

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA
AND THE DEPUTY SHERIFFS' 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 Deputy Sheriffs' 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. Subject to Civil Service Commission approval, the County is proposing that the current Chief Civil Deputy Sheriff, Michael Motz, be reclassified to the new Sheriff's Civil Unit Manager classification which is within the Peace Officer Management Unit for purposes of employer-employee relations.
6. All provisions of the MOU not amended by this sideletter agreement shall remain in full force and effect.

Agreed this 3rd day of August, 2022.

COUNTY OF MADERA:

Susan Carter

Susan Carter, Chief Negotiator

Joel Bugay, Co-Negotiator

DEPUTY SHERIFFS' ASSOCIATION:

eric grijalva

[eric grijalva \(Aug 3, 2022 17:53 PDT\)](#)

Eric Grijalva, President

Timothy Talbot, 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	\$ 3,802.85	\$ 3,911.80	\$ 4,757.33	Insufficient data	3,911.80	\$ 4,757.33	3,911.80	\$ 4,757.33	-25.03%	-25.10%	5	\$ 3,561.74	\$ 4,380.49	\$ 7,052.00	\$ 8,673.07	\$ 4,380.49	\$ 8,673.07	-9.83%	-9.83%	Max	Max	-8.60%	-8.60%	12.16%	13.19%	
Animal Services Officer II	173	286	\$ 3,128.61	\$ 3,802.85	\$ 3,911.80	\$ 4,757.33	Insufficient data	3,911.80	\$ 4,757.33	3,911.80	\$ 4,757.33	-25.03%	-25.10%	5	\$ 3,561.74	\$ 4,380.49	\$ 7,052.00	\$ 8,673.07	\$ 4,380.49	\$ 8,673.07	-9.83%	-9.83%	Max	Max	-8.60%	-8.60%	12.16%	13.19%	
Chief Civil Deputy Sheriff	286		\$ 6,042.75	\$ 7,345.00	Insufficient data		Insufficient data			Insufficient data																			
Code Enforcement Officer II	255		\$ 4,709.43	\$ 5,724.34	\$ 4,283.21	\$ 5,229.17	\$ 4,283.21	\$ 5,229.17	\$ 4,283.21	\$ 5,229.17	9.05%	8.65%	19	\$ 4,773.07	\$ 5,870.27	\$ 4,435.00	\$ 5,528.50	\$ 4,435.00	\$ 5,528.50	\$ 4,435.00	\$ 5,528.50	10.26%	10.26%	2.44%	2.44%	1.11%	1.11%	9.00%	10.06%
Communications Dispatcher III	229		\$ 4,137.00	\$ 5,028.15	\$ 4,435.00	\$ 5,229.17	\$ 4,435.00	\$ 5,229.17	\$ 4,435.00	\$ 5,229.17	-7.20%	-9.95%	10	\$ 4,546.00	\$ 5,590.74	\$ 4,546.00	\$ 5,590.74	\$ 4,546.00	\$ 5,590.74	\$ 4,546.00	\$ 5,590.74	2.44%	2.44%	1.11%	1.11%	9.00%	10.06%		
Community Service Officer	195		\$ 3,491.44	\$ 4,243.87	\$ 3,776.50	\$ 4,590.33	\$ 3,776.50	\$ 4,590.33	\$ 3,776.50	\$ 4,590.33	-8.16%	-8.16%	6	\$ 3,739.82	\$ 4,599.51	\$ 3,739.82	\$ 4,599.51	\$ 3,739.82	\$ 4,599.51	\$ 3,739.82	\$ 4,599.51	-0.98%	-0.98%	0.20%	0.20%	6.64%	7.73%		
Correctional Lieutenant	328		\$ 6,845.61	\$ 8,320.89	\$ 7,511.00	\$ 9,416.98	\$ 7,511.00	\$ 9,416.98	\$ 7,511.00	\$ 9,416.98	-9.72%	-13.17%	20	\$ 7,404.60	\$ 9,106.72	\$ 7,404.60	\$ 9,106.72	\$ 7,404.60	\$ 9,106.72	\$ 7,404.60	\$ 9,106.72	-1.44%	-1.44%	-3.41%	-3.41%	7.55%	8.63%		
Correctional Sergeant	277		\$ 5,077.02	\$ 6,171.15	\$ 5,824.00	\$ 7,253.29	\$ 5,824.00	\$ 7,253.29	\$ 5,824.00	\$ 7,253.29	-14.71%	-17.54%	17	\$ 5,801.86	\$ 7,135.56	\$ 5,801.86	\$ 7,135.56	\$ 5,801.86	\$ 7,135.56	\$ 5,801.86	\$ 7,135.56	-0.38%	-0.38%	-1.65%	-1.65%	12.49%	13.52%		
Deputy Chief Probation Officer	328		\$ 7,324.15	\$ 8,902.54	\$ 7,917.32	\$ 10,219.22	\$ 7,917.32	\$ 10,219.22	\$ 7,917.32	\$ 10,219.22	-8.10%	-14.79%	22	\$ 8,163.58	\$ 10,040.17	\$ 8,163.58	\$ 10,040.17	\$ 8,163.58	\$ 10,040.17	\$ 8,163.58	\$ 10,040.17	3.02%	3.02%	-1.78%	-1.78%	10.28%	11.33%		
Deputy Coroner	235		\$ 4,262.33	\$ 5,180.89	\$ 4,276.13	\$ 5,203.47	\$ 4,276.13	\$ 5,203.47	\$ 4,276.13	\$ 5,203.47	-0.32%	-0.44%	9	\$ 4,329.31	\$ 5,324.51	\$ 4,329.31	\$ 5,324.51	\$ 4,329.31	\$ 5,324.51	\$ 4,329.31	\$ 5,324.51	1.23%	1.23%	2.27%	2.27%	1.55%	2.70%		
Deputy Probation Officer Supervisor	290		\$ 6,066.55	\$ 7,373.93	\$ 6,396.37	\$ 7,946.84	\$ 6,396.37	\$ 7,946.84	\$ 6,396.37	\$ 7,946.84	-5.44%	-7.77%	17	\$ 6,396.37	\$ 7,866.73	\$ 6,396.37	\$ 7,866.73	\$ 6,396.37	\$ 7,866.73	\$ 6,396.37	\$ 7,866.73	0.00%	0.00%	-1.02%	-1.02%	5.16%	6.26%		
District Attorney Criminal Investigator	269		\$ 5,551.52	\$ 6,747.90	\$ 6,026.80	\$ 7,330.37	\$ 6,026.80	\$ 7,330.37	\$ 6,026.80	\$ 7,330.37	-8.56%	-8.63%	15	\$ 5,801.69	\$ 7,135.35	\$ 5,801.69	\$ 7,135.35	\$ 5,801.69	\$ 7,135.35	\$ 5,801.69	\$ 7,135.35	-3.88%	-3.88%	-2.73%	-2.73%	4.31%	5.43%		
Identification Specialist	235		\$ 4,262.33	\$ 5,180.89	\$ 4,946.07	\$ 6,047.97	\$ 4,946.07	\$ 6,047.97	\$ 4,946.07	\$ 6,047.97	-16.04%	-16.74%	12	\$ 5,011.72	\$ 6,163.79	\$ 5,011.72	\$ 6,163.79	\$ 5,011.72	\$ 6,163.79	\$ 5,011.72	\$ 6,163.79	1.31%	1.31%	1.88%	1.88%	14.95%	15.95%		
Juvenile Detention Officer II	188		\$ 3,643.41	\$ 4,428.59	\$ 4,103.05	\$ 5,047.04	\$ 4,103.05	\$ 5,047.04	\$ 4,103.05	\$ 5,047.04	-12.62%	-13.96%	10	\$ 4,545.78	\$ 5,590.74	\$ 4,545.78	\$ 5,590.74	\$ 4,545.78	\$ 5,590.74	\$ 4,545.78	\$ 5,590.74	9.74%	9.74%	9.72%	9.72%	19.85%	20.79%		
Probation Technician II	176		\$ 3,175.78	\$ 3,860.17	\$ 3,278.31	\$ 4,023.73	\$ 3,278.31	\$ 4,023.73	\$ 3,278.31	\$ 4,023.73	-3.23%	-4.24%	4	\$ 3,392.13	\$ 4,171.89	\$ 3,392.13	\$ 4,171.89	\$ 3,392.13	\$ 4,171.89	\$ 3,392.13	\$ 4,171.89	3.36%	3.36%	3.55%	3.55%	6.38%	7.47%		
Deputy Probation Officer III	270		\$ 4,963.68	\$ 6,033.39	\$ 5,286.94	\$ 6,534.20	\$ 5,286.94	\$ 6,534.20	\$ 5,286.94	\$ 6,534.20	-6.51%	-8.30%	13	\$ 5,262.33	\$ 6,472.00	\$ 5,262.33	\$ 6,472.00	\$ 5,262.33	\$ 6,472.00	\$ 5,262.33	\$ 6,472.00	-0.47%	-0.47%	-0.96%	-0.96%	5.68%	6.78%		
Sheriff's Department Public Information Officer (PIO)	205		\$ 3,670.00	\$ 4,460.90	Insufficient data		Insufficient data			Insufficient data																			
Sheriff's Sergeant	291		\$ 6,195.34	\$ 7,530.47	\$ 7,106.76	\$ 8,828.05	\$ 7,106.76	\$ 8,828.05	\$ 7,106.76	\$ 8,828.05	-14.71%	-17.23%	19	\$ 7,052.14	\$ 8,673.24	\$ 7,052.14	\$ 8,673.24	\$ 7,052.14	\$ 8,673.24	\$ 7,052.14	\$ 8,673.24	-0.77%	-0.77%	-1.78%	-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	\$ 10,716.76	\$ 14,826.92	0.41%	-13.35%	29	\$ 11,486.96	\$ 14,127.51	\$ 11,486.96	\$ 14,127.51	\$ 11,486.96	\$ 14,127.51	\$ 11,486.96	\$ 14,127.51	6.70%	6.70%	-4.95%	-4.95%	6.32%	7.41%		

Comparable Agencies	Peace Officer / Management / Professional / Communications Dispatchers Unit / Unrepresented)
City of Glavis	Correctional 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

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	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32356	Cabrera	Michael	PERM	POB2	241	D	5	67,067.33	E	71,072.29	5.97%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31051	Iniguez	Jose	PERM	POB2	241	E	5	70,420.71	G	75,401.66	7.07%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31690	Smith	Brandon	PERM	POB2	241	A	5	57,935.28	B	65,042.13	12.27%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31742	Lewis	Michael	PERM	POB2	241	D	5	67,067.33	E	71,072.29	5.97%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31743	Pena	Andre	PERM	POB2	241	D	5	67,067.33	E	71,072.29	5.97%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31744	Rodriguez	Johnathan	PERM	POB2	241	D	5	67,067.33	E	71,072.29	5.97%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31808	Crow	Caleb	PERM	POB2	241	C	5	63,873.64	C	66,993.40	4.88%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31957	Graves	Jonah	PERM	POB2	241	C	5	63,873.64	C	66,993.40	4.88%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31963	Little	Raymond	PERM	POB2	241	B	5	60,832.04	B	66,993.40	10.13%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32016	Alicante	Joseph	PERM	POB2	241	B	5	60,832.04	B	63,147.70	9.81%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32017	Fuentes	Uriana	PERM	POB2	241	B	5	60,832.04	B	63,147.70	9.81%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32018	Pena	Amanda	PERM	POB2	241	B	5	60,832.04	B	63,147.70	9.81%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32019	Rodriguez	Jose	PERM	POB2	241	B	5	60,832.04	B	63,147.70	9.81%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32022	Vind	Sara	PERM	POB2	241	B	5	60,832.04	B	63,147.70	9.81%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32023	Wills	Jasmin	PERM	POB2	241	A	5	60,832.04	A	63,147.70	9.81%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32040	Grewer	Daniel	PERM	POB2	241	B	5	60,832.04	B	66,993.40	10.13%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32088	Schoonmaker	Michael	PERM	POB2	241	B	5	60,832.04	B	66,993.40	10.13%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32166	Silva	Jessica	PERM	POB2	241	E	5	70,420.71	G	75,401.66	7.07%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32168	Rocha Zendejas	Eduardo	PERM	POB2	241	A	5	57,935.28	B	65,042.13	12.27%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32227	Wood	Joseph	PERM	POB2	241	D	5	67,067.33	F	73,205.49	9.15%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32238	Rodriguez	Troy	PERM	POB2	241	B	5	60,832.04	B	65,042.13	12.27%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32285	Hudcek	Dyllan	PERM	POB2	241	A	5	57,935.28	B	65,042.13	12.27%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32302	Andrade De La Mora	Elder	PERM	POB2	241	C	5	63,873.64	C	66,993.40	4.88%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32315	Aguilar	Ronald	PERM	POB2	241	B	5	60,832.04	B	63,147.70	9.81%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32320	Garcia	Alan	PERM	POB2	241	B	5	60,832.04	B	63,147.70	9.81%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32316	Perex	Alfonso	PERM	POB2	241	C	5	63,873.64	C	66,993.40	4.88%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32319	Smith	Megan	PERM	POB2	241	A	5	57,935.28	B	63,147.70	9.00%	10.29%
Sheriff	3411	Deputy Sheriff-Basic P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32328	Gonzalez	Martin	PERM	POB2	241	D	5	67,067.33	E	71,072.29	5.97%	10.29%
Sheriff	3411	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	32431	Caldaron	Joshua	PERM	POB2	241	D	5	67,067.33	E	71,072.29	5.97%	10.29%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	12564	Lopez	Rudolfo	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	15962	Paedgett	Luis	PERM	POB2	265	E	5	79,375.38	H	85,624.24	4.73%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	01842	Babineaux	Donald	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	01994	Bangerter	Brian	PERM	POB2	265	E	5	79,375.38	H	85,624.24	4.73%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	02028	Barker	Jeffrey	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	22048	Villafan	Jose	PERM	POB2	265	D	5	75,595.60	H	85,624.24	13.27%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	02721	Brown	Matthew	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	30051	Thomas	Michael	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	30320	Puga	Homar	PERM	POB2	265	E	5	79,375.38	H	85,624.24	4.73%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	30659	Jackson	Eric	PERM	POB2	265	E	5	79,375.38	H	83,130.33	4.73%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	30726	Lutz	Daniel	PERM	POB2	265	D	5	75,595.60	E	78,556.31	3.65%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	30879	Martinez	Jessica	PERM	POB2	265	E	5	79,375.38	H	83,130.33	4.73%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	30917	Grijalva	Eric	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	30962	Chavez	Manuel	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31213	Funk	Bradford	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31302	Zendejas	Ryan	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31312	Zendejas	Bianca	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31312	Johnson	Brandon	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31350	Murphy	Michael	PERM	POB2	265	E	5	79,375.38	H	83,130.33	4.73%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31397	Chambers	Michael	PERM	POB2	265	E	5	79,375.38	H	83,130.33	9.97%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31431	Hopper	Melanie	PERM	POB2	265	E	5	75,595.60	G	83,130.33	9.97%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31460	Villegas	Jose	PERM	POB2	265	D	5	75,595.60	H	85,624.24	2.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31529	Cox	Jacob	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31551	Holladay	Jared	PERM	POB2	265	E	5	79,375.38	H	85,624.24	7.87%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31552	Soto	Miguel	PERM	POB2	265	E	5	79,375.38	H	83,130.33	4.73%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31673	Corner	Steven	PERM	POB2	265	D	5	75,595.60	F	80,709.05	6.76%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31688	Fulhart	Michael	PERM	POB2	265	D	5	75,595.60	E	78,556.31	3.65%	7.87%
Sheriff	3412	Deputy Sheriff-Intermediate P.O.S.T.	POFCR	Deputy Sheriff	POFCR	31700	Thele	Kathyn	PERM	POB2	265	D	5	75,595.60	E	78,556.31	3.65%	7.87%

Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Vander Peet	William	PERM	POB2	245	D	5	75,595.60	15	5	78,958.31	6.5%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Ochoa	David	PERM	POB2	245	C	2	71,985.79	15	2	75,012.02	5.6%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Prince	Stanley	PERM	POB2	245	B	2	68,562.43	15	2	71,028.85	4.5%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Romero	Antonio	PERM	POB2	245	D	2	75,595.60	15	2	78,958.31	4.5%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Casper	Nathaniel	PERM	POB2	245	E	2	75,595.60	15	2	78,958.31	4.5%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Blumner	Michael	PERM	POB2	245	E	2	79,373.38	15	2	82,624.21	4.1%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Chickwood	Travis	PERM	POB2	245	E	2	79,373.38	15	2	82,624.21	4.1%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Carler	Byron	PERM	POB2	245	E	2	79,373.38	15	2	82,624.21	4.1%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Davis	Patrick	PERM	POB2	245	E	2	79,373.38	15	2	82,624.21	4.1%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Dorr	Bredley	PERM	POB2	245	E	2	79,373.38	15	2	82,624.21	4.1%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Drayton	John	PERM	POB2	245	E	2	79,373.38	15	2	82,624.21	4.1%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Gordon	Michael	PERM	POB2	245	E	2	79,373.38	15	2	82,624.21	4.1%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Jose	Jose	PERM	POB2	245	E	2	79,373.38	15	2	82,624.21	4.1%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Hungary	Elizabeth	PERM	POB2	245	E	2	79,373.38	15	2	82,624.21	4.1%	7.87%
Sheriff	3412	Deputy Sheriff Intermediate P.O.S.T.	POICR	Deputy Sheriff II	POICR	3168	Huerta	Antonio	PERM	POB2	245	E	2	79,373.38	15	2	82,624.21	4.1%	7.87%
District Attorney	3414	District Attorney Criminal Investigator	POICR	District Attorney Investigator	POICR	3122	Tristin-Taylor	Vivette	PERM	POB2	269	E	2	80,974.84	15	2	85,624.24	5.7%	7.4%
District Attorney	3414	District Attorney Criminal Investigator	POICR	District Attorney Investigator	POICR	3122	Tristin-Taylor	Vivette	PERM	POB2	269	E	2	80,974.84	15	2	85,624.24	5.7%	7.4%
District Attorney	3414	District Attorney Criminal Investigator	POICR	District Attorney Investigator	POICR	3122	Paron-Newson	Kennifer	PERM	POB2	269	D	2	69,949.10	15	2	73,860.22	5.6%	7.4%
District Attorney	3414	District Attorney Criminal Investigator	POICR	District Attorney Investigator	POICR	3122	Higginbottom	Theren	PERM	POB2	269	D	2	84,362.36	17	2	88,981.73	5.4%	6.57%
District Attorney	3468	Senior District Attorney Criminal Investigator	POICR	Senior District Attorney Investigator	POICR	02031	Barry	Dann	PERM	POB2	287	D	2	88,380.72	17	2	94,400.72	6.7%	6.57%
District Attorney	3468	Senior District Attorney Criminal Investigator	POICR	Senior District Attorney Investigator	POICR	31180	Lefontaine	Derek	PERM	POB2	287	D	2	88,380.72	17	2	94,400.72	6.7%	6.57%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	03224	Cerrillo	Luis	PERM	POB2	287	E	2	82,606.54	17	2	88,981.73	8.1%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	13132	Mccrewn	Adam	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	7.7%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	18381	Rodriguez	Andrew	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	4.5%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	18821	Roth	Im	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	7.7%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	30052	Piscicella	Marcos	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	7.7%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	30438	Gutierrez	Richard	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	7.7%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	30721	Majelski	Logan	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	7.7%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	30839	Williams	Christopher	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	7.7%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	30943	Teshiro	Iy	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	4.5%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	31264	Renzler	Manuel	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	5.9%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	31527	Robertson	Wachow	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	4.5%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	08197	Hickson	Charles	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	4.5%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	09139	Hickson	Michael	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	4.5%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	11158	Kerber	Talena	PERM	POB2	273	E	2	82,606.54	17	2	88,981.73	7.7%	14.28%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	11586	Kurtz	Daniel	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	13564	Mollett	Eric	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	16000	Price	Robert	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	18623	Roussell	Arny	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	19773	Srinzel	Steven	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	19867	Svengeil	Darrall	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	19988	Talmon	Jacob	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	20291	Thomas	Jeffery	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	23319	Wilder	Joseph	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	30291	Noland	Jeffrey	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	30829	Kirchert	Drew	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	30905	O'Neal	Earl	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	30905	O'Neal	Earl	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
Sheriff	3527	Sheriff's Corporal	POICR	Sheriff's Corporal	POICR	31574	Vidaleghin	Ryan	PERM	POB2	245	E	2	92,647.48	19	2	98,102.36	5.8%	12.34%
District Attorney	3469	Supervising District Attorney Criminal Investigator	POICR	Supervising District Attorney Investigator	POICR	03997	Davis	Nicholas	PERM	POB2	305	E	5	92,647.48	19	5	101,045.43	9.0%	12.34%
District Attorney	3469	Supervising District Attorney Criminal Investigator	POICR	Supervising District Attorney Investigator	POICR	05524	Engstrom	David	PERM	POB2	305	E	5	96,900.00	21	5	105,007.62	8.3%	12.78%



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:													
<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>Leticia Gonzalez, Supervisor - District No. 4</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:	Leticia Gonzalez, Supervisor - District No. 4	AYES:	Frazier, Rogers, Poythress, Gonzalez, Wheeler
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