

**SIDE LETTER AGREEMENT #2
BETWEEN THE CITY OF MADERA AND
THE LAW ENFORCEMENT MID MANAGEMENT GROUP**

The parties have conferred, and do hereby agree to the following changes to the Memorandum of Understanding (MOU) between the City of Madera and the Law Enforcement Mid Management Group dated July 1, 2021, to June 30, 2025, and Side Letter Agreement adopted November 17, 2021:

Section 1. Article 5 - Salaries and Benefits is amended to read as follows:

Effective the first paycheck on or after July 1, 2021, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the first paycheck on or after July 1, 2022, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the pay period beginning 12/31/2022, with pay date 1/20/2023, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the pay period beginning 6/17/2023, with pay date 7/7/2023, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the pay period beginning 12/30/2023, with pay date 1/19/2024, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the pay period beginning 6/15/2024, with pay date 7/5/2024, employees represented by this unit and employed with the City will receive a 2% base wage increase.

Effective the pay period beginning 12/28/2024, with pay date 1/17/2025, employees represented by this unit and employed with the City will receive a 2% base wage increase.

The salary schedule attached as Exhibit A to this Side Letter Agreement reflects the salary plan that will be effective upon implementation of the 2% base wage increase on each effective date noted above.

In addition to the percent-based wage increases noted above, employees represented by this unit and employed with the City at the time of paycheck issuance will receive lump sum \$1,500 payments to be paid on the first regular paycheck of July 2021, July 2022, July 2023, and July 2024, subject to applicable taxes and deductions. The parties agree that this one-time payment does not meet the definition of compensation earnable nor does it qualify as any applicable special compensation for CalPERS reporting purposes. The City will issue this payment as a separate check from normal wages.


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%.

A regular work week shall consist of 40 hours. These hours shall be scheduled by the City but shall not violate applicable State of California Labor Codes or existing Personnel Rules and Regulations. Employees in this unit may work a 4/10 schedule upon recommendation of the Chief of Police and approval of the City Administrator. Employees approved to work a 4/10 schedule will work a set 4-day work week; the day off pattern will not fluctuate unless a new 4/10 schedule is requested and approved.


All positions in the Law Enforcement Mid-Management Bargaining Unit are exempt from Overtime under either the 'Executive,' 'Professional,' or 'Administrative' exemption under the Fair Labor Standards Act (FLSA). In recognition of the fact that overtime is an expected and normal part of the duties of these classes, without the benefit of overtime pay or compensatory time off, five days (40 Hours) of Administrative Leave will be credited on the books at the beginning of a fiscal year. This leave may not be carried over or cashed out and shall be taken under the same conditions as vacation leave. It is recognized that such time is not intended to provide an hour for hour or greater leave for actual hours worked, over those scheduled.

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.



Josiah Arnold, President

11-8-22
Date



Arnoldo Rodriguez, City Manager

11/17/22
Date

LEMM Side Letter #2
Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate									
			A	B	C	D	E	F	F + 2.5%	F + 5%	F + 7.5%	F + 10%
Effective 6/18/2022 (current)												
Executive Secretary to the Chief of Police	LEMM	330	\$1,807.75	\$1,898.16	\$1,992.73	\$2,092.50	\$2,196.94	\$2,307.10	\$2,364.77	\$2,422.45	\$2,480.13	\$2,537.81
Police Auxiliary Services Supervisor	LEMM	350	\$1,997.41	\$2,097.17	\$2,202.13	\$2,311.77	\$2,427.65	\$2,548.72	\$2,612.44	\$2,676.15	\$2,739.87	\$2,803.59
Police Commander	LEMM	504	\$4,305.02	\$4,520.66	\$4,746.70	\$4,983.64	\$5,233.06	\$5,494.42				
Police Lieutenant	LEMM	487	\$3,955.32	\$4,152.77	\$4,360.62	\$4,578.86	\$4,807.49	\$5,048.07				
Police Office Supervisor	LEMM	350	\$1,997.41	\$2,097.17	\$2,202.13	\$2,311.77	\$2,427.65	\$2,548.72	\$2,612.44	\$2,676.15	\$2,739.87	\$2,803.59
Effective 12/31/2022												
Executive Secretary to the Chief of Police	LEMM	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	LEMM	350	\$2,037.35	\$2,139.12	\$2,246.18	\$2,358.01	\$2,476.20	\$2,599.69	\$2,664.69	\$2,729.68	\$2,794.67	\$2,859.66
Police Commander	LEMM	504	\$4,391.12	\$4,611.08	\$4,841.63	\$5,083.31	\$5,337.72	\$5,604.31				
Police Lieutenant	LEMM	487	\$4,034.43	\$4,235.83	\$4,447.83	\$4,670.44	\$4,903.64	\$5,149.03				
Police Office Supervisor	LEMM	350	\$2,037.35	\$2,139.12	\$2,246.18	\$2,358.01	\$2,476.20	\$2,599.69	\$2,664.69	\$2,729.68	\$2,794.67	\$2,859.66
Effective 6/17/2023												
Executive Secretary to the Chief of Police	LEMM	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	\$2,580.33	\$2,640.33
Police Auxiliary Services Supervisor	LEMM	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	\$2,850.56	\$2,916.86
Police Commander	LEMM	504	\$4,478.94	\$4,703.30	\$4,938.46	\$5,184.98	\$5,444.47	\$5,716.40				
Police Lieutenant	LEMM	487	\$4,115.12	\$4,320.55	\$4,536.79	\$4,763.85	\$5,001.71	\$5,252.02				
Police Office Supervisor	LEMM	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	\$2,850.56	\$2,916.86
Effective 12/30/2023												
Executive Secretary to the Chief of Police	LEMM	330	\$1,918.39	\$2,014.34	\$2,114.70	\$2,220.57	\$2,331.41	\$2,448.31	\$2,509.52	\$2,570.73	\$2,631.93	\$2,693.14
Police Auxiliary Services Supervisor	LEMM	350	\$2,119.66	\$2,225.54	\$2,336.92	\$2,453.27	\$2,576.24	\$2,704.72	\$2,772.34	\$2,839.96	\$2,907.57	\$2,975.19
Police Commander	LEMM	504	\$4,568.52	\$4,797.36	\$5,037.23	\$5,288.68	\$5,553.36	\$5,830.73				
Police Lieutenant	LEMM	487	\$4,197.42	\$4,406.96	\$4,627.53	\$4,859.12	\$5,101.75	\$5,357.06				
Police Office Supervisor	LEMM	350	\$2,119.66	\$2,225.54	\$2,336.92	\$2,453.27	\$2,576.24	\$2,704.72	\$2,772.34	\$2,839.96	\$2,907.57	\$2,975.19
Effective 6/15/24												
Executive Secretary to the Chief of Police	LEMM	330	\$1,956.76	\$2,054.63	\$2,156.99	\$2,264.98	\$2,378.04	\$2,497.28	\$2,559.71	\$2,622.14	\$2,684.57	\$2,747.00
Police Auxiliary Services Supervisor	LEMM	350	\$2,162.06	\$2,270.05	\$2,383.66	\$2,502.34	\$2,627.76	\$2,758.81	\$2,827.78	\$2,896.76	\$2,965.73	\$3,034.70
Police Commander	LEMM	504	\$4,659.89	\$4,893.31	\$5,137.98	\$5,394.45	\$5,664.43	\$5,947.34				
Police Lieutenant	LEMM	487	\$4,281.37	\$4,495.10	\$4,720.08	\$4,956.31	\$5,203.78	\$5,464.20				
Police Office Supervisor	LEMM	350	\$2,162.06	\$2,270.05	\$2,383.66	\$2,502.34	\$2,627.76	\$2,758.81	\$2,827.78	\$2,896.76	\$2,965.73	\$3,034.70
Effective 12/28/24												
Executive Secretary to the Chief of Police	LEMM	330	\$1,995.90	\$2,095.72	\$2,200.13	\$2,310.28	\$2,425.60	\$2,547.22	\$2,610.90	\$2,674.58	\$2,738.26	\$2,801.94
Police Auxiliary Services Supervisor	LEMM	350	\$2,205.30	\$2,315.45	\$2,431.33	\$2,552.38	\$2,680.32	\$2,813.99	\$2,884.34	\$2,954.69	\$3,025.04	\$3,095.39
Police Commander	LEMM	504	\$4,753.09	\$4,991.18	\$5,240.74	\$5,502.34	\$5,777.72	\$6,066.29				
Police Lieutenant	LEMM	487	\$4,366.99	\$4,585.00	\$4,814.48	\$5,055.43	\$5,307.86	\$5,573.48				
Police Office Supervisor	LEMM	350	\$2,205.30	\$2,315.45	\$2,431.33	\$2,552.38	\$2,680.32	\$2,813.99	\$2,884.34	\$2,954.69	\$3,025.04	\$3,095.39