

**SIDELETTER OF AGREEMENT  
BY AND BETWEEN THE  
THE COUNTY OF MADERA  
AND THE  
PEACE OFFICER MANAGEMENT ASSOCIATION  
(Peace Officer Management Unit)**

The County of Madera and the Peace Officer Management Unit have met and conferred and agree to amend as set forth herein, and incorporate the following into, Article 5.7 (A) of the Memorandum of Understanding dated July 1, 2021 – June 30, 2024:

1. **Article 5.7 (A) – Vacation Accrual:** The Employer agrees to maintain the current vacation accrual as ~~set forth in Madera County Code Section 2.60.580~~ follows:

<u>Years of Service</u>	<u>Accrual Rate</u>
<u>0 - 1</u>	<u>6.67 hours per month</u>
<u>1 - 2 ½</u>	<u>8 hours per month</u>
<u>2 ½ - 5 ½</u>	<u>10 hours per month</u>
<u>5 ½ -10</u>	<u>12 hours per month</u>
<u>10+</u>	<u>14 hours per month</u>

Accruals are credited at the end of the month in which they are earned, and the hours are available for the employee's use in the following month subject to departmental procedures for requesting time off.

2. Effective the month the Board of Supervisors approves this sideletter, new employees to the County service who are in the bargaining unit shall accrue 6.67 hours of vacation per month until completion of one (1) year of service. Current employees in the bargaining unit who are on probation and have been employed by the County for twelve (12) months or less shall be retroactively credited 6.67 hours of vacation for each month the employee has been employed with the County up to the month before the Board of Supervisors approves this sideletter, and thereafter shall accrue 6.67 hours of vacation per month until completion of one (1) year of service. Consistent with current and past practice, part-time employees shall be credited and/or accrue vacation hours pursuant to this subsection on a pro rata basis.

The vacation hours credited pursuant to this sideletter will be in lieu of employees receiving ten (10) working days' credit for vacation following the completion of twelve (12) calendar months of continuous full-time service as outlined in Madera County Code Section 2.60.580.

3. Employees in the bargaining unit who leave County employment shall be paid out all accrued unused vacation hours based on the accrual rates provided in this Article 5.7 (A).
4. All provisions of the Memorandum of Understanding not modified by this agreement shall remain in effect.

Agreed this 17th day of November, 2022.

COUNTY OF MADERA:

*Susan Carter*

Susan Carter, Chief County Negotiator

*Roman Noriega*

Roman Noriega (Nov 29, 2022 14:43 PST)

Roman Noriega, Co-Negotiator

PEACE OFFICER MANAGEMENT  
ASSOCIATION:

*Zack Zamudio*

Zack Zamudio (Nov 29, 2022 14:41 PST)

Zack Zamudio, President

*Timothy K. Talbot*

Timothy K. Talbot (Nov 28, 2022 18:14 PST)

Timothy Talbot, Business Representative