

**Appendix B- Salary Schedule**

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

\*(Revise values in table according to below)

2. Effective ~~the later of October 21, 2022~~ October 26, 2025 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 ~~five~~ three percent (~~5%~~) (3%) 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 in the class of Probation Services Manager and the class of Juvenile Correctional Counselor Manager shall receive a wage increase of six percent (6%) as an equity adjustment, which shall be cumulative and not compounded (e.g., 5% + 6% = 11%), this increase is subject to Board of Supervisors approval.~~

~~Effective concurrently 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., 5% + 5% = 10%), this increase is subject to Board of Supervisors approval.~~

3. Effective the beginning of the 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 ~~four~~ two percent (~~4%~~) (2%) 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 three percent (3%) as an equity adjustment, which shall be cumulative and not compounded (e.g., 4% + 3% = 7%), 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.~~

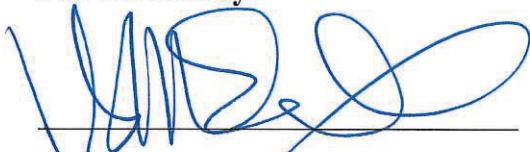
4. Effective the beginning of the twenty-sixth (26th) pay period of ~~October 27, 2024~~ following the wage increase set forth in this Appendix B, paragraph 3 above, the base wage rates will increase by one ~~three~~ percent (1%) (~~3%~~) of the base wage rates in effect the day before such increase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

**Wage Re-opener**

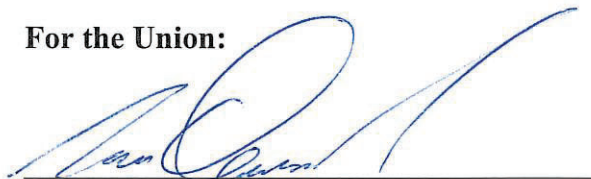
The County proposes a side letter allowing the Union to reopen negotiations on the Year Three (2027) base wage rate increase in MOU Appendix B, Section 4, for the limited purpose of discussing potential modification to that increase. Re-opener negotiations would be strictly limited to the subject of a general base wage increase for the third year of the contract. Any modification to such base wage increase would require mutual written agreement of the parties and would not be subject to impasse procedures. This is a package proposal with the specific base wage rate increases contemporaneously proposed by the County for Year One, Year Two, and Year Three; that is, the Union cannot TA the re-opener concept independent of acceptance of the County's proposed wage rate increases.

5. 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.
6. 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.

Tentative Agreement of:

Wages / ReOpener**For the County:**

Niger Edwards, Chief Spokesperson

**For the Union:**

Asish Chandra, Chief Spokespersons

Date:

12/5/25

Date:

12-5-25