

**APPENDIX B**

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

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
Custody Lieutenant	<del>\$7,774.65</del>	<del>\$8,163.40</del>	<del>\$8,571.54</del>	<del>\$9,000.13</del>	<del>\$9,450.14</del>
	\$8,659.91	\$9,092.93	\$9,547.54	\$10,024.94	\$10,526.18
Custody Sergeant	<del>6,880.24</del>	<del>7,224.26</del>	<del>7,585.47</del>	<del>7,964.75</del>	<del>8,363.00</del>
	\$7,445.24	\$7,817.50	\$8,208.37	\$8,618.80	\$9,049.76

2. ~~Effective the later of December 15, 2019 or the beginning of the first pay period following the Board of Supervisors’ adoption of the collective bargaining agreement or the first pay period following October 21, 2022, whichever is later, the base wage rates 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 the day before such increase takes effect. Effective concurrent with the wage increase described in this paragraph, employees in the Custody Lieutenant class shall receive a wage increase of ~~one and one half percent (1.5%)~~ four percent (4%) as an equity adjustment, which shall be cumulative and not compounded (e.g. 4% + ~~1.5%~~ 4% = ~~4.5%~~ 8%).
3. Effective the beginning of 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. Effective concurrent with the wage increase described in this paragraph, employees in the Custody Lieutenant class shall receive a wage increase of ~~one and one half percent (1.5%)~~ four percent (4%) as an equity adjustment, which shall be cumulative and not compounded (e.g., 4% + ~~1.5%~~ 4% = ~~4.5%~~ 8%).
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 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.