

**Side Letter of Agreement  
by and Between the  
County of Madera and the  
Peace Officer Management Association  
(Peace Officer Management Unit)**

This Side Letter Agreement (“Agreement”) is made and entered into by the Peace Officer Management 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 modify Article 4.2 – Specified Wage Adjustments, section A – Appointment to a Position in a Class with a Higher Rate of Pay and section B –Working Out of Class of the Peace Officer Management Unit’s Memorandum of Understanding (“MOU”) dated July 1, 2024 through June 30, 2026. The modified language shall read as follows:

**ARTICLE 4.2– SPECIFIED WAGE ADJUSTMENTS**

**A. Appointment to a Position in a Class with a Higher Rate of Pay**

Employees appointed to a position of higher salary range than previously held as a result of promotion, position reclassification, or temporary assignment, to work out of class, shall be paid at the nearest higher salary in the new range which will provide at least a five percent (5%) increase, except that no increase shall exceed the “H” step of the new range. Salary increases pursuant to this Section shall be effective on the date of appointment, and in the case of promotion or reclassification, a new anniversary date shall be established.

**1. Working Out-of-Class (WOC)**

Effective April 2020, when an employee is temporarily assigned to perform all of the duties of a higher paid classification, the employee will receive special compensation for the difference in pay between their regular classification and the higher classification. The amount of pay an employee receives for work in the higher classification shall be in accordance with the terms of subdivision A above. Special compensation for working out-of-class is pensionable only for Classic CalPERS members. An employee’s eligibility for overtime and leave accrual shall be pursuant to their regular classification.

All requests for working out-of-class shall be submitted to the Director of Human Resources for authorization or denial. To qualify for the additional compensation, an employee must meet the minimum qualifications of the position in which they are working out-of-class.

The additional compensation will begin on the 15th consecutive regularly scheduled working day of such assignment, unless the Employer has knowledge that it will be an extended vacancy/absence (more than fifteen (15) days), in which case the acting pay differential shall commence immediately upon assignment.

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

Agreed this 13th day of June, 2025.

**County of Madera:**

**Peace Officer Management Association:**

*Sabrina Mendez*

*Timothy K. Talbot*

Timothy K. Talbot (Jun 13, 2025 11:17 PDT)

Sabrina Mendez, Chief Negotiator

Timothy Talbot, Business Representative

*Chenecua Dixon*

Chenecua Dixon (Jun 13, 2025 11:18 PDT)

Chenecua Dixon, Director of Human Resources

*Z. Zamudio*

Zachary Zamudio, President











# Side Letter of Agreement - POM Working Out of Class


Final Audit Report

2025-06-13


Created:	2025-06-13
By:	Sabrina Mendez (Sabrina.Mendez@maderacounty.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAAILVbHIRcgwvbmXEyMckqDiTVZ5qYMC-

## "Side Letter of Agreement - POM Working Out of Class" History


-  Document created by Sabrina Mendez (Sabrina.Mendez@maderacounty.com)  
2025-06-13 - 4:38:45 PM GMT
-  Document emailed to Zachary Zamudio (zzamudio@maderacounty.com) for signature  
2025-06-13 - 4:38:49 PM GMT
-  Email viewed by Zachary Zamudio (zzamudio@maderacounty.com)  
2025-06-13 - 4:39:34 PM GMT
-  Document e-signed by Zachary Zamudio (zzamudio@maderacounty.com)  
Signature Date: 2025-06-13 - 5:27:53 PM GMT - Time Source: server
-  Document emailed to ttalbot@rslawyers.com for signature  
2025-06-13 - 5:27:54 PM GMT
-  Email viewed by ttalbot@rslawyers.com  
2025-06-13 - 6:16:55 PM GMT
-  Signer ttalbot@rslawyers.com entered name at signing as Timothy K. Talbot  
2025-06-13 - 6:17:31 PM GMT
-  Document e-signed by Timothy K. Talbot (ttalbot@rslawyers.com)  
Signature Date: 2025-06-13 - 6:17:33 PM GMT - Time Source: server
-  Document emailed to Chenecua Dixon (Chenecua.Dixon@maderacounty.com) for signature  
2025-06-13 - 6:17:34 PM GMT
-  Email viewed by Chenecua Dixon (Chenecua.Dixon@maderacounty.com)  
2025-06-13 - 6:18:38 PM GMT

 Document e-signed by Chenecua Dixon (Chenecua.Dixon@maderacounty.com)

Signature Date: 2025-06-13 - 6:18:55 PM GMT - Time Source: server

 Document emailed to Sabrina Mendez (Sabrina.Mendez@maderacounty.com) for signature

2025-06-13 - 6:18:56 PM GMT

 Email viewed by Sabrina Mendez (Sabrina.Mendez@maderacounty.com)

2025-06-13 - 7:19:38 PM GMT

 Document e-signed by Sabrina Mendez (Sabrina.Mendez@maderacounty.com)

Signature Date: 2025-06-13 - 7:20:09 PM GMT - Time Source: server

 Agreement completed.

2025-06-13 - 7:20:09 PM GMT