



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
200 WEST 4TH STREET / MADERA, CALIFORNIA 93637
(559) 675-7700 / FAX (559) 673-3302 / TDD (559) 675-8970
Agendas available: www.MaderaCounty.com

Members of the Board

Tom Wheeler
Brett Frazier
David Rogers
Robert L. Poythress
Leticia Gonzalez

The Board of Supervisors

December 20, 2022
Chairman Tom Wheeler

DEPARTMENT HUMAN RESOURCES DEPARTMENT	DEPARTMENT CONTACT Susan Carter 559.675.7705	AGENDA ITEM i DISCUSSION ITEMS
SUBJECT: Adopt Salary and Fringe Benefit Schedules Resolution	REQUIRED VOTE: 3/5 Vote Required	DOC. ID NUMBER 22-1085
STRATEGIC FOCUS AREA(S): Employees		
CLERK NOTES: {{motions.text}}		
For Clerk of the Board's Office Use Only		
RESULT: {{voting.status}} [{{voting.for_count}}] TO [{{voting.against_count}}] MOVER: {{motions.mover format="[[firstname]] [[lastname]], [[title]]"}} SECONDER: {{motions.seconder format="[[firstname]] [[lastname]], [[title]]"}} AYES: {{voting.for_names format="[[lastname]]"}}		
Is this item Budgeted? Yes Will this item require additional personnel? No Previous Relevant Board Actions: N/A PowerPoint Presentation? No Supporting Documents: N/A		DOCUMENT NO(S).

RECOMMENDED ACTIONS:

Salary and Fringe Benefit Schedule.

1. Discussion and consideration to adopt a Resolution for the Salary and Fringe Benefit Schedules for Elected, Classified and Unclassified Service.
2. Discussion and consideration to adopt the Salary Tables for the Clerical, Technical, and Service Units due to an increase in the California Federal Minimum Wage to \$15.50 per hour effective, January 1, 2023.

DISCUSSION / FISCAL IMPACT / STRATEGIC FOCUS:

The Salary and Fringe Benefit Schedules Resolution (Resolution) is a comprehensive document that represents salaries and fringe benefits previously negotiated and authorized by the Board of Supervisors (Board). The Resolution applies to Elected Officers and Employees who are designated as unrepresented (including Department Heads) and who are not covered by a Memorandum of Understanding (MOU). The salaries and fringe benefits negotiated for employees that are represented by a bargaining unit are covered in their respective MOU.



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Changes reflected in the Resolution since it was last adopted on January 6, 2021, and subsequently amended on December 14, 2021, are as follows:

1. Reformatting of the Salary and Fringe Benefit Resolution to ensure compliance with the Americans with Disabilities Act accessibility standards.
2. Include pay provisions, hours of work, overtime, health and welfare, and retirement sections.
3. Include overpayment/underpayment subsection to codify current and past practice.
4. Include an increase in uniform allowance for the classification of Correctional Captain to \$75 per month.
5. Include 2.5% monthly incentive pay for the classification of Assistant District Attorney for the classification's designation as a hard-to-recruit position. The monthly incentive shall be reviewed at the conclusion of the 2022-2023 Classification and Compensation Study for determination of its continuation.
6. Include 3.5% Criminal Law Specialist monthly incentive pay for the classification of Assistant District Attorney classification.
7. Include table outlining vacation accrual rates for ease of review and clarity. Added accrual rate of 6.67 vacation hours per month for employees with 0-1 years of service as negotiated during successor contract negotiations with bargaining units, and also extended to unrepresented employees, pursuant to the Board's action today, December 20, 2022.
8. Amend the County's Classification Plan by adding the classifications of Animal Care Specialist, Animal Services Coordinator, Assistant Chief Probation Officer, Youth Correctional Lieutenant, and Correctional Captain as a result of the Peace Officer and Related Classification and Compensation Study pursuant to the Board's actions on September 13, 2022.
9. Amend the County's Classification Plan by adding the classification of Senior Epidemiologist pursuant to your Board's action on October 11, 2022.
10. Amend the County's Classification Plan by adding the classifications of Correctional Captain (POST), Correctional Corporal (POST), Correctional Deputy, Correctional Lieutenant (POST), and Correctional Sergeant (POST) pursuant to your Board's action today, December 20, 2022.
11. Update the hourly rate for the following Unclassified positions of Reserve Deputy, Sheriff to \$30.36 per hour, Seasonal Boat Patrol Deputy to \$24.00 per hour, Sheriff's Cadet I to \$18.00 per hour and Sheriff's Cadet II to \$24.00 per hour pursuant to the Board's action on October 11, 2022.
12. Update the hourly rate for the following Unclassified positions of Paid Call Firefighter to \$18.00 per hour base pay and for Paid Call Driver Operator to \$21.00 per hour base pay pursuant to the Board's action on October 18, 2022.
13. Update the hourly rate for the following Unclassified positions as a result of the California Minimum wage increase to \$15.50 effective January 1, 2023, for Labor to \$15.51 - \$18.86 per hour (Range 127, UB2 0120), Library Page to \$15.50 per hour, and Student Assistant-High School Level to \$15.51 - \$18.86 per hour (Range 127, UB2 0120) pursuant to the Board's action today, December 20, 2022.



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14. Update the County's Classification Plan to include updated and new classifications that resulted from the Peace Officer and Related Classification and Compensation Study pursuant to the Board's actions on August 16, 2022; September 13, 2022; and October 11, 2022:

- Animal Services Assistant
- Animal Services Officer (previously Animal Services Officer I)
- Senior Animal Services Officer (previously Animal Services Officer II)
- Assistant Sheriff
- Sheriff's Civil Unit Manager (previously Chief Civil Deputy Sheriff)
- Chief of District Attorney Investigations (previously Chief District Attorney Criminal Investigator)
- Public Safety Dispatcher (combined previous classifications of Communications Dispatcher I/II)
- Senior Public Safety Dispatcher (previously Communications Dispatcher III)
- Correctional Corporal
- Correctional Officer I/II
- Correctional Sergeant
- Supervising Deputy Probation Officer (previously Deputy Probation Officer Supervisor)
- Deputy Sheriff I (previously Deputy Sheriff – Basic P.O.S.T.)
- Deputy Sheriff II (previously Deputy Sheriff – Intermediate P.O.S.T.)
- District Attorney Investigator (previously District Attorney Criminal Investigator)
- Youth Correctional Sergeant (previously Juvenile Detention Officer Supervisor)
- Senior District Attorney Investigator (previously Senior District Attorney Criminal Investigator)
- Sheriff's Commander
- Sheriff's Corporal
- Sheriff's Lieutenant
- Sheriff's Sergeant
- Supervising District Attorney Investigator (previously Supervising District Attorney Criminal Investigator)
- Undersheriff
- Code Enforcement Officer I
- Code Enforcement Officer II (combined previous classifications of Code Enforcement Officer II/III)
- Community Service Officer
- Correctional Lieutenant
- Public Safety Records Specialist (combined previous classifications of Correctional Records Specialist I/II and Sheriff's Civil Specialist)
- Deputy Chief Probation Officer
- Deputy Coroner
- Deputy Probation Officer I
- Deputy Probation Officer II (combined previous classifications of Deputy Probation Officer II/III)
- Crime Scene Specialist (previously Identification Specialist)
- Crime Scene Technician (previously Identification Technician)



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- Criminal Analyst I (previously Investigative Assistant)
- Youth Correctional Officer I (previously Juvenile Detention Officer I)
- Youth Correctional Officer II (previously Juvenile Detention Officer II)
- Youth Correctional Corporal (previously Juvenile Detention Officer III)
- Probation Specialist (previously Probation Program Specialist)
- Probation Technician (combined previous classifications of Probation Technician I/II)
- Property and Evidence Technician
- Senior Deputy Coroner
- Senior Deputy Probation Officer
- Sheriff's Administrative Services Manager
- Sheriff's Office Public Information Officer (previously Sheriff's Department Public Information Officer)
- Animal Services Supervisor (previously Supervising Animal Services Officer)
- Supervising Code Enforcement Officer
- Supervising Public Safety Dispatcher (previously Supervising Communications Dispatcher)
- Victim Services Specialist
- Chief Probation Officer (previously County Probation Officer)
- Director of Animal Services

15. Update the hourly, monthly, and annual rates for the 'A' step of the salary ranges for the following classifications in compliance with the California Minimum wage of \$15.50 per hour, effective January 1, 2023:

- Assessment Clerk I
- Central Services Assistant
- Central Services Worker
- Grounds/Flood Control Maintenance Worker I
- Human Resources Assistant I
- Mental Health Aide
- Office Assistant I
- Parts Assistant I
- Vocational Assistant (MSS)
- Vocational Trainee (MSS)

FISCAL IMPACT:

The fiscal impact associated with the recommended action has been reviewed and approved by County Administration.

ATTACHMENTS

1. Exhibit "1", Salary and Fringe Benefit Schedules Resolution
2. Clerical (CB2 0123) Salary Table
3. Service (SB2 0123) Salary Table
4. Technical (TB2 0123) Salary Table