

Memorandum of Understanding
By and Between
The County of Madera
and the
County of Madera Professional Association
(Professional Unit)
July 1, 2021– June 30, 2024

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Memorandum of Understanding - Professional Unit

This Memorandum of Understanding (Memorandum), made and entered into this 5th day of April 2022, by and between the County of Madera ("County") and the SEIU Local 521 on behalf of the County of Madera Professional Association ("COMPA"), for and on behalf of the Employees hereinafter identified. Upon adoption by the Board of Supervisors of Madera County, the Memorandum will become binding on the above-referenced effective date between the County and the COMPA.

Except as otherwise provided herein, this Memorandum shall be effective upon adoption by the Board of Supervisors of the County of Madera and remain in effect until midnight, the 30th of June 2024.

This Memorandum may be extended by mutual agreement of the parties if additional time is needed to consummate a new Memorandum.

01.00.00 – GENERAL PROVISIONS – DEFINITIONS

01.01.00 – Employer

The term "Employer" as used herein shall refer to the County of Madera.

01.02.00 – COMPA

The term "COMPA" as used herein shall refer to the Professional Employees of Madera County.

01.03.00 – Employee

The term "Employee" as used herein shall mean any person in the Classified Service employed by the County who is occupying a permanent position, within the Professional Unit as established under the provisions of Madera County Code Chapters 2.60 and 2.63.

01.04.00 – Appointing Authority

The term "Appointing Authority" as used herein shall mean the group or person having the lawful power to make appointments or to remove persons from positions in the County service. For the purposes of this MOU, the term "Appointing Authority" shall be synonymous with the term "department head"

01.05.00 – Scope of Memorandum

This shall constitute the full and complete agreement between both parties and shall supersede and cancel all previous agreements and memorandum of understanding, both written and oral. The parties agree that, except as expressly set forth herein, this contract shall not be subject to reopening on any item for the duration of the Memorandum or unless mutually agreed to by both parties. Neither party is obligated to agree to reopen this Memorandum except as stated herein, and any agreement to reopen this Memorandum must be signed in writing by the parties.

Memorandum of Understanding - Professional Unit

01.06.00 – Existing Laws, Regulations and Policies

This Agreement is subject to all existing laws of the State of California, ordinances, regulations, and policies of the County. The County, the Unit and the employees affected thereby, unless otherwise specified herein, shall be entitled to all benefits conferred thereby and shall observe all obligations engendered thereby.

02.00.00 – RECOGNITION

02.01.00 – COMPA Recognition

Pursuant to Sections 3500-3510 of the Government Code of the State of California and subject to the provisions of Madera County Code 2.63, the COMPA is recognized as the certified Employee organization having the exclusive right to meet and confer for all Employees within classifications designated as Professional.

02.02.00 – Unit Classifications

The classifications, including their referenced salary ranges and overtime designations, of this Unit are listed in Attachment I.

02.03.00 – Bargaining Unit

The Employer hereby recognizes the COMPA as the only organization entitled to meet and confer on matters within the scope of representation.

02.04.00 – Recognition of Mutual Obligation

The COMPA and Employer recognize and acknowledge their mutual obligation and responsibility to effectuate the purpose set forth in, and to adhere to, the conditions and clauses set forth in this Memorandum.

03.00.00 – HIRING PROVISIONS

03.01.00 – Non-Discrimination

The parties to this Memorandum agree that they shall not, in any manner, discriminate against any person whatsoever because of sex, race, color, religion, ancestry, religious creed, national origin, physical or mental disability, medical condition, age, marital status, the taking of family and medical leave per the Family and Medical Leave Act (FMLA) or pregnancy disability leave, sexual orientation, political or religious opinions or union affiliations, gender identity, and any other protected characteristic under federal, state, or local law. Complaints pursuant to such issues will be handled pursuant to the County equal employment opportunity and anti-harassment policies.

03.02.00 – Non-Discrimination of Membership

As provided in Madera County Code Section 2.63.040, the Employer will not interfere with or discriminate against any Employee by reason of membership in the COMPA.

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04.00.00 – COMPA SECURITY

04.01.00 - Representation

The COMPA recognizes its obligation to cooperate with the Employer to assure maximum service of the highest quality and efficiency to the citizens of the County of Madera, consistent with its responsibilities to the Employees it represents; as the certified Employee organization, the COMPA is obligated to represent all Employees covered by the Memorandum.

04.02.00 – Dues Deduction

The COMPA is solely responsible for distributing to, and collecting from, employee's authorization of dues and other voluntary deductions. The Employer will deduct COMPA dues from the payroll warrant of each Employee who has submitted a payroll deduction authorization to COMPA. Such dues and voluntary deductions shall be remitted to the COMPA monthly with an itemized statement.

The COMPA shall keep the Employer currently informed as to the amount of dues to be deducted and such notification shall be certified to the Employer by a representative of the COMPA that has the authority to bind the COMPA. The Employer shall be provided by the COMPA with a list of those who have authority to bind COMPA. The COMPA agrees to provide the Employer with any updates to this list within ten (10) working days of the date of any changes.

04.03.00 - Certification

The COMPA will provide to the Employer an updated certified dues and other voluntary deduction(s) list, submitted by a representative of the COMPA who has the authority to bind the COMPA, of bargaining unit members who have provided authorization for dues and other voluntary deductions. The Union will notify the Employer of any change to an employee's deduction, including starting and stopping dues and other authorized voluntary deductions or validly cancelling or revoking a dues deduction authorization, and will provide the Employer an updated, certified dues and other authorized voluntary deduction(s) list noting any specific change from the last list provided to the Employer. The Employer shall implement the change(s) as soon as operationally feasible, but no later than the pay period following the Employer's receipt of such notification.

04.04.00 - Revocation

It is the employee's responsibility to submit a request to start or stop dues and other voluntary deductions directly to the COMPA and not the Employer. The COMPA is responsible for maintaining the authorization(s) of dues and other voluntary deductions from individual employees. Copies of an individual employee's dues and other voluntary deduction authorization do not need to be provided to the Employer unless a dispute arises about the existence or terms of the authorization. Questions regarding Union membership, dues amount, and payroll deductions must be directed to the COMPA and not the Employer.

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04.05.00 - Indemnification

The COMPA shall indemnify, defend, and hold the Employer harmless against all claims, demands, expenses, judgments, or other liabilities on account of dues collected by the Employer and paid over to the COMPA.

04.06.00 – Refund to Employer

The COMPA agrees to refund to the Employer any amounts paid to it in error upon presentation of proper evidence thereof.

04.07.00 – Scope of Representation

The COMPA shall be informed in advance in writing by the Employer of any proposed change in working conditions and other terms and conditions of employment not covered by this Memorandum which requires the Employer to meet with Employee Representatives as set forth within the provisions of the [Meyers-Milias-Brown Act](#). In instances where the Employer is proposing to grant recognition to an employee, or employees, that are in the form of cash, and do not exceed a value of \$200 per employee in any given calendar year, the Employer will notify the COMPA, however under such circumstances there shall be no obligation to meet and confer.

04.08.00 – Union Right of Access to New Employee Orientations

The County shall provide the exclusive representative with at least 10 days' notice in advance of a new employee orientation or other onboarding process, including the dates and times available for bargaining unit representative(s) to meet with new employees. The County will provide the COMPA with an annual or other periodic schedule of new employee orientations when available. Such notification shall meet the '10-day notice' requirement.

Representatives will be given a maximum of thirty (30) minutes to meet with newly hired employees of their bargaining unit at the end of the New Employee Orientation. The exclusive representative will be allowed to communicate with new employees without interference and may provide written materials to the new employees.

The exclusive representative will provide the Department of Human Resources with the name of the employee representative who will attend the orientation, on behalf of the Union, to meet with newly hired employees of their bargaining unit. That employee shall be provided with release time from their regular duties, including travel time, for this sole purpose. If the time changes on the day of orientation, the County will notify the union.

04.09.00 – Association Non-Discrimination

The COMPA recognizes its responsibility as the designated representative and agrees to represent all Employees in the unit without discrimination of any type, interference, restraint, or coercion, subject to their employment relations with the Employer.

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05.00.00 – MANAGEMENT RIGHTS

The Employer Retains the Exclusive right to manage the County. All the rights, powers, functions, and authority of the Employer which it had prior to the time the COMPA became certified as Representative of the Employees of the Employer and which are not limited or modified by specific provisions of this Memorandum, are retained by the Employer. The Employer specifically retains the right to manage and supervise its Employees as follows:

- A. To hire, promote, transfer, assign, classify positions, retain Employees, and to suspend, demote, discharge, or take other disciplinary action against Employees.
- B. To lay off or demote Employees from duties because of lack of work, lack of funds, in the interest of economy, or other legitimate reasons.
- C. To determine the policies, standards, procedures, methods, means and personnel by which County operations are to be conducted.
- D. To take whatever actions may be necessary to carry out the mission of the County in situations of emergency.
- E. To limit or prohibit the right of Employees in certain positions or classes of positions from forming, joining, or participating in employee organizations as provided by the California Government Code, and designating such employees in the current Schedule of Departments and Authorized Positions adopted by resolution.
- F. Nothing in this policy shall be construed to interfere with the County's right to manage its operations in the most economical and efficient manner consistent with the best interest of all the citizens, taxpayers, and Employees of Madera County.

06.00.00 – COMPA RIGHTS

06.01.00 – Employee Listing

The County agrees to provide the exclusive representative with the name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses on file with the County, and home addresses of newly hired employees within 30 days of initial hire or by the first pay period of the month following hire. The County also agrees to provide the exclusive representative with this information for all employees in the bargaining unit at least every 120 days.

06.02.00 – Notification of COMPA Existence

Employer and the COMPA affirm the principle that harmonious Employee-Employer relations are to be promoted and furthered. When a person is hired in any of the covered job classifications, the County shall notify that person that the COMPA is the certified representative for the Employees and shall notify the COMPA of such hiring.

06.03.00 – Access to Bulletin Boards

The Employer shall provide the COMPA space on County bulletin boards in each department in which Employees are covered, for posting of COMPA bulletins and other notices to its members.

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06.04.00 – Reasonable Access

Representatives of the COMPA shall have reasonable access to Employees, during their scheduled rest periods, provided such access does not interfere with County business. Department Heads and first-line supervisors will be notified by the Employer of the provisions of this section. Solicitation for membership shall not be conducted during working time.

The COMPA may select one (1) Employee representative and one alternate representative for each department, not to exceed a total of ten (10), where Employees covered by this Memorandum are normally assigned.

06.05.00 – Grievance Representation

Representatives of the COMPA shall have access to any Employee or Employees presenting a grievance in accordance with section 09.00.00.

06.06.00 – RELEASE TIME

The Employer shall provide release time without the loss of compensation or other benefits for a reasonable number of official Representatives of the COMPA upon request, based on the operational needs of the department, for the following reasons:

- a. Attendance at meetings of disciplinary nature when presence is requested by the Employee.
- b. Attendance at meetings with Management at either the Departmental or County level.
- c. Attendance at New Employee Orientation.
- d. Meet and confer session.
- e. Attendance at meetings when requested by the Board and/or Commissions that affect wages, hours, and working conditions of Employees represented by this Memorandum.
- f. Testifying or appearing as the designated COMPA representative in conferences, hearings, or proceedings before the Public Employment Relations Board or agents thereof or in matters before the Civil Service Commission or Board of Supervisors.

06.07.00 – COMPA Representative

In addition to their regularly assigned work, the COMPA Representatives shall be permitted reasonable time during working hours to notify the Business Representative of any violations of this Memorandum. The Representative may contact the Business Representatives during business hours to report grievances, violations of this Memorandum, or report safety violations.

06.08.00 – Bargaining Representation

The COMPA may designate different official representatives for the purpose of meeting with management on a departmental and administrative level. The COMPA may also designate alternates to such official representative for the purpose of specific meetings by advance notice to the Director of Human Resources or designee.

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06.09.00 – Disciplinary Action Representation

Any Employee has the right to have a COMPA Representative represent them at all stages of disciplinary action. A Representative of the COMPA may be present upon request during questioning which may lead to disciplinary action.

This section shall not infringe on any management rights set forth in section 05.00.00.

07.00.00 – EMPLOYEE RIGHTS

07.01.00 – General Provisions

Execution of this Memorandum by the COMPA shall not be deemed a waiver of any COMPA or Employee right unless the right is clearly or explicitly modified or restricted herein.

07.02.00 – Representation Rights and Responsibilities

All Employees in the Professional Unit shall be allowed, subject to lawful limitations as may be prescribed in the COMPA'S by-laws, full voice, vote, and influence on positions and proposals of the COMPA.

07.03.00 – Department of Human Resources Files

The Department of Human Resources shall keep such records, in compliance with applicable laws, as are necessary for transactions and reference and for making reports showing administrative actions, including, records of all examinations; eligible lists; records and files of employment history of each Employee; history of each position; and correspondence. The Department of Human Resources shall designate a human resources information system (HRIS) to track and maintain the vacation, sick leave, and other accrual of leaves for County employees. The HRIS shall be the system of record for all vacation, sick leave, and other accrual leaves of County employees.

07.03.01 – Auditor-Controller's Office Files

The records of payrolls shall be maintained in the database of the Office of the Auditor-Controller, which shall be the official record of payrolls and audit reports of vacation, sick leave, and other accrual of leave. Each employee shall be entitled to a copy of their own record of pay and leave accrual and usage, whether provided with each month's pay or upon request.

07.04.00 – Confidential Nature of Personnel Records

All official personnel records/files maintained by the Department of Human Resources shall be considered to be of a confidential nature and will be made available only to the Employee, to the Board of Supervisors, to the employee's Appointing Authority, County Counsel, or their representative. Records shall not be released to any other official or to the public without specific authorization of the employee, except in response to a valid subpoena, or pursuant to law.

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07.05.00 – Documents Critical of an Employee

All documents critical of an Employee, including evaluations, to be placed in the personnel file must be signed and dated by the submitting authority, after the following has occurred:

- a. Employee is given notice.
- b. Employee is given a copy of the document.
- c. Employee is given an opportunity to review and comment thereon.
- d. Employee signed and dated the document or signed and dated a receipt of the document.

07.06.00 – Document Rebuttal

If an Employee disagrees with the content of a document, including performance evaluations, placed in their personnel file, it shall be the right of the Employee to submit a written response to the Director of Human Resources to be attached to the document in question and included in the file.

07.07.00 – Transfers (from one Department to another Department) and Voluntary Demotions

An Employee may request consideration for transfer to vacant positions in the same class or a class with a lower rate of pay (voluntary demotion) pursuant to County Code Section 2.57.090, Rule 6-14. When vacancies occur in the class being requested, the names of Employees requesting transfer shall be submitted for consideration along with the certification of names from an eligibility list. Employees requesting to transfer or to voluntarily demote shall be subject to a new probationary period unless permanent status has been obtained in the class of the new position. The Employees current department cannot unreasonably deny a transfer request.

07.08.00 – Requests for Reassignment (within the same Department)

Employees who wish to be considered for reassignment to another position in the same class within their department may do so by submitting a written request to their appointing authority. Requests for reassignment shall be considered prior to any other requests for transfer or certification of names from an eligibility list.

07.09.00 – REDUCTION IN FORCE - LAYOFF

07.09.01- Layoffs

Layoffs shall be within each department.

07.09.02 – Layoff within Designated Class Only

Layoffs shall be within the designated class only. A person designated to be laid off shall not have the right to a position occupied by an Employee in a lower class unless such Employee is in the same department and is in a provisional or temporary status.

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07.09.03 – Provisionals First

Provisionals shall be laid off first.

07.09.04 – Layoffs Based on Total Actual Time Worked

Layoff of probationary or permanent Employees shall be on the basis of total actual time worked, excluding leave without pay, in the class for the County, not counting time worked in a temporary or provisional status with those with least service being laid off first.

07.09.05 – Breaking Ties

When two or more Employees have the same total full-time equivalent work in the class for the County, the tie shall be broken, and preference given in the following order:

- a. Employee with the greatest seniority in the class, or the higher class in the department.
- b. Employee with the greatest seniority in the class County-wide.
- c. Employee with the greatest seniority within the department.
- d. Employee with the greatest seniority County-wide.

07.09.06 – Initial Notification of Tentative Plans for Staff Reduction

Employees, subject to layoff, will be given written notification by the Department of Human Resources of the tentative plans for a staff reduction, and the effective date of such action. Generally, the notification will be given to the Employees at least 30 days in advance of the lay-off. A copy of the notification will be submitted concurrently to the COMPA.

07.09.07 – Final Notification of Staff Reduction and Placement on Reinstatement List

Should the Board of Supervisors determine a reduction in staff is necessary, the Employees determined to be subject to the layoff will be notified in writing as far in advance of the effective date of the action as possible. The Employees will also be informed as to their placement on the reinstatement eligible list. A copy of the notification will be submitted concurrently to the COMPA.

07.09.08 – Voluntary Layoff

Voluntary layoff may be granted to an employee in a class for a position that will be laid off even though the employee would have sufficient seniority to not be laid off. The purpose of this provision is to permit the substitution of a senior employee for layoff for that of a less senior employee on a voluntary basis.

07.10.00 – Demotion in Lieu of or After Layoff

- a. An employee designated to be laid off may elect to be demoted to a lower class in the same series of classes provided that such demotion shall not result in the layoff or demotion of any Employee in the lower class.

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- b. An Employee who has been laid off may be placed on a reinstatement eligible list for a lower class in the same series of classes at their request. The Employee's name shall be placed on such list after names of Employees laid off from positions in that class.
- c. Demotions and appointments resulting from (a) and (b) shall in no way affect the Employee's position on a reinstatement eligible list for the class from which he was laid off.

07.10.01 – Salary Range Placement as a Result of a Transfer, Downward Classification or Voluntary Demotion

Employees appointed to a position of the same salary range or to a position of a lower range than previously occupied as a result of a transfer, downward classification, or voluntary demotion, shall be paid at the step providing the closest monthly salary as before, except that the salary shall not be higher than the amount previously received or "E" step in the new range. The anniversary date shall remain unchanged.

07.11.00 – Reinstatement After Layoff

- a. Employees laid off in accordance with the Memorandum shall be placed on a reinstatement eligible list for the class with the employee last to be laid off first on such list and continuing in inverse order of layoff. Names shall remain on the reinstatement eligible list for two years.
- b. Such Employees shall have an absolute right only to reappointment to vacant positions in the same class and in the same department from which they were laid off. In all other instances, they shall be certified from the reinstatement list in accordance with the Civil Services Rules and shall be subject to a new probationary period.
- c. If an Employee whose name is on the reinstatement eligible list has been involuntarily laid off from a position in the class and in the department for which certification is requested their name alone shall be certified.

07.12.00 – Representation of Employees

The Employer recognizes that Employees in the Professional Unit may be represented by the COMPA in their employer-employee relationship with the County.

07.12.01 – Investigations

An Employee, whose presence is requested by Management to investigate, discuss, or review an action of the Employee likely to lead to discipline, has a [right to be represented](#) by an Officer, Director or Business Representative of the COMPA.

07.12.02 – Discussion of Evaluation and Work Performance

The Employer may call in an Employee to discuss evaluation and work performance. However, the Employee reserves the right to be accompanied by a Representative if specific disciplinary action is discussed. An Employee may inquire prior to attending any meeting as to the nature of the meeting.

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07.12.03 – Responsible Representative

The presence of a responsible representative of the Employee's own choosing who is not an Officer, Director or Business Representative of the COMPA shall satisfy the requirements of this section.

08.00.00 – REST and MEAL PERIODS

08.01.00 - Rest Periods

Employees shall normally take rest periods once before the lunch break and once after the lunch break not to exceed fifteen (15) minutes during each rest period. Rest periods will be scheduled by the Employer consistent with the workload and in accordance with the requirement of the department.

08.01.01 - Meal Periods

Minimum requirements for meal periods shall be allowed pursuant to Section 512 of the California Labor Code. The parties agree that except for any limitations provided for an Employee who works an authorized alternative work schedule, Employees shall be provided with, and take, a one (1) hour meal period each workday.

09.00.00 – GRIEVANCE PROCEDURES

09.01.00 – Definitions

A grievance is a complaint or claim by an Employee, a group of Employees or the COMPA of a violation of this Memorandum, a right as to wages, hours, or other terms or conditions of employment. It may involve such things as work assignments, physical facilities, defective equipment, a claimed violation of established rules, past practices, alleged unfair treatment, and safety or health hazards.

09.02.00 – Adjustment Procedure

Every effort should be made to settle grievances at the lowest level of supervision as promptly as possible. Any Employee having a grievance, as defined in 09.01.00, shall proceed as follows:

A written grievance must be filed within ten (10) working days from the time the Employee becomes aware or should have become aware of the issue or incident giving rise to the problem.

1. The Employee shall first seek an adjustment of the grievance by the immediate supervisor unless the supervisor is a party to the grievance. Upon receipt of the written grievance, the immediate supervisor shall give the Employee a written reply within ten (10) working days.

If the immediate supervisor is a party to the grievance, this step shall be waived, and the employee shall seek adjustment by the next higher authority in the Department's chain of command and in accordance with all other provisions of this section.

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2. If the immediate supervisors, or higher authority's (in instances where the immediate supervisor is party to the grievance), response is not satisfactory to the Employee, the Employee may, within ten (10) working days, file an appeal to the Department Head. The Department Head, in conjunction with the Department of Human Resources, shall give the Employee a written response within ten (10) working days.
3. When an issue is not within Departmental jurisdiction, the County and the COMPA may mutually agree to waive steps 1 and 2 and the Employee may seek an adjustment by the Director of Human Resources. Upon receipt of the written grievance, the Director of Human Resources, or their designee, shall give the Employee a written reply within ten (10) working days.
4. If the Department Head's response in Step 2 or the Director of Human Resources' response in Step 3 is not satisfactory to the Employee, the Employee may, within ten (10) working days, file an appeal to the Director of Human Resources requesting mediation services from the State Mediation and Conciliation Service.
 - A. Mediation shall be convened as soon as possible to assist the parties in reaching a resolution to the grievance.
 - B. If mediation doesn't result in an acceptable resolution for both parties, the grievant may, within ten (10) working days from the date of the mediation session, file an appeal to the Civil Service Commission requesting a hearing. The decision of the Commission shall be final.

09.03.00

All time limits herein stated above may be extended by mutual agreement of the parties involved.

Nothing in this section shall affect an employee's right to file a complaint or other legal action with the Public Employment Relations Board or a court of competent jurisdiction following exhaustion of the grievance procedures set forth herein or as may be otherwise authorized by law.

10.00.00 – EMPLOYMENT RIGHTS APPEALS

10.01.00

Employment Rights Appeals are defined as actions taken against Employees and are appealable to the State Personnel Board when those employees are employed in Child Support and Social Services and their classifications fall under the jurisdiction of the Interagency Merit System: involuntary demotion, dismissal, suspension, medical termination or transfer, automatic resignation, reduction in pay for disciplinary reasons, grievances involving discrimination or political affiliation.

County employees in classifications not within the jurisdiction of the Interagency Merit System shall adhere to the County's Civil Service Rules for Employment Rights Appeals.

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Employees in the Child Support Services and Social Services Departments employed within classifications under the jurisdiction of the Interagency Merit System who choose not to utilize the State Personnel Board for appeals, shall have the right to utilize the Madera County Civil Service Commission to resolve their Employment Rights Appeals.

The appealing Employee will be required to formally waive the right to decision on a waiver form provided by the Executive Officer of the State Personnel Board.

10.02.00 – Election of the Civil Service Commission

With the election to use the Civil Service Commission, the Employee will be required to adhere to the County's Civil Service Rules for Employment Rights Appeals.

11.00.00 – IMPASSE PROCEDURE

11.01.00 – Definition of Impasse

Impasse means that the Representatives of the County and the COMPA have reached a point in their meeting and conferring in good faith where their differences on matters to be included in the Memorandum and concerning which they are required to meet and confer, remain so substantial that further meeting and conferring would be futile.

11.02.00 – Initiation of Impasse Procedures

If the meet and confer process has reached impasse, either party may initiate the impasse procedures by filing with the other party a written request for an impasse meeting together with a statement of its position on all disputed issues. An impasse meeting shall then be scheduled promptly by the County. The purpose of such an impasse meeting shall be:

- A. To identify and specify in writing the issues that remain in dispute;
- B. To review the positions of the parties in a final effort to resolve such disputed issue or issues; and
- C. If the dispute is not resolved, to discuss arrangements for the utilization of the impasse procedures provided.

11.03.00 – Mediation

If either party desires to submit the dispute to mediation, the dispute shall be submitted to the State Mediation and Conciliation Service. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues.

11.04.00 – Fact Finding

If the parties are unable to resolve the impasse within thirty (30) days after appointment of a mediator, the Unit may request that the parties' differences be submitted to a fact-finding panel in accordance with Government Code Section 3505.4 and 3505.5.

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12.00.00 – PAYMENTS and MISCELLANEOUS PROVISIONS

12.01.00 – Wages and Working Conditions

This Memorandum is intended to cover all aspects of wages and working conditions for Employees covered herein. Therefore, nothing in this Memorandum shall prevent the Employer from modifying any fringe benefits or benefit plans not specifically provided for in this Memorandum, such as retirement plans, salary continuation plans, etc., subject to the Meet and Confer.

12.02.00 – Working out of Class

When an Employee is temporarily assigned work out-of-classification, the Employee will receive the pay of the higher classification commencing on the 15th regularly scheduled consecutive working day of such assignment. All requests for temporary assignments shall be submitted to the Director of Human Resources for authorization or denial.

12.03.00

Employees covered may take the option of having their payroll check mailed.

12.03.01

Employees requesting this service must make prior arrangements and provide addressed and stamped envelopes to the Auditor's Office.

12.03.02

This request must be made in writing and the County shall be held harmless should delays in the mail occur.

12.04.00– Use of Leave Time

All leave time, regardless of type, shall be used and charged by actual time used. Increments of even hours will be charged per past practice. Increments of less than one (1) hour will be recorded and adjusted by the department in which the Employee is assigned.

12.05.00– Right to Return to Promotional Position

A promotional probationary Employee who is returned to their former position due to another Employee's failure to complete a required probationary period, shall have the right to return to that specific promotional position for a period of two (2) years from the date of release. Such Employee shall be required to satisfactorily complete the remaining portion of the probationary period.

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12.06.00 – 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 “E” 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.

12.07.00 – Step Placement

All Employees placed on Step A will remain on Step A for twelve (12) months before being moved to Step B.

12.08.00 – Payroll

Employees shall receive monthly pay on the last working weekday of the month, except in circumstances which are beyond the control of the Board of Supervisors.

12.09.00 – Direct Deposit

The County shall provide Employees the option of automatic deposit of their monthly pay to certain financial institutions.

12.10.00 – Overpayment/Underpayment

The County Auditor-Controller shall be authorized to apply, in full, any necessary salary adjustment resulting from overpayment or underpayment to the next succeeding pay period, without regard to cause of such underpayment or overpayment except as provided below:

If the overpayment is one hundred fifty dollars (\$150.00) or less, the County shall deduct the full amount from the employee’s next payroll check. If the payment is greater than one hundred fifty dollars (\$150.00), deductions from future paychecks shall be made at the same rate the employee was overpaid.

In cases of underpayment or overpayment, Employees will be assisted by the Auditor-Controller’s Office Staff to resolve the issue in the timeliest manner possible and consistent with past practice.

12.11.00 – Continuing Education Reimbursement

The County will reimburse Bargaining Unit employees up to a maximum of two thousand dollars (\$2,000) per fiscal year for continuing education in a program of study that is relative to the business of the employee’s department and likely to enhance service to the public, as determined at the discretion of the employee’s department head in accordance with this section. This education may include an Associate’s, Bachelor’s, Master’s degree or formal seminars or certification programs. Reimbursement shall be specifically for tuition and books purchased.

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An employee must secure a 'Pass' (for pass/fail courses) or a 'B' grade or its equivalent or obtain a certification to receive any reimbursement. Expenses must be validated by receipts and a final copy of the grade or certification received.

Eligibility to participate:

- Must be a regular, full-time employee with permanent status.
- Must not have any formal disciplinary actions with the County within the previous twelve (12) months of the date of application for reimbursement. Formal disciplinary actions include written warnings, demotions, or suspension.
- Employee must apply and be pre-approved for the chosen program of study, in accordance with this section, prior to enrolling in courses or any other type of formal education such as professional certifications.
- The program of study must be from an accredited college or university.
- The program of study must have an end date.

Procedures:

To request reimbursement:

- Prior to enrolling, a detailed description of the program of study must be submitted to the employee's department head for approval.
- Following completion of the continuing education, a copy of an official transcript which indicates the completion and the grade given and a copy of the Employee's receipt for tuition/books must be submitted to the employee's department head.

Termination of employment:

- Employees who are terminated due to reduction-in-force or job eliminations will be reimbursed the full amount of eligible expenses incurred up to the date of separation. Any employee who voluntarily terminates their employment, or has their employment terminated for cause, prior to completing the program of study, will not be reimbursed any eligible expenses.
- Employees who accept continuing education reimbursement, commit to regular full-time service for twelve (12) months following the completion of the last completed program of study. In the event that an employee voluntarily terminates their employment with the County or is terminated for cause or transfers to another department within the committed twelve months, the employee agrees to repay the County the entire amount reimbursed to the employee.

If an employee does not repay any amounts due as indicated above on or before their last day of employment, any such amounts will be deducted from the employee's final paycheck or from any other amounts payable to the employee upon or following termination of employment, including but not limited to PTO, incentive compensation payments, bonuses, or special compensation awards, and will authorize such deduction. Employees will also acknowledge that any balance still owed to the County after the deductions referenced above must be repaid to County.

Memorandum of Understanding - Professional Unit

13.00.00 – WAGES/RETIREMENT

13.01.00 – Base Wage Rate

1. The wage rates for all Employee classifications covered herein shall be as shown in the Salary Table identified as [“PFB2 0120”](#) in Attachment V.
2. Shift differential pay, longevity pay, assignment pay, and all other incentives required to be paid under this MOU, will be separately calculated based solely on the Employee’s base rate of pay, identified in “PFB2 0120”.

This section shall be effective for all Employees upon ratification of this Memorandum.

The classifications within this bargaining unit where there are employees adversely impacted by the implementation of this section will have their current salary range moved to the new salary range identified in the table in Attachment II to offset any adverse impacts. All Employees within the identified impacted classifications will be placed within the new salary range at the step closest to what they are currently making, without going below the base wage they received prior to the implementation of this section.

There will be no change to the salary range for classifications where there aren’t any employees impacted by the implementation of this section.

13.02.00 – Retirement

CalPERS “Classic Members” Retirement Benefit Formula

The County agrees to maintain a CalPERS contract for miscellaneous employees to provide for an enhanced benefit formula of 2.7%@55, with compensation based on employee’s single highest year for all Employees hired and/or employed as of December 31, 2012. This retirement formula will also apply to those Employees who are hired on or after January 1, 2013, and who are defined as “classic members” pursuant to the California Public Employee Pension Reform Act (Act).

CalPERS “New Employees” Retirement Benefit Formula

Pursuant to the Act, the Employer is required to offer and maintain the CalPERS 2%@62 Miscellaneous retirement formula for all “New Employees”, or new members hired on or after January 1, 2013 [Government Code Section 7522.25 (a) (d) (e)], with the highest 36-consecutive months as the basis for retirement computation [Government Code Section 7522.32 (a)].

13.02.01 – Employee Monthly Retirement Contribution Rates

All Employees who are defined as “classic members” pursuant to the Act are responsible for payment of the eight percent (8%) Employee contribution rate of salary to CalPERS for the 2.7%@55 retirement benefit formula. All Employees who are defined as “New Employees” pursuant to the Act are responsible for payment of fifty percent (50%) of the normal cost as determined by CalPERS for the 2%@62 retirement benefit formula. There is no provision for an Employer paid member contribution.

Memorandum of Understanding - Professional Unit

13.02.02 – Military Credit

The County will maintain the current contract provision with Public Employees Retirement System that provides an option for Employees to purchase military service credit at the Employee's expense.

13.03.00 – Longevity Pay

Additional compensation shall be given to employees who have completed the benchmarks of ten (10), fifteen (15) and twenty (20) years of continuous full-time, satisfactory service with the County. Longevity pay shall be calculated solely from the Employee's base rate of pay. Longevity pay shall become effective the first pay period following the Employee reaching the corresponding years of continuous full-time, satisfactory service benchmark.

13.04.00 – Longevity Pay Schedule

The Longevity Pay Schedule is as follows:

# of Years of Continuous Full-time, Satisfactory Service	Total Additional Percentage Paid to the Employee (Calculated Based on Employee's Base Rate of Pay)
10 years	5.00%
15 years	7.50%
20 years	10.00%

This section shall be effective for all Employees upon ratification of this Memorandum.

13.05.00 – BILINGUAL COMPENSATION

Bilingual Pay shall be paid at the rate of \$65 per month.

Employees with bilingual skills may be eligible for bilingual pay for the use of a second language as requested by the department head. The Department of Human Resources shall schedule the employee for a proficiency examination after the request is received. Employees who are deemed proficient in the second language, will qualify for the bilingual pay. Part-time employees' bilingual pay shall be prorated. The effective date of the bilingual pay will be the pay period following the proficiency determination.

Employees who do not pass the proficiency examination must wait six (6) months to request to be retested. The decision of the Director of Human Resources to approve or remove bilingual pay shall be final and not subject to the grievance procedures.

Employees who move to another position that does not require the use of the second language shall have the bilingual pay removed.

Employees who receive bilingual pay and are absent without pay for more than eighty-eight (88) hours during a calendar month, will not be eligible to receive the bilingual pay for that month.

Memorandum of Understanding - Professional Unit

13.06.00 – PROTECTIVE SERVICES ASSIGNMENTS

- A. Social Workers assigned to perform emergency response as their *primary* assignment in the Emergency Response Unit, shall be paid ten percent (10%) calculated from the employee's base rate of pay for the duration of the assignment.
- B. Social Workers assigned to Child Protective Services and/or Adult Protective Services whose primary assignment is not in the Emergency Response unit, but who may be called upon to perform CPS/APS response duties, shall be compensated five percent (5%) assignment pay calculated from the employee's base rate of pay for the duration of the assignment.

13.07.00 – UNIFORM ALLOWANCE

1. Uniform Allowance of \$25 per month, effective February 1, 2018, for the following classes:
 - a. Building Inspector I/II/III (Building Division)
 - b. Code Enforcement Officer I/II/III (Planning Division)
 - c. Plan Checker I/II (Building Division)
 - d. Environmental Health Specialist (EHS)/Registered EHS I/II/Sr. (Environmental Health Division)
 - e. Fire Prevention Inspector (Fire Division)
2. Uniform Allowance of \$50 per month, effective June 1, 2019, for the following classes:
 - a. Deputy Coroner
 - b. Senior Deputy Coroner

13.08.00 – Public Information Team Incentive Pay

Effective March 1, 2018, incentive pay in the amount of three percent (3%) shall be granted to any unit Employee who is assigned by their department head to perform duties related to the Madera County Public Information Team, as approved by the Board of Supervisors on October 24, 2017.

The Employee assigned to perform duties related to the Madera County Public Information Team is also required to maintain the content of the department's website. The three percent (3%) incentive pay also compensates the employee for these duties.

It is understood that the three percent (3%) incentive pay is not defined as Special Compensation pursuant to the provisions of the California Public Employees Retirement System (CalPERS). As a result, the incentive is not subject to the County's or the assigned employee's monthly retirement contribution rate and will not be included as part of final compensation for retirement purposes.

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Should the three percent (3%) incentive pay become defined as Special Compensation, the County will begin the appropriate reporting to CalPERS, and the incentive pay will be subject to the County's and the assigned Employee's monthly retirement contribution rate.

It is further understood that the department head reserves the right to assign an Employee to perform duties related to the Madera County Public Information Team and to maintain the department's website based on Employee skill set, performance and/or operational need; therefore, the duties associated with the three percent (3%) incentive pay can be reassigned to other Employees, who may be represented by a different bargaining unit.

13.09.00 – Engineering Incentive

Employees in the following classifications who obtain and maintain valid licensure with the California Department of Consumer Affairs/Board for Professional Engineers, Land Surveyors and Geologists as a Professional Civil Engineer are eligible to receive a five percent (5%) monthly incentive in recognition of the specialized skill set required to obtain such licensure:

- A. Engineer I
- B. Engineer II
- C. Engineer III

The County agrees to reimburse the eligible employees for the cost of their annual basic fees and expenses to maintain their State licensure as a Professional Civil Engineer.

It is understood that the five percent (5%) monthly incentive will be calculated from the Employee's base rate of pay and is defined as Special Compensation pursuant to the provisions of the California Public Employees Retirement System (CalPERS). As a result, the incentive is subject to the County's and the Employee's monthly retirement contribution rate and will be included as part of final compensation for retirement purposes.

13.10.00 – P.O.S.T. Certification Incentive Pay

Incentive pay shall be granted to the Deputy Coroner and Senior Deputy Coroner Classifications upon presentation of a valid Intermediate, Advanced and/or Supervisory P.O.S.T. certificate. Said incentive pay shall be 5%, 2.5% and/or 2.5% respectively, calculated from the Employee's base rate of pay, for each certificate.

For Employees who have not previously submitted evidence of P.O.S.T. certification to the Sheriff's Department, incentive pay shall be effective on the first day of the month following submission of a valid applicable certificate.

13.11.00 – Licensed Clinical Social Worker (LCSW) Differential)

DSS Employees in the classifications of Social Worker shall be paid an additional five percent (5%) differential for having the LCSW designation. The differential shall be calculated from the employee's base rate of pay.

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13.12.00 – DSS-Oakhurst Monthly Incentive Pay

Due to the current turnover rate and staffing needs within the Oakhurst facility, the County will compensate DSS Employees assigned to work in Oakhurst with a five percent (5%) incentive pay. The five percent (5%) incentive pay will be paid to employees beginning the month after ratification of the successor MOU until 30 days following the conclusion of the Classification and Compensation Study for all classifications (excluding Peace Officer related classifications) as identified in section 28.05.00. The incentive pay shall be calculated from the employee's base rate of pay.

The parties shall meet at the conclusion of the Classification and Compensation Study to discuss the continuation of the incentive pay. Following the meeting, the County will make the determination of whether there is a continued need for the Incentive Pay. The County's determination shall be final.

13.13.00 – BHS-Oakhurst Monthly Incentive Pay

Due to the current turnover rate and staffing needs within the Oakhurst facility, the County will compensate BHS Employees assigned to work in Oakhurst with a five percent (5%) incentive pay. The five percent (5%) incentive pay will be paid to employees beginning the month after ratification of the successor MOU until 30 days following the conclusion of the Classification and Compensation Study for all classifications (excluding Peace Officer related classifications) as identified in section 28.05.00. The incentive pay will be calculated from the employee's base rate of pay.

The parties shall meet at the conclusion of the Classification and Compensation Study to discuss the continuation of the incentive pay. Following the meeting, the County will make the determination of whether there is a continued need for the Incentive Pay. The County's determination shall be final.

13.14.00 – Monthly Differential for Employees filling Hard-to-Recruit Classifications

Professional Unit employees in the classifications identified below as hard-to-recruit shall be paid a two and a half percent (2.5%) monthly differential. The two and a half percent (2.5%) differential will be paid to employees beginning the month after ratification of the successor MOU until 30 days following the conclusion of the Classification and Compensation Study for all classifications (excluding Peace Officer related classifications) as identified in section 28.05.00. The differential shall be calculated from the employee's base rate of pay.

The parties shall meet at the conclusion of the Classification and Compensation Study to discuss the continuation of the differential pay. Following the meeting, the County will make the determination of whether there is a continued need for the Differential Pay. The County's determination shall be final.

The classifications identified as hard-to-recruit are:

1. Licensed Mental Health Clinician
2. Prelicensed Mental Health Clinician
3. Public Health Nurse I/II
4. Registered Nurse I/II

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13.15.00 – Retention Bonus for Current Employees filling Hard-to-Recruit Classifications (one-time payment)

Employees within the below identified hard-to-recruit positions within the Department of Behavioral Health Services and Department of Public Health will be eligible for a one-time payment of \$2,500 to assist in retaining qualified employees. The Retention Bonus shall be paid in the month following the ratification of the MOU.

If the employee transfers or voluntarily demotes to another position or department, resigns from their employment with the County or they're terminated by the County for just cause prior to completing 12 months of continuous employment following the date they are paid the Retention Bonus, the employee agrees to repay 100% of the **Retention Bonus** within 30 days of their transfer/voluntary demotion or termination of employment or they shall have the amount deducted from their final paycheck.

The classifications identified as hard-to-recruit are:

1. Licensed Mental Health Clinician
2. Prelicensed Mental Health Clinician
3. Public Health Nurse I/II
4. Registered Nurse I/II

13.16.00 – Recruitment Bonus for New Department of Behavioral Health Services (BHS) Employees Hired for Oakhurst Positions

The Department of Behavioral Health Services will pay new employees within the Professional Unit who are hired to work in the Oakhurst Department of Behavioral Services a one-time (per new hire) Recruitment Bonus in the amount of \$1,000 within 30 days of their start date (the "Recruitment Bonus").

If (i) the member transfers to another location or department, resigns from their employment with the County and such resignation does not constitute a Resignation for Good Reason or (ii) the employee is terminated by the County for just Cause, prior to completing 12 months of continuous employment at the Oakhurst location following their start date, the employee agrees to repay 100% of the Recruitment Bonus within 30 days of their transfer or termination of employment or shall have the amount deducted from their final paycheck.

13.17.00 – One-Time Stipend

FY 2021-2022

In the 2021-2022 fiscal year, the County shall provide unit members with a one-time, off-schedule premium payment of \$1,250 to be paid in the pay period following ratification of the successor MOU, provided that the following conditions are met:

1. The American Rescue Plan Act (ARPA) rules continue to allow the use of funds for one-time, off-schedule payments as of the ratification date of the successor MOU.
2. The ARPA rules continue to allow the use of funds to replace "lost revenue", based on the US Treasury's Final Rule and subsequent amendments.

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3. The County's total ARPA Allocation has not been reduced by any federal action from the allocation level as of August 1, 2021.

FY 2022-2023

In the 2022-2023 fiscal year, the County shall also provide unit members with a one-time, off-schedule premium payment provided that the following conditions are met:

1. The County's ARPA "lost revenue" calculation for period ending December 31, 2022, based on US Treasury's Final Rule and subsequent amendments, is less than what was originally calculated during the adoption of the FY 2022-23 Budget.
2. The ARPA rules continue to allow the use of funds to replace "lost revenue", based on the US Treasury's Final Rule and subsequent amendments.
3. The County's total ARPA Allocation has not been subsequently reduced from the allocation level as of August 1, 2021.

The amount of the one-time, off-schedule premium payment provided to unit members shall be \$1,000 per employee. Payment shall be made in the pay period including January 1, 2023.

FY 2023-2024

In the 2023-2024 fiscal year, the County shall also provide unit members with a one-time, off-schedule premium payment provided that the following conditions are met:

1. The County's ARPA "lost revenue" calculation for period ending December 31, 2023, based on US Treasury's Final Rule and subsequent amendments, is less than what was originally calculated during the adoption of the FY 2023-24 Budget.
2. The ARPA rules continue to allow the use of funds to replace "lost revenue", based on the US Treasury's Final Rule and subsequent amendments.
3. The County's total ARPA Allocation has not been subsequently reduced from the allocation level as of August 1, 2021.

The amount of the one-time, off-schedule premium payment provided to unit members shall be \$750 per employee. Payment shall be made in the pay period including January 1, 2024.

13.18.00 – COVID-19 Pandemic Premium

Madera County employees have been a vital and important part of Madera County's overall operational plan to respond to the ongoing COVID-19 Pandemic. County employees have provided an invaluable service to the community during this extremely stressful time. Employees' dedication and commitment to regularly report to a work site in order to assist the County in ensuring essential services were provided to the community without disruption deserves recognition.

In recognition, the County is offering a one-time premium payment to those employees who worked in-person during the initial surge of the COVID-19 pandemic, specifically during the months of April through July 2020 and during the secondary surge of the pandemic, specifically during the months of October 2020 through January 2021. Premium pay shall be paid to the employee as follows:

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1. Those employees required to work between 90-100% of their time in-person during the qualifying months as listed above shall receive \$1250 per surge (for a possible total of \$2500).
2. Those employees required to work less than 90% of their workday in-person during the qualifying months as listed above, shall receive a percentage of the one-time \$1,250 premium pay equal to the percentage of time they worked in-person. For example, if it's determined that an employee worked 50% of their time in-person during the initial surge and the secondary surge time periods, they would be eligible to receive a one-time premium payment of \$625 per surge (for a total of \$1250).
3. The calculation of the percentage of time an employee worked in-person will be determined using the following formula:
$$100\% - \frac{\text{Administrative \& Non Covid Medical Leave Hours} + \text{Telework Hours}}{\text{Total Possible Work Hours During Surge Period}}$$
4. The COVID-19 timecards submitted by employees during the qualifying months shall be utilized to determine the percentage of in-person time each employee worked.

14.00.00 – WORKDAY and WORKWEEK

14.01.00 – Workweek and Working Hours

Eight (8) hours per day, exclusive of mealtime, shall constitute a regular days' work and the Workweek shall be five (5) working days of eight (8) hours each, unless mutually agreed upon in writing.

14.02.00 – Alternate Work Schedule

A work schedule which pertains to a 4/10 workweek; "Quiet Time;" "Flex time" or other variation may be implemented upon the mutual agreement of the County and the COMPA. The County will review such written scheduling proposals as to how they will serve the best interest of the County.

The work schedule pattern will have an evaluation period comprised of two 90-day periods. During the first ninety (90) day evaluation period, the County or the COMPA may terminate the schedule by a request in writing no later than 15 days prior to the end of the first 90-day period.

During the second 90-day evaluation period, the County may terminate the schedule at any time by notifying the COMPA in writing of the decision.

Upon the successful conclusion of the second 90-day evaluation period any change in the work schedule pattern will require the County to meet and confer with the COMPA.

Upon the successful conclusion of the second 90-day evaluation period any change in the 4/10 workweek will require the County to meet and confer with the COMPA.

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14.03.00 – Flexible Workday Schedule for Department of Social Services (DSS)

A Flexible Workday Schedule (FWS) shall be subject to operational efficiency, DSS' ability to ensure public accessibility to DSS services, public accountability, applicable MOUs, County policies, and legal requirements.

Employees shall be required to work either a regular work schedule of 8:00 a.m. to 5:00 p.m., or one of the defined work schedules outlined in the Department's FWS Policy. No employee shall be permitted an FWS outside of the specific work schedules defined in the Department's FWS Policy.

Notice shall be provided to the affected employee(s) when an FWS is denied or discontinued. In the event that an FWS is discontinued or cancelled, thirty (30) calendar days advance notice will be provided to the affected employee(s), except in cases of extraordinary circumstances, in which notice will be provided to the affected employee(s) as soon as the need for the discontinuation/cancellation of the FWS is known.

An employee may decide to return to a regular work schedule (8:00 a.m. to 5:00 p.m.) by giving two (2) weeks' notice to their supervisor.

An FWS does not have any impact on an employee's utilization of sick time, vacation time, or any other available leave balances. Each employee is expected to work or account for their basic work hour requirements by utilizing sick time, vacation time, or any other available leave balances in accordance with applicable MOUs, County policies, and legal requirements.

14.04.00 – Deputy Coroner – 4/10 Alternative Work Schedule

An alternative work schedule for Deputy Coroners within the Sheriff's Office shall consist of four (4) workdays per week, ten (10) hours per day, inclusive of mealtime.

15.00.00 – OVERTIME

All classifications receiving time and one-half overtime are listed in Attachment I.

15.01.00

Overtime work for Employees within the Professional Unit shall be subject to the following:

- A. Except in cases of emergency, Employees shall not be required to work overtime unless such overtime has been specifically authorized in advance by the Department head or designee.
- B. Employees required to work overtime shall be compensated by either the payment of the overtime earned or the inclusion of the overtime hours in their compensatory time bank, at the Employee's option. The Employee's choice to be paid the overtime earned or to include the hours in their compensatory time bank is made at the time the overtime is earned. The Employee may utilize accrued compensatory time by providing at least three (3) days written notice to the Employer.

Memorandum of Understanding - Professional Unit

- C. The Employee shall have a vested interest in being paid for any accumulated compensatory time upon termination of employment for any reason. An Employee shall be paid for accumulated compensatory time at time of termination at the average regular rate received by the Employee during the last three (3) years of employment, or the final regular rate received by the Employee, whichever is higher.
- D. When, due to an emergency, an Employee is required to return to work on other than his regularly scheduled workday, the Employee shall be entitled to callback compensation as outlined in section 19.00.00 of this Memorandum.
- E. Overtime will be computed at the appropriate rate (straight time or time and one-half) for every hour of overtime worked. At the Employee's option, the hours will either be paid out to the Employee or included in the Employee's compensatory time bank for future use.
- F. Payment for overtime work or compensatory time used shall be calculated based on the Employee's regular rate of pay in effect (which includes the base wage rate, longevity, and any incentive/assignment pays). Overtime payment shall be included in the regular salary check in the pay period in which it was earned. Overtime earned during the forecasted period of time of the Employee's timecard will be paid in the regular salary check in the succeeding pay period.

15.02.00 – MEALS

When an Employee is required to work more than three (3) hours of overtime in one work shift, and due to the nature and/or location of the work is unable to go home for a meal, the County agrees to provide for or reimburse out-of-pocket expenses for all meals incurred until such time as the Employee is allowed to go home. The three (3) hour overtime requirement shall be waived in cases of emergency call out. Reimbursement of meals shall be limited to the U.S. General Services Administration's Meals & Incidentals rates of seventeen dollars (\$17) for breakfast, eighteen dollars (\$18) for lunch and thirty-one dollars (\$31) for dinner per Employee. Receipts are required for reimbursement of out-of-pocket expenses.

The parties agree to meet outside of successor contract negotiations regarding meal reimbursements.

16.00.00 – STANDBY COMPENSATION

16.01.00 – Definition of Standby

When the Employer requires an Employee to remain available for call-back at any time, the Employee shall receive standby pay. Except in cases of emergency, all standby shall be approved in advance by the County Administrative Officer or their representative.

16.02.00 – Standby Pay

An Employee required to standby, shall be compensated for such standby time at the rate of three four dollars (\$4.00) per hour.

Memorandum of Understanding - Professional Unit

17.00.00 – SHIFT DIFFERENTIAL

17.01.00 – Night Duty Differential

Employees who are required to perform night duty as defined herein on regularly established shifts, shall, in addition to their regular salary, be paid \$4.50 per night shift worked.

17.02.00 – Night Duty Defined

Night duty shall mean an assigned schedule of work hours of which at least 3/4 of the shift is after 5:00 p.m. and before 8:00 a.m.

17.03.00 – Night Duty Limitation

Night duty, as herein provided, is limited to the first eight (8) hours of a work shift exclusive of overtime and does not include standby time, or call-back overtime.

18.00.00 – FEES FOR DUES, LICENSES, REGISTRATIONS and CERTIFICATIONS REQUIRED of a CLASS

The County will reimburse Employees for their basic and necessary annual or periodic membership fees if they are employed in all classifications requiring active membership, licensure, registration, or certification.

19.00.00 – CALL-BACK COMPENSATION

19.01.00 – Definition of Call-Back

When the Employer, due to an emergency, requires an Employee to return to work other than their regularly scheduled workday, the Employee shall be entitled to call-back compensation.

19.02.00 – Minimum Compensation

The Employer shall compensate the Employee a minimum of two (2) hours overtime compensation irrespective of the actual time worked when an Employee is called back to perform an emergency task. In the event the task exceeds two (2) hours duration, the total compensation shall be for hours actually worked.

20.00.00 – PERSONAL VEHICLE USAGE

20.01.00 – Personal Vehicle Usage

Employees required to use their private vehicles for County business shall be compensated for the use of said vehicle at the IRS approved rate adopted by the County Board of Supervisors.

20.02.00 – Mileage Reimbursement

Compensation for mileage shall be paid no later than the fifth (5th) working day of each month subject to the submission of mileage claims as prescribed by the Auditor-Controller.

Memorandum of Understanding - Professional Unit

21.00.00 – SAFETY

21.01.00 – Promoting the Prevention of Accidents

The Employer and the COMPA undertake to promote in every way possible the realization and the responsibilities of the individual Employee with regard to preventing accidents to themselves or their fellow Employees.

21.02.00 – Compliance with Laws and Regulations

The Employer shall comply with all applicable laws and regulations pertaining to occupational safety and health.

21.03.00 – Safety and Health Provisions

The Employer agrees to make all reasonable provisions for safety and health of its Employees.

21.04.00 – Safety and Health Hazards

In the event any safety or health hazard is detected, it shall promptly be reported to the appropriate supervisor. The Employer shall remedy the problem as soon as possible and no Employee shall be exposed to the unsafe conditions pending its correction.

21.05.00 – No Retaliation

No Employee shall be discharged or otherwise disciplined for bringing to the attention of their supervisor any unsafe condition that may exist.

21.06.00 – Carrying of Non-Lethal Chemical Agents

If the Department Head determines that Employee safety requires the carrying of non-lethal chemical agents, the County will provide the necessary training and equipment.

21.07.00 – Safety Review Committee

A Labor/Management Safety Committee is established to discuss and resolve problems concerning the Health, Safety and Education of County Employees. The matters subject to review will include whether safety standards of equipment and clothing utilized by the County are sufficient to ensure the maximum safety of all affected Employees. The Committee shall make recommendations to the Board of Supervisors.

22.00.00 – HEALTH and WELFARE

22.01.00 – Plan Contribution

The County agrees to fund and maintain a health benefit program at the contribution rate of 95% for single member coverage and an additional 50% of the difference for either two-party or dependent coverage using the lowest premium rate CalPERS HMO health plan (excluding Kaiser), offered Dental Program and the Vision Service Plan.

Memorandum of Understanding - Professional Unit

22.01.01

Should the County provide a higher contribution rate to any other bargaining unit for health insurance coverage, the Employees of COMPA shall also receive the higher contribution rate.

22.01.02 – Plan Benchmark

For the 2022 Plan Year (January 1, 2022, through December 31, 2022), Anthem HMO Select is the lowest premium rate CalPERS HMO health plan (excluding Kaiser). The Anthem HMO Select Plan has limited coverage in the Fresno/Madera areas, and to limit the negative impact this will have on Employees, the County will continue to utilize the United Healthcare Plan as the benchmark to fund and maintain a health benefit program at the contribution rate of 95% for single member coverage and an additional 50% of the difference for either two-party or dependent coverage for the 2022 Plan Year.

22.01.03 – Primary Plan

Effective with the 2015 Plan Year, County Employees hired on or after January 1, 2015, and whose spouse or registered domestic partner works for the Madera County Superior Court shall no longer receive the County's 'two-spouse employed rate' and shall be required to choose either the County as the primary employer for health insurance coverage or obtain coverage as a dependent through their Court-employed spouse or registered domestic partner.

22.02.00 – County Contribution

Except as provided by PERS, there shall be no change in the benefit levels, carriers, or Employee share during the term of the Memorandum unless mutually agreed upon by the County and the COMPA.

22.03.00 – Flexible Spending Accounts

Employer shall provide an IRS Section 125 program that includes a premium conversion program for medical, dental and vision benefits to include flexible spending accounts. These flexible spending accounts may be used for purposes of paying IRS qualifying benefit premiums, health expenses not covered by benefits and for dependent care expenses. This program will comply with IRS regulations and be administered totally at the expense of participants in the program.

22.04.00 – Evidence of Outside Health Coverage

Any Employee providing evidence of health coverage from an outside source, comparable to the coverage options with the County of Madera, will be eligible to have the County pay one hundred dollars (\$100) per month into a deferred compensation account in lieu of participation in the County health benefit program.

22.05.00 – Voluntary Benefits Program

The County will provide a voluntary benefits program. It is understood that participation is voluntary and at the Employee's expense.

Memorandum of Understanding - Professional Unit

22.06.00 – Employee Assistance Program

Employer will contract with a licensed health care services provider for an Employee Assistance Program that will provide Employees and their dependents confidential Behavioral Health counseling for a total of up to 3 visits each six months.

23.00.00 – VACATION ACCRUAL

23.01.00 – Vacation Accrual

The Employer agrees to maintain the current vacation accrual as follows:

Years of Service	Accrual Rate
0 - 1	6.67 hours per month
1 - 2 ½	8 hours per month
2 ½ - 5 ½	10 hours per month
5 ½ -10	12 hours per month
10+	14 hours per month

23.02.00 – Vacation Accrual While on a Leave Without Pay

Employees who are on leave without pay status due to an on-the-job injury shall continue to accrue vacation benefits for a period not to exceed three (3) months.

23.03.00 – Vacation Cash Out Program

It has come to the County’s attention that Internal Revenue Services (IRS) regulations and opinions on rules related to constructive receipt of income require the County to report and withhold taxes on the value of vacation leave an employee earns and is *eligible* to cash out in a taxable year, even if that leave is not in fact cashed out. The basis for these rules is that income is constructively received when it is made available for a taxpayer to draw on at any time, as employees may do with leave accruals eligible for cash out. The County must follow these tax requirements.

The County has identified a way to ensure compliance with the IRS requirements and mitigate the potential tax consequences to employees while continuing to make the cash out benefit available. The IRS provides an exception to the doctrine of constructive receipt where a taxpayer makes an agreement to defer income before it is earned. The IRS has found that in such agreements in which an employee makes an irrevocable election in advance of the year in which they would be eligible to cash out leave accrued in that year may exempt the amount eligible to be cashed out from annual gross income.

1. Employees may be eligible to cash out up to eighty (80) hours of accrued vacation per calendar year.
2. Eligible employees can cash out accrued vacation hours up to two (2) times per year. The established cash out months are March and November of each calendar year.

Memorandum of Understanding - Professional Unit

3. In order to cash out vacation hours under this section, employees must complete an irrevocable election pre-designating the number of accrued vacation hours (up to eighty (80)) the employee will cash out in the two cash out months in the following calendar year. Only hours accrued in the calendar year following the date of the election will be eligible for cash out.
4. Any vacation hours accrued in previous calendar years, and vacation hours accrued in the present calendar year which have not previously been designated for cash out pursuant to an election, shall remain in the employee's vacation bank and are not eligible for cash out.
5. Eligible employees may cash out any combination of hours, up to the pre-designated amount in the employee's election, in March, November, or both, provided that the employee has accrued that amount of hours in the calendar year in which the election is effective. Employees may not cash out less than ten (10) hours in any month in which they choose to cash out hours. For example, an employee with an election of eighty (80) hours, can cash out ten (10) hours in March and seventy (70) hours in November.
6. Eligible employees are defined as those employees who have executed an irrevocable election for the current year and have a minimum of one hundred (100) hours of accrued vacation hours at the end of the pay period preceding the cash out month. For example, an eligible employee must have one hundred (100) hours of accrued vacation as of the end of February to be eligible to cash out hours in March.
7. All cash out hours shall be paid at the employee's hourly rate (which includes the base hourly rate, longevity and any special incentive/assignment pay) that was in effect during the pay period of the cash out.
8. Eligible Employees must submit their cash out election to the assigned departmental payroll representative by December 15th of the calendar year prior to the year in which the designated hours will be earned. Any employee who does not file an election by December 15th of the present calendar year will not be eligible to cash out any vacation hours pursuant to this section in the following year.
9. Following submission of an employee's election, the assigned departmental payroll representative shall: 1) ensure that the interested employee meets the minimum eligibility requirements as stated herein; and 2) submit the election form to the Department of Human Resources.
10. Employees eligible to receive a cash out pursuant to this section understand that the Auditor-Controller's Office is obligated to withhold any personal income taxes due pursuant to Federal and State Law, and that the cash out and all other reportable income will be reported and included on participating employees' annual W-2 forms. Employees also understand that they are solely responsible for any personal Federal and/or State income tax obligations associated with participation in the Cash Out Program. The County is not responsible for advising employees about any State or Federal tax obligations, nor is the County responsible for paying any portion of an employee's tax obligation.
11. The cash outs are not defined as Special Compensation pursuant to the provisions of the California Public Employees Retirement System (CalPERS). As a result, cash outs are not subject to the County's or the eligible employee's monthly retirement contribution rate and will not be included as part of final compensation for retirement purposes.

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12. All accrued vacation hours in an employee's vacation bank that are not cashed out pursuant to this section shall be available for leave usage and/or for pay out upon separation from employment.

24.00.00 – SICK LEAVE

24.01.00 – Use of Sick Leave during Probationary Period

Subject to all other requirements, Employees shall be allowed to use any accrued sick leave during their probationary period.

24.02.00 – Use of Sick Leave during Pregnancy

Employees shall be allowed to use sick leave privilege due to pregnancy or illness accompanying pregnancy.

24.03.00 – Integration of Benefits

Employees receiving State Disability Insurance, or Workers' Compensation Temporary Disability Benefits, and/or Social Security Disability Benefits may elect to integrate leave benefits (sick leave, vacation, overtime, holiday compensation) and will be charged the equivalent time off, to the nearest quarter hour, to have their gross monthly salary when added to these benefits to equal the employee's gross salary when not receiving such benefits, for each day of disability payment until leave balances are exhausted. The average annual hourly rate on the salary table shall be used for this purpose.

24.04.00 – Sick Leave Accrual during Leave Without Pay

Employees who are on leave without pay status due to an on-the-job injury shall continue to accrue sick leave benefits for a period not to exceed three (3) months.

24.05.00 – Sick Leave Usage

Except as hereinafter provided, sick leave pay shall be granted only by the appointing authority and only in case of:

- a. Employee absence required by their bona fide illness or injury causing inability to work.
- b. Exposure to contagious disease requiring quarantine.
- c. To obtain a diagnosis, consultation, care or treatment of an existing health condition, or the preventative care, for the Employee or for an Employee's family member as provided for pursuant to Labor Code Section 246.5.
- d. An Employee who is a victim of domestic violence, sexual assault or stalking as provided by Labor Code Section 246.5.

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24.06.00 – Verification of Treatment

The appointing authority or Director of Human Resources may require a physician's certificate of the necessity of an Employee's absence on sick leave or shall require such certification on all absences for consultation or treatment. Verification (such as an e-mail, website screenshot, fax, etc.) of an in-person, telephonic or other virtual consult/treatment session shall suffice as evidence pursuant to this section.

24.07.00 – Exceptions

Employees will not be entitled to sick leave while absent from duty on account of any of the following:

- a. Disability arising from any sickness or injury purposely self-inflicted or caused by other willful misconduct.
- b. Sickness or disability sustained while on leave of absence other than their paid leave.

24.08.00 – Sick Leave Accrual

Employees in the COMPA shall be allowed one day (8 hours) sick leave credit for each month of continuous full-time service with unlimited accrual. Upon retirement, accrued sick leave shall be converted to Service Credit pursuant to section 24.09.00 below. Upon termination, in addition to their regular compensation, Employees will be paid for their accrued sick leave balance pursuant to section 24.10.00 below.

24.09.00 – Conversion of Accrued Sick Leave into Service Credit

Effective March 2020, current and prospective County Employees who retire from County service shall have all unused accrued sick leave hours converted to CalPERS service credit.

If the employee is at maximum CalPERS service credit at the time of retirement, all unused accrued sick leave hours shall be paid out pursuant to the sick leave payout provision outlined in their respective Memorandum.

At the time of retirement from County employment, the County shall certify to CalPERS the amount of unused accrued sick leave hours that is available for the Employee to convert to service credit.

Unused accrued sick leave at the time of retirement is to be converted to sick leave credit at the rate of 0.004 years of service credit for each day (eight (8) hours) of unused sick leave (i.e., two hundred fifty (250) (eight (8) hour) days, or two thousand (2,000) hours, of sick leave equals one additional year of service credit). All partial credits will be calculated by proration using the formula determined by CalPERS.

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Employees who terminate their employment with Madera County for a reason other than retirement, or for employees who are terminated for cause, except in those instances where there is an agreement between both parties that the employee retires in lieu of termination, are ineligible to convert unused accrued sick leave to service credit. Ineligible employees shall be paid out for their unused accrued sick leave pursuant to the sick leave payout provision outlined in their respective Memorandum.

24.10.00 – Sick Leave Payout

For purpose of calculation, the first seventy-five (75) days of sick leave accrual shall be compensated at a rate not to exceed fifty (50%) percent of the current hourly rate as shown in Column "A" of the table below. For additional sick leave days accrued above seventy-five (75) days, but not exceeding one hundred fifty (150) days, sick leave compensation shall be paid at the rate shown in Column "B" of the table below. For sick leave days accrued in excess of one hundred fifty (150) days, compensation shall be at the rate shown in Column "C" of the table below.

Years of Service	Percentage of Current Hourly Rate		
	A – 0 to 600 hours	B – 601 to 1200 hours	C – over 1200 hours
5 or more years	15%	7.5%	3%
10 or more years	25%	12.5%	5%
15 or more years	35%	17.5%	7%
20 or more years	50%	25%	10%

24.11.00 – No Disturbance While on Sick Leave

Employees off work on sick leave will not be disturbed by the County regarding work assignments, unless determined by the Department Head that normal County business cannot be maintained or postponed without such contact.

25.00.00 – RETURN TO WORK MEDICAL ASSESSMENT

25.01.00

Employees required by the Department of Human Resources to have a County physical and psychological assessment due to certain types of illnesses or injuries or long-term disabilities and who are released to return to work by their attending physician shall be available for any assessment by the Public Health Department. Except in cases for ‘fitness for duty’ the determination of the assessment will be made based on the employee’s circumstances.

25.02.00

After receipt of notice of employee’s ability to return to work, the Department of Human Resources and the Public Health Department shall within three (3) working days schedule and conduct the employee’s examination.

Memorandum of Understanding - Professional Unit

25.03.00

If the employee has obtained the necessary medical documentation satisfactory to the Public Health Department, any loss of working hours to the employee in excess of three (3) working days due to the Public Health Department's inability to conduct an examination shall not result in loss of pay or benefits to the employee.

26.00.00 – FAMILY SICK LEAVE/PERSONAL LEAVE

26.01.00 – Special Leave with Pay

An Employee shall be granted special leave with pay not to exceed a total of eighty (80) hours in any one calendar year to be charged to sick leave in the event of an illness or preventative care for an Employee's immediate family member. Immediate Family member is defined as the Employee's spouse, child, parent, registered domestic partner, grandparent, grandchild, sibling, or in-laws. Child may include biological, adopted, foster, step, legal ward, or a child to whom the Employee stands in loco parentis. The definition of child applies regardless of age or dependency status. Parent may include biological, adoptive, foster, step, legal guardian of the Employee or Employee's spouse or registered domestic partner, or a person who stood in loco parentis when the Employee was minor.

26.02.00 – BEREAVEMENT LEAVE

Bereavement leave, not to be charged to any leave balance, of three (3) days (twenty-four (24) hours) will be allowed per occurrence for the death of an immediate family member. An Employee shall also be granted special leave with pay not to exceed a total of fifty-six (56) hours in any one calendar year to be charged to sick leave in the event of an immediate family member's death. "Immediate family" is defined as the Employee's spouse, registered domestic partner, children, stepchildren, parents, guardians, grandparents, grandchildren, brothers, sisters, and in-laws. Child may include biological, adopted, foster, step, legal ward, or a child to whom the Employee stands loco in parentis. The definition of child applies regardless of age or dependency status. Parent may include biological, adoptive, foster, step, legal guardian of the Employee or Employee's spouse or registered domestic partner, or a person who stood in loco parentis when the Employee was a minor.

26.03.00 – Personal Leave with Pay

An Employee may be granted personal leave with pay, not to exceed twenty-four (24) hours in a calendar year to be charged to vacation. If no vacation balance is available, personal leave may be charged to sick leave. No less than four (4) hours of leave shall be granted at any one time, except in an emergency. No request for personal leave will be denied department unless the absence will cause an adverse impact upon the functioning of the department.

26.04.00 – UNION REPRESENTATIVE LEAVE OF ABSENCE

The Employer shall grant to an Employee, upon written request of the Union, a reasonable leave of absence without loss of compensation or other benefits. Compensation during the leave shall include retirement fund contributions, and the Employee shall earn full-service credit during the leave of absence and shall pay their member contributions for retirement. Leave may be granted on a full-time, part-time, periodic, or intermittent basis.

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The Union shall reimburse the Employer for the Employee's compensation, including salary-related benefits, no later than thirty (30) days from receipt of any certification for invoice of payment.

At the conclusion of the leave, the officer or steward shall have a right to reinstatement to the same position and work location they held prior to such leave without loss of seniority.

The leave of absence without loss of compensation or other benefits provided for by this section is in addition to any release time currently granted to representatives of the Union under the law or this Memorandum.

The Union has no obligation to use leave under this section for an Employee and may terminate that leave any time and for any reason.

The Employer shall not be liable for an act or omission of, or an injury suffered by, an Employee of the Employer if that act, omission, or injury occurs during the course and scope of the Employee's leave under Government Code Section 3558.8 to work for the Union or affiliated Employee organization. If Employer is held liable for such an act, omission, or injury, the Union or affiliated employee organization shall indemnify and hold harmless the Employer.

Procedures for Requesting Leave:

1. The Union shall submit a written request to the department head and the Department of Human Resources at least two (2) weeks prior to the commencement of the requested leave.
2. The written request shall include the dates of the leave (including the estimated duration of leave), the Employee's name, job title, and department.
3. To avoid disruption to the workplace, the Union agrees that any part-time, periodic, or intermittent leave shall be requested in each instance.
4. The parties agree that each leave request shall not exceed one (1) calendar year at a time. This provision is not intended to limit the Union's right to submit a subsequent leave request.
5. No Employee who is on probation in their current position, who is on a performance improvement plan, or who is on administrative leave pending the outcome of an investigation or fitness for duty examination shall be granted leave pursuant to the provisions of this section.
6. No Employee, who is on a protected leave, shall be granted leave pursuant to the provisions of this section.
7. No more than three (3) officers or stewards per department may be on leave at the same time.

Memorandum of Understanding - Professional Unit

27.00.00 – HOLIDAYS

27.01.00

The following days are established as holidays for Employees of the Professional Unit:

New Year's Day, January 1
Martin Luther King, Jr. Day, the third Monday in January
President's Day, the third Monday in February
Memorial Day, the last Monday in May
Independence Day, July 4
Labor Day, the first Monday in September
Veteran's Day, November 11
Thanksgiving Day, the fourth Thursday in November
Friday After Thanksgiving
8-Hour Winter Holiday (to be taken Christmas Eve)
Christmas Day, December 25
Two Floating Holidays

Floating Holidays will be available for use or credited to leave balances as follows for employees in probationary/permanent status: two (2) floating holidays shall be credited on January 1st of each year. Use of floating holidays may be requested and scheduled in accordance with provisions of Madera County Code Section 2.60.590.

In addition, any day specified as a holiday (not to be confused with days of thanksgiving, prayer, fasting, or otherwise) by executive order of the Governor of the State of California or the President of the United States shall be a paid holiday.

27.02.00

Whenever a holiday falls on a Saturday or Sunday, the previous Friday, or the following Monday respectively, shall be recognized in lieu thereof. Any officer or Employee whose regularly scheduled day off falls on a holiday or who is otherwise required to work on a holiday shall be entitled to a day off with pay to be taken in accordance with the provisions of Madera County Code Section 2.60.590.

28.00.00 – CLASSIFICATION REVIEWS

28.01.00 – Classification Review

When an Employee determines that over a period of time a majority of their job duties have changed or have been modified, it shall be the right of the Employee to request in writing a reclassification audit be conducted by the Director of Human Resources.

If an Employee covered by this Memorandum is permanently assigned work of a substantially new or different nature so as to constitute a new job classification as determined by the Civil Service Commission, the Employer and the COMPA acting under the provisions of section 2 (A) of Madera County Ordinance 369 and Madera County Code Chapter 2.60, shall determine the wage rate through the established procedures.

Memorandum of Understanding - Professional Unit

28.02.00 – Reclassification

All Employee reclassification requests, except as provided for above, will be processed and either approved or denied by the Director of Human Resources in a timely manner.

28.03.00 – Classification Specifications

If during the term of the Memorandum, classification specifications are created or deleted for classes within the Professional Unit, the Employer agrees to discuss with the COMPA the proposed adoption or deletion of such classification specifications and meet and confer on proposed salary ranges.

28.04.00 – Classification Study (Peace Officer Related Classifications)

1. AB 846 requires a review and update of all job descriptions for peace officer related classifications by 1/1/2022.
2. The County intends to incorporate compliance with AB 846 by conducting a Classification and Compensation Study of impacted units by 1/1/2022.
3. Salary review to be conducted upon conclusion of the job description updates.
4. Parties agree to negotiate the implementation of the results of the salary review.
5. It is the intent not to negatively impact employees through the use of Y-rating.

28.05.00 – Classification and Compensation Study (All Classifications, excluding Peace Officer Related Classifications)

1. Job Description review and updates to be completed by outside agency.
2. Salary review to be conducted upon conclusion of the job description review/updates.
3. Parties agree to negotiate the implementation of the results of the salary review.

29.00.00 – PETTY CASH

Petty cash will be made available in advance to Employees assigned to Protective Services for purchase of diapers, formula, and medication as required by licensed physicians, and deemed necessary by the Department. In no case shall Employees be required to make purchases with their personal funds.

30.00.00 – DEPARTMENT OF SOCIAL SERVICES ELIGIBLE LIST

The duration of employment eligibility lists established by the County for classifications assigned to the Department of Social Services are outlined in Chapter 2.57.090, Rule 6-4 of the Madera County Code for open and promotional opportunities.

31.00.00 – SAVINGS CLAUSE

The provisions of this Memorandum are declared to be severable and if any section, subsection, sentence, clause, or phrase of this Memorandum shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, subsections, sentences, clauses, and phrases of this Memorandum, but they shall remain in effect, it being the intent of the parties that this Memorandum shall stand notwithstanding the invalidity of any part.

Memorandum of Understanding - Professional Unit

Should any portion of this Memorandum be found invalid or unconstitutional, the parties will meet and confer to arrive at a mutually satisfactory replacement for the portion found to be invalid or unconstitutional.

32.00.00 – EXCHANGE OF INFORMATION and REOPENERS

32.01.00 – Exchange of Information

The Employer and the COMPA agree to promptly exchange all public information and documents regarding wages, hours, and working conditions affecting the Employees of the Professional Unit.

32.02.00 – Reopeners During Term of Memorandum

1. It is agreed by both parties to reopen negotiations to discuss the possible modification of health and welfare benefits and modifications applicable to the health and welfare benefit vesting schedules for County retirees consistent with future legislation.
2. It is agreed by both parties to reopen negotiations to discuss proposed changes to the Drug/Alcohol Policy, Sexual Harassment/Discrimination Policy, Dress Code Policy, and other policies as needed.
3. Negotiations regarding a possible review of Section 13.00.00-Wages/Retirement may be reopened by mutual agreement of the Parties once per fiscal year in the month of October during the term of this Memorandum.

33.00.00 – POLICY REVIEW

The County has met its obligation to meet and confer on the following:

- a. Intent to fingerprint and conduct criminal record check on employees likely to have routine contact with children or employees likely to have access to criminal offender record information.
- b. Code of Ethical Conduct – Behavioral Health Services
- c. Attachment III – Dress Code
- d. Attachment IV – Computer Equipment & Systems Usage Agreement
- e. Attachment V – Catastrophic Leave Program

34.00.00 – RATIFICATION

Nothing contained in this Memorandum shall be deemed binding on either the Employer or the COMPA following signing of this Memorandum by the respective parties until it has been ratified by the COMPA'S membership and has been approved by the Madera County Board of Supervisors.

35.00.00 – CIVIL SERVICE CHANGES

35.01.00 – Job Abandonment

The parties agree that should an Employee be absent without approved leave for a period of five (5) days, that action shall be considered Abandonment of Position and shall result in termination of employment.

Memorandum of Understanding - Professional Unit

35.02.00 – Local Agency Personnel Standards

In the event any provision herein, as it may apply to any Employee of the County, subject to Section 19800 et seq. of the California Government Code, is determined by the Executive Officer of the State Personnel Board to be in conflict with Local Agency Personnel Standards (Title 2. Administration, Division 5. LAPS), such provision shall be null and void to those employees, and Local Agency Personnel Standards shall supersede and prevail.

35.03.00 – Termination for Cause

The parties agree that Employees who are terminated for cause (misconduct), and whose termination is sustained following exhaustion of all appeal rights, shall not be eligible for reemployment with the County. In the unlikely event such a terminated Employee becomes reemployed with the County, said Employee shall again be terminated and shall only be entitled to payment for any services rendered to the County.

The parties further agree that when administering this section, Local Agency Personnel Standards (LAPS) shall apply and where applicable, in limited circumstances (e.g., Employees right to reapply to a LAPS agency), shall supersede the aforementioned “no reemployment” provision.

SIGNATURES:

COUNTY OF MADERA ("COUNTY")

Susan Carter

Susan Carter, Chief County Negotiator

Elba Gomez

Elba Gomez, Co-Negotiator

PROFESSIONAL EMPLOYEES OF
MADERA COUNTY ("COMPA")

M.B.

[Miguel Barragan \(Mar 28, 2022 17:31 PDT\)](#)

Miguel Barragan, Internal Organizer-SEIU

Donald Allen

[Donald Allen \(Mar 29, 2022 07:34 PDT\)](#)

Donald Allen, President-Professional Unit

Vincent Montemayor

[Vincent Montemayor \(Mar 29, 2022 07:40 PDT\)](#)

Vincent Montemayor, Vice President-
Service Unit

Memorandum of Understanding - Professional Unit

ATTACHMENT I – UNIT CLASSIFICATIONS

Classifications in the Professional Unit, their salary ranges, and overtime designations:

Classification	Salary Range	Overtime Designation
Accountant-Auditor I	228	1 ½ Eligible
Accountant-Auditor II	259	1 ½ Eligible
Agricultural & Standards Inspector I	203	1 ½ Eligible
Agricultural & Standards Inspector II	233	1 ½ Eligible
Agricultural & Standards Inspector III	253	1 ½ Eligible
Appraiser I	214	1 ½ Eligible
Appraiser II	244	1 ½ Eligible
Appraiser III	265	1 ½ Eligible
Assessment Analyst	208	1 ½ Eligible
Assistant Engineer	302	1 ½ Eligible
Auditor-Appraiser I	214	1 ½ Eligible
Auditor-Appraiser II	244	1 ½ Eligible
Auditor-Appraiser III	264	1 ½ Eligible
Building Inspector I	222	1 ½ Eligible
Building Inspector II	251	1 ½ Eligible
Building Inspector III	272	1 ½ Eligible
Business Systems Information Analyst I	256	1 ½ Eligible
Business Systems Information Analyst II	276	1 ½ Eligible
Certified Alcohol & Drug Counselor	205	1 ½ Eligible
Clinical Laboratory Technologist	292	Overtime Exempt-ST
Code Enforcement Officer I	225	Overtime Exempt-ST
Code Enforcement Officer II	255	Overtime Exempt-ST
Code Enforcement Officer III	275	Overtime Exempt-ST
Commercial Plan Checker	311	1 ½ Eligible
Database Administrator	316	1 ½ Eligible
Deputy Coroner	235	1 ½ Eligible
Employment & Training Worker I (MSS)	177	1 ½ Eligible
Employment & Training Worker II (MSS)	208	1 ½ Eligible
Employment & Training Worker III (MSS)	228	1 ½ Eligible
Engineer I	274	1 ½ Eligible
Engineer II	304	1 ½ Eligible
Engineer III	325	1 ½ Eligible
Environmental Health Specialist	206	1 ½ Eligible
Fire Prevention Inspector I	230	1 ½ Eligible
Fire Prevention Inspector II	240	1 ½ Eligible
Fire Prevention Inspector III	260	1 ½ Eligible
Health Education Specialist	242	1 ½ Eligible
Identification Specialist	235	1 ½ Eligible
Information Systems Analyst I (MSS)	276	1 ½ Eligible
Information Technology Systems Analyst I	276	1 ½ Eligible
Information Technology Systems Analyst II	297	1 ½ Eligible
Inpatient Nurse Liaison	259	1 ½ Eligible
Laboratory Intern	262	1 ½ Eligible

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Librarian I	203	1 ½ Eligible
Librarian II	233	1 ½ Eligible
Librarian III	253	1 ½ Eligible
Licensed Mental Health Clinician	294	Overtime Exempt-ST
Licensed Vocation Nurse I	180	1 ½ Eligible
Licensed Vocation Nurse II	211	1 ½ Eligible
Mental Health Caseworker I	171	1 ½ Eligible
Mental Health Caseworker II	202	1 ½ Eligible
Mental Health Crisis Worker	259	1 ½ Eligible
Network Engineer I	283	1 ½ Eligible
Network Engineer II	304	1 ½ Eligible
Network Security Engineer I	298	1 ½ Eligible
Network Security Engineer II	318	1 ½ Eligible
Nurse Intern	259	1 ½ Eligible
Nurse Practitioner	358	Overtime Exempt-ST
Nutritionist	239	Overtime Exempt-ST
Nutritionist Intern	225	1 ½ Eligible
Occupational Therapist	324	Overtime Exempt-ST
Physical Therapist	324	Overtime Exempt-ST
Plan Checker I	241	1 ½ Eligible
Plan Checker II	271	1 ½ Eligible
Plan Checker III	291	1 ½ Eligible
Planner I	248	1 ½ Eligible
Planner II	278	1 ½ Eligible
Planner III	298	1 ½ Eligible
Prelicensed Mental Health Clinician	263	1 ½ Eligible
Probation Program Specialist	221	1 ½ Eligible
Public Health Microbiologist	292	Overtime Exempt-ST
Public Health Nurse I	276	Overtime Exempt-ST
Public Health Nurse II	307	Overtime Exempt-ST
Public Works Inspector	301	1 ½ Eligible
Real Property Agent	255	1 ½ Eligible
Registered Dietician	259	Overtime Exempt-ST
Registered Environmental Health Specialist I	236	1 ½ Eligible
Registered Environmental Health Specialist II	257	1 ½ Eligible
Registered Nurse I	259	1 ½ Eligible
Registered Nurse II	289	Overtime Exempt-ST
Road Investigator	274	1 ½ Eligible
Senior Accountant-Auditor	278	Overtime Exempt-ST
Senior Agricultural & Standards Inspector	273	1 ½ Eligible
Senior Building Inspector	271	1 ½ Eligible
Senior Business Systems Information Analyst	296	Overtime Exempt-ST
Senior Deputy Coroner	251	1 ½ Eligible
Senior Information Technology Systems Analyst	317	Overtime Exempt-ST
Senior Librarian	273	1 ½ Eligible
Senior Mental Health Caseworker	222	1 ½ Eligible

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Senior Network Engineer	324	Overtime Exempt-ST
Senior Network Security Engineer	338	1 ½ Eligible
Senior Public Health Nurse	326	Overtime Exempt-ST
Senior Registered Environmental Health Specialist	277	1 ½ Eligible
Senior Systems Engineer	323	1 ½ Eligible
Social Worker I (MSS)	206	1 ½ Eligible
Social Worker II (MSS)	236	1 ½ Eligible
Social Worker III (MSS)	257	1 ½ Eligible
Social Worker IV (MSS)	266	1 ½ Eligible
Staff Services Analyst I (MSS)	228	Overtime Exempt-ST
Staff Services Specialist I (MSS)	278	1 ½ Eligible
Systems Engineer	303	1 ½ Eligible
Victim Services Specialist	205	1 ½ Eligible
Water Resources Specialist I	274	1 ½ Eligible
Water Resources Specialist II	304	1 ½ Eligible
Water Resources Specialist III	324	1 ½ Eligible

Memorandum of Understanding - Professional Unit

ATTACHMENT II – SALARY RANGE ADJUSTMENT – PROFESSIONAL UNIT

As outlined in Section 13.01.00 (2), effective with the ratification of the MOU, all employees within the classifications identified for an increase below will be placed within the new salary range at the step closest to what they are currently making, without going below the base wage they received prior to the ratification of the MOU.

Classification	Current Range:	New Range:
Accountant-Auditor I	228	No Change
Accountant-Auditor II	258	259
Agricultural & Standards Inspector I	203	No Change
Agricultural & Standards Inspector II	233	No Change
Agricultural & Standards Inspector III	253	No Change
Appraiser I	214	No Change
Appraiser II	244	No Change
Appraiser III	264	265
Assessment Analyst	208	No Change
Assistant Engineer	301	302
Auditor-Appraiser I	214	No Change
Auditor-Appraiser II	244	No Change
Auditor-Appraiser III	264	No Change
Building Inspector I	221	222
Building Inspector II	251	No Change
Building Inspector III	271	272
Business Systems Information Analyst I	256	No Change
Business Systems Information Analyst II	276	No Change
Certified Alcohol & Drug Counselor	204	205
Clinical Laboratory Technologist	292	No Change
Code Enforcement Officer I	225	No Change
Code Enforcement Officer II	255	No Change
Code Enforcement Officer III	275	No Change
Commercial Plan Checker	311	No Change
Database Administrator	316	No Change
Deputy Coroner	235	No Change
Employment & Training Worker I (MSS)	177	No Change
Employment & Training Worker II (MSS)	207	208
Employment & Training Worker III (MSS)	227	228
Engineer I	274	No Change
Engineer II	304	No Change
Engineer III	324	325
Environmental Health Specialist	206	No Change
Fire Prevention Inspector I	230	No Change
Fire Prevention Inspector II	240	No Change
Fire Prevention Inspector III	260	No Change
Health Education Specialist	241	242

Memorandum of Understanding - Professional Unit

Identification Specialist	235	No Change
Information Systems Analyst I (MSS)	276	No Change
Information Technology Systems Analyst I	276	No Change
Information Technology Systems Analyst II	296	297
Inpatient Nurse Liaison	259	No Change
Laboratory Intern	262	No Change
Librarian I	203	No Change
Librarian II	233	No Change
Librarian III	253	No Change
Licensed Mental Health Clinician	293	294
Licensed Vocation Nurse I	180	No Change
Licensed Vocation Nurse II	210	211
Mental Health Caseworker I	171	No Change
Mental Health Caseworker II	201	202
Mental Health Crisis Worker	259	No Change
Network Engineer I	283	No Change
Network Engineer II	303	304
Network Security Engineer I	298	No Change
Network Security Engineer II	318	No Change
Nurse Intern	259	No Change
Nurse Practitioner	358	No Change
Nutritionist	239	No Change
Nutritionist Intern	225	No Change
Occupational Therapist	324	No Change
Physical Therapist	324	No Change
Plan Checker I	241	No Change
Plan Checker II	271	No Change
Plan Checker III	291	No Change
Planner I	248	No Change
Planner II	278	No Change
Planner III	298	No Change
Prelicensed Mental Health Clinician	263	No Change
Probation Program Specialist	221	No Change
Public Health Microbiologist	292	No Change
Public Health Nurse I	276	No Change
Public Health Nurse II	306	307
Public Works Inspector	301	No Change
Real Property Agent	255	No Change
Registered Dietician	259	No Change
Registered Environmental Health Specialist I	236	No Change
Registered Environmental Health Specialist II	256	257
Registered Nurse I	259	No Change
Registered Nurse II	289	No Change
Road Investigator	273	274
Senior Accountant-Auditor	278	No Change
Senior Agricultural & Standards Inspector	273	274
Senior Building Inspector	271	No Change

Memorandum of Understanding - Professional Unit

Senior Business Systems Information Analyst	296	No Change
Senior Deputy Coroner	250	251
Senior Information Technology Systems Analyst	316	317
Senior Librarian	273	No Change
Senior Mental Health Caseworker	221	222
Senior Network Engineer	323	324
Senior Network Security Engineer	338	No Change
Senior Public Health Nurse	326	No Change
Senior Registered Environmental Health Specialist	276	277
Social Worker I (MSS)	205	206
Social Worker II (MSS)	235	236
Social Worker III (MSS)	255	257
Social Worker IV (MSS)	265	266
Staff Services Analyst I	228	No Change
Staff Services Specialist I (MSS)	278	No Change
Victim Services Specialist	205	No Change
Water Resources Specialist I	274	No Change
Water Resources Specialist II	304	No Change
Water Resources Specialist III	324	No Change

Memorandum of Understanding - Professional Unit

ATTACHMENT III – COUNTY OF MADERA DRESS CODE

General Statement

It is important that all employees, regardless of their function or assignment, recognize that they must represent to the public and to other agencies the professional standard and image of the Department for whom they work. Therefore, the manner of dress and personal appearance must be without reproach and reflect favorably on the County of Madera. Employees should be aware of the need to present a neat, well-groomed, and professional image to the public we serve.

Guidelines

The following guidelines are set forth for all County employees:

1. Clothing should be neat and clean at all times. Clothing should not be torn, faded, frayed, or in obvious need of repair.
2. The style of clothing worn shall not be of a revealing or suggestive nature. Clothing should not contain messages promoting profanity, illegal activities, or inappropriate behavior.

Minimum Standards

Employees working in an office environment shall be professional in their appearance. Therefore, the following are examples of clothing that do not meet minimum standards of professional and office attire for men or women:

- Bike shorts
- Bib overalls
- Shorts
- Blue denim jeans
- T-shirts
- Midriff tops
- Rompers
- Casual sandals (i.e., zorries)
- Multi-colored athletic shoes
- Jogging suits
- Sweats (i.e., sweatshirt/pants)
- Tank tops
- Spaghetti strap dresses

Office Attire

County employees working in an office environment shall wear clothing which is in accordance with acceptable standards as indicated in the aforementioned Guidelines and Minimum Standards statements.

Limited Exemption

Management may temporarily exempt an employee from the minimum dress standard while performing a specific short-term task, for specific medical reasons, or for specific assignments.

Memorandum of Understanding - Professional Unit

ATTACHMENT IV – COMPUTER EQUIPMENT & SYSTEMS USAGE AGREEMENT

I agree and will adhere to the following rules:

1. I understand that electronic media, including but not limited to e-mail, network, and Internet/Intranet access, is owned by Madera County and to be used for business purposes of Madera County.
2. All data viewed or stored is subject to audit, review, disclosure, and discovery. Such data may be subject to disclosure pursuant to the Public Records Act (California Government Code section 6250 et seq.).
3. I understand that electronic media communication may not be deleted from the system, even though it appears an item may have been deleted.
4. I understand that supervisors, managers, department heads as well as computer support personnel as authorized by the department head have the right to enter, search and monitor the computer files, voice mail, e-mail, or any type of electronic file without advance notice on all County-owned computing devices (defined as any device that is used to conduct County business that includes the access or retention of County data). Justification may include but is not limited to maintenance, operational, auditing, monitoring workflow or productivity, security, investigative, disclosure of confidential business or proprietary information or personal abuse of the system.
5. Limited personal use of County computers may be allowed at the sole discretion of the County through the department head. However, personal obligations that must be conducted at work should be done as expeditiously as possible and with the approval of the department head. Nothing in this section confers authority on a department head to allow personal use of computer equipment during normal work hours, except in an emergency.
6. I understand that I have no expectation of privacy regarding information, including electronic mail messages and/or text messages, transmitted or received on any County-owned computing device. All electronic mail messages and/or text messages transmitted or received on any County-owned computer or other electronic device will become the property of the County and as such may be reviewed by the employer and co-workers in the ordinary course of business and without notice to me.
7. I understand that prohibited use includes but is not limited to:
 - Business of employee or any commercial activities of financial gain by employee;
 - Solicitation;
 - Illegal or impermissible activities defined as a violation of County policies, regulations, state and/or federal law;
 - Search, view or download of any pornographic or sexually explicit materials;
 - Dating or relationship matching sites;
 - Political endorsements;
 - Creating or forwarding “chain letters,” “Ponzi” or other “pyramid” schemes of any type;

Memorandum of Understanding - Professional Unit

Transmission of any communications where the meaning of the message or its transmission or distribution would violate any applicable law or regulation, or which may be offensive to the recipient;

8. I understand that e-mail etiquette is important to maintaining a professional standard of excellence as a County employee, and that County e-mails should not contain inappropriate or unprofessional language, personal attacks, or profane or obscene utterances.
9. I understand that the use of County e-mail is for furthering County business purposes and not for personal use or gain. Every e-mail sent is a reflection on the sender and on the sender's employer, the County of Madera.
10. I understand that any criminal conduct which is revealed by electronic mail received or transmitted by me, or by my use of County-owned computer systems, may be referred to the proper authorities for investigation or prosecution.
11. I will use the hardware or software in an ethical manner. I will respect the security of the computing device and I will not improperly use or gain access to the network, hardware, or software.
12. I will not use or copy any copyrighted and/or patented software or parts thereof without legal authority to do so.
13. I will not install any hardware, program, software, or data on any County-owned computer. Only IT personnel may install any hardware, program, software, or related data on any County-owned computer. Mobile computing devices capable of downloading and executing device specific applications may be installed by the Department Head only, and only on their County provided device. All other mobile computing device apps will be installed by IT personnel.
14. I will respect any confidential information obtained or used as part of my job performance.
15. I will maintain system security by keeping my user identification and password(s) confidential.
16. I acknowledge that the use by employees of passwords or other message protection measures, other than those specifically authorized by the County, are prohibited. Multiple passwords or data locking measures will not make electronic mail messages or other data private.
17. Designations on messages or directories designating the material as personal or private, or otherwise attempting to segregate the material will not alter the stipulations as described in paragraph 4 above. The County's authorization for me to use a password or other data protection measures will not constitute consent by the County for me to maintain the messages or data as private. I understand that other persons within my department and/or County government generally may have routine access to my work product and have the right to access data stored on any County-owned computer used by me at any time whether or not password protected.
18. I understand and acknowledge that my departmental employer may be provided with copies of messages sent by me and received by others, whether within the County government or otherwise. Accordingly, I have no expectation of privacy in messages sent or received.

Memorandum of Understanding - Professional Unit

19. The County reserves the right to mandate standardized e-mail footers (The bottom section of an e-mail that does not change with both legal and exclusionary comments concerning the content of the e-mail) to any e-mail originating from County e-mail systems. Once established, altering the published standard is strictly forbidden.

E-mail is here to stay. Your message is forever so think twice before committing your thoughts to posterity by sending them in an e-mail.

I ACKNOWLEDGE THAT I HAVE READ, UNDERSTOOD AND WILL ABIDE BY THE ABOVE COMPUTER EQUIPMENT AND SYSTEMS USAGE RULES AND POLICIES. I UNDERSTAND THAT FAILURE TO ABIDE BY THESE RULES MAY RESULT IN DISCIPLINARY ACTION, UP TO AND INCLUDING TERMINATION OF MY EMPLOYMENT WITH THE COUNTY OF MADERA. I ALSO UNDERSTAND THAT I WILL BE RESPONSIBLE FOR ANY COSTS ASSOCIATED WITH OR AS A RESULT OF ANY VIOLATION OF THESE RULES AND POLICIES.

Employee's Signature

Date

Supervisor's Signature

Date

Memorandum of Understanding - Professional Unit

ATTACHMENT V – CATASTROPHIC LEAVE PROGRAM

The Catastrophic Leave Program is designed to assist employees (receiving employees) who have exhausted paid time credits due to a serious, catastrophic, or debilitating illness, injury, or condition. This Program allows other employees (donating employees) to make grants of time so that a receiving employee can remain in a paid status for a longer period of time, thus partially reducing the financial impact of the illness or injury. A person may receive no more than 60 credit days in this program for any qualifying illness, injury, or condition and must have returned to work for a period of no less than twelve (12) months prior to making application for any subsequent other illness, injury, or condition.

Eligibility:

There are five criteria for eligibility to be a receiving employee.

1. The receiving employee must have permanent status.
2. The receiving employee must exhaust all available sick leave, vacation, holiday, and compensatory time.
3. The receiving employee must coordinate any leave time donated with any Worker's Compensation and Short-Term Disability Benefits.
4. The receiving employee must have sustained a serious or debilitating illness, injury or condition which must be verified by the employee's doctor.
5. The receiving employee must be prevented from returning to work for at least thirty (30) days and have applied and been approved for a medical leave of absence.

Application:

Applications for Catastrophic Leave are available from Department Payroll Representatives or from the Department of Human Resources. Receiving employees must submit the application with supporting medical documentation to the Appointing Authority. The Appointing Authority shall either approve or deny requests for participation in the Program and forward the application and supporting documents to the Director of Human Resources within five (5) days of receipt of the complete application. A receiving employee may be required to verify the status of the qualifying condition for continued eligibility in the Program.

Approval of Application:

Approved applications will be identified by employee number for purposes of confidentiality. The degree to which an application for participation in the Catastrophic Leave Program is kept confidential shall be the responsibility of the receiving employee. A receiving employee may choose to tell coworkers of the Application or may request an Employee Association to seek contributions on their behalf. Department Payroll Representatives shall not be responsible for seeking contributions on behalf of receiving employees and shall maintain the confidentiality of both receiving and donating employees.

NO DONATIONS MAY BE SOLICITED IN SUCH A WAY AS TO PRESSURE OR INTIMIDATE COWORKERS FOR THE PURPOSE OF CONTRIBUTIONS. EMPLOYEES WHO LEARN OF THE CONTRIBUTIONS OF OTHERS SHALL NOT MAKE THAT INFORMATION KNOWN FOR THE PURPOSE OF SOLICITING CONTRIBUTIONS.

Memorandum of Understanding - Professional Unit

Benefits:

Donations made to receiving employees shall be credited as sick leave. For the period of time that the receiving employee is in paid status, benefits such as seniority, sick leave accrual, vacation accrual, etc., shall continue pursuant to provisions for all other accrued sick leave.

Denial of Application:

Applications which have been denied by either the Appointing Authority and/or the Director of Human Resources may be appealed to the County Administrative Officer (CAO). The decision of the CAO shall be final and binding, and neither the decision nor the fact of the denied application shall be subject to the grievance process.

Donations:

Donations shall be made by completing the Catastrophic Leave Program Donation Form which must be approved by both the receiving employee's Appointing Authority and the Director of Human Resources. Forms are available from Department Payroll Representatives and the Department of Human Resources.

Donating employees may contribute vacation, holiday, and compensatory time. Donating employees may not contribute sick leave. A donation must initially be a minimum of four (4) hours and thereafter, in one (1) hour increments. The total donation may be a combination of various types of leave (excluding sick leave) and shall be credited to the receiving employee as sick leave on an hour-for-hour basis. Once donated, the leave credits are subject to the receiving employee's monthly rate of pay.

Donations are irrevocable and once made, become the property of the receiving employee.

The donating employee may contribute up to one-half of their total balance of vacation, holiday and compensatory time as recorded in the database of the Office of the Auditor-Controller. The receiving employee may not be credited with more than sixty (60) credit days of leave, as defined, and in any case may not receive credits in excess of the expected duration of the leave as certified by the medical provider.

Upon approval, Department Payroll Representatives will advise the Auditor-Controller's Office to adjust the leave balances of both the donating employee and the receiving employee by deducting contributions from the appropriate balances of the donating employee and crediting the contributions to the sick leave balance of the receiving employee.

The Department of Human Resources will process contributions only within the current pay period. Donation Forms received by the Department of Human Resources which are in excess of the receiving employee's needs for the current pay period will be held by the Department of Human Resources to be processed in the following pay period. Donation Forms which are in excess of a receiving employee's eligibility will be returned to the donating employee.

Other Provisions:

SIXTY CREDIT DAYS: Sixty credit days is defined as calendar days from the beginning to the end of the leave. It is not the intent of this Program to entitle any receiving employee to be credited with sixty (60) working days of contributions.

Memorandum of Understanding - Professional Unit

STATE DISABILITY INSURANCE AND WORKER'S COMPENSATION INSURANCE:

Other than waiting days for eligibility, employees with qualifying conditions must have made application for benefits under one of these programs to be eligible for catastrophic leave.

EMPLOYEE REPRESENTATION UNITS: Donating employees and receiving employees shall be eligible to donate/receive contributions without regard to representation unit.

CONFIDENTIALITY: Receiving employees shall have the right to keep the nature of their illness, injury, or condition confidential and at all times the names of donating employees and the amount of time contributed by each shall remain confidential.

ORDER OF DONATION CREDITS: Donations will be accepted or rejected and credited to the receiving employee in the order received.

TAXATION ISSUES: The County of Madera will not be responsible for determining the taxability or consequences of donations or credits. Withholding will be made based upon the best information available to the County Auditor-Controller.

FITNESS FOR DUTY, MEDICAL SEPARATION AND/OR DISABILITY

RETIREMENT: The provisions of the Catastrophic Leave Program shall not preclude the County from taking any and all actions available as a management right prior to the establishment of the Program. These rights include but are not limited to fitness for duty evaluation, medical separation, and/or disability retirement. Neither does this Program change the obligation of the County to comply with all laws and regulations pertaining to employee medical leave and the disabled.

Memorandum of Understanding - Professional Unit



Madera County
CATASTROPHIC LEAVE PROGRAM
Application

Name _____ Employee # _____

Department _____

Employee Certification:

I request to participate in the Madera County Catastrophic Leave Program. I am making this request because I have a serious illness, injury, or condition.

I have attached the statement of my medical provider briefly describing my qualifying condition and the anticipated duration of my need for leave.

I have read and understand the terms and conditions of the Madera County Catastrophic Leave Program and further certify as follows:

- I have permanent status as an employee of Madera County.
- I have sustained a serious illness, injury, or condition.
- I have exhausted all paid time off or will do so by _____.
- I will be unable to work for thirty (30) days and have applied for a leave of absence without pay.

Signed: _____ Date: _____

- Approved
- Denied- Reason:

Department Head: _____ Date: _____

- Approved
- Denied- Reason:

Director of Human Resources: _____ Date: _____

Note: Applications which have been denied shall be immediately returned to the Applicant. The Applicant may appeal the decision to deny the request by filing a written request for reconsideration with the County Administrative Officer.

Memorandum of Understanding - Professional Unit



Madera County
CATASTROPHIC LEAVE PROGRAM
Donation Form

Donor Name _____ Employee # _____

Department _____

Receiving Employee Name: _____

Department of Receiving Employee: _____

I hereby donate the following leave time (four (4) hour minimum donation) to the above-named receiving employee:

- _____ hours vacation leave
- _____ hours compensatory time
- _____ hours holiday compensatory time
- _____ management leave

I understand that once this donation is accepted it will be irrevocable and that the hours indicated above will not, under any circumstances, be returned to me. My signature constitutes authorization for the deduction of these hours from my leave balance records as maintained in the database of the Office of the Auditor-Controller and a credit to be made to the Receiving Employee as indicated.

Signed: _____ Date: _____

- Approved
- Denied- Reason:

Department Head: _____ Date: _____

- Approved
- Denied- Reason:

Director of Human Resources: _____ Date: _____

Note: Once signed by the Department Head, this form should be immediately forwarded to the Department of Human Resources. Upon approval of both the Department Head and the Department of Human Resources, the leave indicated will be debited from the Donor's leave balance account and credited to the Receiving Employee.

Memorandum of Understanding - Professional Unit

ATTACHMENT VI – PFB2 0120 – SALARY TABLE

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
1	Annual	\$15,920.98	\$16,717.02	\$17,552.88	\$18,430.53	\$19,352.06
1	Monthly	\$1,326.75	\$1,393.09	\$1,462.74	\$1,535.88	\$1,612.67
1	Hourly	\$7.65432	\$8.03703	\$8.43888	\$8.86083	\$9.30388
2	Annual	\$16,000.58	\$16,800.63	\$17,640.65	\$18,522.67	\$19,448.82
2	Monthly	\$1,333.38	\$1,400.05	\$1,470.05	\$1,543.56	\$1,620.73
2	Hourly	\$7.69259	\$8.07723	\$8.48108	\$8.90513	\$9.35039
3	Annual	\$16,080.61	\$16,884.63	\$17,728.85	\$18,615.28	\$19,546.07
3	Monthly	\$1,340.05	\$1,407.05	\$1,477.40	\$1,551.27	\$1,628.84
3	Hourly	\$7.73106	\$8.11761	\$8.52349	\$8.94965	\$9.39715
4	Annual	\$16,161.01	\$16,969.04	\$17,817.50	\$18,708.35	\$19,643.78
4	Monthly	\$1,346.75	\$1,414.09	\$1,484.79	\$1,559.03	\$1,636.98
4	Hourly	\$7.76972	\$8.15819	\$8.56611	\$8.99440	\$9.44413
5	Annual	\$16,241.78	\$17,053.89	\$17,906.57	\$18,801.92	\$19,742.01
5	Monthly	\$1,353.48	\$1,421.16	\$1,492.21	\$1,566.83	\$1,645.17
5	Hourly	\$7.80855	\$8.19899	\$8.60893	\$9.03938	\$9.49135
6	Annual	\$16,323.02	\$17,139.16	\$17,996.11	\$18,895.92	\$19,840.71
6	Monthly	\$1,360.25	\$1,428.26	\$1,499.68	\$1,574.66	\$1,653.39
6	Hourly	\$7.84761	\$8.23998	\$8.65198	\$9.08458	\$9.53880
7	Annual	\$16,404.61	\$17,224.84	\$18,086.10	\$18,990.40	\$19,939.91
7	Monthly	\$1,367.05	\$1,435.40	\$1,507.17	\$1,582.53	\$1,661.66
7	Hourly	\$7.88683	\$8.28117	\$8.69524	\$9.13000	\$9.58650
8	Annual	\$16,486.63	\$17,310.97	\$18,176.51	\$19,085.34	\$20,039.63
8	Monthly	\$1,373.89	\$1,442.58	\$1,514.71	\$1,590.44	\$1,669.97
8	Hourly	\$7.92626	\$8.32258	\$8.73871	\$9.17564	\$9.63444
9	Annual	\$16,569.07	\$17,397.54	\$18,267.40	\$19,180.77	\$20,139.83
9	Monthly	\$1,380.76	\$1,449.79	\$1,522.28	\$1,598.40	\$1,678.32
9	Hourly	\$7.96590	\$8.36420	\$8.78240	\$9.22152	\$9.68261
10	Annual	\$16,651.92	\$17,484.53	\$18,358.75	\$19,276.68	\$20,240.52
10	Monthly	\$1,387.66	\$1,457.04	\$1,529.90	\$1,606.39	\$1,686.71
10	Hourly	\$8.00573	\$8.40602	\$8.82632	\$9.26763	\$9.73102
11	Annual	\$16,735.18	\$17,571.95	\$18,450.52	\$19,373.07	\$20,341.72
11	Monthly	\$1,394.60	\$1,464.33	\$1,537.54	\$1,614.42	\$1,695.14
11	Hourly	\$8.04576	\$8.44805	\$8.87044	\$9.31398	\$9.77967
12	Annual	\$16,818.87	\$17,659.80	\$18,542.78	\$19,469.95	\$20,443.42
12	Monthly	\$1,401.57	\$1,471.65	\$1,545.23	\$1,622.50	\$1,703.62
12	Hourly	\$8.08600	\$8.49029	\$8.91480	\$9.36055	\$9.82857
13	Annual	\$16,902.97	\$17,748.09	\$18,635.49	\$19,567.28	\$20,545.64
13	Monthly	\$1,408.58	\$1,479.01	\$1,552.96	\$1,630.61	\$1,712.14
13	Hourly	\$8.12643	\$8.53274	\$8.95937	\$9.40735	\$9.87771
14	Annual	\$16,987.47	\$17,836.83	\$18,728.70	\$19,665.13	\$20,648.36
14	Monthly	\$1,415.62	\$1,486.40	\$1,560.72	\$1,638.76	\$1,720.70
14	Hourly	\$8.16705	\$8.57540	\$9.00418	\$9.45439	\$9.92710

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
15	Annual	\$17,072.39	\$17,926.04	\$18,822.33	\$19,763.44	\$20,751.63
15	Monthly	\$1,422.70	\$1,493.84	\$1,568.53	\$1,646.95	\$1,729.30
15	Hourly	\$8.20788	\$8.61829	\$9.04920	\$9.50165	\$9.97675
16	Annual	\$17,157.78	\$18,015.65	\$18,916.44	\$19,862.26	\$20,855.38
16	Monthly	\$1,429.81	\$1,501.30	\$1,576.37	\$1,655.19	\$1,737.95
16	Hourly	\$8.24893	\$8.66137	\$9.09444	\$9.54916	\$10.02663
17	Annual	\$17,243.55	\$18,105.73	\$19,011.02	\$19,961.58	\$20,959.65
17	Monthly	\$1,436.96	\$1,508.81	\$1,584.25	\$1,663.46	\$1,746.64
17	Hourly	\$8.29017	\$8.70468	\$9.13991	\$9.59691	\$10.07675
18	Annual	\$17,329.76	\$18,196.25	\$19,106.08	\$20,061.36	\$21,064.46
18	Monthly	\$1,444.15	\$1,516.35	\$1,592.17	\$1,671.78	\$1,755.37
18	Hourly	\$8.33162	\$8.74820	\$9.18562	\$9.64488	\$10.12714
19	Annual	\$17,416.41	\$18,287.25	\$19,201.60	\$20,161.69	\$21,169.78
19	Monthly	\$1,451.37	\$1,523.94	\$1,600.13	\$1,680.14	\$1,764.15
19	Hourly	\$8.37327	\$8.79195	\$9.23154	\$9.69312	\$10.17778
20	Annual	\$17,503.50	\$18,378.68	\$19,297.62	\$20,262.48	\$21,275.63
20	Monthly	\$1,458.62	\$1,531.56	\$1,608.13	\$1,688.54	\$1,772.97
20	Hourly	\$8.41514	\$8.83590	\$9.27770	\$9.74158	\$10.22867
21	Annual	\$17,591.02	\$18,470.58	\$19,394.11	\$20,363.79	\$21,382.01
21	Monthly	\$1,465.92	\$1,539.22	\$1,616.18	\$1,696.98	\$1,781.83
21	Hourly	\$8.45722	\$8.88009	\$9.32409	\$9.79028	\$10.27981
22	Annual	\$17,678.98	\$18,562.93	\$19,491.08	\$20,465.63	\$21,488.91
22	Monthly	\$1,473.25	\$1,546.91	\$1,624.26	\$1,705.47	\$1,790.74
22	Hourly	\$8.49951	\$8.92449	\$9.37071	\$9.83925	\$10.33121
23	Annual	\$17,767.37	\$18,655.73	\$19,588.53	\$20,567.95	\$21,596.35
23	Monthly	\$1,480.61	\$1,554.64	\$1,632.38	\$1,714.00	\$1,799.70
23	Hourly	\$8.54200	\$8.96910	\$9.41756	\$9.88844	\$10.38286
24	Annual	\$17,856.21	\$18,749.02	\$19,686.46	\$20,670.79	\$21,704.34
24	Monthly	\$1,488.02	\$1,562.42	\$1,640.54	\$1,722.57	\$1,808.70
24	Hourly	\$8.58472	\$9.01395	\$9.46464	\$9.93788	\$10.43478
25	Annual	\$17,945.49	\$18,842.76	\$19,784.92	\$20,774.16	\$21,812.86
25	Monthly	\$1,495.46	\$1,570.23	\$1,648.74	\$1,731.18	\$1,817.74
25	Hourly	\$8.62764	\$9.05902	\$9.51198	\$9.98758	\$10.48695
26	Annual	\$18,035.23	\$18,936.98	\$19,883.82	\$20,878.03	\$21,921.93
26	Monthly	\$1,502.94	\$1,578.08	\$1,656.99	\$1,739.84	\$1,826.83
26	Hourly	\$8.67078	\$9.10432	\$9.55953	\$10.03751	\$10.53939
27	Annual	\$18,125.39	\$19,031.68	\$19,983.25	\$20,982.43	\$22,031.55
27	Monthly	\$1,510.45	\$1,585.97	\$1,665.27	\$1,748.54	\$1,835.96
27	Hourly	\$8.71413	\$9.14985	\$9.60733	\$10.08771	\$10.59209
28	Annual	\$18,216.01	\$19,126.82	\$20,083.18	\$21,087.30	\$22,141.69
28	Monthly	\$1,518.00	\$1,593.90	\$1,673.60	\$1,757.28	\$1,845.14
28	Hourly	\$8.75770	\$9.19559	\$9.65538	\$10.13813	\$10.64504

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
29	Annual	\$18,307.11	\$19,222.46	\$20,183.58	\$21,192.76	\$22,252.39
29	Monthly	\$1,525.59	\$1,601.87	\$1,681.96	\$1,766.06	\$1,854.37
29	Hourly	\$8.80150	\$9.24157	\$9.70364	\$10.18883	\$10.69826
30	Annual	\$18,398.63	\$19,318.58	\$20,284.50	\$21,298.71	\$22,363.65
30	Monthly	\$1,533.22	\$1,609.88	\$1,690.37	\$1,774.89	\$1,863.64
30	Hourly	\$8.84550	\$9.28778	\$9.75216	\$10.23976	\$10.75175
31	Annual	\$18,490.64	\$19,415.16	\$20,385.91	\$21,405.22	\$22,475.48
31	Monthly	\$1,540.89	\$1,617.93	\$1,698.83	\$1,783.77	\$1,872.96
31	Hourly	\$8.88973	\$9.33421	\$9.80092	\$10.29097	\$10.80552
32	Annual	\$18,583.07	\$19,512.24	\$20,487.85	\$21,512.25	\$22,587.86
32	Monthly	\$1,548.59	\$1,626.02	\$1,707.32	\$1,792.69	\$1,882.32
32	Hourly	\$8.93417	\$9.38088	\$9.84993	\$10.34243	\$10.85955
33	Annual	\$18,676.00	\$19,609.80	\$20,590.29	\$21,619.80	\$22,700.80
33	Monthly	\$1,556.33	\$1,634.15	\$1,715.86	\$1,801.65	\$1,891.73
33	Hourly	\$8.97885	\$9.42779	\$9.89918	\$10.39413	\$10.91385
34	Annual	\$18,769.38	\$19,707.86	\$20,693.25	\$21,727.90	\$22,814.30
34	Monthly	\$1,564.11	\$1,642.32	\$1,724.44	\$1,810.66	\$1,901.19
34	Hourly	\$9.02374	\$9.47493	\$9.94868	\$10.44611	\$10.96841
35	Annual	\$18,863.22	\$19,806.40	\$20,796.71	\$21,836.56	\$22,928.39
35	Monthly	\$1,571.94	\$1,650.53	\$1,733.06	\$1,819.71	\$1,910.70
35	Hourly	\$9.06886	\$9.52231	\$9.99842	\$10.49835	\$11.02326
36	Annual	\$18,957.54	\$19,905.41	\$20,900.70	\$21,945.74	\$23,043.04
36	Monthly	\$1,579.79	\$1,658.78	\$1,741.72	\$1,828.81	\$1,920.25
36	Hourly	\$9.11420	\$9.56991	\$10.04841	\$10.55084	\$11.07838
37	Annual	\$19,052.33	\$20,004.96	\$21,005.19	\$22,055.45	\$23,158.24
37	Monthly	\$1,587.69	\$1,667.08	\$1,750.43	\$1,837.95	\$1,929.85
37	Hourly	\$9.15977	\$9.61777	\$10.09865	\$10.60358	\$11.13377
38	Annual	\$19,147.58	\$20,104.97	\$21,110.22	\$22,165.74	\$23,274.01
38	Monthly	\$1,595.63	\$1,675.41	\$1,759.18	\$1,847.15	\$1,939.50
38	Hourly	\$9.20557	\$9.66585	\$10.14914	\$10.65661	\$11.18943
39	Annual	\$19,243.33	\$20,205.49	\$21,215.78	\$22,276.56	\$23,390.39
39	Monthly	\$1,603.61	\$1,683.79	\$1,767.98	\$1,856.38	\$1,949.20
39	Hourly	\$9.25160	\$9.71418	\$10.19989	\$10.70988	\$11.24538
40	Annual	\$19,339.56	\$20,306.53	\$21,321.85	\$22,387.94	\$23,507.35
40	Monthly	\$1,611.63	\$1,692.21	\$1,776.82	\$1,865.66	\$1,958.95
40	Hourly	\$9.29787	\$9.76275	\$10.25089	\$10.76343	\$11.30161
41	Annual	\$19,436.24	\$20,408.07	\$21,428.46	\$22,499.88	\$23,624.89
41	Monthly	\$1,619.69	\$1,700.67	\$1,785.70	\$1,874.99	\$1,968.74
41	Hourly	\$9.34435	\$9.81157	\$10.30214	\$10.81725	\$11.35812
42	Annual	\$19,533.42	\$20,510.10	\$21,535.60	\$22,612.38	\$23,743.01
42	Monthly	\$1,627.79	\$1,709.18	\$1,794.63	\$1,884.37	\$1,978.58
42	Hourly	\$9.39107	\$9.86063	\$10.35365	\$10.87134	\$11.41491

Payroll Salary Table

County of Madera

3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals

Professional

PFB2 0120

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
43	Annual	\$19,631.09	\$20,612.65	\$21,643.29	\$22,725.44	\$23,861.70
43	Monthly	\$1,635.92	\$1,717.72	\$1,803.61	\$1,893.79	\$1,988.47
43	Hourly	\$9.43802	\$9.90993	\$10.40543	\$10.92569	\$11.47197
44	Annual	\$19,729.25	\$20,715.72	\$21,751.51	\$22,839.08	\$23,981.03
44	Monthly	\$1,644.10	\$1,726.31	\$1,812.63	\$1,903.26	\$1,998.42
44	Hourly	\$9.48522	\$9.95948	\$10.45746	\$10.98033	\$11.52934
45	Annual	\$19,827.91	\$20,819.29	\$21,860.26	\$22,953.27	\$24,100.93
45	Monthly	\$1,652.33	\$1,734.94	\$1,821.69	\$1,912.77	\$2,008.41
45	Hourly	\$9.53265	\$10.00927	\$10.50974	\$11.03523	\$11.58699
46	Annual	\$19,927.03	\$20,923.40	\$21,969.54	\$23,068.04	\$24,221.45
46	Monthly	\$1,660.59	\$1,743.62	\$1,830.80	\$1,922.34	\$2,018.45
46	Hourly	\$9.58030	\$10.05933	\$10.56228	\$11.09040	\$11.64493
47	Annual	\$20,026.67	\$21,028.02	\$22,079.41	\$23,183.37	\$24,342.55
47	Monthly	\$1,668.89	\$1,752.34	\$1,839.95	\$1,931.95	\$2,028.55
47	Hourly	\$9.62821	\$10.10963	\$10.61510	\$11.14585	\$11.70315
48	Annual	\$20,126.79	\$21,133.15	\$22,189.79	\$23,299.29	\$24,464.25
48	Monthly	\$1,677.23	\$1,761.10	\$1,849.15	\$1,941.61	\$2,038.69
48	Hourly	\$9.67634	\$10.16017	\$10.66817	\$11.20158	\$11.76166
49	Annual	\$20,227.44	\$21,238.80	\$22,300.76	\$23,415.80	\$24,586.58
49	Monthly	\$1,685.62	\$1,769.90	\$1,858.40	\$1,951.32	\$2,048.88
49	Hourly	\$9.72473	\$10.21096	\$10.72152	\$11.25760	\$11.82047
50	Annual	\$20,328.57	\$21,345.00	\$22,412.23	\$23,532.88	\$24,709.50
50	Monthly	\$1,694.05	\$1,778.75	\$1,867.69	\$1,961.07	\$2,059.13
50	Hourly	\$9.77335	\$10.26202	\$10.77511	\$11.31388	\$11.87957
51	Annual	\$20,430.21	\$21,451.72	\$22,524.32	\$23,650.54	\$24,833.05
51	Monthly	\$1,702.52	\$1,787.64	\$1,877.03	\$1,970.88	\$2,069.42
51	Hourly	\$9.82222	\$10.31333	\$10.82900	\$11.37045	\$11.93897
52	Annual	\$20,532.37	\$21,558.98	\$22,636.93	\$23,768.77	\$24,957.24
52	Monthly	\$1,711.03	\$1,796.58	\$1,886.41	\$1,980.73	\$2,079.77
52	Hourly	\$9.87133	\$10.36489	\$10.88314	\$11.42729	\$11.99867
53	Annual	\$20,635.04	\$21,666.79	\$22,750.12	\$23,887.64	\$25,082.01
53	Monthly	\$1,719.59	\$1,805.57	\$1,895.84	\$1,990.64	\$2,090.17
53	Hourly	\$9.92069	\$10.41673	\$10.93756	\$11.48444	\$12.05866
54	Annual	\$20,738.22	\$21,775.12	\$22,863.87	\$24,007.06	\$25,207.43
54	Monthly	\$1,728.19	\$1,814.59	\$1,905.32	\$2,000.59	\$2,100.62
54	Hourly	\$9.97030	\$10.46881	\$10.99225	\$11.54186	\$12.11896
55	Annual	\$20,841.90	\$21,884.01	\$22,978.20	\$24,127.10	\$25,333.47
55	Monthly	\$1,736.82	\$1,823.67	\$1,914.85	\$2,010.59	\$2,111.12
55	Hourly	\$10.02014	\$10.52116	\$11.04721	\$11.59957	\$12.17955
56	Annual	\$20,946.10	\$21,993.41	\$23,093.06	\$24,247.73	\$25,460.13
56	Monthly	\$1,745.51	\$1,832.78	\$1,924.42	\$2,020.64	\$2,121.68
56	Hourly	\$10.07024	\$10.57375	\$11.10243	\$11.65756	\$12.24045

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
57	Annual	\$21,050.84	\$22,103.38	\$23,208.55	\$24,368.98	\$25,587.45
57	Monthly	\$1,754.24	\$1,841.95	\$1,934.05	\$2,030.75	\$2,132.29
57	Hourly	\$10.12060	\$10.62663	\$11.15796	\$11.71586	\$12.30166
58	Annual	\$21,156.10	\$22,213.89	\$23,324.60	\$24,490.81	\$25,715.37
58	Monthly	\$1,763.01	\$1,851.16	\$1,943.72	\$2,040.90	\$2,142.95
58	Hourly	\$10.17120	\$10.67975	\$11.21375	\$11.77443	\$12.36316
59	Annual	\$21,261.88	\$22,324.97	\$23,441.21	\$24,613.27	\$25,843.95
59	Monthly	\$1,771.82	\$1,860.41	\$1,953.43	\$2,051.11	\$2,153.66
59	Hourly	\$10.22206	\$10.73316	\$11.26981	\$11.83330	\$12.42498
60	Annual	\$21,368.18	\$22,436.59	\$23,558.42	\$24,736.35	\$25,973.16
60	Monthly	\$1,780.68	\$1,869.72	\$1,963.20	\$2,061.36	\$2,164.43
60	Hourly	\$10.27316	\$10.78682	\$11.32616	\$11.89248	\$12.48710
61	Annual	\$21,475.03	\$22,548.77	\$23,676.22	\$24,860.04	\$26,103.03
61	Monthly	\$1,789.59	\$1,879.06	\$1,973.02	\$2,071.67	\$2,175.25
61	Hourly	\$10.32453	\$10.84075	\$11.38280	\$11.95194	\$12.54953
62	Annual	\$21,582.38	\$22,661.51	\$23,794.59	\$24,984.32	\$26,233.54
62	Monthly	\$1,798.53	\$1,888.46	\$1,982.88	\$2,082.03	\$2,186.13
62	Hourly	\$10.37614	\$10.89496	\$11.43971	\$12.01169	\$12.61228
63	Annual	\$21,690.32	\$22,774.81	\$23,913.56	\$25,109.25	\$26,364.70
63	Monthly	\$1,807.53	\$1,897.90	\$1,992.80	\$2,092.44	\$2,197.06
63	Hourly	\$10.42804	\$10.94943	\$11.49690	\$12.07175	\$12.67534
64	Annual	\$21,798.77	\$22,888.70	\$24,033.13	\$25,234.80	\$26,496.53
64	Monthly	\$1,816.56	\$1,907.39	\$2,002.76	\$2,102.90	\$2,208.04
64	Hourly	\$10.48018	\$11.00418	\$11.55439	\$12.13212	\$12.73872
65	Annual	\$21,907.74	\$23,003.14	\$24,153.29	\$25,360.97	\$26,629.02
65	Monthly	\$1,825.65	\$1,916.93	\$2,012.77	\$2,113.41	\$2,219.08
65	Hourly	\$10.53257	\$11.05920	\$11.61216	\$12.19277	\$12.80241
66	Annual	\$22,017.29	\$23,118.15	\$24,274.07	\$25,487.76	\$26,762.16
66	Monthly	\$1,834.77	\$1,926.51	\$2,022.84	\$2,123.98	\$2,230.18
66	Hourly	\$10.58524	\$11.11450	\$11.67023	\$12.25373	\$12.86642
67	Annual	\$22,127.40	\$23,233.74	\$24,395.43	\$25,615.19	\$26,895.99
67	Monthly	\$1,843.95	\$1,936.15	\$2,032.95	\$2,134.60	\$2,241.33
67	Hourly	\$10.63817	\$11.17007	\$11.72857	\$12.31500	\$12.93076
68	Annual	\$22,238.01	\$23,349.94	\$24,517.42	\$25,743.29	\$27,030.45
68	Monthly	\$1,853.17	\$1,945.83	\$2,043.12	\$2,145.27	\$2,252.54
68	Hourly	\$10.69135	\$11.22593	\$11.78722	\$12.37658	\$12.99541
69	Annual	\$22,349.21	\$23,466.67	\$24,640.01	\$25,872.02	\$27,165.61
69	Monthly	\$1,862.43	\$1,955.56	\$2,053.33	\$2,156.00	\$2,263.80
69	Hourly	\$10.74481	\$11.28205	\$11.84616	\$12.43847	\$13.06039
70	Annual	\$22,460.95	\$23,584.00	\$24,763.20	\$26,001.36	\$27,301.45
70	Monthly	\$1,871.75	\$1,965.33	\$2,063.60	\$2,166.78	\$2,275.12
70	Hourly	\$10.79853	\$11.33846	\$11.90538	\$12.50065	\$13.12570

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
71	Annual	\$22,573.25	\$23,701.91	\$24,887.02	\$26,131.38	\$27,437.94
71	Monthly	\$1,881.10	\$1,975.16	\$2,073.92	\$2,177.61	\$2,286.50
71	Hourly	\$10.85252	\$11.39515	\$11.96491	\$12.56316	\$13.19132
72	Annual	\$22,686.12	\$23,820.43	\$25,011.45	\$26,262.02	\$27,575.13
72	Monthly	\$1,890.51	\$1,985.04	\$2,084.29	\$2,188.50	\$2,297.93
72	Hourly	\$10.90679	\$11.45213	\$12.02474	\$12.62597	\$13.25727
73	Annual	\$22,799.56	\$23,939.54	\$25,136.50	\$26,393.34	\$27,712.99
73	Monthly	\$1,899.96	\$1,994.96	\$2,094.71	\$2,199.45	\$2,309.42
73	Hourly	\$10.96133	\$11.50939	\$12.08486	\$12.68911	\$13.32355
74	Annual	\$22,913.56	\$24,059.23	\$25,262.20	\$26,525.30	\$27,851.56
74	Monthly	\$1,909.46	\$2,004.94	\$2,105.18	\$2,210.44	\$2,320.96
74	Hourly	\$11.01613	\$11.56694	\$12.14529	\$12.75255	\$13.39017
75	Annual	\$23,028.12	\$24,179.52	\$25,388.51	\$26,657.94	\$27,990.83
75	Monthly	\$1,919.01	\$2,014.96	\$2,115.71	\$2,221.50	\$2,332.57
75	Hourly	\$11.07121	\$11.62477	\$12.20601	\$12.81632	\$13.45713
76	Annual	\$23,143.28	\$24,300.42	\$25,515.45	\$26,791.22	\$28,130.77
76	Monthly	\$1,928.61	\$2,025.03	\$2,126.29	\$2,232.60	\$2,344.23
76	Hourly	\$11.12658	\$11.68289	\$12.26704	\$12.88039	\$13.52441
77	Annual	\$23,258.98	\$24,421.93	\$25,643.01	\$26,925.19	\$28,271.43
77	Monthly	\$1,938.25	\$2,035.16	\$2,136.92	\$2,243.77	\$2,355.95
77	Hourly	\$11.18220	\$11.74131	\$12.32837	\$12.94480	\$13.59203
78	Annual	\$23,375.26	\$24,544.03	\$25,771.25	\$27,059.80	\$28,412.80
78	Monthly	\$1,947.94	\$2,045.34	\$2,147.60	\$2,254.98	\$2,367.73
78	Hourly	\$11.23811	\$11.80001	\$12.39002	\$13.00952	\$13.66000
79	Annual	\$23,492.16	\$24,666.76	\$25,900.10	\$27,195.11	\$28,554.87
79	Monthly	\$1,957.68	\$2,055.56	\$2,158.34	\$2,266.26	\$2,379.57
79	Hourly	\$11.29431	\$11.85902	\$12.45197	\$13.07457	\$13.72830
80	Annual	\$23,609.62	\$24,790.09	\$26,029.59	\$27,331.06	\$28,697.64
80	Monthly	\$1,967.47	\$2,065.84	\$2,169.13	\$2,277.59	\$2,391.47
80	Hourly	\$11.35078	\$11.91831	\$12.51423	\$13.13993	\$13.79694
81	Annual	\$23,727.67	\$24,914.04	\$26,159.74	\$27,467.73	\$28,841.12
81	Monthly	\$1,977.31	\$2,076.17	\$2,179.98	\$2,288.98	\$2,403.43
81	Hourly	\$11.40753	\$11.97790	\$12.57680	\$13.20564	\$13.86592
82	Annual	\$23,846.28	\$25,038.61	\$26,290.54	\$27,605.06	\$28,985.32
82	Monthly	\$1,987.19	\$2,086.55	\$2,190.88	\$2,300.42	\$2,415.44
82	Hourly	\$11.46456	\$12.03779	\$12.63968	\$13.27166	\$13.93525
83	Annual	\$23,965.50	\$25,163.82	\$26,421.99	\$27,743.11	\$29,130.25
83	Monthly	\$1,997.13	\$2,096.98	\$2,201.83	\$2,311.93	\$2,427.52
83	Hourly	\$11.52188	\$12.09799	\$12.70288	\$13.33803	\$14.00493
84	Annual	\$24,085.34	\$25,289.63	\$26,554.09	\$27,881.81	\$29,275.90
84	Monthly	\$2,007.11	\$2,107.47	\$2,212.84	\$2,323.48	\$2,439.66
84	Hourly	\$11.57949	\$12.15848	\$12.76639	\$13.40472	\$14.07495

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
85	Annual	\$24,205.77	\$25,416.06	\$26,686.87	\$28,021.23	\$29,422.28
85	Monthly	\$2,017.15	\$2,118.01	\$2,223.91	\$2,335.10	\$2,451.86
85	Hourly	\$11.63739	\$12.21926	\$12.83023	\$13.47175	\$14.14533
86	Annual	\$24,326.81	\$25,543.16	\$26,820.30	\$28,161.33	\$29,569.39
86	Monthly	\$2,027.23	\$2,128.60	\$2,235.03	\$2,346.78	\$2,464.12
86	Hourly	\$11.69558	\$12.28037	\$12.89438	\$13.53910	\$14.21605
87	Annual	\$24,448.45	\$25,670.87	\$26,954.40	\$28,302.14	\$29,717.24
87	Monthly	\$2,037.37	\$2,139.24	\$2,246.20	\$2,358.51	\$2,476.44
87	Hourly	\$11.75406	\$12.34176	\$12.95885	\$13.60680	\$14.28713
88	Annual	\$24,570.70	\$25,799.22	\$27,089.18	\$28,443.65	\$29,865.82
88	Monthly	\$2,047.56	\$2,149.93	\$2,257.43	\$2,370.30	\$2,488.82
88	Hourly	\$11.81284	\$12.40347	\$13.02364	\$13.67483	\$14.35857
89	Annual	\$24,693.54	\$25,928.23	\$27,224.63	\$28,585.86	\$30,015.15
89	Monthly	\$2,057.79	\$2,160.69	\$2,268.72	\$2,382.15	\$2,501.26
89	Hourly	\$11.87189	\$12.46550	\$13.08876	\$13.74320	\$14.43036
90	Annual	\$24,817.01	\$26,057.87	\$27,360.74	\$28,728.79	\$30,165.24
90	Monthly	\$2,068.08	\$2,171.49	\$2,280.06	\$2,394.07	\$2,513.77
90	Hourly	\$11.93125	\$12.52782	\$13.15420	\$13.81192	\$14.50252
91	Annual	\$24,941.09	\$26,188.16	\$27,497.55	\$28,872.43	\$30,316.05
91	Monthly	\$2,078.42	\$2,182.35	\$2,291.46	\$2,406.04	\$2,526.34
91	Hourly	\$11.99091	\$12.59046	\$13.21998	\$13.88098	\$14.57502
92	Annual	\$25,065.78	\$26,319.11	\$27,635.04	\$29,016.79	\$30,467.64
92	Monthly	\$2,088.82	\$2,193.26	\$2,302.92	\$2,418.07	\$2,538.97
92	Hourly	\$12.05086	\$12.65342	\$13.28608	\$13.95038	\$14.64790
93	Annual	\$25,191.13	\$26,450.69	\$27,773.24	\$29,161.90	\$30,619.98
93	Monthly	\$2,099.26	\$2,204.22	\$2,314.44	\$2,430.16	\$2,551.66
93	Hourly	\$12.11112	\$12.71668	\$13.35252	\$14.02014	\$14.72114
94	Annual	\$25,317.08	\$26,582.93	\$27,912.07	\$29,307.69	\$30,773.08
94	Monthly	\$2,109.76	\$2,215.24	\$2,326.01	\$2,442.31	\$2,564.42
94	Hourly	\$12.17167	\$12.78025	\$13.41926	\$14.09024	\$14.79475
95	Annual	\$25,443.68	\$26,715.84	\$28,051.65	\$29,454.23	\$30,926.94
95	Monthly	\$2,120.31	\$2,226.32	\$2,337.64	\$2,454.52	\$2,577.24
95	Hourly	\$12.23254	\$12.84415	\$13.48637	\$14.16069	\$14.86872
96	Annual	\$25,570.87	\$26,849.45	\$28,191.89	\$29,601.50	\$31,081.58
96	Monthly	\$2,130.91	\$2,237.45	\$2,349.32	\$2,466.79	\$2,590.13
96	Hourly	\$12.29369	\$12.90839	\$13.55379	\$14.23149	\$14.94307
97	Annual	\$25,698.74	\$26,983.68	\$28,332.86	\$29,749.49	\$31,237.00
97	Monthly	\$2,141.56	\$2,248.64	\$2,361.07	\$2,479.12	\$2,603.08
97	Hourly	\$12.35516	\$12.97292	\$13.62157	\$14.30264	\$15.01779
98	Annual	\$25,827.24	\$27,118.59	\$28,474.53	\$29,898.26	\$31,393.17
98	Monthly	\$2,152.27	\$2,259.88	\$2,372.88	\$2,491.52	\$2,616.10
98	Hourly	\$12.41694	\$13.03778	\$13.68968	\$14.37416	\$15.09287

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
99	Annual	\$25,956.36	\$27,254.19	\$28,616.91	\$30,047.77	\$31,550.13
99	Monthly	\$2,163.03	\$2,271.18	\$2,384.74	\$2,503.98	\$2,629.18
99	Hourly	\$12.47902	\$13.10298	\$13.75813	\$14.44604	\$15.16833
100	Annual	\$26,086.16	\$27,390.46	\$28,759.98	\$30,197.97	\$31,707.90
100	Monthly	\$2,173.85	\$2,282.54	\$2,396.66	\$2,516.50	\$2,642.32
100	Hourly	\$12.54142	\$13.16849	\$13.82691	\$14.51825	\$15.24418
101	Annual	\$26,216.58	\$27,527.42	\$28,903.79	\$30,348.97	\$31,866.41
101	Monthly	\$2,184.72	\$2,293.95	\$2,408.65	\$2,529.08	\$2,655.53
101	Hourly	\$12.60413	\$13.23434	\$13.89605	\$14.59085	\$15.32039
102	Annual	\$26,347.68	\$27,665.06	\$29,048.31	\$30,500.72	\$32,025.76
102	Monthly	\$2,195.64	\$2,305.42	\$2,420.69	\$2,541.73	\$2,668.81
102	Hourly	\$12.66715	\$13.30051	\$13.96553	\$14.66381	\$15.39700
103	Annual	\$26,479.42	\$27,803.38	\$29,193.55	\$30,653.23	\$32,185.89
103	Monthly	\$2,206.62	\$2,316.95	\$2,432.80	\$2,554.44	\$2,682.16
103	Hourly	\$12.73049	\$13.36701	\$14.03536	\$14.73713	\$15.47399
104	Annual	\$26,611.81	\$27,942.39	\$29,339.52	\$30,806.48	\$32,346.82
104	Monthly	\$2,217.65	\$2,328.53	\$2,444.96	\$2,567.21	\$2,695.57
104	Hourly	\$12.79414	\$13.43384	\$14.10554	\$14.81081	\$15.55136
105	Annual	\$26,744.87	\$28,082.12	\$29,486.21	\$30,960.52	\$32,508.54
105	Monthly	\$2,228.74	\$2,340.18	\$2,457.18	\$2,580.04	\$2,709.05
105	Hourly	\$12.85811	\$13.50102	\$14.17606	\$14.88487	\$15.62911
106	Annual	\$26,878.59	\$28,222.52	\$29,633.65	\$31,115.33	\$32,671.11
106	Monthly	\$2,239.88	\$2,351.88	\$2,469.47	\$2,592.94	\$2,722.59
106	Hourly	\$12.92240	\$13.56852	\$14.24695	\$14.95929	\$15.70726
107	Annual	\$27,012.98	\$28,363.64	\$29,781.81	\$31,270.90	\$32,834.45
107	Monthly	\$2,251.08	\$2,363.64	\$2,481.82	\$2,605.91	\$2,736.20
107	Hourly	\$12.98701	\$13.63637	\$14.31818	\$15.03409	\$15.78579
108	Annual	\$27,148.04	\$28,505.45	\$29,930.73	\$31,427.27	\$32,998.62
108	Monthly	\$2,262.34	\$2,375.45	\$2,494.23	\$2,618.94	\$2,749.88
108	Hourly	\$13.05194	\$13.70454	\$14.38977	\$15.10926	\$15.86472
109	Annual	\$27,283.79	\$28,647.98	\$30,080.37	\$31,584.38	\$33,163.62
109	Monthly	\$2,273.65	\$2,387.33	\$2,506.70	\$2,632.03	\$2,763.64
109	Hourly	\$13.11721	\$13.77307	\$14.46172	\$15.18480	\$15.94405
110	Annual	\$27,420.21	\$28,791.20	\$30,230.77	\$31,742.32	\$33,329.44
110	Monthly	\$2,285.02	\$2,399.27	\$2,519.23	\$2,645.19	\$2,777.45
110	Hourly	\$13.18279	\$13.84192	\$14.53402	\$15.26073	\$16.02377
111	Annual	\$27,557.31	\$28,935.18	\$30,381.92	\$31,901.03	\$33,496.08
111	Monthly	\$2,296.44	\$2,411.26	\$2,531.83	\$2,658.42	\$2,791.34
111	Hourly	\$13.24871	\$13.91114	\$14.60669	\$15.33703	\$16.10388
112	Annual	\$27,695.09	\$29,079.85	\$30,533.85	\$32,060.53	\$33,663.56
112	Monthly	\$2,307.92	\$2,423.32	\$2,544.49	\$2,671.71	\$2,805.30
112	Hourly	\$13.31495	\$13.98070	\$14.67974	\$15.41372	\$16.18440

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
113	Annual	\$27,833.58	\$29,225.25	\$30,686.50	\$32,220.85	\$33,831.87
113	Monthly	\$2,319.47	\$2,435.44	\$2,557.21	\$2,685.07	\$2,819.32
113	Hourly	\$13.38153	\$14.05060	\$14.75313	\$15.49079	\$16.26532
114	Annual	\$27,972.74	\$29,371.38	\$30,839.94	\$32,381.95	\$34,001.04
114	Monthly	\$2,331.06	\$2,447.62	\$2,569.99	\$2,698.50	\$2,833.42
114	Hourly	\$13.44843	\$14.12086	\$14.82689	\$15.56825	\$16.34665
115	Annual	\$28,112.60	\$29,518.22	\$30,994.14	\$32,543.86	\$34,171.03
115	Monthly	\$2,342.72	\$2,459.85	\$2,582.85	\$2,711.99	\$2,847.59
115	Hourly	\$13.51567	\$14.19145	\$14.90103	\$15.64609	\$16.42838
116	Annual	\$28,253.16	\$29,665.82	\$31,149.11	\$32,706.57	\$34,341.90
116	Monthly	\$2,354.43	\$2,472.15	\$2,595.76	\$2,725.55	\$2,861.83
116	Hourly	\$13.58325	\$14.26241	\$14.97553	\$15.72431	\$16.51053
117	Annual	\$28,394.42	\$29,814.15	\$31,304.87	\$32,870.10	\$34,513.61
117	Monthly	\$2,366.20	\$2,484.51	\$2,608.74	\$2,739.17	\$2,876.13
117	Hourly	\$13.65116	\$14.33373	\$15.05042	\$15.80293	\$16.59308
118	Annual	\$28,536.41	\$29,963.24	\$31,461.38	\$33,034.45	\$34,686.19
118	Monthly	\$2,378.03	\$2,496.94	\$2,621.78	\$2,752.87	\$2,890.52
118	Hourly	\$13.71943	\$14.40540	\$15.12566	\$15.88195	\$16.67605
119	Annual	\$28,679.09	\$30,113.04	\$31,618.69	\$33,199.62	\$34,859.60
119	Monthly	\$2,389.92	\$2,509.42	\$2,634.89	\$2,766.64	\$2,904.97
119	Hourly	\$13.78802	\$14.47742	\$15.20129	\$15.96136	\$16.75942
120	Annual	\$28,822.49	\$30,263.61	\$31,776.78	\$33,365.62	\$35,033.92
120	Monthly	\$2,401.87	\$2,521.97	\$2,648.07	\$2,780.47	\$2,919.49
120	Hourly	\$13.85697	\$14.54981	\$15.27730	\$16.04116	\$16.84323
121	Annual	\$28,966.59	\$30,414.92	\$31,935.66	\$33,532.45	\$35,209.09
121	Monthly	\$2,413.88	\$2,534.58	\$2,661.30	\$2,794.37	\$2,934.09
121	Hourly	\$13.92625	\$14.62256	\$15.35368	\$16.12137	\$16.92745
122	Annual	\$29,111.43	\$30,567.00	\$32,095.35	\$33,700.14	\$35,385.12
122	Monthly	\$2,425.95	\$2,547.25	\$2,674.61	\$2,808.34	\$2,948.76
122	Hourly	\$13.99588	\$14.69567	\$15.43046	\$16.20199	\$17.01208
123	Annual	\$29,256.96	\$30,719.83	\$32,255.82	\$33,868.61	\$35,562.04
123	Monthly	\$2,438.08	\$2,559.99	\$2,687.99	\$2,822.38	\$2,963.50
123	Hourly	\$14.06585	\$14.76915	\$15.50761	\$16.28299	\$17.09713
124	Annual	\$29,403.27	\$30,873.45	\$32,417.11	\$34,037.96	\$35,739.87
124	Monthly	\$2,450.27	\$2,572.79	\$2,701.43	\$2,836.50	\$2,978.32
124	Hourly	\$14.13619	\$14.84300	\$15.58515	\$16.36440	\$17.18263
125	Annual	\$29,550.28	\$31,027.79	\$32,579.19	\$34,208.14	\$35,918.55
125	Monthly	\$2,462.52	\$2,585.65	\$2,714.93	\$2,850.68	\$2,993.21
125	Hourly	\$14.20687	\$14.91721	\$15.66307	\$16.44622	\$17.26853
126	Annual	\$29,698.04	\$31,182.93	\$32,742.09	\$34,379.20	\$36,098.14
126	Monthly	\$2,474.84	\$2,598.58	\$2,728.51	\$2,864.93	\$3,008.18
126	Hourly	\$14.27790	\$14.99179	\$15.74139	\$16.52846	\$17.35488

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
127	Annual	\$29,846.55	\$31,338.87	\$32,905.79	\$34,551.08	\$36,278.64
127	Monthly	\$2,487.21	\$2,611.57	\$2,742.15	\$2,879.26	\$3,023.22
127	Hourly	\$14.34930	\$15.06676	\$15.82009	\$16.61110	\$17.44165
128	Annual	\$29,995.76	\$31,495.54	\$33,070.32	\$34,723.84	\$36,460.03
128	Monthly	\$2,499.65	\$2,624.63	\$2,755.86	\$2,893.65	\$3,038.34
128	Hourly	\$14.42104	\$15.14209	\$15.89919	\$16.69415	\$17.52886
129	Annual	\$30,145.74	\$31,653.04	\$33,235.67	\$34,897.46	\$36,642.33
129	Monthly	\$2,512.14	\$2,637.75	\$2,769.64	\$2,908.12	\$3,053.53
129	Hourly	\$14.49314	\$15.21781	\$15.97869	\$16.77763	\$17.61650
130	Annual	\$30,296.45	\$31,811.29	\$33,401.85	\$35,071.94	\$36,825.54
130	Monthly	\$2,524.70	\$2,650.94	\$2,783.49	\$2,922.66	\$3,068.80
130	Hourly	\$14.56560	\$15.29389	\$16.05858	\$16.86151	\$17.70459
131	Annual	\$30,447.93	\$31,970.35	\$33,568.86	\$35,247.29	\$37,009.68
131	Monthly	\$2,537.33	\$2,664.20	\$2,797.41	\$2,937.27	\$3,084.14
131	Hourly	\$14.63843	\$15.37036	\$16.13888	\$16.94581	\$17.79312
132	Annual	\$30,600.20	\$32,130.19	\$33,736.71	\$35,423.53	\$37,194.72
132	Monthly	\$2,550.02	\$2,677.52	\$2,811.39	\$2,951.96	\$3,099.56
132	Hourly	\$14.71163	\$15.44721	\$16.21957	\$17.03054	\$17.88208
133	Annual	\$30,753.17	\$32,290.85	\$33,905.40	\$35,600.66	\$37,380.70
133	Monthly	\$2,562.76	\$2,690.90	\$2,825.45	\$2,966.72	\$3,115.06
133	Hourly	\$14.78518	\$15.52445	\$16.30067	\$17.11570	\$17.97149
134	Annual	\$30,906.96	\$32,452.31	\$34,074.92	\$35,778.66	\$37,567.60
134	Monthly	\$2,575.58	\$2,704.36	\$2,839.58	\$2,981.56	\$3,130.63
134	Hourly	\$14.85912	\$15.60207	\$16.38217	\$17.20128	\$18.06135
135	Annual	\$31,061.48	\$32,614.57	\$34,245.29	\$35,957.56	\$37,755.43
135	Monthly	\$2,588.46	\$2,717.88	\$2,853.77	\$2,996.46	\$3,146.29
135	Hourly	\$14.93340	\$15.68008	\$16.46408	\$17.28729	\$18.15165
136	Annual	\$31,216.79	\$32,777.63	\$34,416.52	\$36,137.34	\$37,944.22
136	Monthly	\$2,601.40	\$2,731.47	\$2,868.04	\$3,011.44	\$3,162.02
136	Hourly	\$15.00807	\$15.75848	\$16.54640	\$17.37372	\$18.24241
137	Annual	\$31,372.88	\$32,941.53	\$34,588.59	\$36,318.04	\$38,133.95
137	Monthly	\$2,614.41	\$2,745.13	\$2,882.38	\$3,026.50	\$3,177.83
137	Hourly	\$15.08312	\$15.83727	\$16.62913	\$17.46060	\$18.33363
138	Annual	\$31,529.75	\$33,106.23	\$34,761.55	\$36,499.63	\$38,324.60
138	Monthly	\$2,627.48	\$2,758.85	\$2,896.80	\$3,041.64	\$3,193.72
138	Hourly	\$15.15853	\$15.91646	\$16.71228	\$17.54790	\$18.42529
139	Annual	\$31,687.38	\$33,271.76	\$34,935.35	\$36,682.12	\$38,516.23
139	Monthly	\$2,640.62	\$2,772.65	\$2,911.28	\$3,056.84	\$3,209.69
139	Hourly	\$15.23432	\$15.99604	\$16.79584	\$17.63563	\$18.51742
140	Annual	\$31,845.83	\$33,438.14	\$35,110.03	\$36,865.53	\$38,708.80
140	Monthly	\$2,653.82	\$2,786.51	\$2,925.84	\$3,072.13	\$3,225.73
140	Hourly	\$15.31050	\$16.07603	\$16.87982	\$17.72381	\$18.61000

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
141	Annual	\$32,005.05	\$33,605.32	\$35,285.58	\$37,049.85	\$38,902.35
141	Monthly	\$2,667.09	\$2,800.44	\$2,940.46	\$3,087.49	\$3,241.86
141	Hourly	\$15.38704	\$16.15640	\$16.96422	\$17.81243	\$18.70305
142	Annual	\$32,165.10	\$33,773.34	\$35,462.00	\$37,235.12	\$39,096.87
142	Monthly	\$2,680.42	\$2,814.44	\$2,955.17	\$3,102.93	\$3,258.07
142	Hourly	\$15.46399	\$16.23718	\$17.04904	\$17.90150	\$18.79657
143	Annual	\$32,325.92	\$33,942.21	\$35,639.33	\$37,421.28	\$39,292.35
143	Monthly	\$2,693.83	\$2,828.52	\$2,969.94	\$3,118.44	\$3,274.36
143	Hourly	\$15.54131	\$16.31837	\$17.13429	\$17.99100	\$18.89055
144	Annual	\$32,487.54	\$34,111.91	\$35,817.52	\$37,608.40	\$39,488.82
144	Monthly	\$2,707.30	\$2,842.66	\$2,984.79	\$3,134.03	\$3,290.74
144	Hourly	\$15.61901	\$16.39996	\$17.21996	\$18.08096	\$18.98501
145	Annual	\$32,649.97	\$34,282.48	\$35,996.62	\$37,796.44	\$39,686.27
145	Monthly	\$2,720.83	\$2,856.87	\$2,999.72	\$3,149.70	\$3,307.19
145	Hourly	\$15.69710	\$16.48196	\$17.30607	\$18.17137	\$19.07994
146	Annual	\$32,813.24	\$34,453.89	\$36,176.61	\$37,985.40	\$39,884.70
146	Monthly	\$2,734.44	\$2,871.16	\$3,014.72	\$3,165.45	\$3,323.73
146	Hourly	\$15.77560	\$16.56437	\$17.39260	\$18.26221	\$19.17534
147	Annual	\$32,977.28	\$34,626.16	\$36,357.48	\$38,175.34	\$40,084.12
147	Monthly	\$2,748.11	\$2,885.51	\$3,029.79	\$3,181.28	\$3,340.34
147	Hourly	\$15.85446	\$16.64719	\$17.47956	\$18.35353	\$19.27121
148	Annual	\$33,142.18	\$34,799.28	\$36,539.25	\$38,366.22	\$40,284.54
148	Monthly	\$2,761.85	\$2,899.94	\$3,044.94	\$3,197.19	\$3,357.05
148	Hourly	\$15.93374	\$16.73042	\$17.56695	\$18.44530	\$19.36757
149	Annual	\$33,307.89	\$34,973.28	\$36,721.95	\$38,558.06	\$40,485.97
149	Monthly	\$2,775.66	\$2,914.44	\$3,060.16	\$3,213.17	\$3,373.83
149	Hourly	\$16.01341	\$16.81408	\$17.65478	\$18.53753	\$19.46441
150	Annual	\$33,474.43	\$35,148.15	\$36,905.57	\$38,750.85	\$40,688.38
150	Monthly	\$2,789.54	\$2,929.01	\$3,075.46	\$3,229.24	\$3,390.70
150	Hourly	\$16.09348	\$16.89815	\$17.74306	\$18.63022	\$19.56172
151	Annual	\$33,641.81	\$35,323.89	\$37,090.09	\$38,944.60	\$40,891.81
151	Monthly	\$2,803.48	\$2,943.66	\$3,090.84	\$3,245.38	\$3,407.65
151	Hourly	\$16.17395	\$16.98264	\$17.83177	\$18.72337	\$19.65952
152	Annual	\$33,810.02	\$35,500.52	\$37,275.54	\$39,139.32	\$41,096.31
152	Monthly	\$2,817.50	\$2,958.38	\$3,106.29	\$3,261.61	\$3,424.69
152	Hourly	\$16.25482	\$17.06756	\$17.92093	\$18.81698	\$19.75784
153	Annual	\$33,979.06	\$35,678.03	\$37,461.90	\$39,335.02	\$41,301.77
153	Monthly	\$2,831.59	\$2,973.17	\$3,121.83	\$3,277.92	\$3,441.81
153	Hourly	\$16.33609	\$17.15290	\$18.01053	\$18.91107	\$19.85662
154	Annual	\$34,148.94	\$35,856.40	\$37,649.22	\$39,531.70	\$41,508.28
154	Monthly	\$2,845.75	\$2,988.03	\$3,137.44	\$3,294.31	\$3,459.02
154	Hourly	\$16.41776	\$17.23865	\$18.10059	\$19.00563	\$19.95590

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
155	Annual	\$34,319.70	\$36,035.69	\$37,837.48	\$39,729.35	\$41,715.81
155	Monthly	\$2,859.98	\$3,002.97	\$3,153.12	\$3,310.78	\$3,476.32
155	Hourly	\$16.49986	\$17.32485	\$18.19110	\$19.10065	\$20.05568
156	Annual	\$34,491.31	\$36,215.87	\$38,026.66	\$39,928.00	\$41,924.39
156	Monthly	\$2,874.28	\$3,017.99	\$3,168.89	\$3,327.33	\$3,493.70
156	Hourly	\$16.58236	\$17.41148	\$18.28205	\$19.19615	\$20.15596
157	Annual	\$34,663.76	\$36,396.95	\$38,216.80	\$40,127.64	\$42,134.02
157	Monthly	\$2,888.65	\$3,033.08	\$3,184.73	\$3,343.97	\$3,511.17
157	Hourly	\$16.66527	\$17.49853	\$18.37346	\$19.29213	\$20.25674
158	Annual	\$34,837.07	\$36,578.93	\$38,407.90	\$40,328.28	\$42,344.68
158	Monthly	\$2,903.09	\$3,048.24	\$3,200.66	\$3,360.69	\$3,528.72
158	Hourly	\$16.74859	\$17.58602	\$18.46534	\$19.38860	\$20.35802
159	Annual	\$35,011.26	\$36,761.82	\$38,599.92	\$40,529.92	\$42,556.43
159	Monthly	\$2,917.61	\$3,063.48	\$3,216.66	\$3,377.49	\$3,546.37
159	Hourly	\$16.83234	\$17.67395	\$18.55765	\$19.48554	\$20.45982
160	Annual	\$35,186.31	\$36,945.63	\$38,792.91	\$40,732.58	\$42,769.19
160	Monthly	\$2,932.19	\$3,078.80	\$3,232.74	\$3,394.38	\$3,564.10
160	Hourly	\$16.91650	\$17.76232	\$18.65044	\$19.58297	\$20.56211
161	Annual	\$35,362.25	\$37,130.37	\$38,986.90	\$40,936.22	\$42,983.05
161	Monthly	\$2,946.85	\$3,094.20	\$3,248.91	\$3,411.35	\$3,581.92
161	Hourly	\$17.00108	\$17.85114	\$18.74370	\$19.68088	\$20.66493
162	Annual	\$35,539.07	\$37,316.02	\$39,181.83	\$41,140.92	\$43,197.97
162	Monthly	\$2,961.59	\$3,109.67	\$3,265.15	\$3,428.41	\$3,599.83
162	Hourly	\$17.08609	\$17.94039	\$18.83742	\$19.77929	\$20.76825
163	Annual	\$35,716.74	\$37,502.59	\$39,377.72	\$41,346.60	\$43,413.96
163	Monthly	\$2,976.40	\$3,125.22	\$3,281.48	\$3,445.55	\$3,617.83
163	Hourly	\$17.17151	\$18.03009	\$18.93160	\$19.87817	\$20.87210
164	Annual	\$35,895.35	\$37,690.12	\$39,574.62	\$41,553.35	\$43,631.02
164	Monthly	\$2,991.28	\$3,140.84	\$3,297.89	\$3,462.78	\$3,635.92
164	Hourly	\$17.25738	\$18.12025	\$19.02626	\$19.97757	\$20.97645
165	Annual	\$36,074.82	\$37,878.57	\$39,772.49	\$41,761.12	\$43,849.17
165	Monthly	\$3,006.23	\$3,156.55	\$3,314.37	\$3,480.09	\$3,654.10
165	Hourly	\$17.34366	\$18.21085	\$19.12139	\$20.07746	\$21.08133
166	Annual	\$36,255.21	\$38,067.95	\$39,971.36	\$41,969.92	\$44,068.45
166	Monthly	\$3,021.27	\$3,172.33	\$3,330.95	\$3,497.49	\$3,672.37
166	Hourly	\$17.43039	\$18.30190	\$19.21700	\$20.17785	\$21.18675
167	Annual	\$36,436.47	\$38,258.28	\$40,171.23	\$42,179.77	\$44,288.76
167	Monthly	\$3,036.37	\$3,188.19	\$3,347.60	\$3,514.98	\$3,690.73
167	Hourly	\$17.51753	\$18.39340	\$19.31309	\$20.27874	\$21.29267
168	Annual	\$36,618.66	\$38,449.58	\$40,372.07	\$42,390.67	\$44,510.19
168	Monthly	\$3,051.56	\$3,204.13	\$3,364.34	\$3,532.56	\$3,709.18
168	Hourly	\$17.60513	\$18.48538	\$19.40965	\$20.38013	\$21.39913

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
169	Annual	\$36,801.77	\$38,641.84	\$40,573.92	\$42,602.61	\$44,732.76
169	Monthly	\$3,066.81	\$3,220.15	\$3,381.16	\$3,550.22	\$3,727.73
169	Hourly	\$17.69316	\$18.57781	\$19.50669	\$20.48202	\$21.50613
170	Annual	\$36,985.75	\$38,835.04	\$40,776.79	\$42,815.62	\$44,956.41
170	Monthly	\$3,082.15	\$3,236.25	\$3,398.07	\$3,567.97	\$3,746.37
170	Hourly	\$17.78161	\$18.67069	\$19.60423	\$20.58443	\$21.61366
171	Annual	\$37,170.69	\$39,029.22	\$40,980.70	\$43,029.72	\$45,181.21
171	Monthly	\$3,097.56	\$3,252.44	\$3,415.06	\$3,585.81	\$3,765.10
171	Hourly	\$17.87052	\$18.76405	\$19.70226	\$20.68737	\$21.72174
172	Annual	\$37,356.54	\$39,224.37	\$41,185.58	\$43,244.85	\$45,407.11
172	Monthly	\$3,113.05	\$3,268.70	\$3,432.13	\$3,603.74	\$3,783.93
172	Hourly	\$17.95988	\$18.85787	\$19.80076	\$20.79079	\$21.83034
173	Annual	\$37,543.32	\$39,420.49	\$41,391.51	\$43,461.09	\$45,634.15
173	Monthly	\$3,128.61	\$3,285.04	\$3,449.29	\$3,621.76	\$3,802.85
173	Hourly	\$18.04967	\$18.95216	\$19.89976	\$20.89475	\$21.93950
174	Annual	\$37,731.03	\$39,617.59	\$41,598.47	\$43,678.41	\$45,862.32
174	Monthly	\$3,144.25	\$3,301.47	\$3,466.54	\$3,639.87	\$3,821.86
174	Hourly	\$18.13992	\$19.04692	\$19.99926	\$20.99924	\$22.04919
175	Annual	\$37,919.69	\$39,815.68	\$41,806.48	\$43,896.80	\$46,091.61
175	Monthly	\$3,159.97	\$3,317.97	\$3,483.87	\$3,658.07	\$3,840.97
175	Hourly	\$18.23062	\$19.14215	\$20.09927	\$21.10423	\$22.15943
176	Annual	\$38,109.30	\$40,014.76	\$42,015.50	\$44,116.26	\$46,322.09
176	Monthly	\$3,175.78	\$3,334.56	\$3,501.29	\$3,676.35	\$3,860.17
176	Hourly	\$18.32178	\$19.23787	\$20.19976	\$21.20974	\$22.27024
177	Annual	\$38,299.85	\$40,214.83	\$42,225.57	\$44,336.84	\$46,553.69
177	Monthly	\$3,191.65	\$3,351.24	\$3,518.80	\$3,694.74	\$3,879.47
177	Hourly	\$18.41339	\$19.33405	\$20.30075	\$21.31579	\$22.38158
178	Annual	\$38,491.33	\$40,415.90	\$42,436.70	\$44,558.54	\$46,786.47
178	Monthly	\$3,207.61	\$3,367.99	\$3,536.39	\$3,713.21	\$3,898.87
178	Hourly	\$18.50545	\$19.43072	\$20.40226	\$21.42238	\$22.49350
179	Annual	\$38,683.80	\$40,617.99	\$42,648.87	\$44,781.31	\$47,020.41
179	Monthly	\$3,223.65	\$3,384.83	\$3,554.07	\$3,731.78	\$3,918.37
179	Hourly	\$18.59798	\$19.52788	\$20.50426	\$21.52948	\$22.60597
180	Annual	\$38,877.20	\$40,821.07	\$42,862.13	\$45,005.23	\$47,255.52
180	Monthly	\$3,239.77	\$3,401.76	\$3,571.84	\$3,750.44	\$3,937.96
180	Hourly	\$18.69096	\$19.62551	\$20.60679	\$21.63713	\$22.71900
181	Annual	\$39,071.60	\$41,025.19	\$43,076.45	\$45,230.26	\$47,491.78
181	Monthly	\$3,255.97	\$3,418.77	\$3,589.70	\$3,769.19	\$3,957.65
181	Hourly	\$18.78442	\$19.72365	\$20.70983	\$21.74532	\$22.83259
182	Annual	\$39,266.96	\$41,230.30	\$43,291.83	\$45,456.43	\$47,729.24
182	Monthly	\$3,272.25	\$3,435.86	\$3,607.65	\$3,788.04	\$3,977.44
182	Hourly	\$18.87835	\$19.82226	\$20.81338	\$21.85405	\$22.94675

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
183	Annual	\$39,463.28	\$41,436.45	\$43,508.28	\$45,683.70	\$47,967.86
183	Monthly	\$3,288.61	\$3,453.04	\$3,625.69	\$3,806.98	\$3,997.32
183	Hourly	\$18.97273	\$19.92137	\$20.91744	\$21.96332	\$23.06147
184	Annual	\$39,660.61	\$41,643.64	\$43,725.83	\$45,912.12	\$48,207.73
184	Monthly	\$3,305.05	\$3,470.30	\$3,643.82	\$3,826.01	\$4,017.31
184	Hourly	\$19.06760	\$20.02098	\$21.02203	\$22.07313	\$23.17679
185	Annual	\$39,858.93	\$41,851.86	\$43,944.46	\$46,141.67	\$48,448.76
185	Monthly	\$3,321.58	\$3,487.66	\$3,662.04	\$3,845.14	\$4,037.40
185	Hourly	\$19.16295	\$20.12109	\$21.12714	\$22.18350	\$23.29267
186	Annual	\$40,058.19	\$42,061.10	\$44,164.16	\$46,372.38	\$48,691.00
186	Monthly	\$3,338.18	\$3,505.09	\$3,680.35	\$3,864.36	\$4,057.58
186	Hourly	\$19.25875	\$20.22168	\$21.23277	\$22.29441	\$23.40913
187	Annual	\$40,258.51	\$42,271.44	\$44,384.99	\$46,604.25	\$48,934.46
187	Monthly	\$3,354.88	\$3,522.62	\$3,698.75	\$3,883.69	\$4,077.87
187	Hourly	\$19.35505	\$20.32281	\$21.33894	\$22.40589	\$23.52618
188	Annual	\$40,459.79	\$42,482.77	\$44,606.92	\$46,837.27	\$49,179.13
188	Monthly	\$3,371.65	\$3,540.23	\$3,717.24	\$3,903.11	\$4,098.26
188	Hourly	\$19.45182	\$20.42441	\$21.44563	\$22.51792	\$23.64381
189	Annual	\$40,662.09	\$42,695.21	\$44,829.97	\$47,071.45	\$49,425.02
189	Monthly	\$3,388.51	\$3,557.93	\$3,735.83	\$3,922.62	\$4,118.75
189	Hourly	\$19.54908	\$20.52654	\$21.55287	\$22.63050	\$23.76203
190	Annual	\$40,865.38	\$42,908.68	\$45,054.11	\$47,306.82	\$49,672.15
190	Monthly	\$3,405.45	\$3,575.72	\$3,754.51	\$3,942.23	\$4,139.35
190	Hourly	\$19.64682	\$20.62917	\$21.66063	\$22.74366	\$23.88084
191	Annual	\$41,069.73	\$43,123.23	\$45,279.37	\$47,543.34	\$49,920.52
191	Monthly	\$3,422.48	\$3,593.60	\$3,773.28	\$3,961.95	\$4,160.04
191	Hourly	\$19.74506	\$20.73232	\$21.76893	\$22.85738	\$24.00025
192	Annual	\$41,275.07	\$43,338.83	\$45,505.78	\$47,781.06	\$50,170.12
192	Monthly	\$3,439.59	\$3,611.57	\$3,792.15	\$3,981.75	\$4,180.84
192	Hourly	\$19.84378	\$20.83598	\$21.87778	\$22.97166	\$24.12025
193	Annual	\$41,481.45	\$43,555.53	\$45,733.30	\$48,019.97	\$50,420.97
193	Monthly	\$3,456.79	\$3,629.63	\$3,811.11	\$4,001.66	\$4,201.75
193	Hourly	\$19.94300	\$20.94016	\$21.98716	\$23.08652	\$24.24085
194	Annual	\$41,688.83	\$43,773.31	\$45,961.97	\$48,260.05	\$50,673.07
194	Monthly	\$3,474.07	\$3,647.78	\$3,830.16	\$4,021.67	\$4,222.76
194	Hourly	\$20.04271	\$21.04486	\$22.09710	\$23.20195	\$24.36205
195	Annual	\$41,897.31	\$43,992.19	\$46,191.78	\$48,501.38	\$50,926.42
195	Monthly	\$3,491.44	\$3,666.02	\$3,849.32	\$4,041.78	\$4,243.87
195	Hourly	\$20.14294	\$21.15009	\$22.20759	\$23.31797	\$24.48386
196	Annual	\$42,106.77	\$44,212.13	\$46,422.74	\$48,743.87	\$51,181.07
196	Monthly	\$3,508.90	\$3,684.34	\$3,868.56	\$4,061.99	\$4,265.09
196	Hourly	\$20.24364	\$21.25583	\$22.31863	\$23.43455	\$24.60628

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
197	Annual	\$42,317.30	\$44,433.20	\$46,654.86	\$48,987.58	\$51,436.97
197	Monthly	\$3,526.44	\$3,702.77	\$3,887.90	\$4,082.30	\$4,286.41
197	Hourly	\$20.34486	\$21.36212	\$22.43022	\$23.55172	\$24.72931
198	Annual	\$42,528.91	\$44,655.36	\$46,888.13	\$49,232.53	\$51,694.16
198	Monthly	\$3,544.08	\$3,721.28	\$3,907.34	\$4,102.71	\$4,307.85
198	Hourly	\$20.44659	\$21.46892	\$22.54237	\$23.66949	\$24.85296
199	Annual	\$42,741.55	\$44,878.62	\$47,122.58	\$49,478.70	\$51,952.63
199	Monthly	\$3,561.80	\$3,739.88	\$3,926.88	\$4,123.23	\$4,329.39
199	Hourly	\$20.54882	\$21.57626	\$22.65509	\$23.78784	\$24.97723
200	Annual	\$42,955.26	\$45,103.03	\$47,358.18	\$49,726.08	\$52,212.40
200	Monthly	\$3,579.61	\$3,758.59	\$3,946.52	\$4,143.84	\$4,351.03
200	Hourly	\$20.65157	\$21.68415	\$22.76836	\$23.90677	\$25.10212
201	Annual	\$43,170.04	\$45,328.56	\$47,594.96	\$49,974.72	\$52,473.46
201	Monthly	\$3,597.50	\$3,777.38	\$3,966.25	\$4,164.56	\$4,372.79
201	Hourly	\$20.75483	\$21.79258	\$22.88219	\$24.02631	\$25.22763
202	Annual	\$43,385.90	\$45,555.17	\$47,832.94	\$50,224.59	\$52,735.81
202	Monthly	\$3,615.49	\$3,796.26	\$3,986.08	\$4,185.38	\$4,394.65
202	Hourly	\$20.85861	\$21.90152	\$22.99661	\$24.14644	\$25.35375
203	Annual	\$43,602.83	\$45,782.97	\$48,072.11	\$50,475.72	\$52,999.49
203	Monthly	\$3,633.57	\$3,815.25	\$4,006.01	\$4,206.31	\$4,416.62
203	Hourly	\$20.96290	\$22.01104	\$23.11159	\$24.26717	\$25.48052
204	Annual	\$43,820.84	\$46,011.88	\$48,312.46	\$50,728.10	\$53,264.52
204	Monthly	\$3,651.74	\$3,834.32	\$4,026.04	\$4,227.34	\$4,438.71
204	Hourly	\$21.06771	\$22.12110	\$23.22714	\$24.38851	\$25.60794
205	Annual	\$44,039.95	\$46,241.91	\$48,554.02	\$50,981.73	\$53,530.84
205	Monthly	\$3,670.00	\$3,853.49	\$4,046.17	\$4,248.48	\$4,460.90
205	Hourly	\$21.17305	\$22.23169	\$23.34328	\$24.51045	\$25.73598
206	Annual	\$44,260.13	\$46,473.14	\$48,796.80	\$51,236.64	\$53,798.48
206	Monthly	\$3,688.34	\$3,872.76	\$4,066.40	\$4,269.72	\$4,483.21
206	Hourly	\$21.27891	\$22.34286	\$23.46000	\$24.63300	\$25.86465
207	Annual	\$44,481.43	\$46,705.49	\$49,040.78	\$51,492.82	\$54,067.48
207	Monthly	\$3,706.79	\$3,892.12	\$4,086.73	\$4,291.07	\$4,505.62
207	Hourly	\$21.38530	\$22.45456	\$23.57730	\$24.75616	\$25.99398
208	Annual	\$44,703.85	\$46,939.05	\$49,285.99	\$51,750.29	\$54,337.80
208	Monthly	\$3,725.32	\$3,911.59	\$4,107.17	\$4,312.52	\$4,528.15
208	Hourly	\$21.49224	\$22.56685	\$23.69519	\$24.87995	\$26.12394
209	Annual	\$44,927.36	\$47,173.73	\$49,532.42	\$52,009.06	\$54,609.52
209	Monthly	\$3,743.95	\$3,931.14	\$4,127.70	\$4,334.09	\$4,550.79
209	Hourly	\$21.59969	\$22.67968	\$23.81366	\$25.00436	\$26.25458
210	Annual	\$45,152.00	\$47,409.60	\$49,780.06	\$52,269.08	\$54,882.54
210	Monthly	\$3,762.67	\$3,950.80	\$4,148.34	\$4,355.76	\$4,573.55
210	Hourly	\$21.70769	\$22.79308	\$23.93272	\$25.12937	\$26.38584

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
211	Annual	\$45,377.76	\$47,646.65	\$50,028.98	\$52,530.44	\$55,156.94
211	Monthly	\$3,781.48	\$3,970.55	\$4,169.08	\$4,377.54	\$4,596.41
211	Hourly	\$21.81623	\$22.90704	\$24.05239	\$25.25502	\$26.51776
212	Annual	\$45,604.64	\$47,884.88	\$50,279.12	\$52,793.08	\$55,432.75
212	Monthly	\$3,800.39	\$3,990.41	\$4,189.93	\$4,399.42	\$4,619.40
212	Hourly	\$21.92531	\$23.02158	\$24.17265	\$25.38129	\$26.65036
213	Annual	\$45,832.66	\$48,124.29	\$50,530.51	\$53,057.03	\$55,709.91
213	Monthly	\$3,819.39	\$4,010.36	\$4,210.87	\$4,421.42	\$4,642.49
213	Hourly	\$22.03493	\$23.13668	\$24.29351	\$25.50819	\$26.78361
214	Annual	\$46,061.84	\$48,364.95	\$50,783.17	\$53,322.33	\$55,988.44
214	Monthly	\$3,838.49	\$4,030.41	\$4,231.93	\$4,443.53	\$4,665.70
214	Hourly	\$22.14512	\$23.25238	\$24.41499	\$25.63574	\$26.91752
215	Annual	\$46,292.14	\$48,606.76	\$51,037.11	\$53,588.95	\$56,268.41
215	Monthly	\$3,857.68	\$4,050.56	\$4,253.09	\$4,465.75	\$4,689.03
215	Hourly	\$22.25584	\$23.36863	\$24.53707	\$25.76392	\$27.05212
216	Annual	\$46,523.60	\$48,849.78	\$51,292.27	\$53,856.91	\$56,549.74
216	Monthly	\$3,876.97	\$4,070.81	\$4,274.36	\$4,488.08	\$4,712.48
216	Hourly	\$22.36712	\$23.48547	\$24.65975	\$25.89275	\$27.18738
217	Annual	\$46,756.23	\$49,094.04	\$51,548.75	\$54,126.16	\$56,832.49
217	Monthly	\$3,896.35	\$4,091.17	\$4,295.73	\$4,510.51	\$4,736.04
217	Hourly	\$22.47896	\$23.60290	\$24.78305	\$26.02219	\$27.32331
218	Annual	\$46,990.00	\$49,339.51	\$51,806.49	\$54,396.80	\$57,116.65
218	Monthly	\$3,915.83	\$4,111.63	\$4,317.21	\$4,533.07	\$4,759.72
218	Hourly	\$22.59135	\$23.72092	\$24.90697	\$26.15231	\$27.45993
219	Annual	\$47,224.95	\$49,586.20	\$52,065.50	\$54,668.78	\$57,402.23
219	Monthly	\$3,935.41	\$4,132.18	\$4,338.79	\$4,555.73	\$4,783.52
219	Hourly	\$22.70430	\$23.83952	\$25.03149	\$26.28307	\$27.59723
220	Annual	\$47,461.09	\$49,834.13	\$52,325.83	\$54,942.15	\$57,689.26
220	Monthly	\$3,955.09	\$4,152.84	\$4,360.49	\$4,578.51	\$4,807.44
220	Hourly	\$22.81783	\$23.95872	\$25.15665	\$26.41450	\$27.73522
221	Annual	\$47,698.39	\$50,083.31	\$52,587.47	\$55,216.85	\$57,977.70
221	Monthly	\$3,974.87	\$4,173.61	\$4,382.29	\$4,601.40	\$4,831.47
221	Hourly	\$22.93192	\$24.07851	\$25.28244	\$26.54656	\$27.87389
222	Annual	\$47,936.88	\$50,333.73	\$52,850.41	\$55,492.94	\$58,267.57
222	Monthly	\$3,994.74	\$4,194.48	\$4,404.20	\$4,624.41	\$4,855.63
222	Hourly	\$23.04658	\$24.19891	\$25.40885	\$26.67930	\$28.01325
223	Annual	\$48,176.55	\$50,585.40	\$53,114.67	\$55,770.39	\$58,558.92
223	Monthly	\$4,014.71	\$4,215.45	\$4,426.22	\$4,647.53	\$4,879.91
223	Hourly	\$23.16180	\$24.31990	\$25.53590	\$26.81269	\$28.15333
224	Annual	\$48,417.45	\$50,838.31	\$53,380.23	\$56,049.24	\$58,851.71
224	Monthly	\$4,034.79	\$4,236.53	\$4,448.35	\$4,670.77	\$4,904.31
224	Hourly	\$23.27762	\$24.44150	\$25.66357	\$26.94675	\$28.29409

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
225	Annual	\$48,659.54	\$51,092.51	\$53,647.14	\$56,329.51	\$59,145.97
225	Monthly	\$4,054.96	\$4,257.71	\$4,470.59	\$4,694.13	\$4,928.83
225	Hourly	\$23.39401	\$24.56371	\$25.79189	\$27.08150	\$28.43556
226	Annual	\$48,902.84	\$51,347.96	\$53,915.37	\$56,611.15	\$59,441.71
226	Monthly	\$4,075.24	\$4,279.00	\$4,492.95	\$4,717.60	\$4,953.48
226	Hourly	\$23.51098	\$24.68652	\$25.92085	\$27.21690	\$28.57775
227	Annual	\$49,147.34	\$51,604.69	\$54,184.96	\$56,894.20	\$59,738.91
227	Monthly	\$4,095.61	\$4,300.39	\$4,515.41	\$4,741.18	\$4,978.24
227	Hourly	\$23.62853	\$24.80995	\$26.05046	\$27.35298	\$28.72063
228	Annual	\$49,393.07	\$51,862.74	\$54,455.87	\$57,178.67	\$60,037.61
228	Monthly	\$4,116.09	\$4,321.89	\$4,537.99	\$4,764.89	\$5,003.13
228	Hourly	\$23.74667	\$24.93401	\$26.18071	\$27.48975	\$28.86424
229	Annual	\$49,640.06	\$52,122.04	\$54,728.15	\$57,464.59	\$60,337.79
229	Monthly	\$4,136.67	\$4,343.50	\$4,560.68	\$4,788.72	\$5,028.15
229	Hourly	\$23.86541	\$25.05867	\$26.31161	\$27.62721	\$29.00855
230	Annual	\$49,888.23	\$52,382.66	\$55,001.79	\$57,751.87	\$60,639.48
230	Monthly	\$4,157.35	\$4,365.22	\$4,583.48	\$4,812.66	\$5,053.29
230	Hourly	\$23.98473	\$25.18397	\$26.44317	\$27.76532	\$29.15360
231	Annual	\$50,137.69	\$52,644.58	\$55,276.80	\$58,040.64	\$60,942.66
231	Monthly	\$4,178.14	\$4,387.05	\$4,606.40	\$4,836.72	\$5,078.56
231	Hourly	\$24.10466	\$25.30989	\$26.57538	\$27.90415	\$29.29936
232	Annual	\$50,388.38	\$52,907.80	\$55,553.18	\$58,330.85	\$61,247.38
232	Monthly	\$4,199.03	\$4,408.98	\$4,629.43	\$4,860.90	\$5,103.95
232	Hourly	\$24.22518	\$25.43644	\$26.70826	\$28.04368	\$29.44586
233	Annual	\$50,640.33	\$53,172.34	\$55,830.94	\$58,622.50	\$61,553.63
233	Monthly	\$4,220.03	\$4,431.03	\$4,652.58	\$4,885.21	\$5,129.47
233	Hourly	\$24.34631	\$25.56363	\$26.84180	\$28.18389	\$29.59309
234	Annual	\$50,893.51	\$53,438.20	\$56,110.10	\$58,915.62	\$61,861.40
234	Monthly	\$4,241.13	\$4,453.18	\$4,675.84	\$4,909.64	\$5,155.12
234	Hourly	\$24.46803	\$25.69144	\$26.97601	\$28.32482	\$29.74106
235	Annual	\$51,148.00	\$53,705.37	\$56,390.66	\$59,210.20	\$62,170.68
235	Monthly	\$4,262.33	\$4,475.45	\$4,699.22	\$4,934.18	\$5,180.89
235	Hourly	\$24.59038	\$25.81989	\$27.11089	\$28.46644	\$29.88975
236	Annual	\$51,403.74	\$53,973.92	\$56,672.61	\$59,506.25	\$62,481.57
236	Monthly	\$4,283.65	\$4,497.83	\$4,722.72	\$4,958.85	\$5,206.80
236	Hourly	\$24.71334	\$25.94900	\$27.24645	\$28.60877	\$30.03922
237	Annual	\$51,660.74	\$54,243.79	\$56,955.97	\$59,803.78	\$62,793.96
237	Monthly	\$4,305.06	\$4,520.32	\$4,746.33	\$4,983.65	\$5,232.83
237	Hourly	\$24.83689	\$26.07875	\$27.38268	\$28.75182	\$30.18940
238	Annual	\$51,919.07	\$54,515.02	\$57,240.76	\$60,102.79	\$63,107.95
238	Monthly	\$4,326.59	\$4,542.92	\$4,770.06	\$5,008.57	\$5,259.00
238	Hourly	\$24.96109	\$26.20914	\$27.51960	\$28.89557	\$30.34036

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
239	Annual	\$52,178.65	\$54,787.58	\$57,526.96	\$60,403.31	\$63,423.48
239	Monthly	\$4,348.22	\$4,565.63	\$4,793.91	\$5,033.61	\$5,285.29
239	Hourly	\$25.08589	\$26.34018	\$27.65719	\$29.04005	\$30.49206
240	Annual	\$52,439.54	\$55,061.51	\$57,814.58	\$60,705.33	\$63,740.59
240	Monthly	\$4,369.96	\$4,588.46	\$4,817.88	\$5,058.78	\$5,311.71
240	Hourly	\$25.21132	\$26.47188	\$27.79547	\$29.18525	\$30.64451
241	Annual	\$52,701.73	\$55,336.82	\$58,103.67	\$61,008.85	\$64,059.28
241	Monthly	\$4,391.81	\$4,611.40	\$4,841.97	\$5,084.07	\$5,338.27
241	Hourly	\$25.33737	\$26.60424	\$27.93446	\$29.33118	\$30.79773
242	Annual	\$52,965.24	\$55,613.50	\$58,394.17	\$61,313.90	\$64,379.59
242	Monthly	\$4,413.77	\$4,634.46	\$4,866.18	\$5,109.49	\$5,364.97
242	Hourly	\$25.46406	\$26.73726	\$28.07412	\$29.47784	\$30.95173
243	Annual	\$53,230.07	\$55,891.56	\$58,686.16	\$61,620.47	\$64,701.50
243	Monthly	\$4,435.84	\$4,657.63	\$4,890.51	\$5,135.04	\$5,391.79
243	Hourly	\$25.59138	\$26.87094	\$28.21450	\$29.62523	\$31.10649
244	Annual	\$53,496.22	\$56,171.05	\$58,979.59	\$61,928.57	\$65,025.01
244	Monthly	\$4,458.02	\$4,680.92	\$4,914.97	\$5,160.71	\$5,418.75
244	Hourly	\$25.71934	\$27.00531	\$28.35557	\$29.77335	\$31.26202
245	Annual	\$53,763.70	\$56,451.89	\$59,274.51	\$62,238.20	\$65,350.12
245	Monthly	\$4,480.31	\$4,704.32	\$4,939.54	\$5,186.52	\$5,445.84
245	Hourly	\$25.84793	\$27.14033	\$28.49736	\$29.92221	\$31.41833
246	Annual	\$54,032.51	\$56,734.15	\$59,570.86	\$62,549.39	\$65,676.87
246	Monthly	\$4,502.71	\$4,727.85	\$4,964.24	\$5,212.45	\$5,473.07
246	Hourly	\$25.97717	\$27.27603	\$28.63984	\$30.07182	\$31.57542
247	Annual	\$54,302.67	\$57,017.81	\$59,868.72	\$62,862.14	\$66,005.27
247	Monthly	\$4,525.22	\$4,751.48	\$4,989.06	\$5,238.51	\$5,500.44
247	Hourly	\$26.10705	\$27.41241	\$28.78304	\$30.22218	\$31.73330
248	Annual	\$54,574.19	\$57,302.91	\$60,168.05	\$63,176.46	\$66,335.29
248	Monthly	\$4,547.85	\$4,775.24	\$5,014.00	\$5,264.71	\$5,527.94
248	Hourly	\$26.23759	\$27.54948	\$28.92695	\$30.37330	\$31.89197
249	Annual	\$54,847.08	\$57,589.43	\$60,468.90	\$63,492.35	\$66,666.97
249	Monthly	\$4,570.59	\$4,799.12	\$5,039.08	\$5,291.03	\$5,555.58
249	Hourly	\$26.36879	\$27.68723	\$29.07159	\$30.52517	\$32.05143
250	Annual	\$55,121.29	\$57,877.38	\$60,771.25	\$63,809.81	\$67,000.29
250	Monthly	\$4,593.44	\$4,823.11	\$5,064.27	\$5,317.48	\$5,583.36
250	Hourly	\$26.50062	\$27.82566	\$29.21695	\$30.67779	\$32.21168
251	Annual	\$55,396.93	\$58,166.75	\$61,075.10	\$64,128.86	\$67,335.30
251	Monthly	\$4,616.41	\$4,847.23	\$5,089.59	\$5,344.07	\$5,611.27
251	Hourly	\$26.63314	\$27.96478	\$29.36303	\$30.83118	\$32.37274
252	Annual	\$55,673.89	\$58,457.60	\$61,380.49	\$64,449.49	\$67,671.96
252	Monthly	\$4,639.49	\$4,871.47	\$5,115.04	\$5,370.79	\$5,639.33
252	Hourly	\$26.76629	\$28.10462	\$29.50985	\$30.98533	\$32.53460

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
253	Annual	\$55,952.28	\$58,749.87	\$61,687.38	\$64,771.75	\$68,010.33
253	Monthly	\$4,662.69	\$4,895.82	\$5,140.61	\$5,397.64	\$5,667.53
253	Hourly	\$26.90013	\$28.24513	\$29.65739	\$31.14026	\$32.69727
254	Annual	\$56,232.03	\$59,043.62	\$61,995.81	\$65,095.60	\$68,350.38
254	Monthly	\$4,686.00	\$4,920.30	\$5,166.32	\$5,424.63	\$5,695.86
254	Hourly	\$27.03463	\$28.38636	\$29.80568	\$31.29596	\$32.86076
255	Annual	\$56,513.17	\$59,338.86	\$62,305.80	\$65,421.09	\$68,692.13
255	Monthly	\$4,709.43	\$4,944.91	\$5,192.15	\$5,451.76	\$5,724.34
255	Hourly	\$27.16979	\$28.52830	\$29.95471	\$31.45245	\$33.02506
256	Annual	\$56,795.76	\$59,635.55	\$62,617.32	\$65,748.19	\$69,035.60
256	Monthly	\$4,732.98	\$4,969.63	\$5,218.11	\$5,479.02	\$5,752.97
256	Hourly	\$27.30565	\$28.67094	\$30.10448	\$31.60971	\$33.19019
257	Annual	\$57,079.72	\$59,933.72	\$62,930.41	\$66,076.93	\$69,380.77
257	Monthly	\$4,756.64	\$4,994.48	\$5,244.20	\$5,506.41	\$5,781.73
257	Hourly	\$27.44217	\$28.81429	\$30.25500	\$31.76775	\$33.35614
258	Annual	\$57,365.12	\$60,233.38	\$63,245.06	\$66,407.31	\$69,727.66
258	Monthly	\$4,780.43	\$5,019.45	\$5,270.42	\$5,533.94	\$5,810.64
258	Hourly	\$27.57938	\$28.95836	\$30.40628	\$31.92659	\$33.52291
259	Annual	\$57,651.96	\$60,534.57	\$63,561.29	\$66,739.35	\$70,076.32
259	Monthly	\$4,804.33	\$5,044.55	\$5,296.77	\$5,561.61	\$5,839.69
259	Hourly	\$27.71729	\$29.10316	\$30.55831	\$32.08623	\$33.69054
260	Annual	\$57,940.23	\$60,837.22	\$63,879.11	\$67,073.05	\$70,426.69
260	Monthly	\$4,828.35	\$5,069.77	\$5,323.26	\$5,589.42	\$5,868.89
260	Hourly	\$27.85588	\$29.24866	\$30.71111	\$32.24666	\$33.85899
261	Annual	\$58,229.93	\$61,141.40	\$64,198.48	\$67,408.42	\$70,778.84
261	Monthly	\$4,852.49	\$5,095.12	\$5,349.87	\$5,617.37	\$5,898.24
261	Hourly	\$27.99516	\$29.39490	\$30.86465	\$32.40789	\$34.02829
262	Annual	\$58,521.06	\$61,447.12	\$64,519.48	\$67,745.46	\$71,132.74
262	Monthly	\$4,876.76	\$5,120.59	\$5,376.62	\$5,645.45	\$5,927.73
262	Hourly	\$28.13513	\$29.54188	\$31.01898	\$32.56993	\$34.19843
263	Annual	\$58,813.68	\$61,754.37	\$64,842.08	\$68,084.18	\$71,488.40
263	Monthly	\$4,901.14	\$5,146.20	\$5,403.51	\$5,673.68	\$5,957.37
263	Hourly	\$28.27581	\$29.68960	\$31.17408	\$32.73278	\$34.36942
264	Annual	\$59,107.76	\$62,063.14	\$65,166.28	\$68,424.60	\$71,845.85
264	Monthly	\$4,925.65	\$5,171.93	\$5,430.52	\$5,702.05	\$5,987.15
264	Hourly	\$28.41719	\$29.83805	\$31.32994	\$32.89644	\$34.54127
265	Annual	\$59,403.28	\$62,373.44	\$65,492.11	\$68,766.72	\$72,205.06
265	Monthly	\$4,950.27	\$5,197.79	\$5,457.68	\$5,730.56	\$6,017.09
265	Hourly	\$28.55927	\$29.98723	\$31.48659	\$33.06092	\$34.71397
266	Annual	\$59,700.29	\$62,685.33	\$65,819.59	\$69,110.55	\$72,566.10
266	Monthly	\$4,975.02	\$5,223.78	\$5,484.97	\$5,759.21	\$6,047.18
266	Hourly	\$28.70206	\$30.13718	\$31.64403	\$33.22623	\$34.88755

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
267	Annual	\$59,998.81	\$62,998.73	\$66,148.68	\$69,456.10	\$72,928.91
267	Monthly	\$4,999.90	\$5,249.89	\$5,512.39	\$5,788.01	\$6,077.41
267	Hourly	\$28.84558	\$30.28785	\$31.80225	\$33.39236	\$35.06198
268	Annual	\$60,298.78	\$63,313.73	\$66,479.41	\$69,803.39	\$73,293.56
268	Monthly	\$5,024.90	\$5,276.14	\$5,539.95	\$5,816.95	\$6,107.80
268	Hourly	\$28.98980	\$30.43929	\$31.96125	\$33.55932	\$35.23729
269	Annual	\$60,600.30	\$63,630.30	\$66,811.84	\$70,152.42	\$73,660.02
269	Monthly	\$5,050.02	\$5,302.52	\$5,567.65	\$5,846.04	\$6,138.33
269	Hourly	\$29.13476	\$30.59149	\$32.12108	\$33.72713	\$35.41347
270	Annual	\$60,903.29	\$63,948.47	\$67,145.88	\$70,503.18	\$74,028.32
270	Monthly	\$5,075.27	\$5,329.04	\$5,595.49	\$5,875.26	\$6,169.03
270	Hourly	\$29.28043	\$30.74446	\$32.28167	\$33.89576	\$35.59054
271	Annual	\$61,207.81	\$64,268.21	\$67,481.59	\$70,855.69	\$74,398.47
271	Monthly	\$5,100.65	\$5,355.68	\$5,623.47	\$5,904.64	\$6,199.87
271	Hourly	\$29.42683	\$30.89818	\$32.44307	\$34.06524	\$35.76850
272	Annual	\$61,513.84	\$64,589.52	\$67,819.01	\$71,209.98	\$74,770.47
272	Monthly	\$5,126.15	\$5,382.46	\$5,651.58	\$5,934.17	\$6,230.87
272	Hourly	\$29.57396	\$31.05265	\$32.60529	\$34.23557	\$35.94734
273	Annual	\$61,821.40	\$64,912.47	\$68,158.11	\$71,566.04	\$75,144.31
273	Monthly	\$5,151.78	\$5,409.37	\$5,679.84	\$5,963.84	\$6,262.03
273	Hourly	\$29.72183	\$31.20792	\$32.76832	\$34.40675	\$36.12707
274	Annual	\$62,130.53	\$65,237.07	\$68,498.90	\$71,923.83	\$75,520.04
274	Monthly	\$5,177.54	\$5,436.42	\$5,708.24	\$5,993.65	\$6,293.34
274	Hourly	\$29.87045	\$31.36398	\$32.93216	\$34.57876	\$36.30771
275	Annual	\$62,441.15	\$65,563.24	\$68,841.39	\$72,283.47	\$75,897.65
275	Monthly	\$5,203.43	\$5,463.60	\$5,736.78	\$6,023.62	\$6,324.80
275	Hourly	\$30.01978	\$31.52079	\$33.09682	\$34.75167	\$36.48925
276	Annual	\$62,753.38	\$65,891.05	\$69,185.59	\$72,644.88	\$76,277.14
276	Monthly	\$5,229.45	\$5,490.92	\$5,765.47	\$6,053.74	\$6,356.43
276	Hourly	\$30.16989	\$31.67839	\$33.26230	\$34.92542	\$36.67170
277	Annual	\$63,067.14	\$66,220.48	\$69,531.53	\$73,008.11	\$76,658.51
277	Monthly	\$5,255.59	\$5,518.37	\$5,794.29	\$6,084.01	\$6,388.21
277	Hourly	\$30.32074	\$31.83677	\$33.42862	\$35.10005	\$36.85505
278	Annual	\$63,382.48	\$66,551.60	\$69,879.18	\$73,373.14	\$77,041.81
278	Monthly	\$5,281.87	\$5,545.97	\$5,823.26	\$6,114.43	\$6,420.15
278	Hourly	\$30.47235	\$31.99596	\$33.59576	\$35.27555	\$37.03933
279	Annual	\$63,699.38	\$66,884.38	\$70,228.59	\$73,740.02	\$77,427.01
279	Monthly	\$5,308.28	\$5,573.70	\$5,852.38	\$6,145.00	\$6,452.25
279	Hourly	\$30.62470	\$32.15595	\$33.76375	\$35.45193	\$37.22452
280	Annual	\$64,017.90	\$67,218.79	\$70,579.72	\$74,108.74	\$77,814.16
280	Monthly	\$5,334.83	\$5,601.57	\$5,881.64	\$6,175.73	\$6,484.51
280	Hourly	\$30.77784	\$32.31673	\$33.93256	\$35.62920	\$37.41065

Payroll Salary Table

County of Madera

3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals

Professional

PFB2 0120

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
281	Annual	\$64,337.97	\$67,554.89	\$70,932.62	\$74,479.26	\$78,203.22
281	Monthly	\$5,361.50	\$5,629.57	\$5,911.05	\$6,206.61	\$6,516.93
281	Hourly	\$30.93172	\$32.47831	\$34.10222	\$35.80734	\$37.59770
282	Annual	\$64,659.67	\$67,892.66	\$71,287.29	\$74,851.68	\$78,594.24
282	Monthly	\$5,388.31	\$5,657.72	\$5,940.61	\$6,237.64	\$6,549.52
282	Hourly	\$31.08638	\$32.64070	\$34.27274	\$35.98638	\$37.78569
283	Annual	\$64,982.97	\$68,232.11	\$71,643.73	\$75,225.91	\$78,987.21
283	Monthly	\$5,415.25	\$5,686.01	\$5,970.31	\$6,268.83	\$6,582.27
283	Hourly	\$31.24181	\$32.80390	\$34.44410	\$36.16630	\$37.97462
284	Annual	\$65,307.89	\$68,573.29	\$72,001.93	\$75,602.06	\$79,382.15
284	Monthly	\$5,442.32	\$5,714.44	\$6,000.16	\$6,300.17	\$6,615.18
284	Hourly	\$31.39802	\$32.96793	\$34.61631	\$36.34714	\$38.16450
285	Annual	\$65,634.42	\$68,916.16	\$72,361.94	\$75,980.03	\$79,779.05
285	Monthly	\$5,469.53	\$5,743.01	\$6,030.16	\$6,331.67	\$6,648.25
285	Hourly	\$31.55501	\$33.13277	\$34.78939	\$36.52886	\$38.35531
286	Annual	\$65,962.60	\$69,260.73	\$72,723.75	\$76,359.97	\$80,177.95
286	Monthly	\$5,496.88	\$5,771.73	\$6,060.31	\$6,363.33	\$6,681.50
286	Hourly	\$31.71279	\$33.29843	\$34.96334	\$36.71152	\$38.54709
287	Annual	\$66,292.41	\$69,607.03	\$73,087.40	\$76,741.75	\$80,578.85
287	Monthly	\$5,524.37	\$5,800.59	\$6,090.62	\$6,395.15	\$6,714.90
287	Hourly	\$31.87135	\$33.46492	\$35.13817	\$36.89507	\$38.73983
288	Annual	\$66,623.86	\$69,955.06	\$73,452.83	\$77,125.46	\$80,981.74
288	Monthly	\$5,551.99	\$5,829.59	\$6,121.07	\$6,427.12	\$6,748.48
288	Hourly	\$32.03070	\$33.63224	\$35.31386	\$37.07955	\$38.93353
289	Annual	\$66,956.99	\$70,304.84	\$73,820.09	\$77,511.07	\$81,386.63
289	Monthly	\$5,579.75	\$5,858.74	\$6,151.67	\$6,459.26	\$6,782.22
289	Hourly	\$32.19086	\$33.80040	\$35.49043	\$37.26494	\$39.12819
290	Annual	\$67,291.78	\$70,656.37	\$74,189.18	\$77,898.64	\$81,793.59
290	Monthly	\$5,607.65	\$5,888.03	\$6,182.43	\$6,491.55	\$6,816.13
290	Hourly	\$32.35182	\$33.96941	\$35.66788	\$37.45127	\$39.32384
291	Annual	\$67,628.22	\$71,009.64	\$74,560.11	\$78,288.13	\$82,202.54
291	Monthly	\$5,635.69	\$5,917.47	\$6,213.34	\$6,524.01	\$6,850.21
291	Hourly	\$32.51357	\$34.13925	\$35.84621	\$37.63852	\$39.52045
292	Annual	\$67,966.39	\$71,364.69	\$74,932.91	\$78,679.57	\$82,613.57
292	Monthly	\$5,663.87	\$5,947.06	\$6,244.41	\$6,556.63	\$6,884.46
292	Hourly	\$32.67615	\$34.30995	\$36.02544	\$37.82672	\$39.71806
293	Annual	\$68,306.21	\$71,721.52	\$75,307.60	\$79,072.98	\$83,026.64
293	Monthly	\$5,692.18	\$5,976.79	\$6,275.63	\$6,589.42	\$6,918.89
293	Hourly	\$32.83952	\$34.48150	\$36.20558	\$38.01586	\$39.91665
294	Annual	\$68,647.74	\$72,080.11	\$75,684.14	\$79,468.35	\$83,441.77
294	Monthly	\$5,720.64	\$6,006.68	\$6,307.01	\$6,622.36	\$6,953.48
294	Hourly	\$33.00372	\$34.65390	\$36.38661	\$38.20594	\$40.11624

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
295	Annual	\$68,990.99	\$72,440.52	\$76,062.55	\$79,865.67	\$83,858.96
295	Monthly	\$5,749.25	\$6,036.71	\$6,338.55	\$6,655.47	\$6,988.25
295	Hourly	\$33.16875	\$34.82717	\$36.56853	\$38.39696	\$40.31681
296	Annual	\$69,335.93	\$72,802.73	\$76,442.87	\$80,265.02	\$84,278.25
296	Monthly	\$5,777.99	\$6,066.89	\$6,370.24	\$6,688.75	\$7,023.19
296	Hourly	\$33.33458	\$35.00131	\$36.75138	\$38.58895	\$40.51839
297	Annual	\$69,682.61	\$73,166.73	\$76,825.08	\$80,666.35	\$84,699.65
297	Monthly	\$5,806.88	\$6,097.23	\$6,402.09	\$6,722.20	\$7,058.30
297	Hourly	\$33.50125	\$35.17631	\$36.93513	\$38.78190	\$40.72099
298	Annual	\$70,031.04	\$73,532.59	\$77,209.21	\$81,069.66	\$85,123.14
298	Monthly	\$5,835.92	\$6,127.72	\$6,434.10	\$6,755.81	\$7,093.60
298	Hourly	\$33.66877	\$35.35221	\$37.11981	\$38.97580	\$40.92459
299	Annual	\$70,381.18	\$73,900.23	\$77,595.25	\$81,475.02	\$85,548.77
299	Monthly	\$5,865.10	\$6,158.35	\$6,466.27	\$6,789.58	\$7,129.06
299	Hourly	\$33.83711	\$35.52896	\$37.30541	\$39.17068	\$41.12922
300	Annual	\$70,733.09	\$74,269.75	\$77,983.23	\$81,882.38	\$85,976.50
300	Monthly	\$5,894.42	\$6,189.15	\$6,498.60	\$6,823.53	\$7,164.71
300	Hourly	\$34.00629	\$35.70661	\$37.49194	\$39.36653	\$41.33486
301	Annual	\$71,086.75	\$74,641.08	\$78,373.15	\$82,291.81	\$86,406.39
301	Monthly	\$5,923.90	\$6,220.09	\$6,531.10	\$6,857.65	\$7,200.53
301	Hourly	\$34.17632	\$35.88513	\$37.67940	\$39.56337	\$41.54153
302	Annual	\$71,442.18	\$75,014.31	\$78,765.02	\$82,703.26	\$86,838.43
302	Monthly	\$5,953.51	\$6,251.19	\$6,563.75	\$6,891.94	\$7,236.54
302	Hourly	\$34.34720	\$36.06457	\$37.86780	\$39.76118	\$41.74925
303	Annual	\$71,799.38	\$75,389.36	\$79,158.84	\$83,116.79	\$87,272.63
303	Monthly	\$5,983.28	\$6,282.45	\$6,596.57	\$6,926.40	\$7,272.72
303	Hourly	\$34.51893	\$36.24488	\$38.05713	\$39.96000	\$41.95800
304	Annual	\$72,158.41	\$75,766.32	\$79,554.64	\$83,532.36	\$87,708.98
304	Monthly	\$6,013.20	\$6,313.86	\$6,629.55	\$6,961.03	\$7,309.08
304	Hourly	\$34.69154	\$36.42612	\$38.24742	\$40.15979	\$42.16778
305	Annual	\$72,519.18	\$76,145.16	\$79,952.41	\$83,950.03	\$88,147.51
305	Monthly	\$6,043.26	\$6,345.43	\$6,662.70	\$6,995.84	\$7,345.63
305	Hourly	\$34.86499	\$36.60825	\$38.43866	\$40.36059	\$42.37861
306	Annual	\$72,881.79	\$76,525.87	\$80,352.17	\$84,369.78	\$88,588.25
306	Monthly	\$6,073.48	\$6,377.16	\$6,696.01	\$7,030.81	\$7,382.35
306	Hourly	\$35.03932	\$36.79128	\$38.63085	\$40.56239	\$42.59050
307	Annual	\$73,246.18	\$76,908.49	\$80,753.93	\$84,791.63	\$89,031.20
307	Monthly	\$6,103.85	\$6,409.04	\$6,729.49	\$7,065.97	\$7,419.27
307	Hourly	\$35.21451	\$36.97524	\$38.82400	\$40.76521	\$42.80346
308	Annual	\$73,612.42	\$77,293.04	\$81,157.71	\$85,215.59	\$89,476.36
308	Monthly	\$6,134.37	\$6,441.09	\$6,763.14	\$7,101.30	\$7,456.36
308	Hourly	\$35.39059	\$37.16012	\$39.01813	\$40.96903	\$43.01748

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
309	Annual	\$73,980.48	\$77,679.50	\$81,563.49	\$85,641.67	\$89,923.75
309	Monthly	\$6,165.04	\$6,473.29	\$6,796.96	\$7,136.81	\$7,493.65
309	Hourly	\$35.56754	\$37.34591	\$39.21322	\$41.17388	\$43.23257
310	Annual	\$74,350.39	\$78,067.90	\$81,971.28	\$86,069.86	\$90,373.37
310	Monthly	\$6,195.87	\$6,505.66	\$6,830.94	\$7,172.49	\$7,531.11
310	Hourly	\$35.74538	\$37.53264	\$39.40927	\$41.37974	\$43.44874
311	Annual	\$74,722.13	\$78,458.24	\$82,381.16	\$86,500.23	\$90,825.22
311	Monthly	\$6,226.84	\$6,538.19	\$6,865.10	\$7,208.35	\$7,568.77
311	Hourly	\$35.92410	\$37.72031	\$39.60633	\$41.58665	\$43.66597
312	Annual	\$75,095.74	\$78,850.55	\$82,793.08	\$86,932.70	\$91,279.36
312	Monthly	\$6,257.98	\$6,570.88	\$6,899.42	\$7,244.39	\$7,606.61
312	Hourly	\$36.10372	\$37.90892	\$39.80437	\$41.79457	\$43.88431
313	Annual	\$75,471.23	\$79,244.77	\$83,207.04	\$87,367.37	\$91,735.76
313	Monthly	\$6,289.27	\$6,603.73	\$6,933.92	\$7,280.61	\$7,644.65
313	Hourly	\$36.28425	\$38.09845	\$40.00338	\$42.00354	\$44.10373
314	Annual	\$75,848.58	\$79,641.01	\$83,623.06	\$87,804.22	\$92,194.43
314	Monthly	\$6,320.71	\$6,636.75	\$6,968.59	\$7,317.02	\$7,682.87
314	Hourly	\$36.46566	\$38.28895	\$40.20339	\$42.21357	\$44.32425
315	Annual	\$76,227.83	\$80,039.23	\$84,041.18	\$88,243.23	\$92,655.40
315	Monthly	\$6,352.32	\$6,669.94	\$7,003.43	\$7,353.60	\$7,721.28
315	Hourly	\$36.64800	\$38.48040	\$40.40441	\$42.42463	\$44.54587
316	Annual	\$76,608.97	\$80,439.43	\$84,461.38	\$88,684.46	\$93,118.70
316	Monthly	\$6,384.08	\$6,703.29	\$7,038.45	\$7,390.37	\$7,759.89
316	Hourly	\$36.83124	\$38.67280	\$40.60643	\$42.63676	\$44.76861
317	Annual	\$76,992.02	\$80,841.62	\$84,883.69	\$89,127.89	\$93,584.27
317	Monthly	\$6,416.00	\$6,736.80	\$7,073.64	\$7,427.32	\$7,798.69
317	Hourly	\$37.01539	\$38.86616	\$40.80947	\$42.84995	\$44.99244
318	Annual	\$77,376.99	\$81,245.83	\$85,308.10	\$89,573.53	\$94,052.20
318	Monthly	\$6,448.08	\$6,770.49	\$7,109.01	\$7,464.46	\$7,837.68
318	Hourly	\$37.20048	\$39.06050	\$41.01351	\$43.06420	\$45.21740
319	Annual	\$77,763.87	\$81,652.04	\$85,734.65	\$90,021.38	\$94,522.44
319	Monthly	\$6,480.32	\$6,804.34	\$7,144.55	\$7,501.78	\$7,876.87
319	Hourly	\$37.38648	\$39.25579	\$41.21858	\$43.27951	\$45.44348
320	Annual	\$78,152.67	\$82,060.31	\$86,163.34	\$90,471.49	\$94,995.07
320	Monthly	\$6,512.72	\$6,838.36	\$7,180.28	\$7,539.29	\$7,916.26
320	Hourly	\$37.57340	\$39.45207	\$41.42468	\$43.49591	\$45.67071
321	Annual	\$78,543.44	\$82,470.62	\$86,594.14	\$90,923.84	\$95,470.04
321	Monthly	\$6,545.29	\$6,872.55	\$7,216.18	\$7,576.99	\$7,955.84
321	Hourly	\$37.76127	\$39.64934	\$41.63180	\$43.71338	\$45.89906
322	Annual	\$78,936.17	\$82,882.95	\$87,027.11	\$91,378.48	\$95,947.39
322	Monthly	\$6,578.01	\$6,906.91	\$7,252.26	\$7,614.87	\$7,995.62
322	Hourly	\$37.95008	\$39.84757	\$41.83996	\$43.93196	\$46.12855

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
323	Annual	\$79,330.85	\$83,297.39	\$87,462.26	\$91,835.38	\$96,427.14
323	Monthly	\$6,610.90	\$6,941.45	\$7,288.52	\$7,652.95	\$8,035.59
323	Hourly	\$38.13983	\$40.04682	\$42.04916	\$44.15163	\$46.35920
324	Annual	\$79,727.48	\$83,713.88	\$87,899.55	\$92,294.53	\$96,909.28
324	Monthly	\$6,643.96	\$6,976.16	\$7,324.96	\$7,691.21	\$8,075.77
324	Hourly	\$38.33052	\$40.24706	\$42.25940	\$44.37237	\$46.59100
325	Annual	\$80,126.13	\$84,132.44	\$88,339.06	\$92,756.01	\$97,393.80
325	Monthly	\$6,677.18	\$7,011.04	\$7,361.59	\$7,729.67	\$8,116.15
325	Hourly	\$38.52218	\$40.44829	\$42.47070	\$44.59424	\$46.82394
326	Annual	\$80,526.75	\$84,553.09	\$88,780.76	\$93,219.80	\$97,880.79
326	Monthly	\$6,710.56	\$7,046.09	\$7,398.40	\$7,768.32	\$8,156.73
326	Hourly	\$38.71478	\$40.65052	\$42.68306	\$44.81721	\$47.05807
327	Annual	\$80,929.40	\$84,975.88	\$89,224.66	\$93,685.90	\$98,370.18
327	Monthly	\$6,744.12	\$7,081.32	\$7,435.39	\$7,807.16	\$8,197.52
327	Hourly	\$38.90837	\$40.85379	\$42.89647	\$45.04130	\$47.29336
328	Annual	\$81,334.03	\$85,400.75	\$89,670.78	\$94,154.30	\$98,862.03
328	Monthly	\$6,777.84	\$7,116.73	\$7,472.56	\$7,846.19	\$8,238.50
328	Hourly	\$39.10290	\$41.05805	\$43.11095	\$45.26649	\$47.52982
329	Annual	\$81,740.71	\$85,827.75	\$90,119.13	\$94,625.09	\$99,356.34
329	Monthly	\$6,811.73	\$7,152.31	\$7,509.93	\$7,885.42	\$8,279.69
329	Hourly	\$39.29842	\$41.26334	\$43.32650	\$45.49283	\$47.76747
330	Annual	\$82,149.42	\$86,256.90	\$90,569.73	\$95,098.22	\$99,853.12
330	Monthly	\$6,845.78	\$7,188.07	\$7,547.48	\$7,924.85	\$8,321.09
330	Hourly	\$39.49491	\$41.46966	\$43.54314	\$45.72030	\$48.00631
331	Annual	\$82,560.18	\$86,688.17	\$91,022.59	\$95,573.71	\$100,352.38
331	Monthly	\$6,880.01	\$7,224.01	\$7,585.22	\$7,964.48	\$8,362.70
331	Hourly	\$39.69239	\$41.67700	\$43.76086	\$45.94890	\$48.24634
332	Annual	\$82,972.95	\$87,121.60	\$91,477.68	\$96,051.60	\$100,854.17
332	Monthly	\$6,914.41	\$7,260.13	\$7,623.14	\$8,004.30	\$8,404.51
332	Hourly	\$39.89084	\$41.88538	\$43.97965	\$46.17865	\$48.48758
333	Annual	\$83,387.84	\$87,557.23	\$91,935.07	\$96,531.83	\$101,358.44
333	Monthly	\$6,948.99	\$7,296.44	\$7,661.26	\$8,044.32	\$8,446.54
333	Hourly	\$40.09031	\$42.09482	\$44.19955	\$46.40953	\$48.73002
334	Annual	\$83,804.78	\$87,995.00	\$92,394.76	\$97,014.51	\$101,865.22
334	Monthly	\$6,983.73	\$7,332.92	\$7,699.56	\$8,084.54	\$8,488.77
334	Hourly	\$40.29076	\$42.30529	\$44.42056	\$46.64159	\$48.97366
335	Annual	\$84,223.80	\$88,434.99	\$92,856.72	\$97,499.57	\$102,374.56
335	Monthly	\$7,018.65	\$7,369.58	\$7,738.06	\$8,124.96	\$8,531.21
335	Hourly	\$40.49221	\$42.51682	\$44.64265	\$46.87479	\$49.21854
336	Annual	\$84,644.91	\$88,877.16	\$93,321.02	\$97,987.06	\$102,886.43
336	Monthly	\$7,053.74	\$7,406.43	\$7,776.75	\$8,165.59	\$8,573.87
336	Hourly	\$40.69467	\$42.72940	\$44.86588	\$47.10916	\$49.46463

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
337	Annual	\$85,068.13	\$89,321.54	\$93,787.62	\$98,477.00	\$103,400.87
337	Monthly	\$7,089.01	\$7,443.46	\$7,815.63	\$8,206.42	\$8,616.74
337	Hourly	\$40.89814	\$42.94305	\$45.09020	\$47.34471	\$49.71196
338	Annual	\$85,493.47	\$89,768.14	\$94,256.54	\$98,969.37	\$103,917.87
338	Monthly	\$7,124.46	\$7,480.68	\$7,854.71	\$8,247.45	\$8,659.82
338	Hourly	\$41.10263	\$43.15776	\$45.31564	\$47.58143	\$49.96051
339	Annual	\$85,920.94	\$90,217.01	\$94,727.85	\$99,464.24	\$104,437.46
339	Monthly	\$7,160.08	\$7,518.08	\$7,893.99	\$8,288.69	\$8,703.12
339	Hourly	\$41.30814	\$43.37356	\$45.54224	\$47.81935	\$50.21032
340	Annual	\$86,350.55	\$90,668.08	\$95,201.50	\$99,961.57	\$104,959.64
340	Monthly	\$7,195.88	\$7,555.67	\$7,933.46	\$8,330.13	\$8,746.64
340	Hourly	\$41.51469	\$43.59042	\$45.76995	\$48.05845	\$50.46137
341	Annual	\$86,782.31	\$91,121.42	\$95,677.48	\$100,461.35	\$105,484.43
341	Monthly	\$7,231.86	\$7,593.45	\$7,973.12	\$8,371.78	\$8,790.37
341	Hourly	\$41.72226	\$43.80838	\$45.99879	\$48.29873	\$50.71367
342	Annual	\$87,216.21	\$91,577.01	\$96,155.88	\$100,963.67	\$106,011.85
342	Monthly	\$7,268.02	\$7,631.42	\$8,012.99	\$8,413.64	\$8,834.32
342	Hourly	\$41.93087	\$44.02741	\$46.22879	\$48.54023	\$50.96724
343	Annual	\$87,652.30	\$92,034.90	\$96,636.67	\$101,468.49	\$106,541.91
343	Monthly	\$7,304.36	\$7,669.58	\$8,053.06	\$8,455.71	\$8,878.49
343	Hourly	\$42.14053	\$44.24755	\$46.45994	\$48.78293	\$51.22207
344	Annual	\$88,090.56	\$92,495.07	\$97,119.85	\$101,975.84	\$107,074.62
344	Monthly	\$7,340.88	\$7,707.92	\$8,093.32	\$8,497.99	\$8,922.88
344	Hourly	\$42.35123	\$44.46878	\$46.69224	\$49.02685	\$51.47818
345	Annual	\$88,531.01	\$92,957.55	\$97,605.44	\$102,485.71	\$107,609.99
345	Monthly	\$7,377.58	\$7,746.46	\$8,133.79	\$8,540.48	\$8,967.50
345	Hourly	\$42.56299	\$44.69113	\$46.92569	\$49.27198	\$51.73557
346	Annual	\$88,973.67	\$93,422.35	\$98,093.48	\$102,998.14	\$108,148.05
346	Monthly	\$7,414.47	\$7,785.20	\$8,174.46	\$8,583.18	\$9,012.34
346	Hourly	\$42.77580	\$44.91459	\$47.16033	\$49.51834	\$51.99425
347	Annual	\$89,418.54	\$93,889.46	\$98,583.93	\$103,513.13	\$108,688.78
347	Monthly	\$7,451.54	\$7,824.12	\$8,215.33	\$8,626.09	\$9,057.40
347	Hourly	\$42.98968	\$45.13916	\$47.39612	\$49.76593	\$52.25422
348	Annual	\$89,865.65	\$94,358.91	\$99,076.86	\$104,030.70	\$109,232.24
348	Monthly	\$7,488.80	\$7,863.24	\$8,256.41	\$8,669.22	\$9,102.69
348	Hourly	\$43.20464	\$45.36486	\$47.63311	\$50.01476	\$52.51550
349	Annual	\$90,314.95	\$94,830.71	\$99,572.22	\$104,550.86	\$109,778.39
349	Monthly	\$7,526.25	\$7,902.56	\$8,297.68	\$8,712.57	\$9,148.20
349	Hourly	\$43.42065	\$45.59169	\$47.87126	\$50.26484	\$52.77807
350	Annual	\$90,766.51	\$95,304.86	\$100,070.09	\$105,073.61	\$110,327.28
350	Monthly	\$7,563.88	\$7,942.07	\$8,339.17	\$8,756.13	\$9,193.94
350	Hourly	\$43.63775	\$45.81964	\$48.11062	\$50.51616	\$53.04196

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
351	Annual	\$91,220.35	\$95,781.38	\$100,570.47	\$105,598.96	\$110,878.93
351	Monthly	\$7,601.70	\$7,981.78	\$8,380.87	\$8,799.91	\$9,239.91
351	Hourly	\$43.85594	\$46.04874	\$48.35119	\$50.76873	\$53.30718
352	Annual	\$91,676.47	\$96,260.29	\$101,073.31	\$106,126.97	\$111,433.31
352	Monthly	\$7,639.71	\$8,021.69	\$8,422.78	\$8,843.91	\$9,286.11
352	Hourly	\$44.07523	\$46.27899	\$48.59294	\$51.02258	\$53.57371
353	Annual	\$92,134.85	\$96,741.60	\$101,578.67	\$106,657.60	\$111,990.47
353	Monthly	\$7,677.90	\$8,061.80	\$8,464.89	\$8,888.13	\$9,332.54
353	Hourly	\$44.29560	\$46.51038	\$48.83590	\$51.27769	\$53.84157
354	Annual	\$92,595.52	\$97,225.28	\$102,086.55	\$107,190.88	\$112,550.42
354	Monthly	\$7,716.29	\$8,102.11	\$8,507.21	\$8,932.57	\$9,379.20
354	Hourly	\$44.51708	\$46.74292	\$49.08007	\$51.53408	\$54.11078
355	Annual	\$93,058.50	\$97,711.42	\$102,596.98	\$107,726.86	\$113,113.19
355	Monthly	\$7,754.87	\$8,142.62	\$8,549.75	\$8,977.24	\$9,426.10
355	Hourly	\$44.73966	\$46.97664	\$49.32547	\$51.79176	\$54.38134
356	Annual	\$93,523.77	\$98,199.99	\$103,109.96	\$108,265.46	\$113,678.76
356	Monthly	\$7,793.65	\$8,183.33	\$8,592.50	\$9,022.12	\$9,473.23
356	Hourly	\$44.96335	\$47.21153	\$49.57210	\$52.05070	\$54.65325
357	Annual	\$93,991.41	\$98,690.98	\$103,625.54	\$108,806.82	\$114,247.14
357	Monthly	\$7,832.62	\$8,224.25	\$8,635.46	\$9,067.23	\$9,520.59
357	Hourly	\$45.18818	\$47.44759	\$49.81997	\$52.31097	\$54.92651
358	Annual	\$94,461.38	\$99,184.44	\$104,143.64	\$109,350.85	\$114,818.38
358	Monthly	\$7,871.78	\$8,265.37	\$8,678.64	\$9,112.57	\$9,568.20
358	Hourly	\$45.41413	\$47.68483	\$50.06906	\$52.57252	\$55.20114
359	Annual	\$94,933.68	\$99,680.36	\$104,664.39	\$109,897.60	\$115,392.47
359	Monthly	\$7,911.14	\$8,306.70	\$8,722.03	\$9,158.13	\$9,616.04
359	Hourly	\$45.64119	\$47.92325	\$50.31942	\$52.83538	\$55.47715
360	Annual	\$95,408.34	\$100,178.76	\$105,187.69	\$110,447.08	\$115,969.44
360	Monthly	\$7,950.69	\$8,348.23	\$8,765.64	\$9,203.92	\$9,664.12
360	Hourly	\$45.86939	\$48.16287	\$50.57100	\$53.09956	\$55.75454
361	Annual	\$95,885.40	\$100,679.66	\$105,713.64	\$110,999.33	\$116,549.29
361	Monthly	\$7,990.45	\$8,389.97	\$8,809.47	\$9,249.94	\$9,712.44
361	Hourly	\$46.09875	\$48.40368	\$50.82387	\$53.36506	\$56.03331
362	Annual	\$96,364.80	\$101,183.04	\$106,242.20	\$111,554.29	\$117,132.04
362	Monthly	\$8,030.40	\$8,431.92	\$8,853.52	\$9,296.19	\$9,761.00
362	Hourly	\$46.32923	\$48.64569	\$51.07798	\$53.63187	\$56.31348
363	Annual	\$96,846.63	\$101,688.97	\$106,773.43	\$112,112.09	\$117,717.69
363	Monthly	\$8,070.55	\$8,474.08	\$8,897.79	\$9,342.67	\$9,809.81
363	Hourly	\$46.56088	\$48.88893	\$51.33338	\$53.90004	\$56.59504
364	Annual	\$97,330.87	\$102,197.41	\$107,307.26	\$112,672.64	\$118,306.28
364	Monthly	\$8,110.91	\$8,516.45	\$8,942.27	\$9,389.39	\$9,858.86
364	Hourly	\$46.79369	\$49.13337	\$51.59003	\$54.16954	\$56.87802

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
365	Annual	\$97,817.52	\$102,708.40	\$107,843.82	\$113,236.02	\$118,897.81
365	Monthly	\$8,151.46	\$8,559.03	\$8,986.98	\$9,436.33	\$9,908.15
365	Hourly	\$47.02765	\$49.37904	\$51.84799	\$54.44039	\$57.16241
366	Annual	\$98,306.61	\$103,221.94	\$108,383.03	\$113,802.19	\$119,492.30
366	Monthly	\$8,192.22	\$8,601.83	\$9,031.92	\$9,483.52	\$9,957.69
366	Hourly	\$47.26279	\$49.62593	\$52.10723	\$54.71259	\$57.44822
367	Annual	\$98,798.15	\$103,738.05	\$108,924.95	\$114,371.19	\$120,089.75
367	Monthly	\$8,233.18	\$8,644.84	\$9,077.08	\$9,530.93	\$10,007.48
367	Hourly	\$47.49911	\$49.87406	\$52.36776	\$54.98615	\$57.73546
368	Annual	\$99,292.14	\$104,256.74	\$109,469.58	\$114,943.06	\$120,690.21
368	Monthly	\$8,274.35	\$8,688.06	\$9,122.47	\$9,578.59	\$10,057.52
368	Hourly	\$47.73661	\$50.12343	\$52.62961	\$55.26109	\$58.02414
369	Annual	\$99,788.58	\$104,778.02	\$110,016.91	\$115,517.79	\$121,293.67
369	Monthly	\$8,315.72	\$8,731.50	\$9,168.08	\$9,626.48	\$10,107.80
369	Hourly	\$47.97528	\$50.37405	\$52.89275	\$55.53740	\$58.31426
370	Annual	\$100,287.53	\$105,301.92	\$110,567.03	\$116,095.36	\$121,900.13
370	Monthly	\$8,357.29	\$8,775.16	\$9,213.92	\$9,674.61	\$10,158.34
370	Hourly	\$48.21516	\$50.62592	\$53.15723	\$55.81508	\$58.60583
371	Annual	\$100,788.96	\$105,828.40	\$111,119.84	\$116,675.85	\$122,509.64
371	Monthly	\$8,399.08	\$8,819.03	\$9,259.99	\$9,722.99	\$10,209.14
371	Hourly	\$48.45623	\$50.87904	\$53.42300	\$56.09416	\$58.89887
372	Annual	\$101,292.93	\$106,357.56	\$111,675.44	\$117,259.21	\$123,122.17
372	Monthly	\$8,441.08	\$8,863.13	\$9,306.29	\$9,771.60	\$10,260.18
372	Hourly	\$48.69852	\$51.13344	\$53.69012	\$56.37462	\$59.19335
373	Annual	\$101,799.39	\$106,889.35	\$112,233.82	\$117,845.51	\$123,737.80
373	Monthly	\$8,483.28	\$8,907.45	\$9,352.82	\$9,820.46	\$10,311.48
373	Hourly	\$48.94201	\$51.38911	\$53.95857	\$56.65650	\$59.48933
374	Annual	\$102,308.38	\$107,423.79	\$112,794.99	\$118,434.73	\$124,356.50
374	Monthly	\$8,525.70	\$8,951.98	\$9,399.58	\$9,869.56	\$10,363.04
374	Hourly	\$49.18672	\$51.64605	\$54.22836	\$56.93977	\$59.78678
375	Annual	\$102,819.94	\$107,960.93	\$113,358.96	\$119,026.91	\$124,978.26
375	Monthly	\$8,568.33	\$8,996.74	\$9,446.58	\$9,918.91	\$10,414.85
375	Hourly	\$49.43266	\$51.90429	\$54.49950	\$57.22448	\$60.08570
376	Annual	\$103,334.03	\$108,500.74	\$113,925.78	\$119,622.05	\$125,603.15
376	Monthly	\$8,611.17	\$9,041.73	\$9,493.81	\$9,968.50	\$10,466.93
376	Hourly	\$49.67982	\$52.16382	\$54.77201	\$57.51060	\$60.38613
377	Annual	\$103,850.70	\$109,043.22	\$114,495.41	\$120,220.16	\$126,231.18
377	Monthly	\$8,654.22	\$9,086.94	\$9,541.28	\$10,018.35	\$10,519.27
377	Hourly	\$49.92822	\$52.42463	\$55.04587	\$57.79815	\$60.68807
378	Annual	\$104,369.95	\$109,588.45	\$115,067.87	\$120,821.28	\$126,862.32
378	Monthly	\$8,697.50	\$9,132.37	\$9,588.99	\$10,068.44	\$10,571.86
378	Hourly	\$50.17786	\$52.68675	\$55.32109	\$58.08715	\$60.99150

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
379	Annual	\$104,891.80	\$110,136.39	\$115,643.21	\$121,425.36	\$127,496.63
379	Monthly	\$8,740.98	\$9,178.03	\$9,636.93	\$10,118.78	\$10,624.72
379	Hourly	\$50.42875	\$52.95019	\$55.59770	\$58.37758	\$61.29646
380	Annual	\$105,416.26	\$110,687.09	\$116,221.43	\$122,032.48	\$128,134.11
380	Monthly	\$8,784.69	\$9,223.92	\$9,685.12	\$10,169.37	\$10,677.84
380	Hourly	\$50.68089	\$53.21495	\$55.87569	\$58.66946	\$61.60294
381	Annual	\$105,943.34	\$111,240.50	\$116,802.54	\$122,642.67	\$128,774.80
381	Monthly	\$8,828.61	\$9,270.04	\$9,733.55	\$10,220.22	\$10,731.23
381	Hourly	\$50.93430	\$53.48101	\$56.15507	\$58.96282	\$61.91096
382	Annual	\$106,473.06	\$111,796.70	\$117,386.55	\$123,255.87	\$129,418.66
382	Monthly	\$8,872.75	\$9,316.39	\$9,782.21	\$10,271.32	\$10,784.89
382	Hourly	\$51.18897	\$53.74841	\$56.43584	\$59.25763	\$62.22051
383	Annual	\$107,005.40	\$112,355.70	\$117,973.48	\$123,872.16	\$130,065.76
383	Monthly	\$8,917.12	\$9,362.97	\$9,831.12	\$10,322.68	\$10,838.81
383	Hourly	\$51.44490	\$54.01716	\$56.71802	\$59.55392	\$62.53162
384	Annual	\$107,540.45	\$112,917.47	\$118,563.36	\$124,491.52	\$130,716.09
384	Monthly	\$8,961.70	\$9,409.79	\$9,880.28	\$10,374.29	\$10,893.01
384	Hourly	\$51.70214	\$54.28725	\$57.00162	\$59.85169	\$62.84427
385	Annual	\$108,078.14	\$113,482.05	\$119,156.16	\$125,113.99	\$131,369.68
385	Monthly	\$9,006.51	\$9,456.84	\$9,929.68	\$10,426.17	\$10,947.47
385	Hourly	\$51.96064	\$54.55868	\$57.28662	\$60.15096	\$63.15850
386	Annual	\$108,618.53	\$114,049.46	\$119,751.95	\$125,739.54	\$132,026.51
386	Monthly	\$9,051.54	\$9,504.12	\$9,979.33	\$10,478.29	\$11,002.21
386	Hourly	\$52.22045	\$54.83147	\$57.57305	\$60.45170	\$63.47428
387	Annual	\$109,161.62	\$114,619.73	\$120,350.69	\$126,368.24	\$132,686.65
387	Monthly	\$9,096.80	\$9,551.64	\$10,029.22	\$10,530.69	\$11,057.22
387	Hourly	\$52.48155	\$55.10564	\$57.86091	\$60.75396	\$63.79166
388	Annual	\$109,707.43	\$115,192.82	\$120,952.44	\$127,000.07	\$133,350.08
388	Monthly	\$9,142.29	\$9,599.40	\$10,079.37	\$10,583.34	\$11,112.51
388	Hourly	\$52.74396	\$55.38116	\$58.15021	\$61.05773	\$64.11062
389	Annual	\$110,255.99	\$115,768.79	\$121,557.22	\$127,635.09	\$134,016.83
389	Monthly	\$9,188.00	\$9,647.40	\$10,129.77	\$10,636.26	\$11,168.07
389	Hourly	\$53.00769	\$55.65807	\$58.44097	\$61.36302	\$64.43117
390	Annual	\$110,807.27	\$116,347.63	\$122,165.00	\$128,273.23	\$134,686.92
390	Monthly	\$9,233.94	\$9,695.64	\$10,180.42	\$10,689.44	\$11,223.91
390	Hourly	\$53.27273	\$55.93636	\$58.73317	\$61.66982	\$64.75333
391	Annual	\$111,361.29	\$116,929.36	\$122,775.82	\$128,914.61	\$135,360.35
391	Monthly	\$9,280.11	\$9,744.11	\$10,231.32	\$10,742.88	\$11,280.03
391	Hourly	\$53.53908	\$56.21604	\$59.02684	\$61.97818	\$65.07709
392	Annual	\$111,918.11	\$117,514.01	\$123,389.72	\$129,559.19	\$136,037.16
392	Monthly	\$9,326.51	\$9,792.83	\$10,282.48	\$10,796.60	\$11,336.43
392	Hourly	\$53.80678	\$56.49712	\$59.32198	\$62.28807	\$65.40248

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
393	Annual	\$112,477.70	\$118,101.57	\$124,006.64	\$130,207.00	\$136,717.35
393	Monthly	\$9,373.14	\$9,841.80	\$10,333.89	\$10,850.58	\$11,393.11
393	Hourly	\$54.07582	\$56.77960	\$59.61858	\$62.59952	\$65.72950
394	Annual	\$113,040.08	\$118,692.10	\$124,626.69	\$130,858.04	\$137,400.94
394	Monthly	\$9,420.01	\$9,891.01	\$10,385.56	\$10,904.84	\$11,450.08
394	Hourly	\$54.34619	\$57.06351	\$59.91668	\$62.91252	\$66.05814
395	Annual	\$113,605.29	\$119,285.54	\$125,249.81	\$131,512.32	\$138,087.93
395	Monthly	\$9,467.11	\$9,940.46	\$10,437.48	\$10,959.36	\$11,507.33
395	Hourly	\$54.61793	\$57.34882	\$60.21625	\$63.22708	\$66.38843
396	Annual	\$114,173.32	\$119,881.98	\$125,876.06	\$132,169.87	\$138,778.37
396	Monthly	\$9,514.44	\$9,990.17	\$10,489.67	\$11,014.16	\$11,564.86
396	Hourly	\$54.89102	\$57.63557	\$60.51734	\$63.54321	\$66.72037
397	Annual	\$114,744.17	\$120,481.40	\$126,505.44	\$132,830.73	\$139,472.26
397	Monthly	\$9,562.01	\$10,040.12	\$10,542.12	\$11,069.23	\$11,622.69
397	Hourly	\$55.16547	\$57.92375	\$60.81992	\$63.86093	\$67.05397
398	Annual	\$115,317.89	\$121,083.80	\$127,137.97	\$133,494.87	\$140,169.64
398	Monthly	\$9,609.82	\$10,090.32	\$10,594.83	\$11,124.57	\$11,680.80
398	Hourly	\$55.44129	\$58.21337	\$61.12402	\$64.18023	\$67.38925
399	Annual	\$115,894.49	\$121,689.20	\$127,773.66	\$134,162.36	\$140,870.47
399	Monthly	\$9,657.87	\$10,140.77	\$10,647.80	\$11,180.20	\$11,739.21
399	Hourly	\$55.71850	\$58.50442	\$61.42964	\$64.50113	\$67.72619
400	Annual	\$116,473.97	\$122,297.66	\$128,412.53	\$134,833.17	\$141,574.82
400	Monthly	\$9,706.16	\$10,191.47	\$10,701.04	\$11,236.10	\$11,797.90
400	Hourly	\$55.99710	\$58.79695	\$61.73679	\$64.82364	\$68.06482
401	Annual	\$117,056.33	\$122,909.14	\$129,054.60	\$135,507.32	\$142,282.68
401	Monthly	\$9,754.69	\$10,242.43	\$10,754.55	\$11,292.28	\$11,856.89
401	Hourly	\$56.27708	\$59.09093	\$62.04548	\$65.14775	\$68.40513
402	Annual	\$117,641.61	\$123,523.69	\$129,699.89	\$136,184.87	\$142,994.11
402	Monthly	\$9,803.47	\$10,293.64	\$10,808.32	\$11,348.74	\$11,916.18
402	Hourly	\$56.55847	\$59.38639	\$62.35572	\$65.47350	\$68.74717
403	Annual	\$118,229.82	\$124,141.31	\$130,348.37	\$136,865.79	\$143,709.08
403	Monthly	\$9,852.48	\$10,345.11	\$10,862.36	\$11,405.48	\$11,975.76
403	Hourly	\$56.84126	\$59.68332	\$62.66749	\$65.80086	\$69.09090
404	Annual	\$118,820.95	\$124,762.03	\$131,000.12	\$137,550.13	\$144,427.64
404	Monthly	\$9,901.75	\$10,396.84	\$10,916.68	\$11,462.51	\$12,035.64
404	Hourly	\$57.12546	\$59.98175	\$62.98083	\$66.12987	\$69.43637
405	Annual	\$119,415.09	\$125,385.81	\$131,655.13	\$138,237.87	\$145,149.78
405	Monthly	\$9,951.26	\$10,448.82	\$10,971.26	\$11,519.82	\$12,095.82
405	Hourly	\$57.41110	\$60.28164	\$63.29574	\$66.46051	\$69.78355
406	Annual	\$120,012.16	\$126,012.75	\$132,313.40	\$138,929.06	\$145,875.52
406	Monthly	\$10,001.01	\$10,501.06	\$11,026.12	\$11,577.42	\$12,156.29
406	Hourly	\$57.69815	\$60.58305	\$63.61221	\$66.79282	\$70.13246

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
407	Annual	\$120,612.21	\$126,642.82	\$132,974.97	\$139,623.71	\$146,604.90
407	Monthly	\$10,051.02	\$10,553.57	\$11,081.25	\$11,635.31	\$12,217.08
407	Hourly	\$57.98664	\$60.88597	\$63.93027	\$67.12678	\$70.48313
408	Annual	\$121,215.27	\$127,276.04	\$133,639.81	\$140,321.82	\$147,337.92
408	Monthly	\$10,101.27	\$10,606.34	\$11,136.65	\$11,693.48	\$12,278.16
408	Hourly	\$58.27657	\$61.19040	\$64.24991	\$67.46241	\$70.83554
409	Annual	\$121,821.33	\$127,912.41	\$134,308.06	\$141,023.44	\$148,074.62
409	Monthly	\$10,151.78	\$10,659.37	\$11,192.34	\$11,751.95	\$12,339.55
409	Hourly	\$58.56795	\$61.49635	\$64.57118	\$67.79973	\$71.18972
410	Annual	\$122,430.45	\$128,551.97	\$134,979.57	\$141,728.57	\$148,814.99
410	Monthly	\$10,202.54	\$10,712.66	\$11,248.30	\$11,810.71	\$12,401.25
410	Hourly	\$58.86079	\$61.80383	\$64.89402	\$68.13874	\$71.54567
411	Annual	\$123,042.58	\$129,194.74	\$135,654.48	\$142,437.19	\$149,559.07
411	Monthly	\$10,253.55	\$10,766.23	\$11,304.54	\$11,869.77	\$12,463.26
411	Hourly	\$59.15509	\$62.11286	\$65.21850	\$68.47942	\$71.90340
412	Annual	\$123,657.80	\$129,840.71	\$136,332.77	\$143,149.38	\$150,306.86
412	Monthly	\$10,304.82	\$10,820.06	\$11,361.06	\$11,929.12	\$12,525.57
412	Hourly	\$59.45087	\$62.42342	\$65.54460	\$68.82182	\$72.26291
413	Annual	\$124,276.10	\$130,489.92	\$137,014.41	\$143,865.13	\$151,058.39
413	Monthly	\$10,356.34	\$10,874.16	\$11,417.87	\$11,988.76	\$12,588.20
413	Hourly	\$59.74813	\$62.73554	\$65.87231	\$69.16593	\$72.62423
414	Annual	\$124,897.49	\$131,142.37	\$137,699.48	\$144,584.45	\$151,813.69
414	Monthly	\$10,408.12	\$10,928.53	\$11,474.96	\$12,048.70	\$12,651.14
414	Hourly	\$60.04687	\$63.04922	\$66.20167	\$69.51175	\$72.98735
415	Annual	\$125,521.98	\$131,798.07	\$138,387.99	\$145,307.38	\$152,572.75
415	Monthly	\$10,460.17	\$10,983.17	\$11,532.33	\$12,108.95	\$12,714.39
415	Hourly	\$60.34711	\$63.36446	\$66.53269	\$69.85932	\$73.35228
416	Annual	\$126,149.57	\$132,457.06	\$139,079.91	\$146,033.93	\$153,335.62
416	Monthly	\$10,512.46	\$11,038.09	\$11,589.99	\$12,169.49	\$12,777.97
416	Hourly	\$60.64883	\$63.68128	\$66.86534	\$70.20862	\$73.71905
417	Annual	\$126,780.33	\$133,119.34	\$139,775.32	\$146,764.08	\$154,102.31
417	Monthly	\$10,565.03	\$11,093.28	\$11,647.94	\$12,230.34	\$12,841.86
417	Hourly	\$60.95208	\$63.99968	\$67.19967	\$70.55965	\$74.08765
418	Annual	\$127,414.22	\$133,784.95	\$140,474.19	\$147,497.91	\$154,872.81
418	Monthly	\$10,617.85	\$11,148.75	\$11,706.18	\$12,291.49	\$12,906.07
418	Hourly	\$61.25684	\$64.31969	\$67.53567	\$70.91246	\$74.45808
419	Annual	\$128,051.31	\$134,453.87	\$141,176.56	\$148,235.39	\$155,647.15
419	Monthly	\$10,670.94	\$11,204.49	\$11,764.71	\$12,352.95	\$12,970.60
419	Hourly	\$61.56313	\$64.64128	\$67.87335	\$71.26701	\$74.83036
420	Annual	\$128,691.57	\$135,126.14	\$141,882.44	\$148,976.56	\$156,425.40
420	Monthly	\$10,724.30	\$11,260.51	\$11,823.54	\$12,414.71	\$13,035.45
420	Hourly	\$61.87095	\$64.96449	\$68.21271	\$71.62335	\$75.20452

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
421	Annual	\$129,335.02	\$135,801.77	\$142,591.87	\$149,721.47	\$157,207.53
421	Monthly	\$10,777.92	\$11,316.81	\$11,882.65	\$12,476.79	\$13,100.63
421	Hourly	\$62.18030	\$65.28931	\$68.55378	\$71.98148	\$75.58054
422	Annual	\$129,981.72	\$136,480.79	\$143,304.83	\$150,470.06	\$157,993.56
422	Monthly	\$10,831.81	\$11,373.40	\$11,942.07	\$12,539.17	\$13,166.13
422	Hourly	\$62.49121	\$65.61576	\$68.89655	\$72.34138	\$75.95844
423	Annual	\$130,631.59	\$137,163.17	\$144,021.34	\$151,222.42	\$158,783.53
423	Monthly	\$10,885.97	\$11,430.26	\$12,001.78	\$12,601.87	\$13,231.96
423	Hourly	\$62.80365	\$65.94383	\$69.24103	\$72.70309	\$76.33824
424	Annual	\$131,284.75	\$137,849.00	\$144,741.46	\$151,978.54	\$159,577.45
424	Monthly	\$10,940.40	\$11,487.42	\$12,061.79	\$12,664.88	\$13,298.12
424	Hourly	\$63.11767	\$66.27356	\$69.58724	\$73.06661	\$76.71993
425	Annual	\$131,941.19	\$138,538.25	\$145,465.17	\$152,738.40	\$160,375.34
425	Monthly	\$10,995.10	\$11,544.85	\$12,122.10	\$12,728.20	\$13,364.61
425	Hourly	\$63.43326	\$66.60493	\$69.93518	\$73.43192	\$77.10353
426	Annual	\$132,600.89	\$139,230.91	\$146,192.49	\$153,502.12	\$161,177.22
426	Monthly	\$11,050.07	\$11,602.58	\$12,182.71	\$12,791.84	\$13,431.44
426	Hourly	\$63.75043	\$66.93794	\$70.28485	\$73.79910	\$77.48905
427	Annual	\$133,263.89	\$139,927.10	\$146,923.45	\$154,269.62	\$161,983.10
427	Monthly	\$11,105.32	\$11,660.59	\$12,243.62	\$12,855.80	\$13,498.59
427	Hourly	\$64.06918	\$67.27264	\$70.63627	\$74.16809	\$77.87649
428	Annual	\$133,930.21	\$140,626.70	\$147,658.07	\$155,040.97	\$162,793.01
428	Monthly	\$11,160.85	\$11,718.89	\$12,304.84	\$12,920.08	\$13,566.08
428	Hourly	\$64.38952	\$67.60899	\$70.98946	\$74.53893	\$78.26587
429	Annual	\$134,599.85	\$141,329.86	\$148,396.36	\$155,816.16	\$163,606.98
429	Monthly	\$11,216.65	\$11,777.49	\$12,366.36	\$12,984.68	\$13,633.91
429	Hourly	\$64.71147	\$67.94705	\$71.34440	\$74.91162	\$78.65720
430	Annual	\$135,272.88	\$142,036.51	\$149,138.35	\$156,595.26	\$164,425.02
430	Monthly	\$11,272.74	\$11,836.37	\$12,428.20	\$13,049.60	\$13,702.08
430	Hourly	\$65.03504	\$68.28678	\$71.70113	\$75.28618	\$79.05049
431	Annual	\$135,949.23	\$142,746.69	\$149,884.02	\$157,378.23	\$165,247.15
431	Monthly	\$11,329.10	\$11,895.56	\$12,490.34	\$13,114.85	\$13,770.60
431	Hourly	\$65.36021	\$68.62822	\$72.05963	\$75.66261	\$79.44575
432	Annual	\$136,628.97	\$143,460.44	\$150,633.45	\$158,165.10	\$166,073.38
432	Monthly	\$11,385.75	\$11,955.04	\$12,552.79	\$13,180.42	\$13,839.45
432	Hourly	\$65.68700	\$68.97137	\$72.41993	\$76.04091	\$79.84297
433	Annual	\$137,312.14	\$144,177.74	\$151,386.62	\$158,955.94	\$166,903.74
433	Monthly	\$11,442.68	\$12,014.81	\$12,615.55	\$13,246.33	\$13,908.64
433	Hourly	\$66.01545	\$69.31622	\$72.78203	\$76.42113	\$80.24218
434	Annual	\$137,998.67	\$144,898.62	\$152,143.56	\$159,750.70	\$167,738.27
434	Monthly	\$11,499.89	\$12,074.89	\$12,678.63	\$13,312.56	\$13,978.19
434	Hourly	\$66.34551	\$69.66280	\$73.14594	\$76.80322	\$80.64340

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
435	Annual	\$138,688.67	\$145,623.11	\$152,904.28	\$160,549.49	\$168,576.97
435	Monthly	\$11,557.39	\$12,135.26	\$12,742.02	\$13,379.12	\$14,048.08
435	Hourly	\$66.67725	\$70.01111	\$73.51167	\$77.18725	\$81.04662
436	Annual	\$139,382.12	\$146,351.21	\$153,668.79	\$161,352.24	\$169,419.84
436	Monthly	\$11,615.18	\$12,195.93	\$12,805.73	\$13,446.02	\$14,118.32
436	Hourly	\$67.01063	\$70.36116	\$73.87923	\$77.57319	\$81.45185
437	Annual	\$140,079.03	\$147,082.97	\$154,437.14	\$162,158.99	\$170,266.95
437	Monthly	\$11,673.25	\$12,256.91	\$12,869.76	\$13,513.25	\$14,188.91
437	Hourly	\$67.34569	\$70.71297	\$74.24863	\$77.96105	\$81.85911
438	Annual	\$140,779.43	\$147,818.38	\$155,209.32	\$162,969.77	\$171,118.28
438	Monthly	\$11,731.62	\$12,318.20	\$12,934.11	\$13,580.81	\$14,259.86
438	Hourly	\$67.68242	\$71.06653	\$74.61987	\$78.35085	\$82.26840
439	Annual	\$141,483.33	\$148,557.48	\$155,985.37	\$163,784.63	\$171,973.87
439	Monthly	\$11,790.28	\$12,379.79	\$12,998.78	\$13,648.72	\$14,331.16
439	Hourly	\$68.02083	\$71.42187	\$74.99297	\$78.74261	\$82.67975
440	Annual	\$142,190.73	\$149,300.27	\$156,765.30	\$164,603.57	\$172,833.74
440	Monthly	\$11,849.23	\$12,441.69	\$13,063.77	\$13,716.96	\$14,402.81
440	Hourly	\$68.36093	\$71.77898	\$75.36793	\$79.13633	\$83.09314
441	Annual	\$142,901.71	\$150,046.77	\$157,549.12	\$165,426.57	\$173,697.91
441	Monthly	\$11,908.48	\$12,503.90	\$13,129.09	\$13,785.55	\$14,474.83
441	Hourly	\$68.70275	\$72.13787	\$75.74477	\$79.53200	\$83.50861
442	Annual	\$143,616.20	\$150,797.03	\$158,336.87	\$166,253.71	\$174,566.41
442	Monthly	\$11,968.02	\$12,566.42	\$13,194.74	\$13,854.48	\$14,547.20
442	Hourly	\$69.04625	\$72.49857	\$76.12350	\$79.92967	\$83.92616
443	Annual	\$144,334.28	\$151,551.02	\$159,128.55	\$167,084.97	\$175,439.23
443	Monthly	\$12,027.86	\$12,629.25	\$13,260.71	\$13,923.75	\$14,619.93
443	Hourly	\$69.39148	\$72.86107	\$76.50411	\$80.32931	\$84.34578
444	Annual	\$145,055.95	\$152,308.76	\$159,924.20	\$167,920.40	\$176,316.41
444	Monthly	\$12,088.00	\$12,692.40	\$13,327.02	\$13,993.37	\$14,693.03
444	Hourly	\$69.73844	\$73.22537	\$76.88663	\$80.73096	\$84.76750
445	Annual	\$145,781.23	\$153,070.29	\$160,723.82	\$168,760.00	\$177,198.00
445	Monthly	\$12,148.44	\$12,755.86	\$13,393.65	\$14,063.33	\$14,766.50
445	Hourly	\$70.08713	\$73.59149	\$77.27107	\$81.13462	\$85.19135
446	Annual	\$146,510.14	\$153,835.65	\$161,527.42	\$169,603.83	\$178,084.01
446	Monthly	\$12,209.18	\$12,819.64	\$13,460.62	\$14,133.65	\$14,840.33
446	Hourly	\$70.43757	\$73.95945	\$77.65741	\$81.54030	\$85.61731
447	Annual	\$147,242.68	\$154,604.83	\$162,335.07	\$170,451.83	\$178,974.42
447	Monthly	\$12,270.22	\$12,883.74	\$13,527.92	\$14,204.32	\$14,914.53
447	Hourly	\$70.78975	\$74.32925	\$78.04571	\$81.94800	\$86.04539
448	Annual	\$147,978.91	\$155,377.86	\$163,146.75	\$171,304.09	\$179,869.28
448	Monthly	\$12,331.58	\$12,948.15	\$13,595.56	\$14,275.34	\$14,989.11
448	Hourly	\$71.14371	\$74.70089	\$78.43594	\$82.35774	\$86.47562

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
449	Annual	\$148,718.79	\$156,154.74	\$163,962.48	\$172,160.61	\$180,768.63
449	Monthly	\$12,393.23	\$13,012.89	\$13,663.54	\$14,346.72	\$15,064.05
449	Hourly	\$71.49942	\$75.07439	\$78.82812	\$82.76952	\$86.90800
450	Annual	\$149,462.39	\$156,935.50	\$164,782.28	\$173,021.41	\$181,672.47
450	Monthly	\$12,455.20	\$13,077.96	\$13,731.86	\$14,418.45	\$15,139.37
450	Hourly	\$71.85692	\$75.44976	\$79.22225	\$83.18337	\$87.34253
451	Annual	\$150,209.71	\$157,720.19	\$165,606.20	\$173,886.51	\$182,580.86
451	Monthly	\$12,517.48	\$13,143.35	\$13,800.52	\$14,490.54	\$15,215.07
451	Hourly	\$72.21621	\$75.82701	\$79.61837	\$83.59928	\$87.77926
452	Annual	\$150,960.74	\$158,508.79	\$166,434.23	\$174,755.96	\$183,493.75
452	Monthly	\$12,580.06	\$13,209.07	\$13,869.52	\$14,563.00	\$15,291.15
452	Hourly	\$72.57728	\$76.20615	\$80.01646	\$84.01729	\$88.21815
453	Annual	\$151,715.55	\$159,301.33	\$167,266.40	\$175,629.73	\$184,411.22
453	Monthly	\$12,642.96	\$13,275.11	\$13,938.87	\$14,635.81	\$15,367.60
453	Hourly	\$72.94017	\$76.58718	\$80.41654	\$84.43737	\$88.65924
454	Annual	\$152,474.13	\$160,097.85	\$168,102.75	\$176,507.89	\$185,333.27
454	Monthly	\$12,706.18	\$13,341.49	\$14,008.56	\$14,708.99	\$15,444.44
454	Hourly	\$73.30487	\$76.97012	\$80.81863	\$84.85956	\$89.10253
455	Annual	\$153,236.51	\$160,898.34	\$168,943.27	\$177,390.40	\$186,259.94
455	Monthly	\$12,769.71	\$13,408.19	\$14,078.61	\$14,782.53	\$15,521.66
455	Hourly	\$73.67140	\$77.35497	\$81.22273	\$85.28385	\$89.54805
456	Annual	\$154,002.69	\$161,702.81	\$169,787.95	\$178,277.37	\$187,191.23
456	Monthly	\$12,833.56	\$13,475.23	\$14,149.00	\$14,856.45	\$15,599.27
456	Hourly	\$74.03975	\$77.74174	\$81.62882	\$85.71027	\$89.99578
457	Annual	\$154,772.70	\$162,511.36	\$170,636.92	\$179,168.75	\$188,127.19
457	Monthly	\$12,897.72	\$13,542.61	\$14,219.74	\$14,930.73	\$15,677.26
457	Hourly	\$74.40995	\$78.13046	\$82.03698	\$86.13882	\$90.44576
458	Annual	\$155,546.57	\$163,323.89	\$171,490.10	\$180,064.58	\$189,067.83
458	Monthly	\$12,962.21	\$13,610.32	\$14,290.84	\$15,005.38	\$15,755.65
458	Hourly	\$74.78200	\$78.52110	\$82.44716	\$86.56951	\$90.89800
459	Annual	\$156,324.31	\$164,140.53	\$172,347.54	\$180,964.90	\$190,013.16
459	Monthly	\$13,027.03	\$13,678.38	\$14,362.29	\$15,080.41	\$15,834.43
459	Hourly	\$75.15592	\$78.91372	\$82.85939	\$87.00236	\$91.35248
460	Annual	\$157,105.92	\$164,961.22	\$173,209.27	\$181,869.76	\$190,963.23
460	Monthly	\$13,092.16	\$13,746.77	\$14,434.11	\$15,155.81	\$15,913.60
460	Hourly	\$75.53169	\$79.30828	\$83.27369	\$87.43738	\$91.80925
461	Annual	\$157,891.46	\$165,786.03	\$174,075.31	\$182,779.08	\$191,918.04
461	Monthly	\$13,157.62	\$13,815.50	\$14,506.28	\$15,231.59	\$15,993.17
461	Hourly	\$75.90936	\$79.70482	\$83.69005	\$87.87456	\$92.26829
462	Annual	\$158,680.91	\$166,614.96	\$174,945.70	\$183,693.00	\$192,877.64
462	Monthly	\$13,223.41	\$13,884.58	\$14,578.81	\$15,307.75	\$16,073.14
462	Hourly	\$76.28890	\$80.10335	\$84.10851	\$88.31394	\$92.72963

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
463	Annual	\$159,474.30	\$167,448.03	\$175,820.42	\$184,611.45	\$193,842.02
463	Monthly	\$13,289.53	\$13,954.00	\$14,651.70	\$15,384.29	\$16,153.50
463	Hourly	\$76.67034	\$80.50386	\$84.52905	\$88.75550	\$93.19328
464	Annual	\$160,271.68	\$168,285.27	\$176,699.53	\$185,534.51	\$194,811.23
464	Monthly	\$13,355.97	\$14,023.77	\$14,724.96	\$15,461.21	\$16,234.27
464	Hourly	\$77.05369	\$80.90638	\$84.95170	\$89.19928	\$93.65925
465	Annual	\$161,073.04	\$169,126.68	\$177,583.03	\$186,462.18	\$195,785.28
465	Monthly	\$13,422.75	\$14,093.89	\$14,798.59	\$15,538.51	\$16,315.44
465	Hourly	\$77.43896	\$81.31090	\$85.37646	\$89.64528	\$94.12754
466	Annual	\$161,878.43	\$169,972.34	\$178,470.94	\$187,394.49	\$196,764.22
466	Monthly	\$13,489.87	\$14,164.36	\$14,872.58	\$15,616.21	\$16,397.02
466	Hourly	\$77.82617	\$81.71747	\$85.80334	\$90.09350	\$94.59818
467	Annual	\$162,687.80	\$170,822.20	\$179,363.31	\$188,331.48	\$197,748.05
467	Monthly	\$13,557.32	\$14,235.18	\$14,946.94	\$15,694.29	\$16,479.00
467	Hourly	\$78.21529	\$82.12606	\$86.23236	\$90.54398	\$95.07118
468	Annual	\$163,501.24	\$171,676.30	\$180,260.11	\$189,273.12	\$198,736.78
468	Monthly	\$13,625.10	\$14,306.36	\$15,021.67	\$15,772.76	\$16,561.40
468	Hourly	\$78.60637	\$82.53668	\$86.66351	\$90.99669	\$95.54653
469	Annual	\$164,318.74	\$172,534.70	\$181,161.43	\$190,219.48	\$199,730.46
469	Monthly	\$13,693.23	\$14,377.89	\$15,096.79	\$15,851.62	\$16,644.20
469	Hourly	\$78.99939	\$82.94938	\$87.09684	\$91.45167	\$96.02426
470	Annual	\$165,140.32	\$173,397.36	\$182,067.22	\$191,170.59	\$200,729.12
470	Monthly	\$13,761.69	\$14,449.78	\$15,172.27	\$15,930.88	\$16,727.43
470	Hourly	\$79.39438	\$83.36412	\$87.53232	\$91.90894	\$96.50438
471	Annual	\$165,966.03	\$174,264.35	\$182,977.55	\$192,126.45	\$201,732.75
471	Monthly	\$13,830.50	\$14,522.03	\$15,248.13	\$16,010.54	\$16,811.06
471	Hourly	\$79.79136	\$83.78094	\$87.96998	\$92.36849	\$96.98690
472	Annual	\$166,795.87	\$175,135.68	\$183,892.45	\$193,087.05	\$202,741.42
472	Monthly	\$13,899.66	\$14,594.64	\$15,324.37	\$16,090.59	\$16,895.12
472	Hourly	\$80.19032	\$84.19985	\$88.40983	\$92.83031	\$97.47184
473	Annual	\$167,629.85	\$176,011.33	\$184,811.93	\$194,052.50	\$203,755.15
473	Monthly	\$13,969.15	\$14,667.61	\$15,400.99	\$16,171.04	\$16,979.60
473	Hourly	\$80.59127	\$84.62083	\$88.85189	\$93.29447	\$97.95921
474	Annual	\$168,467.99	\$176,891.39	\$185,736.00	\$195,022.76	\$204,773.91
474	Monthly	\$14,039.00	\$14,740.95	\$15,478.00	\$16,251.90	\$17,064.49
474	Hourly	\$80.99423	\$85.04394	\$89.29615	\$93.76094	\$98.44900
475	Annual	\$169,310.34	\$177,775.86	\$186,664.65	\$195,997.89	\$205,797.77
475	Monthly	\$14,109.19	\$14,814.65	\$15,555.39	\$16,333.16	\$17,149.81
475	Hourly	\$81.39920	\$85.46916	\$89.74262	\$94.22975	\$98.94124
476	Annual	\$170,156.89	\$178,664.73	\$187,597.97	\$196,977.88	\$206,826.76
476	Monthly	\$14,179.74	\$14,888.73	\$15,633.16	\$16,414.82	\$17,235.56
476	Hourly	\$81.80620	\$85.89650	\$90.19133	\$94.70090	\$99.43594

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
477	Annual	\$171,007.68	\$179,558.08	\$188,535.98	\$197,962.78	\$207,860.89
477	Monthly	\$14,250.64	\$14,963.17	\$15,711.33	\$16,496.90	\$17,321.74
477	Hourly	\$82.21523	\$86.32600	\$90.64230	\$95.17441	\$99.93312
478	Annual	\$171,862.71	\$180,455.85	\$189,478.64	\$198,952.59	\$208,900.20
478	Monthly	\$14,321.89	\$15,037.99	\$15,789.89	\$16,579.38	\$17,408.35
478	Hourly	\$82.62630	\$86.75762	\$91.09550	\$95.65028	\$100.43279
479	Annual	\$172,722.03	\$181,358.12	\$190,426.03	\$199,947.34	\$209,944.71
479	Monthly	\$14,393.50	\$15,113.18	\$15,868.84	\$16,662.28	\$17,495.39
479	Hourly	\$83.03944	\$87.19140	\$91.55098	\$96.12853	\$100.93496
480	Annual	\$173,585.63	\$182,264.94	\$191,378.17	\$200,947.08	\$210,994.42
480	Monthly	\$14,465.47	\$15,188.75	\$15,948.18	\$16,745.59	\$17,582.87
480	Hourly	\$83.45463	\$87.62738	\$92.00874	\$96.60917	\$101.43963
481	Annual	\$174,453.58	\$183,176.25	\$192,335.06	\$201,951.82	\$212,049.42
481	Monthly	\$14,537.80	\$15,264.69	\$16,027.92	\$16,829.32	\$17,670.79
481	Hourly	\$83.87191	\$88.06550	\$92.46878	\$97.09222	\$101.94684
482	Annual	\$175,325.84	\$184,092.13	\$193,296.71	\$202,961.58	\$213,109.66
482	Monthly	\$14,610.49	\$15,341.01	\$16,108.06	\$16,913.46	\$17,759.14
482	Hourly	\$84.29127	\$88.50583	\$92.93111	\$97.57768	\$102.45657
483	Annual	\$176,202.46	\$185,012.59	\$194,263.23	\$203,976.38	\$214,175.19
483	Monthly	\$14,683.54	\$15,417.72	\$16,188.60	\$16,998.03	\$17,847.93
483	Hourly	\$84.71272	\$88.94836	\$93.39578	\$98.06557	\$102.96884
484	Annual	\$177,083.46	\$185,937.65	\$195,234.53	\$204,996.26	\$215,246.07
484	Monthly	\$14,756.95	\$15,494.80	\$16,269.54	\$17,083.02	\$17,937.17
484	Hourly	\$85.13628	\$89.39310	\$93.86275	\$98.55589	\$103.48369
485	Annual	\$177,968.90	\$186,867.34	\$196,210.70	\$206,021.25	\$216,322.31
485	Monthly	\$14,830.74	\$15,572.28	\$16,350.89	\$17,168.44	\$18,026.86
485	Hourly	\$85.56197	\$89.84007	\$94.33207	\$99.04868	\$104.00111
486	Annual	\$178,858.75	\$187,801.69	\$197,191.77	\$207,051.35	\$217,403.92
486	Monthly	\$14,904.89	\$15,650.14	\$16,432.65	\$17,254.28	\$18,116.99
486	Hourly	\$85.98978	\$90.28927	\$94.80374	\$99.54392	\$104.52112
487	Annual	\$179,753.02	\$188,740.68	\$198,177.74	\$208,086.60	\$218,490.93
487	Monthly	\$14,979.42	\$15,728.39	\$16,514.81	\$17,340.55	\$18,207.58
487	Hourly	\$86.41972	\$90.74071	\$95.27776	\$100.04163	\$105.04372
488	Annual	\$180,651.79	\$189,684.38	\$199,168.62	\$209,127.05	\$219,583.38
488	Monthly	\$15,054.32	\$15,807.03	\$16,597.38	\$17,427.25	\$18,298.61
488	Hourly	\$86.85182	\$91.19441	\$95.75414	\$100.54185	\$105.56893
489	Annual	\$181,555.05	\$190,632.81	\$200,164.47	\$210,172.67	\$220,681.32
489	Monthly	\$15,129.59	\$15,886.07	\$16,680.37	\$17,514.39	\$18,390.11
489	Hourly	\$87.28608	\$91.65039	\$96.23292	\$101.04455	\$106.09679
490	Annual	\$182,462.83	\$191,585.99	\$201,165.28	\$211,223.53	\$221,784.71
490	Monthly	\$15,205.23	\$15,965.50	\$16,763.77	\$17,601.96	\$18,482.06
490	Hourly	\$87.72251	\$92.10865	\$96.71408	\$101.54977	\$106.62726

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
491	Annual	\$183,375.13	\$192,543.88	\$202,171.09	\$212,279.64	\$222,893.64
491	Monthly	\$15,281.26	\$16,045.32	\$16,847.59	\$17,689.97	\$18,574.47
491	Hourly	\$88.16112	\$92.56917	\$97.19764	\$102.05752	\$107.16040
492	Annual	\$184,292.02	\$193,506.64	\$203,181.96	\$213,341.05	\$224,008.11
492	Monthly	\$15,357.67	\$16,125.55	\$16,931.83	\$17,778.42	\$18,667.34
492	Hourly	\$88.60193	\$93.03204	\$97.68363	\$102.56781	\$107.69621
493	Annual	\$185,213.48	\$194,474.15	\$204,197.87	\$214,407.76	\$225,128.15
493	Monthly	\$15,434.46	\$16,206.18	\$17,016.49	\$17,867.31	\$18,760.68
493	Hourly	\$89.04494	\$93.49719	\$98.17205	\$103.08065	\$108.23469
494	Annual	\$186,139.56	\$195,446.54	\$205,218.84	\$215,479.80	\$226,253.79
494	Monthly	\$15,511.63	\$16,287.21	\$17,101.57	\$17,956.65	\$18,854.48
494	Hourly	\$89.49017	\$93.96468	\$98.66290	\$103.59606	\$108.77586
495	Annual	\$187,070.24	\$196,423.76	\$206,244.94	\$216,557.19	\$227,385.08
495	Monthly	\$15,589.19	\$16,368.65	\$17,187.08	\$18,046.43	\$18,948.76
495	Hourly	\$89.93762	\$94.43450	\$99.15622	\$104.11403	\$109.31975
496	Annual	\$188,005.59	\$197,405.90	\$207,276.17	\$217,639.99	\$228,521.98
496	Monthly	\$15,667.13	\$16,450.49	\$17,273.01	\$18,136.67	\$19,043.50
496	Hourly	\$90.38730	\$94.90668	\$99.65200	\$104.63461	\$109.86634
497	Annual	\$188,945.63	\$198,392.91	\$208,312.56	\$218,728.18	\$229,664.58
497	Monthly	\$15,745.47	\$16,532.74	\$17,359.38	\$18,227.35	\$19,138.71
497	Hourly	\$90.83925	\$95.38121	\$100.15027	\$105.15778	\$110.41566
498	Annual	\$189,890.36	\$199,384.87	\$209,354.11	\$219,821.82	\$230,812.92
498	Monthly	\$15,824.20	\$16,615.41	\$17,446.17	\$18,318.49	\$19,234.41
498	Hourly	\$91.29344	\$95.85811	\$100.65101	\$105.68357	\$110.96775
499	Annual	\$190,839.80	\$200,381.78	\$210,400.88	\$220,920.94	\$231,966.97
499	Monthly	\$15,903.32	\$16,698.48	\$17,533.41	\$18,410.08	\$19,330.58
499	Hourly	\$91.74990	\$96.33739	\$101.15427	\$106.21199	\$111.52258
500	Annual	\$191,794.00	\$201,383.70	\$211,452.88	\$222,025.53	\$233,126.83
500	Monthly	\$15,982.83	\$16,781.98	\$17,621.07	\$18,502.13	\$19,427.24
500	Hourly	\$92.20865	\$96.81909	\$101.66004	\$106.74304	\$112.08021
501	Annual	\$192,752.99	\$202,390.63	\$212,510.17	\$223,135.67	\$234,292.45
501	Monthly	\$16,062.75	\$16,865.89	\$17,709.18	\$18,594.64	\$19,524.37
501	Hourly	\$92.66971	\$97.30319	\$102.16835	\$107.27676	\$112.64060
502	Annual	\$193,716.75	\$203,402.58	\$213,572.69	\$224,251.34	\$235,463.91
502	Monthly	\$16,143.06	\$16,950.21	\$17,797.72	\$18,687.61	\$19,621.99
502	Hourly	\$93.13305	\$97.78970	\$102.67918	\$107.81314	\$113.20380
503	Annual	\$194,685.32	\$204,419.59	\$214,640.58	\$225,372.62	\$236,641.22
503	Monthly	\$16,223.78	\$17,034.97	\$17,886.72	\$18,781.05	\$19,720.10
503	Hourly	\$93.59871	\$98.27865	\$103.19259	\$108.35222	\$113.76982
504	Annual	\$195,658.75	\$205,441.70	\$215,713.75	\$226,499.46	\$237,824.44
504	Monthly	\$16,304.90	\$17,120.14	\$17,976.14	\$18,874.95	\$19,818.70
504	Hourly	\$94.06671	\$98.77005	\$103.70853	\$108.89397	\$114.33867

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
505	Annual	\$196,637.06	\$206,468.90	\$216,792.34	\$227,631.97	\$239,013.58
505	Monthly	\$16,386.42	\$17,205.74	\$18,066.03	\$18,969.33	\$19,917.80
505	Hourly	\$94.53705	\$99.26389	\$104.22709	\$109.43845	\$114.91038
506	Annual	\$197,620.24	\$207,501.25	\$217,876.30	\$228,770.13	\$240,208.63
506	Monthly	\$16,468.35	\$17,291.77	\$18,156.36	\$19,064.18	\$20,017.39
506	Hourly	\$95.00973	\$99.76022	\$104.74822	\$109.98564	\$115.48492
507	Annual	\$198,608.34	\$208,538.73	\$218,965.68	\$229,913.97	\$241,409.67
507	Monthly	\$16,550.69	\$17,378.23	\$18,247.14	\$19,159.50	\$20,117.47
507	Hourly	\$95.48478	\$100.25900	\$105.27196	\$110.53556	\$116.06234
508	Annual	\$199,601.37	\$209,581.43	\$220,060.51	\$231,063.55	\$242,616.73
508	Monthly	\$16,633.45	\$17,465.12	\$18,338.38	\$19,255.30	\$20,218.06
508	Hourly	\$95.96220	\$100.76030	\$105.79832	\$111.08825	\$116.64266
509	Annual	\$200,599.38	\$210,629.36	\$221,160.82	\$232,218.86	\$243,829.82
509	Monthly	\$16,716.61	\$17,552.45	\$18,430.07	\$19,351.57	\$20,319.15
509	Hourly	\$96.44201	\$101.26412	\$106.32732	\$111.64368	\$117.22588
510	Annual	\$201,602.38	\$211,682.50	\$222,266.63	\$233,379.94	\$245,048.96
510	Monthly	\$16,800.20	\$17,640.21	\$18,522.22	\$19,448.33	\$20,420.75
510	Hourly	\$96.92422	\$101.77043	\$106.85896	\$112.20189	\$117.81200
511	Annual	\$202,610.39	\$212,740.92	\$223,377.95	\$234,546.86	\$246,274.21
511	Monthly	\$16,884.20	\$17,728.41	\$18,614.83	\$19,545.57	\$20,522.85
511	Hourly	\$97.40884	\$102.27929	\$107.39325	\$112.76291	\$118.40106
512	Annual	\$203,623.44	\$213,804.61	\$224,494.86	\$235,719.59	\$247,505.58
512	Monthly	\$16,968.62	\$17,817.05	\$18,707.90	\$19,643.30	\$20,625.47
512	Hourly	\$97.89588	\$102.79068	\$107.93022	\$113.32673	\$118.99307
513	Annual	\$204,641.54	\$214,873.63	\$225,617.32	\$236,898.19	\$248,743.09
513	Monthly	\$17,053.46	\$17,906.14	\$18,801.44	\$19,741.52	\$20,728.59
513	Hourly	\$98.38536	\$103.30463	\$108.46987	\$113.89336	\$119.58802
514	Annual	\$205,664.77	\$215,948.00	\$226,745.42	\$238,082.68	\$249,986.83
514	Monthly	\$17,138.73	\$17,995.67	\$18,895.45	\$19,840.22	\$20,832.24
514	Hourly	\$98.87729	\$103.82115	\$109.01222	\$114.46283	\$120.18598
515	Annual	\$206,693.10	\$217,027.74	\$227,879.13	\$239,273.10	\$251,236.73
515	Monthly	\$17,224.42	\$18,085.64	\$18,989.93	\$19,939.42	\$20,936.39
515	Hourly	\$99.37168	\$104.34026	\$109.55727	\$115.03514	\$120.78689
516	Annual	\$207,726.56	\$218,112.88	\$229,018.54	\$240,469.48	\$252,492.92
516	Monthly	\$17,310.55	\$18,176.07	\$19,084.88	\$20,039.12	\$21,041.08
516	Hourly	\$99.86854	\$104.86196	\$110.10507	\$115.61033	\$121.39083
517	Annual	\$208,765.19	\$219,203.46	\$230,163.62	\$241,671.81	\$253,755.38
517	Monthly	\$17,397.10	\$18,266.95	\$19,180.30	\$20,139.32	\$21,146.28
517	Hourly	\$100.36788	\$105.38628	\$110.65559	\$116.18837	\$121.99778
518	Annual	\$209,809.02	\$220,299.47	\$231,314.44	\$242,880.16	\$255,024.17
518	Monthly	\$17,484.08	\$18,358.29	\$19,276.20	\$20,240.01	\$21,252.01
518	Hourly	\$100.86972	\$105.91321	\$111.20887	\$116.76931	\$122.60777

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
519	Annual	\$210,858.07	\$221,400.98	\$232,471.01	\$244,094.56	\$256,299.30
519	Monthly	\$17,571.51	\$18,450.08	\$19,372.58	\$20,341.21	\$21,358.28
519	Hourly	\$101.37407	\$106.44278	\$111.76491	\$117.35315	\$123.22082
520	Annual	\$211,912.35	\$222,507.97	\$233,633.39	\$245,315.03	\$257,580.81
520	Monthly	\$17,659.36	\$18,542.33	\$19,469.45	\$20,442.92	\$21,465.07
520	Hourly	\$101.88094	\$106.97499	\$112.32375	\$117.93992	\$123.83693
521	Annual	\$212,971.92	\$223,620.49	\$234,801.54	\$246,541.60	\$258,868.71
521	Monthly	\$17,747.66	\$18,635.04	\$19,566.80	\$20,545.13	\$21,572.39
521	Hourly	\$102.39035	\$107.50985	\$112.88536	\$118.52962	\$124.45611
522	Annual	\$214,036.78	\$224,738.61	\$235,975.53	\$247,774.32	\$260,163.04
522	Monthly	\$17,836.40	\$18,728.22	\$19,664.63	\$20,647.86	\$21,680.25
522	Hourly	\$102.90230	\$108.04741	\$113.44977	\$119.12227	\$125.07838
523	Annual	\$215,106.97	\$225,862.31	\$237,155.41	\$249,013.19	\$261,463.85
523	Monthly	\$17,925.58	\$18,821.86	\$19,762.95	\$20,751.10	\$21,788.65
523	Hourly	\$103.41681	\$108.58765	\$114.01702	\$119.71788	\$125.70377
524	Annual	\$216,182.48	\$226,991.63	\$238,341.20	\$250,258.26	\$262,771.17
524	Monthly	\$18,015.21	\$18,915.97	\$19,861.77	\$20,854.85	\$21,897.60
524	Hourly	\$103.93388	\$109.13059	\$114.58712	\$120.31647	\$126.33229
525	Annual	\$217,263.40	\$228,126.57	\$239,532.91	\$251,509.57	\$264,085.03
525	Monthly	\$18,105.28	\$19,010.55	\$19,961.07	\$20,959.13	\$22,007.09
525	Hourly	\$104.45356	\$109.67624	\$115.16005	\$120.91806	\$126.96396
526	Annual	\$218,349.73	\$229,267.21	\$240,730.58	\$252,767.10	\$265,405.45
526	Monthly	\$18,195.81	\$19,105.60	\$20,060.88	\$21,063.92	\$22,117.12
526	Hourly	\$104.97583	\$110.22462	\$115.73586	\$121.52264	\$127.59877
527	Annual	\$219,441.47	\$230,413.54	\$241,934.22	\$254,030.93	\$266,732.49
527	Monthly	\$18,286.79	\$19,201.13	\$20,161.18	\$21,169.24	\$22,227.71
527	Hourly	\$105.50071	\$110.77574	\$116.31453	\$122.13025	\$128.23677
528	Annual	\$220,538.70	\$231,565.62	\$243,143.91	\$255,301.09	\$268,066.15
528	Monthly	\$18,378.22	\$19,297.14	\$20,261.99	\$21,275.09	\$22,338.85
528	Hourly	\$106.02822	\$111.32963	\$116.89611	\$122.74091	\$128.87796
529	Annual	\$221,641.38	\$232,723.45	\$244,359.61	\$256,577.59	\$269,406.48
529	Monthly	\$18,470.12	\$19,393.62	\$20,363.30	\$21,381.47	\$22,450.54
529	Hourly	\$106.55836	\$111.88627	\$117.48058	\$123.35461	\$129.52235
530	Annual	\$222,749.59	\$233,887.06	\$245,581.40	\$257,860.47	\$270,753.49
530	Monthly	\$18,562.47	\$19,490.59	\$20,465.12	\$21,488.37	\$22,562.79
530	Hourly	\$107.09115	\$112.44570	\$118.06798	\$123.97138	\$130.16995
531	Annual	\$223,863.32	\$235,056.50	\$246,809.30	\$259,149.78	\$272,107.27
531	Monthly	\$18,655.28	\$19,588.04	\$20,567.44	\$21,595.81	\$22,675.60
531	Hourly	\$107.62660	\$113.00793	\$118.65832	\$124.59124	\$130.82080
532	Annual	\$224,982.64	\$236,231.77	\$248,043.36	\$260,445.53	\$273,467.80
532	Monthly	\$18,748.55	\$19,685.98	\$20,670.28	\$21,703.79	\$22,788.98
532	Hourly	\$108.16473	\$113.57297	\$119.25162	\$125.21420	\$131.47490

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
533	Annual	\$226,107.56	\$237,412.92	\$249,283.59	\$261,747.77	\$274,835.14
533	Monthly	\$18,842.30	\$19,784.41	\$20,773.63	\$21,812.31	\$22,902.93
533	Hourly	\$108.70556	\$114.14083	\$119.84788	\$125.84027	\$132.13228
534	Annual	\$227,238.10	\$238,599.99	\$250,530.00	\$263,056.51	\$276,209.33
534	Monthly	\$18,936.51	\$19,883.33	\$20,877.50	\$21,921.38	\$23,017.44
534	Hourly	\$109.24909	\$114.71153	\$120.44712	\$126.46948	\$132.79295
535	Annual	\$228,374.29	\$239,793.00	\$251,782.67	\$264,371.77	\$277,590.38
535	Monthly	\$19,031.19	\$19,982.75	\$20,981.89	\$22,030.98	\$23,132.53
535	Hourly	\$109.79533	\$115.28510	\$121.04936	\$127.10181	\$133.45691
536	Annual	\$229,516.16	\$240,991.96	\$253,041.56	\$265,693.65	\$278,978.34
536	Monthly	\$19,126.35	\$20,082.66	\$21,086.80	\$22,141.14	\$23,248.19
536	Hourly	\$110.34431	\$115.86152	\$121.65460	\$127.73733	\$134.12420
537	Annual	\$230,663.73	\$242,196.91	\$254,306.77	\$267,022.12	\$280,373.22
537	Monthly	\$19,221.98	\$20,183.08	\$21,192.23	\$22,251.84	\$23,364.44
537	Hourly	\$110.89602	\$116.44082	\$122.26287	\$128.37602	\$134.79482
538	Annual	\$231,817.05	\$243,407.91	\$255,578.29	\$268,357.21	\$281,775.08
538	Monthly	\$19,318.09	\$20,283.99	\$21,298.19	\$22,363.10	\$23,481.26
538	Hourly	\$111.45050	\$117.02303	\$122.87418	\$129.01789	\$135.46879
539	Annual	\$232,976.14	\$244,624.95	\$256,856.19	\$269,699.00	\$283,183.95
539	Monthly	\$19,414.68	\$20,385.41	\$21,404.68	\$22,474.92	\$23,598.66
539	Hourly	\$112.00776	\$117.60815	\$123.48855	\$129.66298	\$136.14613
540	Annual	\$234,141.02	\$245,848.08	\$258,140.47	\$271,047.51	\$284,599.87
540	Monthly	\$19,511.75	\$20,487.34	\$21,511.71	\$22,587.29	\$23,716.66
540	Hourly	\$112.56780	\$118.19619	\$124.10600	\$130.31130	\$136.82686
541	Annual	\$235,311.73	\$247,077.31	\$259,431.17	\$272,402.74	\$286,022.88
541	Monthly	\$19,609.31	\$20,589.78	\$21,619.26	\$22,700.23	\$23,835.24
541	Hourly	\$113.13064	\$118.78717	\$124.72652	\$130.96286	\$137.51100
542	Annual	\$236,488.29	\$248,312.70	\$260,728.33	\$273,764.75	\$287,453.00
542	Monthly	\$19,707.36	\$20,692.73	\$21,727.36	\$22,813.73	\$23,954.42
542	Hourly	\$113.69629	\$119.38111	\$125.35016	\$131.61767	\$138.19856
543	Annual	\$237,670.71	\$249,554.25	\$262,031.98	\$275,133.57	\$288,890.25
543	Monthly	\$19,805.89	\$20,796.19	\$21,836.00	\$22,927.80	\$24,074.19
543	Hourly	\$114.26476	\$119.97800	\$125.97691	\$132.27575	\$138.88954
544	Annual	\$238,859.09	\$250,802.02	\$263,342.15	\$276,509.23	\$290,334.70
544	Monthly	\$19,904.92	\$20,900.17	\$21,945.18	\$23,042.44	\$24,194.56
544	Hourly	\$114.83610	\$120.57789	\$126.60680	\$132.93713	\$139.58399
545	Annual	\$240,053.39	\$252,056.05	\$264,658.84	\$277,891.80	\$291,786.37
545	Monthly	\$20,004.45	\$21,004.67	\$22,054.90	\$23,157.65	\$24,315.53
545	Hourly	\$115.41028	\$121.18079	\$127.23983	\$133.60183	\$140.28191
546	Annual	\$241,253.65	\$253,316.34	\$265,982.14	\$279,281.25	\$293,245.34
546	Monthly	\$20,104.47	\$21,109.69	\$22,165.18	\$23,273.44	\$24,437.11
546	Hourly	\$115.98733	\$121.78670	\$127.87603	\$134.26983	\$140.98334

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
547	Annual	\$242,459.91	\$254,582.91	\$267,312.06	\$280,677.66	\$294,711.54
547	Monthly	\$20,204.99	\$21,215.24	\$22,276.00	\$23,389.80	\$24,559.29
547	Hourly	\$116.56726	\$122.39563	\$128.51541	\$134.94118	\$141.68824
548	Annual	\$243,672.21	\$255,855.82	\$268,648.61	\$282,081.03	\$296,185.10
548	Monthly	\$20,306.02	\$21,321.32	\$22,387.38	\$23,506.75	\$24,682.09
548	Hourly	\$117.15010	\$123.00761	\$129.15799	\$135.61588	\$142.39668
549	Annual	\$244,890.59	\$257,135.09	\$269,991.85	\$283,491.44	\$297,666.01
549	Monthly	\$20,407.55	\$21,427.92	\$22,499.32	\$23,624.29	\$24,805.50
549	Hourly	\$117.73586	\$123.62264	\$129.80377	\$136.29396	\$143.10866
550	Annual	\$246,115.01	\$258,420.78	\$271,341.82	\$284,908.90	\$299,154.35
550	Monthly	\$20,509.58	\$21,535.06	\$22,611.82	\$23,742.41	\$24,929.53
550	Hourly	\$118.32452	\$124.24076	\$130.45280	\$136.97543	\$143.82421
551	Annual	\$247,345.60	\$259,712.88	\$272,698.54	\$286,333.46	\$300,650.13
551	Monthly	\$20,612.13	\$21,642.74	\$22,724.88	\$23,861.12	\$25,054.18
551	Hourly	\$118.91615	\$124.86196	\$131.10507	\$137.66032	\$144.54333
552	Annual	\$248,582.32	\$261,011.43	\$274,062.02	\$287,765.14	\$302,153.38
552	Monthly	\$20,715.19	\$21,750.95	\$22,838.50	\$23,980.43	\$25,179.45
552	Hourly	\$119.51073	\$125.48626	\$131.76059	\$138.34863	\$145.26605
553	Annual	\$249,825.25	\$262,316.50	\$275,432.32	\$289,203.95	\$303,664.15
553	Monthly	\$20,818.77	\$21,859.71	\$22,952.69	\$24,100.33	\$25,305.35
553	Hourly	\$120.10829	\$126.11370	\$132.41938	\$139.04036	\$145.99238
554	Annual	\$251,074.37	\$263,628.08	\$276,809.51	\$290,649.96	\$305,182.46
554	Monthly	\$20,922.86	\$21,969.01	\$23,067.46	\$24,220.83	\$25,431.87
554	Hourly	\$120.70883	\$126.74427	\$133.08150	\$139.73556	\$146.72234
555	Annual	\$252,329.73	\$264,946.23	\$278,193.53	\$292,103.21	\$306,708.37
555	Monthly	\$21,027.48	\$22,078.85	\$23,182.79	\$24,341.93	\$25,559.03
555	Hourly	\$121.31237	\$127.37800	\$133.74689	\$140.43424	\$147.45595
556	Annual	\$253,591.39	\$266,270.97	\$279,584.53	\$293,563.73	\$308,241.92
556	Monthly	\$21,132.62	\$22,189.25	\$23,298.71	\$24,463.64	\$25,686.83
556	Hourly	\$121.91894	\$128.01489	\$134.41564	\$141.13641	\$148.19323
557	Annual	\$254,859.33	\$267,602.31	\$280,982.43	\$295,031.57	\$309,783.14
557	Monthly	\$21,238.28	\$22,300.19	\$23,415.20	\$24,585.96	\$25,815.26
557	Hourly	\$122.52852	\$128.65496	\$135.08771	\$141.84210	\$148.93420
558	Annual	\$256,133.64	\$268,940.32	\$282,387.33	\$296,506.72	\$311,332.05
558	Monthly	\$21,344.47	\$22,411.69	\$23,532.28	\$24,708.89	\$25,944.34
558	Hourly	\$123.14117	\$129.29823	\$135.76314	\$142.55131	\$149.67887
559	Annual	\$257,414.31	\$270,285.03	\$283,799.28	\$297,989.24	\$312,888.71
559	Monthly	\$21,451.19	\$22,523.75	\$23,649.94	\$24,832.44	\$26,074.06
559	Hourly	\$123.75688	\$129.94473	\$136.44196	\$143.26406	\$150.42726
560	Annual	\$258,701.38	\$271,636.44	\$285,218.27	\$299,479.20	\$314,453.15
560	Monthly	\$21,558.45	\$22,636.37	\$23,768.19	\$24,956.60	\$26,204.43
560	Hourly	\$124.37566	\$130.59444	\$137.12417	\$143.98038	\$151.17940

Payroll Salary Table**County of Madera****3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals****Professional****PFB2 0120**

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
561	Annual	\$259,994.91	\$272,994.64	\$286,644.36	\$300,976.59	\$316,025.41
561	Monthly	\$21,666.24	\$22,749.55	\$23,887.03	\$25,081.38	\$26,335.45
561	Hourly	\$124.99755	\$131.24742	\$137.80979	\$144.70028	\$151.93529
562	Annual	\$261,294.86	\$274,359.60	\$288,077.59	\$302,481.48	\$317,605.54
562	Monthly	\$21,774.57	\$22,863.30	\$24,006.47	\$25,206.79	\$26,467.13
562	Hourly	\$125.62253	\$131.90365	\$138.49884	\$145.42379	\$152.69497
563	Annual	\$262,601.32	\$275,731.41	\$289,517.96	\$303,993.87	\$319,193.58
563	Monthly	\$21,883.44	\$22,977.62	\$24,126.50	\$25,332.82	\$26,599.46
563	Hourly	\$126.25063	\$132.56318	\$139.19133	\$146.15090	\$153.45845
564	Annual	\$263,914.35	\$277,110.07	\$290,965.57	\$305,513.84	\$320,789.56
564	Monthly	\$21,992.86	\$23,092.51	\$24,247.13	\$25,459.49	\$26,732.46
564	Hourly	\$126.88190	\$133.22600	\$139.88729	\$146.88165	\$154.22575
565	Annual	\$265,233.92	\$278,495.63	\$292,420.39	\$307,041.41	\$322,393.48
565	Monthly	\$22,102.83	\$23,207.97	\$24,368.37	\$25,586.78	\$26,866.12
565	Hourly	\$127.51631	\$133.89213	\$140.58673	\$147.61606	\$154.99687
566	Annual	\$266,560.09	\$279,888.08	\$293,882.48	\$308,576.63	\$324,005.45
566	Monthly	\$22,213.34	\$23,324.01	\$24,490.21	\$25,714.72	\$27,000.45
566	Hourly	\$128.15389	\$134.56158	\$141.28965	\$148.35415	\$155.77185
567	Annual	\$267,892.89	\$281,287.52	\$295,351.90	\$310,119.51	\$325,625.48
567	Monthly	\$22,324.41	\$23,440.63	\$24,612.66	\$25,843.29	\$27,135.46
567	Hourly	\$128.79466	\$135.23438	\$141.99611	\$149.09592	\$156.55071
568	Annual	\$269,232.35	\$282,693.98	\$296,828.67	\$311,670.09	\$327,253.62
568	Monthly	\$22,436.03	\$23,557.83	\$24,735.72	\$25,972.51	\$27,271.13
568	Hourly	\$129.43863	\$135.91057	\$142.70609	\$149.84139	\$157.33347
569	Annual	\$270,578.53	\$284,107.44	\$298,312.81	\$313,228.46	\$328,889.88
569	Monthly	\$22,548.21	\$23,675.62	\$24,859.40	\$26,102.37	\$27,407.49
569	Hourly	\$130.08583	\$136.59012	\$143.41962	\$150.59061	\$158.12013
570	Annual	\$271,931.39	\$285,527.97	\$299,804.39	\$314,794.59	\$330,534.31
570	Monthly	\$22,660.95	\$23,794.00	\$24,983.70	\$26,232.88	\$27,544.53
570	Hourly	\$130.73625	\$137.27306	\$144.13673	\$151.34355	\$158.91073
571	Annual	\$273,291.06	\$286,955.62	\$301,303.40	\$316,368.57	\$332,187.00
571	Monthly	\$22,774.25	\$23,912.97	\$25,108.62	\$26,364.05	\$27,682.25
571	Hourly	\$131.38993	\$137.95943	\$144.85740	\$152.10027	\$159.70529
572	Annual	\$274,657.52	\$288,390.40	\$302,809.93	\$317,950.40	\$333,847.95
572	Monthly	\$22,888.13	\$24,032.53	\$25,234.16	\$26,495.87	\$27,820.66
572	Hourly	\$132.04688	\$138.64923	\$145.58170	\$152.86077	\$160.50382
573	Annual	\$276,030.81	\$289,832.35	\$304,323.96	\$319,540.17	\$335,517.16
573	Monthly	\$23,002.57	\$24,152.70	\$25,360.33	\$26,628.35	\$27,959.76
573	Hourly	\$132.70712	\$139.34248	\$146.30960	\$153.62508	\$161.30633
574	Annual	\$277,410.96	\$291,281.51	\$305,845.58	\$321,137.86	\$337,194.77
574	Monthly	\$23,117.58	\$24,273.46	\$25,487.13	\$26,761.49	\$28,099.56
574	Hourly	\$133.37065	\$140.03919	\$147.04114	\$154.39320	\$162.11287

Payroll Salary Table

County of Madera

3.0% increase to 4/2019 - Salary Table - hourly shown at 5 decimals

Professional

PFB2 0120

RANGE	SALARY	A (5%)	B (5%)	C (5%)	D (5%)	E (5%)
575	Annual	\$278,798.03	\$292,737.92	\$307,374.81	\$322,743.55	\$338,880.73
575	Monthly	\$23,233.17	\$24,394.83	\$25,614.57	\$26,895.30	\$28,240.06
575	Hourly	\$134.03751	\$140.73938	\$147.77635	\$155.16517	\$162.92343