

**SIDELETTER OF AGREEMENT  
BY AND BETWEEN THE  
COUNTY OF MADERA AND THE  
SERVICE EMPLOYEES' INTERNATIONAL UNION LOCAL 521  
REGARDING THE  
PEACE OFFICER AND RELATED  
CLASSIFICATION AND COMPENSATION STUDY  
COMPENSATION IMPLEMENTATION**

This Side Letter Agreement ("Agreement") is made and entered into by the Service Employees' International Union Local 521 ("SEIU") and the County of Madera ("County") collectively referred to as the "Parties." Having met and conferred in good faith, the Parties hereby agree to the following:

1. Attachment 'A' – Benchmark Data Report. Attachment 'A' identifies the list of classifications and agencies determined by the County to be benchmarks that were utilized for the salary review.
2. Attachment 'B' – Employee Allocation Spreadsheet. Attachment 'B' summarizes the application of the proposed changes set forth in this side letter to unit members, which includes a chart identifying each employee, their current classification, bargaining unit, salary range, salary step, and annual salary and the proposed classification, bargaining unit, salary range, salary step, and annual salary.
3. Attachment 'C' – Salary Table. Attachment 'C' of this side letter includes the proposed 8-step Salary Table, including salary ranges used in the Salary Schedule. There is a 3% difference between each salary step and a 5% difference between each salary range.
4. Attachment 'D' – Y-Rating. Attachment 'D' includes an incumbent whose salary shall be y-rated. A Y-Rate constitutes the continuance of a present salary when an employee's position is reclassified downward, and their present salary is above the top step of the salary range to which their new classification is assigned. This salary continues for the employee affected until the top step of the salary range for their new classification equals or exceeds the continued salary.

The employee whose salary has been Y-Rated will not receive any general cost of living or normally entitled salary step increases until the top step of the salary range for their new classification equals or exceeds the continued salary.

5. 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.

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

Agreed this 19th day of August, 2022.

COUNTY OF MADERA:

*Susan Carter*

\_\_\_\_\_  
Susan Carter, Chief Negotiator

*Joel Bugay*

\_\_\_\_\_  
Joel Bugay (Aug 18, 2022 21:04 PDT)

Joel Bugay, Co-Negotiator

SEIU LOCAL 521 (PROFESSIONAL UNIT):

*Miguel Barragan*

\_\_\_\_\_  
Miguel Barragan (Aug 18, 2022 15:51 PDT)

Miguel Barragan, Internal Organizer-SEIU

*Donald Allen*

\_\_\_\_\_  
Donald Allen (Aug 18, 2022 15:52 PDT)

Donald Allen, President-Professional Unit

*Vincent Montemayor*

\_\_\_\_\_  
Vincent Montemayor (Aug 18, 2022 17:58 PDT)

Vincent Montemayor, Vice President-Service Unit

Attachment A - Benchmark Data Sheet

Classification	Current Range		Agency Min		Agency Max		LM Min		LM Max		LM* Variance From LM Min		LM Variance From LM Max		New Proposed Range		New Range Min		New Range Max		New Variance Min		New Variance Max		Range % Change Min		Range % Change Max	
	173	286	\$ 3,128.61	\$ 6,042.75	\$ 3,802.85	\$ 7,345.00	Insufficient data	\$ 3,911.80	\$ 4,757.33	\$ 4,757.33	-25.03%	-25.10%	5	19	\$ 3,561.74	\$ 7,052.00	\$ 4,380.49	\$ 8,673.07	\$ 4,380.49	\$ 8,673.07	-9.83%	10.26%	-8.60%	14.31%	12.16%	13.19%	13.19%	15.31%
Animal Services Officer II	173	286	\$ 3,128.61	\$ 6,042.75	\$ 3,802.85	\$ 7,345.00	Insufficient data	\$ 3,911.80	\$ 4,757.33	\$ 4,757.33	-25.03%	-25.10%	5	19	\$ 3,561.74	\$ 7,052.00	\$ 4,380.49	\$ 8,673.07	\$ 4,380.49	\$ 8,673.07	-9.83%	10.26%	-8.60%	14.31%	12.16%	13.19%	13.19%	15.31%
Chief Civil Deputy Sheriff	286		\$ 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		\$ 7,052.00	\$ 7,052.00	\$ 7,052.00	\$ 7,052.00	\$ 7,052.00	\$ 7,052.00	0.00%	0.00%	-8.60%	14.31%	12.16%	13.19%	15.31%	
Code Enforcement Officer II	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		\$ 4,546.00	\$ 4,546.00	\$ 4,546.00	\$ 4,546.00	\$ 4,546.00	\$ 4,546.00	2.44%	2.44%	10.92%	10.92%	1.39%	1.39%	1.39%	2.49%
Communications Dispatcher III	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		\$ 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%	7.73%	7.73%
Community Service Officer	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		\$ 7,404.60	\$ 7,404.60	\$ 7,404.60	\$ 7,404.60	\$ 7,404.60	\$ 7,404.60	-1.44%	-1.44%	-3.41%	7.55%	7.55%	8.63%	8.63%	8.63%
Correctional Lieutenant	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%	-17.54%	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%	12.49%	12.49%	13.52%	13.52%	13.52%
Correctional Sergeant	277		\$ 5,077.02	\$ 6,171.15	\$ 6,171.15	\$ 6,171.15	Insufficient data	\$ 6,171.15	\$ 6,171.15	\$ 6,171.15	-8.10%	-14.79%	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%	10.28%	10.28%	11.33%	11.33%	11.33%
Deputy Chief Probation Officer	328		\$ 7,324.15	\$ 8,902.54	\$ 8,902.54	\$ 8,902.54	Insufficient data	\$ 8,902.54	\$ 8,902.54	\$ 8,902.54	-0.32%	-0.46%	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%	1.55%	1.55%	2.70%	2.70%	2.70%
Deputy Coroner	235		\$ 4,262.33	\$ 5,180.89	\$ 5,180.89	\$ 5,180.89	Insufficient data	\$ 5,180.89	\$ 5,180.89	\$ 5,180.89	-5.44%	-7.77%	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%	5.16%	5.16%	6.26%	6.26%	6.26%
Deputy Probation Officer Supervisor	290		\$ 6,066.55	\$ 7,373.93	\$ 7,373.93	\$ 7,373.93	Insufficient data	\$ 7,373.93	\$ 7,373.93	\$ 7,373.93	-8.56%	-8.63%	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%	4.31%	4.31%	5.43%	5.43%	5.43%
District Attorney Criminal Investigator	269		\$ 5,551.52	\$ 6,747.90	\$ 6,747.90	\$ 6,747.90	Insufficient data	\$ 6,747.90	\$ 6,747.90	\$ 6,747.90	-16.04%	-16.74%	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%	14.95%	14.95%	15.95%	15.95%	15.95%
Identification Specialist	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		\$ 5,011.72	\$ 5,011.72	\$ 5,011.72	\$ 5,011.72	\$ 5,011.72	\$ 5,011.72	1.31%	1.31%	1.88%	14.95%	14.95%	15.95%	15.95%	15.95%
Juvenile Detention Officer II	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		\$ 4,545.78	\$ 4,545.78	\$ 4,545.78	\$ 4,545.78	\$ 4,545.78	\$ 4,545.78	9.74%	9.74%	3.55%	6.38%	6.38%	7.47%	7.47%	7.47%
Probation Technician II	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		\$ 3,392.13	\$ 3,392.13	\$ 3,392.13	\$ 3,392.13	\$ 3,392.13	\$ 3,392.13	3.36%	3.36%	3.55%	6.38%	6.38%	7.47%	7.47%	7.47%
Probation Technician III	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		\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	-0.47%	-0.47%	-0.96%	5.68%	5.68%	6.78%	6.78%	6.78%
Deputy Probation Officer III	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		\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	\$ 5,262.33	-0.47%	-0.47%	-0.96%	5.68%	5.68%	6.78%	6.78%	6.78%
Sheriff's Department Public Information Officer (PIO)	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		\$ 4,123.16	\$ 4,123.16	\$ 4,123.16	\$ 4,123.16	\$ 4,123.16	\$ 4,123.16	-0.77%	-0.77%	-1.78%	10.99%	10.99%	12.03%	12.03%	12.03%
Sheriff's Sergeant	291		\$ 6,195.34	\$ 7,530.47	\$ 7,530.47	\$ 7,530.47	Insufficient data	\$ 7,530.47	\$ 7,530.47	\$ 7,530.47	-14.71%	-17.23%	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%	12.15%	12.15%	13.18%	13.18%	13.18%
Undersheriff	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		\$ 11,486.96	\$ 11,486.96	\$ 11,486.96	\$ 11,486.96	\$ 11,486.96	\$ 11,486.96	6.70%	6.70%	-4.95%	6.32%	6.32%	7.41%	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	ID	LAST NAME	FIRST NAME	TYPE	TABLE	RANGE	STEP	CURRENT \$	NEW RANGE	NEW STEP	NEW \$	STEP %	MAX %
CED	3184	Code Enforcement Officer II	PROFS	Code Enforcement Officer II	31988	Frutos	Manuel	PERM	PF82	255	B	\$ 59,338.86	11	D	\$ 62,387.93	5.48%	3.00%
CED	4113	Code Enforcement Officer III	PROFS	Code Enforcement Officer III	30701	King	Rodney	PERM	PF82	275	E	\$ 75,897.65	11	H	\$ 75,897.65	0.00%	0.00%
CED	4113	Code Enforcement Officer III	PROFS	Code Enforcement Officer III	31225	Medellin	Brandon	PERM	PF82	275	C	\$ 68,841.39	11	H	\$ 70,443.27	2.33%	0.00%
Sheriff	3428	Deputy Coroner	PROFS	Deputy Coroner	31467	Babineaux	Michela	PERM	PF82	235	E	\$ 62,170.68	12	E	\$ 67,688.85	8.88%	7.91%
Sheriff	3520	Identification Specialist	PROFS	Crime Scene Specialist	30587	Romero	Daniella	PERM	PF82	236	E	\$ 62,481.57	12	E	\$ 67,688.85	8.33%	7.91%
Probation	3527	Probation Program Specialist	PROFS	Probation Specialist	31175	Teran	Victoria	PERM	PF82	221	E	\$ 57,977.70	8	H	\$ 60,851.55	4.96%	4.96%
Sheriff	3727	Senior Deputy Coroner	PROFS	Senior Deputy Coroner	03520	Clark	Stephanie	PERM	PF82	251	E	\$ 67,335.30	15	B	\$ 71,708.95	6.50%	27.80%
District Attorney	4208	Victim Services Specialist	PROFS	Victim Services Specialist	31765	Cardenas Ramos	Yolanda	PERM	PF82	205	D	\$ 50,981.73	8	D	\$ 54,085.81	6.05%	13.68%

Table with columns labeled A through H and numbered rows 1 to 58. Each row contains a series of numerical values, likely representing financial data over time or across different categories.

**Attachment D**

<b>ID</b>	<b>LAST NAME</b>	<b>FIRST NAME</b>	<b>NEW CLASSIFICATION TITLE</b>	<b>CURRENT STEP</b>	<b>NEW STEP</b>	<b>CURRENT ANNUAL SALARY</b>	<b>ANNUAL Y-RATED SALARY</b>
30701	King	Rodney	Code Enforcement Officer II	E	H	\$ 75,897.65	\$ 75,897.65



# 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

September 13, 2022

Chairman Tom Wheeler

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

### RECOMMENDED ACTIONS:

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

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

### DISCUSSION / FISCAL IMPACT / STRATEGIC FOCUS:

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



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

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

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

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

## **Fiscal Impact:**

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

## **ATTACHMENTS**

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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