

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA AND THE
AFSCME/MADERA COUNTY EMPLOYEES' ASSOCIATION (MCEA)
REGARDING THE
CLASSIFICATION AND COMPENSATION STUDY
IMPLEMENTATION**

This Side Letter Agreement ("Agreement") is made and entered into by the AFSCME/Madera County Employees' Association (AFSCME/MCEA) 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 4.5 (E) 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, their current classification, bargaining unit, FLSA designation, salary range, salary step, and base salary and the 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 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. All provisions of the MOU not amended by this sideletter agreement shall remain in full force and effect.

Agreed this 1st day of August, 2024.

COUNTY OF MADERA:

Susan Carter

Susan Carter, Chief Negotiator

Sabrina Mendez

Sabrina Mendez, Co-Negotiator

AFSCME/MCEA:

Jessica Propst

Jessica Propst (Aug 1, 2024 14:37 PDT)

Jessica Propst, President

Debbie Macias

Debbie Macias (Aug 1, 2024 15:17 PDT)

Debbie Macias, Business Agent - AFSCME

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 'B' - 8-Step Salary Table

Salary Range	Annually								Monthly								Hourly							
	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
1	33,270.82	34,288.95	35,297.02	36,355.93	37,466.60	38,570.00	39,727.10	40,918.92	2,772.57	2,855.75	2,941.42	3,029.66	3,120.55	3,214.17	3,310.59	3,409.91	16.00	16.48	16.97	17.48	18.00	18.54	19.10	
2	34,934.36	35,982.39	37,061.87	38,173.72	39,318.93	40,498.50	41,713.46	42,964.86	2,911.20	2,998.53	3,088.49	3,181.14	3,276.58	3,374.88	3,476.12									
3	36,681.08	37,815.51	38,914.96	40,082.41	41,284.88	42,523.43	43,799.13	45,113.10	3,056.76	3,148.46	3,242.91	3,340.20	3,440.41	3,543.62	3,649.93	3,759.43	17.64	18.16	18.71	19.27	19.85	20.44	21.06	
4	38,515.14	39,670.59	40,860.71	42,086.53	43,349.12	44,649.60	45,989.09	47,368.76	3,209.59	3,305.88	3,405.06	3,507.21	3,612.43	3,720.80	3,832.42									
5	40,440.89	41,654.12	42,903.74	44,190.86	45,516.58	46,882.08	48,288.54	49,737.20	3,370.07	3,471.18	3,575.31	3,682.57	3,793.05	3,906.84	4,024.05	4,144.77	19.44	20.03	20.63	21.25	21.88	22.54	23.22	
6	42,462.94	43,736.83	45,048.93	46,400.40	47,792.41	49,226.18	50,702.97	52,224.06	3,538.58	3,644.74	3,754.08	3,866.70	3,982.70	4,102.18	4,225.25	4,352.00	20.41	21.03	21.66	22.31	22.98	23.67	24.38	
7	44,586.08	45,923.67	47,301.38	48,720.42	50,182.03	51,687.49	53,238.12	54,835.26	3,715.51	3,826.97	3,941.78	4,060.03	4,181.84	4,307.29	4,436.51	4,569.60	21.44	22.08	22.74	23.42	24.13	24.85	25.60	
8	46,815.39	48,219.85	49,666.45	51,156.44	52,691.13	54,271.87	55,900.02	57,577.02	3,901.28	4,018.32	4,138.87	4,263.04	4,390.93	4,522.66	4,658.34	4,798.09	22.51	23.18	23.88	24.59	25.33	26.09	26.88	
9	49,156.16	50,630.84	52,149.77	53,714.26	55,325.69	56,985.46	58,695.02	60,455.87	4,096.35	4,219.24	4,345.81	4,476.19	4,610.47	4,748.79	4,891.25	5,037.99	23.63	24.34	25.07	25.82	26.60	27.40	28.22	
10	51,613.97	53,162.38	54,757.26	56,399.97	58,091.97	59,834.73	61,629.77	63,478.67	4,301.16	4,430.20	4,563.10	4,700.00	4,841.00	4,986.23	5,135.81	5,289.89	24.81	25.56	26.33	27.12	27.93	28.77	29.63	
11	54,194.66	55,820.50	57,495.12	59,219.97	60,996.57	62,826.47	64,711.26	66,652.60	4,516.22	4,651.71	4,791.26	4,935.00	5,083.05	5,235.54	5,392.61	5,554.38	26.06	26.84	27.64	28.47	29.33	30.21	31.11	
12	56,904.40	58,611.53	60,369.88	62,180.97	64,046.40	65,967.79	67,946.83	69,985.23	4,742.03	4,884.29	5,030.82	5,181.75	5,337.20	5,497.32	5,662.24	5,832.10	27.36	28.18	29.02	29.89	30.79	31.72	32.67	
13	59,749.62	61,542.11	63,388.37	65,290.02	67,248.72	69,266.18	71,344.17	73,484.49	4,979.13	5,128.51	5,282.36	5,440.83	5,604.06	5,772.18	5,945.35	6,123.71	28.73	29.59	30.48	31.39	32.33	33.30	34.30	
14	62,737.10	64,619.21	66,557.79	68,554.52	70,611.16	72,729.49	74,911.38	77,158.72	5,228.09	5,384.93	5,546.48	5,712.88	5,884.26	6,060.79	6,242.61	6,429.89	30.16	31.07	32.00	32.96	33.95	34.97	36.02	
15	65,873.95	67,850.17	69,885.68	71,982.25	74,141.71	76,365.97	78,656.94	81,016.65	5,489.50	5,654.18	5,823.81	5,998.52	6,178.48	6,363.83	6,554.75									
16	69,167.65	71,242.68	73,379.96	75,581.36	77,848.80	80,184.26	82,589.79	85,067.49	5,763.97	5,936.89	6,115.00	6,298.45	6,487.40	6,682.02	6,882.48	7,088.96	33.25	34.25	35.28	36.34	37.43	38.55	39.71	
17	72,626.03	74,804.81	77,048.96	79,360.43	81,741.24	84,193.48	86,719.28	89,320.86	6,052.17	6,233.73	6,420.75	6,613.37	6,811.77	7,016.12	7,226.61	7,443.41	34.92	35.96	37.04	38.15	39.30	40.48	41.69	
18	76,257.33	78,545.05	80,901.41	83,328.45	85,828.30	88,403.15	91,055.25	93,786.90	6,354.78	6,545.42	6,741.78	6,944.04	7,152.36	7,366.93	7,587.94	7,815.58	36.66	37.76	38.89	40.06	41.26	42.50	43.78	
19	80,070.20	82,472.31	84,946.48	87,494.87	90,119.72	92,823.31	95,608.01	98,476.25	6,672.52	6,872.69	7,078.87	7,291.24	7,509.98	7,735.28	7,967.33	8,206.35	38.50	39.65	40.84	42.06	43.33	44.63	45.97	
20	84,073.71	86,595.92	89,198.80	91,865.61	94,625.70	97,464.47	100,388.41	103,400.06	7,006.14	7,216.33	7,432.82	7,655.80	7,885.48	8,122.04	8,365.70	8,616.67	40.42	41.71	43.03	44.38	45.77	47.19	48.66	
21	88,277.40	90,925.72	93,653.49	96,463.10	99,356.99	102,337.70	105,407.83	108,570.06	7,356.45	7,577.14	7,804.46	8,038.59	8,279.75	8,528.14	8,783.99	9,047.51	42.44	43.71	45.03	46.38	47.77	49.20	50.68	
22	92,691.27	95,472.01	98,336.17	101,288.35	104,324.84	107,454.58	110,678.22	113,998.57	7,724.27	7,956.00	8,194.68	8,440.52	8,693.74	8,954.55	9,223.19	9,499.88	44.56	45.90	47.28	48.70	50.16	51.66	53.21	
23	97,325.83	100,245.61	103,252.97	106,350.56	109,541.08	112,827.31	116,212.13	119,698.50	8,110.49	8,353.80	8,604.41	8,862.55	9,128.42	9,402.28	9,684.34	9,974.87	46.79	48.20	49.64	51.13	52.66	54.24	55.87	
24	102,192.12	105,257.89	108,415.62	111,668.09	115,018.13	118,468.68	122,022.74	125,683.42	8,516.01	8,771.49	9,034.64	9,305.67	9,584.84	9,872.39	10,168.56	10,473.62	49.13	50.60	52.12	53.69	55.30	56.96	58.67	
25	107,301.73	110,520.78	113,836.40	117,251.50	120,769.04	124,392.11	128,123.87	131,967.59	8,941.81	9,210.06	9,486.37	9,770.96	10,064.09	10,366.01	10,676.99	10,997.30	51.59	53.13	54.73	56.37	58.06	59.80	61.60	
26	112,666.81	116,046.82	119,528.22	123,114.07	126,807.49	130,612.72	134,530.07	138,565.97	9,388.90	9,670.57	9,960.69	10,259.51	10,567.29	10,884.21	11,210.84	11,547.16	54.17	55.79	57.47	59.19	60.97	62.79	64.68	
27	118,300.16	121,849.16	125,504.63	129,269.77	133,149.87	137,147.30	141,266.57	145,494.27	9,859.35	10,154.10	10,458.72	10,772.48	11,095.66	11,428.53	11,771.38	12,124.52	56.88	58.58	60.34	62.15	64.01	65.93	67.91	
28	124,215.16	127,941.62	131,779.87	135,733.26	139,805.26	143,999.42	148,319.40	152,768.98	10,351.26	10,661.80	10,981.66	11,311.11	11,650.44	11,999.95	12,359.95	12,730.75	59.72	61.51	63.36	65.26	67.21	69.23	71.31	
29	130,425.92	134,338.70	138,368.86	142,519.93	146,795.52	151,199.39	155,735.37	160,407.43	10,868.83	11,194.89	11,530.74	11,876.66	12,232.96	12,599.95	12,977.95	13,367.29	62.70	64.59	66.52	68.52	70.57	72.67	74.87	
30	136,947.22	141,055.63	145,287.30	149,645.52	154,135.30	158,759.36	163,522.14	168,427.80	11,412.27	11,754.64	12,107.64	12,470.49	12,844.61	13,229.95	13,626.84	14,035.65	65.84	67.82	69.85	71.95	74.10	76.33	78.62	
31	143,794.58	148,108.42	152,551.67	157,128.22	161,844.26	166,697.33	171,698.25	176,849.19	11,982.88	12,342.37	12,712.64	13,094.02	13,486.84	13,891.44	14,308.19	14,737.43	69.13	71.21	73.34	75.54	77.81	80.14	82.55	
32	150,984.31	155,513.84	160,179.25	164,984.63	169,934.19	175,032.19	180,283.16	185,691.65	12,582.03	12,959.49	13,347.72	13,748.72	14,161.18	14,586.02	15,023.60	15,474.30	72.59	74.77	77.01	79.32	81.70	84.15	86.67	
33	158,533.52	163,289.53	168,188.21	173,233.86	178,430.88	183,783.80	189,297.32	194,976.24	13,211.13	13,607.46	14,015.68	14,436.16	14,869.24	15,315.32	15,774.78	16,248.02	76.22	78.50	80.86	83.29	85.78	88.36	91.01	
34	166,460.20	171,454.00	176,597.62	181,895.55	187,352.42	192,972.99	198,762.18	204,725.05	13,871.68	14,287.83	14,716.47	15,157.96	15,612.70	16,081.08	16,563.52	17,060.42	80.03	82.43	84.90	87.45	90.07	92.78	95.56	
35	174,783.21	180,026.70	185,427.51	190,990.33	196,720.04	202,621.64	208,700.29	214,961.30	14,565.27	15,002.23	15,452.29	15,915.86	16,393.34	16,885.14	17,391.69	17,913.44	84.03	86.55	89.15	91.82	94.58	97.41	100.34	
36	183,523.37	189,028.04	194,698.88	200,539.85	206,559.04	212,752.72	219,135.31	225,709.36	15,293.53	15,752.34	16,224.91	16,711.65	17,213.00	17,729.39	18,261.28	18,809.11	88.23	90.88	93.61	96.41	99.28	102.23	105.35	
37	192,688.49	198,479.44	204,433.82	210,565.84	216,883.84	223,393.36	230,092.07	236,994.83	16,058.21	16,539.95	17,036.15	17,547.24	18,073.65	18,615.86	19,174.34	19,748.57	92.64	95.42	98.29	101.23	104.27	107.40	110.62	
38	202,333.41	208,403.41	214,655.52	221,095.18	227,728.04	234,559.88	241,596.67	248,844.57	16,861.12	17,366.95	17,887.96	18,424.60	18,977.34	19,546.66	20,133.06	20,737.05	97.28	100.19	103.20	106.30	109.48	112.77	116.15	
39	212,450.08	218,823.58	225,388.29	232,149.44	239,114.44	246,287.87	253,676.51	261,286.80	17,704.17	18,235.30	18,782.36	19,345.83	19,926.20	20,523.99	21,139.71	21,773.90	102.14	105.20	108.36	111.61	114.96	118.41	121.96	
40	223,072.59	229,764.76	236,657.71	243,757.44	251,070.14	258,602.27	266,360.33	274,351.14	18,589.38	19,147.06	19,721.48	20,313.12	20,922.51	21,550.19	22,196.69	22,862.60	107.25	110.46	113.78	117.19	120.71	124.33	12	

Attachment C - Salary Range Placement - AFSCME-MCEA

STATUS	JOB CODE	CURRENT CLASS TITLE	UNIT	OT	RECOMMENDED CLASS TITLE	UNIT	OT	PROPOSED RANGE
Current-Vacant	3601	Account Clerk I (MSS)	CLRCL	1 1/2 eligible	Account Clerk I (MSS)	CLRCL	1 1/2 eligible	2
Current-Vacant	3602	Account Clerk II (MSS)	CLRCL	1 1/2 eligible	Account Clerk II (MSS)	CLRCL	1 1/2 eligible	4
Current-Filled	3601	Account Clerk I	CLRCL	1 1/2 eligible	Accounting Assistant I	CLRCL	1 1/2 eligible	2
Current-Filled	3602	Account Clerk II	CLRCL	1 1/2 eligible	Accounting Assistant II	CLRCL	1 1/2 eligible	4
Current-Vacant	3349	Accounting Technician (MSS)	CLRCL	1 1/2 eligible	Accounting Technician (MSS)	CLRCL	1 1/2 eligible	6
Current-Filled	3349	Accounting Technician I	CLRCL	1 1/2 eligible	Accounting Technician I	CLRCL	1 1/2 eligible	6
Current-Filled	3354	Accounting Technician II	CLRCL	1 1/2 eligible	Accounting Technician II	CLRCL	1 1/2 eligible	9
New-Vacant	New		CLRCL	1 1/2 eligible	Administrative Assistant I	CLRCL	1 1/2 eligible	9
Current-Filled	3610	Administrative Assistant	CLRCL	1 1/2 eligible	Administrative Assistant II	CLRCL	1 1/2 eligible	12
Current-Vacant	3510	Agricultural and Standards Technician	TCHNL	1 1/2 eligible	Agricultural and Standards Technician	TCHNL	1 1/2 eligible	7
Current-Filled	3611	Assessment Clerk I	CLRCL	1 1/2 eligible	Assessment Assistant I	CLRCL	1 1/2 eligible	2
Current-Vacant	3612	Assessment Clerk II	CLRCL	1 1/2 eligible	Assessment Assistant II	CLRCL	1 1/2 eligible	4
Current-Filled	3613	Assessment Technician	CLRCL	1 1/2 eligible	Assessment Technician	CLRCL	1 1/2 eligible	7
Current-Filled	3688	Central Services Worker	TCHNL	1 1/2 eligible	Central Services Worker	TCHNL	1 1/2 eligible	2
Current-Filled	3693	Child Support Assistant I (MSS)	CLRCL	1 1/2 eligible	Child Support Assistant I (MSS)	CLRCL	1 1/2 eligible	1
Current-Filled	3694	Child Support Assistant II (MSS)	CLRCL	1 1/2 eligible	Child Support Assistant II(MSS)	CLRCL	1 1/2 eligible	3
Current-Filled	3695	Child Support Assistant III (MSS)	TCHNL	1 1/2 eligible	Child Support Assistant III (MSS)	TCHNL	1 1/2 eligible	5
Current-Filled	4640	Child Support Service Program Coordinator	TCHNL	1 1/2 eligible	Child Support Program Coordinator	TCHNL	1 1/2 eligible	13
Current-Filled	3344	Child Support Specialist I (MSS)	TCHNL	1 1/2 eligible	Child Support Specialist I (MSS)	TCHNL	1 1/2 eligible	6
Current-Filled	3345	Child Support Specialist II (MSS)	TCHNL	1 1/2 eligible	Child Support Specialist II (MSS)	TCHNL	1 1/2 eligible	9
Current-Filled	3339	Child Support Specialist III (MSS)	TCHNL	1 1/2 eligible	Child Support Specialist III (MSS)	TCHNL	1 1/2 eligible	11
Current-Filled	3535	Public Health Clinical Services Assistant	TCHNL	1 1/2 eligible	Clinical Services Assistant	TCHNL	1 1/2 eligible	7
Current-Filled	3417	Communicable Disease Investigator	TCHNL	1 1/2 eligible	Communicable Disease Investigator	TCHNL	1 1/2 eligible	9
Current-Filled	3528	Community Health and Wellness Assistant	TCHNL	1 1/2 eligible	Community Health and Wellness Assistant	TCHNL	1 1/2 eligible	7
New-Vacant	New		TCHNL	1 1/2 eligible	Library IT Technician I	TCHNL	1 1/2 eligible	9
New-Vacant	New		TCHNL	1 1/2 eligible	Library IT Technician II	TCHNL	1 1/2 eligible	12
Current-Vacant	4637	Deputy Clerk-Recorder I	CLRCL	1 1/2 eligible	Deputy Clerk-Recorder I	CLRCL	1 1/2 eligible	9
Current-Filled	4638	Deputy Clerk-Recorder II	CLRCL	1 1/2 eligible	Deputy Clerk-Recorder II	CLRCL	1 1/2 eligible	12
Current-Vacant	3382	Eligibility Worker I	TCHNL	1 1/2 eligible	Eligibility Worker I	TCHNL	1 1/2 eligible	5
Current-Filled	3341	Eligibility Worker I (MSS)	TCHNL	1 1/2 eligible	Eligibility Worker I (MSS)	TCHNL	1 1/2 eligible	5
Current-Vacant	3383	Eligibility Worker II	TCHNL	1 1/2 eligible	Eligibility Worker II	TCHNL	1 1/2 eligible	8
Current-Filled	3342	Eligibility Worker II (MSS)	TCHNL	1 1/2 eligible	Eligibility Worker II (MSS)	TCHNL	1 1/2 eligible	8
Current-Vacant	3384	Eligibility Worker III	TCHNL	1 1/2 eligible	Eligibility Worker III	TCHNL	1 1/2 eligible	10
Current-Filled	3343	Eligibility Worker III (MSS)	TCHNL	1 1/2 eligible	Eligibility Worker III (MSS)	TCHNL	1 1/2 eligible	10
Current-Vacant	3304	Engineering Aide	TCHNL	1 1/2 eligible	Engineering Aide	TCHNL	1 1/2 eligible	7
New-Vacant	New		TCHNL	1 1/2 eligible	Engineering Technician I	TCHNL	1 1/2 eligible	10
Current-Filled	3305	Engineering Technician	TCHNL	1 1/2 eligible	Engineering Technician II	TCHNL	1 1/2 eligible	13
Current-Vacant	3301	GIS Cadastral Drafting Technician I	TCHNL	1 1/2 eligible	GIS Technician I	TCHNL	1 1/2 eligible	11
Current-Vacant	3302	GIS Cadastral Drafting Technician II	TCHNL	1 1/2 eligible	GIS Technician II	TCHNL	1 1/2 eligible	14
Current-Vacant	3645	Human Resources Assistant I	CLRCL	1 1/2 eligible	Human Resources Assistant I	CLRCL	1 1/2 eligible	5
Current-Vacant	3646	Human Resources Assistant II	CLRCL	1 1/2 eligible	Human Resources Assistant II	CLRCL	1 1/2 eligible	8
Current-Vacant	3351	Human Resources Technician I	CLRCL	1 1/2 eligible	Human Resources Technician I	CLRCL	1 1/2 eligible	9
Current-Filled	3352	Human Resources Technician II	CLRCL	1 1/2 eligible	Human Resources Technician II	CLRCL	1 1/2 eligible	12
Current-Vacant	3380	Desktop Support Technician I	TCHNL	1 1/2 eligible	Information Technology Technician I	TCHNL	1 1/2 eligible	9
Current-Vacant	3381	Desktop Support Technician II	TCHNL	1 1/2 eligible	Information Technology Technician II	TCHNL	1 1/2 eligible	12

Attachment C - Salary Range Placement - AFSCME-MCEA

Current-Filled	3669	Legal Secretary I	CLRCL	1 1/2 eligible	Legal Secretary I	CLRCL	1 1/2 eligible	6
Current-Filled	3653	Legal Secretary II	CLRCL	1 1/2 eligible	Legal Secretary II	CLRCL	1 1/2 eligible	9
Current-Filled	3530	Library Assistant	CLRCL	1 1/2 eligible	Library Assistant I	CLRCL	1 1/2 eligible	2
Current-Filled	3530	Library Assistant	CLRCL	1 1/2 eligible	Library Assistant II	CLRCL	1 1/2 eligible	5
Current-Filled	3350	Library Technician	CLRCL	1 1/2 eligible	Library Technician	CLRCL	1 1/2 eligible	7
Current-Vacant	3504	Nutrition Assistant I	TCHNL	1 1/2 eligible	Nutrition Assistant I	TCHNL	1 1/2 eligible	3
Current-Filled	3505	Nutrition Assistant II	TCHNL	1 1/2 eligible	Nutrition Assistant II	TCHNL	1 1/2 eligible	6
Current-Filled	3684	Central Services Assistant	CLRCL	1 1/2 eligible	Office Assistant I	CLRCL	1 1/2 eligible	2
Current-Filled	3533	Office Assistant I	CLRCL	1 1/2 eligible	Office Assistant I	CLRCL	1 1/2 eligible	2
Current-Filled	3534	Office Assistant II	CLRCL	1 1/2 eligible	Office Assistant II	CLRCL	1 1/2 eligible	4
Current-Filled	3633	Office Assistant III (MSS)	CLRCL	1 1/2 eligible	Office Assistant III (MSS)	CLRCL	1 1/2 eligible	6
Current-Filled	3359	Mental Health Aide	TCHNL	1 1/2 eligible	Peer Support Specialist I	TCHNL	1 1/2 eligible	3
New-Vacant	New		TCHNL	1 1/2 eligible	Peer Support Specialist I	TCHNL	1 1/2 eligible	3
New-Vacant	New		TCHNL	1 1/2 eligible	Peer Support Specialist II	TCHNL	1 1/2 eligible	6
Current-Filled	4132	Permit Technician I	TCHNL	1 1/2 eligible	Permit Technician I	TCHNL	1 1/2 eligible	6
Current-Vacant	4133	Permit Technician II	TCHNL	1 1/2 eligible	Permit Technician II	TCHNL	1 1/2 eligible	9
Pending Deletion	3418	Permit Technician III	TCHNL	1 1/2 eligible	Permit Technician II	TCHNL	1 1/2 eligible	9
Current-Filled	3639	Personnel Assistant (MSS)	CLRCL	1 1/2 eligible	Personnel Assistant (MSS)	CLRCL	1 1/2 eligible	8
Current-Filled	3518	Planning Aide	TCHNL	1 1/2 eligible	Planning Aide	TCHNL	1 1/2 eligible	7
Current-Vacant	3306	Planning Technician	TCHNL	1 1/2 eligible	Planning Technician	TCHNL	1 1/2 eligible	10
Current-Filled	3636	Program Assistant I	CLRCL	1 1/2 eligible	Program Assistant I	CLRCL	1 1/2 eligible	5
Current-Filled	3637	Program Assistant II	CLRCL	1 1/2 eligible	Program Assistant II	CLRCL	1 1/2 eligible	8
Current-Filled	3385	Property Tax and Sales Assistant	CLRCL	1 1/2 eligible	Property Tax and Sales Assistant I	CLRCL	1 1/2 eligible	2
Current-Vacant	3386	Senior Property Tax and Sales Assistant	CLRCL	1 1/2 eligible	Property Tax and Sales Assistant II	CLRCL	1 1/2 eligible	5
Current-Filled	3640	Public Health Assistant	TCHNL	1 1/2 eligible	Public Health Assistant	TCHNL	1 1/2 eligible	5
Current-Filled	3529	Public Health Case Management Assistant	TCHNL	1 1/2 eligible	Public Health Case Management Assistant	TCHNL	1 1/2 eligible	7
Current-Filled	3502	Public Health Education Assistant	TCHNL	1 1/2 eligible	Public Health Education Assistant	TCHNL	1 1/2 eligible	9
Current-Filled	3330	Public Health Laboratory Technician	TCHNL	1 1/2 eligible	Public Health Laboratory Technician	TCHNL	1 1/2 eligible	5
Current-Vacant	3348	Revenue Services Officer	TCHNL	1 1/2 eligible	Revenue Services Officer	MDMG	Exempt-ML	15
Current-Filled	3685	Secretary I (MSS)	CLRCL	1 1/2 eligible	Secretary I (MSS)	CLRCL	1 1/2 eligible	6
Current-Filled	3353	Senior Accounting Technician	TCHNL	1 1/2 eligible	Senior Accounting Technician	TCHNL	1 1/2 eligible	11
Current-Filled	3726	Senior Deputy Clerk-Recorder	CLRCL	1 1/2 eligible	Senior Deputy Clerk-Recorder	CLRCL	1 1/2 eligible	14
Current-Filled	3323	Senior GIS Cadastral Drafting Technician	TCHNL	1 1/2 eligible	Senior GIS Technician	TCHNL	1 1/2 eligible	16
Current-Filled	3531	Library Branch Assistant	CLRCL	1 1/2 eligible	Senior Library Assistant	CLRCL	1 1/2 eligible	7
Current-Filled	3357	Senior Nutrition Assistant	TCHNL	1 1/2 eligible	Senior Nutrition Assistant	TCHNL	1 1/2 eligible	8
Current-Filled	3513	Senior Permit Technician	TCHNL	1 1/2 eligible	Senior Permit Technician	TCHNL	1 1/2 eligible	11
Current-Filled	3654	Senior Program Assistant	TCHNL	1 1/2 eligible	Senior Program Assistant	TCHNL	1 1/2 eligible	10
Current-Filled	3537	Social Service Aide	CLRCL	1 1/2 eligible	Social Service Aide	CLRCL	1 1/2 eligible	4
Current-Filled	3503	Therapy Assistant	TCHNL	1 1/2 eligible	Therapy Assistant	TCHNL	1 1/2 eligible	2
Current-Filled	3538	Veteran's Service Assistant	CLRCL	1 1/2 eligible	Veterans Service Assistant	CLRCL	1 1/2 eligible	5
New-Vacant	New		TCHNL	1 1/2 eligible	Veterans Service Representative I	TCHNL	1 1/2 eligible	6
Current-Filled	3420	Veterans Service Representative	TCHNL	1 1/2 eligible	Veterans Service Representative II	TCHNL	1 1/2 eligible	9
Current-Filled	3520	Vocational Assistant (MSS)	TCHNL	1 1/2 eligible	Vocational Assistant (MSS)	TCHNL	1 1/2 eligible	5
Current-Filled	3522	Vocational Assistant-Driver	TCHNL	1 1/2 eligible	Vocational Assistant-Driver	TCHNL	1 1/2 eligible	5
Current-Vacant	3521	Vocational Trainee (MSS)	TCHNL	1 1/2 eligible	Vocational Trainee (MSS)	TCHNL	1 1/2 eligible	2
Pending Deletion	3603	Account Clerk III (MSS)	CLRCL	1 1/2 eligible		CLRCL	1 1/2 eligible	

Attachment C - Salary Range Placement - AFSCME-MCEA

Pending Deletion	3430	District Attorney Administrative Specialist	CLRCL	1 1/2 eligible		CLRCL	1 1/2 eligible	
Pending Deletion	4601	Medical Secretary I	CLRCL	1 1/2 eligible		CLRCL	1 1/2 eligible	
Pending Deletion	4602	Medical Secretary II	CLRCL	1 1/2 eligible		CLRCL	1 1/2 eligible	
Pending Deletion	3678	Program Secretary (MSS)	CLRCL	1 1/2 eligible		CLRCL	1 1/2 eligible	
Pending Deletion	3606	Senior Account Clerk	CLRCL	1 1/2 eligible		CLRCL	1 1/2 eligible	
Pending Deletion	3663	Sheriffs Office Assistant I	CLRCL	1 1/2 eligible		CLRCL	1 1/2 eligible	
Pending Deletion	3662	Sheriffs Office Assistant II	CLRCL	1 1/2 eligible		CLRCL	1 1/2 eligible	
Pending Deletion	3212	Buyer I	TCHNL	1 1/2 eligible		TCHNL	1 1/2 eligible	
Pending Deletion	3211	Buyer II	TCHNL	1 1/2 eligible		TCHNL	1 1/2 eligible	
Pending Deletion	3177	Child Support Special Programs Coordinator (MSS)	TCHNL	1 1/2 eligible		TCHNL	1 1/2 eligible	
Pending Deletion	3363	Collector	TCHNL	1 1/2 eligible		TCHNL	1 1/2 eligible	
Pending Deletion	3347	Revenue Services Technician	TCHNL	1 1/2 eligible		TCHNL	1 1/2 eligible	
Pending Deletion	3532	Senior Library Branch Assistant	TCHNL	1 1/2 eligible		TCHNL	1 1/2 eligible	
Pending Deletion	3664	Senior Sheriffs Office Assistant	TCHNL	1 1/2 eligible		TCHNL	1 1/2 eligible	
Pending Deletion	3332	X-Ray Technician	TCHNL	1 1/2 eligible		TCHNL	1 1/2 eligible	

AFSCME-MCEA - Attachment 'E' - Y-Rating

Department	ID	First Name	Last Name	Job	Position Title	Unit	Range	Step	Monthly	New Title based on Job Code	New Range	Closest Step	Closest Monthly	% Change
CSSVC	7810	Leticia	Gutierrez	3694	Child Support Assistant II MSS	CLRCL	166	E	\$ 3,800.90	Child Support Assistant II	3	Step 8	\$ 3,759.43	-1.09%
CSSVC	16056	Juana	Perez	3694	Child Support Assistant II MSS	CLRCL	166	E	\$ 3,800.90	Child Support Assistant II	3	Step 8	\$ 3,759.43	-1.09%
CSSVC	2553	Shannon	Bonas	3695	Child Support Assistant III MSS	TCHNL	186	E	\$ 4,199.60	Child Support Assistant III	5	Step 8	\$ 4,144.77	-1.31%
CSSVC	16339	Amelia	Plascencia	3695	Child Support Assistant III MSS	TCHNL	186	E	\$ 4,199.60	Child Support Assistant III	5	Step 8	\$ 4,144.77	-1.31%
HELTH	32078	Phylisha	Chaidez	3528	Community Health and Wellness Assistant	TCHNL	221	E	\$ 5,000.58	Community Health and Wellness Assistant	7	Step 8	\$ 4,569.60	-8.62%
HELTH	32057	Viviana	Valdez	3528	Community Health and Wellness Assistant	TCHNL	221	E	\$ 5,000.58	Community Health and Wellness Assistant	7	Step 8	\$ 4,569.60	-8.62%
HELTH	32447	Cathy	Castillo	3535	Public Health Clinical Services Assistant	TCHNL	222	E	\$ 5,025.58	Clinical Services Assistant	7	Step 8	\$ 4,569.60	-9.07%
HELTH	32385	Nelida	Hernandez	3535	Public Health Clinical Services Assistant	TCHNL	222	E	\$ 5,025.58	Clinical Services Assistant	7	Step 8	\$ 4,569.60	-9.07%
HELTH	32231	Gladis	Luna	3535	Public Health Clinical Services Assistant	TCHNL	222	D	\$ 4,786.27	Clinical Services Assistant	7	Step 8	\$ 4,569.60	-4.53%
HELTH	13549	Alejandra	Molina	3535	Public Health Clinical Services Assistant	TCHNL	222	E	\$ 5,025.58	Clinical Services Assistant	7	Step 8	\$ 4,569.60	-9.07%
HELTH	32161	Matthew	Aguliar	3330	Public Health Laboratory Technician	TCHNL	223	E	\$ 5,050.71	Public Health Laboratory Technician	5	Step 8	\$ 4,144.77	-17.94%
HELTH	15620	Eric	Orum	3330	Public Health Laboratory Technician	TCHNL	223	E	\$ 5,050.71	Public Health Laboratory Technician	5	Step 8	\$ 4,144.77	-17.94%
CEDBF	5677	Daria	Erwin	3513	Senior Permit Technician	TCHNL	251	E	\$ 5,807.67	Senior Permit Technician	11	Step 8	\$ 5,554.38	-4.36%
HELTH	18356	Claudia	Morales-Bray	3503	Therapy Assistant	TCHNL	156	E	\$ 3,615.98	Therapy Assistant	2	Step 8	\$ 3,580.41	-0.98%



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AGENDA ITEM SUBMITTAL

September 3, 2024

Chairman Robert L. Poythress

DEPARTMENT Department of Human Resources		DEPARTMENT CONTACT Sabrina Mendez 559-675-7705		AGENDA ITEM DISCUSSION ITEMS:	
SUBJECT: Classification and Compensation Study Implementation - Clerical/Technical Sideletter		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 11002	DATE REC'D	
STRATEGIC FOCUS AREA(S): Employees					
<u>For Clerk of the Board's Office Use Only</u>					
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:

Discussion and consideration to adopt the Sideletter of Agreement with the Clerical and Technical bargaining units regarding implementation of negotiated items related to the Classification and Compensation Study, effective August 21, 2024.

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 is a Sideletter of agreement representing the successful outcome of discussions with the Clerical and Technical bargaining units.



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, District 4
, District 5

Fiscal Impact:

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

ATTACHMENTS

1. AFSME-MCEA (Clerical-Technical) - Class and Comp Sideletter Proposal