

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA
AND THE MID-MANAGEMENT ASSOCIATION OF MADERA COUNTY
REGARDING THE
PEACE OFFICER AND RELATED
CLASSIFICATION AND COMPENSATION STUDY
COMPENSATION IMPLEMENTATION**

This Side Letter Agreement (“Agreement”) is made and entered into by the Mid-Management Association of Madera County (“MMAMC”) 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 and 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 compliance with Madera County Code Section 2.63.070, the County is proposing that the classifications of Correctional Captain (formerly Assistant Corrections Director) and Sheriff’s Administrative Services Manager be ‘Unrepresented’ for the purposes of employer-employee relations with the County.
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

MMAMC:

Chris Aguirre

Chris Aguirre, President

JOSEPH ARNOLD

Joe Arnold, 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	\$ 3,128.61	\$ 3,802.85	\$ 3,911.80	\$ 4,757.33	Insufficient data	3,911.80	\$ 4,757.33	-25.03%	-25.10%	5	\$ 3,561.74	\$ 4,380.49	-9.83%	-8.60%	12.16%	13.19%											
Animal Services Officer II	286	\$ 6,042.75	\$ 7,345.00	\$ 7,345.00	\$ 7,345.00	Insufficient data	\$ 7,345.00	9.05%	8.65%	19	\$ 7,052.00	\$ 8,673.07	10.26%	10.92%	14.31%	15.31%												
Chief Civil Deputy Sheriff	255	\$ 4,709.43	\$ 5,724.34	\$ 4,283.21	\$ 4,283.21	\$ 5,229.17	\$ 5,229.17	-7.20%	-9.95%	11	\$ 4,773.07	\$ 5,870.27	2.44%	1.11%	9.00%	2.49%												
Code Enforcement Officer II	229	\$ 4,137.00	\$ 5,028.15	\$ 4,435.00	\$ 4,435.00	\$ 5,228.50	\$ 5,228.50	-8.16%	-8.16%	6	\$ 3,739.82	\$ 4,599.51	-0.98%	0.20%	6.64%	7.73%												
Communications Dispatcher III	195	\$ 3,491.44	\$ 4,243.87	\$ 3,776.50	\$ 3,776.50	\$ 4,590.33	\$ 4,590.33	-9.72%	-13.17%	20	\$ 7,404.60	\$ 9,106.72	-1.44%	-3.41%	7.55%	8.63%												
Community Service Officer	328	\$ 6,845.61	\$ 8,320.89	\$ 7,511.00	\$ 9,416.98	\$ 7,511.00	\$ 9,416.98	-14.71%	-17.54%	17	\$ 5,801.86	\$ 7,135.56	-0.38%	-1.65%	12.49%	13.52%												
Corrections Sergeant	277	\$ 5,077.02	\$ 6,171.15	\$ 5,824.00	\$ 7,253.29	\$ 5,824.00	\$ 7,253.29	-8.10%	-14.79%	22	\$ 8,163.58	\$ 10,040.17	3.02%	-1.78%	10.28%	11.33%												
Deputy Chief Probation Officer	328	\$ 7,324.15	\$ 8,902.54	\$ 7,917.32	\$ 10,219.22	\$ 7,917.32	\$ 10,219.22	-0.32%	-0.44%	9	\$ 4,329.31	\$ 5,324.51	1.23%	2.27%	1.55%	2.70%												
Deputy Coroner	235	\$ 4,262.33	\$ 5,180.89	\$ 4,276.13	\$ 5,203.47	\$ 4,276.13	\$ 5,203.47	-5.44%	-7.77%	17	\$ 6,396.37	\$ 7,946.84	0.00%	-1.02%	5.16%	6.26%												
Deputy Probation Officer Supervisor	290	\$ 6,066.55	\$ 7,373.93	\$ 6,396.37	\$ 7,946.84	\$ 6,396.37	\$ 7,946.84	-8.56%	-8.63%	15	\$ 5,801.69	\$ 7,135.35	-3.88%	-2.73%	4.31%	5.43%												
District Attorney Criminal Investigator	269	\$ 5,551.52	\$ 6,747.90	\$ 6,026.80	\$ 7,330.37	\$ 6,026.80	\$ 7,330.37	-16.04%	-16.74%	12	\$ 5,011.72	\$ 6,163.79	1.31%	1.88%	14.95%	15.95%												
Identification Specialist	235	\$ 4,262.33	\$ 5,180.89	\$ 4,946.07	\$ 6,047.97	\$ 4,946.07	\$ 6,047.97	-12.62%	-13.96%	10	\$ 4,545.78	\$ 5,590.74	9.74%	9.72%	19.85%	20.79%												
Juvenile Detention Officer II	188	\$ 3,643.41	\$ 4,428.59	\$ 4,103.05	\$ 5,047.04	\$ 4,103.05	\$ 5,047.04	-3.23%	-4.24%	4	\$ 3,392.13	\$ 4,171.89	3.36%	3.55%	6.38%	7.47%												
Probation Technician II	176	\$ 3,175.78	\$ 3,860.17	\$ 3,278.31	\$ 4,023.73	\$ 3,278.31	\$ 4,023.73	-6.51%	-8.30%	13	\$ 5,262.33	\$ 6,472.00	-0.47%	-0.96%	5.68%	6.78%												
Deputy Probation Officer III	270	\$ 4,963.68	\$ 6,033.39	\$ 5,286.94	\$ 6,534.20	\$ 5,286.94	\$ 6,534.20	-14.71%	-17.23%	8	\$ 4,123.16	\$ 5,070.96	-0.77%	-1.78%	10.99%	12.03%												
Sheriff's Department Public Information Officer (PIO)	205	\$ 3,670.00	\$ 4,460.90	Insufficient data	Insufficient data	Insufficient data	Insufficient data	0.41%	-13.35%	29	\$ 11,486.96	\$ 14,127.51	6.70%	-4.95%	6.32%	7.41%												
Sheriff's Sergeant	291	\$ 6,195.34	\$ 7,530.47	\$ 7,106.76	\$ 8,828.05	\$ 7,106.76	\$ 8,828.05	-14.71%	-17.23%	19	\$ 7,052.14	\$ 8,673.24	-0.77%	-1.78%	12.15%	13.18%												
Undersheriff	405	\$ 10,761.04	\$ 13,080.11	\$ 10,716.76	\$ 14,826.92	\$ 10,716.76	\$ 14,826.92	0.41%	-13.35%	29	\$ 11,486.96	\$ 14,127.51	6.70%	-4.95%	6.32%	7.41%												

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

Attachment B

DPT	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 %
Sheriff Jail	3255	Correctional Lieutenant	MDMGT	Correctional Lieutenant	MDMGT	06450	Fellowill	Jim	PERM	MB2	330	D	\$ 96,049.19	20	F	\$ 103,007	7.24%	4.23%
Animal Services	3408	Supervising Animal Services Officer	MDMGT	Animal Services Supervisor	MDMGT	30012	Hill	Bonnie	PERM	MB2	274	E	\$ 59,440.24	10	E	\$ 61,396	3.29%	8.03%

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	22.70	23.40
5	20.55	21.16	21.80	22.45	23.13	23.84	24.57
6	21.58	22.22	22.89	23.58	24.28	25.01	25.76
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	41.77
17	36.90	38.01	39.15	40.32	41.53	42.78	44.85
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	91.47	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	220.14	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	325.71
59	286.38	294.95	303.81	312.95	322.82	331.66	341.51
60	299.63	308.56	317.74	328.11	338.64	347.54	357.65
61	312.57	321.63	330.94	343.64	354.28	360.99	374.14
62	325.24	334.74	344.40	358.56	369.48	378.14	391.54
63	337.68	347.54	357.46	372.74	384.04	395.09	409.34
64	349.93	360.20	369.58	386.30	398.36	409.54	427.64
65	361.99	372.74	382.62	400.84	412.46	423.31	446.44
66	373.89	384.50	394.83	412.66	426.34	436.89	465.74
67	385.65	396.06	406.84	423.88	439.99	450.26	485.64
68	397.29	407.50	418.44	435.44	453.44	463.99	506.14
69	408.83	418.94	430.34	447.34	467.34	478.09	527.24
70	420.29	430.40	442.66	459.56	481.56	492.54	548.94
71	431.67	441.94	454.66	472.00	496.00	507.34	571.24
72	442.99	453.24	468.54	484.76	510.76	522.44	594.14
73	454.26	464.50	479.74	497.84	526.24	537.84	617.64
74	465.49	475.64	491.66	511.24	542.00	553.54	641.84
75	476.69	486.74	503.44	524.94	558.14	569.94	666.74
76	487.86	497.84	515.14	539.24	574.64	586.84	692.34
77	499.01	508.94	526.74	554.00	591.54	604.14	718.64
78	510.14	519.94	538.24	569.34	608.84	621.94	745.64
79	521.24	530.94	550.54	585.24	627.14	640.24	773.34
80	532.34	542.14	562.94	601.34	645.54	659.04	801.64
81	543.44	553.44	575.44	617.74	664.04	678.34	830.54
82	554.54	564.74	588.14	634.44	683.64	698.14	860.04
83	565.64	576.14	601.24	651.44	703.74	718.44	890.24
84	576.74	587.64	614.54	668.74	724.24	739.14	921.14
85	587.84	599.14	628.24	686.44	745.24	760.24	952.74
86	598.94	610.64	642.24	704.54	766.74	781.74	985.04
87	609.94	622.14	656.54	723.44	788.64	803.64	1018.04
88	620.94	633.64	671.24	742.84	810.94	826.04	1051.64
89	631.84	645.14	686.24	762.74	833.64	848.94	1085.84
90	642.74	656.64	701.54	783.14	856.84	872.34	1120.64
91	653.64	668.14	717.24	804.04	880.54	896.14	1156.04
92	664.54	679.64	733.24	825.44	904.74	920.34	1192.04
93	675.44	691.14	748.74	847.34	929.44	945.54	1228.64
94	686.34	702.64	764.64	869.74	954.64	971.74	1265.84
95	697.24	714.14	781.84	892.64	980.14	998.34	1303.64
96	708.14	725.64	799.34	916.04	1006.04	1025.34	1342.04
97	719.04	737.14	817.14	940.04	1032.34	1052.64	1381.04
98	729.94	748.64	835.24	964.44	1059.04	1080.14	1420.64
99	740.84	760.14	853.64	989.34	1085.74	1107.84	1460.84
100	751.74	771.64	872.24	1014.74	1112.84	1135.74	1501.64
101	762.64	783.14	891.14	1044.74	1140.14	1163.84	1543.04
102	773.54	794.64	910.24	1075.24	1167.74	1192.14	1585.04
103	784.44	806.14	929.54	1106.44	1195.64	1222.64	1627.64
104	795.34	817.64	949.04	1137.74	1223.84	1253.34	1670.84
105	806.24	829.14	968.64	1169.24	1252.34	1284.24	1714.64
106	817.14	840.64	988.34	1200.94	1281.14	1315.34	1759.04
107	828.04	852.14	1008.14	1232.84	1310.34	1346.64	1804.04
108	838.94	863.64	1028.04	1264.94	1340.04	1378.14	1849.64
109	849.84	875.14	1048.04	1297.24	1370.14	1409.84	1895.84
110	860.74	886.64	1068.14	1329.74	1400.64	1441.74	1942.64
111	871.64	898.14	1088.34	1362.44	1431.94	1473.84	1990.04
112	882.54	909.64	1108.64	1395.34	1463.74	1506.14	2038.04
113	893.44	921.14	1129.04	1428.44	1496.14	1538.64	2086.64
114	904.34	932.64	1149.54	1461.74	1529.14	1571.34	2135.84
115	915.24	944.14	1170.14	1495.24	1561.74	1604.24	2185.64
116	926.14	955.64	1190.84	1528.94	1594.94	1637.34	2235.04
117	937.04	967.14	1211.64	1566.84	1628.84	1670.64	2285.04
118	947.94	978.64	1232.54	1604.94	1663.04	1704.14	2335.64
119	958.84	990.14	1253.54	1643.24	1697.44	1737.84	2386.84
120	969.74	1001.64	1274.64	1681.74	1732.14	1771.74	2438.64
121	980.64	1013.14	1295.84	1720.44	1767.24	1805.84	2491.04
122	991.54	1024.64	1317.14	1759.34	1802.64	1840.14	2544.04
123	1002.44	1036.14	1338.54	1798.64	1838.34	1874.64	2597.64
124	1013.34	1047.64	1360.04	1838.14	1874.34	1909.34	2651.84
125	1024.24	1059.14	1381.64	1878.24	1910.64	1944.24	2706.64
126	1035.14	1070.64	1403.34	1918.34	1947.34	1979.34	2762.04
127	1046.04	1082.14	1425.14	1966.64	1984.34	2014.64	2818.04
128	1056.94	1093.64	1447.04	2015.54	2021.64	2050.14	2874.64
129	1067.84	1105.14	1469.04	2065.04	2059.14	2085.84	2931.84
130	1078.74	1116.64	1491.14	2115.14	2097.84	2121.64	2989.64
131	1089.64	1128.14	1513.34	2165.84	2137.14	2157.64	3048.04
132	1100.54	1139.64	1535.64	2217.14	2178.14	2193.84	3107.04
133	1111.44	1151.14	1558.04	2269.04	2218.84	2230.14	3166.64
134	1122.34	1162.64	1580.54	2321.54	2260.14	2266.64	3226.84
135	1133.24	1174.14	1603.14	2374.64	2302.04	2303.34	3287.64
136	1144.14	1185.64	1625.84	2428.34	2344.54	2340.64	3349.04
137	1155.04	1197.14	1648.64	2482.64	2387.64	2378.14	3411.04
138	1165.94	1208.64	1671.54	2537.54	2431.34	2415.84	3473.64
139	1176.84	1220.14	1694.54	2593.04	2475.64	2453.64	3536.



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
200 WEST 4TH STREET / MADERA, CALIFORNIA 93637
(559) 675-7700 / FAX (559) 673-3302 / TDD (559) 675-8970
Agendas available: www.MaderaCounty.com

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

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.



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

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