

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA AND THE
COMMUNICATIONS DISPATCHER 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 Communications Dispatcher Unit (Unit) 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 step 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 appropriate 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

COMMUNICATIONS DISPATCHER UNIT:

Allen Dunbar

Allen Dunbar (Aug 4, 2022 11:51 PDT)

Allen Dunbar, Business Representative – OE#3

Beronica Garza

Beronica Garza (Aug 4, 2022 13:47 PDT)

Beronica Rodriguez-Garza, Negotiations Team Member

Michael Young

Michael Young (Aug 3, 2022 11:23 PDT)

Michael J. Young, Negotiations Team Member

Attachment A - Benchmark Data Sheet

Classification	Current Range	Agency Min	Agency Max	LM Min	LM Max	LM* Variance		LM Variance From LM Max	New Proposed		New Range		New Variance Min	New Variance Max
						From LM Min	From LM Max		Range	Min	Max			
Animal Services Officer II	173	\$ 3,128.61	\$ 3,802.85	\$ 3,911.80	\$ 4,757.33	-25.03%	-25.10%		\$ 3,561.74	\$ 4,380.49	\$ 8,673.07	\$ 8,673.07		-9.83%
Chief Civil Deputy Sheriff	286	\$ 6,042.75	\$ 7,345.00	Insufficient data										
Code Enforcement Officer II	255	\$ 4,709.43	\$ 5,724.34	\$ 4,283.21	\$ 5,229.17	9.05%	8.65%		\$ 4,773.07	\$ 5,870.27	\$ 5,870.27	\$ 5,870.27		10.26%
Communications Dispatcher III	229	\$ 4,137.00	\$ 5,028.15	\$ 4,435.00	\$ 5,528.50	-7.20%	-9.95%		\$ 4,546.00	\$ 5,590.74	\$ 5,590.74	\$ 5,590.74		2.44%
Community Service Officer	195	\$ 3,491.44	\$ 4,243.87	\$ 3,776.50	\$ 4,590.33	-8.16%	-8.16%		\$ 3,739.82	\$ 4,599.51	\$ 4,599.51	\$ 4,599.51		-0.98%
Correctional Lieutenant	328	\$ 6,845.61	\$ 8,320.89	\$ 7,511.00	\$ 9,416.98	-9.72%	-13.17%		\$ 7,404.60	\$ 9,106.72	\$ 9,106.72	\$ 9,106.72		-1.44%
Correctional Sergeant	277	\$ 5,077.02	\$ 6,171.15	\$ 5,824.00	\$ 7,253.29	-14.71%	-17.54%		\$ 5,801.86	\$ 7,135.56	\$ 7,135.56	\$ 7,135.56		-0.38%
Deputy Chief Probation Officer	328	\$ 7,324.15	\$ 8,902.54	\$ 7,917.32	\$ 10,219.22	-8.10%	-14.79%		\$ 8,163.58	\$ 10,040.17	\$ 10,040.17	\$ 10,040.17		3.02%
Deputy Coroner	235	\$ 4,262.33	\$ 5,180.89	\$ 4,276.13	\$ 5,203.47	-0.32%	-0.44%		\$ 4,329.31	\$ 5,324.51	\$ 5,324.51	\$ 5,324.51		1.23%
Deputy Probation Officer Supervisor	290	\$ 6,066.55	\$ 7,373.93	\$ 6,396.37	\$ 7,946.84	-5.44%	-7.77%		\$ 6,396.37	\$ 7,866.73	\$ 7,866.73	\$ 7,866.73		0.00%
District Attorney Criminal Investigator	269	\$ 5,551.52	\$ 6,747.90	\$ 6,026.80	\$ 7,330.27	-8.56%	-8.63%		\$ 5,801.69	\$ 7,135.35	\$ 7,135.35	\$ 7,135.35		-3.88%
Identification Specialist	235	\$ 4,262.33	\$ 5,180.89	\$ 4,946.07	\$ 6,047.97	-16.04%	-16.74%		\$ 5,011.72	\$ 6,163.79	\$ 6,163.79	\$ 6,163.79		1.31%
Juvenile Detention Officer II	188	\$ 3,643.41	\$ 4,428.59	\$ 4,103.05	\$ 5,047.04	-12.62%	-13.96%		\$ 4,545.78	\$ 5,590.74	\$ 5,590.74	\$ 5,590.74		9.74%
Probation Technician II	176	\$ 3,175.78	\$ 3,860.17	\$ 3,278.31	\$ 4,023.73	-3.23%	-4.24%		\$ 3,392.13	\$ 4,171.89	\$ 4,171.89	\$ 4,171.89		3.36%
Deputy Probation Officer III	270	\$ 4,963.68	\$ 6,033.39	\$ 5,286.94	\$ 6,534.20	-6.51%	-8.30%		\$ 5,262.33	\$ 6,472.00	\$ 6,472.00	\$ 6,472.00		-0.47%
Sheriff's Department Public Information Officer (PIO)	205	\$ 3,670.00	\$ 4,460.90	Insufficient data										
Sheriff's Sergeant	291	\$ 6,195.34	\$ 7,530.47	\$ 7,106.76	\$ 8,828.05	-14.71%	-17.23%		\$ 7,052.14	\$ 8,673.24	\$ 8,673.24	\$ 8,673.24		-0.77%
Undersheriff	405	\$ 10,761.04	\$ 13,080.11	\$ 10,716.76	\$ 14,826.92	0.41%	-13.35%		\$ 11,486.96	\$ 14,127.51	\$ 14,127.51	\$ 14,127.51		6.70%

Comparable Agencies	
Peace Officer / Management/ Professional/ Communications Dispatchers Unit / Unrepresented):	
City of Clovis	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	CURRENT \$	NEW RANGE
Sheriff	3667	Communications Dispatcher I	CDISP	Public Safety Dispatcher	CDISP	32413	Thomas	Hailey	PERM	DSB2	178	A	\$ 38,491.33	8
Sheriff	3676	Communications Dispatcher II	CDISP	Public Safety Dispatcher	CDISP	32460	Strickland	Brooke	PERM	DSB2	208	A	\$ 44,703.85	8
Sheriff	4600	Communications Dispatcher III	CDISP	Senior Public Safety Dispatcher	CDISP	11800	Kyris	Stacie	PERM	DSB2	229	E	\$ 60,337.79	10
Sheriff	4600	Communications Dispatcher III	CDISP	Senior Public Safety Dispatcher	CDISP	15000	Nowka	Michael	PERM	DSB2	229	E	\$ 60,337.79	10
Sheriff	4600	Communications Dispatcher III	CDISP	Senior Public Safety Dispatcher	CDISP	18559	Rodriguez-Garza	Beronica	PERM	DSB2	229	E	\$ 60,337.79	10
Sheriff	4600	Communications Dispatcher III	CDISP	Senior Public Safety Dispatcher	CDISP	25559	Young	Michael	PERM	DSB2	229	E	\$ 60,337.79	10
Sheriff	4600	Communications Dispatcher III	CDISP	Senior Public Safety Dispatcher	CDISP	30496	Noel	Jennifer	PERM	DSB2	229	E	\$ 60,337.79	10
Sheriff	4600	Communications Dispatcher III	CDISP	Senior Public Safety Dispatcher	CDISP	30758	Palacios	Alexis	PERM	DSB2	229	E	\$ 60,337.79	10
Sheriff	4600	Communications Dispatcher III	CDISP	Senior Public Safety Dispatcher	CDISP	31499	Fuller-Pasley	Nicole	PERM	DSB2	229	E	\$ 60,337.79	10



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
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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