OF BUTTE

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	108,054		E
Assistant Chief Probation Officer	1.0	1	74,076 – 90,040	5	E
Information Systems Analyst III/II/I	1.0	1	39,396 – 64,587	15	C
Principal Analyst	1.0	1	52,260 – 63,522	5	D
Program Manager-Probation	1.0	1	48,132 – 58,505	5	D
Superintendent-Juvenile Hall	1.0	1	48,132 – 58,505	5	J
Administrative Analyst III/II/I	3.0	3	35,424 – 52,306	15	C
Supervisor-Juvenile Hall	2.0	2	41,652 – 50,628	5	I
Supervising Probation Officer	7.0	7	40,632 – 49,388	5	D
Information Systems Technician III/II/I	2.0	2	28,488 – 49,082	15	A/B
Supervisor-Staff Support Services	2.0	2	35,148 – 42,723	5	D
Probation Officer III/II/I	52.0	52	29,364 – 43,569	15	C
Auditor Accountant II/I	2.5	3	30,852 – 41,439	10	B
Supervising Juvenile Hall Counselor	6.0	6	33,864 – 41,162	5	H
Supervisor-Clerical Support Services	1.0	1	29,676 – 36,071	5	D
Supervising Cook	1.0	1	27,984 – 34,015	5	H
Administrative Services Asst./Principal Clerk	1.0	1	26,856 – 32,644	5	G
Probation Technician	15.0	15	25,920 – 31,506	5	A/B
Juvenile Hall Counselor II/I	43.0	43	25,032 – 30,427	10	F/G
Legal Secretary I	10.5	11	24,432 – 29,697	5	B
Accounting Specialist	1.0	1	24,168 – 29,376	5	A/B
Senior Cook	2.0	2	24,168 – 29,376	5	G
Legal Typist Clerk	2.0	2	22,656 – 27,539	5	A/B
Receptionist	1.0	1	21,000 – 25,526	5	A/B
Office Assistant III/II/I	<u>8.5</u>	<u>9</u>	17,220 – 24,213	15	A/B
	168.5	170			

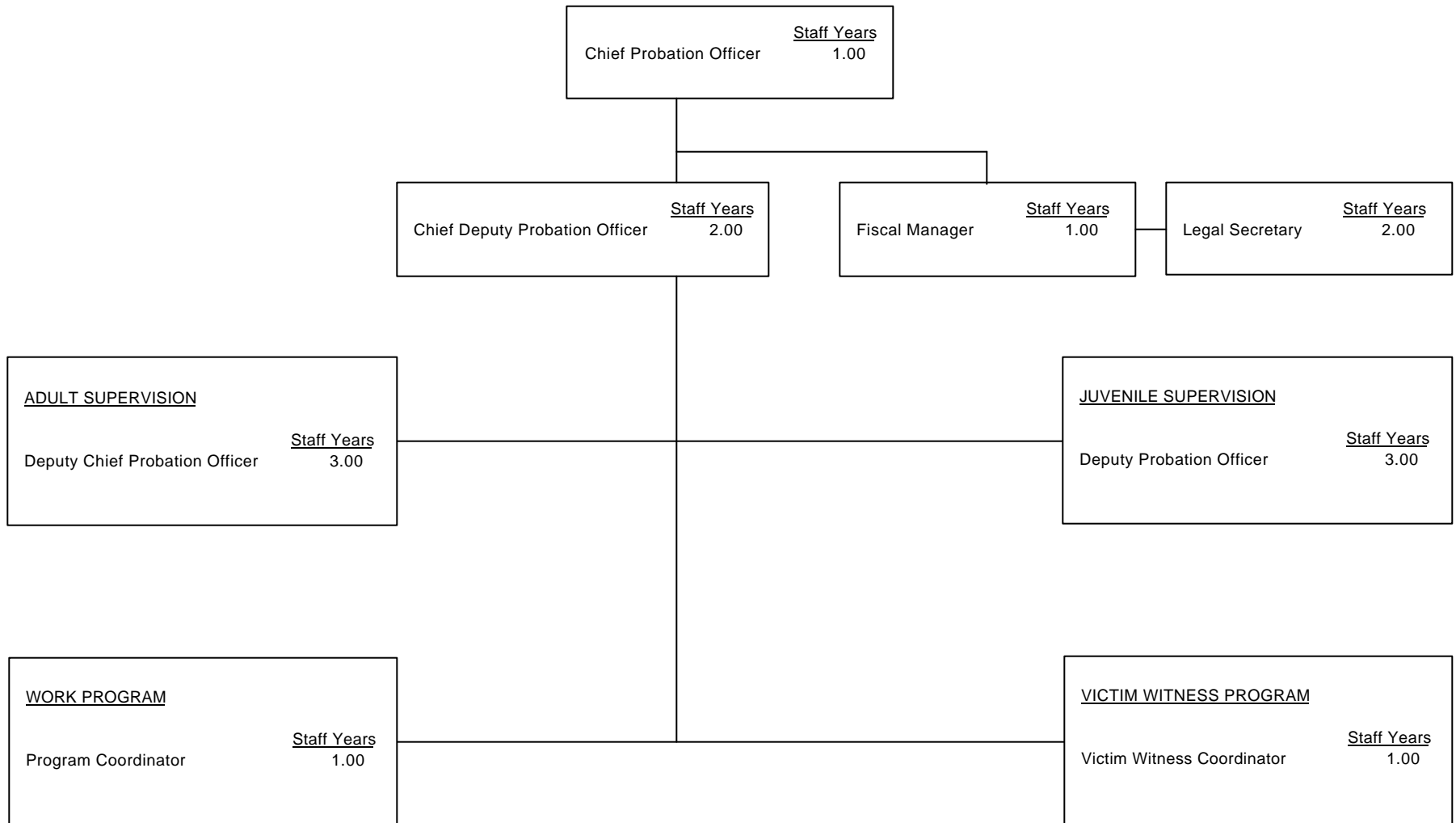
COUNTY OF CALAVERAS



COUNTY OF CALAVERAS

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$ 82,867	1	E
Asst. Chief Probation Officer	1.0	1	56,347 – 68,453	5	D,E
Deputy Probation Officer III	2.0	2	45,011 – 54,746	5	C,D
Deputy Probation Officer I/II	9.0	9	32,427 – 46,322	10	A,B
Account Technician	1.0	1	33,613 – 40,851	5	
Juvenile Hall Program Coordinator	1.0	1	32,427 – 39,416	5	
Adult Legal Clerical A	1.0	1	24,586 – 29,910	5	
Juvenile Legal Clerical A	2.0	2	24,586 – 29,910	5	
Adult Clerical Assistant II	1.0	1	28,974 – 38,854	5	
	<u>19.0</u>	<u>19</u>			

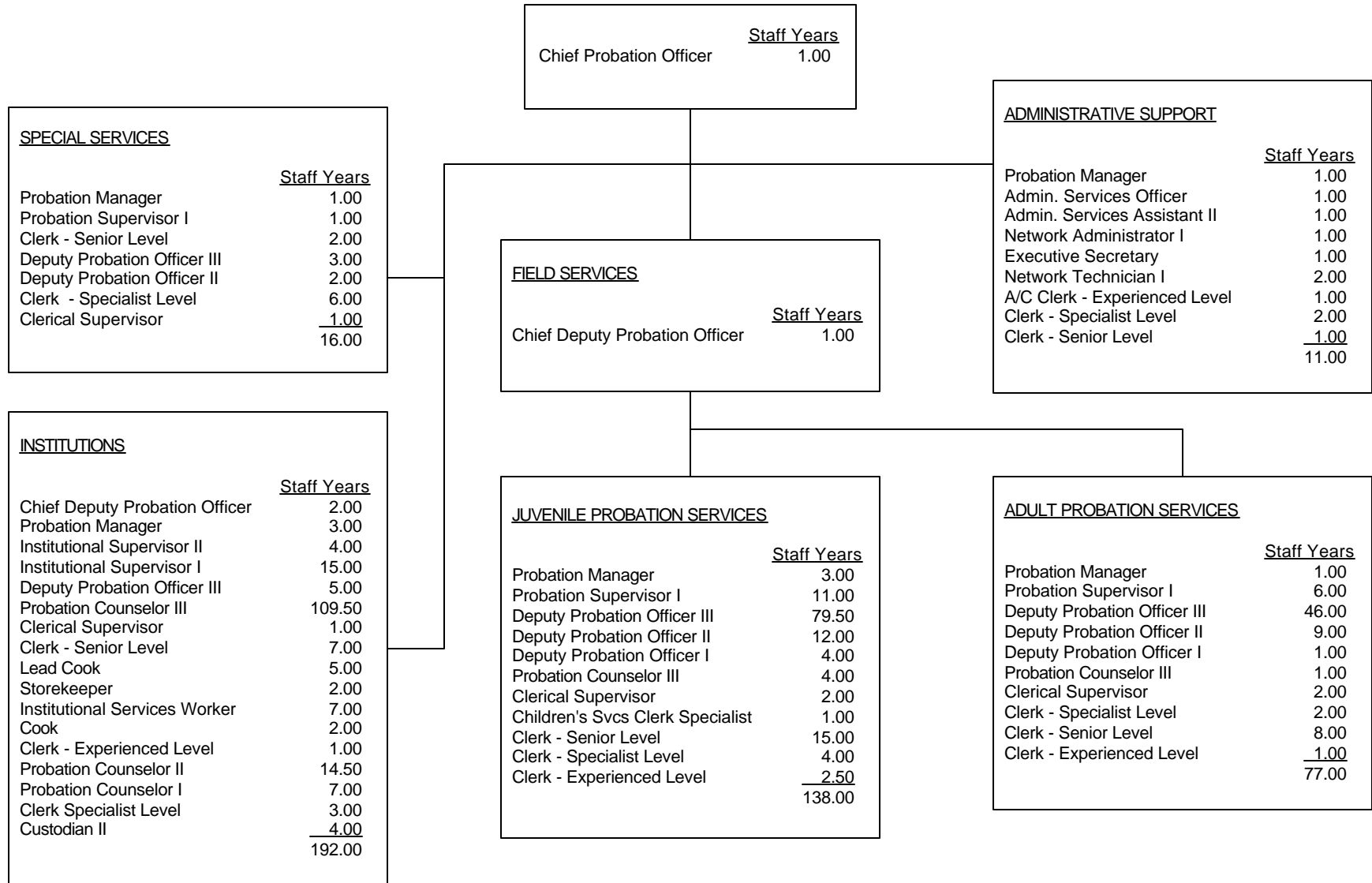
COUNTY OF COLUSA



COUNTY OF COLUSA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$ 65,000	5	
Chief Deputy Probation Officer	2.0	2	36,700 – 48,300	5	
Fiscal Analyst	5.0	5	36,000 – 44,640	5	
Deputy Probation Officer	5.0	5	29,712 – 36,120	5	
Alternative Work Crew Supv.	1.0	1	25,389 – 30,411	5	
Legal Secretary	3.0	3	24,500 – 28,749	5	
	<u>17.0</u>	<u>17</u>			

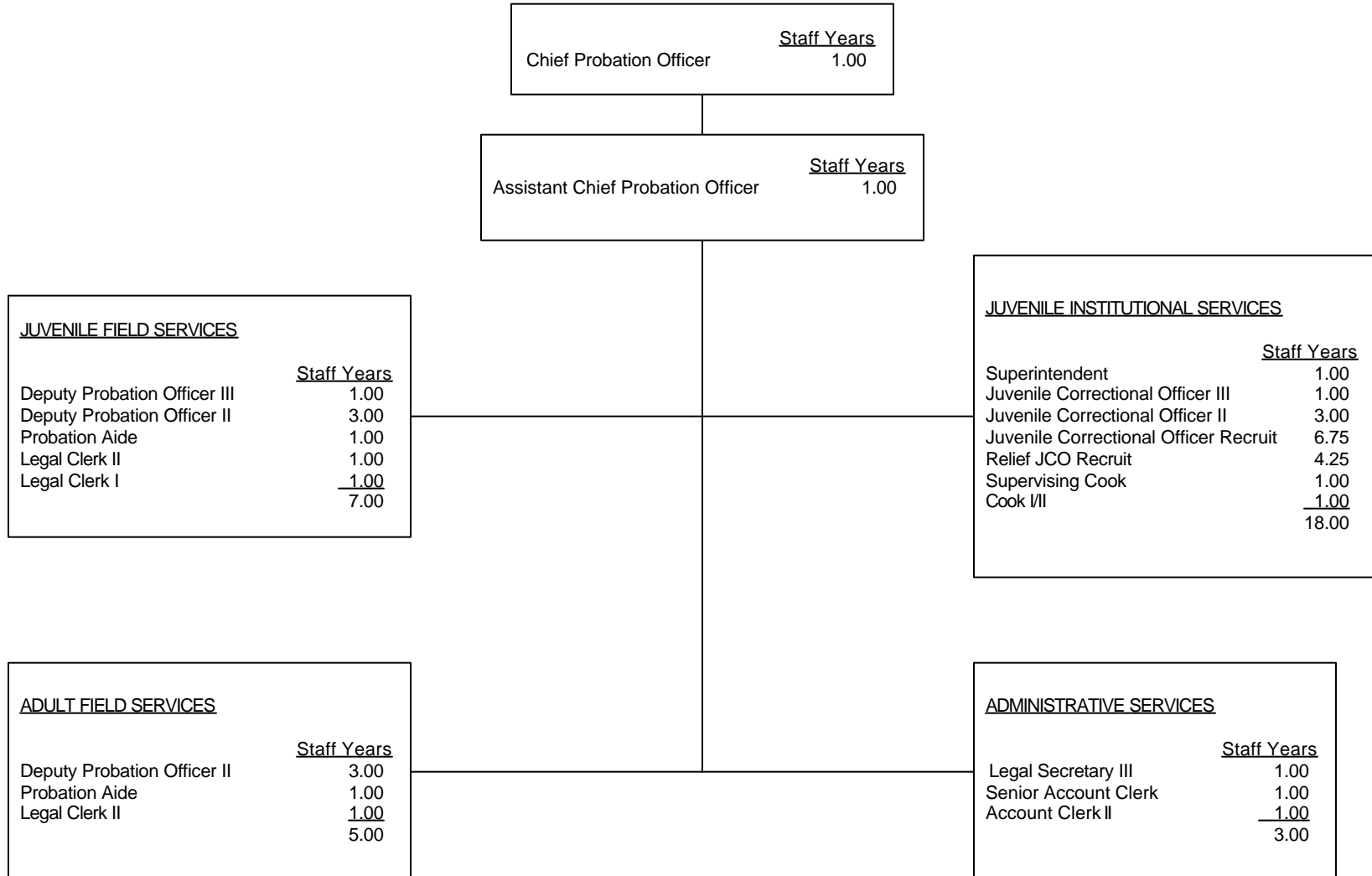
COUNTY OF CONTRA COSTA



COUNTY OF CONTRA COSTA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
County Probation Officer	1.0	1	\$115,857 – 140,824	5	
CPO Actual Salary			140,824		
Chief Deputy Probation Officer	3.0	3	84,730 – 102,990	5	
Administrative Services Officer	1.0	1	65,820 – 93,012	15	
Probation Manager	9.0	9	73,176 – 88,956	5	E
Institutional Supervisor II	4.0	4	68,076 – 82,752	5	J
Probation Supervisor I	18.0	18	66,444 – 80,760	5	D
Network Administrator I	1.0	1	64,020 – 77,820	5	
Institutional Supervisor I	15.0	15	61,140 – 74,316	5	I
Administrative Services Assistant III	1.0	1	60,156 – 73,116	5	
Deputy Probation Officer III	133.5	136	54,072 – 65,724	5	C
Network Technician I	2.0	2	52,620 – 63,960	5	
Deputy Probation Officer II	23.0	23	50,652 – 61,572	5	B
Probation Counselor III	114.5	121	50,604 – 61,512	5	H
Probation Counselor II	14.5	19	47,640 – 57,900	5	G
Executive Secretary	1.0	1	50,040 – 55,164	3	
Clerical Supervisor	6.0	6	42,804 – 54,660	7	
Children's Services Clerical Specialist	1.0	1	37,032 – 49,632	7	
Clerk - Specialist Level	17.0	17	37,476 – 47,868	7	
Storekeeper	2.0	2	38,220 – 46,464	5	
Lead Cook	5.0	5	40,356 – 44,496	3	
Deputy Probation Officer I	5.0	5	36,492 – 44,364	5	A
Probation Counselor I	7.0	11	35,856 – 43,584	5	F
Clerk - Senior Level	33.0	33	33,192 – 42,384	7	
Cook	2.0	2	34,140 – 41,496	5	
Account Clerk - Experienced Level	1.0	1	33,000 – 40,908	7	
Clerk - Experienced Level	4.5	5	30,036 – 37,260	5	
Institutional Services Worker	7.0	9	29,808 – 36,240	5	
Custodian II	4.0	4	31,704 – 34,944	3	
	<u>436.0</u>	<u>456</u>			

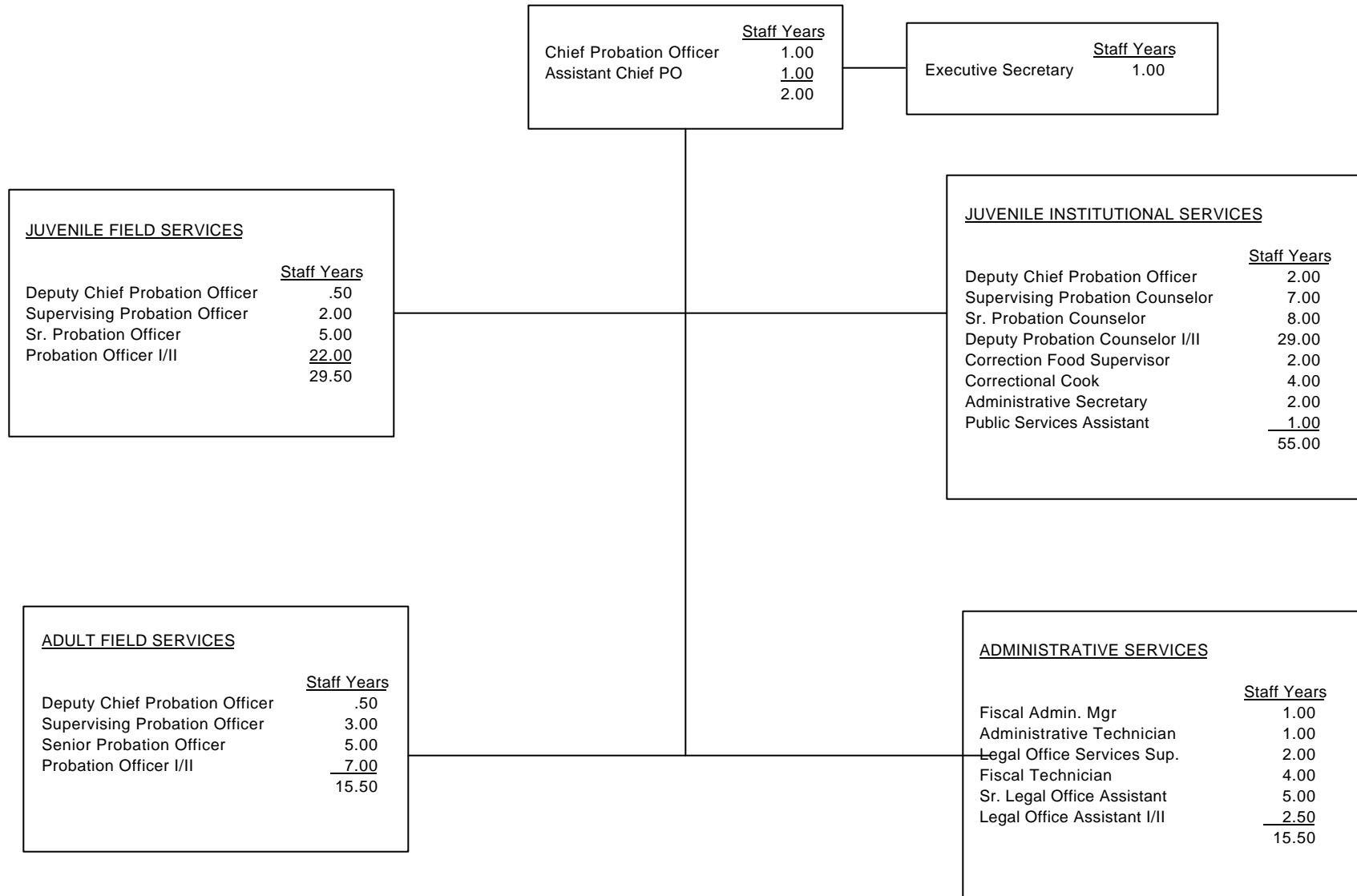
COUNTY OF DEL NORTE



COUNTY OF DEL NORTE

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1.00	\$ 67,923	7	
Assistant Chief Probation Officer	1.00	1.00	38,819 – 54,622	8	E
Superintendent	1.00	1.00	36,970 – 52,021	8	J
Deputy Probation Officer III	1.00	1.00	30,415 – 42,798	8	C,D
Deputy Probation Officer II or Deputy Probation Officer I	6.00 0.00	6.00 0.00	28,260 – 39,765 25,633 – 36,068	8 8	B A
Senior Juvenile Correctional Officer	0.00	0.00	26,915 – 37,871	8	I
Juvenile Correctional Officer III	1.00	1.00	25,633 – 36,068	8	H
Senior Account Clerk	1.00	1.00	23,831 – 33,533	8	
Legal Secretary III	1.00	1.00	22,697 – 31,936	8	
Juvenile Correctional Officer II	3.00	3.00	22,697 – 31,936	8	G
Juvenile Correctional Officer I or Juvenile Correctional Officer Recruit	6.75 0.00	10.00 0.00	21,616 – 30,415 19,606 – 27,588	8 8	G F
Supervising Cook	1.00	1.00	21,088 – 29,674	8	
Probation Aide	2.00	2.00	20,084 – 28,260	8	
Legal Clerk II or Legal Clerk I	3.00 0.00	3.00 0.00	20,084 – 28,260 18,672 – 26,274	8 8	
** Relief JCO Recruits	4.25	0.00	19,606 – 27,588	8	
Account Clerk II or Account Clerk I	1.00 0.00	1.00 0.00	18,672 – 26,274 16,936 – 23,831	8 8	
Cook III	1.00	1.00	16,936 – 23,831	8	
	<u>35.00</u>	<u>34.00</u>			

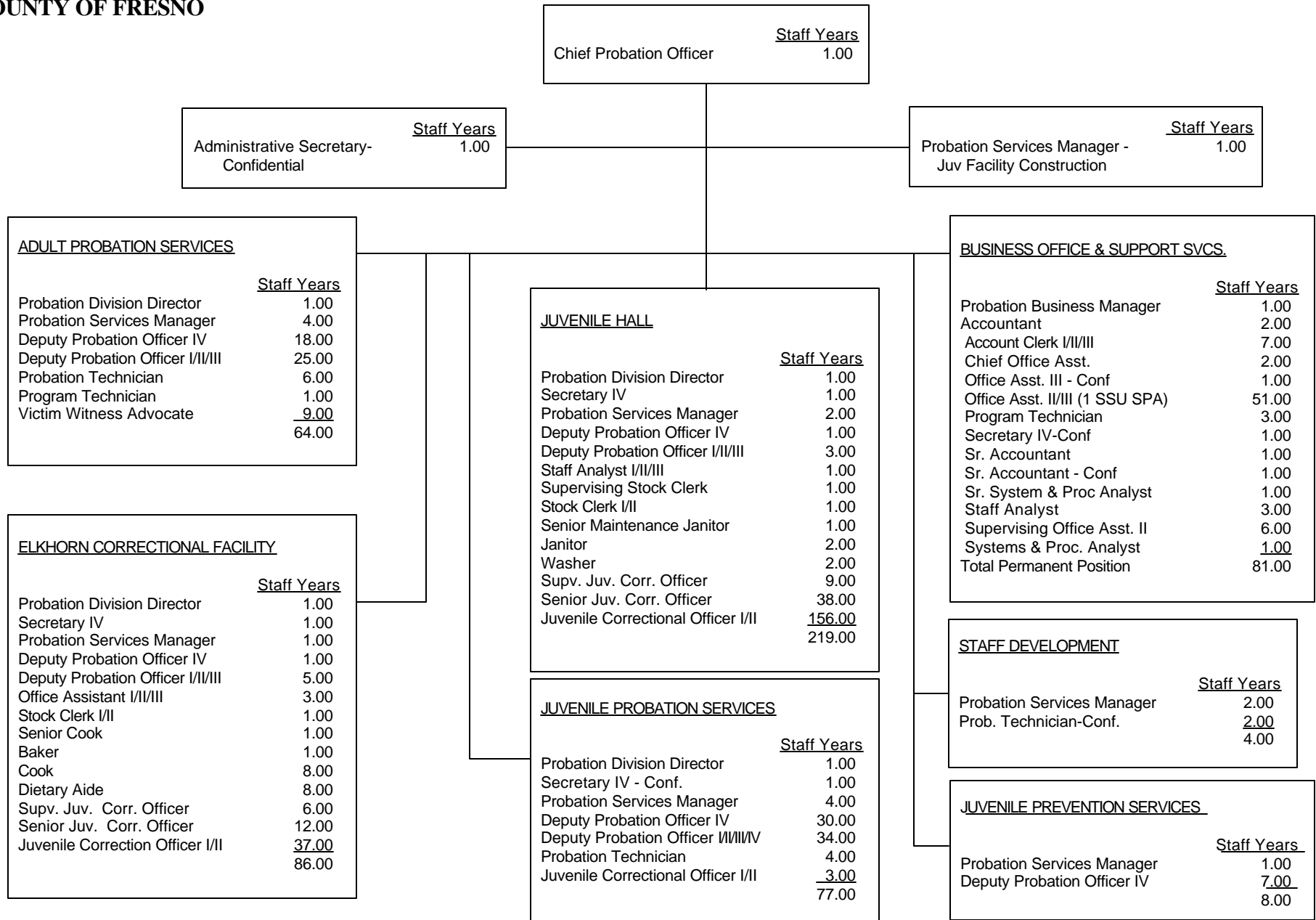
COUNTY OF EL DORADO



COUNTY OF EL DORADO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer CPO- Actual Salary – 9% PERS:	1.0	1	\$74,318 – 90,355	5	
Assistant Chief Probation Officer	1.0	1	60,424 – 73,446	5	
Deputy Chief Probation Officer	3.0	3	54,933 – 66,789	5	E,J
Fiscal Administrative Manager	1.0	1	53,622 – 65,166	5	
Supervising Probation Officer	5.0	5	43,888 – 53,352	5	D
Senior Probation Officer	10.0	10	38,293 – 46,571	5	C
Probation Officer I/II	29.0	29	31,949 – 43,347	5	A,B
Supervising Probation Counselor	7.0	7	37,898 – 46,051	5	I
Senior Probation Counselor	8.0	8	34,424 – 41,849	5	H
Deputy Probation Counselor I/II	29.0	29	28,683 – 38,958	5	F,G
Administrative Technician	1.0	1	34,320 – 41,746	5	
Legal Office Services Supervisor	2.0	2	31,034 – 37,710	5	
Executive Secretary	1.0	1	29,120 – 35,402	5	
Administrative Secretary	2.0	2	26,458 – 32,178	5	
Fiscal Technician	4.0	4	27,810 – 33,800	5	
Senior Legal Office Assistant	5.0	5	25,896 – 31,470	5	
Legal Office Assistant I/II	2.5	3	21,861 – 29,266	5	
Public Services Assistant	1.0	1	24,066 – 29,266	5	
Correctional Food Services Supervisor	2.0	2	28,330 – 34,445	5	
Correctional Cook	4.0	4	24,669 – 29,973	5	
	<u>118.5</u>	<u>119</u>			

COUNTY OF FRESNO



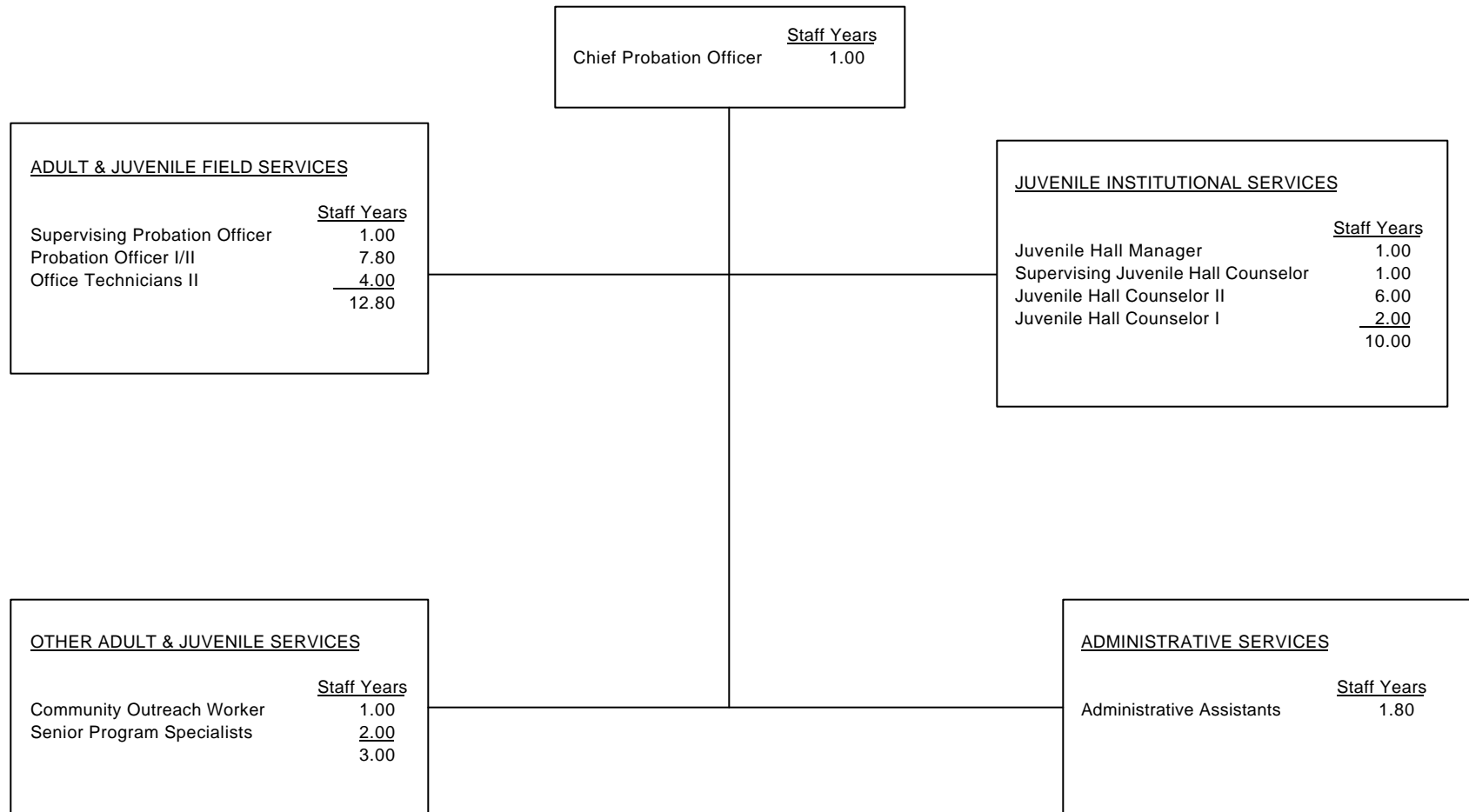
COUNTY OF FRESNO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1.0	\$98,369 – 161,922	Band	
CPO Actual Salary			140,686		
Probation Business Manager	1.0	1.0	59,526 – 97,929	Band	
Probation Division Director	4.0	4.0	59,526 – 97,929	Band	
Probation Services Manager	15.0	15.0	49,742 – 85,332	Band	E, J
Sr. Systems & Procedures Analyst	1.0	1.0	56,184 – 68,268	5	
Systems & Procedures Analyst III	1.0	1.0	50,172 – 60,996	5	
Senior Accountant - Conf	1.0	1.0	48,120 – 58,500	5	
Senior Accountant - Staff	1.0	1.0	48,120 – 58,500	5	
Deputy Probation Officer IV	56.0	56.0	47,496 – 57,744	5	C
Staff Analyst III	4.0	4.0	47,472 – 57,720	5	
Supervising Juvenile Correctional Officer	15.0	15.0	45,084 – 51,888	5	I
or Deputy Probation Officer III	68.0	68.0	42,996 – 52,284	5	B
or Deputy Probation Officer II	included in III level of series		38,136 – 46,356	5	B
Deputy Probation Officer I	included in III level of series		32,208 – 39,156	5	A
Accountant II	2.0	2.0	41,208 – 50,076	5	
Sr. Juvenile Correctional Officer	50.0	50.0	39,804 – 48,384	5	H
Chief Office Assistant	2.0	2.0	39,312 – 43,332	3	
Juvenile Correctional Officer II	196.0	196.0	34,524 – 41,964	5	G
or Juvenile Correctional Officer I	included in II level of series		28,200 – 34,284	5	F
Administrative Secretary	1.0	1.0	32,724 – 39,780	5	
Supervising Office Assistant	6.0	6.0	31,764 – 38,604	5	
Program Technician II	4.0	4.0	31,668 – 38,496	5	
or Program Technician I	included in II level of series		28,284 – 34,368	5	
Program Technician I - confidential	2.0	2.0	–		
Supervising Stock Clerk	1.0	1.0	29,604 – 36,000	5	
Secretary IV-Conf	4.0	4.0	29,508 – 35,904	5	
Senior Cook	1.0	1.0	28,752 – 34,944	5	
Victim Witness Advocate	9.0	9.0	28,260 – 34,344	5	
Probation Technician II	10.0	10.0	26,856 – 32,652	5	
or Probation Technician I	included in II level of series		23,892 – 29,040		
Account Clerk III	7.0	7.0	25,140 – 30,540	5	
Baker	1.0	1.0	23,964 – 29,112	5	
Office Assistant III - Conf	1.0	1.0	23,892 – 29,040	5	
Office Assistant III	54.0	54.0	23,784 – 28,908	5	
or Office Assistant II	included in III level of series		21,372 – 25,968	5	
or Office Assistant I	included in III level of series		19,032 – 23,112	5	
Sr. Maintenance Janitor	1.0	1.0	23,712 – 28,824	5	

COUNTY OF FRESNO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Cook	8.0	8.0	21,840 – 26,544	5	
Stock Clerk II	2.0	2.0	21,492 – 26,124	5	
Dietary Aide III	8.0	8.0	20,064 – 24,432	5	
or Dietary Aide II	included in III level of series		18,816 – 22,872	5	
or Dietary Aide I	included in III level of series		17,808 – 21,648	5	
Janitor	2.0	2.0	19,464 – 23,628	5	
Washer	<u>2.0</u>	<u>2.0</u>	18,408 – 22,356	5	
	542	542			

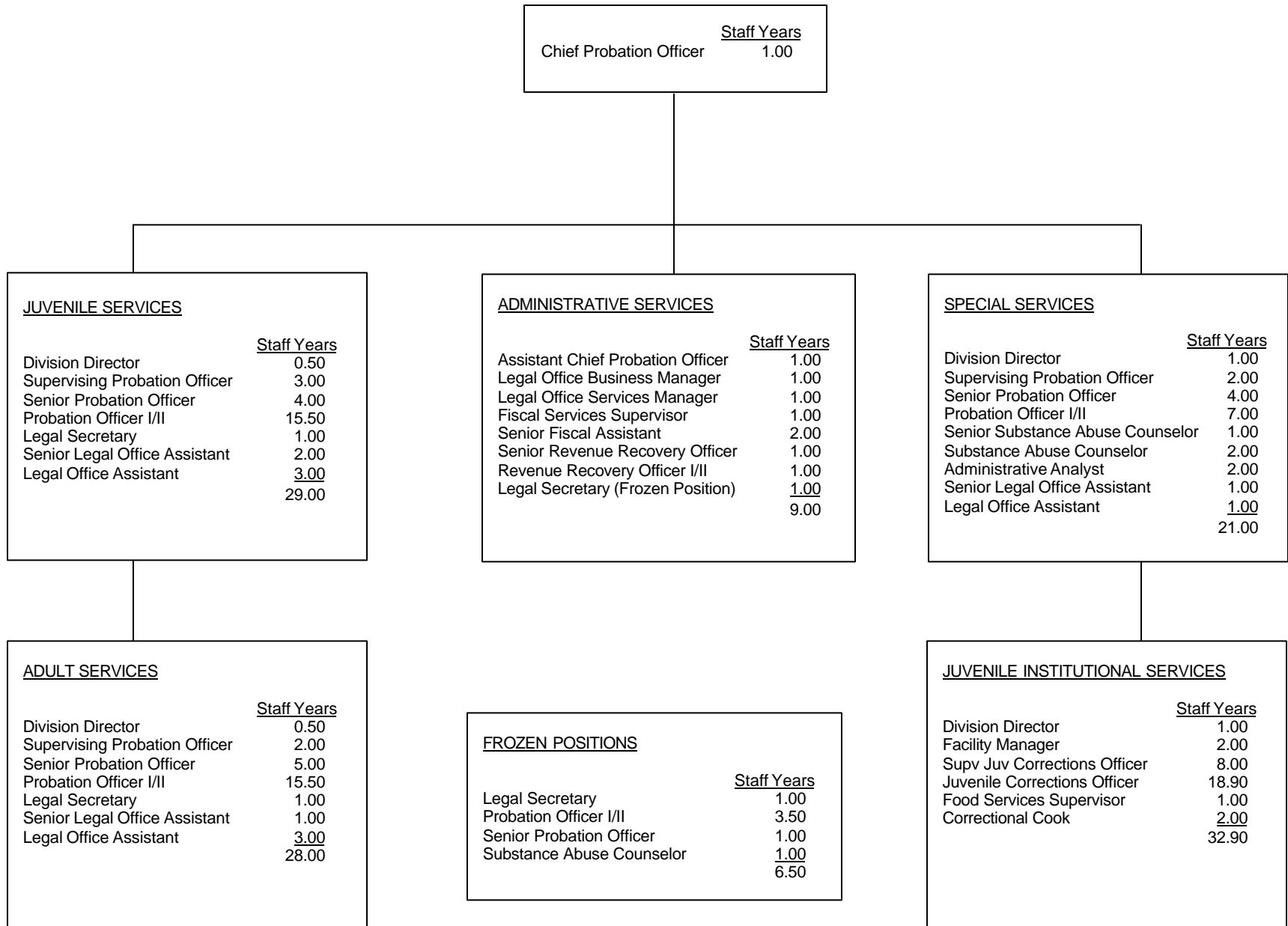
COUNTY OF GLENN



COUNTY OF GLENN

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1.0	\$ 78,416		E
Supervising Probation Officers	1.00	1.0	51,542 – 62,650	5(A-E)	D
Juvenile Hall Manager	1.00	1.0	51,542 – 62,650	5(A-E)	J
Administrative Assistants	1.80	1.8	36,733 – 44,637	5(A-E)	
Deputy Probation Officers II	7.80	7.8	31,117 – 37,856	5(A-E)	B
Supervising Juvenile Hall Counselor	1.00	1.0	29,661 – 36,607	5(A-E)	I
Deputy Probation Officers I	0.00	0.0	28,205 – 34,299	5(A-E)	A
Office Technicians II	4.00	4.0	27,914 – 33,925	5(A-E)	
Juvenile Hall Counselor II	6.00	6.0	26,790 – 32,573	5(A-E)	G
Juvenile Hall Counselor I	2.00	2.0	25,418 – 30,888	5(A-E)	F
Community Outreach Worker	1.00	1.0	24,669 – 29,973	5(A-E)	
Senior Program Specialists	<u>2.00</u>	<u>2.0</u>	23,546 – 28,621	5(A-E)	
	28.60	28.60			

COUNTY OF HUMBOLDT



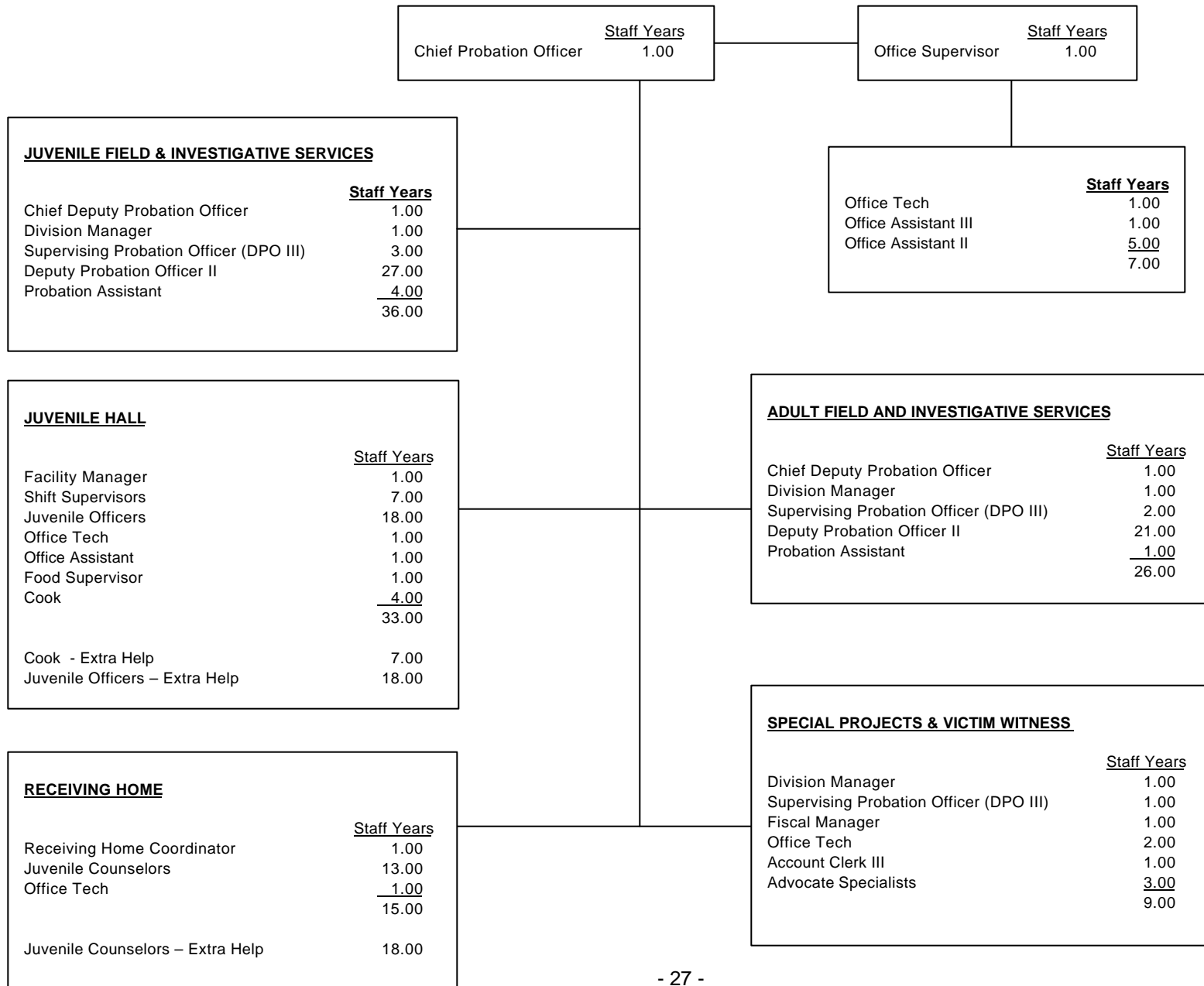
COUNTY OF HUMBOLDT

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$ 78,360		
Assistant Chief Probation Officer	1.0	1	48,510 – 59,221	5	
Legal Office Business Manager	1.0	1	47,552 – 58,051	5	
Probation Division Director	3.0	3	46,150 – 56,340	5	E
Juvenile Corrections Facility Manager	2.0	2	41,561 – 50,737	5	J
Supervising Probation Officer	7.0	7	41,561 – 50,737	5	D
Legal Office Services Manager	1.0	1	38,952 – 47,552	5	
Administrative Analyst II or	2.0	2	38,565 – 47,080	5	
Administrative Analyst I			33,312 – 39,935	5	
Senior Probation Officer	11.0	11	36,506 – 44,567	5	C
Supervising Juvenile Corrections Officer	8.0	8	33,875 – 41,354	5	I
Deputy Probation Officer II (40 Hr.) or	4.0	5	33,539 – 40,944	5	B
Deputy Probation Officer I (40 Hr.)			28,591 – 34,904	5	A
Fiscal Services Supervisor	1.0	1	32,227 – 39,342	5	
Senior Substance Abuse Counselor	1.0	1	31,748 – 38,758	5	C
Food Services Supervisor	1.0	1	31,590 – 38,565	5	
Deputy Probation Officer II or	33.0	33	31,433 – 38,373	5	B
Deputy Probation Officer I			26,796 – 32,712	5	A
Substance Abuse Counselor II or	2.0	2	27,887 – 34,044	5	B
Substance Abuse Counselor I			25,492 – 31,121	5	A
Senior Legal Office Assistant (40 Hr.)	1.0	1	27,610 – 33,706	5	
Senior Revenue Recovery Officer	1.0	1	27,065 – 33,040	5	
Senior Fiscal Assistant (40 Hr.)	1.0	1	26,796 – 32,712	5	
Senior Legal Office Assistant	3.0	3	25,877 – 31,590	5	
Senior Fiscal Assistant	1.0	1	25,114 – 30,659	5	
Correctional Cook	2.0	2	25,114 – 30,659	5	
Legal Secretary II or	3.0	3	24,865 – 30,354	5	
Legal Secretary I			22,392 – 27,336	5	
Juvenile Corrections Officer	18.9	22	24,741 – 30,204	5	F/G
Revenue Recovery Officer II or			23,892 – 29,167	5	
Revenue Recovery Officer I	1.0	1	20,675 – 25,239	5	
Legal Office Assistant II or	9.0	9	21,516 – 26,267	5	
Legal Office Assistant I			19,280 – 23,537	5	
	<u>119.9</u>	<u>124</u>			

COUNTY OF HUMBOLDT

	<u>Staff</u> <u>Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic</u> <u>Class</u>
FROZEN POSITIONS:					
Senior Probation Officer	1.0				
Probation Officer I/II	3.5				
Substance Abuse Counselor	1.0				
Legal Secretary	<u>1.0</u>				
	6.5				

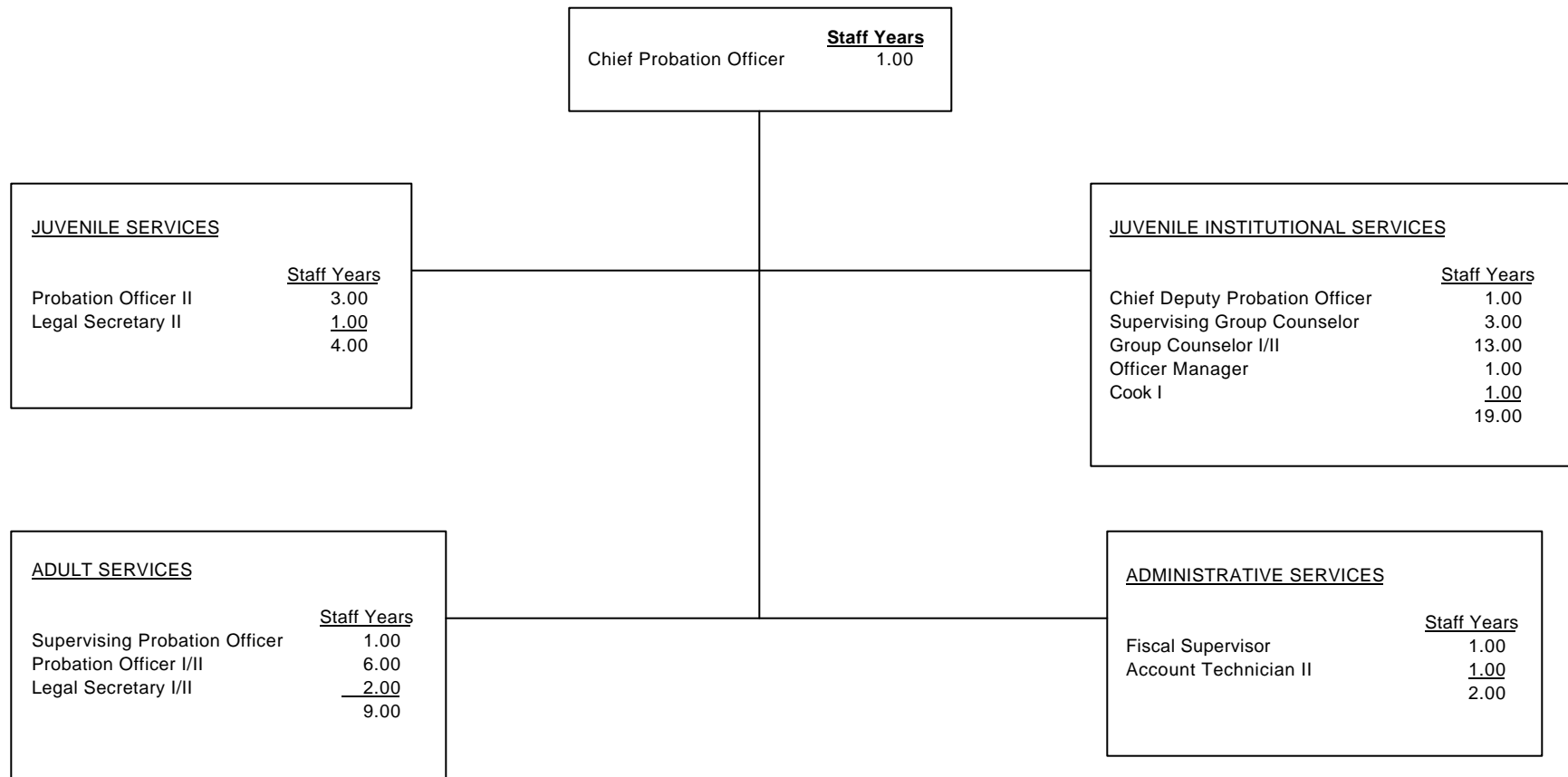
COUNTY OF IMPERIAL



COUNTY OF IMPERIAL

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$75,962 – 96,970	5	E, J
CPO Actual Salary			96,970		
Chief Deputy Probation Officer	2.0	2	58,074 – 74,152	5	E, J
Probation Division Managers	3.0	3	49,192 – 62,899	5	E, J
Supervising Probation Officer III	6.0	6	54,579 – 62,899	5	D, I
Facility Manager	1.0	1	40,955 – 52,354	5	J
Receiving Home Coordinator	1.00	1	39,520 – 50,440	5	J
Deputy Probation Officer II	48.00	48	38,688 – 49,421	5	C, H
Fiscal Manager	1.00	1	38,064 – 48,610	5	
Shift Supervisor	7.00	7	32,053 – 40,955	5	
Office Supervisor I	1.00	1	31,262 – 39,915	5	
Food Supervisor	1.00	1	25,917 – 33,176	5	
Juvenile Officers	18.00	18	24,960 – 31,907	5	G
Advocate Specialists	3.00	3	24,835 – 31,720	5	
Office Tech	5.00	5	24,586 – 31,366	5	
Probation Assistant	5.00	5	24,024 – 30,701	5	A, F
Juvenile Counselors	13.00	13	23,317 – 29,786	5	G
Cook	4.00	4	23,192 – 29,619	5	
Account Clerk III	1.00	1	22,693 – 29,037	5	
Office Assist III	1.00	1	22,256 – 28,454	5	
Office Assist II	6.00	6	20,072 – 25,646	5	
	<u>128.00</u>	<u>128</u>			

COUNTY OF INYO



COUNTY OF INYO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$ 86,400	FLAT	
Chief Deputy Probation Officer	1.0	1	49,080 – 59,652	5	E
Sup. Deputy Probation Officer	1.0	1	44,628 – 54,264	5	D
Deputy Probation Officer II	9.0	9	29,360 – 42,780	5	A, B
Supervising Group Counselor	3.0	3	30,600 – 31,176	5	I
Group Counselor	13.0	13	29,196 – 35,508	5	F,G
Probation Assistant	1.0	1	27,876 – 33,852	5	B
Fiscal Supervisor	1.0	1	32,052 – 38,976	5	
Account Technician	1.0	1	29,196 – 35,508	5	
Legal Secretary	3.0	3	27,264 – 33,108	5	
Office Manager	1.0	1	25,980 – 31,584	5	
Cook	1.0	1	21,576 – 26,304	5	
	<u>36.0</u>	<u>36</u>			

COUNTY OF KERN

Chief Probation Officer	<u>Staff Years</u> 1.00
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Assistant Chief Probation Officer	2.00
Administrative Coordinator	1.00
Office Services Technician	2.00
Office Services Coordinator	<u>1.00</u>
	6.00

<u>FISCAL SERVICES</u>	
	<u>Staff Years</u>
Administrative Services Officer	1.00
Accountant III	2.00
Information Systems Spec. I/II/III/Sr.	4.00
Computer Operator	1.00
Fiscal Support Supervisor	3.00
Fiscal Support Technician	10.00
Office Services Technician	<u>2.00</u>
	23.00

<u>ADMINISTRATIVE SERVICES</u>	
	<u>Staff Years</u>
Probation Division Director	1.00
Probation Supervisor	2.00
Probation Volunteer Services Coord.	1.00
Deputy Probation Officer III	1.00
Legal Stenographer	1.00
Fiscal Support Technician	1.00
Office Services Technician	48.00
Office Services Specialist	7.00
Office Services Assistant	3.00
Mail Clerk	2.00
Fiscal Support Assistant	1.00
Deputy Probation Officer I/II (part-time)	.50
Senior Office Services Specialist	<u>2.00</u>
	70.50

<u>JUVENILE SERVICES</u>	
	<u>Staff Years</u>
Probation Division Director	1.00
Assistant Division Director	2.00
Probation Supervisor	12.00
Deputy Probation Officer III	21.00
Deputy Probation Officer I/II	78.00
Deputy Probation Officer I/II	.50
Group Counselor III	1.00
Group Counselor I/II	<u>9.00</u>
	124.50

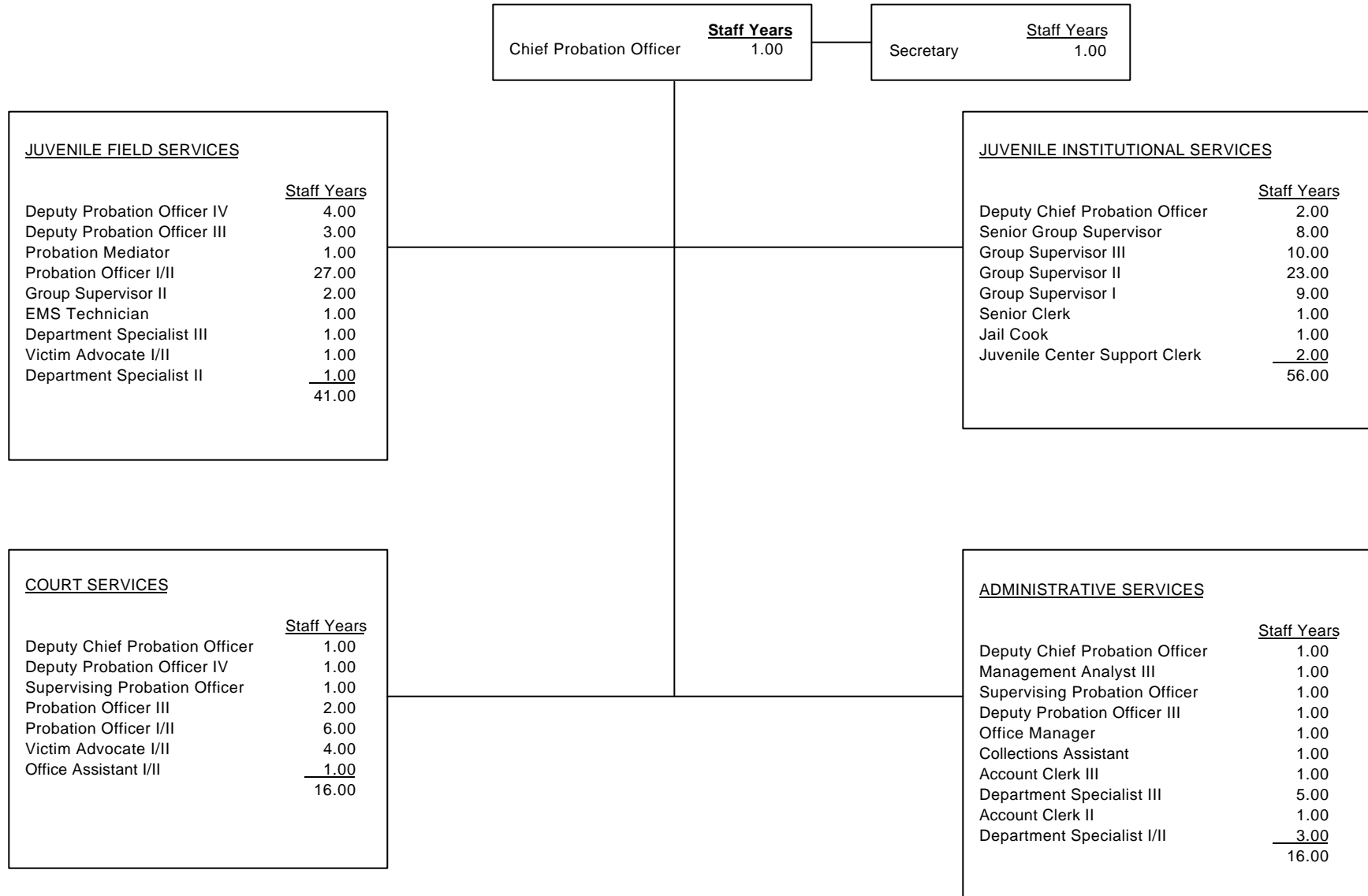
<u>JUVENILE INSTITUTIONS</u>	
	<u>Staff Years</u>
Probation Division Director	3.00
Assistant Division Director	3.00
Deputy Probation Officer III	18.00
Deputy Probation Officer I/II	5.00
Group Counselor III	48.00
Group Counselor (Facility Maint. Wkr.)	1.00
Group Counselor (Food Services Supv.)	1.00
Group Counselor (Senior Cook)	3.00
Group Counselor I/II	126.00
Warehouse Supervisor	1.00
Group Counselor (Maintenance Worker)	2.00
Group Counselor (Cook)	6.00
Group Counselor (Custodian)	4.00
Office Services Specialist	7.00
Fiscal Support Technician	3.00
Office Services Technician	2.00
Group Counselor Support	<u>5.00</u>
	238.00

<u>ADULT SERVICES</u>	
	<u>Staff Years</u>
Probation Division Director	1.00
Probation Supervisor	7.00
Deputy Probation Officer III	15.00
Deputy Probation Officer I/II	48.00
Deputy Probation Officer I/II	<u>.50</u>
	71.50

COUNTY OF KERN

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1.0	\$87,372 – 106,656	5	
CPO Actual Salary			123,086		
Assistant Chief Probation Officer	2.0	2.0	69,456 – 84,792	5	
Probation Division Director	6.0	6.0	56,328 – 68,772	5	E
Administrative Services Officer	1.0	1.0	54,672 – 66,744	5	
Assistant Division Director	5.0	5.0	50,724 – 61,932	5	J
Probation Supervisor	21.0	21.0	48,264 – 58,920	5	D
Senior Information Systems Specialist	3.0	3.0	48,264 – 58,920	5	
Accountant III, or	2.0	2.0	46,140 – 56,328	5	
Accountant I/II			34,044 – 41,556	5	
Deputy Probation Officer III	55.0	55.0	43,896 – 53,592	5	C, I
Deputy Probation Officer II, or	132.5	134.0	39,924 – 48,744	5	B
Deputy Probation Officer I			34,212 – 41,760	5	A
Information Systems Specialist	1.0	1.0	39,528 – 48,264	5	
Administrative Coordinator	1.0	1.0	38,172 – 46,608	5	
Probation Volunteer Service Coordinator	1.0	1.0	37,608 – 45,912	5	
Group Counselor - Food Services Supervisor	1.0	1.0	37,236 – 45,456	5	
Group Counselor III	49.0	49.0	35,076 – 42,812	5	H
Group Counselor - Facilities Maint. Worker	1.0	1.0	35,076 – 42,812	5	
Fiscal Support Supervisor	4.0	4.0	34,548 – 42,180	5	
Office Services Coordinator	1.0	1.0	34,548 – 42,180	5	
Group Counselor - Senior Cook	3.0	3.0	32,064 – 39,144	5	
Group Counselor II, or	135.0	135.0	32,064 – 39,144	5	G
Group Counselor I			28,440 – 34,728	5	F
Group Counselor - Maintenance Worker	2.0	2.0	32,064 – 39,144	5	
Warehouse Supervisor	1.0	1.0	30,804 – 37,608	5	
Legal Secretary	1.0	1.0	30,804 – 37,608	5	
Senior Office Services Specialist	2.0	2.0	30,660 – 37,428	5	
Group Counselor – Cook	6.0	6.0	28,440 – 34,728	5	
Group Counselor – Custodian	4.0	4.0	28,440 – 34,728	5	
Group Counselor - Support Services	5.0	5.0	28,440 – 34,728	5	
Office Services Specialist	14.0	14.0	27,888 – 34,044	5	
Computer Operator	1.0	1.0	26,520 – 32,388	5	
Fiscal Support Technician	13.0	13.0	25,872 – 31,584	5	
Office Services Technician	54.0	54.0	24,612 – 30,048	5	
Fiscal Support Assistant	1.0	1.0	23,412 – 28,584	5	
Mail Clerk I	2.0	2.0	22,056 – 26,928	5	
Office Services Assistant	3.0	3.0	22,056 – 26,928	5	
	<u>534.5</u>	<u>536</u>			

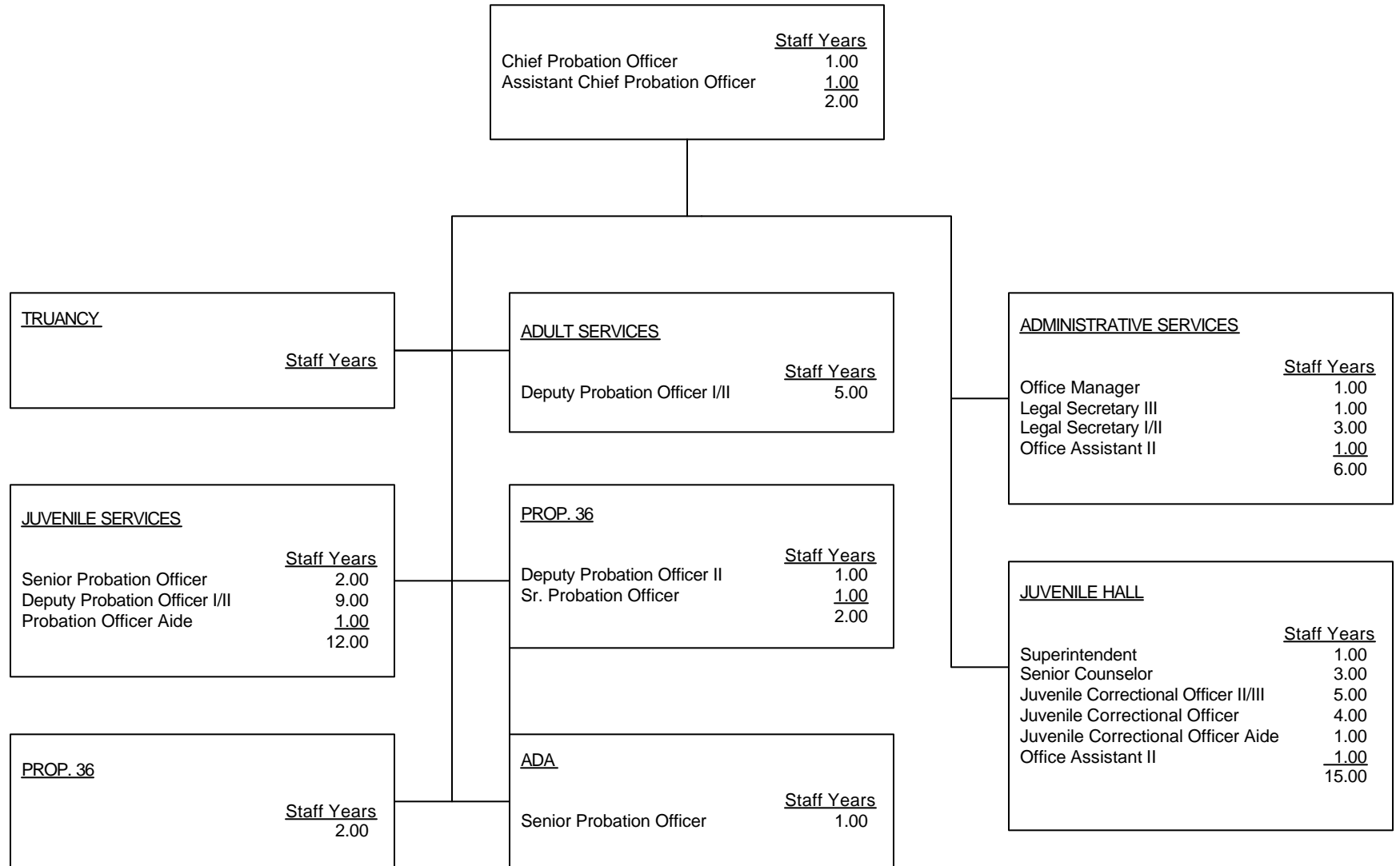
COUNTY OF KINGS



COUNTY OF KINGS

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$ 89,400		
Deputy Chief Probation Officer	4.0	4	53,832 - 65,664	5	
Management Analyst	1.0	1	50,208 - 61,260	5	
Supervising Probation Officer	2.0	2	48,732 - 59,448	5	E
Deputy Probation Officer IV	5.0	5	47,772 - 58,284	5	D,C
Deputy Probation Officer III	6.0	6	43,248 - 52,764	5	C
Senior Group Supervisor	8.0	8	38,748 - 47,304	5	I
Deputy Probation Officer II	33.0	33	39,144 - 47,772	5	AB
Group Supervisor III	10.0	10	35,088 - 42,804	5	H
Probation Mediator I	1.0	1	36,144 - 44,112	5	
Deputy Probation Officer I	0.0	0	33,720 - 41,136	5	A
Group Supervisor II	25.0	25	31,764 - 38,748	5	F,G
Group Supervisor I	9.0	9	28,740 - 35,088	5	F
Office Manager	1.0	1	31,452 - 38,376	5	
Electronic Monitoring Tech	1.0	1	28,740 - 35,088	5	
Executive Secretary	1.0	1	27,888 - 34,044	5	
Victim Witness Advocate II	3.0	3	27,348 - 33,384	5	
Senior Cook	1.0	1	27,348 - 33,384	5	
Collections Assistant	1.0	1	26,808 - 32,712	5	
Jail Cook	1.0	1	24,756 - 30,204	5	
Victim Witness Advocate I	2.0	2	24,756 - 30,204	5	
Account Clerk III	1.0	1	23,316 - 28,452	5	
Department Specialist III	6.0	6	23,772 - 29,040	5	
Account Clerk II	1.0	1	21,108 - 25,752	5	
Department Specialist II	4.0	4	21,528 - 26,268	5	
Account Clerk I	0.0	0	19,488 - 23,772	5	
Department Specialist I	0.0	0	19,488 - 23,772	5	
Juvenile Center Support Clerk	2.0	2	20,988 - 26,268	5	
Office Assistant I	1.0	1	18,552 - 22,632	5	
	<u>131.0</u>	<u>131</u>			

COUNTY OF LAKE

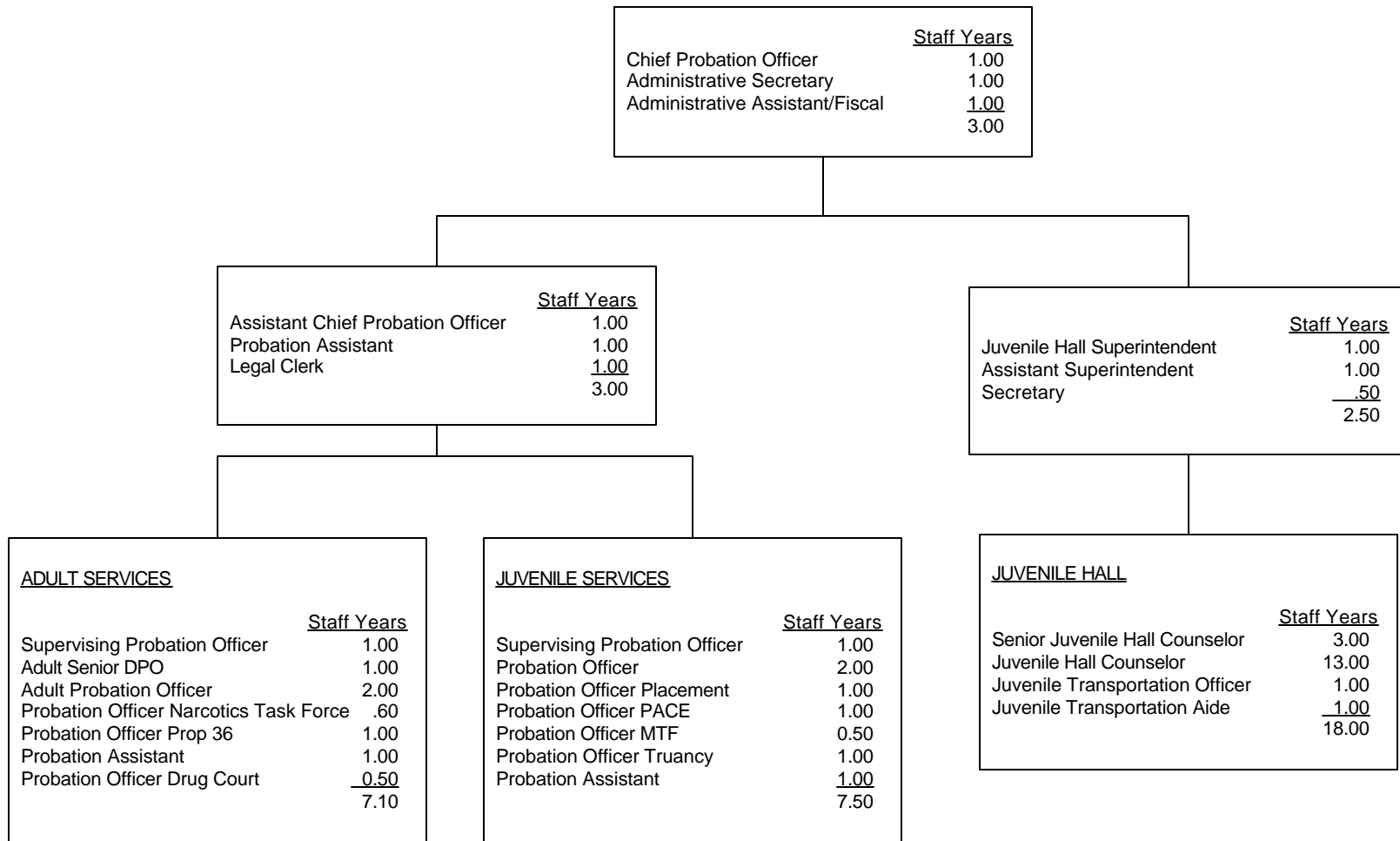


COUNTY OF LAKE

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$58,359 – 70,936	5	
CPO Actual Salary:			70,936		
Assistant Probation Officer	1.0	1	46,478 – 56,494	5	
Superintendent Juvenile Home	1.0	1	46,022 – 55,940	5	J
Senior Probation Officer	4.0	4	38,902 – 47,285	5	C
Probation Officer II, or	15.0	15	35,363 – 42,984	5	B
Probation Officer I			32,130 – 39,055	5	A
Office Manager	1.0	1	30,456 – 37,021	5	
Senior Counselor	3.0	3	34,804 – 42,305	5	I
Legal Secretary III	1.0	1	26,141 – 31,776	5	
Juvenile Correctional Officer III	2.0	2	31,635 – 38,452	5	H
Juvenile Correctional Officer II, or	7.0	7	28,759 – 34,956	5	G
Juvenile Correctional Officer I			26,109 – 31,713	5	F
Juvenile Correctional Aide	1.0	1	23,476 – 28,535	5	
Legal Secretary II	3.0	3	24,872 – 30,237	5	
Probation Officer Aide	1.0	1	26,775 – 32,546	5	
Office Assistant	1.0	1	19,777 – 24,082	5	
	<u>42</u>	<u>42</u>			

DPO's and JCO's salary includes 9% PERS contribution

COUNTY OF LASSEN



COUNTY OF LASSEN

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$53,604 - 64,776	5	
CPO Actual Salary			64,776		
Assistant Chief Probation Officer	1.00	1	44,424 - 53,604	5	E
Juvenile Hall Superintendent	1.00	1	44,424 - 53,604	5	J
Assistant JH Superintendent	1.00	1	38,628 - 46,560	5	I
Supervising Deputy Probation Officers	2.00	2	38,628 - 46,560	5	D
Senior Deputy Probation Officer III	2.60	3	32,904 - 39,588	5	C
Administrative Assistant/Fiscal	1.00	1	33,612 - 40,464	5	
Senior Juvenile Hall Counselor	3.00	3	30,012 - 36,084	5	H
Deputy Probation Officers II	4.00	4	30,012 - 36,084	5	B
Deputy Probation Officers I	4.00	5	27,396 - 32,904	5	A
Administrative Secretary	1.00	1	27,396 - 32,904	5	
Juvenile Hall Counselor II	3.00	3	27,396 - 32,904	5	G
Juvenile Hall Counselor I	10.00	10	25,020 - 30,012	5	F
Probation Assistant	2.00	2	25,020 - 30,012	5	
Legal Clerk	1.00	1	23,916 - 28,668		
Secretary -Legal	0.50	1	23,916 - 28,668	5	
Juvenile Transportation Officer	1.00	1	22,872 - 27,396	5	
Juvenile Transportation Aide	1.00	1	20,004 - 23,916	5	
	<u>40.10</u>	<u>42.00</u>			

COUNTY OF LOS ANGELES

INSTITUTIONAL SERVICES	
	<u>Staff Years</u>
Assist. Head Trans Deputy, Prob	1
Community Worker (3 1/2 time items)	7
Crew Instructor	20
Custodian	3
Data Control Clerk	2
Deputy Probation Officer I, Res. Trtmt	447
Deputy Probation Officer II, Res. Trtmt	289
Detention Services Officer	624
Group Supervisor, Nights, Probation	365
Head Clerk	2
Intermediate Stenographer	1
Intermediate Typist-Clerk	41
Management Secretary III	2
Probation Director	31
Secretary I	6
Secretary II	8
Secretary III	14
Senior Clerk	2
Senior Detention Services Officer	147
Senior Probation Director	5
Senior Secretary I	1
Senior Secretary III	4
Senior Typist-Clerk	1
Special Assistant, Probation	2
Supv Deputy Probation Officer	85
Supv Detention Services Officer	58
Supv Transp Deputy, Probation	8
Supv Typist-Clerk	2
Transcriber Typist	33
Transportation Deputy	79
	<u>2,290</u>

	<u>Staff Years</u>
Probation Officer	1
Executive Secretary III	1
	<u>2</u>

FIELD SERVICES			
	<u>Staff Years</u>		<u>Staff Years</u>
Court Services Admin., Prob.	2	Secretary II	11
Crew Instructor	21	Secretary III	14
Deputy Probation Officer II, Field	1,106	Secretary III	1
Deputy Probation Officer II, Field	149	Senior Clerk	5
Director, Pretrial Services, Prob.	1	Senior Financial Evaluator	1
Financial Evaluator	13	Senior Investigator Aid, Probation	10
Head, Central Records, Prob	1	Senior Investigator Aid, Probation	2
Head Clerk	15	Senior Investigator, Pretrial, Prob.	13
Intermediate Clerk	2	Senior Probation Director	3
Intermediate Stenographer	1	Senior Secretary I	3
Int. Supervising Typist-Clerk	1	Senior Typist-Clerk	56
Intermediate Typist-Clerk	315	Senior Typist-Clerk	1
Intermediate Typist-Clerk	24	Special Assistant, Prob.	1
Investigator Aid, Probation	78	Statistical Clerk	1
Investigator Aid, Probation	10	Supervising Crew Instructor	2
Investigator, Pretrial Svcs, Prob	59	Supervising DPO	140
Management Secretary III	2	Supervising DPO	13
Probation Director	29	Supervising Financial Evaluator	1
Probation Director	3	Supvg Program Analyst, Probation	1
Probation Director I	2	Supervising Transcriber Typist	2
Program Analyst, Probation	1	Supervising Typist-Clerk	27
Project Administrator, ICSC	1	Transcriber Typist	1
			<u>2,145</u>

ADMINISTRATION AND SUPPORT SERVICES			
	<u>Staff Years</u>		<u>Staff Years</u>
Account Clerk II	23	Light Vehicle Driver	4
Account Clerk II ("N" Item)	2	Management Secretary III	2
Accountant II	4	Medium Truck Driver	1
Accountant III	3	Payroll Clerk II	10
Accounting Officer I	1	Personal Property Worker	15
Accounting Officer II	2	Princ. Dept'l Personnel Asst	1
Accounting Technician I	5	Principal Fac. Planning Asst	1
Accounting Technician II	4	Principal Prog. Analyst	2
Accounting Technician II ("N" Item)	1	Probation Director	12
Administrative Assistant II	1	Probation Director I	2
Administrative Assistant III	2	Procurement Aid	7
Administrative Investigator, Probation	4	Procurement Assistant I	1
Administrative Services Manager II	3	Procurement Assistant II	2
Assistant Division Chief, Systems, Probation	2	Program Analyst, Prob.	18
Assistant Supervising Payroll Clerk	1	Program Analyst, Prob.	2
Budget & Fiscal Services, Probation	1	Programmer Analyst II	9
Camps Services Manager	7	Public Information Officer I	1
Chief Cook	1	Res. Analyst III Behav. Sci.	1
Chief Deputy Probation Officer	2	Safety Assistant	1
Chief Research Analyst, Behavior Science	1	Safety Inspector	1
Community Services Counselor	1	Safety Officer I	1
Community Worker	1	Secretary II	5
Community Worker (10 1/2 time items)	1	Secretary III	3
Contract Program Auditor	3	Senior Clerk	5
Contract Program Auditor ("N" Item)	10	Senior Community Worker II	2
Cook	3	Sr. Contract Program Auditor	1
Crew Instructor	25	Senior Cook	25
Custodian	23	Senior Custodian Supervisor	1
Delinquent Accounts Investigator	11	Sr. Dept'l Employee Rel Rep	1
Departmental Civil Service Rep	4	Sr. Dpt'l Personnel Asst	2
Departmental Facilities Planner II	2	Sr. Dept'l Personnel Tech.	5
Departmental Personnel Assistant	7	Sr. Equip. Maint. Worker	2
Departmental Personnel Technician	8	Senior Financial Evaluator	2
Deputy Director, Admin., Probation	1	Sr. General Maint. Worker	13
Deputy Probation Officer II, Field	10	Senior Laundry Worker	2
Director, Facilities Operations, Probation	1	Senior Mgmt Secretary III	1
Division Chief Systems, Probation	1	Senior Probation Director	5
Facilities Project Manager II	1	Senior Programmer Analyst	2
Financial Evaluator	10	Senior Secretary I	7
Financial Specialist II	4	Senior Secretary II	2
Financial Specialist III	4	Senior Secretary III	3
Financial Specialist IV ("N" Item)	1	Senior Statistical Clerk	1
Financial Specialist IV	1	Senior Systems Aid	7
Food Services Consultant, Probation	1	Senior Typist-Clerk	9
General Maintenance Worker	3	Services Director, Probation	4
General Services Manager I	4	Special Assistant, Probation	3
General Services Manager III	2	Staff Assistant II	1
Head Clerk	3	Staff Development	1
Head Cook	12	Statistical Clerk	1
Head Departmental Civil Services Rep	1	Supv Administrative Assistant II	2
Head Departmental Personnel Technician	2	Supv Administrative Assistant III	1
Head Facilities Operations, Probation	1	Supv Deputy Probation Officer	7
Head, Personnel Operations, Probation	1	Supv Financial Evaluator	2
Head Transcribing Services	1	Supv Payroll Clerk III	1
Heavy Truck Driver	2	Supv Personal Property Worker	1
Information Systems Analyst II	11	Supvg Program Analyst, Prob	5
Information Systems Coordinator	12	Supv Program Analyst, Prob.	1
Information Systems Supervisor I	4	Supervising Transcriber Typist	10
Information Systems Supervisor II	3	Supv Transp Deputy, Prob.	1
Institutional Barber	1	Supervising Typist-Clerk	7
Institutional Helper	2	Supply Officer I	1
Institutional Laborer	8	Tram Operator	5
Intermediate Food Services Worker	2	Transcriber Typist	53
Intermediate Housekeeper	7	Warehouse Worker I	9
Intermediate Laundry Worker	1	Warehouse Worker II	1
Intermediate Sewing Worker	4	Warehouse Worker III	1
Intermediate Typist-Clerk	44	Warehouse Worker Aid	1
Laundry Supervisor I	1	Washing Equip. Operator	1
Laundry Worker	4		

COUNTY OF LOS ANGELES

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Probation Offr	1	1	\$119,962 - 179,944	*	
Actual Salary			151,881		
Chief Deputy Probation Offr	2	2	103,808 - 155,712	*	
Deputy Director, Admin., Prob.	1	1	96,565 - 144,848	*	
Executive Assistant, Probation	0	2	89,828 - 134,742	*	
Director, Pretrial Services	1	1	89,828 - 134,742	*	
Senior Probation Director	13	13	83,558 - 125,341	*	
Division Chief, Systems, Probation	1	1	83,558 - 125,341	*	
Project Administrator	1	1	77,730 - 116,597	*	
Head Personnel Operations	1	1	77,730 - 116,597	*	
Budget and Fiscal Svcs Manager	1	1	77,730 - 116,597	*	
Probation Director	75	77	72,307 - 108,461	*	
Court Services Administrator	2	2	72,307 - 108,461	*	
Assistant Div. Chief, Systems, Prob.	2	2	72,307 - 108,461	*	
Supervising Program Analyst, Prob.	7	7	67,262 - 100,894	*	
Services Director, Probation	4	4	67,262 - 100,894	*	
Head, Central Records, Prob.	1	1	67,262 - 100,894	*	
Director, Facilities Operation, Prob.	1	1	67,262 - 100,894	*	
Special Assistant, Probation	6	8	58,204 - 87,306	*	
Head, Transportation Deputy, Prob.	0	1	58,204 - 87,306	*	
Information Systems Supervisor II	3	3	69,075 - 85,810	5	
Principal Programmer Analyst	2	2	67,719 - 84,131	5	
Senior Dept'l Employee Relations Rep.	1	1	67,390 - 83,721	5	
Head Dept'l Civil Services Rep.	1	1	67,390 - 83,721	5	
Facilities Project Manager II	1	1	67,060 - 83,311	5	
Probation Director I	4	4	65,751 - 81,681	5	
Information Systems Supervisor I	4	5	60,764 - 75,488	5	
Information Systems Coordinator	12	12	60,764 - 75,488	5	
Dept'l Facilities Planner II	2	2	60,170 - 74,750	5	
Supervising Admin Assistant III	1	2	58,992 - 73,286	5	
Administrative Services Manager II	3	3	58,848 - 73,107	5	
Senior Investigator, Pretrial Svcs, Prob.	13	13	57,840 - 71,855	5	
Senior Programmer Analyst	2	2	57,133 - 70,978	5	
Supvg Deputy Probation Offr	245	262	53,716 - 70,454	6	D
Chief Research Analyst, Behavior Sci.	1	1	56,012 - 69,586	5	
Head Dept'l Personnel Technician	2	2	55,875 - 69,416	5	
Dept'l Civil Service Rep.	4	4	55,875 - 69,416	5	
Supervising Admin Assistant II	2	2	55,739 - 69,245	5	

COUNTY OF LOS ANGELES

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Supvg. Detention Services Offr	58	61	51,129 - 67,060	6	I
Supv Transportation Deputy	9	9	51,129 - 67,060	6	
Senior Contract Program Auditor	1	1	52,924 - 65,751	5	
Executive Secretary III	1	1	52,275 - 64,949	5	
Financial Specialist IV	1	1	52,145 - 64,789	5	
Investigator, Pretrial Services, Prob.	59	59	46,808 - 64,789	7	
Deputy Probation Offr II,Res Trtmt	289	290	46,808 - 64,789	7	H
Deputy Probation Offr II ,Field	1265	1288	46,808 - 64,789	7	B
Food Services Consultant, Prob.	1	1	51,505 - 63,996	5	
Principal Facilities Planning Asst	1	1	50,878 - 63,216	5	
Administrative Investigator, Prob.	4	4	50,878 - 63,216	5	
Research Analyst III, Behavior Sci	1	1	56,148 - 62,592	5	
Safety Officer I	1	1	50,376 - 62,592	5	
Senior Dept'l Personnel Technician	5	5	50,132 - 62,287	5	
Programmer Analyst II	9	10	52,795 - 62,134	5	
Program Analyst, Prob.	21	22	50,009 - 62,134	5	
Head Facilities Operations, Prob.	1	1	50,009 - 62,134	5	
Accounting Officer II	2	2	49,887 - 61,981	5	
Information Systems Analyst II	11	11	49,887 - 61,981	5	
Public Information Officer	1	1	48,319 - 60,022	5	
Contract Program Auditor	13	13	48,200 - 59,873	5	
Senior Mgmt Secretary III	1	2	46,922 - 58,272	5	
Management Secretary V	0	1	46,922 - 58,272	5	
Financial Specialist III	5	5	46,808 - 58,128	5	
Staff Development Specialist	1	1	46,130 - 57,274	5	
Senior Detention Services Offr	147	147	45,574 - 56,570	5	H
Principal Dept'l Personnel Assistant	1	2	45,020 - 55,875	5	
Dept'l Personnel Technician	8	8	45,020 - 55,875	5	
Athletic Program Coordinator, Prob.	0	1	45,020 - 55,875	5	
Assistant HD, Transp. Deputy, Prob.	1	1	44,909 - 55,739	5	
Administrative Assistant III	2	5	44,469 - 55,193	5	
Accounting Officer I	1	1	43,819 - 54,382	5	
Safety Inspector	1	1	43,400 - 53,849	5	
General Services Manager III	2	2	42,669 - 52,924	5	
Supply Officer I	1	1	42,254 - 52,405	5	
Management Secretary III	6	6	42,151 - 52,275	5	
Financial Specialist II	4	4	42,047 - 52,145	5	
Accountant III	3	3	41,736 - 51,756	5	

COUNTY OF LOS ANGELES

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Supervising Crew Instructor	2	2	40,942 - 50,752	5	
Community Services Analyst I	0	1	40,644 - 50,376	5	
Administrative Assistant II	1	1	39,957 - 49,521	5	
Transportation Deputy	79	80	39,662 - 49,154	5	
Deputy Probation Offr I,Res Trtmt	447	447	39,662 - 49,154	5	F, G
Deputy Probation Offr I ,Field	0	39	39,662 - 49,154	5	A
Deputy Probation Offr I,Res Trtmt	0	32	39,662 - 49,154	5	
Detention Services Officer	624	624	40,546 - 47,609	5	F, G
Staff Assistant II	1	3	38,427 - 47,609	5	
Senior Secretary III	7	7	37,871 - 46,922	5	
Senior Dept'l Personnel Assistant	2	3	37,500 - 46,464	5	
Supervising Financial Evaluator	3	3	37,321 - 46,241	5	
Accountant II	4	4	37,321 - 46,241	5	
Supervising Payroll Clerk III	1	1	36,339 - 46,241	5	
Senior Investigator Aid, Probation	12	12	37,142 - 46,019	5	
Safety Assistant	1	1	36,963 - 45,796	5	
General Services Manager I	4	4	36,428 - 45,130	5	
Senior Secretary II	2	4	35,897 - 44,469	5	
Head, Transcribing Services	1	1	34,872 - 44,359	5	
Senior Equipment Mtc. Worker	2	3	37,685 - 44,248	5	
Senior Systems Aid	7	7	35,544 - 44,028	5	
Investigator Aid, Probation	88	89	35,208 - 43,609	5	
Procurement Assistant II	2	2	34,368 - 42,565	5	
Head Clerk	20	23	33,377 - 42,461	5	
Senior Secretary I	11	11	34,032 - 42,151	5	
Chief Cook	1	1	33,864 - 41,943	5	
Crew Instructor	66	83	33,616 - 41,637	5	
Crew Instructor	0	24	33,616 - 41,637	5	
Senior General Mtc. Worker	13	13	33,139 - 41,041	5	
Warehouse Worker III	1	2	32,024 - 39,662	5	
Senior Financial Evaluator	3	3	32,024 - 39,662	5	
Staff Assistant I	0	2	31,868 - 39,469	5	
Camps Services Manager	7	8	31,868 - 39,469	5	
Asst. Supervising Payroll Clerk	1	1	31,029 - 39,469	5	
Senior Community Worker II	2	2	26,890 - 39,184	5	
Secretary III	32	35	30,427 - 38,710	5	
Head Cook	12	12	31,104 - 38,520	5	
Accounting Technician II	4	4	31,104 - 38,520	5	

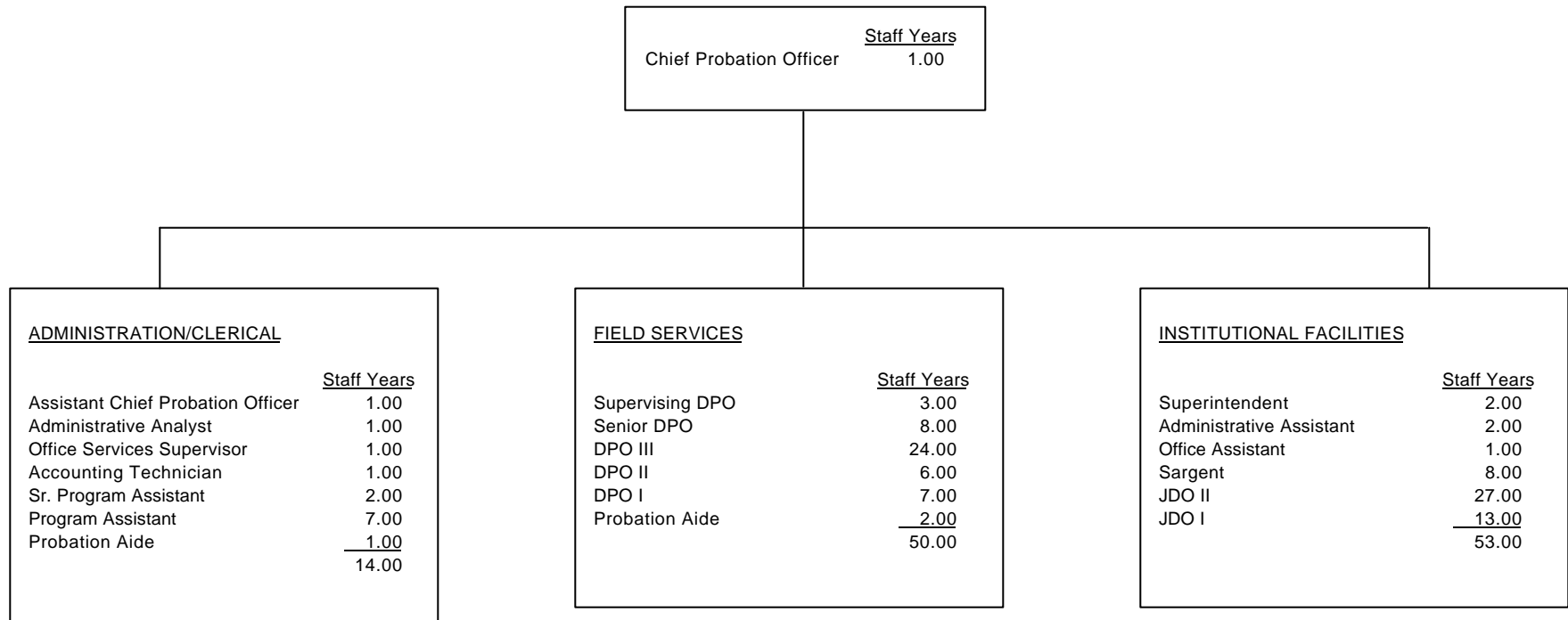
COUNTY OF LOS ANGELES

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Accounting Technician II	1	1	31,104 - 38,520	5	
Payroll Clerk II	10	13	30,204 - 38,427	5	
Procurement Assistant I	1	1	30,878 - 38,242	5	
Intermediate Supervising Typist-Clerk	1	2	29,988 - 38,149	5	
Heavy Truck Driver	2	2	33,948 - 37,778	5	
Warehouse Worker II	1	1	30,351 - 37,593	5	
Group Supervisor, Nights	365	365	30,351 - 37,593	5	
Systems Aid	0	3	30,276 - 37,500	5	
Delinquent Accounts Investigator	11	11	30,204 - 37,411	5	
Community Services Counselor	1	1	30,060 - 37,232	5	
Supervising Transcriber Typist	12	12	29,052 - 36,963	5	
General Maintenance Worker	3	4	29,772 - 36,874	5	
Secretary II	24	24	28,836 - 36,695	5	
Financial Evaluator	23	23	29,556 - 36,605	5	
Dept'l Personnel Assistant	7	7	28,908 - 35,809	5	
Senior Community Worker I	0	1	24,147 - 35,292	5	
Secretary I	6	6	27,296 - 34,788	5	
Accounting Technician I	5	5	27,994 - 34,704	5	
Procurement Aid	7	7	27,784 - 34,452	5	
Supervising Typist-Clerk	36	37	27,023 - 34,452	5	
Senior Typist-Clerk	67	67	27,023 - 34,452	5	
Laundry Supervisor I	1	1	27,575 - 34,200	5	
Senior Cook	25	25	27,505 - 34,116	5	
Community Worker	1	1	23,323 - 34,116	5	
Medium Truck Driver	1	1	30,351 - 33,780	5	
Warehouse Worker I	9	11	27,226 - 33,780	5	
Senior Custodian Supervisor	1	1	27,156 - 33,696	5	
Supervising Clerk	0	2	26,359 - 33,616	5	
Senior Clerk	12	20	26,359 - 33,616	5	
Intermediate Stenographer	2	2	28,552 - 33,537	5	
Transcriber Typist	87	90	27,505 - 33,218	5	
Account Clerk II	25	27	25,641 - 32,740	5	
Supv Personal Property Worker	1	1	26,293 - 32,661	5	
Warehouse Worker Aid	1	1	25,769 - 32,024	5	
Personal Property Worker	15	17	24,088 - 30,803	5	
Intermediate Typist-Clerk	424	428	23,912 - 30,577	5	
Senior Statistical Clerk	1	1	23,676 - 30,276	5	
Statistical Clerk	2	2	23,676 - 30,276	5	

COUNTY OF LOS ANGELES

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Stenographer	0	1	28,622 - 30,204	5	
Radiotelephone Operator	0	1	24,147 - 30,060	5	
Intermediate Clerk	2	4	23,323 - 29,844	5	
Data Control Clerk	2	3	23,323 - 29,844	5	
Cook	3	3	23,381 - 29,124	5	
Laboratory Assistant	0	2	23,264 - 28,980	5	
Institutional Laborer	8	10	22,744 - 28,343	5	
Institutional Laborer	0	1	22,744 - 28,343	5	
Tram Operator	5	7	22,461 - 27,994	5	
Intermediate Housekeeper	7	8	21,792 - 27,156	5	
Institutional Barber	1	2	21,525 - 26,823	5	
Light Vehicle Driver	4	4	21,471 - 26,757	5	
Washing Equipment Operator	1	1	21,257 - 26,491	5	
Senior Laundry Worker	2	3	20,837 - 25,966	5	
Intermediate Sewing Worker	4	5	20,733 - 25,835	5	
Housekeeper	0	1	19,976 - 24,884	5	
Custodian	26	29	19,976 - 24,884	5	
Typist-Clerk	0	3	21,364 - 24,511	5	
Intermediate Food Svc Wkr	2	2	19,428 - 24,206	5	
Intermediate Laundry Worker	1	3	20,227 - 23,853	5	
Laundry Worker	4	7	18,949 - 22,348	5	
Institutional Helper	2	5	19,380 - 21,632	5	
Supvg. Detention Services Offr	0	3	24.29 hr		
Deputy Probation Offr II,Res Trtmt	0	20	22.23 hr		
Deputy Probation Offr II ,Field	0	74	22.23 hr		
Detention Services Officer	0	46	19.42 hr		
Deputy Probation Offr I,Res Trtmt	0	10	18.84 hr		
Deputy Probation Offr I ,Field	0	5	18.84 hr		
Crew Instructor	0	12	16.10 hr		
Group Supervisor, Nights	0	167	14.42 hr		
Community Worker	8	15	11.08 hr		
	<u>5097</u>	<u>5698</u>			

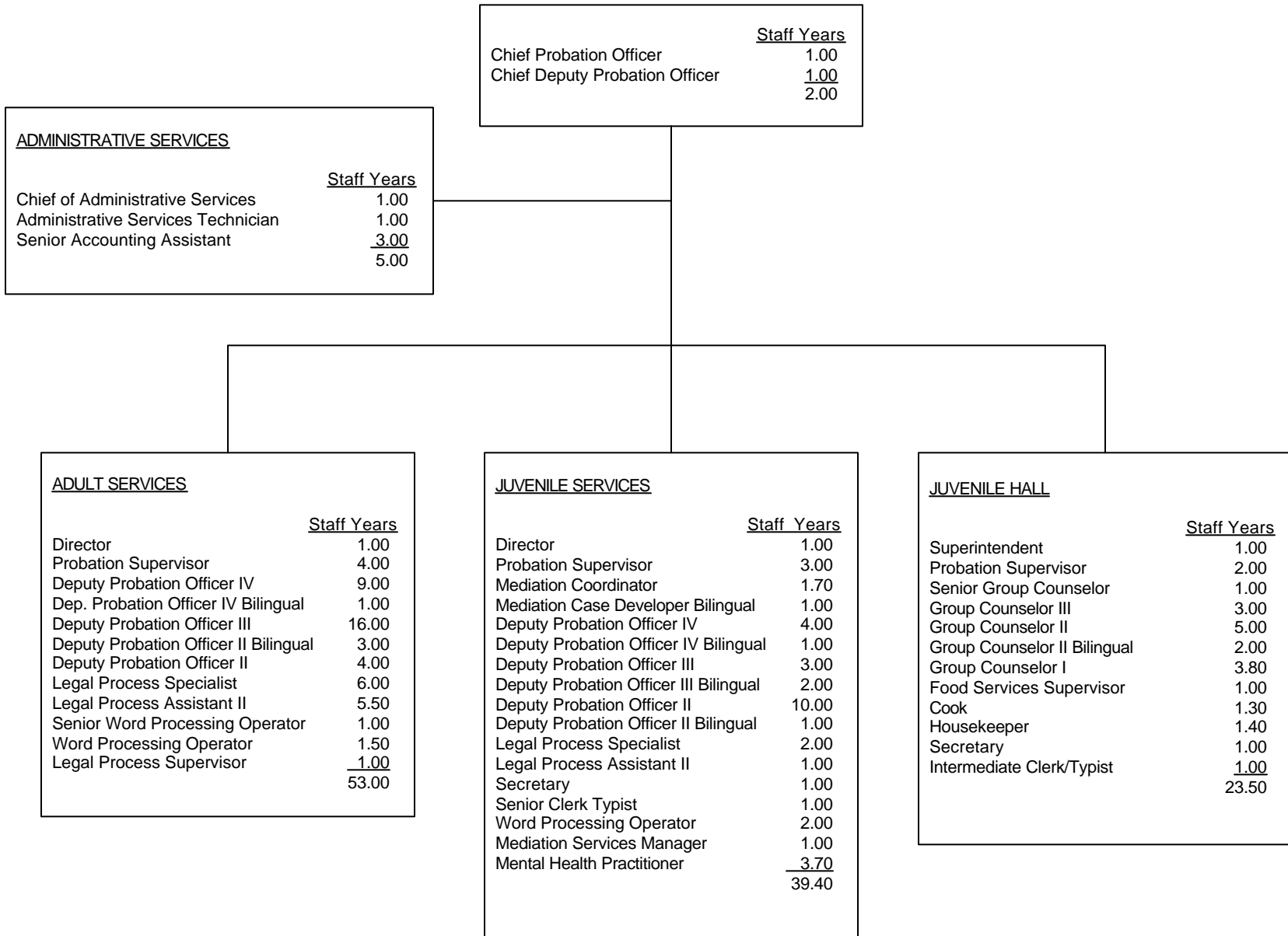
COUNTY OF MADERA



COUNTY OF MADERA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
County Probation Officer	1.0	1	\$67,685 – 82,263	5	
CPO Actual Salary:			87,312		
Assistant County Probation Officer	1.0	1	53,090 - 64,536	5	
Superintendent Juvenile Hall/Boot Camp	2.0	2	50,528 - 61,416	5	J
Deputy Probation Officer Supervisor	3.0	3	43,565 - 52,954	5	E
Administrative Analyst II	1.0	1	41,897 - 50,929		
Senior Deputy Probation Officer	8.0	8	36,656 - 44,559	5	D
Deputy Probation Officer III	24.0	24	33,208 - 40,362	5	C
Deputy Probation Officer II	6.0	6	33,208 - 40,362	5	B
Deputy Probation Officer I	7.0	7	28,630 - 34,816	5	A
Supervising Juvenile Detention Officer	8.0	8	33,208 - 40,362	5	I
Office Services Supervisor II	1.0	1	29,657 - 36,045	5	
Juvenile Detention Officer II	27.0	27	27,935 - 33,958	5	G
Juvenile Detention Officer I	13.0	13	24,092 - 29,270	5	F
Administrative Assistant	2.0	2	26,601 - 32,341	5	
Probation Aide	3.0	3	25,229 - 30,787	5	
Accounting Technician II	1.0	1	25,319 - 30,787	5	
Senior Program Assistant	2.0	2	25,319 - 30,787	5	
Program Assistant	6.0	6	22,933 - 27,882	5	
Office Assistant I or II	<u>1.0</u>	<u>1</u>	16,258 - 19,738	5	
	117.0	117			

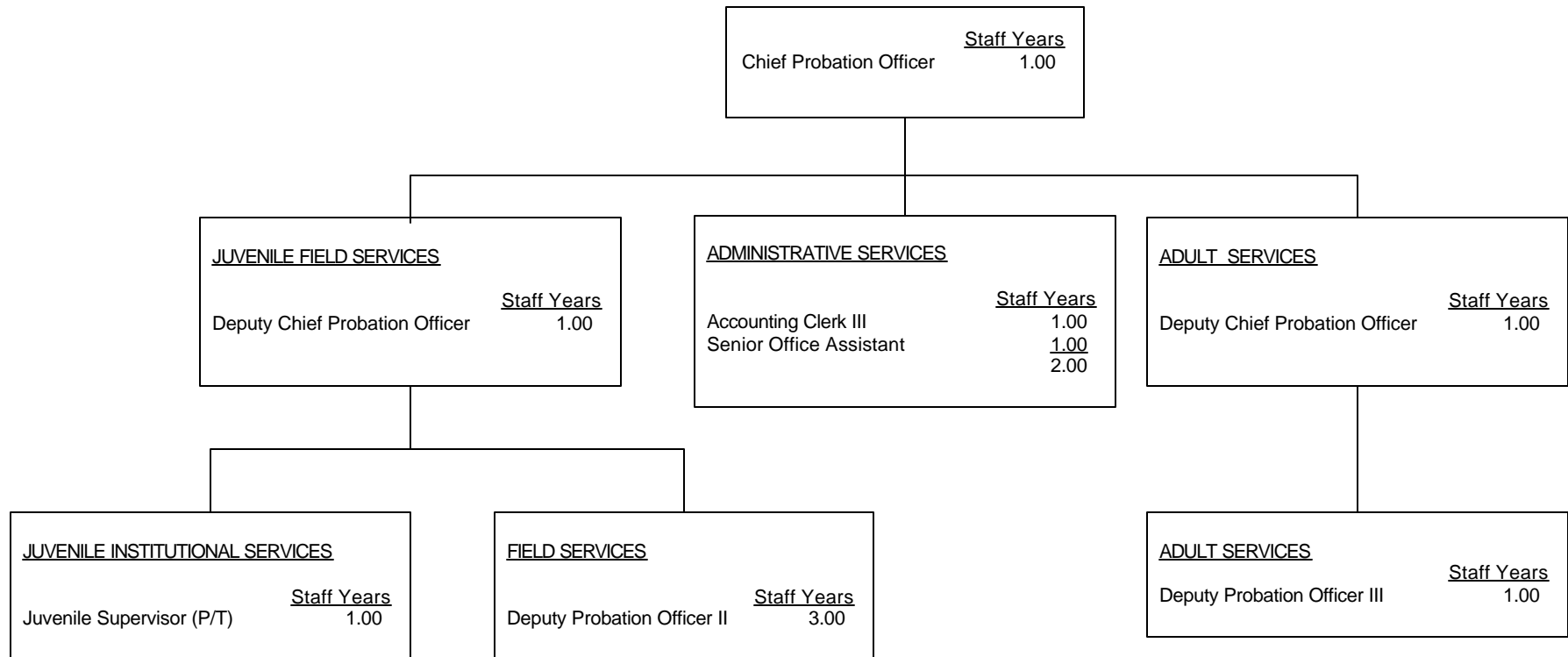
COUNTY OF MARIN



COUNTY OF MARIN

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$ 136,704	1	
Chief Deputy Probation Officer	1.00	1	107,058	1	
Director of Probation Services	2.00	2	95,556	1	E
Superintendent of Juvenile Hall	1.00	1	95,535	1	J
Chief of Administrative Services	1.00	1	77,023 - 93,205	5	E
Probation Supervisor	9.00	9	77,792	1	D/I
Deputy Probation Officer IV(Bi-Lingual-Misc)	1.00	1	60,154 - 73,154	5	C
Mediation Services Manager	1.00	1	59,759 - 71,178	5	E
Deputy Probation Officer IV(Bi-Lingual-Safety)	1.00	1	56,680 - 68,932	5	C
Deputy Probation Officer IV(Misc.)	5.00	5	56,472 - 68,682	5	C
Senior Group Counselor (Misc.)	1.00	1	54,205 - 65,853	5	I
Deputy Probation Officer III (Bi-Lingual)	2.00	2	54,060 - 65,583	5	B
Deputy Probation Officer III(Misc)	10.00	10	53,810 - 65,333	5	B
Deputy Probation Officer IV(Safety)	8.00	8	53,207 - 64,709	5	B
Mental Health Practitioner	3.70	4	52,957 - 63,794	5	A
Deputy Probation Officer II(Bi-Ling.Safety)	4.00	4	50,316 - 61,048	5	A
Group Counselor III(Misc)	1.00	1	50,149 - 60,861	5	B
Deputy Probation Officer III(Safety)	9.00	9	50,690 - 61,568	5	B
Group Counselor III(Safety)	2.00	2	48,672 - 59,072	5	H
Mediation Coordinator	1.70	2	48,536 - 57,740	5	D
Deputy Probation Officer II(Safety)	14.00	14	47,216 - 57,346	5	F
Group Counselor II (Bi-Ling.Safety)	2.00	2	46,613 - 56,576	5	F
Legal Process Supervisor	1.00	1	45,513 - 54,561	5	
Food Services Supervisor	1.00	1	45,116 - 49,380	3	
Group Counselors II (Safety)	5.00	5	43,722 - 53,165	5	G
Administrative Services Tech	1.00	1	42,374 - 51,110	5	
Legal Process Specialist	8.00	8	39,468 - 47,015	5	
Senior Accounting Assistant	3.00	3	39,449 - 46,859	5	
Secretary	2.00	2	38,532 - 45,572	5	
Cook	1.30	1.3	38,337 - 41,867	3	
Mediation Case Developer (Bi-Lingual)	1.00	1	36,534 - 44,421	5	
Senior Word Processing Operator	1.00	1	36,543 - 43,427	5	
Senior Clerk Typist	1.00	1	35,451 - 41,984	5	
Housekeeper	1.40	2	35,373 - 41,867	5	
Group Counselor I (Safety)	3.80	4	35,194 - 42,786	5	F
Word Processing Operator	3.50	4	34,983 - 41,340	5	
Legal Process Assistant II	6.50	7	34,028 - 40,287	5	
Intermediate Typist Clerk	1.00	1	31,922 - 37,635	5	
	<u>122.90</u>	<u>125.3</u>			

COUNTY OF MARIPOSA



COUNTY OF MARIPOSA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$63,226		
Chief Deputy Probation Officer	2.0	2	46,260 – 52,344		
Deputy Probation Officer III	1.0	1	36,900 – 44,856	5	C
Deputy Probation Officer II	3.0	3	32,748 – 39,804	5	B
Deputy Probation Officer I	1.0	1	28,212 – 34,296	5	A
Juvenile Supervisor – Part Time	1.2	2	29,352 – 35,688	5	
Juvenile Supervisor – Extra Help	3.72	9	*14.1122	5	F
Account Clerk III	1.00	1	22,600 – 27,053	5	
Senior Office Assistant	<u>1.00</u>	<u>1</u>	20,616 – 25,068	5	
	14.92	21			

*Juvenile Supervisor is an on-call extra help position only. The wage reflects the hourly pay range.

COUNTY OF MENDOCINO

Chief Probation Officer	<u>Staff Years</u> 1.00
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<u>JUVENILE SERVICES</u>	
	<u>Staff Years</u>
Division Manager	1.00
Special Projects Division Manager	1.00
Probation Officer III	4.00
Probation Officer I/II	13.00
Probation Assistant	7.00
Legal Technician III	1.00
Legal Technician I/II	2.00
Staff Assistant I	<u>1.00</u>
	30.00

<u>JUVENILE INSTITUTIONAL SERVICES</u>	
	<u>Staff Years</u>
Juvenile Hall Superintendent	1.00
Assistant Superintendent	1.00
Juvenile Hall Supervisor	6.00
Juvenile Hall Corrections Counselor	24.00
Administrative Assistant	1.00
LVN	1.00
Head Cook	1.00
Cook	2.00
Food Services Worker	<u>1.50</u>
	38.50

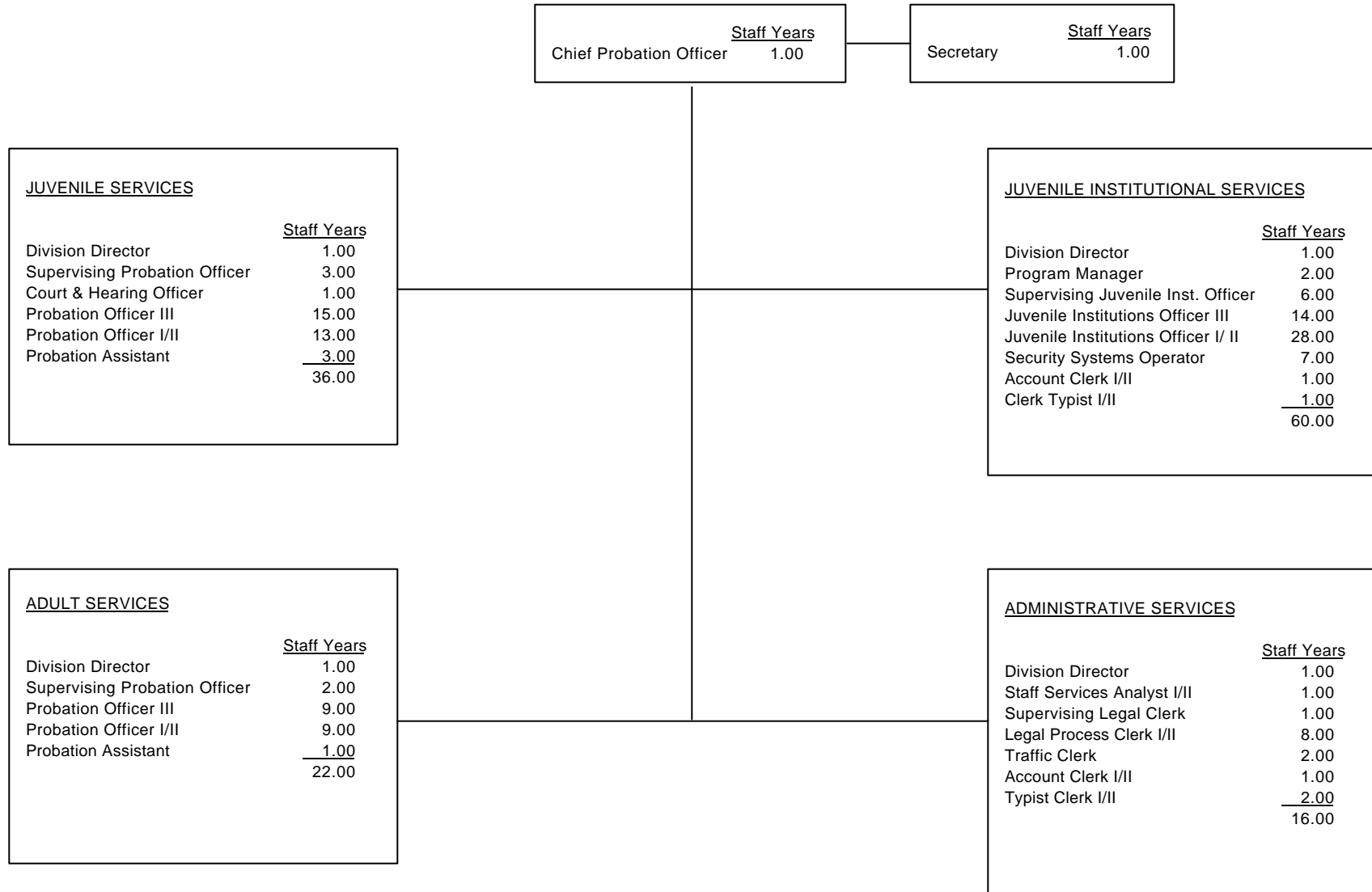
<u>ADULT SERVICES</u>	
	<u>Staff Years</u>
Division Manager	1.00
Probation Officer III	2.00
Probation Officer I/II	15.00
Legal Technician III	1.00
Legal Technician I/II	1.00
Staff Assistant II	<u>1.00</u>
	21.00

<u>ADMINISTRATIVE SERVICES</u>	
	<u>Staff Years</u>
Business Services Manager	1.00
Probation Recovery Specialist	1.00
Staff Assistant IV	1.00
Office Assistant	<u>1.00</u>
	4.00

COUNTY OF MENDOCINO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$70,762 - 86,029	5	
CPO Actual Salary			87,627		
Juvenile Hall Superintendent	1.0	1	56,514 - 68,702	5	
Probation Division Manager	3.0	3	48,818 - 59,322	5	E
Business Services Manager	1.0	1	48,818 - 59,322	5	
Asst Juvenile Hall Superintendent	1.0	1	44,283 - 53,810	5	J
Deputy Probation Officer III	6.0	6	38,626 - 46,966	5	D
Deputy Probation Officer II	24.0	24	35,027 - 42,557	5	B/C
Juvenile Hall Supervisor	6.0	6	35,027 - 42,557	5	I
Probation Recovery Specialist	1.0	1	33,384 - 40,560	5	
Deputy Probation Officer I	4.0	4	31,762 - 38,584	5	A
Administrative Assistant	1.0	1	31,762 - 38,584	5	
Probation Assistant	7.0	7	30,264 - 36,774	5	
Staff Assistant IV	1.0	1	30,264 - 36,774	5	
Legal Technician III	2.0	2	30,264 - 36,774	5	
Corrections Counselor	24.0	24	27,435 - 33,342	5	F/G
LVN	1.0	1	27,435 - 33,342	5	
Head Cook	1.0	1	27,435 - 33,342	5	
Legal Technician II	2.0	2	26,146 - 31,782	5	
Staff Assistant II	1.0	1	24,898 - 30,264	5	
Legal Technician I	1.0	1	23,712 - 28,829	5	
Staff Assistant I	1.0	1	22,589 - 27,456	5	
Cook	2.0	2	21,507 - 26,146	5	
Office Assistant	1.0	1	20,488 - 24,898	5	
Food Service Worker	1.5	2	20,488 - 24,898	5	
	<u>94.5</u>	<u>95</u>			

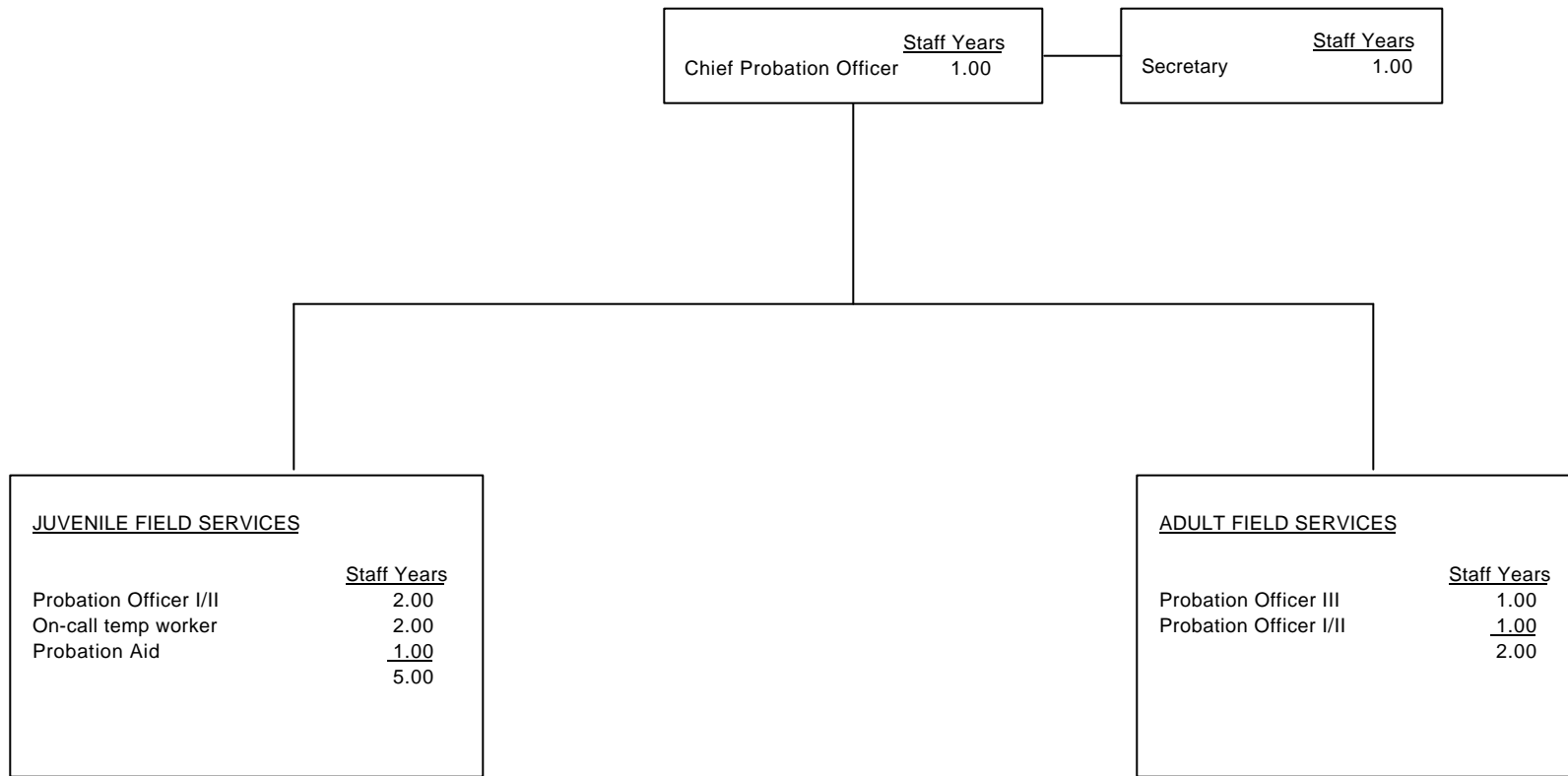
COUNTY OF MERCED



COUNTY OF MERCED

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$89,710 - 109,034	5	
CPO Actual Salary:			109,034		
Division Director	2.0	2	64,293 - 78,229	5	E
Division Director - Juvenile Hall Superintendent	1.0	1	64,293 - 78,229	5	J
Division Director - Administrative Services	1.0	1	64,293 - 78,229	5	E
Probation Program Manager	2.0	2	57,158 - 69,534	5	E
Supervising Deputy Probation Officer	5.0	5	50,814 - 61,838	5	D
Supervising Juvenile Institutions Officer	6.0	6	50,814 - 61,838	5	I
Court and Hearing Officer	1.0	1	46,530 - 56,597	5	
Staff Services Analyst II, or	1.0	1	42,598 - 51,813	5	
Staff Services Analyst I			34,341 - 41,787	5	
Deputy Probation Officer III, or	46.0	46	43,243 - 52,582	5	C
Deputy Probation Officer II, or			37,336 - 45,406	5	B
Deputy Probation Officer I			33,842 - 41,184	5	A
Secretary III	1.0	1	35,027 - 42,598	5	
Supervising Legal Clerk	1.0	1	30,680 - 37,336	5	
Juvenile Institutions Officer III	14.0	14	33,842 - 41,184	5	H
Juvenile Institutions Officer II, or	28.0	28	30,680 - 37,336	5	G
Juvenile Institutions Officer I			27,830 - 33,842	5	F
Probation Assistant	4.0	4	30,077 - 36,608	5	
Legal Process Clerk II, or	8.0	8	27,040 - 32,864	5	
Legal Process Clerk I			24,544 - 29,786	5	
Security Systems Operator	7.0	7	26,894 - 32,698	5	
Traffic Hearing Clerk	2.0	2	23,379 - 28,371	5	
Account Clerk II, or	2.0	2	21,840 - 26,520	5	
Account Clerk I			19,801 - 24,066	5	
Typist Clerk II or	3.0	3	21,112 - 25,626	5	
Typist Clerk I			19,136 - 23,254	5	
	<u>136.0</u>	<u>136</u>			

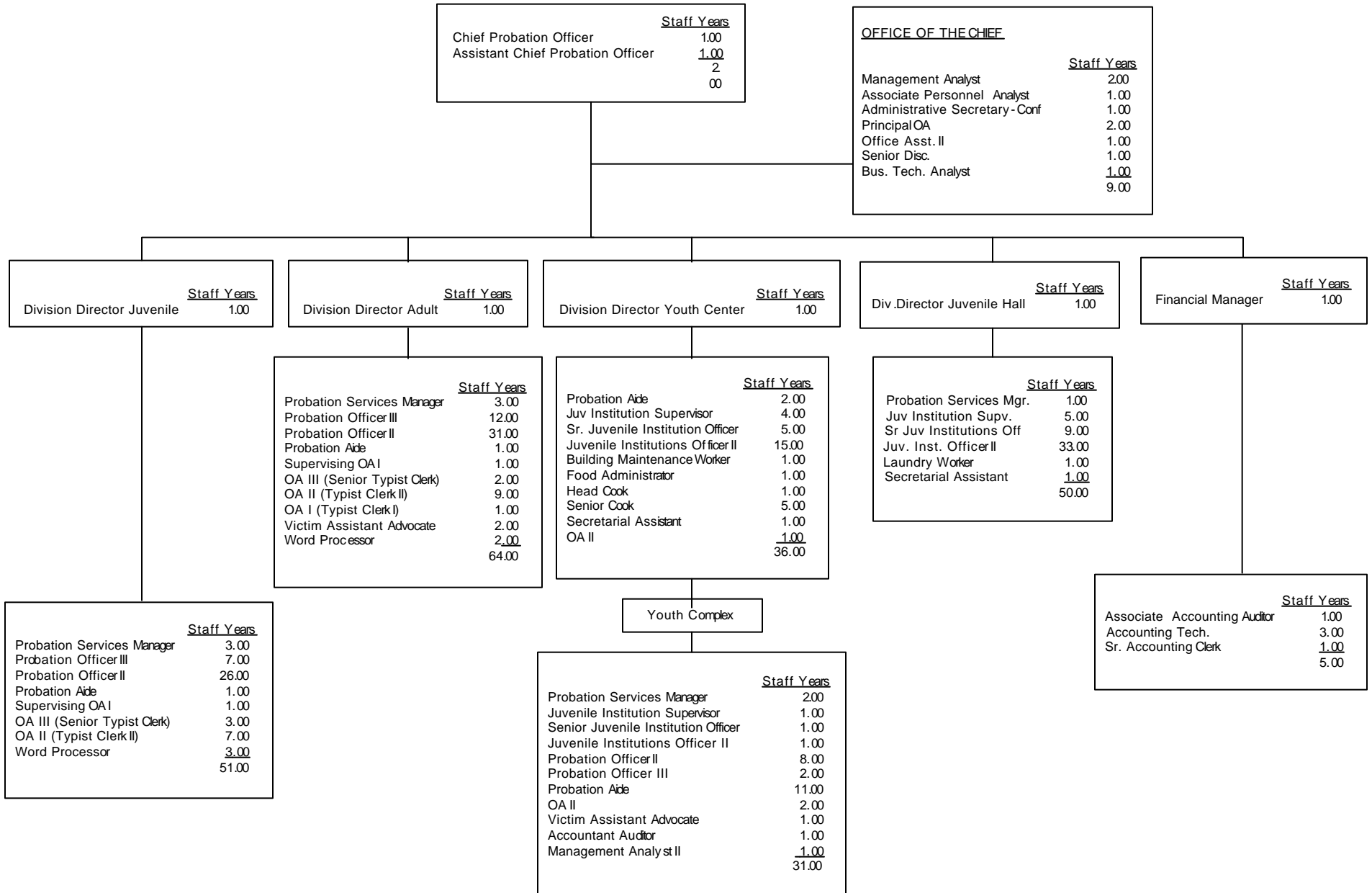
COUNTY OF MONO



COUNTY OF MONO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$75,720	Flat	
Deputy Probation Officer III	1.0	1	40,452 – 52,956	8	C
Deputy Probation Officer II	3.0	3	36,660 – 47,88	8	C
Probation Aid (vacant)		1	26,928 – 32,736	5	
On-Call Temp. Juv. Worker		2	8.00/hr	Flat	
Administrative Secretary	1.0	1	36,996 – 44,964	5	
	<u>6.00</u>	<u>9</u>			

COUNTY OF MONTEREY



COUNTY OF MONTEREY

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$114,156 - 114,156	1	
Accountant Auditor	1.00	1	35,184 - 45,780	6	
Accounting Technician	3.00	3	31,692 - 41,220	6	
Administrative Secretary/ Conf	1.00	1	37,152 - 48,336	6	
Assistant Chief Probation Officer	1.00	1	87,276 - 87,276	1	E
Associate Accountant Auditor	1.00	1	42,756 - 55,608	6	
Associate Personnel Analyst	1.00	1	52,104 - 64,548	5	
Building Maintenance Worker	1.00	1	32,016 - 41,640	6	
Business Tech Analyst II	1.00	1	51,444 - 66,912	6	
Finance Manager II	1.00	1	64,560 - 79,428	5	
Food Administrator - Probation	1.00	1	40,668 - 50,352	5	
Head Cook	1.00	1	30,144 - 39,204	6	
Juvenile Institutions Officer I	-	-	31,692 - 41,220	6	F
Juvenile Institutions Officer II	49.00	49	36,984 - 48,120	6	G
Juvenile Institutions Supervisor	10.00	10	44,280 - 57,588	6	I
Laundry Worker I	1.00	1	20,424 - 26,568	6	
Management Analyst II	3.00	3	52,104 - 64,548	5	
Office Assistant I	1.00	1	19,824 - 25,800	6	
Office Assistant II	20.00	20	23,136 - 30,928	6	
Office Assistant III	5.00	5	25,320 - 32,928	6	
Principal Office Assistant	2.00	2	27,828 - 36,204	6	
Probation Aide	15.00	15	28,116 - 36,564	6	
Probation Division Manager	4.00	4	56,736 - 70,236	5	E
Probation Officer I	-	-	36,442 - 47,412	6	A
Probation Officer II	65.00	65	42,552 - 55,344	6	B
Probation Officer III	21.00	21	44,724 - 58,164	6	C
Probation Services Manager	9.00	9	49,368 - 61,116	5	E
Secretarial Assistant	2.00	2	25,320 - 32,928	6	
Senior Account Clerk	1.00	1	27,276 - 35,484	6	
Senior Cook	5.00	5	26,736 - 34,788	6	
Senior DISC	1.00	1	41,088 - 53,412	6	
Senior Juvenile Institutions Officer	15.00	15	40,260 - 52,344	6	H
Supervising Office Assistant I	2.00	2	31,452 - 51,720	6	
Victim Assistance Advocate	3.00	3	33,660 - 43,788	6	
Word Processor	5.00	5	25,320 - 32,928	6	
	<u>253.00</u>	<u>253</u>			

COUNTY OF NAPA

	<u>Staff Years</u>
Chief Probation Officer	1.00
Ass't Co Prob Officer	<u>1.00</u>
	2.00

<u>JUVENILE FIELD SERVICES</u>	
	<u>Staff Years</u>
Supv Probation Officer	3.00
Probation Officer III	4.00
Probation Officer I/II	13.00
Probation Assistant	4.00
Supv Legal Clerk	1.00
Sr. Legal Clerk	1.00
Legal Clerk II	4.50
Office Assistant II	<u>1.00</u>
	31.50

<u>JUVENILE INSTITUTIONAL SERVICES</u>	
	<u>Staff Years</u>
Juvenile Hall Superintendent	1.00
Assistant Superintendent	1.00
Supv Juvenile Hall Counselor	5.00
Senior Juvenile Hall Counselor	5.00
Juvenile Hall Counselor II	7.50
Probation Assistant	1.00
Food Services Coordinator	1.00
Legal Clerk II	1.00
Cook II	<u>.50</u>
	23.00

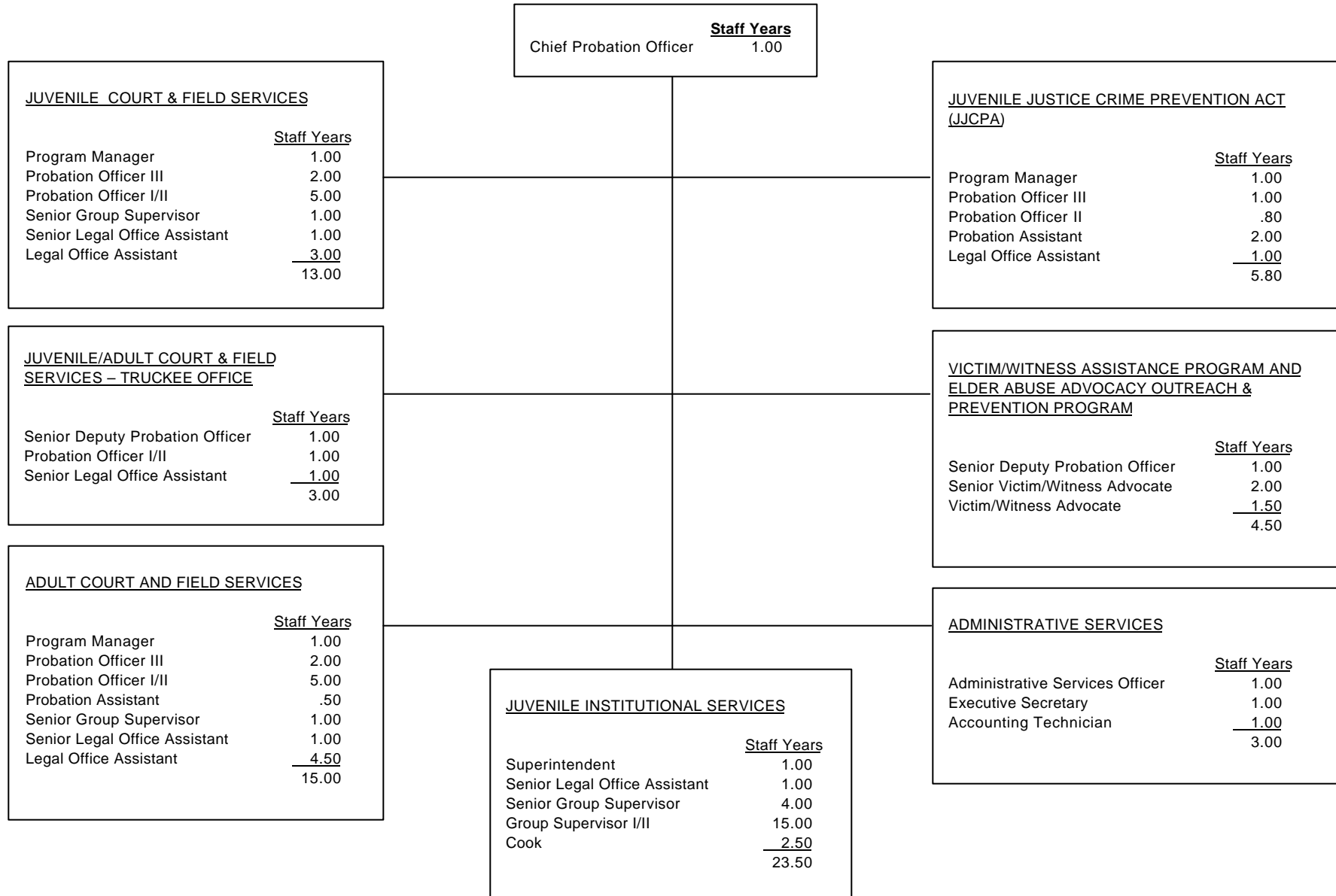
<u>ADULT FIELD SERVICES</u>	
	<u>Staff Years</u>
Supv Probation Officer	3.00
Probation Officer III	5.00
Probation Officer I/II	12.00
Legal Clerk/Comp Sys Supv	1.00
Probation Assistant	1.00
Sr. Legal Clerk	1.00
Legal Clerk II	5.00
Office Assistant II	<u>1.00</u>
	29.00

<u>ADMINISTRATIVE SERVICES</u>	
	<u>Staff Years</u>
Staff Services Manager	2.00
Staff Services Analyst II	1.00
Senior Account Clerk	1.00
Account Clerk II	<u>1.00</u>
	5.00

COUNTY OF NAPA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$88,776 – 107,520	5	
CPO Actual Salary			102,523		
Asst Co Probation Officer	1.0	1	74,532 – 90,168	5	
Juvenile Hall Superintendent	1.0	1	62,760 – 75,924	5	J
Staff Services Manager	2.0	2	60,384 – 73,068	5	
Asst Juvenile Hall Superintendent	1.0	1	56,952 – 68,784	5	J
Supervising Probation Officer	6.0	6	56,724 – 67,824	5	D
Supervising Juvenile Hall Counselor	5.0	5	50,196 – 60,024	5	I
Probation Officer III	9.0	9	49,260 – 59,076	5	C
Staff Services Analyst II	1.0	1	46,860 – 55,968	5	
Probation Officer II, or	25.0	25	46,032 – 54,912	5	B
Probation Officer I			42,204 – 50,424	5	A
Senior Juvenile Hall Counselor	5.0	5	43,656 – 52,296	5	H
Legal Clerk/Computer Systems Supv.	1.0	1	42,684 – 50,940	5	
Juvenile Hall Counselor II, or	7.5	8	40,644 – 48,480	5	G
Juvenile Hall Counselor I			37,248 – 44,304	5	F
Probation Assistant	6.0	6	39,084 – 46,572	5	F,A
Supervising Legal Clerk	1.0	1	38,436 – 45,636	5	
Senior Account Clerk	1.0	1	36,000 – 42,744	5	
Food Services Coordinator	1.0	1	35,676 – 42,432	5	
Senior Legal Clerk	2.0	2	34,320 – 40,788	5	
Account Clerk II	1.0	1	33,276 – 39,396	5	
Legal Clerk II	10.5	11	32,160 – 37,980	5	
Cook II	.5	1	31,092 – 36,708	5	
Office Assistant II	2.0	2	30,036 – 35,508	5	
	<u>90.5</u>	<u>92</u>			

COUNTY OF NEVADA



COUNTY OF NEVADA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1	1	\$81,429 - 99,408	5	
CPO Actual Salary			91,332		
Juvenile Hall Superintendent	1	1	56,298 - 68,728	5	J
Probation Program Manager	3	3	56,298 - 68,728	5	E
Administrative Services Officer-Probation	1	1	54,638 - 66,702	5	
Senior Deputy Probation Officer	2	2	44,533 - 54,366	5	D
Deputy Probation Officer III	5	5	40,305 - 49,205	5	C
Deputy Probation Officer I/II	11.8	13	33,016 - 44,533	7	A/B
Senior Group Supervisor	6	6	31,567 - 38,536	5	H
Senior Victim/Witness Advocate	2	3	31,098 - 37,964	5	B
Executive Secretary	1	1	30,031 - 36,661	5	
Accounting Technician	1	1	29,881 - 36,479	5	
Senior Legal Office Assistant	4	4	28,713 - 35,052	5	
Group Supervisor I/II	15	15	25,857 - 34,878	7	F/G
Probation Assistant I/II	2.5	3	25,857 - 34,878	7	A/B
Victim/Witness Advocate	1.5	2	28,145 - 34,360	5	A
Legal Office Assistant I/II	8.5	9	23,520 - 31,724	7	
Cook	2.5	3	25,729 - 31,410	5	
	<u>68.8</u>	<u>73</u>			

Comments: Includes Compensation Study, effective 01/05/03.
 Current Contracts for all Bargaining Groups are effective 09/29/02- 06/30/07.
 The following COLA is included in all contracts: 3% 10/1/02, 1% 03/04 FY (inc. above),
 1% 04/05 FY, 2% 05/06 FY and 2% 06/07 FY.

COUNTY OF ORANGE

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

<u>INSTITUTIONAL SERVICES</u>	
	<u>Staff Years</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	5.00
Asst. Probation Division Director	10.00
Deputy Probation Officer II	11.00
Supervising Probation Counselor	50.00
Deputy Probation Counselor	452.00
Probation Night Counselor	102.00
Secretary III	1.00
Secretary II	3.00
Staff Analyst III	1.00
Office Supervisor C	2.00
Office Supervisor A	2.00
Office Specialist	1.00
Information Processing Technician	11.00
Data Entry Technician	6.75
Office Technician	4.00
Office Assistant	5.00
Education Asst., Corr. Facility	1.00
Food Services Supervisor	1.00
Chief Cook	4.00
Senior Institutional Cook	16.00
Institutional Cook	8.00
Food Service Worker	12.00
Storekeeper I	1.00
Store Clerk	5.00
Supplies Clerk, Juvenile Facilities	4.00
Supplies Asst, Juvenile Facilities	1.00
Seamstress	1.00
Laundry Worker	<u>6.00</u>
	727.75

<u>FIELD SERVICES</u>	
	<u>Staff Years</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	5.00
Supervising Probation Officer	38.00
Deputy Probation Officer II	298.00
Secretary III	1.00
Secretary II	5.00
Senior Office Supervisor C/D	2.00
Office Supervisor D	2.00
Office Supervisor C	6.00
Office Supervisor B	1.00
Office Specialist	17.00
Information Processing Technician	62.00
Data Entry Technician	15.00
Office Technician	4.00
Office Assistant	3.00
Collection Officer	<u>4.00</u>
	464.00

<u>SPECIAL SERVICES</u>			
	<u>Staff Years</u>		
Chief Deputy Probation Officer	1.00	Supervising Collection Officer	4.00
Probation Division Director	2.00	Collection Officer	45.00
Assistant Probation Division Director	5.00	Secretary III	1.00
Supervising Probation Officer	19.50	Secretary II	5.00
Deputy Probation Officer II	25.00	Office Manager	2.00
Supervising Probation Counselor	2.00	Senior Office Supervisor C/D	2.00
Deputy Probation Counselor	38.00	Office Supervisor D	1.00
Sr. Administrative Manager I	1.00	Office Supervisor C	2.00
Administrative Manager I	3.00	Office Supervisor B	1.00
Sr. Staff Analyst	2.00	Office Supervisor A	2.00
Staff Analyst III	14.00	Office Specialist	10.00
Staff Specialist	1.00	Information Processing Specialist	6.00
Staff Assistant	3.00	Information Processing Technician	9.00
Information Systems Manager III	1.00	Data Entry Technician	6.00
Information Systems Supervisor	1.00	Office Technician	10.00
Sr. Tech. Systems Specialist	1.00	Office Assistant	15.25
Tech. Systems Specialist	3.00	Storekeeper I	1.00
Information Systems Technician	2.00	Store Clerk	3.00
Sr. Systems Programmer Analyst	5.00	Utility Worker/Driver	3.00
Systems Programmer Analyst II	9.00	Real Property Agent III	1.00
Systems Programmer Analyst I	3.00	Buyer II	1.00
Computer Graphics Specialist	1.00	Principal Facilities Ops. Proj. Mgr.	1.00
Research Analyst IV	4.00	A/E Project Manager	2.00
Research Analyst III	3.00	Craft Supv. I Elec/Mech	2.00
Research Analyst II	1.00	Air Conditioning Mechanic	3.00
Research Analyst I	1.00	Facilities Mechanic	5.00
Senior Accountant/Auditor II	1.00	Carpenter	1.00
Accountant/Auditor II	2.00	Electrician	2.00
Accounting Office Supervisor II	5.00	Plumber	2.00
Accounting Technician	1.00	Locksmith	1.00
Accounting Specialist	41.00	Radio Dispatcher	<u>3.00</u>
			353.75

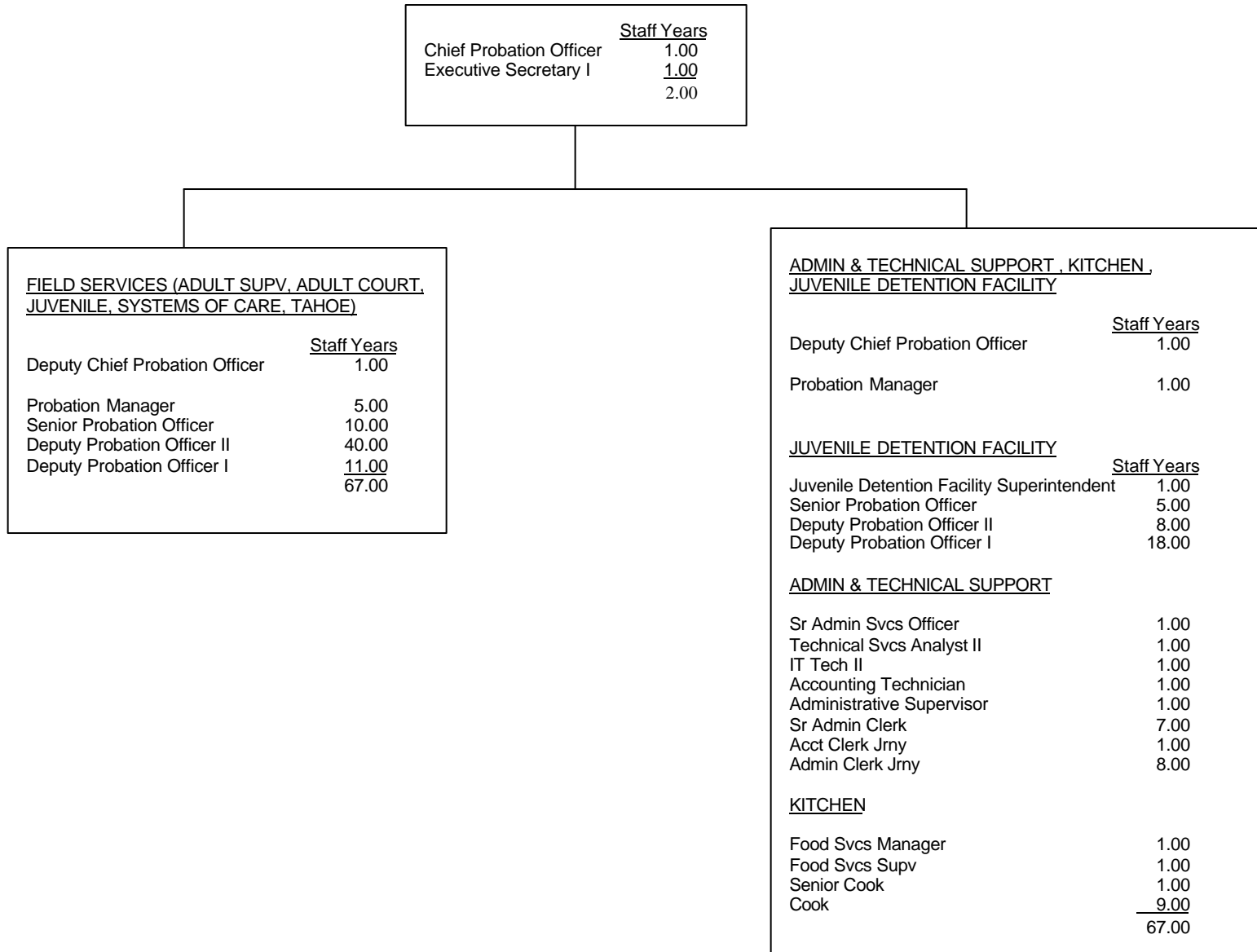
COUNTY OF ORANGE

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$ 137,925		
Chief Deputy Probation Officer	3.00	3	70,949 – 206,524		
Sr. Administrative Manager I	1.00	1	70,200 – 116,189		
Information Systems Manager III	1.00	1	70,200 – 116,189		
Probation Division Director	12.00	12	63,232 – 104,686		E
Information Systems Supervisor	1.00	1	71,594 – 96,595	12	
Administrative Manager I	3.00	3	56,971 – 94,307		
Sr. Systems Programmer Analyst	5.00	5	66,165 – 89,086	12	
Sr. Technical Systems Specialist	1.00	1	66,165 – 89,086	12	
Asst. Probation Division Director	15.00	15	51,334 – 84,968		E, J
Senior Staff Analyst	2.00	2	51,334 – 84,968		
Principal Facilities Ops. Proj. Mgr.	1.00	1	51,334 – 84,968		
Technical Systems Specialist	3.00	3	61,048 – 82,035	12	
Staff Analyst III	15.00	15	46,238 – 76,544		
Sr. Accountant/Auditor II	1.00	1	46,238 – 76,544		
Systems Programmer Analyst II	9.00	9	56,368 – 75,712	12	
Supervising Probation Officer	57.50	58	56,368 – 75,712	12	D
A/E Project Manager	2.00	2	56,368 – 75,712	12	
Real Property Agent III	1.00	1	53,165 – 71,594	12	
Research Analyst IV	4.00	4	51,813 – 69,742	12	
Systems Programmer Analyst I	3.00	3	50,460 – 67,932	12	
Craft Supv. I Elec/Mech	2.00	2	62,753 – 66,164	3	
Deputy Probation Officer II, or Deputy Probation Officer I	334.00	335	47,902 – 64,480 45,281 – 61,048	12 12	B,G A
Research Analyst III	3.00	3	46,550 – 62,753	12	
Air Conditioning Mechanic	3.00	3	62,067		
Supervising Probation Counselor	52.00	52	45,281 – 61,048	12	I
Information Systems Technician	2.00	2	44,096 – 59,404	12	
Food Services Supervisor	1.00	1	44,096 – 59,404	12	
Plumber	2.00	2	57,616		
Electrician	2.00	2	56,721		
Buyer II	1.00	1	44,096 – 56,368	10	
Radio Dispatcher	3.00	3	41,828 – 56,368	12	
Office Manager	2.00	2	41,080 – 54,912	12	
Accountant/Auditor II	2.00	2	40,747 – 54,745	12	
Locksmith	1.00	1	54,329		
Staff Specialist	1.00	1	39,748 – 53,164	12	
Facilities Mechanic	5.00	5	52,353		

COUNTY OF ORANGE

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Carpenter	1.00	1	52,228		
Executive Secretary I	1.00	1	38,854 – 52,062	12	
Senior Office Supervisor C/D	4.00	4	38,854 – 52,062	12	
Research Analyst II	1.00	1	38,688 – 51,812	12	
Deputy Probation Counselor	490.00	494	38,771 – 50,460	11	B,F,G
Supervising Collection Officer	4.00	4	37,668 – 50,460	12	
Chief Cook	4.00	4	36,649 – 49,088	12	
Secretary III	3.00	3	35,027 – 46,779	12	
Office Supervisor D	3.00	3	35,027 – 46,779	12	
Accounting Office Supervisor II	5.00	5	35,027 – 46,779	12	
Research Analyst I	1.00	1	34,840 – 46,550	12	
Computer Graphics Specialist	1.00	1	34,840 – 46,550	12	
Staff Assistant	3.00	3	33,800 – 45,281	12	
Collection Officer	49.00	49	33,800 – 45,281	12	
Accounting Technician	1.00	1	33,030 – 44,304	12	
Office Supervisor C	10.00	10	33,030 – 44,304	12	
Education Assistant, Corr. Facility	1.00	1	31,970 – 42,910	12	
Secretary II	13.00	13	31,532 – 42,078	12	
Office Supervisor B	2.00	2	31,532 – 42,078	12	
Senior Institutional Cook	16.00	16	31,200 – 41,828	12	
Storekeeper I	2.00	2	30,472 – 40,913	12	
Office Supervisor A	4.00	4	30,097 – 39,915	12	
Information Processing Specialist	6.00	6	30,097 – 38,854	11	
Office Specialist	28.00	28	29,348 – 38,854	12	
Accounting Specialist	41.00	41	29,348 – 38,854	12	
Supplies Asst, Juvenile Facilities	1.00	1	29,161 – 38,854	12	
Information Processing Technician	82.00	82	29,348 – 36,920	10	
Data Entry Technician	27.75	28	29,348 – 36,920	10	
Supplies Clerk, Juvenile Facilities	4.00	4	27,788 – 36,878	12	
Store Clerk	8.00	8	27,185 – 35,900	12	
Institutional Cook	8.00	8	27,040 – 35,755	12	
Probation Night Counselor	102.00	102	31,200 – 34,840	5	F,G
Office Technician	18.00	18	28,059 – 33,030	8	
Office Assistant	23.25	24	28,059 – 33,030	8	
Utility Worker Driver	3.00	3	24,523 – 31,969	12	
Seamstress	1.00	1	22,422 – 29,016	12	
Food Service Worker	12.00	12	20,529 – 26,332	12	
Laundry Worker	6.00	6	20,529 – 26,332	12	
	<u>1,547.50</u>	<u>1,554</u>			

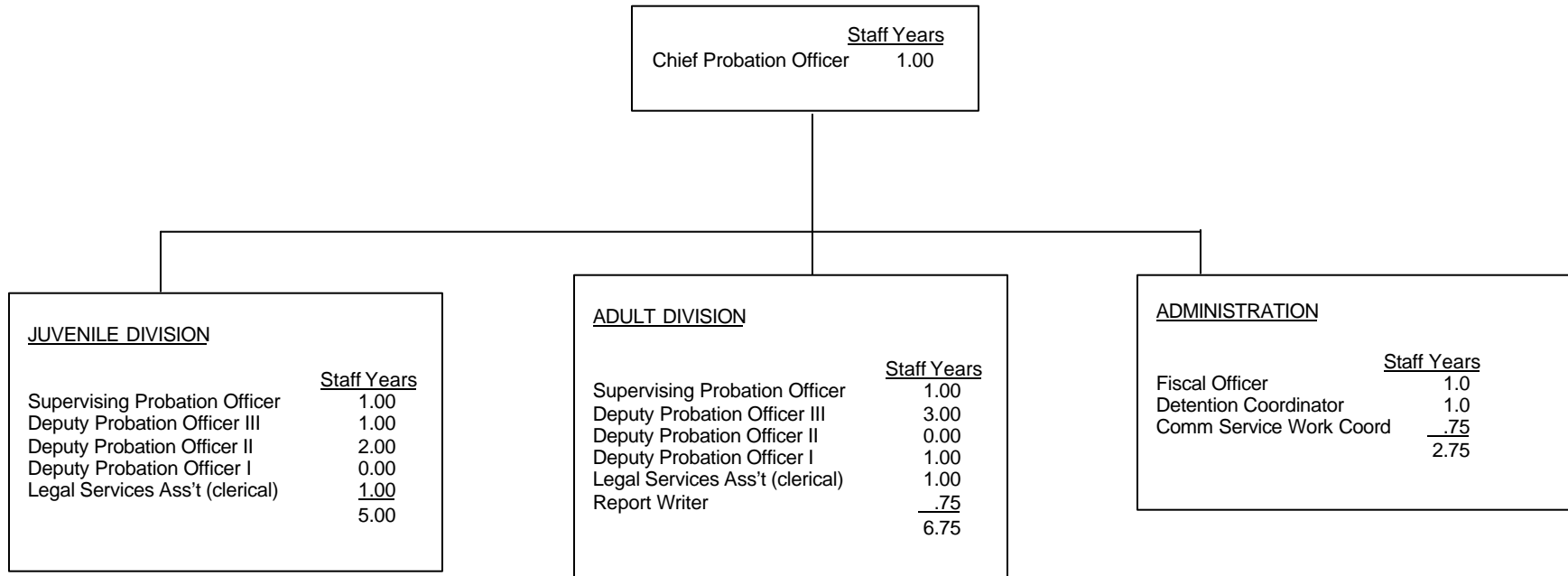
COUNTY OF PLACER



COUNTY OF PLACER

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	110,248	6	E
Deputy Chief Probation Officer	2.0	2	69,270 – 88,408	6	E
Juvenile Detention Facility Superintendent	1.0	1	62,830 – 80,189	6	J
Probation Manager	6.0	6	56,988 – 72,734	6	D
Food Services Manager	1.0	2	44,461 – 56,988	6	D
Senior Administrative Services Officer	1.0	1	56,988 – 72,734	6	D
Technical Services Analyst II	1.0	1	51,690 – 65,971	6	C
IT Tech II	1.0	1	42,526 – 54,275	6	B
Executive Secretary	1.0	1	34,986 – 44,651	6	C
Accounting Technician	1.0	1	34,184 – 43,628	6	C
Administrative Supervisor	1.0	1	31,006 – 39,572	6	C
Food Services Supervisor	1.0	1	32,557 – 41,551	6	C
Senior Administrative Clerk	7.0	7	28,123 – 35,893	6	C
Senior Deputy Probation Officer	10.0	10	40,323 – 51,504	6	C
Senior Deputy Probation Officer	5.0	5	40,323 – 51,504	6	H
Senior Cook	1.0	1	29,529 – 37,688	6	B
Account Clerk Journey	1.0	1	28,783 – 36,734	6	B
Administrative Clerk Journey	8.0	8	25,509 – 32,557	6	B
Cook	9.0	9	26,784 – 34,184	6	A
DPO Trainee//II	51.0	51	26,101 – 44,876	18	A/B/C
DPO Trainee//II	<u>26.0</u>	<u>26</u>	26,101 – 44,876	18	F/G/H
	136.0	136			

COUNTY OF PLUMAS



COUNTY OF PLUMAS

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$49,379 - 76,710	10	
CPO Actual Salary			76,710		
Supervising Probation Officer	2.0	2	40,685 - 63,190	10	
Deputy Probation Officer III, or	7.0	7	35,131 - 54,579	10	B,G
Deputy Probation Officer II or			31,866 - 49,575	10	A
Deputy Probation Officer I			29,453 - 45,822		
Fiscal Officer	1.0	1	34,258 - 53,269	10	
Detention Coordinator	1.0	1	30,930 - 48,131	10	
Community Service Work Coordinator	.75	1	24,814 - 38,628		
Report Writer	.75	1	17.32hr		
Legal Services Assistant (clerical)	<u>2.0</u>	<u>2</u>	23,629 - 36,774		
	15.50	16			

COUNTY OF RIVERSIDE

<u>MANAGEMENT</u>	
County Probation Officer	<u>Staff Years</u> 1.00
Executive Assistant II	1.00
	2.00

<u>MANAGEMENT</u>	
Chief Deputy Probation Officer	<u>Staff Years</u> 1.00

<u>MANAGEMENT</u>	
Chief Deputy Probation Officer	<u>Staff Years</u> 1.00

<u>ADMINISTRATION</u>	
	<u>Staff Years</u>
Business Systems Analyst	2.00
Information Technology Officer I	1.00
Probation Division Director	1.00
Network Administrator	2.00
Administrative Manager	1.00
Asst. Probation Division Director	1.00
Supervising Probation Officer	4.50
User Technical Support	2.00
Administrative Supervisor	1.00
Senior Probation Officer	2.50
Senior Accountant	1.00
Staff Analyst II	1.00
Dept. Human Resources Coordinator	1.00
Accounting Technician II	1.00
Senior Group Counselor	1.00
Accounting Technician I	1.00
Senior Accounting Assistant	3.00
Secretary I	3.00
Accounting Assistant II	1.00
Human Resources Clerk	3.00
Office Assistant II	1.00
	<u>35.00</u>

<u>FIELD SERVICES</u>	
	<u>Staff Years</u>
Probation Division Director	5.00
Assistant Probation Division Director	4.00
Supervising Probation Officer	27.00
Research Specialist II	1.00
Senior Probation Officer	56.00
Deputy Probation Officer II	168.00
Secretary II	4.00
Supervising Office Assistant II	2.00
Supervising Office Assistant I	8.00
Probation Assistant	19.00
Office Assistant III	43.00
Office Assistant II	32.00
Stenographer Clerk II	1.00
Professional Student Intern	1.00
Employment Program Aide	1.00
	<u>372.00</u>

<u>JUVENILE INSTITUTIONS</u>	
	<u>Staff Years</u>
Probation Division Director	5.00
Assistant Probation Division Director	4.00
Supervising Probation Officer	37.00
Supervising Group Supv/Instructor	1.00
Building Services Engineer	1.00
Deputy Probation Officer II	1.00
Senior Group Supv/Instructor	8.50
Senior Group Counselor	42.00
Correctional Food Services Supervisor	1.00
Lead Maintenance Services Mechanic	1.00
Group Counselor II	259.00
Group Counselor I (Temp PT)	29.00
Maintenance Painter	1.50
Building Maintenance Mechanic	9.00
House Manager	2.00
Senior Accounting Assistant	5.00
Secretary II	2.00
Senior Cook – Detention	2.00
Correctional Cook	13.00
Gardener	4.50
Storekeeper	2.00
Supervising Office Assistant I	3.00
Probation Assistant	8.00
Accounting Assistant I	3.00
Office Assistant III	5.00
Correctional Senior Food Svc Worker	18.00
Office Assistant II	10.50
Sewing Services Worker	3.00
Laundry Worker	5.50
	<u>486.50</u>

COUNTY OF RIVERSIDE

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$119,178		
Chief Deputy Probation Officer	2.0	2	75,529 – 101,086	12	
Business Systems Analyst	2.0	2	38,854 – 88,462	*	
Information Technology Officer I	1.0	1	65,488 – 87,604	12	
Probation Division Director	11.0	11	63,086 – 84,423	12	E,J
Network Administrator	2.0	2	28,309 – 83,949	*	
Administrative Manager	1.0	1	58,909 – 78,797	12	
Assistant Probation Division Director	9.0	9	54,148 – 72,413	12	E,J
Supervising Probation Officer	68.5	70	47,611 – 60,589	10	D,I
Research Specialist II	1.0	1	47,704 – 60,582	10	
User Technical Support	2.0	2	25,251 – 60,154	*	
Administrative Supervisor	1.0	1	45,498 – 57,740	10	
Supervising Group Supv/Instructor	1.0	1	45,384 – 57,740	10	I
Senior Probation Officer	58.5	63	41,889 – 53,276	10	C
Senior Accountant	1.0	1	41,573 – 52,754	10	
Building Services Engineer	1.0	1	41,149 – 52,202	10	
Staff Analyst II	1.0	1	38,603 – 48,977	10	
Deputy Probation Officer II, or Deputy Probation Officer I (Entry Level)	169.0	183	37,434 – 47,623 31,035 – 39,480	10 10	B A
Executive Assistant II	1.0	1	35,559 – 46,228	11	
Dept. Human Resources Coordinator	1.0	1	35,040 – 45,514	11	
Accounting Technician II	1.0	1	35,463 – 44,989	10	
Senior Group Supervisor/Instructor	8.5	9	37,237 – 44,886	8	H
Senior Group Counselor	43.0	43	35,090 – 44,662	10	H
Correctional Food Services Supervisor	1.0	1	34,360 – 43,610	10	
Lead Maintenance Services Mechanic	1.0	1	35,700 – 42,956	8	
Group Counselor II, or Group Counselor I (Entry Level)	259.0	266	32,214 – 40,983 28,195 – 35,846	10 10	G G
Group Counselor I (Temp PT)	29.0	155	28,195 – 35,846	10	F
Accounting Technician I	1.0	1	32,259 – 40,915	10	
Maintenance Painter	1.5	2	32,963 – 39,667	8	
Building Maintenance Mechanic	9.0	12	31,945 – 38,437	10	
House Manager	2.0	2	29,353 – 37,202	10	
Senior Accounting Assistant	8.0	8	29,208 – 37,036	10	
Secretary II	6.0	6	28,593– 36,251	10	
Senior Cook - Detention	2.0	2	27,549 – 34,932	10	
Correctional Cook	13.0	16	25,844 – 34,580	12	
Supervising Office Assistant II	2.0	2	27,273 – 34,529	10	

COUNTY OF RIVERSIDE

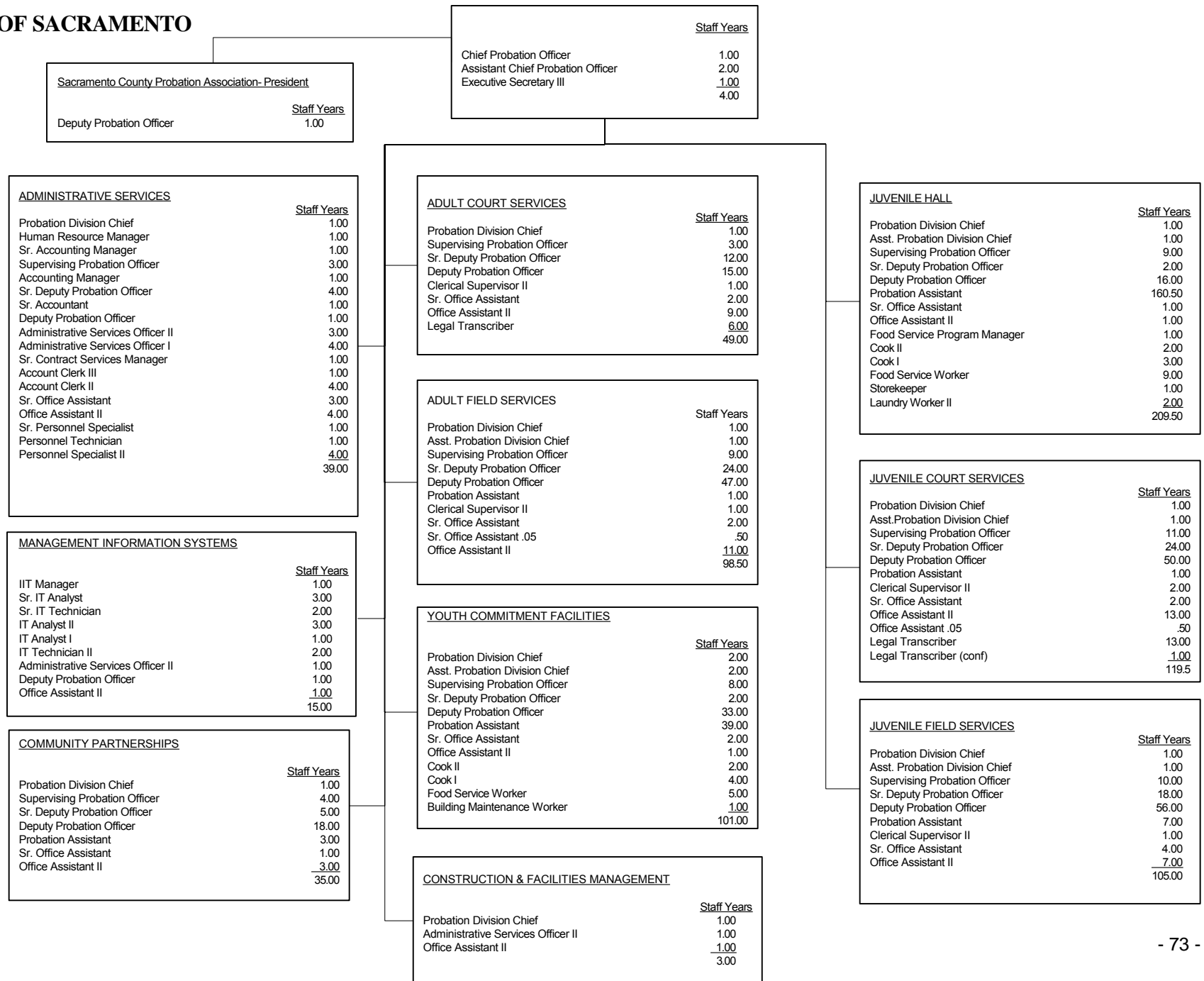
	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Gardener	4.5	6	26,683 – 33,792	10	
Secretary I	3.0	3	25,728 – 32,624	10	
Accounting Assistant II	1.0	1	25,453 – 32,263	10	
Storekeeper	2.0	2	24,816 – 31,435	10	
Supervising Office Assistant I	11.0	11	24,558– 31,092	10	
Human Resources Clerk	3.0	3	23,161 – 29,356	10	
Probation Assistant	27.0	30	22,313 – 28,295	10	
Accounting Assistant I	3.0	3	21,973 – 27,829	10	
Office Assistant III	48.0	48	21,973 – 27,829	10	
Correctional Senior Food Services Worker	18.0	23	21,740 – 27,553	10	
Stenographer Clerk II	1.0	1	21,634 – 27,404	10	
Office Assistant II	43.5	47	19,788 – 25,071	10	
Sewing Services Worker	3.0	3	18,788 – 23,816	10	
Laundry Worker	5.5	7	17,938 – 22,734	10	
Professional Student Intern	1.0	4	18,762 – 18,762	1	
Employment Program Aide	1.0	2	14,040 – 14,040	1	
	<u>897.5</u>	<u>1076</u>			

Notes

1. Salary schedule above was in effect on 1/1/04.
2. Additional 5% increase to all non-management sworn staff will be effective 1/8/04.
3. Additional 4% increase to all other positions will be effective 3/18/04.

* Information Technology positions are on a competency/skill based system rather than a salary step structure.

COUNTY OF SACRAMENTO



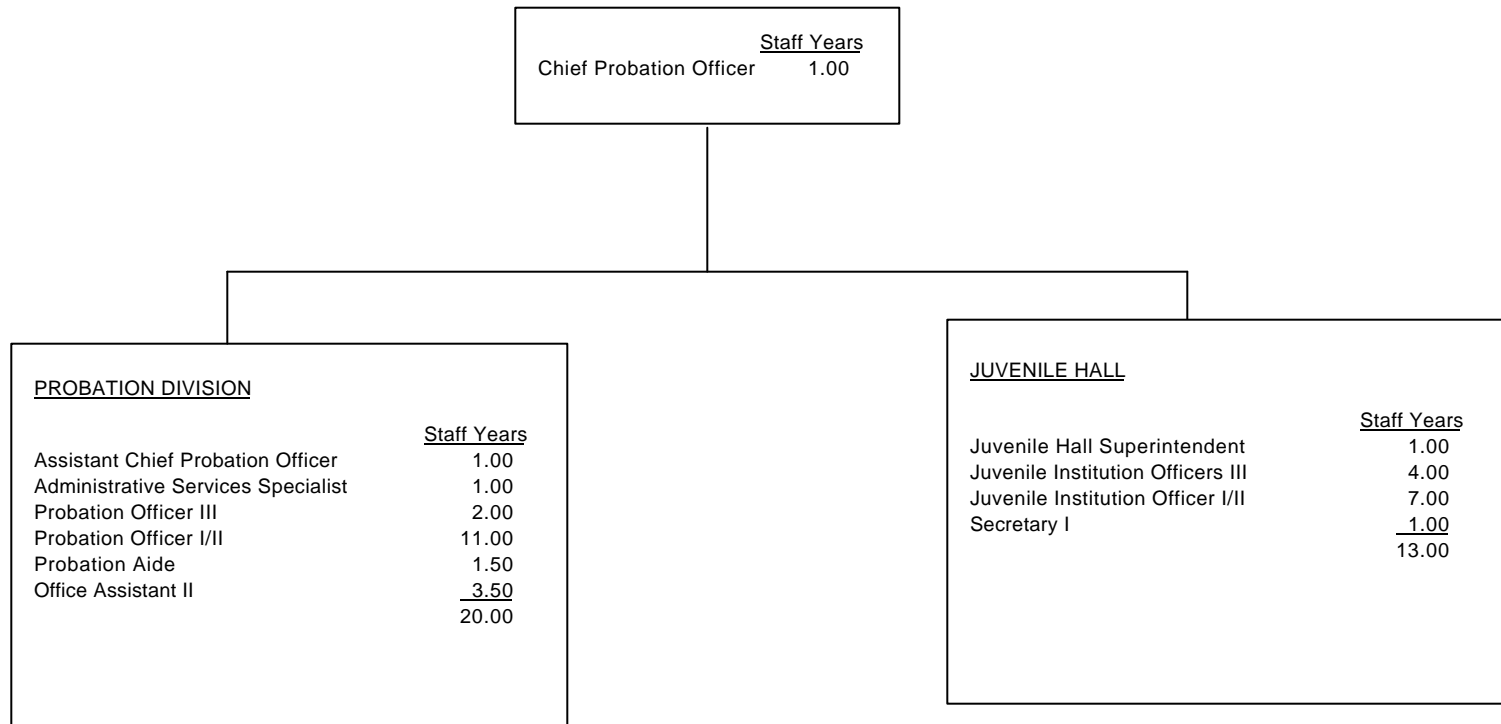
COUNTY OF SACRAMENTO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
County Probation Officer	1.00	1	110,288-121,584	3	
Assistant Chief Probation Officer	2.00	2	91,726-101,143		
Information Technology Manager	1.00	1	80,033-88,239	3	
Probation Division Chief	10.00	10	76,421-84,251	3	E
Senior Accounting Manager	1.00	1	73,017-80,513	3	
Senior Information Tech Analyst	2.00	2	67,234-81,724	5	
Senior Information Tech Analyst L.T.	1.00	1	67,234-81,724	5	
Human Resources Manager I	1.00	1	66,795-73,644	3	
Assistant Probation Division Chief	6.00	6	66,586-73,393	5	E
Accounting Manager	1.00	1	66,315-73,122	3	
Information Tech Analyst LV 2	4.00	4	59,341-72,140	5	
Administrative Services Officer II	5.00	5	55,081-66,962	5	
Senior Accountant	1.00	1	55,081-66,962	5	
Supervising Probation Officer	55.00	55	54,100-65,772	5	D
Supervising Probation Officer LT	2.00	2	54,100-65,772	5	D
Food Service Program Manager	1.00	1	53,495-58,986	3	
Sr. Deputy Probation Officer	79.00	79	47,001-57,128	5	C
Sr. Deputy Probation Officer L.T.	9.00	9	47,001-57,128	5	C
Deputy Probation Officer O.R.	1.00	1	47,001-57,128	5	B
Administrative Services Officer I	4.00	4	45,936-55,833	5	
Sr. Information Technician	2.00	2	42,804-52,054	5	
Deputy Probation Officer	235.00	235	42,386-51,553	5	B
Deputy Probation Officer L.T.	6.00	6	42,386-51,553	5	B
Deputy Probation Officer .5	1.00	2	42,386-51,553	5	B
Personnel Technician	1.00	1	41,823-50,822	5	
Executive Secretary	1.00	1	37,897-46,061	5	
Probation Assistant	211.00	211	36,519-44,370	5	A
Probation Assistant L.T. .5	0.50	1	36,519-44,370	5	A
Sr. Personnel Specialist	1.00	1	36,206 - 44,015	5	
Clerical Supervisor 2	5.00	5	36,143 - 43,932	5	
Information Tech Technician Lv 2	2.00	2	35,642 - 43,326	5	
Personnel Specialist	4.00	4	32,928 - 40,027	5	
Account Clerk 3	1.00	1	30,318 - 36,853	5	
Building Maintenance Worker	1.00	1	29,712 - 36,102	5	
Legal Transcriber ©	1.00	1	28,522 - 34,661	5	
Account Clerk Lv 2	4.00	4	28,042 - 34,097	5	
Senior Office Assistant	17.00	17	28,042 - 34,097	5	
Senior Office Assistant L.T. .5	0.50	1	28,042 - 34,097	5	

COUNTY OF SACRAMENTO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Cook 2	4.00	4	28,146 - 34,201	5	
Legal Transcriber	19.00	19	26,831 - 32,594	5	
Storekeeper I	1.00	1	26,601 - 32,343	5	
Office Assistant Lv 2	51.00	51	24,388 - 29,629	5	
Office Assistant Lv 2 .5	0.50	1	24,388 - 29,629	5	
Cook I	7.00	7	25,557 - 31,049	5	
Laundry Worker	2.00	2	24,263 - 29,483	5	
Food Service Worker Lv 2	14.00	14	22,154 - 26,935	5	
	<u>779.00</u>	<u>782</u>			

COUNTY OF SAN BENITO



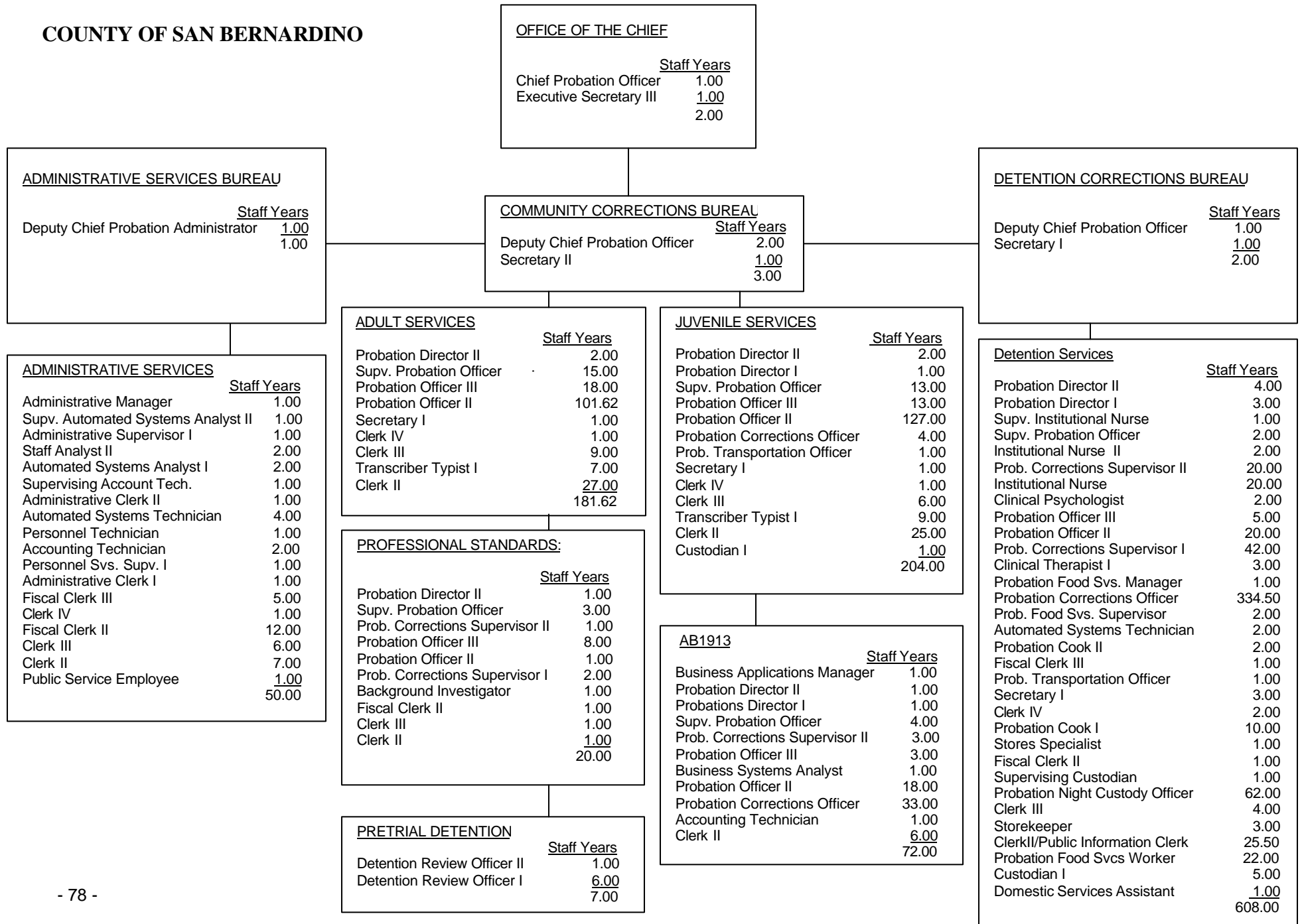
COUNTY OF SAN BENITO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	80,652		
Assistant Chief Probation Officer	1.00	1	53,352 - 68,112	6	
Juvenile Hall Superintendent	1.00	1	53,088 - 67,776	6	J
Probation Officer III	2.00	2	45,852 - 58,548	6	D
Administrative Services Specialist	1.00	1	42,816 - 54,672	6	
Probation Officer II	11.00	11	39,612 - 50,556	6	B
Probation Officer I			35,220 - 44,964	6	A
Juvenile Institution Officer III	4.00	4	38,076 - 48,624**	6	I
Juvenile Institution Officer II	7.00	7	32,892 - 42,000**	6	G
Juvenile Institution Officer I			29,844 - 38,076**	6	F
Probation Aide	1.50	2	30,132 - 38,460	6	
Secretary I	1.00	1	29,412 - 37,536	6	
Office Assistant III	<u>3.50</u>	<u>4</u>	26,676 - 34,044	6	
	34.00	35			

*Includes 2.5 positions that are presently defunded (one Probation Officer I/II, one Juvenile Institution Officer I/II and .50 Probation Aide position.)

**Includes 5% holiday pay and 5% S/T OT pay. Juvenile Institution Officers work 3-4 twelve hours shifts weekly.

COUNTY OF SAN BERNARDINO



COUNTY OF SAN BERNARDINO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief County Probation Officer (*1)	1.0	1	\$126,318	None	
Deputy Chief Probation Officer (*2)	3.0	3	83,262 – 106,517	11	
Deputy Chief Probation Administrator	1.0	1	73,549 - 94,099	11	
Business Applications Manager	1.0	1	66,664 - 85,280	11	
Administrative Manager	1.0	1	65,083 - 83,262	11	
Probation Director II	10.0	10	63,482 - 81,203	11	
Probation Director I	5.0	5	57,554 - 73,549	11	E,J
Supv. Institutional Nurse	1.0	1	57,512 - 72,280	11	
Supv. Probation Officer	37.0	37	56,534 - 72,238	11	D
Institutional Nurse II	2.0	2	53,830 - 67,558	11	
Probation Corrections Supv. II	24.0	24	52,166 - 66,664	11	I
Supv. Automated Systems Analyst II	1.0	1	52,166 - 66,664	11	
Institutional Nurse I	20.0	20	51,542 - 64,584	11	
Administrative Supervisor I	1.0	1	50,918 - 65,083	11	
Clinical Psychologist	2.0	2	49,691 - 63,482	11	
Probation Officer III	47.0	47	48,838 - 62,358	11	C
Business Systems Analyst I	1.0	1	47,341 - 60,445	11	
Staff Analyst II	2.0	2	46,197 - 58,968	11	
Probation Officer II, or Probation Officer I	267.62	269	45,406 – 57,949 37,336 - 47,653	11 11	B A
Probation Corrections Supervisor I	44.0	44	45,094 - 57,554	11	H
Clinical Therapist I	3.0	3	42,952 - 65,083	18	
Automated Systems Analyst I	2.0	2	42,952 - 54,808	11	
Detention Review Officer II	1.0	1	41,912 - 53,477	11	C
Detention Review Officer I	6.0	6	38,958 - 49,691	11	B
Probation Food Services Manager	1.0	1	37,107 - 47,341	11	
Background Investigator	1.0	1	35,298 - 45,094	11	
Executive Secretary III (*3)	1.0	1	35,298 - 45,094	11	
Supervising Accounting Tech.	1.0	1	34,466 - 44,013	11	
Probation Corrections Officer, or Prob. Corrections Officer Trainee	371.5	410	34,466 - 44,013 29,078 - 37,107	11 11	G F
Administrative Clerk II	1.0	1	33,634 - 42,952	11	
Prob. Food Svs Supervisor	2.0	2	33,634 - 42,952	11	
Automated Systems Technician	6.0	6	32,822 - 41,912	11	
Personnel Technician	1.0	1	32,032 - 40,893	11	
Accounting Technician	3.0	3	31,242 - 39,894	11	
Personnel Svs Supv I	1.0	1	29,786 - 38,002	11	
Secretary II	1.0	1	29,786 - 38,002	11	

COUNTY OF SAN BERNARDINO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Probation Cook II	2.0	2	29,786 - 38,002	11	
Administrative Clerk I	1.0	1	29,078 - 37,107	11	
Fiscal Clerk III	6.0	6	28,392 - 36,213	11	
Probation Transportation Officer	2.0	2	27,685 - 35,298	11	
Secretary I	6.0	6	27,685 - 35,298	11	
Clerk IV	5.0	5	26,957 - 33,634	11	
Probation Cook I	10.0	10	25,730 - 32,822	11	
Stores Specialist	1.0	1	25,730 - 32,822	11	
Fiscal Clerk II	14.0	14	25,126 - 32,032	11	
Supervising Custodian	1.0	1	25,126 - 32,032	11	
Probation Night Custody Officer	62.0	65	25,126 - 32,032	11	F
Clerk III	26.0	26	24,482 - 31,242	11	
Transcriber Typist I	16.0	16	23,878 - 30,514	11	
Storekeeper	3.0	3	21,674 - 27,685	11	
Clerk II/Public Info. Clerk	91.5	90	21,674 - 27,685	11	
Probation Food Services Worker	22.0	22	20,654 - 26,354	11	
Custodian I	6.0	6	20,134 - 25,730	11	
Domestic Services Assistant	1.0	1	16,182 - 20,654	11	
Public Service Employee (*4)	<u>1.0</u>	<u>1</u>	11,960 - 31,720		
	1,150.62	1193			

COST OF LIVING (COL) INCREASES:

Effective June 6, 2004 there is a 1.8% salary increase for all Probation Officers and Supervising Probation Officers.

Effective July 10, 2004 there is a 3.0% salary increase for all classifications EXCEPT Probation Officers and Supervising Probation Officers who are in another union.

(*1) Chief Probation Officer (Exempt Classification) Salary effective July 10, 2004 = \$130,108.

(*2) Deputy Chief Probation Officer (Exempt Classification) - Effective July 10, 2004 position receives an additional 3.0% Equity Adjustment.

(*3) Executive Secretary III (Exempt Classification) - Effective July 10, 2004 position receives 3% Equity Adjustment.

(*4) Public Service Employee (PSE) - A range is established with a starting step \$6.75 per hour and steps progressing at \$0.25 per hour up to a maximum of \$15.25 per hour. Increases to salary ranges for this Unit do not apply to PSE's unless specified. A PSE may be hired at any step within the range as determined by the appointing authority. This position is considered unclassified.

COUNTY OF SAN DIEGO

<u>JUVENILE FIELD SERVICES</u>	
	<u>Staff Years</u>
Deputy Chief Probation Officer	1.00
Probation Director	5.00
Alcohol & Drug Prog. Spec III	1.00
Supervising Probation Officer	30.00
Senior Probation Officer	37.00
Deputy Probation Officer	171.00
Transportation Officer	1.00
Prob. Operations Support	1.00
Correctional Dep. Prob. Off II	23.00
Correctional Dep. Prob. Off I	18.00
Administrative Secretary III	1.00
Administrative Secretary II	2.00
Analyst II	3.00
Probation Aide	14.00
Supv Clerk	5.00
Senior Word Processor	1.00
Word Processor Operator	15.00
Senior Clerk	5.00
Records Clerk	24.00
Mail Clerk Driver	2.00
Intermediate Clerk Typist	3.00
363 Positions	363.00

<u>ADULT FIELD SERVICES</u>	
	<u>Staff Years</u>
Deputy Chief Probation Officer	1.00
Probation Director	5.00
Chief, M H Case Mgmt	1.00
Supervising Probation Officer	29.50
Alcohol & Drug Prog Specialist	2.00
Senior Probation Officer	39.00
Deputy Probation Officer	164.00
Correctional Dep. Prob. Off II	7.00
Correctional Dep. Prob. Off I	26.00
Prob Operations Support Mgr	1.00
Analyst II	1.00
Administrative Secretary III	1.00
Administrative Secretary II	4.00
Word Processing Center Supervisor	1.00
Supervising Clerk	9.00
Probation Aide	29.00
Senior Word Processor Operator	3.00
Senior Transcriber Typist	1.00
Senior Clerk	9.00
Word Processor Operator	17.00
Records Clerk	77.00
Mail Clerk Driver	3.00
Intermediate Clerk Typist	5.00
431 Positions	435.50

<u>Staff Years</u>	
Chief Probation Officer	1.00
Asst. Chief Probation Officer	1.00
Administrative Secretary IV	1.00
Administrative Secretary III	2.00
5 Positions	5.00

<u>JUVENILE INSTITUTIONAL SERVICES</u>	
	<u>Staff Years</u>
Deputy Chief Probation Officer	1.00
Probation Director	5.75
Supervising Probation Officer	34.25
Quality Assurance Specialist	1.00
Senior Probation Officer	52.25
Correctional Dep. Prob. Off. II	115.00
Correctional Dep. Prob. Off I	359.00
Administrative Secretary III	1.00
Administrative Secretary II	1.75
Probation Oper Support Mgr	1.00
Detention Processing Supervisor	1.75
Storekeeper II	3.75
Booking Clerk	20.75
Senior Clerk	5.75
Word Processor	1.00
Records Clerk	11.75
Intermediate Clerk Typist	1.00
Stock Clerk	3.75
Sewing Room Supervisor	2.00
Laundry Worker	1.75
667 Positions	625.25

<u>ADMINISTRATIVE SERVICES</u>	
	<u>Staff Years</u>
Manager, Prob. Fiscal & Info Sys	2.00
Manager, Prob. Prog. Plan	2.00
Departmental Personnel Officer III	1.00
Principal Administrative Analyst	3.00
Supervising Probation Officer	2.00
Coordinator, Prob. Comm. Affairs	1.00
Departmental Public Aff Off	1.00
Departmental Personnel Officer II	2.00
Analyst III	5.00
Senior Probation Officer	2.00
Deputy Prob Off	4.00
Analyst II	5.00
Departmental Personnel Officer I	1.00
Accounting Technician	5.00
Senior Account Clerk	5.00
Intermediate Account Clerk	1.00
Associate Accountant	3.00
Senior Accountant	1.00
Coordinator Volunteer	1.00
Coordinator, Volunteer & Public	1.00
Administrative Secretary II	1.00
Personnel Aide	1.00
Supervising Clerk	1.00
Probation Aide	6.00
Record Clerk	4.00
Principle Accountant	1.00
Senior Payroll Clerk	4.00
Storekeeper II	1.00
Senior Clerk	1.00
Mail Clerk Driver	1.00
69 Positions	69.00

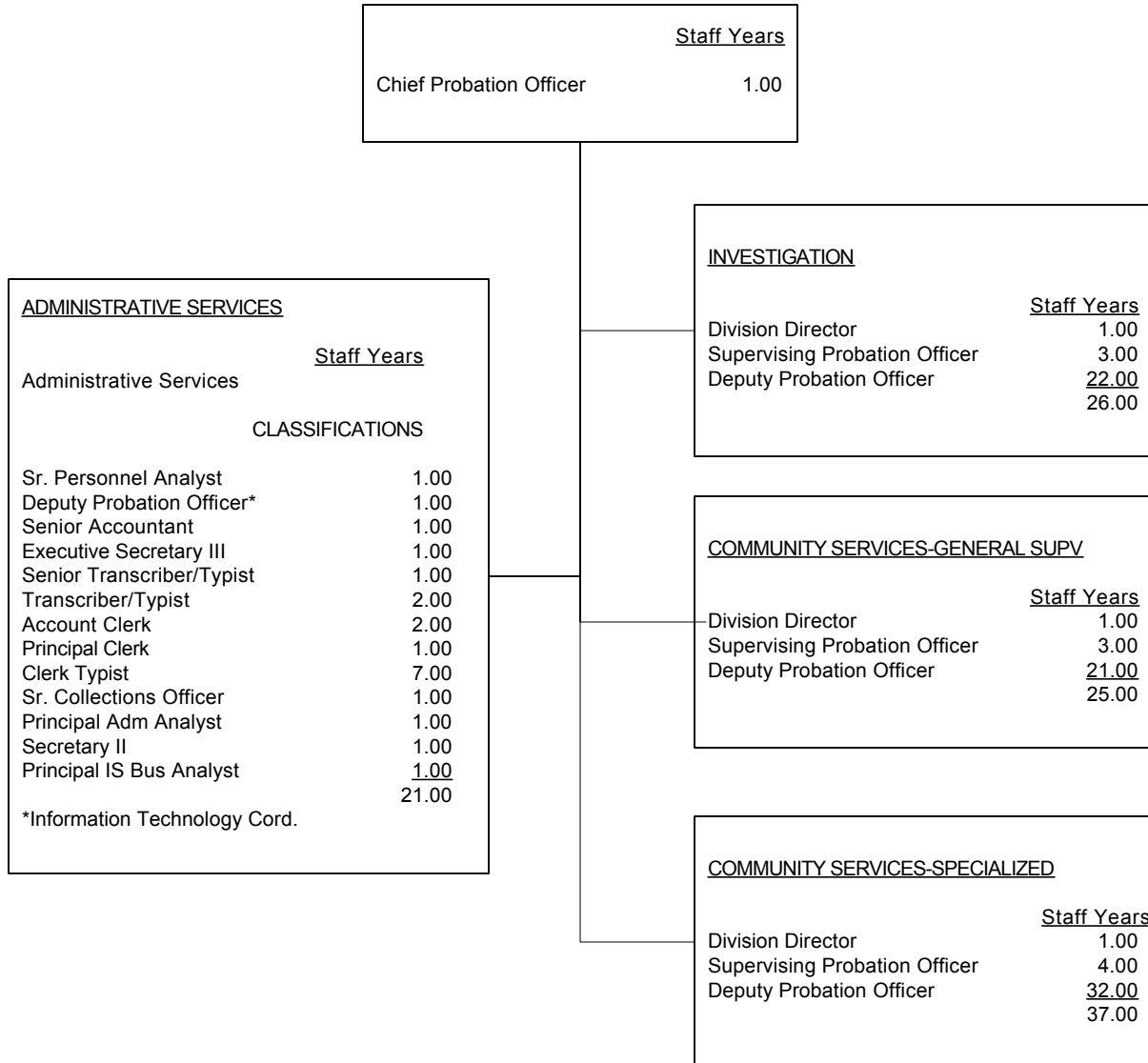
COUNTY OF SAN DIEGO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	93,600 - 183,040	Band	
CPO Actual Salary			130,000		
Assistant Chief Probation Officer	1.00	1	81,120 - 156,000	Band	
Deputy Chief Probation Officer	3.00	3	70,720 - 143,520	Band	
Manager, Probation Fiscal & Info Systems	2.00	2	60,320 - 116,480	Band	
Probation Director	15.75	16	56,160 - 112,320	Band	E, J
Principal Accountant	1.00	1	64,376 - 78,270	5	
Manager Probation Program Planning	2.00	2	62,524 - 76,003	5	
Chief , M H Case Management	1.00	1	61,048 - 74,214	5	
Supervising Probation Officer	95.75	97	55,952 - 71,427	6	D, I
Quality Assurance Specialist	1.00	1	58,032 - 70,512	5	
Departmental Personnel Officer III	1.00	1	56,721 - 68,931	5	
Principal Administrative Analyst	3.00	3	56,721 - 68,931	5	
Senior Accountant	1.00	1	51,417 - 62,504	5	
Administrative Analyst III	2.00	2	50,211 - 61,048	5	
Departmental Personnel Officer II	2.00	2	50,211 - 61,048	5	
Analyst III (V)	3.00	3	50,211 - 61,048	5	
Alcohol & Drug Program Specialist III	1.00	1	50,211 - 61,048	5	
Coordinator, Probation Community Affairs	1.00	1	50,044 - 61,297	5	
Senior Probation Officer	130.25	132	49,316 - 59,945	6	C, H
Departmental Public Affairs Officer	1.00	1	49,046 - 59,612	5	
Coordinator, Volunteer & Public Services	1.00	1	46,945 - 57,054	5	
Probation Operations Support Manager	3.00	3	46,467 - 56,472	5	
Alcohol & Drug Program Specialist II	2.00	2	45,697 - 55,536	5	
Administrative Analyst II	2.00	2	45,510 - 55,328	5	
Departmental Personnel Officer I	1.00	1	45,510 - 55,328	5	
Analyst II	7.00	7	45,510 - 55,328	5	
Deputy Probation Officer	339.00	337	44,720 - 54,392	6	B
Transportation Officer	1.00	1	42,182 - 51,251	6	D
Associate Accountant	3.00	3	41,787 - 50,772	5	
Correctional Deputy Probation Officer II	145.00	150	38,334 - 46,612	6	H
Administrative Secretary IV	1.00	1	37,294 - 45,344	5	
Administrative Secretary III	5.00	5	34,673 - 42,120	5	
Coordinator, Volunteer Services	1.00	1	34,403 - 41,828	5	
Detention Processing Supervisor	1.75	2	34,153 - 41,496	5	
Word Processing Center Supervisor	1.00	1	34,049 - 41,392	5	
Supervising Clerk	15.00	15	30,908 - 37,564	5	
Correctional Deputy Probation Officer I	403.00	430	30,888 - 39,416	8	F

COUNTY OF SAN DIEGO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Probation Aide	49.00	49	30,243 - 36,753	5	
Personnel Aide	1.00	1	30,014 - 36,504	5	
Accounting Technician	5.00	5	29,972 - 36,420	5	
Senior Transcriber Typist	1.00	1	29,744 - 36,171	5	
Detention Processing Tech	20.75	23	29,494 - 35,838	5	
Senior Word Processor Operator	4.00	4	28,912 - 35,152	5	
Admin Secretary II	8.75	9	28,808 - 35,006	5	
Senior Payroll Clerk	4.00	4	28,329 - 34,424	5	
Senior Account Clerk	5.00	5	27,830 - 33,820	5	
Storekeeper II	4.75	5	27,102 - 32,926	5	
Senior Clerk	20.75	21	27,081 - 32,905	5	
Word Processor Operator	33.00	33	26,769 - 32,552	5	
Mail Clerk Driver	6.00	6	25,438 - 28,038	5	
Storekeeper I	3.75	4	24,523 - 29,806	5	
Intermediate Account Clerk	1.00	1	24,169 - 29,369	5	
Records Clerk	116.75	117	24,128 - 29,328	5	
Sewing Room Supervisor	2.00	2	23,816 - 26,249	5	
Laundry Worker	1.75	2	23,670 - 28,787	5	
Intermediate Clerk Typist	9.00	9	23,400 - 28,433	5	
	<u>1497.75</u>	<u>1535</u>			

COUNTY OF SAN FRANCISCO-ADULT



COUNTY OF SAN FRANCISCO-ADULT

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	104,728 - \$127,270	5	E
CPO Actual Salary			\$127,270		
IS Business Analyst	1.0	1	\$78,702 - 98,982	5	
Principal Administrative Analyst	1.0	1	\$74,230 - \$90,220	5	
Division Director	3.0	3	\$68,822 - \$83,642	5	E
Senior Personnel Analyst	1.0	1	\$65,702 - \$79,872	5	
Supervising Probation Officer	10.0	10	\$64,558 - \$78,468	5	D
Executive Secretary III	1.0	1	\$55,640 - \$67,652	5	
Senior Accountant	1.0	1	\$50,960 - \$61,958	5	
Senior Collections Officer	1.0	1	\$47,502 - \$57,746	5	
Principal Clerk	1.0	1	\$46,930 - \$57,044	5	
Deputy Probation Officer	76.0	76	\$46,202 - \$71,318	10	A,B,C
Senior Transcriber Typist	1.0	1	\$43,108 - \$52,364	5	
Secretary II	1.0	1	\$43,108 - \$52,364	5	
Transcriber Typist	2.0	2	\$39,156 - \$47,502	5	
Account Clerk	2.0	2	\$36,868 - \$44,694	5	
Clerk Typist	7.0	7	\$35,750 - \$43,316	5	
	<u>110.00</u>	<u>110</u>			

COUNTY OF SAN JOAQUIN

<u>Staff Years</u>	
Chief Probation Officer	1.00
Assistant Chief Probation Officer	<u>1.00</u>
	2.00

<u>Staff Years</u>	
Secretary	1.00

<u>JUVENILE SERVICES</u>	
<u>Staff Years</u>	
Assistant Deputy Chief	
Probation Officer	1.00
Probation Unit Supervisor	8.00
Probation Officer III	12.00
Probation Officer I/II	28.00
Probation Youth Advocate	1.00
Office Secretary	1.00
Crossroads Case Manager	3.00
Office Supervisor	1.00
Office Assistant Specialist	2.00
Probation Officer Assistant	7.50
Office Assistant	11.00
Office Worker	<u>.75</u>
	76.25

<u>JUVENILE INSTITUTIONAL SERVICES</u>	
<u>Staff Years</u>	
Assistant DCPO	2.00
Probation Unit Supervisor	2.00
Probation Officer III	3.00
Juvenile Facility Supervisor	7.00
Probation Officer I/II	1.00
Juvenile Detention Unit Supv	26.00
Juvenile Detention Officer or Juv Detention Officer Asst	95.50
Accounting Technician II	1.00
Office Secretary	1.00
Departmental Payroll Clerk	1.00
Office Assistant	1.00
Stock Clerk I	1.00
Mail Clerk	<u>.75</u>
	142.25

<u>ADULT SERVICES</u>	
<u>Staff Years</u>	
Assistant Deputy Chief	
Probation Officer	1.00
Probation Unit Supervisor	6.00
Probation Officer III	6.00
Probation Officer I/II	29.75
Pretrial Senior Program Specialist	5.30
Pretrial Program Specialist	4.00
Accounting Technician II	1.00
Office Secretary	1.00
Office Supervisor	1.00
Office Assistant Specialist	4.00
Office Assistant	24.00
Office Worker	<u>.75</u>
	83.80

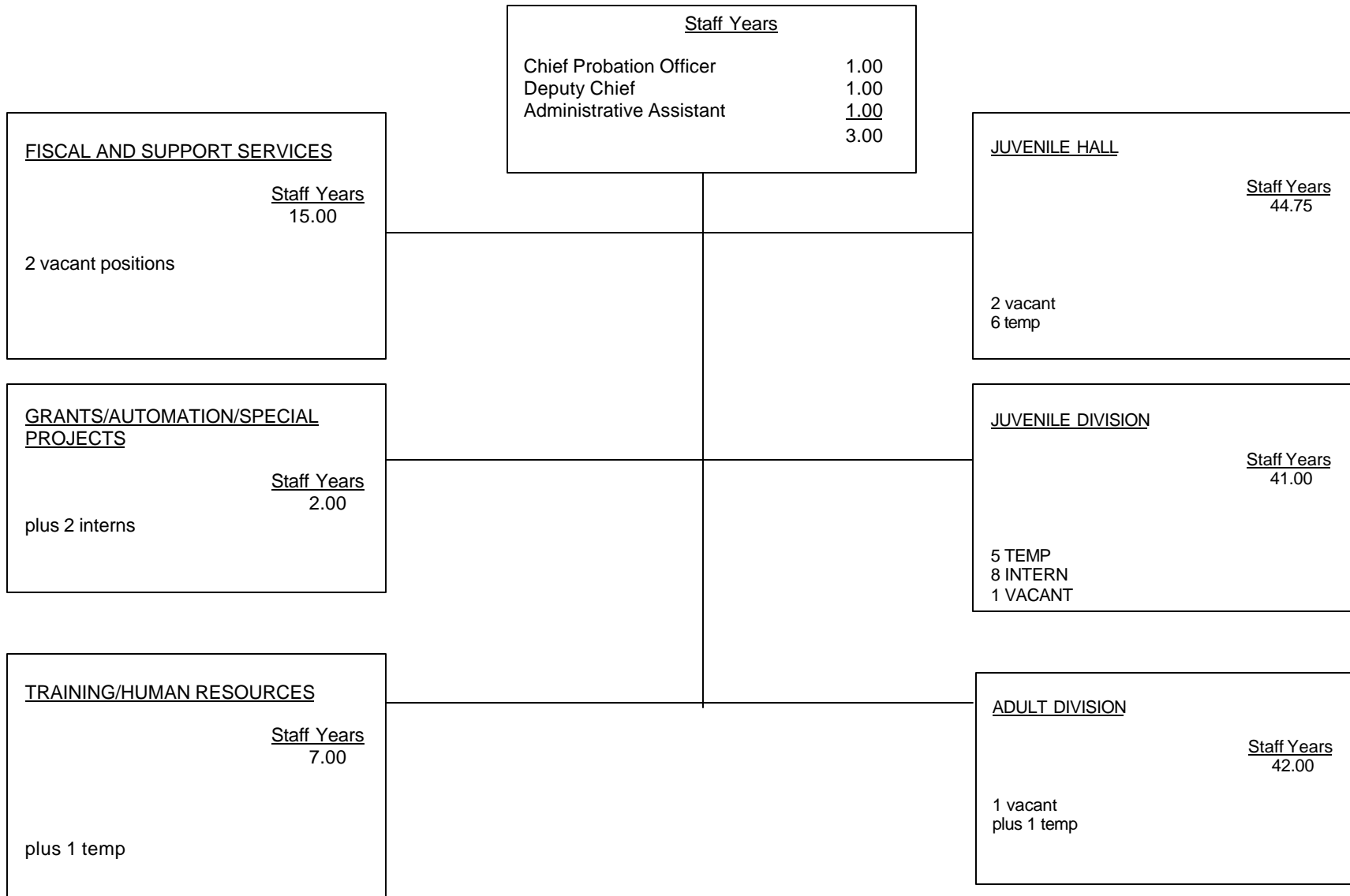
<u>TANF SERVICES</u>	
<u>Staff Years</u>	
Probation Unit Supervisor	3.00
Probation Officer III	1.00
Accounting Auditor II	1.00
Probation Officer I/II	8.00
Juvenile Detention Officer/Assistant	5.00
Office Secretary	1.00
Office Assistant	<u>3.00</u>
	22.00

<u>ADMINISTRATIVE SERVICES</u>	
<u>Staff Years</u>	
Deputy Chief Probation Officer	2.00
Assistant DCPO	1.00
Management Analyst III	1.00
Probation Officer III	2.00
Senior Administrative Supervisor	1.00
Accounting Technician I	1.00
Office Assistant	<u>2.00</u>
	10.00

COUNTY OF SAN JOAQUIN

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$ 97,594 - 118,622	5	
CPO Actual Salary			\$118,622		
Assistant Chief Probation Officer	1.0	1	78,707 - 95,701	5	
Deputy Chief Probation Officer	2.0	2	64,750 - 78,707	5	
Assistant Deputy Chief Probation Officer	5.0	5	53,390 - 67,330	5	E
Management Analyst III	1.0	1	54,579 - 66,352	5	
Probation Unit Supervisor	19.0	19	49,254 - 59,883	5	D
Probation Officer III	24.0	24	45,781 - 55,682	5	C
Juvenile Facility Supervisor	7.0	7	42,765 - 51,979	5	J
Accountant Auditor II	1.0	1	42,162 - 51,230	5	
Probation Officer II or	66.75	67	41,538 - 50,482	5	B
Probation Officer I			35,360 - 42,973	5	A
Juvenile Detention Unit Supervisor	26.0	26	38,230 - 46,467	5	I
Pretrial Senior Program Specialist	4.0	4	35,714 - 43,410	5	
Crossroads Case Manager	3.0	3	35,360 - 42,973	5	
Juvenile Detention Officer or	100.5	105	34,341 - 41,746	5	G
Juvenile Detention Officer Assistant			29,245 - 35,547	5	F
Executive Secretary	1.0	1	34,008 - 41,350	5	
Senior Administrative Supervisor	1.0	1	33,842 - 41,142	5	
Accounting Technician II	2.0	2	33,363 - 40,539	5	
Pretrial Program Specialist	5.3	6	33,197 - 40,352	5	
Probation Youth Advocate	1.0	1	32,386 - 37,502	5	
Office Secretary	4.0	4	29,099 - 35,360	5	
Office Supervisor	2.0	2	29,099 - 35,360	5	
Accounting Technician I	1.0	1	28,829 - 35,027	5	
Office Assistant Specialist	6.0	6	27,581 - 33,509	5	
Probation Officer Assistant	7.5	10	27,310 - 33,197	5	
Departmental Payroll Clerk	1.0	1	26,915 - 32,718	5	
Senior Office Assistant or	41.0	41	26,270 - 31,928	5	
Office Assistant			25,022 - 30,410	5	
Stock Clerk I	1.0	1	23,712 - 28,829	5	
Office Worker	1.5	2	22,693 - 27,581	5	
Mail Clerk	0.75	1	23,483 - 25,538	5	
	<u>337.30</u>	<u>346</u>			

COUNTY OF SAN LUIS OBISPO



COUNTY OF SAN LUIS OBISPO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$ 121,014	5	
Deputy Chief Probation Officer	1.0	1	78,707 – 95,682	5	
Division Manager	5.0	5	64,938 – 78,943	5	E & J
Admin Services Officer III	1.0	1	64,501 – 78,409	5	E
Admin Services Officer II	1.0	1	47,632 – 57,907	5	D
Accountant II	1.0	1	47,632 – 57,907	5	D
Admin Services Officer I	1.0	1	39,686 – 48,214	5	
Supv Deputy Probation Officer	13.0	13	50,918 – 61,901	5	D & I
Deputy Probation Officer II	41.0	41	42,453 – 51,605	5	B
Supv Juvenile Services Officer	4.0	4	43,098 – 52,395	5	I
Juvenile Services Officer III	5.0	5	39,978 – 48,589	5	H
Supv Admin Clerk II/Conf.	1.0	1	36,171 – 43,971	5	
Departmental Automation Specialist	1.0	1	55,827 – 67,849	5	
Deputy Probation Officer I	13.0	13	35,318 – 42,931	5	A
Juvenile Services Officer II	14.0	14	36,338 – 44,158	5	G
Supv Legal Clerk	2.0	2	36,691 – 44,595	5	
Collection Officer II	1.0	1	36,129 – 43,929	5	
Collection Officer I	3.0	3	34,403 – 41,829	5	
Probation Assistant	5.0	5	31,970 – 38,875	5	D
Cook III	1.0	1	32,261 – 39,229	5	
Juvenile Services Officer I	8.0	8	33,010 – 40,102	5	F
Legal Clerk	8.5	9	31,533 – 38,355	5	
Correctional Technicians	4.75	5	31,158 – 37,898	5	
Cook II	3.0	3	30,014 – 36,504	5	
Sr. Account Clerk	1.0	1	29,578 – 35,942	5	
Admin Assistant III	3.0	3	28,080 – 34,133	5	
Admin Assistant II	4.5	5	25,501 – 30,992	5	
Account Clerk	7.0	7	25,314 – 30,757	5	
	<u>154.75</u>	<u>156</u>			

COUNTY OF SAN MATEO

<u>Staff Years</u>	
Chief Probation Officer	1.00
Asst. CPO	<u>1.00</u>
	2.00

<u>Staff Years</u>
Executive Secretary 1.00

<u>JUVENILE SERVICES</u>	
<u>Staff Years</u>	
Deputy Director Probation Services	1.00
Probation Services Manager II	2.00
Legal Office Services Manager II	1.00
Probation Services Manager I	11.00
Deputy Probation Officer III-Senior	17.00
Deputy Probation Officer III	44.00
Deputy Probation Officer II	9.00
Deputy Probation Officer I	5.00
Deputy Probation Officer I – U	1.00
Group Supervisor I	17.00
Community Worker	1.000
Bus Driver	4.00

<u>INSTITUTIONAL SERVICES</u>	
<u>Staff Years</u>	
Deputy Director Probation Services	1.00
Probation Services Manager II	2.00
Institution Services Manager	8.00
Deputy Probation Officer III-Senior	1.00
Deputy Probation Officer III	3.00
Group Supervisor III	29.00
Group Supervisor II	34.00
Group Supervisor I	46.00
Administrative Secretary II	2.00
Linen Housekeeping Supervisor	1.00
Utility Worker II	1.00
Seamstress	<u>2.00</u>
	130.00

<u>ADULT SERVICES</u>	
<u>Staff Years</u>	
Deputy Director Probation Services	1.00
Probation Services Manager II	2.00
Legal Office Services Manager II	1.00
Administrative Secretary III	1.00
Probation Services Manager I	11.00
Dep. Probation Officer III – Senior	12.00
Deputy Probation Officer III	44.00
Deputy Probation Officer II	17.00
Deputy Probation Officer I	6.00
Group Supervisor I	2.00
Legal Office Services Supervisor	3.00
Legal Office Specialist	24.00

<u>ADMINISTRATIVE SERVICES</u>	
<u>Staff Years</u>	
Probation Services Manager II	1.00
Financial Services Mgr. II	1.00
Financial Services Mgr. I	1.00
Accountant II	1.00
Accountant I	1.00
Fiscal Office Specialist	1.00
Lead Fiscal Office Assistant	1.00
Fiscal Office Assistant II	2.00
Payroll/Personnel Services Supvr.	1.00
Office Specialist	1.00
Administrative Assistant II-E	1.00
Management Analyst III	1.00
Administrative Assistant I	1.00
Administrative Secretary II	1.00
Information Technology Manager	1.00
Information Technology Analyst	3.00
Dept Data Processing Specialist	<u>1.00</u>
	20.00

COUNTY OF SAN MATEO

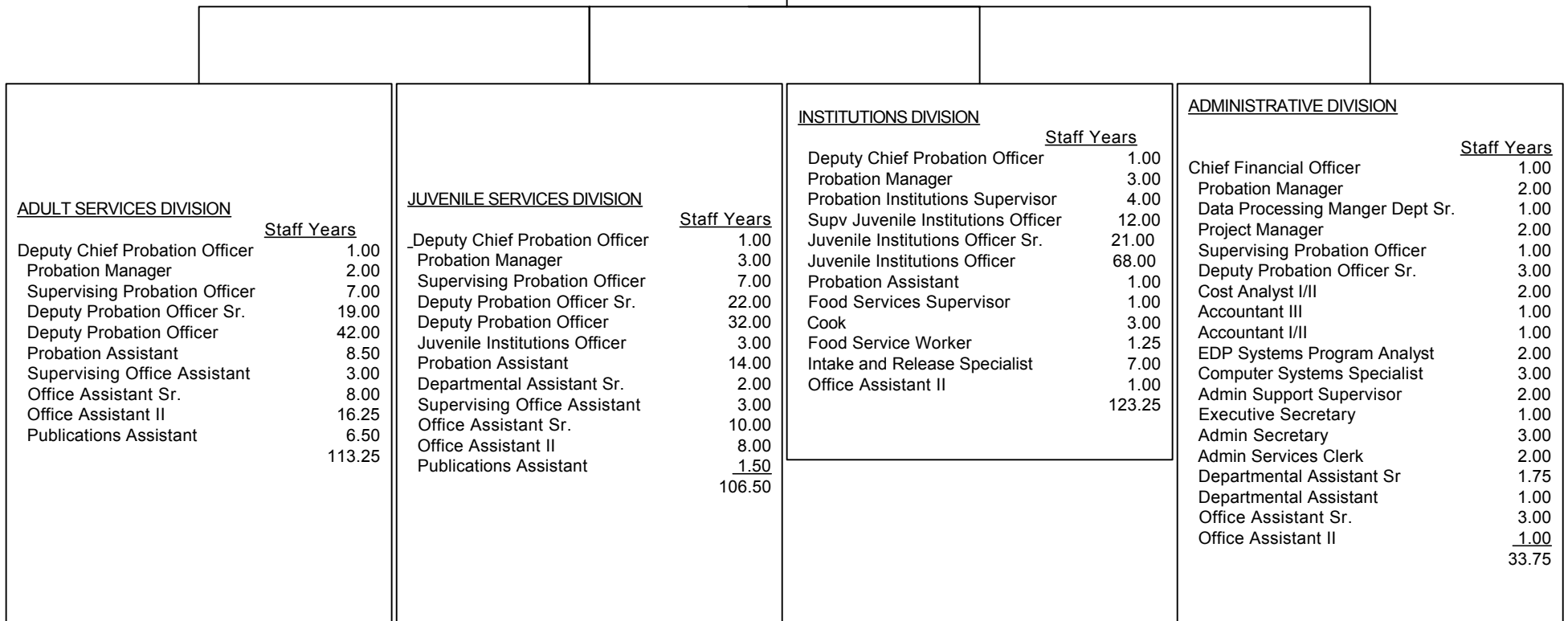
	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Director Probation Services (CPO)	1.0	1	\$111,738 – 139,672	5	
CPO Actual Salary			139,672		
Assistant Director Probation Services	1.0	1	96,533 – 120,661	5	
Deputy Director Probation Services	1.0	3	83,346 – 104,187	5	
Financial Services Manager II	1.0	1	79,394 – 99,237	5	
Information Tech. Manager	1.0	1	75,587 – 94,494	5	
Probation Services Manager II	7.0	7	72,010 – 90,002	5	D
Financial Services Manager I	1.0	1	68,557 – 85,696	5	
Information Tech. Analyst	3.0	3	67,350 – 84,198	5	
Probation Services Manager I	22.0	22	65,333 – 81,661	5	
Management Analyst III	1.0	1	62,192 – 77,730	5	
Deputy Probation Officer III – Senior	30.0	30	74,559	5.74%	differential
Legal Office Service Manager II	2.0	2	59,238 – 74,048	5	
Institution Service Manager	8.0	8	59,238 – 74,048	5	I
Deputy Probation Officer III	90.0	91	56,410 – 70,512	5	C
Deputy Probation Officer II	26.0	27	53,287 – 66,622	5	B
Deputy Probation Officer I	11.0	11	47,757 – 59,696	5	A
Deputy Probation Officer I-U	1.0	1	47,757 – 59,696	5	A
Administrative Assistant II-E	2.0	2	50,799 – 63,482	5	
Group Supervisor III	29.0	29	49,858 – 62,317	5	H
Group Supervisor II	34.0	34	44,845 – 56,056	5	G
Group Supervisor I	65.0	65	39,728 – 49,670	5	F
Legal Office Service Supervisor	7.0	7	49,171 – 61,464	5	
Accountant II	1.0	1	49,026 – 61,277	5	
Accountant I	1.0	1	41,912 – 52,395		
Executive Secretary	1.0	1	46,738 – 58,427	5	
Administrative Assistant I	1.0	1	44,678 – 55,848	5	
Dept. Data Processing Specialist	1.0	1	42,723 – 53,414	5	
Payroll/Personnel Services Supervisor	1.0	1	42,494 – 53,123	5	
Lead Legal Word Processor	2.0	2	42,370 – 52,957	5	
Administrative Secretary III-C	1.0	1	42,349 – 52,936	5	
Administrative Secretary III	1.0	1	42,349 – 52,936	5	
Administrative Secretary II	3.0	3	40,373 – 50,461	5	
Legal Office Specialist	41.0	41	41,330 – 51,667	5	
Fiscal Office Specialist	1.0	1	37,627 – 47,029	5	
Linen Housekeeping Supervisor	1.0	1	37,502 – 46,883	5	
Legal Word Processor	11.0	11	38,397 – 48,006	5	
School Bus Driver	4.0	4	36,379 – 40-664	5	

COUNTY OF SAN MATEO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Legal Office Assistant II	4.0	4	36,150 – 45,178	5	
Lead Fiscal Office Assistant	1.0	1	35,818 – 44,528	5	
Community Worker II	1.0	1	34,902 – 43,638	5	
Office Specialist	1.0	1	34,902 – 43,638	5	
Utility Worker II	1.0	1	34,362 – 42,952	5	
Deputy Court Clerk II	3.0	3	34,216 – 42,765	5	
Public Service Specialist	6.0	6	33,155 – 41,454	5	
Fiscal Office Assistant II	2.0	2	32,885 – 41,101	5	
Office Assistant II	1.0	1	31,574 – 39,478	5	
Seamstress	2.0	2	29,120 – 36,400	5	
	<u>440</u>	<u>444</u>			

COUNTY OF SANTA BARBARA

	<u>Staff Years</u>
Chief Probation Officer	1.00



<u>ADULT SERVICES DIVISION</u>	
	<u>Staff Years</u>
Deputy Chief Probation Officer	1.00
Probation Manager	2.00
Supervising Probation Officer	7.00
Deputy Probation Officer Sr.	19.00
Deputy Probation Officer	42.00
Probation Assistant	8.50
Supervising Office Assistant	3.00
Office Assistant Sr.	8.00
Office Assistant II	16.25
Publications Assistant	6.50
	<u>113.25</u>

<u>JUVENILE SERVICES DIVISION</u>	
	<u>Staff Years</u>
_Deputy Chief Probation Officer	1.00
Probation Manager	3.00
Supervising Probation Officer	7.00
Deputy Probation Officer Sr.	22.00
Deputy Probation Officer	32.00
Juvenile Institutions Officer	3.00
Probation Assistant	14.00
Departmental Assistant Sr.	2.00
Supervising Office Assistant	3.00
Office Assistant Sr.	10.00
Office Assistant II	8.00
Publications Assistant	<u>1.50</u>
	<u>106.50</u>

<u>INSTITUTIONS DIVISION</u>	
	<u>Staff Years</u>
Deputy Chief Probation Officer	1.00
Probation Manager	3.00
Probation Institutions Supervisor	4.00
Supv Juvenile Institutions Officer	12.00
Juvenile Institutions Officer Sr.	21.00
Juvenile Institutions Officer	68.00
Probation Assistant	1.00
Food Services Supervisor	1.00
Cook	3.00
Food Service Worker	1.25
Intake and Release Specialist	7.00
Office Assistant II	1.00
	<u>123.25</u>

<u>ADMINISTRATIVE DIVISION</u>	
	<u>Staff Years</u>
Chief Financial Officer	1.00
Probation Manager	2.00
Data Processing Manger Dept Sr.	1.00
Project Manager	2.00
Supervising Probation Officer	1.00
Deputy Probation Officer Sr.	3.00
Cost Analyst I/II	2.00
Accountant III	1.00
Accountant I/II	1.00
EDP Systems Program Analyst	2.00
Computer Systems Specialist	3.00
Admin Support Supervisor	2.00
Executive Secretary	1.00
Admin Secretary	3.00
Admin Services Clerk	2.00
Departmental Assistant Sr	1.75
Departmental Assistant	1.00
Office Assistant Sr.	3.00
Office Assistant II	<u>1.00</u>
	<u>33.75</u>

COUNTY OF SANTA BARBARA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1	1	141,996	5	
Deputy Chief Probation Officer	3	3	90,648 - 110,664	5	
Chief Financial Officer	1	1	82,044 - 100,152	5	
Deputy Manager Dept Senior	1	1	78,048 - 95,280	5	
Probation Manager	10	10	74,628 - 91,104	5	J,E
PM Grants & Funding-Prob	1	1	73,152 - 89,304	5	
PM Probation Collections	1	1	68,220 - 83,280	5	
EDP Systems & Program Analyst II	1	1	62,736 - 76,584	5	
Cost Analyst II	2	2	57,636 - 70,356	5	
EDP Systems & Program Analyst I	1	1	56,772 - 69,312	5	
Computer Systems Specialist II	2	2	54,552 - 66,600	5	
Deputy Probation Officer Supervisor	15	15	53,856 - 65,748	5	D
Probation Institution Supervisor	4	4	53,856 - 65,748	5	
Accountant III	1	1	49,620 - 60,576	5	
Computer Systems Specialist I	1	1	46,968 - 57,348	5	
Deputy Probation Officer Senior	44	44	46,836 - 57,180	5	C
Juvenile Institution Officer Supervisor	12	12	46,836 - 57,180	5	I
Accountant II	1	1	45,144 - 55,104	5	
Departmental Assistant Senior	3	3	43,152 - 52,680	5	
Administrative Support Supervisor	2	2	42,096 - 51,384	5	
Food Services Supervisor	1	1	41,256 - 50,376	5	
Deputy Probation Officer	74	75	40,728 - 49,716	5	A
Juvenile Institution Officer Senior	21	21	40,728 - 49,716	5	G
Executive Secretary-R	1	1	40,044 - 48,888	5	
Departmental Assistant	1	1	39,060 - 47,688	5	
Juvenile Institution Officer	71	75	38,748 - 47,304	5	F
Departmental Assistant Senior	0.75	1	32,364 - 39,510	5	
Administrative Services Clerk	2	2	31,992 - 39,060	5	
Office Assistant Supervising	6	6	31,836 - 38,868	5	
Administrative Secretary	3	3	31,680 - 38,676	5	
Probation Assistant	23	23	29,652 - 36,204	5	
Publications Assistant II	7	7	29,544 - 36,060	5	
Intake & Release Specialist	7	8	28,524 - 34,824	5	
Office Assistant Senior	21	21	27,960 - 34,140	5	
Publications Assistant I	1	2	27,960 - 34,140	5	
Cook	3	3	27,828 - 33,972	5	
Office Assistant II	25	25	27,684 - 29,832	5	
Office Assistant I	0.75	1	20,763 - 22,374	5	

COUNTY OF SANTA BARBARA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Food Services Worker	0.75	1	17,010 - 20,763	5	
Probation assistant	0.5	1	14,826 - 18,102	5	
Office Assistant II	0.5	1	13,842 - 14,916	5	
Food Services Worker	<u>0.5</u>	<u>1</u>	11,340 - 13,842	5	
	377.75	389			

COUNTY OF SANTA CLARA

	<u>Staff Years</u>
Chief Probation Officer	1.00
Executive Assistant II	<u>1.00</u>
	2.00

<u>INSTITUTIONAL SERVICES</u>		<u>Staff Years</u>
Deputy Chief Probation Officer		1.00
Probation Manager		6.00
Supervising Group Counselor		20.00
Supervising Probation Counselor		9.00
Senior Group Counselor		155.50
Probation Counselor		50.00
Probation Assistant I/II		10.00
Night Attendant		3.00
Building Operations Supervisor		1.00
General Maintenance Mechanic		<u>1.00</u>
		256.50

<u>PROBATION SERVICES</u>		<u>Staff Years</u>
Deputy Chief Probation Officer		1.00
Probation Manager		3.00
Supervising Probation Officer		32.00
Deputy Probation Officer I/II/III		267.50
Probation Community Worker		15.00
Community Worker		1.00
Probation Community Coordinator		10.00
Senior Group Counselor		<u>2.00</u>
		331.50

<u>ADMINISTRATIVE SERVICES</u>		<u>Staff Years</u>
Administrative Services Manager III		1.00
Administrative Services Manager I		1.00
Senior Management Analyst		2.00
Executive Assistant		3.00
Administrative Support Officer I/II/III		5.00
Administrative Assistant		1.00
Management Analyst		3.00
Office Specialist II/III		26.00
Information Systems Manager III		1.00
Information Systems Manager II		1.00
Information Systems Manager I		4.00
Information Systems Analyst I/II		5.00
Information Systems Technician		2.00
Departmental Fiscal Officer		1.00
Senior Accountant		1.00
Accountant/Auditor III		1.00
Accounting Assistant		2.00
Supervising Account Clerk II		1.00
Account Clerk II		8.00
Supervising Deputy Court Clerk II		1.00
Deputy Court Clerks		6.00
Supervising Personnel Services Clerk		1.00
Human Resources Assistant II		2.00
Supervising Clerk		11.00
Justice Systems Clerk II		9.00
Justice Systems Clerk I		55.50
Law Enforcement Clerk		8.50
Law Enforcement Records Tech		2.00
Transcriptionist		7.00
Supervising Storekeeper		1.00
Senior Warehouse Materials Handler		1.00
Storekeeper		6.00
Head Cook		1.00
Cook II		6.00
Cook I		12.00
Food Service Worker II		14.00
Food Service Worker I		6.00
Laundry Operations Supervisor		1.00
Laundry Worker II		<u>4.00</u>
		224.00

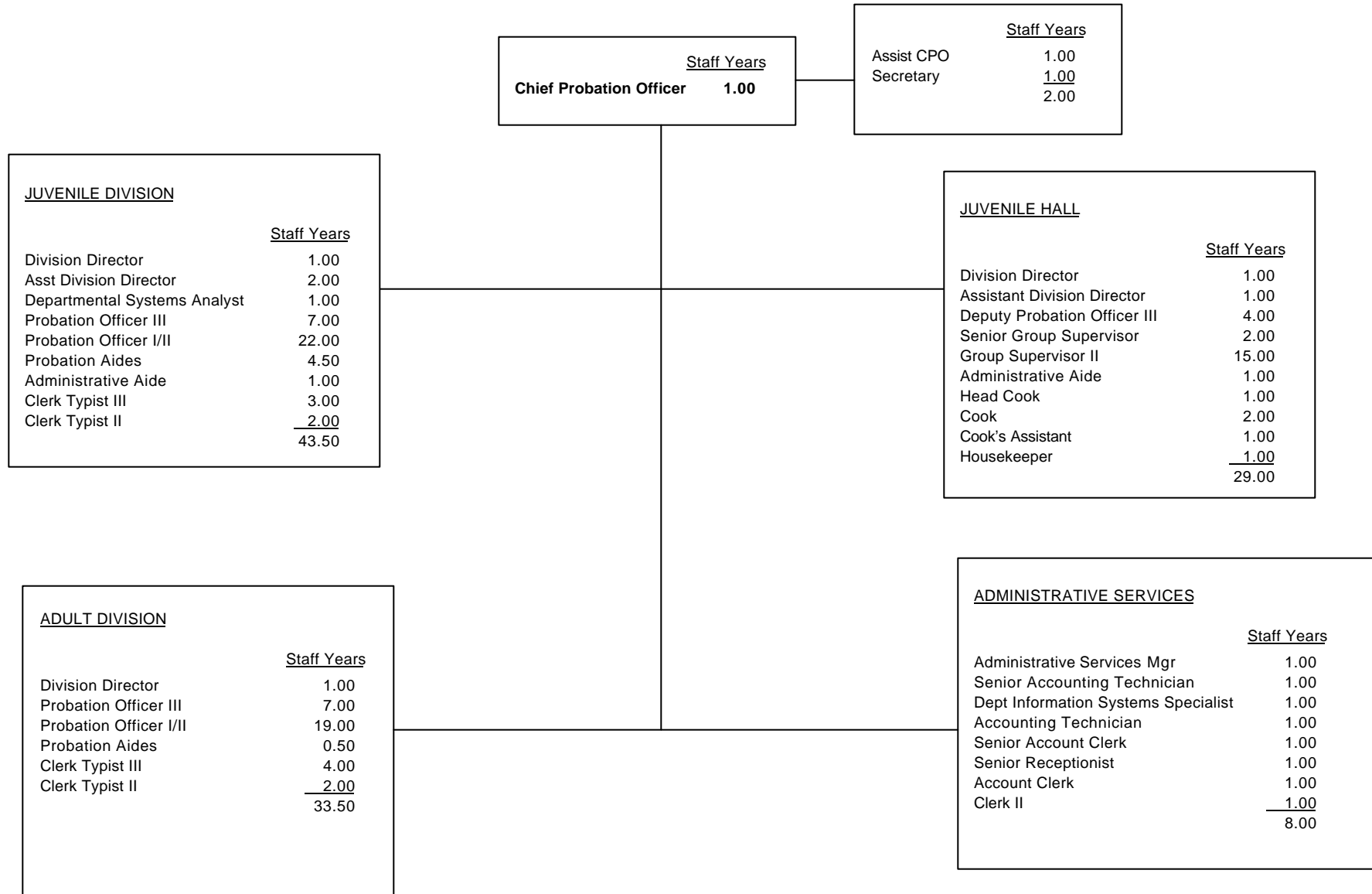
COUNTY OF SANTA CLARA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1.0	\$138,285	7	
Deputy Chief Probation Officer	2.0	2.0	89,562 - 106,211	7	
Administrative Services Manager	1.0	1.0	89,562 - 106,211	7	
Information System Manager III	1.0	1.0	94,501 - 115,009	5	
Information System Manager II	1.0	1.0	85,713 - 104,189	5	
Probation Manager	9.0	9.0	83,622 - 101,650	5	E
Traffic Hearing Officer	1.0	1.0	79,788 - 96,988	5	
Information System Manager I	4.0	4.0	78,890 - 95,896	5	
Departmental Fiscal Officer	1.0	1.0	73,680 - 89,563	5	
Supervising Probation Officer	31.0	31.0	71,881 - 87,377	5	D
Supervising Probation Counselor	9.0	9.0	70,855 - 86,133	5	I
Building Operations Supervisor	1.0	1.0	70,167 - 85,297	5	
Information Systems Analyst II, or	5.0	5.0	67,371 - 81,536	5	
Information Systems Analyst I			62,454 - 75,554	5	
Administrative Services Manager I	1.0	1.0	66,121 - 80,421	5	
Senior Management Analyst	2.0	2.0	66,121 - 80,421	5	
Senior Accountant	1.0	1.0	66,121 - 80,421	5	
Supervising Group Counselor	20.0	20.0	64,563 - 78,505	5	H
Deputy Probation Officer III, or	267.5	272.0	63,292 - 76,964	5	C
Deputy Probation Officer II, or			56,312 - 68,451	5	B
Deputy Probation Officer I			47,228 - 57,423	5	A
Probation Counselor II, or	50.0	50.0	62,069 - 75,475	5	G
Probation Counselor I			54,976 - 66,814	5	F
Administrative Support Officer III, or	5.0	5.0	60,595 - 73,680	5	
Administrative Support Officer II, or			54,976 - 66,814	5	
Administrative Support Officer I			51,083 - 62,069	5	
Management Analyst, or	3.0	3.0	60,595 - 73,680	5	
Assoc. Management Analyst B, or			50,353 - 61,189	5	
Assoc. Management Analyst A			43,268 - 52,618	5	
Accountant III, or	1.0	1.0	59,413 - 72,232	5	
Accountant II, or			49,937 - 60,389	5	
Accountant/Auditor/Appraiser			44,368 - 53,600	5	
Senior Group Counselor, or	156.5	157.0	54,698 - 66,464	5	
Group Counselor II, or			48,643 - 59,122	5	
Group Counselor I			41,816 - 50,848	5	
Supervising Personnel Services Clerk	1.0	1.0	53,394 - 64,881	5	
Supervising Deputy Court Clerk II	1.0	1.0	51,584 - 62,679	5	
Information System Tech II	2.0	2.0	51,611 - 62,454	5	

COUNTY OF SANTA CLARA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Supervising Account Clerk II, or Supervising Account Clerk I	1.0	1.0	51,334 - 62,373	5	
Head Cook	1.0	1.0	50,353 - 61,189	5	
Executive Assistant II	1.0	1.0	49,600 - 60,289	5	
Probation Assistant II, or Probation Assistant I	12.0	12.0	48,643 - 59,122	5	
Supervising Clerk	11.0	11.0	47,946 - 58,282	5	
Supervising Storekeeper	1.0	1.0	47,946 - 58,282	5	
Probation Community Coordinator	10.0	10.0	46,505 - 56,195	5	
Executive Assistant I	3.0	3.0	43,695 - 53,134	5	
Law Enforcement Records Tech	2.0	2.0	42,929 - 51,861	5	
Laundry Services Supervisor	1.0	1.0	42,010 - 51,083	5	
Deputy Court Clerk II - Non-Courts, or Deputy Court Clerk I - Non-Courts	6.0	6.0	41,708 - 50,382	5	
Probation Community Worker Community Worker	15.0	15.0	41,708 - 50,382	5	
Justice Systems Clerk II	9.0	9.0	41,708 - 50,382	5	
General Maintenance Mechanic	1.0	1.0	40,772 - 49,242	5	
Human Resources Assistant II, or Human Resources Assistant I	2.0	2.0	39,626 - 48,181	5	
Administrative Assistant	1.0	1.0	39,092 - 47,181	5	
Senior Warehouse Materials Handler	1.0	1.0	38,339 - 46,282	5	
Accountant Assistant	2.0	2.0	37,294 - 45,011	5	
Cook II	6.0	6.0	36,905 - 44,574	5	
Law Enforcement Clerk	8.5	9.0	36,225 - 43,744	5	
Justice Systems Clerk I	55.5	58.0	35,262 - 42,507	5	
Night Attendant	3.0	3.0	35,262 - 42,507	5	
Transcriptionist	7.0	7.0	35,262 - 42,507	5	
Office Specialist III	23.0	23.0	34,932 - 42,101	5	
Storekeeper	6.0	6.0	34,597 - 41,708	5	
Account Clerk II, or Account Clerk I	8.0	8.0	34,459 - 41,552	5	
Cook I	12.0	12.0	33,517 - 40,385	5	
Office Specialist II	3.0	3.0	31,851 - 38,339	5	
Laundry Worker II	4.0	4.0	31,851 - 38,339	5	
Food Service Worker II	14.0	14.0	30,559 - 36,739	5	
Food Service Worker I	6.0	6.0	29,191 - 35,096	5	
	<u>814.0</u>	<u>822.0</u>			

COUNTY OF SANTA CRUZ

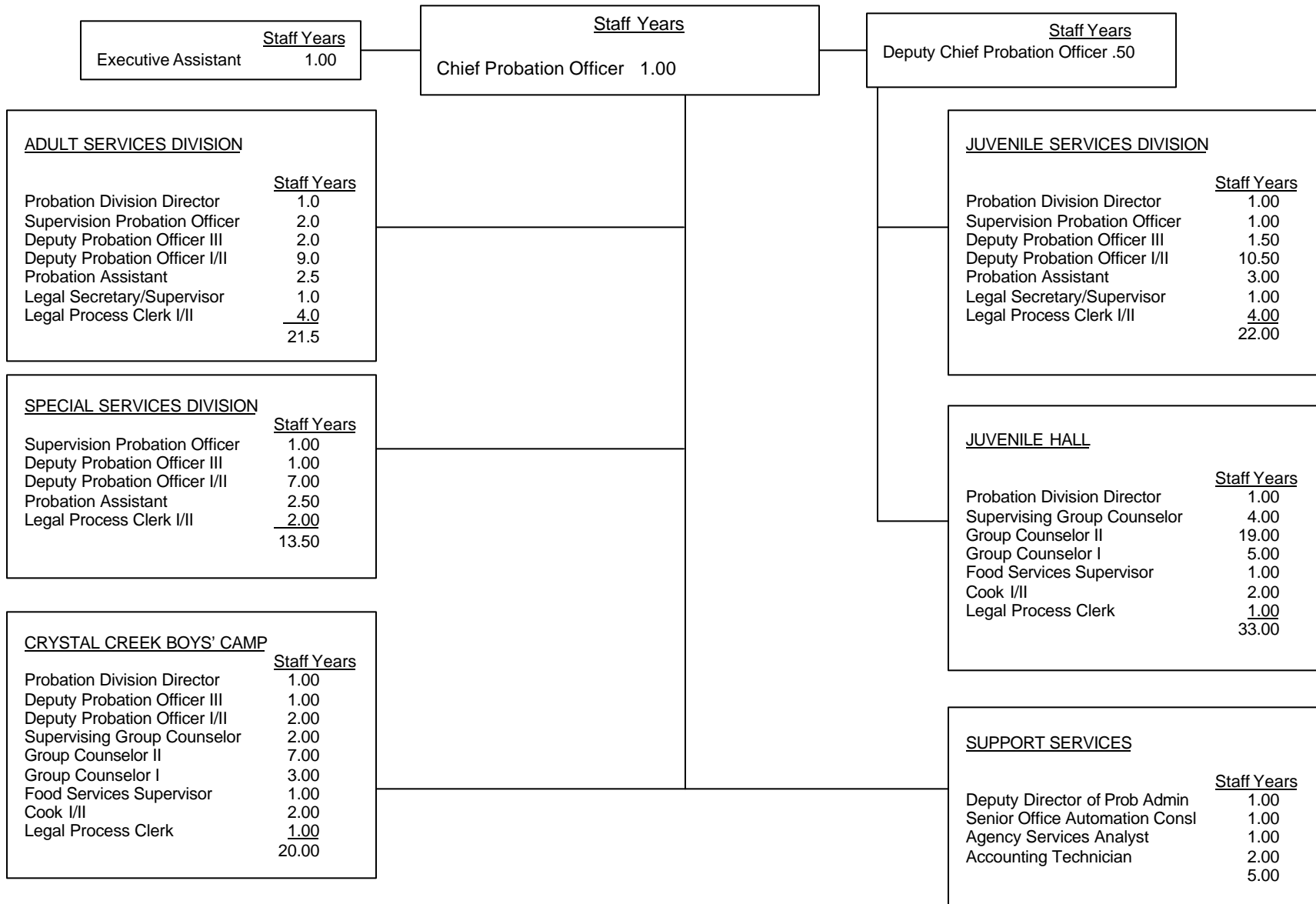


COUNTY OF SANTA CRUZ

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	91,915 - 123,219	7	
Actual CPO Salary			123,219		
Assistant Chief Probation Director	1.00	1	67,850 - 90,917	7	
Administrative Services Manager	1.00	1	61,984 - 82,722	7	
Probation Division Director	3.00	3	61,776 - 82,389	7	E,J
Assistant Probation Division Director	3.00	3	50,856 - 67,704	7	D, I
Dept. Systems Analyst	1.00	1	49,005 - 65,354	7	
Deputy Probation Officer III	18.00	18	51,584 - 64,626	7	C
Deputy Probation Officer II, or Deputy Probation Officer I	41.00 0.00	41 0	45,573 - 57,658 41,246 - 52,187	7 7	B A
Senior Group Supervisor	2.00	2	42,744 - 54,038	7	H
Senior Accounting Technician	1.00	1	40,539 - 53,373	7	
Dept. Info. Systems Specialist	1.00	1	40,539 - 51,272	7	
Administrative Aide	2.00	2	39,291 - 49,712	7	
Group Supervisor II or Group Supervisor I	15.00 0.00	15 0	39,291 - 49,712 35,672 - 45,115	7 7	G F
Accounting Technician	1.00	1	37,877 - 47,882	7	
Probation Aide	5.00	5	37,710 - 47,674	7	
Secretary	1.00	1	37,544 - 47,466	7	
Head Cook	1.00	1	34,736 - 43,867	7	
Senior Account Clerk	1.00	1	32,406 - 40,976	7	
Senior Receptionist	1.00	1	32,094 - 40,560	7	
Typist Clerk III	7.00	7	32,094 - 40,560	7	
Cook	2.00	2	31,616 - 39,874	7	
Account Clerk	1.00	1	30,472 - 37,565	7	
Typist Clerk II	4.00	4	28,933 - 36,650	7	
Clerk II	1.00	1	28,725 - 36,317	7	
Housekeeper	1.00	1	28,434 - 35,339	7	
Cook's Assistant	1.00	1	27,061 - 34,237	7	
	<u>117.00</u>	<u>117</u>			

Known salary increases effective: 11-09-04

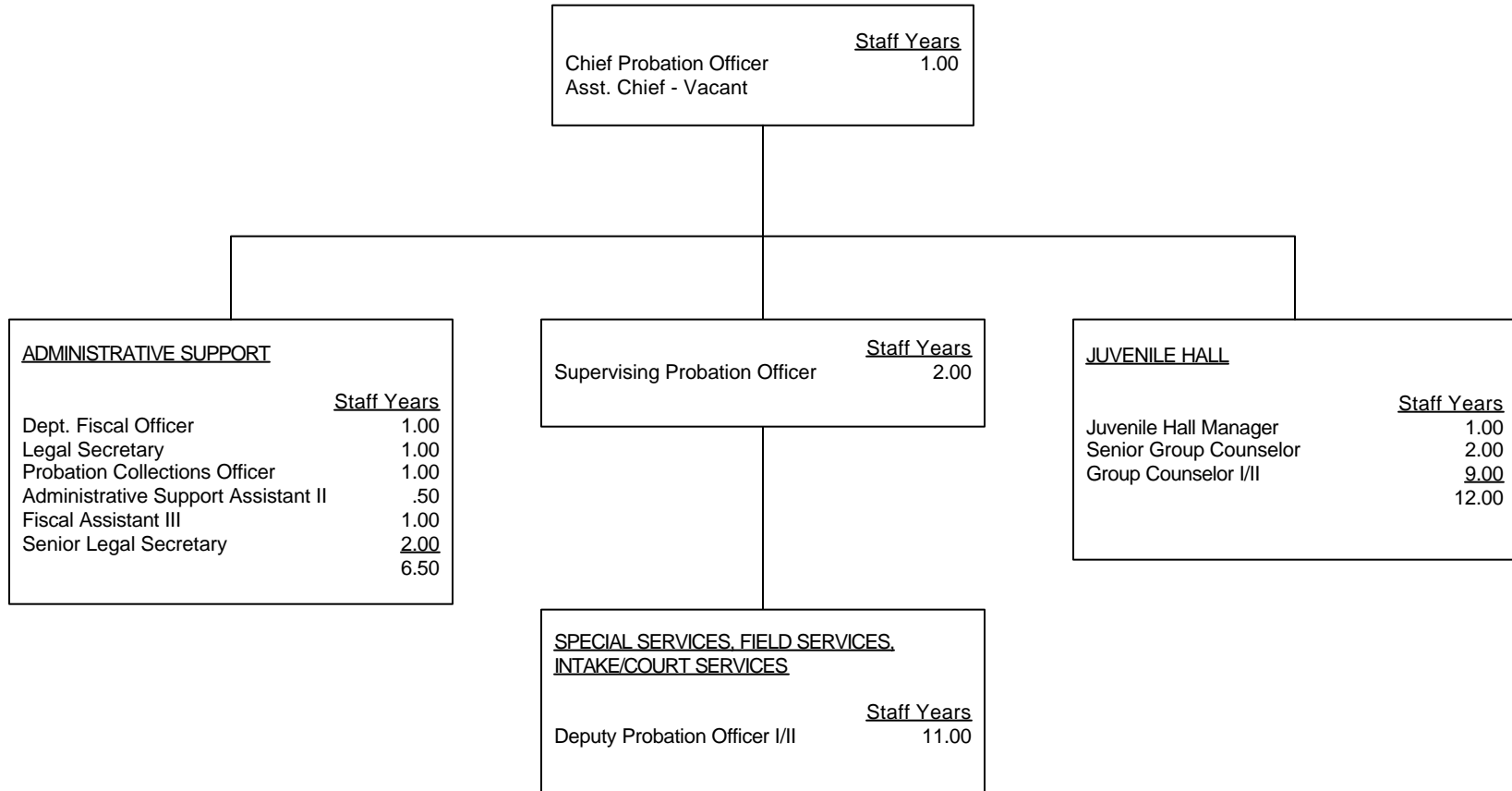
COUNTY OF SHASTA



COUNTY OF SHASTA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$ 80,144	6	
Deputy Chief Probation Officer	0.5	1	54,600 - 69,684	6	
Deputy Director of Probation Administration	1.0	1	51,996 - 66,372	6	
Probation Division Director	4.0	4	43,200 - 55,140	6	E,J
Senior Office Automation Consultant	1.0	1	43,200 - 55,140		
Supervising Probation Officer	4.0	4	38,796 - 49,524	5	D
Deputy Probation Officer III, or	5.5	6	35,196 - 44,916	5	C,H
Deputy Probation Officer I/II	28.5	29	28,260 - 41,748	5	B,G
Agency Staff Analyst	1.0	1	33,516 - 42,780	6	
Community Service Coordinator	1.0	1	32,388 - 41,340	5	
Supervising Group Counselor	6.0	6	29,664 - 37,872	5	I
Accounting Technician	2.0	2	28,956 - 36,948	6	
Executive Assistant	1.0	1	28,116 - 35,892	6	
Food Services Supervisor	2.0	2	28,116 - 35,892	6	
Legal Secretary/Supervisor	2.0	2	26,652 - 34,008	6	
Group Counselor II, or	26.0	26	26,256 - 33,516	5	G
Group Counselor I	8.0	8	23,820 - 30,396	5	F
Probation Assistant	8.0	8	26,136 - 33,360	6	
Cook I/II	4.0	4	20,976 - 29,964	6	
Legal Process Clerk I/II	12.0	12	21,192 - 29,808	6	
	<u>118.5</u>	<u>120</u>			

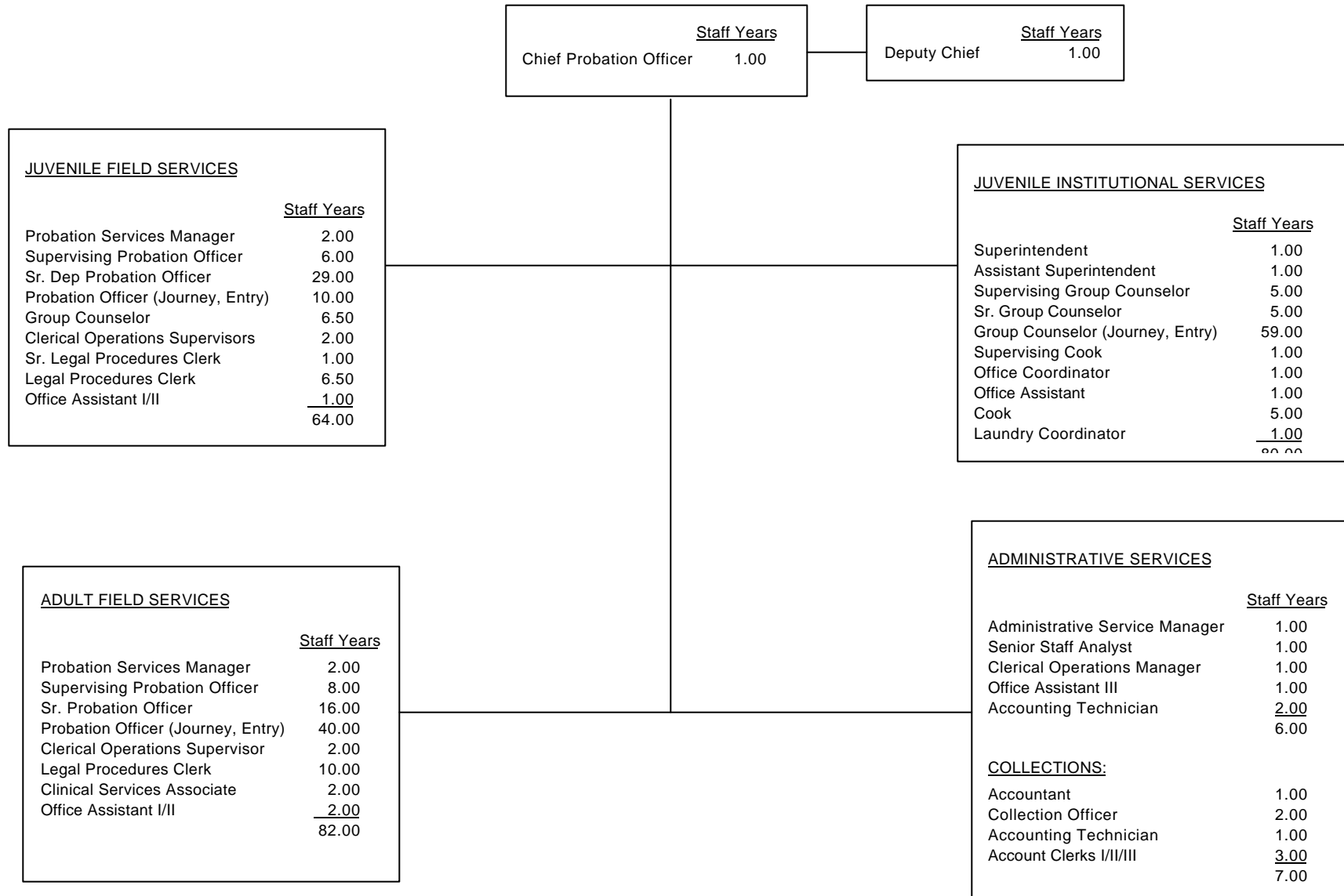
COUNTY OF SISKIYOU



COUNTY OF SISKIYOU

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$58,762 - 71,426	5	
CPO Actual Salary			64,758		
Assistant Chief (vacant)		1	48,673 - 59,161	5	
Juvenile Hall Manager	1.00	1	44,493 - 54,082	5	
Supervising Probation Officer	2.00	2	41,366 - 50,282	5	D
Deputy Probation Officer II	11.00	11	35,734 - 43,436	5	C
Dept. Fiscal Officer	1.00	1	34,862 - 42,375	5	D
Senior Group Counselor	2.00	2	29,390 - 35,734	5	I
Senior Legal Secretary	2.00	2	24,772 - 30,098	5	C
Group Counselor II	9.00	9	25,417 - 30,867	5	G
Probation Collections Officer	1.00	1	23,670 - 28,683	5	B
Legal Secretary	1.00	1	22,464 - 27,310	5	B
Fiscal Assistant II	1.00	1	21,403 - 26,021	5	B
Admin. Support Assistant	<u>.50</u>	<u>.50</u>	17,618 - 21,403	5	A
	32.50	33.5			

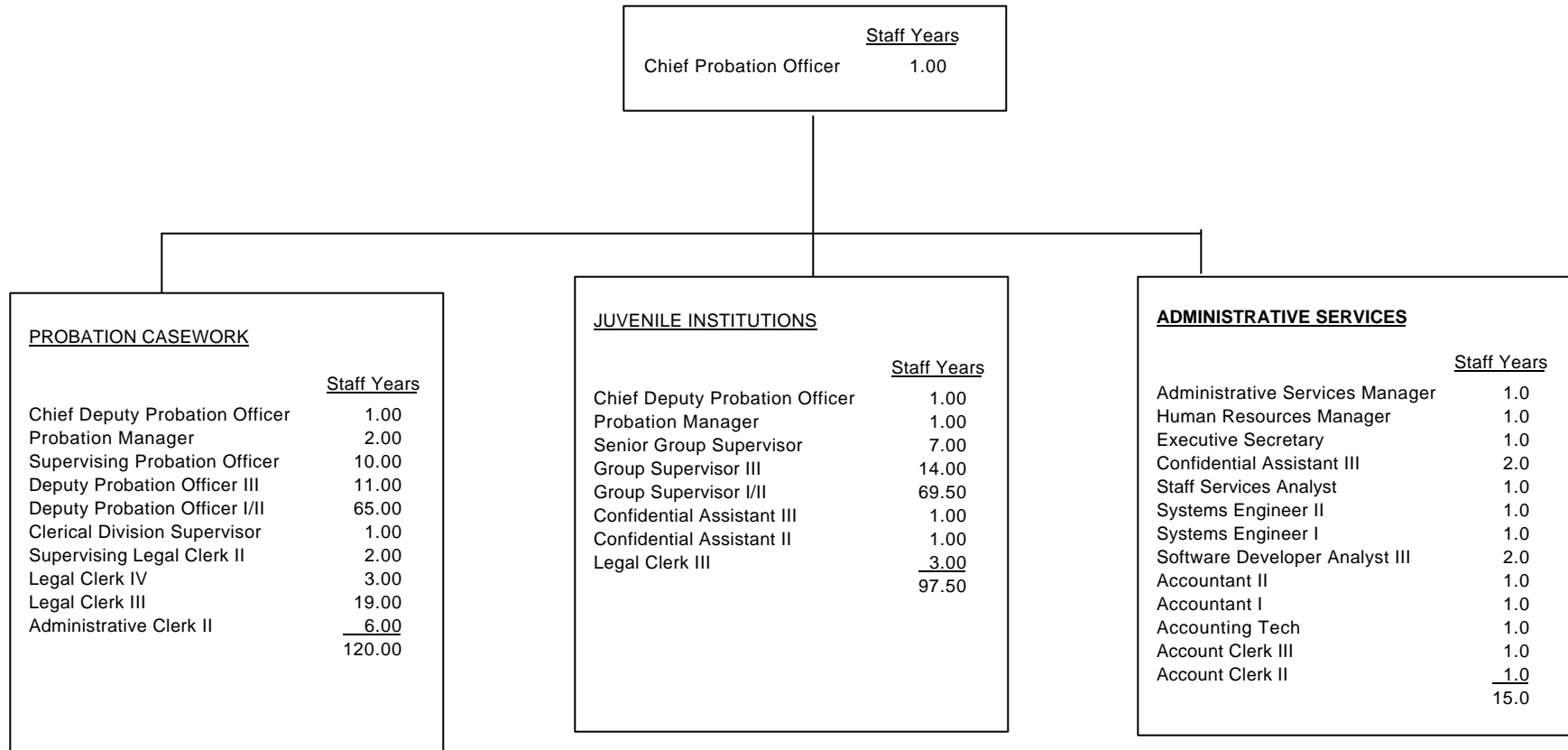
COUNTY OF SOLANO



COUNTY OF SOLANO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Director of Probation			107,169.12	1	
*CPO Actual Salary:	1.0	1	140,000.00	5	
Assistant Probation Director	1.0	1	73,464.28 - 89,296.29	5	
Superintendent Juvenile Hall	1.0	1	64,691.42 - 78,632.82	5	J
Assistant Superintendent JH	1.0	1	55,120.00 - 66,998.70	5	J
Admin Services Manager	1.0	1	64,691.42 - 78,632.82	5	
Senior Staff Analyst	1.0	1	52,174.56 - 63,418.50	5	
Probation Service Manager	4.0	4	64,691.42 - 78,632.82	5	E
Supv. Deputy Probation Officer	14.0	14	55,120.00 - 66,998.70	5	D
Supv. Group Counselor	5.0	5	48,993.32 - 59,551.68	5	I
Senior Deputy Probation Officer	45.0	45	48,993.32 - 59,551.68	5	C
Clinical Services Associate **	2.0	2	49,099.06 - 59,680.22	5	
Senior Group Counselor	5.0	5	42,956.42 - 52,213.80	5	H
Accountant	1.0	1	45,842.28 - 55,721.58	5	
Clerical Operations Manager	1.0	1	45,273.32 - 55,030.00	5	
Deputy Probation Officer (j/l)	38.0	38	42,956.42 - 52,213.80	5	B
Deputy Probation Officer (entry)	12.0	12	37,183.86 - 45,197.22	5	A
Clerical Operations Supervisor	4.0	4	37,909.22 - 46,542.04	5	
Office Coordinator	1.0	1	37,909.22 - 46,542.04	5	
Group Counselor (j/l)	53.0	53	37,183.86 - 45,197.22	5	G
Group Counselor (entry)	12.5	13	32,206.83 - 39,147.60	5	F
Office Assistant III	1.0	1	35,524.16 - 43,614.87	5	
Accounting Technician	3.0	3	35,524.16 - 43,614.87	5	
Collection Officer	2.0	2	32,206.83 - 39,147.60	5	
Supervising Cook	1.0	1	34,561.50 - 42,009.72	5	
Account Clerk I/II/III	3.0	3	30,040.99 - 42,151.29	5	
Senior Legal Procedures Clerk	1.0	1	33,140.28 - 40,687.70	5	
Legal Procedures Clerk	16.5	17	31,948.33 - 39,224.11	5	
Office Assistant II	4.0	4	31,948.33 - 39,224.11	5	
Health Assistant	0.0	0	34,256.59 - 41,639.10	5	
Cook	5.0	5	29,991.00 - 36,454.37	5	
Laundry Coordinator	1.0	1	32,206.83 - 39,147.60	5	
	<u>241.0</u>	<u>242</u>			

COUNTY OF STANISLAUS



COUNTY OF STANISLAUS

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$108,098		
Chief Deputy Probation Officer	2.0	2	\$67,600 - \$101,400		E,J
Probation Manager	3.0	3	\$53,768 - \$80,683		E,J
Administrative Services Manager	1.0	1	\$53,768 - \$80,683		
Human Resources Manager	1.0	1	\$47,611 - \$71,386		
Systems Engineer II	1.0	1	\$56,347 - \$68,474	5	
Software Developer Analyst III	2.0	2	\$56,347 - \$68,474	5	
Clerical Division Supervisor	1.0	1	\$42,744 - \$64,126	5	
Supervising Probation Officer	10.0	10	\$49,400 - \$60,070	5	D
Systems Engineer I	1.0	1	\$48,693 - \$59,197	5	
Senior Group Supervisor	7.0	7	\$44,616 - \$54,226	5	I
Executive Secretary	1.0	1	\$35,880 - \$53,830		
Accountant II	1.0	1	\$43,930 - \$53,394	5	
Deputy Probation Officer III	11.0	11	\$43,722 - \$53,144	5	C
Deputy Probation Officer I/II	65.0	65	\$32,864 - \$48,360	10	A,B
Staff Services Analyst	1.0	1	\$38,896 - \$47,278	5	
Group Supervisor III	14.0	14	\$38,771 - \$47,133	5	H
Confidential Assistant III	3.0	3	\$29,869 - \$44,824		
Supervising Legal Clerk II	2.0	2	\$35,194 - \$42,786	5	
Accountant I	1.0	1	\$34,382 - \$41,808	5	
Group Supervisor I/II	69.5	80	\$29,702 - \$41,392	10	F,G
Confidential Assistant II	1.0	1	\$26,499 - \$39,749		
Accounting Technician	1.0	1	\$30,493 - \$37,066	5	
Legal Clerk IV	3.0	3	\$29,078 - \$35,339	5	
Legal Clerk III	22.0	22	\$26,645 - \$32,386	5	
Account Clerk III	1.0	1	\$24,856 - \$30,222	5	
Account Clerk II	1.0	1	\$24,606 - \$29,890	5	
Administrative Clerk II	6.0	6	\$23,587 - \$28,704	5	
	<u>233.5</u>	<u>244</u>			

COUNTY OF SUTTER

	<u>Staff Years</u>
Chief Probation Officer	1.00

<u>JUVENILE UNIT</u>	
	<u>Staff Years</u>
Deputy Chief Probation Office	1.0
Supervising Deputy Probation Officer	1.0
Deputy Probation Officer III	5.0
Deputy Probation Officer I/II	<u>12.0</u>
	19.0

<u>ADULT UNIT</u>	
	<u>Staff Years</u>
Deputy Chief Probation Officer	1.00
Supervising Deputy Probation Officer	1.00
Deputy Probation Officer III	4.00
Deputy Probation Officer I/II	7.00
Domestic Violence Program Coord.	<u>1.00</u>
	14.00

<u>ADMINISTRATIVE UNIT</u>	
	<u>Staff Years</u>
Administrative Services Officer	1.00
Executive Secretary	1.00
Office Assistant III	2.00
Office Assistant I	<u>1.00</u>
	5.00

COUNTY OF SUTTER

	<u>Staff Years</u>	<u>Generic Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Class</u>
Chief Probation Officer	1.0	1	\$ 70,591 - 94,910	8	E
CPO Actual Salary			94,909		
Chief Deputy Probation Officer	2.0	2	57,858 - 77,931	8	E
Administrative Services Officer	1.0	1	57,002 - 70,625	8	E
Supervising Probation Officer	2.0	2	43,791 - 59,395	8	D
Domestic Violence Program Coordinator	1.0	1	39,459 - 54,064	8	C
Deputy Probation Officer III	9.0	9	39,459 - 54,064	8	C
Deputy Probation Officer II, or	19.0	19	35,320 - 48,559	8	B
Deputy Probation Officer I			31,677 - 43,720	8	A
Executive Secretary	1.0	1	27,316 - 37,724	8	
Office Assistant III	2.0	2	23,152 - 31,975	8	
Office Assistant II	<u>1.0</u>	<u>1</u>	20,786 - 28,682	8	
	39.0	39			

Comments:

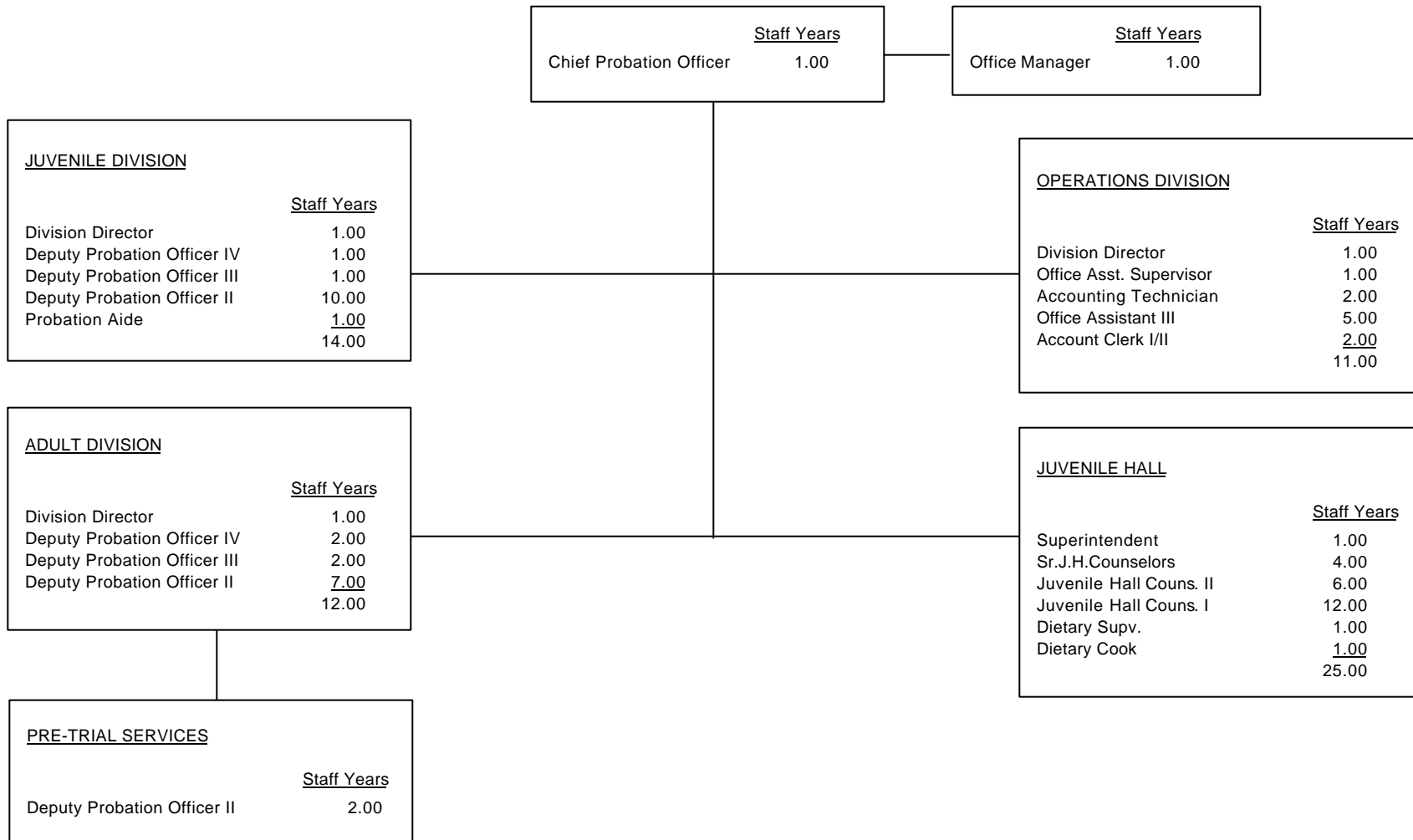
Salaries effective 1/1/04

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

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

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

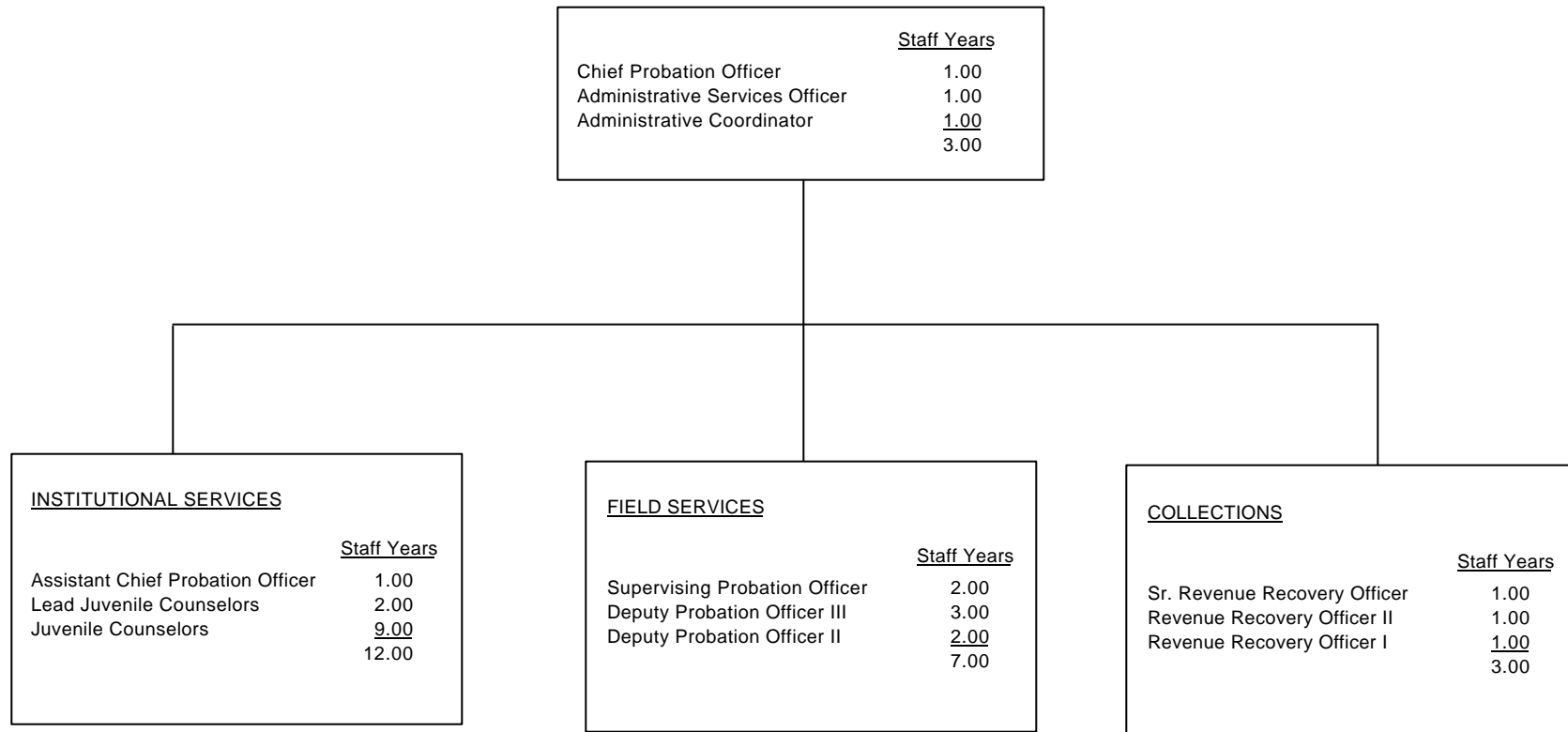
COUNTY OF TEHAMA



COUNTY OF TEHAMA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	57,192 - 69,696	5	
CPO Actual Salary			66,324.00		
Division Director	3.0	3	43,596 - 53,112	5	E
Juvenile Hall Superintendent	1.0	1	42,528 - 51,828	5	J
Deputy Probation Officer IV	3.0	3	39,096 - 47,628	5	D
Deputy Probation Officer III	3.0	3	35,400 - 43,152	5	C
Deputy Probation Officer II	19.0	19	31,284 - 38,136	5	A
Sr. Juvenile Hall Counselor	4.0	4	30,540 - 37,188	5	I
Office Manager II	1.0	1	30,084 - 36,672	5	
Juvenile Hall Counselor II	6.0	6	25,704 - 31,284	5	G
Juvenile Hall Counselor I	12.0	12	23,868 - 29,064	5	F
Dietary Supervisor	1.0	1	25,596 - 31,176	5	
Accounting Technician	2.0	2	23,160 - 28,260	5	
Office Assistant Supervisor	1.0	1	22,632 - 27,540	5	
Probation Aide	1.0	1	22,632 - 27,540	5	
Dietary Cook	1.0	1	21,000 - 25,596	5	
Office Assistant III	5.0	5	20,004 - 24,348	5	
Account Clerk I/II	<u>2.0</u>	<u>2</u>	19,500 - 23,760	5	
	66.0	66			

COUNTY OF TRINITY



COUNTY OF TRINITY

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$79,656 – 91,213	4	
CPO Actual Salary			82,656		
Assistant Chief Probation Officer	1.0	1	45,813 – 61,394	7	E
Supervising DPO	2.0	2	37,546 – 50,315	7	D
Deputy Probation Officer III	3.0	3	32,664 – 43,772	7	C
Deputy Probation Officer II	2.0	2	29,570 – 39,627	7	B
Deputy Probation Officer I	.0	0	26,769 – 35,873	7	A
Administrative Service Officer	1.0	1	29,886 – 40,050	7	
Administrative Coordinator I	1.0	1	22,088 – 29,600	7	
Supervisor Juvenile Counselor (vacant)	.0	1	25,982 – 34,818	7	I
Lead Juvenile Counselor	2.0	2	24,968 – 33,460	7	H
Juvenile Counselor II	8.0	8	22,603 – 30,291	7	G
Juvenile Counselor I	4.0	4	20,667 – 27,696	7	F
	<u>25.0</u>	<u>26</u>			

COUNTY OF TULARE

<u>Staff Years</u>	<u>Staff Years</u>
Chief Probation Officer 1.00	Secretary III 1.00

<u>JUVENILE FIELD SERVICES</u>	
	<u>Staff Years</u>
Division Manager	1.00
Supervising Probation Officer	2.00
Probation Officer III	2.00
Probation Officer I/II	13.00
Probation Technician	1.00
Principal Clerk	1.00
Office Assistant III	10.00
Office Assistant II	<u>2.00</u>
	32.00

<u>JUVENILE INSTITUTIONAL SERVICES</u>	
	<u>Staff Years</u>
Division Manager	2.00
Supervising Probation Officer	3.00
Probation Officer III	1.00
Probation Officer I/II	4.00
Institutional Supervisor	15.00
Probation Correctional Officer III	1.00
Probation Correctional Officer I/II	100.00
Detention Services Officer	19.00
Administrative Aide	1.00
Office Assistant III	2.00
Office Assistant II	1.00
Senior Account Clerk	1.00
Food & Laundry Manager	1.00
Cook III	7.00
Laundry Technician	4.00
Stock Clerk	<u>1.00</u>

<u>ADULT FIELD SERVICES</u>	
	<u>Staff Years</u>
Division Manager	1.00
Supervising Probation Officer	2.00
Probation Officer III	10.00
Probation Officer I/II	13.00
Probation Technician	2.00
Principal Clerk	1.00
Office Assistant III	10.00
Office Assistant II	2.00
Account Clerk	<u>1.00</u>
	42.00

<u>ADMINISTRATIVE SERVICES</u>	
	<u>Staff Years</u>
Program Specialist	1.00
Staff Services Analyst	1.00
Supervising Probation Officer	1.00
Probation Officer III	1.00
Administrative Aide	1.00
Administrative Service Officer II	1.00
Accountant II	1.00
Probation Accounts Supervisor	1.00
Collector	2.00
Supervising Account Clerk	2.00
Senior Account Clerk	1.00
Account Clerk	4.00
Office Assistant II	<u>1.00</u>
	18.00

<u>SPECIAL SERVICES</u>	
	<u>Staff Years</u>
Division Manager	1.00
Supervising Probation Officer	2.00
Probation Officer III	26.00
Probation Officer I/II	14.00
Probation Technician	1.00
Office Assistant III	<u>3.00</u>
	47.00

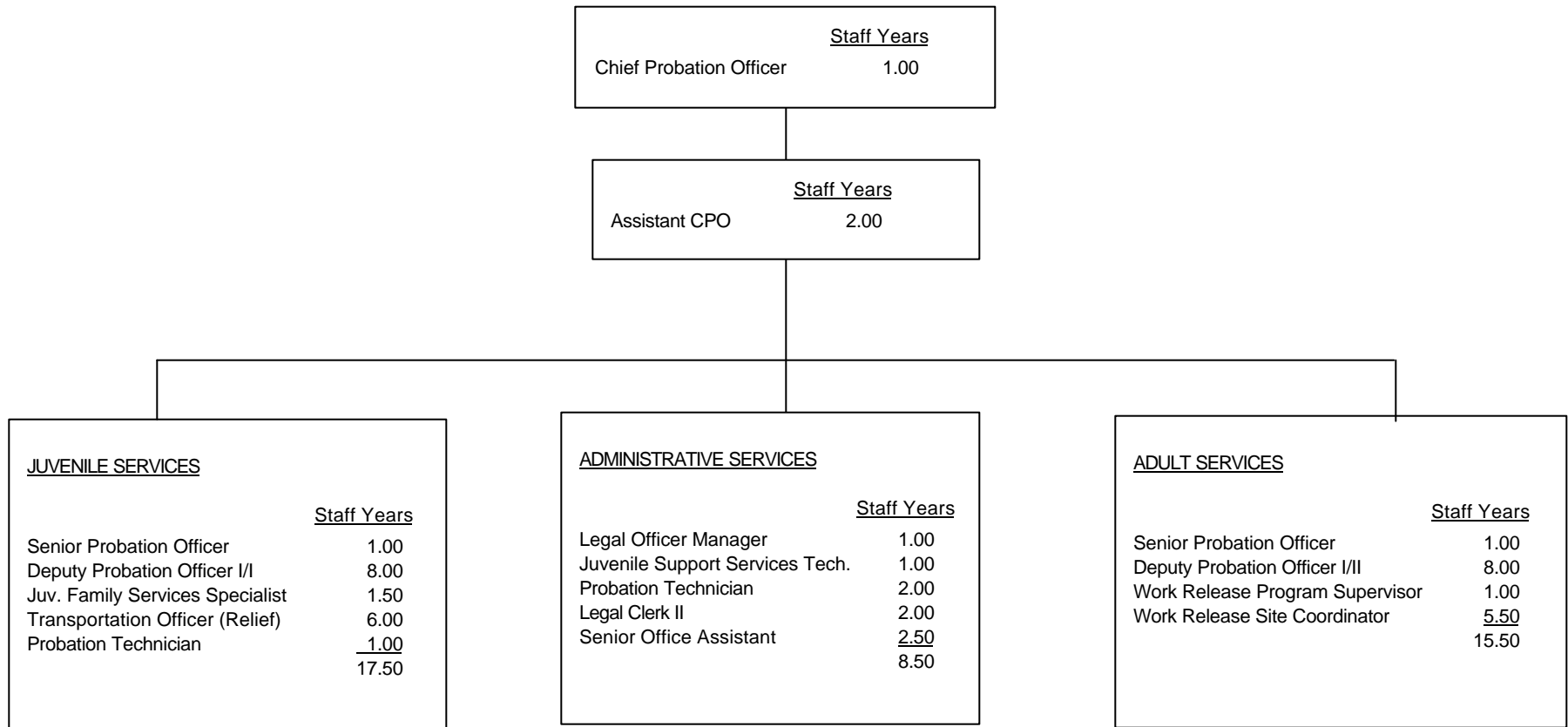
COUNTY OF TULARE

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$ 105,018		
CPO Actual Salary:			*116,069		
Administrative Service Officer II	1.0	1	50,372 – 61,390	5	
Division Manager	5.0	5	48,937 – 59,639	5	E
Probation Program Specialist	1.0	1	46,484 – 56,651	5	
Supervising Probation Officer	10.0	10	42,162 – 51,384	5	D,I
Accountant II	1.0	1	39,427 – 48,052	5	
Staff Services Analyst II	1.0	1	38,185 – 46,535	5	
Probation Officer III	40.0	40	36,699 – 44,725	5	C,H
Probation Officer II or Probation Officer I	44.0	44	33,232 – 40,500	5	B,G A
Probation Officer I			30,065 – 36,642	5	A
Institutional Supervisor	15.0	15	33,559 – 40,900	5	I
Food & Laundry Manager	1.0	1	32,086 – 39,104	5	
Probation Correctional Officer III	1.0	1	29,499 – 35,951	5	H
Probation Correctional Officer II or Probation Correctional Officer I	100.0	100	28,069 – 34,210	5	G F
Probation Correctional Officer I			25,419 – 30,980	5	F
Probation Technician	4.0	4	26,838 – 32,707	5	A
Probation Accounts Supervisor	1.0	1	29,635 – 36,118	5	
Administrative Aide	2.0	2	28,485 – 34,713	5	
Secretary III	1.0	1	28,352 – 34,554	5	
Principal Clerk	2.0	2	25,037 – 30,513	5	
Collector I	2.0	2	25,037 – 30,513	5	
Supervising Account Clerk	2.0	2	24,546 – 29,915	5	
Detention Services Officer	19.0	19	23,019 – 28,058	5	F
Cook III	7.0	7	22,578 – 27,517	5	
Laundry Technician	4.0	4	22,578 – 27,517	5	
Stock Clerk II	1.0	1	22,012 – 26,826	5	
Senior Account Clerk	2.0	2	21,798 – 26,564	5	
Office Assistant III	25.0	25	20,537 – 25,031	5	
Account Clerk	5.0	5	19,739 – 24,056	5	
Office Assistant II	<u>6.0</u>	<u>6</u>	18,601 – 22,667	5	
	304.0	304			

*CPO actual salary includes additional cash benefits.

Salaries effective from 02/04/2004

COUNTY OF TUOLUMNE



COUNTY OF TUOLUMNE

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	71,136 – 86,848	5	
CPO Actual Salary			86,848		
Assistant Chief Probation Officer	2.0	2	55,163 – 67,342	5	E
Senior Probation Officer	2.0	2	38,713 – 47,260	5	D
Juvenile Family Services Spec.	1.5	2	35,037 – 42,773	5	
Deputy Probation Officer II or	16.0	16	35,037 – 42,773	5	B
Deputy Probation Officer I			31,711 – 38,713	5	A
Work Release Program Manager	1.0	1	31,553 – 38,520	5	
Legal Officer Manager	1.0	1	29,425 – 35,922	5	
Probation Technician	3.0	3	25,462 – 31,085	5	
Juvenile Support Services Technician	1.0	1	24,712 – 30,168	5	
Work Release Site Coordinator	5.5	8	23,276 – 28,416	5	
Legal Clerk II	2.0	2	21,172 – 25,847	5	
Senior Office Assistant	2.5	3	19,451 – 23,745	5	
Transportation Officer (Relief)	<u>6.0</u>	<u>6</u>	\$12.24/hr.	5	
	44.5	48			

COUNTY OF VENTURA

<u>JUVENILE SERVICES</u>	
	<u>Staff Years</u>
Chief Deputy-Safety	0.50
Division Manager	1.00
Supervising DPO	8.00
Senior DPO	13.00
DPO	47.00
Correction Officer II	1.00
Senior Psychologist	1.00
Program Assistant	1.00
Intake/Release Spec	1.00
Legal Proc Assistant III	2.00
Legal Proc Assistant II	1.00
Office Assistant IV	1.00
Office Assistant III	<u>5.00</u>
	82.50

	<u>Staff Years</u>
Chief Probation Officer	1.00
Management Assistant IV-Conf.	<u>1.00</u>
	2.00

<u>INSTITUTIONAL SERVICES</u>	
	<u>Staff Years</u>
Chief Deputy-Safety	2.00
Division Manager	4.00
Supervising DPO	12.00
Senior DPO	18.00
DPO	18.00
Correction Officer III	19.00
Correction Officer II	58.00
Correction Officer I	125.00
Admin Officer II	1.00
Off Systems Coord IV	1.00
Off Systems Coord III	1.00
Manager Food Svs	1.00
Asst Food Srv Supv	1.00
Food Srv Assistant III	12.00
Jail Cook	9.00
Laundry Worker II	3.00
Inv Mgmt Assistant III	1.00
Accounting Off III	1.00
Fiscal Tech II	2.00
Admin Assistant III	1.00
Admin Assistant II	3.00
Cler Supervisor III	1.00
Legal Proc Assistant III	1.00
Office Assistant IV	3.00
Office Assistant III	<u>9.00</u>
	307.00

<u>ADMINISTRATION</u>	
	<u>Staff Years</u>
Chief Deputy-Non Safety	1.00
Fiscal Manager II	1.00
Probation Program Manager	1.00
Supervising DPO	2.00
Senior DPO	5.00
Off Systems Coordinator IV	1.00
Off Systems Coordinator III	3.00
Off Systems Coordinator I	1.00
Accounting Off III	3.00
Admin Assistant II	2.00
Admin Assistant I	1.00
Cler Svs Manager	1.00
Mgmt Assistant III	1.00
Fiscal Spec I	1.00
Fiscal Tech II	1.00
Fiscal Tech I	1.00
Tech Spec IV	1.00
Fiscal Assistant III	1.00
Legal Proc Assistant III	3.00
Legal Proc Assistant II	3.00
Information Proc Oper IV	4.00
Records Div Supervisor	1.00
Off Assist IV	1.00
Off Assist III	3.00
Off Assist II	4.00
Courier II	1.00
Translator	<u>1.00</u>
	49.00

<u>ADULT SERVICES</u>	
	<u>Staff Years</u>
Chief Deputy-Safety	0.50
Division Manager	1.00
Supervising DPO	11.00
Senior DPO	13.00
DPO	86.00
Clerical Supervisor III	3.00
Office Assistant IV	3.00
Office Assistant III	9.00
Office Assistant II	<u>3.00</u>
	129.5

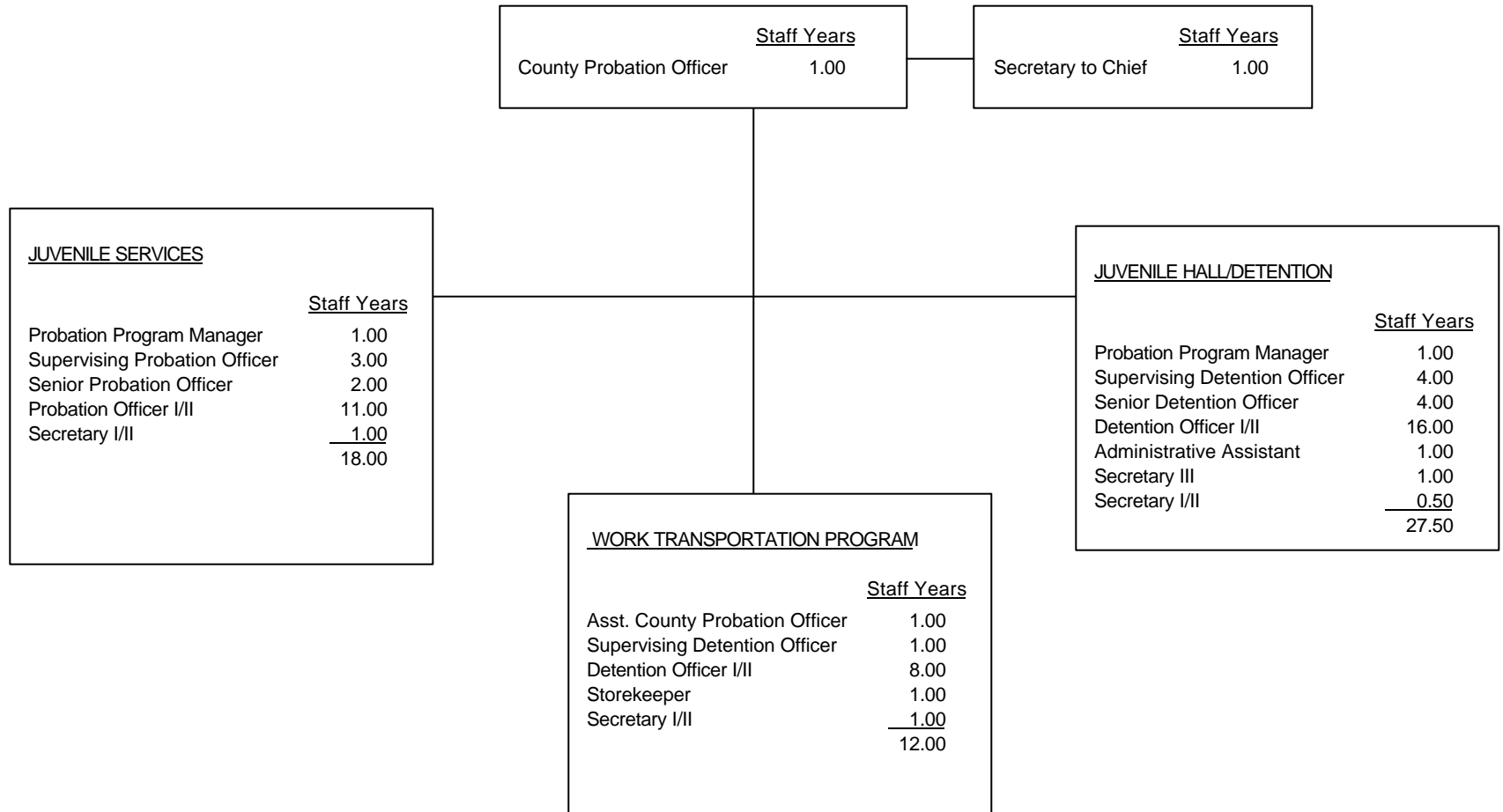
COUNTY OF VENTURA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Director	1	1	122,752	10	E
Chief Deputy-Safety	3	3	67,608 - 101,836	10	E
Chief Deputy-Non Safety	1	1	67,608 - 101,836	10	E
Div Manager	6	6	57,994 - 88,013	10	E
Fiscal Manager II	1	1	63,351 - 83,684	7	E
Admin Off II	1	1	51,646 - 76,074	11	E
Probation Program Manager	1	1	49,317 - 70,426	11	D
Supervising DPO	33	33	43,838 - 69,191	11	D
Off Systems Coordinator IV	2	2	51,680 - 68,628	7	D
Sr. Psychologist	1	1	48,351 - 67,803	8	Ph.D.
Manager Food Service	1	1	41,840 - 64,222	10	E
Off Systems Coordinator III	4	4	43,492 - 60,995	8	C
Translator	1	1	59,603 - 59,603	8	C
Program Assistant	1	1	37,209 - 58,831	11	B
Accounting Officer III	4	4	45,558 - 58,314	7	C
Senior DPO	49	49	45,250 - 57,718	6	C
Administrative Assistant III	1	1	40,914 - 57,375	9	C
Admin Assistant II	5	6	37,194 - 52,160	8	C
Clerical Service Manager	1	1	35,542 - 52,116	9	D
Deputy Probation Officer	151	155	34,037 - 49,978	9	A-B
Correction Officer III	19	19	39,079 - 49,770	6	H
Management Assistant IV	1	1	31,981 - 48,521	10	C
Office Systems Coordinator I	1	1	33,851 - 47,561	8	A-B
Administrative Assistant I	1	1	33,831 - 47,328	8	B
Clerical Supervisor III	4	4	32,994 - 46,210	8	C
Fiscal Specialist I	1	1	34,994 - 44,793	7	C
Fiscal Technician II	3	3	31,454 - 44,026	6	C
Correction Officer II	59	59	34,854 - 43,347	6	G
Technician Specialist IV	1	1	30,348 - 42,476	8	C
Fiscal Technician I	1	1	29,242 - 40,948	8	A
Correction Officer I	125	125	27,516 - 40,393	9	F
Management Assistant III	1	1	28,558 - 39,961	8	B
Assistant Food Services Supervisor	1	1	27,831 - 38,892	8	B
Records Division Supervisor	1	1	27,437 - 38,393	9	D
Legal Process Assistant III	6	5	27,215 - 38,075	8	C
Information Processing Operator IV	4	4	25,925 - 36,274	8	C
Office Assistant IV	8	8	25,319 - 35,404	8	C
Fiscal Assistant III	1	1	24,713 - 34,561	8	B

COUNTY OF VENTURA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Legal Process Assistant II	4	4	24,713 - 34,561	8	B
Intake & Release Spec	1	1	24,355 - 34,093	8	C
Jail Cook	9	9	23,915 - 33,536	8	B
Office Assistant III	26	26	23,556 - 32,936	8	C
Inv. Management Assistant III	1	1	23,555 - 32,936	8	C
Courier II	1	1	20,395 - 28,495	8	B
Office Assistant II	7	7	20,395 - 28,495	8	B
Food Service Assistant III	12	12	19,982 - 24,768	6	C
Laundry Worker II	3	3	19,004 - 23,579	6	B
	<u>570</u>	<u>574</u>			

COUNTY OF YOLO

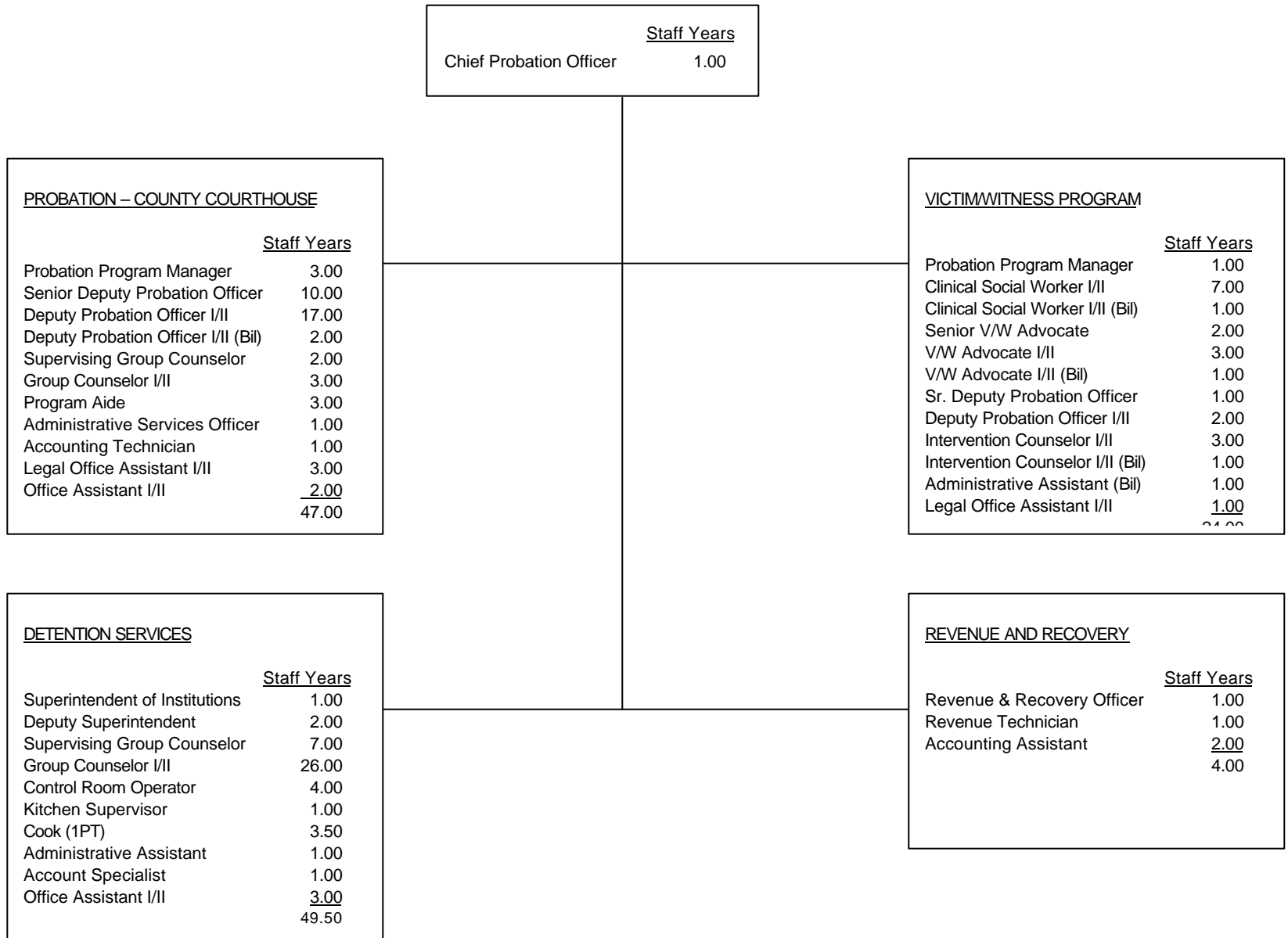


COUNTY OF YOLO

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
County Probation Officer	1.0	1	\$ 74,400 – 110,000	5	E
CPO Actual Salary			94,100		
Assistant County Probation Officer	1.0	1	62,892 – 76,440	5	E
Probation Program Manager	3.0	3	56,736 – 68,964	5	E
Business Services Officer	1.0	1	56,700 – 68,904	5	E
Supervising Probation Officer	5.0	5	45,036 – 54,744	5	D
Senior Deputy Probation Officer	6.0	6	40,884 – 49,692	5	C
Supervising Detention Officer	5.0	5	38,580 – 46,896	5	D,I
Deputy Probation Officer II, or	20.0	20	38,028 – 46,212	5	B
Deputy Probation Officer I			34,068 – 41,412	5	A
Senior Detention Officer	4.0	4	35,136 – 42,696	5	H
Secretary to the Director	1.0	1	34,764 – 42,264	5	B
Detention Officer II, or	24.0	24	33,432 – 40,632	5	G
Detention Officer I			25,236 – 30,672	5	F
Senior Accounting Technician	1.0	1	32,532 – 39,540	5	C
Administrative Assistant	2.0	2	31,920 – 38,808	5	D
Secretary III	1.0	1	29,604 – 35,988	5	C
Administrative Clerk IV	2.0	2	29,040 – 35,292	5	D
Detention Officer Trainee	0.0	0	27,804 – 33,804	5	A
Secretary II, or	9.0	9	26,712 – 32,472	5	B
Secretary I			24,600 – 29,916	5	A
Storekeeper	1.0	1	25,932 – 31,512	5	A
Administrative Clerk II	<u>2.0</u>	<u>2</u>	23,496 – 28,560	5	G
	89.00	89			

Salaries effective from 12/28/2003

COUNTY OF YUBA



COUNTY OF YUBA

	<u>Staff Years</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$74,628 - 118,656	30	
CPO Actual Salary:			116,424.00		
Superintendent of Institutions	1.0	1	62,424 - 99,252	30	
Deputy Superintendent	2.0	2	42,540 - 67,644	30	
Probation Program Manager	3.0	3	53,868 - 85,656	30	E,J
V/W Program Manager	1.0	1	53,868 - 85,656	30	E
Revenue & Recovery Officer	1.0	1	45,516 - 72,372	30	E
Administrative Services Officer	1.0	1	45,612 - 72,528	30	E
Senior Deputy Probation Officer	11.0	11	36,540 - 58,104	30	C
Deputy Probation Officer I/II	19.0	19	30,228 - 48,060	30	A,B
Deputy Probation Officer I/II (Bil)	2.0	2	28,764 - 52,944	30	A,B
Supervising Group Counselor (AOWP*)	1.0	1	33,384 - 53,076	30	D
Supervising Group Counselor (JH)	7.0	7	33,384 - 53,076	30	I
Supervising Group Counselor (PASS)	1.0	1	33,384 - 53,076	30	
Group Counselor I/II (AOWP)	3.0	3	26,412 - 46,092	30	A,B
Group Counselor I/II (JH)	26.0	26	26,412 - 46,092	30	F,G
Program Aide	3.0	3	24,504 - 38,964	30	
Administrative Assistant	1.0	1	32,424 - 51,552	30	
Administrative Assistant (Bil)	1.0	1	32,424 - 51,552	30	
Revenue Technician	1.0	1	31,092 - 49,440	30	
Accounting Technician	1.0	1	28,356 - 45,084	30	
Accounting Specialist (JH)	1.0	1	25,896 - 41,172	30	
Accounting Assistant I/II	2.0	2	20,448 - 35,676	30	
Legal Office Assistant I/II	3.0	3	21,720 - 38,064	30	
Legal Office Assistant I/II (V/W)	1.0	1	21,720 - 38,064	30	
Office Assistant I/II	2.0	2	18,096 - 31,620	30	
Office Assistant I/II (JH)	3.0	3	18,096 - 31,620	30	
Control Room Operator	4.0	4	24,108 - 38,328	30	
Kitchen Supervisor	1.0	1	26,724 - 42,492	30	
Cook	3.5	3.5	23,112 - 36,744	30	
Clinical Social Worker I/II	7.0	7	37,212 - 66,576	30	
Clinical Social Worker I/II (Bil)	1.0	1	37,212 - 66,576	30	
Senior V/W Advocate	2.0	2	29,928 - 47,580	30	
Victim Advocate I/II	3.0	3	24,504 - 42,792	30	
Victim Advocate I/II (Bil)	1.0	1	24,504 - 42,792	30	
Intervention Counselor I/II	3.0	3	30,432 - 53,220	30	
Intervention Counselor I/II (Bil)	1.0	1	30,432 - 53,220	30	
	<u>125.5</u>	<u>125.5</u>			

*AOWP = Adult Offender Work Program

**Steps are based on years of service

STATE AGENCIES

Representative salary information for state correctional agencies has been included for comparison purposes. This information was accessed at the California State Personnel Board web site (www.spb.ca.gov/jobs.htm) on April 12, 2004.

DEPARTMENT OF CORRECTIONS

ANNUAL SALARIES FOR SELECTED CORRECTIONS CLASSIFICATIONS

<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>
PAROLE ADMINISTRATOR II	\$88,644 - 97,728
CORRECTIONAL ADMINISTRATOR	84,432 - 93,096
PAROLE ADMINISTRATOR I	85,548 - 94,320
CORRECTIONAL CAPTAIN	78,612 - 86,676
CORRECTIONAL BUSINESS MANAGER II	77,496 - 85,416
SENIOR SPECIAL AGENT	71,544 - 86,496
PAROLE AGENT III, ADULT PAROLE	70,236 - 85,368
CORRECTIONAL COUNSELOR III	68,064 - 82,752
CORRECTIONAL COUNSELOR II (Supervisor)	66,984 - 81,372
PAROLE AGENT II (Supervisor), ADULT PAROLE	66,984 - 81,372
CORRECTIONAL BUSINESS MANAGER I	63,984 - 76,908
SPECIAL AGENT	59,700 - 73,464
CORRECTIONAL LIEUTENANT	59,544 - 72,360
PRISON INDUSTRIES SUPERINTENDENT II	53,016 - 63,900
CORRECTIONAL COUNSELOR I	48,024 - 55,584
PAROLE AGENT I, ADULT PAROLE	48,024 - 55,584
INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES	44,004 - 52,992
PAROLE SERVICE ASSOCIATE	32,004 - 38,892
CORRECTIONAL OFFICER	33,708 - 54,888

DEPARTMENT OF THE YOUTH AUTHORITY

ANNUAL SALARIES FOR SELECTED CORRECTIONS CLASSIFICATIONS

<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>
Y.A. ADMINISTRATOR, COMMUNITY & STAFF SERVICES	\$86,484 - 95,340
Y.A. ADMINISTRATOR, REHABILITATION SERVICES	86,484 - 95,340
PROGRAM ADMINISTRATOR, Corr. School (Managerial)	80,592 - 88,848
MAJOR, YOUTH AUTHORITY	72,876 - 88,572
PROGRAM ADMINISTRATOR, Corr. School (Supervisory)	72,876 - 88,572
PAROLE AGENT III, YOUTH AUTHORITY	70,236 - 85,368
SUPERVISING CASEWORK SPECIALIST II	68,064 - 82,752
CAPTAIN, YOUTH AUTHORITY	65,616 - 79,764
BUSINESS MANAGER II	63,744 - 76,908
PAROLE AGENT II (Supervisor), YOUTH AUTHORITY	66,984 - 81,372
SUPERVISING CASEWORK SPECIALIST I	66,984 - 81,372
PAROLE AGENT II (Specialist), YOUTH AUTHORITY	63,804 - 77,496
LIEUTENANT, YOUTH AUTHORITY	59,532 - 72,360
SENIOR YOUTH CORRECTIONAL COUNSELOR	55,368 - 67,320
SERGEANT, YOUTH AUTHORITY	52,884 - 64,236
PAROLE AGENT I, YOUTH AUTHORITY	48,024 - 55,584
CASEWORK SPECIALIST	49,512 - 49,512
YOUTH CORRECTIONAL COUNSELOR	29,124 - 29,124

COMPARISON OF BENEFITS

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

COMPARISON OF BENEFITS
RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
ALAMEDA								
Non-Safety	14%(a)	Yes	No	Yes	Yes (b)	Dep. Care		(a) County contribution (b) EE contribution only
Safety	14%(a)	Yes	No	Yes	Yes (b)	Dep. Care	2 % @ 50	(c) Pending negotiations for 3% at 50 and 3% at 55
AMADOR								
Non-Safety	7%(a)	No		Yes	Avail.(c)		2% @ 55	(a) County pays 100% of 7% (2%@ 55). (b) County
Safety	9%(b)	No	P	No	Avail.(c)		3% @ 50	pays 100% of 9% (3% @ 50) (c) No contribution by County
BUTTE								
Non-Safety	10%		P	Yes	Yes	Dep. Care	2% @ 55	
Safety	24%		P	Yes	Yes	Dep. Care	2% @ 50	
CALAVERAS								
Non-Safety	8%	No	P	No	Yes	No		
Safety	26%	No	P	No	Yes	No		
COLUSA								
Non-Safety	18.42(a)%	No	P	Yes	Yes	Yes		(a) New rate 9/3/03. Cost percentage will increase
Safety	27.31(a)%	No	P	Yes	Yes	Yes	3% @ 50(a)	for FY 04-05
CONTRA COSTA								
Non-Safety	55%(a)	Yes	No	Yes	Yes(b)	Yes(c)		(a) Retirement alone is 19% for non-safety and 32%
Safety	60%(a)	Yes	No	No	Yes(b)	Yes(c)		for Safety. (b) Supv. & Mgmt: \$60 county contribution on \$100 minimum employee participation. (c) dependent care, health premiums
EL DORADO								
Non-Safety	10%(a)	No	P	No	Yes		2% @ 55	(a) Approximate figure-rates will increase significantly
	27%(b)	No	P	No	Yes		3% @ 50	in FY 04/05. Non-Safety 2% @ 55 (b) Approximate figure - rates will increase significantly in FY 04/05
								OTHER: CPO pays 9% PERS. Co. pays 100% retirement for other employees graduated over 3-year period
FRESNO								
Non-Safety	.004(a)	Yes	N/A	Yes	Yes	Yes	2.5% @ 55	(a) to employee (b) to County (c) Currently there is
Safety	.1538(b) (c)							no safety retirement- Same for all employees
GLENN								
Non-Safety	30%		P (a)	Yes	Yes	Yes		(a) The County pays 100% of the employee's contribution
Safety	30%		P (a)	Yes	Yes	Yes	2% @ 50	Unused accrued sick leave can be converted to service credit at retirement.

COMPARISON OF BENEFITS
RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
HUMBOLDT Non-Safety Safety	(c)	No	P(a)	Yes	Yes(b)	Yes		(a) PERS not sub. to Fed. or State Income Tax but is sub. to FICA/Medicare. (b) Def comp is EE contribution only. (c) Currently there is no safety retirement-Same for all employees
IMPERIAL Non-Safety Safety	18.97%(a) 28.32%(a)	Yes Yes		Yes(b) Yes(b)	Yes(c) Yes(c)	No No		(a) Co. contrib. EE contrib. based on age at entry level into County. (b) Medicare only for employees hired after April 1, 1996/ (c) Optional for all employees.
INYO Non-Safety Safety	40%(a) 40%(a)		P	Yes(b)	Yes	No		(a) No safety employees in Probation Dept. (b) County fully pays Social Security
KERN Non-Safety Safety	55% 65%	Yes Yes	C C	Yes Yes	Yes Yes	Yes Yes		New employees pay 100% retirement for 5 yrs., then County pays 100%.
KINGS Non-Safety Safety	19-22% 19-22%		P P	Yes(a) No	Yes Yes		2% @ 55 3% @ 55	(a) Non-Safety only
LAKE Non-Safety Safety	33% Yes		P(a)	Yes(b)	Yes		2% @ 50	(a) Employee's share paid to maximum of 7% (b) Fully paid by County.
LASSEN Non-Safety Safety	32 (a)	No	P	Yes	Yes	Yes		Employee's share paid by County (a) Currently there is no safety retirement-Same for all employees
LOS ANGELES Non-Safety Safety	27.24%(a) (a)	Yes	No	No	Yes	Yes(b)		(a) Currently there is no safety retirement-Same for all employees (b) Dependent and health care.
MADERA Non-Safety Safety	(a)		P	Yes	Yes			(a) Currently there is no safety retirement-Same for all employees. CPO receives 6% retirement
MARIN Non-Safety Safety	30.5% 39.5%	Yes Yes	No No	No No	Yes Yes	Yes Yes	2% @ 55 3% @ 55	

COMPARISON OF BENEFITS
RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
MARIPOSA Non-Safety Safety	34%(a) (a)		P	Yes	Yes	(b)	2.7 @ 55 (a)	(a) Currently there is no safety retirement-Same for all employees (b) Dependent & health care. AFLAC and deferred comp are tax-free assignment of salary.
MENDOCINO Non-Safety Safety	37% 37%		C C	Yes Yes	Yes Yes	Yes Yes	2% @ 57 2% @ 50	
MERCED Non-Safety Safety	28% 28%	Yes Yes		Yes Yes	Yes Yes	(a) (a)	2% @ 50	(a) Deferred Comp; dependent & health care
MONO Non-Safety Safety	7% 7%	No No	P P	No No	Yes Yes		2% @ 55 2% @ 55(a)	(a) Per negotiated MOU effective January '05, safety retirement will be enhanced to 2% @ 50 for Probation safety personnel only.
MONTEREY Non-Safety Safety	33%(a) 40%(c)	No No	P P	Yes Yes	Yes Yes	(b) (b)	3% @ 50	(a) 7% paid by County for Management (b) Dependent Care Flex Spending. (c) 7% paid by County for Safety employees; 2% paid by the employee
NAPA Non-Safety Safety	13.3% (a)	No	P	No	Yes		2% @ 55	(a) Currently there is no safety retirement-Same for all employees. County pays 100% towards the employee's share.
NEVADA Non-Safety Safety	34.5%(a) (b)	No	P	Yes	Yes	Yes		(a) SB 53 PERS retirement enhancement (b) Currently there is no safety retirement-Same for all employees
ORANGE Non-Safety Safety	29.9% 29.9%(a)	Yes Yes	C C	No No	Yes Yes	Yes(b) Yes(b)	2% @ 50(c) 3% @ 50(d)	(a) Effective June 28, 2002, covered employees pay 2.5% of salary to offset the cost to the county of implementing Safety Retirement. Effective June 24, 2005, the 2.5% employee payment will cease (c) Effective June 28, 2002 (d) Effective June 10, 2005.

COMPARISON OF BENEFITS
RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
PLACER								
Non-Safety	19.60%(a)	No	P(b)	Yes	Yes	Yes	2% @ 55(c)	(a) 19.60% and 37.50% is for retirement only. The complete benefit pkg. is 37.59% Non-Safety and 48.05% for Safety (medical not included in %) (b) PERS contribution paid by County (c) retirement rate raises to 2.5% at 55 on 7/1/04 (d) Currently in negotiations
Safety	37.50%(a)	No	P(b)	Yes	Yes	Yes	3% @ 50(d)	
PLUMAS								
Non-Safety	14.65%(a)	No	P	Yes	Yes		2% @ 55	(a) Percentage cost is increasing 07/04 to 16.65% for retirement. (Total benefit package is 35%)
Safety	14.65%(a)						2% @ 55	
RIVERSIDE								
Non-Safety	39%	No	P(a)	Yes	Yes(b)	Yes(c)	3% @ 60	(a) County pays employee share of retirement after five years. (b) County contributes \$100/mo. to Management Deferred Comp. (c) FSA for medical & dep. care & transportation.
Safety	33%	No	P(a)	No	Yes(b)	Yes(c)	3% @ 50	
SACRAMENTO								
Non-Safety	34.5%(a)	Yes	C	Yes	Yes	Yes(c)		(a) County pays 50% retirement for non-management. Ret. for mgmt in Tier I paid 3.35% offset. (b) Tier II safety retirement effective (c) Dep. Care & Med. Reimburs.
Safety	35%(b)	Yes	C	Yes	Yes	Yes(c)		
SAN BENITO								
Non-Safety	30%	No	P	Yes	Yes	Yes	2% @ 55	
Safety	30%	No	PP	No	Yes	Yes	2% @ 50	
SAN BERNARDINO								
Non-Safety	20-30%	Yes	C	Yes	Yes	Yes		No. Soc.Sec. for those hired prior to 4/86. CPO: CERS+ 258/mo; DCPOs: CERS+ \$166/mo. Exempt def. comp. to 3% of EE bi-wk salary matched @2X the EE contrib. All classes dependent care assist.. A ret. Medical Trust Fund estab. for Exempt w/10+ yrs of participation in SB Co. Employees Retirement Assoc. or where the EE contrib. to public sector retirement system(s). County pays 7% retirement contrib.
Safety	25-30	Yes	C	Yes	Yes	Yes		
SAN DIEGO								
Non-Safety	52.41%	Yes	C	Yes			2% @ 50	
Safety	56%	Yes	C	No	Yes		3% @ 50	

COMPARISON OF BENEFITS
RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
SAN FRANCISCO (Adult)								
Non-Safety	30%(a)		(b)	Yes	Yes			(a) The City contributed 75% of dependent rate charged by the City to employees for Kaiser coverage at the employee plus two or more level (b) San Francisco Retirement System. (c) Safety employees have PERS.
Safety	30%		P(c)	Yes	Yes			
SAN JOAQUIN								
Non-Safety	28.8%	Yes	No	Yes(a)	Yes(b)		2% @55½	(a) Soc. Sec for Non-Safety (b) County contributes 1%-5% for managers
Safety	28.8%	Yes	No	No	Yes(b)		3% @50	
SAN LUIS OBISPO								
Non-Safety	19-24%	No	No(a)	Yes	Yes	Yes(b)	2.0% @ 55	(a) San Luis Obispo County Pension Trust is an Independent Retirement System. Employee rate based on age entering system. Employer picks up partial % of employee rate-varies by Bargaining Unit. (b) Individual Tax Savings (ITS) Program: Dependant Care and Medical Care.
Safety	19-24%	No	No(a)	Yes	Yes	Yes(b)	2.7% @ 55	
SAN MATEO								
Non-Safety	43%	Yes	P	Yes(a)	Yes	Yes(b)		(a) Non-Safety pay FICA. County pays 100% management (b) Dependent Care (c) Effective January 2005
Safety	43%	Yes	P	No	Yes	Yes(b)	3% @ 55 3% @ 50(c)	
SANTA BARBARA								
Non-Safety	(a)	Yes		Yes	Yes(b)	Yes(c)	2% @ 57	(a) EE contribution depends on age at entry and plan (b) Voluntary 457 Def. Comp Plan. Co. pays \$80/day for dept heads, asst dept heads & mgrs. Mgrs. recv .24% base salary into 401 def. comp. (c) Retmt contrib. are salary reductions (pre-tax). (d) Co. pays \$72.33 per PP toward safety employee contribution (e) one-year final average salary
Safety	(d)	Yes		Yes			3% @ 55(e)	
SANTA CLARA								
Non-Safety	28%		P	Yes	Yes			County pays additional 7.49% on County-paid member contribution.
Safety	28%		P	No	Yes		3% @ 50	
SANTA CRUZ								
Non-Safety	29%		P	Yes	Yes	Yes(a)		(a) Dependent and health care (b) No Social Security for employees in Safety
Safety	29%		P	No(b)	Yes	Yes(a)		
SHASTA								
Non-Safety	21.77%	No	P	Yes	No	Yes		(a) 6.67% Retirement; 12.40% Retirement Safety 15.10% Insurance (b) No Social Security for safety
Safety	(a)	No	P	No(b)	No	Yes		

COMPARISON OF BENEFITS
RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
SISKIYOU Non-Safety		No	P	Yes	Yes	Yes		Currently there is no safety retirement-Same for all employees
Safety		No	P	No	Yes	Yes		
SOLANO Non-Safety	29%	Yes	P	Yes	Yes	Yes(a)	2.7% @ 55	(a) Depend. Care
Safety	29%	Yes	P	No	Yes	Yes(a)	2.0% @ 50	
STANISLAUS Non-Safety	30%	Yes	P	Yes	Yes	Yes	2% @55	
Safety	30%	Yes	P	Yes	Yes	Yes	3% @ 50	
SUTTER Non-Safety	33%(a)		P	Yes	Yes			(a) PERS paid 100% by County, no EE contrib. EE share paid by Co. is 7% for Non-Safety and 9% for Safety (b) Safety Mgmt. 3% @50, effect. 12/25/04, Misc. Mgmt. 2.7% @55, effect. 12/25/04, Safety Line Staff negotiating for 3% @ 50, effect. 12/25/04
Safety	33%(a)		P	Yes	Yes		(b)	
TEHAMA Non-Safety	33%(a)	No	P	Yes	Yes(b)		2% @ 55(c)	(a) County pays retirement for all bargaining units. (b) Co. pays \$45 mgmt. deferred comp. (c) Management & Employees Assoc. (d) Prob. Off., Juv Hall Counselors and Law Enforcement Management.
Safety	33%(a)	No	P	Yes	Yes(b)		3% @ 55(d)	
TRINITY Non-Safety	35.2%	No	P	Yes	Yes	No		County contribution to Deferred Comp. for Management employees.
Safety	40.1%	No	P	Yes	Yes	No		
TULARE Non-Safety	38%(a)	Yes	C	Yes	Yes			(a) Co. pays an allotted amount + a % of gross salary toward benefit plan. Dep. on bargaining unit, the allotted amt. & % vary & some EEs are allowed to opt out and recv a portion of these funds as add'l taxable salary. Co. & EE make retirement contribution (b) Currently there is no safety retiremt-Same for all EEs
Safety	(b)							
TUOLUMNE Non-Safety	33%	No	P	Yes	Yes(b)(c)			(a) Currently no safety retirement-Same for all EEs (b) Def Comp. for Exec. & Conf. Mgmt & Dep. Sheriffs Assoc. (c) Exec. & Conf. Has "County Matching Format" 5 or less yrs = 5% 5+ yrs= 6%. Effect. 5/1/04 this will be increased to 6% & 7%.
Safety	(a)							

COMPARISON OF BENEFITS
RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
VENTURA								
Non-Safety	5.87%-7.49%(a)	Yes	No(c)	Yes	Yes(d)	Yes		(a) Service Employees International (SEI) 5.87% Mgmt & Conf. 7.49% (b) Prob. & Correct Off. 15.04%, Sfty Mgmt & Conf. 19.17% (c) Ventura County Retirement System (d) SEI 1.5%, Mgmt & Conf. 3% (e) Sfty Mgmt & Conf. 3%, Prob & Correct. Off. 2%
Safety	15.04%-19.17%(b)	Yes	No(c)	Yes	Yes(e)	Yes		
YOLO								
Non-Safety	7%	No	P	Yes	Yes	No	2% @ 50	County pays both the County and employee share.
Safety	23.9%	No	P	Yes	Yes	No	2% @ 50	
YUBA								
Non-Safety SAFETY	30% (a)	No	P(b)	No	Yes	Yes	2% @ 55	(a) Currently there is no safety retirement-Same for all EEs. (b) 7% added to salary (tax-free) and EE pays PERS

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	A,D&D	Management Enhancements	Comments
ALAMEDA	4(a)	3(a)	Yes	Yes	Yes(b)	(b) Cafeteria Plan includes Vision, Life and AD&D.	(a) Dependents covered. (b) employee paid Supp, Disability Insurance EE paid
AMADOR	1(a) 4(b)	1 1(b)	1 1(b)	1 No (b)	No (b)	Can take cash instead of benefit.(c)	(a) Blue Cross PPO (b) Safety: PERS Blue Cross Care & Choice, PORAC if member, Kaiser for lone/Plymouth area (c) Mgmt. \$506 and mid-mgmt. \$466.10 in lieu of insurance
BUTTE	3	2	1	1	1		Cash back if spouse has coverage elsewhere. A Flexible Spending Program is available as well as a Deferred Comp. Plan; Long-Term Disability Insurance; and supplemental life insurance. An Employee Assistance Program is available at no cost (8 counseling sessions/year)
CALAVERAS	1	1	1	1			
COLUSA	PERS Health	Yes (a)	Yes	Yes (b)	No	No	(a) Partial paid (b) \$50,000
CONTRA COSTA	3(a)	2(a)	3(a)	Yes(b)		Supv & Mgmt \$40,000 life.	(a) Dependents covered. (b) Supv. & management
DEL NORTE	1(a)	1(a)	1(b)	1(c)	No.	County pays for management (d)	(a) County negotiating for partial cost to employee; dependents at employee's expense (b) Vision offered by union; partial cost to employee (c) County pays life insurance \$10,000 (d) County pays for Management only.
EL DORADO	4(a)	2	4	1	1	CPO, Unrep Mgmt, & Confidential \$4,500 Flex convert to salary option	(a) Rates based on 3 tiers. On all tiers employee must contribute Employee contribution based on bargaining unit. Retire health – County contribution based on yrs of service. 12 yrs-33%; 15 yrs-50% and 20 yrs.-67%
FRESNO	4 HMO	2	1	Yes(a)	Yes(a)	County Paid \$43,000 life insurance	(a) \$2000-paid by County. Employee may purchase higher level coverage OTHER: County also arranged group discount package for EE paid insurance inc'd: long-term care coverage homeowners & auto insurance, pet & legal insurance
GLENN	4(a) 3(b) 3(c)	2(a) 2(b) 2(c)	1(a) 0(b) 1(c)				(a) Nonrepresented (Includes Chief Probation Officer) and GCMMA – Mid Managers (b) Peace Officers (c) General Unit
HUMBOLDT	3 PERS	1	1	1	HDSO	Additional \$15,000 life insurance.	

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	A,D&D	Management Enhancements	Comments
IMPERIAL	Yes(a)	Yes(b)	Yes(b)	Yes(c)		Dental & Vision Insurance paid by County	(a) Health Ins. County contrib. depends on coverage shown: EE only, EE & spouse, EE & Child(ren), EE& Family, EE & Fam. – Dual (both husband & wife work for County). (b) Vision & Dental paid by County to Public Safety Mgmt., Probation & Correction Units, & Dept. Heads. (c) Life Ins. gifted to all Co. EE's w/amounts differentiated by bargaining unit. There's also an allow. of \$7.29 gifted for additional cov. if EE chooses to purchase.
INYO	1(a)	1	1	1	1		(a) County under PERS
KERN	1(a)	2(a)	1(a)	(b)		Flex credit 8% of salary for cafeteria benefits.	(a) Dependents covered. (b) Management only. Life insurance paid by county up to max \$50,000 coverage. New employees pay 20% medical, dental & vision.
KINGS	1(a)	1(a)	1(a)	Yes(b)		Life Insurance paid by County	(a) Dependents Covered (b) Life Ins. for Management only
LAKE	2(a)	2(a)	2(a)	2(a)	1		(a) Dependents covered. Cafe Plan; max \$402/pay period.
LASSEN	2(a)	1(b)	No	2(c)	Yes	Dental paid benefit.	(a) There are 3 bargaining units within Probation Dep. Each unit has 3 levels of paid benefits for health ins depending on number of dependents; (b) Each bargaining unit has a different dental benefit; (c) Life and AD&D, are a paid benefit, policy amount different for each bargaining unit. Additional coverage available, paid by emp. There are also add. FLEX \$. The emp can use ins or def comp investments in 457 plan. Amounts vary depending on bargaining unit.
LOS ANGELES	6(a)	3	0	1(b)	1(c)		(a) There are 3 service providers; however, two of the providers offer multiple plans (Kaiser-1 plan; Cape Blue Shield-2 plans, Cigna-3 plans (b) County plan provides 1 to 5 times the amount of the employee's adjusted annual salary (c) Co. plan provides from \$10,000 to \$250,000 for A,D&D
MADERA	1(a)	1(a)	1(a)			CPO \$50,000 life ins & SDI.	(a) Dependents covered.
MARIN	3	1	1	4	Yes		Cafeteria Plan covers % retirement, insurance and dependent coverage.
MARIPOSA	4(a)	1(a)	1(a)	1(a)	1	\$466 County paid med; 50,000 Life	(a) Dependents covered.
MENDOCINO	1(a)	1(a)	1(a)	1(b)	No	(b) \$50,000 management	(a) Variable deductible, employee pays portion (b) \$10,000 non management.

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	A,D&D	Management Enhancements	Comments
MERCED	2(a)	1(a)	1	1		Mgmt annual physical; Inco protect plan; CPO & ACPO \$80,000 life ins. Div Dir & JHS \$50,000 life ins. SPO, SGC, POS & SLC \$30,000 life ins.	(a) ½ dependent health care insurance coverage paid by County.
MONO	1(a)	1(a)	1(a)	1		\$50,000 life insurance	(a) County pays premiums for both employees and dependents
MONTEREY	(a)	(b)		(b)	(c)	County provides annual & biennial physical examinations-depends on mgmt level	(a) Two choices Calpers PERS Choice & PERS Care/cafeteria plan. Mgmt. EE only: \$685.27; EE+ 1; \$706; EE+ family \$762 Inst. Off/Prob Off. EE only \$247; EE+ 1 \$482; EE+ family \$538 (b) County pays for EE premium only (c) Co. provides \$10K/option to purchase 1 ½ to max of \$100K. OTHER: Deferred Compensation; SDI for other than management & Long-Term/voluntary Management/County paid
NAPA	5(a)	2(b)	1(c)	1(d)		Term Life \$50,000 paid by County. Option to purchase an additional \$30,000 at group rate. Option to purchase \$70,000 additional supplemental in increments of \$10,000	(a) County Kaiser Plan, CalPERS Kaiser Plan, CalPERS Blueshield HMO Plan, PERSCare PPO Plan, PERSCHOICE PPO Plan (b) Delta Dental & Pacific Union (c) Med. Eye services included in Co. Kaiser Plan. (d) Driver Alliant Ins. Svcs. \$10,000 County paid w/option to purchase up to \$20,000
NEVADA	5(a)	1	1	1	Yes	Mgmt & Prof are Cafe Plan (a)	(a) Mgmt. one-time option Cafeteria Plan (CPO \$350 per month; mgmt \$335 per month) or Traditional Plan. Traditional Plan pays 100% of Blue Shield rate for employee plus 74% for family or cash out \$150. per month. Truckee employees receive \$1000 indiv. \$2000 family Rural Health Subsidy, annually.
ORANGE	5	1(a)	1(a)	1(a)		Cafe Plan incl dental, A,D&D, & life insurance.	(a) Provided to management (b) Provided through CIGNA Health Plan
PLACER	5(a)	1	1	1(a)	1(a)	County pays employee portion of PERS	(a) Voluntary Supplemental Coverage, premium based on age and amount. OTHER: 2 Deferred Comp. programs
PLUMAS	Yes(a)	Yes(a)	Yes(a)	Yes(a)		\$50,000 life insurance	(a) County program, operating engineers.
RIVERSIDE	8(a)	5(a)	3(a)	1(b)		(b) Vision insurance paid.	(a) Cafeteria Plan allowance \$312.50/mo. to \$465/mo. (b) Life insurance annual salary NTE \$50,000 paid
SACRAMENTO	8(a)	1		1(b)		County contributes \$6,660 for health ins; life ins of 1 x annual salary up to \$50,000.	(a)County contributes \$6,660 for Supv PO & \$7,640.40 for non-supervisors for health insurance. (b) County provides 15,000 basic life ins. benefit, w/option for employees to purchase up to 3 times annual salary benefit. Employee Assistant Program is provided for employees and dependents.

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	A,D&D	Management Enhancements	Comments
SAN BENITO	6(a)	1	No	1(b)	1(b)		(a) Cash incentive available for employees declining insurance (b) \$20,000 policy paid by County
SAN BERNARDINO	3(a)	2(a)	1	1	1	Exempt & Mgmt: Benefit Plan allowance. Exempt= \$420/mo Mgmt = \$350/mo; Exempt: co paid vision plan, psych services & long term disability.	(a) Dependents covered. Opt. out payable in cash \$268-\$300/mo benefit plan; co paid life ins; \$20,000-\$50,000 life & AD&D emp cost avail; short-term disability for all employees
SAN DIEGO	2	3	1	1(a)	1(a)	Life Ins. & AD&D, Basic 2X Annual Salary with min. \$50,000 & Max \$500,000 Annual Mgmt. Physical Exam LTD 66.6% of monthly salary w/max. being \$8,000/mo.	(a) Basic \$10K for Life Ins. & ADD. Dependent covered, spouse child \$2K; Addt'l life ins 3 x annual salary. Flexible Spending Account Optional Tax Free dollar.
SAN FRANCISCO (Adult)	4	2	1	0	1	Management Cafeteria Plan	OTHER: Disability Insurance
SAN JOAQUIN	3(a)	2(a)	1(a)	Yes(b)	Yes	Management has Cafeteria Plan for Benefits	(a) Dependents covered at employee's expense. (b) \$1,000-\$10,000. Employees may purchase addt'l term life ins. up to \$100,000, mgmt up to \$200,000. OTHER: EAP 5 visits no charge
SAN LUIS OBISPO	3(a)	2(a)	1(a)			Café Plan \$602 per month. Dep covered. Life Ins \$30,000 - 50,000 depending on bargaining unit. Long term Disability Plan. Supplemental Life Insurance (b). Wellness/Fitness \$200 per year (c).	(a) Café Plan \$449 per month. Dependents covered. (b) Employee expense (Supp Life includes AD&D) (c) Paid through Risk Management (may be taxable to the employee)
SAN MATEO	3(a)	2(a)	1(a)	1(a)	1(a)	\$50,000 life insurance.	Health & dental plans part of Café Plan. Supplemental Life Insurance optional.
SANTA BARBARA	3(a)	2	(b)	(c)	(d)	Asst. Dept. Head County coverage for Life insurance \$30,000, Dept Head \$50,000 Addt'l coverage available from flex spending plan w/pretax dollars; LTD lesser of 60% of basic monthly earnings or \$9,000	(a) County contributes \$105.19/pp medical plus \$12.02/pp Dental. (b) Included in some health plans (c) Co. prov. \$20,000 coverage, addt'l coverage avail. From flex spending plan w/pretax dollars (d) Available in flex spending plan w/pretax dollars OTHER: 1) Domestic partner health coverage. 2) LTD lesser of 60% or basic monthly earnings or \$3,600. 3) Employee paid SDI (non-management)
SANTA CLARA	3(a)(b)	2(a)	1(a)	1(b)	1(c)	12 mo disability income protection w/long term disability ins after 12 mos; \$25K life ins.	(a) County pays full of single coverage and in lowest cost family plan. (b) Dependents covered at employee's expense (c) Both employees and dependents covered at employee's expense. Health Plan bonus waiver program. \$65 biweekly

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	A,D&D	Management Enhancements	Comments
SANTA CRUZ	7	2(a)	1(a)	1(a)	1	Life insurance (1X annual salary) Long-Term Disability Insurance	(a) Dependents covered. Life insurance is county paid up to \$20,000 w/option for employee to purchase add'l coverage Up to \$100,000. OTHER: Deferred comp, LTD 60% of salary up to \$3,000
SHASTA	2(a)	1(a)	1(a)	1(a)	1(b)	AD&D	(a) For all positions (b) AD&D for management only
SISKIYOU	Yes	Yes		Yes	Yes		
SOLANO	6(a)	2(b)	1(b)	1(c)(d)		Mgmt life ins at 1.5 times annual base salary	(a) Employee given \$640 toward health plan (b) Dependents covered at no cost to employee. (c) \$35,000
STANISLAUS	3	1	1	1	1	Increase life insurance, greater flexibility with benefit cash out.	Dependents covered on vision, dental & least expensive medical plan.
SUTTER	7(a)	3(a)	1(b)	1(c)	1(c)	\$100,000 life insurance paid by County. AD&D included in life insurance	(a) Premium paid by County & employee varies by plan selected (Health/Dental), number of dependents (Health only) (b) No cost to employee (c) Non-management life \$20,000; AD&D included in life insurance. OTHER: County offers an IRC Section 125 Plan
TEHAMA	1	1	1	1			County pays 80% of premium cost. Dependents are covered under all plans at one cost.
TRINITY	1	1	1	No		Yearly physical paid for Dept. Head. Spousal coverage for CPO only	
TULARE	3	1	1	1	Yes		County pays an allotted amount plus a percentage of gross salary toward benefit plan. Depending on bargaining unit, the allotted amount and percentage vary and some employees are allowed to opt-out and receive a portion of these funds as additional taxable salary.
TUOLUMNE	1	1	1	1	1	\$100K life ins & short-term disability ins. paid by Co. Post retirement medical paid by Co. based on yrs of srvc 10+ yrs 50%; 15+ yrs 75%; 20+ yrs 100%. Exec. Mgmt & Confidential: Cafeteria allowance \$815/mo. If EE can show verification that they are covered under another's ins. plan, EE can receive 100% of cafeteria allowance as cash.	
VENTURA	Yes	Yes	Yes	Yes(a)		Yearly physical and LTD	(a) Life ins. and LTD for management only.

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	A,D&D	Management Enhancements	Comments
YOLO	9(a)	1(b)	1(b)			Receives benefit pack of \$6,250/yr to to purchase health, dental & vision ins. Any remaining balance is paid to emp as taxable earnings.	(a) County pay \$166.78 (emp only); \$3354 (emp & 1); and \$433.60 per mo (emp and 2 or more). (b) County pay 90%. Family members may be added at no add cost.
YUBA	4(a)	1(a)	1(a)	2(a)	1(a)	\$40,000 additional life insurance (b)	(a) Employee premium is paid by County and 80% of dependent's premium is paid by County. (b) All Yuba County employees are provided with \$10,000 in life insurance.

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Management Enhancements	Comments
ALAMEDA	10-25	13	14(a)	5(b)	7 days management paid leave (c)	Vacation sell back available: amount dependent upon labor agreement. (a) 11 fixed holidays and 3 floating holidays. (b) 5 days maximum deducted from S/L. (c) Management has 4 add'l paid leave days.
AMADOR	10-20	12	11	3	5 weeks annual vacation.	County will buy back 1 week of management vacation annually, if requested.
BUTTE	10-22	12	13-14	3-5	7 days admin. leave	
CALAVERAS	10-20(a)	10	13	3	40 hrs mgmt time off.	(a) 10 days –1-3 years; 15 days 3-10 years; 20 days over 10 years service.
COLUSA	10-20	12	15(a)	3	10 days	(a) 2 days personal holidays
CONTRA COSTA	10-35	12	13	(a)	Supv & mgmt: add'l 60 hrs annual leave Management can sell back one third of annual vacation.	(a) Bereavement leave from S/L.
DEL NORTE	5-25(a)	12(b)	13(c)	5(d)	Additional 5 days of vacation leave	(a) Additional 3 floating days; generally pre-approved (b) Family and/or medical leave & a catastrophic leave pool. Retirement 50% of S/L or 100% to PERS credit. Separation w/ 5-10 years w/ 25% of S/L (c) Meritorious services yield 3 Admin. Leave Days (d) Household member or immediate family
EL DORADO	10-20	12	13	0	80 hrs admin leave in lieu of OT (Dept Head 96 hrs).	Max. S/L upon separation: managers 504 hrs Non managers: 5 yrs-20%; 10 yrs-40%; 15 yrs. -70%; 20 yrs 0 100% max of 500 hrs.
FRESNO	20-38*(a) 10-20**(b)	8-13	11 11	3 3	Mgmt spec leave grants in lieu of CTO.	(a) Annual leave is sick leave & vacation combined (*employees hired before 12/14/98) (b) Vacation and sick leave are accrued separately (**employees hired 12/14/98 & after)
GLENN	11-20 23-33(a)	12 12	12 0	3 3	Dept Head and SPO additional 80 hrs admin.	(a) Deputy Probation Officer vacation in lieu of holidays.
HUMBOLDT	10-30(a)	12	12	5	10 days admin leave	(a) Depending on yrs of serv. (0-25yrs)

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Management Enhancements	Comments
IMPERIAL	15-20(a)	12(b)	12	9(c)	60 hrs. annual leave	(a) Dep. on yrs of service. Employees with less than 15 yrs. may accumulate up to 30 days, with more than 15 yrs a max of 40 days. (b) Unlimited accum. (c) up to 3 days per family member per year to a maximum of 9 days
INYO	10-15(a)	12(b)	12	5(c)		(a) Plus 5 flex days to be taken any time during the year (b) 10 days can be donated to employee union.(c)Bereavement leave is taken from sick leave.
KERN	12-27	12	11	10		3 days S/L payable if balance at max & no more than 10 hrs used current year; bereavement leave from S/L; S/L payoff 100% after 25 yrs; 75% 20-24 yrs; 50% less than 20.
KINGS	12-20(a)	10-20	11	5	Max 40 hrs vac convertible to cash.	(a) DPO I/II/III get add'l 8 hrs vac credit each July 1.
LAKE	10-20	12	14	3-5(a)	12 holiday + 2 personal holidays.	(a)Bereavement leave 3 days in State; 5 days out of State. 20-50% S/L to max of \$2,500 on termination (3-5 days bereavement leave).
LASSEN	12-20	15	13	5	Dept Heads additional 5 days admin; Mid-management 3 days admin leave.	At retirement, 2000 hrs S/L credit as 1 yr service time.
LOS ANGELES	20(a)	8(a)	12	3-5(b)	N/A.	(a) Reflect maximum annual days. (b) 5 days bereavement leave if employee must travel over 500 miles.
MADERA	10-21	12	11		6 days in lieu of comp time.	
MARIN	10-30	12	11(a)	5(b)	40 hours personal leave	(a) Add'l floating holidays: DPO's-24 hrs., Clerical-30 hrs., management 16 hrs. (b) Taken from S/L
MARIPOSA	10-20	15	13	5	No vacation or sick time earned. Chief can take leave without submitting. May take leave any time workload permits.	
MENDOCINO	10-12	15	13(a)	3	3 additional personal leave days;-may buy out 60 hrs accrued vacation/year	(a) Includes 3 personal leave days; may cash in 40 hrs accrued vacation/year.
MERCED	10-20(a)	12(b)	13	5	Retirement ½ S/L pay to max 640 hrs, remainder (or entire amt) to service time 12 days in lieu of OT. Annual mgmt vacation sell back up to 40 hrs.	(b) Retirement ½ S/L pay to max 320 hrs, remainder (or entire amount) to service time.

COMPARISON OF BENEFITS

ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Management Enhancements	Comments
MONO	10-20(a)	12	13(b)	5	10 days	(a) Days earned are based on years of service (b) All employees receive an add'l 2 personal holidays/year.
MONTEREY	12-25	10-12	10	5	23-35 days for combined sick/vac leave 10 days professional leave per year	Supervisory Emp.- 3days leave and 1 day educ. leave Family Sick time 10 days, management 5 days
NAPA	12-26(a)	12	11	5	Add'l 5 days admin. leave Starts accruing vacation at 15 days/year	(a) Depending on years of service Critical Illness leave 5 days charged to S/L
NEVADA	10-39(a)	12(b)	13-14		Add'l 5 days admin leave.	(a) non-sworn 10-20 days vac; sworn & mgmt 20-25 days PLP, CPO 28-39 days PLP (b) Non-Sworn only vacation and S/L
ORANGE	10-20(a)	9&12(a)	12	5		(a) Annual Leave for covered employees combines vacation and S/L balance accruals.
PLACER	10-25	12	12	5	\$1,500 suppl comp prog or equivalent hrs. based on salary	CTO accumulation cap @ 80 hrs. annually
PLUMAS	10-20(a)	14	13	Yes	5 days Admin. leave for dept. heads.	(a) Dependent on County service. 10 days to start, 15 after 2 yrs. 20 after 4 yrs.
RIVERSIDE	10-20(a)	13(a)	12(b)	5(c)	(a) Annual leave 29-39 days instead of vac/sick. May take cash in lieu of up to 20 dys/yr.	(b) Add'l 2 days if Christmas & New Year =s fall on Tues or Thurs. (c) 3 days paid; 2 from S/L
SACRAMENTO	10-25	15	12½	5	Can take reasonable time off for personal use during normal work hours to compensate for OT.	1 day off every 6 mos if sick leave used is less than 12 hrs in the past 6 mos for non-sworn/non-mgmt staff.
SAN BENITO	10-20	15	10(a)(b)	5	1 week Admin. Leave	(a) 3 days floating holidays. (b) Juvenile institution officers receive 5% holiday pay.
SAN BERNARDINO	10-20	11-12	14	0-2	Exempt: Add'l 1 day S/L & 2 wks admin leave/cash; Mgmt: 2 week admin. leave.	1 yr no S/L option paid fitness membership or 16 hours. Supv added 2 week leave, S/L on termination 30%-50% paid.
SAN DIEGO	10-20(a)	13(b)	13(c)	3	1 wk add'l vacation; S/L paid off 50% Executive time off 80 hrs. annually.	(a) Time donatable to another. (b) Hired prior 7/1/79, 25% of sick leave paid to max of \$6,000 Employee with 10 yrs can convert S/L credit to Retirement credit with 300 hours or more. (c) Floating holidays

COMPARISON OF BENEFITS

ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Management Enhancements	Comments
SAN FRANCISCO (Adult)	10-20	13(a)	20		5 days admin. leave in lieu of OT	(a) Wellness Plan: 24% of S/L balance earned but unused at time of separation times salary rate exclusive of premiums or supplements (b) Includes 9 floating holiday for FY 03-04; usually min. 3 floating holiday. Other: Retirement Seminar Release Time 1 day over term of MOU
SAN JOAQUIN	10-23	12(a)	14	3-5	Term Life \$50,000 plus 10 days admin. leave in lieu of CTO.	(a) On retirement, S/L can purchase health benefits or service credit.
SAN LUIS OBISPO	10-20(a)	12	12	5(c)	Confidential: (a) & (b). Operations & staff mgmt. (a) & (b). Gen. mgmt & Dept Heads (a) & 6(b).	(a) + 1 personal day. (b) Admin leave. (c) Included in S/L.
SAN MATEO	13-24	12	12		130 hours per year comp time	May donate time, on retirement 1 mo health premium paid for ea 8 hrs unused S/L.
SANTA BARBARA	12-25(a)	12	11(b)	5	40 hours upon appointment 108 hrs admin. leave	(a) Based on years of service (b) Includes 1 floating holiday.
SANTA CLARA	10-22	12	12	3	Admin leave for less than 1 full day absence; 39 days annual leave.	80 vac hrs cashable if no S/L used.
SANTA CRUZ	22-37(a)(b)	(a)(b)	11½	3	Vac 15 to 30 + admin leave or pay 10 days annual+ sick 6 (partial pymt on termination).	(a) Annual leave in combo of vac & s/l. (b) Non-mgmt only. Option to donate to another if balance is 168 hrs or more.
SHASTA	10-20(a)	12	12	3(b)	2 wks admin leave.	(a) Based on continuous years of service (b) Per episode
SOLANO	10-20	12	15	5	6 days admin leave; annual leave 3.08/pay period 1-3 yrs; 6.16 hrs/pay period for 10 yrs service & up; S/L 3.70/pay period regardless of length of serv.	Can take up to 80 hrs/yr as family sick hrs. 2 S/L balance (max 500 hrs) paid on retirement only.
STANISLAUS	10-25	12	12.5	5	Additional 2 days vac + 40 hrs admin leave.	
SUTTER	11-20	11	12	5	11 days Admin. Leave in lieu of OT. Can cash out 40 hrs. unused Admin. Leave; use up to 40 hrs to Def. Comp & use 8 hrs/yr.	
TEHAMA	12-22½	12	13	6	After 15 yrs 50% leave paid on retirement/death (other units have 8 hrs) & 40 hrs admin leave.	S/L partial pymt on retirement/death (max \$1,500); S/L & bereav come out of S/L bank.
TRINITY	10-20	12	12(a)	5(b)	40 hrs management personal leave	(a) Plus 1 day personal (b) taken from S/L

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Management Enhancements	Comments
TULARE	10-25(a)	12	12(b)	5(c)	5 days additional vacation.	(a) Based on years of service (b) Plus one personal day. (c) In addition to bereavement, may also use up to 50 hrs for S/L & Family Leave
TUOLUMNE	10-20	8	11	3	11 holidays; 80 hrs mgmt leave; annual leave accrual rates: 240 hrs 0-3 yrs; 280 hrs 4-9 yrs; 320 hrs 10+ yrs.	
VENTURA	14-24(a) 26-46(b)	(c) 8(b)	8(a) 9(b)	3 3		(a) Management (b) Probation Officers & Service Employees International (c) S/L included in vacation leave
YOLO	10-17	12(a)	14.5(b)	5(c)	40 hrs. Admin. Leave in lieu of OT.	(a) Employees may sell one-half in excess of 200 hrs upon retirement. (b) 32 hrs are floating holidays (c) Bereavement leave from S/L.
YUBA	12-24	12(a)(b)	14	5(c)	56 hrs. Admin. Leave	(a) On termination 25% S/L paid if hired before 7/85 w/10 yrs service (b) can use up to 80 hrs/year for family S/L (c) Charged to employee's vacation time.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
ALAMEDA	5%	\$30-35(a)(b)	No	(c)	37.5¢/mi	\$800 Job-related expense allowance professional	(a) Biweekly (b) Dependent on MOU (c) Clerical \$500/yr.; Safety \$400/yr.
AMADOR	\$3/hr on call	No	No	No	37.5¢/mi	None	
BUTTE	\$8	\$50/mo.	No	No	37.5¢/mi	CPO \$590/mo travel & cell phone allowance.	
CALAVERAS	No	No		Yes	36.5¢/mi	Additional 2.5% @5.5 yrs. service; 2.5% @ 10 yrs.; 2.5% @ 15yrs.; 2.5% @20 yrs.	
COLUSA	Yes	Yes	Yes(a)	No	No		(a) Task
CONTRA COSTA	5%	\$80/mo		Yes	36¢/mi	CPO \$450/mo auto allowance; 2.5%Mgmt incentive pay (a) \$400-\$825 prof. develop allow.(b)	(a) After 10 yrs. service-Longevity Pay (b) Bi-annually
DEL NORTE	\$3.00(a)	5%(b)	No	No(c)	37.5¢/mi (d)	Vehicle use for CPO only	(a) \$3.00 JH for 1600-2400 & 0000-0800 shifts. (b) Job classification salary plus 5% (c) County pays for mandated training (d) Department has several vehicles; rarely requested.
EL DORADO	\$.60/hr swing \$.85/hr grvyrd	\$40 per pay period	\$92.30 bi-wk/Tahoe differential	Yes	37.5¢/mi	Vehicle - Dept Head only.	Longevity pay varies according to bargaining unit.
FRESNO	8%	\$600/yr.	\$650/yr. (a) \$520/yr. (b)		37.5¢/mi	\$6,156/yr. Auto allowance for Dept. Head	(a) Classifications. used countywide but assigned to detention facility/ranch camp. (i.e. office assistants) (b) Secretaries allowed additional \$520/yr. for dictation
GLENN	75¢ hr.	\$.050 Bi-ling	\$2.00-\$2.50/hr. Call back/on call(a)			.36¢/mi	5% longevity after 12 years Incentive: 5-15% for POST, MA, MS or PhD '89 & prior and 2.5%-10% for employees hired after '89 (a) depends on MOU
HUMBOLDT	50¢/ hr.	Available(a)		(b)	37¢/mi	\$3,200/yr. benefit allowance	(a) Dep. on assignment and need for the service. Actual pay is also based on language ability-verbal & written (b) \$300 HDSO \$600 AFSCME

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
IMPERIAL	5% swing 7.5% grvyrd		(a)	(b)			(a)\$50.00 on call pay (b) \$900/yr. limited to text books, tuition & lab fees. Reimbursement based on grades
INYO	2% swing (a) 4% grvyrd (a)	5%		\$250	37.5¢/mi		(a) shift differential for Juvenile Hall staff
KERN	5% & 72%(a)	\$25/bi-wk-verbal \$50/bi-wk-written		Yes	37.5¢	CPO \$480/mo & 22.5¢/mile car	(a) Non-management only.
KINGS	No	\$20/bi-wk		Yes	37.5¢		
LAKE	2.5%(a)	2.5%		Yes	27¢		(a) Non-management only.
LASSEN	No	No	NO	Yes	37.5¢	No	
LOS ANGELES	45¢/hr(a)	\$100mo(b)	\$30/mo(c) 5.5%(d) \$150/mo(e) 8 hrs OT (f)		32.5¢	No	(a) Night bonus (b) bilingual pay (c) Acting Dir. bonus, Camps & Off. of the day bonus, halls (d) Adult Svcs Court Officer Team (ASCOT) (e) Sup. Bonus: Hall sups w/more than 10 staff, Camp sups w/more than 12 (f) Post Bonus-Camp staff disrupted for 3+ hrs during sleep shift get 8hrs. OT.
MADERA	\$1/shift	2½%		Yes	37.5¢		
MARIN	2.5%-5%	5%	5%	Yes	37.5¢	CPO car allowance \$800 mo.	
MARIPOSA	No	No	No	No	36.5¢		
MENDOCINO	\$1-\$2(a)	(b)	No	No	37.5¢	Annual \$800 mgmt educ./health Computer interest-free loan \$2500(c)	(a) Juvenile Hall \$1/hr PM shift; \$2/hr graveyard (b) Language diff for non-management only. (c) Max for 3 yrs.
MERCED	\$.75/hr + \$1/hr (a)	55¢/hr (b)	10%(b)	Yes	37.5¢	\$200 annual mgmt reimbursement for education. CPO expense & car allowance \$1075/mo.	(a) Evening shift 75¢/hr; night shift \$1/hr. (b) Non-management only. Loyalty bonus based on 10 years of service \$250 thru \$750.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
MONO	No	\$200/mo. (a)		\$250/yr (b)	No	\$400. /mo. choice of car allowance or assignment of county vehicle	(a) Bilingual-Competency test required. Must have assigned caseload requiring bilingual services (b) For college classes to enhance job assignments/
MONTEREY	95¢/hr	\$35/primary \$18/provisional	No	\$	37.5¢	CPO & ACPO have full use of County vehicle' \$75 qrtly expense \$400/prof.	
NAPA	\$1.00/hr. Night (a)	\$40/pay prd	(b)	(c)	37.5¢	\$130/twice monthly and a cell phone monthly allowance of \$35.00	(a) Only for those hours between 6:00 p.m. -6:00 a.m. (b) Standby Pay: \$2/hr weekdays; \$2.25/weekends (c) 8 hrs pd leave to prof. employees for work-related educ./training. While on this leave, not entitled to reimb. for mileage, tuition, fees
NEVADA	5%	2.5%	8%(a)	Yes (b)	37.5¢	2.5% Merit pay after 10 yrs of serv w/very satisfactory performance. CPO \$800 (c) & \$3,600 (d)	(a) Truckee work site. (b) Individual w/approval by CPO and Human Resources (c) CPO reimbursement. for personal growth & enrichment expenses (d) CPO Automobile allowance
ORANGE	60¢-\$1.50/hr	40¢ & 70¢(a)		\$2,000 FY	37.5¢ - 39¢(b)	\$3,500/\$3,000 year Optional Benefit Plan \$715/\$600 mo. CPO & CDPO car allowance	(a) Depends on position (b) For represented units through MOU
PLACER	5%	2.5%DSA 5%PPEO	(a) (b)	\$500/yr	37.5¢/mi	\$1500 compensation (c) \$80+ hrs (d)	(a) \$350/mo. DSA sustenance pay for Tahoe DSA employees (b) \$450/mo. PPEO pay for Tahoe PPEO (local union) employees (c) compensation that can be used at mgmt. discretion (for additional benefits or cash out) (d) mgmt. leave computed on management employee salary.
PLUMAS			(a)				DPO paid for 16 hrs work plus 1.5 times callback to be on call for a week
RIVERSIDE	60¢ & 1.20/hr	25¢ & 50¢/hr		Yes(a)	37.5¢/mi	County car or \$550/mo car allow for CPO.	(a) If training is job related & approved in advance.
SACRAMENTO	7.5%(a)	26¢/hr(a)	5%(b)	Yes(c)	37.5¢/mi	Mgmt differential pay 3.35% of salary. CPO/Asst CPO assigned cars.	(a) Non-mgmt only. (b) Staff assigned to the Sac. Co. Boys Ranch rec. 5% diff for travel (c) \$1,200 yr.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
SAN BENITO	Yes(a)	\$75/\$50(b)	5%(c)	Yes	37.5¢/mi		(a) Juvenile institution officers who work 12 hr shifts get 5% shift pay (b) Safety \$75/mo-safety \$50/mo. non-safety (c) after 20 days in any fiscal year
SAN BERNARDINO	\$.70-\$3.00/hr (a)	Bi-wk: \$40-50 oral \$45-55 written \$50-60 tech		\$300- \$1500/yr (b)	34.5¢/mi	CPO \$692/mo car allow	(a) Add'l varying rates of diff for medical support positions. (b) Tuition from dept fund: Admin/Prof-\$400/yr, Mgmt-\$500/yr, Exempt-\$800/yr, RN-\$1400/yr; Co fixed fund: 1st come basis: Tech-\$400/yr, /Supv-\$300/yr, Clerical-\$1,500 & C/L/T \$400/yr.
SAN DIEGO	55¢/hr (night)	\$16.15 bi-wk & \$32.30 bi-wk	(a)	\$870/yr	37.5¢/mi		(a) 2.5% Institutional Pay; \$.25/hr remote pay; \$.25/hr. lockup pay.
SAN FRANCISCO (Adult)	8%-10% bi-wk	\$50 bi-wk	5%		36.¢/mi	CPO vehicle.	
SAN JOAQUIN	75¢ & 91¢/hr (a)	\$.41/hr if 20% of time \$.82/hr if 40% of time (a)	Yes (b)	Yes(c)	31.5¢/mi	CPO-County car or \$415/mo.	(a) Non-management only. (b) 5% for 2 Rangemasters (c) \$1,000/yr if toward a degree; \$650/yr. if not for degree.
SAN LUIS OBISPO	5%(a) - 10%(b)	\$50(c)-\$90(d)	N/A	\$250 yr	37.5¢/mi	CPO \$350 mo. auto allowance	(a, b, c, d) Depends on bargaining unit.
SAN MATEO	.0574%(a)	\$40 or \$50 bi-wk	.0574%(a)	Yes	37.5¢/mi	CPO-\$611/mo or vehicle.	(a) Non-management only.
SANTA BARBARA	\$.75 swing \$1.50 grvyrd	\$46.15 bi-wk bi-lingual	\$2.60/hr.(a) (b)(c)(d)	\$500(e)	37.5¢/mi	CPO car allow.\$153 bi-weekly , ACPO \$63 bi-weekly car allow Bi-weekly add'l cash = CPO-\$194.44; ACPO\$173.64 Mgmt. \$136.54 Up to 80/hr-vac. conversion after 5 yrs.(f)	(a)Standby (b) Callback 2hr./minimum (c)Canine handler \$75.09 pp. (d) Institution clothing allow \$5 pay period (e) if funded (f) non mgmt.-with approval, up to 40 hrs. conversion after 5 yrs.
SANTA CLARA	\$2.00/hr(a)(c) \$2.25/hr(b)	\$125/mo (a) \$100/mo (c)		Yes	37.5¢/mi	CPO \$400/mo car allow or County car.	(a) Safety (b) Night shift non-safety (c) Non safety.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
SANTA CRUZ	55¢/hr-swing 65¢/hr-grvyrd	50¢/hr.-convers. 85¢/hr- reading writing & convers'l		\$175/yr.(a)	36.5¢/mi		(a) For pre-approved courses for staff covered by Gen. Representation. (SEIU) contract. Course completion and passing grades req. for reimb.
SHASTA	60¢/hr swing(a) 85¢/hr grvyrd(a) 2.5%(b)	No			37.5¢/mi	CPO \$50 stipend Deputy Dir. of Prob.Admin. \$200(c) CPO \$100 (c)	(a) Juvenile Hall/Crystal Creek Boys Camp (b) Crystal Creek Boys Camp (c) one time payout
SISKIYOU	Yes	Yes		Yes			
SOLANO	5.5-6.75%	\$55 bi-wk		\$750	37.5¢/mi	Management Incentive Prog (MIP)(a)	MIP allows County Administrator to compensate Exec. & Sr. Mgmt an add'l 2.5%-15% using a point system based on annual performance evaluations (Longevity Pay)
STANISLAUS	5% -7.5%	48¢-69¢/hr(a)	1.5%-10%	\$200- \$900(b)	IRS rate	CPO \$400/mo car allowance; Manager \$100/mo car allowance.	(a) Based on bargaining unit. (b) For management and confidential staff. Other: 3% certificate pay for completing STC Core
SUTTER		\$50/mo Bilingual		\$200(a)	37.5¢/mi(b) 30¢/mi(c)	5 paid days/year for continuing ed. Reimb. to \$1000 for tuition, books, fees	(a) Non-Mgmt per year for cont. ed., tuition, books, & fees. (b) management mileage (c) non-management mileage
TEHAMA	\$2/grvyrd	5%			36¢/mi	CPO \$100/mo stipend; \$45/mo deferred comp for mgmt; 500 hr cap on S/L then 4 hrs pay convert to deferred comp plan-mgmt/peace off.	Staywell for peace off/law enforcement mgmt; 1% gross wage if under 40 hrs S/L used; 2.5% of gross wage if under 24 hrs S/L used.
TRINITY	50¢/hr night (a) 75¢/hr grvyrd (a)		on call(b)	Yes	Yes		(a) Juvenile Hall staff (b)\$2.50/hr. on-call for Prob. Off.
TULARE	4 -6%(a)	2.5 -5%(b)	4-6%	Yes	36¢/mi	CPO & div. Mgrs. assigned county cars	(a) Night shift diff. only for those hours between 6:00 p.m.- 6:00 a.m. (b) 2.5% for moderate bilingual and 5% for full bilingual
TUOLUMNE		5%		Yes(a)	37.5¢/mi	Computer loan interest free up to \$3,000. Longevity 5%-15%	(a) 50% of cost of books & tuition.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
VENTURA	5%(night)(a)	65-90¢/hr based on proficiency	5%(b)	(c)(d)(e)	36.5¢/mi	Allowance or County Car Memberships Education 2.5-5.0%	(a) Non-Management only (b) Management only (c) Mgmt Tuition \$2000 (d) Confidential (e) Non Management Tuition \$300-\$750. OTHER: PO, Corr. Off. & SEI .25% reg pay for standby, 2.5-5.0% education. SEI: \$135 uniform, PO & CO only: \$84 membership, \$500 uniform
YOLO	No	43¢(a) 58¢(b)		\$400/yr(c)	37.5¢/mi (d)		(a) For oral/written (b) For advanced skills (c) reimbursement books & tuition if job related. (d) reimbursed for meals at federal rate
YUBA		\$100/mo			37.5¢/mi		

ARMED PERSONNEL COMPARISON

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

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
ALAMEDA	No					
AMADOR	Yes	DPO Unit Sups.	5 2	50% 100%	Field Supervision/Court Svcs. Field/Staff Supervision	Arming optional. Chief & Deputy Chief not armed
BUTTE	Yes	CPO ACPO SPO PO	1 1 4 19	100% 100% 57% 37%	Chief Probation Officer Assistant Chief Probation Officer Supervising PO Field Supervision	
CALAVERAS	Yes	DPO II	1	11%	Probation Narcotics Officer assigned to Sheriff's Dept.	
COLUSA	Yes	DPO DPO CDPO CPO	1 2(a) 1 1	11% 22% 50% 100%	Task Force Adult/Juvenile Supervision Management Chief Probation Officer	(a) in process Total of 9 officers including CDPO & CPO
CONTRA COSTA	No					
EL DORADO	Yes	CPO DCPO SPO Sr. PO PO I/II	1 1 3 3 20	100% 33% 60% 30% 69%	Chief Probation Officer Deputy Chief Probation Officer Field Supervision Field Supervision Field Supervision	
FRESNO	Yes	Probation Services Mgr.. Juv. Correctional Off. DPO IV DPO I/II/III	10 19 24 68	67% 10% 43% 84%	Supervising Armed Units Transportation Officers(a) Designated armed assignments(b) Designated armed assignments	(a) Includes both primary & backup (b) Inc. Range Masters who are not otherwise in designated armed assignments
GLENN	Yes	DPO II	1	5%	Probation Specialized Unit Grant(a)	(a)Fed, grant pos. Suprvs clients convicted of crimes against women, stalking, sexual assault and/or any violent felony reduced to a misd. charge. Armed only when paired w/offcr from other law enforc. jurisdic.
HUMBOLDT	No					

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
IMPERIAL	Yes	CPO	1	100%	Chief Probation Officer	
		DCPO	1	50%	Juvenile Field Supv & Invest. Receiving Home & Prop. 10	
		Division Manager	1	25%		
		DPO III	4	80%	Juv & Adult Field Sup. Adult Inv. & Juv EPSDT Placmt	
		DPO II	22	52%	Adult Inv., Field Sup, Narcotics Task Force, Prop. 36, Spec. Prosecutions, Dom. Violence, Street Interdict. Team, EPSDT Placmt, SARB, Family Res. Ctr., School Comm. Policing, AB1913, High Risk, Juv Sup & Inv.	
INYO	No					
KERN	Yes	Asst. Division Director	1	20%	Gang Intervention/Supervision Unit	
		Probation Supervisor	10	48%	Gang Intervention, Supervision, Aftercare Prop. 36 & ROPP Units	
		DPO III	13	24%	Gang Intervention, Supervision, Aftercare Prop. 36 & ROPP Units	
		DPO I/II	61	48%	Gang Intervention, Supervision, Aftercare Prop. 36 & ROPP Units	
KINGS	Yes	GS II	1	4%	Transport Officer	
		DPO I/II	27	82%	Field/Court Services	
		DPO III	5	83%	Line Supervisors	
		DPO IV	2	40%	Supervisors/Management	
		DPO V	2	100%	Admin/Court Management	
		DPO VI	3	75%	Chief Deputies	
		CPO	1	100%	Chief Probation Officer	
LAKE	Yes	Senior PO	2	50%	Field Probation Officers	
		DPO II	4	27%	Field Probation Officers	
LASSEN	No					
LOS ANGELES	Yes	DPO II	20	1.42%	Search & seizure, apprehension of clients with warrants & of juveniles who escape from Halls or Camps	
		Sup. DPO	3	1.29%	Search & seizure, apprehension of clients with warrants & of juveniles who escape from Halls or Camps	

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
MADERA	Yes	DPO's	All	100%	Typical DPO duties	
MARIN	No					
MARIPOSA	Yes	Probation Officer	5	55%	Field work	
MENDOCINO	Yes	DPO II	1	5%	Gang Unit	
MERCED	Yes	CPO	1	100%	Chief Probation Officer	
		Division Director	2	50%	Field Services	
		Supervising PO	4	80%	Field Services	
		DPO I/II/III	28	60%	Field Services	
MONO	Yes	DPO	4	100%	Field Supervision	
MONTEREY	Yes	DPO II	14	22%	Field Supervision	
		DPO III	8	38%	Field Supervision	
		Prob. Services Mgr.	4	44%	Field Supervision	
		Asst. Chief Probation Offr.	1	100%	Disciplinary Offr/Mgr of Operations	
NAPA	No					
NEVADA	No					
ORANGE	Yes	CDPO(a)	1	33%	(a) Intensive Field supervision, search & seizure,	All situationally armed staff work in close collaboration with local law enforcement agencies.
		Division Director(a)	1	8%	proactive enforcement activities w/local law	
		SPO(a)	6	10%	enforcement agencies. Supervisory &	
		DPO II(a)	30	8%	Management staff act as primary source for ongoing firearms training & qualification for Dept.	
PLACER	Yes	DPO II	19	40%	All Except Juvenile Detention.(a)	(a)Both Field & Office Supv.
		Sr, DPO	13	87%	All unit assignments(b)	(b)Generally Office/Employee Supv
		Manager	3	50%	All unit assignments(c)	(c)Generally Employee Supervision
		Deputy CPO	1	50%	Upper management	
		CPO	1	100%	Chief Probation Officer	
PLUMAS	No					
RIVERSIDE	Yes	SPO	2	3%	Supervision of armed units	
		Senior PO	5	8%	Joint Task Force(a); Warrants, Intensive Sup.	(a) When arming requested by lead
		Deputy PO II	8	5%	Joint Task Force(a); Warrants, Intensive Sup.	agency.

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
SACRAMENTO	Yes	DPO	47	19%	Field Supervision	243 total DPO's 88 total Sr. DPO's 57 total Supv. DPO's 6 total Asst. Chief DPO's 10 total Chief Deputies 2 total Asst. Chief PO's
		Sr. DPO	21	24%	Field Supervision	
		Supv. PO	9	16%	Field Supervision	
		Asst. CDPO	1	17%	Field Services	
		Chief Deputy	3	30%	Field Services	
		Asst. Chief Probation Offcr	1	50%	Asst, Chief PO of Field Services	
SAN BENITO	Yes	PO II	1	9%	UNET Officer (United Narcotic Enforcement Team)	
SAN BERNARDINO	Yes	PO II	81	30%	Field supervision	
		PO III	11	23%	Field supervision	
		Supv. PO	12	32%	Supervision of field officers	
		DD II	4	40%	Management of geographic areas	
		DCPO	1	33%	Administration of Bureaus	
		Chief Probation Officer	1	100%	Executive Officer	
SAN DIEGO	Yes	DPO	4	7.8%	FAST(a)	(a) Field Action Special Team-w/ police to re-arrest offenders (b) Gang Suppression Unit-w/police to re-arrest offenders
		Sr. PO	1	2%	FAST(a)	
		Supv. PO	4	7.8%	GSU(b)	
		Sr. PO	5	9.8%	GSU(b)	
		CDPO II	4	7.8%	GSU(b)	
		CDPO I	11	21.6%	GSU(b)	
SAN FRANCISCO (Adult)	Yes	CPO	1	100%	Chief Probation Officer	
		Sup. PO	3	16%	Supervise Adult PO's	
		Div. Director	1	33%	Division Director-Supervise Units	
		DPO	5	.07	Supervise probationers in Internal Services Unit (Gang, Mental Health, Sex Offenders & Drug Abatement)	
SAN JOAQUIN	Yes	Probation Unit Supervisor	4	21%	Training/Field Supervision	Began arming officers in 2000. Any PO hired prior to 9-1-99 has the option of not being armed.
		PO III	6	25%	Field Supervision	
		PO I/II	24	36%	Field Supervision	
SAN LUIS OBISPO	Yes	DPO	35	64%	Community Supervision & Transports	
		Supv. DPO	9	69%	Community Supervision & Transports	
		Div. Manager	2	40%	Community Supervision & Transports	
SAN MATEO	No(a)					(a) In process of implementing firearms program within 90 days (around May '04)

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
SANTA BARBARA	Yes	DPO	8	10.96%	Supervision of clients	
		DPO Senior	10	22.73	Supervision of clients	
		DPO Supervisor	1	6.67	Supervision of PO's	
		CPO	1	100%	Chief Probation Officer	
SANTA CLARA	No					
SANTA CRUZ	No					
SHASTA	Yes	DPO III	1	18%	Narcotics Task Force	
SISKIYOU	No					
SOLANO	No					
STANISLAUS	Yes	DPO II	10	15%	Supervision of High-Risk Offenders	
		DPO III	2	18%	Lead DPO for High Risk Offender Unit	
		Supv. PO	2	20%	Supervise High Risk Offender Unit	
SUTTER	Yes	DCPO	1	50%	Adult Division Manager	(a) Officer carries only for Special Operations
		SPO	1	50%	Adult Division Supervisor	
		DPO III	4	44%	Prop. 36, Drug Court, Drug Task Force; Juv. Intake(a)	
		DPO II	4	36%	Adult Supervision; Juv. Intake(a)	
TEHAMA	Yes	CPO	1	100%	Chief Probation Officer	
		DPO II	1	3.6%	Drug Task Force	
TRINITY	Yes	DPO(a)(b)	6	80%	Field Supervision; Specialized Units; Court Units	(a) All classes of DPO's (b) Arming & training offered to all DPO's
TULARE	Yes	Division Manager	2	40%	Custody Services and Juvenile Court Services	
		Supv. PO	2	20%	Supervising Thunderbolt; JJCPA; Team Supervision; Gang Unit and JAIBG Unit	
		PO III	27	67.5%	Adult Sex Offender Prog.; Campus PO Prog.; Thunderbolt; INET, Gang Unit, Team Supv.; Adult E.M.; Community Schools; Placement & JJCPA	
		PO II	8	18.2%	Limited Supervision Unit; Recovery Court; Team Supervision; & Placement	

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
TUOLUMNE	No					
VENTURA	Yes	Director	1	100%	Management	
		Chief Deputy	2	50%	Management	
		Division Manager	2	33%	Management	
		Supv. DPO	4	12%	Intensive Adult & Juvenile Field Supervision Svcs.	
		Sr. DPO	3	6%	Intensive Adult & Juvenile Field Supervision Svcs.	
		DPO	11	7%	Intensive Adult & Juvenile Field Supervision Svcs.	
YOLO	Yes	Probation Program Mgr	1	25%	Adult	
		Supv. PO	3	60%	2 Juvenile and 1 Adult	
		Senior DPO	3	50%	1 Juvenile and 2 Adult	
		DPO I/II	10	50%	6 Juvenile and 4 Adult	
		Supv. Detention Officer	1	20%	Work Transportation Prog. (Adult/Juvenile)	
		Detention Officer I/II	5	21%	Work Transportation Prog. (Adult/Juvenile)	
YUBA	Yes	DPO	12	25%	Adult/Juvenile Supervision	
		Management	3	75%	Management oversight of armed units	
		CPO	1	100%	Management	

COMPARISON OF GENERIC CLASSIFICATIONS

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

- Chief Probation Officer
- Probation Services Entry Level
- Probation Services Journeyman
- Probation Services Advanced Journey/Senior Level
- Probation Services First Level Supervisor
- Probation Services First Level Manager
- Institutions/Custody Entry Level
- Institutions/Custody Journeyman
- Institutions/Custody Advanced Journey/Senior Level
- Institutions/Custody First Level Manager

Salaries have been ranked from highest to lowest according to the highest salary level for the highest classification.

For Chief Probation Officers, actual salaries have been used.

COMPARISON OF POPULATION, DEPARTMENT SIZE & CPO SALARY SURVEY
ALPHABETICAL ORDER

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>Staff Years</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
ALAMEDA	1,495,400	7	799.00	7	\$125,344	13
AMADOR	37,050	45	23.46	49	\$82,716	38
BUTTE	212,400	26	168.50	20	\$108,054	27
CALAVERAS	43,550	44	19.00	50	\$82,867	37
COLUSA	20,000	50	17.00	51	\$65,000	51
CONTRA COSTA	1,003,800	9	436.00	13	\$140,824	3
DEL NORTE	28,100	47	35.00	44	\$67,923	49
EL DORADO	168,200	29	118.50	30	\$82,223	40
FRESNO	855,400	10	542.00	10	\$140,686	4
GLENN	27,600	48	28.60	47	\$78,416	43
HUMBOLDT	129,400	34	119.90	28	\$78,360	44
IMPERIAL	153,600	30	128.00	25	\$96,970	28
INYO	18,550	51	36.00	43	\$86,400	36
KERN	717,300	13	534.50	11	\$123,086	15
KINGS	138,700	31	131.00	24	\$89,400	33
LAKE	62,300	39	42.00	40	\$70,936	48
LASSEN	34,600	46	40.10	41	\$64,776	52
LOS ANGELES	10,047,300	1	5097.00	1	\$151,881	1
MADERA	133,900	32	117.00	32	\$87,312	34
MARIN	250,300	24	122.90	27	\$136,704	9
MARIPOSA	17,850	52	14.92	53	\$63,226	54
MENDOCINO	89,100	36	94.50	34	\$73,138	47
MERCED	230,600	25	136.00	23	\$109,034	25
MONO	13,400	54	6.00	54	\$75,720	46
MONTEREY	418,800	17	253.00	17	\$114,156	23
NAPA	130,900	33	90.50	35	\$95,196	29
NEVADA	96,900	35	68.80	37	\$91,332	31
ORANGE	3,001,300	2	1547.50	2	\$137,925	8
PLACER	285,400	21	136.00	22	\$110,248	24
PLUMAS	21,150	49	15.50	52	\$76,710	45
RIVERSIDE	1,758,700	5	897.50	5	\$119,178	19
SACRAMENTO	1,331,500	8	779.00	8	\$121,119	17
SAN BENITO	56,600	42	34.00	45	\$80,652	41
SAN BERNARDINO	1,869,300	4	1150.62	4	\$126,318	12
SAN DIEGO	2,989,300	3	1497.75	3	\$130,000	10
SAN FRANCISCO-ADULT	786,900	12	110.00	33	\$127,270	11
SAN JOAQUIN	625,600	15	337.00	15	\$118,622	20
SAN LUIS OBISPO	257,500	23	154.75	21	\$121,014	18
SAN MATEO	712,800	14	440.00	12	\$139,672	6
SANTA BARBARA	412,100	19	377.75	14	\$141,996	2
SANTA CLARA	1,723,900	6	814.00	6	\$138,285	7
SANTA CRUZ	259,200	22	117.00	31	\$123,219	14
SHASTA	175,500	28	118.50	29	\$80,114	42
SISKIYOU	45,050	43	32.50	46	\$64,758	53
SOLANO	416,500	18	241.00	18	\$140,000	5
STANISLAUS	489,400	16	233.50	19	\$108,098	26
SUTTER	84,900	37	39.00	42	\$94,909	30
TEHAMA	58,600	40	66.00	38	\$66,324	50
TRINITY	13,550	53	25.00	48	\$82,656	39
TULARE	392,900	20	304.00	16	\$116,069	22
TUOLUMNE	57,100	41	44.50	39	\$86,848	35
VENTURA	799,200	11	570.00	9	\$122,752	16
YOLO	183,500	27	89.00	36	\$89,700	32
YUBA	63,900	38	125.00	26	\$116,424	21

COMPARISON OF POPULATION, DEPARTMENT SIZE & CPO SALARY SURVEY
POPULATION SIZE

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>Staff Years</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
LOS ANGELES	10,047,300	1	5097.00	1	\$151,881	1
ORANGE	3,001,300	2	1547.50	2	\$137,925	8
SAN DIEGO	2,989,300	3	1497.75	3	\$130,000	10
SAN BERNARDINO	1,869,300	4	1150.62	4	\$126,318	12
RIVERSIDE	1,758,700	5	897.50	5	\$119,178	19
SANTA CLARA	1,723,900	6	814.00	6	\$138,285	7
ALAMEDA	1,495,400	7	799.00	7	\$125,344	13
SACRAMENTO	1,331,500	8	779.00	8	\$121,119	17
CONTRA COSTA	1,003,800	9	436.00	13	\$140,824	3
FRESNO	855,400	10	542.00	10	\$140,686	4
VENTURA	799,200	11	570.00	9	\$122,752	16
SAN FRANCISCO-ADULT	786,900	12	110.00	33	\$127,270	11
KERN	717,300	13	534.50	11	\$123,086	15
SAN MATEO	712,800	14	440.00	12	\$139,672	6
SAN JOAQUIN	625,600	15	337.00	15	\$118,622	20
STANISLAUS	489,400	16	233.50	19	\$108,098	26
MONTEREY	418,800	17	253.00	17	\$114,156	23
SOLANO	416,500	18	241.00	18	\$140,000	5
SANTA BARBARA	412,100	19	377.75	14	\$141,996	2
TULARE	392,900	20	304.00	16	\$116,069	22
PLACER	285,400	21	136.00	22	\$110,248	24
SANTA CRUZ	259,200	22	117.00	31	\$123,219	14
SAN LUIS OBISPO	257,500	23	154.75	21	\$121,014	18
MARIN	250,300	24	122.90	27	\$136,704	9
MERCED	230,600	25	136.00	23	\$109,034	25
BUTTE	212,400	26	168.50	20	\$108,054	27
YOLO	183,500	27	89.00	36	\$89,700	32
SHASTA	175,500	28	118.50	29	\$80,114	42
EL DORADO	168,200	29	118.50	30	\$82,223	40
IMPERIAL	153,600	30	128.00	25	\$96,970	28
KINGS	138,700	31	131.00	24	\$89,400	33
MADERA	133,900	32	117.00	32	\$87,312	34
NAPA	130,900	33	90.50	35	\$95,196	29
HUMBOLDT	129,400	34	119.90	28	\$78,360	44
NEVADA	96,900	35	68.80	37	\$91,332	31
MENDOCINO	89,100	36	94.50	34	\$73,138	47
SUTTER	84,900	37	39.00	42	\$94,909	30
YUBA	63,900	38	125.00	26	\$116,424	21
LAKE	62,300	39	42.00	40	\$70,936	48
TEHAMA	58,600	40	66.00	38	\$66,324	50
TUOLUMNE	57,100	41	44.50	39	\$86,848	35
SAN BENITO	56,600	42	34.00	45	\$80,652	41
SISKIYOU	45,050	43	32.50	46	\$64,758	53
CALAVERAS	43,550	44	19.00	50	\$82,867	37
AMADOR	37,050	45	23.46	49	\$82,716	38
LASSEN	34,600	46	40.10	41	\$64,776	52
DEL NORTE	28,100	47	35.00	44	\$67,923	49
GLENN	27,600	48	28.60	47	\$78,416	43
PLUMAS	21,150	49	15.50	52	\$76,710	45
COLUSA	20,000	50	17.00	51	\$65,000	51
INYO	18,550	51	36.00	43	\$86,400	36
MARIPOSA	17,850	52	14.92	53	\$63,226	54
TRINITY	13,550	53	25.00	48	\$82,656	39
MONO	13,400	54	6.00	54	\$75,720	46

COMPARISON OF POPULATION, DEPARTMENT SIZE & CPO SALARY SURVEY
STAFF YEARS

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>Staff Years</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
LOS ANGELES	10,047,300	1	5097.00	1	\$151,881	1
ORANGE	3,001,300	2	1547.50	2	\$137,925	8
SAN DIEGO	2,989,300	3	1497.75	3	\$130,000	10
SAN BERNARDINO	1,869,300	4	1150.62	4	\$126,318	12
RIVERSIDE	1,758,700	5	897.50	5	\$119,178	19
SANTA CLARA	1,723,900	6	814.00	6	\$138,285	7
ALAMEDA	1,495,400	7	799.00	7	\$125,344	13
SACRAMENTO	1,331,500	8	779.00	8	\$121,119	17
VENTURA	799,200	11	570.00	9	\$122,752	16
FRESNO	855,400	10	542.00	10	\$140,686	4
KERN	717,300	13	534.50	11	\$123,086	15
SAN MATEO	712,800	14	440.00	12	\$139,672	6
CONTRA COSTA	1,003,800	9	436.00	13	\$140,824	3
SANTA BARBARA	412,100	19	377.75	14	\$141,996	2
SAN JOAQUIN	625,600	15	337.00	15	\$118,622	20
TULARE	392,900	20	304.00	16	\$116,069	22
MONTEREY	418,800	17	253.00	17	\$114,156	23
SOLANO	416,500	18	241.00	18	\$140,000	5
STANISLAUS	489,400	16	233.50	19	\$108,098	26
BUTTE	212,400	26	168.50	20	\$108,054	27
SAN LUIS OBISPO	257,500	23	154.75	21	\$121,014	18
PLACER	285,400	21	136.00	22	\$110,248	24
MERCED	230,600	25	136.00	23	\$109,034	25
KINGS	138,700	31	131.00	24	\$89,400	33
IMPERIAL	153,600	30	128.00	25	\$96,970	28
YUBA	63,900	38	125.00	26	\$116,424	21
MARIN	250,300	24	122.90	27	\$136,704	9
HUMBOLDT	129,400	34	119.90	28	\$78,360	44
EL DORADO	168,200	29	118.50	30	\$82,223	40
SHASTA	175,500	28	118.50	29	\$80,114	42
SANTA CRUZ	259,200	22	117.00	31	\$123,219	14
MADERA	133,900	32	117.00	32	\$87,312	34
SAN FRANCISCO-ADULT	786,900	12	110.00	33	\$127,270	11
MENDOCINO	89,100	36	94.50	34	\$73,138	47
NAPA	130,900	33	90.50	35	\$95,196	29
YOLO	183,500	27	89.00	36	\$89,700	32
NEVADA	96,900	35	68.80	37	\$91,332	31
TEHAMA	58,600	40	66.00	38	\$66,324	50
TUOLUMNE	57,100	41	44.50	39	\$86,848	35
LAKE	62,300	39	42.00	40	\$70,936	48
LASSEN	34,600	46	40.10	41	\$64,776	52
SUTTER	84,900	37	39.00	42	\$94,909	30
INYO	18,550	51	36.00	43	\$86,400	36
DEL NORTE	28,100	47	35.00	44	\$67,923	49
SAN BENITO	56,600	42	34.00	45	\$80,652	41
SISKIYOU	45,050	43	32.50	46	\$64,758	53
GLENN	27,600	48	28.60	47	\$78,416	43
TRINITY	13,550	53	25.00	48	\$82,656	39
AMADOR	37,050	45	23.46	49	\$82,716	38
CALAVERAS	43,550	44	19.00	50	\$82,867	37
COLUSA	20,000	50	17.00	51	\$65,000	51
PLUMAS	21,150	49	15.50	52	\$76,710	45
MARIPOSA	17,850	52	14.92	53	\$63,226	54
MONO	13,400	54	6.00	54	\$75,720	46

COMPARISON OF POPULATION, DEPARTMENT SIZE & CPO SALARY SURVEY
CPO SALARY

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>Staff Years</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
LOS ANGELES	10,047,300	1	5097.00	1	\$151,881	1
SANTA BARBARA	412,100	19	377.75	14	\$141,996	2
CONTRA COSTA	1,003,800	9	436.00	13	\$140,824	3
FRESNO	855,400	10	542.00	10	\$140,686	4
SOLANO	416,500	18	241.00	18	\$140,000	5
SAN MATEO	712,800	14	440.00	12	\$139,672	6
SANTA CLARA	1,723,900	6	814.00	6	\$138,285	7
ORANGE	3,001,300	2	1547.50	2	\$137,925	8
MARIN	250,300	24	122.90	27	\$136,704	9
SAN DIEGO	2,989,300	3	1497.75	3	\$130,000	10
SAN FRANCISCO-ADULT	786,900	12	110.00	33	\$127,270	11
SAN BERNARDINO	1,869,300	4	1150.62	4	\$126,318	12
ALAMEDA	1,495,400	7	799.00	7	\$125,344	13
SANTA CRUZ	259,200	22	117.00	31	\$123,219	14
KERN	717,300	13	534.50	11	\$123,086	15
VENTURA	799,200	11	570.00	9	\$122,752	16
SACRAMENTO	1,331,500	8	779.00	8	\$121,119	17
SAN LUIS OBISPO	257,500	23	154.75	21	\$121,014	18
RIVERSIDE	1,758,700	5	897.50	5	\$119,178	19
SAN JOAQUIN	625,600	15	337.00	15	\$118,622	20
YUBA	63,900	38	125.00	26	\$116,424	21
TULARE	392,900	20	304.00	16	\$116,069	22
MONTEREY	418,800	17	253.00	17	\$114,156	23
PLACER	285,400	21	136.00	22	\$110,248	24
MERCED	230,600	25	136.00	23	\$109,034	25
STANISLAUS	489,400	16	233.50	19	\$108,098	26
BUTTE	212,400	26	168.50	20	\$108,054	27
IMPERIAL	153,600	30	128.00	25	\$96,970	28
NAPA	130,900	33	90.50	35	\$95,196	29
SUTTER	84,900	37	39.00	42	\$94,909	30
NEVADA	96,900	35	68.80	37	\$91,332	31
YOLO	183,500	27	89.00	36	\$89,700	32
KINGS	138,700	31	131.00	24	\$89,400	33
MADERA	133,900	32	117.00	32	\$87,312	34
TUOLUMNE	57,100	41	44.50	39	\$86,848	35
INYO	18,550	51	36.00	43	\$86,400	36
CALAVERAS	43,550	44	19.00	50	\$82,867	37
AMADOR	37,050	45	23.46	49	\$82,716	38
TRINITY	13,550	53	25.00	48	\$82,656	39
EL DORADO	168,200	29	118.50	30	\$82,223	40
SAN BENITO	56,600	42	34.00	45	\$80,652	41
SHASTA	175,500	28	118.50	29	\$80,114	42
GLENN	27,600	48	28.60	47	\$78,416	43
HUMBOLDT	129,400	34	119.90	28	\$78,360	44
PLUMAS	21,150	49	15.50	52	\$76,710	45
MONO	13,400	54	6.00	54	\$75,720	46
MENDOCINO	89,100	36	94.50	34	\$73,138	47
LAKE	62,300	39	42.00	40	\$70,936	48
DEL NORTE	28,100	47	35.00	44	\$67,923	49
TEHAMA	58,600	40	66.00	38	\$66,324	50
COLUSA	20,000	50	17.00	51	\$65,000	51
LASSEN	34,600	46	40.10	41	\$64,776	52
SISKIYOU	45,050	43	32.50	46	\$64,578	53
MARIPOSA	17,850	52	14.92	53	\$63,226	54

PROBATION SERVICES

GENERIC COMPARISONS - ENTRY THROUGH SENIOR CLASSIFICATIONS

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

PROBATION SERVICES

GENERIC COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

	<u>Supervisor</u> (D)	<u>Manager</u> (E)
ALAMEDA	Unit Supervisor	Div Director
AMADOR	Prob Unit Supvr	DCPO
BUTTE	Supv'g PO	Asst. Chief
CALAVERAS	DPO III	Asst Chief
COLUSA	N/A	CDPO
CONTRA COSTA	Prob Supv I	Prob Manager
DEL NORTE	DPO III	Asst. Chief
EL DORADO	Supv'g PO	Deputy CPO
FRESNO	N/A	Prob Svcs. Mgr.
GLENN	Supv'g PO	N/A
HUMBOLDT	Supv'g PO	Div. Dir
IMPERIAL	Supv'g PO III	Prob. Div. Mgr
INYO	Supv'g DPO	CDPO
KERN	Prob Supv	Prob Div Dir
KINGS	DPO IV	Supv'g PO
LAKE	N/A	N/A
LASSEN	Supv'g DPO	Asst Chief
LOS ANGELES	Supv'g DPO	Prob. Dir
MADERA	Sr DPO	DPO Supv
MARIN	Supv'g DPO	Director Prob Svcs
MARIPOSA	N/A	N/A
MENDOCINO	DPO IIIs	Prob Div Mgr
MERCED	Supv'g DPO	Div Dir
MONO	N/A	N/A
MONTEREY	N/A	Prob Div Mgr
NAPA	Supv'g PO	Asst CPO
NEVADA	Sr DPO	Prob Prog Mgr
ORANGE	Supv'g PO	Asst Prob Div Dir/Prob Div Dir
PLACER	Prob Manager	DCPO
PLUMAS	N/A	Supv PO
RIVERSIDE	Supv'g PO	Asst Prob Div Dir/Prob Div Dir
SACRAMENTO	Supv'g PO	Asst Prob Div Chief
SAN BENITO	DPO III	Asst CPO
SAN BERNARDINO	Supv'g PO	Prob Dir I/II
SAN DIEGO	Supv'g PO	Prob Dir
SAN FRANCISCO-ADULT	Supv'g PO	Div Dir
SAN JOAQUIN	Prob Unit Supv	Deputy CPO
SAN LUIS OBISPO	Supv'g DPO	Div Mgr
SAN MATEO	Prob Svcs Mgr II	N/A
SANTA BARBARA	DPO, Supv	Prob Manager
SANTA CLARA	Supv'g PO	Prob Manager
SANTA CRUZ	Asst Prob Div Dir	Prob Div Dir
SHASTA	Supv'g PO	Prob Div Dir
SISKIYOU	Supv'g PO	N/A
SOLANO	Supv'g DPO	Prob Svcs Mgr
STANISLAUS	Supv'g PO	Prob Mgr/Chief DPO
SUTTER	Supv'g PO	Admin Serv Off/ Deputy CPO
TEHAMA	DPO IV	Prob Div Dir
TRINITY	Supv'g DPO	Asst CPO
TULARE	Supv'g PO	Div Mgr
TUOLUMNE	Sr PO	Asst CPO
VENTURA	Supv'g DPO	Div Mgr
YOLO	Supv'g PO	Prob Prog Mgr
YUBA	N/A	Prob Prog Mgr

PROBATION SERVICES

GENERIC COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE

	Population Rank	Entry Level		Journey Level		Advanced/Senior Level	
		(A)	Rank	(B)	Rank	(C)	Rank
		ALAMEDA	(7)	48,369 - 71,623	(1)	SAME AS ENTRY	(1)
AMADOR	(45)	31,696 - 38,524	(40)	38,357 - 46,625	(30)	N/A	
BUTTE	(26)	29,364 - 35,692	(47)	32,280 - 39,237	(49)	35,844 - 43,569	(42)
CALAVERAS	(44)	32,427 - 46,322	(18)	SAME AS ENTRY	(31)	45,011 - 54,746	(20)
COLUSA	(50)	29,712 - 36,120	(44)	SAME AS ENTRY	(53)	SAME AS ENTRY	(48)
CONTRA COSTA	(9)	36,492 - 44,364	(25)	50,900 - 55,788	(10)	49,032 - 59,592	(10)
DEL NORTE	(47)	25,633 - 36,068	(45)	28,260 - 39,765	(47)	30,415 - 42,798	(45)
EL DORADO	(29)	31,949 - 43,347	(28)	SAME AS ENTRY	(38)	38,293 - 46,571	(35)
FRESNO	(10)	32,208 - 52,284	(8)	SAME AS ENTRY	(14)	47,496 - 57,744	(15)
GLENN	(48)	28,205 - 34,299	(49)	31,117 - 37,856	(52)	N/A	
HUMBOLDT	(34)	26,796 - 32,712	(52)	31,433 - 38,373	(50)	36,506 - 44,567	(40)
IMPERIAL	(30)	24,024 - 30,701	(53)	38,688 - 49,421	(23)	38,688 - 49,421	(32)
INYO	(51)	29,360 - 42,780	(31)	SAME AS ENTRY	(40)	N/A	
KERN	(13)	34,212 - 41,760	(32)	39,924 - 48,744	(24)	43,896 - 53,592	(24)
KINGS	(31)	30,980 - 37,818	(42)	35,983 - 43,959	(36)	38,758 - 53,605	(23)
LAKE	(39)	32,130 - 39,055	(37)	35,363 - 42,984	(39)	38,902 - 47,285	(34)
LASSEN	(46)	27,396 - 32,904	(51)	30,012 - 36,084	(54)	38,628 - 46,560	(36)
LOS ANGELES	(1)	39,662 - 49,154	(13)	46,808 - 64,789	(5)	N/A	
MADERA	(32)	28,630 - 34,816	(48)	33,208 - 40,362	(45)	SAME AS JOURNEY	(47)
MARIN	(24)	47,216 - 57,346	(6)	50,690 - 61,568	(7)	53,207 - 64,709	(5)
MARIPOSA	(52)	28,212 - 34,296	(50)	32,748 - 39,804	(46)	36,900 - 44,856	(38)
MENDOCINO	(36)	31,762 - 38,584	(39)	35,027 - 42,557	(42)	SAME AS JOURNEY	(46)
MERCED	(25)	33,842 - 41,184	(35)	37,336 - 45,406	(33)	43,243 - 52,582	(28)
MONO	(54)	N/A		36,660 - 47,988	(28)	40,452 - 52,956	(27)
MONTEREY	(17)	36,444 - 47,412	(17)	42,552 - 55,344	(11)	44,724 - 58,164	(13)
NAPA	(33)	42,204 - 50,424	(10)	46,032 - 54,912	(12)	49,260 - 59,076	(12)
NEVADA	(35)	33,016 - 44,533	(23)	SAME AS ENTRY	(35)	40,305 - 49,205	(33)
ORANGE	(2)	45,281 - 61,048	(3)	47,902 - 64,480	(6)	SAME AS JOURNEY	(7)
PLACER	(21)	26,101 - 44,876	(22)	SAME AS ENTRY	(34)	40,323 - 51,504	(29)
PLUMAS	(49)	29,453 - 45,822	(19)	31,866 - 49,575	(22)	35,131 - 54,579	(21)
RIVERSIDE	(5)	31,035 - 39,480	(36)	37,434 - 47,623	(29)	41,889 - 53,276	(25)
SACRAMENTO	(8)	36,519 - 44,370	(24)	42,386 - 51,553	(17)	47,001 - 57,128	(18)
SAN BENITO	(42)	35,220 - 44,964	(21)	39,612 - 50,556	(18)	SAME AS JOURNEY	(30)
SAN BERNARDINO	(4)	37,336 - 47,653	(16)	45,406 - 57,949	(8)	48,838 - 62,358	(8)
SAN DIEGO	(3)	SAME AS JOURNEY	(7)	44,720 - 54,392	(13)	49,316 - 59,945	(9)
SAN FRAN-ADULT	(12)	46,202 - 71,318	(2)	SAME AS ENTRY	(2)	SAME AS ENTRY	(3)
SAN JOAQUIN	(15)	35,360 - 42,973	(29)	41,538 - 50,482	(19)	45,781 - 55,682	(19)
SAN LUIS OBISPO	(23)	35,318 - 42,931	(30)	42,453 - 51,605	(16)	N/A	
SAN MATEO	(14)	47,757 - 59,696	(4)	53,287 - 66,622	(4)	56,410 - 70,512	(4)
SANTA BARBARA	(19)	40,728 - 49,716	(12)	SAME AS ENTRY	(21)	46,836 - 57,180	(17)
SANTA CLARA	(6)	47,228 - 57,423	(5)	56,312 - 68,451	(3)	63,292 - 76,964	(1)
SANTA CRUZ	(22)	41,246 - 52,187	(9)	45,573 - 57,658	(9)	51,584 - 64,626	(6)
SHASTA	(28)	28,260 - 41,748	(33)	SAME AS ENTRY	(43)	35,196 - 44,916	(37)
SISKIYOU	(43)	35,724 - 43,436	(27)	SAME AS ENTRY	(37)	SAME AS ENTRY	(43)
SOLANO	(18)	37,183 - 45,197	(20)	42,956 - 52,213	(15)	48,993 - 59,551	(11)
STANISLAUS	(16)	32,864 - 48,360	(14)	SAME AS ENTRY	(26)	43,722 - 53,144	(26)
SUTTER	(37)	31,677 - 43,720	(26)	35,320 - 48,559	(25)	39,459 - 54,064	(22)
TEHAMA	(40)	SAME AS JOURNEY	(41)	31,284 - 38,136	(51)	35,400 - 43,152	(44)
TRINITY	(53)	26,769 - 35,873	(46)	29,570 - 39,627	(48)	32,664 - 43,772	(41)
TULARE	(20)	30,065 - 36,642	(43)	33,232 - 40,500	(44)	36,699 - 44,725	(39)
TUOLUMNE	(41)	31,711 - 38,713	(38)	35,037 - 42,773	(41)	N/A	
VENTURA	(11)	34,037 - 49,978	(11)	N/A	(20)	45,250 - 57,718	(16)
YOLO	(27)	34,068 - 41,412	(34)	38,028 - 46,212	(32)	40,884 - 49,692	(31)
YUBA	(38)	30,228 - 48,060	(15)	SAME AS ENTRY	(27)	36,540 - 58,104	(14)

PROBATION SERVICES

GENERIC COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

	Population	Supervisor		Manager	
	Rank	(D)	Rank	(E)	Rank
ALAMEDA	(7)	65,832 - 79,331	(4)	90,417 - 109,907	(2)
AMADOR	(45)	48,254 - 58,652	(27)	52,973 - 64,394	(33)
BUTTE	(26)	40,632 - 49,388	(42)	74,076 - 90,040	(10)
CALAVERAS	(44)	45,011 - 54,746	(31)	56,347 - 68,453	(28)
COLUSA	(50)	N/A		36,700 - 48,300	(47)
CONTRA COSTA	(9)	66,444 - 80,760	(3)	73,176 - 88,956	(11)
DEL NORTE	(47)	30,415 - 42,798	(48)	38,819 - 54,622	(43)
EL DORADO	(29)	43,888 - 53,352	(36)	54,933 - 66,789	(32)
FRESNO	(10)	47,496 - 57,744	(30)	49,742 - 85,332	(15)
GLENN	(48)	51,542 - 62,650	(19)	N/A	
HUMBOLDT	(34)	41,561 - 50,737	(38)	46,150 - 56,340	(41)
IMPERIAL	(30)	62,899 - 54,579	(33)	49,192 - 62,899	(34)
INYO	(51)	44,628 - 54,264	(35)	49,080 - 59,652	(37)
KERN	(13)	48,264 - 58,920	(26)	56,328 - 68,772	(26)
KINGS	(31)	47,772 - 58,284	(29)	48,732 - 59,448	(39)
LAKE	(39)	N/A		N/A	
LASSEN	(46)	38,628 - 46,560	(46)	44,424 - 53,604	(44)
LOS ANGELES	(1)	53,716 - 70,454	(11)	72,307 - 108,461	(3)
MADERA	(32)	36,656 - 44,559	(47)	43,565 - 52,954	(46)
MARIN	(24)	77,792	(6)	95,556	(7)
MARIPOSA	(52)	N/A		N/A	
MENDOCINO	(36)	38,626 - 46,966	(45)	48,818 - 59,322	(40)
MERCED	(25)	50,814 - 61,838	(21)	64,293 - 78,229	(22)
MONO	(54)	N/A		N/A	
MONTEREY	(17)	N/A		49,368 - 61,116	(36)
NAPA	(33)	56,724 - 67,824	(13)	74,532 - 90,168	(9)
NEVADA	(35)	44,533 - 54,366	(34)	56,298 - 68,728	(27)
ORANGE	(2)	56,368 - 75,712	(7)	51,334 - 104,686	(4)
PLACER	(21)	56,988 - 72,734	(8)	69,270 - 88,408	(12)
PLUMAS	(49)	40,685 - 63,190	(18)	N/A	
RIVERSIDE	(5)	47,611 - 60,589	(22)	54,148 - 84,423	(16)
SACRAMENTO	(8)	54,100 - 65,772	(16)	66,586 - 73,393	(24)
SAN BENITO	(42)	45,852 - 58,548	(28)	53,352 - 68,112	(29)
SAN BERNARDINO	(4)	56,534 - 72,238	(9)	57,554 - 81,203	(19)
SAN DIEGO	(3)	55,952 - 71,427	(10)	56,160 - 112,320	(1)
SAN FRANCISCO-ADULT	(12)	64,558 - 78,468	(5)	68,822 - 83,642	(17)
SAN JOAQUIN	(15)	49,254 - 59,883	(24)	53,390 - 67,330	(31)
SAN LUIS OBISPO	(23)	50,918 - 61,901	(20)	64,938 - 78,943	(20)
SAN MATEO	(14)	72,010 - 90,002	(1)	N/A	
SANTA BARBARA	(19)	53,856 - 65,748	(17)	74,628 - 91,104	(8)
SANTA CLARA	(6)	71,881 - 87,377	(2)	83,622 - 101,650	(5)
SANTA CRUZ	(22)	50,856 - 67,704	(14)	61,776 - 82,389	(18)
SHASTA	(28)	38,796 - 49,524	(41)	43,200 - 55,140	(42)
SISKIYOU	(43)	41,366 - 50,282	(40)	N/A	
SOLANO	(18)	55,120 - 66,998	(15)	64,691 - 78,632	(21)
STANISLAUS	(16)	49,400 - 60,070	(23)	53,768 - 101,400	(6)
SUTTER	(37)	43,791 - 59,395	(25)	57,002 - 77,931	(23)
TEHAMA	(40)	39,096 - 47,628	(43)	43,596 - 53,112	(45)
TRINITY	(53)	37,546 - 50,315	(39)	45,813 - 61,394	(35)
TULARE	(20)	42,162 - 51,384	(37)	48,937 - 59,639	(38)
TUOLUMNE	(41)	38,713 - 47,260	(44)	55,163 - 67,342	(30)
VENTURA	(11)	43,838 - 69,191	(12)	57,994 - 88,013	(13)
YOLO	(27)	45,036 - 54,744	(32)	56,736 - 68,964	(25)
YUBA	(38)	N/A		53,868 - 85,656	(14)

INSTITUTIONS

GENERIC COMPARISONS - ENTRY THROUGH SENIOR CLASSIFICATIONS

	<u>Entry Level</u>	<u>Journeyman</u>	<u>Advanced/Senior Level</u>
	(F)	(G)	(H)
ALAMEDA	Group Counselor I	Group Counselor II	Group Counselor III
ALPINE	N/A	N/A	N/A
AMADOR	N/A	N/A	N/A
BUTTE	JH Counselor I	JH Counselor II	Supv'g JH Counselor
CALAVERAS	N/A	N/A	N/A
CONTRA COSTA	Probation Counselor I	Probation Counselor II	Probation Counselor III
DEL NORTE	Juv Corr Off Recruit	Juv Corr Officer I/II	Juv Corr Off III
EL DORADO	Dep. Prob. Counselor I	Dep. Prob. Counselor I	Sr. Prob. Counselor
FRESNO	Juv. Corr Officer I	Juv. Corr Officer I	Sr Juv. Corr Officer
GLENN	JH Counselor I	JH Counselor II	N/A
HUMBOLDT	< _____Juv Correctional Officer_____ >		N/A
IMPERIAL	Juv Counselor	Juv Officer	N/A
INYO	< _____Group Counselor _____ >		N/A
KERN	Group Counselor I	Group Counselor II	Group Counselor III
KINGS	Group Supervisor I	Group Supervisor II	Group Supervisor III
LAKE	Juv Corr Off I	Juv Corr Off II	Juv Corr Off III
LASSEN	JH Counselor I	JH Counselor II	Sr JH Counselors
LOS ANGELES	< _____Det Svcs Officer/DPO I-ResTrt _____ >		Sr Det Svcs Off/DPO II-Res Trt
MADERA	Juv Detention Off I	Juv Detention Off II	N/A
MARIN	Group Counselor I/Safety	Group Counselor II/Safety	Group Counselor III/Safety
MARIPOSA	Juv Supervisor	N/A	N/A
MENDOCINO	Corr Counselor	Corr Counselor	N/A
MERCED	Juv Inst Officer I	Juv Inst Officer II	Juv Inst Officer III
MONO	N/A	N/A	Juv Fac Sup
MONTEREY	Juv Inst Officer I	Juv. Inst. Officer II	Sr Juv Inst Officer
NAPA	JH Counselor I	JH Counselor II	Sr JH Counselor
NEVADA	Group Supervisor I	Group Supervisor II	Sr Group Supervisor
ORANGE	Prob. Night Counselor	Deputy Prob. Counselor	N/A
PLACER	DPO Trainee I/II	DPO Trainee I/II	N/A
PLUMAS	N/A	N/A	N/A
RIVERSIDE	Group Counselor I	Group Counselor II	Sr Group Coun/Sr. Group Supv/Inst.
SACRAMENTO	Prob Assistant	DPO	Sr DPO
SAN BENITO	Juv Inst Officer I	Juv Inst Officer II	N/A
SAN BERNARDINO	Prob Corr Officer-Trainee	Prob Corr Officer	Prob Corr Sup I
SAN DIEGO	Correctional DPO I	N/A	Corr Deputy PO II
SAN FRANCISCO-ADLT	N/A	N/A	N/A
SAN JOAQUIN	Juv. Det. Officer Asst.	Juv Det Officer	N/A
SAN LUIS OBISPO	Juv Svcs Officer I	Juv Svcs Officer II	Juv Svcs Officer III
SAN MATEO	Group Supervisor I	Group Supervisor II	Group Supervisor III
SANTA BARBARA	Juv Inst Off	Juv Inst Off Senior	N/A
SANTA CLARA	Prob Counselor I	Prob Counselor II	Supv Group Couns
SANTA CRUZ	Group Supervisor I	Group Supervisor II	Sr Group Supervisor
SHASTA	Group Counselor I	Group Counselor II	N/A
SISKIYOU	< _____Group Counselor II _____ >		N/A
SOLANO	Group Counselor (entry)	Group Counselor	Sr Group Counselor
STANISLAUS	< _____Group Supv I/II _____ >		Group Supv III
SUTTER	N/A	N/A	N/A
TEHAMA	JH Counselor I	JH Counselor II	N/A
TRINITY	Juv Counselor I	Juv Counselor II	Lead Juv Counselor
TULARE	Detn Svcs Off/Prob Corr Off I	Prob Corr Officer II	Prob Corr Officer III
TUOLUMNE	N/A	N/A	N/A
VENTURA	Corrs Svcs Officer I	Corrs Svcs Officer II	Corrs Svcs Officer III
YOLO	Detention Off I	DetentionOff II	Sr. Detention Off
YUBA	Group Counselor I	Group Counselor II	N/A

INSTITUTIONS

GENERIC COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

	<u>Supervisor</u>	<u>Manager</u>
	(I)	(J)
ALAMEDA	Inst Supv I &II/Sr Inst Supv	Asst Dir JH
AMADOR	N/A	N/A
BUTTE	Supv - Juv Hall	Supt JH
CALAVERAS	N/A	N/A
CONTRA COSTA	Inst Supv I	Inst Supv II
DEL NORTE	Juv Corr Off III	Superintendent
EL DORADO	Supv'g Prob Couns	Deputy Chief
FRESNO	Supv'g Juv. Corr Off	Prob Svcs Mgr
GLENN	Supv'g JH Couns	Juv Hall Mgr
HUMBOLDT	Supv'g Juv Corr Off	Juv Corr Fac Mgr
IMPERIAL	SPO III	N/A
INYO	Supv'g Group Couns	N/A
KERN	DPO III	Asst Div Dir
KINGS	Sr Group Supv	N/A
LAKE	Sr Couns	Supt Juv Home
LASSEN	Asst JH Supt	JH Supt
LOS ANGELES	Supv Det Svcs Off	Sr. Prob Director
MADERA	Sup Juv Det Off	Supt JH/Boot Camp
MARIN	Sr. Group Couns/Prob Supv	JH Supt
MARIPOSA	N/A	N/A
MENDOCINO	JH Supervisor	Asst. JH Supt/JH Supt
MERCED	Supv'g Juv Inst. Off	JH Supt
MONO	N/A	N/A
MONTEREY	Juv Inst Supv	Prob Div Mgr
NAPA	Supv'g JH Couns.	JH Supt/Asst JH Supt
NEVADA	N/A	JH Supt
ORANGE	Supv'g Prob Couns	Asst Prob Div Dir
PLACER	N/A	Juv. Detn. Fac Supt
PLUMAS	N/A	N/A
RIVERSIDE	Supv'g PO/Instructor	Asst Prob Div Dir/Prob Div Dir
SACRAMENTO	Supv'g PO	Prob Div Chief
SAN BENITO	Juv Inst Off III	JH Supt
SAN BERNARDINO	Prob Corr Supv II	Prob Dir I
SAN DIEGO	Supv'g PO	Prob Dir
SAN FRANCISCO-ADULT	N/A	N/A
SAN JOAQUIN	Juv Detn Off Supv	Juv Facility Supv
SAN LUIS OBISPO	Supv Juv. Svcs Off/Sup DPO	Division Mgr
SAN MATEO	Inst Svcs Mgr	N/A
SANTA BARBARA	Juv Inst Off Supv	Prob Manager
SANTA CLARA	Supv'g Prob Couns	Prob Manager
SANTA CRUZ	Asst Prob Div Dir	Prob Div Dir
SHASTA	Supv'g Group Couns	Div Dir
SISKIYOU	Sr Group Couns	JH Manager
SOLANO	Supv'g Group Couns	Asst. Supt JH/Supt of JH
STANISLAUS	Sr Group Supv	Prob Mgr.
SUTTER	N/A	N/A
TEHAMA	Sr JH Couns	JH Supt
TRINITY	Supv Juv Couns	N/A
TULARE	Inst Supv/SPO	Div Mgr
TUOLUMNE	N/A	N/A
VENTURA	Supv'g DPO	Div Mgr
YOLO	Supv'g Detn Off	Prob Prog Mgr
YUBA	Supv'g Group Couns	Prob Program Mgr

INSTITUTIONS

GENERIC COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE

	<u>Population Rank</u>	<u>Entry Level</u>		<u>Journey Level</u>		<u>Advanced/Senior Level</u>	
		(F)	<u>Rank</u>	(G)	<u>Rank</u>	(H)	<u>Rank</u>
ALAMEDA	(7)	42,931 - 52,104	(2)	SAME AS ENTRY	(5)	46,009 - 55,848	(8)
AMADOR	(45)	N/A		N/A		N/A	
BUTTE	(26)	25,032 - 30,427	(35)	27,660 - 33,621	(33)	33,864 - 41,162	(24)
CALAVERAS	(44)	N/A		N/A		N/A	
COLUSA	(50)	N/A		N/A		N/A	
CONTRA COSTA	(9)	35,856 - 43,584	(11)	47,640 - 57,900	(2)	50,604 - 61,512	(4)
DEL NORTE	(47)	19,606 - 27,588	(43)	21,616 - 31,936	(38)	25,633 - 36,068	(28)
EL DORADO	(29)	28,683 - 38,958	(19)	SAME AS ENTRY	(25)	34,424 - 41,849	(22)
FRESNO	(10)	28,200 - 34,284	(28)	34,524 - 41,964	(20)	39,804 - 48,384	(15)
GLENN	(48)	25,418 - 30,888	(32)	26,790 - 32,573	(37)	N/A	
HUMBOLDT	(34)	24,741 - 30,204	(37)	SAME AS ENTRY	(43)	N/A	
IMPERIAL	(30)	23,317 - 29,786	(39)	24,960 - 31,907	(39)	N/A	
INYO	(51)	N/A		29,196 - 35,508	(28)	N/A	
KERN	(13)	28,440 - 34,728	(27)	32,064 - 39,144	(24)	35,076 - 42,812	(19)
KINGS	(31)	28,740 - 35,088	(24)	31,764 - 38,748	(26)	35,088 - 42,804	(20)
LAKE	(39)	26,109 - 31,713	(30)	28,759 - 34,956	(29)	31,635 - 38,452	(26)
LASSEN	(46)	25,020 - 30,012	(38)	27,396 - 32,904	(36)	30,012 - 36,084	(27)
LOS ANGELES	(1)	39,662 - 49,154	(4)	SAME AS ENTRY	(10)	45,574 - 64,789	(2)
MADERA	(32)	24,092 - 29,270	(40)	27,935 - 33,958	(32)	N/A	
MARIN	(24)	35,194 - 42,786	(12)	43,722 - 53,165	(4)	48,672 - 59,072	(5)
MARIPOSA	(52)	14.11/hr		N/A		N/A	
MENDOCINO	(36)	27,435 - 33,342	(44)	SAME AS ENTRY	(35)	N/A	
MERCED	(25)	27,830 - 33,842	(29)	30,680 - 37,336	(27)	33,842 - 41,184	(23)
MONO	(54)	N/A		N/A		N/A	
MONTEREY	(17)	31,692 - 41,220	(14)	36,984 - 48,120	(12)	40,260 - 52,334	(10)
NAPA	(33)	37,248 - 44,304	(10)	40,644 - 48,480	(11)	43,656 - 52,296	(11)
NEVADA	(35)	25,857 - 34,878	(25)	SAME AS ENTRY	(30)	31,567 - 38,536	(25)
ORANGE	(2)	31,200 - 34,840	(26)	38,771 - 50,460	(7)	N/A	
PLACER	(21)	26,101 - 47,876	(5)	SAME AS ENTRY	(13)	N/A	
PLUMAS	(49)	N/A		N/A		N/A	
RIVERSIDE	(5)	28,195 - 35,846	(22)	32,214 - 40,983	(22)	35,090 - 44,886	(18)
SACRAMENTO	(8)	36,519 - 44,370	(9)	42,386 - 51,553	(6)	47,001 - 57,128	(7)
SAN BENITO	(42)	29,844 - 38,076	(20)	32,892 - 42,000	(19)	N/A	
SAN BERNARDINO	(4)	29,078 - 37,107	(21)	34,466 - 44,013	(17)	45,094 - 57,554	(6)
SAN DIEGO	(3)	30,888 - 39,416	(17)	N/A		38,334 - 46,612	(17)
SAN FRAN-ADULT	(12)	N/A		N/A		N/A	
SAN JOAQUIN	(15)	29,245 - 35,547	(23)	34,341 - 41,746	(21)	N/A	
SAN LUIS OBISPO	(23)	33,010 - 40,102	(16)	36,338 - 44,158	(16)	39,978 - 48,589	(14)
SAN MATEO	(14)	39,728 - 49,670	(3)	44,845 - 56,056	(3)	49,858 - 62,317	(3)
SANTA BARBARA	(19)	38,748 - 47,304	(6)	40,728 - 49,716	(8)	N/A	
SANTA CLARA	(6)	54,976 - 66,814	(1)	62,069 - 75,475	(1)	64,563 - 78,505	(1)
SANTA CRUZ	(22)	35,672 - 45,115	(8)	39,291 - 49,712	(9)	42,744 - 54,038	(9)
SHASTA	(28)	23,820 - 30,396	(36)	26,256 - 33,516	(34)	N/A	
SISKIYOU	(43)	25,417 - 30,867	(33)	SAME AS ENTRY	(41)	N/A	
SOLANO	(18)	32,206 - 39,147	(18)	37,183 - 45,197	(15)	42,956 - 52,213	(12)
STANISLAUS	(16)	29,702 - 41,382	(13)	SAME AS ENTRY	(44)	38,771 - 47,133	(16)
SUTTER	(37)	N/A		N/A		N/A	
TEHAMA	(40)	23,868 - 29,064	(41)	25,704 - 31,284	(40)	N/A	
TRINITY	(53)	20,667 - 27,696	(42)	22,603 - 30,291	(42)	24,968 - 33,460	(30)
TULARE	(20)	23,019 - 30,980	(31)	28,069 - 34,210	(31)	29,499 - 35,951	(29)
TUOLUMNE	(41)	N/A		N/A		N/A	

INSTITUTIONS

GENERIC COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE

	<u>Population Rank</u>	<u>Entry Level</u>		<u>Journey Level</u>		<u>Advanced/Senior Level</u>	
		(F)	<u>Rank</u>	(G)	<u>Rank</u>	(H)	<u>Rank</u>
VENTURA	(11)	27,516 - 40,393	(15)	34,854 - 43,347	(18)	39,079 - 49,770	(13)
YOLO	(27)	25,236 - 30,672	(34)	33,432 - 40,632	(23)	35,136 - 42,696	(21)
YUBA	(38)	26,412 - 46,092	(7)	SAME AS ENTRY	(14)	N/A	

INSTITUTIONS

GENERIC COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

	Population	Supervisor		Manager	
	<u>Rank</u>		<u>Rank</u>		<u>Rank</u>
		(I)		(J)	
ALAMEDA	(7)	52,499 - 82,908	(8)	77,708 - 94,348	(4)
AMADOR	(45)	N/A		N/A	
BUTTE	(26)	41,652 - 50,628	(24)	48,132 - 58,505	(31)
CALAVERAS	(44)	N/A		N/A	
COLUSA	(50)	N/A		N/A	
CONTRA COSTA	(9)	61,140 - 74,316	(2)	68,076 - 82,752	(7)
DEL NORTE	(47)	26,915 - 37,871	(42)	39,970 - 52,021	(40)
EL DORADO	(29)	37,898 - 46,051	(30)	54,933 - 66,789	(20)
FRESNO	(10)	45,084 - 51,888	(18)	49,742 - 85,332	(29)
GLENN	(48)	29,661 - 36,607	(40)	51,542 - 62,650	(25)
HUMBOLDT	(34)	33,875 - 41,354	(33)	41,561 - 50,737	(39)
IMPERIAL	(30)	54,579 - 62,899	(5)	N/A	
INYO	(51)	30,600 - 31,176	(37)	N/A	
KERN	(13)	43,896 - 53,592	(21)	50,724 - 61,932	(27)
KINGS	(31)	38,748 - 47,304	(25)	N/A	
LAKE	(39)	34,804 - 42,305	(32)	46,022 - 55,940	(32)
LASSEN	(46)	38,628 - 46,560	(26)	44,424 - 53,604	(34)
LOS ANGELES	(1)	51,129 - 67,060	(10)	83,558 - 125,341	(3)
MADERA	(32)	33,208 - 40,362	(36)	50,528 - 61,416	(28)
MARIN	(24)	54,205 - 77,792	(6)	95,535	(1)
MARIPOSA	(52)	N/A		N/A	
MENDOCINO	(36)	35,027 - 42,557	(31)	44,283 - 68,702	(35)
MERCED	(25)	50,814 - 61,838	(12)	64,293 - 78,229	(9)
MONO	(54)	N/A		N/A	
MONTEREY	(17)	44,280 - 57,588	(20)	56,736 - 70,236	(15)
NAPA	(33)	50,196 - 60,024	(13)	56,952 - 75,924	(14)
NEVADA	(35)	N/A		56,298 - 68,728	(17)
ORANGE	(2)	45,281 - 61,048	(17)	51,334 - 84,968	(26)
PLACER	(21)	N/A		62,830 - 80,189	(10)
PLUMAS	(49)	N/A		N/A	
RIVERSIDE	(5)	45,384 - 57,740	(16)	54,148 - 84,423	(21)
SACRAMENTO	(8)	54,100 - 65,772	(7)	76,421 - 84,251	(5)
SAN BENITO	(42)	38,076 - 48,624	(29)	53,088 - 67,776	(24)
SAN BERNARDINO	(4)	52,166 - 66,664	(9)	57,554 - 73,549	(13)
SAN DIEGO	(3)	55,952 - 71,427	(4)	56,160 - 112,320	(18)
SAN FRANCISCO-ADULT	(12)	N/A		N/A	
SAN JOAQUIN	(15)	38,230 - 46,467	(28)	42,765 - 51,979	(37)
SAN LUIS OBISPO	(23)	43,098 - 61,901	(23)	64,938 - 78,943	(8)
SAN MATEO	(14)	59,238 - 74,048	(3)	N/A	
SANTA BARBARA	(19)	46,836 - 57,180	(15)	74,628 - 91,104	(6)
SANTA CLARA	(6)	70,855 - 86,133	(1)	83,622 - 101,650	(2)
SANTA CRUZ	(22)	50,856 - 67,704	(11)	61,776 - 82,389	(11)
SHASTA	(28)	29,664 - 37,872	(39)	43,200 - 55,140	(36)
SISKIYOU	(43)	29,390 - 35,734	(41)	44,486 - 54,080	(33)

INSTITUTIONS

GENERIC COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

	<u>Population</u>	<u>Supervisor</u>		<u>Manager</u>	
	<u>Rank</u>	(I)	<u>Rank</u>	(J)	<u>Rank</u>
SOLANO	(18)	48,993 - 59,551	(14)	55,120 - 78,632	(19)
STANISLAUS	(16)	44,616 - 54,226	(19)	53,768 - 80,683	(23)
SUTTER	(37)	N/A		N/A	
TEHAMA	(40)	30,540 - 37,188	(38)	42,528 - 51,828	(38)
TRINITY	(53)	25,982 - 34,818	(43)	N/A	
TULARE	(20)	33,559 - 51,384	(34)	48,937 - 59,639	(30)
TUOLUMNE	(41)	N/A		N/A	
VENTURA	(11)	43,838 - 69,191	(22)	57,994 - 88,013	(12)
YOLO	(27)	38,580 - 46,896	(27)	56,736 - 68,964	(16)
YUBA	(38)	33,384 - 53,076	(35)	53,868 - 85,656	(22)

SUMMARY OF PROBATION SERVICES RANKINGS

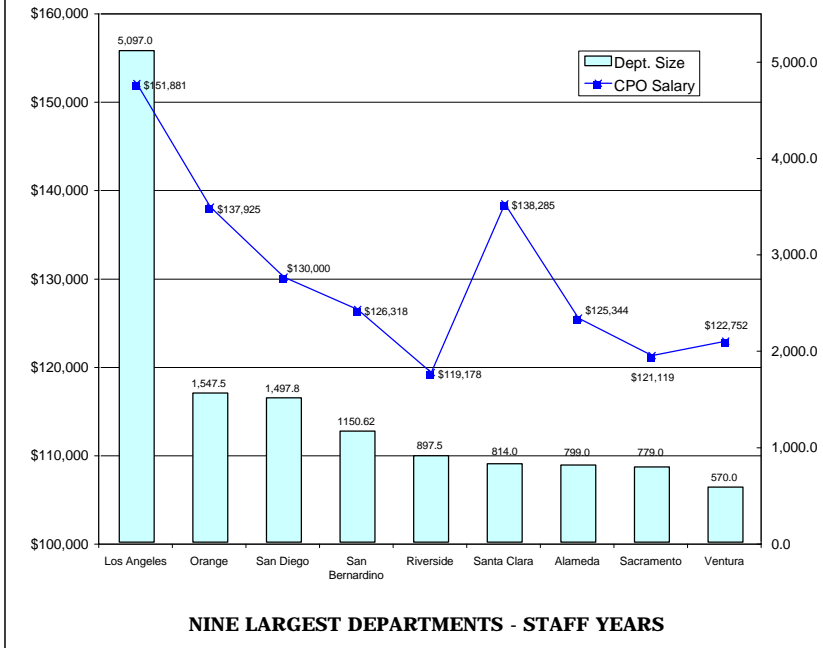
	POPULATION	DEPT. SIZE	ENTRY	JOURNEY	SENIOR	SUPV.	MANAGER	CPO
ALAMEDA	7	7	1	1	2	4	2	13
AMADOR	45	49	40	30	N/A	27	33	38
BUTTE	26	20	47	49	42	42	10	27
CALAVERAS	44	50	18	31	20	31	28	37
COLUSA	50	51	44	53	48	N/A	47	51
CONTRA COSTA	9	13	25	10	10	3	11	3
DEL NORTE	47	44	45	47	45	48	43	49
EL DORADO	29	30	28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

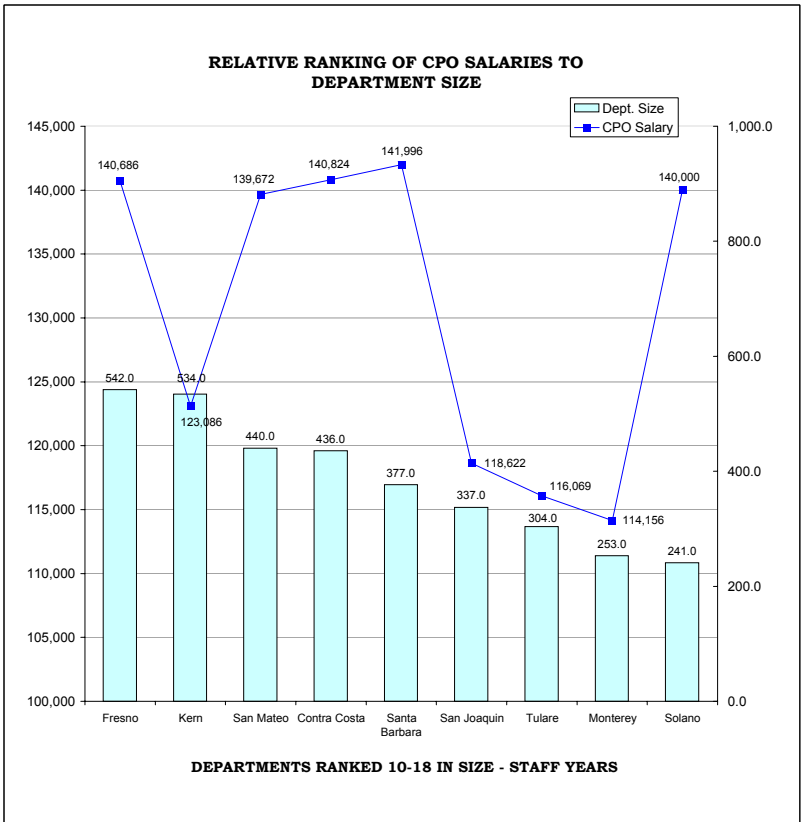
COMPARISON OF GENERIC CLASSIFICATIONS

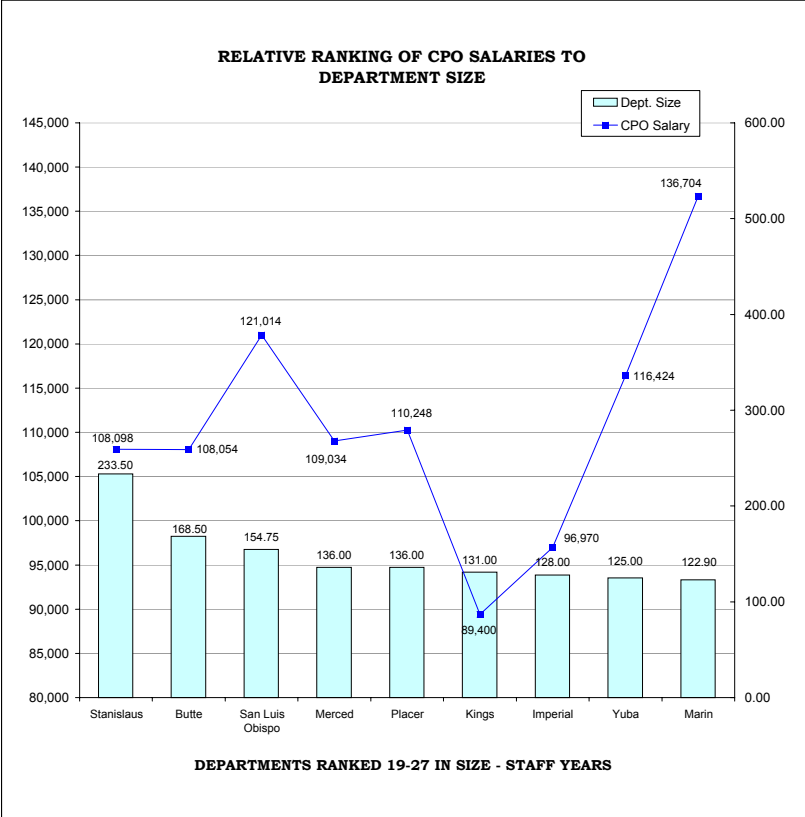
The following graphs compare CPO, Probation Services First Level Supervisor, and Probation Services Highest Line Level salaries to department size (staff years). The highest senior level was used for "Highest Line Level" unless there was no classifications at that level. In that case, the highest journeyman salary was used.

Departments are grouped by department size, but listed within a graph in order of county population ranking. All departments that responded are represented unless they do not have the classification being compared.

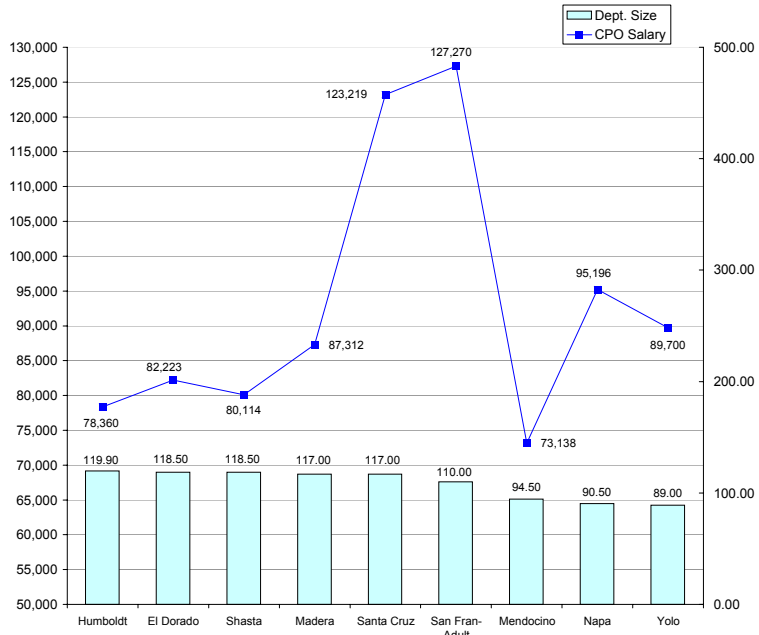
**RELATIVE RANKING OF CPO SALARIES TO
DEPARTMENT SIZE**



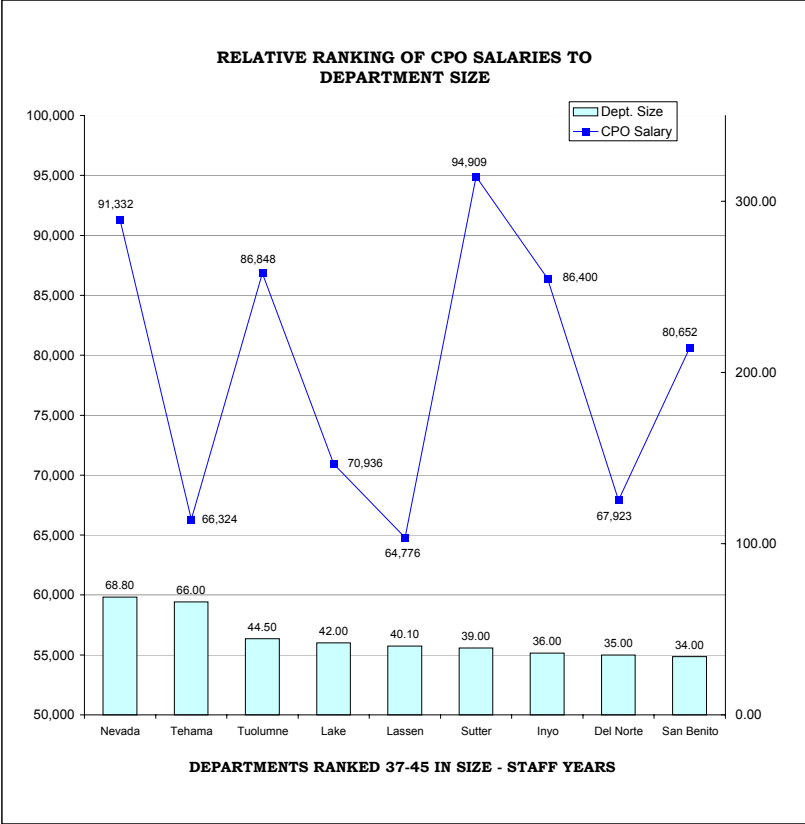




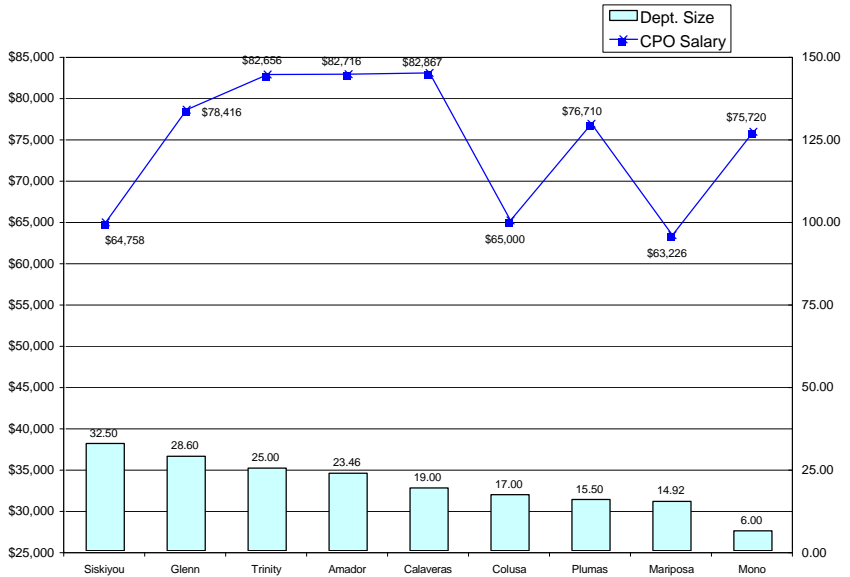
RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



DEPARTMENTS RANKED 28-36 IN SIZE - STAFF YEARS

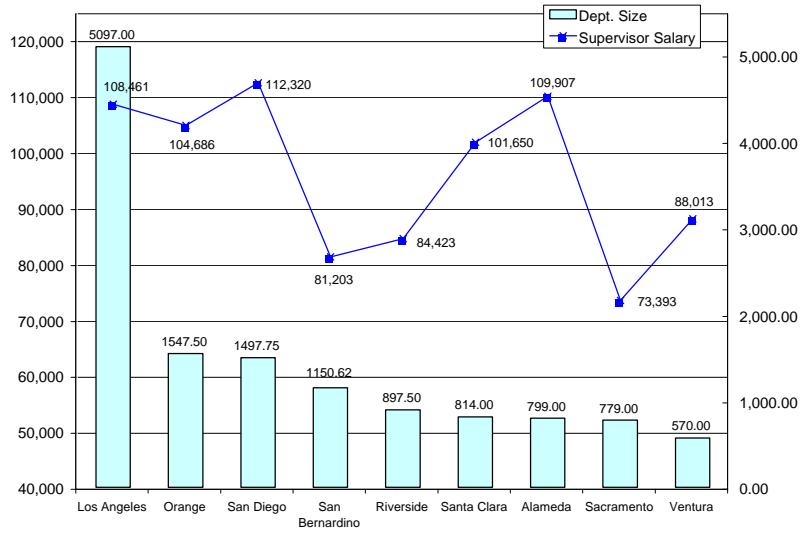


**RELATIVE RANKING OF CPO SALARIES TO
DEPARTMENT SIZE**

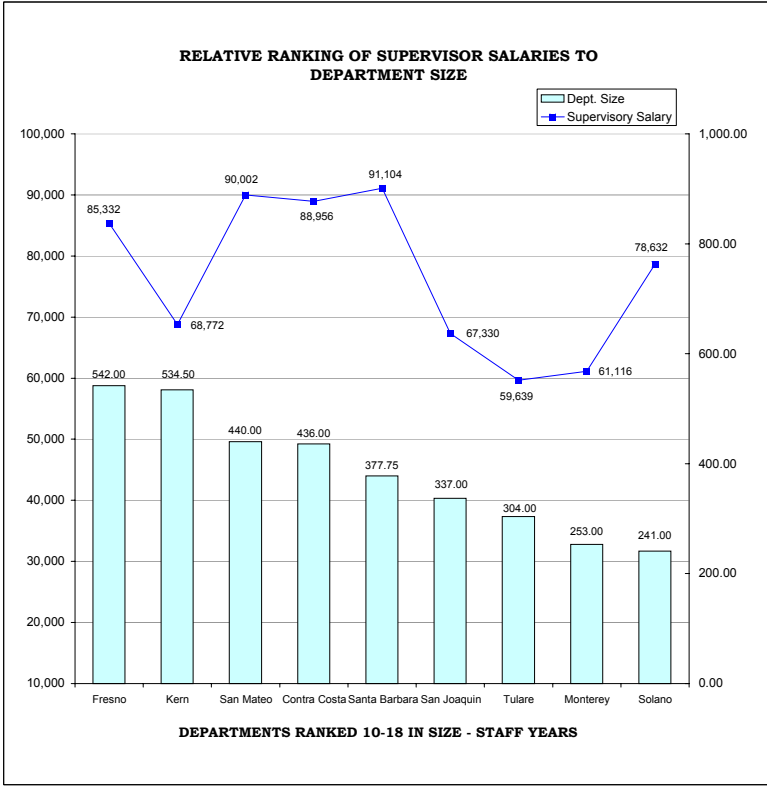


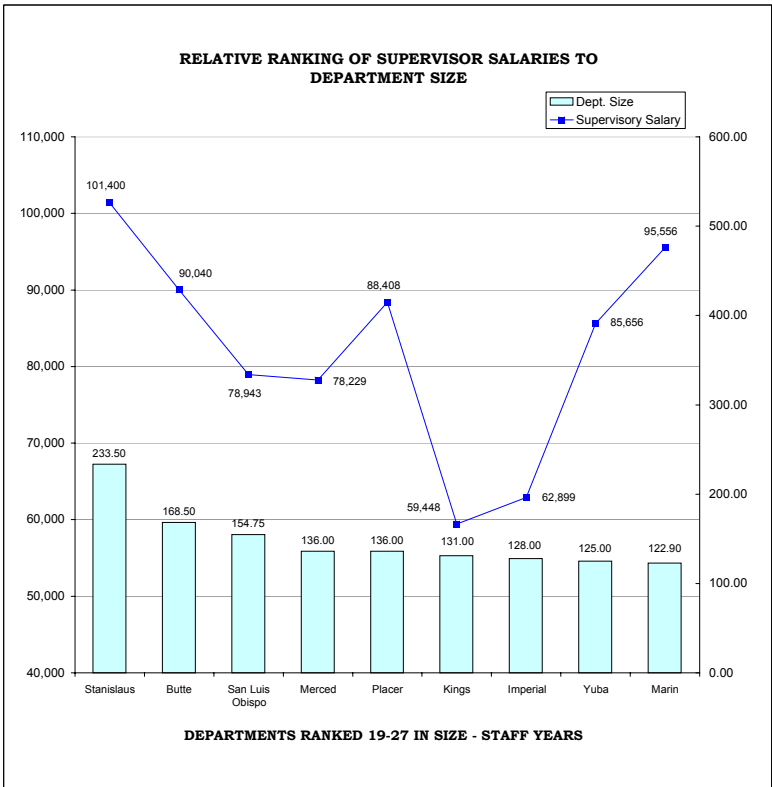
DEPARTMENTS RANKED 46-54 IN SIZE - STAFF YEARS

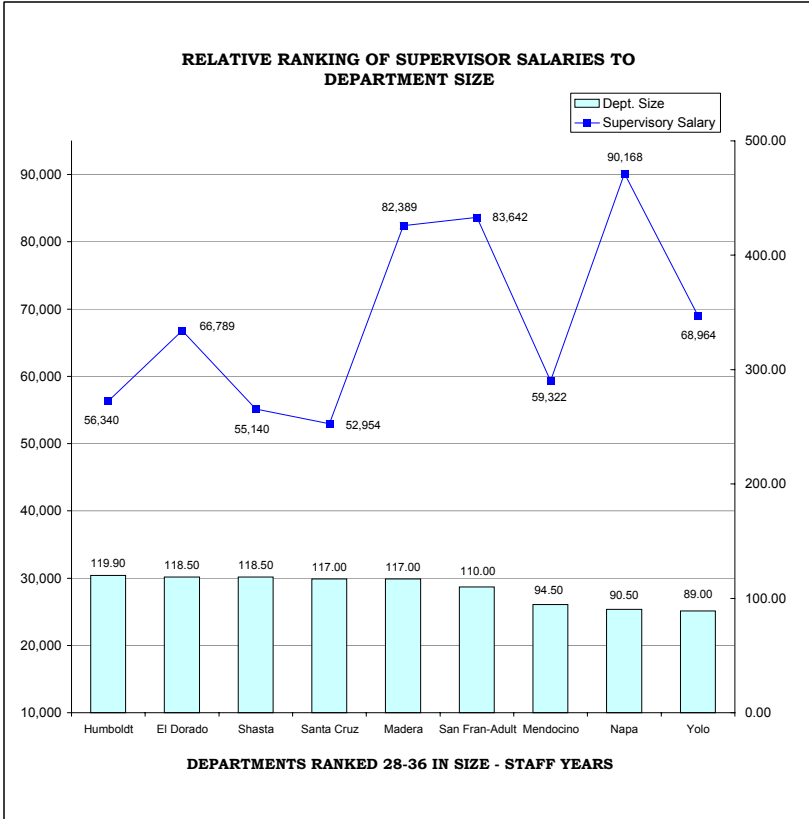
**RELATIVE RANKING OF SUPERVISOR SALARIES TO
DEPARTMENT SIZE**



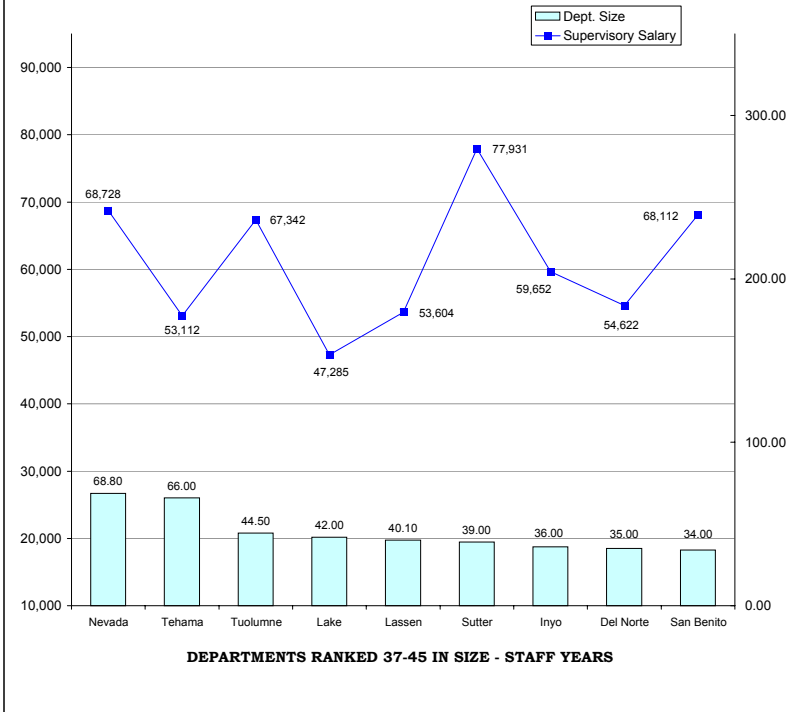
NINE LARGEST DEPARTMENTS - STAFF YEARS

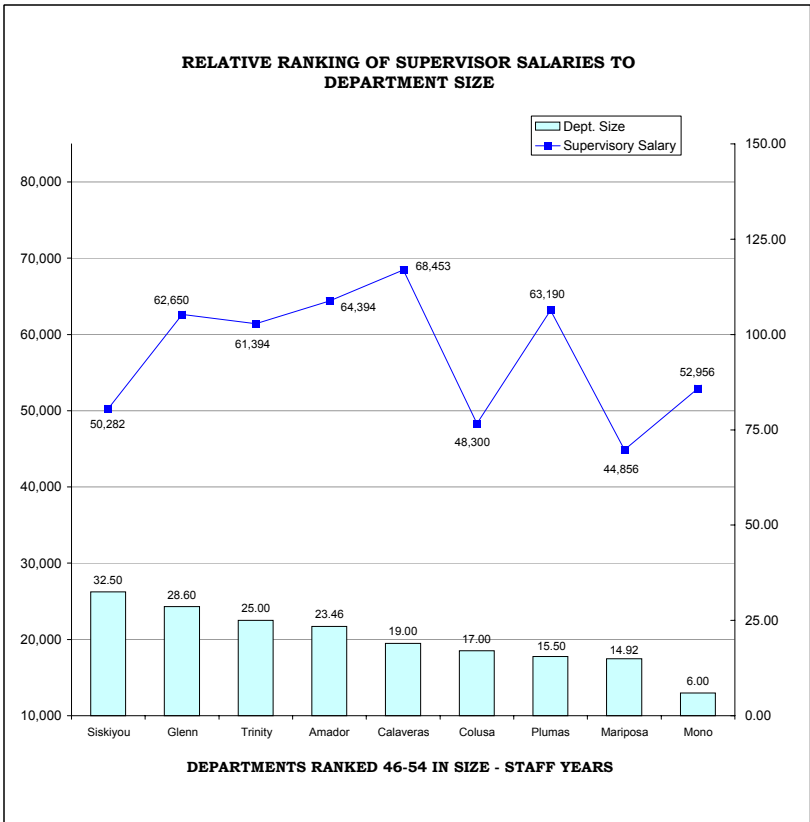




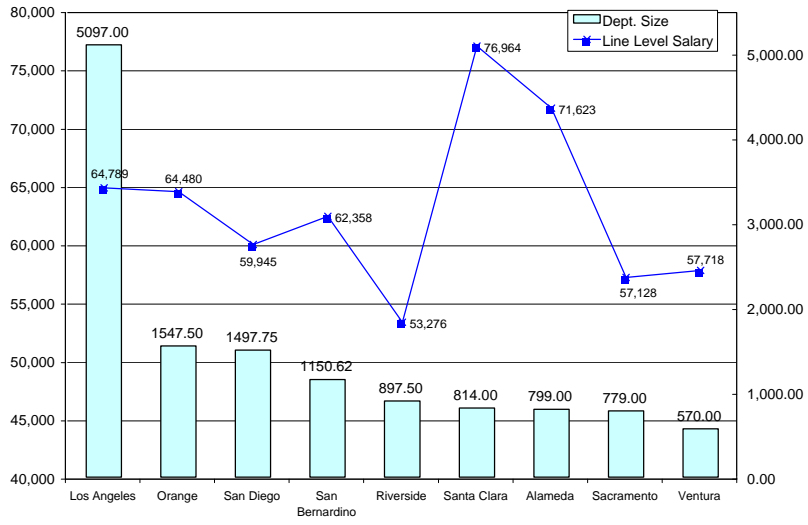


**RELATIVE RANKING OF SUPERVISOR SALARIES TO
DEPARTMENT SIZE**

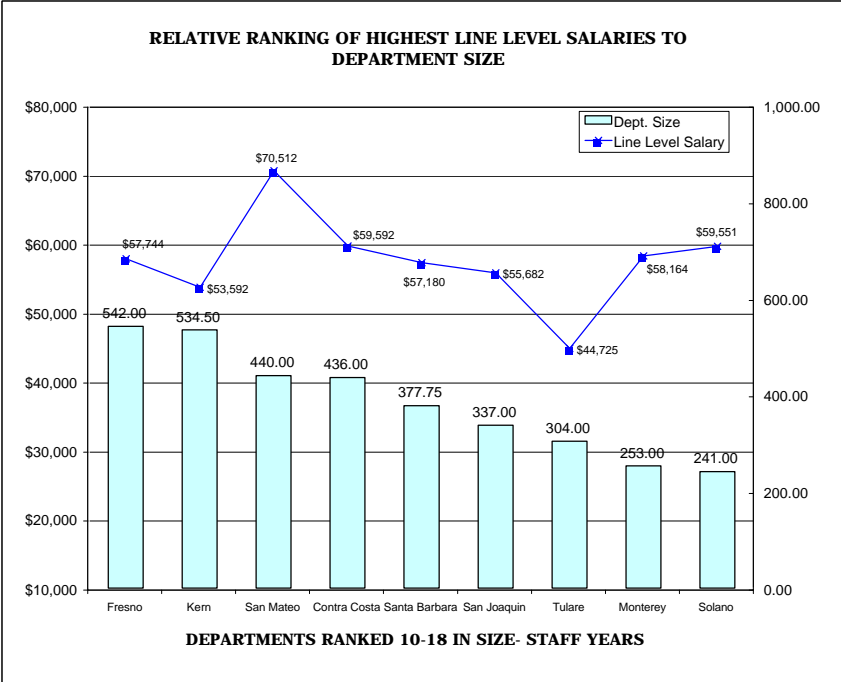




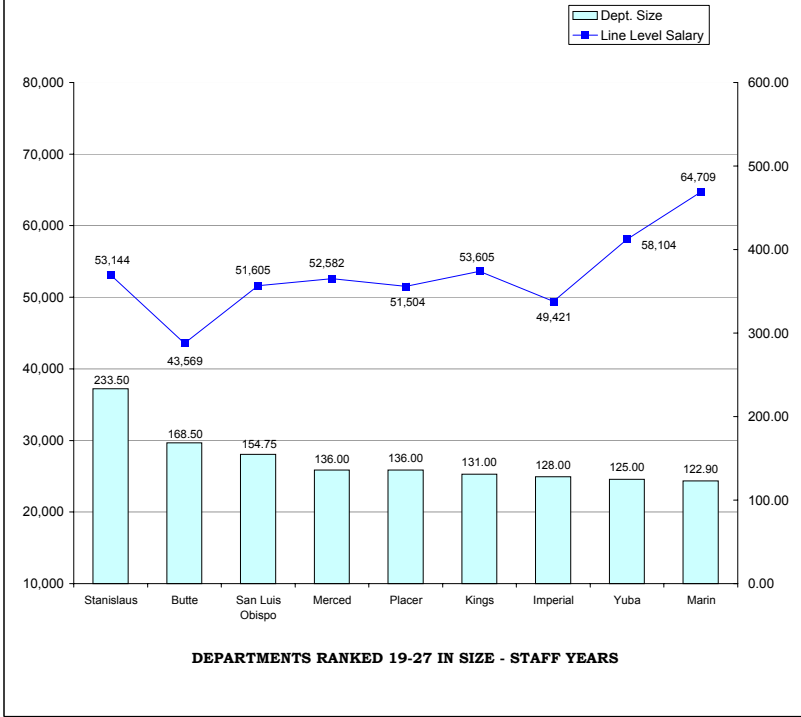
**RELATIVE RANKING OF HIGHEST LINE LEVEL SALARIES TO
DEPARTMENT SIZE**



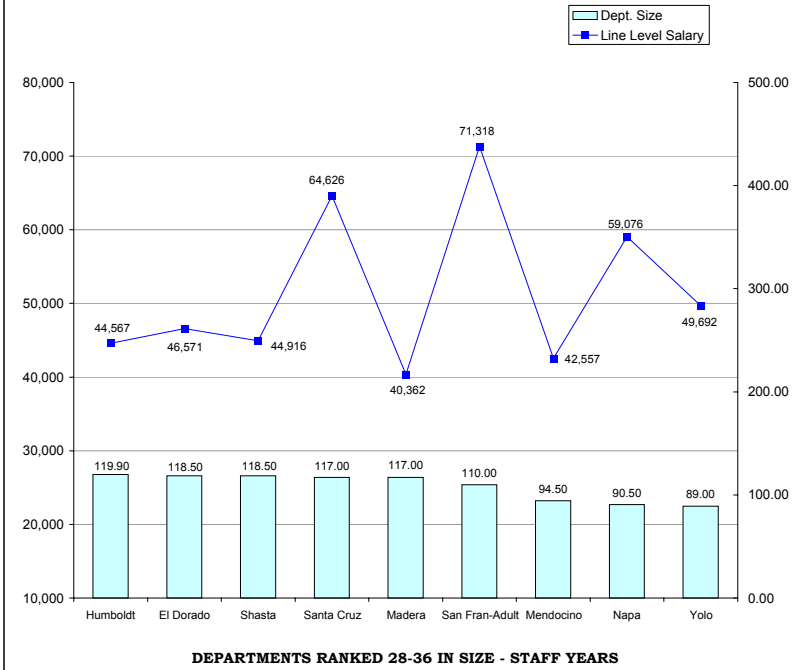
NINE LARGEST DEPARTMENTS - STAFF YEARS



RELATIVE RANKING OF HIGHEST LINE LEVEL SALARIES TO DEPARTMENT SIZE



RELATIVE RANKING OF HIGHEST LINE LEVEL SALARIES TO DEPARTMENT SIZE



DEPARTMENTS RANKED 28-36 IN SIZE - STAFF YEARS

RELATIVE RANKING OF HIGHEST LINE LEVEL SALARIES TO DEPARTMENT SIZE

