

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

This Side Letter Agreement ("Agreement") is made and entered into by the Correctional Officers' Association ("Association") and the County of Madera ("County") collectively referred to as the "Parties." Having met and conferred in good faith as contemplated by Article 4.6 A 4 of the Parties 2021-2024 Memorandum of Understanding ("MOU"), 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 at on 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 percent (3%) increase, then step placement will be at the next salary step on the appropriate salary range without going higher than the top step of the identified 8-step 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 existing County/Department policies and procedures.

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

Agreed this 5th day of August, 2022.

COUNTY OF MADERA:

Susan Carter

Susan Carter, Chief Negotiator

Joel Bugay, Co-Negotiator

Madera County Correctional Officers'
Association:

Andres Villanueva

Andres Villanueva (Aug 5, 2022 20:11 PDT)

Andres Villanueva, President

Roger D. Wilson

Roger D. Wilson (Aug 6, 2022 09:44 PDT)

Roger Wilson, Business Representative

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%	12.16%	13.19%	13.19%	13.19%	13.19%
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%	12.16%	13.19%	13.19%	13.19%	13.19%
Chief Civil Deputy Sheriff	286	286	\$ 6,042.75	\$ 7,345.00	\$ 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	\$ 7,052.00	\$ 7,052.00	\$ 7,052.00	\$ 7,052.00	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Code Enforcement Officer II	255	255	\$ 4,709.43	\$ 5,724.34	\$ 5,724.34	\$ 5,724.34	Insufficient data	\$ 5,724.34	\$ 5,724.34	\$ 5,724.34	-7.20%	-9.95%	10	10	\$ 4,773.07	\$ 4,773.07	\$ 4,773.07	\$ 4,773.07	\$ 4,773.07	\$ 4,773.07	2.44%	2.44%	10.92%	10.92%	1.39%	1.39%	1.39%	1.39%
Communications Dispatcher III	229	229	\$ 4,137.00	\$ 5,028.15	\$ 5,028.15	\$ 5,028.15	Insufficient data	\$ 5,028.15	\$ 5,028.15	\$ 5,028.15	-8.16%	-8.16%	6	6	\$ 3,739.82	\$ 3,739.82	\$ 3,739.82	\$ 3,739.82	\$ 3,739.82	\$ 3,739.82	-0.98%	-0.98%	0.20%	0.20%	6.64%	6.64%	6.64%	6.64%
Community Service Officer	195	195	\$ 3,491.44	\$ 4,243.87	\$ 4,243.87	\$ 4,243.87	Insufficient data	\$ 4,243.87	\$ 4,243.87	\$ 4,243.87	-9.72%	-13.17%	20	20	\$ 7,404.60	\$ 7,404.60	\$ 7,404.60	\$ 7,404.60	\$ 7,404.60	\$ 7,404.60	-1.44%	-1.44%	-3.41%	-3.41%	7.55%	7.55%	8.63%	8.63%
Correctional Lieutenant	328	328	\$ 6,845.61	\$ 8,320.89	\$ 8,320.89	\$ 8,320.89	Insufficient data	\$ 8,320.89	\$ 8,320.89	\$ 8,320.89	-14.71%	-14.71%	17	17	\$ 5,801.86	\$ 5,801.86	\$ 5,801.86	\$ 5,801.86	\$ 5,801.86	\$ 5,801.86	-0.38%	-0.38%	-1.65%	-1.65%	12.49%	12.49%	13.52%	13.52%
Deputy Chief Probation Officer	328	328	\$ 7,324.15	\$ 8,902.54	\$ 8,902.54	\$ 8,902.54	Insufficient data	\$ 8,902.54	\$ 8,902.54	\$ 8,902.54	-8.10%	-14.79%	22	22	\$ 8,163.58	\$ 8,163.58	\$ 8,163.58	\$ 8,163.58	\$ 8,163.58	\$ 8,163.58	3.02%	3.02%	-1.78%	-1.78%	10.28%	10.28%	11.33%	11.33%
Deputy Coroner	235	235	\$ 4,262.33	\$ 5,180.89	\$ 5,180.89	\$ 5,180.89	Insufficient data	\$ 5,180.89	\$ 5,180.89	\$ 5,180.89	-0.32%	-0.44%	9	9	\$ 4,329.31	\$ 4,329.31	\$ 4,329.31	\$ 4,329.31	\$ 4,329.31	\$ 4,329.31	1.23%	1.23%	2.27%	2.27%	1.55%	1.55%	2.70%	2.70%
Deputy Probation Officer Supervisor	290	290	\$ 6,066.55	\$ 7,373.93	\$ 7,373.93	\$ 7,373.93	Insufficient data	\$ 7,373.93	\$ 7,373.93	\$ 7,373.93	-5.44%	-7.77%	17	17	\$ 6,396.37	\$ 6,396.37	\$ 6,396.37	\$ 6,396.37	\$ 6,396.37	\$ 6,396.37	0.00%	0.00%	-1.02%	-1.02%	5.16%	5.16%	6.26%	6.26%
District Attorney Criminal Investigator	269	269	\$ 5,551.52	\$ 6,747.90	\$ 6,747.90	\$ 6,747.90	Insufficient data	\$ 6,747.90	\$ 6,747.90	\$ 6,747.90	-8.56%	-8.63%	15	15	\$ 5,801.69	\$ 5,801.69	\$ 5,801.69	\$ 5,801.69	\$ 5,801.69	\$ 5,801.69	-3.88%	-3.88%	-2.73%	-2.73%	4.31%	4.31%	5.43%	5.43%
Identification Specialist	235	235	\$ 4,262.33	\$ 5,180.89	\$ 5,180.89	\$ 5,180.89	Insufficient data	\$ 5,180.89	\$ 5,180.89	\$ 5,180.89	-16.04%	-16.74%	12	12	\$ 5,011.72	\$ 5,011.72	\$ 5,011.72	\$ 5,011.72	\$ 5,011.72	\$ 5,011.72	1.31%	1.31%	1.88%	1.88%	14.95%	14.95%	15.95%	15.95%
Juvenile Detention Officer II	188	188	\$ 3,643.41	\$ 4,428.59	\$ 4,428.59	\$ 4,428.59	Insufficient data	\$ 4,428.59	\$ 4,428.59	\$ 4,428.59	-12.62%	-13.96%	10	10	\$ 4,545.78	\$ 4,545.78	\$ 4,545.78	\$ 4,545.78	\$ 4,545.78	\$ 4,545.78	9.74%	9.74%	9.72%	9.72%	19.85%	19.85%	20.79%	20.79%
Probation Technician II	176	176	\$ 3,175.78	\$ 3,860.17	\$ 3,860.17	\$ 3,860.17	Insufficient data	\$ 3,860.17	\$ 3,860.17	\$ 3,860.17	-3.23%	-4.24%	4	4	\$ 3,392.13	\$ 3,392.13	\$ 3,392.13	\$ 3,392.13	\$ 3,392.13	\$ 3,392.13	3.36%	3.36%	3.55%	3.55%	6.38%	6.38%	7.47%	7.47%
Deputy Probation Officer III	270	270	\$ 4,963.68	\$ 6,033.39	\$ 6,033.39	\$ 6,033.39	Insufficient data	\$ 6,033.39	\$ 6,033.39	\$ 6,033.39	-6.51%	-8.30%	13	13	\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	-0.47%	-0.47%	-0.96%	-0.96%	5.68%	5.68%	6.78%	6.78%
Sheriff's Department Public Information Officer (PIO)	205	205	\$ 3,670.00	\$ 4,460.90	\$ 4,460.90	\$ 4,460.90	Insufficient data	\$ 4,460.90	\$ 4,460.90	\$ 4,460.90	-14.71%	-17.23%	8	8	\$ 4,123.16	\$ 4,123.16	\$ 4,123.16	\$ 4,123.16	\$ 4,123.16	\$ 4,123.16	-0.77%	-0.77%	-1.78%	-1.78%	10.99%	10.99%	12.03%	12.03%
Sheriff's Sergeant	291	291	\$ 6,195.34	\$ 7,530.47	\$ 7,530.47	\$ 7,530.47	Insufficient data	\$ 7,530.47	\$ 7,530.47	\$ 7,530.47	0.41%	-13.35%	19	19	\$ 7,052.14	\$ 7,052.14	\$ 7,052.14	\$ 7,052.14	\$ 7,052.14	\$ 7,052.14	-0.77%	-0.77%	-1.78%	-1.78%	12.15%	12.15%	13.18%	13.18%
Undersheriff	405	405	\$ 10,761.04	\$ 13,080.11	\$ 13,080.11	\$ 13,080.11	Insufficient data	\$ 13,080.11	\$ 13,080.11	\$ 13,080.11	0.41%	-13.35%	29	29	\$ 11,486.96	\$ 11,486.96	\$ 11,486.96	\$ 11,486.96	\$ 11,486.96	\$ 11,486.96	6.70%	6.70%	-4.95%	-4.95%	6.32%	6.32%	7.41%	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	CURRENTS	NEW RANGE	NEW STEP	NEWS	STEP %	MAX %	
Sheriff-Jail	3433	Correctional Corporal	CROFC	Correctional Corporal	CROFC	13125	Mendoza	Rodney	PERM	OCB2	247	E	5	63,765.52	B	5	71,709	12.46%	34.29%
Sheriff-Jail	3433	Correctional Corporal	CROFC	Correctional Corporal	CROFC	01473	Rivera	Stephena	PERM	OCB2	247	E	5	63,765.52	B	5	71,709	12.46%	34.29%
Sheriff-Jail	3433	Correctional Corporal	CROFC	Correctional Corporal	CROFC	18309	Alvaro	Angela	PERM	OCB2	247	E	5	63,765.52	B	5	69,620	9.19%	34.29%
Sheriff-Jail	3433	Correctional Corporal	CROFC	Correctional Corporal	CROFC	18608	Rossette	Alvaro	PERM	OCB2	247	E	5	63,765.52	B	5	71,709	12.46%	34.29%
Sheriff-Jail	3433	Correctional Corporal	CROFC	Correctional Corporal	CROFC	18617	Rossette	Derek	PERM	OCB2	247	E	5	63,765.52	B	5	71,709	12.46%	34.29%
Sheriff-Jail	3433	Correctional Corporal	CROFC	Correctional Corporal	CROFC	30327	Micky	Dillon	PERM	OCB2	247	E	5	63,765.52	B	5	69,620	9.19%	34.29%
Sheriff-Jail	3433	Correctional Corporal	CROFC	Correctional Corporal	CROFC	30424	Townsend	Will	PERM	OCB2	247	E	5	63,765.52	B	5	69,620	9.19%	34.29%
Sheriff-Jail	3433	Correctional Corporal	CROFC	Correctional Corporal	CROFC	30580	Lesage	Elizabeth	PERM	OCB2	247	E	5	63,765.52	B	5	71,709	12.46%	34.29%
Sheriff-Jail	3433	Correctional Corporal	CROFC	Correctional Corporal	CROFC	30906	Alvarez	Lynette	PERM	OCB2	247	E	5	63,765.52	B	5	71,709	12.46%	34.29%
Sheriff-Jail	3433	Correctional Corporal	CROFC	Correctional Corporal	CROFC	30907	Beck	Jamie	PERM	OCB2	247	E	5	63,765.52	B	5	69,620	9.19%	34.29%
Sheriff-Jail	3433	Correctional Corporal	CROFC	Correctional Corporal	CROFC	31236	Garza	Johnnie	PERM	OCB2	247	D	5	60,726.21	A	5	69,620	9.19%	34.29%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	30088	Romero	Luz	PERM	OCB2	201	C	5	50,690.51	B	5	53,510	5.56%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	31994	Shields	Charles	PERM	OCB2	201	C	5	45,977.79	B	5	53,510	16.38%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	31997	Gomez	Naomi	PERM	OCB2	201	C	5	45,977.79	B	5	53,510	16.38%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	31999	Vang	Dennis	PERM	OCB2	201	C	5	45,977.79	B	5	53,510	16.38%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32002	Moua	Jerry	PERM	OCB2	201	C	5	45,977.79	B	5	53,510	16.38%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32003	Orta	Peter	PERM	OCB2	201	C	5	45,977.79	B	5	53,510	16.38%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32020	Stevens	Kyle	PERM	OCB2	201	E	5	50,690.51	B	5	53,510	5.56%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32153	Cisneros	Jonathan	PERM	OCB2	201	E	5	43,788.36	B	5	51,952	18.64%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32156	Lopez	Gabriel	PERM	OCB2	201	B	5	43,788.36	B	5	51,952	18.64%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32275	Clark	Jayson	PERM	OCB2	201	A	5	41,703.22	B	5	53,510	28.31%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32278	Herrandez	Matthew	PERM	OCB2	201	D	5	48,276.68	B	5	53,510	10.84%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32296	Orozco	Rebecca	PERM	OCB2	201	C	5	45,977.79	B	5	53,510	12.99%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32329	Anellano	Monica	PERM	OCB2	201	E	5	50,690.51	B	5	53,510	5.56%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32350	Saldate	Isalah	PERM	OCB2	201	D	5	48,276.68	B	5	51,952	7.61%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32401	Behre	Kevin	PERM	OCB2	201	C	5	45,977.79	B	5	51,952	12.99%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32552	Vang	Tou	PERM	OCB2	201	B	5	43,788.36	B	5	51,952	18.64%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32560	Grijalva	Eric	PERM	OCB2	201	B	5	43,788.36	B	5	51,952	18.64%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32377	Thao	Steven	PERM	OCB2	201	C	5	45,977.79	B	5	51,952	12.99%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32424	Reyes-Meza	Angel	PERM	OCB2	201	A	5	41,703.22	B	5	51,952	24.57%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32539	Perry	Celeste	PERM	OCB2	201	A	5	41,703.22	B	5	51,952	24.57%	32.35%
Sheriff-Jail	3431	Correctional Officer I	CROFC	Correctional Officer I	CROFC	32540	Perez Jr.	Manuel	PERM	OCB2	201	A	5	41,703.22	B	5	51,952	24.57%	32.35%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	12030	Lawrence	Aaron	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	13061	Martinez	Pedro	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	13076	Martinez	Rene	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	13153	Mcalister	Cherise	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	14005	Naranjo	Danielle	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	01439	Allen	David	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	18796	Ruiz	Kristle	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	19110	Schmall	Bryan	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	21996	Vang	Teng	PERM	OCB2	232	E	5	59,166.33	11	5	62,588	5.78%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30050	Jaramillo	Armando	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30218	Condolan	Richard	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30263	Luviano	Emeralda	PERM	OCB2	232	E	5	59,166.33	11	5	62,588	5.78%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30279	Wafar	Jeffrey	PERM	OCB2	232	E	5	59,166.33	11	5	62,588	5.78%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30382	Alarcon	Christopher	PERM	OCB2	232	E	5	59,166.33	11	5	62,588	5.78%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30544	Baca	Jeffrey	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30612	Ruiz	Stefan	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30658	Burghardt	Jessica	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30693	Chavira	Jessica	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30804	Gill	Samuel	PERM	OCB2	232	E	5	59,166.33	11	5	62,588	5.78%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30842	Guzman	Joseline	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30909	Morales	Laura	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30910	Salazar	Celia	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	30976	Lopez	Joanna	PERM	OCB2	232	E	5	59,166.33	11	5	62,588	5.78%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	31022	Dominguez	Joanniz	PERM	OCB2	232	E	5	59,166.33	11	5	64,466	8.96%	19.65%
Sheriff-Jail	3432	Correctional Officer II	CROFC	Correctional Officer II	CROFC	31035	Fraijo	Robert	PERM	OCB2	232	C	5	53,665.61	B	5	58,995	9.93%	19.65%

Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31113	Dominguez	Tony	PERM	OCB2	232	E	\$ 59,165.33	11	E	\$	64,165	8.96%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31136	Acshwerde	Clay	PERM	OCB2	232	E	\$ 59,165.33	11	D	\$	62,588	5.78%	19.65%
Sheriff-Jail	3432	Corrections Officer I	CROFC	Corrections Officer I	CROFC	31137	Felipe	Alam	PERM	OCB2	232	E	\$ 59,165.33	11	D	\$	62,588	5.78%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31137	Felipe	Ritabay	PERM	OCB2	232	E	\$ 59,165.33	11	E	\$	64,165	8.96%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Trinidad	Trinidad	PERM	OCB2	232	E	\$ 59,165.33	11	E	\$	64,165	8.96%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Trinidad	Jesus	PERM	OCB2	232	E	\$ 59,165.33	11	E	\$	64,165	8.96%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Martinez	Jesus	PERM	OCB2	232	D	\$ 56,348.89	11	C	\$	60,765	7.86%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Grance	Eric	PERM	OCB2	232	C	\$ 53,665.61	11	B	\$	58,955	6.93%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31137	Castro	Adriely	PERM	OCB2	232	C	\$ 53,665.61	11	B	\$	57,277	6.73%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Esposito	Emrique	PERM	OCB2	232	C	\$ 53,665.61	11	A	\$	57,277	6.73%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31137	Reyes	Anthony	PERM	OCB2	232	B	\$ 31,110.08	11	A	\$	31,110	13.07%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31137	Reyes	Abela	PERM	OCB2	232	B	\$ 31,110.08	11	A	\$	31,110	13.07%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Rivera	Laura	PERM	OCB2	232	B	\$ 31,110.08	11	A	\$	31,110	13.07%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Williams	Frank	PERM	OCB2	232	E	\$ 31,110.08	11	A	\$	31,110	13.07%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Moore	Rene	PERM	OCB2	232	C	\$ 31,110.08	11	D	\$	31,110	13.07%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Martinez	Rene	PERM	OCB2	232	C	\$ 31,110.08	11	D	\$	31,110	13.07%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Starcia	Santos	PERM	OCB2	232	E	\$ 31,110.08	11	A	\$	31,110	13.07%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Chauhan	Kulbir	PERM	OCB2	232	A	\$ 46,676.29	11	E	\$	64,466	9.96%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Coningsby	Nyer	PERM	OCB2	232	A	\$ 46,676.29	11	E	\$	64,466	9.96%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Curell	Samar	PERM	OCB2	232	A	\$ 46,676.29	11	A	\$	57,277	11.67%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Stevaco	Jaime	PERM	OCB2	232	A	\$ 46,676.29	11	A	\$	57,277	11.67%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Silveas	Victor	PERM	OCB2	232	A	\$ 46,676.29	11	A	\$	57,277	11.67%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	31138	Stevens	Richard	PERM	OCB2	232	A	\$ 46,676.29	11	A	\$	57,277	11.67%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	04145	Degado	Wile	PERM	OCB2	232	E	\$ 31,110.08	11	E	\$	64,466	9.96%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	08136	Hensel	Mike	PERM	OCB2	232	E	\$ 31,110.08	11	D	\$	62,588	5.78%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	32331	Kaur	Manpreet	PERM	OCB2	232	E	\$ 31,110.08	11	D	\$	62,588	5.78%	19.65%
Sheriff-Jail	3432	Corrections Officer II	CROFC	Corrections Officer II	CROFC	30547	Tedes	Anthony	EH	OCB2	232	E	\$ 31,110.08	11	C	\$	60,765	7.86%	19.65%
Sheriff-Jail	3432	Corrections Sargeant	CROFC	Corrections Sargeant	CROFC	11182	Kreila	Harmall	PERM	OCB2	277	E	\$ 74,053.81	17	B	\$	79,059	6.76%	27.48%
Sheriff-Jail	3432	Corrections Sargeant	CROFC	Corrections Sargeant	CROFC	17104	Quick	Jayson	PERM	OCB2	277	E	\$ 74,053.81	17	B	\$	79,059	6.76%	27.48%
Sheriff-Jail	3432	Corrections Sargeant	CROFC	Corrections Sargeant	CROFC	22318	Villanueva	Andres	PERM	OCB2	277	D	\$ 70,527.44	17	B	\$	76,756	8.83%	27.48%
Sheriff-Jail	3432	Corrections Sargeant	CROFC	Corrections Sargeant	CROFC	30338	Mendoza	Benjamin	PERM	OCB2	277	E	\$ 74,053.81	17	A	\$	79,059	6.76%	27.48%
Sheriff-Jail	3432	Corrections Sargeant	CROFC	Corrections Sargeant	CROFC	30407	Lesage	Vernon	PERM	OCB2	277	E	\$ 74,053.81	17	A	\$	76,756	8.83%	27.48%
Sheriff-Jail	3432	Corrections Sargeant	CROFC	Corrections Sargeant	CROFC	09315	Seahorn	Valerie	PERM	OCB2	277	E	\$ 74,053.81	17	A	\$	76,756	8.83%	27.48%
Sheriff-Jail	3432	Corrections Sargeant	CROFC	Corrections Sargeant	CROFC	08620	Humbert	Todd	PERM	OCB2	277	E	\$ 74,053.81	17	B	\$	79,059	6.76%	27.48%

Attachment C

	Annual												Monthly												Hourly											
	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H	A	B	C	D	E	F	G	H												
1	\$ 35,163	\$ 36,218	\$ 37,304	\$ 38,424	\$ 39,576	\$ 40,764	\$ 41,986	\$ 43,248	\$ 2,930.25	\$ 3,076.76	\$ 3,230.60	\$ 3,396.96	\$ 3,570.84	\$ 3,756.32	\$ 3,952.56	\$ 4,159.68	\$ 16.91	\$ 17.75	\$ 18.64	\$ 19.57	\$ 20.55	\$ 21.58	\$ 22.66	\$ 23.79												
2	\$ 36,218	\$ 37,304	\$ 38,424	\$ 39,576	\$ 40,764	\$ 41,986	\$ 43,248	\$ 44,568	\$ 3,076.76	\$ 3,230.60	\$ 3,396.96	\$ 3,570.84	\$ 3,756.32	\$ 3,952.56	\$ 4,159.68	\$ 4,378.08	\$ 17.75	\$ 18.64	\$ 19.57	\$ 20.55	\$ 21.58	\$ 22.66	\$ 23.79	\$ 24.96												
3	\$ 37,304	\$ 38,424	\$ 39,576	\$ 40,764	\$ 42,048	\$ 43,392	\$ 44,808	\$ 46,296	\$ 3,230.60	\$ 3,396.96	\$ 3,570.84	\$ 3,756.32	\$ 3,952.56	\$ 4,159.68	\$ 4,378.08	\$ 4,597.44	\$ 18.64	\$ 19.57	\$ 20.55	\$ 21.58	\$ 22.66	\$ 23.79	\$ 24.96	\$ 26.20												
4	\$ 38,424	\$ 39,576	\$ 40,764	\$ 42,048	\$ 43,392	\$ 44,808	\$ 46,296	\$ 47,856	\$ 3,396.96	\$ 3,570.84	\$ 3,756.32	\$ 3,952.56	\$ 4,159.68	\$ 4,378.08	\$ 4,597.44	\$ 4,826.88	\$ 19.57	\$ 20.55	\$ 21.58	\$ 22.66	\$ 23.79	\$ 24.96	\$ 26.20	\$ 27.47												
5	\$ 39,576	\$ 40,764	\$ 42,048	\$ 43,392	\$ 44,808	\$ 46,296	\$ 47,856	\$ 49,392	\$ 3,570.84	\$ 3,756.32	\$ 3,952.56	\$ 4,159.68	\$ 4,378.08	\$ 4,597.44	\$ 4,826.88	\$ 5,066.32	\$ 20.55	\$ 21.58	\$ 22.66	\$ 23.79	\$ 24.96	\$ 26.20	\$ 27.47	\$ 28.94												
6	\$ 40,764	\$ 42,048	\$ 43,392	\$ 44,808	\$ 46,296	\$ 47,856	\$ 49,392	\$ 50,928	\$ 3,756.32	\$ 3,952.56	\$ 4,159.68	\$ 4,378.08	\$ 4,597.44	\$ 4,826.88	\$ 5,066.32	\$ 5,305.76	\$ 21.58	\$ 22.66	\$ 23.79	\$ 24.96	\$ 26.20	\$ 27.47	\$ 28.94	\$ 30.41												
7	\$ 42,048	\$ 43,392	\$ 44,808	\$ 46,296	\$ 47,856	\$ 49,392	\$ 50,928	\$ 52,064	\$ 3,952.56	\$ 4,159.68	\$ 4,378.08	\$ 4,597.44	\$ 4,826.88	\$ 5,066.32	\$ 5,305.76	\$ 5,545.20	\$ 22.66	\$ 23.79	\$ 24.96	\$ 26.20	\$ 27.47	\$ 28.94	\$ 30.41	\$ 31.88												
8	\$ 43,392	\$ 44,808	\$ 46,296	\$ 47,856	\$ 49,392	\$ 50,928	\$ 52,064	\$ 53,140	\$ 4,159.68	\$ 4,378.08	\$ 4,597.44	\$ 4,826.88	\$ 5,066.32	\$ 5,305.76	\$ 5,545.20	\$ 5,784.64	\$ 23.79	\$ 24.96	\$ 26.20	\$ 27.47	\$ 28.94	\$ 30.41	\$ 31.88	\$ 33.35												
9	\$ 44,808	\$ 46,296	\$ 47,856	\$ 49,392	\$ 50,928	\$ 52,064	\$ 53,140	\$ 54,216	\$ 4,378.08	\$ 4,597.44	\$ 4,826.88	\$ 5,066.32	\$ 5,305.76	\$ 5,545.20	\$ 5,784.64	\$ 6,024.08	\$ 24.96	\$ 26.20	\$ 27.47	\$ 28.94	\$ 30.41	\$ 31.88	\$ 33.35	\$ 34.82												
10	\$ 46,296	\$ 47,856	\$ 49,392	\$ 50,928	\$ 52,064	\$ 53,140	\$ 54,216	\$ 55,292	\$ 4,597.44	\$ 4,826.88	\$ 5,066.32	\$ 5,305.76	\$ 5,545.20	\$ 5,784.64	\$ 6,024.08	\$ 6,263.52	\$ 26.20	\$ 27.47	\$ 28.94	\$ 30.41	\$ 31.88	\$ 33.35	\$ 34.82	\$ 36.29												
11	\$ 47,856	\$ 49,392	\$ 50,928	\$ 52,064	\$ 53,140	\$ 54,216	\$ 55,292	\$ 56,468	\$ 4,826.88	\$ 5,066.32	\$ 5,305.76	\$ 5,545.20	\$ 5,784.64	\$ 6,024.08	\$ 6,263.52	\$ 6,503.00	\$ 27.47	\$ 28.94	\$ 30.41	\$ 31.88	\$ 33.35	\$ 34.82	\$ 36.29	\$ 37.76												
12	\$ 49,392	\$ 50,928	\$ 52,064	\$ 53,140	\$ 54,216	\$ 55,292	\$ 56,468	\$ 57,644	\$ 5,066.32	\$ 5,305.76	\$ 5,545.20	\$ 5,784.64	\$ 6,024.08	\$ 6,263.52	\$ 6,503.00	\$ 6,742.48	\$ 28.94	\$ 30.41	\$ 31.88	\$ 33.35	\$ 34.82	\$ 36.29	\$ 37.76	\$ 39.23												
13	\$ 50,928	\$ 52,064	\$ 53,140	\$ 54,216	\$ 55,292	\$ 56,468	\$ 57,644	\$ 58,820	\$ 5,305.76	\$ 5,545.20	\$ 5,784.64	\$ 6,024.08	\$ 6,263.52	\$ 6,503.00	\$ 6,742.48	\$ 6,981.92	\$ 30.41	\$ 31.88	\$ 33.35	\$ 34.82	\$ 36.29	\$ 37.76	\$ 39.23	\$ 40.70												
14	\$ 52,064	\$ 53,140	\$ 54,216	\$ 55,292	\$ 56,468	\$ 57,644	\$ 58,820	\$ 59,996	\$ 5,545.20	\$ 5,784.64	\$ 6,024.08	\$ 6,263.52	\$ 6,503.00	\$ 6,742.48	\$ 6,981.92	\$ 7,221.36	\$ 31.88	\$ 33.35	\$ 34.82	\$ 36.29	\$ 37.76	\$ 39.23	\$ 40.70	\$ 42.17												
15	\$ 53,140	\$ 54,216	\$ 55,292	\$ 56,468	\$ 57,644	\$ 58,820	\$ 59,996	\$ 61,172	\$ 5,784.64	\$ 6,024.08	\$ 6,263.52	\$ 6,503.00	\$ 6,742.48	\$ 6,981.92	\$ 7,221.36	\$ 7,460.80	\$ 33.35	\$ 34.82	\$ 36.29	\$ 37.76	\$ 39.23	\$ 40.70	\$ 42.17	\$ 43.64												
16	\$ 54,216	\$ 55,292	\$ 56,468	\$ 57,644	\$ 58,820	\$ 59,996	\$ 61,172	\$ 62,348	\$ 6,024.08	\$ 6,263.52	\$ 6,503.00	\$ 6,742.48	\$ 6,981.92	\$ 7,221.36	\$ 7,460.80	\$ 7,700.24	\$ 34.82	\$ 36.29	\$ 37.76	\$ 39.23	\$ 40.70	\$ 42.17	\$ 43.64	\$ 45.11												
17	\$ 55,292	\$ 56,468	\$ 57,644	\$ 58,820	\$ 59,996	\$ 61,172	\$ 62,348	\$ 63,524	\$ 6,263.52	\$ 6,503.00	\$ 6,742.48	\$ 6,981.92	\$ 7,221.36	\$ 7,460.80	\$ 7,700.24	\$ 7,939.68	\$ 36.29	\$ 37.76	\$ 39.23	\$ 40.70	\$ 42.17	\$ 43.64	\$ 45.11	\$ 46.58												
18	\$ 56,468	\$ 57,644	\$ 58,820	\$ 59,996	\$ 61,172	\$ 62,348	\$ 63,524	\$ 64,700	\$ 6,503.00	\$ 6,742.48	\$ 6,981.92	\$ 7,221.36	\$ 7,460.80	\$ 7,700.24	\$ 7,939.68	\$ 8,179.12	\$ 37.76	\$ 39.23	\$ 40.70	\$ 42.17	\$ 43.64	\$ 45.11	\$ 46.58	\$ 48.05												
19	\$ 57,644	\$ 58,820	\$ 59,996	\$ 61,172	\$ 62,348	\$ 63,524	\$ 64,700	\$ 65,876	\$ 6,742.48	\$ 6,981.92	\$ 7,221.36	\$ 7,460.80	\$ 7,700.24	\$ 7,939.68	\$ 8,179.12	\$ 8,418.56	\$ 39.23	\$ 40.70	\$ 42.17	\$ 43.64	\$ 45.11	\$ 46.58	\$ 48.05	\$ 49.52												
20	\$ 58,820	\$ 59,996	\$ 61,172	\$ 62,348	\$ 63,524	\$ 64,700	\$ 65,876	\$ 67,052	\$ 6,981.92	\$ 7,221.36	\$ 7,460.80	\$ 7,700.24	\$ 7,939.68	\$ 8,179.12	\$ 8,418.56	\$ 8,658.00	\$ 40.70	\$ 42.17	\$ 43.64	\$ 45.11	\$ 46.58	\$ 48.05	\$ 49.52	\$ 51.00												
21	\$ 59,996	\$ 61,172	\$ 62,348	\$ 63,524	\$ 64,700	\$ 65,876	\$ 67,052	\$ 68,228	\$ 7,221.36	\$ 7,460.80	\$ 7,700.24	\$ 7,939.68	\$ 8,179.12	\$ 8,418.56	\$ 8,658.00	\$ 8,897.44	\$ 42.17	\$ 43.64	\$ 45.11	\$ 46.58	\$ 48.05	\$ 49.52	\$ 51.00	\$ 52.47												
22	\$ 61,172	\$ 62,348	\$ 63,524	\$ 64,700	\$ 65,876	\$ 67,052	\$ 68,228	\$ 69,404	\$ 7,460.80	\$ 7,700.24	\$ 7,939.68	\$ 8,179.12	\$ 8,418.56	\$ 8,658.00	\$ 8,897.44	\$ 9,136.88	\$ 43.64	\$ 45.11	\$ 46.58	\$ 48.05	\$ 49.52	\$ 51.00	\$ 52.47	\$ 53.94												
23	\$ 62,348	\$ 63,524	\$ 64,700	\$ 65,876	\$ 67,052	\$ 68,228	\$ 69,404	\$ 70,580	\$ 7,700.24	\$ 7,939.68	\$ 8,179.12	\$ 8,418.56	\$ 8,658.00	\$ 8,897.44	\$ 9,136.88	\$ 9,376.32	\$ 45.11	\$ 46.58	\$ 48.05	\$ 49.52	\$ 51.00	\$ 52.47	\$ 53.94	\$ 55.41												
24	\$ 63,524	\$ 64,700	\$ 65,876	\$ 67,052	\$ 68,228	\$ 69,404	\$ 70,580	\$ 71,756	\$ 7,939.68	\$ 8,179.12	\$ 8,418.56	\$ 8,658.00	\$ 8,897.44	\$ 9,136.88	\$ 9,376.32	\$ 9,615.76	\$ 46.58	\$ 48.05	\$ 49.52	\$ 51.00	\$ 52.47	\$ 53.94	\$ 55.41	\$ 56.88												
25	\$ 64,700	\$ 65,876	\$ 67,052	\$ 68,228	\$ 69,404	\$ 70,580	\$ 71,756	\$ 72,932	\$ 8,179.12	\$ 8,418.56	\$ 8,658.00	\$ 8,897.44	\$ 9,136.88	\$ 9,376.32	\$ 9,615.76	\$ 9,855.20	\$ 48.05	\$ 49.52	\$ 51.00	\$ 52.47	\$ 53.94	\$ 55.41	\$ 56.88	\$ 58.35												
26	\$ 65,876	\$ 67,052	\$ 68,228	\$ 69,404	\$ 70,580	\$ 71,756	\$ 72,932	\$ 74,108	\$ 8,418.56	\$ 8,658.00	\$ 8,897.44	\$ 9,136.88	\$ 9,376.32	\$ 9,615.76	\$ 9,855.20	\$ 10,094.64	\$ 49.52	\$ 51.00	\$ 52.47	\$ 53.94	\$ 55.41	\$ 56.88	\$ 58.35	\$ 59.82												
27	\$ 67,052	\$ 68,228	\$ 69,404	\$ 70,580	\$ 71,756	\$ 72,932	\$ 74,108	\$ 75,284	\$ 8,658.00	\$ 8,897.44	\$ 9,136.88	\$ 9,376.32	\$ 9,615.76	\$ 9,855.20	\$ 10,094.64	\$ 10,334.08	\$ 51.00	\$ 52.47	\$ 53.94	\$ 55.41	\$ 56.88	\$ 58.35	\$ 59.82	\$ 61.29												
28	\$ 68,228	\$ 69,404	\$ 70,580	\$ 71,756	\$ 72,932	\$ 74,108	\$ 75,284	\$ 76,460	\$ 8,897.44	\$ 9,136.88	\$ 9,376.32	\$ 9,615.76	\$ 9,855.20	\$ 10,094.64	\$ 10,334.08	\$ 10,573.52	\$ 52.47	\$ 53.94	\$ 55.41	\$ 56.88	\$ 58.35	\$ 59.82	\$ 61.29	\$ 62.76												
29	\$ 69,404	\$ 70,580	\$ 71,756	\$ 72,932	\$ 74,108	\$ 75,284	\$ 76,460	\$ 77,636	\$ 9,136.88	\$ 9,376.32	\$ 9,615.76	\$ 9,855.20	\$ 10,094.64	\$ 10,334.08	\$ 10,573.52	\$ 10,813.00	\$ 53.94	\$ 55.41	\$ 56.88	\$ 58.35	\$ 59.82	\$ 61.29	\$ 62.76	\$ 64.23												
30	\$ 70,580	\$ 71,756	\$ 72,932	\$ 74,108	\$ 75,284	\$ 76,460	\$ 77,636	\$ 78,812	\$ 9,376.32	\$ 9,615.76	\$ 9,855.20	\$ 10,094.64	\$ 10,334.08	\$ 10,573.52	\$ 10,813.00	\$ 11,052.48	\$ 55.41	\$ 56.88	\$ 58.35	\$ 59.82	\$ 61.29	\$ 62.76	\$ 64.23	\$ 65.70												
31	\$ 71,756	\$ 72,932	\$ 74,108	\$ 75,284	\$ 76,460	\$ 77,636	\$ 78,812	\$ 79,988	\$ 9,615.76	\$ 9,855.20	\$ 10,094.64	\$ 10,334.08	\$ 10,573.52	\$ 10,813.00	\$ 11,052.48	\$ 11,291.92	\$ 56.88	\$ 58.35	\$ 59.82	\$ 61.29	\$ 62.76	\$ 64.23	\$ 65.70	\$ 67.17												
32	\$ 72,932	\$ 74,108	\$ 75,284	\$ 76,460	\$ 77,636	\$ 78,812	\$ 79,988	\$ 81,164	\$ 9,855.20	\$ 10,094.64	\$ 10,334.08	\$ 10,573.52	\$ 10,813.00	\$ 11,052.48	\$ 11,291.92	\$ 11,531.36	\$ 58.35	\$ 59.82	\$ 61.29	\$ 62.76	\$ 64.23	\$ 65.70	\$ 67.17	\$ 68.64												
33	\$ 74,108	\$ 75,284	\$ 76,460	\$ 77,636	\$ 78,812	\$ 79,988	\$ 81,164	\$ 82,340	\$ 10,094.64	\$ 10,334.08	\$ 10,573.52	\$ 10,813.00	\$ 11,052.48	\$ 11,291.92	\$ 11,531.36	\$ 11,770.80	\$ 59.82	\$ 61.29	\$ 62.76	\$ 64.23	\$ 65.70	\$ 67.17	\$ 68.64	\$ 70.11												
34	\$ 75,284	\$ 76,460	\$ 77,636	\$ 78,812	\$ 79,988	\$ 81,164	\$ 82,340	\$ 83,516	\$ 10,334.08	\$ 10,573.52	\$ 10,813.00	\$ 11,052.48	\$ 11,291.92	\$ 11,531.36	\$ 11,770.80	\$ 12,010.24	\$ 61.29	\$ 62.76	\$ 64.23	\$ 65.70	\$ 67.17	\$ 68.64	\$ 70.11	\$ 71.58												
35	\$ 76,460	\$ 77,636	\$ 78,812	\$ 79,988	\$ 81,164	\$ 82,340	\$ 83,516	\$ 84,692	\$ 10,573.52	\$ 10,813.00	\$ 11,052.48	\$ 11,291.92	\$ 11,531.36	\$ 11,770.80	\$ 12,010.24	\$ 12,249.68	\$ 62.76	\$ 64.23	\$ 65.70	\$ 67.17	\$ 68.64	\$ 70.11	\$ 71.58	\$ 73.05												
36	\$ 77,636	\$ 78,812	\$ 79,988	\$ 81,164	\$ 82,340	\$ 83,516	\$ 84,692	\$ 85,868	\$ 10,813.00	\$ 11,052.48	\$ 11,291.92	\$ 11,531.36	\$ 11,770.80	\$ 12,010.24	\$ 12,249.68	\$ 12,489.12	\$ 64.23	\$ 65.70	\$ 67.17	\$ 68.64	\$ 70.11	\$ 71.58	\$ 73.05	\$ 74.52												
37	\$ 78,812	\$ 79,988	\$ 81,164	\$ 82,340	\$ 83,516	\$ 84,692	\$ 85,868	\$ 87,044	\$ 11,052.48	\$ 11,291.92	\$ 11,531.36	\$ 11,770.80	\$ 12,010.24	\$ 12,249.68	\$ 12,489.12	\$ 12,728.56	\$ 65.70	\$ 67.17	\$ 68.64	\$ 70.11	\$ 71.58	\$ 73.05	\$ 74.52	\$ 76.00												
38	\$ 79,988	\$ 81,164	\$ 82,340	\$ 83,516	\$ 84,692	\$ 85,868	\$ 87,044	\$ 88,220	\$ 11,291.92	\$ 11,531.36	\$ 11,770.80	\$ 12,010.24	\$ 12,249.68	\$ 12,489.12	\$ 12,728.56	\$ 12,968.00	\$ 67.17	\$ 68.64	\$ 70.11	\$ 71.58	\$ 73.05	\$ 74.52	\$ 76.00	\$ 77.47												
39	\$ 81,164	\$ 82,340	\$ 83,516	\$ 84,692	\$ 85,868	\$ 87,044	\$ 88,220	\$ 89,396	\$ 11,531.36	\$ 11,770.80	\$ 12,010.24	\$ 12,249.68	\$ 12,489.12	\$ 12,728.56	\$ 12,968.00	\$ 13,207.44	\$ 68.64	\$ 70.11	\$ 71.58	\$ 73.05	\$ 74.52	\$ 76.00	\$ 77.47	\$ 78.94												
40	\$ 82,340	\$ 83,516</																																		



BOARD OF SUPERVISORS COUNTY OF MADERA

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Members of the Board
Brett Frazier, District 1
David Rogers, District 2
Robert L. Poythress, District 3
Leticia Gonzalez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

August 16, 2022
Chairman Tom Wheeler

DEPARTMENT Department of Human Resources		DEPARTMENT CONTACT Susan Carter 559-675-7705		AGENDA ITEM 6.d DISCUSSION ITEMS:	
SUBJECT: Peace Officer and Related Classification Salary Study Implementation - Various Sideletters		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 8862	DATE REC'D	
STRATEGIC FOCUS AREA(S): Employees					
<u>For Clerk of the Board's Office Use Only</u>					
BOARD'S ACTION:					
RESULT: APPROVED [UNANIMOUS] MOVER: Brett Frazier, Chairman Pro Tem SECONDER: Leticia Gonzalez, Supervisor - District No. 4 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 Sideletters.

1. Discussion and consideration to adopt the Sideletters of Agreement with the Communications Dispatcher, Correctional Officer, Peace Officer, Peace Officer Management, and Probation Management units regarding implementation of negotiated items related to the Peace Officer and Related Classifications Classification and Compensation Study, effective August 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 August 1, 2022.

DISCUSSION / FISCAL IMPACT / STRATEGIC FOCUS:

Following the completion of the Peace Officer and Related Classifications' 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 reached out and met, at least once, with all impacted bargaining units. The impacted bargaining units are: Communications Dispatcher, Correctional Officer, Deputy Probation Officer, Mid-Management, Peace Officer, Peace Officer Management, Probation Administrators, Probation Management, Professional and the Technical Unit.

Although we have concluded the meet and confer process with five (5) out of the ten (10) impacted bargaining units; we will continue to meet with all remaining units until the meet and confer process is concluded.

The attached sideletters of agreement before the Board today represent the successful outcome of those discussions with the Communications Dispatcher, Correctional Officer, Peace Officer, Peace Officer Management and Probation Management Units, and should the County come to an agreement with the remaining units, sideletters will be presented to the Board at that time.

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. Correctional Officer - Sideletter and Attachments
2. Communications Dispatcher - Sideletter and Attachments
3. Peace Officer - Sideletter and Attachments
4. Peace Officer Management - Sideletter and Attachments
5. Probation Management - Sideletter and Attachments
6. Attachment A - Unrepresented