

APPENDIX B – SALARY SCHEDULE

The present approximate monthly pay rate for the represented classifications are:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Dep Probation Officer	5,456.51	5,729.34	6,015.81	6,316.60	6,632.43
Dep Probation Officer (Entry)	4,723.26	4,959.42	5,207.39	5,467.76	5,741.15
Dep Probation Officer (Senior)	6,281.85	6,595.94	6,925.74	7,272.02	7,635.62
Group Counselor	4,723.26	4,959.42	5,207.39	5,467.76	5,741.15
Group Counselor (Entry)	4,091.05	4,295.61	4,510.39	4,735.91	4,972.70
Group Counselor (Senior)	5,456.51	5,729.34	6,015.81	6,316.60	6,632.43

[SALARY SCHEDULE TO BE UPDATED]

1. Effective the later of October 22, 2022 ~~November 17, 2019~~ or the beginning of the first pay period following the Board of Supervisors’ adoption of the collective bargaining agreement, the base wage rates set forth in this Appendix B, will increase by ~~three~~ six percent (6%) ~~four~~ percent (~~3~~4%) of the base wage rates in effect the day before such increase takes effect.
- ~~2. Effective concurrent with the wage increase described in paragraph 1 above, employees in the Group Counselor series (entry, journey, senior) shall receive a wage increase of one and half percent (1.5%) as an equity adjustment, which shall be cumulative and not compounded (e.g. 3% + 1.5% = 4.5%).~~ [COUNTY RESPONSE TO SPPOA EQUITY PROPOSALS PENDING]
3. Effective the beginning of twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 1 ~~and 2~~ above, the base wage rates will increase by three percent (3%) ~~six percent (6%)~~ of the base wage rates in effect the day before such increase takes effect.
4. Effective the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph ~~3~~ 2 above, the base wage rates will increase by ~~two~~ one percent (~~2~~1%) ~~six percent (6%)~~ of the base wage rates in effect the day before such increase takes effect.
5. Effective the beginning of the thirteenth (13th) pay period following the wage increase set forth in this Appendix B, paragraph ~~4~~ 3 above, the base wage rates will increase by one percent (1%) ~~three percent (3%)~~ of the base wage rates in effect the day before such increase takes effect.

6. ~~Effective September 4, 2022 the base wage rates set forth in this Appendix B, paragraph 5 above, will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.~~

Note: The hourly rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.