

AMENDED ON 12/15/25

TA 12/15/25 @ 4:04 pm

Appendix B – Salary Schedule

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

*(Revise values in table according to below)

1. Effective the later of October 25, 2022 26, 2025 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 five three percent (5%) (3%) of the base wage rates in effect the day before such increase takes effect.

~~2. Effective concurrently with the wage increase described in paragraph 1 above, employees in the Juvenile Correctional Counselor series (entry, journey, senior) and in the Deputy Probation Officer series (entry, journey, senior) shall receive a wage increase of five percent (5%) as an equity adjustment, which shall be cumulative and not compounded (e.g. 5% + 5% = 10%).~~

~~3.2. Effective the beginning of the 26th pay period of October 29, 2023, following the wage increase set forth in this Appendix B, paragraph 1 and 2 above, the base wage rates will increase by four two percent (4%) (2%) of the base wage rates in effect the day before such increase takes effect.~~

Effective concurrently with the wage increase described in paragraph 2 above, active employees shall receive a lump sum payment of five hundred dollars (\$500).

A part-time employee shall receive a pro-rata amount based on the employee's full-time equivalence. The parties intend that the lump sum payment is not subject to CalPERS reporting of benefits.

~~4. Effective concurrently with the wage increase described in paragraph 3 above, employees in the Deputy Probation Officer series (entry, journey, senior) shall receive a wage increase of one percent (1%) as an equity adjustment which shall be cumulative and not compounded (e.g. 4% + 1% = 5%).~~

~~5.3. Effective the beginning of the 26th pay period of October 27, 2024 following the wage increase set forth in this Appendix B, paragraph 2 3 and 4 above, the base wage rates will increase by three one percent (3%) (1%) of the base wage rates in effect the day before such increase takes effect.~~

Wage Re-opener

The County proposes a side letter allowing the Union to reopen negotiations on the Year Three (2027) base wage rate increase in MOU Appendix B, Section 3, for the limited purpose of discussing potential modification to that increase. Re-opener negotiations would be strictly

Unit 12, SPPOA

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Solano County Counter Proposal 5 to Union Proposal #15 – 12/12/25

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limited to the subject of a general base wage increase for the third year of the contract. Any modification to such wage would require mutual written agreement of the parties.

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.

Tentative Agreement of: _____

For the County: Burke A. Dunphy

For the Union: John Pierce

Burke Dunphy, Chief Spokesperson

John Pierce, Chief Spokesperson

Date: 12/15/25

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