

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

This Side Letter Agreement (“Agreement”) is made and entered into by the Peace Officer Management 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 4.5 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 3% increase, then 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 compliance with Madera County Code Sections 2.63.070 et seq., the County is proposing that the Chief District Attorney Criminal Investigator classification 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 2nd day of August, 2022.

COUNTY OF MADERA:

Susan Carter

Susan Carter, Chief Negotiator

Joel Bugay, Co-Negotiator

Peace Officer Management Association:

Zack Zamudio

Zack Zamudio (Aug 2, 2022 14:16 PDT)

Zack Zamudio, 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	\$ 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	\$ 5,229.17	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	\$ 5,528.50	-7.20%	-9.95%	11	\$ 4,773.07	\$ 5,870.27	2.44%	1.11%	1.39%	2.49%														
Code Enforcement Officer II	229	\$ 4,137.00	\$ 5,028.15	\$ 4,435.00	\$ 4,590.74	-8.16%	-8.16%	10	\$ 4,546.00	\$ 5,590.74	-0.98%	0.20%	6.64%	7.73%														
Communications Dispatcher III	195	\$ 3,491.44	\$ 4,243.87	\$ 3,776.50	\$ 4,590.33	-9.72%	-13.17%	6	\$ 3,739.82	\$ 4,599.51	-1.44%	-3.41%	7.55%	8.63%														
Community Service Officer	328	\$ 6,845.61	\$ 8,320.89	\$ 7,511.00	\$ 9,416.98	-14.71%	-17.54%	20	\$ 7,404.60	\$ 9,106.72	-0.38%	-1.65%	12.49%	13.52%														
Corrections Sergeant	277	\$ 5,077.02	\$ 6,171.15	\$ 5,824.00	\$ 7,253.29	-8.10%	-14.79%	17	\$ 5,801.86	\$ 7,135.56	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	-0.32%	-0.44%	22	\$ 8,163.58	\$ 10,040.17	1.23%	2.27%	1.55%	2.70%														
Deputy Coroner	235	\$ 4,262.33	\$ 5,180.89	\$ 4,276.13	\$ 5,203.47	-5.44%	-7.77%	9	\$ 4,329.31	\$ 5,324.51	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	-8.56%	-8.63%	17	\$ 6,396.37	\$ 7,866.73	-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	-16.04%	-16.74%	15	\$ 5,801.69	\$ 7,135.35	1.31%	1.88%	14.95%	15.95%														
Identification Specialist	235	\$ 4,262.33	\$ 5,180.89	\$ 4,946.07	\$ 6,047.97	-12.62%	-13.96%	12	\$ 5,011.72	\$ 6,163.79	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	-3.23%	-4.24%	10	\$ 4,545.78	\$ 5,590.74	3.36%	3.55%	6.38%	7.47%														
Probation Technician II	176	\$ 3,175.78	\$ 3,860.17	\$ 3,278.31	\$ 4,023.73	-6.51%	-8.30%	4	\$ 3,392.13	\$ 4,171.89	-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	-14.71%	-17.23%	13	\$ 5,262.33	\$ 6,472.00	-0.77%	-1.78%	12.15%	13.18%														
Sheriff's Department Public Information Officer (PIO)	205	\$ 3,670.00	\$ 4,460.90	Insufficient data		0.41%	-13.35%	8	\$ 4,123.16	\$ 5,070.96	6.70%	-4.95%	6.32%	7.41%														
Sheriff's Sergeant	291	\$ 6,195.34	\$ 7,530.47	\$ 7,106.76	\$ 8,828.05			19	\$ 7,052.14	\$ 8,673.24																		
Undersheriff	405	\$ 10,761.04	\$ 13,080.11	\$ 10,716.76	\$ 14,826.92			29	\$ 11,486.96	\$ 14,127.51																		

Comparable Agencies	Peace Officer / Management / Professional / Communications Dispatchers Unit / Unrepresented)	Correctional and Probation Classifications Only
City of Glovis	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	3413	Chief Civil Deputy/Sheriff	POFCR	Sheriff's Civil Unit Manager	POMGT	13803	Metz	Michael	PERM	POB2	288	E	\$ 89,023.61	20	D	\$ 97,094.00	9.07%	22.76%
Sheriff	4207	Sheriff's Commander	POMGT	Sheriff's Commander	POMGT	23610	Ward	William	PERM	OWB2	363	E	\$ 129,006.17	25	H	\$ 139,472.00	8.11%	8.11%
Sheriff	4207	Sheriff's Commander	POMGT	Sheriff's Commander	POMGT	03322	Clark	Jason	PERM	OWB2	363	C	\$ 117,012.40	25	E	\$ 127,637.00	9.08%	8.11%
Sheriff	3251	Sheriff's Lieutenant	POMGT	Sheriff's Lieutenant	POMGT	26011	Zamudio	Zachary	PERM	OWB2	331	E	\$ 109,975.63	21	H	\$ 114,745.00	4.34%	4.34%
Sheriff	3251	Sheriff's Lieutenant	POMGT	Sheriff's Lieutenant	POMGT	30204	Weaver	Ian	PERM	OWB2	331	C	\$ 99,751.14	21	E	\$ 105,008.00	5.27%	4.34%
Sheriff	3251	Sheriff's Lieutenant	POMGT	Sheriff's Lieutenant	POMGT	30537	Blehm	Robert	PERM	OWB2	331	E	\$ 109,975.63	21	H	\$ 114,745.00	4.34%	4.34%



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

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.



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

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