

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA AND THE
MADERA PROBATION PEACE OFFICERS ASSOCIATION
REGARDING THE
PEACE OFFICER AND RELATED
CLASSIFICATION AND COMPENSATION STUDY
COMPENSATION IMPLEMENTATION**

This Side Letter Agreement (“Agreement”) is made and entered into by the Madera Probation Peace Officers Association (“Association”) and the County of Madera (“County”) collectively referred to as the “Parties.” Having met and conferred in good faith, the Parties hereby agree to the following:

1. Attachment ‘A’ – Benchmark Data Report. Attachment ‘A’ identifies the list of classifications and agencies determined by the County to be benchmarks that were used for the salary review.
2. Attachment ‘B’ – Employee Allocation Spreadsheet. Attachment ‘B’ summarizes the application of the proposed changes set forth in this side letter to unit members, which includes a chart identifying each employee, their current classification, bargaining unit, salary range, salary step, and annual salary and the proposed classification, bargaining unit, salary range, salary step, and annual salary.
3. Attachment ‘C’ – Salary Table. Attachment ‘C’ of this side letter includes the proposed 8-step Salary Table, including salary ranges used in the Salary Schedule. There is a 3% difference between each salary step and a 5% difference between each salary range.
4. Salary Placement - Following the Board’s ratification of this side letter, all bargaining unit employees will be placed on the appropriate salary range for their classification and at the salary step which is the same or closest to their salary as of the month of ratification but ensures that they not receive less than that salary. Initial step placement on the identified range will be determined by either the step that the employee was at on the 5-step salary range as of January 1, 2022, or the step that the employee is on in the 5-step salary range at the time of ratification of this side letter, whichever provides the employee with a higher step placement on the 8-step salary range. The effective date of any pay increases under this agreement shall be September 1, 2022.

If the initial placement provides the employee with less than a three (3%) percent increase, the placement will be at the next salary step on the appropriate salary range assuming there are additional steps within the salary range.

All bargaining unit employees will advance to the next higher step on the 8-step salary range on their salary anniversary dates in accordance with the existing County/Department policies and procedures.

5. All provisions of the MOU not amended by this side letter agreement shall remain in full force and effect.

Agreed this 29th day of August 2022.

COUNTY OF MADERA:

Susan Carter

Susan Carter, Chief Negotiator

Joel Bugay

Joel Bugay (Aug 29, 2022 20:23 PDT)

Joel Bugay, Co-Negotiator

MADERA PROBATION PEACE OFFICERS
ASSOCIATION:

Francisco Rojas

Francisco Rojas (Aug 29, 2022 19:38 PDT)

Francisco Rojas, President

Christopher W. Miller

Christopher W. Miller, Chief Negotiator

Attachment A - Benchmark Data Sheet

Classification	Current Range		Agency Min		Agency Max		LM Min		LM Max		LM* Variance From LM Min		LM Variance From LM Max		New Proposed Range		New Range Min		New Range Max		New Variance Min		New Variance Max		Range % Change Min		Range % Change Max		
	173	286	\$ 3,128.61	\$ 6,042.75	\$ 3,802.85	\$ 7,345.00	\$ 3,911.80	\$ 4,757.33	\$ 3,911.80	\$ 4,757.33	-25.03%	-25.10%	5	19	\$ 3,561.74	\$ 7,052.00	\$ 4,380.49	\$ 8,673.07	\$ 3,561.74	\$ 7,052.00	\$ 4,380.49	\$ 8,673.07	-9.83%	10.26%	-8.60%	14.31%	12.16%	13.19%	
Animal Services Officer II	173	286	\$ 3,128.61	\$ 6,042.75	\$ 3,802.85	\$ 7,345.00	\$ 3,911.80	\$ 4,757.33	\$ 3,911.80	\$ 4,757.33	-25.03%	-25.10%	5	19	\$ 3,561.74	\$ 7,052.00	\$ 4,380.49	\$ 8,673.07	\$ 3,561.74	\$ 7,052.00	\$ 4,380.49	\$ 8,673.07	-9.83%	10.26%	-8.60%	14.31%	12.16%	13.19%	
Chief Civil Deputy Sheriff																													
Code Enforcement Officer II	255	229	\$ 4,709.43	\$ 4,137.00	\$ 5,724.34	\$ 5,028.15	\$ 4,283.21	\$ 4,435.00	\$ 5,229.17	\$ 4,283.21	9.05%	8.65%	11	10	\$ 4,773.07	\$ 4,546.00	\$ 5,870.27	\$ 5,590.74	\$ 4,773.07	\$ 4,546.00	\$ 5,870.27	\$ 5,590.74	2.44%	2.44%	10.92%	1.39%	9.00%	2.49%	
Communications Dispatcher III	195	328	\$ 3,491.44	\$ 6,845.61	\$ 4,243.87	\$ 8,320.89	\$ 3,776.50	\$ 9,416.98	\$ 4,590.33	\$ 3,776.50	-8.16%	-8.16%	6	20	\$ 3,739.82	\$ 7,404.60	\$ 4,599.51	\$ 9,106.72	\$ 3,739.82	\$ 7,404.60	\$ 4,599.51	\$ 9,106.72	-0.98%	-1.44%	0.20%	6.64%	7.55%	8.63%	7.73%
Community Service Officer	277	328	\$ 5,077.02	\$ 6,171.15	\$ 5,824.00	\$ 7,253.29	\$ 5,824.00	\$ 7,253.29	\$ 5,824.00	\$ 7,253.29	-14.71%	-14.71%	17	22	\$ 5,801.86	\$ 8,163.58	\$ 7,135.56	\$ 10,040.17	\$ 5,801.86	\$ 8,163.58	\$ 7,135.56	\$ 10,040.17	-0.38%	3.02%	-1.65%	12.49%	12.49%	13.52%	11.33%
Correctional Sergeant	235	290	\$ 4,262.33	\$ 5,180.89	\$ 4,276.13	\$ 5,203.47	\$ 4,276.13	\$ 5,203.47	\$ 4,276.13	\$ 5,203.47	-0.32%	-0.44%	9	17	\$ 4,329.31	\$ 6,396.37	\$ 5,324.51	\$ 7,866.73	\$ 4,329.31	\$ 6,396.37	\$ 5,324.51	\$ 7,866.73	1.23%	1.23%	-2.27%	1.55%	2.70%	2.70%	
Deputy Chief Probation Officer	269	235	\$ 5,515.52	\$ 6,747.90	\$ 6,026.80	\$ 7,330.37	\$ 6,026.80	\$ 7,330.37	\$ 6,026.80	\$ 7,330.37	-8.56%	-8.63%	15	15	\$ 5,801.69	\$ 7,135.35	\$ 5,801.69	\$ 7,135.35	\$ 5,801.69	\$ 7,135.35	\$ 5,801.69	\$ 7,135.35	-3.88%	-3.88%	-2.73%	4.31%	4.31%	5.43%	
Deputy Probation Officer Supervisor	235	188	\$ 4,262.33	\$ 5,180.89	\$ 4,276.13	\$ 5,203.47	\$ 4,276.13	\$ 5,203.47	\$ 4,276.13	\$ 5,203.47	-0.32%	-0.44%	9	12	\$ 4,329.31	\$ 6,396.37	\$ 5,324.51	\$ 7,866.73	\$ 4,329.31	\$ 6,396.37	\$ 5,324.51	\$ 7,866.73	1.23%	1.23%	-2.27%	1.55%	2.70%	2.70%	
District Attorney Criminal Investigator	176	270	\$ 3,175.78	\$ 3,860.17	\$ 3,278.31	\$ 4,023.73	\$ 3,278.31	\$ 4,023.73	\$ 3,278.31	\$ 4,023.73	-3.23%	-4.24%	4	4	\$ 3,392.13	\$ 4,171.89	\$ 3,392.13	\$ 4,171.89	\$ 3,392.13	\$ 4,171.89	\$ 3,392.13	\$ 4,171.89	3.36%	3.36%	3.55%	6.38%	6.38%	7.47%	
Identification Specialist	205	291	\$ 3,670.00	\$ 4,460.90	\$ 3,670.00	\$ 4,460.90	\$ 3,670.00	\$ 4,460.90	\$ 3,670.00	\$ 4,460.90	-6.51%	-8.30%	8	13	\$ 5,262.33	\$ 6,472.00	\$ 5,262.33	\$ 6,472.00	\$ 5,262.33	\$ 6,472.00	\$ 5,262.33	\$ 6,472.00	-0.47%	-0.47%	-0.96%	5.68%	5.68%	6.78%	
Juvenile Detention Officer II	291	405	\$ 6,195.34	\$ 13,080.11	\$ 7,106.76	\$ 8,828.05	\$ 7,106.76	\$ 8,828.05	\$ 7,106.76	\$ 8,828.05	-14.71%	-14.71%	19	19	\$ 7,052.14	\$ 11,486.96	\$ 7,052.14	\$ 11,486.96	\$ 7,052.14	\$ 11,486.96	\$ 7,052.14	\$ 11,486.96	-0.77%	6.70%	-1.78%	12.15%	12.15%	13.18%	
Probation Technician II																													
Probation Technician III																													
Deputy Probation Officer III																													
Sheriff's Department Public Information Officer (PIO)																													
Sheriff's Sergeant																													
Undersheriff																													

Comparable Agencies	Peace Officer / Management / Professional / Communications Dispatchers Unit / Unrepresented)
City of Glovis	California Department of Corrections and Rehabilitation (CDCR)
City of Fresno	Fresno County
City of Madera	Kern County
City of Turlock	Kings County
City of Tulare	Mariposa County
Fresno County	Merced County
Kings County	San Benito County
Merced County	San Luis Obispo County
Tulare County	San Joaquin County
Stanislaus County	Stanislaus County
Yolo County	Yolo County

Attachment B

DEPT	CLASS	CLASS TITLE	UNIT	NEW TITLE	ID	LAST NAME	FIRST NAME	TYPE	TABLE	RANGE	STEP	CURRENT \$	NEW RANGE	NEW STEP	NEW \$	STEP %	MAX %
Probation	3451	Deputy Probation Officer I	DPOFC	Deputy Probation Officer I	31067	Martinez	Manuel	PERM	DPB2	200	E	\$ 56,420.94	11	C	\$ 60,764.99	7.70%	18.31%
Probation	3451	Deputy Probation Officer I	DPOFC	Deputy Probation Officer I	31727	Lopez	Emeralda	PERM	DPB2	200	B	\$ 46,738.42	11	A	\$ 57,727.63	17.52%	18.31%
Probation	3451	Deputy Probation Officer I	DPOFC	Deputy Probation Officer I	31721	Guarado	Christine	PERM	DPB2	200	D	\$ 53,734.12	11	B	\$ 58,995.13	9.75%	18.31%
Probation	3451	Deputy Probation Officer I	DPOFC	Deputy Probation Officer I	32173	Acosta	Joshua	PERM	DPB2	200	A	\$ 46,417.57	11	A	\$ 57,727.63	23.39%	18.31%
Probation	3452	Deputy Probation Officer II	DPOFC	Deputy Probation Officer II	32310	Pulido	Jesse	PERM	DPB2	200	A	\$ 46,417.57	13	D	\$ 69,003.20	5.30%	12.88%
Probation	3452	Deputy Probation Officer II	DPOFC	Deputy Probation Officer II	30985	Meza	Melissa	PERM	DPB2	230	E	\$ 65,527.15	13	D	\$ 69,003.20	5.30%	12.88%
Probation	3452	Deputy Probation Officer II	DPOFC	Deputy Probation Officer II	30918	Torrez	Melissa	PERM	DPB2	230	E	\$ 65,527.15	13	D	\$ 69,003.20	5.30%	12.88%
Probation	3452	Deputy Probation Officer II	DPOFC	Deputy Probation Officer II	31729	Valdez	Alicia	PERM	DPB2	230	C	\$ 59,435.07	13	B	\$ 65,042.13	9.43%	12.88%
Probation	3452	Deputy Probation Officer II	DPOFC	Deputy Probation Officer II	31698	Uribe	Nicholas	PERM	DPB2	230	C	\$ 59,435.07	13	B	\$ 65,042.13	9.43%	12.88%
Probation	3452	Deputy Probation Officer II	DPOFC	Deputy Probation Officer II	31853	Oregua	Stavros	PERM	DPB2	230	A	\$ 53,929.36	13	A	\$ 65,147.70	17.14%	12.88%
Probation	3452	Deputy Probation Officer II	DPOFC	Deputy Probation Officer II	32189	Madrigal	Araceli	PERM	DPB2	230	A	\$ 53,929.36	13	A	\$ 65,147.70	17.14%	12.88%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	31800	Alvarez	Araceli	PERM	DPB2	250	E	\$ 72,400.67	13	H	\$ 77,663.71	7.27%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	01533	Alvarado	Teresa	PERM	DPB2	250	E	\$ 72,400.67	13	H	\$ 77,663.71	7.27%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	15865	Piñon	Alberto	PERM	DPB2	250	E	\$ 72,400.67	13	H	\$ 77,663.71	7.27%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	18385	Rivera	Etha	PERM	DPB2	250	E	\$ 72,400.67	13	H	\$ 77,663.71	7.27%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	01844	Basilio	Julian	PERM	DPB2	250	E	\$ 72,400.67	13	H	\$ 77,663.71	7.27%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	30282	Santiago	Cynthia	PERM	DPB2	250	E	\$ 72,400.67	13	H	\$ 77,663.71	7.27%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	30549	Molina	Brittney	PERM	DPB2	250	E	\$ 72,400.67	13	H	\$ 77,663.71	7.27%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	30875	Aganiza	Christen	PERM	DPB2	250	E	\$ 72,400.67	13	H	\$ 77,663.71	7.27%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	31001	Yanez	Rudy	PERM	DPB2	250	E	\$ 72,400.67	13	G	\$ 75,001.66	4.14%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	31207	Cabral	Gracie	PERM	DPB2	250	E	\$ 62,542.42	13	D	\$ 69,003.20	10.33%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	31208	Anaya	Israel	PERM	DPB2	250	D	\$ 62,542.42	13	D	\$ 69,003.20	10.33%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	31286	Fombona-Caja	Nancy	PERM	DPB2	250	D	\$ 68,953.00	13	F	\$ 73,005.49	6.17%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	31330	Isias	Paul	PERM	DPB2	250	D	\$ 69,542.42	13	D	\$ 69,003.20	10.33%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	31345	Garcia	Xavier	PERM	DPB2	250	B	\$ 69,542.42	13	D	\$ 69,003.20	10.33%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	31374	Peres	Brittania	PERM	DPB2	250	E	\$ 72,400.67	13	G	\$ 75,001.66	4.14%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	31461	Ruz-Burk	Vivemira	PERM	DPB2	250	E	\$ 72,400.67	13	H	\$ 77,663.71	7.27%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	31721	Rubio	Eric	PERM	DPB2	250	E	\$ 72,400.67	13	F	\$ 73,005.49	1.11%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	31722	Yoshikawa	Nancy	PERM	DPB2	250	E	\$ 72,400.67	13	F	\$ 73,005.49	1.11%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	32109	Yoshikawa	Cory	PERM	DPB2	250	E	\$ 72,400.67	13	G	\$ 75,001.66	4.14%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	05450	Elliott	Dana	PERM	DPB2	250	E	\$ 72,400.67	13	H	\$ 77,663.71	7.27%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	07027	Garcia	Alma	PERM	DPB2	250	E	\$ 72,400.67	13	H	\$ 77,663.71	7.27%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	07069	Garcia	Sylvia	PERM	DPB2	250	E	\$ 72,400.67	13	G	\$ 75,001.66	4.14%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	07305	Gomez	Armas	PERM	DPB2	250	E	\$ 72,400.67	13	G	\$ 75,001.66	4.14%	2.16%
Probation	3453	Deputy Probation Officer III	DPOFC	Deputy Probation Officer III	08165	Alvarez	Aracelia	PERM	DPB2	250	E	\$ 72,400.67	13	M	\$ 77,663.71	7.27%	2.16%
Probation	3461	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	32277	Alvarez	Augusto	PERM	DPB2	158	A	\$ 37,635.03	8	B	\$ 50,963.21	35.38%	32.99%
Juvenile Hall	3461	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	32297	Jankins	Stefan	PERM	DPB2	158	C	\$ 41,593.05	8	B	\$ 50,963.21	22.79%	32.99%
Juvenile Hall	3461	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	32370	Hernandez	Luz	PERM	DPB2	158	E	\$ 45,757.77	8	A	\$ 49,427.88	8.13%	32.99%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	13197	McCliff	Yvonne	PERM	DPB2	188	E	\$ 53,143.07	10	C	\$ 57,871.41	8.90%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	16085	Patilla	Patricia	PERM	DPB2	188	E	\$ 53,143.07	10	B	\$ 56,855.84	5.73%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	16140	Peres	Elisa	PERM	DPB2	188	E	\$ 53,143.07	10	C	\$ 57,871.41	8.90%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	30156	Rodriguez	Katherine	PERM	DPB2	188	E	\$ 53,143.07	10	B	\$ 56,855.84	5.73%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	30244	Gallardo	Matthew	PERM	DPB2	188	E	\$ 53,143.07	10	C	\$ 57,871.41	8.90%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	30354	Sanchez	Ricardo	PERM	DPB2	188	E	\$ 53,143.07	10	B	\$ 56,855.84	5.73%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	30455	Briggs	Brian	PERM	DPB2	188	A	\$ 43,720.95	10	B	\$ 56,855.84	28.51%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	30455	Venhaus	Jacob	PERM	DPB2	188	E	\$ 53,143.07	13	A	\$ 63,147.70	18.83%	32.72%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	30919	Martinez	Claudia	PERM	DPB2	188	E	\$ 53,143.07	10	C	\$ 57,871.41	8.90%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	30986	Garcia	Simon	PERM	DPB2	188	E	\$ 53,143.07	10	C	\$ 57,871.41	8.90%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	31062	Esparza-Santibal	Sandra	PERM	DPB2	188	E	\$ 53,143.07	10	C	\$ 57,871.41	8.90%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	31068	Compos	Conisa	PERM	DPB2	188	E	\$ 53,143.07	10	C	\$ 57,871.41	8.90%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	31668	Torres	Juan	PERM	DPB2	188	C	\$ 46,702.33	10	B	\$ 56,855.84	16.56%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	31782	Reyes	Fernando	PERM	DPB2	188	D	\$ 59,612.47	10	B	\$ 56,855.84	11.01%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	31784	Esposito	Monica	PERM	DPB2	188	A	\$ 43,720.95	10	B	\$ 56,855.84	28.51%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	31824	Bursiga	Kayla	PERM	DPB2	188	B	\$ 45,906.57	10	B	\$ 56,855.84	22.39%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	03304	Clauez	Joseph	PERM	DPB2	188	E	\$ 53,143.07	10	C	\$ 57,871.41	8.90%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	05538	Reans	Joann	PERM	DPB2	188	E	\$ 53,143.07	10	C	\$ 57,871.41	8.90%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	07028	Garcia	Martin	PERM	DPB2	188	E	\$ 53,143.07	10	B	\$ 56,855.84	5.73%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	32423	Peralta	Geanna	PERM	DPB2	188	D	\$ 50,612.47	10	B	\$ 56,855.84	7.88%	26.24%
Juvenile Hall	3462	Juvenile Detention Officer II	DPOFC	Youth Correctional Officer II	32423	Solis	Jennifer	PERM	DPB2	188	D	\$ 50,612.47	10	A	\$ 54,249.36	7.78%	26.24%

Juvenile Hall	3463	Juvenile Detention Officer III	DPOFC	Youth Correctional Corporal	DPOFC	13649	Morris	Brandon	PERM	DPB2	208	E	\$ 58,717.55	13	B	\$ 65,042.13	10.77%	32.7%
Juvenile Hall	3463	Juvenile Detention Officer III	DPOFC	Youth Correctional Corporal	DPOFC	19040	Smith	Joe	PERM	DPB2	208	E	\$ 58,717.55	13	A	\$ 63,417.20	7.54%	32.7%
Juvenile Hall	3463	Juvenile Detention Officer III	DPOFC	Youth Correctional Corporal	DPOFC	19062	Smith	Paul	PERM	DPB2	208	E	\$ 58,717.55	13	B	\$ 65,042.13	10.77%	32.7%
Juvenile Hall	3463	Juvenile Detention Officer III	DPOFC	Youth Correctional Corporal	DPOFC	30155	Huerta	Lawrence	PERM	DPB2	208	D	\$ 55,921.09	13	A	\$ 63,417.20	12.92%	32.7%
Juvenile Hall	3463	Juvenile Detention Officer III	DPOFC	Youth Correctional Corporal	DPOFC	30844	Smith	Travis	PERM	DPB2	208	E	\$ 58,717.55	13	A	\$ 63,417.20	7.54%	32.7%
Probation	3319	Senior Deputy Probation Officer	DPOFC	Senior Deputy Probation Officer	DPOFC	01080	Alarca	Steph	PERM	DPB2	270	E	\$ 79,995.16	15	G	\$ 83,130.33	3.92%	7.04%
Probation	3319	Senior Deputy Probation Officer	DPOFC	Senior Deputy Probation Officer	DPOFC	18400	Rojas	Francisco	PERM	DPB2	270	E	\$ 79,995.16	15	H	\$ 85,624.24	7.04%	7.04%
Probation	3319	Senior Deputy Probation Officer	DPOFC	Senior Deputy Probation Officer	DPOFC	19075	Salas	Candelario	PERM	DPB2	270	E	\$ 79,995.16	15	H	\$ 85,624.24	7.04%	7.04%
Probation	3319	Senior Deputy Probation Officer	DPOFC	Senior Deputy Probation Officer	DPOFC	30240	Cortes	Alinsaff	PERM	DPB2	270	E	\$ 79,995.16	15	G	\$ 83,130.33	3.92%	7.04%
Probation	3319	Senior Deputy Probation Officer	DPOFC	Senior Deputy Probation Officer	DPOFC	31671	Tewes	Andrew	PERM	DPB2	270	C	\$ 72,557.98	15	D	\$ 76,076.02	4.85%	7.04%
Probation	3319	Senior Deputy Probation Officer	DPOFC	Senior Deputy Probation Officer	DPOFC	31720	Magallanes	Paula	PERM	DPB2	270	D	\$ 76,185.90	15	G	\$ 83,130.33	9.12%	7.04%

Attachment C

1	2	3	4	5	6	7	8
1	16.91	17.41	17.93	18.47	19.03	19.60	20.19
2	17.75	18.28	18.83	19.40	19.98	20.58	21.20
3	18.64	19.20	19.77	20.37	20.98	21.61	22.25
4	19.57	20.16	20.76	21.38	22.03	22.70	23.40
5	20.55	21.16	21.80	22.45	23.13	23.84	24.57
6	21.58	22.22	22.89	23.58	24.28	25.01	25.76
7	22.65	23.33	24.03	24.76	25.50	26.26	27.05
8	23.79	24.50	25.24	25.99	26.77	27.58	28.40
9	24.96	25.70	26.50	27.29	28.11	28.95	29.82
10	26.23	27.01	27.82	28.66	29.52	30.40	31.31
11	27.54	28.36	29.21	30.09	30.99	31.92	32.88
12	28.91	29.78	30.67	31.59	32.54	33.52	34.52
13	30.36	31.27	32.21	33.17	34.17	35.19	36.25
14	31.88	32.83	33.82	34.83	35.88	36.95	37.74
15	33.47	34.48	35.51	36.58	37.67	38.80	39.97
16	35.14	36.20	37.29	38.40	39.56	40.74	41.17
17	36.90	38.01	39.15	40.32	41.53	42.78	44.38
18	38.75	39.91	41.11	42.34	43.61	44.92	47.65
19	40.68	41.91	43.16	44.46	45.79	47.16	48.58
20	42.72	44.00	45.32	46.68	48.08	49.52	51.01
21	44.85	46.20	47.59	49.01	50.48	52.00	53.56
22	47.10	48.51	49.97	51.46	53.01	54.60	56.24
23	49.45	50.94	52.46	54.04	55.66	57.33	59.05
24	51.92	53.48	55.09	56.74	58.44	60.20	62.00
25	54.52	56.16	57.84	59.58	61.36	63.21	65.10
26	57.25	58.96	60.73	62.56	64.43	66.37	68.36
27	60.11	61.91	63.77	65.68	67.65	69.68	71.73
28	63.12	65.01	66.96	68.97	71.04	73.17	75.62
29	66.27	68.26	70.31	72.42	74.59	76.63	78.50
30	69.58	71.67	73.82	76.04	78.32	80.67	83.09
31	73.06	75.26	77.51	79.84	82.23	84.70	87.24
32	76.72	79.02	81.39	83.83	86.35	88.94	91.60
33	80.55	82.97	85.46	88.02	90.66	93.38	96.18
34	84.58	87.12	89.73	92.42	95.20	98.05	100.99
35	88.81	91.07	94.22	97.04	99.96	102.95	106.04
36	93.25	96.05	98.93	101.90	104.95	108.10	111.35
37	97.91	100.85	103.88	106.99	110.20	113.51	117.02
38	102.81	105.89	109.07	112.34	115.71	119.18	122.76
39	107.95	111.19	114.52	117.96	121.50	125.14	128.90
40	113.35	116.75	120.25	123.86	127.57	131.40	135.94
41	119.01	122.58	126.26	130.05	133.95	137.97	142.11
42	124.96	128.71	132.57	136.55	140.65	144.87	149.21
43	131.21	135.15	139.20	143.38	147.68	152.11	156.67
44	137.77	141.91	146.16	150.55	155.06	159.72	164.51
45	144.66	149.00	153.47	158.08	162.82	167.70	172.73
46	151.89	156.45	161.14	165.98	170.96	176.09	181.34
47	159.49	164.27	169.20	174.28	179.51	184.89	190.46
48	167.46	172.49	177.66	182.99	188.48	194.14	199.96
49	175.84	181.11	186.54	192.14	197.91	203.84	209.96
50	184.63	190.17	195.87	201.75	207.80	214.03	220.46
51	193.86	199.68	205.67	211.84	218.19	224.74	231.48
52	203.55	209.66	215.95	222.43	229.10	235.97	243.05
53	213.73	220.14	226.75	233.55	240.56	247.77	255.21
54	224.42	231.15	238.08	245.29	252.58	260.16	267.97
55	235.64	242.71	249.99	257.63	265.31	273.17	281.36
56	247.42	254.84	262.49	270.36	278.47	286.83	295.43
57	259.79	267.58	275.61	283.88	292.40	301.17	310.20
58	272.78	280.96	289.39	298.07	307.02	316.23	325.49
59	286.41	295.00	303.89	312.99	322.88	333.51	343.49
60	300.79	309.82	319.20	329.11	339.66	351.14	361.99
61	315.94	325.43	335.31	345.14	356.11	369.14	379.54
62	331.87	341.82	352.11	361.99	373.00	388.09	399.54
63	348.59	359.00	369.79	379.20	391.00	408.14	420.29
64	366.11	376.94	388.11	398.34	410.34	430.46	441.74
65	384.44	395.74	407.44	419.36	432.26	454.08	464.99
66	403.68	415.32	427.85	443.18	456.68	479.14	494.54
67	423.90	436.09	449.74	462.69	481.14	505.67	521.54
68	445.22	457.96	471.63	485.78	515.36	536.27	554.74
69	467.74	480.79	495.24	510.07	545.34	567.38	589.80
70	491.46	504.80	519.95	535.74	580.80	609.24	634.24
71	516.33	530.07	545.94	562.33	597.24	626.33	652.33
72	542.46	557.54	573.44	589.94	624.66	654.98	683.33
73	569.85	585.54	602.24	617.54	653.33	684.33	713.33
74	598.54	625.54	643.33	646.33	683.33	714.33	744.33
75	628.54	656.33	675.33	675.33	714.33	746.33	776.33
76	659.85	688.54	708.33	708.33	746.33	779.33	811.33
77	692.46	722.33	743.33	743.33	779.33	814.33	849.33
78	726.46	757.33	778.33	778.33	814.33	850.33	886.33
79	761.85	798.33	820.33	820.33	850.33	887.33	924.33
80	798.74	841.33	864.33	864.33	887.33	926.33	965.33
81	837.14	881.33	906.33	906.33	926.33	967.33	1009.33
82	877.04	926.33	953.33	953.33	967.33	1014.33	1059.33
83	918.44	973.33	1002.33	1002.33	1014.33	1064.33	1114.33
84	961.33	1022.33	1053.33	1053.33	1064.33	1119.33	1174.33
85	1005.74	1074.33	1106.33	1106.33	1119.33	1179.33	1239.33
86	1051.74	1128.33	1162.33	1162.33	1179.33	1244.33	1309.33
87	1099.33	1184.33	1220.33	1220.33	1244.33	1319.33	1384.33
88	1148.54	1242.33	1279.33	1279.33	1319.33	1404.33	1464.33
89	1199.33	1302.33	1340.33	1340.33	1404.33	1499.33	1549.33
90	1251.74	1364.33	1404.33	1404.33	1499.33	1604.33	1639.33
91	1305.74	1428.33	1470.33	1470.33	1604.33	1719.33	1734.33
92	1361.33	1494.33	1539.33	1539.33	1719.33	1844.33	1854.33
93	1418.54	1562.33	1611.33	1611.33	1844.33	1979.33	1999.33
94	1477.33	1632.33	1686.33	1686.33	1979.33	2124.33	2144.33
95	1537.74	1704.33	1764.33	1764.33	2124.33	2279.33	2299.33
96	1599.74	1778.33	1846.33	1846.33	2279.33	2444.33	2464.33
97	1663.33	1854.33	1932.33	1932.33	2444.33	2619.33	2639.33
98	1728.54	1932.33	2022.33	2022.33	2619.33	2804.33	2824.33
99	1795.33	2012.33	2114.33	2114.33	2804.33	2999.33	3019.33
100	1863.74	2094.33	2209.33	2209.33	2999.33	3204.33	3219.33
101	1933.74	2178.33	2307.33	2307.33	3204.33	3419.33	3424.33
102	2005.33	2264.33	2408.33	2408.33	3419.33	3644.33	3634.33
103	2078.54	2352.33	2512.33	2512.33	3644.33	3879.33	3849.33
104	2153.33	2442.33	2619.33	2619.33	3879.33	4124.33	4074.33
105	2229.74	2534.33	2729.33	2729.33	4124.33	4379.33	4209.33
106	2307.74	2628.33	2842.33	2842.33	4379.33	4644.33	4354.33
107	2387.33	2724.33	2958.33	2958.33	4644.33	4919.33	4509.33
108	2468.54	2822.33	3077.33	3077.33	4919.33	5204.33	4674.33
109	2551.33	2922.33	3199.33	3199.33	5204.33	5499.33	4849.33
110	2635.74	3024.33	3324.33	3324.33	5499.33	5804.33	5034.33
111	2721.74	3128.33	3452.33	3452.33	5804.33	6119.33	5229.33
112	2809.33	3234.33	3584.33	3584.33	6119.33	6444.33	5434.33
113	2898.54	3342.33	3719.33	3719.33	6444.33	6779.33	5649.33
114	2989.33	3452.33	3857.33	3857.33	6779.33	7124.33	5874.33
115	3081.74	3564.33	3999.33	3999.33	7124.33	7479.33	6109.33
116	3175.74	3678.33	4144.33	4144.33	7479.33	7844.33	6354.33
117	3271.33	3794.33	4292.33	4292.33	7844.33	8219.33	6609.33
118	3368.54	3912.33	4443.33	4443.33	8219.33	8604.33	6874.33
119	3467.33	4032.33	4597.33	4597.33	8604.33	9009.33	7149.33
120	3567.74	4154.33	4754.33	4754.33	9009.33	9434.33	7434.33
121	3669.74	4278.33	4914.33	4914.33	9434.33	9879.33	7729.33
122	3773.33	4404.33	5077.33	5077.33	9879.33	10344.33	8034.33
123	3878.54	4532.33	5243.33	5243.33	10344.33	10829.33	8349.33
124	3985.33	4662.33	5412.33	5412.33	10829.33	11334.33	8674.33
125	4093.74	4794.33	5584.33	5584.33	11334.33	11859.33	9009.33
126	4203.74	4928.33	5759.33	5759.33	11859.33	12404.33	9354.33
127	4315.33	5064.33	5937.33	5937.33	12404.33	12969.33	9709.33
128	4428.54	5202.33	6118.33	6118.33	12969.33	13554.33	10084.33
129	4543.33	5342.33	6301.33	6301.33	13554.33	14159.33	10679.33
130	4659.74	5484.33	6487.33	6487.33	14159.33	14784.33	11294.33
131	4777.74	5628.33	6676.33	6676.33	14784.33	15429.33	11929.33
132	4897.33	5774.33	6868.33	6868.33	15429.33	16094.33	12584.33
133	5018.54	5922.33	7063.33	7063.33	16094.33	16779.33	13259.33
134	5141.33	6072.33	7261.33	7261.33	16779.33	17484.33	13954.33
135	5265.74	6224.33	7462.33	7462.33	17484.33	18209.33	14669.33
136	5391.74	6378.33	7666.33	7666.33	18209.33	18954.33	15404.33
137	5519.33	6534.33	7873.33	7873.33	18954.33	19719.33	16159.33</



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
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Brett Frazier, District 1
David Rogers, District 2
Robert L. Poythress, District 3
Leticia Gonzalez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

September 13, 2022

Chairman Tom Wheeler

DEPARTMENT Department of Human Resources		DEPARTMENT CONTACT Susan Carter 559-675-7705		AGENDA ITEM 6.e DISCUSSION ITEMS:									
SUBJECT: Peace Officer and Related Classification Salary Study Implementation - Various Sideletters & Unrep.		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 8900	DATE REC'D									
STRATEGIC FOCUS AREA(S): Employees													
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="0"> <tr> <td>RESULT:</td> <td>APPROVED [UNANIMOUS]</td> </tr> <tr> <td>MOVER:</td> <td>Brett Frazier, Chairman Pro Tem</td> </tr> <tr> <td>SECONDER:</td> <td>David Rogers, Supervisor - District No. 2</td> </tr> <tr> <td>AYES:</td> <td>Frazier, Rogers, Poythress, Gonzalez, Wheeler</td> </tr> </table>						RESULT:	APPROVED [UNANIMOUS]	MOVER:	Brett Frazier, Chairman Pro Tem	SECONDER:	David Rogers, Supervisor - District No. 2	AYES:	Frazier, Rogers, Poythress, Gonzalez, Wheeler
RESULT:	APPROVED [UNANIMOUS]												
MOVER:	Brett Frazier, Chairman Pro Tem												
SECONDER:	David Rogers, Supervisor - District No. 2												
AYES:	Frazier, Rogers, Poythress, Gonzalez, Wheeler												
Is this item Budgeted? No Will this item require additional personnel? No Previous Relevant Board Actions: PowerPoint/Supporting Documents: Other/Misc.			DOCUMENT NO(S).										

RECOMMENDED ACTIONS:

Peace Officer and Related Classification Salary Study Implementation - Various Unit Sideletters & Unrepresented Employees.

1. Discussion and consideration to adopt the Sideletters of Agreement with the Clerical, Deputy Probation Officer, Mid-Management, Probation Administrators, Professional and Technical bargaining units regarding implementation of negotiated items related to the Peace Officer and Related Classification and Compensation Study, effective September 1, 2022.
2. Discussion and consideration to adopt the Step Placement process as described in the attached Sideletters on behalf of impacted Unrepresented employees, effective September 1, 2022.

DISCUSSION / FISCAL IMPACT / STRATEGIC FOCUS:

Following the completion of the Peace Officer and Related Classification and Compensation Study (Study) that was conducted by Human Resources (HR), the Board of Supervisors (Board) authorized HR to meet with all impacted bargaining units to discuss the results of the study and the County's proposal for implementation.



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Additionally, the Civil Service Commission received and approved the recommendations of the Study pending completion of the meet and confer process with the impacted bargaining units.

HR has concluded the meet and confer process with all impacted bargaining units. The impacted bargaining units are: Clerical, Communications Dispatcher, Correctional Officer, Deputy Probation Officer, Mid-Management, Peace Officer, Peace Officer Management, Probation Administrators, Probation Management, Professional and the Technical Unit.

The Board ratified sideletters for five (5) of the impacted units in August, and before you today are sideletters of agreement representing the successful outcome of discussions with the remaining units: Clerical, Deputy Probation Officer, Mid-Management, Probation Administrators, Professional, and Technical Unit.

Attachment A identifies the step placement of the impacted unrepresented employees.

Fiscal Impact:

The fiscal impacts associated with the recommended actions have been addressed by County Administration.

ATTACHMENTS

1. Clerical-Tech. Sideletter and Attachments
2. Deputy Probation Officer Sideletter & Attachments
3. Mid-Management Unit Sideletter & Attachments
4. Probation Admin. Unit Sideletter & Attachments
5. Professional Unit Sideletter & Attachments
6. Attachment A