

Unit 18

Appendix B – Salary Schedule

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

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Captain-Sheriff	11,707.75	12,293.14	12,907.80	13,553.19	14,230.85
Lieutenant-Sheriff	9,967.96	10,466.36	10,989.68	11,539.16	12,116.12

2. Effective the later of ~~December 15, 2019~~ October 21, 2022 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, paragraph 1 above, will increase by ~~three~~ four percent (~~3%~~ 4%) of the base wage rates in effect the day before such increase takes effect. Effective concurrently with the wage increase described in this paragraph, employees shall receive a five percent (5%) as an equity adjustment, which shall be cumulative and not compounded (e.g., 4% + 5% = 9%), this increase is subject to Board of Supervisors' approval.

3. Effective the beginning of ~~twenty-sixth (26th)~~ October 29, 2023 pay period following the wage increase set forth in this Appendix B, paragraph 2 above, the base wage rates will increase by ~~three-four~~ percent (~~3%~~ 4%) 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 of October 27, 2024 following the wage increase set forth in this Appendix B, paragraph 3 above, the base wage rates will increase by ~~two~~ four percent (~~2%~~ 4%) of the base wage rates in effect the day before such increase takes effect.

~~5. Effective the beginning of the thirteenth (13th) pay period of April 27, 2025 following the wage increase set forth in this Appendix B, paragraph 4 above, the base wage rates will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.~~

~~6. Effective September 4, 2022 the beginning of the pay period of October 12, 2015 following 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.~~

7. 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.

8. The Director of Human Resources is authorized, with concurrence from the County Administrator, to maintain a ten percent (10%) wage separation between covered classifications and the subordinate classifications. For purposes of this paragraph, base wage plus P.O.S.T. Career Incentive Pay are used in the calculation.

Unit 17

Appendix B – Salary Schedule

1. The present approximate monthly pay rate for represented classification are:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Chief D A Investigator	10,495.26	11,020.03	11,571.03	12,149.58	12,757.06
Chief Welfare Fraud Investig	9,560.74	10,038.77	10,540.71	11,067.75	11,621.13
Dep Director of Probation	8,738.18	9,175.09	9,633.84	10,115.54	10,621.31
Juvenile Correctional Counselor Manager					
Probation Division Chief					
Probation Services Manager	7,943.72	8,340.91	8,757.95	9,195.85	9,655.64
Super of Juv Detention Facility	10,212.70	10,723.34	11,259.51	11,822.48	12,413.60

2. Effective the later of ~~December 15, 2019~~ October 21, 2022 or the beginning of the first pay period following the Board of Supervisors’ adoption of the collective bargaining agreement, whichever is later, the base wage rates set forth in this Appendix B, paragraph 1 above, 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 this paragraph, employees in the class of Probation Services Manager and the class of ~~Deputy Director of Probation~~ Juvenile Correctional Counselor Manager shall receive a wage increase of ~~two~~ five percent (~~2~~5%) as an equity adjustment, which shall be cumulative and not compounded (e.g. 4% + 5% = 9% ~~3+2=5%~~), this increase is subject to Board of Supervisors approval.

Effective concurrent with the wage increase described in this paragraph, employees in the class of Chief District Attorney Investigator shall receive a wage increase of five percent (5%) as an equity adjustment, which shall be cumulative and not compounded (e.g. 4% + 5% = 9%) this increase is subject to Board of Supervisors approval.

3. Effective the beginning of ~~twenty-sixth (26th)~~ pay period of October 29, 2023 following the wage increase set forth in this Appendix B, paragraph 2 above, the base wage rates 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 this paragraph, employees in the class of Probation Services Manager and the class of Juvenile Correctional Counselor Manager shall receive a wage increase of four percent (4%) as an equity adjustment, which shall be cumulative and not compounded (e.g. 4% + 4% = 8%), this increase is subject to Board of Supervisors approval.

Effective concurrent with the wage increase described in this paragraph, employees in the class of Chief District Attorney Investigator shall receive a wage increase of four percent (4%) as an equity adjustment, which shall be cumulative and not compounded (e.g. 4% + 4% = 8%) this increase is subject to Board of Supervisors approval.

4. Effective the beginning of the ~~twenty-sixth (26th)~~ pay period of October 27, 2024 following the wage increase set forth in this Appendix B, paragraph 3 above, the base wage rates will increase by ~~two-four~~ percent (~~2%~~ 4%) of the base wage rates in effect the day before such increase takes effect.
- ~~5. Effective the beginning of the thirteenth (13th) pay period of April 27, 2025 following the wage increase set forth in this Appendix B, paragraph 4 above, the base wage rates will increase by one percent (1%) of the base wage rates in effect the day before such increase takes effect.~~
- ~~6. Effective September 4, 2022 the beginning of the pay period of October 12, 2015 following 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.~~
7. 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.
8. The Director of Human Resources is authorized, with concurrence from the County Administrator, to maintain a ten percent (10%) wage separation between covered classifications and the subordinate classifications. For purposes of this paragraph, base wage plus P.O.S.T. Career Incentive Pay are used in the calculation.

COUNTY:

ASSOCIATION:

Charmie Junn

Jon Mazer

Date: _____

Date: _____