

Appendix B – Salary Schedule

1. The present approximate monthly pay rates for represented classifications are as follows:

Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Accountant-Auditor Analyst	\$7,134.36	\$7,491.07	\$7,865.63	\$8,258.91	\$8,671.85
Appraiser (Spvsing)	\$7,117.42	\$7,473.30	\$7,846.96	\$8,239.31	\$8,651.27
Auditor-Appraiser (Spvsing)	\$7,117.42	\$7,473.30	\$7,846.96	\$8,239.31	\$8,651.27
Child Support Atty (Supervsng)	\$12,714.04	\$13,349.74	\$14,017.23	\$14,718.09	\$15,454.00
Child Support Program Manager	\$7,419.67	\$7,790.66	\$8,180.19	\$8,589.20	\$9,018.66
Clerical Operations Manager	\$5,563.60	\$5,841.79	\$6,133.88	\$6,440.57	\$6,762.60
Clinic Physician Supervisor	\$16,361.72	\$17,179.81	\$18,038.80	\$18,940.74	\$19,887.77
Coordinator-Programs/Emerg Svcs	\$8,422.42	\$8,843.54	\$9,285.72	\$9,750.00	\$10,237.50
Dentist Manager	\$12,464.95	\$13,088.20	\$13,742.61	\$14,429.74	\$15,151.23
Dep Ag Comm/Sealer Wts & Meas	\$6,981.16	\$7,330.22	\$7,696.73	\$8,081.56	\$8,485.64
Dispatch Center Manager	\$7,212.09	\$7,572.69	\$7,951.33	\$8,348.89	\$8,766.34
Employment/Eligibility SvcsMgr	\$8,011.02	\$8,411.57	\$8,832.15	\$9,273.76	\$9,737.45
Group Counselor (Spvsing)	\$6,408.15	\$6,728.56	\$7,064.99	\$7,418.24	\$7,789.15
H&SS Planning Analyst	\$7,404.32	\$7,774.54	\$8,163.27	\$8,571.43	\$9,000.00
H&SS Training/Hiring Coord	\$6,332.12	\$6,648.72	\$6,981.16	\$7,330.22	\$7,696.73
Health Services Manager	\$7,774.54	\$8,163.27	\$8,571.43	\$9,000.00	\$9,450.00
Health Services Manager (Sr)	\$8,429.36	\$8,850.82	\$9,293.36	\$9,758.03	\$10,245.93
Info Technology Analyst (Prin)	\$8,627.00	\$9,058.35	\$9,511.27	\$9,986.83	\$10,486.17
Library Marktg & Comm Rel Off	\$6,855.32	\$7,198.08	\$7,557.99	\$7,935.89	\$8,332.68
Mental Health Services Manager	\$9,089.70	\$9,544.18	\$10,021.39	\$10,522.46	\$11,048.58

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Job Title	Step 1	Step 2	Step 3	Step 4	Step 5
Mental Health Services Mgr(Sr)	\$9,998.66	\$10,498.60	\$11,023.53	\$11,574.71	\$12,153.44
Nursing Manager	\$8,387.42	\$8,806.79	\$9,247.13	\$9,709.49	\$10,194.96
Nursing Supervisor	\$7,851.21	\$8,243.77	\$8,655.96	\$9,088.76	\$9,543.20
Program Analyst	\$6,332.12	\$6,648.72	\$6,981.16	\$7,330.21	\$7,696.73
Project Manager	\$6,332.12	\$6,648.72	\$6,981.16	\$7,330.22	\$7,696.73
Psychiatrist Supervisor	\$18,485.29	\$19,409.55	\$20,380.03	\$21,399.03	\$22,468.98
Public Hlth Nurse Manager	\$9,364.81	\$9,833.05	\$10,324.70	\$10,840.94	\$11,382.98
QA & Implementation Analyst	\$7,046.96	\$7,399.30	\$7,769.27	\$8,157.73	\$8,565.62
Recording Operations Manager	\$5,946.03	\$6,243.33	\$6,555.49	\$6,883.27	\$7,227.43
Sheriff Crim Just Prog Svcs Mgr	\$8,262.94	\$8,676.08	\$9,109.89	\$9,565.38	\$10,043.65
Sheriffs Forens&Rcrds Svcs Mgr	\$6,689.59	\$7,024.07	\$7,375.27	\$7,744.03	\$8,131.23
Social Services Manager	\$8,262.94	\$8,676.09	\$9,109.89	\$9,565.38	\$10,043.65
Staff Analyst	\$6,243.33	\$6,555.49	\$6,883.27	\$7,227.43	\$7,588.81
Staff Analyst (Entry)	\$5,208.58	\$5,469.01	\$5,742.46	\$6,029.58	\$6,331.06
Staff Analyst (Senior)	\$7,046.96	\$7,399.30	\$7,769.27	\$8,157.73	\$8,565.62
Tax Collections Manager	\$7,046.96	\$7,399.30	\$7,769.27	\$8,157.73	\$8,565.62
Victim/Witness Program Coord	\$5,946.03	\$6,243.33	\$6,555.49	\$6,883.27	\$7,227.43

2. Effective the later of October 6, 2019 or the beginning of the first pay period following Board of Supervisors' adoption of the collective bargaining agreement or the first pay period following October 21, 2022, whichever is later, the base wage set forth in this Appendix B paragraph 1, above, will increase by ~~three percent (3%)~~ four percent (4%) of the base wage rates in effect before such increase takes effect. Effective concurrent with the wage increase described in this paragraph, employees in the Health Services Manager and Health Services Manager (Senior) class 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%).
3. Effective the beginning of the twenty-sixth (26th) pay period following the wage increase set forth in this Appendix B, paragraph 2 above, the base wage rates will increase by ~~three percent (3%)~~ four percent (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 following the wage increase

set forth in this Appendix B, paragraph 3 above, the base wage rates will increase by ~~two percent (2%)~~ one percent (1%) 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 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 first pay period 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.
7. The hourly pay rate is calculated by multiplying monthly pay rate by twelve (12) months and dividing that value by two thousand eighty (2,080) hours.