

2008

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 December 1, 2007, unless otherwise stated, as submitted by 52 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 July 1, 2007.

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
Administrative Secretary	<u>1.00</u> 2.00

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Assistant Chief Probation Officer	2.00
Senior Dept'l Personnel Officer	1.00
Admin/Financial Svcs Manager	1.00
Information Systems Manager	1.00
Program Manager	1.00
Unit Supervisor	2.00
Departmental Personnel Officer I	2.00
Special Services Supervisor	1.00
Supervising Financial Svcs Spec.	2.00
Staff Development Specialist	1.00
Information Systems Specialist	2.00
Financial Services Specialist II	5.00
Community Network Coordinator	1.00
Supervising Admin Specialist II	1.00
Senior Accountant	1.00
Supervising Clerk II	2.00
Secretary II	3.00
Human Resources Technician	2.00
Information Systems Technician II	1.00
Accounting Specialist II	1.00
Accounting Specialist I	1.00
Specialist Clerk II	9.00
Secretary I	1.00
Account Clerk II	2.00
Payroll Records Clerk	4.00
Specialist Clerk I	3.00
Clerk II	2.00
Supply Clerk I	1.00
Retired Annuitant – II	1.00
Retired Annuitant – Safety II	1.00
Administrative Intern (SAN)	<u>1.00</u>
	59.00

ADULT SERVICES	
	<u>FTE</u>
Division Director	1.00
Program Manager	1.00
Unit Supervisor	11.00
Deputy Probation Officer III	71.00
Deputy Probation Officer II	17.00
Deputy Probation Officer I	8.00
Supervising Clerk II	1.00
Secretary II	1.00
Supervising Clerk I	2.00
Information Systems Technician II	1.00
Secretary I	1.00
Account Clerk II	1.00
Transcriptionist	8.00
Specialist Clerk I	12.00
Clerk II	7.00
Retired Annuitant – Safety II	5.00
Clerk I	<u>1.00</u>
	149.00

JUVENILE FIELD SERVICES	
	<u>FTE</u>
Division Director	2.00
Information Systems Director	1.00
Program Manager	3.00
Information Systems Analyst	2.00
Unit Supervisor	16.00
Departmental Personnel Officer I	1.00
Management Analyst	2.00
Deputy Probation Officer III	96.00
Deputy Probation Officer II	15.00
Deputy Probation Officer I	18.00
Program/Financial Specialist	1.00
Administrative Specialist II	2.00
Supervising Clerk II	1.00
Storekeeper II	2.00
Transportation Worker	2.00
Specialist Clerk II	6.00
Secretary I	1.00
Transcriptionist	7.00
Specialist Clerk I	18.00
Clerk II	2.00
Retired Annuitant – Safety II	8.00
Retired Annuitant II	1.00
Transportation Worker (SAN)	4.00
Probation Interns (SAN)	<u>29.00</u>
	240.00

JUVENILE INSTITUTIONAL SERVICES	
	<u>FTE</u>
Division Director	1.00
Superintendent, Juvenile Hall	1.00
Superintendent, JH (Project)	1.00
Camp Superintendent	1.00
Program Manager	2.00
Senior Institutional Supervisor	2.00
Unit Supervisor	1.00
Institutional Supervisor II	12.00
Management Analyst	1.00
Deputy Probation Officer I	8.00
Food Service Manager	1.00
Institutional Supervisor I	26.00
Juvenile Institutional Officer III	28.00
Supervising Clerk II	1.00
Secretary II	2.00
Juvenile Institutional Officer II	151.00
Juvenile Institutional Officer I	30.00
Storekeeper II	1.00
Supervising Clerk I	1.00
Transportation Worker	1.00
Senior Food Service Worker	3.00
Specialist Clerk II	1.00
Secretary I	1.00
Transcriptionist	2.00
Specialist Clerk I	8.00
Data Input Clerk	4.00
Cook	4.00
Clerk II	2.00
Supply Clerk II	3.00
Supply Clerk I	3.00
Food Service Worker	11.00
Retired Annuitant – Safety II	2.00
Deputy Probation Officer (SAN)	6.00
Juvenile Institutional Officer Int.	46.00
Food Service Worker (SAN)	1.00
Transportation Worker (SAN)	<u>11.00</u>
	380.00

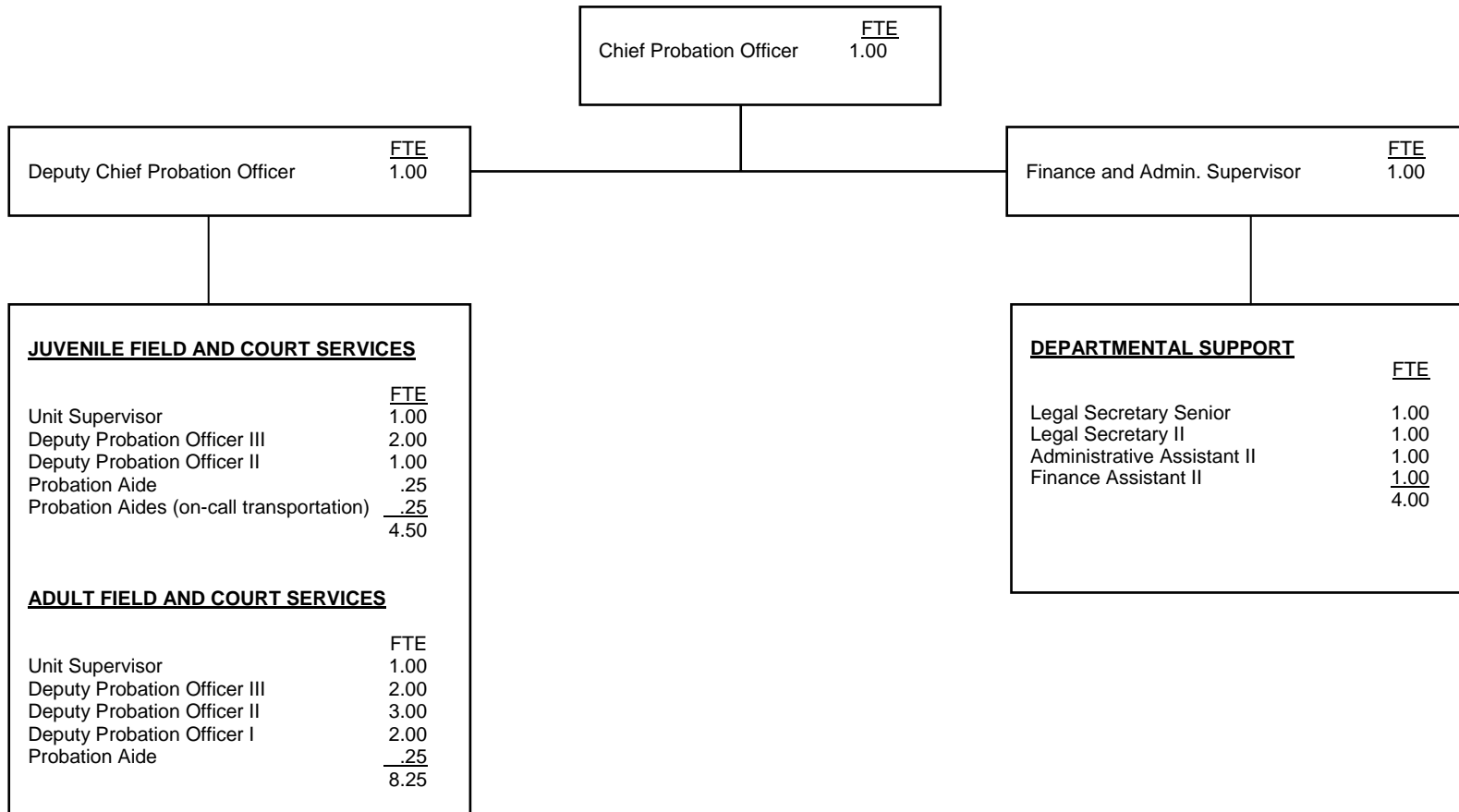
COUNTY OF ALAMEDA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	136,240	170,331		
Actual Salary				170,331		
Assistant Chief Probation Officer	2.00	2	127,566	154,814	5	
Division Director	3.92	4	105,726	128,482	5	E
Information Systems Director	0.33	1	90,314	126,464	7	
Superintendent, Juvenile Hall	1.00	1	95,389	115,814	5	J
Superintendent, Juvenile Hall (Project)	0.50	1				
Senior Departmental Personnel Officer	1.00	1	94,515	114,858	5	
Admin/Financial Services Manager	1.00	1	93,933	114,254	5	
Camp Superintendent	0.75	1	90,792	110,282	5	
Information Systems Manger	1.00	1	78,603	105,227	7	
Program Manager	7.00	7	85,051	103,376	5	
Information Systems Analyst	2.00	2	71,344	95,618	7	
Senior Institutional Supervisor	2.00	2	78,000	94,848	5	I
Unit Supervisor	27.00	30	76,960	92,747	5	D
Departmental Personnel Officer I	3.00	3	63,835	91,666	7	
Special Services Supervisor	1.00	1	73,674	88,858	5	
Supervising Financial Services Specialist	2.00	2	64,230	86,091	7	
Management Analyst	3.00	3	64,085	85,862	7	
Institutional Supervisor II	12.00	12	70,554	85,613	5	I
Program/Financial Specialist	1.00	1	62,150	83,346	7	
Supervising Administrative Specialist II	1.00	1	62,067	83,179	5	
Staff Development Specialist	1.00	1	50,898	81,931	7	
Deputy Probation Officer I/II/III	226.33	233	55,203	81,744	5	A,B,C
Administrative Specialist II	2.00	2	56,451	75,608	7	
Financial Services Specialist II	5.00	5	56,451	75,608	7	
Information Systems Specialist	2.00	2	56,451	75,608	7	
Food Service Manager	1.00	1	62,150	75,483	5	
Institutional Supervisor I	15.00	26	61,069	74,110	5	I
Community Network Coordinator	1.00	1	61,110	74,027	5	
Administrative Secretary	1.00	1	60,466	72,051	5	
Senior Accountant	1.00	1	58,032	69,638	5	

COUNTY OF ALAMEDA

Juvenile Institutional Officer III	24.47	28	55,661	67,558	5	H
Supervising Clerk II	5.00	5	54,330	65,978	5	
Secretary II	6.00	6	55,120	65,354	5	
Human Resources Technician	2.00	2	52,083	63,274	7	
Juvenile Institutional Officer I/II	152.84	181	47,195	63,045	5	F,G
Storekeeper II	3.00	3	52,645	62,878	5	
Supervising Clerk I	3.00	3	51,730	62,733	5	
Information Systems Technician II	2.00	2	46,301	56,139	5	
Accounting Specialist II	1.00	1	44,200	53,706	5	
Transportation Worker	3.00	3	42,827	51,917	5	
Accounting Specialist I	1.00	1	42,099	51,147	5	
Specialist Clerk II	14.57	16	41,828	47,424	4	
Secretary I	4.00	4	39,176	46,644	5	
Account Clerk II	3.00	3	38,103	45,045	5	
Payroll Records Clerk	4.00	4	37,850	44,714	5	
Transcriptionist	16.09	17	40,677	44,324	3	
Specialist Clerk I	28.84	41	39,078	44,304	4	
Data Input Clerk	4.00	4	37,460	44,304	5	
Cook	4.00	4	37,889	43,037	4	
Senior Food Service Worker	3.00	3	36,446	42,861		
Clerk II	12.00	13	37,772	42,530	4	
Supply Clerk II	3.00	3	35,120	42,003	5	
Supply Clerk I	4.00	4	34,496	41,067	5	
Food Service Worker	11.14	11	36,075	40,911	4	
Clerk I	1.00	1	33,248	37,772	4	
Retired Annuitant - Safety II		16	16	92.00 hr		
Deputy Probation Officer (SAN)	2.94	6		36.43 hr		
Juvenile Institutional Officer Intermittent	18.55	46	22	24.95 hr	4	
Transportation Worker (SAN)	5.45	15		20.67 hr		
Food Service Worker (SAN)	1.14	1		19.42 hr		
Administrative Intern (SAN)	0.65	1	8	17.03 hr	7	
Probation Intern (SAN)	14.50	29		14.62 hr		
Retired Annuitant II		2	10	106.00 hr		
	<u>688.01</u>	<u>830</u>				

COUNTY OF AMADOR

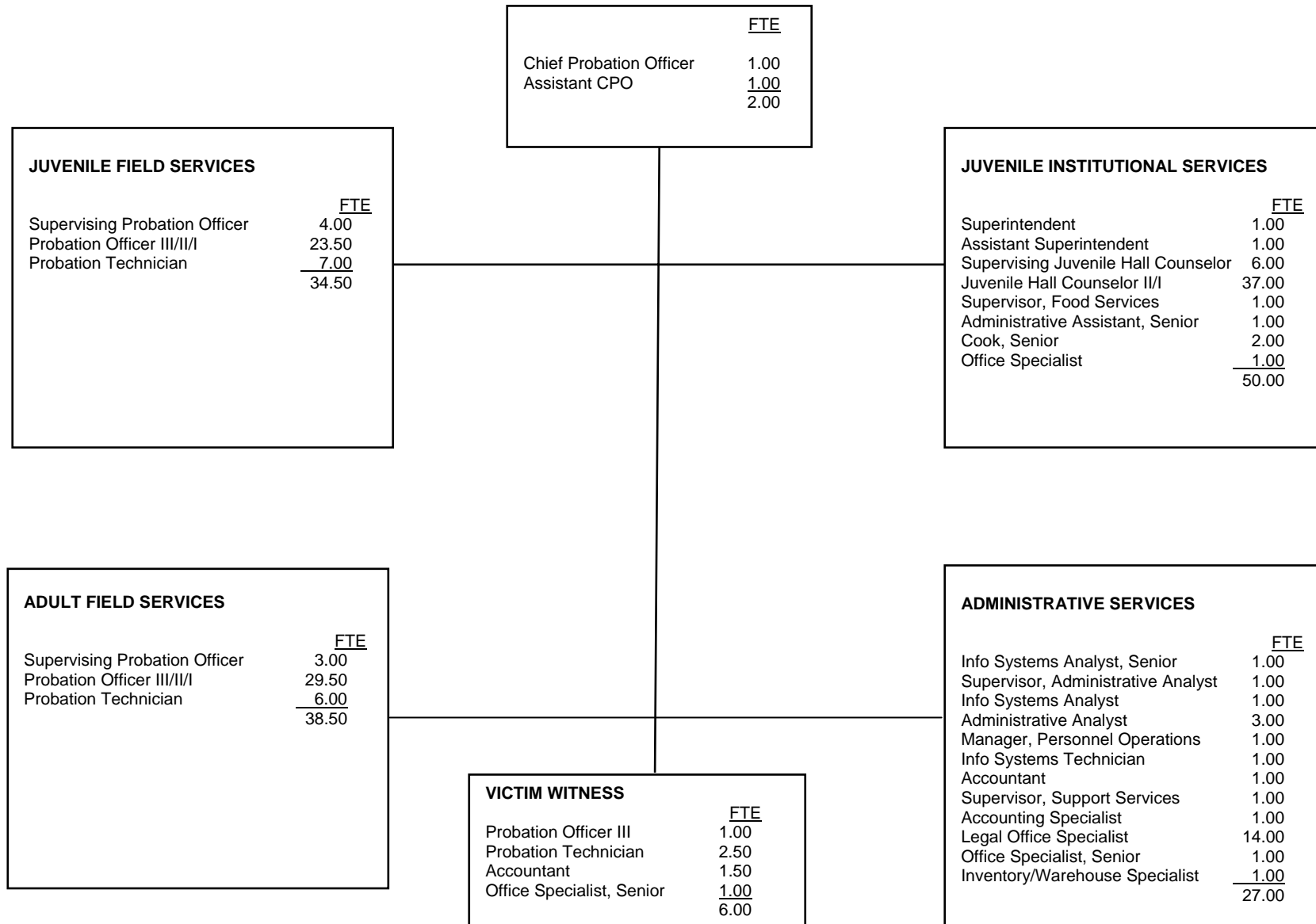


COUNTY OF AMADOR

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		94,896		
Deputy Chief Probation Officer	1.00	1	68,862	85,796	5	E
Probation Unit Supervisor	2.00	2	56,919	69,196	5	D
Deputy Probation Officer III, or	4.00	4	51,762	62,932	5	C
Deputy Probation Officer II, or	4.00	4	45,268	55,040	5	B
Deputy Probation Officer I	2.00	2	37,417	45,477	5	A
Finance and Admin Supervisor	1.00	1	51,490	62,577	5	
Legal Secretary Senior, or	1.00	1	61,464	82,763	5	
Legal Secretary II	1.00	1	48,984	81,099	5	
Finance Assistant II	1.00	1	48,984	81,099	5	
Administrative Assistant II	1.00	1	56,722	76,211	5	
Probation Aide	2.50	3	44,138	73,070	5	
Probation Aide -On-call Transportation	<u>0.25</u>	<u>2</u>		16.20/hr		
	21.75	24.00				

Salaries effective from 10/1/07

COUNTY OF BUTTE



COUNTY OF BUTTE

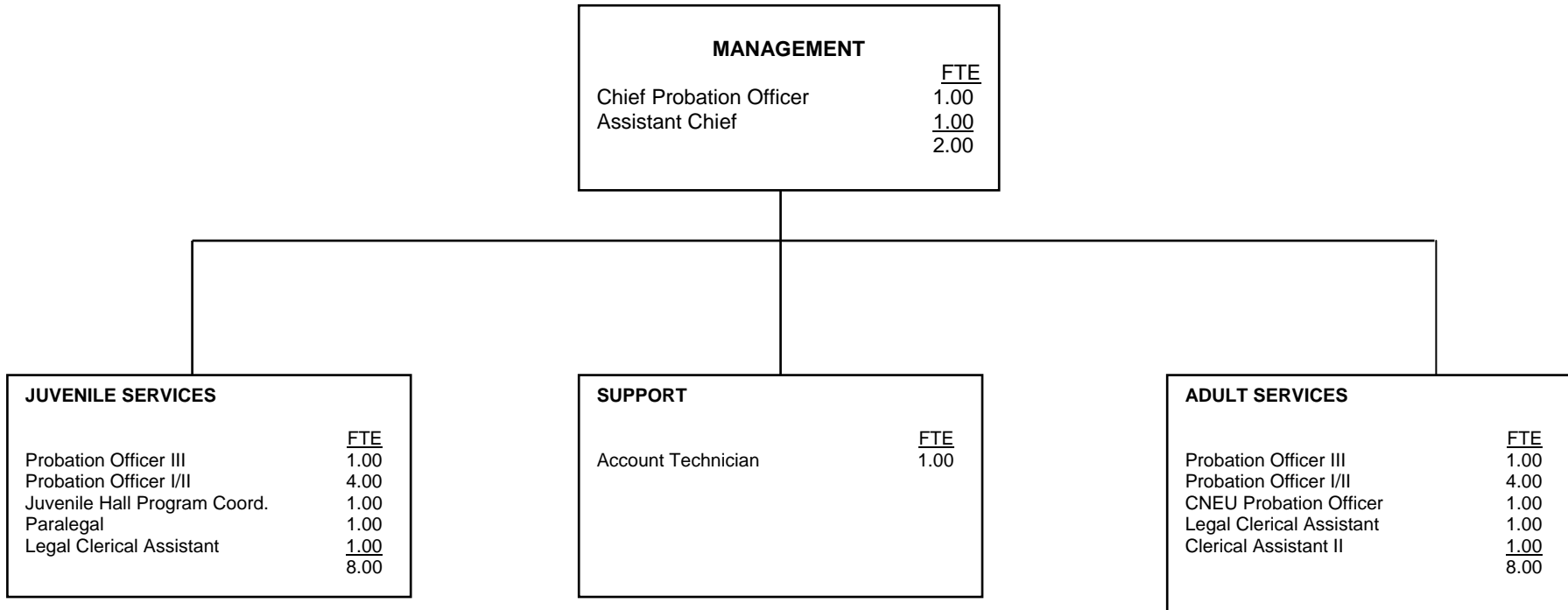
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	128,495			
Assistant Chief Probation Officer	1.00	1	83,078	111,333	7	E
Superintendent, Juvenile Hall	1.00	1	64,901	86,973	7	J
Info Systems Analyst, Senior or	1.00	1	55,421	74,269	7	
Info Systems Analyst or			50,208	67,284	7	
Info Systems Analyst, Associate			45,486	60,956	7	
Supervisor, Admin Analyst	1.00	1	55,421	74,269	7	
Asst. Superintendent, Juvenile Hall	1.00	1	52,750	70,690	7	I
Supervisor, Probation Officer	7.00	7	50,208	67,284	7	D
Supervisor, Probation Officer or	1.00	1	50,208	67,284	7	D
Probation Officer III			44,377	59,469	7	C
Info Systems Analyst or	1.00	1	50,208	67,284	7	
Info Systems Analyst, Associate			45,486	60,956	7	
Admin Analyst, Senior or	3.00	3	48,983	65,643	7	
Admin Analyst or			44,377	59,469	7	
Admin Analyst, Associate			40,203	53,876	7	
Supervisor, Juvenile Hall Counselor	6.00	6	47,789	64,042	7	H
Probation Officer III or	53.00	53	44,377	59,469	7	C
Probation Officer II or			40,203	53,876	7	B
Probation Officer I			34,667	46,457	7	A
Manager, Personnel Operations	1.00	1	43,294	58,018	7	
Info Systems Tech, Senior or	1.00	1	42,238	56,603	7	
Info Systems Tech			34,667	46,457	7	
Info Systems Tech, Associate			29,161	39,082	7	
Accountant or	1.50	2	38,266	51,280	7	
Accounting Specialist			28,453	38,130	7	
Accountant	1.00	1	38,266	51,280	7	
Juvenile Hall Counselor II or	37.00	37	34,667	46,457	7	G
Juvenile Hall Counselor I			31,406	42,088	7	F

COUNTY OF BUTTE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Supervisor, Support Services	1.00	1	32,996	44,218	7	
Supervisor, Food Services	1.00	1	32,996	44,218	7	
Administrative Assistant, Senior	1.00	1	31,406	42,088	7	
Probation Technician	15.50	16	29,893	40,059	7	
Accounting Specialist	1.00	1	28,453	38,130	7	
Legal Office Specialist	14.00	14	27,082	36,292	7	
Office Specialist, Senior or	3.00	4	25,148	33,700	7	
Office Specialist or			22,783	30,531	7	
Office Assistant			20,640	27,660	7	
Inventory/Warehouse Specialist	1.00	1	24,534	32,879	7	
Cook, Senior	<u>2.00</u>	<u>2</u>	25,148	33,700	7	
	158.00	160				

Salaries effective from 10/06/2007

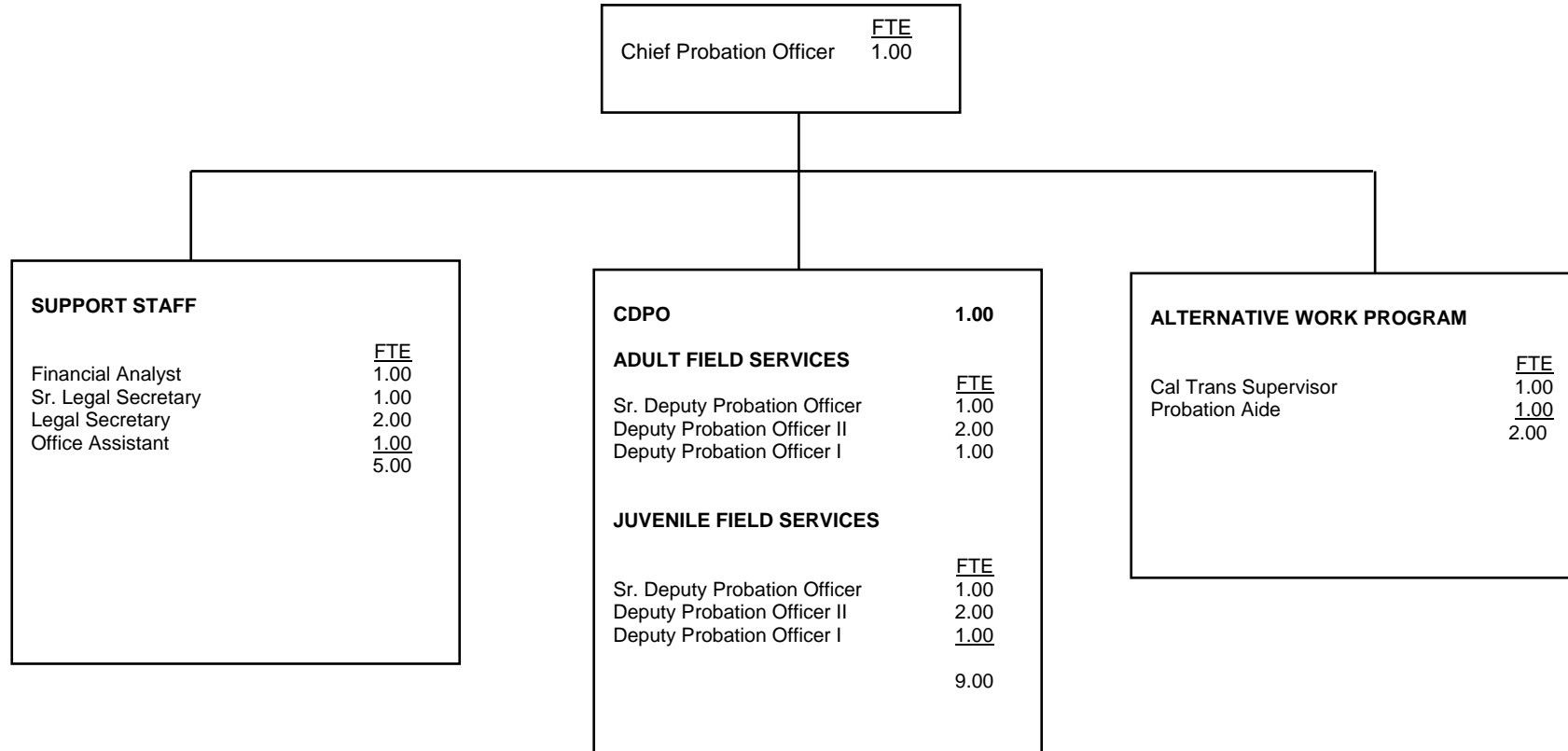
COUNTY OF CALAVERAS



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	108,514			
Chief Deputy Probation Officer	1.00	1	61,859	75,150	5	E
Deputy Probation Officer III	2.00	2	49,400	60,112	5	C
Deputy Probation Officer II, or Deputy Probation Officer I	9.00	9	41,829	50,877	5	B
			35,610	43,285	5	A
Account Technician IV	1.00	1	36,899	44,845	5	
Juvenile Hall Program Coord	1.00	1	35,610	43,285	5	
Paralegal Criminal	1.00	1	35,214	42,827	5	
Legal Clerical Assistant A	2.00	2	26,998	32,843	5	
Clerical Assistant II	<u>1.00</u>	<u>1</u>	23,296	28,309	5	
	19.00	19.00				

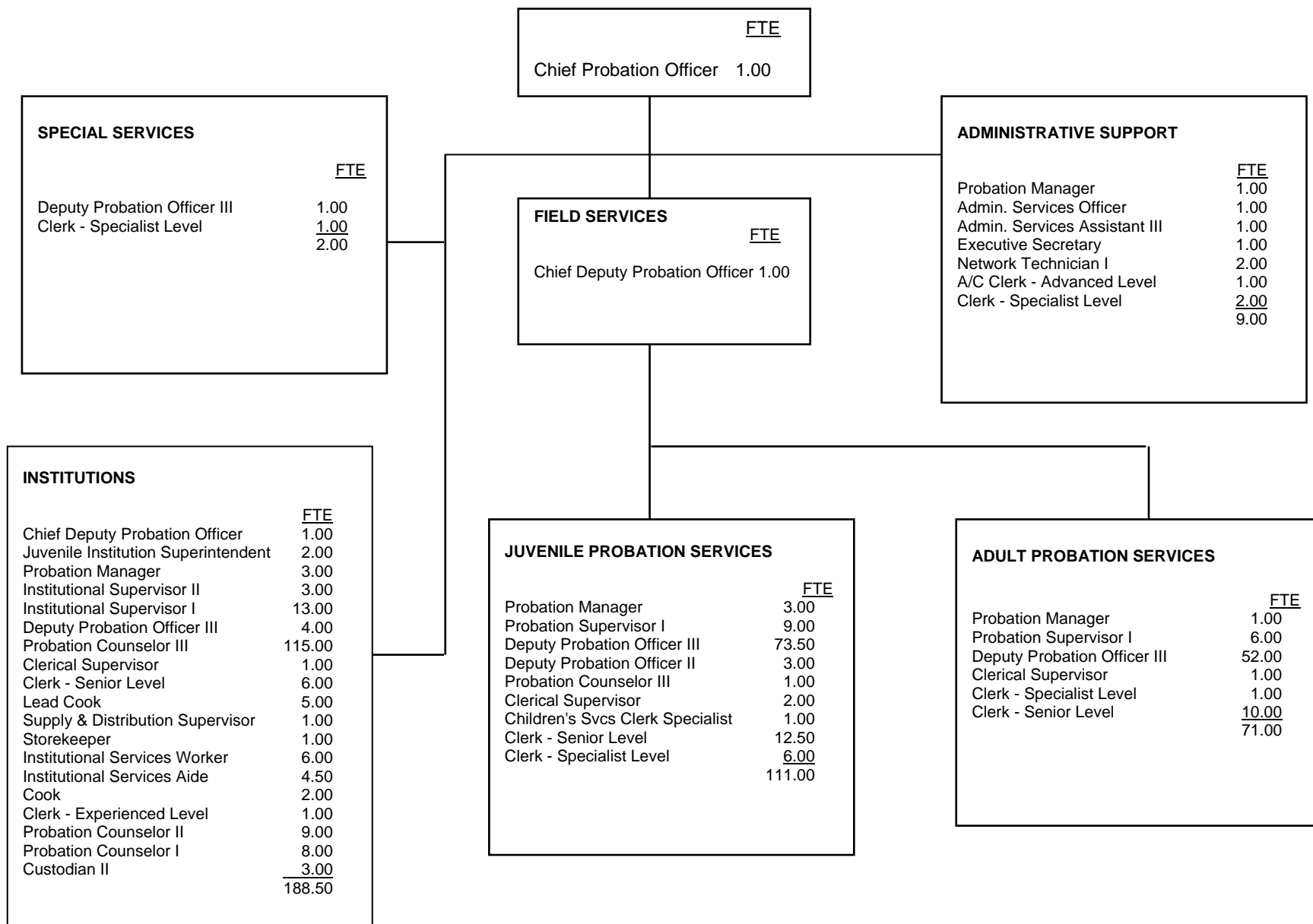
COUNTY OF COLUSA



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		78,288	5	
Chief Deputy Probation Officer	1.00	1	53,172	67,682	5	E
Fiscal Program Analyst	1.00	1	35,964	43,716	5	
Sr. Deputy Probation Officer	2.00	2	43,068	52,344	5	C, D
Deputy Probation Officer II	4.00	4	38,232	46,464	5	B
Deputy Probation Officer I	3.00	3	34,668	42,132	5	A
Probation Assistant	1.00	1	24,096	29,268	5	
Sr. Legal Sec.	1.00	1	28,176	34,248	5	
Legal Sec.	1.00	2	25,560	31,056	5	
Work Crew Supv.	1.00	2	25,560	31,056	5	
Office Assistant	<u>1.00</u>	<u>1</u>	18,624	22,644	5	
	17.00	19.00				

COUNTY OF CONTRA COSTA

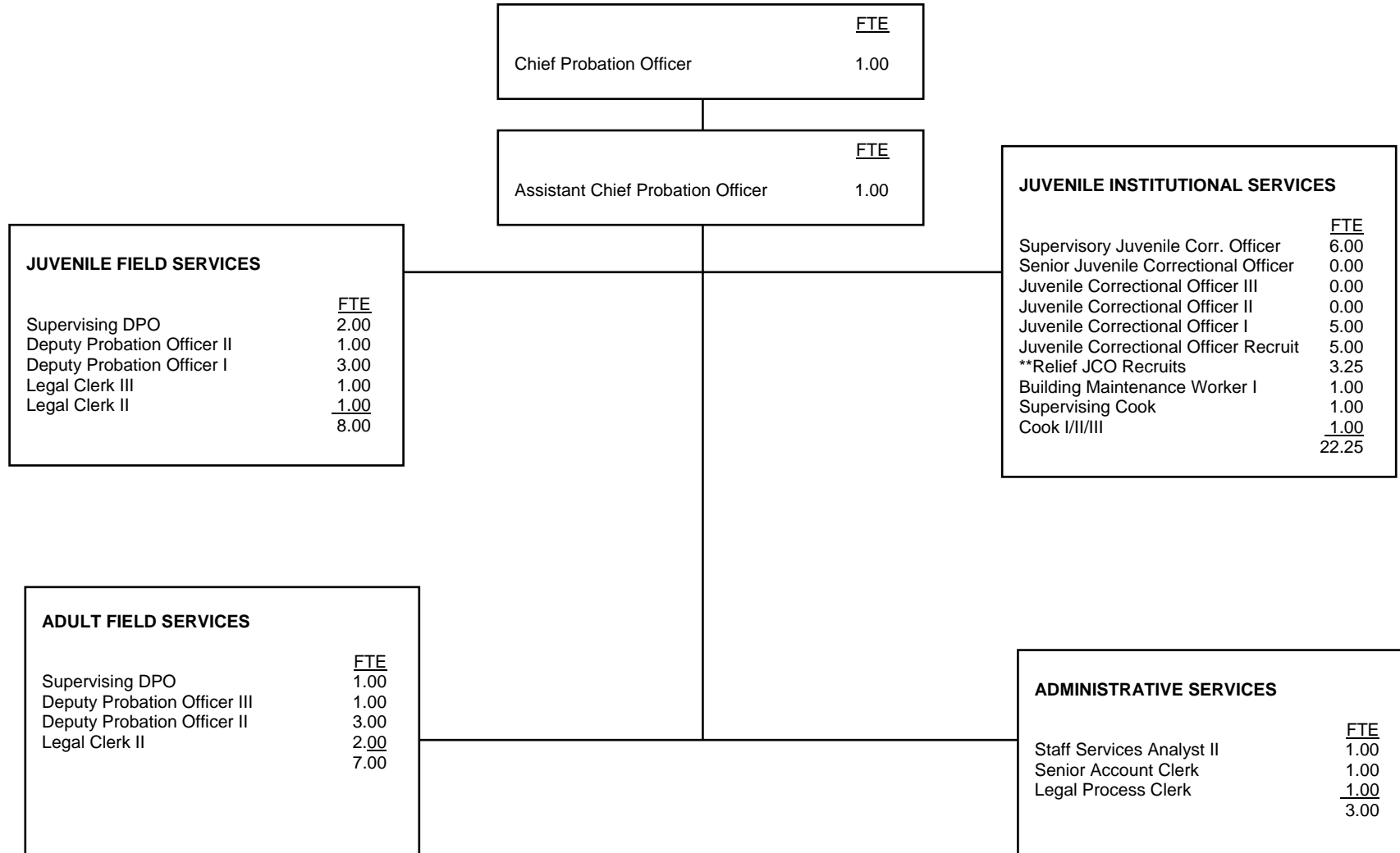


COUNTY OF CONTRA COSTA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
County Probation Officer	1.00	1	130,452	158,568	5	
CPO Actual Salary				158,568		
Chief Deputy Probation Officer	2.00	2	95,400	115,968	5	
Juvenile Institution Superintendent	2.00	2	88,572	107,664	5	
Probation Manager	8.00	8	82,404	100,164	5	E
Administrative Services Officer	1.00	1	84,264	97,728	15	
Institutional Supervisor II	3.00	3	76,656	93,180	5	J
Probation Supervisor I	15.00	15	75,192	90,816	5	D
Institutional Supervisor I	13.00	13	68,748	83,568	5	I
Administrative Services Assistant III	1.00	1	63,192	76,812	5	
Deputy Probation Officer III	130.50	131	60,888	74,016	5	C
Deputy Probation Officer II	3.00	3	57,036	69,324	5	B
Probation Counselor III	116.00	120	56,976	69,264	5	H
Network Technician I	2.00	2	55,284	67,200	5	
Probation Counselor II	9.00	9	53,640	65,196	5	G
Supply & Distribution Supervisor	1.00	1	52,200	63,456	5	
Executive Secretary	1.00	1	52,572	57,960	3	
Clerical Supervisor	4.00	4	44,976	57,456	7	
Children's Services Clerical Specialist	1.00	1	38,916	52,152	7	
Clerk - Specialist Level	10.00	10	39,384	50,292	7	
Deputy Probation Officer I	0.00	0	41,100	49,956	5	A
Account Clerk - Advanced Level	1.00	1	38,496	49,164	7	
Probation Counselor I	8.00	9	40,368	49,068	5	F
Storekeeper	1.00	1	40,156	48,809	5	
Lead Cook	5.00	5	42,408	46,752	3	
Clerk - Senior Level	28.50	29	34,872	44,532	7	
Cook	2.00	2	35,868	43,596	5	
Clerk - Experienced Level	1.00	1	31,560	39,156	5	
Institutional Services Worker	6.00	6	31,320	38,064	5	
Custodian II	3.00	3	33,300	36,720	3	
	<u>4.50</u>	<u>5</u>	28,536	34,680	3	
	383.50	390				

Salaries effective 7/1/07

COUNTY OF DEL NORTE



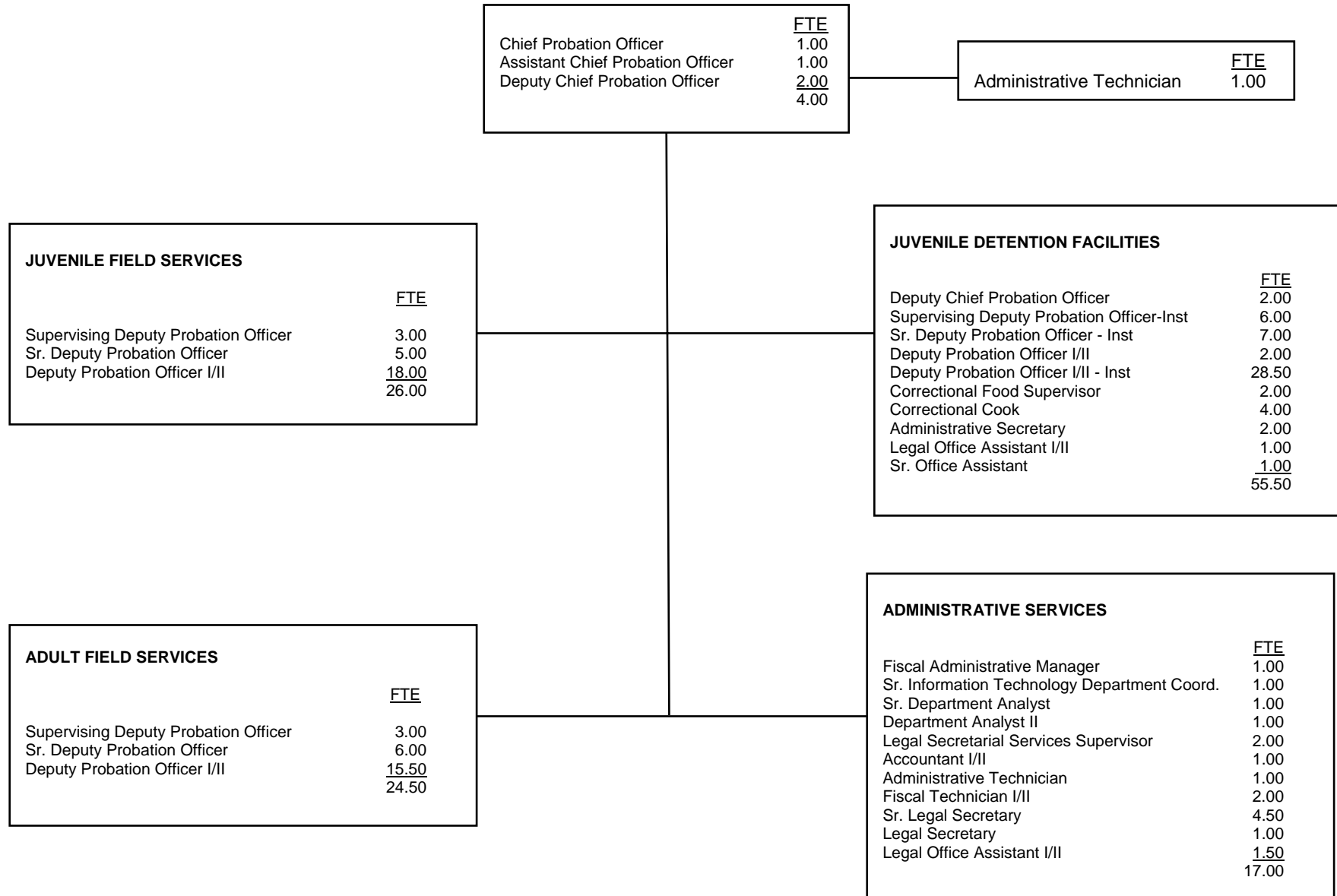
COUNTY OF DEL NORTE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		78,677	9	
Assistant Chief Probation Officer	1.00	1	44,965	66,433	9	E, J
Supervising Deputy Probation Officer	3.00	3	37,893	55,985	9	D
Staff Services Analyst II or Staff Services Analyst I	1.00	1	37,893	55,985	9	
Supervising Juvenile Correctional Officer	6.00	6	32,733	50,780	9	
Deputy Probation Officer III or Deputy Probation Officer II Deputy Probation Officer I	8.00	8	34,370	50,780	9	C
Senior Juvenile Correctional Officer	-	4	31,174	46,059	9	H
Juvenile Correctional Officer III or Juvenile Correctional Officer II or Juvenile Correctional Officer I or Juvenile Correctional Officer Recruit	10.00	9	29,690	43,865	9	G
Senior Account Clerk	1.00	1	27,604	40,785	9	
Supervising Cook	1.00	1	24,426	36,088	9	
Building Maintenance Worker III or Building Maintenance Worker II or Building Maintenance Worker I	1.00	1	28,276	41,777	9	
**Relief Juvenile Correctional Officer Recruit	3.25	0		22,710		
Legal Process Clerk III or Legal Process Clerk II or Legal Process Clerk I	1.00	1	25,038	36,993	9	
Legal Clerk III or Legal Clerk II or Legal Clerk I	4.00	4	25,038	36,993	9	
Cook III or Cook II or Cook I	1.00	1	22,710	33,554	9	
	<hr/>	<hr/>				
	42.25	42.00				

Salaries effective from 10/05/07

**Relief positions only - but salary is annualized.

COUNTY OF EL DORADO

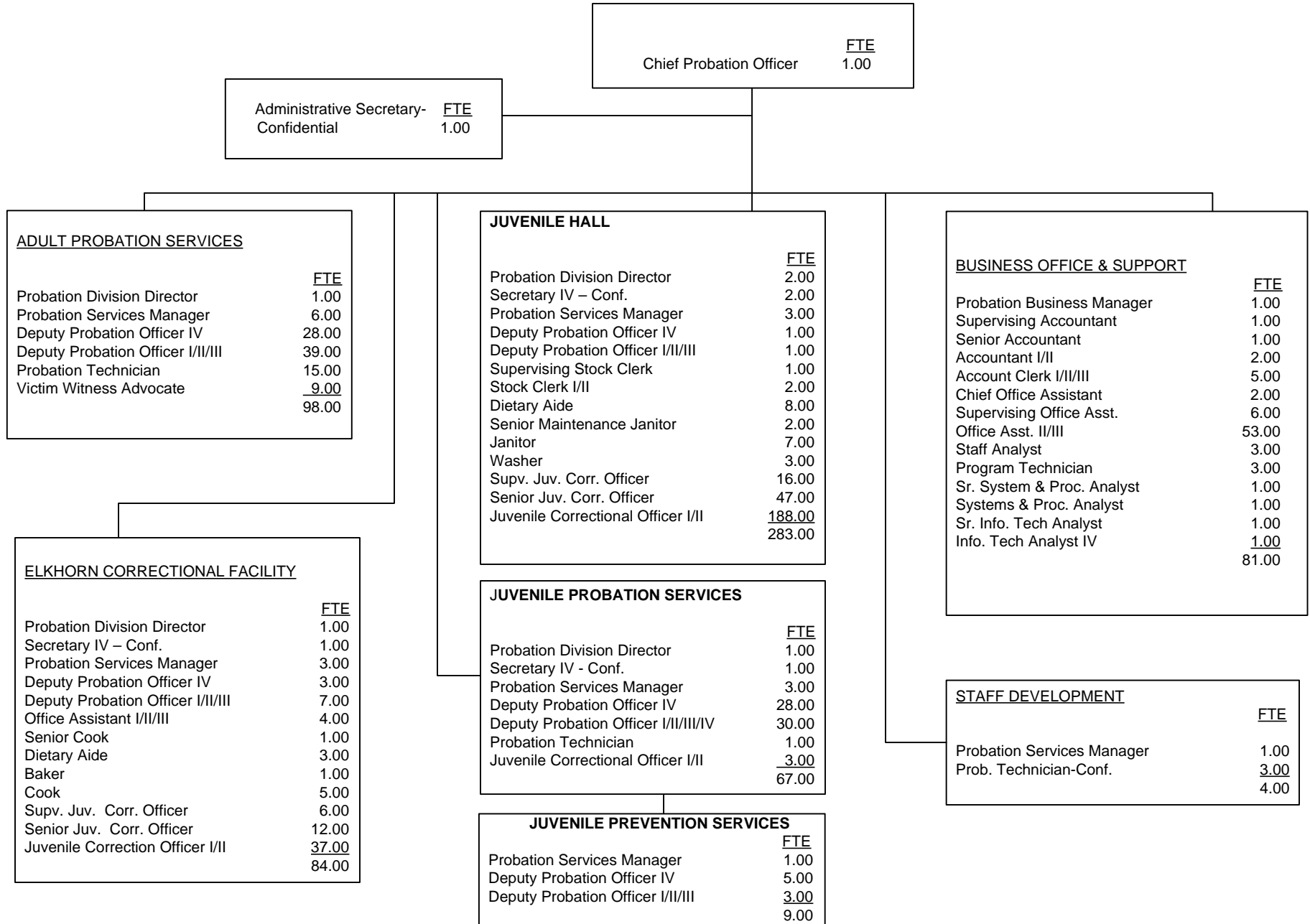


COUNTY OF EL DORADO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		132,018		
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	4.00	4	69,805	84,843	5	E, J
Sr. Information Technology Dept. Coordinator	1.00	1	63,794	77,542	5	
Sr. Department Analyst	1.00	1	62,462	75,941	5	
Department Analyst II	1.00	1	54,309	66,019	5	
Department Analyst I		0	48,880	59,426	5	
Supervising Deputy Probation Officer	6.00	6	51,272	62,317	5	D
Supervising Deputy Probation Officer-Institutions	6.00	6	48,693	59,197	5	I
Accountant II	1.00	1	46,738	56,805	5	
Accountant I		0	42,058	51,106	5	
Sr. Deputy Probation Officer	11.00	11	44,720	54,392	5	C
Administrative Technician	2.00	2	43,992	53,477	5	
Sr. Deputy Probation Officer-Institutions	7.00	7	42,494	51,646	5	H
Legal Secretary Services Supervisor	2.00	2	42,349	51,480	5	
Deputy Probation Officer II	35.50	36	41,642	50,606	5	B
Deputy Probation Officer I		0	37,315	45,365	5	A
Deputy Probation Officer II - Institutions	28.50	29	39,541	48,069	5	G
Deputy Probation Officer I - Institutions		0	35,443	43,077	5	F
Fiscal Technician	2.00	2	37,752	45,885	5	
Sr. Legal Secretary	4.50	5	36,837	44,803	5	
Correctional Food Services Supervisor	2.00	2	34,778	42,286	5	
Legal Secretary II	1.00	2	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	2.50	3	27,768	33,758	5	
Legal Office Assistant I		0	25,251	30,701	5	
Sr. Office Assistant	1.00	1	27,768	33,758	5	
	<u>128.00</u>	<u>131.00</u>				

NOTE: Salaries effective as of 07/07/2007

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	\$129,506 ¹	Band	
Sr. Information Technology Analyst	1.00	1	68,250 - 82,966	5	
Probation Business Manager	1.00	1	59,526 - 103,492	Band	E, J
Probation Division Director	5.00	5	59,526 - 103,492	Band	E, I
Sr. Systems & Procedures Analyst	1.00	1	68,250 - 82,966	5	
Information Technology Analyst IV	1.00	1	59,930 - 72,826	5	
Systems & Proc. Analyst III	1.00	1	54,678 - 66,456	5	
Probation Services Manager	17.00	17	65,520 - 79,638	5	D
Supervising Accountant	1.00	1	56,108 - 68,198	5	
Sr. Accountant	1.00	1	52,442 - 63,752	5	
Deputy Probation Officer IV	64.50	65	51,662 - 62,790	5	C
Staff Analyst III	2.00	3	51,740 - 62,920	5	
Supervising Juvenile Correctional Officer	22.00	22	50,908 - 61,880	6	H
Deputy Probation Officer III	37.50	80 ²	46,748 - 56,810	5	B
Deputy Probation Officer II	6.00		41,496 - 50,440	5	B
Deputy Probation Officer I	17.00		35,048 - 42,588	5	A
Accountant II	1.00	2 ³	44,928 - 54,600	5	
Accountant I	1.00		38,844 - 47,190	5	
Sr. Juvenile Correctional Officer	56.00	59	44,226 - 56,420	6	H
Chief Office Assistant	2.00	2	42,874 - 52,104	5	
Juvenile Correctional Officer II	180.00	228 ⁴	38,376 - 48,984	6	G
Juvenile Correctional Officer I	35.00		31,382 - 40,040	6	F
Administrative Secretary - Confidential	1.00	1	35,646 - 43,342	5	
Supervising Office Assistant	6.00	6	35,344 - 45,110	6	
Program Technician II-Confidential	3.00	3	35,204 - 44,928	6	
Program Technician II-Staff	3.00	3	34,502 - 41,938	5	
Supervising Stock Clerk	1.00	1	32,916 - 41,990	6	
Secretary IV-Conf.	4.00	4	32,162 - 39,104	5	
Senior Cook	1.00	1	31,356 - 38,090	5	

COUNTY OF FRESNO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Victim Witness Advocate	9.00	9	30,810 - 37,440	5	
Probation Technician II	7.00	16 ⁵	29,874 - 38,090	6	
Probation Technician I	6.00		26,572 - 32,292	6	
Acct. Clerk III	4.00	5 ⁶	27,950 - 35,645	6	
Acct. Clerk II	1.00		24,882 - 31,746	6	
Baker	1.00	1	26,650 - 34,008	6	
Office Assistant III	38.00	57 ⁷	24,468 - 33,774	6	
Office Assistant II	12.00		23,764 - 30,342	6	
Sr. Maintenance Janitor	2.00	2	25,870 - 31,460	5	
Cook	4.00	5	24,284 - 31,018	6	
Stock Clerk II	1.00	2 ⁸	23,426 - 28,470	5	
Stock Clerk I	1.00		20,800 - 25,272	5	
Dietary Aide III	6.00	11 ⁹	22,308 - 28,470	6	
Dietary Aide I	4.00		19,786 - 24,246	6	
Janitor	6.00	7	21,658 - 27,664	6	
Washer	<u>3.00</u>	<u>3</u>	20,462 - 26,104	6	
	578.00	628			

Footnotes:

¹ flat/annually

² number of positions includes all three levels of DPO series

³ number of positions includes the two levels of Accountants

⁴ number of positions includes the two levels of JCO series

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

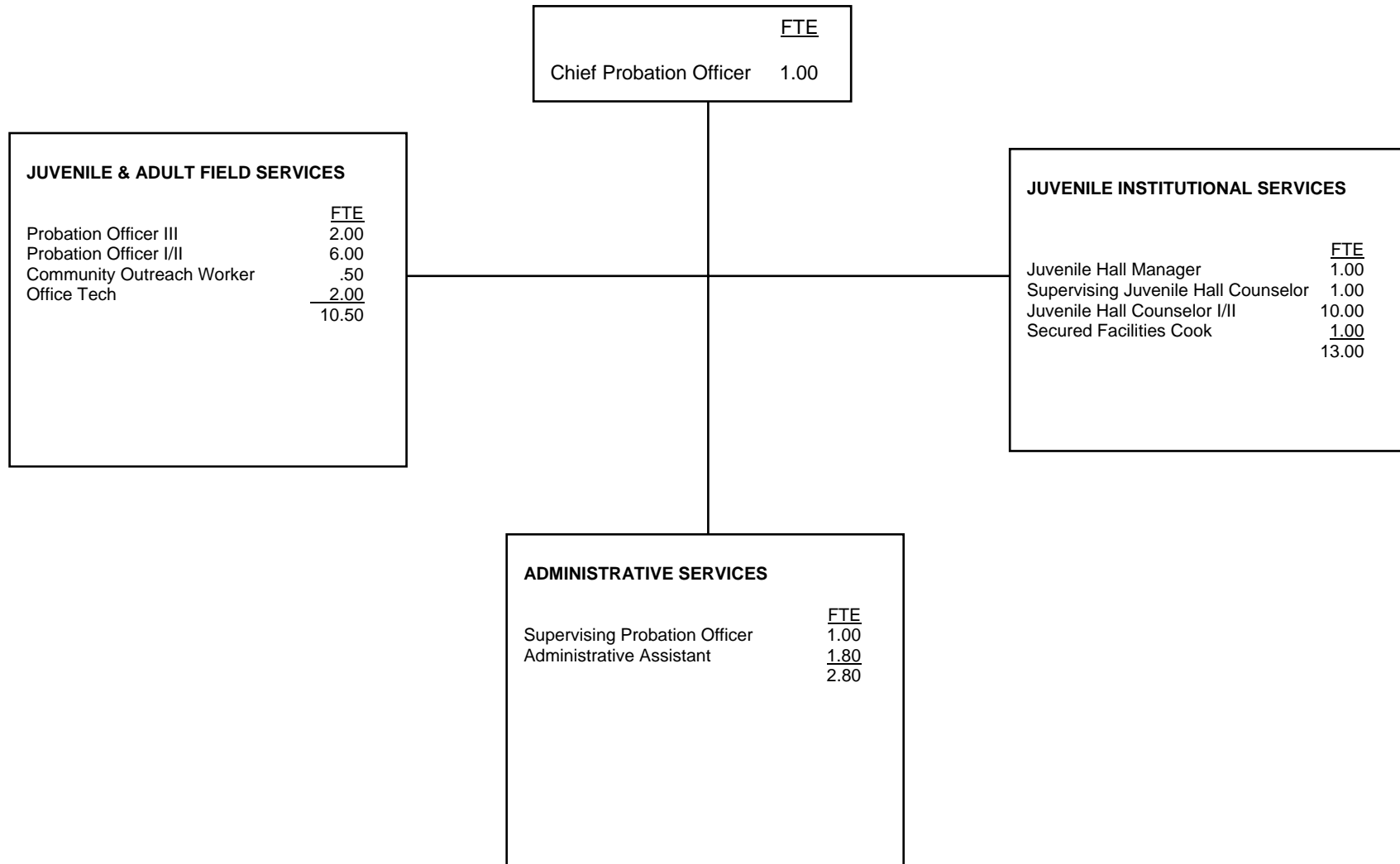
⁶ number of positions includes the two levels of Acct. Clerk series

⁷ number of positions includes all levels of OA series

⁸ number of positions includes all levels of Stock Clerk series

⁹ number of positions includes all levels of Dietary Aide series

COUNTY OF GLENN



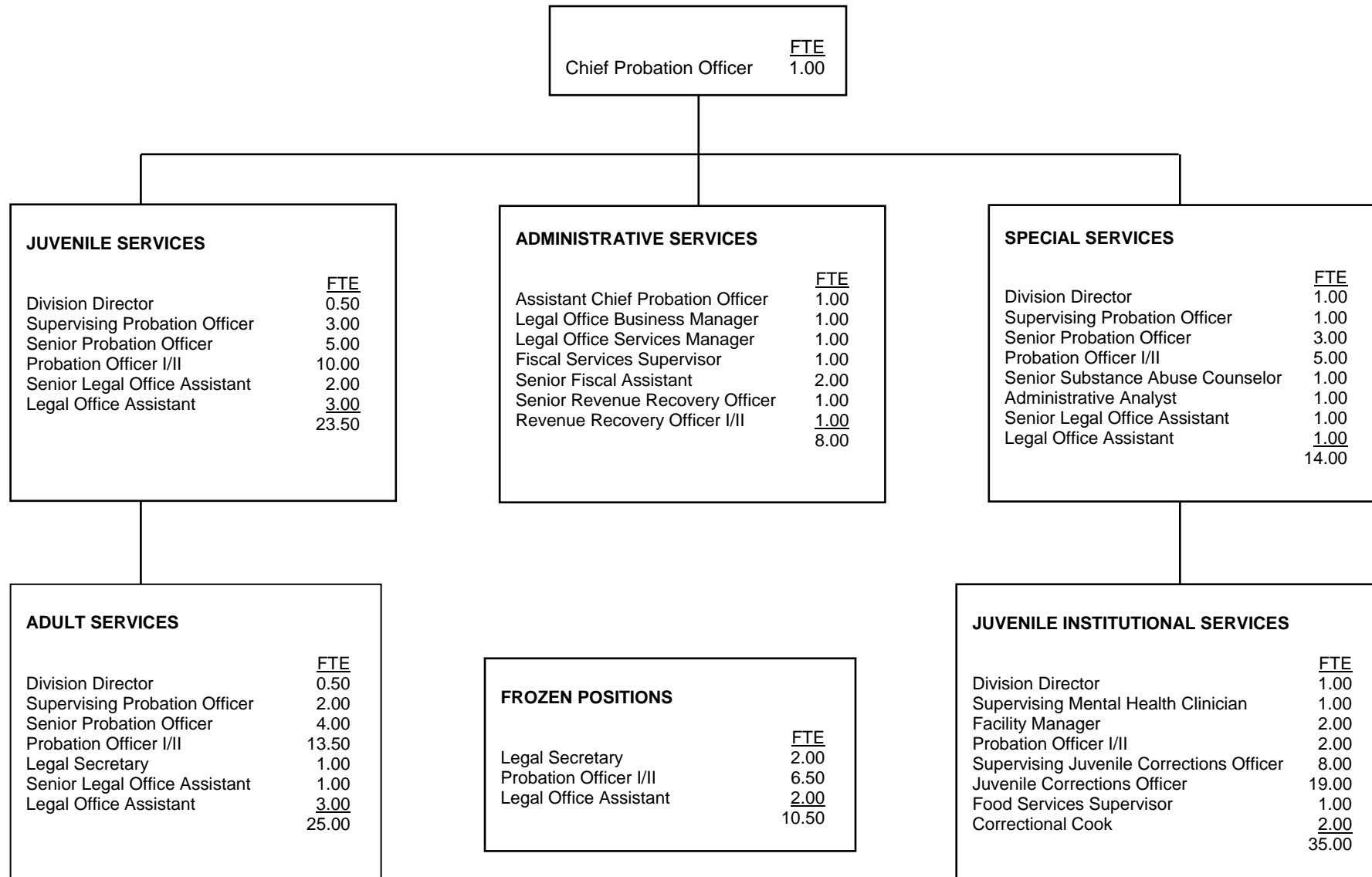
COUNTY OF GLENN

	<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	58,698	71,344	5	J
Supervising Deputy Probation Officer	1.00	1	44,387	53,976	5	D
Administrative Assistant	1.80	2	41,828	50,856	5	
Deputy Probation Officer III	2.00	2	38,418	46,696	5	C
Deputy Probation Officer II	3.00	3	34,757	42,266	5	B
Deputy Probation Officer I	3.00	3	31,429	38,189	5	A
Supervising Juvenile Hall Counselor	1.00	1	33,758	41,018	5	I
Juvenile Hall Counselor II, or	5.00	5	29,952	36,400	5	G
Juvenile Hall Counselor I	5.00	5	28,350	34,466	5	F
Community Outreach Worker	0.50	1	28,642	34,819	5	
Office Technician II	2.00	2	32,427	39,416	5	
Secured Facilities Cook	1.00	1	27,331	33,218	5	
	<u>27.30</u>	<u>28.00</u>				

*Includes a longevity incentive of 6%

Salaries effective from 01/13/2008

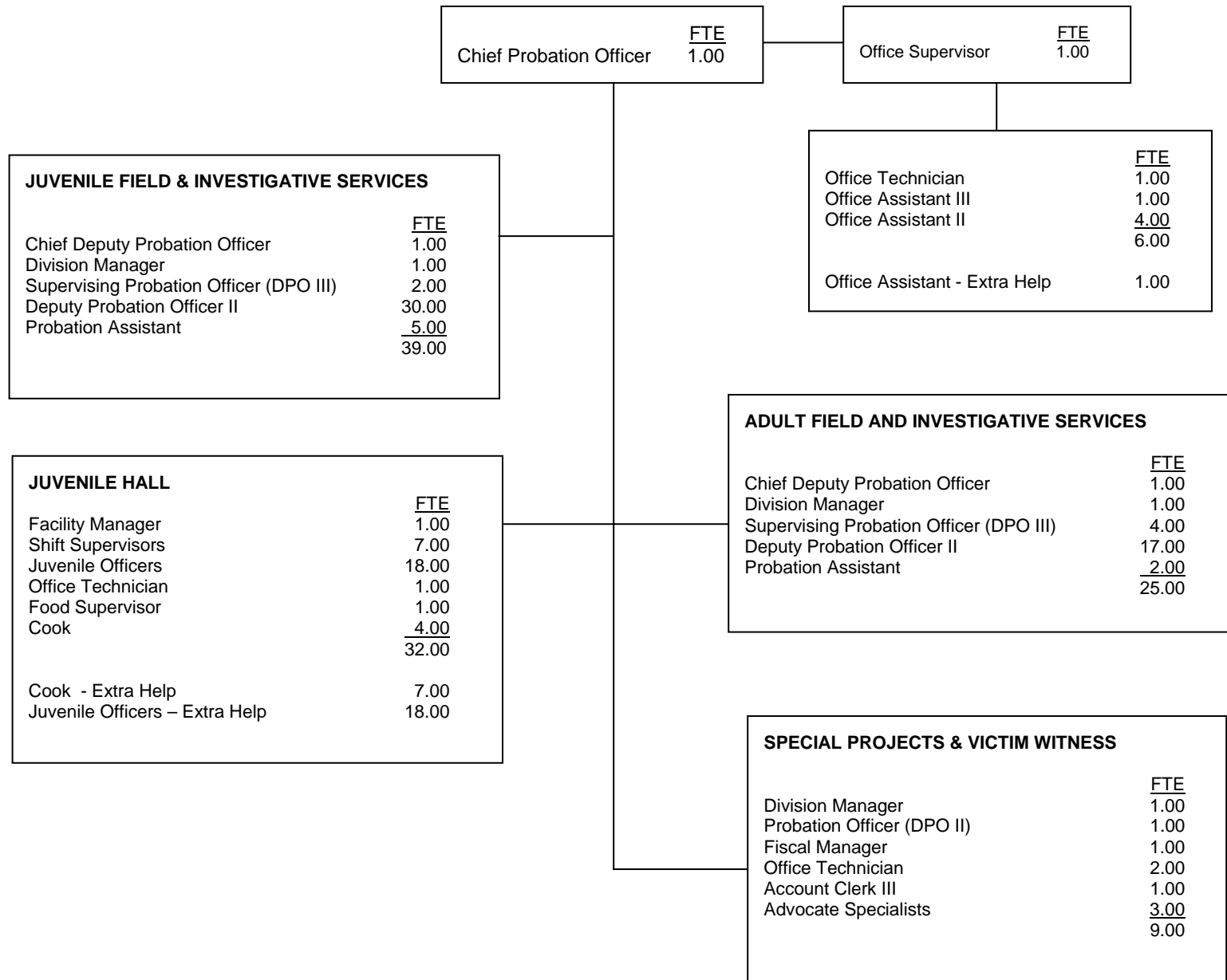
COUNTY OF HUMBOLDT



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	117,583			
Assistant Chief Probation Officer	1.00	1	54407-	66,419	5	
Supervising Mental Health Clinician	1.00	1	56905-	69,469	5	
Legal Office Business Manager	1.00	1	53,866	65,760	5	
Probation Division Director	3.00	3	51,759	63,188	5	E
Juvenile Corrections Facility Manager	2.00	2	46,845	57,189	5	J
Supervising Probation Officer	6.00	6	46,845	57,189	5	D
Legal Office Service Manager	1.00	1	44,567	54,407	5	
Administrative Analyst II or Administrative Analyst I	1.00	1	41,354	50,485	5	
			35,078	42,823	5	
Senior Probation Officer	12.00	12	39,146	47,789	5	C
Supervising Juvenile Corrections Officer	8.00	8	35,964	43,905	5	I
Deputy Probation Officer II, or Deputy Probation Officer I	36.00	36	35,964	43,905	5	B
			30,659	37,428	5	A
Fiscal Services Supervisor	1.00	1	36,324	44,344	5	
Senior Substance Abuse Counselor	1.00	1	34,044	41,561	5	
Food Services Supervisor	1.00	1	35,607	43,469	5	
Senior Legal Office Assistant	4.00	4	31,120	37,992	5	
Senior Revenue Recovery Officer	1.00	1	30,966	37,803	5	
Senior Fiscal Assistant	2.00	2	29,903	36,506	5	
Correctional Cook	2.00	2	26,930	32,876	5	
Legal Secretary II	1.00	1	29,903	36,506	5	
Legal Secretary I	2.00	2	25,620	31,277	5	
Juvenile Corrections Officer	19.00	19	26,266	32,066	5	F/G
Revenue Recovery Officer II or Revenue Recovery Officer I	1.00	1	27,336	33,372	5	
			23,655	28,878	5	
Legal Office Assistant II	7.00	7	25,365	32,550	5	
Legal Office Assistant I	3.00	3	22,730	27,748	5	
	<u>118.00</u>	<u>118</u>				

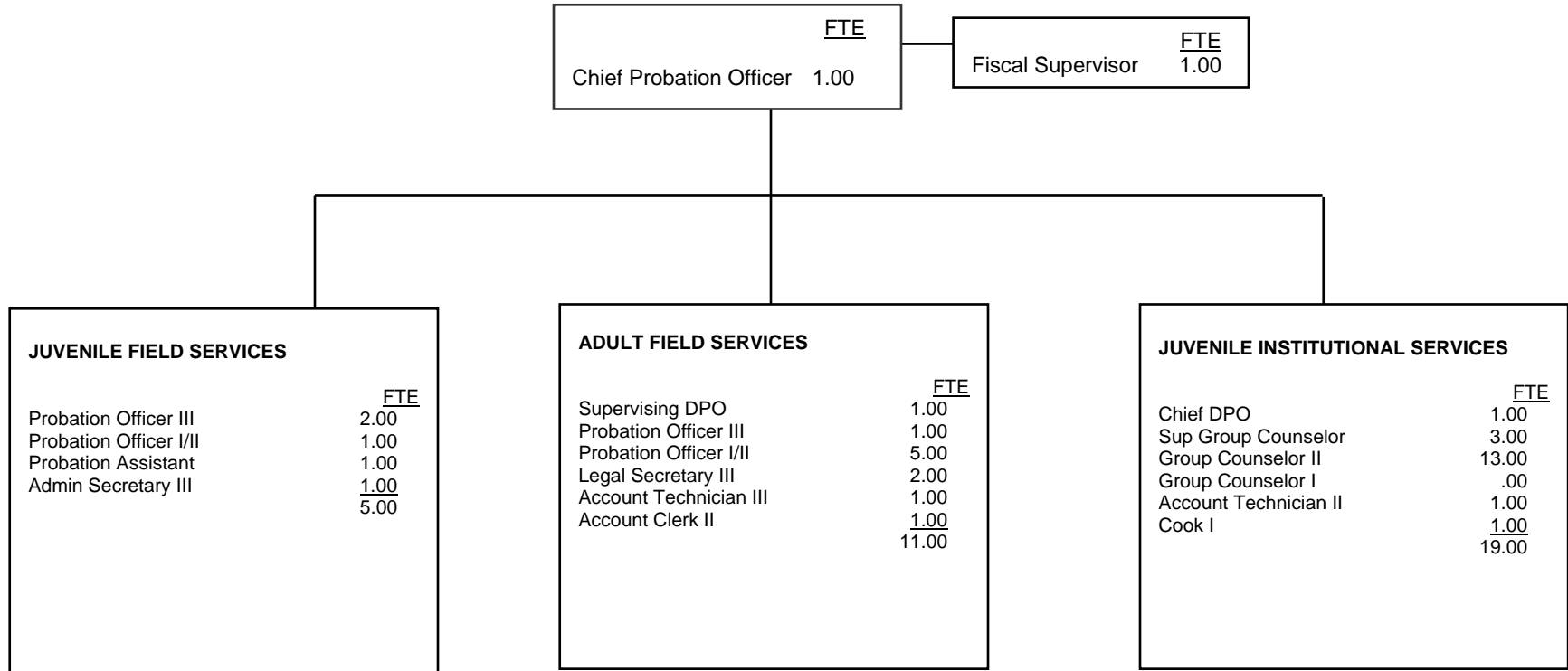
COUNTY OF IMPERIAL



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		124,944	5	
Chief Deputy Probation Officer	2.00	2	78,977	100,830	5	
Probation Division Managers	3.00	3	58,828	75,152	5	E, J
Supervising Probation Officer III	6.00	6	50,612	64,663	5	D, I
Facility Manager	1.00	1	48,251	61,625	5	
Deputy Probation Officer II	48.00	48	46,110	58,884	5	C, H
Deputy Probation Officer I			35,773	45,716	5	B
Fiscal Manager	1.00	1	45,848	58,500	5	
Shift Supervisor	7.00	7	37,325	47,727	5	
Office Supervisor II	1.00	1	34,834	44,493	5	
Food Supervisor	1.00	1	28,562	36,516	5	
Juvenile Officers	18.00	18	29,829	38,090	5	G
Advocate Specialists	3.00	3	30,157	38,505	5	
Office Technician	4.00	4	25,830	32,954	5	
Probation Assistant	7.00	7	28,562	36,516	5	A, F
Cook	4.00	4	24,366	31,119	5	
Account Clerk III	1.00	1	23,841	30,507	5	
Office Assistant III	1.00	1	23,383	29,894	5	
Office Assistant II	4.00	4	21,088	26,944	5	
	<u>113.00</u>	<u>113</u>				

COUNTY OF INYO

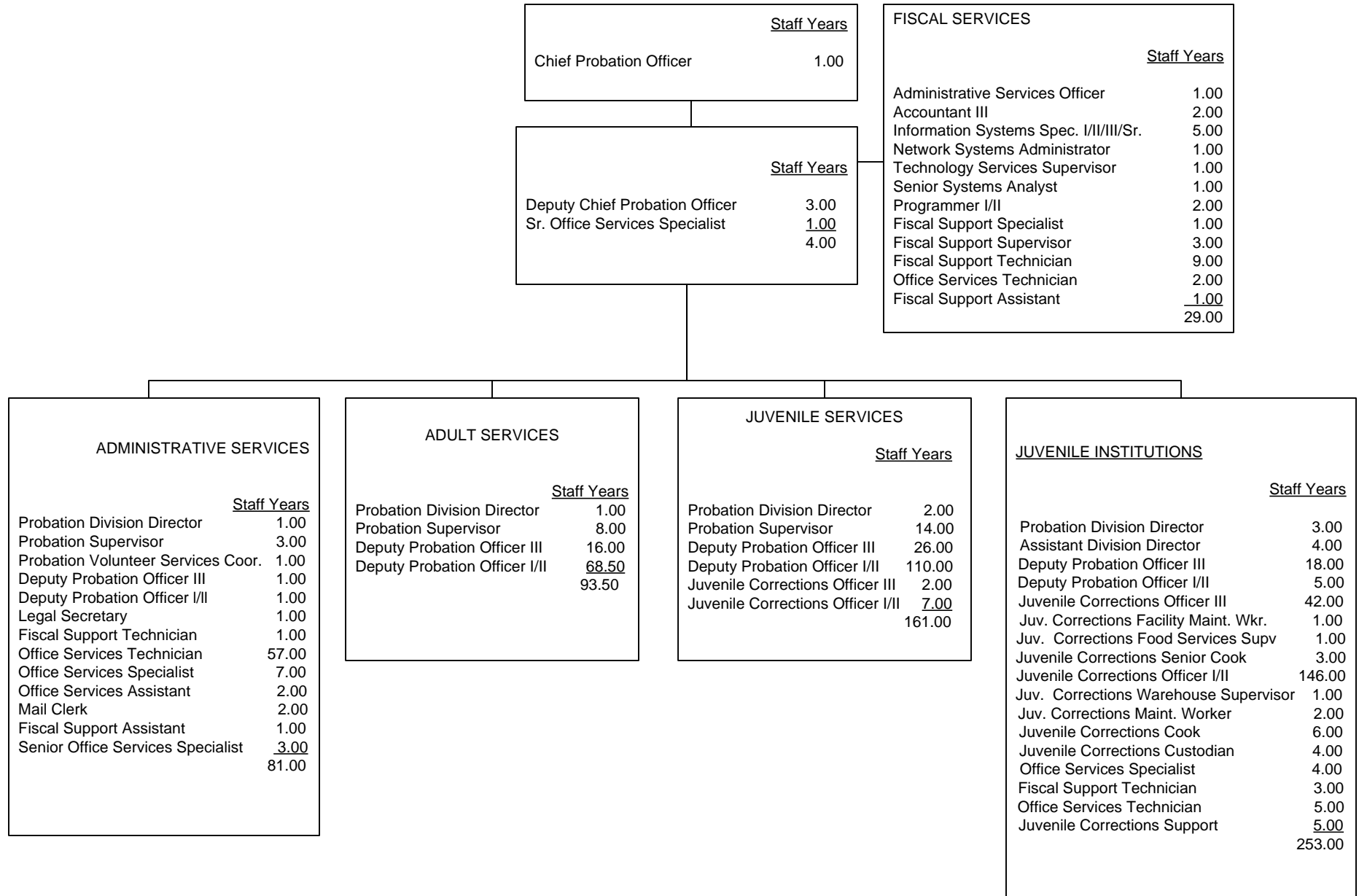


COUNTY OF INYO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		153,318	Flat	
Chief Deputy Probation Officer	1.00	1	61,620	74,808	5	J
Supervising Deputy Probation Officer	1.00	1	54,624	66,420	5	D, E
Deputy Probation Officer III	3.00	3	46,332	56,340	5	C
Deputy Probation Officer II	4.00	4	43,140	52,368	5	B
Deputy Probation Officer I	1.00	2	41,100	49,992	5	A
Probation Assistant	1.00	1	41,100	49,992	5	A
Supervising Group Counselor	3.00	3	46,332	56,340	5	I
Group Counselor II	13.00	13	40,200	48,864	5	H
Group Counselor I	-	0	38,364	46,656	5	F,G
Fiscal Supervisor	1.00	1	43,140	52,368	5	
Account Technician III	1.00	1	39,216	47,712	5	
Account Technician II	1.00	1	35,760	43,452	5	
Account Clerk II	1.00	1	27,108	32,964	5	
Administrative Secretary III	1.00	1	39,216	47,712	5	
Legal Secretary III	3.00	3	36,636	44,484	5	
Cook I	1.00	1	26,400	32,208	5	
	<u>37.00</u>	<u>38</u>				

Salaries effective from 07/01/2007

COUNTY OF KERN



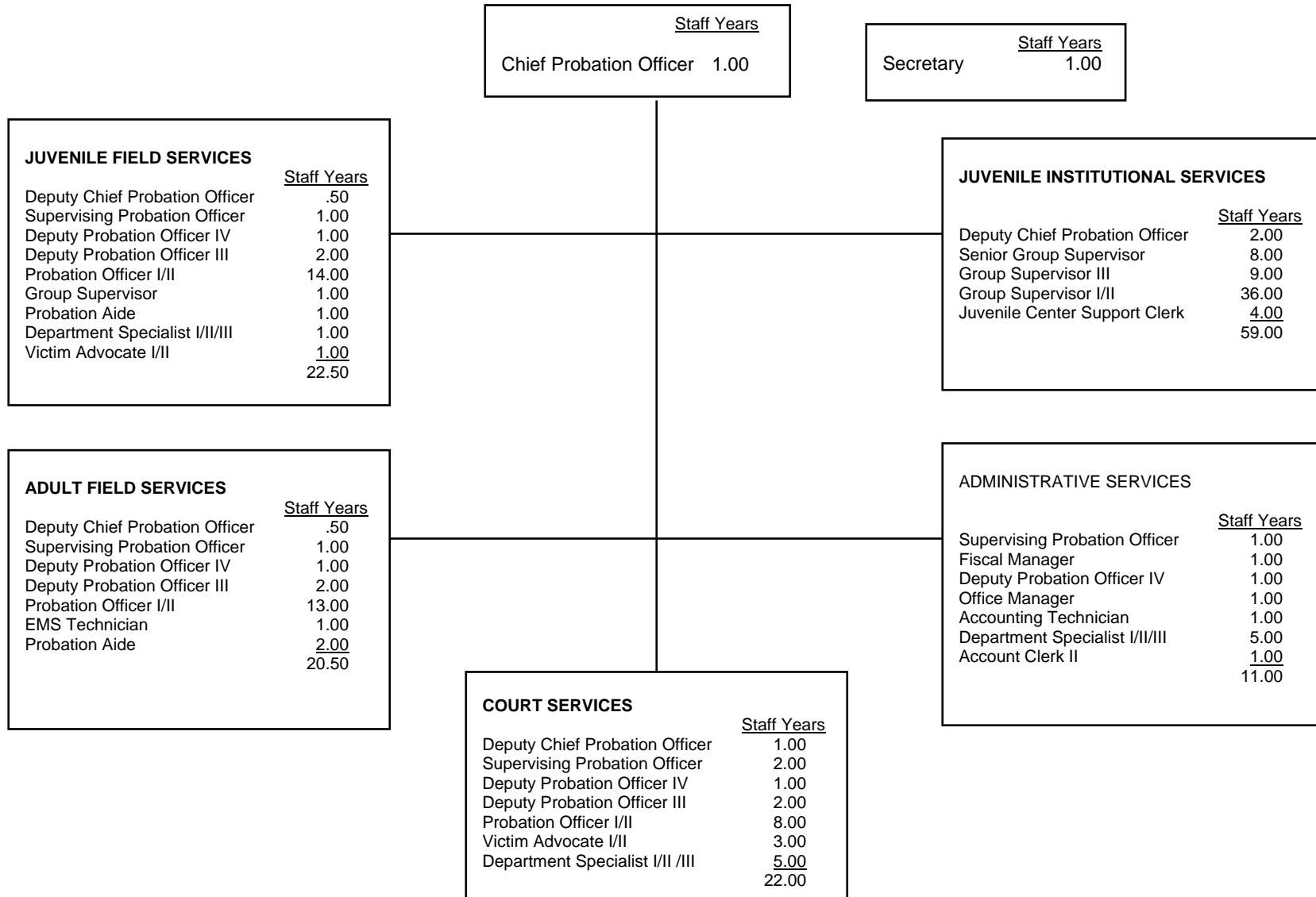
COUNTY OF KERN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		140,560	5	
Deputy Chief Probation Officer	3.00	3	86,982	106,188	5	
Probation Division Director	7.00	7	70,543	86,119	5	E, J
Technology Services Supervisor	1.00	1	69,805	85,218	5	
Administrative Services Officer	1.00	1	69,150	84,418	5	
Assistant Division Director	4.00	4	63,529	77,556	5	J
Network Systems Administrator	1.00	1	63,178	77,127	5	
Senior Systems Analyst	1.00	1	63,178	77,127	5	
Sr. Information Syst. Specialist or	5.00	5	57,180	69,805	5	
Information Syst. Specialist III or			54,398	66,409	5	
Information Syst. Specialist II or			46,839	57,180	5	
Information Syst. Specialist I			44,560	54,398	5	
Probation Supervisor	25.00	25	54,943	67,075	5	D
Accountant III, or	2.00	2	53,059	64,774	5	
Accountant II or			44,117	53,858	5	
Accountant I			39,141	47,782	5	
Deputy Probation Officer III	61.00	61	49,976	61,010	5	C, I
Programmer II or	2.00	2	49,976	61,010	5	
Programmer I			44,560	54,398	5	
Juvenile Corrections Food Services Supervisor	1.00	1	47,545	58,042	5	
Juvenile Corrections Officer III	44.00	44	46,143	56,331	5	H
Juvenile Corrections Facility Maintenance Worker	1.00	1	46,143	56,331	5	
Deputy Probation Officer II or	184.50	186	45,458	55,494	5	B
Deputy Probation Officer I			38,946	47,545	5	A
Juvenile Corrections Officer II or	153.00	153	40,937	49,976	5	G
Juvenile Corrections Officer I			36,138	44,117	5	F
Juvenile Corrections Maintenance Worker	2.00	2	40,937	49,976	5	
Juvenile Corrections Senior Cook	3.00	3	40,937	49,976	5	

COUNTY OF KERN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Probation Volunteer Services Coordinator	1.00	1	39,929	48,745	5	
Fiscal Support Supervisor	3.00	3	39,730	48,503	5	
Juvenile Corrections Warehouse Supervisor	1.00	1	37,986	46,374	5	
Juvenile Corrections Cook	6.00	6	36,138	44,117	5	
Juvenile Corrections Custodian	4.00	4	36,138	44,117	5	
Juvenile Corrections Support Services	5.00	5	36,138	44,117	5	
Fiscal Support Specialist	1.00	1	35,425	43,246	5	
Legal Secretary	1.00	1	33,367	40,734	5	
Senior Office Services Specialist	4.00	4	33,201	40,531	5	
Office Services Specialist	11.00	11	30,199	36,867	5	
Fiscal Support Technician	13.00	13	29,750	36,319	5	
Fiscal Support Assistant	2.00	2	26,926	32,871	5	
Office Services Technician	64.00	64	26,659	32,545	5	
Office Services Assistant	2.00	2	23,888	29,163	5	
Mail Clerk	2.00	2	23,416	28,587	5	
	<u>622.50</u>	<u>624</u>				

COUNTY OF KINGS

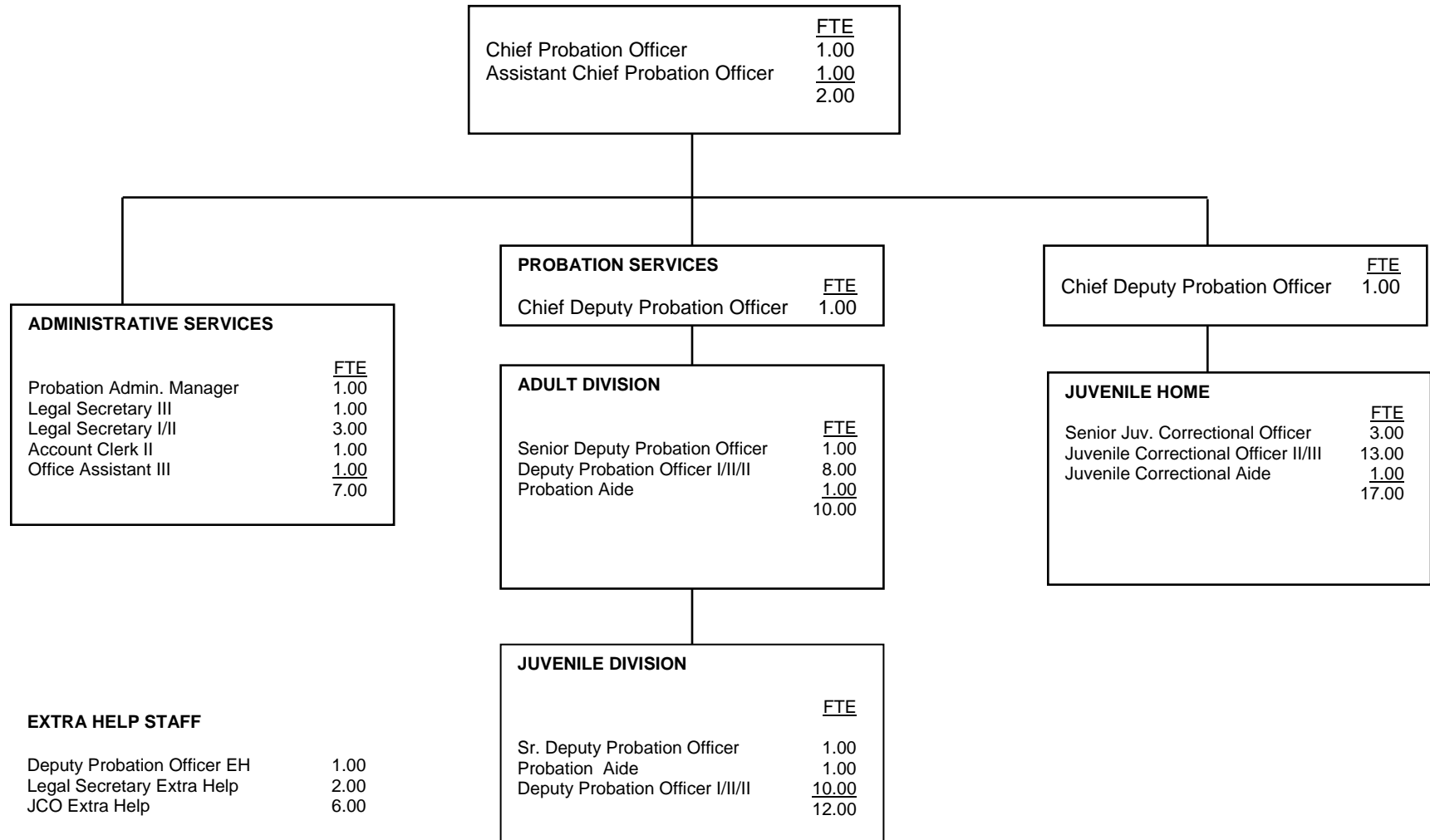


COUNTY OF KINGS

<u>Classification</u>	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	115,337			
Deputy Chief Probation Officer	4.00	4	71,039	86,726	5	
Supervising Probation Officer	5.00	5	63,050	76,961	5	E
Fiscal Manager	1.00	1	60,581	73,949	5	
Deputy Probation Officer IV	4.00	4	56,016	68,352	5	D,C
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	A,B
			39,540	48,252	5	A
Senior Group Supervisor	8.00	8	44,988	54,912	5	I
Group Supervisor III	10.00	10	40,728	49,716	5	H
Group Supervisor II or Group Supervisor I	36.00	36	36,876	44,988	5	F,G
			33,384	40,728	5	F
Office Manager	1.00	1	36,842	44,944	5	
Accounting Technician	1.00	1	34,380	41,976	5	
Executive Secretary	1.00	1	34,348	41,933	5	
Electronic Monitoring Tech	1.00	1	33,384	40,728	5	
Probation Aide	3.00	3	32,712	39,936	5	
Victim Witness Advocate II or Victim Witness Advocate I	4.00	4	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>137.00</u>	<u>137.00</u>				

Salaries effective from 01/01/2008

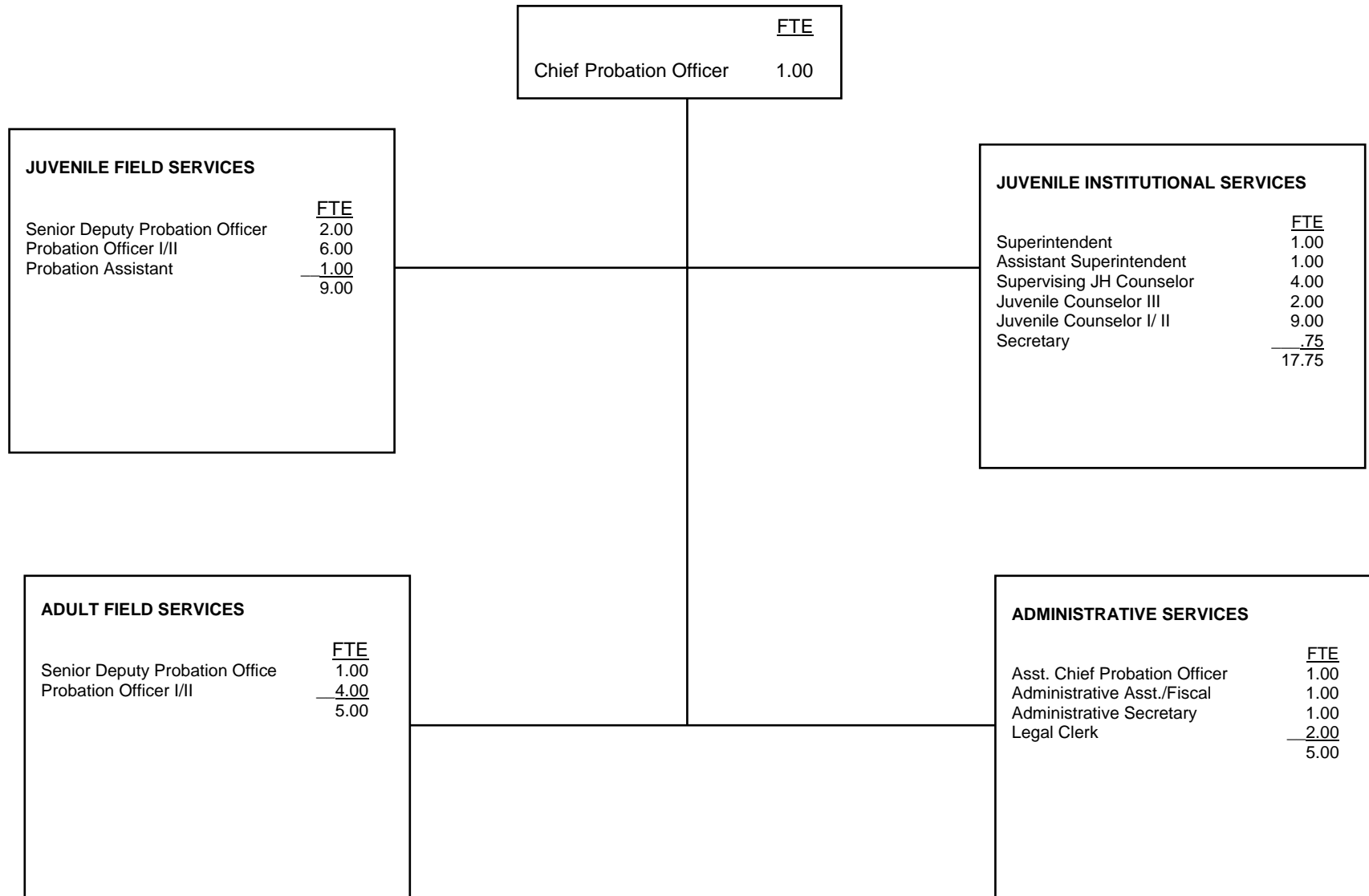
COUNTY OF LAKE



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	97,080		5.00	
Assistant Chief Deputy Probation Officer	1.00	1	58,114	70,638	5.00	E
Chief Deputy Probation Officer	2.00	3	55,346	67,272	5.00	E, J
Senior Deputy Probation Officer	2.00	2	45,525	55,336	5.00	D
Senior Juvenile Correctional Officer	3.00	3	38,387	46,660	5.00	I
Deputy Probation Officer I/II/III	18.00	18	35,670	51,446	5.00	A,B,C
Probation Aide	2.00	2	29,537	35,903	5.00	
Probation Administrative Manager	1.00	1	35,670	51,446	5.00	
Juvenile Correctional Officer I/II/III	13.00	13	28,781	42,418	5.00	F,G,H
Legal Secretary III	1.00	1	32,353	39,326	5.00	
Juvenile Correctional Aide	1.00	1	25,897	31,479	5.00	
Legal Secretary I/II	3.00	3	25,398	33,971	5.00	
Office Assistant III	1.00	1	25,350	30,813	5.00	
Account Clerk I/II	1.00	1	21,898	29,345	5.00	
	<u>50.00</u>	<u>51</u>				

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		68,208	5	
Assistant Chief Probation Officer	1.00	1	48,984	59,112	5	E
Juvenile Hall Superintendent	1.00	1	48,984	59,112	5	J
Asst. Juvenile Hall Superintendent	1.00	1	37,068	44,616	5	I
Administrative Assistant/Fiscal	1.00	1	37,068	44,616	5	
Senior Deputy Probation Officer	3.00	3	37,188	44,748	5	C
Supervising Juvenile Hall Counselor	4.00	4	35,400	42,588	5	H
Deputy Probation Officer II	5.00	5	33,924	40,788	5	B
Juvenile Hall Counselor III	2.00	2	32,412	38,940		
Deputy Probation Officer I	5.00	5	30,972	37,188	5	A
Juvenile Hall Counselor II	4.00	4	30,972	37,188	5	G
Administrative Secretary	1.00	1	30,972	37,188	5	
Juvenile Hall Counselor I	5.00	5	28,284	33,924	5	F
Probation Assistant	1.00	1	28,284	33,924	5	
Legal Clerk	2.00	2	27,036	34,412	5	
Juvenile Hall Secretary	0.75	1	20,277	25,809	5	
	<u>37.75</u>	<u>38</u>				

COUNTY OF LOS ANGELES

	<u>Positions</u>	<u>FTE</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Probation Officer	1.00	1	144,784	219,142		
Actual Salary				153,017		
Chief Deputy Probation Officer	1.00	1	134,680	203,850		
Deputy Director Probation Officer	3.00	3	125,283	189,625		
Deputy Director, Admin., Prob.	1.00	1	116,542	169,188		
Bureau Chief	7.00	7	108,411	164,089		
Executive Assistant, Probation	2.00	1	100,850	152,645		
Head Personnel Operations	1.00	1	100,847	152,641		
Information Systems Manager II	1.00	1	100,847	152,641		
Senior Probation Director	15.00	15	93,812	141,991		
Information Systems Manager I	2.00	2	92,633	118,234		
Information Technology Specialist I	3.00	3	92,633	118,234	5	
Budget and Fiscal Svcs Manager	1.00	1	87,267	132,085		
Project Administrator	1.00	1	87,267	132,085		
Court Services Administrator	2.00	2	81,178	122,870		
Probation Director	89.00	87	81,178	122,870		E, J
Information Systems Supervisor II	6.00	6	79,690	101,716	5	
Dept'l Information Security Officer I	1.00	1	78,136	99,735	5	
Director, Facilities Operation, Prob.	1.00	1	78,136	99,735		
Principal Application Developer	6.00	6	78,136	99,735	5	
Supervising Program Analyst, Prob.	11.00	11	78,136	99,735		
Facilities Project Manager II	1.00	1	77,371	96,119	5	
Head, Central Records, Prob.	1.00	1	75,515	114,297		
Services Director, Probation	5.00	5	75,515	114,297		
Probation Director I	6.00	6	74,013	91,946	5	
Head Dept'l Civil Services Rep.	1.00	1	73,644	94,008	5	
Senior Dept'l Employee Relations Rep.	1.00	1	73,644	94,008	5	
Head, Administrative Investigations	2.00	2	72,749	92,863		
Senior Info Systems Analyst I	10.00	10	70,105	89,485	5	
Information Systems Supervisor I	5.00	4	70,105	89,485	5	
Head, Transportation Deputy, Prob.	1.00	0	69,756	86,652		
Dept'l Facilities Planner II	2.00	2	69,416	86,231	5	
Assistant Probation Director	8.00	8	68,565	85,178	5	
Special Assistant, Probation	8.00	6	67,719	86,441		
Senior Network Systems Administrator	3.00	3	66,566	84,968	5	
Senior Application Developer	2.00	2	65,912	84,131	5	
Senior Investigator, Pretrial Svcs, Prob.	13.00	13	65,110	80,882	5	
Supervising Admin Assistant III	2.00	1	64,468	82,285	5	

COUNTY OF LOS ANGELES

	<u>Positions</u>	<u>FTE</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Administrative Services Manager II	3.00	3	64,308	82,080	5	
Supvg Deputy Probation Offr	306.00	289	61,676	80,882	6	D, I (camps)
Research Analyst III, Behavior Sci	3.00	3	61,370	70,280	5	
Chief Research Analyst, Behavior Sci.	1.00	1	61,217	78,136	5	
Head Dept'I Personnel Technician	2.00	2	61,065	77,942	5	
Dept'I Civil Service Rep.	4.00	4	61,065	69,756	5	
Supervising Admin Assistant II	2.00	2	60,912	77,748	5	
Application Developer II	10.00	9	60,912	73,644	5	
Administrative Services Manager I	2.00	2	59,280	75,672	5	
Supv Transportation Deputy	10.00	10	58,704	76,993	6	
Supvg. Detention Services Offr	75.00	72	58,704	76,993	6	I
Principal Facilities Planning Asst	1.00	1	58,704	72,928	5	
Senior Contract Program Auditor	1.00	1	57,840	73,828	5	
Dept'I Employee Relations Rep.	1.00	1	57,696	69,756	5	
Information Systems Analyst II	14.00	14	57,555	73,465	5	
Executive Secretary III	1.00	1	57,133	72,928	5	
Financial Specialist IV	1.00	1	56,992	72,749	5	
Senior IT Tech Support Analyst	6.00	6	56,570	72,213	5	
Food Services Consultant, Prob.	1.00	1	56,289	71,855	5	
Public Information Officer II	1.00	1	56,012	71,501	5	
Administrative Investigator, Prob.	14.00	14	55,603	70,978	5	
Safety Officer I	1.00	1	55,057	70,280	5	
Senior Dept'I Personnel Technician	7.00	7	54,784	69,931	5	
Head Facilities Operations, Prob.	1.00	1	54,648	69,756	5	
Program Analyst, Prob.	49.00	48	54,648	69,756	5	
Accounting Officer II	2.00	2	54,515	69,586	5	
Information Systems Analyst I	1.00	1	53,583	68,395	5	
Network Systems Administrator I	6.00	6	53,583	68,395	5	
Public Information Officer I	1.00	1	52,795	67,390	5	
Deputy Probation Offr II ,Field	1443.00	1420	52,665	72,928	7	B
Deputy Probation Offr II,Res Trmt	333.00	332	52,665	72,928	7	H
Investigator, Pretrial Services, Prob.	59.00	59	52,665	72,928	7	
Contract Program Auditor	13.00	13	52,665	67,225	5	
Management Secretary V	1.00	0	51,254	65,431	5	
Senior Mgmt Secretary III	1.00	1	51,254	65,431	5	
Senior Detention Services Offr	186.00	186	51,254	63,684	5	G
Financial Specialist III	5.00	5	51,129	65,270	5	
IT Tech Support Analyst II	2.00	2	50,752	64,789	5	

COUNTY OF LOS ANGELES

	<u>Positions</u>	<u>FTE</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Assistant HD, Transp. Deputy, Prob.	1.00	1	50,501	62,748	5	
Staff Development Specialist	1.00	1	50,376	64,308	5	
Safety Inspector	1.00	1	50,009	62,134	5	
Athletic Program Coordinator, Prob.	1.00	0	49,154	62,748	5	
Dept'l Personnel Technician	22.00	22	49,154	62,748	5	
Principal Dept'l Personnel Assistant	2.00	1	49,154	62,748	5	
Administrative Assistant III	5.00	2	48,556	61,981	5	
Research Analyst II, Behavior Sci	3.00	3	47,962	57,984	5	
Accounting Officer I	1.00	1	47,843	61,065	5	
Video Production Tech	1.00	1	47,843	54,784	5	
General Services Manager III	1.00	1	46,579	59,428	5	
Supply Officer I	1.00	1	46,130	58,848	5	
Management Secretary III	9.00	9	46,019	58,704	5	
Financial Specialist II	4.00	4	45,908	58,560	5	
Accountant III	3.00	3	45,574	58,128	5	
Detention Services Officer	951.00	925	45,574	53,583	5	F
Supervising Crew Instructor	2.00	2	44,689	56,992	5	
Deputy Probation Offr I ,Field	39.00	0	44,579	55,330	5	A
Deputy Probation Offr I,Res Trtmt	596.00	564	44,579	55,330	5	F
Transportation Deputy	86.00	85	44,579	55,330	5	
Administrative Assistant II	1.00	1	43,609	55,603	5	
Safety Assistant	1.00	1	42,565	52,795	5	
Staff Assistant II	3.00	1	41,943	53,450	5	
Senior Investigator Aid, Probation	12.00	12	41,736	51,756	5	
Senior Secretary III	14.00	14	41,339	52,665	5	
Senior Equipment Mtc. Worker	3.00	2	41,140	49,643	5	
Senior Dept'l Personnel Assistant	6.00	5	40,942	52,145	5	
Supervising Financial Evaluator	3.00	3	40,743	51,886	5	
Accountant II	5.00	5	40,743	51,886	5	
General Services Manager I	4.00	4	39,760	50,627	5	
Supervising Payroll Clerk III	1.00	1	39,662	51,886	5	
Investigator Aid, Probation	100.00	99	39,564	49,032	5	
Senior Secretary II	4.00	2	39,184	49,887	5	
Senior Information Technology Aide	7.00	7	38,805	49,399	5	
Public Information Assistant	1.00	1	38,149	48,556	5	
Procurement Assistant II	2.00	2	37,500	47,724	5	
Supervising Delinquent Account Investigator	2.00	2	37,232	47,380	5	
Senior Secretary I	12.00	12	37,142	47,266	5	

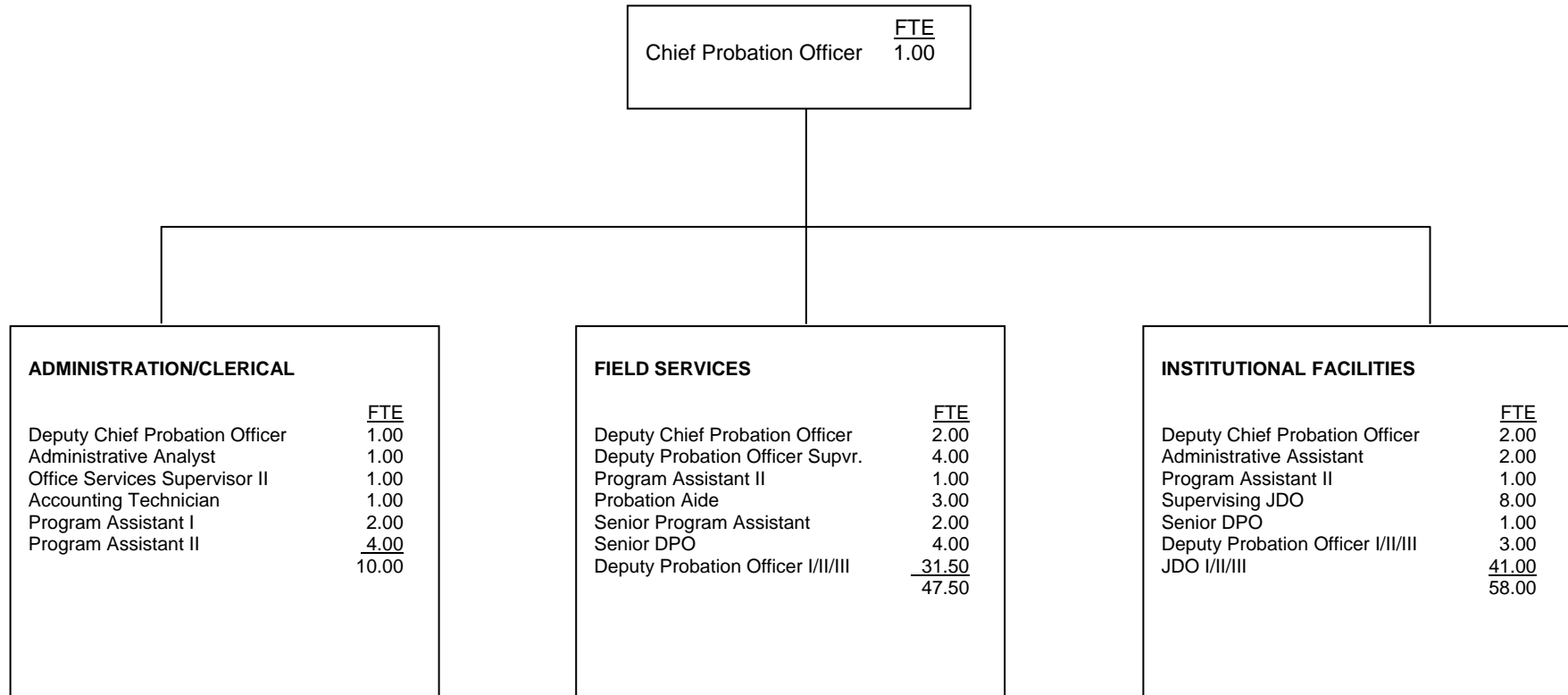
COUNTY OF LOS ANGELES

	<u>Positions</u>	<u>FTE</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Heavy Truck Driver	2.00	2	37,053	42,358	5	
Chief Cook	1.00	1	36,963	47,037	5	
Crew Instructor	104.00	66	36,695	46,693	5	
Head Clerk	23.00	20	36,428	47,609	5	
Senior General Mtc. Worker	13.00	13	36,163	46,019	5	
Senior Financial Evaluator	4.00	4	34,956	44,469	5	
Warehouse Worker III	2.00	1	34,956	44,469	5	
Camps Services Manager	8.00	7	34,788	44,248	5	
Staff Assistant I	2.00	0	34,788	44,248	5	
Group Supervisor, Nights	623.00	462	34,116	42,254	5	
Accounting Technician II	6.00	6	33,948	43,190	5	
Head Cook	12.00	12	33,948	43,190	5	
Asst. Supervising Payroll Clerk	1.00	1	33,864	44,248	5	
Procurement Assistant I	1.00	1	33,696	42,876	5	
Secretary III	37.00	34	33,218	43,400	5	
Warehouse Worker II	1.00	1	33,139	42,151	5	
Medium Truck Driver	1.00	1	33,139	37,871	5	
Information Technology Aide	3.00	0	33,059	42,047	5	
Payroll Clerk II	14.00	11	32,979	43,085	5	
Delinquent Accounts Investigator	13.00	13	32,979	41,943	5	
Community Services Analyst I	1.00	0	32,820	55,057	5	
Community Services Counselor	1.00	1	32,820	41,736	5	
Intermediate Superivising Typst-Clerk	3.00	2	32,740	42,772	5	
General Maintenance Worker	4.00	3	32,501	41,339	5	
Financial Evaluator	32.00	32	32,263	41,041	5	
Supervising Transcriber Typst	7.00	7	31,715	41,438	5	
Dept'l Personnel Assistant	10.00	10	31,562	40,153	5	
Secretary II	28.00	28	31,486	41,140	5	
Stenographer	1.00	0	31,257	33,864	5	
Intermediate Stenographer	2.00	2	31,180	37,593	5	
Accounting Technician I	5.00	5	30,577	38,900	5	
Senior Statistical Clerk	1.00	1	30,502	39,859	5	
Procurement Aid	7.00	7	30,351	38,615	5	
Laundry Supervisor I	1.00	1	30,132	38,335	5	
Senior Cook	28.00	28	30,060	38,242	5	
Transcriber Typist	66.00	66	30,060	37,232	5	
Secretary I	6.00	6	29,844	38,995	5	
Warehouse Worker I	11.00	9	29,772	37,871	5	

COUNTY OF LOS ANGELES

	<u>Positions</u>	<u>FTE</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Senior Custodian Supervisor	1.00	1	29,700	37,778	5	
Senior Typist-Clerk	70.00	70	29,556	38,615	5	
Supervising Typist-Clerk	38.00	37	29,556	38,615	5	
Senior Community Worker II	2.00	2	29,412	42,772	5	
Senior Clerk	20.00	12	28,836	37,685	5	
Supervising Clerk	2.00	0	28,836	37,685	5	
Supv Personal Property Worker	1.00	1	28,764	36,605	5	
Warehouse Worker Aid	1.00	1	28,203	35,897	5	
Account Clerk II	27.00	26	28,064	36,695	5	
Senior Community Worker I	1.00	0	26,424	38,520	5	
Radiotelephone Operator	1.00	0	26,424	33,696	5	
Personal Property Worker	17.00	15	26,359	34,536	5	
Intermediate Typist-Clerk	496.00	492	26,162	34,284	5	
Statistical Clerk	2.00	2	25,900	33,948	5	
Cook	3.00	3	25,577	31,791	5	
Intermediate Clerk	4.00	2	25,514	33,457	5	
Community Worker	16.00	9	25,514	41,736	5	
Data Control Clerk	3.00	2	25,514	33,457	5	
Laboratory Assistant	2.00	0	25,451	32,501	5	
Institutional Laborer	11.00	8	24,884	31,791	5	
Tram Operator	7.00	5	24,573	31,409	5	
Intermediate Housekeeper	8.00	7	23,853	30,502	5	
Institutional Barber	2.00	1	23,558	30,132	5	
Light Vehicle Driver	21.00	21	23,499	30,060	5	
Typist-Clerk	3.00	0	23,381	27,575	5	
Washing Equipment Operator	1.00	1	23,264	29,772	5	
Senior Laundry Worker	3.00	2	22,801	29,196	5	
Intermediate Sewing Worker	5.00	4	22,688	29,052	5	
Intermediate Laundry Worker	3.00	1	22,126	26,823	5	
Custodian	51.00	48	21,848	27,994	5	
Housekeeper	1.00	0	21,848	27,994	5	
Intermediate Food Svc Wkr	2.00	2	21,257	27,226	5	
Institutional Helper	5.00	2	21,204	24,324	5	
Laundry Worker	16.00	13	20,733	25,135	5	
	<u>6638.00</u>	<u>6196</u>				

COUNTY OF MADERA



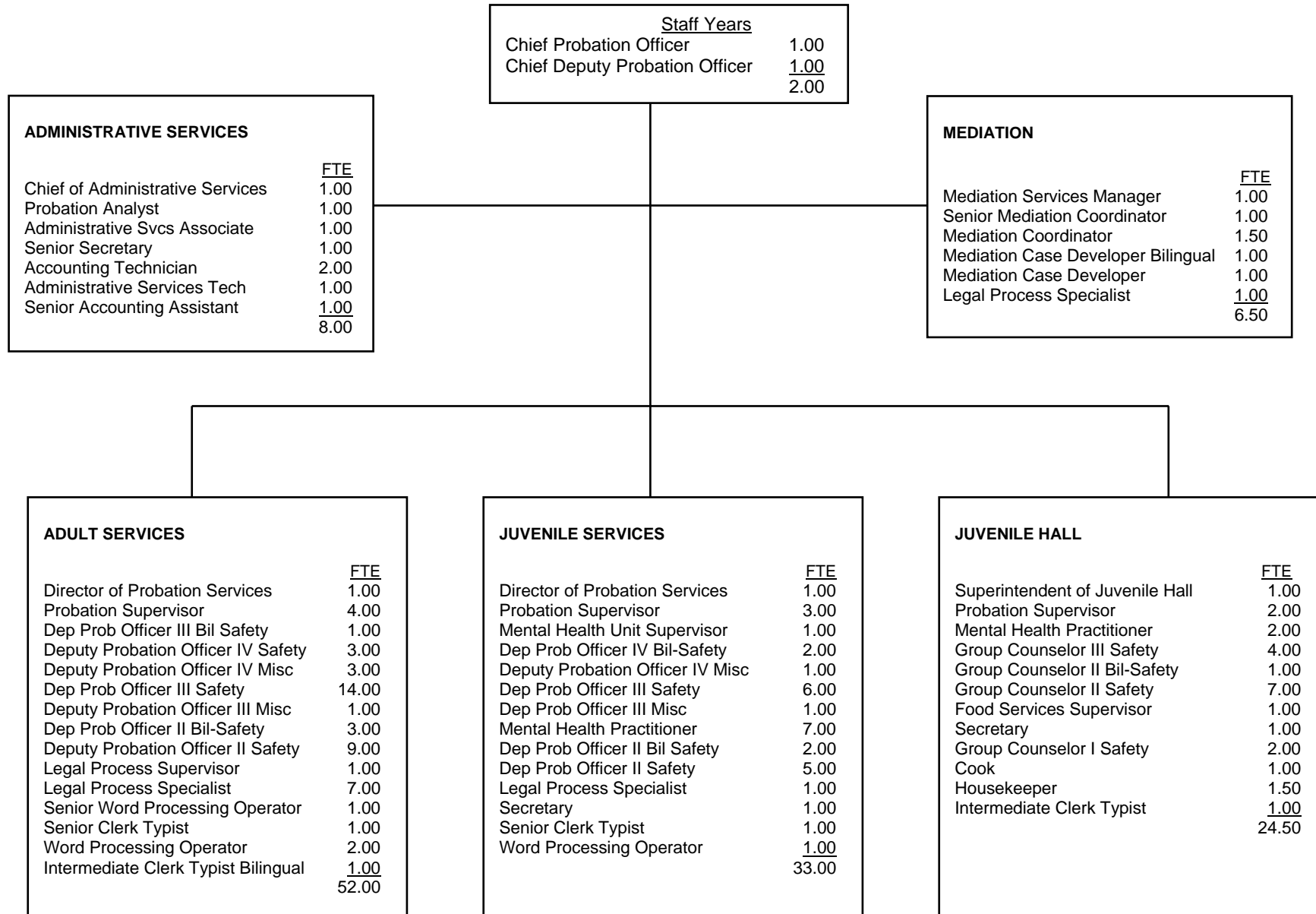
COUNTY OF MADERA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	121,548		5	
Deputy Chief Probation Officer	5.00	5	59,544	72,384	5	E
Deputy Probation Officer Supervisor	4.00	4	54,708	66,492	5	
Administrative Analyst II	1.00	1	49,224	56,976	5	
Supervising Juvenile Officer	8.00	8	41,592	50,556	5	I
Senior Deputy Probation Officer	4.00	4	45,948	55,860	5	D
Deputy Probation Officer I/II/III	34.50	35.5	32,412	39,396		
Deputy Probation Officer III			41,592	50,556	5	C
Deputy Probation Officer II			37,644	45,756	5	B
Deputy Probation Officer I			32,412	39,396	5	A
Juvenile Deputy Officer I/II/II	41.00	44	27,900	43,524		
Juvenile Deputy Officer III			35,808	43,524	5	H
Juvenile Deputy Officer II			32,412	39,396	5	G
Juvenile Deputy Officer I			27,900	33,924	5	F
Office Services Supervisor II	1.00	1	33,228	40,392	5	
Administrative Assistant	2.00	2	31,920	38,796	5	
Probation Aide II	3.00	3	28,752	34,944	5	
Program Assistant I/II	8.00	9	23,196	33,696	5	
Senior Program Assistant	2.00	2	28,320	34,428	5	
Accounting Technician II	1.00	1	30,528	37,104	5	
	<u>115.50</u>	<u>120.5</u>				

Salaries effective from 10/01/2007

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

COUNTY OF MARIN



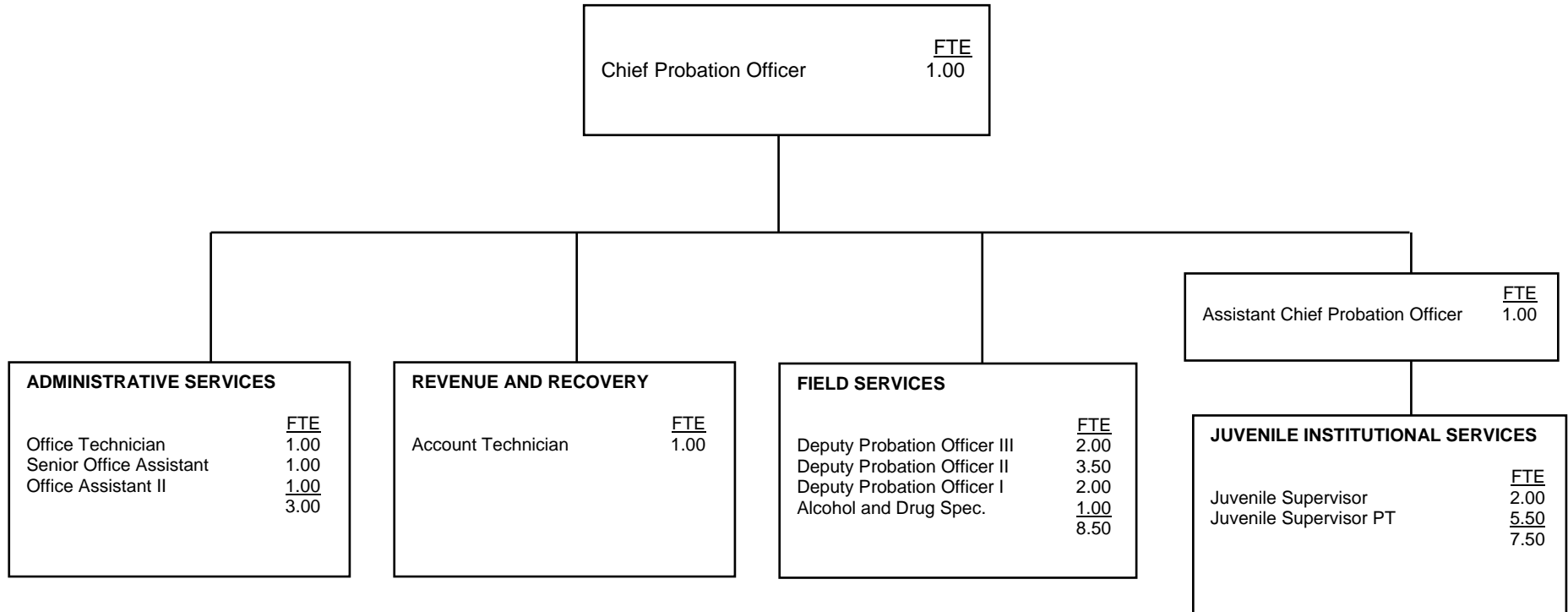
COUNTY OF MARIN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	137,883	153,192	3	
Chief Probation Officer Actual				153,192		
Chief Deputy Probation Officer	1.00	1	108,285	119,954	3	
Director of Probation Services	2.00	2	95,202	105,498	3	E
Superintendent of Juvenile Hall	1.00	1	95,181	105,477	3	J
Chief of Administrative Services	1.00	1	85,467	103,397	3	
Probation Analyst	1.00	1	83,262	91,458	3	
Probation Supervisor	9.00	9	77,522	85,883	3	D,I
Mediation Services Manager	1.00	1	71,635	85,322	5	
Mental Health Unit Supervisor	1.00	1	76,648	84,906	3	
Deputy Probation Officer IV Bilingual-Safety	2.00	2	68,432	83,200	5	C
Deputy Probation Officer III Bilingual	1.00	1	65,208	79,102	5	C
Deputy Probation Officer IV Safety	3.00	3	64,251	78,125	5	C
Deputy Probation Officer IV Misc	4.00	4	64,251	78,125	5	C
Deputy Probation Officer III Safety	20.00	20	61,194	74,298	5	C
Deputy Probation Officer III Misc	2.00	2	61,194	74,298	5	C
Mental Health Practitioner	9.00	9	60,653	73,091	5	
Deputy Probation Officer II Bilingual-Safety	5.00	5	60,736	73,632	5	B
Administrative Services Associate	1.00	1	57,525	69,518	5	
Senior Mediation Coordinator	1.00	1	56,238	69,030	5	
Deputy Probation Officer II Safety	14.00	14	57,013	69,222	5	D
Group Counselor III Safety	4.00	4	56,722	68,827	5	H
Group Counselor II Bilingual-Safety	1.00	1	54,309	65,915	5	G
Mediation Coordinator	1.50	2	53,859	64,058	5	B
Group Counselor II Safety	7.00	7	50,960	61,942	5	G
Senior Secretary	1.00	1	51,129	61,152	5	
Legal Process Supervisor	1.00	1	50,525	60,509	5	
Accounting Technician	2.00	2	48,477	58,461	5	
Administrative Services Technician	1.00	1	47,619	57,428	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	46,449	56,453	5	
Food Services Supervisor	1.00	1	50,086	54,787	5	
Senior Accounting Assistant	1.00	1	45,143	53,625	5	
Legal Process Specialist	9.00	9	44,655	53,157	5	
Mediation Case Developer	1.00	1	44,792	53,001	5	
Secretary	2.00	2	43,446	51,402	5	
Group Counselor I Safety	2.00	2	41,018	49,837	5	F
Senior Word Processing Operator	1.00	1	40,658	48,282	5	
Senior Clerk Typist	2.00	2	39,429	46,683	5	
Cook	1.00	1	42,530	46,468	5	
Housekeeper	1.50	2	39,254	46,468	5	
Word Processing Operator	3.00	3	38,903	45,962	5	
Intermediate Clerk Typist Bilingual	1.00	1	37,577	44,460	5	
Intermediate Clerk Typist	<u>1.00</u>	<u>1</u>	35,510	41,828	5	
	126.00	127.00				

COUNTY OF MARIPOSA

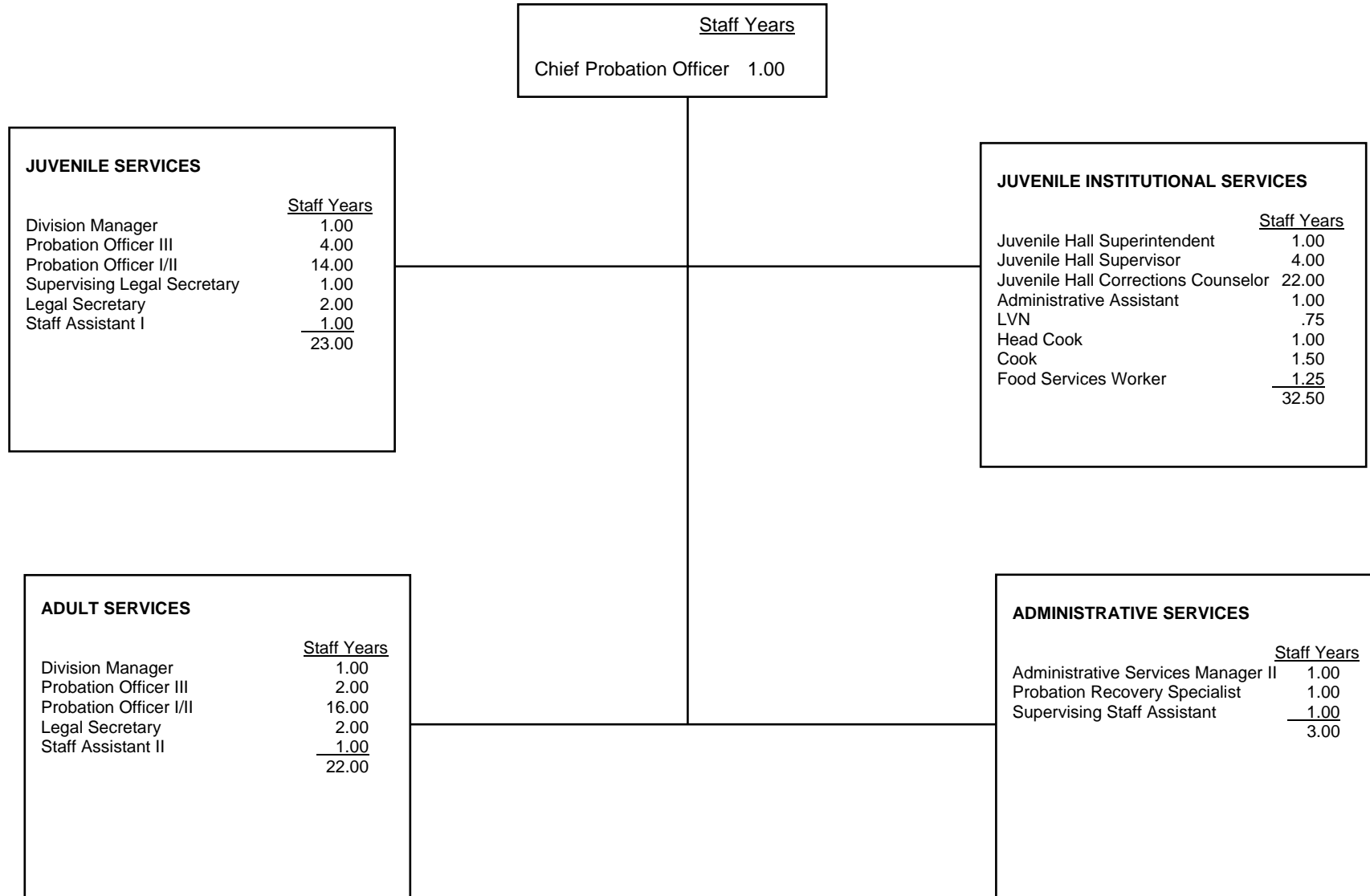


COUNTY OF MARIPOSA

<u>Classification</u>	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	75,643			
Asst Chief Probation Officer	1.00	1	49,493	60,160	5	E
Deputy Probation Officer III	2.00	2	41,764	50,767	5	C
Deputy Probation Officer II	3.50	3.5	37,049	45,034	5	B
Deputy Probation Officer I	2.00	2	31,974	38,865	5	A
Juvenile Supervisor	2.00	2	33,195	40,348	5	G
Juvenile Supervisor - Extra Help	5.50	10.5	15.96/hr			
Office Technician	1.00	1	29,910	36,356	5	
Account Technician	1.00	1	31,052	37,744	5	
Senior Office Assistant	1.00	1	22,389	27,215	5	
Office Assistant II	1.00	1	20,465	24,874	5	
Alcohol and Drug Specialist	<u>1.00</u>	<u>1.00</u>	32,641	39,678	5	
	22.00	27.00				

Salaries effective from 06/30/07

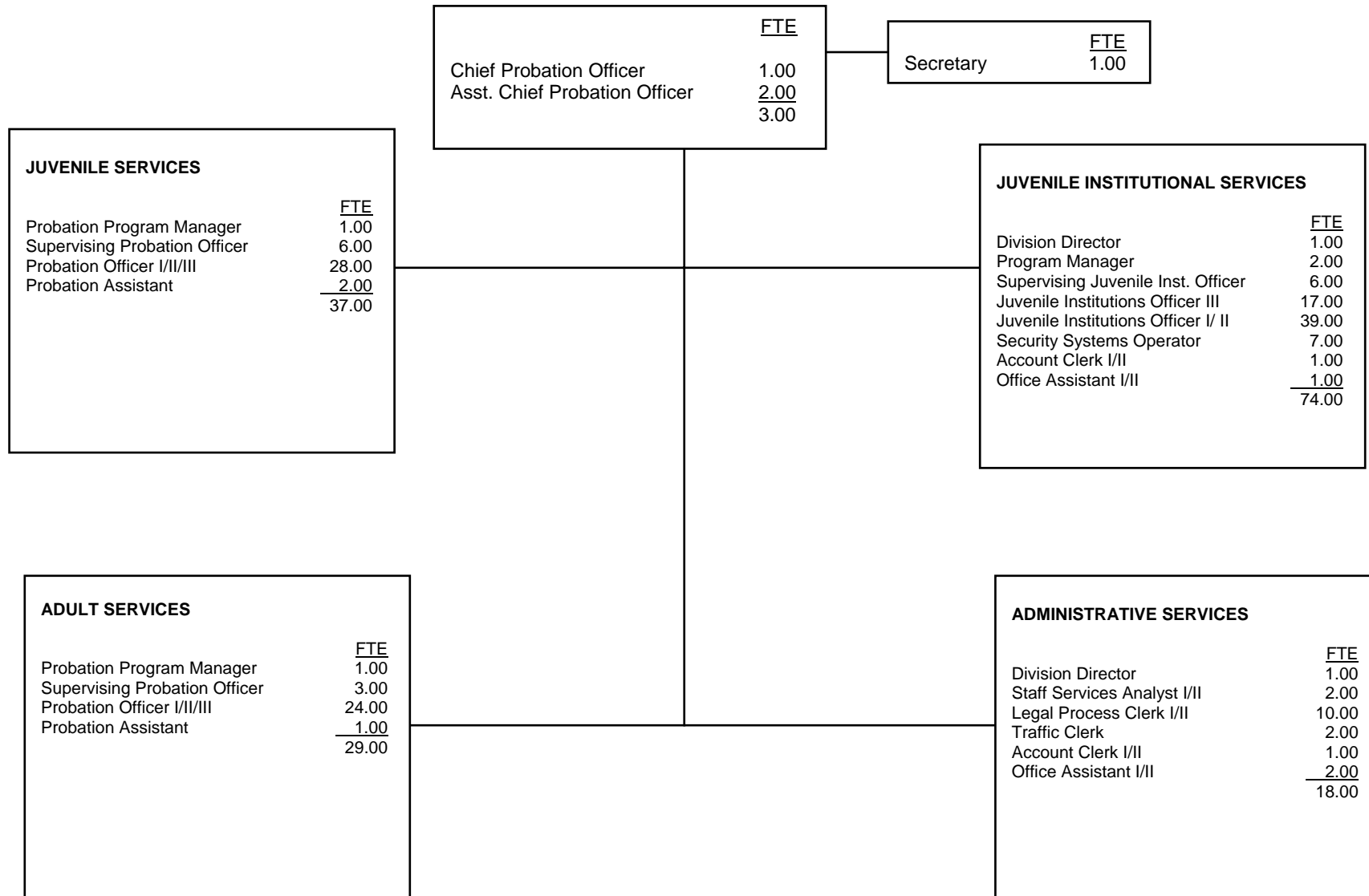
COUNTY OF MENDOCINO



COUNTY OF MENDOCINO

<u>Classification</u>	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		95,826	5	
Juvenile Hall Superintendent	1.00	1	64,875	78,853	5	J
Probation Division Manager	2.00	2	64,875	78,853	5	E
Administrative Services Manager II	1.00	1	64,875	78,853	5	
Deputy Probation Officer III	6.00	6	45,677	55,536	5	D
Deputy Probation Officer II, or	30.00	30	41,413	50,315	5	B/C
Deputy Probation Officer I			37,544	45,656	5	A
Juvenile Hall Supervisor	4.00	4	41,413	50,315	5	I
Supervising Legal Secretary	1.00	1	37,190	45,219	5	
Probation Recovery Specialist	1.00	1	37,190	45,219	5	
Administrative Assistant	1.00	1	37,190	45,219	5	
Supervising Staff Assistant	1.00	1	35,402	43,035	5	
LVN	0.75	1	35,402	43,035	5	
Corrections Counselor	22.00	22	34,029	41,371	5	F/G
Legal Secretary	4.00	4	33,738	41,038	5	
Head Cook	1.00	1	30,555	37,149	5	
Staff Asst II	1.00	1	27,747	33,717	5	
Staff Assistant I	1.00	1	25,168	30,618	5	
Cook	1.50	2	23,962	29,141	5	
Food Services Worker	1.25	2	22,838	27,768	5	
	<u>81.50</u>	<u>83.00</u>				

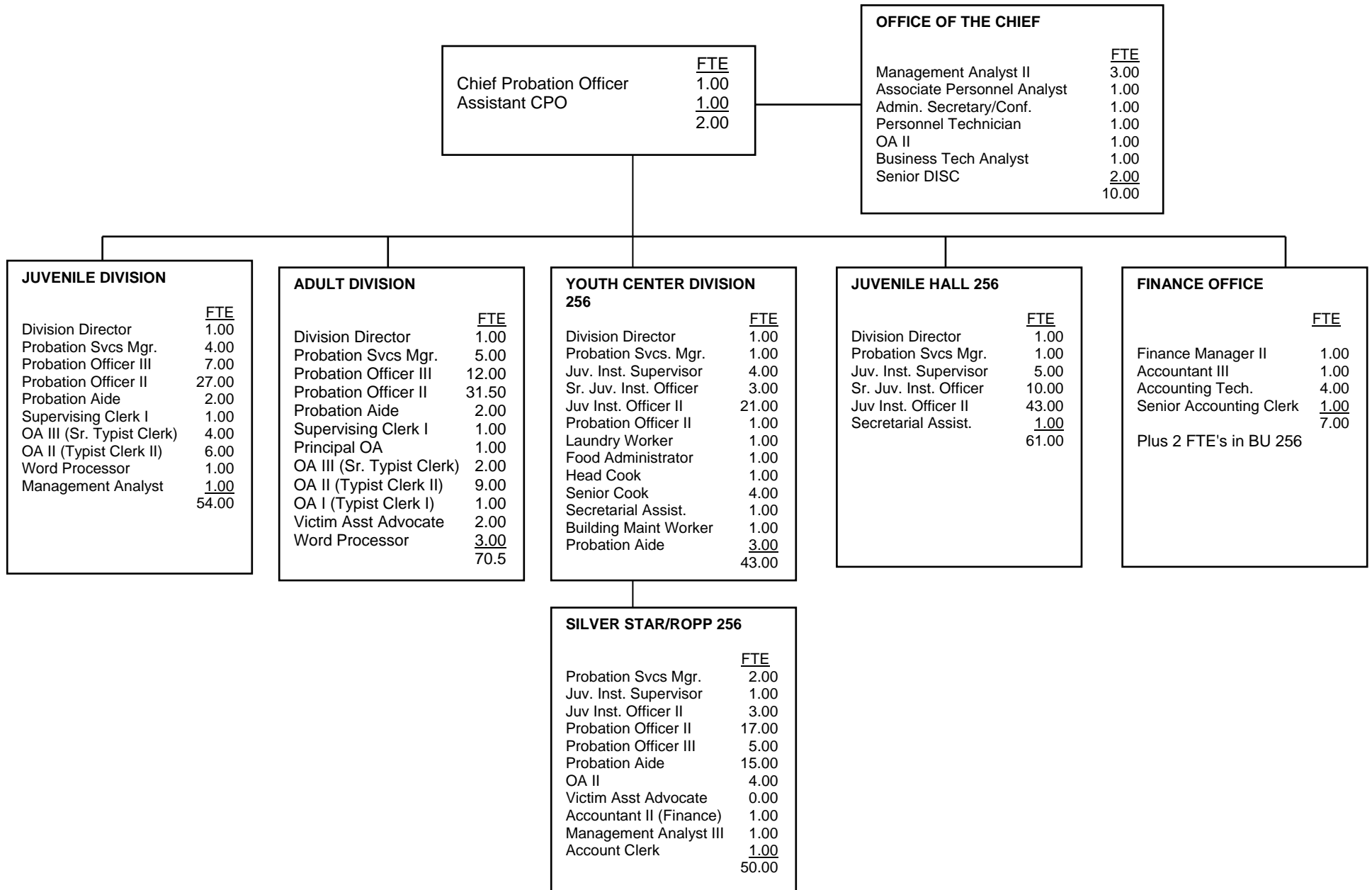
COUNTY OF MERCED



COUNTY OF MERCED

<u>Classification</u>	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		123,843	5	
Assistant Chief Probation Officer	2.00	2	83,782	101,837	5	E
Probation Admin Division Director	1.00	1	73,029	88,837	5	
Probation Division Director	1.00	1	73,029	88,837	5	E, J
Probation Program Manager	4.00	4	60,341	79,882	5	E, J
Supervising Juvenile Institutions Officer	6.00	6	57,720	70,221	5	I
Supervising Probation Officer	9.00	9	57,720	70,221	5	D
Staff Services Analyst II	2.00	2	48,381	58,864	5	
Deputy Probation Officer III,	52.00	52	47,923	58,282	5	C
Deputy Probation Officer II,			41,371	50,315	5	B
Deputy Probation Officer I			37,523	45,614	5	A
Secretary III	1.00	1	39,790	48,381	5	
Juvenile Institutions Officer III	17.00	17	37,523	45,614	5	H
Juvenile Institutions Officer II,	39.00	39	34,008	41,371	5	G
Juvenile Institutions Officer I			30,826	37,523	5	F
Probation Assistant	3.00	3	33,342	40,581	5	
Security Systems Operator	7.00	7	31,429	38,272	5	
Legal Process Clerk II	10.00	10	30,680	37,336	5	
Traffic Hearing Clerk	2.00	2	26,520	32,219	5	
Office Assistant II - Confidential	1.00	1	26,374	32,053	5	
Account Clerk II	2.00	2	25,376	30,826	5	
Office Assistant II,	2.00	2	23,941	29,078	5	
Office Assistant I			21,715	26,374	5	
	<u>162.00</u>	<u>162</u>				

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	133,272	182,028	7	
				\$156,492		
Assistant Chief Probation Officer	1.00	1	101,904	139,176	7	
Finance Manager II	1.00	1	71,988	98,280	7	
Probation Division Manager	4.00	4	69,048	94,248	7	J, E
Management Analyst III	1.00	1	63,000	86,064	7	
Probation Services Manager	13.00	13	60,084	81,996	7	J, E
Management Analyst II	4.00	4	58,464	79,860	7	
Associate Personnel Analyst	1.00	1	58,464	79,860	7	
Accountant III	1.00	1	58,188	79,464	7	
Business Technology Analyst II	1.00	1	57,732	78,840	7	
Sr. Dept. Information System Coord.	2.00	2	54,180	73,956	7	
Deputy Probation Officer III	22.00	23	51,636	70,512	7	D
Juvenile Institutions Supervisor	10.00	10	51,120	69,816	7	I
Deputy Probation Officer II	63.50	73.5	49,128	67,092	7	B
Accountant II	1.00	1	35,976	65,520	7	
Sr. Juvenile Institutions Officer	11.00	13	46,476	63,444	7	H
Food Administrator-Probation	1.00	1	45,636	62,304	7	
Juvenile Institutions Officer II	56.00	65.5	42,696	58,320	7	G
Deputy Probation Officer I	5.00	0	42,084	57,468	7	A
Admin Secretary - Confidential	-	1	41,700	56,952	7	
Personnel Tech - Confidential	1.00	1	41,076	56,100	7	
Victim Assistance Advocate	1.00	2	37,776	51,600	7	
Juvenile Institutions Officer I	9.00	0	36,588	49,968	7	F
Supervising Office Assistant	1.00	2	36,372	49,680	7	
Building Maintenance Worker	1.00	1	27,528	49,068	7	
Head Cook	1.00	1	35,592	48,600	7	I
Accounting Technician	4.00	4	35,556	48,576	7	
Principal Office Assistant	1.00	1	32,172	43,956	7	

COUNTY OF MONTEREY

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Senior Cook	4.00	4	30,372	43,128	7	
Probation Aide	22.00	23.5	31,548	43,080	7	
Senior Account Clerk	1.00	1	31,536	43,080	7	
Office Assistant III	4.00	6	29,268	39,972	7	
Word Processor	4.00	4	29,268	39,972	7	
Secretarial Assistant	2.00	2	28,416	38,796	7	
Account Clerk	-	1	28,116	38,412	7	
Office Assistant II	16.00	19	26,760	36,408	7	
Laundry Worker I	1.00	1	24,072	32,880	7	
Office Assistant I	-	1	22,932	31,440	7	
	<u>272.50</u>	<u>292.5</u>				
UNFUNDED POSITIONS		5				

COUNTY OF NAPA

Chief Probation Officer	<u>FTE</u> 1.00
Assistant Co Prob Officer	<u>1.00</u> 2.00

JUVENILE FIELD/COURT SERVICES	
	<u>FTE</u>
Supv Probation Officer	3.00
Probation Officer III	3.00
Probation Officer I/II	14.00
Probation Assistant	3.00
Supv Legal Clerk	1.00
Sr. Legal Clerk	1.00
Legal Clerk II	3.50
Office Assistant II	<u>1.00</u>
	29.50

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

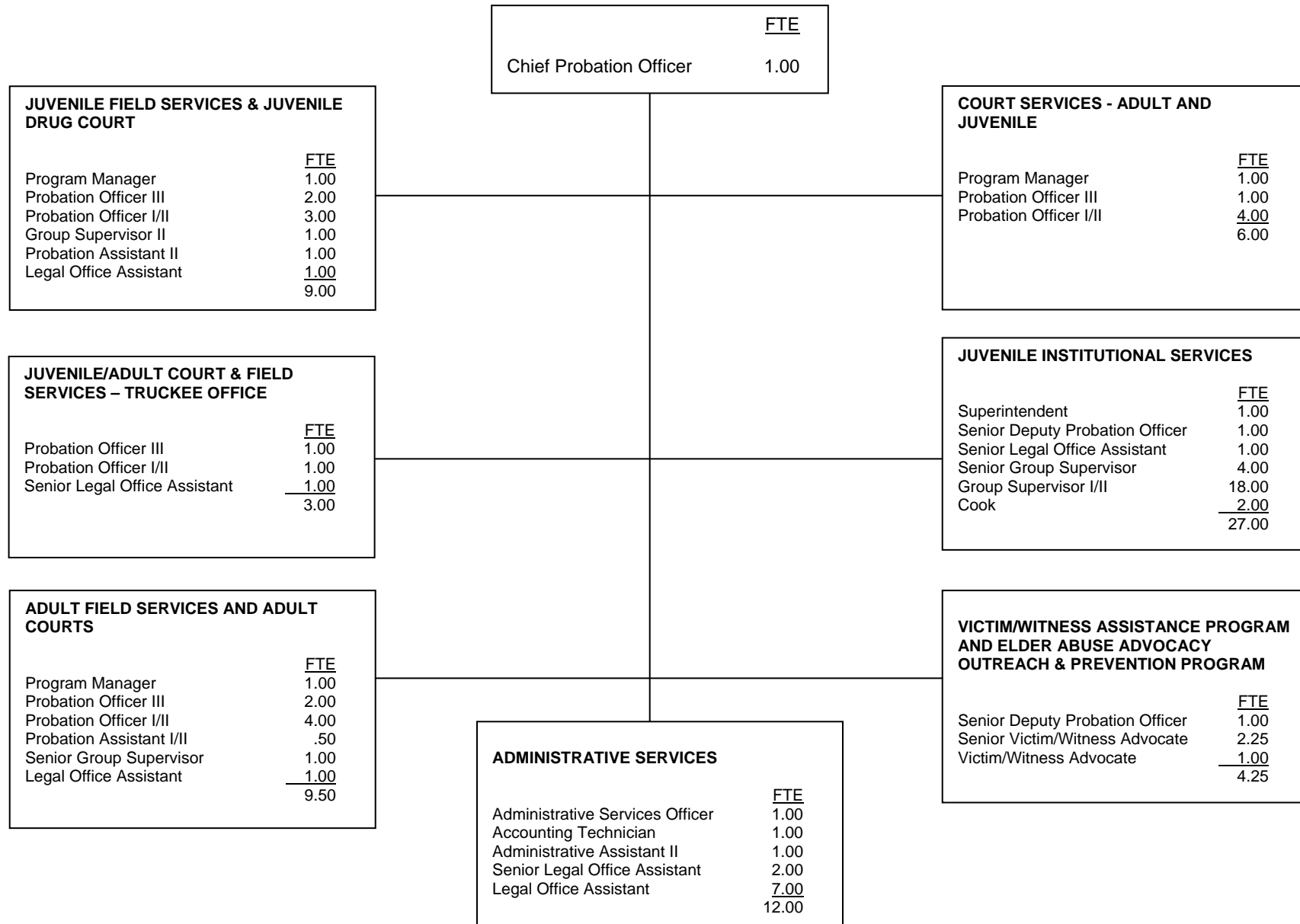
ADULT FIELD/COURT SERVICES	
	<u>FTE</u>
Supv Probation Officer	3.00
Probation Officer III	6.00
Probation Officer I/II	13.00
Supv Legal Clerk	1.00
Probation Assistant	2.00
Sr. Legal Clerk	1.00
Legal Clerk II	5.00
Office Assistant II	<u>1.00</u>
	32.00

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Staff Services Manager	2.00
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>Classification</u>	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	150,446		5	
Asst County Probation Officer	1.00	1	98,218	118,186	5	E
Juvenile Hall Superintendent	1.00	1	83,242	99,923	5	J
Staff Services Manager	2.00	2	80,787	96,782	5	
Asst Juvenile Hall Superintendent	1.00	1	75,899	91,187	5	J
Supv Probation Officer	6.00	6	64,147	76,710	5	D
Computer Systems Coordinator	1.00	1	61,506	73,674	5	
Supv Juvenile Hall Counselor	5.00	5	59,613	71,344	5	I
Staff Services Analyst II	2.00	2	55,515	68,869	5	
Probation Officer III	9.00	9	55,702	66,810	5	C
Probation Officer II	27.00	27	52,062	62,088	5	B
Probation Officer I			47,736	57,013	5	A
Senior Juvenile Hall Counselor	6.00	6	52,062	62,088	5	H
Juvenile Hall Counselor II	20.25	21	48,152	57,595	5	G
Juvenile Hall Counselor I			44,200	52,645	5	F
Probation Assistant	5.00	5	46,446	55,370	5	A
Supervising Legal Clerk	2.00	2	43,472	51,605	5	
Senior Account Clerk	1.00	1	40,726	48,360	5	
Food Services Coordinator	1.00	1	40,331	47,986	5	
Senior Legal Clerk	2.00	2	38,813	46,134	5	
Account Clerk II	1.00	1	37,627	44,533	5	
Legal Clerk II	9.50	10	36,338	42,952	5	
Legal Clerk I			34,507	40,726	5	
Office Assistant II	2.00	2	33,966	40,144	5	
Cook I	1.50	2	32,157	38,022	5	
	<u>107.25</u>	<u>109.00</u>				

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		111,439	5	
Probation Program Manager	3.00	3	70,430	85,981	5	E
Juvenile Hall Superintendent	1.00	1	70,430	85,981	5	J
Administrative Services Officer	1.00	1	61,865	75,524	5	
Senior Deputy Probation Officer	2.00	2	51,697	63,111	5	D,I
Deputy Probation Officer III	6.00	6	46,789	57,120	5	C
Deputy Probation Officer II	8.00	8	42,347	51,697	5	B
Senior Group Supervisor	5.00	5	40,086	48,937	5	H
Deputy Probation Officer I	4.00	4	38,327	46,094	5	A
Senior Victim/Witness Advocate	2.25	3	38,327	46,789	5	
Cook	2.00	2	38,327	46,789	5	
Administrative Assistant II	1.00	1	37,757	46,094	5	
Probation Assistant II	1.50	2	36,281	44,291	5	A
Group Supervisor II	11.00	11	36,281	44,291	5	G
Group Supervisor I	8.00	8	32,836	40,086	5	F
Accounting Technician	1.00	1	35,564	43,416	5	
Victim/Witness Advocate	1.00	1	34,688	42,347	5	
Senior Legal Office Assistant	4.00	4	32,028	39,099	5	
Legal Office Assistant II	7.00	7	28,987	35,387	5	
Legal Office Assistant I	2.00	2	26,235	32,027	5	

(6) 71.75 73.00

(7)

Salaries effective from 07/01/2007

COUNTY OF ORANGE

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

JUVENILE INTAKE AND DETENTION BUREAU	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	3.00
Asst. Probation Division Director	7.00
Administrative Manager I	1.00
Food Services Manager (Admin. Mgr I)	1.00
Supervising Probation Officer	8.00
Deputy Probation Officer II	59.00
Supervising Juvenile Correctional Officer	33.00
Senior Juvenile Correctional Officer	13.00
Deputy Juvenile Correctional Officer II	315.50
Deputy Juvenile Correctional Officer I	82.00
Secretary III	1.00
Secretary II	3.00
Office Supervisor C	2.00
Office Specialist	1.00
Information Processing Technician	7.00
Data Entry Technician	6.75
Office Assistant	6.00
Chief Cook	1.00
Head Cook	1.00
Senior Institutional Cook	3.00
Institutional Cook	8.00
Food Service Worker	13.00
Sr. Storekeeper	1.00
Store Clerk	6.00
Warehouse Worker	1.00
Supplies Clerk, Juvenile Facilities	1.00
Supplies Asst, Juvenile Facilities	1.00
Seamstress	1.00
Laundry Worker	<u>7.00</u>
	594.25

INSTITUTIONAL PROGRAMS BUREAU	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	4.00
Asst. Probation Division Director	4.00
Senior Deputy Probation Officer	1.00
Deputy Probation Officer II	12.00
Supervising Juvenile Correctional Officer	21.00
Senior Juvenile Correctional Officer	15.00
Deputy Juvenile Correctional Officer II	195.00
Deputy Juvenile Correctional Officer I	43.00
Secretary III	1.00
Secretary II	1.00
Office Supervisor B	1.00
Office Supervisor A	2.00
Information Processing Technician	6.00
Office Technician	3.00
Office Assistant	1.00
Education Asst., Corr. Facility	1.00
Chief Cook	4.00
Senior Institutional Cook	14.00
Institutional Cook	2.00
Food Service Worker	2.00
Store Clerk	0.00
Supplies Clerk, Juvenile Facilities	4.00
Laundry Worker	1.00
Seamstress	<u>1.00</u>
	340.00

FIELD SERVICES	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	4.00
Supervising Probation Officer	29.00
Senior Deputy Probation Officer	10.00
Deputy Probation Officer II	248.50
Secretary III	1.00
Secretary II	4.00
Office Supervisor C	2.00
Information Processing Technician	9.00
Office Technician	2.00
Office Assistant	2.00
Collection Officer	2.00
Radio Dispatcher	<u>3.00</u>
	317.5

SPECIAL OPERATIONS BUREAU	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	3.00
Assistant Division Director	4.00
Administrative Manager III	4.00
Administrative Manager II	4.00
Administrative Manager I	16.00
Accounting Manager (Admin. Mgr.)	1.00
Real Property Agent III (Admin. Mgr I)	1.00
Supervising Probation Officer	16.00
Senior Deputy Probation Officer	1.00
Deputy Probation Officer II	17.00
Deputy Probation Officer I	22.00
Supervising Juvenile Correctional Officer	3.00
Deputy Juvenile Correctional Officer II	24.00
Staff Specialist	6.00
Staff Assistant	2.00
Sr. Tech. Systems Specialist	1.00
Tech. Systems Specialist	3.00
Information Systems Technician	2.00
Sr. Systems Programmer Analyst	4.00
Systems Programmer Analyst II	9.00
Systems Programmer Analyst I	3.00
Research Analyst IV	4.00
Research Analyst III	3.00
Research Analyst II	1.00
Accountant/Auditor II	2.00
Accounting Office Supervisor II	5.00
Accounting Technician	1.00
Accounting Specialist	40.00
Supervising Collection Officer	5.00
Collection Officer	45.00
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	6.00
Office Supervisor B	2.00
Office Supervisor A	2.00
Office Specialist	28.00
Information Processing Specialist	7.00
Information Processing Technician	62.00
Data Entry Technician	21.00
Office Technician	15.00
Office Assistant	13.25
Store Clerk	2.00
Utility Worker/Driver	3.00
Buyer II	<u>2.00</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	179,025			
Chief Deputy Probation Officer	4.00	4	114,119	212,368		
Administrative Manager III	4.00	4	89,544	143,873		
Probation Division Director (Admin. Mgr. III)	14.00	14	89,544	143,873		E,J
Administrative Manager II	4.00	4	71,625	116,480		
Assistant Division Director (Admin. Mgr. II)	15.00	15	71,625	116,480		E,J
Sr. Systems Programmer Analyst	4.00	4	71,905	96,803	12	
Sr. Technical Systems Specialist	1.00	1	71,905	96,803	12	
Administrative Manager I	17.00	17	51,500	93,641		
Real Property Agent III (Admin. Mgr. I)	1.00	1	51,500	93,641		
Accounting Manger (Admin. Mgr. I)	1.00	1	51,500	93,641		
Food Services Manager (Admin. Mgr. I)	1.00	1	51,500	93,641		
Technical Systems Specialist	3.00	3	66,331	89,148	12	
Supervising Probation Officer	53.00	53	63,564	85,342	12	D
Systems Programmer Analyst II	9.00	9	61,256	82,285	12	
Senior Deputy Probation Officer	12.00	12	56,888	76,586	12	C
Research Analyst IV	4.00	4	56,701	76,336	12	
Systems Programmer Analyst I	3.00	3	54,829	73,819	12	
Deputy Probation Officer II	336.50	337	52,915	72,696	12	B
Deputy Probation Officer I	22.00	22	51,043	68,827	12	A
Supervising Juvenile Correctional Officer	57.00	57	51,043	68,827	12	I
Research Analyst III	3.00	3	50,939	68,682	12	
Accountant/Auditor II	2.00	2	50,856	68,203	12	
Information Systems Technician	2.00	2	47,923	64,563	12	
Radio Dispatcher	3.00	3	47,362	63,794	12	
Buyer II	2.00	2	45,469	61,256	12	
Office Manager	2.00	2	45,178	60,382	12	
Senior Juvenile Correctional Officer	28.00	28	44,824	59,925	12	H
Staff Specialist	6.00	6	43,722	58,469	12	

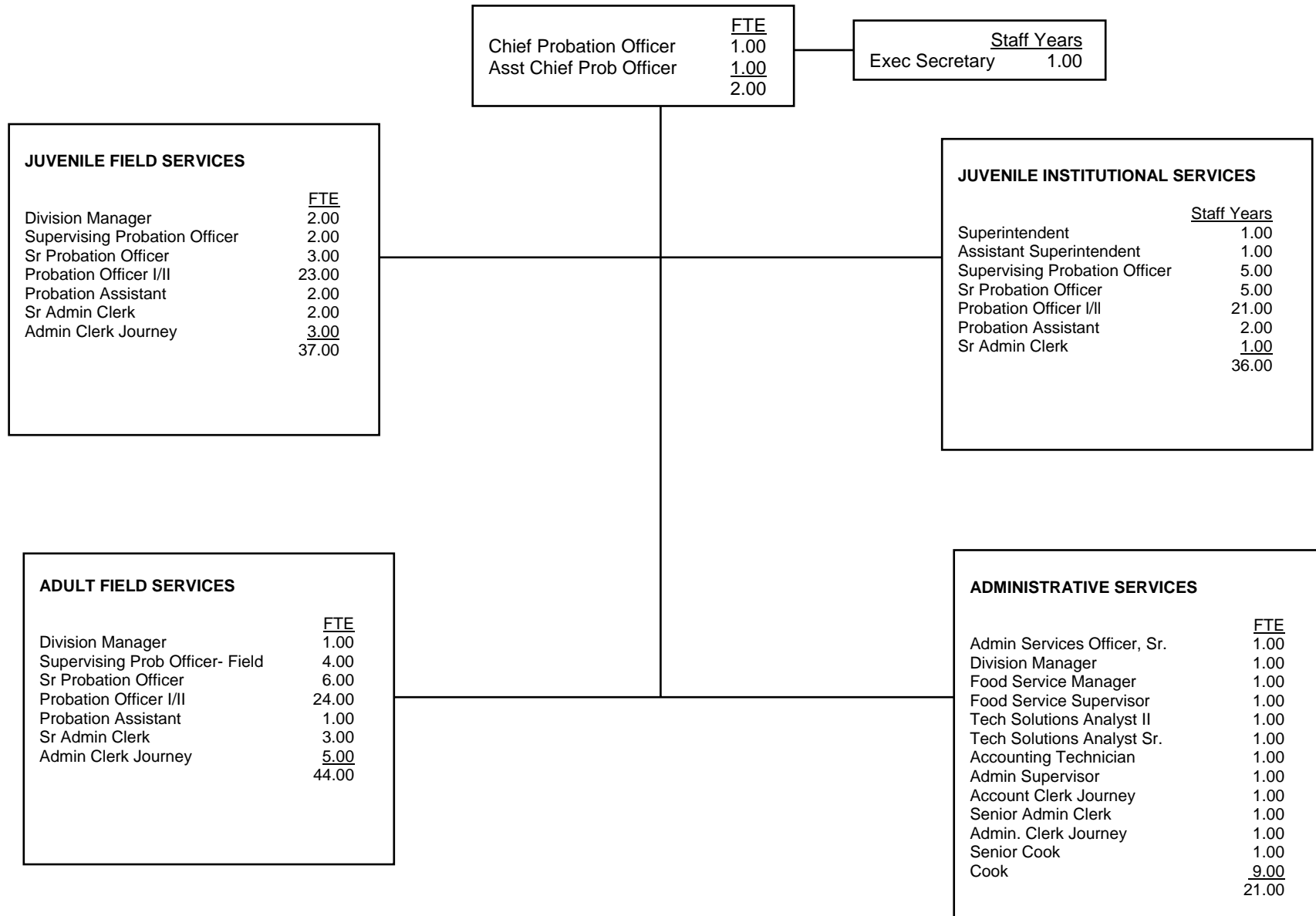
COUNTY OF ORANGE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Senior Office Supervisor C/D	4.00	4	42,744	57,262	12	
Chief Cook	5.00	5	42,536	56,971	12	
Deputy Juvenile Correctional Officer II	534.50	538	43,722	56,888	14	G
Research Analyst II	1.00	1	42,349	56,701	12	
Supervising Collection Officer	5.00	5	42,349	56,701	12	
Executive Secretary I	1.00	1	42,224	56,576	12	
Sr. Storekeeper	1.00	1	39,021	52,250	12	
Office Supervisor D	3.00	3	38,522	51,459	12	
Accounting Office Supervisor II	5.00	5	38,522	51,459	12	
Head Cook	1.00	1	38,334	51,189	12	
Collection Officer	47.00	47	38,147	50,939	12	
Secretary III	4.00	4	37,794	50,482	12	
Staff Assistant	2.00	2	37,170	49,795	12	
Education Assistant, Corr. Facility	1.00	1	36,733	49,213	12	
Office Supervisor C	10.00	10	36,317	48,734	12	
Accounting Technician	1.00	1	35,880	48,152	12	
Senior Institutional Cook	17.00	17	35,693	47,923	12	
Office Supervisor B	3.00	3	34,674	46,280	12	
Secretary II	13.00	13	34,029	45,406	12	
Office Supervisor A	4.00	4	33,114	43,909	12	
Information Processing Specialist	7.00	7	31,886	42,224	12	
Office Specialist	29.00	29	31,886	42,224	12	
Accounting Specialist	40.00	40	31,886	42,224	12	
Supplies Asst, Juvenile Facilities	1.00	1	32,074	42,744	12	
Institutional Cook	10.00	10	30,805	40,934	12	
Information Processing Technician	84.00	84	30,493	40,123	12	
Supplies Clerk, Juvenile Facilities	5.00	5	30,181	40,082	12	
Data Entry Technician	27.75	28	30,118	39,624	12	
Deputy Juvenile Correctional Officer I	125.00	125	29,702	39,291	12	F

COUNTY OF ORANGE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Store Clerk	8.00	8	29,536	39,021	12	
Warehouse Worker II	1.00	1	29,390	38,875	12	
Office Technician	20.00	20	27,747	35,880	12	
Office Assistant	22.25	23	27,747	35,880	12	
Utility Worker Driver	3.00	3	26,645	34,736	12	
Seamstress	2.00	2	24,357	31,533	12	
Food Service Worker	15.00	15	22,318	28,621	12	
Laundry Worker	8.00	8	22,318	28,621		
	<u>1685.00</u>	<u>1690</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	118,985		6	
Asst Chief Probation Officer	1.00	1	83,054	100,953	6	
Juvenile Detention Fac Superintendent	1.00	1	75,333	91,568	6	J
Probation Manager	4.00	6	68,328	83,054	6	E
Administrative Services Officer, Sr	1.00	1	65,166	79,227	6	
Asst Juvenile Detention Fac Superintendent	1.00	1	68,328	83,054	6	J
Technology Solutions Analyst II	1.00	1	59,025	71,746	6	
Supv. Deputy Probation Officer Field	6.00	6	55,215	67,167	6	D
Food Svcs Manager	1.00	1	51,334	62,379	6	
Sr Deputy Probation Officer Field	9.00	9	48,013	58,406	6	C
Supv. Deputy Probation Officer Inst	5.00	5	48,013	58,406	6	I
Technology Solutions Analyst Sr.	1.00	1	65,075	79,099	6	
Information Technology Technician II	0.00	1	48,560	59,025	6	
Sr. Deputy Probation Officer Inst	5.00	5	41,868	50,889	6	H
Executive Secretary	1.00	1	39,950	48,560	6	
Accounting Technician	1.00	1	39,035	47,447	6	
Deputy Probation Officer I/II Field	47.00	54	36,571	50,889	12	A/B
Food Services Supervisor	1.00	1	37,176	45,188	6	
Probation Assistant	5.00	7	35,406	43,035	6	A
Administrative Supervisor	1.00	1	35,406	43,035	6	
Sr. Cook	1.00	1	33,719	40,986	6	
Account Clerk Journey	1.00	1	32,867	39,950	6	
Sr. Admin Clerk	7.00	7	32,114	39,035	6	
Deputy Probation Officer I/II Inst	21.00	22	31,079	36,571	12	F, G
Cook	9.00	9	30,585	37,176	6	
Admin Clerk Entry/Journey	9.00	10	26,420	35,406	12	
	<u>141.00</u>	<u>155</u>				

Salaries effective from 01/25/2007

COUNTY OF RIVERSIDE

MANAGEMENT	
Chief Probation Officer	<u>FTE</u> 1.00
Executive Assistant II	<u>1.00</u>
	2.00

ADMINISTRATION	
	<u>FTE</u>
Chief Deputy Probation-Admin. Svcs	1.00
IT Business Systems Analyst III	1.00
Information Technology Officer I	1.00
IT Network Administrator III	2.00
Probation Division Director	2.00
IT Applications Developer III	1.00
IT Applications Developer I	1.00
Administrative Manager II	1.00
Principal Accountant	1.00
Supervising Probation Officer	10.50
IT User Technical Support III	3.00
IT User Technical Support II	2.00
Senior Administrative Analyst	2.00
Senior Probation Officer	2.50
Senior Accountant	1.00
Staff Analyst II	2.00
Dept. Human Resources Coordinator	1.50
Accounting Technician II	1.00
Accounting Technician I	1.00
Supervising Accounting Technician	1.00
Senior Accounting Assistant	2.00
Secretary I	3.00
Secretary II	2.00
Buyer I	1.00
Sr. Human Resources Clerk	3.00
Office Assistant III	2.00
Human Resources Clerk	3.00
Accountant II	1.00
Supervising Accountant	<u>1.00</u>
	56.50

FIELD SERVICES	
	<u>FTE</u>
Chief Deputy Probation Officer	2.00
Probation Division Director	6.00
Assistant Probation Division Director	6.00
Supervising Probation Officer	33.00
Senior Probation Officer	62.50
Deputy Probation Officer II	187.50
Secretary II	6.00
Supervising Office Assistant II	2.00
Supervising Office Assistant I	11.00
Office Assistant III	52.00
Probation Assistant	36.00
Office Assistant II	42.00
Professional Student Intern	2.00
Employment Program Aide	<u>1.00</u>
	449.00

JUVENILE INSTITUTIONS	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	5.00
Assistant Probation Division Director	5.00
Supervising Probation Officer	37.00
Sr. Group Supv. Inst-Culinary Arts	4.50
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 Group Counselor	44.00
Lead Maintenance Services Mechanic	1.00
Group Counselor II	351.50
Group Counselor I (Temp PT)	42.00
Maintenance Painter	1.50
Secretary II	3.00
Building Maintenance Mechanic	11.50
House Manager	3.00
Senior Accounting Assistant	5.00
Senior Cook – Detention	2.00
Correctional Cook	14.50
Gardener	5.50
Supervising Office Assistant I	3.00
Storekeeper	4.00
Office Assistant III	5.00
Probation Assistant	3.00
Accounting Assistant I	3.00
Accounting Assistant II	2.00
Accounting Technician I	5.00
Correctional Senior Food Svc Worker	18.00
Office Assistant II	11.00
Sewing Services Worker	3.00
Laundry Worker	<u>6.00</u>
	609.00

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	159,433		12	
Chief Deputy Probation Officer	3.00	3	95,561	131,375	13	
Chief Deputy Probation - Admin. Services	1.00	1	89,383	122,912	13	
IT Officer II	1.00	1	86,749	119,262	13	
Admintrative Manager II	1.00	1	74,038	101,717	13	
Probation Division Director	13.00	13	73,234	100,659	13	E,J
IT Network Administrator III	2.00	2	66,810	90,391	9	
IT Business Systems Analyst III	1.00	1	66,354	89,773	9	
IT Applications Developer III	1.00	1	65,214	88,230	9	
Assistant Probation Division Director	11.00	11	64,121	88,066	13	E,J
Principal Accountant	1.00	1	60,924	83,630	13	
Senior Administrative Analyst	2.00	2	60,598	81,024	12	
Supervising Probation Officer	80.50	82	61,327	80,158	11	D,I
Supervising Group Supv/Instructor	1.00	1	56,273	71,593	11	I
Senior Probation Officer	65.00	69	53,957	70,483	11	C
Supervising Accountant	1.00	1	51,739	67,466	11	
IT User Support Tech III	3.00	3	47,916	64,828	9	
Deputy Probation Officer II	187.50	195	48,218	63,005	11	A, B
Senior Accountant	1.00	1	46,559	60,682	11	
Building Services Engineer	1.00	1	46,084	60,048	11	
Staff Analyst II	2.00	2	43,233	56,338	11	
Accountant II	1.00	1	42,995	56,070	11	
Senior Group Supv/Instructor-Culinary Arts	4.50	5	46,172	55,656	10	
Senior Group Supv/Instructor-Industrl Arts	4.00	4	46,172	55,656	10	
Senior Group Counselor	44.00	44	43,518	55,378	10	H
Executive Assistant II	1.00	1	41,279	55,119	12	
Department Human Resources Coordinator	1.50	2	40,676	54,267	12	
IT User Support Tech II	2.00	2	38,642	52,280	9	

COUNTY OF RIVERSIDE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Supervising Accounting Technician	1.00	1	39,716	51,750	11	
Accounting Technician II	1.00	1	39,716	51,750	11	
Correctional Food Services Supervisor	3.00	3	39,607	51,632	11	
Group Counselor II	351.50	360	39,943	50,816	10	G
IT Applications Developer I	1.00	1	37,340	50,519	9	
Buyer I	1.00	1	38,291	49,896	11	
Lead Maintenance Services Mechanic	1.00	1	39,578	48,914	11	
Senior Cook - Detention	2.00	2	36,912	48,065	11	
Accounting Technician I	6.00	6	36,128	47,064	11	
Correctional Cook	14.50	16	34,085	46,861	13	
Maintenance Painter	1.50	2	36,544	45,169	11	
Secretary II	11.00	11	34,169	44,541	11	
Group Counselor I	42.00	84	34,961	44,447	10	F
Building Maintenance Mechanic	11.50	13	35,415	43,767	11	
House Manager	3.00	3	32,873	42,794	11	
Senior Accounting Assistant	7.00	7	32,381	42,173	11	
Supervising Office Assistant II	2.00	2	32,072	41,745	11	
Secretary I	3.00	3	30,758	40,072	11	
Senior Human Resources Clerk	3.00	3	29,746	38,743	11	
Gardener	5.50	6	29,582	38,549	11	
Supervising Office Assistant I	14.00	14	28,892	37,589	11	
Correctional SR Food Services Worker	18.00	23	28,664	37,329	11	
Accounting Assistant II	2.00	2	28,218	36,737	11	
Storekeeper	4.00	4	27,512	35,794	11	
Human Resources Clerk	3.00	3	27,090	35,266	11	
Office Assistant III	59.00	59	26,048	33,940	11	
Probation Assistant	39.00	39	24,737	32,221	11	
Accounting Assistant I	3.00	3	24,361	31,688	11	

COUNTY OF RIVERSIDE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Office Assistant II	53.00	56	23,467	30,553	11	
Sewing Services Worker	3.00	3	20,829	27,119	11	
Laundry Worker	6.00	7	19,887	25,887	11	
Professional Student Intern	2.00	4	18,755	23,232	N/A	
Employment Program Aide	<u>1.00</u>	<u>2</u>	15,600	15,600	1	
	1,116.50	1,197				

COUNTY OF SACRAMENTO

Chief Probation Officer <u>FTE</u> 1.00 Assistant Chief Probation Officer 2.00 Administrative Services Officer I <u>1.00</u> 4.00		Sacramento County Probation Association-President Deputy Probation Officer <u>FTE</u> 1.00			
ADMINISTRATIVE SERVICES <u>FTE</u> Probation Division Chief 1.00 Supervising Probation Officer 5.00 Sr Deputy Probation Officer 7.00 DPO 3.00 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 2.00 Admin Svcs Officer 1 1.00 Sr. Office Specialist - Confidential 1.00 Sr Office Assistant 3.00 Account Clerk Lv 2 <u>3.00</u> 36.00		YOUTH COMMITMENT FACILITIES <u>FTE</u> Probation Division Chief 2.00 Asst Probation Division Chief 2.00 Supervising Probation Officer 13.00 Sr Deputy Probation Officer 1.00 Deputy Probation Officer 37.00 Probation Assistant 57.00 Building Maintenance Worker 1.00 Sr Office Assistant 2.00 Office Assistant Lv 2 2.00 Cook 2 2.00 Cook 1 5.00 Food Service Worker Lv 2 10.00 Laundry Worker <u>1.00</u> 135.00		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 26.00 Deputy Probation Officer 60.00 Probation Assistant 1.00 Clerical Supervisor 2 3.00 Sr Office Assistant 3.00 Legal Transcriber Conf 1.00 Legal Transcriber 9.00 Legal Transcriber .50 1.00 Office Assistant Lv 2 <u>14.00</u> 131.00	
ADULT FIELD <u>FTE</u> Probation Division Chief 1.00 Asst Probation Division Chief 1.00 Supervising Probation Officer 13.00 Supervising Probation Officer .50 1.00 Sr Deputy Probation Officer 28.00 Deputy Probation Officer 60.00 Deputy Probation Officer .50 1.00 Probation Assistant 1.00 Clerical Supervisor 2 1.00 Sr Office Assistant 3.00 Office Assistant Lv 2 <u>17.00</u> 127.00		YOUTH DETENTION FACILITY <u>FTE</u> Probation Division Chief 1.00 Asst Probation Division Chief 3.00 Supervising Probation Officer 18.00 Sr Deputy Probation Officer 5.00 Deputy Probation Officer 31.00 Probation Assistant 184.00 Food Service Program Mgr 1.00 Sr Office Assistant 2.00 Office Assistant Lv 2 2.00 Stock Clerk 1.00 Storekeeper 1 1.00 Cook 3 1.00 Cook 2 2.00 Cook 1 3.00 Food Service Worker Lv 2 14.00 Laundry Worker <u>4.00</u> 273.00		JUVENILE FIELD SERVICES <u>FTE</u> Probation Division Chief 1.00 Asst Probation Division Chief 1.00 Supervising Probation Officer 11.00 Sr Deputy Probation Officer 16.00 Deputy Probation Officer 67.00 Probation Assistant 7.00 Communication Operator Dispatch 2.00 Clerical Supervisor 2 1.00 Sr Office Assistant 4.00 Office Assistant Lv 2 <u>10.00</u> 120.00	
COMMUNITY PARTNERSHIPS <u>FTE</u> Probation Division Chief 1.00 Supervising Probation Officer 5.00 Sr Deputy Probation Officer 7.00 Deputy Probation Officer 24.00 Probation Assistant 3.00 Sr Office Assistant 2.00 Office Assistant Lv 2 <u>2.00</u> 44.00		INSTITUTIONAL FACILITIES <u>FTE</u> Probation Division Chief 1.00 Supervising Probation Officer 4.00 Sr Deputy Probation Officer 11.00 Deputy Probation Officer 17.00 Clerical Supervisor 2 1.00 Clerical Supervisor 1 1.00 Sr Office Assistant 1.00 Legal Transcriber 6.00 Office Assistant Lv 2 <u>10.00</u> 52.00		INFORMATION TECHNOLOGY <u>FTE</u> Information Technology Division Chief 1.00 Principal Information Tech Analyst 1.00 Admin Svcs Officer 2 1.00 Sr. IT Analyst 3.00 IT Analyst 2 8.00 Sr. IT Technician 1.00 IT Technician 2 2.00 Telecommunications Tech Lv 2 1.00 Sr Office Assistant <u>1.00</u> 19.00	
CONSTRUCTION & FACILITIES MANAGEMENT <u>FTE</u> Probation Division Chief 1.00 Admin Svcs Officer 2 1.00 Office Assistant Lv 2 <u>1.00</u> 3.00					

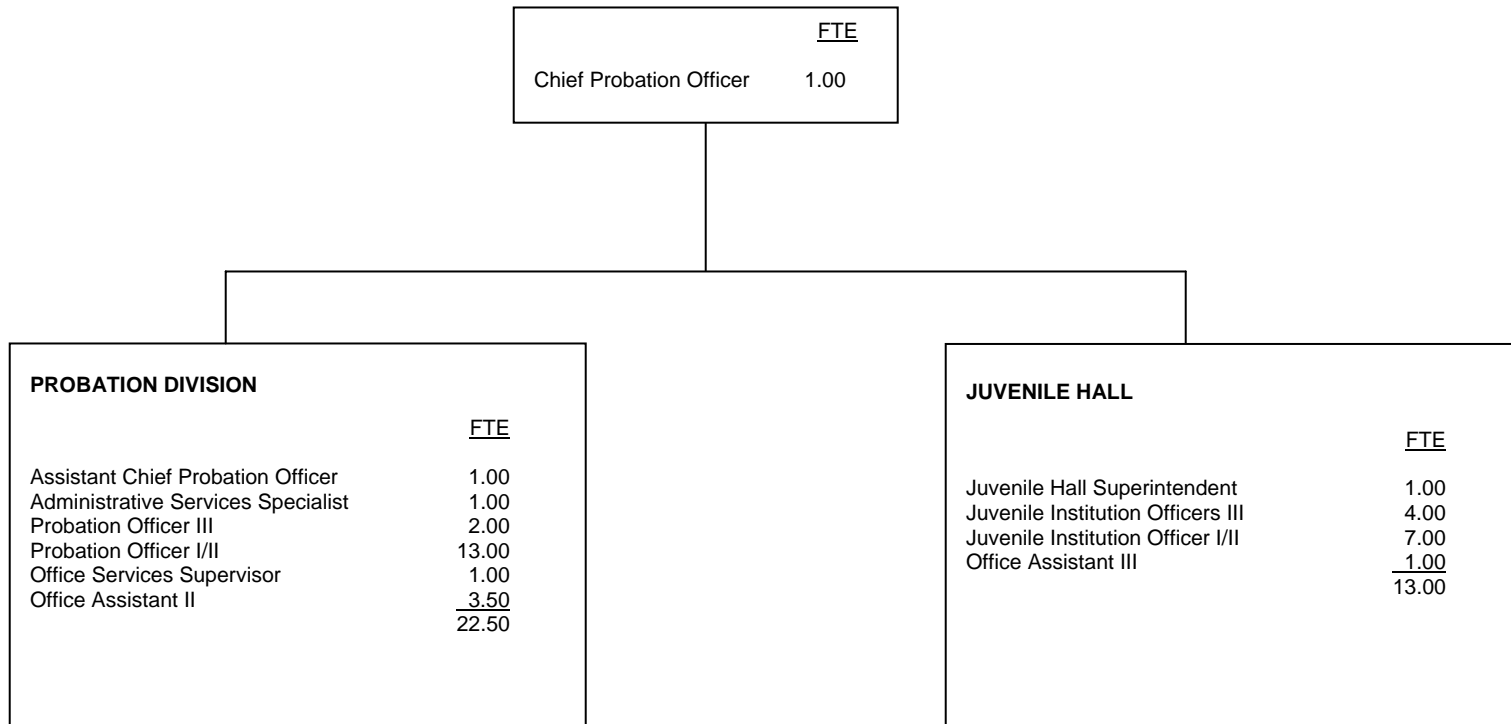
COUNTY OF SACRAMENTO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
County Probation Officer	1.00	1	167,980		3	
Asst Chief Probation Officer	2.00	2	126,992	140,000	3	
Probation Division Chief	10.00	10	102,771	113,295	3	E, J
Information Technology Division Chief	1.00	1	100,015	110,267	3	
Principal Information Tech Analyst	1.00	1	90,870	100,182	3	
Senior Accounting Manager	1.00	1	87,738	96,737	3	
Accounting Manager	1.00	1	79,803	87,988	3	
Administrative Services Officer 3	2.00	2	78,989	87,090	3	
Asst Probation Division Chief	8.00	8	77,632	94,357	5	E, J
Sr Information Tech Analyst	3.00	3	74,938	91,079	5	
Supv Probation Officer	78.00	78	67,526	82,079	5	D, I
Supv Probation Officer LT .5	0.50	1	67,526	82,079	5	D, I
Information Tech Analyst 2	8.00	8	66,190	80,430	5	
Food Service Program Manager	1.00	1	65,187	71,869	3	
Communications and Media Officer 2	1.00	1	63,893	77,674	5	
Supv Probation Officer LT	2.00	2	62,452	75,920	5	D, I
Administrative Services Officer 2	4.00	4	61,408	74,625	5	
Senior Accountant	1.00	1	61,408	74,625	5	
Sr Deputy Probation Officer	90.00	90	53,453	64,958	5	C, H
Sr Deputy Probation Officer LT	11.00	11	53,453	64,958	5	C, H
Telecommunications Tech Lv 2	1.00	1	53,286	64,791	5	
Administrative Services Officer 1	2.00	2	51,177	62,210	5	
Deputy Probation Officer	296.00	296	48,212	58,589	5	B, G
Deputy Probation Officer .5	0.50	1	48,212	58,589	5	B, G
Deputy Probation Officer LT	4.00	4	48,212	58,589	5	B, G
Sr Information Tech Technician	1.00	1	47,753	58,026	5	
Clerical Supervisor 2	6.00	6	42,386	52,973	5	
Probation Assistant	253.00	253	41,509	52,973	5	A, F
Information Tech Technician 2	2.00	2	39,735	48,295	5	
Clerical Supervisor 1	1.00	1	38,482	46,792	5	
Sr. Office Specialist (C)	1.00	1	36,770	44,683	5	
Cook 3	1.00	1	34,598	42,052	5	

COUNTY OF SACRAMENTO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Building Maintenance Worker	1.00	1	33,137	40,257	5	
Communication Operator Dispatch	2.00	2	32,802	39,902	5	
Legal Transcriber (C)	1.00	1	31,758	38,607	5	
Cook 2	4.00	4	31,362	38,127	5	
Account Clerk 2	3.00	3	31,257	38,022	5	
Sr Office Assistant	21.00	21	31,257	38,022	5	
Legal Transcriber	15.50	16	29,879	36,331	5	
Storekeeper 1	1.00	1	29,670	36,060	5	
Cook 1	8.00	8	28,480	34,619	5	
Stock Clerk	1.00	1	27,958	33,993	5	
Office Assistant 2	62.00	62	27,207	33,053	5	
Laundry Worker	5.00	5	27,040	32,865	5	
Food Service Worker 2	24.00	24	24,722	30,046	5	
TOTAL POSITIONS	<u>943.50</u>	<u>945</u>				

COUNTY OF SAN BENITO



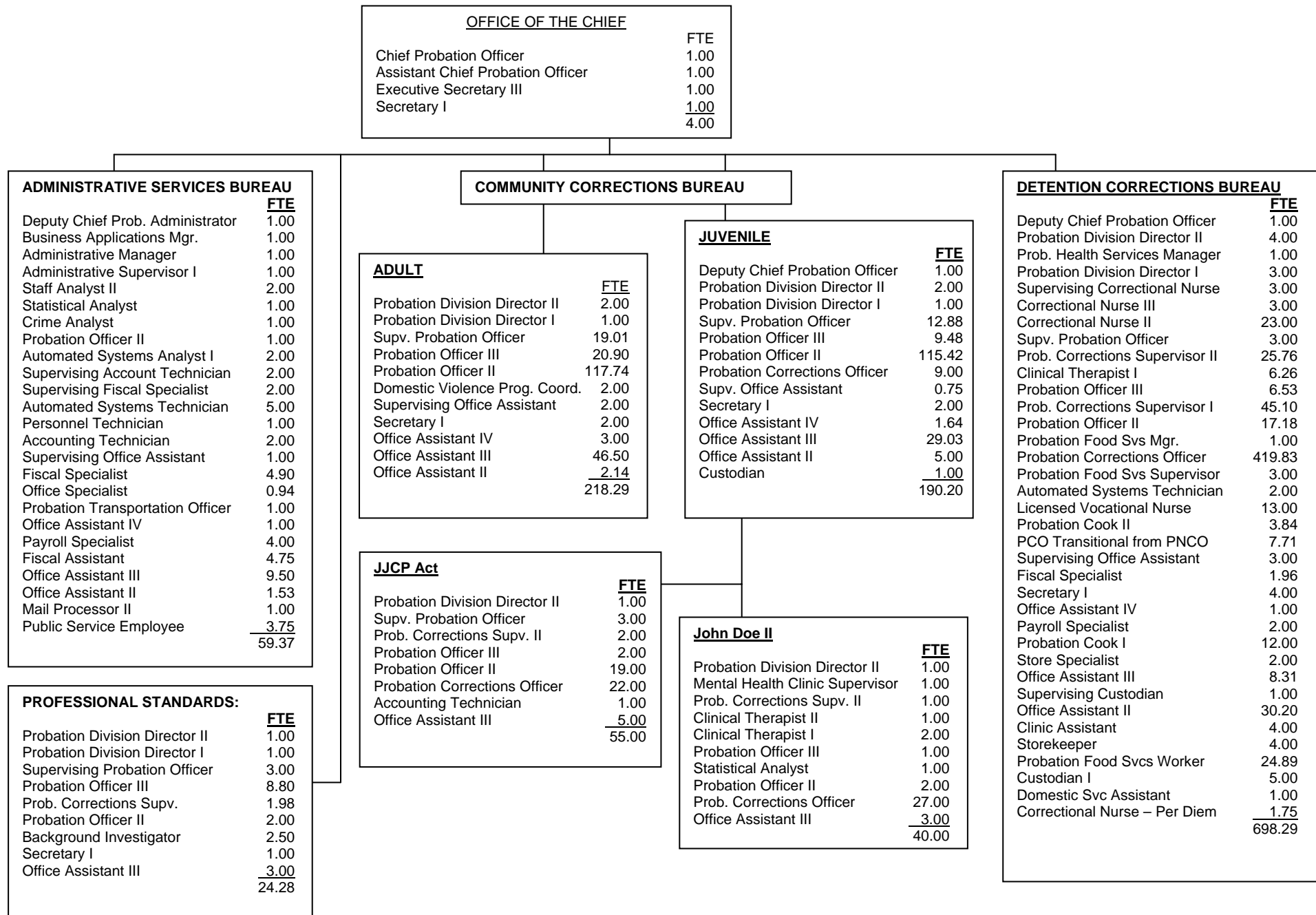
COUNTY OF SAN BENITO

<u>Classification</u>	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1		98,500	Flat	
Assistant Chief Probation Officer	1.00	1	56,580	72,216	6	E
Juvenile Hall Superintendent	1.00	1	57,972	74,004		J
Supervising Probation Officer III	2.00	2	47,220	60,276	6	D
Administrative Services Specialist	1.00	1	46,764	59,700	6	
Deputy Probation Officer II	12.00	12	43,452	55,476	6	B, C
Deputy Probation Officer I	1.00	1	38,268	48,864	6	A
Supervising Juvenile Institution Officer III*	4.00	4	41,592	53,088	6	I
Juvenile Institution Officer II*	2.00	2	35,916	45,852	6	G
Juvenile Institution Officer I*	5.00	5	32,580	41,592	6	F
Office Services Supervisor	1.00	1	35,388	45,180	6	
Office Assistant III	<u>4.50</u>	<u>5</u>	29,124	37,176	6	
	35.50	36				

*Includes 5% holiday pay & 5% S/T OT pay. Work 3-4 twelve hour shifts

Salaries effective from 10/01/2007

COUNTY OF SAN BERNARDINO



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	-	156,744		
Assistant Chief Probation Officer	1.00	1	105,914	135,616	11	
Chief Deputy Probation Officer	2.00	2	95,992	122,845	11	
Deputy Chief Probation Administrator	1.00	1	86,944	111,342	11	
Probation Division Director II	10.00	10	76,960	98,384	11	
Probation Health Services Manager	1.00	1	76,960	98,384	11	
Business Applications Manager	1.00	1	75,026	95,992	11	
Administrative Manager	1.00	1	73,278	93,704	11	
Probation Division Director I	7.00	7	69,742	89,149	11	E,J
Mental Health Clinic Supervisor	1.00	1	66,373	84,843	11	
Supervising Institutional Nurse	3.00	3	66,373	84,843	11	
Supervising Probation Officer	37.88	40	63,960	81,744	11	D
Correctional Nurse III	3.00	3	62,899	74,776	12	
Correctional Nurse II	23.00	25	62,899	74,776	12	
Prob. Corrections Supervisor II	26.75	27	62,733	80,205	11	I
Business Systems Analyst II	1.00	1	61,672	78,790	11	
Clinical Therapist II	1.00	1	50,752	76,960	18	
Supv Automated Systems Analyst II	1.00	1	58,698	75,026	11	
Administrative Supervisor I	1.00	1	57,304	73,278	11	
Clinical Therapist I	8.26	9	49,504	73,278	18	
Probation Officer III	46.71	49	55,245	70,574	11	C
Prob. Corrections Supervisor I	47.08	48	54,184	69,181	11	H
Business Systems Analyst I	1.00	1	53,269	68,016	11	
Staff Analyst II	2.00	2	52,021	66,373	11	
Statistical Analyst	2.00	2	52,021	66,373	11	
Probation Officer II, or	253.33	264	51,334	65,541	11	B
Probation Officer I			42,224	53,976	11	A
Crime Analyst	1.00	1	50,752	64,792	11	
Automated Sys Analyst	2.00	2	48,360	61,672	11	

COUNTY OF SAN BERNARDINO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Domestic Violence Coordinator	2.00	2	46,030	58,698	11	
Executive Secretary III	1.00	1	44,907	57,304	11	
Probation Food Svs Manager	1.00	1	41,787	53,269	11	
Probation Corrections Officer, or	455.88	485	41,454	52,894	11	G
Prob Corrections Officer Trainee			33,280	42,494	11	F
Background Investigator	2.50	4	39,728	50,752	11	
Supervising Accounting Tech	2.00	2	38,792	49,504	11	
Probation Food Svs Supervisor	3.00	3	37,856	48,360	11	
Supervising Fiscal Specialist	2.00	2	37,856	48,360	11	
Automated Systems Technician	7.00	7	36,941	47,154	11	
Personnel Technician	1.00	1	36,046	46,030	11	
Accounting Technician	2.00	2	35,152	44,907	11	
Licensed Vocational Nurse II -	13.00	13	35,152	44,907	11	
Probation Cook II	3.84	4	33,530	42,765	11	
PCO Transitional from PNCO	7.71	8	33,280	42,494	11	
Supervising Office Assistant	6.75	7	32,718	41,787	11	
Fiscal Specialist	6.86	7	31,158	39,728	11	
Office Specialist	0.94	1	31,158	39,728	11	
Prob Transportation Officer	1.00	1	31,158	39,728	11	
Secretary I	10.00	10	31,158	39,728	11	
Office Assistant IV	6.64	7	29,661	37,856	11	
Payroll Specialist	6.00	6	29,661	37,856	11	
Probation Cook I	12.00	12	28,954	36,941	11	
Stores Specialist	2.00	2	28,954	36,941	11	
Fiscal Assistant	4.75	5	28,267	36,046	11	
Office Assistant III	99.34	103	28,267	36,046	11	
Supervising Custodian	1.00	1	28,267	36,046	11	
Office Assistant II	38.86	43	25,646	32,718	11	
Clinic Assistant	4.00	4	24,378	31,158	11	

COUNTY OF SAN BERNARDINO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Storekeeper	4.00	4	24,378	31,158	11	
Mail Processor II	1.00	1	23,795	30,326	11	
Probation Food Svs Worker	24.86	27	23,275	29,661	11	
Custodian I	6.00	6	22,672	28,954	11	
Domestic Svs Assistant	1.00	1	18,221	23,275	11	
Correction Nurse - Per Diem	1.75	3				
Public Service Employee (extra help only)	<u>3.75</u>	<u>4</u>	14,040	31,720		
	1,233.44	1296				

COUNTY OF SAN DIEGO

JUVENILE FIELD SERVICES	
	<u>FTE</u>
Probation Director	5.00
Probation Aide	14.00
Juvenile Justice Commission Asst	1.00
Analyst III	1.00
Intermediate Clerk	1.00
Records Clerk	34.00
Probation Operations Support Mgr	1.00
Office Support Specialist	6.00
Supervising Clerk	5.00
Admin Secretary II	3.00
Senior Word Processor Operator	1.00
Word Processor Operator	2.00
Mail Clerk Driver	2.00
Public Health Nurse II	1.00
Deputy Probation Officer	184.00
Correctional Deputy Prob Off I	21.00
Correctional Deputy Prob Off II	21.00
Senior Probation Officer	36.00
Supervising Probation Officer	28.00
Alcohol & Drug Program Spec III	<u>1.00</u>
	368.00

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

JUVENILE INSTITUTIONAL SERVICES	
	<u>FTE</u>
Probation Director	4.00
Quality Assurance Specialist	1.00
Storekeeper III	1.00
Storekeeper II	3.00
Storekeeper I	3.00
Records Clerk	18.00
Probation Operations Support Mgr	1.00
Detention Processing Supervisor	1.00
Office Support Specialist	3.00
Senior Clerk	2.00
Supervising Clerk	2.00
Admin Secretary II	2.00
Detentions Processing Tech	19.00
Deputy Probation Officer	1.00
Correctional Deputy Prob Officer I	276.00
Correctional Deputy Prob Officer II	92.00
Senior Probation Officer	44.00
Supervising Probation Officer	33.00
Departmental Aide	1.00
Laundry Worker	<u>2.00</u>
	509.00

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Manager, Prob Fiscal & Inf Svc	1.00
Probation Director	1.00
Deputy Chief Probation Officer	3.00
Admin Analyst III	4.00
Admin Analyst II	12.00
Admin Analyst I	2.00
Sr. Departmental Personnel Officer	1.00
Probation Aide	3.00
Personnel Aide	1.00
Departmental Public Affairs Officer	1.00
Departmental Personnel Officer	4.00
Principle Admin Analyst	1.00
Manager, Probation Program Plannng	4.00
Accounting Technician	6.00
Assoc Accountant	4.00
Senior Accountant	1.00
Senior Account Clerk	1.00
Senior Payroll Clerk	4.00
Principal Accountant	1.00
Account Clerk Specialist	2.00
Storekeeper II	1.00
Records Clerk	2.00
Administrative Secretary III	5.00
Mail Clerk Driver	1.00
Senior Probation Officer	3.00
Supervising Probation Officer	3.00
Coordinator Volunteer Services	<u>1.00</u>
	73.00

ADULT FIELD SERVICES	
	<u>FTE</u>
Probation Director	4.00
Probation Aide	27.00
Records Clerk	76.00
Probation Operations Support Mgr	1.00
Senior Transcriber Typist	1.00
Office Support Specialist	8.00
Supervising Clerk	9.00
Administrative Secretary II	4.00
Senior Word Processor Operator	2.00
Word Processor Operator	3.00
Mail Clerk Driver	3.00
Deputy Probation Officer	186.00
Correctional Deputy Prob Officer I	3.00
Correctional Deputy Prob Officer II	4.00
Senior Probation Officer	38.00
Supervising Probation Officer	28.00
Alcohol & Drug Program Spec II	2.00
Alcohol & Drug Program Spec I	<u>1.00</u>
	402.00

COUNTY OF SAN DIEGO

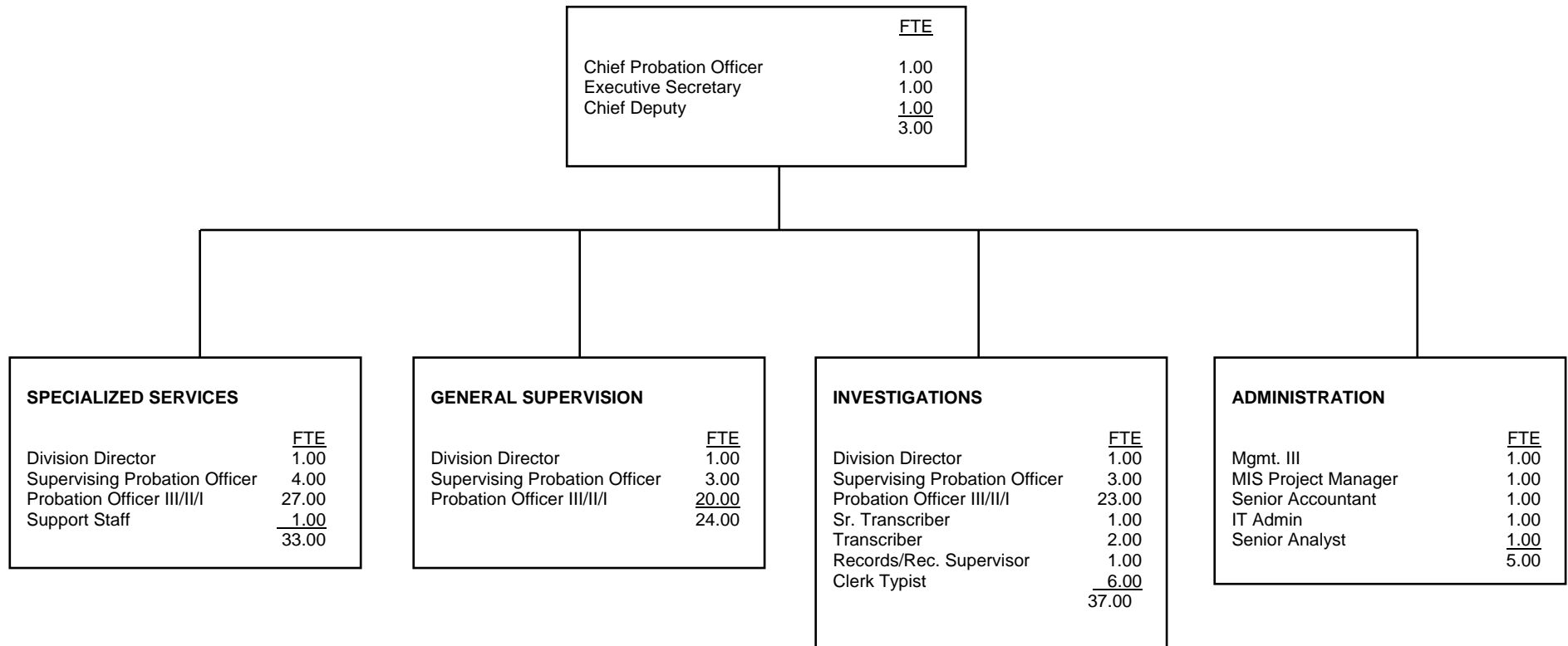
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	143,541			
Asst Chief Probation Officer	1.00	1	89,440	174,720	Band	
Dep Chief Probation Officer	3.00	3	79,040	162,240	Band	
Manager, Prob Fiscal & Inf Svc	1.00	1	68,640	133,120	Band	
Probation Director	14.00	14	64,480	128,960	Band	E,J
Principal Accountant	1.00	1	73,029	88,774	5	
Manager, Probation Prog Planng	4.00	4	70,928	86,216	5	
Sr Departmental Personnel Off	1.00	1	64,334	86,216	2	
Supv Probation Officer	91.00	91	63,482	81,016	6	D,I
Quality Assurance Specialist	1.00	1	65,811	79,976	5	
Principle Administrative Analyst	1.00	1	64,314	78,166	5	
Sr Accountant	1.00	1	58,344	70,907	5	
Public Health Nurse II	1.00	1	57,824	70,283	5	
Alcohol & Drug Prog Spec III	1.00	1	56,950	69,222	5	
Departmental Personnel Off	4.00	4	51,646	69,222	2	
Admin Analyst III	5.00	5	56,950	69,222	5	
Sr Probation Officer	121.00	121	55,952	67,995	6	C,H
Departmental Public Aff Of	1.00	1	55,640	67,621	5	
Probation Oper Support Mgr	3.00	3	52,686	64,064	5	
Alcohol & Drug Prog Spec II	2.00	2	51,813	62,982	5	
Admin Analyst II	12.00	12	51,626	62,754	5	
Dep Probation Officer	372.00	372	50,752	61,672	6	A, B
Assoc Accountant	4.00	4	47,362	57,595	5	
Juvenile Justice Commissn Asst	1.00	1	47,278	57,470	5	
Alcohol & Drug Prog Spec I	3.00	3	43,659	53,082	5	
Admin Analyst I	2.00	2	43,534	52,915	5	
Correctional Dep Prob Off II	117.00	117	43,493	52,874	6	G
Admin Secretary IV	1.00	1	42,307	51,438	5	
Admin Secretary III	5.00	5	39,312	47,778	5	

COUNTY OF SAN DIEGO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Coord- Volunteer Services	1.00	1	39,021	47,424	5	
Detention Processing Supv	1.00	1	38,709	47,070	5	
Correctional Dep Prob Off I	300.00	300	35,069	44,741	8	F
Storekeeper III	1.00	1	35,506	43,160	5	
Supv Office Assistant	16.00	16	35,069	42,619	5	
Departmental Payroll Spec	4.00	4	34,902	42,411	5	
Probation Aide	44.00	44	34,299	41,683	5	
Personnel Aide	1.00	1	34,050	41,392	5	
Accounting Technician	6.00	6	33,966	41,309	5	
Sr Transcriber	1.00	1	33,779	41,038	5	
Detentions Processing Tech	19.00	19	33,446	40,643	5	
Sr Word Processor Operator	3.00	3	32,802	39,874	5	
Admin Secretary II	9.00	9	32,677	39,728	5	
Account Clerk Specialist	2.00	2	31,554	38,376	5	
Sr Account Clerk	1.00	1	31,554	38,376	5	
Storekeeper II	4.00	4	30,722	37,336	5	
Sr Office Assistant	2.00	2	30,701	37,315	5	
Office Support Specialist	17.00	17	30,701	37,315	5	
Word Processor Operator	5.00	5	30,368	36,920	5	
Storekeeper I	3.00	3	27,810	33,800	5	
Records Clerk	130.00	130	27,373	33,280	5	
Laundry Worker	2.00	2	26,874	32,677	5	
Office Assistant	1.00	1	26,520	32,240	5	
Mail Clerk Driver	6.00	6	28,850	31,803	5	
Departmental Aide	1.00	1	18,117	22,027	5	
	<u>1,355.00</u>	<u>1,355</u>				

Salaries effective from 06/22/2007

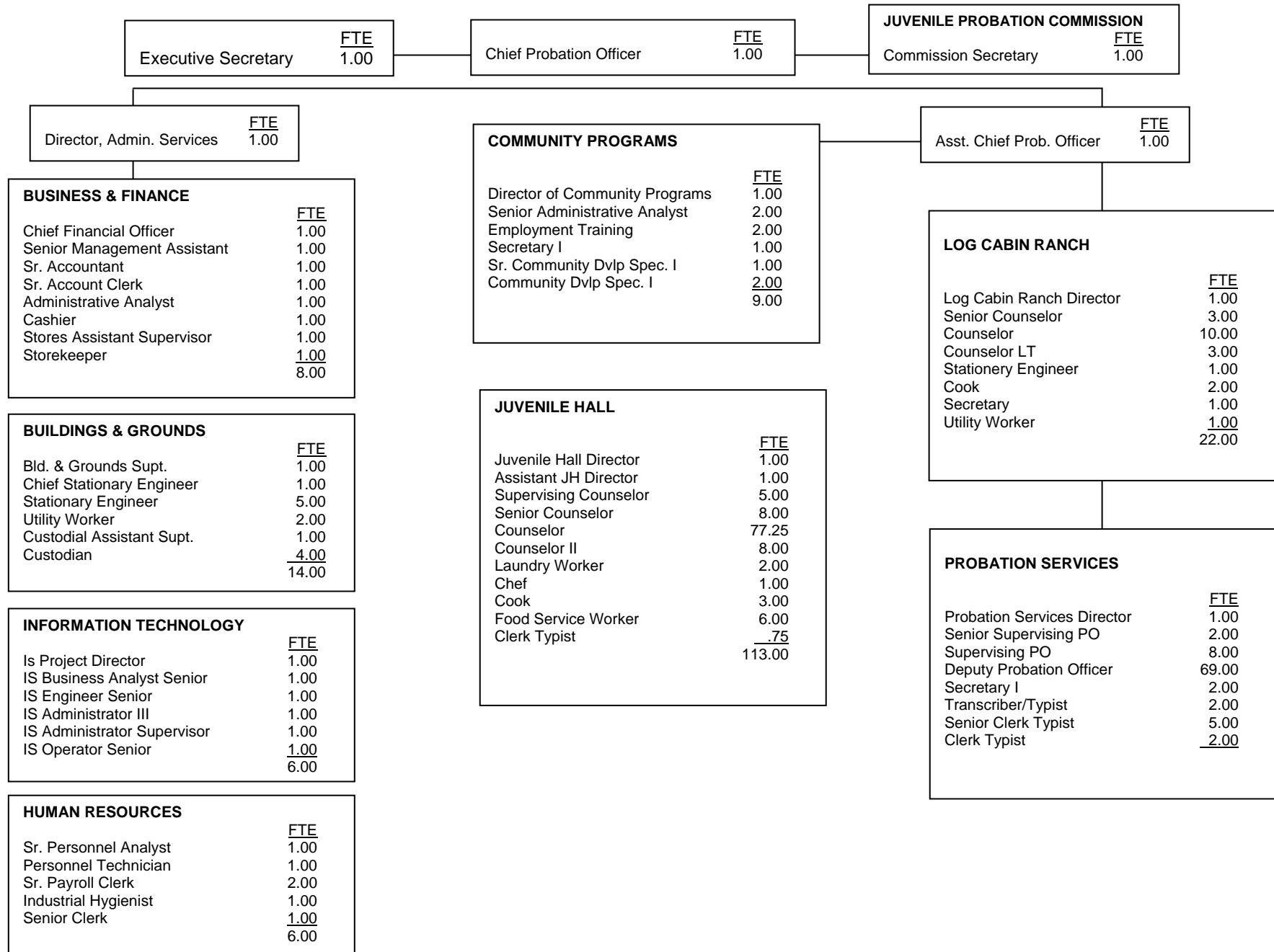
COUNTY OF SAN FRANCISCO (ADULT)



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	\$184,782			
Chief Deputy Probation Officer	1.00	1	138,970			
Director Adult Probation	3.00	3	88,660	107,866		E
Sup. Adult Probation Officer	10.00	10	81,042	98,488	5	D
Deputy Probation Officer	73.00	73	50,258	81,458	11	A, B, C
Principal Administrative Analyst.	1.00	1	86,320	104,936	5	
IS Administrative III	1.00	1	77,922	94,718	5	
Executive Secretary III	1.00	1	67,740	78,702	5	
Sr. Accountant	1.00	1	59,306	72,072	5	
Sr. Payroll Personnel Clerk	1.00	1	52,234	63,492	5	
Principal Clerk	1.00	1	50,960	61,958	5	
Clerk Typist	6.00	6	38,766	47,034	5	
Transcriber Typist	2.00	2	42,484	51,610	5	
Sr. Transcriber Typist	1.00	1	46,800	56,888	5	
	<u>103.00</u>	<u>103</u>				

COUNTY (AND CITY) OF SAN FRANCISCO - JUVENILE



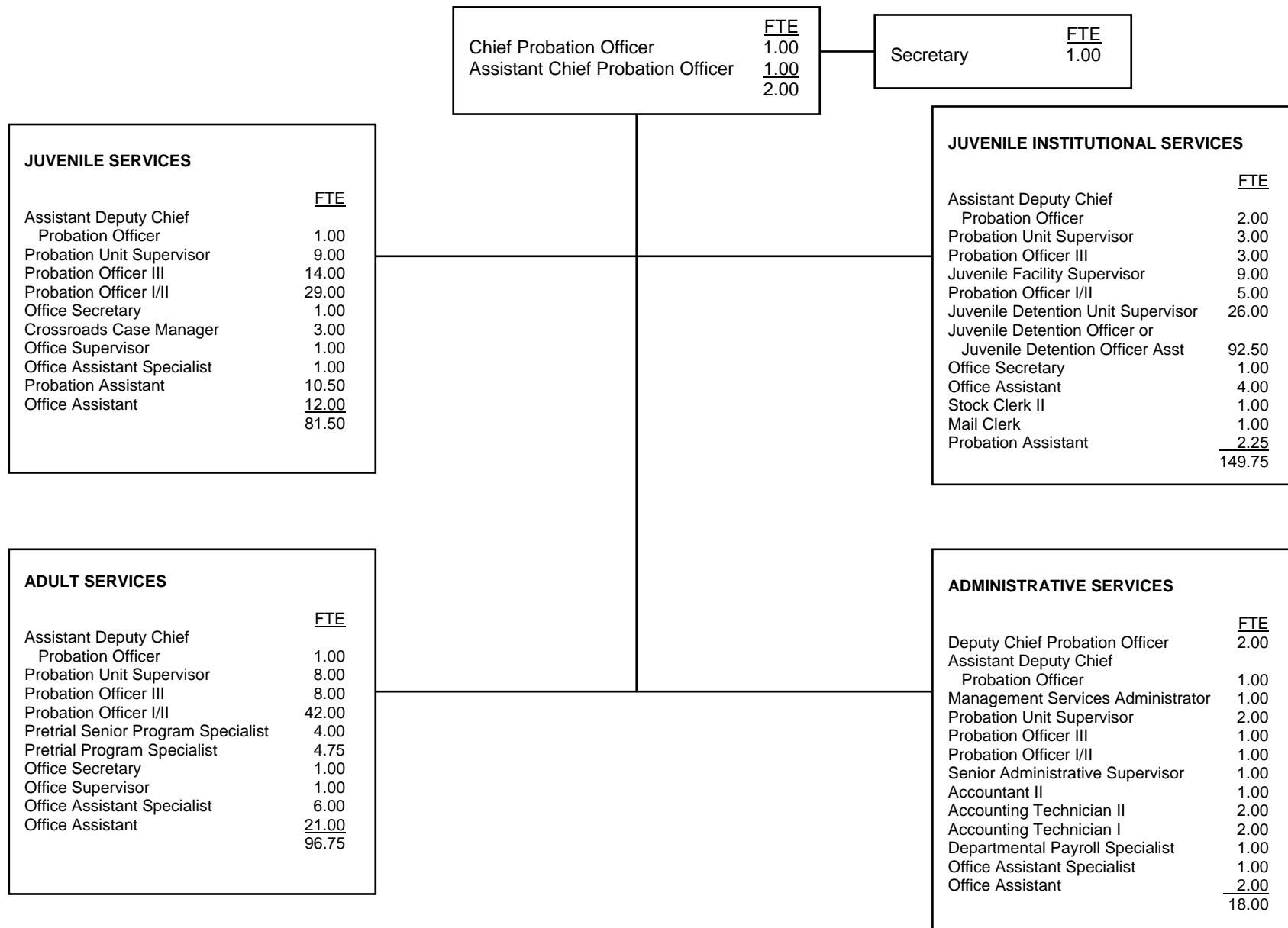
COUNTY OF SAN FRANCISCO (JUVENILE)

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$169,650	196,378	5	
Actual Salary				186,178		
Assistant Chief Probation Officer	1.00	1	149,084	172,536	5	
Director, Administrative Services	1.00	1	120,068	138,970	5	
IS Project Director	1.00	1	100,854	126,047	10	
Chief Financial Officer	1.00	1	94,068	120,042	5	
IS - Engineer - Senior	1.00	1	93,782	117,910	10	
Director, Juvenile Hall	1.00	1	87,178	111,228	5	J
Sr. Supervising Probation Officer	1.50	2	89,076	108,264	5	E
Industrial Hygienist	1.00	1	86,762	105,456		
Director, Probation Services	1.00	1	81,267	103,714	5	E
Director, Log Cabin Ranch	1.00	1	81,267	103,714	5	J
Director, Community Programs	1.00	1	81,267	103,714	5	
Buildings & Grounds Maintenance Supervisor	1.00	1		103,480	1	
IS Administrator - Supervisor	1.00	1	83,846	101,946	5	
Supervising Probation Officer	8.00	8	81,042	98,488	5	D
IS Business Analyst - Senior	1.00	1	79,042	99,398	10	
IS Administrator 3	1.00	1	77,922	94,718	5	
Senior Personnel Analyst	1.50	2	77,922	94,718	5	
Senior Administrative Analyst	1.00	1	74,568	90,636	5	
Chief Stationery Engineer	1.00	1		90,194	1	
Secretary, Commission	1.00	1	71,032	86,320	5	
Employment & Training Sepcialist V	2.00	2	70,015	85,098	5	
Deputy Probation Officer	69.00	69	50,528	81,458	11	A/B
Assistant Director, Juvenile Hall	1.00	1	66,846	81,267	5	I
Sr. Community Development Specialist	1.00	1	66,014	80,262	5	
Executive Secretary III	1.00	1	64,740	78,702	5	
Sr. Stationary Engineer - Water Treatment	1.00	1		78,390	1	
Senior Management Assistant	1.00	1	63,498	77,194	5	
Supervising Counselor	5.00	5	63,180	76,778	5	H

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	8.00	8	60,064	73,138	5	H
Senior Accountant	1.00	1	59,306	72,072	5	
Stationery Engineer	5.00	5		71,058	1	
Community Development Specialist	2.00	2	57,044	69,136	5	
Counselor II	8.00	8	56,758	69,004	5	G
Personnel Technician	1.00	1	53,368	64,896	5	
Senior Counselor, Boys Ranch	3.00	3	52,928	64,428	6	G
Senior Storekeeper	1.00	1	52,728	64,116	5	
Sr. Payroll & Personnel Clerk	2.00	2	52,234	63,492	5	
Management Assistant	1.00	1	51,480	62,582	5	
IS Operator - Senior	1.00	1	51,480	62,582	5	
Chef	1.00	1	50,960	61,958	5	
Counselor - Log Cabin Ranch	15.00	15	50,726	61,646	5	F
Counselor - Juvenile Hall	77.25	77	47,164	57,304	5	F
Senior Account Clerk	1.00	1	46,228	56,186	5	
Cook	5.00	5	45,136	54,860	5	
Custodial Assistant Supervisor	1.00	1	42,796	51,974	5	
Senior Clerk Typist	5.00	5	42,484	51,610	5	
Transcriber Typist	2.00	2	42,484	51,610	5	
Cashier II	1.00	1	41,496	50,336	5	
Storekeeper	1.00	1	40,794	49,504	5	
Secretary I	6.00	6	40,508	49,140	5	
Custodian	4.00	4	39,964	47,268	5	
Clerk Typist	2.75	3	38,766	47,034	5	
Senior Clerk	0.75	1	38,688	46,930	5	
Institutional Utility Worker	3.00	3	37,258	45,136	5	
Sr. Laundry Worker	2.00	2	36,348	44,044	5	
Food Service Worker	6.00	6	33,826	41,002	5	
	<u>276.75</u>	<u>278</u>				

COUNTY OF SAN JOAQUIN

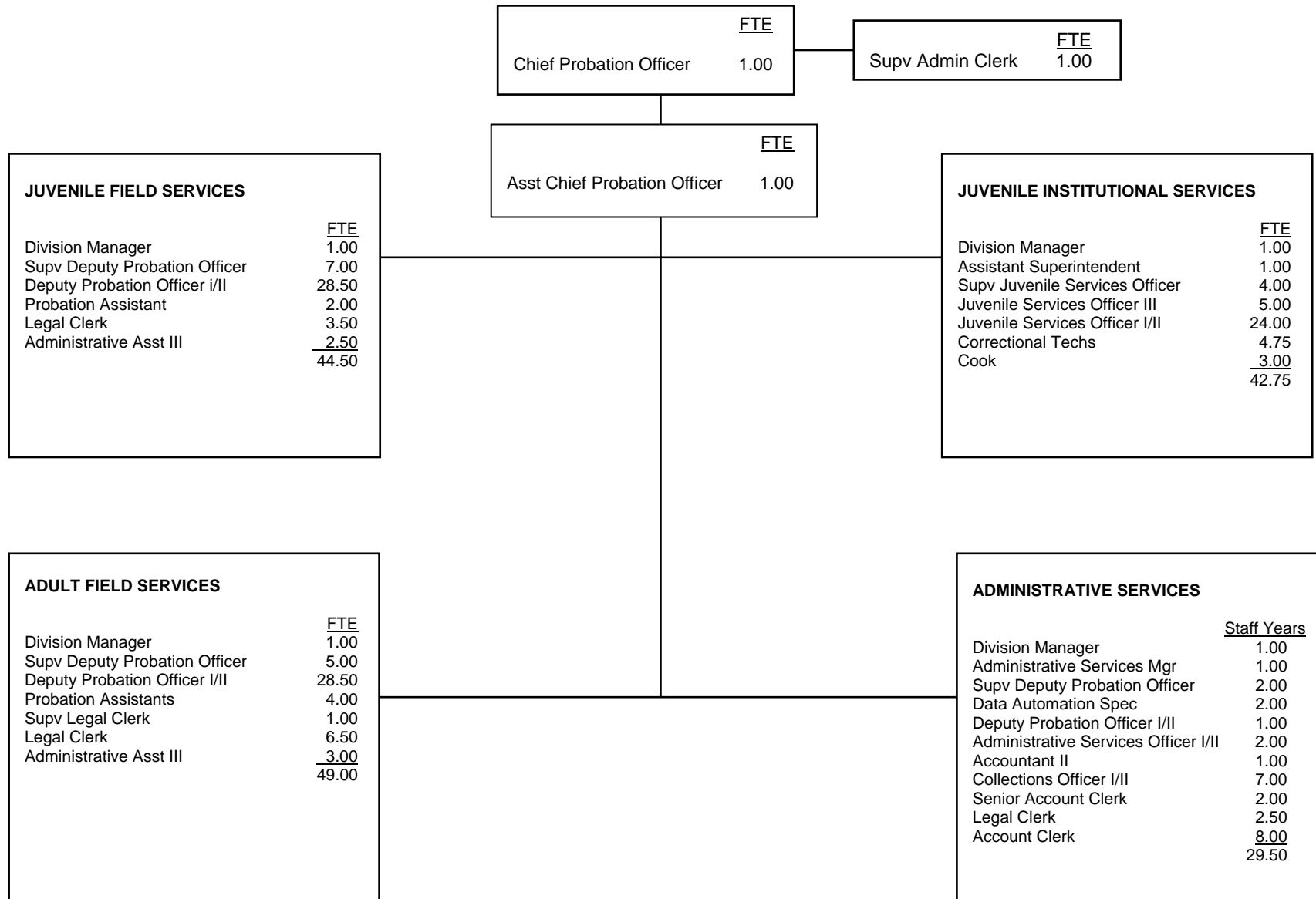


COUNTY OF SAN JOAQUIN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	141,398		5	
Assistant Chief Probation Officer	1.00	1	94,765	115,211	5	
Deputy Chief Probation Officer	2.00	2	82,264	100,006	5	
Management Services Administrator	1.00	1	70,699	85,946	5	
Assistant Deputy Chief Probation Officer	5.00	5	67,662	82,264	5	E
Probation Unit Supervisor	22.00	22	58,448	71,032	5	D
Probation Officer III	26.00	26	51,979	63,190	5	C
Juvenile Facility Supervisor	9.00	9	49,254	59,883	5	J
Accountant II	1.00	1	47,840	58,178	5	
Probation Officer II or Probation Officer I	77.00	77	40,747	57,247	5	B A
Juvenile Detention Unit Supervisor	26.00	26	44,054	53,539	5	I
Pretrial Senior Program Specialist	4.00	4	41,746	50,731	5	
Crossroads Case Manager	3.00	4	40,144	48,776	5	
Juvenile Detention Officer or Juvenile Detention Office Assistant	92.50	96	34,861	48,069	5	F, G
Accounting Technician II	2.00	2	38,979	47,362	5	
Pretrial Program Specialist	4.75	5	38,792	47,133	5	
Executive Secretary	1.00	1	38,605	46,904	5	
Senior Administrative Supervisor	1.00	1	38,418	46,696	5	
Accounting Technician I	2.00	2	33,675	40,934	5	
Office Secretary	3.00	3	33,030	40,144	5	
Office Supervisor	2.00	2	33,030	40,144	5	
Office Assistant Specialist	8.00	8	31,325	38,064	5	
Departmental Payroll Specialist	1.00	1	31,325	38,064	5	
Probation Assistant	12.75	17	31,013	37,690	5	
Senior Office Assistant or Office Assistant	39.00	39	28,413	36,254	5	
Stock Clerk II	1.00	1	29,682	36,067	5	
Mail Clerk	1.00	1	26,666	32,386	5	
	<u>349.00</u>	<u>358.00</u>				

Salaries effective from 01/01/2008

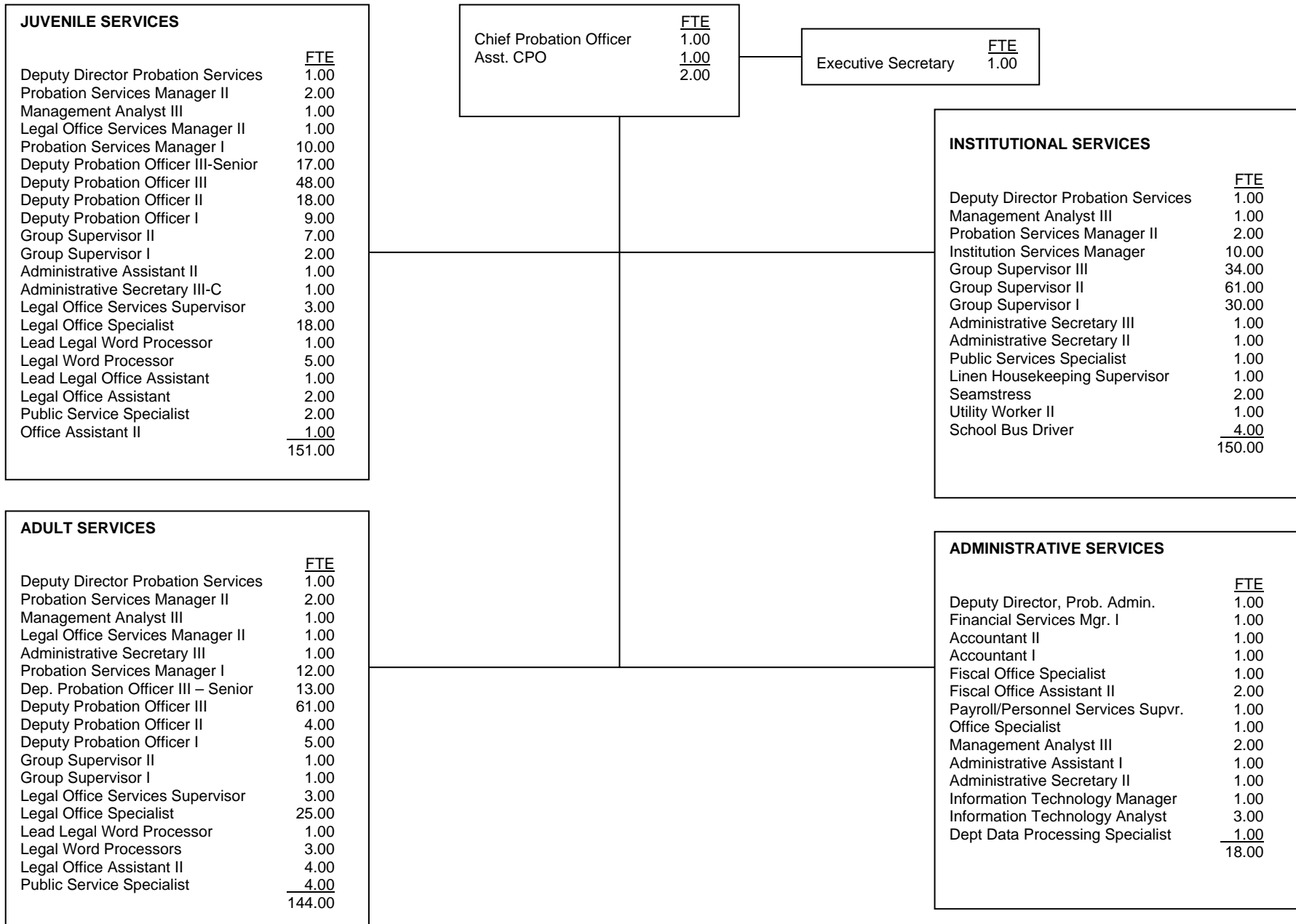
COUNTY OF SAN LUIS OBISPO



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	143,996		5	
Assistant Chief Probation Officer	1.00	1	95,283	115,833	5	
Division Manager Probation	4.00	4	76,293	92,725	5	E
Administrative Services Manager	1.00	1	75,794	92,121	5	
Department Automation Spec III	2.00	2	65,332	79,413	5	
Supervising Deputy Probation Officer	15.00	15	63,709	77,437	5	D
Administrative Services Officer II	1.00	1	55,951	68,015	5	
Accountant II	1.00	1	54,537	66,309	5	
Supervising Juvenile Servcs Officer	4.00	4	53,913	65,540	5	I
Deputy Probation Officer II	58.00	60	53,122	64,583	5	C
Juvenile Services Officer III	5.00	5	50,023	60,797	5	H
Administrative Services Officer I	1.00	1	46,653	56,721	5	
Juvenile Services Officer II	21.00	21	45,468	55,285	5	G
Supervising Admin Clerk II	1.00	1	42,577	51,729	5	
Juvenile Services Officer I	3.00	3	41,287	50,169	5	F
Collections Officer II	4.00	4	40,788	49,586	5	
Collections Officer I	3.00	3	38,833	47,194	5	
Supervising Legal Clerk	1.00	1	38,188	46,404	5	
Probation Assistant	6.00	6	37,148	45,135	5	A
Cook III	3.00	3	36,399	44,262	5	
Legal Clerk	12.50	14	35,588	43,263	5	
Correctional Technician	4.75	5	35,172	42,764	5	F
Senior Account Clerk	2.00	2	33,383	40,559	5	
Administrative Assistant III	5.50	6	31,699	38,521	5	
Account Clerk	8.00	8	28,558	34,735	5	
	<u>168.75</u>	<u>173.00</u>				

COUNTY OF SAN MATEO



COUNTY OF SAN MATEO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Director Probation Services	1.00	1	\$158,725		5	
Assistant Director of Probation Services	1.00	1	109,699	137,114	5	
Deputy Director Probation Administration	1.00	1	94,765	118,456	5	
Deputy Director Probation Services	3.00	3	94,765	118,456	5	
Information Technology Manager	1.00	1	85,945	107,432	5	
Probation Services Manager II	6.00	6	85,945	107,432	5	E
Financial Services Manager	1.00	1	77,938	97,427	5	
Information Technology Analyst	3.00	3	76,544	95,680	5	
Probation Services Manager I	22.00	23	74,256	92,810	5	D
Management Analyst III	5.00	5	70,699	88,379	5	
Institution Services Manager	10.00	10	67,350	84,178	5	I
Legal Office Services Manager II	2.00	2	67,350	841,778	5	
* Deputy Probation Officer III	169.45	174	63,440	79,310	5	C*
Deputy Probation Officer II			59,946	74,942	5	B
Deputy Probation Officer I			53,706	67,142	5	A
Administrative Assistant II	1.00	1	57,720	72,155	5	
Legal Office Services Supervisor	6.00	6	55,890	69,867	5	
Accountant II	1.00	1	55,702	69,638	5	
Group Supervisor III	34.00	34	55,536	69,430	5	H
Group Supervisor II	52.00	52	49,962	62,442	5	G
Group Supervisor I	49.70	50	44,262	55,328	5	F
Executive Secretary-Confidential+A62	1.00	1	53,654	67,057	5	
Administrative Assistant I	1.00	1	50,794	63,482	5	
Administrative Secretary III- Confidential	1.00	1	86,805	108,506	5	
Department Data Process Specialist	1.00	1	48,568	60,715	5	
Lead Legal Word Processor	2.00	2	48,131	60,174	5	
Administrative Secretary III	2.00	2	48,131	60,153	5	
Accountant I	1.00	1	47,632	59,550	5	
Lead Legal Office Assistance	1.00	1	46,966	58,718	5	

COUNTY OF SAN MATEO

Legal Office Specialist	43.00	43	46,966	58,718	5
Administrative Secretary II	2.00	2	45,884	57,346	5
Legal Word Processor	9.00	9	43,638	54,538	5
Fiscal Office Specialist	1.00	1	42,765	53,456	5
Payroll Personnel Services Supervisor- Confidential	1.00	1	42,765	53,456	5
Linen Housekeeping Service Specialist	1.00	1	42,640	53,290	5
Legal Office Assistant	6.00	6	41,059	51,334	5
Office Specialist	1.00	1	39,645	49,566	5
Utility Worker II	1.00	1	39,042	48,797	5
Public Services Specialist	7.00	7	37,690	47,112	5
Fiscal Office Assistant II	2.00	2	37,336	46,675	5
School Bus Driver	3.00	4	35,901	46,238	5
Office Assistant II	1.00	1	35,901	44,866	5
Seamstress	2.00	2	33,093	41,371	5
	459.15	466.00			

30 Deputy Probation Officer III receive a 5.74% shift differential

COUNTY OF SANTA BARBARA

FTE
Chief Probation Officer 1.00

JUVENILE FIELD SERVICES	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	3.00
Supervising Probation Officer	7.00
Deputy Probation Officer Sr	21.00
Departmental Assistant Sr	1.00
Deputy Probation Officer	33.00
Juvenile Institutions Officer	3.00
Supervising Officer Assistant	3.00
Probation Assistant	14.00
Office Assistant Sr	10.00
Publications Assistant I/II	1.00
Office Assistant II	<u>8.00</u>
	105.00

ADULT FIELD SERVICES	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	2.00
Supervising Probation Officer	7.00
Deputy Probation Officer Sr.	20.00
Deputy Probation Officer	42.00
Supervising Officer Assistant	3.00
Probation Assistant	10.50
Office Assistant Sr.	9.00
Publications Assistant I/II	6.00
Office Assistant II	15.75
	116.25

JUVENILE INSTITUTIONS SERVICES	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	3.00
Supervising Probation Officer	5.00
Deputy Probation Officer Senior	12.00
Food Services Supervisor	1.00
Juvenile Institutions Officer Sr	28.00
Juvenile Institutions Officer	68.00
Supervising Office Assistant	1.00
Probation Assistant	1.00
Cook	3.00
Intake and Release Specialist	7.50
Utility Worker	1.00
Office Assistant II	1.00
Food Services Worker	<u>3.50</u>
	136.00

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Admin Deputy Director	1.00
Data Processing Mgr	1.00
Fiscal Manager	1.00
Probation Manager	2.00
Project Mgr Grants	1.00
Project Mgr Collections	1.00
EDP Sys & Prgm Analyst I/II	2.00
Supervising Probation Officer	1.00
Cost Analyst I/II	1.00
Accountant III	1.00
Deputy Probation Officer Sr	3.00
Computer & Systems Spec I/II	3.00
Departmental Assistant Sr	2.00
Admin Support Supervisor	2.00
Accountant I/II	1.00
Executive Secretary	1.00
Departmental Assistant	1.00
Admin Services Clerk	2.00
Admin Secretary	4.00
Office Assistant Senior	<u>2.00</u>
	33.00

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	154,500			
Deputy Chief Probation Officer	3.00	3	89,440	147,680		
Administrative Deputy Director	1.00	1	89,440	147,680		
Data Processing Manager	1.00	1	82,452	100,656	5	
Fiscal Manager	1.00	1	78,828	96,240	5	
Probation Manager	10.00	10	78,828	96,240	5	E, J
Project Manager - Grants & Funding	1.00	1	74,880	122,720		
Project Manager - Collections	1.00	1	72,060	87,972	5	
EDP System and Program Analyst I/II	2.00	2	59,976	80,904	5	
Supervising Probation Officer	20.00	20	57,408	70,080	5	D, I
Cost Analyst I/II	1.00	1	55,104	74,328	5	
Accountant III	1.00	1	52,428	63,996	5	
Deputy Probation Officer Senior	56.00	56	49,920	60,948	5	C, H
Computer and Systems Specialist I/II	3.00	3	49,620	70,356	5	
Departmental Assistant Senior	3.00	3	45,588	55,656	5	
Administrative Support Supervisor	2.00	2	44,472	54,288	5	
Accountant I/II	1.00	1	44,028	58,212	5	
Food Services Supervisor	1.00	1	43,584	53,208	5	
Deputy Probation Officer	75.00	75	43,416	53,004	5	A
Executive Secretary	1.00	1	42,300	51,648	5	
Juvenile Institutions Officer Senior	28.00	28	42,180	51,492	5	H
Departmental Assistant	1.00	1	41,256	50,376	5	
Juvenile Institutions Officer	71.00	71	40,128	48,984	5	F, G
Administrative Services Clerk	2.00	2	33,804	41,256	5	
Supervising Office Assistant	7.00	7	33,624	41,052	5	
Administrative Secretary	4.00	4	33,468	40,848	5	
Probation Assistant	25.50	26	31,332	38,256	5	
Cook	3.00	3	31,068	41,880	5	
Intake and Release Specialist	7.50	9	30,132	36,792	5	

COUNTY OF SANTA BARBARA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Utility Worker	1.00	1	29,988	36,660	5	
Office Assistant Senior	21.00	21	29,544	36,060	5	
Publications Assistant I/II	7.00	7	29,544	38,100	5	
Office Assistant	24.75	25	25,812	31,524	5	
Food Services Worker	<u>3.50</u>	5	23,952	29,244	5	
	391.25	395				

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	171,361		Range	
Deputy Chief Probation Officer	2.00	2	140,378		7	
Admin Services Manager - Probation	1.00	1	136,904		7	
Information Systems Manager III	1.00	1	101,152	123,789	5	
Information Systems Manager II	2.00	2	91,747	112,053	5	
Probation Manager	10.00	10	88,666	108,215	5	E, J
Traffic Hearing Officer	1.00	1	90,186	104,807	5	
Information Systems Manager I	5.00	5	83,622	102,041	5	
Departmental Fiscal Officer	1.00	1	79,639	97,180	5	
Management Analyst Program Manager II	1.00	1	79,250	96,706	5	
Administrative Services Manager II, or Administrative Services Manager I	1.00	1	79,250	96,706	5	
			71,529	86,979	5	
Supervising Probation Officer	30.00	30	81,249	94,421	5	D
Probation Food Services Manager	1.00	1	75,475	91,747	5	
Supervising Probation Counselor	7.00	7	75,132	91,680	5	I
Building Operations Supervisor	1.00	1	74,404	90,788	5	
Senior Accountant	1.00	1	72,232	88,143	5	
Senior Training & Staff Development	1.00	1	68,786	87,314	5	
Senior Management Analyst	3.00	3	71,529	87,314	5	
Information Systems Analyst II, or Information Systems Analyst I	4.00	4	71,746	86,501	5	
			66,254	80,461	5	
Supervising Group Counselor	17.00	17	73,651	84,808	5	I
Deputy Probation Officer III, or Deputy Probation Officer II, or Deputy Probation Officer I	261.50	268	68,422	83,194	5	C
			63,648	73,965	5	B
			53,404	62,064	5	A
Probation Counselor II, or Probation Counselor I	58.00	58	67,075	81,561	5	G, H
			59,408	72,201	5	F
Information Systems Tech III	2.00	2	66,254	80,461	5	
Administrative Support Officer III, or	4.00	4	64,249	78,425	5	

COUNTY OF SANTA CLARA

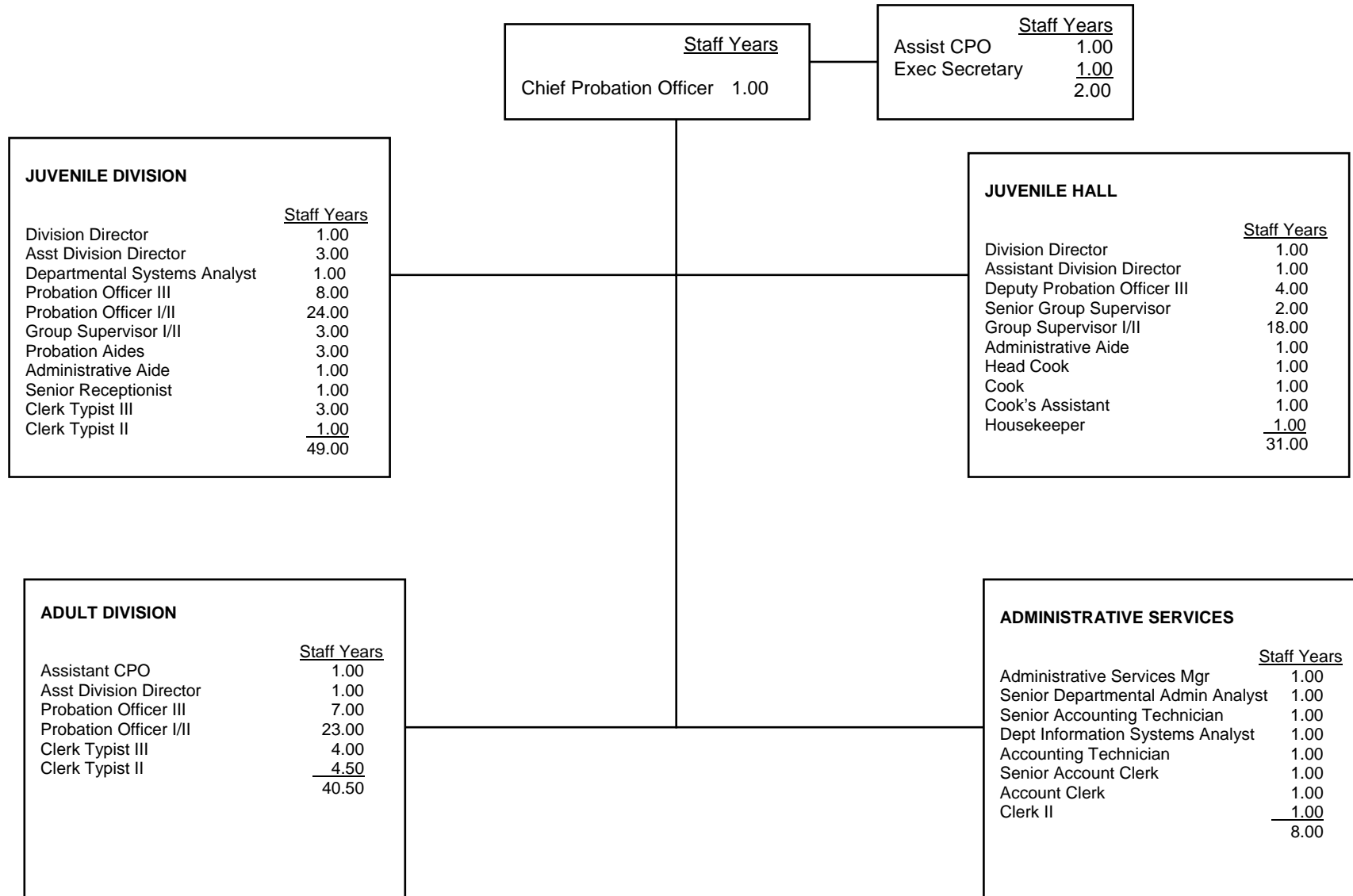
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Administrative Support Officer II, or Administrative Support Officer I	1.00	1	58,282	71,128	5	
Management Analyst, or Assoc. Management Analyst B, or Assoc. Management Analyst A	3.00	3	64,881	79,194	5	
Accountant III, or Accountant II, or Accountant/Auditor/Appraiser	2.00	2	63,625	77,366	5	
Human Resources Support Supervisor	1.00	1	59,996	72,941	5	
Senior Group Counselor, or Group Counselor II, or Group Counselor I	180.50	181	59,118	71,850	5	H
Executive Assistant II	1.00	1	54,432	66,375	5	
Head Cook	1.00	1	53,394	65,131	5	
Probation Assistant II, or Probation Assistant I	13.00	13	52,563	63,889	5	G
Supervising Clerk	8.00	8	50,848	62,026	5	
Executive Assistant I	3.00	3	47,946	58,506	5	
Law Enforcement Records Tech	2.00	2	45,542	55,228	5	
Justice Systems Clerk II, or Justice Systems Clerk I	25.00	26	45,094	54,687	5	
Laundry Services Supervisor	1.00	1	44,974	54,908	5	
Probation Community Worker, or Community Worker	23.00	23	44,416	53,653	5	
Administrative Assistant-ACE	1.00	1	43,907	53,599	5	
Facilities Maintenance Rep	1.00	1	50,779	53,436	5	
Human Resources Assistant II, or Human Resources Assistant I	1.00	1	43,648	52,876	5	
Management Aide	2.00	2	39,433	53,079	5	
	1.00	1	41,209	50,300	5	

COUNTY OF SANTA CLARA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Accountant Assistant	2.00	2	41,628	50,244	5	
Administrative Assistant	1.00	1	41,469	50,051	5	
Senior Warehouse Materials Handler	2.00	2	40,670	49,287	5	
Cook II	3.00	3	39,152	47,469	5	
Law Enforcement Clerk	4.00	5	38,430	46,583	5	
Account Clerk II, or	8.00	8	37,571	45,506	5	
Account Clerk I			34,436	41,469	5	
Night Attendant	2.00	2	37,407	45,268	5	
Transcriptionist	3.00	3	37,551	45,268	5	
Office Specialist III	10.00	10	37,198	44,836	5	
Storekeeper	2.00	2	36,841	44,416	5	
Cook I	6.00	6	35,692	43,007	5	
Office Specialist II	1.00	1	33,790	40,827	5	
Laundry Worker II	4.00	4	33,790	40,827	5	
Food Service Worker II	13.00	13	32,541	39,123	5	
Food Service Worker I	<u>6.00</u>	<u>6</u>	35,556	37,375	5	
	815.00	826				

Salaries effective from 10/2007

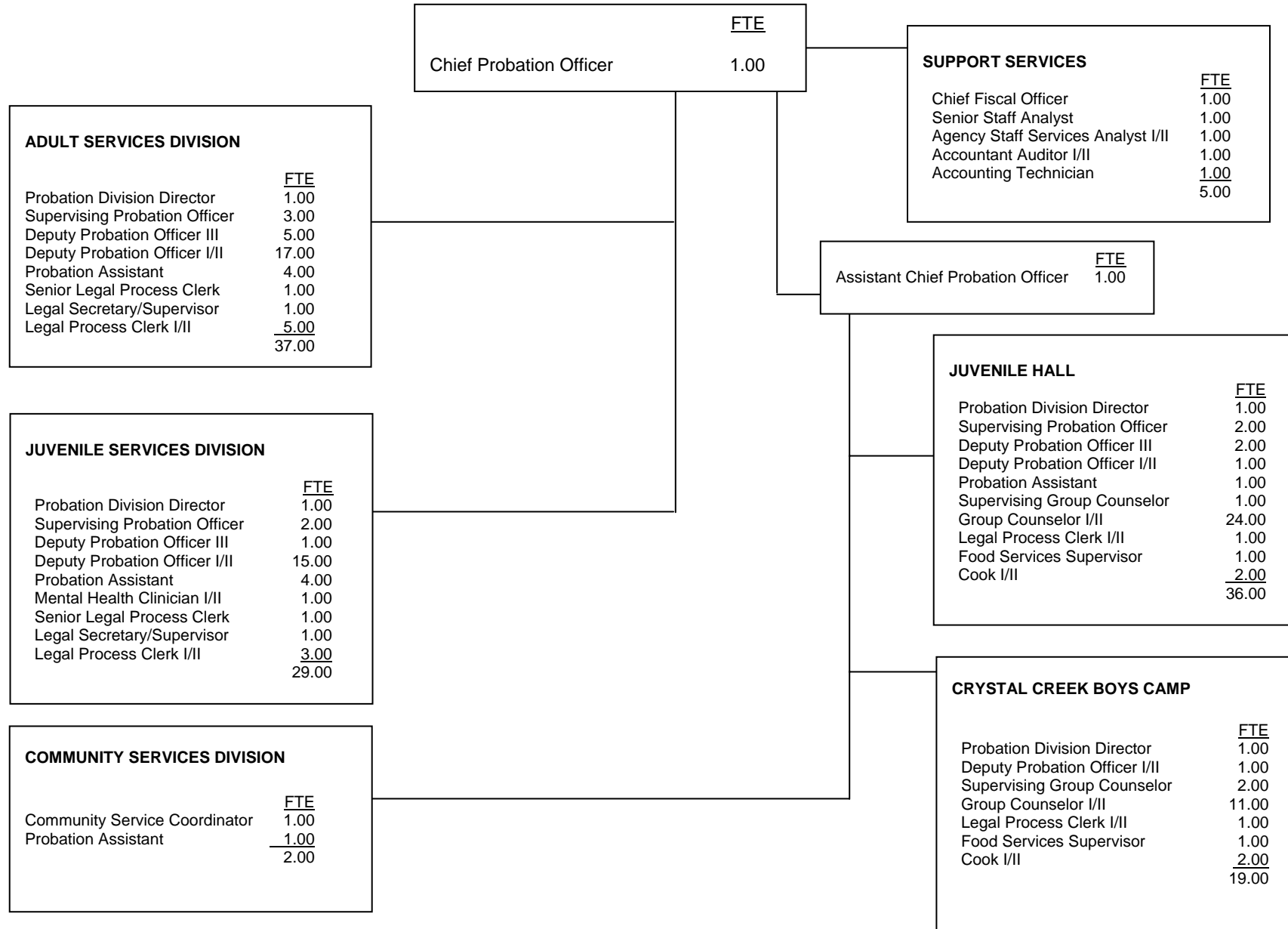
COUNTY OF SANTA CRUZ



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	\$152,464		7	
Assistant Chief Probation Officer	2.00	2	83,820	112,344	7	
Probation Division Director	2.00	2	74,280	99,072	7	E,J
Administrative Services Manager	1.00	1	69,408	92,616	7	
Senior Departmental Admin Analyst	1.00	1	62,748	83,652	7	
Assistant Division Director	5.00	5	60,864	81,012	7	E,J
Deputy Probation Officer III	19.00	19	59,988	75,132	7	D,I
Departmental Systems Analyst	1.00	1	53,304	71,076	7	
Dept. Info. Systems Analyst	1.00	1	53,160	67,224	7	
Deputy Probation Officer II, or	47.00	36	52,980	67,032	7	B
Deputy Probation Officer I		11	47,940	60,696	7	A
Senior Group Supervisor	2.00	2	51,144	64,644	7	H
Group Supervisor II, or	21.00	18	46,992	59,472	7	G
Group Supervisor I		3	42,660	53,976	7	F
Exec Secretary	1.00	1	46,992	59,472	7	
Administrative Aide	2.00	2	45,612	57,744	7	
Senior Accounting Technician	1.00	1	45,972	58,152	7	
Accounting Technician	1.00	1	42,948	54,288	7	
Probation Aide	3.00	3	42,576	53,808	7	
Head Cook	1.00	1	38,004	48,000	7	
Senior Account Clerk	1.00	1	36,732	46,440	7	
Senior Receptionist	1.00	1	36,000	45,552	7	
Typist Clerk III	7.00	7	36,000	45,552	7	
Cook	1.00	1	34,584	43,632	7	
Account Clerk	1.00	1	34,524	42,600	7	
Typist Clerk II	6.00	5.5	32,472	41,160	7	
Clerk II	1.00	1	32,244	40,764	7	
Housekeeper	1.00	1	31,548	39,228	7	
Cook's Assistant	1.00	1	29,592	37,464	7	
	<u>132.00</u>	<u>131.5</u>				

COUNTY OF SHASTA

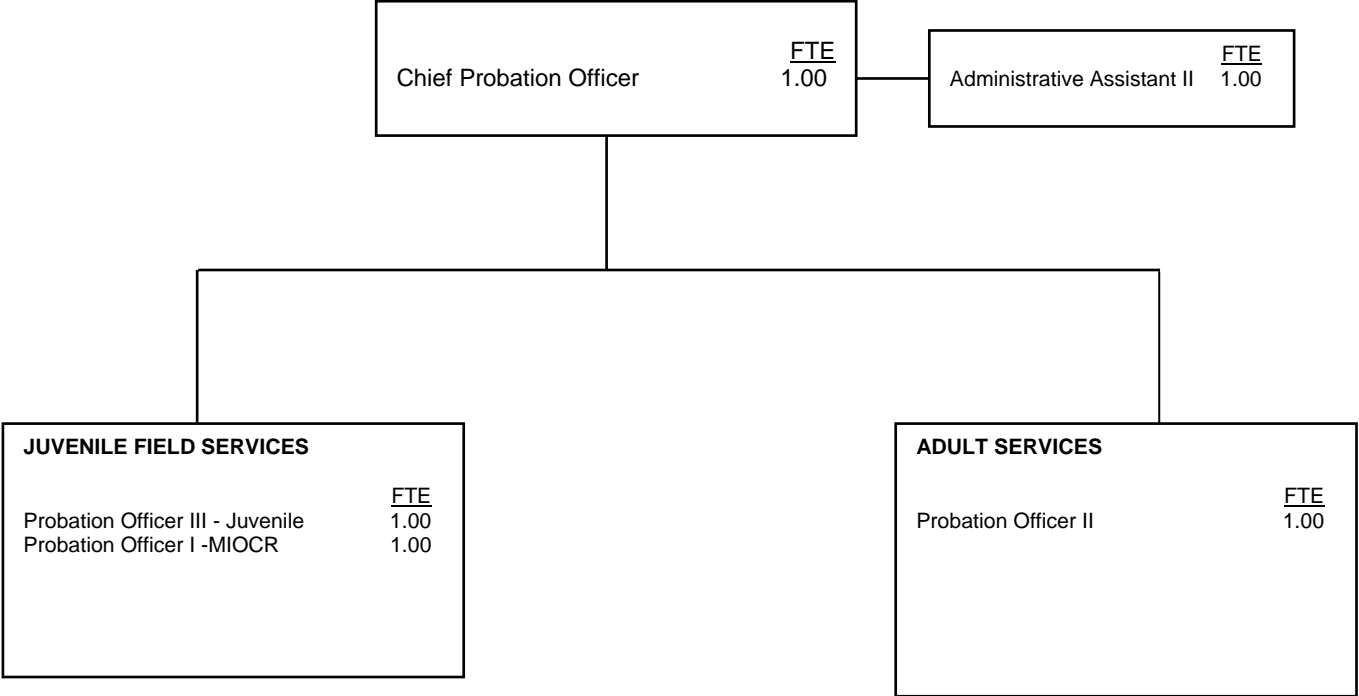


COUNTY OF SHASTA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	83,892	107,076	6	
Actual Salary				101,964		
Assistant Chief Probation Officer	1.00	1	61,992	79,116	6	
Chief Fiscal Officer	1.00	1	59,040	75,348	6	
Probation Division Director	4.00	4	49,044	62,592	6	E,J
Mental Health Clinician II (or)	1.00	1	53,594	68,340	6	
Mental Health Clinician I			48,564	61,992	6	
Supervising Probation Officer	7.00	7	43,416	55,404	6	D,I
Accountant Auditor II	1.00	1	39,372	50,256	6	
Senior Staff Analyst	1.00	1	39,372	50,256	6	
Deputy Probation Officer III	8.00	8	39,372	50,256	6	C,H
Agency Staff Services Analyst	1.00	1	36,948	47,160	6	
Community Services Coordinator	1.00	1	35,712	45,588	6	
Deputy Probation Officer II (or)	34.00	34	36,588	46,704	6	B
Deputy Probation Officer I			33,192	42,360	6	A
Supervising Group Counselor	3.00	3	33,192	42,360	6	H
Accounting Technician	1.00	1	31,920	40,740	6	
Food Service Supervisor	2.00	2	31,608	40,344	6	
Legal Secretary/Supervisor	2.00	2	31,452	40,152	6	
Probation Assistant	10.00	10	28,812	36,780	6	
Group Counselor II (or)	35.00	35	30,108	38,424	6	G
Group Counselor I			28,668	28,668	1	F
Senior Legal Process Clerk	-	2	27,048	34,512	6	
Legal Process Clerk II (or)	10.00	10	23,364	32,868	6	
Legal Process Clerk I					6	
Cook II (or)	4.00	4	26,388	33,684	6	
Cook I			23,592	30,108	6	
	<u>128.00</u>	<u>130.00</u>				

Salaries effective from 05/01/2008

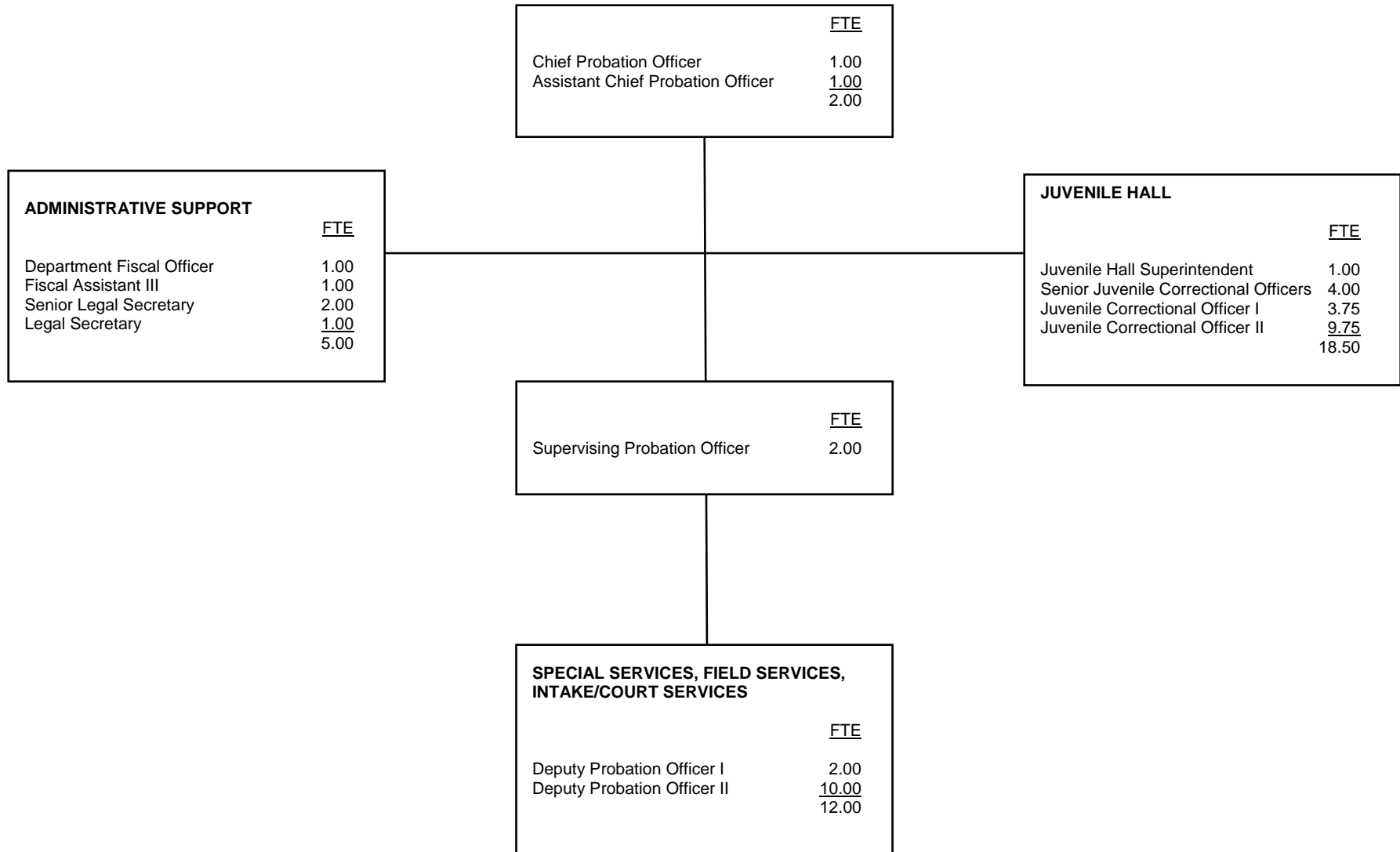
COUNTY OF SIERRA



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 III	1.00	1	42,851	52,085	9	C
Deputy Probation Officer II	1.00	1	40,552	49,291	9	B
Deputy Probation Officer I	1.00	1	34,221	41,596	9	A
Administrative Assistant II	<u>1.00</u>	<u>1</u>	27,896	41,215	9	
	5.00	5.00				

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		78,378	7	
Assistant Chief Probation Officer	1.00	1	56,311	68,445	5	E
Juvenile Hall Superintendent	1.00	1	48,856	59,384	5	J
Supervising Deputy Probation Officer	2.00	2	45,419	55,210	5	D
Deputy Probation Officer II	10.00	10	39,227	47,690	5	B, C
Department Fiscal Officer	1.00	1	38,280	46,529	5	
Deputy Probation Officer I	2.00	2	33,893	41,198	5	A
Senior Juvenile Correctional Officer	4.00	4	32,265	39,227	5	I
Juvenile Correctional Officer II	9.75	10	27,915	33,893	5	G
Senior Legal Secretary	2.00	2	27,208	33,057	5	
Juvenile Correctional Officer I	3.75	3.75	25,302	30,743	5	F
Legal Secretary	1.00	1	24,680	29,994	5	
Fiscal Assistant III	1.00	1	23,502	28,580	5	
	39.50	39.75				
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

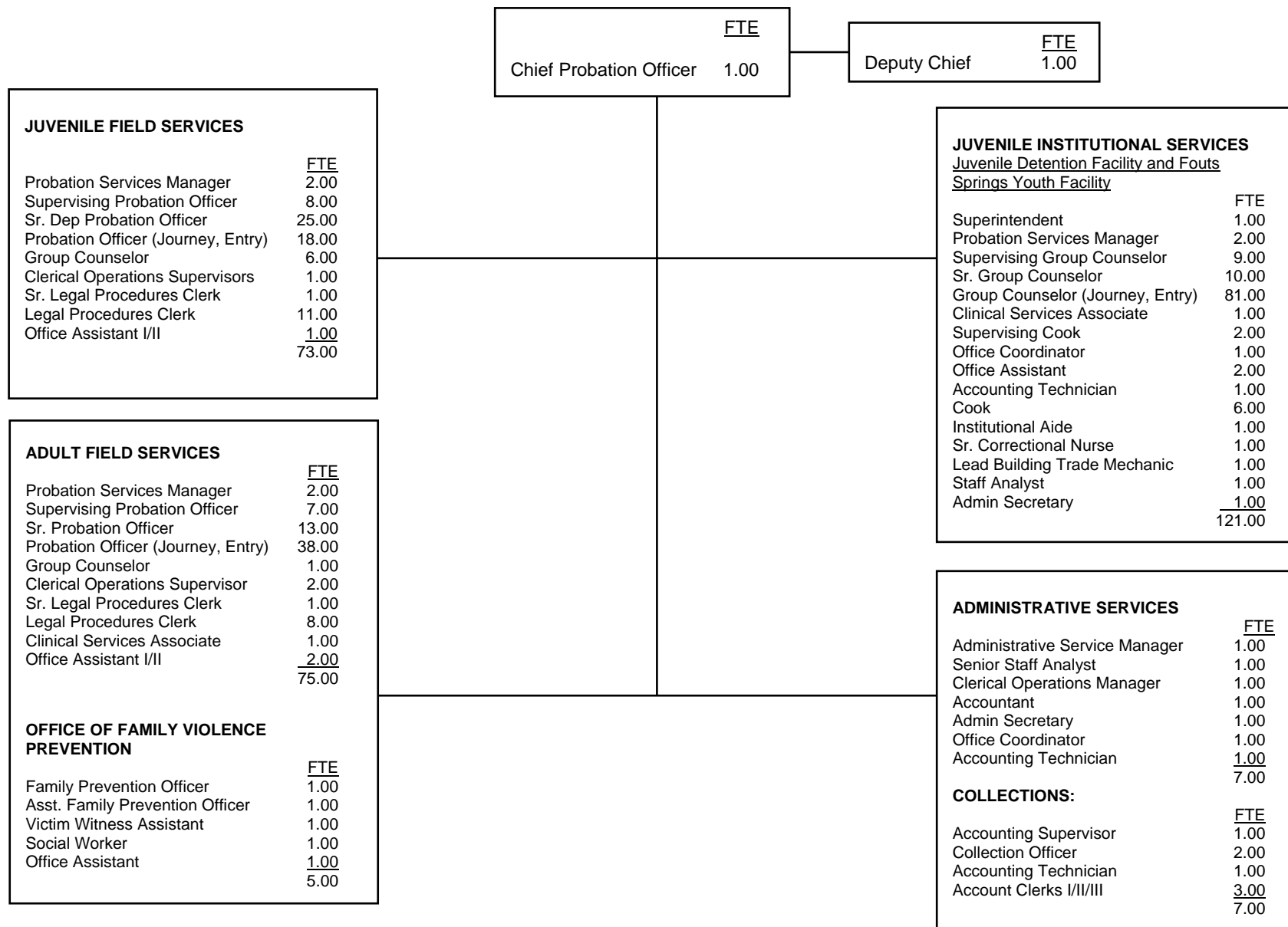
Salaries effective from 01/07/2008

* CPO - effective 7/1/07 Appointed Dept Heads

Step 6 = 2.5% - eligibility after 2 yrs @ Step 5.

Step 7 = 2.5% after 2 yrs @ Step 6.

COUNTY OF SOLANO



COUNTY OF SOLANO

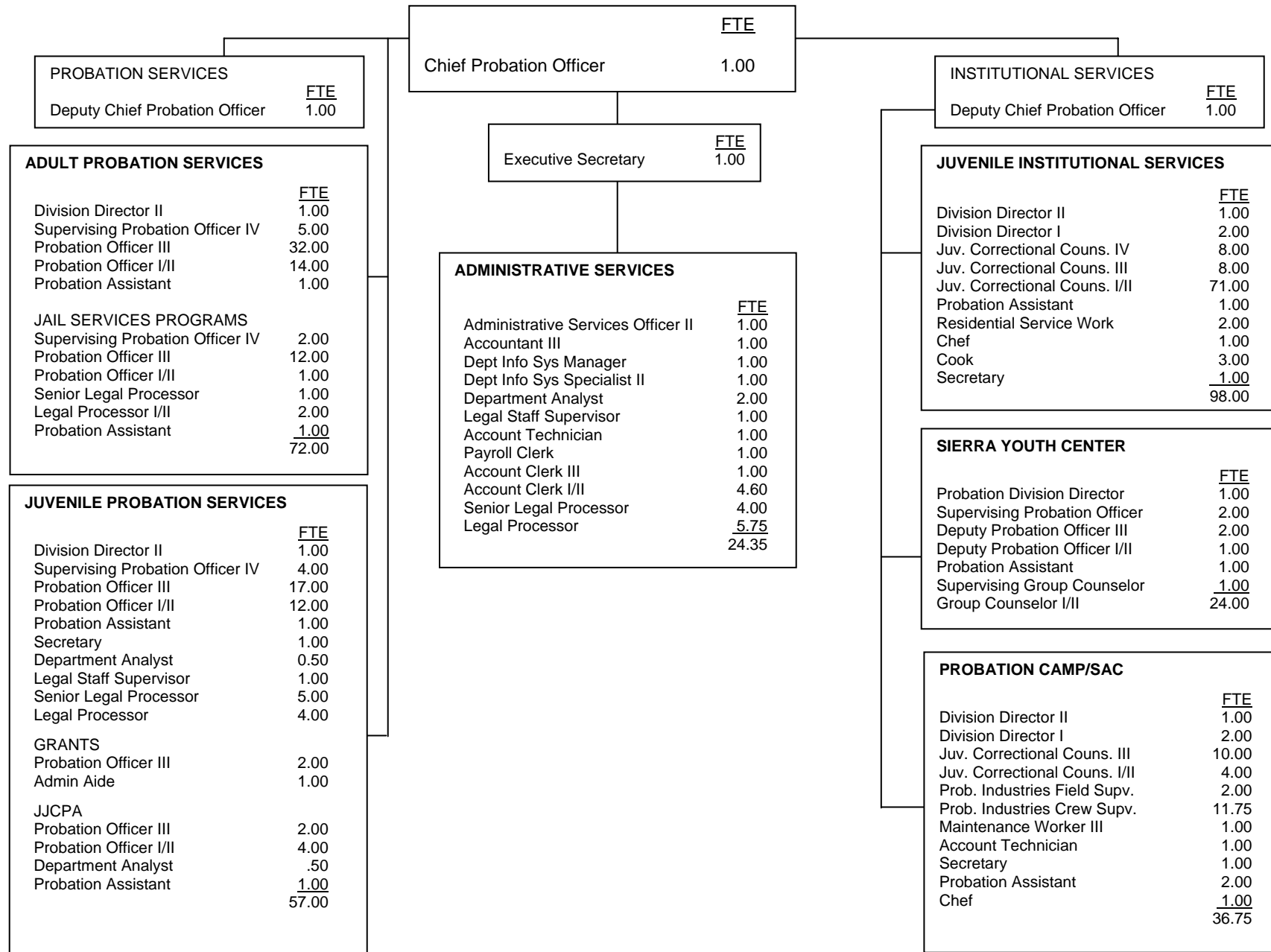
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>	
Director Of Probation	1.00	1.00	\$140,798	*	1		
Asst Director of Probation	1.00	1.00	96,529	117,332	*	5	
Super of Juv Detention Facility	1.00	1.00	91,932	111,744	*	5	J
Admin Services Manager	1.00	1.00	72,889	88,597	*	5	
Probation Services Manager (Institution)	1.00	1.00	71,820	87,299	*	5	J
Probation Services Manager	5.00	5.00	71,821	87,299	*	5	E
Correction Hlth Care Nurse(Sr)	1.00	1.00	64,357	78,226		5	
Staff Analyst (Senior)	1.00	1.00	63,312	76,956		5	
Family Violence Prevent Offcr	1.00	1.00	62,104	75,488	*	5	
Dep Probation Officer(Spvsing)	15.00	15.00	59,211	71,971		5	D
Social Worker III	1.00	1.00	58,977	71,687		5	
Social Worker II	1.00	1.00	53,614	65,168		5	
Staff Analyst	1.00	1.00	53,421	64,933		5	
Group Counselor (Supervising)	9.00	9.00	53,421	64,933		5	I
Clinical Services Associate	2.00	2.00	53,080	64,520		5	
Dep Probation Officer (Senior)	38.00	38.00	52,629	63,971		5	C
Clerical Operations Manager	1.00	1.00	49,985	60,757		5	
Building Trades Mechanic(Lead)	1.00	1.00	49,342	59,976		5	
Asst. Family Violence Prev. Coord	1.00	1.00	48,400	58,830	*	5	
Deputy Probation Officer (Entry)	-	-	39,943	48,551		5	A
Deputy Probation Officer	56.00	56.00	46,144	56,089		5	B
Group Counselor (Senior)	10.00	10.00	46,144	56,089		5	H
Accountant (entry)	1.00	1.00	43,319	52,654		5	
Accounting Supervisor	1.00	1.00	42,272	51,898		5	
Clerical Operations Supv	3.00	3.00	40,983	50,316		5	
Office Coordinator	2.00	2.00	40,983	50,316		5	
Administrative Secretary (C)	2.00	2.00	41,369	50,790	*	5	
Group Counselor (Entry Institution)	1.00	1.00	34,597	42,053		5	F
Group Counselor (Institution)	80.00	80.00	39,943	48,551		5	G

COUNTY OF SOLANO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Group Counselor	7.00	7.00	39,943	48,551	5	G
Accounting Technician	3.00	3.00	39,311	48,264	5	
Cook (Spvsing)	2.00	2.00	37,364	45,416	5	
Legal Procedures Clerk(Senior)	2.00	2.00	35,828	44,525	5	
Legal Procedures Clerk (Entry)	-	-	30,415	37,341	5	
Legal Procedures Clerk	19.00	19.00	34,539	42,405	5	
Accounting Clerk II	1.00	1.00	35,828	43,987	5	
Accounting Clerk III	2.00	2.00	37,528	46,075	5	
Office Assistant I	-	-	30,415	37,341	5	
Office Assistant II	5.00	5.00	34,539	42,405	5	
Office Assistant III (C)	1.00	1.00	38,860	47,710	5	
Collections Officer	2.00	2.00	34,818	42,322	5	
Cook	6.00	6.00	34,366	41,773	5	
Institutional Services Aid	<u>1.00</u>	<u>1.00</u>	29,875	36,313	5	
	290.00	290.00				

* Salaries effective from 10/21/07
 All other salaries effective from 10/05/06

COUNTY OF SONOMA



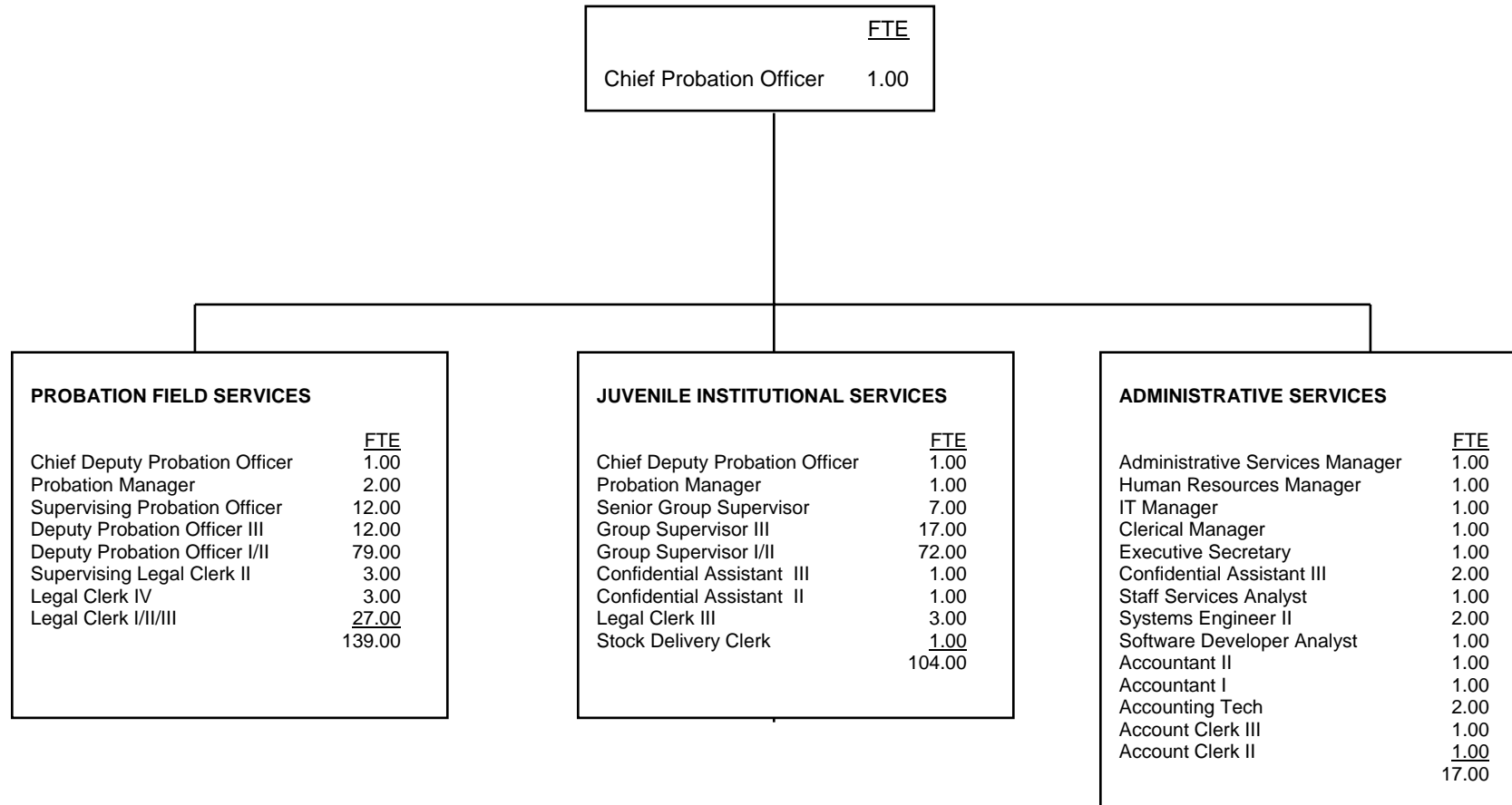
COUNTY OF SONOMA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$122,429	\$148,803	11	
Actual Salary				\$148,803		
Deputy Chief Probation Officer	2.00	2	99,965	121,493	11	
Probation Division Director II	3.00	3	84,032	102,149	11	
Admin. Services Officer II	1.00	1	80,974	98,426	11	
Probation Division Director I	5.00	5	76,357	92,830	11	E, J
Dept Info Sys Manager	1.00	1	75,858	92,186	11	
Probation Officer IV	10.00	10	67,974	82,618	11	D
Accountant III	1.00	1	67,163	81,640	11	
Department Information Systems Spec. II	1.00	1	65,104	79,144	11	
Department Analyst	2.00	2	59,613	72,446	11	
Probation Officer III	55.75	56	56,555	68,744	11	C
Probation Industries Field Supv.	1.00	1	55,973	68,037	11	
Juvenile Corrections Counselor IV	10.00	10	55,806	67,829	11	I
Juvenile Corrections Counselor III	21.00	21	50,086	60,861	11	H
Probation Officer II	17.00	17	50,086	60,861	11	B
Probation Industries Crew Supervisor	12.00	12	49,899	60,653	11	
Maintenance Worker III	1.00	1	48,838	59,342	11	
Legal Staff Supervisor	2.00	2	48,797	59,301	11	
Executive Secretary	1.00	1	46,738	56,805	11	
Administrative Aide	1.00	1	47,112	55,328	11	
Probation Officer I	16.00	16	45,490	55,307	11	A
Payroll Clerk C	1.00	1	44,470	54,059	11	
Accounting Technician	2.00	2	44,346	53,914	11	
Juvenile Corrections Counselor II	52.00	52	43,784	53,227	11	G
Chef	2.00	2	43,014	52,291	11	
Accounting Clerk III C	1.00	1	41,870	50,918	11	
Senior Legal Processor	9.00	9	41,725	50,710	11	
Secretary	4.00	4	41,579	50,544	11	

COUNTY OF SONOMA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Probation Assistant	4.75	5	39,770	48,339	11	
Accounting Clerk II	4.60	5	37,981	46,176	11	
Legal Processor II	8.00	8	37,981	46,176	11	
Juvenile Corrections Counselor I	17.00	17	37,045	45,032	11	F
Cook	3.00	3	36,358	44,179	11	
Legal Processor I	3.00	3	33,342	40,518	11	
Residential Service Worker	<u>2.00</u>	<u>2</u>	32,240	39,187	11	
	278.10	279				

COUNTY OF STANISLAUS

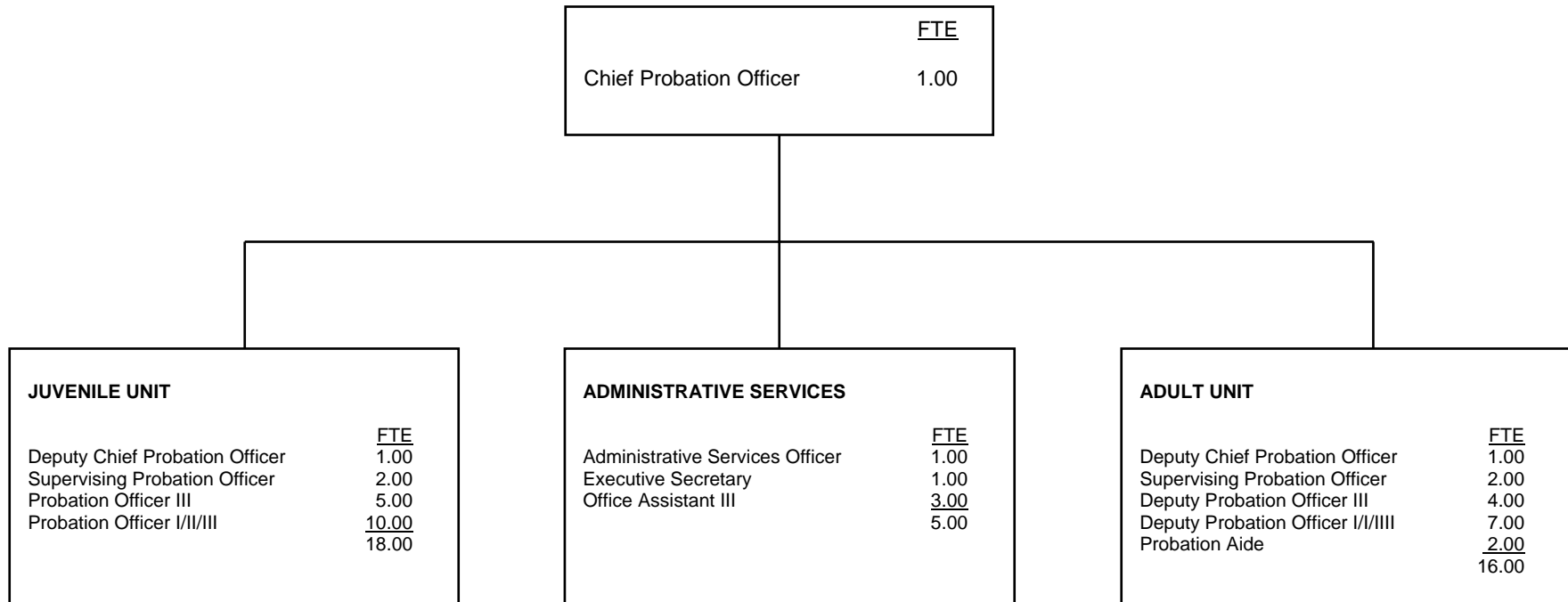


COUNTY OF STANISLAUS

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$155,382			
Chief Deputy Probation Officer	2.00	2	73,840	114,657		E,J
Probation Manager	3.00	3	58,780	91,235		E,J
Administrative Services Manager	1.00	1	58,780	91,235		
Human Resources Manager	1.00	1	58,780	91,235		
IT Manager	1.00	1	58,780	91,235		
Clerical Manager	1.00	1	52,000	80,730		
Systems Engineer II	2.00	2	61,713	75,025	5	
Software Development Analyst III	1.00	1	61,713	75,025	5	
Supervising Probation Officer	12.00	12	58,219	70,761	5	D
Deputy Probation Officer III	12.00	12	51,251	62,296	5	C
Senior Group Supervisor	7.00	7	50,336	61,172	5	I
Executive Secretary	1.00	1	39,228	60,881		
Accountant II	1.00	1	48,110	58,489	5	
Deputy Probation Officer II/I	79.00	79	40,768	55,827	10	B,A
Staff Services Analyst	1.00	1	44,678	54,288	5	
Group Supervisor III	17.00	17	42,120	51,188	5	H
Supervising Legal Clerk	3.00	3	40,643	49,420	5	
Confidential Assistant III	3.00	3	32,635	50,655		
Accountant I	1.00	1	37,668	45,801	5	
Group Supervisor II/I	72.00	79	32,260	44,969	10	G,F
Confidential Assistant II	1.00	1	28,953	44,950		
Accounting Technician	2.00	2	35,235	42,827	5	
Legal Clerk IV	3.00	3	33,612	40,872	5	
Account Clerk III	1.00	1	32,136	39,041	5	
Legal Clerk III/II/I	30.00	30	27,040	37,460	15	
Account Clerk II	1.00	1	28,433	34,548	5	
Stock Delivery Clerk	1.00	1	25,563	31,075	5	
	<u>261.00</u>	<u>268.00</u>				

Effective January 2008

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	87,258	106,233	5	
Actual Salary				117,121	8	
Deputy Chief Probation Officer	2.00	2	67,742	83,074	5	E
Administrative Services Officer	1.00	1	60,310	73,839	5	E
Supervising Probation Officer	4.00	4	52,840	64,588	5	D
Deputy Probation Officer III	9.00	9	47,740	58,791	5	C
Deputy Probation Officer I/II/III	17.00	17	38,407	58,791	5	A-C
Deputy Probation Officer I			38,407	47,740	5	A
Deputy Probation Officer II			42,908	52,990	5	B
Probation Aide	2.00	2	33,733	42,003	5	A
Executive Secretary	1.00	1	31,042	38,689	5	
Office Assistant III	<u>3.00</u>	<u>3</u>	26,406	32,793	5	
	40.00	40				

Salaries effective 8/2/07

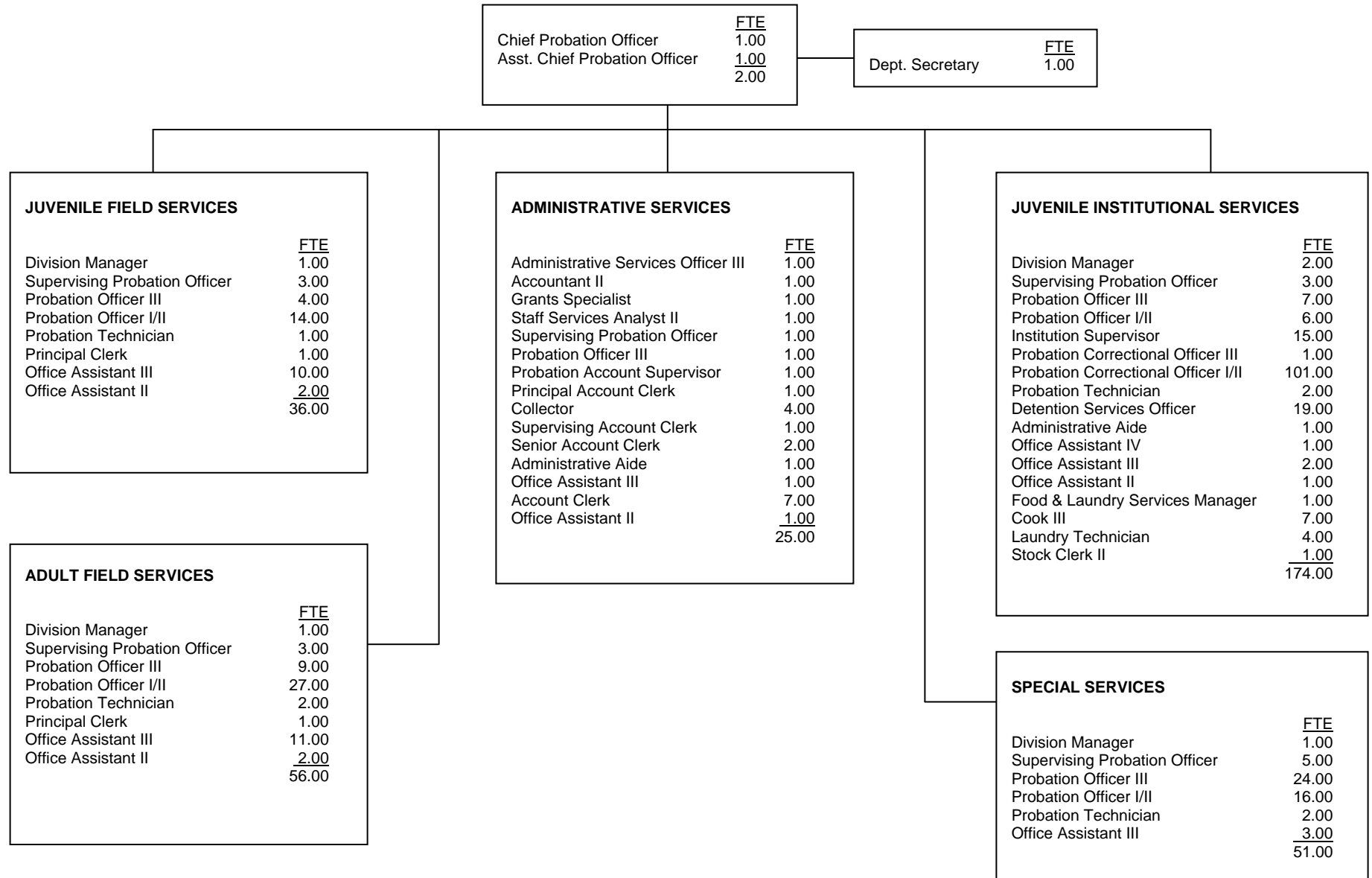
Salaries do not include the 4% COLA received in 12/22/07

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

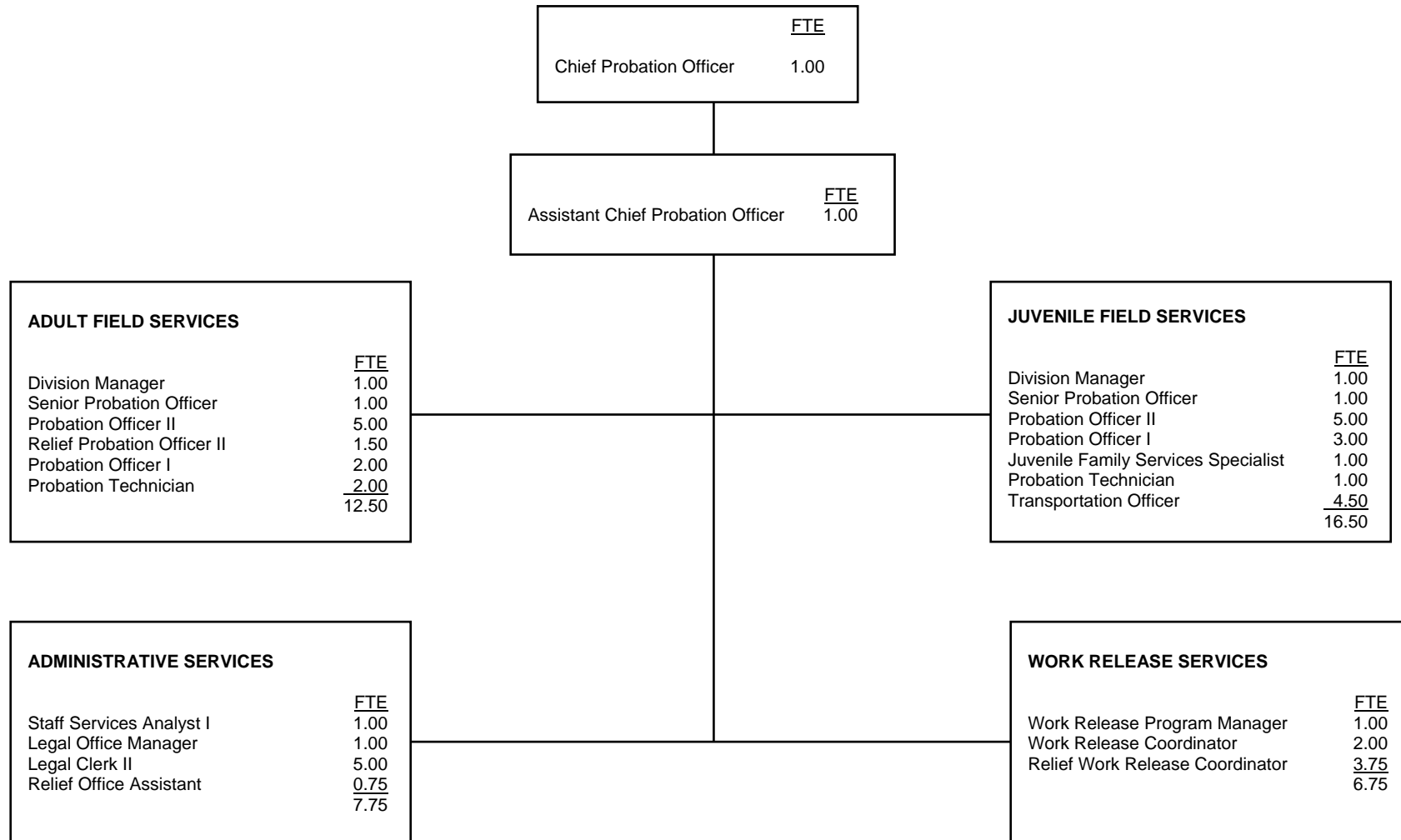
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$116,973			
Asst. Chief Probation Officer	1.00	1	93,113			E
Probation Division Manager	5.00	5	64,752	78,917	5	E, J
Administrative Services Officer III	1.00	1	61,890	75,425	5	
Department Secretary	1.00	1	35,871	43,715	5	
Grant Specialist	1.00	1	55,260	67,347	5	
Staff Services Analyst II	1.00	1	44,656	54,424	5	
Supervising Probation Officer	15.00	15	53,177	64,809	5	D, I
Probation Institution Supervisor	15.00	15	44,444	54,165	5	I
Deputy Probation Officer III	45.00	45	42,531	51,834	5	C
Deputy Probation Officer II,	63.00	63	38,513	46,936	5	B
Deputy Probation Officer I			33,184	40,442	5	A
Probation Correctional Officer III	1.00	1	37,608	45,833	5	H
Probation Correctional Officer II	101.00	101	35,785	43,612	5	G
Probation Correctional Officer I			32,404	39,493	5	F
Detention Services Officer	19.00	19	26,680	32,516	5	F
Probation Technician	7.00	7	30,196	36,802	5	
Stock Clerk II	1.00	1	25,495	27,588	5	
Administrative Aide	2.00	2	31,439	38,314	5	
Accountant II	1.00	1	43,520	53,039	5	
Probation Account Supervisor	1.00	1	32,709	39,866	5	
Collector I	4.00	4	28,172	34,333	5	
Principal Account Clerk	1.00	1	28,471	34,698	5	
Supervising Account Clerk	1.00	1	27,092	33,018	5	
Senior Account Clerk	2.00	2	25,244	30,768	5	
Account Clerk	7.00	7	22,863	27,864	5	
Principal Clerk	2.00	2	27,635	33,679	5	
Office Assistant IV	1.00	1	26,167	31,889	5	
Office Assistant III	27.00	27	23,790	28,994	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	21,543	26,255	5	
Food and Laundry Services Manager	1.00	1	35,415	43,161	5	
Cook III	7.00	7	25,644	31,254	5	
Laundry Technician	<u>4.00</u>	<u>4</u>	25,644	31,254	5	
	345.00	345.00				

Salaries effective from 01/18/2008

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	97,381			
Assistant Chief Probation Officer	1.00	1	65,996	80,568	5	E
Probation Division Manager	2.00	2	47,485	56,825	5	D
Senior Probation Officer	2.00	2	39,879	48,684	5	C
Probation Officer II	10.00	10	36,093	44,062	5	B
Relief Probation Officer II	1.50	2	22.94/hr			
Probation Officer I	5.00	5	32,666	39,879	5	A
Probation Technician	3.00	3	25,969	31,703	5	
Juvenile Family Services Specialist	1.00	1	43,192	52,728	5	
Staff Services Analyst I	1.00	1	33,325	40,683	5	
Legal Office Manager	1.00	1	31,862	38,897	5	
Legal Clerk II	5.00	5	23,858	29,126	5	
Relief Office Assistant	0.75	1	11.02/hr			
Work Release Program Manager	1.00	1	33,659	41,090	5	
Work Release Coordinator	2.00	2	24,954	30,463	5	
Relief Work Release Coordinator	3.75	5	14.36/hr			
Transportation Officer	<u>4.50</u>	<u>6</u>	13.52/hr			
	45.50	49				

COUNTY OF VENTURA

JUVENILE SERVICES	
	<u>FTE</u>
Chief Deputy-Safety	0.50
Division Manager	1.00
Supv Deputy Probation Officer	7.00
Sr. Deputy Probation Officer	11.00
Deputy Probation Officer	37.00
Senior Psychologist	1.00
Accounting Officer III	0.50
Clerical Supervisor III	2.00
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>4.00</u>
	69.00

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

INSTITUTIONAL SERVICES	
	<u>FTE</u>
Chief Deputy-Safety	1.00
Division Manager	4.00
Supv. Deputy Probation Officer	11.00
Senior Deputy Probation Officer	20.00
Deputy Probation Officer	23.00
Correction Officer III	15.00
Correction Officer II	41.00
Correction Officer I	63.00
Administrative Officer II	1.00
Office Systems Coordinator IV	1.00
Office Systems Coordinator III	1.00
Manager Food Services	1.00
Assistant Food Svcs Supervisor	1.00
Food Service Assistant III	9.00
Jail Cook	7.00
Laundry Worker II	3.00
Tech Specialist IV	2.00
Accounting Off III	1.00
Fiscal Technician II	3.00
Fiscal Assistant III	1.00
Administrative Asst III	1.00
Admin Asst II	3.00
Clerical Sup III	1.00
Legal Proc Asst III	1.00
Office Assistant IV	3.00
Office Assistant III	<u>7.00</u>
	225.00

ADMINISTRATION	
	<u>FTE</u>
Chief Deputy-Safety	1.00
Executive Officer	1.00
Fiscal Manager II	1.00
Probation Program Manager	1.00
Supv. Deputy Probation Officer	2.00
Senior Deputy Probation Officer	4.00
Office Systems Coordinator III	3.00
Accounting Off III	2.50
Admin Asst II	2.00
Clerical Services Manager	1.00
Mgmt Assistant IV-Confidential	1.00
Mgmt Assistant III	1.00
Fiscal Tech II	1.00
Legal Proc Asst III	3.00
Legal Proc Asst II	3.00
Info Processing Operator IV	4.00
Records Division Supervisor	1.00
Office Assistant III	2.00
Courier II	1.00
Translator	<u>1.00</u>
	36.50

ADULT SERVICES	
	<u>FTE</u>
Chief Deputy-Safety	0.50
Division Manager	2.00
Supv Deputy Probation Officer	10.00
Sr Deputy Probation Officer	12.00
Deputy Probation Officer	68.00
Accounting Officer I	1.00
Clerical Supervisor III	1.00
Office Assistant IV	3.00
Office Assistant III	5.00
Legal Processing Assistant III	<u>2.00</u>
	104.50

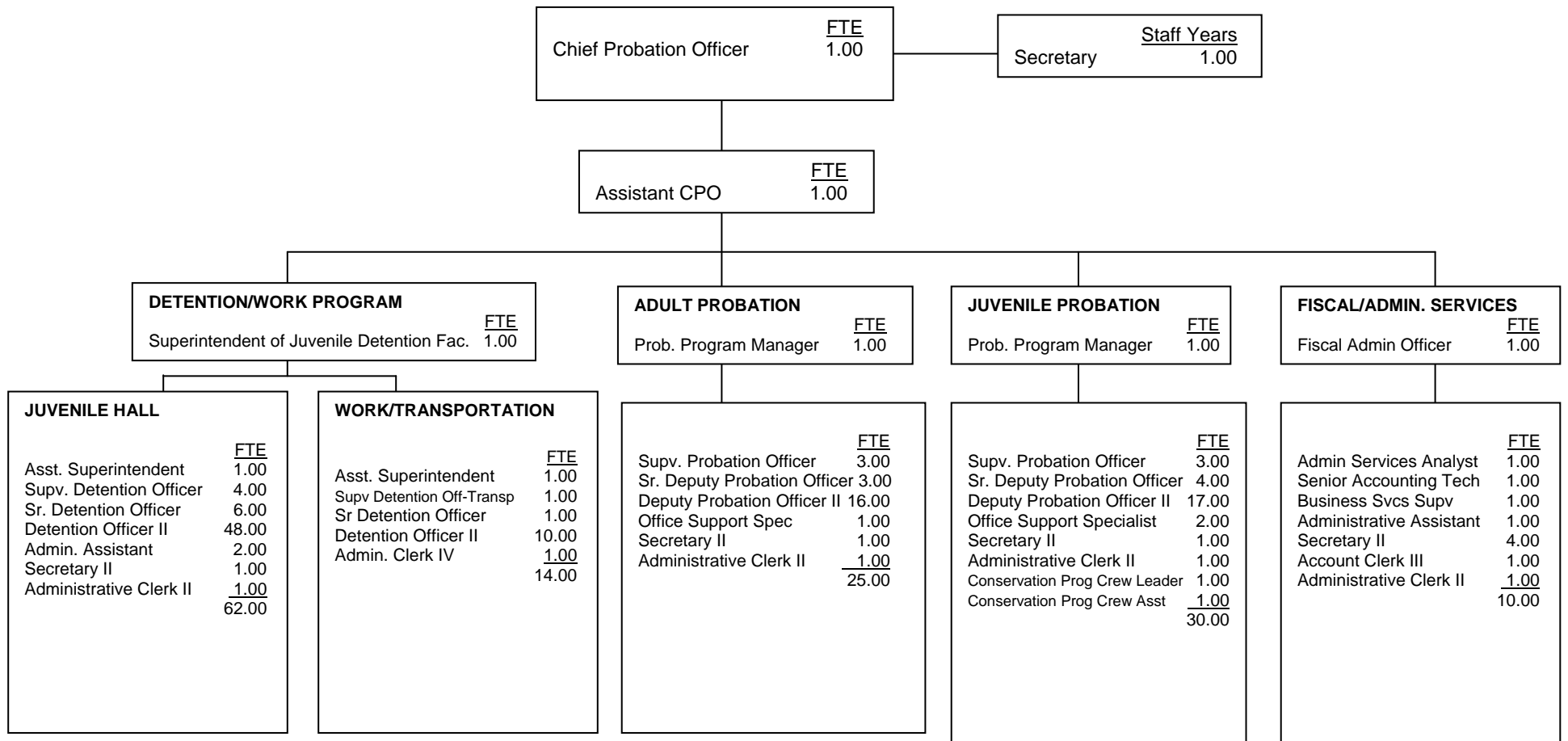
COUNTY OF VENTURA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Director Probation Agency	1.00	1	117,564	164,589	10	
Director - Actual				158,488		
Chief Deputy - Probation	3.00	3	91,031	127,444	10	
Managers - Probation	7.00	7	78,675	110,145	10	E, J
Executive Officer-Probation	1.00	1	71,268	99,775	10	
Fiscal Manager II	1.00	1	72,301	95,508	7	
Probation Program Mngr	1.00	1	64,394	90,152	11	D
Senior Program Administrator	-	1	63,499	88,899	10	
Administrative Officer II	1.00	1	62,016	86,822	11	
Supervising Deputy Probation Officer	30.00	32	61,850	86,590	11	D, I
Office Systems Coordinator IV	2.00	2	61,296	81,398	7	
Senior Psychologist	1.00	1	54,694	76,699	8	
Manager Hospital Food Svcs	1.00	1	56,137	78,592	10	
Office Systems Coordinator III	4.00	4	51,584	72,344	8	
Interpreter-Translator	1.00	1	69,421	69,421	8	
Senior DPO	47.00	49	53,646	68,426	6	C
Program Assistant	1.00	1	48,635	68,090	11	
Administrative Assistant III	1.00	1	45,762	64,173	9	
Accting Officer III	4.00	5	49,783	63,722	7	
Deputy Probation Officer	128.00	152	42,066	61,766	9	A-B
Clerical Services Manager	1.00	1	45,035	63,049	9	
Correction Officer III	15.00	18	46,994	59,850	6	H
Administrative Assistant II	5.00	5	41,601	58,340	8	
Management Assistant IV-Confidential	-	1	71,928	58,700	10	
Clerical Supervisor III	4.00	5	38,465	53,874	8	
Administrative Assistant I	-	1	37,840	52,937	8	
Correction Officer II	41.00	46	41,914	52,126	6	G
Accounting Officer I	1.00	1	39,538	50,609	7	
Fiscal Specialist I	-	1	38,239	48,946	7	

COUNTY OF VENTURA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Correction Officer I	63.00	85	33,088	48,574	9	F
Sheriff Custody Records Supervisor	1.00	1	34,460	48,220	9	
Fiscal Technician II	4.00	4	34,370	48,108	6	
Tech Specialist IV	2.00	2	34,230	47,923	8	
Management Asst III	1.00	1	33,294	46,588	8	
Legal Process Assistant III	7.00	7	31,728	44,389	8	
Assistant Food Services Supervisor	1.00	1	31,175	43,565	8	
Information Processing Operator IV	4.00	4	30,224	42,290	8	
Office Assistant IV	8.00	9	29,518	41,275	8	
Sheriff Intake & Release Spec	1.00	1	29,132	40,780	8	
Legal Process Assistant II	4.00	4	28,812	40,293	8	
Office Assistant III	18.00	28	27,461	38,398	8	
Fiscal Assistant III	1.00	1	27,005	37,766	8	
Jail Cook	7.00	9	26,789	37,566	8	
Information Processing Operation II	-	1	26,816	37,484	8	
Courier II	1.00	1	23,777	33,220	8	
Office Assistant II	-	1	23,777	33,220	8	
Food Services Assistant III	9.00	12	22,384	27,744	6	
Laundry Worker II	3.00	3	21,724	26,954	6	
	<u>437.00</u>	<u>519</u>				

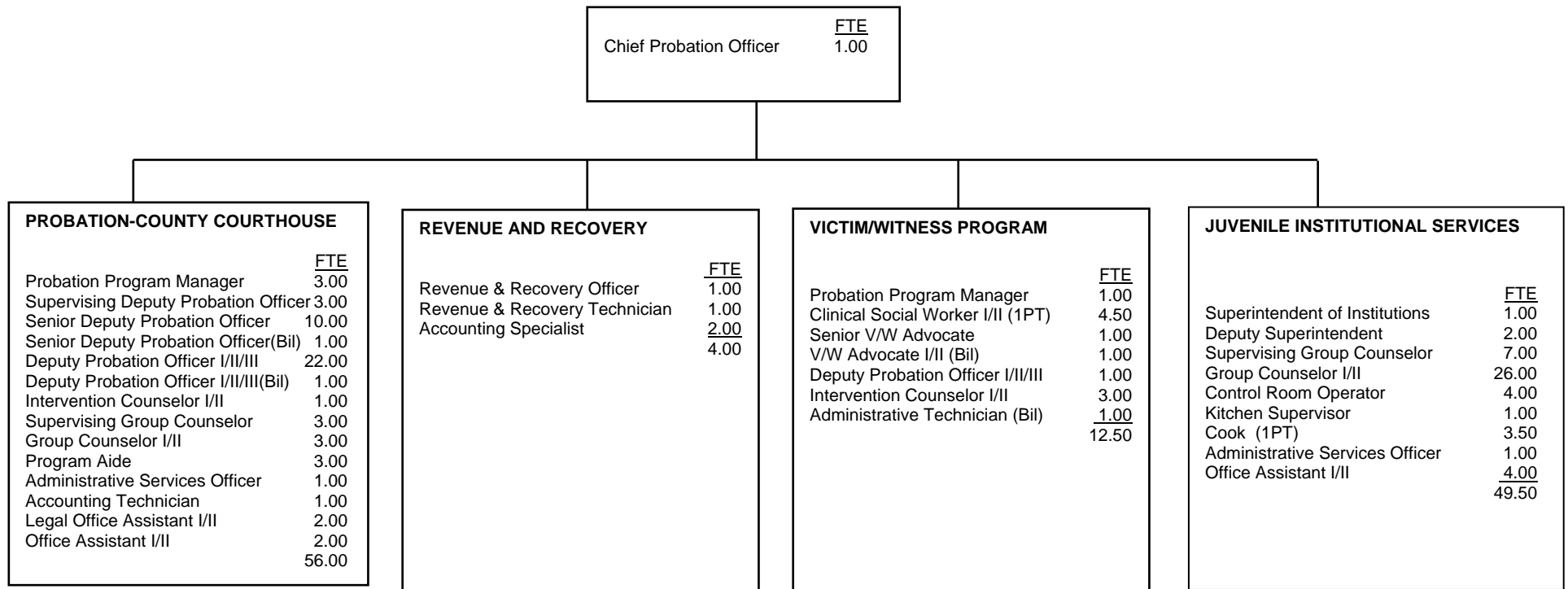
COUNTY OF YOLO



COUNTY OF YOLO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	100,980	122,748	5	
Actual Salary				122,748		
Assistant Chief Probation Officer	1.00	1	88,044	107,016	5	E
Superintendent of Juv Detention Facility	1.00	1	80,040	97,296	5	J
Fiscal Administration Officer	1.00	1	71,580	87,000	5	
Probation Program Manager	2.00	2	69,240	84,168	5	E
Assistant Juvenile Hall Superintendent	2.00	2	62,808	76,356	5	J
Supervising Probation Officer	6.00	6	56,100	68,196	5	D
Senior Deputy Probation Officer	6.00	7	51,000	61,992	5	C
Administrative Services Analyst	1.00	1	50,568	61,464	5	
Deputy Probation Officer II	33.00	33	47,436	57,672	5	A, B
Supervising Detention Officer -1	5.00	5	48,240	58,644	5	I
Senior Detention Officer -1	5.00	7	43,848	53,304	5	H
Detention Officer II -1	46.00	58	41,712	50,712	5	F, G
Secretary to the Director - Nonsup	1.00	1	40,740	49,524	5	
Senior Accounting Technician	-	1	38,424	46,704	5	
Business Services Supervisor	2.00	1	39,228	47,676	5	
Administrative Assistant	2.00	3	38,124	46,344	5	
Conservation Program Crew Leader	1.00	1	37,872	46,044	5	
Administrative Clerk IV	1.00	1	34,680	42,156	5	
Office Support Specialist	3.00	3	32,928	40,020	5	
Conservation Program Crew Assistant	1.00	1	31,500	38,292	5	
Secretary II	5.00	7	31,320	38,076	5	
Account Clerk III	1.00	1	30,552	37,128	5	
Administrative Clerk II	2.00	3	27,876	33,876	5	
	<u>129.00</u>	<u>148</u>				

COUNTY OF YUBA



COUNTY OF YUBA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	96,552	153,528	30	
Actual Salary CPO				153,528	30	
Superintendent of Institutions	1.00	1	65,772	104,580	30	J
Probation Program Managers	4.00	4	61,992	97,368	30	E
Clinical Social Worker II	4.00	4	60,180	95,688	30	
Clinical Social Worker I	0.50	0.5	55,092	87,600	30	
Supervising Deputy Probation Officers	3.00	3	56,736	90,216	30	D
Deputy Superintendent	2.00	2	56,736	90,216	30	I
Administrative Services Officer	2.00	2	53,472	85,032	30	
Senior Deputy Probation Officer (BIL)	1.00	1	53,412	84,048	30	C
Senior Deputy Probation Officer	10.00	10	51,912	82,548	30	C
Revenue & Recovery Officer	1.00	1	50,424	80,184	30	
Deputy Probation Officer III	6.00	6	47,508	75,540	30	C
Deputy Probation Officer II	7.00	7	43,488	69,156	30	B
Deputy Probation Officer I (BIL)	1.00	1	41,292	64,776	30	A
Deputy Probation Officer I	10.00	10	39,792	63,276	30	A
Supervising Group Counselor	10.00	10	39,792	63,276	30	H
Intervention Counselor I/II	4.00	4	54,588	59,664	30	
Administrative Technician	1.00	1	36,420	57,912	30	
Senior Victim Witness Advocate	1.00	1	35,364	56,232	30	
Group Counselor II	14.00	14	37,524	59,664	30	G
Group Counselor I	15.00	15	34,332	54,588	30	F
Revenue & Recovery Technician	1.00	1	34,332	54,588	30	
Victim Witness Advocate II (BIL)	1.00	1	33,852	52,944	30	
Accounting Technician	1.00	1	32,352	51,444	30	
Program Aide	3.00	3	30,504	48,504	30	
Kitchen Supervisor	1.00	1	29,616	47,100	30	
Accounting Specialist	2.00	2	29,616	47,100	30	
Legal Office Assistant II	2.00	2	28,752	45,720	30	

COUNTY OF YUBA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>		<u>Steps</u>	<u>Generic Class</u>
Cook	3.50	3.5	27,096	43,092	30	
Control Room Operator	4.00	4	27,096	43,092	30	
Office Assistant II	5.00	5	24,816	39,468	30	
Office Assistant I	<u>1.00</u>	<u>1</u>	22,704	36,108	30	
	123.00	123.00				

Salaries effective from 01/01/2008

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/publications/pay-scales/20080428141858/section-15.pdf> on March 26, 2008.

DEPARTMENT OF CORRECTIONS

ANNUAL SALARIES FOR SELECTED CORRECTIONS CLASSIFICATIONS

<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>
PAROLE ADMINISTRATOR II	\$97,728 – 107,748
CORRECTIONAL ADMINISTRATOR	93,084 – 102,636
PAROLE ADMINISTRATOR I	94,308 – 103,992
CORRECTIONAL CAPTAIN	86,676 – 95,556
CORRECTIONAL BUSINESS MANAGER II	77,496 – 85,416
SENIOR SPECIAL AGENT	82,896 – 100,284
PAROLE AGENT III, ADULT PAROLE	83,328 – 101,280
CORRECTIONAL COUNSELOR III	80,748 – 98,172
CORRECTIONAL COUNSELOR II (Supervisor)	79,464 – 96,540
PAROLE AGENT II (Supervisor), ADULT PAROLE	79,464 – 96,540
CORRECTIONAL BUSINESS MANAGER I	63,744 – 76,908
SPECIAL AGENT	69,180 – 85,116
CORRECTIONAL LIEUTENANT	70,644 – 85,836
PRISON INDUSTRIES SUPERINTENDENT II	53,016 – 62,820
CORRECTIONAL COUNSELOR I	55,644 – 64,404
PAROLE AGENT I, ADULT PAROLE	55,644 – 64,404
INDUSTRIAL SUPERVISOR, PRISON INDUSTRIES	44,004 – 52,992
PAROLE SERVICE ASSOCIATE	37,080 – 45,060
CORRECTIONAL OFFICER	39,372 – 45,936

DEPARTMENT OF THE YOUTH AUTHORITY

ANNUAL SALARIES FOR SELECTED CORRECTIONS CLASSIFICATIONS

EXISTING POSITIONS AS OF 3/26/08

<u>CLASSIFICATION</u>	<u>SALARY RANGE</u>
Y.A. ADMINISTRATOR, COMMUNITY & STAFF SERVICES	\$95,340 – 105,108
Y.A. ADMINISTRATOR, REHABILITATION SERVICES	95,340 – 105,108
PROGRAM ADMINISTRATOR, Corr. School (Managerial)	88,860 – 97,956
MAJOR, YOUTH AUTHORITY	86,448 – 105,084
PROGRAM ADMINISTRATOR, Corr. School (Supervisory)	84,444 – 102,636
PAROLE AGENT III, YOUTH AUTHORITY	83,328 – 101,880
SUPERVISING CASEWORK SPECIALIST II	80,748 – 98,172
CAPTAIN, YOUTH AUTHORITY	77,832 – 94,632
BUSINESS MANAGER II	63,744 - 76,908
PAROLE AGENT II (Supervisor), YOUTH AUTHORITY	79,464 – 96,540
SUPERVISING CASEWORK SPECIALIST I	79,464 – 96,540
PAROLE AGENT II (Specialist), YOUTH AUTHORITY	77,628 – 94,284
LIEUTENANT, YOUTH AUTHORITY	70,632 – 85,836
SENIOR YOUTH CORRECTIONAL COUNSELOR	65,688 – 79,872
SERGEANT, YOUTH AUTHORITY	62,748 – 76,200
PAROLE AGENT I, YOUTH AUTHORITY	55,644 – 64,404
CASEWORK SPECIALIST	57,372 – 57,372
YOUTH CORRECTIONAL COUNSELOR	33,732 – 33,732

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	30%	Yes	No	Yes	Yes (a)	Yes (b)	2% @ 50	(a) Employee contribution only (b) Dependent care
Safety	30%	Yes	No	Yes	Yes (a)	Yes (b)	3% @ 50	
AMADOR								
Non-Safety	11.28%(a)	No	P	Yes	Yes (c)		2% @55	(a) 23.59% is County share. PERS also picks up employee share (9%). (b) 11.28 % is County share. PERS also picks up employee share (7%)
Safety	23.59%(b)	No	P	No	Yes (c)		3% @50	
BUTTE								
Non-Safety	24.58%	No	P	Yes	Yes(a)	Yes	2% @ 55	(a) ICMA/Great West
Safety	30.40%	No	P	Yes	Yes(a)	Yes	2% @ 50	
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	2.7% @ 55	
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	57.65%(a)	No	P	Yes	Yes	Yes	2% @ 55	(a) There are no safety positions in the department
Safety	57.65%(a)	No	P	Yes	Yes	Yes	2% @ 55	
EL DORADO								
Non-Safety	30.96%	No	P(a)	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	19.37%	No	P(a)	No	Yes(b)	No	3% @ 50(d)	
FRESNO								
Non-Safety	33.55%(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	33.55%(a)(b)	Yes	No	Yes	Yes	Yes	2.5% @ 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
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	35%	No	P	Yes	Yes(a)	No	2.7% @ 55	(a) Def comp is EE contribution only.
Safety	35%	No	P	No	Yes(a)	No	3% @ 50	
IMPERIAL								
Non-Safety	46.458%(a)	Yes		Yes(b)	Yes(c)	Yes(d)		(a) County contribution total employee benefits ratios (b) Medicare only for employees hired after April 1, 1986. (c) Optional for all employees. (d) Employee contribution based on age at entry level. Tax free employee contribution base on MOU agreement. (e) Safety Management is not tax free.
Safety	67.604%(a)	Yes		Yes(b)	Yes(c)	Yes(d)/No(e)		
INYO								
Non-Safety	50%(a)	Yes	P	Yes(b)	Yes(c)	Yes	2% @ 55	No safety employees in Probation Dept. (a) Employees only pay ½% County pays the rest (b) County pays both portions (c) Optional health care reimbursement and dependent care reimbursement accounts.
Safety	50%(a)	Yes	P	Yes(b)	Yes(c)	No	2% @ 55	
KERN								
Non-Safety	35.25%	Yes	C	Yes	Yes(a)	No	3% @ 60	(a) Optional health care reimbursement and dependent care reimbursement accounts.
Safety	45.62%	Yes	C	Yes	Yes(a)	No	3% @ 50	
KINGS								
Non-Safety	16.60%(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. Management benefit (County match of \$.25/\$1) contributed. (d) Section 125 Plan: Health care and dependent care reimbursement accounts.
Safety	22.77%(b)	Yes	P	No	Yes(c)	Yes(d)	3% @ 55	
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	

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
LASSEN Non-Safety Safety	10.352%	No	P	Yes	Yes	No	2% @ 55	(a) Currently there is no safety retirement -Same for all employees.
LOS ANGELES Non-Safety Safety	25%(a) (a)	Yes	No	No	Yes	Yes(b)	(c)	(a) Currently there is no safety retirement-Same for all employees (b) Dependent and Health Care. (c) Varies depending on retirement plan, age and years of service.
MADERA Non-Safety Safety	31.70% 26.10%	No No	C C	No No	Yes(a) Yes(a)		2.7% @ 55(b) 3% @ 55(c)	
MARIN Non-Safety Safety	40% 47%	Yes Yes	No No	No No	Yes Yes	Yes Yes	2% @ 55 3% @ 55	
MARIPOSA Non-Safety Safety	54% 33.60%	No No	P P	Yes Yes	Yes Yes(a)	Yes Yes	2.7% @ 55 3.0% @ 50	(a) Optional health care reimbursement and dependent care reimbursement accounts
MENDOCINO Non-Safety Safety	19.50% 43.05%	Yes Yes	P P	Yes Yes	Yes Yes	Yes Yes	2% @ 57 2% @ 50	
MERCED Non-Safety Safety	41.92% 43.24%	Yes Yes	N/A N/A	No No	Yes Yes	No No	3% @ 60(a) 3% @ 50(a)	(a) Retirement Act of 1937
MONTEREY Non-Safety Safety	31.70% 26.10%	No No	P P	Yes No	Yes Yes	No No	2% @ 55 3% @ 50	Average benefit cost of salary is higher for non-safety staff due to social security eligibility.
NAPA Non-Safety Safety	21.66%(a) (b)	No	P	No	Yes	Yes	2.7% @ 55	(a) County contribution 17.28%; Employee contribution 4.28% (b) There is currently no safety retirement.
NEVADA Non-Safety Safety	36.27%(a)	No	P	Yes	Yes(b)	Yes(c)	2.7% @ 55	Safety classification is not applicable in Nevada County (a) Includes 5% reserves. (b) 3 plans offered – ICMA, CalPERS 457, Nationwide.(c) Optional health care and dependent care reimbursement accounts.

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
ORANGE								
Non-Safety	35.75%	Yes	C	No	Yes(a)	Yes	2.7 @ 55 (b)	(a) Optional Health Care Reimbursement Account (HCRA) and Dependent Care Reimbursement Account (DCRA) (b) Effective June 24, 2005. (c) Effective June 10, 2005.
Safety	30.75%	Yes	C	No	Yes(a)	Yes	3% @ 50 (c)	
PLACER								
Non-Safety	34.66%(a)	No	P	Yes	Yes	Yes	2.5% @ 55	(a) PERS/FICA/OPEB (PERS Only = 21.019%) (b) PERS/FICA/OPEB (PERS Only = 33.954%)
Safety	47.60%(b)	No	P	Yes	Yes	No	3% @ 50	
RIVERSIDE								
Non-Safety	47.51%	No	P	Yes	Yes(a)	Yes(b)	3% @ 60(c)	(a) County contributes \$100/mo. to management deferred comp. (b) FSA for medical & dependent care. (c) County pays employee share of retirement after 5 years.
Safety	39.27%	No	P	No	Yes(a)	Yes(b)	3% @ 50(c)	
SACRAMENTO								
Non-Safety	36%	Yes	C	Yes	Yes	No	2% @ 55.5	Retirement health savings: \$25 bi-weekly County contribution
Safety	42%	Yes	C	Yes	Yes	No	3% @ 50	
SAN BENITO								
Non-Safety	30%	No	P	Yes	Yes (a)	Yes	2% @ 55	(a) There are two deferred comp plans available.
Safety	30%	No	P	Yes	Yes (a)	Yes	2% @ 50	
SAN BERNARDINO								
Non-Safety	47.1%	Yes	C	Yes(a)	Yes(b)	Yes	(c)	(a) No. Soc.Sec. for those hired prior to 4/86. (b) FSA, 457, 401k (c) Varies depending on employee contribution, years of service and starting age.
Safety	47.1%	Yes	C	Yes(a)	Yes(b)	Yes		
SAN DIEGO								
Non-Safety	60.48%	Yes	C	Yes	Yes	Yes	2% @ 50 to 3% @ 60(a)	(a) Effective March 8, 2002
Safety	61.06%	Yes	C	No	Yes	No	3% @ 50(a)	
SAN FRANCISCO (Adult)								
Non Safety	31.70%	Yes	City Retirement	Yes	Yes(a)	No	1% @ 50	(a) Optional health care reimbursement and dependent care reimbursement accounts.
Safety	26.10%	Yes	P	Yes	Yes(a)	No	3% @ 50(b)	
SAN FRANCISCO (Juvenile)								
Non-Safety	22%	Yes	C	No	Yes	No	1.5% @ 55(a)	(a) 1% @ 50, 1.5% @ 55, 2% @ 60 for non-safety only.
Safety	22%	Yes	P	No	Yes	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
SAN JOAQUIN								
Non-Safety	59.94%	Yes	No	Yes	Yes	Yes	2% @ 55	
Safety	66.12%	Yes	No	No	Yes	Yes	3% @ 50	
SAN LUIS OBISPO								
Non-Safety	47.25%	No	No(a)	Yes	Yes(b)	Yes	2.0% @ 55	(a) San Luis Obispo County Pension Trust is an Independent Retirement System. Employee rate based on age entering system. Employer picks up partial % of employee rate-varies by Bargaining Unit. (b) Post employment health plan for management staff. (c) Effective July 1, 2006.
Safety	58.15%	No	No(a)	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) Choice of two plans. (c) Percentage increases until age 62 (to 2.4%).
Safety	55.50%(a)	Yes	C	No	Yes(b)	No	3% @ 50	
SANTA BARBARA								
Non-Safety	24.25%	Yes		Yes	Yes(a)	Yes	2% @ 57	(a) Optional 457(b). County contributes .24% of base salary to a 401(a) for managers.
Safety	36.60%	Yes		No	Yes(a)	Yes	3% @ 55	
SANTA CLARA								
Non-Safety	31%	No	P(a)	Yes(b)	Yes(d)	Yes	2.5% @ 50(e)	(a) County pays additional 7.49% on county-paid member contribution (b) All non safety groups will have the combined FICA and Medicare (0.0765) (c) 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).(d) A tax deferred savings plan selected by the employee – contribution up to 85% of biweekly pay up the annual maximum limit as determined by IRS regulations. (e) Effective December 17, 2007 for PERS Miscellaneous employees (f) Effective October 15, 2001.
Safety	31%	No	P(a)	No(c)	Yes(d)	Yes	3% @ 50(f)	
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
Safety	32.20%	No	P	No	Yes	Yes	2% @ 55 (b)	

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
SHASTA								
Non-Safety	48%	No	P	Yes	Yes(a)	Yes	2% @ 55(b)	(a) Optional health care reimbursement and dependent care reimbursement accounts (b) Effective January 15, 2001 (c) Effective January 8, 2006
Safety	61%	No	P	No	Yes(a)	Yes	2% @ 50(c)	
SIERRA								
Non-Safety		No	P	Yes	Yes	No	2.7% @ 55	(a) CPO \$2400/year, ACPO \$1500/year, DPO \$520/year. Paid 100% by County.
Safety		No	P	Yes	Yes	No	3% @ 50	
SISKIYOU								
Non-Safety	18.70%	No	P	Yes	No	No	2% @ 55(a)	(a) CPO \$2400/year, ACPO \$1500/year, DPO \$520/year. Paid 100% by County.
Safety	34.02%	No	P	No	Yes(a)	No	3% @ 50(c)	
SOLANO								
Non-Safety	37.06%	Yes	P	Yes	Yes	Yes	2.7% @ 55	
Safety	36.28%	Yes	P	No	Yes	Yes	2.7% @ 50	
SONOMA								
Non-Safety	26.01%	Yes	No	Yes (a)	Yes (b)	Yes	3% @ 60	(a) Retirement plans are integrated with social security. (b) 401a for administrative management and confidential employees; 457b plan for SEIU and unrepresented; health and dependent care reimbursement plans. (c) 401a for safety (SCLEA, SCLEMA) health and dependent care reimbursement plans.
Safety	36.75%	Yes	No	Yes (a)	Yes (c)	Yes	3% @ 50	
STANISLAUS								
Non-Safety	30%	Yes	No	Yes	Yes(a)	Yes	2% @ 55	(a) County contributes 1.5% of salary into deferred comp. for managers
Safety	36%	Yes	No	Yes	Yes(a)	Yes	3% @ 50	
SUTTER								
Non-Safety	48.50%		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	53.70%		P(a)	Yes	Yes		3% @ 50(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 becomes effective for sworn staff in January, 2008, per current MOU.
Safety	(b)							

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 Safety	18.61%(a) (b)	No	P	Yes	Yes (b)	No	2% @ 55	(a) Currently no safety retirement-Same for all EEs Probation Officers are "Non-Safety" for retirement purposes. (b) However, MOU will change to reflect Probation Officers as "Safety" personnel for retirement on December 1, 2008. c) Optional employee contribution dependent on MOU.
VENTURA Non-Safety Safety	45% 70%	Yes Yes	No(a) No(a)	Yes No	Yes Yes	No No	62.74%(b) 78.59%(b)	(a) Ventura County Retirement System. (b) At time of retirement, no age requirement
YOLO Non-Safety Safety	(a) (a)	No No	P P	Yes Yes	Yes Yes	Yes Yes	2.7% @ 55(b) 3% @ 55(c)	(a) Value of benefit package = \$ amount. (b) Effective January 2008 (c) Effective January 2009
YUBA Non Safety Safety	28.63% 28.77%	No No	P P	No No	Yes (a) Yes (a)	No No	2% @ 55 2% @ 50(b)	(a) Voluntary (b) Effective July 1, 2007

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
ALAMEDA	5(a)	3(a)	Yes	Yes	Yes(b)	Cafeteria Plan includes Vision, Life and AD&D.	(a) Dependents covered. (b) employee paid Supp, Disability Insurance EE paid
AMADOR	6(a)	1	1	1(b)	No	\$100/yr to non-smokers enrolled in Organized fitness or weight reduction Program (also provided to other units as well)	(a) PERS cafeteria plan (6) for safety unit - Blue Cross only for general unit. (b) General Unit (none for Safety Unit). OTHER: Major medical cash in lieu with proof of other insurance coverage (\$506.82 for management/\$340 for other units In 2006 – increases by \$32 ea year of contract)
BUTTE	4	2	1	1	1		OTHER: Creative benefits – pre tax account for health/child care costs.
CALAVERAS	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 DHMO 1 PPO	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.
HUMBOLDT	3(a)	1	1	1	1(b)	Additional \$15,000 life insurance.	(a) PERS plan. (b) Provided to HDSO

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
IMPERIAL	Yes(a)	Yes(b)	Yes(b)	Yes(c)		Dental/Vision Insurance is gifted to Management and Department Heads	(a) Health Ins. County contrib. depends on coverage shown: EE only, EE & spouse, EE & Child(ren), EE& Family, EE & Family-Dual (both husband & wife work for County. (b) Dental/Vision Ins. paid by County to Public Safety Mgmt., Probation & Correction Units, & Dept. Heads; all other units County contribution is base on coverage as stated in health insurance(c) Life Ins. gifted to all Co. EE's w/amounts differentiated by bargaining unit. There's also an allowance of \$7.29 gifted for additional coverage if EE chooses to purchase.
INYO	1	1(a)	1	1(a)	1(b)		(a) Provided to all employees. (b) Offered to all employees added costs.
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.
LOS ANGELES	10(a)	3	(b)	2	1		(a) There are 5 different providers; 4 providers offer multiple plans. (b) Provided through health plans.
LASSEN	2	1		1	1	No	Cafeteria plan.
MADERA	4(a)	1(a)	1(a)			Life Insurance and Long-Term Disability Ins. provided to management	(a) County pays for employee share up to costs for Kaiser and Blue Shield. Any costs above that for 2 party of family coverage is paid by employee.
MARIN	3	1	1	4	Yes		Cafeteria Plan covers % retirement, insurance and dependent coverage.
MARIPOSA	5(a)	1	1	1(b)	1	\$50,000 Life Insurance paid by County	(a) Dependents covered. (b) 50,000 life insurance paid by county for CPO. OTHER: \$466 County paid med.
MENDOCINO	1	1	1	1			Other: Flex spending accounts, supplemental life, accidental and disability plans available for additional employee cost.
MERCED	1	1	1	2	1	Additional life insurance provided for Management depending on level (A-E)	

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) and are provided as follows: M & N (\$10,000 provided by county with option to purchase additional equal to one and one half times basic annual earnings to a max of \$100k), and L & Y (\$50,000 provided by county with option to purchase additional equal to one and one half times basic annual earnings to a max of \$150k (d) Provided by county. (e) Provided to management employees. OTHER: All employees are eligible for cafeteria plan. OTHER JIS: N bargaining unit receives \$210 stipend in addition to flex dollars. Flex dollars are as follows and are only valid for Monterey County and in 2008: There are other plans available for sale to employees at their expense.
NAPA	5(a)	2	1(b)	1(c)		Term life insurance equal to one time the salary.	(a) HMO (Kaiser, Blue Shield), PPO (PERS Select, PERS Choice, PERS Care). (b) Provided through HMO plans. (c) \$20k.
NEVADA	4(a)	1	1	1(b)		Mgmt (Prgm mgrs, JH superintendent, ASO) one time option Cafeteria plan \$350 per month	All Probation staff except Chief Probation Officer (a) Traditional plan pays 100% of PersChoice rate for EE + 74% for family. Rural Health Subsidy for Truckee employees – reimburse \$1,500 per emp/\$3,000 per family per year. (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.
ORANGE	4	1(a)	1(b)	1(a)	1(a)	Dental, Life, and AD&D provided to management employees Cafeteria Plan	(a) Provided to management employees (b) Provided through HMO plans
PLACER	7(a)	1(b)	1(b)	1(c)	1(d)	One additional PPO plan for Safety Mgmt. \$50,000 life insurance (vs. \$10,000 gen. ee's) Salary protection in place of SDI	(a) 3 HMO's and 3 PPO's are available to all employees, 1 additional PPO is available to Safety Management. (b) Employee share is covered by county. (c) \$10,000 coverage (\$50,000 for management). Additional coverage is available at employee cost. (d) \$10,000 provided to employees at no cost – additional benefit levels are available to employees at their cost. OTHER: Salary protection in place of SDI (Mgmt employees). Tahoe rural health subsidiary – PPEO employees receive max of \$2,000 per calendar year for one-party coverage, \$3,000 for two-party or family coverage. DSA employees receive max of \$1,000 per calendar year for one-party coverage and \$1,500 for two-party or family coverage.

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
RIVERSIDE	7(a)	4(a)	3(a)	2(b)		Vision insurance paid.	(a) Cafeteria Plan allowance \$457/mo. to \$706/mo. (b) Life insurance annual salary NTE \$50,000 paid.
SACRAMENTO	5	1(a)	1(b)	1(a)	1(a)	Dental, Life, and AD&D provided to management employees	(a) Provided to management employees. (b) Provided through HMO plans
SAN BENITO	7(a)	1	1	1(b)	1		(a) Includes one plan available only for DSA members (b) County pays for a \$20,000 Basic Life Insurance Policy. OTHER: Two Voluntary Life Insurance Plans available. various AFLAC plans available.
SAN BERNARDINO	3(a)	2	1	2	1	Long term disability plan & psychological	(a) Additional option for staff working/living in Needles. OTHER: Benefit Plan \$, medical premium subsidy, dental premium subsidy, medical waive/opt-out, medical reimbursement (FSA) plan, Dependent Care Assistance Program (DCAP), STD Plan, Employee Assistance Program (EAP), Health Club Membership at reduced rate.
SAN DIEGO	2(a)	3(b)	1(a)	1(c)	1(d)	Life insurance & AD&D basic 2x annual plan 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. (b) 2 HMO plans 1 PPO (c) Basic 10K for Life Insurance dependent covered, spouse/ Child \$2,000; addt'l life ins 3x salary. Flexible spending acct Optional tax free dollar. (d) Basic 10K for AD & D & insurance and family is also available at 3x annual salary. Flexible spending account optional tax free dollar.
SAN FRANCISCO (Juvenile)	4	1	1	1(a)	1		(a) Provided to management employees.
SAN FRANCISCO (Adult)	4	1(a)	1(b)	1(a)	1(a)	Cafeteria Plan	(a) Provided to management employees. (b) Provided through HMO plans.
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	3	2	1(a)	1(b)	1(b)	Additional money in cafeteria plan; Wellness benefit equals \$200 annually.	(a) Provided through HMO plans. (b) Provided to management employees.
SAN MATEO	4(a)	1(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	5	2	1	1(a)	1(b)	Increased life insurance and long term disability payments.	(a) \$50K Dept head, BoS, Elected; \$30K Asst Dept head; \$20K all others. (b) Optional plan available. OTHER: Long term disability plan pays 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). (f) Both employee and dependents are covered at employee's expense.
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 with option for employee to purchase additional coverage up. (e) Provided to management employees.
SHASTA	4	1	1	1	1	Deferred comp matching for dept heads	OTHER: Employee assistance program.
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	6(a)	2(b)	1(b)	1(b)		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.
SONOMA	4(a)	1(b)	1(c)	1(d)	1	Larger life insurance policy	(a) 2 county sponsored PPO plans; Kaiser HMO, Pacificare HMO (b) Delta Dental. (c) VSP (d) \$10,000 unrepresented & SEIU; \$25,000 safety; 1.5x base annual unrepresented confidential; 2x base annual salary SCLEMA, Admin management; 1x annual base salary SEIU supervisory; optional dependent life and supplemental life. OTHER: LTD separate plans for safety, non-safety; optional STD for purchase by SEIU members; domestic partner benefits (all).
STANISLAUS	3	1	1	1	1	Increased life insurance coverage	OTHER: Flexible credit allowance toward health, dental and vision.

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
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.
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	1	2	3	3	Employee spa reimbursement – County pays 80% of gym memberships.	
VENTURA	7	3	1	1(a)		Annual Physical	(a) Management only. OTHER: \$260 Flex Med Benefit, Opt Out, 55% cash of \$260 flexible benefit allowance.
YOLO	6	1	1	1(a)	1(a)	Life & AD&D provided to CPO	(a) Provided to Chief Probation Officer
YUBA	6	2	1	1(a)	1	Life Insurance provided to Management	(a) Provided to management employees.

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
ALAMEDA	10-25 (a)	13	10 Fixed 4 Floating	5 Max		3 days paid leave 7 days management leave	(a) Based on years of service. OTHER: Vacation sell back available: amount dependent upon labor agreement.
AMADOR	11-21 (a)	12	12	5(b)	11-21(c)	May request 40-hour vacation cash out every year.	(a) 24 for Management/2-year accrual only. (b) 3 of 5 days are paid by the (c) Can accrue no more than twice their current annual vacation accrual rate. County, the other 2 by employee's leave banks. OTHER: Personal Necessity Leave – 6 days annually from sick leave bank.
BUTTE	15-27	12	11	5		7 days admin. leave (overtime exempt employees)	
CALAVERAS	10-20	10	13	3	20-30(a)	Yes	(a) Annual leave for covered employees combines vacation and sick balances.
COLUSA	11.25-28	11.25(a)	22.50	5		80 hours per year	PERS Holiday equals 3 days per year.
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 in fiscal year. (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		10 days management leave; 12 days dept head leave	(a) Maximum sick leave payoff for managers upon separation is 500 hours. (b) Includes 16 hours floating holiday – credited pay period 1 each year. OTHER: 16 hours supervisory leave. 32 hours special leave for Confidential employees
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.

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
GLENN	10-26	12	12-13	5	10(a)	10 days annual leave	(a) Only for salary employees.
HUMBOLDT	10-30(a)	12	12	5		10 days admin. leave	(a) Depending on yrs of serv. (0-25yrs)
IMPERIAL	15(a)-20(b)	12	12	3-9(c)		Employees participating in any management bargaining unit are entitled to 60 hours of annual leave per fiscal year.	(a) Reg. position employees w/less than 15 yrs continuous service. (b) Employees with more than 15 years continuous service.(c) Employees are entitled to 3 days of bereavement leave per fiscal year for each death in the employee's immediate family. No more than 9 days per fiscal year without any accumulation of time.
INYO	10-25	(a)	11	5	5(b)		(a) Depends on the length of employment. (b) All full time employees receive 40 hrs of flex time.
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	10-20	10-12	11	5		Additional 6 days of management vacation per year.	
LAKE	10-25	12(a)	12	3-5		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	15	12-18	13	5			
LOS ANGELES	10-20	8-12	12	3-5	10(a)		(a) Annual leave for non-rep employees combines vacation and sick days.
MADERA	8-14	8	13	5		48 hours management leave	
MARIN	10-30	12	12(a)	5(b)		Additional 5 days management personal. leave.	(a) Additional floating holidays: Management 2 days, DPO's 3 days, Clerical 4 days. (b) Taken from sick leave.
MARIPOSA	(a)	15	13	5	10-20		(a) See annual leave
MENDOCINO	10-25	15	11	3	3-6	3 additional personal leave days for management.	

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
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.
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) PTO combines vacation and sick balances for management
NAPA	12-26(a)	12(b)	11	5(c)		80 hrs of management leave per fiscal year 40 hrs of supervisor leave per fiscal year	(a) Vacation leave is accrued based on years of continuous county service. (b) Employees can accumulate an unlimited number of sick leave hours. (c) Up to 40 hrs in a fiscal year for immediate family. Up to 40 hrs of critical illness in a fiscal year for immediate family where death appears imminent. OTHER: Personal leave 19 hours/year; Critical illness 40 hours/year; Supervisor leave 40 hours/year.
NEVADA	(a)	(a)	11(b)		27.60-39.0(c)	24 hours additional paid time off per fiscal year 40 hours additional admin. leave per fiscal year	(a) Vacation and sick time are combined under annual leave. (b) 2 – 3 additional floating holidays. (c) Combines vacation and sick leave balances. OTHER: 40 hrs. additional admin. leave per fiscal year.
ORANGE	10-20(a)	9-12(a)	12	5	19-32(b)	40 additional hours	All the data based 8-hour days (a) For employees not covered by annual leave. (b) Annual leave for covered employees combines vacation and sick balances.
PLACER	10-25	(a)	12	5	10-20	72 to 80 hours per year	(a) Earned at .0462 for each regular hour worked.
RIVERSIDE	10-20	13	12	5	29-39(a)		(a) Annual leave 29-39 days instead of vacation /sick. May take cash in lieu of up to 20 days/year.
SACRAMENTO	3.10-7.70	4.60	12.5(a)	5	25-40(b)	Can take reasonable time off for personal use	(a) 12 holidays plus 4 hours to be used for Christmas Eve or New Years Eve. (b) Annual leave for covered employees combines vacation and sick balances.

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
SAN BENITO	10-20	15	13.5(a)	5	25-35(b)		(a) Includes 3 floating holidays. (b) Annual leave for covered employees combines vacation and sick balances.
SAN BERNARDINO	10-20	11-12	14	2-3(a)	5(b)	Administrative leave (Cash out option)	(a) Over 1000 miles receive additional one day. OTHER: Perfect attendance, examination/interview, education, witness, jury duty, blood donation, voting, military, and birth/adoption leaves; sick leave conversion option. (a) Supervisory staff only.
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.
SAN FRANCISCO (Adult)	10-20	13	11		23-33(a)	5 days executive leave for covered MEA employee	(a) Annual leave for covered employees combines vacation and sick balances. OTHER: 4-5 floating holidays.
SAN FRANCISCO (Juvenile)	10-20(a)	13	14(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) Includes 4 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(a)	12	5(c)	1(b)	Management employees receive 4 additional days annually for personal leave.	(a) One working day for each month of service. (b) Up to 5 days of sick time for bereavement. (c) Personal holiday.
SAN MATEO	12-24(a)	12	12	(b)		Automatic OT credited for 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(c)	5(d)		10 days sick leave plus additional 5 days vacation for managers Additional 10 days vacation for Dept. Head	(a) Maximum accrual depends on years of service. (b) No maximum accrual. (c) 10 specified holidays plus 1 floating holiday. (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.

COMPARISON OF BENEFITS

ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
SANTA CLARA	10-31(a)	8-12	12	2-5(c)	39(b)		(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: SEIU represented employees w/b credited with 4 days of personal leave which must be used on or before June 15, 2008.
SANTA CRUZ	15.25-30.25(a)	6(a)	12.5	3-5	22-37(b)	Management is given two weeks each year of administrative leave.	(a) Exec and middle management only. (b) Annual leave for covered employees combines vacation and sick balances. OTHER: Court-time spent in court, Natural Disaster sliding scale.
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)	(e)	Managers do not get floating holidays or optional holiday. They receive 48 admin leave per year	(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 2007 and 2008 there are 12 holidays. (d) Employees are given 40 hours of bereavement leave per qualifying family member (e) Annual leave is vacation. OTHER: Non-management employees are given 2 floating holidays/year (8 hrs) and one optional holiday (one 8hr. day off bet. Christmas Eve and new Years' Eve)

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Annual Leave	Management Enhancements	Comments
SONOMA	10-25(a)	12(b)	11	3-5(c)	10-20(d)	Unrepresented admin management maximum accumulation of 480 hrs; Law enforcement mgmt max accumulation of 463 hrs; Mgmt accrues 56 hrs of admin leave annually.	(a) Maximum accumulation rates vary with unit and years of service (Min 240 hrs to Max 480 hrs). (b) Sick leave accrued at rate of 3.68/hrs per 80/hrs of service. (c) Maximum leave of 5 days if travel requires greater than 300 miles. (d) Annual leave for covered employees combines vacation and sick balances. OTHER: 17 hrs holiday comp annually for all employees.
STANISLAUS	10-25	12	12.5	1-5(a)		Additional 2 days vac plus 5 days management time	(a) At Chief's discretion, up to 5 days.
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.
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	10-20	12	11	3	30-40(a)	5-10 days management leave time.	(a) Annual leave for covered employees combines vacation and sick balances.
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(a)		40 hrs. admin. leave	(a) Sick leave used.
YUBA	8-16	8-10(a)	13(b)	5		56 hrs of management leave each fiscal year	(a) 10 hrs max only for designated employees appointed before 9/1/77. (b) 11 designated holidays; 2 floating holidays.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
ALAMEDA	5%	\$35-40(a)		(b)	IRS Rate		\$800 job related (safety)	(a) Dependent upon MOU. (b) Clerical = \$500/yr, Safety = \$400/yr.
AMADOR	(a)		3(b)	\$2,500(c)	48.5¢	(d)		(a) No shift work. (b) Standby. (c) Safety Mid-Management Unit Only. (d) 2.5% at 10/15/20 years w/at least "meets" performance 4 out of past 5 years.
BUTTE	\$1	63¢		\$500	48.5¢		CPO & Asst. CPO only: \$1,680 Cell phone allowance \$10,440 Vehicle allowance	
CALAVERAS					48.5¢	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.			48.5¢	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.			IRS Rate	2.5%-5%	\$400-\$825 Supv & Mgmt. professional development (per 2 yr period).	(a) 2.5% after 10 yrs, Mgmt. additional 2.5% after 15 yrs.
DEL NORTE	\$3 (a)	5%(b)		(c)	48.5¢	5%(b)		(a) Per shift. (b) 5% of job classification salary. (c) County pays for mandated training.
EL DORADO	\$.75-1.00	\$.50-1.00(a)	\$1.15(b)	(c)	48.5¢	(d)	\$7,326 vehicle allowance for Department Head.	(a) Varies with bargaining unit. (b) \$92.30 Bi-weekly South Lake Tahoe Differential. (c) Longevity pay varies according to bargaining unit. Longevity Management: 5% of base salary after 10 yrs, 10% of base salary after 15 yrs, 13% of base salary after 20 yrs, 15% of base salary after 25 yrs, and 16% of base salary after 30 yrs. Longevity Non Management: 5% of base salary after 10 yrs. (d) 50% reimbursement of tuition cost, no \$ max.
FRESNO	8%(a)	(b)	None	None	48.5¢		\$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.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
GLENN	\$1	.75¢			48.5¢	3%-6%(a)		(a) 41¢ to \$2.65 hr. OTHER: \$500 Stipend.
HUMBOLDT	50¢	(a)	None	\$200-600	48.5¢	(c)		(a) Actual pay dependent on need and language ability: written & verbal. (b) HDSO \$300, AFSCME \$600. (c) 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	5-7.5%(a)	\$15(b)	\$50(c)	\$900(d)	IRS Rate			(a) 5% differential for those who work more than ½ their shift between 3 p.m. and 11 p.m.; 7.5% differential for those who work more than ½ their shift between 11 p.m. and 7 a.m. (b) Bi-weekly. (c) Weekly stipend for on-call employees. (d) Tuition reimbursement is limited to text books, tuition, registration, & lab fees. Employees must submit an official transcript of their grades to receive reimbursement.
INYO	2-4%(a)	5%		\$350	48.5¢	(b)		(a) Swing shift = 2%, Graveyard shift = 4%. (b) 2% = 10/15/20/25 yrs.
KERN	5-7.5%(a)	\$25-50(b)			48.5¢	10%(c)	10% management form of longevity – yrs of service do not apply. \$7,008 vehicle allowance for Dept. Head	(a) 5% for P.M. shift, 7.5% for A.M. shift. (b) \$25 for speaking, additional \$25 speaking and writing. (c) 2% after 10 yrs, additional 2% every 5 yrs until 30 yrs of service.
KINGS		25¢		\$500	48.5¢			
LAKE	2.5%	2%			32¢			
LASSEN		5%		\$750	50.5	(a)		2.5% @ 7 years; 2.5% @ 10 years; 5% @ 15 years

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
LOS ANGELES	\$0.45(a)	\$100	(b)		45¢	3%-4%(c)		(a) Night Bonus. (b) 5.5% Armed Unit, Gang Unit and Adult Svcs. Court Off. Team. \$30/Off. of the day @ Halls & Acting Dir @ Camps. \$150 for Hall supvrs's with more than 10 staff, 8 hrs of OT for camp staff disrupted for 3+ hrs during sleep shift. (c) Represented peace officers only.
MARIN	5%(a)	5%(b)			48.5¢		\$9,600 CPO car allowance	(a) Flat percentage rate for group counselors only. (b) Added to base pay unless included within bilingual classifications.
MARIPOSA					44.5¢	3%-9%(a)	Deferred comp larger percentage	(a) 3% at 10 yrs, 9% at 20 yrs. OTHER: On-call is \$1.50 per hour.
MENDOCINO	\$1.00-2.00(a)	.23/.41	(b)		48.5¢	2.5%-7.5%(c)	\$800 - \$1,500 annual management flexible training & health benefit \$3,000 executive car Allowance	(a) Juvenile Hall shift pay. (b) Armed assignment. (c) 2.5% after 5 yrs at top step then 7.5% max – management only.
MERCED	\$.75 – 1.00(a)	(b)				\$750(c)	For Assistant Chief: \$1,200 Expense Allowance-Dept For Chief: \$8,400 Car Allowance \$3,600 Expense Allowance \$900 Communications Allow.	(a) Evening Shift 75¢/hr, night shift \$1.00 per hour. (b) 55¢-\$1.15 for bilingual, .55¢-\$1.15 for biliterate. (c) After 10 years (20,800 hrs worked) loyalty bonus paid per year. OTHER: \$3.00/hr. on-call rate for Deputy Probation Officers.
MONTEREY	\$2(a)	(b)		\$5,250(c)	48.5¢		\$400 Professional pay once per calendar year \$4,500 exec. car allowance \$45.85 quarterly allowance	(a) Assigned to work 6 hrs 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) Available to all employees. OTHER: 1)\$0/\$500.\$750/\$1000 for results of fitness test awards. 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	\$1.50(a)	5¢-75¢(b)		(c)	50.5¢		\$840 Cell phone Allowance	(a) Night shift pay from 6 p.m. to 6 a.m. or any 'graveyard' shift. (b) Two-tier pay scale based on ability and job related need. (c) 8 hrs paid leave. Licensing & CEU reimbursement that is required for continued employment. OTHER: 1) \$8-18 Meal Allowance per day: \$8 breakfast, \$12 Lunch, \$18 Dinner. 2) 5% Safety Premium for JH staff and PO's.
NEVADA		\$1.49/\$2.07(a)		2.97/4.13(b) (c)		48.5¢	.74/1.03(d)	(a) 5% bilingual. (b) 10% Truckee differential. (c) Individual with approval by Chief & HR Dept. (d) 2.5% after 10 yrs and very satisfactory performance.
ORANGE	60¢-\$1.50	.40-.70(a)	\$1.87(b)	\$3000	.48.5¢-.58.5¢(c)		\$3,500 Optional benefit plan for managers. \$9,180 executive car allowance.	(a) .30 for management staff. (b) Armed assignment. (c) Depends on MOU.
PLACER	7.5%	5%		(a)	48.5¢	5%-10%(b)	\$2,100 Cafeteria plan \$750 401K match Mgmt. Admin. Leave \$6,600 car allowance	(a) \$400-\$800 Non DSA \$400 annually; DSA \$400 per semester. (b) Non DSA is 5% after 5 yrs. at top step, DSA is 5% after 10 years service or 5 yrs. at top step (whichever comes first) and another 5% after 20 yrs of service. OTHER: \$8,100 Tahoe Subsistence Pay (\$675/month) for both PPEO and DSA employees
RIVERSIDE	60¢-\$1.20	50¢-\$1.00		(a)	48.5¢		\$6,600 County car or \$550/mo For CPO County car only for Chief Deputies	(a) If training is job related & approved in advance; subject to availability of funds.
SACRAMENTO	\$1.49-2.95(a)	.40-.50(b)		\$1,200	48.5¢		\$2,184-\$5,627 (3.35% of salary) \$652 - \$1,680 401(a) deferred comp. County contribution = 1% manager's salary.	(a) 7.5% of salary. (b) Rate determined by labor agreement. OTHER: Location is 5% of salary. OTHER: \$576 - \$2,700 Management car allowance.
SAN BENITO	60¢-\$1.50	40¢-70¢	\$1.87	\$750		(a)		(a) 5% Additional Compensation at 25 yrs 10% at 27 and 15% at 29 yrs.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
SAN BERNARDINO	\$1-\$3	.75-1.50	\$1-3,000(a)	\$400-3,000	.32-.485		\$1,107.72-12,000 Portable Comm. Device, Auto Allowance or County vehicle.	(a) On-call, stand-by pay, Detention Center assignment. OTHER: (1) \$250- (2) \$5,000 Relocation Assistance, Recruitment Bonus, Referral Bonus, Transportation Plan.
SAN DIEGO	75¢(a)	20¢-50¢ (b)	42¢/97¢ (c) 48¢-\$1.00(d)	\$1,060(e)	48.5¢		\$6,240 Executive car County	(a) Night shift from 5 p.m. to 8 a.m. (b) Bilingual. (c) 2.5% Institutional Pay (d) Armed Unit Pay. (e) Tuition Reimburs. OTHER: Transit Pass Program: \$65 Bus, Trolley or Coaster Pass; \$1.75 Shift leader premium, Trainer Premium.
SAN FRANCISCO (Adult)	60¢-\$1.50	40¢-70¢	\$1.87(a)	\$2,000	48.5¢-58.5¢		\$3,500 Optional Benefit plan for managers \$7,200 executive car allowance	(a) Armed assignment.
SAN FRANCISCO (Juvenile)	8%(a) 10%(b)	Yes(c)			IRS rate		CPO & Asst. CPO vehicle	(a) 5pm-12a.m (b)12a.m.-7am (c) \$35 under 10 hrs.;)\$50 over 10 hours biweekly.
SAN JOAQUIN	75¢-91¢	41¢-82¢	5%(a)	(b)	48¢		Car allowance for CPO	(a) For Range Masters. (b) \$650 to \$1,000.
SAN LUIS OBISBO	\$1.15-\$2.30(a)	.29¢-52¢ (b)		\$250	48.5¢		\$5,400 CPO car allowance	(a) 5% of hourly rate for swing, 10% of hourly rate for night. (b) \$50-\$90 per mo dependent on level of usage.
SAN MATEO	\$.60-\$1.50	40¢-70¢		\$250(a)	48.5¢-50.5¢		\$6,500 executive car allowance	(a) 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) 3 rd shift. (c) \$46.15 sworn/\$57.69 non sworn per pay period(26 pp per year). (c) To the extent that funding is available. OTHER: \$4070 - \$6485 cash benefit allowance. Some classes receive \$5/pp clothing allowance.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
SANTA CLARA	\$2.35-\$3.20(a)	58¢-63¢ (b)		\$500-850(c)	48.5¢		\$500/mo. CPO car allowance	(a) Effective 10/8/07 night shift differential safety) is \$2.35 per hr. Effective 6/18/07, evening shift (non-safety) is \$2.60 per hour, and night shift (non-safety) is \$3.20 per hour. (b) Effective 10/8/07, bilingual pay (safety) is \$150/mo. Bilingual pay (non safety) is \$140/mo. (c) Tuition reimbursements are subject to sufficient funds available in the program.
SANTA CRUZ	55¢-65¢	50¢-85¢		\$175(a)	40.5¢-48.5¢	3%(c)		(a) 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
SHASTA	60¢-85¢		(a)	(b)	48.5¢	5%(c)	\$100 Mid managers \$200 Senior managers	(a) Employees assigned to the camp receive 2.5% of hourly base wage for Travel. Officers conducting training classes receive 5% of hourly base pay. Officer in Charge receives 5% of hourly base pay. (b) Dept. heads can authorize some tuition reimbursement for employees. (c) Stipend for managers with 20+ years of service.
SIERRA	None	None	None	None	51.5¢			
SISKIYOU	.31¢-46¢ (a)	\$.58-\$1.29(b)		(c)	48.5¢			(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	5.50%(a) 6.75%(b)	\$55(c)		\$750(d)	48.5¢	(e)	Can qualify for 1% to 5% incentive pay	(a) Swing shift differential. (b) Grace shift differential. (c) Employees who qualify for bilingual pay earn \$55 bi-weekly. (c) Co. will reimburse 50% of out of pocket expenses with max of \$750 per fiscal year. (d) Exec. Management qualifies for 2.5% extra at 10, 15, 20, 25, 30, & 35 yrs, for a total of 15%. All others qualify for 2.5% extra at 10, 20, & 25 yrs for a total max of 7.5%.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
SONOMA	5%(a) 10%(b)	90¢-95¢ (c)	5%(d) 7%(e)	\$250-950	48.5¢		\$466 CPO monthly car allowance	(a) Evening shift (b) Night. (c) Proficiency testing and job necessity required. (d) Premium for training, background investigation; offsite assignment. (e) 7% gang and drug task forces. OTHER: \$300 - \$350 physical fitness benefit.
STANISLAUS	5%-7%	2.5%		(a)	48.5¢		\$100-\$400 monthly car allowance For CPO & managers. \$200 - \$900 Management & confidential staff receive annual professional development.	(a) At the discretion of the Chief.
SUTTER		29¢(a)		(b)	48.5¢	(c)		(a) Bilingual Pay (b) Non-management – Non-Management -\$200/yr for continuing education tuition, books & fees. Management -\$1000/yr for tuition, books & fees. (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.
TULARE	4%(a)	2.5%/5%(b)		Yes	IRS Rate		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.
TUOLUMNE		5%(a)		50%(b)	48.5¢	2.5%-12.5%(a)		(a) Of base pay. (b) Total costs of books, Tuition for job-related courses. OTHER: \$25 - \$30 per day for on-call pay.
VENTURA	5%(a)	65¢-90¢	5%(b)	(c)	48.5¢(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).

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Longevity	Other Management Enhancements	Comments
				Tuition	Mileage			
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.
YUBA	60¢-\$1.50	71¢ (a)		\$500	50.5¢	1%-1.59%(b)		(a) \$125 per month. (b) Indexed 30 yr salary plan for regular employees in all bargaining units.

ARMED PERSONNEL COMPARISON

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

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
ALAMEDA	No					
AMADOR	Yes	CDPO	1	100%	Mid-Management for Juvenile/Adult	
		SPO	2	100%	Supv of Juv. & Adult Units (Field, Courts)	
		DPO's	7	70%	Field Supervision/Court Services	
BUTTE	Yes	Probation Officer	22	41%	Field Supervision	
		SPO	4	57%	Field Supervision	
		Asst CPO	1	100%	Disciplinary Officer/Manager of Operations	
		CPO	1	100%	Management	
CALAVERAS	Yes	DPO	1	9%	Probation Narcotics Officer assigned to Sheriff's Dept.	
COLUSA	Yes	DPO	4	44%	Field Supervision	
		CDPO	1	100%	Disciplinary Officer/Manager of Operations	
		CPO	1	100%	Management	
CONTRA COSTA	No					
DEL NORTE	No					
EL DORADO	Yes	DPO I/II/Sr.	18	39%	Line Staff/Field Services Adult & Juvenile	
		SPO/SPO Inst.	5	50%	Supervisor (a)	(a) 4 Field Svs Adult & Juvenile & 1 Juv Inst.
		DCPO	3	75%	Management (b)	(b) 1 Field and 2 Juvenile Detention.
		Asst. CPO	1	100%	Management	
		CPO	1	100%	Management	
FRESNO	Yes	Director	1	20%	Range Master	
		Probation Services Mgr.	10	59%	Supervising Armed Units (a)	(a) Including Range Masters not otherwise supervised.
		DPO IV	34	52%	Armed assignment (a)	
		DPO I/II/III	47	57%	Armed assignment	
		Sr. JCO/JCO I/II	13	6%	Transportation Officers	
GLENN	Yes	DPO	2	25%	Field Supervision	
		SPO	1	100%	Field Supervision	
		CPO	1	100%	Management	
HUMBOLDT	No					
IMPERIAL	Yes	CPO	1	100%	Management (a)	(a) Adult Invest., Field Supervision, Narcotics
		DCPO	1	50%	Juvenile Field Supv & Invest. Svcs	Task Force, Prop. 36, Special Prosecutions Unit,
		Division Managers	1	25%	Juvenile Field Supv & Invest. Svcs	Street Interdiction Team, EPSDT, Placement,
		DPO III	4	80%	(a)	SARB, Family Resource Ctr. School Community
		DPO II	31	74%	(a)	Policing, AB1913, High Risk, Juvenile Supv & Investigations, JABG,

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		Narcotics Enforcement Officer	
KERN	Yes	DPO I/II	116	62%	Field Supervision	
		DPO III	22	36%	Field Supervision	
		Probation Supervisor	14	56%	Field Supervision	
KINGS	Yes	DPO	26	56%	Line Staff	
		DPO IV	3	75%	Field Supervision	
		SPO	4	80%	Management	
		DCPO	2	50%	Disciplinary Officer/Manager of Operations	
LAKE	Yes	DPO	5	28%	Field Supervision	
		SPO	1	33%	Field Supervision	
LASSEN	No					
LOS ANGELES	Yes	DPO	50	3%	Field Supervision	
		SPO	5	2%	Field Supervision	
		Management	1	1%	Field Supervision	
MADERA	Yes	DPO's	23	64%	Investigations and Supervision of Adult caseload.	
MARIN	No					
MARIPOSA	Yes	Probation Officer	7.5	100%	Field work	
MENDOCINO	Yes	DPO II	8	30%	Field Supervision	
MERCED	Yes	DPO	38	73%	Field Supervision	
		SPO	9	67%	Field Supervision	
		Program Manager	2	50%	Probation Program Managers (2)/JJCC Program Managers – not armed (2)	
		ACPO	2	50%	Adult/Juvenile, Juvenile Justice Correctional Complex	
		CPO	1	100%		
MONTEREY	Yes	DPO	24	24%	Field Supervision	
		Prob Div. Mgr.	1	25%	Division Supervision (Range Master)	
		Prob Services Mgr.	8	62%	Field Supervision	
NAPA	No					
NEVADA	Yes	DPO	6	33%	Field Supervision	
		Management	2	67%	Field Supervision	

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
ORANGE	Yes	DPO	25	7%	Field Supervision	
		SPO	5	9%	Field Supervision	
		Div. Director	1	7%	Management	
		CDPO	2	50%	Management	
PLACER	Yes	DPO I/II/Sr.	37	61%	Field Supervision	
		SPO	6	100%	Field Supervision	
		Manager	4	80%	Field Supervision	
RIVERSIDE	Yes	DPO	10	5.13%	Joint Task Force(s); Intensive supervision Supervision of armed units. Joint Task Force(s); Intensive supervision	
		SPO	3	3.66%		
		Sr. PO	10	14.71%		
SACRAMENTO	Yes	DPO	51	17%	Management Management Management	
		Sr. DPO	26	26%		
		SPO	12	15%		
		Asst. CDPO	4	50%		
		Chief Deputy	3	30%		
SAN BENITO	Yes	DPO	1	8%	United Narcotic Enforcement Team Officer	
SAN BERNARDINO	Yes	PO II	127	48%	Field supervision	
		PO III	23	47%	Field supervision	
		SPO	25	63%	Field supervision	
		Division Director I	4	57%	Management of programs	
		Division Director II	5	50%	Management of geographic areas	
		DCPO	1	50%	Administration of Bureaus	
		Asst. CPO	1	100%	Assistant to the CPO	
		CPO	1	100%	Executive Officer	
SAN DIEGO	Yes	Correctional DPO I	15	14%	Field Supervision	
		Correctional DPO II	8	8%	Field Supervision	
		DPO	51	48%	Field Supervision	
		Sr. PO	17	16%	Field Supervision	
		SPO	15	14%	Field Supervision	
SAN FRANCISCO (Adult)	Yes	DPO	6	9%	Field Supervision	
		SPO	2	20%	Field Supervision	
		Management	1	33%	Field Supervision	
SAN FRANCISCO (Juvenile)	No					
SAN JOAQUIN	Yes	PO I/II	34	44%	Field Supervision	
		PO III	11	42%	Field Supervision	
		Probation Unit Supv.	12	55%	Training/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 LUIS OBISPO	Yes	DPO	36	62%	Community Supervision & Transports	
		Supv. DPO	9	60%	Community Supervision & Transports	
		Div. Manager	2	50%	Community Supervision & Transports	
SAN MATEO	Yes	DPO	17	10%	Field Supervision	
		SPO	1	8%	Field Supervision	
		Management	1	8%	Field Supervision	
SANTA BARBARA	Yes	DCPO	1	33%	Management	
		SPO	2	10%	Supervisor	
		Sr DPO	3	5%	Senior	
		DPO	3	4%	Line	
SANTA CLARA	No					
SANTA CRUZ	No					
SHASTA	No					
SIERRA	No					
SISKIYOU	Yes	DPO	4	31%	Field Supv/Adult & Juv Court/Specialized Pgms.	
		SPO	1	50%	Field Supervision	
SOLANO	No					
SONOMA	Yes	DPO III	4	6%	Management (a)	(a) Juvenile Supervision/Gangs (2); Adult Supervision/Gang (1); Adult Narcotics Elimination Task Force (1).
STANISLAUS	Yes	DPO	26	29%	Field Supervision	
		SPO	3	25%	Field Supervision	
		Group Supv.	1	1%	Juvenile Transport	
SUTTER	Yes	DPO III	3	33%	Officers in training for Arming (a)	(a) (2) Adult Supervision, (1) Adult Intake.
		DPO III	3	33%	(1) Drug Task Force, (1) Gang Officer, (1) Juv for Special Assignments.	
		SPO	3	75%	(2) Adult Div Supv, (1) Juv Div Supervisor	
TULARE	Yes	DPO	33	31%	Adult Sex Offender Prog; Campus PO; Thunderbolt; INET; Gang Unit; Team Supv; Adult EM; JJCPA; Limited Supv Unit; Recovery Court; Offender Treatment Prog.	
		SPO	6	40%	Supervising Thunderbolt; JJCPA; Team Supv.; Gang Unit; JAIBG Unit; Custody Services.	
		Division Manager	2	40%	Custody Services/Training Officer; Juvenile Court Services/Sr Range Master.	
		Asst. CPO	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
TUOLUMNE	No					
VENTURA	Yes	DPO	12	7.89%	Intensive Adult & Juvenile Field Supervision Svcs	
		Sr DPO	3	6.12%	Intensive Adult & Juvenile Field Supervision Svcs	
		Supv DPO	4	12.50%	Intensive Adult & Juvenile Field Supervision Svcs	
		Division Manager	2	28.57%	Management	
		Director & Chief Deputies	3	75%	Management	
YOLO	Yes	Detention Officer II	5	21%	Transportation	
		Supv Detention Officer	1	25%	Transportation	
		Asst JDF Superintendent	1	50%	Transportation	
		DPO II	17	74%	Field Supervision	
		Sr PO	5	72%	Field Supervision	
		SPO	4	67%	Field Supervision	
		Probation Program Mgr	1	50%	Management	
YUBA	Yes	DPO I/II/III	24	21%	Field Supervision	
		Sr. DPO	3	32%	Field Supervision/Investigations	
		Supv. DPO	2	33%	Field Supervision	
		Prob. Program Mgr.	1	25%	Disciplinary Officer/Manager of Operations	
		CPO	1	100%	Management	

COMPARISON OF GENERIC CLASSIFICATIONS

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

- Chief Probation Officer
- Probation Services Entry Level – 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/html/DEMOGRAP/ReportsPapers/Estimates/E6/E6-00-05/documents/E-6%20Report%20July%202007.xls> on March 19, 2008 (State of California, Department of Finance, *California County Population Estimates and Components of Change by Year, July 1, 2000–2007*, Sacramento, California, March 2008.)

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

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>FTE</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
ALAMEDA	1,530,620	7	688.00	8	\$170,331	4
AMADOR	38,320	45	21.75	50	\$94,896	47
BUTTE	219,101	27	158.00	24	\$128,495	29
CALAVERAS	45,950	43	19.00	51	\$108,514	40
COLUSA	21,945	49	19.00	52	\$78,288	51
CONTRA COSTA	1,044,201	9	383.50	14	\$158,568	8
DEL NORTE	29,207	47	42.25	42	\$78,677	49
EL DORADO	178,689	30	128.00	29	\$132,018	27
FRESNO	923,052	10	578.00	10	\$129,506	28
GLENN	29,018	48	27.30	48	\$97,531	43
HUMBOLDT	132,364	35	118.00	33	\$117,583	35
IMPERIAL	174,322	31	113.00	35	\$124,944	30
INYO	18,253	51	37.00	46	\$153,318	15
KERN	809,903	13	622.50	9	\$140,560	25
KINGS	153,268	32	137.00	26	\$115,337	38
LAKE	63,821	40	50.00	40	\$97,080	45
LASSEN	36,223	46	37.75	45	\$68,208	53
LOS ANGELES	10,294,280	1	6638.00	1	\$153,017	17
MADERA	149,916	33	115.50	34	\$122,748	32
MARIN	256,310	25	126.00	31	\$153,192	16
MARIPOSA	18,356	50	22.00	49	\$75,643	52
MENDOCINO	89,669	38	81.50	38	\$95,826	46
MERCED	252,544	26	162.00	23	\$123,843	31
MONTEREY	425,356	20	272.50	20	\$156,492	11
NAPA	135,554	34	107.25	36	\$150,446	19
NEVADA	99,587	36	71.75	39	\$111,439	39
ORANGE	3,098,183	3	1685.00	2	\$179,025	2
PLACER	329,818	22	141.00	25	\$118,985	34
RIVERSIDE	2,070,315	4	1116.50	5	\$159,433	6
SACRAMENTO	1,415,117	8	943.50	6	\$167,980	5
SAN BENITO	57,493	41	35.50	47	\$98,500	42
SAN BERNARDINO	2,039,467	5	1233.44	4	\$156,744	10
SAN DIEGO	3,120,088	2	1355.00	3	\$143,541	22
SAN FRANCISCO-ADULT	817,537	12	103.00	37	\$184,782	1
SAN FRANCISCO-JUV.	817,537	12	276.00	19	\$132,933	26
SAN JOAQUIN	680,183	15	349.00	15	\$141,398	23
SAN LUIS OBISPO	267,154	23	168.75	22	\$143,996	21
SAN MATEO	734,453	14	459.15	11	\$158,724	7
SANTA BARBARA	425,710	19	391.25	13	\$154,500	13
SANTA CLARA	1,820,176	6	815.00	7	\$171,361	3
SANTA CRUZ	265,183	24	132.00	27	\$152,464	18
SHASTA	181,380	29	128.00	30	\$101,964	41
SIERRA	3,400	52	5.00	53	\$84,204	48
SISKIYOU	45,695	44	39.50	44	\$78,378	50
SOLANO	423,970	21	290.00	17	\$140,798	24
SONOMA	482,034	17	278.10	18	\$148,803	20
STANISLAUS	523,095	16	261.00	21	\$155,382	12
SUTTER	95,516	37	40.00	43	\$117,121	36
TULARE	430,974	18	345.00	16	\$116,973	37
TUOLUMNE	56,910	42	45.50	41	\$97,381	44
VENTURA	826,550	11	437.00	12	\$158,488	9
YOLO	197,530	28	129.00	28	\$122,748	33
YUBA	71,612	39	123.00	32	\$153,528	14

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

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>FTE</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
LOS ANGELES	10,294,280	1	6638.00	1	\$153,017	17
SAN DIEGO	3,120,088	2	1355.00	3	\$143,541	22
ORANGE	3,098,183	3	1685.00	2	\$179,025	2
RIVERSIDE	2,070,315	4	1116.50	5	\$159,433	6
SAN BERNARDINO	2,039,467	5	1233.44	4	\$156,744	10
SANTA CLARA	1,820,176	6	815.00	7	\$171,361	3
ALAMEDA	1,530,620	7	688.00	8	\$170,331	4
SACRAMENTO	1,415,117	8	943.50	6	\$167,980	5
CONTRA COSTA	1,044,201	9	383.50	14	\$158,568	8
FRESNO	923,052	10	578.00	10	\$129,506	28
VENTURA	826,550	11	437.00	12	\$158,488	9
SAN FRANCISCO-ADULT	817,537	12	103.00	37	\$184,782	1
SAN FRANCISCO-JUV.	817,537	12	276.00	19	\$132,933	26
KERN	809,903	13	622.50	9	\$140,560	25
SAN MATEO	734,453	14	459.15	11	\$158,724	7
SAN JOAQUIN	680,183	15	349.00	15	\$141,398	23
STANISLAUS	523,095	16	261.00	21	\$155,382	12
SONOMA	482,034	17	278.10	18	\$148,803	20
TULARE	430,974	18	345.00	16	\$116,973	37
SANTA BARBARA	425,710	19	391.25	13	\$154,500	13
MONTEREY	425,356	20	272.50	20	\$156,492	11
SOLANO	423,970	21	290.00	17	\$140,798	24
PLACER	329,818	22	141.00	25	\$118,985	34
SAN LUIS OBISPO	267,154	23	168.75	22	\$143,996	21
SANTA CRUZ	265,183	24	132.00	27	\$152,464	18
MARIN	256,310	25	126.00	31	\$153,192	16
MERCED	252,544	26	162.00	23	\$123,843	31
BUTTE	219,101	27	158.00	24	\$128,495	29
YOLO	197,530	28	129.00	28	\$122,748	33
SHASTA	181,380	29	128.00	30	\$101,964	41
EL DORADO	178,689	30	128.00	29	\$132,018	27
IMPERIAL	174,322	31	113.00	35	\$124,944	30
KINGS	153,268	32	137.00	26	\$115,337	38
MADERA	149,916	33	115.50	34	\$122,748	32
NAPA	135,554	34	107.25	36	\$150,446	19
HUMBOLDT	132,364	35	118.00	33	\$117,583	35
NEVADA	99,587	36	71.75	39	\$111,439	39
SUTTER	95,516	37	40.00	43	\$117,121	36
MENDOCINO	89,669	38	81.50	38	\$95,826	46
YUBA	71,612	39	123.00	32	\$153,528	14
LAKE	63,821	40	50.00	40	\$97,080	45
SAN BENITO	57,493	41	35.50	47	\$98,500	42
TUOLUMNE	56,910	42	45.50	41	\$97,381	44
CALAVERAS	45,950	43	19.00	51	\$108,514	40
SISKIYOU	45,695	44	39.50	44	\$78,378	50
AMADOR	38,320	45	21.75	50	\$94,896	47
LASSEN	36,223	46	37.75	45	\$68,208	53
DEL NORTE	29,207	47	42.25	42	\$78,677	49
GLENN	29,018	48	27.30	48	\$97,531	43
COLUSA	21,945	49	19.00	52	\$78,288	51
MARIPOSA	18,356	50	22.00	49	\$75,643	52
INYO	18,253	51	37.00	46	\$153,318	15
SIERRA	3,400	52	5.00	53	\$84,204	48

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

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>FTE</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
LOS ANGELES	10,294,280	1	6638.00	1	\$153,017	17
ORANGE	3,098,183	3	1685.00	2	\$179,025	2
SAN DIEGO	3,120,088	2	1355.00	3	\$143,541	22
SAN BERNARDINO	2,039,467	5	1233.44	4	\$156,744	10
RIVERSIDE	2,070,315	4	1116.50	5	\$159,433	6
SACRAMENTO	1,415,117	8	943.50	6	\$167,980	5
SANTA CLARA	1,820,176	6	815.00	7	\$171,361	3
ALAMEDA	1,530,620	7	688.00	8	\$170,331	4
KERN	809,903	13	622.50	9	\$140,560	25
FRESNO	923,052	10	578.00	10	\$129,506	28
SAN MATEO	734,453	14	459.15	11	\$158,724	7
VENTURA	826,550	11	437.00	12	\$158,488	9
SANTA BARBARA	425,710	19	391.25	13	\$154,500	13
CONTRA COSTA	1,044,201	9	383.50	14	\$158,568	8
SAN JOAQUIN	680,183	15	349.00	15	\$141,398	23
TULARE	430,974	18	345.00	16	\$116,973	37
SOLANO	423,970	21	290.00	17	\$140,798	24
SONOMA	482,034	17	278.10	18	\$148,803	20
SAN FRANCISCO-JUV.	817,537	12	276.00	19	\$132,933	26
MONTEREY	425,356	20	272.50	20	\$156,492	11
STANISLAUS	523,095	16	261.00	21	\$155,382	12
SAN LUIS OBISPO	267,154	23	168.75	22	\$143,996	21
MERCED	252,544	26	162.00	23	\$123,843	31
BUTTE	219,101	27	158.00	24	\$128,495	29
PLACER	329,818	22	141.00	25	\$118,985	34
KINGS	153,268	32	137.00	26	\$115,337	38
SANTA CRUZ	265,183	24	132.00	27	\$152,464	18
YOLO	197,530	28	129.00	28	\$122,748	33
EL DORADO	178,689	30	128.00	29	\$132,018	27
SHASTA	181,380	29	128.00	30	\$101,964	41
MARIN	256,310	25	126.00	31	\$153,192	16
YUBA	71,612	39	123.00	32	\$153,528	14
HUMBOLDT	132,364	35	118.00	33	\$117,583	35
MADERA	149,916	33	115.50	34	\$122,748	32
IMPERIAL	174,322	31	113.00	35	\$124,944	30
NAPA	135,554	34	107.25	36	\$150,446	19
SAN FRANCISCO-ADULT	817,537	12	103.00	37	\$184,782	1
MENDOCINO	89,669	38	81.50	38	\$95,826	46
NEVADA	99,587	36	71.75	39	\$111,439	39
LAKE	63,821	40	50.00	40	\$97,080	45
TUOLUMNE	56,910	42	45.50	41	\$97,381	44
DEL NORTE	29,207	47	42.25	42	\$78,677	49
SUTTER	95,516	37	40.00	43	\$117,121	36
SISKIYOU	45,695	44	39.50	44	\$78,378	50
LASSEN	36,223	46	37.75	45	\$68,208	53
INYO	18,253	51	37.00	46	\$153,318	15
SAN BENITO	57,493	41	35.50	47	\$98,500	42
GLENN	29,018	48	27.30	48	\$97,531	43
MARIPOSA	18,356	50	22.00	49	\$75,643	52
AMADOR	38,320	45	21.75	50	\$94,896	47
CALAVERAS	45,950	43	19.00	51	\$108,514	40
COLUSA	21,945	49	19.00	52	\$78,288	51
SIERRA	3,400	52	5.00	53	\$84,204	48

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

<u>County</u>	<u>Population</u>	<u>Rank</u>	<u>FTE</u>	<u>Rank</u>	<u>CPO Salary</u>	<u>Rank</u>
SAN FRANCISCO-ADULT	817,537	12	103.00	37	\$184,782	1
ORANGE	3,098,183	3	1685.00	2	\$179,025	2
SANTA CLARA	1,820,176	6	815.00	7	\$171,361	3
ALAMEDA	1,530,620	7	688.00	8	\$170,331	4
SACRAMENTO	1,415,117	8	943.50	6	\$167,980	5
RIVERSIDE	2,070,315	4	1116.50	5	\$159,433	6
SAN MATEO	734,453	14	459.15	11	\$158,724	7
CONTRA COSTA	1,044,201	9	383.50	14	\$158,568	8
VENTURA	826,550	11	437.00	12	\$158,488	9
SAN BERNARDINO	2,039,467	5	1233.44	4	\$156,744	10
MONTEREY	425,356	20	272.50	20	\$156,492	11
STANISLAUS	523,095	16	261.00	21	\$155,382	12
SANTA BARBARA	425,710	19	391.25	13	\$154,500	13
YUBA	71,612	39	123.00	32	\$153,528	14
INYO	18,253	51	37.00	46	\$153,318	15
MARIN	256,310	25	126.00	31	\$153,192	16
LOS ANGELES	10,294,280	1	6638.00	1	\$153,017	17
SANTA CRUZ	265,183	24	132.00	27	\$152,464	18
NAPA	135,554	34	107.25	36	\$150,446	19
SONOMA	482,034	17	278.10	18	\$148,803	20
SAN LUIS OBISPO	267,154	23	168.75	22	\$143,996	21
SAN DIEGO	3,120,088	2	1355.00	3	\$143,541	22
SAN JOAQUIN	680,183	15	349.00	15	\$141,398	23
SOLANO	423,970	21	290.00	17	\$140,798	24
KERN	809,903	13	622.50	9	\$140,560	25
SAN FRANCISCO-JUV.	817,537	12	276.00	19	\$132,933	26
EL DORADO	178,689	30	128.00	29	\$132,018	27
FRESNO	923,052	10	578.00	10	\$129,506	28
BUTTE	219,101	27	158.00	24	\$128,495	29
IMPERIAL	174,322	31	113.00	35	\$124,944	30
MERCED	252,544	26	162.00	23	\$123,843	31
MADERA	149,916	33	115.50	34	\$122,748	32
YOLO	197,530	28	129.00	28	\$122,748	33
PLACER	329,818	22	141.00	25	\$118,985	34
HUMBOLDT	132,364	35	118.00	33	\$117,583	35
SUTTER	95,516	37	40.00	43	\$117,121	36
TULARE	430,974	18	345.00	16	\$116,973	37
KINGS	153,268	32	137.00	26	\$115,337	38
NEVADA	99,587	36	71.75	39	\$111,439	39
CALAVERAS	45,950	43	19.00	51	\$108,514	40
SHASTA	181,380	29	128.00	30	\$101,964	41
SAN BENITO	57,493	41	35.50	47	\$98,500	42
GLENN	29,018	48	27.30	48	\$97,531	43
TUOLUMNE	56,910	42	45.50	41	\$97,381	44
LAKE	63,821	40	50.00	40	\$97,080	45
MENDOCINO	89,669	38	81.50	38	\$95,826	46
AMADOR	38,320	45	21.75	50	\$94,896	47
SIERRA	3,400	52	5.00	53	\$84,204	48
DEL NORTE	29,207	47	42.25	42	\$78,677	49
SISKIYOU	45,695	44	39.50	44	\$78,378	50
COLUSA	21,945	49	19.00	52	\$78,288	51
MARIPOSA	18,356	50	22.00	49	\$75,643	52
LASSEN	36,223	46	37.75	45	\$68,208	53

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
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.	DPO I	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/II/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 _____ >		DPO III/DPO IV/Safety
MARIPOSA	DPO I	DPO II	DPO III
MENDOCINO	DPO I	< _____ DPO II _____ >	
MERCED	DPO I	DPO II	DPO III
MONTEREY	DPO I	< _____ DPO II _____ >	
NAPA	Prob Asst/PO I	PO II	PO III
NEVADA	Prob Asst II/DPO I	DPO II	DPO III
ORANGE	DPO I	DPO II	Sr. DPO
PLACER	Prob Asst/DPO I	DPO II	Sr DPO
RIVERSIDE	< _____ DPO II _____ >		Sr. PO
SACRAMENTO	Prob Asst	DPO	Sr DPO
SAN BENITO	PO I	< _____ DPO II _____ >	
SAN BERNARDINO	PO I	PO II	PO III
SAN DIEGO	< _____ DPO _____ >		Sr PO
SAN FRANCISCO-ADULT	< _____ DPO _____ >		
SAN FRANCISCO-JUVENILE	< _____ DPO _____ >		
SAN JOAQUIN	< _____ PO I/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	< _____ DPO II _____ >	
SHASTA	DPO I	DPO II	DPO III
SIERRA	DPO I	DPO II	DPO III
SISKIYOU	DPO I	DPO II	N/A
SOLANO	DPO (Entry)	DPO	DPO (Senior)
SONOMA	PO I	PO II	PO III
STANISLAUS	< _____ DPO I/II _____ >		DPO III
SUTTER	Prob Aide/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 II _____ >		Sr DPO
YUBA	DPO I	DPO II	DPO III/Sr. DPO

PROBATION SERVICES

GENERIC POSITION COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

	<u>Supervisor</u> (D)	<u>Manager</u> (E)
ALAMEDA	Unit Supervisor	Division Director
AMADOR	Prob Unit Supvr	DCPO
BUTTE	Supv'g PO	Superintend. JH/Asst. Chief
CALAVERAS	N/A	Asst. Chief
COLUSA	Sr. DPO	CDPO
CONTRA COSTA	Prob Supv I	Prob. Manager
DEL NORTE	Supv'g DPO	Asst Chief
EL DORADO	Supv'g PO	Deputy CPO
FRESNO	Prob Svcs Mgr.	Prob Div. Dir/Prob Bus. Mgr
GLENN	Supv'g DPO	N/A
HUMBOLDT	Supv'g PO	Prob. Div. Dir
IMPERIAL	Supv'g PO III	Prob. Div. Mgr
INYO	Supv'g DPO	Supv'g DPO
KERN	Prob Supv	Prob Div Dir
KINGS	DPO IV	Supv'g PO
LASSEN	N/A	JH Superintendent/Asst CPO
LAKE	Sr. PO	CDPO/Asst.CDPO
LOS ANGELES	Supv'g DPO	Prob. Director
MADERA	Sr DPO	DCPO
MARIN	Probation Supvr	Director Prob Svcs
MARIPOSA	N/A	Asst. Chief
MENDOCINO	DPO III	Prob Div Mgr
MERCED	Supv'g DPO	Asst. CPO
MONTEREY	DPO III	Prob Svcs. Mgr/Prob Div Mgr
NAPA	Supv'g PO	Asst CPO
NEVADA	Sr DPO	Prob Prog Mgr
ORANGE	Supv'g PO	Prob Div Dir
PLACER	Supv'g PO	Prob. Mgr
RIVERSIDE	Supv'g PO	Asst Prob Div Dir/Prob Div Dir
SACRAMENTO	Supv'g PO	Asst Prob Div Chief
SAN BENITO	Supv'g PO III	Asst. CPO
SAN BERNARDINO	Supv'g PO	Prob Div Dir I/II
SAN DIEGO	Supv'g PO	Prob Dir
SAN FRANCISCO-ADULT	Supv'g Adult PO	Dir Adult Prob
SAN FRANCISCO-JUVENILE	Supv'g PO	Dir Prob Svcs/Sr. SPO
SAN JOAQUIN	Prob Unit Supv	Asst. CDPO
SAN LUIS OBISPO	Supv'g DPO	Prob. Div Mgr
SAN MATEO	Prob Svcs Mgr I	Prob Svcs Mgr II
SANTA BARBARA	DPO, Supv	Prob Manager
SANTA CLARA	Supv'g PO	Prob Manager
SANTA CRUZ	DPO III	Prob Div Dir
SHASTA	Supv'g PO	Prob Div Dir
SIERRA	N/A	N/A
SISKIYOU	Supv'g PO	Asst. CPO
SOLANO	Supv'g DPO	Prob Svcs Mgr
SONOMA	DPO IV	Prob. Div. Dir. I
STANISLAUS	Supv'g PO	Prob Mgr/Chief DPO
SUTTER	Supv'g PO	Admin Serv Off/ Deputy CPO
TULARE	Supv'g PO	Div Mgr
TUOLUMNE	Prob Div Mgr	Asst CPO
VENTURA	SPO/Prob Prog Mgr	Managers-Prob
YOLO	Supervising PO	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>Adanced/Senior Level</u>		<u>Rank</u>
	<u>Rank</u>		(A)		(B)			(C)		
ALAMEDA	7	55,203	81,744	1	55,203	81,744	1	55,203	81,744	2
AMADOR	45	37,417	45,477	35	45,268	55,040	27	51,762	62,932	22
BUTTE	27	34,667	46,457	31	40,203	53,876	28	44,377	59,469	30
CALAVERAS	43	35,610	43,285	39	41,829	50,877	35	49,400	60,112	29
COLUSA	49	34,668	42,132	42	38,232	46,464	45	43,068	52,344	39
CONTRA COSTA	9	41,100	49,956	25	57,036	69,324	8	60,888	74,016	8
DEL NORTE	47	29,690	43,865	38	32,733	48,362	41	34,370	50,780	43
EL DORADO	30	37,315	45,365	36	41,642	50,606	36	44,720	54,392	38
FRESNO	10	35,048	42,588	40	41,496	50,440	37	51,662	62,790	23
GLENN	48	31,429	38,189	49	34,757	42,266	51	38,418	46,696	50
HUMBOLDT	35	30,659	37,428	50	35,964	43,905	50	39,146	47,789	49
IMPERIAL	31	28,562	36,516	52	35,773	45,716	47	46,110	58,884	31
INYO	51	41,100	49,992	24	43,140	52,368	31	46,332	56,340	36
KERN	13	38,946	47,545	30	45,458	55,494	25	49,976	61,010	27
KINGS	32	39,540	48,252	28	45,900	56,016	23	50,712	61,860	26
LAKE	40	35,670	51,446	22	35,670	51,446	33	35,670	51,446	42
LASSEN	46	30,972	37,188	51	33,924	40,788	52	37,188	44,748	51
LOS ANGELES	1	44,579	55,330	17	52,665	72,928	6	52,665	72,928	9
MADERA	33	32,412	39,396	47	37,644	45,756	46	41,592	50,556	45
MARIN	25	60,736	73,632	3	60,736	73,632	5	61,194	78,125	5
MARIPOSA	50	31,974	38,865	48	37,049	45,034	48	41,764	50,767	44
MENDOCINO	38	37,544	45,656	33	41,413	50,315	38	41,413	50,315	46
MERCED	26	37,523	45,614	34	41,371	50,315	39	47,923	58,282	34
MONTEREY	20	42,084	57,468	13	49,128	67,092	10	49,128	67,092	15
NAPA	34	46,446	57,013	15	52,062	62,088	15	55,702	66,810	17
NEVADA	36	36,281	46,094	32	42,347	51,697	32	46,789	57,120	35
ORANGE	3	51,043	68,827	4	52,915	72,696	7	56,888	76,586	6
PLACER	22	35,406	50,889	23	36,571	50,889	34	48,013	58,406	33
RIVERSIDE	4	48,218	63,005	7	48,218	63,005	14	53,957	70,483	11
SACRAMENTO	8	41,509	52,973	21	48,212	58,589	19	53,453	64,958	18
SAN BENITO	41	38,268	48,864	26	43,452	55,476	26	43,452	55,476	37
SAN BERNARDINO	5	42,224	53,976	19	51,334	65,541	12	55,245	70,574	10
SAN DIEGO	2	50,752	61,672	10	50,752	61,672	17	55,952	67,995	14
SAN FRANCISCO-ADULT	12	50,258	81,458	2	50,258	81,458	2	50,258	81,458	3
SAN FRANCISCO-JUV.	12	50,528	81,458	2	50,528	81,458	2	50,528	81,458	3
SAN JOAQUIN	15	40,747	57,247	14	40,747	57,247	21	51,979	63,190	21
SAN LUIS OBISPO	23	37,148	45,135	37	53,122	64,583	13	53,122	64,583	19
SAN MATEO	14	53,706	67,142	5	59,946	74,942	3	63,440	79,310	4
SANTA BARBARA	19	43,416	53,004	20	43,416	53,004	29	49,920	60,948	28
SANTA CLARA	6	53,404	62,064	8	63,648	73,965	4	68,422	83,194	1
SANTA CRUZ	24	47,940	60,696	11	52,980	67,032	11	52,980	67,032	16
SHASTA	29	33,192	42,360	41	36,600	46,704	44	39,372	50,256	47
SIERRA	52	34,221	41,596	43	40,552	49,291	40	42,851	52,085	40
SISKIYOU	44	33,893	41,198	44	39,227	47,690	42	N/A	N/A	N/A
SOLANO	21	39,943	48,551	27	46,144	56,089	22	52,629	63,971	20
SONOMA	17	45,490	55,307	18	50,086	60,861	18	56,555	68,744	12
STANISLAUS	16	40,768	55,827	16	40,768	55,827	24	51,251	62,296	24
SUTTER	37	33,733	47,740	29	42,908	52,990	30	47,740	58,791	32
TULARE	18	33,184	40,442	45	38,513	46,936	43	42,531	51,834	41
TUOLUMNE	42	32,666	39,879	46	36,093	44,062	49	39,879	48,684	48
VENTURA	11	42,066	61,766	9	42,066	61,766	16	53,646	68,426	13
YOLO	28	47,436	57,672	12	47,436	57,672	20	51,000	61,992	25
YUBA	39	41,292	64,776	6	43,488	69,156	9	47,508	75,540	7

PROBATION SERVICES
GENERIC SALARY COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE
ENTRY 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>Adanced/Senior Level</u> (C)		<u>Rank</u>
ALAMEDA	7	55,203	81,744	1	55,203	81,744	1	55,203	81,744	2
SAN FRANCISCO-ADULT	12	50,258	81,458	2	50,258	81,458	2	50,258	81,458	3
SAN FRANCISCO-JUV.	12	50,528	81,458	2	50,528	81,458	2	50,528	81,458	3
MARIN	25	60,736	73,632	3	60,736	73,632	5	61,194	78,125	5
ORANGE	3	51,043	68,827	4	52,915	72,696	7	56,888	76,586	6
SAN MATEO	14	53,706	67,142	5	59,946	74,942	3	63,440	79,310	4
YUBA	39	41,292	64,776	6	43,488	69,156	9	47,508	75,540	7
RIVERSIDE	4	48,218	63,005	7	48,218	63,005	14	53,957	70,483	11
SANTA CLARA	6	53,404	62,064	8	63,648	73,965	4	68,422	83,194	1
VENTURA	11	42,066	61,766	9	42,066	61,766	16	53,646	68,426	13
SAN DIEGO	2	50,752	61,672	10	50,752	61,672	17	55,952	67,995	14
SANTA CRUZ	24	47,940	60,696	11	52,980	67,032	11	52,980	67,032	16
YOLO	28	47,436	57,672	12	47,436	57,672	20	51,000	61,992	25
MONTEREY	20	42,084	57,468	13	49,128	67,092	10	49,128	67,092	15
SAN JOAQUIN	15	40,747	57,247	14	40,747	57,247	21	51,979	63,190	21
NAPA	34	46,446	57,013	15	52,062	62,088	15	55,702	66,810	17
STANISLAUS	16	40,768	55,827	16	40,768	55,827	24	51,251	62,296	24
LOS ANGELES	1	44,579	55,330	17	52,665	72,928	6	52,665	72,928	9
SONOMA	17	45,490	55,307	18	50,086	60,861	18	56,555	68,744	12
SAN BERNARDINO	5	42,224	53,976	19	51,334	65,541	12	55,245	70,574	10
SANTA BARBARA	19	43,416	53,004	20	43,416	53,004	29	49,920	60,948	28
SACRAMENTO	8	41,509	52,973	21	48,212	58,589	19	53,453	64,958	18
LAKE	40	35,670	51,446	22	35,670	51,446	33	35,670	51,446	42
PLACER	22	35,406	50,889	23	36,571	50,889	34	48,013	58,406	33
INYO	51	41,100	49,992	24	43,140	52,368	31	46,332	56,340	36
CONTRA COSTA	9	41,100	49,956	25	57,036	69,324	8	60,888	74,016	8
SAN BENITO	41	38,268	48,864	26	43,452	55,476	26	43,452	55,476	37
SOLANO	21	39,943	48,551	27	46,144	56,089	22	52,629	63,971	20
KINGS	32	39,540	48,252	28	45,900	56,016	23	50,712	61,860	26
SUTTER	37	33,733	47,740	29	42,908	52,990	30	47,740	58,791	32
KERN	13	38,946	47,545	30	45,458	55,494	25	49,976	61,010	27
BUTTE	27	34,667	46,457	31	40,203	53,876	28	44,377	59,469	30
NEVADA	36	36,281	46,094	32	42,347	51,697	32	46,789	57,120	35
MENDOCINO	38	37,544	45,656	33	41,413	50,315	38	41,413	50,315	46
MERCED	26	37,523	45,614	34	41,371	50,315	39	47,923	58,282	34
AMADOR	45	37,417	45,477	35	45,268	55,040	27	51,762	62,932	22
EL DORADO	30	37,315	45,365	36	41,642	50,606	36	44,720	54,392	38
SAN LUIS OBISPO	23	37,148	45,135	37	53,122	64,583	13	53,122	64,583	19
DEL NORTE	47	29,690	43,865	38	32,733	48,362	41	34,370	50,780	43
CALAVERAS	43	35,610	43,285	39	41,829	50,877	35	49,400	60,112	29
FRESNO	10	35,048	42,588	40	41,496	50,440	37	51,662	62,790	23
SHASTA	29	33,192	42,360	41	36,600	46,704	44	39,372	50,256	47
COLUSA	49	34,668	42,132	42	38,232	46,464	45	43,068	52,344	39
SIERRA	52	34,221	41,596	43	40,552	49,291	40	42,851	52,085	40
SISKIYOU	44	33,893	41,198	44	39,227	47,690	42	N/A	N/A	N/A
TULARE	18	33,184	40,442	45	38,513	46,936	43	42,531	51,834	41
TUOLUMNE	42	32,666	39,879	46	36,093	44,062	49	39,879	48,684	48
MADERA	33	32,412	39,396	47	37,644	45,756	46	41,592	50,556	45
MARIPOSA	50	31,974	38,865	48	37,049	45,034	48	41,764	50,767	44
GLENN	48	31,429	38,189	49	34,757	42,266	51	38,418	46,696	50
HUMBOLDT	35	30,659	37,428	50	35,964	43,905	50	39,146	47,789	49
LASSEN	46	30,972	37,188	51	33,924	40,788	52	37,188	44,748	51
IMPERIAL	31	28,562	36,516	52	35,773	45,716	47	46,110	58,884	31

**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>Adanced/Senior Level</u> (C)		<u>Rank</u>
ALAMEDA	7	55,203	81,744	1	55,203	81,744	1	55,203	81,744	2
SAN FRANCISCO-ADULT	12	50,258	81,458	2	50,258	81,458	2	50,258	81,458	3
SAN FRANCISCO-JUV.	12	50,528	81,458	2	50,528	81,458	2	50,528	81,458	3
SAN MATEO	14	53,706	67,142	5	59,946	74,942	3	63,440	79,310	4
SANTA CLARA	6	53,404	62,064	8	63,648	73,965	4	68,422	83,194	1
MARIN	25	60,736	73,632	3	60,736	73,632	5	61,194	78,125	5
LOS ANGELES	1	44,579	55,330	17	52,665	72,928	6	52,665	72,928	9
ORANGE	3	51,043	68,827	4	52,915	72,696	7	56,888	76,586	6
CONTRA COSTA	9	41,100	49,956	25	57,036	69,324	8	60,888	74,016	8
YUBA	39	41,292	64,776	6	43,488	69,156	9	47,508	75,540	7
MONTEREY	20	42,084	57,468	13	49,128	67,092	10	49,128	67,092	15
SANTA CRUZ	24	47,940	60,696	11	52,980	67,032	11	52,980	67,032	16
SAN BERNARDINO	5	42,224	53,976	19	51,334	65,541	12	55,245	70,574	10
SAN LUIS OBISPO	23	37,148	45,135	37	53,122	64,583	13	53,122	64,583	19
RIVERSIDE	4	48,218	63,005	7	48,218	63,005	14	53,957	70,483	11
NAPA	34	46,446	57,013	15	52,062	62,088	15	55,702	66,810	17
VENTURA	11	42,066	61,766	9	42,066	61,766	16	53,646	68,426	13
SAN DIEGO	2	50,752	61,672	10	50,752	61,672	17	55,952	67,995	14
SONOMA	17	45,490	55,307	18	50,086	60,861	18	56,555	68,744	12
SACRAMENTO	8	41,509	52,973	21	48,212	58,589	19	53,453	64,958	18
YOLO	28	47,436	57,672	12	47,436	57,672	20	51,000	61,992	25
SAN JOAQUIN	15	40,747	57,247	14	40,747	57,247	21	51,979	63,190	21
SOLANO	21	39,943	48,551	27	46,144	56,089	22	52,629	63,971	20
KINGS	32	39,540	48,252	28	45,900	56,016	23	50,712	61,860	26
STANISLAUS	16	40,768	55,827	16	40,768	55,827	24	51,251	62,296	24
KERN	13	38,946	47,545	30	45,458	55,494	25	49,976	61,010	27
SAN BENITO	41	38,268	48,864	26	43,452	55,476	26	43,452	55,476	37
AMADOR	45	37,417	45,477	35	45,268	55,040	27	51,762	62,932	22
BUTTE	27	34,667	46,457	31	40,203	53,876	28	44,377	59,469	30
SANTA BARBARA	19	43,416	53,004	20	43,416	53,004	29	49,920	60,948	28
SUTTER	37	33,733	47,740	29	42,908	52,990	30	47,740	58,791	32
INYO	51	41,100	49,992	24	43,140	52,368	31	46,332	56,340	36
NEVADA	36	36,281	46,094	32	42,347	51,697	32	46,789	57,120	35
LAKE	40	35,670	51,446	22	35,670	51,446	33	35,670	51,446	42
PLACER	22	35,406	50,889	23	36,571	50,889	34	48,013	58,406	33
CALAVERAS	43	35,610	43,285	39	41,829	50,877	35	49,400	60,112	29
EL DORADO	30	37,315	45,365	36	41,642	50,606	36	44,720	54,392	38
FRESNO	10	35,048	42,588	40	41,496	50,440	37	51,662	62,790	23
MENDOCINO	38	37,544	45,656	33	41,413	50,315	38	41,413	50,315	46
MERCED	26	37,523	45,614	34	41,371	50,315	39	47,923	58,282	34
SIERRA	52	34,221	41,596	43	40,552	49,291	40	42,851	52,085	40
DEL NORTE	47	29,690	43,865	38	32,733	48,362	41	34,370	50,780	43
SISKIYOU	44	33,893	41,198	44	39,227	47,690	42	N/A	N/A	N/A
TULARE	18	33,184	40,442	45	38,513	46,936	43	42,531	51,834	41
SHASTA	29	33,192	42,360	41	36,600	46,704	44	39,372	50,256	47
COLUSA	49	34,668	42,132	42	38,232	46,464	45	43,068	52,344	39
MADERA	33	32,412	39,396	47	37,644	45,756	46	41,592	50,556	45
IMPERIAL	31	28,562	36,516	52	35,773	45,716	47	46,110	58,884	31
MARIPOSA	50	31,974	38,865	48	37,049	45,034	48	41,764	50,767	44
TUOLUMNE	42	32,666	39,879	46	36,093	44,062	49	39,879	48,684	48
HUMBOLDT	35	30,659	37,428	50	35,964	43,905	50	39,146	47,789	49
GLENN	48	31,429	38,189	49	34,757	42,266	51	38,418	46,696	50
LASSEN	46	30,972	37,188	51	33,924	40,788	52	37,188	44,748	51

PROBATION SERVICES
GENERIC SALARY COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE
ADVANCED/SENIOR 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>
SANTA CLARA	6	53,404	62,064	8	63,648	73,965	4	68,422	83,194	1
ALAMEDA	7	55,203	81,744	1	55,203	81,744	1	55,203	81,744	2
SAN FRANCISCO-ADULT	12	50,258	81,458	2	50,258	81,458	2	50,258	81,458	3
SAN FRANCISCO-JUV.	12	50,528	81,458	2	50,528	81,458	2	50,528	81,458	3
SAN MATEO	14	53,706	67,142	5	59,946	74,942	3	63,440	79,310	4
MARIN	25	60,736	73,632	3	60,736	73,632	5	61,194	78,125	5
ORANGE	3	51,043	68,827	4	52,915	72,696	7	56,888	76,586	6
YUBA	39	41,292	64,776	6	43,488	69,156	9	47,508	75,540	7
CONTRA COSTA	9	41,100	49,956	25	57,036	69,324	8	60,888	74,016	8
LOS ANGELES	1	44,579	55,330	17	52,665	72,928	6	52,665	72,928	9
SAN BERNARDINO	5	42,224	53,976	19	51,334	65,541	12	55,245	70,574	10
RIVERSIDE	4	48,218	63,005	7	48,218	63,005	14	53,957	70,483	11
SONOMA	17	45,490	55,307	18	50,086	60,861	18	56,555	68,744	12
VENTURA	11	42,066	61,766	9	42,066	61,766	16	53,646	68,426	13
SAN DIEGO	2	50,752	61,672	10	50,752	61,672	17	55,952	67,995	14
MONTEREY	20	42,084	57,468	13	49,128	67,092	10	49,128	67,092	15
SANTA CRUZ	24	47,940	60,696	11	52,980	67,032	11	52,980	67,032	16
NAPA	34	46,446	57,013	15	52,062	62,088	15	55,702	66,810	17
SACRAMENTO	8	41,509	52,973	21	48,212	58,589	19	53,453	64,958	18
SAN LUIS OBISPO	23	37,148	45,135	37	53,122	64,583	13	53,122	64,583	19
SOLANO	21	39,943	48,551	27	46,144	56,089	22	52,629	63,971	20
SAN JOAQUIN	15	40,747	57,247	14	40,747	57,247	21	51,979	63,190	21
AMADOR	45	37,417	45,477	35	45,268	55,040	27	51,762	62,932	22
FRESNO	10	35,048	42,588	40	41,496	50,440	37	51,662	62,790	23
STANISLAUS	16	40,768	55,827	16	40,768	55,827	24	51,251	62,296	24
YOLO	28	47,436	57,672	12	47,436	57,672	20	51,000	61,992	25
KINGS	32	39,540	48,252	28	45,900	56,016	23	50,712	61,860	26
KERN	13	38,946	47,545	30	45,458	55,494	25	49,976	61,010	27
SANTA BARBARA	19	43,416	53,004	20	43,416	53,004	29	49,920	60,948	28
CALAVERAS	43	35,610	43,285	39	41,829	50,877	35	49,400	60,112	29
BUTTE	27	34,667	46,457	31	40,203	53,876	28	44,377	59,469	30
IMPERIAL	31	28,562	36,516	52	35,773	45,716	47	46,110	58,884	31
SUTTER	37	33,733	47,740	29	42,908	52,990	30	47,740	58,791	32
PLACER	22	35,406	50,889	23	36,571	50,889	34	48,013	58,406	33
MERCED	26	37,523	45,614	34	41,371	50,315	39	47,923	58,282	34
NEVADA	36	36,281	46,094	32	42,347	51,697	32	46,789	57,120	35
INYO	51	41,100	49,992	24	43,140	52,368	31	46,332	56,340	36
SAN BENITO	41	38,268	48,864	26	43,452	55,476	26	43,452	55,476	37
EL DORADO	30	37,315	45,365	36	41,642	50,606	36	44,720	54,392	38
COLUSA	49	34,668	42,132	42	38,232	46,464	45	43,068	52,344	39
SIERRA	52	34,221	41,596	43	40,552	49,291	40	42,851	52,085	40
TULARE	18	33,184	40,442	45	38,513	46,936	43	42,531	51,834	41
LAKE	40	35,670	51,446	22	35,670	51,446	33	35,670	51,446	42
DEL NORTE	47	29,690	43,865	38	32,733	48,362	41	34,370	50,780	43
MARIPOSA	50	31,974	38,865	48	37,049	45,034	48	41,764	50,767	44
MADERA	33	32,412	39,396	47	37,644	45,756	46	41,592	50,556	45
MENDOCINO	38	37,544	45,656	33	41,413	50,315	38	41,413	50,315	46
SHASTA	29	33,192	42,360	41	36,600	46,704	44	39,372	50,256	47
TUOLUMNE	42	32,666	39,879	46	36,093	44,062	49	39,879	48,684	48
HUMBOLDT	35	30,659	37,428	50	35,964	43,905	50	39,146	47,789	49
GLENN	48	31,429	38,189	49	34,757	42,266	51	38,418	46,696	50
LASSEN	46	30,972	37,188	51	33,924	40,788	52	37,188	44,748	51
SISKIYOU	44	33,893	41,198	44	39,227	47,690	42	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>	Supervisor (D)		Rank	Manager (E)		Rank
ALAMEDA	7	76,960	92,747	4	105,726	128,482	3
AMADOR	45	56,919	69,196	26	68,862	85,796	30
BUTTE	27	50,208	67,284	29	64,901	111,333	6
CALAVERAS	43	N/A	N/A	N/A	61,859	75,150	40
COLUSA	49	43,068	52,344	49	53,172	67,682	45
CONTRA COSTA	9	75,192	90,816	5	82,404	100,164	17
DEL NORTE	47	37,893	55,985	42	44,965	66,433	46
EL DORADO	30	51,272	62,317	37	69,805	84,843	31
FRESNO	10	65,520	79,638	16	59,526	103,492	14
GLENN	48	44,387	53,976	48	N/A	N/A	N/A
HUMBOLDT	35	46,845	57,189	40	51,759	63,188	48
IMPERIAL	31	50,612	64,663	34	58,828	75,152	39
INYO	51	54,624	66,420	32	54,624	66,420	47
KERN	13	54,943	67,075	31	70,543	86,119	28
KINGS	32	56,016	68,352	27	63,050	76,961	38
LAKE	40	45,525	55,336	46	55,346	70,638	43
LASSEN	46	N/A	N/A	N/A	48,984	59,112	50
LOS ANGELES	1	61,676	80,882	14	74,013	91,946	26
MADERA	33	45,948	55,860	43	59,544	72,384	41
MARIN	25	77,522	85,883	8	95,202	105,498	13
MARIPOSA	50	49,493	60,160	39	N/A	N/A	N/A
MENDOCINO	38	45,677	55,536	44	64,875	78,853	37
MERCED	26	57,720	70,221	24	83,782	101,837	15
MONTEREY	20	51,636	70,512	23	60,084	94,248	23
NAPA	34	64,147	76,710	18	98,218	118,186	4
NEVADA	36	51,697	63,111	36	70,430	85,981	29
ORANGE	3	63,564	85,342	9	89,544	143,873	1
PLACER	22	55,215	67,167	30	68,328	83,054	33
RIVERSIDE	4	61,327	80,158	15	64,121	100,659	16
SACRAMENTO	8	67,526	82,079	11	77,632	94,357	22
SAN BENITO	41	47,220	60,276	38	56,580	72,216	42
SAN BERNARDINO	5	63,960	81,744	12	69,742	98,384	19
SAN DIEGO	2	63,482	81,016	13	64,480	128,960	2
SAN FRANCISCO-ADULT	12	81,042	98,488	1	88,660	107,866	10
SAN FRANCISCO-JUV.	12	81,042	98,488	1	81,267	108,264	8
SAN JOAQUIN	15	58,448	71,032	21	67,662	82,264	34
SAN LUIS OBISPO	23	63,709	77,437	17	76,293	92,725	25
SAN MATEO	14	74,256	92,810	3	85,945	107,432	11
SANTA BARBARA	19	57,408	70,080	25	78,828	96,240	21
SANTA CLARA	6	81,249	94,421	2	88,666	108,215	9
SANTA CRUZ	24	59,988	75,132	19	74,280	99,072	18
SHASTA	29	43,416	55,404	45	49,044	62,592	49
SIERRA	52	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	44	45,419	55,210	47	56,311	68,445	44
SOLANO	21	59,211	71,971	20	71,821	87,299	27
SONOMA	17	67,974	82,618	10	76,357	92,830	24
STANISLAUS	16	58,219	70,761	22	58,780	114,657	5
SUTTER	37	52,840	64,588	35	60,310	83,074	32
TULARE	18	53,177	64,809	33	64,752	78,917	36
TUOLUMNE	42	47,485	56,825	41	65,996	80,568	35
VENTURA	11	61,850	90,152	7	78,675	110,145	7
YOLO	28	56,100	68,196	28	69,240	107,016	12
YUBA	39	56,736	90,216	6	61,992	97,368	20

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

	<u>Pop.</u> <u>Rank</u>	Supervisor (D)		Rank	Manager (E)		Rank
SAN FRANCISCO-ADULT	12	81,042	98,488	1	88,660	107,866	10
SAN FRANCISCO-JUV.	12	81,042	98,488	1	81,267	108,264	8
SANTA CLARA	6	81,249	94,421	2	88,666	108,215	9
SAN MATEO	14	74,256	92,810	3	85,945	107,432	11
ALAMEDA	7	76,960	92,747	4	105,726	128,482	3
CONTRA COSTA	9	75,192	90,816	5	82,404	100,164	17
YUBA	39	56,736	90,216	6	61,992	97,368	20
VENTURA	11	61,850	90,152	7	78,675	110,145	7
MARIN	25	77,522	85,883	8	95,202	105,498	13
ORANGE	3	63,564	85,342	9	89,544	143,873	1
SONOMA	17	67,974	82,618	10	76,357	92,830	24
SACRAMENTO	8	67,526	82,079	11	77,632	94,357	22
SAN BERNARDINO	5	63,960	81,744	12	69,742	98,384	19
SAN DIEGO	2	63,482	81,016	13	64,480	128,960	2
LOS ANGELES	1	61,676	80,882	14	74,013	91,946	26
RIVERSIDE	4	61,327	80,158	15	64,121	100,659	16
FRESNO	10	65,520	79,638	16	59,526	103,492	14
SAN LUIS OBISPO	23	63,709	77,437	17	76,293	92,725	25
NAPA	34	64,147	76,710	18	98,218	118,186	4
SANTA CRUZ	24	59,988	75,132	19	74,280	99,072	18
SOLANO	21	59,211	71,971	20	71,821	87,299	27
SAN JOAQUIN	15	58,448	71,032	21	67,662	82,264	34
STANISLAUS	16	58,219	70,761	22	58,780	114,657	5
MONTEREY	20	51,636	70,512	23	60,084	94,248	23
MERCED	26	57,720	70,221	24	83,782	101,837	15
SANTA BARBARA	19	57,408	70,080	25	78,828	96,240	21
AMADOR	45	56,919	69,196	26	68,862	85,796	30
KINGS	32	56,016	68,352	27	63,050	76,961	38
YOLO	28	56,100	68,196	28	69,240	107,016	12
BUTTE	27	50,208	67,284	29	64,901	111,333	6
PLACER	22	55,215	67,167	30	68,328	83,054	33
KERN	13	54,943	67,075	31	70,543	86,119	28
INYO	51	54,624	66,420	32	54,624	66,420	47
TULARE	18	53,177	64,809	33	64,752	78,917	36
IMPERIAL	31	50,612	64,663	34	58,828	75,152	39
SUTTER	37	52,840	64,588	35	60,310	83,074	32
NEVADA	36	51,697	63,111	36	70,430	85,981	29
EL DORADO	30	51,272	62,317	37	69,805	84,843	31
SAN BENITO	41	47,220	60,276	38	56,580	72,216	42
MARIPOSA	50	49,493	60,160	39	N/A	N/A	N/A
HUMBOLDT	35	46,845	57,189	40	51,759	63,188	48
TUOLUMNE	42	47,485	56,825	41	65,996	80,568	35
DEL NORTE	47	37,893	55,985	42	44,965	66,433	46
MADERA	33	45,948	55,860	43	59,544	72,384	41
MENDOCINO	38	45,677	55,536	44	64,875	78,853	37
SHASTA	29	43,416	55,404	45	49,044	62,592	49
LAKE	40	45,525	55,336	46	55,346	70,638	43
SISKIYOU	44	45,419	55,210	47	56,311	68,445	44
GLENN	48	44,387	53,976	48	N/A	N/A	N/A
COLUSA	49	43,068	52,344	49	53,172	67,682	45
CALAVERAS	43	N/A	N/A	N/A	61,859	75,150	40
LASSEN	46	N/A	N/A	N/A	48,984	59,112	50
SIERRA	52	N/A	N/A	N/A	N/A	N/A	N/A

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

	<u>Pop.</u> <u>Rank</u>	Supervisor (D)	Rank	Manager (E)	Rank		
ORANGE	3	63,564	85,342	9	89,544	143,873	1
SAN DIEGO	2	63,482	81,016	13	64,480	128,960	2
ALAMEDA	7	76,960	92,747	4	105,726	128,482	3
NAPA	34	64,147	76,710	18	98,218	118,186	4
STANISLAUS	16	58,219	70,761	22	58,780	114,657	5
BUTTE	27	50,208	67,284	29	64,901	111,333	6
VENTURA	11	61,850	90,152	7	78,675	110,145	7
SAN FRANCISCO-JUV.	12	81,042	98,488	1	81,267	108,264	8
SANTA CLARA	6	81,249	94,421	2	88,666	108,215	9
SAN FRANCISCO-ADULT	12	81,042	98,488	1	88,660	107,866	10
SAN MATEO	14	74,256	92,810	3	85,945	107,432	11
YOLO	28	56,100	68,196	28	69,240	107,016	12
MARIN	25	77,522	85,883	8	95,202	105,498	13
FRESNO	10	65,520	79,638	16	59,526	103,492	14
MERCED	26	57,720	70,221	24	83,782	101,837	15
RIVERSIDE	4	61,327	80,158	15	64,121	100,659	16
CONTRA COSTA	9	75,192	90,816	5	82,404	100,164	17
SANTA CRUZ	24	59,988	75,132	19	74,280	99,072	18
SAN BERNARDINO	5	63,960	81,744	12	69,742	98,384	19
YUBA	39	56,736	90,216	6	61,992	97,368	20
SANTA BARBARA	19	57,408	70,080	25	78,828	96,240	21
SACRAMENTO	8	67,526	82,079	11	77,632	94,357	22
MONTEREY	20	51,636	70,512	23	60,084	94,248	23
SONOMA	17	67,974	82,618	10	76,357	92,830	24
SAN LUIS OBISPO	23	63,709	77,437	17	76,293	92,725	25
LOS ANGELES	1	61,676	80,882	14	74,013	91,946	26
SOLANO	21	59,211	71,971	20	71,821	87,299	27
KERN	13	54,943	67,075	31	70,543	86,119	28
NEVADA	36	51,697	63,111	36	70,430	85,981	29
AMADOR	45	56,919	69,196	26	68,862	85,796	30
EL DORADO	30	51,272	62,317	37	69,805	84,843	31
SUTTER	37	52,840	64,588	35	60,310	83,074	32
PLACER	22	55,215	67,167	30	68,328	83,054	33
SAN JOAQUIN	15	58,448	71,032	21	67,662	82,264	34
TUOLUMNE	42	47,485	56,825	41	65,996	80,568	35
TULARE	18	53,177	64,809	33	64,752	78,917	36
MENDOCINO	38	45,677	55,536	44	64,875	78,853	37
KINGS	32	56,016	68,352	27	63,050	76,961	38
IMPERIAL	31	50,612	64,663	34	58,828	75,152	39
CALAVERAS	43	N/A	N/A	N/A	61,859	75,150	40
MADERA	33	45,948	55,860	43	59,544	72,384	41
SAN BENITO	41	47,220	60,276	38	56,580	72,216	42
LAKE	40	45,525	55,336	46	55,346	70,638	43
SISKIYOU	44	45,419	55,210	47	56,311	68,445	44
COLUSA	49	43,068	52,344	49	53,172	67,682	45
DEL NORTE	47	37,893	55,985	42	44,965	66,433	46
INYO	51	54,624	66,420	32	54,624	66,420	47
HUMBOLDT	35	46,845	57,189	40	51,759	63,188	48
SHASTA	29	43,416	55,404	45	49,044	62,592	49
LASSEN	46	N/A	N/A	N/A	48,984	59,112	50
GLENN	48	44,387	53,976	48	N/A	N/A	N/A
MARIPOSA	50	49,493	60,160	39	N/A	N/A	N/A
SIERRA	52	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 Off I/II_____>		Juv Inst Off III
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	Juv Corr Off Recruit	Juv Corr Officer I/II/III	Sr. Juv Corr Off
EL DORADO	DPO I Institutions	DPO II Institutions	Sr. DPO/Institutions
FRESNO	Juv. Corr Officer I	Juv. Corr Officer II	Sr Juv. Corr Off/Supv'g JCO
GLENN	JH Counselor I	JH Counselor II	N/A
HUMBOLDT	<_____Juv Correctional Officer_____>		N/A
IMPERIAL	Prob. Asst.	Juv Officer	DPO II
INYO	<_____Group Counselor I_____>		Group Counselor II
KERN	Juv Corr Off I	Juv Corr Off II	Juv Corr Off III
KINGS	Group Supervisor I	Group Supervisor II	Group Supervisor III
LAKE	<_____Juvenile Corrections Officer I/II/II_____>		
LASSEN	JH Counselor I	JH Counselor II	Supv'g JH Counselor
LOS ANGELES	<_____Det Svcs Officer/DPO I-ResTrt_____>		DPO II-ResTrt
MADERA	Juv Deputy Off I	Juv Deputy Off II	Juv Deputy Off III
MARIN	Group Counselor I/Safety	Grp Couns II-Sfty/Safety-Bil	Group Counselor III/Safety
MARIPOSA	N/A	Juvenile Supervisor	N/A
MENDOCINO	<_____Corrections Counselor_____>		N/A
MERCED	Juv Inst Officer I	Juv Inst Officer II	Juv Inst Officer III
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	<_____DPO I/II Inst. /II_____>		Sr. DPO/Inst.
RIVERSIDE	Group Counselor I	Group Counselor II	Sr. Group Counselor
SACRAMENTO	Prob Assistant	DPO	Sr. DPO
SAN BENITO	Juv Inst Officer I	Juv Inst Officer II	N/A
SAN BERNARDINO	Prob Corr Officer-Trainee	Prob Corr Officer	Prob Corrections Supv I
SAN DIEGO	Correctional DPO I	Correctional DPO II	Sr. DPO
SAN FRANCISCO-ADLT	N/A	N/A	N/A
SAN FRANCISCO-JUV	Couns. JH/Couns Log Cab Rnch	Sr. Couns. Bys Rnch/Couns II	Sr. Couns JH//Supv'g Couns.
SAN JOAQUIN	<_____Juv. Det. Officer Asst./Juv Det 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/Prob Coun I	Prob Ast II/Group Coun II/Prob Coun II	Sr. Group Counselor/Prob. Coun II
SANTA CRUZ	Group Supervisor I	Group Supervisor II	Sr. Group Supervisor
SHASTA	Group Counselor I	Group Counselor II	Supv. Group Counselor
SIERRA	N/A	N/A	N/A
SISKIYOU	Juv Corr Officer I	Juv Corr Officer II	N/A
SOLANO	Group Counselor (entry)	Group Counselor	Sr Group Counselor
SONOMA	Juv. Corr Counselor I	Juv Corr. Counselor II	Juv Corr Couns III
STANISLAUS	<_____Group Supv I/II_____>		Group Supv III
SUTTER	N/A	N/A	N/A
TULARE	Detn Svcs Off/Prob Corr Off I	Prob Corr Officer II	Probation Corr Officer III
TUOLUMNE	N/A	N/A	N/A
VENTURA	Correction Officer I	Correction Officer II	Correction Officer III
YOLO	<_____Detention Officer II_____>		Sr. Detention Off
YUBA	Group Counselor I	Group Counselor II	Supv'g Group Counselor

INSTITUTIONS

GENERIC POSITION COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

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

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

	<u>Pop.</u>	<u>Entry Level</u>			<u>Journey Level</u>			<u>Adanced/Senior Level</u>		
	<u>Rank</u>		(F)	Rank	(G)	Rank		(H)	Rank	
ALAMEDA	7	47,195	63,045	2	47,195	63,045	6	55,661	67,558	9
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
BUTTE	27	31,406	42,088	28	34,667	46,457	28	47,789	64,042	12
CALAVERAS	43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	48	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CONTRA COSTA	9	40,368	49,068	15	53,640	65,196	3	56,976	69,264	5
DEL NORTE	46	22,710	33,554	42	25,038	43,865	33	31,174	46,059	34
EL DORADO	30	35,443	43,077	25	39,541	48,069	26	42,494	51,646	27
FRESNO	10	31,382	40,040	33	38,376	48,984	23	44,226	61,880	16
GLENN	47	28,350	34,466	39	29,952	36,400	44	N/A	N/A	N/A
HUMBOLDT	35	26,266	32,066	43	26,266	32,066	46	N/A	N/A	N/A
IMPERIAL	31	28,562	36,516	38	29,829	38,090	41	46,110	58,884	22
INYO	50	38,364	46,656	19	38,364	46,656	27	40,200	48,864	33
KERN	13	36,138	44,117	24	40,937	49,976	21	46,143	56,331	23
KINGS	32	33,384	44,988	21	36,876	44,988	30	40,728	49,716	31
LAKE	40	28,781	42,418	27	28,781	42,418	35	28,781	42,418	39
LASSEN	46	28,284	33,924	40	30,972	37,188	42	35,400	42,588	38
LOS ANGELES	1	44,579	53,583	8	51,254	63,684	5	52,665	72,928	3
MADERA	33	27,900	33,924	41	32,412	39,396	39	35,808	43,524	37
MARIN	25	41,018	49,837	14	50,960	65,915	2	56,722	68,827	7
MARIPOSA	49	N/A	N/A	N/A	33,195	40,348	38	N/A	N/A	N/A
MENDOCINO	38	34,029	41,371	31	34,029	41,371	36	N/A	N/A	N/A
MERCED	26	30,826	37,523	36	34,008	41,371	37	37,523	45,614	36
MONTEREY	20	36,588	49,968	13	42,696	58,320	12	46,476	63,444	13
NAPA	34	44,200	52,645	10	48,152	57,595	13	52,062	62,088	15
NEVADA	36	32,836	40,086	32	36,281	44,291	32	40,086	48,937	32
ORANGE	3	29,702	39,291	35	43,722	56,888	14	44,824	59,925	20
PLACER	22	31,079	36,571	37	31,079	36,571	43	41,868	50,889	29
RIVERSIDE	4	34,961	44,447	23	39,943	50,816	19	43,518	55,378	25
SACRAMENTO	8	41,509	52,973	9	48,212	58,589	11	53,453	64,958	10
SAN BENITO	41	32,580	41,592	30	35,916	45,852	29	N/A	N/A	N/A
SAN BERNARDINO	5	33,280	42,494	26	41,454	52,894	17	54,184	69,181	6
SAN DIEGO	2	50,752	61,672	3	50,752	61,672	8	55,952	67,995	8
SAN FRANCISCO-ADULT	12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN FRANCISCO-JUV.	12	47,164	61,646	4	52,928	64,896	4	60,064	76,778	2
SAN JOAQUIN	15	34,861	48,069	18	34,861	48,069	25	N/A	N/A	N/A
SAN LUIS OBISPO	23	35,172	50,169	12	45,468	55,285	15	50,023	60,797	19
SAN MATEO	14	44,262	55,328	5	49,962	62,442	7	55,536	69,430	4
SANTA BARBARA	19	40,128	48,984	16	40,128	48,984	22	42,180	60,948	17
SANTA CLARA	6	45,174	72,201	1	52,563	81,561	1	59,118	81,561	1
SANTA CRUZ	24	42,660	53,976	7	46,992	59,472	10	51,144	64,644	11
SHASTA	29	28,668	28,668	45	30,108	38,424	40	33,192	50,256	30
SIERRA	52	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	44	25,302	30,743	44	27,915	33,893	45	N/A	N/A	N/A
SOLANO	21	34,597	42,053	29	39,943	48,551	24	46,144	56,089	24
SONOMA	17	37,045	45,032	20	43,784	53,227	16	50,086	60,861	18
STANISLAUS	16	32,260	44,969	22	32,260	44,969	31	42,120	51,188	28
SUTTER	37	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
TULARE	18	26,680	39,493	34	35,785	43,612	34	37,608	45,833	35
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
VENTURA	11	33,088	48,574	17	41,914	52,126	18	46,994	59,850	21
YOLO	28	41,712	50,712	11	41,712	50,712	20	43,848	53,304	26
YUBA	39	34,332	54,588	6	37,524	59,664	9	39,792	63,276	14

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	45,174	72,201	1	52,563	81,561	1	67,075	81,561	1
ALAMEDA	7	47,195	63,045	2	47,195	63,045	6	55,661	67,558	9
SAN DIEGO	2	50,752	61,672	3	50,752	61,672	8	55,952	67,995	8
SAN FRANCISCO-JUV.	12	47,164	61,646	4	52,928	64,896	4	60,064	76,778	2
SAN MATEO	14	44,262	55,328	5	49,962	62,442	7	55,536	69,430	4
YUBA	39	34,332	54,588	6	37,524	59,664	9	39,792	63,276	14
SANTA CRUZ	24	42,660	53,976	7	46,992	59,472	10	51,144	64,644	11
LOS ANGELES	1	44,579	53,583	8	51,254	63,684	5	52,665	72,928	3
SACRAMENTO	8	41,509	52,973	9	48,212	58,589	11	53,453	64,958	10
NAPA	34	44,200	52,645	10	48,152	57,595	13	52,062	62,088	15
YOLO	28	41,712	50,712	11	41,712	50,712	20	43,848	53,304	26
SAN LUIS OBISPO	23	35,172	50,169	12	45,468	55,285	15	50,023	60,797	19
MONTEREY	20	36,588	49,968	13	42,696	58,320	12	46,476	63,444	13
MARIN	25	41,018	49,837	14	50,960	65,915	2	56,722	68,827	7
CONTRA COSTA	9	40,368	49,068	15	53,640	65,196	3	56,976	69,264	5
SANTA BARBARA	19	40,128	48,984	16	40,128	48,984	22	42,180	60,948	17
VENTURA	11	33,088	48,574	17	41,914	52,126	18	46,994	59,850	21
SAN JOAQUIN	15	34,861	48,069	18	34,861	48,069	25	N/A	N/A	N/A
INYO	50	38,364	46,656	19	38,364	46,656	27	40,200	48,864	33
SONOMA	17	37,045	45,032	20	43,784	53,227	16	50,086	60,861	18
KINGS	32	33,384	44,988	21	36,876	44,988	30	40,728	49,716	31
STANISLAUS	16	32,260	44,969	22	32,260	44,969	31	42,120	51,188	28
RIVERSIDE	4	34,961	44,447	23	39,943	50,816	19	43,518	55,378	25
KERN	13	36,138	44,117	24	40,937	49,976	21	46,143	56,331	23
EL DORADO	30	35,443	43,077	25	39,541	48,069	26	42,494	51,646	27
SAN BERNARDINO	5	33,280	42,494	26	41,454	52,894	17	54,184	69,181	6
LAKE	40	28,781	42,418	27	28,781	42,418	35	28,781	42,418	39
BUTTE	27	31,406	42,088	28	34,667	46,457	28	47,789	64,042	12
SOLANO	21	34,597	42,053	29	39,943	48,551	24	46,144	56,089	24
SAN BENITO	41	32,580	41,592	30	35,916	45,852	29	N/A	N/A	N/A
MENDOCINO	38	34,029	41,371	31	34,029	41,371	36	N/A	N/A	N/A
NEVADA	36	32,836	40,086	32	36,281	44,291	32	40,086	48,937	32
FRESNO	10	31,382	40,040	33	38,376	48,984	23	44,226	61,880	16
TULARE	18	26,680	39,493	34	35,785	43,612	34	37,608	45,833	35
ORANGE	3	29,702	39,291	35	43,722	56,888	14	44,824	59,925	20
MERCED	26	30,826	37,523	36	34,008	41,371	37	37,523	45,614	36
PLACER	22	31,079	36,571	37	31,079	36,571	43	41,868	50,889	29
IMPERIAL	31	28,562	36,516	38	29,829	38,090	41	46,110	58,884	22
GLENN	47	28,350	34,466	39	29,952	36,400	44	N/A	N/A	N/A
LASSEN	46	28,284	33,924	40	30,972	37,188	42	35,400	42,588	38
MADERA	33	27,900	33,924	41	32,412	39,396	39	35,808	43,524	37
DEL NORTE	46	22,710	33,554	42	25,038	43,865	33	31,174	46,059	34
HUMBOLDT	35	26,266	32,066	43	26,266	32,066	46	N/A	N/A	N/A
SISKIYOU	44	25,302	30,743	44	27,915	33,893	45	N/A	N/A	N/A
SHASTA	29	28,668	28,668	45	30,108	38,424	40	33,192	50,256	30
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	48	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
MARIPOSA	49	N/A	N/A	N/A	33,195	40,348	38	N/A	N/A	N/A
SAN FRANCISCO-ADULT	12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SIERRA	52	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SUTTER	37	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>Rank</u>	<u>Journey Level</u> (G)		<u>Rank</u>	<u>Adanced/Senior Level</u> (H)		<u>Rank</u>
SANTA CLARA	6	45,174	72,201	1	52,563	81,561	1	67,075	81,561	1
MARIN	25	41,018	49,837	14	50,960	65,915	2	56,722	68,827	7
CONTRA COSTA	9	40,368	49,068	15	53,640	65,196	3	56,976	69,264	5
SAN FRANCISCO-JUV.	12	47,164	61,646	4	52,928	64,896	4	60,064	76,778	2
LOS ANGELES	1	44,579	53,583	8	51,254	63,684	5	52,665	72,928	3
ALAMEDA	7	47,195	63,045	2	47,195	63,045	6	55,661	67,558	9
SAN MATEO	14	44,262	55,328	5	49,962	62,442	7	55,536	69,430	4
SAN DIEGO	2	50,752	61,672	3	50,752	61,672	8	55,952	67,995	8
YUBA	39	34,332	54,588	6	37,524	59,664	9	39,792	63,276	14
SANTA CRUZ	24	42,660	53,976	7	46,992	59,472	10	51,144	64,644	11
SACRAMENTO	8	41,509	52,973	9	48,212	58,589	11	53,453	64,958	10
MONTEREY	20	36,588	49,968	13	42,696	58,320	12	46,476	63,444	13
NAPA	34	44,200	52,645	10	48,152	57,595	13	52,062	62,088	15
ORANGE	3	29,702	39,291	35	43,722	56,888	14	44,824	59,925	20
SAN LUIS OBISPO	23	35,172	50,169	12	45,468	55,285	15	50,023	60,797	19
SONOMA	17	37,045	45,032	20	43,784	53,227	16	50,086	60,861	18
SAN BERNARDINO	5	33,280	42,494	26	41,454	52,894	17	54,184	69,181	6
VENTURA	11	33,088	48,574	17	41,914	52,126	18	46,994	59,850	21
RIVERSIDE	4	34,961	44,447	23	39,943	50,816	19	43,518	55,378	25
YOLO	28	41,712	50,712	11	41,712	50,712	20	43,848	53,304	26
KERN	13	36,138	44,117	24	40,937	49,976	21	46,143	56,331	23
FRESNO	10	31,382	40,040	33	38,376	48,984	23	44,226	61,880	16
SANTA BARBARA	19	40,128	48,984	16	40,128	48,984	22	42,180	60,948	17
SOLANO	21	34,597	42,053	29	39,943	48,551	24	46,144	56,089	24
EL DORADO	30	35,443	43,077	25	39,541	48,069	26	42,494	51,646	27
SAN JOAQUIN	15	34,861	48,069	18	34,861	48,069	25	N/A	N/A	N/A
INYO	50	38,364	46,656	19	38,364	46,656	27	40,200	48,864	33
BUTTE	27	31,406	42,088	28	34,667	46,457	28	47,789	64,042	12
SAN BENITO	41	32,580	41,592	30	35,916	45,852	29	N/A	N/A	N/A
KINGS	32	33,384	44,988	21	36,876	44,988	30	40,728	49,716	31
STANISLAUS	16	32,260	44,969	22	32,260	44,969	31	42,120	51,188	28
NEVADA	36	32,836	40,086	32	36,281	44,291	32	40,086	48,937	32
DEL NORTE	46	22,710	33,554	42	25,038	43,865	33	31,174	46,059	34
TULARE	18	26,680	39,493	34	35,785	43,612	34	37,608	45,833	35
LAKE	40	28,781	42,418	27	28,781	42,418	35	28,781	42,418	39
MENDOCINO	38	34,029	41,371	31	34,029	41,371	36	N/A	N/A	N/A
MERCED	26	30,826	37,523	36	34,008	41,371	37	37,523	45,614	36
MARIPOSA	49	N/A	N/A	N/A	33,195	40,348	38	N/A	N/A	N/A
MADERA	33	27,900	33,924	41	32,412	39,396	39	35,808	43,524	37
SHASTA	29	28,668	28,668	45	30,108	38,424	40	33,192	50,256	30
IMPERIAL	31	28,562	36,516	38	29,829	38,090	41	46,110	58,884	22
LASSEN	46	28,284	33,924	40	30,972	37,188	42	35,400	42,588	38
PLACER	22	31,079	36,571	37	31,079	36,571	43	41,868	50,889	29
GLENN	47	28,350	34,466	39	29,952	36,400	44	N/A	N/A	N/A
SISKIYOU	44	25,302	30,743	44	27,915	33,893	45	N/A	N/A	N/A
HUMBOLDT	35	26,266	32,066	43	26,266	32,066	46	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	43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	48	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN FRANCISCO-ADULT	12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SIERRA	52	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SUTTER	37	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>Entry Level</u>			<u>Journey Level</u>			<u>Adanced/Senior Level</u>		
	<u>Rank</u>		(F)	Rank		(G)	Rank	(H)		Rank
SANTA CLARA	6	45,174	72,201	1	52,563	81,561	1	67,075	81,561	1
SAN FRANCISCO-JUV.	12	47,164	61,646	4	52,928	64,896	4	60,064	76,778	2
LOS ANGELES	1	44,579	53,583	8	51,254	63,684	5	52,665	72,928	3
SAN MATEO	14	44,262	55,328	5	49,962	62,442	7	55,536	69,430	4
CONTRA COSTA	9	40,368	49,068	15	53,640	65,196	3	56,976	69,264	5
SAN BERNARDINO	5	33,280	42,494	26	41,454	52,894	17	54,184	69,181	6
MARIN	25	41,018	49,837	14	50,960	65,915	2	56,722	68,827	7
SAN DIEGO	2	50,752	61,672	3	50,752	61,672	8	55,952	67,995	8
ALAMEDA	7	47,195	63,045	2	47,195	63,045	6	55,661	67,558	9
SACRAMENTO	8	41,509	52,973	9	48,212	58,589	11	53,453	64,958	10
SANTA CRUZ	24	42,660	53,976	7	46,992	59,472	10	51,144	64,644	11
BUTTE	27	31,406	42,088	28	34,667	46,457	28	47,789	64,042	12
MONTEREY	20	36,588	49,968	13	42,696	58,320	12	46,476	63,444	13
YUBA	39	34,332	54,588	6	37,524	59,664	9	39,792	63,276	14
NAPA	34	44,200	52,645	10	48,152	57,595	13	52,062	62,088	15
FRESNO	10	31,382	40,040	33	38,376	48,984	23	44,226	61,880	16
SANTA BARBARA	19	40,128	48,984	16	40,128	48,984	22	42,180	60,948	17
SONOMA	17	37,045	45,032	20	43,784	53,227	16	50,086	60,861	18
SAN LUIS OBISPO	23	35,172	50,169	12	45,468	55,285	15	50,023	60,797	19
ORANGE	3	29,702	39,291	35	43,722	56,888	14	44,824	59,925	20
VENTURA	11	33,088	48,574	17	41,914	52,126	18	46,994	59,850	21
IMPERIAL	31	28,562	36,516	38	29,829	38,090	41	46,110	58,884	22
KERN	13	36,138	44,117	24	40,937	49,976	21	46,143	56,331	23
SOLANO	21	34,597	42,053	29	39,943	48,551	24	46,144	56,089	24
RIVERSIDE	4	34,961	44,447	23	39,943	50,816	19	43,518	55,378	25
YOLO	28	41,712	50,712	11	41,712	50,712	20	43,848	53,304	26
EL DORADO	30	35,443	43,077	25	39,541	48,069	26	42,494	51,646	27
STANISLAUS	16	32,260	44,969	22	32,260	44,969	31	42,120	51,188	28
PLACER	22	31,079	36,571	37	31,079	36,571	43	41,868	50,889	29
SHASTA	29	28,668	28,668	45	30,108	38,424	40	33,192	50,256	30
KINGS	32	33,384	44,988	21	36,876	44,988	30	40,728	49,716	31
NEVADA	36	32,836	40,086	32	36,281	44,291	32	40,086	48,937	32
INYO	50	38,364	46,656	19	38,364	46,656	27	40,200	48,864	33
DEL NORTE	46	22,710	33,554	42	25,038	43,865	33	31,174	46,059	34
TULARE	18	26,680	39,493	34	35,785	43,612	34	37,608	45,833	35
MERCED	26	30,826	37,523	36	34,008	41,371	37	37,523	45,614	36
MADERA	33	27,900	33,924	41	32,412	39,396	39	35,808	43,524	37
LASSEN	46	28,284	33,924	40	30,972	37,188	42	35,400	42,588	38
LAKE	40	28,781	42,418	27	28,781	42,418	35	28,781	42,418	39
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	43	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	48	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
GLENN	47	28,350	34,466	39	29,952	36,400	44	N/A	N/A	N/A
HUMBOLDT	35	26,266	32,066	43	26,266	32,066	46	N/A	N/A	N/A
MARIPOSA	49	N/A	N/A	N/A	33,195	40,348	38	N/A	N/A	N/A
MENDOCINO	38	34,029	41,371	31	34,029	41,371	36	N/A	N/A	N/A
SAN BENITO	41	32,580	41,592	30	35,916	45,852	29	N/A	N/A	N/A
SAN FRANCISCO-ADULT	12	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SAN JOAQUIN	15	34,861	48,069	18	34,861	48,069	25	N/A	N/A	N/A
SIERRA	52	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	44	25,302	30,743	44	27,915	33,893	45	N/A	N/A	N/A
SUTTER	37	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 - FIRST LEVEL SUPERVISOR AND MANAGER SALARY RANGE
ALPHABETICAL LISTING

	<u>Pop.</u> <u>Rank</u>	Supervisor (I)		Rank	Manager (J)		Rank
ALAMEDA	7	61,069	94,848	2	95,389	115,814	4
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A
BUTTE	27	52,750	70,690	17	64,901	86,973	25
CALAVERAS	43	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	48	N/A	N/A	N/A	N/A	N/A	N/A
CONTRA COSTA	9	68,748	83,568	8	76,656	93,180	21
DEL NORTE	46	N/A	N/A	N/A	44,965	66,433	36
EL DORADO	30	48,693	59,197	30	69,805	84,843	28
FRESNO	10	59,526	103,492	1	59,526	103,492	13
GLENN	47	33,758	41,018	43	58,698	71,344	34
HUMBOLDT	35	35,964	43,905	42	46,845	57,189	41
IMPERIAL	31	50,612	64,663	26	58,828	75,152	31
INYO	50	46,332	56,340	33	61,620	74,808	32
KERN	13	49,976	61,010	29	63,529	86,119	26
KINGS	32	44,988	54,912	35	N/A	N/A	N/A
LAKE	40	38,387	46,660	40	55,346	67,272	35
LASSEN	46	37,068	44,616	41	48,984	59,112	40
LOS ANGELES	1	58,704	80,882	12	81,178	122,870	3
MADERA	33	41,592	50,556	38	N/A	N/A	N/A
MARIN	25	77,522	85,883	6	95,181	105,477	11
MARIPOSA	49	N/A	N/A	N/A	N/A	N/A	N/A
MENDOCINO	38	41,413	50,315	39	64,875	78,853	30
MERCED	26	57,720	70,221	18	60,341	99,882	16
MONTEREY	20	51,120	69,816	20	60,084	94,248	20
NAPA	34	59,613	71,344	16	71,344	99,923	15
NEVADA	36	51,697	63,111	27	70,430	85,981	27
ORANGE	3	51,043	68,827	21	71,625	143,873	1
PLACER	22	48,013	58,406	32	68,328	91,568	23
RIVERSIDE	4	56,273	80,158	14	64,121	100,659	14
SACRAMENTO	8	62,452	82,079	9	77,632	113,295	6
SAN BENITO	41	41,592	53,088	37	57,972	74,004	33
SAN BERNARDINO	5	62,733	80,205	13	69,742	89,149	24
SAN DIEGO	2	63,482	81,016	11	64,480	128,960	2
SAN FRANCISCO-ADULT	12	N/A	N/A	N/A	N/A	N/A	N/A
SAN FRANCISCO-JUVENILE	12	66,846	81,267	10	81,267	111,228	8
SAN JOAQUIN	15	44,054	53,539	36	49,254	59,883	38
SAN LUIS OBISPO	23	53,913	65,540	23	N/A	N/A	N/A
SAN MATEO	14	67,350	84,178	7	N/A	N/A	N/A
SANTA BARBARA	19	57,408	70,080	19	78,828	96,240	19
SANTA CLARA	6	73,651	91,680	3	88,666	108,215	10
SANTA CRUZ	24	59,988	75,132	15	60,864	99,072	17
SHASTA	29	43,416	55,404	34	49,044	62,592	37
SIERRA	52	N/A	N/A	N/A	N/A	N/A	N/A
SISKIYOU	44	32,265	39,227	44	48,856	59,384	39
SOLANO	21	53,421	64,933	24	71,820	111,744	7
SONOMA	17	55,806	67,829	22	76,357	92,830	22
STANISLAUS	16	50,336	61,172	28	58,780	114,657	5
SUTTER	37	N/A	N/A	N/A	N/A	N/A	N/A
TULARE	18	53,177	64,809	25	64,752	78,917	29
TUOLUMNE	42	N/A	N/A	N/A	N/A	N/A	N/A
VENTURA	11	61,850	86,590	5	78,675	110,145	9
YOLO	28	48,240	58,644	31	62,808	97,296	18
YUBA	39	56,736	90,216	4	65,772	104,580	12

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

	<u>Pop.</u> <u>Rank</u>	Supervisor (I)		Rank	Manager (J)		Rank
FRESNO	10	59,526	103,492	1	59,526	103,492	13
ALAMEDA	7	61,069	94,848	2	95,389	115,814	4
SANTA CLARA	6	73,651	91,680	3	88,666	108,215	10
YUBA	39	56,736	90,216	4	65,772	104,580	12
VENTURA	11	61,850	86,590	5	78,675	110,145	9
MARIN	25	77,522	85,883	6	95,181	105,477	11
SAN MATEO	14	67,350	84,178	7	N/A	N/A	N/A
CONTRA COSTA	9	68,748	83,568	8	76,656	93,180	21
SACRAMENTO	8	62,452	82,079	9	77,632	113,295	6
SAN FRANCISCO-JUVENILE	12	66,846	81,267	10	81,267	111,228	8
SAN DIEGO	2	63,482	81,016	11	64,480	128,960	2
LOS ANGELES	1	58,704	80,882	12	81,178	122,870	3
SAN BERNARDINO	5	62,733	80,205	13	69,742	89,149	24
RIVERSIDE	4	56,273	80,158	14	64,121	100,659	14
SANTA CRUZ	24	59,988	75,132	15	60,864	99,072	17
NAPA	34	59,613	71,344	16	71,344	99,923	15
BUTTE	27	52,750	70,690	17	64,901	86,973	25
MERCED	26	57,720	70,221	18	60,341	99,882	16
SANTA BARBARA	19	57,408	70,080	19	78,828	96,240	19
MONTEREY	20	51,120	69,816	20	60,084	94,248	20
ORANGE	3	51,043	68,827	21	71,625	143,873	1
SONOMA	17	55,806	67,829	22	76,357	92,830	22
SAN LUIS OBISPO	23	53,913	65,540	23	N/A	N/A	N/A
SOLANO	21	53,421	64,933	24	71,820	111,744	7
TULARE	18	53,177	64,809	25	64,752	78,917	29
IMPERIAL	31	50,612	64,663	26	58,828	75,152	31
NEVADA	36	51,697	63,111	27	70,430	85,981	27
STANISLAUS	16	50,336	61,172	28	58,780	114,657	5
KERN	13	49,976	61,010	29	63,529	86,119	26
EL DORADO	30	48,693	59,197	30	69,805	84,843	28
YOLO	28	48,240	58,644	31	62,808	97,296	18
PLACER	22	48,013	58,406	32	68,328	91,568	23
INYO	50	46,332	56,340	33	61,620	74,808	32
SHASTA	29	43,416	55,404	34	49,044	62,592	37
KINGS	32	44,988	54,912	35	N/A	N/A	N/A
SAN JOAQUIN	15	44,054	53,539	36	49,254	59,883	38
SAN BENITO	41	41,592	53,088	37	57,972	74,004	33
MADERA	33	41,592	50,556	38	N/A	N/A	N/A
MENDOCINO	38	41,413	50,315	39	64,875	78,853	30
LAKE	40	38,387	46,660	40	55,346	67,272	35
LASSEN	46	37,068	44,616	41	48,984	59,112	40
HUMBOLDT	35	35,964	43,905	42	46,845	57,189	41
GLENN	47	33,758	41,018	43	58,698	71,344	34
SISKIYOU	44	32,265	39,227	44	48,856	59,384	39
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	43	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	48	N/A	N/A	N/A	N/A	N/A	N/A
DEL NORTE	46	N/A	N/A	N/A	44,965	66,433	36
MARIPOSA	49	N/A	N/A	N/A	N/A	N/A	N/A
SAN FRANCISCO-ADULT	12	N/A	N/A	N/A	N/A	N/A	N/A
SIERRA	52	N/A	N/A	N/A	N/A	N/A	N/A
SUTTER	37	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

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

	<u>Pop.</u> <u>Rank</u>	Supervisor (I)		Rank	Manager (J)		Rank
ORANGE	3	51,043	68,827	21	71,625	143,873	1
SAN DIEGO	2	63,482	81,016	11	64,480	128,960	2
LOS ANGELES	1	58,704	80,882	12	81,178	122,870	3
ALAMEDA	7	61,069	94,848	2	95,389	115,814	4
STANISLAUS	16	50,336	61,172	28	58,780	114,657	5
SACRAMENTO	8	62,452	82,079	9	77,632	113,295	6
SOLANO	21	53,421	64,933	24	71,820	111,744	7
SAN FRANCISCO-JUVENILE	12	66,846	81,267	10	81,267	111,228	8
VENTURA	11	61,850	86,590	5	78,675	110,145	9
SANTA CLARA	6	73,651	91,680	3	88,666	108,215	10
MARIN	25	77,522	85,883	6	95,181	105,477	11
YUBA	39	56,736	90,216	4	65,772	104,580	12
FRESNO	10	59,526	103,492	1	59,526	103,492	13
RIVERSIDE	4	56,273	80,158	14	64,121	100,659	14
NAPA	34	59,613	71,344	16	71,344	99,923	15
MERCED	26	57,720	70,221	18	60,341	99,882	16
SANTA CRUZ	24	59,988	75,132	15	60,864	99,072	17
YOLO	28	48,240	58,644	31	62,808	97,296	18
SANTA BARBARA	19	57,408	70,080	19	78,828	96,240	19
MONTEREY	20	51,120	69,816	20	60,084	94,248	20
CONTRA COSTA	9	68,748	83,568	8	76,656	93,180	21
SONOMA	17	55,806	67,829	22	76,357	92,830	22
PLACER	22	48,013	58,406	32	68,328	91,568	23
SAN BERNARDINO	5	62,733	80,205	13	69,742	89,149	24
BUTTE	27	52,750	70,690	17	64,901	86,973	25
KERN	13	49,976	61,010	29	63,529	86,119	26
NEVADA	36	51,697	63,111	27	70,430	85,981	27
EL DORADO	30	48,693	59,197	30	69,805	84,843	28
TULARE	18	53,177	64,809	25	64,752	78,917	29
MENDOCINO	38	41,413	50,315	39	64,875	78,853	30
IMPERIAL	31	50,612	64,663	26	58,828	75,152	31
INYO	50	46,332	56,340	33	61,620	74,808	32
SAN BENITO	41	41,592	53,088	37	57,972	74,004	33
GLENN	47	33,758	41,018	43	58,698	71,344	34
LAKE	40	38,387	46,660	40	55,346	67,272	35
DEL NORTE	46	N/A	N/A	N/A	44,965	66,433	36
SHASTA	29	43,416	55,404	34	49,044	62,592	37
SAN JOAQUIN	15	44,054	53,539	36	49,254	59,883	38
SISKIYOU	44	32,265	39,227	44	48,856	59,384	39
LASSEN	46	37,068	44,616	41	48,984	59,112	40
HUMBOLDT	35	35,964	43,905	42	46,845	57,189	41
AMADOR	45	N/A	N/A	N/A	N/A	N/A	N/A
CALAVERAS	43	N/A	N/A	N/A	N/A	N/A	N/A
COLUSA	48	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	41,592	50,556	38	N/A	N/A	N/A
MARIPOSA	49	N/A	N/A	N/A	N/A	N/A	N/A
SAN FRANCISCO-ADULT	12	N/A	N/A	N/A	N/A	N/A	N/A
SAN LUIS OBISPO	23	53,913	65,540	23	N/A	N/A	N/A
SAN MATEO	14	67,350	84,178	7	N/A	N/A	N/A
SIERRA	52	N/A	N/A	N/A	N/A	N/A	N/A
SUTTER	37	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**

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

**INSTITUTIONS
SUMMARY OF INSTITUTIONS RANKING**

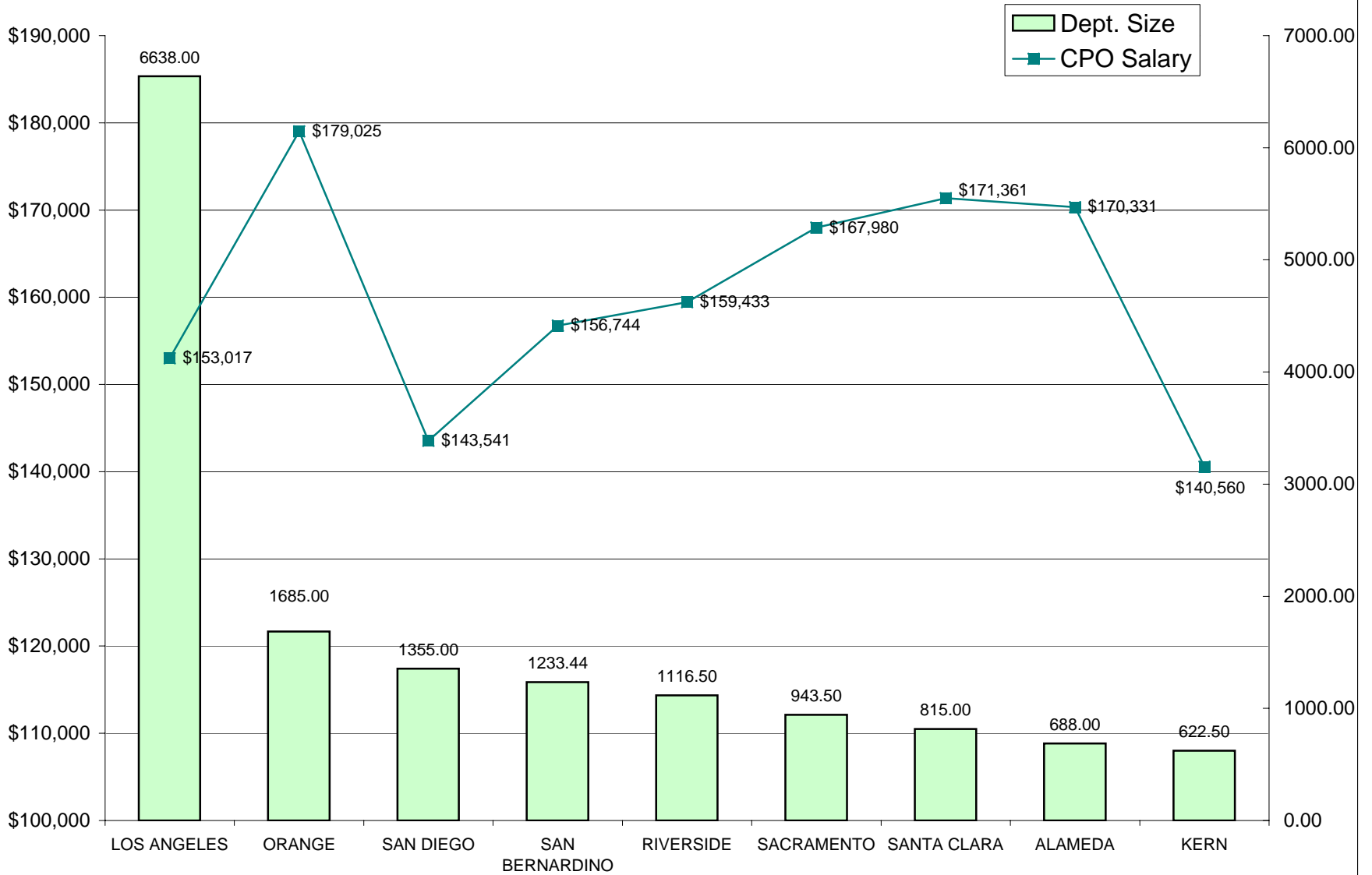
	POP.	DEPT. SIZE	ENTRY (F)	JOURNEY (G)	SENIOR (H)	SUPV. (I)	MANAGER (J)	CPO
ALAMEDA	7	8	2	6	9	2	4	4
AMADOR	45	50	N/A	N/A	N/A	N/A	N/A	47
BUTTE	27	24	28	28	12	17	25	29
CALAVERAS	43	51	N/A	N/A	N/A	N/A	N/A	40
COLUSA	49	52	N/A	N/A	N/A	N/A	N/A	51
CONTRA COSTA	9	14	15	3	5	8	21	8
DEL NORTE	47	42	42	33	34	N/A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

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.

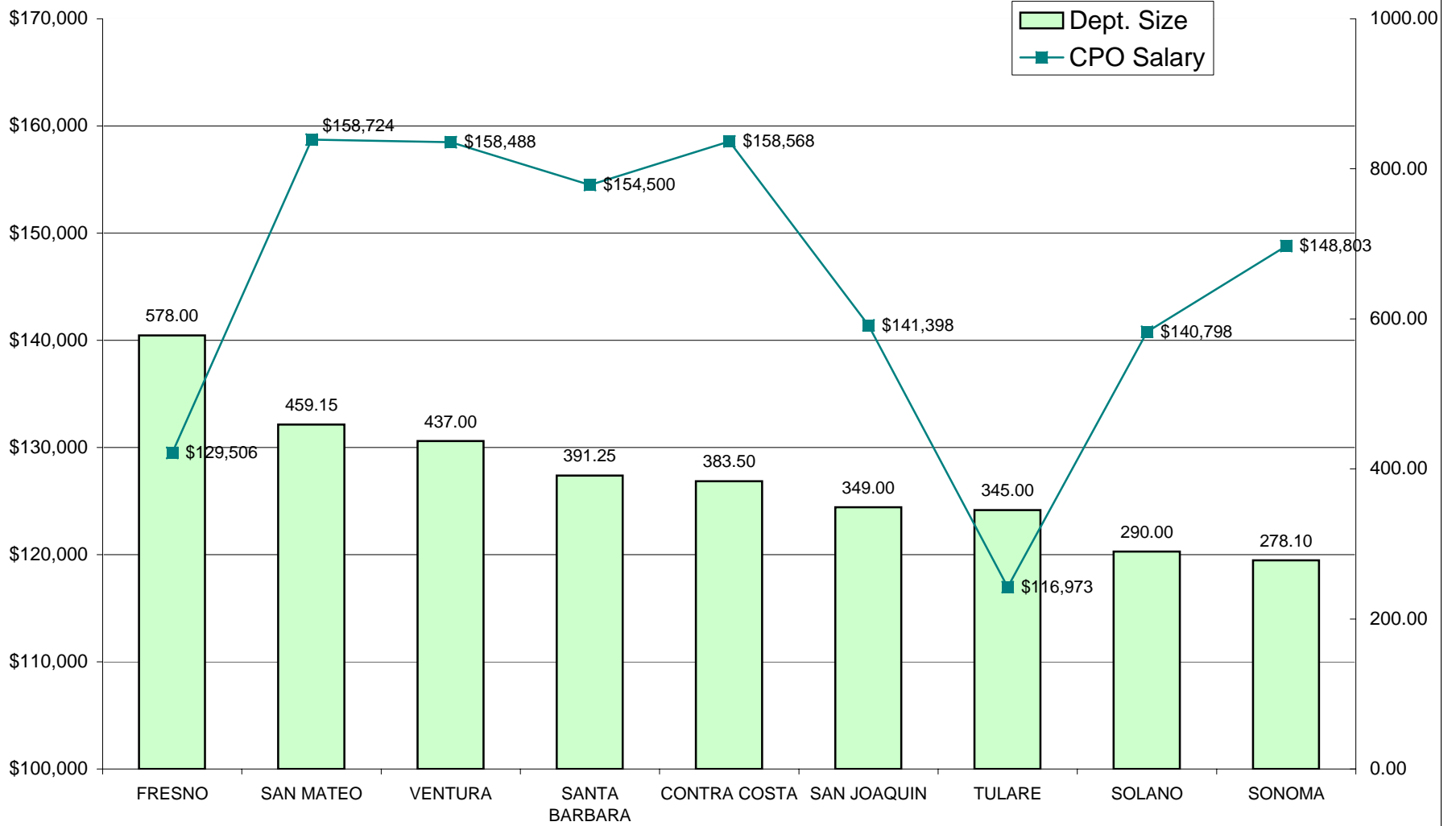
Departments are grouped by department size, but listed within a graph in order of county population ranking. All departments that responded are represented unless they do not have the classification being compared.

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



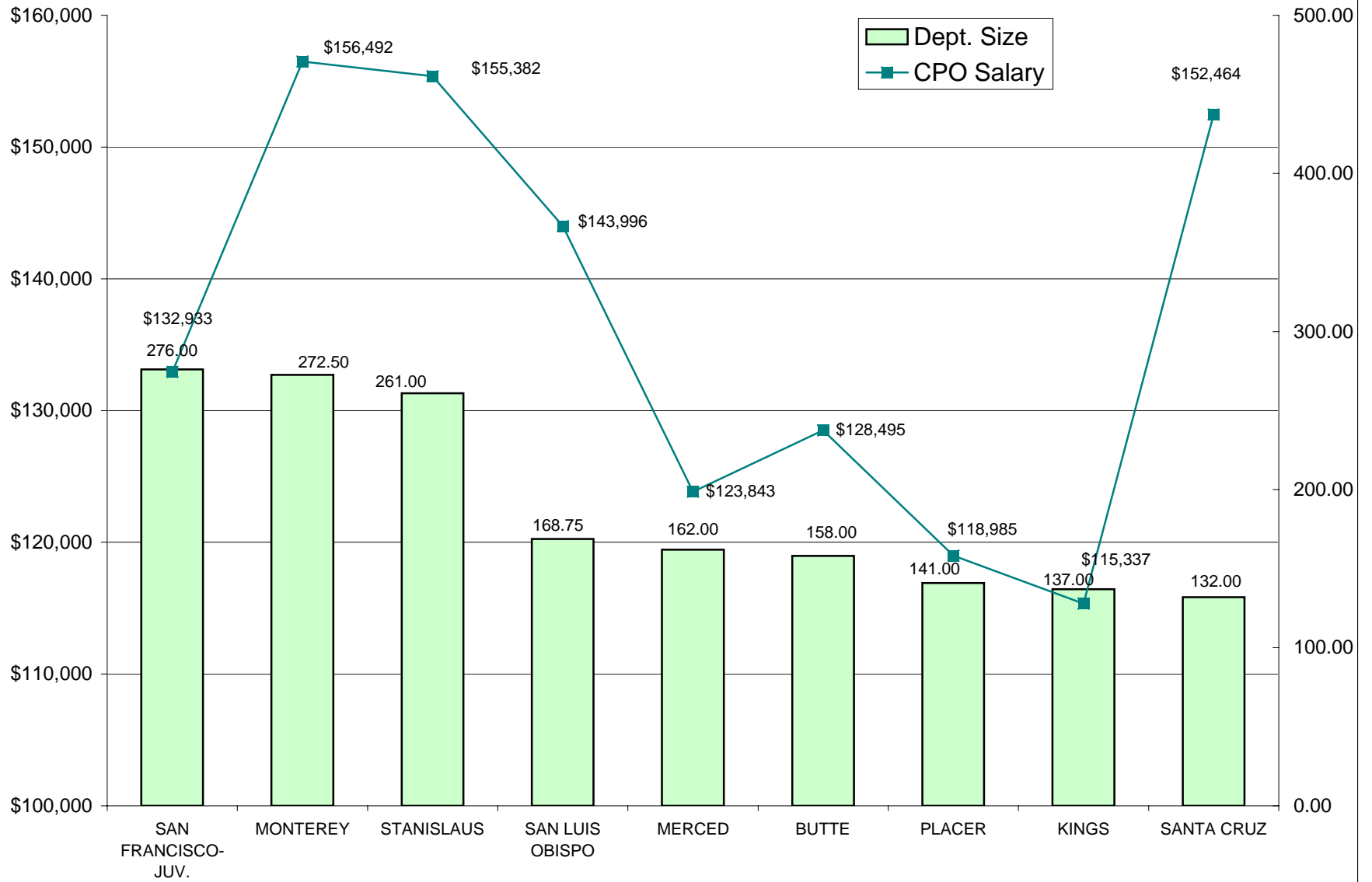
NINE LARGEST DEPARTMENTS - FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



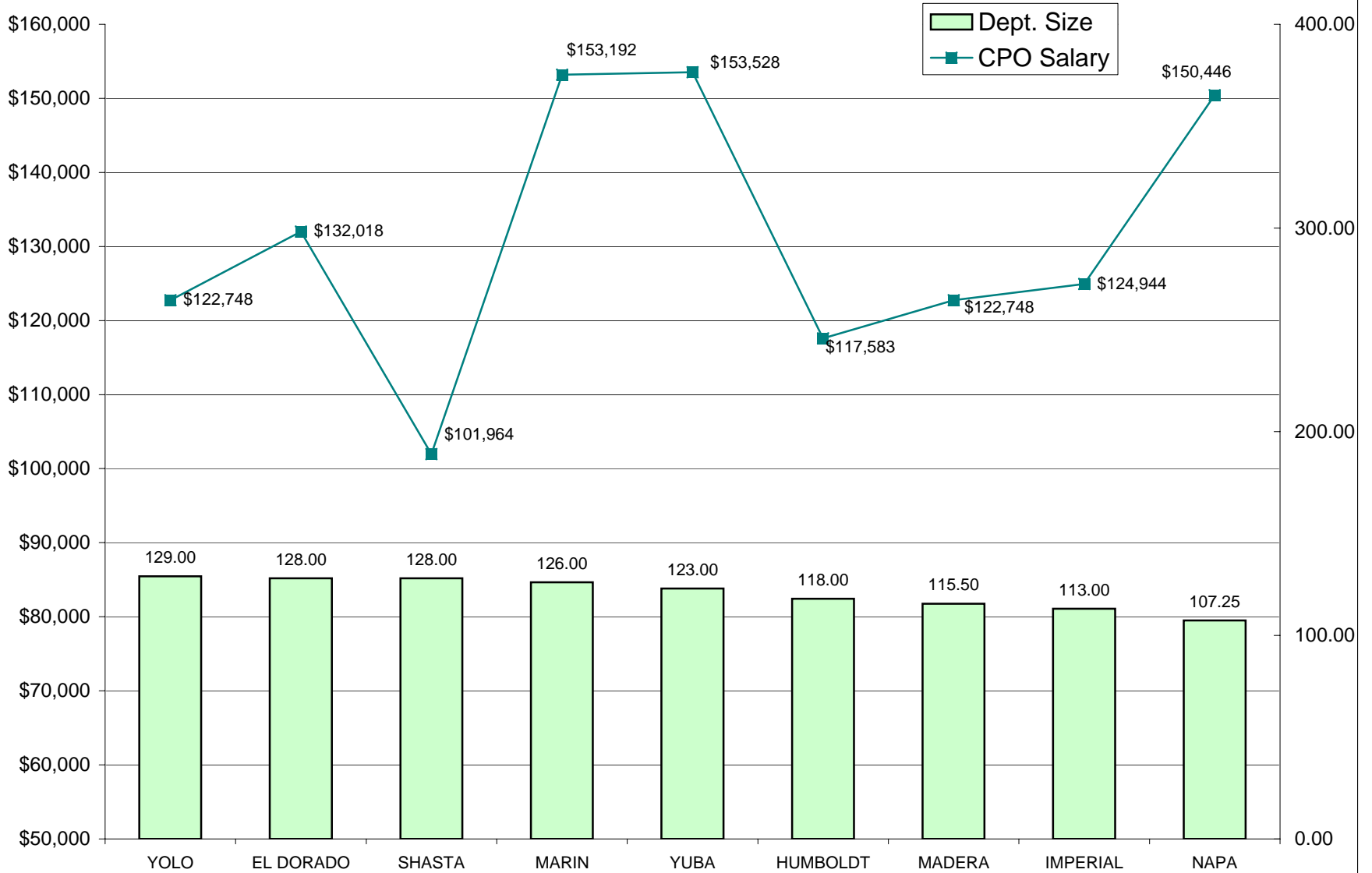
DEPARTMENTS RANKED 10-18 IN SIZE - FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



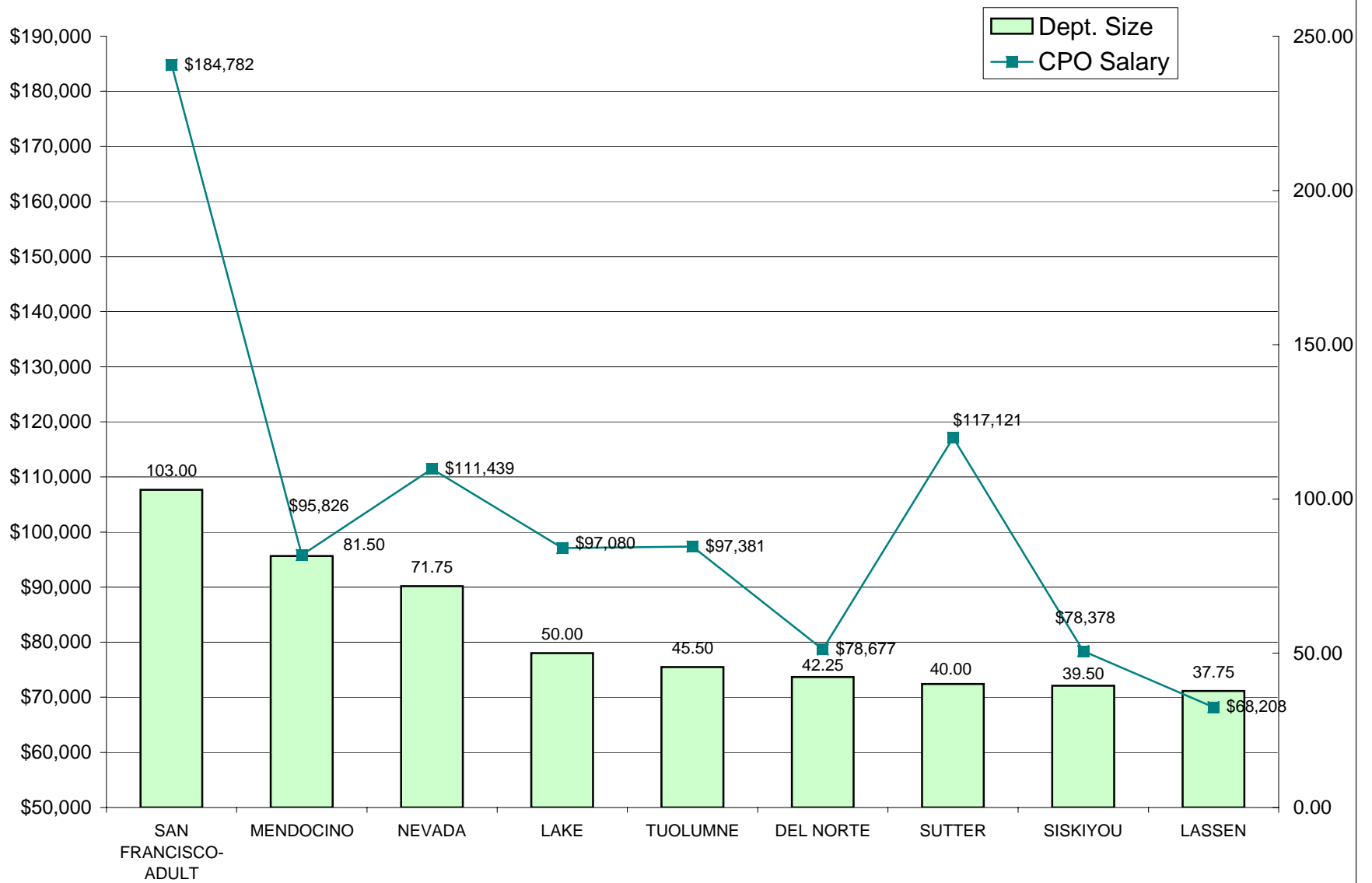
DEPARTMENTS RANKED 19-27 IN SIZE - FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



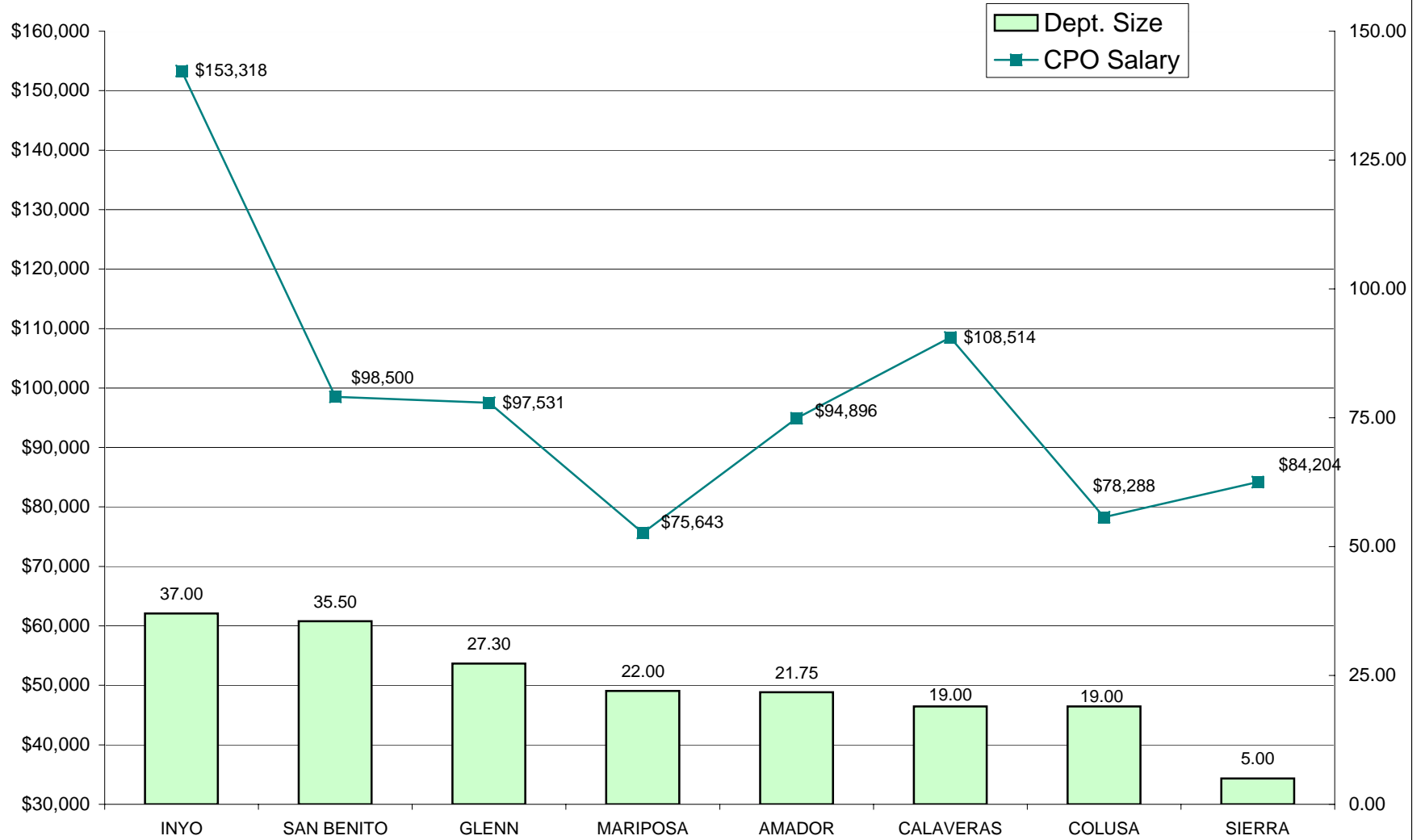
DEPARTMENTS RANKED 28-36 IN SIZE - FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



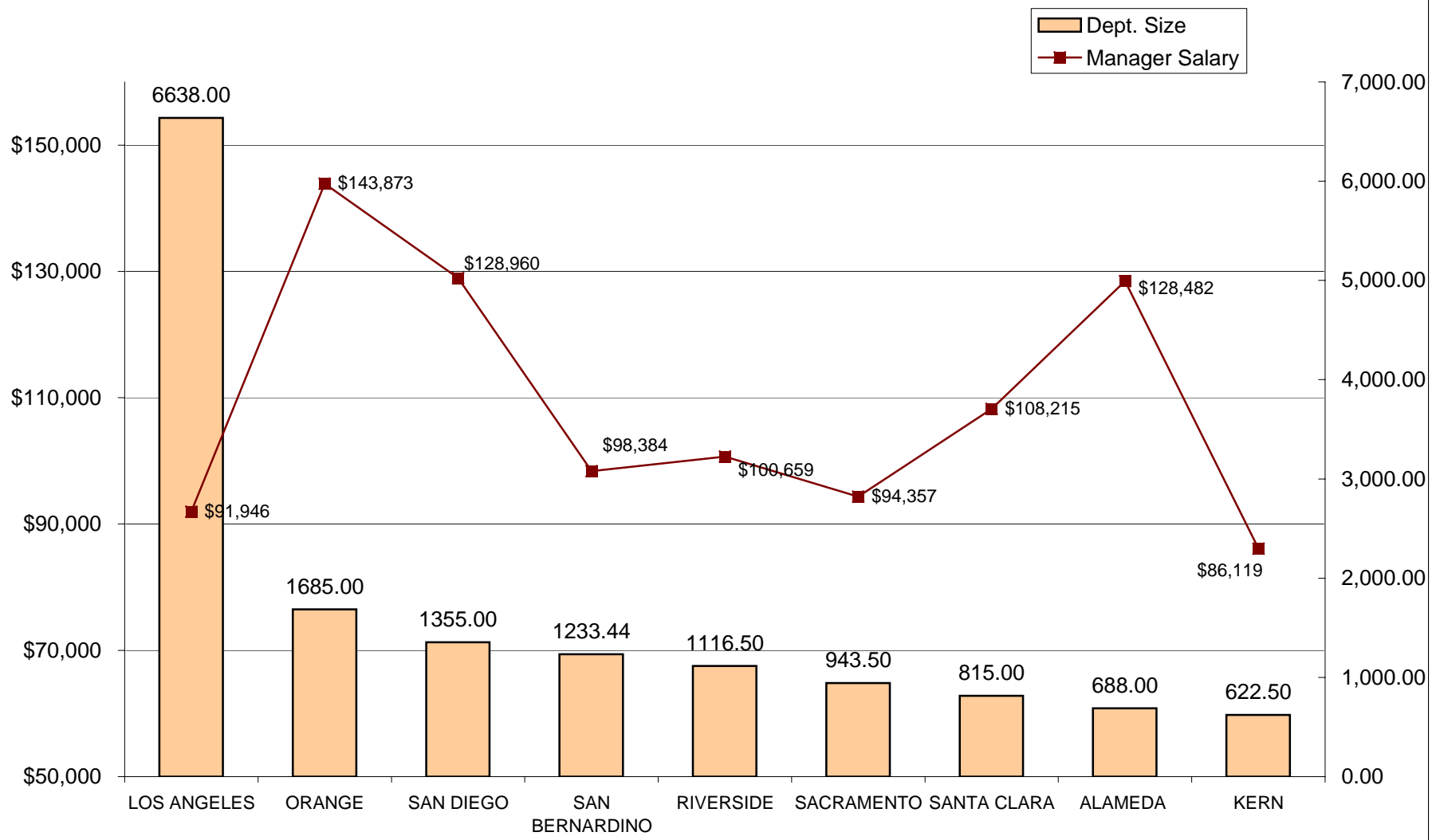
DEPARTMENTS RANKED 37-45 IN SIZE-FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



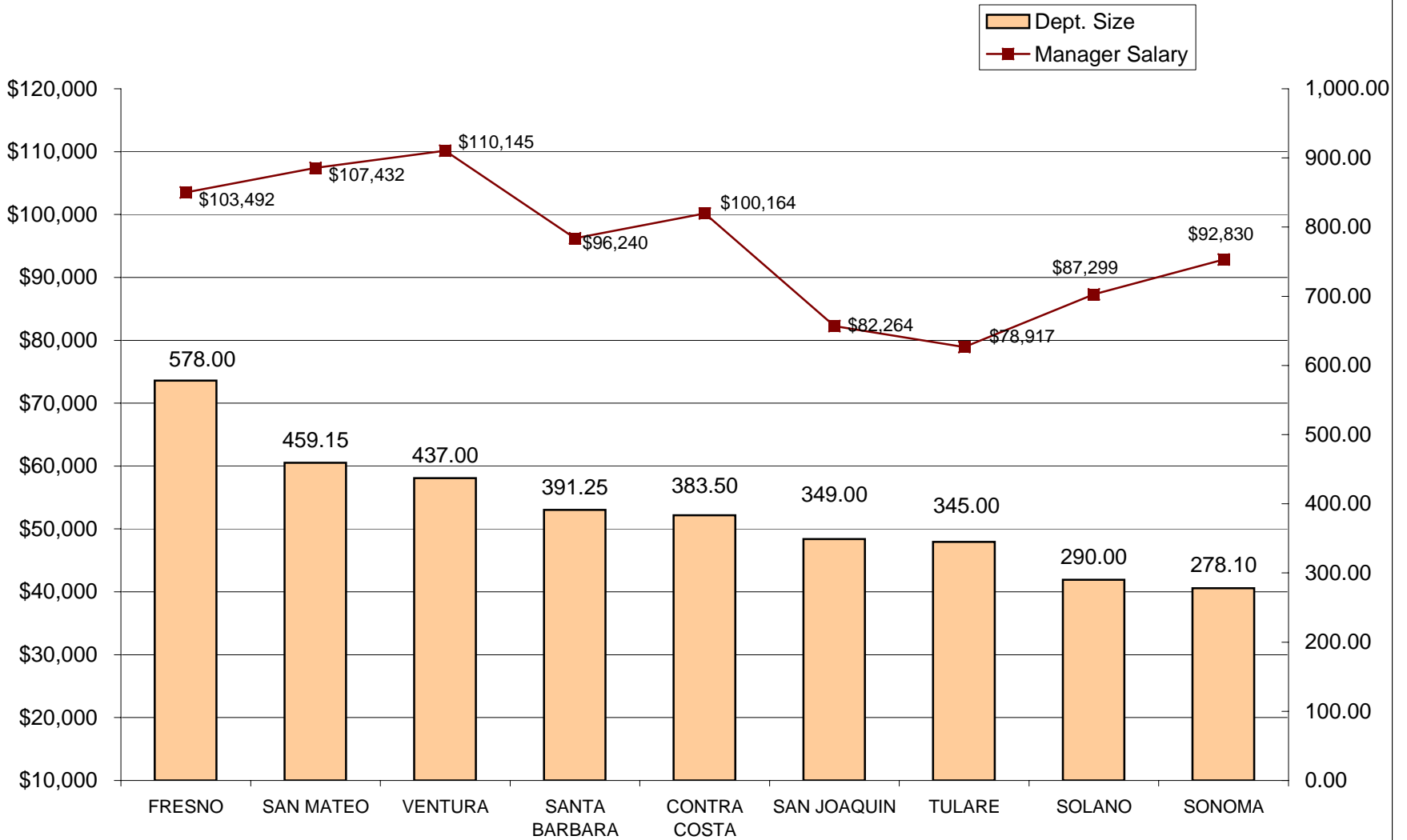
DEPARTMENTS RANKED 46-53 IN SIZE - FTE POSITIONS

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



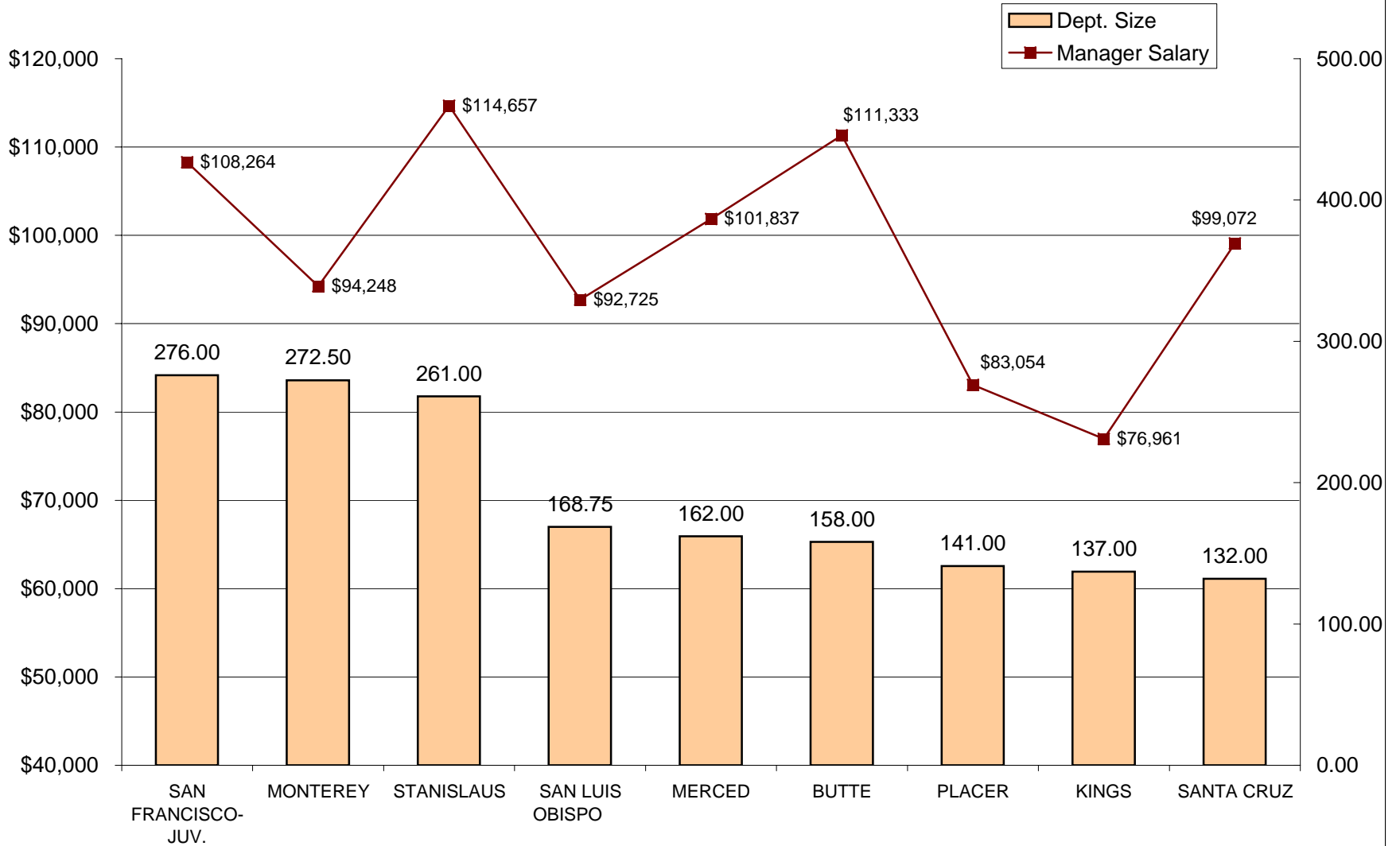
NINE LARGEST DEPARTMENTS - FTE POSITIONS

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



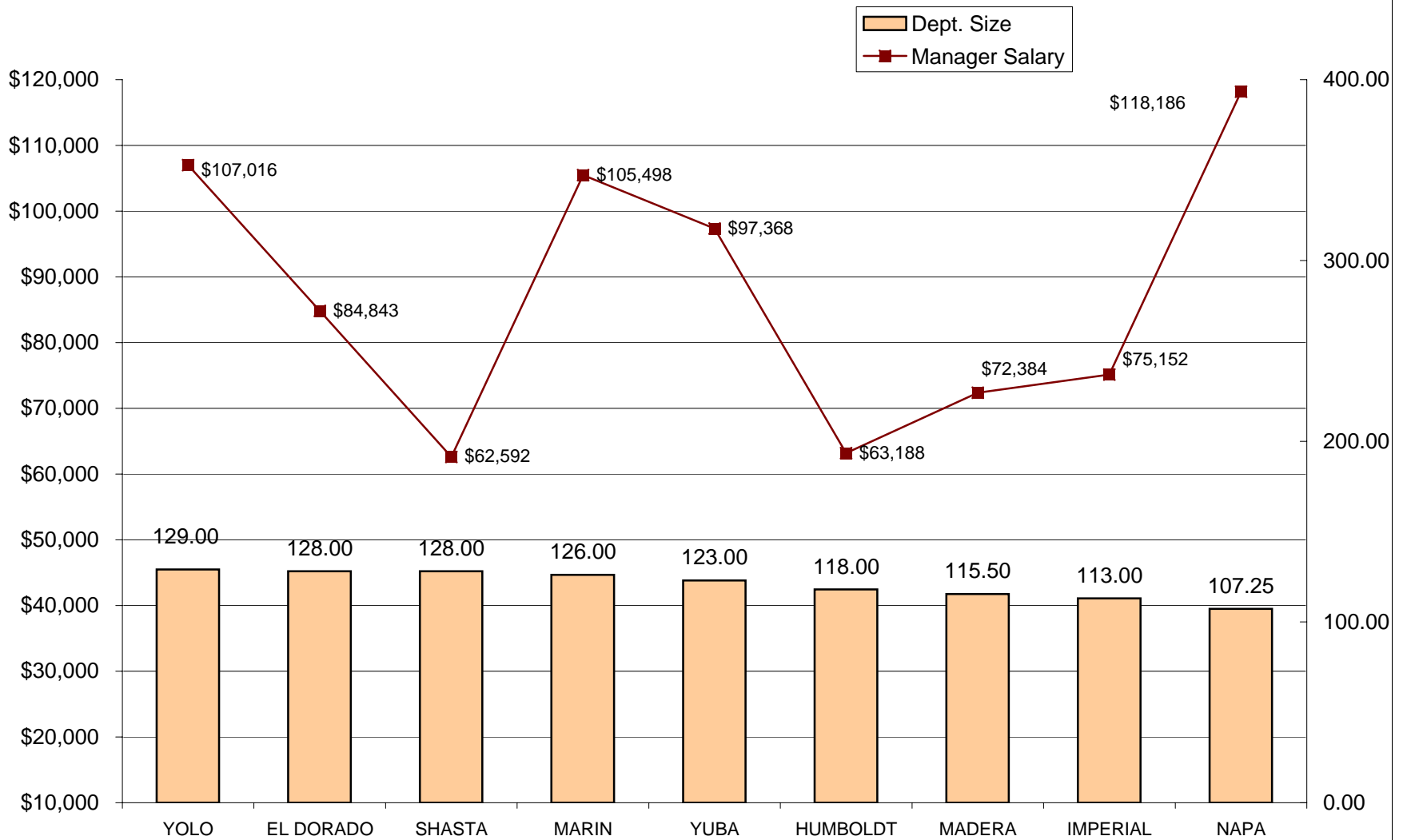
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

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



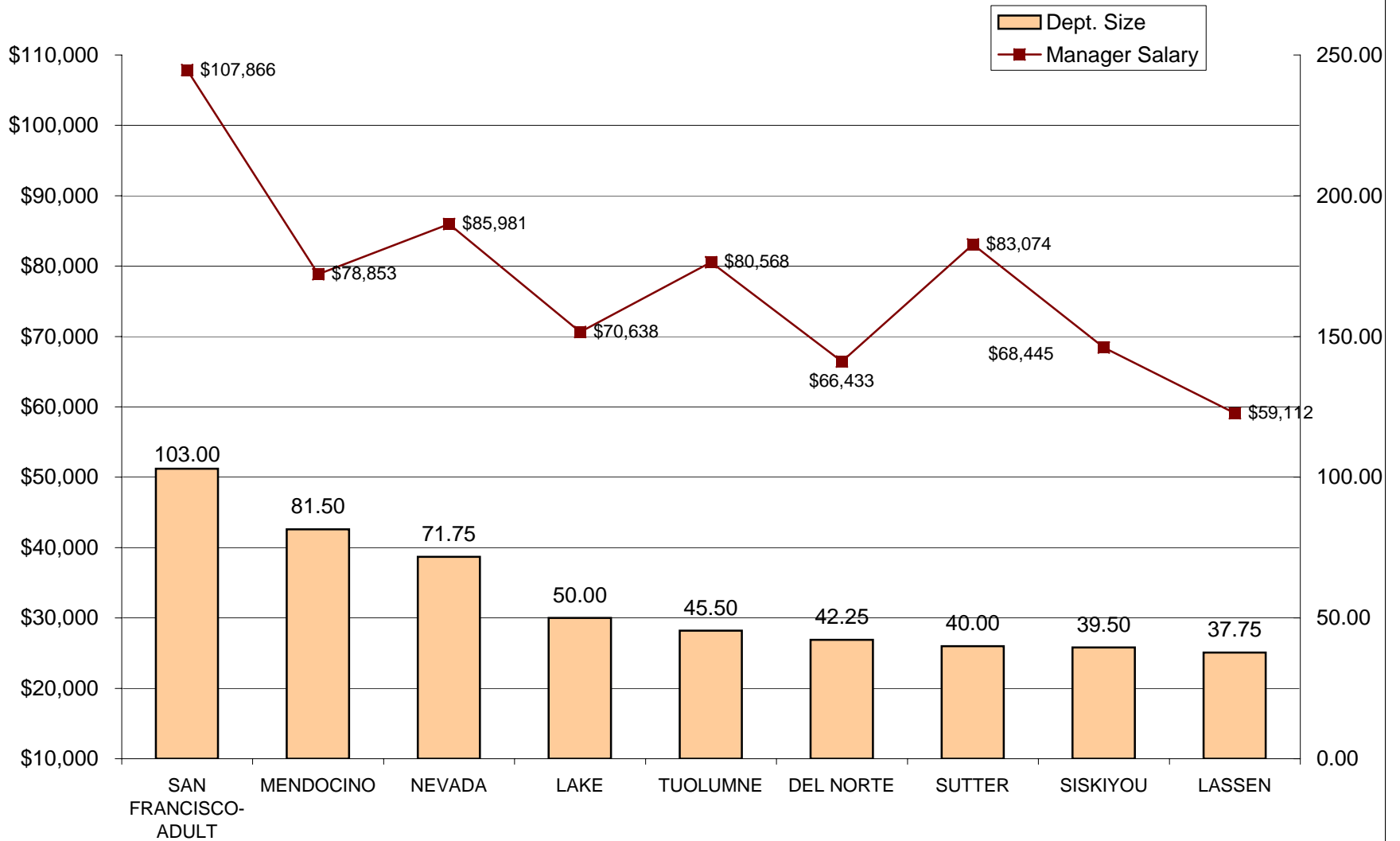
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

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



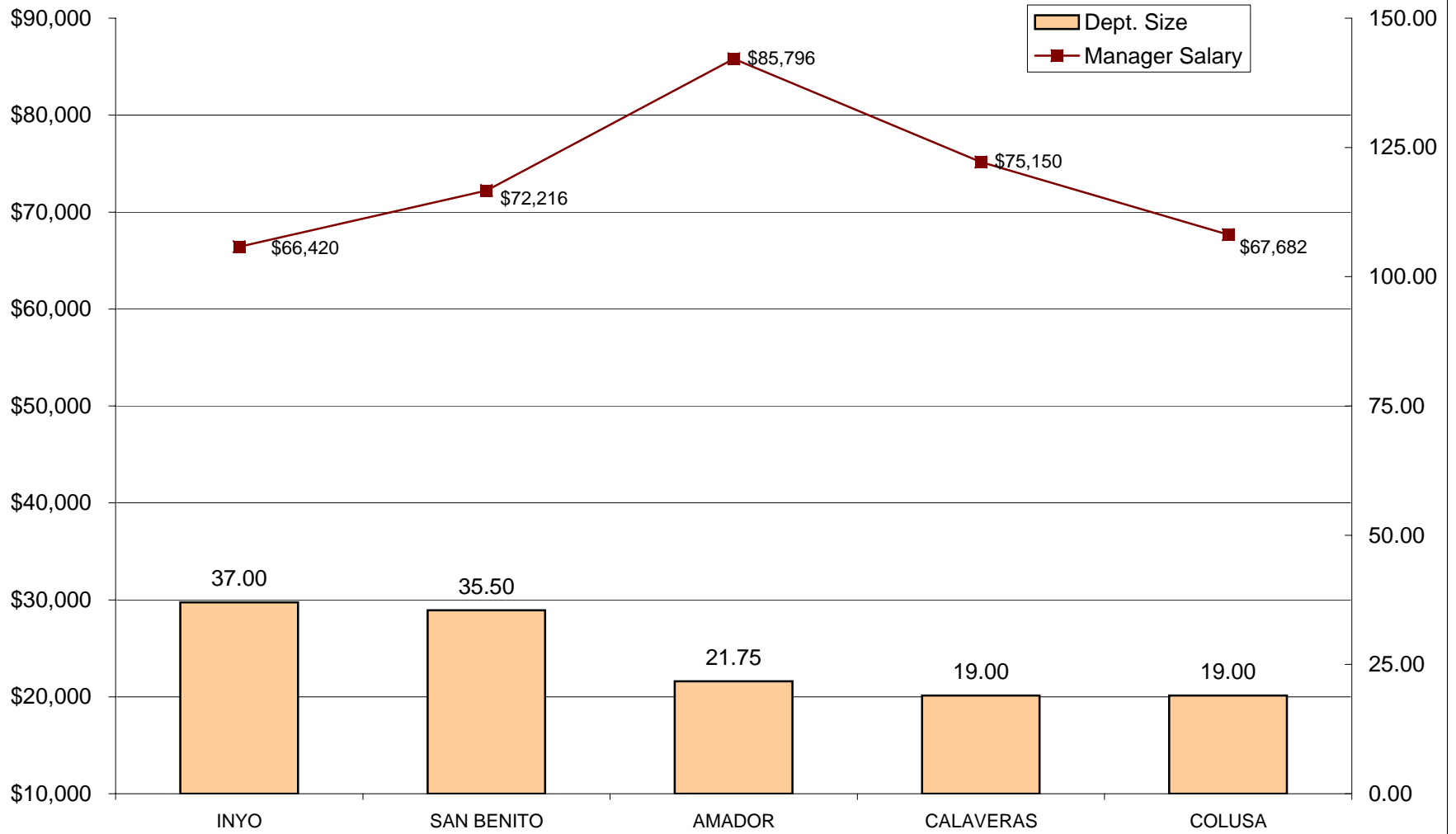
DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

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



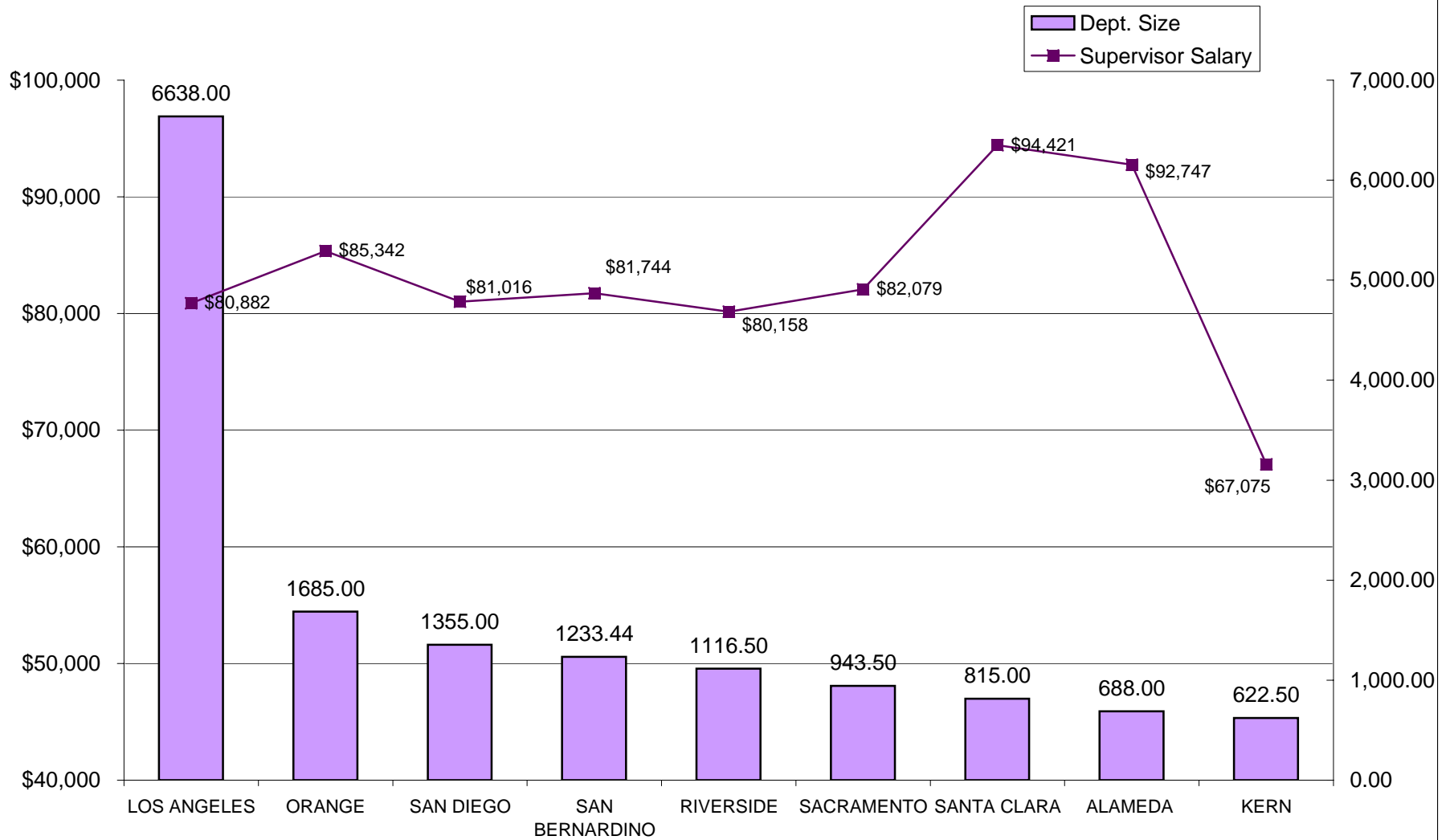
DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS

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



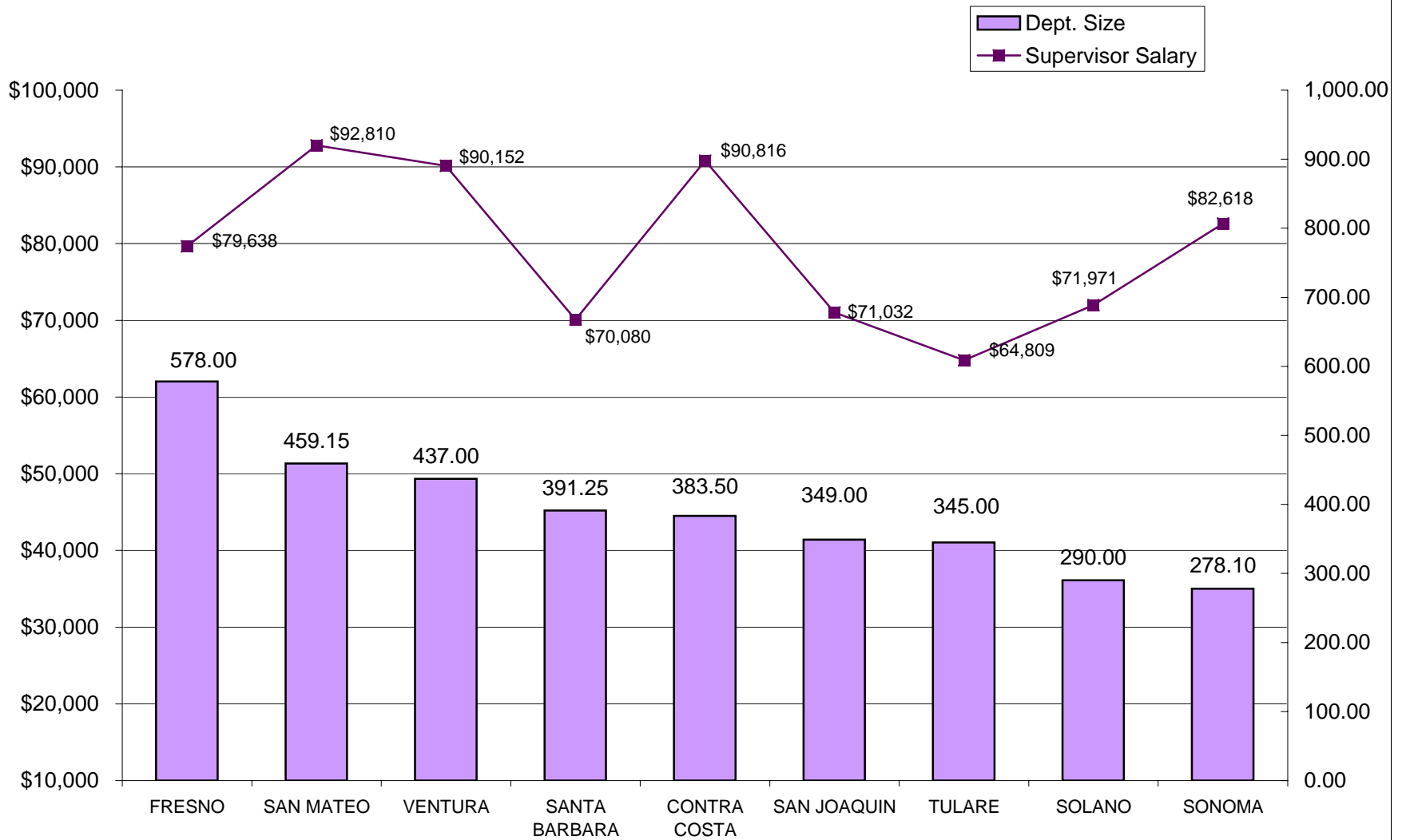
DEPARTMENTS RANKED 46-53 IN SIZE- FTE POSITIONS

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



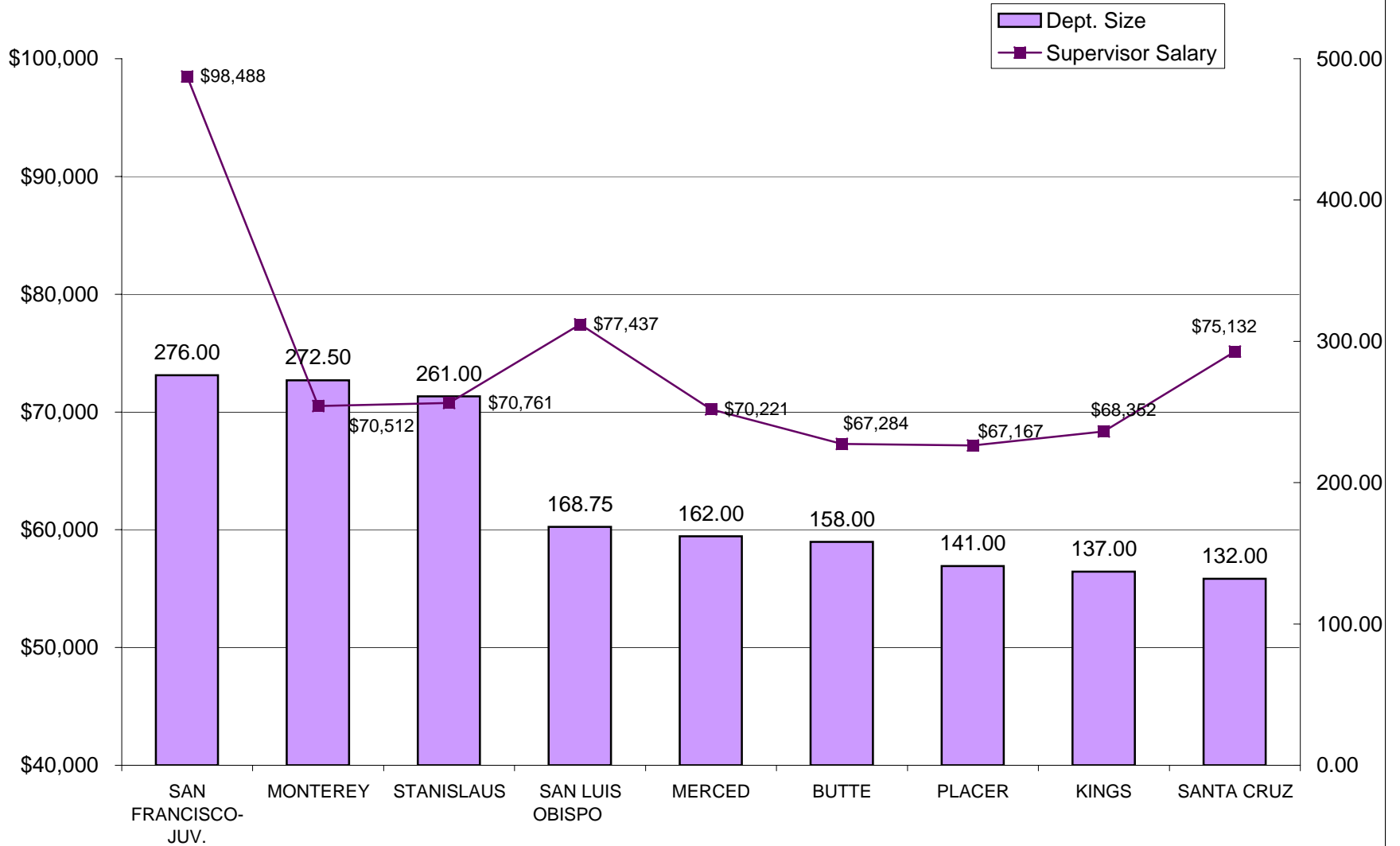
NINE LARGEST DEPARTMENTS - FTE POSITIONS

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



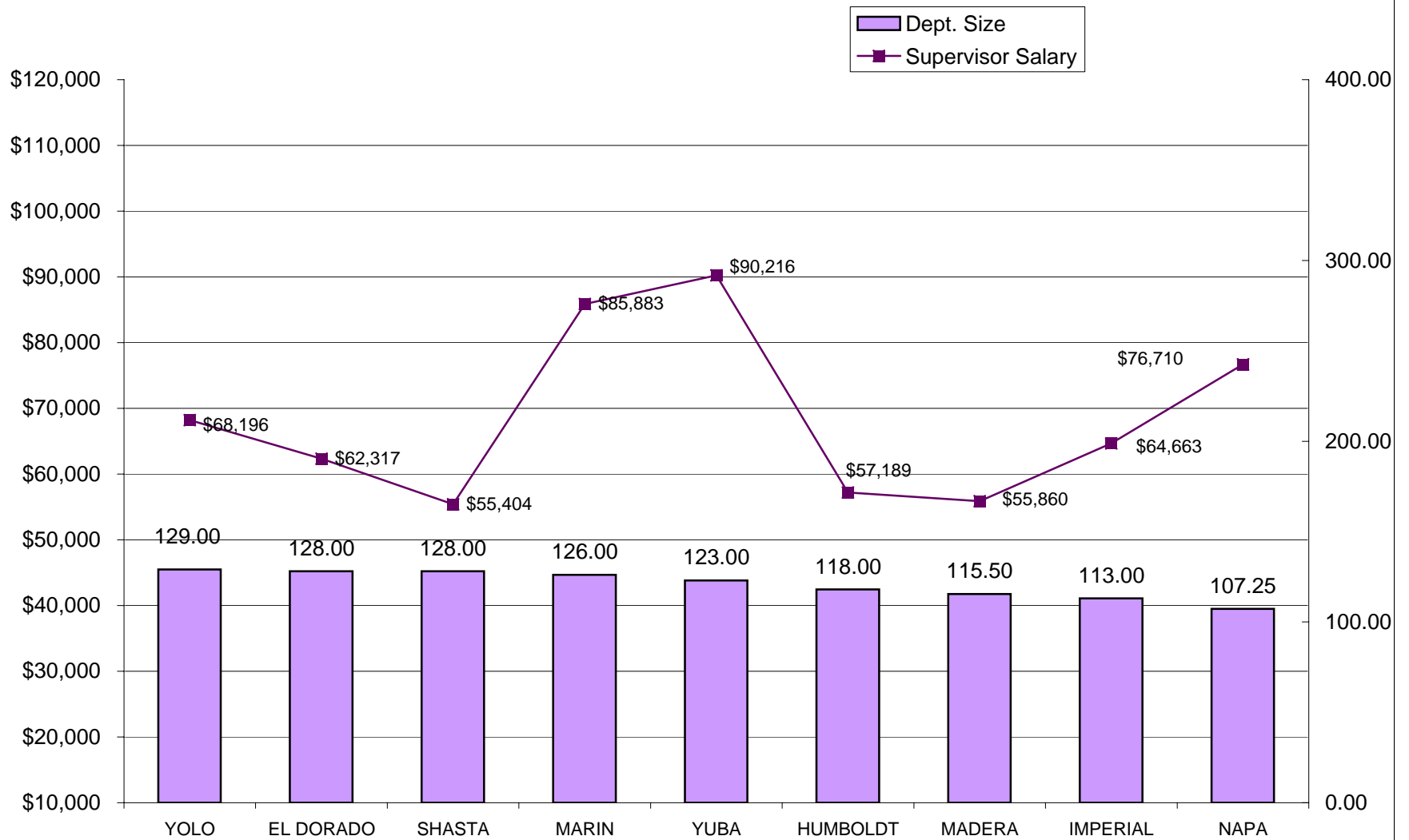
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

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



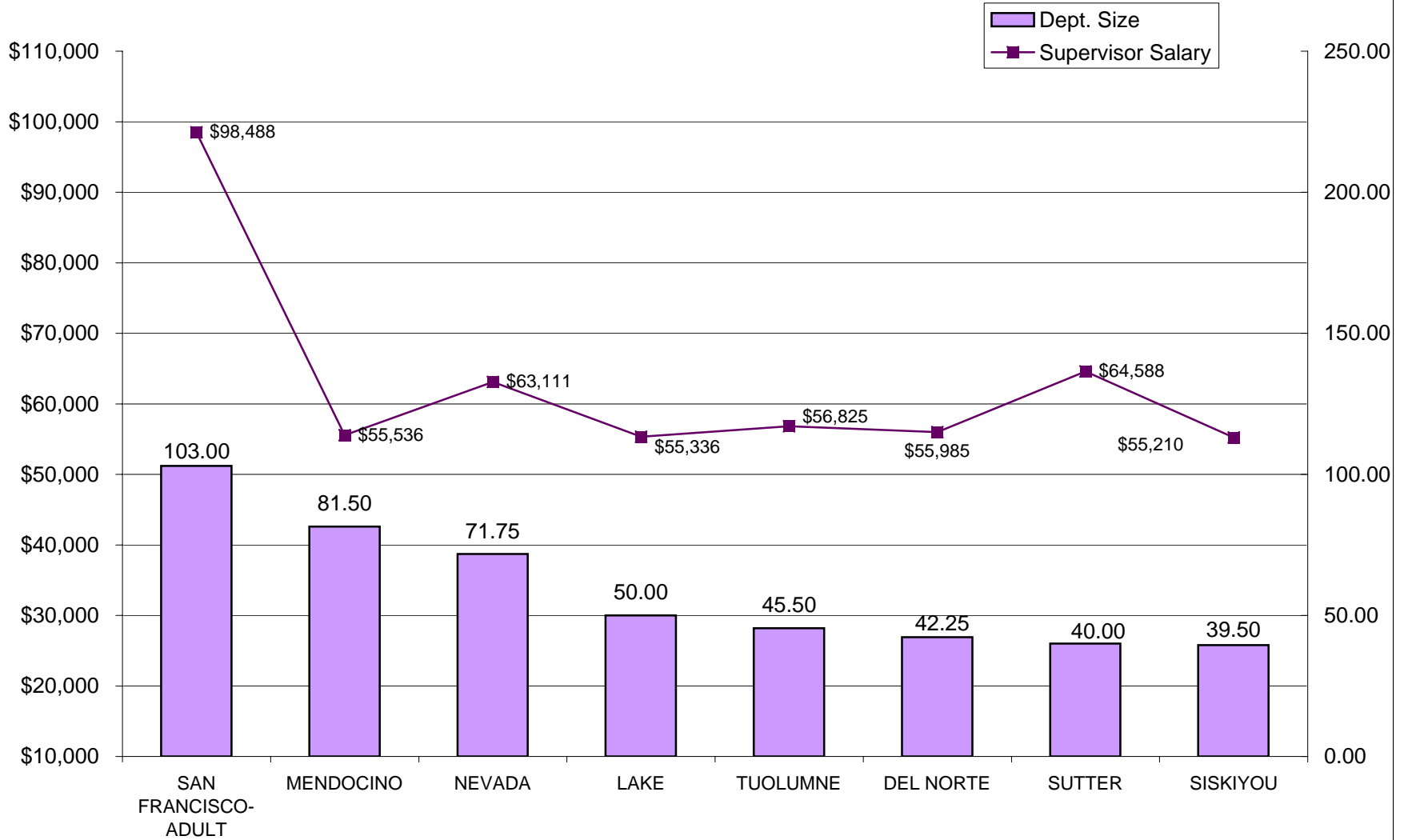
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

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



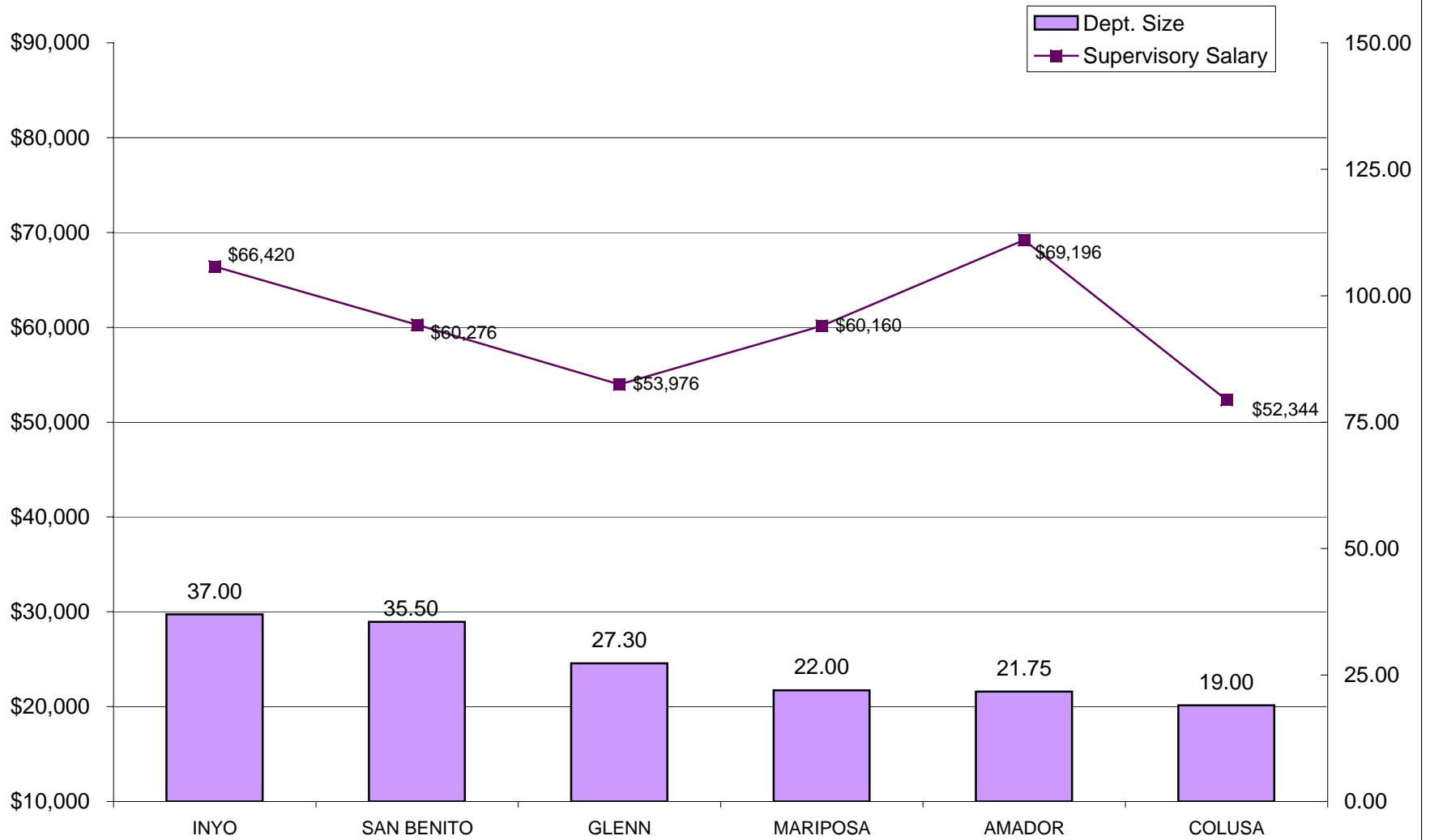
DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

PROBATION SERVICES - GENERIC D
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE
(Lassen County does not have D positions)



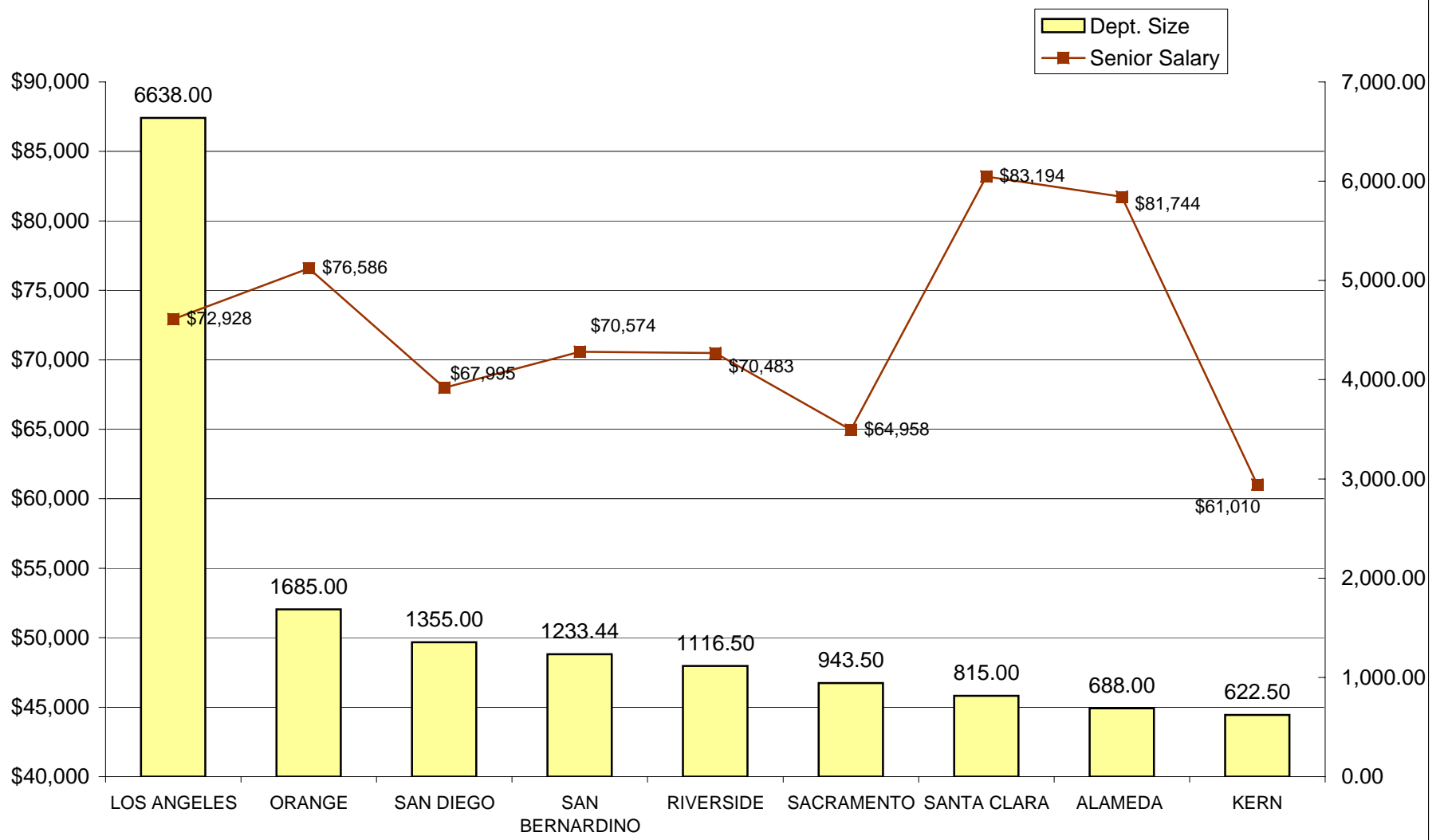
DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS

PROBATION SERVICES - GENERIC D
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE
 (Calaveras and Sierra Counties do not have a D position)



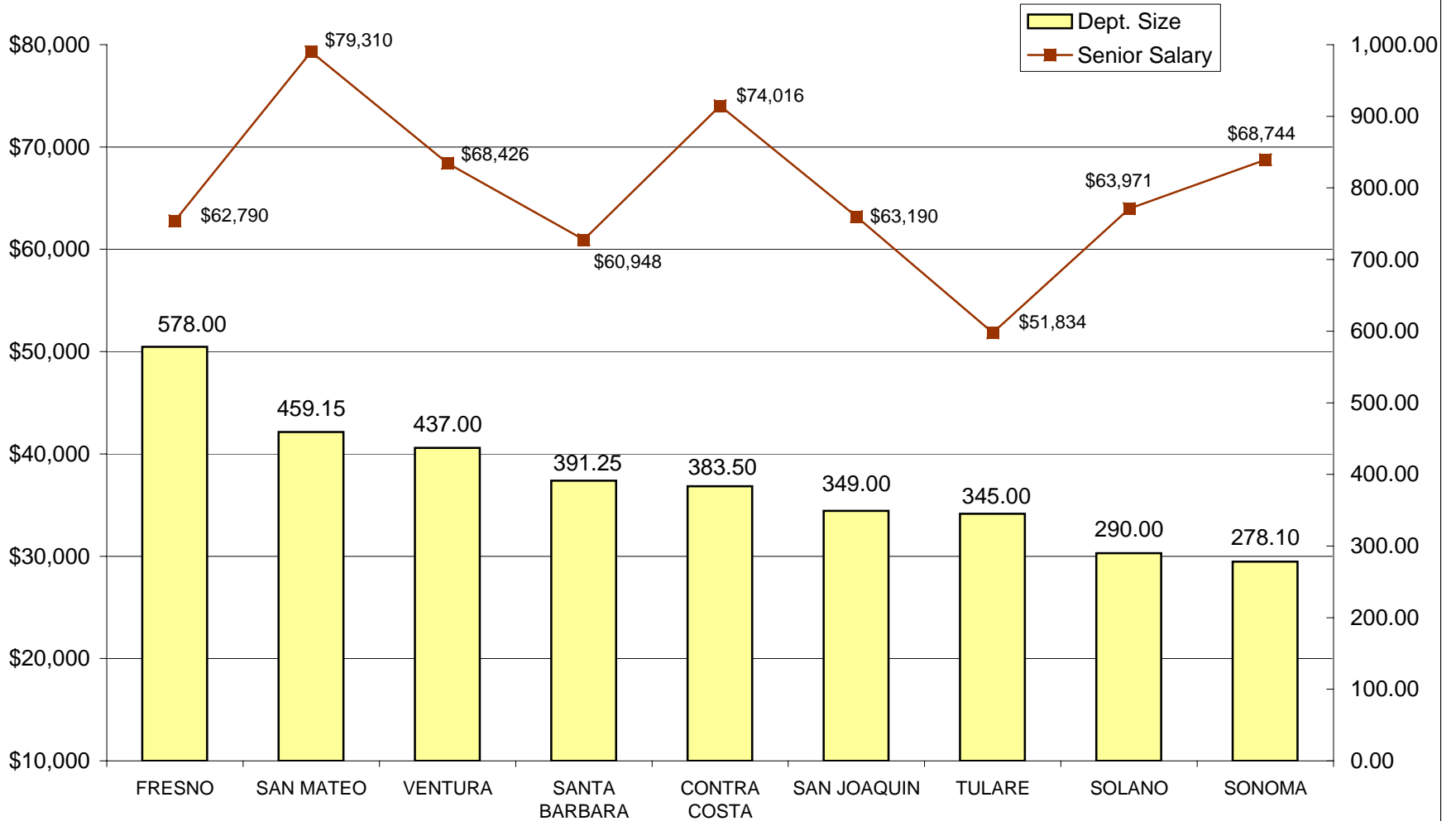
DEPARTMENTS RANKED 46-53 IN SIZE- FTE POSITIONS

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



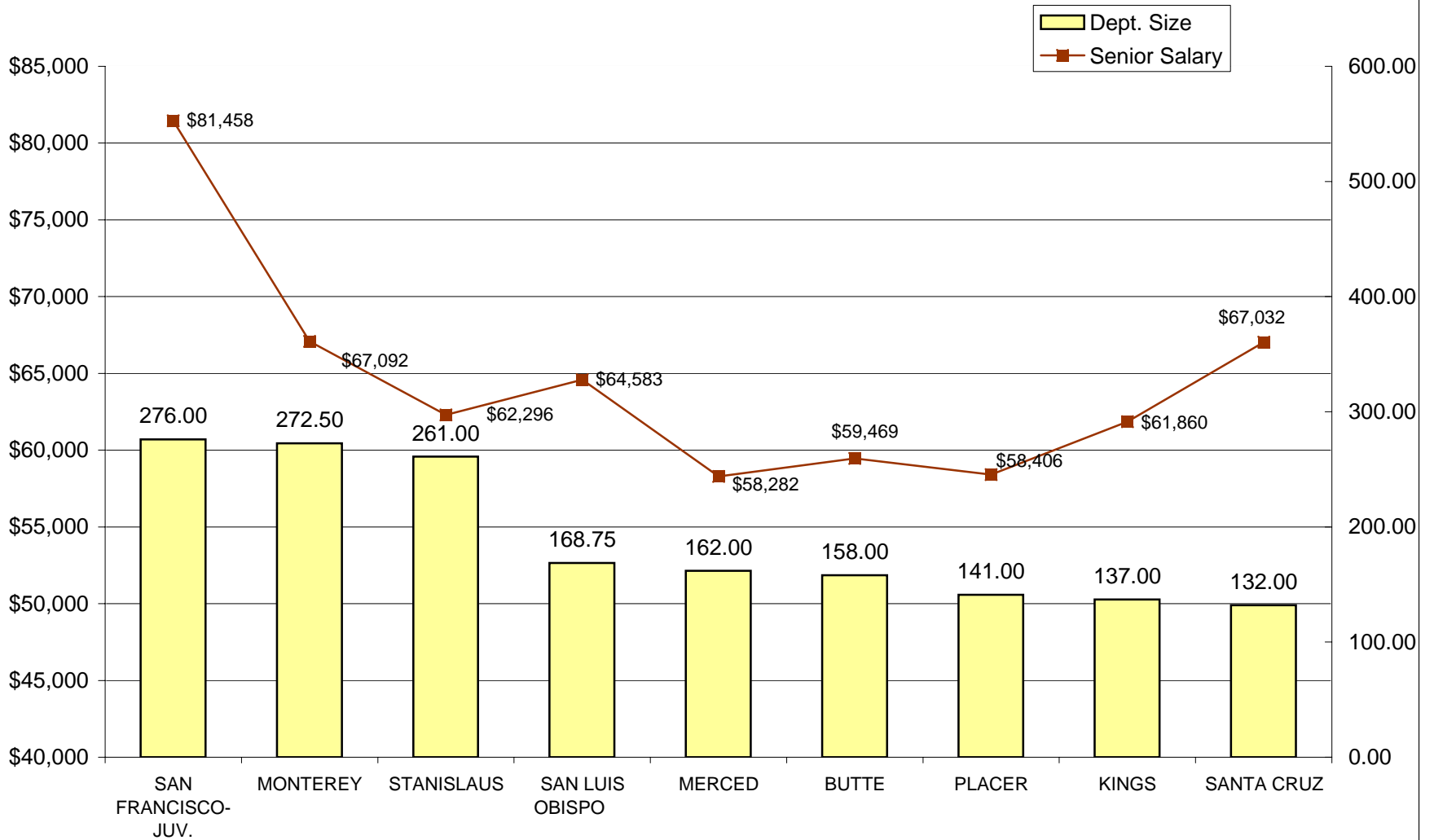
NINE LARGEST DEPARTMENTS - FTE POSITIONS

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



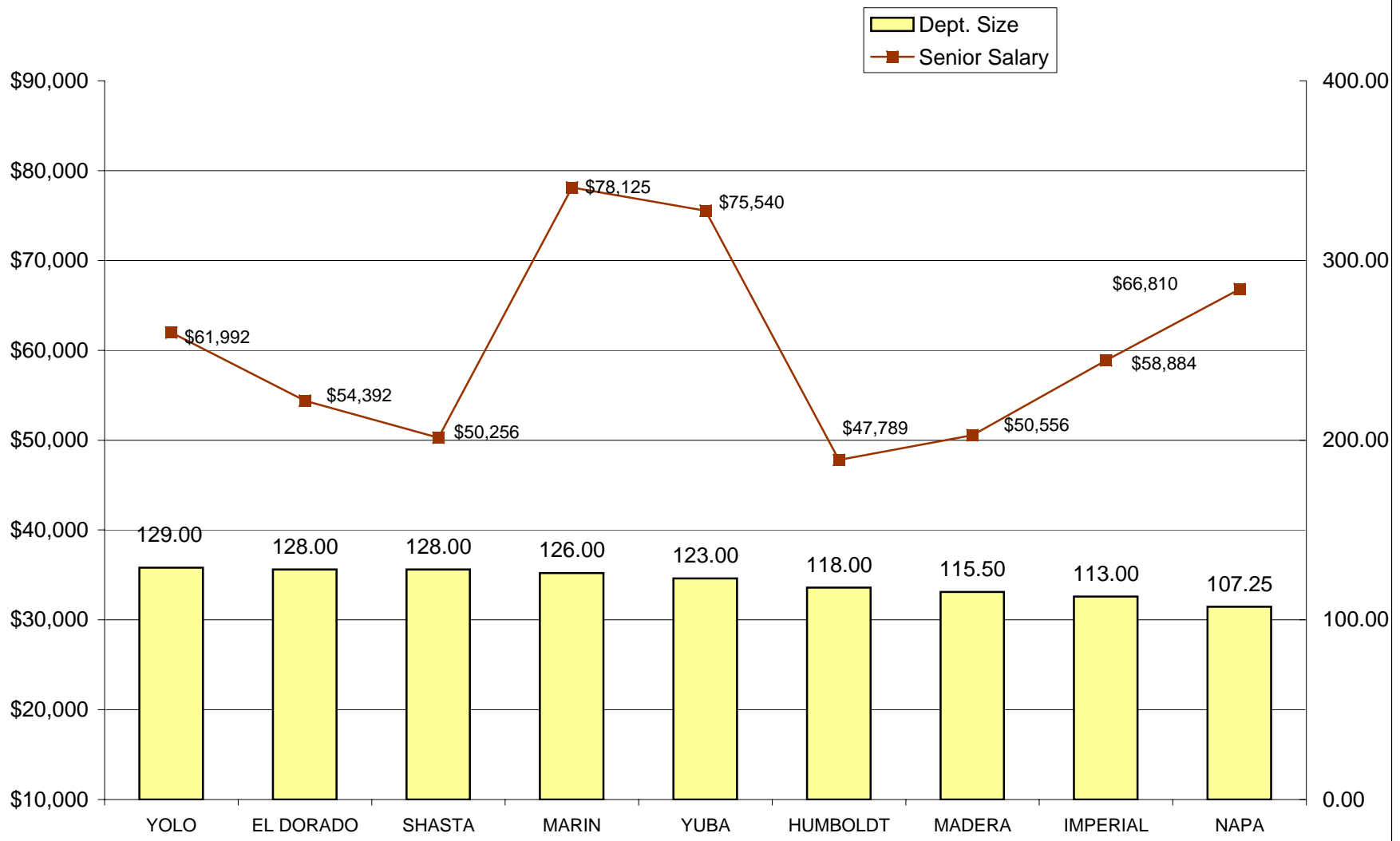
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

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



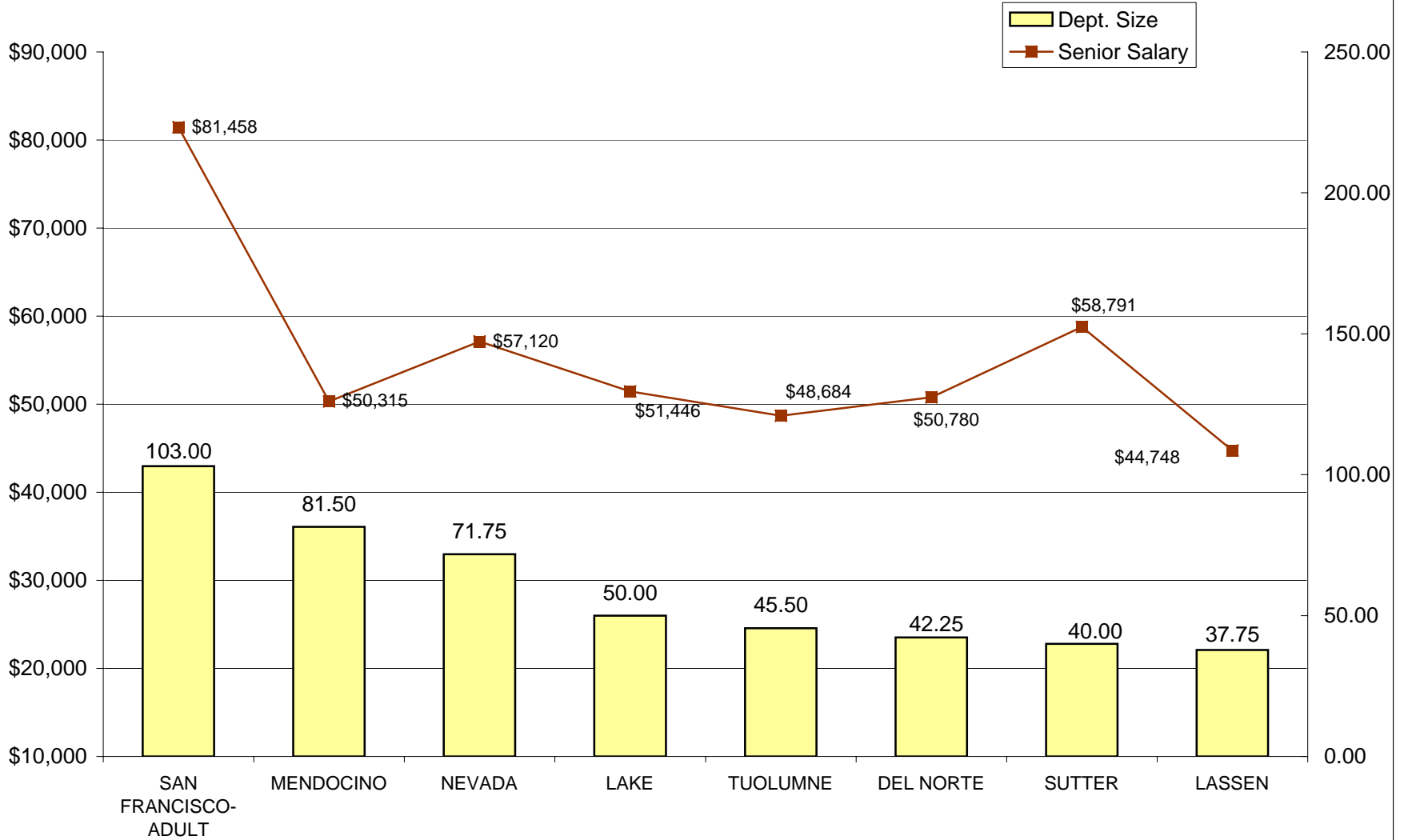
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

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



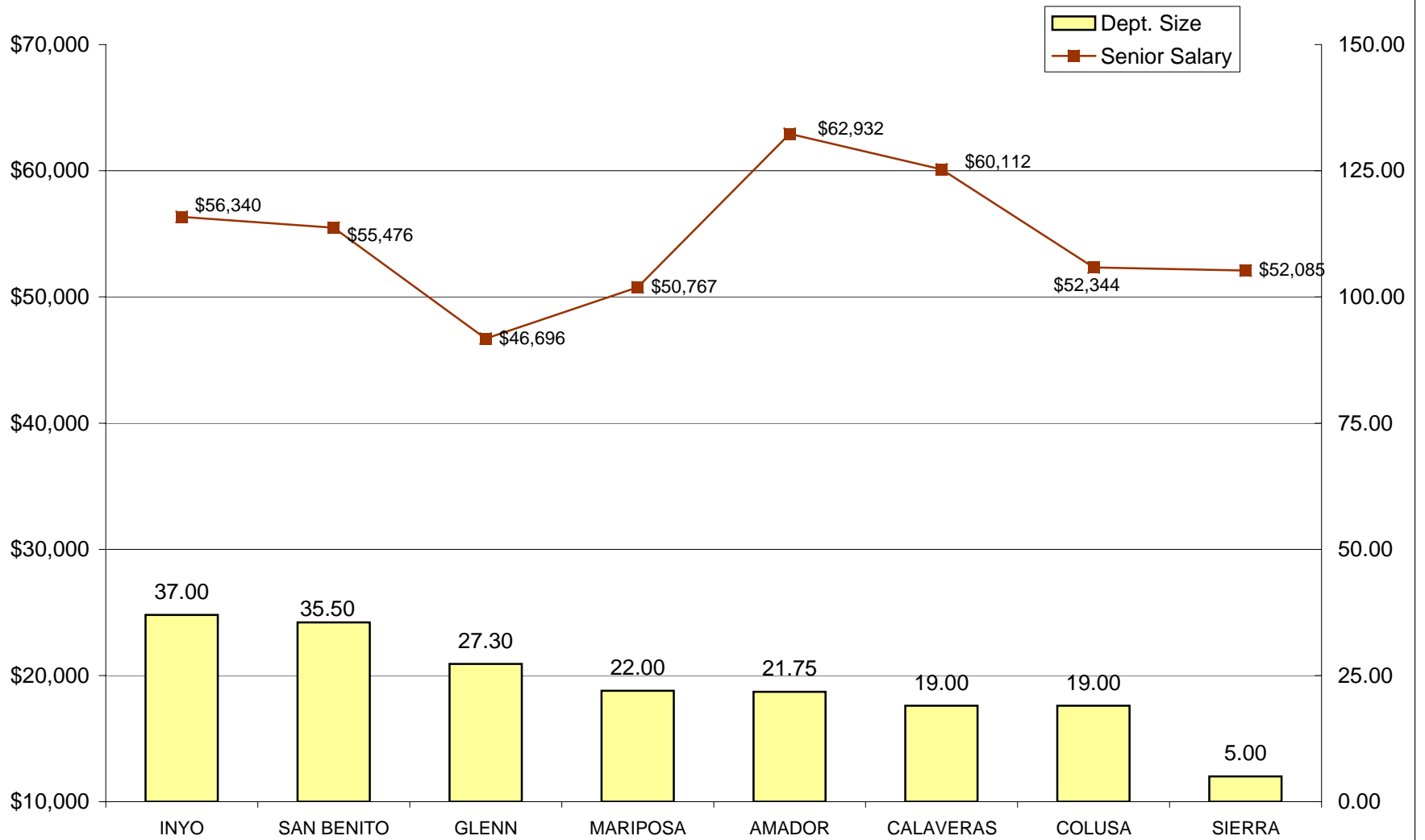
DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

PROBATION SERVICES - GENERIC C
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE
 (Siskiyou County does not have a C position)



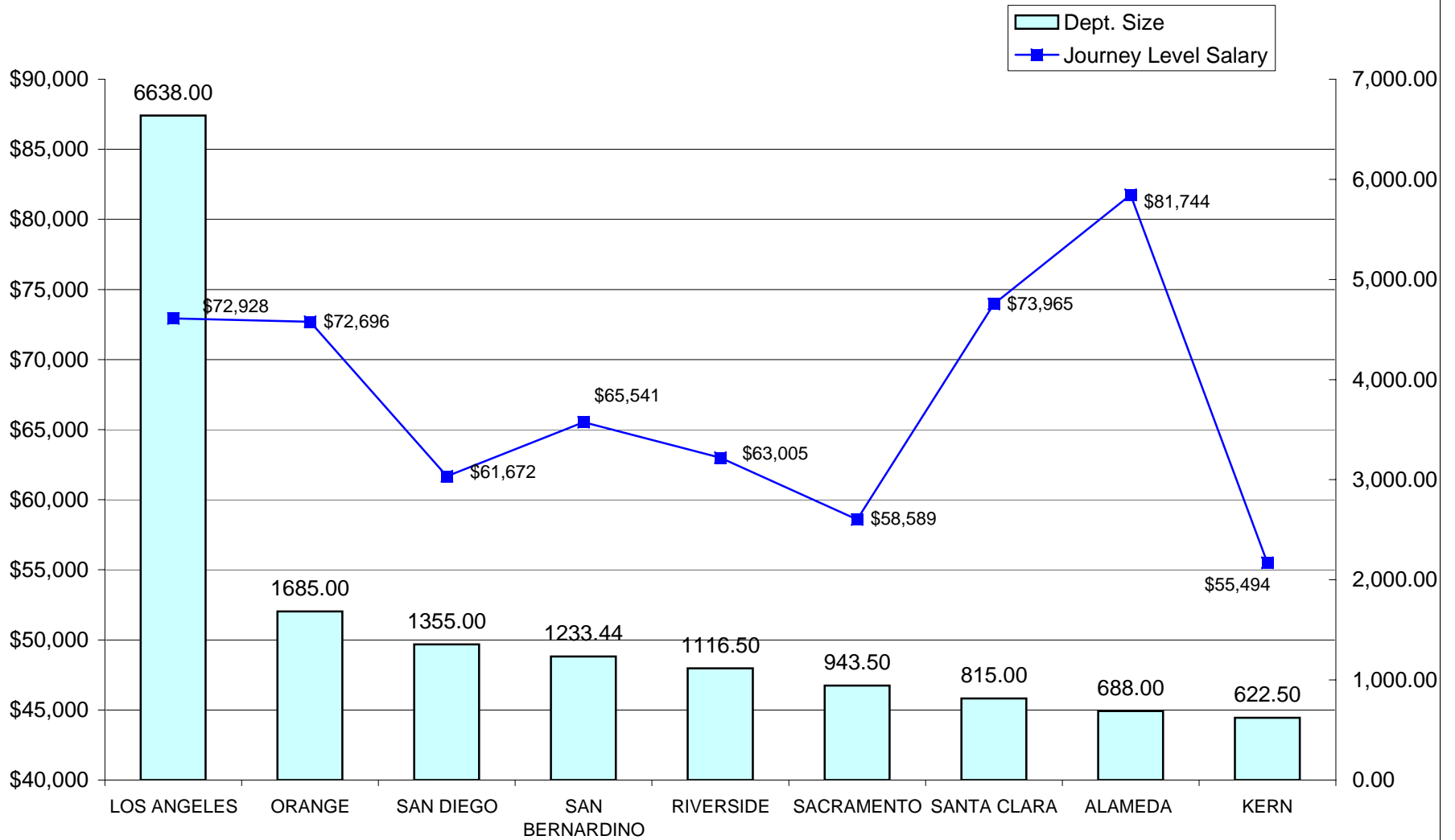
DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS

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



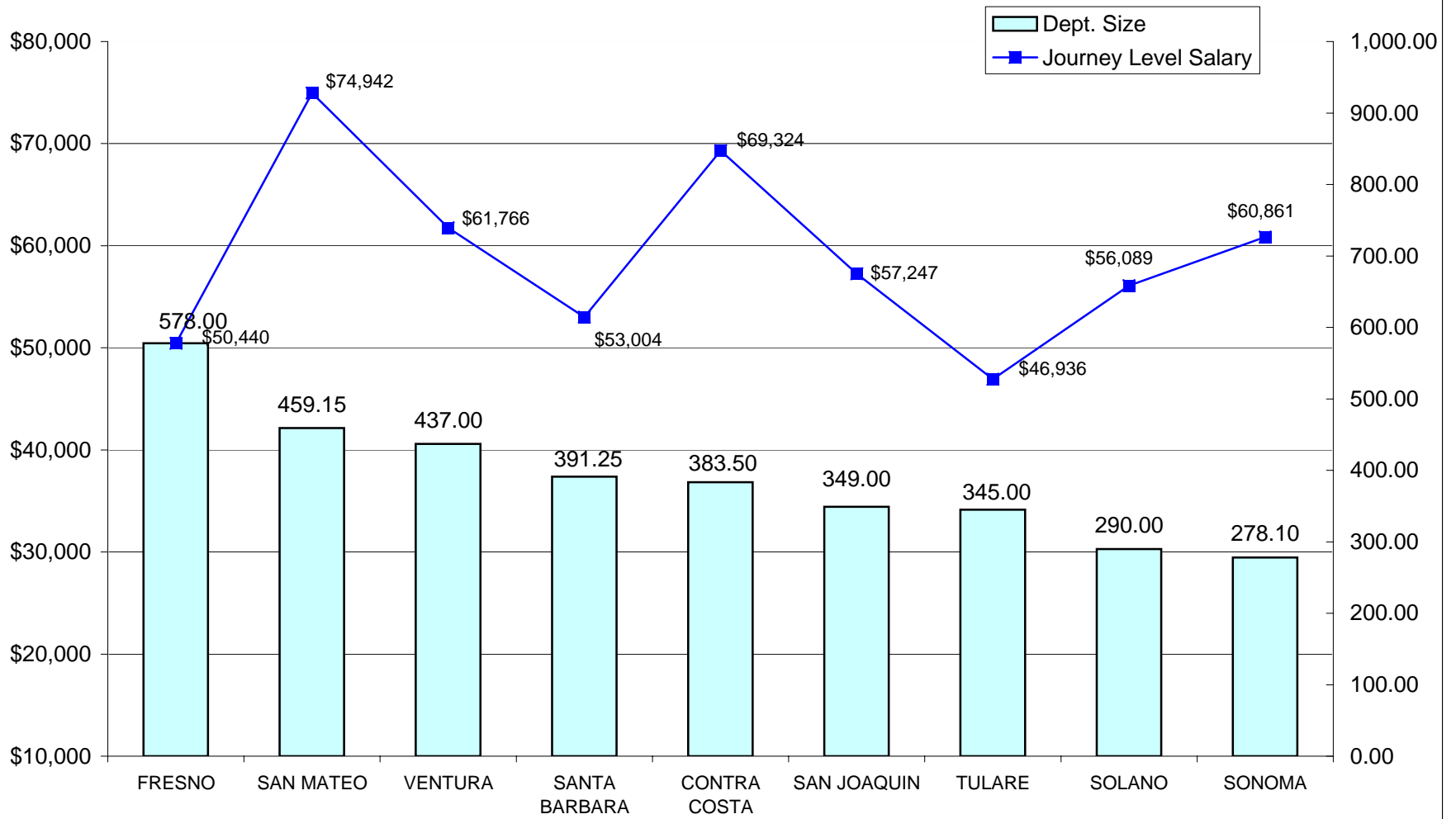
DEPARTMENTS RANKED 46-53 IN SIZE- FTE POSITIONS

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



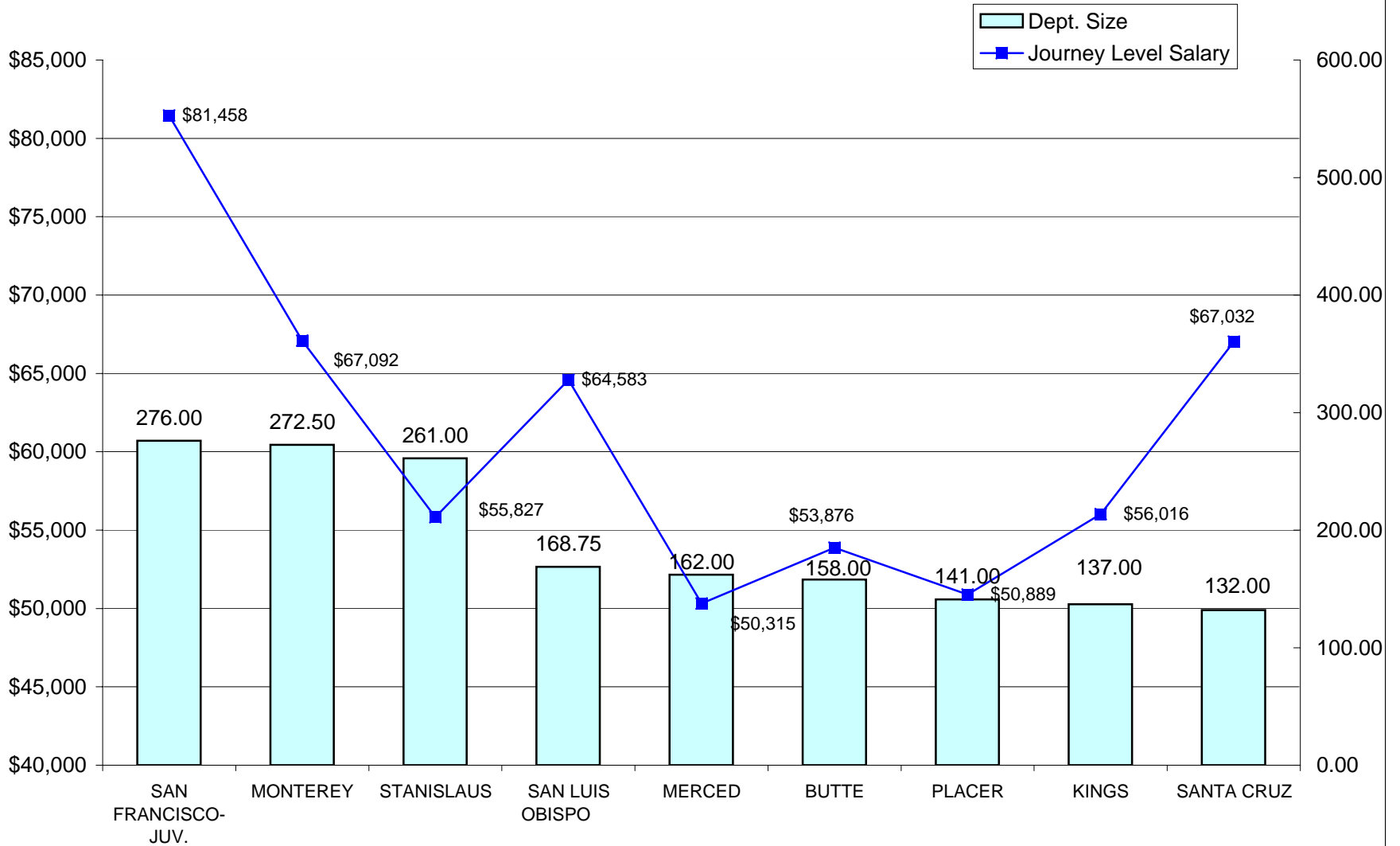
NINE LARGEST DEPARTMENTS - FTE POSITIONS

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



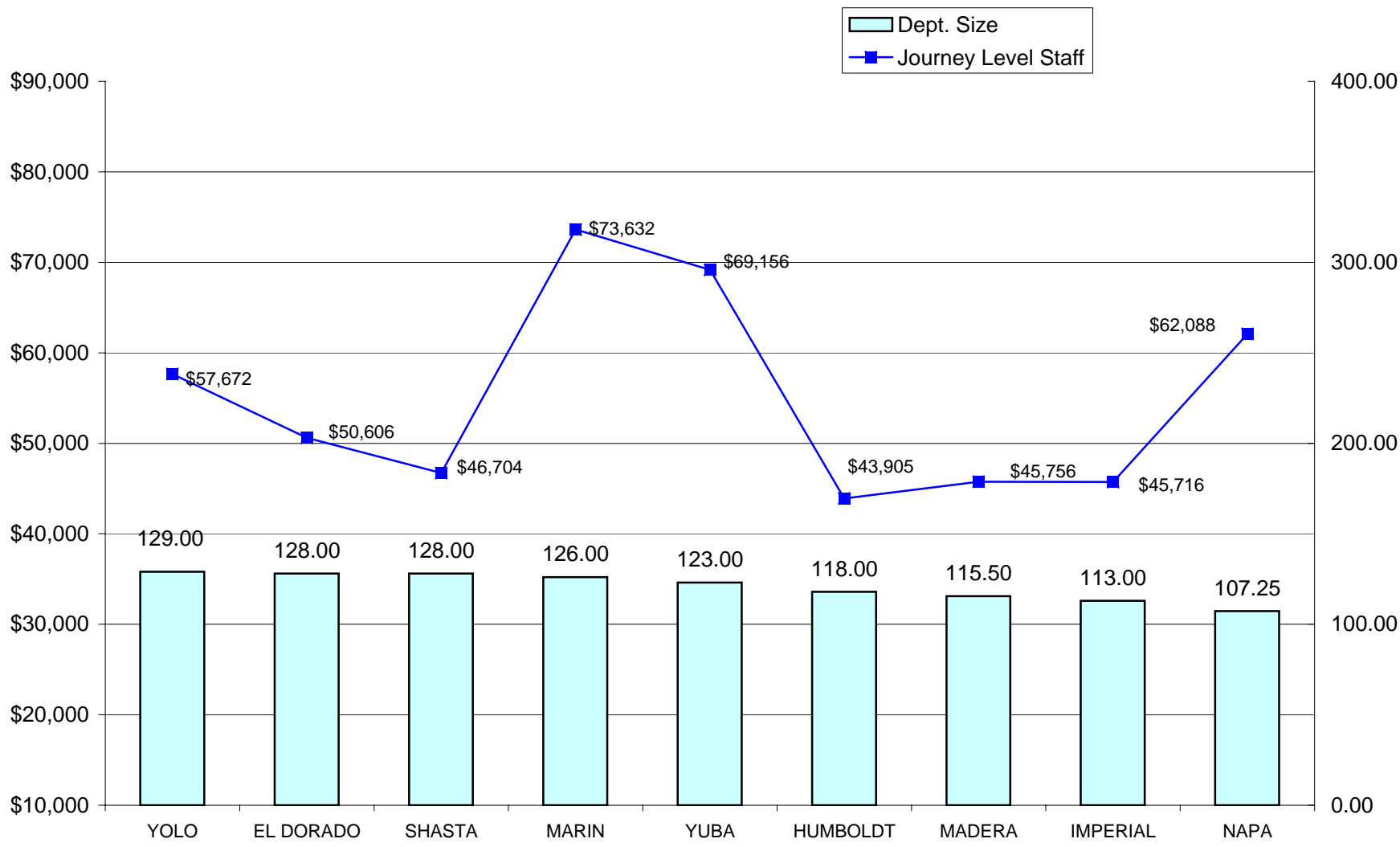
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

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



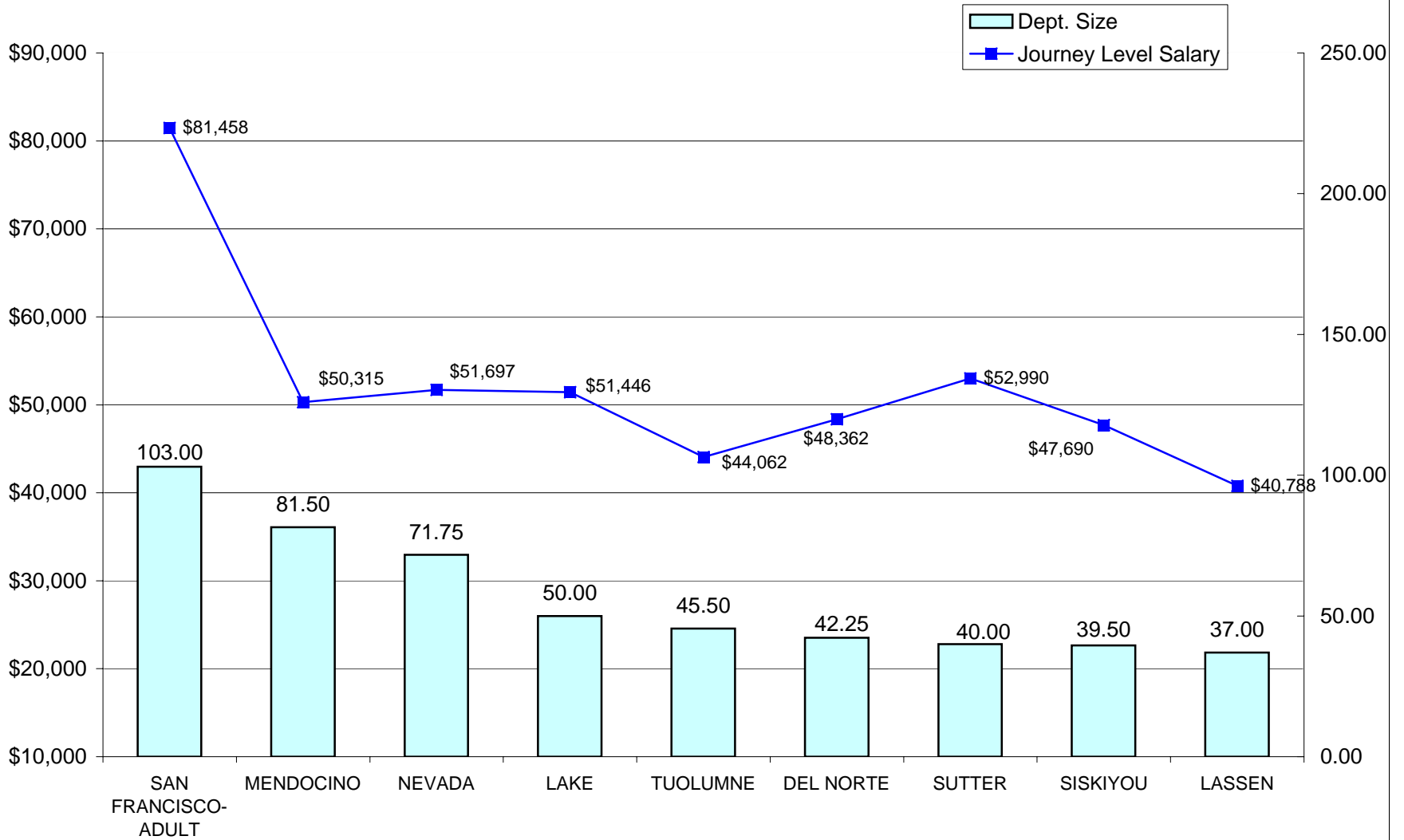
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

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



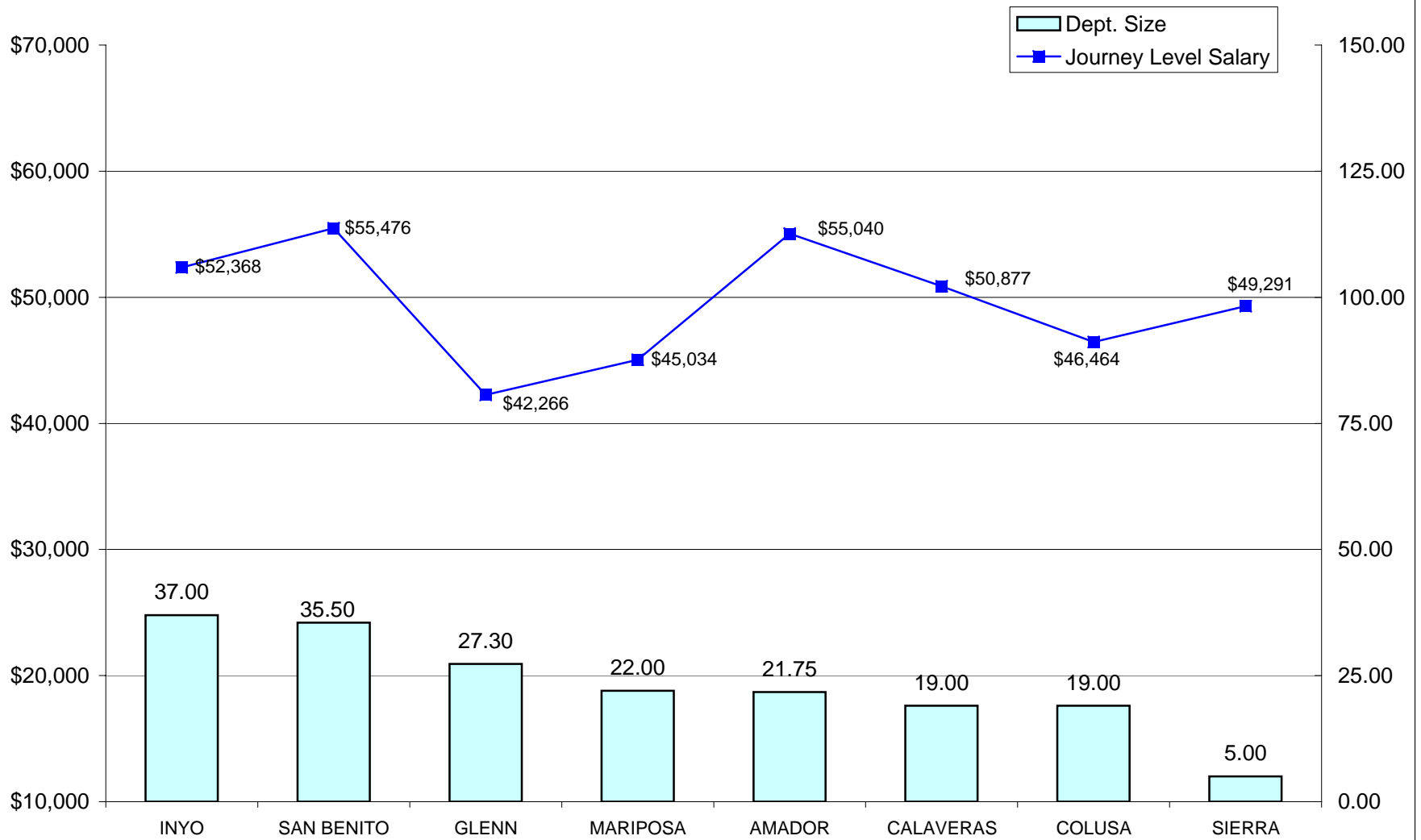
DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

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



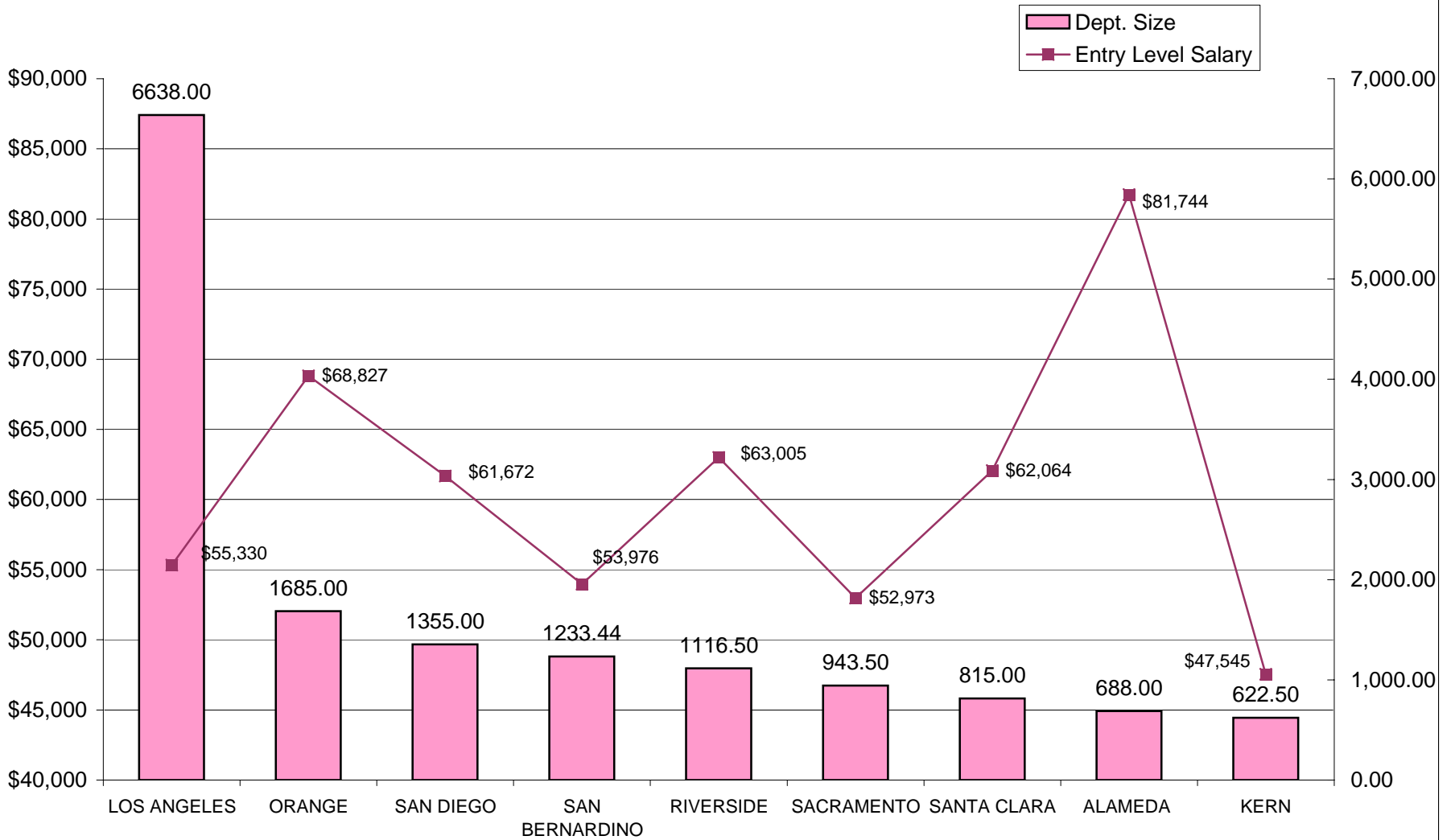
DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS

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



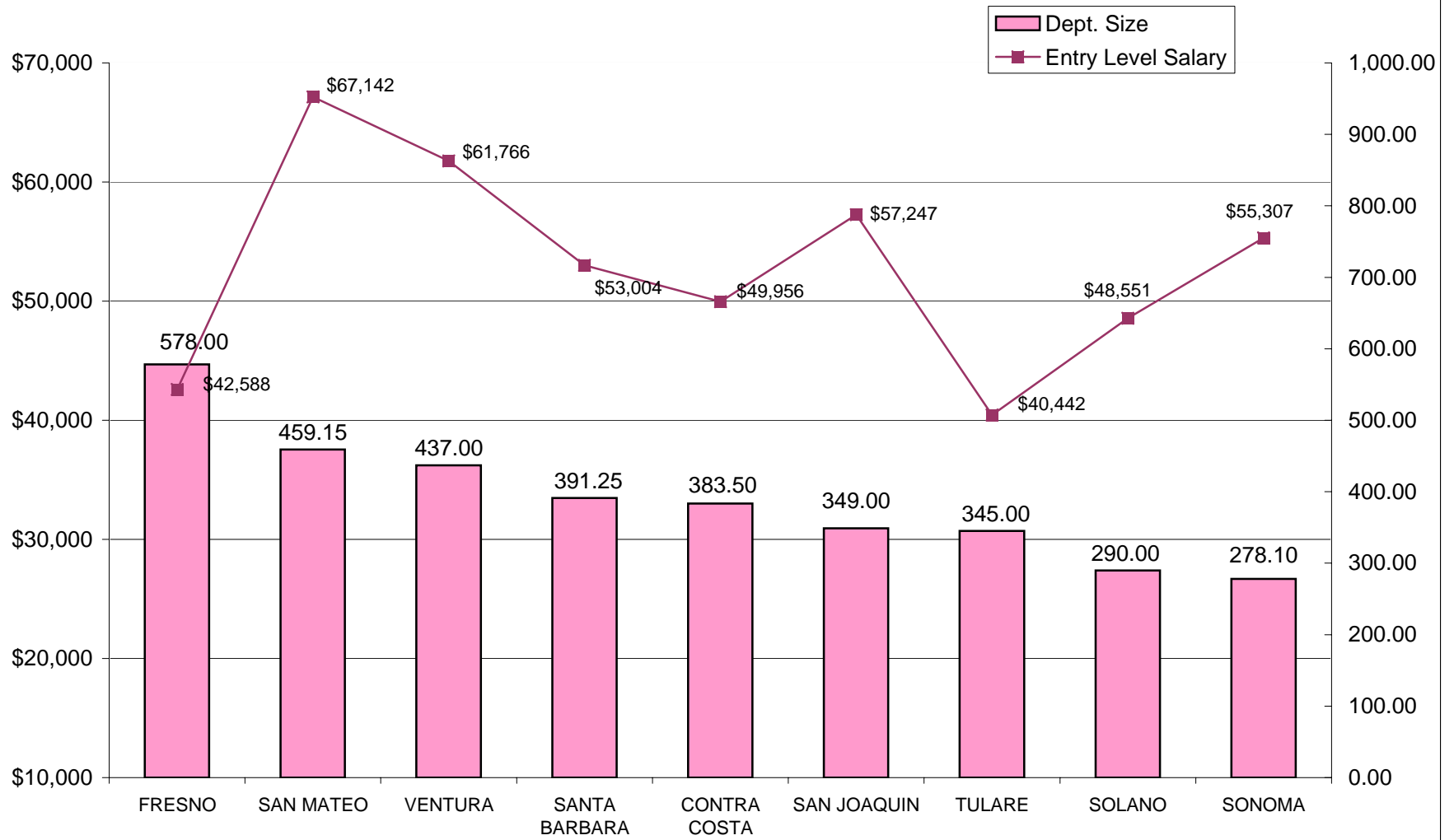
DEPARTMENTS RANKED 46-53 IN SIZE- FTE POSITIONS

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



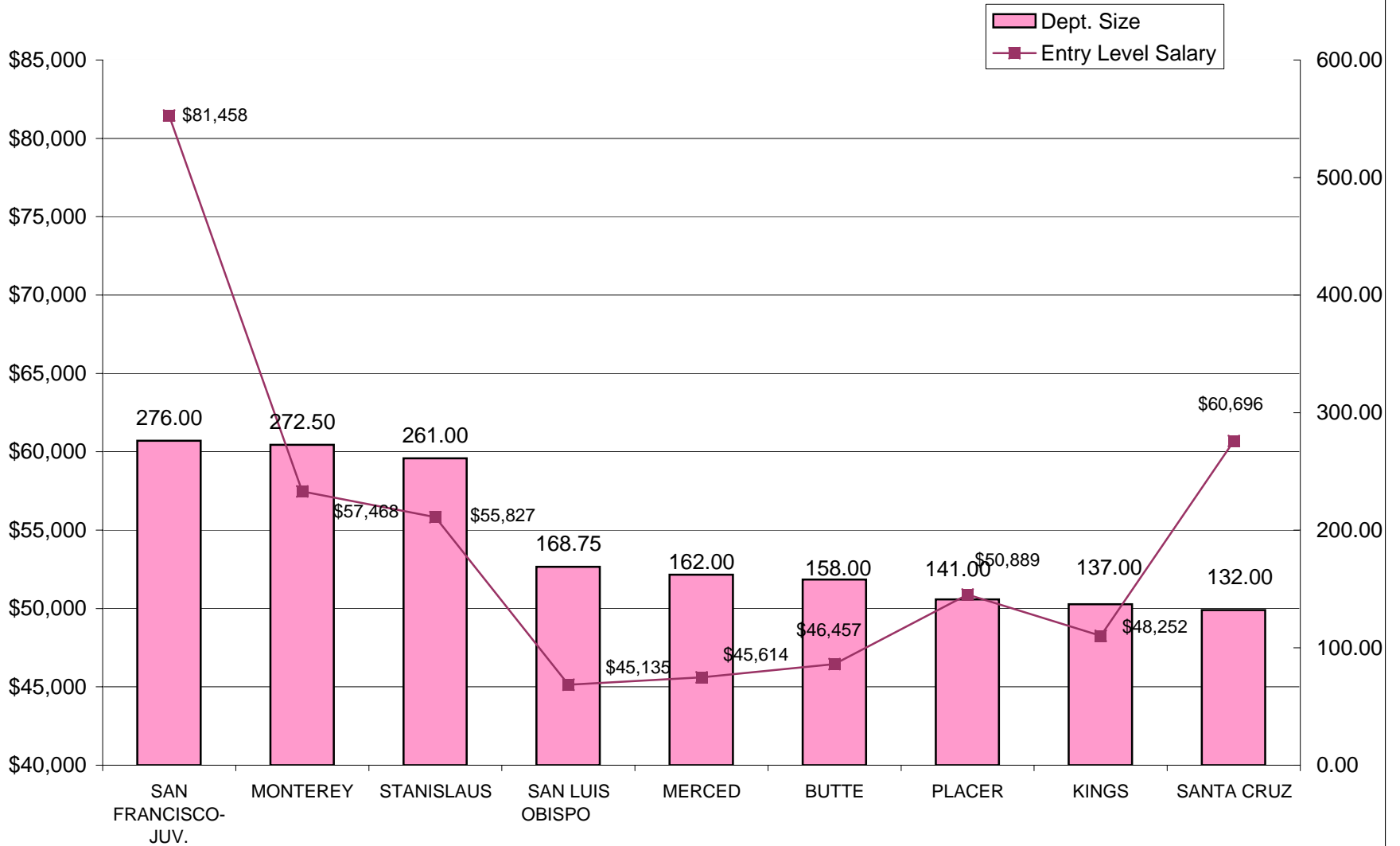
NINE LARGEST DEPARTMENTS - FTE POSITIONS

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



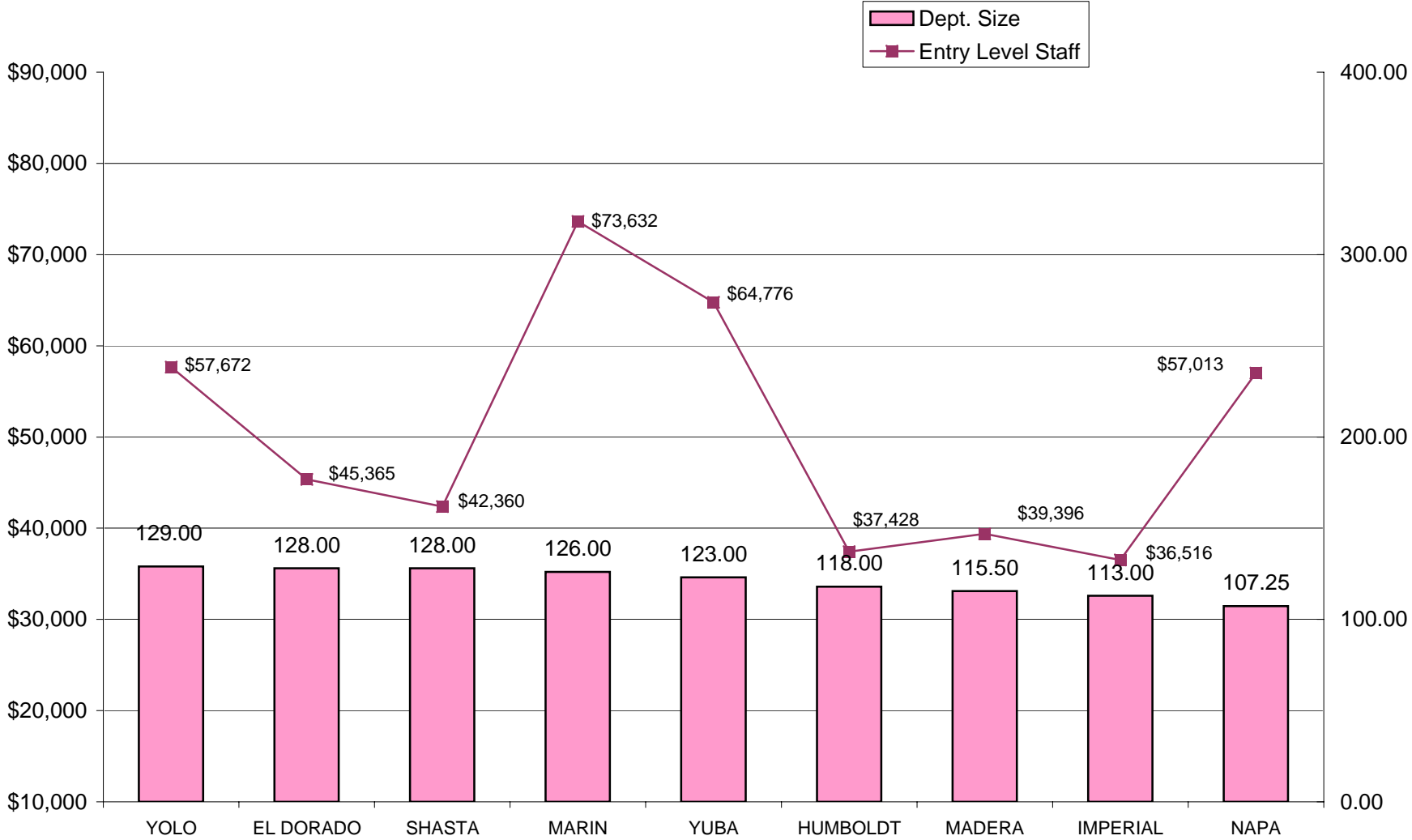
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

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



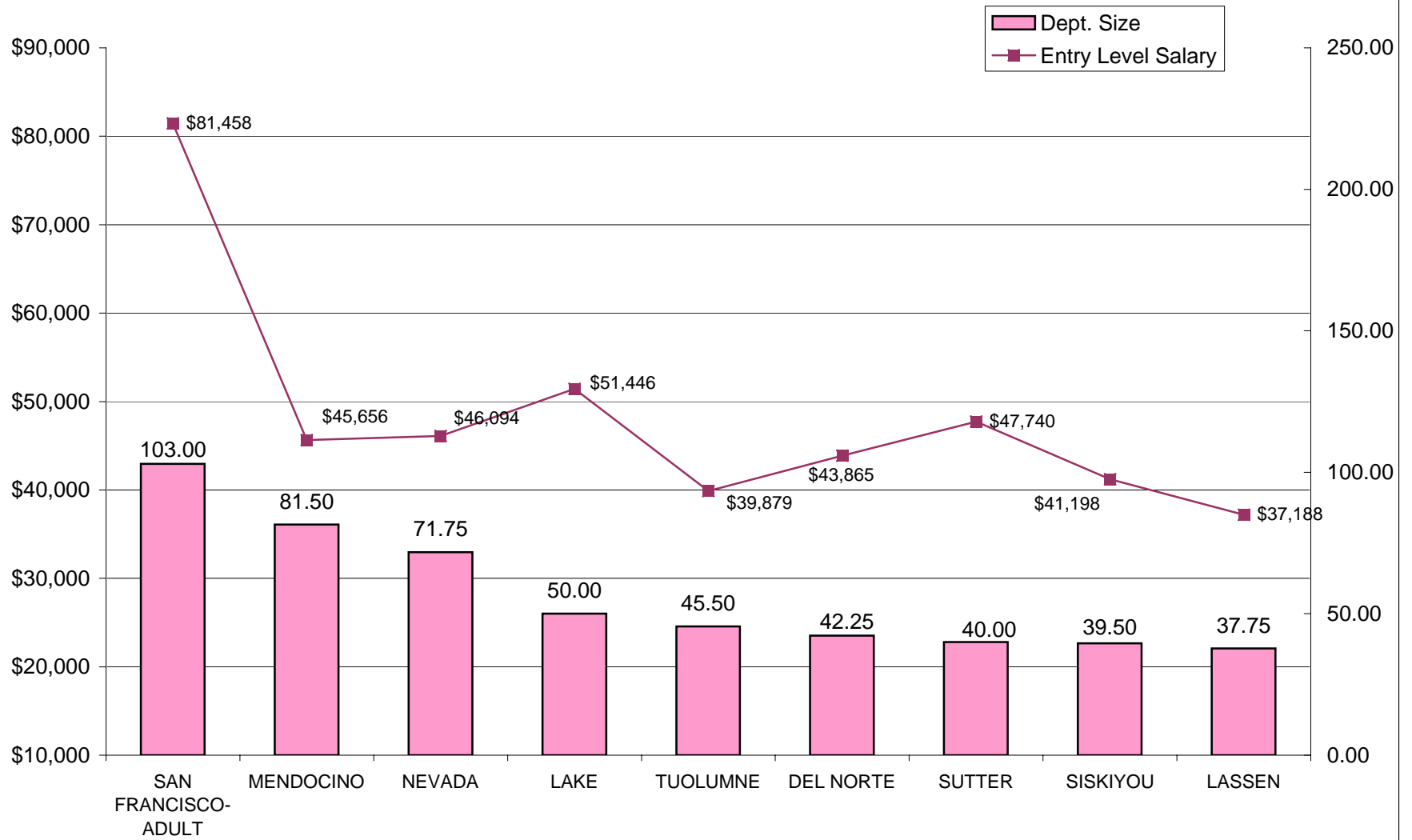
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

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



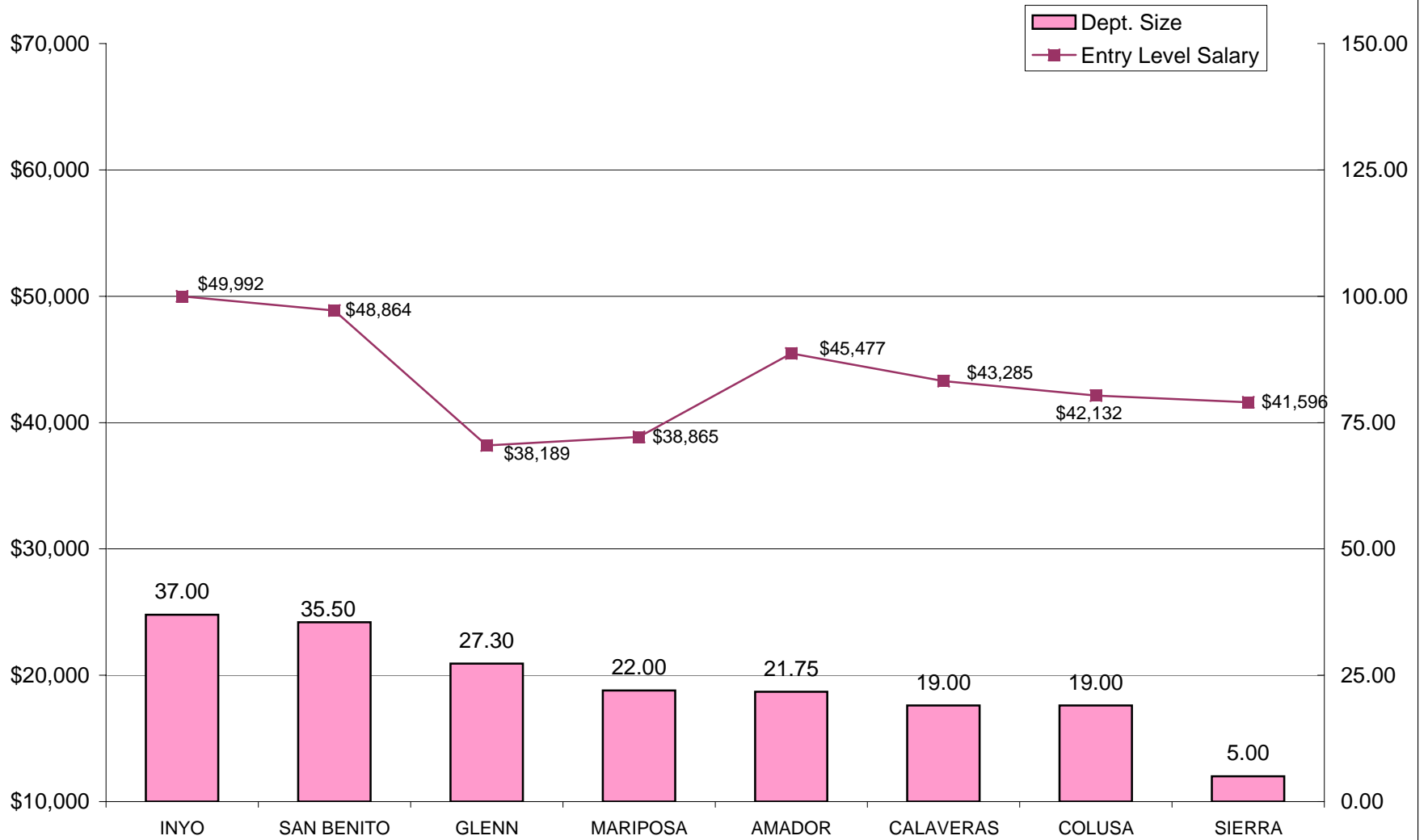
DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

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



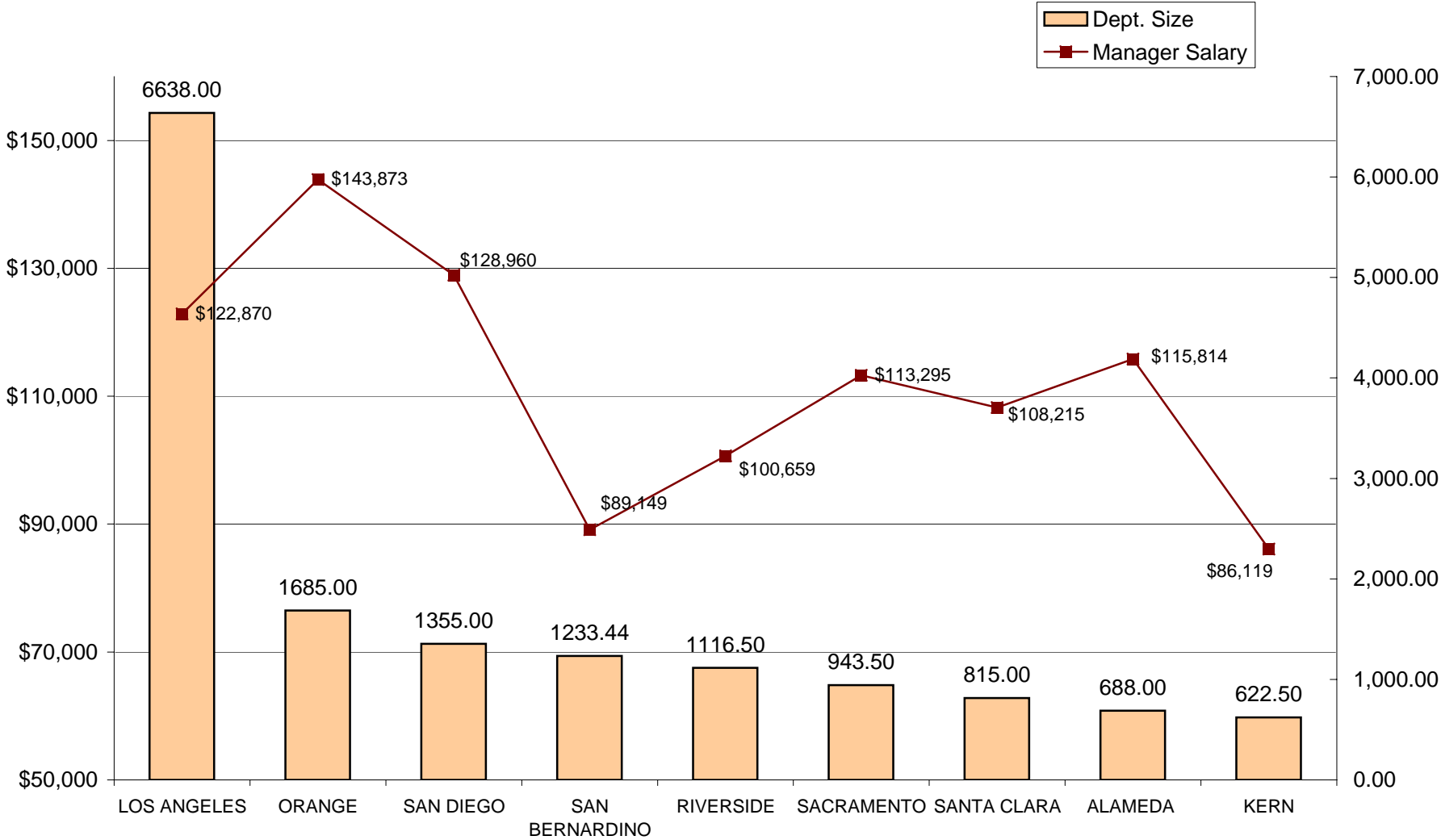
DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS

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



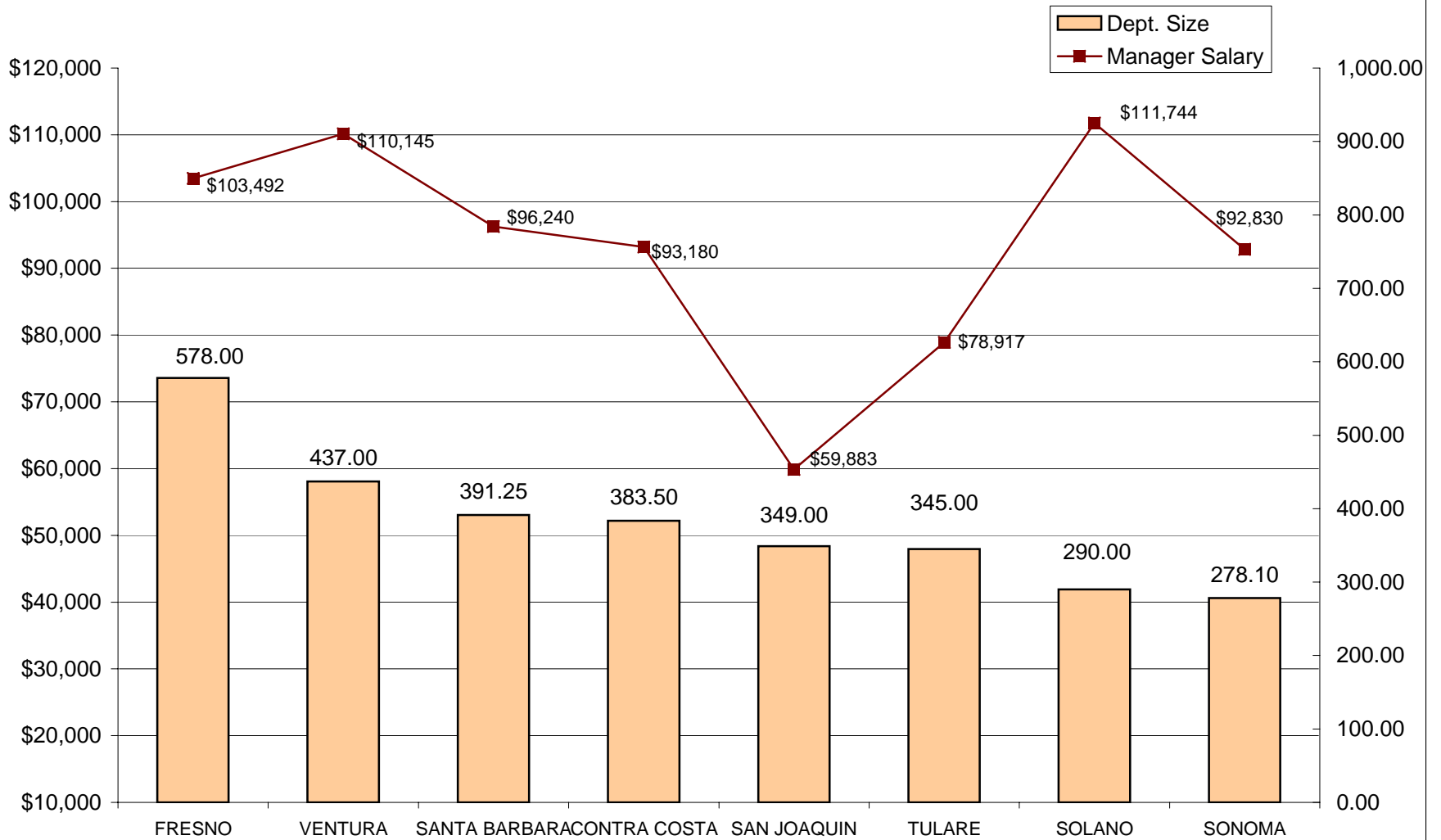
DEPARTMENTS RANKED 46-53 IN SIZE- FTE POSITIONS

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



NINE LARGEST DEPARTMENTS - FTE POSITIONS

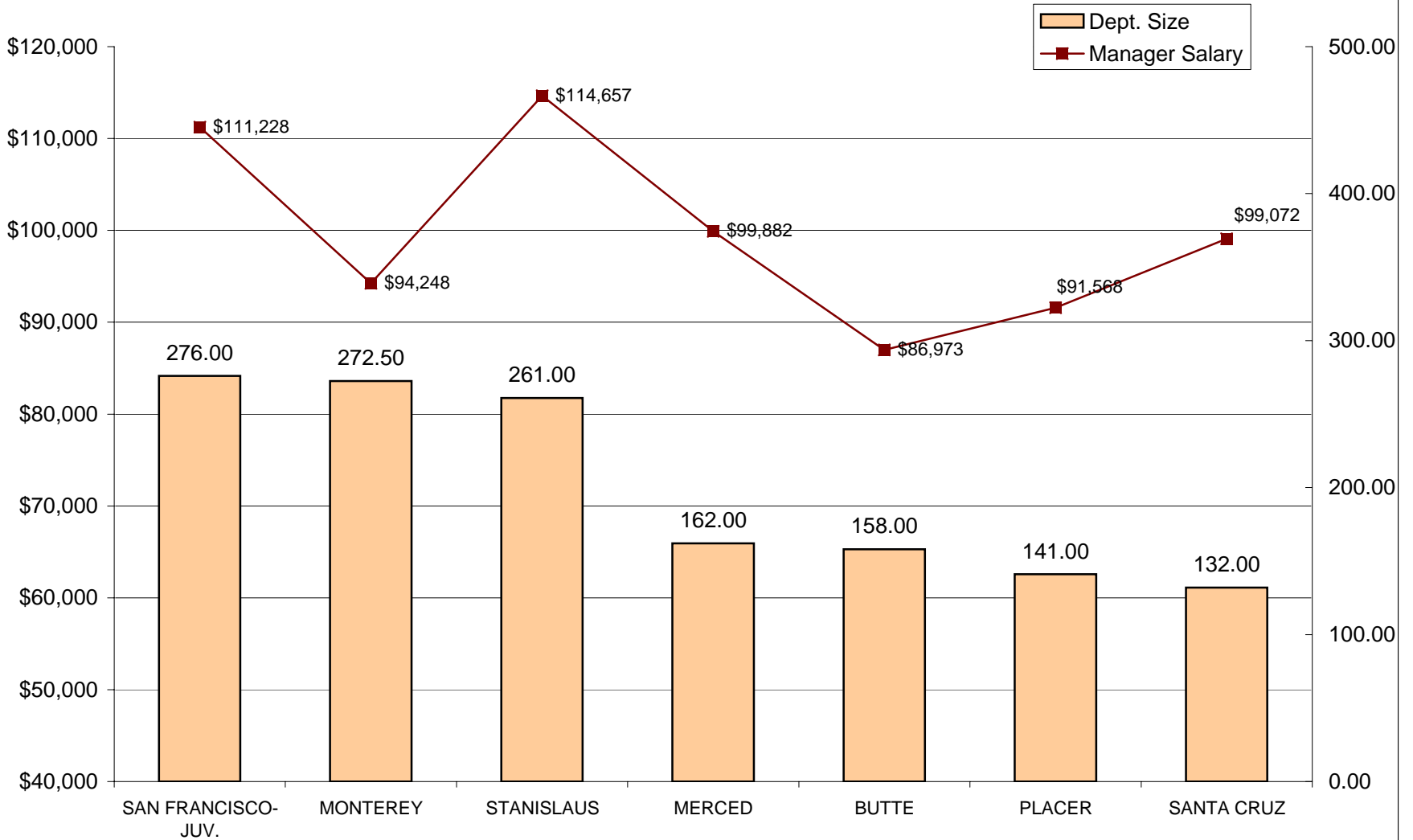
INSTITUTIONS - GENERIC J
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE
(San Mateo County does not have a J position)



DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

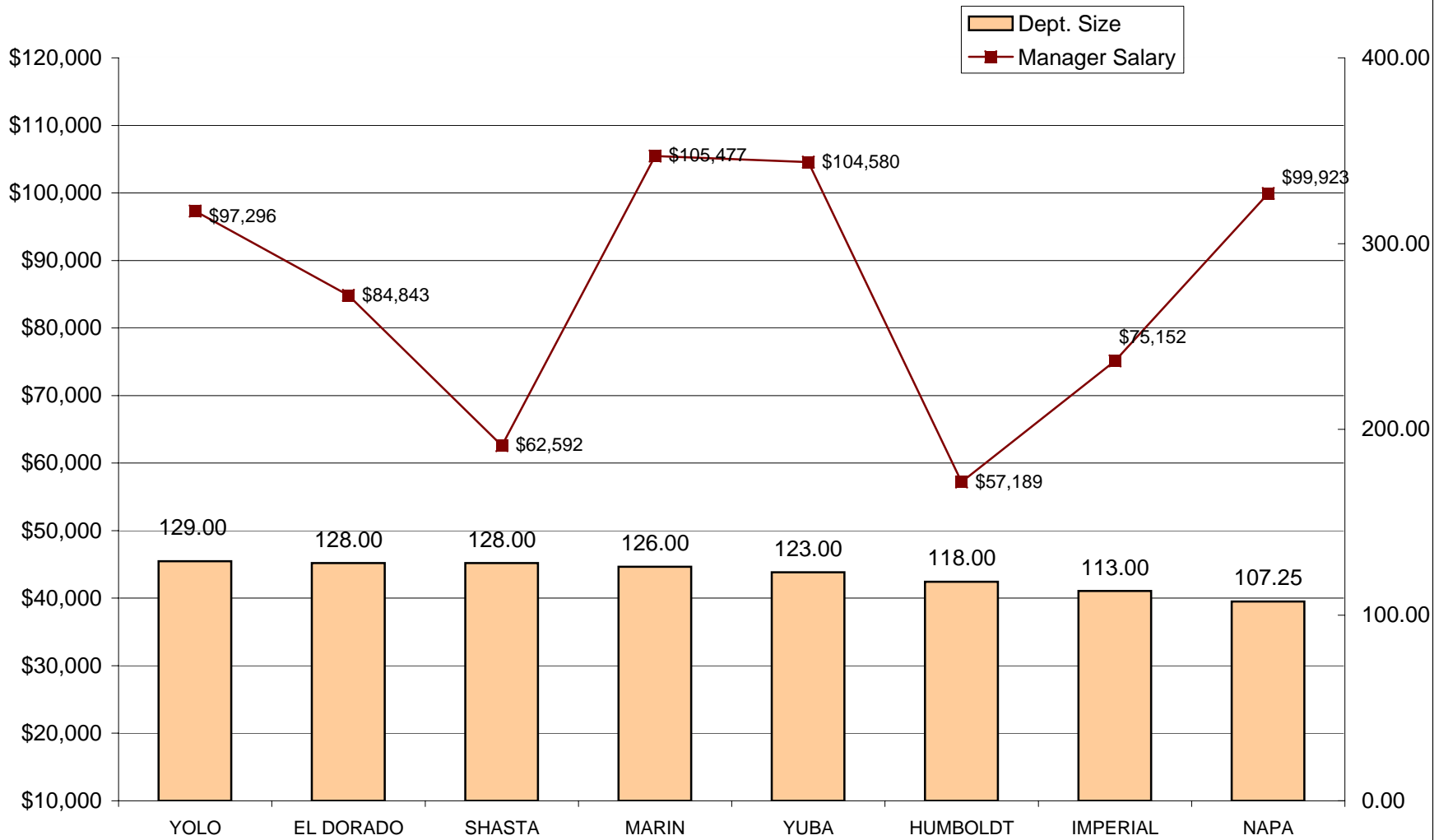
INSTITUTIONS - GENERIC J
RELATIVE RANKING OF MANAGER SALARIES TO DEPARTMENT SIZE

(San Luis Obispo and King Counties do not have J positions)



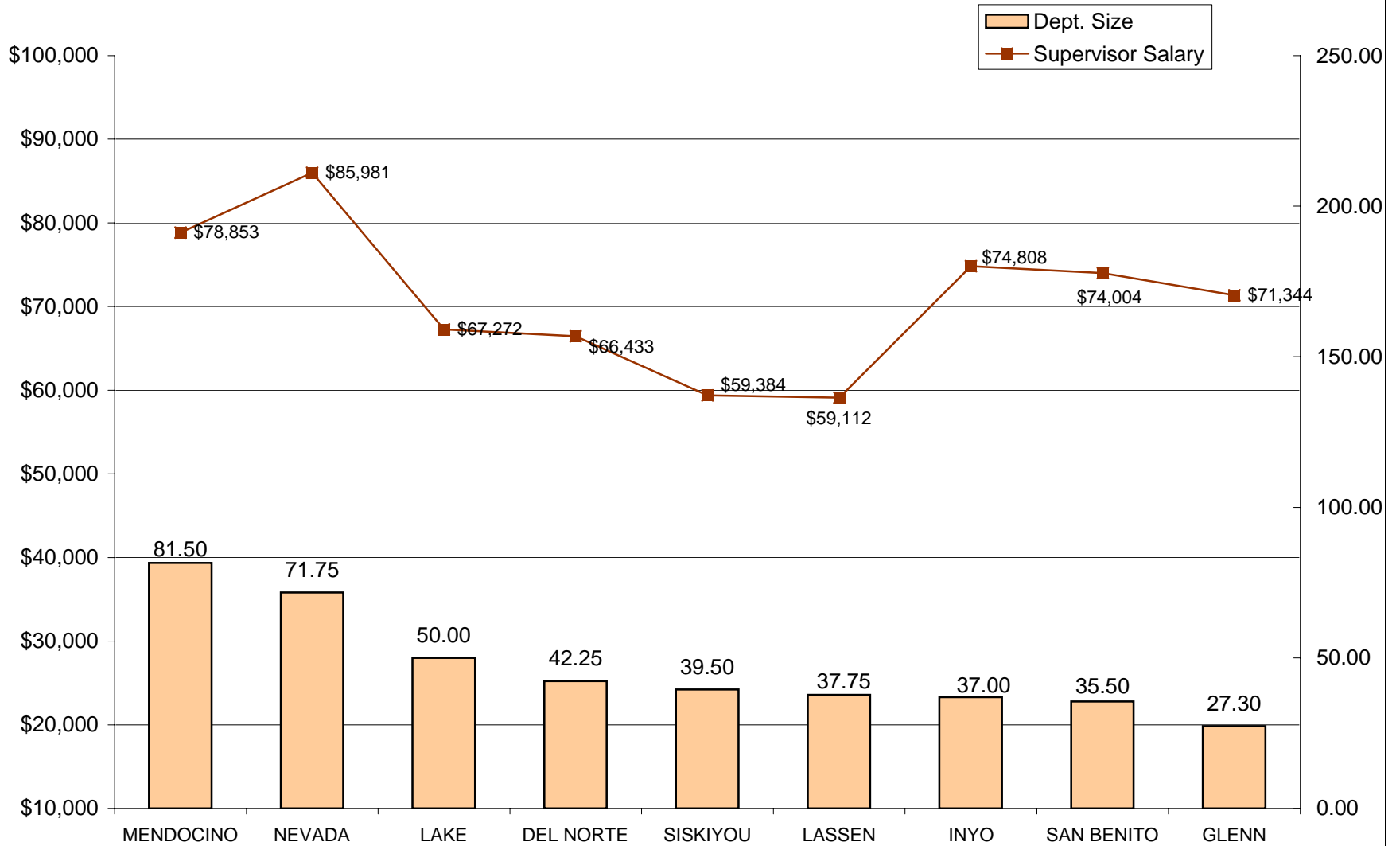
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

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



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

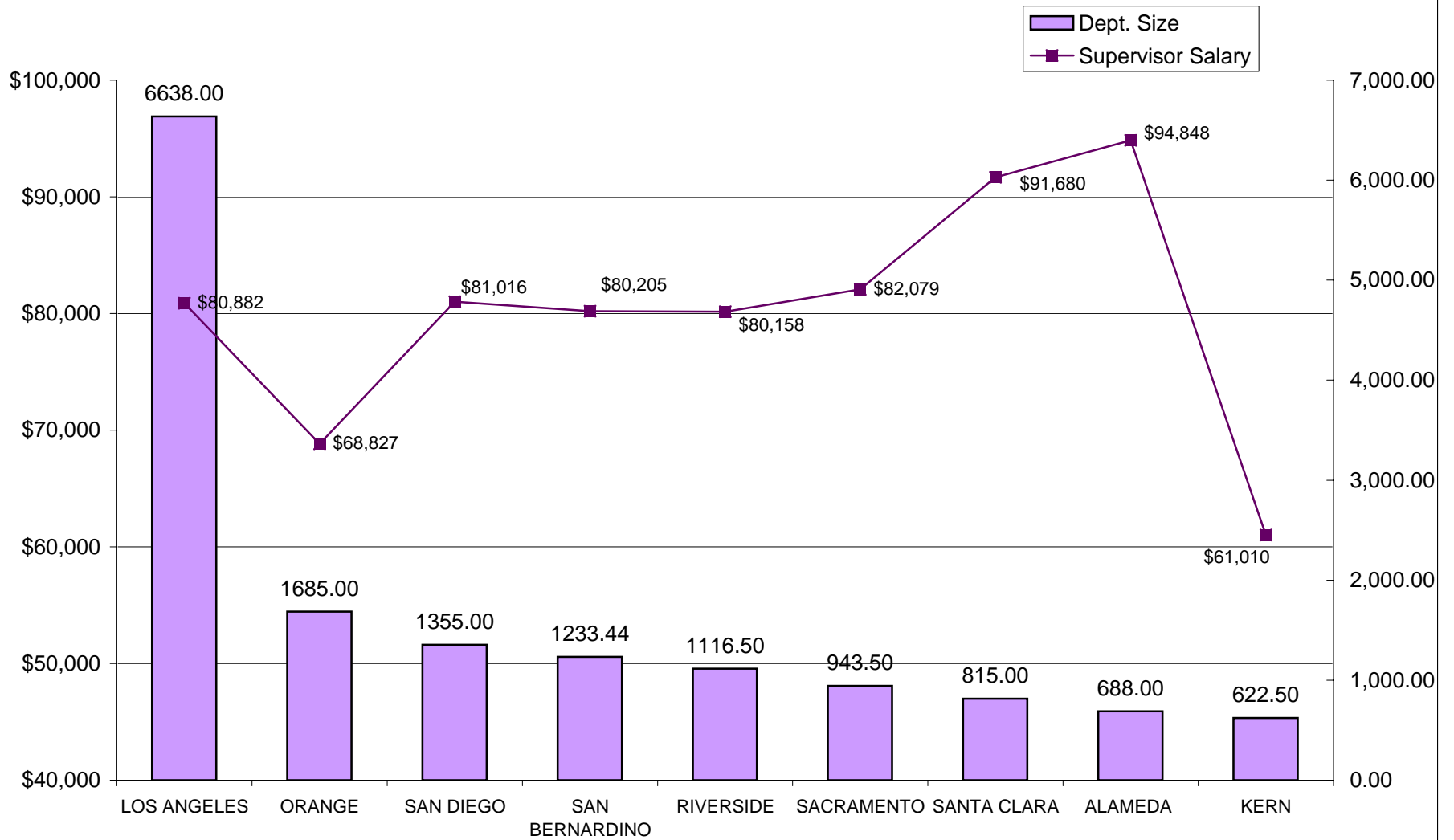
INSTITUTIONS - GENERIC J
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE



DEPARTMENTS RANKED 37-53 IN SIZE- FTE POSITIONS

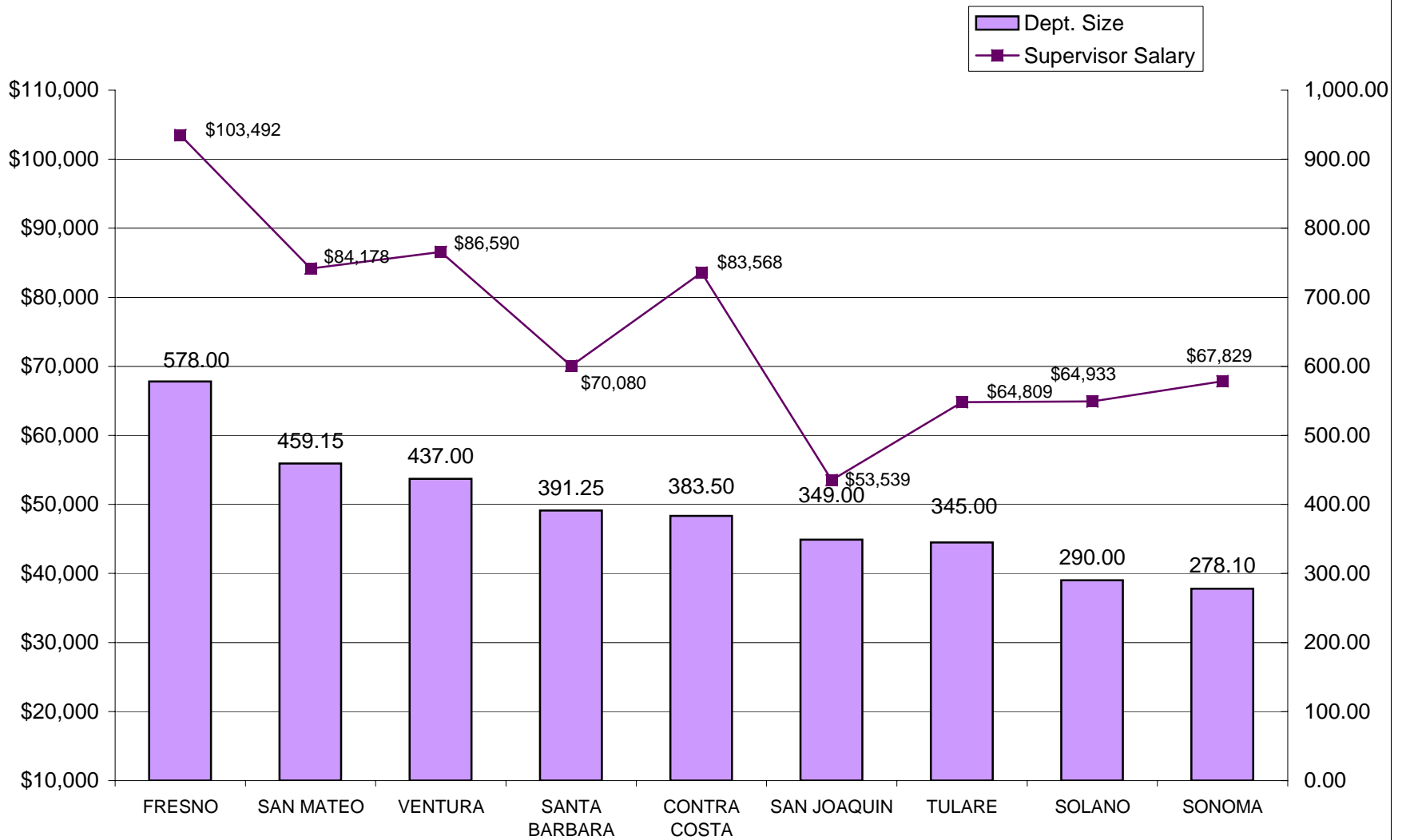
The missing Counties in the range 37-53 (Amador, Calaveras, Colusa, Del Norte, Mariposa, San Francisco-Adult, Sierra, Sutter, and Tuolumne) do not have I Positions

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



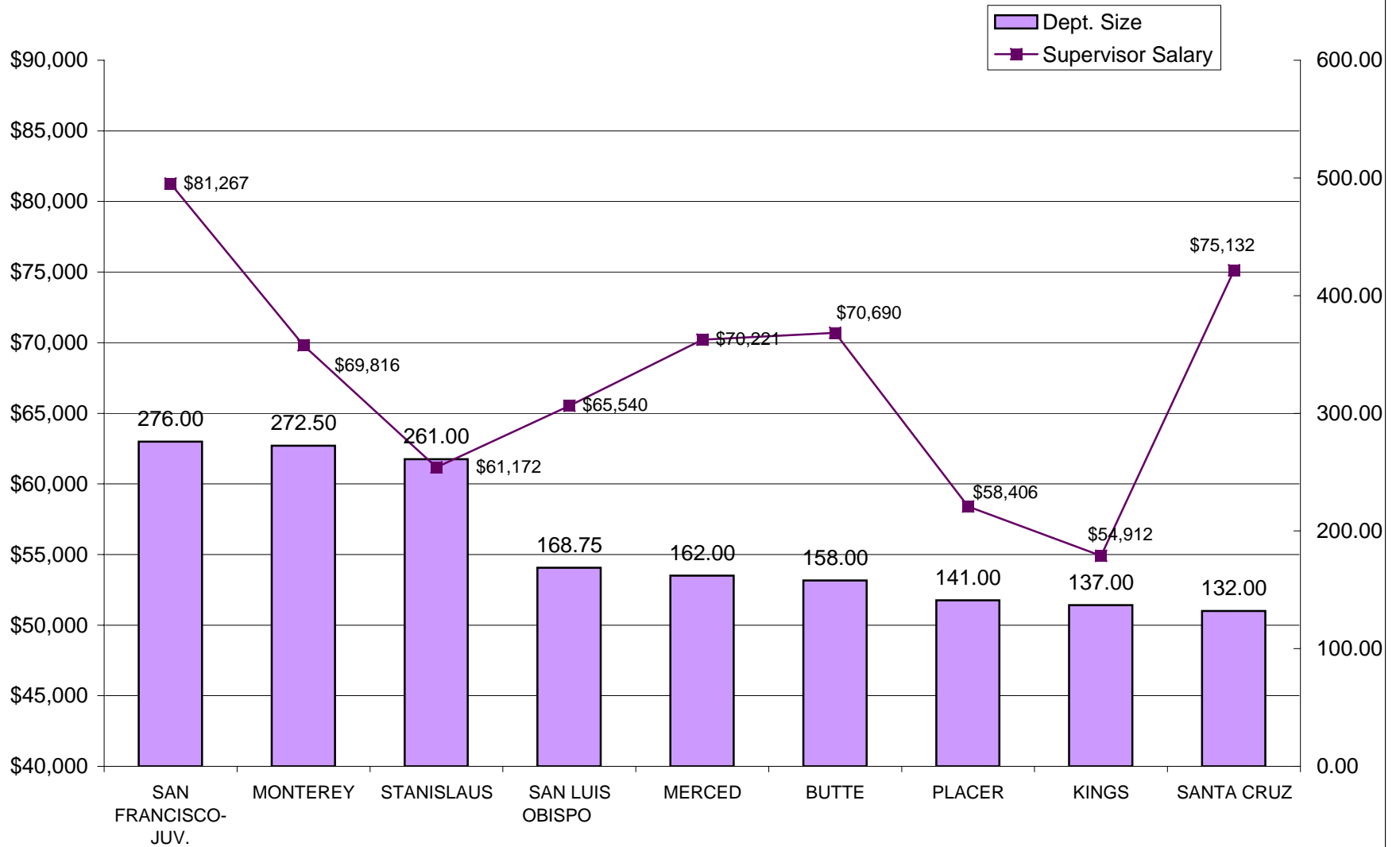
NINE LARGEST DEPARTMENTS - FTE POSITIONS

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



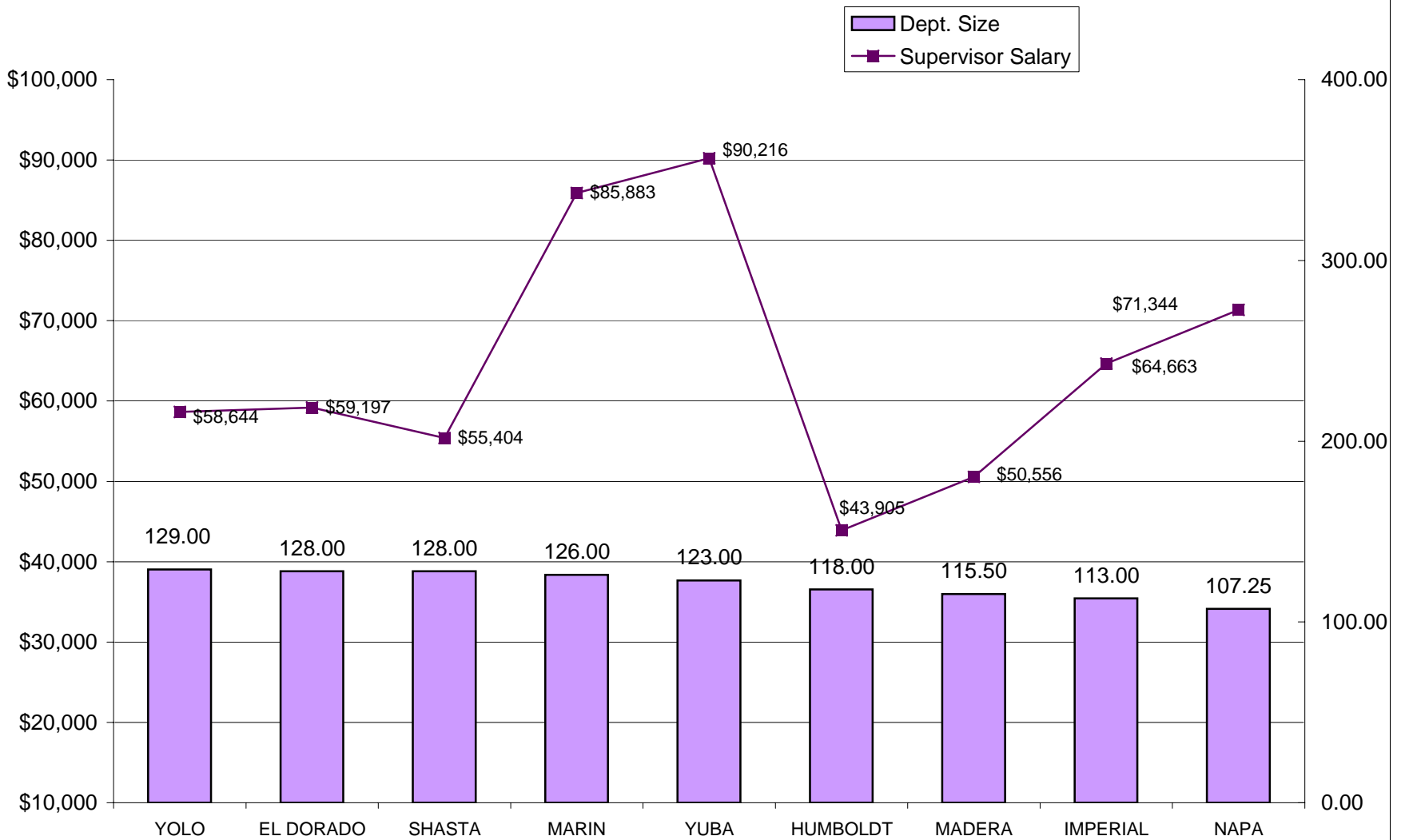
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

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



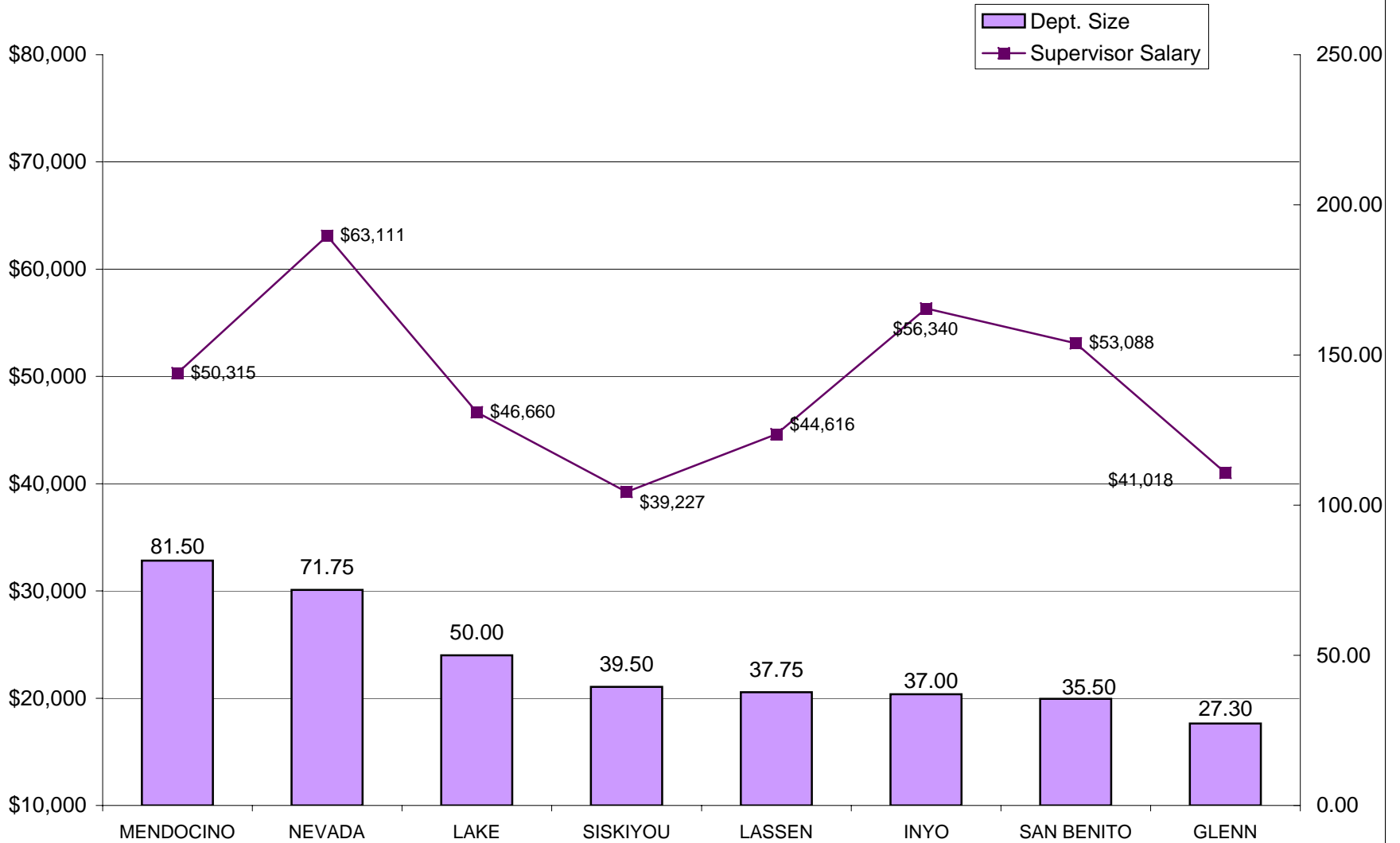
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

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



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

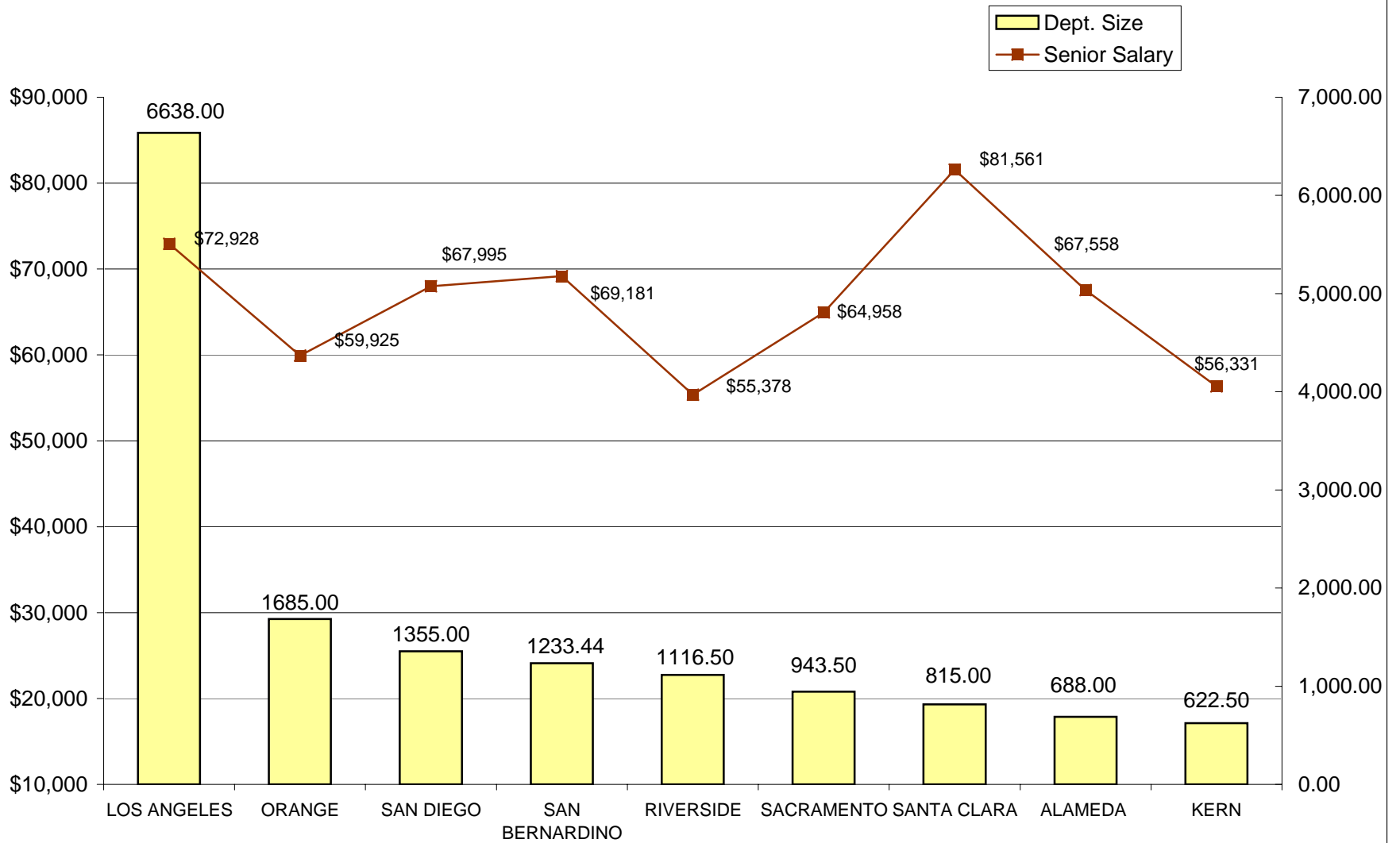
**INSTITUTIONS - GENERIC I
RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE**



DEPARTMENTS RANKED 37-53 IN SIZE- FTE POSITIONS

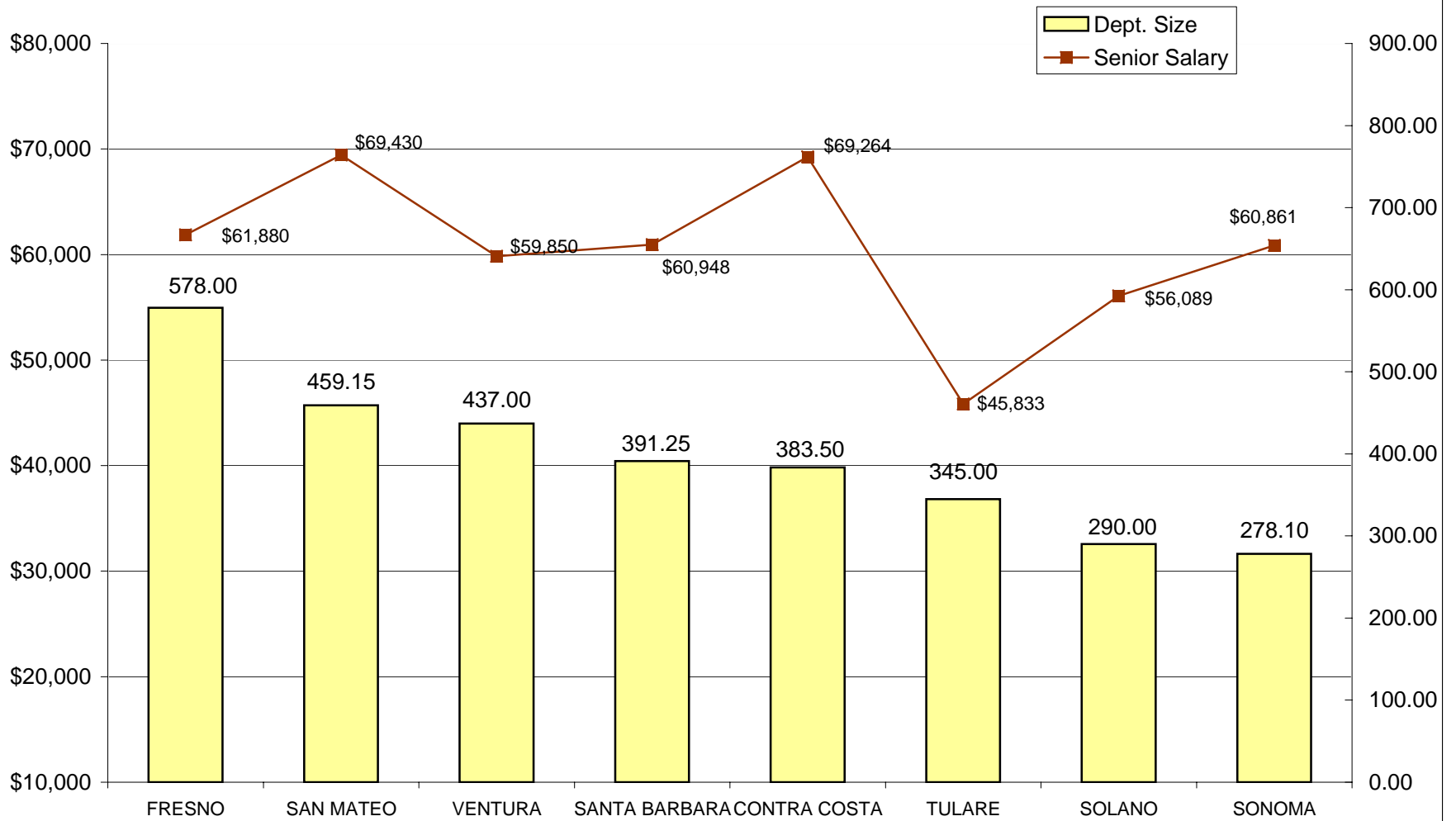
The missing Counties in the range 37-53 (Amador, Calaveras, Colusa, Del Norte, Mariposa, San Francisco-Adult, Sierra, Sutter, and Tuolumne) do not have I Positions

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



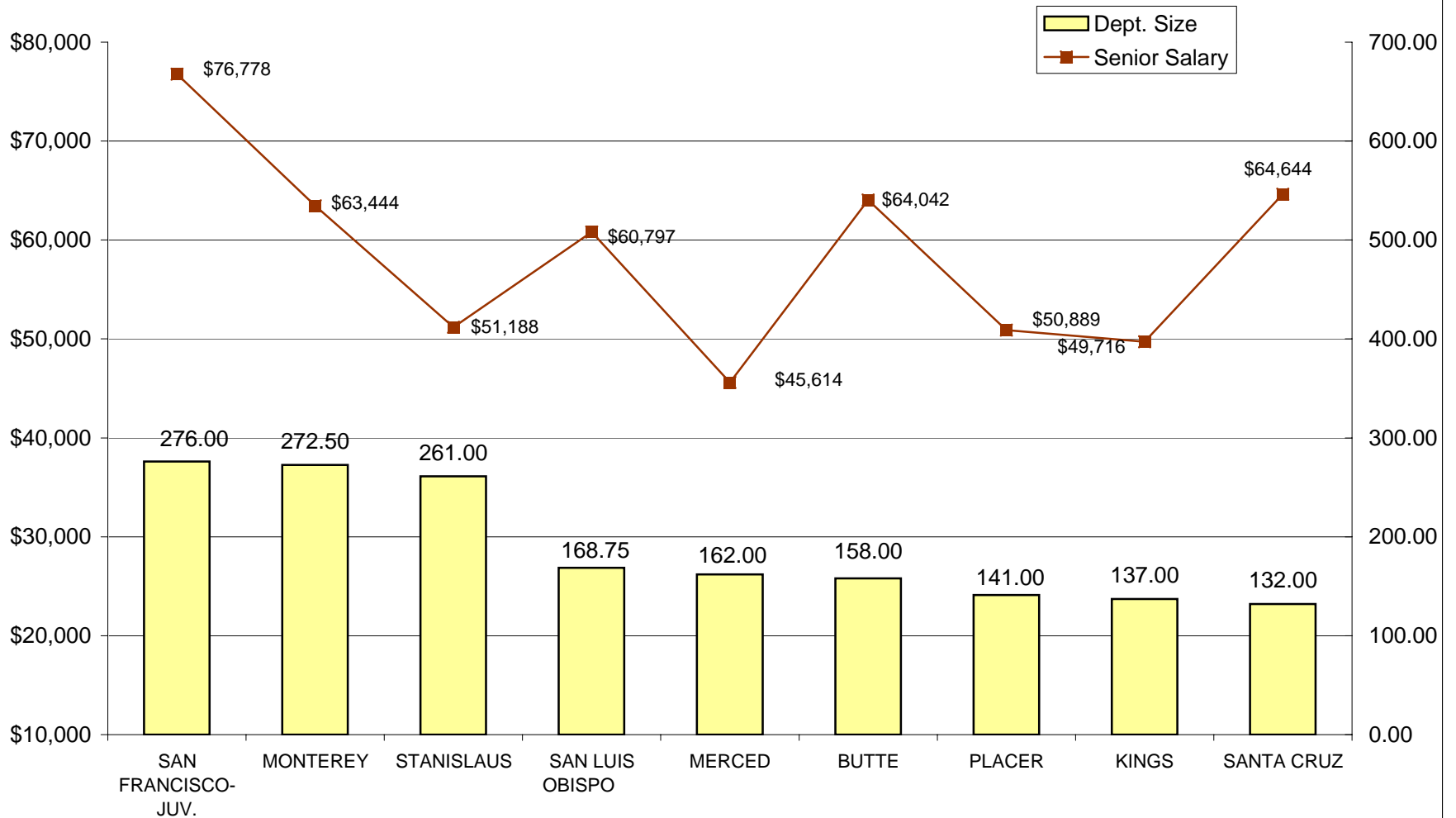
NINE LARGEST DEPARTMENTS - FTE POSITIONS

INSTITUTIONS - GENERIC H
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE
(San Joaquin County does not have an H position)



DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

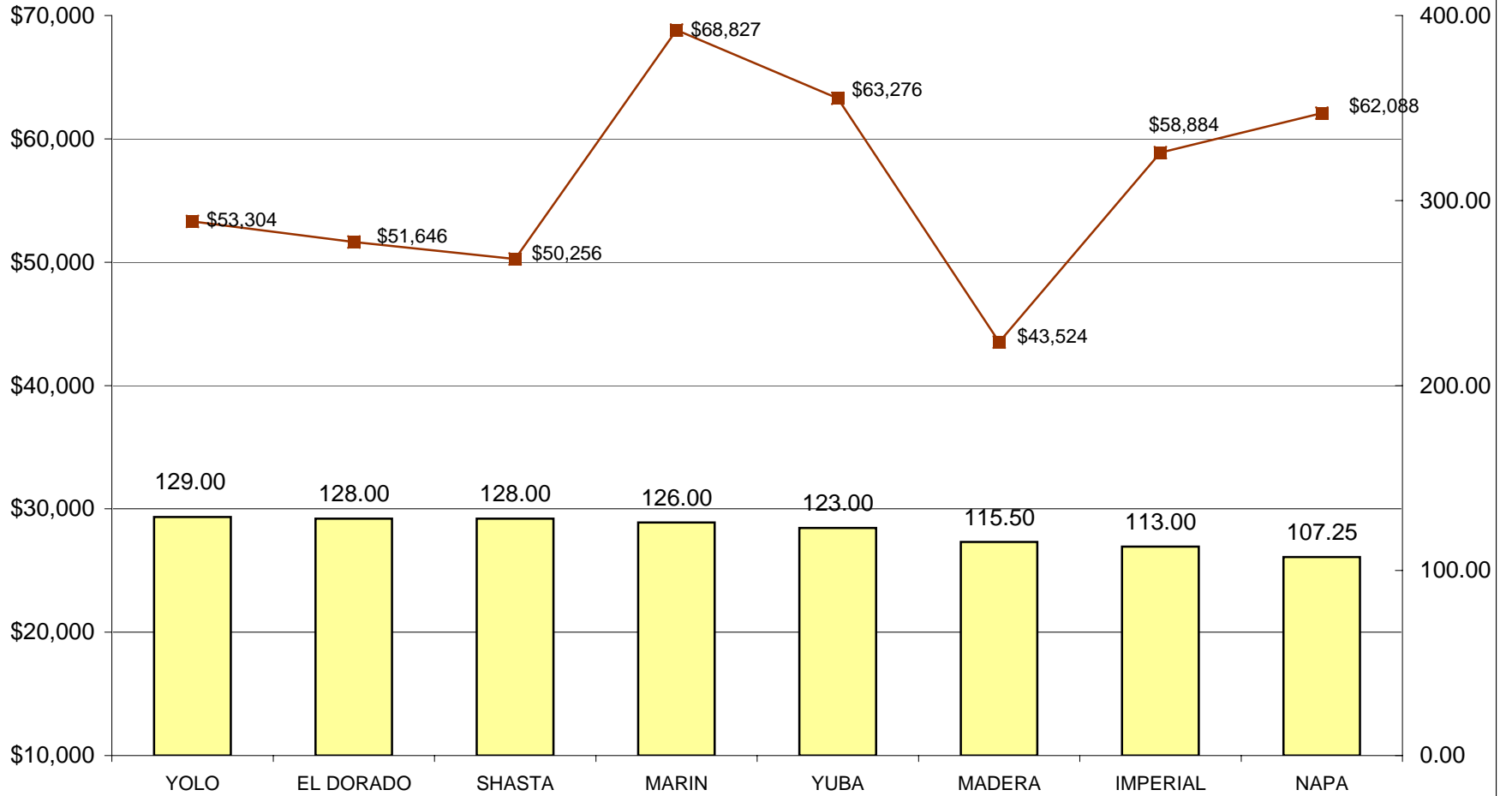
INSTITUTIONS - GENERIC H
RELATIVE RANKING OF SENIOR LINE STAFF SALARIES TO DEPARTMENT SIZE



DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

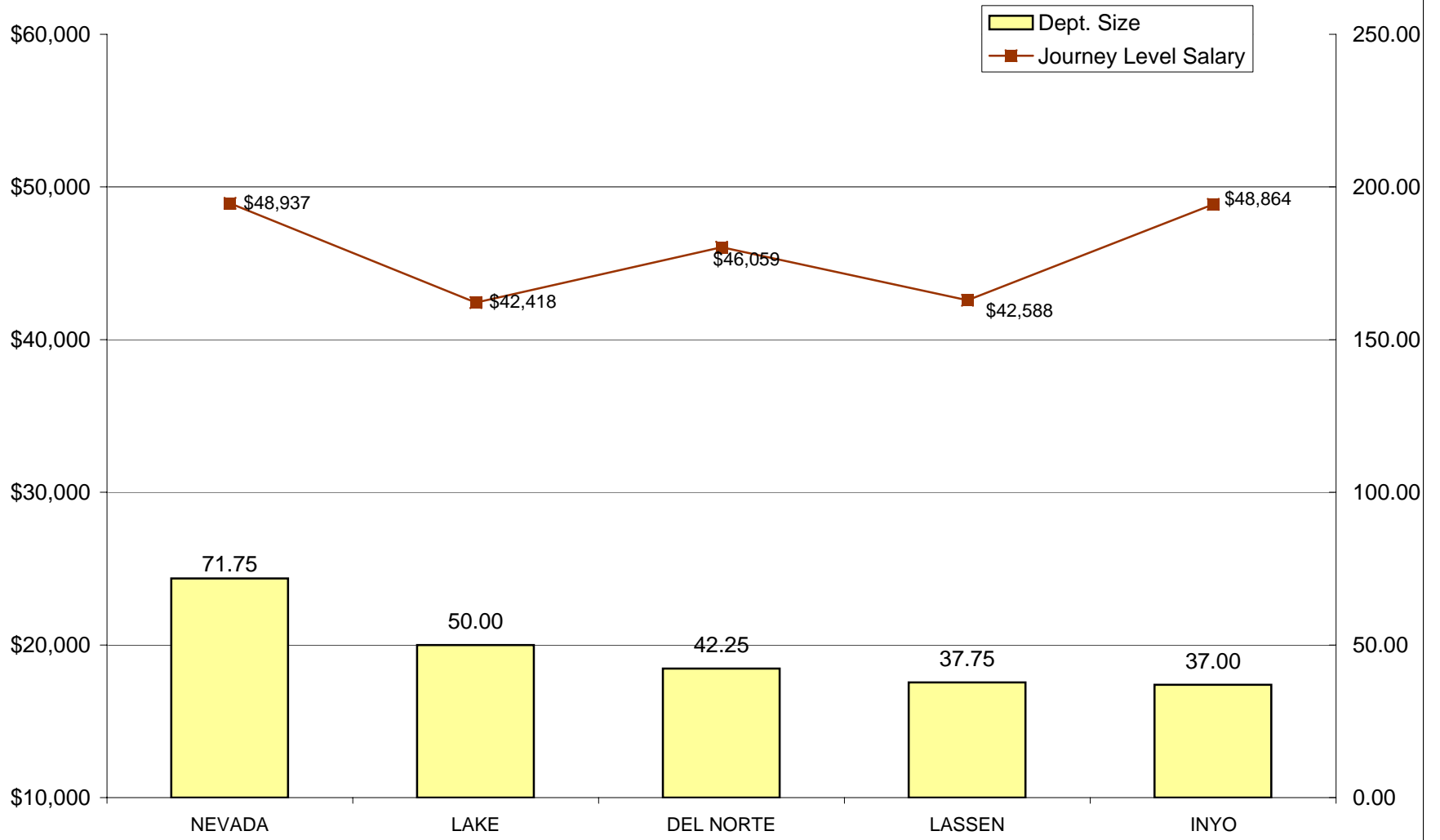
INSTITUTIONS - GENERIC H
RELATIVE RANKING SENIOR STAFF SALARIES TO DEPARTMENT SIZE
 (Humboldt County does not have an H position)

Dept. Size
 Journey Level Salary



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

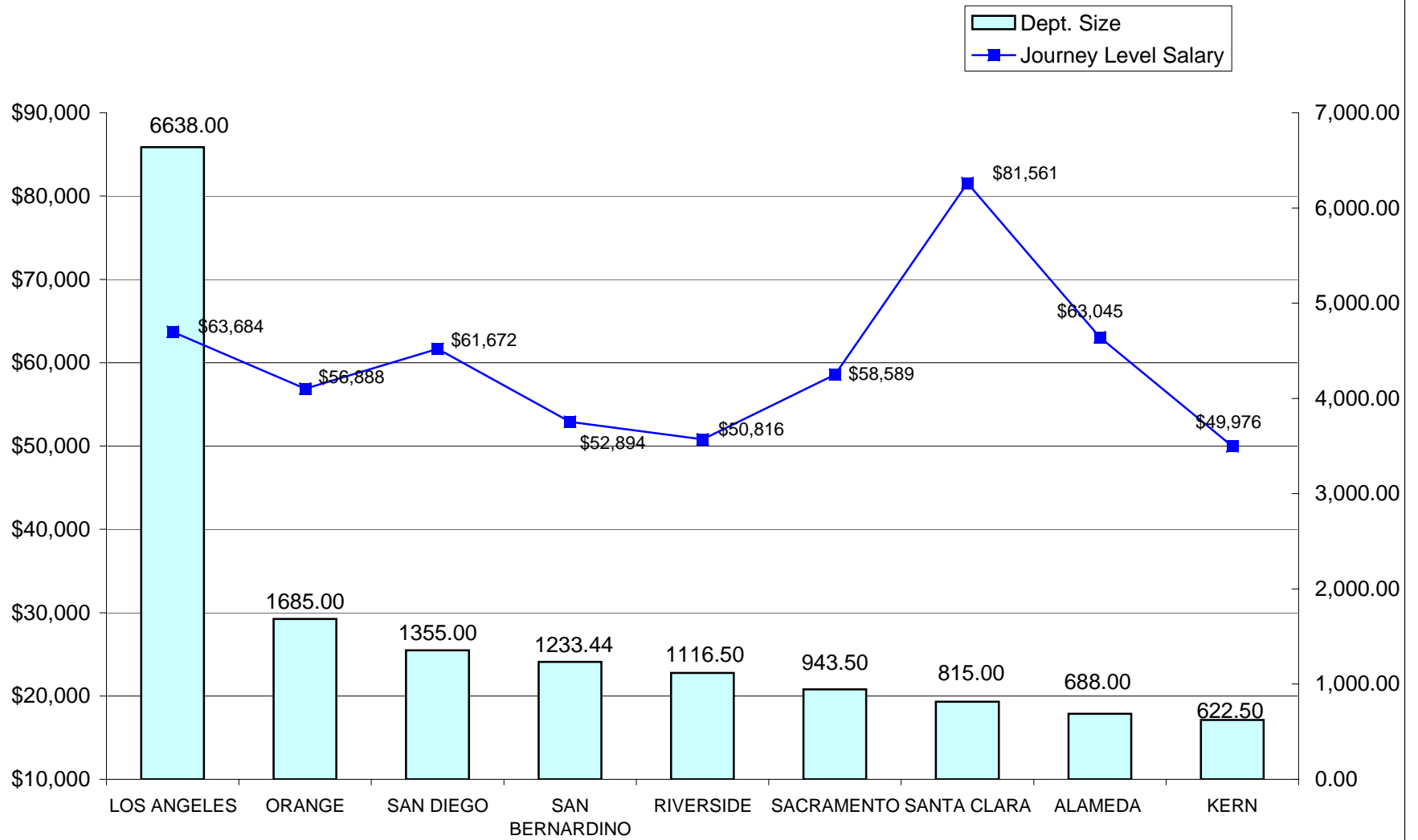
**INSTITUTIONS - GENERIC H
RELATIVE RANKING OF SENIOR STAFF SALARIES TO DEPARTMENT SIZE**



DEPARTMENTS RANKED 37-53 IN SIZE- FTE POSITIONS

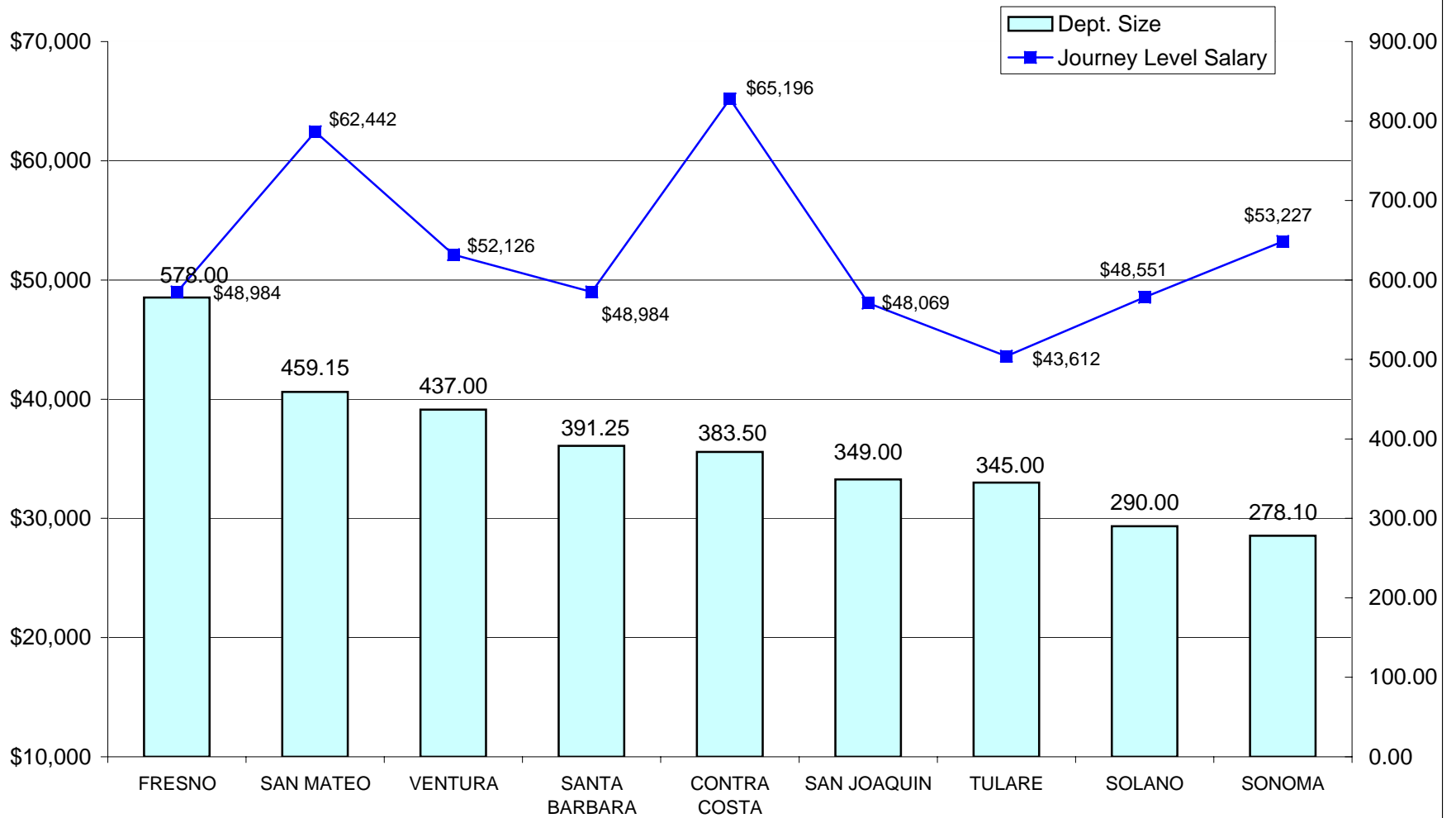
The missing Counties in the range 37-53 (Amador, Calaveras, Colusa, Glenn, Mariposa, Mendocino, San Benito, San Francisco-Adult, Sierra, Siskiyou, Sutter, and Tuolumne) do not have H Positions

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



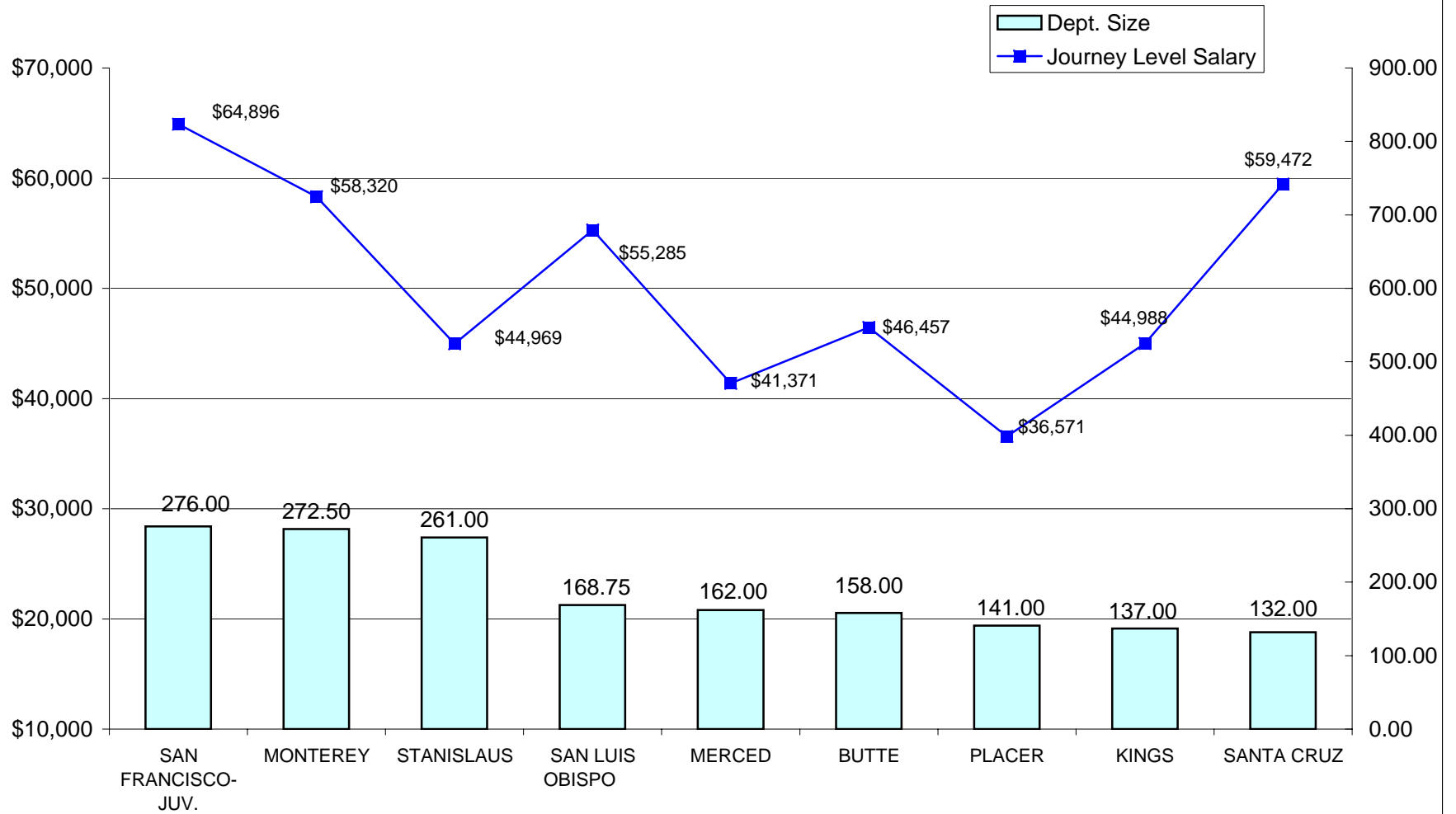
NINE LARGEST DEPARTMENTS - FTE POSITIONS

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



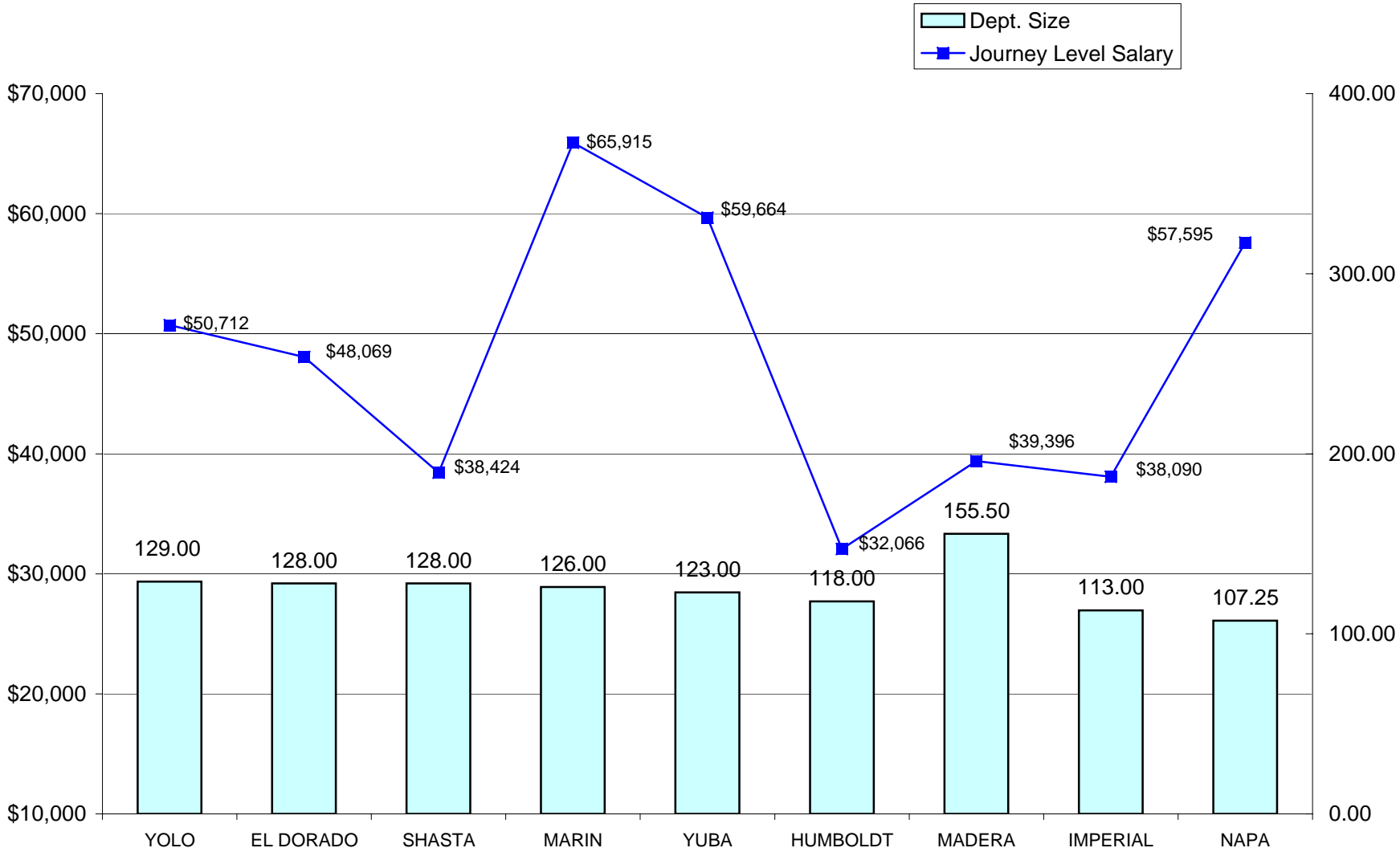
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

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



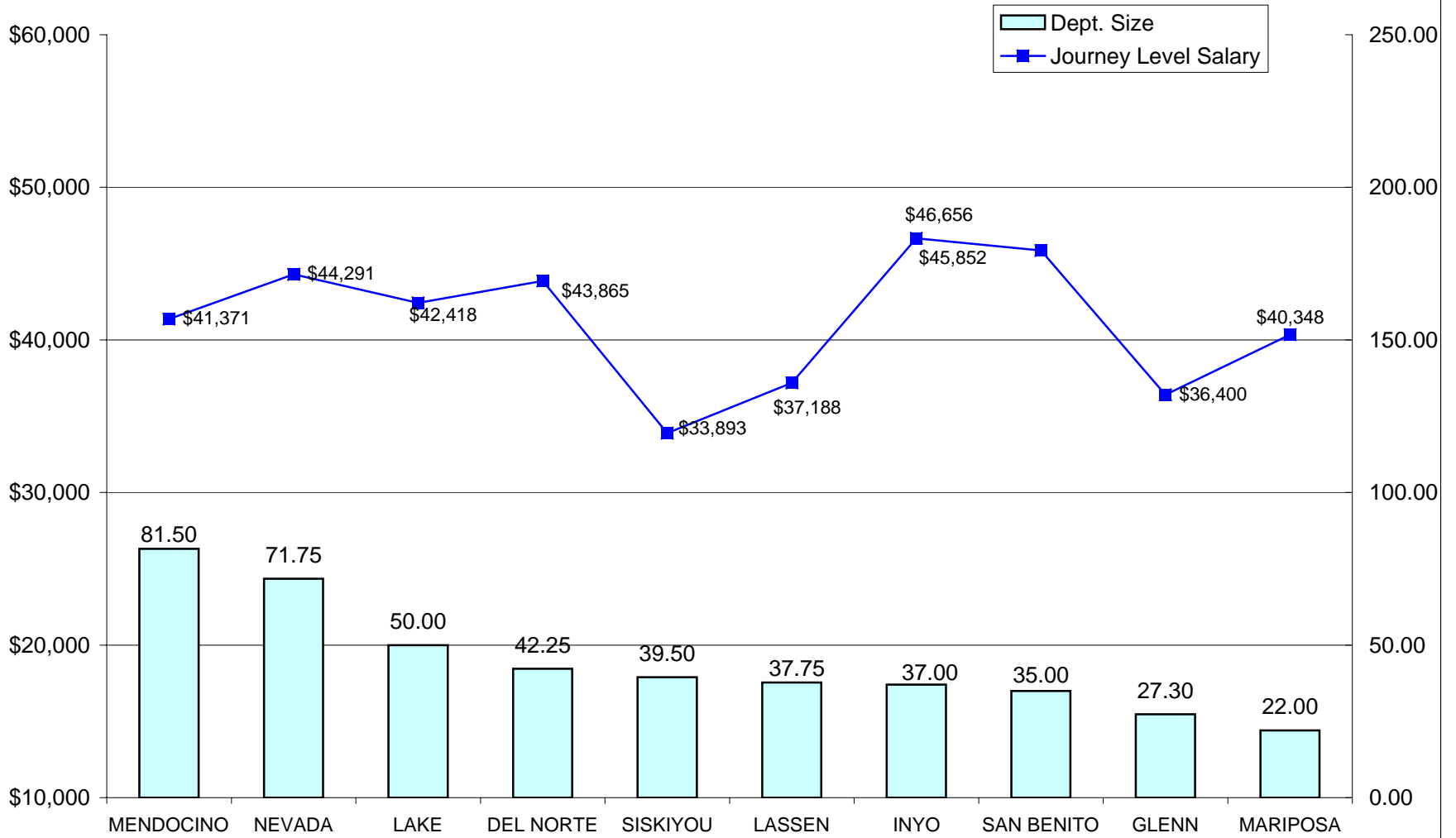
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

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



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

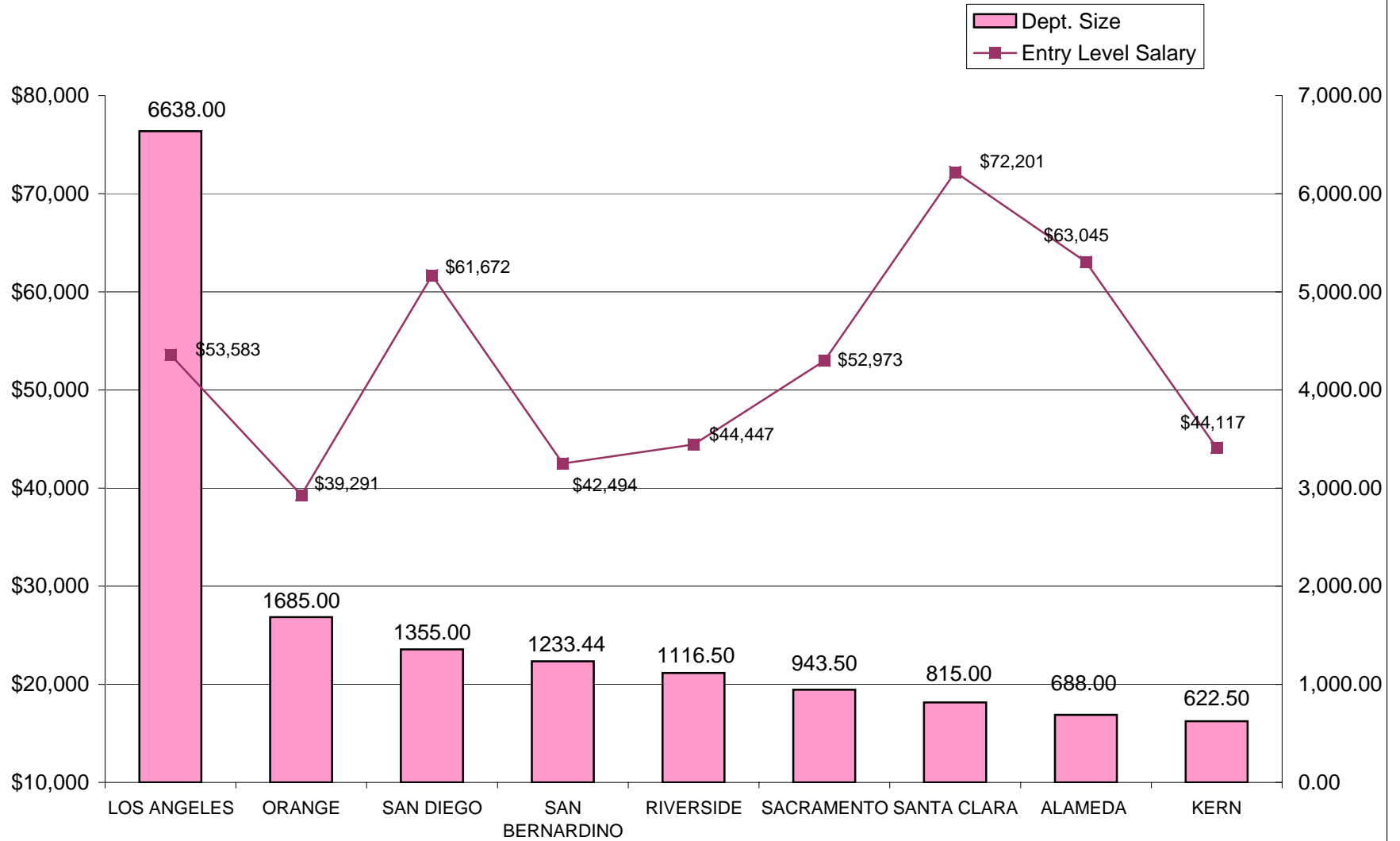
**INSTITUTIONS - GENERIC G
RELATIVE RANKING OF JOURNEY LEVEL STAFF SALARIES TO DEPARTMENT
SIZE**



DEPARTMENTS RANKED 37-53 IN SIZE- FTE POSITIONS

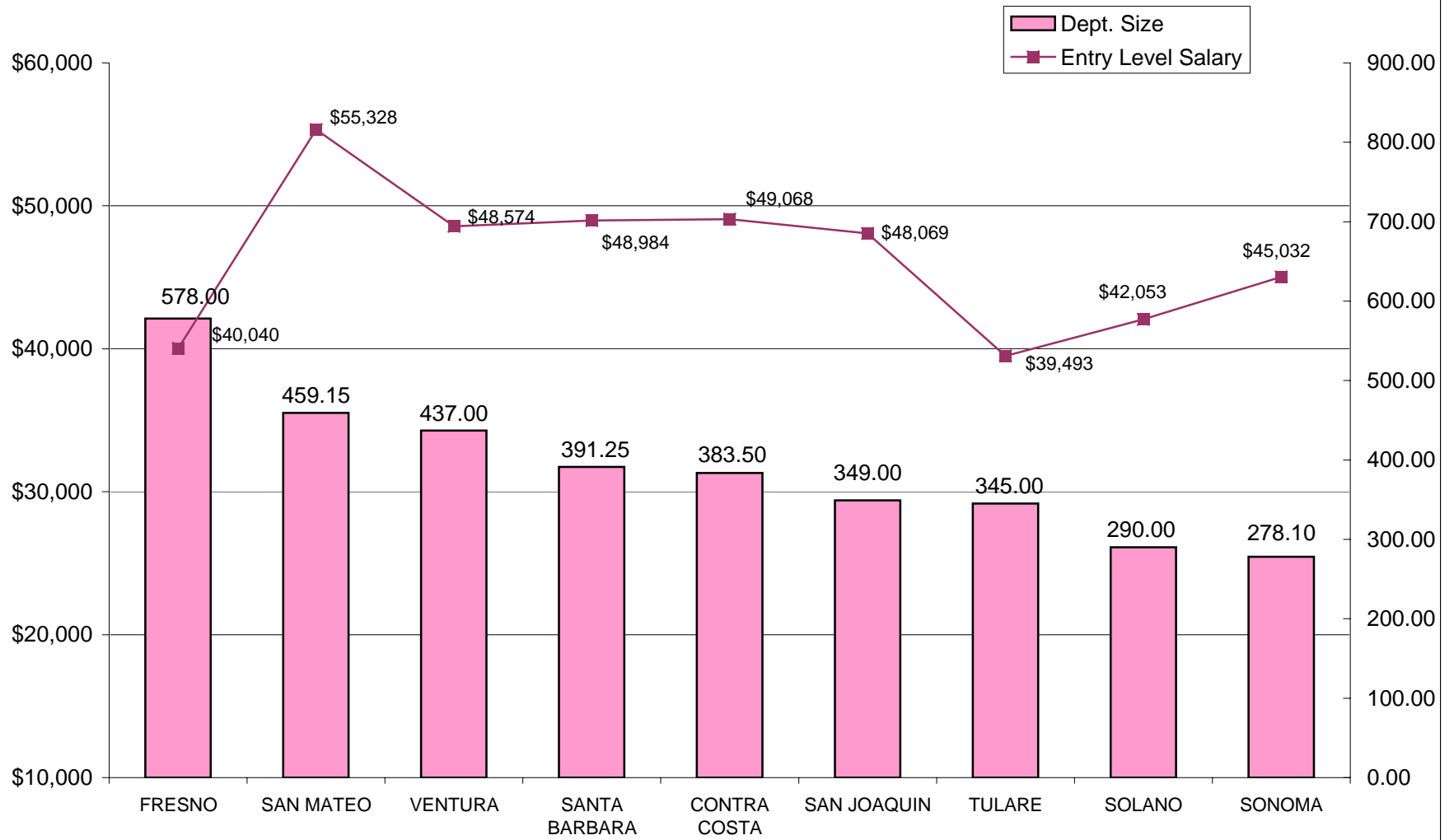
The missing Counties in the range 37-53 (Amador, Calaveras, Colusa, San Francisco-Adult, Sierra, Sutter, and Tuolumne) do not have G Positions

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



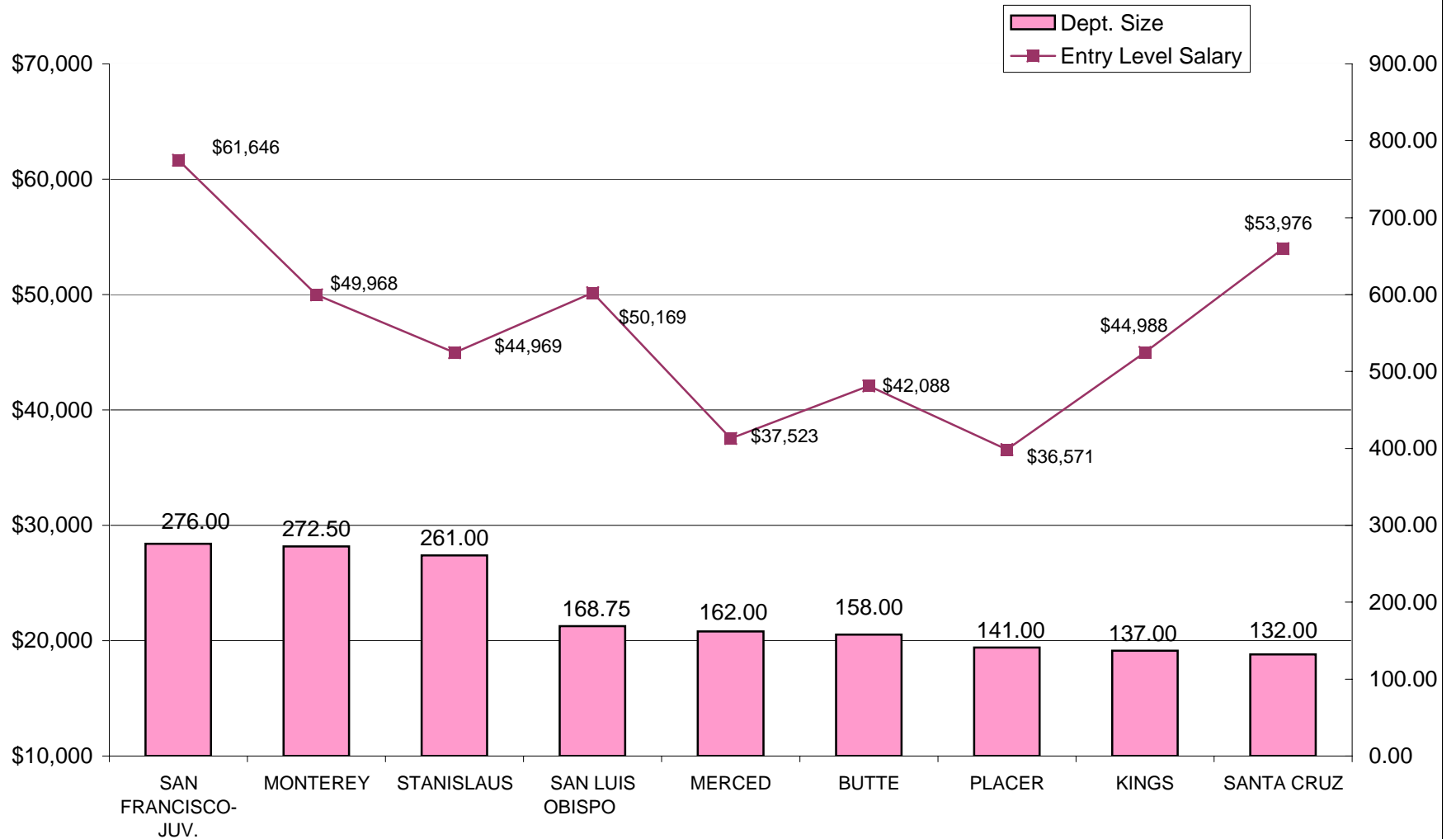
NINE LARGEST DEPARTMENTS - FTE POSITIONS

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



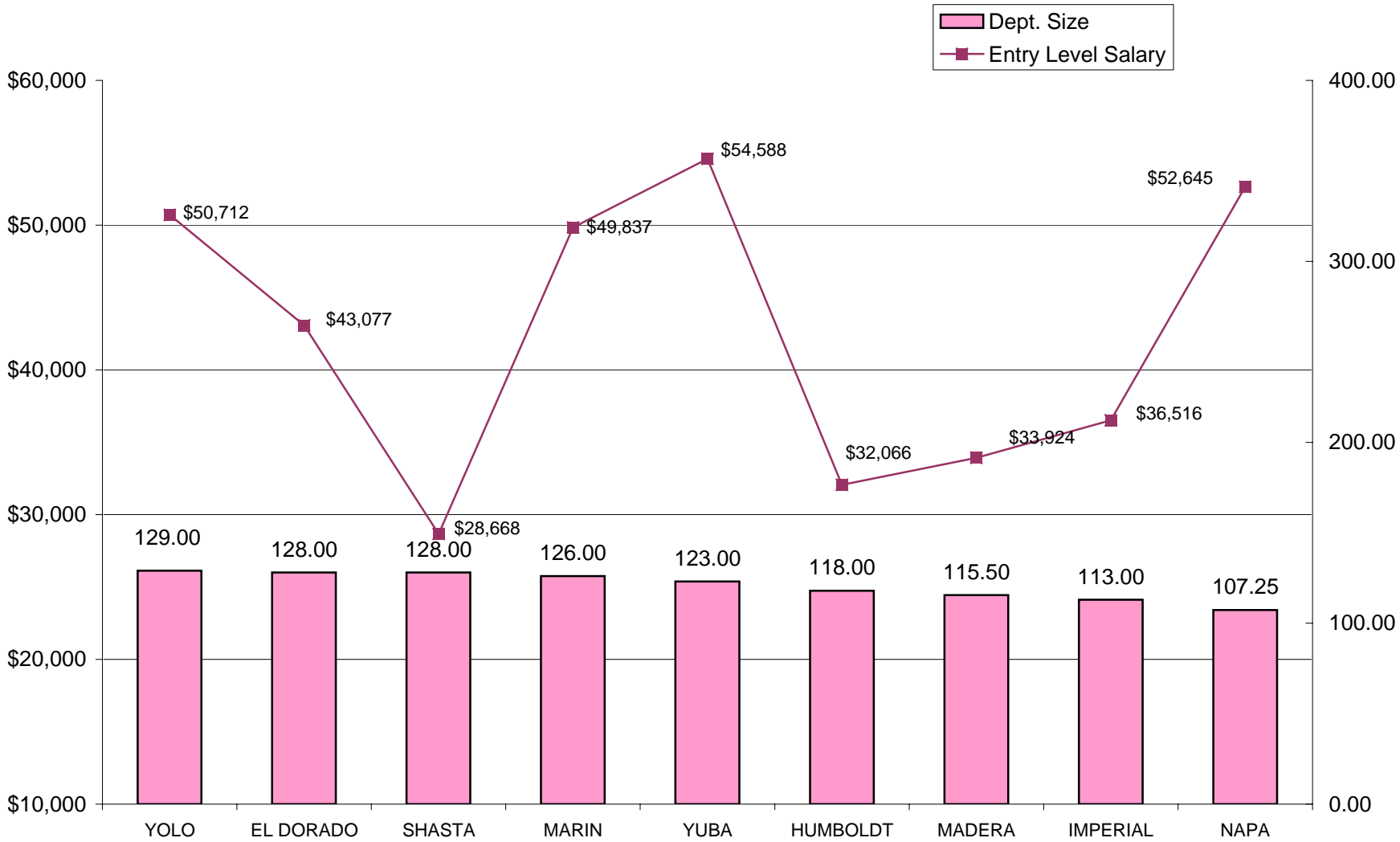
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

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



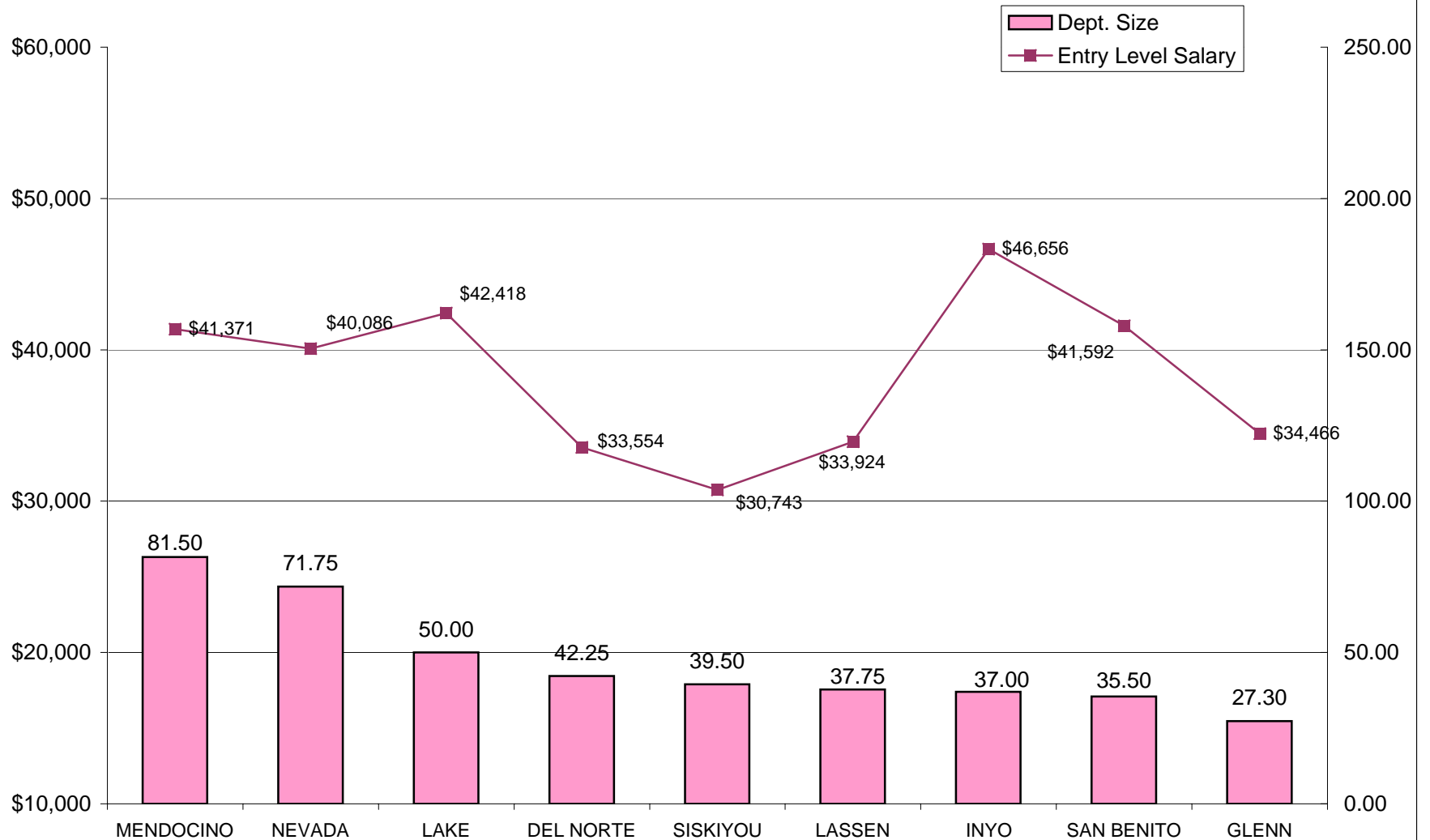
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

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



DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

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



DEPARTMENTS RANKED 37-53 IN SIZE- FTE POSITIONS

The missing Counties in the range 37-53 (Amador, Calaveras, Colusa, Mariposa, San Francisco-Adult, Sierra, Sutter, and Tuolumne) do not have F Positions