

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA AND THE
POST GRADUATE LICENSED PROFESSIONAL UNIT
REGARDING THE
CLASSIFICATION AND COMPENSATION STUDY
IMPLEMENTATION**

This Side Letter Agreement (“Agreement”) is made and entered into by the Post Graduate Licensed Professional Unit (“Unit”) and the County of Madera (“County”) collectively referred to as the “Parties.” Having met and conferred in good faith in relation to the implementation of the County’s salary review, as contemplated by Article 4.6 (A) 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’ – Salary Table. Attachment ‘B’ 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.
3. Attachment ‘C’ – Salary Range Placement Spreadsheet. This report summarizes information about all the currently assigned unit classifications and newly assigned classifications (filled and unfilled). The report identifies current and new classification titles, their salary range, bargaining unit and FLSA designation and any proposed changes to each classification.
4. Attachment ‘D’ – Employee Allocation Spreadsheet. Attachment ‘D’ summarizes the application of the proposed changes to the individual unit members, which includes a spreadsheet identifying each employee, and their current classification, bargaining unit, FLSA designation, salary range, salary step, and base salary and their proposed classification, bargaining unit, FLSA designation, salary range, salary step, and base salary.
5. Salary Placement - Effective in the June 21st through July 20th pay period (following the Board of Supervisors’ ratification of the sideletter), all bargaining unit employees will be placed on the appropriate salary range for their classification and at the salary step negotiated and identified in Attachment ‘D’.

Bargaining unit employees will advance to the next higher step on the Salary Table on their anniversary dates in accordance with existing County/Department policies and procedures.

6. The 2.5% monthly incentive pay for classifications designated as hard-to-recruit outlined in Article 4.4 (F) of the Post Graduate Licensed Professional Unit’s MOU will cease in the pay period in which the salary range/step identified in Attachment ‘D’ is implemented.
7. All provisions of the MOU not amended by this sideletter agreement shall remain in full force and effect.

Agreed this 5th day of June, 2024.

COUNTY OF MADERA:

PGLP UNIT:

Susan Carter

Susan Carter, Chief Negotiator

KA

Keane Anrig (Jun 5, 2024 09:13 PDT)

Keane Anrig, President

Sabrina Mendez

Sabrina Mendez, Co-Negotiator

Attachment A – Benchmark Data Report

Market Compensation Results Summary

Classification Title		# of Matches	Top Monthly % Above or Below
1.	Public Works Inspector II	7	20.7
2.	Public Health Laboratory Technician	4	20.3
3.	Public Health Clinical Services Assistant	5	19.9
4.	Community Health and Wellness Assistant	6	16.5
5.	Executive Assistant to the County Administrative Officer	9	11.1
6.	Tax Collector-Treasurer	8	11.1
7.	County Clerk-Recorder	5	10.0
8.	Executive Assistant	8	8.6
9.	District Attorney	12	8.3
10.	Auditor-Controller	8	6.9
11.	Equipment Service Worker	7	6.1
12.	Nutrition Assistant II	4	5.8
13.	Assistant Auditor-Controller	11	5.7
14.	County Grants Officer	6	4.9
15.	Chief Accountant-Auditor	5	4.7
16.	Clerk-Recorder Manager	8	4.6
17.	Deputy Clerk Recorder II	12	4.2
18.	Child Support Assistant II	7	2.8
19.	Therapy Assistant	4	2.1
20.	Elections Manager	5	1.7
21.	Planner II	12	1.7
22.	Supervising Agricultural and Standards Inspector	7	1.6
23.	Public Health Education Assistant	5	1.3
24.	Administrative Assistant II (Administrative Assistant)	10	0.7
25.	Social Worker II	12	0.0
26.	Plan Checker II	6	-0.7
27.	Supervising Registered Environmental Health Specialist	10	-0.9
28.	System Engineer II	7	-1.5
29.	Employment and Training Worker Supervisor	7	-1.7
30.	Director of Human Resources	12	-1.7
31.	Fleet Superintendent	8	-1.7
32.	Health Education Coordinator	12	-1.8
33.	Planning Technician	6	-1.9
34.	Permit Technician II	10	-1.9
35.	Road Supervisor	11	-2.1
36.	Program Coordinator	6	-2.2
37.	Public Health Program Manager	8	-2.6

Attachment A – Benchmark Data Report

38.	Social Worker Supervisor I	12	-2.9
39.	Accounting Assistant II (Account Clerk II)	11	-3.0
40.	Engineering Aide	5	-3.2
41.	Assistant Director of Public Health	9	-3.4
42.	Deputy District Attorney II	12	-3.6
43.	Assessor	12	-3.6
44.	Parts Assistant II	4	-4.0
45.	Solid Waste Program Manager	5	-4.1
46.	Equipment Shop Supervisor	5	-4.2
47.	Associate Engineer (Engineer III)	12	-4.3
48.	Staff Services Manager I	7	-4.5
49.	Deputy Director-Welfare	9	-4.8
50.	Internal Auditor II	4	-4.9
51.	Agricultural and Standards Inspector III	9	-4.9
52.	Deputy Public Works Director-Maintenance and Operations	5	-4.9
53.	Director of Public Health	12	-5.0
54.	Peer Support Advocate II (Vocational Assistant-Driver)	7	-5.3
55.	Child Support Specialist II	11	-5.5
56.	Appraiser II	12	-5.7
57.	Engineering Technician II	10	-5.8
58.	Accounting Technician II	12	-6.0
59.	Occupational Therapist	8	-6.2
60.	Social Service Aide	11	-6.3
61.	Deputy County Counsel III	11	-6.9
62.	Facilities Superintendent	11	-6.9
63.	Director of Public Works	11	-7.1
64.	Human Resources Analyst II	12	-7.2
65.	Assistant Engineer II (Engineer II)	8	-7.2
66.	Social Worker Supervisor II	10	-7.2
67.	Veterans Service Representative II	9	-7.4
68.	Physical Therapist	10	-7.4
69.	Fiscal Manager	7	-7.5
70.	Librarian II	11	-7.5
71.	Automotive Technician II	10	-7.6
72.	Information Technology Analyst II	11	-7.6
73.	Deputy Director of Community and Economic Development-Building and Fire Safety	5	-7.7
74.	Business Applications Specialist II (Business Systems Information Analyst II)	7	-7.8
75.	Communicable Disease Investigator	5	-8.0
76.	Database Analyst	7	-8.0

Attachment A – Benchmark Data Report

77.	Grounds Maintenance Supervisor	7	-8.5
78.	Public Health Microbiologist II	5	-8.9
79.	Building Inspector II	12	-9.0
80.	Child Support Program Manager	8	-9.1
81.	Eligibility Worker II	12	-9.2
82.	Department IT Technician II (Desktop Support Technician II)	8	-9.4
83.	Deputy Director of Administration - General Services	5	-9.4
84.	Building Maintenance Worker II	11	-9.4
85.	Mental Health Case Manager II	7	-9.4
86.	Office Assistant II	12	-9.5
87.	Psychiatric Nurse Practitioner (Nurse Practitioner)	11	-9.7
88.	Fire Prevention Inspector II	4	-9.8
89.	Grounds Maintenance Worker II	11	-9.9
90.	Traffic Control Maintenance Worker II	5	-9.9
91.	Revenue Services Officer	6	-9.9
92.	Information Technology Manager	11	-9.9
93.	Employment and Training Worker II	10	-10.0
94.	Behavioral Health Clinician II (Licensed Mental Health Clinician)	11	-10.0
95.	Assessment Technician	12	-10.4
96.	Director of Social Services	12	-10.4
97.	Traffic Control Maintenance Supervisor	7	-10.4
98.	Substance Use Disorder Counselor II (Certified Alcohol and Drug Counselor)	9	-10.5
99.	Public Works Superintendent-Roads	12	-11.0
100.	Assistant County Clerk-Recorder/Registrar of Voters	8	-11.0
101.	Heavy Equipment Mechanic	11	-11.1
102.	Registered Nurse II	11	-11.3
103.	Agricultural and Standards Technician	10	-11.4
104.	Human Resources Technician II	12	-11.5
105.	Chief of Development Services	5	-11.5
106.	Administrative Analyst II	11	-11.6
107.	Eligibility Supervisor	12	-11.9
108.	Accountant - Auditor II	12	-12.0
109.	Network Engineer II	11	-12.0
110.	Director of Community and Economic Development	9	-12.2
111.	HVAC Technician	9	-12.2
112.	Information Technology Technician II	11	-12.2
113.	Legal Secretary II	12	-12.6
114.	Licensed Vocational Nurse II	11	-12.7
115.	Deputy District Attorney IV (Senior Deputy District Attorney)	10	-12.9

Attachment A – Benchmark Data Report

116.	Administrative Services Officer (Senior Administrative Analyst)	11	-13.3
117.	Epidemiologist	9	-13.6
118.	Equipment Operator	8	-13.8
119.	Building Maintenance Supervisor	11	-13.9
120.	Child Support Supervisor	11	-14.1
121.	Deputy Public Health Director-Clinical & Nursing Services	11	-14.2
122.	Human Resources Manager	10	-14.3
123.	Director of Behavioral Health Services	11	-14.4
124.	Veterans Service Officer	10	-14.6
125.	GIS Cadastral Technician II	11	-14.8
126.	Water/Wastewater Operator II (Licensed Utility Worker II)	4	-14.9
127.	Public Health Nurse II	12	-14.9
128.	Supervising Public Health Nurse	10	-15.0
129.	Deputy Director-Administrative Services	5	-15.1
130.	Registered Environmental Health Specialist II	12	-15.3
131.	Supervising Appraiser	9	-15.6
132.	Deputy Public Guardian	9	-15.6
133.	Clinical Supervisor (Supervising Mental Health Clinician)	8	-15.6
134.	Auditor-Appraiser II	12	-16.0
135.	Road Worker II	12	-16.0
136.	Library Assistant II	12	-16.3
137.	Deputy Chief Information Officer - Network & Security Services	6	-16.4
138.	Director of Child Support Services	9	-16.5
139.	District Chief of Staff	4	-16.5
140.	County Administrative Officer	12	-16.7
141.	Deputy Public Works Director-Engineering	8	-16.8
142.	Library Director	10	-17.0
143.	Deputy Chief Information Officer - Applications & Client Services	6	-17.0
144.	Deputy Director of Community and Economic Development-Planning	8	-17.5
145.	Social Worker IV	11	-17.9
146.	Supervising Deputy District Attorney	9	-18.3
147.	Chief Information Officer	10	-19.1
148.	Human Resources Assistant II	9	-19.4
149.	Assistant Director of Behavioral Health Services	7	-19.5
150.	Registered Dietitian	5	-19.7
151.	Physical and Occupational Therapy Supervisor	6	-19.9
152.	Administrative Services Manager (Principal Administrative Analyst)	9	-20.1

Attachment A – Benchmark Data Report

153.	Water/Wastewater Operations Supervisor (Supervising Licensed Utility Worker)	4	-20.7
154.	Real Property Agent	4	-21.1
155.	Deputy Clerk to the Board of Supervisors II	11	-21.2
156.	Nutritionist	6	-21.3
157.	Chief Clerk to the Board of Supervisors	9	-22.9
158.	Deputy Director of Community and Economic Development-Environmental Health	7	-23.2
159.	Tax Collector-Treasurer Manager (Chief Deputy Tax Collector-Treasurer)	9	-23.3
160.	Agricultural Commissioner/Sealer of Weights & Measures	12	-23.7
161.	Public Health Officer	10	-23.7
162.	Program Assistant II	5	-24.1
163.	Vocational Assistant	4	-24.4
164.	Behavioral Health Services Manager	10	-24.6
165.	Assistant County Administrative Officer	12	-24.6
166.	Environmental Health Specialist	12	-25.6
167.	Risk and Safety Officer	9	-25.9
168.	Deputy Director of Child Support Services	8	-27.9
169.	GIS Technician II	9	-31.9
170.	Deputy Assessor (Deputy Assessor-Real Property & Deputy Assessor-Business and Personal Property)	4	-33.3
171.	Behavioral Health Program Supervisor	4	-34.9
172.	Chief Deputy Public Guardian/Conservator/Public Administrator	7	-54.0
173.	GIS Analyst	8	proposed
174.	Information Technology Security and Compliance Administrator	8	proposed
175.	Medical Director	4	pending
176.	Behavioral Health Services Clinical Assistant	2	Insuff. Data
177.	Building Permit Services Supervisor	3	Insuff. Data
178.	Central Services Worker	2	Insuff. Data
179.	Chief Internal Auditor	3	Insuff. Data
180.	Development Services Engineer	1	Insuff. Data
181.	Director of Water and Natural Resources	3	Insuff. Data
182.	Electrician	3	Insuff. Data
183.	Executive Director - Community Action Partnership of Madera County	0	Insuff. Data
184.	Fire Fleet Program Manager	2	Insuff. Data
185.	Fire Master Mechanic	3	Insuff. Data
186.	Information Technology Security Engineer II	3	Insuff. Data
187.	Public Works Superintendent-Utilities	1	Insuff. Data
188.	Transit Program Manager	3	Insuff. Data
189.	Water Resources Specialist II	1	Insuff. Data

Attachment A – Benchmark Data Report

Comparator Agencies Used

Agency
1. County of Fresno
2. County of Kern
3. County of Kings
4. County of Mariposa
5. County of Merced
6. County of Nevada
7. County of Stanislaus
8. County of Sutter
9. County of Tulare
10. County of Tuolumne
11. County of Yolo
12. County of Yuba

Attachment 'B' - 8-Step Salary Table

Salary Range	Annually								Monthly								Hourly							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1	33,271	34,269	35,297	36,356	37,447	38,570	39,727	40,919	2,773	2,856	2,941	3,030	3,121	3,214	3,311	3,410	16.00	16.48	16.97	17.48	18.00	18.54	19.10	19.67
2	34,934	35,982	37,062	38,174	39,319	40,499	41,713	42,965	2,911	2,999	3,088	3,181	3,277	3,375	3,476	3,580	16.80	17.30	17.82	18.35	18.90	19.47	20.05	20.66
3	36,681	37,782	38,915	40,082	41,285	42,523	43,799	45,113	3,057	3,148	3,243	3,340	3,440	3,544	3,650	3,759	17.64	18.16	18.71	19.27	19.85	20.44	21.06	21.69
4	38,515	39,671	40,861	42,087	43,349	44,650	45,989	47,369	3,210	3,306	3,405	3,507	3,612	3,721	3,832	3,947	18.52	19.07	19.64	20.23	20.84	21.47	22.11	22.77
5	40,441	41,654	42,904	44,191	45,517	46,882	48,289	49,737	3,370	3,471	3,575	3,683	3,793	3,907	4,024	4,145	19.44	20.03	20.63	21.25	21.88	22.54	23.22	23.91
6	42,463	43,737	45,049	46,400	47,792	49,226	50,703	52,224	3,539	3,645	3,754	3,867	3,983	4,102	4,225	4,352	20.41	21.03	21.66	22.31	22.98	23.67	24.38	25.11
7	44,586	45,924	47,301	48,720	50,182	51,687	53,238	54,835	3,716	3,827	3,942	4,060	4,182	4,307	4,437	4,570	21.44	22.08	22.74	23.42	24.13	24.85	25.60	26.36
8	46,815	48,220	49,666	51,156	52,691	54,272	55,900	57,577	3,901	4,018	4,139	4,263	4,391	4,523	4,658	4,798	22.51	23.18	23.88	24.59	25.33	26.09	26.88	27.68
9	49,156	50,631	52,150	53,714	55,326	56,985	58,695	60,456	4,096	4,219	4,346	4,476	4,610	4,749	4,891	5,038	23.63	24.34	25.07	25.82	26.60	27.40	28.22	29.07
10	51,614	53,162	54,757	56,400	58,092	59,835	61,630	63,479	4,301	4,430	4,563	4,700	4,841	4,986	5,136	5,290	24.81	25.56	26.33	27.12	27.93	28.77	29.63	30.52
11	54,195	55,821	57,495	59,220	60,997	62,826	64,711	66,653	4,516	4,652	4,791	4,935	5,083	5,236	5,393	5,554	26.06	26.84	27.64	28.47	29.33	30.21	31.11	32.04
12	56,904	58,612	60,370	62,181	64,046	65,968	67,947	69,985	4,742	4,884	5,031	5,182	5,337	5,497	5,662	5,832	27.36	28.18	29.02	29.89	30.79	31.72	32.67	33.65
13	59,750	61,542	63,388	65,290	67,249	69,266	71,344	73,484	4,979	5,129	5,282	5,441	5,604	5,772	5,945	6,124	28.73	29.59	30.48	31.39	32.33	33.30	34.30	35.33
14	62,737	64,619	66,558	68,555	70,611	72,729	74,911	77,159	5,228	5,385	5,546	5,713	5,884	6,061	6,243	6,430	30.16	31.07	32.00	32.96	33.95	34.97	36.02	37.10
15	65,874	67,850	69,886	71,982	74,142	76,366	78,657	81,017	5,489	5,654	5,824	5,999	6,178	6,364	6,555	6,751	31.67	32.62	33.60	34.61	35.65	36.71	37.82	38.95
16	69,168	71,243	73,380	75,581	77,849	80,184	82,590	85,067	5,764	5,937	6,115	6,299	6,487	6,682	6,882	7,089	33.25	34.25	35.28	36.34	37.43	38.55	39.71	40.90
17	72,626	74,805	77,049	79,360	81,741	84,193	86,719	89,321	6,052	6,234	6,421	6,613	6,812	7,016	7,227	7,443	34.92	35.96	37.04	38.15	39.30	40.48	41.69	42.94
18	76,257	78,454	80,901	83,328	85,828	88,403	91,055	93,787	6,355	6,545	6,742	6,944	7,152	7,367	7,588	7,816	36.66	37.76	38.89	40.06	41.26	42.50	43.78	45.09
19	80,070	82,472	84,946	87,495	90,120	92,823	95,608	98,476	6,673	6,873	7,079	7,291	7,510	7,735	7,967	8,206	38.50	39.65	40.84	42.06	43.33	44.63	45.97	47.34
20	84,074	86,596	89,194	91,870	94,626	97,464	100,388	103,400	7,006	7,216	7,433	7,656	7,885	8,122	8,366	8,617	40.42	41.63	42.88	44.17	45.49	46.86	48.26	49.71
21	88,277	90,926	93,653	96,463	99,357	102,338	105,408	108,570	7,356	7,577	7,804	8,039	8,280	8,528	8,784	9,048	42.44	43.71	45.03	46.38	47.77	49.20	50.68	52.20
22	92,691	95,472	98,336	101,286	104,325	107,455	110,678	113,999	7,724	7,956	8,195	8,441	8,694	8,955	9,223	9,500	44.56	45.90	47.28	48.70	50.16	51.66	53.21	54.81
23	97,326	100,246	103,253	106,351	109,541	112,827	116,212	119,698	8,110	8,354	8,604	8,863	9,128	9,402	9,684	9,975	46.79	48.20	49.64	51.13	52.66	54.24	55.87	57.55
24	102,192	105,258	108,416	111,668	115,018	118,469	122,023	125,683	8,516	8,771	9,035	9,306	9,585	9,872	10,169	10,474	49.13	50.60	52.12	53.69	55.30	56.96	58.66	60.42
25	107,302	110,521	113,836	117,251	120,769	124,392	128,124	131,968	8,942	9,210	9,486	9,771	10,064	10,366	10,677	10,997	51.59	53.13	54.73	56.37	58.06	59.80	61.60	63.45
26	112,667	116,047	119,528	123,114	126,807	130,612	134,530	138,566	9,389	9,671	9,961	10,260	10,567	10,884	11,211	11,547	54.17	55.79	57.47	59.19	60.97	62.79	64.68	66.62
27	118,300	121,849	125,505	129,270	133,148	137,142	141,257	145,494	9,858	10,154	10,459	10,772	11,096	11,429	11,771	12,125	56.88	58.58	60.34	62.15	64.01	65.93	67.91	69.95
28	124,215	127,942	131,780	135,733	139,805	143,999	148,319	152,769	10,351	10,662	10,982	11,311	11,650	12,000	12,360	12,731	59.72	61.51	63.36	65.26	67.21	69.23	71.31	73.45
29	130,426	134,339	138,369	142,520	146,796	151,199	155,735	160,407	10,869	11,195	11,531	11,877	12,233	12,600	12,978	13,367	62.70	64.59	66.52	68.52	70.57	72.69	74.87	77.12
30	136,947	141,056	145,287	149,646	154,135	158,759	163,522	168,428	11,412	11,755	12,107	12,470	12,845	13,230	13,627	14,036	65.84	67.82	69.85	71.95	74.10	76.33	78.62	80.97
31	143,795	148,108	152,552	157,128	161,842	166,697	171,698	176,849	11,983	12,342	12,713	13,094	13,487	13,891	14,308	14,737	69.13	71.21	73.34	75.54	77.81	80.14	82.55	85.02
32	150,984	155,514	160,179	164,985	169,934	175,032	180,283	185,692	12,582	12,959	13,348	13,749	14,161	14,586	15,024	15,474	72.59	74.77	77.01	79.32	81.70	84.15	86.67	89.27
33	158,534	163,290	168,188	173,234	178,431	183,784	189,297	194,976	13,211	13,607	14,016	14,436	14,869	15,315	15,775	16,248	76.22	78.50	80.86	83.29	85.78	88.36	91.01	93.74
34	166,460	171,454	176,598	181,896	187,352	192,973	198,762	204,725	13,872	14,288	14,716	15,158	15,613	16,081	16,564	17,060	80.03	82.43	84.90	87.45	90.07	92.78	95.56	98.43
35	174,783	180,027	185,428	190,990	196,720	202,622	208,700	214,961	14,565	15,002	15,452	15,916	16,393	16,885	17,392	17,913	84.03	86.55	89.15	91.82	94.58	97.41	100.34	103.35
36	183,522	189,028	194,699	200,540	206,556	212,753	219,135	225,709	15,294	15,752	16,225	16,712	17,213	17,729	18,261	18,809	88.23	90.88	93.61	96.41	99.31	102.28	105.35	108.51
37	192,698	198,479	204,434	210,567	216,884	223,390	230,092	236,995	16,058	16,540	17,036	17,547	18,074	18,616	19,174	19,750	92.64	95.42	98.29	101.23	104.28	107.40	110.62	113.94
38	202,333	208,403	214,656	221,095	227,728	234,560	241,597	248,845	16,861	17,367	17,888	18,425	18,977	19,547	20,133	20,737	97.28	100.19	103.20	106.30	109.48	112.77	116.15	119.64
39	212,450	218,824	225,388	232,150	239,114	246,288	253,677	261,287	17,704	18,235	18,782	19,346	19,926	20,524	21,140	21,774	102.14	105.20	108.36	111.61	114.96	118.41	121.96	125.62
40	223,073	229,765	236,658	243,757	251,070	258,602	266,360	274,351	18,589	19,147	19,721	20,313	20,923	21,550	22,197	22,863	107.25	110.46	113.78	117.19	120.71	124.33	128.06	131.90
41	234,226	241,253	248,491	255,945	263,624	271,532	279,678	288,069	19,519	20,104	20,708	21,329	21,969	22,628	23,307	24,006	112.61	115.99	119.47	123.05	126.74	130.54	134.46	138.49
42	245,938	253,316	260,915	268,743	276,805	285,109	293,662	302,472	20,495	21,110	21,743	22,395	23,067	23,759	24,472	25,206	118.24	121.79	125.44	129.20	133.08	137.07	141.18	145.42
43	258,234	265,981	273,961	282,180	290,645	299,364	308,345	317,596	21,520	22,165	22,830	23,515	24,220	24,947	25,695	26,466	124.15	127.88	131.71	135.66	139.73	143.93	148.24	152.69
44	271,146	279,281	287,659	296,289	305,177	314,333	323,763	333,476	22,596	23,273	23,972	24,691	25,431	26,194	26,980	27,790	130.36	134.27	138.30	142.45	146.72	151.12	155.66	160.32
45	284,703	293,245	302,042	311,103	320,436	330,049	339,951	350,149	23,725	24,437	25,170	25,925	26,703	27,504	28,329									

Attachment 'C' - Salary Range Placement Spreadsheet

STATUS	JOB CODE	CURRENT CLASS TITLE	UNIT	OT	RECOMMENDED CLASS TITLE	UNIT	OT	PROPOSED RANGE
Current-Filled	3224	Deputy District Attorney I	PGLPR	Exempt-ML	Deputy District Attorney I	PGLPR	Exempt-ML	20
Current-Filled	3225	Deputy District Attorney II	PGLPR	Exempt-ML	Deputy District Attorney II	PGLPR	Exempt-ML	23
Current-Filled	3226	Deputy District Attorney III	PGLPR	Exempt-ML	Deputy District Attorney III	PGLPR	Exempt-ML	26
Current-Filled	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	Senior Deputy District Attorney	PGLPR	Exempt-ML	29
Current-Filled	3326	Supervising Deputy District Attorney	PGLPR	Exempt-ML	Supervising Deputy District Attorney	PGLPR	Exempt-ML	31
New-Filled	New		PGLPR	Exempt-ML	Child Support Attorney IV	PGLPR	Exempt-ML	29
New-Vacant	New		PGLPR	Exempt-ML	Child Support Attorney I	PGLPR	Exempt-ML	20
New-Vacant	New		PGLPR	Exempt-ML	Child Support Attorney II	PGLPR	Exempt-ML	23
New-Vacant	New		PGLPR	Exempt-ML	Child Support Attorney III	PGLPR	Exempt-ML	26

Attachment 'D' - Employee Allocation Report - PGLP Unit

Department	ID	First Name	Last Name	Job	Position Title	Unit	OT	Range	Step	Monthly	New Title based on Job Code	Unit	OT	New Range	Step Placement	Monthly	% Change
Child Support Services	30689	Derek	Walzberg	New-25	Deputy District Attorney III	PGLPR	Exempt-ML	374	E	\$ 10,464.14	Child Support Attorney IV	PGLPR	Exempt-ML	29	Step A	\$10,868.83	3.87%
District Attorney	33091	Tamie	Bittle	3224	Deputy District Attorney I	PGLPR	Exempt-ML	314	D	\$ 7,388.40	Deputy District Attorney I	PGLPR	Exempt-ML	20	Step C	\$7,804.46	5.63%
District Attorney	32691	Helen	Diaz	3224	Deputy District Attorney I	PGLPR	Exempt-ML	314	A	\$ 6,382.38	Deputy District Attorney I	PGLPR	Exempt-ML	20	Step A	\$7,356.45	15.26%
District Attorney	33016	Olga	Salko	3224	Deputy District Attorney I	PGLPR	Exempt-ML	314	D	\$ 7,388.40	Deputy District Attorney I	PGLPR	Exempt-ML	20	Step C	\$7,804.46	5.63%
District Attorney	32408	Nina	Benjamin	3225	Deputy District Attorney II	PGLPR	Exempt-ML	344	A	\$ 7,412.50	Deputy District Attorney II	PGLPR	Exempt-ML	23	Step A	\$8,516.01	14.89%
District Attorney	32184	Stephanie	Dunn	3226	Deputy District Attorney III	PGLPR	Exempt-ML	374	B	\$ 9,039.32	Deputy District Attorney III	PGLPR	Exempt-ML	26	Step A	\$9,858.35	9.06%
District Attorney	31902	Keanee	Anrig	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	B	\$ 9,549.10	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step A	\$10,868.83	13.82%
District Attorney	31594	Christopher	Brooke	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	E	\$ 11,054.28	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step D	\$11,876.66	7.44%
District Attorney	31548	James	Costello	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	D	\$ 10,527.89	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step C	\$11,590.74	9.53%
District Attorney	32033	Timothy	Hooyenga	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	B	\$ 9,549.10	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step B	\$11,194.89	17.24%
District Attorney	32339	Nicholas	Karp	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	B	\$ 9,549.10	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step B	\$11,194.89	17.24%
District Attorney	31956	Isaul	Lemus Zuniga	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	B	\$ 9,549.10	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step A	\$10,868.83	13.82%
District Attorney	30596	Benjamin	Levy	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	E	\$ 11,054.28	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step D	\$11,876.66	7.44%
District Attorney	30592	Noah	Marshall	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	E	\$ 11,054.28	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step E	\$12,232.96	10.66%
District Attorney	32116	Tejumola	Olubeko	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	C	\$ 10,026.56	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step B	\$11,194.89	11.65%
District Attorney	30650	David	Petersen	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	E	\$ 11,054.28	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step E	\$12,232.96	10.66%
District Attorney	30936	Spenser	Wagner	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	E	\$ 11,054.28	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step E	\$11,876.66	7.44%
District Attorney	30964	Rachel	Walters	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	E	\$ 11,054.28	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step E	\$12,232.96	10.66%
District Attorney	31983	Esthela	Williamson	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	C	\$ 10,026.56	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step B	\$11,194.89	11.65%
District Attorney	30446	Traci	Wise	3322	Senior Deputy District Attorney	PGLPR	Exempt-ML	385	E	\$ 11,054.28	Senior Deputy District Attorney	PGLPR	Exempt-ML	29	Step E	\$12,232.96	10.66%
District Attorney	02197	Brooke	Bergman	3326	Supervising Deputy District Attorney	PGLPR	Exempt-ML	405	E	\$ 12,213.82	Supervising Deputy District Attorney	PGLPR	Exempt-ML	31	Step E	\$13,486.84	10.42%
District Attorney	31304	Eric	Du Temple	3326	Supervising Deputy District Attorney	PGLPR	Exempt-ML	405	E	\$ 12,213.82	Supervising Deputy District Attorney	PGLPR	Exempt-ML	31	Step D	\$13,094.02	7.21%



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
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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

June 18, 2024

Chairman Robert L. Poythress

DEPARTMENT Department of Human Resources		DEPARTMENT CONTACT Sabrina Mendez 559-675-7705		AGENDA ITEM 6.i DISCUSSION ITEMS:									
SUBJECT: Classification and Compensation Study Implementation - Various Sideletters & Unrep.		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 10855	DATE REC'D									
STRATEGIC FOCUS AREA(S): Employees													
For Clerk of the Board's Office Use Only													
BOARD'S ACTION:													
<table border="1" style="width: 100%;"> <tr> <td>RESULT:</td> <td>ADOPTED [UNANIMOUS]</td> </tr> <tr> <td>MOVER:</td> <td>Leticia Gonzalez, Chair Pro Tem</td> </tr> <tr> <td>SECONDER:</td> <td>Jordan Wamhoff, Supervisor - District No. 1</td> </tr> <tr> <td>AYES:</td> <td>Wamhoff, Rogers, Poythress, Gonzalez, Macaulay</td> </tr> </table>						RESULT:	ADOPTED [UNANIMOUS]	MOVER:	Leticia Gonzalez, Chair Pro Tem	SECONDER:	Jordan Wamhoff, Supervisor - District No. 1	AYES:	Wamhoff, Rogers, Poythress, Gonzalez, Macaulay
RESULT:	ADOPTED [UNANIMOUS]												
MOVER:	Leticia Gonzalez, Chair Pro Tem												
SECONDER:	Jordan Wamhoff, Supervisor - District No. 1												
AYES:	Wamhoff, Rogers, Poythress, Gonzalez, Macaulay												
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:

Classification and Compensation Study Implementation - Various Unit Sideletters & Unrepresented Employees.

1. Discussion and consideration to adopt the Sideletters of Agreement with the Post Graduate Licensed Professionals (PGLP), Professional and Service bargaining units regarding implementation of negotiated items related to the Classification and Compensation Study, effective June 21, 2024.
2. Discussion and consideration to adopt the Step Placement process as described in Attachment "A" on behalf of impacted Unrepresented employees, effective June 21, 2024.
3. Discussion and consideration to adopt the Step Placement process as described in Attachment "B" on behalf of impacted Department Heads, excluding Elected Officials, effective June 21, 2024.



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DISCUSSION / FISCAL IMPACT / STRATEGIC FOCUS:

Following the completion of the Classification and Compensation Study (Study) that was conducted by Koff & Associates (now a Gallagher company), the Study was presented and received by the Civil Service Commission (Commission) at their meeting on January 23, 2024. These reports served as a foundational tool for understanding the current status of Madera County classifications and salaries compared to similar counties at the time of the study.

After the Commission's receipt of the Study's reports and recommendations, the Human Resources department worked with department heads and Administration on any necessary revisions to job descriptions and/or salary ranges/placements. Following the direction of the Board of Supervisors, proposals were then developed and shared with bargaining units in compliance with California's Meyers-Milias-Brown Act.

Before you today are Sideletters of agreement representing the successful outcome of discussions with the bargaining units of PGLP, Professional, and Service Unit.

Attachment "A" identifies the step placement of the impacted unrepresented employees and Attachment "B" identifies the step placement of the impacted Department Heads.

Fiscal Impact:

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

ATTACHMENTS

1. PGLP Unit - Countywide Class and Comp Study Sideletter and Attachments
2. SEIU- Professional Unit-County-wide Class and Comp Sideletter and Attachments
3. SEIU - Service Unit - County-wide Class and Comp Sideletter and Attachments
4. Attachment A
5. Attachment B