

County Proposal – Unit 19
September 7, 2022

Appendix B – Salary Schedule

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

Executive Management	Step 1	Step 2	Step 3	Step 4	Step 5
Dep Director First 5 Solano	7,947.03	8,344.38	8,761.60	9,199.68	9,659.66
Dep Director H&SS-BehaviorHlth	12,213.80	12,824.49	13,465.71	14,139.00	14,845.95
Dep Director H&SS-E&E Programs	10,121.89	10,627.99	11,159.39	11,717.36	12,303.23
Dep Director H&SS-Health Offer	17,998.12	18,898.02	19,842.92	20,835.07	21,876.82
Dep Director H&SS-Med Svcs Off	20,333.82	21,350.51	22,418.03	23,538.94	24,715.88
Dep Director H&SS-Soc Prog CWS	10,121.89	10,627.99	11,159.39	11,717.36	12,303.23
Dep Director of Library Svcs	8,098.14	8,503.04	8,928.20	9,374.61	9,843.34
Dep Registrar of Voters	7,890.17	8,284.68	8,698.92	9,133.86	9,590.56
Director of Admin Services	10,260.69	10,773.73	11,312.42	11,878.03	12,471.94

Senior Management	Step 1	Step 2	Step 3	Step 4	Step 5
Admin Services Manager	7,862.05	8,255.15	8,667.91	9,101.30	9,556.37
Airport Manager	8,398.99	8,818.94	9,259.89	9,722.88	10,209.03
Animal Care Manager	7,129.75	7,486.24	7,860.55	8,253.58	8,666.26
Building Official	9,168.60	9,627.03	10,108.38	10,613.80	11,144.49
Capital Projects Manager	9,472.68	9,946.32	10,443.63	10,965.81	11,514.11
Central Services Manager	7,936.74	8,333.57	8,750.25	9,187.76	9,647.15
Chief Appraiser	9,174.34	9,633.05	10,114.71	10,620.44	11,151.46
Chief Dep Auditor-Controller	9,174.34	9,633.05	10,114.71	10,620.44	11,151.46
Chief Public Defender Investig	9,839.91	10,331.90	10,848.49	11,390.92	11,960.46
Contract & Program Specialist	6,340.85	6,657.90	6,990.79	7,340.33	7,707.35
County Surveyor	9,495.23	9,969.99	10,468.49	10,991.92	11,541.51
Dep Auditor-Controller	7,862.05	8,255.15	8,667.91	9,101.30	9,556.37
Dep Compliance & QA Manager	7,946.37	8,343.69	8,760.87	9,198.91	9,658.86
Emergency Services Manager	9,279.69	9,743.67	10,230.85	10,742.40	11,279.51
Employment/Eligibility Admin	9,163.14	9,621.30	10,102.36	10,607.48	11,137.86
Engineering Manager	11,069.24	11,622.70	12,203.84	12,814.03	13,454.74

@ 3:58pm

Environmental Health Mgr	10,036.35	10,538.17	11,065.08	11,618.34	12,199.25
Facilities Operations Manager	8,398.99	8,818.94	9,259.89	9,722.88	10,209.03
Family Violence Preventn Offcr	6,698.82	7,033.76	7,385.45	7,754.72	8,142.45
Fleet Manager	7,862.05	8,255.15	8,667.91	9,101.30	9,556.37
Forensic Laboratory Director	10,659.78	11,192.77	11,752.41	12,340.03	12,957.03
Health Services Administrator	10,297.02	10,811.87	11,352.46	11,920.08	12,516.09
Info Technology Manager	10,009.62	10,510.11	11,035.61	11,587.39	12,166.76
IT Infrastructure & Ops Mgr	10,009.63	10,510.11	11,035.61	11,587.39	12,166.76
Library Branch Manager	7,056.68	7,409.51	7,779.99	8,168.99	8,577.44
Literacy Program Manager	7,057.20	7,410.06	7,780.57	8,169.59	8,578.08
Mental Health Medical Director	18,874.00	19,817.70	20,808.59	21,849.02	22,941.47
Mental Health Services Admin	11,087.97	11,642.37	12,224.48	12,835.71	13,477.49
Nursing Services Director	10,301.69	10,816.77	11,357.61	11,925.49	12,521.76
Parks Services Manager	7,414.54	7,785.27	8,174.53	8,583.26	9,012.42
Planning Program Manager	9,749.24	10,236.71	10,748.54	11,285.97	11,850.27
Policy & Financial Analyst	7,751.60	8,139.17	8,546.13	8,973.44	9,422.11
Policy & Financial Manager	8,681.79	9,115.88	9,571.67	10,050.26	10,552.77
Public Authority Administrator	8,398.99	8,818.94	9,259.89	9,722.88	10,209.03
Public Hlth Lab Asst Director	7,551.31	7,928.88	8,325.32	8,741.59	9,178.67
Public Hlth Lab Director	9,472.68	9,946.31	10,443.63	10,965.81	11,514.10
Public Works Operations Mgr	8,398.99	8,818.94	9,259.89	9,722.88	10,209.03
Real Estate Manager	7,862.05	8,255.15	8,667.91	9,101.30	9,556.37
Social Svcs Administrator- CWS	9,163.14	9,621.30	10,102.36	10,607.48	11,137.86
Water & Nat Resources Prog Mgr	9,749.25	10,236.71	10,748.54	11,285.97	11,850.27

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

4. Effective the beginning of the twenty-sixth (26th) pay period following the base wage increase identified in this Appendix B paragraph 3, above, will increase by one percent (1%) ~~two percent (2%)~~ of the base wage rates in effect before such increase takes effect.
5. Effective the beginning of the thirteenth (13th) pay period following the base wage increase identified in this Appendix B paragraph 4, above, will increase by one percent (1%) of the base wage rates in effect before such increase takes effect.
6. Effective ~~September 4, 2022, the first pay period~~ October 2025 the base wage increase identified in this Appendix B, paragraph 5, above, will increase by one percent (1%) of the base wage rates in effective 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. Effective on the first day of the pay period commencing after the Board of Supervisors adopts this Memorandum of Understanding authorize the Director of Human Resources, with concurrence from the County Administrator, to maintain a ten percent (10%) wage separation between executive and senior management classifications and subordinate staff.

Nothing in this section shall mandate the County to increase the wages to any classification.