

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA AND THE
SERVICE EMPLOYEES' INTERNATIONAL UNION LOCAL 521 (PROFESSIONAL UNIT)
REGARDING THE
CLASSIFICATION AND COMPENSATION STUDY
IMPLEMENTATION**

This Side Letter Agreement ("Agreement") is made and entered into by the Service Employees' International Union Local 521 (SEIU), on behalf of members of the Professional 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 Section 28.05.00 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. Attachment 'E' – Y-Rating. Attachment 'E' includes any incumbents whose base salary shall be y-rated. To Y-Rate an employee is to continue paying them their current base salary, even though it is higher and not within the recommended salary range for their classification. Y-Rating of an employee will result in the freezing of their base salary at the level that it was prior to implementation of the County's salary review, and providing no salary increases (including no cost-of-living adjustments) until the employee's base salary is within the applicable salary range on the Salary Table.
6. Salary Placement - Effective in the pay period following the Board's ratification of this side letter, all bargaining unit employees in classifications that were reviewed during the county-wide classification and compensation study will be placed on the appropriate salary range for their classification and at the salary step which provides the same or closest salary to their base salary during the pay period in which this sideletter is ratified; provided, however, that no bargaining

unit employee will be paid less than their current base salary as a result of this step placement. Initial step placement on the Salary Table will be determined by either the step the employee was at on the 5-step salary range as of November 1, 2023, 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 Salary Table, excluding any additional pay (i.e., assignment pay, incentives, working out-of-class, supplemental pay, etc.).

Following the initial step placement, the County will review all step placements of the bargaining unit employees to determine if any employee received a salary increase of less than three (3%) over the level of their base salary during the period in which this sideletter is ratified. If any employee receives less than a three percent (3%) increase, their step placement will be moved to the next salary step of the appropriate salary range on the Salary Table, not to exceed the top step of the applicable salary range.


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.


7. The 2.5% monthly incentive pay for classifications designated as hard-to-recruit outlined in Section 13.14.00 of the Professional Unit's MOU will cease in the pay period in which the salary range/step identified in Attachment 'D' is implemented.
8. All provisions of the MOU not amended by this sideletter agreement shall remain in full force and effect.


Agreed this 12th day of June, 2024.


COUNTY OF MADERA:


SEIU LOCAL 521 (PROFESSIONAL UNIT):


Michele May (Jun 10, 2024 14:43 PDT)
Michele May, Assistant Director of HR
on behalf of Susan Carter, Chief Negotiator


Miguel Barragan (Jun 10, 2024 15:25 PDT)
Miguel Barragan, Internal Organizer-SEIU


Sabrina Mendez, Co-Negotiator


Julie Dodd (Jun 10, 2024 15:31 PDT)
Julie Dodd, President


Blake Chapman (Jun 12, 2024 10:02 PDT)
Blake Chapman, Negotiation Team Member-Service Unit

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

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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 C

JOB CODE	CURRENT CLASS TITLE	UNIT	OT	RECOMMENDED CLASS TITLE	UNIT	OT	PROPOSED RANGE
3201	Accountant - Auditor I	PROFS	1 1/2 eligible	Accountant - Auditor I	PROFS	1 1/2 eligible	13
3202	Accountant - Auditor II	PROFS	1 1/2 eligible	Accountant - Auditor II	PROFS	1 1/2 eligible	16
3161	Agricultural and Standards Inspector I	PROFS	1 1/2 eligible	Agricultural and Standards Inspector I	PROFS	1 1/2 eligible	9
3162	Agricultural and Standards Inspector II	PROFS	1 1/2 eligible	Agricultural and Standards Inspector II	PROFS	1 1/2 eligible	11
3163	Agricultural and Standards Inspector III	PROFS	1 1/2 eligible	Agricultural and Standards Inspector III	PROFS	1 1/2 eligible	14
3141	Appraiser I	PROFS	1 1/2 eligible	Appraiser I	PROFS	1 1/2 eligible	10
3142	Appraiser II	PROFS	1 1/2 eligible	Appraiser II	PROFS	1 1/2 eligible	13
3143	Appraiser III	PROFS	1 1/2 eligible	Appraiser III	PROFS	1 1/2 eligible	15
3303	Assistant Engineer	PROFS	1 1/2 eligible	Public Works Inspector II	PROFS	1 1/2 eligible	13
3144	Auditor-Appraiser I	PROFS	1 1/2 eligible	Auditor-Appraiser I	PROFS	1 1/2 eligible	12
3145	Auditor-Appraiser II	PROFS	1 1/2 eligible	Auditor-Appraiser II	PROFS	1 1/2 eligible	15
3146	Auditor-Appraiser III	PROFS	1 1/2 eligible	Auditor-Appraiser III	PROFS	1 1/2 eligible	17
3151	Building Inspector I	PROFS	1 1/2 eligible	Building Inspector I	PROFS	1 1/2 eligible	11
3152	Building Inspector II	PROFS	1 1/2 eligible	Building Inspector II	PROFS	1 1/2 eligible	14
4119	Building Inspector III	PROFS	1 1/2 eligible	Building Inspector III	PROFS	1 1/2 eligible	16
3377	Business Systems Information Analyst I	PROFS	1 1/2 eligible	Business Systems Analyst I	PROFS	1 1/2 eligible	14
3378	Business Systems Information Analyst II	PROFS	1 1/2 eligible	Business Systems Analyst II	PROFS	1 1/2 eligible	17
3213	Certified Alcohol and Drug Counselor	PROFS	1 1/2 eligible	Substance Use Disorder Counselor II	PROFS	1 1/2 eligible	10
3136	Database Administrator	PROFS	1 1/2 eligible	Database Administrator	PROFS	1 1/2 eligible	21
3281	Employment and Training Worker I	PROFS	1 1/2 eligible	Employment and Training Worker I	PROFS	1 1/2 eligible	7
3282	Employment and Training Worker II	PROFS	1 1/2 eligible	Employment and Training Worker II	PROFS	1 1/2 eligible	10
3283	Employment and Training Worker III	PROFS	1 1/2 eligible	Employment and Training Worker III	PROFS	1 1/2 eligible	12
4202	Engineer I	PROFS	1 1/2 eligible	Engineer I	PROFS	1 1/2 eligible	16
4203	Engineer II	PROFS	1 1/2 eligible	Engineer II	PROFS	1 1/2 eligible	19
4204	Engineer III	PROFS	1 1/2 eligible	Engineer III	PROFS	1 1/2 eligible	21
3156	Environmental Health Specialist	PROFS	1 1/2 eligible	Environmental Health Specialist	PROFS	1 1/2 eligible	13
3154	Fire Prevention Inspector I	PROFS	1 1/2 eligible	Fire Prevention Inspector I	PROFS	1 1/2 eligible	10
4136	Fire Prevention Inspector II	PROFS	1 1/2 eligible	Fire Prevention Inspector II	PROFS	1 1/2 eligible	13
4137	Fire Prevention Inspector III	PROFS	1 1/2 eligible	Fire Prevention Inspector III	PROFS	1 1/2 eligible	15
3519	Health Education Specialist	PROFS	1 1/2 eligible	Health Education Specialist	PROFS	1 1/2 eligible	12
3360	Information Technology Systems Analyst I	PROFS	1 1/2 eligible	Information Technology Analyst I	PROFS	1 1/2 eligible	16
3361	Information Technology Systems Analyst II	PROFS	1 1/2 eligible	Information Technology Analyst II	PROFS	1 1/2 eligible	19
3270	Librarian I	PROFS	1 1/2 eligible	Librarian I	PROFS	1 1/2 eligible	9
3271	Librarian II	PROFS	1 1/2 eligible	Librarian II	PROFS	1 1/2 eligible	12
3274	Licensed Mental Health Clinician	PROFS	Exempt-ST	Behavioral Health Clinician II	PROFS	Exempt-ST	20
3333	Licensed Vocational Nurse I	PROFS	1 1/2 eligible	Licensed Vocational Nurse I	PROFS	1 1/2 eligible	9
3331	Licensed Vocational Nurse II	PROFS	1 1/2 eligible	Licensed Vocational Nurse II	PROFS	1 1/2 eligible	12
3278	Mental Health Caseworker I	PROFS	1 1/2 eligible	Behavioral Health Case Manager I	PROFS	1 1/2 eligible	6
3279	Mental Health Caseworker II	PROFS	1 1/2 eligible	Behavioral Health Case Manager II	PROFS	1 1/2 eligible	9
3215	Mental Health Crisis Worker	PROFS	1 1/2 eligible	Mental Health Crisis Worker	PROFS	1 1/2 eligible	15
3335	Network Engineer I	PROFS	1 1/2 eligible	Network Engineer I	PROFS	1 1/2 eligible	18
3336	Network Engineer II	PROFS	1 1/2 eligible	Network Engineer II	PROFS	1 1/2 eligible	21
3387	Network Security Engineer I	PROFS	1 1/2 eligible	Information Technology Security Engineer I	PROFS	1 1/2 eligible	18
3388	Network Security Engineer II	PROFS	1 1/2 eligible	Information Technology Security Engineer II	PROFS	1 1/2 eligible	21
3247	Nurse Intern	PROFS	1 1/2 eligible	Nurse Intern	PROFS	1 1/2 eligible	16
3253	Nurse Practitioner	PROFS	Exempt-ST	Psychiatric Nurse Practitioner	PROFS	Exempt-ST	25
3259	Nutritionist	PROFS	Exempt-ST	Nutritionist	PROFS	Exempt-ST	15
3232	Occupational Therapist	PROFS	Exempt-ST	Occupational Therapist	PROFS	Exempt-ST	21
3233	Physical Therapist	PROFS	Exempt-ST	Physical Therapist	PROFS	Exempt-ST	21
4211	Plan Checker I	PROFS	1 1/2 eligible	Plan Checker I	PROFS	1 1/2 eligible	12
4212	Plan Checker II	PROFS	1 1/2 eligible	Plan Checker II	PROFS	1 1/2 eligible	15
4213	Plan Checker III	PROFS	1 1/2 eligible	Plan Checker III	PROFS	1 1/2 eligible	18
3241	Planner I	PROFS	1 1/2 eligible	Planner I	PROFS	1 1/2 eligible	12
3242	Planner II	PROFS	1 1/2 eligible	Planner II	PROFS	1 1/2 eligible	15
3243	Planner III	PROFS	1 1/2 eligible	Planner III	PROFS	1 1/2 eligible	17
3275	Prelicensed Mental Health Clinician	PROFS	1 1/2 eligible	Behavioral Health Clinician I	PROFS	1 1/2 eligible	17
3228-A	Public Health Microbiologist	PROFS	1 1/2 eligible	Public Health Microbiologist I	PROFS	1 1/2 eligible	15
3228-B	Public Health Microbiologist	PROFS	1 1/2 eligible	Public Health Microbiologist II	PROFS	1 1/2 eligible	18
3263	Public Health Nurse I	PROFS	Exempt-ST	Public Health Nurse I	PROFS	1 1/2 eligible	19
3264	Public Health Nurse II	PROFS	Exempt-ST	Public Health Nurse II	PROFS	1 1/2 eligible	22
3244	Public Works Inspector	PROFS	1 1/2 eligible	Public Works Inspector II	PROFS	1 1/2 eligible	13
3310	Real Property Agent	PROFS	1 1/2 eligible	Real Property Agent	PROFS	1 1/2 eligible	17
3260	Registered Dietician	PROFS	Exempt-ST	Registered Dietitian I	PROFS	Exempt-ST	14
NEW-22	Registered Dietician	PROFS	Exempt-ST	Registered Dietitian II	PROFS	Exempt-ST	17
3157	Registered Environmental Health Specialist I	PROFS	1 1/2 eligible	Registered Environmental Health Specialist I	PROFS	1 1/2 eligible	15

3158	Registered Environmental Health Specialist II	PROFS	1 1/2 eligible	Registered Environmental Health Specialist II	PROFS	1 1/2 eligible	17
3266	Registered Nurse I	PROFS	1 1/2 eligible	Registered Nurse I	PROFS	1 1/2 eligible	17
3267	Registered Nurse II	PROFS	Exempt-ST	Registered Nurse II	PROFS	Exempt-ST	20
3308	Road Investigator	PROFS	1 1/2 eligible	Road Code Compliance and Safety Representative	PROFS	1 1/2 eligible	16
3203	Senior Accountant-Auditor	PROFS	Exempt-ST	Senior Accountant-Auditor	PROFS	Exempt-ST	18
3751	Senior Agricultural and Standards Inspector	PROFS	1 1/2 eligible	Senior Agricultural and Standards Inspector	PROFS	1 1/2 eligible	16
3379	Senior Business Systems Information Analyst	PROFS	Exempt-ST	Senior Business Systems Analyst	PROFS	Exempt-ST	19
3316	Senior Information Technology Systems Analyst	PROFS	Exempt-ST	Senior IT Analyst	PROFS	Exempt-ST	21
3237	Senior Mental Health Caseworker	PROFS	1 1/2 eligible	Senior Behavioral Health Case Manager	PROFS	1 1/2 eligible	11
3337	Senior Network Engineer	PROFS	Exempt-ST	Senior Network Engineer	PROFS	Exempt-ST	23
3389	Senior Network Security Engineer	PROFS	1 1/2 eligible	Senior Information Technology Security Engineer	PROFS	1 1/2 eligible	23
3272	Senior Public Health Nurse	PROFS	Exempt-ST	Senior Public Health Nurse	PROFS	Exempt-ST	24
3165	Senior Registered Environmental Health Specialist	PROFS	1 1/2 eligible	Senior Registered Environmental Health Specialist	PROFS	1 1/2 eligible	19
3391	Senior Systems Engineer	PROFS	1 1/2 eligible	Senior Systems Engineer	PROFS	1 1/2 eligible	23
3286	Social Worker I	PROFS	1 1/2 eligible	Social Worker I	PROFS	1 1/2 eligible	9
3287	Social Worker II	PROFS	1 1/2 eligible	Social Worker II	PROFS	1 1/2 eligible	11
3288	Social Worker III	PROFS	1 1/2 eligible	Social Worker III	PROFS	1 1/2 eligible	14
3289	Social Worker IV	PROFS	1 1/2 eligible	Social Worker IV	PROFS	1 1/2 eligible	17
3390	Systems Engineer	PROFS	1 1/2 eligible	Systems Engineer II	PROFS	1 1/2 eligible	21
4217	Water Resources Specialist I	PROFS	1 1/2 eligible	Water Resources Specialist I	PROFS	1 1/2 eligible	16
4218	Water Resources Specialist II	PROFS	1 1/2 eligible	Water Resources Specialist II	PROFS	1 1/2 eligible	19
NEW-13	New	PROFS	1 1/2 eligible	GIS Analyst	PROFS	1 1/2 eligible	17
NEW-14	New	PROFS	1 1/2 eligible	Information Technology Security and Compliance Analyst	PROFS	1 1/2 eligible	22
NEW-17	New	PROFS	1 1/2 eligible	Public Health Microbiologist Trainee	PROFS	1 1/2 eligible	9
NEW-18	New	PROFS	1 1/2 eligible	Public Works Inspector I	PROFS	1 1/2 eligible	10
NEW-19	New	PROFS	1 1/2 eligible	Substance Use Disorder Counselor I	PROFS	1 1/2 eligible	7
NEW-25	Systems Engineer	PROFS	1 1/2 eligible	Systems Engineer I	PROFS	1 1/2 eligible	18
4219	Water Resources Specialist III	PROFS	1 1/2 eligible	Water Resources Specialist III	PROFS	1 1/2 eligible	21

SCSVC	32616	Melynee	Paniagua	3287	Social Worker II MSS	PROFS	1 1/2 eligible	236	B	\$ 4,655.25	Social Worker II	PROFS	1 1/2 eligible	11	Step D	\$ 4,935.00
SCSVC	32347	Anesia	Rodriguez	3287	Social Worker II MSS	PROFS	1 1/2 eligible	236	D	\$ 5,132.41	Social Worker II	PROFS	1 1/2 eligible	11	Step F	\$ 5,235.54
SCSVC	32117	Valeria	Santana	3287	Social Worker II MSS	PROFS	1 1/2 eligible	236	A	\$ 4,433.57	Social Worker II	PROFS	1 1/2 eligible	11	Step B	\$ 4,651.71
SCSVC	32262	Rebab	Alkhafaji	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	A	\$ 4,923.13	Social Worker III	PROFS	1 1/2 eligible	14	Step A	\$ 5,228.09
SCSVC	30402	Olivia	Cantu	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step G	\$ 6,242.61
SCSVC	32847	Elizabeth	Casarez	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	B	\$ 5,169.28	Social Worker III	PROFS	1 1/2 eligible	14	Step B	\$ 5,384.93
SCSVC	31425	Christina	Chaparro	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step H	\$ 6,429.89
SCSVC	31280	Kelli	Davis	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step H	\$ 6,429.89
SCSVC	6814	Maria	Garcia	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step H	\$ 6,429.89
SCSVC	31422	Kimberlee	Gonzalez	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step H	\$ 6,429.89
SCSVC	31469	Josefina	Gutierrez	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	A	\$ 4,923.13	Social Worker III	PROFS	1 1/2 eligible	14	Step A	\$ 5,228.09
SCSVC	31335	James	Hill	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step H	\$ 6,429.89
SCSVC	31047	Scott	Kent	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	D	\$ 5,699.14	Social Worker III	PROFS	1 1/2 eligible	14	Step F	\$ 6,060.79
SCSVC	30723	Sandra	Lomeli	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step H	\$ 6,429.89
SCSVC	30894	Elvia	Lopez	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	B	\$ 5,169.28	Social Worker III	PROFS	1 1/2 eligible	14	Step B	\$ 5,384.93
SCSVC	31361	Jorge	Martinez	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	D	\$ 5,699.14	Social Worker III	PROFS	1 1/2 eligible	14	Step F	\$ 6,060.79
SCSVC	31785	Evelyn	McClendon	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step H	\$ 6,429.89
SCSVC	14019	Gerardo	Naranjo	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step H	\$ 6,429.89
SCSVC	31162	Isabel	Nungaray	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step H	\$ 6,429.89
SCSVC	31706	Maria	Orozco	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step F	\$ 6,060.79
SCSVC	31283	Saul	Preciado	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step G	\$ 6,242.61
SCSVC	30401	Myrna	Ramirez	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step G	\$ 6,242.61
SCSVC	31260	Jose	Regalado	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step H	\$ 6,429.89
SCSVC	18313	Elisa	Rincon	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step H	\$ 6,429.89
SCSVC	31420	Belinda	Rodriguez	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	C	\$ 5,427.75	Social Worker III	PROFS	1 1/2 eligible	14	Step D	\$ 5,712.88
SCSVC	30958	Teresa	Sherman	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step G	\$ 6,242.61
SCSVC	31156	Jacob	Velasco	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	E	\$ 5,984.09	Social Worker III	PROFS	1 1/2 eligible	14	Step G	\$ 6,242.61
SCSVC	31686	Stephanie	Workman	3288	Social Worker III MSS	PROFS	1 1/2 eligible	257	C	\$ 5,427.75	Social Worker III	PROFS	1 1/2 eligible	14	Step D	\$ 5,712.88
SCSVC	32135	Yoselin	Cabral	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	D	\$ 5,960.79	Social Worker IV	PROFS	1 1/2 eligible	17	Step B	\$ 6,233.73
SCSVC	33309	Flor	Castro	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	A	\$ 5,149.15	Social Worker IV	PROFS	1 1/2 eligible	17	Step A	\$ 6,052.17
SCSVC	3599	Maria	Cruz	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	E	\$ 6,258.83	Social Worker IV	PROFS	1 1/2 eligible	17	Step D	\$ 6,613.37
SCSVC	31123	Melissa	Daniels	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	E	\$ 6,258.83	Social Worker IV	PROFS	1 1/2 eligible	17	Step D	\$ 6,613.37
SCSVC	30996	Julie	Dodd	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	E	\$ 6,258.83	Social Worker IV	PROFS	1 1/2 eligible	17	Step E	\$ 6,811.77
SCSVC	32581	Magdalena	Fitzgerald	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	B	\$ 5,406.61	Social Worker IV	PROFS	1 1/2 eligible	17	Step A	\$ 6,052.17
SCSVC	33002	Vyvet	Guillen	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	A	\$ 5,149.15	Social Worker IV	PROFS	1 1/2 eligible	17	Step A	\$ 6,052.17
SCSVC	32555	Marisol	Gutierrez	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	B	\$ 5,406.61	Social Worker IV	PROFS	1 1/2 eligible	17	Step A	\$ 6,052.17
SCSVC	32557	Angelica	Rodriguez Gonzalez	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	B	\$ 5,406.61	Social Worker IV	PROFS	1 1/2 eligible	17	Step A	\$ 6,052.17
SCSVC	32598	Maria	Rogers	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	E	\$ 6,258.83	Social Worker IV	PROFS	1 1/2 eligible	17	Step D	\$ 6,613.37
SCSVC	33026	Monica	Salgado	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	B	\$ 5,406.61	Social Worker IV	PROFS	1 1/2 eligible	17	Step A	\$ 6,052.17
SCSVC	31646	Estephania	Sandoval	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	E	\$ 6,258.83	Social Worker IV	PROFS	1 1/2 eligible	17	Step D	\$ 6,613.37
SCSVC	32593	Miriam	Solis	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	B	\$ 5,406.61	Social Worker IV	PROFS	1 1/2 eligible	17	Step A	\$ 6,052.17
SCSVC	32662	Melissa	Vidal	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	B	\$ 5,406.61	Social Worker IV	PROFS	1 1/2 eligible	17	Step A	\$ 6,052.17
SCSVC	32672	Jean	Vue	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	B	\$ 5,406.61	Social Worker IV	PROFS	1 1/2 eligible	17	Step A	\$ 6,052.17
SCSVC	32658	Brandi	Weaver	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	B	\$ 5,406.61	Social Worker IV	PROFS	1 1/2 eligible	17	Step A	\$ 6,052.17
SCSVC	31474	Phoua	Xiong	3289	Social Worker IV MSS	PROFS	1 1/2 eligible	266	E	\$ 6,258.83	Social Worker IV	PROFS	1 1/2 eligible	17	Step E	\$ 6,811.77
SHRFF	30555	Robert	Moore	3379	Senior Business Systems Information Analyst	PROFS	Exempt-ST	296	E	\$ 7,269.00	Senior Business Systems Analyst	PROFS	Exempt-ST	19	Step F	\$ 7,735.28
TAXTR	31251	Janet	Bernard	3201	Accountant - Auditor I	PROFS	1 1/2 eligible	228	E	\$ 5,178.24	Accountant - Auditor I	PROFS	1 1/2 eligible	13	Step E	\$ 5,604.06
TAXTR	33045	Maria	Espinoza	3201	Accountant - Auditor I	PROFS	1 1/2 eligible	228	D	\$ 4,931.66	Accountant - Auditor I	PROFS	1 1/2 eligible	13	Step B	\$ 5,128.51
TAXTR	31640	Anthony	Fernandes	3201	Accountant - Auditor I	PROFS	1 1/2 eligible	228	E	\$ 5,178.24	Accountant - Auditor I	PROFS	1 1/2 eligible	13	Step E	\$ 5,604.06
TAXTR	32188	Cathy	Hurdlow	3201	Accountant - Auditor I	PROFS	1 1/2 eligible	228	B	\$ 4,473.16	Accountant - Auditor I	PROFS	1 1/2 eligible	13	Step A	\$ 4,979.13
WTRNR	32996	Aleta	Allen	4218	Water Resources Specialist II	PROFS	1 1/2 eligible	304	B	\$ 6,534.85	Water Resources Specialist II	PROFS	1 1/2 eligible	19	Step B	\$ 6,872.69
WTRNR	32978	Jacinta	Cabral	4218	Water Resources Specialist II	PROFS	1 1/2 eligible	304	C	\$ 6,861.59	Water Resources Specialist II	PROFS	1 1/2 eligible	19	Step C	\$ 7,078.87
WTRNR	33023	Tukta	Phetasa	4218	Water Resources Specialist II	PROFS	1 1/2 eligible	304	C	\$ 6,861.59	Water Resources Specialist II	PROFS	1 1/2 eligible	19	Step C	\$ 7,078.87
WTRNR	19996	Leticia	Tapia	4218	Water Resources Specialist II	PROFS	1 1/2 eligible	304	C	\$ 6,861.59	Water Resources Specialist II	PROFS	1 1/2 eligible	19	Step C	\$ 7,078.87
WTRNR	30941	Kim	Witten	4219	Water Resources Specialist III	PROFS	1 1/2 eligible	324	A	\$ 6,876.50	Water Resources Specialist III	PROFS	1 1/2 eligible	21	Step A	\$ 7,356.45

Professional Unit – Attachment ‘E’ – Y-Rating

Department	ID	First Name	Last Name	Job	Position Title	Unit	OT	Range	Step	Monthly	New Title based on Job Code	New Range	Closest Step	Closest Monthly	% Change
Public Works	30024	Joshua	Kirk	3303	Assistant Engineer	PROF	1 ½ Eligible	302	E	\$ 7489.82	Public Works Inspector II	13	Step 8	\$ 6123.71	-18.24%
Public Works	30270	Ted	Michel	3303	Assistant Engineer	PROF	1 ½ Eligible	302	E	\$ 7489.82	Public Works Inspector II	13	Step 8	\$ 6123.71	-18.24%
Public Works	31163	Jeff	Mcqueen	3244	Public Works Inspector	PROF	1 ½ Eligible	301	E	\$ 7452.55	Public Works Inspector II	13	Step 8	\$ 6123.71	-17.83%



BOARD OF SUPERVISORS COUNTY OF MADERA

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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-Miliias-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