

**SCHEDULE OF
MINIMUM SALARIES FOR
PROBATION OFFICERS COMMENCING
WITH CALENDAR YEAR 1997**

Judicial Conference of Indiana

Probation Officer

Year	Annual Salary
0-1	\$21,138.00
1-2	\$22,753.00
2-3	\$25,311.00
3-4	\$28,288.00
4-5	\$29,210.00
5 or more	\$29,210.00*

Number of Probation Officers
in the Probation Department

	1 - 3	4 - 8	9 - 15	16 or more
Chief Probation Officer	\$1,200.00* more than the annual salary of a probation officer noted above in each of the first three years of service and \$2,000.00 more in each year following.	\$32,700.00*	\$40,489.00*	\$45,357.00*
Assistant Chief Probation Officer			\$32,700.00*	\$40,489.00*
Supervisor Probation Officer				\$32,700.00*

*Probation officers having a masters or doctorate degree from an accredited college or university in a relevant course of study as determined by the supervising judge and a minimum of 5 years as an Indiana probation officer shall receive an additional 5% of their base salary.

1. In each county the salary schedule shall be increased in subsequent years by no less than the percentage increase approved for the majority of employees for that county if the increase is based upon a percentage, the specific dollar amount approved for the majority of employees for that county if the increase is based upon a specific dollar amount rather than a percentage, any combination thereof approved for the majority of employees of that county, or the average increase provided to all county employees if the increase is based upon a salary classification schedule not premised upon a specific dollar amount or a percentage.

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2. The term "Probation Officer" also includes "Chief Probation Officer", "Assistant Chief Probation Officer" and "Supervisor Probation Officer". These terms shall be as defined in the Indiana Probation Standards and consistent with Indiana Code § 11-13-1-3.
3. This salary schedule is based upon years of experience. Therefore, as a probation officer's experience increases his or her salary shall increase on the anniversary date of employment. For example, if a probation officer begins working on May 15, then on May 15 of the following year, his/her salary shall increase to the next level. In other words, the anniversary date of that person being hired is the date that his/her salary shall increase for year 0-1 to year 1-2 and so on.
4. The salary schedule shall be effective beginning January 1, 1997 for full-time probation officers.
5. Salaries for experienced probation officers and/or officers having extensive training, or special skills which will be utilized in their duties or responsibilities as a probation officer should be greater than the minimum salaries provided in the schedule.
6. Service as a full-time court appointed probation officer in Indiana within the past ten years shall be counted for purposes of the minimum salary schedule.
7. There shall be a Chief Probation Officer in each probation department. In addition, there may be an Assistant Chief Probation Officer in those probation departments having a total of nine probation officers or more. In addition, there may be a Supervisor Probation Officer for each eight probation officers in those probation departments having sixteen or more probation officers.
8. In those counties having only one probation officer the salary of that probation officer in each of the first three years of service shall be \$1,200.00 more than the salary provided in the salary schedule for a probation officer and shall be \$2,000.00 more in each year following.
9. Salary increases necessary to implement this salary schedule need not exceed 15% of the previous year's salary of the probation officer. However, salary increases shall not be less than 15% until the salary for that probation officer position is in compliance with the salary schedule.