

Distributed on September 28, 2022

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/JOB TITLES TO BE UPDATED]

- Effective the later of **October 25, 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~~ **four** percent (~~3~~**4**%) of the base wage rates in effect the day before such increase takes effect.
- Effective concurrent with the wage increase described in paragraph 1 above, employees in the **Juvenile Corrections Counselor** ~~Group Counselor~~ series (entry, journey, senior) shall receive a wage increase of **five percent (5.0%)** ~~one and half percent (1.5%)~~ as an equity adjustment, which shall be cumulative and not compounded (e.g. **4% + 5% = 9%** ~~3% + 1.5% = 4.5%~~).
- 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 **four percent (4.0%)** ~~three percent (3%)~~ of the base wage rates in effect the day before such increase takes effect.
- 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**%) ~~four percent (4%)~~ of the base wage rates in effect the day before such increase takes effect.
- 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%) of the base wage rates in effect the day before

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such increase takes effect.

6. Effective ~~September 4, 2022~~ the first full pay period of October 2025, 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.