

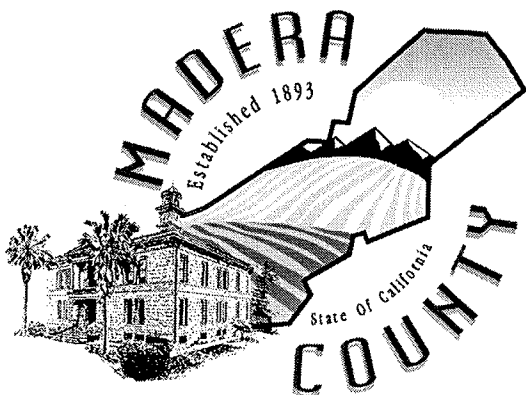
**SERVICE EMPLOYEES
INTERNATIONAL UNION CTW-CLC
LOCAL 521**



**MEMORANDUM OF
UNDERSTANDING
COMPA**

County of Madera Professional Association

January 1, 2015 through June 30, 2019



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**MEMORANDUM OF UNDERSTANDING
(Professional Unit)**

THIS MEMORANDUM OF UNDERSTANDING (MOU), made and entered into this 6th day of January 2015, by and between the COUNTY OF MADERA (hereinafter referred to as "COUNTY") and the SEIU Local 521 (hereinafter referred to as "COMPA"), for and on behalf of the Employees hereinafter identified. Upon adoption by the Board of Supervisors of Madera County, the MOU will become binding on the above-referenced effective date between the COUNTY and the COMPA.

W I T N E S S E T H:

- 01.00.00 GENERAL PROVISIONS - DEFINITIONS.
- 01.01.00 EMPLOYER. The term "EMPLOYER" as used herein shall refer to the COUNTY OF MADERA.
- 01.02.00 COMPA. The term "COMPA" as used herein shall refer to the PROFESSIONAL EMPLOYEES OF MADERA COUNTY.
- 01.03.00 EMPLOYEE. The term "EMPLOYEE" as used herein shall mean any person in the Classified Service employed by the COUNTY who is occupying a permanent position, within the Professional Unit as established under the provisions of Madera County Code Chapters 2.60 and 2.63.
- 01.04.00 APPOINTING AUTHORITY. The term "APPOINTING AUTHORITY" as used herein shall mean the group or person having the lawful power to make appointments or to remove persons from positions in the County service.
- 02.00.00 RECOGNITION.
- 02.01.00 COMPA RECOGNITION. Pursuant to Sections 3500-3510 of the Government Code of the State of California and subject to the provisions of Madera County Code 2.63, the COMPA is recognized as the certified EMPLOYEE organization having the exclusive right to meet and confer for all EMPLOYEES within classifications designated as Professional.
- 02.02.00 The classifications, including their referenced salary ranges and overtime designations, of this Unit are listed in Attachment I.
- 02.03.00 The EMPLOYER hereby recognizes the COMPA as the only organization entitled to meet and confer on matters within the scope of representation.

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- 02.04.00 RECOGNITION OF MUTUAL OBLIGATION. The COMPA and EMPLOYER recognize and acknowledge their mutual obligation and responsibility to effectuate the purpose set forth in, and to adhere to, the conditions and clauses set forth in this MOU.
- 03.00.00 HIRING PROVISIONS.
- 03.01.00 NON-DISCRIMINATION. No EMPLOYEE covered by this Agreement shall be unlawfully discriminated against by the EMPLOYER, or by the COMPA by reason of race, color, religion, ancestry, marital status, disability, sex, age, national origin, political affiliation, marital status, sexual orientation, disability, or union affiliation.
- 03.02.00 EMPLOYMENT. As provided in Madera County Code Section 2.63.040, the EMPLOYER will not interfere with or discriminate against any EMPLOYEE by reason of membership in the COMPA.
- 04.00.00 COMPA SECURITY.
- 04.01.00 The COMPA recognizes its obligation to cooperate with the EMPLOYER to assure maximum service of the highest quality and efficiency to the citizens of the COUNTY OF MADERA, consistent with its responsibilities to the EMPLOYEES it represents; as the certified EMPLOYEE organization, the COMPA is obligated to represent all EMPLOYEES covered by the MOU.
- 04.02.00 The EMPLOYER will deduct COMPA dues from the payroll warrant of each EMPLOYEE who has submitted a payroll deduction authorization. The EMPLOYER will deduct a service fee for other employees in the unit in an amount determined by the COMPA to pay for representation costs as permitted under State Law. Such dues deductions and service fees shall be remitted to the COMPA monthly with an itemized statement. Prior to commencement of a service fee, there shall be an election with all employees in the representation unit eligible to participate. The form used and procedures used for the election shall be as agreed by the EMPLOYER and COMPA. The election shall be held within 90 days of a request submitted by the COMPA to the EMPLOYER. A majority vote of those voting is required for a service fee to be instituted.
- 04.03.00 The COMPA shall keep the EMPLOYER currently informed as to the amount of dues to be deducted and such notification shall be certified to the EMPLOYER in writing over the signature of authorized Officers or Representatives of the COMPA.

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- 04.04.00 The changes in the COMPA membership dues shall be certified to the EMPLOYER at least one (1) month in advance of the effective date of such changes and the EMPLOYER shall have no responsibility for the collecting of fees, assessments, or other deductions unless such deductions are certified to the EMPLOYER as prescribed at least thirty (30) days in advance of the payday upon which such deduction is to be made.
- 04.05.00 An EMPLOYEE may revoke his/her prior dues deduction authorization only upon a written request, which must be submitted to the Deputy CAO-Human Resources/Operations during the first fifteen (15) working days in the month of June.
- 04.06.00 The COMPA shall indemnify, defend, and hold the EMPLOYER harmless against all claims, demands, expenses, judgments, or other liabilities on account of dues collected by the EMPLOYER and paid over to the COMPA.
- 04.07.00 The COMPA agrees to refund to the EMPLOYER any amounts paid to it in error upon presentation of proper evidence thereof.
- 04.08.00 The COMPA shall be informed in advance in writing by the EMPLOYER of any proposed change in working conditions and other terms and conditions of employment not covered by this MOU which requires the EMPLOYER to meet with Employee Representatives as set forth within the provisions of the Meyers-Miliias-Brown Act (Attachment VII). In instances where the EMPLOYER is proposing to grant recognition to an employee, or employees, that are in the form of cash, and do not exceed a value of \$200 per employee in any given calendar year, the EMPLOYER will notify the COMPA, however under such circumstances there shall be no obligation to meet and confer.
- 04.09.00 The EMPLOYER shall notify each new EMPLOYEE of the existence of the COMPA by providing a pamphlet which will be furnished by the COMPA.
- 04.10.00 The COMPA recognizes its responsibility as the designated representative and agrees to represent all EMPLOYEES in the unit without discrimination of any type, interference, restraint, or coercion, subject to their employment relations with the EMPLOYER.
- 05.00.00 MANAGEMENT RIGHTS.
- 05.01.00 The EMPLOYER retains the exclusive right to manage the COUNTY. All the rights, powers, functions and authority of the EMPLOYER which it had prior to the time the COMPA became certified as Representative of the EMPLOYEES of the EMPLOYER and which are not limited or modified by specific provisions of this MOU, are retained by the EMPLOYER. The EMPLOYER specifically retains the right to manage and supervise its EMPLOYEES as follows:

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- (a) To hire, promote, transfer, assign, classify positions, retain EMPLOYEES, and to suspend, demote, discharge, or take other disciplinary action against EMPLOYEES.
- (b) To lay off, or demote EMPLOYEES from duties because of lack of work, lack of funds, in the interest of economy, or other legitimate reasons.
- (c) To determine the policies, standards, procedures, methods, means and personnel by which COUNTY operations are to be conducted.
- (d) To take whatever actions may be necessary to carry out the mission of the COUNTY in situations of emergency.
- (e) To limit or prohibit the right of Employees in certain positions or classes of positions from forming, joining, or participating in employee organizations as provided by the California Government Code, and designating such employees in the current Schedule of Departments and Authorized Positions adopted by resolution.
- (f) Nothing in this policy shall be construed to interfere with the COUNTY'S right to manage its operations in the most economical and efficient manner consistent with the best interest of all the citizens, taxpayers, and EMPLOYEES of Madera County.

06.00.00 COMPA RIGHTS.

06.01.00 The COMPA recognizes its obligation to cooperate with the EMPLOYER to assure maximum service of the highest quality and efficiency to the citizens of the COUNTY OF MADERA, consistent with its obligations to the EMPLOYEES it represents.

06.02.00 EMPLOYER and the COMPA affirm the principle that harmonious EMPLOYEE-EMPLOYER relations are to be promoted and furthered. When a person is hired in any of the covered job classifications, the COUNTY shall notify that person that the COMPA is the certified representative for the EMPLOYEES and shall notify the COMPA of such hiring.

06.03.00 The EMPLOYER shall provide the COMPA space on COUNTY bulletin boards in each department in which EMPLOYEES are covered, for posting of COMPA bulletins and other notices to its members.

06.04.00 Representatives of the COMPA shall have reasonable access to EMPLOYEES, during their scheduled rest periods, provided such access does not interfere with COUNTY business. Department Heads and first-line supervisors will be notified by the EMPLOYER of the provisions of this Section. Solicitation for membership shall not be conducted during working time.

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- 06.05.00 Representatives of the COMPA shall have access to any EMPLOYEE or EMPLOYEES presenting a grievance, and any EMPLOYEE has the right to have an COMPA Representative represent him or her at all stages of disciplinary action. A Representative of the COMPA may be present upon request during questioning which may lead to disciplinary action. This Section shall not infringe on any management rights set forth in Section 05.01.00.
- 06.06.00 The COMPA may select one (1) EMPLOYEE representative and one alternate representative for each department, not to exceed a total of ten (10), where EMPLOYEES covered by this MOU are normally assigned.
- 06.07.00 The EMPLOYER shall provide release time for official Representatives of the COMPA upon request, with the approval of the Department Head, for the following reasons:
- (a) Attendance at meetings of disciplinary nature when presence is requested by the EMPLOYEE.
 - (b) Attendance at meetings with Management at either the Departmental or County level.
 - (c) Meet and confer session.
 - (d) Attendance at meetings when requested by the Board and/or Commissions that affect wages, hours, and working conditions of EMPLOYEES represented by this MOU.
- 06.08.00 In addition to his regularly assigned work, the COMPA Representatives shall be permitted reasonable time during working hours to notify the Business Representative of any violations of this MOU. The Representative may contact the Business Representatives during business hours to report grievances, violations of this MOU, or report safety violations.
- 06.09.00 The COMPA may designate different official representatives for the purpose of meeting with management on a departmental and administrative level. The COMPA may also designate alternates to such official representative for the purpose of specific meetings by advance notice to the County Administrative Officer or designee.
- 07.00.00 EMPLOYEE RIGHTS.
- 07.01.00 General Provisions. Execution of this MOU by the COMPA shall not be deemed a waiver of any COMPA or EMPLOYEE right unless the right is clearly or explicitly modified or restricted herein.
- 07.02.00 Representation Rights and Responsibilities. All EMPLOYEES in the Professional Unit shall be allowed, subject to lawful limitations as may be prescribed in the COMPA'S by-laws, full voice, vote, and influence on positions and proposals of the COMPA.

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- 07.03.00 Human Resources/Operations Division Files. The Human Resources/Operations Division shall keep such records, in compliance with applicable laws, as are necessary for transactions and reference and for making reports showing administrative actions, including: records of all examinations; eligible lists; records and files of employment history of each EMPLOYEE; injury records; history of each position; and correspondence.
- 07.03.01 The records of payrolls, vacation, sick leave, and other accrual of leave shall be maintained in the database of the Office of the Auditor-Controller, which database shall be the official record of payrolls, vacation, sick leave, and other accrual of leave, and each employee shall be entitled to a copy of his or her own record of pay and leave accrual and usage, whether provided with each month's pay or upon request.
- 07.04.00 Confidential Nature of Personnel Records. All official personnel records/files maintained by the Human Resources/Operations Division shall be considered to be of a confidential nature and will be made available only to the EMPLOYEE, to the Board of Supervisors, to the employee's Appointing Authority, County Counsel, or his/her representative. Records shall not be released to any other official or to the public without specific authorization of the employee, except in response to a valid subpoena, or pursuant to law.
- 07.05.00 All documents critical of an EMPLOYEE, including evaluations, to be placed in the personnel file must be signed and dated by the submitting authority, after the following has occurred:
- (a) EMPLOYEE is given notice.
 - (b) EMPLOYEE is given a copy of the document.
 - (c) EMPLOYEE is given an opportunity to review and comment thereon.
 - (d) EMPLOYEE signed and dated the document or signed and dated a receipt of the document.
- 07.06.00 If an EMPLOYEE disagrees with the content of a document, including performance evaluations, placed in his/her personnel file, it shall be the right of the EMPLOYEE to submit a written response to the Deputy CAO-Human Resources/Operations to be attached to the document in question and included in the file.
- 07.07.00 Transfers (from one department to another department) and voluntary demotions. An EMPLOYEE may request consideration for transfer to vacant positions in the same class or a class with a lower rate of pay (voluntary demotion) by submitting a written request to the Deputy CAO-Human Resources/Operations. When vacancies occur in the class being requested, the names of EMPLOYEES requesting transfer shall be submitted for consideration along with the certification of names from an eligibility list. EMPLOYEES requesting to transfer or to voluntarily demote shall be subject to a new probationary period, unless permanent status has been obtained in the class of the new position. The EMPLOYEE'S current department cannot unreasonably deny a transfer request.

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- 07.08.00 Requests for Reassignment (within the same department). EMPLOYEES who wish to be considered for reassignment to another position in the same class within their department may do so by submitting a written request to their appointing authority. Requests for reassignment shall be considered prior to any other requests for transfer or certification of names from an eligibility list.
- 07.09.00 REDUCTION IN FORCE - LAYOFF.
- 07.09.01 Layoffs shall be within each department.
- 07.09.02 Layoffs shall be within the designated class only. A person designated to be laid off shall not have the right to a position occupied by an EMPLOYEE in a lower class unless such EMPLOYEE is in the same department and is in a provisional or temporary status.
- 07.09.03 Provisionals shall be laid off first.
- 07.09.04 Layoff of probationary or permanent EMPLOYEES shall be on the basis of total actual time worked, excluding leave without pay, in the class for the COUNTY, not counting time worked in a temporary or provisional status with those with least service being laid off first.
- 07.09.05 When two or more EMPLOYEES have the same total full-time equivalent work in the class for the COUNTY, the tie shall be broken and preference given in the following order:
- (a) EMPLOYEE with the greatest seniority in the class, or the higher class in the department.
 - (b) EMPLOYEE with the greatest seniority in the class County-wide.
 - (c) EMPLOYEE with the greatest seniority within the department.
 - (d) EMPLOYEE with the greatest seniority County-wide.
- 07.09.06 EMPLOYEES, subject to layoff, will be given written notification by the Human Resources/Operations Division of the tentative plans for a staff reduction, and the effective date of such action. Generally, the notification will be given to the EMPLOYEES at least 30 days in advance of the lay-off. A copy of the notification will be submitted concurrently to the COMPA.
- 07.09.07 Should the Board of Supervisors determine a reduction in staff is necessary, the EMPLOYEES determined to be subject to the layoff will be notified in writing as far in advance of the effective date of the action as possible. The EMPLOYEES will also be informed as to their placement on the reinstatement eligible list. A copy of the notification will be submitted concurrently to the COMPA.
- 07.09.08 Voluntary layoff may be granted to an employee in a class for a position that will be laid off even though the employee would have sufficient seniority to not be laid off. The purpose of this provision is to permit the substitution of a senior employee for layoff for that of a less senior employee on a voluntary basis.

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- 07.10.00 Demotion in Lieu of or After Layoff.
- (a) An employee designated to be laid off may elect to be demoted to a lower class in the same series of classes provided that such demotion shall not result in the layoff or demotion of any EMPLOYEE in the lower class.
 - (b) An EMPLOYEE who has been laid off may be placed on a reinstatement eligible list for a lower class in the same series of classes at his/her request. His/her name shall be placed on such list after names of EMPLOYEES laid off from positions in that class.
 - (c) Demotions and appointments resulting from (a) and (b) shall in no way affect the EMPLOYEE'S position on a reinstatement eligible list for the class from which he was laid off.
- 07.10.01 EMPLOYEES appointed to a position of the same salary range or to a position of a lower range than previously occupied as a result of a transfer, downward classification, or voluntary demotion, shall be paid at the step providing the closest monthly salary as before, except that the salary shall not be higher than the amount previously received or "E" step in the new range. The anniversary date shall remain unchanged.
- 07.11.00 Reinstatement After Layoff:
- (a) EMPLOYEES laid off in accordance with the MOU shall be placed on a reinstatement eligible list for the class with the employee last to be laid off first on such list and continuing in inverse order of layoff. Names shall remain on the reinstatement eligible list for two years.
 - (b) Such EMPLOYEES shall have an absolute right only to reappointment to vacant positions in the same class and in the same department from which they were laid off. In all other instances, they shall be certified from the reinstatement list in accordance with the Civil Services Rules and shall be subject to a new probationary period.
 - (c) If an EMPLOYEE whose name is on the reinstatement eligible list has been involuntarily laid off from a position in the class and in the department for which certification is requested his/her name alone shall be certified.
- 07.12.00 Representation of EMPLOYEES. The EMPLOYER recognizes that EMPLOYEES in the Professional Unit may be represented by the COMPA in their employer-employee relationship with the COUNTY.
- 07.12.01 An EMPLOYEE, whose presence is requested by Management to investigate, discuss, or review an action of the EMPLOYEE likely to lead to discipline, has a right to be represented by an Officer, Director or Business Representative of the COMPA. (See Attachment VIII)

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- 07.12.02 The EMPLOYER may call in an EMPLOYEE to discuss evaluation and work performance. However, the EMPLOYEE reserves the right to be accompanied by a Representative if specific disciplinary action is discussed. An EMPLOYEE may inquire prior to attending any meeting as to the nature of the meeting.
- 07.12.03 The presence of a responsible representative of the EMPLOYEE'S own choosing who is not an Officer, Director or Business Representative of the COMPA shall satisfy the requirements of this section.
- 08.00.00 REST and MEAL PERIODS.
- 08.01.00 EMPLOYEES shall normally take rest periods once before the lunch break and once after the lunch break not to exceed fifteen (15) minutes during each rest period. Rest periods will be scheduled by the EMPLOYER consistent with the workload and in accordance with the requirement of the department.
- 08.01.01 Minimum requirements for meal periods shall be allowed pursuant to Section 512 of the California Labor Code. The parties agree that except for any limitations provided for an EMPLOYEE who works an authorized alternative work schedule, EMPLOYEES shall be provided with, and take, a one (1) hour meal period each work day.
- 09.00.00 GRIEVANCE PROCEDURES.
- 09.01.00 Definitions. A grievance is a complaint or claim by an EMPLOYEE, a group of EMPLOYEES or the COMPA of a violation of this Agreement, a right as to wages, hours, or other terms or conditions of employment. It may involve such things as work assignments, physical facilities, defective equipment, a claimed violation of established rules, past practices, alleged unfair treatment, and safety or health hazards.
- 09.02.00 Adjustment Procedure. Any EMPLOYEE having any grievance shall proceed as follows:
- 09.02.01 A written grievance must be filed within ten (10) working days from the time the EMPLOYEE becomes aware or should have become aware of the issue or incident giving rise to the problem.
1. The EMPLOYEE shall first seek an adjustment of the grievance by the immediate supervisor unless the supervisor is a party to the grievance. Upon receipt of the written grievance, the immediate supervisor shall give the EMPLOYEE a written reply within ten (10) working days.

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2. If the immediate supervisor's response is not satisfactory to the EMPLOYEE, the EMPLOYEE may, within ten (10) working days, file an appeal to the Department Head. The Department Head shall give the EMPLOYEE a written response within ten (10) working days.
3. The COUNTY and the COMPA may mutually agree to waive steps 1 and 2 and proceed directly to use the services of a mediator when an issue is not within Departmental jurisdiction.
4. If the Department Head's response is not satisfactory to the EMPLOYEE, the EMPLOYEE may, within ten (10) working days, file an appeal to the Deputy CAO-Human Resources/Operations requesting a hearing before a mediator from the State Mediation and Conciliation Service.
 - (a) The hearing shall be convened by the mediator in order to hear the grievance, which may be continued from time to time.
 - (b) The mediator shall render a recommendation within ten (10) working days of the hearing.
 - (c) The recommendation of the mediator shall be submitted to the Civil Service Commission for its review and decision. Should the Commission not accept the findings or recommendation(s) of the mediator a hearing date may be set to review the case. The decision of the Commission shall be final.

09.03.00 All time limits herein stated above may be extended by mutual agreement of the parties involved.

10.00.00 EMPLOYMENT RIGHTS APPEALS.

10.01.00 EMPLOYEES in the Child Support Services and Social Services Departments may utilize the Civil Service Commission for Employment Rights Appeals.

10.02.00 Employment Rights Appeals are defined as actions taken against EMPLOYEES and are appealable to the State Personnel Board: involuntary demotion, dismissal, suspension, medical termination or transfer, automatic resignation, reduction in pay for disciplinary reasons, grievances involving discrimination or political affiliation.

10.03.00 EMPLOYEES with permanent status and employed in the Child Support Services and Social Services Departments and under the jurisdiction of the Interagency Merit System shall have the right to utilize the Madera County Civil Service Commission to resolve their Employment Rights Appeals.

The appealing EMPLOYEE will be required to formally waive the right to decision on a waiver form provided by the Executive Officer of the State Personnel Board.

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- 10.04.00 With the election to use the Civil Service Commission, the EMPLOYEE will be required to adhere to the provisions of Chapter 2.54.120 of the Madera County Code regarding dismissal, suspension, or reduction in rank.
- 11.00.00 Left Blank
- 12.00.00 IMPASSE PROCEDURE.
- 12.01.00 "IMPASSE" means that the Representatives of the COUNTY and the COMPA have reached a point in their meeting and conferring in good faith where their differences on matters to be included in the MOU, and concerning which they are required to meet and confer, remain so substantial that further meeting and conferring would be futile.
- 12.02.00 Initiation of Impasse Procedures: If the meet and confer process has reached impasse, either party may initiate the impasse procedures by filing with the other party a written request for an impasse meeting together with a statement of its position on all disputed issues. An impasse meeting shall then be scheduled promptly by the COUNTY'S designated Human Resources/Operations' staff member. The purpose of such an impasse meeting shall be:
- (a) To identify and specify in writing the issues that remain in dispute;
 - (b) To review the positions of the parties in a final effort to resolve such disputed issue or issues; and
 - (c) If the dispute is not resolved, to discuss arrangements for the utilization of the impasse procedures provided.
- 12.03.00 Mediation: If either party desires to submit the dispute to mediation, the dispute shall be submitted to the State Mediation and Conciliation Service. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues.
- 12.04.00 Fact Finding: If the parties are unable to resolve the impasse within thirty (30) days after appointment of a mediator, the Unit may request that the parties' differences be submitted to a fact-finding panel in accordance with Government Code Section 3505.4 and 3505.5.

The parties agree that the procedures described in Government Code Sections 3505.4 and 3505.5 are incorporated into this MEMORANDUM as though fully set forth herein and constitute a contractual agreement between the parties. Should AB 646 be repealed, the parties agree to adhere to the language in Section 12.04.00 of the MEMORANDUM dated January 1, 2011 to December 31, 2011.

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13.00.00 COMPLIANCE WITH MOU.

13.01.00 In the event of any violation of the terms of this MOU, responsible and authorized representatives of the COMPA or the EMPLOYER, or any individual Department Head, as the case may be, shall promptly take such affirmative action as is within their power to correct and terminate such violation for the purpose of bringing such unauthorized persons into compliance with the terms of this MOU. Individuals acting or conducting themselves in violation of the terms of this MOU shall be subject to discipline, up to and including discharge. The EMPLOYER shall enforce the terms of this MOU on the part of its supervisory personnel; the COMPA shall enforce the terms of this MOU on the part of its members.

13.02.00 A dispute or difference of opinion concerning the enforcement of this MOU by the EMPLOYER or the COMPA, shall first be presented in writing to the other party in an attempt to settle the matter.

14.00.00 PAYMENTS and MISCELLANEOUS PROVISIONS.

14.01.00 This MOU is intended to cover all aspects of wages and working conditions for EMPLOYEES covered herein. Therefore, nothing in this MOU shall prevent the EMPLOYER from modifying any fringe benefits or benefit plans not specifically provided for in this MOU, such as retirement plans, salary continuation plans, etc., subject to the Meet and Confer.

14.02.00 If an Employee covered by this MOU is permanently assigned work of a substantially new or different nature so as to constitute a new job classification as determined by the Civil Service Commission, the EMPLOYER and the COMPA acting under the provisions of Section 2 (A) of Madera County Ordinance 369 and Madera County Code Chapter 2.60, shall determine the wage rate through the established procedures.

14.03.00 When an EMPLOYEE is temporarily assigned work out-of-classification, the EMPLOYEE will receive the pay of the higher classification commencing on the 15th regularly scheduled consecutive working day of such assignment. All requests for temporary assignments shall be submitted to the County Administrative Officer for authorization or denial.

14.04.00 EMPLOYEES covered may take the option of having their payroll check mailed.

14.04.01 EMPLOYEES requesting this service must make prior arrangements and provide addressed and stamped envelopes to the Auditor's Office.

14.04.02 This request must be made in writing and the County shall be held harmless should delays in the mail occur.

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- 14.05.00 All leave time, regardless of type, shall be used and charged by actual time used. Increments of even hours will be charged per past practice. Increments of less than one hour will be recorded and adjusted by the department in which the EMPLOYEE is assigned.
- 14.06.00 A promotional probationary EMPLOYEE who is returned to his/her former position due to another EMPLOYEE'S failure to complete a required probationary period, shall have the right to return to that specific promotional position for a period of two years from the date of release. Such EMPLOYEE shall be required to satisfactorily complete the remaining portion of the probationary period.
- 14.07.00 APPOINTMENT TO A POSITION IN A CLASS WITH A HIGHER RATE OF PAY. EMPLOYEES appointed to a position of higher salary range than previously held as a result of promotion, position reclassification, or temporary assignment to work out of class, shall be paid at the nearest higher salary in the new range which will provide at least a five percent (5%) increase, except that no increase shall exceed the "E" step of the new range. Salary increases pursuant to this section shall be effective on the date of appointment, and in the case of promotion or reclassification, a new anniversary date shall be established.
- 14.08.00 All EMPLOYEES placed on Step A will remain on Step A for 12 months before being moved to Step B.
- 14.09.00 EMPLOYEES shall receive monthly pay on the last working weekday of the month, except in circumstances which are beyond the control of the Board of Supervisors.
- 14.10.00 The COUNTY shall provide EMPLOYEES the option of automatic deposit of their monthly pay to certain financial institutions.
- 14.11.00 The County Auditor-Controller shall be authorized to apply, in full, any necessary salary adjustment resulting from overpayment or underpayment to the next succeeding pay period, without regard to cause of such underpayment or overpayment except as provided in 14.12.00 below:
- 14.12.00 If the overpayment is \$150.00 or less, the COUNTY shall deduct the full amount from the employee's next payroll check. If the payment is greater than \$150.00, deductions from future paychecks shall be made at the same rate the employee was overpaid.
- 14.13.00 In cases of underpayment or overpayment, EMPLOYEES will be assisted by the Human Resources/Operations Division Staff to resolve the issue in the most timely manner possible and consistent with past practice.

Memorandum of Understanding - Professional Unit 2015-2017

15.00.00 WAGES/RETIREMENT.

15.01.00 The wage rates for all EMPLOYEE classifications covered herein shall be as shown in the Salary Table identified as "PFB2 0115" in Attachment IX. The County pays on a monthly basis. Effective January 1, 2015, all members in the unit will receive a 5% salary increase.

15.01.01 Both parties agree to reopen negotiations during the 2015/2016 and 2016/2017 Fiscal Years to discuss possible increases in salary.

15.02.00 The COUNTY agrees to maintain a CalPERS contract for ~~For~~ miscellaneous employees to provide for an enhanced benefit formula of 2.7%@55, with compensation based on employee's single highest year for all EMPLOYEES hired and/or employed as of December 31, 2012. This retirement formula will also apply to those EMPLOYEES who are hired on or after January 1, 2013 and who are defined as "classic members" pursuant to the California Public Employee Pension Reform Act (Act).

Pursuant to the Act, the EMPLOYER is required to offer and maintain the CalPERS 2%@62 Miscellaneous retirement formula for all "NEW EMPLOYEES" or new members hired on or after January 1, 2013 [Government Code Section 7522.25 (a) (d) (e)], with the highest 36-consecutive months as the basis for retirement computation [Government Code Section 7522.32 (a)].

15.02.01 All EMPLOYEES who are defined as "classic members" pursuant to the Act are responsible for payment of the 8% EMPLOYEE contribution rate of salary to CalPERS for the 2.7%@55 retirement benefit formula. All EMPLOYEES who are defined as "NEW EMPLOYEES" pursuant to the Act are responsible for payment of the 6.25% (or another % as determined by CalPERS) EMPLOYEE contribution rate of salary to CalPERS for the 2%@62 retirement benefit formula. There is no provision for an EMPLOYER paid member contribution.

15.02.02 The County will maintain the current contract provision with Public Employees Retirement System that provides an option for EMPLOYEES to purchase military service credit at the EMPLOYEE'S expense.

15.03.00 If during the term of the MOU, specifications are created or deleted for classes within the Professional Unit, the EMPLOYER agrees to discuss with the COMPA the proposed adoption or deletion of such class specifications, and meet and confer on proposed salary ranges.

15.04.00 Effective the month following completion of ten (10) years continuous full-time, satisfactory service with the COUNTY, exclusive of approved leave without pay, EMPLOYEES in the Professional Unit shall, in addition to his/her regular salary, receive longevity pay equivalent to the difference between his/her regular salary or salary step and the same salary or salary step on the salary table, which approximates 5%.

Memorandum of Understanding - Professional Unit 2015-2017

15.05.00 In addition to the benefits provided after ten (10) years service, EMPLOYEES, effective the month following fifteen (15) years continuous full-time satisfactory service, shall receive additional longevity pay equivalent to the difference between his/her regular salary or salary step and the same salary or salary step on the salary table, which approximates 2.5%. Effective the month following twenty (20) years continuous full-time satisfactory service, EMPLOYEES in said representation unit shall receive additional longevity pay equivalent to the difference between his/her regular salary or salary step and the same salary or salary step on the salary table, which approximates 2.5%.

15.06.00 Bilingual Compensation. Any EMPLOYEE in the covered classifications determined by the Human Resources/Operations Division to proficiently communicate in a second language, may be eligible for additional compensation. For positions identified as requiring the use of this second language at least 25% of the work time, the supplemental compensation shall be forty-five dollars (\$45) per month. EMPLOYEES receiving more than forty-five (\$45) per month as of June 30, 1994, shall continue to receive the amount paid as of that date. For those positions approved for occasional use of the second language, the supplemental compensation shall be twenty dollars (\$20) per month.

The County Administrative Officer will determine the number of positions that will be allocated to a Department.

15.07.00 In order to be eligible for bilingual pay, an EMPLOYEE must proficiently speak or communicate another language. To qualify for occasional use the EMPLOYEE must be tested by the Human Resources/Operations Division to demonstrate proficiency in communicating the second language. To qualify for the forty-five dollars (\$45) per month differential the EMPLOYEE must demonstrate use of the language at least 25% of time worked. This is achieved by filling out a work activity log. The Human Resources/Operations Division will provide an EMPLOYEE with a work activity log along with an explanation for filling out the log. The log must be filled out over 10 consecutive working days and must be signed off by the EMPLOYEE'S immediate supervisor. The log is then submitted to the Human Resources/Operations Division for verification that the other language was spoken 25% or more of the employee's work time.

If the time is verified, a proficiency examination must then be taken, unless it has already been completed on the basis of occasional use. As with occasional use, if the EMPLOYEE is deemed proficient in the language as a result of testing administered by the Human Resources/Operations Division, the employee will qualify for the bilingual premium. Following the commencement of this agreement, the premium pay for either occasional use or 25% use will be effective either the date that the department certifies that bilingual service began or the 1st day of the month following the submission of either the request for occasional use, or the work activity log to the Human Resources/Operations Division. In the second case, a pay adjustment will be made if the proficiency examination causes a delay in processing.

Memorandum of Understanding - Professional Unit 2015-2017

If an EMPLOYEE fails to meet the 25% time qualification or does not pass the proficiency examination, the EMPLOYEE must wait six months to again be considered for the bilingual premiums.

15.08.00 PROTECTIVE SERVICES ASSIGNMENTS.

EMPLOYEES working within the Social Worker Class Series who are assigned to Child Protective Services and/or Adult Protective Services and subject to participation in emergency response, shall be compensated approximately (5.00%) on the salary charts for the duration of the assignment.

15.09.00 UNIFORM ALLOWANCE.

A uniform allowance of \$45.00 per month will be paid to the classification of Fire Prevention Officer.

16.00.00 WORKDAY AND WORKWEEK.

16.01.00 Workweek and Working Hours. Eight hours per day, exclusive of mealtime, shall constitute a regular days' work and the Workweek shall be five (5) working days of eight hours each, unless mutually agreed upon in writing.

16.02.00 A work schedule which pertains to a 4/10 workweek; "Quiet Time;" "Flex time" or other variation may be implemented upon the mutual agreement of the COUNTY and the COMPA. The COUNTY will review such written scheduling proposals as to how they will serve the best interest of the COUNTY.

The work schedule pattern will have an evaluation period comprised of two 90-day periods. During the first ninety (90) day evaluation period, the COUNTY or the COMPA may terminate the schedule by a request in writing no later than 15 days prior to the end of the first 90-day period.

During the second 90-day evaluation period, the COUNTY may terminate the schedule at any time by notifying the COMPA in writing of the decision.

Upon the successful conclusion of the second 90-day evaluation period any change in the work schedule pattern will require the COUNTY to meet and confer with the COMPA.

Upon the successful conclusion of the second 90-day evaluation period any change in the 4/10 workweek will require the COUNTY to meet and confer with the COMPA.

17.00.00 OVERTIME.

All classifications receiving time and one-half overtime are listed in Attachment I.

Memorandum of Understanding - Professional Unit 2015-2017

17.01.00 Overtime work for EMPLOYEES within the Professional Unit shall be subject to the following:

- (a) Except in cases of emergency, EMPLOYEES shall not be required to work overtime unless such overtime has been specifically authorized.
- (b) EMPLOYEES required to work overtime shall be compensated by allowing the EMPLOYEE compensatory time. Should an EMPLOYEE accumulate compensatory time in excess of forty (40) hours, overtime shall then be compensated by either cash or compensatory time at the EMPLOYEE'S option. The EMPLOYEE may utilize accrued compensatory time by providing at least three (3) days written notice to the EMPLOYER.
- (c) The EMPLOYEE shall have a vested interest in cash for such accumulated compensatory time upon termination of employment for any reason. The hourly rate being received at the time of termination is to be used in the computation of the amount due.
- (d) Should an EMPLOYEE who has accumulated forty (40) hours compensatory time use all or part of it, compensation for further overtime worked will revert to mandatory compensatory time until the maximum of forty (40) hours is again accumulated.
- (e) When, due to an emergency, an EMPLOYEE is required to return to work on other than his regularly scheduled workday, the EMPLOYEE shall be entitled to callback compensation. The COUNTY shall compensate the EMPLOYEE a minimum of two (2) hours overtime compensation irrespective of the actual time worked when an EMPLOYEE is called back to perform an emergency task. In the event the task exceeds two (2) hours duration, the total compensation shall be for the hours actually worked.
- (f) All cash payments for overtime worked shall be included in the regular salary check in the pay period next succeeding the period in which it was worked.

17.02.00 Meals. When an EMPLOYEE is required to work more than three (3) hours of overtime in one work shift, and due to the nature and/or location of the work is unable to go home for a meal, the COUNTY agrees to provide for or reimburse out-of-pocket expenses for all meals incurred until such time as the EMPLOYEE is allowed to go home. The three (3) hour overtime requirement shall be waived in cases of emergency call out. Reimbursement of meals shall be limited to \$10.00 for breakfast, \$12.00 for lunch and \$23.00 for dinner per EMPLOYEE.

18.00.00 STANDBY COMPENSATION.

18.01.00 Definition of Standby. When the EMPLOYER requires an EMPLOYEE to remain available for call-back at any time, the EMPLOYEE shall receive standby pay. Except in cases of emergency, all standby shall be approved in advance by the County Administrative Officer or his or her representative.

Memorandum of Understanding - Professional Unit 2015-2017

- 18.02.00 An EMPLOYEE required to standby, shall be compensated for such standby time at the rate of three dollars (\$3.00) per hour.
- 19.00.00 SHIFT DIFFERENTIAL.
- 19.01.00 EMPLOYEES who are required to perform night duty as defined herein on regularly established shifts, shall, in addition to their regular salary, be paid \$3.00 per night shift worked.
- 19.02.00 Night duty shall mean an assigned schedule of work hours of which at least 6/8 of the shift is after 5:00 p.m. and before 8:00 a.m.
- 19.03.00 Night duty, as herein provided, is limited to the first eight (8) hours of a work shift exclusive of overtime and does not include standby time, or call-back overtime.
- 20.00.00 FEES FOR DUES, LICENSES, REGISTRATIONS AND CERTIFICATIONS REQUIRED OF A CLASS.
- 20.01.00 The County will reimburse EMPLOYEES for their basic and necessary annual or periodic membership fees if they are employed in classifications requiring active membership, license, registration or certification. These classes are listed in Attachment III.
- 21.00.00 CALL-BACK COMPENSATION.
- 21.01.00 Definition. When the EMPLOYER, due to an emergency, requires an EMPLOYEE to return to work other than his/her regularly scheduled workday, the EMPLOYEE shall be entitled to call-back compensation.
- 21.02.00 The EMPLOYER shall compensate the EMPLOYEE a minimum of two (2) hours overtime compensation irrespective of the actual time worked when an EMPLOYEE is called back to perform an emergency task. In the event the task exceeds two (2) hours duration, the total compensation shall be for hours actually worked.
- 22.00.00 PERSONAL VEHICLE USAGE.
- 22.01.00 EMPLOYEES required to use their private vehicles for County business shall be compensated for the use of said vehicle at the IRS approved rate adopted by the County Board of Supervisors.
- 22.02.00 Compensation for mileage shall be paid no later than the fifth (5th) working day of each month subject to the submission of mileage claims as prescribed by the Auditor-Controller.

Memorandum of Understanding - Professional Unit 2015-2017

- 23.00.00 SAFETY.
- 23.01.00 The EMPLOYER and the COMPA undertake to promote in every way possible the realization and the responsibilities of the individual EMPLOYEE with regard to preventing accidents to themselves or their fellow EMPLOYEES.
- 23.02.00 The EMPLOYER shall comply with all applicable laws and regulations pertaining to occupational safety and health.
- 23.03.00 The EMPLOYER agrees to make all reasonable provisions for safety and health of its EMPLOYEES.
- 23.04.00 In the event any safety or health hazard is detected, it shall promptly be reported to the appropriate supervisor. The EMPLOYER shall remedy the problem as soon as possible and no EMPLOYEE shall be exposed to the unsafe conditions pending its correction.
- 23.05.00 No EMPLOYEE shall be discharged or otherwise disciplined for bringing to the attention of his/her supervisor any unsafe condition that may exist.
- 23.06.00 If the Department Head determines that EMPLOYEE safety requires the carrying of non-lethal chemical agents, the County will provide the necessary training and equipment.
- 23.07.00 Safety Review Committee. The parties agree to the establishment of a Labor/Management Safety Committee to discuss and resolve problems concerning the Health, Safety and Education of County EMPLOYEES. The matters subject to review will include whether safety standards of equipment and clothing utilized by the COUNTY are sufficient to insure the maximum safety of all affected EMPLOYEES. The Committee shall make recommendations to the Board of Supervisors.
- 24.00.00 HEALTH AND WELFARE.
- 24.01.00 The COUNTY agrees to fund and maintain a health benefit program at the contribution rate of 95% for single member coverage and an additional 50% of the difference for either two-party or dependent coverage using the lowest premium rate CalPERS HMO health plan (excluding Kaiser), offered Dental Program and the Vision Service Plan.
- 24.01.01 Should the County provide a higher contribution rate to any other bargaining unit for health insurance coverage, the EMPLOYEES of COMPA shall also receive the higher contribution rate.

Memorandum of Understanding - Professional Unit 2015-2017

- 24.01.02 For the 2015 Plan Year, those EMPLOYEES who are precluded from participating in the United Healthcare Plan (the lowest premium rate CalPERS HMO health plan beginning January 1, 2015) due to zip code restrictions within the Plan, the County will pay the difference between what is paid as the employer contribution for the United Healthcare Plan and the Blue Shield Net Value Plan.
- 24.01.03 Effective with the 2015 Plan Year, County EMPLOYEES hired on or after January 1, 2015 and whose spouse or registered domestic partner works for the Madera County Superior Court shall no longer receive the County's 'two-spouse employed rate' and shall be required to choose either the County as the primary employer for health insurance coverage or obtain coverage as a dependent through their Court-employed spouse or registered domestic partner.
- 24.02.00 Except as provided by PERS, there shall be no change in the benefit levels, carriers or EMPLOYEE share during the term of the Agreement, unless mutually agreed upon by the COUNTY and the COMPA.
- 24.03.00 EMPLOYER will expand the IRS Section 125 program, beyond the current premium conversion program for medical, dental and vision benefits, to include flexible spending accounts. These flexible spending accounts may be used for purposes of paying IRS qualifying benefit premiums, health expenses not covered by benefits and for dependent care. This program will comply with IRS regulations and administered totally at the expense of participants in the expanded program.
- 24.04.00 Any EMPLOYEE providing evidence of health coverage from an outside source, comparable to the coverage options with the County of Madera, will be eligible to have the COUNTY pay one hundred dollars (\$100) per month into a deferred compensation account in lieu of participation in the County health benefit program.
- 24.05.00 The COUNTY will provide a voluntary benefits program. It is understood that participation is voluntary and at the EMPLOYEE'S expense.
- 24.06.00 Employee Benefits Review Committee: An Employee Benefits Review Committee will be established to consider and recommend to the Board of Supervisors health and welfare benefit modifications and other benefit programs.
- 24.07.00 EMPLOYER will contract with a licensed health care services provider for an Employee Assistance Program that will provide EMPLOYEES and their dependents confidential Behavioral Health counseling for a total of up to 3 visits each six months with an EMPLOYER cost not to exceed \$2.00 per month per employee.
- 25.00.00 VACATION ACCRUAL.
- 25.01.00 The EMPLOYER agrees to maintain the current vacation accrual as set forth in Madera County Code 2.60.580.

Memorandum of Understanding - Professional Unit 2015-2017

- 25.02.00 EMPLOYEES who are on leave without pay status due to an on-the-job injury shall continue to accrue vacation benefits for a period not to exceed three (3) months.
- 26.00.00 SICK LEAVE.
- 26.01.00 Subject to all other requirements, EMPLOYEES shall be allowed to use any accrued sick leave during their probationary period.
- 26.02.00 Employees shall be allowed to use sick leave privilege due to pregnancy or illness accompanying pregnancy.
- 26.03.00 EMPLOYEES receiving State Disability Insurance or Workers' Compensation Temporary Disability Benefits, and/or Social Security Disability benefits, shall elect to integrate leave benefits (sick leave, vacation, overtime, holiday compensation) and will be charged the equivalent time off, to the nearest quarter hour, to have their gross salary when not receiving such benefits, to equal the employee's gross salary when receiving such benefits, for each day of disability payment until leave balances are exhausted. The average annual hourly rate on the salary table shall be used for this purpose.
- 26.04.00 EMPLOYEES who are on leave without pay status due to an on-the-job injury shall continue to accrue sick leave benefits for a period not to exceed three (3) months.
- 26.05.00 Except as hereinafter provided, sick leave pay shall be granted only by the appointing authority and only in case of:
- (a) EMPLOYEE absence required by his bona fide illness or injury causing inability to work.
 - (b) Exposure to contagious disease requiring quarantine.
 - (c) To obtain consultation or treatment by a state licensed health care professional.
- 26.06.00 The appointing authority or Deputy CAO-Human Resources/Operations may in any case require evidence in the form of a physician's certificate of the necessity of an EMPLOYEE'S absence on sick leave, or shall require such certification on all absences for consultation or treatment.
- 26.07.00 EMPLOYEES will not be entitled to sick leave while absent from duty on account of any of the following:
- (a) Disability arising from any sickness or injury purposely self-inflicted or caused by other willful misconduct.
 - (b) Sickness or disability sustained while on leave of absence other than his or her paid leave.
- 26.08.00 EMPLOYEES in the Professional Unit shall be allowed one day (8 hours) sick leave credit for each month of continuous full-time service with unlimited accrual.

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Upon termination, in addition to their regular compensation, EMPLOYEES will be paid for their accrued sick leave balance according to the attachment entitled, Attachment II.

- 26.09.00 For purpose of calculation, the first seventy-five (75) days of sick leave accrual shall be compensated at a rate not to exceed 50% of the current hourly rate as shown in Column "A" of Attachment II. For additional sick leave days accrued above 75 days, but not exceeding 150 days, sick leave compensation shall be paid at the rate shown in Column "B" of Attachment II. For sick leave days accrued in excess of 150 days, compensation shall be at the rate shown in Column "C" of Attachment II.
- 26.10.00 For purposes of computing compensation of unused sick leave at termination for EMPLOYEES currently in permanently allocated positions as of 10/1/83, an EMPLOYEE with more than 20 years service shall be entitled to the percentage of sick leave compensation in effect prior to 10/1/83 (Madera County Code 2.60.540, January 14, 1974) on accrued sick leave up to the number of days that existed as of 10/1/83. Total sick leave above the 10/1/83 balance will be computed in accordance with Columns "A", "B", and "C" of Attachment "II". Additional years of service after 10/1/83 will not be used for the calculation of unused sick leave at termination.
- 26.11.00 EMPLOYEES off work on sick leave will not be disturbed by the County regarding work assignments, unless determined by the Department Head that normal County business cannot be maintained or postponed without such contact.
- 27.00.00 RETURN TO WORK MEDICAL ASSESSMENT.
- 27.01.00 EMPLOYEES required by the Human Resources/Operations Division to have a COUNTY physical and psychological assessment due to certain types of illnesses or injuries or long-term disabilities and who are released to return to work by their attending physician shall be available for any assessment by the County Health Department. Except in cases for 'fitness for duty' the determination of the assessment will be made based on the employee's circumstances.
- 27.02.00 After receipt of notice of EMPLOYEE'S ability to return, the Human Resources/Operations Division and the County Health Department shall within three (3) working days schedule and conduct the EMPLOYEE'S examination.
- 27.03.00 If the EMPLOYEE has obtained the necessary medical documentation satisfactory to the County Health Department, any loss of working hours to the EMPLOYEE in excess of three (3) working days due to the Health Department's inability to conduct an examination shall not result in loss of pay or benefits to the EMPLOYEE.

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- 28.00.00 FAMILY SICK LEAVE/PERSONAL LEAVE.
- 28.01.00 An EMPLOYEE shall be granted special leave with pay not to exceed a total of 80 hours in any one calendar year to be charged to sick leave in the event of an illness of the EMPLOYEE'S spouse, son, daughter, parent, or registered domestic partner such as to require his or her care. Son or daughter may include biological, adopted, foster, step or legal ward. Parent may include biological or parent in loco parentis.
- 28.02.00 Bereavement Leave, not to be charged to any leave balance, of three days (twenty-four hours) will be allowed for the death of a father, father-in-law, mother, mother-in-law, brother, sister, child, spouse or registered domestic partner. An EMPLOYEE shall be granted special leave with pay not to exceed a total of 56 hours in any one calendar year to be charged to sick leave in the event of a death of a member of the EMPLOYEE'S immediate family. "Immediate family" is defined as spouse, registered domestic partner, children, step-children, parents, guardians, grandparents, grandchildren, brothers, sisters, and in-laws.
- 28.03.00 An EMPLOYEE may be granted personal leave with pay, not to exceed twenty-four (24) hours in a calendar year to be charged to vacation. If no vacation balance is available, personal leave may be charged to sick leave. No less than four (4) hours of leave shall be granted at any one time, except in an emergency. No request for personal leave will be denied by the Department, unless the absence will cause an adverse impact upon the functioning of the Department.
- 29.00.00 HOLIDAYS.
- 29.01.00 The following days are established as holidays for EMPLOYEES of the Professional Unit:
- NEW YEAR'S DAY, January 1
 - MARTIN LUTHER KING, JR. DAY, the third Monday in January
 - PRESIDENT'S DAY, the third Monday in February
 - MEMORIAL DAY, the last Monday in May
 - INDEPENDENCE DAY, July 4
 - LABOR DAY, the first Monday in September
 - VETERAN'S DAY, November 11
 - THANKSGIVING DAY, the fourth Thursday in November
 - FRIDAY AFTER THANKSGIVING
 - 8-HOUR WINTER HOLIDAY (to be taken Christmas Eve)
 - CHRISTMAS DAY, December 25
 - TWO FLOATING HOLIDAYS

Floating Holidays will be available for use or credited to leave balances as follows for employees in probationary/permanent status: two (2) floating holidays shall be credited on January 1st of each year. Use of floating holidays may be requested and scheduled in accordance with provisions of Madera County Code Section 2.60.590.

Memorandum of Understanding - Professional Unit 2015-2017

In addition, any day specified as a holiday (not to be confused with days of thanksgiving, prayer, fasting, or otherwise) by executive order of the Governor of the State of California or the President of the United States shall be a paid holiday.

- 29.02.00 Whenever a holiday falls on a Saturday or Sunday, the previous Friday or the following Monday respectively, shall be recognized in lieu thereof. Any officer or EMPLOYEE whose regularly scheduled day off falls on a holiday or who is otherwise required to work on a holiday shall be entitled to a day off with pay to be taken in accordance with the provisions of Madera County Code Section 2.60.590.
- 30.00.00 CLASSIFICATION REVIEWS.
- 30.01.00 When an EMPLOYEE determines that over a period of time a majority of his/her job duties have changed or have been modified, it shall be the right of the EMPLOYEE to request in writing a reclassification audit be conducted by the Deputy CAO-Human Resources/Operations.
- 30.02.00 All EMPLOYEE reclassification requests, except as provided for above, will be processed and either approved or denied by the Deputy CAO-Human Resources/Operations in a timely manner.
- 31.00.00 PETTY CASH.
- Petty cash will be made available in advance to EMPLOYEES assigned to Protective Services for purchase of diapers, formula, and medication as required by licensed physicians, and deemed necessary by the Department. In no case shall EMPLOYEES be required to make purchases with their personal funds.
- 32.00.00 DEPARTMENT OF SOCIAL SERVICES ELIGIBLE LIST.
- Employment eligibility lists established by the COUNTY for classifications assigned to the Department of Social Services will be limited to a maximum life of two years by the Department for open and promotional opportunities.
- 33.00.00 SAVINGS CLAUSE.
- 33.01.00 The provisions of this MOU are declared to be severable and if any section, subsection, sentence, clause, or phrase of this MOU shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, subsections, sentences, clauses, and phrases of this MOU, but they shall remain in effect, it being the intent of the parties that this MOU shall stand notwithstanding the invalidity of any part.

Memorandum of Understanding - Professional Unit 2015-2017

Should any portion of this MOU be found invalid or unconstitutional, the parties will meet and confer to arrive at a mutually satisfactory replacement for the portion found to be invalid or unconstitutional.

34.00.00 EXCHANGE OF INFORMATION AND REOPENERS.

34.01.00 The EMPLOYER and the COMPA agree to promptly exchange all public information and documents regarding wages, hours, and working conditions affecting the EMPLOYEES of the Professional Unit.

34.02.00 It is agreed, at the request of the County, to re-open negotiations regarding modifications to changes in the Health Insurance, offered Dental Program and the Vision Service Plan if it is determined that the County's plans are not in compliance with the Federal Patient Protection and Affordable Care Act.

35.00.00 POLICY REVIEW.

35.01.00 The County has met its obligation to meet and confer on the following:

- Intent to fingerprint and conduct criminal record check on employees likely to have routine contact with children or employees likely to have access to criminal offender record information.
- Code of Ethical Conduct – Behavioral Health Services
- Attachment IV – Dress Code
- Attachment V – Computer Equipment & Systems Usage Agreement
- Attachment VI – Catastrophic Leave Program

36.00.00 RATIFICATION.

36.01.00 Nothing contained in this MOU shall be deemed binding on either the EMPLOYER or the COMPA following signing of this MOU by the respective parties until it has been ratified by the COMPA'S membership and has been approved by the Madera County Board of Supervisors.

37.00.00 CIVIL SERVICE CHANGES.

37.01.00 The parties agree that should an EMPLOYEE be absent without approved leave for a period of five (5) days, that action shall be considered Abandonment of Position and shall result in termination of employment.

Memorandum of Understanding - Professional Unit 2015-2017

37.02.00 In the event any provision herein, as it may apply to any EMPLOYEE of the County, subject to Section 19800 et seq. of the California Government Code, is determined by the Executive Officer of the State Personnel Board to be in conflict with Local Agency Personnel Standards (Title 2. Administration, Division 5. LAPS), such provision shall be null and void to those employees, and Local Agency Personnel Standards shall supersede and prevail.

37.03.00 The parties agree that EMPLOYEES who are terminated for cause (misconduct), and whose termination is sustained following exhaustion of all appeal rights, shall not be eligible for reemployment with the County. In the unlikely event such a terminated EMPLOYEE becomes reemployed with the County, said EMPLOYEE shall again be terminated and shall only be entitled to payment for any services rendered to the County.

The parties further agree that when administering this article, Local Agency Personnel Standards (LAPS) shall apply and where applicable, in limited circumstances (e.g. EMPLOYEES right to reapply to a LAPS agency), shall supersede the aforementioned "no reemployment" provision.

38.00.00 TERM OF MOU.

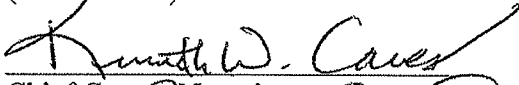
38.01.00 Except as otherwise provided herein, this MOU shall be effective upon adoption by the Board of Supervisors of the County of Madera and remain in effect until midnight the 30th of June, 2017.

38.02.00 This MOU may be extended by mutual agreement of the parties if additional time is needed to consummate a new MOU.


Memorandum of Understanding - Professional Unit 2015-2017

SIGNATURES:

COUNTY OF MADERA
("COUNTY")



Chief County Negotiator



Deputy CAO-Human Resources/Operations

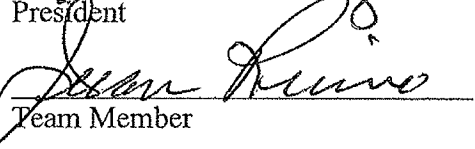
PROFESSIONAL EMPLOYEES
(COMPA) OF MADERA COUNTY



Business Representative



President



Team Member

Team Member



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
200 WEST FOURTH STREET / MADERA, CALIFORNIA 93637
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MEMBERS OF THE BOARD

BRETT FRAZIER
DAVID ROGERS
RICK FARINELLI
MAX RODRIGUEZ
TOM WHEELER

TANNA G. BOYD, Chief Clerk of the Board

File No: 15030

Date: January 6, 2015

In the Matter of CONSIDERATION OF APPROVAL TO RATIFY THE MEMORANDUM OF UNDERSTANDING WITH THE COUNTY OF MADERA PROFESSIONAL ASSOCIATION, FOR THE PROFESSIONAL UNIT, INCLUDING A 5% COLA, EFFECTIVE JANUARY 1, 2015.

Upon motion of Supervisor Wheeler, seconded by Supervisor Rodriguez, it is ordered that the attached be and it is hereby adopted as shown.

I hereby certify that the above order was adopted by the following vote, to wit:

AYES: Supervisors Frazier, Rogers, Farinelli, Rodriguez and Wheeler.
NOES: None.
ABSTAIN: None.
ABSENT: None.

Distribution:

Auditor (via e-mail)

Human Resources – (via e-mail)

Granicus

ATTEST: TANNA G. BOYD, CLERK
BOARD OF SUPERVISORS

By *Briana Parra*
Deputy Clerk II



**BOARD OF SUPERVISORS
COUNTY OF MADERA**

MADERA COUNTY GOVERNMENT CENTER
200 WEST FOURTH STREET / MADERA, CALIFORNIA 93637
(559) 675-7700 / FAX (559) 673-3302 / TDD (559) 675-8970
agendas available: www.madera-county.com/supervisors

MEMBERS OF THE BOARD

FRANK BIGELOW
DAVID ROGERS
RONN DOMINICI
MAX RODRIGUEZ
TOM WHEELER

TANNA G. BOYD, Chief Clerk of the Board

File No: 12030

Date: September 11, 2012

In the Matter of CONSIDERATION OF APPROVAL OF SIDELETTERS OF AGREEMENT WITH COUNTY'S BARGAINING UNITS, TO IMPLEMENT THE PROVISIONS OF THE PATIENT PROTECTION AND AFFORDABLE CARE ACT (ACA) AS THEY RELATE TO THE COUNTY'S DENTAL/VISION PROGRAM, HUMAN RESOURCES DEPARTMENT.

Upon motion of Supervisor Wheeler, seconded by Supervisor Rodriguez, it is ordered that the attached be and it is hereby adopted as shown.

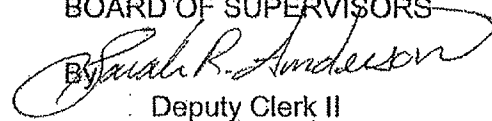
I hereby certify that the above order was adopted by the following vote, to wit:

AYES: Supervisors Bigelow, Dominici, Rodriguez and Wheeler.
NOES: None.
ABSTAIN: None.
ABSENT: Supervisor Rogers.

Distribution:

Auditor (via HR)
Human Resources – (via e-mail)
Bargaining Units – (via HR)
Granicus

ATTEST: TANNA G. BOYD, CLERK
BOARD OF SUPERVISORS

By 
Deputy Clerk II

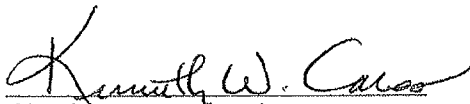

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
THE COUNTY OF MADERA
AND THE
PROFESSIONAL EMPLOYEES OF MADERA COUNTY (COMPA)**

The parties, having met and conferred, hereby agree to the following to ensure that the County's Dental and Vision Benefit Programs are deemed as "Excepted Benefits" under the provisions of the Patient Protection and Affordable Care Act (Federal Healthcare Reform) and the Health Insurance Portability and Accountability Act (HIPAA):

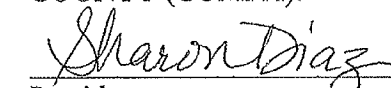
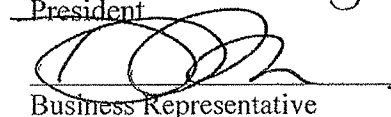
- 1) During the normal Open Enrollment Period (September/October 2012) for the County's 2013 Health Insurance Plan Year, employees shall have the option to either:
 - a) Opt out of the dental and vision programs, and choose to only participate in the County's medical insurance program, as contracted through CalPERS
- OR**
- b) Participate in the full scope of health coverage (medical/dental/vision programs)
- 2) Beginning with the 2013 Health Insurance Plan Year (Effective January 1, 2013), those employees who elect to participate in the full scope of health coverage, and who are otherwise not required to pay any contribution toward their coverage, shall be required to pay a separate contribution fee of \$0.25 per month, or \$3.00/annually, to participate in the dental and vision programs. Employees with either a two-party or family arrangement who elect to participate in the full scope of health coverage will not be required to pay the separate contribution fee as they already contribute toward such coverage pursuant to the agreed upon contribution formula, as outlined in the Memorandum of Understanding (MOU).
 - 3) The agreed upon contribution formula shall remain unchanged for those employees who elect to opt out of the dental and vision program, and participate in only the medical program.
 - 4) There shall be no provision that allows employees to opt out of the medical program and only participate in the County's dental and vision programs.
 - 5) Should an employee choose to participate in the full scope of health coverage, the elected enrollment level chosen for the vision and dental programs must be identical to the enrollment level in the medical program (i.e. single, two-party or family election).
 - 6) Employees may participate in either level of health coverage (full scope or medical only) or accept \$100/month in lieu of the available options, if evidence is provided of comparable coverage elsewhere.
 - 7) All provisions of the MOU not amended by this agreement shall remain in effect.

Agreed this 15th day of August, 2012.

COUNTY OF MADERA:


Chief County Negotiator

Director of Human Resources

PROFESSIONAL EMPLOYEES OF MADERA
COUNTY (COMPA):


President

Business Representative

Memorandum of Understanding - Professional Unit 2015-2017

ATTACHMENT I

Classifications in the Professional Unit, their salary ranges, and overtime designations:

Classification	Salary Range	Overtime Designation
Accountant-Auditor I	207	1 ½ Eligible
Accountant-Auditor II	237	1 ½ Eligible
Agricultural & Standards Inspector I	178	1 ½ Eligible
Agricultural & Standards Inspector II	208	1 ½ Eligible
Agricultural & Standards Inspector III	228	1 ½ Eligible
Appraiser I	187	1 ½ Eligible
Appraiser II	217	1 ½ Eligible
Appraiser III	237	1 ½ Eligible
Assistant Engineer	278	1 ½ Eligible
Associate Civil Engineer	314	Overtime Exempt-ST
Auditor-Appraiser I	204	1 ½ Eligible
Auditor-Appraiser II	234	1 ½ Eligible
Auditor-Appraiser III	254	1 ½ Eligible
Building Inspector I	207	1 ½ Eligible
Building Inspector II	237	1 ½ Eligible
Certified Alcohol & Drug Counselor	197	1 ½ Eligible
Clinical Laboratory Technologist	264	Overtime Exempt-ST
Code Enforcement Officer I	225	Overtime Exempt-ST
Code Enforcement Officer II	255	Overtime Exempt-ST
Commercial Plan Checker	297	1 ½ Eligible
Database Administrator	299	1 ½ Eligible
Deputy Coroner	211	1 ½ Eligible
Employment & Training Worker I (MSS)	163	1 ½ Eligible
Employment & Training Worker II (MSS)	193	1 ½ Eligible
Employment & Training Worker III (MSS)	213	1 ½ Eligible
Engineer I	264	1 ½ Eligible
Engineer II	294	1 ½ Eligible
Engineer III	314	1 ½ Eligible
Environmental Health Specialist	187	1 ½ Eligible
Fire Prevention Officer	200	1 ½ Eligible
Health Education Specialist	216	1 ½ Eligible
Identification Specialist	211	1 ½ Eligible
Information Systems Analyst I (MSS)	249	1 ½ Eligible
Information Technology Systems Analyst I	249	1 ½ Eligible
Information Technology Systems Analyst II	279	1 ½ Eligible
Inpatient Nurse Liaison	255	1 ½ Eligible
Laboratory Intern	234	1 ½ Eligible
Librarian I	191	1 ½ Eligible
Librarian II	221	1 ½ Eligible
Librarian III	241	1 ½ Eligible
Licensed Mental Health Clinician	279	Overtime Exempt-ST

Memorandum of Understanding - Professional Unit 2015-2017

Licensed Vocation Nurse I	167	1 ½ Eligible
Licensed Vocation Nurse II	197	1 ½ Eligible
Mental Health Caseworker I	167	1 ½ Eligible
Mental Health Caseworker II	197	1 ½ Eligible
Mental Health Crisis Worker	255	1 ½ Eligible
Network Engineer I	249	1 ½ Eligible
Network Engineer II	279	1 ½ Eligible
Nurse Intern	255	1 ½ Eligible
Nurse Practitioner	342	Overtime Exempt-ST
Nutritionist	231	Overtime Exempt-ST
Nutritionist Intern	201	1 ½ Eligible
Occupational Therapist	324	Overtime Exempt-ST
Physical Therapist	324	Overtime Exempt-ST
Plan Checker	257	1 ½ Eligible
Planner I	215	1 ½ Eligible
Planner II	245	1 ½ Eligible
Planner III	265	1 ½ Eligible
Prelicensed Mental Health Clinician	249	1 ½ Eligible
Public Health Microbiologist	268	Overtime Exempt-ST
Public Health Nurse I	270	Overtime Exempt-ST
Public Health Nurse II	300	Overtime Exempt-ST
Public Workers Inspector	287	1 ½ Eligible
Real Property Agent	255	1 ½ Eligible
Registered Dietician	251	Overtime Exempt-ST
Registered Environmental Health Specialist I	217	1 ½ Eligible
Registered Environmental Health Specialist II	237	1 ½ Eligible
Registered Nurse I	255	1 ½ Eligible
Registered Nurse II	285	Overtime Exempt-ST
Road Investigator	245	1 ½ Eligible
Senior Accountant-Auditor	257	Overtime Exempt-ST
Senior Agricultural & Standards Inspector	248	1 ½ Eligible
Senior Building Inspector	257	1 ½ Eligible
Senior Information Technology Systems Analyst	299	Overtime Exempt-ST
Senior Librarian	261	1 ½ Eligible
Senior Mental Health Caseworker	217	1 ½ Eligible
Senior Network Engineer	299	Overtime Exempt-ST
Senior Public Health Nurse	320	Overtime Exempt-ST
Senior Registered Environmental Health Specialist	257	1 ½ Eligible
Social Worker I (MSS)	176	1 ½ Eligible
Social Worker II (MSS)	206	1 ½ Eligible
Social Worker III (MSS)	226	1 ½ Eligible
Social Worker IV (MSS)	249	1 ½ Eligible
Staff Services Analyst I	222	Overtime Exempt-ST
Staff Services Specialist I (MSS)	249	1 ½ Eligible

Memorandum of Understanding - Professional Unit 2015-2017

ATTACHMENT II

Rate of Compensation - Sick Leave Payoff

Percentage (%) of Current Hourly Rate:

Years of Service	(A) Balance of 0 – 75 days	(B) Balance of 75 – 150 days	(C) Balance of 150+ days
5 or more	15.0%	7.5%	3.0%
10 or more	25.0%	12.5%	5.0%
15 or more	35.0%	17.5%	7.0%
20 or more	50.0%	25.0%	10.0%

Memorandum of Understanding - Professional Unit 2015-2017

ATTACHMENT III

Classes that the COUNTY will reimburse for licenses, membership, certifications or registration fees are listed below. These are classes which have as a requirement of the class specification the possession and maintenance of such license, membership, certification or registration.

Agricultural & Standards Inspector I, II and III

Associate Civil Engineer

Clinical Laboratory Technologist

Inpatient Nurse Liaison

Licensed Mental Health Clinician

Licensed Vocational Nurse I and II

Mental Health Crisis Worker

Nurse Practitioner

Occupational Therapist

Physical Therapist

Public Health Microbiologist

Public Health Nurse I and II

Registered Dietician

Registered Environmental Health Specialist I and II

Registered Nurse I and II

Senior Agricultural & Standards Inspector

Senior Public Health Nurse

Senior Registered Environmental Health Specialist

Memorandum of Understanding - Professional Unit 2015-2017

ATTACHMENT IV County of Madera Dress Code

General Statement

It is important that all employees, regardless of their function or assignment, recognize that they must represent to the public and to other agencies the professional standard and image of the Department for whom they work. Therefore, the manner of dress and personal appearance must be without reproach and reflect favorably on the County of Madera. Employees should be aware of the need to present a neat, well-groomed, and professional image to the public we serve.

Guidelines

The following guidelines are set forth for all County employees:

1. Clothing should be neat and clean at all times. Clothing should not be torn, faded, frayed, or in obvious need of repair.
2. The style of clothing worn shall not be of a revealing or suggestive nature. Clothing should not contain messages promoting profanity, illegal activities, or inappropriate behavior.

Minimum Standards

Employees working in an office environment shall be professional in their appearance. Therefore, the following are examples of clothing that do not meet minimum standards of professional and office attire for men or women:

- ❖ Bike shorts
- ❖ Bib overalls
- ❖ Shorts
- ❖ Blue denim jeans
- ❖ T-shirts
- ❖ Midriff tops
- ❖ Rompers
- ❖ Casual sandals (i.e., zorries)
- ❖ Multi-colored athletic shoes
- ❖ Jogging suits
- ❖ Sweats (i.e., sweatshirt/pants)
- ❖ Tank tops
- ❖ Spaghetti strap dresses

Office Attire

County employees working in an office environment shall wear clothing which is in accordance with acceptable standards as indicated in the aforementioned Guidelines and Minimum Standards statements.

Limited Exemption

Management may temporarily exempt an employee from the minimum dress standard while performing a specific short-term task, for specific medical reasons, or for specific assignments.

Memorandum of Understanding - Professional Unit 2015-2017

ATTACHMENT V

Computer Equipment & Systems Usage Agreement

I agree and will adhere to the following rules:

1. I understand that electronic media, including but not limited to e-mail, network and Internet/Intranet access, is owned by Madera County and to be used for business purposes of Madera County.
2. All data viewed or stored is subject to audit, review, disclosure and discovery. Such data may be subject to disclosure pursuant to the Public Records Act (California Government Code section 6250 et seq.).
3. I understand that electronic media communication may not be deleted from the system, even though it appears an item may have been deleted.
4. I understand that supervisors, managers, department heads as well as computer support personnel as authorized by the department head have the right to enter, search and monitor the computer files, voice mail, e-mail or any type of electronic file without advance notice on all County-owned computing devices (defined as any device that is used to conduct County business that includes the access or retention of County data). Justification may include but is not limited to maintenance, operational, auditing, monitoring work flow or productivity, security, investigative, disclosure of confidential business or proprietary information or personal abuse of the system.
5. Limited personal use of County computers may be allowed at the sole discretion of the County through the department head. However, personal obligations that must be conducted at work should be done as expeditiously as possible and with the approval of the department head. Nothing in this section confers authority on a department head to allow personal use of computer equipment during normal work hours, except in an emergency.
6. I understand that I have no expectation of privacy regarding information, including electronic mail messages and/or text messages, transmitted or received on any County-owned computing device. All electronic mail messages and/or text messages transmitted or received on any County-owned computer or other electronic device will become the property of the County and as such may be reviewed by the employer and co-workers in the ordinary course of business and without notice to me.
7. I understand that prohibited use includes but is not limited to:
 - Business of employee or any commercial activities of financial gain by employee;
 - Solicitation;
 - Illegal or impermissible activities defined as a violation of County policies, regulations, state and/or federal law;
 - Search, view or download of any pornographic or sexually explicit materials;
 - Dating or relationship matching sites;
 - Political endorsements;
 - Creating or forwarding "chain letters," "Ponzi" or other "pyramid" schemes of any type;
 - Transmission of any communications where the meaning of the message or its transmission or distribution would violate any applicable law or regulation or which may be offensive to the recipient;

Memorandum of Understanding - Professional Unit 2015-2017

8. I understand that e-mail etiquette is important to maintaining a professional standard of excellence as a County employee, and that County e-mails should not contain inappropriate or unprofessional language, personal attacks, or profane or obscene utterances.
9. I understand that the use of County e-mail is for furthering County business purposes and not for personal use or gain. Every e-mail sent is a reflection on the sender and on the sender's employer, the County of Madera.
10. I understand that any criminal conduct which is revealed by electronic mail received or transmitted by me, or by my use of County-owned computer systems, may be referred to the proper authorities for investigation or prosecution.
11. I will use the hardware or software in an ethical manner. I will respect the security of the computing device and I will not improperly use or gain access to the network, hardware or software.
12. I will not use or copy any copyrighted and/or patented software or parts thereof without legal authority to do so.
13. I will not install any hardware, program, software or data on any County-owned computer. Only IT personnel may install any hardware, program, software or related data on any County-owned computer. Mobile computing devices capable of downloading and executing device specific applications may be installed by the Department Head only, and only on their County provided device. All other mobile computing device apps will be installed by IT personnel.
14. I will respect any confidential information obtained or used as part of my job performance.
15. I will maintain system security by keeping my user identification and password(s) confidential.
16. I acknowledge that the use by employees of passwords or other message protection measures, other than those specifically authorized by the County, are prohibited. Multiple passwords or data locking measures will not make electronic mail messages or other data private.
17. Designations on messages or directories designating the material as personal or private, or otherwise attempting to segregate the material will not alter the stipulations as described in paragraph 4 above. The County's authorization for me to use a password or other data protection measures will not constitute consent by the County for me to maintain the messages or data as private. I understand that other persons within my department and/or County government generally may have routine access to my work product and have the right to access data stored on any County-owned computer used by me at any time whether or not password protected.
18. I understand and acknowledge that my departmental employer may be provided with copies of messages sent by me and received by others, whether within the County government or otherwise. Accordingly, I have no expectation of privacy in messages sent or received.
19. The County reserves the right to mandate standardized e-mail footers (The bottom section of an e-mail that does not change with both legal and exclusionary comments concerning the content of the e-mail) to any e-mail originating from County e-mail systems. Once established, altering the published standard is strictly forbidden.

E-mail is here to stay. Your message is forever so think twice before committing your thoughts to posterity by sending them in an e-mail.

Memorandum of Understanding - Professional Unit 2015-2017

I ACKNOWLEDGE THAT I HAVE READ, UNDERSTOOD AND WILL ABIDE BY THE ABOVE COMPUTER EQUIPMENT AND SYSTEMS USAGE RULES AND POLICIES. I UNDERSTAND THAT FAILURE TO ABIDE BY THESE RULES MAY RESULT IN DISCIPLINARY ACTION, UP TO AND INCLUDING TERMINATION OF MY EMPLOYMENT WITH THE COUNTY OF MADERA. I ALSO UNDERSTAND THAT I WILL BE RESPONSIBLE FOR ANY COSTS ASSOCIATED WITH OR AS A RESULT OF ANY VIOLATION OF THESE RULES AND POLICIES.

Employee's Signature

Date

Supervisor's Signature

Date

ATTACHMENT VI
Catastrophic Leave Program

The Catastrophic Leave Program is designed to assist employees (receiving employees) who have exhausted paid time credits due to a serious, catastrophic, or debilitating illness, injury, or condition. This Program allows other employees (donating employees) to make grants of time so that a receiving employee can remain in a paid status for a longer period of time, thus partially reducing the financial impact of the illness or injury. A person may receive no more than 60 credit days in this program for any qualifying illness, injury, or condition and must have returned to work for a period of no less than twelve (12) months prior to making application for any subsequent other illness, injury, or condition.

Eligibility:

There are five criteria for eligibility to be a receiving employee.

1. The receiving employee must have permanent status.
2. The receiving employee must exhaust all available sick leave, vacation, holiday, and compensatory time.
3. The receiving employee must coordinate any leave time donated with any Worker's Compensation and Short Term Disability Benefits.
4. The receiving employee must have sustained a serious or debilitating illness, injury or condition which must be verified by the employee's doctor.
5. The receiving employee must be prevented from returning to work for at least thirty (30) days and have applied and been approved for a medical leave of absence.

Application:

Applications for Catastrophic Leave are available from Department Payroll Representatives or from the Human Resources/Operations Division. Receiving employees must submit the application with supporting medical documentation to the Appointing Authority. The Appointing Authority shall either approve or deny requests for participation in the Program and forward the application and supporting documents to the Deputy CAO-Human Resources/Operations within five (5) days of receipt of the complete application. A receiving employee may be required to verify the status of the qualifying condition for continued eligibility in the Program.

Approval of Application:

Approved applications will be identified by employee number for purposes of confidentiality. The degree to which an application for participation in the Catastrophic Leave Program is kept confidential shall be the responsibility of the receiving employee. A receiving employee may choose to tell coworkers of the Application or may request an Employee Association to seek contributions on their behalf. Department Payroll Representatives shall not be responsible for seeking contributions on behalf of receiving employees and shall maintain the confidentiality of both receiving and donating employees.

Memorandum of Understanding - Professional Unit 2015-2017

NO DONATIONS MAY BE SOLICITED IN SUCH A WAY AS TO PRESSURE OR INTIMIDATE COWORKERS FOR THE PURPOSE OF CONTRIBUTIONS. EMPLOYEES WHO LEARN OF THE CONTRIBUTIONS OF OTHERS SHALL NOT MAKE THAT INFORMATION KNOWN FOR THE PURPOSE OF SOLICITING CONTRIBUTIONS.

Benefits:

Donations made to receiving employees shall be credited as sick leave. For the period of time that the receiving employee is in paid status, benefits such as seniority, sick leave accrual, vacation accrual, etc., shall continue pursuant to provisions for all other accrued sick leave.

Denial of Application:

Applications which have been denied by either the Appointing Authority and/or the Deputy CAO-Human Resources/Operations may be appealed to the County Administrative Officer (CAO). The decision of the CAO shall be final and binding, and neither the decision or the fact of the denied application shall be subject to the grievance process.

Donations:

Donations shall be made by completing the Catastrophic Leave Program Donation Form which must be approved by both the receiving employee's Appointing Authority and the Deputy CAO-Human Resources/Operations. Forms are available from Department Payroll Representatives and the Human Resources/Operations Division.

Donating employees may contribute vacation, holiday and compensatory time. Donating employees may not contribute sick leave. A donation must initially be a minimum of four (4) hours and thereafter, in one (1) hour increments. The total donation may be a combination of various types of leave (excluding sick leave) and shall be credited to the receiving employee as sick leave on an hour-for-hour basis. Once donated, the leave credits are subject to the receiving employee's monthly rate of pay.

Donations are irrevocable and once made, become the property of the receiving employee.

The donating employee may contribute up to one-half of their total balance of vacation, holiday and compensatory time as recorded in the database of the Office of the Auditor-Controller. The receiving employee may not be credited with more than sixty (60) credit days of leave, as defined, and in any case may not receive credits in excess of the expected duration of the leave as certified by the medical provider.

Upon approval, Department Payroll Representatives will advise the Auditor-Controller's Office to adjust the leave balances of both the donating employee and the receiving employee by deducting contributions from the appropriate balances of the donating employee and crediting the contributions to the sick leave balance of the receiving employee.

The Human Resources/Operations Division will process contributions only within the current pay period. Donation Forms received by the Human Resources/Operations Division which are in excess of the receiving employee's needs for the current pay period will be held by the Human Resources/Operations Division to be processed in the following pay period. Donation Forms which are in excess of a receiving employee's eligibility will be returned to the donating employee.

Memorandum of Understanding - Professional Unit 2015-2017

Other Provisions:

SIXTY CREDIT DAYS: Sixty credit days is defined as calendar days from the beginning to the end of the leave. It is not the intent of this Program to entitle any receiving employee to be credited with sixty (60) working days of contributions.

STATE DISABILITY INSURANCE AND WORKER'S COMPENSATION INSURANCE: Other than waiting days for eligibility, employees with qualifying conditions must have made application for benefits under one of these programs to be eligible for catastrophic leave.

EMPLOYEE REPRESENTATION UNITS: Donating employees and receiving employees shall be eligible to donate/receive contributions without regard to representation unit.

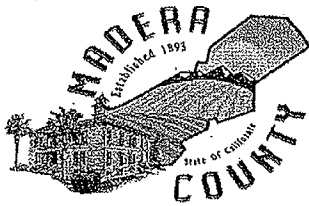
CONFIDENTIALITY: Receiving employees shall have the right to keep the nature of their illness, injury or condition confidential and at all times the names of donating employees and the amount of time contributed by each shall remain confidential.

ORDER OF DONATION CREDITS: Donations will be accepted or rejected and credited to the receiving employee in the order received.

TAXATION ISSUES: The County of Madera will not be responsible for determining the taxability or consequences of donations or credits. Withholding will be made based upon the best information available to the County Auditor-Controller.

FITNESS FOR DUTY, MEDICAL SEPARATION AND/OR DISABILITY RETIREMENT: The provisions of the Catastrophic Leave Program shall not preclude the County from taking any and all actions available as a management right prior to the establishment of the Program. These rights include but are not limited to fitness for duty evaluation, medical separation, and/or disability retirement. Neither does this Program change the obligation of the County to comply with all laws and regulations pertaining to employee medical leave and the disabled.

Memorandum of Understanding - Professional Unit 2015-2017



Madera County
CATASTROPHIC LEAVE PROGRAM
Application

Name: _____ Employee # _____

Department: _____

Employee Certification:

I request to participate in the Madera County Catastrophic Leave Program. I am making this request because I have a serious illness, injury or condition.

I have attached the statement of my medical provider briefly describing my qualifying condition and the anticipated duration of my need for leave.

I have read and understand the terms and conditions of the Madera County Catastrophic Leave Program and further certify as follows:

- I have permanent status as an employee of Madera County.
- I have sustained a serious illness, injury or condition.
- I have exhausted all paid time off or will do so by _____.
- I will be unable to work for thirty (30) days and have applied for a leave of absence without pay.

Signed: _____ Date: _____

- Approved
- Denied- Reason: _____

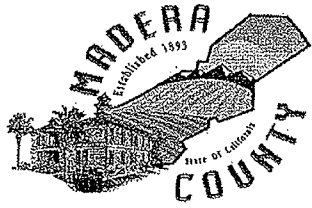
Department Head: _____ Date: _____

- Approved
- Denied- Reason: _____

Deputy CAO-Human Resources/Operations: _____ Date: _____

Note: Applications which have been denied shall be immediately returned to the Applicant. The Applicant may appeal the decision to deny the request by filing a written request for reconsideration with the County Administrative Officer.

Memorandum of Understanding - Professional Unit 2015-2017



Madera County
CATASTROPHIC LEAVE PROGRAM
Donation Form

Donor Name: _____ Employee # _____

Department: _____

Receiving Employee Name: _____

Department of Receiving Employee: _____

I hereby donate the following leave time (four (4) hour minimum donation) to the above-named receiving employee:

_____ hours vacation leave

_____ hours compensatory time

_____ hours holiday compensatory time

_____ management leave

I understand that once this donation is accepted it will be irrevocable and that the hours indicated above will not, under any circumstances, be returned to me. My signature constitutes authorization for the deduction of these hours from my leave balance records as maintained in the database of the Office of the Auditor-Controller and a credit to be made to the Receiving Employee as indicated.

Donor Signature: _____ Date: _____

Approved

Denied- Reason: _____

Department Head: _____ Date: _____

Approved

Denied- Reason: _____

Deputy CAO-Human Resources/Operations: _____ Date: _____

Note: Once signed by the Department Head, this form should be immediately forwarded to the Human Resources/Operations Division. Upon approval of both the Department Head and the Deputy CAO-Human Resources/Operations, the leave indicated will be debited from the Donor's leave balance account and credited to the Receiving Employee.

Memorandum of Understanding - Professional Unit 2015-2017

ATTACHEMENT VII

Government Code Section 3500-3511: Meyers-Milias-Brown Act

GOVERNMENT CODE

SECTION 3500-3511

3500. (a) It is the purpose of this chapter to promote full communication between public employers and their employees by providing a reasonable method of resolving disputes regarding wages, hours, and other terms and conditions of employment between public employers and public employee organizations. It is also the purpose of this chapter to promote the improvement of personnel management and employer-employee relations within the various public agencies in the State of California by providing a uniform basis for recognizing the right of public employees to join organizations of their own choice and be represented by those organizations in their employment relationships with public agencies. Nothing contained herein shall be deemed to supersede the provisions of existing state law and the charters, ordinances, and rules of local public agencies that establish and regulate a merit or civil service system or which provide for other methods of administering employer-employee relations nor is it intended that this chapter be binding upon those public agencies that provide procedures for the administration of employer-employee relations in accordance with the provisions of this chapter. This chapter is intended, instead, to strengthen merit, civil service and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communication between employees and the public agencies by which they are employed.

(b) The Legislature finds and declares that the duties and responsibilities of local agency employer representatives under this chapter are substantially similar to the duties and responsibilities required under existing collective bargaining enforcement procedures and therefore the costs incurred by the local agency employer representatives in performing those duties and responsibilities under this chapter are not reimbursable as state-mandated costs.

3500.5. This chapter shall be known and may be cited as the "Meyers-Milias-Brown Act."

3501. As used in this chapter:

(a) "Employee organization" means either of the following:

(1) Any organization that includes employees of a public agency and that has as one of its primary purposes representing those employees in their relations with that public agency.

(2) Any organization that seeks to represent employees of a public agency in their relations with that public agency.

(b) "Recognized employee organization" means an employee organization which has been formally acknowledged by the public agency as an employee organization that represents employees of the public agency.

(c) Except as otherwise provided in this subdivision, "public agency" means every governmental subdivision, every district, every public and quasi-public corporation, every public agency and public

service corporation and every town, city, county, city and county and municipal corporation, whether incorporated or not and whether chartered or not. As used in this chapter, "public agency" does not mean a school district or a county board of education or a county superintendent of schools or a personnel commission in a school district having a merit system as provided in Chapter 5 (commencing with Section 45100) of Part 25 and Chapter 4 (commencing with Section 88000) of Part 51 of the Education Code or the State of California.

(d) "Public employee" means any person employed by any public agency, including employees of the fire departments and fire services of counties, cities, cities and counties, districts, and other political subdivisions of the state, excepting those persons elected by popular vote or appointed to office by the Governor of this state.

(e) "Mediation" means effort by an impartial third party to assist in reconciling a dispute regarding wages, hours and other terms and conditions of employment between representatives of the public agency and the recognized employee organization or recognized employee organizations through interpretation, suggestion and advice.

(f) "Board" means the Public Employment Relations Board established pursuant to Section 3541.

3501.5. As used in this chapter, "public agency" does not mean a superior court.

3502. Except as otherwise provided by the Legislature, public employees shall have the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations. Public employees also shall have the right to refuse to join or participate in the activities of employee organizations and shall have the right to represent themselves individually in their employment relations with the public agency.

3502.1. No public employee shall be subject to punitive action or denied promotion, or threatened with any such treatment, for the exercise of lawful action as an elected, appointed, or recognized representative of any employee bargaining unit.

3502.5. (a) Notwithstanding Section 3502, any other provision of this chapter, or any other law, rule, or regulation, an agency shop agreement may be negotiated between a public agency and a recognized public employee organization that has been recognized as the exclusive or majority bargaining agent pursuant to reasonable rules and regulations, ordinances, and enactments, in accordance with this chapter. As used in this chapter, "agency shop" means an arrangement that requires an employee, as a condition of continued employment, either to join the recognized employee organization or to pay the organization a service fee in an amount not to exceed the standard initiation fee, periodic dues, and general assessments of the organization.

(b) In addition to the procedure prescribed in subdivision (a), an

agency shop arrangement between the public agency and a recognized employee organization that has been recognized as the exclusive or majority bargaining agent shall be placed in effect, without a negotiated agreement, upon (1) a signed petition of 30 percent of the employees in the applicable bargaining unit requesting an agency shop agreement and an election to implement an agency fee arrangement, and (2) the approval of a majority of employees who cast ballots and vote in a secret ballot election in favor of the agency shop agreement. The petition may be filed only after the recognized employee organization has requested the public agency to negotiate on an agency shop arrangement and, beginning seven working days after the public agency received this request, the two parties have had 30 calendar days to attempt good faith negotiations in an effort to reach agreement. An election that may not be held more frequently than once a year shall be conducted by the California State Mediation and Conciliation Service in the event that the public agency and the recognized employee organization cannot agree within 10 days from the filing of the petition to select jointly a neutral person or entity to conduct the election. In the event of an agency fee arrangement outside of an agreement that is in effect, the recognized employee organization shall indemnify and hold the public agency harmless against any liability arising from a claim, demand, or other action relating to the public agency's compliance with the agency fee obligation.

(c) An employee who is a member of a bona fide religion, body, or sect that has historically held conscientious objections to joining or financially supporting public employee organizations shall not be required to join or financially support a public employee organization as a condition of employment. The employee may be required, in lieu of periodic dues, initiation fees, or agency shop fees, to pay sums equal to the dues, initiation fees, or agency shop fees to a nonreligious, nonlabor charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code, chosen by the employee from a list of at least three of these funds, designated in a memorandum of understanding between the public agency and the public employee organization, or if the memorandum of understanding fails to designate the funds, then to a fund of that type chosen by the employee. Proof of the payments shall be made on a monthly basis to the public agency as a condition of continued exemption from the requirement of financial support to the public employee organization.

(d) An agency shop provision in a memorandum of understanding that is in effect may be rescinded by a majority vote of all the employees in the unit covered by the memorandum of understanding, provided that: (1) a request for that type of vote is supported by a petition containing the signatures of at least 30 percent of the employees in the unit, (2) the vote is by secret ballot, and (3) the vote may be taken at any time during the term of the memorandum of understanding, but in no event shall there be more than one vote taken during that term. Notwithstanding the above, the public agency and the recognized employee organization may negotiate, and by mutual agreement provide for, an alternative procedure or procedures regarding a vote on an agency shop agreement. The procedures in this subdivision are also applicable to an agency shop agreement placed in effect pursuant to subdivision (b).

(e) An agency shop arrangement shall not apply to management employees.

(f) A recognized employee organization that has agreed to an agency shop provision or is a party to an agency shop arrangement shall keep an adequate itemized record of its financial transactions and shall make available annually, to the public agency with which

the agency shop provision was negotiated, and to the employees who are members of the organization, within 60 days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to accuracy by its president and treasurer or corresponding principal officer, or by a certified public accountant. An employee organization required to file financial reports under the federal Labor-Management Reporting and Disclosure Act of 1959 (29 U.S.C. Sec. 401 et seq.) covering employees governed by this chapter, or required to file financial reports under Section 3546.5, may satisfy the financial reporting requirement of this section by providing the public agency with a copy of the financial reports.

3503. Recognized employee organizations shall have the right to represent their members in their employment relations with public agencies. Employee organizations may establish reasonable restrictions regarding who may join and may make reasonable provisions for the dismissal of individuals from membership. Nothing in this section shall prohibit any employee from appearing in his own behalf in his employment relations with the public agency.

3504. The scope of representation shall include all matters relating to employment conditions and employer-employee relations, including, but not limited to, wages, hours, and other terms and conditions of employment, except, however, that the scope of representation shall not include consideration of the merits, necessity, or organization of any service or activity provided by law or executive order.

3504.5. (a) Except in cases of emergency as provided in this section, the governing body of a public agency, and boards and commissions designated by law or by the governing body of a public agency, shall give reasonable written notice to each recognized employee organization affected of any ordinance, rule, resolution, or regulation directly relating to matters within the scope of representation proposed to be adopted by the governing body or the designated boards and commissions and shall give the recognized employee organization the opportunity to meet with the governing body or the boards and commissions.

(b) In cases of emergency when the governing body or the designated boards and commissions determine that an ordinance, rule, resolution, or regulation must be adopted immediately without prior notice or meeting with a recognized employee organization, the governing body or the boards and commissions shall provide notice and opportunity to meet at the earliest practicable time following the adoption of the ordinance, rule, resolution, or regulation.

(c) The governing body of a public agency with a population in excess of 4,000,000, or the boards and commissions designated by the governing body of such a public agency shall not discriminate against employees by removing or disqualifying them from a health benefit plan, or otherwise restricting their ability to participate in a health benefit plan, on the basis that the employees have selected or supported a recognized employee organization. Nothing in this section shall be construed to prohibit the governing body of a public

agency or the board or commission of a public agency and a recognized employee organization from agreeing to health benefit plan enrollment criteria or eligibility limitations.

3505. The governing body of a public agency, or such boards, commissions, administrative officers or other representatives as may be properly designated by law or by such governing body, shall meet and confer in good faith regarding wages, hours, and other terms and conditions of employment with representatives of such recognized employee organizations, as defined in subdivision (b) of Section 3501, and shall consider fully such presentations as are made by the employee organization on behalf of its members prior to arriving at a determination of policy or course of action.

"Meet and confer in good faith" means that a public agency, or such representatives as it may designate, and representatives of recognized employee organizations, shall have the mutual obligation personally to meet and confer promptly upon request by either party and continue for a reasonable period of time in order to exchange freely information, opinions, and proposals, and to endeavor to reach agreement on matters within the scope of representation prior to the adoption by the public agency of its final budget for the ensuing year. The process should include adequate time for the resolution of impasses where specific procedures for such resolution are contained in local rule, regulation, or ordinance, or when such procedures are utilized by mutual consent.

3505.1. If a tentative agreement is reached by the authorized representatives of the public agency and a recognized employee organization or recognized employee organizations, the governing body shall vote to accept or reject the tentative agreement within 30 days of the date it is first considered at a duly noticed public meeting. A decision by the governing body to reject the tentative agreement shall not bar the filing of a charge of unfair practice for failure to meet and confer in good faith. If the governing body adopts the tentative agreement, the parties shall jointly prepare a written memorandum of understanding.

3505.2. If after a reasonable period of time, representatives of the public agency and the recognized employee organization fail to reach agreement, the public agency and the recognized employee organization or recognized employee organizations together may agree upon the appointment of a mediator mutually agreeable to the parties. Costs of mediation shall be divided one-half to the public agency and one-half to the recognized employee organization or recognized employee organizations.

3505.3. (a) Public agencies shall allow a reasonable number of public agency employee representatives of recognized employee organizations reasonable time off without loss of compensation or other benefits when they are participating in any one of the following activities:

- (1) Formally meeting and conferring with representatives of the public agency on matters within the scope of representation.
- (2) Testifying or appearing as the designated representative of

the employee organization in conferences, hearings, or other proceedings before the board, or an agent thereof, in matters relating to a charge filed by the employee organization against the public agency or by the public agency against the employee organization.

(3) Testifying or appearing as the designated representative of the employee organization in matters before a personnel or merit commission.

(b) The employee organization being represented shall provide reasonable notification to the employer requesting a leave of absence without loss of compensation pursuant to subdivision (a).

(c) For the purposes of this section, "designated representative" means an officer of the employee organization or a member serving in proxy of the employee organization.

3505.4. (a) The employee organization may request that the parties' differences be submitted to a factfinding panel not sooner than 30 days, but not more than 45 days, following the appointment or selection of a mediator pursuant to the parties' agreement to mediate or a mediation process required by a public agency's local rules. If the dispute was not submitted to mediation, an employee organization may request that the parties' differences be submitted to a factfinding panel not later than 30 days following the date that either party provided the other with a written notice of a declaration of impasse. Within five days after receipt of the written request, each party shall select a person to serve as its member of the factfinding panel. The Public Employment Relations Board shall, within five days after the selection of panel members by the parties, select a chairperson of the factfinding panel.

(b) Within five days after the board selects a chairperson of the factfinding panel, the parties may mutually agree upon a person to serve as chairperson in lieu of the person selected by the board.

(c) The panel shall, within 10 days after its appointment, meet with the parties or their representatives, either jointly or separately, and may make inquiries and investigations, hold hearings, and take any other steps it deems appropriate. For the purpose of the hearings, investigations, and inquiries, the panel shall have the power to issue subpoenas requiring the attendance and testimony of witnesses and the production of evidence. Any state agency, as defined in Section 11000, the California State University, or any political subdivision of the state, including any board of education, shall furnish the panel, upon its request, with all records, papers, and information in their possession relating to any matter under investigation by or in issue before the panel.

(d) In arriving at their findings and recommendations, the factfinders shall consider, weigh, and be guided by all the following criteria:

- (1) State and federal laws that are applicable to the employer.
- (2) Local rules, regulations, or ordinances.
- (3) Stipulations of the parties.
- (4) The interests and welfare of the public and the financial ability of the public agency.
- (5) Comparison of the wages, hours, and conditions of employment of the employees involved in the factfinding proceeding with the wages, hours, and conditions of employment of other employees performing similar services in comparable public agencies.
- (6) The consumer price index for goods and services, commonly known as the cost of living.

(7) The overall compensation presently received by the employees, including direct wage compensation, vacations, holidays, and other excused time, insurance and pensions, medical and hospitalization benefits, the continuity and stability of employment, and all other benefits received.

(8) Any other facts, not confined to those specified in paragraphs (1) to (7), inclusive, which are normally or traditionally taken into consideration in making the findings and recommendations.

(e) The procedural right of an employee organization to request a factfinding panel cannot be expressly or voluntarily waived.

3505.5. (a) If the dispute is not settled within 30 days after the appointment of the factfinding panel, or, upon agreement by both parties within a longer period, the panel shall make findings of fact and recommend terms of settlement, which shall be advisory only. The factfinders shall submit, in writing, any findings of fact and recommended terms of settlement to the parties before they are made available to the public. The public agency shall make these findings and recommendations publicly available within 10 days after their receipt.

(b) The costs for the services of the panel chairperson selected by the board, including per diem fees, if any, and actual and necessary travel and subsistence expenses, shall be equally divided between the parties.

(c) The costs for the services of the panel chairperson agreed upon by the parties shall be equally divided between the parties, and shall include per diem fees, if any, and actual and necessary travel and subsistence expenses. The per diem fees shall not exceed the per diem fees stated on the chairperson's résumé on file with the board. The chairperson's bill showing the amount payable by the parties shall accompany his or her final report to the parties and the board. The chairperson may submit interim bills to the parties in the course of the proceedings, and copies of the interim bills shall also be sent to the board. The parties shall make payment directly to the chairperson.

(d) Any other mutually incurred costs shall be borne equally by the public agency and the employee organization. Any separately incurred costs for the panel member selected by each party shall be borne by that party.

(e) A charter city, charter county, or charter city and county with a charter that has a procedure that applies if an impasse has been reached between the public agency and a bargaining unit, and the procedure includes, at a minimum, a process for binding arbitration, is exempt from the requirements of this section and Section 3505.4 with regard to its negotiations with a bargaining unit to which the impasse procedure applies.

3505.7. After any applicable mediation and factfinding procedures have been exhausted, but no earlier than 10 days after the factfinders' written findings of fact and recommended terms of settlement have been submitted to the parties pursuant to Section 3505.5, a public agency that is not required to proceed to interest arbitration may, after holding a public hearing regarding the impasse, implement its last, best, and final offer, but shall not implement a memorandum of understanding. The unilateral implementation of a public agency's last, best, and final offer shall

not deprive a recognized employee organization of the right each year to meet and confer on matters within the scope of representation, whether or not those matters are included in the unilateral implementation, prior to the adoption by the public agency of its annual budget, or as otherwise required by law.

3505.8. An arbitration agreement contained in a memorandum of understanding entered into under this chapter shall be enforceable in an action brought pursuant to Title 9 (commencing with Section 1280) of Part 3 of the Code of Civil Procedure. An assertion that the arbitration claim is untimely or otherwise barred because the party seeking arbitration has failed to satisfy the procedural prerequisites to arbitration shall not be a basis for refusing to submit the dispute to arbitration. All procedural defenses shall be presented to the arbitrator for resolution. A court shall not refuse to order arbitration because a party to the memorandum of understanding contends that the conduct in question arguably constitutes an unfair practice subject to the jurisdiction of the board. If a party to a memorandum of understanding files an unfair practice charge based on such conduct, the board shall place the charge in abeyance if the dispute is subject to final and binding arbitration pursuant to the memorandum of understanding, and shall dismiss the charge at the conclusion of the arbitration process unless the charging party demonstrates that the settlement or arbitration award is repugnant to the purposes of this chapter.

3506. Public agencies and employee organizations shall not interfere with, intimidate, restrain, coerce or discriminate against public employees because of their exercise of their rights under Section 3502.

3506.5. A public agency shall not do any of the following:

(a) Impose or threaten to impose reprisals on employees, to discriminate or threaten to discriminate against employees, or otherwise to interfere with, restrain, or coerce employees because of their exercise of rights guaranteed by this chapter.

(b) Deny to employee organizations the rights guaranteed to them by this chapter.

(c) Refuse or fail to meet and negotiate in good faith with a recognized employee organization. For purposes of this subdivision, knowingly providing a recognized employee organization with inaccurate information regarding the financial resources of the public employer, whether or not in response to a request for information, constitutes a refusal or failure to meet and negotiate in good faith.

(d) Dominate or interfere with the formation or administration of any employee organization, contribute financial or other support to any employee organization, or in any way encourage employees to join any organization in preference to another.

(e) Refuse to participate in good faith in an applicable impasse procedure.

3507. (a) A public agency may adopt reasonable rules and regulations after consultation in good faith with representatives of a recognized employee organization or organizations for the administration of employer-employee relations under this chapter.

The rules and regulations may include provisions for all of the following:

- (1) Verifying that an organization does in fact represent employees of the public agency.
- (2) Verifying the official status of employee organization officers and representatives.
- (3) Recognition of employee organizations.
- (4) Exclusive recognition of employee organizations formally recognized pursuant to a vote of the employees of the agency or an appropriate unit thereof, subject to the right of an employee to represent himself or herself as provided in Section 3502.
- (5) Additional procedures for the resolution of disputes involving wages, hours and other terms and conditions of employment.
- (6) Access of employee organization officers and representatives to work locations.
- (7) Use of official bulletin boards and other means of communication by employee organizations.
- (8) Furnishing nonconfidential information pertaining to employment relations to employee organizations.
- (9) Any other matters that are necessary to carry out the purposes of this chapter.

(b) Exclusive recognition of employee organizations formally recognized as majority representatives pursuant to a vote of the employees may be revoked by a majority vote of the employees only after a period of not less than 12 months following the date of recognition.

(c) No public agency shall unreasonably withhold recognition of employee organizations.

(d) Employees and employee organizations shall be able to challenge a rule or regulation of a public agency as a violation of this chapter. This subdivision shall not be construed to restrict or expand the board's jurisdiction or authority as set forth in subdivisions (a) to (c), inclusive, of Section 3509.

3507.1. (a) Unit determinations and representation elections shall be determined and processed in accordance with rules adopted by a public agency in accordance with this chapter. In a representation election, a majority of the votes cast by the employees in the appropriate bargaining unit shall be required.

(b) Notwithstanding subdivision (a) and rules adopted by a public agency pursuant to Section 3507, a bargaining unit in effect as of the effective date of this section shall continue in effect unless changed under the rules adopted by a public agency pursuant to Section 3507.

(c) A public agency shall grant exclusive or majority recognition to an employee organization based on a signed petition, authorization cards, or union membership cards showing that a majority of the employees in an appropriate bargaining unit desire the representation, unless another labor organization has previously been lawfully recognized as exclusive or majority representative of all or part of the same unit. Exclusive or majority representation shall be determined by a neutral third party selected by the public agency and the employee organization who shall review the signed petition,

authorization cards, or union membership cards to verify the exclusive or majority status of the employee organization. In the event the public agency and the employee organization cannot agree on a neutral third party, the California State Mediation and Conciliation Service shall be the neutral third party and shall verify the exclusive or majority status of the employee organization. In the event that the neutral third party determines, based on a signed petition, authorization cards, or union membership cards, that a second labor organization has the support of at least 30 percent of the employees in the unit in which recognition is sought, the neutral third party shall order an election to establish which labor organization, if any, has majority status.

3507.3. Professional employees shall not be denied the right to be represented separately from nonprofessional employees by a professional employee organization consisting of those professional employees. In the event of a dispute on the appropriateness of a unit of representation for professional employees, upon request of any of the parties, the dispute shall be submitted to the California State Mediation and Conciliation Service for mediation or for recommendation for resolving the dispute.

"Professional employees," for the purposes of this section, means employees engaged in work requiring specialized knowledge and skills attained through completion of a recognized course of instruction, including, but not limited to, attorneys, physicians, registered nurses, engineers, architects, teachers, and the various types of physical, chemical, and biological scientists.

3507.5. In addition to those rules and regulations a public agency may adopt pursuant to and in the same manner as in Section 3507, any such agency may adopt reasonable rules and regulations providing for designation of the management and confidential employees of the public agency and restricting such employees from representing any employee organization, which represents other employees of the public agency, on matters within the scope of representation. Except as specifically provided otherwise in this chapter, this section does not otherwise limit the right of employees to be members of and to hold office in an employee organization.

3508. (a) The governing body of a public agency may, in accordance with reasonable standards, designate positions or classes of positions which have duties consisting primarily of the enforcement of state laws or local ordinances, and may by resolution or ordinance adopted after a public hearing, limit or prohibit the right of employees in these positions or classes of positions to form, join, or participate in employee organizations where it is in the public interest to do so. However, the governing body may not prohibit the right of its employees who are full-time "peace officers," as that term is defined in Chapter 4.5 (commencing with Section 830) of Title 3 of Part 2 of the Penal Code, to join or participate in employee organizations which are composed solely of those peace officers, which concern themselves solely and exclusively with the wages, hours, working conditions, welfare programs, and advancement of the

academic and vocational training in furtherance of the police profession, and which are not subordinate to any other organization.

(b) (1) This subdivision shall apply only to a county of the seventh class.

(2) For the purposes of this section, no distinction shall be made between a position designated as a peace officer position by Chapter 4.5 (commencing with Section 830) of Title 3 of Part 2 of the Penal Code at the time of the enactment of the 1971 amendments to this section, and a welfare fraud investigator or inspector position designated as a peace officer position by any amendment to that Chapter 4.5 at any time after the enactment of the 1971 amendments to this section.

(3) It is the intent of this subdivision to overrule San Bernardino County Sheriff's Etc. Assn. v. Board of Supervisors (1992) 7 Cal.App.4th 602, 611, with respect to San Bernardino County designating a welfare fraud investigator or inspector as a peace officer under this section.

(c) (1) This subdivision shall apply only to a county of the seventh class and shall not become operative until it is approved by the county board of supervisors by ordinance or resolution.

(2) For the purposes of this section, no distinction shall be made between a position designated as a peace officer position by Chapter 4.5 (commencing with Section 830) of Title 3 of Part 2 of the Penal Code at the time of the enactment of the 1971 amendments to this section, and a probation corrections officer position designated as a peace officer position by any amendment to that Chapter 4.5 at any time after the enactment of the 1971 amendments to this section.

(3) It is the intent of this subdivision to overrule San Bernardino County Sheriff's Etc. Assn. v. Board of Supervisors (1992) 7 Cal.App.4th 602, 611, to the extent that it holds that this section prohibits the County of San Bernardino from designating the classifications of Probation Corrections Officers and Supervising Probation Corrections Officers as peace officers. Those officers shall not be designated as peace officers for purposes of this section unless that action is approved by the county board of supervisors by ordinance or resolution.

(4) Upon approval by the Board of Supervisors of San Bernardino County, this subdivision shall apply to petitions filed in May 2001 by Probation Corrections Officers and Supervising Probation Corrections Officers.

(d) The right of employees to form, join and participate in the activities of employee organizations shall not be restricted by a public agency on any grounds other than those set forth in this section.

3508.1. For the purposes of this section, the term "police employee" includes the civilian employees of the police department of any city. Police employee does not include any public safety officer within the meaning of Section 3301.

(a) With respect to any police employee, except as provided in this subdivision and subdivision (d), no punitive action, nor denial of promotion on grounds other than merit, shall be undertaken for any act, omission, or other allegation of misconduct if the investigation of the allegation is not completed within one year of the public agency's discovery by a person authorized to initiate an investigation of the allegation of an act, omission, or other misconduct. This one-year limitation period shall apply only if the act, omission, or other misconduct occurred on or after January 1,

2002. In the event that the public agency determines that discipline may be taken, it shall complete its investigation and notify the police employee of its proposed disciplinary action within that year, except in any of the following circumstances:

(1) If the act, omission, or other allegation of misconduct is also the subject of a criminal investigation or criminal prosecution, the time during which the criminal investigation or criminal prosecution is pending shall toll the one-year time period.

(2) If the police employee waives the one-year time period in writing, the time period shall be tolled for the period of time specified in the written waiver.

(3) If the investigation is a multijurisdictional investigation that requires a reasonable extension for coordination of the involved agencies.

(4) If the investigation involves more than one employee and requires a reasonable extension.

(5) If the investigation involves an employee who is incapacitated or otherwise unavailable, the time during which the person is incapacitated or unavailable shall toll the one-year period.

(6) If the investigation involves a matter in civil litigation in which the police employee is named as a party defendant, the one-year time period shall be tolled while the civil action is pending.

(7) If the investigation involves a matter in criminal litigation in which the complainant is a criminal defendant, the one-year time period shall be tolled during the period of that defendant's criminal investigation and prosecution.

(8) If the investigation involves an allegation of workers' compensation fraud on the part of the police employee.

(b) When a predisdisciplinary response or grievance procedure is required or utilized, the time for this response or procedure shall not be governed or limited by this chapter.

(c) If, after investigation and predisdisciplinary response or procedure, the public agency decides to impose discipline, the public agency shall notify the police employee in writing of its decision to impose discipline, including the date that the discipline will be imposed, within 30 days of its decision, except if the police employee is unavailable for discipline.

(d) Notwithstanding the one-year time period specified in subdivision (a), an investigation may be reopened against a police employee if both of the following circumstances exist:

(1) Significant new evidence has been discovered that is likely to affect the outcome of the investigation.

(2) One of the following conditions exists:

(A) The evidence could not reasonably have been discovered in the normal course of investigation without resorting to extraordinary measures by the agency.

(B) The evidence resulted from the police employee's predisdisciplinary response or procedure.

3508.5. (a) Nothing in this chapter shall affect the right of a public employee to authorize a dues or service fees deduction from his or her salary or wages pursuant to Section 1157.1, 1157.2, 1157.3, 1157.4, 1157.5, or 1157.7.

(b) A public employer shall deduct the payment of dues or service fees to a recognized employee organization as required by an agency shop arrangement between the recognized employee organization and the public employer.

(c) Agency fee obligations, including, but not limited to, dues or

agency fee deductions on behalf of a recognized employee organization, shall continue in effect as long as the employee organization is the recognized bargaining representative, notwithstanding the expiration of any agreement between the public employer and the recognized employee organization.

3509. (a) The powers and duties of the board described in Section 3541.3 shall also apply, as appropriate, to this chapter and shall include the authority as set forth in subdivisions (b) and (c). Included among the appropriate powers of the board are the power to order elections, to conduct any election the board orders, and to adopt rules to apply in areas where a public agency has no rule.

(b) A complaint alleging any violation of this chapter or of any rules and regulations adopted by a public agency pursuant to Section 3507 or 3507.5 shall be processed as an unfair practice charge by the board. The initial determination as to whether the charge of unfair practice is justified and, if so, the appropriate remedy necessary to effectuate the purposes of this chapter, shall be a matter within the exclusive jurisdiction of the board, except that in an action to recover damages due to an unlawful strike, the board shall have no authority to award strike-preparation expenses as damages, and shall have no authority to award damages for costs, expenses, or revenue losses incurred during, or as a consequence of, an unlawful strike. The board shall apply and interpret unfair labor practices consistent with existing judicial interpretations of this chapter.

(c) The board shall enforce and apply rules adopted by a public agency concerning unit determinations, representation, recognition, and elections.

(d) Notwithstanding subdivisions (a) to (c), inclusive, the employee relations commissions established by, and in effect for, the County of Los Angeles and the City of Los Angeles pursuant to Section 3507 shall have the power and responsibility to take actions on recognition, unit determinations, elections, and all unfair practices, and to issue determinations and orders as the employee relations commissions deem necessary, consistent with and pursuant to the policies of this chapter.

(e) Notwithstanding subdivisions (a) to (c), inclusive, consistent with, and pursuant to, the provisions of Sections 3500 and 3505.4, superior courts shall have exclusive jurisdiction over actions involving interest arbitration, as governed by Title 9 (commencing with Section 1280) of Part 3 of the Code of Civil Procedure, when the action involves an employee organization that represents firefighters, as defined in Section 3251.

(f) This section shall not apply to employees designated as management employees under Section 3507.5.

(g) The board shall not find it an unfair practice for an employee organization to violate a rule or regulation adopted by a public agency if that rule or regulation is itself in violation of this chapter. This subdivision shall not be construed to restrict or expand the board's jurisdiction or authority as set forth in subdivisions (a) to (c), inclusive.

3509.3. Notwithstanding any other law, if a decision by an administrative law judge regarding the recognition or certification of an employee organization is appealed, the decision shall be deemed the final order of the board if the board does not issue a ruling

that supersedes the decision on or before 180 days after the appeal is filed.

3509.5. (a) Any charging party, respondent, or intervenor aggrieved by a final decision or order of the board in an unfair practice case, except a decision of the board not to issue a complaint in such a case, and any party to a final decision or order of the board in a unit determination, representation, recognition, or election matter that is not brought as an unfair practice case, may petition for a writ of extraordinary relief from that decision or order. A board order directing an election may not be stayed pending judicial review.

(b) A petition for a writ of extraordinary relief shall be filed in the district court of appeal having jurisdiction over the county where the events giving rise to the decision or order occurred. The petition shall be filed within 30 days from the date of the issuance of the board's final decision or order, or order denying reconsideration, as applicable. Upon the filing of the petition, the court shall cause notice to be served upon the board and thereafter shall have jurisdiction of the proceeding. The board shall file in the court the record of the proceeding, certified by the board, within 10 days after the clerk's notice unless that time is extended by the court for good cause shown. The court shall have jurisdiction to grant any temporary relief or restraining order it deems just and proper, and in like manner to make and enter a decree enforcing, modifying, and enforcing as modified, or setting aside in whole or in part the decision or order of the board. The findings of the board with respect to questions of fact, including ultimate facts, if supported by substantial evidence on the record considered as a whole, shall be conclusive. Title 1 (commencing with Section 1067) of Part 3 of the Code of Civil Procedure relating to writs shall, except where specifically superseded by this section, apply to proceedings pursuant to this section.

(c) If the time to petition for extraordinary relief from a board decision or order has expired, the board may seek enforcement of any final decision or order in a district court of appeal or superior court having jurisdiction over the county where the events giving rise to the decision or order occurred. The board shall respond within 10 days to any inquiry from a party to the action as to why the board has not sought court enforcement of the final decision or order. If the response does not indicate that there has been compliance with the board's final decision or order, the board shall seek enforcement of the final decision or order upon the request of the party. The board shall file in the court the record of the proceeding, certified by the board, and appropriate evidence disclosing the failure to comply with the decision or order. If, after hearing, the court determines that the order was issued pursuant to the procedures established by the board and that the person or entity refuses to comply with the order, the court shall enforce the order by writ of mandamus or other proper process. The court may not review the merits of the order.

3510. (a) The provisions of this chapter shall be interpreted and applied by the board in a manner consistent with and in accordance with judicial interpretations of this chapter.

(b) The enactment of this chapter shall not be construed as making

the provisions of Section 923 of the Labor Code applicable to public employees.

3511. The changes made to Sections 3501, 3507.1, and 3509 of the Government Code by legislation enacted during the 1999-2000 Regular Session of the Legislature shall not apply to persons who are peace officers as defined in Section 830.1 of the Penal Code.

Memorandum of Understanding - Professional Unit 2015-2017

ATTACHMENT VIII

Weingarten Rights Statement

"If this discussion could in any way lead to my being disciplined or terminated, I respectfully request that my Association (Union) representative be present at the meeting. Without representation, I choose not to answer any questions."

Memorandum of Understanding - Professional Unit 2015-2017

ATTACHMENT IX

**PFB2 0115
Salary Table**

Payroll Salary Table
County of Madera

Professional
PFB2 0115

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
001	Annual	\$15,007.05	\$15,757.40	\$16,545.27	\$17,372.54	\$18,241.17
001	Monthly	\$1,250.59	\$1,313.12	\$1,378.77	\$1,447.71	\$1,520.10
001	Hourly	\$7.21493	\$7.57567	\$7.95446	\$8.35218	\$8.76979
002	Annual	\$15,082.08	\$15,836.20	\$16,628.00	\$17,459.39	\$18,332.38
002	Monthly	\$1,256.84	\$1,319.68	\$1,385.67	\$1,454.95	\$1,527.70
002	Hourly	\$7.25100	\$7.61356	\$7.99423	\$8.39394	\$8.81364
003	Annual	\$15,157.51	\$15,915.38	\$16,711.15	\$17,546.69	\$18,424.05
003	Monthly	\$1,263.13	\$1,326.28	\$1,392.60	\$1,462.22	\$1,535.34
003	Hourly	\$7.28726	\$7.65163	\$8.03421	\$8.43591	\$8.85772
004	Annual	\$15,233.30	\$15,994.95	\$16,794.70	\$17,634.42	\$18,516.15
004	Monthly	\$1,269.44	\$1,332.91	\$1,399.56	\$1,469.54	\$1,543.01
004	Hourly	\$7.32370	\$7.68988	\$8.07438	\$8.47809	\$8.90200
005	Annual	\$15,309.44	\$16,074.92	\$16,878.66	\$17,722.61	\$18,608.74
005	Monthly	\$1,275.79	\$1,339.58	\$1,406.56	\$1,476.88	\$1,550.73
005	Hourly	\$7.36031	\$7.72833	\$8.11474	\$8.52049	\$8.94651
006	Annual	\$15,386.01	\$16,155.30	\$16,963.06	\$17,811.21	\$18,701.78
006	Monthly	\$1,282.17	\$1,346.28	\$1,413.59	\$1,484.27	\$1,558.48
006	Hourly	\$7.39712	\$7.76697	\$8.15532	\$8.56308	\$8.99124
007	Annual	\$15,462.92	\$16,236.07	\$17,047.88	\$17,900.27	\$18,795.28
007	Monthly	\$1,288.58	\$1,353.01	\$1,420.66	\$1,491.69	\$1,566.27
007	Hourly	\$7.43410	\$7.80580	\$8.19610	\$8.60590	\$9.03619
008	Annual	\$15,540.23	\$16,317.25	\$17,133.11	\$17,989.77	\$18,889.27
008	Monthly	\$1,295.02	\$1,359.77	\$1,427.76	\$1,499.15	\$1,574.11
008	Hourly	\$7.47126	\$7.84483	\$8.23707	\$8.64893	\$9.08138
009	Annual	\$15,617.94	\$16,398.85	\$17,218.78	\$18,079.72	\$18,983.72
009	Monthly	\$1,301.50	\$1,366.57	\$1,434.90	\$1,506.64	\$1,581.98
009	Hourly	\$7.50863	\$7.88406	\$8.27826	\$8.69217	\$9.12679
010	Annual	\$15,696.03	\$16,480.84	\$17,304.88	\$18,170.12	\$19,078.63
010	Monthly	\$1,308.00	\$1,373.40	\$1,442.07	\$1,514.18	\$1,589.89
010	Hourly	\$7.54617	\$7.92348	\$8.31965	\$8.73563	\$9.17242
011	Annual	\$15,774.51	\$16,563.25	\$17,391.39	\$18,260.98	\$19,174.02
011	Monthly	\$1,314.54	\$1,380.27	\$1,449.28	\$1,521.75	\$1,597.84
011	Hourly	\$7.58390	\$7.96310	\$8.36125	\$8.77932	\$9.21828
012	Annual	\$15,853.40	\$16,646.06	\$17,478.35	\$18,352.29	\$19,269.88
012	Monthly	\$1,321.12	\$1,387.17	\$1,456.53	\$1,529.36	\$1,605.82
012	Hourly	\$7.62183	\$8.00291	\$8.40305	\$8.82322	\$9.26437
013	Annual	\$15,932.67	\$16,729.28	\$17,565.74	\$18,444.04	\$19,366.23
013	Monthly	\$1,327.72	\$1,394.11	\$1,463.81	\$1,537.00	\$1,613.85
013	Hourly	\$7.65994	\$8.04292	\$8.44507	\$8.86733	\$9.31069
014	Annual	\$16,012.32	\$16,812.92	\$17,653.59	\$18,536.27	\$19,463.06

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
014	Monthly	\$1,334.36	\$1,401.08	\$1,471.13	\$1,544.69	\$1,621.92
014	Hourly	\$7.69823	\$8.08313	\$8.48730	\$8.91167	\$9.35724
015	Annual	\$16,092.37	\$16,897.01	\$17,741.85	\$18,628.94	\$19,560.40
015	Monthly	\$1,341.03	\$1,408.08	\$1,478.49	\$1,552.41	\$1,630.03
015	Hourly	\$7.73672	\$8.12356	\$8.52974	\$8.95622	\$9.40404
016	Annual	\$16,172.85	\$16,981.48	\$17,830.56	\$18,722.09	\$19,658.19
016	Monthly	\$1,347.74	\$1,415.12	\$1,485.88	\$1,560.17	\$1,638.18
016	Hourly	\$7.77541	\$8.16417	\$8.57238	\$9.00100	\$9.45105
017	Annual	\$16,253.70	\$17,066.39	\$17,919.71	\$18,815.70	\$19,756.48
017	Monthly	\$1,354.48	\$1,422.20	\$1,493.31	\$1,567.98	\$1,646.37
017	Hourly	\$7.81428	\$8.20500	\$8.61525	\$9.04601	\$9.49831
018	Annual	\$16,334.96	\$17,151.71	\$18,009.31	\$18,909.76	\$19,855.27
018	Monthly	\$1,361.25	\$1,429.31	\$1,500.78	\$1,575.81	\$1,654.61
018	Hourly	\$7.85335	\$8.24601	\$8.65832	\$9.09123	\$9.54580
019	Annual	\$16,416.64	\$17,237.49	\$18,099.35	\$19,004.33	\$19,954.54
019	Monthly	\$1,368.05	\$1,436.46	\$1,508.28	\$1,583.69	\$1,662.88
019	Hourly	\$7.89262	\$8.28725	\$8.70161	\$9.13670	\$9.59353
020	Annual	\$16,498.73	\$17,323.67	\$18,189.85	\$19,099.33	\$20,054.32
020	Monthly	\$1,374.89	\$1,443.64	\$1,515.82	\$1,591.61	\$1,671.19
020	Hourly	\$7.93208	\$8.32869	\$8.74512	\$9.18237	\$9.64150
021	Annual	\$16,581.22	\$17,410.29	\$18,280.81	\$19,194.83	\$20,154.59
021	Monthly	\$1,381.77	\$1,450.86	\$1,523.40	\$1,599.57	\$1,679.55
021	Hourly	\$7.97174	\$8.37033	\$8.78885	\$9.22828	\$9.68971
022	Annual	\$16,664.14	\$17,497.34	\$18,372.21	\$19,290.82	\$20,255.36
022	Monthly	\$1,388.68	\$1,458.11	\$1,531.02	\$1,607.57	\$1,687.95
022	Hourly	\$8.01161	\$8.41218	\$8.83279	\$9.27443	\$9.73815
023	Annual	\$16,747.45	\$17,584.82	\$18,464.07	\$19,387.26	\$20,356.63
023	Monthly	\$1,395.62	\$1,465.40	\$1,538.67	\$1,615.61	\$1,696.39
023	Hourly	\$8.05166	\$8.45424	\$8.87696	\$9.32080	\$9.78684
024	Annual	\$16,831.19	\$17,672.75	\$18,556.38	\$19,484.20	\$20,458.42
024	Monthly	\$1,402.60	\$1,472.73	\$1,546.37	\$1,623.68	\$1,704.87
024	Hourly	\$8.09192	\$8.49651	\$8.92134	\$9.36740	\$9.83578
025	Annual	\$16,915.35	\$17,761.11	\$18,649.18	\$19,581.64	\$20,560.71
025	Monthly	\$1,409.61	\$1,480.09	\$1,554.10	\$1,631.80	\$1,713.39
025	Hourly	\$8.13238	\$8.53900	\$8.96595	\$9.41425	\$9.88496
026	Annual	\$16,999.93	\$17,849.92	\$18,742.41	\$19,679.54	\$20,663.52
026	Monthly	\$1,416.66	\$1,487.49	\$1,561.87	\$1,639.96	\$1,721.96
026	Hourly	\$8.17304	\$8.58169	\$9.01077	\$9.46132	\$9.93438
027	Annual	\$17,084.92	\$17,939.18	\$18,836.13	\$19,777.95	\$20,766.84
027	Monthly	\$1,423.74	\$1,494.93	\$1,569.68	\$1,648.16	\$1,730.57

Payroll Salary Table
County of Madera

Professional
PFB2 0115

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
027	Hourly	\$8.21390	\$8.62461	\$9.05583	\$9.50863	\$9.98406
028	Annual	\$17,170.34	\$18,028.86	\$18,930.32	\$19,876.81	\$20,870.67
028	Monthly	\$1,430.86	\$1,502.41	\$1,577.53	\$1,656.40	\$1,739.22
028	Hourly	\$8.25497	\$8.66772	\$9.10112	\$9.55616	\$10.03398
029	Annual	\$17,256.20	\$18,119.01	\$19,024.96	\$19,976.21	\$20,975.01
029	Monthly	\$1,438.02	\$1,509.92	\$1,585.41	\$1,664.68	\$1,747.92
029	Hourly	\$8.29625	\$8.71106	\$9.14662	\$9.60395	\$10.08414
030	Annual	\$17,342.48	\$18,209.61	\$19,120.09	\$20,076.08	\$21,079.88
030	Monthly	\$1,445.21	\$1,517.47	\$1,593.34	\$1,673.01	\$1,756.66
030	Hourly	\$8.33773	\$8.75462	\$9.19235	\$9.65196	\$10.13456
031	Annual	\$17,429.20	\$18,300.65	\$19,215.68	\$20,176.48	\$21,185.29
031	Monthly	\$1,452.43	\$1,525.05	\$1,601.31	\$1,681.37	\$1,765.44
031	Hourly	\$8.37942	\$8.79839	\$9.23831	\$9.70023	\$10.18524
032	Annual	\$17,516.33	\$18,392.16	\$19,311.77	\$20,277.36	\$21,291.22
032	Monthly	\$1,459.69	\$1,532.68	\$1,609.31	\$1,689.78	\$1,774.27
032	Hourly	\$8.42131	\$8.84238	\$9.28450	\$9.74873	\$10.23616
033	Annual	\$17,603.92	\$18,484.12	\$19,408.32	\$20,378.74	\$21,397.68
033	Monthly	\$1,466.99	\$1,540.34	\$1,617.36	\$1,698.23	\$1,783.14
033	Hourly	\$8.46342	\$8.88660	\$9.33092	\$9.79747	\$10.28735
034	Annual	\$17,691.94	\$18,576.54	\$19,505.37	\$20,480.63	\$21,504.67
034	Monthly	\$1,474.33	\$1,548.05	\$1,625.45	\$1,706.72	\$1,792.06
034	Hourly	\$8.50574	\$8.93103	\$9.37758	\$9.84646	\$10.33878
035	Annual	\$17,780.40	\$18,669.43	\$19,602.89	\$20,583.05	\$21,612.20
035	Monthly	\$1,481.70	\$1,555.79	\$1,633.57	\$1,715.25	\$1,801.02
035	Hourly	\$8.54827	\$8.97569	\$9.42447	\$9.89570	\$10.39048
036	Annual	\$17,869.30	\$18,762.76	\$19,700.91	\$20,685.96	\$21,720.27
036	Monthly	\$1,489.11	\$1,563.56	\$1,641.74	\$1,723.83	\$1,810.02
036	Hourly	\$8.59101	\$9.02056	\$9.47159	\$9.94517	\$10.44244
037	Annual	\$17,958.65	\$18,856.59	\$19,799.41	\$20,789.38	\$21,828.86
037	Monthly	\$1,496.55	\$1,571.38	\$1,649.95	\$1,732.45	\$1,819.07
037	Hourly	\$8.63397	\$9.06567	\$9.51895	\$9.99489	\$10.49464
038	Annual	\$18,048.43	\$18,950.86	\$19,898.41	\$20,893.34	\$21,937.99
038	Monthly	\$1,504.04	\$1,579.24	\$1,658.20	\$1,741.11	\$1,828.17
038	Hourly	\$8.67713	\$9.11099	\$9.56654	\$10.04488	\$10.54711
039	Annual	\$18,138.68	\$19,045.61	\$19,997.90	\$20,997.80	\$22,047.69
039	Monthly	\$1,511.56	\$1,587.13	\$1,666.49	\$1,749.82	\$1,837.31
039	Hourly	\$8.72052	\$9.15654	\$9.61438	\$10.09510	\$10.59985
040	Annual	\$18,229.39	\$19,140.85	\$20,097.89	\$21,102.78	\$22,157.93
040	Monthly	\$1,519.12	\$1,595.07	\$1,674.82	\$1,758.57	\$1,846.49
040	Hourly	\$8.76413	\$9.20233	\$9.66245	\$10.14557	\$10.65285

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		5%				
		A	B	C	D	E
041	Annual	\$18,320.52	\$19,236.56	\$20,198.38	\$21,208.29	\$22,268.73
041	Monthly	\$1,526.71	\$1,603.05	\$1,683.20	\$1,767.36	\$1,855.73
041	Hourly	\$8.80794	\$9.24835	\$9.71076	\$10.19629	\$10.70612
042	Annual	\$18,412.13	\$19,332.74	\$20,299.37	\$21,314.34	\$22,380.07
042	Monthly	\$1,534.34	\$1,611.06	\$1,691.61	\$1,776.20	\$1,865.01
042	Hourly	\$8.85199	\$9.29459	\$9.75931	\$10.24728	\$10.75965
043	Annual	\$18,504.18	\$19,429.40	\$20,400.87	\$21,420.90	\$22,491.94
043	Monthly	\$1,542.02	\$1,619.12	\$1,700.07	\$1,785.08	\$1,874.33
043	Hourly	\$8.89624	\$9.34106	\$9.80811	\$10.29851	\$10.81343
044	Annual	\$18,596.71	\$19,526.55	\$20,502.88	\$21,528.02	\$22,604.42
044	Monthly	\$1,549.73	\$1,627.21	\$1,708.57	\$1,794.00	\$1,883.70
044	Hourly	\$8.94073	\$9.38776	\$9.85715	\$10.35001	\$10.86751
045	Annual	\$18,689.71	\$19,624.17	\$20,605.39	\$21,635.66	\$22,717.44
045	Monthly	\$1,557.48	\$1,635.35	\$1,717.12	\$1,802.97	\$1,893.12
045	Hourly	\$8.98544	\$9.43470	\$9.90644	\$10.40176	\$10.92185
046	Annual	\$18,783.14	\$19,722.31	\$20,708.40	\$21,743.84	\$22,831.04
046	Monthly	\$1,565.26	\$1,643.53	\$1,725.70	\$1,811.99	\$1,902.59
046	Hourly	\$9.03036	\$9.48188	\$9.95596	\$10.45377	\$10.97646
047	Annual	\$18,877.06	\$19,820.92	\$20,811.96	\$21,852.55	\$22,945.18
047	Monthly	\$1,573.09	\$1,651.74	\$1,734.33	\$1,821.05	\$1,912.10
047	Hourly	\$9.07551	\$9.52929	\$10.00575	\$10.50603	\$11.03134
048	Annual	\$18,971.43	\$19,920.02	\$20,916.01	\$21,961.82	\$23,059.90
048	Monthly	\$1,580.95	\$1,660.00	\$1,743.00	\$1,830.15	\$1,921.66
048	Hourly	\$9.12088	\$9.57693	\$10.05577	\$10.55857	\$11.08649
049	Annual	\$19,066.30	\$20,019.60	\$21,020.60	\$22,071.64	\$23,175.21
049	Monthly	\$1,588.86	\$1,668.30	\$1,751.72	\$1,839.30	\$1,931.27
049	Hourly	\$9.16649	\$9.62481	\$10.10606	\$10.61137	\$11.14193
050	Annual	\$19,161.63	\$20,119.71	\$21,125.68	\$22,182.00	\$23,291.08
050	Monthly	\$1,596.80	\$1,676.64	\$1,760.47	\$1,848.50	\$1,940.92
050	Hourly	\$9.21232	\$9.67294	\$10.15658	\$10.66442	\$11.19763
051	Annual	\$19,257.44	\$20,220.30	\$21,231.33	\$22,292.90	\$23,407.53
051	Monthly	\$1,604.79	\$1,685.03	\$1,769.28	\$1,857.74	\$1,950.63
051	Hourly	\$9.25838	\$9.72130	\$10.20737	\$10.71774	\$11.25362
052	Annual	\$19,353.73	\$20,321.41	\$21,337.48	\$22,404.35	\$23,524.59
052	Monthly	\$1,612.81	\$1,693.45	\$1,778.12	\$1,867.03	\$1,960.38
052	Hourly	\$9.30468	\$9.76991	\$10.25840	\$10.77132	\$11.30990
053	Annual	\$19,450.50	\$20,423.03	\$21,444.17	\$22,516.39	\$23,642.20
053	Monthly	\$1,620.88	\$1,701.92	\$1,787.01	\$1,876.37	\$1,970.18
053	Hourly	\$9.35120	\$9.81876	\$10.30970	\$10.82519	\$11.36644
054	Annual	\$19,547.76	\$20,525.14	\$21,551.39	\$22,628.96	\$23,760.42

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
054	Monthly	\$1,628.98	\$1,710.43	\$1,795.95	\$1,885.75	\$1,980.04
054	Hourly	\$9.39796	\$9.86786	\$10.36125	\$10.87931	\$11.42328
055	Annual	\$19,645.49	\$20,627.78	\$21,659.16	\$22,742.11	\$23,879.22
055	Monthly	\$1,637.12	\$1,718.98	\$1,804.93	\$1,895.18	\$1,989.94
055	Hourly	\$9.44495	\$9.91720	\$10.41306	\$10.93371	\$11.48039
056	Annual	\$19,743.71	\$20,730.90	\$21,767.43	\$22,855.82	\$23,998.61
056	Monthly	\$1,645.31	\$1,727.58	\$1,813.95	\$1,904.65	\$1,999.88
056	Hourly	\$9.49217	\$9.96678	\$10.46511	\$10.98838	\$11.53779
057	Annual	\$19,842.44	\$20,834.55	\$21,876.28	\$22,970.10	\$24,118.62
057	Monthly	\$1,653.54	\$1,736.21	\$1,823.02	\$1,914.18	\$2,009.89
057	Hourly	\$9.53963	\$10.01661	\$10.51744	\$11.04332	\$11.59549
058	Annual	\$19,941.65	\$20,938.72	\$21,985.67	\$23,084.94	\$24,239.20
058	Monthly	\$1,661.80	\$1,744.89	\$1,832.14	\$1,923.75	\$2,019.93
058	Hourly	\$9.58733	\$10.06669	\$10.57003	\$11.09853	\$11.65346
059	Annual	\$20,041.36	\$21,043.43	\$22,095.59	\$23,200.37	\$24,360.40
059	Monthly	\$1,670.11	\$1,753.62	\$1,841.30	\$1,933.36	\$2,030.03
059	Hourly	\$9.63527	\$10.11703	\$10.62288	\$11.15402	\$11.71173
060	Annual	\$20,141.56	\$21,148.64	\$22,206.07	\$23,316.38	\$24,482.19
060	Monthly	\$1,678.46	\$1,762.39	\$1,850.51	\$1,943.03	\$2,040.18
060	Hourly	\$9.68344	\$10.16762	\$10.67600	\$11.20980	\$11.77028
061	Annual	\$20,242.27	\$21,254.38	\$22,317.11	\$23,432.97	\$24,604.61
061	Monthly	\$1,686.86	\$1,771.20	\$1,859.76	\$1,952.75	\$2,050.38
061	Hourly	\$9.73186	\$10.21845	\$10.72938	\$11.26585	\$11.82914
062	Annual	\$20,343.47	\$21,360.65	\$22,428.68	\$23,550.12	\$24,727.63
062	Monthly	\$1,695.29	\$1,780.05	\$1,869.06	\$1,962.51	\$2,060.64
062	Hourly	\$9.78051	\$10.26954	\$10.78302	\$11.32217	\$11.88828
063	Annual	\$20,445.20	\$21,467.45	\$22,540.83	\$23,667.87	\$24,851.26
063	Monthly	\$1,703.77	\$1,788.95	\$1,878.40	\$1,972.32	\$2,070.94
063	Hourly	\$9.82942	\$10.32089	\$10.83694	\$11.37878	\$11.94772
064	Annual	\$20,547.43	\$21,574.80	\$22,653.53	\$23,786.22	\$24,975.52
064	Monthly	\$1,712.29	\$1,797.90	\$1,887.79	\$1,982.19	\$2,081.29
064	Hourly	\$9.87857	\$10.37250	\$10.89112	\$11.43568	\$12.00746
065	Annual	\$20,650.15	\$21,682.67	\$22,766.80	\$23,905.15	\$25,100.41
065	Monthly	\$1,720.85	\$1,806.89	\$1,897.23	\$1,992.10	\$2,091.70
065	Hourly	\$9.92796	\$10.42436	\$10.94558	\$11.49286	\$12.06750
066	Annual	\$20,753.41	\$21,791.08	\$22,880.64	\$24,024.66	\$25,225.90
066	Monthly	\$1,729.45	\$1,815.92	\$1,906.72	\$2,002.06	\$2,102.16
066	Hourly	\$9.97760	\$10.47648	\$11.00031	\$11.55032	\$12.12784
067	Annual	\$20,857.19	\$21,900.03	\$22,995.03	\$24,144.78	\$25,352.05
067	Monthly	\$1,738.10	\$1,825.00	\$1,916.25	\$2,012.07	\$2,112.67

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
067	Hourly	\$10.02750	\$10.52886	\$11.05530	\$11.60807	\$12.18849
068	Annual	\$20,961.46	\$22,009.55	\$23,110.02	\$24,265.52	\$25,478.80
068	Monthly	\$1,746.79	\$1,834.13	\$1,925.84	\$2,022.13	\$2,123.23
068	Hourly	\$10.07763	\$10.58151	\$11.11059	\$11.66612	\$12.24942
069	Annual	\$21,066.27	\$22,119.58	\$23,225.57	\$24,386.86	\$25,606.19
069	Monthly	\$1,755.52	\$1,843.30	\$1,935.46	\$2,032.24	\$2,133.85
069	Hourly	\$10.12801	\$10.63441	\$11.16614	\$11.72445	\$12.31067
070	Annual	\$21,171.60	\$22,230.18	\$23,341.69	\$24,508.78	\$25,734.23
070	Monthly	\$1,764.30	\$1,852.52	\$1,945.14	\$2,042.40	\$2,144.52
070	Hourly	\$10.17865	\$10.68759	\$11.22197	\$11.78307	\$12.37223
071	Annual	\$21,277.46	\$22,341.32	\$23,458.41	\$24,631.33	\$25,862.89
071	Monthly	\$1,773.12	\$1,861.78	\$1,954.87	\$2,052.61	\$2,155.24
071	Hourly	\$10.22955	\$10.74102	\$11.27808	\$11.84199	\$12.43408
072	Annual	\$21,383.84	\$22,453.04	\$23,575.69	\$24,754.48	\$25,992.20
072	Monthly	\$1,781.99	\$1,871.09	\$1,964.64	\$2,062.87	\$2,166.02
072	Hourly	\$10.28069	\$10.79473	\$11.33447	\$11.90119	\$12.49625
073	Annual	\$21,490.78	\$22,565.31	\$23,693.56	\$24,878.25	\$26,122.16
073	Monthly	\$1,790.90	\$1,880.44	\$1,974.46	\$2,073.19	\$2,176.85
073	Hourly	\$10.33211	\$10.84871	\$11.39113	\$11.96070	\$12.55873
074	Annual	\$21,598.22	\$22,678.14	\$23,812.05	\$25,002.64	\$26,252.77
074	Monthly	\$1,799.85	\$1,889.85	\$1,984.34	\$2,083.55	\$2,187.73
074	Hourly	\$10.38376	\$10.90295	\$11.44810	\$12.02050	\$12.62152
075	Annual	\$21,706.21	\$22,791.51	\$23,931.11	\$25,127.67	\$26,384.04
075	Monthly	\$1,808.85	\$1,899.29	\$1,994.26	\$2,093.97	\$2,198.67
075	Hourly	\$10.43568	\$10.95746	\$11.50534	\$12.08061	\$12.68463
076	Annual	\$21,814.76	\$22,905.48	\$24,050.76	\$25,253.29	\$26,515.95
076	Monthly	\$1,817.90	\$1,908.79	\$2,004.23	\$2,104.44	\$2,209.66
076	Hourly	\$10.48787	\$11.01225	\$11.56287	\$12.14100	\$12.74805
077	Annual	\$21,923.82	\$23,020.01	\$24,171.00	\$25,379.57	\$26,648.53
077	Monthly	\$1,826.99	\$1,918.33	\$2,014.25	\$2,114.96	\$2,220.71
077	Hourly	\$10.54030	\$11.06731	\$11.62067	\$12.20172	\$12.81179
078	Annual	\$22,033.43	\$23,135.11	\$24,291.87	\$25,506.46	\$26,781.79
078	Monthly	\$1,836.12	\$1,927.93	\$2,024.32	\$2,125.54	\$2,231.82
078	Hourly	\$10.59300	\$11.12265	\$11.67878	\$12.26272	\$12.87586
079	Annual	\$22,143.61	\$23,250.79	\$24,413.33	\$25,634.00	\$26,915.70
079	Monthly	\$1,845.30	\$1,937.57	\$2,034.44	\$2,136.17	\$2,242.98
079	Hourly	\$10.64597	\$11.17826	\$11.73718	\$12.32404	\$12.94024
080	Annual	\$22,254.33	\$23,367.04	\$24,535.39	\$25,762.15	\$27,050.28
080	Monthly	\$1,854.53	\$1,947.25	\$2,044.62	\$2,146.85	\$2,254.19
080	Hourly	\$10.69920	\$11.23415	\$11.79586	\$12.38565	\$13.00494

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
081	Annual	\$22,365.60	\$23,483.87	\$24,658.07	\$25,890.97	\$27,185.52
081	Monthly	\$1,863.80	\$1,956.99	\$2,054.84	\$2,157.58	\$2,265.46
081	Hourly	\$10.75269	\$11.29032	\$11.85484	\$12.44758	\$13.06996
082	Annual	\$22,477.41	\$23,601.29	\$24,781.36	\$26,020.42	\$27,321.45
082	Monthly	\$1,873.12	\$1,966.77	\$2,065.11	\$2,168.37	\$2,276.79
082	Hourly	\$10.80645	\$11.34677	\$11.91412	\$12.50982	\$13.13531
083	Annual	\$22,589.79	\$23,719.31	\$24,905.26	\$26,150.54	\$27,458.06
083	Monthly	\$1,882.48	\$1,976.61	\$2,075.44	\$2,179.21	\$2,288.17
083	Hourly	\$10.86048	\$11.40351	\$11.97368	\$12.57238	\$13.20099
084	Annual	\$22,702.75	\$23,837.90	\$25,029.78	\$26,281.28	\$27,595.34
084	Monthly	\$1,891.90	\$1,986.49	\$2,085.82	\$2,190.11	\$2,299.61
084	Hourly	\$10.91478	\$11.46053	\$12.03355	\$12.63523	\$13.26699
085	Annual	\$22,816.26	\$23,957.08	\$25,154.93	\$26,412.70	\$27,733.32
085	Monthly	\$1,901.36	\$1,996.42	\$2,096.24	\$2,201.06	\$2,311.11
085	Hourly	\$10.96936	\$11.51783	\$12.09372	\$12.69841	\$13.33333
086	Annual	\$22,930.35	\$24,076.87	\$25,280.71	\$26,544.76	\$27,871.99
086	Monthly	\$1,910.86	\$2,006.41	\$2,106.73	\$2,212.06	\$2,322.67
086	Hourly	\$11.02421	\$11.57542	\$12.15419	\$12.76190	\$13.40000
087	Annual	\$23,045.01	\$24,197.25	\$25,407.11	\$26,677.49	\$28,011.35
087	Monthly	\$1,920.42	\$2,016.44	\$2,117.26	\$2,223.12	\$2,334.28
087	Hourly	\$11.07933	\$11.63329	\$12.21496	\$12.82572	\$13.46700
088	Annual	\$23,160.24	\$24,318.24	\$25,534.15	\$26,810.86	\$28,151.40
088	Monthly	\$1,930.02	\$2,026.52	\$2,127.85	\$2,234.24	\$2,345.95
088	Hourly	\$11.13473	\$11.69146	\$12.27603	\$12.88984	\$13.53433
089	Annual	\$23,276.03	\$24,439.84	\$25,661.83	\$26,944.91	\$28,292.16
089	Monthly	\$1,939.67	\$2,036.65	\$2,138.49	\$2,245.41	\$2,357.68
089	Hourly	\$11.19040	\$11.74992	\$12.33742	\$12.95428	\$13.60200
090	Annual	\$23,392.41	\$24,562.04	\$25,790.13	\$27,079.64	\$28,433.63
090	Monthly	\$1,949.37	\$2,046.84	\$2,149.18	\$2,256.64	\$2,369.47
090	Hourly	\$11.24635	\$11.80867	\$12.39910	\$13.01906	\$13.67001
091	Annual	\$23,509.37	\$24,684.85	\$25,919.08	\$27,215.04	\$28,575.79
091	Monthly	\$1,959.11	\$2,057.07	\$2,159.92	\$2,267.92	\$2,381.32
091	Hourly	\$11.30258	\$11.86772	\$12.46110	\$13.08415	\$13.73836
092	Annual	\$23,626.90	\$24,808.28	\$26,048.68	\$27,351.11	\$28,718.67
092	Monthly	\$1,968.91	\$2,067.36	\$2,170.72	\$2,279.26	\$2,393.22
092	Hourly	\$11.35909	\$11.92706	\$12.52340	\$13.14957	\$13.80705
093	Annual	\$23,745.06	\$24,932.31	\$26,178.94	\$27,487.88	\$28,862.27
093	Monthly	\$1,978.76	\$2,077.69	\$2,181.58	\$2,290.66	\$2,405.19
093	Hourly	\$11.41589	\$11.98669	\$12.58603	\$13.21533	\$13.87609
094	Annual	\$23,863.78	\$25,056.96	\$26,309.81	\$27,625.31	\$29,006.58

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
094	Monthly	\$1,988.65	\$2,088.08	\$2,192.48	\$2,302.11	\$2,417.22
094	Hourly	\$11.47297	\$12.04662	\$12.64895	\$13.28140	\$13.94547
095	Annual	\$23,983.11	\$25,182.24	\$26,441.37	\$27,763.44	\$29,151.61
095	Monthly	\$1,998.59	\$2,098.52	\$2,203.45	\$2,313.62	\$2,429.30
095	Hourly	\$11.53034	\$12.10685	\$12.71220	\$13.34781	\$14.01520
096	Annual	\$24,103.00	\$25,308.18	\$26,573.56	\$27,902.25	\$29,297.37
096	Monthly	\$2,008.58	\$2,109.02	\$2,214.46	\$2,325.19	\$2,441.45
096	Hourly	\$11.58798	\$12.16739	\$12.77575	\$13.41454	\$14.08527
097	Annual	\$24,223.52	\$25,434.71	\$26,706.44	\$28,041.75	\$29,443.86
097	Monthly	\$2,018.63	\$2,119.56	\$2,225.54	\$2,336.81	\$2,453.66
097	Hourly	\$11.64592	\$12.22823	\$12.83963	\$13.48161	\$14.15570
098	Annual	\$24,344.65	\$25,561.87	\$26,839.97	\$28,181.98	\$29,591.08
098	Monthly	\$2,028.72	\$2,130.16	\$2,236.66	\$2,348.50	\$2,465.92
098	Hourly	\$11.70416	\$12.28936	\$12.90383	\$13.54903	\$14.22648
099	Annual	\$24,466.36	\$25,689.69	\$26,974.18	\$28,322.90	\$29,739.02
099	Monthly	\$2,038.86	\$2,140.81	\$2,247.85	\$2,360.24	\$2,478.25
099	Hourly	\$11.76267	\$12.35081	\$12.96836	\$13.61678	\$14.29761
100	Annual	\$24,588.71	\$25,818.14	\$27,109.04	\$28,464.49	\$29,887.74
100	Monthly	\$2,049.06	\$2,151.51	\$2,259.09	\$2,372.04	\$2,490.65
100	Hourly	\$11.82150	\$12.41257	\$13.03319	\$13.68485	\$14.36911
101	Annual	\$24,711.64	\$25,947.23	\$27,244.59	\$28,606.82	\$30,037.15
101	Monthly	\$2,059.30	\$2,162.27	\$2,270.38	\$2,383.90	\$2,503.10
101	Hourly	\$11.88060	\$12.47463	\$13.09836	\$13.75328	\$14.44094
102	Annual	\$24,835.21	\$26,076.97	\$27,380.82	\$28,749.85	\$30,187.35
102	Monthly	\$2,069.60	\$2,173.08	\$2,281.74	\$2,395.82	\$2,515.61
102	Hourly	\$11.94000	\$12.53700	\$13.16386	\$13.82204	\$14.51315
103	Annual	\$24,959.39	\$26,207.35	\$27,517.72	\$28,893.61	\$30,338.29
103	Monthly	\$2,079.95	\$2,183.95	\$2,293.14	\$2,407.80	\$2,528.19
103	Hourly	\$11.99971	\$12.59969	\$13.22967	\$13.89116	\$14.58572
104	Annual	\$25,084.18	\$26,338.38	\$27,655.31	\$29,038.06	\$30,489.98
104	Monthly	\$2,090.35	\$2,194.87	\$2,304.61	\$2,419.84	\$2,540.83
104	Hourly	\$12.05970	\$12.66268	\$13.29582	\$13.96061	\$14.65864
105	Annual	\$25,209.60	\$26,470.09	\$27,793.58	\$29,183.26	\$30,642.42
105	Monthly	\$2,100.80	\$2,205.84	\$2,316.13	\$2,431.94	\$2,553.54
105	Hourly	\$12.12000	\$12.72600	\$13.36230	\$14.03041	\$14.73193
106	Annual	\$25,335.65	\$26,602.43	\$27,932.55	\$29,329.18	\$30,795.65
106	Monthly	\$2,111.30	\$2,216.87	\$2,327.71	\$2,444.10	\$2,566.30
106	Hourly	\$12.18060	\$12.78963	\$13.42911	\$14.10057	\$14.80560
107	Annual	\$25,462.32	\$26,735.45	\$28,072.21	\$29,475.83	\$30,949.62
107	Monthly	\$2,121.86	\$2,227.95	\$2,339.35	\$2,456.32	\$2,579.14

Payroll Salary Table
County of Madera

Professional
PFB2 0115

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
107	Hourly	\$12.24150	\$12.85358	\$13.49625	\$14.17107	\$14.87963
108	Annual	\$25,589.63	\$26,869.12	\$28,212.58	\$29,623.21	\$31,104.37
108	Monthly	\$2,132.47	\$2,239.09	\$2,351.05	\$2,468.60	\$2,592.03
108	Hourly	\$12.30271	\$12.91785	\$13.56374	\$14.24193	\$14.95402
109	Annual	\$25,717.59	\$27,003.47	\$28,353.63	\$29,771.31	\$31,259.89
109	Monthly	\$2,143.13	\$2,250.29	\$2,362.80	\$2,480.94	\$2,604.99
109	Hourly	\$12.36423	\$12.98244	\$13.63155	\$14.31313	\$15.02879
110	Annual	\$25,846.17	\$27,138.47	\$28,495.40	\$29,920.18	\$31,416.19
110	Monthly	\$2,153.85	\$2,261.54	\$2,374.62	\$2,493.35	\$2,618.02
110	Hourly	\$12.42604	\$13.04734	\$13.69971	\$14.38470	\$15.10394
111	Annual	\$25,975.41	\$27,274.18	\$28,637.87	\$30,069.78	\$31,573.27
111	Monthly	\$2,164.62	\$2,272.85	\$2,386.49	\$2,505.82	\$2,631.11
111	Hourly	\$12.48818	\$13.11259	\$13.76821	\$14.45663	\$15.17946
112	Annual	\$26,105.28	\$27,410.54	\$28,781.08	\$30,220.13	\$31,731.14
112	Monthly	\$2,175.44	\$2,284.21	\$2,398.42	\$2,518.34	\$2,644.26
112	Hourly	\$12.55062	\$13.17814	\$13.83706	\$14.52891	\$15.25536
113	Annual	\$26,235.82	\$27,547.60	\$28,924.97	\$30,371.24	\$31,889.79
113	Monthly	\$2,186.32	\$2,295.63	\$2,410.41	\$2,530.94	\$2,657.48
113	Hourly	\$12.61338	\$13.24404	\$13.90624	\$14.60156	\$15.33163
114	Annual	\$26,366.99	\$27,685.34	\$29,069.60	\$30,523.10	\$32,049.24
114	Monthly	\$2,197.25	\$2,307.11	\$2,422.47	\$2,543.59	\$2,670.77
114	Hourly	\$12.67644	\$13.31026	\$13.97577	\$14.67457	\$15.40829
115	Annual	\$26,498.83	\$27,823.76	\$29,214.95	\$30,675.71	\$32,209.48
115	Monthly	\$2,208.24	\$2,318.65	\$2,434.58	\$2,556.31	\$2,684.12
115	Hourly	\$12.73982	\$13.37681	\$14.04565	\$14.74794	\$15.48533
116	Annual	\$26,631.31	\$27,962.88	\$29,361.02	\$30,829.08	\$32,370.53
116	Monthly	\$2,219.28	\$2,330.24	\$2,446.75	\$2,569.09	\$2,697.54
116	Hourly	\$12.80351	\$13.44369	\$14.11588	\$14.82167	\$15.56275
117	Annual	\$26,764.47	\$28,102.70	\$29,507.84	\$30,983.22	\$32,532.39
117	Monthly	\$2,230.37	\$2,341.89	\$2,458.99	\$2,581.94	\$2,711.03
117	Hourly	\$12.86753	\$13.51091	\$14.18646	\$14.89578	\$15.64057
118	Annual	\$26,898.30	\$28,243.22	\$29,655.37	\$31,138.14	\$32,695.06
118	Monthly	\$2,241.53	\$2,353.60	\$2,471.28	\$2,594.85	\$2,724.59
118	Hourly	\$12.93188	\$13.57847	\$14.25739	\$14.97026	\$15.71878
119	Annual	\$27,032.80	\$28,384.43	\$29,803.65	\$31,293.83	\$32,858.51
119	Monthly	\$2,252.73	\$2,365.37	\$2,483.64	\$2,607.82	\$2,738.21
119	Hourly	\$12.99654	\$13.64636	\$14.32868	\$15.04511	\$15.79736
120	Annual	\$27,167.96	\$28,526.36	\$29,952.66	\$31,450.30	\$33,022.83
120	Monthly	\$2,264.00	\$2,377.20	\$2,496.06	\$2,620.86	\$2,751.90
120	Hourly	\$13.06152	\$13.71460	\$14.40032	\$15.12034	\$15.87636

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
121	Annual	\$27,303.79	\$28,668.98	\$30,102.43	\$31,607.55	\$33,187.94
121	Monthly	\$2,275.32	\$2,389.08	\$2,508.54	\$2,633.96	\$2,765.66
121	Hourly	\$13.12682	\$13.78316	\$14.47232	\$15.19594	\$15.95574
122	Annual	\$27,440.31	\$28,812.33	\$30,252.94	\$31,765.61	\$33,353.87
122	Monthly	\$2,286.69	\$2,401.03	\$2,521.08	\$2,647.13	\$2,779.49
122	Hourly	\$13.19246	\$13.85208	\$14.54468	\$15.27193	\$16.03551
123	Annual	\$27,577.50	\$28,956.39	\$30,404.20	\$31,924.42	\$33,520.63
123	Monthly	\$2,298.13	\$2,413.03	\$2,533.68	\$2,660.37	\$2,793.39
123	Hourly	\$13.25841	\$13.92134	\$14.61740	\$15.34828	\$16.11569
124	Annual	\$27,715.40	\$29,101.18	\$30,556.23	\$32,084.04	\$33,688.25
124	Monthly	\$2,309.62	\$2,425.10	\$2,546.35	\$2,673.67	\$2,807.35
124	Hourly	\$13.32471	\$13.99095	\$14.69050	\$15.42502	\$16.19627
125	Annual	\$27,853.97	\$29,246.67	\$30,709.01	\$32,244.46	\$33,856.68
125	Monthly	\$2,321.16	\$2,437.22	\$2,559.08	\$2,687.04	\$2,821.39
125	Hourly	\$13.39133	\$14.06090	\$14.76395	\$15.50214	\$16.27725
126	Annual	\$27,993.25	\$29,392.90	\$30,862.56	\$32,405.69	\$34,025.96
126	Monthly	\$2,332.77	\$2,449.41	\$2,571.88	\$2,700.47	\$2,835.50
126	Hourly	\$13.45829	\$14.13120	\$14.83777	\$15.57966	\$16.35863
127	Annual	\$28,133.23	\$29,539.89	\$31,016.86	\$32,567.71	\$34,196.10
127	Monthly	\$2,344.44	\$2,461.66	\$2,584.74	\$2,713.98	\$2,849.68
127	Hourly	\$13.52559	\$14.20187	\$14.91195	\$15.65755	\$16.44043
128	Annual	\$28,273.88	\$29,687.56	\$31,171.95	\$32,730.55	\$34,367.08
128	Monthly	\$2,356.16	\$2,473.96	\$2,597.66	\$2,727.55	\$2,863.92
128	Hourly	\$13.59321	\$14.27287	\$14.98651	\$15.73584	\$16.52263
129	Annual	\$28,415.25	\$29,836.03	\$31,327.81	\$32,894.20	\$34,538.91
129	Monthly	\$2,367.94	\$2,486.34	\$2,610.65	\$2,741.18	\$2,878.24
129	Hourly	\$13.66118	\$14.34425	\$15.06145	\$15.81452	\$16.60525
130	Annual	\$28,557.31	\$29,985.19	\$31,484.45	\$33,058.67	\$34,711.60
130	Monthly	\$2,379.78	\$2,498.77	\$2,623.70	\$2,754.89	\$2,892.63
130	Hourly	\$13.72948	\$14.41596	\$15.13675	\$15.89359	\$16.68827
131	Annual	\$28,700.10	\$30,135.12	\$31,641.87	\$33,223.95	\$34,885.17
131	Monthly	\$2,391.68	\$2,511.26	\$2,636.82	\$2,768.66	\$2,907.10
131	Hourly	\$13.79813	\$14.48804	\$15.21244	\$15.97305	\$16.77172
132	Annual	\$28,843.62	\$30,285.79	\$31,800.09	\$33,390.08	\$35,059.59
132	Monthly	\$2,403.64	\$2,523.82	\$2,650.01	\$2,782.51	\$2,921.63
132	Hourly	\$13.86713	\$14.56048	\$15.28850	\$16.05292	\$16.85557
133	Annual	\$28,987.82	\$30,437.22	\$31,959.09	\$33,557.04	\$35,234.89
133	Monthly	\$2,415.65	\$2,536.44	\$2,663.26	\$2,796.42	\$2,936.24
133	Hourly	\$13.93645	\$14.63328	\$15.36495	\$16.13319	\$16.93985
134	Annual	\$29,132.78	\$30,589.42	\$32,118.88	\$33,724.82	\$35,411.07

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
134	Monthly	\$2,427.73	\$2,549.12	\$2,676.57	\$2,810.40	\$2,950.92
134	Hourly	\$14.00614	\$14.70645	\$15.44177	\$16.21386	\$17.02455
135	Annual	\$29,278.43	\$30,742.36	\$32,279.47	\$33,893.45	\$35,588.12
135	Monthly	\$2,439.87	\$2,561.86	\$2,689.96	\$2,824.45	\$2,965.68
135	Hourly	\$14.07617	\$14.77998	\$15.51898	\$16.29493	\$17.10967
136	Annual	\$29,424.82	\$30,896.06	\$32,440.87	\$34,062.91	\$35,766.07
136	Monthly	\$2,452.07	\$2,574.67	\$2,703.41	\$2,838.58	\$2,980.51
136	Hourly	\$14.14655	\$14.85388	\$15.59657	\$16.37640	\$17.19523
137	Annual	\$29,571.95	\$31,050.55	\$32,603.07	\$34,233.23	\$35,944.90
137	Monthly	\$2,464.33	\$2,587.55	\$2,716.92	\$2,852.77	\$2,995.41
137	Hourly	\$14.21728	\$14.92815	\$15.67455	\$16.45828	\$17.28120
138	Annual	\$29,719.82	\$31,205.80	\$32,766.10	\$34,404.40	\$36,124.61
138	Monthly	\$2,476.65	\$2,600.48	\$2,730.51	\$2,867.03	\$3,010.38
138	Hourly	\$14.28838	\$15.00279	\$15.75293	\$16.54058	\$17.36760
139	Annual	\$29,868.40	\$31,361.83	\$32,929.92	\$34,576.42	\$36,305.24
139	Monthly	\$2,489.03	\$2,613.49	\$2,744.16	\$2,881.37	\$3,025.44
139	Hourly	\$14.35981	\$15.07780	\$15.83169	\$16.62328	\$17.45444
140	Annual	\$30,017.75	\$31,518.65	\$33,094.57	\$34,749.30	\$36,486.76
140	Monthly	\$2,501.48	\$2,626.55	\$2,757.88	\$2,895.78	\$3,040.56
140	Hourly	\$14.43161	\$15.15320	\$15.91085	\$16.70639	\$17.54171
141	Annual	\$30,167.83	\$31,676.23	\$33,260.04	\$34,923.04	\$36,669.19
141	Monthly	\$2,513.99	\$2,639.69	\$2,771.67	\$2,910.25	\$3,055.77
141	Hourly	\$14.50376	\$15.22896	\$15.99040	\$16.78992	\$17.62942
142	Annual	\$30,318.69	\$31,834.61	\$33,426.34	\$35,097.67	\$36,852.55
142	Monthly	\$2,526.56	\$2,652.88	\$2,785.53	\$2,924.81	\$3,071.05
142	Hourly	\$14.57629	\$15.30510	\$16.07036	\$16.87388	\$17.71757
143	Annual	\$30,470.28	\$31,993.79	\$33,593.49	\$35,273.15	\$37,036.81
143	Monthly	\$2,539.19	\$2,666.15	\$2,799.46	\$2,939.43	\$3,086.40
143	Hourly	\$14.64917	\$15.38163	\$16.15072	\$16.95825	\$17.80616
144	Annual	\$30,622.62	\$32,153.75	\$33,761.45	\$35,449.52	\$37,222.00
144	Monthly	\$2,551.89	\$2,679.48	\$2,813.45	\$2,954.13	\$3,101.83
144	Hourly	\$14.72241	\$15.45853	\$16.23147	\$17.04304	\$17.89519
145	Annual	\$30,775.73	\$32,314.52	\$33,930.26	\$35,626.77	\$37,408.12
145	Monthly	\$2,564.64	\$2,692.88	\$2,827.52	\$2,968.90	\$3,117.34
145	Hourly	\$14.79602	\$15.53583	\$16.31263	\$17.12825	\$17.98467
146	Annual	\$30,929.62	\$32,476.10	\$34,099.92	\$35,804.88	\$37,595.16
146	Monthly	\$2,577.47	\$2,706.34	\$2,841.66	\$2,983.74	\$3,132.93
146	Hourly	\$14.87001	\$15.61351	\$16.39419	\$17.21388	\$18.07460
147	Annual	\$31,084.25	\$32,638.48	\$34,270.41	\$35,983.92	\$37,783.13
147	Monthly	\$2,590.35	\$2,719.87	\$2,855.87	\$2,998.66	\$3,148.59

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
147	Hourly	\$14.94435	\$15.69158	\$16.47616	\$17.29996	\$18.16497
148	Annual	\$31,239.68	\$32,801.66	\$34,441.75	\$36,163.84	\$37,972.04
148	Monthly	\$2,603.31	\$2,733.47	\$2,870.15	\$3,013.65	\$3,164.34
148	Hourly	\$15.01908	\$15.77003	\$16.55853	\$17.38646	\$18.25579
149	Annual	\$31,395.88	\$32,965.67	\$34,613.96	\$36,344.67	\$38,161.91
149	Monthly	\$2,616.32	\$2,747.14	\$2,884.50	\$3,028.72	\$3,180.16
149	Hourly	\$15.09417	\$15.84888	\$16.64133	\$17.47340	\$18.34707
150	Annual	\$31,552.86	\$33,130.50	\$34,787.04	\$36,526.39	\$38,352.70
150	Monthly	\$2,629.41	\$2,760.88	\$2,898.92	\$3,043.87	\$3,196.06
150	Hourly	\$15.16964	\$15.92813	\$16.72454	\$17.56076	\$18.43880
151	Annual	\$31,710.63	\$33,296.16	\$34,960.97	\$36,709.02	\$38,544.46
151	Monthly	\$2,642.55	\$2,774.68	\$2,913.41	\$3,059.09	\$3,212.04
151	Hourly	\$15.24550	\$16.00777	\$16.80816	\$17.64857	\$18.53099
152	Annual	\$31,869.18	\$33,462.64	\$35,135.77	\$36,892.56	\$38,737.21
152	Monthly	\$2,655.77	\$2,788.55	\$2,927.98	\$3,074.38	\$3,228.10
152	Hourly	\$15.32172	\$16.08781	\$16.89220	\$17.73681	\$18.62366
153	Annual	\$32,028.52	\$33,629.96	\$35,311.44	\$37,077.03	\$38,930.88
153	Monthly	\$2,669.04	\$2,802.50	\$2,942.62	\$3,089.75	\$3,244.24
153	Hourly	\$15.39833	\$16.16825	\$16.97665	\$17.82550	\$18.71677
154	Annual	\$32,188.65	\$33,798.10	\$35,488.00	\$37,262.42	\$39,125.53
154	Monthly	\$2,682.39	\$2,816.51	\$2,957.33	\$3,105.20	\$3,260.46
154	Hourly	\$15.47531	\$16.24909	\$17.06154	\$17.91463	\$18.81035
155	Annual	\$32,349.61	\$33,967.10	\$35,665.46	\$37,448.72	\$39,321.16
155	Monthly	\$2,695.80	\$2,830.59	\$2,972.12	\$3,120.73	\$3,276.76
155	Hourly	\$15.55270	\$16.33034	\$17.14686	\$18.00419	\$18.90440
156	Annual	\$32,511.37	\$34,136.93	\$35,843.78	\$37,635.97	\$39,517.76
156	Monthly	\$2,709.28	\$2,844.74	\$2,986.98	\$3,136.33	\$3,293.15
156	Hourly	\$15.63047	\$16.41199	\$17.23259	\$18.09422	\$18.99892
157	Annual	\$32,673.92	\$34,307.61	\$36,023.00	\$37,824.15	\$39,715.36
157	Monthly	\$2,722.83	\$2,858.97	\$3,001.92	\$3,152.01	\$3,309.61
157	Hourly	\$15.70862	\$16.49404	\$17.31875	\$18.18469	\$19.09392
158	Annual	\$32,837.28	\$34,479.15	\$36,203.13	\$38,013.27	\$39,913.92
158	Monthly	\$2,736.44	\$2,873.26	\$3,016.93	\$3,167.77	\$3,326.16
158	Hourly	\$15.78715	\$16.57651	\$17.40535	\$18.27561	\$19.18938
159	Annual	\$33,001.47	\$34,651.54	\$36,384.13	\$38,203.34	\$40,113.51
159	Monthly	\$2,750.12	\$2,887.63	\$3,032.01	\$3,183.61	\$3,342.79
159	Hourly	\$15.86609	\$16.65939	\$17.49237	\$18.36699	\$19.28534
160	Annual	\$33,166.48	\$34,824.80	\$36,566.04	\$38,394.36	\$40,314.07
160	Monthly	\$2,763.87	\$2,902.07	\$3,047.17	\$3,199.53	\$3,359.51
160	Hourly	\$15.94542	\$16.74269	\$17.57983	\$18.45883	\$19.38176

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
161	Annual	\$33,332.31	\$34,998.93	\$36,748.89	\$38,586.31	\$40,515.65
161	Monthly	\$2,777.69	\$2,916.58	\$3,062.41	\$3,215.53	\$3,376.30
161	Hourly	\$16.02515	\$16.82641	\$17.66774	\$18.55111	\$19.47868
162	Annual	\$33,498.98	\$35,173.93	\$36,932.63	\$38,779.26	\$40,718.23
162	Monthly	\$2,791.58	\$2,931.16	\$3,077.72	\$3,231.61	\$3,393.19
162	Hourly	\$16.10528	\$16.91054	\$17.75607	\$18.64388	\$19.57607
163	Annual	\$33,666.46	\$35,349.79	\$37,117.28	\$38,973.14	\$40,921.83
163	Monthly	\$2,805.54	\$2,945.82	\$3,093.11	\$3,247.76	\$3,410.15
163	Hourly	\$16.18580	\$16.99509	\$17.84485	\$18.73709	\$19.67396
164	Annual	\$33,834.81	\$35,526.55	\$37,302.87	\$39,168.02	\$41,126.42
164	Monthly	\$2,819.57	\$2,960.55	\$3,108.57	\$3,264.00	\$3,427.20
164	Hourly	\$16.26674	\$17.08007	\$17.93407	\$18.83078	\$19.77232
165	Annual	\$34,003.98	\$35,704.18	\$37,489.39	\$39,363.86	\$41,332.05
165	Monthly	\$2,833.67	\$2,975.35	\$3,124.12	\$3,280.32	\$3,444.34
165	Hourly	\$16.34807	\$17.16547	\$18.02375	\$18.92493	\$19.87118
166	Annual	\$34,174.01	\$35,882.69	\$37,676.84	\$39,560.68	\$41,538.74
166	Monthly	\$2,847.83	\$2,990.22	\$3,139.74	\$3,296.72	\$3,461.56
166	Hourly	\$16.42981	\$17.25129	\$18.11387	\$19.01956	\$19.97055
167	Annual	\$34,344.86	\$36,062.10	\$37,865.23	\$39,758.48	\$41,746.41
167	Monthly	\$2,862.07	\$3,005.18	\$3,155.44	\$3,313.21	\$3,478.87
167	Hourly	\$16.51195	\$17.33755	\$18.20444	\$19.11465	\$20.07039
168	Annual	\$34,516.60	\$36,242.42	\$38,054.54	\$39,957.27	\$41,955.13
168	Monthly	\$2,876.38	\$3,020.20	\$3,171.21	\$3,329.77	\$3,496.26
168	Hourly	\$16.59452	\$17.42424	\$18.29545	\$19.21023	\$20.17074
169	Annual	\$34,689.19	\$36,423.64	\$38,244.82	\$40,157.05	\$42,164.91
169	Monthly	\$2,890.77	\$3,035.30	\$3,187.07	\$3,346.42	\$3,513.74
169	Hourly	\$16.67750	\$17.51137	\$18.38693	\$19.30627	\$20.27159
170	Annual	\$34,862.62	\$36,605.75	\$38,436.04	\$40,357.83	\$42,375.73
170	Monthly	\$2,905.22	\$3,050.48	\$3,203.00	\$3,363.15	\$3,531.31
170	Hourly	\$16.76088	\$17.59892	\$18.47887	\$19.40280	\$20.37295
171	Annual	\$35,036.94	\$36,788.79	\$38,628.24	\$40,559.64	\$42,587.62
171	Monthly	\$2,919.75	\$3,065.73	\$3,219.02	\$3,379.97	\$3,548.97
171	Hourly	\$16.84468	\$17.68692	\$18.57127	\$19.49983	\$20.47482
172	Annual	\$35,212.13	\$36,972.73	\$38,821.36	\$40,762.42	\$42,800.55
172	Monthly	\$2,934.34	\$3,081.06	\$3,235.11	\$3,396.87	\$3,566.71
172	Hourly	\$16.92891	\$17.77535	\$18.66412	\$19.59732	\$20.57719
173	Annual	\$35,388.18	\$37,157.59	\$39,015.47	\$40,966.24	\$43,014.56
173	Monthly	\$2,949.02	\$3,096.47	\$3,251.29	\$3,413.85	\$3,584.55
173	Hourly	\$17.01355	\$17.86423	\$18.75744	\$19.69531	\$20.68008
174	Annual	\$35,565.12	\$37,343.38	\$39,210.54	\$41,171.09	\$43,229.63

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
174	Monthly	\$2,963.76	\$3,111.95	\$3,267.55	\$3,430.92	\$3,602.47
174	Hourly	\$17.09862	\$17.95355	\$18.85122	\$19.79379	\$20.78348
175	Annual	\$35,742.94	\$37,530.10	\$39,406.62	\$41,376.94	\$43,445.77
175	Monthly	\$2,978.58	\$3,127.51	\$3,283.89	\$3,448.08	\$3,620.48
175	Hourly	\$17.18411	\$18.04332	\$18.94549	\$19.89276	\$20.88739
176	Annual	\$35,921.67	\$37,717.75	\$39,603.64	\$41,583.81	\$43,663.01
176	Monthly	\$2,993.47	\$3,143.15	\$3,300.30	\$3,465.32	\$3,638.58
176	Hourly	\$17.27003	\$18.13353	\$19.04021	\$19.99222	\$20.99183
177	Annual	\$36,101.28	\$37,906.33	\$39,801.65	\$41,791.73	\$43,881.32
177	Monthly	\$3,008.44	\$3,158.86	\$3,316.80	\$3,482.64	\$3,656.78
177	Hourly	\$17.35638	\$18.22420	\$19.13541	\$20.09218	\$21.09679
178	Annual	\$36,281.77	\$38,095.86	\$40,000.66	\$42,000.70	\$44,100.74
178	Monthly	\$3,023.48	\$3,174.66	\$3,333.39	\$3,500.06	\$3,675.06
178	Hourly	\$17.44316	\$18.31532	\$19.23109	\$20.19264	\$21.20228
179	Annual	\$36,463.19	\$38,286.35	\$40,200.65	\$42,210.68	\$44,321.24
179	Monthly	\$3,038.60	\$3,190.53	\$3,350.05	\$3,517.56	\$3,693.44
179	Hourly	\$17.53038	\$18.40690	\$19.32724	\$20.29360	\$21.30829
180	Annual	\$36,645.49	\$38,477.78	\$40,401.67	\$42,421.75	\$44,542.86
180	Monthly	\$3,053.79	\$3,206.48	\$3,366.81	\$3,535.15	\$3,711.91
180	Hourly	\$17.61802	\$18.49893	\$19.42388	\$20.39507	\$21.41484
181	Annual	\$36,828.73	\$38,670.17	\$40,603.69	\$42,633.85	\$44,765.55
181	Monthly	\$3,069.06	\$3,222.51	\$3,383.64	\$3,552.82	\$3,730.46
181	Hourly	\$17.70612	\$18.59143	\$19.52100	\$20.49704	\$21.52190
182	Annual	\$37,012.87	\$38,863.51	\$40,806.70	\$42,847.05	\$44,989.39
182	Monthly	\$3,084.41	\$3,238.63	\$3,400.56	\$3,570.59	\$3,749.12
182	Hourly	\$17.79465	\$18.68438	\$19.61861	\$20.59954	\$21.62951
183	Annual	\$37,197.92	\$39,057.83	\$41,010.73	\$43,061.27	\$45,214.31
183	Monthly	\$3,099.83	\$3,254.82	\$3,417.56	\$3,588.44	\$3,767.86
183	Hourly	\$17.88362	\$18.77780	\$19.71670	\$20.70253	\$21.73765
184	Annual	\$37,383.93	\$39,253.13	\$41,215.79	\$43,276.57	\$45,440.41
184	Monthly	\$3,115.33	\$3,271.09	\$3,434.65	\$3,606.38	\$3,786.70
184	Hourly	\$17.97304	\$18.87170	\$19.81528	\$20.80604	\$21.84635
185	Annual	\$37,570.86	\$39,449.39	\$41,421.86	\$43,492.95	\$45,667.60
185	Monthly	\$3,130.91	\$3,287.45	\$3,451.82	\$3,624.41	\$3,805.63
185	Hourly	\$18.06291	\$18.96605	\$19.91436	\$20.91007	\$21.95558
186	Annual	\$37,758.69	\$39,646.62	\$41,628.96	\$43,710.42	\$45,895.94
186	Monthly	\$3,146.56	\$3,303.89	\$3,469.08	\$3,642.54	\$3,824.66
186	Hourly	\$18.15322	\$19.06088	\$20.01392	\$21.01463	\$22.06536
187	Annual	\$37,947.50	\$39,844.88	\$41,837.11	\$43,928.97	\$46,125.42
187	Monthly	\$3,162.29	\$3,320.41	\$3,486.43	\$3,660.75	\$3,843.79

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
187	Hourly	\$18.24399	\$19.15619	\$20.11400	\$21.11970	\$22.17568
188	Annual	\$38,137.23	\$40,044.09	\$42,046.30	\$44,148.62	\$46,356.05
188	Monthly	\$3,178.10	\$3,337.01	\$3,503.86	\$3,679.05	\$3,863.00
188	Hourly	\$18.33521	\$19.25197	\$20.21457	\$21.22530	\$22.28656
189	Annual	\$38,327.92	\$40,244.33	\$42,256.54	\$44,369.36	\$46,587.83
189	Monthly	\$3,193.99	\$3,353.69	\$3,521.38	\$3,697.45	\$3,882.32
189	Hourly	\$18.42688	\$19.34824	\$20.31564	\$21.33142	\$22.39800
190	Annual	\$38,519.54	\$40,445.54	\$42,467.82	\$44,591.21	\$46,820.77
190	Monthly	\$3,209.96	\$3,370.46	\$3,538.99	\$3,715.93	\$3,901.73
190	Hourly	\$18.51901	\$19.44497	\$20.41722	\$21.43808	\$22.50999
191	Annual	\$38,712.16	\$40,647.78	\$42,680.15	\$44,814.16	\$47,054.87
191	Monthly	\$3,226.01	\$3,387.32	\$3,556.68	\$3,734.51	\$3,921.24
191	Hourly	\$18.61162	\$19.54220	\$20.51930	\$21.54527	\$22.62253
192	Annual	\$38,905.71	\$40,851.00	\$42,893.56	\$45,038.23	\$47,290.15
192	Monthly	\$3,242.14	\$3,404.25	\$3,574.46	\$3,753.19	\$3,940.85
192	Hourly	\$18.70467	\$19.63990	\$20.62190	\$21.65300	\$22.73565
193	Annual	\$39,100.24	\$41,055.26	\$43,108.02	\$45,263.43	\$47,526.60
193	Monthly	\$3,258.35	\$3,421.27	\$3,592.34	\$3,771.95	\$3,960.55
193	Hourly	\$18.79819	\$19.73811	\$20.72501	\$21.76126	\$22.84933
194	Annual	\$39,295.72	\$41,260.54	\$43,323.56	\$45,489.73	\$47,764.23
194	Monthly	\$3,274.64	\$3,438.38	\$3,610.30	\$3,790.81	\$3,980.35
194	Hourly	\$18.89217	\$19.83680	\$20.82863	\$21.87006	\$22.96357
195	Annual	\$39,492.23	\$41,466.85	\$43,540.18	\$45,717.20	\$48,003.04
195	Monthly	\$3,291.02	\$3,455.57	\$3,628.35	\$3,809.77	\$4,000.25
195	Hourly	\$18.98665	\$19.93599	\$20.93278	\$21.97942	\$23.07838
196	Annual	\$39,689.67	\$41,674.17	\$43,757.88	\$45,945.78	\$48,243.07
196	Monthly	\$3,307.47	\$3,472.85	\$3,646.49	\$3,828.82	\$4,020.26
196	Hourly	\$19.08157	\$20.03566	\$21.03744	\$22.08932	\$23.19378
197	Annual	\$39,888.12	\$41,882.55	\$43,976.68	\$46,175.50	\$48,484.28
197	Monthly	\$3,324.01	\$3,490.21	\$3,664.72	\$3,847.96	\$4,040.36
197	Hourly	\$19.17698	\$20.13584	\$21.14263	\$22.19976	\$23.30975
198	Annual	\$40,087.57	\$42,091.96	\$44,196.56	\$46,406.38	\$48,726.70
198	Monthly	\$3,340.63	\$3,507.66	\$3,683.05	\$3,867.20	\$4,060.56
198	Hourly	\$19.27287	\$20.23652	\$21.24835	\$22.31076	\$23.42630
199	Annual	\$40,288.01	\$42,302.41	\$44,417.55	\$46,638.42	\$48,970.34
199	Monthly	\$3,357.33	\$3,525.20	\$3,701.46	\$3,886.54	\$4,080.86
199	Hourly	\$19.36924	\$20.33770	\$21.35459	\$22.42232	\$23.54343
200	Annual	\$40,489.46	\$42,513.93	\$44,639.63	\$46,871.60	\$49,215.19
200	Monthly	\$3,374.12	\$3,542.83	\$3,719.97	\$3,905.97	\$4,101.27
200	Hourly	\$19.46609	\$20.43939	\$21.46136	\$22.53442	\$23.66115

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
201	Annual	\$40,691.90	\$42,726.51	\$44,862.82	\$47,105.97	\$49,461.27
201	Monthly	\$3,390.99	\$3,560.54	\$3,738.57	\$3,925.50	\$4,121.77
201	Hourly	\$19.56341	\$20.54159	\$21.56866	\$22.64710	\$23.77946
202	Annual	\$40,895.37	\$42,940.12	\$45,087.14	\$47,341.50	\$49,708.56
202	Monthly	\$3,407.95	\$3,578.34	\$3,757.26	\$3,945.13	\$4,142.38
202	Hourly	\$19.66124	\$20.64429	\$21.67651	\$22.76034	\$23.89835
203	Annual	\$41,099.84	\$43,154.84	\$45,312.57	\$47,578.20	\$49,957.11
203	Monthly	\$3,424.99	\$3,596.24	\$3,776.05	\$3,964.85	\$4,163.09
203	Hourly	\$19.75954	\$20.74752	\$21.78489	\$22.87413	\$24.01784
204	Annual	\$41,305.34	\$43,370.61	\$45,539.13	\$47,816.10	\$50,206.92
204	Monthly	\$3,442.11	\$3,614.22	\$3,794.93	\$3,984.68	\$4,183.91
204	Hourly	\$19.85834	\$20.85125	\$21.89381	\$22.98851	\$24.13794
205	Annual	\$41,511.87	\$43,587.44	\$45,766.83	\$48,055.17	\$50,457.95
205	Monthly	\$3,459.32	\$3,632.29	\$3,813.90	\$4,004.60	\$4,204.83
205	Hourly	\$19.95763	\$20.95550	\$22.00328	\$23.10345	\$24.25863
206	Annual	\$41,719.42	\$43,805.39	\$45,995.66	\$48,295.45	\$50,710.22
206	Monthly	\$3,476.62	\$3,650.45	\$3,832.97	\$4,024.62	\$4,225.85
206	Hourly	\$20.05741	\$21.06028	\$22.11330	\$23.21897	\$24.37991
207	Annual	\$41,928.01	\$44,024.41	\$46,225.64	\$48,536.92	\$50,963.79
207	Monthly	\$3,494.00	\$3,668.70	\$3,852.14	\$4,044.74	\$4,246.98
207	Hourly	\$20.15770	\$21.16558	\$22.22387	\$23.33506	\$24.50182
208	Annual	\$42,137.67	\$44,244.55	\$46,456.78	\$48,779.61	\$51,218.59
208	Monthly	\$3,511.47	\$3,687.05	\$3,871.40	\$4,064.97	\$4,268.22
208	Hourly	\$20.25850	\$21.27142	\$22.33499	\$23.45174	\$24.62432
209	Annual	\$42,348.35	\$44,465.77	\$46,689.06	\$49,023.52	\$51,474.71
209	Monthly	\$3,529.03	\$3,705.48	\$3,890.76	\$4,085.29	\$4,289.56
209	Hourly	\$20.35978	\$21.37777	\$22.44666	\$23.56900	\$24.74746
210	Annual	\$42,560.09	\$44,688.10	\$46,922.49	\$49,268.62	\$51,732.06
210	Monthly	\$3,546.67	\$3,724.01	\$3,910.21	\$4,105.72	\$4,311.01
210	Hourly	\$20.46158	\$21.48466	\$22.55889	\$23.68684	\$24.87118
211	Annual	\$42,772.89	\$44,911.53	\$47,157.12	\$49,514.98	\$51,990.71
211	Monthly	\$3,564.41	\$3,742.63	\$3,929.76	\$4,126.25	\$4,332.56
211	Hourly	\$20.56389	\$21.59208	\$22.67169	\$23.80528	\$24.99553
212	Annual	\$42,986.75	\$45,136.09	\$47,392.89	\$49,762.54	\$52,250.68
212	Monthly	\$3,582.23	\$3,761.34	\$3,949.41	\$4,146.88	\$4,354.22
212	Hourly	\$20.66671	\$21.70004	\$22.78504	\$23.92430	\$25.12052
213	Annual	\$43,201.68	\$45,361.76	\$47,629.85	\$50,011.34	\$52,511.93
213	Monthly	\$3,600.14	\$3,780.15	\$3,969.15	\$4,167.61	\$4,375.99
213	Hourly	\$20.77004	\$21.80854	\$22.89897	\$24.04391	\$25.24612
214	Annual	\$43,417.70	\$45,588.60	\$47,868.01	\$50,261.41	\$52,774.48

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
214	Monthly	\$3,618.14	\$3,799.05	\$3,989.00	\$4,188.45	\$4,397.87
214	Hourly	\$20.87389	\$21.91760	\$23.01347	\$24.16414	\$25.37235
215	Annual	\$43,634.79	\$45,816.53	\$48,107.37	\$50,512.73	\$53,038.37
215	Monthly	\$3,636.23	\$3,818.04	\$4,008.95	\$4,209.39	\$4,419.86
215	Hourly	\$20.97826	\$22.02718	\$23.12854	\$24.28497	\$25.49922
216	Annual	\$43,852.95	\$46,045.60	\$48,347.88	\$50,765.30	\$53,303.55
216	Monthly	\$3,654.41	\$3,837.13	\$4,028.99	\$4,230.44	\$4,441.96
216	Hourly	\$21.08315	\$22.13731	\$23.24417	\$24.40639	\$25.62671
217	Annual	\$44,072.23	\$46,275.84	\$48,589.64	\$51,019.10	\$53,570.07
217	Monthly	\$3,672.69	\$3,856.32	\$4,049.14	\$4,251.59	\$4,464.17
217	Hourly	\$21.18857	\$22.24800	\$23.36040	\$24.52841	\$25.75484
218	Annual	\$44,292.58	\$46,507.22	\$48,832.58	\$51,274.20	\$53,837.92
218	Monthly	\$3,691.05	\$3,875.60	\$4,069.38	\$4,272.85	\$4,486.49
218	Hourly	\$21.29451	\$22.35924	\$23.47720	\$24.65106	\$25.88362
219	Annual	\$44,514.05	\$46,739.75	\$49,076.73	\$51,530.57	\$54,107.11
219	Monthly	\$3,709.50	\$3,894.98	\$4,089.73	\$4,294.21	\$4,508.93
219	Hourly	\$21.40099	\$22.47103	\$23.59458	\$24.77431	\$26.01303
220	Annual	\$44,736.63	\$46,973.45	\$49,322.12	\$51,788.24	\$54,377.66
220	Monthly	\$3,728.05	\$3,914.45	\$4,110.18	\$4,315.69	\$4,531.47
220	Hourly	\$21.50800	\$22.58339	\$23.71256	\$24.89819	\$26.14311
221	Annual	\$44,960.31	\$47,208.32	\$49,568.74	\$52,047.17	\$54,649.54
221	Monthly	\$3,746.69	\$3,934.03	\$4,130.73	\$4,337.26	\$4,554.13
221	Hourly	\$21.61553	\$22.69631	\$23.83113	\$25.02268	\$26.27382
222	Annual	\$45,185.11	\$47,444.37	\$49,816.58	\$52,307.42	\$54,922.78
222	Monthly	\$3,765.43	\$3,953.70	\$4,151.38	\$4,358.95	\$4,576.90
222	Hourly	\$21.72361	\$22.80979	\$23.95028	\$25.14780	\$26.40518
223	Annual	\$45,411.02	\$47,681.59	\$50,065.67	\$52,568.94	\$55,197.40
223	Monthly	\$3,784.25	\$3,973.47	\$4,172.14	\$4,380.75	\$4,599.78
223	Hourly	\$21.83222	\$22.92384	\$24.07003	\$25.27353	\$26.53721
224	Annual	\$45,638.09	\$47,919.98	\$50,315.99	\$52,831.79	\$55,473.38
224	Monthly	\$3,803.17	\$3,993.33	\$4,193.00	\$4,402.65	\$4,622.78
224	Hourly	\$21.94139	\$23.03845	\$24.19038	\$25.39990	\$26.66989
225	Annual	\$45,866.28	\$48,159.59	\$50,567.57	\$53,095.96	\$55,750.75
225	Monthly	\$3,822.19	\$4,013.30	\$4,213.96	\$4,424.66	\$4,645.90
225	Hourly	\$22.05110	\$23.15365	\$24.31133	\$25.52690	\$26.80325
226	Annual	\$46,095.62	\$48,400.38	\$50,820.41	\$53,361.44	\$56,029.51
226	Monthly	\$3,841.30	\$4,033.37	\$4,235.03	\$4,446.79	\$4,669.13
226	Hourly	\$22.16136	\$23.26941	\$24.43289	\$25.65454	\$26.93726
227	Annual	\$46,326.08	\$48,642.37	\$51,074.52	\$53,628.24	\$56,309.65
227	Monthly	\$3,860.51	\$4,053.53	\$4,256.21	\$4,469.02	\$4,692.47

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
227	Hourly	\$22.27215	\$23.38575	\$24.55506	\$25.78281	\$27.07195
228	Annual	\$46,557.71	\$48,885.60	\$51,329.88	\$53,896.38	\$56,591.20
228	Monthly	\$3,879.81	\$4,073.80	\$4,277.49	\$4,491.37	\$4,715.93
228	Hourly	\$22.38351	\$23.50269	\$24.67783	\$25.91172	\$27.20731
229	Annual	\$46,790.51	\$49,130.02	\$51,586.53	\$54,165.88	\$56,874.16
229	Monthly	\$3,899.21	\$4,094.17	\$4,298.88	\$4,513.82	\$4,739.51
229	Hourly	\$22.49544	\$23.62020	\$24.80122	\$26.04129	\$27.34335
230	Annual	\$47,024.44	\$49,375.68	\$51,844.47	\$54,436.68	\$57,158.52
230	Monthly	\$3,918.70	\$4,114.64	\$4,320.37	\$4,536.39	\$4,763.21
230	Hourly	\$22.60790	\$23.73831	\$24.92523	\$26.17148	\$27.48006
231	Annual	\$47,259.58	\$49,622.56	\$52,103.69	\$54,708.87	\$57,444.30
231	Monthly	\$3,938.30	\$4,135.21	\$4,341.97	\$4,559.07	\$4,787.03
231	Hourly	\$22.72095	\$23.85700	\$25.04985	\$26.30234	\$27.61745
232	Annual	\$47,495.88	\$49,870.68	\$52,364.20	\$54,982.42	\$57,731.53
232	Monthly	\$3,957.99	\$4,155.89	\$4,363.68	\$4,581.87	\$4,810.96
232	Hourly	\$22.83456	\$23.97629	\$25.17510	\$26.43386	\$27.75554
233	Annual	\$47,733.37	\$50,120.03	\$52,626.02	\$55,257.33	\$58,020.20
233	Monthly	\$3,977.78	\$4,176.67	\$4,385.50	\$4,604.78	\$4,835.02
233	Hourly	\$22.94874	\$24.09617	\$25.30097	\$26.56602	\$27.89433
234	Annual	\$47,972.01	\$50,370.63	\$52,889.16	\$55,533.62	\$58,310.30
234	Monthly	\$3,997.67	\$4,197.55	\$4,407.43	\$4,627.80	\$4,859.19
234	Hourly	\$23.06347	\$24.21665	\$25.42748	\$26.69886	\$28.03380
235	Annual	\$48,211.89	\$50,622.47	\$53,153.60	\$55,811.29	\$58,601.83
235	Monthly	\$4,017.66	\$4,218.54	\$4,429.47	\$4,650.94	\$4,883.49
235	Hourly	\$23.17879	\$24.33773	\$25.55462	\$26.83235	\$28.17396
236	Annual	\$48,452.95	\$50,875.59	\$53,419.37	\$56,090.35	\$58,894.87
236	Monthly	\$4,037.75	\$4,239.63	\$4,451.61	\$4,674.20	\$4,907.91
236	Hourly	\$23.29469	\$24.45942	\$25.68239	\$26.96651	\$28.31484
237	Annual	\$48,695.20	\$51,129.97	\$53,686.47	\$56,370.80	\$59,189.33
237	Monthly	\$4,057.93	\$4,260.83	\$4,473.87	\$4,697.57	\$4,932.44
237	Hourly	\$23.41115	\$24.58172	\$25.81080	\$27.10135	\$28.45641
238	Annual	\$48,938.70	\$51,385.63	\$53,954.90	\$56,652.64	\$59,485.29
238	Monthly	\$4,078.23	\$4,282.14	\$4,496.24	\$4,721.05	\$4,957.11
238	Hourly	\$23.52822	\$24.70463	\$25.93986	\$27.23685	\$28.59870
239	Annual	\$49,183.38	\$51,642.55	\$54,224.68	\$56,935.91	\$59,782.71
239	Monthly	\$4,098.62	\$4,303.55	\$4,518.72	\$4,744.66	\$4,981.89
239	Hourly	\$23.64586	\$24.82815	\$26.06956	\$27.37303	\$28.74169
240	Annual	\$49,429.29	\$51,900.76	\$54,495.79	\$57,220.59	\$60,081.62
240	Monthly	\$4,119.11	\$4,325.06	\$4,541.32	\$4,768.38	\$5,006.80
240	Hourly	\$23.76408	\$24.95229	\$26.19990	\$27.50990	\$28.88539

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
241	Annual	\$49,676.44	\$52,160.26	\$54,768.28	\$57,506.69	\$60,382.02
241	Monthly	\$4,139.70	\$4,346.69	\$4,564.02	\$4,792.22	\$5,031.84
241	Hourly	\$23.88290	\$25.07705	\$26.33090	\$27.64745	\$29.02982
242	Annual	\$49,924.82	\$52,421.06	\$55,042.11	\$57,794.23	\$60,683.94
242	Monthly	\$4,160.40	\$4,368.42	\$4,586.84	\$4,816.19	\$5,057.00
242	Hourly	\$24.00232	\$25.20243	\$26.46255	\$27.78569	\$29.17497
243	Annual	\$50,174.45	\$52,683.16	\$55,317.33	\$58,083.20	\$60,987.37
243	Monthly	\$4,181.20	\$4,390.26	\$4,609.78	\$4,840.27	\$5,082.28
243	Hourly	\$24.12233	\$25.32844	\$26.59487	\$27.92462	\$29.32085
244	Annual	\$50,425.32	\$52,946.60	\$55,593.92	\$58,373.62	\$61,292.31
244	Monthly	\$4,202.11	\$4,412.22	\$4,632.83	\$4,864.47	\$5,107.69
244	Hourly	\$24.24294	\$25.45510	\$26.72785	\$28.06424	\$29.46746
245	Annual	\$50,677.45	\$53,211.32	\$55,871.91	\$58,665.48	\$61,598.76
245	Monthly	\$4,223.12	\$4,434.28	\$4,655.99	\$4,888.79	\$5,133.23
245	Hourly	\$24.36416	\$25.58237	\$26.86150	\$28.20456	\$29.61479
246	Annual	\$50,930.83	\$53,477.38	\$56,151.25	\$58,958.80	\$61,906.75
246	Monthly	\$4,244.24	\$4,456.45	\$4,679.27	\$4,913.23	\$5,158.90
246	Hourly	\$24.48598	\$25.71028	\$26.99579	\$28.34558	\$29.76286
247	Annual	\$51,185.48	\$53,744.76	\$56,432.01	\$59,253.59	\$62,216.30
247	Monthly	\$4,265.46	\$4,478.73	\$4,702.67	\$4,937.80	\$5,184.69
247	Hourly	\$24.60840	\$25.83883	\$27.13077	\$28.48730	\$29.91168
248	Annual	\$51,441.41	\$54,013.49	\$56,714.16	\$59,549.87	\$62,527.37
248	Monthly	\$4,286.78	\$4,501.12	\$4,726.18	\$4,962.49	\$5,210.61
248	Hourly	\$24.73145	\$25.96802	\$27.26642	\$28.62975	\$30.06124
249	Annual	\$51,698.63	\$54,283.56	\$56,997.74	\$59,847.63	\$62,840.01
249	Monthly	\$4,308.22	\$4,523.63	\$4,749.81	\$4,987.30	\$5,236.67
249	Hourly	\$24.85511	\$26.09787	\$27.40276	\$28.77290	\$30.21154
250	Annual	\$51,957.11	\$54,554.98	\$57,282.73	\$60,146.86	\$63,154.20
250	Monthly	\$4,329.76	\$4,546.25	\$4,773.56	\$5,012.24	\$5,262.85
250	Hourly	\$24.97938	\$26.22836	\$27.53977	\$28.91676	\$30.36260
251	Annual	\$52,216.92	\$54,827.74	\$57,569.14	\$60,447.60	\$63,469.98
251	Monthly	\$4,351.41	\$4,568.98	\$4,797.43	\$5,037.30	\$5,289.17
251	Hourly	\$25.10429	\$26.35949	\$27.67747	\$29.06135	\$30.51441
252	Annual	\$52,477.98	\$55,101.89	\$57,857.00	\$60,749.83	\$63,787.31
252	Monthly	\$4,373.17	\$4,591.82	\$4,821.42	\$5,062.49	\$5,315.61
252	Hourly	\$25.22980	\$26.49129	\$27.81587	\$29.20665	\$30.66698
253	Annual	\$52,740.39	\$55,377.39	\$58,146.27	\$61,053.58	\$64,106.26
253	Monthly	\$4,395.03	\$4,614.78	\$4,845.52	\$5,087.80	\$5,342.19
253	Hourly	\$25.35596	\$26.62375	\$27.95494	\$29.35268	\$30.82032
254	Annual	\$53,004.08	\$55,654.27	\$58,437.00	\$61,358.84	\$64,426.79

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
254	Monthly	\$4,417.01	\$4,637.86	\$4,869.75	\$5,113.24	\$5,368.90
254	Hourly	\$25.48273	\$26.75686	\$28.09471	\$29.49944	\$30.97442
255	Annual	\$53,269.09	\$55,932.56	\$58,729.19	\$61,665.65	\$64,748.92
255	Monthly	\$4,439.09	\$4,661.05	\$4,894.10	\$5,138.80	\$5,395.74
255	Hourly	\$25.61014	\$26.89065	\$28.23519	\$29.64695	\$31.12929
256	Annual	\$53,535.45	\$56,212.22	\$59,022.83	\$61,973.97	\$65,072.67
256	Monthly	\$4,461.29	\$4,684.35	\$4,918.57	\$5,164.50	\$5,422.72
256	Hourly	\$25.73820	\$27.02511	\$28.37636	\$29.79518	\$31.28494
257	Annual	\$53,803.11	\$56,493.28	\$59,317.95	\$62,283.84	\$65,398.03
257	Monthly	\$4,483.59	\$4,707.77	\$4,943.16	\$5,190.32	\$5,449.84
257	Hourly	\$25.86688	\$27.16023	\$28.51825	\$29.94415	\$31.44136
258	Annual	\$54,072.13	\$56,775.74	\$59,614.53	\$62,595.26	\$65,725.01
258	Monthly	\$4,506.01	\$4,731.31	\$4,967.88	\$5,216.27	\$5,477.08
258	Hourly	\$25.99622	\$27.29603	\$28.66083	\$30.09388	\$31.59856
259	Annual	\$54,342.50	\$57,059.64	\$59,912.61	\$62,908.24	\$66,053.65
259	Monthly	\$4,528.54	\$4,754.97	\$4,992.72	\$5,242.35	\$5,504.47
259	Hourly	\$26.12620	\$27.43252	\$28.80414	\$30.24435	\$31.75656
260	Annual	\$54,614.22	\$57,344.91	\$60,212.18	\$63,222.79	\$66,383.91
260	Monthly	\$4,551.19	\$4,778.74	\$5,017.68	\$5,268.57	\$5,531.99
260	Hourly	\$26.25684	\$27.56967	\$28.94816	\$30.39557	\$31.91534
261	Annual	\$54,887.29	\$57,631.63	\$60,513.22	\$63,538.90	\$66,715.84
261	Monthly	\$4,573.94	\$4,802.64	\$5,042.77	\$5,294.91	\$5,559.65
261	Hourly	\$26.38812	\$27.70751	\$29.09289	\$30.54755	\$32.07492
262	Annual	\$55,161.71	\$57,919.81	\$60,815.80	\$63,856.59	\$67,049.43
262	Monthly	\$4,596.81	\$4,826.65	\$5,067.98	\$5,321.38	\$5,587.45
262	Hourly	\$26.52005	\$27.84606	\$29.23837	\$30.70028	\$32.23530
263	Annual	\$55,437.53	\$58,209.42	\$61,119.88	\$64,175.87	\$67,384.67
263	Monthly	\$4,619.79	\$4,850.79	\$5,093.32	\$5,347.99	\$5,615.39
263	Hourly	\$26.65266	\$27.98530	\$29.38456	\$30.85378	\$32.39648
264	Annual	\$55,714.73	\$58,500.47	\$61,425.47	\$64,496.75	\$67,721.60
264	Monthly	\$4,642.89	\$4,875.04	\$5,118.79	\$5,374.73	\$5,643.47
264	Hourly	\$26.78593	\$28.12523	\$29.53148	\$31.00805	\$32.55846
265	Annual	\$55,993.29	\$58,792.95	\$61,732.59	\$64,819.23	\$68,060.19
265	Monthly	\$4,666.11	\$4,899.41	\$5,144.38	\$5,401.60	\$5,671.68
265	Hourly	\$26.91985	\$28.26584	\$29.67913	\$31.16309	\$32.72125
266	Annual	\$56,273.25	\$59,086.93	\$62,041.27	\$65,143.32	\$68,400.50
266	Monthly	\$4,689.44	\$4,923.91	\$5,170.11	\$5,428.61	\$5,700.04
266	Hourly	\$27.05445	\$28.40718	\$29.82753	\$31.31890	\$32.88486
267	Annual	\$56,554.63	\$59,382.35	\$62,351.48	\$65,469.04	\$68,742.50
267	Monthly	\$4,712.89	\$4,948.53	\$5,195.96	\$5,455.75	\$5,728.54

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
267	Hourly	\$27.18973	\$28.54921	\$29.97667	\$31.47550	\$33.04928
268	Annual	\$56,837.38	\$59,679.26	\$62,663.22	\$65,796.39	\$69,086.21
268	Monthly	\$4,736.45	\$4,973.27	\$5,221.94	\$5,483.03	\$5,757.18
268	Hourly	\$27.32566	\$28.69195	\$30.12655	\$31.63288	\$33.21452
269	Annual	\$57,121.59	\$59,977.66	\$62,976.56	\$66,125.39	\$69,431.63
269	Monthly	\$4,760.13	\$4,998.14	\$5,248.05	\$5,510.45	\$5,785.97
269	Hourly	\$27.46230	\$28.83541	\$30.27719	\$31.79105	\$33.38059
270	Annual	\$57,407.19	\$60,277.56	\$63,291.43	\$66,456.01	\$69,778.80
270	Monthly	\$4,783.93	\$5,023.13	\$5,274.29	\$5,538.00	\$5,814.90
270	Hourly	\$27.59961	\$28.97960	\$30.42857	\$31.95000	\$33.54750
271	Annual	\$57,694.23	\$60,578.95	\$63,607.87	\$66,788.28	\$70,127.69
271	Monthly	\$4,807.85	\$5,048.25	\$5,300.66	\$5,565.69	\$5,843.97
271	Hourly	\$27.73761	\$29.12450	\$30.58071	\$32.10975	\$33.71524
272	Annual	\$57,982.69	\$60,881.82	\$63,925.92	\$67,122.23	\$70,478.34
272	Monthly	\$4,831.89	\$5,073.49	\$5,327.16	\$5,593.52	\$5,873.20
272	Hourly	\$27.87629	\$29.27011	\$30.73362	\$32.27030	\$33.88382
273	Annual	\$58,272.60	\$61,186.23	\$64,245.55	\$67,457.85	\$70,830.72
273	Monthly	\$4,856.05	\$5,098.85	\$5,353.80	\$5,621.49	\$5,902.56
273	Hourly	\$28.01567	\$29.41646	\$30.88728	\$32.43166	\$34.05323
274	Annual	\$58,563.98	\$61,492.19	\$64,566.79	\$67,795.11	\$71,184.88
274	Monthly	\$4,880.33	\$5,124.35	\$5,380.57	\$5,649.59	\$5,932.07
274	Hourly	\$28.15576	\$29.56355	\$31.04173	\$32.59380	\$34.22350
275	Annual	\$58,856.78	\$61,799.64	\$64,889.61	\$68,134.11	\$71,540.82
275	Monthly	\$4,904.73	\$5,149.97	\$5,407.47	\$5,677.84	\$5,961.74
275	Hourly	\$28.29653	\$29.71137	\$31.19693	\$32.75678	\$34.39463
276	Annual	\$59,151.08	\$62,108.63	\$65,214.06	\$68,474.77	\$71,898.52
276	Monthly	\$4,929.26	\$5,175.72	\$5,434.51	\$5,706.23	\$5,991.54
276	Hourly	\$28.43802	\$29.85992	\$31.35291	\$32.92056	\$34.56660
277	Annual	\$59,446.83	\$62,419.16	\$65,540.14	\$68,817.15	\$72,258.00
277	Monthly	\$4,953.90	\$5,201.60	\$5,461.68	\$5,734.76	\$6,021.50
277	Hourly	\$28.58021	\$30.00921	\$31.50968	\$33.08517	\$34.73942
278	Annual	\$59,744.07	\$62,731.26	\$65,867.83	\$69,161.22	\$72,619.29
278	Monthly	\$4,978.67	\$5,227.61	\$5,488.99	\$5,763.44	\$6,051.61
278	Hourly	\$28.72311	\$30.15926	\$31.66723	\$33.25059	\$34.91312
279	Annual	\$60,042.78	\$63,044.94	\$66,197.18	\$69,507.04	\$72,982.38
279	Monthly	\$5,003.57	\$5,253.75	\$5,516.43	\$5,792.25	\$6,081.87
279	Hourly	\$28.86672	\$30.31007	\$31.82557	\$33.41685	\$35.08768
280	Annual	\$60,343.01	\$63,360.16	\$66,528.16	\$69,854.59	\$73,347.31
280	Monthly	\$5,028.58	\$5,280.01	\$5,544.01	\$5,821.22	\$6,112.28
280	Hourly	\$29.01106	\$30.46162	\$31.98469	\$33.58394	\$35.26313

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
281	Annual	\$60,644.71	\$63,676.96	\$66,860.80	\$70,203.84	\$73,714.04
281	Monthly	\$5,053.73	\$5,306.41	\$5,571.73	\$5,850.32	\$6,142.84
281	Hourly	\$29.15611	\$30.61392	\$32.14462	\$33.75185	\$35.43944
282	Annual	\$60,947.94	\$63,995.34	\$67,195.11	\$70,554.88	\$74,082.61
282	Monthly	\$5,079.00	\$5,332.95	\$5,599.59	\$5,879.57	\$6,173.55
282	Hourly	\$29.30189	\$30.76699	\$32.30534	\$33.92062	\$35.61664
283	Annual	\$61,252.68	\$64,315.31	\$67,531.09	\$70,907.63	\$74,453.02
283	Monthly	\$5,104.39	\$5,359.61	\$5,627.59	\$5,908.97	\$6,204.42
283	Hourly	\$29.44840	\$30.92082	\$32.46687	\$34.09021	\$35.79472
284	Annual	\$61,558.95	\$64,636.90	\$67,868.73	\$71,262.19	\$74,825.29
284	Monthly	\$5,129.91	\$5,386.41	\$5,655.73	\$5,938.52	\$6,235.44
284	Hourly	\$29.59565	\$31.07543	\$32.62920	\$34.26067	\$35.97370
285	Annual	\$61,866.74	\$64,960.09	\$68,208.07	\$71,618.47	\$75,199.41
285	Monthly	\$5,155.56	\$5,413.34	\$5,684.01	\$5,968.21	\$6,266.62
285	Hourly	\$29.74363	\$31.23081	\$32.79234	\$34.43196	\$36.15356
286	Annual	\$62,176.08	\$65,284.88	\$68,549.11	\$71,976.59	\$75,575.41
286	Monthly	\$5,181.34	\$5,440.41	\$5,712.43	\$5,998.05	\$6,297.95
286	Hourly	\$29.89235	\$31.38696	\$32.95630	\$34.60413	\$36.33433
287	Annual	\$62,486.95	\$65,611.30	\$68,891.88	\$72,336.46	\$75,953.29
287	Monthly	\$5,207.25	\$5,467.61	\$5,740.99	\$6,028.04	\$6,329.44
287	Hourly	\$30.04180	\$31.54389	\$33.12110	\$34.77714	\$36.51600
288	Annual	\$62,799.38	\$65,939.35	\$69,236.34	\$72,698.15	\$76,333.06
288	Monthly	\$5,233.28	\$5,494.95	\$5,769.70	\$6,058.18	\$6,361.09
288	Hourly	\$30.19201	\$31.70161	\$33.28670	\$34.95103	\$36.69859
289	Annual	\$63,113.39	\$66,269.06	\$69,582.51	\$73,061.62	\$76,714.71
289	Monthly	\$5,259.45	\$5,522.42	\$5,798.54	\$6,088.47	\$6,392.89
289	Hourly	\$30.34298	\$31.86013	\$33.45313	\$35.12578	\$36.88207
290	Annual	\$63,428.96	\$66,600.41	\$69,930.42	\$73,426.94	\$77,098.30
290	Monthly	\$5,285.75	\$5,550.03	\$5,827.54	\$6,118.91	\$6,424.86
290	Hourly	\$30.49469	\$32.01943	\$33.62039	\$35.30141	\$37.06649
291	Annual	\$63,746.09	\$66,933.40	\$70,280.06	\$73,794.07	\$77,483.78
291	Monthly	\$5,312.17	\$5,577.78	\$5,856.67	\$6,149.51	\$6,456.98
291	Hourly	\$30.64716	\$32.17952	\$33.78849	\$35.47792	\$37.25182
292	Annual	\$64,064.84	\$67,268.07	\$70,631.46	\$74,163.04	\$77,871.21
292	Monthly	\$5,338.74	\$5,605.67	\$5,885.96	\$6,180.25	\$6,489.27
292	Hourly	\$30.80040	\$32.34042	\$33.95743	\$35.65531	\$37.43808
293	Annual	\$64,385.16	\$67,604.41	\$70,984.63	\$74,533.86	\$78,260.57
293	Monthly	\$5,365.43	\$5,633.70	\$5,915.39	\$6,211.16	\$6,521.71
293	Hourly	\$30.95440	\$32.50212	\$34.12723	\$35.83359	\$37.62527
294	Annual	\$64,707.08	\$67,942.42	\$71,339.56	\$74,906.54	\$78,651.87

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		5%				
		A	B	C	D	E
294	Monthly	\$5,392.26	\$5,661.87	\$5,944.96	\$6,242.21	\$6,554.32
294	Hourly	\$31.10917	\$32.66463	\$34.29787	\$36.01276	\$37.81340
295	Annual	\$65,030.62	\$68,282.14	\$71,696.25	\$75,281.06	\$79,045.12
295	Monthly	\$5,419.22	\$5,690.18	\$5,974.69	\$6,273.42	\$6,587.09
295	Hourly	\$31.26472	\$32.82795	\$34.46935	\$36.19282	\$38.00246
296	Annual	\$65,355.77	\$68,623.55	\$72,054.74	\$75,657.48	\$79,440.33
296	Monthly	\$5,446.31	\$5,718.63	\$6,004.56	\$6,304.79	\$6,620.03
296	Hourly	\$31.42104	\$32.99209	\$34.64170	\$36.37379	\$38.19247
297	Annual	\$65,682.54	\$68,966.66	\$72,415.01	\$76,035.77	\$79,837.54
297	Monthly	\$5,473.55	\$5,747.22	\$6,034.58	\$6,336.31	\$6,653.13
297	Hourly	\$31.57814	\$33.15705	\$34.81491	\$36.55566	\$38.38343
298	Annual	\$66,010.97	\$69,311.51	\$72,777.09	\$76,415.93	\$80,236.73
298	Monthly	\$5,500.91	\$5,775.96	\$6,064.76	\$6,367.99	\$6,686.39
298	Hourly	\$31.73604	\$33.32284	\$34.98899	\$36.73843	\$38.57535
299	Annual	\$66,341.01	\$69,658.06	\$73,140.96	\$76,798.02	\$80,637.92
299	Monthly	\$5,528.42	\$5,804.84	\$6,095.08	\$6,399.84	\$6,719.83
299	Hourly	\$31.89472	\$33.48945	\$35.16392	\$36.92213	\$38.76823
300	Annual	\$66,672.72	\$70,006.36	\$73,506.67	\$77,182.00	\$81,041.10
300	Monthly	\$5,556.06	\$5,833.86	\$6,125.56	\$6,431.83	\$6,753.43
300	Hourly	\$32.05419	\$33.65690	\$35.33975	\$37.10673	\$38.96207
301	Annual	\$67,006.08	\$70,356.38	\$73,874.21	\$77,567.92	\$81,446.31
301	Monthly	\$5,583.84	\$5,863.03	\$6,156.18	\$6,463.99	\$6,787.19
301	Hourly	\$32.21446	\$33.82518	\$35.51645	\$37.29227	\$39.15688
302	Annual	\$67,341.11	\$70,708.18	\$74,243.58	\$77,955.76	\$81,853.55
302	Monthly	\$5,611.76	\$5,892.35	\$6,186.97	\$6,496.31	\$6,821.13
302	Hourly	\$32.37553	\$33.99432	\$35.69403	\$37.47873	\$39.35267
303	Annual	\$67,677.81	\$71,061.70	\$74,614.80	\$78,345.54	\$82,262.83
303	Monthly	\$5,639.82	\$5,921.81	\$6,217.90	\$6,528.80	\$6,855.24
303	Hourly	\$32.53741	\$34.16428	\$35.87250	\$37.66613	\$39.54944
304	Annual	\$68,016.22	\$71,417.02	\$74,987.87	\$78,737.26	\$82,674.13
304	Monthly	\$5,668.02	\$5,951.42	\$6,248.99	\$6,561.44	\$6,889.51
304	Hourly	\$32.70011	\$34.33511	\$36.05186	\$37.85445	\$39.74718
305	Annual	\$68,356.28	\$71,774.12	\$75,362.82	\$79,130.95	\$83,087.49
305	Monthly	\$5,696.36	\$5,981.18	\$6,280.24	\$6,594.25	\$6,923.96
305	Hourly	\$32.86360	\$34.50679	\$36.23213	\$38.04373	\$39.94591
306	Annual	\$68,698.08	\$72,132.97	\$75,739.63	\$79,526.61	\$83,502.92
306	Monthly	\$5,724.84	\$6,011.08	\$6,311.64	\$6,627.22	\$6,958.58
306	Hourly	\$33.02792	\$34.67931	\$36.41328	\$38.23395	\$40.14563
307	Annual	\$69,041.55	\$72,493.63	\$76,118.32	\$79,924.24	\$83,920.45
307	Monthly	\$5,753.46	\$6,041.14	\$6,343.19	\$6,660.35	\$6,993.37

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
307	Hourly	\$33.19305	\$34.85271	\$36.59535	\$38.42512	\$40.34637
308	Annual	\$69,386.77	\$72,856.11	\$76,498.92	\$80,323.86	\$84,340.05
308	Monthly	\$5,782.23	\$6,071.34	\$6,374.91	\$6,693.66	\$7,028.34
308	Hourly	\$33.35902	\$35.02698	\$36.77833	\$38.61724	\$40.54810
309	Annual	\$69,733.70	\$73,220.38	\$76,881.41	\$80,725.49	\$84,761.76
309	Monthly	\$5,811.14	\$6,101.70	\$6,406.78	\$6,727.12	\$7,063.48
309	Hourly	\$33.52582	\$35.20211	\$36.96222	\$38.81033	\$40.75085
310	Annual	\$70,082.37	\$73,586.49	\$77,265.80	\$81,129.10	\$85,185.57
310	Monthly	\$5,840.20	\$6,132.21	\$6,438.82	\$6,760.76	\$7,098.80
310	Hourly	\$33.69345	\$35.37812	\$37.14702	\$39.00438	\$40.95460
311	Annual	\$70,432.78	\$73,954.42	\$77,652.15	\$81,534.77	\$85,611.49
311	Monthly	\$5,869.40	\$6,162.87	\$6,471.01	\$6,794.56	\$7,134.29
311	Hourly	\$33.86191	\$35.55501	\$37.33276	\$39.19941	\$41.15937
312	Annual	\$70,784.94	\$74,324.20	\$78,040.42	\$81,942.41	\$86,039.55
312	Monthly	\$5,898.75	\$6,193.68	\$6,503.37	\$6,828.53	\$7,169.96
312	Hourly	\$34.03122	\$35.73279	\$37.51943	\$39.39539	\$41.36517
313	Annual	\$71,138.87	\$74,695.80	\$78,430.61	\$82,352.13	\$86,469.75
313	Monthly	\$5,928.24	\$6,224.65	\$6,535.88	\$6,862.68	\$7,205.81
313	Hourly	\$34.20138	\$35.91144	\$37.70702	\$39.59237	\$41.57200
314	Annual	\$71,494.56	\$75,069.29	\$78,822.76	\$82,763.90	\$86,902.10
314	Monthly	\$5,957.88	\$6,255.77	\$6,568.56	\$6,896.99	\$7,241.84
314	Hourly	\$34.37238	\$36.09100	\$37.89556	\$39.79034	\$41.77986
315	Annual	\$71,852.04	\$75,444.65	\$79,216.87	\$83,177.71	\$87,336.60
315	Monthly	\$5,987.67	\$6,287.05	\$6,601.41	\$6,931.48	\$7,278.05
315	Hourly	\$34.54425	\$36.27147	\$38.08503	\$39.98928	\$41.98875
316	Annual	\$72,211.30	\$75,821.87	\$79,612.95	\$83,593.61	\$87,773.30
316	Monthly	\$6,017.61	\$6,318.49	\$6,634.41	\$6,966.13	\$7,314.44
316	Hourly	\$34.71697	\$36.45282	\$38.27546	\$40.18924	\$42.19870
317	Annual	\$72,572.36	\$76,200.98	\$80,011.02	\$84,011.58	\$88,212.15
317	Monthly	\$6,047.70	\$6,350.08	\$6,667.59	\$7,000.97	\$7,351.01
317	Hourly	\$34.89056	\$36.63509	\$38.46684	\$40.39018	\$42.40969
318	Annual	\$72,935.23	\$76,581.99	\$80,411.07	\$84,431.64	\$88,653.22
318	Monthly	\$6,077.94	\$6,381.83	\$6,700.92	\$7,035.97	\$7,387.77
318	Hourly	\$35.06501	\$36.81826	\$38.65917	\$40.59213	\$42.62174
319	Annual	\$73,299.90	\$76,964.88	\$80,813.13	\$84,853.79	\$89,096.47
319	Monthly	\$6,108.33	\$6,413.74	\$6,734.43	\$7,071.15	\$7,424.71
319	Hourly	\$35.24034	\$37.00235	\$38.85247	\$40.79509	\$42.83484
320	Annual	\$73,666.39	\$77,349.71	\$81,217.21	\$85,278.06	\$89,541.96
320	Monthly	\$6,138.87	\$6,445.81	\$6,768.10	\$7,106.51	\$7,461.83
320	Hourly	\$35.41653	\$37.18736	\$39.04674	\$40.99907	\$43.04902

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
321	Annual	\$74,034.73	\$77,736.47	\$81,623.28	\$85,704.44	\$89,989.67
321	Monthly	\$6,169.56	\$6,478.04	\$6,801.94	\$7,142.04	\$7,499.14
321	Hourly	\$35.59362	\$37.37330	\$39.24196	\$41.20406	\$43.26426
322	Annual	\$74,404.91	\$78,125.13	\$82,031.40	\$86,132.98	\$90,439.62
322	Monthly	\$6,200.41	\$6,510.43	\$6,835.95	\$7,177.75	\$7,536.64
322	Hourly	\$35.77159	\$37.56016	\$39.43817	\$41.41009	\$43.48059
323	Annual	\$74,776.93	\$78,515.78	\$82,441.57	\$86,563.65	\$90,891.83
323	Monthly	\$6,231.41	\$6,542.98	\$6,870.13	\$7,213.64	\$7,574.32
323	Hourly	\$35.95045	\$37.74797	\$39.63537	\$41.61714	\$43.69800
324	Annual	\$75,150.80	\$78,908.36	\$82,853.76	\$86,996.45	\$91,346.29
324	Monthly	\$6,262.57	\$6,575.70	\$6,904.48	\$7,249.70	\$7,612.19
324	Hourly	\$36.13019	\$37.93671	\$39.83354	\$41.82522	\$43.91649
325	Annual	\$75,526.56	\$79,302.89	\$83,268.04	\$87,431.44	\$91,803.00
325	Monthly	\$6,293.88	\$6,608.57	\$6,939.00	\$7,285.95	\$7,650.25
325	Hourly	\$36.31085	\$38.12639	\$40.03271	\$42.03435	\$44.13606
326	Annual	\$75,904.18	\$79,699.40	\$83,684.38	\$87,868.60	\$92,262.03
326	Monthly	\$6,325.35	\$6,641.62	\$6,973.70	\$7,322.38	\$7,688.50
326	Hourly	\$36.49239	\$38.31702	\$40.23288	\$42.24452	\$44.35675
327	Annual	\$76,283.72	\$80,097.91	\$84,102.80	\$88,307.94	\$92,723.33
327	Monthly	\$6,356.98	\$6,674.83	\$7,008.57	\$7,359.00	\$7,726.94
327	Hourly	\$36.67487	\$38.50861	\$40.43404	\$42.45574	\$44.57852
328	Annual	\$76,665.13	\$80,498.40	\$84,523.31	\$88,749.46	\$93,186.94
328	Monthly	\$6,388.76	\$6,708.20	\$7,043.61	\$7,395.79	\$7,765.58
328	Hourly	\$36.85824	\$38.70115	\$40.63621	\$42.66801	\$44.80141
329	Annual	\$77,048.46	\$80,900.88	\$84,945.92	\$89,193.22	\$93,652.88
329	Monthly	\$6,420.71	\$6,741.74	\$7,078.83	\$7,432.77	\$7,804.41
329	Hourly	\$37.04253	\$38.89465	\$40.83938	\$42.88136	\$45.02542
330	Annual	\$77,433.71	\$81,305.40	\$85,370.66	\$89,639.19	\$94,121.15
330	Monthly	\$6,452.81	\$6,775.45	\$7,114.22	\$7,469.93	\$7,843.43
330	Hourly	\$37.22775	\$39.08913	\$41.04359	\$43.09576	\$45.25055
331	Annual	\$77,820.88	\$81,711.91	\$85,797.52	\$90,087.39	\$94,591.75
331	Monthly	\$6,485.07	\$6,809.33	\$7,149.79	\$7,507.28	\$7,882.65
331	Hourly	\$37.41388	\$39.28457	\$41.24881	\$43.31125	\$45.47680
332	Annual	\$78,209.96	\$82,120.47	\$86,226.49	\$90,537.84	\$95,064.73
332	Monthly	\$6,517.50	\$6,843.37	\$7,185.54	\$7,544.82	\$7,922.06
332	Hourly	\$37.60094	\$39.48100	\$41.45504	\$43.52781	\$45.70420
333	Annual	\$78,601.04	\$82,531.09	\$86,657.62	\$90,990.50	\$95,540.05
333	Monthly	\$6,550.09	\$6,877.59	\$7,221.47	\$7,582.54	\$7,961.67
333	Hourly	\$37.78896	\$39.67841	\$41.66232	\$43.74543	\$45.93272
334	Annual	\$78,994.04	\$82,943.73	\$87,090.92	\$91,445.48	\$96,017.74

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
334	Monthly	\$6,582.84	\$6,911.98	\$7,257.58	\$7,620.46	\$8,001.48
334	Hourly	\$37.97790	\$39.87679	\$41.87063	\$43.96417	\$46.16238
335	Annual	\$79,389.01	\$83,358.46	\$87,526.37	\$91,902.70	\$96,497.84
335	Monthly	\$6,615.75	\$6,946.54	\$7,293.86	\$7,658.56	\$8,041.49
335	Hourly	\$38.16779	\$40.07618	\$42.07999	\$44.18399	\$46.39319
336	Annual	\$79,785.94	\$83,775.24	\$87,964.01	\$92,362.20	\$96,980.33
336	Monthly	\$6,648.83	\$6,981.27	\$7,330.33	\$7,696.85	\$8,081.69
336	Hourly	\$38.35863	\$40.27656	\$42.29039	\$44.40490	\$46.62516
337	Annual	\$80,184.87	\$84,194.12	\$88,403.83	\$92,824.02	\$97,465.23
337	Monthly	\$6,682.07	\$7,016.18	\$7,366.99	\$7,735.34	\$8,122.10
337	Hourly	\$38.55042	\$40.47794	\$42.50184	\$44.62693	\$46.85828
338	Annual	\$80,585.80	\$84,615.08	\$88,845.83	\$93,288.13	\$97,952.56
338	Monthly	\$6,715.48	\$7,051.26	\$7,403.82	\$7,774.01	\$8,162.71
338	Hourly	\$38.74317	\$40.68033	\$42.71434	\$44.85006	\$47.09258
339	Annual	\$80,988.73	\$85,038.18	\$89,290.09	\$93,754.58	\$98,442.32
339	Monthly	\$6,749.06	\$7,086.52	\$7,440.84	\$7,812.88	\$8,203.53
339	Hourly	\$38.93689	\$40.88374	\$42.92793	\$45.07432	\$47.32804
340	Annual	\$81,393.68	\$85,463.36	\$89,736.54	\$94,223.37	\$98,934.52
340	Monthly	\$6,782.81	\$7,121.95	\$7,478.05	\$7,851.95	\$8,244.54
340	Hourly	\$39.13158	\$41.08815	\$43.14257	\$45.29970	\$47.56467
341	Annual	\$81,800.65	\$85,890.68	\$90,185.20	\$94,694.46	\$99,429.19
341	Monthly	\$6,816.72	\$7,157.56	\$7,515.43	\$7,891.21	\$8,285.77
341	Hourly	\$39.32724	\$41.29360	\$43.35827	\$45.52618	\$47.80250
342	Annual	\$82,209.64	\$86,320.12	\$90,636.14	\$95,167.94	\$99,926.34
342	Monthly	\$6,850.80	\$7,193.34	\$7,553.01	\$7,930.66	\$8,327.20
342	Hourly	\$39.52387	\$41.50006	\$43.57507	\$45.75382	\$48.04151
343	Annual	\$82,620.70	\$86,751.72	\$91,089.33	\$95,643.79	\$100,425.97
343	Monthly	\$6,885.06	\$7,229.31	\$7,590.78	\$7,970.32	\$8,368.83
343	Hourly	\$39.72149	\$41.70756	\$43.79295	\$45.98259	\$48.28172
344	Annual	\$83,033.81	\$87,185.48	\$91,544.78	\$96,122.01	\$100,928.10
344	Monthly	\$6,919.48	\$7,265.46	\$7,628.73	\$8,010.17	\$8,410.68
344	Hourly	\$39.92010	\$41.91610	\$44.01191	\$46.21250	\$48.52313
345	Annual	\$83,448.97	\$87,621.41	\$92,002.49	\$96,602.61	\$101,432.74
345	Monthly	\$6,954.08	\$7,301.78	\$7,666.87	\$8,050.22	\$8,452.73
345	Hourly	\$40.11970	\$42.12568	\$44.23197	\$46.44356	\$48.76574
346	Annual	\$83,866.21	\$88,059.52	\$92,462.51	\$97,085.62	\$101,939.91
346	Monthly	\$6,988.85	\$7,338.29	\$7,705.21	\$8,090.47	\$8,494.99
346	Hourly	\$40.32029	\$42.33631	\$44.45313	\$46.67578	\$49.00957
347	Annual	\$84,285.55	\$88,499.83	\$92,924.81	\$97,571.05	\$102,449.60
347	Monthly	\$7,023.80	\$7,374.99	\$7,743.73	\$8,130.92	\$8,537.47

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
347	Hourly	\$40.52190	\$42.54800	\$44.67539	\$46.90916	\$49.25462
348	Annual	\$84,706.99	\$88,942.32	\$93,389.45	\$98,058.91	\$102,961.86
348	Monthly	\$7,058.92	\$7,411.86	\$7,782.45	\$8,171.58	\$8,580.16
348	Hourly	\$40.72451	\$42.76073	\$44.89877	\$47.14371	\$49.50089
349	Annual	\$85,130.50	\$89,387.04	\$93,856.37	\$98,549.21	\$103,476.66
349	Monthly	\$7,094.21	\$7,448.92	\$7,821.36	\$8,212.43	\$8,623.06
349	Hourly	\$40.92813	\$42.97454	\$45.12325	\$47.37943	\$49.74839
350	Annual	\$85,556.15	\$89,833.97	\$94,325.66	\$99,041.95	\$103,994.04
350	Monthly	\$7,129.68	\$7,486.16	\$7,860.47	\$8,253.50	\$8,666.17
350	Hourly	\$41.13276	\$43.18941	\$45.34888	\$47.61632	\$49.99713
351	Annual	\$85,983.93	\$90,283.14	\$94,797.31	\$99,537.15	\$104,514.03
351	Monthly	\$7,165.33	\$7,523.60	\$7,899.78	\$8,294.76	\$8,709.50
351	Hourly	\$41.33843	\$43.40536	\$45.57563	\$47.85440	\$50.24713
352	Annual	\$86,413.86	\$90,734.55	\$95,271.29	\$100,034.84	\$105,036.58
352	Monthly	\$7,201.16	\$7,561.21	\$7,939.27	\$8,336.24	\$8,753.05
352	Hourly	\$41.54513	\$43.62238	\$45.80350	\$48.09367	\$50.49836
353	Annual	\$86,845.93	\$91,188.23	\$95,747.64	\$100,535.02	\$105,561.76
353	Monthly	\$7,237.16	\$7,599.02	\$7,978.97	\$8,377.92	\$8,796.81
353	Hourly	\$41.75285	\$43.84050	\$46.03252	\$48.33414	\$50.75085
354	Annual	\$87,280.16	\$91,644.16	\$96,226.37	\$101,037.69	\$106,089.56
354	Monthly	\$7,273.35	\$7,637.01	\$8,018.86	\$8,419.81	\$8,840.80
354	Hourly	\$41.96162	\$44.05969	\$46.26268	\$48.57581	\$51.00460
355	Annual	\$87,716.56	\$92,102.39	\$96,707.50	\$101,542.89	\$106,620.03
355	Monthly	\$7,309.71	\$7,675.20	\$8,058.96	\$8,461.91	\$8,885.00
355	Hourly	\$42.17142	\$44.28000	\$46.49399	\$48.81870	\$51.25963
356	Annual	\$88,155.13	\$92,562.91	\$97,191.03	\$102,050.58	\$107,153.14
356	Monthly	\$7,346.26	\$7,713.58	\$8,099.25	\$8,504.22	\$8,929.43
356	Hourly	\$42.38227	\$44.50140	\$46.72646	\$49.06278	\$51.51593
357	Annual	\$88,595.92	\$93,025.72	\$97,677.01	\$102,560.86	\$107,688.88
357	Monthly	\$7,382.99	\$7,752.14	\$8,139.75	\$8,546.74	\$8,974.07
357	Hourly	\$42.59419	\$44.72390	\$46.96010	\$49.30811	\$51.77350
358	Annual	\$89,038.91	\$93,490.84	\$98,165.37	\$103,073.66	\$108,227.34
358	Monthly	\$7,419.91	\$7,790.90	\$8,180.45	\$8,589.47	\$9,018.95
358	Hourly	\$42.80717	\$44.94752	\$47.19489	\$49.55464	\$52.03238
359	Annual	\$89,484.10	\$93,958.30	\$98,656.22	\$103,589.03	\$108,768.47
359	Monthly	\$7,457.01	\$7,829.86	\$8,221.35	\$8,632.42	\$9,064.04
359	Hourly	\$43.02120	\$45.17226	\$47.43088	\$49.80242	\$52.29253
360	Annual	\$89,931.51	\$94,428.09	\$99,149.49	\$104,106.96	\$109,312.32
360	Monthly	\$7,494.29	\$7,869.01	\$8,262.46	\$8,675.58	\$9,109.36
360	Hourly	\$43.23630	\$45.39812	\$47.66802	\$50.05142	\$52.55400

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		5%	5%	5%	5%	
	A	B	C	D	E	
361	Annual	\$90,381.18	\$94,900.23	\$99,645.24	\$104,627.51	\$109,858.88
361	Monthly	\$7,531.77	\$7,908.35	\$8,303.77	\$8,718.96	\$9,154.91
361	Hourly	\$43.45249	\$45.62511	\$47.90637	\$50.30169	\$52.81677
362	Annual	\$90,833.07	\$95,374.72	\$100,143.47	\$105,150.62	\$110,408.18
362	Monthly	\$7,569.42	\$7,947.89	\$8,345.29	\$8,762.55	\$9,200.68
362	Hourly	\$43.66975	\$45.85323	\$48.14590	\$50.55318	\$53.08086
363	Annual	\$91,287.23	\$95,851.61	\$100,644.19	\$105,676.40	\$110,960.21
363	Monthly	\$7,607.27	\$7,987.63	\$8,387.02	\$8,806.37	\$9,246.68
363	Hourly	\$43.88809	\$46.08250	\$48.38663	\$50.80596	\$53.34625
364	Annual	\$91,743.68	\$96,330.86	\$101,147.39	\$106,204.77	\$111,515.02
364	Monthly	\$7,645.31	\$8,027.57	\$8,428.95	\$8,850.40	\$9,292.92
364	Hourly	\$44.10754	\$46.31291	\$48.62855	\$51.05999	\$53.61299
365	Annual	\$92,202.40	\$96,812.51	\$101,653.15	\$106,735.81	\$112,072.59
365	Monthly	\$7,683.53	\$8,067.71	\$8,471.10	\$8,894.65	\$9,339.38
365	Hourly	\$44.32808	\$46.54448	\$48.87171	\$51.31529	\$53.88105
366	Annual	\$92,663.41	\$97,296.58	\$102,161.40	\$107,269.48	\$112,632.95
366	Monthly	\$7,721.95	\$8,108.05	\$8,513.45	\$8,939.12	\$9,386.08
366	Hourly	\$44.54972	\$46.77720	\$49.11606	\$51.57187	\$54.15046
367	Annual	\$93,126.73	\$97,783.06	\$102,672.21	\$107,805.82	\$113,196.11
367	Monthly	\$7,760.56	\$8,148.59	\$8,556.02	\$8,983.82	\$9,433.01
367	Hourly	\$44.77247	\$47.01109	\$49.36164	\$51.82972	\$54.42121
368	Annual	\$93,592.37	\$98,271.98	\$103,185.58	\$108,344.85	\$113,762.10
368	Monthly	\$7,799.36	\$8,189.33	\$8,598.80	\$9,028.74	\$9,480.18
368	Hourly	\$44.99633	\$47.24614	\$49.60845	\$52.08887	\$54.69332
369	Annual	\$94,060.31	\$98,763.33	\$103,701.49	\$108,886.59	\$114,330.91
369	Monthly	\$7,838.36	\$8,230.28	\$8,641.79	\$9,073.88	\$9,527.58
369	Hourly	\$45.22130	\$47.48237	\$49.85649	\$52.34932	\$54.96678
370	Annual	\$94,530.61	\$99,257.16	\$104,220.03	\$109,431.01	\$114,902.56
370	Monthly	\$7,877.55	\$8,271.43	\$8,685.00	\$9,119.25	\$9,575.21
370	Hourly	\$45.44741	\$47.71979	\$50.10578	\$52.61106	\$55.24162
371	Annual	\$95,003.26	\$99,753.42	\$104,741.11	\$109,978.17	\$115,477.09
371	Monthly	\$7,916.94	\$8,312.79	\$8,728.43	\$9,164.85	\$9,623.09
371	Hourly	\$45.67464	\$47.95838	\$50.35630	\$52.87412	\$55.51783
372	Annual	\$95,478.30	\$100,252.20	\$105,264.82	\$110,528.05	\$116,054.46
372	Monthly	\$7,956.53	\$8,354.35	\$8,772.07	\$9,210.67	\$9,671.21
372	Hourly	\$45.90303	\$48.19817	\$50.60809	\$53.13849	\$55.79541
373	Annual	\$95,955.69	\$100,753.47	\$105,791.14	\$111,080.70	\$116,634.75
373	Monthly	\$7,996.31	\$8,396.12	\$8,815.93	\$9,256.73	\$9,719.56
373	Hourly	\$46.13254	\$48.43917	\$50.86113	\$53.40418	\$56.07440
374	Annual	\$96,435.46	\$101,257.22	\$106,320.10	\$111,636.09	\$117,217.93

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
374	Monthly	\$8,036.29	\$8,438.10	\$8,860.01	\$9,303.01	\$9,768.16
374	Hourly	\$46.36320	\$48.68136	\$51.11543	\$53.67120	\$56.35477
375	Annual	\$96,917.65	\$101,763.53	\$106,851.69	\$112,194.28	\$117,804.00
375	Monthly	\$8,076.47	\$8,480.29	\$8,904.31	\$9,349.52	\$9,817.00
375	Hourly	\$46.59502	\$48.92477	\$51.37100	\$53.93956	\$56.63654
376	Annual	\$97,402.23	\$102,272.35	\$107,385.97	\$112,755.25	\$118,393.02
376	Monthly	\$8,116.85	\$8,522.70	\$8,948.83	\$9,396.27	\$9,866.09
376	Hourly	\$46.82800	\$49.16940	\$51.62787	\$54.20925	\$56.91972
377	Annual	\$97,889.24	\$102,783.69	\$107,922.90	\$113,319.03	\$118,984.99
377	Monthly	\$8,157.44	\$8,565.31	\$8,993.58	\$9,443.25	\$9,915.42
377	Hourly	\$47.06213	\$49.41524	\$51.88601	\$54.48030	\$57.20432
378	Annual	\$98,378.69	\$103,297.62	\$108,462.50	\$113,885.64	\$119,579.90
378	Monthly	\$8,198.22	\$8,608.14	\$9,038.54	\$9,490.47	\$9,964.99
378	Hourly	\$47.29745	\$49.66232	\$52.14543	\$54.75271	\$57.49034
379	Annual	\$98,870.58	\$103,814.11	\$109,004.82	\$114,455.05	\$120,177.81
379	Monthly	\$8,239.22	\$8,651.18	\$9,083.74	\$9,537.92	\$10,014.82
379	Hourly	\$47.53393	\$49.91063	\$52.40616	\$55.02647	\$57.77779
380	Annual	\$99,364.93	\$104,333.19	\$109,549.84	\$115,027.32	\$120,778.69
380	Monthly	\$8,280.41	\$8,694.43	\$9,129.15	\$9,585.61	\$10,064.89
380	Hourly	\$47.77160	\$50.16019	\$52.66819	\$55.30160	\$58.06668
381	Annual	\$99,861.76	\$104,854.84	\$110,097.59	\$115,602.48	\$121,382.60
381	Monthly	\$8,321.81	\$8,737.90	\$9,174.80	\$9,633.54	\$10,115.22
381	Hourly	\$48.01046	\$50.41098	\$52.93153	\$55.57812	\$58.35702
382	Annual	\$100,361.07	\$105,379.12	\$110,648.08	\$116,180.48	\$121,989.50
382	Monthly	\$8,363.42	\$8,781.59	\$9,220.67	\$9,681.71	\$10,165.79
382	Hourly	\$48.25051	\$50.66304	\$53.19619	\$55.85600	\$58.64880
383	Annual	\$100,862.85	\$105,906.02	\$111,201.32	\$116,761.39	\$122,599.46
383	Monthly	\$8,405.24	\$8,825.50	\$9,266.78	\$9,730.12	\$10,216.62
383	Hourly	\$48.49175	\$50.91636	\$53.46217	\$56.13528	\$58.94205
384	Annual	\$101,367.18	\$106,435.54	\$111,757.34	\$117,345.19	\$123,212.46
384	Monthly	\$8,447.27	\$8,869.63	\$9,313.11	\$9,778.77	\$10,267.71
384	Hourly	\$48.73422	\$51.17093	\$53.72949	\$56.41596	\$59.23676
385	Annual	\$101,874.01	\$106,967.72	\$112,316.11	\$117,931.93	\$123,828.52
385	Monthly	\$8,489.50	\$8,913.98	\$9,359.68	\$9,827.66	\$10,319.04
385	Hourly	\$48.97789	\$51.42679	\$53.99813	\$56.69804	\$59.53294
386	Annual	\$102,383.38	\$107,502.55	\$112,877.70	\$118,521.57	\$124,447.65
386	Monthly	\$8,531.95	\$8,958.55	\$9,406.48	\$9,876.80	\$10,370.64
386	Hourly	\$49.22278	\$51.68392	\$54.26813	\$56.98152	\$59.83060
387	Annual	\$102,895.30	\$108,040.09	\$113,442.07	\$119,114.18	\$125,069.89
387	Monthly	\$8,574.61	\$9,003.34	\$9,453.51	\$9,926.18	\$10,422.49

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
387	Hourly	\$49.46889	\$51.94235	\$54.53946	\$57.26643	\$60.12975
388	Annual	\$103,409.78	\$108,580.28	\$114,009.27	\$119,709.75	\$125,695.24
388	Monthly	\$8,617.48	\$9,048.36	\$9,500.77	\$9,975.81	\$10,474.60
388	Hourly	\$49.71624	\$52.20206	\$54.81215	\$57.55276	\$60.43040
389	Annual	\$103,926.84	\$109,123.18	\$114,579.34	\$120,308.31	\$126,323.72
389	Monthly	\$8,660.57	\$9,093.60	\$9,548.28	\$10,025.69	\$10,526.98
389	Hourly	\$49.96483	\$52.46307	\$55.08622	\$57.84053	\$60.73256
390	Annual	\$104,446.48	\$109,668.80	\$115,152.23	\$120,909.83	\$126,955.34
390	Monthly	\$8,703.87	\$9,139.07	\$9,596.02	\$10,075.82	\$10,579.61
390	Hourly	\$50.21465	\$52.72538	\$55.36165	\$58.12973	\$61.03622
391	Annual	\$104,968.70	\$110,217.14	\$115,727.99	\$121,514.39	\$127,590.12
391	Monthly	\$8,747.39	\$9,184.76	\$9,644.00	\$10,126.20	\$10,632.51
391	Hourly	\$50.46572	\$52.98901	\$55.63846	\$58.42038	\$61.34140
392	Annual	\$105,493.55	\$110,768.22	\$116,306.64	\$122,121.96	\$128,228.07
392	Monthly	\$8,791.13	\$9,230.69	\$9,692.22	\$10,176.83	\$10,685.67
392	Hourly	\$50.71805	\$53.25395	\$55.91665	\$58.71248	\$61.64811
393	Annual	\$106,021.02	\$111,322.06	\$116,888.16	\$122,732.58	\$128,869.21
393	Monthly	\$8,835.09	\$9,276.84	\$9,740.68	\$10,227.72	\$10,739.10
393	Hourly	\$50.97164	\$53.52022	\$56.19623	\$59.00605	\$61.95635
394	Annual	\$106,551.12	\$111,878.69	\$117,472.61	\$123,346.25	\$129,513.56
394	Monthly	\$8,879.26	\$9,323.22	\$9,789.38	\$10,278.85	\$10,792.80
394	Hourly	\$51.22650	\$53.78783	\$56.47722	\$59.30108	\$62.26613
395	Annual	\$107,083.88	\$112,438.06	\$118,059.96	\$123,962.97	\$130,161.12
395	Monthly	\$8,923.66	\$9,369.84	\$9,838.33	\$10,330.25	\$10,846.76
395	Hourly	\$51.48263	\$54.05676	\$56.75960	\$59.59758	\$62.57746
396	Annual	\$107,619.30	\$113,000.26	\$118,650.26	\$124,582.78	\$130,811.92
396	Monthly	\$8,968.28	\$9,416.69	\$9,887.52	\$10,381.90	\$10,900.99
396	Hourly	\$51.74005	\$54.32705	\$57.04339	\$59.89557	\$62.89035
397	Annual	\$108,157.39	\$113,565.27	\$119,243.51	\$125,205.70	\$131,465.98
397	Monthly	\$9,013.12	\$9,463.77	\$9,936.96	\$10,433.81	\$10,955.50
397	Hourly	\$51.99875	\$54.59869	\$57.32861	\$60.19505	\$63.20480
398	Annual	\$108,698.17	\$114,133.10	\$119,839.73	\$125,831.72	\$132,123.33
398	Monthly	\$9,058.18	\$9,511.09	\$9,986.64	\$10,485.98	\$11,010.28
398	Hourly	\$52.25874	\$54.87168	\$57.61525	\$60.49602	\$63.52083
399	Annual	\$109,241.67	\$114,703.74	\$120,438.93	\$126,460.89	\$132,783.93
399	Monthly	\$9,103.47	\$9,558.65	\$10,036.58	\$10,538.41	\$11,065.33
399	Hourly	\$52.52003	\$55.14603	\$57.90333	\$60.79850	\$63.83843
400	Annual	\$109,787.88	\$115,277.27	\$121,041.13	\$127,093.19	\$133,447.84
400	Monthly	\$9,148.99	\$9,606.44	\$10,086.76	\$10,591.10	\$11,120.65
400	Hourly	\$52.78263	\$55.42176	\$58.19285	\$61.10250	\$64.15762

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
401	Annual	\$110,336.82	\$115,853.65	\$121,646.34	\$127,728.64	\$134,115.07
401	Monthly	\$9,194.74	\$9,654.47	\$10,137.20	\$10,644.05	\$11,176.26
401	Hourly	\$53.04655	\$55.69887	\$58.48382	\$61.40800	\$64.47840
402	Annual	\$110,888.50	\$116,432.92	\$122,254.58	\$128,367.30	\$134,785.66
402	Monthly	\$9,240.71	\$9,702.74	\$10,187.88	\$10,697.28	\$11,232.14
402	Hourly	\$53.31178	\$55.97737	\$58.77624	\$61.71505	\$64.80080
403	Annual	\$111,442.94	\$117,015.09	\$122,865.84	\$129,009.14	\$135,459.59
403	Monthly	\$9,286.91	\$9,751.26	\$10,238.82	\$10,750.76	\$11,288.30
403	Hourly	\$53.57834	\$56.25725	\$59.07012	\$62.02363	\$65.12480
404	Annual	\$112,000.15	\$117,600.17	\$123,480.17	\$129,654.19	\$136,136.90
404	Monthly	\$9,333.35	\$9,800.01	\$10,290.01	\$10,804.52	\$11,344.74
404	Hourly	\$53.84623	\$56.53854	\$59.36547	\$62.33375	\$65.45043
405	Annual	\$112,560.17	\$118,188.16	\$124,097.58	\$130,302.45	\$136,817.59
405	Monthly	\$9,380.01	\$9,849.01	\$10,341.47	\$10,858.54	\$11,401.47
405	Hourly	\$54.11547	\$56.82123	\$59.66230	\$62.64541	\$65.77769
406	Annual	\$113,122.97	\$118,779.11	\$124,718.07	\$130,953.96	\$137,501.67
406	Monthly	\$9,426.91	\$9,898.26	\$10,393.17	\$10,912.83	\$11,458.47
406	Hourly	\$54.38604	\$57.10534	\$59.96061	\$62.95863	\$66.10657
407	Annual	\$113,688.57	\$119,373.00	\$125,341.66	\$131,608.74	\$138,189.17
407	Monthly	\$9,474.05	\$9,947.75	\$10,445.14	\$10,967.40	\$11,515.76
407	Hourly	\$54.65797	\$57.39087	\$60.26041	\$63.27343	\$66.43710
408	Annual	\$114,257.02	\$119,969.87	\$125,968.34	\$132,266.78	\$138,880.12
408	Monthly	\$9,521.42	\$9,997.49	\$10,497.36	\$11,022.23	\$11,573.34
408	Hourly	\$54.93126	\$57.67782	\$60.56170	\$63.58980	\$66.76929
409	Annual	\$114,828.29	\$120,569.72	\$126,598.22	\$132,928.12	\$139,574.53
409	Monthly	\$9,569.02	\$10,047.48	\$10,549.85	\$11,077.34	\$11,631.21
409	Hourly	\$55.20591	\$57.96621	\$60.86453	\$63.90775	\$67.10314
410	Annual	\$115,402.44	\$121,172.56	\$127,231.19	\$133,592.77	\$140,272.40
410	Monthly	\$9,616.87	\$10,097.71	\$10,602.60	\$11,132.73	\$11,689.37
410	Hourly	\$55.48194	\$58.25604	\$61.16884	\$64.22729	\$67.43865
411	Annual	\$115,979.44	\$121,778.44	\$127,867.36	\$134,260.71	\$140,973.77
411	Monthly	\$9,664.95	\$10,148.20	\$10,655.61	\$11,188.39	\$11,747.81
411	Hourly	\$55.75935	\$58.54733	\$61.47469	\$64.54842	\$67.77585
412	Annual	\$116,559.34	\$122,387.32	\$128,506.71	\$134,932.02	\$141,678.63
412	Monthly	\$9,713.28	\$10,198.94	\$10,708.89	\$11,244.34	\$11,806.55
412	Hourly	\$56.03814	\$58.84006	\$61.78207	\$64.87116	\$68.11473
413	Annual	\$117,142.15	\$122,999.26	\$129,149.22	\$135,606.68	\$142,387.02
413	Monthly	\$9,761.85	\$10,249.94	\$10,762.44	\$11,300.56	\$11,865.59
413	Hourly	\$56.31834	\$59.13426	\$62.09097	\$65.19552	\$68.45530
414	Annual	\$117,727.86	\$123,614.26	\$129,794.97	\$136,284.71	\$143,098.96

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
414	Monthly	\$9,810.66	\$10,301.19	\$10,816.25	\$11,357.06	\$11,924.91
414	Hourly	\$56.59993	\$59.42993	\$62.40143	\$65.52150	\$68.79758
415	Annual	\$118,316.50	\$124,232.32	\$130,443.95	\$136,966.15	\$143,814.45
415	Monthly	\$9,859.71	\$10,352.69	\$10,870.33	\$11,413.85	\$11,984.54
415	Hourly	\$56.88293	\$59.72708	\$62.71344	\$65.84911	\$69.14156
416	Annual	\$118,908.07	\$124,853.49	\$131,096.16	\$137,650.98	\$144,533.52
416	Monthly	\$9,909.01	\$10,404.46	\$10,924.68	\$11,470.92	\$12,044.46
416	Hourly	\$57.16734	\$60.02572	\$63.02700	\$66.17836	\$69.48727
417	Annual	\$119,502.62	\$125,477.75	\$131,751.64	\$138,339.22	\$145,256.20
417	Monthly	\$9,958.55	\$10,456.48	\$10,979.30	\$11,528.27	\$12,104.68
417	Hourly	\$57.45318	\$60.32584	\$63.34213	\$66.50924	\$69.83471
418	Annual	\$120,100.13	\$126,105.15	\$132,410.40	\$139,030.92	\$145,982.48
418	Monthly	\$10,008.34	\$10,508.76	\$11,034.20	\$11,585.91	\$12,165.21
418	Hourly	\$57.74045	\$60.62748	\$63.65885	\$66.84179	\$70.18388
419	Annual	\$120,700.64	\$126,735.67	\$133,072.45	\$139,726.07	\$146,712.37
419	Monthly	\$10,058.39	\$10,561.31	\$11,089.37	\$11,643.84	\$12,226.03
419	Hourly	\$58.02915	\$60.93061	\$63.97714	\$67.17600	\$70.53479
420	Annual	\$121,304.15	\$127,369.35	\$133,737.81	\$140,424.70	\$147,445.94
420	Monthly	\$10,108.68	\$10,614.11	\$11,144.82	\$11,702.06	\$12,287.16
420	Hourly	\$58.31930	\$61.23526	\$64.29702	\$67.51188	\$70.88747
421	Annual	\$121,910.66	\$128,006.19	\$134,406.51	\$141,126.84	\$148,183.17
421	Monthly	\$10,159.22	\$10,667.18	\$11,200.54	\$11,760.57	\$12,348.60
421	Hourly	\$58.61089	\$61.54144	\$64.61851	\$67.84944	\$71.24191
422	Annual	\$122,520.23	\$128,646.23	\$135,078.54	\$141,832.47	\$148,924.09
422	Monthly	\$10,210.02	\$10,720.52	\$11,256.55	\$11,819.37	\$12,410.34
422	Hourly	\$58.90396	\$61.84915	\$64.94161	\$68.18869	\$71.59812
423	Annual	\$123,132.81	\$129,289.45	\$135,753.92	\$142,541.63	\$149,668.71
423	Monthly	\$10,261.07	\$10,774.12	\$11,312.83	\$11,878.47	\$12,472.39
423	Hourly	\$59.19847	\$62.15839	\$65.26631	\$68.52963	\$71.95611
424	Annual	\$123,748.47	\$129,935.90	\$136,432.71	\$143,254.35	\$150,417.05
424	Monthly	\$10,312.37	\$10,827.99	\$11,369.39	\$11,937.86	\$12,534.75
424	Hourly	\$59.49446	\$62.46918	\$65.59265	\$68.87228	\$72.31589
425	Annual	\$124,367.22	\$130,585.59	\$137,114.87	\$143,970.59	\$151,169.14
425	Monthly	\$10,363.94	\$10,882.13	\$11,426.24	\$11,997.55	\$12,597.43
425	Hourly	\$59.79193	\$62.78153	\$65.92061	\$69.21663	\$72.67747
426	Annual	\$124,989.06	\$131,238.49	\$137,800.45	\$144,690.47	\$151,924.99
426	Monthly	\$10,415.76	\$10,936.54	\$11,483.37	\$12,057.54	\$12,660.42
426	Hourly	\$60.09089	\$63.09543	\$66.25022	\$69.56273	\$73.04086
427	Annual	\$125,614.00	\$131,894.71	\$138,489.45	\$145,413.91	\$152,684.61
427	Monthly	\$10,467.83	\$10,991.23	\$11,540.79	\$12,117.83	\$12,723.72

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
427	Hourly	\$60.39135	\$63.41092	\$66.58147	\$69.91053	\$73.40606
428	Annual	\$126,242.07	\$132,554.16	\$139,181.89	\$146,140.98	\$153,448.03
428	Monthly	\$10,520.17	\$11,046.18	\$11,598.49	\$12,178.42	\$12,787.34
428	Hourly	\$60.69330	\$63.72796	\$66.91437	\$70.26009	\$73.77309
429	Annual	\$126,873.27	\$133,216.95	\$139,877.81	\$146,871.68	\$154,215.27
429	Monthly	\$10,572.77	\$11,101.41	\$11,656.48	\$12,239.31	\$12,851.27
429	Hourly	\$60.99676	\$64.04661	\$67.24895	\$70.61138	\$74.14196
430	Annual	\$127,507.66	\$133,883.03	\$140,577.19	\$147,606.05	\$154,986.35
430	Monthly	\$10,625.64	\$11,156.92	\$11,714.77	\$12,300.50	\$12,915.53
430	Hourly	\$61.30176	\$64.36684	\$67.58519	\$70.96445	\$74.51267
431	Annual	\$128,145.18	\$134,552.45	\$141,280.07	\$148,344.08	\$155,761.29
431	Monthly	\$10,678.77	\$11,212.70	\$11,773.34	\$12,362.01	\$12,980.11
431	Hourly	\$61.60826	\$64.68868	\$67.92311	\$71.31927	\$74.88524
432	Annual	\$128,785.91	\$135,225.22	\$141,986.48	\$149,085.78	\$156,540.09
432	Monthly	\$10,732.16	\$11,268.77	\$11,832.21	\$12,423.82	\$13,045.01
432	Hourly	\$61.91630	\$65.01213	\$68.26273	\$71.67586	\$75.25966
433	Annual	\$129,429.86	\$135,901.35	\$142,696.41	\$149,831.22	\$157,322.79
433	Monthly	\$10,785.82	\$11,325.11	\$11,891.37	\$12,485.94	\$13,110.23
433	Hourly	\$62.22589	\$65.33719	\$68.60404	\$72.03424	\$75.63596
434	Annual	\$130,076.98	\$136,580.84	\$143,409.89	\$150,580.36	\$158,109.41
434	Monthly	\$10,839.75	\$11,381.74	\$11,950.82	\$12,548.36	\$13,175.78
434	Hourly	\$62.53701	\$65.66387	\$68.94706	\$72.39440	\$76.01414
435	Annual	\$130,727.37	\$137,263.75	\$144,126.95	\$151,333.29	\$158,899.96
435	Monthly	\$10,893.95	\$11,438.65	\$12,010.58	\$12,611.11	\$13,241.66
435	Hourly	\$62.84970	\$65.99219	\$69.29180	\$72.75639	\$76.39421
436	Annual	\$131,381.02	\$137,950.05	\$144,847.57	\$152,089.96	\$159,694.45
436	Monthly	\$10,948.42	\$11,495.84	\$12,070.63	\$12,674.16	\$13,307.87
436	Hourly	\$63.16395	\$66.32214	\$69.63825	\$73.12017	\$76.77618
437	Annual	\$132,037.92	\$138,639.81	\$145,571.82	\$152,850.40	\$160,492.93
437	Monthly	\$11,003.16	\$11,553.32	\$12,130.99	\$12,737.53	\$13,374.41
437	Hourly	\$63.47977	\$66.65375	\$69.98645	\$73.48577	\$77.16006
438	Annual	\$132,698.12	\$139,333.00	\$146,299.67	\$153,614.64	\$161,295.39
438	Monthly	\$11,058.18	\$11,611.08	\$12,191.64	\$12,801.22	\$13,441.28
438	Hourly	\$63.79717	\$66.98702	\$70.33638	\$73.85319	\$77.54586
439	Annual	\$133,361.61	\$140,029.67	\$147,031.17	\$154,382.72	\$162,101.86
439	Monthly	\$11,113.47	\$11,669.14	\$12,252.60	\$12,865.23	\$13,508.49
439	Hourly	\$64.11616	\$67.32196	\$70.68806	\$74.22246	\$77.93359
440	Annual	\$134,028.40	\$140,729.83	\$147,766.33	\$155,154.65	\$162,912.38
440	Monthly	\$11,169.03	\$11,727.49	\$12,313.86	\$12,929.55	\$13,576.03
440	Hourly	\$64.43673	\$67.65857	\$71.04150	\$74.59358	\$78.32326

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
441	Annual	\$134,698.56	\$141,433.48	\$148,505.16	\$155,930.41	\$163,726.94
441	Monthly	\$11,224.88	\$11,786.12	\$12,375.43	\$12,994.20	\$13,643.91
441	Hourly	\$64.75892	\$67.99687	\$71.39671	\$74.96654	\$78.71488
442	Annual	\$135,372.04	\$142,140.66	\$149,247.69	\$156,710.07	\$164,545.58
442	Monthly	\$11,281.00	\$11,845.06	\$12,437.31	\$13,059.17	\$13,712.13
442	Hourly	\$65.08271	\$68.33686	\$71.75370	\$75.34138	\$79.10845
443	Annual	\$136,048.90	\$142,851.37	\$149,993.92	\$157,493.61	\$165,368.30
443	Monthly	\$11,337.41	\$11,904.28	\$12,499.49	\$13,124.47	\$13,780.69
443	Hourly	\$65.40813	\$68.67854	\$72.11246	\$75.71808	\$79.50399
444	Annual	\$136,729.15	\$143,565.61	\$150,743.89	\$158,281.08	\$166,195.13
444	Monthly	\$11,394.10	\$11,963.80	\$12,561.99	\$13,190.09	\$13,849.59
444	Hourly	\$65.73517	\$69.02193	\$72.47302	\$76.09667	\$79.90150
445	Annual	\$137,412.79	\$144,283.43	\$151,497.61	\$159,072.49	\$167,026.11
445	Monthly	\$11,451.07	\$12,023.62	\$12,624.80	\$13,256.04	\$13,918.84
445	Hourly	\$66.06384	\$69.36703	\$72.83539	\$76.47716	\$80.30101
446	Annual	\$138,099.85	\$145,004.85	\$152,255.09	\$159,867.87	\$167,861.26
446	Monthly	\$11,508.32	\$12,083.74	\$12,687.92	\$13,322.32	\$13,988.44
446	Hourly	\$66.39416	\$69.71387	\$73.19956	\$76.85955	\$80.70253
447	Annual	\$138,790.35	\$145,729.88	\$153,016.37	\$160,667.19	\$168,700.55
447	Monthly	\$11,565.86	\$12,144.16	\$12,751.36	\$13,388.93	\$14,058.38
447	Hourly	\$66.72613	\$70.06244	\$73.56556	\$77.24384	\$81.10603
448	Annual	\$139,484.31	\$146,458.53	\$153,781.46	\$161,470.53	\$169,544.05
448	Monthly	\$11,623.69	\$12,204.88	\$12,815.12	\$13,455.88	\$14,128.67
448	Hourly	\$67.05976	\$70.41275	\$73.93339	\$77.63006	\$81.51156
449	Annual	\$140,181.72	\$147,190.82	\$154,550.36	\$162,277.88	\$170,391.77
449	Monthly	\$11,681.81	\$12,265.90	\$12,879.20	\$13,523.16	\$14,199.31
449	Hourly	\$67.39506	\$70.76482	\$74.30306	\$78.01821	\$81.91912
450	Annual	\$140,882.64	\$147,926.76	\$155,323.11	\$163,089.27	\$171,243.73
450	Monthly	\$11,740.22	\$12,327.23	\$12,943.59	\$13,590.77	\$14,270.31
450	Hourly	\$67.73204	\$71.11863	\$74.67457	\$78.40830	\$82.32872
451	Annual	\$141,587.06	\$148,666.41	\$156,099.73	\$163,904.71	\$172,099.97
451	Monthly	\$11,798.92	\$12,388.87	\$13,008.31	\$13,658.73	\$14,341.66
451	Hourly	\$68.07070	\$71.47424	\$75.04795	\$78.80034	\$82.74037
452	Annual	\$142,294.98	\$149,409.74	\$156,880.22	\$164,724.25	\$172,960.46
452	Monthly	\$11,857.92	\$12,450.81	\$13,073.35	\$13,727.02	\$14,413.37
452	Hourly	\$68.41105	\$71.83161	\$75.42318	\$79.19435	\$83.15407
453	Annual	\$143,006.46	\$150,156.79	\$157,664.62	\$165,547.86	\$173,825.26
453	Monthly	\$11,917.21	\$12,513.07	\$13,138.72	\$13,795.66	\$14,485.44
453	Hourly	\$68.75311	\$72.19076	\$75.80030	\$79.59032	\$83.56984
454	Annual	\$143,721.50	\$150,907.58	\$158,452.96	\$166,375.61	\$174,694.38

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
454	Monthly	\$11,976.79	\$12,575.63	\$13,204.41	\$13,864.63	\$14,557.87
454	Hourly	\$69.09688	\$72.55172	\$76.17931	\$79.98827	\$83.98768
455	Annual	\$144,440.11	\$151,662.12	\$159,245.23	\$167,207.47	\$175,567.85
455	Monthly	\$12,036.68	\$12,638.51	\$13,270.44	\$13,933.96	\$14,630.65
455	Hourly	\$69.44236	\$72.91448	\$76.56021	\$80.38821	\$84.40762
456	Annual	\$145,162.30	\$152,420.41	\$160,041.43	\$168,043.52	\$176,445.69
456	Monthly	\$12,096.86	\$12,701.70	\$13,336.79	\$14,003.63	\$14,703.81
456	Hourly	\$69.78957	\$73.27904	\$76.94300	\$80.79015	\$84.82966
457	Annual	\$145,888.12	\$153,182.54	\$160,841.66	\$168,883.73	\$177,327.92
457	Monthly	\$12,157.34	\$12,765.21	\$13,403.47	\$14,073.64	\$14,777.33
457	Hourly	\$70.13852	\$73.64545	\$77.32772	\$81.19410	\$85.25381
458	Annual	\$146,617.56	\$153,948.43	\$161,645.86	\$169,728.14	\$178,214.56
458	Monthly	\$12,218.13	\$12,829.04	\$13,470.49	\$14,144.01	\$14,851.21
458	Hourly	\$70.48921	\$74.01367	\$77.71436	\$81.60007	\$85.68008
459	Annual	\$147,350.65	\$154,718.19	\$162,454.09	\$170,576.78	\$179,105.63
459	Monthly	\$12,279.22	\$12,893.18	\$13,537.84	\$14,214.73	\$14,925.47
459	Hourly	\$70.84166	\$74.38375	\$78.10293	\$82.00807	\$86.10848
460	Annual	\$148,087.40	\$155,491.77	\$163,266.35	\$171,429.69	\$180,001.16
460	Monthly	\$12,340.62	\$12,957.65	\$13,605.53	\$14,285.81	\$15,000.10
460	Hourly	\$71.19587	\$74.75566	\$78.49344	\$82.41812	\$86.53902
461	Annual	\$148,827.84	\$156,269.23	\$164,082.68	\$172,286.82	\$180,901.16
461	Monthly	\$12,402.32	\$13,022.44	\$13,673.56	\$14,357.24	\$15,075.10
461	Hourly	\$71.55185	\$75.12944	\$78.88590	\$82.83020	\$86.97171
462	Annual	\$149,571.98	\$157,050.58	\$164,903.10	\$173,148.27	\$181,805.67
462	Monthly	\$12,464.33	\$13,087.55	\$13,741.93	\$14,429.02	\$15,150.47
462	Hourly	\$71.90961	\$75.50509	\$79.28034	\$83.24436	\$87.40657
463	Annual	\$150,319.83	\$157,835.83	\$165,727.61	\$174,014.00	\$182,714.70
463	Monthly	\$12,526.65	\$13,152.99	\$13,810.63	\$14,501.17	\$15,226.23
463	Hourly	\$72.26915	\$75.88261	\$79.67674	\$83.66058	\$87.84361
464	Annual	\$151,071.43	\$158,625.01	\$166,556.25	\$174,884.07	\$183,628.27
464	Monthly	\$12,589.29	\$13,218.75	\$13,879.69	\$14,573.67	\$15,302.36
464	Hourly	\$72.63050	\$76.26202	\$80.07512	\$84.07888	\$88.28282
465	Annual	\$151,826.79	\$159,418.12	\$167,389.04	\$175,758.49	\$184,546.41
465	Monthly	\$12,652.23	\$13,284.84	\$13,949.09	\$14,646.54	\$15,378.87
465	Hourly	\$72.99365	\$76.64333	\$80.47550	\$84.49927	\$88.72424
466	Annual	\$152,585.94	\$160,215.23	\$168,225.98	\$176,637.28	\$185,469.15
466	Monthly	\$12,715.50	\$13,351.27	\$14,018.83	\$14,719.77	\$15,455.76
466	Hourly	\$73.35863	\$77.02655	\$80.87788	\$84.92177	\$89.16786
467	Annual	\$153,348.85	\$161,016.31	\$169,067.13	\$177,520.49	\$186,396.50
467	Monthly	\$12,779.07	\$13,418.03	\$14,088.93	\$14,793.37	\$15,533.04

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
467	Hourly	\$73.72541	\$77.41169	\$81.28227	\$85.34639	\$89.61370
468	Annual	\$154,115.60	\$161,821.38	\$169,912.45	\$178,408.07	\$187,328.48
468	Monthly	\$12,842.97	\$13,485.12	\$14,159.37	\$14,867.34	\$15,610.71
468	Hourly	\$74.09404	\$77.79874	\$81.68868	\$85.77311	\$90.06177
469	Annual	\$154,886.17	\$162,630.50	\$170,762.02	\$179,300.11	\$188,265.12
469	Monthly	\$12,907.18	\$13,552.54	\$14,230.17	\$14,941.68	\$15,688.76
469	Hourly	\$74.46450	\$78.18774	\$82.09713	\$86.20198	\$90.51208
470	Annual	\$155,660.59	\$163,443.64	\$171,615.82	\$180,196.61	\$189,206.45
470	Monthly	\$12,971.72	\$13,620.30	\$14,301.32	\$15,016.38	\$15,767.20
470	Hourly	\$74.83682	\$78.57867	\$82.50761	\$86.63299	\$90.96464
471	Annual	\$156,438.90	\$164,260.86	\$172,473.89	\$181,097.60	\$190,152.47
471	Monthly	\$13,036.58	\$13,688.41	\$14,372.82	\$15,091.47	\$15,846.04
471	Hourly	\$75.21101	\$78.97157	\$82.92014	\$87.06615	\$91.41946
472	Annual	\$157,221.11	\$165,082.17	\$173,336.27	\$182,003.07	\$191,103.23
472	Monthly	\$13,101.76	\$13,756.85	\$14,444.69	\$15,166.92	\$15,925.27
472	Hourly	\$75.58707	\$79.36643	\$83.33475	\$87.50148	\$91.87655
473	Annual	\$158,007.21	\$165,907.56	\$174,202.97	\$182,913.10	\$192,058.77
473	Monthly	\$13,167.27	\$13,825.63	\$14,516.91	\$15,242.76	\$16,004.90
473	Hourly	\$75.96500	\$79.76325	\$83.75143	\$87.93899	\$92.33595
474	Annual	\$158,797.24	\$166,737.10	\$175,073.99	\$183,827.66	\$193,019.05
474	Monthly	\$13,233.10	\$13,894.76	\$14,589.50	\$15,318.97	\$16,084.92
474	Hourly	\$76.34483	\$80.16207	\$84.17019	\$88.37868	\$92.79762
475	Annual	\$159,591.23	\$167,570.80	\$175,949.34	\$184,746.81	\$193,984.14
475	Monthly	\$13,299.27	\$13,964.23	\$14,662.45	\$15,395.57	\$16,165.35
475	Hourly	\$76.72655	\$80.56288	\$84.59103	\$88.82058	\$93.26161
476	Annual	\$160,389.18	\$168,408.64	\$176,829.08	\$185,670.54	\$194,954.06
476	Monthly	\$13,365.77	\$14,034.05	\$14,735.76	\$15,472.55	\$16,246.17
476	Hourly	\$77.11018	\$80.96569	\$85.01398	\$89.26468	\$93.72791
477	Annual	\$161,191.14	\$169,250.71	\$177,713.24	\$186,598.90	\$195,928.83
477	Monthly	\$13,432.60	\$14,104.23	\$14,809.44	\$15,549.91	\$16,327.40
477	Hourly	\$77.49574	\$81.37053	\$85.43906	\$89.71101	\$94.19655
478	Annual	\$161,997.09	\$170,096.94	\$178,601.79	\$187,531.89	\$196,908.48
478	Monthly	\$13,499.76	\$14,174.75	\$14,883.48	\$15,627.66	\$16,409.04
478	Hourly	\$77.88322	\$81.77738	\$85.86625	\$90.15956	\$94.66754
479	Annual	\$162,807.08	\$170,947.42	\$179,494.80	\$188,469.54	\$197,893.03
479	Monthly	\$13,567.26	\$14,245.62	\$14,957.90	\$15,705.80	\$16,491.09
479	Hourly	\$78.27263	\$82.18626	\$86.29558	\$90.61036	\$95.14088
480	Annual	\$163,621.11	\$171,802.18	\$180,392.28	\$189,411.89	\$198,882.48
480	Monthly	\$13,635.09	\$14,316.85	\$15,032.69	\$15,784.32	\$16,573.54
480	Hourly	\$78.66400	\$82.59720	\$86.72706	\$91.06341	\$95.61658

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
481	Annual	\$164,439.23	\$172,661.18	\$181,294.24	\$190,358.96	\$199,876.91
481	Monthly	\$13,703.27	\$14,388.43	\$15,107.85	\$15,863.25	\$16,656.41
481	Hourly	\$79.05732	\$83.01018	\$87.16069	\$91.51873	\$96.09467
482	Annual	\$165,261.42	\$173,524.49	\$182,200.69	\$191,310.76	\$200,876.29
482	Monthly	\$13,771.79	\$14,460.37	\$15,183.39	\$15,942.56	\$16,739.69
482	Hourly	\$79.45261	\$83.42524	\$87.59649	\$91.97633	\$96.57514
483	Annual	\$166,087.72	\$174,392.11	\$183,111.73	\$192,267.30	\$201,880.66
483	Monthly	\$13,840.64	\$14,532.68	\$15,259.31	\$16,022.28	\$16,823.39
483	Hourly	\$79.84987	\$83.84236	\$88.03449	\$92.43620	\$97.05801
484	Annual	\$166,918.15	\$175,264.07	\$184,027.27	\$193,228.64	\$202,890.07
484	Monthly	\$13,909.85	\$14,605.34	\$15,335.61	\$16,102.39	\$16,907.51
484	Hourly	\$80.24911	\$84.26157	\$88.47465	\$92.89838	\$97.54330
485	Annual	\$167,752.76	\$176,140.39	\$184,947.41	\$194,194.79	\$203,904.52
485	Monthly	\$13,979.40	\$14,678.37	\$15,412.28	\$16,182.90	\$16,992.04
485	Hourly	\$80.65037	\$84.68288	\$88.91702	\$93.36288	\$98.03102
486	Annual	\$168,591.52	\$177,021.11	\$185,872.16	\$195,165.76	\$204,924.05
486	Monthly	\$14,049.29	\$14,751.76	\$15,489.35	\$16,263.81	\$17,077.00
486	Hourly	\$81.05362	\$85.10630	\$89.36162	\$93.82969	\$98.52118
487	Annual	\$169,434.47	\$177,906.19	\$186,801.52	\$196,141.58	\$205,948.66
487	Monthly	\$14,119.54	\$14,825.52	\$15,566.79	\$16,345.13	\$17,162.39
487	Hourly	\$81.45888	\$85.53182	\$89.80842	\$94.29884	\$99.01378
488	Annual	\$170,281.64	\$178,795.72	\$187,735.52	\$197,122.30	\$206,978.40
488	Monthly	\$14,190.14	\$14,899.64	\$15,644.63	\$16,426.86	\$17,248.20
488	Hourly	\$81.86617	\$85.95948	\$90.25746	\$94.77034	\$99.50885
489	Annual	\$171,133.05	\$179,689.71	\$188,674.21	\$198,107.90	\$208,013.31
489	Monthly	\$14,261.09	\$14,974.14	\$15,722.85	\$16,508.99	\$17,334.44
489	Hourly	\$82.27550	\$86.38928	\$90.70875	\$95.24418	\$100.00640
490	Annual	\$171,988.72	\$180,588.17	\$189,617.57	\$199,098.44	\$209,053.36
490	Monthly	\$14,332.39	\$15,049.01	\$15,801.46	\$16,591.54	\$17,421.11
490	Hourly	\$82.68688	\$86.82124	\$91.16229	\$95.72040	\$100.50642
491	Annual	\$172,848.65	\$181,491.08	\$190,565.64	\$200,093.92	\$210,098.63
491	Monthly	\$14,404.05	\$15,124.26	\$15,880.47	\$16,674.49	\$17,508.22
491	Hourly	\$83.10031	\$87.25533	\$91.61810	\$96.19900	\$101.00896
492	Annual	\$173,712.90	\$182,398.56	\$191,518.49	\$201,094.40	\$211,149.13
492	Monthly	\$14,476.08	\$15,199.88	\$15,959.87	\$16,757.87	\$17,595.76
492	Hourly	\$83.51582	\$87.69162	\$92.07620	\$96.68000	\$101.51400
493	Annual	\$174,581.47	\$183,310.53	\$192,476.08	\$202,099.87	\$212,204.87
493	Monthly	\$14,548.46	\$15,275.88	\$16,039.67	\$16,841.66	\$17,683.74
493	Hourly	\$83.93340	\$88.13006	\$92.53658	\$97.16340	\$102.02157
494	Annual	\$175,454.39	\$184,227.11	\$193,438.44	\$203,110.38	\$213,265.89

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
494	Monthly	\$14,621.20	\$15,352.26	\$16,119.87	\$16,925.87	\$17,772.16
494	Hourly	\$84.35307	\$88.57073	\$92.99925	\$97.64922	\$102.53168
495	Annual	\$176,331.64	\$185,148.23	\$194,405.64	\$204,125.92	\$214,332.24
495	Monthly	\$14,694.30	\$15,429.02	\$16,200.47	\$17,010.49	\$17,861.02
495	Hourly	\$84.77483	\$89.01357	\$93.46425	\$98.13746	\$103.04435
496	Annual	\$177,213.30	\$186,073.99	\$195,377.67	\$205,146.56	\$215,403.88
496	Monthly	\$14,767.78	\$15,506.17	\$16,281.47	\$17,095.55	\$17,950.32
496	Hourly	\$85.19870	\$89.45865	\$93.93157	\$98.62815	\$103.55956
497	Annual	\$178,099.38	\$187,004.35	\$196,354.56	\$206,172.29	\$216,480.89
497	Monthly	\$14,841.62	\$15,583.70	\$16,362.88	\$17,181.02	\$18,040.07
497	Hourly	\$85.62470	\$89.90594	\$94.40123	\$99.12129	\$104.07735
498	Annual	\$178,989.87	\$187,939.36	\$197,336.33	\$207,203.15	\$217,563.31
498	Monthly	\$14,915.82	\$15,661.61	\$16,444.69	\$17,266.93	\$18,130.28
498	Hourly	\$86.05282	\$90.35546	\$94.87324	\$99.61690	\$104.59775
499	Annual	\$179,884.82	\$188,879.05	\$198,323.01	\$208,239.17	\$218,651.12
499	Monthly	\$14,990.40	\$15,739.92	\$16,526.92	\$17,353.26	\$18,220.93
499	Hourly	\$86.48309	\$90.80724	\$95.34760	\$100.11499	\$105.12073
500	Annual	\$180,784.24	\$189,823.46	\$199,314.62	\$209,280.36	\$219,744.40
500	Monthly	\$15,065.35	\$15,818.62	\$16,609.55	\$17,440.03	\$18,312.03
500	Hourly	\$86.91550	\$91.26128	\$95.82434	\$100.61556	\$105.64635
501	Annual	\$181,688.18	\$190,772.58	\$200,311.21	\$210,326.77	\$220,843.11
501	Monthly	\$15,140.68	\$15,897.72	\$16,692.60	\$17,527.23	\$18,403.59
501	Hourly	\$87.35009	\$91.71759	\$96.30347	\$101.11864	\$106.17457
502	Annual	\$182,596.61	\$191,726.44	\$201,312.75	\$211,378.40	\$221,947.32
502	Monthly	\$15,216.38	\$15,977.20	\$16,776.06	\$17,614.87	\$18,495.61
502	Hourly	\$87.78683	\$92.17617	\$96.78498	\$101.62423	\$106.70544
503	Annual	\$183,509.58	\$192,685.07	\$202,319.33	\$212,435.31	\$223,057.05
503	Monthly	\$15,292.47	\$16,057.09	\$16,859.94	\$17,702.94	\$18,588.09
503	Hourly	\$88.22576	\$92.63705	\$97.26891	\$102.13236	\$107.23897
504	Annual	\$184,427.14	\$193,648.50	\$203,330.90	\$213,497.47	\$224,172.34
504	Monthly	\$15,368.93	\$16,137.38	\$16,944.24	\$17,791.46	\$18,681.03
504	Hourly	\$88.66689	\$93.10024	\$97.75524	\$102.64301	\$107.77516
505	Annual	\$185,349.29	\$194,616.74	\$204,347.57	\$214,564.96	\$225,293.22
505	Monthly	\$15,445.77	\$16,218.06	\$17,028.96	\$17,880.41	\$18,774.44
505	Hourly	\$89.11024	\$93.56574	\$98.24402	\$103.15623	\$108.31405
506	Annual	\$186,276.03	\$195,589.83	\$205,369.31	\$215,637.79	\$226,419.67
506	Monthly	\$15,523.00	\$16,299.15	\$17,114.11	\$17,969.82	\$18,868.31
506	Hourly	\$89.55578	\$94.03357	\$98.73525	\$103.67201	\$108.85561
507	Annual	\$187,207.41	\$196,567.76	\$206,396.16	\$216,715.97	\$227,551.77
507	Monthly	\$15,600.62	\$16,380.65	\$17,199.68	\$18,059.66	\$18,962.65

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
507	Hourly	\$90.00356	\$94.50373	\$99.22892	\$104.19037	\$109.39989
508	Annual	\$188,143.44	\$197,550.60	\$207,428.14	\$217,799.55	\$228,689.53
508	Monthly	\$15,678.62	\$16,462.55	\$17,285.68	\$18,149.96	\$19,057.46
508	Hourly	\$90.45358	\$94.97625	\$99.72507	\$104.71132	\$109.94689
509	Annual	\$189,084.16	\$198,538.37	\$208,465.28	\$218,888.54	\$229,832.99
509	Monthly	\$15,757.01	\$16,544.86	\$17,372.11	\$18,240.71	\$19,152.75
509	Hourly	\$90.90585	\$95.45114	\$100.22369	\$105.23488	\$110.49663
510	Annual	\$190,029.58	\$199,531.06	\$209,507.61	\$219,982.98	\$230,982.15
510	Monthly	\$15,835.80	\$16,627.59	\$17,458.97	\$18,331.92	\$19,248.51
510	Hourly	\$91.36038	\$95.92839	\$100.72481	\$105.76105	\$111.04911
511	Annual	\$190,979.73	\$200,528.72	\$210,555.15	\$221,082.91	\$232,137.06
511	Monthly	\$15,914.98	\$16,710.73	\$17,546.26	\$18,423.58	\$19,344.76
511	Hourly	\$91.81718	\$96.40804	\$101.22844	\$106.28986	\$111.60436
512	Annual	\$191,934.62	\$201,531.35	\$211,607.93	\$222,188.32	\$233,297.75
512	Monthly	\$15,994.55	\$16,794.28	\$17,633.99	\$18,515.69	\$19,441.48
512	Hourly	\$92.27626	\$96.89007	\$101.73458	\$106.82131	\$112.16238
513	Annual	\$192,894.28	\$202,539.00	\$212,665.96	\$223,299.26	\$234,464.22
513	Monthly	\$16,074.52	\$16,878.25	\$17,722.16	\$18,608.27	\$19,538.69
513	Hourly	\$92.73763	\$97.37452	\$102.24325	\$107.35541	\$112.72318
514	Annual	\$193,858.77	\$203,551.70	\$213,729.30	\$224,415.76	\$235,636.56
514	Monthly	\$16,154.90	\$16,962.64	\$17,810.78	\$18,701.31	\$19,636.38
514	Hourly	\$93.20133	\$97.86139	\$102.75447	\$107.89219	\$113.28681
515	Annual	\$194,828.07	\$204,569.46	\$214,797.93	\$225,537.84	\$236,814.72
515	Monthly	\$16,235.67	\$17,047.46	\$17,899.83	\$18,794.82	\$19,734.56
515	Hourly	\$93.66734	\$98.35070	\$103.26824	\$108.43165	\$113.85323
516	Annual	\$195,802.20	\$205,592.31	\$215,871.94	\$226,665.54	\$237,998.80
516	Monthly	\$16,316.85	\$17,132.69	\$17,989.33	\$18,888.80	\$19,833.23
516	Hourly	\$94.13567	\$98.84246	\$103.78459	\$108.97382	\$114.42250
517	Annual	\$196,781.21	\$206,620.28	\$216,951.29	\$227,798.86	\$239,188.79
517	Monthly	\$16,398.43	\$17,218.36	\$18,079.27	\$18,983.24	\$19,932.40
517	Hourly	\$94.60635	\$99.33667	\$104.30350	\$109.51868	\$114.99461
518	Annual	\$197,765.13	\$207,653.38	\$218,036.05	\$228,937.84	\$240,384.74
518	Monthly	\$16,480.43	\$17,304.45	\$18,169.67	\$19,078.15	\$20,032.06
518	Hourly	\$95.07939	\$99.83336	\$104.82502	\$110.06627	\$115.56959
519	Annual	\$198,753.95	\$208,691.66	\$219,126.22	\$230,082.53	\$241,586.67
519	Monthly	\$16,562.83	\$17,390.97	\$18,260.52	\$19,173.54	\$20,132.22
519	Hourly	\$95.55478	\$100.33253	\$105.34914	\$110.61660	\$116.14744
520	Annual	\$199,747.72	\$209,735.11	\$220,221.87	\$231,232.94	\$242,794.62
520	Monthly	\$16,645.64	\$17,477.93	\$18,351.82	\$19,269.41	\$20,232.89
520	Hourly	\$96.03256	\$100.83419	\$105.87590	\$111.16968	\$116.72818

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
521	Annual	\$200,746.46	\$210,783.76	\$221,322.97	\$232,389.11	\$244,008.58
521	Monthly	\$16,728.87	\$17,565.31	\$18,443.58	\$19,365.76	\$20,334.05
521	Hourly	\$96.51272	\$101.33835	\$106.40527	\$111.72553	\$117.31182
522	Annual	\$201,750.19	\$211,837.70	\$222,429.57	\$233,551.06	\$245,228.62
522	Monthly	\$16,812.52	\$17,653.14	\$18,535.80	\$19,462.59	\$20,435.72
522	Hourly	\$96.99528	\$101.84505	\$106.93729	\$112.28416	\$117.89838
523	Annual	\$202,758.95	\$212,896.89	\$223,541.72	\$234,718.82	\$246,454.76
523	Monthly	\$16,896.58	\$17,741.41	\$18,628.48	\$19,559.90	\$20,537.90
523	Hourly	\$97.48026	\$102.35427	\$107.47198	\$112.84559	\$118.48787
524	Annual	\$203,772.72	\$213,961.38	\$224,659.44	\$235,892.41	\$247,687.03
524	Monthly	\$16,981.06	\$17,830.12	\$18,721.62	\$19,657.70	\$20,640.59
524	Hourly	\$97.96765	\$102.86605	\$108.00935	\$113.40981	\$119.08030
525	Annual	\$204,791.59	\$215,031.17	\$225,782.74	\$237,071.89	\$248,925.47
525	Monthly	\$17,065.97	\$17,919.26	\$18,815.23	\$19,755.99	\$20,743.79
525	Hourly	\$98.45750	\$103.38037	\$108.54939	\$113.97687	\$119.67571
526	Annual	\$205,815.56	\$216,106.33	\$226,911.66	\$238,257.23	\$250,170.09
526	Monthly	\$17,151.30	\$18,008.86	\$18,909.31	\$19,854.77	\$20,847.51
526	Hourly	\$98.94979	\$103.89727	\$109.09214	\$114.54675	\$120.27408
527	Annual	\$206,844.63	\$217,186.86	\$228,046.20	\$239,448.51	\$251,420.95
527	Monthly	\$17,237.05	\$18,098.91	\$19,003.85	\$19,954.04	\$20,951.75
527	Hourly	\$99.44453	\$104.41676	\$109.63760	\$115.11948	\$120.87546
528	Annual	\$207,878.87	\$218,272.81	\$229,186.46	\$240,645.77	\$252,678.06
528	Monthly	\$17,323.24	\$18,189.40	\$19,098.87	\$20,053.81	\$21,056.51
528	Hourly	\$99.94176	\$104.93885	\$110.18580	\$115.69508	\$121.47984
529	Annual	\$208,918.26	\$219,364.17	\$230,332.37	\$241,848.99	\$253,941.45
529	Monthly	\$17,409.86	\$18,280.35	\$19,194.36	\$20,154.08	\$21,161.79
529	Hourly	\$100.44147	\$105.46354	\$110.73672	\$116.27355	\$122.08724
530	Annual	\$209,962.85	\$220,460.99	\$231,484.02	\$243,058.22	\$255,211.14
530	Monthly	\$17,496.90	\$18,371.75	\$19,290.34	\$20,254.85	\$21,267.60
530	Hourly	\$100.94368	\$105.99086	\$111.29039	\$116.85491	\$122.69766
531	Annual	\$211,012.65	\$221,563.29	\$232,641.44	\$244,273.52	\$256,487.20
531	Monthly	\$17,584.39	\$18,463.61	\$19,386.79	\$20,356.13	\$21,373.93
531	Hourly	\$101.44839	\$106.52081	\$111.84685	\$117.43919	\$123.31115
532	Annual	\$212,067.72	\$222,671.10	\$233,804.66	\$245,494.89	\$257,769.63
532	Monthly	\$17,672.31	\$18,555.93	\$19,483.72	\$20,457.91	\$21,480.80
532	Hourly	\$101.95563	\$107.05341	\$112.40609	\$118.02639	\$123.92771
533	Annual	\$213,128.06	\$223,784.45	\$234,973.69	\$246,722.38	\$259,058.48
533	Monthly	\$17,760.67	\$18,648.70	\$19,581.14	\$20,560.20	\$21,588.21
533	Hourly	\$102.46541	\$107.58868	\$112.96812	\$118.61653	\$124.54735
534	Annual	\$214,193.70	\$224,903.38	\$236,148.55	\$247,955.99	\$260,353.79

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
534	Monthly	\$17,849.48	\$18,741.95	\$19,679.05	\$20,663.00	\$21,696.15
534	Hourly	\$102.97774	\$108.12663	\$113.53296	\$119.20961	\$125.17009
535	Annual	\$215,264.67	\$226,027.90	\$237,329.31	\$249,195.75	\$261,655.55
535	Monthly	\$17,938.72	\$18,835.66	\$19,777.44	\$20,766.31	\$21,804.63
535	Hourly	\$103.49263	\$108.66726	\$114.10063	\$119.80565	\$125.79594
536	Annual	\$216,340.99	\$227,158.04	\$238,515.94	\$250,441.75	\$262,963.84
536	Monthly	\$18,028.42	\$18,929.84	\$19,876.33	\$20,870.15	\$21,913.65
536	Hourly	\$104.01009	\$109.21060	\$114.67113	\$120.40469	\$126.42492
537	Annual	\$217,422.69	\$228,293.82	\$239,708.52	\$251,693.96	\$264,278.65
537	Monthly	\$18,118.56	\$19,024.49	\$19,975.71	\$20,974.50	\$22,023.22
537	Hourly	\$104.53014	\$109.75664	\$115.24448	\$121.00671	\$127.05704
538	Annual	\$218,509.81	\$229,435.30	\$240,907.05	\$252,952.41	\$265,600.04
538	Monthly	\$18,209.15	\$19,119.61	\$20,075.59	\$21,079.37	\$22,133.34
538	Hourly	\$105.05279	\$110.30543	\$115.82070	\$121.61174	\$127.69233
539	Annual	\$219,602.36	\$230,582.48	\$242,111.59	\$254,217.17	\$266,928.03
539	Monthly	\$18,300.20	\$19,215.21	\$20,175.97	\$21,184.76	\$22,244.00
539	Hourly	\$105.57806	\$110.85696	\$116.39980	\$122.21979	\$128.33078
540	Annual	\$220,700.37	\$231,735.40	\$243,322.16	\$255,488.27	\$268,262.67
540	Monthly	\$18,391.70	\$19,311.28	\$20,276.85	\$21,290.69	\$22,355.22
540	Hourly	\$106.10595	\$111.41125	\$116.98181	\$122.83090	\$128.97244
541	Annual	\$221,803.87	\$232,894.06	\$244,538.76	\$256,765.71	\$269,604.00
541	Monthly	\$18,483.66	\$19,407.84	\$20,378.23	\$21,397.14	\$22,467.00
541	Hourly	\$106.63648	\$111.96830	\$117.56671	\$123.44505	\$129.61731
542	Annual	\$222,912.89	\$234,058.53	\$245,761.46	\$258,049.53	\$270,952.02
542	Monthly	\$18,576.07	\$19,504.88	\$20,480.12	\$21,504.13	\$22,579.34
542	Hourly	\$107.16966	\$112.52814	\$118.15455	\$124.06227	\$130.26539
543	Annual	\$224,027.44	\$235,228.82	\$246,990.27	\$259,339.78	\$272,306.77
543	Monthly	\$18,668.95	\$19,602.40	\$20,582.52	\$21,611.65	\$22,692.23
543	Hourly	\$107.70550	\$113.09078	\$118.74532	\$124.68259	\$130.91672
544	Annual	\$225,147.60	\$236,404.96	\$248,225.23	\$260,636.47	\$273,668.30
544	Monthly	\$18,762.30	\$19,700.41	\$20,685.44	\$21,719.71	\$22,805.69
544	Hourly	\$108.24404	\$113.65623	\$119.33905	\$125.30600	\$131.57130
545	Annual	\$226,273.34	\$237,587.00	\$249,466.34	\$261,939.67	\$275,036.64
545	Monthly	\$18,856.11	\$19,798.92	\$20,788.86	\$21,828.31	\$22,919.72
545	Hourly	\$108.78526	\$114.22452	\$119.93574	\$125.93253	\$132.22915
546	Annual	\$227,404.70	\$238,774.94	\$250,713.68	\$263,249.36	\$276,411.85
546	Monthly	\$18,950.39	\$19,897.91	\$20,892.81	\$21,937.45	\$23,034.32
546	Hourly	\$109.32918	\$114.79564	\$120.53542	\$126.56219	\$132.89031
547	Annual	\$228,541.72	\$239,968.81	\$251,967.25	\$264,565.61	\$277,793.89
547	Monthly	\$19,045.14	\$19,997.40	\$20,997.27	\$22,047.13	\$23,149.49

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
547	Hourly	\$109.87583	\$115.36962	\$121.13810	\$127.19500	\$133.55475
548	Annual	\$229,684.43	\$241,168.65	\$253,227.08	\$265,888.43	\$279,182.86
548	Monthly	\$19,140.37	\$20,097.39	\$21,102.26	\$22,157.37	\$23,265.24
548	Hourly	\$110.42521	\$115.94647	\$121.74379	\$127.83098	\$134.22253
549	Annual	\$230,832.86	\$242,374.49	\$254,493.21	\$267,217.87	\$280,578.77
549	Monthly	\$19,236.07	\$20,197.87	\$21,207.77	\$22,268.16	\$23,381.56
549	Hourly	\$110.97734	\$116.52620	\$122.35250	\$128.47013	\$134.89364
550	Annual	\$231,987.00	\$243,586.37	\$255,765.69	\$268,553.96	\$281,981.67
550	Monthly	\$19,332.25	\$20,298.86	\$21,313.81	\$22,379.50	\$23,498.47
550	Hourly	\$111.53221	\$117.10883	\$122.96427	\$129.11248	\$135.56811
551	Annual	\$233,146.95	\$244,804.30	\$257,044.52	\$269,896.75	\$283,391.58
551	Monthly	\$19,428.91	\$20,400.36	\$21,420.38	\$22,491.40	\$23,615.97
551	Hourly	\$112.08988	\$117.69438	\$123.57910	\$129.75805	\$136.24595
552	Annual	\$234,312.68	\$246,028.31	\$258,329.74	\$271,246.24	\$284,808.54
552	Monthly	\$19,526.06	\$20,502.36	\$21,527.48	\$22,603.85	\$23,734.05
552	Hourly	\$112.65033	\$118.28284	\$124.19699	\$130.40685	\$136.92718
553	Annual	\$235,484.26	\$247,258.46	\$259,621.38	\$272,602.46	\$286,232.58
553	Monthly	\$19,623.69	\$20,604.87	\$21,635.12	\$22,716.87	\$23,852.72
553	Hourly	\$113.21359	\$118.87426	\$124.81797	\$131.05888	\$137.61182
554	Annual	\$236,661.67	\$248,494.75	\$260,919.51	\$273,965.47	\$287,663.74
554	Monthly	\$19,721.81	\$20,707.90	\$21,743.29	\$22,830.46	\$23,971.98
554	Hourly	\$113.77965	\$119.46863	\$125.44207	\$131.71417	\$138.29988
555	Annual	\$237,844.97	\$249,737.23	\$262,224.09	\$275,335.29	\$289,102.06
555	Monthly	\$19,820.41	\$20,811.44	\$21,852.01	\$22,944.61	\$24,091.84
555	Hourly	\$114.34854	\$120.06598	\$126.06927	\$132.37274	\$138.99138
556	Annual	\$239,034.20	\$250,985.92	\$263,535.23	\$276,711.97	\$290,547.57
556	Monthly	\$19,919.52	\$20,915.49	\$21,961.27	\$23,059.33	\$24,212.30
556	Hourly	\$114.92029	\$120.66631	\$126.69963	\$133.03460	\$139.68633
557	Annual	\$240,229.36	\$252,240.84	\$264,852.89	\$278,095.55	\$292,000.32
557	Monthly	\$20,019.11	\$21,020.07	\$22,071.07	\$23,174.63	\$24,333.36
557	Hourly	\$115.49488	\$121.26963	\$127.33312	\$133.69978	\$140.38477
558	Annual	\$241,430.52	\$253,502.05	\$266,177.15	\$279,486.02	\$293,460.32
558	Monthly	\$20,119.21	\$21,125.17	\$22,181.43	\$23,290.50	\$24,455.03
558	Hourly	\$116.07237	\$121.87599	\$127.96978	\$134.36828	\$141.08669
559	Annual	\$242,637.68	\$254,769.56	\$267,508.04	\$280,883.44	\$294,927.62
559	Monthly	\$20,219.81	\$21,230.80	\$22,292.34	\$23,406.95	\$24,577.30
559	Hourly	\$116.65273	\$122.48537	\$128.60963	\$135.04012	\$141.79213
560	Annual	\$243,850.86	\$256,043.40	\$268,845.57	\$282,287.86	\$296,402.25
560	Monthly	\$20,320.91	\$21,336.95	\$22,403.80	\$23,523.99	\$24,700.19
560	Hourly	\$117.23599	\$123.09779	\$129.25268	\$135.71532	\$142.50108

**Payroll Salary Table
County of Madera**

**Professional
PFB2 0115**

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
561	Annual	\$245,070.14	\$257,323.63	\$270,189.81	\$283,699.30	\$297,884.26
561	Monthly	\$20,422.51	\$21,443.64	\$22,515.82	\$23,641.61	\$24,823.69
561	Hourly	\$117.82218	\$123.71328	\$129.89895	\$136.39389	\$143.21359
562	Annual	\$246,295.47	\$258,610.23	\$271,540.76	\$285,117.81	\$299,373.68
562	Monthly	\$20,524.62	\$21,550.85	\$22,628.40	\$23,759.82	\$24,947.81
562	Hourly	\$118.41128	\$124.33184	\$130.54844	\$137.07587	\$143.92965
563	Annual	\$247,526.93	\$259,903.30	\$272,898.45	\$286,543.38	\$300,870.56
563	Monthly	\$20,627.24	\$21,658.61	\$22,741.54	\$23,878.62	\$25,072.55
563	Hourly	\$119.00333	\$124.95351	\$131.20118	\$137.76124	\$144.64931
564	Annual	\$248,764.58	\$261,202.82	\$274,262.95	\$287,976.10	\$302,374.92
564	Monthly	\$20,730.38	\$21,766.90	\$22,855.25	\$23,998.01	\$25,197.91
564	Hourly	\$119.59836	\$125.57828	\$131.85719	\$138.45005	\$145.37256
565	Annual	\$250,008.41	\$262,508.84	\$275,634.26	\$289,415.98	\$303,886.78
565	Monthly	\$20,834.03	\$21,875.74	\$22,969.52	\$24,118.00	\$25,323.90
565	Hourly	\$120.19635	\$126.20617	\$132.51647	\$139.14230	\$146.09941
566	Annual	\$251,258.45	\$263,821.36	\$277,012.43	\$290,863.07	\$305,406.21
566	Monthly	\$20,938.20	\$21,985.11	\$23,084.37	\$24,238.59	\$25,450.52
566	Hourly	\$120.79733	\$126.83719	\$133.17905	\$139.83801	\$146.82991
567	Annual	\$252,514.74	\$265,140.47	\$278,397.50	\$292,317.38	\$306,933.24
567	Monthly	\$21,042.90	\$22,095.04	\$23,199.79	\$24,359.78	\$25,577.77
567	Hourly	\$121.40132	\$127.47138	\$133.84495	\$140.53720	\$147.56406
568	Annual	\$253,777.31	\$266,466.18	\$279,789.49	\$293,778.95	\$308,467.92
568	Monthly	\$21,148.11	\$22,205.52	\$23,315.79	\$24,481.58	\$25,705.66
568	Hourly	\$122.00832	\$128.10874	\$134.51418	\$141.23988	\$148.30188
569	Annual	\$255,046.21	\$267,798.51	\$281,188.44	\$295,247.86	\$310,010.25
569	Monthly	\$21,253.85	\$22,316.54	\$23,432.37	\$24,603.99	\$25,834.19
569	Hourly	\$122.61837	\$128.74928	\$135.18675	\$141.94609	\$149.04339
570	Annual	\$256,321.42	\$269,137.50	\$282,594.39	\$296,724.10	\$311,560.29
570	Monthly	\$21,360.12	\$22,428.13	\$23,549.53	\$24,727.01	\$25,963.36
570	Hourly	\$123.23145	\$129.39303	\$135.86269	\$142.65582	\$149.78860
571	Annual	\$257,603.04	\$270,483.19	\$284,007.35	\$298,207.72	\$313,118.11
571	Monthly	\$21,466.92	\$22,540.27	\$23,667.28	\$24,850.64	\$26,093.18
571	Hourly	\$123.84762	\$130.04000	\$136.54200	\$143.36910	\$150.53755
572	Annual	\$258,891.06	\$271,835.61	\$285,427.40	\$299,698.75	\$314,683.71
572	Monthly	\$21,574.26	\$22,652.97	\$23,785.62	\$24,974.90	\$26,223.64
572	Hourly	\$124.46686	\$130.69020	\$137.22471	\$144.08594	\$151.29025
573	Annual	\$260,185.51	\$273,194.79	\$286,854.52	\$301,197.25	\$316,257.11
573	Monthly	\$21,682.13	\$22,766.23	\$23,904.54	\$25,099.77	\$26,354.76
573	Hourly	\$125.08919	\$131.34365	\$137.91083	\$144.80637	\$152.04669
574	Annual	\$261,486.44	\$274,560.76	\$288,288.80	\$302,703.23	\$317,838.41

Payroll Salary Table

County of Madera

5.0% increase to 1/2010 Salary Table - hourly shown at 5 decimals

Professional

PFB2 0115

RANGE		A	5% B	5% C	5% D	5% E
574	Monthly	\$21,790.54	\$22,880.06	\$24,024.07	\$25,225.27	\$26,486.53
574	Hourly	\$125.71463	\$132.00037	\$138.60038	\$145.53040	\$152.80693
575	Annual	\$262,793.88	\$275,933.56	\$289,730.24	\$304,216.75	\$319,427.59
575	Monthly	\$21,899.49	\$22,994.46	\$24,144.19	\$25,351.40	\$26,618.97
575	Hourly	\$126.34321	\$132.66037	\$139.29338	\$146.25805	\$153.57096



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COUNTY OF MADERA**

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Members of the Board
Brett Frazier, District 1
David Rogers, District 2
Rick Farinelli, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL
Board of Supervisors

January 5, 2016

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Susan Carter		AGENDA ITEM 8.f Regular Session:	
SUBJECT: Sideletters of Agreement with Clerical, Technical, Professional, & Service Units		REQUIRED VOTE: Majority	DOC. ID NUMBER 1328	DATE REC'D 12/22/2015	
<u>For Clerk of the Board's Office Use Only</u>					
BOARD'S ACTION:					
RESULT: APPROVED [UNANIMOUS] MOVER: Brett Frazier, Supervisor SECONDER: David Rogers, Supervisor AYES: Frazier, Rogers, Farinelli, Rodriguez, Wheeler					
Is this item Budgeted? Yes Will this item require additional personnel? No Previous Relevant Board Actions: Other Supporting Documents:			DOCUMENT NO(S).		

RECOMMENDED ACTIONS:

Discussion and consideration of approval to adopt the Sideletters of Agreement with the Clerical, Professional, Service and Technical Bargaining Units regarding the implementation of the recommendations of the 2015 Class and Compensation study, effective July 1, 2016.

DISCUSSION / BACKUP / FISCAL IMPACT:

The Clerical, Professional, Service, and Technical Bargaining Units have agreed to the County's proposal regarding the implementation of the 2015 Class and Compensation study for their members, effective July 1, 2016, and the sideletters presented to you today represent those agreements.

With the adoption of the attached Sideletters of Agreement, the County has concluded negotiations regarding the implementation of the 2015 Class and Compensation study and has come to an agreement with all thirteen (13) bargaining units that represent County employees.

Fiscal impacts associated with the recommended actions have been addressed by County Administration.

The approximate 12-month (July 2016 - June 2017) general fund cost to implement the study for the four units identified in the recommended action referenced above is \$1,239,606.45. This cost will be addressed in the 2016/17 FY budget.



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Members of the Board

Brett Frazier, District 1
David Rogers, District 2
Rick Farinelli, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

ATTACHMENTS

1. Sideletter of Agreement - Clerical-Technical Units - 2015 Class & Comp implementation
2. Sideletter of Agreement - Professional Unit - 2015 Class & Comp Implementation
3. Sideletter of Agreement - Service Unit - 2015 Class & Comp Implementation

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
THE COUNTY OF MADERA
AND THE
COUNTY OF MADERA PROFESSIONAL ASSOCIATION
(Professional Unit)**

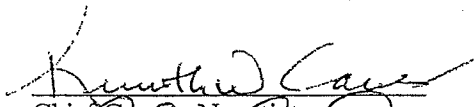
The parties, having met and conferred, hereby agree to the following:

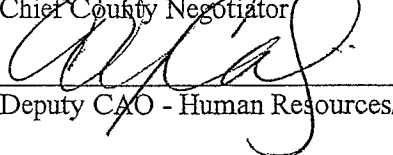
- 1) A salary increase to bring all classifications within the unit up to the median and recommended salary range of the 2015 Class and Compensation study to be effective July 1, 2016, as indicated in the attached.
- 2) A Salary reopener during the 2017/18 and 2018/19 fiscal years. Salary increases granted in July 2016 cover the current year reopener and the 2016/17 reopener.
- 3) One (1) non-economic reopener each year during the 2017/18 and 2018/19 fiscal years.
- 4) A Health Insurance reopener in 2017 to discuss any necessary modifications to the Health Insurance Program (including discussions about the County's contribution) beginning with the 2018 Plan Year.
- 5) A two (2) year extension to the provisions of the existing MOU (through June 30, 2019).

All provisions of the Memorandum of Understanding not modified by this agreement shall remain in effect.

Agreed this 18th day of December, 2015.

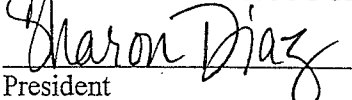
COUNTY OF MADERA:

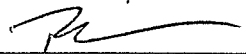


Chief County Negotiator


Deputy CAO - Human Resources/Operations

COUNTY OF MADERA
PROFESSIONAL ASSOCIATION:



President


Business Representative/Agent

Classification	Bargaining Unit	Monthly Range Maximum	Current Range	Labor Market Median	Recommended Range	Recommended Range Maximum	% Difference	\$ Difference
Accountant-Auditor I	Professional	\$4,247	207	\$ -	228	\$ 4,716	11.0%	\$469
Accountant-Auditor II	Professional	\$4,932	237	\$ 5,464	258	\$ 5,477	11.1%	\$545
Agricultural & Standards Inspector I	Professional	\$3,675	178	\$ -	203	\$ 4,163	13.3%	\$488
Agricultural & Standards Inspector II	Professional	\$4,268	208	\$ 4,832	233	\$ 4,835	13.3%	\$567
Agricultural & Standards Inspector III	Professional	\$4,716	228	\$ -	253	\$ 5,342	13.3%	\$626
Appraiser I	Professional	\$3,844	187	\$ -	214	\$ 4,398	14.4%	\$554
Appraiser II	Professional	\$4,464	217	\$ 5,097	244	\$ 5,108	14.4%	\$644
Appraiser III	Professional	\$4,932	237	\$ -	264	\$ 5,643	14.4%	\$711
Assistant Engineer	Professional	\$6,052	278	\$ 6,760	301	\$ 6,787	12.1%	\$735
Associate Civil Engineer	Professional	\$7,242	314	\$ 7,588	324	\$ 7,612	5.1%	\$370
Auditor-Appraiser I	Professional	\$4,184	204	\$ -	214	\$ 4,398	5.1%	\$214
Auditor-Appraiser II	Professional	\$4,859	234	\$ 5,088	244	\$ 5,108	5.1%	\$249
Auditor-Appraiser III	Professional	\$5,369	254	\$ -	264	\$ 5,643	5.1%	\$274
Building Inspector I	Professional	\$4,247	207	\$ -	221	\$ 4,554	7.2%	\$307
Building Inspector II	Professional	\$4,932	237	\$ 5,284	251	\$ 5,289	7.2%	\$357
Certified Alcohol & Drug Counselor	Professional	\$4,040	197	\$ 4,172	204	\$ 4,184	3.6%	\$144
Clinical Lab Technician	Professional	\$5,643	264	\$ -	292	\$ 6,489	15.0%	\$846
Code Enforcement Officer I	Professional	\$4,646	225	\$ -	225	\$ 4,646	0.0%	\$0
Code Enforcement Officer II	Professional	\$5,396	255	\$ 5,161	255	\$ 5,396	0.0%	\$0
Commercial Plan Checker	Professional	\$6,653	297	\$ -	311	\$ 7,134	7.2%	\$481
Database Administrator	Professional	\$6,720	299	\$ -	316	\$ 7,314	8.8%	\$594
Deputy Coroner	Professional	\$4,333	211	\$ -	235	\$ 4,883	12.7%	\$550
Employment & Training Worker I (MSS)	Professional	\$3,410	163	\$ -	177	\$ 3,657	7.2%	\$247

Classification	Bargaining Unit	Monthly Range Maximum	Current Range	Labor Market Median	Recommended Range	Recommended Range Maximum	% Difference	\$ Difference
Employment & Training Worker II (MSS)	Professional	\$3,961	193	\$ 4,245	207	\$ 4,247	7.2%	\$286
Employment & Training Worker III (MSS)	Professional	\$4,376	213	\$ -	227	\$ 4,692	7.2%	\$316
Engineer I	Professional	\$5,643	264	\$ -	274	\$ 5,932	5.1%	\$289
Engineer II	Professional	\$6,554	294	\$ -	304	\$ 6,890	5.1%	\$336
Engineer III	Professional	\$7,242	314	\$ -	324	\$ 7,612	5.1%	\$370
Environmental Health Specialist	Professional	\$3,844	187	\$ -	206	\$ 4,226	9.9%	\$382
Fire Prevention Officer	Professional	\$4,101	200	\$ 4,222	206	\$ 4,226	3.0%	\$125
Health Education Specialist	Professional	\$4,442	216	\$ -	241	\$ 5,032	13.3%	\$590
Identification Specialist	Professional	\$4,333	211	\$ -	235	\$ 4,883	12.7%	\$550
Information Systems Analyst (MSS)	Professional	\$5,237	249	\$ -	276	\$ 5,992	14.4%	\$755
Information Technology Systems Analyst I	Professional	\$5,237	249	\$ -	276	\$ 5,992	14.4%	\$755
Information Technology Systems Analyst II	Professional	\$6,082	279	\$ 6,594	296	\$ 6,620	8.8%	\$538
Inpatient Nurse Liaison	Professional	\$5,396	255	\$ -	259	\$ 5,504	2.0%	\$108
Laboratory Intern	Professional	\$4,859	234	\$ -	262	\$ 5,587	15.0%	\$728
Librarian I	Professional	\$3,921	191	\$ -	203	\$ 4,163	6.2%	\$242
Librarian II	Professional	\$4,554	221	\$ 4,814	233	\$ 4,835	6.2%	\$281
Librarian III	Professional	\$5,032	241	\$ -	253	\$ 5,342	6.2%	\$310
Licensed Mental Health Clinician	Professional	\$6,082	279	\$ 6,519	293	\$ 6,523	7.3%	\$441
Licensed Vocational Nurse I	Professional	\$3,479	167	\$ -	180	\$ 3,712	6.7%	\$233
Licensed Vocational Nurse II	Professional	\$4,040	197	\$ 4,311	210	\$ 4,311	6.7%	\$271
Mental Health Caseworker I	Professional	\$3,479	167	\$ -	171	\$ 3,549	2.0%	\$70
Mental Health Caseworker II	Professional	\$4,040	197	\$ 4,116	201	\$ 4,123	2.1%	\$83

Classification	Bargaining Unit	Monthly Range Maximum	Current Range	Labor Market Median	Recommended Range	Recommended Range Maximum	% Difference	\$ Difference
Mental Health Crisis Worker	Professional	\$5,396	255	\$ -	259	\$ 5,504	2.0%	\$108
Network Engineer I	Professional	\$5,237	249	\$ -	283	\$ 6,204	18.5%	\$967
Network Engineer II	Professional	\$6,082	279	\$ 6,837	303	\$ 6,855	12.7%	\$773
Nurse Intern	Professional	\$5,396	255	\$ -	259	\$ 5,504	2.0%	\$108
Nurse Practitioner	Professional	\$8,327	342	\$ 9,019	358	\$ 9,019	8.3%	\$692
Nutritionist	Professional	\$4,787	231	\$ 4,966	239	\$ 4,982	4.1%	\$195
Nutritionist Intern	Professional	\$4,122	201	\$ -	225	\$ 4,646	12.7%	\$524
Occupational Therapist	Professional	\$7,612	324	\$ 7,022	324	\$ 7,612	0.0%	\$0
Physical Therapist	Professional	\$7,612	324	\$ 7,022	324	\$ 7,612	0.0%	\$0
Plan Checker	Professional	\$5,450	257	\$ -	271	\$ 5,844	7.2%	\$394
Planner I	Professional	\$4,420	215	\$ -	248	\$ 5,211	17.9%	\$791
Planner II	Professional	\$5,133	245	\$ 6,025	278	\$ 6,052	17.9%	\$919
Planner III	Professional	\$5,672	265	\$ -	298	\$ 6,686	17.9%	\$1,014
Prelicensed Mental Health Clinician	Professional	\$5,237	249	\$ -	263	\$ 5,615	7.2%	\$378
Public Health Microbiologist	Professional	\$5,757	268	\$ 6,484	292	\$ 6,489	12.7%	\$732
Public Health Nurse I	Professional	\$5,815	270	\$ -	276	\$ 5,992	3.0%	\$177
Public Health Nurse II	Professional	\$6,753	300	\$ 6,955	306	\$ 6,959	3.1%	\$206
Public Works Inspector	Professional	\$6,329	287	\$ -	301	\$ 6,787	7.2%	\$458
Real Property Agent	Professional	\$5,396	255	\$ 4,813	255	\$ 5,396	0.0%	\$0
Registered Dietician	Professional	\$5,289	251	\$ -	259	\$ 5,504	4.1%	\$215
Registered Environmental Health Specialist I	Professional	\$4,464	217	\$ -	236	\$ 4,908	9.9%	\$444
Registered Environmental Health Specialist II	Professional	\$4,932	237	\$ 5,412	256	\$ 5,423	10.0%	\$491
Registered Nurse I	Professional	\$5,396	255	\$ -	259	\$ 5,504	2.0%	\$108
Registered Nurse II	Professional	\$6,267	285	\$ 6,379	289	\$ 6,393	2.0%	\$126

Classification	Bargaining Unit	Monthly Range Maximum	Current Range	Labor Market Median	Recommended Range	Recommended Range Maximum	% Difference	\$ Difference
Road Investigator	Professional	\$5,133	245	\$ -	273	\$ 5,903	15.0%	\$770
Senior Accountant-Auditor	Professional	\$5,450	257	\$ -	278	\$ 6,052	11.0%	\$602
Senior Agricultural & Standards Inspector	Professional	\$5,211	248	\$ -	273	\$ 5,903	13.3%	\$692
Senior Building Inspector	Professional	\$5,450	257	\$ -	271	\$ 5,844	7.2%	\$394
Senior Information Technology Systems Analyst	Professional	\$6,720	299	\$ -	316	\$ 7,314	8.8%	\$594
Senior Librarian	Professional	\$5,560	261	\$ -	273	\$ 5,903	6.2%	\$343
Senior Mental Health Caseworker	Professional	\$4,464	217	\$ -	221	\$ 4,554	2.0%	\$90
Senior Network Engineer	Professional	\$6,720	299	\$ -	323	\$ 7,574	12.7%	\$854
Senior Public Health Nurse	Professional	\$7,462	320	\$ -	326	\$ 7,689	3.0%	\$227
Senior Registered Environmental Health Specialist	Professional	\$5,450	257	\$ -	276	\$ 5,992	9.9%	\$542
Social Worker I (MSS)	Professional	\$3,639	176	\$ -	205	\$ 4,205	15.6%	\$566
Social Worker II (MSS)	Professional	\$4,226	206	\$ 4,869	235	\$ 4,883	15.5%	\$657
Social Worker III (MSS)	Professional	\$4,669	226	\$ -	255	\$ 5,396	15.6%	\$727
Social Worker IV (MSS)	Professional	\$5,237	249	\$ 5,658	265	\$ 5,672	8.3%	\$435
Staff Services Analyst I	Professional	\$4,577	222	\$ -	228	\$ 4,716	3.0%	\$139
Staff Services Specialist I (MSS)	Professional	\$5,237	249	\$ -	278	\$ 6,052	15.6%	\$815



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TOM WHEELER

TANNA G. BOYD, Chief Clerk of the Board

File No: 15068

Date: November 3, 2015

In the Matter of CONSIDERATION OF APPROVAL TO ADOPT THE SIDLETTERS OF AGREEMENT WITH THE CLERICAL, COMMUNICATIONS DISPATCHER, CORRECTIONAL OFFICER, DEPUTY PROBATION OFFICER, MID-MANAGEMENT, PEACE OFFICER, PEACE OFFICER MANAGEMENT, POST GRADUATE LICENSED PROFESSIONAL, PROBATION ADMINISTRATORS, PROBATION MANAGEMENT, PROFESSIONAL, SERVICES, AND TECHNICAL BARGAINING UNITS DUE TO THE CONTINUATION OF THE ZIP CODE RESTRICTIONS WITHIN THE UNITED HEALTHCARE PLAN FOR THE 2016 FISCAL YEAR, COUNTY ADMINISTRATION DEPARTMENT/HUMAN RESOURCES/OPERATIONS DIVISION.

Upon motion of Supervisor Wheeler, seconded by Supervisor Frazier, it is ordered that the attached be and it is hereby adopted as shown.

I hereby certify that the above order was adopted by the following vote, to wit:

AYES: Supervisors Frazier, Rogers, Farinelli, Rodriguez and Wheeler.
NOES: None.
ABSTAIN: None.
ABSENT: None.

Distribution:

Auditor (via e-mail)

Human Resources – (via e-mail)

Granicus

ATTEST: TANNA G. BOYD, CLERK
BOARD OF SUPERVISORS

By *Briana Parra*
Deputy Clerk II

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
THE COUNTY OF MADERA
AND THE
COUNTY OF MADERA PROFESSIONAL ASSOCIATION
(Professional Unit)**

The parties hereby agree to the following language which will be incorporated into the Memorandum of Understanding dated January 1, 2015 – June 30, 2017 by amending article 24.01.02 to allow the continuation of the provision through the 2016 Health Plan Year due to the continued zip code restrictions within the United Healthcare Plan:

1. **24.01.02:** Continuing through the 2016 Plan Year (January 1, 2016 through December 31, 2016), those EMPLOYEES who are precluded from participating in the United Healthcare Plan (the lowest premium rate CalPERS HMO health plan for the 2016 Plan Year) due to zip code restrictions within the Plan, the County will pay the difference between what is paid as the employer contribution for the United Healthcare Plan and the Blue Shield Access Plus (+) Plan.
2. All provisions of the Memorandum of Understanding not amended by this agreement shall remain in effect.

Agreed this 14th day of October, 2015.

COUNTY OF MADERA:

Kenneth W. Coates
Chief County Negotiator
[Signature]
Deputy CAO - Human Resources/Operations

COUNTY OF MADERA
PROFESSIONAL ASSOCIATION:

Sharon Diaz
President
[Signature]
Business Representative/Agent



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DAVID ROGERS
RICK FARINELLI
MAX RODRIGUEZ
TOM WHEELER

TANNA G. BOYD, Chief Clerk of the Board

File No: 15030

Date: August 11, 2015

In the Matter of CONSIDERATION TO APPROVAL TO ADOPT SIDELETTER OF AGREEMENT WITH THE CLERICAL/TECHNICAL, COMMUNICATIONS DISPATCHER, CORRECTIONAL OFFICER, PEACE OFFICER MANAGEMENT, PROBATION MANAGEMENT, PROBATION MANAGEMENT, PROFESSIONAL AND SERVICE BARGAINING UNITS, TO INCORPORATE THE APPLICABLE PROVISIONS OF THE CALIFORNIA PAID SICK LEAVE (AB 1522) INTO THE MEMORANDA OF UNDERSTANDING, COUNTY ADMINISTRATION DEPARTMENT/HUMAN RESOURCES/OPERATIONS DIVISION.

Upon motion of Supervisor Wheeler, seconded by Supervisor Rodriguez, it is ordered that the attached be and it is hereby adopted as shown.

I hereby certify that the above order was adopted by the following vote, to wit:

AYES: Supervisors Frazier, Rogers, Farinelli, Rodriguez and Wheeler.
NOES: None.
ABSTAIN: None.
ABSENT: None.

Distribution:

Auditor (via e-mail)

Human Resources – (via e-mail)

Granicus

ATTEST: TANNA G. BOYD, CLERK
BOARD OF SUPERVISORS

By *Briana Parra*
Deputy Clerk II

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
THE COUNTY OF MADERA
AND THE
COUNTY OF MADERA PROFESSIONAL ASSOCIATION
(Professional Unit)**

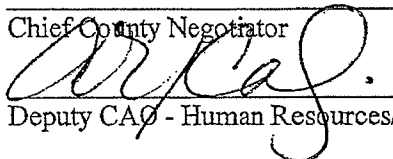
The parties hereby agree to the following language which will be incorporated in to the Memorandum of Understanding dated January 1, 2015 – June 30, 2017 by amending articles 26.05.00 and 28.01.00 and adding article 34.03.00 to comply with the provisions of the Healthy Workplaces, Healthy Families Act of 2014 (AB 1522), effective July 1, 2015:

- 26.05.00 Except as hereinafter provided, sick leave pay is granted only by the appointing authority and only in case of:
- a. EMPLOYEE absence required by his/her bona fide illness or injury causing inability to work.
 - b. Exposure to contagious disease requiring quarantine.
 - c. To obtain a diagnosis, consultation, care or treatment of an existing health condition, or the preventative care, for the EMPLOYEE or for an EMPLOYEE's family member as provided for pursuant to Labor Code section 246.5.
 - d. An EMPLOYEE who is a victim of domestic violence, sexual assault or stalking as provided by Labor Code section 246.5.
- 28.01.00 An EMPLOYEE shall be granted special leave with pay not to exceed a total of 80 hours in any one calendar year to be charged to sick leave in the event of an illness of or preventative care for an EMPLOYEE'S family member. Family member is defined as the EMPLOYEE'S spouse, child, parent, registered domestic partner, grandparent, grandchild, or sibling. Child may include biological, adopted, foster, step, legal ward or a child to who the EMPLOYEE stands loco in parentis. The definition of child applies regardless of age or dependency status. Parent may include biological, adoptive, foster, step, legal guardian of the EMPLOYEE or EMPLOYEE's spouse or registered domestic partner, or a person who stood in loco parentis when the EMPLOYEE was a minor.
- 34.03.00 It is agreed by both parties to reopen negotiations to discuss any proposed changes to the MOU that are necessary for the EMPLOYER'S implementation and compliance with the Healthy Workplaces, Healthy Families Act of 2014.


Agreed this 15th day of July, 2015.

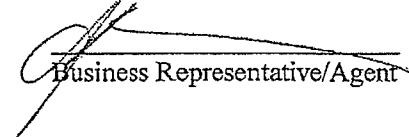
COUNTY OF MADERA:

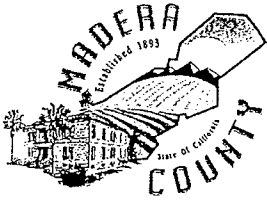
Chief County Negotiator


Deputy CAO - Human Resources/Operations

COUNTY OF MADERA PROFESSIONAL ASSOCIATION:


President


Business Representative/Agent



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MAX RODRIGUEZ
TOM WHEELER

TANNA G. BOYD, Chief Clerk of the Board

File No: 15030

Date: August 11, 2015

In the Matter of CONSIDERATION OF APPROVAL TO ADOPT SIDELETTERS OF AGREEMENT WITH THE CLERICAL/TECHNICAL, COMMUNICATIONS DISPATCHER, CORRECTIONAL OFFICER, PROBATION ADMINISTRATOR, PROBATION MANAGEMENT, PROFESSIONAL AND SERVICE BARGAINING UNITS, TO INCORPORATE THE APPLICABLE APPLICABLE PROVISION OF THE JULY 1, 2015 AMENDMENT TO THE CALIFORNIA FAMILY RIGHTS ACT INTO THE MEMORANDA OF UNDERSTANDING, COUNTY ADMINISTRATION DEPARTMENT/HUMAN RESOURCES/OPERATIONS DIVISION.

Upon motion of Supervisor Wheeler, seconded by Supervisor Rodriguez, it is ordered that the attached be and it is hereby adopted as shown.

I hereby certify that the above order was adopted by the following vote, to wit:

AYES: Supervisors Frazier, Rogers, Farinelli, Rodriguez and Wheeler.
NOES: None.
ABSTAIN: None.
ABSENT: None.

Distribution:

Auditor (via e-mail)

Human Resources – (via e-mail)

Granicus

ATTEST: TANNA G. BOYD, CLERK
BOARD OF SUPERVISORS

By *Briana Parra*
Deputy Clerk II

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