

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA AND THE
AFSCME/MADERA COUNTY EMPLOYEES' ASSOCIATION (MCEA)
REGARDING THE
PEACE OFFICER AND RELATED
CLASSIFICATION AND COMPENSATION STUDY
COMPENSATION IMPLEMENTATION**

This Side Letter Agreement ("Agreement") is made and entered into by the AFSCME/Madera County Employees' Association (AFSCME/MCEA) and the County of Madera ("County") collectively referred to as the "Parties." Having met and conferred in good faith, the Parties hereby agree to the following:

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

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

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

5. Subject to Civil Service Commission approval, four (4) current Animal Services Assistants will be reclassified to newly established classifications. Stacy Burkhalter and Robin Burgess will be reclassified to the new Animal Services Care Specialist classification and Crystal Wiggins and Ludwig Casillas will be reclassified to the new Animal Services Coordinator classification. The newly created classifications will be represented by the Technical bargaining unit for the purposes of employer-employee relations and will have the FLSA designation of overtime eligible.
6. All provisions of the MOU not amended by this sideletter agreement shall remain in full force and effect.

Agreed this 26th day of August, 2022.

COUNTY OF MADERA:

Susan Carter

Susan Carter, Chief Negotiator

Joel Bugay

Joel Bugay (Aug 26, 2022 11:05 PDT)

Joel Bugay, Co-Negotiator

AFSCME/MCEA:

Kristy M. Waskiewicz

Kristy M. Waskiewicz (Aug 25, 2022 22:02 PDT)

Kristy Waskiewicz, Business Agent - AFSCME

Jessica Propst

Jessica Propst (Aug 26, 2022 09:59 PDT)

Jessica Propst, President

Attachment A - Benchmark Data Sheet

Classification	Current Range		Agency Min		Agency Max		LM Min		LM Max		LM* Variance From LM Min		LM Variance From LM Max		New Proposed Range		New Range Min		New Range Max		New Variance Min		New Variance Max		Range % Change Min		Range % Change Max	
	173	286	\$ 3,128.61	\$ 6,042.75	\$ 3,802.85	\$ 7,345.00	Insufficient data	\$ 3,911.80	\$ 4,757.33	\$ 4,757.33	-25.03%	-25.10%	5	19	\$ 3,561.74	\$ 7,052.00	\$ 4,380.49	\$ 8,673.07	\$ 4,380.49	\$ 8,673.07	-9.83%	10.26%	-8.60%	14.31%	12.16%	13.19%	13.19%	15.31%
Animal Services Officer II	173	286	\$ 3,128.61	\$ 6,042.75	\$ 3,802.85	\$ 7,345.00	Insufficient data	\$ 3,911.80	\$ 4,757.33	\$ 4,757.33	-25.03%	-25.10%	5	19	\$ 3,561.74	\$ 7,052.00	\$ 4,380.49	\$ 8,673.07	\$ 4,380.49	\$ 8,673.07	-9.83%	10.26%	-8.60%	14.31%	12.16%	13.19%	13.19%	15.31%
Chief Civil Deputy Sheriff	286	286	\$ 6,042.75	\$ 6,042.75	\$ 7,345.00	\$ 7,345.00	Insufficient data	\$ 7,345.00	\$ 7,345.00	\$ 7,345.00	0.00%	0.00%	19	19	\$ 7,052.00	\$ 7,052.00	\$ 8,673.07	\$ 8,673.07	\$ 8,673.07	\$ 8,673.07	0.00%	0.00%	-1.02%	5.16%	5.16%	5.16%	5.16%	6.26%
Code Enforcement Officer II	255	255	\$ 4,709.43	\$ 4,709.43	\$ 5,724.34	\$ 5,724.34	\$ 4,283.21	\$ 4,283.21	\$ 5,229.17	\$ 5,229.17	9.05%	8.65%	11	11	\$ 4,773.07	\$ 4,773.07	\$ 5,870.27	\$ 5,870.27	\$ 5,870.27	\$ 5,870.27	2.44%	2.44%	10.92%	10.92%	1.39%	1.39%	1.39%	2.49%
Communications Dispatcher III	229	229	\$ 4,137.00	\$ 4,137.00	\$ 5,028.15	\$ 5,028.15	\$ 4,435.00	\$ 4,435.00	\$ 5,285.00	\$ 5,285.00	-7.20%	-9.95%	10	10	\$ 4,546.00	\$ 4,546.00	\$ 5,590.74	\$ 5,590.74	\$ 5,590.74	\$ 5,590.74	2.44%	2.44%	1.11%	1.11%	9.00%	9.00%	10.06%	10.06%
Community Service Officer	195	195	\$ 3,491.44	\$ 3,491.44	\$ 4,243.87	\$ 4,243.87	\$ 3,776.50	\$ 3,776.50	\$ 4,590.33	\$ 4,590.33	-8.16%	-8.16%	6	6	\$ 3,739.82	\$ 3,739.82	\$ 4,599.51	\$ 4,599.51	\$ 4,599.51	\$ 4,599.51	-0.98%	-0.98%	0.20%	0.20%	6.64%	6.64%	7.73%	7.73%
Correctional Lieutenant	328	328	\$ 6,845.61	\$ 6,845.61	\$ 8,320.89	\$ 8,320.89	\$ 7,511.00	\$ 7,511.00	\$ 9,416.98	\$ 9,416.98	-9.72%	-13.17%	20	20	\$ 7,404.60	\$ 7,404.60	\$ 9,106.72	\$ 9,106.72	\$ 9,106.72	\$ 9,106.72	-1.44%	-1.44%	-3.41%	7.55%	7.55%	7.55%	7.55%	8.63%
Correctional Sergeant	277	277	\$ 5,077.02	\$ 5,077.02	\$ 6,171.15	\$ 6,171.15	\$ 5,824.00	\$ 5,824.00	\$ 7,253.29	\$ 7,253.29	-14.71%	-17.54%	17	17	\$ 5,801.86	\$ 5,801.86	\$ 7,135.56	\$ 7,135.56	\$ 7,135.56	\$ 7,135.56	-0.38%	-0.38%	-1.65%	12.49%	12.49%	12.49%	12.49%	13.52%
Deputy Chief Probation Officer	328	328	\$ 7,324.15	\$ 7,324.15	\$ 8,902.54	\$ 8,902.54	\$ 7,917.32	\$ 7,917.32	\$ 10,219.22	\$ 10,219.22	-8.10%	-14.79%	22	22	\$ 8,163.58	\$ 8,163.58	\$ 10,040.17	\$ 10,040.17	\$ 10,040.17	\$ 10,040.17	3.02%	3.02%	-1.78%	10.28%	10.28%	10.28%	10.28%	11.33%
Deputy Coroner	235	235	\$ 4,262.33	\$ 4,262.33	\$ 5,180.89	\$ 5,180.89	\$ 4,276.13	\$ 4,276.13	\$ 5,203.47	\$ 5,203.47	-0.32%	-0.44%	9	9	\$ 4,329.31	\$ 4,329.31	\$ 5,324.51	\$ 5,324.51	\$ 5,324.51	\$ 5,324.51	1.23%	1.23%	2.27%	1.55%	1.55%	1.55%	1.55%	2.70%
Deputy Probation Officer Supervisor	290	290	\$ 6,066.55	\$ 6,066.55	\$ 7,373.93	\$ 7,373.93	\$ 6,396.37	\$ 6,396.37	\$ 7,946.84	\$ 7,946.84	-5.44%	-7.77%	17	17	\$ 6,396.37	\$ 6,396.37	\$ 7,866.73	\$ 7,866.73	\$ 7,866.73	\$ 7,866.73	0.00%	0.00%	-1.02%	5.16%	5.16%	5.16%	5.16%	6.26%
District Attorney Criminal Investigator	269	269	\$ 5,551.52	\$ 5,551.52	\$ 6,747.90	\$ 6,747.90	\$ 6,026.80	\$ 6,026.80	\$ 7,330.37	\$ 7,330.37	-8.56%	-8.63%	15	15	\$ 5,801.69	\$ 5,801.69	\$ 7,135.35	\$ 7,135.35	\$ 7,135.35	\$ 7,135.35	-3.88%	-3.88%	-2.73%	4.31%	4.31%	4.31%	4.31%	5.43%
Identification Specialist	235	235	\$ 4,262.33	\$ 4,262.33	\$ 5,180.89	\$ 5,180.89	\$ 4,946.07	\$ 4,946.07	\$ 6,047.97	\$ 6,047.97	-16.04%	-16.74%	12	12	\$ 5,011.72	\$ 5,011.72	\$ 6,163.79	\$ 6,163.79	\$ 6,163.79	\$ 6,163.79	1.31%	1.31%	1.88%	14.95%	14.95%	14.95%	14.95%	15.95%
Juvenile Detention Officer II	188	188	\$ 3,643.41	\$ 3,643.41	\$ 4,428.59	\$ 4,428.59	\$ 4,103.05	\$ 4,103.05	\$ 5,047.04	\$ 5,047.04	-12.62%	-13.96%	10	10	\$ 4,545.78	\$ 4,545.78	\$ 5,590.74	\$ 5,590.74	\$ 5,590.74	\$ 5,590.74	9.74%	9.74%	1.88%	19.85%	19.85%	19.85%	19.85%	20.79%
Probation Technician II	176	176	\$ 3,175.78	\$ 3,175.78	\$ 3,860.17	\$ 3,860.17	\$ 3,278.31	\$ 3,278.31	\$ 4,023.73	\$ 4,023.73	-3.23%	-4.24%	4	4	\$ 3,392.13	\$ 3,392.13	\$ 4,171.89	\$ 4,171.89	\$ 4,171.89	\$ 4,171.89	3.36%	3.36%	3.55%	6.38%	6.38%	6.38%	6.38%	7.47%
Deputy Probation Officer III	270	270	\$ 4,963.68	\$ 4,963.68	\$ 6,033.39	\$ 6,033.39	\$ 5,286.94	\$ 5,286.94	\$ 6,534.20	\$ 6,534.20	-6.51%	-8.30%	13	13	\$ 5,262.33	\$ 5,262.33	\$ 6,472.00	\$ 6,472.00	\$ 6,472.00	\$ 6,472.00	-0.47%	-0.47%	-0.96%	5.68%	5.68%	5.68%	5.68%	6.78%
Sheriff's Department Public Information Officer (PIO)	205	205	\$ 3,670.00	\$ 3,670.00	\$ 4,460.90	\$ 4,460.90	Insufficient data	\$ 4,460.90	\$ 4,460.90	Insufficient data	0.00%	0.00%	8	8	\$ 4,123.16	\$ 4,123.16	\$ 5,070.96	\$ 5,070.96	\$ 5,070.96	\$ 5,070.96	0.00%	0.00%	-1.78%	10.99%	10.99%	10.99%	10.99%	12.03%
Sheriff's Sergeant	291	291	\$ 6,195.34	\$ 6,195.34	\$ 7,530.47	\$ 7,530.47	\$ 7,106.76	\$ 7,106.76	\$ 8,828.05	\$ 8,828.05	-14.71%	-17.23%	19	19	\$ 7,052.14	\$ 7,052.14	\$ 8,673.24	\$ 8,673.24	\$ 8,673.24	\$ 8,673.24	-0.77%	-0.77%	-1.78%	12.15%	12.15%	12.15%	12.15%	13.18%
Undersheriff	405	405	\$ 10,761.04	\$ 10,761.04	\$ 13,080.11	\$ 13,080.11	\$ 10,716.76	\$ 10,716.76	\$ 14,826.92	\$ 14,826.92	0.41%	-13.35%	29	29	\$ 11,486.96	\$ 11,486.96	\$ 14,127.51	\$ 14,127.51	\$ 14,127.51	\$ 14,127.51	6.70%	6.70%	-4.95%	6.32%	6.32%	6.32%	6.32%	7.41%

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

Attachment B

DEPT	CLASS	CLASS TITLE	UNIT	NEW TITLE	NEW UNIT	ID	LAST NAME	FIRST NAME	TYPE	TABLE	RANGE	STEP	CURRENT \$	NEW RANGE	NEW STEP	NEW \$	STEP %	MAX %
Animal Services	3421	Animal Services Assistant	TCHNL	Animal Services Assistant	TCHNL	15619	Herring	Theresa	PERM	TB2	128	E	\$ 36,460.03	2	C	\$ 39,170	7.43%	24.54%
Animal Services	3421	Animal Services Assistant	TCHNL	Animal Services Assistant	TCHNL	31735	Padilla	Francisco	PERM	TB2	128	D	\$ 34,723.84	2	B	\$ 38,029	9.52%	24.54%
Animal Services	NEW	Animal Services Assistant	TCHNL	Animal Services Care Specialist	TCHNL	30548	Burkhalter	Stacy	PERM	TB2	128	E	\$ 36,460.03	5	A	\$ 42,741	17.23%	30.64%
Animal Services	NEW	Animal Services Assistant	TCHNL	Animal Services Care Specialist	TCHNL	31433	Burgess	Robin	PERM	TB2	128	E	\$ 36,460.03	5	B	\$ 44,023	20.74%	30.64%
Animal Services	NEW	Animal Services Assistant	TCHNL	Animal Services Coordinator	TCHNL	31954	Casillas	Ludwing	PERM	TB2	128	C	\$ 33,070.32	7	B	\$ 48,535	46.76%	75.24%
Animal Services	3410	Animal Services Officer I	TCHNL	Animal Services Officer	TCHNL	31767	Huerta	Christopher	PERM	TB2	143	D	\$ 37,421.28	5	A	\$ 42,741	14.22%	15.19%
Animal Services	NEW	Animal Services Officer II	TCHNL	Senior Animal Services Officer	TCHNL	30442	Gray	Shane	PERM	TB2	173	E	\$ 45,634.15	8	B	\$ 44,023	29.70%	15.19%
Animal Services	3416	Community Service Officer	TCHNL	Community Service Officer	TCHNL	21612	Valdez	Carena	PERM	TB2	196	E	\$ 51,181.06	6	H	\$ 50,962	11.68%	33.35%
Sheriff/Jail	3660	Correctional Records Specialist II	CLRCL	Public Safety Records Specialist	TCHNL	02694	Breedlove	Marla	PERM	CB2	186	D	\$ 46,372.37	6	D	\$ 49,039	5.75%	24.97%
Sheriff/Jail	3660	Correctional Records Specialist II	CLRCL	Public Safety Records Specialist	TCHNL	06438	Candia-Flores	Natalie	PERM	CB3	186	E	\$ 48,691.00	6	F	\$ 52,026	6.85%	24.97%
Sheriff/Jail	3660	Correctional Records Specialist II	CLRCL	Public Safety Records Specialist	TCHNL	31627	Dhesi	Pardeep	PERM	CB4	186	D	\$ 46,372.37	6	D	\$ 49,039	5.75%	24.97%
Sheriff/Jail	3660	Correctional Records Specialist II	CLRCL	Public Safety Records Specialist	TCHNL	13165	Mendoza	Victoria	PERM	CB5	186	E	\$ 48,691.00	6	F	\$ 52,026	6.85%	24.97%
Sheriff/Jail	3660	Correctional Records Specialist II	CLRCL	Public Safety Records Specialist	TCHNL	30267	Meraz	Melisa	PERM	CB6	186	E	\$ 48,691.00	6	E	\$ 50,510	3.74%	24.97%
Sheriff	3227	Identification Technician	TCHNL	Crime Scene Technician	TCHNL	31672	Scott	Michaela	PERM	TB2	205	E	\$ 53,530.84	8	F	\$ 57,358	7.15%	13.68%
District Attorney	3423	Investigative Assistant	TCHNL	Crime Analyst I	TCHNL	31823	Leyja	Bianly	PERM	TB2	172	D	\$ 43,244.84	7	B	\$ 48,535	12.23%	10.25%
District Attorney	3423	Investigative Assistant	TCHNL	Crime Analyst I	TCHNL	32080	Barragan Reyes	Angelica	PERM	TB2	172	B	\$ 39,224.37	7	B	\$ 48,535	23.74%	10.25%
District Attorney	3423	Investigative Assistant	TCHNL	Crime Analyst I	TCHNL	32098	Avilla	Madi	PERM	TB2	172	B	\$ 39,224.37	7	A	\$ 47,122	20.13%	10.25%
Probation	3512	Probation Technician II	TCHNL	Probation Technician	TCHNL	18170	Macias	Cruz	PERM	TB2	177	E	\$ 46,533.69	4	H	\$ 50,063	7.54%	8.08%
Sheriff	3356	Property and Evidence Technician	TCHNL	Property & Evidence Technician	TCHNL	30245	Iskenderian	Catherine	PERM	TB2	205	E	\$ 53,530.84	8	F	\$ 57,358	7.15%	13.68%
Sheriff	3356	Property and Evidence Technician	TCHNL	Property & Evidence Technician	TCHNL	31396	Davis	Maricela	PERM	TB2	205	E	\$ 53,530.84	8	F	\$ 57,358	7.15%	13.68%
Sheriff	3429	Sheriffs Civil Specialist	TCHNL	Public Safety Records Specialist	TCHNL	31968	Fry	Kristin	PERM	TB2	185	D	\$ 46,141.68	6	C	\$ 47,611	3.18%	25.60%
Sheriff	3429	Sheriffs Civil Specialist	TCHNL	Public Safety Records Specialist	TCHNL	32239	Saldivar	Rebecca	PERM	TB2	185	E	\$ 48,448.75	6	E	\$ 50,510	4.26%	25.60%

Attachment C

1	2	3	4	5	6	7	8
1	16.91	17.41	17.93	18.47	19.03	19.60	20.19
2	17.75	18.28	18.83	19.40	19.98	20.58	21.20
3	18.64	19.20	19.77	20.37	20.98	21.61	22.25
4	19.57	20.16	20.76	21.38	22.03	22.73	23.47
5	20.55	21.16	21.80	22.45	23.13	23.82	24.57
6	21.58	22.22	22.89	23.58	24.30	25.06	25.84
7	22.65	23.33	24.03	24.76	25.50	26.26	27.05
8	23.79	24.50	25.24	25.99	26.77	27.58	28.40
9	24.96	25.70	26.50	27.29	28.11	28.95	29.82
10	26.23	27.01	27.82	28.66	29.52	30.40	31.31
11	27.54	28.36	29.21	30.09	30.99	31.92	32.88
12	28.91	29.78	30.67	31.59	32.54	33.52	34.52
13	30.36	31.27	32.21	33.17	34.17	35.19	36.25
14	31.88	32.83	33.82	34.83	35.88	36.95	37.74
15	33.47	34.48	35.51	36.58	37.67	38.80	39.97
16	35.14	36.20	37.29	38.40	39.56	40.74	41.72
17	36.90	38.01	39.15	40.32	41.53	42.78	44.58
18	38.75	39.91	41.11	42.34	43.61	44.92	47.65
19	40.68	41.91	43.16	44.46	45.79	47.16	48.58
20	42.72	44.00	45.32	46.68	48.08	49.52	51.01
21	44.85	46.20	47.59	49.01	50.48	52.00	53.56
22	47.10	48.51	49.97	51.46	53.01	54.60	56.25
23	49.45	50.94	52.46	54.04	55.66	57.33	59.05
24	51.92	53.48	55.09	56.74	58.44	60.20	61.86
25	54.52	56.16	57.84	59.58	61.36	63.21	65.10
26	57.25	58.96	60.73	62.56	64.43	66.37	68.36
27	60.11	61.91	63.77	65.68	67.65	69.68	71.73
28	63.12	65.01	66.96	68.97	71.04	73.17	75.62
29	66.27	68.26	70.31	72.42	74.59	76.63	78.50
30	69.58	71.67	73.82	76.04	78.32	80.67	83.09
31	73.06	75.26	77.51	79.84	82.23	84.70	87.24
32	76.72	79.02	81.39	83.83	86.35	88.94	91.60
33	80.55	82.97	85.46	88.02	90.66	93.38	96.18
34	84.58	87.12	89.73	92.42	95.20	98.05	100.99
35	88.81	91.07	94.22	97.04	99.96	102.95	106.04
36	93.25	96.05	98.93	101.90	104.95	108.10	111.35
37	97.91	100.85	103.88	106.99	110.20	113.51	117.02
38	102.81	105.89	109.07	112.34	115.71	119.18	122.76
39	107.95	111.19	114.52	117.96	121.50	125.14	128.90
40	113.35	116.75	120.25	123.86	127.57	131.40	135.94
41	119.01	122.58	126.26	130.05	133.95	137.97	142.11
42	124.96	128.71	132.57	136.55	140.65	144.87	149.21
43	131.21	135.15	139.20	143.38	147.68	152.11	156.67
44	137.77	141.91	146.16	150.55	155.06	159.72	164.51
45	144.66	149.00	153.47	158.08	162.82	167.70	172.73
46	151.89	156.45	161.14	165.98	170.96	176.09	181.34
47	159.49	164.27	169.20	174.28	179.51	184.89	190.46
48	167.46	172.49	177.66	182.99	188.48	194.14	199.96
49	175.84	181.11	186.54	192.14	197.91	203.84	209.96
50	184.63	190.17	195.87	201.75	207.80	214.03	220.46
51	193.86	199.68	205.67	211.84	218.19	224.74	231.48
52	203.55	209.66	215.95	222.43	229.10	235.97	243.05
53	213.73	220.16	226.75	233.55	240.56	247.77	255.21
54	224.42	231.15	238.08	245.29	252.58	260.16	267.97
55	235.64	242.71	249.99	257.63	265.31	273.17	281.36
56	247.42	254.84	262.49	270.36	278.47	286.83	295.43
57	259.79	267.58	275.61	283.88	292.40	301.17	310.20
58	272.78	280.96	289.39	298.07	307.02	316.23	325.49
59	286.41	295.00	303.86	312.99	318.54	324.54	333.85
60	300.79	309.82	319.20	328.96	336.60	345.28	354.89
61	315.94	325.48	335.41	344.45	354.52	366.43	378.24
62	331.88	341.89	352.30	361.54	373.37	385.74	401.54
63	348.63	359.17	370.14	379.24	391.04	403.83	415.97
64	366.20	377.12	388.03	397.54	410.63	423.99	438.13
65	384.67	395.54	407.41	419.63	432.26	445.19	458.58
66	403.98	415.32	427.85	440.18	453.87	467.45	481.76
67	424.20	436.09	449.14	462.69	476.59	490.25	505.59
68	445.35	457.86	471.63	485.72	501.35	515.36	527.72
69	467.47	480.79	495.24	510.07	525.37	541.34	557.36
70	490.56	504.80	519.75	535.74	551.64	568.19	585.27
71	514.63	530.07	545.94	562.33	579.24	596.60	614.98
72	540.36	556.75	573.64	595.94	608.18	626.40	645.23
73	567.83	584.54	603.33	625.52	638.55	657.52	677.48
74	597.06	616.14	635.81	656.99	670.94	691.54	713.54
75	628.07	648.34	669.41	689.28	704.77	726.54	749.11
76	660.88	682.54	704.89	723.07	739.54	762.94	786.94
77	695.51	718.19	741.99	757.74	784.26	808.54	834.94
78	731.96	755.74	780.54	806.54	832.54	858.54	885.54
79	770.21	795.54	821.94	849.54	878.54	908.54	939.54
80	810.36	837.19	864.54	892.54	921.54	946.54	972.54
81	852.41	880.54	909.54	939.54	970.54	1002.54	1036.54
82	896.46	925.74	956.19	986.74	1018.54	1050.54	1084.54
83	942.51	973.04	1004.54	1036.54	1069.54	1102.54	1136.54
84	990.66	1022.54	1055.54	1089.54	1123.54	1157.54	1192.54
85	1040.91	1074.19	1108.54	1147.54	1186.54	1226.54	1266.54
86	1093.26	1128.04	1167.54	1207.54	1251.54	1296.54	1343.54
87	1147.81	1184.19	1221.54	1259.54	1306.54	1353.54	1402.54
88	1204.56	1242.54	1281.54	1321.54	1363.54	1402.54	1443.54
89	1263.61	1303.19	1343.54	1386.54	1426.54	1467.54	1510.54
90	1324.96	1366.04	1408.54	1453.54	1491.54	1534.54	1578.54
91	1388.61	1431.19	1474.54	1504.54	1548.54	1593.54	1640.54
92	1454.56	1500.04	1547.54	1560.54	1609.54	1656.54	1706.54
93	1522.81	1570.19	1619.54	1621.54	1674.54	1718.54	1768.54
94	1593.36	1642.54	1693.54	1681.54	1750.54	1794.54	1841.54
95	1666.11	1720.19	1775.54	1754.54	1828.54	1873.54	1919.54
96	1741.16	1796.04	1853.54	1823.54	1912.54	1958.54	2007.54
97	1818.41	1874.19	1932.54	1891.54	1992.54	2040.54	2091.54
98	1907.86	1964.54	2024.54	1973.54	2079.54	2126.54	2179.54
99	1999.51	2057.19	2112.54	2061.54	2173.54	2224.54	2283.54
100	2093.36	2156.04	2206.54	2150.54	2274.54	2324.54	2384.54



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Brett Frazier, District 1
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Leticia Gonzalez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

September 13, 2022

Chairman Tom Wheeler

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

RECOMMENDED ACTIONS:

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

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

DISCUSSION / FISCAL IMPACT / STRATEGIC FOCUS:

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



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

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

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

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

Fiscal Impact:

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

ATTACHMENTS

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