

**SIDELETTER OF AGREEMENT  
BY AND BETWEEN THE  
COUNTY OF MADERA  
AND THE  
MADERA COUNTY PROBATION PEACE OFFICERS ASSOCIATION  
(Deputy Probation Officer Unit)**

The County of Madera and the Madera County Probation Officers' Association have met and conferred in good faith and agree to amend as set forth herein, and incorporate, the following language into Article 4.4 of the Memorandum of Understanding dated July 1, 2021 – June 30, 2024:

1. Article 4.4 (E):

E. Assignment Pay

1. Maximum Assignment Pay

No Employee shall receive assignment pay for which the cumulative total, when added to other assignments, exceeds five percent (5%). The Canine Handler Assignment Pay is not included in the calculation of the cumulative total of the maximum assignment pay.

2. Assignments

The Chief Probation Officer, as the appointing authority, retains the right to assign and/or reassign a Deputy Probation Officer to serve in one (1) of the following specialty assignments. The Chief Probation Officer will use a department-wide competitive selection process to select officers for any specialty assignments unless there is only one (1) candidate for the assignment. The determination of the competitive selection process shall be made solely by the Chief Probation Officer or their designee.

The reporting of an assignment pay to CalPERS as Special Compensation for classic and new members shall be in accordance with the [California Public Employees' Retirement Law \(PERL\) and the California Code of Regulations](#).

For Employees assigned to one of the assignments below, the assignment pay shall be calculated solely from the Employee's base rate of pay.

A. Narcotics Enforcement Assignment

Any Deputy Probation Officer or Senior Deputy Probation Officer assigned to the Narcotics Enforcement Team shall receive a two and one-half percent (2½%) differential.

B. Rangemaster Assignment

Any Employee assigned as Rangemaster shall be compensated, during the period of assignment, with a two and one-half percent (2½%) differential. There shall be no maximum number of set employees assigned for the

Probation Department; however, all assignments shall be based on operational need.

C. Gang Task Force Assignment

Any Employee assigned to the Gang Task Force Team shall be compensated with a two and one-half percent (2½%) differential. A maximum of one (1) officer shall be eligible for the differential.

D. Specialized Investigation Unit (SIU) and Madera County Sheriff's Office Problem Oriented Policing (POP) Teams Assignment

The Specialized Investigation Unit (SIU), under the direction of the Madera Police Department, is responsible to investigate a variety of major crimes, especially those crimes that are having a detrimental impact on the community and its citizens regarding public safety concerns such as gangs, auto theft and burglaries. An officer assigned to the SIU Team will routinely and consistently carry a caseload of high-risk probationers who are members actively participating in gangs and/or criminal behavior in furtherance of a gang.

The Madera County Sheriff's Office Problem Oriented Policing (POP) Team has one goal: to seek out and arrest criminal offenders who are fugitives from justice. An officer assigned to the POP Team will routinely and consistently perform work associated with investigating and/or executing searches and search warrants in order to locate and apprehend fugitives. Any Employee assigned to either the SIU or POP Teams shall be compensated with a two and one-half percent (2½%) assignment pay.

E. Field Training Officer (FTO)/Correctional Training Officer (CTO) Assignment

Any Employee assigned as an FTO, or CTO shall be compensated with a two and one-half percent (2 ½%) differential. There shall be no maximum number of set employees assigned for the Probation Department; however, all assignments shall be based on operational need.

F. Canine Handler Assignment

Employees within the Deputy Probation Officer II or Senior Deputy Probation Officer classifications approved to participate in the Probation Canine Program shall receive fair and reasonable compensation in the amount of seven percent (7.00%) in recognition of the additional qualifications necessary to the task of handling a detection canine.

This compensation shall be in the nature of premium pay and is sufficient to compensate officers for all activities specifically related to canine care. "Canine care" is understood to mean the care and maintenance of the canine at the Officer's residence, including feeding, bathing, exercising, cleaning of the home kennel and any County vehicle involved in transportation, and bonding with the canine.

The County shall install kennels at the homes of canine handlers at no expense to the handler. This does not include the installation of permanent fixtures (i.e., cement pads, fencing, etc.). The County, subject to the Appointing Authority's prior approval, shall be responsible for payment of all food and veterinary care for the canine, as well as all other equipment related to canine care and training. All equipment purchased for the canine shall be the property of the County.

2. All provisions of the Memorandum of Understanding not amended by this agreement shall remain in effect.

Agreed this 17th day of January, 2023.

COUNTY OF MADERA:

*Susan Carter*

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Susan Carter, Chief Negotiator

*Roman Noriega*

\_\_\_\_\_  
Roman Noriega (Jan 17, 2023 12:54 PST)

Roman Noriega, Co-Negotiator

MADERA COUNTY DEPUTY PROBATION  
OFFICER ASSOCIATION:

*ACE*

\_\_\_\_\_  
Candelario Salas (Jan 17, 2023 11:03 PST)

Candelario Salas, President

*Christopher W. Miller*

\_\_\_\_\_  
Christopher W. Miller (Jan 17, 2023 10:55 PST)

Christopher Miller, Business Rep./Agent



# BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER  
200 WEST 4<sup>TH</sup> STREET / MADERA, CALIFORNIA 93637  
(559) 675-7700 / FAX (559) 673-3302 / TDD (559) 675-8970  
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Members of the Board  
Jordan Wamhoff, District 1  
David Rogers, District 2  
Robert L. Poythress, District 3  
Leticia Gonzalez, District 4  
Robert Macaulay, District 5

## AGENDA ITEM SUBMITTAL

February 7, 2023  
Chairman David Rogers

<b>DEPARTMENT</b> Department of Human Resources		<b>DEPARTMENT CONTACT</b> Susan Carter 559-675-7705		<b>AGENDA ITEM</b> 6.c <b>DISCUSSION ITEMS:</b>									
<b>SUBJECT:</b> Adopt Canine Handler Assignment Pay Sideletters		<b>REQUIRED VOTE:</b> 3/5 Votes Required	<b>DOC. ID NUMBER</b> 9209	<b>DATE REC'D</b>									
<b>STRATEGIC FOCUS AREA(S):</b> Employees													
<b><u>For Clerk of the Board's Office Use Only</u></b>													
<b>BOARD'S ACTION:</b>													
<table border="1" style="width: 100%;"> <tr> <td style="width: 15%;"><b>RESULT:</b></td> <td><b>APPROVED [UNANIMOUS]</b></td> </tr> <tr> <td><b>MOVER:</b></td> <td>Leticia Gonzalez, Supervisor - District No. 4</td> </tr> <tr> <td><b>SECONDER:</b></td> <td>Jordon Wamhoff, Supervisor - District No. 1</td> </tr> <tr> <td><b>AYES:</b></td> <td>Macaulay, Wamhoff, Rogers, Poythress, Gonzalez</td> </tr> </table>						<b>RESULT:</b>	<b>APPROVED [UNANIMOUS]</b>	<b>MOVER:</b>	Leticia Gonzalez, Supervisor - District No. 4	<b>SECONDER:</b>	Jordon Wamhoff, Supervisor - District No. 1	<b>AYES:</b>	Macaulay, Wamhoff, Rogers, Poythress, Gonzalez
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<b>AYES:</b>	Macaulay, Wamhoff, Rogers, Poythress, Gonzalez												
Is this item Budgeted? No			<b>DOCUMENT NO(S).</b>										
Will this item require additional personnel? No													
Previous Relevant Board Actions:													
PowerPoint/Supporting Documents: Other/Misc.													

### RECOMMENDED ACTIONS:

Discussion and consideration to ratify the Sideletters of Agreement with the Correctional Officer and Deputy Probation Officer units regarding the inclusion of Canine Handler Assignment Pay in their respective Memorandum of Understanding.

### DISCUSSION / FISCAL IMPACT / STRATEGIC FOCUS:

#### DISCUSSION:

The Sheriff's Office currently has sworn Officers assigned as Canine Handlers to assist in locating individuals and contraband and apprehending criminals. On occasion, they may be assigned to other functions, such as routine calls for service, based on operational needs. Sworn officers in the Sheriff's Office assigned as Canine Handlers receive an additional 7% assignment pay for the additional duties/tasks that this assignment requires.

The Madera County Jail and Probation Department have identified a need for the utilization of canines in the course of their daily activities. Correctional Officers in the Jail would utilize canines to locate contraband and maintain the security of the Jail. Deputy Probation Officers would utilize



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canines to augment probation services to the community including, but not limited to, locating drugs and/or weapons.

Upon authorization of the Board of Supervisors, the Department of Human Resources reached out to the Correctional Officer and Deputy Probation Officer bargaining units to negotiate the inclusion of Canine Handler Assignment Pay in their respective Memorandum of Understanding (MOU).

Both units have agreed to an additional 7% assignment pay for those members assigned as canine handlers as fair and reasonable compensation for the duties/tasks associated with the handling of a detection canine.

Upon the Board of Supervisors' ratification of the signed sideletters, the language outlined will be incorporated into each bargaining unit's MOU and shall be effective the month after the Board of Supervisors' ratification of the sideletter.

## **FISCAL IMPACT:**

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

## **ATTACHMENTS**

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1. CO Canine Handler Assignment Pay Sideletter
2. DPO Canine Handler Assignment Pay Sideletter