



Board Agenda Item 44

DATE: April 21, 2026
TO: Board of Supervisors
SUBMITTED BY: Hollis Magill, Director of Human Resources
SUBJECT: Salary Resolution Amendment

RECOMMENDED ACTION(S):

Approve Amendments to the Salary Resolution, Sections 100 and 200, establishing the Supervising Deputy Probation Officer and Supervising Victim-Witness Advocate classifications, effective April 27, 2026, as reflected on Appendix "A".

There is no increase in Net County Cost (NCC) associated with the recommended action. Approval of the recommended action will implement the recommendations of classification studies performed by the Department of Human Resources (Human Resources), establishing the new classifications of Supervising Deputy Probation Officer and Supervising Victim-Witness Advocate. This will result in zero net position addition within the Probation Department.

ALTERNATIVE ACTION(S):

If your Board were not to approve the recommended action, the Supervising Deputy Probation Officer and Supervising Victim-Witness Advocate classifications would not be established.

FISCAL IMPACT:

There is no increase in NCC associated with the recommended action.

DISCUSSION:

Human Resources recently completed classification studies of the Deputy Probation Officer and Victim-Witness Advocate classification series. During this process, Human Resources conducted and analyzed comparative salary surveys to evaluate the salaries and classification structures of equivalent positions in the local labor market, which informed the subsequent recommendation.

Approval of the recommended action would create the Supervising Deputy Probation Officer and Supervising Victim-Witness Advocate classifications. The classification study findings determined that establishing the new classifications aligns the classification structures with comparable government agencies and provides first-line supervisory positions to meet the evolving needs of the Probation Department. Amendments to Salary Resolution Section 100 - Footnotes include the Supervising Deputy Probation Officer classification as eligible for retention pay to ensure consistency with subordinate and management classifications.

ATTACHMENTS INCLUDED AND/OR ON FILE:

Salary Resolution Amendment - Appendix "A"

CAO ANALYST:

Sevag Tateosian