

**SIDE LETTER AGREEMENT
BETWEEN THE CITY OF MADERA AND
THE LAW ENFORCEMENT MID MANAGEMENT GROUP**

Authorized Representatives of the City of Madera and the Law Enforcement Mid Management Group have conferred and do hereby agree to the changes to the noted Memorandums of Understanding (MOUs) between the Parties as set forth in this Side Letter Agreement.

Section 1. Article 5 titled “Salaries and Benefits” of the MOU effective July 1, 2015 to June 30, 2018, is amended by adding the following paragraph after paragraph four under Article 5:

Effective January 1, 2018, the ‘Y’ step pay for non-sworn employees as described in the preceding paragraph will no longer apply. For non-sworn employees, effective January 1, 2018, for Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After a non-sworn employee has been at F-step of their salary range for one year (on their anniversary date), the non-sworn employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded to non-sworn employees upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%. The Salary Schedule for Law Enforcement Mid Management Employees labeled as Exhibit A to this Side Letter Agreement will apply.

Section 2. Article 5 titled “Salaries and Benefits” of the MOU effective September 5, 2018 to June 30, 2019, is amended by replacing the third paragraph under Article 5 with the following paragraph:

For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City’s Personnel Rules and Regulations. After a non-sworn employee has been at F-step of their salary range for one year (on their anniversary date), the non-sworn employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded to non-sworn employees upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%.

As no change to base salary was provided in this MOU, the Salary Schedule for Law Enforcement Mid Management Employees labeled as Exhibit A to this Side Letter Agreement is still the applicable salary schedule.

Section 3. Article 5 titled “Salaries and Benefits” of the MOU effective April 1, 2020 to June 30, 2021, is amended by replacing the second paragraph under Article 5 with the following paragraph:

For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City's Personnel Rules and Regulations. After a non-sworn employee has been at F-step of their salary range for one year (on their anniversary date), the non-sworn employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded to non-sworn employees upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%. The Salary Schedule for Law Enforcement Mid Management Employees labeled as Exhibit B to this Side Letter Agreement will apply.

Section 4. Article 5 titled "Salaries and Benefits" of the MOU effective July 1, 2021 to June 30, 2025 is amended by replacing the seventh paragraph under Article 5 with the following paragraph:

For Steps A through F, employees are eligible to be considered for a merit increase each year on their merit anniversary date as defined by the City's Personnel Rules and Regulations. After a non-sworn employee has been at F-step of their salary range for one year (on their anniversary date), the non-sworn employee is eligible for a 2.5% step increase (F + 2.5%), upon recommendation of the supervisor. Additional 2.5% step increases will be awarded to non-sworn employees upon recommendation of the supervisor in 5-year increments thereafter, not to exceed F + 10%. The Salary Schedule for Law Enforcement Mid Management Employees labeled as Exhibit C to this Side Letter Agreement will apply.

Section 5. Exhibits A through C to this Side Letter Agreement represent the revised salary schedules for Law Enforcement Mid Management Employees to effectuate the changes contemplated herein.

This Side Letter Agreement is effective upon adoption and shall remain in full force and effect until a successor Memorandum of Understanding between the City of Madera and the Law Enforcement Mid Management Group addressing the subject matter of this Side Letter is fully executed by both parties.



Brian Esteves, President

11/10/2021

Date



Arnoldo Rodriguez, City Manager

11.19.21

Date

Exhibit A

Law Enforcement Mid Management Group
Bi-Weekly Salary Schedule Effective January 1, 2018

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Executive Secretary to the Chief of Police	330	\$1,703.48	\$1,788.68	\$1,877.79	\$1,971.81	\$2,070.22	\$2,174.03	\$2,228.38	\$2,282.73	\$2,337.08	\$2,391.43
Police Auxiliary Services Supervisor	350	\$1,882.20	\$1,976.21	\$2,075.12	\$2,178.44	\$2,287.63	\$2,401.71	\$2,461.75	\$2,521.80	\$2,581.84	\$2,641.88
Police Commander	504	\$4,056.72	\$4,259.92	\$4,472.92	\$4,696.20	\$4,931.23	\$5,177.52				
Police Lieutenant	487	\$3,727.19	\$3,913.25	\$4,109.11	\$4,314.76	\$4,530.21	\$4,756.91				
Police Office Supervisor	350	\$1,882.20	\$1,976.21	\$2,075.12	\$2,178.44	\$2,287.63	\$2,401.71	\$2,461.75	\$2,521.80	\$2,581.84	\$2,641.88

**Mid Management Employee Group
Bi-Weekly Salary Schedule Effective April 11, 2020**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Executive Secretary to the Chief of Police	330	\$1,703.48	\$1,788.68	\$1,877.79	\$1,971.81	\$2,070.22	\$2,174.03	\$2,228.38	\$2,282.73	\$2,337.08	\$2,391.43
Police Auxiliary Services Supervisor	350	\$1,919.84	\$2,015.74	\$2,116.62	\$2,222.00	\$2,333.38	\$2,449.75	\$2,510.99	\$2,572.24	\$2,633.48	\$2,694.73
Police Commander	504	\$4,137.85	\$4,345.12	\$4,562.38	\$4,790.12	\$5,029.85	\$5,281.07				
Police Lieutenant	487	\$3,801.73	\$3,991.52	\$4,191.29	\$4,401.06	\$4,620.81	\$4,852.05				
Police Office Supervisor	350	\$1,919.84	\$2,015.74	\$2,116.62	\$2,222.00	\$2,333.38	\$2,449.75	\$2,510.99	\$2,572.24	\$2,633.48	\$2,694.73

**Law Enforcement Mid Management Group
Bi-Weekly Salary Schedules Effective June 29, 2021 through June 30, 2025**

Job Title	Range	Bi-Weekly Pay Rate									
		A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Effective 6/29/2021											
Executive Secretary to the Chief of Police	330	\$1,772.30	\$1,860.94	\$1,953.66	\$2,051.47	\$2,153.86	\$2,261.86	\$2,318.41	\$2,374.95	\$2,431.50	\$2,488.05
Police Auxiliary Services Supervisor	350	\$1,958.24	\$2,056.05	\$2,158.96	\$2,266.44	\$2,380.05	\$2,498.74	\$2,561.21	\$2,623.68	\$2,686.15	\$2,748.61
Police Commander	504	\$4,220.61	\$4,432.02	\$4,653.62	\$4,885.92	\$5,130.45	\$5,386.69				
Police Lieutenant	487	\$3,877.76	\$4,071.35	\$4,275.12	\$4,489.08	\$4,713.23	\$4,949.09				
Police Office Supervisor	350	\$1,958.24	\$2,056.05	\$2,158.96	\$2,266.44	\$2,380.05	\$2,498.74	\$2,561.21	\$2,623.68	\$2,686.15	\$2,748.61
Effective 6/18/2022											
Executive Secretary to the Chief of Police	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10	\$2,364.78	\$2,422.46	\$2,480.13	\$2,537.81
Police Auxiliary Services Supervisor	350	\$1,997.41	\$2,097.17	\$2,202.13	\$2,311.77	\$2,427.65	\$2,548.72	\$2,612.44	\$2,676.16	\$2,739.87	\$2,803.59
Police Commander	504	\$4,305.02	\$4,520.66	\$4,746.70	\$4,983.64	\$5,233.06	\$5,494.42				
Police Lieutenant	487	\$3,955.32	\$4,152.77	\$4,360.62	\$4,578.86	\$4,807.49	\$5,048.07				
Police Office Supervisor	350	\$1,997.41	\$2,097.17	\$2,202.13	\$2,311.77	\$2,427.65	\$2,548.72	\$2,612.44	\$2,676.16	\$2,739.87	\$2,803.59
Effective 6/17/2023											
Executive Secretary to the Chief of Police	330	\$1,843.90	\$1,936.12	\$2,032.58	\$2,134.35	\$2,240.88	\$2,353.24	\$2,412.07	\$2,470.90	\$2,529.73	\$2,588.56
Police Auxiliary Services Supervisor	350	\$2,037.35	\$2,139.12	\$2,246.18	\$2,358.01	\$2,476.20	\$2,599.69	\$2,664.68	\$2,729.67	\$2,794.67	\$2,859.66
Police Commander	504	\$4,391.12	\$4,611.08	\$4,841.63	\$5,083.31	\$5,337.72	\$5,604.31				
Police Lieutenant	487	\$4,034.43	\$4,235.83	\$4,447.83	\$4,670.44	\$4,903.64	\$5,149.03				
Police Office Supervisor	350	\$2,037.35	\$2,139.12	\$2,246.18	\$2,358.01	\$2,476.20	\$2,599.69	\$2,664.68	\$2,729.67	\$2,794.67	\$2,859.66
Effective 6/15/2024											
Executive Secretary to the Chief of Police	330	\$1,880.78	\$1,974.84	\$2,073.24	\$2,177.03	\$2,285.69	\$2,400.30	\$2,460.31	\$2,520.32	\$2,580.32	\$2,640.33
Police Auxiliary Services Supervisor	350	\$2,078.10	\$2,181.90	\$2,291.10	\$2,405.17	\$2,525.73	\$2,651.69	\$2,717.98	\$2,784.27	\$2,850.57	\$2,916.86
Police Commander	504	\$4,478.94	\$4,703.30	\$4,938.46	\$5,184.98	\$5,444.47	\$5,716.40				
Police Lieutenant	487	\$4,115.12	\$4,320.55	\$4,536.79	\$4,763.85	\$5,001.71	\$5,252.02				
Police Office Supervisor	350	\$2,078.10	\$2,181.90	\$2,291.10	\$2,405.17	\$2,525.73	\$2,651.69	\$2,717.98	\$2,784.27	\$2,850.57	\$2,916.86