



HUMAN RESOURCES DEPARTMENT

LAURA S. ARMOR
Director

January 9, 2007

Board of Supervisors
County of Marin
3501 Civic Center Drive
San Rafael, CA 94903

SUBJECT: Establish three-step salary range for designated classification.

Dear Board Members:

RECOMMENDATION: It is recommended by the Director of Human Resources that your Board approve the following, effective January 9, 2007:

1. Establish three-step salary range for Director of Probation Services (1201), represented by Marin County Probation Management Association (MCPMA):

Base Salary	Step 3	Step 4	Step 5
Hourly Rate	\$44.44	\$46.78	\$49.24
Bi-Weekly Salary	\$3,555	\$3,742	\$3,939
Monthly Salary	\$7,703	\$8,109	\$8,535
Annual Salary	\$92,435	\$97,302	\$102,419

SUMMARY: Consistent with the County's practice for establishing three-step salary ranges prior to recruitment where only one or two steps existed, and in order to allow for growth and maturity in the positions, the Human Resources Department recommends the establishment of two additional steps to the salary range of the classification listed above, establishing a three-step range. The maximum of the salary range remains the same, and there is no impact on incumbents.

FISCAL IMPACT: Future savings may be realized through the three-step ranges, depending upon where in the range the future employees are placed.

REVIEWED BY:	()	Auditor Controller	(X)	N/A
	()	County Counsel	(X)	N/A
	(X)	Human Resources	()	N/A

Respectfully submitted,

Laura S. Armor
Director of Human Resources

cc: Steven Blair, President, Probation Managers' Association
Janet Bosnich, Principal Personnel Analyst, Human Resources
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