

**SIDE LETTER AGREEMENT #1
BETWEEN THE CITY OF MADERA
AND
MADERA POLICE OFFICERS' ASSOCIATION**

The parties have conferred, and do hereby agree to the following changes to the Memorandum of Understanding between the City of Madera and the Madera Police Officer's Association dated July 21, 2021, to June 30, 2025:

Section 1.

Article 7 – Salary is amended to read as follows:

Article 7 – Salary

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.

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 Madera Police Officers' Association is fully executed by both parties.



Jaron McAlister, MPOA President



Arnaldo Rodriguez, City Manager

10/04/2022
Date

11/17/22
Date

MPOA Side Letter #1

Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 6/18/2022 (current)								
Crime Analysis Technician	MPOA	306	\$1,603.54	\$1,684.08	\$1,768.25	\$1,856.59	\$1,949.08	\$2,046.77
Police Corporal	MPOA	383	\$2,354.38	\$2,472.33	\$2,596.00	\$2,725.39	\$2,862.05	\$3,004.94
Police Officer I	MPOA	363	\$2,130.95	\$2,237.47	\$2,349.19	\$2,466.62	\$2,590.29	\$2,719.67
Police Officer II	MPOA	373	\$2,240.07	\$2,351.78	\$2,469.74	\$2,592.89	\$2,722.79	\$2,858.93
Police Officer Trainee	MPOA	333	\$1,834.77	\$1,926.74	\$2,022.87	\$2,124.19	\$2,230.19	\$2,341.91
Police Sergeant	MPOA	426	\$2,917.65	\$3,063.66	\$3,216.95	\$3,377.51	\$3,546.38	\$3,723.57
Property & Evidence Officer	MPOA	296	\$1,525.59	\$1,601.98	\$1,682.00	\$1,766.18	\$1,854.51	\$1,947.00
Public Safety Dispatcher	MPOA	294	\$1,510.53	\$1,585.87	\$1,665.37	\$1,748.51	\$1,835.81	\$1,927.78
Records Clerk	MPOA	270	\$1,340.09	\$1,407.12	\$1,477.27	\$1,551.57	\$1,629.00	\$1,710.58
Effective 12/31/2022								
Crime Analysis Technician	MPOA	306	\$1,635.61	\$1,717.76	\$1,803.62	\$1,893.72	\$1,988.06	\$2,087.70
Police Corporal	MPOA	383	\$2,401.47	\$2,521.78	\$2,647.92	\$2,779.90	\$2,919.29	\$3,065.04
Police Officer I	MPOA	363	\$2,173.57	\$2,282.22	\$2,396.17	\$2,515.95	\$2,642.09	\$2,774.07
Police Officer II	MPOA	373	\$2,284.87	\$2,398.82	\$2,519.13	\$2,644.74	\$2,777.25	\$2,916.11
Police Officer Trainee	MPOA	333	\$1,871.46	\$1,965.27	\$2,063.32	\$2,166.68	\$2,274.80	\$2,388.75
Police Sergeant	MPOA	426	\$2,976.00	\$3,124.93	\$3,281.28	\$3,445.06	\$3,617.31	\$3,798.04
Property & Evidence Officer	MPOA	296	\$1,556.11	\$1,634.02	\$1,715.64	\$1,801.50	\$1,891.60	\$1,985.94
Public Safety Dispatcher	MPOA	294	\$1,540.74	\$1,617.59	\$1,698.68	\$1,783.48	\$1,872.52	\$1,966.33
Records Clerk	MPOA	270	\$1,366.89	\$1,435.26	\$1,506.81	\$1,582.61	\$1,661.58	\$1,744.79
Effective 6/17/2023								
Crime Analysis Technician	MPOA	306	\$1,668.32	\$1,752.11	\$1,839.69	\$1,931.60	\$2,027.82	\$2,129.46
Police Corporal	MPOA	383	\$2,449.50	\$2,572.22	\$2,700.88	\$2,835.49	\$2,977.67	\$3,126.34
Police Officer I	MPOA	363	\$2,217.04	\$2,327.86	\$2,444.09	\$2,566.27	\$2,694.94	\$2,829.55
Police Officer II	MPOA	373	\$2,330.56	\$2,446.80	\$2,569.51	\$2,697.64	\$2,832.79	\$2,974.43
Police Officer Trainee	MPOA	333	\$1,908.89	\$2,004.58	\$2,104.59	\$2,210.01	\$2,320.29	\$2,436.52
Police Sergeant	MPOA	426	\$3,035.52	\$3,187.43	\$3,346.91	\$3,513.96	\$3,689.66	\$3,874.00
Property & Evidence Officer	MPOA	296	\$1,587.23	\$1,666.70	\$1,749.95	\$1,837.53	\$1,929.43	\$2,025.66
Public Safety Dispatcher	MPOA	294	\$1,571.55	\$1,649.94	\$1,732.65	\$1,819.15	\$1,909.97	\$2,005.66
Records Clerk	MPOA	270	\$1,394.23	\$1,463.97	\$1,536.95	\$1,614.26	\$1,694.81	\$1,779.68

MPOA Side Letter #1

Exhibit A: Salary Plan

Job Title	B/U	Range	Bi-Weekly Pay Rate					
			A	B	C	D	E	F
Effective 12/30/2023								
Crime Analysis Technician	MPOA	306	\$1,701.69	\$1,787.16	\$1,876.49	\$1,970.23	\$2,068.38	\$2,172.05
Police Corporal	MPOA	383	\$2,498.49	\$2,623.66	\$2,754.90	\$2,892.20	\$3,037.23	\$3,188.87
Police Officer I	MPOA	363	\$2,261.38	\$2,374.42	\$2,492.97	\$2,617.60	\$2,748.83	\$2,886.14
Police Officer II	MPOA	373	\$2,377.18	\$2,495.73	\$2,620.90	\$2,751.59	\$2,889.45	\$3,033.92
Police Officer Trainee	MPOA	333	\$1,947.07	\$2,044.67	\$2,146.68	\$2,254.21	\$2,366.70	\$2,485.26
Police Sergeant	MPOA	426	\$3,096.23	\$3,251.18	\$3,413.85	\$3,584.24	\$3,763.45	\$3,951.48
Property & Evidence Officer	MPOA	296	\$1,618.97	\$1,700.03	\$1,784.95	\$1,874.28	\$1,968.02	\$2,066.18
Public Safety Dispatcher	MPOA	294	\$1,602.98	\$1,682.94	\$1,767.30	\$1,855.53	\$1,948.17	\$2,045.77
Records Clerk	MPOA	270	\$1,422.11	\$1,493.25	\$1,567.69	\$1,646.54	\$1,728.71	\$1,815.28
Effective 6/15/2024								
Crime Analysis Technician	MPOA	306	\$1,735.72	\$1,822.90	\$1,914.02	\$2,009.63	\$2,109.75	\$2,215.49
Police Corporal	MPOA	383	\$2,548.46	\$2,676.13	\$2,810.00	\$2,950.05	\$3,097.97	\$3,252.65
Police Officer I	MPOA	363	\$2,306.61	\$2,421.91	\$2,542.83	\$2,669.95	\$2,803.81	\$2,943.86
Police Officer II	MPOA	373	\$2,424.72	\$2,545.65	\$2,673.32	\$2,806.62	\$2,947.24	\$3,094.60
Police Officer Trainee	MPOA	333	\$1,986.01	\$2,085.56	\$2,189.62	\$2,299.29	\$2,414.03	\$2,534.96
Police Sergeant	MPOA	426	\$3,158.15	\$3,316.20	\$3,482.12	\$3,655.92	\$3,838.72	\$4,030.51
Property & Evidence Officer	MPOA	296	\$1,651.35	\$1,734.03	\$1,820.65	\$1,911.77	\$2,007.38	\$2,107.50
Public Safety Dispatcher	MPOA	294	\$1,635.04	\$1,716.60	\$1,802.65	\$1,892.64	\$1,987.13	\$2,086.69
Records Clerk	MPOA	270	\$1,450.56	\$1,523.11	\$1,599.04	\$1,679.47	\$1,763.28	\$1,851.58
Effective 12/28/2024								
Crime Analysis Technician	MPOA	306	\$1,770.43	\$1,859.36	\$1,952.30	\$2,049.83	\$2,151.94	\$2,259.80
Police Corporal	MPOA	383	\$2,599.43	\$2,729.66	\$2,866.20	\$3,009.05	\$3,159.93	\$3,317.70
Police Officer I	MPOA	363	\$2,352.74	\$2,470.35	\$2,593.69	\$2,723.35	\$2,859.89	\$3,002.74
Police Officer II	MPOA	373	\$2,473.21	\$2,596.56	\$2,726.79	\$2,862.76	\$3,006.18	\$3,156.49
Police Officer Trainee	MPOA	333	\$2,025.73	\$2,127.27	\$2,233.41	\$2,345.28	\$2,462.31	\$2,585.66
Police Sergeant	MPOA	426	\$3,221.32	\$3,382.53	\$3,551.77	\$3,729.04	\$3,915.49	\$4,111.12
Property & Evidence Officer	MPOA	296	\$1,684.38	\$1,768.71	\$1,857.06	\$1,950.00	\$2,047.53	\$2,149.65
Public Safety Dispatcher	MPOA	294	\$1,667.74	\$1,750.93	\$1,838.70	\$1,930.50	\$2,026.88	\$2,128.42
Records Clerk	MPOA	270	\$1,479.57	\$1,553.58	\$1,631.02	\$1,713.06	\$1,798.55	\$1,888.62