



2010
Salary Survey
of
California
Probation Departments

2010

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 May 24, 2010, unless otherwise stated, as submitted by 56 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, 2010.

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

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SALARY SCHEDULES AND ORGANIZATIONAL CHARTS BY COUNTY

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

Probation/Field Services:

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

Institutions/Custody:

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

Organizational charts display staff by major divisions.

COUNTY OF ALAMEDA

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

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Senior Accountant	1.00
Financial Services Specialist II	5.00
Supervising Financial Svcs Spec	2.00
Supervising Admin Specialist	1.00
Admin/Financial Svcs Manager	1.00
Human Resources Technician	1.00
Admin Intern SAN	0.63
Info Systems Tech II	1.00
Info Systems Specialist	2.00
Info Systems Manager	1.00
Departmental Personnel Officer I	2.00
Senior Dept Personnel Officer	1.00
Payroll Records Clerk	4.00
Specialist Clerk I	3.42
Specialist Clerk II	7.67
Supervising Clerk I	1.00
Supervising Clerk II	1.00
Secretary II	3.00
Account Clerk II	2.00
Accounting Specialist I	1.00
Accounting Specialist II	1.00
Supply Clerk I	1.00
Special Services Supervisor	1.00
Unit Supervisor, Probation	1.00
Program Manager, Probation	1.00
Asst Chief Probation Officer	1.00
Staff Development Specialist	1.00
Program Services Coordinator	<u>1.00</u>
	49.72

ADULT SERVICES	
	<u>FTE</u>
Clerk II	6.08
Specialist Clerk I	9.42
Supervising Clerk I	2.00
Supervising Clerk II	1.00
Transcriptionist	6.00
Secretary I	1.00
Secretary II	1.00
Deputy Probation Officer III	89.50
Unit Supervisor, Probation	9.00
Division Director, Probation	1.00
Program Manager, Probation	<u>1.00</u>
I	127.00

JUVENILE SERVICES	
	<u>FTE</u>
Management Analyst	2.00
Senior Management Analyst	1.00
Admin Specialist II	1.00
Info Systems Analyst	2.00
Departmental Personnel Officer I	1.00
Specialist Clerk I	13.00
Specialist Clerk II	5.00
Supervising Clerk II	1.00
Transcriptionist	3.33
Storekeeper II	1.00
Deputy Probation Officer III	114.58
Unit Supervisor, Probation	14.17
Division Director, Probation	1.92
Program Manager, Probation	3.00
Transportation Worker	6.59
Program/Financial Specialist	1.00
Clerk II	2.00
Probation Intern SAN	14.50
Secretary I	<u>1.00</u>
	189.09

JUVENILE INSTITUTIONS	
	<u>FTE</u>
Management Analyst	1.00
Clerk II	1.00
Specialist Clerk I	5.00
Specialist Clerk II	0.92
Data Input Clerk	4.00
Supervising Clerk II	1.00
Transcriptionist	1.75
Secretary I	1.00
Secretary II	2.00
Supply Clerk I	3.00
Supply Clerk II	3.00
Storekeeper II	1.00
Deputy Probation Officer SAN	2.94
Deputy Probation Officer III	3.83
Unit Supervisor, Probation	1.00
Division Director, Probation	1.00
Program Manager, Probation	2.00
Juvenile Inst Officer Intermit	18.69
Juvenile Inst Officer II	152.83
Juvenile Inst Officer III	24.50
Institutional Supervisor I	15.00
Institutional Supervisor II	12.00
Assistant Superintendent	2.00
Superintendent, Juvenile Hall	1.00
Superintendent, Juvenile Hall	0.50
Camp Superintendent	0.75
Transportation Worker	1.00
Transportation Worker	1.85
Food Service Worker	11.17
Food Service Worker	1.14
Senior Food Service Worker	3.00
Cook	4.00
Food Service Manager	<u>1.00</u>
Total	285.87

COUNTY OF ALAMEDA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	154,856	193,606	-	
Actual Salary				190,008		
Management Specialist	0.00	1	40,664	158,724	-	
Asst Chief Probation Officer	1.00	2	127,566	154,814	5	
Division Director, Probation	3.92	4	109,928	133,598	5	
Info Systems Director	0.00	1	90,314	126,464		
Superintendent, Juvenile Hall	1.50	2	99,195	120,432	5	J
Senior Dept Personnel Offcr	1.00	1	94,515	114,857		
Camp Superintendent	0.75	1	94,411	114,670	5	J
Admin/Financial Svcs Manager	1.00	1	93,933	114,254	5	
Program Manager, Probation	7.00	7	88,442	107,494	5	E
Info Systems Manager	1.00	1	78,603	105,227		
Assistant Superintendent	2.00	3	80,933	98,404	5	J
Unit Supervisor, Probation	25.17	32	80,018	96,428	5	D
Info Systems Analyst	2.00	2	71,344	95,617		
Special Services Supervisor	1.00	1	76,606	92,393	5	
Departmental Personnel Offcr I	3.00	3	63,775	91,665		
Senior Management Analyst	1.00	1	67,288	90,168		
Institutional Supervisor II	12.00	12	73,216	88,836	5	I
Program Services Coordinator	1.00	1	72,717	88,400	5	
Camp Supervisor, Probation	0.00	1	73,258	88,192	5	
Suprvsing Financial Svcs Spec	2.00	2	64,230	86,091		
Management Analyst	3.00	3	64,085	85,862		
Deputy Probation Officer III	207.91	243	70,117	84,989	5	C
Deputy Probation Officer II	0.00	0	63,294	77,272	5	B
Deputy Probation Officer I	0.00	0	53,408	70,117	5	A
Program/Financial Specialist	1.00	2	62,150	83,345		
Suprvsing Admin Specialist	1.00	1	62,067	83,179		
Staff Development Specialist	1.00	1	50,898	81,931		

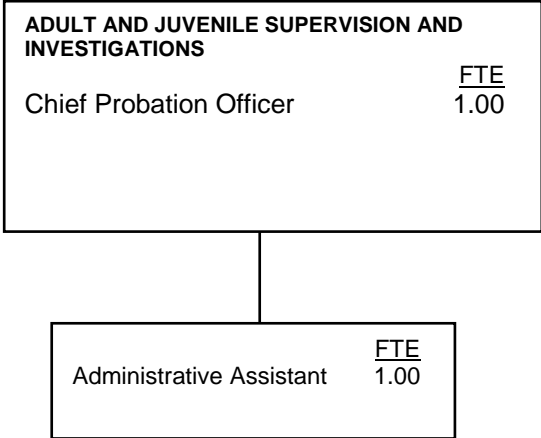
COUNTY OF ALAMEDA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Institutional Supervisor I	15.00	28	63,357	76,897	5	I
Admin Specialist II	1.00	2	56,451	75,608		
Financial Svcs Specialist II	5.00	5	56,451	75,608		
Info Systems Specialist	2.00	2	56,451	75,608		
Food Service Manager	1.00	1	62,150	75,483	5	
Senior Accountant	1.00	1	60,507	72,596	5	
Admin Secretary	1.00	1	60,466	72,051	5	
Juvenile Inst Officer III	24.50	33	57,762	70,096	5	H
Suprvsing Clerk II	4.00	5	54,330	65,977	5	
Juvenile Inst Officer II	152.83	188	53,872	65,416	5	F, G
Secretary II	6.00	7	55,120	65,353	5	
Human Resources Technician	1.00	2	52,083	63,273		
Storekeeper II	2.00	3	52,645	62,878	5	
Suprvsing Clerk I	3.00	4	51,730	62,732	5	
Admin Assistant	0.00	1	50,003	60,694	5	
Info Systems Tech II	1.00	2	48,173	58,406	5	
Accounting Specialist II	1.00	1	46,467	56,430	5	
Transportation Worker	9.44	24	44,429	53,872	5	
Accounting Specialist I	1.00	1	44,242	53,747	5	
Specialist Clerk II	13.59	18	43,524	49,354	4	
Secretary I	3.00	4	40,755	48,535	5	
Account Clerk II	2.00	3	40,034	47,346	5	
Payroll Records Clerk	4.00	4	39,390	46,507	5	
Transcriptionist	11.08	21	42,335	46,098	3	
Data Input Clerk	4.00	5	38,961	46,078	5	
Specialist Clerk I	30.84	49	40,658	46,078	4	
Cook	4.00	4	39,429	44,772	4	
Senior Food Service Worker	3.00	5	37,908	44,596	5	
Account Clerk I	0.00	1	37,382	44,343	5	

COUNTY OF ALAMEDA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Clerk II	9.08	17	39,312	44,265	4	
Supply Clerk II	3.00	3	36,543	43,699	5	
Supply Clerk I	4.00	4	35,880	42,724	5	
Food Service Worker	12.31	13	37,538	42,568	4	
Laundry Service Worker	0.00	2	33,677	39,897	5	
Admin Intern SAN	0.63	3	-	-		
Deputy Probation Officer SAN	2.94	7	-	-		
Institutional Helper SAN	0.00	2	-	-		
Juvenile Inst Officer Intermit	18.69	75	-	-		
Probation Intern SAN	14.50	30	-	-		
Retired Annuitant - Safety II	0.00	18	-	-		
Retired Annuitant II	<u>0.00</u>	<u>6</u>	-	-		
	653.68	935.00				

COUNTY OF ALPINE

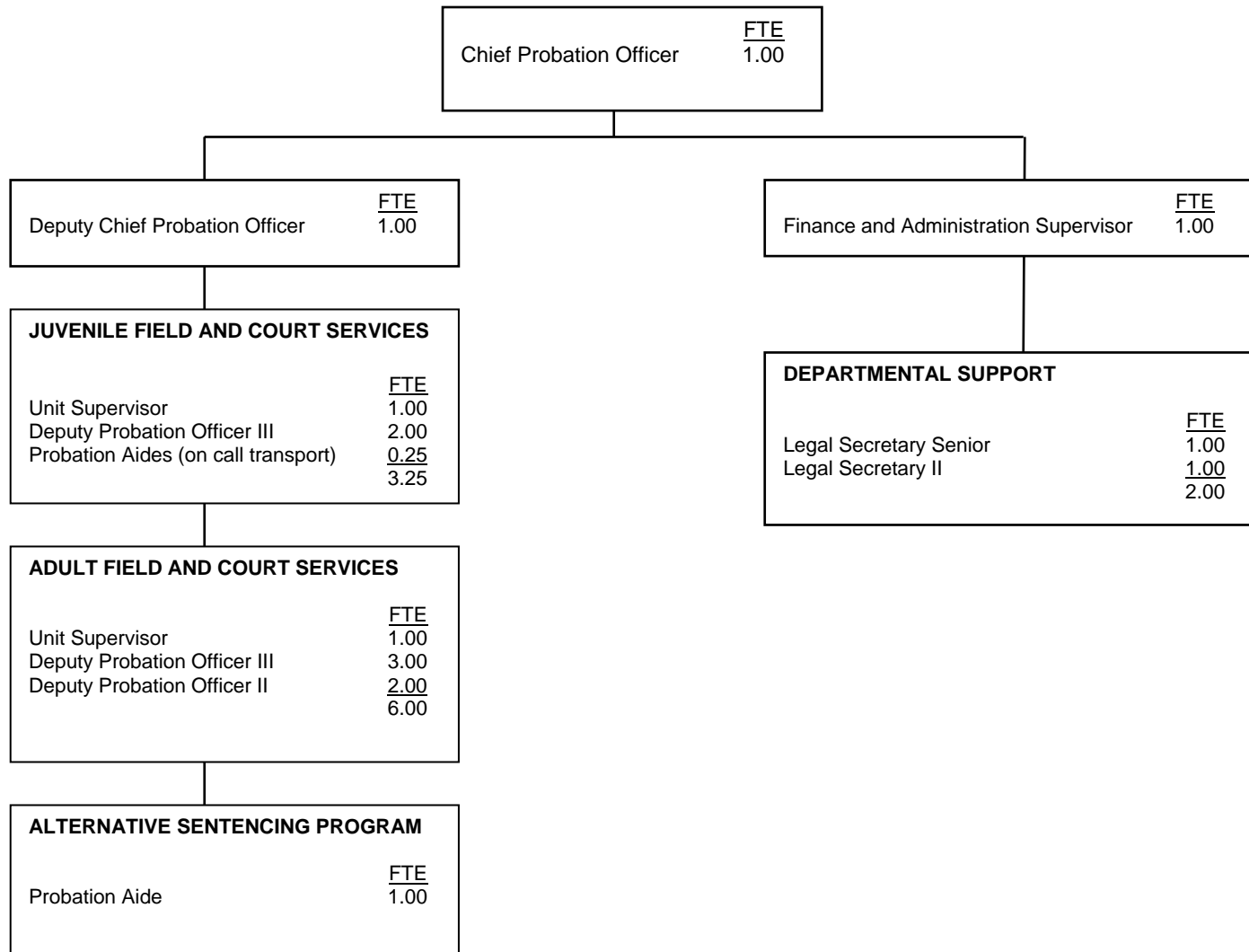


COUNTY OF ALPINE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	85,560		
Administrative Assistant*	<u>0.50</u>	<u>1</u>	20,051	26,904	*
	1.50	2.00			

* Salary reflects a half FTE position

COUNTY OF AMADOR



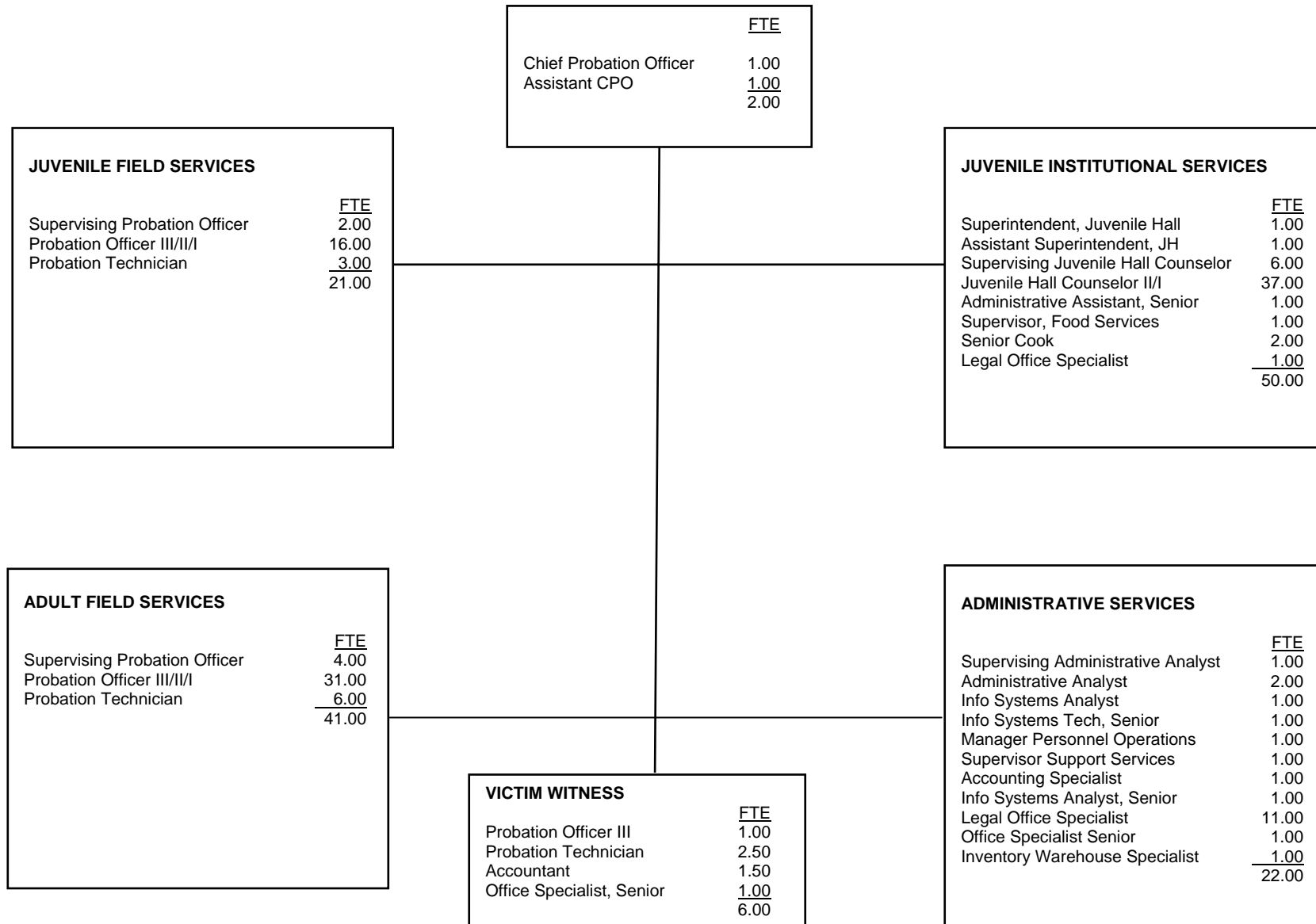
COUNTY OF AMADOR

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	105,319			
Deputy Chief Probation Officer	1.00	1	74,208	90,181	5	E
Probation Unit Supervisor	2.00	2	61,325	74,521	5	D
Deputy Probation Officer III, or	4.00	4	55,770	67,776	5	C
Deputy Probation Officer II, or	3.00	3	48,776	59,278	5	B
Deputy Probation Officer I	-	0	40,298	48,984	5	A
Finance and Admin Supervisor	1.00	1	49,966	60,740	5	
Legal Secretary Senior, or	1.00	1	43,451	52,806	5	
Legal Secretary II	1.00	1	39,505	48,024	5	
Probation Aide	1.00	1	33,053	40,173	5	
Probation Aide-on call transportation	<u>0.25</u>	<u>2</u>	16.88/hr	20.52/hr	5	
	15.25	17				

Salaries effective from 10/1/09

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

COUNTY OF BUTTE

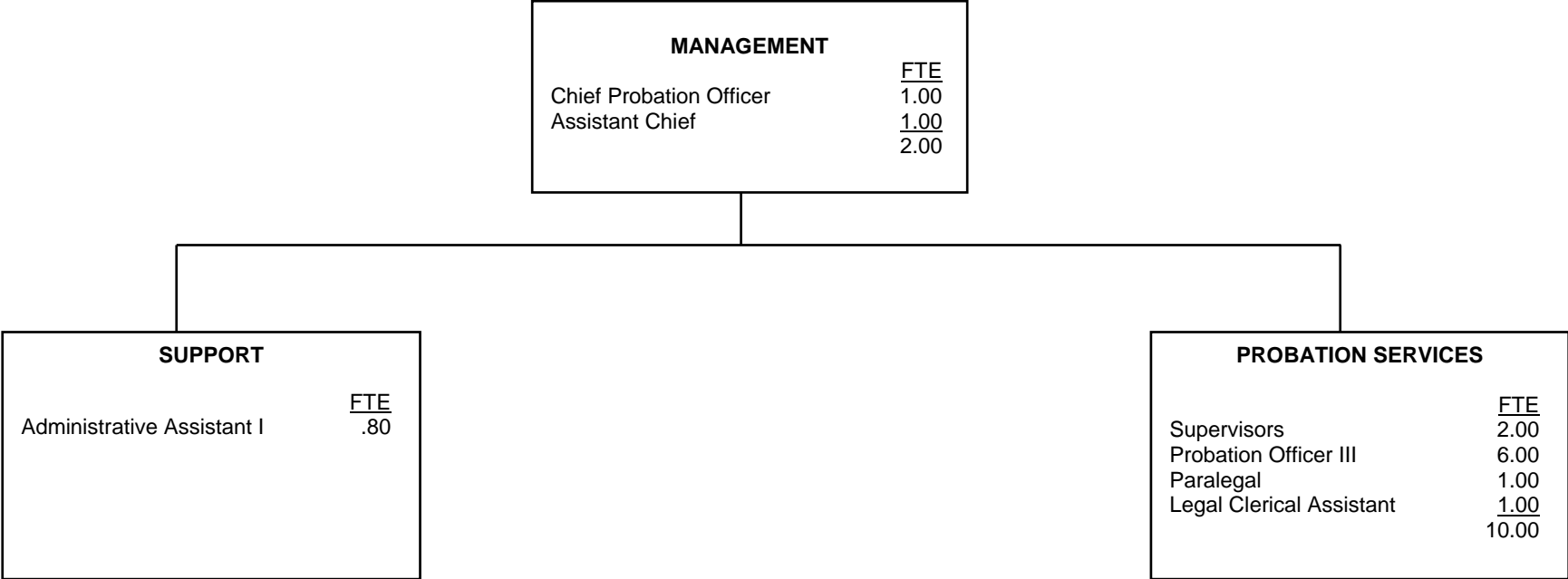


COUNTY OF BUTTE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	138,969			
Assistant Chief Probation Officer	1.00	1	87,283	116,968	7	E, J
Superintendent, Juvenile Hall	1.00	1	69,890	93,660	7	J
Assistant Superintendent, Juvenile Hall	1.00	1	52,750	70,690	7	I
Supervisor, Administrative Analyst	1.00	1	55,420	74,268	7	
Administrative Analyst Senior	1.00	1	48,983	65,642	7	
Supervisor, Probation Officer	6.00	6	50,208	67,283	7	D
Manager, Personnel Operations	1.00	1	43,294	58,018	7	
Supervisor, Support Services	1.00	1	32,996	44,218	7	
Supervising Juvenile Hall Counselor	6.00	6	47,788	64,041	7	H
Supervisor, Food Services	1.00	1	32,996	44,218	7	
Information Systems Analyst, Senior	1.00	1	50,208	67,283	7	
Information Systems Analyst	1.00	1	45,485	60,955	7	
Information Systems Technician Senior	1.00	1	42,238	56,603	7	
Probation Officer III or	48.00	48	44,376	59,468	7	C
Probation Officer II or			40,202	53,875		B
Probation Officer I or			34,666	46,456		A
Accountant	1.50	1.5	38,265	51,279	7	
Administrative Assistant Senior	1.00	1	31,406	42,087	7	
Probation Technician	11.50	11.5	29,892	40,059	7	
Juvenile Hall Counselor II or	37.00	37	34,666	46,456	7	G
Juvenile Hall Counselor I			31,406	42,087	7	F
Accounting Specialist	1.00	1	28,452	38,129	7	
Administrative Analyst Associate	1.00	1	40,202	53,875	7	
Senior Cook	2.00	2	25,147	33,700	7	
Office Specialist Senior	2.00	2	25,147	33,700	7	
Legal Office Specialist	12.00	12	27,086	36,292	7	
Inventory Warehouse Specialist	1.00	1	24,539	32,879	7	
	<u>142.00</u>	<u>142</u>				

*Salaries effective from 1/1/2010

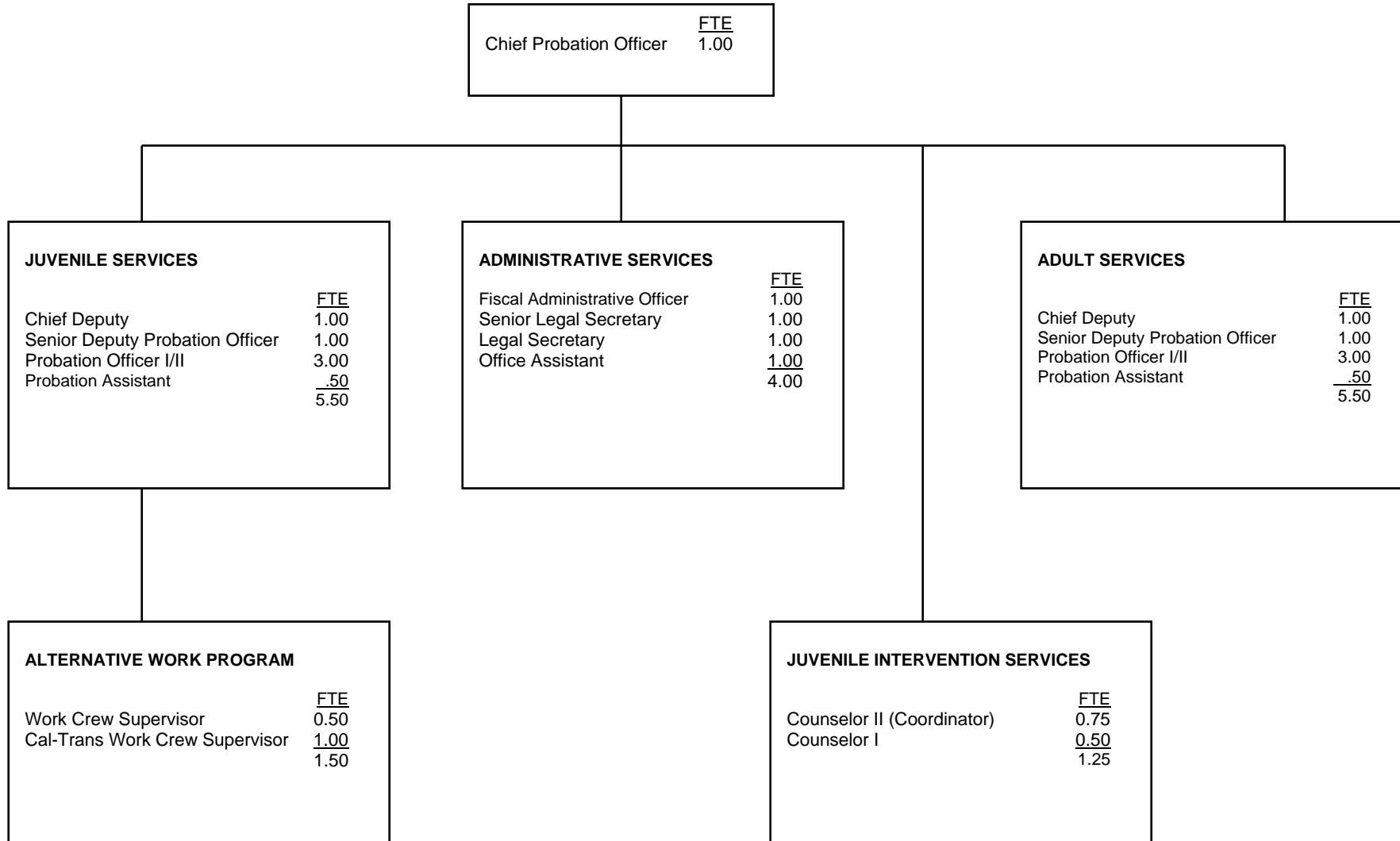
COUNTY OF CALAVERAS



COUNTY OF CALAVERAS

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	103,085			
Chief Deputy Probation Officer	1.00	1	64,646	78,541	5	E
Probation Unit Supervisor	2.00	2	56,098	68,203	5	
Deputy Probation Officer III	6.00	6	51,626	62,816	5	C
Deputy Probation Officer II	-	0	43,701	53,165	5	B
Deputy Probation Officer I	-	0	37,211	45,240	5	A
Administrative Assistant I	0.80	1	29,536	35,926	5	
Paralegal Criminal	1.00	1	36,796	44,762	5	
Legal Clerical Assistant A	<u>1.00</u>	<u>1</u>	28,205	34,861	5	
	12.80	13.00				

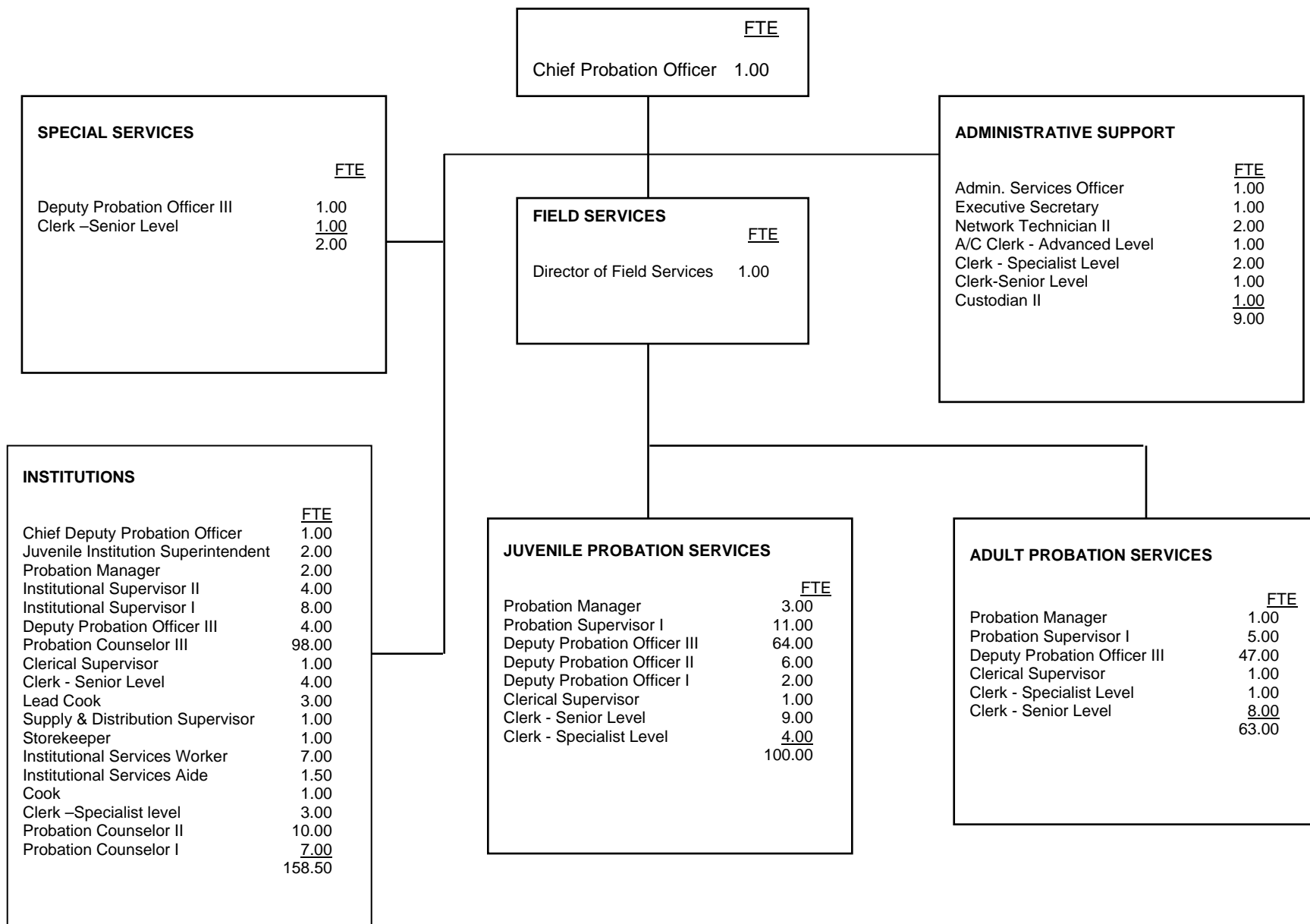
COUNTY OF COLUSA



COUNTY OF COLUSA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		95,787	5	
Chief Deputy Probation Officer	2.00	2	53,969	68,697	5	E
Fiscal Administrative Officer	1.00	1	36,503	44,371	5	
Sr. Deputy Probation Officer	2.00	2	44,149	53,648	5	C, D
Deputy Probation Officer II	5.00	5	39,187	47,625	5	B
Deputy Probation Officer I	1.00	1	35,534	43,189	5	A
Probation Assistant	1.00	1	24,698	30,000	5	
Sr. Legal Secretary	1.00	1	28,598	34,761	5	
Legal Secretary	1.00	1	25,943	31,521	5	
Work Crew Supervisor	1.50	1.5	25,943	31,521	5	
Office Assistant	1.00	1	18,903	22,983	5	
Counselor II	0.75	0.75	Hourly	16,646	5	
Counselor I	<u>0.50</u>	<u>0.5</u>	25,943	31,521	5	
	18.75	18.75				

COUNTY OF CONTRA COSTA

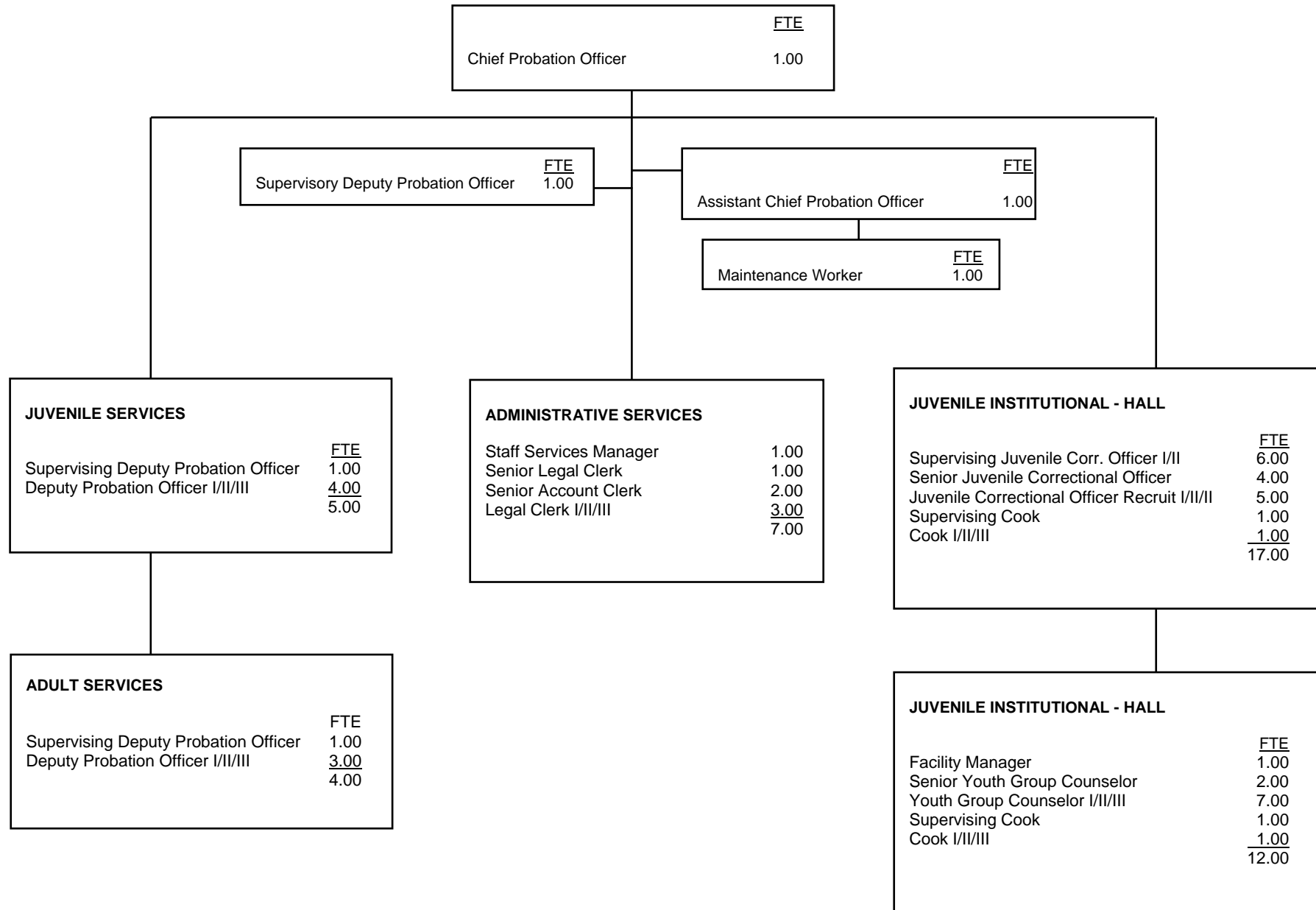


COUNTY OF CONTRA COSTA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
County Probation Officer	1.00	1		133,064	5	
Chief Deputy Probation Officer	1.00	1	97,314	118,286	5	
Juvenile Institution Superintendent	2.00	2	90,349	109,820	5	
Probation Field Servs Director	1.00	1	90,349	109,820	5	
Probation Manager	6.00	6	84,049	102,162	5	E
Administrative Services Officer	1.00	1	70,545	99,678	15	
Institutional Supervisor II	4.00	4	78,189	95,039	5	J
Probation Supervisor I	16.00	16	76,211	92,635	5	D
Institutional Supervisor I	8.00	8	70,129	85,242	5	I
Deputy Probation Officer III	115.00	115	62,106	75,490	5	C
Network Technician II	2.00	2	62,019	75,384	5	
Deputy Probation Officer II	6.00	6	58,177	70,715	5	B
Probation Counselor III	98.00	98	58,120	70,645	5	H
Probation Counselor II	10.00	10	54,713	66,504	5	G
Executive Secretary	1.00	1	53,618	65,173	3	
Supply & Distribution Supervisor	1.00	1	53,248	64,723	5	
Clerical Supervisor	3.00	3	45,870	58,578	7	
Clerk - Specialist Level	10.00	10	40,171	51,300	7	
Deputy Probation Officer I	2.00	2	41,920	50,954	5	A
Probation Counselor I	7.00	7	41,179	50,054	5	F
Account Clerk - Advanced Level	1.00	1	39,266	49,164	7	
Lead Cook	3.00	3	43,251	47,684	3	
Clerk - Senior Level	23.00	23	35,565	45,418	7	
Cook	1.00	1	36,587	44,472	5	
Institutional Services Worker	7.00	7	31,946	38,830	5	
Storekeeper	1.00	1	31,946	38,830	5	
Custodian II	1.00	1	33,968	37,450	3	
Institutional Aide	1.50	1.5	29,107	35,379	5	
	<u>332.50</u>	<u>334</u>				

Salaries effective 5/1/10

COUNTY OF DEL NORTE

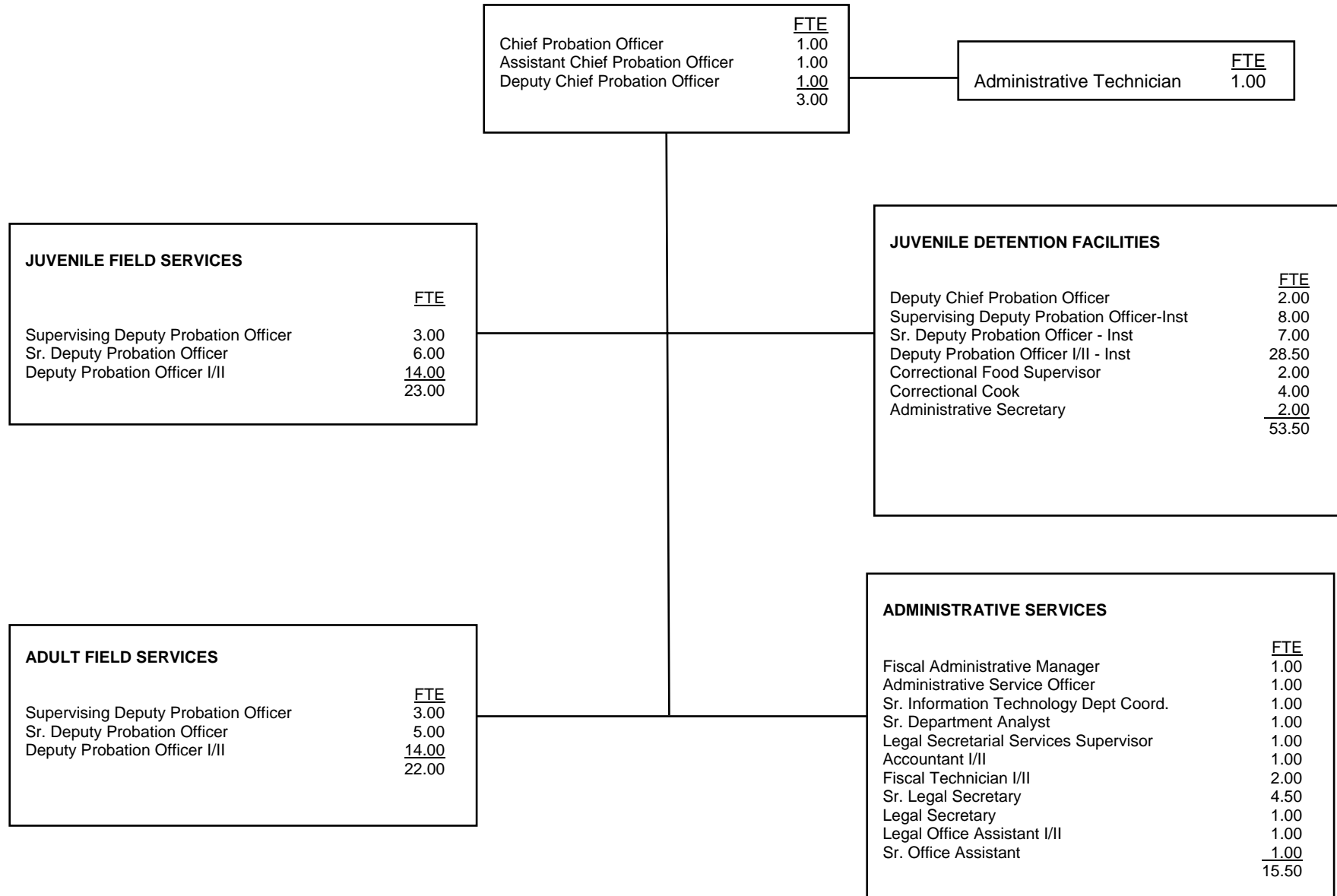


COUNTY OF DEL NORTE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		67,964	10	
Assistant Chief Probation Officer	1.00	1	49,574	73,243	9	E
Facility Manager	1.00	1	44,965	66,433	9	J
Staff Services Manager	1.00	1	42,824	63,270	9	
Supervising Deputy Probation Officer II or Supervising Deputy Probation Officer I	3.00	3	42,824	63,270	9	D
Supervising Juvenile Correctional Officer II or Supervising Juvenile Correctional Officer I	6.00	6	36,088	53,318	9	I
Deputy Probation Officer III or Deputy Probation Officer II or Deputy Probation Officer I	7.00	7	36,088	53,318	9	C
Senior Juvenile Correctional Officer	4.00	4	32,733	48,362	9	H
Senior Youth Group Counselor	2.00	2	32,733	48,362	9	H
Juvenile Correctional Officer III or Juvenile Correctional Officer II or Juvenile Correctional Officer I or Juvenile Correctional Officer Recruit	5.00	5	31,174	46,059	9	G
Youth Group Counselor III or Youth Group Counselor II or Youth Group Counselor I	7.00	7	31,174	46,059	9	G
Senior Legal Clerk	1.00	1	30,434	44,965	9	
Building Maintenance Worker III or Building Maintenance Worker II or Building Maintenance Worker I	1.00	1	29,690	43,865	9	
Senior Account Clerk	2.00	2	28,985	42,824	9	
Supervising Cook	2.00	2	25,647	37,893	9	
Legal Clerk III or Legal Clerk II or Legal Clerk I	3.00	3	26,290	38,842	9	
Cook III or Cook II or Cook I	2.00	2	23,846	35,231	9	
			19,618	28,985		
	49.00	49.00				

Salaries effective from 06/27/08

COUNTY OF EL DORADO

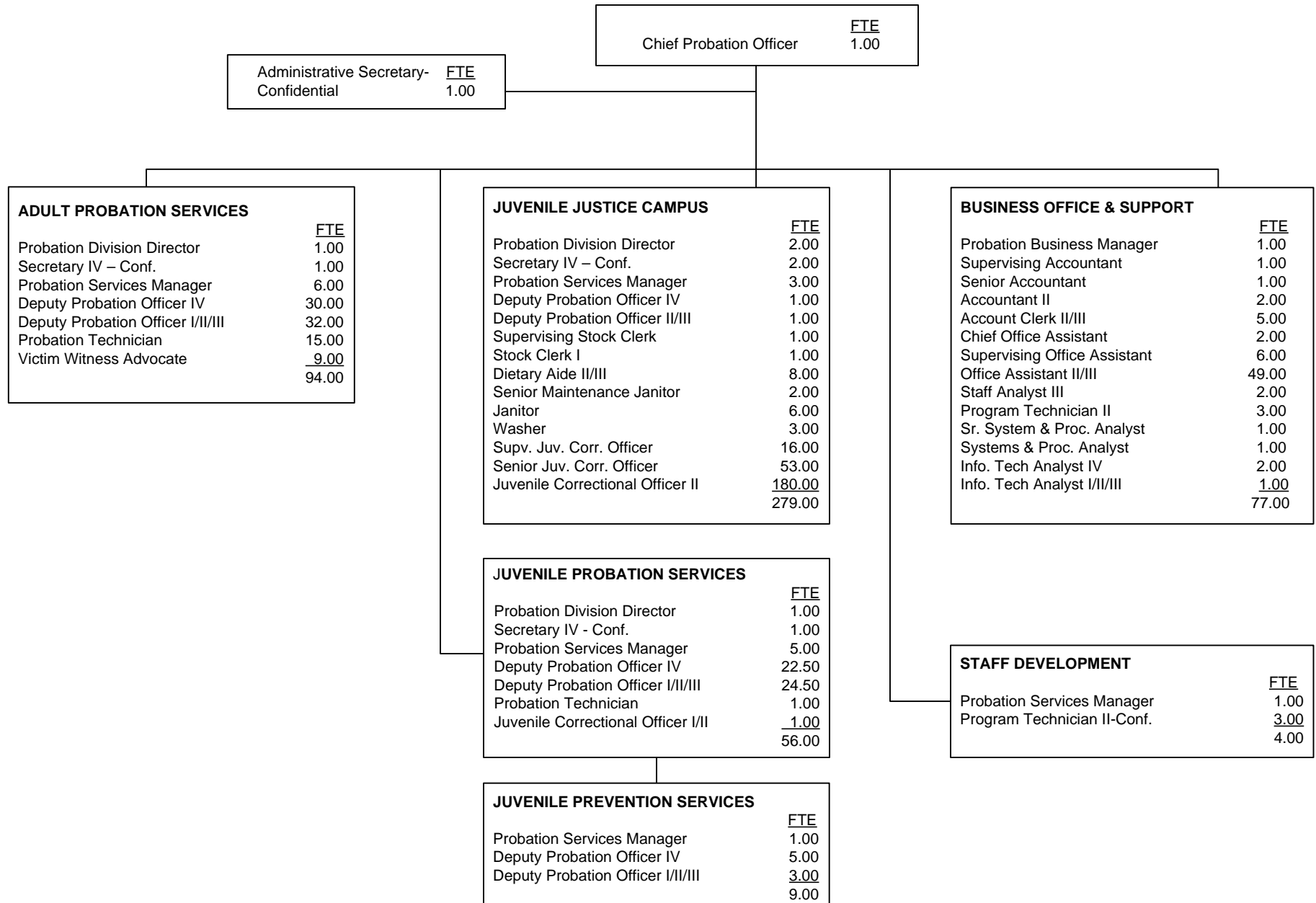


COUNTY OF EL DORADO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	108,618	132,018	5	
Vacant Position - Mid Range Step				119,745		
Assistant Chief Probation Officer	1.00	1	84,698	102,981	5	
Fiscal Administrative Manager	1.00	1	71,822	87,298	5	
Deputy Chief Probation Officer	3.00	3	69,805	84,843	5	E, J
Sr. Information Technology Department Coordinator	1.00	1	63,794	77,542	5	
Administrative Service Officer	1.00	1	62,462	75,941	5	
Sr. Department Analyst	1.00	1	62,462	75,941	5	
Supervising Deputy Probation Officer	6.00	6	51,272	62,317	5	D
Supervising Deputy Probation Officer-Institutions	8.00	8	48,693	59,197	5	I
Accountant II	1.00	1	46,738	56,805	5	
Sr. Deputy Probation Officer	11.00	11	44,720	54,392	5	C
Administrative Technician	1.00	1	43,992	53,477	5	
Sr. Deputy Probation Officer-Institutions	7.00	7	42,494	51,646	5	H
Legal Secretary Services Supervisor	1.00	1	42,349	51,480	5	
Deputy Probation Officer II	26.00	26	41,642	50,606	5	B
Deputy Probation Officer II - Institutions	16.50	17	39,541	48,069	5	G
Fiscal Technician	2.00	2	37,752	45,885	5	
Deputy Probation Officer I	2.00	2	37,315	45,365	5	A
Sr. Legal Secretary	4.50	5	36,837	44,803	5	
Deputy Probation Officer I - Institutions	12.00	12	35,443	43,077	5	F
Correctional Food Services Supervisor	2.00	2	34,778	42,286	5	
Legal Secretary II	1.00	1	34,258	41,621	5	
Legal Secretary I		0	30,826	37,482	5	
Administrative Secretary	2.00	2	30,555	37,128	5	
Correctional Cook	4.00	4	30,243	36,754	5	
Legal Office Assistant II	1.00	1	27,768	33,758	5	
Sr. Office Assistant	1.00	1	27,768	33,758	5	
	<u>118.00</u>	<u>119.00</u>				

NOTE: Classifications and Salaries as of 01/01/10

COUNTY OF FRESNO



COUNTY OF FRESNO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$133,042 ¹	Band	
Probation Division Director	4.00	4	59,526 – 106,328	Band	E, J
Probation Business Manager	1.00	1	59,526 – 106,328	Band	E, J
Sr. Information Technology Analyst	1.00	1	70,642 – 85,878	5	
Probation Services Manager	16.00	16	69,888 – 80,886	5	D, I
Sr. Systems & Procedures Analyst	1.00	1	65,286 – 79,352	5	
Information Technology Analyst IV	2.00	3 ⁹	62,036 – 75,400	5	
Supervising Accountant	1.00	1	59,826 – 72,722	5	
Systems & Proc. Analyst III	1.00	1	58,292 – 70,876	5	
Sr. Accountant	1.00	1	54,288 – 65,988	5	
Deputy Probation Officer IV	57.50	61	55,094 – 70,330	6	C
Staff Analyst III	2.00	2	55,172 – 67,054	5	
Supervising Juvenile Correctional Officer	16.00	16	55,926 – 71,422	6	H
Deputy Probation Officer III	55.50	62 ²	49,842 – 63,648	6	B
Sr. Juvenile Correctional Officer	53.00	53	48,568 – 61,984	6	H
Accountant II	2.00	2 ³	46,488 – 56,524	5	
Chief Office Assistant	2.00	2	45,682 – 50,362	5	
Deputy Probation Officer II	5.00		44,252 – 56,472	6	B
Deputy Probation Officer I			37,356 – 47,652	6	A
Information Technology Analyst II	1.00		44,122 – 53,638	5	
Juvenile Correctional Officer II	180.00	191 ⁴	42,146 – 53,794	6	G
Juvenile Correctional Officer I			34,440 – 43,992	6	F
Supervising Office Assistant II	6.00	6	38,792 – 47,138	6	
Program Technician II-Staff	2.00	3	38,636 – 48,296	6	
Program Technician II-Confidential	3.00	3	37,518 – 47,918	6	
Supervising Stock Clerk	1.00	1 ⁹	36,114 – 46,072	6	
Victim Witness Advocate	9.00	9	32,838 – 39,910	5	
Probation Technician II	15.00	16 ⁵	32,812 – 41,886	6	

COUNTY OF FRESNO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Generic Steps</u>	<u>Class</u>
Secretary IV-Conf.	3.00	4	32,162 - 39,104	5	
Acct. Clerk III	4.00	5 ⁶	30,680 – 39,156	6	
Office Assistant III	47.00	50 ⁷	29,094 – 37,154	6	
Office Assistant II	2.00		26,078 – 33,280	6	
Sr. Maintenance Janitor	2.00	2	27,586 – 33,540	5	
Dietary Aide III	7.00	7 ⁹	24,492 – 31,252	6	
Dietary Aide II	1.00		22,984 – 29,378	6	
Janitor	6.00	6	23,790 – 30,368	6	
Washer	3.00	3	22,464 – 28,678	6	
Stock Clerk I	1.00		21,528 – 26,156	5	
	<u>516.00</u>	<u>534</u>			

Footnotes:

¹flat/annually

²number of positions includes all three levels of DPO series

³number of positions includes the two levels of Accountants

⁴number of positions includes the two levels of JCO series

⁵number of positions includes the two levels of Probation Tech. series

⁶number of positions includes the two levels of Acct. Clerk series

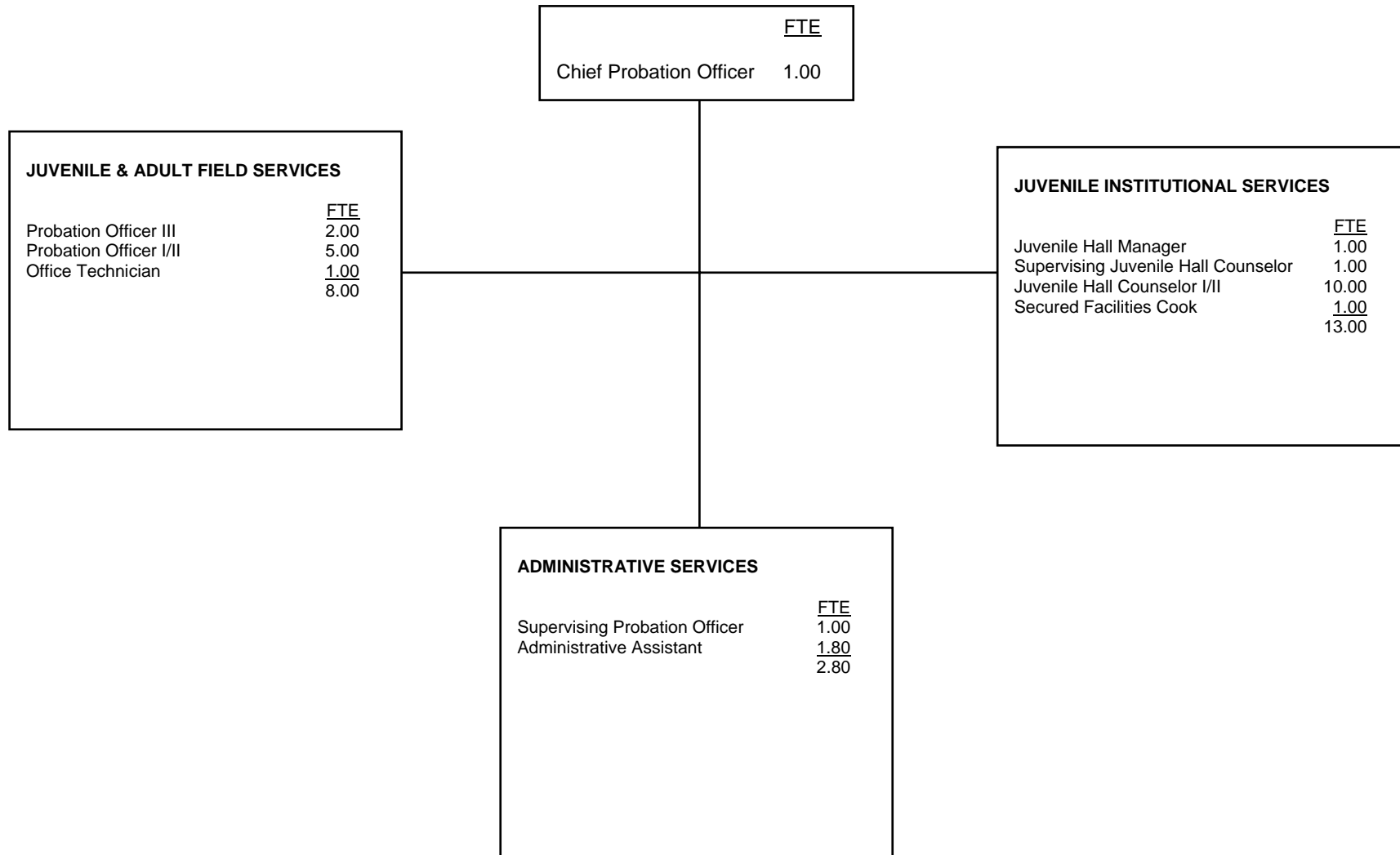
⁷number of positions includes all levels of OA series

⁸number of positions includes all levels of Stock Clerk series

⁹number of positions includes all levels of Dietary Aide series

¹⁰ number of positions includes all levels of Information Technology Analyst series

COUNTY OF GLENN

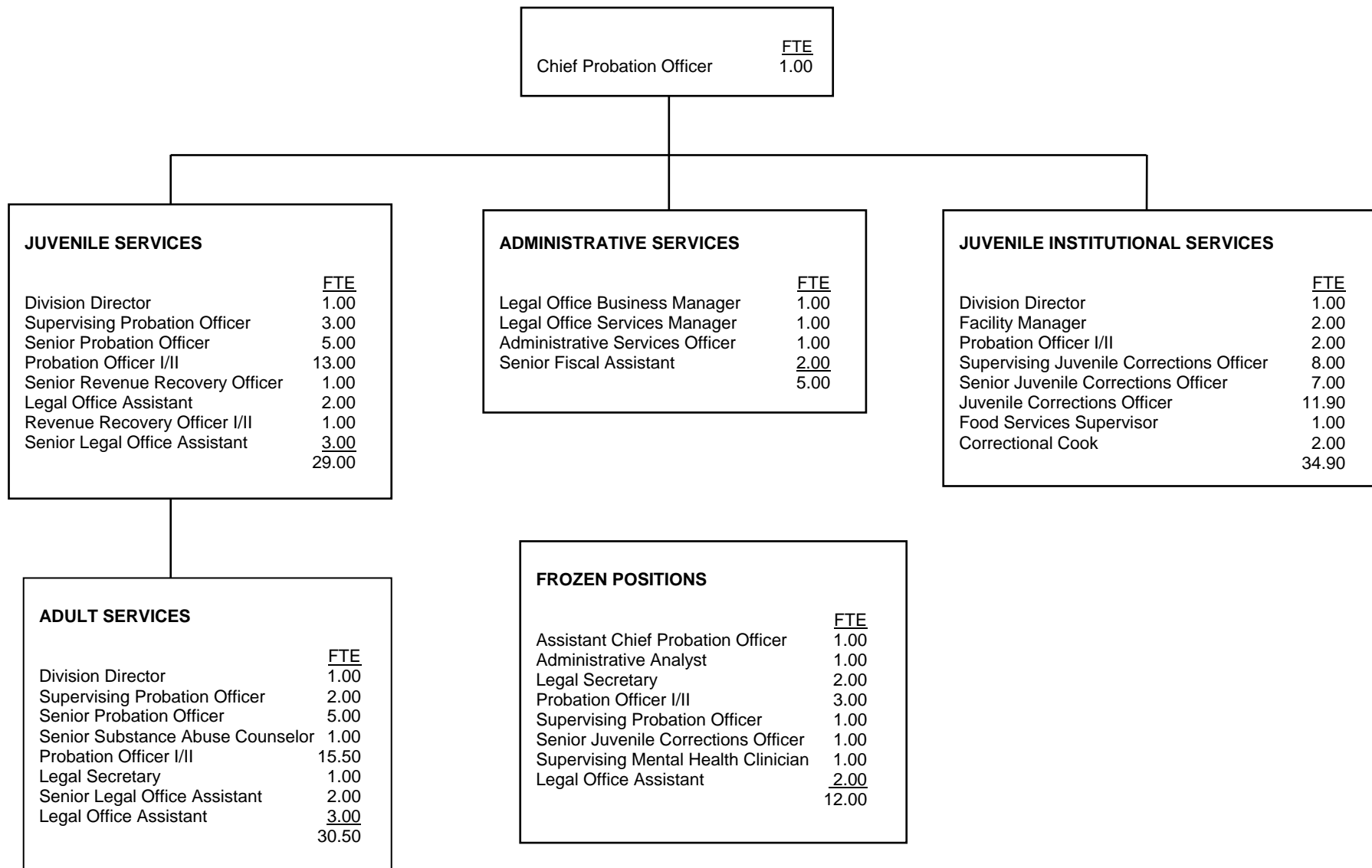


COUNTY OF GLENN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	97,531*		5	
Juvenile Hall Manager	1.00	1	60,445	73,466	5	J
Supervising Deputy Probation Officer	1.00	1	45,760	55,619	5	D
Administrative Assistant	1.80	2	43,077	52,374	5	
Deputy Probation Officer III	2.00	2	40,373	49,067	5	C
Deputy Probation Officer II	3.00	4	36,546	44,429	5	B
Deputy Probation Officer I	2.00	2	33,093	40,248	5	A
Supervising Juvenile Hall Counselor	1.00	1	34,757	42,266	5	I
Juvenile Hall Counselor II, or	5.00	5	31,429	38,189	5	G
Juvenile Hall Counselor I	5.00	5	29,806	36,234	5	F
Office Technician II	1.00	1	32,427	39,416	5	
Secured Facilities Cook	1.00	1	27,331	33,218	5	
	<u>24.80</u>	<u>26.00</u>				

*Includes a longevity incentive of 6%

COUNTY OF HUMBOLDT

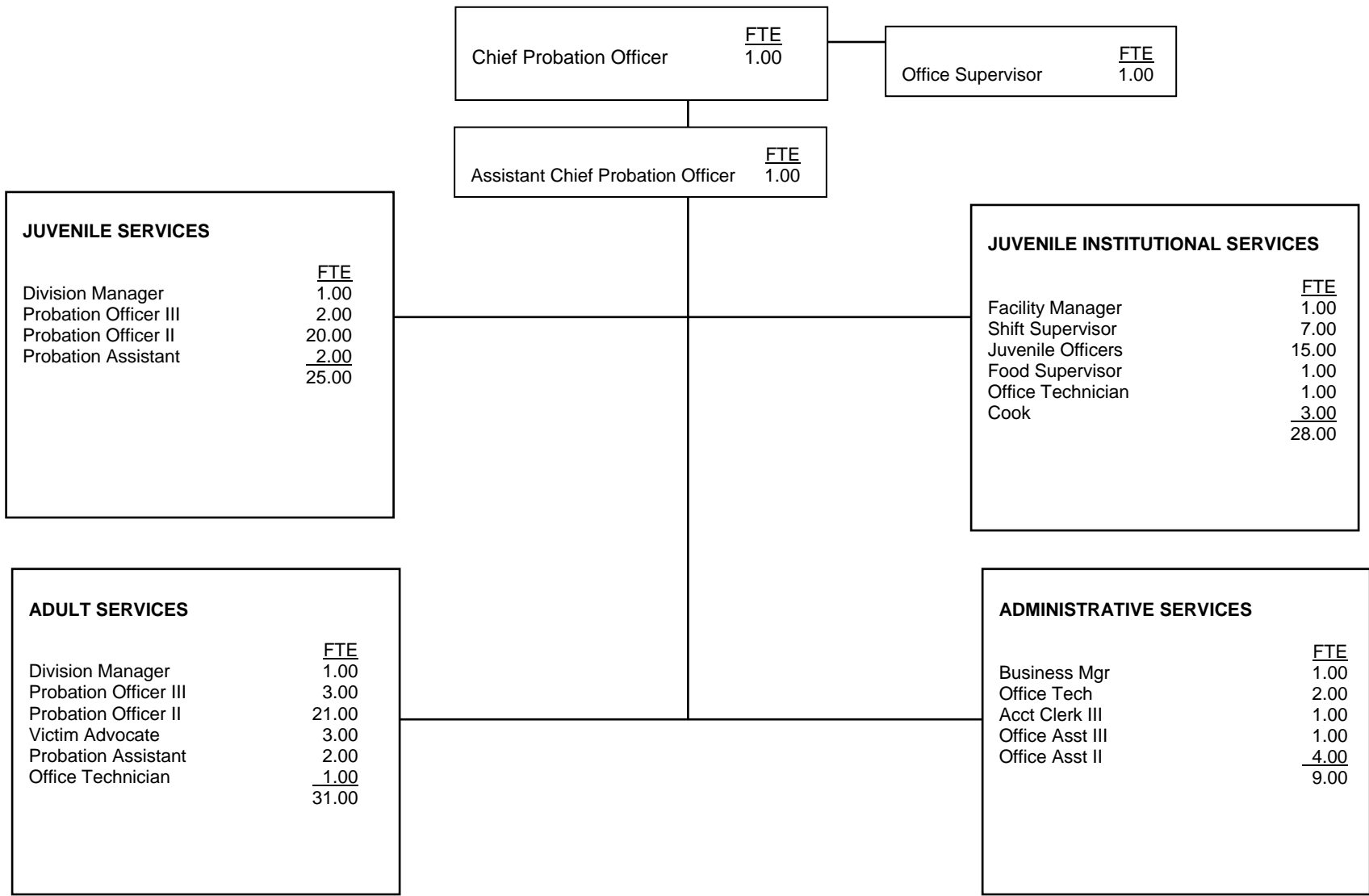


COUNTY OF HUMBOLDT

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	117,576			
Assistant Chief Probation Officer	1.00	1	68,437	83,547	5	
Supervising Mental Health Clinician	1.00	1	62,874	76,756	5	
Legal Office Business Manager	1.00	1	59,517	72,658	5	
Probation Division Director	3.00	3	57,189	69,816	5	E
Juvenile Corrections Facility Manager	2.00	2	51,760	63,188	5	J
Supervising Probation Officer	6.00	6	51,760	63,188	5	D
Legal Office Service Manager	1.00	1	49,241	60,114	5	
Administrative Services Officer	1.00	1	49,241	60,114	5	
Senior Probation Officer	10.00	10	45,920	56,059	5	C
Administrative Analyst II or Administrative Analyst I	1.00 0.00	1 0	45,692 38,758	55,780 47,315	5 5	
Deputy Probation Officer II, or Deputy Probation Officer I	27.50 6.00	27.5 6	42,187 35,964	51,502 43,905	5 5	B A
Supervising Juvenile Corrections Officer	8.00	8	39,736	48,510	5	I
Senior Revenue Recovery Officer	1.00	1	38,182	46,613	5	
Senior Substance Abuse Counselor	1.00	1	37,615	45,920	5	
Food Services Supervisor	1.00	1	37,428	45,692	5	
Senior Juvenile Corrections Officer	8.00	8	35,430	43,253	5	H
Revenue Recovery Officer II or Revenue Recovery Officer I	1.00 0.00	1 0	33,706 29,313	41,148 35,785	5 5	
Senior Fiscal Assistant	2.00	2	33,040	40,335	5	
Senior Legal Office Assistant	5.00	5	32,712	39,935	5	
Juvenile Corrections Officer II	7.70	7.7	32,066	39,146	5	G
Juvenile Corrections Officer I	4.20	4.2	29,022	35,430	5	F
Legal Secretary II	1.00	1	31,433	38,373	5	
Legal Secretary I	2.00	2	28,307	34,557	5	
Correctional Cook	2.00	2	29,755	36,325	5	
Legal Office Assistant II	5.00	5	28,026	34,214	5	
Legal Office Assistant I	2.00	2	25,114	30,659	5	
	<u>112.40</u>	<u>112.4</u>				

Salaries effective from 01/01/2010

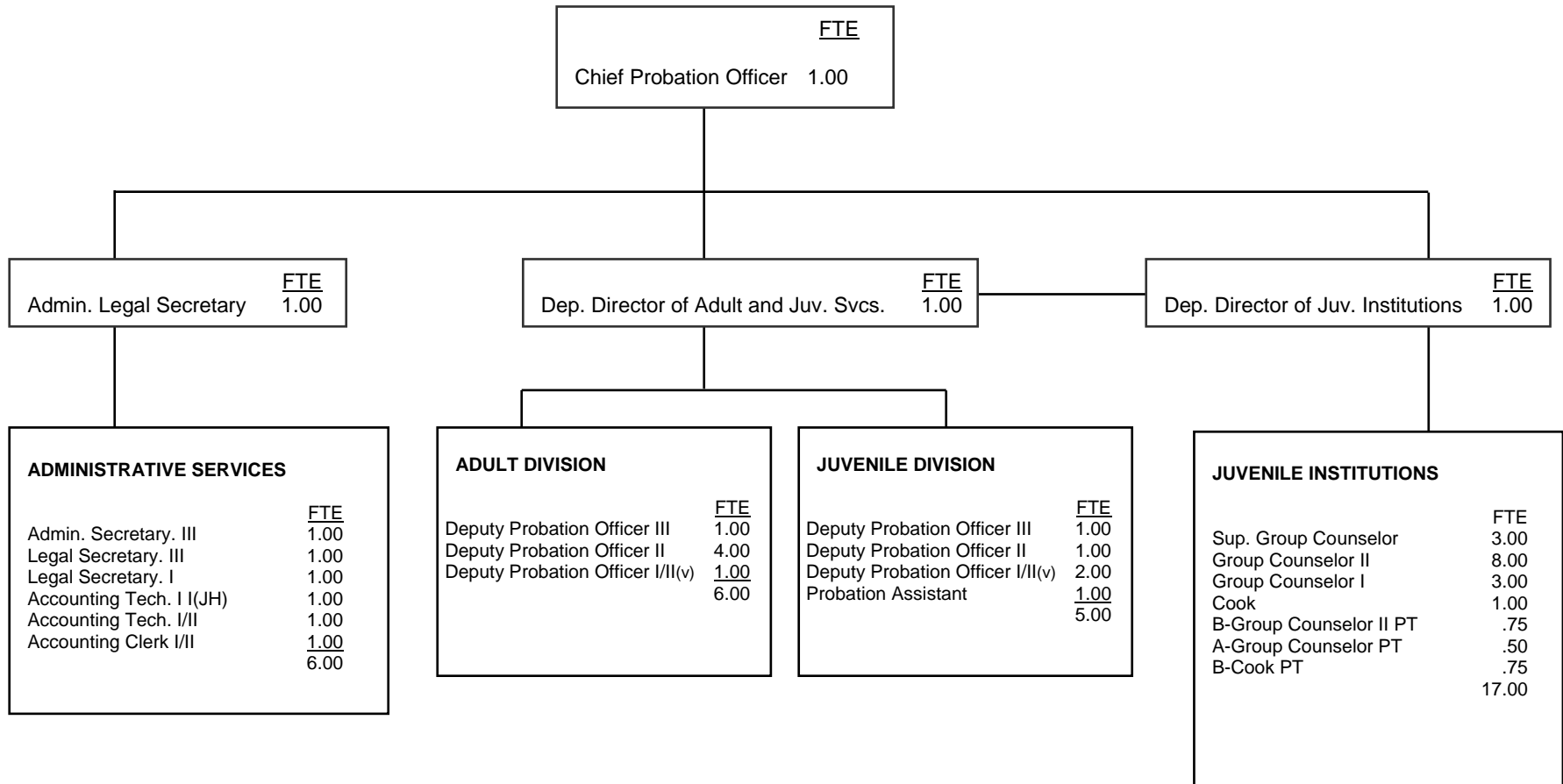
COUNTY OF IMPERIAL



COUNTY OF IMPERIAL

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	125,013		6	
Deputy County Probation Officer	1.00	2	82,975	105,934	6	
Probation Division Manager	2.00	3	68,901	88,003	6	E
Probation Business Manager	1.00	1	54,000	65,710	6	
Deputy Probation Officer III	5.00	5	53,174	67,937	6	D
Probation Corrections Facility Mgr	1.00	1	50,694	64,745	6	J
Deputy Probation Officer II	41.00	44	48,444	61,875	6	C
Shift Supervisor-Juvenile Hall	7.00	7	39,215	50,143	6	I
Office Supervisor II	1.00	1	38,824	49,592	6	
Victim Advocate I	3.00	3	31,684	40,271	6	
Food Service Supervisor-Juvenile Hall	1.00	1	31,500	40,271	6	
Juvenile Officer Juvenile Hall	15.00	16	31,339	40,018	6	G
Probation Assistant	4.00	5	30,008	38,365	6	A
Office Technician	4.00	4	28,607	36,620	6	
Cook	3.00	4	27,138	34,623	6	
Account Clerk III	1.00	1	26,518	33,888	6	
Office Asst III	1.00	1	25,875	33,107	6	
Office Asst II	4.00	4	23,395	29,939	6	
	<u>96.00</u>	<u>104.00</u>				

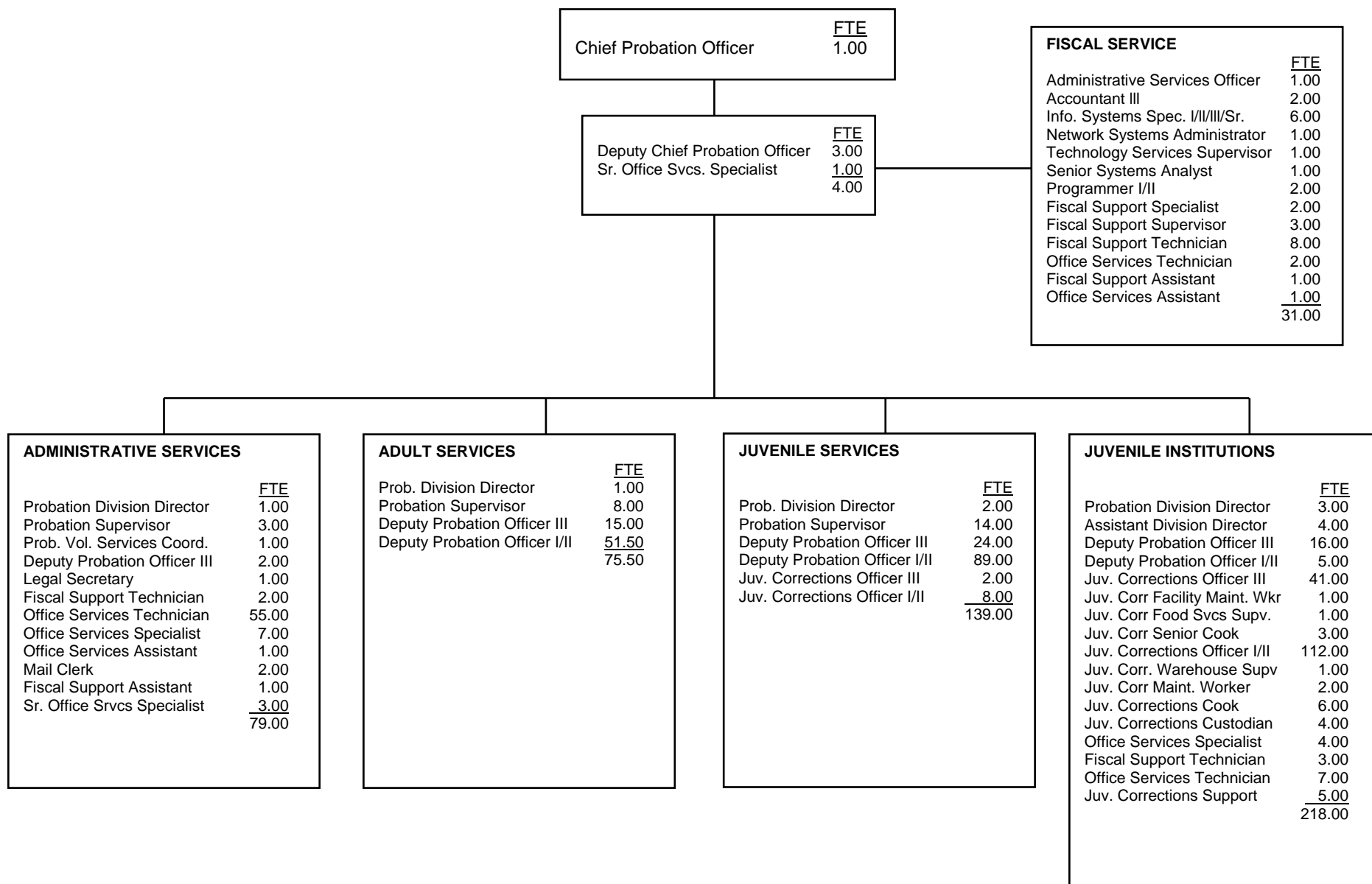
COUNTY OF INYO



COUNTY OF INYO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		102,588		
Deputy Director of Adult and Juvenile Services	1.00	1	64,368	78,264	5	E
Deputy Director of Juvenile Institutions	1.00	1	64,368	78,264	5	J
Administrative Legal Secretary	1.00	1	49,656	60,384	5	
Deputy Probation Officer III	2.00	2	53,244	64,776	5	C
Deputy Probation Officer II	5.00	5	49,656	60,384	5	B
Deputy Probation Officer I	3.00	3	46,224	46,224	1	A
Probation Assistant	1.00	1	36,552	44,412	5	
Supervising Group Counselor	3.00	3	49,656	60,384	5	
Group Counselor II	8.00	8	43,080	52,356	5	H
Group Counselor I	3.00	3	41,112	49,992	1	F, G
Group Counselor PT	0.75	1	41,112	49,992	5	
Group Counselor PT	0.50	10	41,112	49,992	1	
Administrative Secretary III	1.00	1	41,112	49,992	5	
Legal Secretary III	1.00	1	39,252	47,676	5	
Legal Secretary I	1.00	1	34,080	41,448	1	
Account Technician II	2.00	2	38,328	46,560	5	
Account Clerk I	1.00	1	26,472	32,196	5	
Juvenile Institutions Cook	1.00	1	31,836	38,604	5	
Cook PT	0.75	1	28,296	34,524	5	
	<u>38.00</u>	<u>48</u>				

COUNTY OF KERN



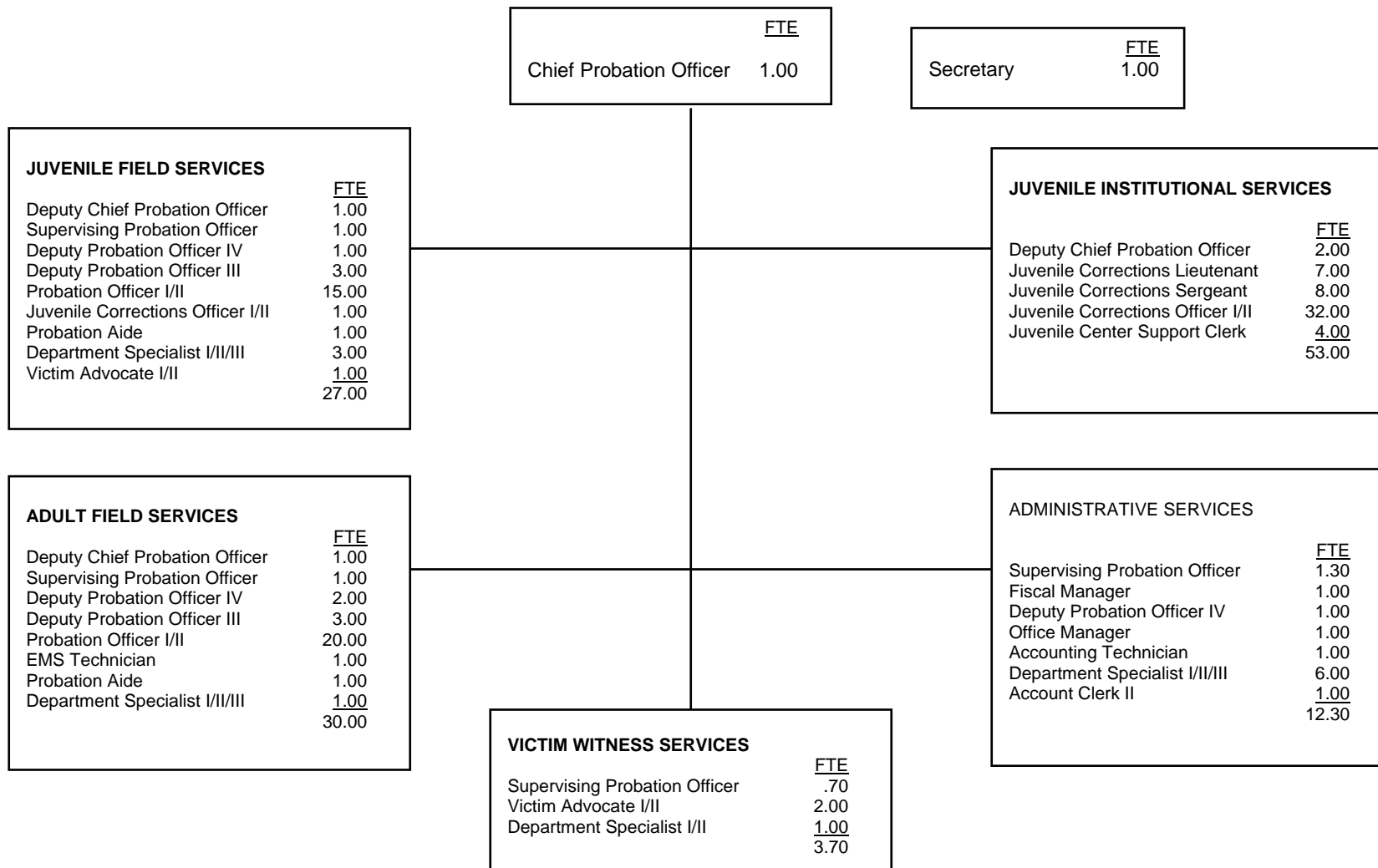
COUNTY OF KERN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		128,347	5	
Deputy Chief Probation Officer	3.00	3	97,070	118,503	5	
Probation Division Director	7.00	7	78,725	96,106	5	E, J
Technology Services Supervisor	1.00	1	75,604	92,297	5	
Administrative Services Officer	1.00	1	71,965	87,855	5	
Assistant Division Director	4.00	4	70,896	86,550	5	J
Network Systems Administrator	1.00	1	68,426	83,534	5	
Senior Systems Analyst	1.00	1	68,426	83,534	5	
Sr. Information Syst. Specialist or	6.00	6	61,930	75,604	5	
Information Syst. Specialist III or			58,917	71,926	5	
Information Syst. Specialist II or			50,730	61,930	5	
Information Syst. Specialist I			48,261	58,917	5	
Probation Supervisor	25.00	25	61,315	74,854	5	D
Accountant III, or	2.00	2	57,466	70,154	5	
Accountant II or			47,782	58,332	5	
Accountant I			42,392	51,752	5	
Deputy Probation Officer III	57.00	57	55,772	68,086	5	C, I
Programmer II or	2.00	2	54,128	66,079	5	
Programmer I			48,261	58,917	5	
Juvenile Corrections Food Services Supervisor	1.00	1	51,494	62,864	5	H
Juvenile Corrections Officer III	43.00	43	49,976	61,010	5	H
Juvenile Corrections Facility Maintenance Worker	1.00	1	49,976	61,010	5	
Deputy Probation Officer II or	145.50	147	50,730	61,930	5	B
Deputy Probation Officer I			43,462	53,058	5	A
Juvenile Corrections Officer II or	120.00	120	44,338	54,128	5	G
Juvenile Corrections Officer I			39,140	47,782	5	F
Juvenile Corrections Maintenance Worker	2.00	2	44,338	54,128	5	
Juvenile Corrections Senior Cook	3.00	3	44,338	54,128	5	
Probation Volunteer Services Coordinator	1.00	1	43,246	52,794	5	

COUNTY OF KERN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Fiscal Support Supervisor	3.00	3	43,031	52,532	5	
Juvenile Corrections Warehouse Supervisor	1.00	1	41,142	50,226	5	
Juvenile Corrections Cook	6.00	6	39,140	47,782	5	
Juvenile Corrections Custodian	4.00	4	39,140	47,782	5	
Juvenile Corrections Support Services	5.00	5	39,140	47,782	5	
Fiscal Support Specialist	2.00	2	38,367	46,839	5	
Legal Secretary	1.00	1	36,138	44,117	5	
Senior Office Services Specialist	4.00	4	35,958	43,898	5	
Office Services Specialist	11.00	11	32,707	39,929	5	
Fiscal Support Technician	13.00	13	32,222	39,336	5	
Fiscal Support Assistant	2.00	2	29,163	35,602	5	
Office Services Technician	64.00	64	28,873	35,248	5	
Mail Clerk II or	2.00	2	28,303	34,552	5	
Mail Clerk I			25,362	30,961	5	
Office Services Assistant	<u>2.00</u>	<u>2</u>	25,873	31,585	5	
	547.50	549				

COUNTY OF KINGS

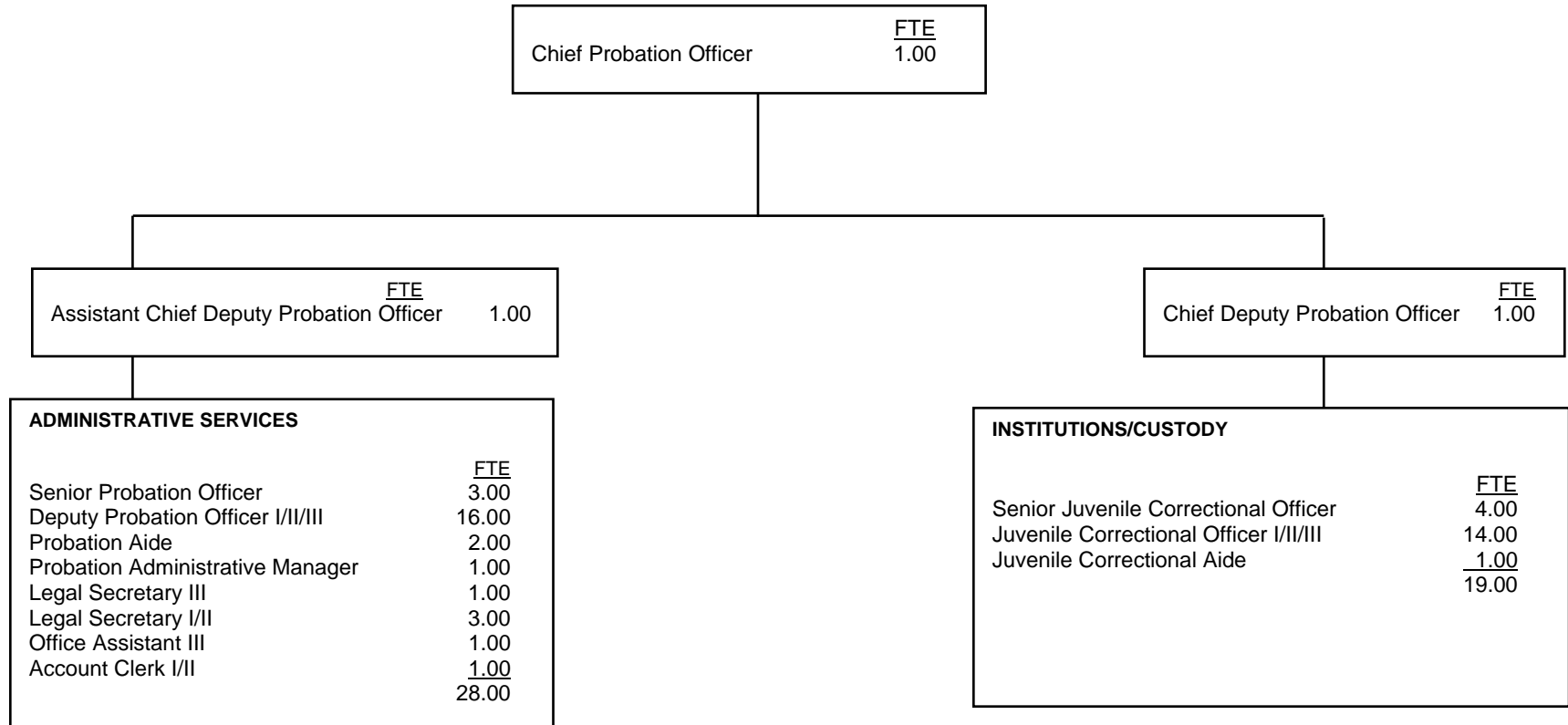


COUNTY OF KINGS

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	115,565			
Deputy Chief Probation Officer	4.00	4	71,136	86,820	5	
Supervising Probation Officer	4.00	4	63,108	77,040	5	E
Fiscal Manager	1.00	1	60,648	74,028	5	
Deputy Probation Officer IV	4.00	4	56,016	68,352	5	D
Deputy Probation Officer III	6.00	6	50,712	61,860	5	C
Deputy Probation Officer II or Deputy Probation Officer I	35.00	35	45,900	56,016	5	B
			39,540	48,252	5	A
Juvenile Corrections Lieutenant	7.00	7	44,988	54,912	5	I
Juvenile Corrections Sergeant	8.00	8	40,728	49,716	5	H
Juvenile Corrections Officer II or Juvenile Corrections Officer I	33.00	33	36,876	44,988	5	G
			33,384	40,728	5	F
Office Manager	1.00	1	36,842	44,988	5	
Accounting Technician	1.00	1	34,380	41,976	5	
Executive Secretary	1.00	1	34,380	41,976	5	
Electronic Monitoring Tech	1.00	1	33,384	40,728	5	
Probation Aide	2.00	2	32,712	39,936	5	
Victim Witness Advocate II or Victim Witness Advocate I	3.00	3	31,764	38,748	5	
			28,740	35,088	5	
Department Specialist III or Department Specialist II or Department Specialist I	11.00	11	27,624	33,720	5	
			24,996	30,516	5	
			22,632	27,624	5	
Juvenile Center Support Clerk	4.00	4	24,996	30,516	5	
Account Clerk II	1.00	1	24,504	29,904	5	
	<u>128.00</u>	<u>128.00</u>				

Salaries effective from 01/01/2010

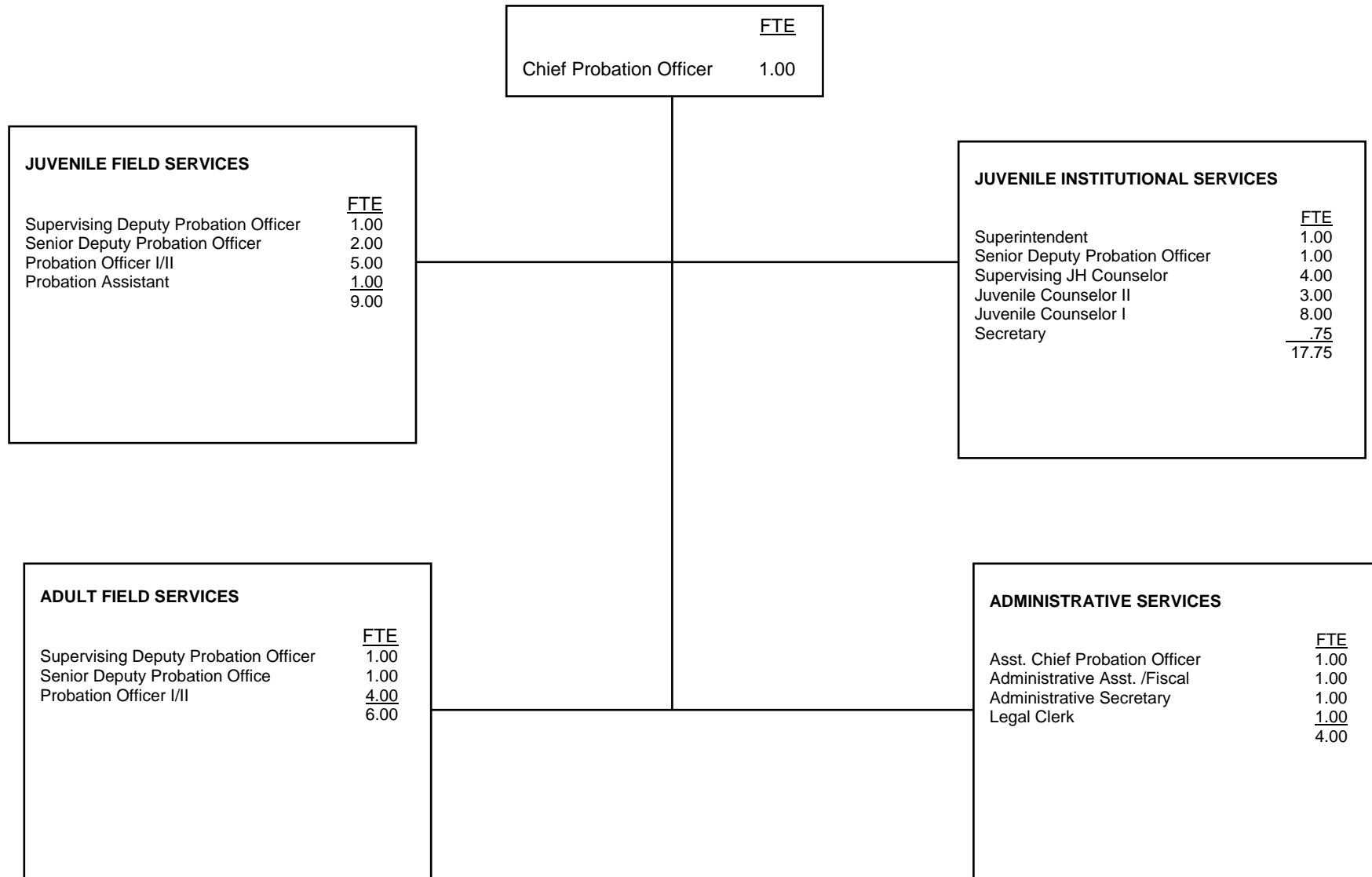
COUNTY OF LAKE



COUNTY OF LAKE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	93,830		5	
Assistant Chief Deputy Probation Officer	1.00	1	59,566	72,404	5	E
Chief Deputy Probation Officer	1.00	1	56,730	68,956	5	J
Senior Probation Officer	3.00	3	46,663	56,719	5	D
Deputy Probation Officer I/II/III	16.00	16	36,561	52,732	5	
Deputy Probation Officer III			43,383	52,732	5	C
Deputy Probation Officer II			40,310	48,996	5	B
Deputy Probation Officer I			36,561	44,441	5	A
Probation Aide	2.00	2	30,275	36,800	5	
Probation Administrative Manager	1.00	1	37,483	55,641	5	
Legal Secretary III	1.00	1	33,162	40,309	5	
Legal Secretary I/II	3.00	3	26,630	34,820	5	
Office Assistant III	1.00	1	25,983	31,583	5	
Account Clerk I/II	1.00	1	24,746	30,079	5	
Senior Juvenile Correctional Officer	4.00	4	39,346	47,823	5	I
Juvenile Correctional Officer I/II/III	14.00	14	29,500	43,478	5	
Juvenile Corrections Officer III			35,769	43,478	5	H
Juvenile Corrections Officer II			32,518	39,526	5	G
Juvenile Corrections Officer I			29,500	35,858	5	F
Juvenile Correctional Aide	<u>1.00</u>	<u>1</u>	21,898	29,345	5	
	50.00	50				

COUNTY OF LASSEN



COUNTY OF LASSEN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		75,399	5	
Chief Deputy Probation Officer	1.00	1	50,460	60,888	5	E
Juvenile Hall Superintendent	1.00	1	50,460	60,888	5	J
Supervising Deputy Probation Officer	2.00	2	43,872	52,872	5	D
Administrative Assistant/Fiscal	1.00	1	38,172	45,960	5	
Senior Deputy Probation Officer	3.00	3	38,304	46,092	5	C
Supervising Juvenile Correctional Officer	4.00	4	36,456	43,872	5	I
Deputy Probation Officer II	7.00	7	34,944	42,000	5	B
Deputy Probation Officer I	3.00	3	31,896	38,301	5	A
Juvenile Detention Counselor II	3.00	3	31,896	38,304	5	G
Administrative Secretary	1.00	1	31,896	38,304	5	
Juvenile Detention Counselor I	7.00	7	29,136	34,944	5	F
Probation Assistant	2.00	2	29,136	34,944	5	
Legal Clerk	1.00	1	27,852	33,384	5	
Juvenile Detention Facility Secretary	0.75	1	20,886	25,037	5	
	<u>37.75</u>	<u>38</u>				

COUNTY OF LOS ANGELES

INSTITUTIONAL SERVICES	
	FTE
Asst. Head Trans Dep., Prob	1
Asst. Probation Director	5
Bureau Chief	2
Data Control Clerk	2
Deputy Director, Probation	1
Dep. Prob Officer I, Res. Trtmt	491
Dep. Prob Officer II, Res. Trtmt	235
Dep. Prob Officer II, Res. Trtmt	50
Detention Svcs Officer	902
Detention Svcs Officer	20
Group Supervisor, Nights, Prob	445
Group Supervisor, Nights, Prob	8
Group Supervisor, Nights, Prob	6
Head Clerk	1
Intermediate Stenographer	1
Intermediate Typist-Clerk	29
Intermediate Typist-Clerk	3
Light Vehicle Driver	19
Management Secretary III	2
Management Secretary IV	1
Probation Director	39
Probation Director	1
Secretary I	6
Secretary II	11
Secretary III	14
Senior Detention Svcs Officer	184
Sr. Probation Director	7
Senior Secretary I	1
Senior Secretary III	7
Special Asst., Prob	2
Supvg Dep. Prob Officer	86
Supvg Dep. Prob Officer	4
Supvg Detent Svcs Offcr	70
Supvg Transp Dep., Prob	9
Supvg Typist-Clerk	1
Transcriber Typist	26
Transportation Deputy	85
2,777	

	FTE
Probation Officer	1
Executive Secretary III	1
2	

FIELD SERVICES			
	FTE		FTE
Assistant Prob Director	1	Probation Director	22
Bureau Chief, Probation	2	Secretary II	9
Court Svcs Admin., Prob	2	Secretary III	9
Deputy Director, Probation	1	Sr Financial Evaluator	2
Dep. Prob Officer II, Field	718	Sr Investigator Aid, Prob	10
Dep. Prob Officer II, Field	11	Sr Investig. Pretrial, Prob	13
Financial Evaluator	21	Senior Prob Director	3
Head Clerk	15	Senior Secretary I	3
Head, Central Records, Prob	1	Senior Typist-Clerk	57
Intermed Clerk	2	Special Assistant, Prob	1
Intermed Stenographer	1	Statistical Clerk	1
Intermed Supvg Typist-Clerk	2	Supvg Dep. Prob Officer	93
Intermed Typist-Clerk	292	Supvg Dep. Prob Officer	2
Investigator Aid, Prob	89	Supvg Financial Evaluator	1
Investigator Aid, Prob	2	Supvg Transcriber Typist	6
Investigator, Pretrial Svcs, Prob	59	Supvg Typist-Clerk	26
Management Secretary III	2	Supvg Prog Analyst, Prob	1
Management Secretary IV	1	Transcriber Typist	27
		1,508	

SPECIALSERVICES			
	FTE		FTE
Assistant Prob Director	1	Probation Director	15
Bureau Chief, Probation	2	Probation Director	4
Community Svcs Counselor	1	Program Analyst, Prob	4
Community Worker	22	Program Analyst, Prob	5
Community Worker	5	Project Admin., ICSC	1
Dep Director, Probation	1	Secretary II	2
Dep Prob Officer I, Resid Trtmt	42	Secretary III	5
Dep Prob Officer II, Field	484	Secretary III	1
Dep Prob Officer II, Field	102	Sr Clerk	1
Dep Prob Officer II, Resid Trtmt	92	Sr Community Wrkr II	4
Dep Prob Officer II, Resid Trtmt	4	Sr Secretary III	1
Financial Evaluator	1	Sr Typist-Clerk	1
Group Supv, Nights, Prob	18	Special Assistant, Prob	1
Head Clerk	1	Supvg Dep Prob Officer	74
Intermed Typist Clerk	8	Supvg Dep Prob Officer	11
Intermed Typist-Clerk	52	Supvg Typist-Clerk	3
Management Secretary III	2	Supvg Program Analyst, Prob	1
Management Secretary IV	1	Transcriber Typist	8
		981	

ADMINISTRATION AND SUPPORT SERVICES			
	FTE		FTE
Account Clerk II	24	Light Vehicle Driver	2
Account Clerk II	2	Management Secretary III	3
Accountant II	5	Management Secretary IV	1
Accountant III	3	Medium Truck Driver	1
Accounting Officer I	1	Network Systems Admin II	4
Accounting Officer II	2	Payroll Clerk II	11
Acctg System Tech	3	Personal Property Worker	13
Accounting Tech I	5	Principal Appl Developer	6
Accounting Tech II	5	Principat Dept'l Personnel Asst	1
Accounting Tech II	1	Principal Fac Planning Asst	1
Admin. Assistant II	1	Principal Fac Project Mgr	1
Admin. Assistant III	2	Probation Director	14
Admin. Dep III	1	Probation Officer	0
Admin. Investig. Prob	14	Procurement Aid	7
Admin. Services Mgr I	2	Procurement Assistant I	1
Admin. Services Mgr II	3	Procurement Assistant II	2
Application Developer II	9	Program Analyst, Prob	37
Assist Probation Director	1	Program Analyst, Prob	6
Assist. Supvg Payroll Clerk	1	Public Info. Officer II	1
Budget & Fiscal Svcs, Prob	1	Res. Analyst II, Behav'l Sciences	3
Bureau Chief, Prob	3	Res. Analyst III Behav'l Sciences	3
Camps Services Mgr	7	Safety Assistant	1
Chief Cook	1	Safety Inspector	1
Chief Dep Prob Officer	1	Safety Officer I	1
Contract Prog Auditor	3	Secretary II	5
Contract Prog Auditor	10	Secretary III	6
Cook	3	Sr. Accounting System Tech	2
Crew Instructor	66	Sr. Application Developer	2
Custodian	48	Sr. Clerk	5
Delinqt Accounts Investigator	13	Sr. Contract Program Auditor	1
Dept'l Chief Info. Officer II	1	Sr. Cook	28
Dept'l Civil Service Rep	4	Sr. Custodian Supervisor	1
Dept'l Employee Relations Rep	1	Sr. Dept'l Employee Rel Rep	1
Dept'l Facilities Planner II	2	Sr. Dept'l Personnel Asst	5
Dept'l HR Manager III	1	Sr. Dept'l Personnel Tech	8
Dept'l Info Security Officer II	1	Sr. Detention Services Officer	2
Dept'l Personnel Assistant	10	Sr. Equipment Maintenance Worker	1
Dept'l Personnel Tech	21	Sr. Financial Evaluator	2
Dep Prob Officer I, Res. Trtmt	2	Sr. General Maintenance Worker	13
Dep Prob Officer II, Field	35	Sr. Info. Systems Analyst	11
Dep Prob Officer II, Field	1	Sr. Info. Tech Aide	6
Dep Prob Officer II, Res Trtmt	7	Sr. Info. Tech Support Analyst	6
Detention Services Officer	3	Sr. Laundry Worker	2
Director, Fac Ops, Prob	1	Sr. Management Secretary III	1
Executive Assistant, Prob	0	Sr. Network Systems Admin	3
Executive Secretary III	1	Sr. Probation Director	3
Financial Evaluator	10	Senior Secretary I	8
Financial Specialist II	4	Senior Secretary II	2
Financial Specialist III	4	Senior Secretary III	4
Financial Specialist III	1	Sr. Statistical Clerk	1
Financial Specialist IV	1	Sr. Typist-Clerk	10
Food Services Consultant, Prob	1	Services Director, Prob	5
General Maintenance Worker	3	Special Assistant, Prob	2
General Services Manager I	5	Staff Assistant II	1
General Services Manager III	1	Staff Development	1
Head Clerk	3	Statistical Clerk	1
Head Cook	12	Supvg Acctg Systems Tech	1
Head Dept'l Civil Services Rep	1	Supvg Admin. Assistant II	2
Head Dept'l Personnel Tech	2	Supvg Admin. Assistant III	1
Head Fac Ops, Prob	1	Supvg Crew Instructor	2
Head, Admin. Investigations	2	Supvg Deling Acct Investigator	2
Heavy Truck Driver	2	Supvg Dep Prob Officer	23
Info. Systems Analyst I	1	Supvg Dep Prob Officer	1
Info. Systems Analyst II	14	Supvg Detention Svcs Officer	2
Info. Systems Manager II	2	Supvg Financial Evaluator	2
Info. Technology Supervisor	7	Supvg Payroll Clerk III	1
Info. Technology Aide	2	Supvg Personal Property Worker	1
Info. Technology Specialist I	3	Supvg Transcriber Typist	1
Institutional Barber	1	Supvg Transp Dep, Prob	1
Institutional Helper	2	Supvg Typist-Clerk	7
Institutional Laborer	8	Supply Officer I	1
Intermed Food Svcs Worker	2	Supvg Program Analyst, Prob	7
Intermed Housekeeper	7	Supvg Program Analyst, Prob	1
Intermed Laundry Worker	1	Tram Operator	5
Intermed Sewing Worker	4	Transcriber Typist	4
Intermed Typist-Clerk	63	Video Production Tech	1
IT Tech Support Analyst II	2	Warehouse Worker Aid	1
IT Tech Support Supv	2	Warehouse Worker I	8
Laundry Supervisor I	1	Warehouse Worker II	1
Laundry Worker	13	Warehouse Worker III	1
		Washing Equipment Operator	1
		868	

COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	177,506	267,469	M	
Actual Salary				227,000		
Chief Deputy Probation Officer	1.00	1	153,601	232,488	M	
Deputy Director, Probation (UC)	3.00	3	132,916	201,179	M	
Administrative Deputy III	1.00	1	123,643	187,143	M	
Departmental Chief Information Officer II	1.00	1	115,016	174,086	M	
Bureau Chief, Probation	9.00	9	115,013	174,082	M	
Executive Assistant, Probation	2.00	1	106,992	161,941	M	
Departmental HR Manager III	1.00	1	106,989	161,937	M	
Information Technology Manager II	2.00	2	99,525	150,639	M	
Senior Probation Director	13.00	13	99,525	150,639	M	
Departmental Info Security Officer II	1.00	1	98,276	128,899	7	
Information Technology Specialist I	3.00	3	98,276	128,899	7	
Budget & Fiscal Services Manager	1.00	1	92,581	140,129	M	
Project Administrator, ICSC	1.00	1	92,581	140,129	M	
Principal Facilities Project Manager	1.00	1	89,263	110,892	5	
Court Services Administrator, Probation	2.00	2	86,122	130,353	M	
Probation Director	97.00	95	86,122	130,353	M	E, J
Information Technology Supervisor	7.00	7	85,810	112,548	7	
Director, Facilities Operations, Probation	1.00	1	82,900	108,730	5	
Principal Application Developer	6.00	6	82,900	108,730	7	
Supervising Program Analyst, Probation	9.00	9	82,900	108,730	7	
Supervising Program Analyst, Probation	1.00	1	82,900	108,730	7	
Head, Central Records, Probation	1.00	1	80,113	121,258	M	
Services Director, Probation	5.00	5	80,113	121,258	M	
Head Departmental Civil Services Rep	1.00	1	78,136	102,475	7	
Senior Departmental Employee Rel Rep	1.00	1	78,136	102,475	7	
Head, Admin Investigations	2.00	2	77,182	101,221	7	
Information Systems Supervisor I	1.00	0	74,381	97,552	7	
Senior Information Systems Analyst	11.00	11	74,381	97,552	7	
Departmental Facilities Planner II	2.00	2	73,644	91,488	7	

COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Head Transportation Deputy	1.00	0	71,855	89,263	7	
Special Assistant, Probation	8.00	6	71,855	94,243	7	
Assistant Probation Director	8.00	8	70,629	87,737	5	
Senior Investigator, Pretrial, Probation	13.00	13	70,629	83,311	5	
Senior Network Systems Administrator	3.00	3	70,629	92,633	7	
Senior Application Developer	2.00	2	69,931	91,717	7	
Supervising Administrative Assistant III	2.00	1	68,395	89,708	7	
IT Tech Support Supervisor	2.00	2	66,896	87,737	7	
Research Analyst III Behavioral Sciences	3.00	3	65,110	76,616	7	
Departmental Civil Service Rep	4.00	4	64,789	84,968	7	
Head Departmental Personnel Technician	2.00	2	64,789	84,968	7	
Application Developer II	10.00	9	64,629	80,283	7	
Supervising Administrative Assistant II	2.00	2	64,629	84,757	7	
Supervising Accounting Systems Tech	1.00	1	63,756	91,488	7	
Senior Accounting Systems Technician	2.00	2	63,684	83,516	7	
Supervising Deputy Probation Officer	311.00	294	63,528	83,311	6	D, I (Camps)
Network Systems Administrator	4.00	4	63,372	83,105	7	
Administrative Services Manager I	2.00	2	62,904	82,490	7	
Principal Facilities Planning Asst	1.00	1	62,287	77,371	5	
Senior Contract Program Auditor	1.00	1	61,370	80,483	7	
Departmental Employer Relations Rep	1.00	1	61,217	76,049	7	
Information Systems Analyst II	14.00	14	61,065	80,084	7	
Executive Secretary III	1.00	1	60,615	79,496	7	
Financial Specialist IV	1.00	1	60,467	79,301	7	
Supervising Detention Services Officer	78.00	72	60,467	79,301	6	I
Supervising Transp Deputy, Probation	10.00	10	60,467	79,301	6	
Senior IT Technical Support Analyst	6.00	6	60,022	78,719	7	
Food Services Consultant, Probation	1.00	1	59,725	78,331	7	
Public Information Officer II	1.00	1	59,428	77,942	7	
Administrative Investigator, Probation	14.00	14	58,992	77,371	7	
Safety Officer I	1.00	1	58,416	76,616	7	

COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Senior Departmental Personnel Technician	8.00	8	58,128	76,238	7	
Head Facilities Operations, Probation	1.00	1	57,984	76,049	7	
Program Analyst, Probation	53.00	52	57,984	76,049	7	
Accounting Officer II	2.00	2	57,840	75,861	7	
Information Systems Analyst I	1.00	1	56,852	74,566	7	
Administrative Services Manager II	3.00	3	56,224	89,485	7	
Contract Program Auditor	13.00	13	55,875	73,286	7	
Senior Management Secretary III	1.00	1	54,382	71,327	7	
Deputy Probation Officer II, Field	1,327.00	1237	54,249	75,119	7	B
Deputy Probation Officer II, Field	121.00	114	54,249	75,119	7	B
Deputy Probation Officer II, Residential Trtmt	409.00	388	54,249	75,119	7	H
Financial Specialist III	4.00	4	54,249	71,152	7	
Financial Specialist III	1.00	1	54,249	71,152	7	
Investigator, Pretrial Services, Probation	59.00	59	54,249	75,119	7	
IT Tech Support Analyst II	2.00	2	53,849	70,629	7	
Staff Development Specialist	1.00	1	53,450	70,105	7	
Safety Inspector	1.00	1	53,054	65,912	5	
Senior Detention Services Officer	186.00	186	52,795	65,591	5	H
Athletic Pgm. Coord., Prob.	1.00	0	52,145	68,395	7	
Departmental Personnel Technician	21.00	21	52,145	68,395	7	
Principal Departmental Personnel Asst	2.00	1	52,145	68,395	7	
Assistant Head Trans Deputy, Probation	1.00	1	52,016	64,629	5	
Administrative Assistant III	5.00	2	51,505	67,555	7	
Management Secretary IV	4.00	4	51,505	67,555	7	
Research Analyst II, Behavioral Sciences	3.00	3	50,878	63,216	7	
Accounting Officer I	1.00	1	50,752	66,566	7	
Video Production Technician	1.00	1	50,752	59,725	7	
General Services Manager III	1.00	1	49,399	64,789	7	
Supply Officer I	1.00	1	48,913	64,152	7	
Management Secretary III	9.00	9	48,794	63,996	7	
Accounting System Technician	3.00	3	48,675	63,840	7	

COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Financial Specialist II	4.00	4	48,675	63,840	7	
Accountant III	3.00	3	48,319	63,372	7	
Supervising Crew Instructor	2.00	2	47,380	62,134	7	
Community Services Analyst I	1.00	0	47,037	61,676	7	
Detention Services Officer	951.00	925	46,922	55,193	5	F, G
Administrative Assistant II	1.00	1	46,241	60,615	7	
Senior Equipment Maintenance Worker	2.00	1	46,019	54,116	5	
Deputy Probation Officer I, Field	44.00	0	45,908	56,992	5	A
Deputy Probation Officer I, Residential Trtmt	577.00	535	45,908	56,992	7	F, G
Transportation Deputy	86.00	85	45,908	56,992	5	
Safety Assistant	1.00	1	45,130	56,012	5	
Staff Assistant II	3.00	1	44,469	58,272	7	
Senior Secretary III	12.00	12	43,819	57,415	7	
Accountant II	5.00	5	43,190	56,570	7	
Supervising Financial Evaluator	3.00	3	43,190	56,570	7	
Senior Investigator Aid, Probation	10.00	10	42,981	53,317	5	
Senior Departmental Personnel Asst	6.00	5	42,200	56,852	7	
General Services Manager I	5.00	5	42,151	55,193	7	
Supervising Payroll Clerk III	1.00	1	42,047	56,570	8	
Senior Secretary II	4.00	2	41,537	54,382	7	
Senior Information Technology Aide	6.00	6	41,140	53,849	7	
Investigator Aid, Probation	92.00	91	40,743	50,501	5	
Investigator Aid, Probation	-	0	40,743	50,501	5	
Procurement Assistant II	2.00	2	39,760	52,016	7	
Supervising Delinquent Account Investigator	2.00	2	39,469	51,631	7	
Senior Secretary I	12.00	12	39,374	51,505	7	
Heavy Truck Driver	2.00	2	39,279	46,130	7	
Chief Cook	1.00	1	39,184	51,254	7	
Crew Instructor	116.00	66	38,900	50,878	7	
Head Clerk	23.00	20	38,615	51,886	8	
Senior General Maintenance Worker	13.00	13	38,347	50,132	7	

COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Senior Financial Evaluator	4.00	4	37,053	48,437	7	
Warehouse Worker III	2.00	1	37,053	48,437	7	
Camps Services Manager	8.00	7	36,874	48,200	7	
Staff Assistant I	2.00	0	36,874	48,200	7	
Accounting Technician II	6.00	6	35,986	47,037	7	
Head Cook	12.00	12	35,986	47,037	7	
Assistant Supervising Payroll Clerk	1.00	1	35,897	48,200	8	
Procurement Assistant I	1.00	1	35,721	46,693	7	
Secretary III	38.00	35	35,208	47,266	8	
Group Supervisor, Nights, Probation	638.00	477	35,124	43,504	5	
Medium Truck Driver	1.00	1	35,124	41,240	7	
Warehouse Worker II	1.00	1	35,124	45,908	7	
Information Technology Aide	5.00	2	35,040	45,796	7	
Delinquent Accounts Investigator	13.00	13	34,956	45,685	5	
Payroll Clerk II	14.00	11	34,956	46,922	8	
Community Services Counselor	1.00	1	34,788	45,463	7	
Intermediate Supervising Typist-Clerk	3.00	2	34,704	46,579	8	
General Maintenance Worker	4.00	3	34,452	45,020	7	
Financial Evaluator	32.00	32	34,200	44,689	7	
Supervising Transcriber Typist	7.00	7	33,616	45,130	8	
Departmental Personnel Assistant	10.00	10	33,457	43,714	7	
Secretary II	27.00	27	33,377	44,799	8	
Stenographer	1.00	0	33,139	36,874	8	
Intermediate Stenographer	2.00	2	33,059	40,942	7	
Accounting Technician I	5.00	5	32,422	42,358	7	
Senior Statistical Clerk	1.00	1	32,342	43,400	8	
Procurement Aid	7.00	7	32,183	42,047	7	
Laundry Supervisor I	1.00	1	31,944	41,736	7	
Senior Cook	28.00	28	31,868	41,637	7	
Transcriber Typist	65.00	65	31,868	40,546	8	
Secretary I	6.00	6	31,639	42,461	8	

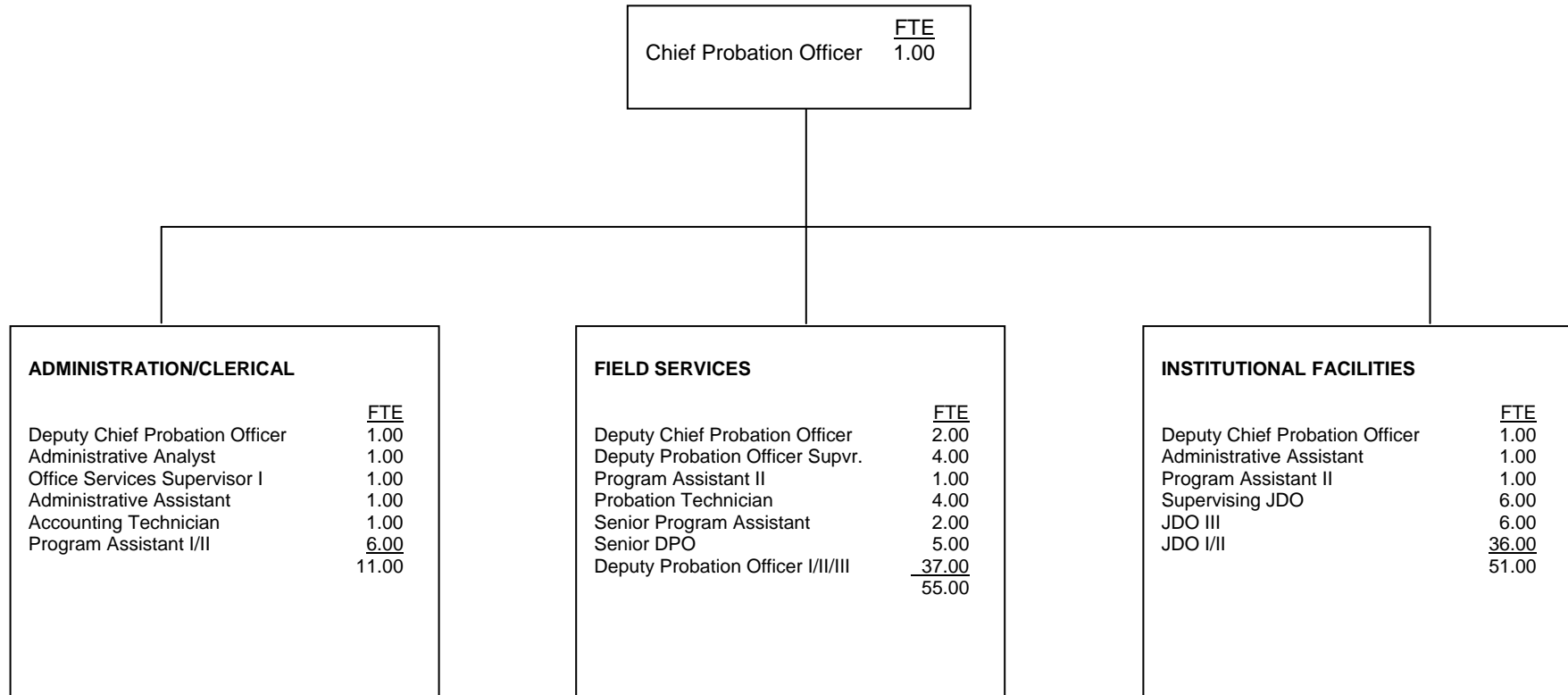
COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Warehouse Worker I	10.00	8	31,562	41,240	7	
Senior Custodian Supervisor	1.00	1	31,486	41,140	7	
Senior Typist-Clerk	68.00	68	31,333	42,047	8	
Supervising Typist-Clerk	38.00	37	31,333	42,047	8	
Senior Community Worker II	4.00	4	31,180	45,351	8	
Senior Clerk	14.00	6	30,577	41,041	8	
Supervising Clerk	2.00	0	30,577	41,041	7	
Supervising Personal Property Worker	1.00	1	30,502	39,859	7	
Warehouse Worker Aid	1.00	1	29,916	39,089	7	
Account Clerk II	27.00	26	29,772	39,957	8	
Radio Telephone Operator	1.00	0	28,064	36,695	7	
Senior Community Worker I	1.00	0	28,064	40,843	8	
Personal Property Worker	15.00	13	27,994	37,593	8	
Intermediate Typist-Clerk	454.00	447	27,784	37,321	8	
Statistical Clerk	2.00	2	27,505	36,963	8	
Cook	3.00	3	27,156	35,544	7	
Community Worker	34.00	27	27,089	39,469	8	
Data Control Clerk	3.00	2	27,089	36,428	8	
Intermediate Clerk	4.00	2	27,089	36,428	8	
Laboratory Assistant	2.00	0	27,023	35,376	7	
Institutional Laborer	11.00	8	26,424	34,620	7	
Tram Operator	7.00	5	26,097	34,200	7	
Intermediate Housekeeper	8.00	7	25,324	33,218	7	
Institutional Barber	2.00	1	25,008	32,820	7	
Light Vehicle Driver	21.00	21	24,946	32,740	7	
Washing Equipment Operator	1.00	1	24,697	32,422	7	
Senior Laundry Worker	3.00	2	24,206	31,791	7	
Intermediate Sewing Worker	5.00	4	24,088	31,639	7	
Intermediate Laundry Worker	3.00	1	23,499	29,268	7	
Custodian	51.00	48	23,205	30,502	7	
Housekeeper	1.00	0	23,205	30,502	7	

COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Intermediate Food Services Worker	2.00	2	22,574	29,700	7	
Institutional Helper	5.00	2	22,517	26,557	7	
Laundry Worker	<u>16.00</u>	<u>13</u>	22,015	27,435	7	
	6,701.00	6136				
Probation Committee	<u>15.00</u>	<u>15</u>				
Total Positions	6,716.00	6151				

COUNTY OF MADERA



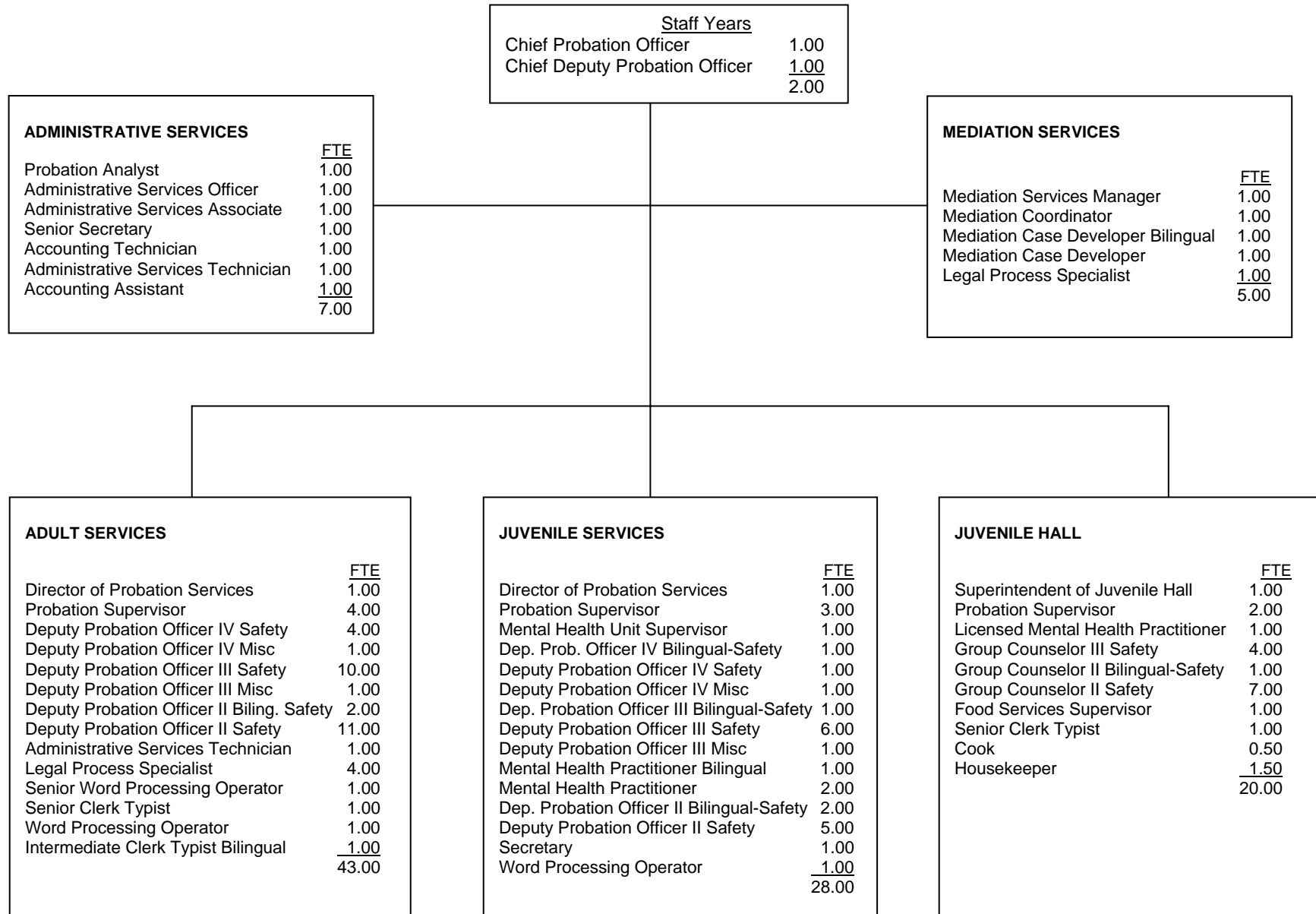
COUNTY OF MADERA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	132,928		5	
Deputy Chief Probation Officer	4.00	4	61,959	75,312	5	E
Deputy Probation Officer Supervisor	4.00	4	56,922	69,189	5	
Administrative Analyst II	1.00	1	49,247	59,860	5	
Supervising Juvenile Officer	6.00	6	44,359	53,918	5	I
Senior Deputy Probation Officer	5.00	5	49,012	59,574	5	D
Deputy Probation Officer I/II/III	37.00	37	34,568	53,918		
Deputy Probation Officer III			44,359	53,918	5	C
Deputy Probation Officer II			40,147	48,799	5	B
Deputy Probation Officer I			34,568	42,018	5	A
Juvenile Deputy Officer III	6.00	6	38,194	46,425	5	H
Juvenile Deputy Officer I/II	36.00	36				
Juvenile Deputy Officer II			34,568	42,018	5	G
Juvenile Deputy Officer I			29,764	36,178	5	F
Office Services Supervisor II	1.00	1	36,693	44,601	5	
Administrative Assistant	2.00	2	37,238	45,263	5	
Probation Technician II	4.00	4	32,384	39,363	5	
Program Assistant I/II	8.00	8	28,731	34,923	5	
Senior Program Assistant	2.00	2	31,745	38,586	5	
Accounting Technician II	1.00	1	35,426	43,061	5	
	<u>118.00</u>	<u>118</u>				

Salaries effective from January 2010

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

COUNTY OF MARIN



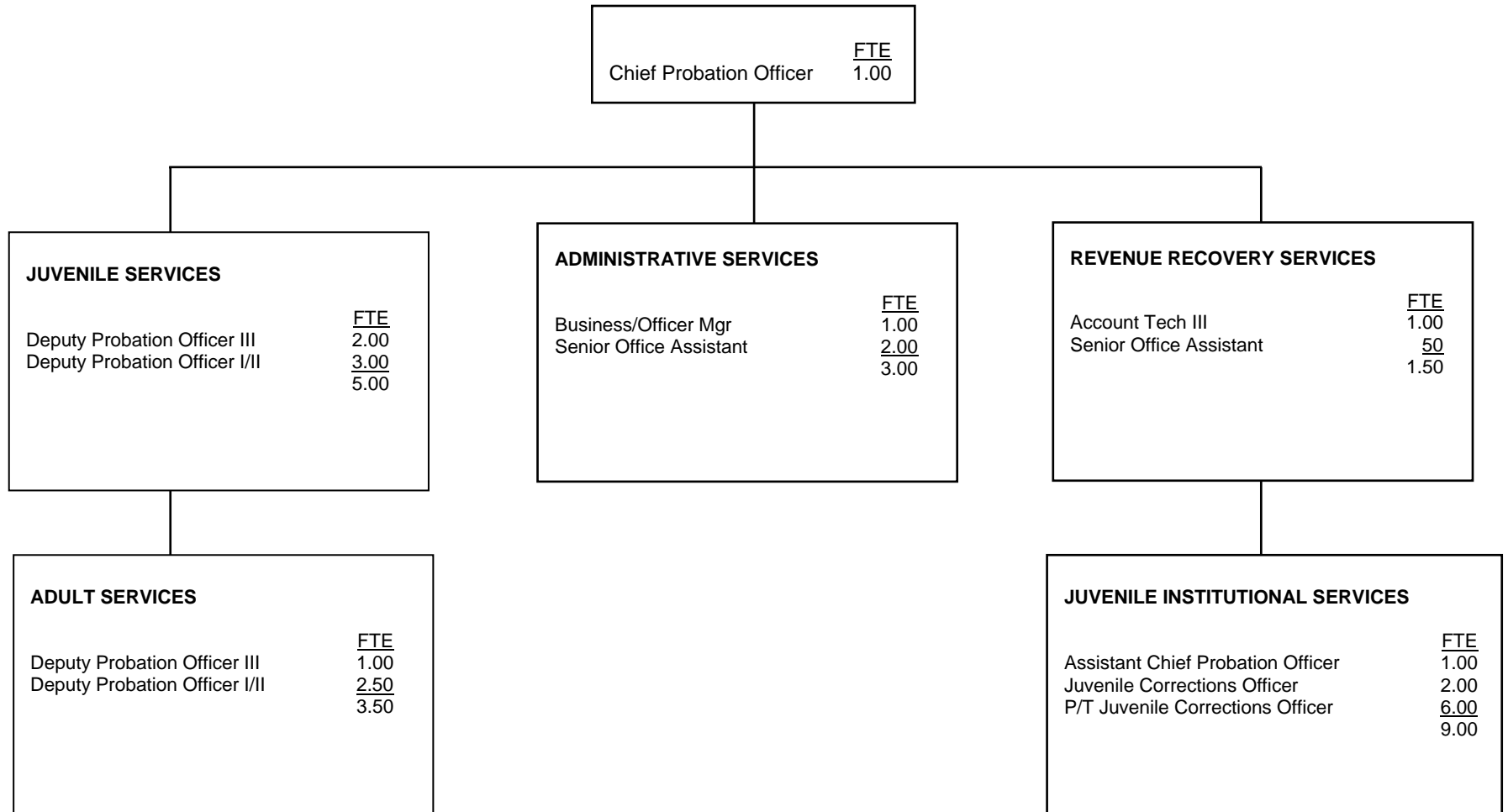
COUNTY OF MARIN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	142,022	157,789	3	
Chief Probation Officer Actual				150,634		
Chief Deputy Probation Officer	1.00	1	111,530	123,552	3	
Superintendent of Juvenile Hall	1.00	1	103,085	114,234	3	J
Director of Probation Services	2.00	2	100,485	111,363	3	E
Probation Analyst	1.00	1	87,880	96,554	3	
Probation Supervisor	9.00	9	82,139	91,021	3	D,I
Mediation Services Manager	1.00	1	74,880	89,190	5	
Mental Health Unit Supervisor	1.00	1	80,142	88,754	3	
Deputy Probation Officer IV Bilingual-Safety	1.00	1	72,613	88,275	5	C
Deputy Probation Officer III Bilingual-Safety	1.00	1	69,181	83,928	5	C
Mental Health Practitioner Bilingual	1.00	1	69,056	83,242	5	
Licensed Mental Health Practitioner	1.00	1	69,035	83,096	5	
Deputy Probation Officer IV Safety	5.00	5	68,162	82,888	5	C
Deputy Probation Officer IV Misc	2.00	2	68,162	82,888	5	C
Administrative Services Officer	1.00	1	67,509	81,530	5	
Deputy Probation Officer III Safety	16.00	16	64,917	78,811	5	B
Deputy Probation Officer III Misc	2.00	2	64,917	78,811	5	B
Mental Health Practitioner	2.00	2	64,813	78,104	5	
Deputy Probation Officer II Bilingual-Safety	4.00	4	64,438	78,104	5	B
Deputy Probation Officer II Safety	16.00	16	60,486	73,445	5	B
Group Counselor III Safety	4.00	4	60,174	73,008	5	H
Administrative Services Associate	1.00	1	60,158	72,677	5	
Group Counselor II Bilingual-Safety	1.00	1	57,616	69,930	5	G
Mediation Coordinator	1.00	1	57,135	67,977	5	
Group Counselor II Safety	7.00	7	54,080	65,707	5	G
Senior Secretary	1.00	1	54,249	64,877	5	
Accounting Technician	1.00	1	51,441	62,030	5	
Administrative Services Technician	2.00	2	49,784	60,041	5	

COUNTY OF MARIN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Mediation Case Developer Bilingual	1.00	1	49,277	59,885	5	
Food Services Supervisor	1.00	1	52,354	57,283	3	
Legal Process Specialist	5.00	5	47,385	56,394	5	
Mediation Case Developer	1.00	1	47,522	56,238	5	
Secretary	1.00	1	46,098	54,522	5	
Senior Word Processing Operator	1.00	1	43,134	51,227	5	
Accounting Assistant	1.00	1	42,978	50,856	5	
Senior Clerk Typist	2.00	2	41,828	49,530	5	
Cook	0.50	1	45,104	49,296	3	
Housekeeper	1.50	2	41,633	49,296	5	
Word Processing Operator	2.00	2	41,282	48,770	5	
Intermediate Clerk Typist Bilingual	<u>1.00</u>	1	39,878	47,151	5	
	105.00	106				

COUNTY OF MARIPOSA

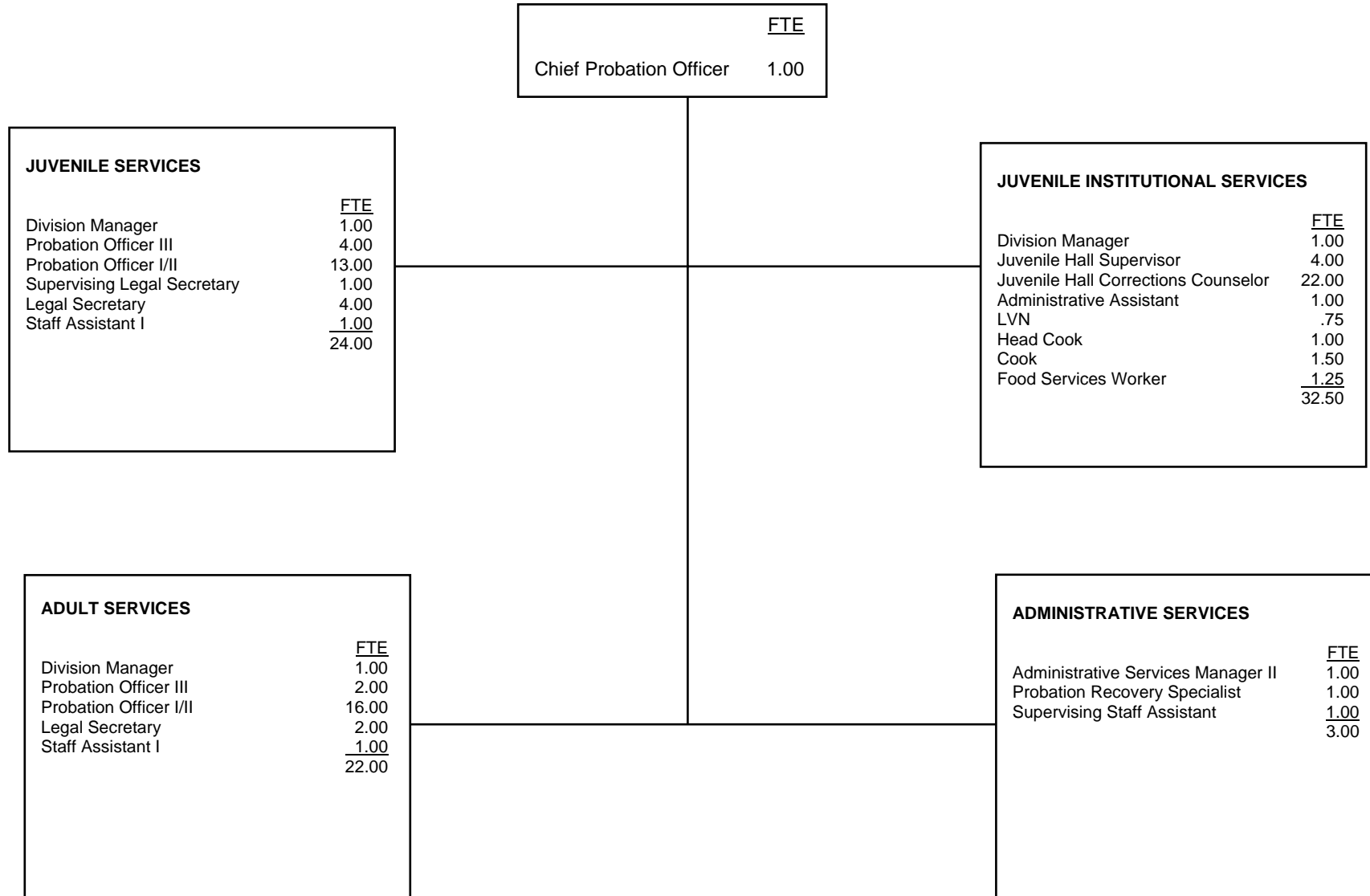


COUNTY OF MARIPOSA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	85,497			
Assistant Chief Deputy Probation Officer	1.00	1	54,049	65,697		D, I
Deputy Probation Officer III	3.00	3	45,606	55,436	5	C
Deputy Probation Officer II	5.50	5.5	40,458	49,177	5	B
Office Technician	1.00	1	33,644	40,894	5	
Senior Office Assistant	2.50	2.5	25,186	30,611	5	
Accounting Technician III	1.00	1	34,929	42,457	5	
Juvenile Corrections Officer	<u>8.00</u>	<u>14</u>	36,248	44,061	5	G,H
	23.00	29.00				

Salaries effective from 01/01/2010

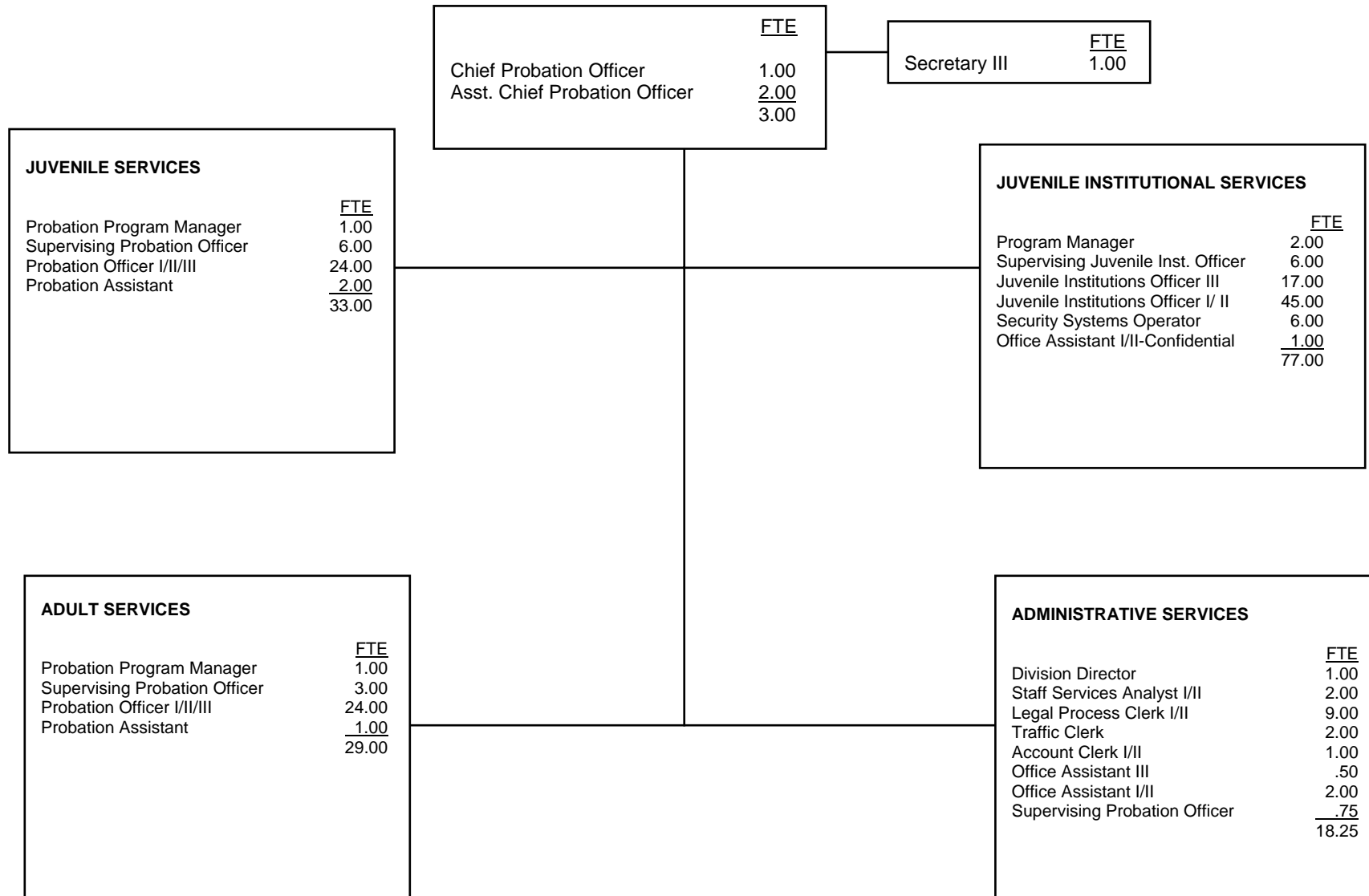
COUNTY OF MENDOCINO



COUNTY OF MENDOCINO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	114,483		5	
Probation Division Manager	3.00	3	71,573	87,006	5	E
Administrative Services Manager II	1.00	1	71,573	87,006	5	
Deputy Probation Officer III	6.00	6	49,920	60,674	5	D
Deputy Probation Officer II, or	29.00	29	45,261	55,016	5	B/C
Deputy Probation Officer I			41,018	49,878	5	A
Juvenile Hall Supervisor	4.00	4	45,261	55,016	5	I
Supervising Legal Secretary	1.00	1	39,645	48,173	5	
Probation Recovery Specialist	1.00	1	39,645	48,173	5	
Administrative Assistant	1.00	1	39,645	48,173	5	
LVN	0.75	1	39,042	47,466	5	
Supervising Staff Assistant	1.00	1	37,731	45,864	5	
Corrections Counselor	22.00	22	37,170	45,157	5	F/G
Legal Secretary	6.00	6	36,878	44,845	5	
Head Cook	1.00	1	33,717	40,976	5	
Staff Assistant I	2.00	2	26,832	32,635	5	
Cook	1.50	2	26,458	32,178	5	
Food Services Worker	<u>1.25</u>	<u>2</u>	25,210	30,659	5	
	82.50	84.00				

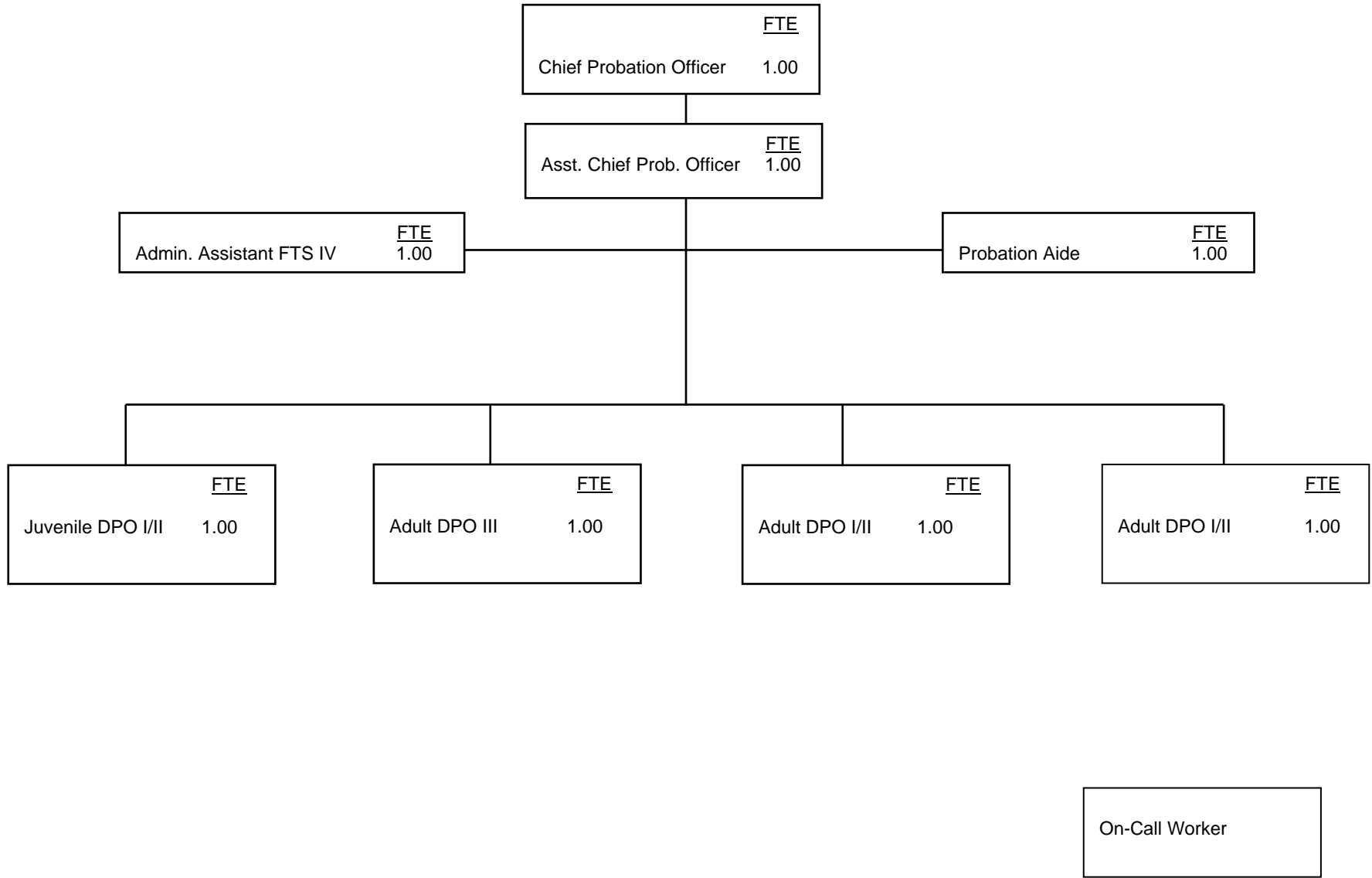
COUNTY OF MERCED



COUNTY OF MERCED

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		140,712	5	
Assistant Chief Probation Officer	2.00	2	95,098	115,627	5	E, J
Probation Admin Division Director	1.00	1	82,971	100,838	5	
Probation Program Manager	4.00	4	73,757	89,710	5	D, J
Supervising Juvenile Institutions Officer	6.00	6	65,562	79,768	5	I
Supervising Probation Officer	9.75	10	65,562	79,768	5	D
Staff Services Analyst II	2.00	2	54,954	66,872	5	
Deputy Probation Officer III,	48.00	48	52,853	64,293	5	C
Deputy Probation Officer II			45,614	55,494	5	B
Deputy Probation Officer I			41,371	50,315	5	A
Secretary III	1.00	1	45,178	54,954	5	
Juvenile Institutions Officer III	17.00	17	41,371	50,315	5	H
Juvenile Institutions Officer II	45.00	51	37,523	45,614	5	G
Juvenile Insitutions Officer I			34,008	41,371	5	F
Probation Assistant	3.00	3	36,795	44,741	5	
Security Systems Operator	6.00	6	36,254	44,096	5	
Legal Process Clerk II	9.00	9	34,861	42,390	5	
Legal Process Clerk I			31,595	38,459	5	
Traffic Hearing Clerk	2.00	2	30,077	36,608	5	
Office Assistant II - Confidential	1.00	1	29,931	36,442	5	
Account Clerk II	1.00	1	28,787	35,027	5	
Office Assistant III	0.50	1		15,714	5	
Office Assistant II,	2.00	2	27,165	33,010	5	
Office Assistant I			24,648	29,931	5	
	<hr/>	<hr/>				
	161.25	168				

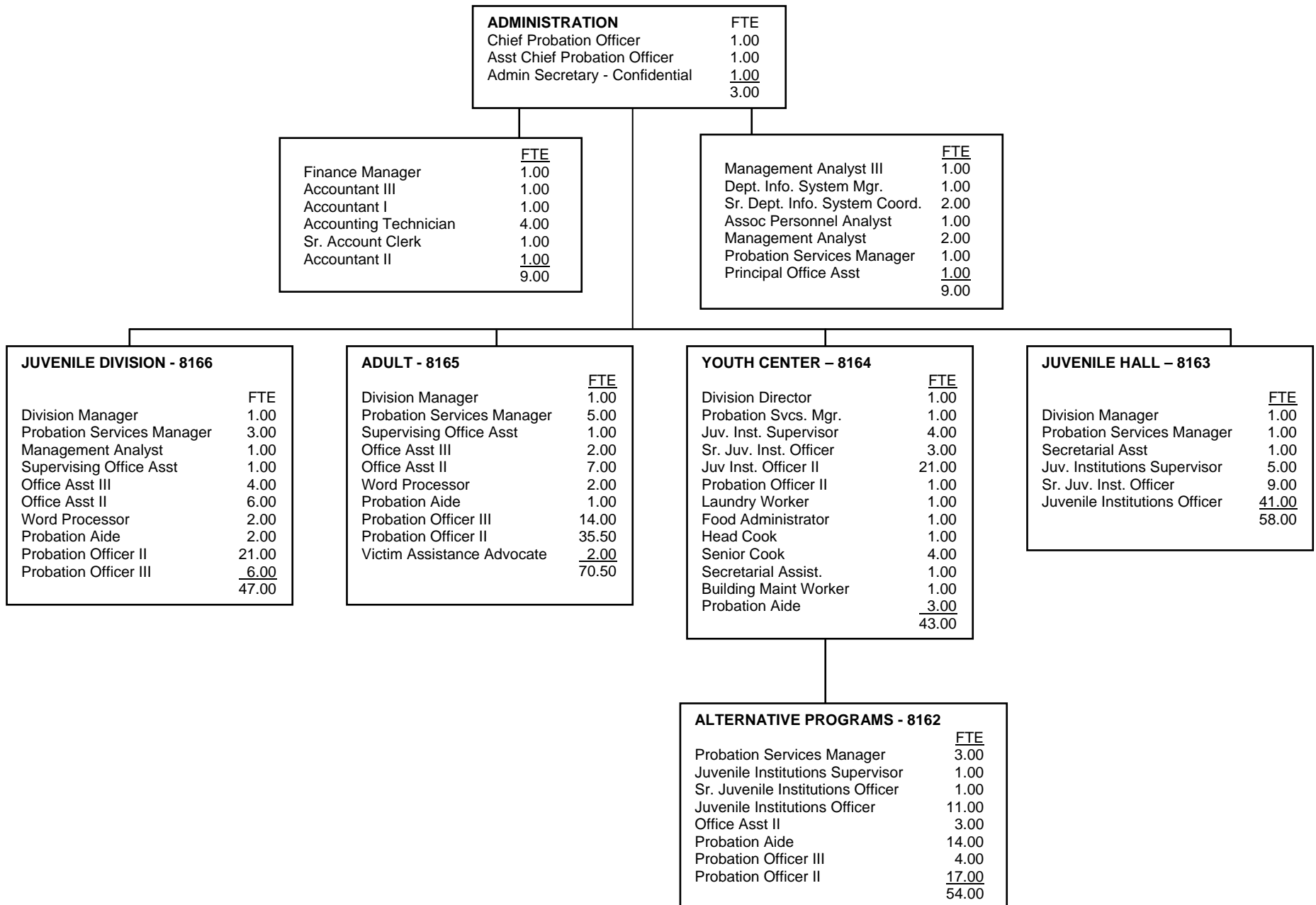
COUNTY OF MONO



COUNTY OF MONO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	115,992		Flat	
Assistant Chief Probation Officer	1.00	1	92,796		Flat	E
Deputy Probation Officer III	1.00	1	48,874	59,413	5	C
Deputy Probation Officer II	2.00	2	44,284	53,819	5	B
Deputy Probation Officer I	1.00	1	40,123	48,776	5	A
Administrative Assistant FTS IV	1.00	1	45,984	55,896	5	
Probation Aide	1.00	1	35,019	42,571	5	
	<u>8.00</u>	<u>8.00</u>				
On-Call Worker						

COUNTY OF MONTEREY



COUNTY OF MONTEREY

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	165,108		7	
Assistant Chief Probation Officer	1.00	1	101,904	139,176	7	
Probation Division Manager	4.00	4	88,212	120,420	7	J, E
Probation Services Manager	14.00	14	76,764	104,772	7	J, E
Finance Manager II	1.00	1	74,148	101,220	7	
Department Information Systems Manager	1.00	1	72,298	98,691	7	
Management Analyst III	1.00	1	64,896	88,644	7	
Deputy Probation Officer III	25.00	26	60,660	82,836	7	D
Management Analyst II	3.00	3	60,222	82,251	7	
Associate Personnel Analyst	1.00	1	60,222	82,251	7	
Juvenile Institutions Supervisor	10.00	10	60,060	82,032	7	I
Accountant III	1.00	1	59,928	81,852	7	
Deputy Probation Officer II	70.50	74.5	57,720	78,816	7	B
Sr. Juvenile Institutions Officer	14.00	14	54,612	74,544	7	H
Sr. Dept. Information System Coord.	2.00	2	54,180	73,956	7	
Juvenile Institutions Officer II	75.00	74.5	50,160	68,520	7	G
Accountant II	1.00	1	49,896	68,148	7	
Deputy Probation Officer I	-	0	49,440	67,512	7	A
Food Administrator-Probation	1.00	1	47,016	64,176	7	
Admin Secretary - Confidential	1.00	1	43,368	59,232	7	
Juvenile Institutions Officer I	-	0	42,984	58,704	7	F
Supervising Office Assistant II	2.00	2	41,064	49,680	7	
Accountant I	1.00	1	41,064	56,100	7	
Victim Assistance Advocate	2.00	2	39,288	53,664	7	
Building Maintenance Worker	1.00	1	37,356	51,024	7	
Head Cook	1.00	1	37,020	50,556	7	I
Accounting Technician	4.00	4	36,984	50,508	7	
Principal Office Assistant	1.00	1	33,468	45,708	7	
Senior Cook	4.50	4.5	32,832	44,856	7	

COUNTY OF MONTEREY

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Probation Aide	19.00	21	32,820	44,808	7	
Senior Account Clerk	1.00	1	32,796	44,808	7	
Office Assistant III	6.00	6	30,444	41,568	7	
Word Processor	4.00	4	30,444	41,568	7	
Secretarial Assistant	2.00	2	29,544	40,344	7	
Office Assistant II	14.00	16	27,828	38,004	7	
Laundry Worker I	1.00	1	25,044	34,188	7	
	<u>291.00</u>	<u>299.5</u>				

COUNTY OF NAPA

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

JUVENILE FIELD/COURT SERVICES	
	<u>FTE</u>
Supervising Probation Officer	3.00
Probation Officer III	5.00
Probation Officer I/II	17.00
Supervising Legal Clerk	1.00
Senior Legal Clerk	1.00
Legal Clerk II	3.75
Office Assistant II	<u>1.00</u>
	31.75

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

ADULT FIELD/COURT SERVICES	
	<u>FTE</u>
Supervising Probation Officer	3.00
Probation Officer III	6.00
Probation Officer I/II	17.00
Supervising Legal Clerk	.00
Sr. Legal Clerk	1.00
Legal Clerk II	5.00
Office Assistant II	<u>1.00</u>
	32.00

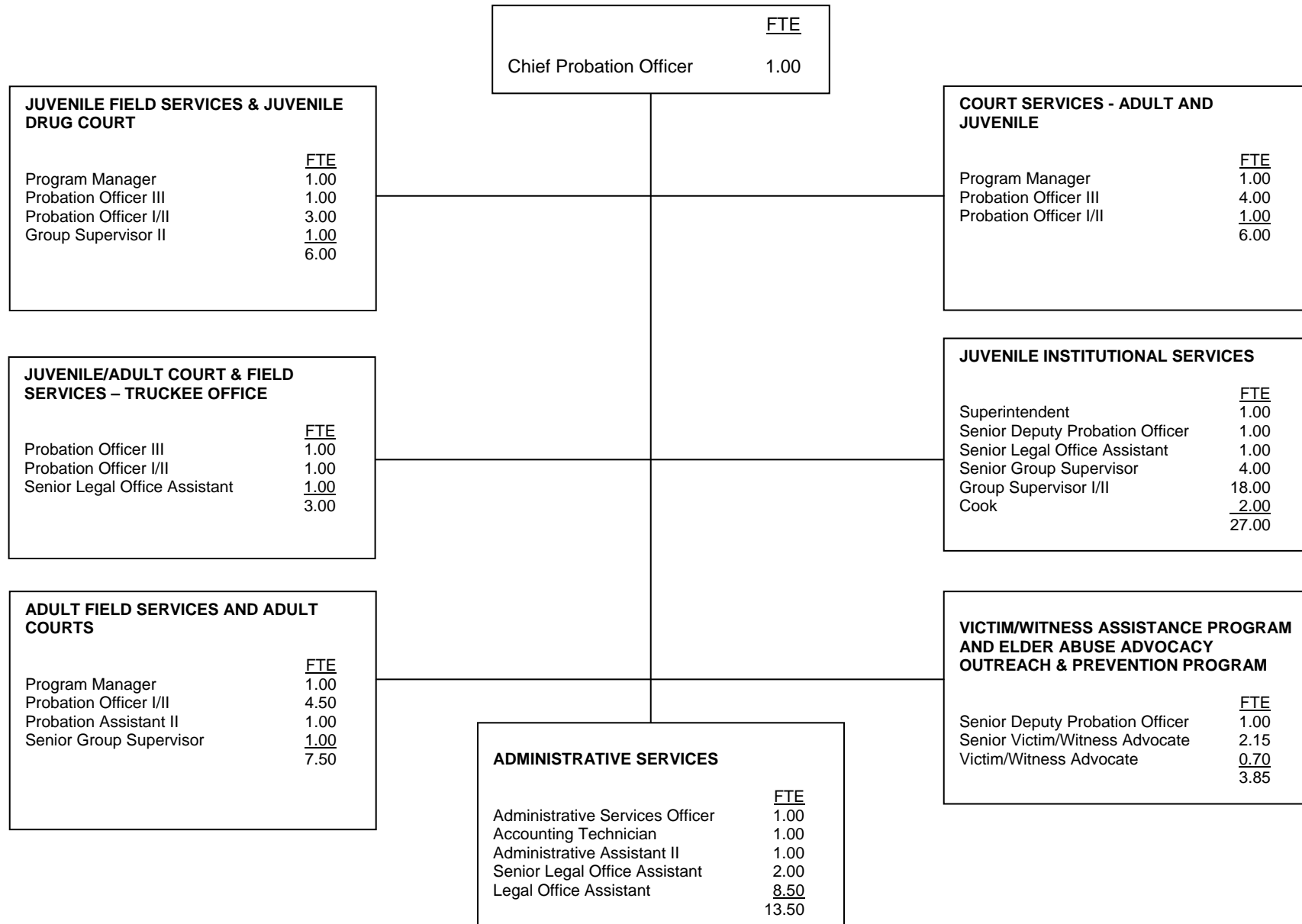
ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Staff Services Manager	1.00
Probation Program Manager	1.00
Computer Systems Coordinator	1.00
Staff Services Analyst II	2.00
Senior Account Clerk	1.00
Account Clerk II	<u>1.00</u>
	7.00

COUNTY OF NAPA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	155,424			
Chief Deputy Probation Officer	1.00	1	85,992	103,224		E
Juvenile Hall Superintendent	1.00	1	85,992	103,224		
Staff Services Manager	1.00	1	83,448	99,972		
Probation Svs Program Manager	1.00	1	83,448	99,972		
Assist Juvenile Hall Superintendent	1.00	1	78,408	94,188		J
Supervising Probation Officer	6.00	6	70,728	84,900		D
Supervising Juvenile Hall Counselor	5.00	5	64,644	77,460		I
Computer Systems Coordinator	1.00	1	63,528	76,104		
Probation Officer III	10.00	10	61,932	74,052		C
Staff Services Analyst II	2.00	2	59,496	71,136		
Probation Officer II	34.00	34	57,540	69,000		B
Probation Officer I			52,728	63,072		A
Senior Juvenile Hall Counselor	6.00	6	56,388	67,428		H
Juvenile Hall Counselor II	20.25	22	52,260	59,496		G
Juvenile Hall Counselor I			47,652	54,396		F
Supervising Legal Clerk	2.00	2	44,904	53,304		
Food Services Coordinator	1.00	1	41,664	49,560		
Senior Account Clerk	1.00	1	42,060	49,956		
Senior Legal Clerk	2.00	2	40,092	47,652		
Account Clerk II	1.00	1	38,880	46,008		
Legal Clerk II	9.75	10	37,548	42,624		
Office Assistant II	1.00	1	35,088	41,472		
Cook I	1.50	2	33,552	39,276		
	<u>109.50</u>	<u>112.00</u>				

Salaries effective from 07/01/08; no COLA in 2009

COUNTY OF NEVADA



COUNTY OF NEVADA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	119,481	*	5	
Probation Program Manager	3.00	3	73,994	90,332	5	E
Juvenile Hall Superintendent	1.00	1	73,994	90,332	5	J
Administrative Services Officer	1.00	1	64,995	79,346	5	
Senior Deputy Probation Officer	2.00	2	54,313	66,305	5	D,I
Deputy Probation Officer III	6.00	6	49,156	60,010	5	C
Deputy Probation Officer II	9.50	10	44,490	54,313	5	B
Senior Group Supervisor	5.00	5	42,115	51,413	5	H
Deputy Probation Officer I	-	0	40,266	49,156	5	A
Senior Victim/Witness Advocate	2.15	3	40,266	49,156	5	B
Cook	2.00	2	40,266	49,156	5	
Administrative Assistant II	1.00	1	39,668	48,426	5	
Probation Assistant II	1.00	2	38,116	46,532	5	B
Group Supervisor II	16.00	16	38,116	46,532	5	G
Accounting Technician	1.00	1	37,363	45,613	5	
Victim/Witness Advocate	0.70	1	36,443	44,490	5	A
Group Supervisor I	3.00	3	34,498	42,115	5	F
Senior Legal Office Assistant	4.00	4	33,648	41,077	5	
Legal Office Assistant II	7.50	8	30,454	37,178	5	
Legal Office Assistant I	1.00	1	27,562	33,648	5	
	<u>67.85</u>	<u>71.00</u>				

*Regular salary without Premium Pays for Chief Probation Officer

Salaries effective from 07/01/2009

COUNTY OF ORANGE

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

JUVENILE INTAKE AND DETENTION BUREAU	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	6.00
Asst. Probation Division Director	8.00
Administrative Manager I	2.00
Supervising Probation Officer	7.00
Senior Deputy Probation Officer	1.00
Deputy Probation Officer II	75.00
Supervising Juvenile Correctional Officer	44.00
Senior Juvenile Correctional Officer	23.00
Deputy Juvenile Correctional Officer II	415.00
Deputy Juvenile Correctional Officer I	92.00
Secretary III	1.00
Secretary II	3.00
Office Supervisor C	2.00
Office Supervisor B	2.00
Office Supervisor A	1.00
Office Specialist	1.00
Information Processing Technician	11.00
Data Entry Technician	5.75
Office Technician	2.00
Office Assistant	6.75
Education Asst., Corr. Facility	1.00
Chief Cook	4.00
Head Cook	1.00
Senior Institutional Cook	12.00
Institutional Cook	8.00
Food Service Worker	13.00
Sr. Storekeeper	1.00
Store Clerk	5.00
Warehouse Worker II	1.00
Supplies Clerk, Juvenile Facilities	3.00
Supplies Asst, Juvenile Facilities	1.00
Seamstress	1.00
Laundry Worker	7.00
	<u>767.50</u>

FIELD OPERATIONS BUREAU	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	4.00
Assistant Division Director	1.00
Supervising Probation Officer	29.00
Senior Deputy Probation Officer	10.00
Deputy Probation Officer II	237.50
Deputy Juvenile Correctional Officer II	18.00
Staff Assistant	6.00
Secretary III	1.00
Secretary II	3.00
Radio Dispatcher	3.00
	<u>313.50</u>

OPERATIONS SUPPORT BUREAU	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	3.00
Assistant Probation Division Director	4.00
Administrative Manager III	3.00
Administrative Manager II	2.00
Admin. Mgr. I	15.00
Supervising Probation Officer	15.00
Senior Deputy Probation Officer	2.00
Deputy Probation Officer II	10.00
Deputy Probation Officer I	16.00
Supervising Juvenile Correctional Officer	1.00
Staff Specialist	8.00
Staff Assistant	4.00
Sr. Tech. Systems Specialist	1.00
Tech. Systems Specialist	3.00
Information Systems Technician	3.00
Sr. Systems Programmer Analyst	4.00
Systems Programmer Analyst II	11.00
Systems Programmer Analyst I	3.00
Research Analyst IV	2.00
Research Analyst III	5.00
Research Analyst II	1.00
Accounting Manager (Admin. Mgr .I)	1.00
Accountant/Auditor II	2.00
Accounting Office Supervisor II	5.00
Accounting Technician	1.00
Accounting Specialist	38.00
Supervising Collection Officer	5.00
Collection Officer	44.00
Secretary III	1.00
Secretary II	5.00
Office Manager	2.00
Senior Office Supervisor C/D	4.00
Office Supervisor D	3.00
Office Supervisor C	7.00
Office Supervisor B	2.00
Office Supervisor A	1.00
Office Specialist	21.00
Information Processing Specialist	4.00
Information Processing Technician	66.00
Data Entry Technician	21.00
Office Technician	10.00
Office Assistant	11.00
Store Clerk	2.00
Warehouse Worker I	3.00
Buyer II	2.00
	<u>378.00</u>

COUNTY OF ORANGE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		169,998		
Chief Deputy Probation Officer	3.00	3	117,624	223,101		
Probation Division Director (Admin. Mgr. III)	13.00	13	92,227	154,170		E, J
Administrative Manager III	3.00	3	92,227	154,170		
Assistant Division Director (Admin. Mgr. II)	13.00	13	73,778	124,800		E, J
Administrative Manager II	3.00	3	73,778	124,800		
Sr. Systems Programmer Analyst	4.00	4	74,610	100,443	12	
Sr. Technical Systems Specialist	1.00	1	74,610	100,443	12	
Administrative Manager I	16.00	16	53,040	100,360		
Accounting Manager (Admin. Mgr. I)	1.00	1	53,040	100,360		
Food Services Manager (Admin. Mgr. I)	1.00	1	53,040	100,360		
Technical Systems Specialist	3.00	3	68,827	94,498	12	
Supervising Probation Officer	51.00	51	66,747	89,606	12	D
Systems Programmer Analyst II	11.00	11	63,544	85,363	12	
Senior Deputy Probation Officer	13.00	13	59,738	80,413	12	C
Research Analyst IV	2.00	2	59,259	79,768	12	
Systems Programmer Analyst I	3.00	3	56,888	76,586	12	
Deputy Probation Officer II	322.50	323	55,557	76,336	12	B
Supervising Juvenile Correctional Officer	45.00	45	53,602	72,259	12	I
Deputy Probation Officer I	16.00	16	53,602	72,259	12	A
Research Analyst III	5.00	5	53,227	71,781	12	
Accountant/Auditor II	2.00	2	52,478	70,762	12	
Information Systems Technician	3.00	3	49,712	66,976	12	
Radio Dispatcher	3.00	3	48,547	65,395	12	
Buyer II	2.00	2	49,712	63,544	12	
Office Manager	2.00	2	47,445	63,398	12	
Senior Juvenile Correctional Officer	23.00	23	47,070	62,920	12	H
Staff Specialist	8.00	8	45,906	61,402	12	
Senior Office Supervisor C/D	4.00	4	44,886	60,133	12	

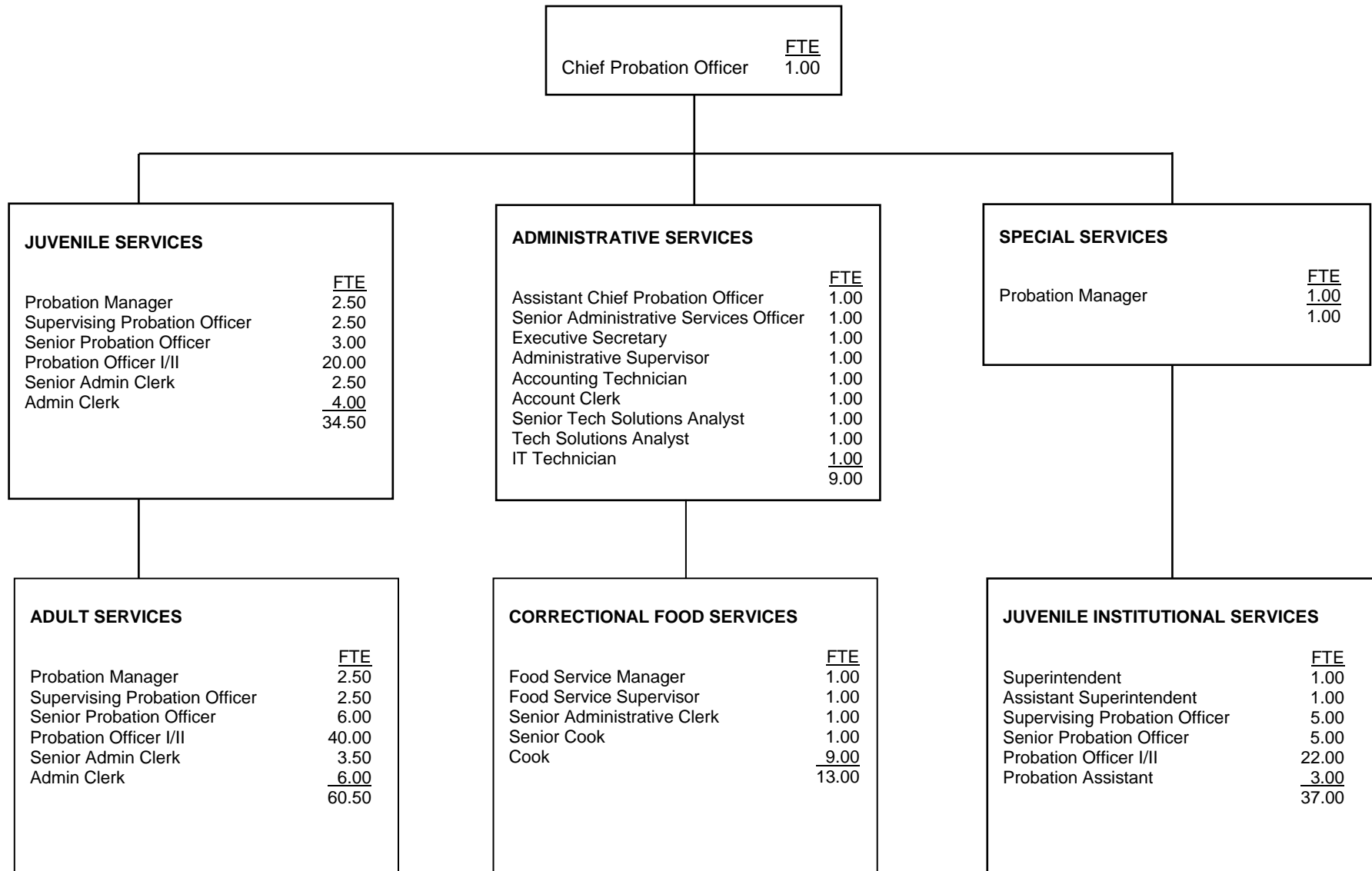
COUNTY OF ORANGE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Cook	4.00	4	44,658	59,821	12	
Deputy Juvenile Correctional Officer II	433.00	436	45,906	59,738	14	G
Supervising Collection Officer	5.00	5	44,262	59,259	12	
Research Analyst II	1.00	1	44,262	59,259	12	
Executive Secretary I	1.00	1	43,805	58,698	12	
Sr. Storekeeper	1.00	1	40,477	54,205	12	
Accounting Office Supervisor II	5.00	5	40,456	54,038	12	
Office Supervisor D	3.00	3	40,456	54,038	12	
Head Cook	1.00	1	40,248	53,747	12	
Collection Officer	44.00	44	39,874	53,227	12	
Staff Assistant	10.00	10	39,021	52,291	12	
Secretary III	3.00	3	38,938	52,000	12	
Office Supervisor C	9.00	9	38,126	51,168	12	
Education Assistant, Corr. Facility	1.00	1	38,106	51,064	12	
Accounting Technician	1.00	1	37,232	49,962	12	
Senior Institutional Cook	12.00	12	37,024	49,712	12	
Office Supervisor B	4.00	4	36,400	48,589	12	
Secretary II	11.00	11	35,048	46,758	12	
Office Supervisor A	2.00	2	34,778	46,114	12	
Supplies Asst, Juvenile Facilities	1.00	1	33,675	44,886	12	
Accounting Specialist	38.00	38	33,072	43,805	12	
Office Specialist	22.00	22	33,072	43,805	12	
Information Processing Specialist	4.00	4	33,946	43,805	12	
Institutional Cook	8.00	8	31,970	42,474	12	
Information Processing Technician	76.00	76	33,072	41,621	12	
Supplies Clerk, Juvenile Facilities	3.00	3	31,304	41,579	12	
Deputy Juvenile Correctional Officer I	92.00	92	36,962	41,246	12	F
Data Entry Technician	26.75	27	32,302	40,622	12	
Store Clerk	7.00	7	30,638	40,477	12	

COUNTY OF ORANGE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Warehouse Worker II	1.00	1	30,493	40,331	12	
Warehouse Worker I	3.00	3	29,224	38,106	12	
Office Assistant	17.75	18	31,637	37,232	12	
Office Technician	12.00	12	31,637	37,232	12	
Seamstress	1.00	1	25,272	32,718	12	
Food Service Worker	13.00	13	23,150	29,702	12	
Laundry Worker	7.00	7	23,150	29,702	12	
	<u>1461.00</u>	<u>1465</u>				

COUNTY OF PLACER



COUNTY OF PLACER

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	163,000			
Assistant Chief Probation Officer	1.00	1	97,143	118,079	5	
Juvenile Detention Facility Superintendent	1.00	1	86,410	105,033	5	J
Assistant Juvenile Detention Fac Superintendent	1.00	1	78,372	95,256	5	J
Probation Manager	6.00	6	78,376	95,266	5	E
Administrative Services Officer - Senior	1.00	1	71,844	87,336	5	
Technology Solutions Analyst Senior	1.00	1	71,736	87,204	5	
Deputy Probation Officer - Supervising - Field	5.00	5	65,556	79,692	5	D
Technology Solutions Analyst I/II	1.00	1	59,016	79,092	5	
Deputy Probation Officer - Senior - Field	9.00	9	57,012	69,288	5	C
Deputy Probation Officer - Supervising - Instit	5.00	5	57,012	69,288	5	I
Food Service Manager	1.00	1	56,580	68,772	5	
Deputy Probation Officer - Senior - Institutions	5.00	5	49,668	60,372	5	H
Information Technology Technician I/II	1.00	1	48,552	65,064	5	
Executive Secretary	1.00	1	44,040	53,532	5	
Deputy Probation Officer I/II - Field	60.00	60	43,392	60,372	5	A, B
Accounting Technician	1.00	1	43,032	52,308	5	
Administrative Supervisor	1.00	1	42,600	47,436	5	
Food Service Supervisor	1.00	1	40,980	49,812	5	
Probation Assistant	3.00	3	39,024	47,436	5	F
Deputy Probation Officer I/II - Institutions	22.00	22	38,716	52,740	5	G
Cook - Senior	1.00	1	37,164	45,180	5	
Administrative Clerk - Senior	7.00	7	35,400	43,032	5	
Cook	9.00	9	33,708	40,980	5	
Account Clerk - Entry/Journey	1.00	1	32,856	44,040	5	
Administrative Clerk - Entry/Journey	10.00	10	29,124	39,024	5	
	<u>156.00</u>	<u>156</u>				

*Chief's salary includes 2 longevity steps

COUNTY OF RIVERSIDE

MANAGEMENT	
Chief Probation Officer	<u>FTE</u> 1.00
Executive Assistant II	1.00
Executive Secretary	<u>1.00</u>
	3.00

ADMINISTRATION	
	<u>FTE</u>
Chief Deputy Probation-Admin.	1.00
Chief Deputy Probation Officer	3.00
Probation Division Director	3.00
Supervising Probation Officer	6.00
Senior Probation Officer	7.00
Deputy Probation Officer	3.00
Senior Probation Correction Officer	2.00
IT Business Systems Analyst III	1.00
Information Technology Officer II	1.00
IT Network Administrator II	2.00
IT Applications Developer III	1.00
IT Applications Developer II	1.00
IT Applications Developer I	1.00
Administrative Services Manager III	1.00
Principal Accountant	1.00
Probation Assistant	1.00
IT User Technical Support III	2.00
IT User Technical Support II	1.00
Senior Administrative Analyst	2.00
Senior Accountant	3.00
Administrative Services Analyst II	2.00
Dept. Human Resources Coordinator	1.00
Accounting Technician II	1.00
Senior Accounting Assistant	2.00
Secretary I	1.00
Secretary II	2.00
Buyer I	1.00
Sr. Human Resources Clerk	3.00
Office Assistant III	6.00
Human Resources Clerk	3.00
Supervising Accountant	<u>1.00</u>
	66.00

FIELD SERVICES	
	<u>FTE</u>
Probation Division Director	6.00
Assistant Probation Division Director	6.00
Supervising Probation Officer	33.00
Senior Probation Officer	48.00
Deputy Probation Officer II	155.00
Secretary II	6.00
Supervising Office Assistant II	2.00
Supervising Office Assistant I	9.00
Office Assistant III	48.00
Probation Assistant	23.00
Probation Specialist	5.00
Revenue & Recovery Supervisor	1.00
Revenue & Recovery Technician II	1.00
Office Assistant II	<u>29.00</u>
	372.00

JUVENILE INSTITUTIONS	
	<u>FTE</u>
Probation Division Director	5.00
Assistant Probation Division Director	4.00
Supervising Probation Officer	32.00
Sr. Group Supv. Inst-Culinary Arts	4.00
Sr. Group Supv. Inst- Industrial Arts	4.00
Correctional Food Svcs. Supv.	3.00
Building Services Engineer	1.00
Supv Group Supv/Instructor	1.00
Senior Probation Corrections Officer	42.00
Probation Corrections Officer II	249.00
Maintenance Painter	1.00
Secretary II	3.00
Building Maintenance Mechanic	9.00
House Manager	2.00
Senior Accounting Assistant	1.00
Senior Cook – Detention	2.00
Correctional Cook	11.00
Gardener	4.00
Supervising Office Assistant I	1.00
Storekeeper	4.00
Probation Assistant	4.00
Probation Specialist	1.00
Office Assistant III	5.00
Accounting Assistant II	1.00
Accounting Technician I	5.00
Correctional Senior Food Svc Worker	17.00
Office Assistant II	5.00
Sewing Services Worker	2.00
Laundry Worker	<u>4.00</u>
	427.00

COUNTY OF RIVERSIDE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	181,514		12	
Chief Deputy Probation - Admin. Services	1.00	1	92,512	127,214	13	
Chief Deputy Probation Officer	3.00	3	98,906	135,973	13	
Accounting Assistant II	1.00	1	29,646	41,821	14	
Accounting Technician I	5.00	5	37,212	48,476	11	
Accounting Technician II	1.00	1	40,908	53,303	11	
Administrative Services Analyst II	2.00	2	47,056	61,336	11	
Administrative Services Manager III	1.00	1	76,629	105,277	13	
Assistant Probation Division Director	10.00	10	69,784	95,888	13	E, J
Building Maintenance Mechanic	9.00	10	37,208	49,823	14	
Building Services Engineer	1.00	1	47,467	61,849	11	
Buyer I	1.00	1	39,439	51,392	11	
Correctional Cook	11.00	12	35,811	53,345	16	
Correctional Food Services Supervisor	3.00	3	44,064	57,418	11	
Correctional Senior Food Services Worker	17.00	19	30,115	42,494	14	
Department Human Resources Coordinator	1.00	2	43,210	57,704	12	
Deputy Probation Officer II	158.00	171	49,665	64,895	11	A,B
Executive Assistant II	1.00	1	42,724	57,048	12	
Executive Secretary	1.00	1	37,873	53,508	14	
Gardener	4.00	4	31,080	43,883	14	
House Manager	2.00	2	33,859	44,077	11	
Human Resources Clerk	3.00	3	28,461	40,146	14	
IT Applications Developer I	1.00	1	38,460	52,034	9	
IT Applications Developer II	1.00	1	54,169	73,288	9	
IT Applications Developer III	1.00	1	67,170	90,877	9	
IT Business Systems Analyst III	1.00	1	68,345	92,466	9	
IT Network Administrator III	2.00	2	68,815	93,102	9	
IT Officer II	1.00	1	89,785	123,437	13	

COUNTY OF RIVERSIDE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
IT User Support Tech II	1.00	1	40,598	59,515	12	
IT User Support Tech III	2.00	2	50,342	73,798	12	
Laundry Worker	4.00	5	20,894	29,470	14	
Maintenance Painter	1.00	1	38,394	51,419	14	
Office Assistant II	34.00	37	24,655	34,781	14	
Office Assistant III	59.00	59	27,367	38,637	14	
Principal Accountant	1.00	1	64,382	88,373	13	
Probation Assistant	28.00	28	27,842	39,292	14	
Probation Corrections Officer II	249.00	265	41,142	52,341	10	F, G
Probation Division Director	14.00	14	79,729	109,599	13	E, J
Probation Specialist	6.00	6	29,498	41,600	14	
Revenue & Recovery Supervisor I	1.00	1	40,392	52,613	11	
Revenue & Recovery Tech II	1.00	1	35,849	50,621	14	
Secretary I	1.00	1	32,315	45,617	14	
Secretary II	11.00	11	35,898	50,705	14	
Senior Accountant	3.00	3	47,956	62,503	11	
Senior Accounting Assistant	3.00	3	34,020	48,008	14	
Senior Administrative Analyst	2.00	2	64,382	86,076	12	
Senior Cook - Detention	2.00	2	40,169	52,322	11	
Senior Group Supv/Instructor-Culinary Arts	4.00	4	47,557	57,325	10	
Senior Group Supv/Instructor-Industrl Arts	4.00	4	47,557	57,325	10	
Senior Human Resources Clerk	3.00	3	31,252	44,104	14	
Senior Probation Corrections Officer	44.00	44	44,824	57,039	10	H
Senior Probation Officer	55.00	60	55,576	72,598	11	C
Sewing Services Worker	2.00	2	21,884	30,872	14	
Storekeeper	4.00	4	28,905	40,748	14	
Supervising Accountant	1.00	1	53,291	69,491	11	
Supervising Group Supv/Instructor	1.00	1	57,961	73,741	10	

COUNTY OF RIVERSIDE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Supervising Office Assistant I	10.00	10	29,759	38,716	11	
Supervising Office Assistant II	2.00	2	33,034	42,997	11	
Supervising Probation Officer	<u>71.00</u>	<u>73</u>	63,167	82,563	11	D, I
	863.00	908				

COUNTY OF SACRAMENTO

Chief Probation Officer <u>FTE</u> 1.00 Assistant Chief Probation Officer <u>FTE</u> 2.00 Administrative Services Officer I <u>FTE</u> 1.00 4.00		Sacramento County Probation Association-President Probation Assistant <u>FTE</u> 1.00			
ADMINISTRATIVE SERVICES <u>FTE</u> Probation Division Chief 1.00 Asst. Probation Division Chief 2.00 Supervising Probation Officer 8.00 Sr. Deputy Probation Officer 3.00 DPO 2.00 Communications and Media Officer 2 1.00 Sr. Accounting Manager 1.00 Accounting Manager 1.00 Sr. Accountant 1.00 Admin Svcs Officer 3 2.00 Admin Svcs Officer 2 3.00 Admin Svcs Officer 1 1.00 Clerical Supervisor 2 1.00 Sr. Office Specialist - Confidential 1.00 Sr. Office Assistant 4.00 Account Clerk Lv. 2 3.00 Office Assistant Lv. 2 <u>3.00</u> 38.00		YOUTH COMMITMENT FACILITIES <u>FTE</u> Probation Division Chief 1.00 Asst Probation Division Chief 1.00 Supervising Probation Officer 6.00 Deputy Probation Officer 14.00 Probation Assistant 35.00 Building Maintenance Wkr. 1.00 Sr. Office Assistant 1.00 Cook 2 1.00 Cook 1 2.00 Food Service Wkr. Lv. 2 <u>5.00</u> 67.00		JUVENILE COURT <u>FTE</u> Probation Division Chief 1.00 Asst Probation Division Chief 1.00 Supervising Probation Officer 11.00 Sr. Deputy Probation Officer 25.00 Deputy Probation Officer 42.00 Clerical Supervisor 2 2.00 Sr. Office Assistant 4.00 Legal Transcriber 8.50 Office Assistant Lv. 2 <u>13.00</u> 107.50	
ADULT FIELD <u>FTE</u> Asst Probation Division Chief 1.00 Supervising Probation Officer 6.00 Sr. Deputy Probation Officer 17.00 Deputy Probation Officer 17.50 Clerical Supervisor 2 1.00 Sr. Office Assistant 3.00 Office Assistant Lv. 2 <u>8.80</u> 54.30		YOUTH DETENTION FACILITY <u>FTE</u> Probation Division Chief 2.00 Asst Probation Division Chief 2.00 Supervising Probation Officer 18.00 Admin Svcs Officer 2 2.00 Sr. Deputy Probation Officer 6.00 Deputy Probation Officer 28.00 Admin Svcs Officer 1 1.00 Probation Assistant 174.00 Food Service Program Mgr 1.00 Sr. Office Assistant 1.00 Office Assistant Lv. 2 3.00 Stock Clerk 1.00 Storekeeper 1 1.00 Cook 3 1.00 Cook 2 2.00 Cook 1 3.00 Food Service Wkr. Lv. 2 14.00 Laundry Worker <u>4.00</u> 264.00		JUVENILE FIELD SERVICES <u>FTE</u> Probation Division Chief 1.00 Asst Probation Division Chief 1.00 Supervising Probation Officer 4.00 Sr. Deputy Probation Officer 7.00 Deputy Probation Officer 29.00 Probation Assistant 3.00 Communication Operator Dispatch 2.00 Sr. Office Assistant 1.00 Office Assistant Lv. 2 <u>6.00</u> 54.00	
ADULT COURT <u>FTE</u> Probation Division Chief 1.00 Asst. Probation Division Chief 1.00 Supervising Probation Officer 4.00 Sr. Deputy Probation Officer 10.00 Deputy Probation Officer 19.00 Clerical Supervisor 2 1.00 Clerical Supervisor 1 1.00 Sr. Office Assistant 2.00 Legal Transcriber 6.00 Office Assistant Lv. 2 <u>11.00</u> 56.00		COMMUNITY PARTNERSHIPS <u>FTE</u> Supervising Probation Officer 5.00 Sr. Deputy Probation Officer 15.00 Deputy Probation Officer 21.00 Admin Services Officer 1 1.00 Probation Assistant 2.00 Office Assistant Lv. 2 <u>2.00</u> 46.00		INFORMATION TECHNOLOGY <u>FTE</u> Information Technology Division Chief 1.00 Information Tech Division Chief 1.00 Information Tech Manager 1.00 Principal Information Tech Analyst 1.00 Sr. IT Analyst 4.00 IT Analyst 2 8.00 Telecommunications Tech Lv. 2 1.00 Info Tech Customer Support Specialist 2 <u>3.00</u> 20.00	
		PLACEMENT <u>FTE</u> Probation Division Chief 1.00 Supv Probation Officer 3.00 Sr Deputy Probation Officer 6.00 Deputy Probation Officer 14.00 Probation Assistant 2.00 Sr Office Assistant 2.00 Office Assistant <u>1.00</u> 29.00			

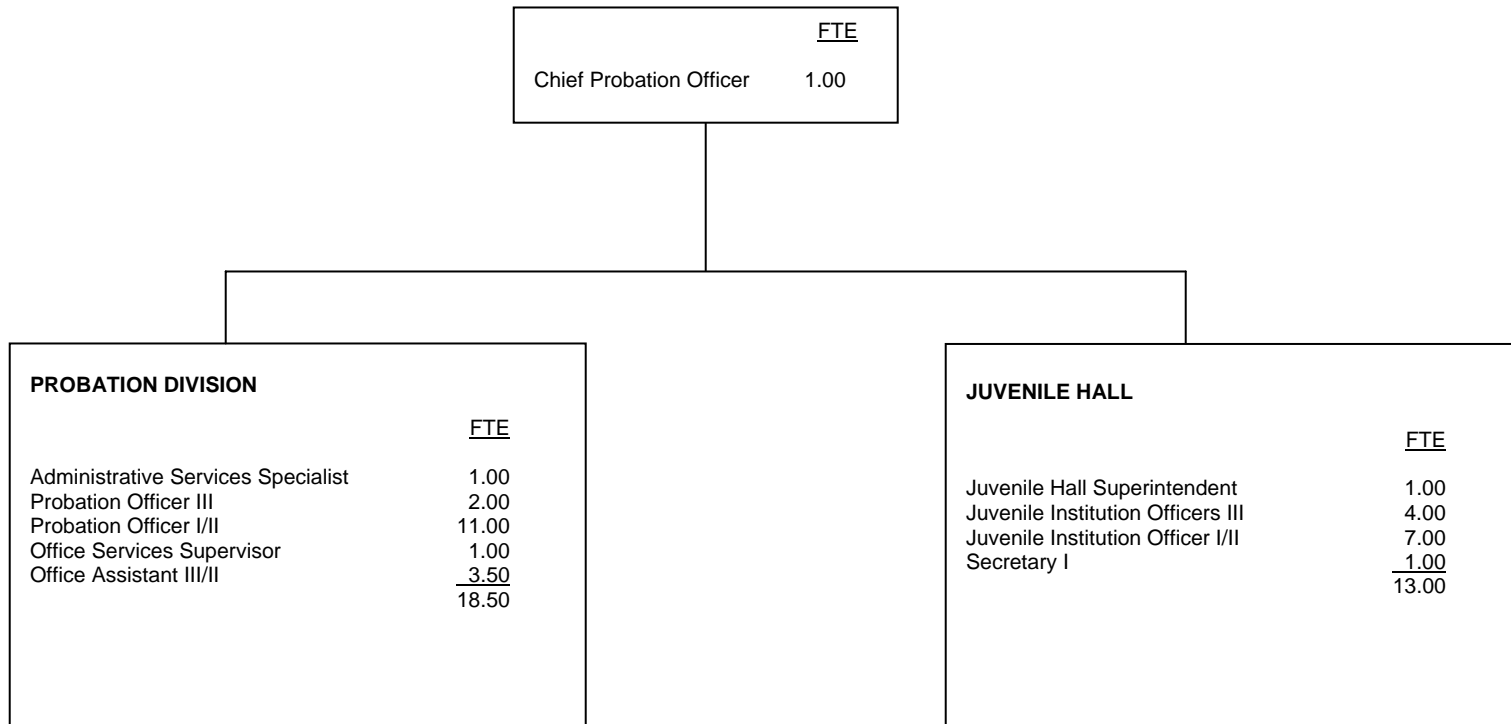
COUNTY OF SACRAMENTO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
County Probation Officer	1.00	1	185,307		3	
Asst Chief Probation Officer	2.00	2	140,067	154,440	3	
Probation Division Chief	8.00	8	111,093	122,470	3	E, J
Information Tech Division Chief	1.00	1	103,022	113,589	3	
Senior Accounting Manager	1.00	1	95,222	104,978	3	
Information Technology Manager	1.00	1	93,600	103,189	3	
Principal Information Tech Analyst	1.00	1	93,600	103,189	3	
Asst Probation Division Chief	9.00	9	83,907	102,003	5	E, J
Accounting Manager	1.00	1	86,570	95,451	3	
Administrative Services Officer 3	2.00	2	86,570	95,451	3	
Sr Information Tech Analyst	4.00	4	77,168	93,808	5	
Supervising Probation Officer	65.00	65	70,949	86,237	5	D, I
Information Tech Analyst 2	8.00	8	68,141	82,846	5	
Communication and Media Officer 2	1.00	1	65,832	79,997	5	
Administrative Services Officer 2	6.00	6	63,232	76,877	5	
Senior Accountant	1.00	1	63,232	76,877	5	
Telecommunications Technician 2	1.00	1	61,714	75,026	5	
Food Service Program Manager	1.00	1	67,163	74,027	3	
Sr Deputy Probation Officer	89.00	89	60,091	73,029	5	C, H
Information Tech Customer Support Specialist 2	3.00	3	56,846	69,118	5	
Deputy Probation Officer	186.00	186	54,163	65,853	5	B, G
Deputy Probation Officer .5	0.50	1	54,163	65,853	5	B, G
Administrative Services Officer 1	4.00	4	52,707	64,085	5	
Probation Assistant	217.00	217	46,675	59,571	6	A,F
Clerical Supervisor 2	5.00	5	44,949	54,621	5	
Clerical Supervisor 1	1.00	1	40,789	49,587	5	
Sr Office Specialist Confidential	1.00	1	38,979	47,362	5	
Cook 3	1.00	1	38,501	46,800	5	
Building Maintenance Worker	1.00	1	36,525	44,408	5	
Cook 2	3.00	3	34,902	42,411	5	
Communication Operator Dispatch Iv 2	2.00	2	34,778	42,286	5	
Storekeeper 1	1.00	1	34,320	41,746	5	

COUNTY OF SACRAMENTO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Legal Transcriber	14.00	14	33,259	40,435	5	
Legal Transcriber .5	0.50	1	33,259	40,435	5	
Account Clerk 2	3.00	3	33,155	40,310	5	
Sr Office Assistant	18.00	18	33,155	40,310	5	
Cook 1	5.00	5	31,699	38,522	5	
Stock Clerk	1.00	1	30,826	37,482	5	
Laundry Worker	4.00	4	30,098	36,587	5	
Office Assistant 2	47.00	47	28,829	35,027	5	
Office Assistant 2 .8	0.80	1	28,829	35,027	5	
Food Service Worker 2	19.00	19	27,498	33,426	5	
	<u>740.80</u>	<u>742</u>				

COUNTY OF SAN BENITO



COUNTY OF SAN BENITO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	104,724	133,716	7	
Actual Salary				115,476		
Juvenile Hall Superintendent	1.00	1	59,700	76,212	7	J
Supervising Probation Officer III	2.00	2	53,136	67,752	7	D
Administrative Services Specialist	1.00	1	48,144	61,476	7	
Deputy Probation Officer II	11.00	11	45,936	58,572	7	B
Supervising Juvenile Institution Officer III	4.00	4	42,816	54,672 *	7	I
Office Services Supervisor	1.00	1	38,076	48,624	7	
Juvenile Institution Officer II	7.00	7	36,996	47,220 *	7	G
Secretary I	1.00	1	33,048	42,204	7	
Office Assistant III	2.50	3	29,988	38,268	7	
Office Assistant II	<u>1.00</u>	<u>1</u>	27,204	34,716	7	
	32.50	33				

*Doesn't Include 5% S/T OT pay. Work 3-4 twelve hour shifts

COUNTY OF SAN BERNARDINO

OFFICE OF THE CHIEF		<u>FTE</u>
Chief Probation Officer		1.00
Assistant Chief Probation Officer		1.00
Executive Secretary III		<u>1.00</u>
		3.00

ADMINISTRATIVE SERVICES BUREAU		<u>FTE</u>
Deputy Chief Prob. Administrator		1.00
Business Applications Mgr.		1.00
Administrative Manager		1.00
Probation Division Director I		1.00
Business Systems Analyst II		1.00
Supv. Automated Syst. Analyst II		1.00
Administrative Supervisor I		1.00
Staff Analyst II		2.00
Business Systems Analyst I		1.00
Statistical Analyst		1.00
Crime Analyst		1.00
Applications Specialist		1.00
Automated Systems Analyst I		2.00
Supervising Account Technician		2.00
Supervising Fiscal Specialist		1.00
Automated Systems Technician		8.00
Personnel Technician		1.00
Accounting Technician		2.00
Supervising Office Assistant		1.00
Fiscal Specialist		7.00
Office Specialist		1.00
Secretary I		1.00
Probation Transportation Officer		1.00
Office Assistant IV		1.00
Payroll Specialist		7.00
Fiscal Assistant		5.00
Office Assistant III		8.00
Office Assistant II		2.00
Mail Processor II		<u>1.00</u>
		64.00

PROFESSIONAL STANDARDS		<u>FTE</u>
Probation Division Director II		1.00
Probation Division Director I		1.00
Supervising Probation Officer		3.00
Probation Officer III		7.00
Prob. Corrections Supv. I		3.00
Probation Officer II		3.00
Background Investigator		1.00
Secretary I		1.00
Office Assistant III		<u>4.00</u>
		24.00

COMMUNITY CORRECTIONS BUREAU

ADULT SERVICES		<u>FTE</u>
Probation Division Director II		2.00
Probation Division Director I		1.00
Supv. Probation Officer		15.00
Probation Officer III		22.00
Probation Officer II		98.00
Domestic Violence Prog. Coord.		2.00
Supervising Office Assistant		3.00
Secretary I		2.00
Office Assistant IV		2.00
Office Assistant III		45.00
Office Assistant II		<u>2.00</u>
		194.00

JJCP ACT –AB 1913		<u>FTE</u>
Probation Division Director I		1.00
Supv. Probation Officer		1.00
Probation Officer II		13.00
Probation Corrections Officer		9.00
Accounting Technician		1.00
Office Assistant III		<u>3.00</u>
		28.00

JUVENILE SERVICES		<u>FTE</u>
Deputy Chief Probation Officer		1.00
Probation Division Director II		2.00
Probation Division Director I		1.00
Supv. Probation Officer		17.00
Probation Officer III		14.00
Probation Officer II		135.00
Probation Corrections Officer		5.00
Supv. Office Assistant		1.00
Secretary I		3.00
Office Assistant IV		2.00
Office Assistant III		29.00
Office Assistant II		6.00
Custodian		<u>1.00</u>
		217.00

JOHN DOE II		<u>FTE</u>
Probation Division Director II		1.00
Mental Health Clinic Supervisor		1.00
Prob. Corrections Supv. II		1.00
Clinical Therapist II		1.00
Clinical Therapist I		2.00
Probation Officer III		1.00
Statistical Analyst		1.00
Prob. Corrections Officer		21.00
Office Assistant III		<u>3.00</u>
		32.00

DETENTION CORRECTIONS BUREAU		<u>FTE</u>
Deputy Chief Probation Officer		1.00
Probation Division Director II		4.00
Prob. Health Services Manager		1.00
Supervising Correctional Nurse II		3.00
Correctional Nurse – Per Diem		3.00
Probation Division Director I		4.00
Supervising Correctional Nurse I		3.00
Correctional Nurse II		25.00
Supv. Probation Officer		3.00
Prob. Corrections Supervisor II		26.00
Clinical Therapist I		6.00
Probation Officer III		8.00
Prob. Corrections Supervisor I		41.00
Probation Officer II		20.00
Probation Food Svs Mgr.		1.00
Probation Corrections Officer		427.00
Probation Food Svs Supervisor		3.00
Licensed Vocational Nurse		13.00
Probation Cook II		4.00
Supervising Office Assistant		3.00
Secretary I		4.00
Office Assistant IV		1.00
Probation Cook I		12.00
Store Specialist		2.00
Office Assistant III		10.00
Supervising Custodian		1.00
Office Assistant II		33.00
Clinic Assistant		3.00
Storekeeper		4.00
Probation Food Svcs Worker		24.00
Custodian I		5.00
Domestic Svc Assistant		<u>1.00</u>
		699.00

COUNTY OF SAN BERNARDINO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	171,246			
Assistant Chief Probation Officer	1.00	1	110,448	141,419	11	
Chief Deputy Probation Officer	2.00	2	100,110	128,107	11	
Deputy Chief Probation Administrator	1.00	1	90,667	116,106	11	
Probation Division Director II	10.00	10	80,246	102,606	11	E, J
Probation Health Services Manager	1.00	1	80,246	102,606	11	
Business Applications Manager	1.00	1	78,229	100,110	11	
Administrative Manager	1.00	1	76,419	97,718	11	
Supervising Correctional Nurse II	3.00	3	74,506	95,306	11	
Correctional Nurse - Per Diem	3.00	3	86,091	93,122	3	
Probation Division Director I	9.00	9	72,738	92,955	11	E, J
Mental Health Clinic Supervisor	1.00	1	69,222	88,483	11	
Supervising Correctional Nurse I	3.00	3	69,222	88,483	11	
Business Systems Analyst II	1.00	1	64,314	82,160	11	
Correctional Nurse II	25.00	25	68,037	82,077	12	
Supv Probation Officer	39.00	39	63,960	81,744	11	D, I
Clinical Therapist II	1.00	1	52,915	80,246	18	
Probation Corrections Supervisor II	27.00	27	62,733	80,205	11	D, I
Supv Automated Systems Analyst II	1.00	1	61,214	78,229	11	
Administrative Supervisor I	1.00	1	59,758	76,419	11	
Clinical Therapist I	8.00	8	50,440	76,419	18	
Business Systems Analyst I	1.00	1	55,536	70,928	11	
Probation Officer III	52.00	52	55,245	70,574	11	C, H
Staff Analyst II	2.00	2	54,246	69,222	11	
Statistical Analyst	2.00	2	54,246	69,222	11	
Probation Corrections Supervisor I	44.00	44	54,184	69,181	11	C, H
Crime Analyst	1.00	1	52,915	67,558	11	
Probation Officer II, or	269.00	269	51,334	65,541	11	B, G
Probation Officer I	-	-	42,224	53,976	11	A, F

COUNTY OF SAN BERNARDINO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Automated Sys Analyst I	2.00	2	50,440	64,314	11	
Domestic Violence Coordinator	2.00	2	48,006	61,214	11	
Probation Food Svs Manager	1.00	1	48,006	61,214	11	
Executive Secretary III	1.00	1	46,821	59,758	11	
Applications Specialist	1.00	1	43,576	55,536	11	
Background Investigator	1.00	1	41,434	52,915	11	
Probation Corrections Officer, or	462.00	462	41,454	52,894	11	B,G
Probation Corrections Officer Trainee	-	-	33,280	42,494	11	A,F
Supervising Accounting Tech	2.00	2	40,456	51,626	11	
Probation Food Svs Supervisor	3.00	3	39,478	50,440	11	
Supervising Fiscal Specialist	1.00	1	39,478	50,440	11	
Automated Systems Technician	8.00	8	38,522	49,171	11	
Personnel Technician	1.00	1	37,586	48,006	11	
Accounting Technician	3.00	3	36,650	46,821	11	
Licensed Vocational Nurse II - Corr	13.00	13	36,650	46,821	11	
Probation Cook II	4.00	4	34,965	44,595	11	
Supervising Office Assistant	8.00	8	34,112	43,576	11	
Fiscal Specialist	7.00	7	32,490	41,434	11	
Office Specialist	1.00	1	32,490	41,434	11	
Prob Transportation Officer	1.00	1	32,490	41,434	11	
Secretary I	11.00	11	32,490	41,434	11	
Office Assistant IV	6.00	6	30,930	39,478	11	
Payroll Specialist	7.00	7	30,930	39,478	11	
Probation Cook I	12.00	12	30,181	38,522	11	
Stores Specialist	2.00	2	30,181	38,522	11	
Fiscal Assistant	5.00	5	29,474	37,586	11	
Office Assistant III	102.00	102	29,474	37,586	11	
Supervising Custodian	1.00	1	29,474	37,586	11	
Office Assistant II	43.00	43	26,749	34,112	11	

COUNTY OF SAN BERNARDINO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Clinic Assistant	3.00	3	25,418	32,490	11	
Storekeeper	4.00	4	25,418	32,490	11	
Public Service Employee (extra help only)	-	0	16,640	31,720	15	
Mail Processor II	1.00	1	24,814	31,616	11	
Probation Food Svs Worker	24.00	24	24,274	30,930	11	
Custodian I	6.00	6	23,629	30,181	11	
Domestic Svs Assistant	<u>1.00</u>	<u>1</u>	18,990	24,274	11	
	1,261.00	1261				

Salaries effective from 01/03/2010

COUNTY OF SAN DIEGO

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

JUVENILE FIELD SERVICES	
	<u>FTE</u>
Probation Director	4.00
Probation Aide	12.00
Juvenile Justice Commission Asst	1.00
Records Clerk	28.00
Probation Operations Support Mgr	1.00
Office Support Specialist	4.00
Supervising Office Assistant	4.00
Admin Secretary II	2.00
Word Processor Operator	2.00
Mail Clerk Driver	2.00
Public Health Nurse II	1.00
Deputy Probation Officer	174.00
Correctional Deputy Prob Off I	19.00
Correctional Deputy Prob Off II	16.00
Senior Probation Officer	38.00
Supervising Probation Officer	27.00
Alcohol & Drug Program Spec II	<u>2.00</u>
	337.00

ADULT FIELD SERVICES	
	<u>FTE</u>
Probation Director	4.00
Probation Aide	17.00
Records Clerk	62.00
Probation Operations Support Mgr	1.00
Senior Transcriber Typist	1.00
Office Support Specialist	7.00
Supervising Clerk	8.00
Administrative Secretary II	4.00
Senior Word Processor Operator	2.00
Mail Clerk Driver	3.00
Deputy Probation Officer	150.25
Correctional Deputy Prob Officer I	2.00
Senior Probation Officer	39.00
Supervising Probation Officer	22.00
Alcohol & Drug Program Spec II	<u>2.00</u>
	324.25

JUVENILE INSTITUTIONAL SERVICES	
	<u>FTE</u>
Probation Director	4.00
Quality Assurance Specialist	1.00
Sr. Storekeeper	1.00
Storekeeper II	1.00
Storekeeper	2.00
Records Clerk	7.00
Probation Operations Support Mgr	1.00
Detention Processing Supervisor	1.00
Office Support Specialist	1.00
Supervising Office Assistant	1.00
Admin Secretary II	2.00
Detentions Information Assistant	6.00
Detentions Processing Tech	15.00
Correctional Counselor	2.00
Correctional Deputy Prob Officer I	284.00
Correctional Deputy Prob Officer II	119.00
Senior Probation Officer	28.00
Supervising Probation Officer	37.00
Laundry Worker	<u>3.00</u>
	516.00

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Deputy Chief Probation Officer	3.00
Admin Analyst III	5.00
Admin Analyst II	8.00
Admin Analyst I	2.00
Sr. Departmental Personnel Officer	1.00
Probation Aide	2.00
Departmental Personnel Officer	4.00
Principle Admin Analyst	1.00
Manager, Probation Program Planng	3.00
Accounting Technician	5.00
Assoc Accountant	3.00
Senior Accountant	2.00
Departmental Payroll Specialist	3.00
Principal Accountant	1.00
Administrative Secretary III	4.00
Mail Clerk Driver	1.00
Deputy probation Officer	1.00
Senior Probation Officer	4.00
Supervising Probation Officer	<u>1.00</u>
	54.00

COUNTY OF SAN DIEGO

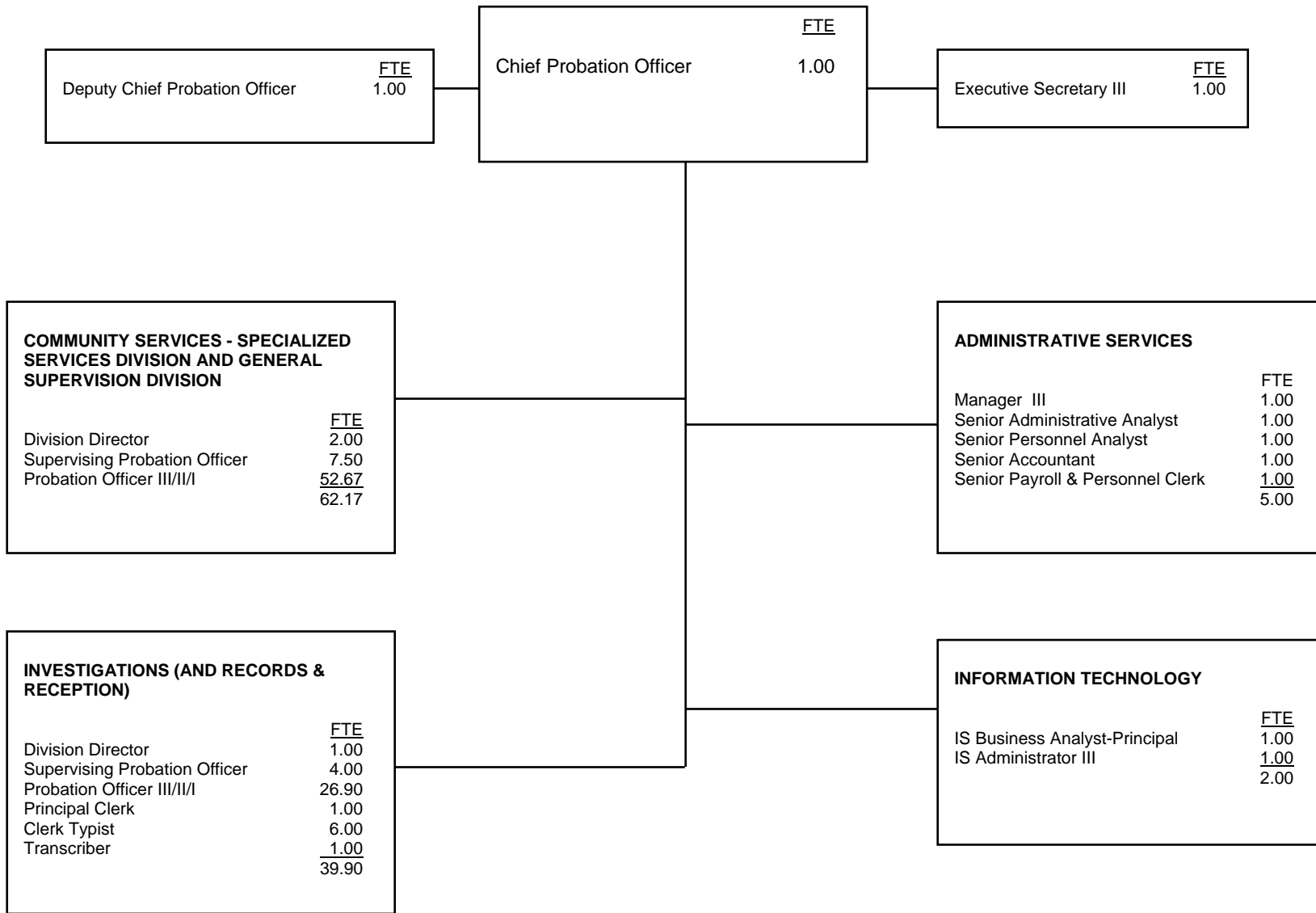
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	158,267			
Dep Chief Probation Officer	3.00	3	83,200	172,640	Band	
Probation Director	12.00	12	68,640	135,200	Band	E,J
Principal Accountant	1.00	1	77,085	93,704	5	
Manager, Probation Prog Planng	3.00	3	74,901	91,021	5	
Sr Departmental Personnel Officer	1.00	1	67,912	91,021	2	
Supervising Probation Officer	87.00	87	67,018	85,530	6	D,I
Quality Assurance Specialist	1.00	1	69,493	84,448	5	
Principle Administrative Analyst	1.00	1	67,912	82,534	5	
Sr Accountant	2.00	2	61,610	74,859	5	
Public Health Nurse II	1.00	1	61,027	74,194	5	
Departmental Personnel Off	4.00	4	54,517	73,070	2	
Admin Analyst III	5.00	5	60,112	73,070	5	
Sr Probation Officer	109.00	109	59,051	71,781	6	C,H
Correctional Counselor	2.00	2	56,243	68,349	5	
Probation Oper Support Mgr	3.00	3	55,661	67,642	5	
Alcohol & Drug Prog Spec II	4.00	4	54,704	66,498	5	
Administrative Analyst II	8.00	8	54,496	66,248	5	
Deputy Probation Officer	325.25	326	53,560	65,104	6	A, B
Associate Accountant	3.00	3	50,024	60,798	5	
Juvenile Justice Commissionn Assistant	1.00	1	49,920	60,674	5	
Administrat Analyst I	2.00	2	45,968	55,869	5	
Correctional Dep Prob Off II	135.00	135	45,926	55,827	6	G
Admin Secretary IV	1.00	1	44,699	54,309	5	
Admin Secretary III	4.00	4	41,496	50,440	5	
Detention Processing Supv	1.00	1	40,893	49,691	5	
Correctional Dep Prob Off I	305.00	305	37,024	47,237	8	F
Sr. Storekeeper	1.00	1	37,502	45,573	5	
Supv Office Assistant	13.00	13	37,024	44,990	5	

COUNTY OF SAN DIEGO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Departmental Payroll Spec	3.00	3	36,816	44,762	5	
Probation Aide	31.00	31	36,192	43,992	5	
Accounting Technician	5.00	5	35,880	43,618	5	
Sr. Transcriber	1.00	1	35,651	43,326	5	
Detentions Processing Tech	15.00	15	35,277	42,890	5	
Sr. Word processor Operator	2.00	2	34,653	42,099	5	
Admin Secretary II	8.00	8	34,528	41,954	5	
Storekeeper II	1.00	1	32,427	39,416	5	
Office Support Specialist	12.00	12	32,406	39,395	5	
Word Processor Operator	2.00	2	32,074	38,979	5	
Detention Information Assistant	6.00	6	31,720	38,542	5	
Storekeeper	2.00	2	29,349	35,693	5	
Records Clerk	97.00	97	28,912	35,131	5	
Laundry Worker	3.00	3	28,392	34,507	5	
Mail Clerk Driver	6.00	6	30,472	33,592	5	
	1,233.25	1,234				

Salaries effective from 06/18/2010

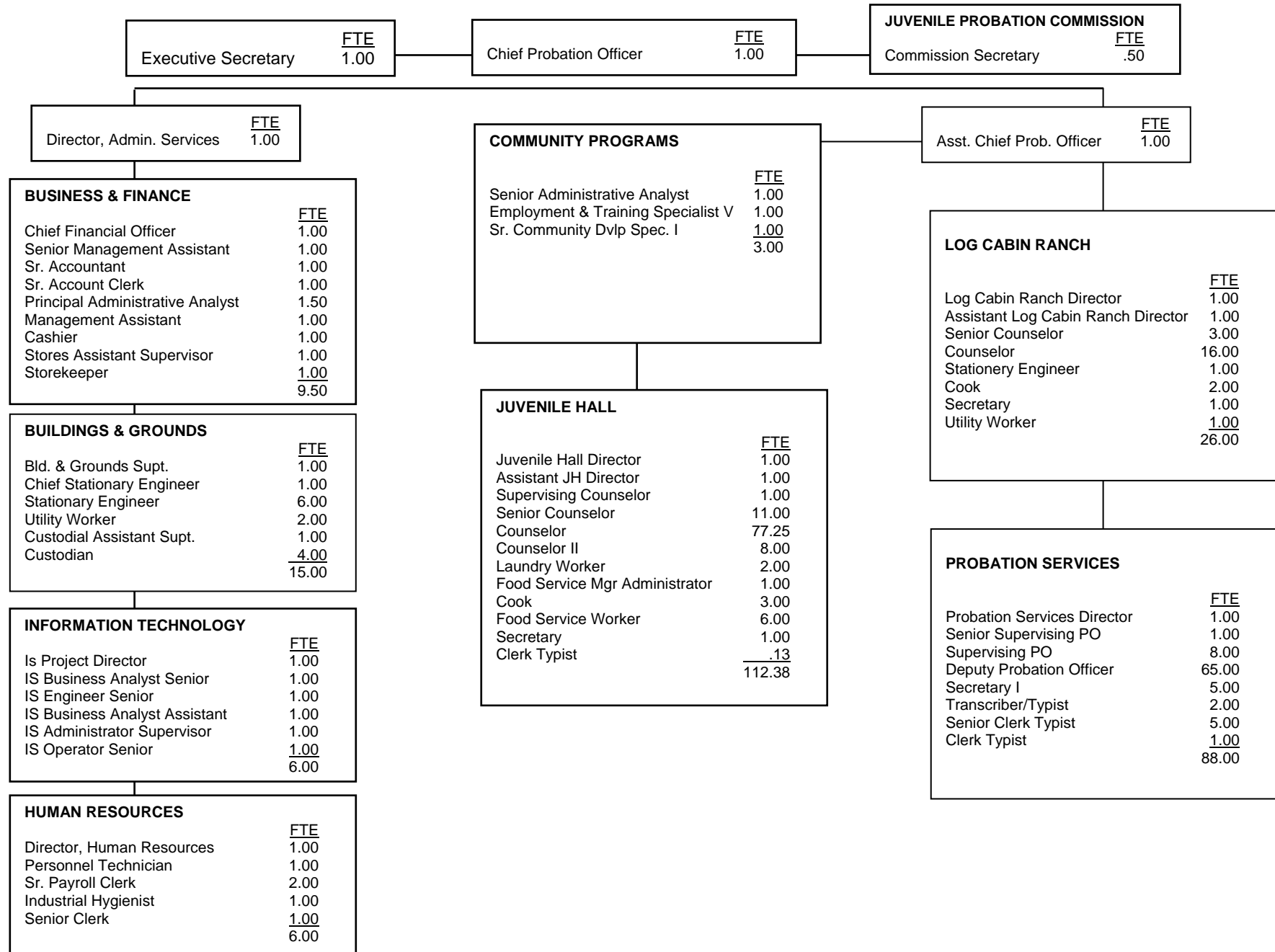
COUNTY (AND CITY) OF SAN FRANCISCO-ADULT PROBATION



COUNTY OF SAN FRANCISCO (ADULT)

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	167,622	194,012	0	
Actual Salary				192,500		
Chief Deputy Probation Officer	1.00	1	145,938	153,218	0	
Manager III	1.00	1	126,074	145,912	0	
Division Director	3.00	3	108,914	126,048	0	E
IT Business Analyst Principal	1.00	1	94,952	119,392	10	
Supervising Adult Probation Officer	11.50	11.5	85,670	104,156	5	C, D
Administrator	1.00	1	80,808	98,202	5	
Sr. Personnel Analyst	1.00	1	80,808	98,202	5	
Senior Administrative Analyst	1.00	1	77,402	94,068	5	
Deputy Probation Officer	79.57	79.57	53,066	86,008	11	A, B
Executive Secretary	1.00	1	67,132	81,588	5	
Senior Accountant	1.00	1	61,490	74,724	5	
Sr Payroll/Personnel	1.00	1	55,224	67,132	5	
Principal Clerk	1.00	1	53,924	65,546	5	
Transcriber Typist	1.00	1	44,902	54,574	5	
Clerk Typist	<u>6.00</u>	<u>6</u>	41,002	49,764	5	
	112.07	112.07				

COUNTY (AND CITY) OF SAN FRANCISCO - JUVENILE



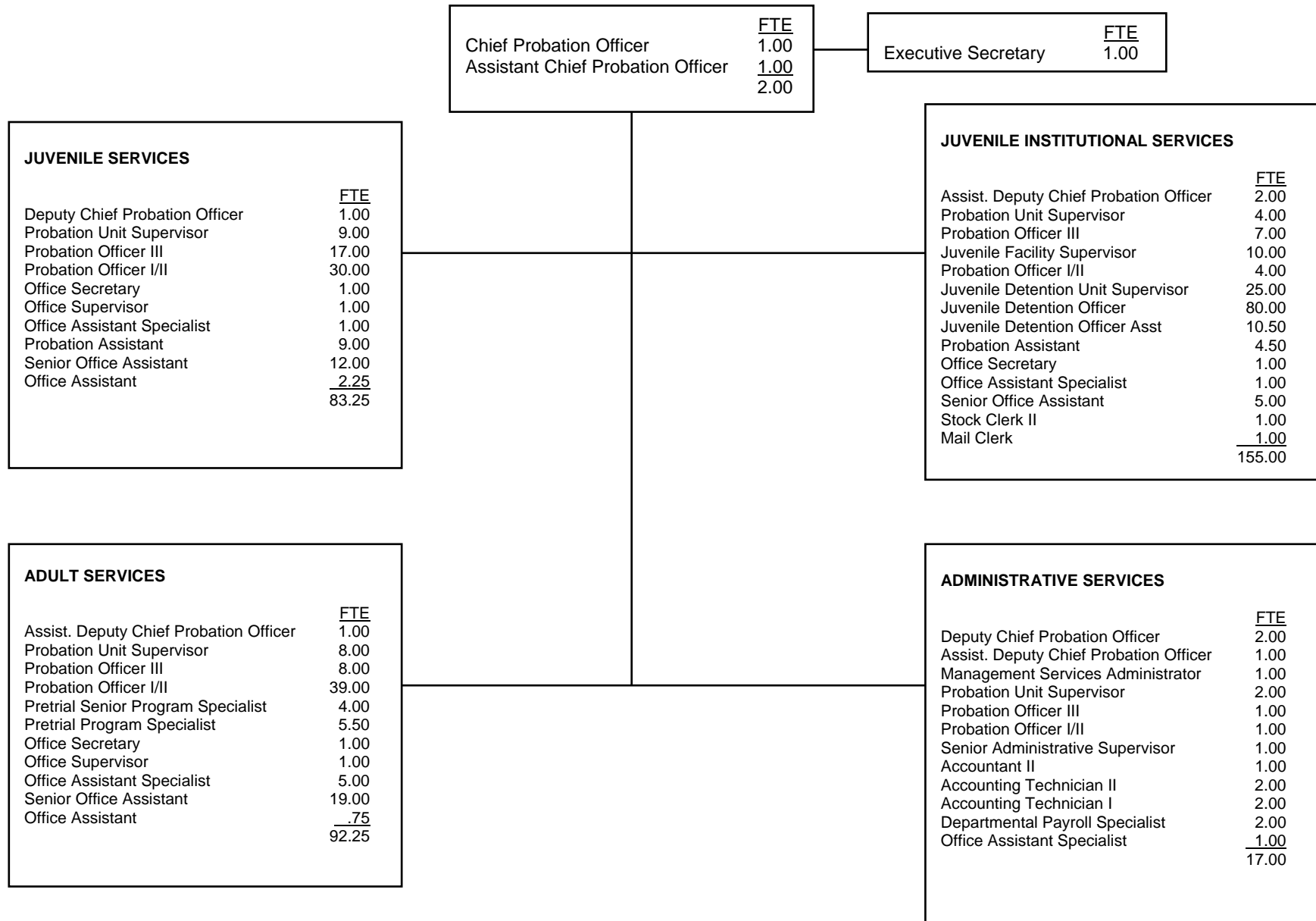
COUNTY OF SAN FRANCISCO (JUVENILE)

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	139,568	216,502	5	
Actual Salary				195,598		
Assistant Chief Probation Officer	1.00	1	122,642	190,242	5	
IS Project Director	1.00	1	104,650	131,612	13	
Human Resources Director	1.00	1	98,774	126,048	5	
Chief Financial Officer	1.00	1	98,774	126,048	5	
Director, Administrative Services	1.00	1	98,774	126,048	5	
IS - Engineer - Senior	1.00	1	97,318	122,356	10	
Director, Juvenile Hall	1.00	1	91,520	116,792	5	J
Sr. Supervising Probation Officer	1.00	1	94,276	114,582	5	E
Buildings & Grounds Maintenance Supervisor	1.00	1		109,512	1	
Industrial Hygienist	1.00	1	89,960	109,356	5	
Director, Log Cabin Ranch	1.00	1	85,332	108,888	5	J
Director, Probation Services	1.00	1	85,332	108,888	5	E
Principal Administrative Analyst	1.50	2.0	89,596	108,888	5	
IS Administrator - Supervisor	1.00	1	86,996	105,742	5	
Supervising Probation Officer	8.00	8	85,670	104,156	5	D
IS Business Analyst - Senior	1.00	1	82,004	103,116	10	
Chief Stationery Engineer	1.00	1		95,446	1	
Senior Administrative Analyst	1.00	1	77,402	94,068	5	
Employment & Training Sepcialist V	1.00	1	74,022	89,960	5	
Deputy Probation Officer	65.00	65	53,066	86,008	11	A/B/C
Assistant Director, Juvenile Hall	1.00	1	70,200	85,332	5	J
Food Service Manager Administrator	1.00	1	63,674	85,332	7	
Sr. Community Development Specialist	1.00	1	69,810	84,838	5	
Sr. Stationary Engineer - Water Treatment	1.00	1		82,940	1	
Assistant Director, Log Cabin Ranch	1.00	1	67,496	82,030	5	J
Executive Secretary III	1.00	1	67,132	81,588	5	
Senior Management Assistant	1.00	1	67,132	81,588	5	
Supervising Counselor	1.00	1	66,664	81,042	5	I

COUNTY OF SAN FRANCISCO (JUVENILE)

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Senior Counselor, Juvenile Hall & Log Cabin Ranch	14.00	14	63,492	77,194	5	H
IS Business Analyst - Assistant	1.00	1	61,178	76,960	10	
Stationary Engineer	6.00	6		75,218	1	
Senior Accountant	1.00	1	61,490	74,724	5	
Secretary, Commission	0.50	1	60,632	73,710	5	
Counselor II	8.00	8	60,034	72,956	5	G
Management Assistant	1.00	1	58,552	71,162	5	
Stores and Equipment Asst Supervisor	1.00	1	55,770	67,782	5	
Personnel Technician	1.00	1	55,380	67,314	5	
Sr. Payroll & Personnel Clerk	2.00	2	55,224	67,132	5	
Counselor - Log Cabin Ranch	16.00	16	53,638	65,182	5	F
IS Operator - Senior	1.00	1	53,378	64,896	5	
Counselor - Juvenile Hall	77.25	78	49,868	60,632	5	F
Senior Account Clerk	1.00	1	48,906	59,462	5	
Cook	5.00	5	47,710	57,980	5	
Custodial Assistant Supervisor	1.00	1	45,240	54,990	5	
Senior Clerk Typist	5.00	5	44,902	54,574	5	
Transcriber Typist	2.00	2	44,902	54,574	5	
Cashier II	1.00	1	43,836	53,248	5	
Storekeeper	1.00	1	43,108	52,364	5	
Secretary I	6.00	6	42,796	51,974	5	
Custodian	4.00	4	41,184	49,998	5	
Clerk Typist	1.13	2	41,002	49,764	5	
Senior Clerk	1.00	1	40,898	49,634	5	
Sr. Laundry Worker	2.00	2	40,014	48,542	5	
Institutional Utility Worker	3.00	3	39,338	47,710	5	
Food Service Worker	6.00	6	35,750	43,316	5	
	<u>267.38</u>	<u>270.00</u>				

COUNTY OF SAN JOAQUIN

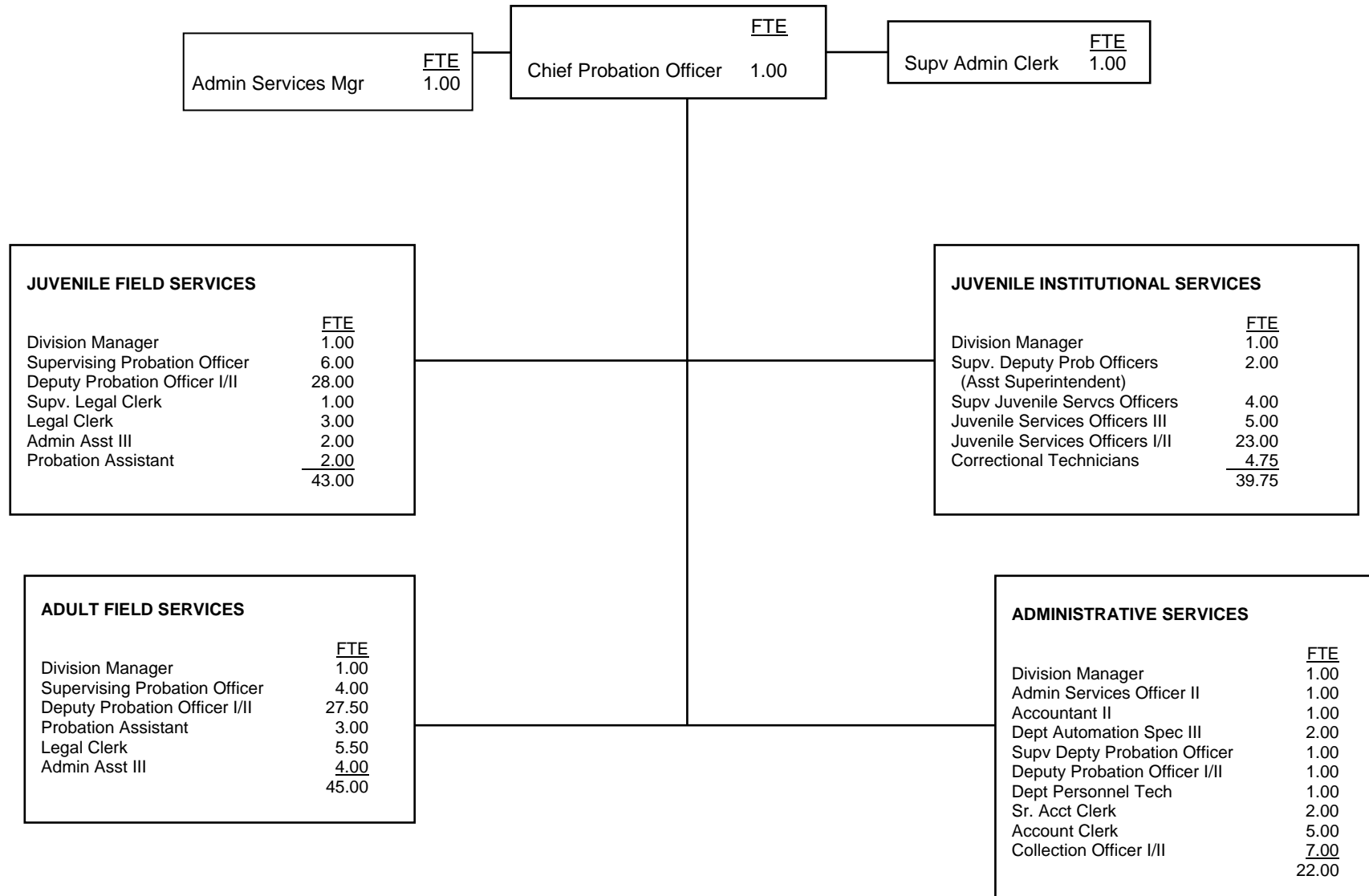


COUNTY OF SAN JOAQUIN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		165,204	5	
Assistant Chief Probation Officer	1.00	1	107,078	130,146	5	
Deputy Chief Probation Officer	3.00	3	96,179	116,917	5	
Management Services Administrator	1.00	1	76,440	92,934	5	
Assistant Deputy Chief Probation Officer	4.00	4	76,066	92,498	5	E
Probation Unit Supervisor	23.00	23	65,083	79,102	5	D
Probation Officer III	33.00	33	55,390	67,330	5	C
Juvenile Facility Supervisor	10.00	10	54,579	66,352	5	J
Accountant II	1.00	1	51,480	62,587	5	
Probation Officer II	74.00	74	50,232	61,069	5	B
Juvenile Detention Unit Supervisor	25.00	25	48,776	59,322	5	I
Pretrial Senior Program Specialist	4.00	4	47,133	57,325	5	
Probation Officer I	-	0	43,826	53,269	5	A
Juvenile Detention Officer	80.00	80	43,826	53,269	5	G
Pretrial Program Specialist	4.50	6	43,826	53,269	5	
Accounting Technician II	2.00	2	43,618	53,019	5	
Executive Secretary	1.00	1	43,618	53,019	5	
Senior Administrative Supervisor	1.00	1	40,934	49,733	5	
Juvenile Detention Officer Assistant	10.50	14	39,374	47,840	5	F
Accounting Technician I	2.00	2	37,690	45,781	5	
Office Secretary	3.00	3	35,194	42,765	5	
Office Supervisor	2.00	2	35,194	42,765	5	
Office Assistant Specialist	8.00	8	33,363	40,539	5	
Departmental Payroll Specialist	2.00	2	33,363	40,539	5	
Probation Assistant	13.50	18	33,030	40,144	5	
Senior Office Assistant	36.00	36	31,762	38,605	5	
Stock Clerk II	1.00	1	31,616	38,418	5	
Office Assistant	3.00	4	30,264	36,774	5	
Mail Clerk	1.00	1	28,413	34,528	5	
	<u>350.50</u>	<u>361.00</u>				

Salaries effective from 01/01/2010

COUNTY OF SAN LUIS OBISPO



COUNTY OF SAN LUIS OBISPO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	137,373		5	
Division Manager Probation	4.00	4	80,974	98,426	5	E
Administrative Services Manager	1.00	1	76,502	92,997	5	
Department Automation Spec III	2.00	2	69,326	84,282	5	
Supervising Deputy Probation Officer	13.00	13	67,538	82,077	5	D
Supervising Juvenile Servcs Officer	4.00	4	57,158	69,451	5	I
Administrative Services Officer II	1.00	1	56,493	68,682	5	
Deputy Probation Officer II	48.50	49	56,306	68,432	5	C
Accountant II	1.00	1	55,058	66,914	5	
Juvenile Services Officer III	5.00	5	53,019	64,459	5	H
Juvenile Services Officer II	20.00	20	48,194	58,594	5	G
Deputy Probation Officer I	8.00	8	46,862	56,950	5	B,C
Supervising Admin Clerk II	1.00	1	45,178	54,933	5	
Juvenile Services Officer I	3.00	3	43,763	53,186	5	F
Collections Officer II	4.00	4	43,285	52,603	5	
Collections Officer I	3.00	3	41,205	50,086	5	
Supervising Legal Clerk	1.00	1	40,518	49,234	5	
Probation Assistant	5.00	5	39,416	47,944	5	A
Legal Clerk	8.50	9	37,752	45,885	5	
Correctional Technician	4.75	5	37,315	45,365	5	F
Departmental Personnel Tech	1.00	1	36,254	44,075	5	
Senior Account Clerk	2.00	2	35,422	43,056	5	
Administrative Assistant III	6.00	6	33,634	40,893	5	
Account Clerk	<u>5.00</u>	<u>5</u>	30,306	36,837	5	
	152.75	154.00				

COUNTY OF SAN MATEO

JUVENILE SERVICES	
	<u>FTE</u>
Deputy Director Probation Services	1.00
Probation Services Manager II	2.00
Management Analyst III	1.00
Legal Office Services Manager II	1.00
Probation Services Manager I	10.95
Deputy Probation Officer III-Senior	17.00
Deputy Probation Officer III	50.60
Deputy Probation Officer II	4.00
Group Supervisor II	1.80
Group Supervisor I	0.85
Administrative Secretary III-C	1.00
Legal Office Services Supervisor	2.00
Legal Office Specialist	18.00
Lead Legal Word Processor	1.00
Legal Word Processor	6.00
Lead Legal Office Assistant	1.00
Legal Office Assistant	2.00
Public Service Specialist	2.00
Office Assistant II	<u>1.00</u>
	124.20

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

Executive Secretary	<u>FTE</u> 1.00
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INSTITUTIONAL SERVICES	
	<u>FTE</u>
Deputy Director Probation Services	1.00
Management Analyst III	0.98
Probation Services Manager II	2.00
Institution Services Manager	10.00
Deputy Probation Officer III	1.90
Group Supervisor III	33.73
Group Supervisor II	82.28
Group Supervisor I	14.35
Administrative Secretary III	1.00
Administrative Secretary II	1.95
Public Services Specialist	1.00
Storekeeper	1.00
Utility Worker	<u>1.00</u>
	152.19

ADULT SERVICES	
	<u>FTE</u>
Deputy Director Probation Services	1.00
Probation Services Manager II	2.00
Management Analyst III	1.00
Legal Office Services Manager II	1.00
Administrative Secretary III	1.00
Probation Services Manager I	11.00
Dep. Probation Officer III – Senior	13.00
Deputy Probation Officer III	63.50
Deputy Probation Officer II	2.96
Deputy Probation Officer I	1.95
Group Supervisor I	1.00
Legal Office Services Supervisor	3.85
Legal Office Specialist	24.71
Lead Legal Word Processor	1.00
Legal Word Processors	3.00
Legal Office Assistant II	3.90
Public Service Specialist	<u>3.00</u>
	138.87

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Deputy Director Probation Admin	1.00
Financial Services Manager I	1.00
Accountant II	1.00
Fiscal Office Specialist	1.00
Fiscal Office Assistant II	2.00
Payroll/Personnel Services Supv	0.95
Payroll/Personnel Services Specialist	1.00
Management Analyst III	2.95
Administrative Secretary II	1.00
Information Technology Manager	1.00
Information Technology Analysts	<u>3.00</u>
	15.90

COUNTY OF SAN MATEO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Director of Probation Services (Chief)	1.00	1		163,488	5	
Assistant Director Probation Services (Deputy Chief)	1.00	1	112,986	141,232	5	
Deputy Director - Probation Services	4.00	4	97,614	121,753	5	
Information Technology Manager	1.00	1	88,525	110,656	5	
Probation Services Manager II	6.00	6	88,525	110,656	5	E
Financial Services Manager I	1.00	1	80,288	100,360	5	
Information Technology Analyst	3.00	3	78,832	98,550	5	
Probation Services Manager I	21.95	22	76,482	95,597	5	D
Management Analyst III	5.93	6	72,821	91,021	5	
Legal Office Services Manager II	2.00	2	69,347	86,694	5	
Institution Services Manager	10.00	10	69,347	86,684	5	I
Deputy Probation Officer III	146.00	154	68,598	85,758	5	C*
Deputy Probation Officer II	6.96	7	64,854	81,058	5	B
Group Supervisor III	33.73	34	60,070	75,088	5	H
Deputy Probation Officer I	1.95	2	58,094	72,613	5	A
Legal Office Services Supervisor	5.85	6	57,574	71,968	5	
Accountant II	1.00	1	57,366	71,718	5	
Executive Secretary - Confidential	1.00	1	54,704	68,390	5	
Group Supervisor II	84.08	85	54,038	67,538	5	G
Administrative Assistant I	1.00	1	52,312	65,395	5	
Payroll/Personnel Services Supervisor - Confidential	0.95	1	49,754	62,192	5	
Lead Legal Word Processor	2.00	2	49,587	61,984	5	
Admin Secretary III-Confidential	1.00	1	49,566	61,963	5	
Lead Legal Office Assistant	1.00	1	48,381	60,486	5	
Legal Office Specialist	42.71	43	48,381	60,486	5	
Administrative Secretary III	2.00	2	48,131	60,153	5	
Group Supervisor I	16.20	17	47,882	59,842	5	F

COUNTY OF SAN MATEO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Administrative Secretary II	1.95	2	47,258	59,072	5	
Legal Word Processor	9.00	9	44,949	56,181	5	
Fiscal Office Specialist	1.00	1	44,054	55,058	5	
Payroll/Personnel Services Specialist	1.00	1	44,054	55,058	5	
Legal Office Assistant II	5.90	6	42,307	52,874	5	
Utility Worker	1.00	1	39,832	49,795	5	
Public Services Specialist	6.00	6	38,813	48,526	5	
Fiscal Office Assistant II	2.00	2	38,459	48,069	5	
Office Assistant II	1.00	1	36,982	46,218	5	
Storekeeper I	<u>1.00</u>	<u>1</u>	32,677	40,851	5	
	434.16	445.00				

C* 30 Deputy Probation Officer III receive a 5.74% shift differential

COUNTY OF SANTA BARBARA

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

JUVENILE FIELD SERVICES	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	2.00
Supervising Probation Officer	6.00
Deputy Probation Officer Sr	16.00
Deputy Probation Officer	32.00
Juvenile Institutions Officer	2.00
Probation Assistant	13.00
Admin Office Professional Expert	2.00
Admin Office Professional III	3.00
Admin Office Professional I/II	16.00
	<u>93.00</u>

ADULT FIELD SERVICES	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	2.00
Supervising Probation Officer	5.00
Deputy Probation Officer Sr.	15.00
Deputy Probation Officer	34.00
Probation Assistant	10.00
Admin Office Professional III	3.00
Admin Office Professional I/II	23.00
	<u>93.00</u>

JUVENILE INSTITUTIONS SERVICES	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	2.00
Supervising Probation Officer	4.00
Deputy Probation Officer Senior	10.00
Juvenile Institutions Officer Sr	26.00
Juvenile Institutions Officer	69.00
Admin Office Professional III	1.00
Admin Office Professional I/II	5.50
Food Services Supervisor	1.00
Cook	3.00
Food Services Worker	3.00
Utility Worker	1.00
	<u>126.50</u>

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Admin Deputy Director	1.00
IT Manager Senior	1.00
Fiscal Manager	1.00
Project Mgr Collections	1.00
Probation Manager	1.00
Supervising Probation Officer	2.00
Deputy Probation Officer Sr	2.00
EDP Sys & Prgm Analyst I/II	3.00
Computer & Systems Spec I/II	2.00
Cost Analyst I/II	1.00
Accountant I/II	1.00
Admin Professional	1.00
Admin Office Professional Expert	2.00
Admin Office Professional III	5.00
Admin Office Professional I/II	5.00
	<u>29.00</u>

COUNTY OF SANTA BARBARA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	159,105			
Deputy Chief Probation Officer	3.00	3	89,440	147,680		
Administrative Deputy Director	1.00	1	89,440	147,680		
Senior IT Manager	1.00	1	70,720	116,480		
Probation Manager	7.00	7	70,720	116,480		E, J
Project Manager - Collections	1.00	1	70,720	116,480		
Fiscal Manager	1.00	1	70,720	116,480		
EDP System and Program Analyst II	1.00	1	70,710	86,323	5	
Cost Analyst II	1.00	1	69,729	85,123	5	
Admin Office Professional IV	4.00	4	65,889	81,619	5	
EDP System and Program Analyst I	2.00	2	63,997	78,127	5	
Supervising Probation Officer	17.00	17	62,146	75,868	5	D, I
Computer and Systems Specialist II	2.00	2	61,493	75,072	5	
Deputy Probation Officer Senior	43.00	43	54,047	65,978	5	C, H
Admin Professional	1.00	1	53,745	65,613	5	
Admin Office Professional III	12.00	12	50,410	62,449	5	
Accountant I	1.00	1	49,327	60,220	5	
Deputy Probation Officer	66.00	66	47,002	57,379	5	A, B
Food Services Supervisor	1.00	1	46,509	56,776	5	
Juvenile Institutions Officer Senior	26.00	26	44,360	54,155	5	H
Juvenile Institutions Officer	71.00	71	42,201	51,520	5	F, G
Admin Office Professional II	27.00	27	38,570	47,783	5	
Probation Assistant	23.00	23	37,681	46,000	5	
Cook	3.00	3	36,606	44,689	5	
Utility Worker	1.00	1	31,996	39,058	5	
Admin Office Professional I	22.50	24	29,512	36,560	5	
Food Services Worker	<u>3.00</u>	<u>4</u>	25,563	31,207	5	
	342.50	345.00				

COUNTY OF SANTA CLARA

Chief Probation Officer FTE
1.00

PROBATION SERVICES DIVISION

	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	6.00
Supervising Probation Officer	30.00
Probation Officer I/II/III	265.50
Senior Group Counselor/GC I/II	4.00
Justice Systems Clerk I	3.00
Probation Community Worker	20.00
Community Worker	<u>1.00</u>
	330.50

ADMINISTRATIVE SERVICES DIVISION

	<u>FTE</u>
Admin Services Manager-Probation	1.00
Executive Assistant I	3.00
Administrative Assistant	1.00
Management Analyst Prgm Manager	1.00
Program Manager I/II	2.00
Administrative Support Officer III	3.00
Senior Management Analyst	3.00
Management Analyst	3.00
Associate Management Analyst A/B	1.00
Management Aid	2.00
Facilities Maintenance Rep	1.00
Administrative Services Manager II	1.00
Supv Personnel Services Clerk	1.00
Human Resources Assistant I/II	4.00
Departmental Fiscal Officer	1.00
Senior Accountant	1.00
Accountant I/II/III	2.00
Supervising Account Clerk	1.00
Accountant Assistant	2.00
Account Clerk I/II	8.00
Probation Food Services Manager	1.00
Administrative Support Officer II	1.00
Sr Warehouse Materials Handler	4.00
Storekeeper	1.00
Head Cook	1.00
Cook II	4.00
Cook I	6.00
Food Service Worker II	14.00
Food Service Worker I	6.00
Laundry Services Supervisor	1.00
Laundry Worker	5.00
Supervising Clerk	9.00
Office Specialist III	9.00
Office Specialist II	1.00
Justice Systems Clerk II	30.00
Justice Systems Clerk I	49.00
Law Enforcement Records Tech	2.00
Law Enforcement Clerk	11.00
Transcriptionist	<u>1.00</u>
	198.00

INFORMATION SERVICES DIVISION

	<u>FTE</u>
Director, Information Systems	1.00
Information Systems Manager II	2.00
Information Systems Manager I	5.00
Information Systems Analyst I/II	5.00
Information Systems Technician III	2.00
Administrative Assistant-ACE	<u>1.00</u>
	16.00

INSTITUTION SERVICES DIVISION

	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	4.00
Supervising Group Counselor	18.00
Senior Group Counselor/GC I/II	215.00
Supervising Probation Counselor	9.00
Probation Counselor I/II	71.00
Building Ops Supervisor	1.00
Night Attendant	1.00
Probation Assistant I/II	<u>19.00</u>
	339.00

**SPECIAL UNITS
(INTERNAL AFFAIRS/ TRAINING)**

	<u>FTE</u>
Probation Manager	1.00
Supervising Probation Officer	2.00
Supervising Group Counselor	2.00
Deputy Probation Officer	1.00
Senior Group Counselor	1.00
Sr. Training & Staff Dev Specialist	1.00
Assoc. Training & Staff Dev Specialist	1.00
Administrative Assistant-ACE	<u>1.00</u>
	10.00

COUNTY OF SANTA CLARA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		180,120	7	
Deputy Chief Probation Officer	2.00	2		149,772	7	
Administrative Services Manager - Probation	1.00	1		149,772	7	
Director, Information Systems	1.00	1		146,484	7	
Information Systems Manager II	2.00	2	96,774	117,708		
Probation Manager	11.00	11	96,768	117,648		E, J
Information Systems Manager I	5.00	5	88,176	107,184		
Supervising Probation Officer	32.00	32	86,460	105,096		D
Departmental Fiscal Officer	1.00	1	83,976	102,084		
Supervising Probation Counselor	9.00	9	83,580	101,604		I
Mngnt Analyst Program Manager II	1.00	1	83,568	101,580		
Administrative Services Manager II	1.00	1	83,568	101,580		
Program Manager II	1.00	1	83,568	101,580		
Probation Food Services Manager	1.00	1	79,584	96,744		
Building Operations Supervisor	1.00	1	78,456	95,364		
Supervising Group Counselor	20.00	20	78,372	95,292		I
Deputy Probation Officer III, or	266.50	275	76,152	92,604		C
Deputy Probation Officer II, or			67,728	82,332		B
Deputy Probation Officer I			56,832	69,084		A
Senior Accountant	1.00	1	76,164	92,592		
Senior Management Analyst	3.00	3	75,420	91,716		
Sr Training & Staff Development Specialist	1.00	1	75,420	91,716		
Program Manager I	1.00	1	75,420	91,716		
Information Systems Analyst II	3.00	3	75,360	91,212		
Probation Counselor II, or	71.00	71	74,652	90,780		H
Probation Counselor I			66,120	80,364		F, G
Information Systems Analyst I	2.00	2	69,864	84,516		
Information Systems Technician III	2.00	2	69,864	84,516		
Management Analyst - ACE	1.00	1	69,072	83,976		
Management Analyst	1.00	1	68,412	83,184		
Administrative Support Officer III	3.00	3	67,752	82,380		

COUNTY OF SANTA CLARA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Accountant III	1.00	1	67,092	81,576		
Senior Group Counselor, or Group Counselor II, or Group Counselor I	220.00	220	66,432	80,736		H G F
Supervising Personnel Services Clerk	1.00	1	63,264	76,308		
Administrative Support Officer II	1.00	1	61,452	74,712		
Probation Assistant II, or Probation Assistant I	19.00	19	59,064	71,784		H F, G
Executive Secretary II	1.00	1	57,396	69,720		
Associate Management Analyst B, or Associate Management Analyst A	2.00	2	56,844	69,072		
Head Cook	1.00	1	56,304	68,412		
Accountant II	1.00	1	55,860	67,560		
Supervising Account Clerk	1.00	1	55,212	67,092		
Assoc Training & Staff Dev Specialist	1.00	1	55,212	67,092		
Supervising Clerk	9.00	9	53,616	65,148		
Facilities Maintenance Representative	1.00	1	53,544	64,704		
Executive Secretary I	3.00	3	50,556	61,452		
Law Enforcement Records Tech	2.00	2	48,024	58,020		
Laundry Services Supervisor	1.00	1	47,424	57,672		
Justice Systems Clerk II	30.50	33	47,556	57,444		
Probation Community Worker	20.00	20	46,656	56,364		
Administrative Assistant - ACE	2.00	2	46,296	56,304		
Human Resources Assistant II	3.00	3	45,852	55,752		
Management Aide	2.00	2	43,452	52,836		
Accountant Assistant	2.00	2	43,728	52,776		
Sr Warehouse Materials Handler	4.00	4	42,888	51,768		
Cook II	4.00	4	41,280	49,860		
Law Enforcement Clerk	11.00	12	40,524	48,936		
Justice Systems Clerk I	51.50	52	40,176	48,480		
Human Resources Assistant I	1.00	1	41,580	48,345		

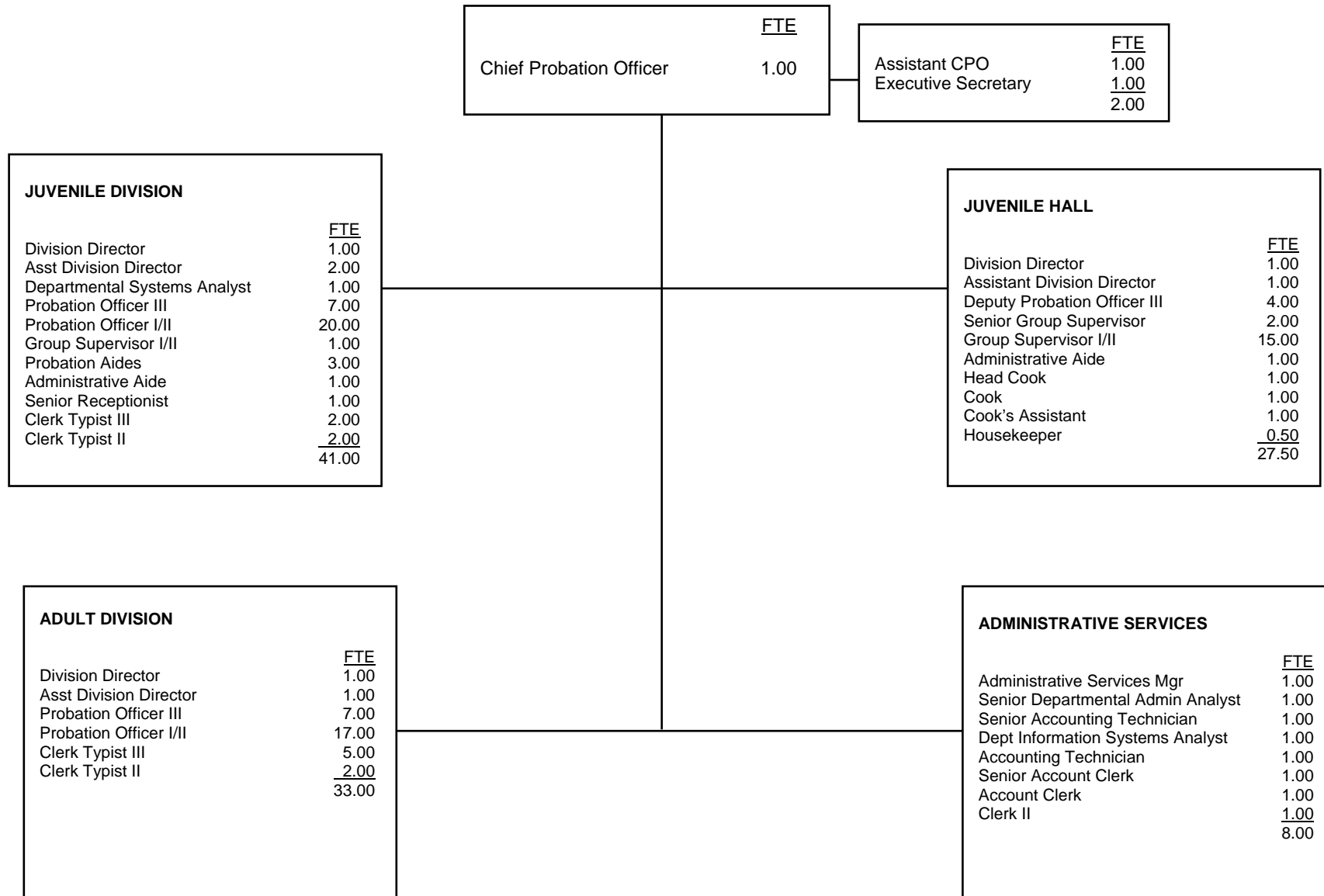
COUNTY OF SANTA CLARA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Account Clerk II	8.00	8	39,612	47,796		
Transcriptionist	1.00	1	39,444	47,556		
Community Worker	1.00	1	39,444	47,556		
Night Attendant	1.00	1	39,444	47,556		
Office Specialist III	9.00	9	39,072	47,100		
Storekeeper I	1.00	1	38,700	46,656		
Cook I	6.00	6	37,488	45,180		
Laundry Worker II	5.00	5	35,628	42,888		
Office Specialist II	1.00	1	35,628	42,888		
Food Service Worker II	14.00	14	34,188	41,100		
Food Service Worker I	<u>6.00</u>	<u>6</u>	32,652	39,264		
	894.50	907				

NOTES:

(a) Lower range salaries of the Deputy Chief, Administrative Services Manager and IT Director are based on Mid-Point Salary.

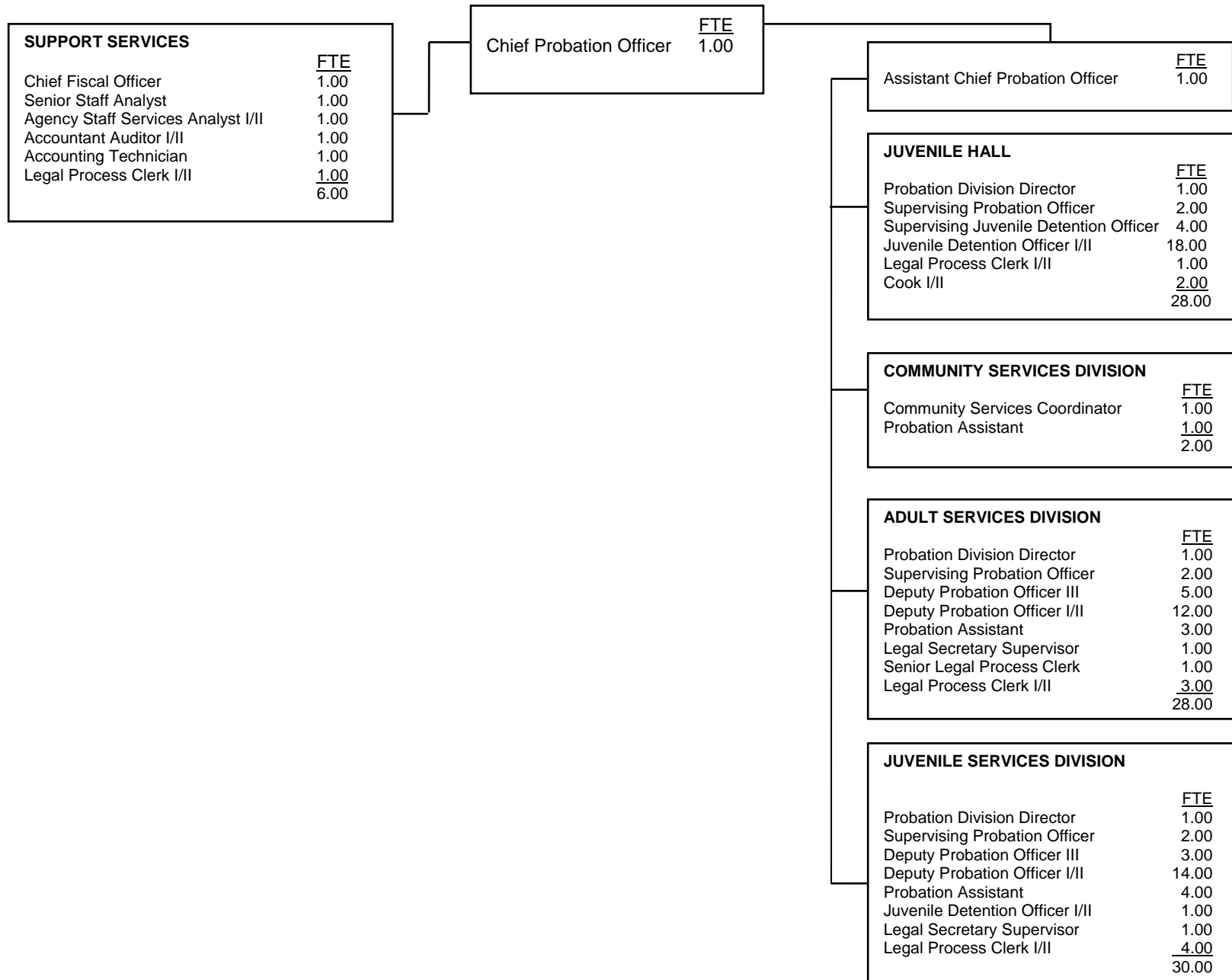
COUNTY OF SANTA CRUZ



COUNTY OF SANTA CRUZ

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Step</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	133,178	178,584	7	
Actual Salary				178,584		
Chief Deputy Probation Officer	1.00	1	94,248	126,276	7	
Administrative Manager	1.00	1	78,264	104,412	7	
Probation Division Director	3.00	3	83,760	116,696	7	
Assistant Division Director	3.00	3	71,964	95,796	7	E, J
Deputy Probation Officer III	13.00	13	68,124	85,296	7	D
Probation Aide	3.00	3	48,336	61,104	7	
Sr. Departmental Admin Analyst	0.50	1	70,764	94,332	7	
Admin Aide	1.00	1	48,156	60,948	7	
Secretary	1.00	1	46,032	58,152	7	
Sr. Accounting Technician	1.00	1	51,560	64,608	7	
Accounting Technician	1.00	1	47,712	60,300	7	
Sr. Account Clerk	1.00	1	40,812	51,600	7	
Account Clerk	1.00	1	38,352	47,340	7	
Clerk	1.00	1	34,116	43,140	7	
Typist Clerk II	3.00	3	34,356	43,572	7	
Typist Clerk III	8.00	8	38,088	48,216	7	
Institutional Supervisor	4.00	4	68,004	85,296	7	I
Sr. Group Supervisor	2.00	2	61,488	77,712	7	H
Group Supervisor	18.00	20	56,496	71,484	7	F, G
Head Cook	1.00	1	40,764	51,504	7	
Cook	1.00	1	47,964	60,672	7	
Cooks Assistant	1.00	1	37,104	46,836	7	
Housekeeper	0.50	1	33,648	41,868	7	
Deputy Probation Officer II	<u>31.00</u>	<u>31</u>	60,168	76,128	7	A, B
	102.00	105				

COUNTY OF SHASTA

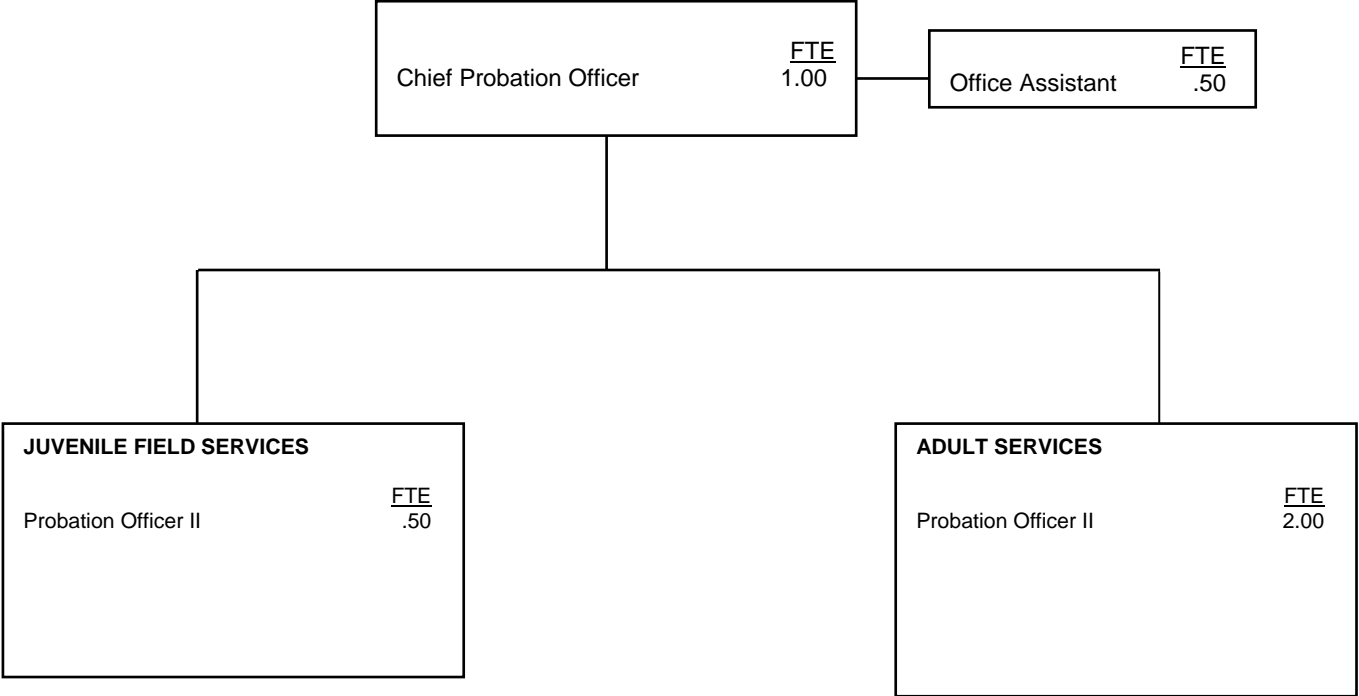


COUNTY OF SHASTA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	111,348		6	
Assistant Chief Probation Officer	1.00	1	64,464	82,284	6	
Chief Fiscal Officer	1.00	1	61,392	78,360	6	
Probation Division Director	3.00	3	54,108	69,060	6	E,J
Supervising Probation Officer	6.00	6	46,056	58,788	6	D,I
Accountant Auditor II	1.00	1	41,772	53,316	6	
Senior Staff Analyst	1.00	1	41,772	53,316	6	
Deputy Probation Officer III	8.00	8	41,772	53,316	6	C
Agency Staff Services Analyst II (or)	1.00	1	39,204	50,040	6	
Agency Staff Services Analyst I			33,864	43,224	6	
Deputy Probation Officer II (or)	26.00	26	38,820	49,548	6	B
Deputy Probation Officer I			35,208	44,940	6	A
Community Services Coordinator	1.00	1	37,884	48,360	6	
Supervising Juvenile Detention Officer	4.00	4	35,208	44,940	6	H
Accounting Technician	1.00	1	33,864	43,224	6	
Legal Secretary Supervisor	2.00	2	32,400	41,352	6	
Juvenile Detention Officer II (or)	19.00	19	31,944	40,764	6	G
Juvenile Detention Officer I			30,420	30,420	1	F
Probation Assistant	8.00	8	30,564	39,012	6	
Senior Legal Process Clerk	1.00	1	28,692	36,612	6	
Cook II (or)	2.00	2	27,732	35,388	6	
Cook I			24,780	31,632	6	
Legal Process Clerk II (or)	9.00	8.5	27,324	34,872	6	
Legal Process Clerk I			24,780	31,632	6	
	<u>96.00</u>	<u>95.50</u>				

Salaries effective 12/20/09 (sworn officers)
Salaries effective 06/20/10 (cooks)
Salaries effective 10/25/09 (support staff)

COUNTY OF SIERRA

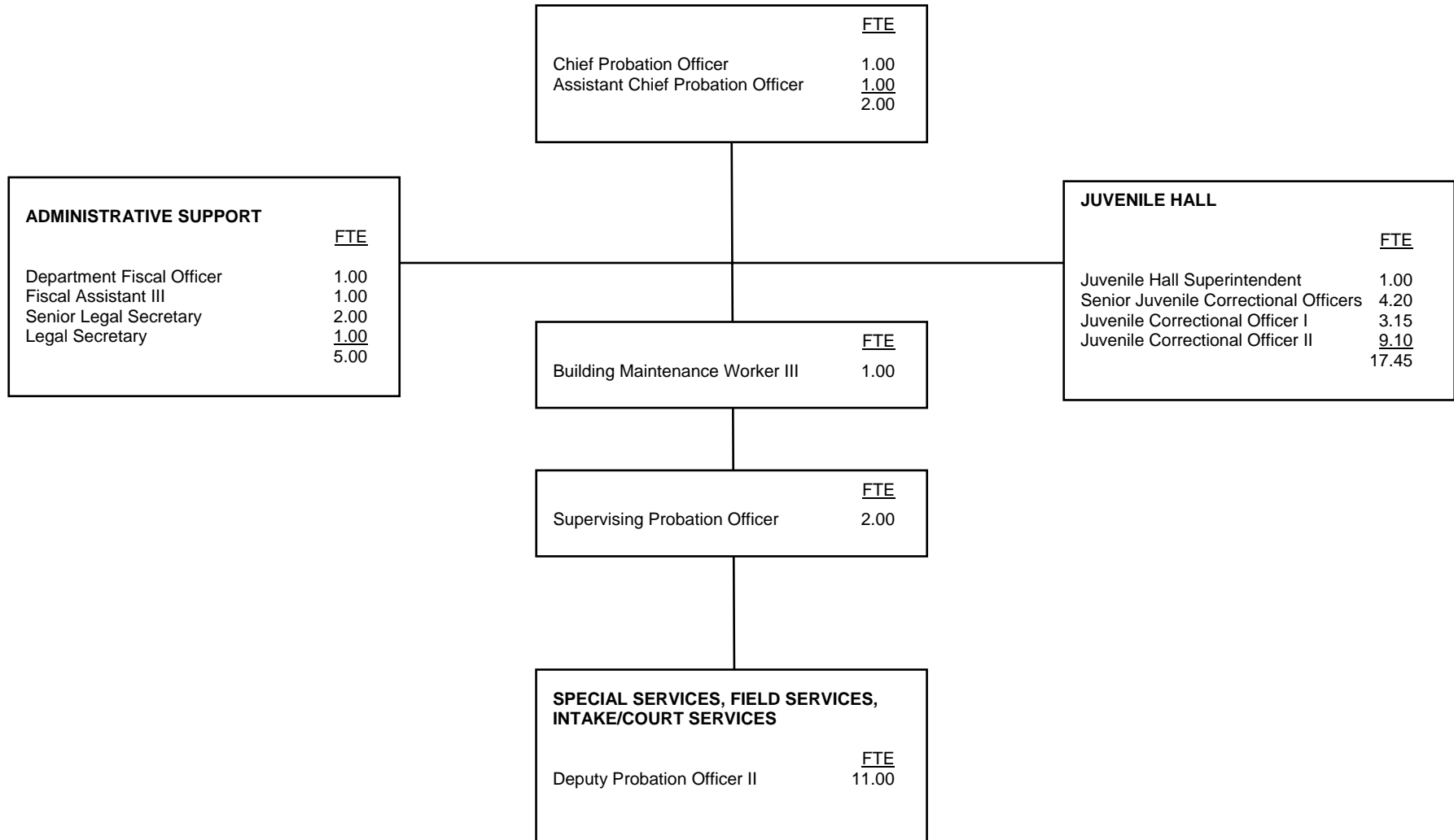


COUNTY OF SIERRA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	84,204			
Deputy Probation Officer I/II/III	2.50	3				
Deputy Probation Officer III			42,851	52,085 *	9	C
Deputy Probation Officer II			40,552	49,291 *	9	B
Deputy Probation Officer I			34,221	41,596 *	9	A
Administrative Assistant	<u>0.50</u>	<u>1</u>	33,904	33,904	9	
	4.00	5.00				

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

COUNTY OF SISKIYOU



COUNTY OF SISKIYOU

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	66,997	85,507	7	
Chief Probation Officer - Actual				77,557		
Assistant Chief Probation Officer	1.00	1	58,563	74,742	7	E
Juvenile Hall Superintendent	1.00	1	52,842	67,441	7	J
Supervising Deputy Probation Officer	2.00	2	49,130	62,691	7	D
Department Fiscal Officer	1.00	1	43,474	54,163	6	
Deputy Probation Officer II	11.00	11	42,411	54,142	7	B
Senior Juvenile Correctional Officer	4.20	4	36,650	46,800	7	I
Juvenile Correctional Officer II	9.10	9	33,262	42,457	7	G
Building Maintenance Worker III	1.00	1	33,218	41,413	6	
Juvenile Correctional Officer I	3.15	3	30,139	38,482	7	F
Senior Legal Secretary	2.00	2	29,411	36,650	6	
Legal Secretary	1.00	1	27,352	34,070	6	
Fiscal Assistant III	1.00	1	26,686	33,238	6	
Deputy Probation Officer III	N/A	N/A	N/A	N/A		C
Juvenile Correctional Officer III	N/A	N/A	N/A	N/A		H
	<u>38.45</u>	<u>38.00</u>				

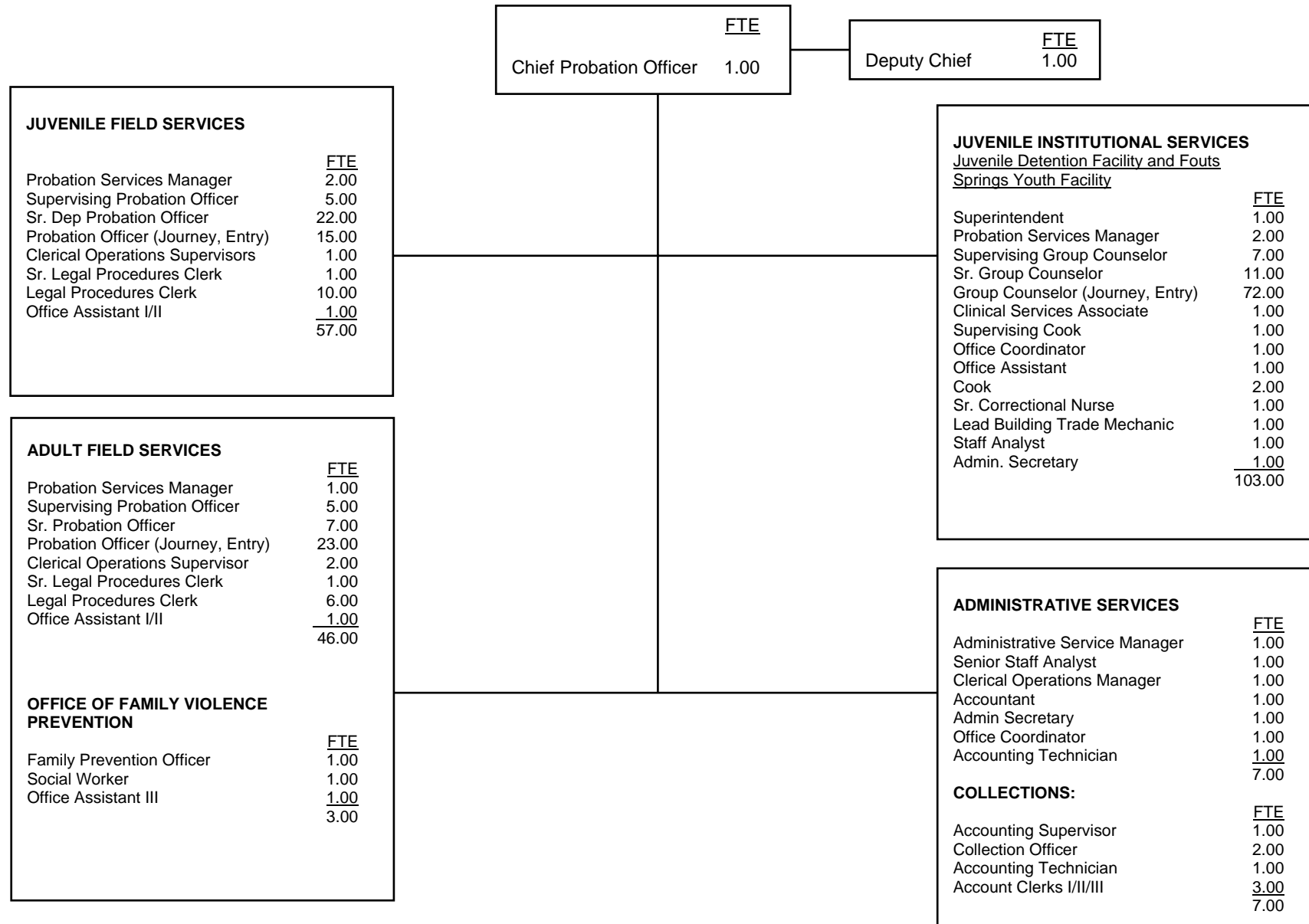
Salaries effective from 01/10/2010

* CPO - Appointed Dept Heads Step 6 = 3.0% - eligibility after 2 yrs @ Step 5. Step 7 = 3.0% after 2 yrs @ Step 6.

All Other Positions - Step 6 = 2.5% - eligibility after 2 years @ Step 5. Step 7 = 2.5% after 2 years @ Step 6

JCO I & II's - FTE = 1.05. They work an 84.0 Pay Period.

COUNTY OF SOLANO



COUNTY OF SOLANO

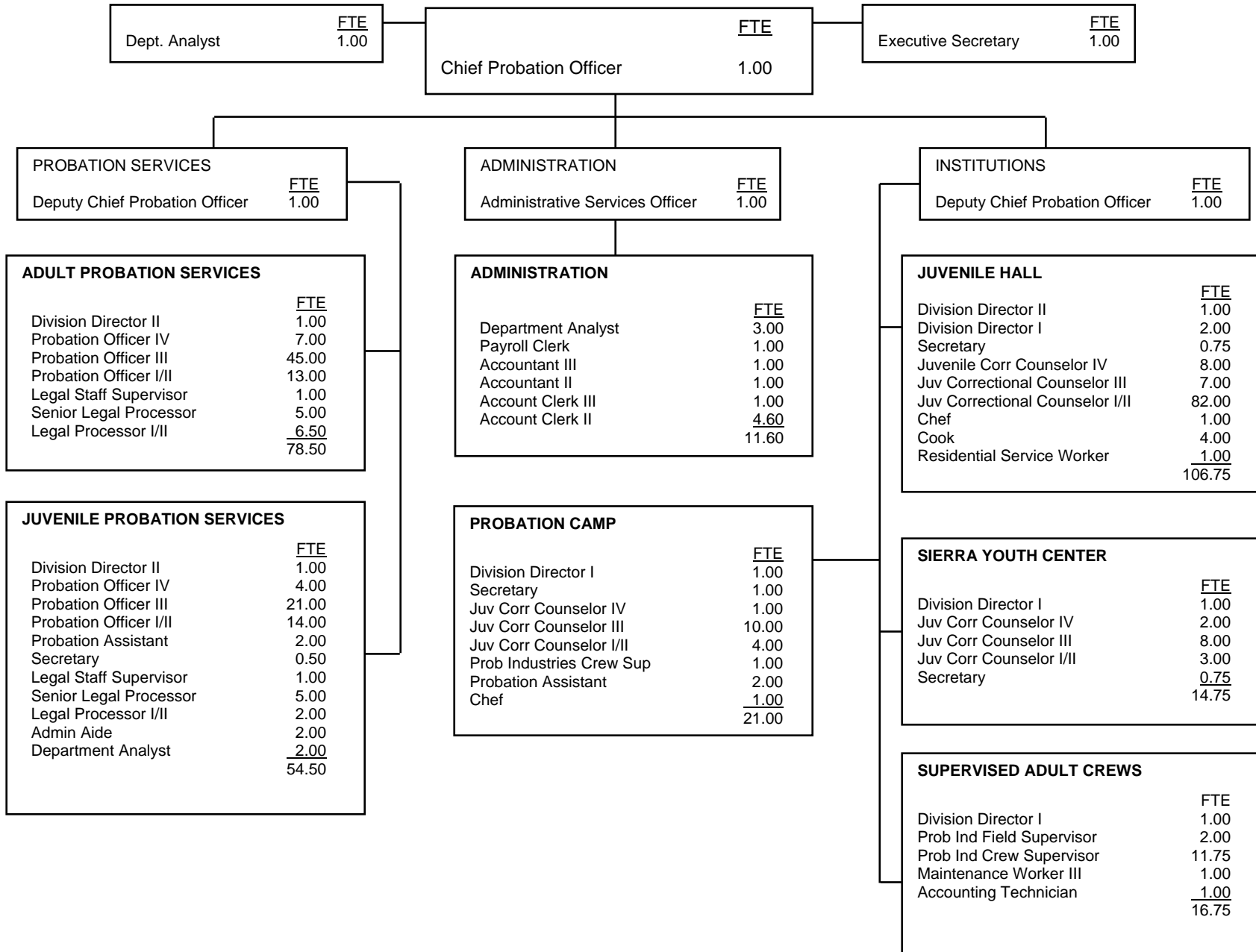
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Director of Probation	1.00	1.00	\$ 147,415		1	
Asst Director of Probation	1.00	1.00	87,299	122,846	5	
Super of Juv Detention Facility	1.00	1.00	96,253	116,996	5	J
Administrative Services Manager	1.00	1.00	76,314	92,761	5	
Probation Services Manager	5.00	5.00	75,197	91,402	5	E
Correction Health Care Nurse (Sr)	1.00	1.00	71,417	86,808	5	
Deputy Probation Officer(Spvsing)	10.00	10.00	71,061	86,375	5	D
Senior Staff Analyst	1.00	1.00	70,417	85,592	5	
Social Worker III	1.00	1.00	65,447	79,551	5	
Family Violence Prevention Officer	1.00	1.00	65,023	79,036	5	
Deputy Probation Officer (Senior)	29.00	29.00	63,163	76,775	5	C
Staff Analyst	1.00	1.00	62,387	75,832	5	
Group Counselor (Supervising)	7.00	7.00	62,387	75,832	5	I
Clinical Services Associate	1.00	1.00	58,903	71,597	5	
Clerical Operations Manager	1.00	1.00	55,595	67,576	5	
Deputy Probation Officer (Journey)	38.00	39.00	55,375	67,315	5	B
Group Counselor (Senior)	11.00	11.00	55,380	67,315	5	H
Building Trades Mechanic (Lead)	1.00	1.00	55,355	67,285		
Accountant	1.00	1.00	54,996	66,848	5	
Deputy Probation Officer (Entry)	-	-	47,938	58,269	5	A
Group Counselor (Journey)	72.00	72.00	47,938	58,269	5	G
Accounting Supervisor	1.00	1.00	46,909	57,580	5	
Clerical Operations Supervisor	3.00	3.00	45,479	55,836	5	
Office Coordinator	2.00	2.00	43,624	53,559	5	
Accounting Technician	2.00	2.00	43,313	53,178		
Administrative Secretary (C)	2.00	2.00	42,618	52,324	5	
Office Assistant III	1.00	1.00	42,618	52,324		
Accounting Clerk III	1.00	1.00	41,645	51,130	5	
Group Counselor (Entry)	-	-	41,521	50,469	5	F

COUNTY OF SOLANO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Cook (Supervising)	1.00	1.00	41,463	50,399	5	
Legal Procedures Clerk(Senior)	2.00	2.00	39,758	49,409	5	
Accounting Clerk II	2.00	2.00	39,758	49,409	5	
Legal Procedures Clerk	16.00	17.00	38,328	47,057	5	
Office Assistant II	3.00	3.00	38,328	47,057	5	
Collections Officer	2.00	2.00	38,638	46,965	5	
Cook	<u>2.00</u>	<u>2.00</u>	38,554	46,863	5	
	225.00	227.00				

Salaries effective from 02/03/10
 Positions are: 225 full time employees at 1.0 FTE
 and 4 part time employees at .50 FTE each

COUNTY OF SONOMA



COUNTY OF SONOMA

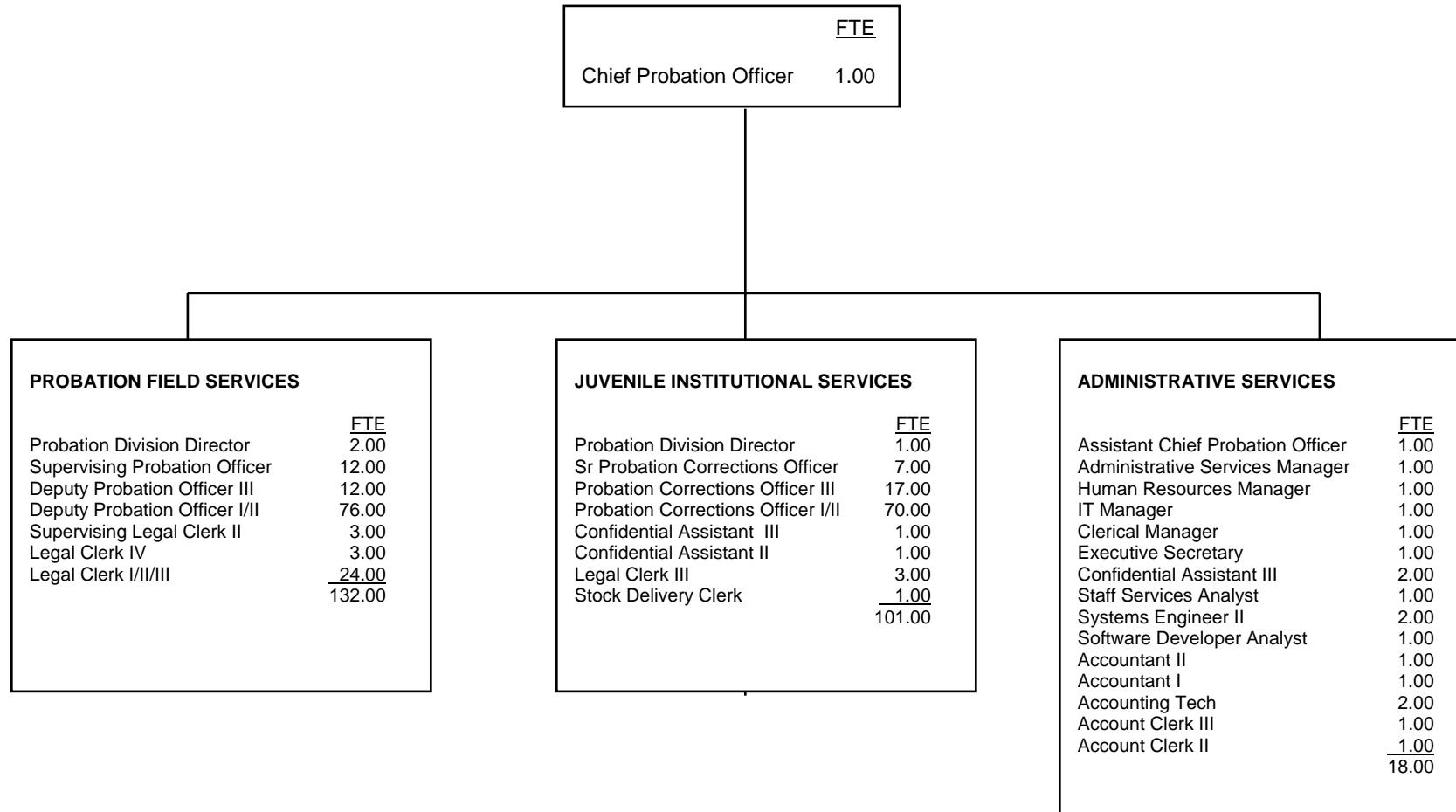
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$159,765		9	
Deputy Chief Probation Officer	2.00	2	106,912	129,958	9	
Dept Information Systems Manager	1.00	1	87,568	106,454	9	
Probation Division Director II	3.00	3	86,923	105,643	9	E, J
Administrative Service Officer II	1.00	1	83,408	101,400	9	
Probation Division Director I	5.00	5	78,978	95,992	9	J
Probation Officer IV	11.00	11	74,069	90,022	9	D
Accountant III	1.00	1	69,181	84,094	9	
Dept Information Spec II	1.00	1	65,104	79,144	9	
Prob Industries Field Supervisors	2.00	2	62,213	75,629	9	I
Juvenile Correctional Counselor IV	11.00	11	61,963	75,296	9	I
Probation Officer III	66.00	66	61,610	74,880	9	C
Department Analyst	5.00	5	61,402	74,651	9	
Accountant II	1.00	1	58,427	71,011	9	
Juvenile Correctional Counselor III	25.00	25	55,619	67,600	9	H
Prob Industries Crew Supervisors	12.75	13	55,432	67,371	9	H
Probation Officer II or	27.00	27	54,558	66,331	9	B
Probation Officer I			49,546	60,216	9	A
Maintenance Worker III	1.00	1	48,838	59,342	9	
Legal Staff Supervisor	2.00	2	48,797	59,301	9	
Juvenile Correctional Counselor II	88.00	88	48,651	59,134	9	G
Admin Aide	2.00	2	48,526	59,010	9	
Executive Secretary	1.00	1	46,738	56,805	9	
Dept. Payroll Clerk	1.00	1	44,470	54,059	9	
Accounting Technician	1.00	1	44,346	53,914	9	
Chef	2.00	2	43,014	52,291	9	
Account Clerk III	1.00	1	41,870	50,918	9	
Senior Legal Processor	10.00	10	41,725	50,710	9	
Secretary	3.00	3	41,579	50,544	9	

COUNTY OF SONOMA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Juvenile Correctional Counselor I or			41,142	50,024	9	F
Probation Assistant	4.00	4	39,770	48,339	9	F
Account Clerk II	4.60	5	37,981	46,176	9	
Legal Processor II	8.50	9	37,981	46,176	9	
Cook	4.00	4	36,358	44,179	9	
Residential Service Worker	<u>1.00</u>	<u>1</u>	32,240	39,187	11	
	309.85	311				

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

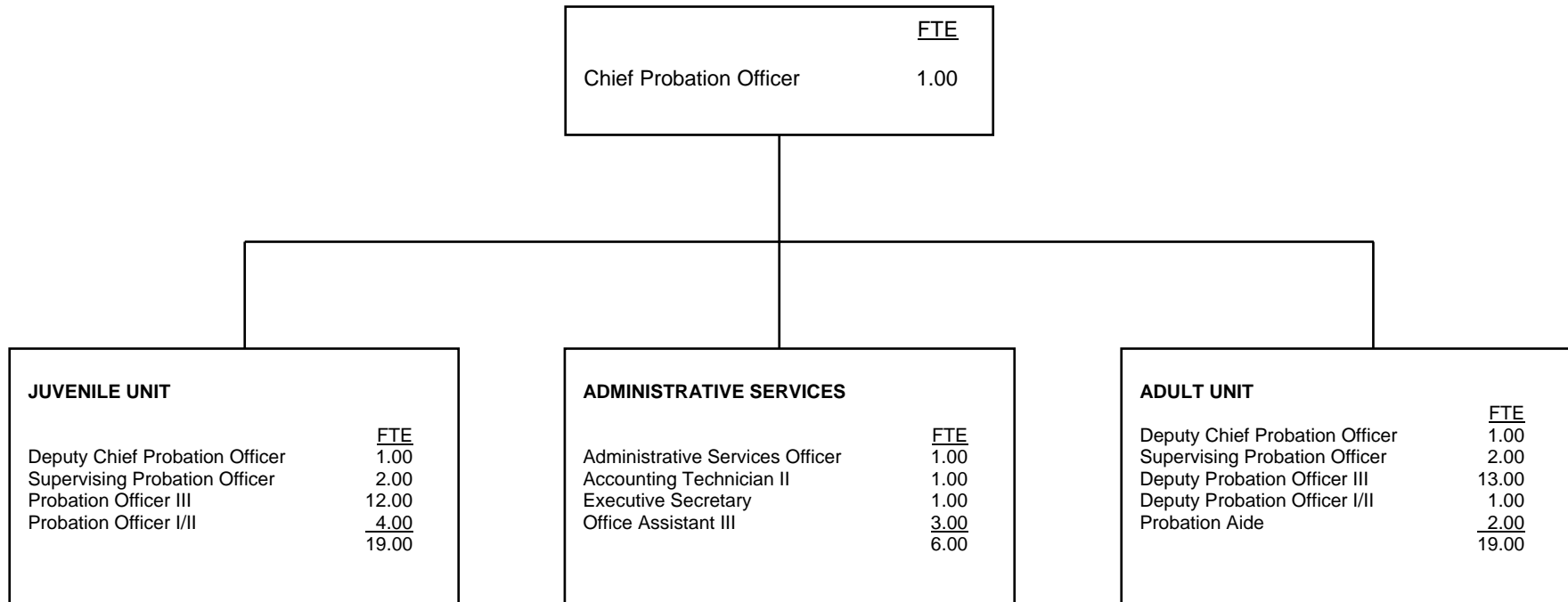
COUNTY OF STANISLAUS



COUNTY OF STANISLAUS

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	172,723			
Assistant Chief Probation Officer	1.00	1	91,395	137,072		
Probation Division Director (Mgr IV-Safety)	3.00	3	72,996	109,450		E, J
Admin Services Manager (Mgr III)	1.00	1	64,542	96,824		
HR Manager (Mgr III)	1.00	1	64,542	96,824		
IT Manager (Mgr III)	1.00	1	64,542	96,824		
Clerical Manager (Mgr II)	1.00	1	57,096	85,634		
Systems Engineer II	2.00	2	68,432	83,179	5	
Software Developer/Analyst III	1.00	1	68,432	83,179	5	
Supervising Probation Officer	12.00	12	59,384	72,176	5	D
Accountant II	1.00	1	53,352	64,834	5	
Confidential Assistant IV	1.00	1	43,056	64,563	5	
Deputy Probation Officer III	12.00	12	52,270	63,565	5	C
Supv Probation Corrections Officer	7.00	7	51,334	62,400	5	I
Staff Services Analyst	1.00	1	49,525	60,195	5	
Deputy Probation Officer II	76.00	76	46,842	56,930	5	A, B
Supervising Legal Clerk	3.00	3	45,053	54,746	5	
Confidential Assistant III	3.00	3	35,838	53,768		
Probation Corrections Officer III	17.00	17	43,826	53,269	5	H
Accountant I	1.00	1	41,746	50,731	5	
Confidential Asst II	1.00	1	31,803	47,694		
Accounting Technician	2.00	2	39,083	47,528	5	
Probation Corrections Officer II	70.00	70	38,501	46,800	5	F, G
Legal Clerk IV	3.00	3	37,274	45,323	5	
Account Clerk III	1.00	1	35,630	43,306	5	
Legal Clerk III	27.00	27	34,154	41,517	5	
Account Clerk II	1.00	1	31,353	38,355	5	
Stock Delivery Clerk	1.00	1	29,494	35,838	5	
	<u>252.00</u>	<u>252</u>				

COUNTY OF SUTTER



COUNTY OF SUTTER

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	95,285	127,897	8	
Actual Salary				127,897		
Deputy Chief Probation Officer	2.00	2	73,975	100,050	8	E
Administrative Services Officer	1.00	1	65,858	88,854	8	
Supervising Probation Officer	4.00	4	60,743	81,333	8	D
Deputy Probation Officer III, or	25.00	25	51,931	70,508	8	C
Deputy Probation Officer II, or	3.00	3	46,676	63,952	8	B
Deputy Probation Officer I	2.00	2	41,780	57,440	8	A
Probation Aide	2.00	2	36,695	50,634	8	A
Accounting Technician II	1.00	1	39,849	54,404	8	
Executive Secretary	1.00	1	39,849	54,404	8	
Office Assistant III	<u>3.00</u>	<u>3</u>	30,362	41,841	8	
	45.00	45.00				

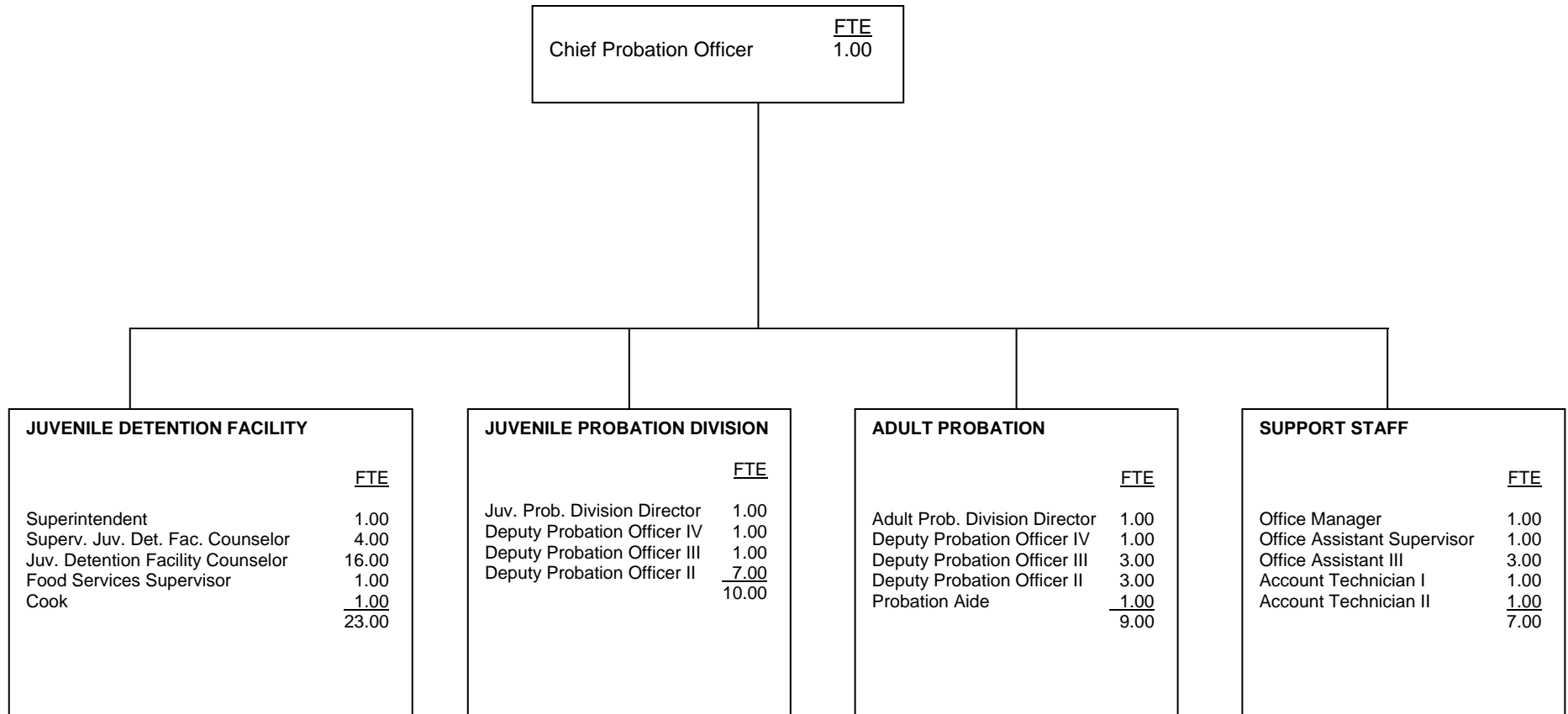
Salaries effective from 01/01/09

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

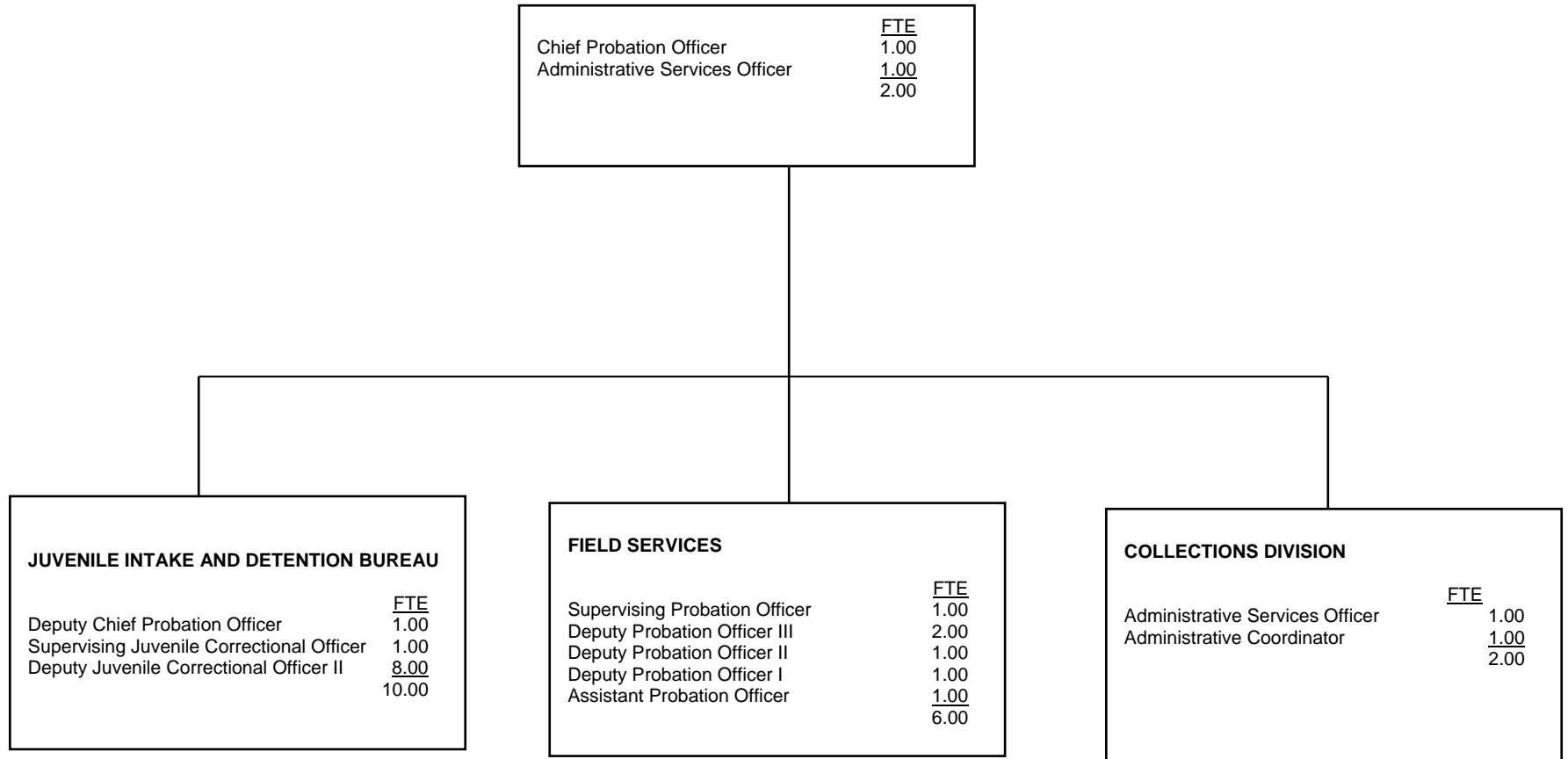
COUNTY OF TEHAMA



COUNTY OF TEHAMA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	100,032		3	Appointed
Probation Division Director	2.00	2	60,144	73,272	5	E
Juvenile Detention Facility Superintendent	1.00	1	60,144	73,272	5	J
Deputy Probation Officer IV	2.00	2	47,544	57,900	5	D
Deputy Probation Officer III	4.00	4	43,056	52,476	5	C
Office Manager II	1.00	1	40,248	49,056	5	
Deputy Probation Officer II	10.00	10	39,996	48,696	5	B
Supervising Detention Facility Counselor	4.00	4	39,996	48,696	5	I
Juvenile Detention Facility Counselor II	14.00	14	34,452	42,000	5	G
Juvenile Detention Facility Counselor I	2.00	2	31,248	38,040	5	F
Dietary Supervisor	1.00	1	30,264	36,840	5	
Office Assistant Supervisor	1.00	1	28,812	35,088	5	
Accounting Technician II	1.00	1	27,420	33,408	5	
Probation Aide	1.00	1	27,420	33,408	5	
Dietary Cook	1.00	1	25,476	30,996	5	
Office Assistant III	3.00	3	23,640	28,812	5	
Accounting Technician I	1.00	1	26,076	31,812	5	
	<u>50.00</u>	<u>50.00</u>				

COUNTY OF TRINITY



COUNTY OF TRINITY

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		106,540	4	
Assistant Chief Probation Officer	1.00	1	57,853	77,528	7	E
Supervising Deputy Probation Officer	1.00	1	45,563	61,059	7	D
Deputy Probation Officer III	3.00	5	39,245	52,593	7	C
Deputy Probation Officer II	1.00	1	35,528	46,678	7	B
Deputy Probation Officer I	1.00	1	32,163	43,102	7	A
Administrative Service Officer	2.00	2	35,375	47,407	7	
Administrative Coordinator II	1.00	1	29,845	39,995	7	
Revenue Recovery Officer II	-	0			7	
Lead Juvenile Counselor	1.00	1	31,530	42,253	7	H
Juvenile Counselor II	6.00	6	28,543	38,251	7	G
Juvenile Counselor I	2.00	2	25,840	34,628	7	F
Probation Assistant	<u>1.00</u>	<u>1</u>	31,845	42,675	7	
	20.00	22.00				

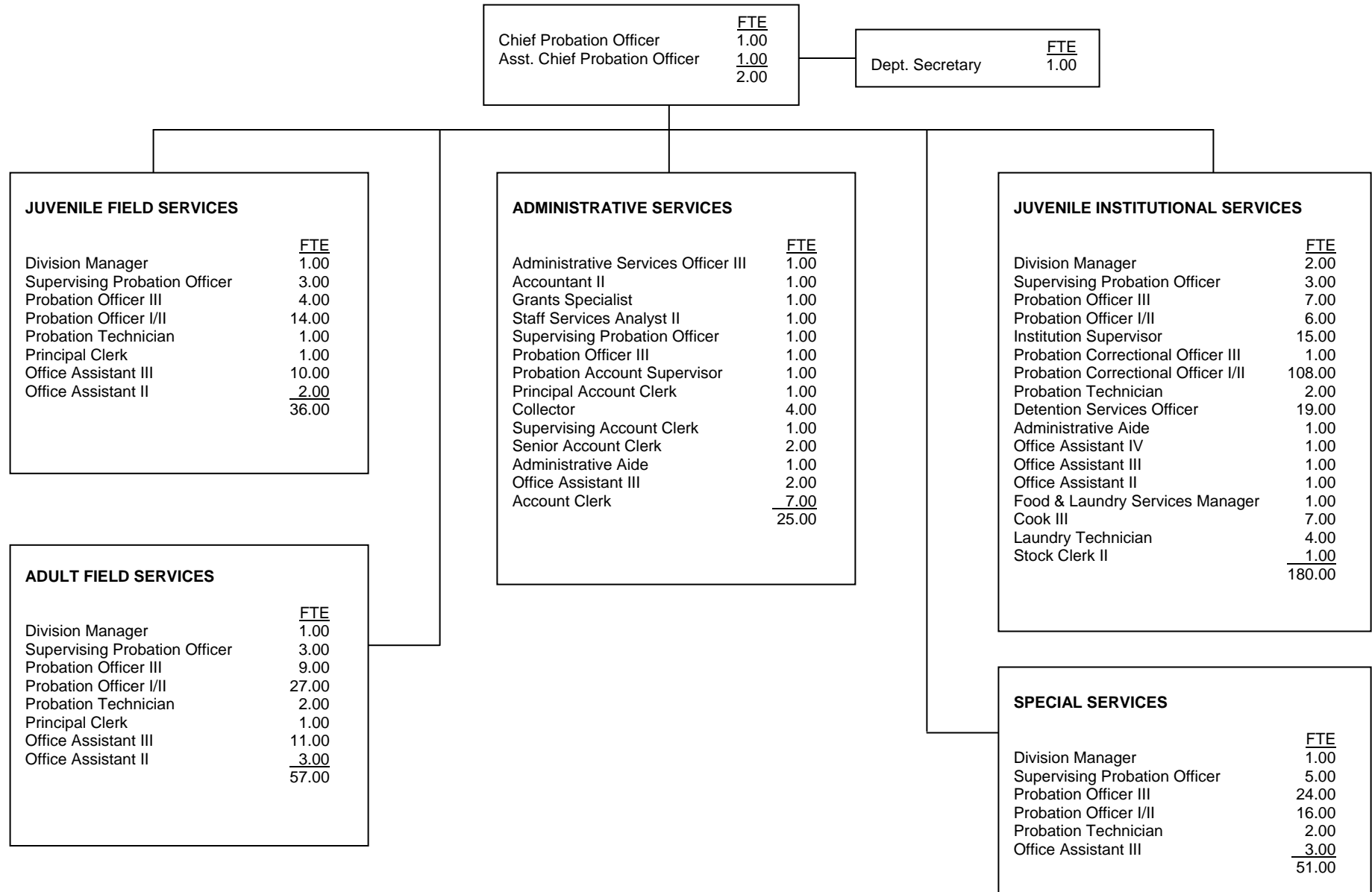
Salaries effective from 01/01/09

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

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

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

COUNTY OF TULARE



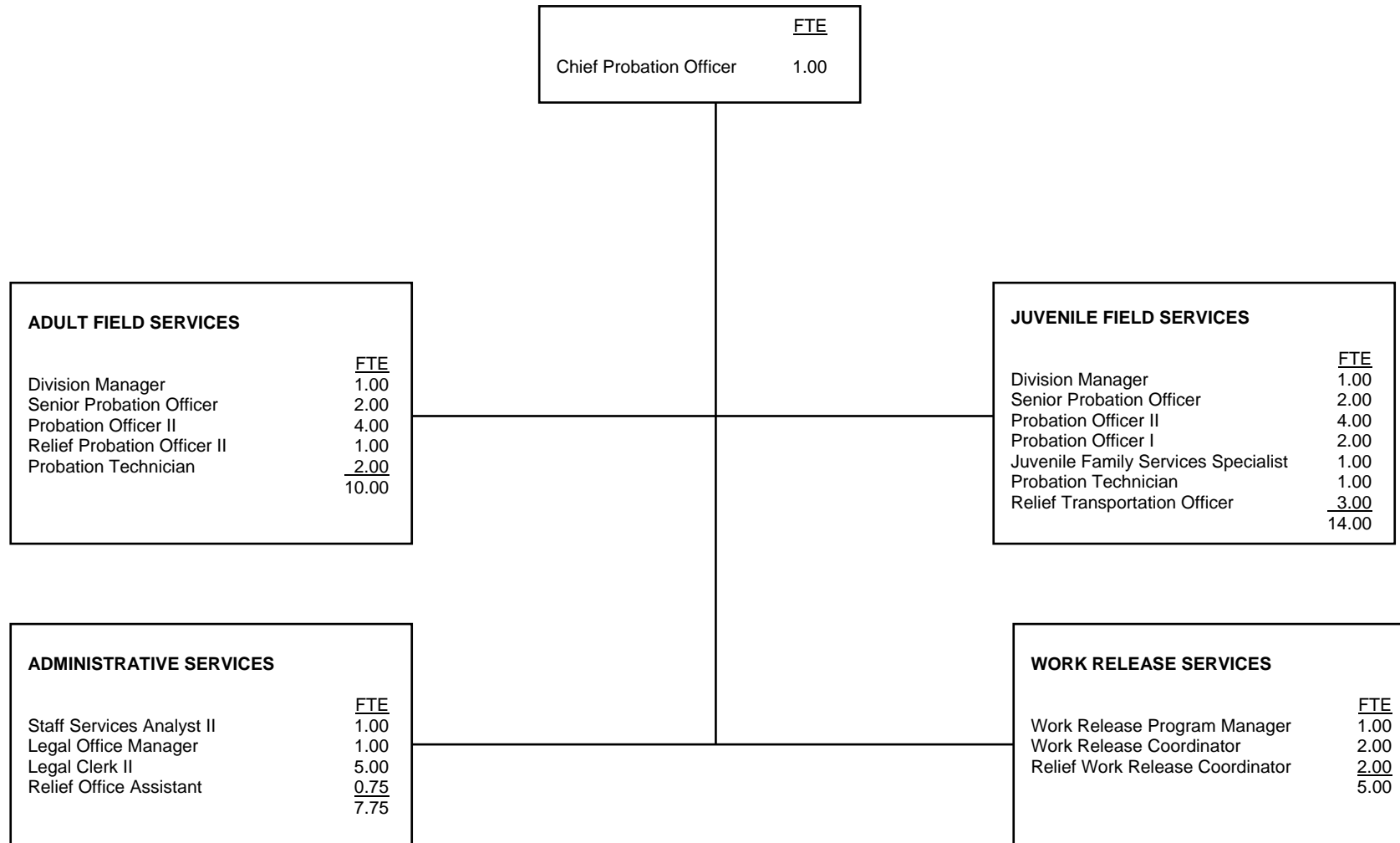
COUNTY OF TULARE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$126,181		1	
Asst. Chief Probation Officer	1.00	1	74,802	112,203	5	
Probation Division Manager	5.00	5	66,535	81,087	5	E, J
Administrative Services Officer III	1.00	1	63,093	76,893	5	
Department Secretary	1.00	1	36,855	44,917	5	
Grant Specialist II	1.00	1	56,892	69,336	5	
Staff Services Analyst II	1.00	1	45,883	55,921	5	
Accountant II	1.00	1	45,596	55,566	5	
Supervising Probation Officer	15.00	15	54,639	66,591	5	D, I
Probation Institution Supervisor	16.00	16	45,667	55,655	5	I
Deputy Probation Officer III	44.00	44	42,948	52,343	5	C
Deputy Probation Officer II,	63.00	63	38,891	47,396	5	B
Deputy Probation Officer I			33,509	40,838	5	A
Probation Correctional Officer III	1.00	1	37,977	46,282	5	H
Probation Correctional Officer II	108.00	108	36,135	44,040	5	G
Probation Correctional Officer I			32,722	39,881	5	F
Detention Services Officer	19.00	19	28,290	34,479	5	F
Probation Technician	7.00	7	31,636	38,555	5	
Stock Clerk II	1.00	1	26,712	32,554	5	
Administrative Aide	2.00	2	32,935	40,140	5	
Probation Accounts Supervisor	1.00	1	34,270	41,765	5	
Collector I	4.00	4	29,513	35,969	5	
Principal Account Clerk	1.00	1	29,827	36,352	5	
Supervising Account Clerk	1.00	1	28,386	34,592	5	
Senior Account Clerk	2.00	2	26,449	32,235	5	
Account Clerk	7.00	7	23,953	29,192	5	
Principal Clerk	2.00	2	28,951	35,284	5	
Office Assistant IV	1.00	1	27,414	33,409	5	
Office Assistant III	27.00	27	24,924	30,375	5	

COUNTY OF TULARE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Office Assistant II	6.00	6	22,570	27,506	5	
Food and Laundry Services Manager	1.00	1	37,102	45,218	5	
Cook III	7.00	7	26,866	32,743	5	
Laundry Technician	<u>4.00</u>	<u>4</u>	26,866	32,743	5	
	352.00	352.00				

COUNTY OF TUOLUMNE



COUNTY OF TUOLUMNE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	109,400			
Probation Division Manager	2.00	2	66,331	80,971	5	E
Senior Probation Officer	4.00	4	55,161	67,329	5	C
Deputy Probation Officer II	8.00	8	41,496	50,668	5	B
Deputy Probation Officer I	2.00	2	37,564	45,864	5	A
Probation Technician	3.00	3	28,974	35,380	5	
Juvenile Families Services Therapist	1.00	1	48,193	58,843	5	
Staff Services Analyst II	1.00	1	41,100	50,169	5	
Legal Office Manager	1.00	1	38,500	47,008	5	
Legal Clerk II	5.00	5	29,411	35,921	5	
Work Release Program Manager	1.00	1	40,081	48,921	5	
Work Release Prgram Coordinator	2.00	2	29,702	36,281	5	
Relief Deputy Probation Officer	1.00	2	23.52/hr		5	
Relief Work Release Coordinator	2.00	5	14.51/hr		5	
Relief Transportation Officer	3.00	5	11.54/hr		5	
Relief Office Assistant	<u>0.75</u>	<u>1</u>	12.32/hr		5	
	37.75	44				

COUNTY OF VENTURA

JUVENILE SERVICES	
	<u>FTE</u>
Chief Deputy-Sworn	0.50
Division Manager	1.00
Supervising DPO	7.00
Sr DPO	12.00
DPO	39.80
Sr Psychologist	1.00
Accounting Off III	0.00
Clerical Supervisor III	1.80
Intake/Release Spec	1.00
Legal Proc Assistant III	1.00
Legal Proc Assistant II	1.00
Office Assistant IV	2.00
Office Assistant III	<u>6.00</u>
	74.10

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

INSTITUTIONAL SERVICES	
	<u>FTE</u>
Chief Deputy- Sworn	0.50
Division Manager	4.00
Supervising DPO	11.00
Senior DPO	15.00
DPO	28.00
Correction Officer III	18.00
Correction Officer II	46.00
Correction Officer I	82.00
Off Systems Coordinator III	3.00
Manager Food Services	1.00
Asst Food Service Supervisor	1.00
Food Service Asst III	12.00
Jail Cook	7.00
Laundry Worker II	3.00
Tech Spec IV	1.00
Accounting Off III	1.00
Fiscal Specialist I	1.00
Fiscal Assistant III	1.00
Admin Asst III	1.00
Admin Asst II	2.00
Clerical Supervisor III	1.00
Legal Proc Asst III	2.00
Office Assistant IV	3.00
Warehouse Manager	<u>1.00</u>
	246.50

ADMINISTRATION	
	<u>FTE</u>
Chief Deputy-Sworn	1.00
Chief Deputy-Non Sworn	1.00
Division Manager	1.00
Fiscal Manager II	1.00
Probation Program Manager	1.00
Supervising DPO	3.00
Sr DPO	5.00
Program Assistant	1.00
Off Systems Coord IV	2.00
Off Systems Coord III	4.00
Accounting Off III	4.00
Admin Assistant II	3.00
Admin Assistant I	1.00
Admin Officer II	1.00
Clerical Services Manager	1.00
Clerical Supervising III	1.00
Mngmt Assistant IV-Confidential	1.00
Mngmt Assistant III	1.00
Fiscal Tech II	4.00
Legal Proc Assistant III	3.00
Legal Proc Assistant II	3.00
Info Proc Operator IV	4.00
Inventory Mgmt Assistant II	1.00
Office Assistant IV	1.00
Office Assistant III	3.00
Courier II	1.00
Translator	<u>1.00</u>
	54.00

COURT SERVICES	
	<u>FTE</u>
Chief Deputy- Sworn	0.50
Division Manager	1.00
Supervising DPO	5.00
Senior DPO	8.00
DPO	37.80
Office Assistant III	<u>1.00</u>
	53.30

ADULT SERVICES	
	<u>FTE</u>
Chief Deputy- Sworn	0.50
Division Manager	1.00
Supv DPO	7.00
Senior DPO	8.00
DPO	44.20
Accounting Officer I	1.00
Clerical Supervisor III	2.00
Office Assistant IV	3.00
Office Assistant III	9.00
LPA III	2.00
Sr Program Administrator	1.00
Inventory Mgmt Asst II	<u>1.00</u>
	79.70

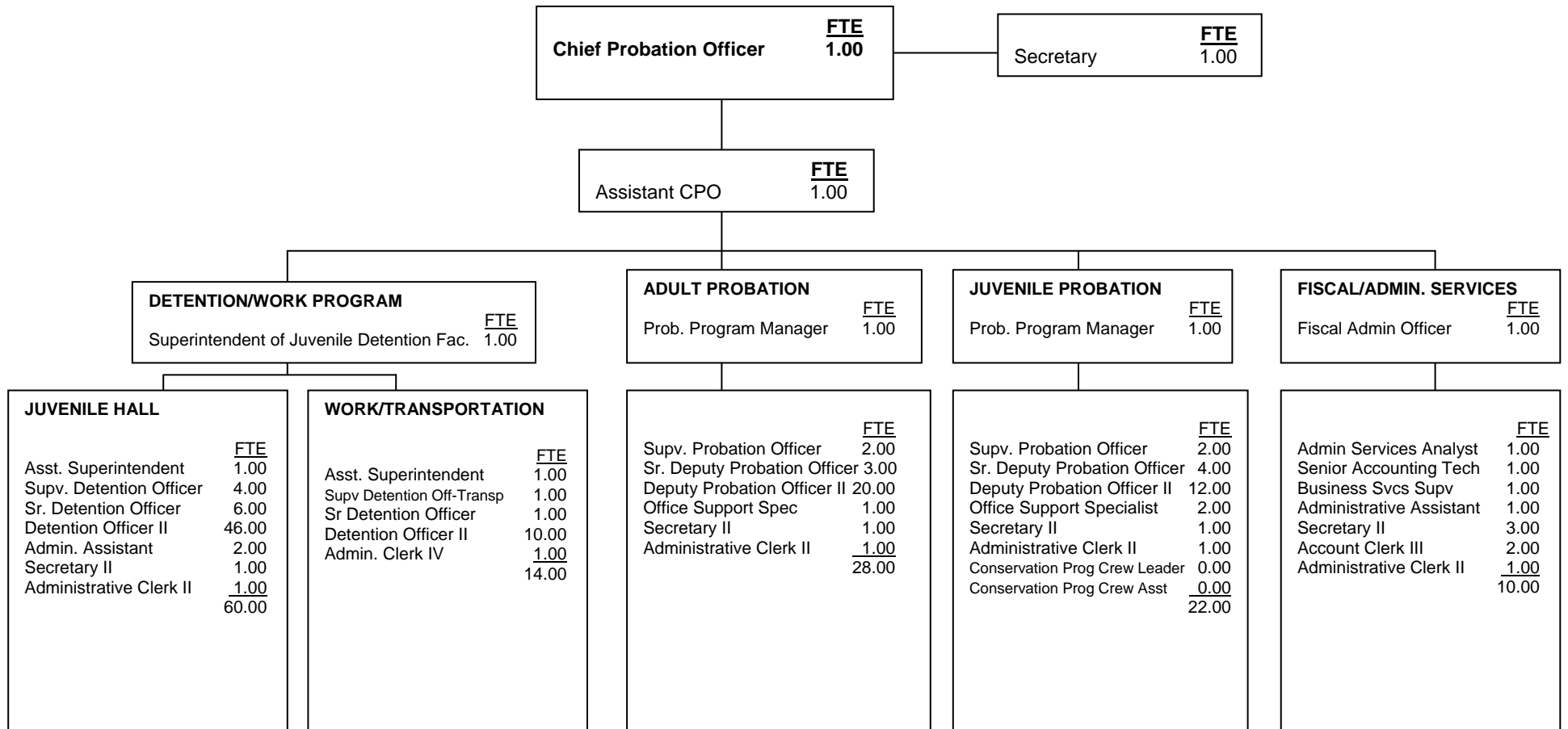
COUNTY OF VENTURA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Director Probation Agency	1.00	1	119,292	167,008	10	
Director - Actual				167,008		
Chief Deputy - Sworn	3.00	3	92,369	129,317	10	E
Chief Deputy - Non Sworn	1.00	1	87,141	121,997		
Managers - Probation	8.00	8	79,832	111,764	10	E, J
Probation Program Manager	1.00	1	65,341	91,477	11	D, I
Supervising DPO	33.00	33	62,759	87,863	11	D
Senior DPO	48.00	49	55,792	72,942	6	C
Deputy Probation Officer	149.80	152	43,748	65,843	9	A-B
Correction Officer I	82.00	82	34,412	51,780	9	F
Correction Officer II	46.00	46	43,590	55,566	6	G
Correction Officer III	18.00	18	48,873	63,800	6	H
Accounting Officer I	1.00	1	41,340	52,916	7	
Accounting Officer III	5.00	5	52,051	66,626	7	
Admin Assistant I	1.00	1	39,564	55,349	8	
Admin Assistant II	5.00	6	43,497	60,999	8	
Admin Assistant III	1.00	1	47,847	67,098	9	
Admin Officer II	1.00	1	62,927	88,098	11	
Assistant Food Svcs Supervisor	1.00	1	32,596	45,550	8	
Clerical Services Manager	1.00	1	45,697	63,975	9	
Clerical Supervisor III	5.80	6	40,257	56,383	8	
Courier II	1.00	1	24,884	34,767	8	
Fiscal Assistant III	1.00	1	28,235	39,487	8	
Fiscal Manager II	1.00	1	73,364	96,912	7	
Fiscal Specialist I	1.00	1	39,982	51,177	7	
Fiscal Technician II	4.00	4	35,937	50,301	6	
Food Svcs Assistant III	12.00	12	23,404	29,008	6	
Info Proc Oper II	0.00	0	28,065	39,230	8	
Info Proc Oper IV	4.00	4	31,631	44,259	8	

COUNTY OF VENTURA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Interpreter-Translator	1.00	1	72,586	72,586	8	
Inventory Mngmt Assistant II	2.00	2	26,748	37,388	8	
Jail Cook	7.00	7	28,010	39,278	8	
Laundry Worker II	3.00	3	22,933	28,454	6	
Legal Proc Assistant II	4.00	4	30,153	42,169	8	
Legal Proc Assistant III	7.00	7	33,206	46,456	8	
Management Assistant III	1.00	1	34,844	48,758	8	
Management Assistant IV-Confidential	1.00	1	42,662	59,727	10	
Manager Hospital Food Svcs	1.00	1	56,962	79,747	10	
Office Assistant II	0.00	0	24,884	34,767	8	
Office Assistant III	21.00	21	28,740	40,186	8	
Office Assistant IV	9.00	9	30,892	43,198	8	
Office Systems Coord III	7.00	7	53,935	75,641	8	
Office Systems Coord IV	2.00	2	64,089	85,108	7	
Program Assistant	1.00	1	49,350	69,091	11	
Records Div Supervisor	1.00	1	41,496	58,960	11	
Senior Program Administrator	1.00	1	64,433	90,206	10	
Senior Psych	1.00	1	57,187	80,194	8	
Sheriff Custody Records Supervisor	0.00	0	36,030	50,418	9	
Sheriff Intake & Release Spec	1.00	1	30,460	42,639	8	
Tech Spec IV	1.00	1	35,790	49,674	8	
Warehouse Manager	<u>1.00</u>	<u>1</u>	41,657	58,320	8	
	509.60	513.0				

COUNTY OF YOLO



COUNTY OF YOLO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1	1	111,708	135,780	5	
Actual Salary				120,040		
Assistant Chief Probation Officer	1	0	93,408	113,544	5	E
Superintendent of Juv Detention Facility	1	1	84,912	103,224	5	J
Fiscal Administration Officer	1	1	84,144	102,288	5	
Probation Program Manager	2	2	73,452	89,268	5	E
Assistant Juvenile Hall Superintendent	2	2	66,626	81,000	5	J
Supervising Probation Officer	6	6	57,336	69,696	5	D
Senior Deputy Probation Officer	8	8	55,164	67,044	5	C
Administrative Services Analyst	1	1	54,696	66,480	5	
Deputy Probation Officer II	27	27	51,300	62,352	5	B
Supervising Detention Officer	5	5	49,296	59,916	5	I
Senior Detention Officer	7	6	47,424	47,663	5	H
Deputy Probation Officer I	1	1	45,972	55,884	5	A
Detention Officer II	36	34	45,120	54,840	5	G
Secretary to the Director - Nonsup	1	1	44,064	53,568	5	
Business Services Supervisor	1	1	41,772	50,784	5	
Senior Accounting Technician	1	1	41,556	50,508	5	
Administrative Assistant	3	3	39,996	48,624	5	
Probation Aide	2	2	39,996	48,624	5	
Detention Officer I	22	20	39,360	47,844	5	F
Accounting Technician	1	1	37,776	45,912	5	
Administrative Clerk IV	1	1	36,296	44,244	5	
Administrative Clerk II	3	2	31,524	38,316	5	
Secretary II	5	4	32,876	41,172	5	
Office Support Specialist	2	2	25,616	42,296	5	
	<u>141</u>	<u>133</u>				

STATE AGENCIES

Representative salary information for state correctional agencies has been included for comparison purposes. This information was accessed at the California State Personnel Board web site http://www.dpa.ca.gov/pv_obj_cache/pv_obj_id_BE4F7A2256117CBD5249EB8333B2A441ED1F0D00/filename/section-15.pdf on April 29, 2010.

DEPARTMENT OF CORRECTIONS

ANNUAL SALARIES FOR SELECTED CORRECTIONS CLASSIFICATIONS

<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>
PAROLE ADMINISTRATOR II	\$111,456 – 122,892
CORRECTIONAL ADMINISTRATOR	106,176 – 117,108
PAROLE ADMINISTRATOR I	107,568 – 118,620
CORRECTIONAL CAPTAIN	98,856 – 108,984
CORRECTIONAL BUSINESS MANAGER II	82,932 – 91,404
SENIOR SPECIAL AGENT	89,988 – 108,780
PAROLE AGENT III, ADULT PAROLE	90,420 – 109,920
CORRECTIONAL COUNSELOR III	87,636 – 106,548
CORRECTIONAL COUNSELOR II (Supervisor)	86,244 – 104,772
PAROLE AGENT II (Supervisor), ADULT PAROLE	86,244 – 104,772
CORRECTIONAL BUSINESS MANAGER I	68,220 – 82,308
SPECIAL AGENT	75,096 – 92,388
CORRECTIONAL LIEUTENANT	76 668 – 93 144
PRISON INDUSTRIES SUPERINTENDENT II	56,736 – 68,376
CORRECTIONAL COUNSELOR I (A)	60,396 – 69,900
PAROLE AGENT I, ADULT PAROLE	60,396 – 69,900
INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES	47,088 – 56,748
PAROLE SERVICE ASSOCIATE (A)	40,248 – 48,912
CORRECTIONAL OFFICER (B)	43,128 – 49,848

DIVISION OF JUVENILE JUSTICE (DJJ)

ANNUAL SALARIES FOR SELECTED CORRECTIONS CLASSIFICATIONS

EXISTING POSITIONS AS OF 4/5/10

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

COMPARISON OF BENEFITS

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

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
ALAMEDA								
Non-Safety	32.50% (a)	Yes	No	Yes	Yes (b)	Yes (c)	2% @ 50	(a) For Tier I and Tier II (both safety and non-safety combined). (b) Employee contribution only. (c) Pension.
Safety	32.50% (a)	Yes	No	Yes	Yes (b)	Yes (c)	3% @ 50	
ALPINE								
Non-Safety	(a)	No	P	N	Y(b)		2% @ 55	There is no safety retirement. (s) Depends on bargaining unit. Misc. employees must work at least 21 years before being able to collect retirement benefits. (b) There is no matching contribution made by the County.
Safety								
AMADOR								
Non-Safety	18.89% (a)	No	P	Yes	Yes	Yes	2% @ 55	(a) 18.89% is County share. County also picks up employee share (7%). (b) 23.97 % is County share. County also picks up employee share (9%)
Safety	23.97% (b)	No	P	No	Yes	Yes	3% @ 50	
BUTTE								
Non-Safety	30.00%	No	P	Yes	Yes(a)	Yes	2% @ 55	(a) Optional health care reimbursement and dependent care reimbursement accounts
Safety	20.00%	No	P	Yes	Yes(a)	No	2% @ 50	
							2.7% @ 55	
CALAVERAS								
Non-Safety	8%	No	P	No	Yes	No	2.5% @ 55	
Safety	26%	No	P	No	Yes	No	3% @ 50	
COLUSA								
Non-Safety	30%	No	P	Yes	Yes	Yes	3% @ 60	
Safety	26%	No	P	Yes	Yes	Yes	3% @ 50	
CONTRA COSTA								
Non-Safety	62%	Yes	No	Yes	Yes	Yes	2.5% @ 55(a)	(a) Percentage gets higher after age 55 for non-safety.
Safety	75%	Yes	No	Yes	Yes	Yes	3% @ 50	
DEL NORTE								
Non-Safety	50.47% (a)	No	P	Yes	Yes	Yes	2% @ 55	(a) There are no safety positions in the department
Safety	50.47% (a)	No	P	Yes	Yes	Yes	2% @ 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
EL DORADO								
Non-Safety	50%	No	P	No	Yes(b)	No	2% @ 55(c)	(a) CPO pays 9% for PERS for safety only. (b) Choice of two 457 providers (c) Graduated : Year 1 of employment: employee pays 100% contribution; year 2: 50% - 50%; Year 3+ County pays 100% contribution (d) County pays 100% contribution.
Safety	65%	No	P(a)	No	Yes(b)	No	3% @ 50(d)	
FRESNO								
Non-Safety	40.56% (a)	Yes	No	Yes	Yes	Yes	2.5% @ 55	(a) Paid by both the employer and employee (b)Currently there is no safety retirement and is only available to SJCO fully paid by employee in accordance with MOU.
Safety	40.56%(a)(b)	Yes	No	Yes	Yes	Yes	2.5% @ 55	
GLENN								
Non-Safety	20%	No	P	No	No	No	2.5% @ 55	
Safety	20%	No	P	No	No	No	2.5% @ 55	
HUMBOLDT								
Non-Safety	29.42%	No	P	Yes	Yes(a)	No	2.7% @ 55	(a) Def comp is EE contribution only.
Safety	29.42%	No	P	No	Yes(a)	No	3% @ 50	
IMPERIAL								
Non-Safety	44.31%	Yes		No	Yes(a)	Yes	2.7%@50(c)	(a) Optional. (b) Flex (c) Effective January 2006. (d) Effective September 1, 2001.
Safety	63.51%	Yes		No	Yes(a)	Yes(b)	3% @ 50 (d)	
INYO								
Non-Safety	40%	No	P	No	Yes(a)	Yes(b)	2.7% @ 55	No safety employees in Probation Dept. (a) Optional health care reimbursement and dependent care reimbursement accounts. (b) Flex benefit 125 Program.
Safety	40%	No	P	No	Yes(a)	Yes(b)	2.7% @55	
KERN								
Non-Safety	33.51%	Yes	(a)	Yes	Yes(b)	No	3% @ 60	(a) KCERA (B) Optional health care reimbursement and dependent care reimbursement accounts.
Safety	42.90%	Yes	(a)	Yes	Yes(b)	No	3% @ 50	

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
KINGS								
Non-Safety	23.75%(a)	Yes	P	Yes	Yes(c)	Yes(d)	2% @ 55	(a) County pays employee portion of 7% (b) Incumbents pay full 9% of employee share/management employees pay 7% (c) Open to all employees. (d) Section 125 Plan: Health care and dependent care reimbursement accounts. (e) Effective June 10, 2005.
Safety	24.10%(b)	Yes	P	No	Yes(c)	Yes(d)	3% @ 55(e)	
LAKE								
Non-Safety	26.10%(a)	No	P	Yes	Yes	No	2% @ 55	(a) Optional health care reimbursement and dependent care reimbursement accounts.
Safety	26.10%(a)	No	P	Yes	Yes(a)	No	2.5% @ 55	
LASSEN								
Non-Safety	10.352%(a)	No	P	Yes	Yes	No	2%@55	(a) 10.352% Employer Share; (Gross - \$133.33) X 7% Employer Pd. Member Share (b) Currently there is no safety retirement. Same for all employees.
Safety	(b)							
LOS ANGELES								
Non-Safety	29.07%(a)	Yes	No	No	Yes	Yes(b)	(c)	(a) Currently there is no safety retirement-Same for all employees (b) Optional health and dependent care reimbursement amounts. (c) Varies depending on retirement plan, age and years of service.
Safety	(a)							
MADERA								
Non-Safety	31.70%	No	P	Yes	Yes		2.7%@55	Amount of sick leave payoff at retirement varies depending on years of service.
Safety	26.10%	No	P	Yes	Yes		3% @55	
MARIN								
Non-Safety	40%	Yes	No	No	Yes	Yes	2%@55	
Safety	47%	Yes	No	No	Yes	Yes	3% @ 55	
MARIPOSA								
Non-Safety	33.70%	No	P	Yes	Yes (a)	No	2.7% @ 55	(a) Optional health care reimbursement and dependent care reimbursement accounts
Safety	44.71%	No	P	Yes	Yes (a)	No	3.0% @ 50	

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	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
MENDOCINO								
Non-Safety	49.69%	Yes		Yes	Yes	Yes	2% @ 57	
Safety	62.10%	Yes		Yes	Yes	Yes	2% @ 50	
MERCED								
Non-Safety	41.70%	Yes	N/A	No	Yes	No	3% @ 60(a)	(a) Retirement Act of 1937
Safety	40.50%	Yes	N/A	No	Yes	No	3% @ 50(a)	
MONO								
Non-Safety	16.65%	No	P	No	Yes	Yes	2.7% @ 55	
Safety	91.30%	No	P	No	Yes	Yes	3% @ 50	
MONTEREY								
Non-Safety	16.96%	No	P	Yes	Yes	No	2% @ 55	Average benefit cost of salary is higher for non-safety staff due to social security eligibility.
Safety	26.10%	No	P	No	Yes	No	3% @ 50	
NAPA								
Non-Safety	21.79 % (a)	No	P	No	Yes (b)	Yes	2.7% @ 55 (c)	Safety classification is not applicable in Napa County (a) Includes OPEB. (b) \$1000 deferred compensation match for management. (c) Applicable to all Probation staff.
Safety	N/A							
NEVADA								
Non-Safety	39.35% (a)	No	P	Yes	Yes (b)	Yes (c)	2.7% @ 55 (d)	Safety classification is not applicable in Nevada County (a) Includes 6.3% OPEB (Retiree Health) Reserve (b) 3 plans offered – ICMA, CalPERS 457, Nationwide. (c) Optional health care and dependent care reimbursement accounts. (d) Applicable to all Probation staff.
Safety								
ORANGE								
Non-Safety	40.41%	Yes	C	No	Yes (b)	Yes	2.7 @ 55 (d)	(a) Retirement costs have not yet been determined Cannot be calculated at this time. (b) Optional Health Care Reimbursement Account (HCRA) and Dependent Care Reimbursement Account (DCRA) (c) Voluntary defined contribution plan with employer matching percentage of contribution. (d) Effective June 24, 2005. (e) Effective May, 2010. (c) Effective June 10, 2005.
Non-Safety	TBD (a)	Yes	C	No	Yes (c)	Yes	1.62% @ 65 (e)	
Safety	49.85%	Yes	C	No	Yes (b)	Yes	3% @ 50 (f)	

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	22.16%	No	P	Yes	Yes(a)	Yes	2.5% @ 55	(a) Optional health care reimbursement and dependent care reimbursement accounts.
Safety	31.49%	No	P	Yes	Yes(a)	Yes	3% @ 50	
RIVERSIDE								
Non-Safety	48.67%(a)	No	P	Yes	Yes(b)	Yes(c)	3% @ 60(d)	(a) Average taken from FY09/10 AUB Schedule D County contributes \$100/mo. to management deferred comp. (b) County contributes County contributes \$50/mo. to management deferred comp (c) FSA for health or dependent care. (d) County pays employee share of retirement after 5 years.
Safety	41.00%(a)	No	P	No	Yes(b)	Yes(c)	3% @ 50(d)	
SACRAMENTO								
Non-Safety	36%	Yes	SCERS	Yes	Yes(a)	No	2% @ 55.5	(a) Optional health care reimbursement accounts
Safety	42%	Yes	SCERS	Yes	Yes	No	3% @ 50	
SAN BENITO								
Non-Safety	39%	No	P	Yes	Yes (a)	Yes	2% @ 55	(a) There are two deferred comp plans available.
Safety	37%	No	P	No	Yes (a)	Yes	3% @ 55	
SAN BERNARDINO								
Non-Safety	20-30%	Yes	C	Yes(a)	Yes(b)	Yes	(c)	(a) No. Soc.Sec. for those hired prior to 4/86. (b) FSA, 457, 401k, 529, DCAP (c) Varies depending on employee contribution, years of service and starting age.
Safety	20-30%	Yes	C	Yes(a)	Yes(b)	Yes		
SAN DIEGO								
Non-Safety	61.00%	Yes	C	Yes	Yes	Yes	2%@50 to 3%@60(a)	(a) Effective March 8,2002.
Safety	62.09%	Yes	C	No	Yes	No	3% @ 50(a)	

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
SAN FRANCISCO (Adult)								
Non Safety	35%	No	SFERS	Yes	Yes(a)	No	1% @ 50	(a) Optional health care reimbursement and dependent care reimbursement accounts.
Safety	40%	No	p	No	Yes(a)	No	2.7% @ 55	
SAN FRANCISCO (Juvenile)								
Non-Safety	22%	Yes	C	Yes	Yes	No	1.5% @ 55(a)	(a) 1%@50, 1.5%@55, 2%@60 for non-safety only.
Safety	22%	Yes	P	Yes	Yes	No	3%@ 50	
SAN JOAQUIN								
Non-Safety	24.87%	Yes	No	Yes	Yes	Yes	2% @ 55	
Safety	47.54%	Yes	No	No	Yes	Yes	3% @ 50	
SAN LUIS OBISPO								
Non-Safety	33.50%(a)	No	No(c)	Yes	Yes(b)	Yes	2.7% @ 55	(a) County contribution 18.99%, County contrib.. for employee is 8.75%, the remainder is employee contribution (b) County contribution 15.46%, County contribution for employee is 5.75%, the remainder is employee contribution. (c) San Luis Obispo County Pension Trust is an Independent Retirement System. Employee rate based on age entering system. Employer picks up partial % of employee rate-varies by Bargaining Unit
Safety	33.50%(b)	No	No(d)	Yes	Yes(b)	Yes	3.0% @ 55	
SAN MATEO								
Non-Safety	46.50%(a)	Yes	C	Yes	Yes(b)	No	2% @ 55(c)	(a) Varies depending on health plan selected and retirement. (b) One plan.
Safety	55.50%(a)	Yes	C	No	Yes(b)	No	3% @ 50	
SANTA BARBARA								
Non-Safety	21.00%	Yes		Yes	Yes(b)	Yes	2% @ 57(c)	(a) Yes, for years prior to 1992. (b) Optional 457(b) plan: County contributes .24% of base salary to a 401(a) for managers (c) Full rates 1 year final average for managers and above / Half rates & 3-year final average salary for all others
Safety	26.00%	Yes		No(a)	Yes(b)	Yes	3% @ 55(c)	

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
SANTA CLARA								
Non-Safety	37%	No	P(a)	Yes(c)	Yes(e)	Yes	2.5%@55(f)	(a) County pays additional 7% of employee's share of PERS contribution (b) County pays 8.5% of employee's share of PERS contribution for most safety members. (c) All non safety groups will have the combined FICA and Medicare (0.0765). (d) Codes eligible for safety retirement do not receive FICA, with the exception of those employees hired on/after April 1, 1986 (with FICA benefit of 1.45% the Medicare portion only).(e) A tax deferred savings plan selected by the employee – contribution up to 70% of biweekly pay up the annual maximum limit as determined by IRS regulations. County pays \$16,500 toward deferred comp plan for the CPO (f) Effective December 17, 2007 for PERS Miscellaneous employees (g) Effective October 15, 2001.
Safety	31%	No	P(b)	No(d)	Yes(e)	Yes	3% @ 50(g)	
SANTA CRUZ								
Non-Safety	34.50%	No	P	Yes	Yes	Yes (a)	2% @ 50	(a) Dependent and health care. (b) CPO, Assistant CPO, Division Director, Asst Div Director, Group Supervisor I & II.
Safety	32.20%	No	P	No	Yes	Yes	2% @ 55 (b)	
SHASTA								
Non-Safety	18.56%(a)	No	P	Yes	Yes(c)	Yes	2% @ 55(d)	(a) County in negotiations, rate may drop to 11.56%. (b) Effective August 1, 2010. (c) Optional health care reimbursement and dependent care reimbursement accounts. (d) Effective June 24, 2005.
Safety	27.23%(b)	No	P	No	Yes(c)	Yes	2% @ 50	
SIERRA								
Non-Safety		No	P	Yes	Yes	No	2.7%@ 55	
Safety		No	P	Yes	Yes	No	3% @55	
SISKIYOU								
Non-Safety	19.47%	No	P	Yes	No	No	2% @ 55(a)	(a) CPO \$2400/year, ACPO \$1500/year, DPO \$520/year. Paid 100% by County.
Safety	34.09%	No	P	No	Yes (a)	No	3% @ 50(c)	

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
SOLANO								
Non-Safety	31.82%	Yes	P	Yes	Yes	Yes	2.7% @ 55	
Safety	31.89%	Yes	P	Yes	Yes	Yes	2.7% @ 50	
SONOMA								
Non-Safety	22.02%	Yes	Other (a)	Yes	Yes (b)	Yes (c)	3% @ 60	(a) SCERA (Sonoma County Employees Retirement Association) (b) 457B for non-management employees; 401A for Management. (c) Pre-tax deduction of employee benefit premiums and flex plan contributions.
Safety	32.91%	Yes	Other (a)	Yes	Yes (b)	Yes (c)	3% @ 50	
STANISLAUS								
Non-Safety	18.00%	Yes	C	Yes	Yes(a)	Yes(b)	2% @55	(a) County contributes 1.5% of salary for managers and 2% of salary for Dept. Head. (b) Optional health care reimb. and dependent care reimb. accounts
Safety	36.10%	Yes	C	Yes	Yes(a)	Yes(b)	3% @ 50	
SUTTER								
Non-Safety	24.75%		P(a)	Yes	Yes		2.7 @ 55(b)	(a) PERS paid 100% by County, no employee contribution. Employee share paid by Co. is 8% for Non-Safety and 9% for Safety (b) Effective August 31, 2004.
Safety	33.32%		P(a)	Yes	Yes		3% @ 50(b)	
TEHAMA								
Non-Safety	40%	Yes	P	Y	Y	No	2%@55	
Safety	38%	Yes	P	Y	Y	No	3%@55	
TRINITY								
Non-Safety	31.70%	Yes	P	Yes	Yes	Yes	2.5% @55(a)	(a) Effective July 1, 2008 (b) Effective January 1, 2008.
Safety	26.10%	Yes	P	Yes	Yes	Yes	3% @55(b)	
TULARE								
Non-Safety	30%(a)	Yes	C	Yes	Yes			(a) Co. pays an allotted amount + a % of gross salary toward employee's retirement plan. Allotted amount and percentage are dependent on employee's bargaining unit. (b) Safety retirement became effective for sworn staff in January, 2008, per current MOU.
Safety	40%(b)	Yes	C	Yes	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
TUOLUMNE								
Non-Safety	18.61%	Yes	P	Yes	Yes (a)	Yes	2% @ 55(c)	(a) Optional health savings account, and 457 plans, Executive unit receives 457 match. (b) Optional health savings account, and 457 plans. (c) Effective June 24, 2005. (d) Effective December 2008.
Safety	26.10%	Yes	P	Yes	Yes(b)	Yes	3% @ 50(d)	
VENTURA								
Non-Safety	45%	Yes	No(a)	Yes	Yes	No	62.74%(b)	(a) Ventura County Retirement System.
Safety	70%	Yes	No(a)	No	Yes	No	78.59%(b)	(b) At time of retirement, no age requirement
YOLO								
Non-Safety	(a)	No	P	Yes	Yes	Yes	2.7% @ 55(b)	(a) Value of benefit package equals the dollar amount (b) Effective January 2008 (c) Effective January 2009
Safety	(a)	No	P	Yes	Yes	Yes	3% @ 55(c)	

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
ALAMEDA	4(a)	3	Yes(b)	4(c)	1(d)	Cafeteria Plan which includes Vision, Life and AD&D.	(a) 2 HMO, 1 PPO Dependents covered. (b) Provided through HMO medical plans. (c) Basic covered by County; additional plans paid by employees. (d) Paid by employee. OTHER: POP Plan (Premium Only Plan) – Pre-tax flexing spending.
ALPINE	1	1	1	No	No		
AMADOR	5(a)	1	1	1(b)		Insurance premium paid 100% (all others pay 10%)	(a) PERS cafeteria plan (4) for Safety unit – Blue Shield only for General unit. (b) General Unit (none for Safety Unit). OTHER: Major medical cash-in-lieu (Safety/\$340 - Management/\$466.10 - Misc/\$506.08)
BUTTE	5	2	1	1	1	Cafeteria Plan	OTHER: Cash back if spouse has coverage elsewhere.
CALAVERAS	1	1	1	1	1	No	
COLUSA	6	1(a)	1(a)	1(b)			(a) Provided to all employees. (b) Provided to management employees.
CONTRA COSTA	3	2	3	2(a)	1(b)	Supervisor & Management \$40,000 life insurance.	(a) Provided to management employees. (b) Available for purchase by employees
DEL NORTE	1(a)	1(a)	1(b)	1(c)		Additional life insurance	(a) HMO plan. As of 1/1/07 employees contribute 5% of gross pay (b) Offered to union members, partial cost to employee. (c) County pays life insurance \$15,000.
EL DORADO	4(a)	1	1(b)	1(c)	1(c)	CPO, Unrep Mgmt, & Confidential \$6,000 Flex convert to salary option	(a) Rates based on 3 tiers. On all tiers employee must contribute. Employee contribution based on bargaining unit. (b) Provided through HMO plans. (c) \$20,000 to \$60,000 based on class. (d) Other: LTD long term disability, to max of \$3,000 per month.
FRESNO	2 HMO 1 PPO 1 HDPO	1 DHMO 1 DPPO	1	2(a)	2(a)	Benefit amount depends on classification	(a) 3 Benefit amount depends on classification. OTHER: Disability: 1) Employee may purchase higher level of coverage, which may cover long-term care coverage, pet, life for employee and dependents, & legal services 2) SDI- (general units & peace officers) 8% deducted per pay period, max weekly payout \$840 (for disability & paid family leave programs); CIGNA disability covered @ no cost to employee (management and unrepresented):
GLENN	4(a)	2	1(b)	1			(a) General Unit & Probation Officers (3); Management (4) (b) General Unit and Management only.

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
HUMBOLDT	5(a)	1	1	1	1	Additional \$15,000 life insurance.	(a) PERS Select, Choice, Care-Blue Shield HMO – PORAC for Safety personnel.
IMPERIAL	1(a)	1(b)	1(b)	1(c)	1(c)	Yearly Physical	(a) Tiered Plan with 3 options. (b) Provided to Safety and Management employees. (c) Provided to Management employees.
INYO	2	1	1	1			
KERN	2	2	1	1(a)	1(a)		(a) Provided to Management employees.
KINGS	1	1	1	1(a)	1(a)	100% of Mgmt premiums are paid by county	(a) Provided to Management employees.
LAKE	4(a)	1(b)	1(c)	1(c)			(a) Cafeteria plan. (b) Provided to all employees, cafeteria plan (c) Provided through HMO plans, cafeteria plan. (d) Provided to all employees.
LASSEN	2	1		1	1	No	Cafeteria plan.
LOS ANGELES	10(a)	3(b)	(c)	2	1		(a) There are 5 different providers; 4 providers offer multiple plans. (b) Provided to management employees. (c) Provided through health plans.
MADERA	5(a)	2(b)	1(b)	1(c)	1(c)	Life Insurance and Long-Term Disability Ins. provided to Management only	(a) Provided to all employees through PERS. (b) Provided to all employees. (c) Provided to Management employees only.
MARIN	6	1	1	5	4		
MARIPOSA	7(a)	1	1	1	1	\$20,000 Additional Life Insurance paid by County.	(a) Blue Shield HMO, Blue Shield Net Value, Kaiser, PERS Choice, PERS Select, PERS Care, PORAC. OTHER: AFLAC.
MENDOCINO	1	1	1	1			OTHER: Flex spending accounts, supplemental life, accidental and disability plans available for additional employee cost.
MERCED	1(a)	1(b)	1(c)	2(d)	1(e)	Additional life insurance provided for Management depending on level (A-E)	(a) Anthem Blue Cross (b) Professional Benefits Services (c) Vision Services Plan (d) Cincinnati Life, The Standard (e) The Standard OTHER: Deferred Compensation Program, Nationwide Insurance Company.
MONO	1	1	1	1	1	None	

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
MONTEREY	1 - 4(a)	1(b)	1(c)	1(d)	1(e)	AD&D, short-term and long-term disability insurance provided to Management	(a) Number depends on zip code (b) Provided by county to all employees, except temps. (c) Provided by county through VSP to all employees, except temps. (d) Provided to all employees, various amounts depending on Bargaining Unit. (e) Provided by county. OTHER: All employees are eligible for cafeteria plan. N bargaining unit receives \$210 stipend in addition to flex dollars. Flex dollars are only valid for Monterey County There are other plans available for sale to employees at their expense.
NAPA	5(a)	2(b)	1(c)	1(d)		Life insurance -\$50K; Co. paid STD plan In lieu of SDI; post retirement medical benefit program; Cell phone/Blackberry allowance, dependent upon usage.	(a) Choice of 5 CalPERS Plans (b) Choice of 2 Delta Dental Plan options (c) Available if not provided through Health Plan. (d) \$20K with the premium paid by the County; option to purchase additional insurance
NEVADA	4(a)	1	1	1(b)		Mgmt (Prgm mgrs, JH superintendent, ASO) One time option Cafeteria plan \$335/mo. CPO one time option Cafeteria plan \$350/mo. Life Ins. for Dept. Head 2X annual salary	(a) Traditional plan pays 100% of PersChoice rate for EE + 74% for family for all employees. Rural Health Subsidy for Truckee employees: reimburse \$1,500 per employee/ \$3,000 per family per year for all employees, except CPO (b) \$10,000 maximum provided. OTHER: Long term disability insurance premium is paid by the County for Probation Program Managers and Deputy Probation Officers only. For CPO, long- and short-term disability insurance premium is paid by the County.
ORANGE	4	1(a)	1(b)	1(a)	1(a)	Cafeteria Plan	(a) Provided to Management employees (b) Provided through HMO plans
PLACER	4	1	1	1(a)	1(a)	Cafeteria Plan	(a) Provided to management employees.
RIVERSIDE	7(a)	4(a)	2(b)	2(b)		Vision insurance paid.	(a) Cafeteria Plan allowance: \$457/mo. to \$751/mo. (Temporary reductions made to some bargaining units Cafeteria Plan allowances. Cafeteria Plan allowance \$425/mo to \$651/mo during reduction period). (b) Life Insurance annual salary NTE \$50,000 paid. OTHER: Supplemental Life Insurance available.
SACRAMENTO	5	1	1(a)	1(b)	1(c)	Basis life insurance plan equals \$50,000 (\$18,000 non-management)	(a) Provided through HMO plans (b) Basic plan provided plus 4 optional additional coverage choices available up to 3 times annual salary in benefit for extra cost (c) Provided in equal amount to life insurance option chosen.

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

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

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
SANTA BARBARA	6(a)	2	1	1(a)	1(b)	Increased life insurance and long term disability payments.	(a) Pretax medical plan premiums. (b) County paid: \$50k Dept Head; \$30k Asst Dept Head, \$20k all others. Optional plans open to all employees (b) Optional plan available to all staff. OTHER: Long Term Disability plan pays the lesser of 60% of basic monthly salary or \$9,000 for managers and higher level or \$3,600 for other staff.
SANTA CLARA	3(a)	2(b)	1(b)	1(c)	1(d)	12 months disability income protection with long term disability insurance after 12 months. \$200K basic life insurance coverage.	(a) County pays full of single coverage and in lowest cost family plan. Dependents covered at employee's expense (Health Net). Health plan bonus waiver program – up to \$74 bi-weekly (effective 6/19/06), (b) County pays full cost regardless of the family structure. (c) \$25K basic life insurance coverage (except CEMA & ACE employees); \$50K basic life insurance coverage (CEMA & ACE employees). (d) Both employee and dependents are covered at employee's expense. OTHER: Supplemental Life Insurance - coverage from \$10K to \$500K. Cost paid by employee. Long Term Disability - benefit is based on a 2/3 of base salary. Cost paid by employee.
SANTA CRUZ	4(a)	2(b)	1(c)	1(d)	1(e)	AD&D Insurance	(a) Kaiser, Blue Shield, PERS Choice, and PERS Care. (b) Delta Dental of California, and PMI (Delta Care). (c) Vision service plan. (d) Provided to general (\$20,000) and Management (\$50,000) employees (e) Provided to management employees.
SHASTA	5	1	1	1	1	Deferred comp matching for dept heads	
SIERRA	4	1	1	1			
SISKIYOU	2	1	1	1(a)	No		(a) CPO and ACPO 2 times salary/DPO & Employee Association \$25,000
SOLANO	7(a)	2(b)	1(c)	1(c)	(d)	Long-term disability insurance paid by County Larger life insurance policy (% of salary)	(a) Cafeteria plan (b) County pays premium for all full-time employees. Part-time employees pay a percentage of the cost based on their FTE. Extra help employees do not qualify. (c) Same as (b), plus employees have option of buy additional coverage. (d) Management only
SONOMA	5(a)	1(b)	1(c)	1(d)	Yes(e)	Higher life insurance policy, up to 2X salary capped at \$200,000	(a) PPO, EPO, HMO (2), HDHP. (b) Automatic enrollment unless waived. (c) Automatic enrollment, employer paid for full-time employee. (d) Supplemental life available for employees and dependents. (e) Same provider as life. OTHER: Medical and dependent care flexible spending plans; EAP Program.

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
STANISLAUS	2(a)	1	1	1(b)	1(c)	County provides basic AD&D to managers	(a) 2 providers that each offer traditional and health savings account options. (b) County provides basic. Additional coverage can be purchased (c) County provides basic to managers. All employees can purchase additional.
SUTTER	9(a)	3(b)	1(c)	1(d)	1(e)	\$150,000 Life Insurance.	(a) Premium paid by County & employee, varies by plan selected & number of dependents. (b) Premium paid by County & employee varies by plan selected. (c) No cost to employee. (d) Non-Management life \$20,000. (e) Included in life insurance for both Management and Non-Management.
TEHAMA	1	1	1		1		County pays 80% of premium cost. Dependents are covered under plan at one cost to employee.
TRINITY	1(a)	1(b)	1(c)	1(d)		Yearly Physical for CPO and spouse Mgt. employees get additional life insurance	(a) Blue Cross/CalPers only. (b) Delta Dental only. (c) VSP only. (d) Management employees receive additional life insurance. OTHER: Can opt out of insurance benefits and place money in Deferred comp program. Must be covered by another insurance program.
TULARE	4	1	1	1	1		County pays an allotted amount 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	3(a)	1(b)	2(b)	3(c)	3(d)	County pays 80% of gym memberships. Cafeteria Plan	(a) PERS is offered to management, and professional staff, PORAC is offered to DSA members. (b) Part of cafeteria options. (c) Provided to management employees and DSA members, and offered to other staff at cost. (d) Provided to management employees and DSA members, and offered to other staff at cost.
VENTURA	4	3	1	1(a)		Annual Physical	(a) Management only. OTHER: \$273 Flex Med Benefit, Opt-Out, 55% cash of \$273 flexible benefit allowance
YOLO	6	1	1	1(a)	1(b)	Life & AD&D provided to CPO	(a) Provided to executive FTE classes. (b) Provided to Chief Probation Officer

COMPARISON OF BENEFITS

ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
ALAMEDA	10-25 (a)	13(b)	11(c)	3-5(d)		3-7 days management	(a) Accrual based on years worked. (b) Standard for full-time employees. (c) Floating holidays (d) For each immediate family death (as outlined in MOU).
ALPINE	10-20(a)	12	15	5(b)		50 hours of administrative time	(a) Depends on years of service. (b) Must be approved by Department Head.
AMADOR	11-21 (a)	12	12(b)	5(c)	11-21(d)	May request 40-hour vacation cash out every year.	(a) 24 for Management /2-year accrual only. (b) Safety can bank holiday pay if it lands on day off, the balance is paid out at year end (c) 3 of 5 days are paid by the County, the other 2 by employee's leave banks. (d) Can accrue no more than "twice" current annual vacation accrual rate. OTHER: Personal Necessity Leave – 6 days annually from sick leave bank.
BUTTE	15-27	12	11	5		7 days admin. leave	
CALAVERAS	10-20	10	13	3	20-30(a)	Yes	(a) Annual leave for covered employees combines vacation and sick balances.
COLUSA	10-25	12	13	5		2 days per year	Vacation is front loaded, limited on total amount employee can accrue
CONTRA COSTA	10-35(a)	12	13	3(b)		Supervisors & management additional 70 hrs annual leave	(a) Management can sell back one third of annual vacation (b) Bereavement leave is treated as sick leave.
DEL NORTE	5-25	12	13-16(a)	5(b)	17-37(c)	Additional 5 days of vacation leave	(a) 3 additional floating holidays given depending on hire date. (b) Household member or immediate family. (c) Annual leave for covered employees combines vacation and sick leave balances.
EL DORADO	10-20	12(a)	13(b)	0		80 hrs Management Leave; 96 hrs Department Head Leave; (payout for unused)	(a) Non-mgmt unused sick leave payoff 5 years-20 %, 10 years-40%, 15 Years-70%,20 years-100% not to exceed 500 hours (b) Includes 16 hrs Floating Holiday, credited annually Pay Period 1 (no payout option). OTHER: 16 hrs Supervisory Leave (no payout option). 32 hrs Special Leave for Confidential Employees (no payout option). Managers' payoff upon separation of unused sick leave, not to exceed 504 hrs

COMPARISON OF BENEFITS

ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
FRESNO	10-20(a)	8-13(b)	11	3-4(c)	20-38(d)	Administrative time off as approved by Management, maximum of 40	(a) Vacation leave accrued separately for employees hired after 12/14/98 (b) Sick leave accrued separately for employees hired after 12/14/98. (c) Depending on classification and MOU. (d) Annual leave combines vacation and sick leave for employees hired before 12/14/98.
GLENN	10-26	12	12-13	5		10 days annual leave (a)	(a) Only for salary employees.
HUMBOLDT	10-30(a)	12	12	5		10 days admin. leave	(a) Depending on years of service (0-25yrs). OTHER: 5 paid days of family sick leave.
IMPERIAL	15-20	12	12	5	(a)	Additional 60 hrs per fiscal year	(a) Annual leave for covered employees combines vacation and sick balances.
INYO	10-25(a)	(b)	11	7(c)	41-56(d)		(a) Depends on the length of employment. 10 after 1 year, 15 after 3 years, an additional 1 day a year after 10 years to a maximum of 25 days per year. May accrue up to 35 days. (b) No max. out. (c) Up to 7 days with pay, charged to employee's sick leave. (d) Annual leave for covered employees combines vacation, holiday, flex and sick balances. OTHER: All full time employees receive 40 hrs of flex time per year.
KERN	12-27(a)	8-12(b)	11	(c)			(a) Max is after 15 years of service – max accrual 672 hours. (b) Max accrual 1152 hours. (c) Included in sick leave.
KINGS	12-20	10-12	11	5		Additional 6 days of management vacation per year.	
LAKE	10-25	12(a)	13	5		40 hrs of administrative leave or cash out.	(a) Can cash out 20 hours/year after accrual of 520 hours, 40 hours for management.
LASSEN	12-18	15	13	5	27-33(a)	Mid-Management 3 personal days; Management 5 personal days	(a) Annual leave for covered employees combines vacation and sick balances
LOS ANGELES	10-20	8-12	12	3-5	10(a)		(a) Annual leave for covered employees combines vacation and sick days.
MADERA	8-14	8	13	5		48 hours management leave	

COMPARISON OF BENEFITS

ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
MARIN	10-30	12	12	5(a)		Additional 5 days management personal leave.	(a) Taken from sick leave.
MARIPOSA	10-20(a)	6.67-13.33	13(a)	5	10-20	80 hrs. Management Admin. Leave	(a) 11 holidays, 1 floating holiday and 1 personal holiday
MENDOCINO	10-25	15	11	3	3-6	3 additional personal leave days for management.	
MERCED	10-20(a)	12(b)	13(c)	3-5(d)		12 days management leave per fiscal year.	(a) 0-5 years = 10 days, 5-10 years = 15 days, 10+ years = 20days. (b) Accrual rate remains constant at 3.696 hours per pay period. (c) 12 paid holidays, 1 paid personal holiday. (d) < 500 miles one way = 3 days, > 500 miles one way = 5 days.
MONO	10-20	12	17	5		80 hours	
MONTEREY	12-25(a)	12(a)	10-11(b)	5(c)	23-37(d)	Professional leave 10 days –cannot carry over from year to year. Additional floating holiday 3 days supervisory leave	(a) JIO, Sr. JIO, JIS DPO. (b) 11 when December 24 th falls on a Monday, Tuesday, or Wednesday. (c) Allowed only if accruals are used. . (d) Paid time off combines vacation and sick balances for management
NAPA	12.35-26(a)	12.35(b)	11	5	5(d)	80 hrs of management leave per fiscal year	(a) Based on years of service. (b) Each employee earns 3.8 hours per pay period; unlimited accrual. (c) Supervisors earn an additional 40 hours per year. OTHER: (1)19 hours Personal Leave; has no cash value and must be used during fiscal year (2) 40 hours critical illness time.
NEVADA	(a) 10-20(b)	(a) 12(b)	11(c)		20.60-25(d) 27.60-39(e)	24 hrs add. paid time off per fiscal year 40 hrs add. admin. leave per fiscal year	(a) Vacation and sick time are combined under annual leave for most employees. (b) For Group Supervisors, Probation Assistants, Accounting Technician, Admin. Assistant, Cooks and Legal Office Assistants. For all other groups, see Annual Leave field. (c) 2 – 3 additional floating holidays. (d) Program Managers, Juvenile Hall Superintendent, Admin. Services Officer, DPOs. (e) Chief Probation Officer

COMPARISON OF BENEFITS

ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
ORANGE	(a)	(a)	12	5	19-32(a)	Yes	(a) Annual leave for covered employees combines vacation and sick balances.
PLACER	10-30	12	12	3-5	10-20(a)		(a) Annual leave for management staff based on salary.
RIVERSIDE	10-20(a)	13	12(b)	5(c)	29-39(d)	No	(a) Maximum 480 hours vacation accrual (Maximum 640 hours vacation accrual for various bargaining units for temporary time period). (b) Additional two holidays, if Christmas & New Years falls on Tuesday or Thursday, for a possible total of 14 holidays. (c) 5 Days Bereavement total (3 paid, 2 taken from leave balances). (d) Annual Leave 29-39 days instead of vac/sick. May take cash in lieu of up to 40 hrs. /yr. Maximum 1800 hrs Annual leave accrual limit.
SACRAMENTO	10-25(a)	15(a)	12.5(b)	5	25-40(c)		(a) Based on 8-hour day. (b) 12 holidays plus 4 hours to be used for Christmas Eve or New Years Eve. (c) Annual leave for covered employees combines vacation and sick balances.
SAN BENITO	10-20	15	13.5(a)	5	25-35(b)	40-80 hours admin. leave	(a) Includes 3 floating holidays. (b) Annual leave for covered employees combines vacation and sick balances.
SAN BERNARDINO	10-20	11	14	3	5	Administrative leave (Cash out option)	OTHER: Perfect attendance, exam/interview, education, witness, jury duty, blood donation, voting, military, and birth/adoption leaves; sick leave conversion option.
SAN DIEGO	10-20(a)	13(b)	13(c)	5(d)		Unclassified Class 1 week additional, vacation, sick leave pay off 50%. Executive time off 80 hrs annually.	(a)Time donatable to another. (b) Hired prior 7/1/79, 25%of sick leave paid to max \$6,000. Employee with 10 yrs can convert sick leave credit to retirement credit. (c) Includes 2 floating holidays. (d) 3 days of bereavement and 2 days of sick leave.
SAN FRANCISCO (Adult)	10-20	13	11	(a)	4-10(b)	5 days executive management annual leave	(a) May use up to 3 days of "sick" leave or 5 days if traveling out of state. (b) Floating Holidays negotiated in Labor Agreements. OTHER: 4-5 floating holidays.

COMPARISON OF BENEFITS

ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
SAN FRANCISCO (Juvenile)	10-20(a)	13	15-16(b)	3-5(c)		5 days executive management leave; up to 100 hours earned admin. leave	(a) 1-5 yrs = 0 days, 5-15 yrs = 15 days; 20 yrs = 20 days. (b) There are 11 holidays, the remainder are floating holidays. (c) 3 within state and 5 out of state. OTHER: jury duty; 30-day max military leave; school visits 2 hours/ semester.
SAN JOAQUIN	10-23	12	14	3-5		10 days admin leave in lieu of overtime compensation.	
SAN LUIS OBISPO	10-20	12	13	5(a)	12(b)	5 Administrative days per year	(a) Taken from available leave balances. (b) Employee must pre-enroll. When holiday is worked, employee may take time off another day; but does not receive "double" or "holiday" pay.
SAN MATEO	12-24(a)	12	12	(b)		40 hrs automatic OT credited for Assumed managers' OT	(a) Increases every 5 years of additional service. (b) Accrued sick time can be used.
SANTA BARBARA	12-25(a)	12(b)	11-12(c)	5(d)		10 days sick leave plus additional 5 days vacation for managers	(a) Accrual and maximum accrual depends on years of service (b) No maximum accrual. (c) 10 specified holidays plus 1 or 2 floating holidays, depending on bargaining group. (d) Up to 5 days of sick leave per death of immediate family member. OTHER: Up to 108 hrs of admin leave for overtime exempt staff.
SANTA CLARA	10-31(a)	8-12	12	2-5(b)	39(c)		(a) Employees who use no SL in a 1-year period can cash out up to 80 hrs. vacation (b) Up to 40 hrs w/b granted. The first 2 days are not charged & the next 3 days are charged to sick leave. If necessary, up to an additional 3 days, 2 of which are chargeable to SL and the third day not charged to any accumulated balance, is authorized if out-of-state travel is required. (c) Annual leave for covered employees combines vacation and sick balances. OTHER: Employees (Miscellaneous Non-Safety) represented by bargaining union 521 will be credited with four (4) days of personal leave which must be used on or before June 27, 2010.

COMPARISON OF BENEFITS

ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
SANTA CRUZ			12.5	3-5	22-37(a)	Administrative Leave- 10 days per year	(a) Annual leave for covered employees combines vacation and sick balances
SHASTA	10-20	12	12	3	10(a)	(a) Annual leave for management employees only.	
SIERRA	10-20	12	12	5			
SISKIYOU	10-20(a)	12	15(b)	(c)		Max 60 hrs Dept head only. Can elect annually to be paid for all 60 hrs.	(a) 10 days 1-5 yrs of svc/ 15 days 5-10 yrs of svc 20 days 10+ yrs of service. (b) 12 holidays + 3 floating holidays. (c) Bereavement leave from sick leave.
SOLANO	10-20(a)	12(b)	12(c)	40(d)			(a) Employees with 1-3 years of employment earn 10 days annually (at the rate of 3.08 hrs. bi-weekly) between 3-10 years they earn 15 days annually (at a rate of 4.62 hrs. bi-weekly), for 10 years and above they earn 20 days annually (at a rate of 6.16 hrs. bi-weekly). (b) Employees earn 12 days annually (regardless of length of service) at a rate of 3.70 hrs. biweekly (c) During calendar year 2010 there are 12 holidays. (d) Employees are given 40 hours of bereavement leave per qualifying family member
SONOMA	10-25	12	12	3-5	(a)	Higher maximum hour accruals Vacation minimum 17, maximum 31	(a) Annual leave for covered employees combines vacation and sick balances. OTHER: 8 -17 hrs "floating holiday" comp annually for all employees.
STANISLAUS	12-29	12	10	1-5(a)		Additional 2 days vac plus 5 days Management time	(a) At discretion of the department head.
SUTTER	11-20(a)	11	12	5		13 days admin leave in lieu of OT. Admin leave may be cashed out or converted to deferred comp.	(a) 11 days = < 5 yrs; 15 days = 5 yrs but < 10 yrs; 17 days = 10 yrs but < 15 yrs; 20 days = 15+ yrs. OTHER: 1 floating Christmas Holiday.

COMPARISON OF BENEFITS

ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
TEHAMA	12-22½	12	13	2-3(a)	(b)	5 days hours Admin. leave	(a) Depends on bargaining unit (b) Annual leave for covered employees combines vacation and sick balances OTHER: P.O. Bargaining Unit – 10 hours; Miscellaneous bargaining unit – 1 personal day.
TRINITY	10-20	8	12	3	(a)	40 hrs calendar yr personal leave	Annual leave for covered employees combines vacation and sick balances. OTHER: 8 hours per calendar year of personal year for non-management employees.
TULARE	10-25(a)	12	12(b)	5	(c)	5 days additional vacation.	(a) Based on number of years in service. (b) Includes personal holiday. (c) Annual leave for covered employees combines vacation and sick balances.
TUOLUMNE	10-30(a)	13(b)	11	3(c)	30-60(d)	Management receives a 4% differential to compensate for 80 hours of mgmt. leave	(a) Accrual limits depend on years of service, usually 2-4 times annual max. (b) No accrual limits. (c) An additional two days of sick leave can be used in combination. (d) Annual leave for covered employees combines vacation and sick balances . OTHER: 2 floating holidays.
VENTURA	14-46	10-46(a)	9	3			(a) Management can use annual leave as vacation or sick. OTHER: Management paid administrative leave < 1 day, upon approval.
YOLO	10-40	12	14.5	5		40 hrs. admin. leave	OTHER: 40-208 voluntary employee furlough

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
ALAMEDA	5%	\$35-40(a)		(b)	50¢			(a) Dependent upon MOU. (b) \$400 for safety non-management, \$500 for non-sworn management. OTHER; 3% Meal pay for post institutional staff.
ALPINE	No	No	5%(a)	(b)	(c)	(d)		(a) Department head allows a 5% differential with a short time period, subject to BOS approval. (b) Contingent on available funds (c) County code provides for mileage reimbursement but County vehicles are mostly used. (d) Longevity based on five years completion, up to 15 years.
AMADOR			3(a)		50¢	(b)		(a) Standby for juvenile on-call. (b) 2.5% at 10/15/20 years w/at least "meets" performance 4 out of past 5 years.
BUTTE		\$100(a)	5%(b)		50¢		CPO \$690/month ACPO \$320/month for travel and cell phone	(a) \$100 per month (b) Armed assignment
CALAVERAS					50¢	2.5%(a)		(a) Additional 2.5% @ 6 yrs service, 2.5% @ 10 yrs, 2.5% @ 15 yrs, 2.5% @ 20 yrs, and 2.5% 25 yrs.
COLUSA		\$50/mo.			50¢	Yes(a)		(a) After 4 th year, a 4.48% increase is given for every 4 years of additional service.
CONTRA COSTA	5 -7.5%	\$100/mo.			50¢	2.5%-5%	\$400-\$825 Supv & Mgmt. professional development (per 2 yr period). CPO \$600/mo. auto allowance	(a) 2.5% after 10 yrs, Mgmt. additional 2.5% after 15 yrs.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
DEL NORTE	\$3 (a)	5%(b)		(c)	50¢	5%(b)		(a) Per shift. (b) 5% of job classification salary. (c) County pays for mandated training.
EL DORADO	\$.75-1.00	\$.50	\$1.15(a)	(b)	50¢	(c)	\$6,919-11,322 vehicle allowance For Department Head (d).	(a) South Lake Tahoe differential. (b) 50% reimb. of tuition cost, no dollar max. (c) Longevity pay varies according to bargaining unit. Longevity Mgmt: 5% of base salary after 10 yrs, 10% after 15 yrs, 13% after 20 yrs, 15% after 25 yrs, and 16% after 30 yrs. Longevity Non Mgmt: 5% of base salary after 10 yrs, 7.5% after 15 yrs and 10% after 20 yrs. (d) Min: CPO vehicle. Max: Vehicle + gasoline expense budgeted. OTHER: \$1,768-\$2,953.60 5% 2010 Temp. Recruiting and Retention Adjust. for South Lake Tahoe, DPO-Inst/I/II/Sr/Supervising
FRESNO	8%(a)	(b)	None	None	50¢		\$6,156 vehicle allowance for Department Head	(a)Only available for certain classifications. (b) \$23.08 & \$50.00 bi-weekly according to MOU and classification.
GLENN	\$1	.75¢			55.5¢	3%-6%(a)		(a) 41¢ to \$2.65 hr.
HUMBOLDT	50¢-60¢(a)	(b)	None	\$200-600(c)	50¢	(d)		(a) AFSCME 50¢ HDSO-60¢. (b) Actual pay dependent on need and language ability: written & verbal. (c) HDSO \$300, AFSCME \$600. (d) AFSCME – 5% for 10 yrs. of service, 5% for 20 yrs. of service. HDSO = 2.5% for 5 yrs of service, 2.5% for 10 yrs of service.
IMPERIAL	50¢-75¢	19¢		(a)	50.5¢		\$6,600 executive car allowance	(a) Bargaining unit specific.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
INYO	2-4%(a)	5%(b)	5%(c)	\$350	50¢	(d)		(a) Swing shift (1500-2400 hrs.) @ 2%. Graveyard shift (2400 - 0800 hrs.) @ 4% for institutions. (b) Based on passing a language test (c) Armed assignment. (d) 2% after 10 years, 4% after 15 years, 6% after 20 years, 8% after 25 years
KERN	5-7.5%(a)	\$25-50(b)			50¢	10%(c)	10% management form of longevity – yrs of service do not apply. \$7,008 Dept. Head car allowance	(a) 5% for P.M. shift, 7.5% for A.M. shift. (b) \$25 for speaking, additional \$25 for speaking and writing. (c) 2% after 10 yrs, additional 2% every 5 yrs until 30 yrs of service. OTHER: Fitness pay is 2% or 4%of salary if you pass fitness test.
KINGS		25¢		\$500	50¢			
LAKE	2.5%	2%			32¢			
LASSEN		5%		\$750	50¢	(a)		(a) 2.5% @ 7 years; 2.5% @ 10 years; 5% @ 15 years
LOS ANGELES	\$0.45(a)	\$100	(b)		46.5¢	3%(c)		(a) Night Bonus. (b) 5.5% Armed Unit, Gang Unit and Adult Svcs. Court Officer Team. \$30/Officer of the day at the Halls & Acting Director at the Camps. \$150 for Hall supervisors with more than 10 staff, 8 hrs of OT for camp staff disrupted for 3+ hrs during sleep shift. (c) Represented peace officers only.
MADERA	\$3.00	.25			50.5¢	.25-.50(a)		(a) 5% after 10 years; 2.5% after 15 years, 2.5% after 20 years. OTHER: Holiday Comp. 8 – 16 hours per year.
MARIN	5%	5%			50¢		\$9,600 CPO car allowance	

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments	
				Tuition	Mileage				
MARIPOSA					50¢	3%-9%(a)	2.50% additional	(a) 3% at 10 yrs, 9% at 20 yrs.	
MENDOCINO	\$1.00-2.00(a)	.23-.41			50¢	2.5%-7.5%(b)	\$800 - \$1,500 annual management flexible training & health benefit \$3,000 executive car Allowance	(a) Juvenile Hall shift pay. (b) 2.5% after 5 years at top step then 7.5% max – management only.	
MERCED	\$.75 – 1.00(a)	(b)	(c)			\$750(d)	For Assistant Chief: \$1,200 Expense Allowance-Dept For Chief: \$8,400 Car Allowance 1,800 Exp. Allow-Communications \$3,600 Expense Allow-Dept..	(a) Evening Shift 75¢/hr, night shift \$1.00 per hour. (b) 65¢-\$1.20 for bilingual, .55¢-\$1.15 for biliterate. (c) \$2.50 per shift for prep time to JIO I/II and III. \$3.00 Per hour rate for on-call Deputy Probation Officers (d) After 10 years, (20,800 hrs worked) loyalty bonus paid per year.	
MONO	No	\$125(a)	(b)		\$750(c)	(d)	3%-8%(e)	5% annual performance pay based upon performance \$8,500 car allowance or Assigned County vehicle	(a) \$125 per month. (b) No additional pay for armed assignment (c) For deputies. (d) County vehicles provided. (e) 2% after 8 years of service; after 10 years another 2.5%,and another 2.5% after 14 years.
MONTEREY	\$2(a)	(b)		(c)	50¢		\$400 Professional pay once per calendar year \$4,500 executive car allowance \$45.85 quarterly allowance	(a) Assigned to work 6 hours or more between 2 p.m. and 8 p.m. (b) 2% provisional, 4% fluent, actual pay depends on base pay. \$20 per pay period for approved management (LBU) (c) No longer available. OTHER:(1) Physical Fitness Plan- Results of fitness test awards \$0, \$500, \$750 or \$1,000 2) 5% Education Incentive for Bachelors Degree or higher.	

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
NAPA	(a)	50¢-75¢(b)	\$1.38-\$1.66(c)	(c)	50¢			(a1) \$1.50 Night shift between 6:00 p.m. and 6:00 a.m. (a2) \$.75 split shift (a3) Standby: \$2.65-\$2.90 Max rate is for weekends and holidays (b) Based on ability and job-related need. (c) 5% Safety Premium based on hourly rate (min/max based on PO II hourly salary)
NEVADA	5%(a)	5% (b)	10%(c)	(d)	50¢	(d)	5% of Base Confidential Reimb. for personal growth & Enrichment expenses Executive car allowance	(a)5% shift differential for some employees depending on their MOU. Lead workers 5% differential, dep. on MOU (b) 5% bilingual (c) 10% Truckee differential for eligible employees, dep. on MOU. (d) Individual with approval by Chief & HR Dept. For CPO, with approval by CEO and HR Dept. (d) 2.5% after 10 yrs and very satisfactory performance.
ORANGE	60¢-\$1.50	40¢-70¢	\$1.87(a)	\$3000	.50¢-.60¢(b)		\$3,500 Optional benefit plan for administrative managers. \$4,500 Optional benefit plan for executive managers \$9,180 executive car allowance.	(a) Armed assignment. (b) Depends on MOU.
PLACER	\$1.40-2.50(a)	\$.70-1.92(b)	\$1.04-1.67(c)	\$500(d)	50¢	\$.93-5.60(e)	Optional benefit plan for mgrs. \$7,200 Executive Car Allowance – Chief only	(a) 50% or more of hours must be between 5pm and 6am. (b) Must test to obtain this premium. (c) Special Investigations Unit assignment (d) Must be pre-approved and major must be germane to position. (e) Sworn staff are offered two longevity steps. OTHER: \$7,800 Tahoe Subsistence Pay
RIVERSIDE	60¢-\$1.20(a)	50¢-\$1.00		(b)	48.5¢		\$6,600 County car for CPO and \$3/day car allowance	(a) Shift: 3:00 p.m. - 11:00 p.m. \$.60/hour. Shift: 11:00 p.m.-7:00 a.m. shift 1.20/hour. (b) No minimum. Maximum is subject to availability of funds. Training must be job related and approved in advance.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
SACRAMENTO	\$1.68-3.11(a)	.40-.50(b)	\$1.12-2.07(c)	\$1,200	50¢		\$2,249-\$6,207 (3.35% of salary) \$671 - \$1,853 401(a) deferred comp. County contribution Equals 1% manager's salary. \$225 car allowance/mo.	(a) 7.5% of salary. (b) Rate determined by labor agreement. (c) Location is 5% of salary. OTHER: Management Education Incentive \$5,676-9,798 - 8%, Sup Prob Officer to Prob. Division Chief. Non- Management education incentive \$1,400- \$2,191- 3%, Prob Asst to Sr. DPO
SAN BENITO	81¢-\$1.32	29¢-44¢	\$1.87	\$750		(a)	\$6,000 executive car allowance	(a) According to different MOUs in place.
SAN BERNARDINO	\$1-3.50	63¢-75¢	\$3.25-375(a)	\$400-1,400	50¢	(b)	\$2,400-14,600 Portable Comm. Device, Auto Allowance or County vehicle.	(a) On-call, stand-by pay, weekend, clinical therapist, detention center (b) 2% - 8% of salary- varies based on classification. OTHER: (1) \$250- (2) \$5,000 Relocation Assistance, Recruitment Bonus, Referral Bonus.
SAN DIEGO	75¢(a)	20¢-50¢ (b)	50¢/\$1.03(c) 50¢-\$1.03(d) \$1.75(e)	\$1,060	50¢		\$7,243 Executive Car County Provided	(a) Night shift from 5:00 p.m. to 8:00 a.m. (b) Bilingual. (c) 2.5% Institutional Pay (d) 2.5% Armed Unit Pay. (e) Shift Leader Premium, Trainer Premium OTHER: Transit Pass Program: \$65 Bus, Trolley or Coaster Pass
SAN FRANCISCO (Adult)		\$40-60(a)		\$2,000(b)	50¢	30¢(c)	\$8,250 Cafeteria Benefits Plan for managers	(a) Bilingual pay per pay period, flat rate, not hourly. (b) Provided in labor agreement. (c) Longevity pay per payperiod.
SAN FRANCISCO (Juvenile)	60¢-\$1.50	40¢-70¢		\$2,000	50¢		\$3,500 Optional benefit plan for managers \$7,200 executive car allowance	
SAN JOAQUIN	75¢-91¢	41¢-82¢	5%(a)	(b)	48¢		Car allowance for CPO	(a) For Range Masters. (b) \$850 to \$1,600.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
SAN LUIS OBISPO	5¢-10¢ (a)	.28¢-51¢		\$250	50¢		\$5,400 CPO car allowance	(a) 5% of hourly rate for swing, 10% of hourly rate for night.
SAN MATEO	(a)	63¢-\$1.25		\$250(b)	50¢		\$6,500 executive car allowance	(a) 5.74% shift differential based on hourly salary. (b) Up to \$250 per class, no class limit, with small stipend for books.
SANTA BARBARA	75¢(a) \$1.50(b)	58¢-72¢ (c)		\$500(d)	48.5¢		\$2106 - \$5278 Car allowance \$81/pay period Asst Dept Head \$203/pay period Dept Head.	(a) 2 nd shift (b) graveyard shift. (c) \$46.15 sworn/\$57.69 non sworn per pay period. (d) To the extent that funding is available. OTHER: \$4070 - \$6485 cash benefit allowance. Some classes receive \$5/pp clothing allowance.
SANTA CLARA	\$2.50-\$3.30(a)	63¢-67¢ (b)		\$500-900(c)	50¢		\$6,000 CPO car allowance	(a) Effective 10/06/08 night shift differential (safety) is \$2.50 per hour. Effective 06/15/08 evening shift (non-safety) is \$2.65 per hour and night shift (non-safety) is \$3.30 per hour. (b) Effective 10/06/08 bilingual pay (safety) is \$160 per month. Effective 06/16/08 bilingual pay (non-safety) is \$150 per month. (c) Tuition reimbursements are subject to sufficient funds available in the program.
SANTA CRUZ	\$1.00-1.10(a)	50¢-85¢		\$175(b)	48.5¢-58.5¢	3%(c)	\$3,500 Optional Benefit Plan \$7,200 Exec. Car Allowance	(a) Swing is \$1.00. Graveyard is \$1.10. (b) Up to \$175 reimbursed per year for pre-approved courses for staff covered by General Representation contract. (b) 3% of base hourly after 25 years

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
SHASTA	60¢-95¢		76¢-97¢(a)	(b)	50¢	(c)	\$100 Mid managers \$200 Senior managers	(a) Officer receives 5% of base pay rate when instructing class or is assigned as Officer in Charge . (b) Dept. heads can authorize some tuition reimbursement for employees. (c) 5% of base pay rate for management employees only. Must have 20 years with the County and at least 2 yrs in management.
SIERRA	None	None	None	None	50¢	5%(a)		(a) There's a 5% increase for DPOs after 7, 10, 15 and 20 years.
SISKIYOU	.36¢-55¢ (a)	5%(b)		(c)	55¢			(a) JH Juvenile Correctional Officers 2.5% of hourly wage. (b) 5% of hourly wage. (c)\$1.00 to \$500.00. OTHER: \$1 to \$300 CPO, ACPO, DPO & Safety Wellness Benefit.
SOLANO	6.00%(a) 7.25%(b)	\$65(c)	No	\$1,100(d)	50¢	(e)		(a) Swing shift differential. (b) Grave shift differential. (c) Employees who qualify for bilingual pay earn \$65 bi-weekly. (d) Employees receive 59% of out of pocket expenses with max of \$1,100 per fiscal year. (e) Employees receive 2.5% at 10, 15, 20, 25, 30, & 35 yrs, for a max of 10%.
SONOMA	\$.99-\$1.81(a)	90¢-95¢	\$1.87(b) \$.90(c) \$.99 -2.16(d) \$1.78-2.16(e)	\$500-750(f)	50¢		\$5,590 CPO car allowance Higher tuition (\$750-950) and physical fitness amounts which are currently suspended due to budget constraints.	(a) 5% hourly rate (b) Armed Gang Officer Assignment (c) Confidential employee designation. (d) 5% hourly rate premium for training coordinator. (e) Probation Officer IV supervision of offsite office. (f) Text book and tuition currently suspended due to budget constraints. OTHER: \$175 - \$350 physical fitness benefit suspended due to budget.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
STANISLAUS	\$.75-\$2.43	59¢-87¢			50¢		\$2,400-\$4,800 management & Dept. Head car allowance.	OTHER: (a) 2.5% Range Master premium/ 1.5% for Assistant Range Master (b) 3% of base salary once CORE training has been passed
SUTTER		58¢(a)		\$1,000(b)	50¢	(c)		(a) Bilingual Pay (b) Non-Mgmt - \$1,000/year for continuing Educ. tuition, books & fees. Mgmt - Reimb to \$1,000/year for tuition, books & fees and 40 paid hours per year for Cont. Educ (c) Longevity Pay: Step 6 = 5% after 10 yrs of service or 5 years at Step 5; Pay for Service Distinction: Step 7 = Adds 2.5% for 15 yrs of service, Step 8 = adds 2.5% for 20 yrs of service.
TEHAMA	\$5.00(a)	5%			50¢	(b)		(a) Night shift differential (b) If hired before 6/30/90. OTHER: Deferred Comp: Mgmt \$540-After 500 hr S/L cap 4 hrs hrly rate of def comp/mo; Misc. Barg. Unit \$300 def. comp. match. All Barg. Units: 4 hrs pay @ hrly rate/mo in deferred comp plan after 500 hr S/L cap. Safety & Law Enf. Mgmt. Staywell: 1% if less than 40 hrs S/L; 2.5% if less than 24 hrs S/L used.
TRINITY	25¢-75¢(a)				50¢		\$250 stipend for Chief	(a) Shift differential for night and graveyard shifts. OTHER: Hourly on-call pay for probation officers.
TULARE	4%(a)	2.5%/5%(b)		Yes	50¢(c)		CPO/Asst CPO & Div Managers are assigned county car.	(a) For employees who work between 2:00 and 10 p.m. (b) For language, 2.5% is given to moderate bilingual and 5% for full bilingual. (c) IRS rate.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
TUOLUMNE		5%(a)		\$5,000	50.5¢	2.5%-12.5%(c)	4% pay differential or 80 hours mgt leave (d)	(a) Of base pay. (b) Reimb. up to \$5,000 annually for approved education costs, no more than 50% of total cost. (c) Tiered depending on bargaining units, starting at 10 years of service, 15 years, 20 years, 30 years. Calculated as % of base pay. (d) Managers may choose a 4% differential in lieu of 80 hours of annual management leave. OTHER:1) DSA members with Master's Degrees receive a 5% differential. calculated as % of base pay. 2) \$25-30 on-call pay for DPOs.
VENTURA	5%(a)	60¢-90¢	5%(b)	(c)	50¢(d)	4%(e)	\$1,200 Annual medical exam allowance.	(a) Per hour night shift differential, safety & computer techs. (b) Supervisor DPO (Management) receive assignment differential for juvenile facilities. (c) \$1,000 to \$2,000. (d) Current IRS standard mileage. (e) For 30+ years (non-safety). OTHER: \$500 Safety Uniform, \$150-\$375 Management Auto, Safety Shoes \$135
YOLO	90¢	\$.75-\$1.50	5%(a)	\$500	48.5¢-49.5¢		\$12,173.04 Benefit plan for Managers & Supervisors \$6,840 CPO car allowance	(a) Supervise 12 or more subordinates.

ARMED PERSONNEL COMPARISON

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

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
ALAMEDA	Yes	DPO III	7	21%	Task Force	
		Unit Supervisor	1	32%	Task Force	
		Program Manager	1	50%	Task Force	
		ACPO	1	25%	Management	
ALPINE	No					
AMADOR	Yes	CDPO	1	100%	Mid-Management for Juvenile/Adult Units	
		SPO	2	100%	Supv of Juv. & Adult Units (Field, Courts)	
		DPO	7	100%	Field Supervision/Court Services	
BUTTE	Yes	DPO	23	48%	Field Supervision	
		SPO	3	50%	Field Supervision-Management	
		CDPO	1	100%	Disciplinary Officer/Manager of Operations	
		CPO	1	100%	Management	
CALAVERAS	No					
COLUSA	Yes	DPO	2	50%	Adult Supervision	
		DPO	2	66%	Juvenile Supervision	
		CDPO	2	100%	Unit Supervision	
		CPO	1	100%	Management	
CONTRA COSTA	No					
DEL NORTE	No					
EL DORADO	Yes	DPO I/II/Sr.	26	67%	Line Staff/Field Services Adult & Juvenile	
		SPO/SPO Inst.	6	43%	Supervisor (a)	(a) 4 Field Svcs Adult and Juv & 2 Juv Det
		DCPO	3	100%	Management (b)	(b) 2 Juv Det Superintend. & 1 Dep Chief PO Field
		Asst. CPO	1	100%	Management	
		CPO	1	100%	Management	
FRESNO	Yes	Prob. Division Director	1	25%	Range Master	
		Probation Services Mgr.	9	56%	Supervising Armed Units and/or Range Masters	
		DPO IV	34	55%	Armed assignment and/or Range Masters	
		DPO I/II/III	47	77%	Armed assignment and/or Range Masters	
		Sr. JCO/JCO I/II	16	6%	Transportation Officers to include backup officers	
GLENN	Yes	DPO	5	71%	Field Supervision	
		SPO	1	100%	Field Supervision-Management	
		CPO	1	100%	Management	
HUMBOLDT	No					
IMPERIAL	Yes	DPO II/III	17	39%	Field & Investigations	
		SPO	5	100%	Field Supervision	

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
INYO	Yes	DPO	1	25%	Drug Task Force – Field Supervision	
KERN	Yes	DPO I/II	71	49%	Field Supervision	
		DPO III	20	35%	Field Supervision	
		Probation Supervisor	13	52%	Field Supervision	
KINGS	Yes	DPO	27	66%	Line Staff	
		DPO IV	2	50%	Field Supervision	
		SPO	3	75%	Management	
		DCPO	3	75%	Disciplinary Officer/Manager of Operations	
		CPO	1	100%	Management	
LAKE	Yes	DPO	5	28%	Field Supervision	
		SPO	1	33%	Field Supervision	
LASSEN	No					
LOS ANGELES	Yes	DPO	53	4%	Field Supervision	
		SPO	5	2%	Field Supervision	
		Management	1	1%	Field Supervision	
MADERA	Yes	DPO's	25	98%	Adult and Juvenile Investigations Adult and Juvenile Supervision	
		SPO	4	100%	Adult and Juvenile Investigations Adult and Juvenile Supervision	
		CDPO	4	100%	Management	
		CPO	1	100%	Management	
MARIN	No					
MARIPOSA	Yes	DPO	5.5	100%	Field Supervision	
		SPO	2	66%	Field Supervision	
		CPO	1	100%	Management	
MENDOCINO	Yes	DPO II	7	24%	Field Supervision	
		DPO III	1	20%	Court and Field Supervision Units (Supervisor)	
MERCED	Yes	DPO	36	73%	Field Supervision	
		Juvenile Institutions Officer	1	6%	Graffiti Abatement Program	
		SPO	7	78%	Field Supervision	
		Program Manager	2	50%	Probation Program Managers	
		ACPO	1	50%	Adult/Juvenile, Juvenile Justice Correctional Complex	
		CPO	1	100%	Management	
MONO	Yes	DPO I/II/III	4	100%	Adult and Juvenile Field Supervision	
		ACPO	1	100%	Management	
		CPO	1	100%	Management	

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
MONTEREY	Yes	DPO	30	33%	Field Supervision	
		Prob Div. Mgr.	1	25%	Division Supervision (Range Master)	
		Prob Services Mgr.	8	57%	Field Supervision	
NAPA	No					
NEVADA	Yes	DPO	8	50%	Field Supervision	
		Management	2	67%	Field Supervision	
ORANGE	Yes	DPO (inc. Sr. DPOs)	44	13%	Field Supervision	
		SPO	7	15%	Field Supervision	
		Div. Director	1	7%	Management	
		CPO/CDPO	2	50%	Executive Management	
PLACER	Yes	DPO I/II/Sr.	43	62%	Field Supervision	
		SPO	8	100%	Field Supervision	
		Manager	6	100%	Field Supervision	
		CPO	1	100%	Management	
RIVERSIDE	Yes	DPO	10	6.33%	Joint Task Force(s); Intensive supervision	
		SPO	3	4.23%	Supervision of armed units.	
		Sr. PO	10	18.18%	Joint Task Force(s); Intensive supervision	
SACRAMENTO	Yes	DPO	33	18%		
		Sr. DPO	24	27%		
		SPO	9	14%	Management	
		Asst. CDPO	5	56%	Management	
		Probation Division Chief	2	25%	Management	
SAN BENITO	Yes	DPO	6	55%	Field Supervision	
		SPO	1	50%	Field Supervision	
		CPO	1	100%	Management	
SAN BERNARDINO	Yes	PO I/II/III	185	61%	Adult and Juvenile Field Supervision	
		SPO	25	70%	Field Supervision and Training Division	
		Division Director I/II	11	62%	Management and Command Staff	
		CDPO	2	67%	Assistant to CPO and CDPOs - Management	
		CPO	1	100%	Management	
SAN DIEGO	Yes	Correctional DPO I	13	10%	Field Supervision	
		Correctional DPO II	6	5%	Field Supervision	
		DPO	79	59%	Field Supervision	
		Sr. PO	20	15%	Field Supervision	
		SPO	15	11%	Field Supervision	

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
SAN FRANCISCO (Adult)	Yes	DPO	8	12.5%	Field Supervision	
		SPO	2	20%	Field Supervision	
		Division Director	1	33%	Management –Division Operations	
SAN FRANCISCO (Juvenile)	No					
SAN JOAQUIN	Yes	PO I/II	44	64%	Field Supervision	
		PO III	12	17%	Field Supervision	
		Probation Unit Supv.	13	19%	Training/Field Supervision	
SAN LUIS OBISPO	Yes	DPO	28	50%	Field Supervision, Investigations	
		SPO	9	69%	Field Supervision	
		CDPO	4	100%	Disciplinary Officer/Manager of Operations	
SAN MATEO	Yes	DPO	17	10%	Field Supervision	
		SPO	1	8%	Field Supervision	
		Management	1	8%	Field Supervision	
SANTA BARBARA	Yes	DCPO	1	33%	Executive Management	
		Probation Manager	1	14%	Management	
		SPO	1	6%	Supervisor	
		Sr DPO	8	19%	Supervision Officers	
		DPO	11	17%	Supervision Officers	
SANTA CLARA	Upcoming(a)					(a) The Board of Supervisors has recently approved arming the Adult Gang Unit, Chief Deputy Probation Officer and the Chief Probation Officer. Implementation is upcoming.
SANTA CRUZ	No					
SHASTA	Yes	DPO	1	3%	Adult Function-Narcotics Task Force	
SIERRA	Yes	DPO	2	66%	Adult and Juvenile Supervision	
SISKIYOU	Yes	DPO	6	55%	Field Supv/Adult & Juv Court/Specialized Pgms.	
		SPO	1	50%	Field Supervision	
		CPO	1	100%	Management	
SOLANO	No					
SONOMA	Yes	DPO	4	4%	Field Supervision	

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
STANISLAUS	Yes	DPO	25	33%	Field Supervision	
		SPO	4	34%	Field Supervision	
		Prob. Corrections Officer	5	7%	Home Supervision (2 addtl pos for transport only)	
		Supv. Prob Corr. Officer	2	29%	Home Supervision	
		Prob. Division Manager	1	34%	Management	
		Chief Probation Officer	1	100%	Executive Management	
SUTTER	Yes	DPO III	3	12%	Officers in training for Arming	
		DPO III	5	20%	Adult Supervision 1 Drug Task Force, 2 Gang Task Force Officers 1 Juvenile for Special Assignments Only, 1 Adult Drug Court	
		SPO	3	75%	2 Adult Div Supv, 1 Juv Div Supervisor	
TEHAMA	No					
TRINITY	Yes	DPO	3	60%	Field Supervision	
		SPO	1	100%	Field Supervision	
		CPO	1	100%	Management	
TULARE	Yes	DPO	43	40%	Campus PO; Gang Unit; Team Supervision; Adult EM; JJCPA; Limited Supervision Unit; Offender Treatment Program; TCM Court; Offender Treatment Prog.	
		SPO	5	33%	Supervising Team Supervision Unit; Gang Unit; JABG; Offender Treatment Program; Juvenile Investigation and Admin. Personnel Services.	
		Division Manager	1	20%	Custody Services (Youth Facility)	
TUOLUMNE	No					
VENTURA	Yes	DPO	12	7.89%	Intensive Adult & Juvenile Field Supervision Svcs	
		Sr DPO	3	6.25%	Intensive Adult & Juvenile Field Supervision Svcs	
		Supv DPO	4	12.12%	Intensive Adult & Juvenile Field Supervision Svcs	
		Division Manager	2	25%	Management	
		Director & Chief Deputies	3	75%	Management	
YOLO	Yes	Detention Officer II	5	14%	Transportation	
		Supv Detention Officer	1	20%	Transportation	
		Asst JDF Superintendent	1	50%	Transportation	
		DPO II	17	63%	Field Supervision	
		Sr PO	5	62%	Field Supervision	
		SPO	4	67%	Field Supervision	
Probation Program Mgr	1	50%	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 – Generic A
Probation Services Journeyman – Generic B
Probation Services Advanced Journey/Senior Level – Generic C
Probation Services First Level Supervisor – Generic D
Probation Services First Level Manager – Generic E
Institutions/Custody Entry Level – Generic F
Institutions/Custody Journeyman – Generic G
Institutions/Custody Advanced Journey/Senior Level – Generic H
Institutions/Custody Supervisor – Generic I
Institutions/Custody First Level Manager – Generic J

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

For Chief Probation Officers, actual salaries have been used.

Representative county population information was accessed at the State of California Department of Finance website http://www.dof.ca.gov/research/demographic/reports/estimates/e-1/2009-10/documents/E-1_2010.xls on May 3, 2010 (*State of California, Department of Finance, E-1 Population Estimates for Cities, Counties and the State with Annual Percent Change — January 1, 2009 and 2010. Sacramento, California, May 2010*).

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

<u>County</u>	<u>Population</u>		<u>FTE</u>		<u>CPO Salary</u>	
		Rank		Rank		Rank
ALAMEDA	1,574,857	7	653.68	8	\$190,008	4
ALPINE	1,189	55	1.50	56	\$85,560	51
AMADOR	38,022	45	15.25	52	\$105,319	44
BUTTE	221,768	27	142.00	25	\$138,969	24
CALAVERAS	45,870	44	12.80	53	\$103,085	45
COLUSA	22,206	49	18.75	51	\$95,787	49
CONTRA COSTA	1,073,055	9	334.50	16	\$133,064	26
DEL NORTE	29,673	47	49.00	41	\$67,964	56
EL DORADO (VACANT-MID RANGE)	182,019	31	118.00	28	\$119,745	34
FRESNO	953,761	10	516.00	10	\$133,042	27
GLENN	29,434	48	24.80	48	\$97,531	48
HUMBOLDT	133,400	35	112.40	30	\$117,576	36
IMPERIAL	183,029	30	96.00	35	\$125,013	32
INYO	18,110	51	37.00	46	\$102,588	46
KERN	839,587	13	547.50	9	\$128,347	29
KINGS	156,289	32	128.00	27	\$115,565	38
LAKE	64,053	39	50.00	39	\$93,830	50
LASSEN	35,889	46	37.75	44	\$75,399	55
LOS ANGELES	10,441,080	1	6716.00	1	\$227,000	1
MADERA	153,655	33	118.00	28	\$132,928	28
MARIN	260,651	25	105.00	33	\$150,634	21
MARIPOSA	18,192	50	23.00	49	\$85,497	52
MENDOCINO	90,289	38	82.50	37	\$114,483	40
MERCED	258,495	26	161.25	22	\$140,712	23
MONO	13,617	53	8.00	54	\$115,992	37
MONTEREY	435,878	19	287.50	18	\$165,108	14
NAPA	138,917	34	109.50	32	\$155,424	20
NEVADA	98,680	37	67.85	38	\$119,481	35
ORANGE	3,166,461	3	1461.00	2	\$169,998	11
PLACER	347,102	22	156.00	23	\$163,000	16
RIVERSIDE	2,139,535	4	868.00	6	\$181,514	6
SACRAMENTO	1,445,327	8	740.80	7	\$185,307	5
SAN BENITO	58,388	41	32.50	47	\$115,476	39
SAN BERNARDINO	2,073,149	5	1261.00	3	\$171,246	10
SAN DIEGO	3,224,432	2	1233.25	4	\$158,267	19
SAN FRANCISCO-ADULT	856,095	11	112.07	31	\$192,500	3
SAN FRANCISCO-JUV.	856,095	11	267.38	19	\$195,598	2
SAN JOAQUIN	694,293	15	350.50	14	\$165,204	13
SAN LUIS OBISPO	273,231	23	152.75	24	\$137,373	25
SAN MATEO	754,285	14	434.16	12	\$163,488	15
SANTA BARBARA	434,481	20	342.50	15	\$159,105	18
SANTA CLARA	1,880,876	6	894.50	5	\$180,120	7
SANTA CRUZ	272,201	24	102.00	34	\$178,584	8
SHASTA	184,247	29	96.00	35	\$111,348	41
SIERRA	3,303	54	5.00	55	\$84,204	53
SISKIYOU	46,010	43	38.45	43	\$77,557	54
SOLANO	427,837	21	225.00	21	\$147,415	22
SONOMA	493,285	17	309.85	17	\$159,765	17
STANISLAUS	530,584	16	252.00	20	\$172,723	9
SUTTER	99,154	36	45.00	42	\$127,897	30
TEHAMA	63,100	40	50.00	39	\$100,032	47
TRINITY	13,898	52	20.00	50	\$106,540	43
TULARE	447,814	18	352.00	13	\$126,181	31
TUOLUMNE	56,086	42	37.75	44	\$109,400	42
VENTURA	844,713	12	512.00	11	\$167,008	12
YOLO	202,953	28	141.00	26	\$120,040	33

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

County	Population		FTE		CPO Salary	
		Rank		Rank		Rank
LOS ANGELES	10,441,080	1	6716.00	1	\$227,000	1
SAN DIEGO	3,224,432	2	1233.25	4	\$158,267	19
ORANGE	3,166,461	3	1461.00	2	\$169,998	11
RIVERSIDE	2,139,535	4	868.00	6	\$181,514	6
SAN BERNARDINO	2,073,149	5	1261.00	3	\$171,246	10
SANTA CLARA	1,880,876	6	894.50	5	\$180,120	7
ALAMEDA	1,574,857	7	653.68	8	\$190,008	4
SACRAMENTO	1,445,327	8	740.80	7	\$185,307	5
CONTRA COSTA	1,073,055	9	334.50	16	\$133,064	26
FRESNO	953,761	10	516.00	10	\$133,042	27
SAN FRANCISCO-ADULT	856,095	11	112.07	31	\$192,500	3
SAN FRANCISCO-JUV.	856,095	11	267.38	19	\$195,598	2
VENTURA	844,713	12	512.00	11	\$167,008	12
KERN	839,587	13	547.50	9	\$128,347	29
SAN MATEO	754,285	14	434.16	12	\$163,488	15
SAN JOAQUIN	694,293	15	350.50	14	\$165,204	13
STANISLAUS	530,584	16	252.00	20	\$172,723	9
SONOMA	493,285	17	309.85	17	\$159,765	17
TULARE	447,814	18	352.00	13	\$126,181	31
MONTEREY	435,878	19	287.50	18	\$165,108	14
SANTA BARBARA	434,481	20	342.50	15	\$159,105	18
SOLANO	427,837	21	225.00	21	\$147,415	22
PLACER	347,102	22	156.00	23	\$163,000	16
SAN LUIS OBISPO	273,231	23	152.75	24	\$137,373	25
SANTA CRUZ	272,201	24	102.00	34	\$178,584	8
MARIN	260,651	25	105.00	33	\$150,634	21
MERCED	258,495	26	161.25	22	\$140,712	23
BUTTE	221,768	27	142.00	25	\$138,969	24
YOLO	202,953	28	141.00	26	\$120,040	33
SHASTA	184,247	29	96.00	35	\$111,348	41
IMPERIAL	183,029	30	96.00	35	\$125,013	32
EL DORADO (VACANT-MID RANGE)	182,019	31	118.00	28	\$119,745	34
KINGS	156,289	32	128.00	27	\$115,565	38
MADERA	153,655	33	118.00	28	\$132,928	28
NAPA	138,917	34	109.50	32	\$155,424	20
HUMBOLDT	133,400	35	112.40	30	\$117,576	36
SUTTER	99,154	36	45.00	42	\$127,897	30
NEVADA	98,680	37	67.85	38	\$119,481	35
MENDOCINO	90,289	38	82.50	37	\$114,483	40
LAKE	64,053	39	50.00	39	\$93,830	50
TEHAMA	63,100	40	50.00	39	\$100,032	47
SAN BENITO	58,388	41	32.50	47	\$115,476	39
TUOLUMNE	56,086	42	37.75	44	\$109,400	42
SISKIYOU	46,010	43	38.45	43	\$77,557	54
CALAVERAS	45,870	44	12.80	53	\$103,085	45
AMADOR	38,022	45	15.25	52	\$105,319	44
LASSEN	35,889	46	37.75	44	\$75,399	55
DEL NORTE	29,673	47	49.00	41	\$67,964	56
GLENN	29,434	48	24.80	48	\$97,531	48
COLUSA	22,206	49	18.75	51	\$95,787	49
MARIPOSA	18,192	50	23.00	49	\$85,497	52
INYO	18,110	51	37.00	46	\$102,588	46
TRINITY	13,898	52	20.00	50	\$106,540	43
MONO	13,617	53	8.00	54	\$115,992	37
SIERRA	3,303	54	5.00	55	\$84,204	53
ALPINE	1,189	55	1.50	56	\$85,560	51

COMPARISON OF POPULATION, DEPARTMENT SIZE & CPO SALARY SURVEY
FULL TIME EQUIVALENT POSITIONS

County	Population		FTE		CPO Salary	
		Rank		Rank		Rank
LOS ANGELES	10,441,080	1	6716.00	1	\$227,000	1
ORANGE	3,166,461	3	1461.00	2	\$169,998	11
SAN BERNARDINO	2,073,149	5	1261.00	3	\$171,246	10
SAN DIEGO	3,224,432	2	1233.25	4	\$158,267	19
SANTA CLARA	1,880,876	6	894.50	5	\$180,120	7
RIVERSIDE	2,139,535	4	868.00	6	\$181,514	6
SACRAMENTO	1,445,327	8	740.80	7	\$185,307	5
ALAMEDA	1,574,857	7	653.68	8	\$190,008	4
KERN	839,587	13	547.50	9	\$128,347	29
FRESNO	953,761	10	516.00	10	\$133,042	27
VENTURA	844,713	12	512.00	11	\$167,008	12
SAN MATEO	754,285	14	434.16	12	\$163,488	15
TULARE	447,814	18	352.00	13	\$126,181	31
SAN JOAQUIN	694,293	15	350.50	14	\$165,204	13
SANTA BARBARA	434,481	20	342.50	15	\$159,105	18
CONTRA COSTA	1,073,055	9	334.50	16	\$133,064	26
SONOMA	493,285	17	309.85	17	\$159,765	17
MONTEREY	435,878	19	287.50	18	\$165,108	14
SAN FRANCISCO-JUV.	856,095	11	267.38	19	\$195,598	2
STANISLAUS	530,584	16	252.00	20	\$172,723	9
SOLANO	427,837	21	225.00	21	\$147,415	22
MERCED	258,495	26	161.25	22	\$140,712	23
PLACER	347,102	22	156.00	23	\$163,000	16
SAN LUIS OBISPO	273,231	23	152.75	24	\$137,373	25
BUTTE	221,768	27	142.00	25	\$138,969	24
YOLO	202,953	28	141.00	26	\$120,040	33
KINGS	156,289	32	128.00	27	\$115,565	38
EL DORADO (VACANT-MID RANGE)	182,019	31	118.00	28	\$119,745	34
MADERA	153,655	33	118.00	28	\$132,928	28
HUMBOLDT	133,400	35	112.40	30	\$117,576	36
SAN FRANCISCO-ADULT	856,095	11	112.07	31	\$192,500	3
NAPA	138,917	34	109.50	32	\$155,424	20
MARIN	260,651	25	105.00	33	\$150,634	21
SANTA CRUZ	272,201	24	102.00	34	\$178,584	8
SHASTA	184,247	29	96.00	35	\$111,348	41
IMPERIAL	183,029	30	96.00	35	\$125,013	32
MENDOCINO	90,289	38	82.50	37	\$114,483	40
NEVADA	98,680	37	67.85	38	\$119,481	35
LAKE	64,053	39	50.00	39	\$93,830	50
TEHAMA	63,100	40	50.00	39	\$100,032	47
DEL NORTE	29,673	47	49.00	41	\$67,964	56
SUTTER	99,154	36	45.00	42	\$127,897	30
SISKIYOU	46,010	43	38.45	43	\$77,557	54
TUOLUMNE	56,086	42	37.75	44	\$109,400	42
LASSEN	35,889	46	37.75	44	\$75,399	55
INYO	18,110	51	37.00	46	\$102,588	46
SAN BENITO	58,388	41	32.50	47	\$115,476	39
GLENN	29,434	48	24.80	48	\$97,531	48
MARIPOSA	18,192	50	23.00	49	\$85,497	52
TRINITY	13,898	52	20.00	50	\$106,540	43
COLUSA	22,206	49	18.75	51	\$95,787	49
AMADOR	38,022	45	15.25	52	\$105,319	44
CALAVERAS	45,870	44	12.80	53	\$103,085	45
MONO	13,617	53	8.00	54	\$115,992	37
SIERRA	3,303	54	5.00	55	\$84,204	53
ALPINE	1,189	55	1.50	56	\$85,560	51

**COMPARISON OF POPULATION, DEPARTMENT SIZE & CPO SALARY SURVEY
CHIEF PROBATION OFFICER SALARY**

<u>County</u>	<u>Population</u>	<u>FTE</u>		<u>CPO Salary</u>
		<u>Rank</u>	<u>Rank</u>	
LOS ANGELES	10,441,080	1	6716.00	1
SAN FRANCISCO-JUV.	856,095	11	267.38	2
SAN FRANCISCO-ADULT	856,095	11	112.07	3
ALAMEDA	1,574,857	7	653.68	4
SACRAMENTO	1,445,327	8	740.80	5
RIVERSIDE	2,139,535	4	868.00	6
SANTA CLARA	1,880,876	6	894.50	7
SANTA CRUZ	272,201	24	102.00	8
STANISLAUS	530,584	16	252.00	9
SAN BERNARDINO	2,073,149	5	1261.00	10
ORANGE	3,166,461	3	1461.00	11
VENTURA	844,713	12	512.00	12
SAN JOAQUIN	694,293	15	350.50	13
MONTEREY	435,878	19	287.50	14
SAN MATEO	754,285	14	434.16	15
PLACER	347,102	22	156.00	16
SONOMA	493,285	17	309.85	17
SANTA BARBARA	434,481	20	342.50	18
SAN DIEGO	3,224,432	2	1233.25	19
NAPA	138,917	34	109.50	20
MARIN	260,651	25	105.00	21
SOLANO	427,837	21	225.00	22
MERCED	258,495	26	161.25	23
BUTTE	221,768	27	142.00	24
SAN LUIS OBISPO	273,231	23	152.75	25
CONTRA COSTA	1,073,055	9	334.50	26
FRESNO	953,761	10	516.00	27
MADERA	153,655	33	118.00	28
KERN	839,587	13	547.50	29
SUTTER	99,154	36	45.00	30
TULARE	447,814	18	352.00	31
IMPERIAL	183,029	30	96.00	32
YOLO	202,953	28	141.00	33
EL DORADO (VACANT-MID RANGE)	182,019	31	118.00	34
NEVADA	98,680	37	67.85	35
HUMBOLDT	133,400	35	112.40	36
MONO	13,617	53	8.00	37
KINGS	156,289	32	128.00	38
SAN BENITO	58,388	41	32.50	39
MENDOCINO	90,289	38	82.50	40
SHASTA	184,247	29	96.00	41
TUOLUMNE	56,086	42	37.75	42
TRINITY	13,898	52	20.00	43
AMADOR	38,022	45	15.25	44
CALAVERAS	45,870	44	12.80	45
INYO	18,110	51	37.00	46
TEHAMA	63,100	40	50.00	47
GLENN	29,434	48	24.80	48
COLUSA	22,206	49	18.75	49
LAKE	64,053	39	50.00	50
ALPINE	1,189	55	1.50	51
MARIPOSA	18,192	50	23.00	52
SIERRA	3,303	54	5.00	53
SISKIYOU	46,010	43	38.45	54
LASSEN	35,889	46	37.75	55
DEL NORTE	29,673	47	49.00	56

PROBATION SERVICES

GENERIC POSITION COMPARISONS - ENTRY THROUGH SENIOR CLASSIFICATIONS

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

PROBATION SERVICES

GENERIC POSITION COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

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

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

	<u>Pop.</u>	<u>Entry Level</u>		<u>Rank</u>	<u>Journey Level</u>		<u>Rank</u>	<u>Advanced/Senior Level</u>		<u>Rank</u>
	<u>Rank</u>	(A)	(A)		(B)	(B)		(C)	(C)	
ALAMEDA	7	53,408	70,117	6	63,294	77,272	6	70,117	84,989	4
ALPINE	56	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMADOR	46	40,298	48,984	29	48,776	59,278	25	55,770	67,776	22
BUTTE	28	34,666	46,457	33	40,202	53,875	36	44,376	59,468	34
CALAVERAS	45	37,211	45,240	39	43,701	53,165	38	51,626	62,816	30
COLUSA	50	35,534	43,189	43	39,187	47,625	49	44,149	53,648	42
CONTRA COSTA	9	41,920	50,954	24	58,177	70,715	10	62,106	75,490	9
DEL NORTE	48	31,174	46,059	35	34,370	50,780	40	36,088	53,318	43
EL DORADO	32	37,315	45,365	38	41,642	50,606	42	44,720	54,392	40
FRESNO	10	35,048	42,588	45	44,252	56,472	30	55,094	70,330	19
GLENN	49	33,093	40,248	49	36,546	44,429	52	40,373	49,067	50
HUMBOLDT	36	35,964	43,905	42	42,187	51,502	39	45,920	56,059	37
IMPERIAL	31	30,008	38,365	50	N/A	N/A	N/A	48,444	61,875	31
INYO	52	46,224	46,224	34	49,656	60,384	23	53,244	64,776	27
KERN	14	43,462	53,058	23	50,730	61,930	21	55,772	68,086	21
KINGS	33	39,540	48,252	31	45,900	56,016	31	50,712	61,860	32
LAKE	40	36,561	44,441	41	40,310	48,996	46	43,383	52,732	45
LASSEN	47	31,896	38,301	51	34,944	42,000	53	38,304	46,092	51
LOS ANGELES	1	45,908	56,992	19	54,249	75,119	9	54,249	75,119	10
MADERA	34	34,568	42,018	46	40,147	48,799	47	44,359	53,918	41
MARIN	26	60,486	78,811	2	60,486	78,811	5	68,162	82,888	5
MARIPOSA	51	40,458	49,177	27	40,458	49,177	45	45,606	55,436	38
MENDOCINO	39	41,018	49,878	26	45,261	55,016	33	45,261	55,016	39
MERCED	27	41,371	50,315	25	45,614	55,494	32	52,853	64,293	28
MONO	54	40,123	48,776	30	44,284	53,819	37	48,874	59,413	35
MONTEREY	20	49,440	67,512	8	57,720	78,816	4	57,720	78,816	7
NAPA	35	52,728	63,072	12	57,540	69,000	11	61,932	74,052	12
NEVADA	38	36,443	49,156	28	38,116	54,313	34	49,156	60,010	33
ORANGE	3	53,602	72,259	5	55,557	76,336	7	59,738	80,413	6
PLACER	23	43,392	60,372	13	43,392	60,372	24	57,012	69,288	20
RIVERSIDE	4	49,665	64,895	11	49,665	64,895	18	55,576	72,598	15
SACRAMENTO	8	46,675	59,571	15	54,163	65,853	14	60,091	73,029	13
SAN BENITO	42	N/A	N/A	N/A	45,936	58,572	26	N/A	N/A	N/A
SAN BERNARDINO	5	33,280	53,976	21	41,454	65,541	16	54,184	70,574	17
SAN DIEGO	2	53,560	65,104	10	53,560	65,104	17	59,051	71,781	16
SAN FRANCISCO-ADULT	11	53,066	86,008	1	53,066	86,008	1	85,670	104,156	1
SAN FRANCISCO-JUV.	12	53,066	86,008	1	53,066	86,008	1	N/A	N/A	N/A
SAN JOAQUIN	16	43,826	53,269	22	50,232	61,069	22	55,390	67,330	23
SAN LUIS OBISPO	24	39,416	47,944	32	46,862	56,950	28	46,862	56,950	36
SAN MATEO	15	58,094	72,613	4	64,854	81,058	3	68,598	85,758	3
SANTA BARBARA	21	47,002	57,379	18	47,002	57,379	27	54,047	65,978	26
SANTA CLARA	6	56,832	69,084	7	67,728	82,332	2	76,152	92,604	2
SANTA CRUZ	25	60,168	76,128	3	60,168	76,128	8	N/A	N/A	N/A
SHASTA	30	35,208	44,940	40	38,820	49,548	43	41,772	53,316	44
SIERRA	55	34,221	41,596	47	40,552	49,291	44	42,851	52,085	49
SISKIYOU	44	N/A	N/A	N/A	42,411	54,142	35	N/A	N/A	N/A
SOLANO	22	47,938	58,269	16	55,375	67,315	12	63,163	76,775	8
SONOMA	18	49,546	60,216	14	54,558	66,331	13	61,610	74,880	11
STANISLAUS	17	46,842	56,930	20	46,842	56,930	29	52,270	63,565	29
SUTTER	37	36,695	57,440	17	46,676	63,952	19	51,931	70,508	18
TEHAMA	41	N/A	N/A	N/A	39,996	48,696	48	43,056	52,476	47
TRINITY	53	32,163	43,102	44	35,528	46,678	51	39,245	52,593	46
TULARE	19	33,509	40,838	48	38,891	47,396	50	42,948	52,343	48
TUOLUMNE	43	37,564	45,864	37	41,496	50,668	41	55,161	67,329	24
VENTURA	13	43,748	65,843	9	43,748	65,843	15	55,792	72,942	14
YOLO	29	45,972	45,972	36	51,300	62,352	20	55,164	67,044	25

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

	<u>Pop.</u>	<u>Entry Level</u>		<u>Rank</u>	<u>Journey Level</u>		<u>Rank</u>	<u>Adanced/Senior Level</u>		<u>Rank</u>
	<u>Rank</u>	(A)			(B)			(C)		
SAN FRANCISCO-JUV.	12	53,066	86,008	1	53,066	86,008	1	N/A	N/A	N/A
SAN FRANCISCO-ADULT	11	53,066	86,008	1	53,066	86,008	1	85,670	104,156	1
MARIN	26	60,486	78,811	2	60,486	78,811	5	68,162	82,888	5
SANTA CRUZ	25	60,168	76,128	3	60,168	76,128	8	N/A	N/A	N/A
SAN MATEO	15	58,094	72,613	4	64,854	81,058	3	68,598	85,758	3
ORANGE	3	53,602	72,259	5	55,557	76,336	7	59,738	80,413	6
ALAMEDA	7	53,408	70,117	6	63,294	77,272	6	70,117	84,989	4
SANTA CLARA	6	56,832	69,084	7	67,728	82,332	2	76,152	92,604	2
MONTEREY	20	49,440	67,512	8	57,720	78,816	4	57,720	78,816	7
VENTURA	13	43,748	65,843	9	43,748	65,843	15	55,792	72,942	14
SAN DIEGO	2	53,560	65,104	10	53,560	65,104	17	59,051	71,781	16
RIVERSIDE	4	49,665	64,895	11	49,665	64,895	18	55,576	72,598	15
NAPA	35	52,728	63,072	12	57,540	69,000	11	61,932	74,052	12
PLACER	23	43,392	60,372	13	43,392	60,372	24	57,012	69,288	20
SONOMA	18	49,546	60,216	14	54,558	66,331	13	61,610	74,880	11
SACRAMENTO	8	46,675	59,571	15	54,163	65,853	14	60,091	73,029	13
SOLANO	22	47,938	58,269	16	55,375	67,315	12	63,163	76,775	8
SUTTER	37	36,695	57,440	17	46,676	63,952	19	51,931	70,508	18
SANTA BARBARA	21	47,002	57,379	18	47,002	57,379	27	54,047	65,978	26
LOS ANGELES	1	45,908	56,992	19	54,249	75,119	9	54,249	75,119	10
STANISLAUS	17	46,842	56,930	20	46,842	56,930	29	52,270	63,565	29
SAN BERNARDINO	5	33,280	53,976	21	41,454	65,541	16	54,184	70,574	17
SAN JOAQUIN	16	43,826	53,269	22	50,232	61,069	22	55,390	67,330	23
KERN	14	43,462	53,058	23	50,730	61,930	21	55,772	68,086	21
CONTRA COSTA	9	41,920	50,954	24	58,177	70,715	10	62,106	75,490	9
MERCED	27	41,371	50,315	25	45,614	55,494	32	52,853	64,293	28
MENDOCINO	39	41,018	49,878	26	45,261	55,016	33	45,261	55,016	39
MARIPOSA	51	40,458	49,177	27	40,458	49,177	45	45,606	55,436	38
NEVADA	38	36,443	49,156	28	38,116	54,313	34	49,156	60,010	33
AMADOR	46	40,298	48,984	29	48,776	59,278	25	55,770	67,776	22
MONO	54	40,123	48,776	30	44,284	53,819	37	48,874	59,413	35
KINGS	33	39,540	48,252	31	45,900	56,016	31	50,712	61,860	32
SAN LUIS OBISPO	24	39,416	47,944	32	46,862	56,950	28	46,862	56,950	36
BUTTE	28	34,666	46,457	33	40,202	53,875	36	44,376	59,468	34
INYO	52	46,224	46,224	34	49,656	60,384	23	53,244	64,776	27
DEL NORTE	48	31,174	46,059	35	34,370	50,780	40	36,088	53,318	43
YOLO	29	45,972	45,972	36	51,300	62,352	20	55,164	67,044	25
TUOLUMNE	43	37,564	45,864	37	41,496	50,668	41	55,161	67,329	24
EL DORADO	32	37,315	45,365	38	41,642	50,606	42	44,720	54,392	40
CALAVERAS	45	37,211	45,240	39	43,701	53,165	38	51,626	62,816	30
SHASTA	30	35,208	44,940	40	38,820	49,548	43	41,772	53,316	44
LAKE	40	36,561	44,441	41	40,310	48,996	46	43,383	52,732	45
HUMBOLDT	36	35,964	43,905	42	42,187	51,502	39	45,920	56,059	37
COLUSA	50	35,534	43,189	43	39,187	47,625	49	44,149	53,648	42
TRINITY	53	32,163	43,102	44	35,528	46,678	51	39,245	52,593	46
FRESNO	10	35,048	42,588	45	44,252	56,472	30	55,094	70,330	19
MADERA	34	34,568	42,018	46	40,147	48,799	47	44,359	53,918	41
SIERRA	55	34,221	41,596	47	40,552	49,291	44	42,851	52,085	49
TULARE	19	33,509	40,838	48	38,891	47,396	50	42,948	52,343	48
GLENN	49	33,093	40,248	49	36,546	44,429	52	40,373	49,067	50
IMPERIAL	31	30,008	38,365	50	N/A	N/A	N/A	48,444	61,875	31
LASSEN	47	31,896	38,301	51	34,944	42,000	53	38,304	46,092	51
ALPINE	56	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN BENITO	42	N/A	N/A	N/A	45,936	58,572	26	N/A	N/A	N/A
SISKIYOU	44	N/A	N/A	N/A	42,411	54,142	35	N/A	N/A	N/A
TEHAMA	41	N/A	N/A	N/A	39,996	48,696	48	43,056	52,476	47

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

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (A)		<u>Rank</u>	<u>Journey Level</u> (B)		<u>Rank</u>	<u>Advanced/Senior Level</u> (C)		<u>Rank</u>
SAN FRANCISCO-JUV.	12	53,066	86,008	1	53,066	86,008	1	N/A	N/A	N/A
SAN FRANCISCO-ADULT	11	53,066	86,008	1	53,066	86,008	1	85,670	104,156	1
SANTA CLARA	6	56,832	69,084	7	67,728	82,332	2	76,152	92,604	2
SAN MATEO	15	58,094	72,613	4	64,854	81,058	3	68,598	85,758	3
MONTEREY	20	49,440	67,512	8	57,720	78,816	4	57,720	78,816	7
MARIN	26	60,486	78,811	2	60,486	78,811	5	68,162	82,888	5
ALAMEDA	7	53,408	70,117	6	63,294	77,272	6	70,117	84,989	4
ORANGE	3	53,602	72,259	5	55,557	76,336	7	59,738	80,413	6
SANTA CRUZ	25	60,168	76,128	3	60,168	76,128	8	N/A	N/A	N/A
LOS ANGELES	1	45,908	56,992	19	54,249	75,119	9	54,249	75,119	10
CONTRA COSTA	9	41,920	50,954	24	58,177	70,715	10	62,106	75,490	9
NAPA	35	52,728	63,072	12	57,540	69,000	11	61,932	74,052	12
SOLANO	22	47,938	58,269	16	55,375	67,315	12	63,163	76,775	8
SONOMA	18	49,546	60,216	14	54,558	66,331	13	61,610	74,880	11
SACRAMENTO	8	46,675	59,571	15	54,163	65,853	14	60,091	73,029	13
VENTURA	13	43,748	65,843	9	43,748	65,843	15	55,792	72,942	14
SAN BERNARDINO	5	33,280	53,976	21	41,454	65,541	16	54,184	70,574	17
SAN DIEGO	2	53,560	65,104	10	53,560	65,104	17	59,051	71,781	16
RIVERSIDE	4	49,665	64,895	11	49,665	64,895	18	55,576	72,598	15
SUTTER	37	36,695	57,440	17	46,676	63,952	19	51,931	70,508	18
YOLO	29	45,972	45,972	36	51,300	62,352	20	55,164	67,044	25
KERN	14	43,462	53,058	23	50,730	61,930	21	55,772	68,086	21
SAN JOAQUIN	16	43,826	53,269	22	50,232	61,069	22	55,390	67,330	23
INYO	52	46,224	46,224	34	49,656	60,384	23	53,244	64,776	27
PLACER	23	43,392	60,372	13	43,392	60,372	24	57,012	69,288	20
AMADOR	46	40,298	48,984	29	48,776	59,278	25	55,770	67,776	22
SAN BENITO	42	N/A	N/A	N/A	45,936	58,572	26	N/A	N/A	N/A
SANTA BARBARA	21	47,002	57,379	18	47,002	57,379	27	54,047	65,978	26
SAN LUIS OBISPO	24	39,416	47,944	32	46,862	56,950	28	46,862	56,950	36
STANISLAUS	17	46,842	56,930	20	46,842	56,930	29	52,270	63,565	29
FRESNO	10	35,048	42,588	45	44,252	56,472	30	55,094	70,330	19
KINGS	33	39,540	48,252	31	45,900	56,016	31	50,712	61,860	32
MERCED	27	41,371	50,315	25	45,614	55,494	32	52,853	64,293	28
MENDOCINO	39	41,018	49,878	26	45,261	55,016	33	45,261	55,016	39
NEVADA	38	36,443	49,156	28	38,116	54,313	34	49,156	60,010	33
SISKIYOU	44	N/A	N/A	N/A	42,411	54,142	35	N/A	N/A	N/A
BUTTE	28	34,666	46,457	33	40,202	53,875	36	44,376	59,468	34
MONO	54	40,123	48,776	30	44,284	53,819	37	48,874	59,413	35
CALAVERAS	45	37,211	45,240	39	43,701	53,165	38	51,626	62,816	30
HUMBOLDT	36	35,964	43,905	42	42,187	51,502	39	45,920	56,059	37
DEL NORTE	48	31,174	46,059	35	34,370	50,780	40	36,088	53,318	43
TUOLUMNE	43	37,564	45,864	37	41,496	50,668	41	55,161	67,329	24
EL DORADO	32	37,315	45,365	38	41,642	50,606	42	44,720	54,392	40
SHASTA	30	35,208	44,940	40	38,820	49,548	43	41,772	53,316	44
SIERRA	55	34,221	41,596	47	40,552	49,291	44	42,851	52,085	49
MARIPOSA	51	40,458	49,177	27	40,458	49,177	45	45,606	55,436	38
LAKE	40	36,561	44,441	41	40,310	48,996	46	43,383	52,732	45
MADERA	34	34,568	42,018	46	40,147	48,799	47	44,359	53,918	41
TEHAMA	41	N/A	N/A	N/A	39,996	48,696	48	43,056	52,476	47
COLUSA	50	35,534	43,189	43	39,187	47,625	49	44,149	53,648	42
TULARE	19	33,509	40,838	48	38,891	47,396	50	42,948	52,343	48
TRINITY	53	32,163	43,102	44	35,528	46,678	51	39,245	52,593	46
GLENN	49	33,093	40,248	49	36,546	44,429	52	40,373	49,067	50
LASSEN	47	31,896	38,301	51	34,944	42,000	53	38,304	46,092	51
ALPINE	56	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IMPERIAL	31	30,008	38,365	50	N/A	N/A	N/A	48,444	61,875	31

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

	<u>Pop.</u>	<u>Entry Level</u>		<u>Rank</u>	<u>Journey Level</u>		<u>Rank</u>	<u>Advanced/Senior Level</u>		<u>Rank</u>
	<u>Rank</u>	(A)	(A)		(B)	(B)		(C)	(C)	
SAN FRANCISCO-ADULT	11	N/A	N/A	N/A	53,066	86,008	1	85,670	104,156	1
SANTA CLARA	6	56,832	69,084	7	67,728	82,332	2	76,152	92,604	2
SAN MATEO	15	58,094	72,613	4	64,854	81,058	3	68,598	85,758	3
ALAMEDA	7	53,408	70,117	6	63,294	77,272	6	70,117	84,989	4
MARIN	26	60,486	78,811	2	60,486	78,811	5	68,162	82,888	5
ORANGE	3	53,602	72,259	5	55,557	76,336	7	59,738	80,413	6
MONTEREY	20	49,440	67,512	8	57,720	78,816	4	57,720	78,816	7
SOLANO	22	47,938	58,269	16	55,375	67,315	12	63,163	76,775	8
CONTRA COSTA	9	41,920	50,954	24	58,177	70,715	10	62,106	75,490	9
LOS ANGELES	1	45,908	56,992	19	54,249	75,119	9	54,249	75,119	10
SONOMA	18	49,546	60,216	14	54,558	66,331	13	61,610	74,880	11
NAPA	35	52,728	63,072	12	57,540	69,000	11	61,932	74,052	12
SACRAMENTO	8	46,675	59,571	15	54,163	65,853	14	60,091	73,029	13
VENTURA	13	43,748	65,843	9	43,748	65,843	15	55,792	72,942	14
RIVERSIDE	4	49,665	64,895	11	49,665	64,895	18	55,576	72,598	15
SAN DIEGO	2	53,560	65,104	10	53,560	65,104	17	59,051	71,781	16
SAN BERNARDINO	5	33,280	53,976	21	41,454	65,541	16	54,184	70,574	17
SUTTER	37	36,695	57,440	17	46,676	63,952	19	51,931	70,508	18
FRESNO	10	35,048	42,588	45	44,252	56,472	30	55,094	70,330	19
PLACER	23	43,392	60,372	13	43,392	60,372	24	57,012	69,288	20
KERN	14	43,462	53,058	23	50,730	61,930	21	55,772	68,086	21
AMADOR	46	40,298	48,984	29	48,776	59,278	25	55,770	67,776	22
SAN JOAQUIN	16	43,826	53,269	22	50,232	61,069	22	55,390	67,330	23
TUOLUMNE	43	37,564	45,864	37	41,496	50,668	41	55,161	67,329	24
YOLO	29	45,972	45,972	36	51,300	62,352	20	55,164	67,044	25
SANTA BARBARA	21	47,002	57,379	18	47,002	57,379	27	54,047	65,978	26
INYO	52	46,224	46,224	34	49,656	60,384	23	53,244	64,776	27
MERCED	27	41,371	50,315	25	45,614	55,494	32	52,853	64,293	28
STANISLAUS	17	46,842	56,930	20	46,842	56,930	29	52,270	63,565	29
CALAVERAS	45	37,211	45,240	39	43,701	53,165	38	51,626	62,816	30
IMPERIAL	31	30,008	38,365	49	N/A	N/A	N/A	48,444	61,875	31
KINGS	33	39,540	48,252	31	45,900	56,016	31	50,712	61,860	32
NEVADA	38	36,443	49,156	28	38,116	54,313	34	49,156	60,010	33
BUTTE	28	34,666	46,457	33	40,202	53,875	36	44,376	59,468	34
MONO	54	40,123	48,776	30	44,284	53,819	37	48,874	59,413	35
SAN LUIS OBISPO	24	39,416	47,944	32	46,862	56,950	28	46,862	56,950	36
HUMBOLDT	36	35,964	43,905	42	42,187	51,502	39	45,920	56,059	37
MARIPOSA	51	40,458	49,177	27	40,458	49,177	45	45,606	55,436	38
MENDOCINO	39	41,018	49,878	26	45,261	55,016	33	45,261	55,016	39
EL DORADO	32	37,315	45,365	38	41,642	50,606	42	44,720	54,392	40
MADERA	34	34,568	42,018	46	40,147	48,799	47	44,359	53,918	41
COLUSA	50	35,534	43,189	43	39,187	47,625	49	44,149	53,648	42
DEL NORTE	48	31,174	46,059	35	34,370	50,780	40	36,088	53,318	43
SHASTA	30	35,208	44,940	40	38,820	49,548	43	41,772	53,316	44
LAKE	40	36,561	44,441	41	40,310	48,996	46	43,383	52,732	45
TRINITY	53	32,163	43,102	44	35,528	46,678	51	39,245	52,593	46
TEHAMA	41	N/A	N/A	N/A	39,996	48,696	48	43,056	52,476	47
TULARE	19	33,509	40,838	48	38,891	47,396	50	42,948	52,343	48
SIERRA	55	34,221	41,596	47	40,552	49,291	44	42,851	52,085	49
GLENN	49	31,429	38,189	51	34,757	42,266	52	38,418	46,696	50
LASSEN	47	31,896	38,301	50	34,944	42,000	53	38,304	46,092	51
SAN FRANCISCO-JUV.	12	53,066	86,008	1	53,066	86,008	1	N/A	N/A	N/A
SANTA CRUZ	25	60,168	76,128	3	60,168	76,128	8	N/A	N/A	N/A
SAN BENITO	42	N/A	N/A	N/A	45,936	58,572	26	N/A	N/A	N/A
SISKIYOU	44	N/A	N/A	N/A	42,411	54,142	35	N/A	N/A	N/A
ALPINE	56	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

	<u>Pop.</u> <u>Rank</u>	<u>Supervisor</u> (D)		<u>Rank</u>	<u>Manager</u> (E)		<u>Rank</u>
ALAMEDA	7	80,018	96,428	3	88,442	107,494	18
ALPINE	56	N/A	N/A	N/A	N/A	N/A	N/A
AMADOR	46	61,325	74,521	27	74,208	90,181	33
BUTTE	28	50,208	67,283	33	87,283	116,968	9
CALAVERAS	45	N/A	N/A	N/A	64,646	78,541	39
COLUSA	50	44,149	53,648	48	53,969	68,697	50
CONTRA COSTA	9	76,211	92,635	5	84,049	102,162	23
DEL NORTE	48	39,787	63,270	37	49,574	73,243	46
EL DORADO	32	51,272	62,317	40	69,805	84,843	36
FRESNO	10	69,888	80,886	22	59,526	106,328	19
GLENN	49	45,760	55,619	47	N/A	N/A	N/A
HUMBOLDT	36	51,760	63,188	38	57,189	69,816	48
IMPERIAL	31	53,174	67,937	31	68,901	88,003	34
INYO	52	N/A	N/A	N/A	64,368	78,264	40
KERN	14	61,315	74,854	26	78,725	96,106	26
KINGS	33	56,016	68,352	30	63,108	77,040	42
LAKE	40	46,663	56,719	46	59,566	72,404	47
LASSEN	47	43,872	52,872	49	50,460	60,888	51
LOS ANGELES	1	63,528	83,311	16	86,122	130,353	3
MADERA	34	49,012	59,574	43	61,959	75,312	43
MARIN	26	82,139	91,021	7	100,485	111,363	14
MARIPOSA	51	54,049	65,697	36	N/A	N/A	N/A
MENDOCINO	39	49,920	60,674	42	71,573	87,006	35
MERCED	27	65,562	89,710	9	95,098	115,627	11
MONO	54	N/A	N/A	N/A	92,796	92,796	29
MONTEREY	20	60,660	82,836	17	76,764	120,420	7
NAPA	35	70,728	84,900	15	85,992	103,224	21
NEVADA	38	54,313	66,305	35	73,994	90,332	32
ORANGE	3	66,747	89,606	10	73,778	154,170	1
PLACER	23	65,556	79,692	23	78,376	95,266	28
RIVERSIDE	4	63,167	82,563	18	69,784	109,599	16
SACRAMENTO	8	70,949	86,237	12	83,907	122,470	6
SAN BENITO	42	53,136	67,752	32	N/A	N/A	N/A
SAN BERNARDINO	5	62,733	81,744	20	72,738	102,606	22
SAN DIEGO	2	63,482	85,530	13	68,640	135,200	2
SAN FRANCISCO-ADULT	11	85,670	104,156	2	108,914	126,048	5
SAN FRANCISCO-JUV.	12	85,670	104,156	2	85,332	114,582	12
SAN JOAQUIN	16	65,083	79,102	24	76,066	92,498	30
SAN LUIS OBISPO	24	67,538	82,077	19	80,974	98,426	25
SAN MATEO	15	76,482	95,597	4	88,525	110,656	15
SANTA BARBARA	21	62,146	75,868	25	70,720	116,480	10
SANTA CLARA	6	86,460	105,096	1	96,768	117,648	8
SANTA CRUZ	25	68,124	85,296	14	71,964	95,796	27
SHASTA	30	46,056	58,788	44	54,108	69,060	49
SIERRA	55	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	44	49,130	62,691	39	58,563	74,742	44
SOLANO	22	71,061	86,375	11	75,197	91,402	31
SONOMA	18	74,069	90,022	8	86,923	105,643	20
STANISLAUS	17	59,384	72,176	28	72,996	109,450	17
SUTTER	37	60,743	81,333	21	73,975	100,050	24
TEHAMA	41	47,544	57,900	45	60,144	73,272	45
TRINITY	53	45,563	61,059	41	57,853	77,528	41
TULARE	19	54,639	66,591	34	66,535	81,087	37
TUOLUMNE	43	N/A	N/A	N/A	66,331	80,971	38
VENTURA	13	62,759	91,477	6	79,832	129,317	4
YOLO	29	57,336	69,696	29	73,452	113,544	13

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

	<u>Pop.</u> <u>Rank</u>	<u>Supervisor</u> <u>(D)</u>		<u>Rank</u>	<u>Manager</u> <u>(E)</u>		<u>Rank</u>
SANTA CLARA	6	86,460	105,096	1	96,768	117,648	8
SAN FRANCISCO-ADULT	11	85,670	104,156	2	108,914	126,048	5
SAN FRANCISCO-JUV.	12	85,670	104,156	2	85,332	114,582	12
ALAMEDA	7	80,018	96,428	3	88,442	107,494	18
SAN MATEO	15	76,482	95,597	4	88,525	110,656	15
CONTRA COSTA	9	76,211	92,635	5	84,049	102,162	23
VENTURA	13	62,759	91,477	6	79,832	129,317	4
MARIN	26	82,139	91,021	7	100,485	111,363	14
SONOMA	18	74,069	90,022	8	86,923	105,643	20
MERCED	27	65,562	89,710	9	95,098	115,627	11
ORANGE	3	66,747	89,606	10	73,778	154,170	1
SOLANO	22	71,061	86,375	11	75,197	91,402	31
SACRAMENTO	8	70,949	86,237	12	83,907	122,470	6
SAN DIEGO	2	63,482	85,530	13	68,640	135,200	2
SANTA CRUZ	25	68,124	85,296	14	71,964	95,796	27
NAPA	35	70,728	84,900	15	85,992	103,224	21
LOS ANGELES	1	63,528	83,311	16	86,122	130,353	3
MONTEREY	20	60,660	82,836	17	76,764	120,420	7
RIVERSIDE	4	63,167	82,563	18	69,784	109,599	16
SAN LUIS OBISPO	24	67,538	82,077	19	80,974	98,426	25
SAN BERNARDINO	5	62,733	81,744	20	72,738	102,606	22
SUTTER	37	60,743	81,333	21	73,975	100,050	24
FRESNO	10	69,888	80,886	22	59,526	106,328	19
PLACER	23	65,556	79,692	23	78,376	95,266	28
SAN JOAQUIN	16	65,083	79,102	24	76,066	92,498	30
SANTA BARBARA	21	62,146	75,868	25	70,720	116,480	10
KERN	14	61,315	74,854	26	78,725	96,106	26
AMADOR	46	61,325	74,521	27	74,208	90,181	33
STANISLAUS	17	59,384	72,176	28	72,996	109,450	17
YOLO	29	57,336	69,696	29	73,452	113,544	13
KINGS	33	56,016	68,352	30	63,108	77,040	42
IMPERIAL	31	53,174	67,937	31	68,901	88,003	34
SAN BENITO	42	53,136	67,752	32	N/A	N/A	N/A
BUTTE	28	50,208	67,283	33	87,283	116,968	9
TULARE	19	54,639	66,591	34	66,535	81,087	37
NEVADA	38	54,313	66,305	35	73,994	90,332	32
MARIPOSA	51	54,049	65,697	36	N/A	N/A	N/A
DEL NORTE	48	39,787	63,270	37	49,574	73,243	46
HUMBOLDT	36	51,760	63,188	38	57,189	69,816	48
SISKIYOU	44	49,130	62,691	39	58,563	74,742	44
EL DORADO	32	51,272	62,317	40	69,805	84,843	36
TRINITY	53	45,563	61,059	41	57,853	77,528	41
MENDOCINO	39	49,920	60,674	42	71,573	87,006	35
MADERA	34	49,012	59,574	43	61,959	75,312	43
SHASTA	30	46,056	58,788	44	54,108	69,060	49
TEHAMA	41	47,544	57,900	45	60,144	73,272	45
LAKE	40	46,663	56,719	46	59,566	72,404	47
GLENN	49	45,760	55,619	47	N/A	N/A	N/A
COLUSA	50	44,149	53,648	48	53,969	68,697	50
LASSEN	47	43,872	52,872	49	50,460	60,888	51
ALPINE	56	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	45	N/A	N/A	N/A	64,646	78,541	39
INYO	52	N/A	N/A	N/A	64,368	78,264	40
MONO	54	N/A	N/A	N/A	92,796	92,796	29
SIERRA	55	N/A	N/A	N/A	N/A	N/A	N/A
TUOLUMNE	43	N/A	N/A	N/A	66,331	80,971	38

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

	<u>Pop.</u> <u>Rank</u>	<u>Supervisor</u> (D)		<u>Rank</u>	<u>Manager</u> (E)		<u>Rank</u>
ORANGE	3	66,747	89,606	10	73,778	154,170	1
SAN DIEGO	2	63,482	85,530	13	68,640	135,200	2
LOS ANGELES	1	63,528	83,311	16	86,122	130,353	3
VENTURA	13	62,759	91,477	6	79,832	129,317	4
SAN FRANCISCO-ADULT	11	85,670	104,156	2	108,914	126,048	5
SACRAMENTO	8	70,949	86,237	12	83,907	122,470	6
MONTEREY	20	60,660	82,836	17	76,764	120,420	7
SANTA CLARA	6	86,460	105,096	1	96,768	117,648	8
BUTTE	28	50,208	67,283	33	87,283	116,968	9
SANTA BARBARA	21	62,146	75,868	25	70,720	116,480	10
MERCED	27	65,562	89,710	9	95,098	115,627	11
SAN FRANCISCO-JUV.	12	85,670	104,156	2	85,332	114,582	12
YOLO	29	57,336	69,696	29	73,452	113,544	13
MARIN	26	82,139	91,021	7	100,485	111,363	14
SAN MATEO	15	76,482	95,597	4	88,525	110,656	15
RIVERSIDE	4	63,167	82,563	18	69,784	109,599	16
STANISLAUS	17	59,384	72,176	28	72,996	109,450	17
ALAMEDA	7	80,018	96,428	3	88,442	107,494	18
FRESNO	10	69,888	80,886	22	59,526	106,328	19
SONOMA	18	74,069	90,022	8	86,923	105,643	20
NAPA	35	70,728	84,900	15	85,992	103,224	21
SAN BERNARDINO	5	62,733	81,744	20	72,738	102,606	22
CONTRA COSTA	9	76,211	92,635	5	84,049	102,162	23
SUTTER	37	60,743	81,333	21	73,975	100,050	24
SAN LUIS OBISPO	24	67,538	82,077	19	80,974	98,426	25
KERN	14	61,315	74,854	26	78,725	96,106	26
SANTA CRUZ	25	68,124	85,296	14	71,964	95,796	27
PLACER	23	65,556	79,692	23	78,376	95,266	28
MONO	54	N/A	N/A	N/A	92,796	92,796	29
SAN JOAQUIN	16	65,083	79,102	24	76,066	92,498	30
SOLANO	22	71,061	86,375	11	75,197	91,402	31
NEVADA	38	54,313	66,305	35	73,994	90,332	32
AMADOR	46	61,325	74,521	27	74,208	90,181	33
IMPERIAL	31	53,174	67,937	31	68,901	88,003	34
MENDOCINO	39	49,920	60,674	42	71,573	87,006	35
EL DORADO	32	51,272	62,317	40	69,805	84,843	36
TULARE	19	54,639	66,591	34	66,535	81,087	37
TUOLUMNE	43	N/A	N/A	N/A	66,331	80,971	38
CALAVERAS	45	N/A	N/A	N/A	64,646	78,541	39
INYO	52	N/A	N/A	N/A	64,368	78,264	40
TRINITY	53	45,563	61,059	41	57,853	77,528	41
KINGS	33	56,016	68,352	30	63,108	77,040	42
MADERA	34	49,012	59,574	43	61,959	75,312	43
SISKIYOU	44	49,130	62,691	39	58,563	74,742	44
TEHAMA	41	47,544	57,900	45	60,144	73,272	45
DEL NORTE	48	39,787	63,270	37	49,574	73,243	46
LAKE	40	46,663	56,719	46	59,566	72,404	47
HUMBOLDT	36	51,760	63,188	38	57,189	69,816	48
SHASTA	30	46,056	58,788	44	54,108	69,060	49
COLUSA	50	44,149	53,648	48	53,969	68,697	50
LASSEN	47	43,872	52,872	49	50,460	60,888	51
ALPINE	56	N/A	N/A	N/A	N/A	N/A	N/A
GLENN	49	45,760	55,619	47	N/A	N/A	N/A
MARIPOSA	51	54,049	65,697	36	N/A	N/A	N/A
SAN BENITO	42	53,136	67,752	32	N/A	N/A	N/A
SIERRA	55	N/A	N/A	N/A	N/A	N/A	N/A

INSTITUTIONS

GENERIC POSITION COMPARISONS - ENTRY THROUGH SENIOR CLASSIFICATIONS

	<u>Entry Level</u> (F)	<u>Journeyman</u> (G)	Advanced/Senior Level (H)
ALAMEDA	< _____ Juv Inst Officer II _____ >		Juv Inst Off III
ALPINE	N/A	N/A	N/A
AMADOR	N/A	N/A	N/A
BUTTE	Juv Hall Counselor I	Juv Hall Counselor II	Supv'g JH Counselor
CALAVERAS	N/A	N/A	N/A
COLUSA	N/A	N/A	N/A
CONTRA COSTA	Probation Counselor I	Probation Counselor II	Probation Counselor III
DEL NORTE	JCO Recruit &I/Youth Grp Couns I	JCO II/III/Youth Grp Couns. II/III	Sr. JCO/ Sr. Youth Grp. Couns.
EL DORADO	DPO I Institutions	DPO II Institutions	Sr. DPO/Institutions
FRESNO	Juvenile Correctional Officer I	Juvenile Correctional Officer II	Sr Juv. Corr Off/Supv'g JCO
GLENN	JH Counselor I	JH Counselor II	N/A
HUMBOLDT	Juv Corrections Officer I	Juv Corrections Officer II	Sr. Juv. Corrections Officer
IMPERIAL	N/A	Juvenile Officer-Juv. Hall	N/A
INYO	< _____ Group Counselor I _____ >		Group Counselor II
KERN	Juvenile Corrections Officer I	Juvenile Corrections Officer II	Juv Corr Off III/Juv Corr Food Svcs Sup
KINGS	Juvenile Corrections Officer I	Juvenile Corrections Officer II	Juvenile Corrections Sergeant
LAKE	Juvenile Corrections Officer I	Juvenile Corrections Officer II	Juvenile Corrections Officer III
LASSEN	JH Counselor I	JH Counselor II	N/A
LOS ANGELES	< _____ Det Svcs Officer/DPO I-ResTrt _____ >		Sr. Det. Svcs. Off/DPO II-ResTrt
MADERA	Juv Deputy Off I	Juv Deputy Off II	Juv Deputy Off III
MARIN	N/A	Group Couns. II Safety/Saf. Bil	Group Counselor III/Safety
MARIPOSA	N/A	< _____ Juvenile Corrections Officer _____ >	
MENDOCINO	< _____ Corrections Counselor _____ >		N/A
MERCED	Juv Inst Officer I	Juv Inst Officer II	Juv Inst Officer III
MONO	N/A	N/A	N/A
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 Supv I	Group Supv II	Sr Group Supervisor
ORANGE	Dep. Juv Corr. Off. I	Dep. Juv. Corr. Off. II	Sr. Juv Corr. Officer
PLACER	Probation Assistant	DPO I/II Institutions	Sr. DPO/Institutions
RIVERSIDE	< _____ Probation Corrections Officer II _____ >		Sr. Prob. Corr Officer
SACRAMENTO	Prob Assistant	DPO	Sr. DPO
SAN BENITO	N/A	Juv Inst Officer II	N/A
SAN BERNARDINO	Prob Corr Officer-Trainee/PO I	Prob Corr Officer/PO II	Prob Corr. Supv I/PO III
SAN DIEGO	Correctional DPO I	Correctional DPO II	Sr. DPO
SAN FRANCISCO-ADLT	N/A	N/A	N/A
SAN FRANCISCO-JUV	Couns JH/Log Cab Rnch	Counselor II	Sr. Couns. JH/Log Cab Ranch
SAN JOAQUIN	Juv. Detention. Officer Asst.	Juv Detention Officer	N/A
SAN LUIS OBISPO	Corr. Tech/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	< _____ Juvenile Institutions Officer _____ >		Juv Inst. Off. Sr./DPO Senior
SANTA CLARA	Prob Asst I/Group Couns I/Prob Coun I	Prob Ast I/Group Coun II/Prob Coun I	Prob Ast. II/Sr Grp Coun/Prob. Coun II
SANTA CRUZ	< _____ Group Supervisor _____ >		Sr. Group Supervisor
SHASTA	Juvenile Detention Officer I	Juvenile Detention Officer II	Supv. Juvenile Detention Officer
SIERRA	N/A	N/A	N/A
SISKIYOU	Juv Corr Officer I	Juv Corr Officer II	N/A
SOLANO	Group Counselor (entry)	Group Counselor (journey)	Sr Group Counselor
SONOMA	Juv. Corr Couns. I/Prob. Assistant	Juv Corr Counselor II	Jv Cor Cns III/Prob. Ind Crew Sup
STANISLAUS	< _____ Probation Corrections Officer II _____ >		Probation Corrections Officer III
SUTTER	N/A	N/A	N/A
TEHAMA	Juv. Det. Fac. Counselor I	Juv. Det. Fac. Counselor II	N/A
TRINITY	Juvenile Counselor I	Juvenile Counselor II	Lead Juvenile Counselor
TULARE	Detn Svcs Off/Prob Corr Off I	Prob Corr Officer II	Probation Corrections Officer III
TUOLUMNE	N/A	N/A	N/A
VENTURA	Correction Officer I	Correction Officer II	Correction Officer III
YOLO	Detention Officer I	Detention Officer II	Sr. Detention Officer

INSTITUTIONS

GENERIC POSITION COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

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

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

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (F)		<u>Rank</u>	<u>Journey Level</u> (G)		<u>Rank</u>	<u>Adanced/Senior Level</u> (H)		<u>Rank</u>
ALAMEDA	7	53,872	65,416	3	53,872	65,416	10	57,762	70,096	13
ALPINE	55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BUTTE	27	31,406	42,087	29	34,666	46,456	31	47,788	64,041	19
CALAVERAS	44	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CONTRA COSTA	9	41,179	50,054	15	54,713	66,504	7	58,120	70,645	11
DEL NORTE	47	23,846	38,842	34	27,604	46,059	32	32,733	48,362	31
EL DORADO	31	35,443	43,077	27	39,541	48,069	27	42,494	51,646	27
FRESNO	10	34,440	43,992	26	42,146	53,794	21	48,568	71,422	10
GLENN	48	29,806	36,234	37	31,429	38,189	47	N/A	N/A	N/A
HUMBOLDT	35	29,022	35,430	40	32,712	39,935	43	35,430	43,253	38
IMPERIAL	30	N/A	N/A	N/A	31,339	40,018	42	N/A	N/A	N/A
INYO	51	41,112	49,992	17	41,112	49,992	26	43,080	52,356	26
KERN	13	39,140	47,782	21	44,338	54,128	20	49,976	62,864	22
KINGS	32	33,384	40,728	32	36,876	44,988	35	40,728	49,716	30
LAKE	39	29,500	35,858	39	32,518	39,526	44	35,769	43,478	37
LASSEN	46	29,136	34,944	41	31,896	38,304	45	N/A	N/A	N/A
LOS ANGELES	1	45,908	55,193	7	45,908	55,193	18	52,795	75,119	4
MADERA	33	29,764	36,178	38	34,568	42,018	39	38,194	46,425	33
MARIN	25	N/A	N/A	N/A	54,080	69,930	4	60,174	73,008	8
MARIPOSA	50	N/A	N/A	N/A	36,248	44,061	36	36,248	44,061	36
MENDOCINO	38	37,170	45,157	25	37,170	45,157	34	N/A	N/A	N/A
MERCED	26	34,008	41,371	30	37,523	45,614	33	41,371	50,315	29
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MONTEREY	19	42,984	58,704	6	50,160	68,520	5	54,612	74,544	6
NAPA	34	47,652	54,396	8	52,260	59,496	12	56,388	67,428	15
NEVADA	37	34,498	42,115	28	38,116	46,532	30	42,115	51,413	28
ORANGE	3	36,962	41,246	31	45,906	59,738	11	47,070	62,920	21
PLACER	22	39,024	47,436	22	38,716	52,740	23	49,668	60,372	23
RIVERSIDE	4	41,142	52,341	11	41,142	52,341	24	44,824	57,039	24
SACRAMENTO	8	46,675	59,571	5	54,163	65,853	8	60,091	73,029	7
SAN BENITO	41	N/A	N/A	N/A	36,996	47,220	28	N/A	N/A	N/A
SAN BERNARDINO	5	33,280	53,976	9	41,454	65,541	9	54,184	70,574	12
SAN DIEGO	2	37,024	47,237	23	45,926	55,827	16	59,051	71,781	9
SAN FRANCISCO-ADULT	11	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN FRANCISCO-JUV.	11	49,868	65,182	4	60,034	72,956	2	63,492	77,194	3
SAN JOAQUIN	15	39,374	47,840	20	43,826	53,269	22	N/A	N/A	N/A
SAN LUIS OBISPO	23	37,315	53,186	10	48,194	58,594	14	53,019	64,459	18
SAN MATEO	14	47,882	47,882	18	54,038	67,538	6	60,070	75,088	5
SANTA BARBARA	20	42,201	51,520	13	42,201	51,520	25	44,360	65,978	17
SANTA CLARA	6	50,760	80,364	1	52,563	80,364	1	59,064	90,780	1
SANTA CRUZ	24	56,496	71,484	2	56,496	71,484	3	61,488	77,712	2
SHASTA	29	30,420	30,420	43	31,944	40,764	41	35,208	44,940	35
SIERRA	54	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	43	30,139	38,482	35	33,262	42,457	38	N/A	N/A	N/A
SOLANO	21	41,521	50,469	14	47,938	58,269	15	55,380	67,315	16
SONOMA	17	39,770	50,024	16	48,651	59,134	13	55,432	67,600	14
STANISLAUS	16	38,501	46,800	24	38,501	46,800	29	43,826	53,269	25
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TEHAMA	40	31,248	38,040	36	34,452	42,000	40	N/A	N/A	N/A
TRINITY	52	25,840	34,628	42	28,543	38,251	46	31,530	42,253	39
TULARE	18	28,290	39,881	33	36,135	44,040	37	37,977	46,282	34
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
VENTURA	12	34,412	51,780	12	43,590	55,566	17	48,873	63,800	20
YOLO	28	39,360	47,844	19	45,120	54,840	19	47,424	47,663	32

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

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (F)		<u>Rank</u>	<u>Journey Level</u> (G)		<u>Rank</u>	<u>Adanced/Senior Level</u> (H)		<u>Rank</u>
SANTA CLARA	6	50,760	80,364	1	52,563	80,364	1	59,064	90,780	1
SANTA CRUZ	24	56,496	71,484	2	56,496	71,484	3	61,488	77,712	2
ALAMEDA	7	53,872	65,416	3	53,872	65,416	10	57,762	70,096	13
SAN FRANCISCO-JUV.	11	49,868	65,182	4	60,034	72,956	2	63,492	77,194	3
SACRAMENTO	8	46,675	59,571	5	54,163	65,853	8	60,091	73,029	7
MONTEREY	19	42,984	58,704	6	50,160	68,520	5	54,612	74,544	6
LOS ANGELES	1	45,908	55,193	7	45,908	55,193	18	52,795	75,119	4
NAPA	34	47,652	54,396	8	52,260	59,496	12	56,388	67,428	15
SAN BERNARDINO	5	33,280	53,976	9	41,454	65,541	9	54,184	70,574	12
SAN LUIS OBISPO	23	37,315	53,186	10	48,194	58,594	14	53,019	64,459	18
RIVERSIDE	4	41,142	52,341	11	41,142	52,341	24	44,824	57,039	24
VENTURA	12	34,412	51,780	12	43,590	55,566	17	48,873	63,800	20
SANTA BARBARA	20	42,201	51,520	13	42,201	51,520	25	44,360	65,978	17
SOLANO	21	41,521	50,469	14	47,938	58,269	15	55,380	67,315	16
CONTRA COSTA	9	41,179	50,054	15	54,713	66,504	7	58,120	70,645	11
SONOMA	17	39,770	50,024	16	48,651	59,134	13	55,432	67,600	14
INYO	51	41,112	49,992	17	41,112	49,992	26	43,080	52,356	26
SAN MATEO	14	47,882	47,882	18	54,038	67,538	6	60,070	75,088	5
YOLO	28	39,360	47,844	19	45,120	54,840	19	47,424	47,663	32
SAN JOAQUIN	15	39,374	47,840	20	43,826	53,269	22	N/A	N/A	N/A
KERN	13	39,140	47,782	21	44,338	54,128	20	49,976	62,864	22
PLACER	22	39,024	47,436	22	38,716	52,740	23	49,668	60,372	23
SAN DIEGO	2	37,024	47,237	23	45,926	55,827	16	59,051	71,781	9
STANISLAUS	16	38,501	46,800	24	38,501	46,800	29	43,826	53,269	25
MENDOCINO	38	37,170	45,157	25	37,170	45,157	34	N/A	N/A	N/A
FRESNO	10	34,440	43,992	26	42,146	53,794	21	48,568	71,422	10
EL DORADO	31	35,443	43,077	27	39,541	48,069	27	42,494	51,646	27
NEVADA	37	34,498	42,115	28	38,116	46,532	30	42,115	51,413	28
BUTTE	27	31,406	42,087	29	34,666	46,456	31	47,788	64,041	19
MERCED	26	34,008	41,371	30	37,523	45,614	33	41,371	50,315	29
ORANGE	3	36,962	41,246	31	45,906	59,738	11	47,070	62,920	21
KINGS	32	33,384	40,728	32	36,876	44,988	35	40,728	49,716	30
TULARE	18	28,290	39,881	33	36,135	44,040	37	37,977	46,282	34
DEL NORTE	47	23,846	38,842	34	27,604	46,059	32	32,733	48,362	31
SISKIYOU	43	30,139	38,482	35	33,262	42,457	38	N/A	N/A	N/A
TEHAMA	40	31,248	38,040	36	34,452	42,000	40	N/A	N/A	N/A
GLENN	48	29,806	36,234	37	31,429	38,189	47	N/A	N/A	N/A
MADERA	33	29,764	36,178	38	34,568	42,018	39	38,194	46,425	33
LAKE	39	29,500	35,858	39	32,518	39,526	44	35,769	43,478	37
HUMBOLDT	35	29,022	35,430	40	32,712	39,935	43	35,430	43,253	38
LASSEN	46	29,136	34,944	41	31,896	38,304	45	N/A	N/A	N/A
TRINITY	52	25,840	34,628	42	28,543	38,251	46	31,530	42,253	39
SHASTA	29	30,420	30,420	43	31,944	40,764	41	35,208	44,940	35
ALPINE	55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	44	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
IMPERIAL	30	N/A	N/A	N/A	31,339	40,018	42	N/A	N/A	N/A
MARIN	25	N/A	N/A	N/A	54,080	69,930	4	60,174	73,008	8
MARIPOSA	50	N/A	N/A	N/A	36,248	44,061	36	36,248	44,061	36
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN BENITO	41	N/A	N/A	N/A	36,996	47,220	28	N/A	N/A	N/A
SAN FRANCISCO-ADULT	11	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SIERRA	54	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (F)			<u>Journey Level</u> (G)			<u>Adanced/Senior Level</u> (H)		
				<u>Rank</u>			<u>Rank</u>			<u>Rank</u>
SANTA CLARA	6	50,760	80,364	1	52,563	80,364	1	59,064	90,780	1
SAN FRANCISCO-JUV.	11	49,868	65,182	4	60,034	72,956	2	63,492	77,194	3
SANTA CRUZ	24	56,496	71,484	2	56,496	71,484	3	61,488	77,712	2
MARIN	25	N/A	N/A	N/A	54,080	69,930	4	60,174	73,008	8
MONTEREY	19	42,984	58,704	6	50,160	68,520	5	54,612	74,544	6
SAN MATEO	14	47,882	47,882	18	54,038	67,538	6	60,070	75,088	5
CONTRA COSTA	9	41,179	50,054	15	54,713	66,504	7	58,120	70,645	11
SACRAMENTO	8	46,675	59,571	5	54,163	65,853	8	60,091	73,029	7
SAN BERNARDINO	5	33,280	53,976	9	41,454	65,541	9	54,184	70,574	12
ALAMEDA	7	53,872	65,416	3	53,872	65,416	10	57,762	70,096	13
ORANGE	3	36,962	41,246	31	45,906	59,738	11	47,070	62,920	21
NAPA	34	47,652	54,396	8	52,260	59,496	12	56,388	67,428	15
SONOMA	17	39,770	50,024	16	48,651	59,134	13	55,432	67,600	14
SAN LUIS OBISPO	23	37,315	53,186	10	48,194	58,594	14	53,019	64,459	18
SOLANO	21	41,521	50,469	14	47,938	58,269	15	55,380	67,315	16
SAN DIEGO	2	37,024	47,237	23	45,926	55,827	16	59,051	71,781	9
VENTURA	12	34,412	51,780	12	43,590	55,566	17	48,873	63,800	20
LOS ANGELES	1	45,908	55,193	7	45,908	55,193	18	52,795	75,119	4
YOLO	28	39,360	47,844	19	45,120	54,840	19	47,424	47,663	32
KERN	13	39,140	47,782	21	44,338	54,128	20	49,976	62,864	22
FRESNO	10	34,440	43,992	26	42,146	53,794	21	48,568	71,422	10
SAN JOAQUIN	15	39,374	47,840	20	43,826	53,269	22	N/A	N/A	N/A
PLACER	22	39,024	47,436	22	38,716	52,740	23	49,668	60,372	23
RIVERSIDE	4	41,142	52,341	11	41,142	52,341	24	44,824	57,039	24
SANTA BARBARA	20	42,201	51,520	13	42,201	51,520	25	44,360	65,978	17
INYO	51	41,112	49,992	17	41,112	49,992	26	43,080	52,356	26
EL DORADO	31	35,443	43,077	27	39,541	48,069	27	42,494	51,646	27
SAN BENITO	41	N/A	N/A	N/A	36,996	47,220	28	N/A	N/A	N/A
STANISLAUS	16	38,501	46,800	24	38,501	46,800	29	43,826	53,269	25
NEVADA	37	34,498	42,115	28	38,116	46,532	30	42,115	51,413	28
BUTTE	27	31,406	42,087	29	34,666	46,456	31	47,788	64,041	19
DEL NORTE	47	23,846	38,842	34	27,604	46,059	32	32,733	48,362	31
MERCED	26	34,008	41,371	30	37,523	45,614	33	41,371	50,315	29
MENDOCINO	38	37,170	45,157	25	37,170	45,157	34	N/A	N/A	N/A
KINGS	32	33,384	40,728	32	36,876	44,988	35	40,728	49,716	30
MARIPOSA	50	N/A	N/A	N/A	36,248	44,061	36	36,248	44,061	36
TULARE	18	28,290	39,881	33	36,135	44,040	37	37,977	46,282	34
SISKIYOU	43	30,139	38,482	35	33,262	42,457	38	N/A	N/A	N/A
MADERA	33	29,764	36,178	38	34,568	42,018	39	38,194	46,425	33
TEHAMA	40	31,248	38,040	36	34,452	42,000	40	N/A	N/A	N/A
SHASTA	29	30,420	30,420	43	31,944	40,764	41	35,208	44,940	35
IMPERIAL	30	N/A	N/A	N/A	31,339	40,018	42	N/A	N/A	N/A
HUMBOLDT	35	29,022	35,430	40	32,712	39,935	43	35,430	43,253	38
LAKE	39	29,500	35,858	39	32,518	39,526	44	35,769	43,478	37
LASSEN	46	29,136	34,944	41	31,896	38,304	45	N/A	N/A	N/A
TRINITY	52	25,840	34,628	42	28,543	38,251	46	31,530	42,253	39
GLENN	48	29,806	36,234	37	31,429	38,189	47	N/A	N/A	N/A
ALPINE	55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	44	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN FRANCISCO-ADULT	11	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SIERRA	54	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

INSTITUTIONS
GENERIC SALARY COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE
ADVANCED/SENIOR LEVEL COMPARISON

	<u>Pop.</u> <u>Rank</u>	<u>Entry Level</u> (F)			<u>Journey Level</u> (G)			<u>Advanced/Senior Level</u> (H)		
				<u>Rank</u>			<u>Rank</u>			<u>Rank</u>
SANTA CLARA	6	50,760	80,364	1	52,563	80,364	1	59,064	90,780	1
SANTA CRUZ	24	56,496	71,484	2	56,496	71,484	3	61,488	77,712	2
SAN FRANCISCO-JUV.	11	49,868	65,182	4	60,034	72,956	2	63,492	77,194	3
LOS ANGELES	1	45,908	55,193	7	45,908	55,193	18	52,795	75,119	4
SAN MATEO	14	47,882	47,882	18	54,038	67,538	6	60,070	75,088	5
MONTEREY	19	42,984	58,704	6	50,160	68,520	5	54,612	74,544	6
SACRAMENTO	8	46,675	59,571	5	54,163	65,853	8	60,091	73,029	7
MARIN	25	N/A	N/A	N/A	54,080	69,930	4	60,174	73,008	8
SAN DIEGO	2	37,024	47,237	23	45,926	55,827	16	59,051	71,781	9
FRESNO	10	34,440	43,992	26	42,146	53,794	21	48,568	71,422	10
CONTRA COSTA	9	41,179	50,054	15	54,713	66,504	7	58,120	70,645	11
SAN BERNARDINO	5	33,280	53,976	9	41,454	65,541	9	54,184	70,574	12
ALAMEDA	7	53,872	65,416	3	53,872	65,416	10	57,762	70,096	13
SONOMA	17	39,770	50,024	16	48,651	59,134	13	55,432	67,600	14
NAPA	34	47,652	54,396	8	52,260	59,496	12	56,388	67,428	15
SOLANO	21	41,521	50,469	14	47,938	58,269	15	55,380	67,315	16
SANTA BARBARA	20	42,201	51,520	13	42,201	51,520	25	44,360	65,978	17
SAN LUIS OBISPO	23	37,315	53,186	10	48,194	58,594	14	53,019	64,459	18
BUTTE	27	31,406	42,087	29	34,666	46,456	31	47,788	64,041	19
VENTURA	12	34,412	51,780	12	43,590	55,566	17	48,873	63,800	20
ORANGE	3	36,962	41,246	31	45,906	59,738	11	47,070	62,920	21
KERN	13	39,140	47,782	21	44,338	54,128	20	49,976	62,864	22
PLACER	22	39,024	47,436	22	38,716	52,740	23	49,668	60,372	23
RIVERSIDE	4	41,142	52,341	11	41,142	52,341	24	44,824	57,039	24
STANISLAUS	16	38,501	46,800	24	38,501	46,800	29	43,826	53,269	25
INYO	51	41,112	49,992	17	41,112	49,992	26	43,080	52,356	26
EL DORADO	31	35,443	43,077	27	39,541	48,069	27	42,494	51,646	27
NEVADA	37	34,498	42,115	28	38,116	46,532	30	42,115	51,413	28
MERCED	26	34,008	41,371	30	37,523	45,614	33	41,371	50,315	29
KINGS	32	33,384	40,728	32	36,876	44,988	35	40,728	49,716	30
DEL NORTE	47	23,846	38,842	34	27,604	46,059	32	32,733	48,362	31
YOLO	28	39,360	47,844	19	45,120	54,840	19	47,424	47,663	32
MADERA	33	29,764	36,178	38	34,568	42,018	39	38,194	46,425	33
TULARE	18	28,290	39,881	33	36,135	44,040	37	37,977	46,282	34
SHASTA	29	30,420	30,420	43	31,944	40,764	41	35,208	44,940	35
MARIPOSA	50	N/A	N/A	N/A	36,248	44,061	36	36,248	44,061	36
LAKE	39	29,500	35,858	39	32,518	39,526	44	35,769	43,478	37
HUMBOLDT	35	29,022	35,430	40	32,712	39,935	43	35,430	43,253	38
TRINITY	52	25,840	34,628	42	28,543	38,251	46	31,530	42,253	39
ALPINE	55	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	44	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GLENN	48	29,806	36,234	37	31,429	38,189	47	N/A	N/A	N/A
IMPERIAL	30	N/A	N/A	N/A	31,339	40,018	42	N/A	N/A	N/A
LASSEN	46	29,136	34,944	41	31,896	38,304	45	N/A	N/A	N/A
MENDOCINO	38	37,170	45,157	25	37,170	45,157	34	N/A	N/A	N/A
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN BENITO	41	N/A	N/A	N/A	36,996	47,220	28	N/A	N/A	N/A
SAN FRANCISCO-ADULT	11	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN JOAQUIN	15	39,374	47,840	20	43,826	53,269	22	N/A	N/A	N/A
SIERRA	54	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	43	30,139	38,482	35	33,262	42,457	38	N/A	N/A	N/A
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TEHAMA	40	31,248	38,040	36	34,452	42,000	40	N/A	N/A	N/A
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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

	<u>Pop.</u> <u>Rank</u>	Supervisor (I)		Rank	Manager (J)		Rank
ALAMEDA	7	63,357	88,836	4	80,933	120,432	5
ALPINE	55	N/A	N/A	N/A	N/A	N/A	N/A
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A
BUTTE	27	52,750	70,690	22	69,890	116,968	9
CALAVERAS	44	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A
CONTRA COSTA	9	70,129	85,242	9	78,189	95,039	24
DEL NORTE	47	36,088	53,318	38	44,965	66,433	36
EL DORADO	31	48,693	59,197	32	69,805	84,843	27
FRESNO	10	69,888	80,886	15	59,526	106,328	17
GLENN	48	34,757	42,266	45	60,445	73,466	31
HUMBOLDT	35	39,736	48,510	41	51,760	63,188	39
IMPERIAL	30	39,215	50,143	39	50,694	64,745	38
INYO	51	N/A	N/A	N/A	64,368	78,264	29
KERN	13	55,772	68,086	25	70,896	96,106	22
KINGS	32	44,988	54,912	35	N/A	N/A	N/A
LAKE	39	39,346	47,823	42	56,730	68,956	34
LASSEN	46	36,456	43,872	44	50,460	60,888	40
LOS ANGELES	1	60,467	83,311	10	86,122	130,353	3
MADERA	33	44,359	53,918	37	N/A	N/A	N/A
MARIN	25	82,139	91,021	3	103,085	114,234	13
MARIPOSA	50	54,049	65,697	28	N/A	N/A	N/A
MENDOCINO	38	45,261	55,016	34	N/A	N/A	N/A
MERCED	26	65,562	79,768	16	73,757	115,627	12
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A
MONTEREY	19	60,060	82,032	12	76,764	120,420	6
NAPA	34	64,644	77,460	17	78,408	94,188	25
NEVADA	37	54,313	66,305	27	73,994	90,332	26
ORANGE	3	53,602	72,259	21	73,778	154,170	1
PLACER	22	57,012	69,288	24	78,372	105,033	19
RIVERSIDE	4	57,961	82,563	11	69,784	109,599	15
SACRAMENTO	8	70,949	86,237	6	83,907	122,470	4
SAN BENITO	41	42,816	54,672	36	59,700	76,212	30
SAN BERNARDINO	5	62,733	81,744	13	72,738	102,606	21
SAN DIEGO	2	67,018	85,530	7	68,640	135,200	2
SAN FRANCISCO-ADULT	11	N/A	N/A	N/A	N/A	N/A	N/A
SAN FRANCISCO-JUVENILE	11	66,664	81,042	14	67,496	116,792	10
SAN JOAQUIN	15	48,776	59,322	31	54,579	66,352	37
SAN LUIS OBISPO	23	57,158	69,451	23	N/A	N/A	N/A
SAN MATEO	14	69,347	86,684	5	N/A	N/A	N/A
SANTA BARBARA	20	62,146	75,868	18	70,720	116,480	11
SANTA CLARA	6	78,372	101,604	1	96,768	117,648	7
SANTA CRUZ	24	68,004	85,296	8	71,964	95,796	23
SHASTA	29	46,056	58,788	33	54,108	69,060	33
SIERRA	54	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	43	36,650	46,800	43	52,842	67,441	35
SOLANO	21	62,387	75,832	19	96,253	116,996	8
SONOMA	17	61,963	75,629	20	78,978	105,643	18
STANISLAUS	16	51,334	62,400	29	72,996	109,450	16
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A
TEHAMA	40	39,996	48,696	40	60,144	73,272	32
TRINITY	52	N/A	N/A	N/A	N/A	N/A	N/A
TULARE	18	45,667	66,591	26	66,535	81,087	28
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A
VENTURA	12	65,341	91,477	2	79,832	111,764	14
YOLO	28	49,296	59,916	30	66,626	103,224	20

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

	<u>Pop.</u> <u>Rank</u>	Supervisor (I)		Rank	Manager (J)		Rank
SANTA CLARA	6	78,372	101,604	1	96,768	117,648	7
VENTURA	12	65,341	91,477	2	79,832	111,764	14
MARIN	25	82,139	91,021	3	103,085	114,234	13
ALAMEDA	7	63,357	88,836	4	80,933	120,432	5
SAN MATEO	14	69,347	86,684	5	N/A	N/A	N/A
SACRAMENTO	8	70,949	86,237	6	83,907	122,470	4
SAN DIEGO	2	67,018	85,530	7	68,640	135,200	2
SANTA CRUZ	24	68,004	85,296	8	71,964	95,796	23
CONTRA COSTA	9	70,129	85,242	9	78,189	95,039	24
LOS ANGELES	1	60,467	83,311	10	86,122	130,353	3
RIVERSIDE	4	57,961	82,563	11	69,784	109,599	15
MONTEREY	19	60,060	82,032	12	76,764	120,420	6
SAN BERNARDINO	5	62,733	81,744	13	72,738	102,606	21
SAN FRANCISCO-JUVENILE	11	66,664	81,042	14	67,496	116,792	10
FRESNO	10	69,888	80,886	15	59,526	106,328	17
MERCED	26	65,562	79,768	16	73,757	115,627	12
NAPA	34	64,644	77,460	17	78,408	94,188	25
SANTA BARBARA	20	62,146	75,868	18	70,720	116,480	11
SOLANO	21	62,387	75,832	19	96,253	116,996	8
SONOMA	17	61,963	75,629	20	78,978	105,643	18
ORANGE	3	53,602	72,259	21	73,778	154,170	1
BUTTE	27	52,750	70,690	22	69,890	116,968	9
SAN LUIS OBISPO	23	57,158	69,451	23	N/A	N/A	N/A
PLACER	22	57,012	69,288	24	78,372	105,033	19
KERN	13	55,772	68,086	25	70,896	96,106	22
TULARE	18	45,667	66,591	26	66,535	81,087	28
NEVADA	37	54,313	66,305	27	73,994	90,332	26
MARIPOSA	50	54,049	65,697	28	N/A	N/A	N/A
STANISLAUS	16	51,334	62,400	29	72,996	109,450	16
YOLO	28	49,296	59,916	30	66,626	103,224	20
SAN JOAQUIN	15	48,776	59,322	31	54,579	66,352	37
EL DORADO	31	48,693	59,197	32	69,805	84,843	27
SHASTA	29	46,056	58,788	33	54,108	69,060	33
MENDOCINO	38	45,261	55,016	34	N/A	N/A	N/A
KINGS	32	44,988	54,912	35	N/A	N/A	N/A
SAN BENITO	41	42,816	54,672	36	59,700	76,212	30
MADERA	33	44,359	53,918	37	N/A	N/A	N/A
DEL NORTE	47	36,088	53,318	38	44,965	66,433	36
IMPERIAL	30	39,215	50,143	39	50,694	64,745	38
TEHAMA	40	39,996	48,696	40	60,144	73,272	32
HUMBOLDT	35	39,736	48,510	41	51,760	63,188	39
LAKE	39	39,346	47,823	42	56,730	68,956	34
SISKIYOU	43	36,650	46,800	43	52,842	67,441	35
LASSEN	46	36,456	43,872	44	50,460	60,888	40
GLENN	48	34,757	42,266	45	60,445	73,466	31
SAN FRANCISCO-ADULT	11	N/A	N/A	N/A	N/A	N/A	N/A
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	44	N/A	N/A	N/A	N/A	N/A	N/A
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A
INYO	51	N/A	N/A	N/A	64,368	78,264	29
TRINITY	52	N/A	N/A	N/A	N/A	N/A	N/A
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A
SIERRA	54	N/A	N/A	N/A	N/A	N/A	N/A
ALPINE	55	N/A	N/A	N/A	N/A	N/A	N/A

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

	<u>Pop.</u> <u>Rank</u>	Supervisor (I)		Rank	Manager (J)		Rank
ORANGE	3	53,602	72,259	21	73,778	154,170	1
SAN DIEGO	2	67,018	85,530	7	68,640	135,200	2
LOS ANGELES	1	60,467	83,311	10	86,122	130,353	3
SACRAMENTO	8	70,949	86,237	6	83,907	122,470	4
ALAMEDA	7	63,357	88,836	4	80,933	120,432	5
MONTEREY	19	60,060	82,032	12	76,764	120,420	6
SANTA CLARA	6	78,372	101,604	1	96,768	117,648	7
SOLANO	21	62,387	75,832	19	96,253	116,996	8
BUTTE	27	52,750	70,690	22	69,890	116,968	9
SAN FRANCISCO-JUVENILE	11	66,664	81,042	14	67,496	116,792	10
SANTA BARBARA	20	62,146	75,868	18	70,720	116,480	11
MERCED	26	65,562	79,768	16	73,757	115,627	12
MARIN	25	82,139	91,021	3	103,085	114,234	13
VENTURA	12	65,341	91,477	2	79,832	111,764	14
RIVERSIDE	4	57,961	82,563	11	69,784	109,599	15
STANISLAUS	16	51,334	62,400	29	72,996	109,450	16
FRESNO	10	69,888	80,886	15	59,526	106,328	17
SONOMA	17	61,963	75,629	20	78,978	105,643	18
PLACER	22	57,012	69,288	24	78,372	105,033	19
YOLO	28	49,296	59,916	30	66,626	103,224	20
SAN BERNARDINO	5	62,733	81,744	13	72,738	102,606	21
KERN	13	55,772	68,086	25	70,896	96,106	22
SANTA CRUZ	24	68,004	85,296	8	71,964	95,796	23
CONTRA COSTA	9	70,129	85,242	9	78,189	95,039	24
NAPA	34	64,644	77,460	17	78,408	94,188	25
NEVADA	37	54,313	66,305	27	73,994	90,332	26
EL DORADO	31	48,693	59,197	32	69,805	84,843	27
TULARE	18	45,667	66,591	26	66,535	81,087	28
INYO	51	N/A	N/A	N/A	64,368	78,264	29
SAN BENITO	41	42,816	54,672	36	59,700	76,212	30
GLENN	48	34,757	42,266	45	60,445	73,466	31
TEHAMA	40	39,996	48,696	40	60,144	73,272	32
SHASTA	29	46,056	58,788	33	54,108	69,060	33
LAKE	39	39,346	47,823	42	56,730	68,956	34
SISKIYOU	43	36,650	46,800	43	52,842	67,441	35
DEL NORTE	47	36,088	53,318	38	44,965	66,433	36
SAN JOAQUIN	15	48,776	59,322	31	54,579	66,352	37
IMPERIAL	30	39,215	50,143	39	50,694	64,745	38
HUMBOLDT	35	39,736	48,510	41	51,760	63,188	39
LASSEN	46	36,456	43,872	44	50,460	60,888	40
ALPINE	55	N/A	N/A	N/A	N/A	N/A	N/A
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	44	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	49	N/A	N/A	N/A	N/A	N/A	N/A
KINGS	32	44,988	54,912	35	N/A	N/A	N/A
MADERA	33	44,359	53,918	37	N/A	N/A	N/A
MARIPOSA	50	54,049	65,697	28	N/A	N/A	N/A
MENDOCINO	38	45,261	55,016	34	N/A	N/A	N/A
MONO	53	N/A	N/A	N/A	N/A	N/A	N/A
SAN FRANCISCO-ADULT	11	N/A	N/A	N/A	N/A	N/A	N/A
SAN LUIS OBISPO	23	57,158	69,451	23	N/A	N/A	N/A
SAN MATEO	14	69,347	86,684	5	N/A	N/A	N/A
SIERRA	54	N/A	N/A	N/A	N/A	N/A	N/A
SUTTER	36	N/A	N/A	N/A	N/A	N/A	N/A
TRINITY	52	N/A	N/A	N/A	N/A	N/A	N/A
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A

**PROBATION SERVICES
SUMMARY OF PROBATION SERVICES RANKING 2010**

	POP.	DEPT. SIZE	ENTRY (A)	JOURNEY (B)	SENIOR (C)	SUPV. (D)	MANAGER (E)	CPO
ALAMEDA	7	8	6	6	4	3	18	4
ALPINE	55	56	N/A	N/A	N/A	N/A	N/A	51
AMADOR	45	52	29	25	22	27	33	44
BUTTE	27	25	33	36	34	33	9	24
CALAVERAS	44	53	39	38	30	N/A	39	45
COLUSA	49	51	43	49	42	48	50	49
CONTRA COSTA	9	16	24	10	9	5	23	26
DEL NORTE	47	41	35	40	43	37	46	56
EL DORADO	31	28	38	42	40	40	36	34
FRESNO	10	10	45	30	19	22	19	27
GLENN	48	48	49	52	50	47	N/A	48
HUMBOLDT	35	30	42	39	37	38	48	36
IMPERIAL	30	35	50	N/A	31	31	34	32
INYO	51	46	34	23	27	N/A	40	46
KERN	13	9	23	21	21	26	26	29
KINGS	32	27	31	31	32	30	42	38
LAKE	39	39	41	46	45	46	47	50
LASSEN	46	44	51	53	51	49	51	55
LOS ANGELES	1	1	19	9	10	16	3	1
MADERA	33	28	46	47	41	43	43	28
MARIN	25	33	2	5	5	7	14	21
MARIPOSA	50	49	27	45	38	36	N/A	52
MENDOCINO	38	37	26	33	39	42	35	40
MERCED	26	22	25	32	28	9	11	23
MONO	53	54	30	37	35	N/A	29	37
MONTEREY	19	18	8	4	7	17	7	14
NAPA	34	32	12	11	12	15	21	20
NEVADA	37	38	28	34	33	35	32	35
ORANGE	3	2	5	7	6	10	1	11
PLACER	22	23	13	24	20	23	28	16
RIVERSIDE	4	6	11	18	15	18	16	6
SACRAMENTO	8	7	15	14	13	12	6	5
SAN BENITO	41	47	N/A	26	N/A	32	N/A	39
SAN BERNARDINO	5	3	21	16	17	20	22	10
SAN DIEGO	2	4	10	17	16	13	2	19
SAN FRANCISCO-ADULT	11	31	1	1	1	2	5	3
SAN FRANCISCO-JUV.	11	19	1	1	N/A	2	12	2
SAN JOAQUIN	15	14	22	22	23	24	30	13
SAN LUIS OBISPO	23	24	32	28	36	19	25	25
SAN MATEO	14	12	4	3	3	4	15	15
SANTA BARBARA	20	15	18	27	26	25	10	18
SANTA CLARA	6	5	7	2	2	1	8	7
SANTA CRUZ	24	34	3	8	N/A	14	27	8
SHASTA	29	35	40	43	44	44	49	41
SIERRA	54	55	47	44	49	N/A	N/A	53
SISKIYOU	43	43	N/A	35	N/A	39	44	54
SOLANO	21	21	16	12	8	11	31	22
SONOMA	17	17	14	13	11	8	20	17
STANISLAUS	16	20	20	29	29	28	17	9
SUTTER	36	42	17	19	18	21	24	30
TEHAMA	40	39	N/A	48	47	45	45	47
TRINITY	52	50	44	51	46	41	41	43
TULARE	18	13	48	50	48	34	37	31
TUOLUMNE	42	44	37	41	24	N/A	38	42
VENTURA	12	11	9	15	14	6	4	12
YOLO	28	26	36	20	25	29	13	33

**INSTITUTIONS
SUMMARY OF INSTITUTIONS RANKING 2010**

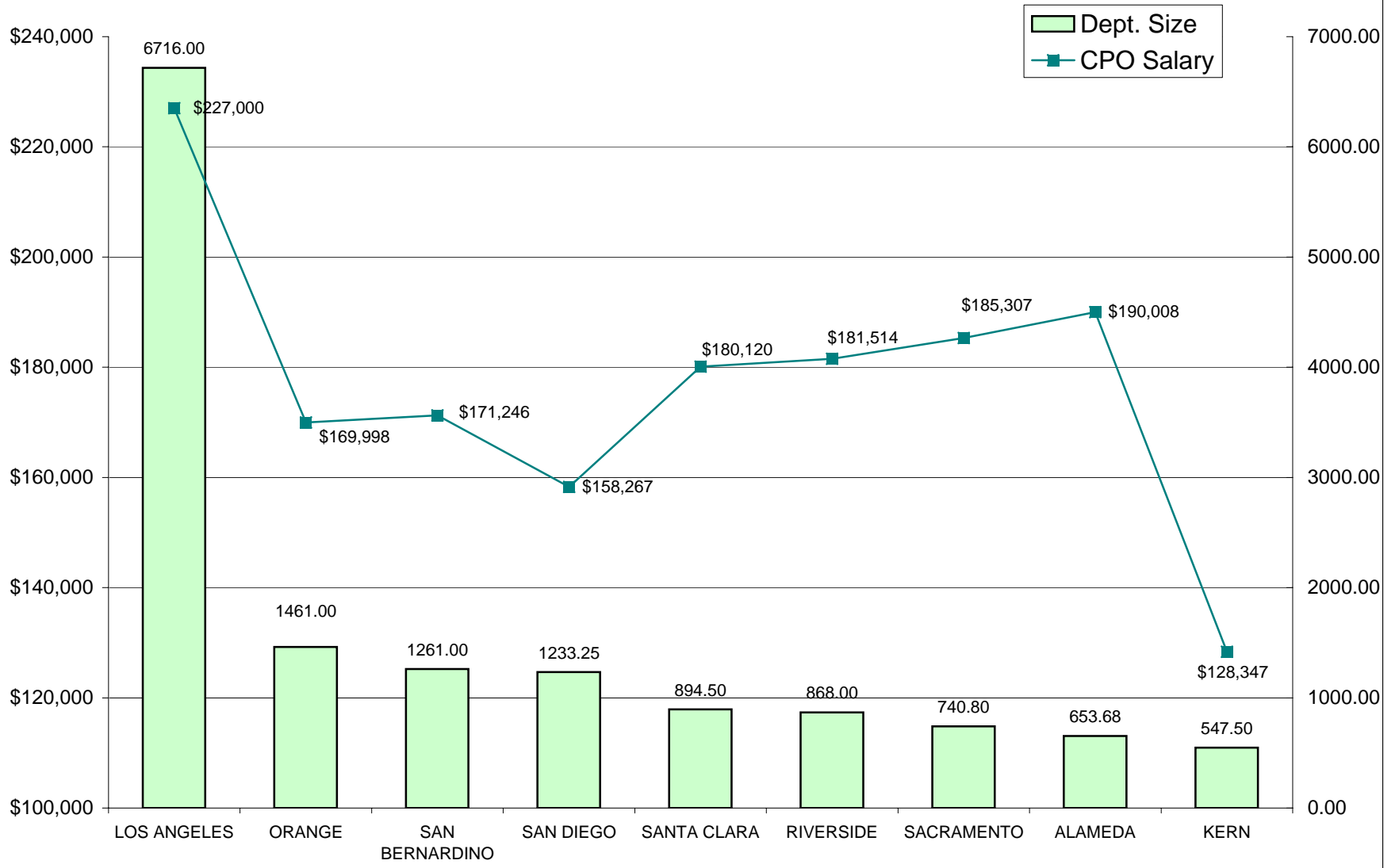
	POP.	DEPT. SIZE	ENTRY (F)	JOURNEY (G)	SENIOR (H)	SUPV. (I)	MANAGER (J)	CPO
ALAMEDA	7	8	3	10	13	4	5	4
ALPINE	55	56	N/A	N/A	N/A	N/A	N/A	51
AMADOR	45	52	N/A	N/A	N/A	N/A	N/A	44
BUTTE	27	25	29	31	19	22	9	24
CALAVERAS	44	53	N/A	N/A	N/A	N/A	N/A	45
COLUSA	49	51	N/A	N/A	N/A	N/A	N/A	49
CONTRA COSTA	9	16	15	7	11	9	24	26
DEL NORTE	47	41	34	32	31	38	36	56
EL DORADO	31	28	27	27	27	32	27	34
FRESNO	10	10	26	21	10	15	17	27
GLENN	48	48	37	47	N/A	45	31	48
HUMBOLDT	35	30	40	43	38	41	39	36
IMPERIAL	30	35	N/A	42	N/A	39	38	32
INYO	51	46	17	26	26	N/A	29	46
KERN	13	9	21	20	22	25	22	29
KINGS	32	27	32	35	30	35	N/A	38
LAKE	39	39	39	44	37	42	34	50
LASSEN	46	44	41	45	N/A	44	40	55
LOS ANGELES	1	1	7	18	4	10	3	1
MADERA	33	28	38	39	33	37	N/A	28
MARIN	25	33	N/A	4	8	3	13	21
MARIPOSA	50	49	N/A	36	36	28	N/A	52
MENDOCINO	38	37	25	34	N/A	34	N/A	40
MERCED	26	22	30	33	29	16	12	23
MONO	53	54	N/A	N/A	N/A	N/A	N/A	37
MONTEREY	19	18	6	5	6	12	6	14
NAPA	34	32	8	12	15	17	25	20
NEVADA	37	38	28	30	28	27	26	35
ORANGE	3	2	31	11	21	21	1	11
PLACER	22	23	22	23	23	24	19	16
RIVERSIDE	4	6	11	24	24	11	15	6
SACRAMENTO	8	7	5	8	7	6	4	5
SAN BENITO	41	47	N/A	28	N/A	36	30	39
SAN BERNARDINO	5	3	9	9	12	13	21	10
SAN DIEGO	2	4	23	16	9	7	2	19
SAN FRANCISCO-ADULT	11	31	N/A	N/A	N/A	N/A	N/A	3
SAN FRANCISCO-JUV.	11	19	4	2	3	14	10	2
SAN JOAQUIN	15	14	20	22	N/A	31	37	13
SAN LUIS OBISPO	23	24	10	14	18	23	N/A	25
SAN MATEO	14	12	18	6	5	5	N/A	15
SANTA BARBARA	20	15	13	25	17	18	11	18
SANTA CLARA	6	5	1	1	1	1	7	7
SANTA CRUZ	24	34	2	3	2	8	23	8
SHASTA	29	35	43	41	35	33	33	41
SIERRA	54	55	N/A	N/A	N/A	N/A	N/A	53
SISKIYOU	43	43	35	38	N/A	43	35	54
SOLANO	21	21	14	15	16	19	8	22
SONOMA	17	17	16	13	14	20	18	17
STANISLAUS	16	20	24	29	25	29	16	9
SUTTER	36	42	N/A	N/A	N/A	N/A	N/A	30
TEHAMA	40	39	36	40	N/A	40	32	47
TRINITY	52	50	42	46	39	N/A	N/A	43
TULARE	18	13	33	37	34	26	28	31
TUOLUMNE	42	44	N/A	N/A	N/A	N/A	N/A	42
VENTURA	12	11	12	17	20	2	14	12
YOLO	28	26	19	19	32	30	20	33

COMPARISON OF GENERIC CLASSIFICATIONS

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

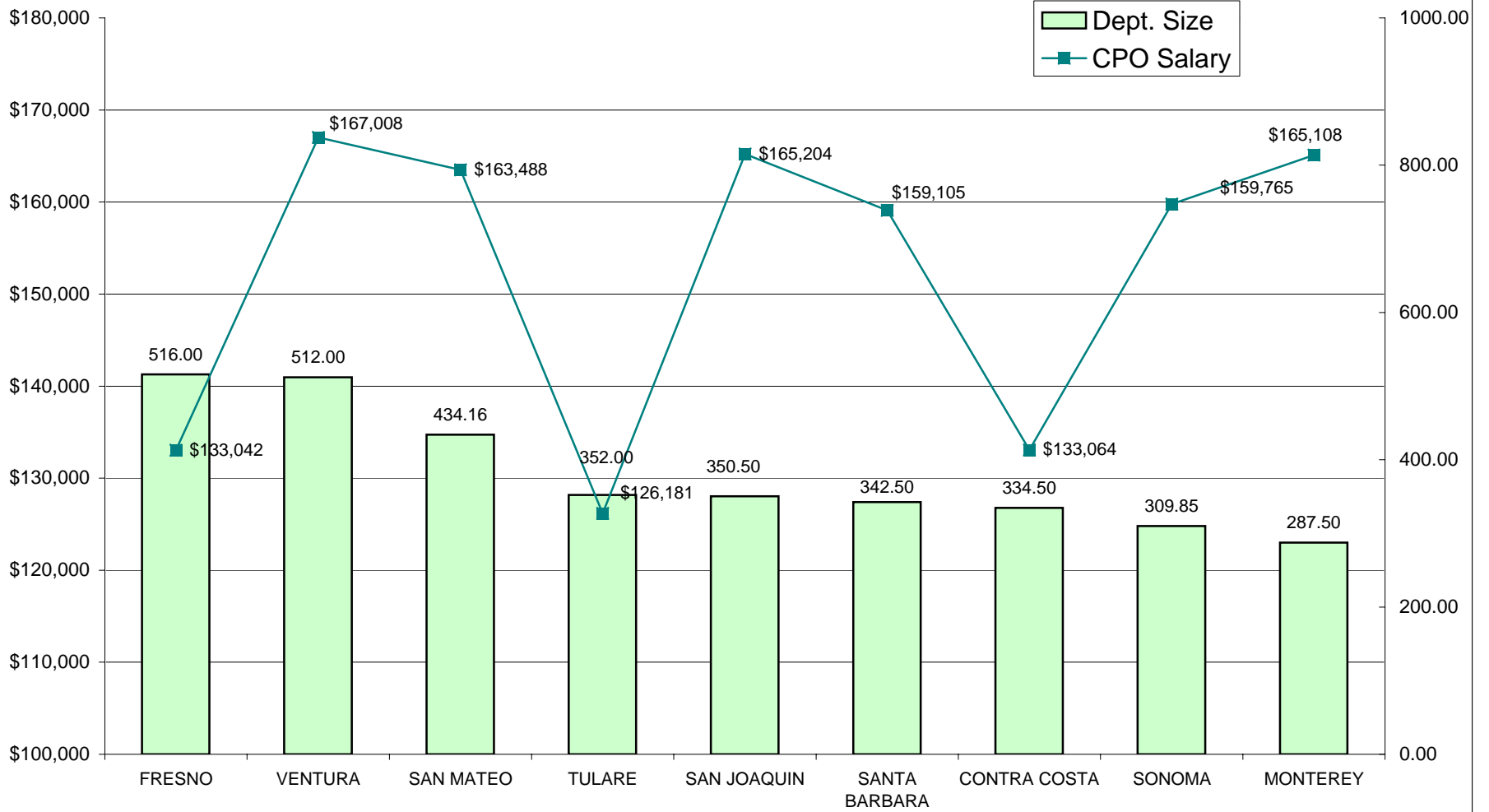
Departments are grouped by department size (FTE) and listed within a graph in that order. When two counties tie in FTE size, the county population ranking will determine its position. All departments that responded are represented unless they do not have the classification being compared.

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2010



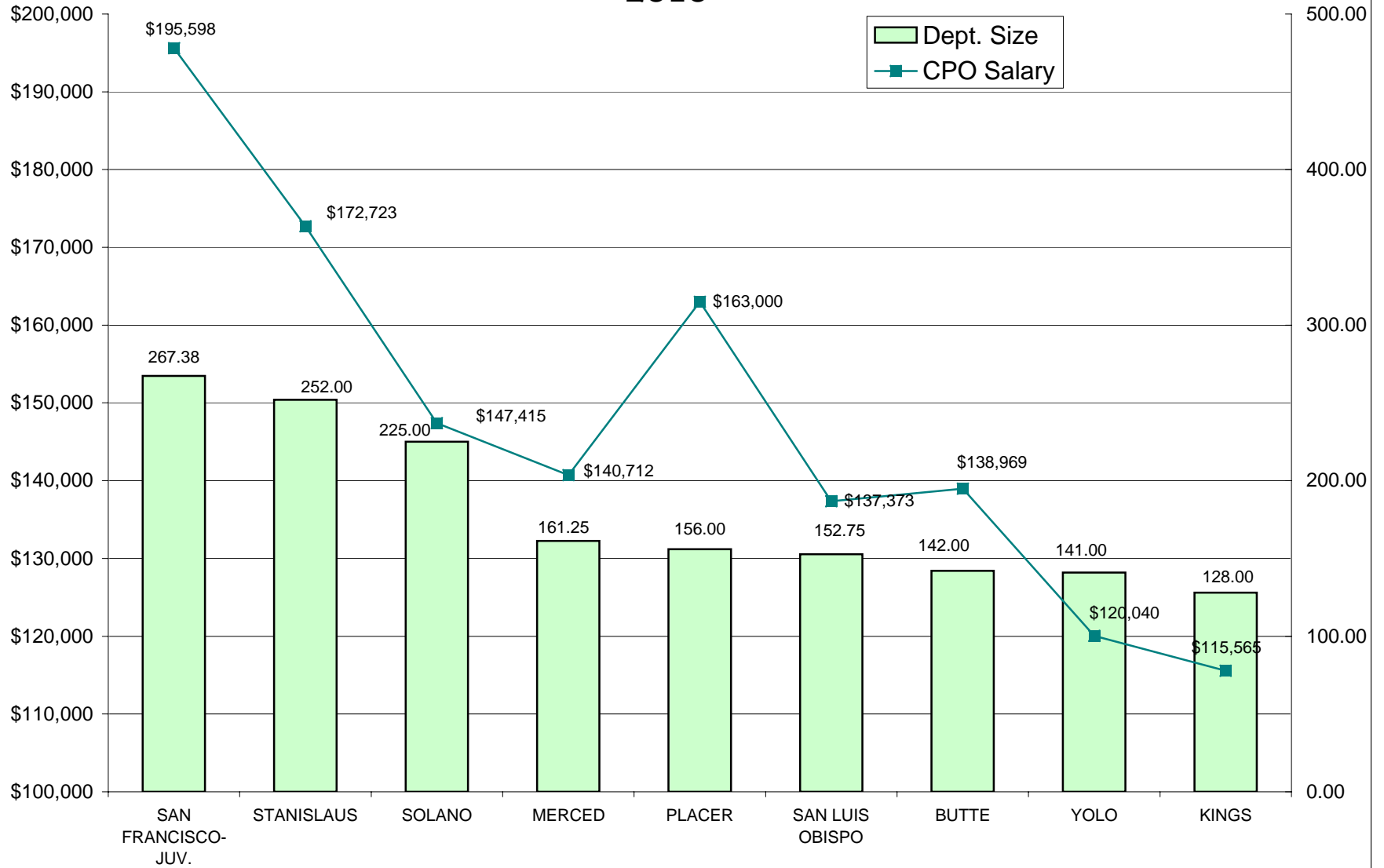
NINE LARGEST DEPARTMENTS - FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2010



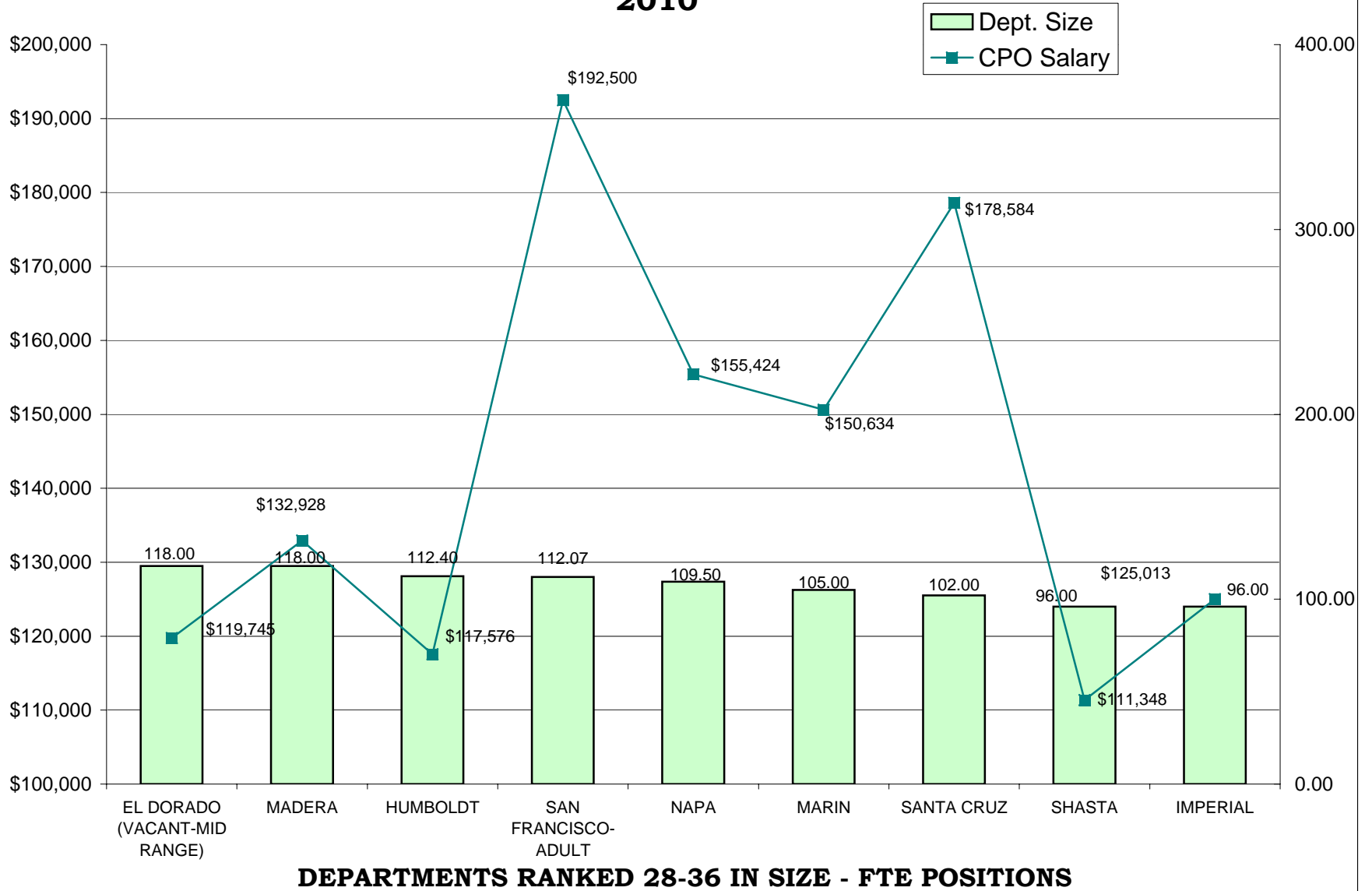
DEPARTMENTS RANKED 10-18 IN SIZE - FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2010

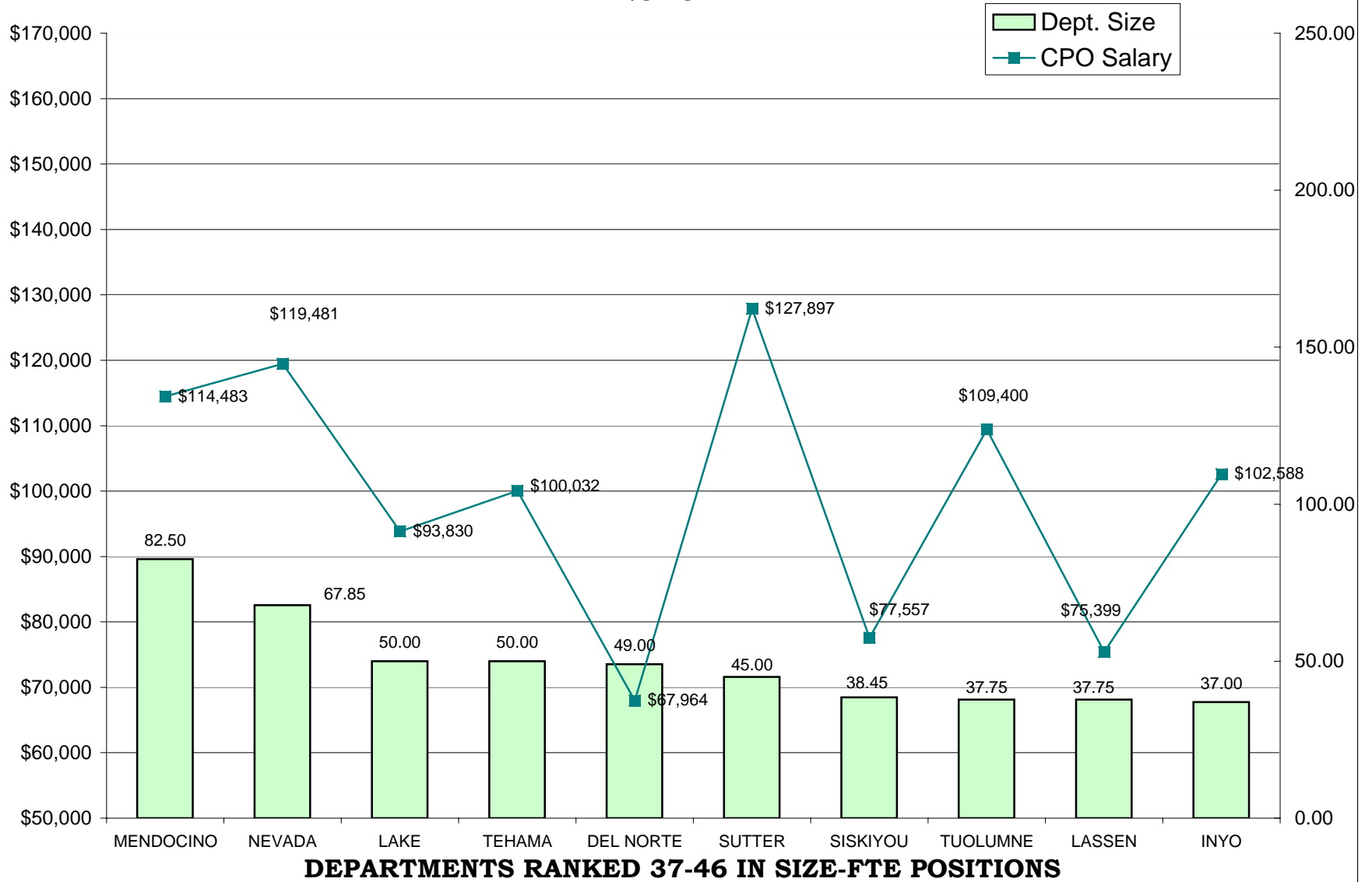


DEPARTMENTS RANKED 19-27 IN SIZE - FTE POSITIONS

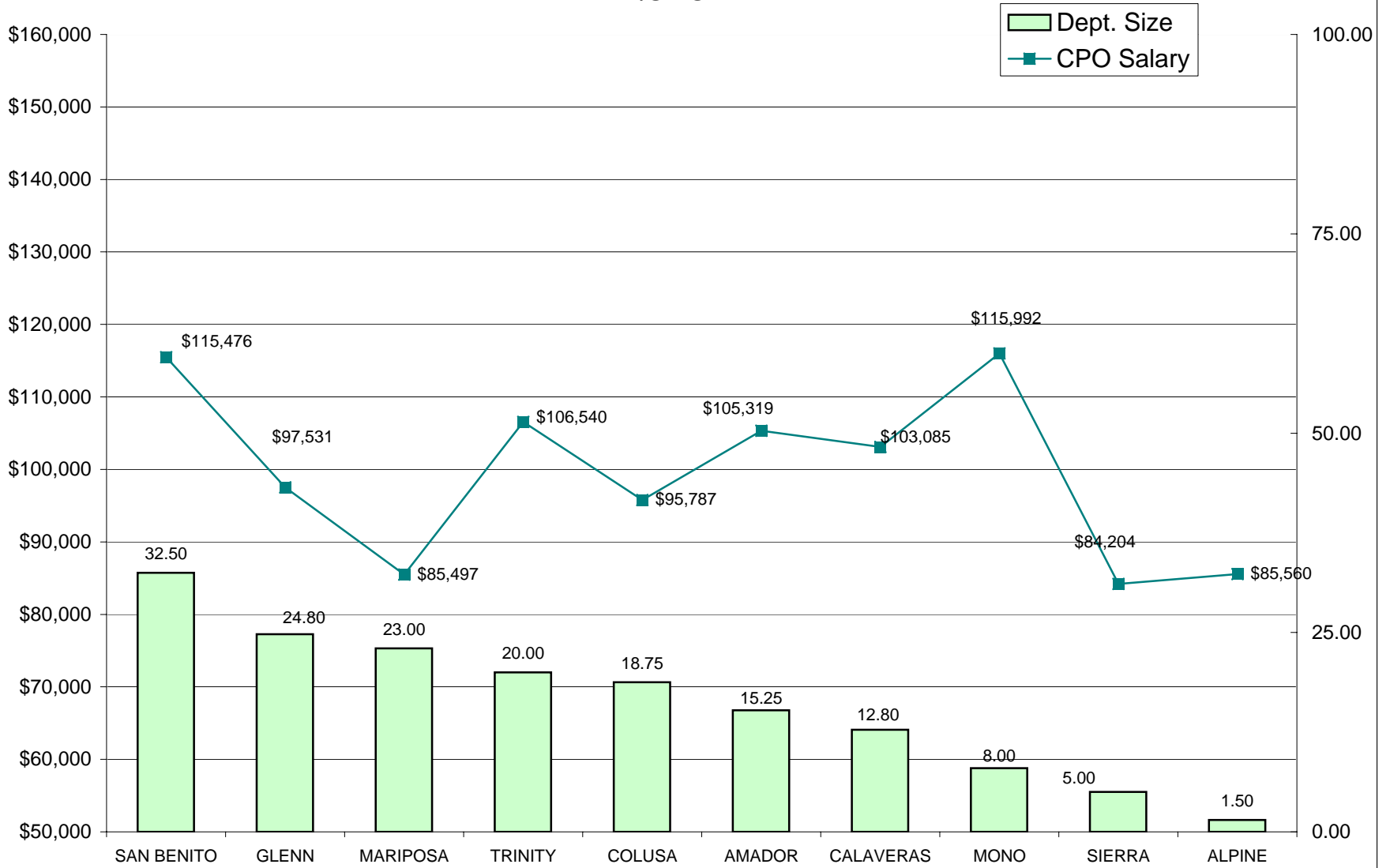
RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2010



RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2010

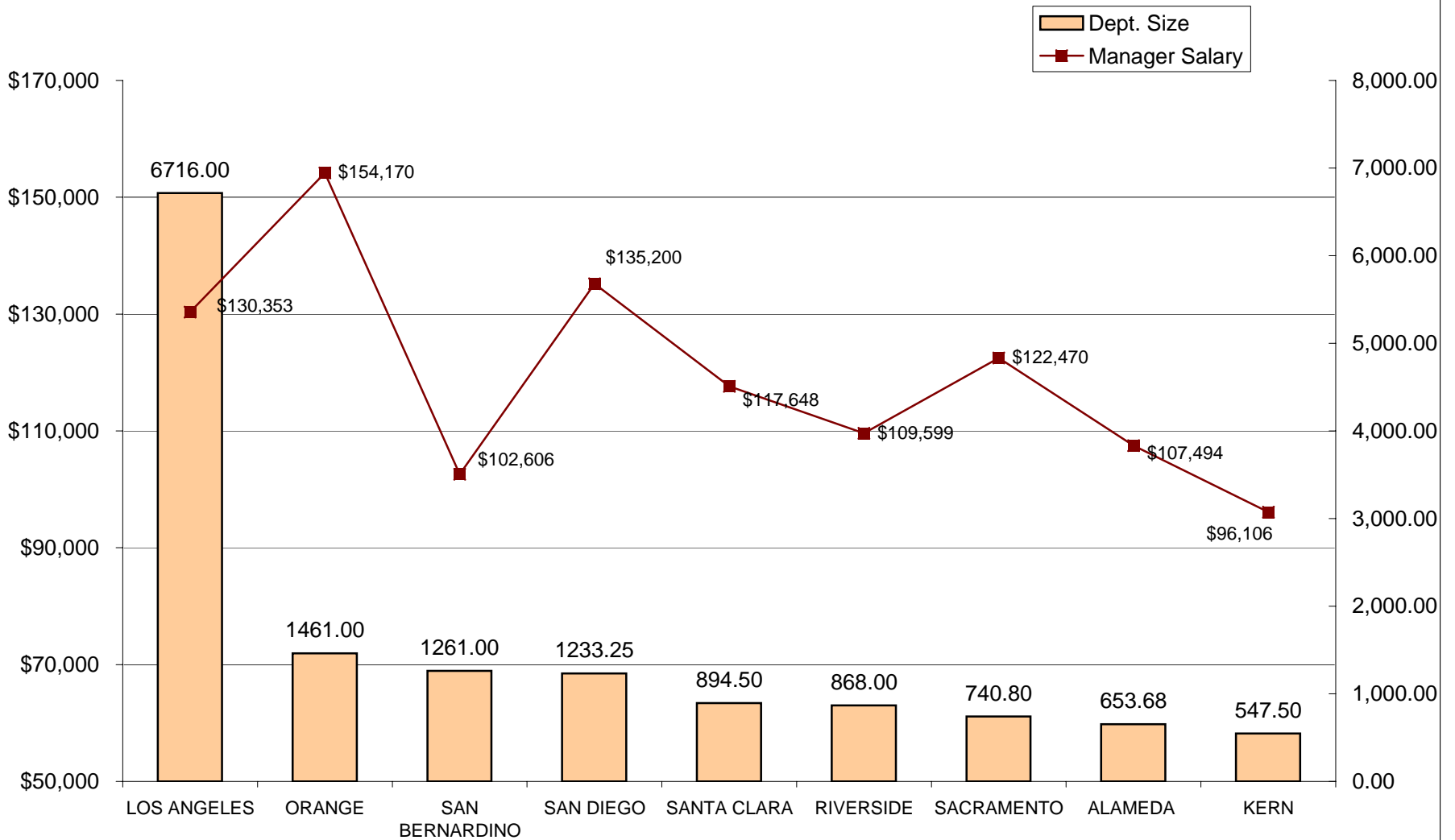


RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE - 2010



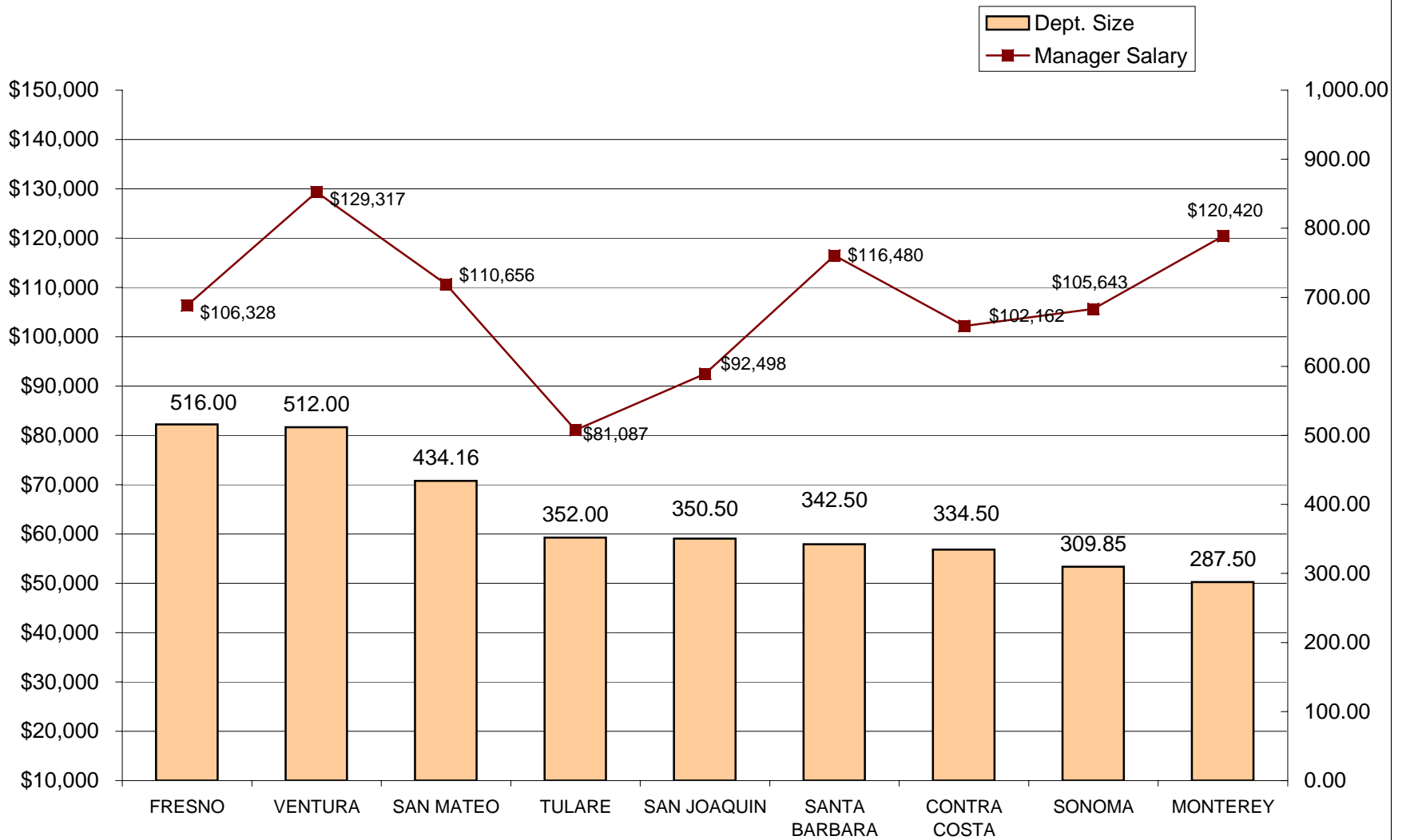
DEPARTMENTS RANKED 47-56 IN SIZE-FTE POSITIONS

**PROBATION SERVICES - GENERIC E
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2010**



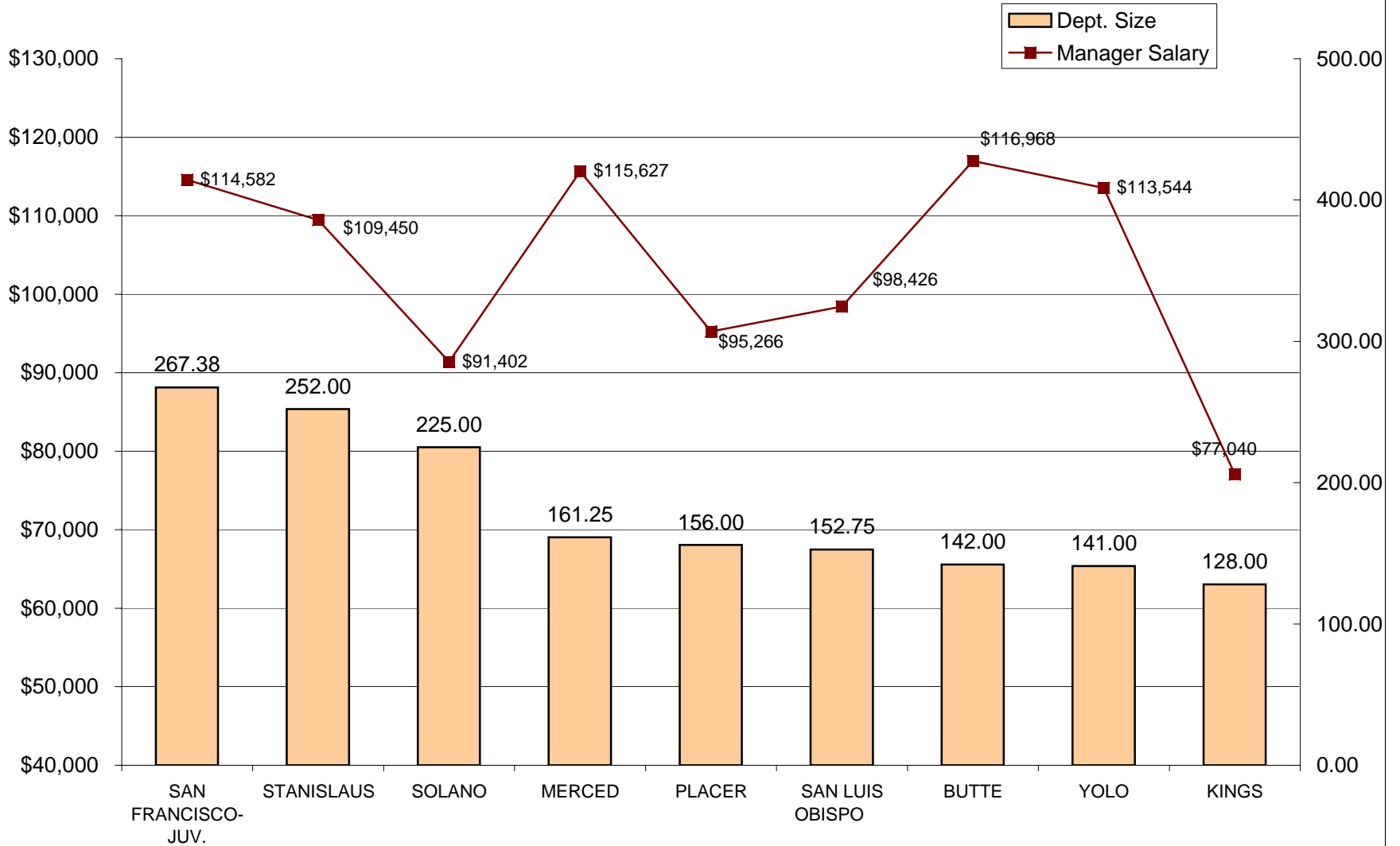
NINE LARGEST DEPARTMENTS - FTE POSITIONS

**PROBATION SERVICES - GENERIC E
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2010**



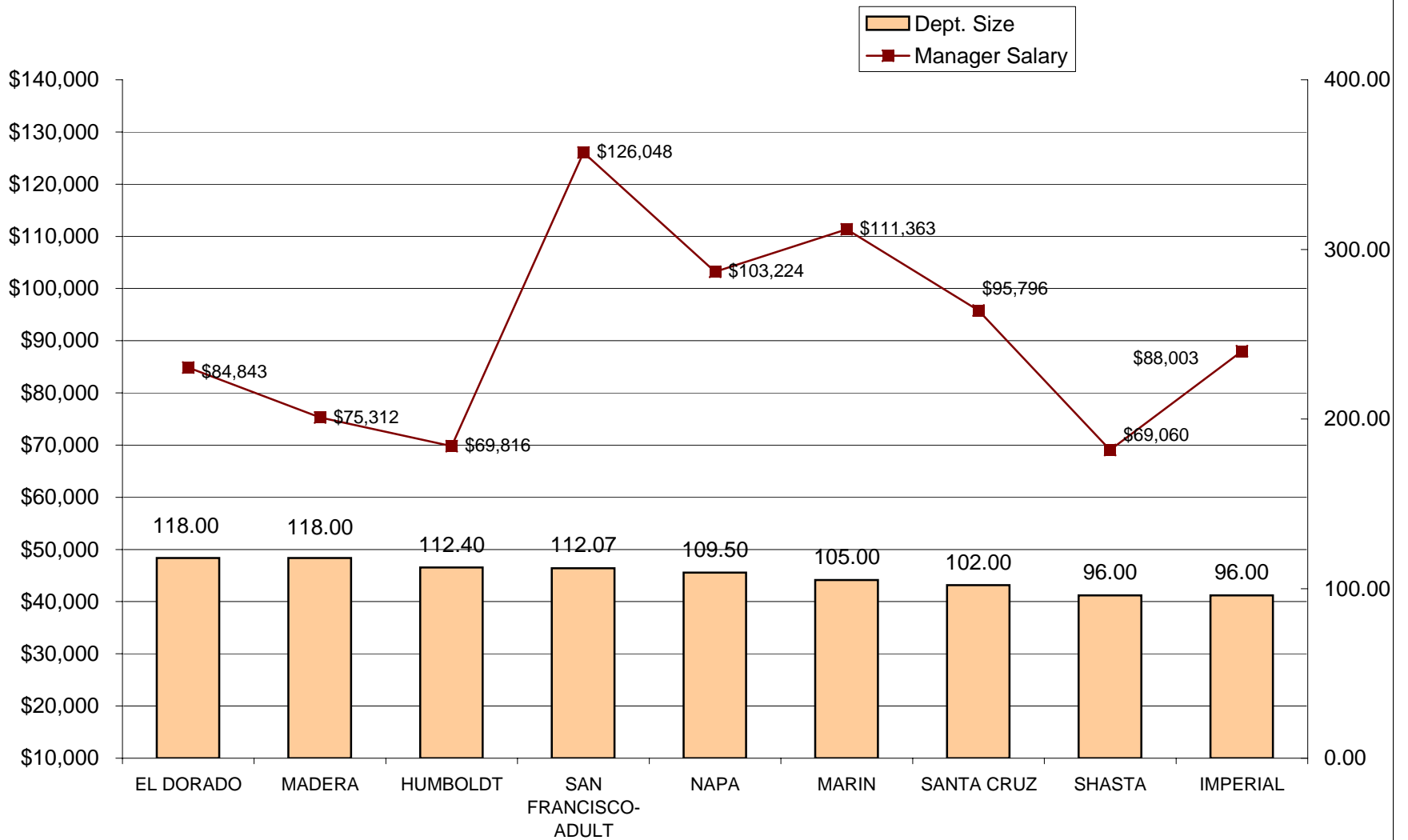
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC E
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2010**



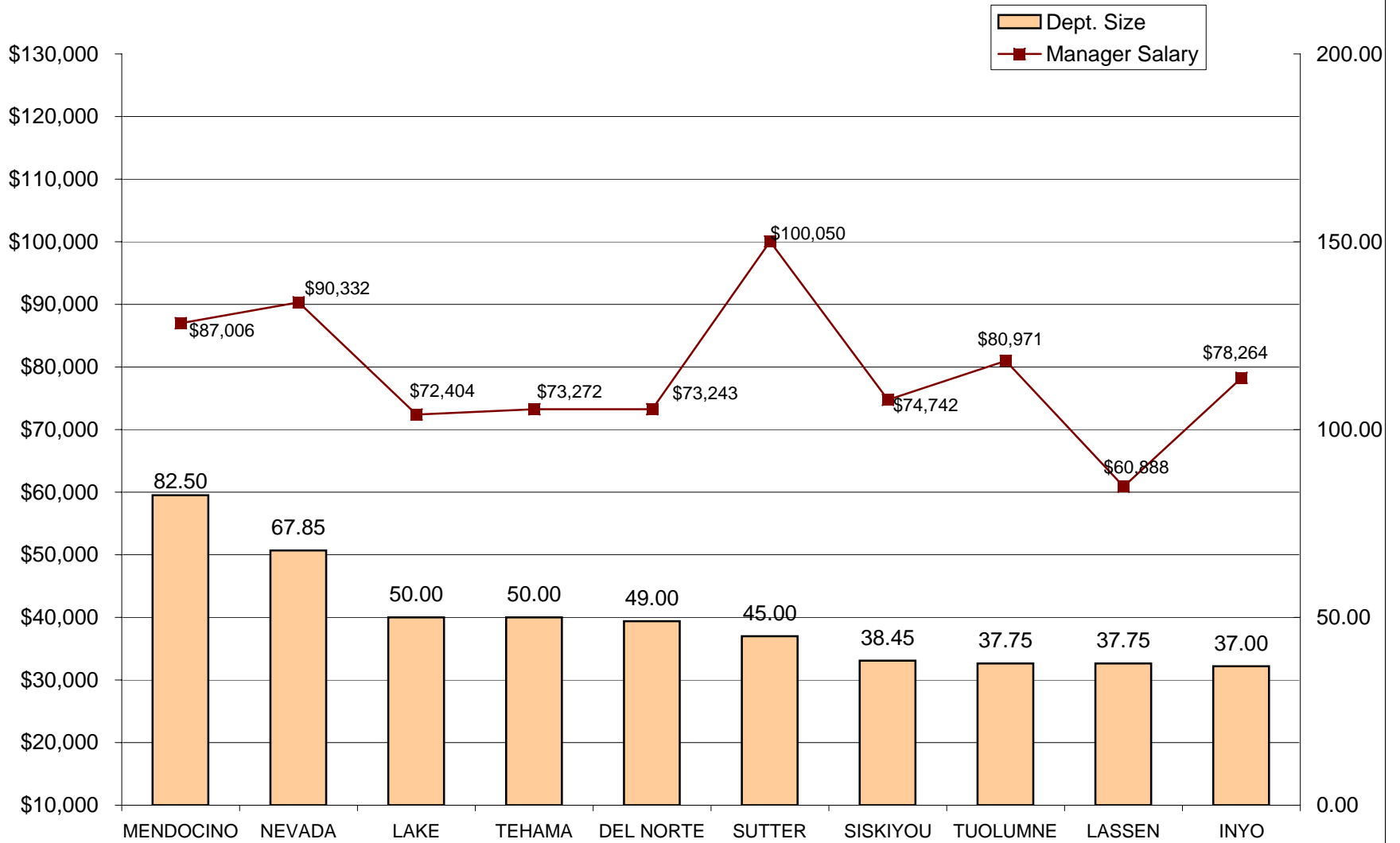
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC E
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2010**



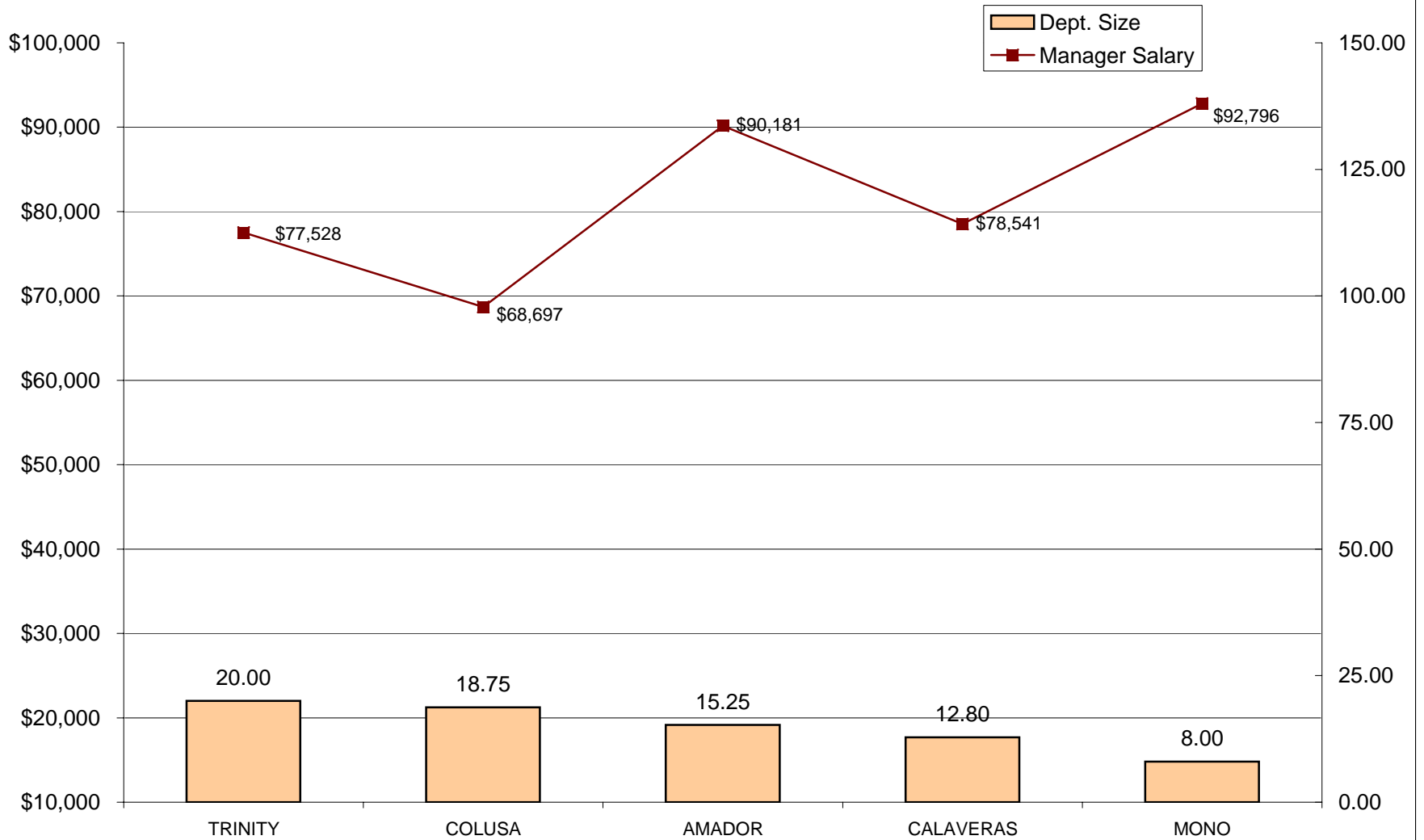
DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC E
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2010**



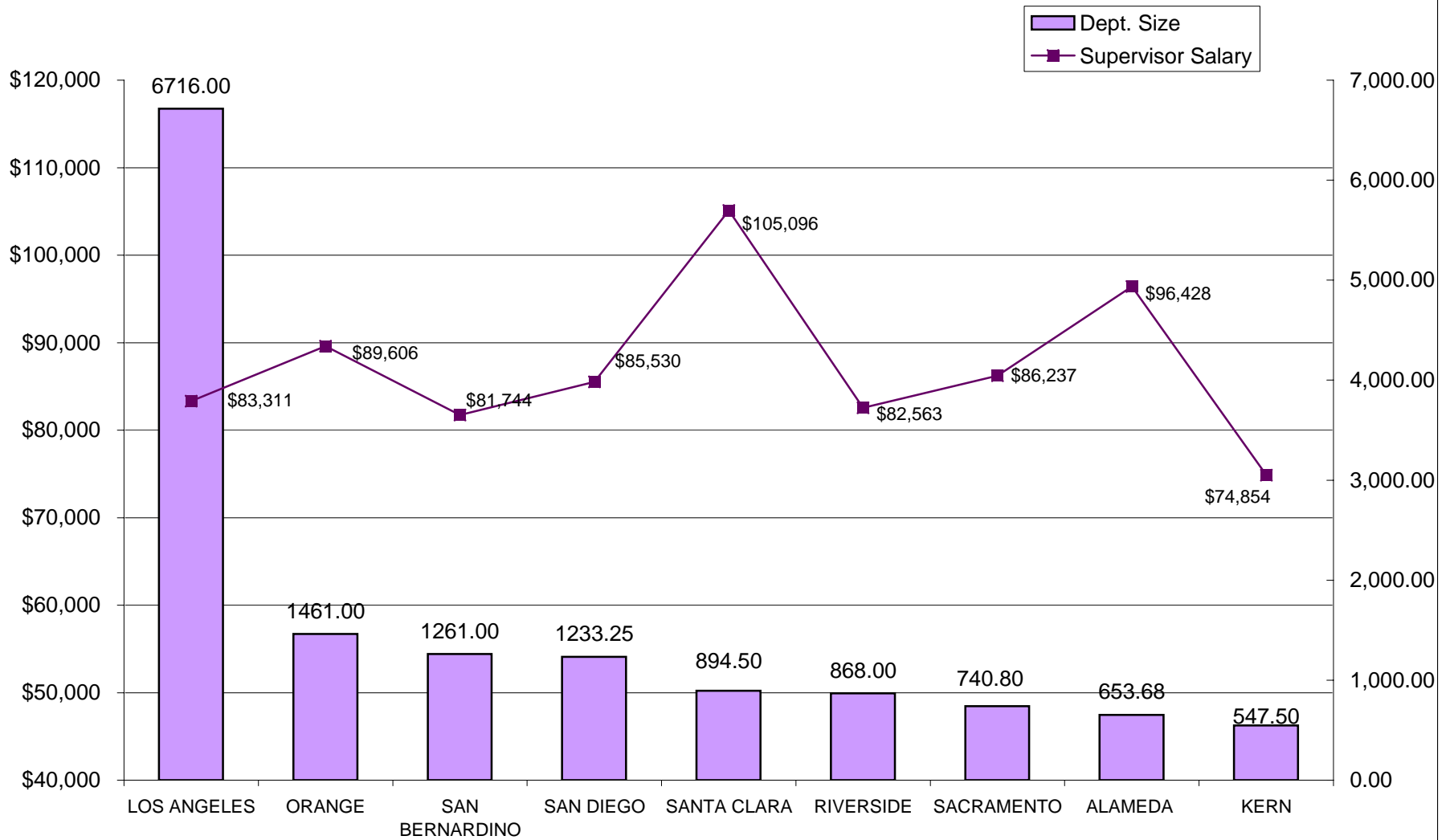
DEPARTMENTS RANKED 37-46 IN SIZE- FTE POSITIONS

PROBATION SERVICES - GENERIC E
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2010
 (San Benito, Glenn, Mariposa, Sierra and Alpine Counties do not have E positions)



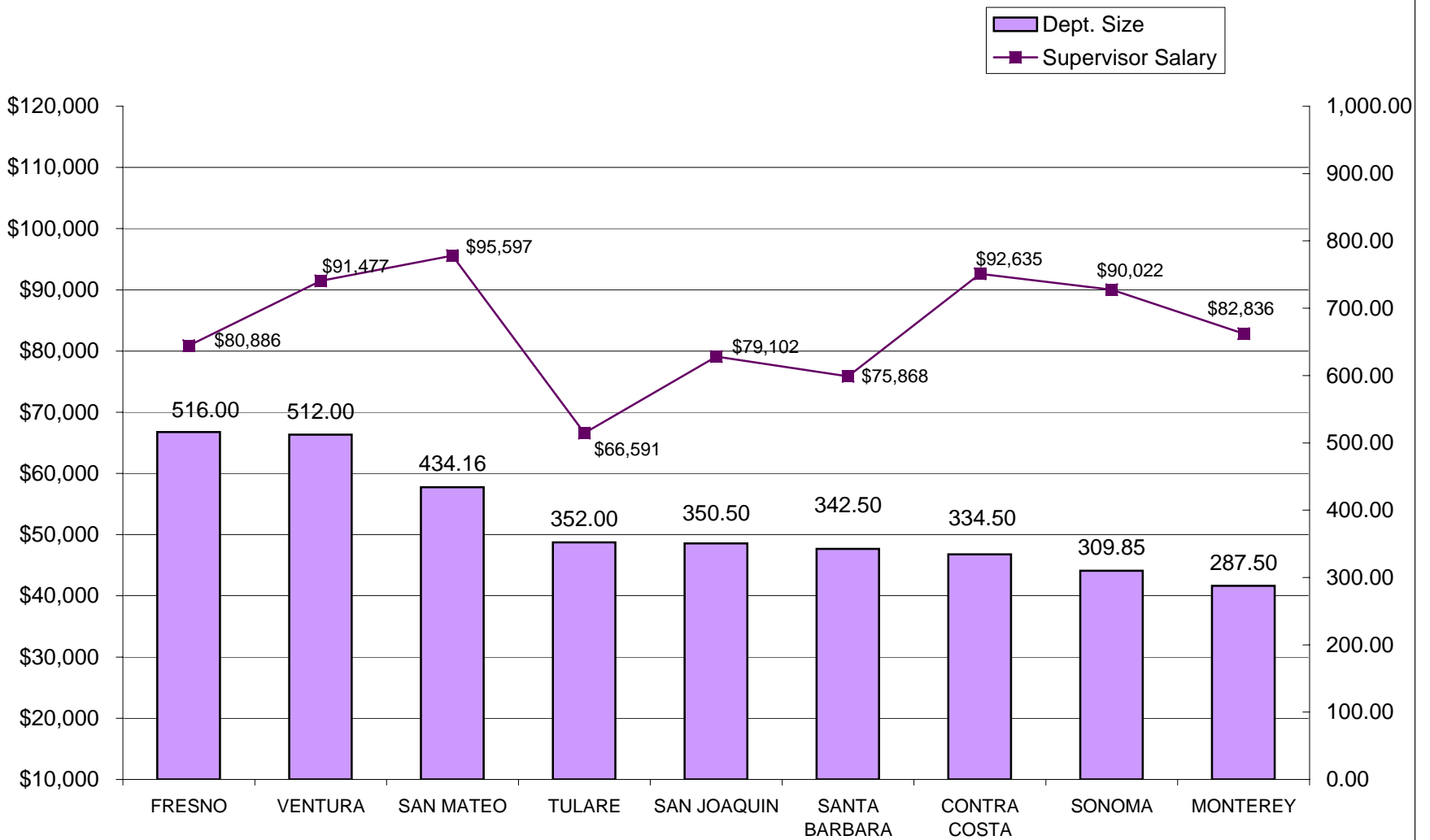
DEPARTMENTS RANKED 47-56 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC D
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE - 2010**



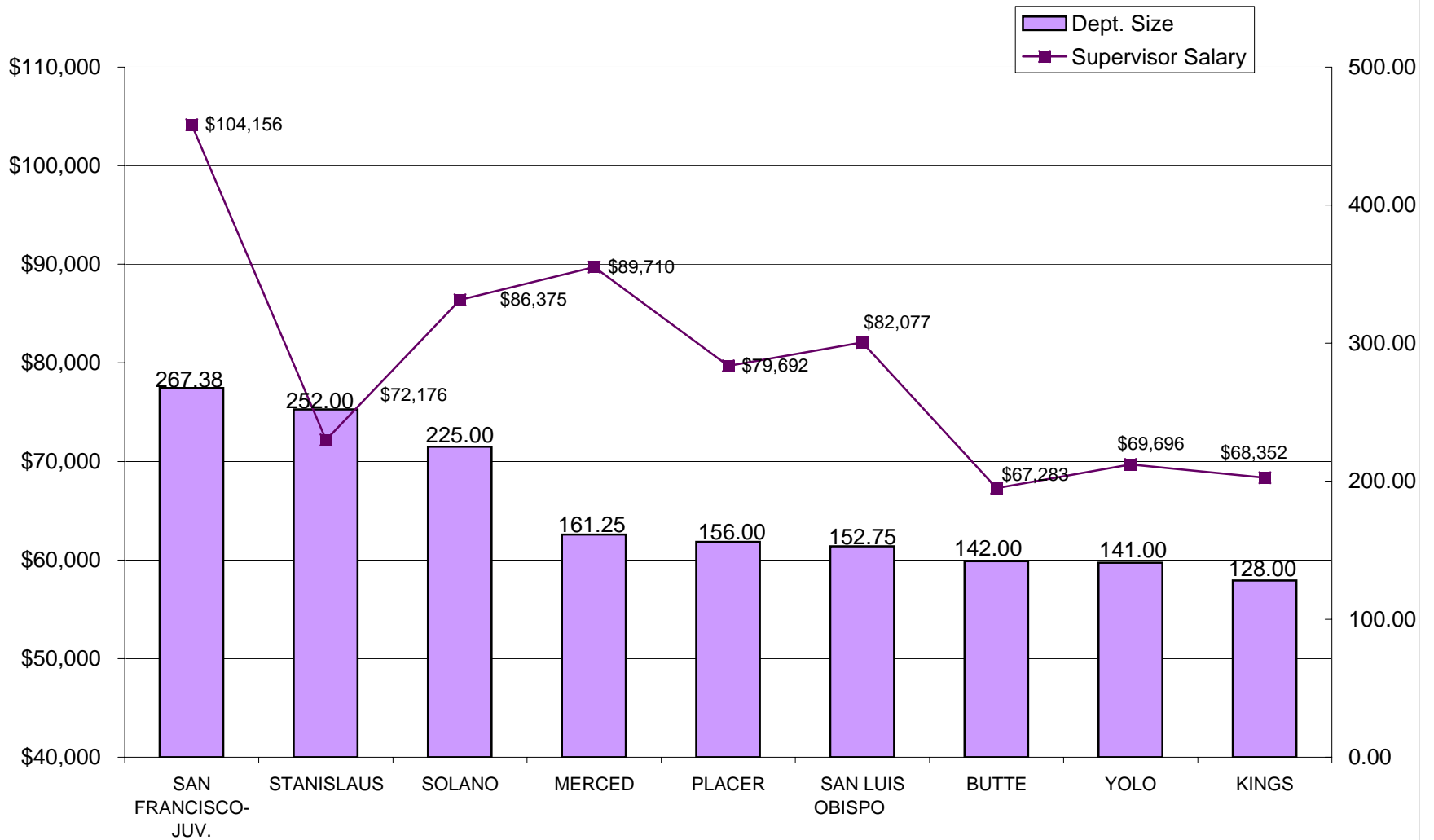
NINE LARGEST DEPARTMENTS - FTE POSITIONS

**PROBATION SERVICES - GENERIC D
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE -
2010**



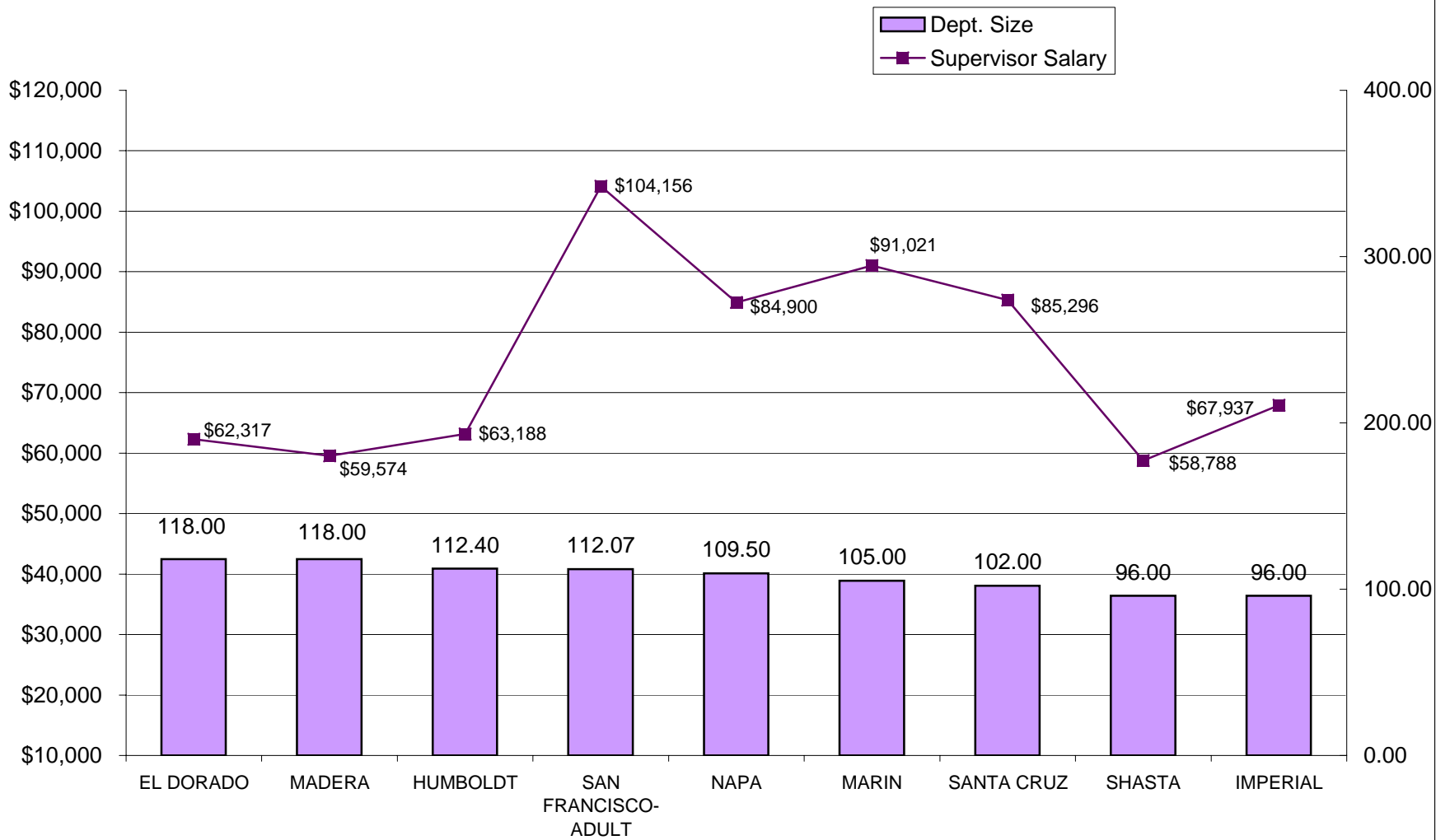
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC D
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE -
2010**



DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

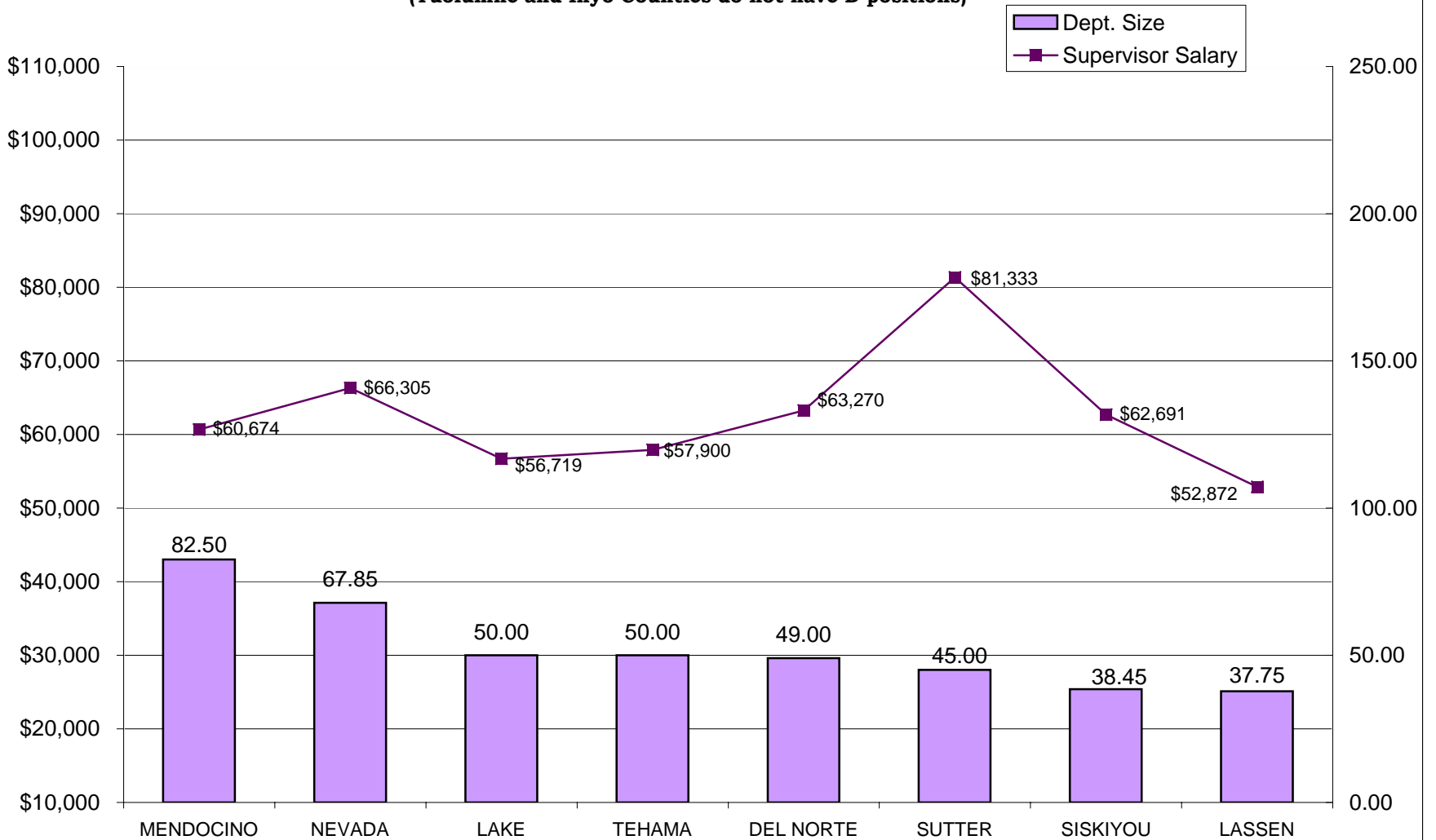
**PROBATION SERVICES - GENERIC D
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE -
2010**



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC D
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE -
2010**

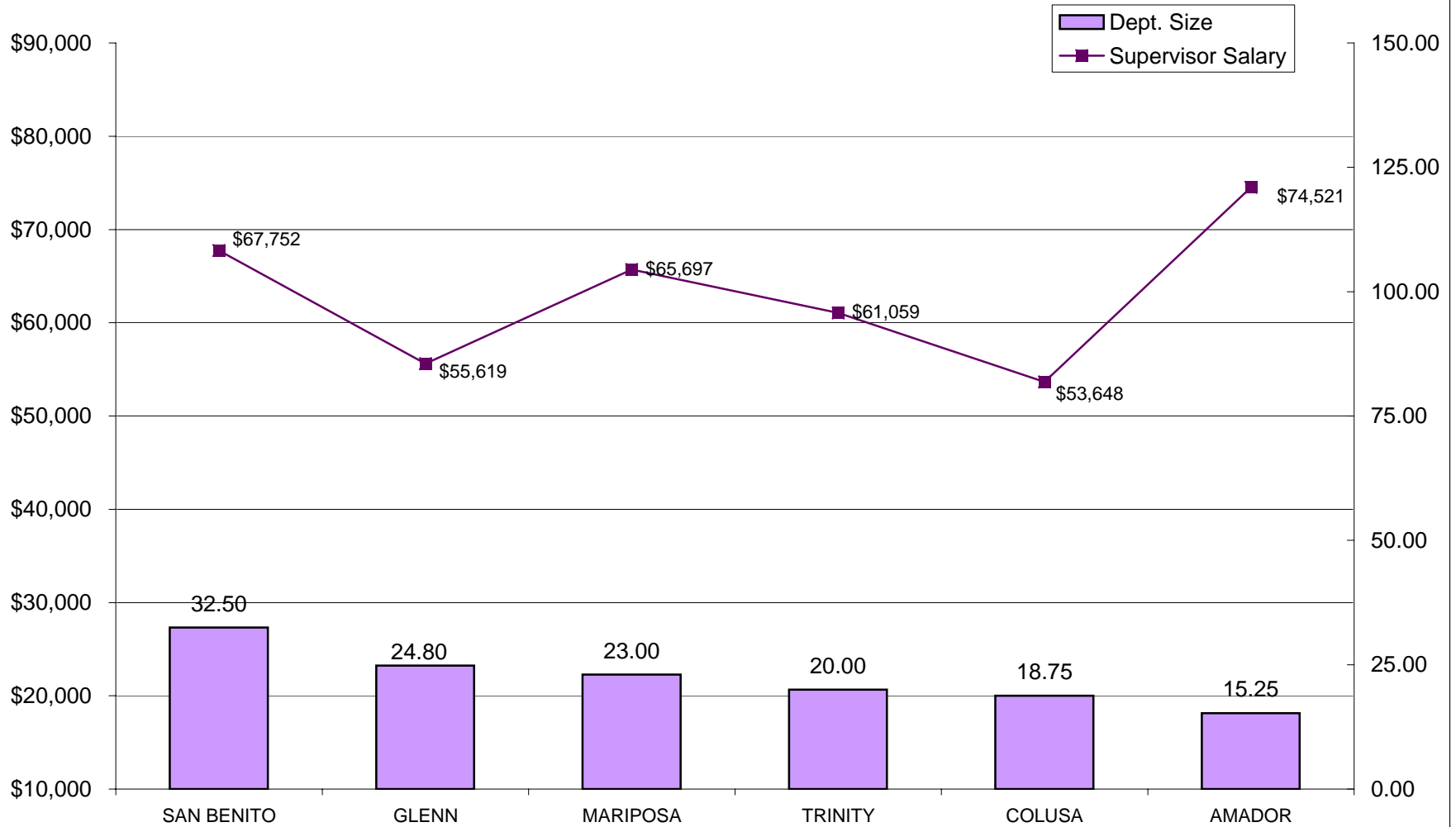
(Tuolumne and Inyo Counties do not have D positions)



DEPARTMENTS RANKED 37-46 IN SIZE- FTE POSITIONS

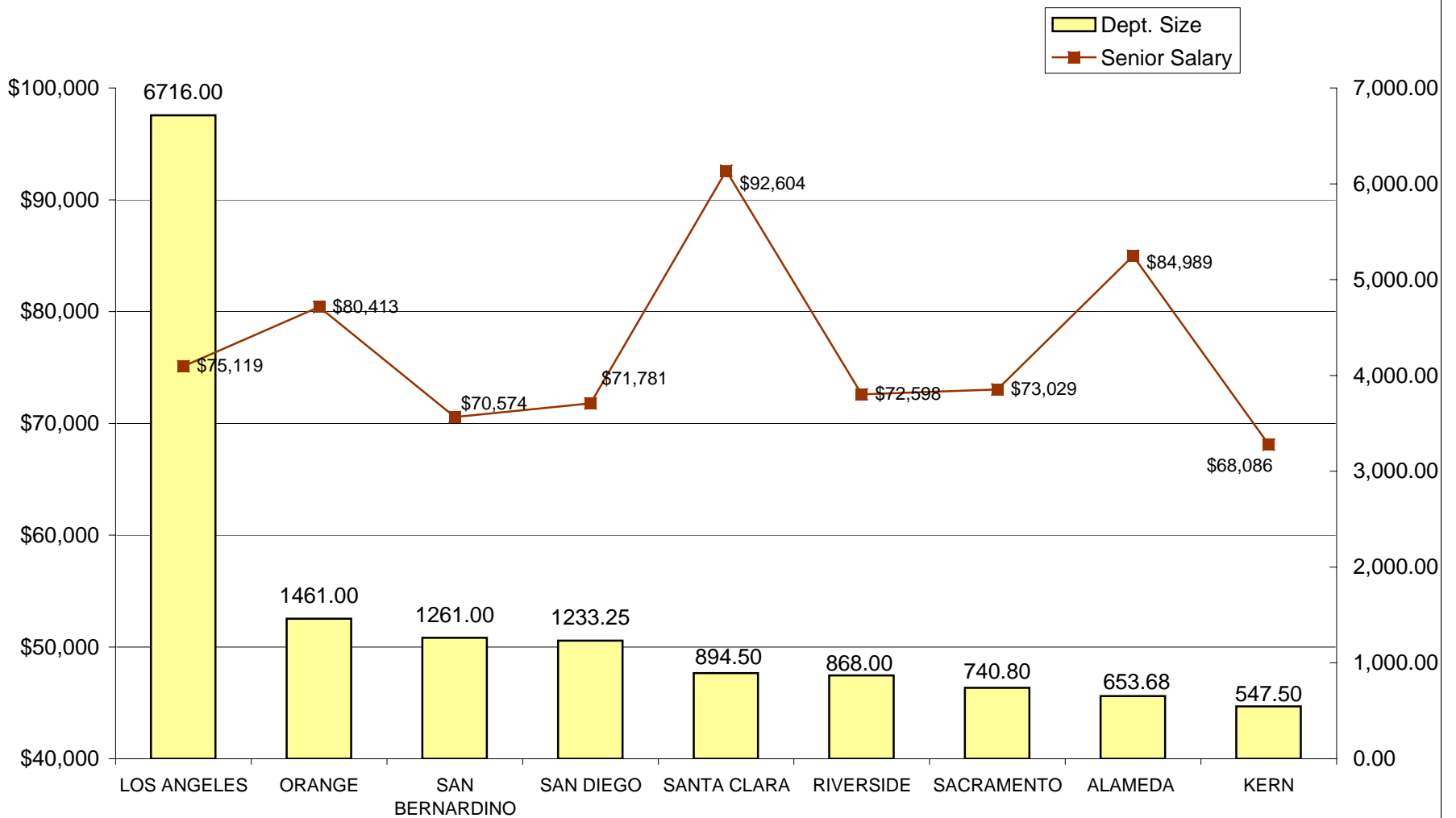
**PROBATION SERVICES - GENERIC D
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE -
2010**

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



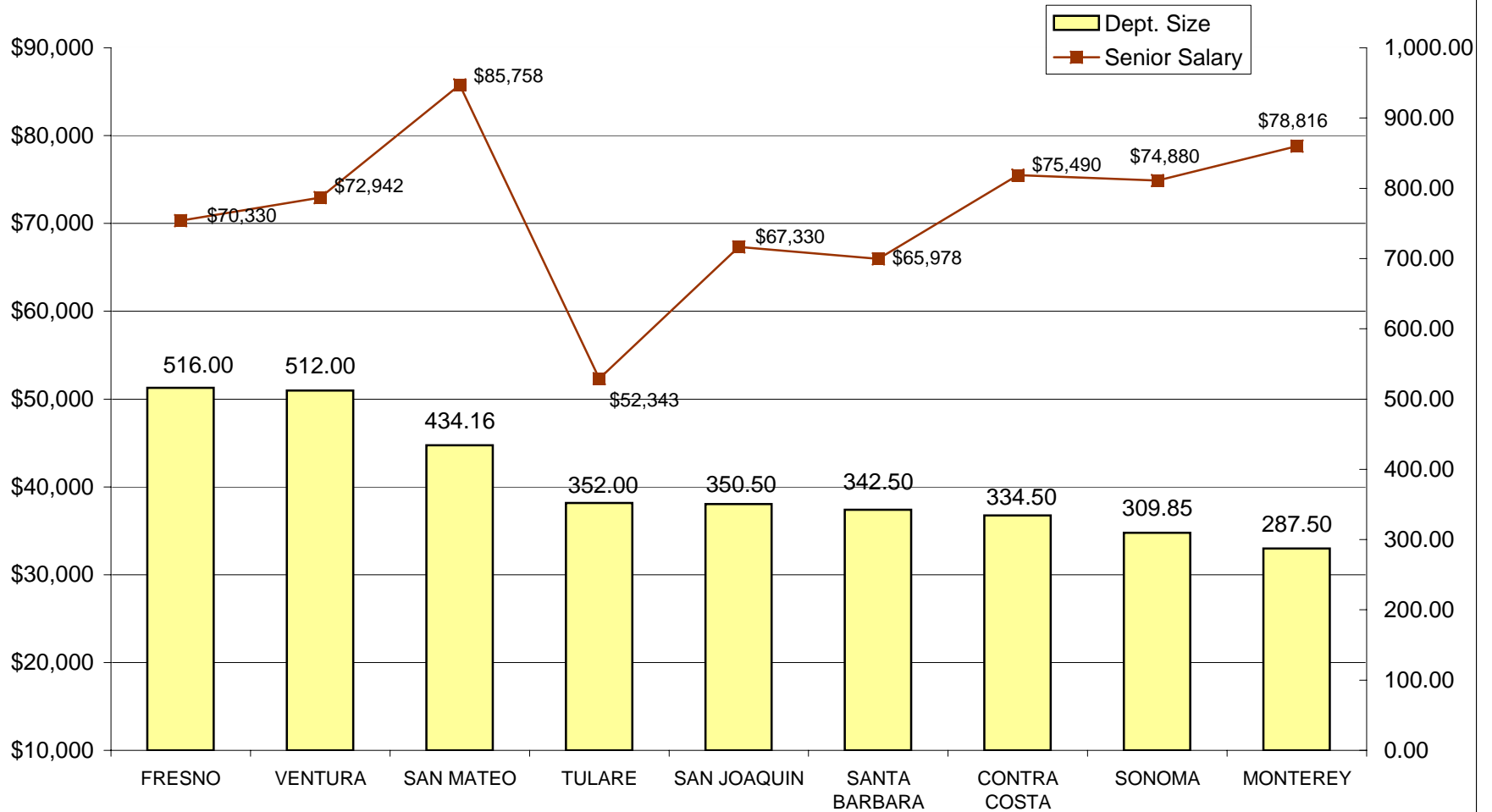
DEPARTMENTS RANKED 47-56 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC C
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -
2010**



NINE LARGEST DEPARTMENTS - FTE POSITIONS

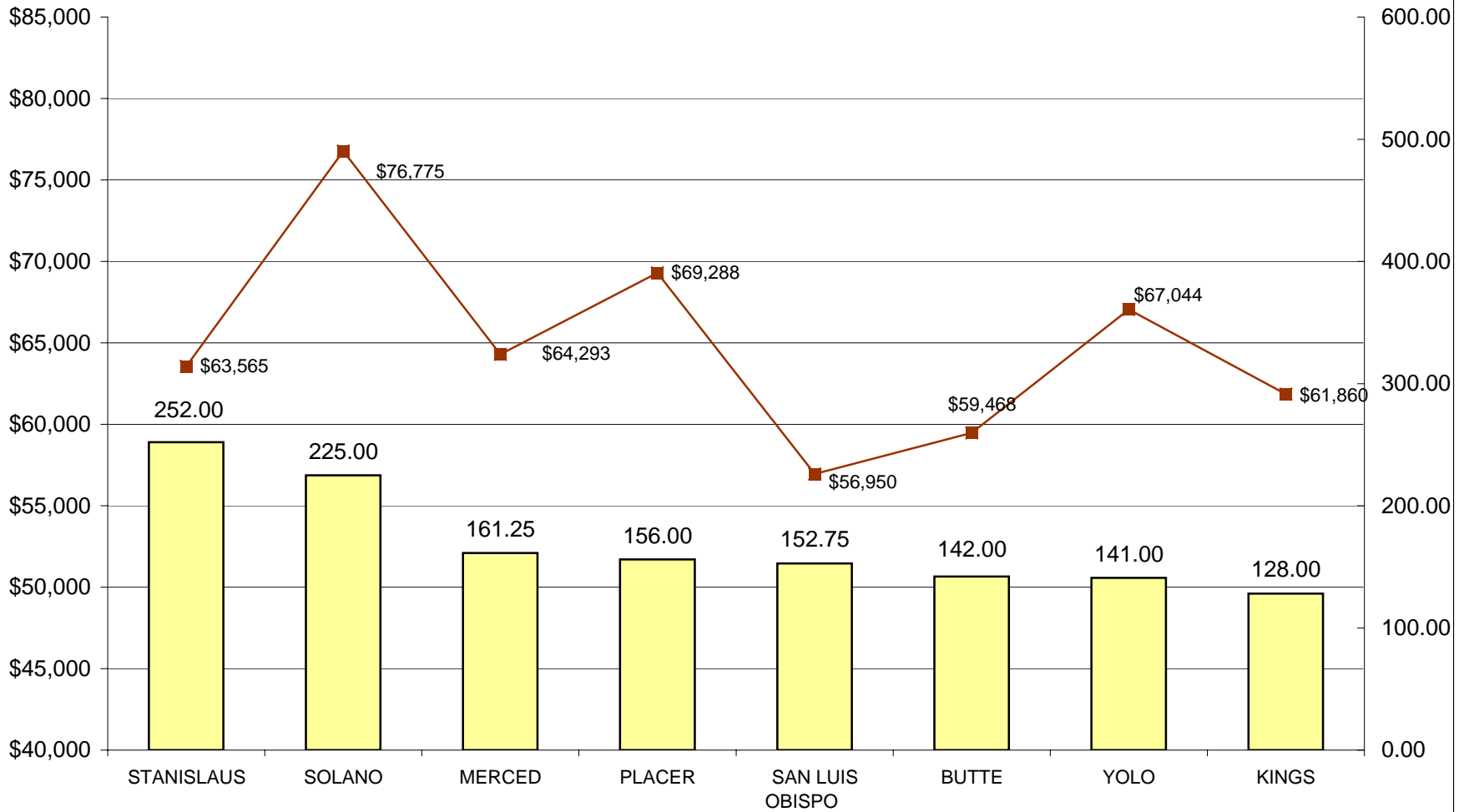
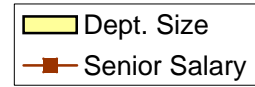
**PROBATION SERVICES - GENERIC C
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -
2010**



DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC C
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT
SIZE - 2010**

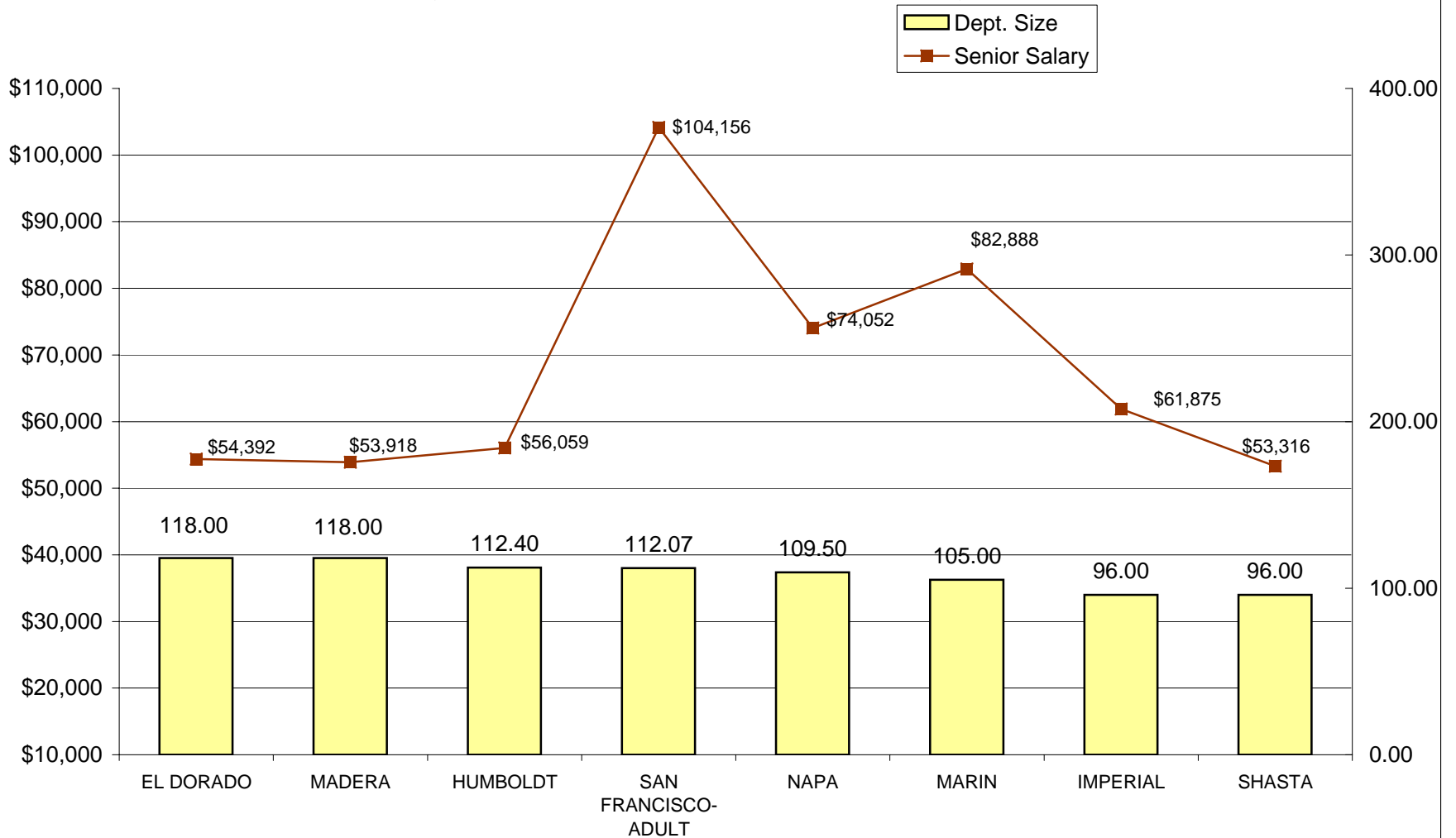
(San Francisco-Juvenile does not have D positions)



DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC C
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -
2010**

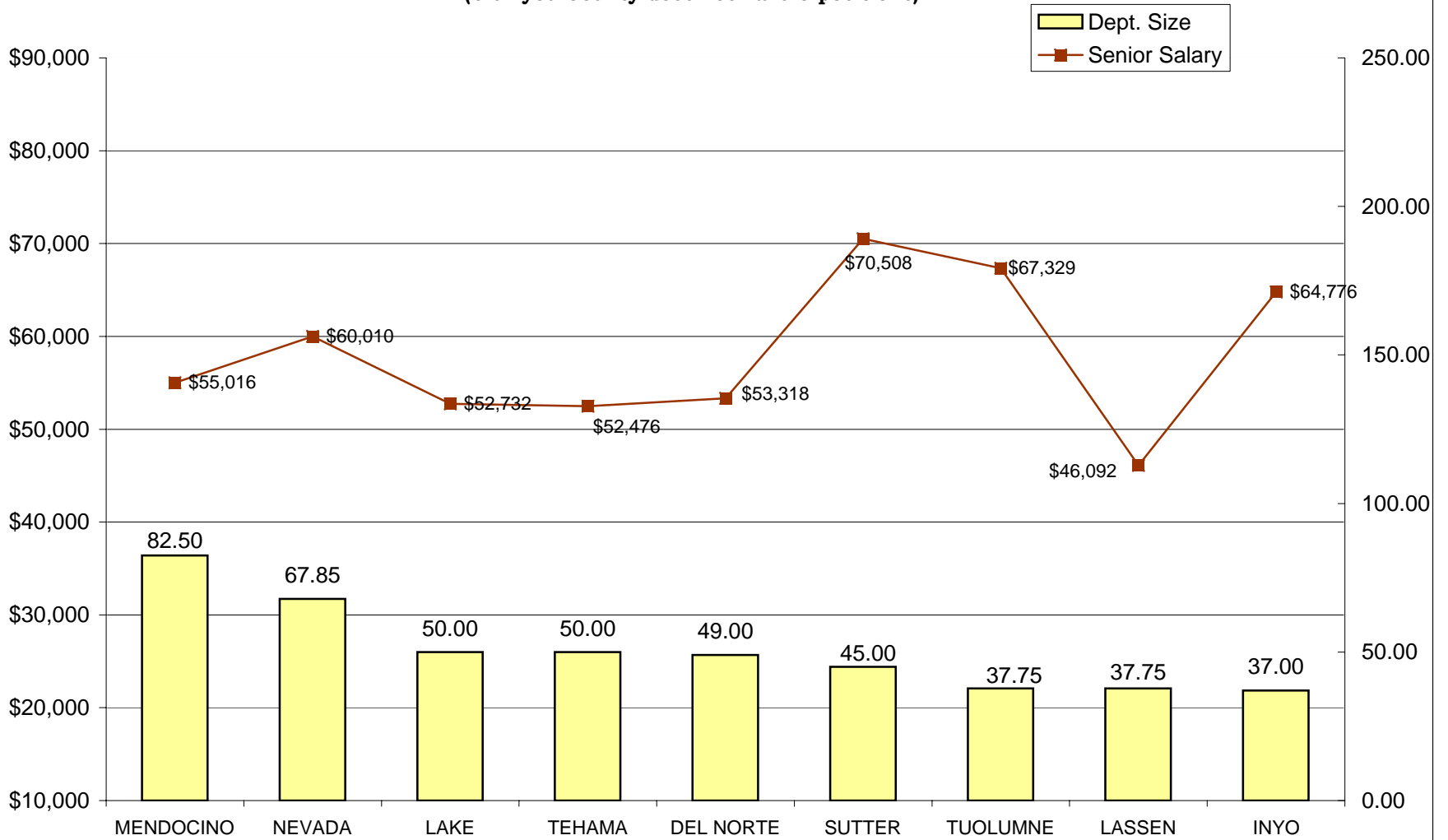
(Santa Cruz County does not have D positions)



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC C
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -
2010**

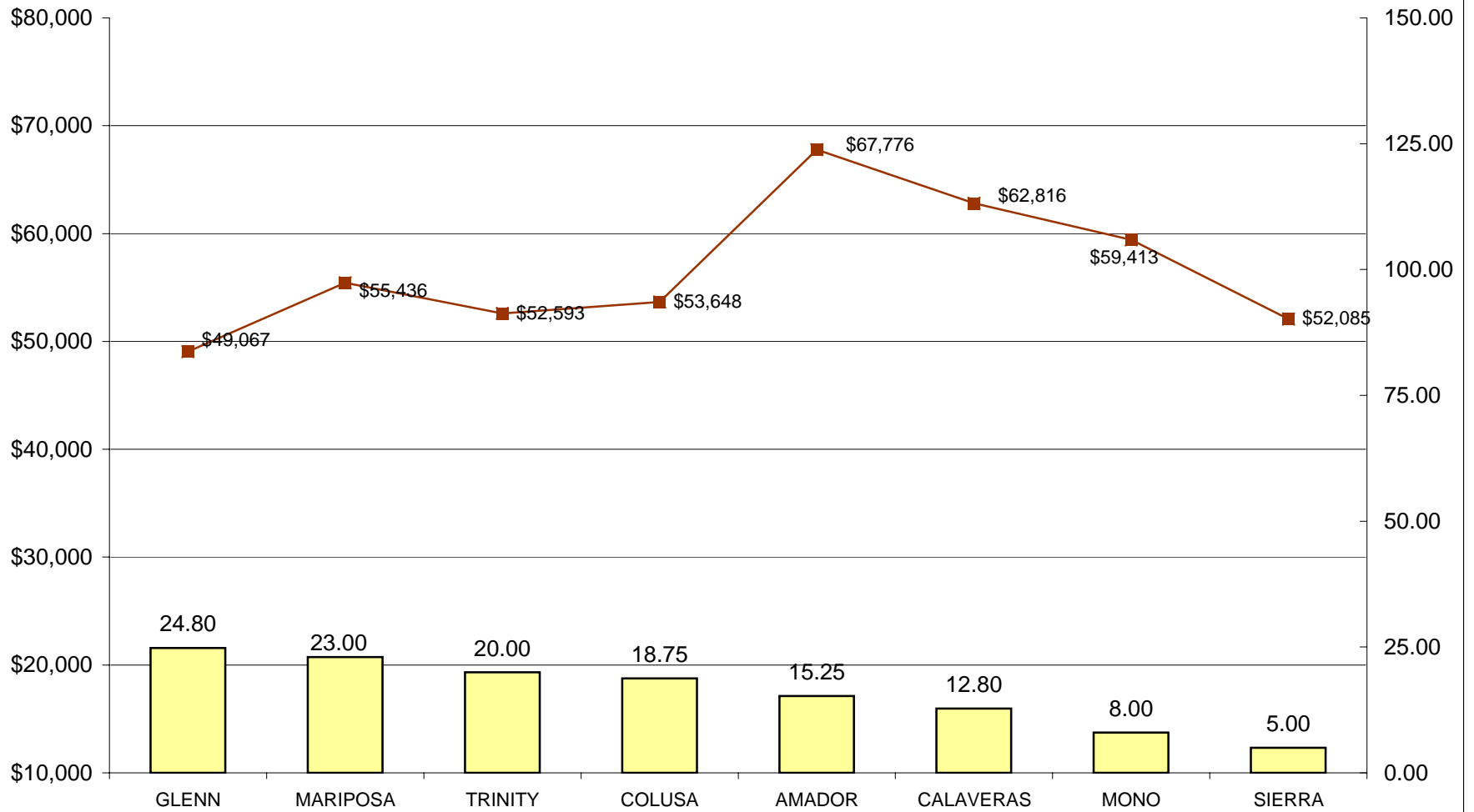
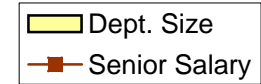
(Siskiyou County does not have C positions)



DEPARTMENTS RANKED 37-46 IN SIZE- FTE POSITIONS

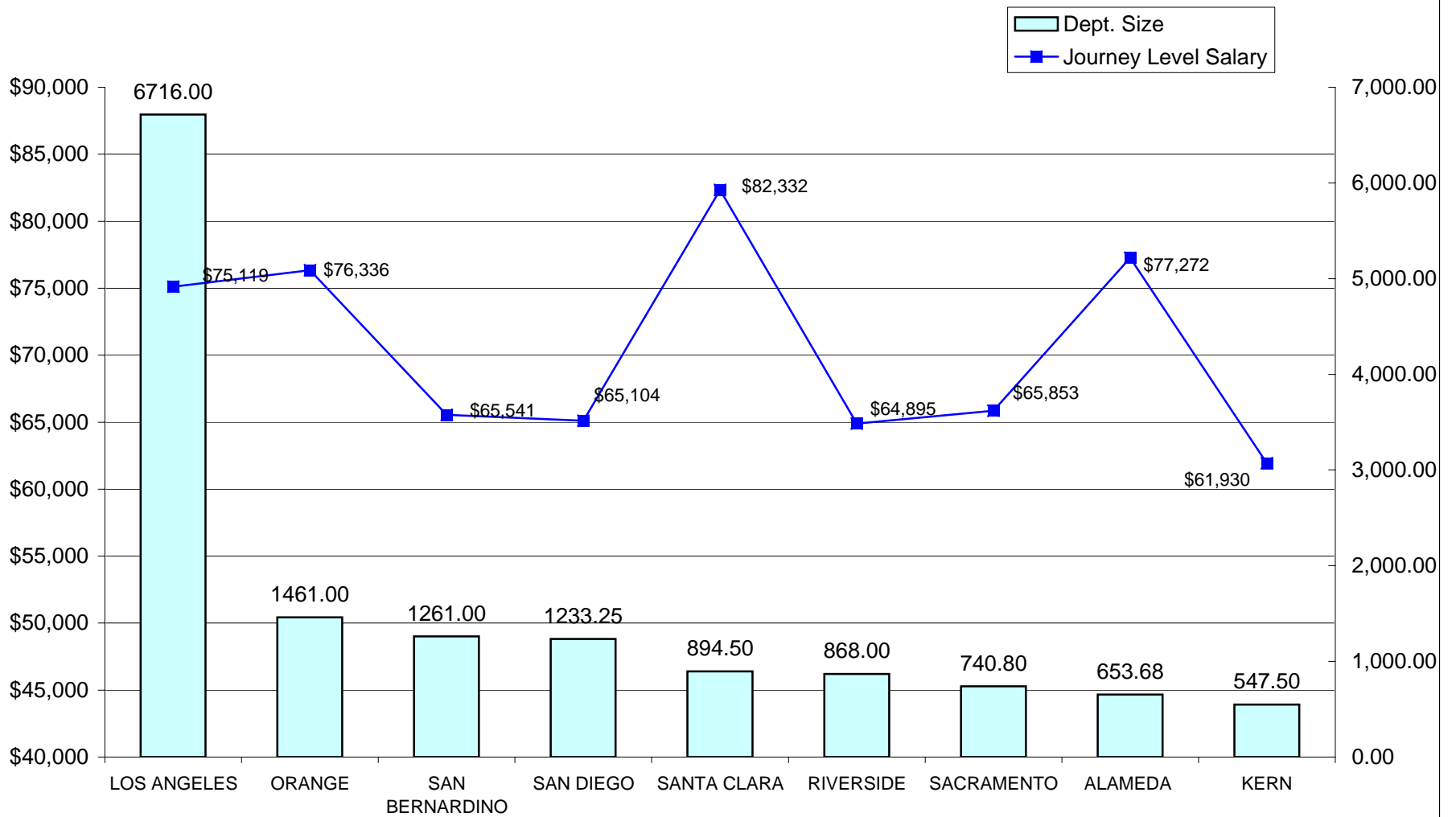
**PROBATION SERVICES - GENERIC C
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -
2010**

(Alpine and San Benito Counties do not have C positions)



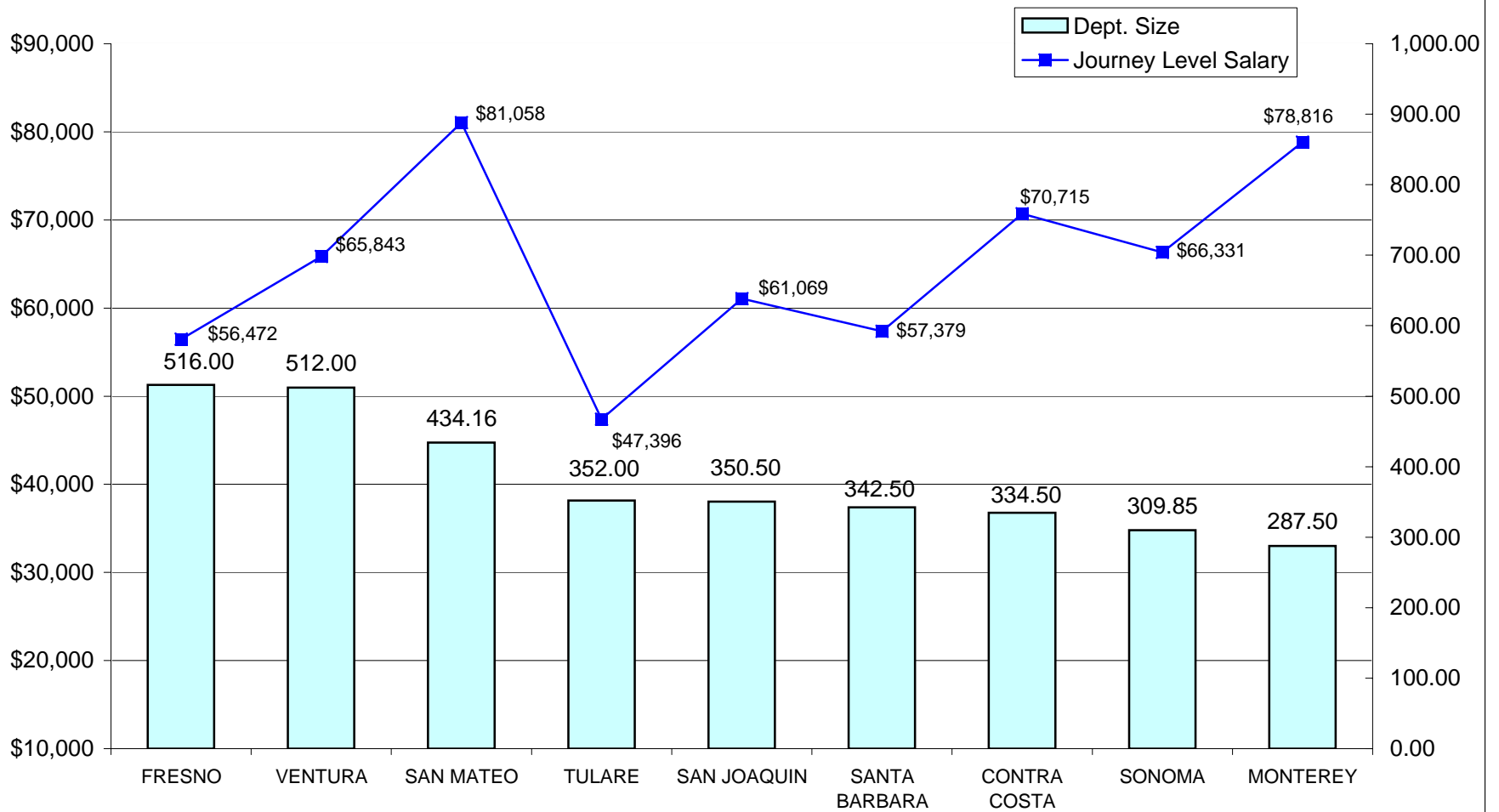
DEPARTMENTS RANKED 47-56 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC B
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**



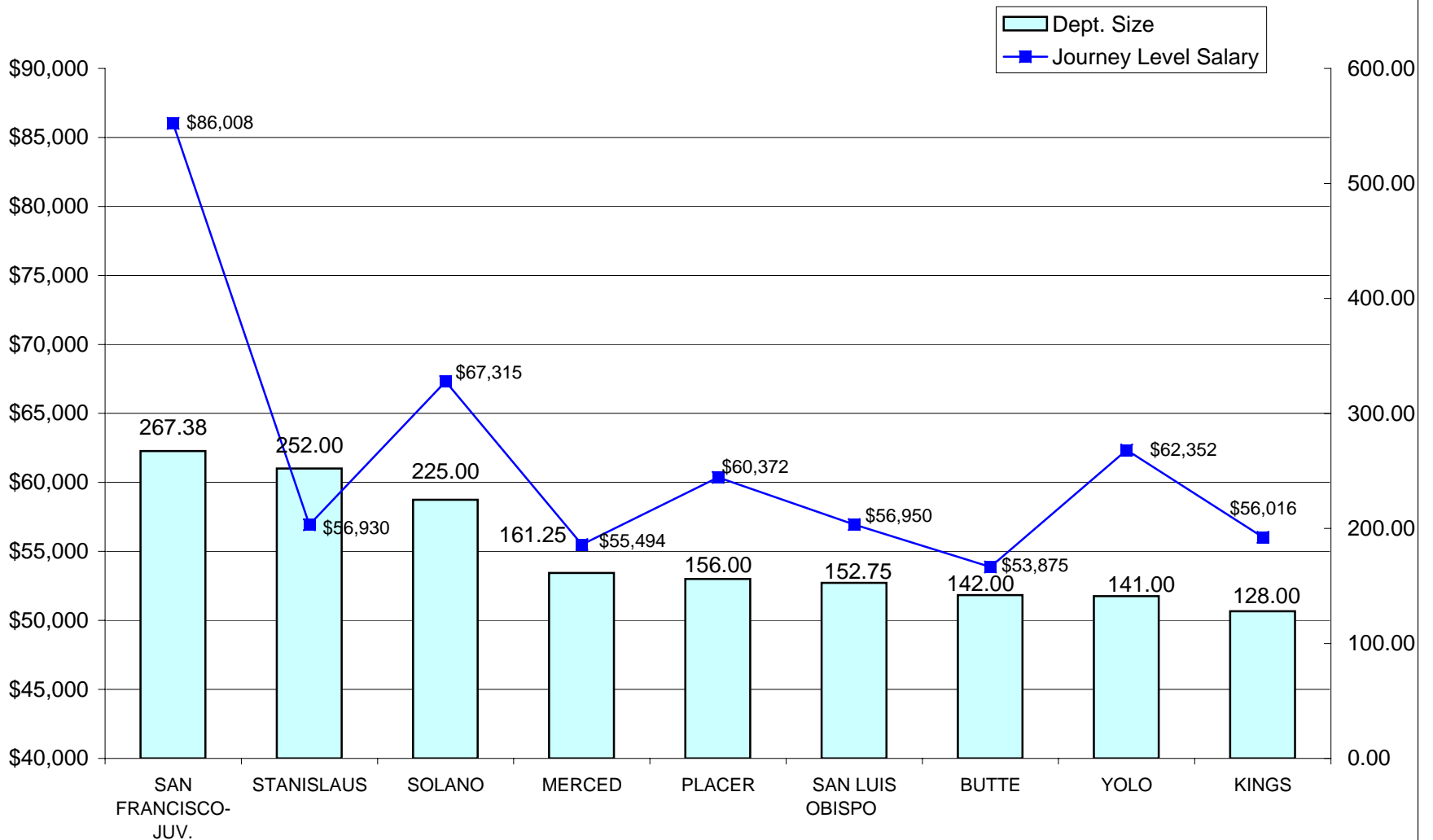
NINE LARGEST DEPARTMENTS - FTE POSITIONS

**PROBATION SERVICES - GENERIC B
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**



DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

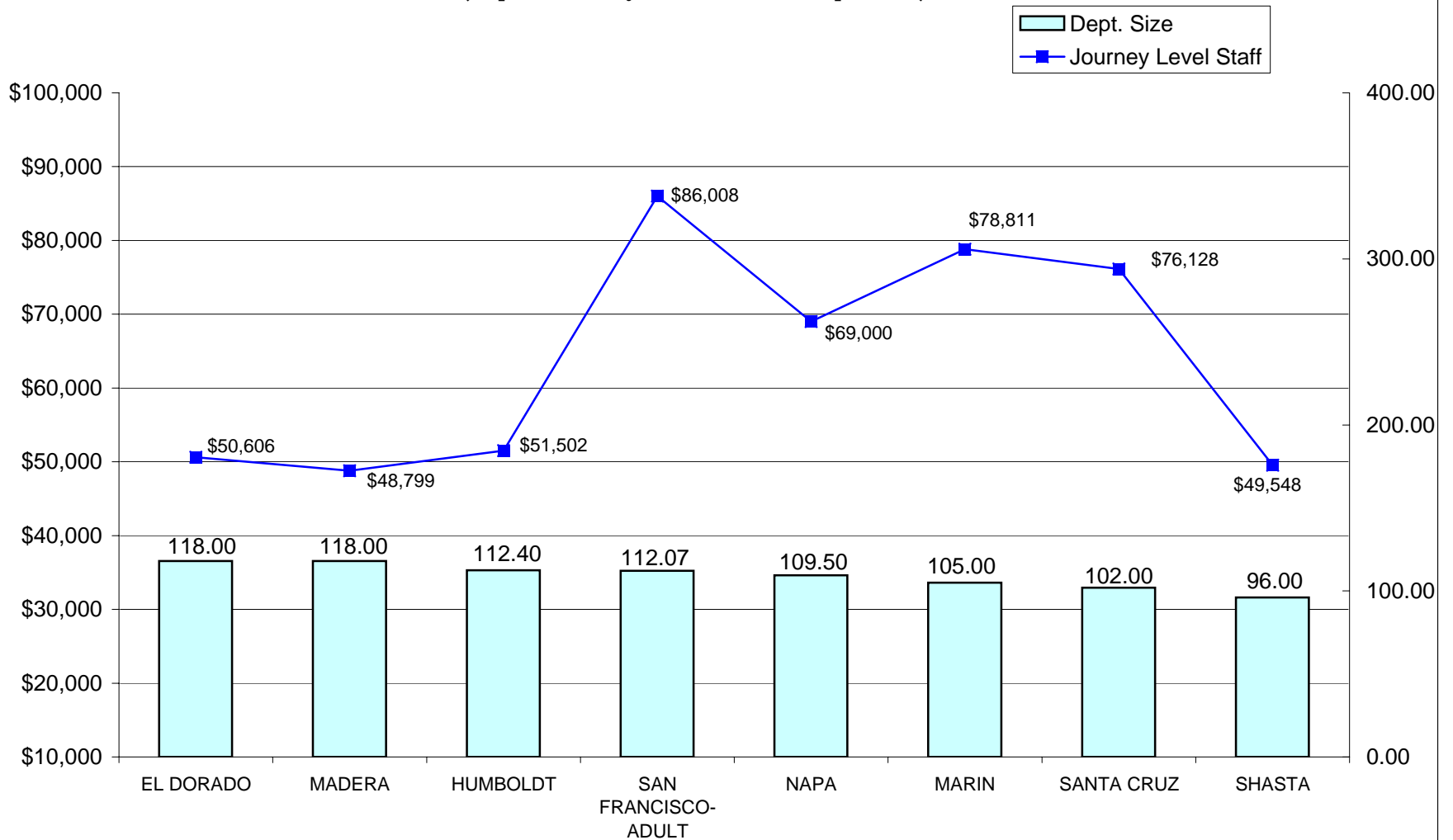
**PROBATION SERVICES - GENERIC B
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**



DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

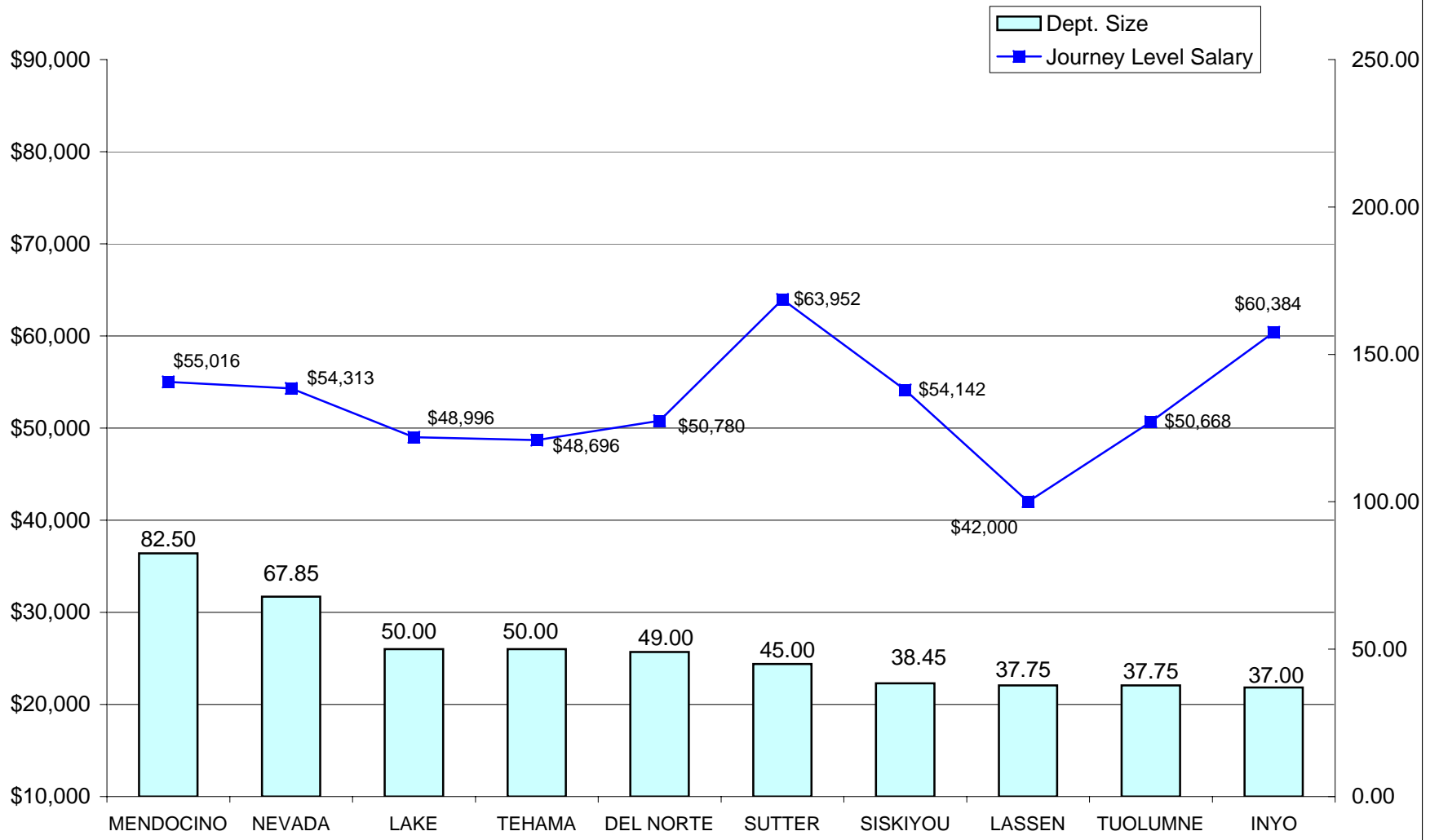
**PROBATION SERVICES - GENERIC B
RELATIVE RANKING JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**

(Imperial County does not have a B position)



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

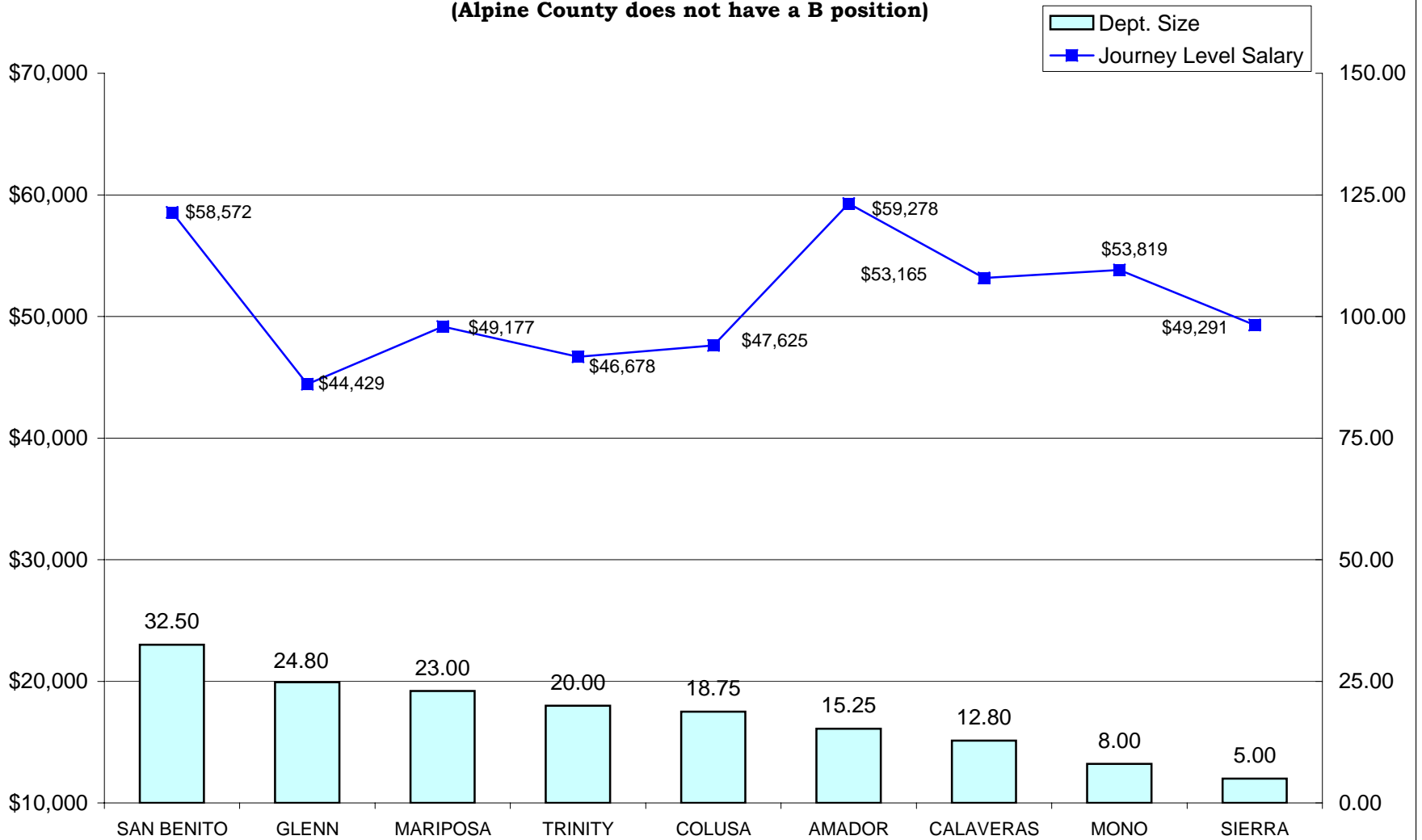
**PROBATION SERVICES - GENERIC B
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**



DEPARTMENTS RANKED 37-46 IN SIZE- FTE POSITIONS

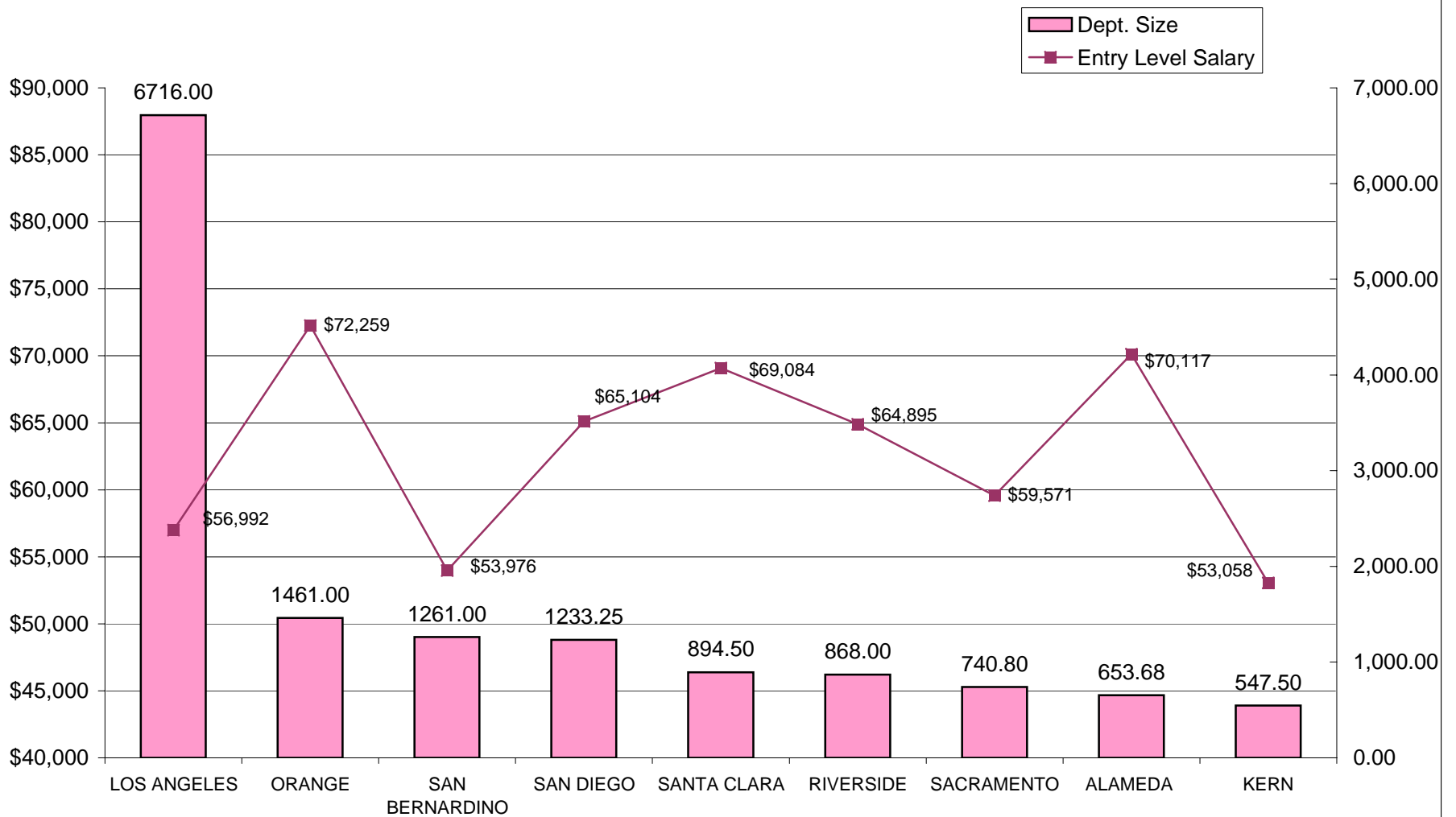
**PROBATION SERVICES - GENERIC B
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**

(Alpine County does not have a B position)



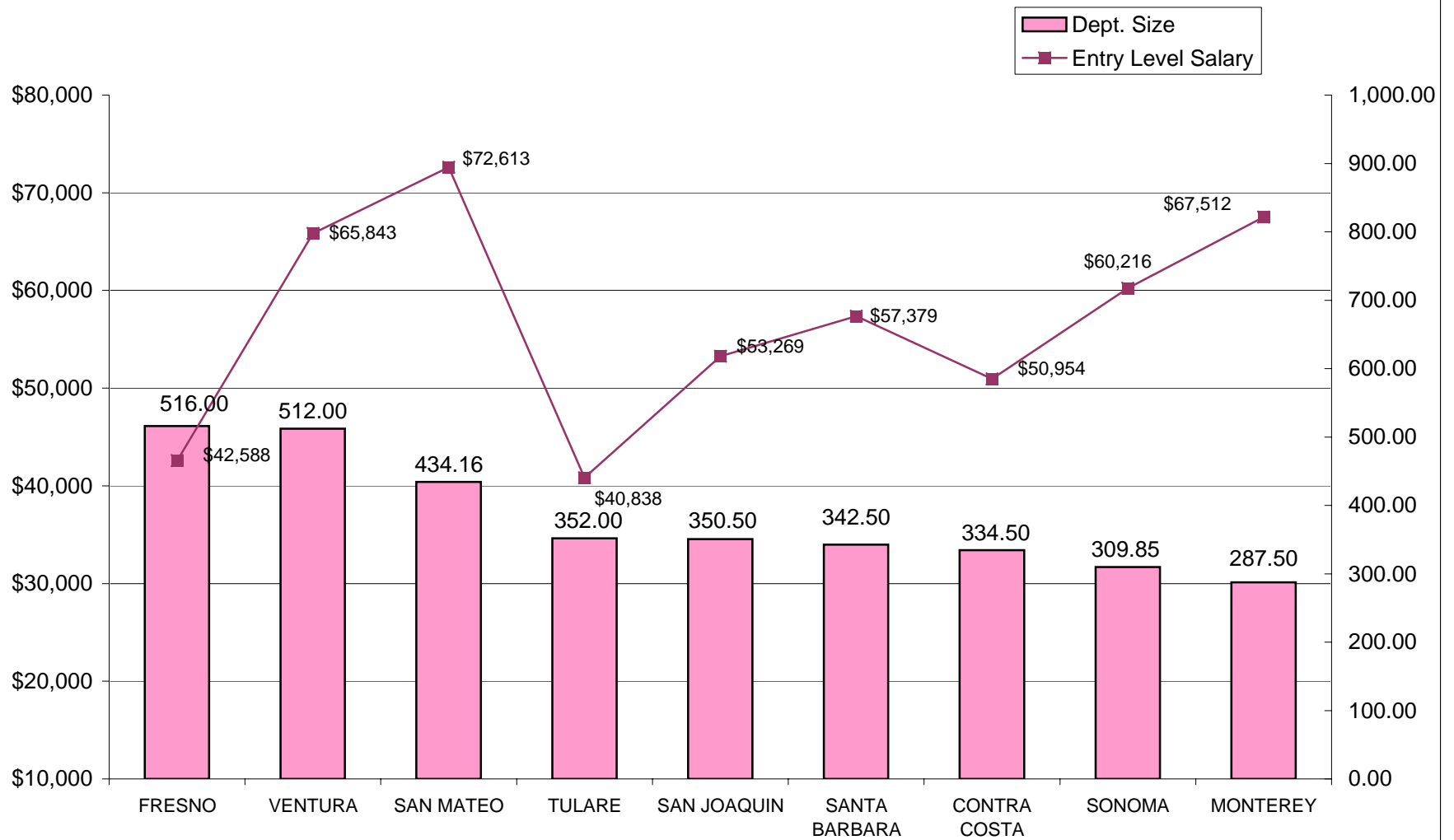
DEPARTMENTS RANKED 47-56 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC A
RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**



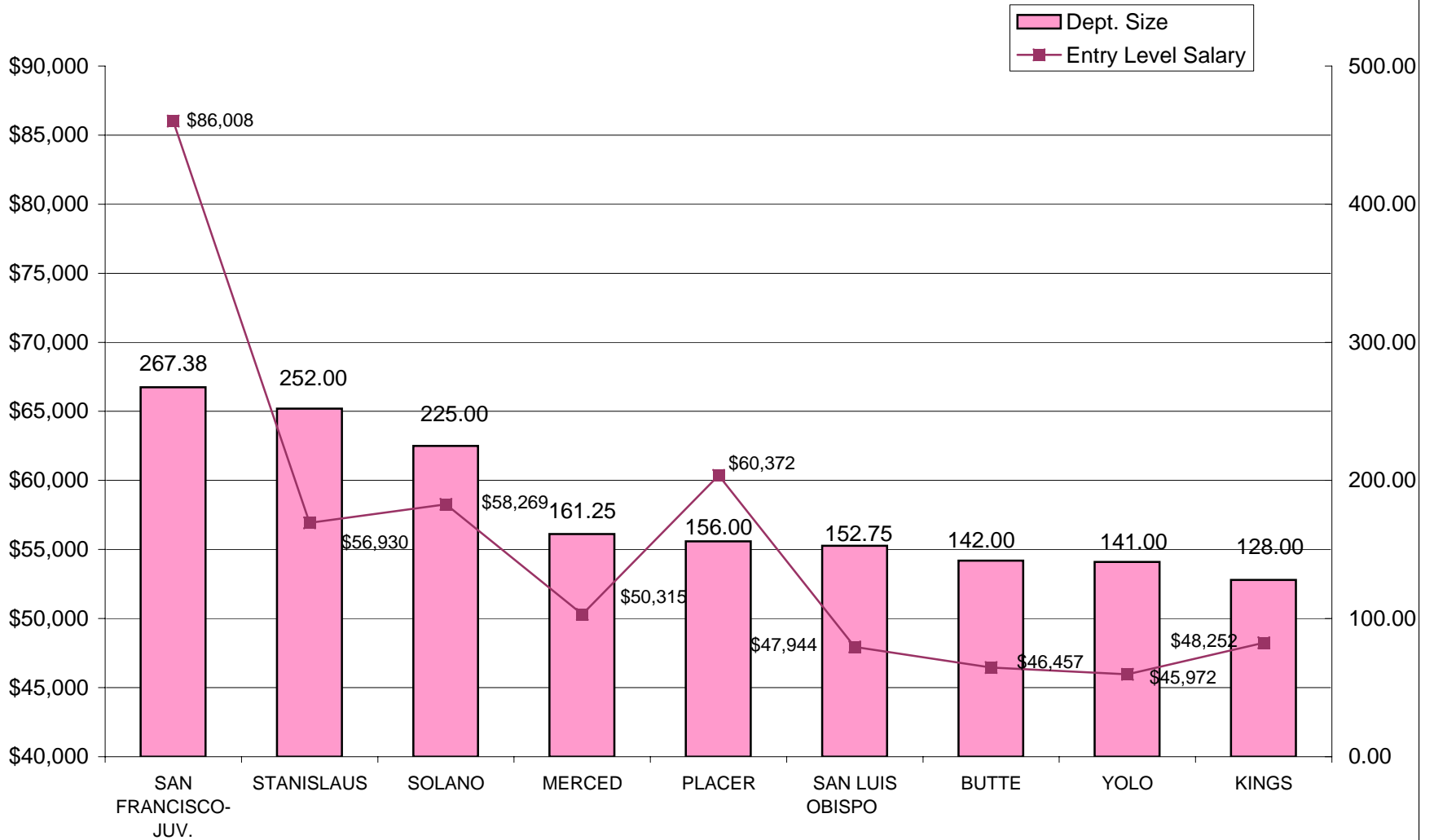
NINE LARGEST DEPARTMENTS - FTE POSITIONS

**PROBATION SERVICES - GENERIC A
RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**



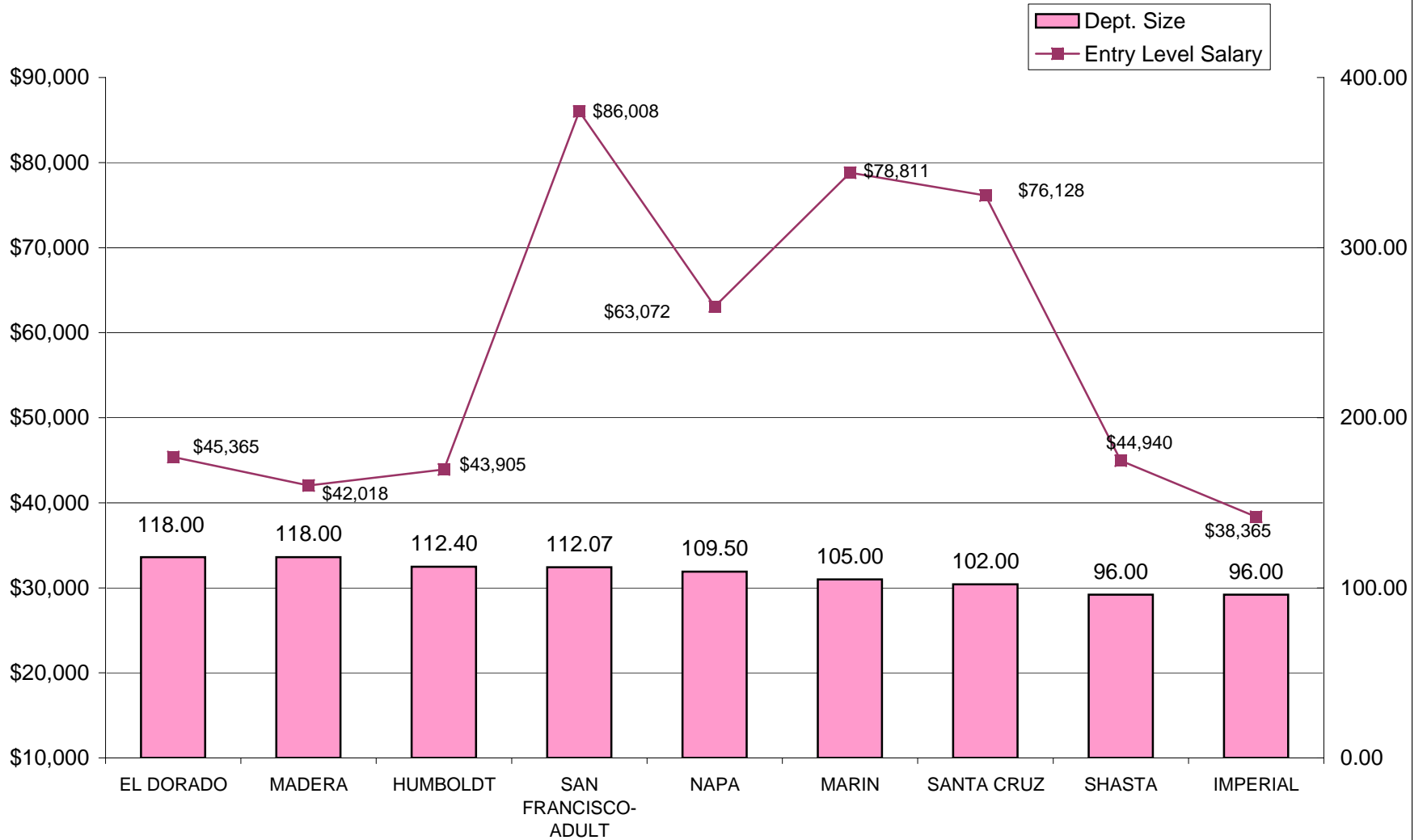
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC A
RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**



DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

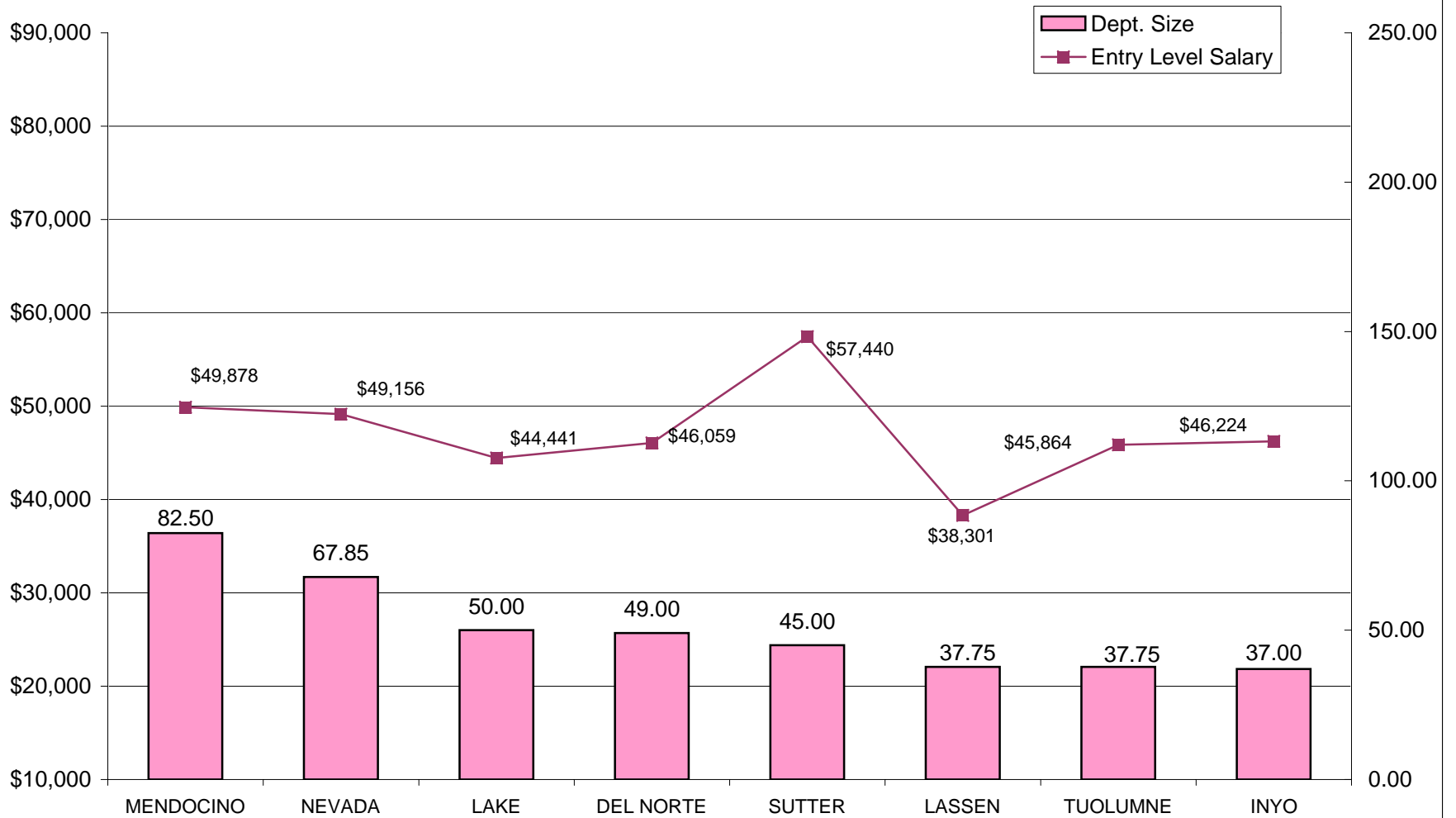
**PROBATION SERVICES - GENERIC A
RELATIVE RANKING ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE - 2010**



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

**PROBATION SERVICES - GENERIC A
RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**

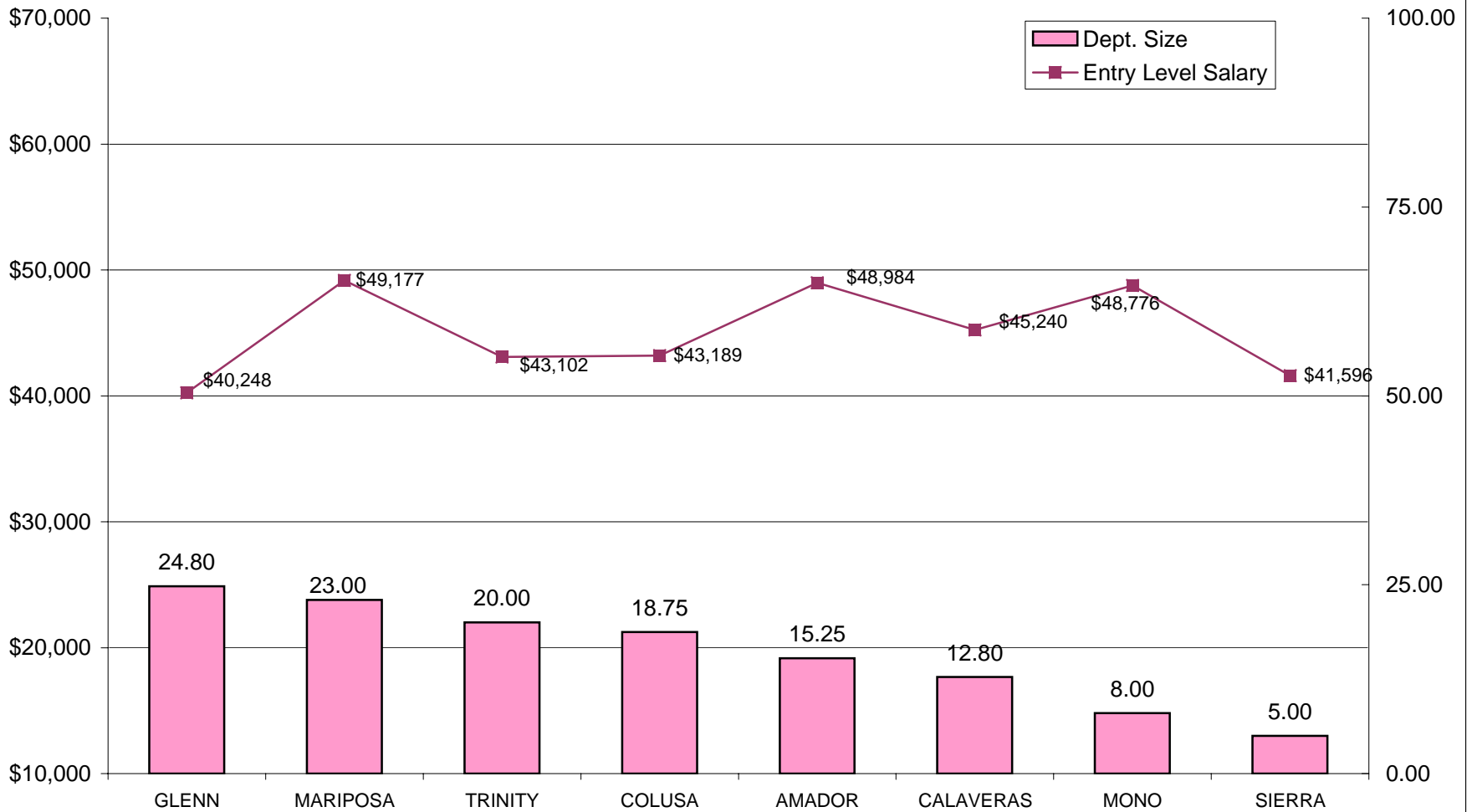
(Tehama and Siskiyou Counties do not have A positions)



DEPARTMENTS RANKED 37-46 IN SIZE- FTE POSITIONS

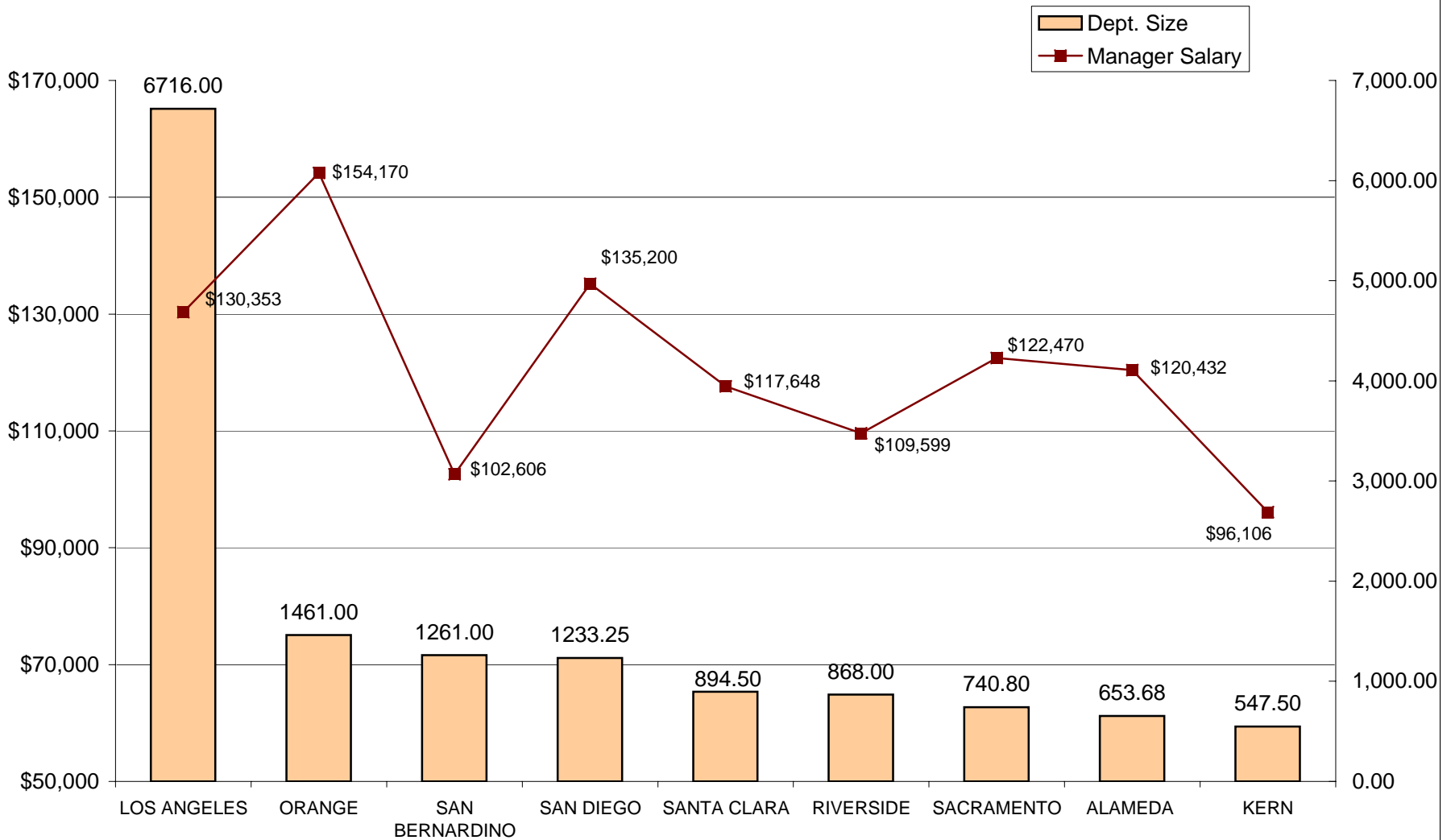
**PROBATION SERVICES - GENERIC A
RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**

(Alpine and San Benito Counties do not have A positions)



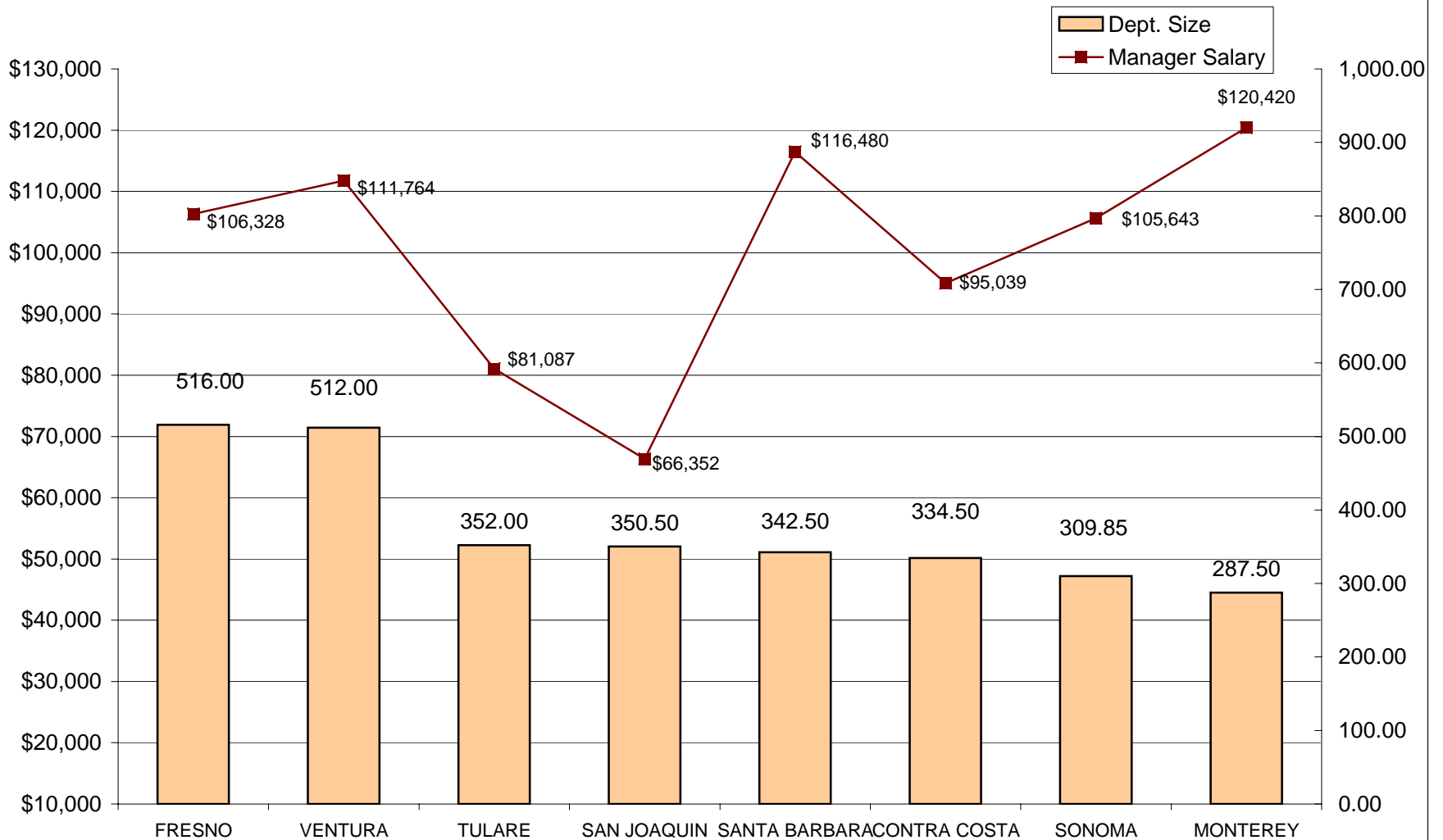
DEPARTMENTS RANKED 47-56 IN SIZE- FTE POSITIONS

INSTITUTIONS - GENERIC J
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2010



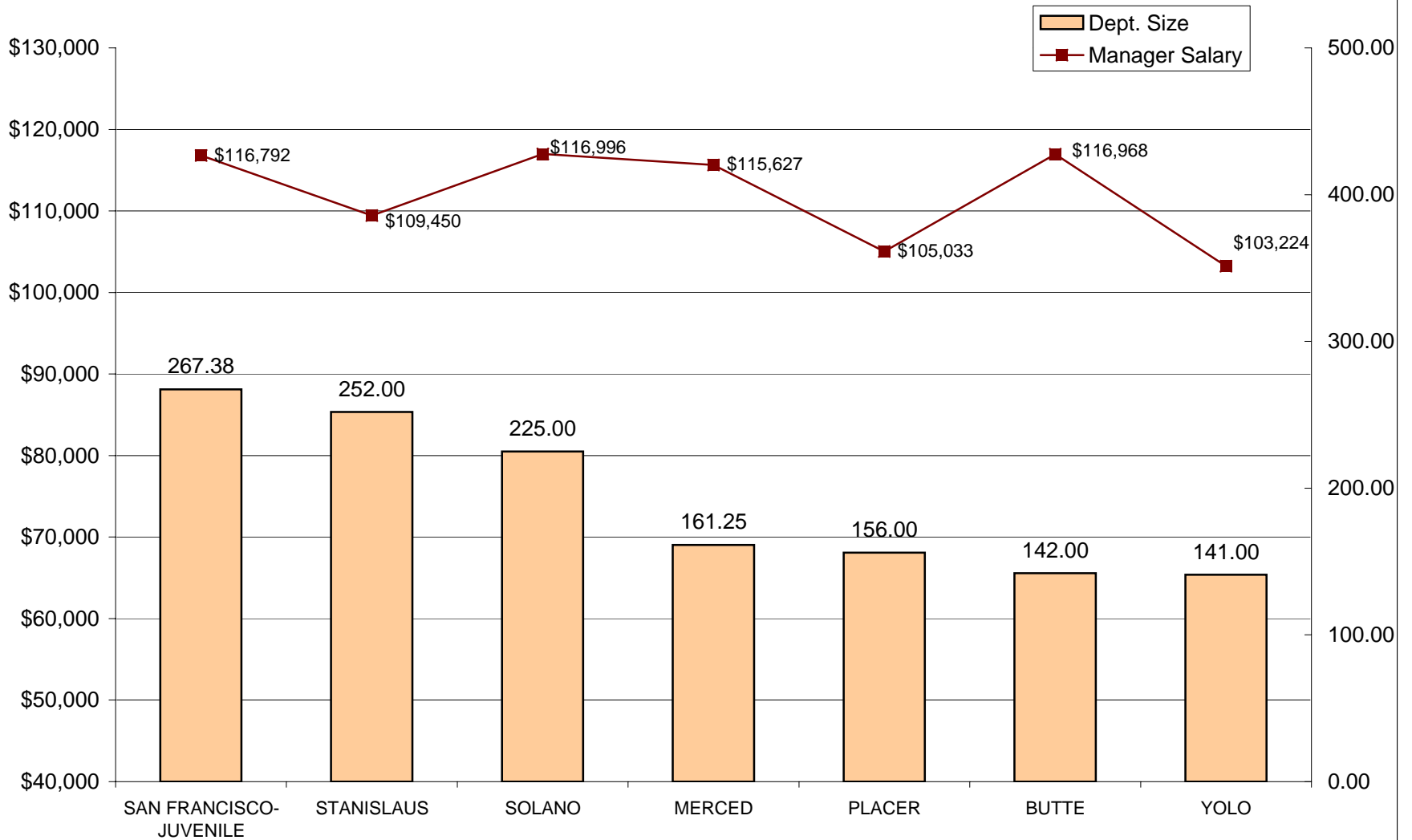
NINE LARGEST DEPARTMENTS - FTE POSITIONS

INSTITUTIONS - GENERIC J
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2010
 (San Mateo County does not have a J position)



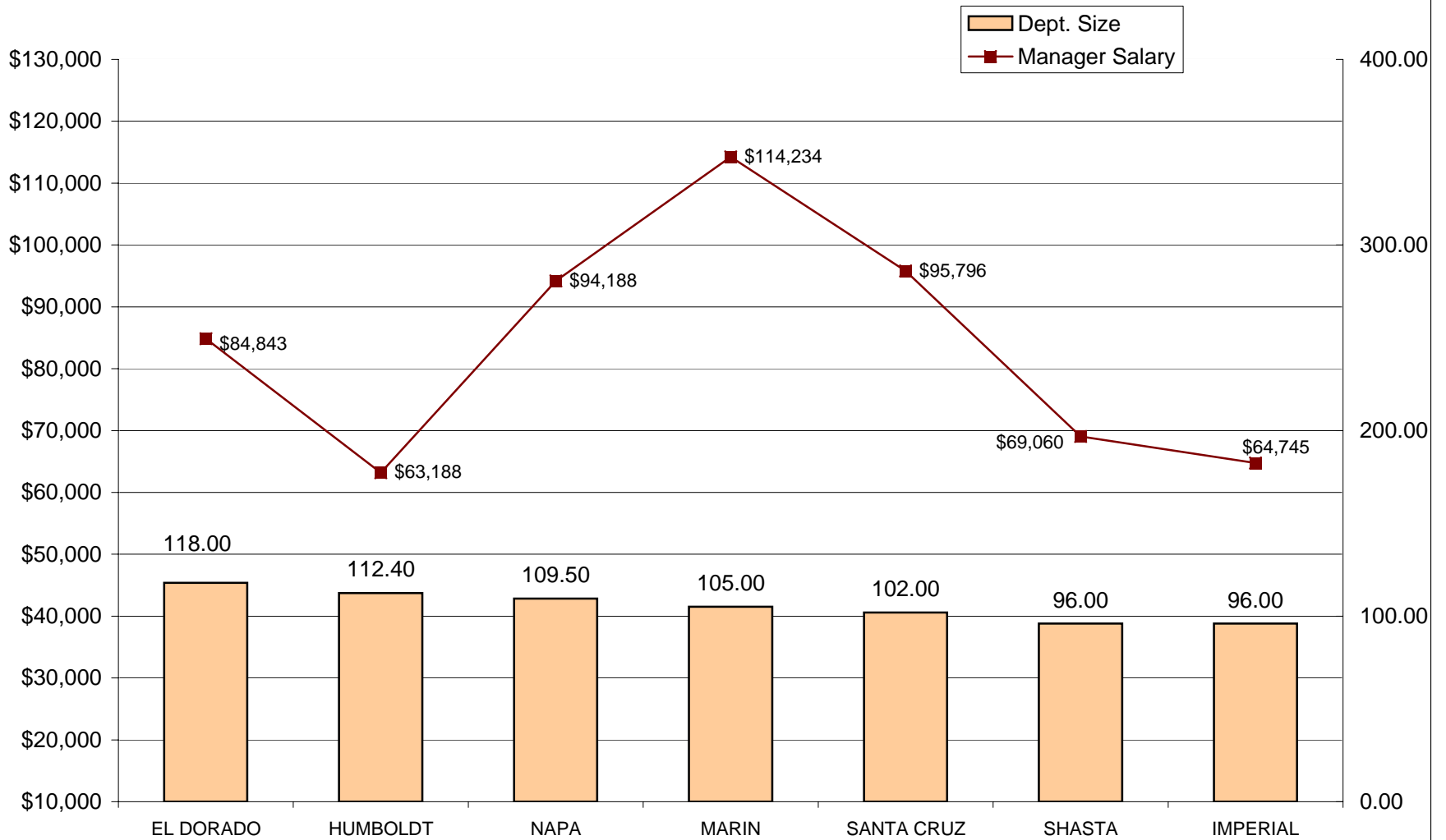
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

INSTITUTIONS - GENERIC J
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2010
(San Luis Obispo and Kings Counties do not have J positions)



DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

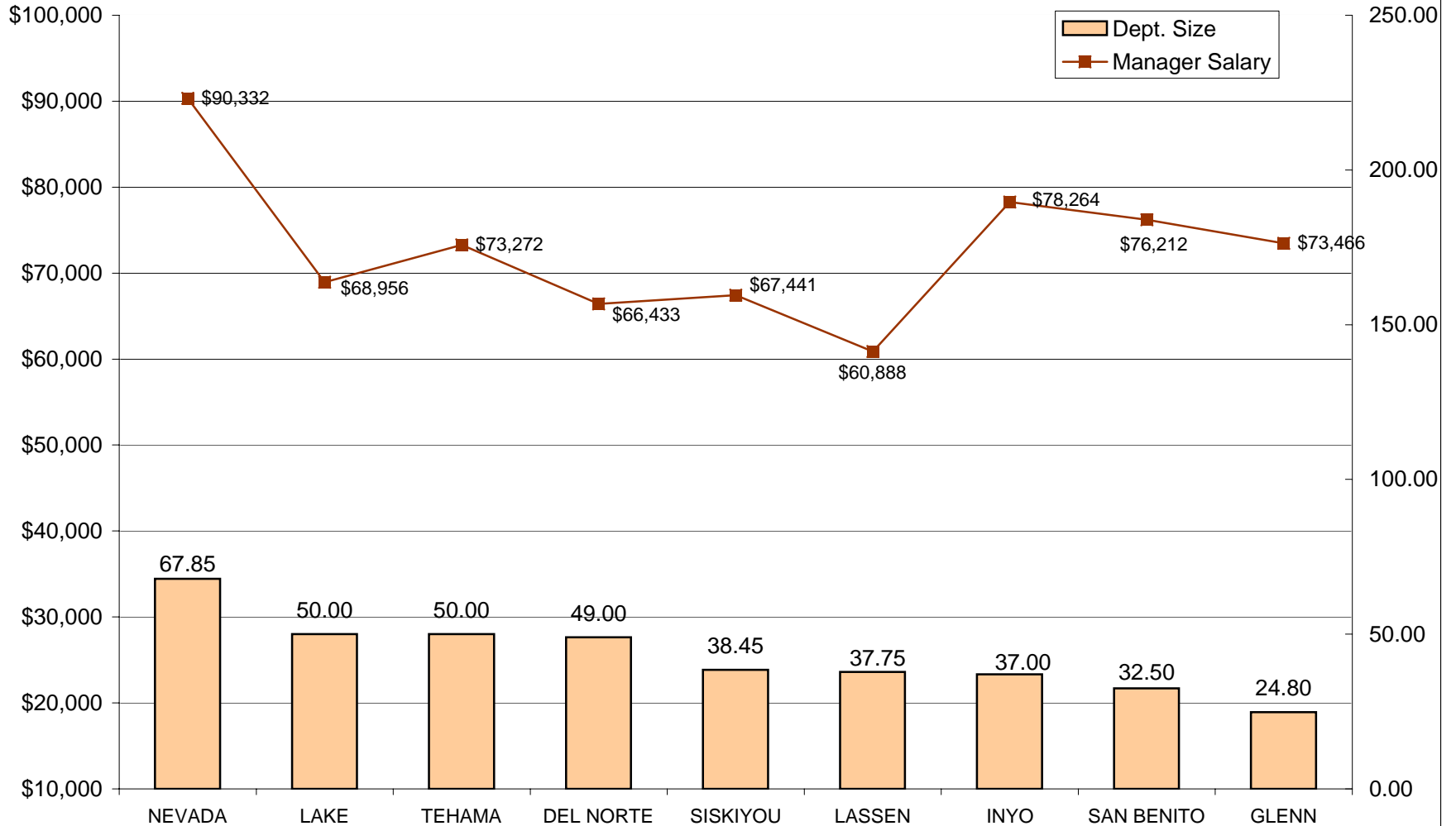
INSTITUTIONS - GENERIC J
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE - 2010
 (Madera County and San Francisco-Adult do not have J positions)



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

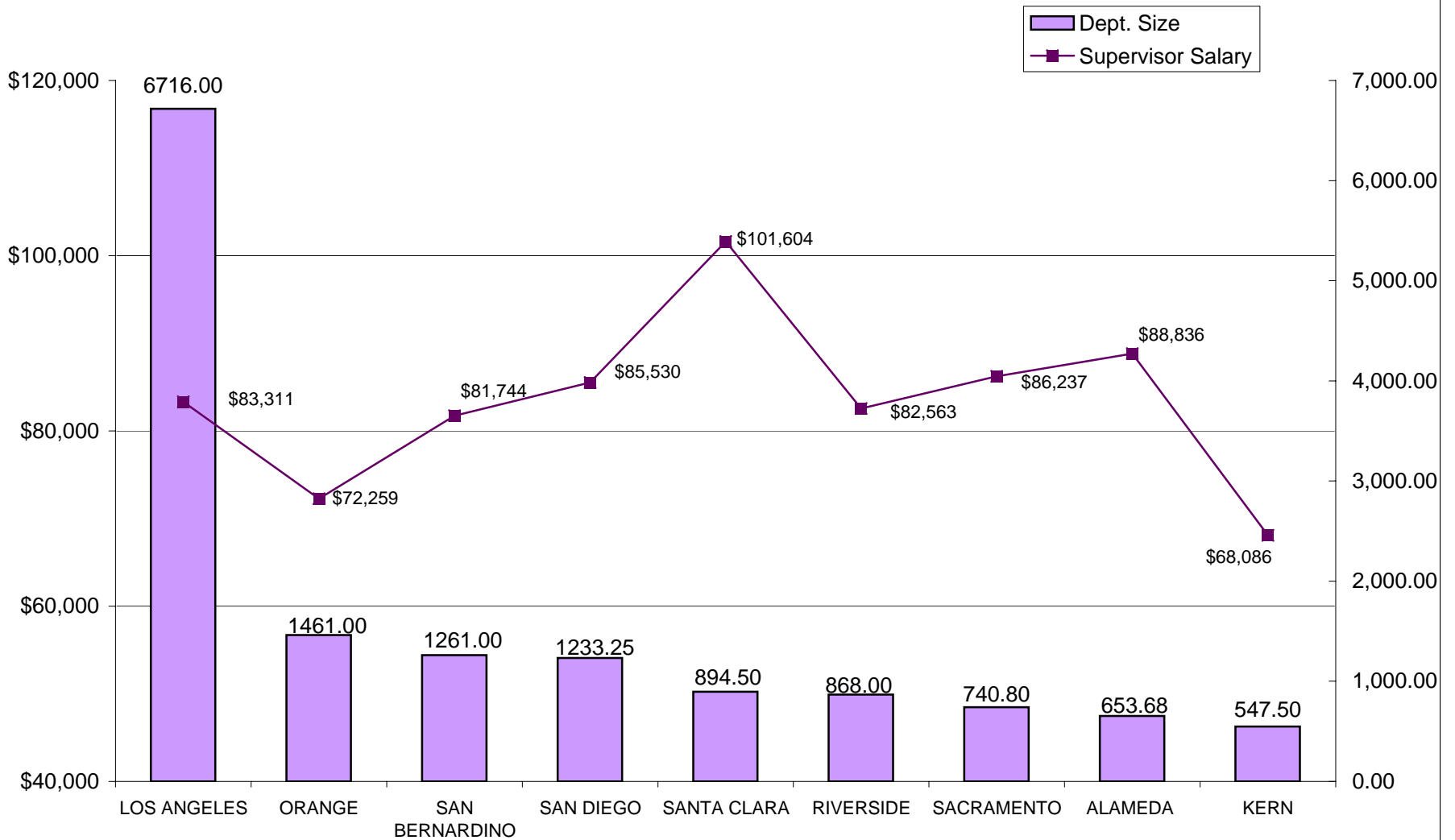
INSTITUTIONS - GENERIC J
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE-2010

The missing Counties in the range 37-56 (Mendocino, Sutter, Tuolumne, Mariposa, Trinity, Colusa, Amador, Calaveras, Mono, Sierra, & Alpine) do not have J positions



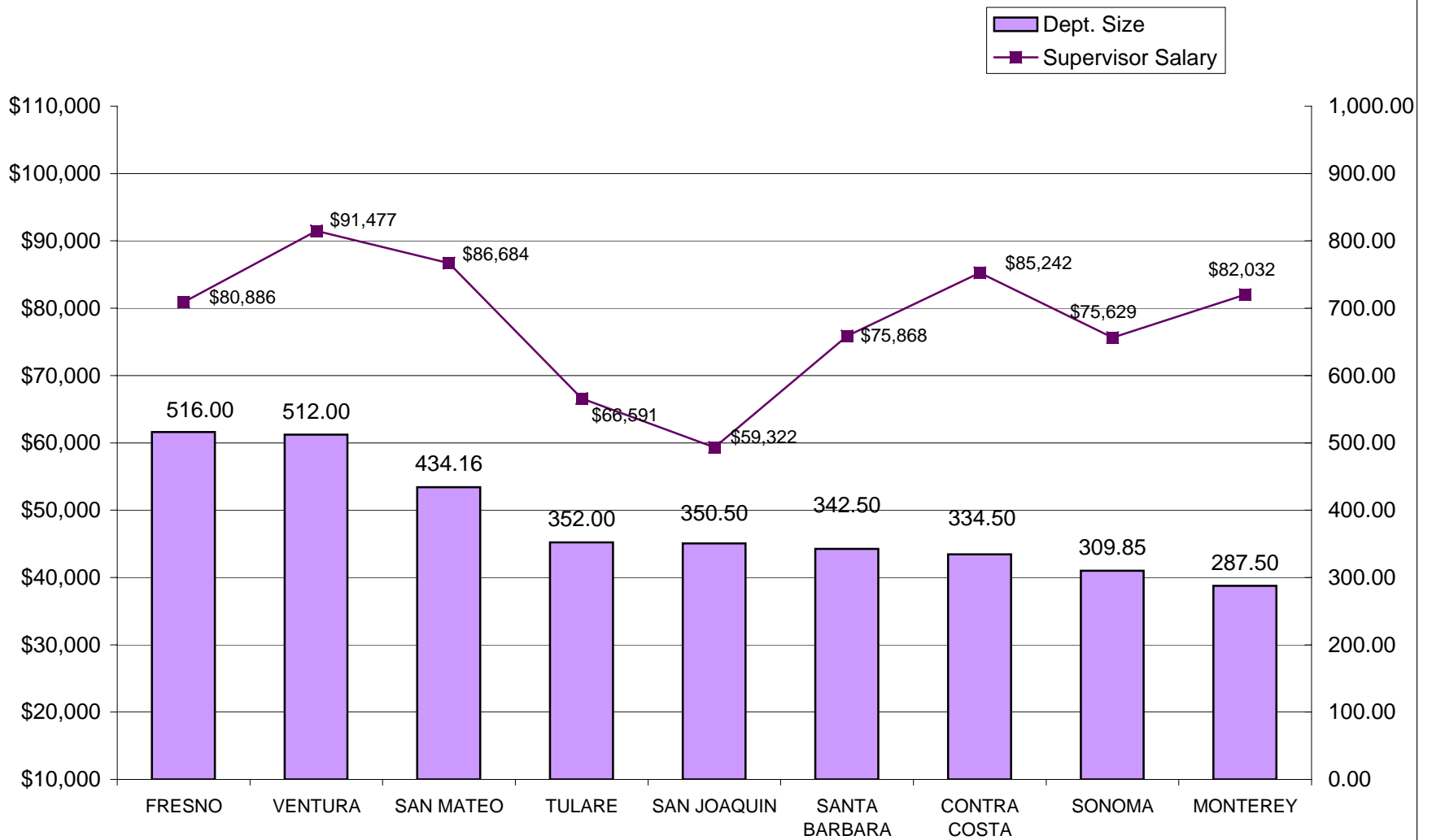
DEPARTMENTS RANKED 37-56 IN SIZE- FTE POSITIONS

**INSTITUTIONS - GENERIC I
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE - 2010**



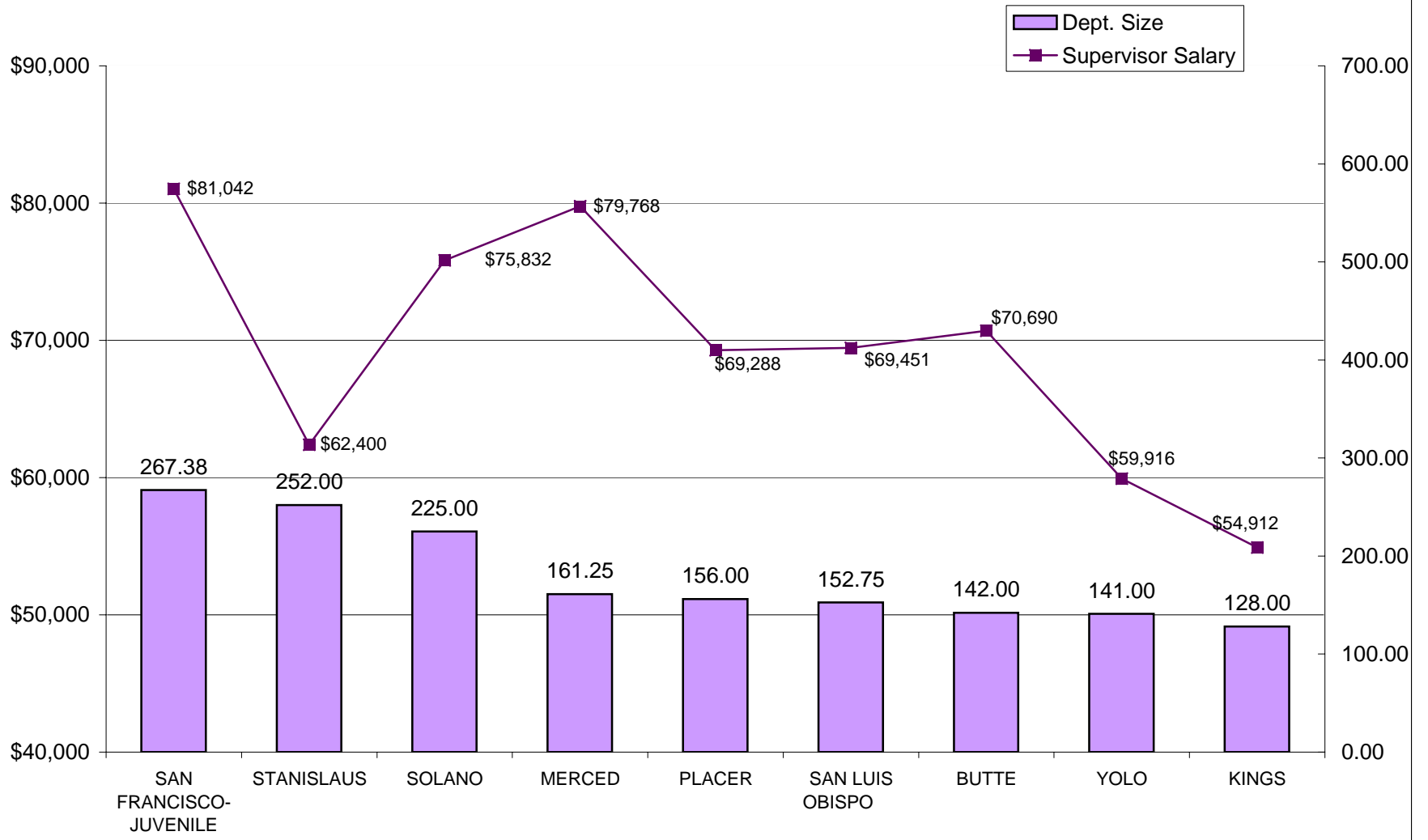
NINE LARGEST DEPARTMENTS - FTE POSITIONS

**INSTITUTIONS - GENERIC I
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE -
2010**



DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

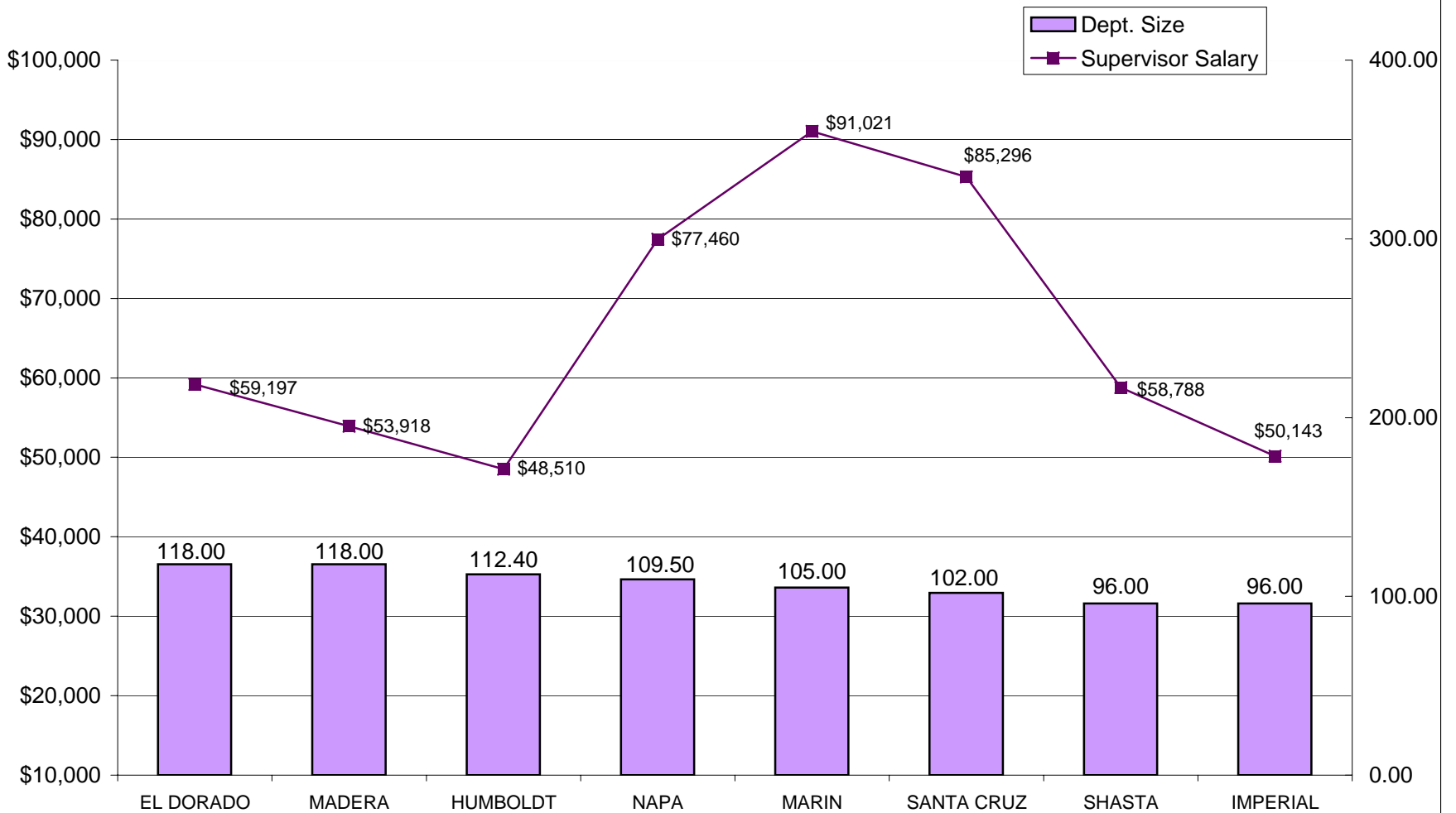
**INSTITUTIONS - GENERIC I
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE -
2010**



DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

**INSTITUTIONS - GENERIC I
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE -
2010**

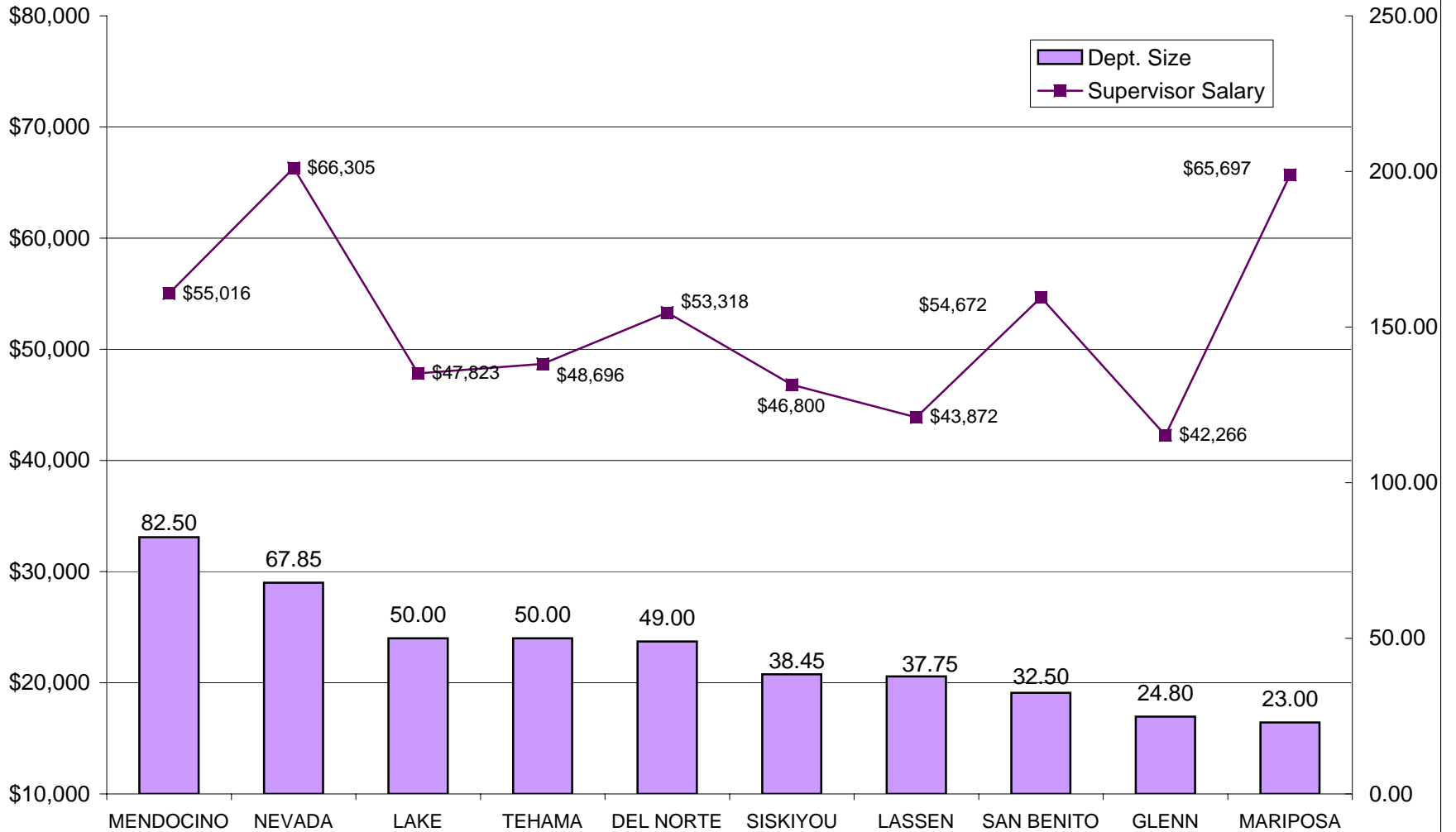
(San Francisco-Adult does not have I positions)



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

INSTITUTIONS - GENERIC I
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE- 2010

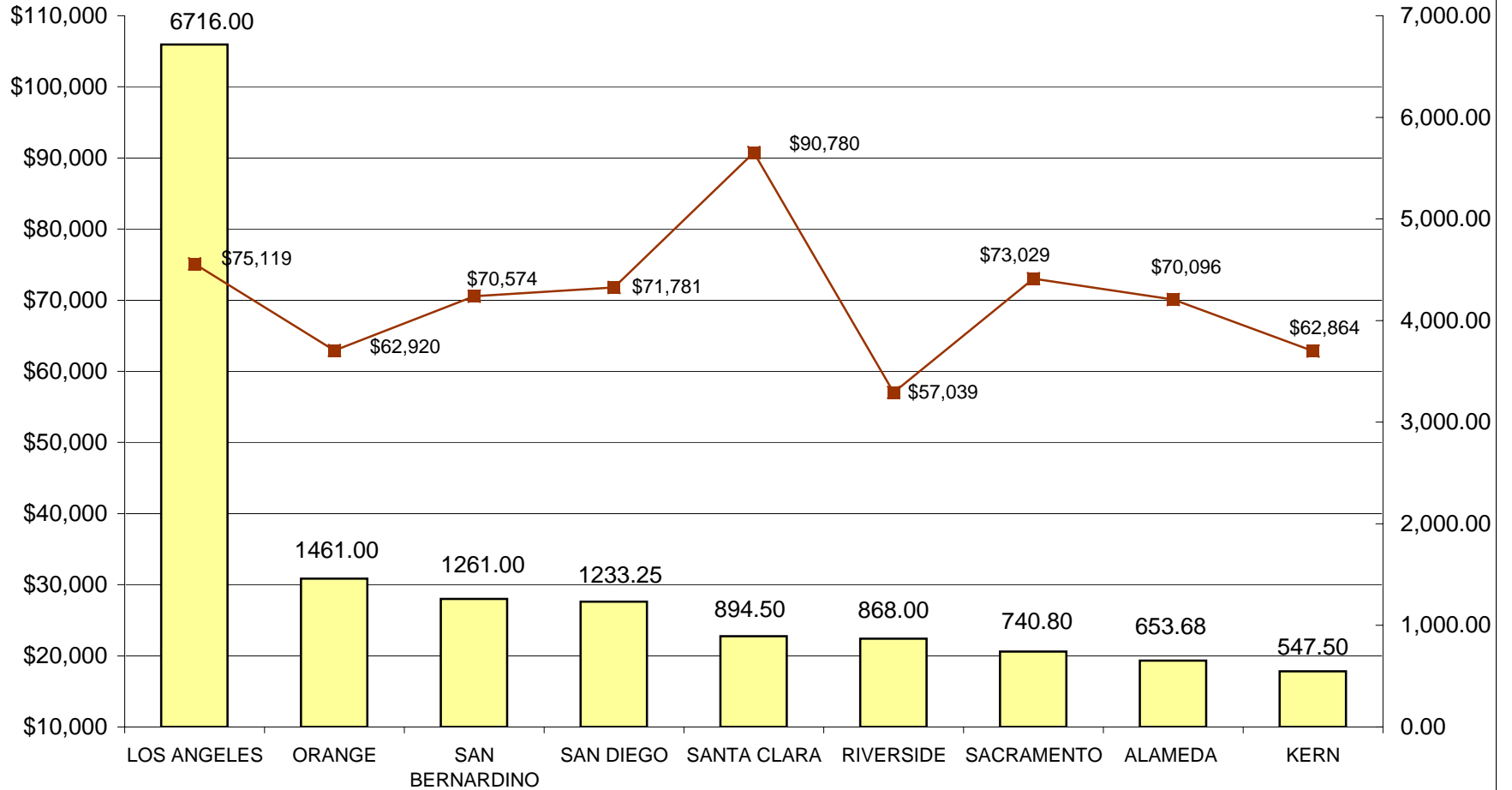
The missing Counties in the range 37-56 (Sutter, Tuolumne, Inyo, Trinity, Colusa, Amador, Calaveras, Mono, Sierra & Alpine) do not have I positions



DEPARTMENTS RANKED 37-56 IN SIZE- FTE POSITIONS

**INSTITUTIONS - GENERIC H
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -
2010**

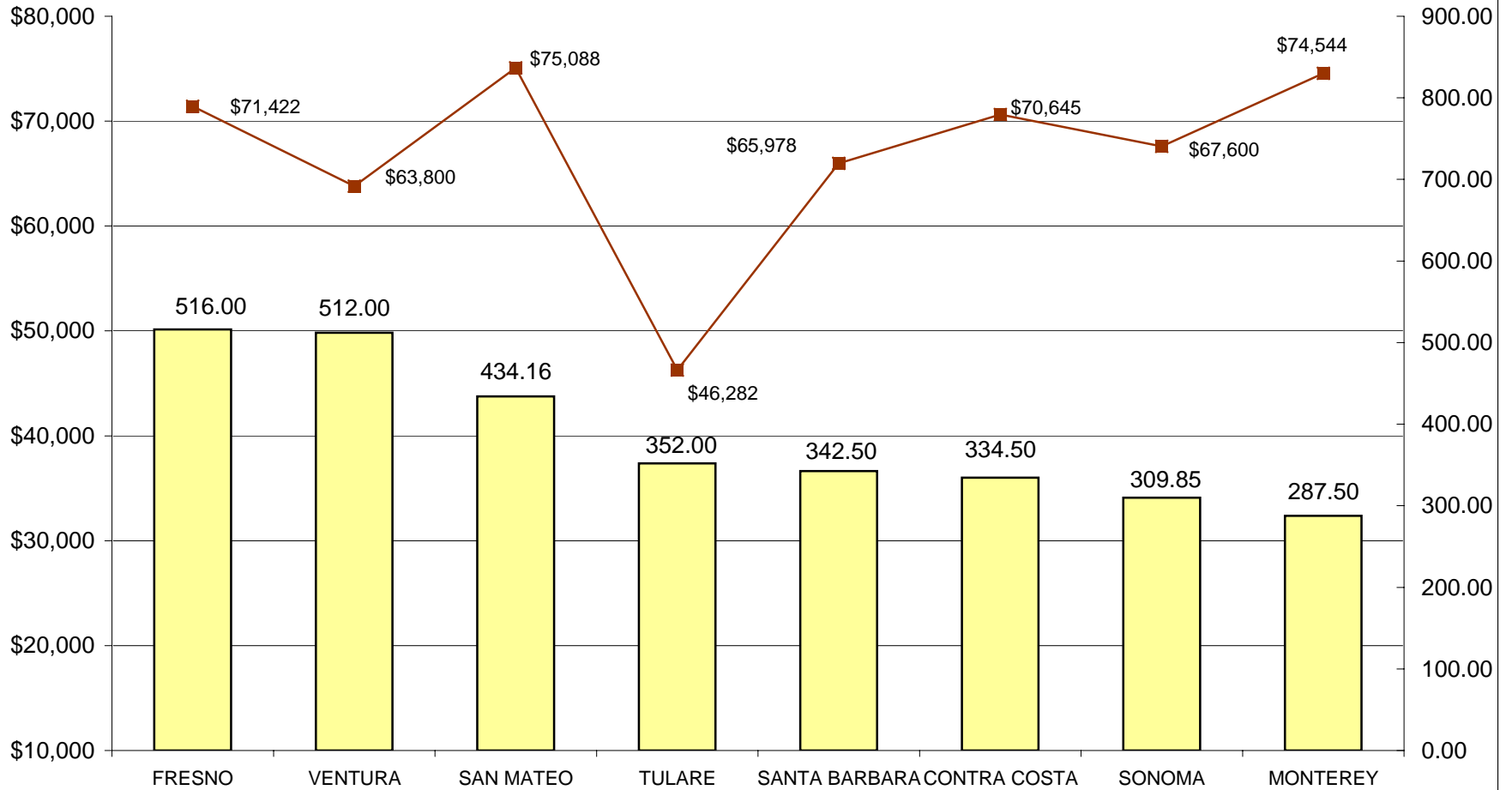
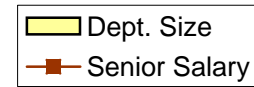
Dept. Size
 Senior Salary



NINE LARGEST DEPARTMENTS - FTE POSITIONS

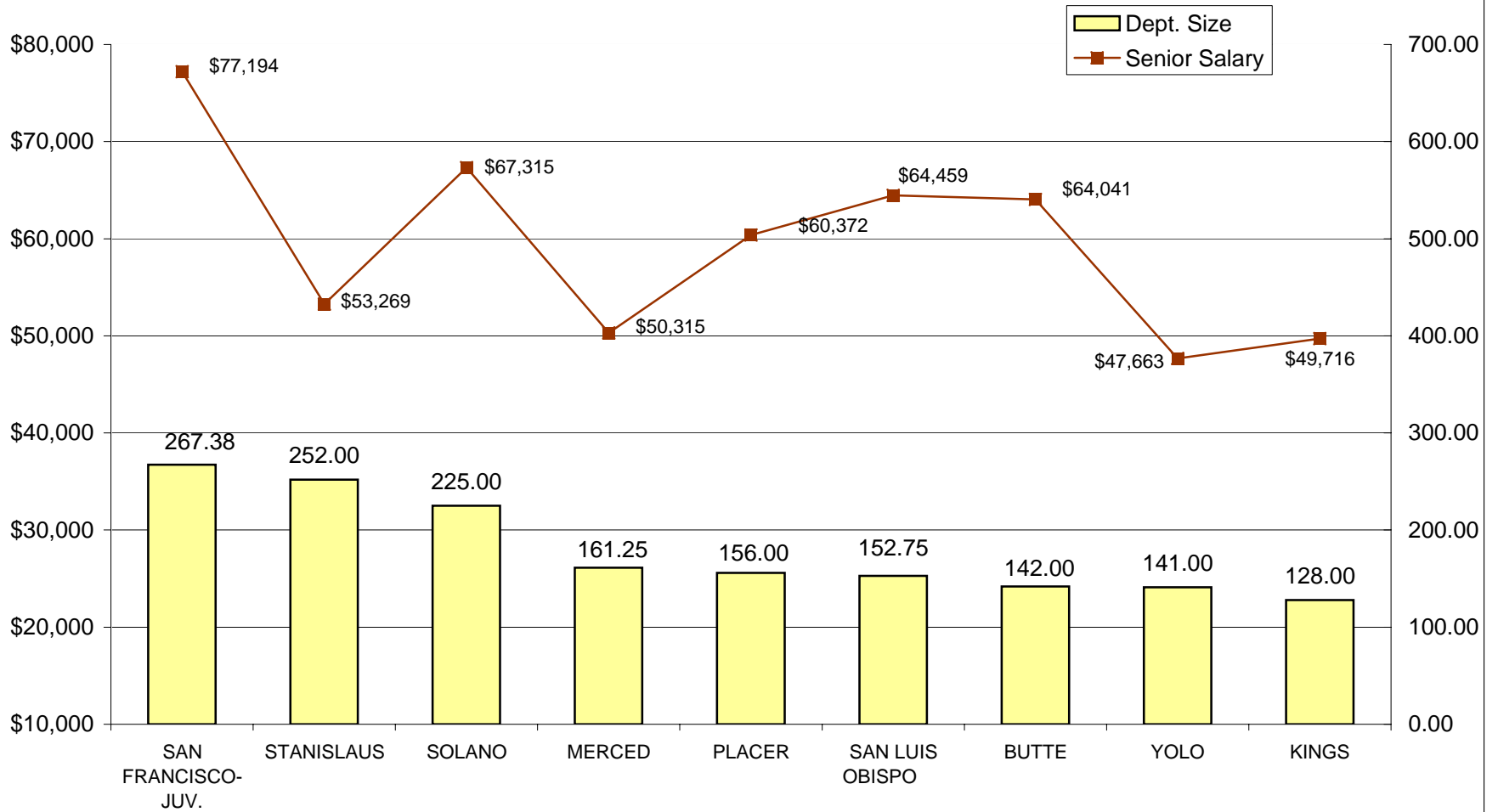
**INSTITUTIONS - GENERIC H
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -
2010**

(San Joaquin County does not have H positions)



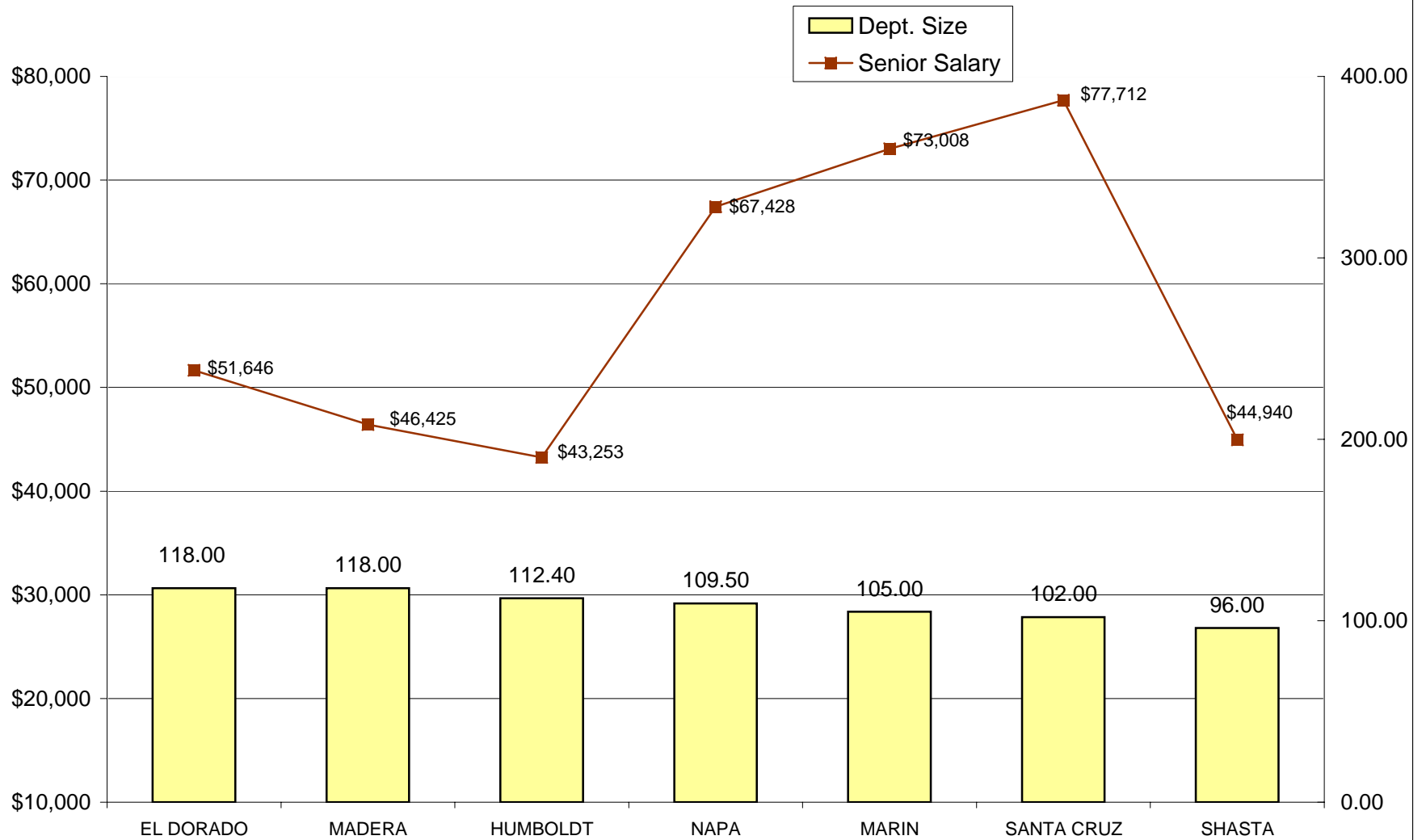
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

**INSTITUTIONS - GENERIC H
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE -
2010**



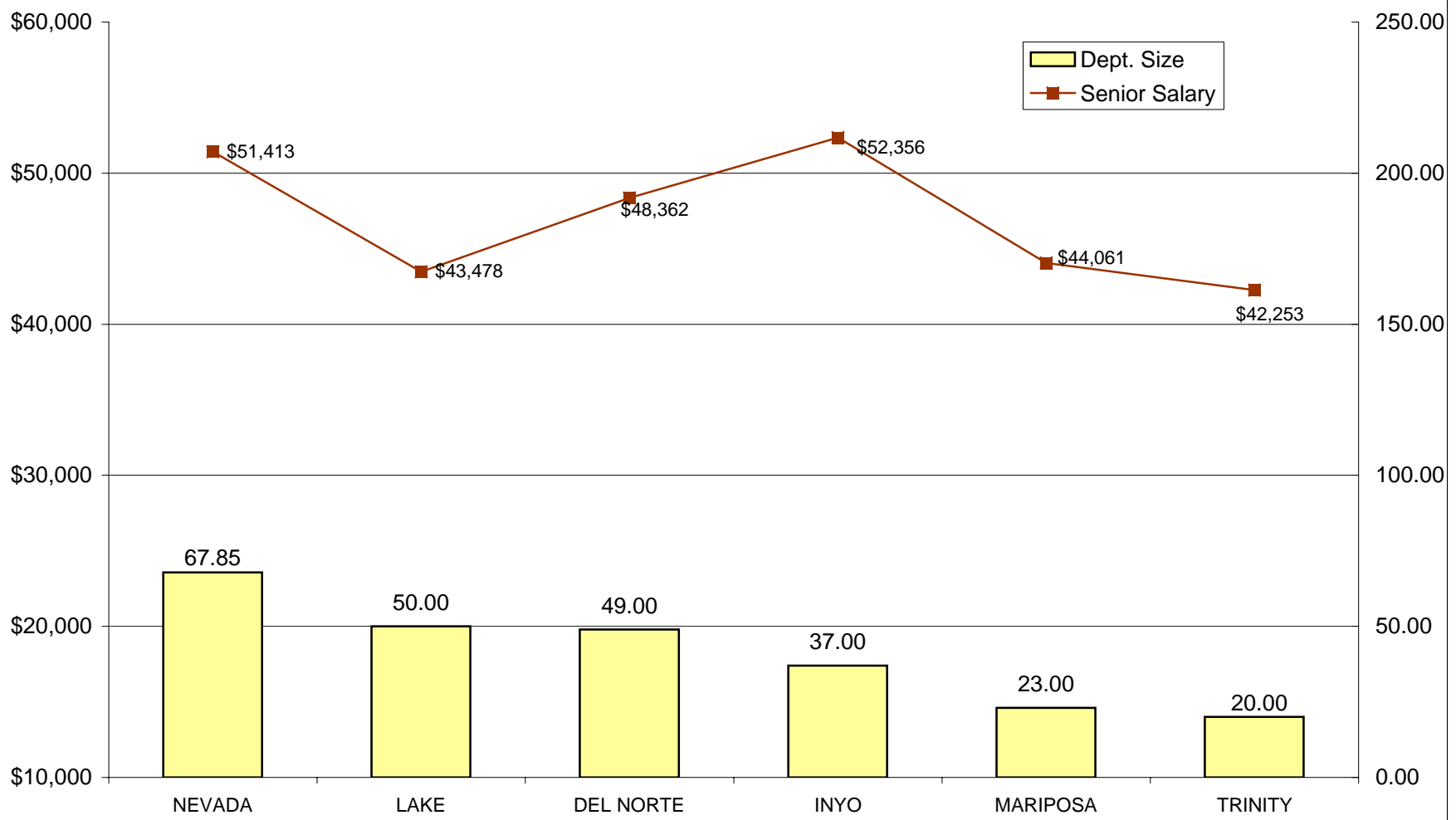
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

INSTITUTIONS - GENERIC H
RELATIVE RANKING OF SENIOR STAFF SALARIES TO DEPARTMENT SIZE - 2010
 (San Francisco-Adult and Imperial County do not have H positions)



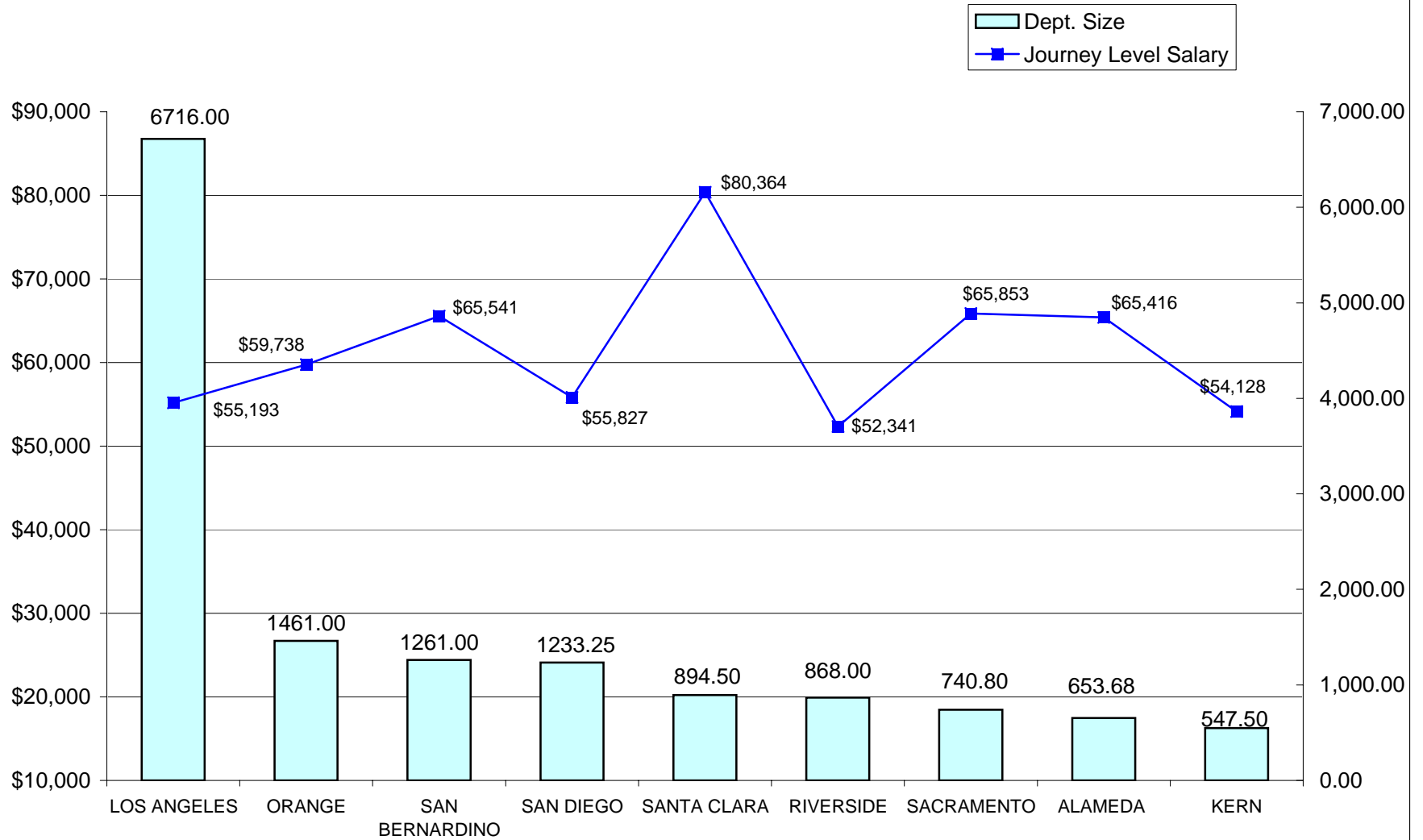
DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

INSTITUTIONS - GENERIC H
RELATIVE RANKING OF SENIOR STAFF SALARIES TO DEPARTMENT SIZE - 2010
Mendocino, Tehama, Sutter, Siskiyou, Tuolumne, Lassen, San Benito, Glenn, Colusa, Amador, Calaveras, Mono,
Sierra and Alpine Counties do not have H positions



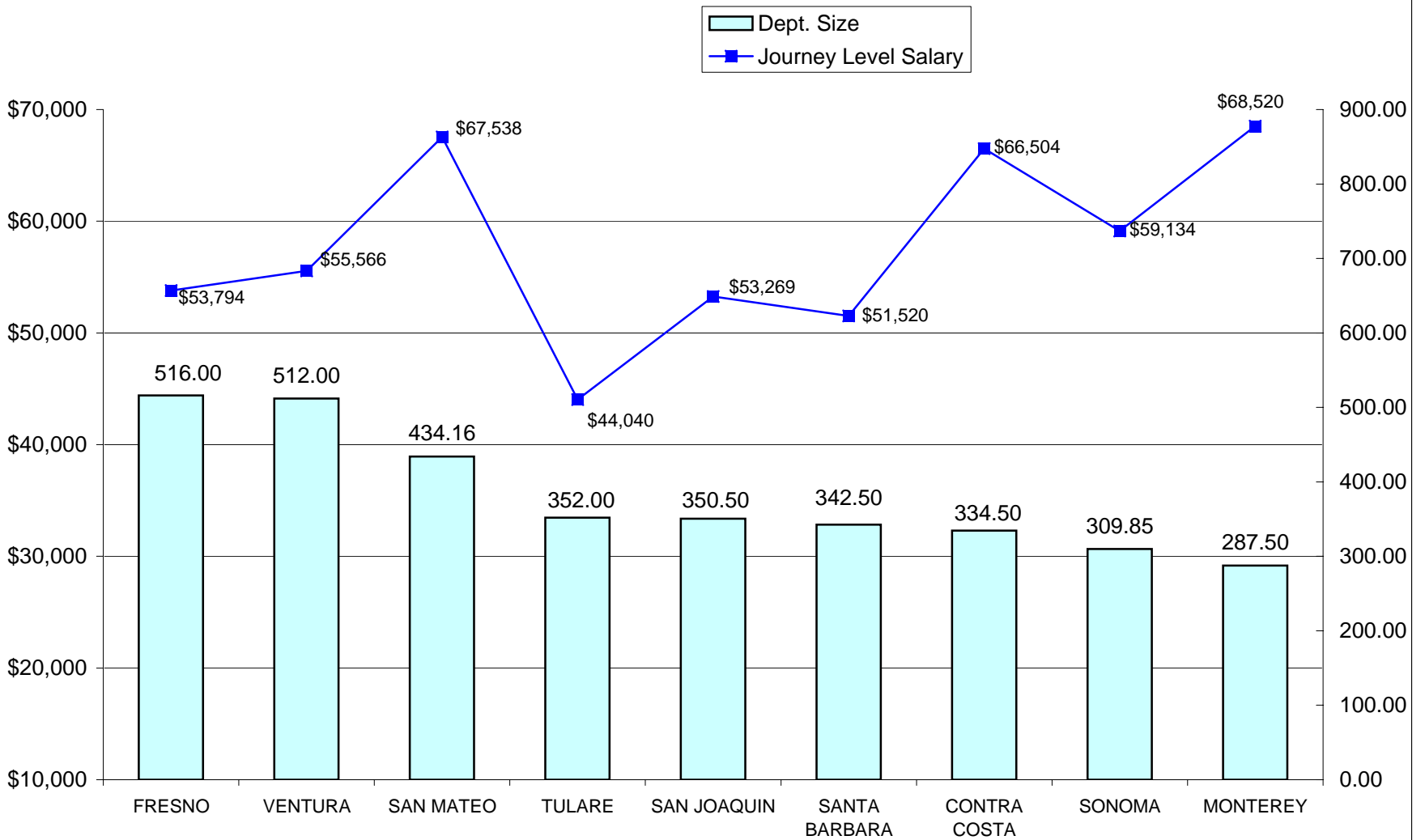
DEPARTMENTS RANKED 37-56 IN SIZE- FTE POSITIONS

**INSTITUTIONS - GENERIC G
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT
SIZE - 2010**



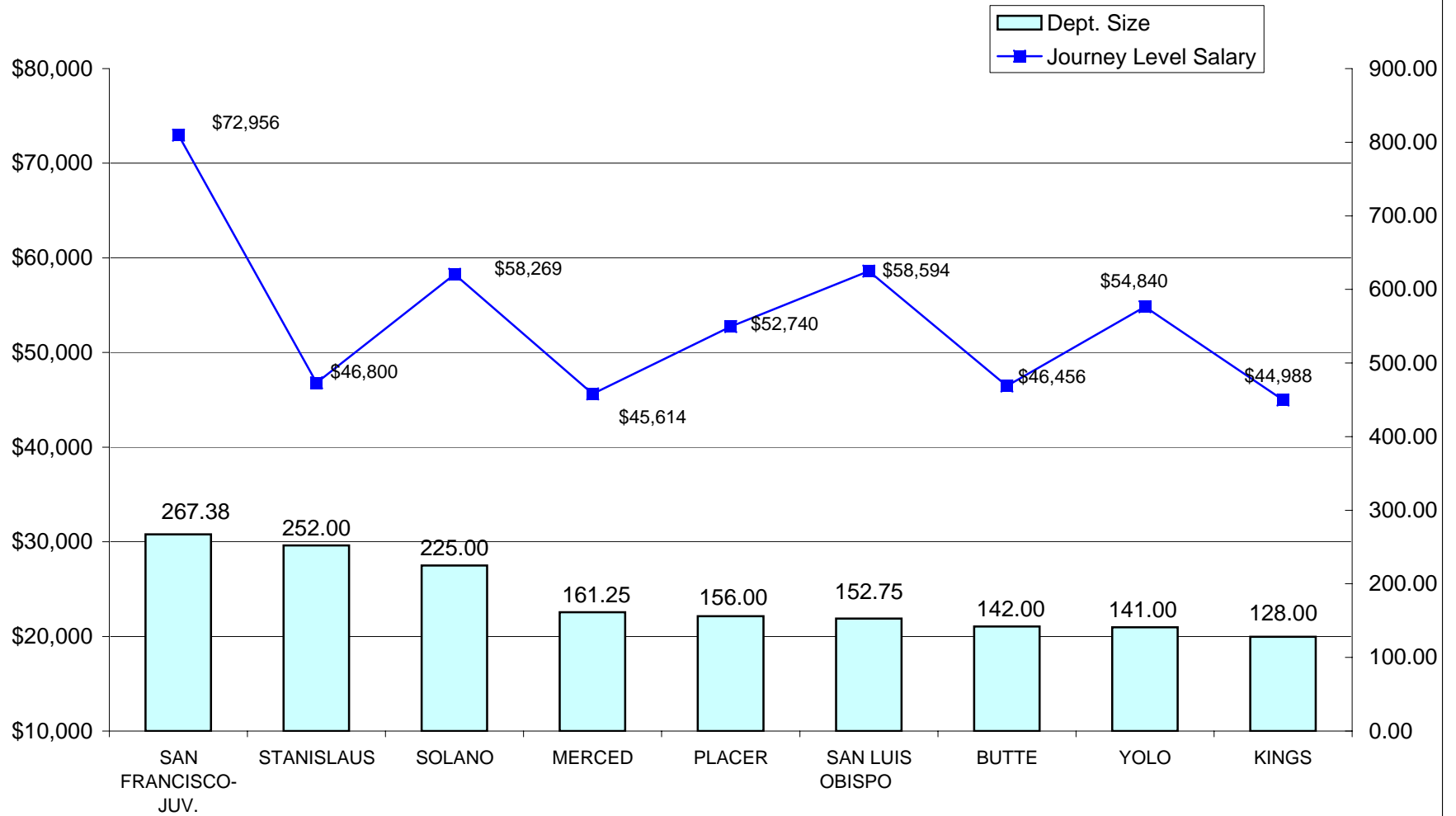
NINE LARGEST DEPARTMENTS - FTE POSITIONS

INSTITUTIONS - GENERIC G
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010



DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

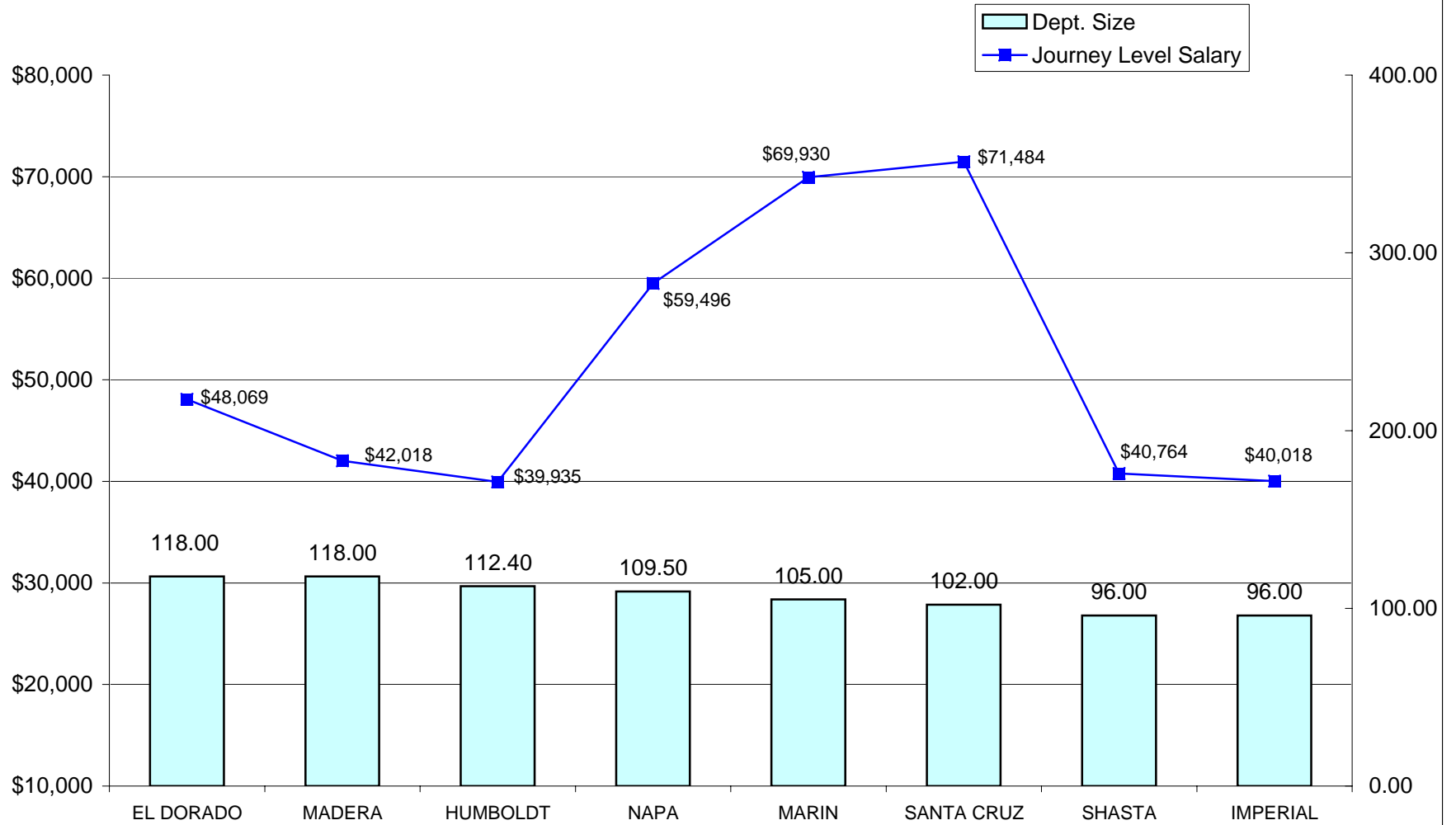
**INSTITUTIONS - GENERIC G
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT
SIZE - 2010**



DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

**INSTITUTIONS - GENERIC G
RELATIVE RANKING JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**

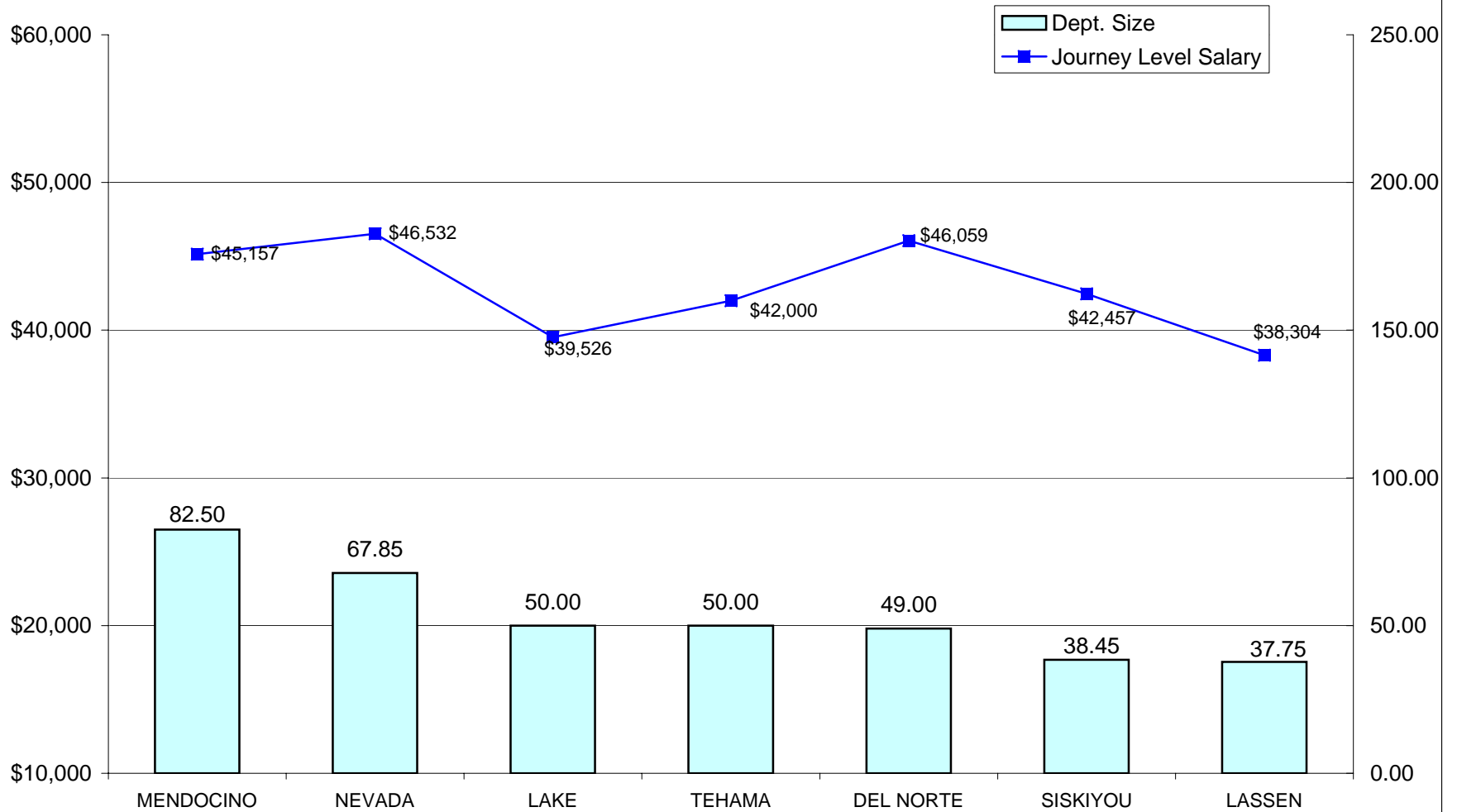
(San Francisco-Adult does not have G positions)



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

**INSTITUTIONS - GENERIC G
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT
SIZE - 2010**

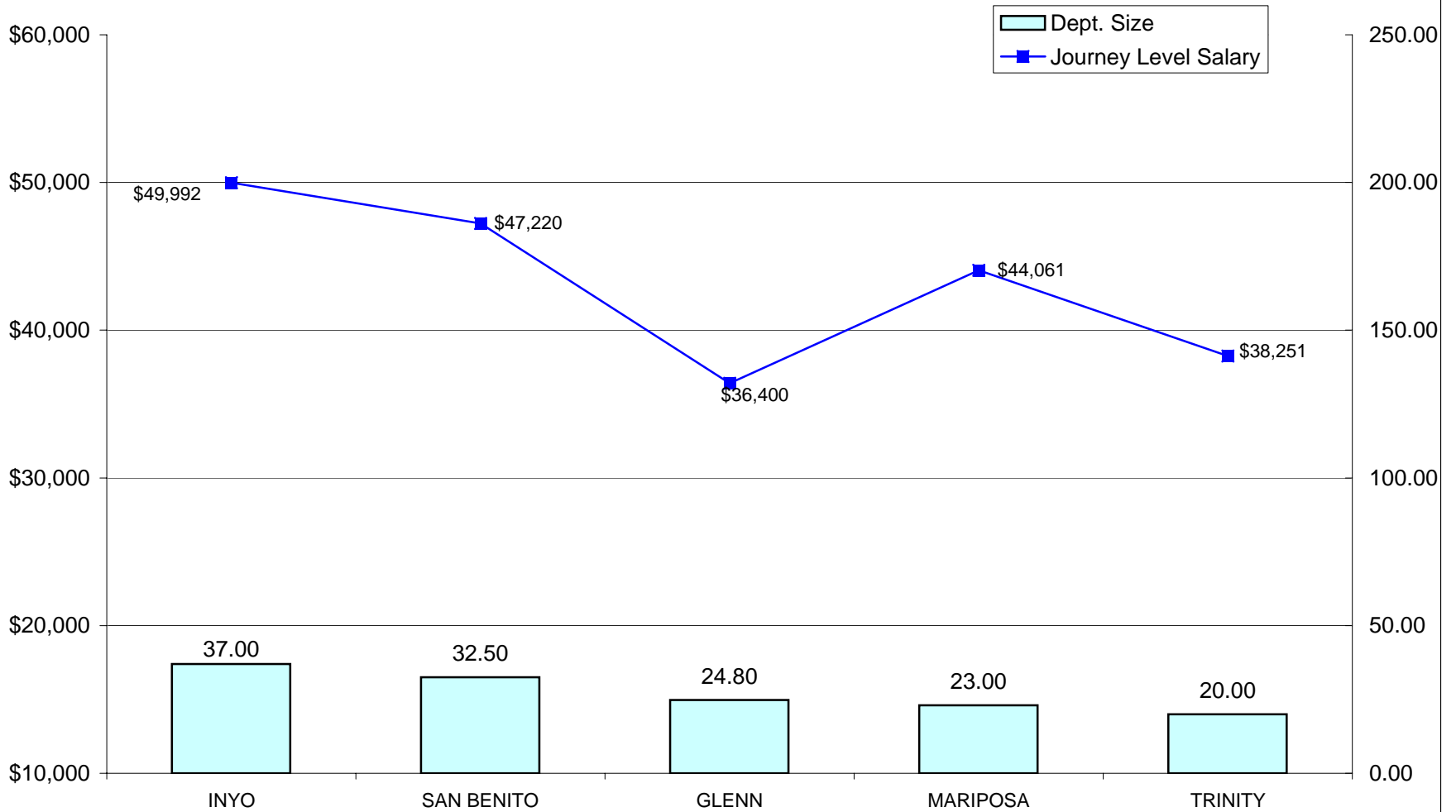
(Sutter and Tuolumne Counties do not have G positions)



DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS

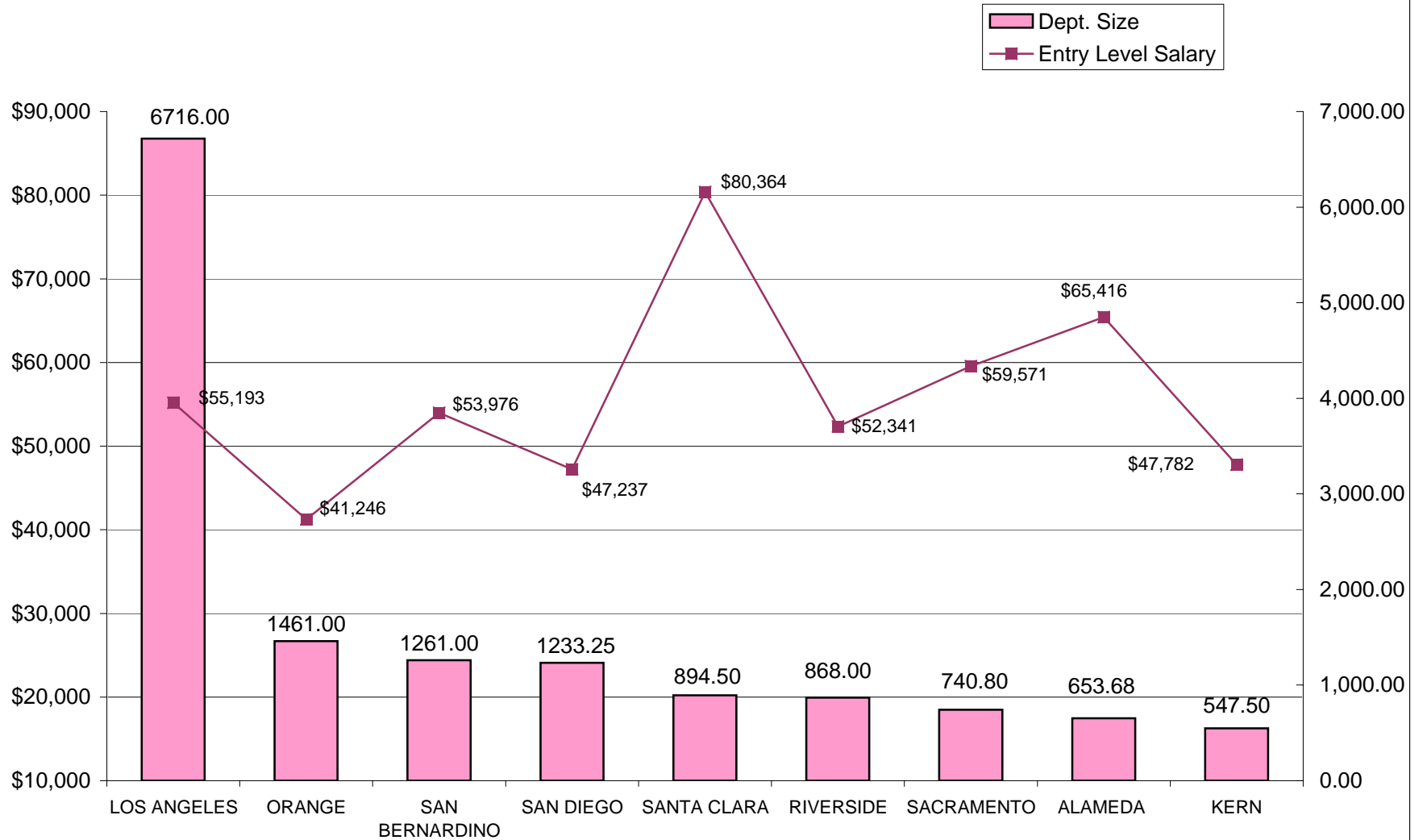
**INSTITUTIONS - GENERIC G
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT
SIZE - 2010**

(Colusa, Amador, Calaveras, Mono, Sierra and Alpine Counties do not have G positions)



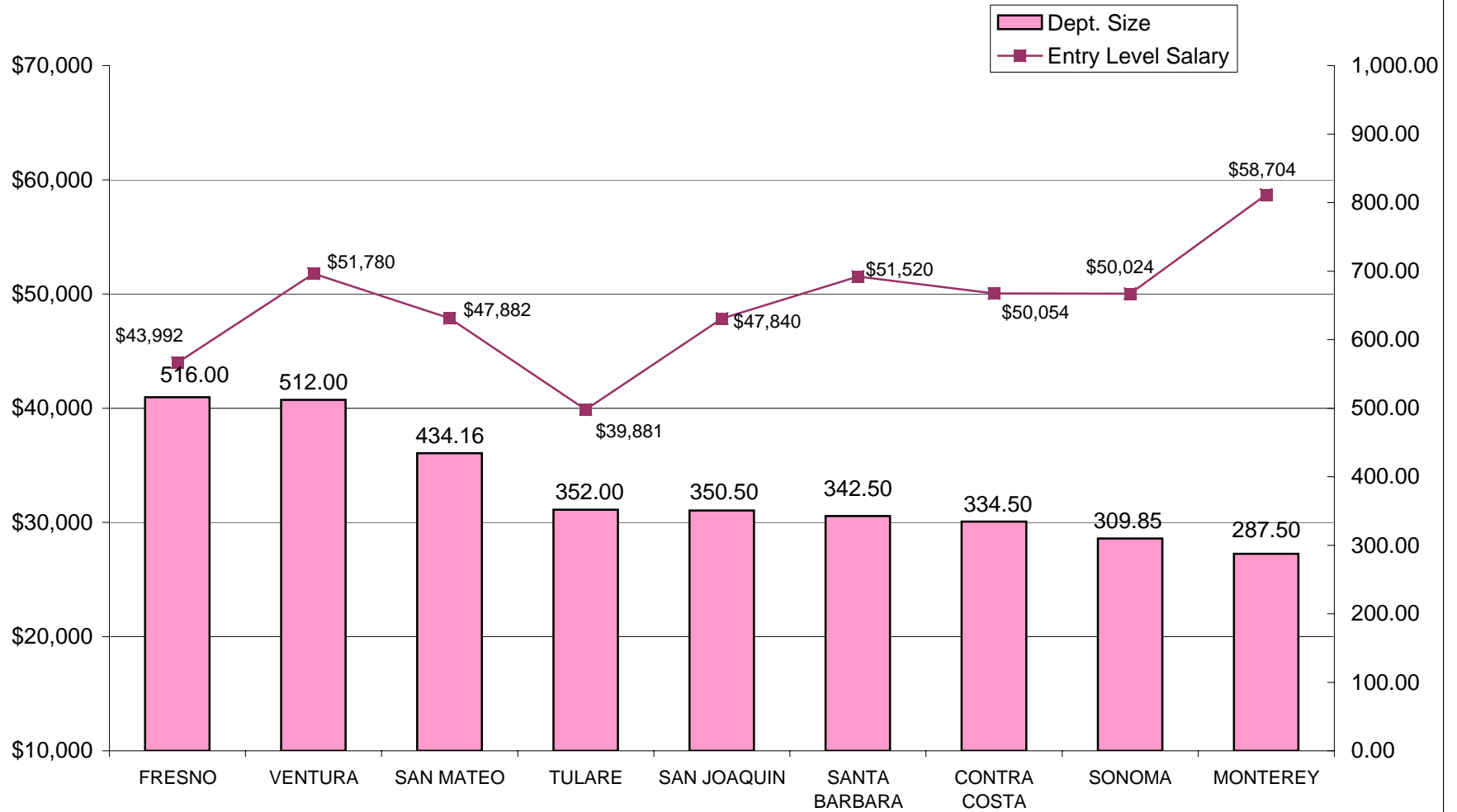
DEPARTMENTS RANKED 46-56 IN SIZE- FTE POSITIONS

INSTITUTIONS - GENERIC F
RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010



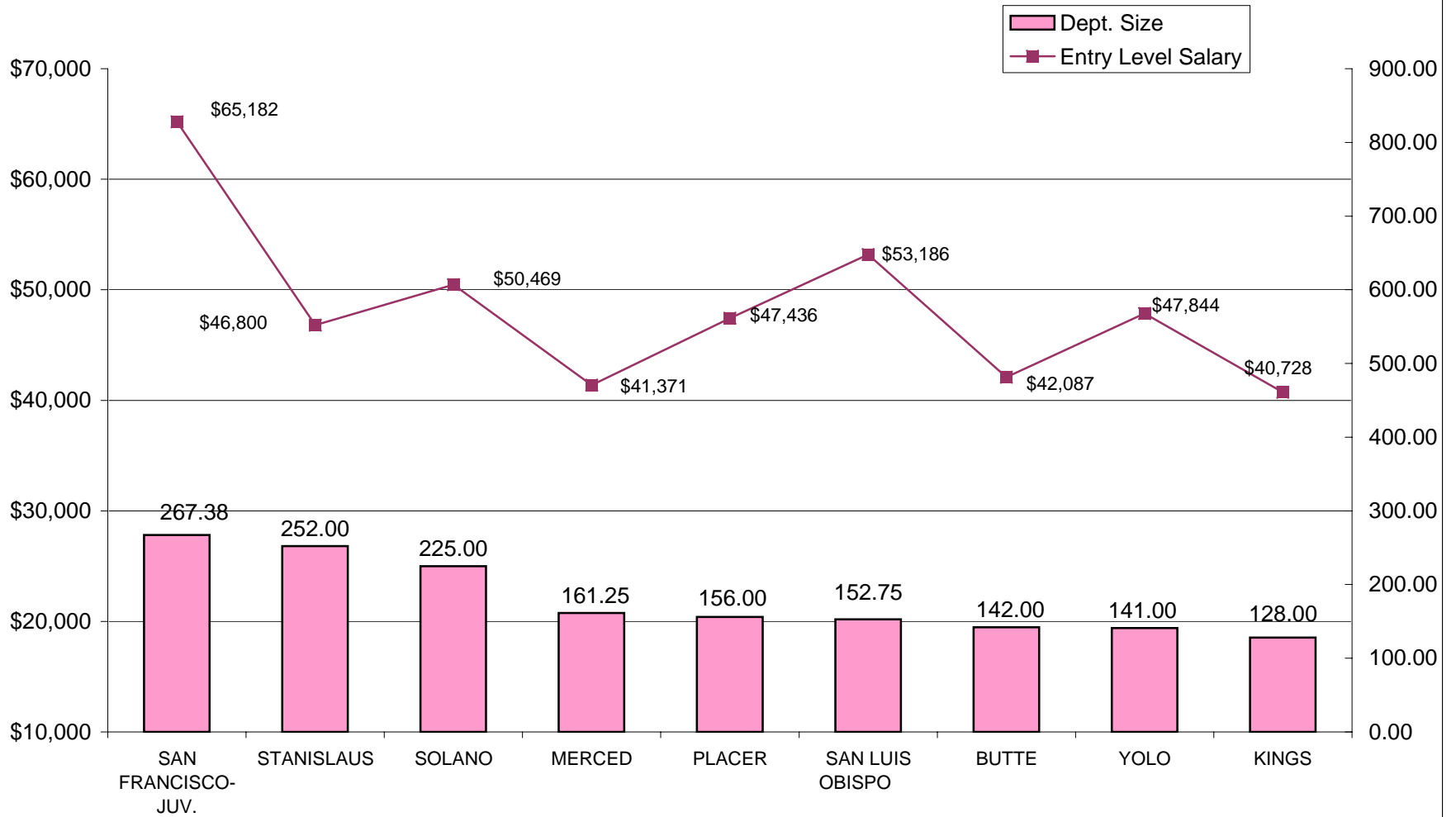
NINE LARGEST DEPARTMENTS - FTE POSITIONS

**INSTITUTIONS - GENERIC F
RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**



DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

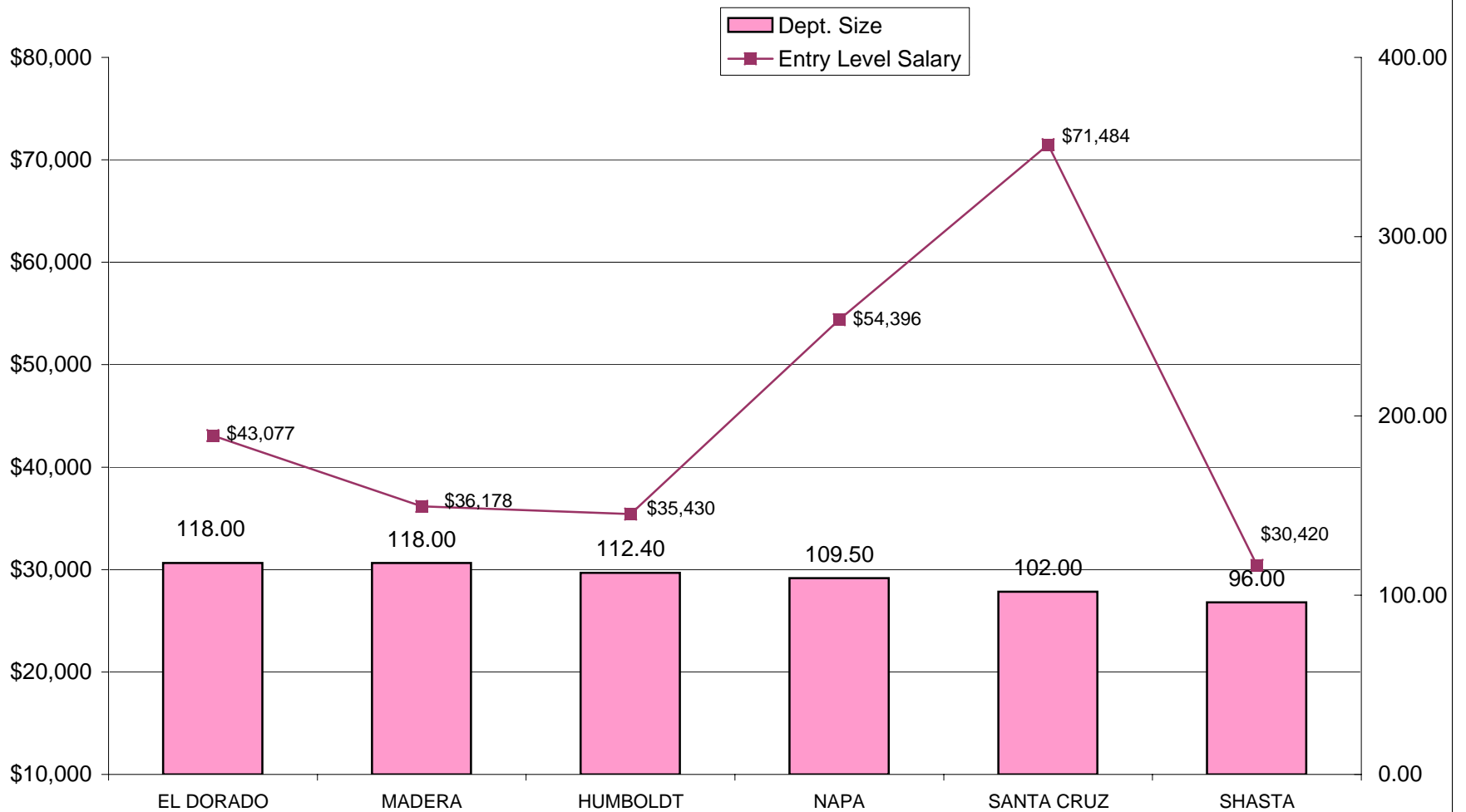
INSTITUTIONS - GENERIC F
RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010



DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

**INSTITUTIONS - GENERIC F
RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE -
2010**

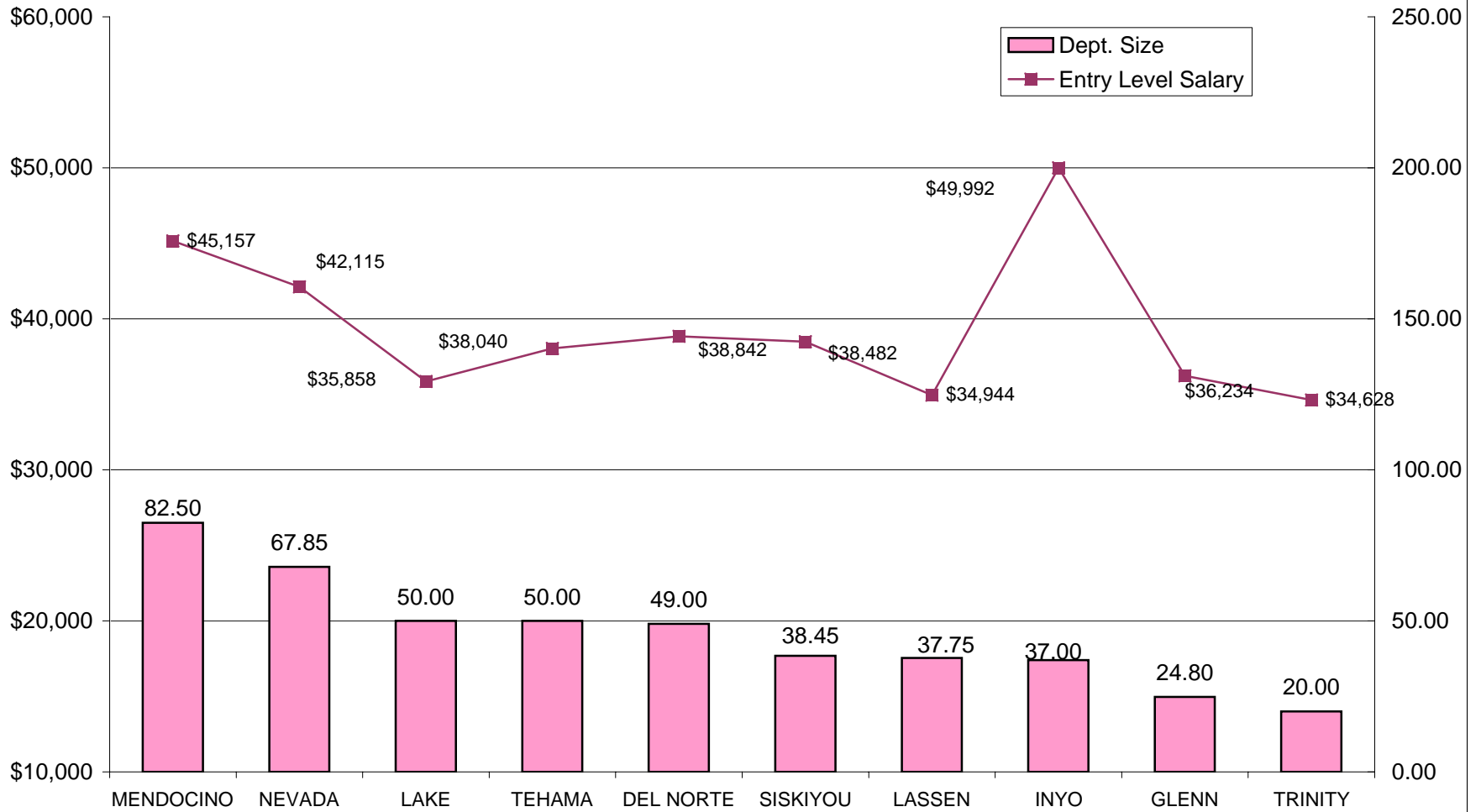
(San Francisco-Adult, Marin and Imperial Counties do not have F positions)



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

INSTITUTIONS - GENERIC F
RELATIVE RANKING OF ENTRY LEVEL STAFF SALARIES TO DEPARTMENT SIZE-
2010

The missing Counties in the range 37-56 (Sutter, Tuolumne, San Benito, Mariposa, Colusa, Amador, Calaveras, Mono, Sierra & Alpine) do not have F Positions



DEPARTMENTS RANKED 37-56 IN SIZE- FTE POSITIONS