

2006

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 15, 2005, unless otherwise stated, as submitted by 54 of the 58 statewide probation departments. The population figures used for ranking purposes are based on the California Department of Finance population estimates as of July 1, 2005.

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

TABLE OF CONTENTS

SALARY SCHEDULES AND ORGANIZATIONAL CHARTS

ALAMEDA	6
AMADOR	9
BUTTE	11
CALAVERAS	13
COLUSA	15
CONTRA COSTA	17
DEL NORTE	19
EL DORADO	21
FRESNO	23
GLENN	26
HUMBOLDT	28
IMPERIAL	30
INYO	32
KERN	34
KINGS	37
LAKE	39
LASSEN	41
LOS ANGELES	43
MADERA	49
MARIN	51
MARIPOSA	54
MENDOCINO	56
MERCED	58
MONO	60
MONTEREY	62
NAPA	64
NEVADA	66
ORANGE	68
PLACER	71
PLUMAS	73
RIVERSIDE	75
SACRAMENTO	78
SAN BENITO	81
SAN BERNARDINO	83
SAN DIEGO	86
SAN FRANCISCO-JUVENILE	89
SAN JOAQUIN	92
SAN LUIS OBISPO	94
SAN MATEO	96
SANTA BARBARA	99
SANTA CLARA	102
SANTA CRUZ	105
SHASTA	107
SISKIYOU	109
SOLANO	111
SONOMA	113
STANISLAUS	115
SUTTER	117
TEHAMA	119
TRINITY	121
TULARE	123
TUOLUMNE	125
VENTURA	127
YOLO	130

TABLE OF CONTENTS

	<u>Page</u>
 <u>STATE AGENCIES</u>	
California Department of Corrections	133
California Youth Authority	134
 <u>COMPARISON OF BENEFITS</u>	
Retirement Systems	136
Insurance Programs	143
Annual Paid Days Off	149
Premium Pays	154
 <u>COMPARISON OF ARMED PERSONNEL</u>	 162
 <u>COMPARISON OF GENERIC CLASSIFICATIONS</u>	
Comparison of County Population - Department Size & CPO Salary (Alphabetical Order).....	169
Comparison of County Population - Department Size & CPO Salary (Population Rank).....	170
Comparison of County Population - Department Size & CPO Salary (FTE Rank)	171
Comparison of County Population - Department Size & CPO Salary (CPO Salary Rank)	172
Probation Services - Entry Through Senior Classifications	173
Probation Services - First Level Supervisor & Manager Classifications.....	174
Probation Services - Entry Through Senior Salary Ranges.....	175
Probation Services - First Level Supervisor & Manager Salary Ranges	176
Institutions - Entry Through Senior Classifications	177
Institutions - First Level Supervisor & Manager Classifications.....	178
Institutions - Entry Through Senior Salary Ranges.....	179
Institutions - First Level Supervisor & Manager Salary Ranges	180
Summary of Probation Services Rankings	181
 <u>BAR CHARTS- COMPARISON OF GENERIC CLASSES</u>	
Relative Ranking of <i>CPO Salaries</i> to Department Size.....	183
Relative Ranking of <i>Supervisor Salaries</i> to Department Size	189
Relative Ranking of <i>Highest Level Salaries</i> to Department Size.....	195

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 FTE (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
Assistant Chief Probation Officer	<u>2.00</u>
	<u>3.00</u>

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Sr. Departmental Personnel Officer	1.00
Admin/Financial Svcs Manager	1.00
Sr. Info Systems Analyst	1.00
Program Manager	1.00
Departmental Personnel Officer I	2.00
Unit Supervisor	2.00
Supervising Financial Svcs Spec	2.00
Information Systems Specialist	2.00
Financial Services Specialist II	5.00
Community Network Coordinator	1.00
Administrative Secretary	1.00
Supervising Clerk III	1.00
Secretary II	3.00
Supervising Clerk II	2.00
Human Resources Technician	2.00
Sr. Accountant	1.00
Information System Tech II	1.00
Account Clerk II	4.00
Specialist Clerk	4.75
Payroll Records Clerk	4.00
Clerk II	1.00
Data Input Clerk	7.00
Supply Clerk I	<u>1.00</u>
	50.75

TRAINING UNIT	
	<u>FTE</u>
Special Services Supervisor	1.00
Staff Development Specialist	1.00
Secretary I	1.00
Administrative Intern	<u>1.00</u>
	4.00

JUVENILE INSTITUTION SERVICES	
	<u>FTE</u>
Division Director	1.00
Superintendent of Juvenile Hall	1.00
Camp Superintendent	1.00
Program Manager	2.00
Senior Institutional Supervisor	2.00
Unit Supervisor	1.00
Institutional Supervisor II	12.00
Deputy Probation Officer III	5.00
Food Service Manager	1.00
Deputy Probation Officer II	1.00
Institutional Supervisor I	13.00
Secretary II	2.00
Supervising Clerk II	2.00
Supervising Cook	1.00
Group Counselor III	24.50
Group Counselor II	148.00
Group Counselor I	2.00
Group Counselor Intermittent	18.75
First Cook	1.00
Transportation Worker	1.00
Transportation Worker (SAN)	0.50
Secretary I	1.00
Transcriptionist	1.00
Specialist Clerk	5.00
Cook	12.00
Data Input Clerk	4.00
Clerk II	1.00
Supply Clerk II	2.00
Food Service Worker	7.00
Supply Clerk I	<u>3.00</u>
	275.50

ADULT FIELD SERVICES	
	<u>FTE</u>
Division Director	1.00
Program Manager	1.00
Unit Supervisor	8.00
Deputy Probation Officer III	56.50
Deputy Probation Officer II	31.00
Deputy Probation Officer I	4.00
Deputy Probation Officer (SAN)	3.00
Supervising Clerk II	1.00
Supervising Secretary I	2.00
Secretary II	1.00
Secretary I	1.00
Transcriptionist	11.50
Specialist Clerk	7.00
Clerk II	<u>10.00</u>
	138.00

JUVENILE FIELD SERVICES	
	<u>FTE</u>
Division Director	1.00
Program Manager	3.00
Unit Supervisor	16.00
Management Analyst	2.00
Program/Financial Specialist	1.00
Deputy Probation Officer III	90.75
Deputy Probation Officer II	47.50
Deputy Probation Officer (SAN)	3.00
Administrative Specialist II	1.00
Supervising Clerk II	1.00
Storekeeper	1.00
Transportation Worker	2.00
Secretary I	1.00
Transcriptionist	11.00
Transportation Worker (SAN)	5.00
Specialist Clerk	12.00
Clerk II	7.50
Probation Intern	<u>14.50</u>
	220.25

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	\$121,638-152,068		
Actual Salary			147,098		
Assistant Chief Probation Officer	2.00	2	113,880-138,236	5	
Division Director	3.00	3	92,622-112,569	5	E
Senior Departmental Personnel Officer	1.00	1	84,406-102,544	5	
Admin/Financial Services Manager	1.00	1	83,865-102,024	5	
Superintendent of Juvenile Hall	1.00	1	79,580-96,636	5	J
Camp Superintendent	1.00	1	79,539-96,636	5	
Sr. Information Systems Analyst	1.00	1	67,246-90,105	7	
Program Manager	7.00	7	72,363-87,942	5	
Departmental Personnel Officer I	2.00	2	59,841-85,945	7	
Senior Institutional Supervisor	2.00	2	68,203-82,908	5	I
Unit Supervisor	27.00	27	67,433-81,265	5	D
Supervising Financial Services Specialist	2.00	2	60,528-81,120	7	
Management Analyst	2.00	2	60,382-80,912	7	
Program/Financial Specialist	1.00	1	58,572-78,540	7	
Special Services Supervisor	1.00	1	64,563-77,854	5	
Staff Development Specialist	1.00	1	47,964-77,209	7	
Institutional Supervisor II	12.00	12	61,692-74,859	5	I
Deputy Probation Officer I/II/III	241.00	244	50,315-74,484	5	A,B,C
Information Systems Specialist	2.00	2	53,185-71,260	7	
Administrative Specialist II	1.00	1	53,185-71,260	7	
Financial Services Specialist II	5.00	5	53,185-71,260	7	
Food Service Manager	1.00	1	58,572-71,136	5	
Administrative Secretary	1.00	1	56,992-67,891	5	
Supervising Clerk III	1.00	1	55,764-67,579	5	
Community Network Coordinator	1.00	1	54,579-66,081	5	
Senior Accountant	1.00	1	54,704-65,603	5	
Institutional Supervisor I	13.00	13	53,393-64,792	5	I
Supervising Clerk II	6.00	6	51,188-62,192	5	
Secretary II	6.00	6	51,958-61,568	5	
Supervising Cook	1.00	1	49,753-60,216	5	
Human Resources Technician	2.00	2	49,067-59,612	7	
Storekeeper II	1.00	1	49,608-59,259	5	
Supervising Secretary I	2.00	2	49,316-58,614	5	
Group Counselor III	24.50	28	46,009-55,848	5	H
Group Counselor I/II	150.00	151	39,000-52,104	5	F,G
Information Systems Technician II	1.00	1	52,348-51,376	5	
First Cook	1.00	1	37,362-44,284	5	
Transportation Worker	3.00	3	35,401-42,931	5	

COUNTY OF ALAMEDA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Secretary I	4.00	4	35,841-42,685	5	
Payroll Records Clerk	4.00	4	34,632-40,911	5	
Account Clerk II	4.00	4	34,515-40,833	5	
Transcriptionist	23.50	25	37,245-40,560	5	
Specialist Clerk	28.50	29	35,763-40,540	5	
Cook	12.00	12	34,671-39,390	4	
Clerk II	19.50	20	34,554-38,922	4	
Data Input Clerk	11.00	11	32,935-38,922	5	
Supply Clerk II	2.00	2	32,155-38,434	5	
Supply Clerk I	4.00	4	31,551-37,576	5	
Food Service Worker	7.00	7	33,013-37,440	5	
Group Counselor Intermittent	18.50	36	17.91-20.63 hr	4	
Probation Intern	14.50	29	29,806		
Transportation Worker (SAN)	5.50	15	18.90 hr		
Administrative Intern	<u>1.00</u>	<u>1</u>	14.76 hr		
	691.50	743			

COUNTY OF AMADOR

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

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
<u>Probation:</u>	
Program Manager I	1.00
Legal Secretary II	1.00
Legal Secretary I	1.00
Office Assistant I	.60
Fiscal & Technical Services Assistant III	<u>1.00</u>
	4.60

ADULT FIELD SERVICES	
	<u>FTE</u>
Unit Supervisor	1.00
Deputy Probation Officer III	1.00
Deputy Probation Officer II	3.00
Probation Aide	<u>1.00</u>
	6.00

JUVENILE FIELD/COURT SERVICES	
	<u>FTE</u>
Unit Supervisor	1.00
Deputy Probation Officer III	2.00
Deputy Probation Officer I (1 vacant)	2.00
Probation Aide	.50
Probation Aide (on-call transportation)	<u>.96</u>
	6.46

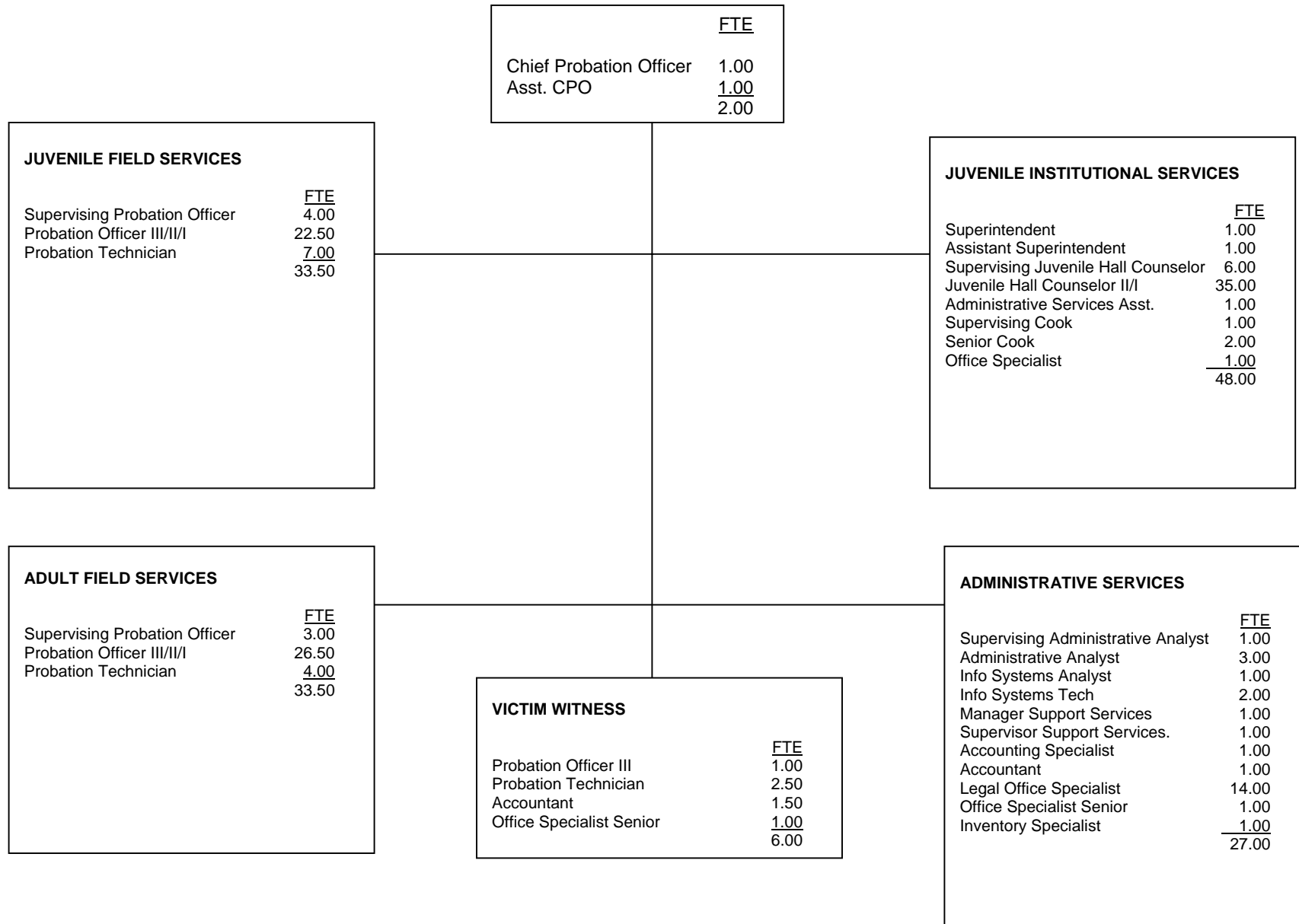
ADULT COURT SERVICES	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Deputy Probation Officer III	1.00
Deputy Probation Officer II (1 vacant)	1.00
Probation Aide (Work Program)	<u>1.00</u>
	4.00

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	\$ 91,596		
Deputy Chief Probation Officer	1.00	1	56,188 – 68,298	5	E
Probation Unit Supervisor	2.00	2	51,177 – 62,202	5	D
Deputy Probation Officer III, or	4.00	4	46,542 – 56,564	5	C
Deputy Probation Officer II, or	4.00	4	40,695 – 49,465	5	B
Deputy Probation Officer I	2.00	2	33,638 – 40,883	5	A
Program Manager I	1.00	1	48,254 – 58,652	5	
Legal Secretary II, or	1.00	1	29,712 – 36,122	5	
Legal Secretary I	1.00	1	27,019 – 32,844	5	
Probation Aide	2.50	3	27,833 – 33,826	5	
Fiscal & Technical Services Assistant III	1.00	1	28,439 – 34,577	5	
Office Assistant I	0.60	1	17,372 – 21,110	5	
Probation Aide (on-call transportation)	<u>0.96*</u>	<u>2</u>	14.70/hr.		
	22.06	24			

(*Extra Help (on-call) works 960 hrs a calendar year maximum if retired and 1,000 hrs a fiscal year maximum if regular employee)

COUNTY OF BUTTE

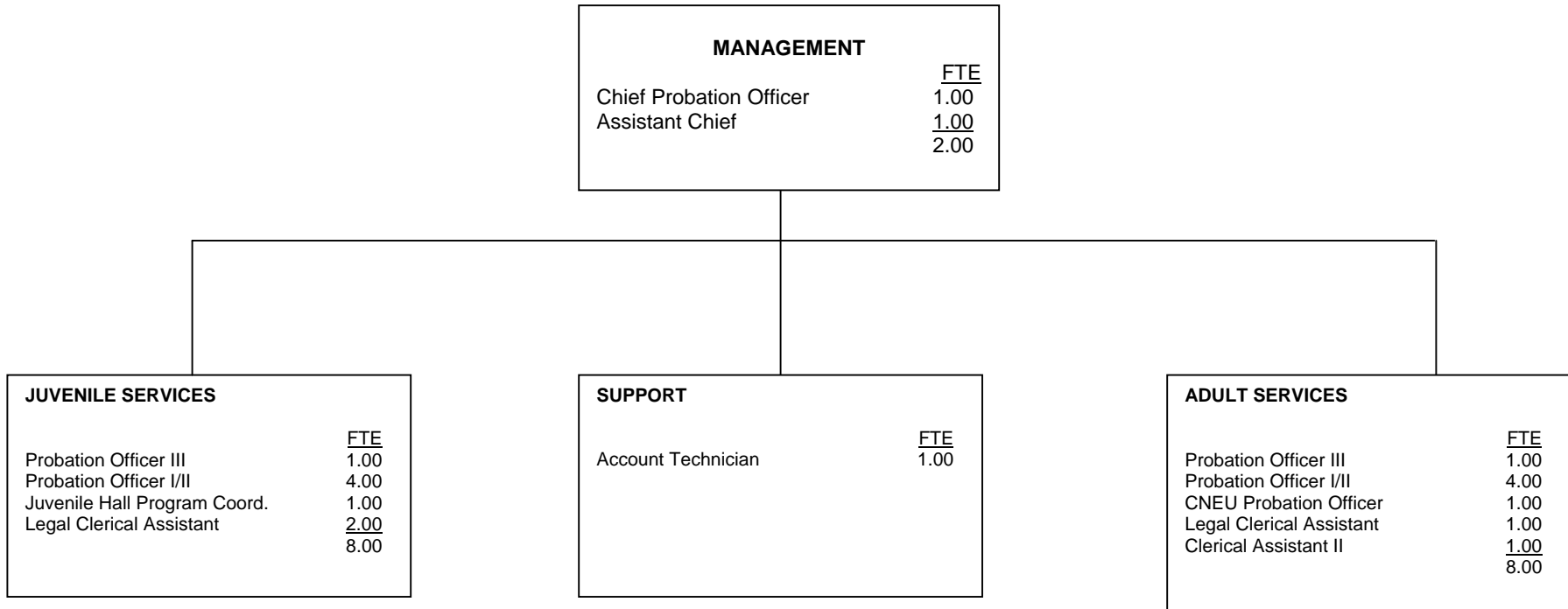


COUNTY OF BUTTE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	108,054		
Assistant Chief Probation Officer	1.00	1	74,076 – 90,048	5	E
Superintendent – Juvenile Hall	1.00	1	59,268 – 72,036	5	J
Assistant Superintendent – Juvenile Hall	1.00	1	42,072 – 51,132	5	I
Supervising Administrative Analyst	1.00	1	52,776 – 64,152	5	
Administrative Analyst Senior	3.00	3	43,464 – 52,824	5	
Supervising Probation Officer	7.00	7	41,040 – 49,884	5	D
Manager, Support Services	1.00	1	35,508 – 43,152	5	
Supervisor, Support Services	1.00	1	29,964 – 36,432	5	
Supervising Juvenile Hall Counselor	6.00	6	34,200 – 41,568	5	H
Supervising Cook	1.00	1	31,068 – 37,764	5	
Information Systems Analyst	1.00	1	53,664 – 65,232	5	
Information Systems Technician	2.00	2	33,252 – 49,584	5	
Probation Officer III/II/I	50.00	50	29,652 – 44,004	15	A/B/C
Accountant	2.00	2	32,796 – 39,864	5	
Administrative Assistant Senior	1.00	1	29,832 – 36,264	5	
Probation Technician	13.50	13.5	26,172 – 31,812	5	
Juvenile Hall Counselor II/I	35.00	35	25,284 – 33,960	10	F/G
Accounting Specialist	1.50	1.5	24,408 – 29,664	5	
Senior Cook	2.00	2	24,408 – 29,664	5	
Office Specialist Senior	3.00	3	17,388 – 25,680	15	
Legal Office Specialist	14.00	14	24,672 – 29,988	5	
Inventory Warehouse Specialist	<u>1.00</u>	<u>1</u>	21,552 – 26,196	5	
	150.00	150			

Salaries effective from 01/01/05

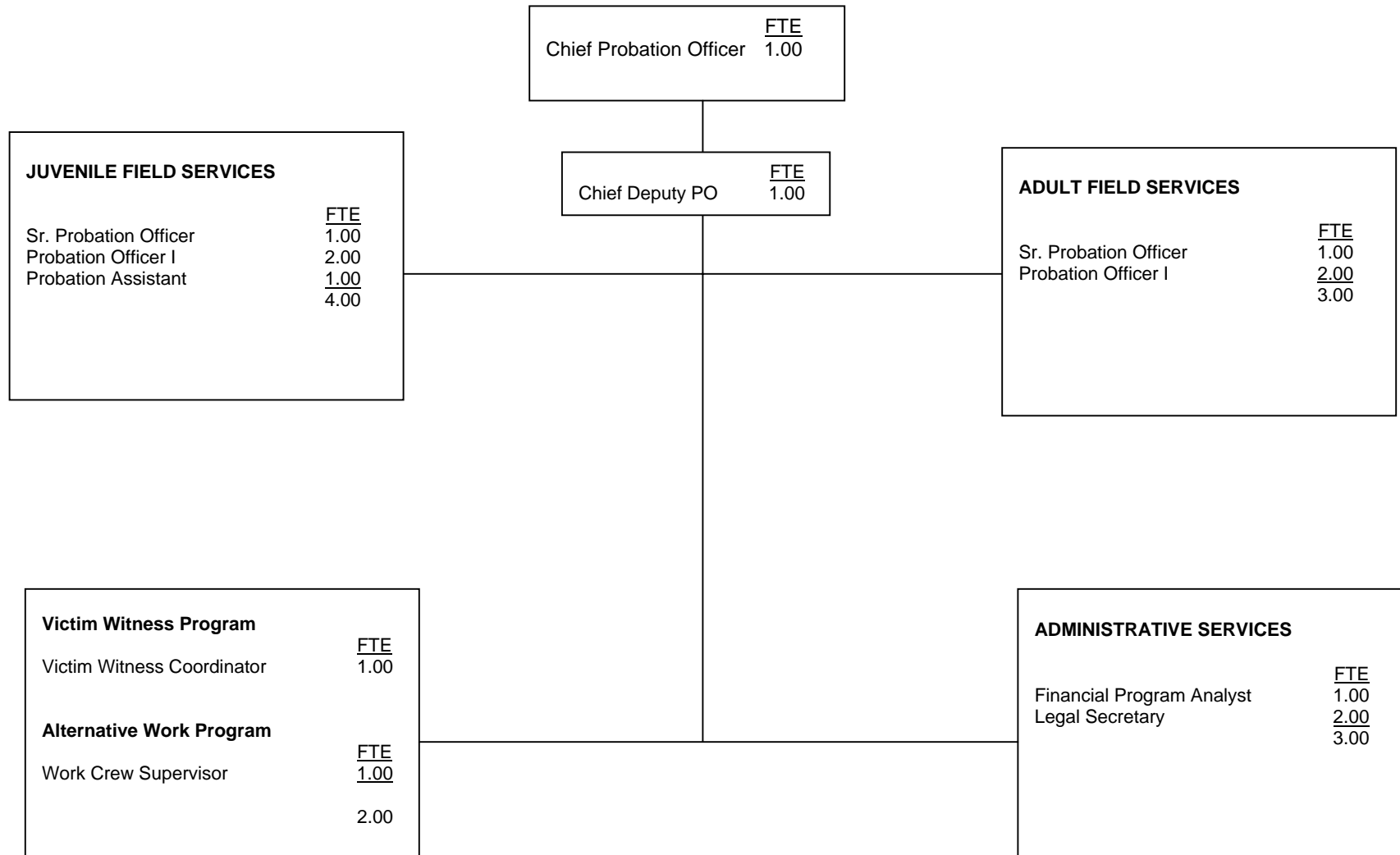
COUNTY OF CALAVERAS



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	\$ 89,877	1	
Asst. Chief Probation Officer	1.00	1	56,347 - 68,453	5	D,E
Deputy Probation Officer III	2.00	2	45,011 - 54,746	5	C,D
Deputy Probation Officer I/II	9.00	9	32,427 - 46,322	10	A,B
Account Technician	1.00	1	33,613 - 40,851	5	
Juvenile Hall Program Coordinator	1.00	1	32,427 - 39,416	5	
Adult Legal Clerical Assistant	1.00	1	24,586 - 29,910	5	
Juvenile Legal Clerical Assistant	2.00	2	24,586 - 29,910	5	
Adult Clerical Assistant II	<u>1.00</u>	<u>1</u>	21,237 - 25,792	5	
	19.00	19			

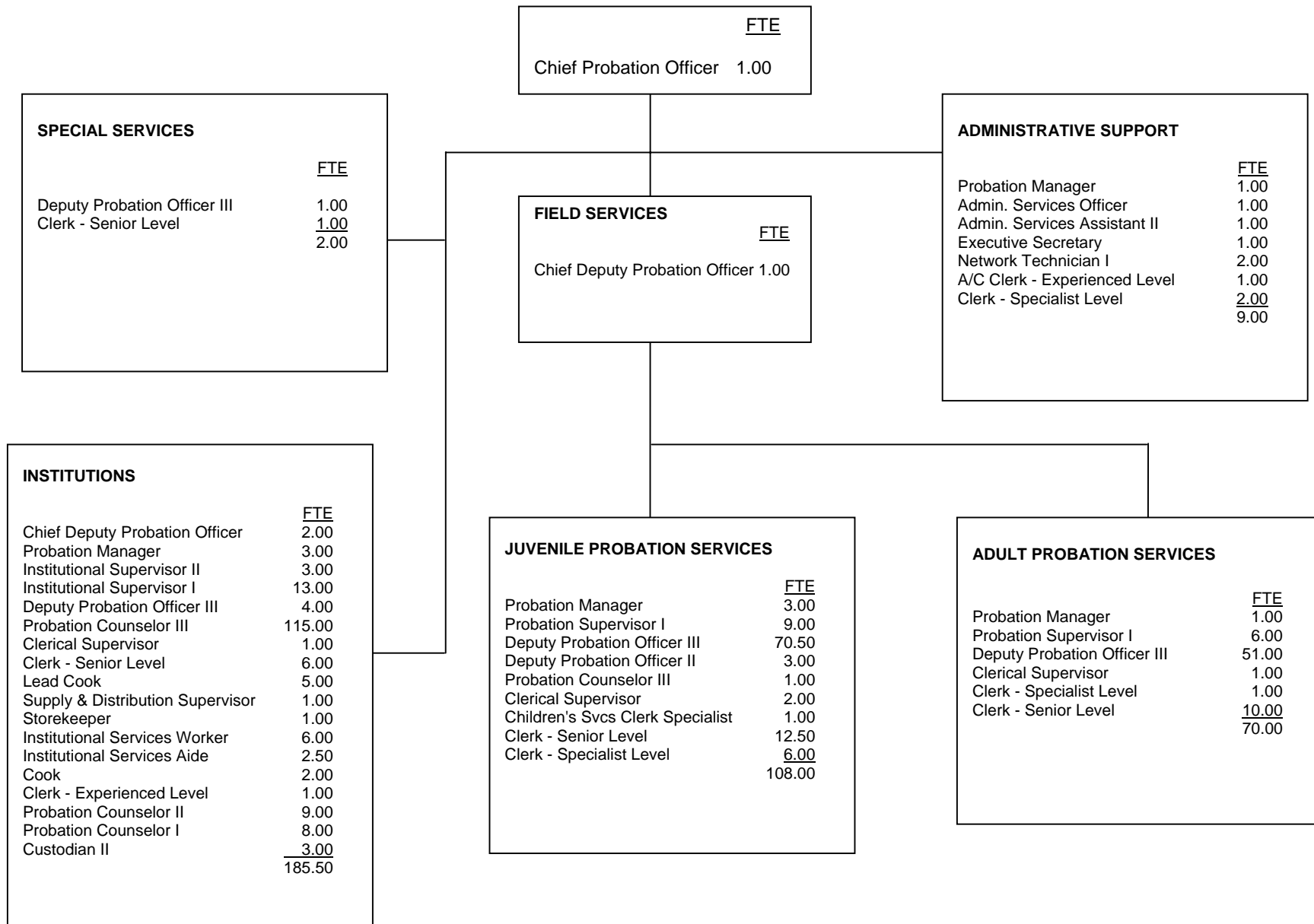
COUNTY OF COLUSA



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	75,000		
Chief Deputy Probation Officer	1.00	1	39,120 - 47,700		D
Senior Deputy Probation Officer	2.00	2	34,128 - 39,828		C
Deputy Probation Officer	4.00	4	29,712 - 36,120		A,B
Probation Assistant	1.00	1	22,776 - 26,880		
Financial Program Analyst	1.00	1	32,988 - 38,928		
Legal Secretary	2.00	2	22,956 - 28,020		
Work Crew Supervisor	1.00	1	22,956 - 28,020		
Inventory Warehouse Specialist	<u>1.00</u>	<u>1</u>	24,672 - 30,192		
	14.00	14			

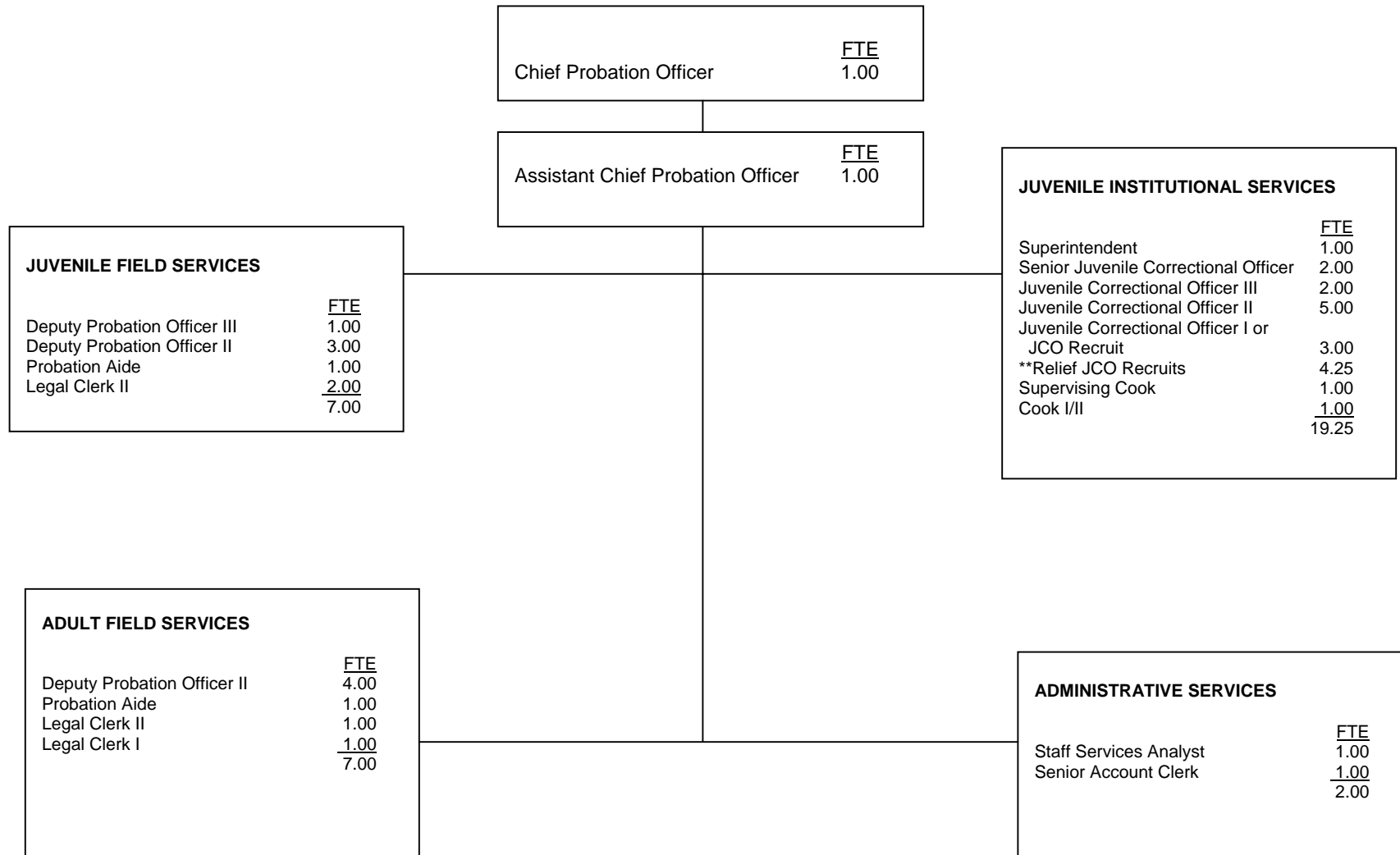
COUNTY OF CONTRA COSTA



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	127,896 - 155,460	5	
CPO Actual Salary			134,292		
Chief Deputy Probation Officer	3.00	3	93,540 - 113,688	5	
Administrative Services Officer	1.00	1	80,604 - 95,808	15	
Probation Manager	8.00	8	80,784 - 98,196	5	E
Institutional Supervisor II	3.00	3	75,156 - 91,344	5	J
Probation Supervisor I	15.00	15	73,248 - 89,040	5	D
Institutional Supervisor I	13.00	13	67,404 - 81,936	5	I
Administrative Services Assistant III	1.00	1	61,956 - 75,312	5	
Deputy Probation Officer III	126.50	127	59,700 - 72,564	5	C
Network Technician I	2.00	2	54,204 - 65,892	5	
Deputy Probation Officer II	3.00	3	55,920 - 67,968	5	B
Probation Counselor III	116.00	121	55,860 - 67,896	5	H
Probation Counselor II	9.00	9	52,584 - 63,924	5	G
Supply & Distribution Supervisor	1.00	1	51,180 - 62,208	5	
Executive Secretary	1.00	1	51,540 - 56,820	3	
Clerical Supervisor	4.00	4	44,088 - 56,304	7	
Children's Services Clerical Specialist	1.00	1	36,336 - 51,120	7	
Clerk - Specialist Level	10.00	10	38,616 - 49,308	7	
Storekeeper	1.00	1	39,360 - 47,856	5	
Lead Cook	5.00	5	41,568 - 45,828	3	
Deputy Probation Officer I	0.00	0	40,284 - 48,972	5	A
Probation Counselor I	8.00	10	39,576 - 48,108	5	F
Clerk - Senior Level	28.50	29	34,188 - 43,656	7	
Cook	2.00	2	35,172 - 42,744	5	
Account Clerk - Experienced Level	1.00	1	33,984 - 42,144	7	
Clerk - Experienced Level	1.00	1	30,936 - 38,388	5	
Institutional Services Worker	6.00	6	30,708 - 37,320	5	
Custodian II	3.00	3	32,652 - 36,000	3	
Institutional Services Aide	<u>2.50</u>	<u>5</u>	27,972 - 34,008	3	
	376.50	38			

COUNTY OF DEL NORTE



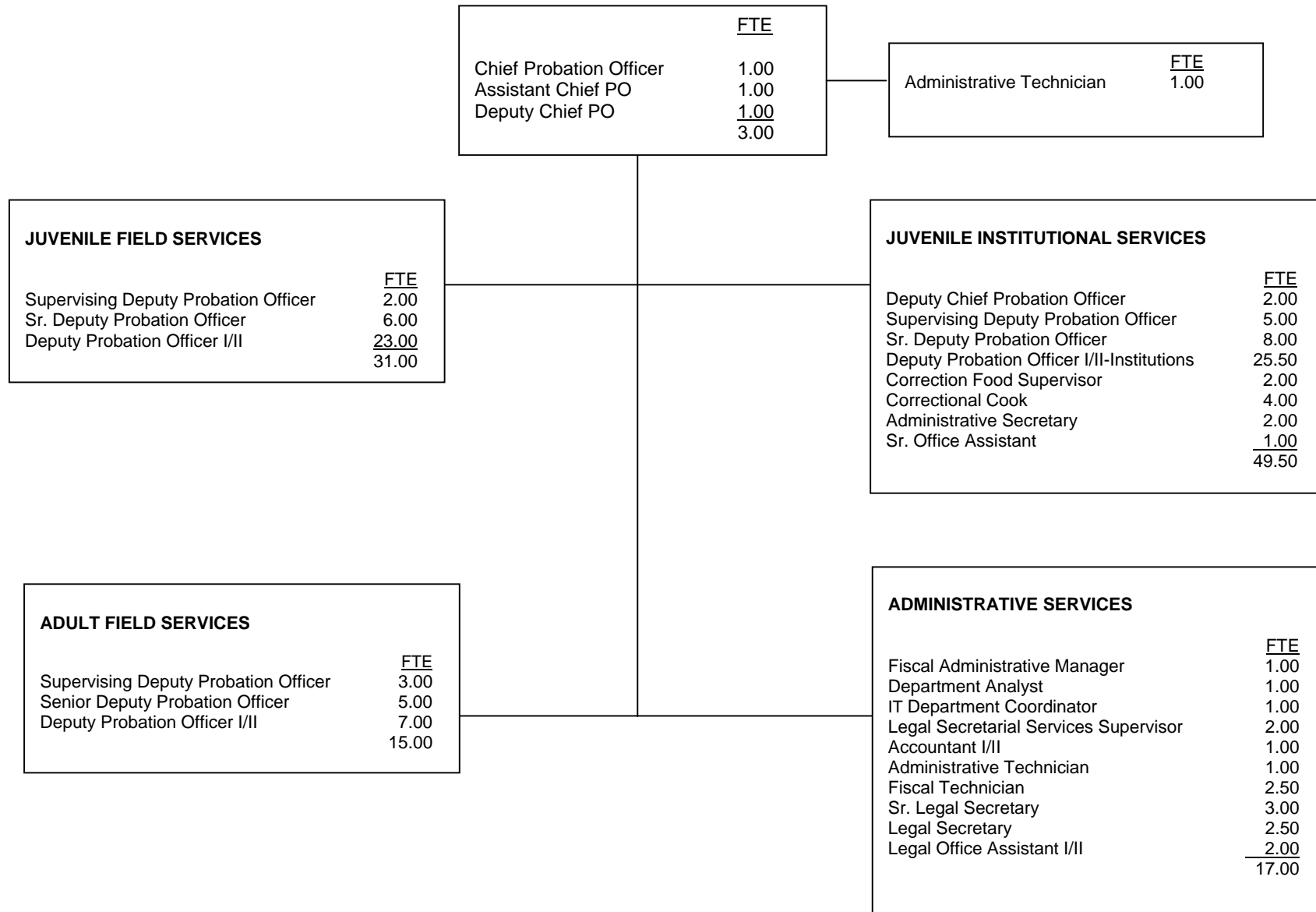
COUNTY OF DEL NORTE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$ 65,498	8	E
Assistant Chief Probation Officer	1.00	1	39,765 – 55,954	8	D
Superintendent	1.00	1	37,871 – 53,289	8	J
Deputy Probation Officer III	1.00	1	31,157 – 43,841	8	C, D
Staff Services Analyst	1.00	1	28,967 – 40,759	8	
Deputy Probation Officer II or Deputy Probation Officer I	7.00	7	28,967 – 40,759 26,274 – 36,970	8 8	B A
Senior Juvenile Correctional Officer	2.00	2	27,588 – 38,819	8	H
Juvenile Correctional Officer III	2.00	2	26,274 – 36,970	8	G
Senior Account Clerk	1.00	1	24,412 – 34,351	8	
Juvenile Correctional Officer II	5.00	5	23,279 – 32,715	8	G
Juvenile Correctional Officer I or Juvenile Correctional Officer Recruit	3.00	5	22,143 – 31,157 20,084 – 28,260	8 8	G F
Supervising Cook	1.00	1	21,616 – 30,415	8	
Probation Aide	2.00	2	20,587 – 28,967	8	A
Legal Clerk II or Legal Clerk I	4.00	4	20,587 – 28,967 19,128 – 26,915	8 8	
** Relief JCO Recruits	4.25	0	20,084		A
Cook I/II	<u>1.00</u>	<u>1</u>	17,350 – 24,412	8	
	37.25	35			

Salaries effective as of 12/30/2005.

** Relief positions only – but salary is annualized.

COUNTY OF EL DORADO

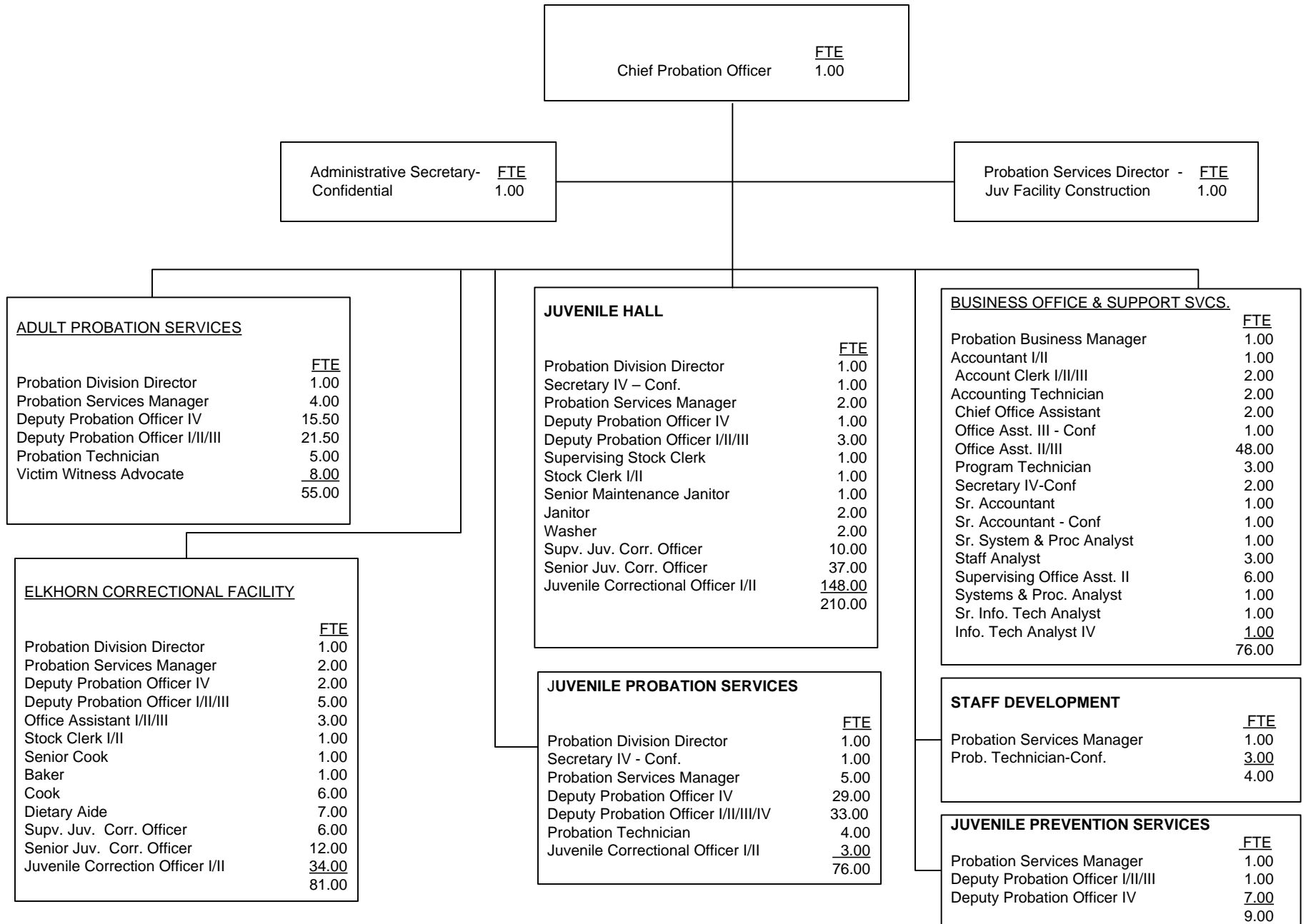


COUNTY OF EL DORADO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer CPO- Actual Salary	1.00	1	93,018 – 113,090	5	
Assistant Chief Probation Officer	1.00	1	75,530 – 88,150	5	
Deputy Chief Probation Officer	3.00	3	68,099 – 82,805	5	E,J
Fiscal Administrative Manager	1.00	1	64,501 – 78,416	5	
Information Technology Department Coord.	1.00	1	54,642 – 66,414	5	
Supervising Deputy Probation Officer	5.00	5	50,024 – 60,798	5	D
Department Analyst II	1.00	1	48,776 – 59,280	5	
Supervising Deputy Probation Officer-Institutions	5.00	5	47,507 – 57,741	5	I
Senior Deputy Probation Officer	11.00	11	43,638 – 53,040	5	C
Accountant II	1.00	1	41,787 – 50,773	5	
Senior Deputy Probation Officer-Institutions	8.00	8	41,454 – 50,398	5	H
Administrative Technician	2.00	2	39,499 – 48,027	5	
Deputy Probation Officer I			36,400 – 44,262	5	A
Accountant I			37,606 – 43,846	5	
Deputy Probation Officer II	30.00	30	31,949 – 43,347	5	B
Deputy Probation Officer I-Institutions			34,570 – 42,016	5	
Sr Legal Secretary	3.00	3	32,781 – 39,853	5	
Deputy Probation Officer II-Institutions	25.50	26	28,683 – 38,958	5	F,G
Legal Secretary Services Supervisor	2.00	2	31,034 – 37,710	5	
Legal Secretary II	2.50	3	30,493 – 37,066	5	
Correctional Food Services Supervisor	2.00	2	31,353 – 38,355	5	
Administrative Secretary	2.00	2	28,850 – 35,048	5	
Fiscal Technician	4.00	4	27,810 – 33,800	5	
Legal Secretary I			27,435 – 33,342	5	
Correctional Cook	4.00	4	27,435 – 33,342	5	
Legal Office Assistant II	2.00	3	26,229 – 31,886	5	
Legal Office Assistant I			23,858 – 28,974	5	
	116.50	119			

Salaries effective from 01/07/2006

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	\$120,016 ¹	Band	
Sr. Information Technology Analyst	1.00	2	64,168 – 78,000	5	
Probation Business Manager	1.00	1	59,526 – 97,929	Band	
Probation Division Director	5.00	5	59,526 – 97,929	Band	E, J
Sr. Systems & Procedures Analyst	1.00	1	57,590 – 69,992	5	
Information Technology Analyst IV	1.00	1	56,342 – 68,458	5	
Systems & Proc. Analyst III	1.0	1.	51,402 – 62,478	5	
Probation Services Manager	15.00	15	49,742 – 85,332	5	D
Sr. Accountant – Confidential	1.00	1	49,322 – 59,982	5	
Sr. Accountant - Staff	1.00	1	49,322 – 59,982	5	
Deputy Probation Officer IV	54.50	58	48,698 – 59,176	5	C
Staff Analyst	3.00	3	48,672 – 59,150	5	
Supervising Juvenile Correctional Officer	16.00	16	46,202 -56,160	5	I
Deputy Probation Officer III	54.50	73 ²	44,070 – 53,560	5	B
Deputy Probation Officer II	8.00		39,104 – 47,528	5	B
Deputy Probation Officer I	1.00		33,020 - 40,270	5	A
Accountant I/II	1.00	1	42,250 - 51,350	5	
Sr. Juvenile Correctional Officer	49.00	50	40,794 - 49,556	5	H
Chief Office Assistant	2.00	2	39,312 – 43,342	5	
Juvenile Correctional Officer II	173.00	196 ³	35,386 – 43,004	5	G
Juvenile Correctional Officer I	12.00		28,912 – 35,126	5	F
Administrative Secretary	1.00	1	33,540 – 40,794	5	
Accounting Technician	2.00	2	32,968 – 40,066	5	
Supervising Office Assistant	6.00	6	32,578 – 39,624	5	
Program Technician II-Conf.	3.00	3	32,448 – 39,442	5	
Program Technician II-Staff	3.00	3	32,448 – 39,442	5	
Supervising Stock Clerk	1.00	1	30,342 – 36,868	5	
Secretary IV-Conf.	3.00	3	30,238 – 36,738	5	
Senior Cook	1.00	1	29,484 – 35,880	5	
Victim Witness Advocate	8.00	9	28,964 – 35,230	5	
Probation Technician II	7.00	13 ⁴	27,534 – 33,462	5	
Probation Technician I	2.00		24,492 – 31,330	5	
Account Clerk III	1.00	5 ⁵	25,766 – 31,330	5	
Acct. Clerk II	1.00		22,932 – 27,872	5	
Baker	1.00	1	24,570 – 29,874	5	
Office Assistant III-Conf.	1.00	1	24,518 – 29,822	5	
Office Assistant III	38.00	59 ⁵	24,388 – 29,640	5	
Office Assistant II	13.00		21,918 – 26,624	5	

COUNTY OF FRESNO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Sr. Maintenance Janitor	1.00	1	24,310 – 29,562	5	
Cook	6.00	8	22,386 – 27,196	5	
Stock Clerk II	2.00	2	21,502 – 26,130	5	
Dietary Aide III	6.00	8 ⁶	20,566 – 25,038	5	
Dietary Aide II	1.00		18,252 – 22,204	5	
Janitor	2.00	2	19,968 – 24,232	5	
Washer	<u>2.00</u>	<u>2</u>	18,876 – 22,932	5	
	514.0	559			

Footnotes:

¹flat/annually

²number of positions includes all three levels of DPO series

³number of positions includes the two levels of JCO series

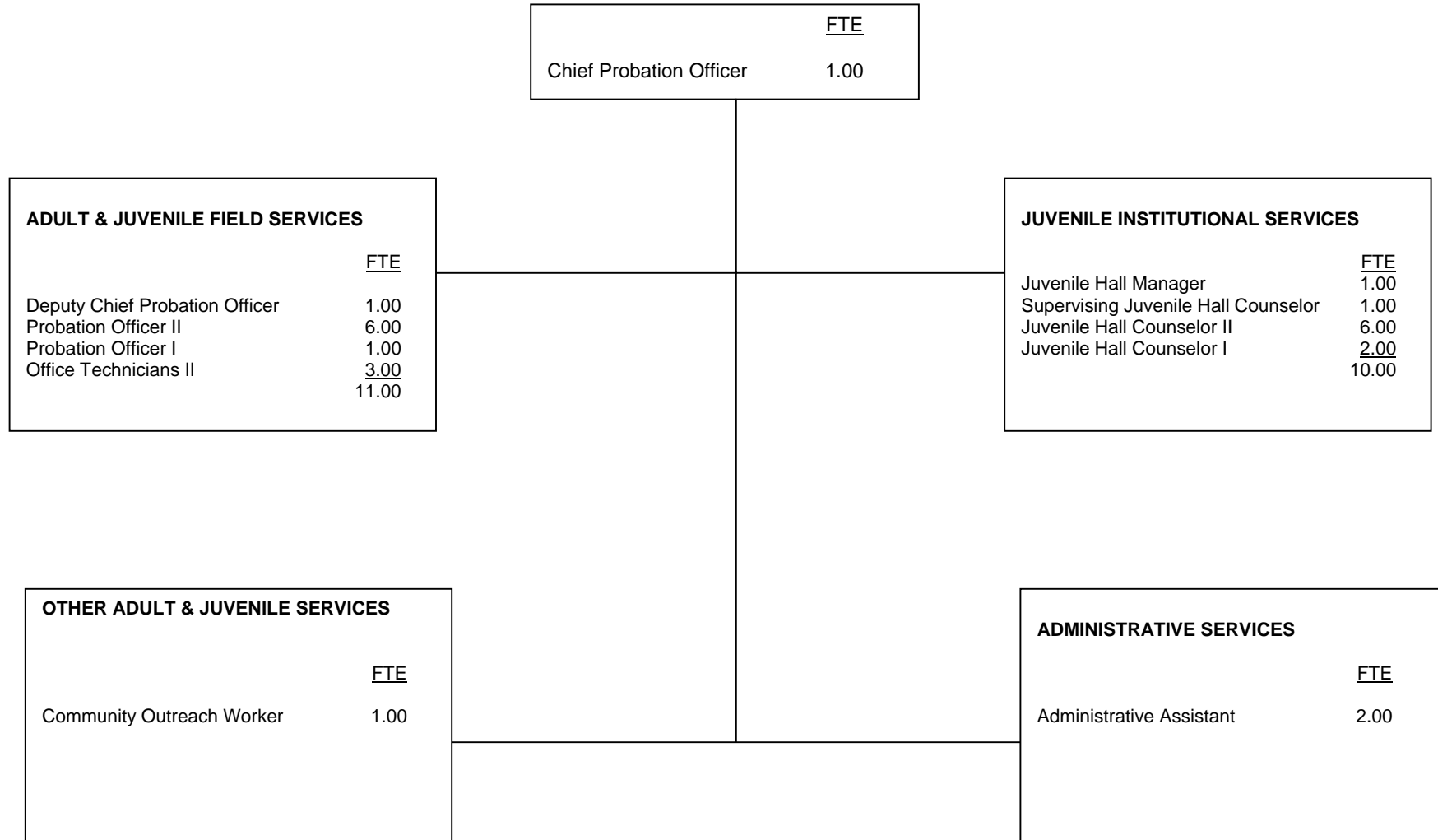
⁴number of positions includes the two levels of Probation Tech. series

⁵number of positions includes the two levels of Acct. Clerk series

⁶number of positions includes all levels of OA series

⁷number of positions includes all levels of Dietary Aide series

COUNTY OF GLENN

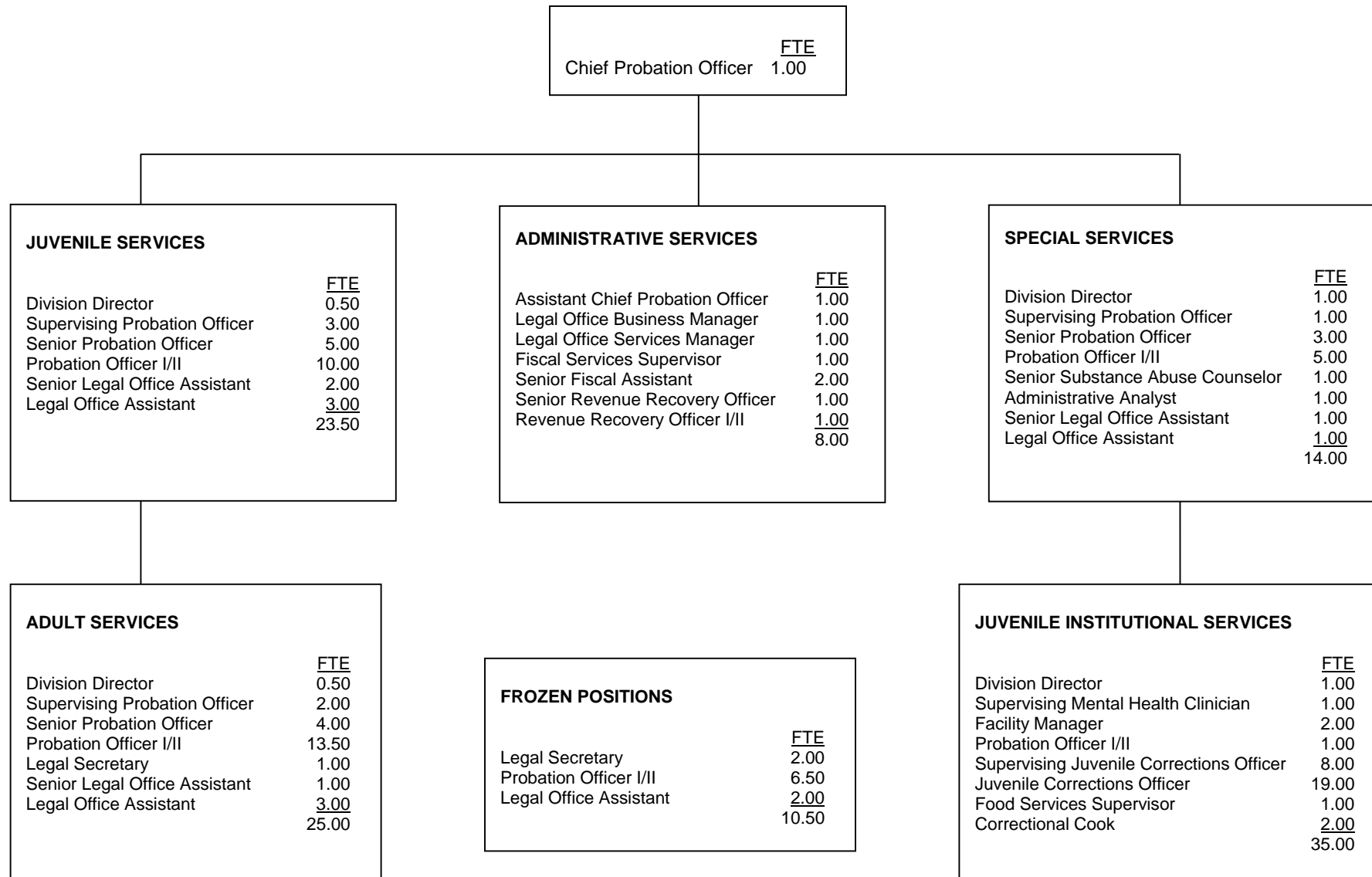


COUNTY OF GLENN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$ 78,416		E
Chief Deputy Probation Officer	1.00	1	65,894		D/E
Juvenile Hall Manager	1.00	1	51,542 – 62,650	5	J
Administrative Assistants	2.00	2	36,733 – 44,637	5	
Deputy Probation Officers II	6.00	6	31,117 – 37,856	5	B
Supervising Juvenile Hall Counselor	1.00	1	29,661 – 36,607	5	I
Deputy Probation Officers I	1.00	1	28,205 – 34,299	5	A
Office Technicians II	3.00	3	27,914 – 33,925	5	
Juvenile Hall Counselor II	6.00	6	26,790 – 32,573	5	G
Juvenile Hall Counselor I	2.00	2	25,418 – 30,888	5	F
Community Outreach Worker	<u>1.00</u>	<u>1</u>	24,669 – 29,973	5	
	25.00	25			

*Salaries effective from 11/01/2005

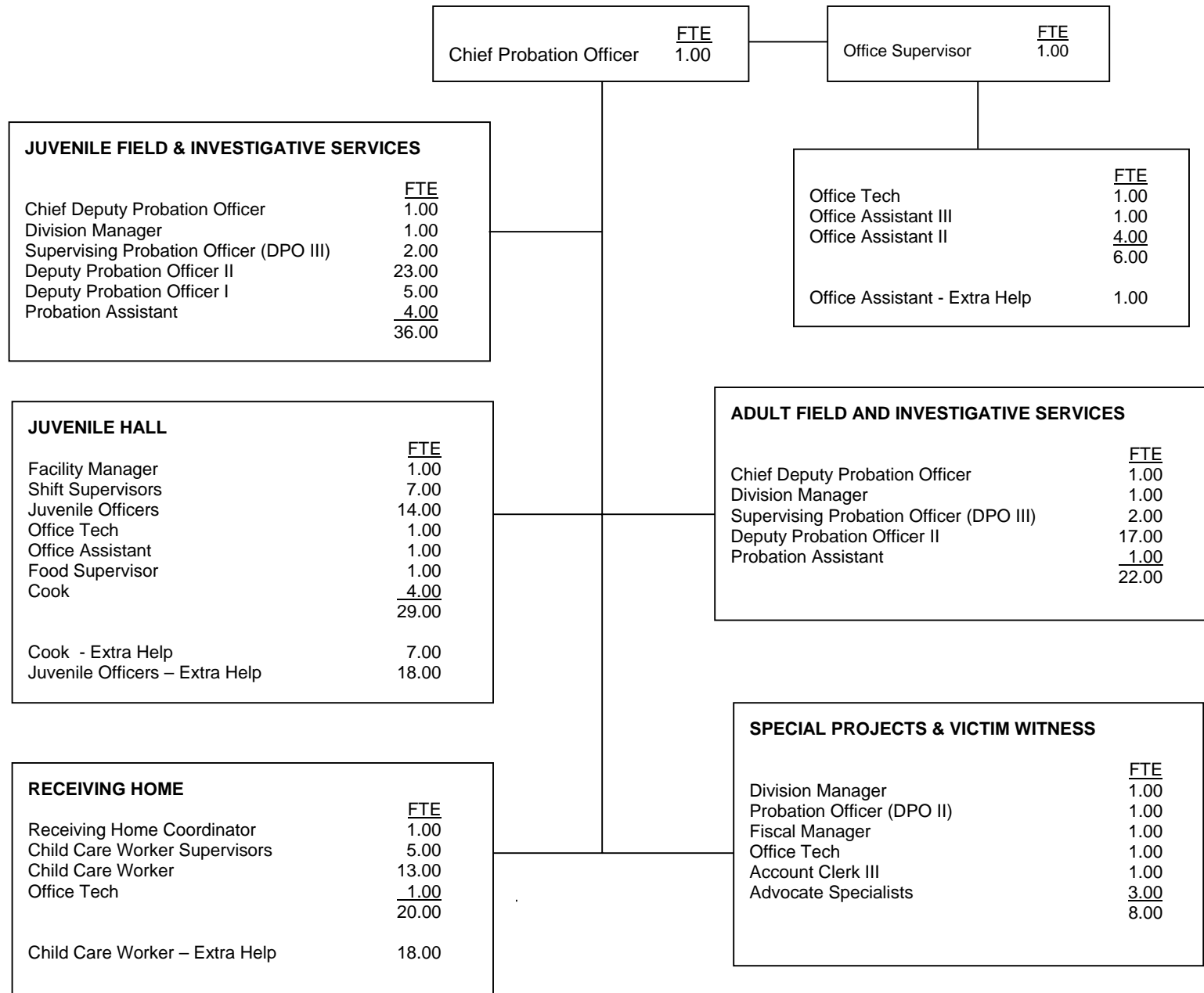
COUNTY OF HUMBOLDT



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	\$ 84,756		
Assistant Chief Probation Officer	1.00	1	52,540 - 64,141	5	
Supervising Mental Health Clinician	1.00	1	54,678 - 66,751	5	
Legal Office Business Manager	1.00	1	51,502 - 62,874	5	
Probation Division Director	3.00	3	51,502 - 62,874	5	E
Juvenile Corrections Facility Manager	2.00	2	45,013 - 54,952	5	J
Supervising Probation Officer	6.00	6	42,823 - 54,952	5	D
Legal Office Service Manager	1.00	1	42,187 - 51,502	5	
Administrative Analyst II or Administrative Analyst I	1.00	1	39,736 - 48,510 33,706 - 41,148	5 5	
Senior Probation Officer	12.00	12	36,506 - 44,567	5	C
Supervising Juvenile Corrections Officer	8.00	8	34,903 - 44,789	5	I
Deputy Probation Officer II or Deputy Probation Officer I	35.00	35	33,538 - 40,943 28,909 - 34,903	5 5	B A
Fiscal Services Supervisor	1.00	1	34,904 - 42,610	5	
Senior Substance Abuse Counselor	1.00	1	32,713 - 39,935	5	
Food Services Supervisor	1.00	1	34,214 - 41,768	5	
Senior Legal Office Assistant	4.00	4	29,492 - 36,506	5	
Senior Revenue Recovery Officer	1.00	1	29,313 - 35,785	5	
Senior Fiscal Assistant	2.00	2	27,610 - 35,430	5	
Correctional Cook	2.00	2	25,877 - 31,590	5	
Legal Secretary II	1.00	1	28,734 - 35,078	5	
Legal Secretary I	2.00	2	24,618 - 30,053	5	
Juvenile Corrections Officer	19.00	19	25,492 - 31,121	5	F/G
Revenue Recovery Officer II or Revenue Recovery Officer I	1.00	1	26,267 - 32,066 22,729 - 27,749	5 5	
Legal Office Assistant II	7.00	7	23,654 - 30,354	5	
Legal Office Assistant I	<u>3.00</u>	<u>3</u>	21,196 - 25,877	5	
	117.00	117			

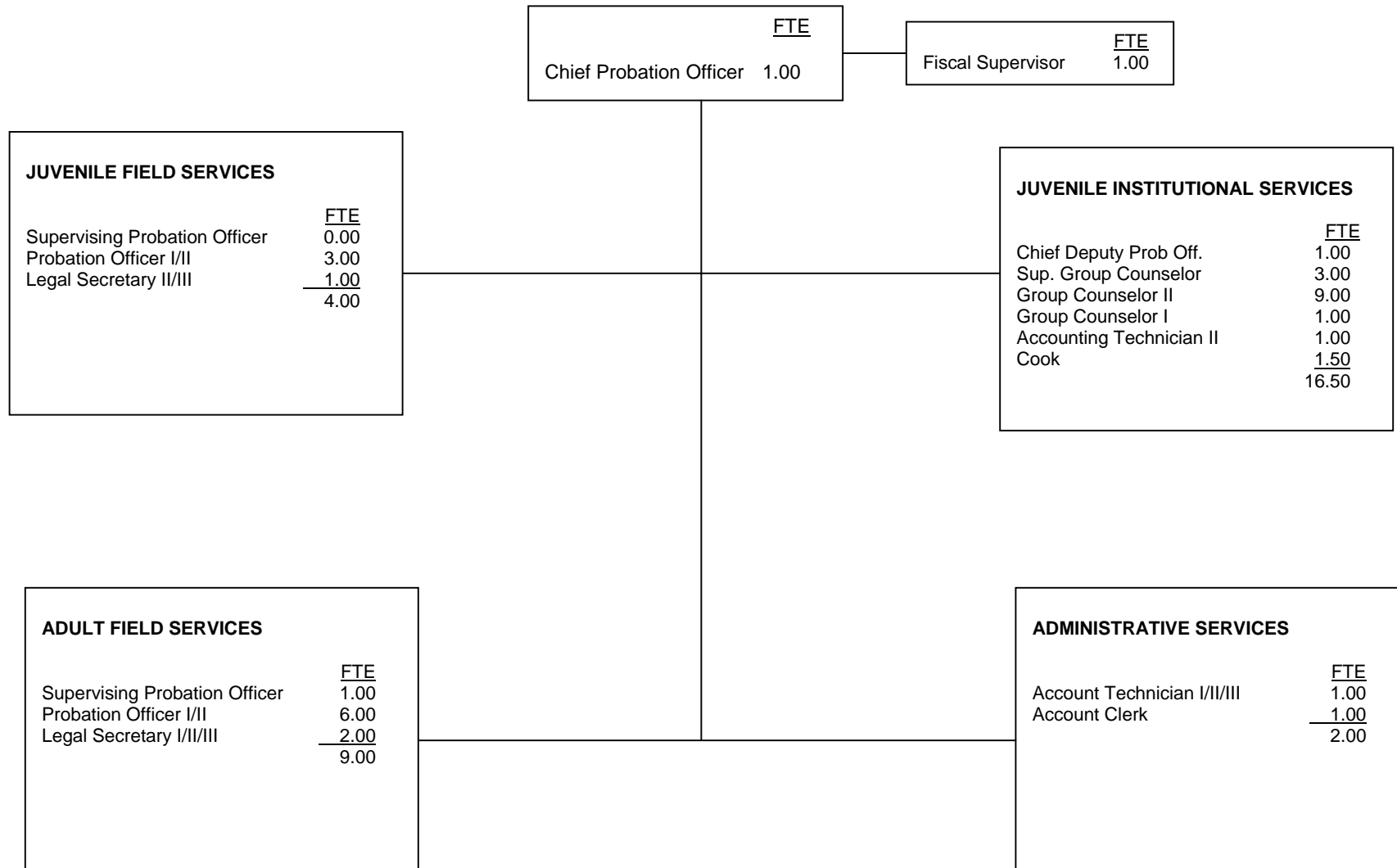
COUNTY OF IMPERIAL



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	\$ 99,394	5	
Chief Deputy Probation Officer	2.00	2	59,525 – 76,006	5	
Probation Division Managers	3.00	3	50,422 – 64,472	5	E, J
Supervising Probation Officer III	4.00	6	43,770 – 55,944	5	D, I
Facility Manager	1.00	1	41,979 – 53,662	5	J
Receiving Home Coordinator	1.00	1	40,508 – 51,701	5	
Deputy Probation Officer II	41.00	48	39,655 – 50,656	5	B,C,H
Fiscal Manager	1.00	1	39,016 – 49,825	5	
Child Care Worker Supervisor	5.00	5	39,854 - 41,979	5	
Shift Supervisor	7.00	7	32,854 – 41,979	5	H
Office Supervisor I	1.00	1	32,044 – 40,913	5	
Deputy Probation Officer I	5.00	5	31,724 – 40,529	5	A
Food Supervisor	1.00	1	26,565 – 34,005	5	
Juvenile Officers	14.00	18	25,584 – 32,705	5	G
Advocate Specialists	3.00	3	25,456 – 32,513	5	
Office Technician	4.00	5	25,200 – 32,150	5	
Probation Assistant	5.00	5	24,625 – 31,468	5	F
Child Care Worker	13.00	13	23,900 – 30,530	5	
Cook	4.00	4	23,772 – 30,360	5	
Account Clerk III	1.00	1	23,260 – 29,763	5	
Office Assistant III	1.00	1	22,812 – 29,166	5	
Office Assistant II	<u>5.00</u>	<u>6</u>	20,573 – 26,288	5	
	123.00	138			

COUNTY OF INYO

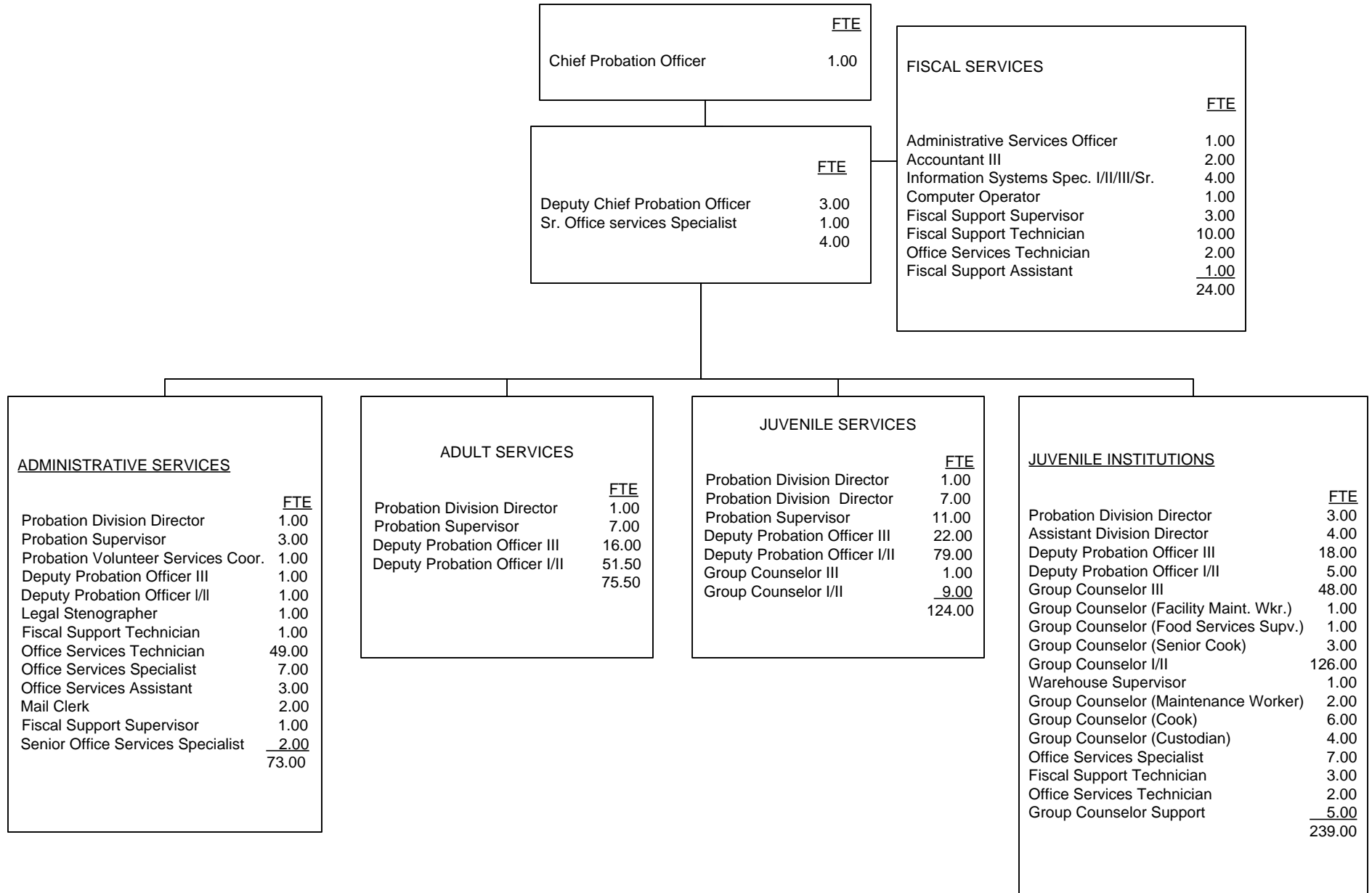


COUNTY OF INYO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$ 91,212		
Chief Deputy Probation Officer	1.00	1	57,216 – 69,468		E, J
Supervising Deputy Probation Officer	1.00	1	50,724 – 61,600		D
Supervising Group Counselors	3.00	3	43,032 – 52,308		I
Deputy Probation Officer II, or Deputy Probation Officer I	9.00	9	40,056 – 48,636 40,056 – 48,636		A,B,C
Group Counselor II	9.00	9	37,320 – 45,372		H
Fiscal Supervisor	1.00	1	36,432 – 44,304		
Group Counselor I	1.00	1	35,628 – 43,332		F, G
Account Technician III	1.00	1	34,788 – 42,252		
Legal Secretary III	3.00	3	34,032 – 41,316		
Account Technician II	1.00	1	33,204 – 40,356		
Cook	1.50	2	24,528 – 29,904		
Account Clerk	<u>1.00</u>	<u>1</u>	22,944 – 27,900		
	33.50	34			

Salaries effective from 01/01/2006

COUNTY OF KERN



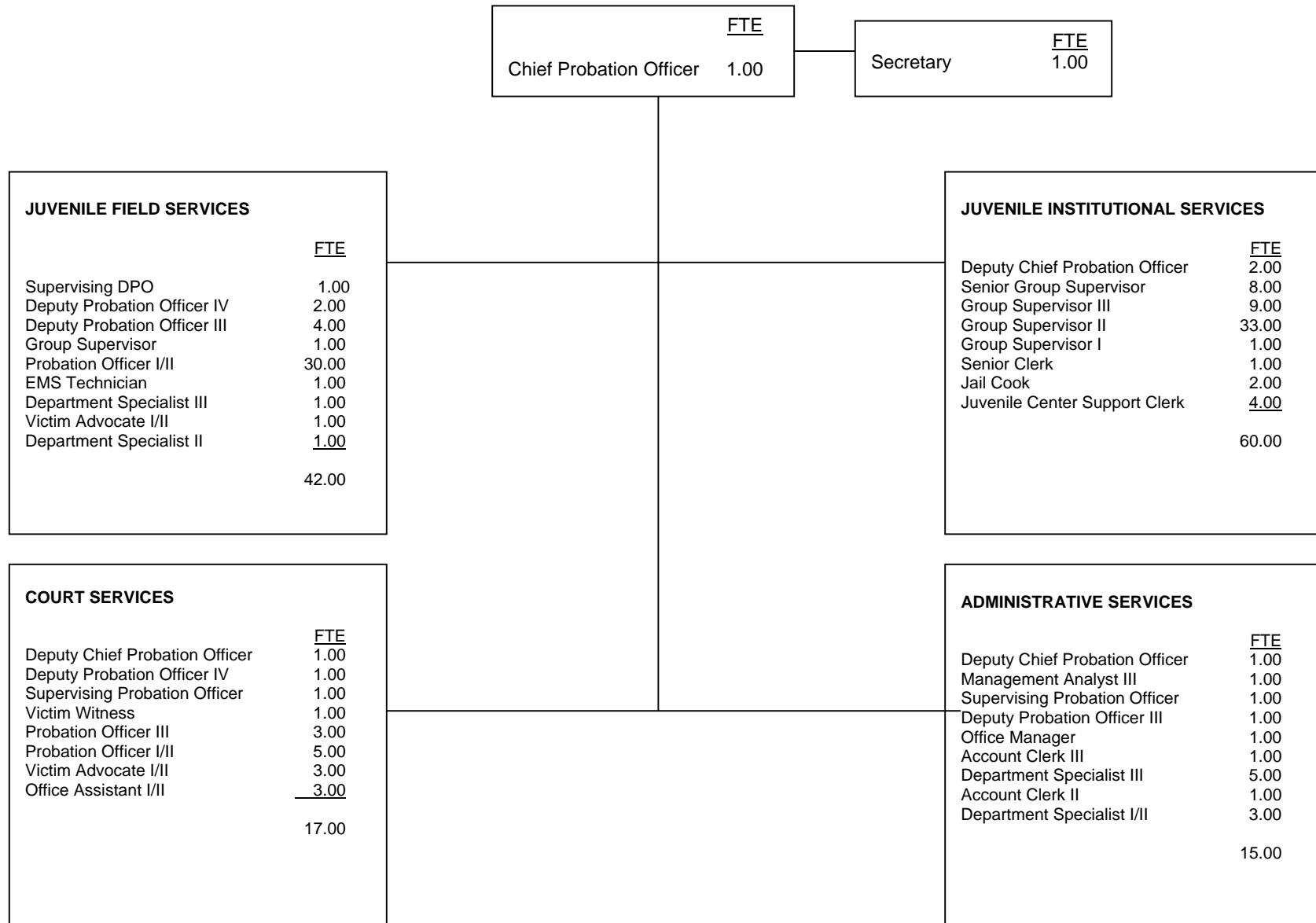
COUNTY OF KERN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1.0	95,577 - 116,679	5	
CPO Actual Salary:			116,162		
Deputy Chief Probation Officer	3.00	3.0	75,981 - 92,758	5	
Probation Division Director	6.00	6.0	61,622 - 75,228	5	E
Administrative Services Officer	1.00	1.0	55,494 - 68,086	5	
Assistant Division Director	5.00	5.0	55,494 - 68,086	5	J
Probation Supervisor	21.00	21.0	52,794 - 64,451	5	D
Senior Information Systems Specialist	3.00	3.0	49,234 - 60,104	5	
Deputy Probation Officer III	56.00	56.0	48,021 - 58,624	5	C, I
Accountant III, or	2.00	2.0	47,073 - 57,466	5	
Accountant I/II			34,724 - 47,782	5	
Information Systems Specialist III	1.00	1.0	46,838 - 57,182	5	
Information Systems Specialist II			40,329 - 49,234	5	
Information Systems Specialist I			38,367 - 46,839	5	
Group Counselor - Food Services Supervisor	1.00	1.0	39,929 - 48,745	5	
Deputy Probation Officer II, or	136.50	138.0	39,924 - 48,744	5	B
Deputy Probation Officer I			34,212 - 41,760	5	A
Probation Volunteer Service Coordinator	1.00	1.0	38,367 - 46,839	5	
Group Counselor III	49.00	49.0	38,367 - 46,839	5	H
Group Counselor - Fac. Maint. Worker	1.00	1.0	38,367 - 46,839	5	
Fiscal Support Supervisor	4.00	4.0	35,248 - 43,031	5	
Group Counselor - Senior Cook	3.00	3.0	35,073 - 42,817	5	
Group Counselor II, or	135.00	135.0	35,073 - 42,817	5	G
Group Counselor I			31,116 - 37,986	5	F
Group Counselor - Maintenance Worker	2.00	2.0	35,073 - 42,817	5	
Computer Operator	1.00	1.0	34,724 - 42,392	5	
Warehouse Supervisor	1.00	1.0	31,428 - 38,367	5	
Legal Secretary	1.00	1.0	31,428 - 38,367	5	
Senior Office Services Specialist	3.00	3.0	31,272 - 38,176	5	
Group Counselor - Cook	6.00	6.0	31,116 - 37,986	5	
Group Counselor - Custodian	4.00	4.0	31,116 - 37,986	5	
Group Counselor - Support Services	5.00	5.0	31,116 - 37,986	5	
Office Services Specialist	13.00	13.0	28,444 - 34,725	5	
Fiscal Support Technician	14.00	14.0	26,394 - 32,222	5	

COUNTY OF KERN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Office Services Technician	55.00	55.0	25,110 - 30,654	5	
Fiscal Support Assistant	1.00	1.0	23,888 - 29,163	5	
Mail Clerk I	2.00	2.0	22,500 - 27,469	5	
Office Services Assistant	3.00	3.0	22,500 - 27,469	5	
	<u>540.50</u>	<u>542.0</u>			

COUNTY OF KINGS

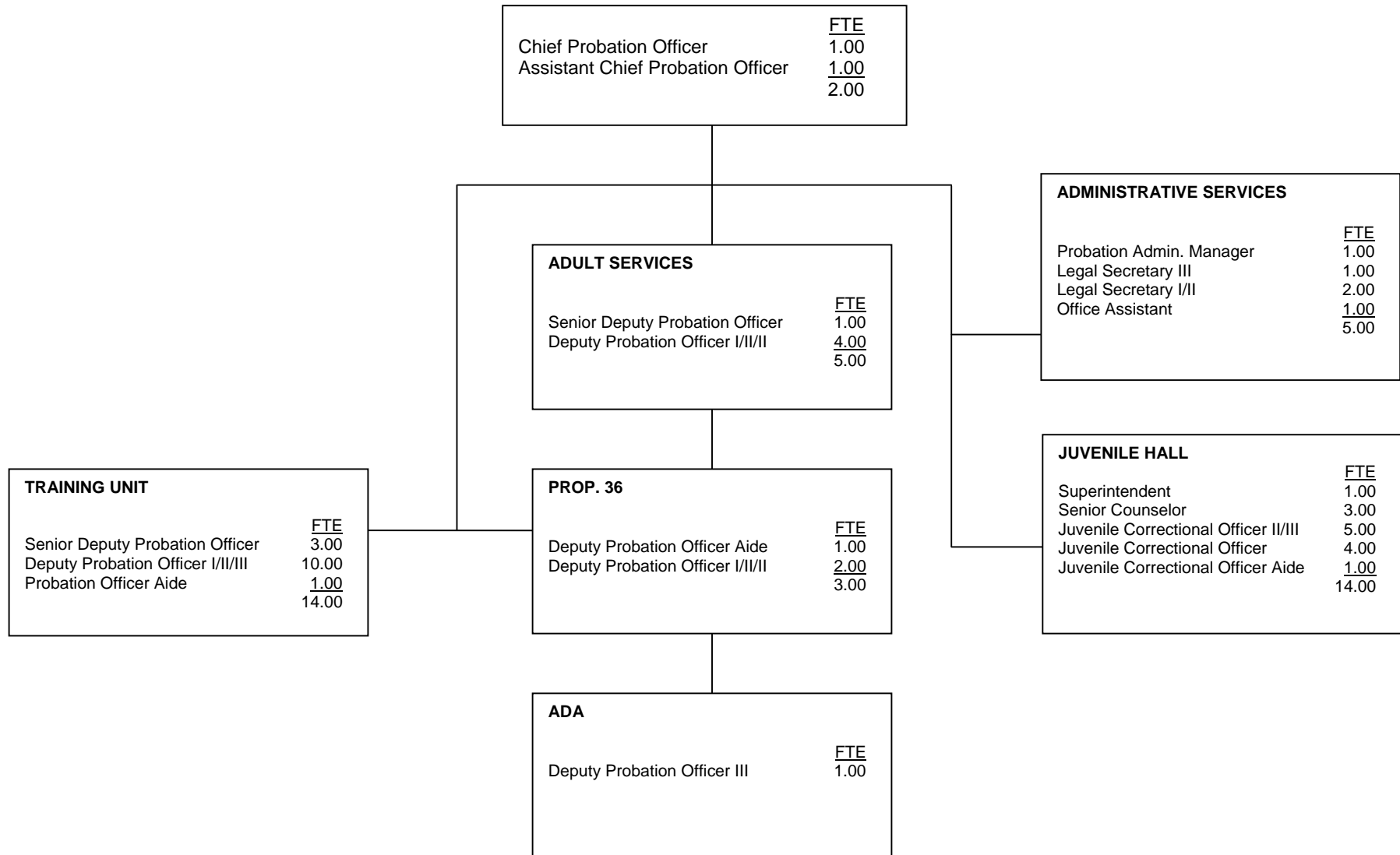


COUNTY OF KINGS

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	90,000 - 117,000		
CPO Actual Salary			102,000		
Deputy Chief Probation Officer	3.0	3	55,452 - 68,196	5	
Management Analyst	1.0	1	51,732 - 63,108	5	
Supervising Probation Officer	3.0	3	50,208 - 61,260	5	E
Deputy Probation Officer IV	4.0	4	47,772 - 58,284	5	D
Deputy Probation Officer III	7.0	7	44,556 - 54,372	5	C
Senior Group Supervisor	8.0	8	41,136 - 50,208	5	I
Victim Witness Coordinator	1.0	1	40,728 - 49,716	5	
Deputy Probation Officer II	32.0	32	40,332 - 49,212	5	B
Group Supervisor III	10.0	10	37,248 - 45,444	5	H
Deputy Probation Officer I	3.0	3	34,740 - 42,384	5	A
Group Supervisor II	33.0	33	33,720 - 41,136	5	G
Group Supervisor I	1.0	1	30,516 - 37,248	5	F
Office Manager	1.0	1	32,388 - 39,540	5	
Accounting Technician	1.0	1	31,452 - 38,376	5	
Electronic Monitoring Tech	1.0	1	30,516 - 37,248	5	
Probation Aide	2.0	2	29,904 - 36,504	5	
Victim Witness Advocate II	3.0	3	29,040 - 35,448	5	
Senior Cook	1.0	1	29,040 - 35,448	5	
Executive Secretary	1.0	1	28,740 - 35,088	5	
Jail Cook	2.0	2	26,268 - 32,076	5	
Victim Witness Advocate I	1.0	1	26,268 - 32,076	5	
Department Specialist III	6.0	6	25,248 - 30,828	5	
Account Clerk II	1.0	1	22,404 - 27,348	5	
Department Specialist II	2.0	2	22,860 - 27,888	5	
Legal Clerk I	1.0	1	22,176 - 27,084	5	
Juvenile Center Support Clerk	4.0	4	22,860 - 27,248	5	
Account Clerk I	0.0	0	20,700 - 25,248	5	
Department Specialist I	<u>2.0</u>	<u>2</u>	20,700 - 25,248	5	
Total	136.0	136			

Salaries effective 7-1-05

COUNTY OF LAKE

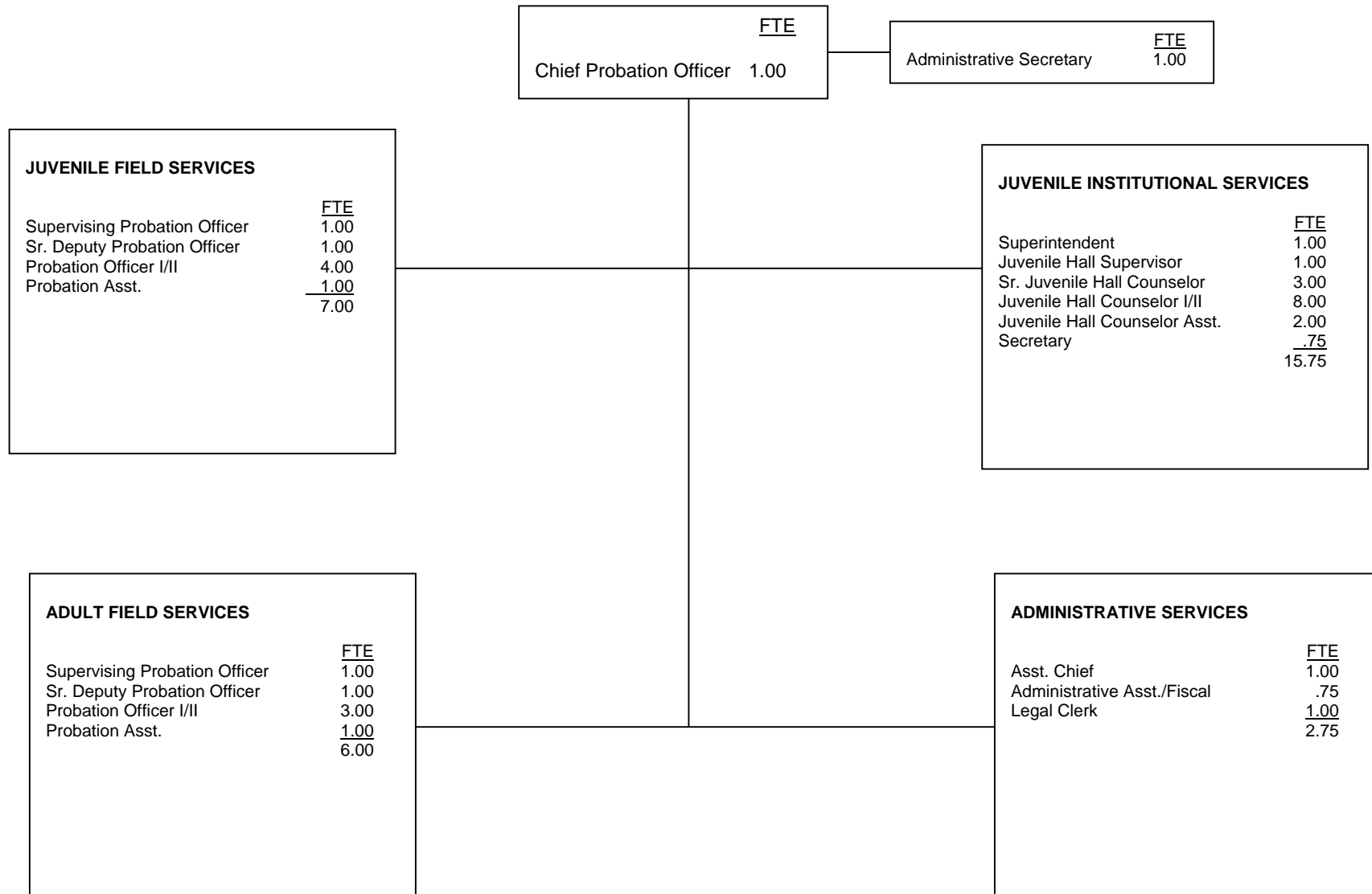


COUNTY OF LAKE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$68,560 - 85,444	5	
CPO Actual Salary:			85,444		
Assistant Probation Officer	1.00	1	53,734 - 65,314	5	E
Deputy Chief	1.00	1	51,175 - 62,204	5	J
Senior Probation Officer	4.00	4	42,094 - 51,116	5	D
Deputy Probation Officer III, or	16.00*	16*	39,135 - 47,569	5	C
Deputy Probation Officer II, or			36,362 - 44,199	5	B
Deputy Probation Officer I			32,981 - 40,089	5	A
Probation Admin. Manager	1.00	1	33,814 - 41,110	5	
Juvenile Correction Officer, Senior	3.00	3	35,494 - 43,144	5	I
Legal Secretary III	1.00	1	29,915 - 36,362	5	
Juvenile Correctional Officer III	2.00	2	32,267 - 39,221	5	H
Juvenile Correctional Officer II, or	7.00	7	29,334 - 35,656	5	G
Juvenile Correctional Officer I			26,612 - 32,347	5	F
Probation Officer Aide	2.00	2	27,311 - 33,197	5	
Juvenile Correctional Aide	1.00	1	23,946 - 29,106	5	
Legal Secretary II	3.00	3	24,022 - 29,200	5	
Office Assistant I/II/III	<u>1.00</u>	<u>1</u>	18,365 - 28,491	5	
	44.00	44			

*Combined number of DPO I, DPO II and DPO III positions

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	\$ 54,144 - 65,412	5	
CPO Actual			62,482		
Asst. Chief Probation Officer	1.00	1	44,868 - 54,144	5	E
Juvenile Hall Superintendent	1.00	1	44,868 - 54,144	5	J
Supervising Deputy Probation Officers	2.00	2	39,012 - 47,016	5	D
Administrative Assistant/Fiscal	.75	1	33,948 - 40,872	5	
Juvenile Hall Supervisor	1.00	1	33,948 - 40,872	5	I
Senior Deputy Probation Officer	2.00	2	34,056 - 40,980	5	C
Senior Juvenile Hall Counselor	3.00	3	31,068 - 37,356	5	H
Deputy Probation Officer II	2.00	2	31,068 - 37,356	5	B
Administrative Secretary	1.00	1	28,368 - 34,056	5	
Deputy Probation Officer I	5.00	5	28,368 - 34,056	5	A
Juvenile Hall Counselor II	.00	1	28,368 - 34,056	5	G
Juvenile Hall Counselor I	8.00	8	25,908 - 31,068	5	F
Probation Assistant	2.00	2	25,908 - 31,068	5	
Legal Clerk	1.00	1	24,768 - 29,688	5	
Juvenile Hall Secretary	.75	1	24,768 - 29,688	5	
Juvenile Hall Asst. Counselor II	1.00	1	23,676		
Juvenile Hall Asst. Counselor I	<u>1.00</u>	<u>1</u>	20,712		
	35.50	34			

Salaries effective from 06/19/2005

COUNTY OF LOS ANGELES

INSTITUTIONAL SERVICES	
	FTE
Assistant Head Trans Deputy, Probation	1
Community Worker (3 1/2 time items)	7
Crew Instructor	0
Custodian	3
Data Control Clerk	2
Dep. Probation Officer I, Residential Trtmt	449
Dep. Probation Officer II, Residential Trtmt	271
Detention Services Officer	685
Detention Services Officer ("F" Items)	20
Group Supervisor, Nights, Probation	365
Group Supvsr, Nights, Probation ("F" Items)	6
Head Clerk	2
Intermediate Stenographer	1
Intermediate Typist-Clerk	66
Management Secretary III	2
Probation Director	31
Secretary I	6
Secretary II	8
Secretary III	15
Senior Clerk	1
Senior Detention Services Officer	153
Senior Probation Director	5
Senior Secretary I	1
Senior Secretary III	4
Senior Typist-Clerk	2
Special Assistant, Probation	2
Supervising Deputy Probation Officer	82
Supervising Detention Services Officer	62
Supervising Transp Deputy, Probation	8
Supervising Typist-Clerk	2
Transcriber Typist	1
Transportation Deputy	79
TOTAL	2,342

Probation Officer	FTE	1
Executive Secretary III		1
TOTAL		2

FIELD SERVICES			
	FTE		FTE
Court Services Administrator, Prob	2	Secretary II	11
Deputy Probation Officer II, Field	1,163	Secretary III	12
Deputy Prob. Officer II, Field ("N" Item)	125	Secretary III ("N" Item)	1
Director, Pretrial Services, Probation	1	Senior Clerk	5
Financial Evaluator	21	Senior Financial Evaluator	2
Head, Central Records, Probation	1	Senior Investigator Aid, Probation	10
Head Clerk	15	Senior Investigator Aid, Probation ("N" Item)	2
Intermediate Clerk	2	Senior Investigator, Pretrial, Probation	13
Intermediate Stenographer	1	Senior Probation Director	2
Intermediate Supervising Typist-Clerk	2	Senior Secretary I	3
Intermediate Typist-Clerk	319	Senior Typist-Clerk	53
Intermediate Typist-Clerk ("N" Item)	21	Senior Typist-Clerk ("N" Item)	1
Investigator Aid, Probation	90	Special Assistant, Probation	1
Investigator Aid, Probation ("N" Item)	10	Statistical Clerk	1
Investigator, Pretrial Svcs, Probation	59	Supervising Deputy Probation Officer	###
Management Secretary III	2	Supervising Deputy Prob. Officer ("N" Item)	11
Probation Director	28	Supervising Financial Evaluator	1
Probation Director ("N" Item)	3	Supvg Program Analyst, Probation	1
Probation Director I	4	Supervising Transcriber Typist	7
Program Analyst, Probation	1	Supervising Typist-Clerk	32
Project Administrator, ICSC	1	Transcriber Typist	28
TOTAL		TOTAL	2,209

ADMINISTRATION AND SUPPORT SERVICES			
	FTE		FTE
Account Clerk II	24	Management Secretary III	2
Account Clerk II ("N" Item)	2	Medium Truck Driver	1
Accountant II	5	Payroll Clerk II	10
Accountant III	3	Personal Property Worker	15
Accounting Officer I	1	Principal Departmental Personnel Asst	1
Accounting Officer II	2	Principal Facilities Planning Asst	1
Accounting Technician I	5	Principal Programmer Analyst	5
Accounting Technician II	5	Probation Director	13
Accounting Technician II ("N" Item)	1	Probation Director I	2
Administrative Assistant II	1	Procurement Aid	7
Administrative Assistant III	2	Procurement Assistant I	1
Administrative Investigator, Probation	12	Procurement Assistant II	2
Administrative Services Manager II	3	Program Analyst, Probation	20
Assist. Division Chief, Systems, Prob.	2	Program Analyst, Probation ("N" Item)	2
Assistant Probation Director	1	Programmer Analyst II	9
Assistant Supervising Payroll Clerk	1	Public Information Officer I	1
Budget & Fiscal Services, Probation	1	Research Analyst III Behavioral Science I	1
Camps Services Manager	7	Safety Assistant	1
Chief Cook	1	Safety Inspector	1
Chief Deputy Probation Officer	2	Safety Officer I	1
Chief Research Analyst, Behavior Science	1	Secretary II	5
Community Services Counselor	1	Secretary III	4
Community Worker	1	Senior Clerk	6
Community Worker (10 1/2 time items)	1	Senior Community Worker II	2
Contract Program Auditor	3	Senior Contract Program Auditor	1
Contract Program Auditor ("N" Item)	10	Senior Cook	25
Cook	3	Senior Custodian Supervisor	1
Crew Instructor	66	Sr Departmental Employee Rel Rep	1
Custodian	24	Senior Departmental Personnel Asst	2
Delinquent Accounts Investigator	13	Senior Departmental Personnel Tech.	6
Departmental Civil Service Rep	4	Sr Equipment Maintenance Worker	2
Departmental Facilities Planner II	2	Senior Financial Evaluator	2
Departmental Personnel Assistant	7	Senior General Maintenance Worker	13
Departmental Personnel Technician	9	Senior Laundry Worker	2
Deputy Director, Admin., Probation	1	Senior Management Secretary III	1
Deputy Probation Officer II, Field	20	Senior Probation Director	8
Director, Facilities Operations, Prob.	1	Senior Program Analyst	2
Division Chief Systems, Probation	1	Senior Secretary I	8
Facilities Project Manager II	1	Senior Secretary II	2
Financial Evaluator	10	Senior Secretary III	3
Financial Specialist II	4	Senior Statistical Clerk	1
Financial Specialist III	4	Senior Systems Aid	7
Financial Specialist III ("N" Item)	1	Senior Typist-Clerk	8
Financial Specialist IV	1	Services Director, Probation	4
Food Services Consultant, Probation	1	Special Assistant, Probation	3
General Maintenance Worker	3	Staff Assistant II	1
General Services Manager I	4	Staff Development	1
General Services Manager III	2	Statistical Clerk	1
Head Clerk	3	Supervising Admin. Assistant II	2
Head Cook	12	Supervising Admin. Assistant III	1
Head Departmental Civil Services Rep	1	Supervising Crew Instructor	2
Head Departmental Personnel Technician	2	Supvg Delinquent Account Invest.	1
Head Facilities Operations, Probation	1	Supervising Deputy Probation Officer	10
Head, Personnel Operations, Probation	1	Supervising Financial Evaluator	2
Heavy Truck Driver	2	Supervising Payroll Clerk III	1
Information Systems Analyst II	11	Supvg Personal Property Worker	1
Information Systems Coordinator	12	Supvg Program Analyst, Probation	5
Information Systems Supervisor I	4	Supvg Program Analyst, Prob ("N" Item)	1
Information Systems Supervisor II	3	Supervising Transcriber Typist	1
Institutional Barber	1	Supvg Transp Deputy, Probation	1
Institutional Helper	2	Supervising Typist-Clerk	7
Institutional Laborer	8	Supply Officer I	1
Intermediate Food Services Worker	2	Tram Operator	5
Intermediate Housekeeper	7	Transcriber Typist	8
Intermediate Laundry Worker	1	Warehouse Worker I	9
Intermediate Sewing Worker	4	Warehouse Worker II	1
Intermediate Typist-Clerk	51	Warehouse Worker III	1
Laundry Supervisor I	1	Warehouse Worker Aid	1
Laundry Worker	4	Washing Equipment Operator	1
Light Vehicle Driver	7		
TOTAL		TOTAL	702

COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Probation Offr	1	1	119,962 - 179,944	*	
Actual Salary				149,285	
Chief Deputy Probation Offr	2	2	103,808 - 155,712	*	
Deputy Director, Admin., Prob.	1	1	96,565 - 144,848	*	
Executive Assistant, Probation	2	0	89,828 - 134,742	*	
Director, Pretrial Services	1	1	89,828 - 134,742	*	
Senior Probation Director	15	15	83,558 - 125,341	*	J
Division Chief, Systems, Probation	1	1	83,558 - 125,341	*	
Project Administrator	1	1	77,730 - 116,597	*	
Head Personnel Operations	1	1	77,730 - 116,597	*	
Budget and Fiscal Svcs Manager	1	1	77,730 - 116,597	*	
Probation Director	77	75	72,307 - 108,461	*	E
Court Services Administrator	2	2	72,307 - 108,461	*	
Assistant Div. Chief, Systems, Prob.	2	2	72,307 - 108,461	*	
Supervising Program Analyst, Prob.	7	7	67,262 - 100,894	*	
Services Director, Probation	4	4	67,262 - 100,894	*	
Head, Central Records, Prob.	1	1	67,262 - 100,894	*	
Director, Facilities Operation, Prob.	1	1	67,262 - 100,894	*	
Information Systems Supervisor II	3	3	72,571 - 90,153	5	
Principal Programmer Analyst	5	5	71,152 - 88,389	5	
Senior Dept'l Employee Relations Rep.	1	1	70,803 - 87,955	5	
Head Dept'l Civil Services Rep.	1	1	70,803 - 87,955	5	
Facilities Project Manager II	1	1	70,454 - 87,520	5	
Special Assistant, Probation	8	6	58,204 - 87,306	*	
Head, Transportation Deputy, Prob.	1	0	58,204 - 87,306	*	
Probation Director I	6	6	69,075 - 85,810	5	
Assistant Probation Director	1	1	63,996 - 79,496	5	
Information Systems Supervisor I	5	4	63,840 - 79,301	5	
Information Systems Coordinator	12	12	63,840 - 79,301	5	
Dept'l Facilities Planner II	2	2	63,216 - 78,525	5	
Supervising Admin Assistant III	2	1	61,981 - 76,993	5	
Administrative Services Manager II	3	3	61,828 - 76,804	5	
Senior Investigator, Pretrial Svcs, Prob.	13	13	60,764 - 75,488	5	
Senior Programmer Analyst	2	2	60,022 - 74,566	5	
Chief Research Analyst, Behavior Sci.	1	1	58,848 - 73,107	5	
Head Dept'l Personnel Technician	2	2	58,704 - 72,928	5	
Dept'l Civil Service Rep.	4	4	58,704 - 72,928	5	
Supervising Admin Assistant II	2	2	58,560 - 72,749	5	
Supvg Deputy Probation Offr	261	244	56,429 - 70,105	6	D
Senior Contract Program Auditor	1	1	55,603 - 69,075	5	

COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Financial Specialist IV	1	1	54,784 - 68,054	5	
Food Services Consultant, Prob.	1	1	54,116 - 67,225	5	
Supvg. Detention Services Offr	65	62	53,716 - 66,731	6	I
Supv Transportation Deputy	9	9	53,716 - 66,731	6	
Principal Facilities Planning Asst	1	1	53,450 - 66,401	5	
Administrative Investigator, Prob.	12	12	53,450 - 66,401	5	
Research Analyst III, Behavior Sci	1	1	52,924 - 65,751	5	
Safety Officer I	1	1	52,924 - 65,751	5	
Senior Dept'l Personnel Technician	6	6	52,665 - 65,431	5	
Programmer Analyst II	10	9	52,535 - 65,270	5	
Program Analyst, Prob.	24	23	52,535 - 65,270	5	
Head Facilities Operations, Prob.	1	1	52,535 - 65,270	5	
Accounting Officer II	2	2	52,405 - 65,110	5	
Information Systems Analyst II	11	11	52,405 - 65,110	5	
Public Information Officer	1	1	50,752 - 63,060	5	
Contract Program Auditor	13	13	50,627 - 62,904	5	
Senior Mgmt Secretary III	2	1	49,276 - 61,217	5	
Management Secretary V	1	0	49,276 - 61,217	5	
Financial Specialist III	5	5	49,154 - 61,065	5	
Staff Development Specialist	1	1	48,437 - 60,170	5	
Principal Dept'l Personnel Assistant	2	1	47,266 - 58,704	5	
Dept'l Personnel Technician	9	9	47,266 - 58,704	5	
Athletic Program Coordinator, Prob.	1	0	47,266 - 58,704	5	
Assistant HD, Transp. Deputy, Prob.	1	1	47,151 - 58,560	5	
Investigator, Pretrial Services, Prob.	59	59	46,808 - 58,128	7	
Deputy Probation Offr II, Res Trtmt	272	271	46,808 - 58,128	7	H
Deputy Probation Offr II ,Field	1331	1308	46,808 - 58,128	7	B
Administrative Assistant III	5	2	46,693 - 57,984	5	
Accounting Officer I	1	1	46,019 - 57,133	5	
Safety Inspector	1	1	45,574 - 56,570	5	
Senior Detention Services Offr	153	153	45,574 - 56,570	5	H
General Services Manager III	2	2	44,799 - 55,603	5	
Supply Officer I	1	1	44,359 - 55,057	5	
Management Secretary III	6	6	44,248 - 54,921	5	
Financial Specialist II	4	4	44,138 - 54,784	5	
Accountant III	3	3	43,819 - 54,382	5	
Supervising Crew Instructor	2	2	42,981 - 53,317	5	
Community Services Analyst I	1	0	42,669 - 52,924	5	
Administrative Assistant II	1	1	41,943 - 52,016	5	
Staff Assistant II	3	1	40,349 - 50,009	5	
Senior Secretary III	7	7	39,760 - 49,276	5	

COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Transportation Deputy	80	79	39,662 - 49,154	5	
Deputy Probation Offr I,Res Trtmt	481	449	39,662 - 49,154	5	F, G
Deputy Probation Offr I ,Field	39	0	39,662 - 49,154	5	A
Senior Dept'l Personnel Assistant	3	2	39,374 - 48,794	5	
Supervising Financial Evaluator	3	3	39,184 - 48,556	5	
Accountant II	5	5	39,184 - 48,556	5	
Safety Assistant	1	1	38,805 - 48,081	5	
Detention Services Officer	705	705	38,427 - 47,609	5	F, G
General Services Manager I	4	4	38,242 - 47,380	5	
Supervising Payroll Clerk III	1	1	38,149 - 47,266	5	
Senior Secretary II	4	2	37,685 - 46,693	5	
Senior Equipment Mtc. Worker	3	2	37,500 - 46,464	5	
Senior Systems Aid	7	7	37,321 - 46,241	5	
Senior Investigator Aid, Probation	12	12	37,142 - 46,019	5	
Procurement Assistant II	2	2	36,074 - 44,689	5	
Supervising Delinquent Account Investig	1	1	35,809 - 44,359	5	
Senior Secretary I	12	12	35,721 - 44,248	5	
Chief Cook	1	1	35,544 - 44,028	5	
Crew Instructor	104	66	35,292 - 43,714	5	
Investigator Aid, Probation	101	100	35,208 - 43,609	5	
Head Clerk	23	20	35,040 - 43,400	5	
Senior General Mtc. Worker	13	13	34,788 - 43,085	5	
Warehouse Worker III	2	1	33,616 - 41,637	5	
Senior Financial Evaluator	4	4	33,616 - 41,637	5	
Staff Assistant I	2	0	33,457 - 41,438	5	
Camps Services Manager	8	7	33,457 - 41,438	5	
Head Cook	12	12	32,661 - 40,448	5	
Accounting Technician II	6	6	32,661 - 40,448	5	
Asst. Supervising Payroll Clerk	1	1	32,581 - 40,349	5	
Procurement Assistant I	1	1	32,422 - 40,153	5	
Heavy Truck Driver	2	2	32,024 - 39,662	5	
Secretary III	35	32	31,944 - 39,564	5	
Warehouse Worker II	1	1	31,868 - 39,469	5	
Systems Aid	3	0	31,791 - 39,374	5	
Delinquent Accounts Investigator	13	13	31,715 - 39,279	5	
Payroll Clerk II	13	10	31,715 - 39,279	5	
Community Services Counselor	1	1	31,562 - 39,089	5	
Intermediate Superivising Typst-Clerk	3	2	31,486 - 38,995	5	
General Maintenance Worker	4	3	31,257 - 38,710	5	
Financial Evaluator	31	31	31,029 - 38,427	5	
Supervising Transcriber Typst	8	8	30,502 - 37,778	5	

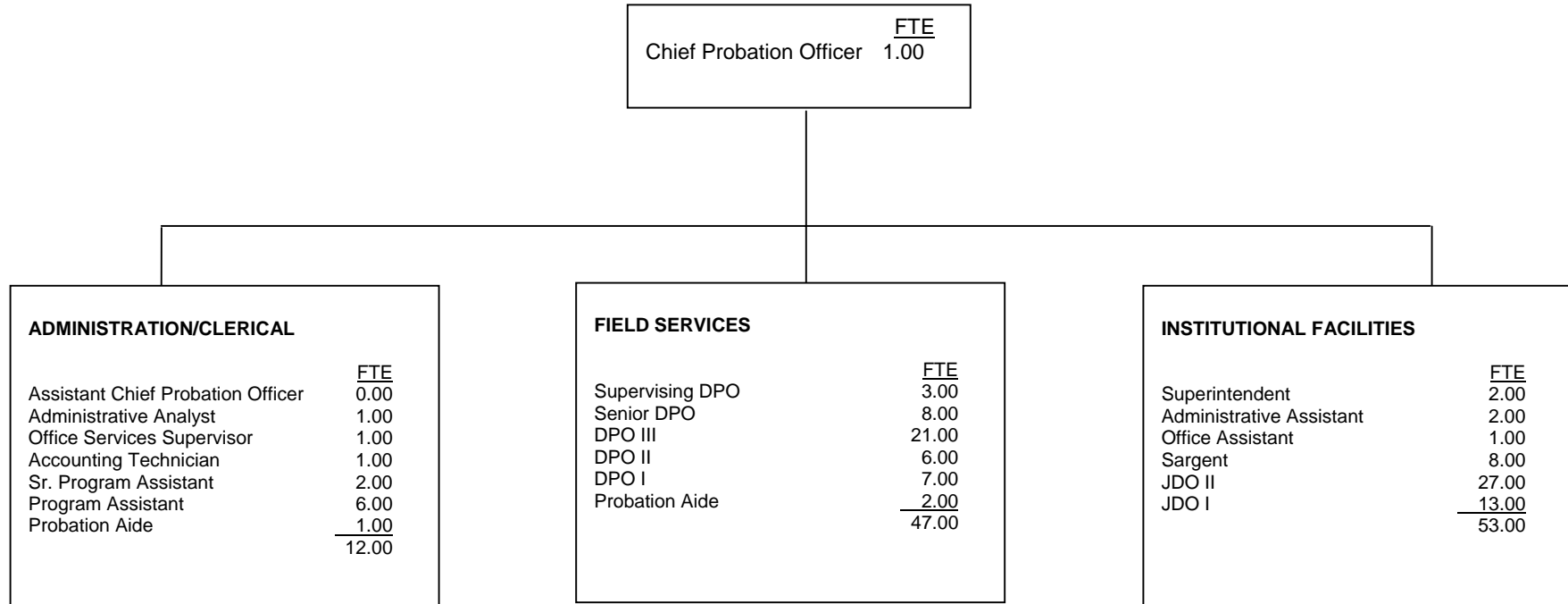
COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Group Supervisor, Nights	371	371	30,351 - 37,593	5	
Dept'l Personnel Assistant	7	7	30,351 - 37,593	5	
Secretary II	24	24	30,276 - 37,500	5	
Accounting Technician I	5	5	29,412 - 36,428	5	
Senior Statistical Clerk	1	1	29,340 - 36,339	5	
Procurement Aid	7	7	29,196 - 36,163	5	
Laundry Supervisor I	1	1	28,980 - 35,897	5	
Senior Cook	25	25	28,908 - 35,809	5	
Secretary I	6	6	28,692 - 35,544	5	
Medium Truck Driver	1	1	28,622 - 35,460	5	
Warehouse Worker I	11	9	28,622 - 35,460	5	
Senior Custodian Supervisor	1	1	28,552 - 35,376	5	
Intermediate Stenographer	2	2	28,413 - 35,208	5	
Supervising Typist-Clerk	42	41	28,413 - 35,208	5	
Senior Typist-Clerk	64	64	28,413 - 35,208	5	
Senior Community Worker II	2	2	28,273 - 35,040	5	
Account Clerk II	27	26	27,715 - 34,368	5	
Supervising Clerk	2	0	27,715 - 34,368	5	
Senior Clerk	20	12	27,715 - 34,368	5	
Supv Personal Property Worker	1	1	27,645 - 34,284	5	
Transcriber Typist	39	37	27,365 - 33,948	5	
Warehouse Worker Aid	1	1	27,089 - 33,616	5	
Stenographer	1	0	25,514 - 31,715	5	
Radiotelephone Operator	1	0	25,388 - 31,562	5	
Senior Community Worker I	1	0	25,388 - 31,562	5	
Personal Property Worker	17	15	25,324 - 31,486	5	
Intermediate Typist-Clerk	461	457	25,135 - 31,257	5	
Statistical Clerk	2	2	24,884 - 30,953	5	
Cook	3	3	24,573 - 30,577	5	
Community Worker	16	9	24,511 - 30,502	5	
Intermediate Clerk	4	2	24,511 - 30,502	5	
Data Control Clerk	3	2	24,511 - 30,502	5	
Laboratory Assistant	2	0	24,448 - 30,427	5	
Institutional Laborer	11	8	23,912 - 29,772	5	
Tram Operator	7	5	23,617 - 29,412	5	
Intermediate Housekeeper	8	7	22,915 - 28,552	5	
Institutional Barber	2	1	22,631 - 28,203	5	

COUNTY OF LOS ANGELES

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Light Vehicle Driver	7	7	22,574 - 28,133	5	
Washing Equipment Operator	1	1	22,348 - 27,854	5	
Senior Laundry Worker	3	2	21,903 - 27,296	5	
Intermediate Sewing Worker	5	4	21,792 - 27,156	5	
Housekeeper	1	0	20,995 - 26,162	5	
Custodian	30	27	20,995 - 26,162	5	
Intermediate Food Svc Wkr	2	2	20,427 - 25,451	5	
Typist-Clerk	3	0	20,126 - 25,071	5	
Intermediate Laundry Worker	3	1	20,126 - 25,071	5	
Laundry Worker	7	4	18,855 - 23,499	5	
Institutional Helper	<u>5</u>	<u>2</u>	18,256 - 22,744	5	
TOTAL POSITIONS	5520	5253			

COUNTY OF MADERA

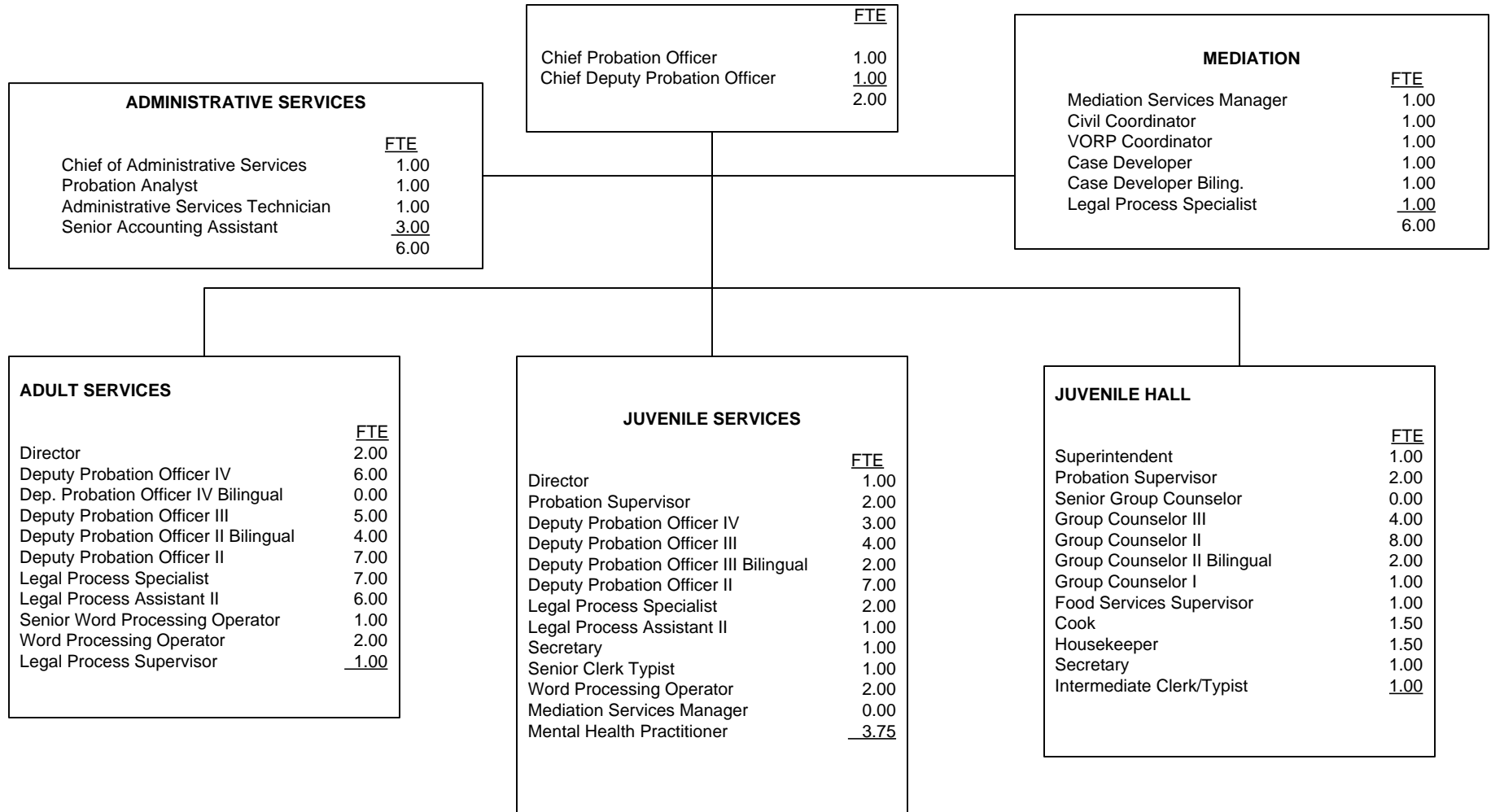


COUNTY OF MADERA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
County Probation Officer	1.0	1	\$69,378 – 84,320	5	
Assistant County Probation Officer	1.0	0	53,090 - 64,536	5	
Superintendent Juvenile Hall/Boot Camp	2.0	2	51,5728 - 62,952	5	J
Deputy Probation Officer Supervisor	3.0	3	44,654 - 54,278	5	E
Administrative Analyst II	1.0	1	42,945 - 52,202		
Senior Deputy Probation Officer	8.0	8	37,573 - 45,674	5	D
Deputy Probation Officer III	24.0	21	35,757 - 43,467	5	C
Deputy Probation Officer II	6.0	6	34,038 - 41,371	5	B
Deputy Probation Officer I	7.0	7	29,345 - 35,687	5	A
Supervising Juvenile Detention Officer	8.0	8	34,038 - 41,372	5	I
Office Services Supervisor II	1.0	1	30,399 - 36,947	5	
Juvenile Detention Officer II	27.0	27	28,633 - 34,807	5	G
Juvenile Detention Officer I	13.0	13	24,694 - 30,002	5	F
Administrative Assistant	2.0	2	27,266 - 33,150	5	
Probation Aide	3.0	3	22,375 - 31,557	5	
Accounting Technician II	1.0	1	25,953 - 31,556	5	
Senior Program Assistant	2.0	2	25,952 - 31,447	5	
Program Assistant	6.0	6	21,313 - 28,580	5	
Office Assistant I or II	1.0	1	17,497 - 23,465	5	
	<u>117.0</u>	<u>113</u>			

Some positions have been frozen.

COUNTY OF MARIN



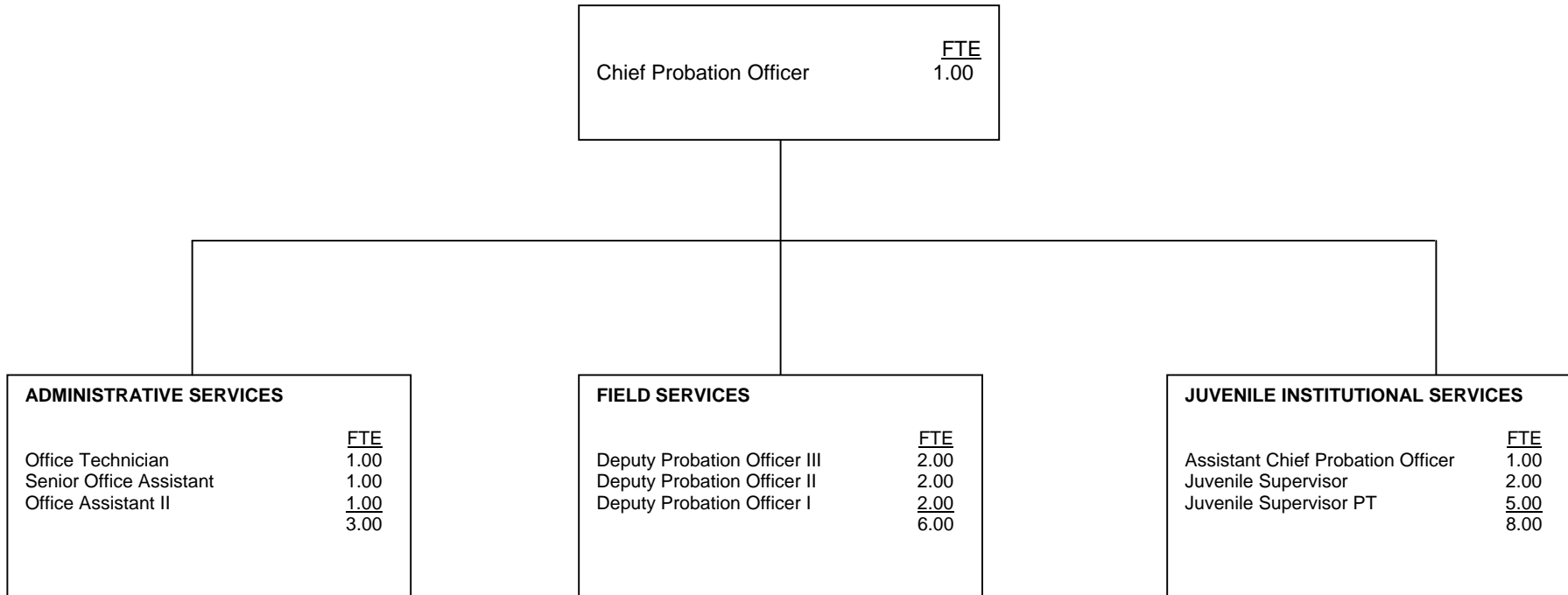
COUNTY OF MARIN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	127,442 - 141,586	1	
CPO Actual			141,586		
Chief Deputy Probation Officer	1.00	1	110,864	1	
Director of Probation Services	2.00	2	99,424	1	E
Superintendent of Juvenile Hall	1.00	1	99,424	1	J
Chief of Administrative Services	1.00	1	79,768 - 96,512	5	E
Probation Analyst	1.00	1	78,458 - 86,196	5	
Probation Supervisor	9.00	9	80,954	1	D/I
Deputy Probation Officer IV(Bi-Lingual-Misc)	1.00	1	59,072 - 71,823	5	
Mediation Services Manager	1.00	1	61,901 - 73,716	5	
Deputy Probation Officer IV(Bi-Lingual-Safety)	1.00	1	59,072 - 71,823	5	
Deputy Probation Officer IV(Misc.)	5.00	5	28,864 - 71,573	5	
Senior Group Counselor (Misc.)	1.00	1	56,140 - 68,204	5	I
Deputy Probation Officer III (Bi-Lingual)	2.00	2	56,327 - 68,349	5	
Deputy Probation Officer III(Misc)	10.00	10	56,077 - 68,079	5	B
Deputy Probation Officer IV(Safety)	8.00	8	55,453 - 67,434	5	C
Mental Health Practitioner	3.75	4	55,911 - 67,372	5	
Deputy Probation Officer II(Bi-Ling.Safety)	4.00	4	52,548 -63,628	5	
Group Counselor III(Misc)	1.00	1	51,938 - 63,024	5	
Deputy Probation Officer III(Safety)	9.00	9	52,832 - 64,168	5	B
Group Counselor III(Safety)	2.00	2	50,420 - 61,173	5	H
Mediation Coordinator	1.75	2	50,271 - 59,807	5	
Deputy Probation Officer II(Safety)	14.00	14	49,234 - 59,759	5	A
Group Counselor II (Bi-LingualSafety)	2.00	2	48,272 - 58,594	5	
Legal Process Supervisor	1.00	1	47,151 - 56,492	5	
Food Services Supervisor	1.00	1	46,738 - 51,148	3	
Group Counselors II (Safety)	5.00	5	46,863 - 56,888	5	G
Administrative Services Technician	1.00	1	44,441 - 53,606	5	
Legal Process Specialist	8.00	8	40,892 - 48,692	5	
Senior Accounting Assistant	3.00	3	41,379 - 49,160	5	
Secretary	2.00	2	39,917 - 47,210	5	
Cook	1.50	1.5	39,702 - 43,368	3	
Mediation Case Developer (Bi-Lingual)	1.00	1	43,349 - 52,689	5	

COUNTY OF MARIN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Senior Word Processing Operator	1.00	1	37,869 - 44,987	5	
Senior Clerk Typist	1.00	1	36,719 - 43,489	5	
Housekeeper	1.50	2	36,641 - 43,368	5	
Group Counselor I (Safety)	4.00	4	37,732 - 45,885	5	F
Word Processing Operator	3.50	4	36,231 - 42,822	5	
Legal Process Assistant II	6.50	7	35,256 - 41,711	5	
Intermediate Typist Clerk	<u>1.00</u>	<u>1</u>	33,072 - 38,981	5	
	124.50	126.5			

COUNTY OF MARIPOSA



COUNTY OF MARIPOSA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$75,643		
Assistant Chief Probation	1.00	1	45,253 - 55,009	5	E, I
Deputy Probation Officer III	2.00	1	38,209 - 46,456	5	C
Deputy Probation Officer II	2.00	2	33,913 - 41,221	5	B
Deputy Probation Officer I	2.00	2	29,209 - 35,510	5	A
Juvenile Supervisor	2.00	2	30,397 - 36,949	5	G
Juvenile Supervisor - Extra Help	5.00	10	*14.6138/hr.	5	F
Office Technician	1.00	1	27,517 - 33,446	5	
Senior Office Assistant	1.00	1	20,616 - 25,068	5	
Office Assistant II	<u>1.00</u>	<u>1</u>	18,853 - 22921	5	
	18.00	23			

*Juvenile Supervisor-Extra Help reflects hourly wage.

COUNTY OF MENDOCINO

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

JUVENILE SERVICES	
	<u>FTE</u>
Division Manager	1.00
Probation Officer III	4.00
Probation Officer I/II	13.00
Supervising Legal Secretary	1.00
Legal Secretary	2.00
Office Assistant	<u>1.00</u>
	22.00

JUVENILE INSTITUTIONAL SERVICES	
	<u>FTE</u>
Juvenile Hall Superintendent	1.00
Juvenile Hall Supervisor	4.00
Juvenile Hall Corrections Counselor	22.00
Administrative Assistant	1.00
LVN	.75
Head Cook	1.00
Cook	1.50
Food Services Worker	<u>1.25</u>
	32.50

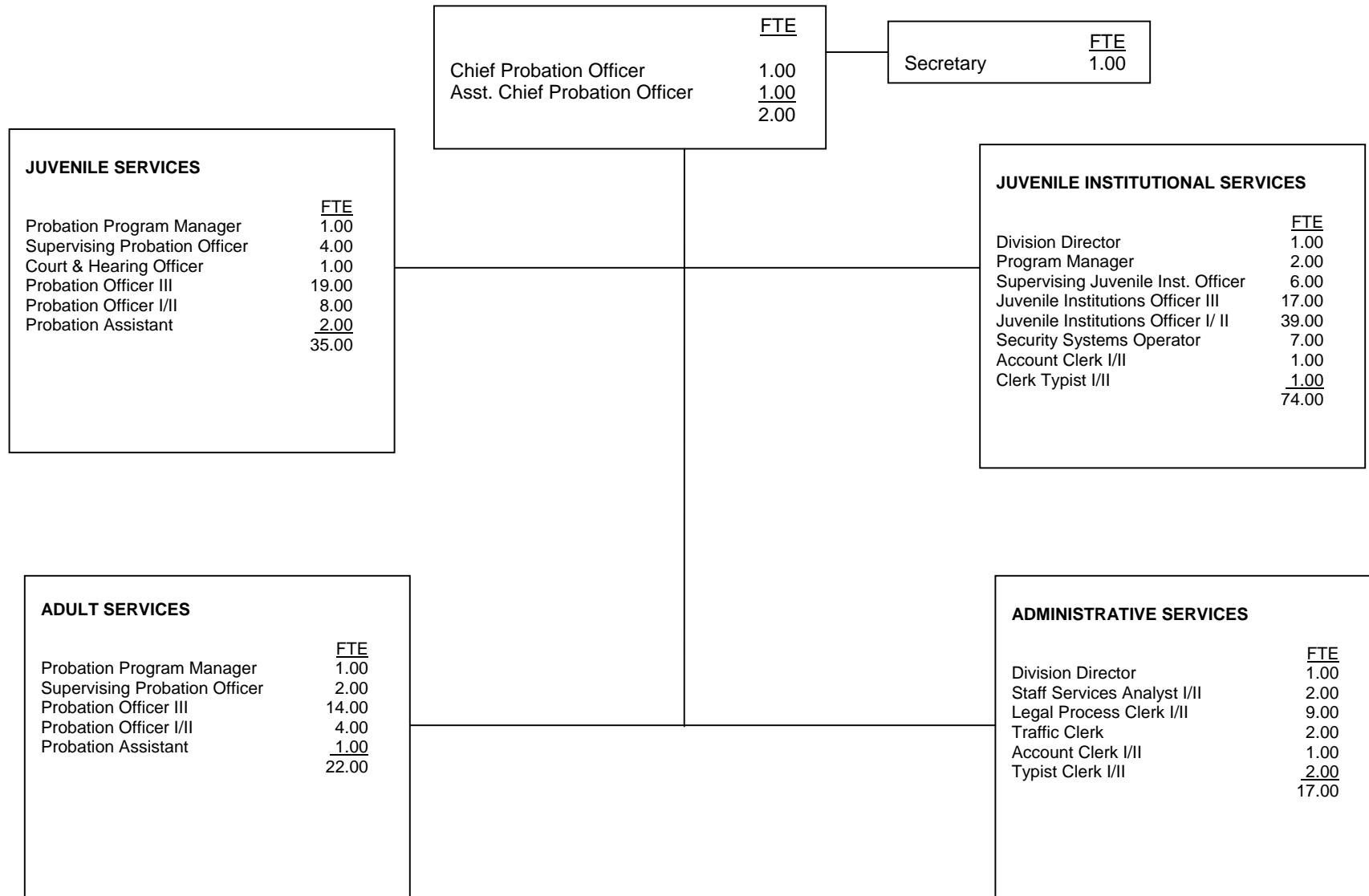
ADULT SERVICES	
	<u>FTE</u>
Division Manager	1.00
Probation Officer III	2.00
Probation Officer I/II	14.00
Legal Secretary	2.00
Staff Assistant I	<u>1.00</u>
	20.00

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Business Services Manager	1.00
Probation Recovery Specialist	1.00
Staff Assistant IV	<u>1.00</u>
	3.00

COUNTY OF MENDOCINO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$71,469 - 86,861	5	
Actual Salary			86,861		
Juvenile Hall Superintendent	1.00	1	58,802 - 71,469	5	J
Probation Division Manager	2.00	2	50,773 - 61,714	5	E
Business Services Manager	1.00	1	50,773 - 61,714	5	
Deputy Probation Officer III	6.00	6	39,021 - 47,445	5	D
Deputy Probation Officer II, or	27.00	27	35,381 - 42,994	5	B/C
Deputy Probation Officer I			32,074 - 38,979	5	A
Juvenile Hall Supervisor	4.00	4	35,381 - 42,994	5	I
Supervising Legal Secretary	1.00	1	35,381 - 42,994	5	
Probation Recovery Specialist	1.00	1	33,717 - 40,976	5	
Administrative Assistant	1.00	1	32,074 - 38,979	5	
Staff Assistant IV	1.00	1	30,576 - 37,170	5	
Legal Secretary	4.00	4	30,576 - 37,170	5	
Corrections Counselor	22.00	22	27,706 - 33,675	5	F/G
LVN	.75	1	27,706 - 33,675	5	
Head Cook	1.00	1	27,706 - 33,675	5	
Staff Assistant I	1.00	1	22,818 - 27,768	5	
Cook	1.50	2	21,715 - 26,395	5	
Office Assistant	1.00	1	20,696 - 25,168	5	
Food Service Worker	<u>1.25</u>	<u>2</u>	20,696 - 25,168	5	
	78.50	80			

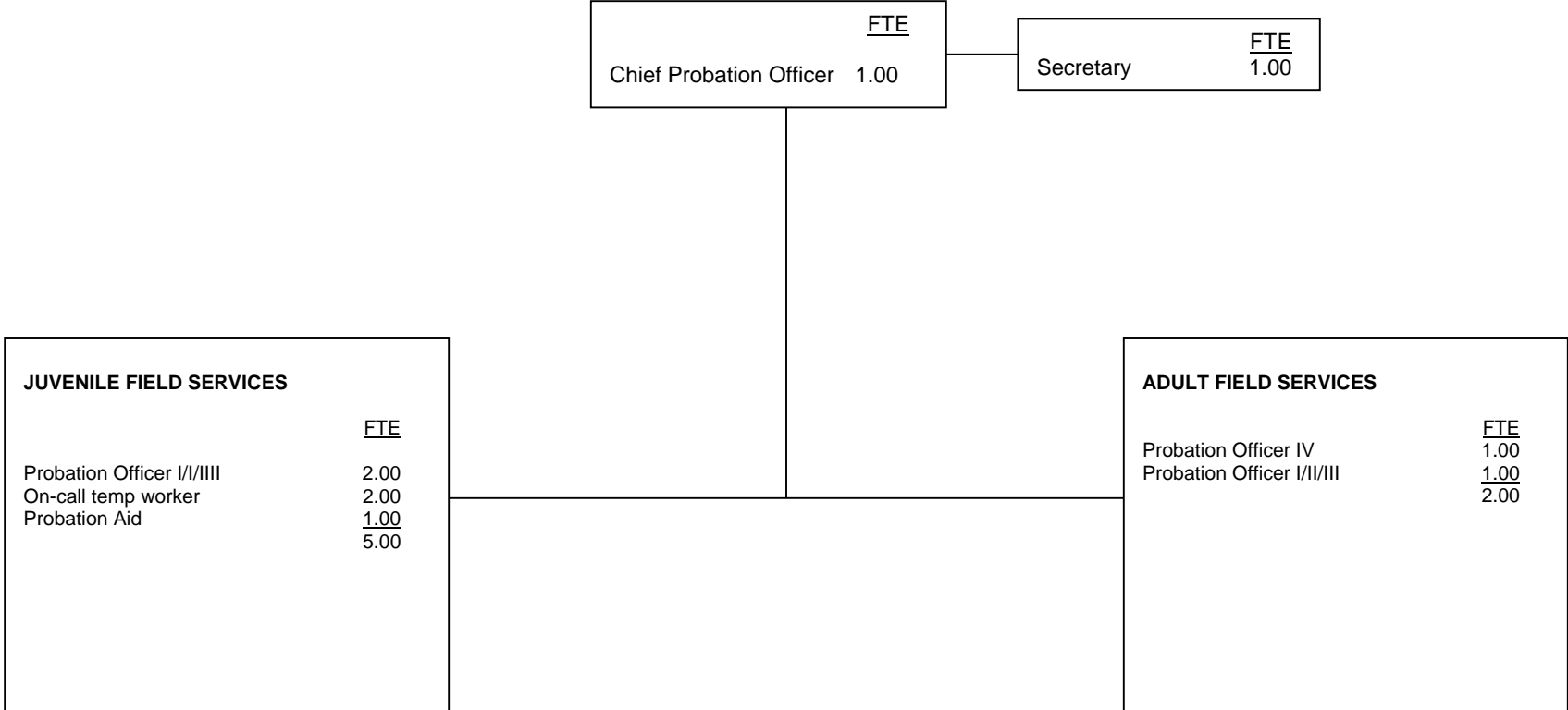
COUNTY OF MERCED



COUNTY OF MERCED

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$92,352 - 112,278	5	
CPO Actual Salary:			112,278		
Assistant Chief Probation Officer	1.00	1	75,941 - 92,352	5	E
Division Director - Juvenile Hall Superintendent	1.00	1	66,206 - 80,558	5	J
Division Director - Administrative Services	1.00	1	66,206 - 80,558	5	
Probation Program Manager	4.00	4	58,864 - 71,614	5	
Supervising Deputy Probation Officer	6.00	6	52,333 - 63,669	5	D
Supervising Juvenile Institutions Officer	6.00	6	52,333 - 63,669	5	I
Court and Hearing Officer	1.00	1	47,293 - 58,282	5	
Staff Services Analyst II, or	2.00	2	43,867 - 53,373	5	
Staff Services Analyst I			35,381 - 43,014	5	
Deputy Probation Officer III, or	45.00	45	44,533 - 54,142	5	C
Deputy Probation Officer II, or			38,459 - 46,758	5	B
Deputy Probation Officer I			34,861 - 42,390	5	A
Secretary III	1.00	1	36,088 - 43,867	5	
Juvenile Institutions Officer III	17.00	17	34,861 - 42,390		H
Juvenile Institutions Officer II, or	39.00	39	31,595 - 38,459	5	G
Juvenile Institutions Officer I			28,642 - 34,861	5	F
Probation Assistant	3.00	3	30,972 - 37,710	5	
Legal Process Clerk II, or	9.00	9	27,830 - 33,842	5	
Legal Process Clerk I			25,251 - 30,680	5	
Security Systems Operator	7.00	7	27,706 - 33,675	5	
Traffic Hearing Clerk	2.00	2	24,066 - 29,203	5	
Account Clerk II, or	2.00	2	24,485 - 27,310	5	
Account Clerk I			20,384 - 24,773	5	
Typist Clerk II or	<u>3.00</u>	<u>3</u>	21,715 - 26,374	5	
Typist Clerk I			19,718 - 23,941	5	
	151.00	151			

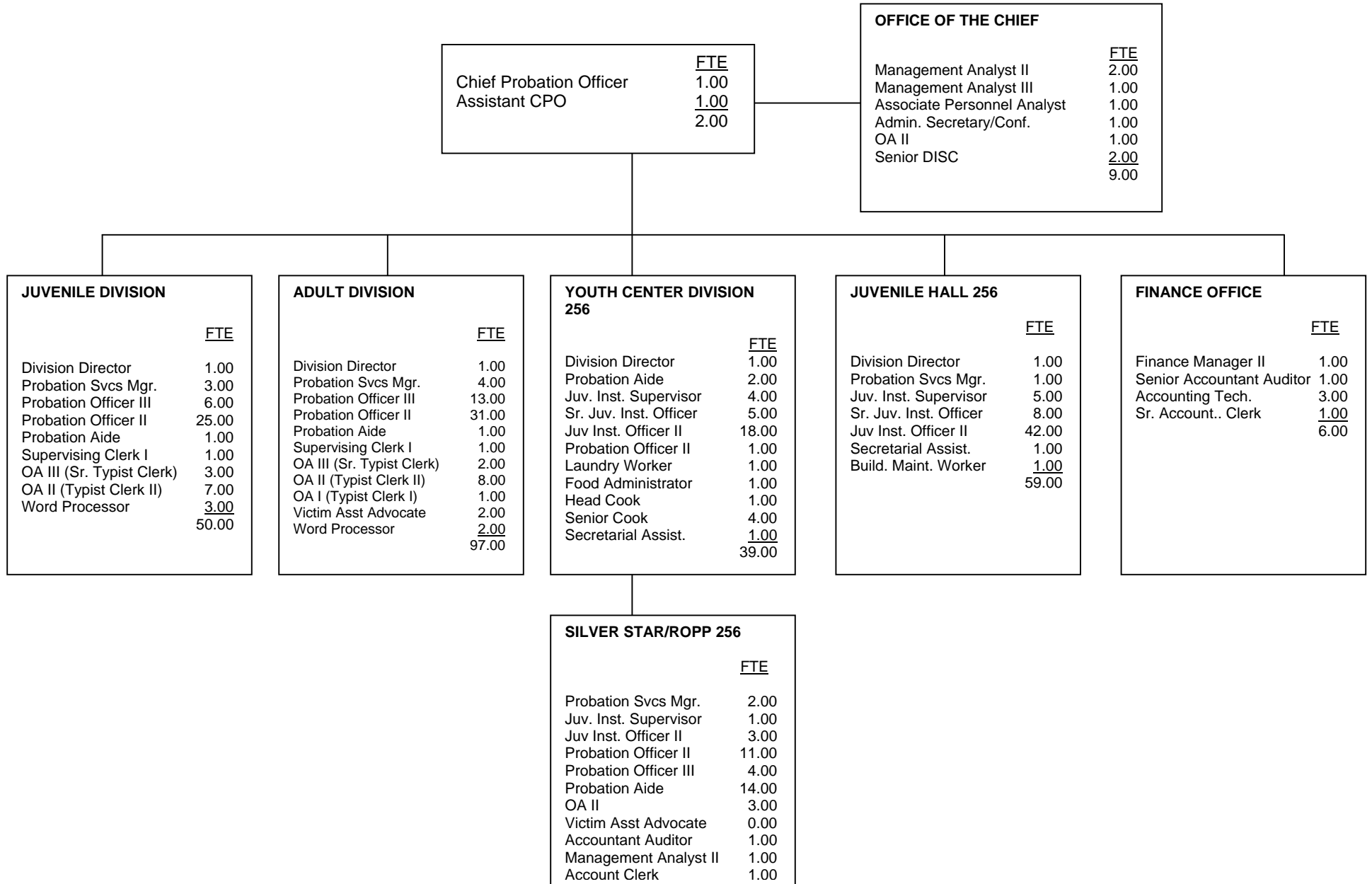
COUNTY OF MONO



COUNTY OF MONO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$89,728	FLAT	
Assistant Chief Probation Officer	0.00	1	vacant/unfilled	flat	E
Deputy Probation Officer IV	1.00	1	45,624 - 59,724	8	D
Deputy Probation Officer III	0.00	1	42,994 - 54,108	8	C
Deputy Probation Officer II	3.00	3	38,950 - 49,032	8	B
Deputy Probation Officer I	0.00		35,293 - 42,894	5	A
Probation Aid	1.00	1	30,660 - 40,140	8	
On-Call Temp Juv. Worker	2.00	2	\$8.00 per hour	flat	
Administrative Secretary	<u>1.00</u>	<u>1</u>	37,824 - 45,996	8	
	9.00	11			

COUNTY OF MONTEREY



COUNTY OF MONTEREY

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Classes</u>
Chief Probation Officer	1.00	1	\$125,994 - 163,892	6	
Actual Salary			\$125,547.12		
Assist. Chief Probation Officer	1.00	1	96,337 - 125,314	6	
Finance Manager II	1.00	1	68,060 - 88,483	6	
Probation Division Manager	4.00	4	60,794 - 79,036	6	E
Management Analyst III	1.00	1	59,565 - 77,484	6	
Associate Personnel Analyst	1.00	1	47,274 - 71,901	6	
Management Analyst II	1.00	3	47,274 - 71,901	6	
Senior Accountant Auditor	1.00	1	55,006 - 71,548	6	
Probation Services Manager	10.00	10	52,901 - 68,765	6	D,J
Management Analyst I	1.00	0	48,075 - 62,535	6	
Probation Officer III	23.00	23	47,609 - 61,922	6	C
Juvenile Institutions Supervisor	8.00	10	47,135 - 61,310	6	I
Probation Officer II	42.00	68	45,296 - 58,916	6	B
Senior DISC	2.00	2	43,586 - 56,661	6	
Food Administrator - Probation	1.00	1	43,150 - 56,093	6	
Senior Juvenile Institutions Officer	13.00	13	42,860 - 55,717	6	H
Admin Secretary/ Conf	1.00	1	39,420 - 51,280	6	
Juvenile Institutions Officer II	41.00	63	39,372 - 51,218	6	G
Probation Officer I	12.00	0	38,802 - 50,467	6	A
Accountant Auditor	1.00	1	37,334 - 48,568	6	
Victim Assistance Advocate	2.00	2	35,709 - 46,461	6	
Building Maintenance Worker	1.00	1	33,962 - 44,175	6	
Juvenile Institutions Officer I	21.00	0	33,738 - 43,880	6	F
Accounting Technician	3.00	3	33,617 - 43,730	6	
Supervising Office Assistant I	2.00	2	33,369 - 43,408	6	
Head Cook	1.00	1	31,982 - 41,592	6	
Probation Aide	11.00	18	29,829 - 38,794	6	
Principal Office Assistant	2.00	2	29,526 - 38,409	6	
Senior Account Clerk	1.00	1	28,941 - 37,650	6	
Word Processor	4.00	5	28,929 - 37,636	6	
Senior Cook	4.00	4	28,369 - 36,908	6	
Office Assistant III	4.00	5	26,859 - 34,934	6	
Secretarial Assistant	2.00	2	26,859 - 34,934	6	
Account Clerk	1.00	1	25,802 - 33,569	6	
Office Assistant II	17.00	19	24,550 - 31,930	6	
Laundry Worker I	1.00	1	21,676 - 28,190	6	
Office Assistant I	0.00	1	21,037 - 27,367	6	
	<u>243.00</u>	<u>273</u>			

COUNTY OF NAPA

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

JUVENILE FIELD SERVICES	
	<u>FTE</u>
Supv Probation Officer	3.00
Probation Officer III	4.00
Probation Officer I/II	14.00
Probation Assistant	4.00
Supv Legal Clerk	1.00
Sr. Legal Clerk	1.00
Legal Clerk II	3.50
Office Assistant II	<u>1.00</u>
	31.50

JUVENILE INSTITUTIONAL SERVICES	
	<u>FTE</u>
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>
	35.75

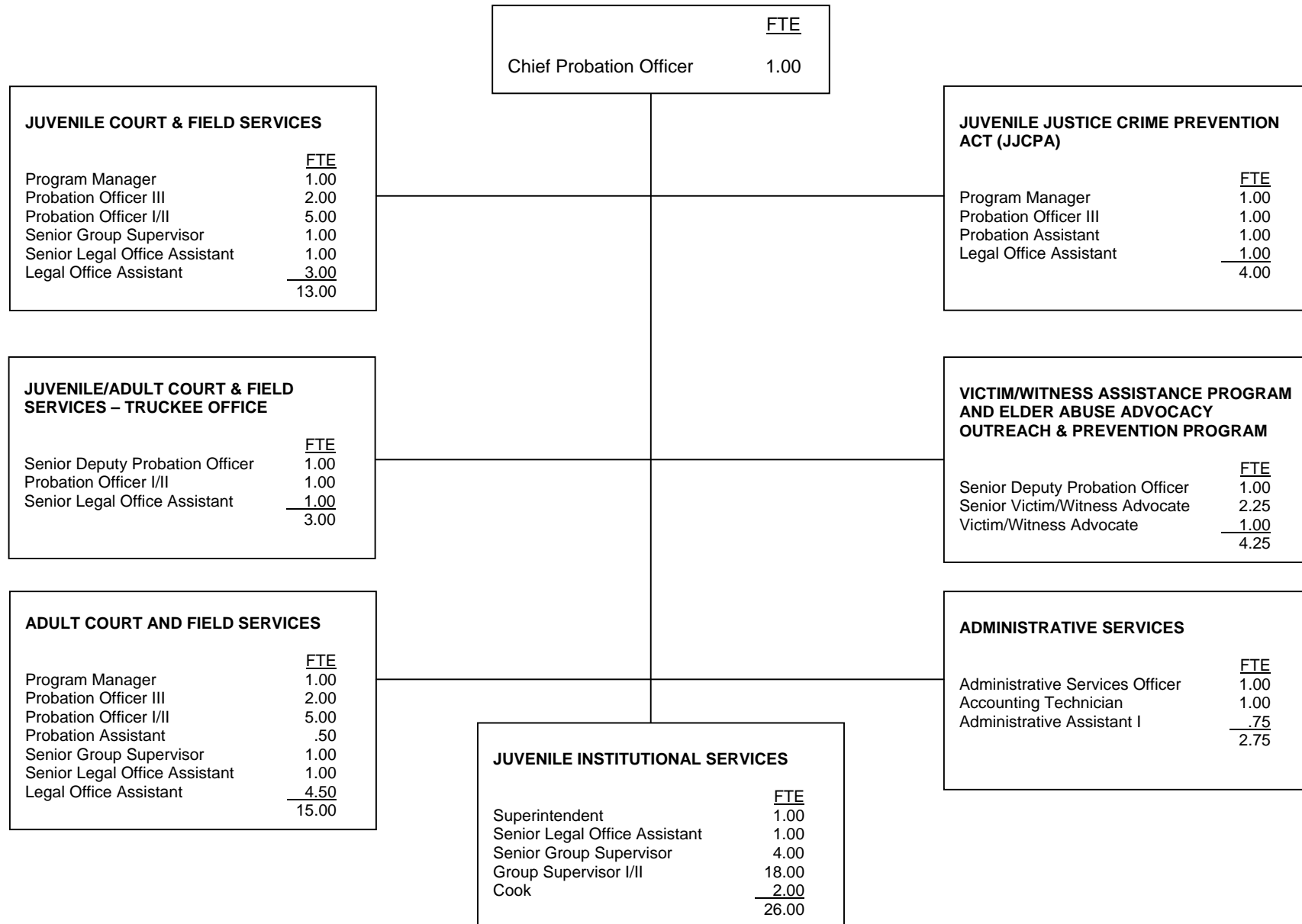
ADULT FIELD SERVICES	
	<u>FTE</u>
Supv Probation Officer	3.00
Probation Officer III	5.00
Probation Officer I/II	11.00
Legal Clerk/Comp Sys Supv	1.00
Probation Assistant	1.00
Sr. Legal Clerk	1.00
Legal Clerk II	5.00
Office Assistant II	<u>1.00</u>
	28.00

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Staff Services Manager	2.00
Staff Services Analyst II	2.00
Senior Account Clerk	1.00
Account Clerk II	<u>1.00</u>
	6.00

COUNTY OF NAPA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$106,128 - 127,920	5	
Asst Co Probation Officer	1.00	1	87,864 - 105,660	5	E
Juvenile Hall Superintendent	1.00	1	74,544 - 89,460	5	J
Staff Services Manager	2.00	2	73,260 - 87,864	5	
Supv Probation Officer	6.00	6	60,336 - 72,180	5	D
Supv Juvenile Hall Counselor	5.00	5	56,076 - 67,128	5	I
Staff Services Analyst II	2.00	2	54,180 - 64,788	5	
Probation Officer III	9.00	9	52,392 - 62,832	5	C
Probation Officer II, or	25.00	25	48,960 - 58,404	5	B
Probation Officer I	0		44,904 - 53,640	5	A
Senior Juvenile Hall Counselor	60.00	6	48,960 - 58,404	5	H
Legal Clerk/Computer Sys Supv	1.00	1	45,432 - 54,180	5	
Juvenile Hall Counselor II, or	20.25	22	41,580 - 49,548	5	F
Juvenile Hall Counselor I			45,300 - 54,180	5	G
Probation Assistant	5.00	5	43,704 - 52,080	5	
Supv Legal Clerk	1.00	1	40,896 - 48,552	5	
Senior Account Clerk	1.00	1	38,316 - 45,492	5	
Food Services Coordinator	1.00	1	37,944 - 45,132	5	
Senior Legal Clerk	2.00	2	36,504 - 43,392	5	
Account Clerk II	1.00	1	35,400 - 41,916	5	
Legal Clerk II	9.50	10	34,200 - 40,416	5	
Office Assistant II	2.00	2	31,944 - 37,776	5	
Cook I	<u>1.50</u>	<u>2</u>	30,240 - 35,760	5	
	103.25	106			

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	\$83,888 - 102,410	5	
Juvenile Hall Superintendent	1.00	1	57,998 - 70,803	5	J
Probation Program Manager	3.00	3	57,998 - 70,803	5	E
Administrative Services Officer-Probation	1.00	1	56,288 - 68,716	5	
Senior Deputy Probation Officer	2.00	2	45,878 - 56,008	5	D
Deputy Probation Officer III	5.00	5	41,523 - 50,691	5	C
Deputy Probation Officer I/II	10.00	10	34,013 - 45,878	7	A, B
Senior Group Supervisor	5.00	5	32,520 - 39,700	5	H
Senior Victim/Witness Advocate	2.25	3	32,037 - 39,111	5	B
Administrative Assistant I	.75	.75	30,327 - 37,022	5	
Accounting Technician	1.00	1	30,784 - 37,581	5	
Senior Legal Office Assistant	4.00	4	29,580 - 36,111	5	
Group Supervisor I/II	19.00	19	26,638 - 35,937	7	F, G
Probation Assistant I/II	1.50	2	26,638 - 35,937	7	A, B
Victim/Witness Advocate	1.00	1	28,995 - 35,397	5	A
Legal Office Assistant I/II	8.50	9	24,230 - 32,682	7	
Cook	<u>2.00</u>	<u>2</u>	26,506 - 32,358	5	
Grand Total	68.00	70.75			

Comments: There was a Compensation Study completed and it was effective 01/05/03 and is included above. Current Contracts for all Bargaining Groups are effective 09/29/02 through 06/30/07. The following COLA is included in all contracts: 3% eff 10/1/02, 1% eff 03/04 FY (both included above), 1% eff 04/05 FY, 2% eff 05/06 FY and 2% eff 06/07 FY.

COUNTY OF ORANGE

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

<u>INSTITUTIONAL SERVICES</u>	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	6.00
Asst. Probation Division Director	9.00
Staff Analyst III (Admin.Mgr I)	1.00
Senior Deputy Probation Officer	1.00
Deputy Probation Officer II	11.00
Supervising Juvenile Correctional Officer	54.00
Senior Juvenile Correctional Officer	15.00
Deputy Juvenile Correctional Officer II	459.50
Deputy Juvenile Correctional Officer I	115.00
Secretary III	1.00
Secretary II	3.00
Office Supervisor C	2.00
Office Supervisor A	2.00
Office Specialist	1.00
Information Processing Technician	9.00
Data Entry Technician	7.75
Office Technician	5.00
Office Assistant	5.00
Education Asst., Corr. Facility	1.00
Food Services Supervisor	1.00
Chief Cook	4.00
Head Cook	1.00
Senior Institutional Cook	14.00
Institutional Cook	9.00
Food Service Worker	13.00
Storekeeper I	1.00
Store Clerk	5.00
Warehouse Worker	1.00
Supplies Clerk, Juvenile Facilities	4.00
Supplies Asst, Juvenile Facilities	1.00
Seamstress	1.00
Laundry Worker	<u>8.00</u>
	772.25

<u>FIELD SERVICES</u>	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	5.00
Supervising Probation Officer	36.00
Senior Deputy Probation Officer	10.00
Deputy Probation Officer II	288.50
Secretary III	1.00
Secretary II	5.00
Office Supervisor C	2.00
Information Processing Technician	8.00
Office Technician	2.00
Office Assistant	2.00
Collection Officer	2.00
Radio Dispatcher	<u>3.00</u>
	365.5

<u>SPECIAL SERVICES</u>	
	<u>FTE</u>
Chief Deputy Probation Officer	1.00
Probation Division Director	2.00
Assistant Probation Division Director	3.00
Administrative Manager III	3.00
Administrative Manager II	4.00
Research Manager (Admin. Mgr. I)	1.00
Sr. Staff Analyst (Admin. Mgr I)	1.00
Staff Analyst III (Admin.Mgr I)	14.00
Supervising Probation Officer	12.00
Senior Deputy Probation Officer	1.00
Deputy Probation Officer II	13.00
Deputy Probation Officer I	22.00
Supervising Juvenile Correctional Officer	2.00
Deputy Juvenile Correctional Officer II	16.00
Staff Specialist	3.00
Staff Assistant	1.00
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
Computer Graphics Specialist	1.00
Research Analyst IV	5.00
Research Analyst III	2.00
Research Analyst II	2.00
Sr. Accountant Auditor II (Admin. Mgr .I)	1.00
Accountant/Auditor II	2.00
Accounting Office Supervisor II	5.00
Accounting Technician	1.00
Accounting Specialist	38.00
Supervising Collection Officer	4.00
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	29.00
Information Processing Specialist	7.00
Information Processing Technician	64.00
Data Entry Technician	22.00
Office Technician	13.00
Office Assistant	14.25
Storekeeper I	1.00
Store Clerk	3.00
Utility Worker/Driver	3.00
Real Property Agent III (Admin. Mgr I)	1.00
Buyer II	<u>1.00</u>
	410.25

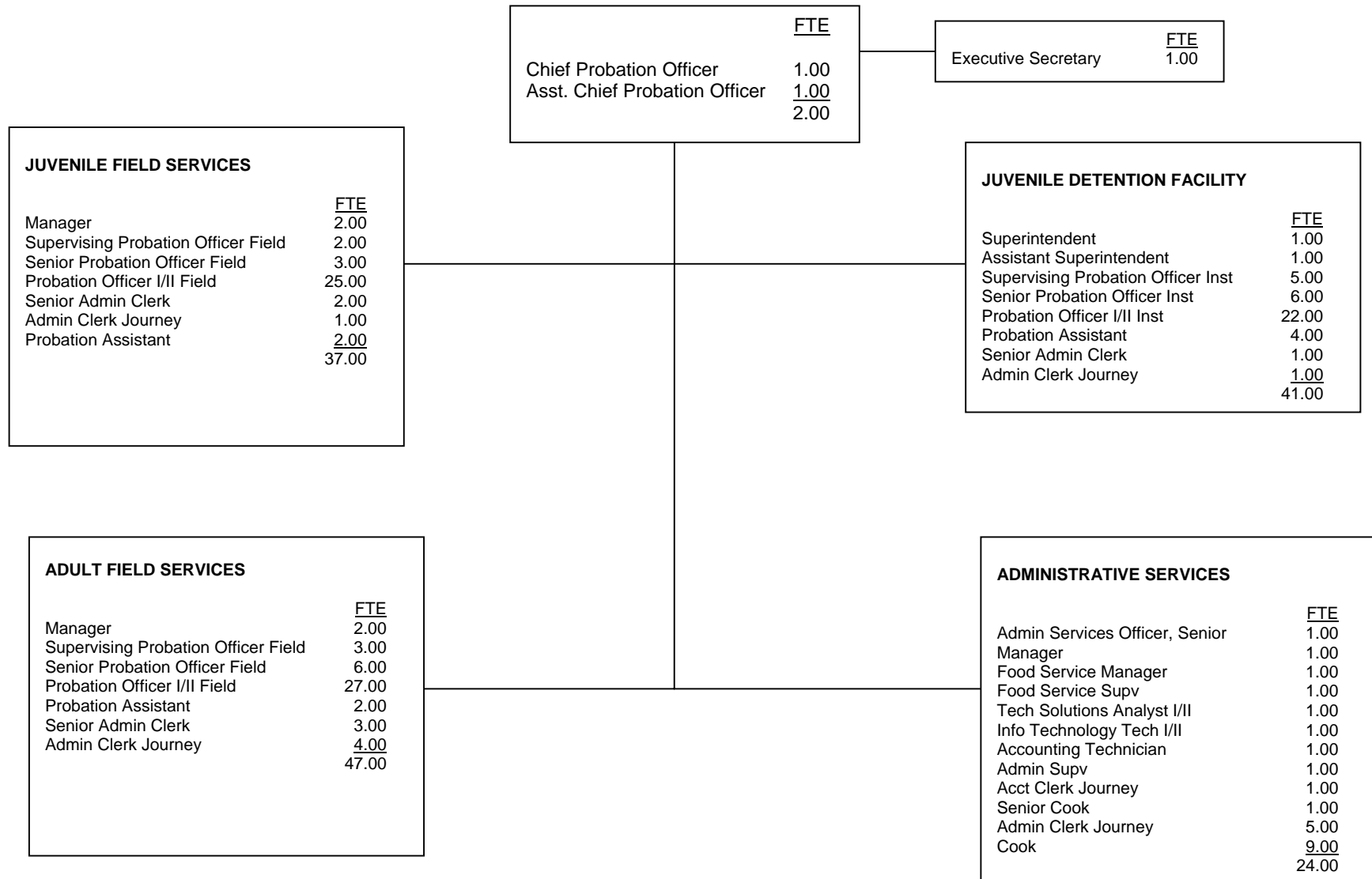
COUNTY OF ORANGE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$ 143,499		
Chief Deputy Probation Officer	3.00	3	106,090 – 193,440		
Administrative Manager III	3.00	3	83,200 – 131,040		
Probation Division Director (Admin. Mgr. III)	13.00	13	83,200 – 131,040		E, J
Administrative Manager II	4.00	4	66,560 – 106,080		
Assistant Division Director (Admin. Mgr. II)	12.00	12	66,560 – 106,080		J
Sr. Systems Programmer Analyst	4.00	4	66,165 – 89,086	12	
Sr. Technical Systems Specialist	1.00	1	66,165 – 89,086	12	
Research Manager (Admin. Mgr. I)	1.00	1	47,840 – 85,280		
Senior Staff Analyst (Admin. Mgr. I)	1.00	1	47,840 – 85,280		
Staff Analyst III (Admin. Mgr. I)	15.00	15	47,840 – 85,280		
Real Property Agent III (Admin. Mgr. I)	1.00	1	47,840 – 85,280		
Sr. Accountant/Auditor II (Admin. Mgr. I)	1.00	1	47,840 – 85,280		
Technical Systems Specialist	3.00	3	61,048 – 82,035	12	
Supervising Probation Officer	48.00	48	57,782 – 77,604	12	D
Systems Programmer Analyst II	9.00	9	56,368 – 75,712	12	
Research Analyst IV	5.00	5	51,813 – 69,742	12	
Senior Deputy Probation Officer	12.00	12	51,729 – 69,638	12	C
Systems Programmer Analyst I	3.00	3	50,460 – 67,932	12	
Deputy Probation Officer II	312.50	313	48,110 – 66,102	12	B,G
Deputy Probation Officer I	22.00	22	46,404 – 62,566	12	A
Supervising Juvenile Correctional Officer	56.00	56	46,404 – 65,566	12	I
Research Analyst III	2.00	2	46,550 – 62,753	12	
Information Systems Technician	2.00	2	44,096 – 59,404	12	
Food Services Supervisor	1.00	1	44,096 – 59,404	12	
Buyer II	1.00	1	44,096 – 56,368	12	
Radio Dispatcher	3.00	3	41,828 – 56,368	12	
Office Manager	2.00	2	41,080 – 54,912	12	
Accountant/Auditor II	2.00	2	40,747 – 54,745	12	
Senior Juvenile Correctional Officer	15.00	15	40,747 – 54,496	12	H
Staff Specialist	3.00	3	39,748 – 53,164	12	
Executive Secretary I	1.00	1	38,854 – 52,062	12	
Senior Office Supervisor C/D	4.00	4	38,854 – 52,062	12	
Research Analyst II	2.00	2	38,688 – 51,812	12	
Deputy Juvenile Correctional Officer II	475.50	479	39,748 – 51,729	14	G
Supervising Collection Officer	4.00	4	37,668 – 50,460	12	
Chief Cook	4.00	4	36,649 – 49,088	12	
Secretary III	3.00	3	35,027 – 46,779	12	
Office Supervisor D	3.00	3	35,027 – 46,779	12	
Accounting Office Supervisor II	5.00	5	35,027 – 46,779	12	

COUNTY OF ORANGE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Computer Graphics Specialist	1.00	1	34,840 – 46,550	12	
Staff Assistant	1.00	1	33,800 – 45,281	12	
Collection Officer	47.00	47	33,800 – 45,281	12	
Accounting Technician	1.00	1	33,030 – 44,304	12	
Office Supervisor C	10.00	10	33,030 – 44,304	12	
Head Cook	1.00	1	32,843 – 44,096	12	
Education Assistant, Corr. Facility	1.00	1	31,970 – 42,910	12	
Secretary II	13.00	13	31,532 – 42,078	12	
Office Supervisor B	2.00	2	31,532 – 42,078	12	
Senior Institutional Cook	14.00	14	31,200 – 41,828	12	
Storekeeper I	2.00	2	30,472 – 40,913	12	
Office Supervisor A	4.00	4	30,097 – 39,915	12	
Information Processing Specialist	7.00	7	30,097 – 38,854	12	
Office Specialist	30.00	30	29,348 – 38,854	12	
Accounting Specialist	38.00	38	29,348 – 38,854	12	
Supplies Asst, Juvenile Facilities	1.00	1	29,161 – 38,854	12	
Information Processing Technician	81.00	81	29,348 – 36,920	12	
Data Entry Technician	29.75	30	29,348 – 36,920	12	
Supplies Clerk, Juvenile Facilities	4.00	4	27,788 – 36,878	12	
Store Clerk	8.00	8	27,185 – 35,900	12	
Institutional Cook	9.00	9	27,040 – 35,755	12	
Deputy Juvenile Correctional Officer I	115.00	115	31,990 – 35,713	12	F
Office Technician	20.00	20	28,059 – 33,030	12	
Office Assistant	21.25	22	28,059 – 33,030	12	
Utility Worker Driver	3.00	3	24,523 – 31,969	12	
Seamstress	1.00	1	22,422 – 29,016	12	
Food Service Worker	13.00	13	20,529 – 26,332	12	
Laundry Worker	8.00	8	20,529 – 26,332	12	
	<u>1,549.00</u>	<u>1,554</u>			

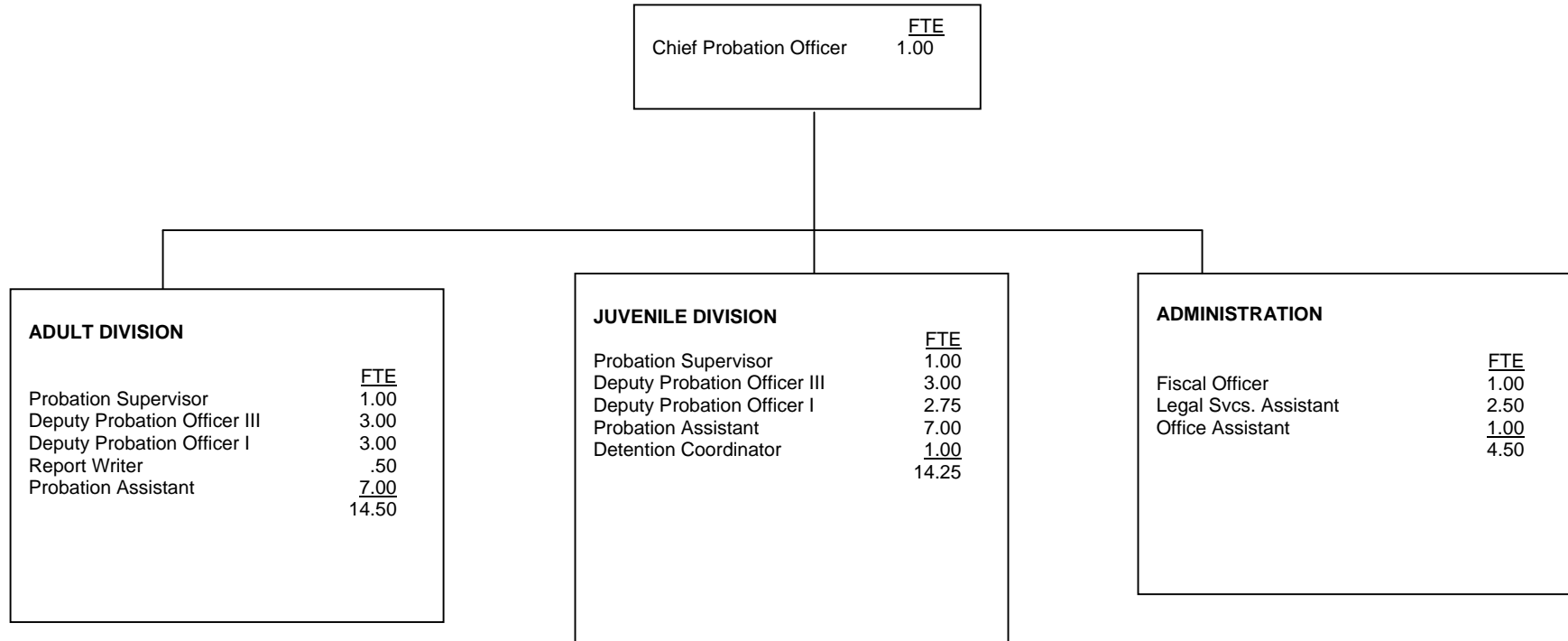
COUNTY OF PLACER



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	96,689 - 117,525	6	
Assistant Chief Probation Officer	1.00	1	73,841 – 89,754	6	
Juvenile Detention Facilities Superintendent	1.00	1	66,976 – 81,411	6	J
Probation Manager	6.00	6	60,749 – 73,841	6	E
Administrative Services Officer, Sr	1.00	1	60,749 – 73,841	6	
Asst Juvenile Detention Fac Superintendent	1.00	1	60,749 – 73,841	6	J
Technology Solutions Analyst II	1.00	1	55,100 – 66,976	6	
Supv. Deputy Probation Officer Field	5.00	5	52,585 – 63,698	6	D
Food Services Manager	1.00	1	47,598 – 57,856	6	
Senior Deputy Probation Officer Field	7.00	9	45,726 – 55,624	6	C
Supv. Deputy Probation Officer Inst	5.00	5	45,726 – 55,624	6	I
Information Technology Technician II	1.00	1	45,332 – 55,102	6	
Sr. Deputy Probation Officer Inst	5.00	5	39,874 – 48,466	6	H
Executive Secretary	1.00	1	37,294 – 45,332	6	
Accounting Technician	1.00	1	36,439 – 44,292	6	
Deputy Probation Officer I/II Field	52.00	55	34,828 – 48,466	12	A/B
Food Services Supervisor	1.00	1	34,705 – 42,184	6	
Probation Assistant	8.00	8	33,052 – 40,174	6	A
Administrative Supervisor	1.00	1	33,052 – 40,174	6	
Senior Cook	1.00	1	31,478 – 38,262	6	
Account Clerk Journey	1.00	1	30,682 – 37,294	6	
Senior Admin Clerk	7.00	7	29,979 – 36,439	6	
Deputy Probation Officer I/II Inst	22.00	24	29,598 – 42,336	12	F,G
Cook	9.00	9	28,551 – 34,705	6	
Admin Clerk Entry/Journey	<u>11.00</u>	<u>10</u>	24,663 – 33,052	12	
	151.00	157			

COUNTY OF PLUMAS



COUNTY OF PLUMAS

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$74,040		
Fiscal Officer	1.0	1	\$74,040	5	
Deputy Probation Officer III, or	7.0	7	38,220 - 46,500	5	C
Deputy Probation Officer II or	0	0	34,668 - 42,180	5	B
Deputy Probation Officer I	5.75	6	32,052 - 39,000	5	A
Probation Supervisor	2.0	2	38,856 - 44,256		D
Detention Coordinator	1.0	1	33,675 - 40,955		
Report Writer	.5	1	32,198 - 39,187		
Probation Assistant	14.00	14	26,998 - 32,856	5	
Legal Services Assistant II	3.5	4	25,709 - 31,272	5	
Office Assistant III	<u>.5</u>	<u>1</u>	22,188 - 27,012	5	
	36.25	38			

COUNTY OF RIVERSIDE

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

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

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

ADMINISTRATION	
	<u>FTE</u>
Business Systems Analyst	1.00
Information Technology Officer I	1.00
Network Administrator	2.00
Probation Division Director	1.00
Applications Developer	2.00
Administrative Manager	1.00
Asst. Probation Division Director	1.00
Principal Accountant	1.00
Supervising Probation Officer	5.50
User Technical Support	3.00
Administrative Supervisor	1.00
Senior Probation Officer	2.00
Senior Accountant	1.00
Deputy Probation Officer II	0.50
Staff Analyst II	2.00
Dept. Human Resources Coordinator	1.00
Accounting Technician II	1.00
Accounting Technician I	1.00
Senior Accounting Assistant	3.00
Secretary I	3.00
Sr. Human Resources Clerk	1.00
Accounting Assistant II	1.00
Office Assistant III	1.00
Human Resources Clerk	<u>3.00</u>
	40.00

FIELD SERVICES	
	<u>FTE</u>
Probation Division Director	5.00
Assistant Probation Division Director	4.00
Supervising Probation Officer	27.00
Senior Probation Officer	55.00
Deputy Probation Officer II	173.00
Secretary II	4.00
Supervising Office Assistant II	2.00
Supervising Office Assistant I	9.00
Office Assistant III	44.00
Stenographer Clerk II	1.00
Probation Assistant	29.00
Office Assistant II	44.00
Professional Student Intern	0.50
Employment Program Aide	<u>0.50</u>
	398.00

JUVENILE INSTITUTIONS	
	<u>FTE</u>
Probation Division Director	5.00
Assistant Probation Division Director	4.00
Supervising Probation Officer	38.00
Supervising Group Supv/Instructor	1.00
Sr. Probation Officer	1.00
Building Services Engineer	1.00
Senior Group Supv/Instructor	8.50
Senior Group Counselor	44.00
Correctional Food Services Supervisor	1.00
Lead Maintenance Services Mechanic	1.00
Group Counselor II	300.00
Group Counselor I (Temp PT)	39.00
Maintenance Painter	1.50
Secretary II	2.00
Building Maintenance Mechanic	9.00
House Manager	2.00
Senior Accounting Assistant	5.00
Senior Cook – Detention	2.00
Correctional Cook	13.00
Gardener	4.50
Supervising Office Assistant I	3.00
Storekeeper	2.00
Office Assistant III	5.00
Probation Assistant	4.00
Accounting Assistant I	3.00
Correctional Senior Food Svc Worker	18.00
Office Assistant II	12.00
Sewing Services Worker	3.00
Laundry Worker	<u>5.50</u>
	538.00

COUNTY OF RIVERSIDE

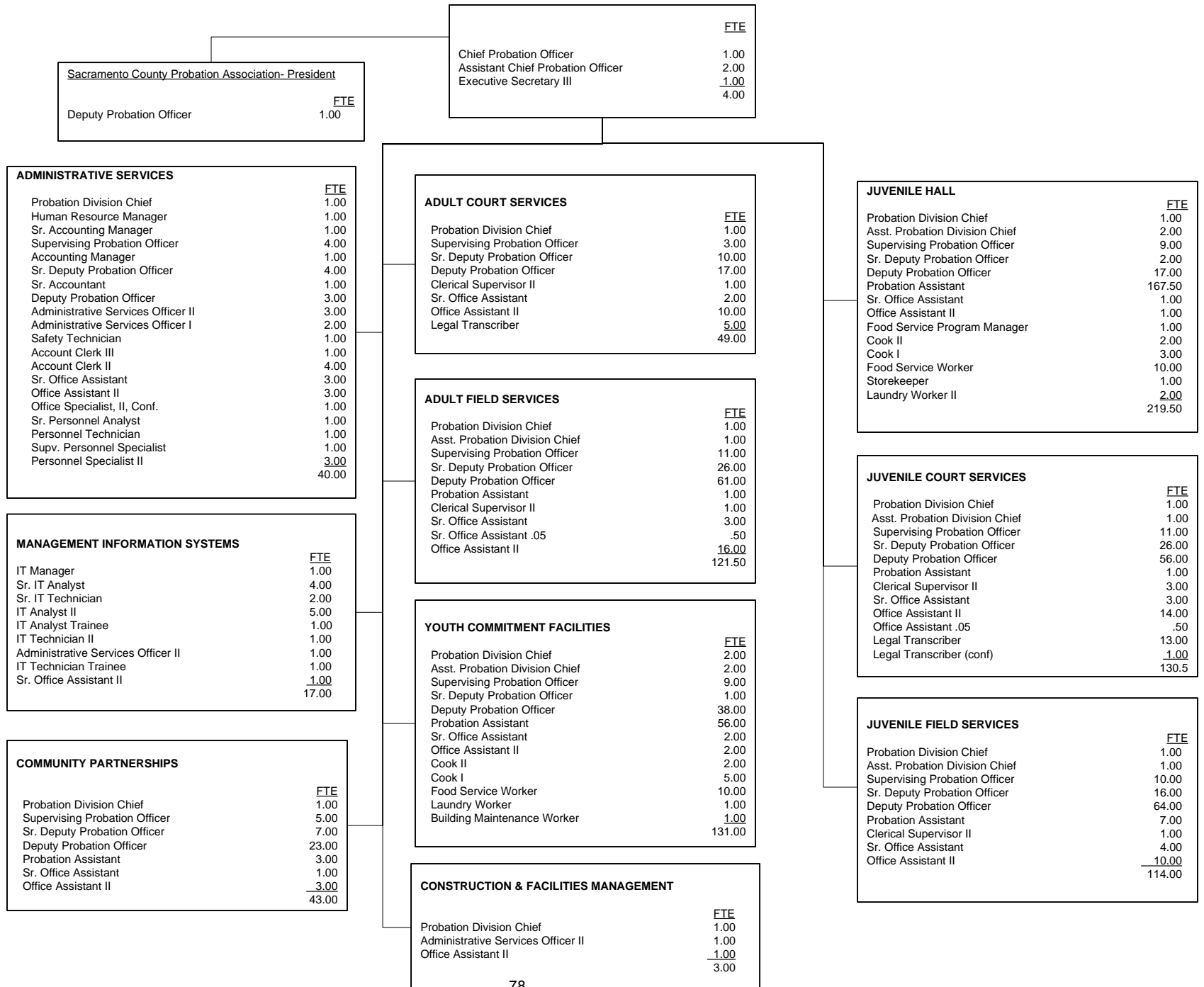
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$132,396	12	
Chief Deputy Probation Officer	2.0	2	81,692 – 112,298	13	
Business Systems Analyst	1.0	1	50,862 – 99,560	*	
Information Technology Officer I	1.0	1	70,832 – 97,320	13	
Network Administrator	2.0	2	34,682 – 95,626	*	
Probation Division Director	11.0	11	68,234 – 93,786	13	E,J
Applications Developer	2.0	2	48,557 – 90,680	*	
Administrative Manager	1.0	1	63,716 – 87,536	13	
Assistant Probation Division Director	9.0	9	58,567 – 80,444	13	E,J
Principal Accountant	1.0	1	56,764 – 77,920	13	
Supervising Probation Officer	70.5	72	52,991 – 67,435	10	D,I
Supervising Group Supv/Instructor	1.0	1	50,512 – 66,006	11	I
User Technical Support	3.0	3	32,980 – 64,658	*	
Administrative Supervisor	1.0	1	47,318 – 61,677	11	
Senior Probation Officer	58.0	63	46,623 – 59,296	10	C
Senior Accountant	1.0	1	43,236 – 56,351	11	
Building Services Engineer	1.0	1	42,795 – 55,761	11	
Deputy Probation Officer II, or Deputy Probation Officer I (Entry Level)	173.5	181	41,664 – 53,004 34,542 – 43,941	10 10	B A
Staff Analyst II	2.0	2	40,147 – 52,317	11	
Executive Assistant II	1.0	1	38,461 – 51,355	12	
Dept. Human Resources Coordinator	1.0	1	37,899 – 50,562	12	
Senior Group Supv./Instructor	8.5	9	41,445 – 49,958	8	H
Senior Group Counselor	44.0	44	39,063 – 49,708	10	H
Accounting Technician II	1.0	1	36,881 – 48,056	11	
Correctional Food Services Supervisor	1.0	1	35,734 – 46,583	11	
Lead Maintenance Services Mechanic	1.0	1	37,128 – 45,885	9	
Group Counselor II, or Group Counselor I (Entry Level)	300.0	308	35,854 – 45,614 31,382 – 39,896	10 10	G F
Group Counselor I (Temp PT)	39.0	110	31,382 – 39,896	10	F
Accounting Technician I	1.0	1	33,550 – 43,705	11	
Maintenance Painter	1.5	2	34,282 – 42,372	9	
Secretary II	6.0	6	32,053 – 41,783	11	
Building Maintenance Mechanic	9.0	12	33,222 – 41,058	9	
House Manager	2.0	2	30,527 – 39,739	11	
Senior Accounting Assistant	8.0	8	30,376 – 39,562	11	
Supervising Office Assistant II	2.0	2	29,783 – 38,765	11	
Secretary I	3.0	3	28,854 – 37,590	11	
Senior Cook - Detention	2.0	2	28,651 – 37,314	11	
Correctional Cook	13.0	16	26,878 – 36,938	13	
Sr. Human Resources Clerk	1.0	1	27,905 – 36,344	11	

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Gardener	4.5	6	27,750 – 36,162	11	
Supervising Office Assistant I	12.0	12	26,830 – 34,906	11	
Accounting Assistant II	1.0	1	26,471 – 34,463	11	
Storekeeper	2.0	2	25,809 – 33,579	11	
Office Assistant III	50.0	50	24,436 – 31,839	11	
Human Resources Clerk	3.0	3	24,088 – 31,358	11	
Stenographer Clerk II	1.0	1	24,088 – 31,358	11	
Probation Assistant	33.0	33	23,205 – 30,225	11	
Accounting Assistant I	3.0	3	22,852 – 29,726	11	
Correctional Senior Food Services Worker	18.0	23	22,609 – 29,432	11	
Office Assistant II	56.0	57	22,014 – 28,662	11	
Sewing Services Worker	3.0	3	19,540 – 25,440	11	
Laundry Worker	5.5	7	18,656 – 24,285	11	
Professional Student Intern	.5	4	18,755 – 18,755	1	
Employment Program Aide	.5	2	14,040 – 14,040	1	
	<u>980.0</u>	<u>1094</u>			

Notes

1. Above salaries are in effect as of 1/1/06.
 2. Supervising PO, Senior PO, and Deputy PO will add Step 11 with 2.7% increase effective 1/19/06.
 3. Salary increase for Chief Probation Officer to \$148,547 is effective February 2006.
 4. . Salary increases of 12%, for Supervising PO, Senior PO, and Deputy PO I/II are effective early in 2006.
 5. Salary increases of 8% for Senior Group Counselor and Group Counselor I/II are effective early in 2006.
- * Information Technology positions are on a competency/skill based system rather than a salary step structure.

COUNTY OF SACRAMENTO



ADMINISTRATIVE SERVICES		<u>FTE</u>
Probation Division Chief		1.00
Human Resource Manager		1.00
Sr. Accounting Manager		1.00
Supervising Probation Officer		4.00
Accounting Manager		1.00
Sr. Deputy Probation Officer		4.00
Sr. Accountant		1.00
Deputy Probation Officer		3.00
Administrative Services Officer II		3.00
Administrative Services Officer I		2.00
Safety Technician		1.00
Account Clerk III		1.00
Account Clerk II		4.00
Sr. Office Assistant		3.00
Office Assistant II		3.00
Office Specialist, II, Conf.		1.00
Sr. Personnel Analyst		1.00
Personnel Technician		1.00
Supv. Personnel Specialist		1.00
Personnel Specialist II		3.00
		<u>40.00</u>

MANAGEMENT INFORMATION SYSTEMS		<u>FTE</u>
IT Manager		1.00
Sr. IT Analyst		4.00
Sr. IT Technician		2.00
IT Analyst II		5.00
IT Analyst Trainee		1.00
IT Technician II		1.00
Administrative Services Officer II		1.00
IT Technician Trainee		1.00
Sr. Office Assistant II		1.00
		<u>17.00</u>

COMMUNITY PARTNERSHIPS		<u>FTE</u>
Probation Division Chief		1.00
Supervising Probation Officer		5.00
Sr. Deputy Probation Officer		7.00
Deputy Probation Officer		23.00
Probation Assistant		3.00
Sr. Office Assistant		1.00
Office Assistant II		3.00
		<u>43.00</u>

ADULT COURT SERVICES		<u>FTE</u>
Probation Division Chief		1.00
Supervising Probation Officer		3.00
Sr. Deputy Probation Officer		10.00
Deputy Probation Officer		17.00
Clerical Supervisor II		1.00
Sr. Office Assistant		2.00
Office Assistant II		10.00
Legal Transcriber		5.00
		<u>49.00</u>

ADULT 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		26.00
Deputy Probation Officer		61.00
Probation Assistant		1.00
Clerical Supervisor II		1.00
Sr. Office Assistant		3.00
Sr. Office Assistant .05		.50
Office Assistant II		16.00
		<u>121.50</u>

YOUTH COMMITMENT FACILITIES		<u>FTE</u>
Probation Division Chief		2.00
Asst. Probation Division Chief		2.00
Supervising Probation Officer		9.00
Sr. Deputy Probation Officer		1.00
Deputy Probation Officer		38.00
Probation Assistant		56.00
Sr. Office Assistant		2.00
Office Assistant II		2.00
Cook II		2.00
Cook I		5.00
Food Service Worker		10.00
Laundry Worker		1.00
Building Maintenance Worker		1.00
		<u>131.00</u>

CONSTRUCTION & FACILITIES MANAGEMENT		<u>FTE</u>
Probation Division Chief		1.00
Administrative Services Officer II		1.00
Office Assistant II		1.00
		<u>3.00</u>

JUVENILE HALL		<u>FTE</u>
Probation Division Chief		1.00
Asst. Probation Division Chief		2.00
Supervising Probation Officer		9.00
Sr. Deputy Probation Officer		2.00
Deputy Probation Officer		17.00
Probation Assistant		167.50
Sr. Office Assistant		1.00
Office Assistant II		1.00
Food Service Program Manager		1.00
Cook II		2.00
Cook I		3.00
Food Service Worker		10.00
Storekeeper		1.00
Laundry Worker II		2.00
		<u>219.50</u>

JUVENILE COURT SERVICES		<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		56.00
Probation Assistant		1.00
Clerical Supervisor II		3.00
Sr. Office Assistant		3.00
Office Assistant II		14.00
Office Assistant .05		.50
Legal Transcriber		13.00
Legal Transcriber (conf)		1.00
		<u>130.5</u>

JUVENILE FIELD SERVICES		<u>FTE</u>
Probation Division Chief		1.00
Asst. Probation Division Chief		1.00
Supervising Probation Officer		10.00
Sr. Deputy Probation Officer		16.00
Deputy Probation Officer		64.00
Probation Assistant		7.00
Clerical Supervisor II		1.00
Sr. Office Assistant		4.00
Office Assistant II		10.00
		<u>114.00</u>

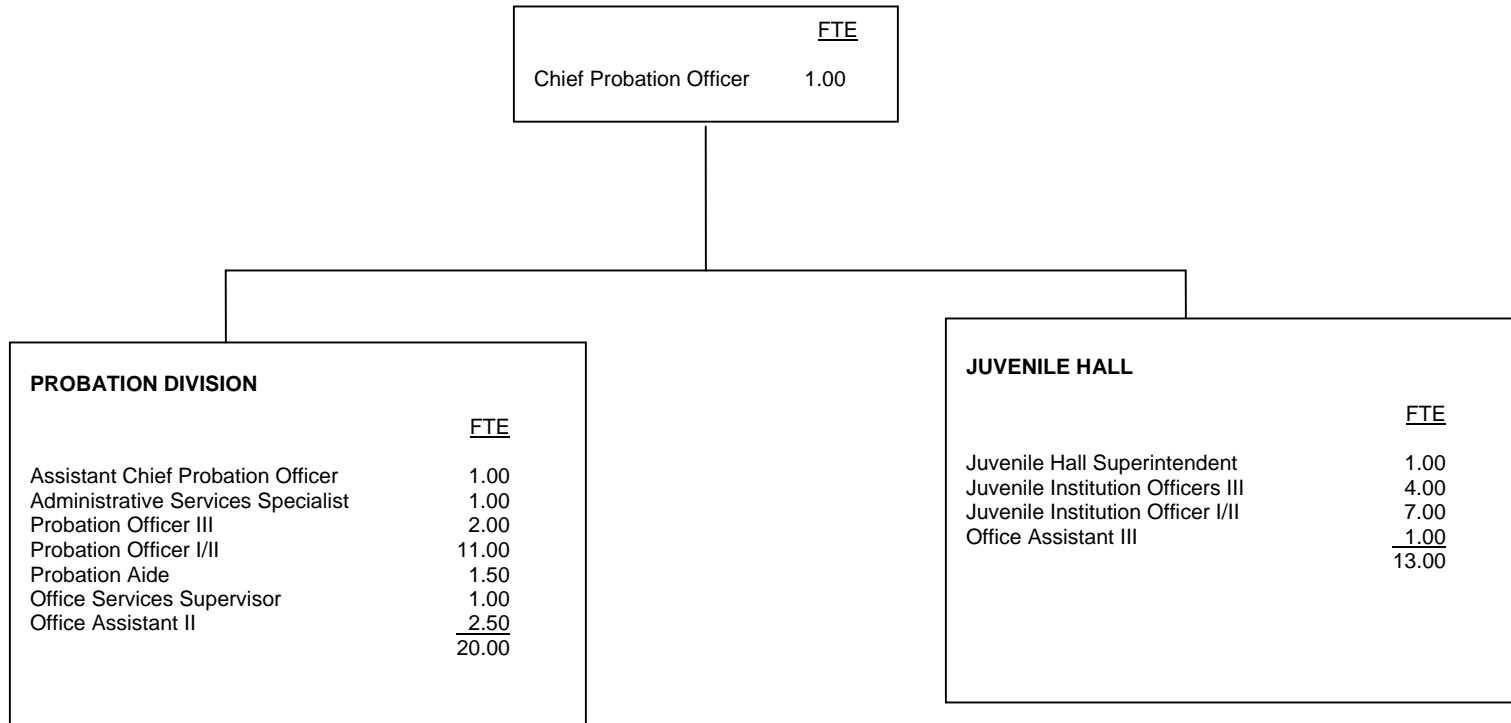
COUNTY OF SACRAMENTO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Classes</u>
County Probation Officer	1.00	1	136,827-150,858	3	
Assistant Chief Probation Officer	2.00	2	114,026-125,718		
Probation Division Chief	10.00	10	95,046-104,797	3	
Information Technology Manager	1.00	1	85,733-94,524	3	
Senior Accounting Manager	1.00	1	82,789-91,266	3	
Assistant Probation Division Chief	7.00	7	71,806-87,299	5	E, J
Senior Information Tech Analyst	3.00	3	70,700-85,942	5	
Senior Information Tech Analyst L.T.	1.00	1	70,700-85,942	5	
Accounting Manager	1.00	1	75,314-83,019	3	
Human Resources Manager I	1.00	1	73,205-80,701	3	
Supervising Probation Officer	61.00	61	62,452-75,920	5	D, I
Supervising Probation Officer LT	1.00	1	62,452-75,920	5	D
Information Tech Analyst 2	5.00	5	62,431-75,878	5	
Information Tech Analyst 2(trainee/underfill)	1.00	1	62,431-75,878	5	
Senior Personnel Analyst	1.00	1	60,364-73,372	5	
Administrative Services Officer II	5.00	5	57,900-70,407	5	
Senior Accountant	1.00	1	57,900-70,407	5	
Food Service Program Manager	1.00	1	61,512-67,818	3	
Deputy Probation Officer OR	1.00	1	49,444-60,093	5	B
Sr. Deputy Probation Officer	83.00	83	49,444-60,093	5	C, H
Sr. Deputy Probation Officer L.T.	9.00	9	49,444-60,093	5	C, H
Administrative Services Officer I	2.00	2	48,293-58,715	5	
Personnel Technician	1.00	1	46,709-56,752	5	
Safety Technician	1.00	1	46,709-56,752	5	
Senior Information Tech Technician	2.00	2	45,038-54,747	5	
Deputy Probation Officer .5	1.00	2	44,579-54,204	5	B, G
Deputy Probation Officer	276.00	276	44,579-54,204	5	B, G
Deputy Probation Officer L.T.	1.00	1	44,579-54,204	5	B, G
Supervising Personnel Specialist	1.00	1	41,656-50,634	5	
Executive Secretary	1.00	1	39,881-48,442	5	
Probation Assistant L.T. .5	0.50	1	38,398-46,667	5	A
Probation Assistant	236.00	236	38,398-46,667	5	A, F
Clerical Supervisor 2	6.00	6	38,022-46,207	5	

COUNTY OF SACRAMENTO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Classes</u>
Information Tech Technician 2	1.00	1	37,500-45,581	5	
Information Tech Technician 2(Trainee/underfill)	1.00	1	37,500-45,581	5	
Personnel Specialist 2	3.00	3	34,682-42,157	5	
Account Clerk 3	1.00	1	31,926-38,774	5	
Office Specialist LV 2 Conf	1.00	1	31,654-38,503	5	
Building Maintenance Worker	1.00	1	31,236-37,981	5	
Legal Transcriber ©	1.00	1	29,984-36,436	5	
Cook 2	4.00	4	29,608-35,976	5	
Account Clerk 2	4.00	4.00	29,503-35,872	5	
Senior Office Assistant	20.00	20	29,503-35,872	5	
Senior Office Assistant L.T. .5	0.50	1	29,503-35,872	5	
Legal Transcriber	18.00	18	28,209-34,285	5	
Storekeeper I	1.00	1	27,979-34,014	5	
Cook I	8.00	8	26,873-32,656	5	
Office Assistant 2 .5	0.50	1	25,662-31,174	5	
Office Assistant 2	60.00	60	25,662-31,174	5	
Laundry Worker	3.00	3	25,515-31,007	5	
Food Service Worker 2	20.00	20	23,281-28,334	5	
	<u>873.50</u>	<u>876</u>			

COUNTY OF SAN BENITO



COUNTY OF SAN BENITO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	63,300-80,820		
Assistant Chief Probation Officer	1.00	1	54,936-70,128	6	E
Juvenile Hall Superintendent	1.00	1	54,672-69,792	6	J
Probation Officer III	2.00	2	46,764-59,700	6	D
Administrative Services Specialist	1.00	1	44,100-56,580	6	
Probation Officer II	11.00	11	40,380-51,564	6	B,C
Probation Officer I			35,916-45,852	6	A
Juvenile Institution Officer III	4.00	4	39,228-50,064**	6	I
Juvenile Institution Officer II	7.00	7	33,876-43,236**	6	G
Juvenile Institution Officer I			30,708-39,228**	6	F
Probation Aide	1.50	2*	31,020-39,612	6	
Office Services Supervisor	1.00	1	33,372-42,612	6	
Office Assistant III	<u>3.50</u>	<u>3</u>	27,468-35,052	6	
TOTAL*	34.00	34			

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

*Includes 1.5 positions that are presently defunded (Probation Aide positions)

COUNTY OF SAN BERNARDINO

<u>OFFICE OF THE CHIEF</u>	
Chief Probation Officer	<u>FTE</u> 1.00
Executive Secretary III	<u>1.00</u> 2.00

COMMUNITY CORRECTIONS BUREAU

<u>ADMINISTRATIVE SERVICES BUREAU</u>	
	<u>FTE</u>
Deputy Chief Prob. Administrator	1.00
Business Applications Mgr.	1.00
Administrative Manager	1.00
Administrative Supervisor I	1.00
Staff Analyst II	2.00
Crime Analyst	1.00
Probation Officer II	1.00
Automated Systems Analyst I	2.00
Supervising Account Technician	2.00
Supervising Fiscal Specialist	2.00
Automated Systems Technician	4.00
Personnel Technician	1.00
Accounting Technician	2.00
Fiscal Specialist	3.90
Office Specialist	0.90
Probation Transportation Officer	1.00
Office Assistant IV	1.00
Payroll Specialist	4.00
Fiscal Assistant	6.00
Office Assistant III	12.00
Office Assistant II	1.50
Mail Processor II	1.00
Public Service Employee	<u>1.80</u>
	55.10

<u>ADULT SERVICES</u>	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Division Director II	2.00
Probation Division Director I	1.00
Supv. Probation Officer	18.00
Probation Officer III	19.40
Probation Officer II	111.40
Domestic Violence Prog. Coord.	1.00
Supervising Office Assistant	2.00
Secretary I	1.00
Office Assistant IV	3.00
Office Assistant III	43.00
Office Assistant II	<u>2.10</u>
	204.90

<u>AB1913</u>	
	<u>FTE</u>
Probation Division Director II	1.00
Supv. Probation Officer	3.00
Prob. Corrections Supv. II	2.00
Probation Officer III	2.00
Business Systems Analyst I	1.00
Probation Officer II	19.00
Probation Corrections Officer	20.00
Accounting Technician	1.00
Office Assistant III	<u>3.00</u>
	52.00

<u>PROFESSIONAL STANDARDS:</u>	
	<u>FTE</u>
Probation Division Director II	1.00
Supervising Probation Officer	3.00
Probation Officer III	7.60
Prob. Corrections Supv. I	1.00
Background Investigator	1.00
Secretary I	1.00
Office Assistant III	<u>2.50</u>
	17.10

<u>JUVENILE SERVICES</u>	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Division Director II	2.00
Supv. Probation Officer	11.00
Probation Officer III	7.60
Probation Officer II	93.20
Supv. Office Assistant	1.00
Secretary I	1.00
Office Assistant IV	1.60
Office Assistant III	23.50
Office Assistant II	4.00
Custodian	<u>1.00</u>
	146.90

<u>TREATMENT</u>	
	<u>FTE</u>
Probation Division Director II	1.00
Probation Division Director I	1.00
Supv. Probation Officer	3.00
Prob. Corrections Supv. II	3.00
Clinical Therapist I	1.00
Probation Officer III	2.90
Prob. Corrections Supv. I	7.00
Probation Officer II	25.90
Prob. Corrections Officer	47.90
Secretary I	1.00
Office Assistant III	4.50
Probation Night Custody Officer	6.00
Office Assistant II	<u>2.00</u>
:	106.20

<u>DETENTION CORRECTIONS BUREAU</u>	
	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Division Director II	3.00
Prob. Health Services Manager	1.00
Probation Division Director I	2.80
Correctional Nurse III	3.00
Correctional Nurse II	2.00
Supv. Probation Officer	3.00
Prob. Corrections Supervisor II	20.30
Correctional Nurse I	20.90
Clinical Therapist I	3.60
Clinical Psychologist	1.00
Probation Officer III	4.70
Prob. Corrections Supervisor I	37.40
Probation Officer II	14.90
Probation Food Svs Mgr.	1.00
Probation Corrections Officer	316.80
Probation Food Svs Supervisor	3.00
Automated Systems Technician	2.00
Probation Cook II	3.80
Supervising Office Assistant	3.00
Fiscal Specialist	1.70
Secretary I	4.00
Licensed Vocational Nurse I	11.00
Store Specialist	1.00
Office Assistant IV	1.00
Payroll Specialist	1.50
Probation Cook I	10.60
Office Assistant III	4.80
Supervising Custodian	1.00
Probation Night Custody Officer	54.20
Office Assistant II	28.30
Clinic Assistant	3.50
Storekeeper	3.50
Probation Food Svcs Worker	24.90
Custodian I	5.00
Domestic Svc Assistant	1.00
Correctional Nurse – Per Diem	<u>1.80</u>
	607.30

COUNTY OF SAN BERNARDINO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.0	1	\$ 137,279	n/a	
Deputy Chief Probation Officer	3.0	3	90,480 - 115,794	11	
Deputy Chief Probation Admin.	1.0	1	81,952 - 104,957	11	
Probation Division Director II	9.0	9	72,530 - 92,726	11	E
Probation Health Services Manager	1.0	1	72,530 - 92,726	11	
Business Applications Manager	1.0	1	70,720 - 90,480	11	
Administrative Manager	1.0	1	69,056 - 88,338	11	
Probation Director I	5.8	6	65,728 - 84,032	11	E, J
Correctional Nurse III	3.0	3	64,126 - 81,494	12	
Correctional Nurse II	2.0	2	61,131 - 77,605	12	G
Supv. Probation Officer	41.0	41	59,571 - 76,128	11	D, I
Probation Corrections Supv. II	25.3	26	57,013 - 72,842	11	I
Correctional Nurse I	20.9	24	54,018 - 68,661	12	
Supv. Automated Systems Analyst II	1.0	1	55,328 - 70,720	11	
Administrative Supervisor I	1.0	1	54,018 - 69,056	11	
Clinical Therapist I	4.6	6	45,573 - 65,056	18	
Clinical Psychologist	1.0	1	52,728 - 67,350	11	
Probation Officer III	44.2	46	51,438 - 65,707	11	C
Business Systems Analyst I	1.0	1	50,211 - 64,126	11	
Probation Corrections Supervisor I	45.3	47	49,254 - 62,858	11	H
Staff Analyst II	2.0	2	49,026 - 62,566	11	
Crime Analyst	1.0	1	47,840 - 61,069	11	
Probation Officer II, or Probation Officer I	265.3	267	47,819 - 61,027 39,333 - 50,253	11 11	B A
Automated Systems Analyst I	2.0	2	45,573 - 58,136	11	
Domestic Violence Prog. Coordinator	1.0	1	43,389 - 55,328	11	
Probation Food Services Manager	1.0	1	43,389 - 55,328	11	
Executive Secretary III	1.0	1	40,310 - 51,501	11	
Probation Corrections Officer, or Prob. Corrections Officer Trainee	384.7	427	37,627 - 48,069 30,992 - 39,562	11 11	G F
Background Investigator	1.0	1	37,440 - 47,840	11	
Supervising Accounting Tech.	2.0	2	36,566 - 46,675	11	
Supervising Fiscal Specialist	2.0	2	35,693 - 45,573	11	
Prob. Food Svs Supervisor	3.0	3	35,693 - 45,573	11	
Automated Systems Technician	6.0	6	34,819 - 44,450	11	
Personnel Technician	1.0	1	33,987 - 43,389	11	
Accounting Technician	3.0	3	33,134 - 42,328	11	
Probation Cook II	3.8	4	31,595 - 40,310	11	
Supervising Office Assistant	6.0	6	30,846 - 39,374	11	

COUNTY OF SAN BERNARDINO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Fiscal Specialist	5.6	6	29,370 - 37,440	11	
Office Specialist	0.9	1	29,370 - 37,440	11	
Probation Transportation Officer	1.0	1	29,370 - 37,440	11	
Secretary I	8.0	8	29,370 - 37,440	11	
Licensed Vocational Nurse	11.0	12	28,600 - 35,566	11	
Stores Specialist	1.0	1	28,600 - 35,566	11	
Office Assistant IV	6.6	7	27,955 - 35,693	11	
Payroll Specialist	5.5	6	27,955 - 35,693	11	
Probation Cook I	10.6	11	27,290 - 34,819	11	
Fiscal Assistant	6.0	6	26,645 - 33,987	11	
Office Assistant III	91.1	95	26,645 - 33,987	11	
Supervising Custodian	1.0	1	25,645 - 33,987	11	
Probation Night Custody Officer	60.2	83	25,645 - 33,987	11	F
Office Assistant II	40.1	43	24,170 - 30,846	11	
Clinic Assistant	3.5	4	22,984 - 29,370	11	
Storekeeper	4.0	4	22,984 - 29,370	11	
Mail Processor II	1.0	1	22,443 - 28,600	11	
Probation Food Services Worker	24.9	28	21,923 - 27,955	11	
Custodian I	6.0	6	21,362 - 27,290	11	
Domestic Services Assistant	1.0	1	17,160 - 21,923	11	
Public Service Employee*	1.8	2	14,040 - 31,720		
Correctional Nurse – Per Diem	<u>1.8</u>	<u>3</u>	\$38.95/hr.		
	1,191.5	1,282			

*Part-time positions only – salary is annualized.

COUNTY OF SAN DIEGO

JUVENILE FIELD SERVICES				JUVENILE INSTITUTIONAL SERVICES		ADMINISTRATIVE SERVICES	
	<u>FTE</u>		<u>FTE</u>		<u>FTE</u>		<u>FTE</u>
Probation Director	5.00	Chief Probation Officer	1.00	Probation Director	4.00	Manager, Prob Fiscal & Inf Svc	1.00
Probation Aide	14.00	Assistant CPO	1.00	Quality Assurance Specialist	1.00	Probation Director	1.00
Juv. Justice Commissn Asst	1.00	Administrative Secretary IV	1.00	Storekeeper III	1.00	Dep Chief Probation Officer	3.00
Analyst II	2.00		3.00	Storekeeper II	3.00	Admin Analyst III	6.00
Intermediate Clerk	3.00			Storekeeper I	3.00	Admin Analyst II	6.00
Records Clerk	22.00			Records Clerk	17.00	Admin Analyst I	2.00
Probation Oper Support Mgr	1.00			Probation Oper Support Mgr	1.00	Departmental Pers & Trn Admin	1.00
Office Support Specialist	5.00			Detention Processing Supv	1.00	Probation Aide	3.00
Supv Clerk	5.00			Office Support Specialist	3.00	Personnel Aide	1.00
Admin Secretary II	2.00			Sr Clerk	2.00	Departmental Public Affairs Of	1.00
Sr Word Processor Operator	1.00			Supv Clerk	1.00	Departmental Personnel Officer	3.00
Word Processor Operator	14.00			Admin Secretary II	2.00	Manager, Probation Prog Planng	4.00
Mail Clerk Driver	2.00			Detentions Processing Tech	19.00	Accounting Technician	5.00
Public Health Nurse II	1.00			Correctional Dep Prob Off I	268.00	Assoc. Accountant	3.00
Dep Probation Officer	175.00			Correctional Dep Prob Off II	87.00	Sr Accountant	1.00
Correctional Dep Prob Off I	20.00			Sr Probation Officer	43.00	Sr Account Clerk	2.00
Correctional Dep Prob Off II	20.00			Supv Probation Officer	32.00	Sr Payroll Clerk	4.00
Sr Probation Officer	34.00			Departmental Aide	2.00	Principal Accountant	1.00
Supv Probation Officer	27.00			Laundry Worker	1.00	Account Clerk Specialist	2.00
Transportation Officer	1.00				491.00	Storekeeper II	1.00
Alcohol & Drug Prog Spec III	1.00					Records Clerk	3.00
	356.00					Supv Clerk	2.00
						Admin Secretary III	5.00
						Mail Clerk Driver	1.00
						Sr Probation Officer	3.00
						Supv Probation Officer	3.00
						Coord. - Volunteer Services	1.00
							69.00

ADULT FIELD SERVICES	
	<u>FTE</u>
Probation Director	4.00
Probation Aide	28.00
Intermediate Clerk	3.00
Records Clerk	70.00
Probation Oper Support Mgr	1.00
Sr Transcriber Typist	1.00
Office Support Specialist	8.00
Supv Clerk	8.00
Admin Secretary II	3.00
Sr Word Processor Operator	3.00
Word Processor Operator	10.00
Word Processing Center Supv	1.00
Mail Clerk Driver	3.00
Dep Probation Officer	178.00
Correctional Dep Prob Off I	3.00
Correctional Dep Prob Off II	2.00
Sr Probation Officer	31.00
Supv Probation Officer	26.00
Alcohol & Drug Prog Spec II	2.00
	385.00

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	\$ 138,985		
Assistant Chief Probation Officer	1.00	1	85,280 - 164,320	Band	
Deputy Chief Probation Officer	3.00	3	74,880 - 151,840	Band	
Manager, Probation Fiscal & Info Systems	1.00	1	64,480 - 124,800	Band	
Probation Director	14.00	14	60,320 - 120,640	Band	E, J
Principal Accountant	1.00	1	68,494 - 83,283	5	
Manager Probation Program Planning	4.00	4	66,539 - 80,870	5	
Departmental Personnel & Training Administrato	1.00	1	60,341 - 80,870	2	
Supv Probation Officer	88.00	88	59,550 - 76,003	6	D, I
Quality Assurance Specialist	1.00	1	61,714 - 75,026	5	
Senior Accountant	1.00	1	54,725 - 66,518	5	
Admin Analyst III	6.00	6	53,414 - 64,938	5	
Departmental Personnel Officer	3.00	3	48,443 - 64,938	2	
Alcohol & Drug Prog Spec III	1.00	1	53,414 - 64,938	5	
Senior Probation Officer	111.00	111	52,499 - 63,794	6	C, I
Departmental Public Aff Off	1.00	1	52,187 - 63,419	5	
Public Health Nurse II	1.00	1	50,565 - 61,485	5	
Probation Operations Support Mgr	3.00	3	49,421 - 60,091	5	
Alcohol & Drug Prog Spec II	2.00	2	48,610 - 59,093	5	
Admin Analyst II	8.00	8	48,443 - 58,864	5	
Deputy Probation Officer	353.00	353	47,632 - 57,866	6	B
Transportation Officer	1.00	1	44,866 - 54,538	6	
Assoc Accountant	3.00	3	44,429 - 54,018	5	
Juvenile Justice Commision Asst	1.00	1	44,346 - 53,914	5	
Admin Analyst I	2.00	2	40,830 - 49,629	5	
Correctional Deputy Probation Officer II	109.00	109	40,810 - 49,608	6	H
Admin Secretary IV	1.00	1	39,728 - 48,256	5	
Admin Secretary III	5.00	5	36,858 - 44,824	5	
Coordinator, Volunteer Services	1.00	1	36,608 - 44,491	5	
Detention Processing Sup	1.00	1	36,338 - 44,158	5	
Word Processing Center Supervisor	1.00	1	36,254 - 44,054	5	
Correctional Deputy Probation Officer I	291.00	291	32,885 - 41,954	8	F
Storekeeper III	1.00	1	33,322 - 40,498	5	
Supv Clerk	16.00	16	32,885 - 39,978	5	
Probation Aide	45.00	45	32,178 - 39,104	5	
Personnel Aide	1.00	1	31,928 - 38,834	5	
Accounting Technician	5.00	5	31,886 - 38,750	5	

COUNTY OF SAN DIEGO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Senior Transcriber Typist	1.00	1	31,678 - 38,501	5	
Detention Processing Tech	19.00	19	31,387 - 38,126	5	
Senior Word Processor Operator	4.00	4	30,742 - 37,398	5	
Admin Secretary II	7.00	7	30,659 - 37,253	5	
Senior Payroll Clerk	4.00	4	30,139 - 36,629	5	
Senior Account Clerk	2.00	2	29,619 - 35,984	5	
Account Clerk Specialist	2.00	2	29,619 - 35,984	5	
Storekeeper II	4.00	4	28,829 - 35,027	5	
Office Support Specialist	16.00	16	28,808 - 35,006	5	
Senior Clerk	2.00	2	28,808 - 35,006	5	
Word Processor Operator	24.00	24	28,496 - 34,632	5	
Storekeeper I	3.00	3	26,083 - 31,720	5	
Records Clerk	112.00	112	25,667 - 31,200	5	
Laundry Worker	1.00	1	25,189 - 30,638	5	
Intermediate Clerk Typist	6.00	6	24,877 - 30,243	5	
Mail Clerk Driver	6.00	6	27,061 - 29,827	5	
Departmental Aide	2.00	2	16,994 - 20,654	5	
	<u>1304.00</u>	<u>1304</u>			

COUNTY (AND CITY) OF SAN FRANCISCO - JUVENILE

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

PROBATION SERVICES	
	<u>FTE</u>
Division Chief	1.00
Sr. Supervising Probation Officer	1.50
Supervising Probation Officer	8.00
Deputy Probation Officer	69.00
Secretary I	2.00
Sr. Clerk Typist	5.00
Transcriber Typist	2.00
Clerk Typist	.50
Temp	<u>.50</u>
	89.50

LOG CABIN RANCH	
	<u>FTE</u>
Director	1.00
Sr. Counselor	3.00
Counselor, LCRI	13.00
Stationary Engineer, WTP	1.00
Cook	2.00
Utility Worker	1.00
Secretary I	1.00
Temp	<u>1.00</u>
	23.00

ADMINISTRATIVE SERVICES	
	<u>FTE</u>
Executive Secretary III	1.75
Manager Financial & Admin	1.00
Principal Administrative Analyst	1.00
Sr. Management Analyst	1.00
Sr. Accountant	1.00
Senior Account Clerk	1.00
Senior Clerk	.75
Cashier	1.00
Sr. Storekeeper	1.00
Storekeeper	1.00
Industrial Hygienist	1.00
Sr. Personnel Analyst	1.00
Personnel Technician	1.00
Sr. Payroll Clerk	2.00
Commission Secretary	1.00
IS Administrator 3	1.00
IS Admin – Supervisor	1.00
IS Engineer – Senior	1.00
IS Business Analyst - Sr.	1.00
IS Operator	1.00
Buildings & Grounds Super	1.00
Chief Stationary Engineer	1.00
Stationary Engineer	5.00
Utility Worker	2.00
Custodial Asst. Super	1.00
Custodian	4.00
Temp	<u>.50</u>
	37.00

JUVENILE HALL	
	<u>FTE</u>
Director	1.00
Assistant Director	1.00
Supervising Counselor	5.00
Sr. Counselor	8.00
Counselor II	8.00
Counselor	77.25
Chef	1.00
Cook	3.00
Food Service Worker	6.00
Clerk Typist	.75
Secretary I	2.00
Sr. Laundry Worker	2.00
Temp	<u>9.00</u>
	124.00

CHILDREN'S BASELINE	
	<u>FTE</u>
Director, Community Programs	1.00
Secretary I	1.00
Sr. Admin Analyst	2.00
Employ & Train Specialist	<u>2.00</u>
	6.00

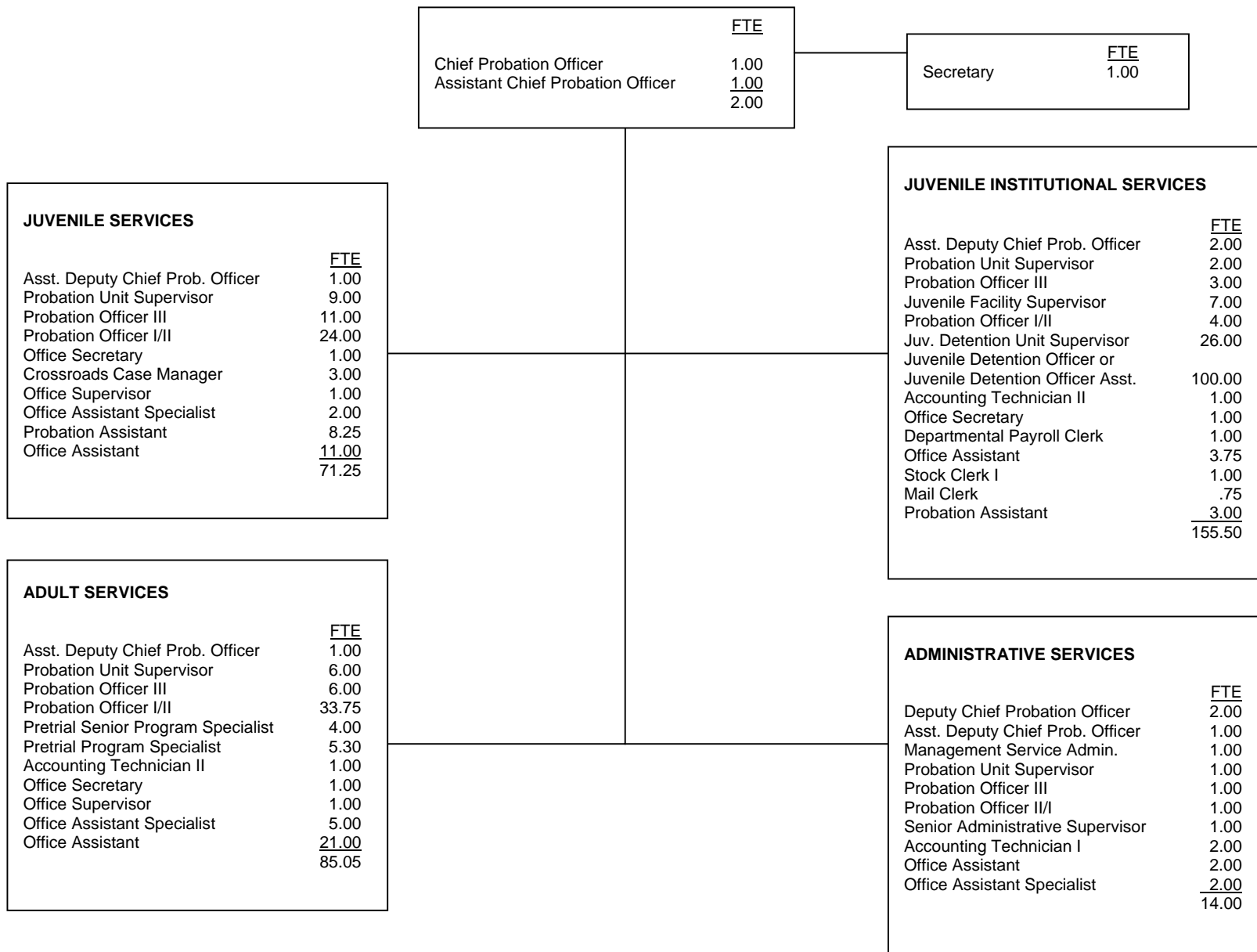
COUNTY (AND CITY) OF SAN FRANCISCO - JUVENILE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	166,463		
Deputy Director III	1.00	1	100,022-134,004	5	
IS Project Director	1.00	1	88,504-111,306	10	
Mngr.- Finance & Admin.	1.00	1	88,478-107,562	5	
IS - Engineer – Senior	1.00	1	93,834-103,454	10	
Director, Juvenile Hall	1.00	1	78,130-94,978	5	J
Senior Supervising Probation Officer	1.50	2	77,558-94,276	5	E
Director, Probation Svcs	1.00	1	75,868-92,222	5	
Director, Community Programs	1.00	1	75,868-92,222	5	
Director, Log Cabin Ranch	1.00	1	67,990-91,156		
Industrial Hygienist	1.00	1	76,076-92,482	5	
Principal Administrative Analyst	1.00	1	75,660-91,962	5	
Bldgs & Grnds Mantnce Super.	1.00	1	90792	1	
IS Administrator – Supervisor	1.00	1	73,502-89,336	5	
IS Business Analyst – Senior	1.00	1	69,342-87,230	10	
Supervising Probation Officer	8.00	8	70,694-85,904	5	D
IS Administrator 3	1.00	1	68,302-83,018	5	
Senior Personnel Analyst	1.00	1	67,002-81,432	5	
Emplymnt & Trng Specialist V	2.00	2	65,702-79,872	5	
Senior Administrative Analyst	2.00	2	64,740-78,702	5	
Chief Stationary Engineer	1.00	1	78416	1	
Deputy Probation Officer	69.00	69	48,074-77,922	11	A/B
Secretary, Commission	1.00	1	62,270-75,660	5	
Assistant Director, Juv. Hall	1.00	1	59,722-72,618	5	I
Senior Management Assistant	1.00	1	59,592-72,436	5	
Supervising Counselor	5.00	5	59,306-72,072	5	H
Executive Secretary III	1.75	2	56,758-69,004	5	
Stationary Engr - Wtr Trtmnt Plnt	1.00	1	68770	1	
Senior Counselor, Juv Hall	8.00	8	56,472-68,640	5	H
Counselor II	8.00	8	53,248-64,740	5	G
Senior Accountant	1.00	1	51,974-63,180	5	
Stationary Engineer	5.00	5	62348	1	
Senior Counselor, Boys Ranch	3.00	3	49,7643-60,476	5	I
Sr. Payroll & Personnel Clerk	2.00	2	49,036-59,592	5	
Chef	1.00	1	47,840-58,136	5	

COUNTY (AND CITY) OF SAN FRANCISCO - JUVENILE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Counselor - Log Cabin Ranch	13.00	13	46,606-57,876	5	F
Personnel Technician	1.00	1	46,800-56,888	5	
IS Operator – Senior	1.00	1	45,136-54,860	5	
Counselor - Juvenile Hall	77.25	78	44,252-53,794	5	F
Senior Account Clerk	1.00	1	43,420-52,728	5	
Cook	5.00	5	42,380-51,580	5	
Senior Storekeeper	1.00	1	40,794-49,504	5	
Custodial Assistant Supervisor	1.00	1	40,222-48,776	5	
Senior Clerk Typist	5.00	5	39,910-48,412	5	
Transcriber Typist	2.00	2	39,910-48,412	5	
Cashier II	1.00	1	38,974-47,268	5	
Storekeeper	1.00	1	38,324-46,462	5	
Secretary I	6.00	6	38,038-46,098	5	
Custodian	4.00	4	36,582-44,356	5	
Clerk Typist	1.25	2	36,463-44,148	5	
Senior Clerk	0.75	1	36,345-44,044	5	
Senior Laundry Worker	2.00	2	35,568-43,108	5	
Institutional Utility Worker	3.00	3	34,996-42,380	5	
Food Service Worker	6.00	6.0	31,798-38,506		
Temporary Positions	11.00	11.0			
	<u>281.50</u>	<u>284.0</u>			

COUNTY OF SAN JOAQUIN

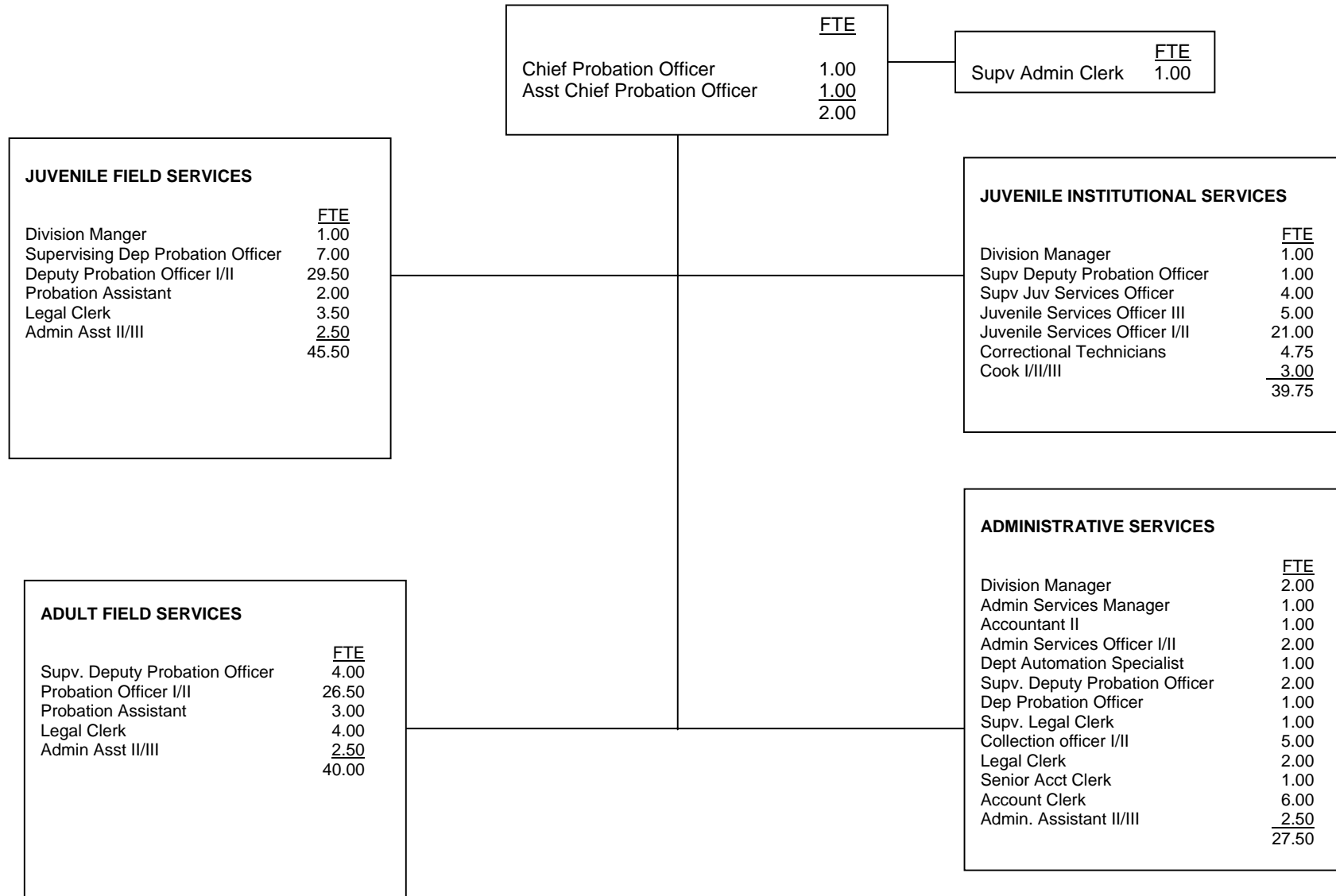


COUNTY OF SAN JOAQUIN

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$ 102,960 - 125,154	5	
Actual Salary			\$125,202		
Assistant Chief Probation Officer	1.00	1	83,075 - 99,965	5	
Deputy Chief Probation Officer	2.00	2	70,346 - 85,560	5	
Management Services Administrator	1.00	1	65,083 - 79,102	5	
Assistant Deputy Chief Probation Officer	5.00	5	60,174 - 73,133	5	E
Probation Unit Supervisor	18.00	18	51,979 - 63,190	5	D
Probation Officer III	21.00	21	48,318 - 58,739	5	C
Juvenile Facility Supervisor	7.00	7	45,115 - 54,850	5	J
Accountant Auditor II	1.00	1	44,470 - 54,059	5	
Probation Officer II or	62.75	63	43,826 - 53,269	5	B
Probation Officer I			37,315 - 45,344	5	A
Juvenile Detention Unit Supervisor	26.00	26	40,352 - 49,026	5	I
Pretrial Senior Program Specialist	4.00	4	37,690 - 45,781	5	
Crossroads Case Manager	3.00	3	37,315 - 45,344	5	
Juvenile Detention Officer or	100.00	120	36,254 - 44,054	5	G
Juvenile Detention Officer Assistant			30,867 - 37,502	5	F
Executive Secretary	1.00	1	35,901 - 43,618	5	
Senior Administrative Supervisor	1.00	1	35,714 - 43,410	5	
Accounting Technician II	2.00	2	36,654 - 44,054	5	
Pretrial Program Specialist	5.30	6	35,027 - 42,557	5	
Office Secretary	3.00	3	30,701 - 37,315	5	
Office Supervisor	2.00	2	30,701 - 37,315	5	
Accounting Technician I	2.00	2	31,325 - 38,064	5	
Office Assistant Specialist	8.00	8	29,099 - 35,360	5	
Probation Assistant	11.25	15	28,829 - 35,027	5	
Departmental Payroll Clerk	1.00	1	28,413 - 34,528	5	
Senior Office Assistant or	37.75	38	27,706 - 33,675	5	
Office Assistant			26,395 - 32,074	5	
Stock Clerk II	1.00	1	27,581 - 33,509	5	
Mail Clerk	0.75	1	24,794 - 30,118	5	
	<u>328.80</u>	<u>354</u>			

Salaries effective from 01/01/2005

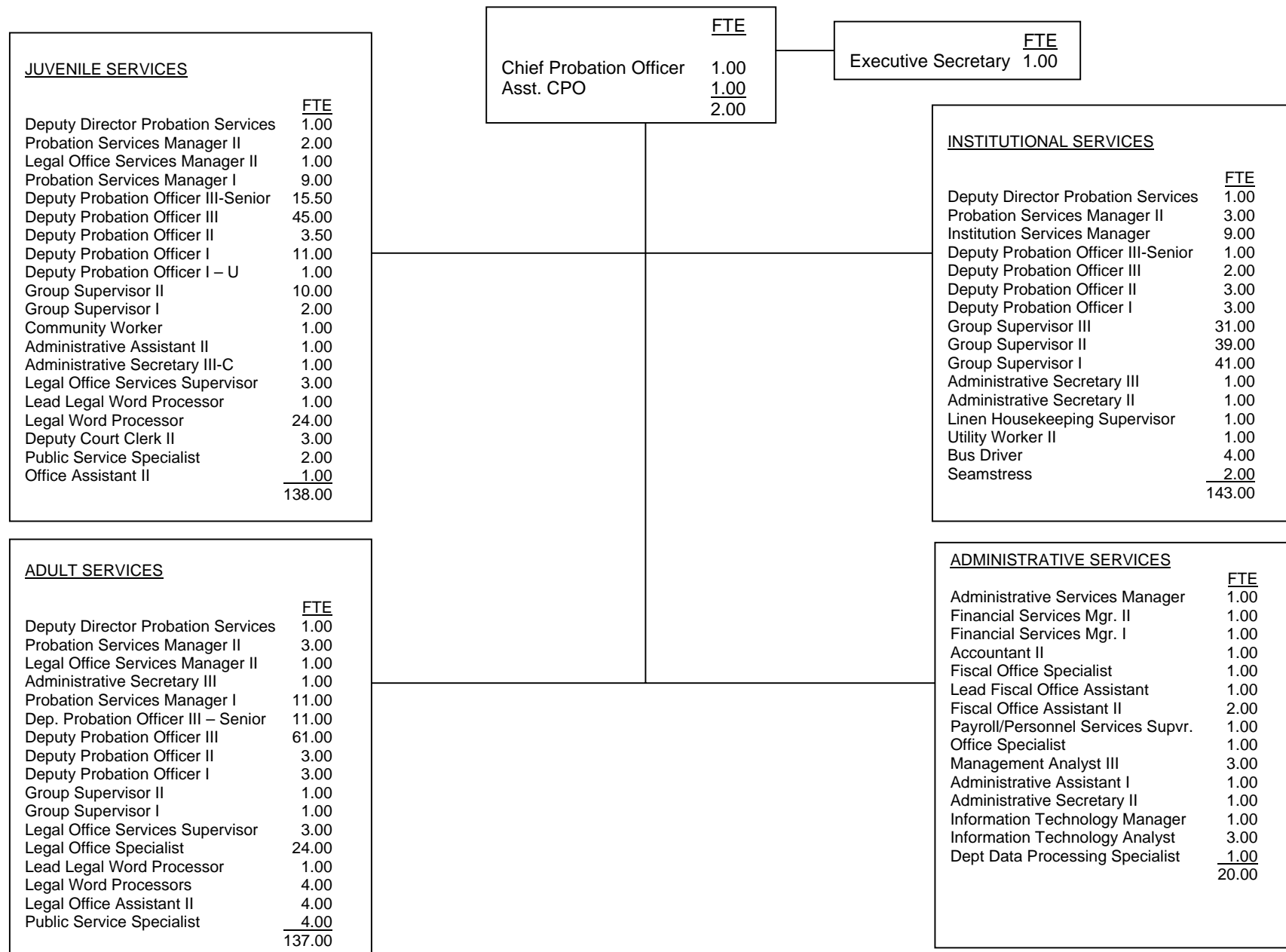
COUNTY OF SAN LUIS OBISPO



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	\$ 105,144 – 127,816	5	
Actual Salary			121,347		
Assistant Chief Probation Officer	1.00	1	84,573 – 102,773	5	
Probation Division Manager	4.00	4	69,784 – 84,820	5	E
Administrative Services Manager	1.00	1	69,266 – 84,282	5	
Departmental Automation Specialist	1.00	1	45,302 – 76,502	5	
Supervising Deputy Probation Officer	14.00	14	55,349 – 67,288	5	D, I
Administrative Services Officer II, or Administrative Services Officer I	2.00	2	51,189 – 62,213	5	C
Accountant II	1.00	1	49,878 – 60,752	5	
Supv Juvenile Services Officer	4.00	4	46,842 – 56,930	5	I
Deputy Probation Officer II, or Deputy Probation Officer I	57.00	57	38,397 – 56,056	5	B, C A
Juvenile Services Officer III	5.00	5	43,451 – 52,811	5	H
Supv Admin Clerk II – Confidential	1.00	1	41,142 – 50,024	5	
Supv Legal Clerk	1.00	1	39,894 – 48,506	5	
Juvenile Services Officer II, or Juvenile Services Officer I	21.00	21	35,880 – 48,027	5	G F
Collection Officer II, or Collection Officer I	5.00	5	37,419 – 47,736	5	
Probation Assistant	5.00	5	35,797 – 43,514	5	
Cook III, or Cook II, or Cook I	3.00	3	27,144 – 42,640	5	
Legal Clerk	8.50	9	34,299 – 41,684	5	
Correctional Technician	4.75	6	33,883 – 41,184	5	
Senior Account Clerk	1.00	1	32,157 – 39,062	5	
Admin Assistant III, or Admin Asst II, or Admin Asst Aide	8.50	9	22,880 – 37,107	5	
Account Clerk	<u>6.00</u>	<u>6</u>	27,518 – 33,446	5	
	155.75	158			

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 (CPO)	1.00	1	119,704 - 149,614	5	
CPO Actual Salary			149,614		
Assistant Director Probation Services	1.00	1	109,396 - 129,251	5	
Financial Services Manager II	1.00	1	85,051 - 106,329	5	
Deputy Director Probation Services	3.00	3	83,315 - 111,654	5	E
Information Tech. Manager	1.00	1	81,016 - 101,275	5	
Administrative Services Manager	1.00	1	77,147 - 96,449	5	
Probation Services Manager II	8.00	8	77,147 - 96,449	5	D
Financial Services Manager I	1.00	1	73,465 - 91,852	5	
Information Tech. Analyst	3.00	3	72,134 - 90,188	5	
Probation Services Manager I	20.00	20	69,992 - 87,484	5	
Management Analyst III	3.00	3	66,643 - 83,304	5	
Legal Office Service Manager II	2.00	2	63,481 - 79,352	5	
Institution Service Manager	9.00	9	63,481 - 79,352	5	I
Deputy Probation Officer III – Senior	27.50	28	77,551	5.74%	differential
Deputy Probation Officer III	108.00	108	58,676 - 73,340	5	C
Deputy Probation Officer II	9.50	10	55,432 - 69,284	5	B
Deputy Probation Officer I	17.00	17	49,670 - 62,088	5	A
Deputy Probation Officer I-U	1	1	49,670 - 62,088	5	A
Administrative Assistant II-E	1	1	54,392 - 68,016	5	
Legal Office Service Supervisor	6	6	52,655 - 65,852	5	
Accountant II	1	1	52,499 - 65,624	5	
Group Supervisor III	31	31	51,854 - 64,812	5	H
Group Supervisor II	50	50	46,633 - 58,302	5	G
Group Supervisor I	44	44	41,329 - 51,667	5	F
Executive Secretary	1	1	50,086 - 62,587	5	
Administrative Assistant I	1	1	47,860 - 59,841	5	
Dept. Data Processing Specialist	1	1	45,780 - 57,220	5	
Payroll/Personnel Services Supervisor	1	1	45,510 - 56,908	5	
Lead Legal Word Processor	2	2	45,385 - 56,721	5	
Administrative Secretary III-C	1	1	45,364 - 56,700	5	
Administrative Secretary III	2	2	45,364 - 56,700	5	
Legal Office Specialist	24	24	44,283 - 55,348	5	
Administrative Secretary II	2	2	43,264 - 54,059	5	
Legal Word Processor	28	28	41,121 - 51,417	5	
Fiscal Office Specialist	1	1	40,310 - 50,377	5	
Linen Housekeeping Supervisor	1	1	40,185 - 50,232	5	
School Bus Driver	4	4	38,958 - 43,576	5	
Legal Office Assistant II	4	4	38,708 - 48,380	5	
Lead Fiscal Office Assistant	1	1	38,376 - 47,964	5	
Office Specialist	1	1	37,398 - 46,737	5	
Community Worker II	1	1	37,398 - 46,737	5	
Utility Worker II	1	1	36,795 - 46,009	5	

COUNTY OF SAN MATEO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Deputy Court Clerk II	3	3	36,649 - 45,822	5	
Public Service Specialist	6	6	35,505 - 44,408	5	
Fiscal Office Assistant II	2	2	35,193 - 44,012	5	
Office Assistant II	1	1	33,841 - 42,286	5	
Seamstress	2	2	31,200 - 39,000	5	
	441	441			

COUNTY OF SANTA BARBARA

FTE
Chief Probation Officer 1.00

JUVENILE FIELD SERVICES

	<u>FTE</u>
Dep Chief Probation Officer	1.00
Probation Manager	2.00
Dep Probation Officer Sup	7.00
Dep Probation Officer Sr.	21.00
Dep Probation Officer	33.00
Juvenile Inst Officer	3.00
Probation Assistant	14.00
Departmental Assistant Sr.	2.00
Office Assistant Supervising	3.00
Office Assistant Senior	10.00
Office Assistant II	8.00
Publications Assistant I	.50
Publications Assistant II	<u>1.00</u>
	105.50

JUVENILE INSTITUTIONS SERVICES

	<u>FTE</u>
Deputy Chief Probation Officer	1.00
Probation Manager	3.00
Probation Institutions Supervisor	5.00
Juvenile Inst Officer Supervisor	12.00
Juvenile Inst Officer Sr.	28.00
Juvenile Inst Officer	68.00
Probation Assistant	1.00
Intake & Release Specialist	7.50
Office Assistant Supervising	1.00
Office Assistant II	1.00
Food Services Supervisor	1.00
Food service worker	3.50
Cook	3.00
Utility Worker	<u>1.00</u>
	136.00

ADULT FIELD SERVICES

	<u>FTE</u>
Dep Chief Probation Officer	1.00
Probation Manager	2.00
Dep Probation Officer Sup	7.00
Dep Probation Sr	20.00
Dep Probation Officer	43.00
Probation Assistant	10.00
Office Assistant Supervising	3.00
Office Assistant Senior	8.00
Office Assistant II	15.75
Publications Assistant II	6.00
Publications Assistant I	<u>0.50</u>
	116.25

ADMINISTRATIVE SERVICES

	<u>FTE</u>
Chief Financial Officer	1.00
Probation Manager	3.00
Fiscal Manager, Dept	1.00
Dep Manager Dept Sr.	1.00
PM Probation Collections/Grants	2.00
Dep Probation Officer Sup	1.00
Dep Probation Officer Sr.	3.00
Cost Analyst II	1.00
Accountant II/iii	2.00
EDP Sys & Prog Anlst I/II	2.00
Computer Systems Spec I/II	3.00
Executive Secretary	1.00
Admin Support Supv	2.00
Admin Secretary	3.00
Departmental Asst. Sr.	1.75
Departmental Asst.	1.00
Office Asst. Senior	4.00
Admin Services Clerk	<u>2.00</u>
	34.75

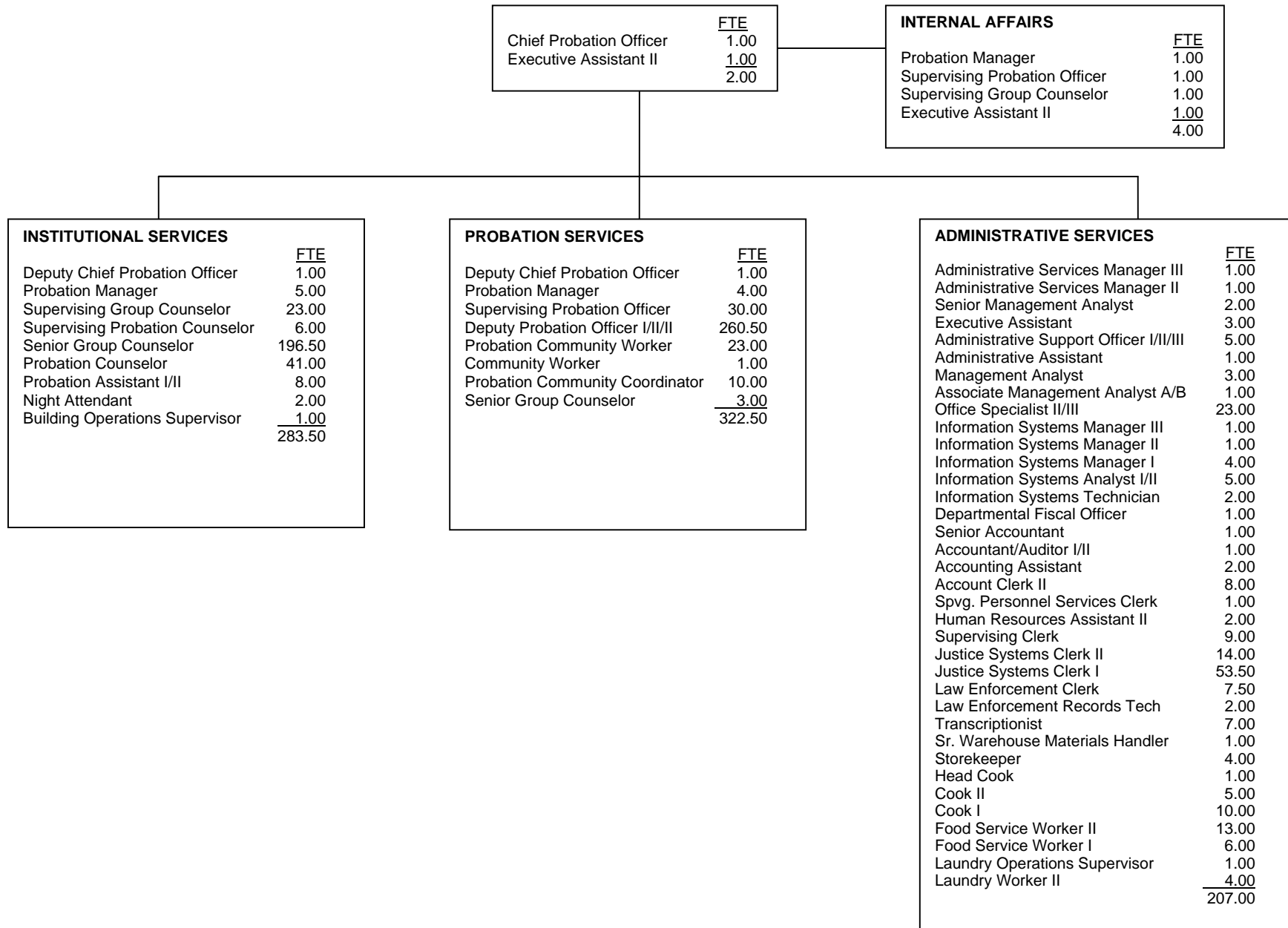
COUNTY OF SANTA BARBARA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1.00	118,256 - 144,369	5	
Actual Salary			\$130,661		
Deputy Chief Probation Officer	3.00	3.00	92,156 - 112,505	5	
Chief Financial Officer	1.00	1.00	83,408 - 101,824	5	
Deputy Manager Dept Senior	1.00	1.00	79,350 - 96,870	5	
Fiscal Manager Dept.	1.00	1.00	75,868 - 92,618	5	
Probation Manager	10.00	10.00	75,868 - 92,618	5	E, J
PM Grants & Funding-Prob.	1.00	1.00	74,368 - 90,788	5	
PM Probation Collections	1.00	1.00	69,353 - 84,664	5	
EDP Systems & Program Analyst II	1.00	1.00	63,779 - 77,861	5	
Cost Analyst II	1.00	1.00	58,594 - 71,531	5	
EDP Systems & Program Analyst I	1.00	1.00	57,724 - 70,468	5	
Deputy Probation Officer Supervisor	15.00	15.00	56,358 - 68,802	5	D
Computer Systems Specialist II	2.00	2.00	55,465 - 67,710	5	
Probation Institution Supervisor	5.00	5.00	54,750 - 66,839	5	I
Accountant III	1.00	1.00	50,452 - 61,591	5	
Deputy Probation Officer Senior	44.00	44.00	49,013 - 59,835	5	C
Computer Systems Specialist I	1.00	1.00	47,759 - 58,302	5	
Juvenile Institution Officer Supervisor	12.00	12.00	47,615 - 58,128	5	
Accountant II	1.00	1.00	45,889 - 56,023	5	
Departmental Assistant Senior	3.75	4.00	43,876 - 53,562	5	
Administrative Support Supervisor	2.00	2.00	42,796 - 52,243	5	
Deputy Probation Officer	76.00	77.00	42,625 - 52,035	5	A, B
Food Services Supervisor	1.00	1.00	41,949 - 51,212	5	
Juvenile Institution Officer Senior	28.00	28.00	41,409 - 50,552	5	H
Executive Secretary-R	1.00	1.00	40,714 - 49,700	5	
Departmental Assistant	1.00	1.00	39,709 - 48,479	5	
Juvenile Institution Officer	71.00	71.00	39,393 - 48,092	5	F, G
Administrative Services Clerk	2.00	2.00	32,529 - 39,709	5	
Office Assistant Supervising	7.00	7.00	32,367 - 39,512	5	
Administrative Secretary	3.00	3.00	32,205 - 39,316	5	
Probation Assistant	25.00	25.00	30,154 - 36,810	5	
Publications Assistant II	7.00	7.00	30,033 - 36,664	5	
Intake & Release Specialist	7.50	9.00	29,004 - 35,406	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	1.00	28,858 - 35,231	5	
Office Assistant Senior	21.00	21.00	28,429 - 34,707	5	
Publications Assistant I	1.00	1.00	28,429 - 34,707	5	
Cook	3.00	3.00	28,288 - 34,534	5	
Office Assistant II	25.75	26.00	24,848 - 30,335	5	
Food Services Worker	<u>3.50</u>	<u>5.00</u>	23,057 - 28,147	5	
	393.50	399.00			

COUNTY OF SANTA CLARA



COUNTY OF SANTA CLARA

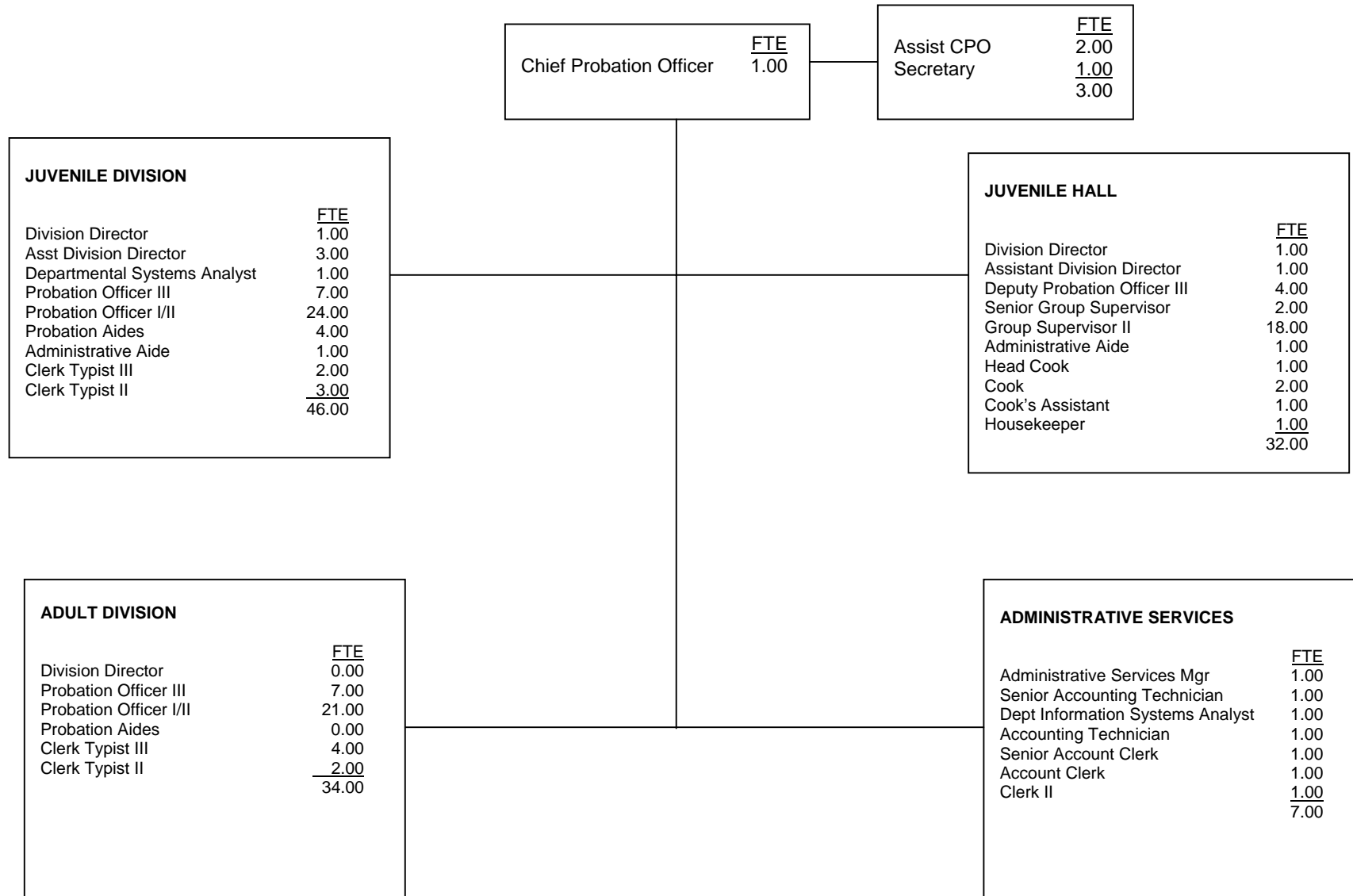
	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$ 138,324 - 153,552		
CPO Actual Salary					
Deputy Chief Probation Officer	2.00	2	109,423 - 116,740		
DCPO Actual Salary					
Administrative Services Manager	1.00	1	89,562 - 109,423		
Information System Manager III	1.00	1	97,280 - 118,498	5	
Information System Manager II	1.00	1	88,234 - 107,266	5	
Probation Manager	10.00	10	86,133 - 104,701	5	E, J
Traffic Hearing Officer	1.00	1	82,988 - 100,876	5	
Information System Manager I	4.00	4	81,234 - 98,744	5	
Administrative Services Manager II, or	1.00	1	76,964 - 93,554	5	
Administrative Services Manager I			68,786 - 83,622	5	
Departmental Fiscal Officer	1.00	1	75,845 - 92,196	5	
Supervising Probation Officer	30.00	30	74,764 - 90,879	5	D
Supervising Probation Counselor	6.00	6	72,941 - 88,666	5	I
Building Operations Supervisor	1.00	1	72,232 - 87,805	5	
Information Systems Analyst II, or	5.00	5	69,391 - 83,982	5	
Information Systems Analyst I			64,326 - 77,819	5	
Senior Management Analyst	2.00	2	68,786 - 83,622	5	
Senior Accountant	1.00	1	68,786 - 83,622	5	
Supervising Group Counselor	24.00	24	67,134 - 81,628	5	H
Deputy Probation Officer III, or	260.50	265	65,855 - 80,074	5	C
Deputy Probation Officer II, or			58,569 - 71,192	5	B
Deputy Probation Officer I			49,144 - 59,736	5	A
Probation Counselor II, or	41.00	41	64,559 - 78,503	5	G
Probation Counselor I			57,179 - 69,493	5	F
Administrative Support Officer III, or	5.00	5	62,373 - 75,845	5	
Administrative Support Officer II, or			56,586 - 68,786	5	
Administrative Support Officer I			53,134 - 64,563	5	
Management Analyst, or	4.00	4	62,373 - 75,845	5	
Assoc. Management Analyst B, or			51,836 - 62,984	5	
Assoc. Management Analyst A			44,537 - 54,165	5	
Accountant III, or	1.00	1	61,189 - 74,404	5	
Accountant II, or			51,434 - 62,198	5	
Accountant/Auditor/Appraiser			45,698 - 55,207	5	
Senior Group Counselor, or	199.50	201	56,900 - 69,156	5	
Group Counselor II, or			50,592 - 61,493	5	
Group Counselor I			43,480 - 52,874	5	
Supervising Personnel Services Clerk	1.00	1	55,515 - 67,469	5	
Information System Tech II	2.00	2	53,159 - 64,326	5	
Executive Assistant II	1.00	1	52,876 - 64,249	5	
Head Cook	1.00	1	51,836 - 62,984	5	

COUNTY OF SANTA CLARA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Probation Assistant II, or	8.00	8	50,592 - 61,493	5	
Probation Assistant I			43,480 - 52,874	5	
Supervising Clerk	9.00	9	49,358 - 59,996	5	
Executive Assistant I	3.00	3	46,542 - 56,586	5	
Law Enforcement Records Tech	2.00	2	44,217 - 53,414	5	
Justice Systems Clerk II, or	14.00	14	43,782 - 52,892	5	
Justice Systems Clerk I	53.50	56	36,989 - 44,639	5	
Laundry Services Supervisor	1.00	1	43,268 - 52,618	5	
Probation Community Worker, or	23.00	23	42,958 - 51,892	5	
Community Worker	1.00	1	36,319 - 43,782	5	
Human Resources Assistant II, or	2.00	2	42,216 - 51,334	5	
Human Resources Assistant I			38,280 - 46,542	5	
Administrative Assistant	2.00	2	40,263 - 48,595	5	
Senior Warehouse Materials Handler	1.00	1	39,487 - 47,669	5	
Accountant Assistant	2.00	2	38,411 - 46,361	5	
Cook II	5.00	5	38,012 - 45,910	5	
Law Enforcement Clerk	7.50	8	37,311 - 45,055	5	
Night Attendant	2.00	2	36,319 - 43,782	5	
Transcriptionist	7.00	7	36,319 - 43,782	5	
Office Specialist III	21.00	21	35,978 - 43,364	5	
Office Specialist II	2.00	2	32,806 - 39,487	5	
Storekeeper	4.00	4	35,632 - 42,958	5	
Account Clerk II, or	8.00	8	35,493 - 42,798	5	
Account Clerk I			32,504 - 39,127	5	
Cook I	10.00	10	34,522 - 41,596	5	
Laundry Worker II	4.00	4	32,806 - 39,487	5	
Food Service Worker II	13.00	13	31,475 - 37,839	5	
Food Service Worker I	6.00	6	30,066 - 36,148	5	
	<u>819.00</u>	<u>828</u>			

Salaries effective from 10/10/2005

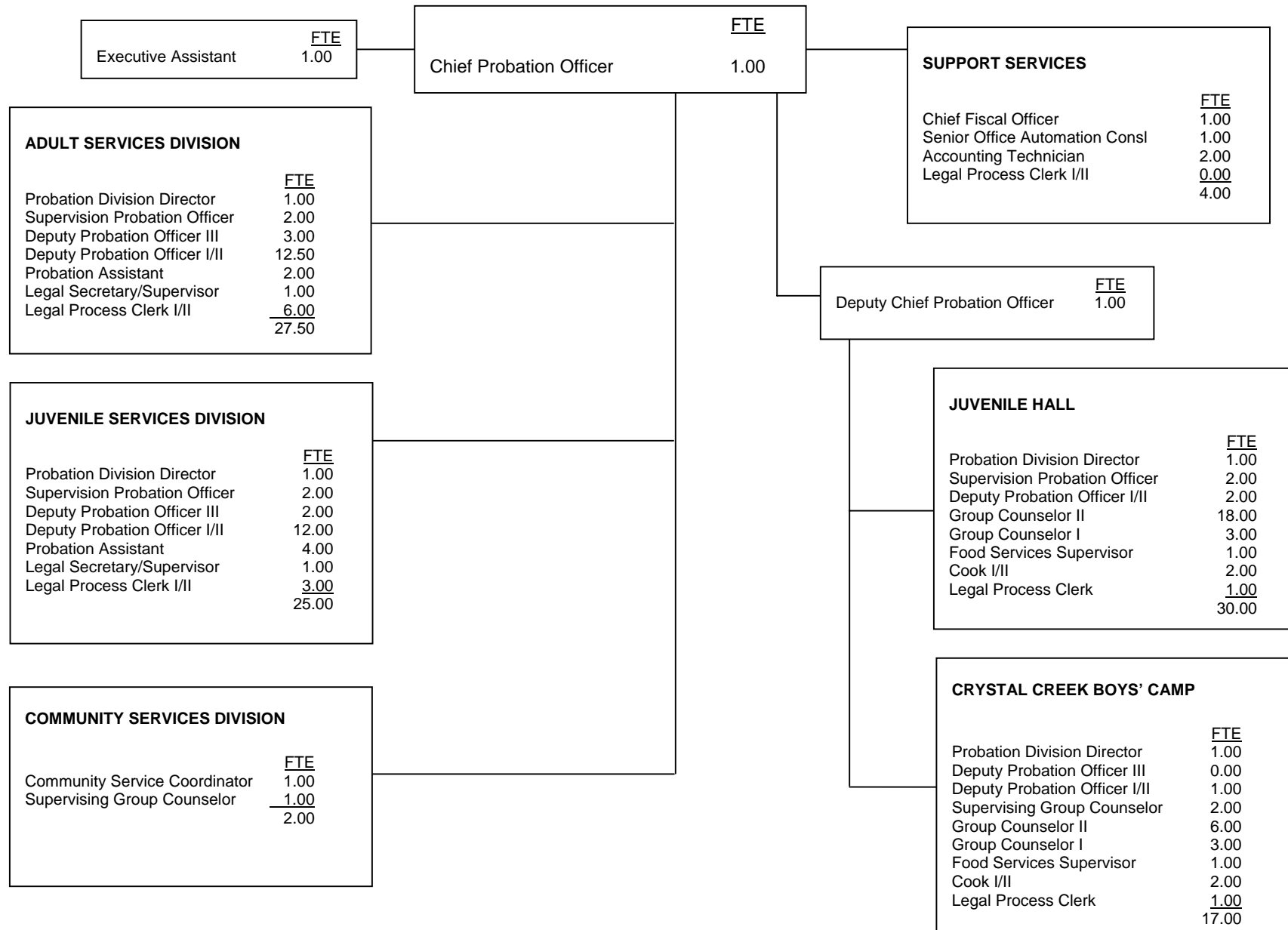
COUNTY OF SANTA CRUZ



COUNTY OF SANTA CRUZ

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	105,227 - 140,982	7	
Actual CPO Salary				140,982	
Assistant Chief Probation Director	2.00	2	69,888 - 93,642	7	
Administrative Services Manager	1.00	1	65,582 - 87,526	7	
Probation Divison Director	2.00	2	67,725 - 90,314	7	E, J
Assistant Probation Division Director	4.00	4	59,093 - 78,666	7	D, J
Dept. Systems Analyst	1.00	1	50,482 - 67,309	7	
Deputy Probation Officer III	18.00	18	56,534 - 70,824	7	C, I
Deputy Probation Officer II, or	45.00	45	49,941 - 63,190	7	B
Deputy Probation Officer I	0.00	0	45,198 - 57,200	7	A
Senior Group Supervisor	2.00	2	48,194 - 48,194	7	H
Senior Accounting Technician	1.00	1	44,637 - 56,472	7	
Dept. Info. Systems Analyst	1.00	1	50,565 - 63,699	7	
Administrative Aide	2.00	2	44,283 - 56,056	7	
Group Supervisor II, or	18.00	18	44,283 - 56,056	7	G
Group Supervisor I	0.00	0	40,206 - 50,877	7	F
Accounting Technician	1.00	1	41,704 - 52,707	7	
Probation Aide	4.00	4	41,330 - 52,250	7	
Exec Secretary	1.00	1	45,614 - 57,741	7	
Head Cook	1.00	1	36,858 - 46,613	7	
Senior Account Clerk	1.00	1	35,672 - 45,094	7	
Senior Receptionist	0.00	0	34,965 - 44,221	7	
Typist Clerk III	6.00	6	34,965 - 44,221	7	
Cook	2.00	2	31,616 - 39,874	7	
Account Clerk	1.00	1	33,530 - 41,350	7	
Typist Clerk II	5.00	5	31,533 - 39,957	7	
Clerk II	1.00	1	31,304 - 39,582	7	
Housekeeper	1.00	1	30,638 - 38,085	7	
Cook's Assistant	1.00	1	28,746 - 36,379	7	
	<u>123.00</u>	<u>123</u>			

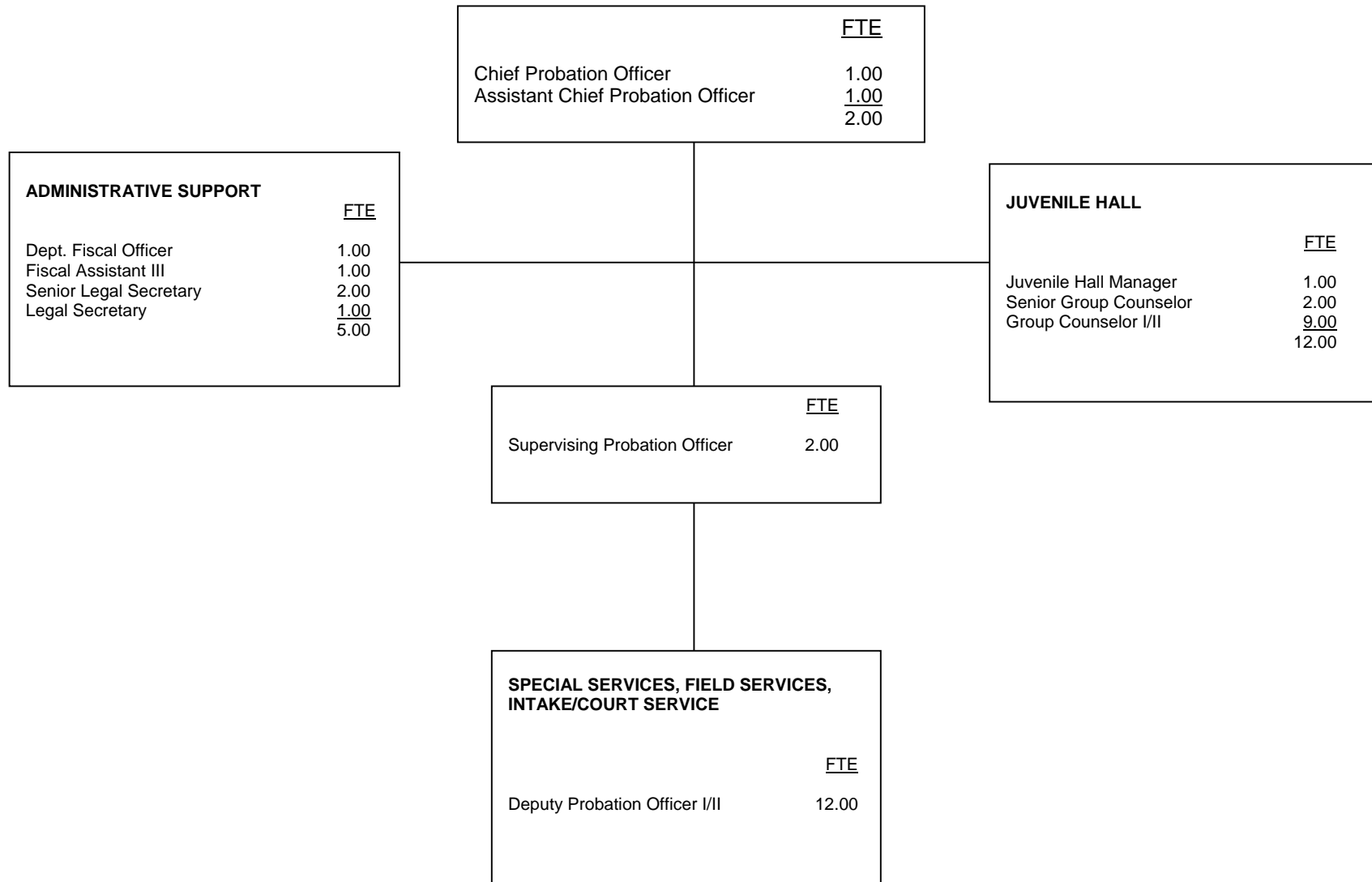
COUNTY OF SHASTA



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	92484	6	
Deputy Chief Probation Officer	1.00	1	56,220 - 71,760	6	
Chief Fiscal Officer	1.00	1	53,544 - 68,340	6	
Probation Division Director	4.00	4	44,484 - 56,772	6	E,J
Senior Office Automation Consultant	1.00	1	44,484 - 56,772		
Supervising Probation Officer	6.00	6	38,796 - 49,524	6	D,I
Deputy Probation Officer III, or Deputy Probation Officer I/II	7.00 25.50	8 28	36,240 - 46,248 29,100 - 46,248	6 6	C B
Community Service Coordinator	1.00	1	33,360 - 42,576	6	
Supervising Group Counselor	3.00	3	30,552 - 38,955	6	H
Accounting Technician	2.00	2	29,808 - 38,052	6	
Executive Assistant	1.00	1	28,956 - 36,948	6	
Food Services Supervisor	2.00	2	28,668 - 36,600	6	
Legal Secretary/Supervisor	2.00	2	27,180 - 34,680	6	
Group Counselor II, or Group Counselor I	24.00 6.00	24 11	27,036 - 34,512 24,528 - 31,308	6 6	G F
Probation Assistant	6.00	6	26,916 - 34,344	6	
Cook I/II	4.00	4	21,600 - 30,852	6	
Legal Process Clerk I/II	11.00	12	21,816 - 30,696	6	
	<u>108.50</u>	<u>118.0</u>			

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	1.0	1	\$ 71,426		
Assistant Chief Probation Officer	1.0	1	48,673 - 59,161	5	E
Juvenile Hall Manager	1.0	1	44,493 - 54,082	5	J
Supervising Probation Officer	2.0	2	41,366 - 50,282	5	D
Deputy Probation Officer II	12.0	12	35,734 – 43,436	5	A,B,C
Department Fiscal Officer	1.0	1	34,862 – 42,375	5	
Senior Group Counselor	2.0	2	29,390 – 35,734	5	I
Senior Legal Secretary	2.0	2	24,772 - 30,098	5	
Group Counselor II	9.0	9	25,417 - 30,867	5	G
Legal Secretary	1.0	1	22,464 - 27,310	5	
Fiscal Assistant III	<u>1.0</u>	<u>1</u>	21,403 – 26,021	5	
	33.0	33			

COUNTY OF SOLANO

FTE
Chief Probation Officer 1.00

FTE
Deputy Chief 1.00

JUVENILE FIELD SERVICES

	<u>FTE</u>
Probation Services Manager	2.00
Supervising Probation Officer	7.00
Sr. Dep Probation Officer	25.00
Probation Officer (Journey, Entry)	17.00
Group Counselor	6.00
Clerical Operations Supervisors	1.00
Sr. Legal Procedures Clerk	1.00
Legal Procedures Clerk	6.50
Office Assistant I/II	<u>1.00</u>
	66.50

ADULT FIELD SERVICES

	<u>FTE</u>
Probation Services Manager	2.00
Supervising Probation Officer	7.00
Sr. Probation Officer	12.00
Probation Officer (Journey, Entry)	38.00
Clerical Operations Supervisor	2.00
Sr. Legal Procedures Clerk	1.00
Legal Procedures Clerk	9.50
Clinical Services Associate	1.00
Office Assistant I/II	<u>2.00</u>
	74.50

OFFICE OF FAMILY VIOLENCE (OFVP)

Asst. Family Violence Coordinator	1.00
Family Violence Prevention Office	1.00
Office Assistant III	<u>1.00</u>
	3.00

JUVENILE INSTITUTIONAL SERVICES

	<u>FTE</u>
Superintendent	1.00
Probation Services Manager	1.00
Supervising Group Counselor	5.00
Sr. Group Counselor	5.00
Group Counselor (Journey, Entry)	59.00
Supervising Cook	1.00
Office Coordinator	1.00
Office Assistant	1.00
Cook	5.00
Clinical Services Associate	1.00
Institutional Aide	<u>1.00</u>
	81.00

FOUTS SPRINGS RANCH

Probation Services Manager	1.00
Staff Analyst	1.00
Supervising Group Counselor	2.00
Sr. Group Counselor	5.00
Group Counselor (Journey, Entry)	14.00
Supervising Cook	1.00
Cook	2.00
Sr. Correctional Care Nurse	1.00
Admin Secretary	1.00
Lead Building Trades Mechanic	1.00
Office Assistant III	<u>1.00</u>
	30.00

ADMINISTRATIVE SERVICES

	<u>FTE</u>
Administrative Service Manager	1.00
Senior Staff Analyst	1.00
Clerical Operations Manager	1.00
Office Assistant III	1.00
Accounting Technician	2.00
Administrative Secretary	<u>1.00</u>
	7.00

COLLECTIONS

Accountant	1.00
Collection Officer	2.00
Accounting Technician	1.00
Account Clerks I/II/III	<u>3.00</u>
	7.00

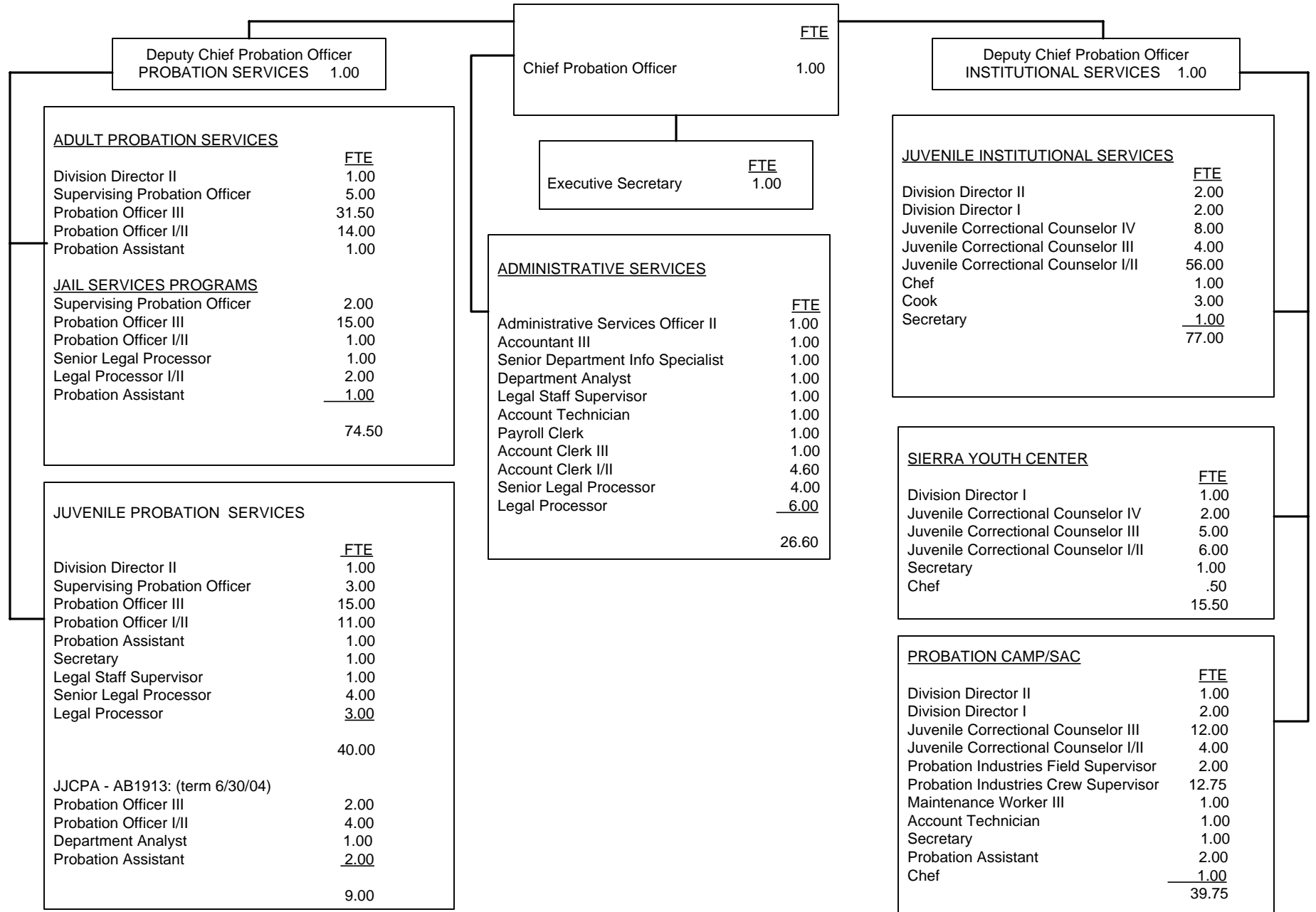
COUNTY OF SOLANO

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Director Of Probation					
*CPO Actual Salary:	1.00	1	\$130,521.82		
Asst Director of Probation	1.00	1	89,489.42 - 108,776.66	5	
Super of Juv Detention Facility	1.00	1	85,229.02 - 103,592.82	5	J
Admin Services Manager	1.00	1	67,568.89 - 82,130.41	5	
Probation Services Manager (Institution)	2.00	2	66,580.80 - 80,932.80	5	J
Probation Services Manager	4.00	4	66,580.80 - 80,932.80	5	E
Staff Analyst	1.00	1	47,881.60 - 58,198.40	5	
Staff Analyst (Senior)	1.00	1	54,496.00 - 66,248.00	5	
Accountant	1.00	1	47,837.39 - 58,146.65	5	
Accounting Clerk II	1.00	1	34,582.58 - 42,458.48	5	
Accounting Clerk III	2.00	2	36,226.05 - 44,474.04	5	
Accounting Technician	3.00	3	37,940.76 - 46,579.45	5	
Administrative Secretary (C)	2.00	2	38,349.24 - 47,083.55	5	
Asst Family Violence Prev Coor	1.00	1	44,867.13 - 54,536.27	5	
Building Trades Mechanic(Lead)	1.00	1	52,356.33 - 63,639.56	5	
Clerical Operations Manager	1.00	1	47,881.60 - 58,198.40	5	
Clerical Operations Supv	3.00	3	39,559.08 - 48,567.61	5	
***Clinical Services Associate	2.00	2	51,235.91 - 62,277.57	5	
Collections Officer	2.00	2	33,608.51 - 40,851.35	5	
Cook	7.00	7	33,172.07 - 40,320.99	5	
Cook (Spvsing)	2.00	2	36,065.66 - 43,838.03	5	
Correction Hlth Care Nurse(Sr)	1.00	1	62,115.29 - 75,500.19	5	
Dep Probation Officer (J/L)	40.00	40	43,947.07 - 53,417.85	5	B
Dep Probation Officer (entry)	15.00	15	38,041.00 - 46,239.44	5	A
Dep Probation Officer (Senior)	37.00	37	50,123.10 - 60,924.94	5	C
Dep Probation Officer(Spvsing)	14.00	14	56,391.07 - 68,541.75	5	D
Family Violence Prevent Offcr	1.00	1	57,571.73 - 69,978.80	5	
Group Counselor (Spvsing)	7.00	7	51,168.00 - 62,192.00	5	I
Group Counselor (Senior)	10.00	10	43,947.00 - 53,417.85	5	H
Group Counselor (J/L)	72.00	72	38,041.32 - 46,239.47	5	G
Group Counselor (Entry)	7.00	7	32,949.52 - 40,050.34	5	F
Institutional Services Aide	1.00	1	28,844.57 - 35,051.91	5	
Legal Procedures Clerk	16.00	16	33,338.76 - 40,931.19	5	
Legal Procedures Clerk(Senior)	2.00	2	34,579.43 - 42,984.89	5	
Office Assistant II	5.00	5	33,338.76 - 40,931.19	5	
Office Assistant III	2.00	2	37,070.22 - 45,513.04	5	
Office Coordinator	1.00	1	39,559.08 - 48,567.61	5	
	<u>271.00</u>	<u>271</u>			

*CPO Actual Salary Excludes Longevity pay and MIP

*** Changed from Substance Abuse Therapist

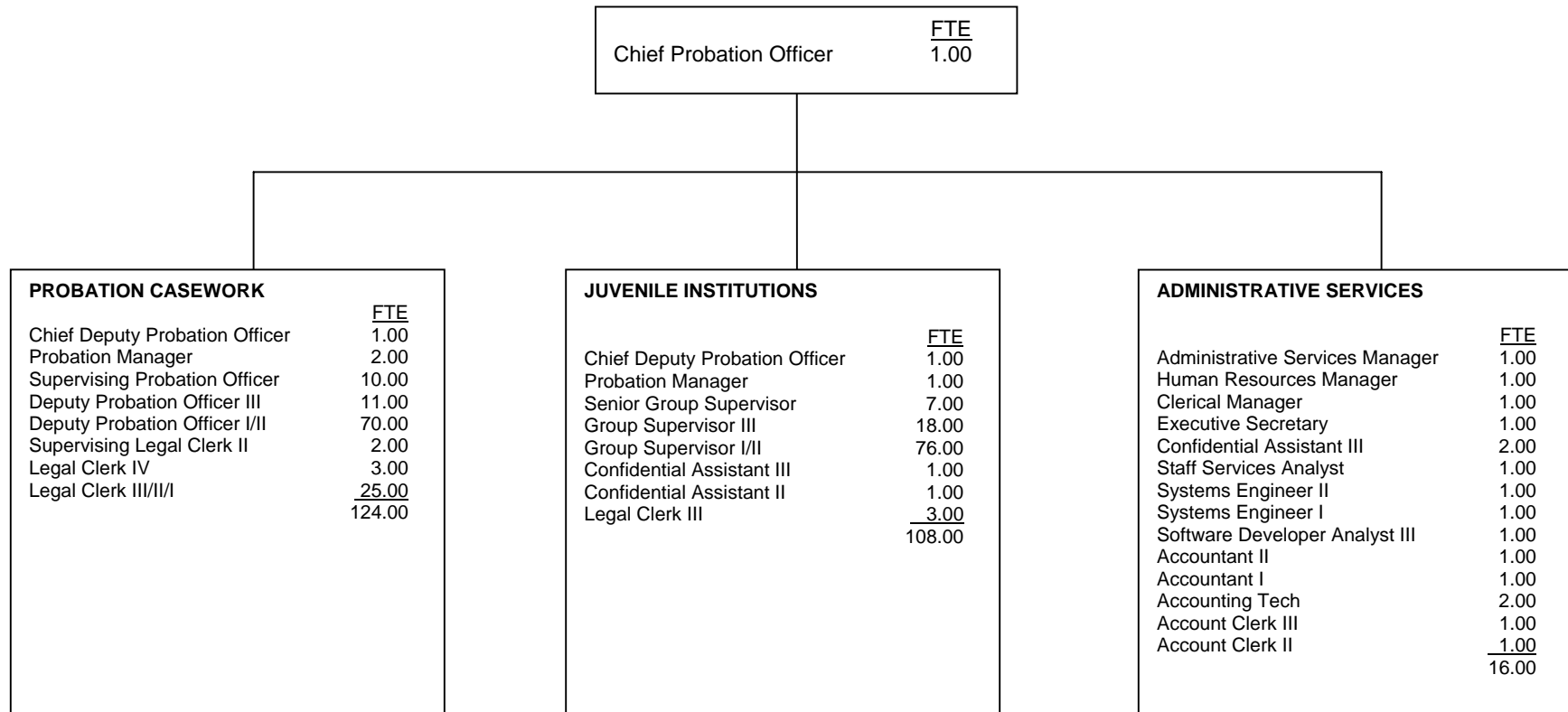
COUNTY OF SONOMA



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	\$139,922		
Deputy Chief Probation Officer	2.00	2	87,784 – 106,892	9	
Probation Division Director II	2.00	2	76,284 – 92,752	9	E
Institutions Division Director II	3.00	3	76,284 – 92,752	9	
Administrative Services Officer II	1.00	1	75,846 – 92,188	9	
Institutions Division Director I	5.00	5	69,313 – 84,236	9	J
Supervising Probation Officer IV	10.00	10	65,410 – 79,519	9	D
Accountant III	1.00	1	62,927 – 76,493	9	
Sr. Dept. Information Specialist	1.00	1	61,820 – 75,136	9	
Department Analyst	2.00	2	55,830 – 67,852	9	
Deputy Probation Officer III	63.00	63.5	54,432 – 66,162	9	C
Probation Industries Field Supervisor	13.00	12.75	53,869 – 65,473	9	I
Supervising Juv. Corr. Counselor IV	10.00	10	53,702 – 65,285	9	H
Juvenile Correctional Counselor III	22.00	22	48,192 – 58,565	9	G
Probation Industries Crew Supervisor	2.00	2	48,004 – 58,356	9	
Legal Staff Supervisor	2.00	2	45,708 – 55,580	9	
Chef	3.00	2.5	44,310 – 53,848	9	
Deputy Probation Officer I/II	30.00	30	43,288 – 58,565	18	A/B
Executive Secretary	1.00	1	43,475 – 52,845	9	
Payroll Clerk	1.00	1	41,638 – 50,634	9	
Account Technician	2.00	2	41,534 – 50,508	9	
Account Clerk III	1.00	1	39,217 – 47,691	9	
Senior Legal Processor	2.00	2	39,071 – 47,482	9	
Secretary	4.00	4	38,946 – 47,336	9	
Cook	3.00	3	37,485 – 45,562	9	
Juvenile Correctional Counselor I/II	65.00	65	35,648 – 51,197	18	F
Probation Assistant	7.00	7	37,255 – 45,270	9	
Legal Processor I/II	18.00	18	31,244 – 43,224	18	
Account Clerk I/II	5.00	4.6	31,474 – 43,224	18	
Residential Services Worker	<u>1.00</u>	<u>1</u>	30,201 – 36,712	9	
	283.00	282.35			

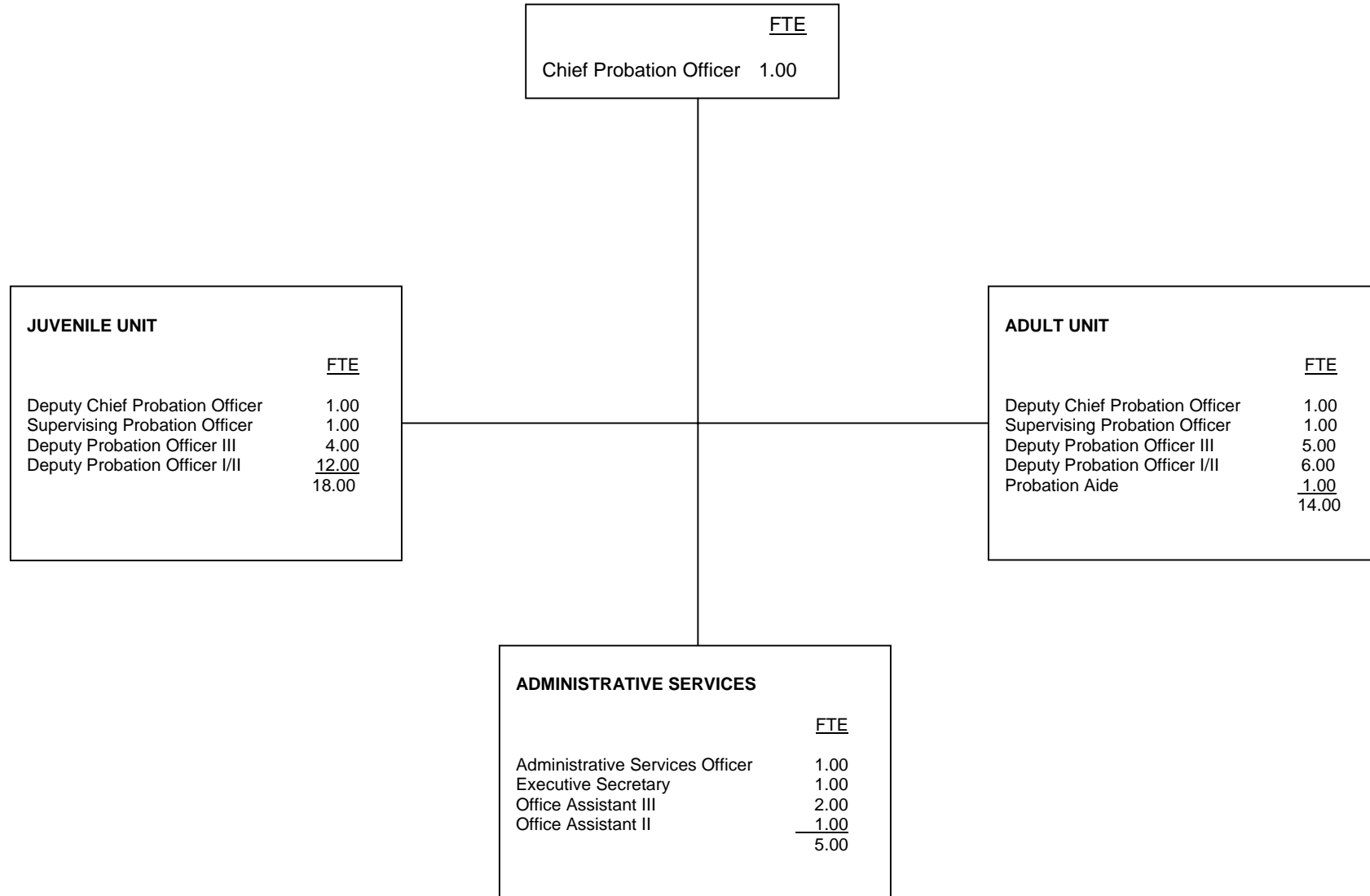
COUNTY OF STANISLAUS



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	\$131,477		
Chief Deputy Probation Officer	2.00	2	71,011 - 106,496		E,J
Probation Manager	3.00	3	56,513 - 84,760		E,J
Administrative Services Manager	1.00	1	56,513 - 84,760		
Human Resources Manager	1.00	1	50,003 - 75,004		
Systems Engineer II	1.00	1	59,924 - 72,841	5	
Software Developer Analyst III	1.00	1	59,924 - 72,841	5	
Clerical Manager	1.00	1	44,553 - 66,809		
Supervising Probation Officer	10.00	10	53,414 - 64,937	5	D
Systems Engineer I	1.00	1	51,792 - 62,961	5	
Senior Group Supervisor	7.00	7	48,380 - 58,801	5	I
Deputy Probation Officer III	11.00	11	47,132 - 57,283	5	C
Accountant II	1.00	1	46,716 - 56,784	5	
Executive Secretary	1.00	1	37,710 - 56,555		
Staff Services Analyst	1.00	1	43,368 - 52,707	5	
Deputy Probation Officer I/II	70.00	70	36,774 - 51,563	10	A,B
Group Supervisor III	18.00	18	41,288 - 50,169	5	H
Supervising Legal Clerk II	2.00	2	39,457 - 47,985	5	
Confidential Assistant III	3.00	3	31,387 - 47,070		
Accountant I	1.00	1	36,566 - 44,449	5	
Group Supervisor I/II	76.00	100	31,636 - 44,096	10	F,G
Confidential Assistant II	1.00	1	27,830 - 41,766		
Accounting Technician	2.00	2	34,216 - 41,579	5	
Legal Clerk IV	3.00	3	32,635 - 39,644	5	
Account Clerk III	1.00	1	31,200 - 37,939	5	
Legal Clerk III/II/I	28.00	28	26,249 - 36,358	15	
Account Clerk II	1.00	1	27,601 - 33,550	5	
Stock Delivery Clerk -Juvenile Hall	1.00	1	25,305 - 30,751	5	
	<u>250.00</u>	<u>274</u>			

COUNTY OF SUTTER



COUNTY OF SUTTER

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$ 75,250 - 101,174	8	
Chief Probation Officer (Actual)			101,174		
Deputy Chief Probation Officer	2.00	2	61,677 - 83,074	8	E
Administrative Services Officer	1.00	1	54,368 - 73,839	8	
Supervising Probation Officer	2.00	2	46,232 - 62,707	8	D
Deputy Probation Officer III	9.00	9	41,659 - 57,079	8	C
Deputy Probation Officer II, or	18.00	18	37,289 - 51,267	8	B
Deputy Probation Officer I			33,443 - 46,158	8	A
Probation Aide	1.00	1	29,302 - 40,567	8	A
Executive Secretary	1.00	1	28,559 - 39,440	8	
Office Assistant III	2.00	2	24,206 - 33,430	8	
Office Assistant II	<u>1.00</u>	<u>1</u>	21,732 - 29,987	8	
	38.00	38			

Comments:

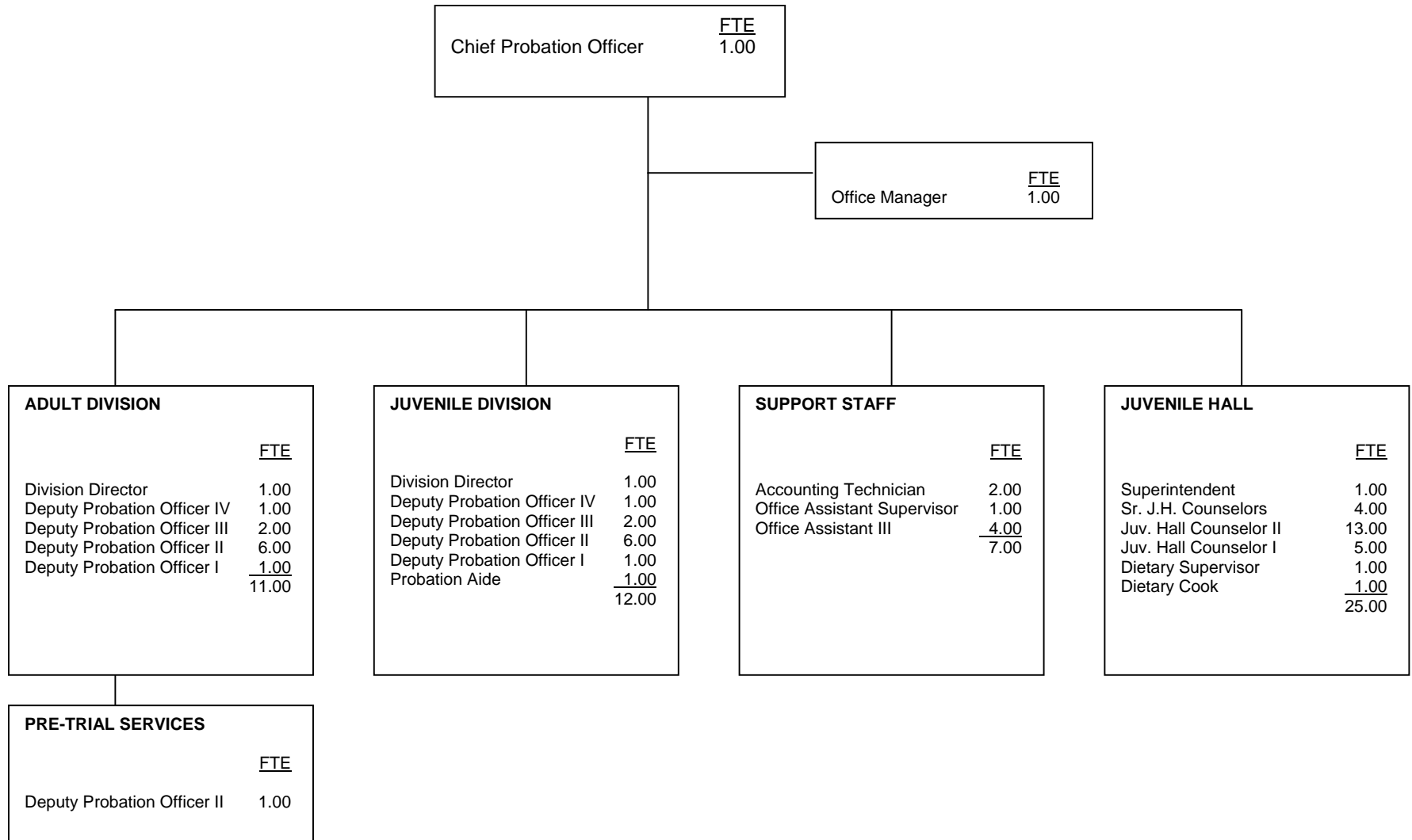
Salaries effective 01/01/2006

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

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

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

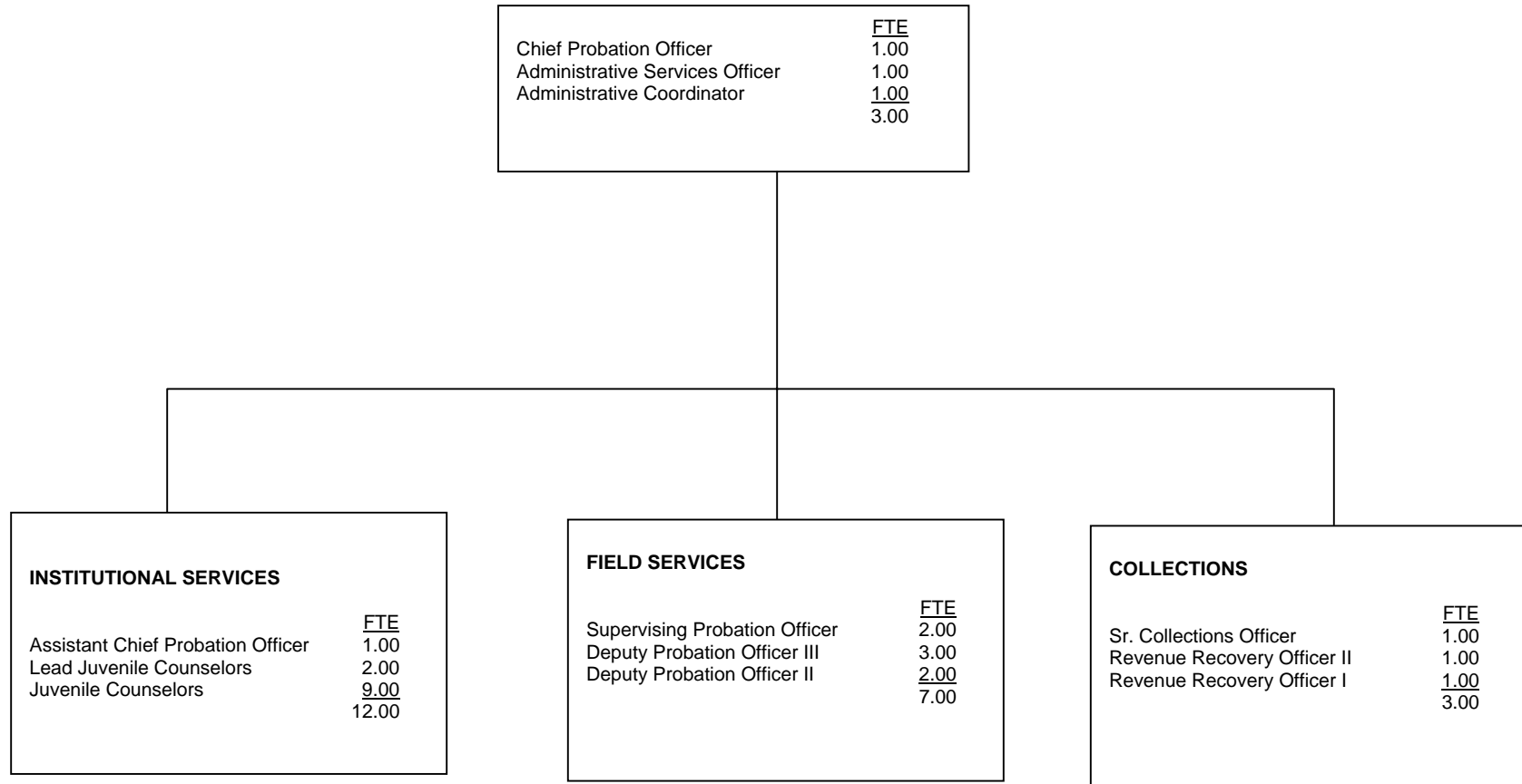
COUNTY OF TEHAMA



COUNTY OF TEHAMA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	80,004 - 84,876		
Actual Salary			84,876		
Division Director	2.00	2	45,576 - 55,524	5	E
Juvenile Hall Superintendent	1.00	1	44,460 - 54,192	5	J
Deputy Probation Officer IV	2.00	2	40,872 - 49,788	5	D
Deputy Probation Officer III	4.00	4	37,020 - 45,120	5	C
Deputy Probation Officer II	13.00	13	32,700 - 39,864	5	B
Sr. Juvenile Hall Counselor	4.00	4	31,920 - 38,880	5	I
Office Manager II	1.00	1	31,452 - 38,340	5	
Deputy Probation Officer I	2.00	2	28,908 - 35,232	2	A
Juvenile Hall Counselor II	13.00	13	26,868 - 32,700	5	G
Dietary Supervisor	1.00	1	25,596 - 31,176	5	
Juvenile Hall Counselor I	5.00	5	24,960 - 30,984	5	F
Accounting Technician	2.00	2	23,160 - 28,260	5	
Office Assistant Supervisor	1.00	1	22,632 - 27,540	5	
Probation Aide	1.00	1	22,632 - 27,540	5	
Dietary Cook	1.00	1	21,000 - 25,596	5	
Office Assistant III	4.00	4	20,004 - 24,348	5	
	<u>58.00</u>	<u>58</u>			

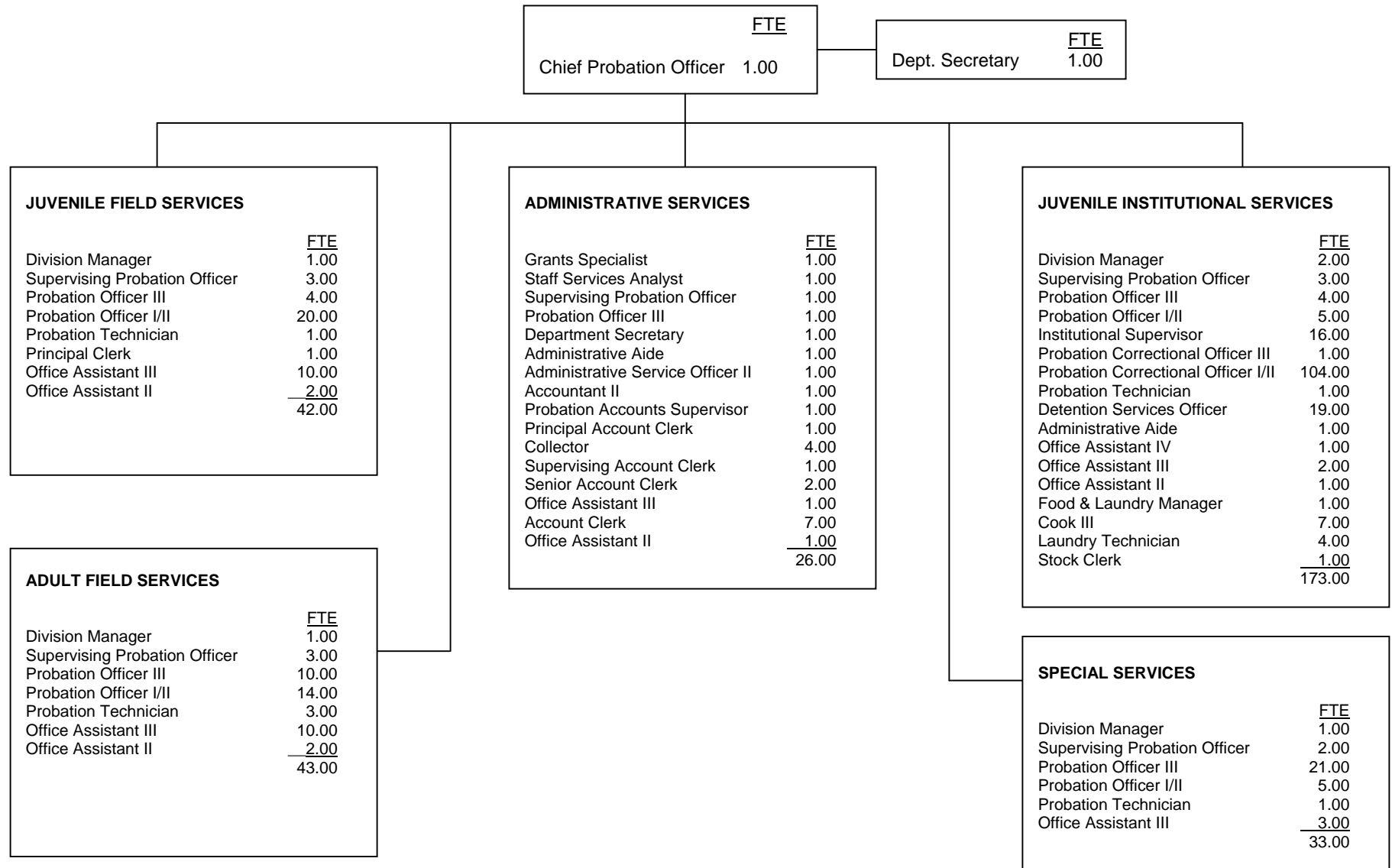
COUNTY OF TRINITY



COUNTY OF TRINITY

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$86,748 - \$100,428	4	
CPO Actual Salary			95,640		
Assistant Chief Probation Officer	1.00	1	55,067 - 73,794	7	E
Supervising DPO	2.00	2	43,368 - 58,118	7	D
Deputy Probation Officer III	3.00	3	37,355 - 50,059	7	C
Deputy Probation Officer II	3.00	3	36,985 - 49,564	7	B
Deputy Probation Officer I	.00	0	36,256 - 48,587	7	A
Administrative Service Officer	1.00	1	33,674 - 45,079	7	
Sr. Collections Officer	1.00	1	31,348 - 42,010	7	
Lead Juvenile Counselor	1.00	1	30,012 - 40,218	7	I
Revenue Recovery Officer II	1.00	1	28,379 - 38,031	7	
Revenue Recovery Officer I	1.00	1	27,002 - 36,186	7	
Administrative Coordinator I	1.00	1	25,691 - 34,429	7	
Supervisor Juvenile Counselor (vacant)	0.00	1	28,840 - 38,648	7	H
Juvenile Counselor II	8.00	8	27,169 - 36,409	7	G
Juvenile Counselor I	<u>1.00</u>	<u>1</u>	24,595 - 32,960	7	F
	24.00	24			

COUNTY OF TULARE



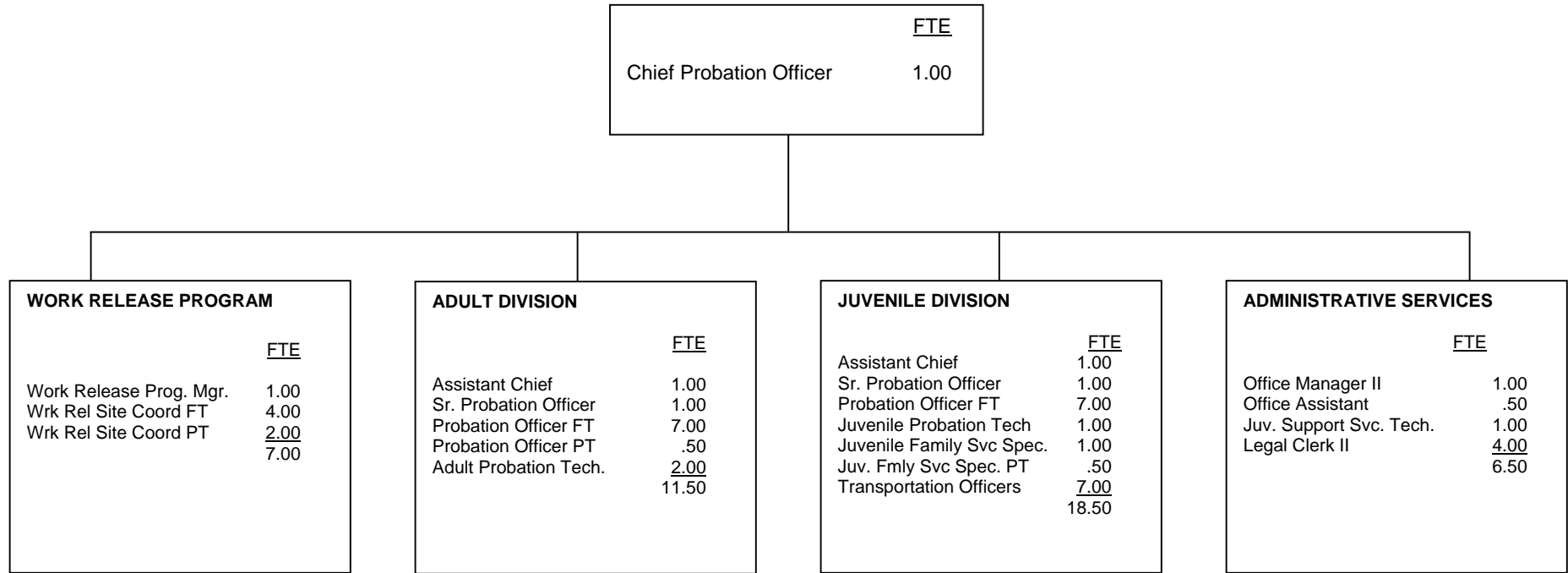
COUNTY OF TULARE

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	\$ 105,018		
CPO Actual Salary:			*119,220		
Administrative Service Officer II	1.00	1	50,372 – 61,390	5	
Division Manager	5.00	5	48,937 – 59,639	5	E, J
Grants Specialist	1.00	1	46,484 – 56,651	5	
Supervising Probation Officer	12.00	12	42,162 – 51,384	5	D,I
Accountant II	1.00	1	40,610 – 49,494	5	
Staff Services Analyst II	1.00	1	38,185 – 46,535	5	
Department Secretary	1.00	1	36,286 – 38,126	5	
Probation Officer III	40.00	40	38,932 – 47,449	5	C,H
Probation Officer II or Probation Officer I	45.00	45	35,253 – 42,966 30,378 – 37,021	5 5	B,G A
Institutional Supervisor	16.00	16	33,559 – 40,900	5	I
Food & Laundry Manager	1.00	1	33,050 – 40,277	5	
Probation Correctional Officer III	1.00	1	31,296 – 38,141	5	H
Probation Correctional Officer II or Probation Correctional Officer I	104.00	104	29,780 – 36,293 26,967 – 32,866	5 5	G F
Probation Technician	6.00	6	27,642 – 33,688	5	A
Probation Accounts Supervisor	1.00	1	30,526 – 37,202	5	
Administrative Aide	2.00	2	29,338 – 35,754	5	
Principal Account Clerk	1.00	1	26,569 – 32,379	5	
Principal Clerk	1.00	1	25,789 – 31,428	5	
Collector I	4.00	4	25,789 – 31,428	5	
Supervising Account Clerk	1.00	1	25,282 – 30,812	5	
Detention Services Officer	19.00	19	24,425 – 29,765	5	F
Cook III	7.00	7	21,154 – 25,782	5	
Laundry Technician	4.00	4	22,803 – 27,792	5	
Stock Clerk II	1.00	1	22,671 – 27,631	5	
Senior Account Clerk	2.00	2	22,449 – 27,361	5	
Office Assistant IV	1.00	1	23,267 – 28,357	5	
Office Assistant III	26.00	26	21,154 – 25,782	5	
Account Clerk	7.00	7	20,331 – 24,778	5	
Office Assistant II	<u>6.00</u>	<u>6</u>	19,157 – 23,347	5	
	319.00	319			

*CPO actual salary includes additional cash benefits.

Salaries effective from 11/15/2005

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	1.0	1	\$ 95,006		
Assistant Chief Probation Officer	2.0	2	60,345 - 73,668	5	E
Senior Probation Officer	2.0	2	38,713 - 47,261	5	D
Deputy Probation Officer II or			35,038 - 42,561	5	B
Deputy Probation Officer I	14.0	14	31,711 - 38,713	5	A
Deputy Probation Officer II (Relief)	.5	1	20.56/hr		
Probation Technician	3.0	3	26,499 - 32,350	5	
Legal Office Manager	1.0	1	30,930 - 37,760	5	
Work Release Program Manager	1.0	1	33,167 - 40,491	5	
Work Release Site Coordinator	4.0	4	23,746 - 28,989	5	
Work Release Site Coordinator (Relief)	2.0	4	13.93/hr		
Juvenile Family Service Specialist	1.0	1	36,102 - 44,073	5	
Juvenile Family Service Specialist (Relief)	.5	1	21.18/hr		
Legal Clerk II	4.0	4	22,034 - 26,899	5	
Office Assistant II (Relief)	.5	1	10.75/hr		
Juvenile Support Services Technician	1.0	1	25,718 - 31,397	5	
Transportation Officer	<u>7.0</u>	<u>7</u>	12.74/hr.		
	44.5	45			

COUNTY OF VENTURA

JUVENILE SERVICES	
	<u>FTE</u>
Supervising DPO	8.00
Senior DPO	11.00
DPO	38.00
Correction Officer II	1.00
Sr Psychologist	1.00
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>5.00</u>
	72.50

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

INSTITUTIONAL SERVICES	
	<u>FTE</u>
Chief Deputy-Safety	1.00
Division Manager	4.00
Supervising DPO	11.00
Sr DPO	18.00
DPO	14.00
Correction Officer III	17.00
Correction Officer II	48.00
Correction Officer I	60.00
Admin Officer II	1.00
Off Systems Coordinator IV	1.00
Off Systems Coordinator III	1.00
Manager Food Services	1.00
Asst Food Service Supervisor	1.00
Food Service Assistant III	10.00
Jail Cook	8.00
Laundry Worker II	2.00
Tech Spec IV	2.00
Accounting Off III	1.00
Fiscal Spec I	1.00
Fiscal Tech II	2.00
Admin Assistant III	1.00
Admin Assistant II	2.00
Clerical Supervisor III	1.00
Legal Proc Assistant III	1.00
Off Assistant IV	3.00
Off Assistant III	<u>6.00</u>
	218.00

ADMINISTRATION	
	<u>FTE</u>
Chief Deputy-Safety	1.00
Executive Officer	1.00
Fiscal Manager II	1.00
Probation Program Manager	1.00
Supervising DPO	2.00
Sr. DPO	3.00
Office Systems Coordinator IV	1.00
Office Systems Coordinator III	3.00
Accounting Off III	3.00
Admin Assistant II	2.00
Admin Assistant I	1.00
Clerical Services Manager	1.00
Mgmt Assistant III	1.00
Fiscal Tech II	1.00
Legal Proc Assistant III	3.00
Legal Proc Assistant II	3.00
Info. Processing Operator IV	4.00
Records Division Supervisor	1.00
Office Assist III	3.00
Office Assistant II	1.00
Courier II	1.00
Translator	<u>1.00</u>
	39.00

ADULT SERVICES	
	<u>FTE</u>
Chief Deputy-Safety	0.50
Division Manager	1.00
Supervising DPO	10.00
Sr DPO	11.00
DPO	65.00
Clerical Supervisor III	1.00
Office Assistant IV	3.00
Office Assistant III	6.00
Office Assistant II	<u>1.00</u>
	98.50

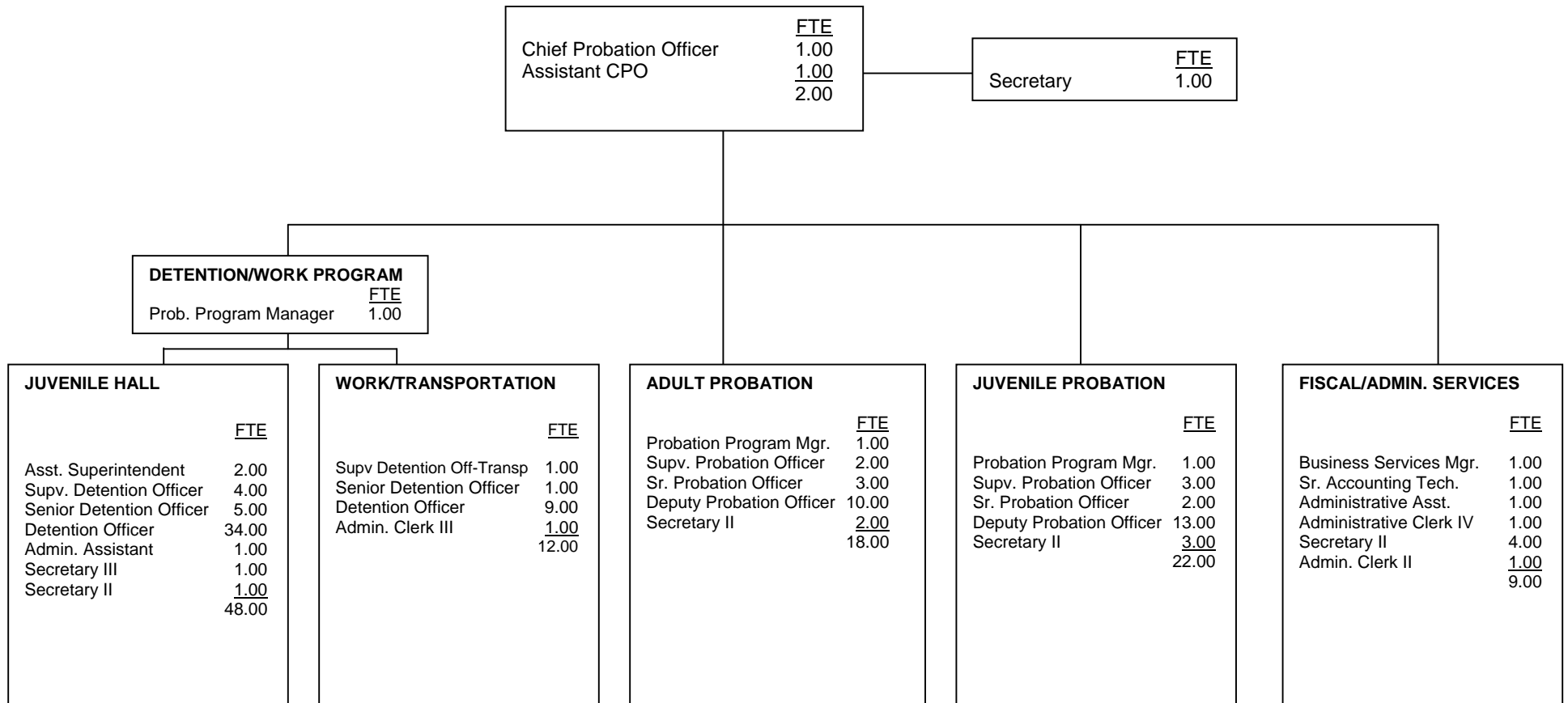
COUNTY OF VENTURA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Chief Probation Officer	1.00	1	92,006 - 149,334	10	
CPO, Actual Salary			149,334		
Chief Deputy-Safety	3.00	3	72,421 - 115,632	10	
Division Manager	6.00	6	62,120 - 99,936	10	E, J
Executive Officer	1.00	1	63,558 - 93,647	10	
Fiscal Manager II	1.00	1	67,861 - 89,642	7	
Probation Program Manager	1.00	1	56,636 - 84,616	11	D
Administrative Officer II	1.00	1	55,323 - 81,490	11	
Supervising DPO	31.00	32	46,959 - 78,565	11	C, I
Off Systems Coordinator IV	2.00	2	56,346 - 74,824	7	
Sr. Psychologist	1.00	1	51,891 - 72,767	8	
Manager Food Services	1.00	1	45,769 - 70,253	10	
Off Systems Coordinator III	4.00	4	47,418 - 66,502	8	
Translator	1.00	1	64,592 - 64,592	8	
Sr DPO	43.00	48	49,335 - 62,928	6	
Accounting Off III	4.00	4	48,333 - 61,866	7	
Program Assistant		1	38,325 - 61,450	11	
Administrative Assistant III	1.00	1	43,744 - 61,344	9	
Clerical Services Manager	1.00	1	38,073 - 59,177	9	
Administrative Assistant II	4.00	5	39,767 - 55,768	8	
Management Assistant - Confidential.	1.00	1	34,258 - 55,095	10	
Correction Officer III	17.00	19	43,007 - 54,773	6	H
Deputy Probation Officer	117.00	147	37,110 - 54,490	9	A-B
Records Division Supervisor	1.00	1	36,277 - 51,545	9	
Administrative Assistant I	1.00	1	36,171 - 50,602	8	
Clerical Supervisor III	4.00	4	35,756 - 50,079	8	
Correction Officer II	49.00	59	38,358 - 47,704	6	G
Fiscal Specialist I	1.00	1	37,126 - 47,521	7	
Fiscal Technician II	3.00	3	33,369 - 46,707	6	
Correction Officer I	60.00	108	30,281 - 44,453	9	F
Tech Specialist IV	2.00	2	32,447 - 45,414	8	
Management Assistant III	1.00	1	30,948 - 43,306	8	
Assistant Food Service Supervisor	1.00	1	29,771 - 41,602	8	
Legal Processing Assistant III	5.00	5	29,493 - 41,262	8	

COUNTY OF VENTURA

	<u>FTE</u>	<u>Positions</u>	<u>Salary Range</u>	<u>Steps</u>	<u>Generic Class</u>
Information Processing Operator IV	4.00	4	28,095 - 39,311	8	
Legal Processing Assistant II	4.00	4	26,782 - 37,454	8	
Intake & Release Spec	1.00	1	26,629 - 37,276	8	
Fiscal Assistant III	0.00	1	26,218 - 36,666	8	
Jail Cook	8.00	9	25,582 - 35,874	8	
Office Assistant III	20.00	26	25,527 - 35,693	8	
Office Assistant IV	8.00	8	27,438 - 35,368	8	
Courier II	1.00	1	22,102 - 30,880	8	
Office Assistant II	2.00	2	22,102 - 30,880	8	
Food Service Assistant III	10.00	12	21,376 - 26,494	6	
Laundry Worker II	<u>2.00</u>	<u>3</u>	20,401 - 25,313	6	
	430.00	539			

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	\$85,560 – 104,004	5	
Actual Salary			113,429*		
Assistant Chief Probation Officer	1.00	1	66,120 – 80,376	5	
Superintendent of Juvenile Detention Facility	1.00	1	62,940 – 76,500	5	J
Business Services Officer	1.00	1	60,000 – 72,936	5	
Probation Program Manager	2.00	2	57,876 – 70,344	5	E
Assistant Juvenile Hall Superintendent	2.00	2	50,928 – 61,908	5	J
Supervising Probation Officer	5.00	5	45,936 – 55,836	5	D
Senior Deputy Probation Officer	5.00	5	41,700 – 50,688	5	C
Supervising Detention Officer	5.00	5	39,348 – 47,832	5	I
Deputy Probation Officer II	19.00	19	38,784 – 47,148	5	B
Secretary to the Director	1.00	1	36,384 – 44,232	5	
Senior Detention Officer	6.00	6	35,844 – 43,572	5	H
Deputy Probation Officer I	4.00	4	34,752 – 42,252	5	A
Senior Accounting Technician	1.00	1	34,128 – 41,184	5	
Administrative Assistant	2.00	2	33,540 – 40,776	5	
Detention Officer II	36.00	36	34,104 – 41,460	5	G
Secretary III	1.00	1	30,984 – 37,656	5	
Administrative Clerk IV	1.00	1	30,516 – 37,092	5	
Detention Officer I	7.00	7	29,748 – 36,168	5	F
Secretary II	10.00	10	27,960 – 33,984	5	
Administrative Clerk III	1.00	1	27,504 – 33,432	5	
Administrative Clerk II	1.00	1	24,648 – 30,000	5	
Detention Officer I – EH	2.00	2	\$14.31 Hourly	N/A	Extra Help
Own Recognizance Officer	.50	.5	\$17.22 Hourly	N/A	Extra Help
Probation Consulting Specialist	<u>.50</u>	<u>.5</u>	\$34 Hourly	N/A	Extra Help
	116.00	116			

*Includes benefit package

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.spb.ca.gov/employment/> on April 11, 2006.

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

<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	14%(a)	Yes	No	Yes	Yes (b)	Yes(c)	2% @ 50	(a) County contribution (b) EE contribution only
Safety	14%(a)	Yes	No	Yes	Yes (b)	Yes(c)	3% @ 50	(c) Dep. Care
AMADOR								
Non-Safety	7%(a)	No	P	Yes	Yes (c)		2% @55	(a) County pays 100% of 7% (2%@ 55). (b) County
Safety	9%(b)	No	P	No	Yes (c)		3% @50	pays 100% of 9% (3% @ 50) (c) Available but no contribution by County
BUTTE								
Non-Safety	30%		P	Yes	Yes	Yes (a)		(a) Dependent Care
Safety	34%		P	Yes	Yes	Yes (a)		
CALAVERAS								
Non-Safety	8%	No	P	No	Yes	No		
Safety	26%	No	P	No	Yes	No		
COLUSA								
Non-Safety	32%	No	P	Yes	Yes	Yes		
Safety	40%	No	P	Yes	Yes	Yes	3% @ 50(a)	
CONTRA COSTA								
Non-Safety	62%(a)	Yes	No	Yes	Yes(b)	Yes(c)		(a) Retirement alone is 30% for non-safety and 56%
Safety	62%(a)	Yes	No	No	Yes(b)	Yes(c)		for Safety. (b) Supv. & Mgmt: \$60/mo. County contribution on \$100 minimum employee participation. (c) Dependent care, health premiums, Deferred Comp.
DEL NORTE								
Non-Safety	49%(a)	No	P	Yes	Yes(b)	Yes(c)		(a) There are no safety positions in the department
Safety	49%(a)	No	P	Yes	Yes(b)	Yes(c)		(b) Deferred compensation plans are Nationwide and CalPERS. (c) County contribution varies based on hire date.
EL DORADO								
Non-Safety	20%(a)	No	P	No	Yes	No	2% @ 55	(a) Approximate figures
	35%(a)	No	P	No	Yes	No	3% @ 50	OTHER: 1) CPO pays 9% PERS. 2) Co. pays 100% retirement for other employees graduated over 3- year period
FRESNO								
Non-Safety	23.11%(a)	Yes		N/A	Yes	Yes	2.5% @ 55	(a) Cost to County. Cost varies by length of service and salary. Includes POB'S (b)Currently there is no safety retirement
Safety	23.11%(a)(b)	Yes		N/A	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	21.40%(a)	No	P	Yes	Yes(c)	Yes(d)	2.5% @ 55	(a) 8% ER and 13.39% employee. County pays 100% (b) At the present time there is no safety retirement available for PO's. (c) Optional 100% Employee Contribution. (d) If employee elects to participate.
Safety	21.40%(b)	No	P	Yes	Yes(c)	Yes(d)	2.5% @ 55	
HUMBOLDT								
Non-Safety	35%	No	P(a)	Yes	Yes(b)	Yes		(a) PERS not sub. to Fed. or State Income Tax but is sub. to FICA/Medicare. (b) Def comp is EE contribution only. (c) Currently there is no safety retirement-Same for all employees
Safety	(c)	No	P(a)	Yes	Yes(b)	Yes		
IMPERIAL								
Non-Safety	21.49%(a)	Yes		Yes(b)	Yes(c)	No		(a) Co. contrib. EE contrib. based on age at entry level into County. (b) Medicare only for employees hired after April 1, 1986. (c) Optional for all employees.
Safety	21.28%(a)	Yes		Yes(b)	Yes(c)	No		
INYO								
Non-Safety			P(a)	Yes(b)	Yes(c)	No		No safety employees in Probation Dept. (a) County pays the PERS employer & EE portions. (b) EEs now pay Social Security (c) Elective
Safety			P(a)	Yes(b)	Yes(c)	No		
KERN								
Non-Safety	30.52%	Yes	C	Yes	Yes	Yes		New employees pay 100% retirement for 5 yrs., then County pays 100%.
Safety	45.56%	Yes	C	Yes	Yes	Yes		
KINGS								
Non-Safety	34%	No	P(a)	Yes(b)	Yes		2% @ 55	(a) Non-Safety only (b) Non Safety Only
Safety	36%	No	P(a)	No	Yes		3% @ 55	
LAKE								
Non-Safety	33%		P(a)	Yes(c)	Yes			(a) Employees share paid to maximum of 7%. Safety 9% paid by EE (c) Fully paid by County.
Safety	33%		P(a)	Yes(c)	Yes			
LASSEN								
Non-Safety	32%	No	P	Yes	Yes	No		Employee's share paid by County (a) Currently there is no safety retirement-Same for all employees
Safety	(a)	No	P	Yes	Yes	No		
LOS ANGELES								
Non-Safety	27.17%(a)	Yes	No	No	Yes	Yes(b)		(a) Currently there is no safety retirement-Same for all employees (b) Dependent and Health Care.
Safety	(a)	Yes	No	No	Yes	Yes(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
MADERA								
Non-Safety	24%		P	Yes	Yes		2% @ 55	Employee pays 7%; County share has varied from 0% to 9% (a) EE shares cost for retirement paid by County.
Safety	24%		P	Yes	Yes		2.5 @ 55(a)	
MARIN								
Non-Safety	57%	Yes	No	No	Yes	Yes	2% @ 55	
Safety	57%	Yes	No	No	Yes	Yes	3% @ 55	
MARIPOSA								
Non-Safety	34%		P	Yes	Yes	(a)	2.7% @ 55	(a) Dependent & health care. AFLAC and deferred. comp are tax-free assignment of salary.
Safety			P	Yes	Yes	(a)	3.0% @ 50	
MENDOCINO								
Non-Safety	54.98%		C	Yes	Yes	Yes	2% @ 57	
Safety	65.09%		C	Yes	Yes	Yes	2% @ 50	
MERCED								
Non-Safety	28%	Yes		Yes	Yes	(a)		(a) Deferred Comp; dependent & health care
Safety	28%	Yes		Yes	Yes	(a)	2% @ 50	
MONO								
Non-Safety	9%	No	P	No	Yes		2% @ 55	
Safety	9%	No	P	No	Yes		2% @ 50	
MONTEREY								
Non-Safety	33%(a)	No	P	Yes	Yes	(b)		(a) 7% paid by County for Management (b) Dependent Care Flex Spending. (c) 7% paid by County for Safety employees; 2% paid by the employee
Safety	40%(c)	No	P	Yes	Yes	(b)	3% @ 50	
NAPA								
Non-Safety	17.25%	No	P	No	Yes		2% @ 55	Currently there is no safety retirement. Cost sharing is 2.8% EE & 15.703 ER. Any incr/decr in the contribution rates will be shared equally by the parties. The EE share will not drop below 1%. The County's contribution of EE's share will be made with pre-tax dollars.
Safety								
NEVADA								
Non-Safety	34.5%(a)	No	P	Yes	Yes	Yes	2.5% @ 55(b)	(a) SB 53 PERS retirement enhancement (b) Currently there is no safety retirement-Same for all employees (b) 2.7 @ 55 for non-safety and 3.0% @ 50 for safety will be effective on 7/1/06.
Safety	(b)	No	P	Yes	Yes	Yes	2.5% @ 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
ORANGE								
Non-Safety	31.7%	Yes	C	No	Yes	Yes	2.7 @ 55 (a)	Optional Health Care Reimbursement Account (HCRA) and Dependent Care Reimbursement Account (DCRA) (a) Effective June 24, 2005. (b) Effective June 10, 2005.
Safety	26.1%	Yes	C	No	Yes	Yes	3% @ 50 (b)	
PLACER								
Non-Safety	20.94%(a)	No	P	Yes	Yes	Yes(b)	2.5% @ 55	(a) 20.94% and 32.60% is for retirement only. The complete benefit pkg. is 42.18% Non-Safety and 47.40% for Safety (medical not included in %) (b) Benefit premiums paid tax-free.
Safety	32.60%(a)	No	P	Yes	Yes	Yes(b)	3% @ 50	
PLUMAS								
Non-Safety	35%	No	P(a)	Yes	Yes		2% @ 55	(a) Retirement benefits are provided through the County's 2%@55 benefit plan contract with PERS. Co. pays EE's contrib. 7% Misc. and 9% safety of PERS subject wages. The Co has amended contract covering Misc. EEs to allow for the highest single yr. as basis for application of the 2%@55 PERS retirement formula.
Safety	35%	No	P(a)	Yes	Yes		2% @ 55	
RIVERSIDE								
Non-Safety	51%	No	P(a)	Yes	Yes(b)	Yes(c)	3% @ 60	(a) County pays employee share of retirement after 5 years. (b) County contributes \$100/mo. to Management Deferred Comp. (c) FSA for medical & dep. care & transportation.
Safety	40%	No	P(a)	No	Yes(b)	Yes(c)	3% @ 50	
SACRAMENTO								
Non-Safety	36%(a)	Yes	C	Yes	Yes	Yes(c)		(a) County pays 50% of EE's retirement for non-management. Ret. for mgmt in Tier I paid 3.35% offset. (b) Tier II safety retirement effective (c) Dep. Care & Med. Reimburs.
Safety	36%(b)	Yes	C	Yes	Yes	Yes(c)		
SAN BENITO								
Non-Safety	30%	No	P	Yes	Yes (a)	Yes	2% @ 55	(a) There are two deferred comp plans.
Safety	30%	No	P	No	Yes (a)	Yes	2% @ 50	
SAN BERNARDINO								
Non-Safety	20-30%	Yes	C	Yes	Yes	Yes		No. Soc.Sec. for those hired prior to 4/86. CPO: CERS+\$462/mo; DCPOs: CERS+\$299/mo. Exempt 3.5% of bi-wk salary matched @2X the EE contrib. All units DCAP per IRS Code Sections 125&129. Retirement Med Trus for EE w/10>yrs of participation with SBCERA/other public sector retirement system. County Retirement contributions 2.5% - 7%
Safety	20-30%	Yes	C	Yes	Yes	Yes		

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
SAN DIEGO								
Non-Safety	57.47%	Yes	C	Yes	Yes		2% @ 50 to 3% @ 60	
Safety	61.73%	Yes	C	No	Yes		3% @ 50	
SAN FRANCISCO (Juvenile)								
Non-Safety	22%		P	Yes	Yes			(a) The City contributed 75% of dependent rate charged by the City to employees for Kaiser coverage at the employee plus two or more level (b) San Francisco Retirement System. (c) Safety employees have PERS.
Safety	30%		P	Yes	Yes			
SAN JOAQUIN								
Non-Safety	28.8%	Yes	No	Yes(a)	Yes(b)	2% @ 55½ (c)		(a) Soc. Sec for Non-Safety (b) County contributes 1%-5% (c) For General
Safety	28.8%	Yes	No	No	Yes	3% @ 50		
SAN LUIS OBISPO								
Non-Safety	41.77%	No	No(a)	Yes	Yes	Yes(b)	2.0% @ 55	(a) San Luis Obispo County Pension Trust is an Independent Retirement System. Employee rate based on age entering system. Employer picks up partial % of employee rate-varies by Bargaining Unit. (b) Individual Tax Savings (ITS) Program: Dependent Care and Medical Care.
Safety	41.77%	No	No(a)	Yes	Yes	Yes(b)	2.7% @ 55	
SAN MATEO								
Non-Safety	43%	Yes	P	Yes(a)	Yes	Yes (b)		(a) Non-Safety pay FICA. County pays 100% management (b) Dependent Care (c) Effective January 2005
Safety	43%	Yes	P	No	Yes	Yes (b)	3% @ 55 3% @ 50(c)	
SANTA BARBARA								
Non-Safety	11.4%	Yes	C	Yes	Yes	Yes	2% @ 57(a)	(a) With a one-year final average; retirement offset from \$25 to \$80 biweekly depending on class. (b) With a one-year final average. Retirement offset \$72.33 biweekly for line staff; \$60 biweekly for executives and managers.
Safety	22.5%	Yes	C	Yes	Yes	Yes	3% @ 55(b)	
SANTA CLARA								
Non-Safety	31%		P	Yes	Yes	2% @ 55		County pays additional 7.49% on County paid member contribution.
Safety	31%		P	Yes	Yes	3% @ 50		

COMPARISON OF BENEFITS

RETIREMENT SYSTEM

	Average Benefit Cost % of Salary	1937 Act County?	PERS(P) or CERS(C)	Soc. Sec.	Deferred Comp Plan	Tax-Free Assignment of Salary	% @ Retirement	Comments
SANTA CRUZ								
Non-Safety	35%		P	Yes	Yes(b)	Yes		(a) No Social Security Dependent and health care.
Safety	35%		P	No(a)	Yes(b)	Yes	2% @ 50 (b)	(b) PERS safety retirement plan
SHASTA								
Non-Safety	25.85%	No	P	Yes	No	Yes		(a) 10.22% Retirement; 18.59% Retirement Safety
Safety	(a)	No	P	No(b)	No	Yes		16.61% Insurance (b) No Social Security for safety
SISKIYOU								
Non-Safety	19.6%	No	P	No	No		2% @ 55(a)	(a) Management and Employees Assoc. (b) CPO
Safety	37.3%	No	P	No	Yes(b)		3% @ 50(c)	\$2,100/yr , ACPO \$1,200/yr, DPO \$520/yr. PERS paid 100% by County. (c) Probation Officers, Juvenile Hall Counselors & law enforcement
SOLANO								
Non-Safety	29%	Yes	P	Yes	Yes	Yes(a)	2.7% @ 55	(a) Depend. Care
Safety	29%	Yes	P	No	Yes	Yes(a)	2.0% @ 50	
SONOMA								
Non-Safety	16.86%	Yes	No	Yes	(a)			General retirement is 12.14%, pension is 6.48% and health benefit is 4% a) 5% for Dept. Head; 4.5% for management
Safety	29%	Yes	No	No				
STANISLAUS								
Non-Safety	34%	Yes	P	Yes	Yes	Yes	2% @55	
Safety	34%	Yes	P	Yes	Yes	Yes	3% @ 50	
SUTTER								
Non-Safety	51.7%		P(a)	Yes	Yes		2.7@55	(a) PERS paid 100% by County, no EE contrib. EE share
Safety	51.7%		P(a)	Yes	Yes		3% @ 50	paid by Co. is 8% for Non-Safety and 9% for Safety
TEHAMA								
Non-Safety	33%(a)	No	P	Yes	Yes(b)		2% @ 55(c)	(a) County pays retirement for all bargaining units.
Safety	33%(a)	No	P	Yes	Yes(b)		3% @ 55(d)	(b) Co. pays \$45 mgmt. deferred comp. (c) Management & Employees Assoc. (d) Prob. Off., Juv Hall Counselors and Law Enforcement Management.
TRINITY								
Non-Safety	35.2%	No	P	Yes	Yes	No		County contribution to Deferred Comp. for Management employees.
Safety	40.1%	No	P	Yes	Yes	No		

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
TULARE Non-Safety Safety	30%(a) (b)	Yes	C	Yes	Yes			(a) Co. pays an allotted amount + a % of gross salary toward benefit plan. Dep. on bargaining unit, the allotted amt. & % vary & some EEs are allowed to opt out and recv a portion of these funds as add'l taxable salary. Co. & EE make retirement contribution (b) Safety retirement becomes effective for sworn staff in December 2007 per current MOU.
TUOLUMNE Non-Safety Safety	33% (a)	No	P	Yes	Yes(b)			(a) Currently no safety retirement-Same for all EEs (b) Mgt. Receives 7% co match for Deferred Compensation Plan.
VENTURA Non-Safety Safety	45%(a) 64%-70%(b)	Yes Yes	No(c) No(c)	Yes Yes	Yes(d) Yes(e)	Yes Yes		(a) Mgt & Conf. Unrep. & Service Employees International (SEI)Mgmt & Conf. 7.49% (b) 64% Mgmt & Conf. Unrep. And 70% Probation & Correction Officers. (c) Ventura County Retirement System. (d) SEI 1.5%, Mgmt & Conf. 3% (e) Sfty Mgmt & Conf. 3%, Prob & Correct. Off. 2%
YOLO Non-Safety Safety	34% 34%	No No	P(a) P(b)	Yes(c) Yes(c)	Yes(d) Yes	No No	2% @ 50 2% @ 50	(a) 10.801% (b) 20.454% . (c) 6.2% on first \$90K in calendar year. (d) \$500 Dept. Head-given upon appt.; Mgt after 5 yrs. service.

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	1(a) 4(b)	1(a) 1(b)	1(a) 1(b)	1(a) No (b)	No No (b)	Can take cash instead of benefit	(a) Blue Cross PPO (b) PERS Choice: Care Blue Shield, PORAC if member, Kaiser for Lone/Plymouth area. Cash in lieu for Safety also.
BUTTE	3	2	1	1	1		Cash back if spouse has coverage elsewhere
CALAVERAS	1	1	1	1			
COLUSA	PERS Health	Yes (a)	Yes	Yes (b)	No	No	(a) Partial paid (b) \$50,000
CONTRA COSTA	3(a)	2(a)	3(a)(b)	Yes(c)		Supervisor & Management \$40,000 life insurance.	(a) Dependents covered. (b) Included in Health Plan. (c) Supervisor & Management
DEL NORTE	1(a)	1(a)	1(b)	1(c)	No.	County pays for management (d)	(a) Dependents at employee's expense (b) Vision offered to union members; partial cost to employee (c) County pays life insurance \$15,000 (d) County pays for Management only.
EL DORADO	4(a)	2	4	1	1	CPO, Unrep Mgmt, & Confidential \$4,500 Flex convert to salary option	(a) Rates based on 3 tiers. On all tiers employee must contribute Employee contribution based on bargaining unit. Retire health – County contribution based on yrs of service. 12 yrs-33%; 15 yrs-50% and 20 yrs.-67%
FRESNO	3 HMO(a)(c) 1 PPO	1 DHMO(b)(c) 1 PPO	1	Yes	Yes	County Paid \$41,000	(a)3 Health Care providers 2Kaiser and 1Blue Shield of CA (b) Dental DHMO United Concordia (HMO) & Blue Cross (PPO) (c) FLEX spendg acct. life ins. avail. w/pre tax \$ for health&child care expenses. Deps. covered @EE's expense; health care covers domestic partners. OTHER: Disability Plan. EE may purch. Higher level of covg, which may cover long-term care covg., pet, life for EE & deps, & legal svcs. SDI Gen Units & PO's-8% ded. per pp, max wkly payout \$840 (for disability & paid family leave progs), CIGNA disability. covr'd @no cost to EE (unrep. Units). Prob. Techs not covered under either disability plan.

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
GLENN	3(a) 3(b) 3(c)	2(a) 2(b) 2(c)	1(a) 0(b) 1(c)	Y(b) Y(c)	Y(a) Y(b) Y(c)	Y(a)	(a) Nonrepresented (Inc. CPO) \$50,000 Life & AD&D (b) Peace Officers \$10,000 Life & AD&D (c) GCMMA-Mid Managers & General Unit \$10,000 Life & AD&D
HUMBOLDT	3 PERS	1	1	1	Y(a)	Additional \$15,000 life insurance.	(a) HDSO
IMPERIAL	Yes(a)	Yes(b)	Yes(b)	Yes(c)		Dental & Vision Insurance paid by County	(a) Health Ins. County contrib. depends on coverage shown: EE only, EE & spouse, EE & Child(ren), EE& Family, EE & Family-Dual (both husband & wife work for County. (b) Dental/Vision Ins. paid by County to Public Safety Mgmt., Probation & Correction Units, & Dept. Heads. (c) Life Ins. gifted to all Co. EE's w/amounts differentiated by bargaining unit. There's also an allowance of \$7.29 gifted for additional coverage if EE chooses to purchase.
INYO	1	1	1	1	1		(a) County under PERS
KERN	1(a)	2(a)	1(a)	(b)		Flex credit 10% of salary for cafeteria benefits.	(a) Dependents covered. (b) Management only. Life insurance paid by county up to max \$100,000 coverage. New employees pay 20% medical, dental & vision.
KINGS	1(a)	1(a)	1(a)	Yes(b)		Life Insurance paid by County	(a) Dependents Covered (b) Enhanced life ins. for management only
LAKE	2(a)	2(a)	2(a)	2(a)	1		(a) Dependents covered. Cafe Plan; max \$550/pay period.
LASSEN	2(a)	1(b)	No	Yes		\$40,000 life insurance paid by County.	(a) PERS Choice (b) Delta Dental
LOS ANGELES	12(a)	3	0	1(b)	1(c)		(a) There are 5 service providers, 4 of the providers offer multiple plans (Kaiser-1 plan; Blue Cross- 4; Blue Shield-2; Cigna 3; PacificCare-2) (b) County plan provides 1 to 8 times the amount of the employee's adjusted annual salary (c) Plan provides from \$10,000 to \$350,000 for AD&D
MADERA	1(a)	1(a)	1(a)			Life/LTD	(a) County pays for EE share up to costs for Kaiser and Blue Shield. Any costs above that for 2 party of family coverage is paid by employee.

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
MARIN	3	1	1	4	Yes		Cafeteria Plan covers % retirement, insurance and dependent coverage.
MARIPOSA	4(a)	1(a)	1(a)	1(a)	1	\$50,000 Life Insurance paid by County	(a) Dependents covered. OTHER: \$466 County paid med.
MENDOCINO	1(a)	1(a)	1(a)	1(b)	No	(b) \$50,000 management	(a) Variable deductible, employee pays portion (b) \$10,000 non management.
MERCED	2(a)	1(a)	1	1		Mgmt annual physical; Inco protect plan; CPO & ACPO \$80,000 life ins. Div Dir & JHS \$50,000 life ins. SPO, SGC, POS & SLC \$30,000 life ins.	(a) ½ dependent health care insurance coverage paid by County.
MONO	1(a)	1(a)	1(a)	1		\$50,000 life insurance	(a) County pays premiums for both employees and dependents
MONTEREY	2(a)	1(b)		1(b)	1(c)	County provides annual & biennial physical examinations-depends on mgmt level	(a) Two choices Calpers PERS Choice & PERS Care/cafeteria plan. (b) County pays for EE premium only (c) Co. provides \$10K/option to purchase 1 ½ to max of \$100K. OTHER: Deferred Compensation; SDI for other than management & Long-Term/voluntary Management/County paid
NAPA	5(a)	2(b)	1(c)	1(d)	1(d)	Term Life \$50,000 paid by County. Option to purchase an additional \$100,000 at the group rate. Dep. Heads receive an LTD policy as well as Basic & AD&D at 1X the annual salary.	(a) County Kaiser Plan, CalPERS Kaiser Plan, CalPERS Blue Shield HMO Plan, PERSCare PPO Plan, PERS Choice PPO Plan (b) Delta Dental & Pacific Union (c) Med. Eye services included in Co. Kaiser Plan. (d) Hartford Insurance services is County paid @ \$10,000 (PSE); \$20,000 (PSE Supervisory) Option for both groups to purchase up to \$100,000. OTHER: 1)EEs who are registered domestic partners w/have same benefits as married EEs. Registered is defined by state law. 2) Employee Assistance Prog. 5 sessions/incident
NEVADA	5(a)	1	1	1	Yes	Mgmt & Prof are Cafe Plan (a)	(a) Mgmt. one-time option Cafeteria Plan (CPO \$350 per month; mgmt \$335 per month) or Traditional Plan. Traditional Plan pays 100% of Blue Shield rate for employee plus 74% for family or cash out \$150. per month. Truckee employees receive \$1000 indiv. \$2000 family Rural Health Subsidy, annually.
ORANGE	4	1(a)	2(b)	1(a)	1(a)	Cafeteria Plan	(a) Provided to management (b) Provided through CIGNA and KAISER Health Plan

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
PLACER	5(a)	1	1	1(b)	1(b)	Co. pays employee portion of PERS 3%@50 safety retirement. EPMC reported as special compensation. \$1500 supplemental comp. IRS 125 program	(a) 3 HMO & 2 PPO. (b) Voluntary Supplemental Coverage, premium based on age and amount. OTHER: 2 Deferred Comp. programs
PLUMAS	1(a)	1(a)	1(a)	1(a)		\$50,000 life insurance	(a) County contributes the flat dollar amt. Of 90% of health care premium for all employees enrolled in Operating Engineers Health and Welfare Plan. A 3-tiered plan. Café Plan allowance \$100 per pay period (24 pay periods per year). Must show proof of health ins.
RIVERSIDE	6(a)	5(a)	2(a)	1(b)		Vision insurance paid.	(a) Cafeteria Plan allowance \$457/mo. to \$706/mo. (b) Life insurance annual salary NTE \$50,000 paid.
SACRAMENTO	8(a)	1		1(b)		County contributes \$7,125 for health ins; life ins of 1 x annual salary up to \$50,000	(a) County contributes \$7,125 for Supervising PO & \$8,907 for non-supervisors for health insurance. (b) County provides 15,000 basic life ins. benefit, w/option for employees to purchase supplemental coverage to equal annual salary up to a maximum \$50,000. Employee Assistance Program is provided for employees and dependents.
SAN BENITO	6(a)	1	No	1(b)	1(b)		(a) Cash incentive available for employees declining insurance (\$125 stipend) (b) \$20,000 policy paid by County.
SAN BERNARDINO	6(a)	6(a)	1	2	1	Benefit Plan allowance add'l \$40 biweekly . Med./Dental Premium Subsidies: Exempt \$60.39/biweekly. Vision: Exempt dependents. vision covered by Co. Psychological services: Exempt only. LTD (\$60,000); Exempt: SPO/SPOS	Benefit Plan allowance \$170-190. Med. Premium Subsidy \$60.39 0 \$336.73 biweekly. Opt-out after July '05: \$40 biweekly Sect. 125 DCAP. Flex Spending Acct.-Co. match EE contrib. dollar for dollar, up to \$20 biweekly. EE Health &Productivity Program. Short-term disability ins. Additional Life & AD&D insurance available at cost to employee
SAN DIEGO	2	3	1	1(a)	1(a)	Life Ins. & AD&D, Basic 2X Annual Salary with min. \$50,000 & Max \$500,000 Annual Mgmt. Physical Exam LTD 66.6% of monthly salary w/max being \$12,000/mo.	(a) Basic \$10,000 for Life Ins. & ADD. Dependent covered, spouse/child \$2K; Additional life ins 3 times annual salary. Flexible Spending Account Optional Tax-Free dollars.
SAN FRANCISCO (Juvenile)	4	3	1(a)	No	1	\$50,000 life insurance	(a) Exam and glasses all
SAN JOAQUIN	3(a)	2(a)	1(a)	Yes (b)	Yes	Management has Cafeteria Plan for Benefits	(a) Employee pays 20% of dependents premium. (b) 1,000-\$10,000. Employees may purchase add'l term life ins. up to \$100,000; Mgmt up to \$200,000. OTHER: EAP 5 visits no charge

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
SAN LUIS OBISPO	3(a)	2(a)	1(a)	1(b)	1(b)	(a)Café Plan \$602 per month. Dep covered. (b)Life Ins \$30,000 - 50,000 depending on bargaining unit. Long term Disability Plan. Supplemental Life Insurance (c)Wellness/Fitness \$200 per year	(a) Café Plan \$449 per month. Dependents covered. (b) Employee expense (Supp Life includes AD&D) (c) Paid by Risk Management (may be taxable to the employee)
SAN MATEO	3(a)	2(a)	1(a)	1(a)	1(a)	\$50,000 life insurance.	Health & dental plans part of Café Plan. Supplemental Life Insurance optional.
SANTA BARBARA	6(a)	2(a)	1(b)	1(c)	1(d)	\$50,000 for Appoint. Dept. Heads \$30,000 for Asst. Dept. Heads	(a) Dependents covered at EE expense. Co. contributes between \$156.54 and \$221.44 biweekly toward the cost of benefits depending on class. (b) Within Health Plans (c) County pays \$20,000 policy, additional life available @EE expense. (d) County pays for Long Term Disability. Benefit pays 66% of salary after 60 days.
SANTA CLARA	3(a)(b)	2(a)	1(a)	1(b)	1(c)	12 mo disability income protection w/long term disability ins after 12 months; \$200K basic life insurance coverage	(a) County pays full of single coverage and in lowest cost family plan. (b) Dependents covered at employee's expense (c) Both employees and dependents covered at employee's expense. Health Plan bonus waiver program. \$65 biweekly. \$25K basic life insurance coverage.
SANTA CRUZ	7	2(a)	1(a)	1(a)	1	Life insurance (1X annual salary) Long-Term Disability Insurance	(a) Dependents covered. Non-management life insurance is County paid up to \$20,000 w/option for employee to purchase additional coverage up to \$100,000 supplemental life insurance. OTHER: Deferred comp, LTD 60% of salary up to \$3,000, EAP
SHASTA	3(a)	1(a)	1(a)	1(a)	1(b)	AD&D	(a) For all positions (b) AD&D for management only
SISKIYOU	Yes	Yes	Yes	Yes		CPO & ACPO 2X salary life insurance	DPO & Employee Associations \$25,00 life insurance
SOLANO	6(a)	2(b)	1(b)	1(c)(d)		(d)Mgmt life ins at 1.5 times annual base salary	(a) Employee given \$809.91 toward health plan (b) Dependents covered at no cost to employee. (c) \$35,000 for employees.
SONOMA	3	1	1	1	1	None	

COMPARISON OF BENEFITS

NO. OF INSURANCE PROGRAMS

	Health	Dental	Vision	Life	AD&D	Management Enhancements	Comments
STANISLAUS	3	1	1	1	1	Increased life insurance, greater flexibility with benefit cash out.	Dependents covered on vision, dental & least expensive medical plan rate.
SUTTER	7(a)	3(a)	1(b)	1(c)	1(c)	\$100,000 life insurance paid by County. AD&D included in life insurance	(a) Premium paid by County & employee varies by plan selected (Health/Dental), number of dependents (Health only) (b) No cost to employee (c) Non-management life \$20,000; AD&D included in life insurance. OTHER: County offers an IRC Section 125 Plan
TEHAMA	1	1	1	1			County pays 80% of premium cost. Dependents are covered under all plans at one cost.
TRINITY	1	1	1	No		Yearly physical paid for Dept. Head. Spousal coverage for CPO only	
TULARE	3	1	1	1	Yes		County pays an allotted amount plus a percentage of gross salary toward benefit plan. Depending on bargaining unit, the allotted amount and percentage vary and some employees are allowed to opt-out and receive a portion of these funds as additional taxable salary.
TUOLUMNE	1	1	1	1	1	DPO Café Plan \$80/month; Mgmt café plan \$1,110/month. \$200,000 life insurance paid by County. Post retirement medical. Same STD paid by County.	
VENTURA	Yes	Yes	Yes	Yes (a)		Yearly physical and LTD	(a) Life ins. and LTD for management, confidential & unrepresented employees only.
YOLO	4(a)	1(b)	1(c)	(d)	(d)	Receives benefit pack of \$10,914/yr and can choose any of the health insurance plans available (see (a)) or go out and purchase from outside agency.	(a) Blue Shield, Kaiser, WHA, PERS Care/Choice (b) Delta (all employees must participate) (c) Vision-Medical Eye Services (all employees must participate). (d) Life and AD&D are employee contracted services.

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Management Enhancements	Comments
ALAMEDA	10-25(a)	13	14(b)	5(c)	3 days paid leave. 7 days management paid leave	Vacation sell back available: amount dependent upon labor agreement. (a) Based on years of service. (b) 10 fixed holidays and 4 floating holidays. (c) 5 days maximum deducted from S/L. (d) Management has 3 additional paid leave days.
AMADOR	11-21	12	12	5(a)	5 weeks annual vacation.	County will buy back 1 week of management vacation annually, if requested. (a) Only three paid.
BUTTE	10-26	12	11	5	7 days Admin. leave	
CALAVERAS	10-20(a)	10	13	3	40 hrs management time off.	(a) 10 days –1-3 years; 15 days 3-10 years; 20 days over 10 years service.
COLUSA	10-20	12	15(a)	3	10 days vacation	(a) 2 days personal holidays
CONTRA COSTA	10-35	12	13	(a)	Supv & mgmt: add'l 60 hrs annual leave Management can sell back one third of annual vacation.	(a) Bereavement leave from sick leave.
DEL NORTE	5-25(a)	12(b)	13(c)	5(d)	Additional 5 days of vacation leave	(a) 5 days-one yr . svc. 10days - 2-5y; 15days-6-10 yr.; 20days-11-15yr; 25d- 16+yrs . Meritorious svce 3 add'l Admin. leave days. (b) Family and/or medical leave & a catastrophic leave pool. Retirement 50% of S/L or 100% to PERS credit. Separation w/ 5-10 years w/ 25% of S/L (c) Additional 3 floating holidays (d) Household member or immediate family
EL DORADO	10-20	12	13	0	80 hrs admin leave in lieu of OT (Dept Head 96 hrs management leave).	Max. S/L upon separation: managers 500 hrs Non managers: 5 yrs-20%; 10 yrs-40%; 15 yrs. -70%; 20 yrs - 100% max of 500 hrs. OTHER: Supervisor leave 16 hours.
FRESNO	20-38*(a) 10-20**(b)	8-13	11 11	3 3	ATO as approved by management	(a) Annual leave is sick leave & vacation combined (*employees hired before 12/14/98) (b) Vacation and sick leave are accrued separately (**employees hired 12/14/98 & after)

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Management Enhancements	Comments
GLENN	11-20(a)	12	12(a)	5	Dept Head and SPO additional 80 hrs admin. County will buy back one week.	Vacation time dependent on classification and on years of service (0 - 20 yrs). DPO add'l floating holiday. (a) Juvenile Hall Counselors are compensated by an additional 5% added to their base salary in lieu of holidays
HUMBOLDT	10-30(a)	12	12	5	10 days admin leave	(a) Depending on yrs of serv. (0-25yrs)
IMPERIAL	15-20(a)	12(b)	12	9(c)	60 hrs. annual leave	(a) Dep. on yrs of service. Employees with less than 15 yrs. may accumulate up to 30 days, with more than 15 yrs a max of 40 days. (b) Unlimited accum. (c) up to 3 days per family member per year to a maximum of 9 days
INYO	11-35(a)	15	12	5(b)		(a) Accrued @3.33336 hr/ per PP for new EE. 5.0 hrs/per PP for EEs w/3 yrs of svc. After 10yrs, add 1 day. After that 1 day per add'l yrs up to 25 days/yr. Max. accrual is 280 hrs.(b) Bereavement leave is taken from S/L, but does not go against the S/L Buy back benefit. If EE uses less than 40hrs/yr,they may buy back up to 40 hrs. S/L OTHER: Employees get 40 hours flexible leave/yr.
KERN	12-27	12	11	10		3 days S/L payable if balance at max & no more than 10 hrs used current year; bereavement leave from S/L; S/L payoff 100% after 25 yrs; 75% 20-24 yrs; 50% less than 20.
KINGS	12-20(a)	10-20	13	5	Max 40 hrs vac convertible to cash option.	
LAKE	10-20	12	12	3-5(a)	Mgmt. 5 weeks vacation & 1 week admin. leave	(a)Bereavement leave 3 days in State; 5 days out of State. 20-50% S/L to max of \$2,500 on termination (3-5 days bereavement leave).
LASSEN	15	14	13	5	Five years presumed service at time of hire.	
LOS ANGELES	20(a)	8(a)	12	3-5(b)	N/A.	(a) Reflect maximum annual hours. (b) 5 days bereavement leave if employee must travel over 500 miles.
MADERA	8-14	8	11			2 floating holidays

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Management Enhancements	Comments
MARIN	10-30	12	11(a)	5(b)	40 hours personal leave	(a) Additional floating holidays: DPO's-24 hrs., Clerical-30 hrs., management 16 hrs. (b) Taken from S/L
MARIPOSA	10-20	15	13	5	No vacation or sick time earned. Chief can take leave without submitting. May take leave any time workload permits.	
MENDOCINO	10-12	15	13(a)	3	3 additional personal leave days;-may buy out 60 hrs accrued vacation/year	(a) Includes 3 personal leave days; may cash in 40 hrs accrued vacation/year.
MERCED	10-20	12	13	5	Retirement ½ S/L pay to max 780 hrs, remainder (or entire amount) to service time 12 days in lieu of OT. Annual mgmt vacation sell back up to 40 hrs.	(b) Non-Mgmt Retirement ½ S/L pay to max 460 hrs, remainder (or entire amount) to service time.
MONO	10-20(a)	12	13(b)	5	10 days	(a) Days earned are based upon longevity with county. (b) All employees receive an additional 2 personal holidays/year.
MONTEREY	12-25	12	10	5	23-35 Personal Time Off (PTO) days for combined sick/vac leave 10 days professional leave per year	Supervisory Emp.- 3days leave and 1 day educ. leave Family Sick time 10 days, management 5 days
NAPA	12-26(a)	12	11	5(b)	Additional 10 days admin. leave Starts accruing vacation at 15 days/year	Critical Illness of family member leave 5 days charged to S/L. (a) Depending on years of service (0 - 21+) no waiting period upon hiring. (b) May be used for more than one occurrence.
NEVADA	10-39(a)	12(b)	13-14		Additional 5 days admin leave.	(a) non-sworn 10-20 days vac; sworn & mgmt 20-25 days PLP, CPO 28-39 days PLP (b) Non-Sworn only vacation and S/L
ORANGE	10-20(a)	9&12(a)	12	5		(a) Annual Leave for covered employees combines vacation and S/L balance accruals.
PLACER	10-25	12(a)	12	5	\$1,500 suppl comp prog or equivalent hrs. based on salary	CTO accumulation cap @ 80 hrs. annually (a) no cap on accumulation of S/L
PLUMAS	10-21	12	14	5	Additional 5 days management vacation.	Time donatable
RIVERSIDE	10-20	13	12(a)	5(b)	(a) Annual leave 29-39 days instead of vac/sick. May take cash in lieu of up to 20 dys/yr.	(b) Add'l 2 days if Christmas & New Year 's fall on Tues or Thurs. (c) 3 days paid; 2 additional days from S/L

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Management Enhancements	Comments
SACRAMENTO	10-25	15	12½	5	Can take reasonable time off for personal use during normal work hours to compensate for OT.	1 day off every 6 mos if sick leave used is less than 12 hrs in the past 6 mos for non-sworn/non-mgmt staff.
SAN BENITO	10-20(a)	15	10.5(b)(c)	5	2 weeks Admin. Leave	(a) Dependent on years of service. (b) 3 days floating holidays. (c) Juvenile institution officers receive 5% holiday pay.
SAN BERNARDINO	10-20	11-12	14	2	Exempt: Add'l 1 day S/L & 2 wks admin leave/cash; Mgmt: 2 week admin. leave.	Examination, Jury Duty, Witness & Education leave-unlimited Exam. & Educ. Requires prior approval & have some restrictions. Voting time off -0.25 day. Blood Donation .25-.5 day. Perfect attendance (PA) leave 1yr no S/L, option for 16 hrs (2 days) PA leave or 1 year pad fitness club membership. S/L Conversion @ termination 30-50% of balances for employees with 10+ of service.
SAN DIEGO	10-20(a)	13(b)	13(c)	3	1 wk add'l vacation; S/L paid off 50% Executive time off 80 hrs. annually. Unclassified Class 1 week add'l	(a) Time donatable to another. (b) Hired prior 7/1/79, 25% of sick leave paid to max of \$6,000 Employee with 10 yrs can convert S/L credit to Retirement credit with 300 hours or more. (c) 2 Floating holidays
SAN FRANCISCO	5-20	13	16(a)	3-5(b)	5 days executive management leave Up to 100 hrs. earned admin. leave	(a) Includes 5 floating holidays. (b) 3 days in State, 5 days out of State. OTHER: Jury Duty; Military leave 30 days max.; voting (2 hrs. max); time off school visits 40 hr. Time is donatable to catastrophically ill.
SAN JOAQUIN	10-23	12(a)	14	3-5	Term Life \$50,000 plus 10 days admin. leave in lieu of CTO.	(a) On retirement, S/L can purchase health benefits or service credit.
SAN LUIS OBISPO	10-20(a)	12	12	5(c)	Confidential; (a) & (b). Operations & staff mgmt. (a) & (b). Gen. mgmt & Dept Heads (a) & 6(b).	(a) +1 personal day. (b) Admin leave. (c) Included in S/L.
SAN MATEO	13-24	12	12		130 hours per year comp time	May donate time, on retirement 1 mo health premium paid for ea 8 hrs unused S/L.
SANTA BARBARA	12-25	12	11(a)	5	40 hours upon appointment 108 hrs admin. leave 40 hours additional vacation buyout.	(a) Includes 1 floating holiday. OTHER: Vacation buyout 40 hours
SANTA CLARA	10-31	8-12	12	2	Admin leave for less than 1 full day absence; 39 days annual leave.	80 vac hrs cashable if no S/L used.

COMPARISON OF BENEFITS
ANNUAL PAID DAYS OFF

	Vac.	Sick	Holidays	Bereav.	Management Enhancements	Comments
SANTA CRUZ	22-37(a)(b)	(a)(b)	11-2	3	Vac 15 to 30 + admin leave or pay 10 days Annual (or paid equivalent(+ sick 6 (partial). paymentt on termination	(a) Annual leave in combo of vac & S/L (b) Non-mgmt- Option to donate to another if balance is 168 hrs or more.
SHASTA	10-20(a)	12	12	24hrs(b)	2 wks admin leave.	(a) Based on continuous years of service (b) Per episode
SISKIYOU	10-20(a)	13	14(b)	0(c)	40 hrs. admin. leave in lieu of OT	(a) Dependent on years of service 10 days 1-5 years; 15 days 3-19 yrs; 20 days over 10 yrs of service. (b) 3 floating holidays a year. (c) Bereavement leave from S/L
SOLANO	10-20	12	15	5	6 days admin leave; annual leave 3.08/pay period 1-3 yrs; 6.16 hrs/pay period for 5-10 years service; S/L 3.70/pay period regardless of length of service.	EEs who retire or are disability retired may receive credit for 100% of accumulated unused S/L as follows:1) Be paid full balance of unused S/L up 500hrs. max. 2)Convert all or portion to CAPERS service credit and/or 3. Covert all or a portion to pay for ICMA retire health ins. 4. Any combination of above.
STANISLAUS	10-25	12	12.5	5(a)	Additional 2 days vac + 40 hrs admin leave.	(a) At Chief's discretion, up to 5 days.
SUTTER	11-20(a)	11	12	5	11 days Admin. Leave in lieu of OT. Up to 40 hours of unused Admin. Leave may be cashed out and up to 40 hrs may be converted to Deferred Comp.	(a) Dependent on years of service: Less than 5 years-11days; 5, but less than 10 yrs.-15 days; 10 but less than 15 yrs.-17 days; 15+ yrs.- 20 days.
TEHAMA	12-22½	12	13	6	40 hours Admin. leave	S/L & bereavement come out of S/L bank.
TRINITY	10-20	12	12(a)	5(b)	40 hrs management personal leave	(a) Plus 1 day personal (b) taken from S/L
TULARE	10-25(a)	12	12(b)	5	5 days additional vacation.	(a) Based on years of service (b) Plus one personal day.
TUOLUMNE	10-20	8	11	3	80 hrs mgmt/exec/cont annual leave Can convert to 4% differential pay each June.	
VENTURA	14-24(a) 26-46(b)	10 (c)	9(a) 8(b)	3 3		(a) Probation Officers & Service Employees International (b) Management (c) Included in vacation.
YOLO	14	12	11	5	40 hrs. Admin. Leave in lieu of OT.	

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
ALAMEDA	5%	\$30-35(a)	No	(c)	IRS rate	\$800 Job-related expense allowance professional	(a) Dependent on MOU (c) Clerical \$500/yr.; Safety \$400/yr.
AMADOR	\$3/hr on call	No	No	No	40.5¢/mi	None	Longevity for General Unit personnel
BUTTE	\$8	\$50/mo.	5%		IRS rate	CPO \$620/mo travel & cell phone allowance.	
CALAVERAS	No	No		No	IRS rate	Additional 2.5% @5.5 yrs. service; then, add'l 2.5% @ 10 yrs.; add'l 2.5% @ 15yrs.; and another additional 2.5% @20 yrs.	
COLUSA	Yes	Yes	Yes(a)	No	No	None	(a) Task
CONTRA COSTA	5%	\$80/mo		Yes	48¢/mi	CPO \$450/mo auto allowance; 2.5%Mgmt incentive pay (a) \$400-\$825 prof. develop allow. (b)	(a) After 10 yrs. service. (b) Biannually
DEL NORTE	\$3.00(a)	5%(b)	No	No(c)	IRS rate	Vehicle use for CPO only	(a) \$3.00 JH for 1600-2400 & 0000-0800 shifts. (b) Job classification salary plus 5% (c) County pays for mandated training (d) Department has several vehicles; rarely requested. OTHER: Longevity pay: After 10 yrs of uninterrupted continuous service, EE advances to step F of the appropriate range of pay scale, after 15 yrs. the EE advances to step G, after 20 yrs. the EE advances to step H
EL DORADO	\$.75/hr swing \$1.00/hr grvyrd	\$40 per pay period	\$92.30 bi-wk/Tahoe differential	Yes	IRS rate	Vehicle - Dept Head only.	Longevity pay varies according to bargaining unit. Management: 10+ yrs 5% base salary; 15+yrs 10%; 20+yrs 13%; 25+ yrs. 15%; 30+ yrs = 16% Non-Management: 10+ yrs - 5%; 15+ yrs 7.5%; 20+ yrs 10%
FRESNO	8%	\$600/yr.	\$650/yr. (a) \$520/yr. (b)		IRS rate	\$6,156/yr. Auto allowance for Dept. Head	(a) Classifications. used countywide but assigned to detention facility/ranch camp. (i.e. office assistants) (b) Secretaries allowed additional \$520/yr. for dictation.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
GLENN	75¢ hr.	\$.050 Biling.	(a)	No	IRS rate		(a)\$2.00-\$2.50/hr. for on call dep. on MOU. OTHER: Incentive 5-15% for POST, MA, MS or PHD prior to 1989 and 2.5-10% for employees hired after 1989.
HUMBOLDT	50¢/ hr.	Available(a)	No	Yes(b)	IRS rate	None	(a) Dep. on assignment and need for the service. Actual pay is also based on language ability-verbal & written (b) \$300 HDSO \$600 AFSCME
IMPERIAL	5% swing 7.5% grvyrd	15.00(a)	(b)	(c)	IRS rate		(a) per biweekly pay period. (b)\$50.00 on call pay (c) \$900/yr. limited to text books, tuition & lab fees. Reimbursement based on transcript of grades
INYO	2% swing 4% grvyrd	5%		(a)	IRS rate		(a) \$250-\$500 tuition reimbursement OTHER: Longevity pay 2% for 10 years of service; 2% for 15 yrs; 2% for 20 yrs & 2% for 25 yrs. of service
KERN	5% & 7.5%(a)	\$25/bi-wk-verbal \$50/bi-wk-written		Yes	IRS rate	CPO \$540/mo & 26.5¢/mile car	(a) Non-management only.
KINGS	No	\$20/bi-wk		Yes	IRS rate		
LAKE	2.5%(a)	2.5%		Yes	IRS rate		(a) Non-management only.
LASSEN	No	No	No	Yes(a)	IRS rate	No	\$750.00
LOS ANGELES	45¢/hr(a)	\$100mo(b)	\$30/mo(c) 5.5%(d) \$150/mo(e) 8 hrs OT (f)		45¢	No	(a) Night bonus (b) Bilingual pay (c) Acting Dir. bonus, Camps & Off. of the day bonus, halls (d) Adult Svcs Court Officer Team (ASCOT) (e) Sup. Bonus: Hall sups w/more than 10 staff, Camp sups w/more than 12 (f) Post Bonus-Camp staff disrupted for 3+ hrs during sleep shift get 8hrs. OT.
MADERA	No	\$45.00	No	Yes (a)	48¢(b)		(a) All tuition and per diem classes paid by County. (b) limited employee reimbursement at 48.5¢. County vehicles used. OTHER: Longevity pay: 5 yrs 5%; 15 yrs 2.5 %; 20 yrs. 2.5%

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
MARIN	2.5%-5%	5%	5%	Yes	IRS rate	CPO car allowance \$800 mo.	
MARIPOSA	No	No	No	Yes	IRS rate	5% incentive pay (except for CPO) for supervisory & management certification.	
MENDOCINO	\$1-\$2(a)	(b)	No	No	IRS rate	Annual \$800 mgmt educ./health Interest-free computer loan \$2500(c)	(a) Juvenile Hall \$1/hr PM shift; \$2/hr graveyard (b) Language diff for non-management only. (c) Max for 3 yrs.
MERCED	\$.75/hr + \$1/hr (a)	\$25/wk (b) \$.65/hr(c)	10%	Yes	IRS rate	\$200 annual mgmt reimbursement for education. CPO expense & car allowance \$1075/mo. APO expense	(a) Evening shift 75¢/hr; night shift \$1/hr. (b) Management only. (c) Non-management only. OTHER: Loyalty bonus based on 10 years of service \$250 through \$750.
MONO	No	\$200/mo. (a)			\$250/yr (b). No	\$400. /mo. choice of car allowance or assignment of county vehicle	(a) Bilingual-Competency test required. Must have assigned caseload requiring bilingual services (b) Maximum per year -For college classes to enhance job assignments/
MONTEREY	\$.95/hr	\$35/primary \$18/provisional	Yes(a)	Yes(b) \$	40.5¢	CPO & ACPO have full use of County vehicle. \$75 qrtly expense \$400/prof. 2% college degree	(a) \$5,200 (b) \$2,500/yr. County.
NAPA	\$1.00/hr. Night (a)	\$40/pay prd	(b)	(c)	IRS rate	\$35.00 cell phone monthly allowance	(a) For those hours between 6:00 p.m.-6:00 a.m. (b) Standby Pay: \$2/hr weekdays; \$2.25/weekends (c) 8 hrs pd leave to prof. EEs for work-related educ./training (not entitled to mileage, tuition, fees on this leave. OTHER: 1) Licensing Reimb Co pays the cost of any professional or other license required for cont'd employment. 2) Meal allowance: \$8 break-fast; \$12 lunch \$18 dinner. 3) Paid time and a half for workg Co. paid holiday. EE ears 8 hrs holiday credit.
NEVADA	5%	2.5%	8%(a)	Yes (b)	IRS rate	2.5% Merit pay after 10 yrs of serv w/very satisfactory performance. CPO \$800 (c) & \$3,600 (d)	(a) Truckee work site. (b) Individual w/approval by CPO and Human Resources (c) CPO reimbursement. for personal growth & enrichment expenses (d) CPO Automobile allowance.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
ORANGE	60¢-\$1.50/hr	40¢ & 70¢(a)		\$2,000 FY	44.5¢ - 54.5¢(b)	\$3,500/\$3,000 year Optional Benefit Plan \$600 mo. CPO & CDPO car allowance	(a) Depends on position (b) For represented units through MOU
PLACER	7.5%DSA	5.0%DSA 5%PPEO	(a) (b)	\$400/yr	IRS rate	\$1500 compensation (c) \$80+hrs (d)	(a) \$625/mo. sustenance pay for Tahoe DSA employees (b) \$450/mo. pay for Tahoe PPEO (local union) employees (c) compensation that can be used at mgmt. discretion (for additional benefits or cash out) (d) mgmt. leave computed on mgmt EE salary. OTHER: \$1,000-1,500 annual reimb. for medical costs for Tahoe area EEs(all).
PLUMAS	No	No	No	No	No		
RIVERSIDE	60¢ & 1.20/hr	50¢-\$1,00/hr		Yes(a)	IRS rate	County car or \$550/mo car allow for CPO.	(a) If training is job related & approved in advance, subject to availability of department funds.
SACRAMENTO	7.5%(a)	26¢/hr(a)	5%(b)	Yes(c)	IRS rate	Mgmt differential pay 3.35% of salary. CPO/Asst CPO assigned cars.	(a) Non-mgmt only. (b) Staff assigned to the Sac. Co. Boys Ranch receive 5% differential for travel to and from the institution. \$48/mo min. mileage for both mgmt & Supv. PO
SAN BENITO	Yes(a)	\$75/\$50(b)	5%(c)	\$500	IRS rate		(a) Juvenile institution officers who work 12 hr shifts get 5% shift pay (b) Safety \$75/mo-safety \$50/mo. non-safety (c) after 20 days in any fiscal year
SAN BERNARDINO	\$1.00-\$3.00/hr (a)	Bi-wk:\$40-50 oral \$45-55 written \$50-60 tech \$12/day Court	(b)	\$400-\$3000/yr (c)	IRS rate(d)	Exempt \$276.92/bi wkly car allow plus 25¢/mile or \$346.15/bi wkly w/no mileage reimbursement	(a) Add'l varying rates of diff for medical support positions. (b) Div. Director II @Det. Ctr 5%. Medical Support \$1.00-1.50/hr (c) Tuition from dept fund: Admin/Prof \$400/yr, Mgmt-\$500/yr, Supv. \$600/yr, RN \$700. Exempt-\$1000/yr (d) or .32, whichever is greater.
SAN DIEGO	55¢/hr (night)	\$16.15 bi-wk & \$32.30 bi-wk	(a)	\$1033/yr	IRS rate	7.5% Institutional Pay	(a) 2.5% Institutional & armed staff pay; \$.25/hr remote and lockup pay.
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

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
SAN JOAQUIN	75¢ & 91¢/hr (a)	\$.41/hr if 20% of time \$.82/hr if 40% of time (a)	Yes (b)	Yes(c)	.405¢/mi	CPO-County car or \$415/mo.	(a) Non-management only. (b) 5% for 2 Rangemasters (c) \$1,000/yr if toward a degree; \$650/yr. if not for degree.
SAN LUIS OBISPO	5%(a) - 10%(b)	\$50(c)-\$90(d)	N/A	\$250 yr	IRS RATE	CPO \$350 mo. auto allowance	(a, b, c, d) Depends on bargaining unit.
SAN MATEO	.0574%(a)	\$42.50 or \$55 bi-wk	.0574%(a)	Yes	IRS rate	CPO-\$611/mo or vehicle.	(a) Non-management only.
SANTA BARBARA	\$.75 swing \$1.50 grvyrd	\$46.15 bi-wk bi-lingual	\$2.60/hr.(a) (b)(c)	\$500(d)	IRS rate	CPO car allow.\$186 bi-weekly , ACPO \$75 bi-weekly car allow Bi-weekly additional cash = CPO-\$214.44; ACPO\$193.64 Mgmt. \$156.54 Up to 80/hr-vac. conversion after 5 yrs.(e)	(a)Standby (b) Callback 2hr./minimum (c) Institution clothing allowance \$5 pay period. (d) if funded (e) non mgmt.-with approval, up to 40 hrs. conversion after 5 yrs.
SANTA CLARA	\$2.50/hr(a)(b) \$3.00/hr(c)	\$125/mo (a) \$120/mo (b)		Yes	IRS rate	CPO \$500/mo car allow or County car.	(a) Safety (b) Non-safety (c) Night shift non safety.
SANTA CRUZ	55¢/hr-swing 65¢/hr-grvyrd	50¢-85¢/hr(a) -		\$175/yr.(b)	IRS rate		(a) 50¢ conversation 85¢ reading, writing and conversation (b) For pre-approved courses for staff covered by Gen. Representation. (SEIU) contract. Course completion and passing grades req. for reimbursement.
SHASTA	60¢/hr swing(a) 85¢/hr grvyrd(a) 2.5%(b)	No	5%(c)		IRS rate	CPO \$50 stipend Chief Fiscal Officer \$200(d) CPO, DCPO & Div. Dir. \$100 (d)	(a) Juvenile Hall/Crystal Creek Boys Camp (b) Crystal Creek Boys Camp commute (b) GC Officer @JH & Crystal Creek, Food, ROP Teacher @ Cr. Creek, Work out Class-all positions & Multi-Job- all positions (d) Management pay-one-time payout
SISKIYOU	2.5%(a)	Yes	No	\$500(b)	IRS rate	\$300 Wellness (c)	(a) JH Group Counselors 2.5% of hourly wage times max. hours worked in swing & graveyard shifts of 8.0 hrs. (b) Board approved amount per employee per year (c) DPO & Safety Management.

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
SOLANO	5.5-6.75%	\$55 bi-wk	No	\$750/yr	\$.405	Management Incentive Prog (MIP)(a)	(a) MIP: Dept. Heads-15% max. Assist. Dept. Heads 10% max. Senior Management employee 5% max.
SONOMA	5%(a)	.95/hr	Yes(b)	Yes (c)	\$.37	\$466 annual CPO car allowance	(a) Swing and grave (b) 5% off-site pay; 7% gang/weapons, 5% supervision premium 7% supervision premium (c) Mgmt - \$950 Training & \$300 gym allowance; Supv. \$500 training & \$350 gym allowance; Sworn staff \$400 training & \$350 gym allowance; Line staff \$450 training, and of that, \$100 can be used for gym benefit.
STANISLAUS	5% -7.5%	48¢-69¢/hr (a)	1.5%-10%	Y (b)	IRS rate	CPO \$400/mo car allowance; Manager \$100-\$200 car allowance.	(a) Based on bargaining unit. (b) At the discretion of Chief OTHER: 1) Employees can cash out vacation time, with the amount determined by classification and dept. head approval. 2) \$200-\$900 professional development for management and confidential staff,
SUTTER		\$50/mo Bilingual		\$200(a)	IRS rate	5 paid days/year for continuing ed. Reimb. to \$1000 for tuition, books, Fees	(a) Non-Mgmt per year for cont. ed., tuition, books, & fees. (b) management mileage (c) non-management mileage OTHER: Longevity Pay: Step 6=5% after 10 yrs. or 5 yrs @ step 5. "Pay for Service Distinction" - Step 7 = Adds 2.5% for 15 yrs; Step 8= Adds 2.5% for 20 yrs of service.
TEHAMA	\$2/grvyrd	5%			39¢/mi	\$45/mo deferred comp for mgmt; 500 hr cap on S/L then 4 hrs pay convert to deferred comp plan-mgmt/peace officer.	Staywell for peace off/law enforcement mgmt; 1% gross wage if under 40 hrs S/L used; 2.5% of gross wage if under 24 hrs S/L used.
TRINITY	50¢/hr night (a) 75¢/hr grvyrd (a)		on call(b)	Yes	IRS rate		(a) Juvenile Hall staff (b)\$2.50/hr. on-call for Prob. Off.
TULARE	4 -6%(a)	2.5 -5%(b)	4-6%	Yes	IRS rate	CPO assigned county car	(a) Night shift diff. only for those employees who permanently work a shift in which 4+ hours are between 6:00 p.m.-6:00 a.m. (b) 2.5% for moderate bilingual and 5% for full bilingual

COMPARISON OF BENEFITS

PREMIUM PAYS

	Shift	Language	Assignment	Reimbursements & Allowances		Other Management Enhancements	Comments
				Tuition	Mileage		
TUOLUMNE		5%		Yes(a)	IRS rate	Computer loan interest free .7% deferred comp. match Educ. Incentive. On call pay \$25 scheduled workday/\$30 nonscheduled workday w/3 hrs min. call back.	(a) 50% of cost of books & tuition. OTHER: Longevity Pay 10 yrs- 2.5%; 15 yrs. - 5%; 20 yrs.-2.5%; 25 yrs. 2.5% 30 yrs. - 2.5% Longevity is awarded at 1 range intervals beginning at 10 yrs.
VENTURA	5%(night)(a)	65-90¢/hr	5%(b)	(c)	Yes	Allowance or County Car Memberships Education 2.5-5.0%	(a) Non-Management only (b) Management only (c) Mgmt Tuition \$2000; Confidential \$1,000 ; Probation & Correction Officer \$750; SEI \$650-\$900. OTHER: Prob. Officer/Corr. Off. .25% reg pay for standby, \$84 membership, 2.5-5.0% education, call back 2 hr. minimum, \$500 uniform. SEI: \$620 uniform, .25% reg pay for standby
YOLO	\$.60(a) \$.75(b)	43¢(c) 58¢(d)	(e)	\$500/yr	IRS rates	\$414 Dept. Head car allowance	(a) Swing shift (b) Graveyard For oral/written (b) For advanced skills (c) Conversational (d) Advanced (e) 5% for working out-of-class reimbursement. OTHER: \$2,400 in lieu of taking health care for general and supervisor 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	Deputy Chief (a) Unit Sups (b) DPO's	1 2 6	50% 100% 67%	Management Safety Staff Supervision Field/Court Services	(a) Class Title: Chief & Deputy Chief (b) Arming optional for all
BUTTE	Yes	Probation Officer	24	40%	Field Supervision	
CALAVERAS	Yes	DPO II	1	11%	Probation Narcotics Officer assigned to Sheriff's Dept.	
COLUSA	Yes	DPO Sr. DPO CDPO CPO	1 1 1 1	25% 50% 100% 100%	Drug Task Force Adult Supervision Management Management	Total of 9 officers including CDPO & CPO
CONTRA COSTA	No					
DEL NORTE	No					
EL DORADO	Yes	CPO ACPO DCPO Supv. DPO Sr. DPO DPO II (Field)	1 1 2 3 5 14	100% 100% 67% 60% 46% 54%	Management Management Management Supervisory Field Supervision (a) Field Supervision	(a) 3 Juvenile/2 Adult Supervision
FRESNO	Yes	Director Probation Services Mgr. DPO IV DPO I/II/III JCO	1 5 16 47 11	20% 33% 29% 76% 6%	Supervising Armed Division Supervising Armed Units Designated armed assignments (a) Designated armed assignments Transportation Officers (b)	(a) Inc. Range Masters who are not otherwise otherwise in designated armed assignments (b) Includes primary and backup
GLENN	No (a)					(a) In the process of arming all the Probation Officers. Still in the beginning stages.
HUMBOLDT	No					
IMPERIAL	Yes	CPO DCPO Division Manager DPO III DPO II	1 1 1 4 31	100% 50% 25% 80% 74%	Management (a) Juvenile Field Supv & Invest. Svcs Receiving Home & Prop. 10 Juvenile Field Supv & Invest. Svcs Receiving Home & Prop. 10 (a) (a)	(a) Adult Invest., Field Supervision, Narcotics Task Force, Prop. 36, Special Prosecutions Unit, Domestic Violence, Street Interdiction Team, EPSDT, Placement, SARB, Family Resource Ctr. School Community Policing, AB1913, High Risk Juvenile Supv & Invest. Receiving Home, Prop. 10, JABG, GRIP
INYO	Yes	DPO I	1	9%	Narcotics Enforcement Team	

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
KERN	Yes	Asst. Division Director	1	20%	Gang Intervention/Supervision Unit	
		Probation Supervisor	10	48%	Gang Intervention, Supervision, Aftercare Prop. 36 & ROPP Units	
		DPO III	13	24%	Gang Intervention, Supervision, Aftercare Prop. 36 & ROPP Units	
		DPO I/II	61	48%	Gang Intervention, Supervision, Aftercare Prop. 36 & ROPP Units	
KINGS	Yes	GS II	1	3%	Transport Officer	
		DPO I/II	20	57%	Field/Court Services	
		DPO III	4	57%	Line Supervisors	
		DPO IV	4	100%	Supervisors/Management	
		DPO V	3	100%	Admin/Court Management	
		DPO VI	1	33%	Chief Deputy	
		CPO	1	100%	Chief Probation Officer	
LAKE	Yes	Senior PO	2	50%	Field Probation Officers	
		DPO II	4	27%	Field Probation Officers	
LASSEN	No					
LOS ANGELES	Yes	DPO II	20	1.27%	Search & seizure, apprehension of clients with warrants & of juveniles who escape from Halls or Camps	
		Sup. DPO	3	1.23%	Search & seizure, apprehension of clients with warrants & of juveniles who escape from Halls or Camps	
MADERA	Yes	DPO's	32.5	100%	Investigations and Supervision of Adult caseload.	
MARIN	No					
MARIPOSA	Yes	Probation Officer	5	55%	Field work	
MENDOCINO	Yes	DPO II	2	7%	Gang Caseloads	
MERCED	Yes	CPO	1	100%	Management	
		ACPO	1	100%	Management	
		Program Manager	2	50%	Field Services	
		Supervising PO	5	83%	Field Services	
		DPO I/II/III	30	68%	Field Services	
MONO	Yes	DPO	4	100%	Field Supervision	

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
MONTEREY	Yes	CPO	1	100%	Management	
		DPO II	14	21%	Field Supervision	
		DPO III	8	32%	Field Supervision	
		Prob. Services Mgr.	5	50%	Field Supervision	
		Asst. Chief Probation Offr.	1	100%	Disciplinary Offr/Mgr of Operations	
NAPA	No					
NEVADA	Yes	DPO II	3	27%	Field Supervision (a)	Field activities including search and seizure, transport of arrestees, Adult offenders who use drugs and/or are violent and special assignments as requested by other agencies and inter-agency activities.
		DPO III	3	60%	Field Supervision (a)	
ORANGE	Yes	CDPO (a)	2	66%	(a) Intensive Field supervision, search & seizure activities & proactive enforcement activities in connection w/ local law enforcement agencies. . Supervisory and management staff Also act as the primary source for Ongoing firearms training & qualification for Dept. staff.	All situationally armed staff work in close collaboration with law enforcement & Probation staff to provide intensive supervision services and supervision for high control probationers.
		Division Director (a)	1	8%		
		SPO (a)	4	8%		
		DPO II (a)	30	8%		
PLACER	Yes	DPO I/II, Field	27	52%	All Except Juvenile Detention (a)	(a)Both Field & Office Supv.
		Sr, DPO, Field	9	100%	All Except Juvenile Detention (a)	
		DPO, Supv. Inst.	2	40%	Juvenile Detention (b)	(b)Generally Employee Supv
		DPO, Supv. Field	5	100%	All Except Juvenile Detention (b)	
		JDF Asst. Supv	1	100%	Juvenile Detention Facility(c)	(c) Employee supervision
		Manager	5	100%	All except Juvenile Detention	
CPO	1	100%	Management			
PLUMAS	No					
RIVERSIDE	Yes	SPO	3	4%	Supervision of armed units	(a) When arming requested by lead agency.
		Senior PO	10	18%	Joint Task Force (a); Intensive Sup.	
		Deputy PO II	10	6%	Joint Task Force (a); Intensive Sup.	
SACRAMENTO	Yes	DPO	57	20%	Field Supervision of active prob.	280 total DPO's
		Sr. DPO	23	25%	Field Supervision of active prob.	91 total Sr. DPO's
		Supv. PO	11	18%	Field Supervision of active prob.	62 total Supv. DPO's
		Asst. CDPO	3	43%	Field Services	7 total Asst. Chief DPO's
		Chief Deputy	3	30%	Field Services	10 total Chief Deputies
		Asst. CPO	1	50%	Asst, Chief PO of Field Services	2 total Asst. Chief PO's
SAN BENITO	Yes	PO II	1	9%	UNET Officer (United Narcotic Enforcement Team)	

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
SAN BERNARDINO	Yes	PO II	110	41%	Field supervision	
		PO III	23	50%	Field supervision	
		SPO	18	44%	Supervision of field officers	
		Director I	1	17%	Management of programs	
		Director II	5	56%	Management of geographic areas	
		DCPO	2	67%	Administration of Bureaus	
		Chief Probation Officer	1	100%	Executive Officer	
SAN DIEGO	Yes	DPO	4	7.3%	FAST (a)	(a) Field Action Special Team-w/ police to re-arrest offenders
		Sr. PO	1	1.8%	FAST (a)	
		Supv. PO	4	7.3%	GSU (b)	
		Sr. PO	5	9.1%	GSU (b)	
		DPO	25	45.5%	GSU(b)	
		CDPO II	4	7.3%	GSU (b)	
		CDPO I	10	18.2%	GSU (b)	
		Sr. PO	1	1.8%	RATT (c)	(c) Regional Auto Theft Task Force
Sr. PO	1	1.8%	CATCH (d)	(d) Identify Theft Coordinator		
SAN FRANCISCO (Juvenile)	No					
SAN JOAQUIN	Yes	Probation Unit Supervisor	6	44%	Training/Field Supervision	Began arming officers in 2000. Any PO hired prior to 9-1-99 has the option of not being armed.
		PO III	9	43%	Field Supervision	
		PO I/II	23	37%	Field Supervision	
SAN LUIS OBISPO	Yes	DPO	36	63%	Community Supervision & Transports	
		Supv. DPO	9	64%	Community Supervision & Transports	
		Div. Manager	2	40%	Community Supervision & Transports	
SAN MATEO	No(a)				(a)The arming program is currently in progress. PO's in arming positions are in the process of completing prerequisite training, including the 832PC range course. It is expected to have all the prerequisites completed in about 3 months.	
SANTA BARBARA	Yes	DPO	4	5%	Supervision	
		DPO Senior	4	9%	Supervision	
		DPO Supervising	2	13%	Supervision	
		Probation Manager	1	10%	N/A	
SANTA CLARA	No					
SANTA CRUZ	No					
SHASTA	Yes	DPO III	1	18%	Narcotics Task Force	

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
SISKIYOU	Yes	Supv. DPO DPO II	1 6	50% 50%	Supervision of DPO's Field Supervision (a)	(a) Adult & Juvenile Court, Specialized programs
SOLANO	No					
SONOMA	Yes	DPO II	3	5%	Gang Unit (a)	These PO III's are assigned to the gang unit and work with the regional task force.
STANISLAUS	Yes	DPO II DPO III SPO	13 2 2	19% 18% 20%	Supervision of High-Risk Offenders Lead DPO for High Risk Offender Unit Supervise High Risk Offender Unit	
SUTTER	Yes	DCPO SPO DPO III DPO II	1 1 5 4	50% 50% 56% 22%	Adult Division Manager Adult Division Supervisor 1-Prop. 36, 1-Drug Court, 1-Juv. Sup.(a) 1-Drug Task Force; 1-Adult Sup 2-Adult Sup; 1-Juv. Sup. (a) 1-Gang Officer	(a) Officer assigned to Juvenile Supervision carries only for Special Operations.
TEHAMA	Yes	DPO II	1	4.8%	Drug Task Force(a)	One DPO is armed in the department out of 21 DPO's.
TRINITY	Yes	DPO(a)(b)	6	80%	Field Supervision; Specialized Units; Court Units	(a) All classes of DPO's (b) Arming & training offered to all DPO's
TULARE	Yes	Division Manager Supv. PO PO II PO II	2 3 25 9	40% 25% 62.5% 20%	Custody Services/Training Officer Juvenile Court Services/Sr. Range Master Supervising Thunderbolt; JJCPA; Team Supervision; Gang Unit, JAIBG Unit Supervising Custody Services Adult Sex Offender Prog; Campus PO Prog; Thunderbolt; INET, Gang Unit, Team Supv; Adult E.M.; Community Schools; & JJCPA Limited Supervision Unit; Recovery Court; & Team Supervision	
TUOLUMNE	No					

ARMED PERSONNEL

	Armed Personnel (Yes/No)	Class Title	Number of Armed Personnel By Class	% of Total in Class	Function(s) Performed	Comments
VENTURA	Yes	Director	1	100%	Management	
		Chief Deputy	3	100%	Management	
		Division Manager	5	83%	Management	
		Supv. DPO	2	6%	Intensive Adult & Juvenile Field Supervision Svcs.	
		Sr. DPO	2	5%	Intensive Adult & Juvenile Field Supervision Svcs.	
		DPO	10	9%	Intensive Adult & Juvenile Field Supervision Svcs.	
YOLO	Yes	Probation Officer	17	50%	Field Transportation	
		Detention Officer	10	20%	Transportation	

COMPARISON OF GENERIC CLASSIFICATIONS

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

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

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

For Chief Probation Officers, actual salaries have been used.

Representative county population information was accessed at the State of California Department of Finance website <http://www.dof.ca.gov/HTML/DEMOGRAP/Estimates/E-2/documents/FinalE-2ReportJul05.xls> on April 13, 2006 (State of California, Department of Finance, *California County Population Estimates and Components of Change by Year, July 1, 2000–2005*. Sacramento, California, March 2006.)

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	1,503,790	7	691.50	8	\$147,098	7	
AMADOR	38,221	45	22.06	50	\$91,596	38	
BUTTE	216,401	27	150.00	25	\$108,054	30	
CALAVERAS	45,711	44	19.00	51	\$89,877	40	
COLUSA	21,315	50	14.00	53	\$75,000	50	
CONTRA COSTA	1,025,900	9	376.50	14	\$134,292	14	
DEL NORTE	29,355	47	37.25	42	\$65,498	53	
EL DORADO	175,550	30	116.50	32	\$113,090	28	
FRESNO	892,325	10	514.00	10	\$120,016	23	
GLENN	28,523	48	25.00	48	\$78,416	48	
HUMBOLDT	132,434	35	117.00	31	\$84,756	45	
IMPERIAL	164,221	31	123.00	29	\$99,394	34	
INYO	18,599	51	33.50	46	\$91,212	39	
KERN	770,424	13	540.50	9	\$116,162	26	
KINGS	146,487	32	136.00	26	\$102,000	32	
LAKE	64,180	39	44.00	40	\$85,444	43	
LASSEN	35,696	46	35.50	44	\$62,482	54	
LOS ANGELES	10,223,055	1	5520.00	1	\$149,285	6	
MADERA	142,837	33	117.00	30	\$84,320	46	
MARIN	252,195	25	124.50	27	\$141,586	9	
MARIPOSA	18,281	52	18.00	52	\$75,643	49	
MENDOCINO	90,487	38	78.50	36	\$86,861	42	
MERCED	244,320	26	151.00	24	\$112,278	29	
MONO	13,512	54	9.00	54	\$89,728	41	
MONTEREY	425,055	18	243.00	21	\$125,547	20	
NAPA	133,526	34	103.25	35	\$127,920	19	
NEVADA	100,227	36	68.00	37	\$102,410	31	
ORANGE	3,061,094	2	1549.00	2	\$143,499	8	
PLACER	313,931	22	151.00	23	\$117,525	25	
PLUMAS	21,557	49	36.25	43	\$74,040	51	
RIVERSIDE	1,931,437	5	980.00	5	\$132,396	15	
SACRAMENTO	1,379,103	8	873.50	6	\$150,858	3	
SAN BENITO	57,700	42	34.00	45	\$80,820	47	
SAN BERNARDINO	1,977,822	4	1191.50	4	\$137,279	13	
SAN DIEGO	3,057,000	3	1304.00	3	\$138,985	12	
SAN FRANCISCO-JUV.	794,850	12	276.50	18	\$166,463	1	
SAN JOAQUIN	664,369	15	328.80	15	\$125,202	21	
SAN LUIS OBISPO	262,593	23	155.75	22	\$121,347	22	
SAN MATEO	721,350	14	441.00	11	\$149,614	4	
SANTA BARBARA	419,678	20	393.50	13	\$130,661	17	
SANTA CLARA	1,760,741	6	819.00	7	\$153,552	2	
SANTA CRUZ	260,634	24	123.00	28	\$140,982	10	
SHASTA	180,984	29	108.50	34	\$92,484	37	
SISKIYOU	46,410	43	33.00	47	\$71,426	52	
SOLANO	422,094	19	271.00	19	\$130,522	18	
SONOMA	478,724	17	283.00	17	\$139,922	11	
STANISLAUS	510,858	16	250.00	20	\$131,477	16	
SUTTER	90,627	37	38.00	41	\$101,174	33	
TEHAMA	61,378	40	58.00	38	\$84,876	44	
TRINITY	14,025	53	24.00	49	\$95,640	35	
TULARE	417,287	21	319.00	16	\$119,220	24	
TUOLUMNE	58,215	41	44.50	39	\$95,006	36	
VENTURA	815,528	11	430.00	12	\$149,334	5	
YOLO	188,858	169	28	116.00	33	\$113,429	27

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	10,223,055	1	5520.00	1	\$149,285	6
ORANGE	3,061,094	2	1549.00	2	\$143,499	8
SAN DIEGO	3,057,000	3	1304.00	3	\$138,985	12
SAN BERNARDINO	1,977,822	4	1191.50	4	\$137,279	13
RIVERSIDE	1,931,437	5	980.00	5	\$132,396	15
SANTA CLARA	1,760,741	6	819.00	7	\$153,552	2
ALAMEDA	1,503,790	7	691.50	8	\$147,098	7
SACRAMENTO	1,379,103	8	873.50	6	\$150,858	3
CONTRA COSTA	1,025,900	9	376.50	14	\$134,292	14
FRESNO	892,325	10	514.00	10	\$120,016	23
VENTURA	815,528	11	430.00	12	\$149,334	5
SAN FRANCISCO-JUV.	794,850	12	276.50	18	\$166,463	1
KERN	770,424	13	540.50	9	\$116,162	26
SAN MATEO	721,350	14	441.00	11	\$149,614	4
SAN JOAQUIN	664,369	15	328.80	15	\$125,202	21
STANISLAUS	510,858	16	250.00	20	\$131,477	16
SONOMA	478,724	17	283.00	17	\$139,922	11
MONTEREY	425,055	18	243.00	21	\$125,547	20
SOLANO	422,094	19	271.00	19	\$130,522	18
SANTA BARBARA	419,678	20	393.50	13	\$130,661	17
TULARE	417,287	21	319.00	16	\$119,220	24
PLACER	313,931	22	151.00	23	\$117,525	25
SAN LUIS OBISPO	262,593	23	155.75	22	\$121,347	22
SANTA CRUZ	260,634	24	123.00	28	\$140,982	10
MARIN	252,195	25	124.50	27	\$141,586	9
MERCED	244,320	26	151.00	24	\$112,278	29
BUTTE	216,401	27	150.00	25	\$108,054	30
YOLO	188,858	28	116.00	33	\$113,429	27
SHASTA	180,984	29	108.50	34	\$92,484	37
EL DORADO	175,550	30	116.50	32	\$113,090	28
IMPERIAL	164,221	31	123.00	29	\$99,394	34
KINGS	146,487	32	136.00	26	\$102,000	32
MADERA	142,837	33	117.00	30	\$84,320	46
NAPA	133,526	34	103.25	35	\$127,920	19
HUMBOLDT	132,434	35	117.00	31	\$84,756	45
NEVADA	100,227	36	68.00	37	\$102,410	31
SUTTER	90,627	37	38.00	41	\$101,174	33
MENDOCINO	90,487	38	78.50	36	\$86,861	42
LAKE	64,180	39	44.00	40	\$85,444	43
TEHAMA	61,378	40	58.00	38	\$84,876	44
TUOLUMNE	58,215	41	44.50	39	\$95,006	36
SAN BENITO	57,700	42	34.00	45	\$80,820	47
SISKIYOU	46,410	43	33.00	47	\$71,426	52
CALAVERAS	45,711	44	19.00	51	\$89,877	40
AMADOR	38,221	45	22.06	50	\$91,596	38
LASSEN	35,696	46	35.50	44	\$62,482	54
DEL NORTE	29,355	47	37.25	42	\$65,498	53
GLENN	28,523	48	25.00	48	\$78,416	48
PLUMAS	21,557	49	36.25	43	\$74,040	51
COLUSA	21,315	50	14.00	53	\$75,000	50
INYO	18,599	51	33.50	46	\$91,212	39
MARIPOSA	18,281	52	18.00	52	\$75,643	49
TRINITY	14,025	53	24.00	49	\$95,640	35
MONO	13,512	170	9.00	54	\$89,728	41

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	10,223,055	1	5520.00	1	\$149,285	6
ORANGE	3,061,094	2	1549.00	2	\$143,499	8
SAN DIEGO	3,057,000	3	1304.00	3	\$138,985	12
SAN BERNARDINO	1,977,822	4	1191.50	4	\$137,279	13
RIVERSIDE	1,931,437	5	980.00	5	\$132,396	15
SACRAMENTO	1,379,103	8	873.50	6	\$150,858	3
SANTA CLARA	1,760,741	6	819.00	7	\$153,552	2
ALAMEDA	1,503,790	7	691.50	8	\$147,098	7
KERN	770,424	13	540.50	9	\$116,162	26
FRESNO	892,325	10	514.00	10	\$120,016	23
SAN MATEO	721,350	14	441.00	11	\$149,614	4
VENTURA	815,528	11	430.00	12	\$149,334	5
SANTA BARBARA	419,678	20	393.50	13	\$130,661	17
CONTRA COSTA	1,025,900	9	376.50	14	\$134,292	14
SAN JOAQUIN	664,369	15	328.80	15	\$125,202	21
TULARE	417,287	21	319.00	16	\$119,220	24
SONOMA	478,724	17	283.00	17	\$139,922	11
SAN FRANCISCO-JUV	794,850	12	276.50	18	\$166,463	1
SOLANO	422,094	19	271.00	19	\$130,522	18
STANISLAUS	510,858	16	250.00	20	\$131,477	16
MONTEREY	425,055	18	243.00	21	\$125,547	20
SAN LUIS OBISPO	262,593	23	155.75	22	\$121,347	22
PLACER	313,931	22	151.00	23	\$117,525	25
MERCED	244,320	26	151.00	24	\$112,278	29
BUTTE	216,401	27	150.00	25	\$108,054	30
KINGS	146,487	32	136.00	26	\$102,000	32
MARIN	252,195	25	124.50	27	\$141,586	9
SANTA CRUZ	260,634	24	123.00	28	\$140,982	10
IMPERIAL	164,221	31	123.00	29	\$99,394	34
HUMBOLDT	132,434	35	117.00	31	\$84,756	45
MADERA	142,837	33	117.00	30	\$84,320	46
EL DORADO	175,550	30	116.50	32	\$113,090	28
YOLO	188,858	28	116.00	33	\$113,429	27
SHASTA	180,984	29	108.50	34	\$92,484	37
NAPA	133,526	34	103.25	35	\$127,920	19
MENDOCINO	90,487	38	78.50	36	\$86,861	42
NEVADA	100,227	36	68.00	37	\$102,410	31
TEHAMA	61,378	40	58.00	38	\$84,876	44
TUOLUMNE	58,215	41	44.50	39	\$95,006	36
LAKE	64,180	39	44.00	40	\$85,444	43
SUTTER	90,627	37	38.00	41	\$101,174	33
DEL NORTE	29,355	47	37.25	42	\$65,498	53
PLUMAS	21,557	49	36.25	43	\$74,040	51
LASSEN	35,696	46	35.50	44	\$62,482	54
SAN BENITO	57,700	42	34.00	45	\$80,820	47
INYO	18,599	51	33.50	46	\$91,212	39
SISKIYOU	46,410	43	33.00	47	\$71,426	52
GLENN	28,523	48	25.00	48	\$78,416	48
TRINITY	14,025	53	24.00	49	\$95,640	35
AMADOR	38,221	45	22.06	50	\$91,596	38
CALAVERAS	45,711	44	19.00	51	\$89,877	40
MARIPOSA	18,281	52	18.00	52	\$75,643	49
COLUSA	21,315	50	14.00	53	\$75,000	50
MONO	13,512	54	9.00	54	\$89,728	41

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>	
SANTA CLARA	1,760,741	6	819.00	7	\$153,552	1	
SACRAMENTO	1,379,103	8	873.50	6	\$150,858	2	
SAN FRANCISCO-JUV	794,850	12	276.50	18	\$150,228	3	
SAN MATEO	721,350	14	441.00	11	\$149,614	4	
VENTURA	815,528	11	430.00	12	\$149,334	5	
LOS ANGELES	10,223,055	1	5520.00	1	\$149,285	6	
ALAMEDA	1,503,790	7	691.50	8	\$147,098	7	
ORANGE	3,061,094	2	1549.00	2	\$143,499	8	
MARIN	252,195	25	124.50	27	\$141,586	9	
SANTA CRUZ	260,634	24	123.00	28	\$140,982	10	
SONOMA	478,724	17	283.00	17	\$139,922	11	
SAN DIEGO	3,057,000	3	1304.00	3	\$138,985	12	
SAN BERNARDINO	1,977,822	4	1191.50	4	\$137,279	13	
CONTRA COSTA	1,025,900	9	376.50	14	\$134,292	14	
RIVERSIDE	1,931,437	5	980.00	5	\$132,396	15	
STANISLAUS	510,858	16	250.00	20	\$131,477	16	
SANTA BARBARA	419,678	20	393.50	13	\$130,661	17	
SOLANO	422,094	19	271.00	19	\$130,522	18	
NAPA	133,526	34	103.25	35	\$127,920	19	
MONTEREY	425,055	18	243.00	21	\$125,547	20	
SAN JOAQUIN	664,369	15	328.80	15	\$125,202	21	
SAN LUIS OBISPO	262,593	23	155.75	22	\$121,347	22	
FRESNO	892,325	10	514.00	10	\$120,016	23	
TULARE	417,287	21	319.00	16	\$119,220	24	
PLACER	313,931	22	151.00	23	\$117,525	25	
KERN	770,424	13	540.50	9	\$116,162	26	
YOLO	188,858	28	116.00	33	\$113,429	27	
EL DORADO	175,550	30	116.50	32	\$113,090	28	
MERCED	244,320	26	151.00	24	\$112,278	29	
BUTTE	216,401	27	150.00	25	\$108,054	30	
NEVADA	100,227	36	68.00	37	\$102,410	31	
KINGS	146,487	32	136.00	26	\$102,000	32	
SUTTER	90,627	37	38.00	41	\$101,174	33	
IMPERIAL	164,221	31	123.00	29	\$99,394	34	
TRINITY	14,025	53	24.00	49	\$95,640	35	
TUOLUMNE	58,215	41	44.50	39	\$95,006	36	
SHASTA	180,984	29	108.50	34	\$92,484	37	
AMADOR	38,221	45	22.06	50	\$91,596	38	
INYO	18,599	51	33.50	46	\$91,212	39	
CALAVERAS	45,711	44	19.00	51	\$89,877	40	
MONO	13,512	54	9.00	54	\$89,728	41	
MENDOCINO	90,487	38	78.50	36	\$86,861	42	
LAKE	64,180	39	44.00	40	\$85,444	43	
TEHAMA	61,378	40	58.00	38	\$84,876	44	
HUMBOLDT	132,434	35	117.00	31	\$84,756	45	
MADERA	142,837	33	117.00	30	\$84,320	46	
SAN BENITO	57,700	42	34.00	45	\$80,820	47	
GLENN	28,523	48	25.00	48	\$78,416	48	
MARIPOSA	18,281	52	18.00	52	\$75,643	49	
COLUSA	21,315	50	14.00	53	\$75,000	50	
PLUMAS	21,557	49	36.25	43	\$74,040	51	
SISKIYOU	46,410	43	33.00	47	\$71,426	52	
DEL NORTE	29,355	47	37.25	42	\$65,498	53	
LASSEN	35,696	172	46	35.50	44	\$62,482	54

PROBATION SERVICES

GENERIC COMPARISONS - ENTRY THROUGH SENIOR CLASSIFICATIONS

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

PROBATION SERVICES

GENERIC COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

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

PROBATION SERVICES
GENERIC COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE

	Pop. Rank	Entry Level (A)	Rank	Journey Level (B)	Rank	Advanced/Senior Level (C)	Rank
ALAMEDA	(7)	50,315 - 74,484	(2)	SAME AS ENTRY	(2)	SAME AS ENTRY	(4)
AMADOR	(45)	33,638 - 40,883	(39)	40,695 - 49,465	(26)	46,542 - 56,564	(24)
BUTTE	(27)	29,652 - 44,004	(30)	SAME AS ENTRY	(39)	SAME AS ENTRY	(44)
CALAVERAS	(44)	32,427 - 46,322	(23)	SAME AS ENTRY	(34)	45,011 - 54,746	(27)
COLUSA	(50)	29,712 - 36,120	(48)	SAME AS ENTRY	(53)	34,128 - 39,828	(50)
CONTRA COSTA	(9)	40,284 - 48,972	(18)	55,920 - 67,968	(5)	59,700 - 72,564	(6)
DEL NORTE	(47)	20,587 - 36,970	(47)	28,967 - 40,759	(48)	31,157 - 43,841	(45)
EL DORADO	(30)	31,949 - 43,347	(33)	36,400 - 44,262	(37)	43,638 - 53,040	(31)
FRESNO	(10)	33,020 - 40,270	(41)	39,104 - 53,560	(17)	48,698 - 59,176	(19)
GLENN	(48)	28,205 - 34,299	(53)	31,117 - 37,856	(50)	N/A	
HUMBOLDT	(35)	28,909 - 34,903	(52)	33,538 - 40,943	(47)	36,506 - 44,567	(43)
IMPERIAL	(31)	31,724 - 40,529	(40)	39,655 - 50,656	(52)	SAME AS JOURNEY	(51)
INYO	(51)	40,056 - 48,636	(19)	SAME AS ENTRY	(30)	SAME AS ENTRY	(37)
KERN	(13)	34,212 - 41,760	(38)	39,924 - 48,744	(29)	48,021 - 58,624	(21)
KINGS	(32)	34,740 - 42,384	(36)	40,332 - 49,212	(27)	44,556 - 54,372	(28)
LAKE	(39)	32,981 - 40,089	(42)	36,362 - 44,199	(38)	39,135 - 47,569	(38)
LASSEN	(46)	28,368 - 34,056	(54)	31,068 - 37,356	(51)	34,056 - 40,980	(49)
LOS ANGELES	(1)	39,662 - 49,154	(17)	46,808 - 58,128	(13)	N/A	
MADERA	(33)	29,345 - 35,687	(49)	34,038 - 41,371	(45)	35,757 - 43,467	(46)
MARIN	(25)	49,234 - 59,759	(5)	52,832 - 64,168	(7)	55,453 - 67,434	(9)
MARIPOSA	(52)	29,209 - 35,510	(50)	33,913 - 41,221	(46)	38,209 - 46,456	(41)
MENDOCINO	(38)	32,074 - 38,979	(44)	35,381 - 42,994	(41)	SAME AS JOURNEY	(48)
MERCED	(26)	34,861 - 42,390	(35)	38,459 - 46,758	(33)	44,533 - 54,142	(29)
MONO	(54)	35,293 - 42,894	(34)	38,950 - 49,032	(28)	42,994 - 54,108	(30)
MONTEREY	(18)	38,802 - 50,467	(15)	45,296 - 58,916	(10)	47,609 - 61,921	(14)
NAPA	(34)	44,904 - 53,640	(12)	48,960 - 58,404	(12)	52,392 - 62,832	(13)
NEVADA	(36)	34,013 - 45,878	(27)	SAME AS ENTRY	(36)	41,523 - 50,691	(33)
ORANGE	(2)	46,404 - 62,566	(3)	48,110 - 66,102	(6)	51,729 - 69,638	(8)
PLACER	(22)	33,052 - 48,446	(21)	34,828 - 48,466	(31)	45,726 - 55,624	(26)
PLUMAS	(49)	32,052 - 39,000	(43)	34,668 - 42,180	(44)	38,220 - 46,500	(40)
RIVERSIDE	(5)	34,542 - 43,941	(31)	41,664 - 53,004	(20)	46,623 - 59,296	(18)
SACRAMENTO	(8)	38,398 - 46,667	(22)	44,579 - 54,204	(16)	49,444 - 60,093	(16)
SAN BENITO	(42)	35,916 - 45,852	(28)	40,380 - 51,564	(22)	SAME AS JOURNEY	(32)
SAN BERNARDINO	(4)	39,333 - 50,253	(16)	47,819 - 61,027	(9)	51,438 - 65,707	(11)
SAN DIEGO	(3)	SAME AS JOURNEY	(8)	47,632 - 57,866	(14)	52,499 - 63,794	(12)
SAN FRANCISCO-JUV.	(12)	48,074 - 77,922	(1)	SAME AS ENTRY	(1)	SAME AS ENTRY	(3)
SAN JOAQUIN	(15)	37,315 - 45,344	(29)	43,826 - 53,269	(19)	48,318 - 58,739	(20)
SAN LUIS OBISPO	(23)	SAME AS JOURNEY	(10)	38,397 - 56,056	(15)	SAME AS JOURNEY	(25)
SAN MATEO	(14)	49,670 - 62,088	(4)	55,432 - 69,284	(4)	58,676 - 73,340	(5)
SANTA BARBARA	(20)	42,625 - 52,035	(13)	SAME AS ENTRY	(21)	49,013 - 59,835	(17)
SANTA CLARA	(6)	49,144 - 59,735	(6)	58,568 - 71,192	(3)	65,854 - 80,073	(1)
SANTA CRUZ	(24)	45,198 - 57,200	(9)	49,941 - 63,190	(8)	56,534 - 70,824	(7)
SHASTA	(29)	29,100 - 46,248	(24)	36,240 - 46,248	(35)	38,796 - 49,524	(36)
SISKIYOU	(43)	35,734 - 43,436	(32)	SAME AS ENTRY	(40)	SAME AS ENTRY	(47)
SOLANO	(19)	38,041 - 46,239	(25)	43,947 - 53,417	(18)	50,123 - 60,924	(15)
SONOMA	(17)	43,288 - 58,565	(7)	SAME AS ENTRY	(11)	54,432 - 66,162	(10)
STANISLAUS	(16)	36,774 - 51,563	(14)	SAME AS ENTRY	(23)	47,132 - 57,283	(22)
SUTTER	(37)	29,302 - 46,158	(26)	37,289 - 51,267	(24)	41,659 - 57,079	(23)
TEHAMA	(40)	28,908 - 35,232	(51)	32,700 - 39,864	(49)	37,020 - 45,120	(42)
TRINITY	(53)	36,256 - 48,587	(20)	36,985 - 49,564	(25)	37,355 - 50,059	(35)
TULARE	(21)	30,378 - 37,021	(46)	35,253 - 42,966	(42)	38,932 - 47,449	(39)
TUOLUMNE	(41)	31,711 - 38,713	(45)	35,038 - 42,561	(43)	N/A	
VENTURA	(11)	37,110 - 54,490	(11)	N/A		46,959 - 78,565	(2)
YOLO	(28)	34,752 - 42,252	(37)	38,784 - 47,148	(32)	41,700 - 50,688	(34)

PROBATION SERVICES

GENERIC COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

	Population Rank	Supervisor (D)	Rank	Manager (E)	Rank
ALAMEDA	(7)	67,433 - 81,265	(7)	92,622 - 112,569	(3)
AMADOR	(45)	51,177 - 62,202	(27)	56,188 - 68,298	(37)
BUTTE	(27)	41,040 - 49,884	(43)	74,076 - 90,048	(20)
CALAVERAS	(44)	N/A		56,347 - 68,453	(36)
COLUSA	(50)	N/A		39,120 - 47,700	(52)
CONTRA COSTA	(9)	73,248 - 89,040	(3)	80,784 - 98,196	(11)
DEL NORTE	(47)	31,157 - 55,954	(36)	65,498	(39)
EL DORADO	(30)	50,024 - 60,798	(30)	68,099 - 82,805	(24)
FRESNO	(10)	49,742 - 85,332	(5)	59,526 - 97,929	(12)
GLENN	(48)	N/A		65,894	(38)
HUMBOLDT	(35)	42,823 - 54,952	(39)	51,502 - 62,874	(42)
IMPERIAL	(31)	43,770 - 55,944	(37)	50,422 - 64,472	(41)
INYO	(51)	50,724 - 61,600	(28)	57,216 - 69,468	(35)
KERN	(13)	52,794 - 64,451	(22)	61,622 - 75,228	(27)
KINGS	(32)	47,772 - 58,284	(33)	50,208 - 61,260	(44)
LAKE	(39)	42,094 - 51,116	(41)	53,734 - 65,314	(40)
LASSEN	(46)	39,012 - 47,016	(48)	44,868 - 54,144	(51)
LOS ANGELES	(1)	56,429 - 70,105	(16)	72,307 - 108,461	(5)
MADERA	(33)	37,573 - 45,674	(49)	44,654 - 54,278	(50)
MARIN	(25)	80,954	(8)	99,424	(10)
MARIPOSA	(52)	N/A		45,253 - 55,009	(49)
MENDOCINO	(38)	39,021 - 47,445	(46)	50,773 - 61,714	(43)
MERCED	(26)	52,333 - 63,669	(24)	75,941 - 92,352	(18)
MONO	(54)	45,624 - 59,724	(31)	N/A	
MONTEREY	(18)	52,900 - 68,764	(18)	60,794 - 79,035	(26)
NAPA	(34)	60,336 - 72,180	(15)	87,864 - 105,660	(7)
NEVADA	(36)	45,878 - 56,008	(35)	57,998 - 70,803	(32)
ORANGE	(2)	57,782 - 77,604	(11)	83,200 - 131,040	(1)
PLACER	(22)	52,585 - 63,698	(23)	60,749 - 73,841	(28)
PLUMAS	(49)	38,856 - 44,256	(50)	N/A	
RIVERSIDE	(5)	52,991 - 67,435	(19)	58,567 - 93,786	(14)
SACRAMENTO	(8)	62,452 - 75,920	(14)	71,806 - 87,299	(21)
SAN BENITO	(42)	46,764 - 59,700	(32)	54,936 - 70,128	(34)
SAN BERNARDINO	(4)	59,571 - 76,128	(12)	65,728 - 92,726	(16)
SAN DIEGO	(3)	59,550 - 76,003	(13)	60,320 - 120,640	(2)
SAN FRANCISCO-JUVENILE	(12)	70,694 - 85,904	(4)	77,558-94,276	(13)
SAN JOAQUIN	(15)	51,979 - 63,190	(25)	60,174 - 73,133	(31)
SAN LUIS OBISPO	(23)	55,349 - 67,288	(20)	69,784 - 84,820	(22)
SAN MATEO	(14)	77,147 - 96,449	(1)	83,315 - 111,654	(4)
SANTA BARBARA	(20)	56,358 - 68,802	(17)	75,868 - 92,618	(17)
SANTA CLARA	(6)	74,763 - 90,879	(2)	86,132 - 104,700	(8)
SANTA CRUZ	(24)	59,093 - 78,666	(10)	67,725- 90,314	(19)
SHASTA	(29)	38,796 - 49,524	(45)	44,484 - 56,772	(47)
SISKIYOU	(43)	41,366 - 50,282	(42)	48,673 - 59,161	(46)
SOLANO	(19)	56,391 - 60,925	(29)	66,581- 80,933	(25)
SONOMA	(17)	65,410 - 79,519	(9)	76284 - 92,752	(15)
STANISLAUS	(16)	53,414 - 64,937	(21)	56,513 - 106,496	(6)
SUTTER	(37)	46,232 - 62,707	(26)	61,677 - 83,074	(23)
TEHAMA	(40)	40,872 - 49,788	(44)	45,576 - 55,524	(48)
TRINITY	(53)	43,368 - 58,118	(34)	55,067 - 73,794	(29)
TULARE	(21)	42,162 - 51,384	(40)	48,937 - 59,639	(45)
TUOLUMNE	(41)	38,713 - 47,261	(47)	60,345 - 73,668	(30)
VENTURA	(11)	56,636 - 84,616	(6)	62,120 - 99,936	(9)
YOLO	(28)	45,936 - 55,836	(38)	57,876 - 70,344	(33)

INSTITUTIONS

GENERIC COMPARISONS - ENTRY THROUGH SENIOR CLASSIFICATIONS

	<u>Entry Level</u> (F)	<u>Journeyman</u> (G)	Advanced/Senior Level (H)
ALAMEDA	<_____ Group Counselor I/II _____>		Group Counselor III
AMADOR	N/A	N/A	N/A
BUTTE	<_____ Group Counselor I/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 II/Institutions _____>		Sr. DPO/Institutions
FRESNO	Juv. Corr Officer I	Juv. Corr Officer I	Sr Juv. Corr Officer
GLENN	JH Counselor I	JH Counselor II	N/A
HUMBOLDT	<_____ Juv Correctional Officer _____>		N/A
IMPERIAL	Prob. Asst.	Juv Officer	Shift Sup/DPO II
INYO	<_____ Group Counselor _____>		Group Counselor II
KERN	Group Counselor I	Group Counselor II	Group Counselor III
KINGS	Group Supervisor I	Group Supervisor II	Group Supervisor III
LAKE	Juv Corr Off I	Juv Corr Off II	Juv Corr Off III
LASSEN	JH Counselor I	JH Counselor II	Sr JH Counselors
LOS ANGELES	<_____ Det Svcs Officer/DPO I-ResTrt _____>		Sr Det Svcs Off/DPO II-Res Trt
MADERA	Juv Detention Off I	Juv Detention Off II	N/A
MARIN	Group Counselor I/Safety	Group Counselor II/Safety	Group Counselor III/Safety
MARIPOSA	Juv Supv. (Extra Help)	Juv. Supv.	N/A
MENDOCINO	<_____ Corrections Counselor _____>		N/A
MERCED	Juv Inst Off I	Juv Inst Off II	Juv Inst Officer III
MONO	N/A	N/A	N/A
MONTEREY	Juv Inst Off I	Juv. Inst. Off II	Sr Juv Inst Officer
NAPA	JH Counselor I	JH Counselor II	Sr JH Counselor
NEVADA	<_____ Group Supv I/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.
PLUMAS	N/A	N/A	N/A
RIVERSIDE	Group Counselor I	Group Counselor II	Sr Group Coun/Sr. Group Supv/Inst.
SACRAMENTO	Prob Assistant	DPO	Sr DPO
SAN BENITO	Juv Inst Officer I	Juv Inst Officer II	N/A
SAN BERNARDINO	Prob Corr Officer-Trainee	Prob Corr Officer	Prob Corr Sup I
SAN DIEGO	Correctional DPO I	Corr DPO II	Sr. DPO
SAN FRANCISCO-JUV	Couns. JH/Couns Log Cab Rnch	Counselor II	Sr. Couns JH/Supv'g Couns.
SAN JOAQUIN	Juv. Det. Officer Asst.	Juv Det Officer	N/A
SAN LUIS OBISPO	<_____ Juv Svcs Officer I/II _____>		Juv Svcs Officer III
SAN MATEO	Group Supervisor I	Group Supervisor II	Group Supervisor III
SANTA BARBARA	<_____ Juv. Inst Officer _____>		Juv Inst Off Senior
SANTA CLARA	Prob Counselor I	Prob Counselor II	Supv Group Couns
SANTA CRUZ	Group Supervisor I	Group Supervisor II	Sr Group Supervisor
SHASTA	Group Counselor I	Group Counselor II	Supv. Group Couns
SISKIYOU	<_____ Group Counselor II _____>		N/A
SOLANO	Group Counselor (entry)	Group Counselor	Sr Group Counselor
SONOMA	Juv. Corr Couns I/II	Juv Corr. Couns III	Supv Juv Corr Couns IV
STANISLAUS	<_____ Group Supv I/II _____>		Group Supv III
SUTTER	N/A	N/A	N/A
TEHAMA	JH Counselor I	JH Counselor II	N/A
TRINITY	Juv Counselor I	Juv Counselor II	Supv. JH Counselor
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 Off II	Correction Officer II	Correction Officer III
YOLO	Detention Off I	DetentionOff II	Sr. Detention Off

INSTITUTIONS

GENERIC COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

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

INSTITUTIONS

GENERIC COMPARISONS - ENTRY THROUGH SENIOR SALARY RANGE

	Pop.	Entry Level		Journey Level		Advanced/ Senior Level (H)	
	<u>Rank</u>	(F)	<u>Rank</u>	(G)	<u>Rank</u>		<u>Rank</u>
ALAMEDA	(7)	39,000 - 52,104	(3)	SAME AS ENTRY	(11)	46,009-55,848	(12)
AMADOR	(45)	N/A		N/A		N/A	
BUTTE	(27)	25,284 - 33,960	(33)	SAME AS ENTRY	(40)	34,200 – 41,568	(31)
CALAVERAS	(44)	N/A		N/A		N/A	
COLUSA	(50)	N/A		N/A		N/A	
CONTRA COSTA	(9)	39,576 - 48,108	(9)	52,584 - 63,924	(4)	55,860 - 67,896	(3)
DEL NORTE	(47)	20,084 - 28,260	(46)	22,143 - 36,970	(31)	27,588 - 38,819	(35)
EL DORADO	(30)	28,683 - 38,958	(24)	SAME AS ENTRY	(29)	41,454 - 50,398	(19)
FRESNO	(10)	28,912 - 35,126	(31)	35,386 - 43,004	(24)	40,794 - 49,556	(22)
GLENN	(48)	25,418 - 30,888	(43)	26,790 - 32,573	(44)	N/A	
HUMBOLDT	(35)	25,492 - 31,121	(40)	SAME AS ENTRY	(45)	N/A	
IMPERIAL	(31)	24,625 - 31,468	(38)	25,584 - 32,705	(42)	32,854 - 41,979	(30)
INYO	(51)	35,628 - 43,332	(17)	SAME AS ENTRY	(22)	37,320 - 45,372	(27)
KERN	(13)	31,116 - 37,986	(25)	35,073 - 42,817	(25)	38,367 - 46,839	(25)
KINGS	(32)	30,516 - 37,248	(27)	33,720 - 41,136	(28)	37,248 - 45,444	(26)
LAKE	(39)	26,612 - 32,347	(37)	29,334 - 35,656	(36)	32,267 - 39,221	(33)
LASSEN	(46)	25,908 - 31,068	(41)	28,368 - 34,056	(39)	31,068 - 37,356	(38)
LOS ANGELES	(1)	39,662 - 49,154	(8)	SAME AS ENTRY	(13)	45,573 - 56,570	(11)
MADERA	(33)	24,694 - 30,002	(45)	28,633 - 34,807	(37)	N/A	
MARIN	(25)	37,732 - 45,885	(13)	46,863 - 56,888	(7)	50,420 - 61,173	(7)
MARIPOSA	(52)	14.61/hr		30,397 - 36,949	(32)	N/A	
MENDOCINO	(38)	27,706 - 33,675	(34)	SAME AS ENTRY	(41)	N/A	
MERCED	(26)	28,642 - 34,861	(32)	31,595 - 38,459	(30)	34,861 - 42,390	(29)
MONO	(54)	N/A		N/A		N/A	
MONTEREY	(18)	33,737 - 43,879	(16)	39,372 - 51,217	(12)	42,860 - 55,716	(13)
NAPA	(34)	41,580 - 49,548	(7)	45,300 - 54,180	(10)	48,960 - 58,404	(9)
NEVADA	(36)	26,638 - 35,937	(29)	SAME AS ENTRY	(35)	32,520 - 39,700	(32)
ORANGE	(2)	31,990 - 35,713	(30)	48,110 - 66,102	(2)	40,747 - 54,496	(15)
PLACER	(22)	29,598 - 42,336	(18)	SAME AS ENTRY	(26)	39,874 - 48,466	(23)
PLUMAS	(49)	N/A		N/A		N/A	
RIVERSIDE	(5)	31,382 - 39,896	(21)	35,854 - 45,614	(19)	49,254 - 62,858	(6)
SACRAMENTO	(8)	38,398 - 46,667	(12)	44,579-54,204	(9)	49,444-60,093	(8)
SAN BENITO	(42)	30,708 - 39,228	(23)	33,876-43,236	(23)	N/A	
SAN BERNARDINO	(4)	25,645 - 39,562	(22)	37,627 - 48,069	(15)	45,094 – 57,554	(10)
SAN DIEGO	(3)	32,885 - 41,954	(19)	N/A		40,810 – 49,608	(21)
SAN FRANCISCO-JUV	(12)	44,252 - 57,876	(2)	53,248 - 64,740/A	(3)	56,472-68,640	(2)
SAN JOAQUIN	(15)	30,867 - 37,502	(26)	36,254 - 44,054	(21)	N/A	
SAN LUIS OBISPO	(23)	SAME AS JOURNEY	(11)	35,880 - 48,027	(16)	43,451 - 52,811	(17)
SAN MATEO	(14)	41,329 - 51,667	(4)	46,633 - 58,302	(6)	51,854 - 64,812	(5)
SANTA BARBARA	(20)	39,393 - 48,092	(10)	SAME AS ENTRY	(14)	41,409 - 50,552	(18)
SANTA CLARA	(6)	57,179- 69,492	(1)	64,559 - 78,503	(1)	67,134 - 81,627	(1)
SANTA CRUZ	(24)	40,206 - 50,877	(6)	44,283 - 56,056	(8)	48,194 - 48,194	(24)
SHASTA	(29)	24,528 - 31,308	(39)	27,036 - 34,512	(38)	30,552 - 38,955	(34)
SISKIYOU	(43)	SAME AS JOURNEY	(44)	25,417 - 30,867	(46)	N/A	
SOLANO	(19)	32,950- 40,050	(20)	38,041 - 46,239	(18)	43,946- 53,417	(16)
SONOMA	(17)	35,648 – 51,197	(5)	48,192 – 58,565	(5)	53,702 – 65,285	(4)
STANISLAUS	(16)	31,636 - 44,096	(15)	SAME AS ENTRY	(20)	41,288 - 50,169	(20)
SUTTER	(37)	N/A		N/A		N/A	
TEHAMA	(40)	24,960 - 30,984	(42)	26,868 - 32,700	(43)	N/A	
TRINITY	(53)	24,595 - 32,960	(35)	27,169 - 36,409	(33)	28,840 - 38,648	(36)
TULARE	(21)	26,967 - 32,866	(36)	29,780 - 36,293	(34)	31,296 - 38,141	(37)
TUOLUMNE	(41)	N/A		N/A		N/A	
VENTURA	(11)	30,281 - 44,453	(14)	38,358 - 47,704	(17)	43,007 - 54,773	(14)
YOLO	(28)	29,748 – 36,168	(28)	34,104 – 41,460	(27)	35,844 – 43,572	(28)

INSTITUTIONS

GENERIC COMPARISONS - FIRST LEVEL SUPERVISOR & MANAGER

	<u>Population</u> Rank	<u>Supervisor</u> (I)	Rank	<u>Manager</u> (J)	Rank
ALAMEDA	(7)	68,203 - 82,908	(2)	79,580 - 96,636	(10)
AMADOR	(45)	N/A		N/A	
BUTTE	(27)	42,072 - 51,132	(30)	59,268 - 72,036	(23)
CALAVERAS	(44)	N/A		N/A	
COLUSA	(50)	N/A		N/A	
CONTRA COSTA	(9)	67,404 - 81,936	(3)	75,156 - 91,344	(14)
DEL NORTE	(47)	N/A	(43)	37,871 - 53,289	(43)
EL DORADO	(30)	47,507 - 57,741	(24)	68,099 - 82,805	(20)
FRESNO	(10)	46,202 - 56,160	(25)	59,526 - 97,929	(9)
GLENN	(48)	29,661 - 36,607	(43)	51,542 - 62,650	(32)
HUMBOLDT	(35)	34,903 - 44,789	(36)	45,013 - 54,952	(38)
IMPERIAL	(31)	43,770 - 55,944	(26)	50,422 - 64,472	(30)
INYO	(51)	43,032 - 52,308	(28)	57,216 - 69,468	(27)
KERN	(13)	48,021 - 58,624	(23)	55,494 - 68,086	(29)
KINGS	(32)	41,136 - 50,208	(31)	N/A	
LAKE	(39)	35,494 - 43,144	(37)	51,175 - 62,204	(33)
LASSEN	(46)	33,948 - 40,872	(40)	44,868 - 54,144	(41)
LOS ANGELES	(1)	53,716 - 66,730	(16)	83,558 - 125,341	(2)
MADERA	(33)	34,038 - 41,372	(39)	51,5728 - 62,952	(31)
MARIN	(25)	56,140 - 68,204	(11)	99,424	(8)
MARIPOSA	(52)	N/A		45,253 - 55,009	(37)
MENDOCINO	(38)	35,381 - 42,994	(38)	58,802 - 71,469	(24)
MERCED	(26)	52,333 - 63,669	(19)	66,206 - 80,558	(22)
MONO	(54)	N/A		N/A	
MONTEREY	(18)	47,135 - 61,310	(21)	52,900 - 68,765	(28)
NAPA	(34)	56,076 - 67,128	(14)	74,544 - 89,460	(16)
NEVADA	(36)	N/A		57,998 - 70,803	(25)
ORANGE	(2)	46,404 - 65,566	(17)	66,560 - 131,040	(1)
PLACER	(22)	45,726 - 55,624	(27)	60,749 - 81,411	(21)
PLUMAS	(49)	N/A		N/A	
RIVERSIDE	(5)	50,512 - 67,435	(12)	58,567 - 93,786	(12)
SACRAMENTO	(8)	62,452 - 75,920	(8)	71,806 - 87,299	(17)
SAN BENITO	(42)	39,228-50,064	(32)	54,672 - 69,792	(26)
SAN BERNARDINO	(4)	57,013 - 76,128	(6)	65,728 - 84,032	(19)
SAN DIEGO	(3)	52,499 - 76,003	(7)	60,320 - 120,640	(3)
SAN FRANCISCO-JUV	(12)	59,722 - 72,618	(9)	78,130 - 94,978	(11)
SAN JOAQUIN	(15)	40,352 - 49,026	(34)	45,115 - 54,850	(39)
SAN LUIS OBISPO	(23)	55,349 - 67,288	(13)	N/A	
SAN MATEO	(14)	63,481 - 79,352	(4)	N/A	
SANTA BARBARA	(20)	54,750 - 66,839	(15)	75,868 - 92,618	(13)
SANTA CLARA	(6)	72,941 - 88,666	(1)	86,133- 104,701	(5)
SANTA CRUZ	(24)	56,534- 70,824	(10)	59,093 - 90,314	(15)
SHASTA	(29)	38,796 - 49,524	(33)	44,484 - 56,772	(36)
SISKIYOU	(43)	29,390 - 35,734	(44)	44,493 - 54,082	(42)
SOLANO	(19)	51,168 - 62,192	(20)	66,581 - 103,592	(6)
SONOMA	(17)	53,869 - 65,473	(18)	69,313 - 84,236	(18)
STANISLAUS	(16)	48,380 - 58,801	(22)	56,513 - 106,496	(4)
SUTTER	(37)	N/A		N/A	
TEHAMA	(40)	31,920 - 38,880	(42)	44,460 - 54,192	(40)
TRINITY	(53)	30,012 - 40,218	(41)	N/A	
TULARE	(21)	33,559 - 51,384	(29)	48,937 - 59,639	(35)
TUOLUMNE	(41)	N/A		N/A	
VENTURA	(11)	46,959 - 78,565	(5)	62,120 - 99,936	(7)
YOLO	(28)	39,348 - 47,832	(35)	50,928 - 61,908	(34)

SUMMARY OF PROBATION SERVICES RANKINGS

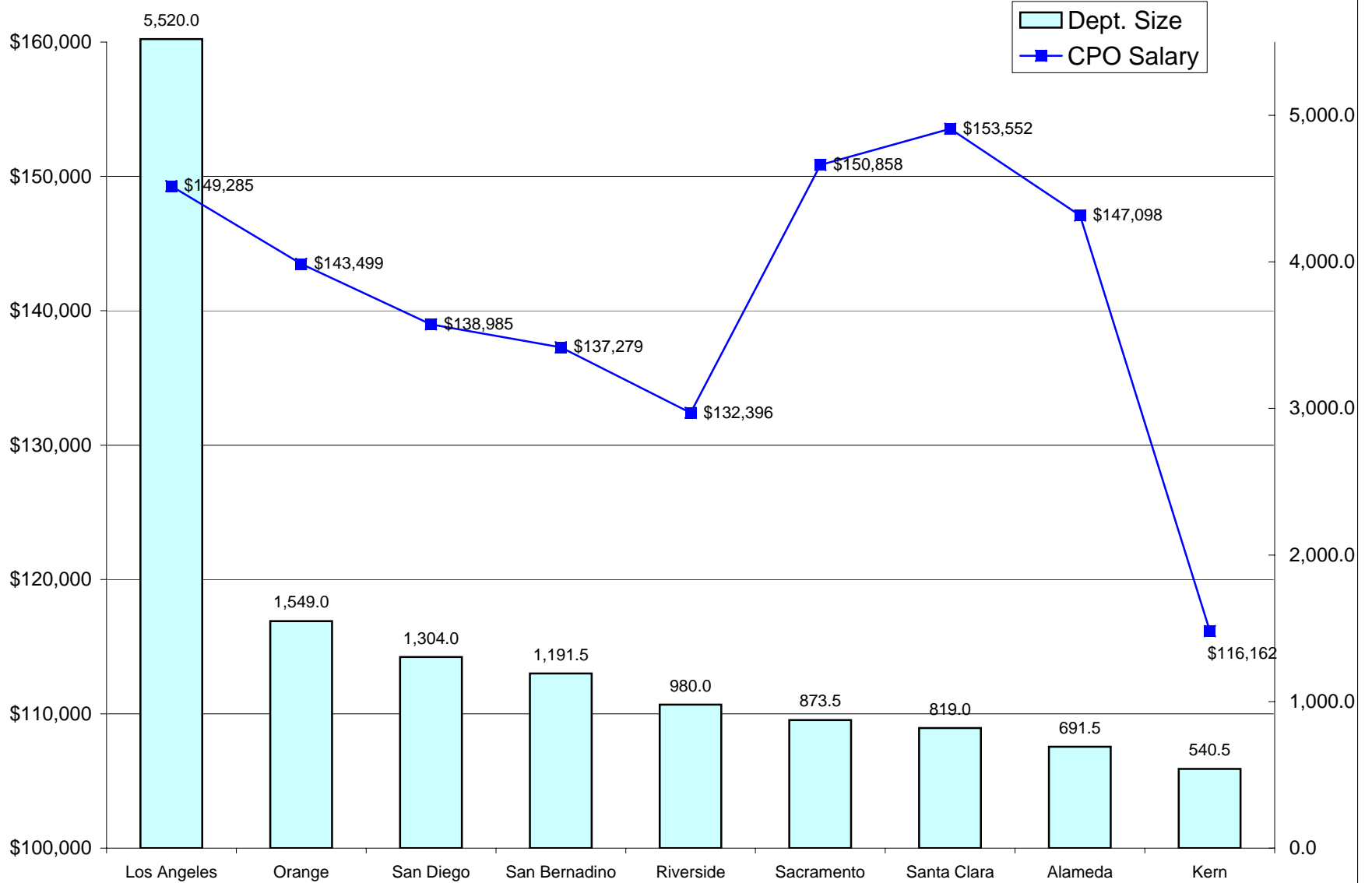
	POPULATION	DEPT. SIZE	ENTRY	JOURNEY	SENIOR	SUPV.	MANAGER	CPO
ALAMEDA	7	8	2	2	4	7	3	7
AMADOR	45	50	39	26	24	27	37	38
BUTTE	27	25	30	39	44	42	20	30
CALAVERAS	44	51	23	34	27	N/A	36	40
COLUSA	50	53	48	53	50	N/A	52	50
CONTRA COSTA	9	14	18	5	6	3	11	14
DEL NORTE	47	42	47	48	45	N/A	47	53
EL DORADO	30	32	33	37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

COMPARISON OF GENERIC CLASSIFICATIONS

The following graphs compare CPO, Probation Services First Level Supervisor, and Probation Services Highest Line Level salaries to department size (FTE-full time equivalent). The highest senior level was used for “Highest Line Level” unless there was no classifications at that level. In that case, the highest journeyman salary was used.

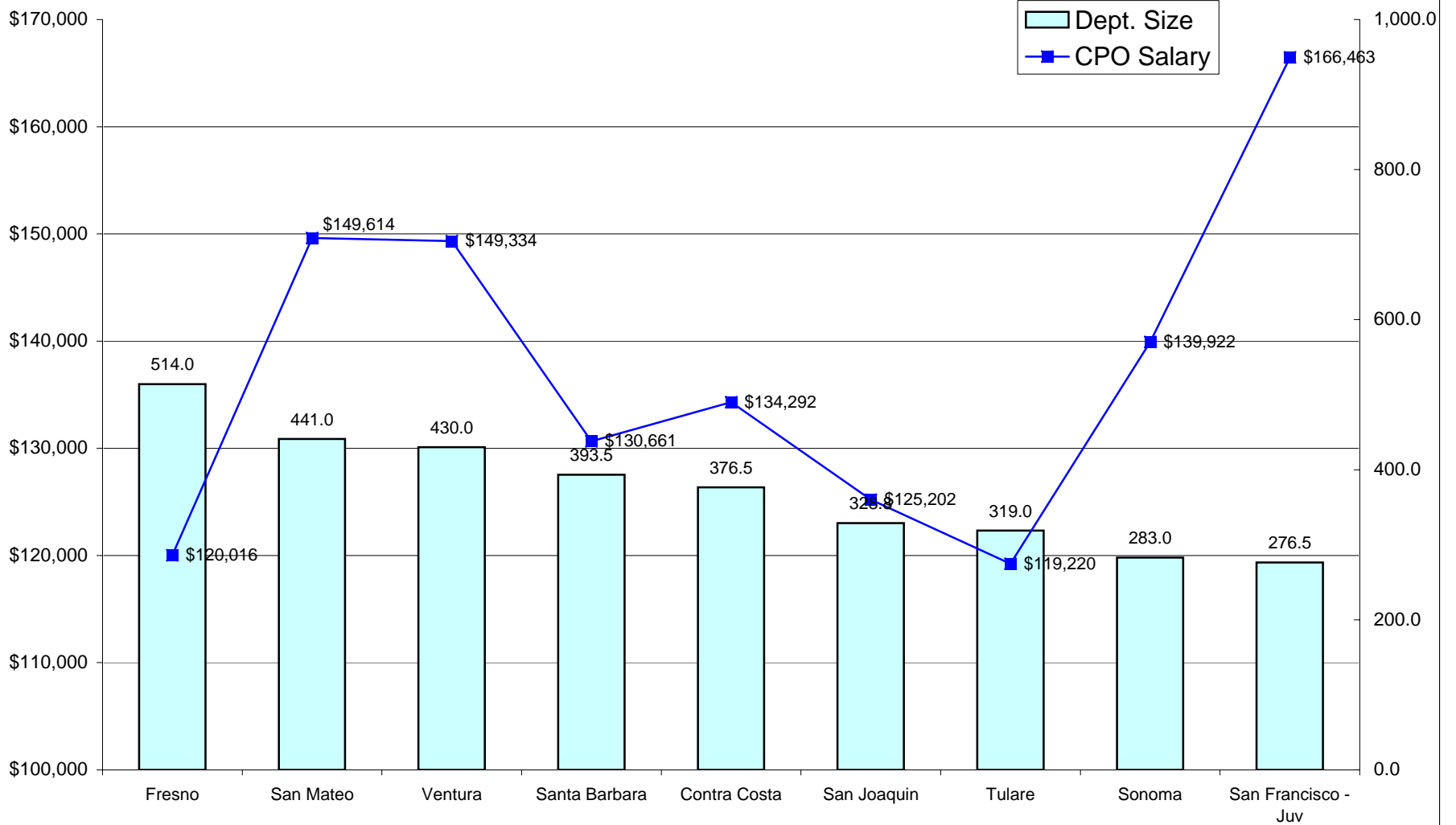
Departments are grouped by department size, but listed within a graph in order of county population ranking. All departments that responded are represented unless they do not have the classification being compared.

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



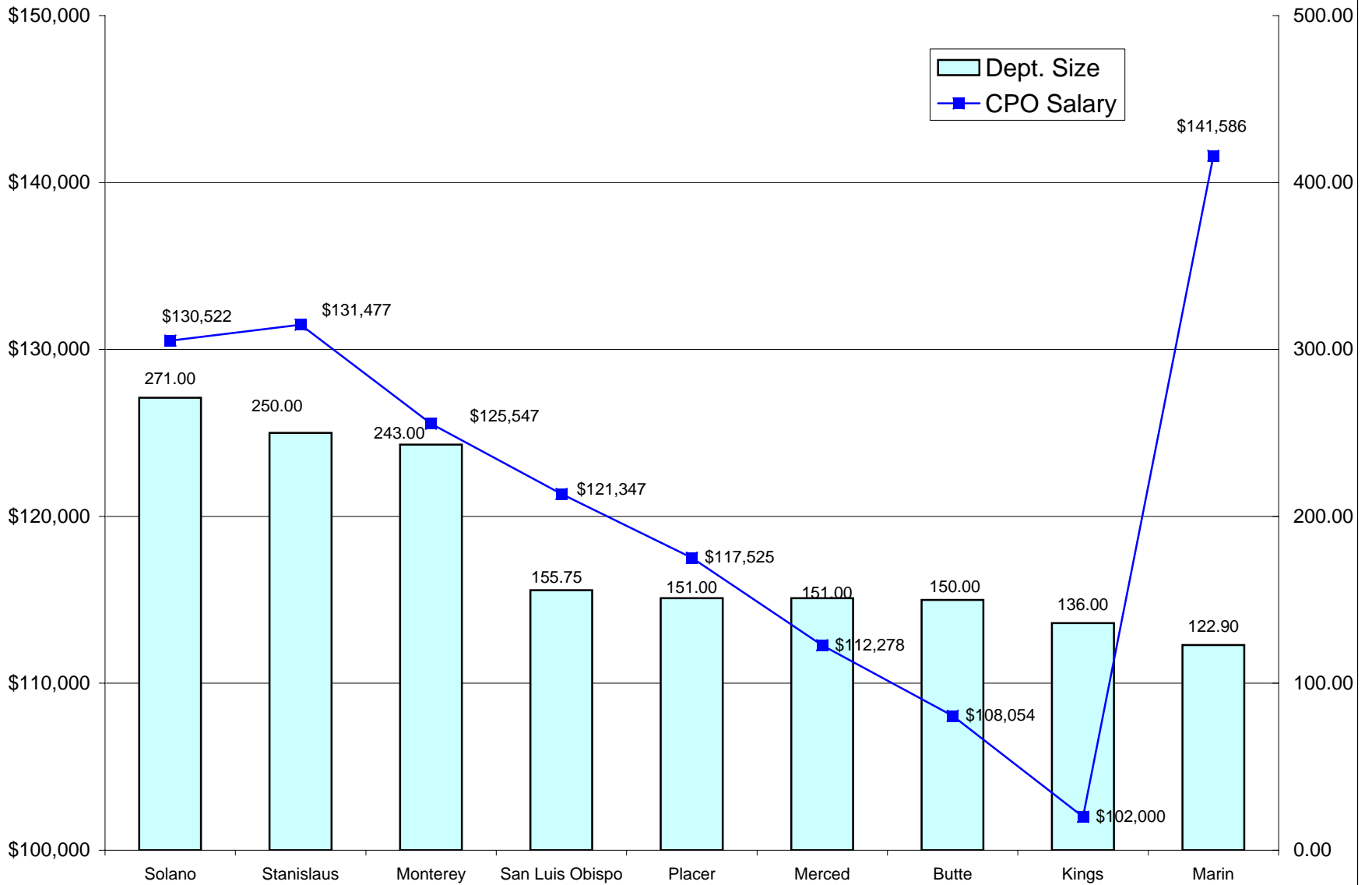
NINE LARGEST DEPARTMENTS - FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



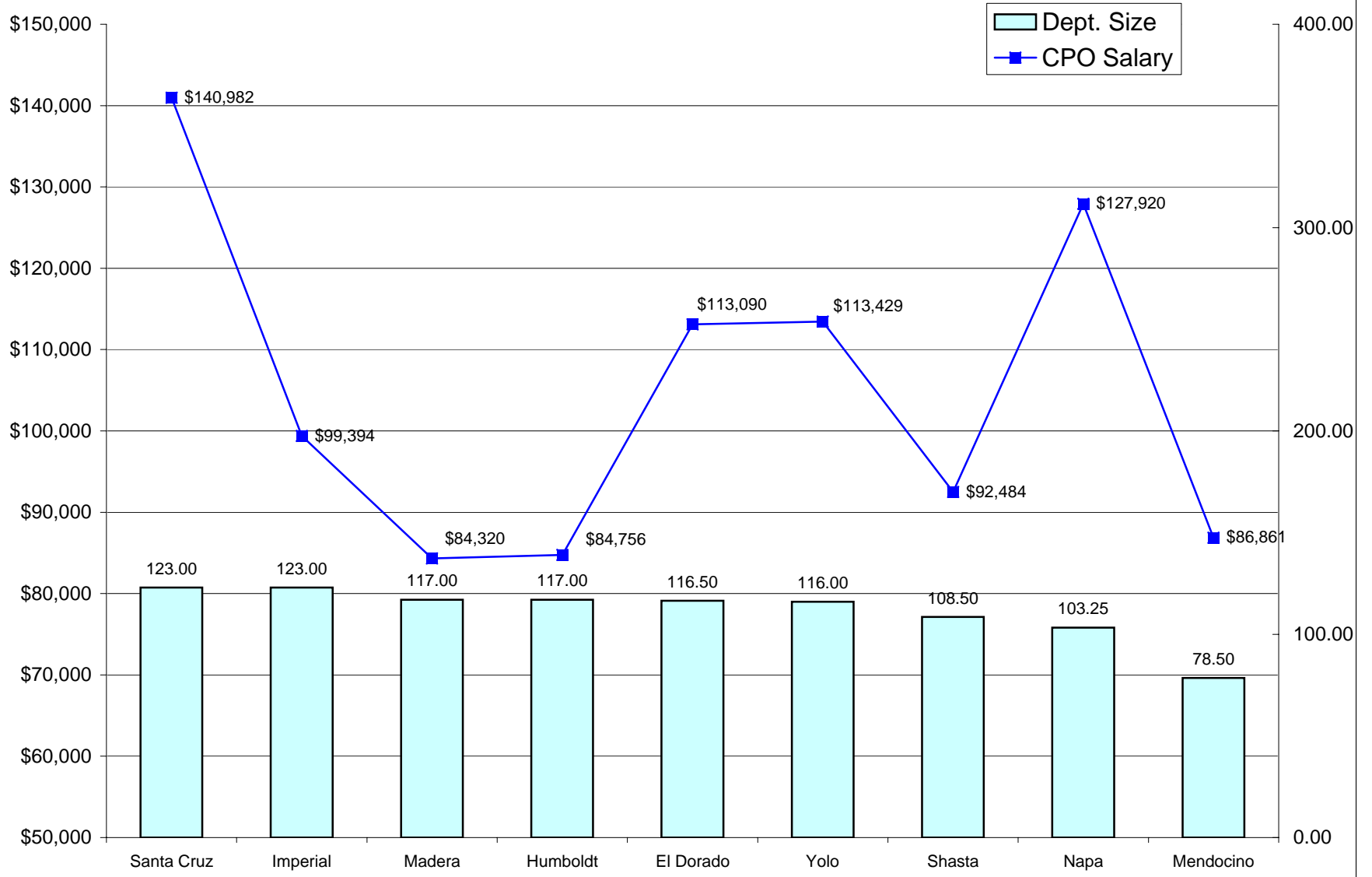
DEPARTMENTS RANKED 10-18 IN SIZE - FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



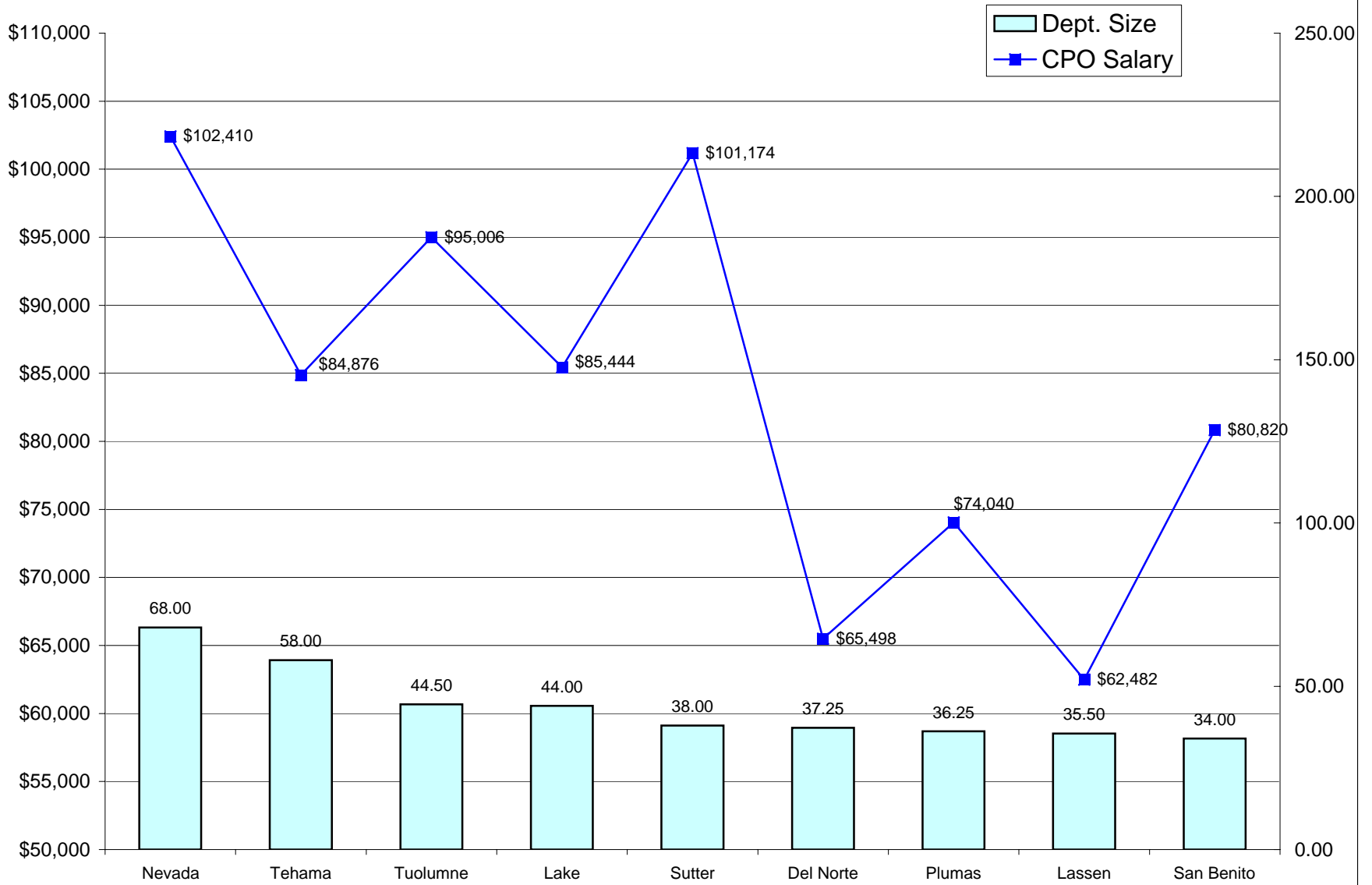
DEPARTMENTS RANKED 19-27 IN SIZE - FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



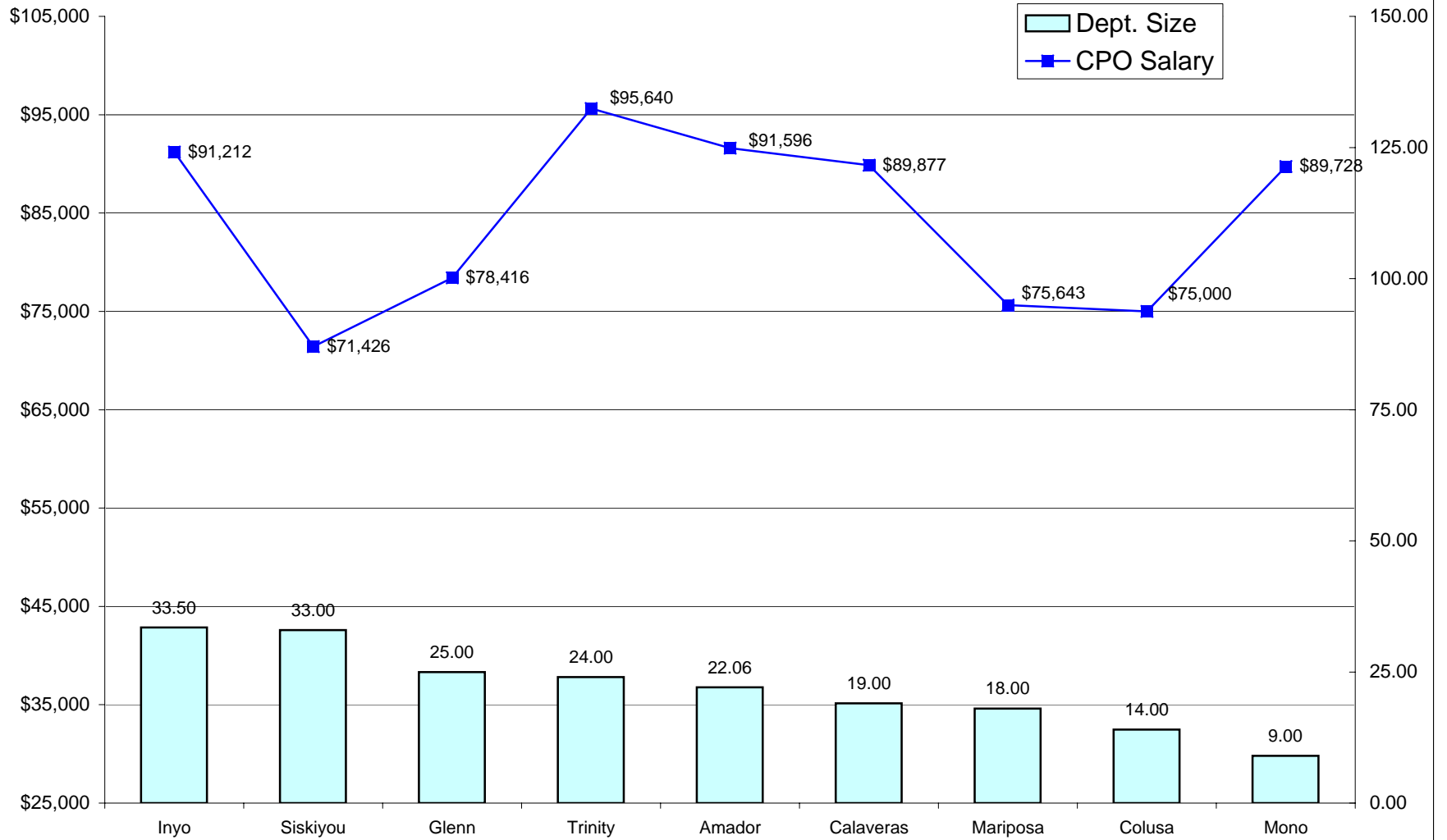
DEPARTMENTS RANKED 28-36 IN SIZE - FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



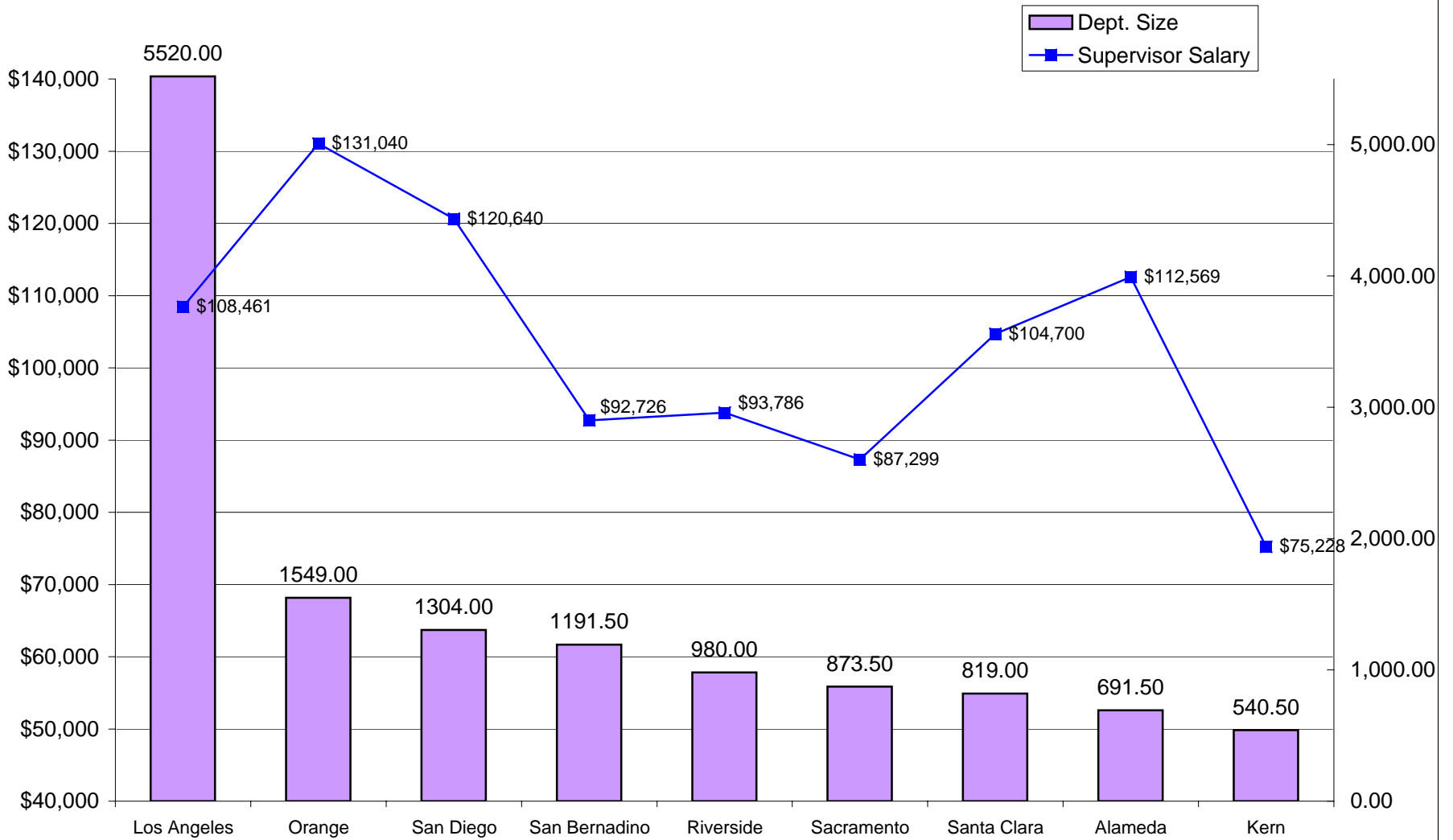
DEPARTMENTS RANKED 37-45 IN SIZE-FTE POSITIONS

RELATIVE RANKING OF CPO SALARIES TO DEPARTMENT SIZE



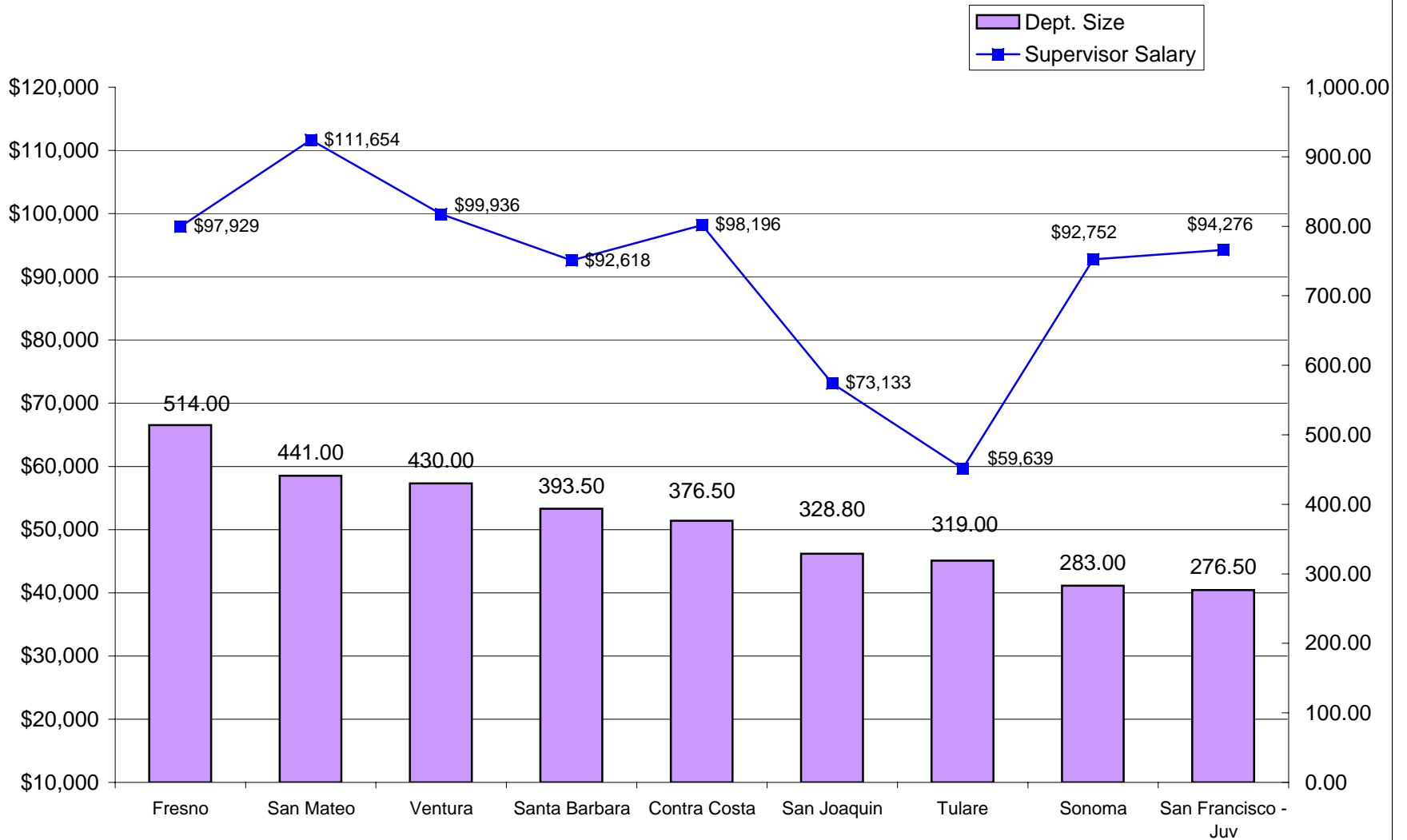
DEPARTMENTS RANKED 46-54 IN SIZE - FTE POSITIONS

RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE



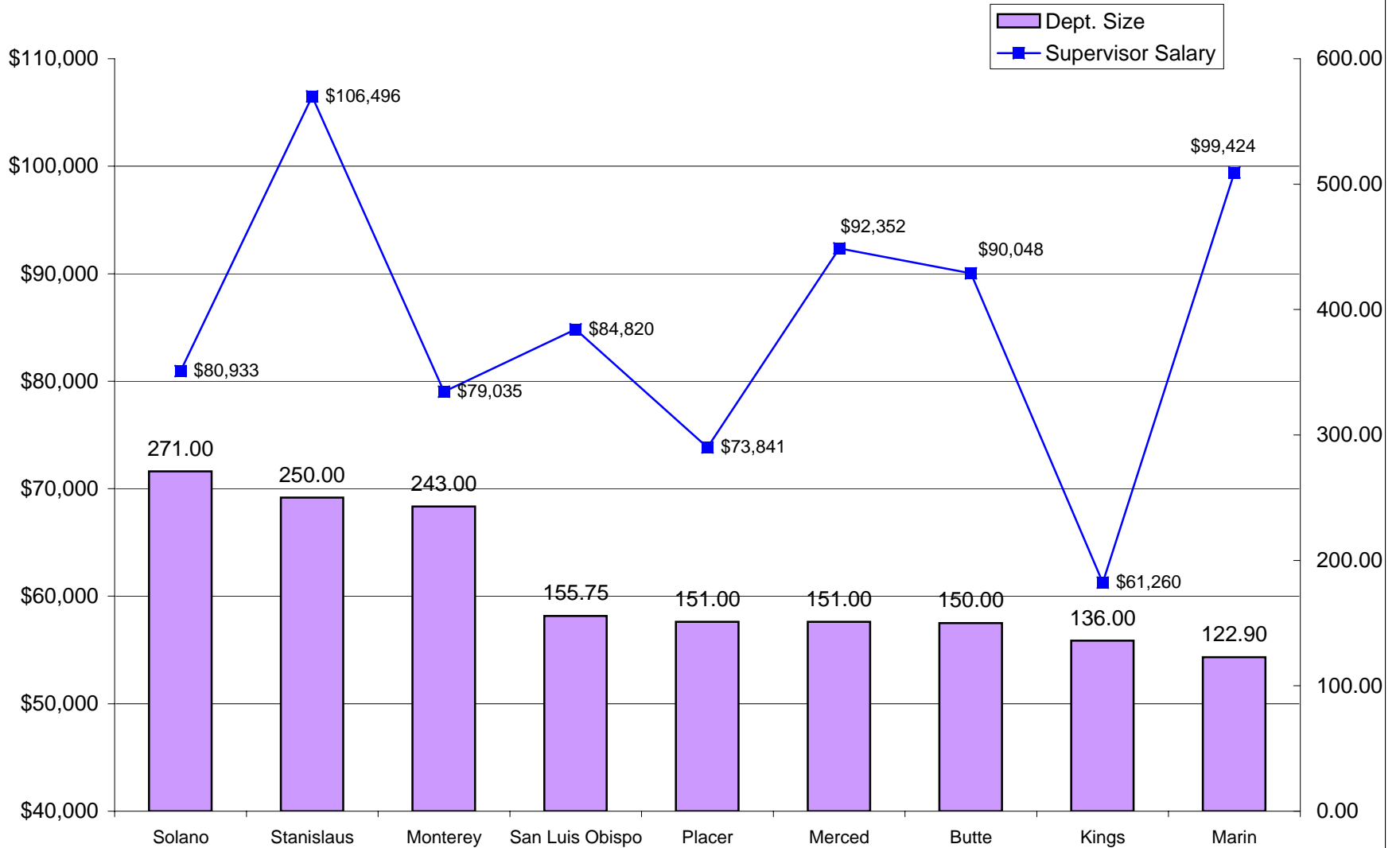
NINE LARGEST DEPARTMENTS - FTE POSITIONS

RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE



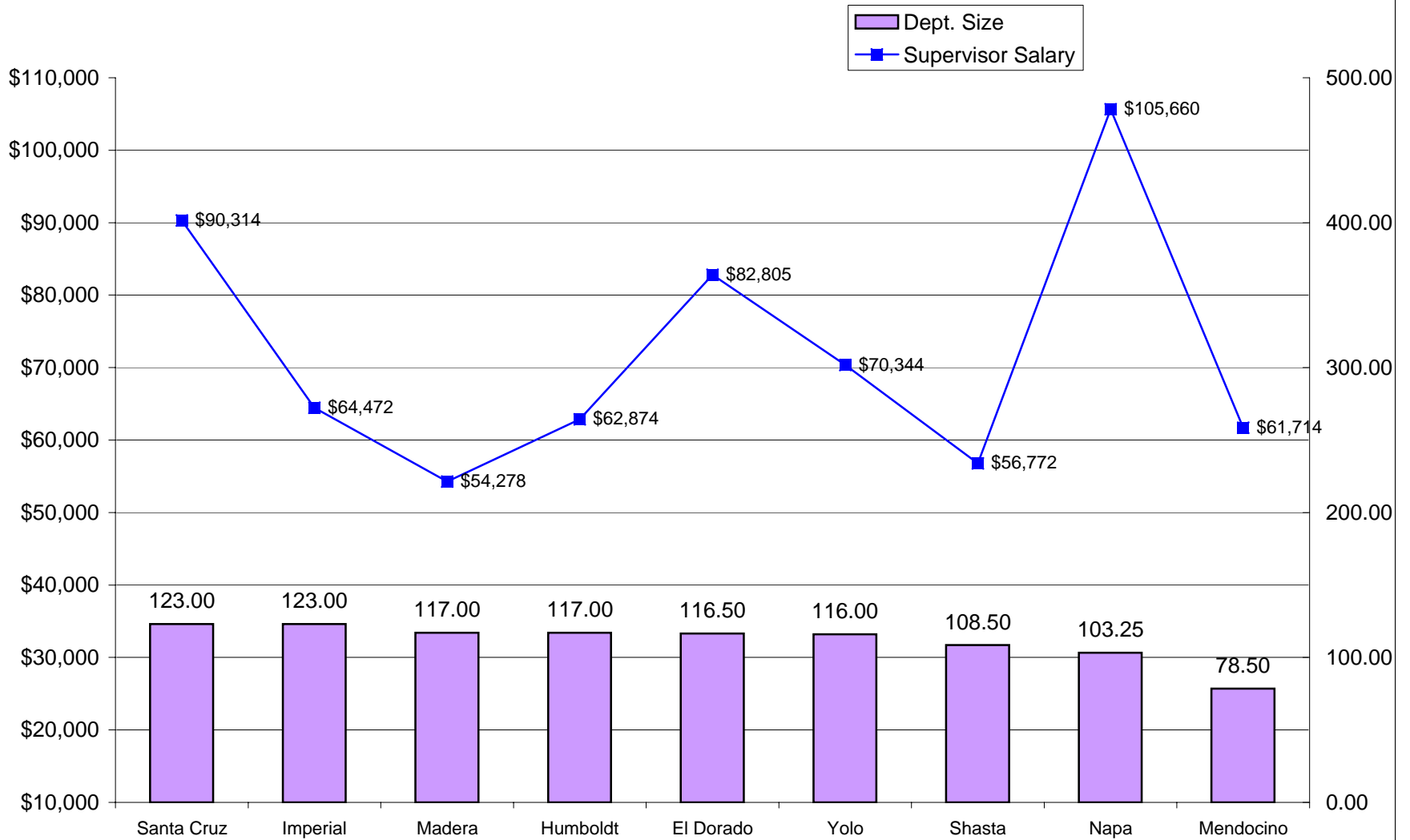
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE



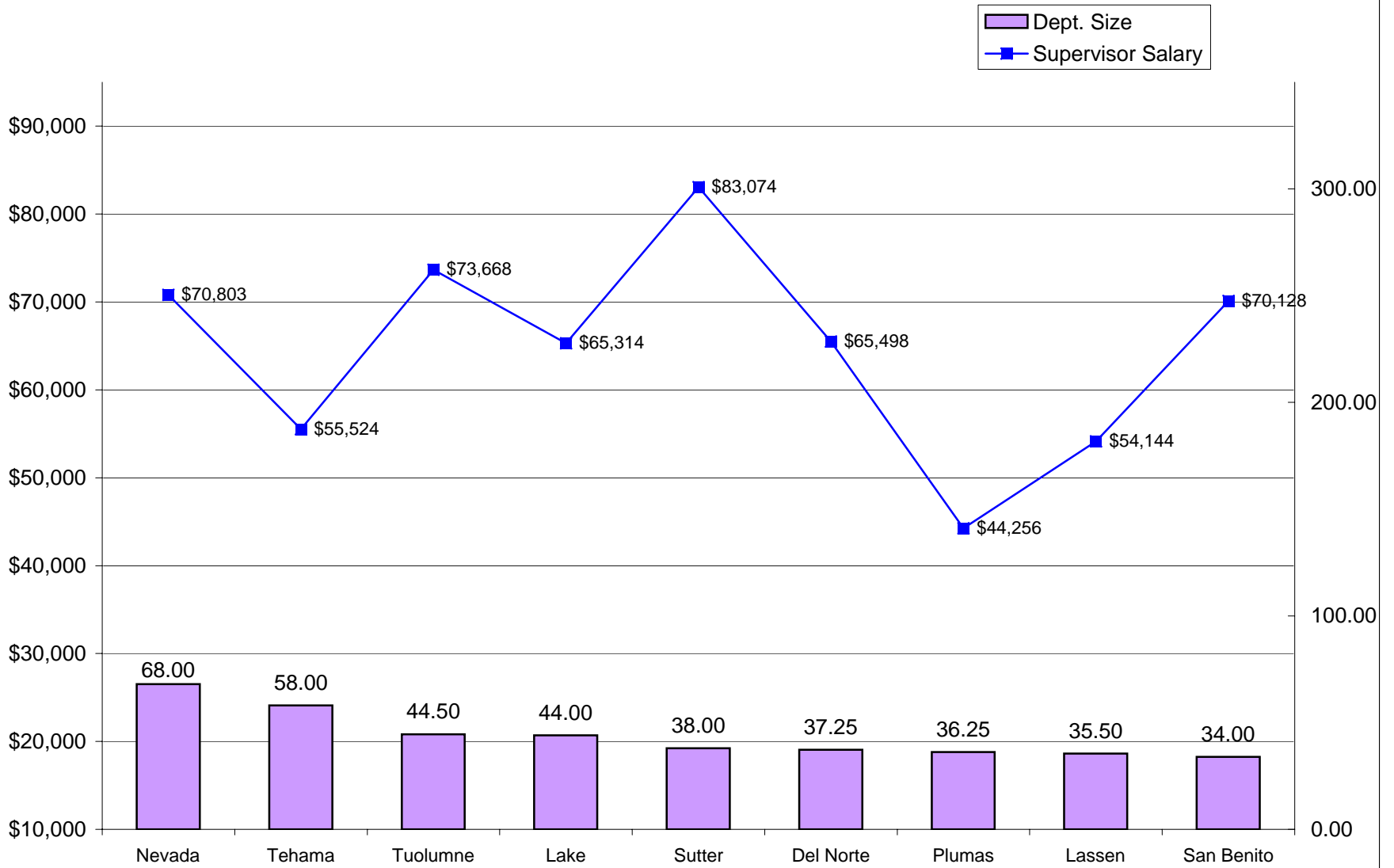
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE



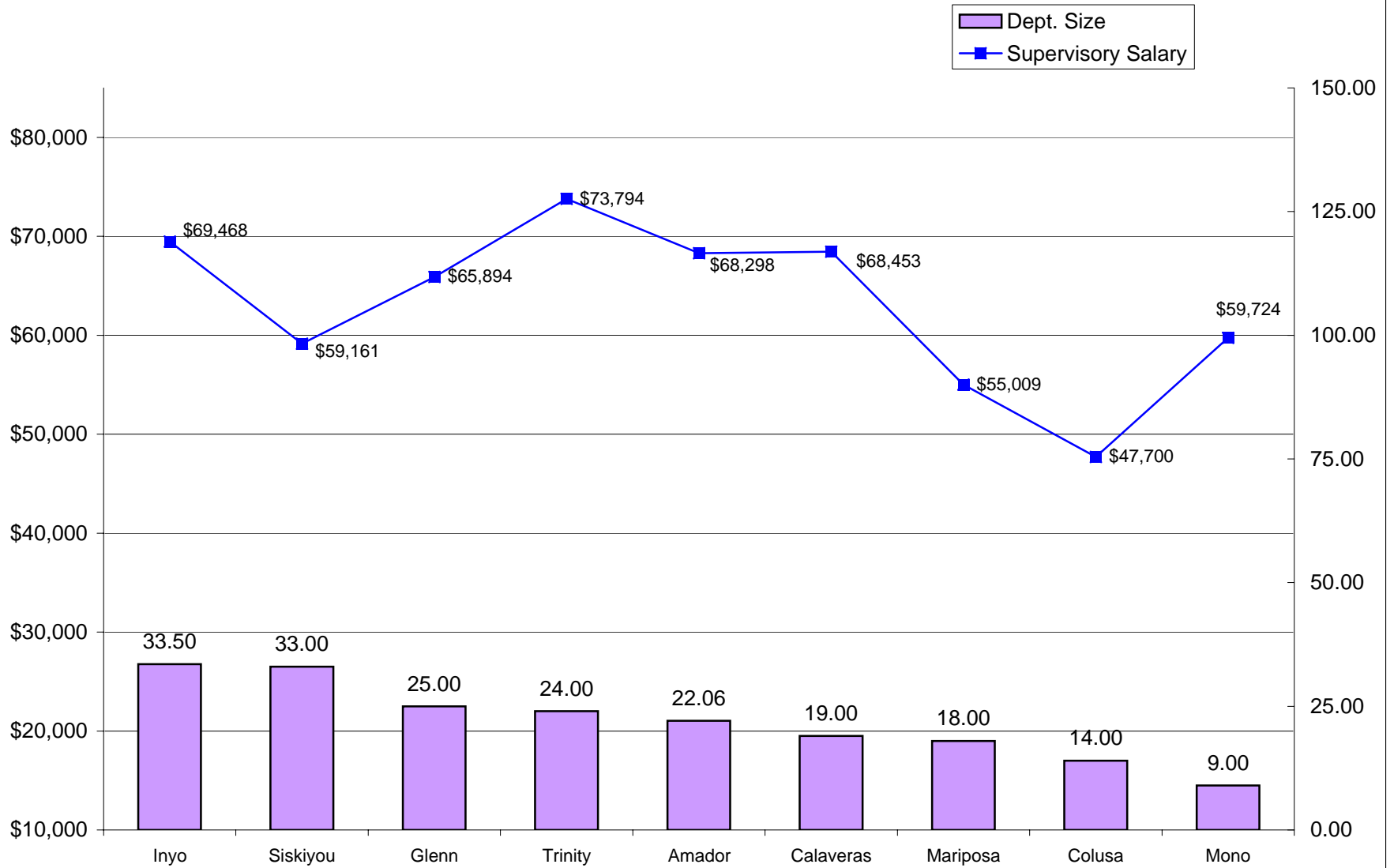
DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE



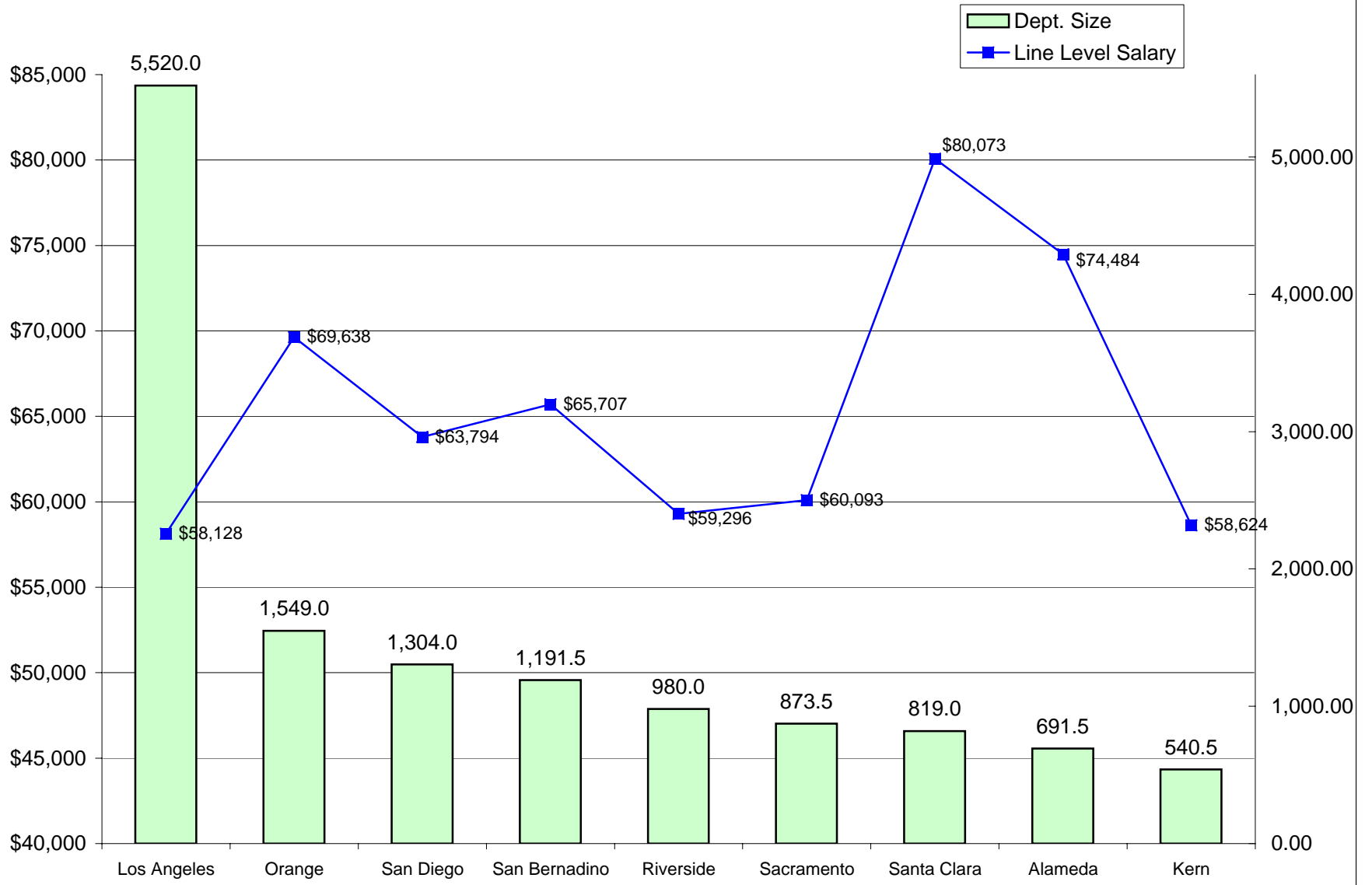
DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS

RELATIVE RANKING OF SUPERVISOR SALARIES TO DEPARTMENT SIZE



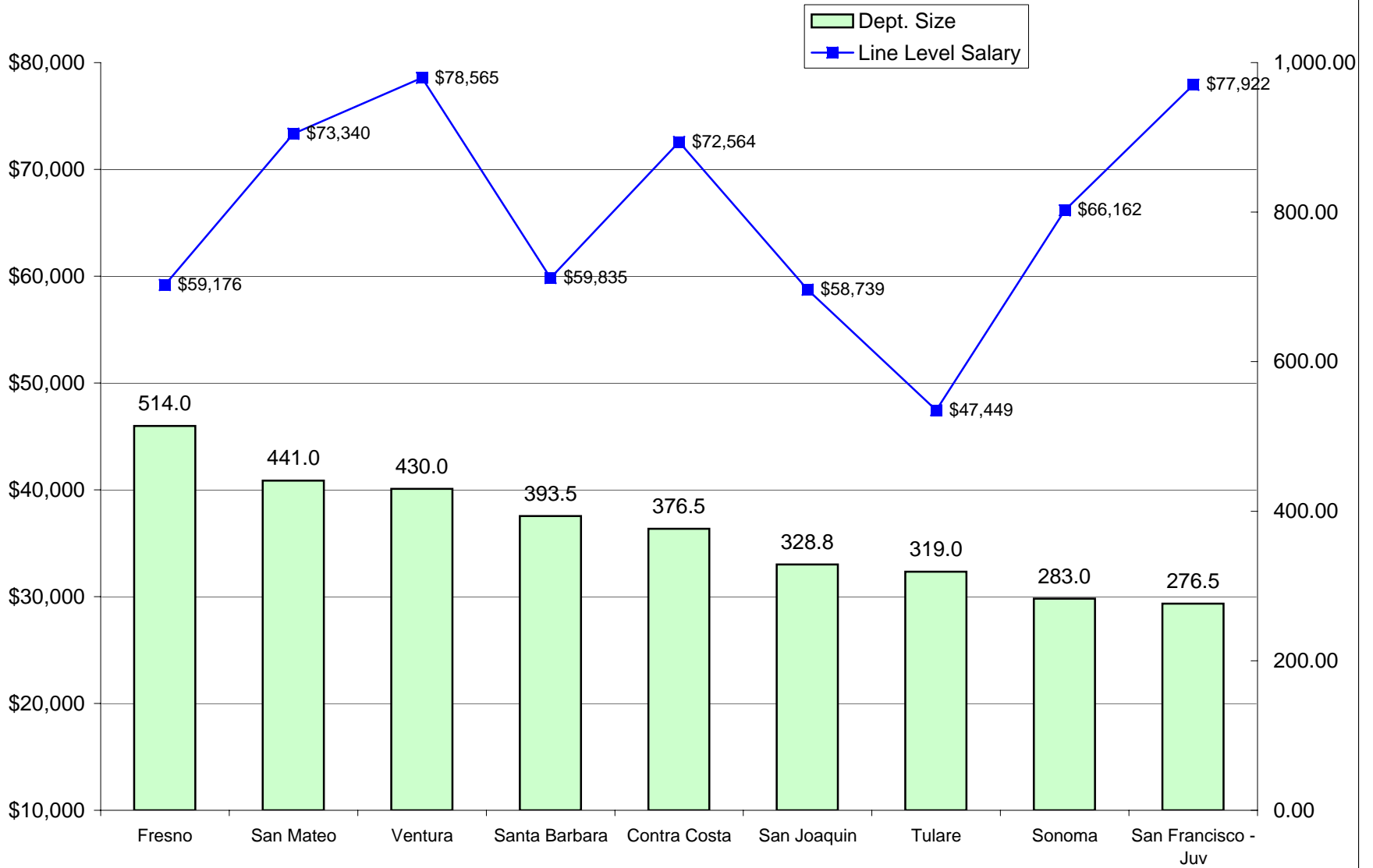
DEPARTMENTS RANKED 46-54 IN SIZE- FTE POSITIONS

RELATIVE RANKING OF HIGHEST LINE LEVEL SALARIES TO DEPARTMENT SIZE



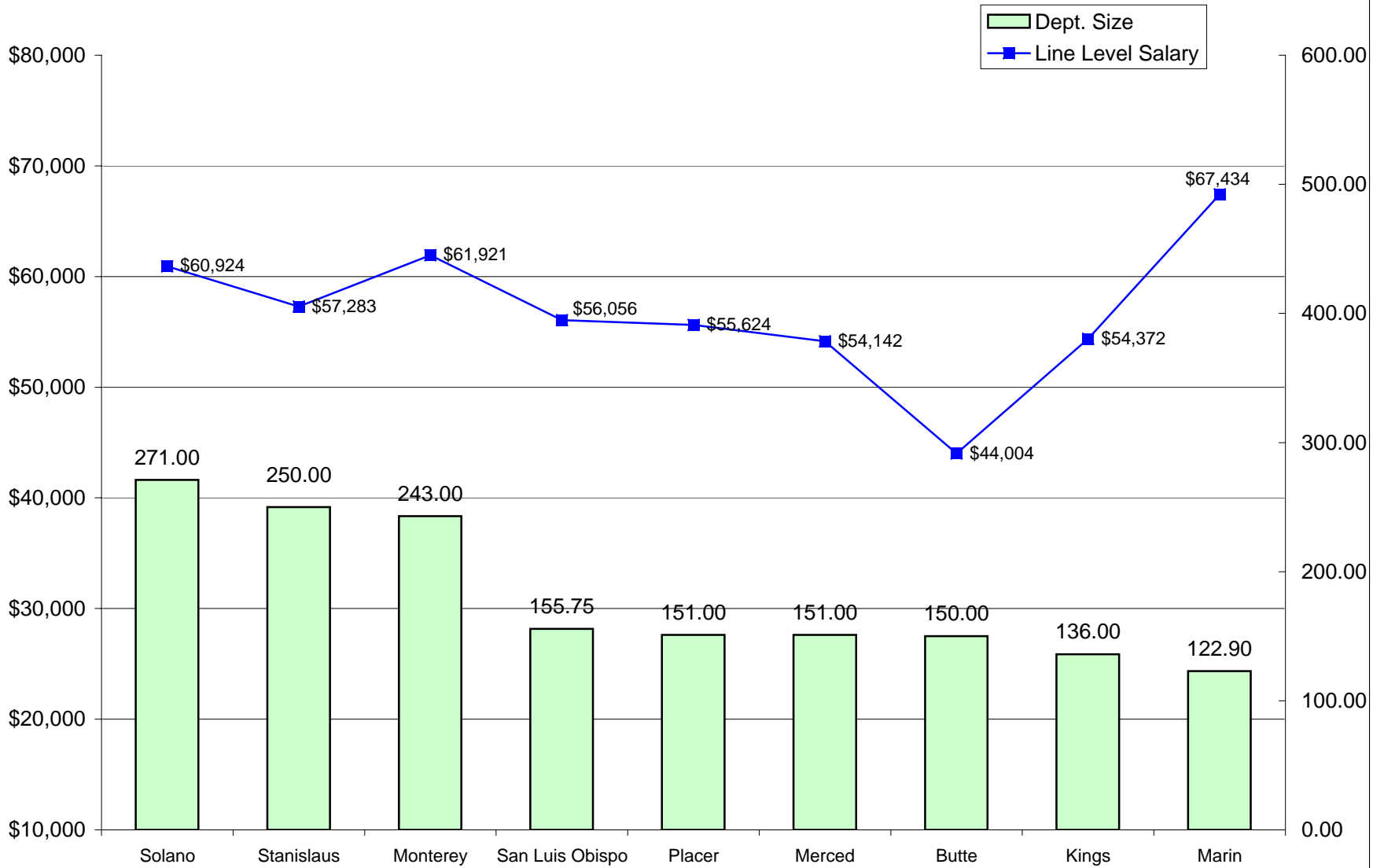
NINE LARGEST DEPARTMENTS - FTE POSITIONS

RELATIVE RANKING OF HIGHEST LINE LEVEL SALARIES TO DEPARTMENT SIZE



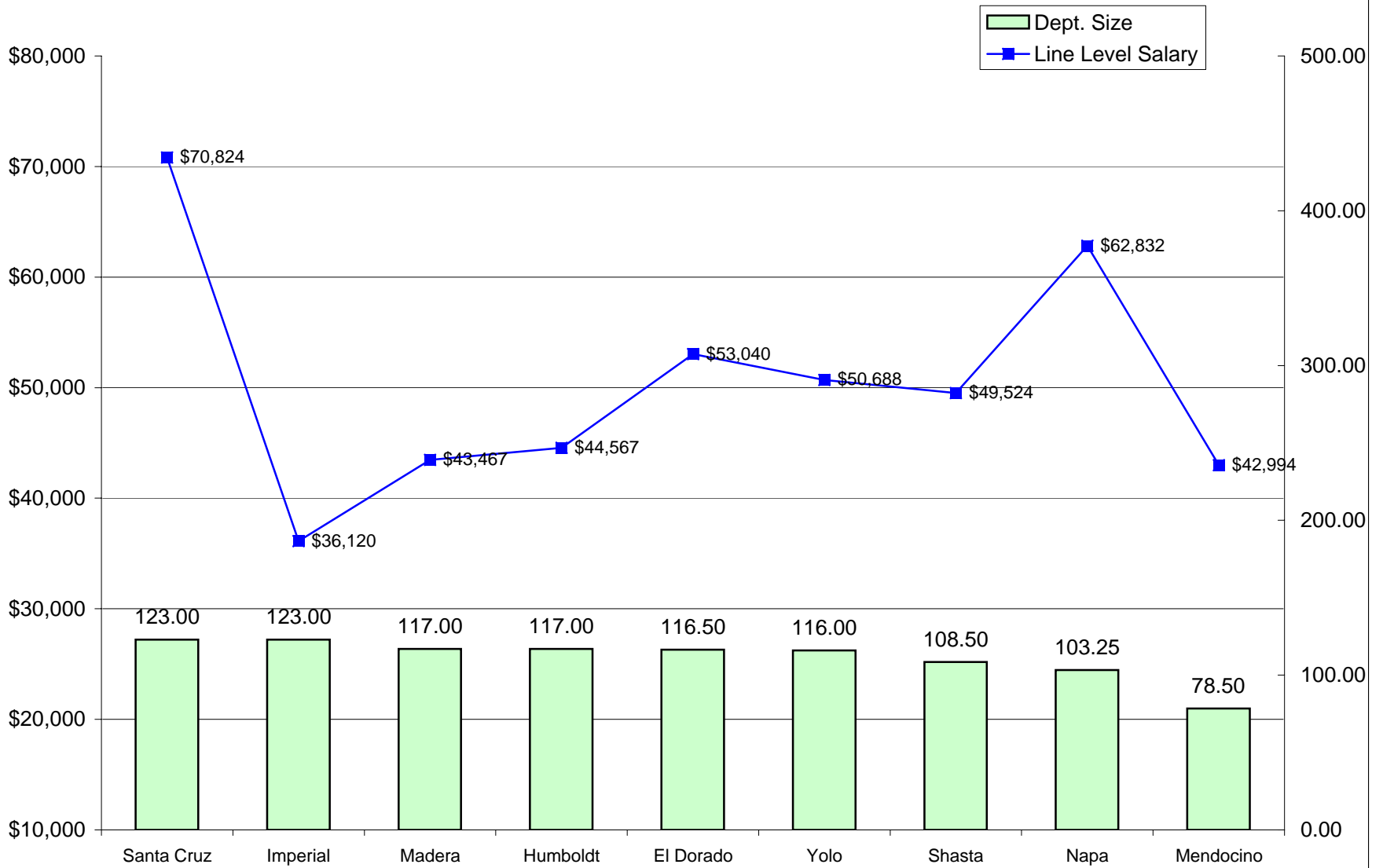
DEPARTMENTS RANKED 10-18 IN SIZE- FTE POSITIONS

RELATIVE RANKING OF HIGHEST LINE LEVEL SALARIES TO DEPARTMENT SIZE



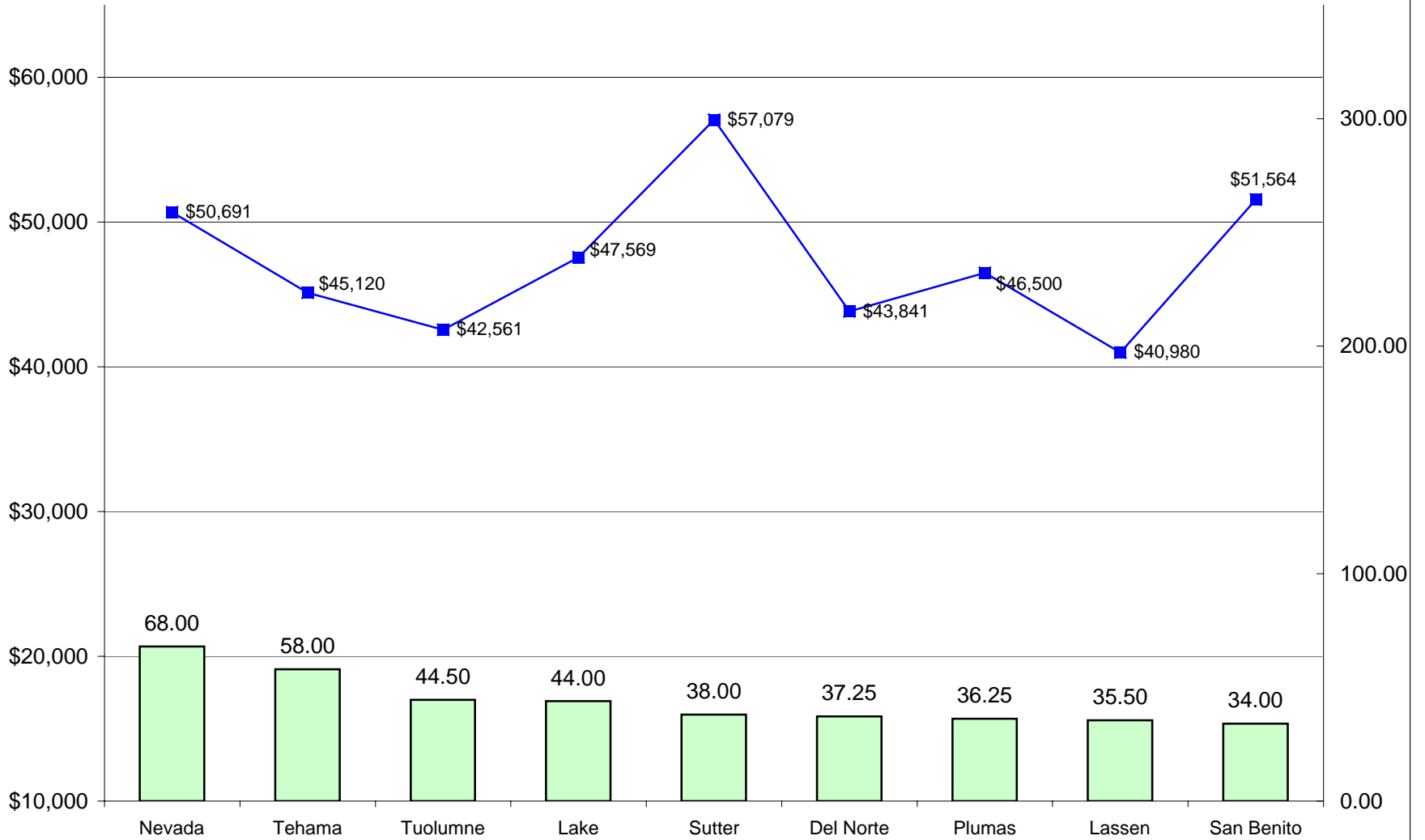
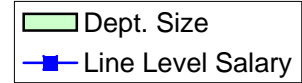
DEPARTMENTS RANKED 19-27 IN SIZE- FTE POSITIONS

RELATIVE RANKING OF HIGHEST LINE LEVEL SALARIES TO DEPARTMENT SIZE



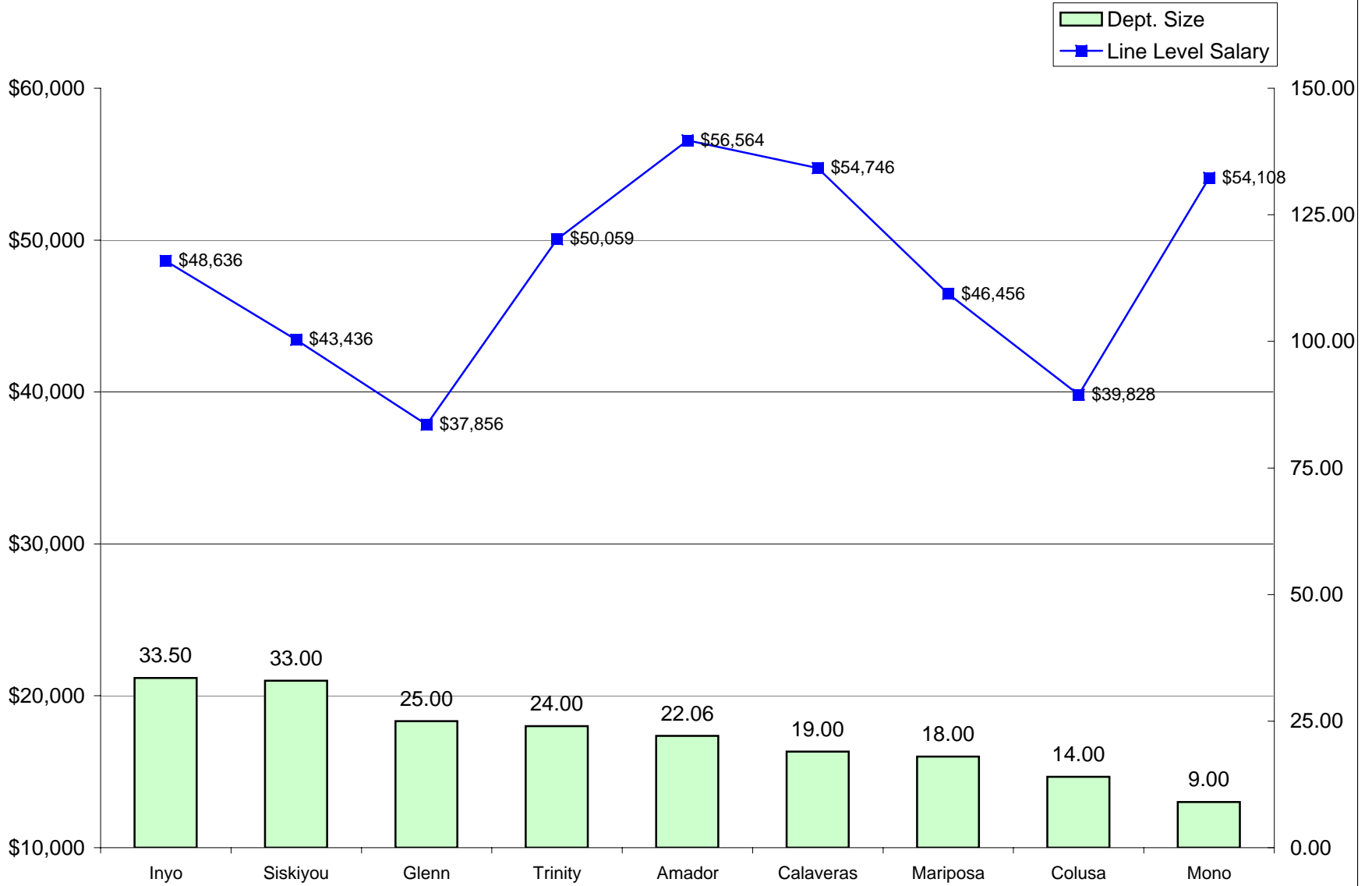
DEPARTMENTS RANKED 28-36 IN SIZE- FTE POSITIONS

RELATIVE RANKING OF HIGHEST LINE LEVEL SALARIES TO DEPARTMENT SIZE



DEPARTMENTS RANKED 37-45 IN SIZE- FTE POSITIONS

RELATIVE RANKING OF HIGHEST LINE LEVEL SALARIES TO DEPARTMENT SIZE



DEPARTMENTS RANKED 46-54 IN SIZE- FTE POSITIONS