



**Contra
Costa
County**

To: Board of Supervisors
From: Esa Ehmen-Krause, County Probation Officer
Date: May 24, 2022

Subject: Reallocate the classification of Assistant County Probation Officer – Exempt on the salary schedule

RECOMMENDATION(S):

ADOPT Position Adjustment Resolution No. 25909 to reallocate the salary of Assistant County Probation Officer – Exempt (7AB1) and its incumbent from salary plan and grade level B25-2097 (\$11,562 - \$14,756) to B25-2097 (\$12,487-\$15,937) on the salary schedule. (Unrepresented)

FISCAL IMPACT:

This action has a total annual salary and benefit cost of approximately \$30,000, of which approximately \$12,000 are pension costs. It will be 100% funded by the County General Fund.

BACKGROUND:

The Probation Department is requesting to reallocate the classification of Assistant County Probation Officer – Exempt (7AB1). The salary for Assistant County Probation Officer – Exempt is considerably lower than that of counterparts throughout the Bay Area, as well as that of similar ranking peace-officers within other law enforcement agencies in Contra Costa County. An external survey demonstrated the current salary is below mean and median market data. Increasing the salary would make the Probation Department competitive with

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY

☐ RECOMMENDATION OF BOARD

ADMINISTRATOR

COMMITTEE

Action of Board On: **05/24/2022** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

VOTE OF SUPERVISORS

AYE: John Gioia, District I Supervisor
Candace Andersen, District II Supervisor
Diane Burgis, District III Supervisor
Karen Mitchoff, District IV Supervisor
Federal D. Glover, District V Supervisor

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: May 24, 2022

Monica Nino, County Administrator and Clerk of the Board of Supervisors

Contact: Danielle Fokkema,
925-313-4195

By: June McHuen, Deputy

other agencies in the

BACKGROUND: (CONT'D)

Bay Area and help to retain highly skilled and proficient staff and provide a remedy to the ongoing concern related to equitable compensation.

CONSEQUENCE OF NEGATIVE ACTION:

If unapproved, the Probation Department will be unable to retain and attract highly qualified candidates for this position.

ATTACHMENTS

P300 25909