

**Side Letter of Agreement
by and Between the
County of Madera and the
Madera County Prosecutor's Association
(Post Graduate Licensed Professional Unit)**

This Side Letter Agreement ("Agreement") is made and entered into by the Madera County Prosecutor's 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 – Temporary Assignment Pay/Working Out of Class of the Post Graduate Licensed Professional Unit's Memorandum of Understanding ("MOU") dated July 1, 2024 through June 30, 2025. 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

Effective April 2020, when an Employee is temporarily assigned to perform all 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.

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 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 18th day of August, 2025.

County of Madera:

Association:

Sabrina Mendez

KA
Keane Anrig (Aug 11, 2025 13:48:51 PDT)

Sabrina Mendez, Chief Negotiator

Keane Anrig, President

Chenecua Dixon

Chenecua Dixon (Aug 18, 2025 14:53:38 PDT)

Chenecua Dixon, Director of Human Resources











Side Letter of Agreement - PGLP Working Out of Class (1)

Final Audit Report

2025-08-18

Created:	2025-08-11
By:	Ivonne Salvador (ivonne.salvador@maderacounty.com)
Status:	Signed
Transaction ID:	CBJCHBCAABAAEPcdVCjh553AkuvzJkhgRdi_RZw9yn8Z

"Side Letter of Agreement - PGLP Working Out of Class (1)" History

-  Document created by Ivonne Salvador (ivonne.salvador@maderacounty.com)
2025-08-11 - 3:06:23 PM GMT
-  Document emailed to Keane Anrig (Keane.Anrig@maderacounty.com) for signature
2025-08-11 - 3:06:27 PM GMT
-  Email viewed by Keane Anrig (Keane.Anrig@maderacounty.com)
2025-08-11 - 3:07:00 PM GMT
-  Document e-signed by Keane Anrig (Keane.Anrig@maderacounty.com)
Signature Date: 2025-08-11 - 8:48:51 PM GMT - Time Source: server
-  Document emailed to Chenecua Dixon (Chenecua.Dixon@maderacounty.com) for signature
2025-08-11 - 8:48:53 PM GMT
-  Email viewed by Chenecua Dixon (Chenecua.Dixon@maderacounty.com)
2025-08-11 - 8:49:13 PM GMT
-  Email viewed by Chenecua Dixon (Chenecua.Dixon@maderacounty.com)
2025-08-18 - 9:45:26 PM GMT
-  Document e-signed by Chenecua Dixon (Chenecua.Dixon@maderacounty.com)
Signature Date: 2025-08-18 - 9:53:38 PM GMT - Time Source: server
-  Document emailed to Sabrina Mendez (Sabrina.Mendez@maderacounty.com) for signature
2025-08-18 - 9:53:40 PM GMT
-  Email viewed by Sabrina Mendez (Sabrina.Mendez@maderacounty.com)
2025-08-18 - 10:02:02 PM GMT

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

Signature Date: 2025-08-18 - 10:02:31 PM GMT - Time Source: server

 Agreement completed.

2025-08-18 - 10:02:31 PM GMT