

MEMORANDUM OF UNDERSTANDING
BY AND BETWEEN
COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT UNIT

September 1, 2014 – June 30, 2017

(Term extended through June 30, 2019) *Sideletter ratified on 12/8/15

(Term extended through June 30, 2020) *Sideletter ratified on 1/22/19

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MEMORANDUM OF UNDERSTANDING
(Peace Officer Management)

THIS MEMORANDUM OF UNDERSTANDING, made and entered into this twenty-third day of September, 2014 (to be effective September 1, 2014) by and between the COUNTY OF MADERA (hereinafter referred to as "COUNTY") and the PEACE OFFICER MANAGEMENT ASSOCIATION (hereinafter referred to as "ASSOCIATION"), for and on behalf of the Employees hereinafter identified. Upon adoption by the Board of Supervisors of Madera County, the MEMORANDUM will become binding between the COUNTY and the ASSOCIATION.

WITNESSETH:

- 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 ASSOCIATION. The term "ASSOCIATION" as used herein shall refer to the PEACE OFFICER MANAGEMENT ASSOCIATION.
- 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 Peace Officer Management 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 ASSOCIATION RECOGNITION. Pursuant to Section 3500-3510 of the Government Code of the State of California and subject to the provisions of Madera County Code Chapter 2.63, the ASSOCIATION is recognized as the certified EMPLOYEE organization having the exclusive right to meet and confer for all EMPLOYEES within classes designated in the Peace Officer Management Unit.
- 02.02.00 The EMPLOYER hereby recognizes the ASSOCIATION as the only organization entitled to meet and confer on matters within the scope of representation for the classes listed in Attachment I.

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- 02.03.00 **RECOGNITION OF MUTUAL OBLIGATION.** The ASSOCIATION 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 MEMORANDUM OF UNDERSTANDING.
- 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 ASSOCIATION by reason of race, color, religion, ancestry, marital status, disability, sex, age, national origin, political affiliation, sexual orientation, or union affiliation.
- 03.02.00 **EMPLOYMENT.** As provided in Madera County Code 2.63.040, the EMPLOYER will not interfere with or discriminate against any EMPLOYEE by reason of membership in the ASSOCIATION.
- 04.00.00 **ASSOCIATION SECURITY.**
- 04.01.00 The ASSOCIATION 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 and as the certified EMPLOYEE organization the ASSOCIATION is obligated to represent all EMPLOYEES covered by the MEMORANDUM OF UNDERSTANDING as required by law.
- 04.02.00 The EMPLOYER will deduct ASSOCIATION dues or initiation fees from the payroll warrant of each EMPLOYEE who has submitted a payroll deduction authorization. Such dues deductions shall be remitted to the ASSOCIATION monthly with an itemized statement.
- 04.03.00 The ASSOCIATION 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 ASSOCIATION.
- 04.04.00 The changes in the ASSOCIATION 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.

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- 04.05.00 An EMPLOYEE may revoke his/her prior dues deduction authorization only upon a written request, which must be submitted to the Human Resources/Operations Division.
- 04.06.00 The ASSOCIATION 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 ASSOCIATION.
- 04.07.00 The ASSOCIATION agrees to refund to the EMPLOYER any amounts paid to it in error upon presentation of proper evidence thereof.
- 04.08.00 In instances where the EMPLOYER is proposing to grant recognition to an employee, or employees, that are not 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 ASSOCIATION, however, under such circumstances there shall be no obligation to meet and confer.
- 04.09.00 The ASSOCIATION 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 to the extent required by law.
- 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 ASSOCIATION became certified as Representative of the EMPLOYEES of the EMPLOYER and which are not limited or modified by specific provisions of this Memorandum, are retained by the EMPLOYER. The EMPLOYER specifically retains the right to manage and supervise its EMPLOYEES as follows:
- (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 the economy, or other legitimate reasons.
 - (c) To determine the policies, standards, procedures, methods, means and personnel by which COUNTY operations are to be conducted.

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- (d) To take whatever actions may be necessary to carry out the mission of the COUNTY in situations of emergency.
- (e) All rights formerly or presently claimed by or vested in the COUNTY on the effective date of this Memorandum of Understanding and not otherwise mentioned in Section 05.00.00 (MANAGEMENT RIGHTS) are retained by the COUNTY unless explicitly waived by the COUNTY by Resolution or by a Memorandum of Understanding.
- (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.
- (g) This Memorandum is intended to cover all aspects of wages, hours, and working conditions for EMPLOYEES covered herein. Therefore, nothing in this Memorandum shall prevent the EMPLOYER from modifying any fringe benefits or benefit plans not specifically provided for in this Memorandum such as retirement plans, salary continuation plan, etc., subject to meet and confer requirements of the Meyers, Milias, Brown Act, if any.

06.00.00 ASSOCIATION RIGHTS.

06.01.00 EMPLOYER and the ASSOCIATION 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 classes, the COUNTY shall notify that person that the ASSOCIATION is the certified representative for the EMPLOYEES and shall notify the ASSOCIATION of such hiring.

06.02.00 Reasonable space will be made available within the Sheriff's Department to place an ASSOCIATION purchased bulletin board. The ASSOCIATION is responsible for maintaining all such boards and will hold the COUNTY harmless for any materials posted on ASSOCIATION property.

06.03.00 Representatives of the ASSOCIATION 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 and other business of the ASSOCIATION shall not be conducted during working time.

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- 06.04.00 Representatives of the ASSOCIATION shall have access to any EMPLOYEE or EMPLOYEES presenting a grievance, and any EMPLOYEE has the right to have an ASSOCIATION Representative represent him or her at all stages of disciplinary action. A Representative of the ASSOCIATION may be present upon request during questioning of an EMPLOYEE which is likely to lead to disciplinary action against said EMPLOYEE. This Section shall not infringe on any management rights set forth in Section 05.01.00.
- 06.05.00 The EMPLOYER shall provide release time for official Representatives of the ASSOCIATION 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.
- 06.06.00 In addition to his/her regularly assigned work, the ASSOCIATION Representatives shall be permitted reasonable time during working hours to notify the Business Representative of any violations of this Memorandum. The Representative may contact the Business Representative during business hours to report grievances, violations of this Memorandum of Understanding or to report safety violations.
- 07.00.00 EMPLOYEE RIGHTS.
- 07.01.00 GENERAL PROVISIONS. Execution of this Memorandum of Understanding by the ASSOCIATION shall not be deemed a waiver of any ASSOCIATION 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 Peace Officer Management Unit shall be allowed, subject to lawful limitations as may be prescribed in the ASSOCIATION'S by-laws, full voice, vote, and influence on positions and proposals of the ASSOCIATION.

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- 07.03.00 If an EMPLOYEE covered by this Memorandum is permanently assigned work of a substantially new or different nature so as to constitute a new job class as determined by the Civil Service Commission, the EMPLOYER and the ASSOCIATION acting under the provisions of the Madera County Code shall determine the wage rate through established procedures.
- 07.04.00 When an EMPLOYEE is temporarily assigned work out-of-class, the EMPLOYEE will receive the pay of the higher class commencing on the 15th regularly scheduled consecutive working day of such assignment. Where the assignment is made, and the EMPLOYER has knowledge that it will be an extended vacancy/absence (more than fifteen (15) days) giving rise to the assignment, the acting pay differential shall commence immediately upon assignment. All requests for temporary assignments shall be submitted to the County Administrative Officer for authorization or denial.
- 07.05.00 PERSONNEL DEPARTMENT 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.
- 07.05.01 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.
- 07.06.00 CONFIDENTIAL NATURE OF PERSONNEL RECORDS. All official personnel records/files 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 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.
- 07.07.00 All documents critical of an EMPLOYEE, including performance 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.

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- (b) EMPLOYEE is given a copy of the document.
- (c) EMPLOYEE is given an opportunity to review and comment thereon.

- 07.08.00 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 Human Resources/Operations Division to be attached to the document in question and included in the file.
- 08.00.00 REDUCTION IN FORCE.
- 08.01.00 Layoffs shall be within each department.
- 08.02.00 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 extra-help status.
- 08.03.00 Provisionals shall be laid off first.
- 08.04.00 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.
- 08.05.00 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.

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- 08.06.00 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 layoff. A copy of the notification will be submitted concurrently to the ASSOCIATION.
- 08.07.00 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 ASSOCIATION.
- 08.08.00 The EMPLOYER recognizes that seniority is a factor that needs to be considered when decisions are made on which positions will be eliminated in a layoff. To the extent that it is organizationally and financially possible the EMPLOYER will attempt to maintain positions occupied by the most senior employees of a department and the county. This provision is provided as permissive guidance and does not create an obligation on the EMPLOYER to layoff only those employees who are less senior.
- 08.09.00 Voluntary layoff may be granted to an EMPLOYEE in a class for a position that will be laid off even though they would have sufficient seniority to not be laid off. The purpose of this provision is to permit the substitution of a more senior EMPLOYEE for layoff for that of a less senior EMPLOYEE on a voluntary basis. EMPLOYEES in this status, if reappointed from a reinstatement eligible list within 60 days of separation, will retain the anniversary date held at date of separation.
- 09.00.00 DEMOTION IN LIEU OF OR AFTER LAYOFF.
- 09.01.00 EMPLOYEES electing demotion in lieu of or after layoff will be subject to the following:
- (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.

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- (c) Demotions and appointments resulting from (a) and (b) above shall in no way affect the EMPLOYEE'S position on a reinstatement eligible list for the class from which he/she was laid off.

09.02.00 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 the "E" step in the new range. The anniversary date shall remain unchanged.

09.03.00 Reinstatement After Layoff.

- (a) EMPLOYEES laid off in accordance with Madera County Code 2.57.100 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 Service 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.

10.00.00 GRIEVANCE PROCEDURES.

10.01.00 DEFINITIONS. The term "grievance" as used herein shall refer to a complaint or claim by an EMPLOYEE, a group of EMPLOYEES or the ASSOCIATION of a violation of this Agreement.

10.02.00 ADJUSTMENT PROCEDURE. Any EMPLOYEE having a grievance shall proceed as follows:

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- 10.02.01 (A) 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. Grievances not presented in writing pursuant to this section within ten (10) calendar days after the action, lack of action, or condition constituting the basis of the grievance, shall be deemed waived and shall not be subject to the appeal procedure.
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.
 2. If the immediate supervisor's response is not satisfactory to the EMPLOYEE, the EMPLOYEE may, within five (5) 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 ASSOCIATION may mutually agree to waive steps 1 and 2 and proceed directly to use of the Grievance Advisory Committee 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 five (5) working days, file an appeal to the Deputy CAO-Human Resources/Operations requesting a hearing before the Grievance Advisory Committee.
 - (a.) The Grievance Advisory Committee shall be comprised of one (1) representative selected by the Grievant, one (1) representative selected by the Department Head, and one (1) member of the Civil Service Commission, selected by the President of the Commission, who shall serve as Chairman, unless delegated. No member of the Committee selected by the Grievant and the Department Head shall be from the Department of the Grievant, or have direct involvement with the Grievance in question. Any permanent County employee may serve on the Committee, with the exception that an EMPLOYEE with a pending grievance will not be allowed to sit on the Committee.
 - (b.) The Grievance Advisory Committee shall be convened within twenty (20) working days to hear the grievance, unless such provision is waived by mutual agreement of the Grievant and the Department Head, and may be continued from time to time.

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- (c.) The Grievance Advisory Committee shall render a recommendation within ten (10) working days of the hearing. The Committee will be guided by Rules of Evidence utilized in administrative proceedings.

Each party, including the Committee, will be afforded the opportunity to examine the witnesses.

- (d.) The recommendation of the Committee shall be submitted to the Civil Service Commission for its review and decision. Should the Commission not accept the findings or recommendations of the Advisory Committee, a hearing date may be set to review the case. The decision of the Commission shall be final.

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

11.00.00 COMPLIANCE WITH MEMORANDUM OF UNDERSTANDING.

11.01.00 In the event of any violation of the terms of this Memorandum of Understanding, responsible and authorized representatives of the ASSOCIATION 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 about compliance with the terms of this Memorandum of Understanding. Individuals acting or conducting themselves in violation of the terms of this Memorandum of Understanding may be subject to discipline, up to and including discharge. The EMPLOYER shall enforce the terms of this Memorandum of Understanding on the part of its supervisory personnel, the ASSOCIATION shall enforce the terms of this Memorandum of Understanding on the part of its members.

11.02.00 A dispute or difference of opinion concerning the enforcement of this Memorandum of Understanding by the EMPLOYER or the ASSOCIATION, shall first be presented in writing to the other party in an attempt to settle the matter.

12.00.00 CIVIL SERVICE CHANGES.

12.01.00 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.

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- 12.02.00 The parties agree that EMPLOYEES who are terminated for cause (misconduct), and whose terminations are 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.
- 13.00.00 POLICY REVIEW.
- 13.01.00 The ASSOCIATION and EMPLOYER have met and conferred on the following:
- Attachment II: Computer Equipment and Systems Usage Agreement
Attachment IV: Catastrophic Leave Program
- 13.01.01 It is agreed by both parties to reopen negotiations to discuss proposed changes to the Sexual Harassment/Discrimination Prevention Policy, Dress Code Policy, and other policies as needed.
- 14.00.00 WAGES/RETIREMENT.
- 14.01.00 Except for those employed in the class of Assistant District Attorney, the wage rates for EMPLOYEE classes covered herein shall be as shown in the Salary Table identified as "OMB2 0914" (Attachment V). The COUNTY pays on a monthly basis. Effective September 1, 2014, all EMPLOYEES in the unit, with the exception of the class of Assistant District Attorney, shall receive a 13% salary increase. (Of the 13% salary increase, a 4% salary increase equates to a base Cost of Living Adjustment and the additional 9% salary increase shall be in exchange for employees, who are "classic members", paying the 9% EMPLOYEE contribution rate of salary to CalPERS, effective September 1, 2014).
- 14.01.01 The wage rates for those employed in the class of Assistant District Attorney shall be as shown in the Salary Table identified as "OM2B2 0914" (Attachment VI). Effective September 1, 2014, those employees in the class of Assistant District Attorney, shall receive a 4% salary increase.
- 14.01.02 Both parties agree to reopen negotiations during the second and third year of the MOU term to discuss possible increases in salary.

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- 14.02.00 The EMPLOYER agrees to maintain the CalPERS 3%@55 local safety retirement formula 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). In addition, the EMPLOYER agrees to maintain the single highest year basis for retirement computation pursuant to Government Code Section 20042. (This provision excludes the Assistant District Attorney class.)
- 14.02.01 Pursuant to the Act, the EMPLOYER is required to offer and maintain the CalPERS 2.7%@57 local safety retirement formula for all “NEW EMPLOYEES” 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)]. (This provision excludes the Assistant District Attorney class.)
- 14.02.02 Effective September 1, 2014, the EMPLOYER shall no longer provide an Employer Paid Member Contribution (EPMC) of 9% for “classic members” (defined in Section 14.02.00), and in exchange for the 9% salary increase referenced above in Section 14.01.00, EMPLOYEES who are “classic members” shall be responsible for the payment of the 9% EMPLOYEE contribution rate of salary to CalPERS. (This provision excludes the Assistant District Attorney class.)
- 14.02.03 Effective September 1, 2014, “NEW EMPLOYEES” (defined in Section 14.02.01), shall also receive the 13% salary increase referenced above in Section 14.01.00 and shall continue paying the full 10% EMPLOYEE contribution rate of salary to CalPERS [Government Code Section 7522.30 (c) (f)] (This provision excludes the Assistant District Attorney class.)
- 14.03.00 Assistant District Attorney Class: The EMPLOYER agrees to maintain the CalPERS 2.7%@55 local miscellaneous retirement formula for all EMPLOYEES hired and/or employed in the specific class 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). In addition, the EMPLOYER agrees to maintain the single highest year basis for retirement contribution pursuant to Government Code Section 20042.

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- 14.03.01 Assistant District Attorney Class: Pursuant to the Act, the EMPLOYER is required to offer and maintain the CalPERS 2%@62 local miscellaneous retirement formula for all "NEW EMPLOYEES" hired on or after January 1, 2013 into the specific class [Government Code Section 7522.20 (a)], with the highest 36-months as the basis for retirement computation [Government Code Section 7522.32 (a)].
- 14.03.02 Those employed in the class of Assistant District Attorney (irrespective of their retirement classification as a "NEW EMPLOYEE" or a "classic member") shall be responsible for payment of the employee contribution of 6.25% (or another % as determined by CalPERS) (New Employee) or 8% (Classic Member) of salary to the Public Employees' Retirement System (CalPERS). There is no provision for an EMPLOYER-paid member contribution for Assistant District Attorney.
- 14.04.00 The EMPLOYER will maintain the current Local Safety Formula retirement contract with the Public Employee's Retirement System (PERS) to provide an option for EMPLOYEES to purchase military service credit at the EMPLOYEE'S expense.
- 14.05.00 If during the term of this Memorandum of Understanding, specifications are created or deleted for classes within the Peace Officer Management Unit, the EMPLOYER agrees to discuss with the ASSOCIATION the proposed adoption or deletion of such class specifications, and meet and confer on proposed salary ranges.
- 14.06.00 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 Peace Officer Management 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%.
- 14.07.00 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%.
- 14.08.00 Effective the month following twenty (20) years continuous full-time satisfactory service, an EMPLOYEE in said representation unit shall receive additional longevity pay equivalent to the difference between his/her salary or salary step and the same salary or salary step on the salary table, which approximates 2.5%.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

- 14.09.00 **BILINGUAL COMPENSATION.** Any EMPLOYEE in the covered classes determined by the Department of Human Resources to proficiently communicate in a second language, may be eligible for additional compensation. For positions identified as requiring the use of this second language, the supplemental compensation shall be forty-five dollars (\$45) per month. EMPLOYEES receiving more than forty-five dollars (\$45) per month as of June 30, 1994, shall continue to receive the amount paid as of that date.

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

- 14.09.01 In order to be eligible for bilingual pay, an EMPLOYEE must proficiently speak or communicate in another language. To qualify, the EMPLOYEE must be tested by the Human Resources/Operations Division to determine proficiency in communicating the second language.

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. Bilingual pay will be effective either the first of the month following the date that the department certifies that bilingual services began or the 1st day of the month following the EMPLOYEE'S request to take the proficiency examination. A pay adjustment will be made if the proficiency examination causes a delay in processing.

If an EMPLOYEE fails to pass the proficiency examination, the EMPLOYEE must wait six (6) months to again be considered for the bilingual premiums.

- 14.10.00 Incentive pay shall be granted upon presentation of a valid Advanced, Supervisory and/or Management P.O.S.T Certificate. Said incentive pay shall approximate 5%, 2.5%, and/or 2.5%, respectively (not to exceed a cumulative total of 10%), on the salary charts and shall be effective on the first of the month following presentation of the applicable certificate(s) to the Sheriff or his designee. (This provision excludes the Assistant District Attorney class.)

- 15.00.00 **UNIFORM ALLOWANCE.**

- 15.01.00 The EMPLOYER agrees to fund a uniform allowance for the classes of Undersheriff and Sheriff's Lieutenant at a rate of \$75.00 per month.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

16.00.00 **WORKDAY AND WORKWEEK.**

16.01.00 The regular work day shall be eight (8) hours, exclusive of mealtime. The regular workweek shall not exceed forty (40) hours per week on duty. Workweeks shall be scheduled by the EMPLOYER to provide for five (5) consecutive days on duty and two (2) consecutive days off duty.

17.00.00 **MANAGEMENT LEAVE.**

17.01.00 All EMPLOYEES who are designated "overtime exempt" shall receive forty-eight (48) hours annual paid management leave which may be taken, with approval of the department head, separate from or in conjunction with other established leave balances. Management leave shall not be accumulated from one year to the next.

18.00.00 **OVERTIME.**

18.01.00 **DEFINITION OF OVERTIME.** The term "overtime" as used herein shall mean the hours worked over one hundred and seventy-one (171) hours in a work period as set forth in Section 16.01.00.

18.02.00 All classes receiving overtime are listed in Attachment I and identified as "overtime eligible".

18.03.00 Except in cases of emergency, EMPLOYEES shall not be required to work or attend training during hours which would fall within the definition of overtime unless such overtime has been specifically authorized in advance by the appointing authority, or designee.

18.04.00 Eligible EMPLOYEES required to work overtime shall be compensated by allowing the EMPLOYEE compensatory time off (CTO) or cash at the EMPLOYEE'S option. EMPLOYEES may accumulate up to a maximum of 240 hours in a CTO bank to be maintained and governed in accordance with the Fair Labor Standards Act. Any overtime in excess of 240 hours shall be payable in cash only. EMPLOYEES will be permitted reasonable opportunities to use compensatory time off. The EMPLOYER may require utilization of accrued compensatory time by providing at least three (3) days notice to the EMPLOYEE.

All 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.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

- 19.00.00 **STANDBY COMPENSATION.**
- 19.01.00 **DEFINITION OF STANDBY.** When the EMPLOYER requires an eligible 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 Appointing Authority or designee.
- 19.02.00 When an eligible EMPLOYEE is required to standby, the EMPLOYEE shall be compensated for such standby time at the rate of one dollar and twenty cents (\$1.20) per hour.
- 20.00.00 **CALL BACK COMPENSATION.**
- 20.01.00 **DEFINITION OF CALL BACK.** When the EMPLOYER, due to an emergency, or by order of the Court, requires an eligible EMPLOYEE to return to work other than his/her regularly scheduled work day, the EMPLOYEE shall be entitled to Call Back compensation.
- 20.02.00 The EMPLOYER shall compensate the eligible EMPLOYEE a minimum of four (4) 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 four (4) hours duration, the total compensation shall be for hours actually worked.
- 20.03.00 When an eligible EMPLOYEE is called back by order of the Court, the EMPLOYER shall compensate the EMPLOYEE a minimum of three (3) hours overtime compensation irrespective of the actual hours worked. In the event the Court appearance exceeds three (3) hours duration, the total compensation shall be for hours actually worked.
- 21.00.00 **PROBATIONARY PERIOD.**
- 21.01.00 An EMPLOYEE appointed to a permanent position shall serve a probationary period consisting of twelve (12) full calendar months in paid status.
- 21.02.00 All employees placed on Step A will remain on Step A for twelve (12) months in a paid status before being moved to Step B.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

- 22.00.00 **SAFETY.**
- 22.01.00 The EMPLOYER and the ASSOCIATION 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.
- 22.02.00 The EMPLOYER shall comply with all applicable laws and regulations pertaining to occupational safety and health.
- 22.03.00 The EMPLOYER agrees to make all reasonable provisions for safety and health of its EMPLOYEES.
- 22.04.00 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.
- 22.05.00 No EMPLOYEE shall be discharged or otherwise disciplined for bringing to the attention of his/her supervisor any unsafe condition that may exist.
- 22.06.00 **SAFETY EYEWEAR.** EMPLOYEES in the class of Undersheriff, Sheriff's Lieutenant or District Attorney Chief Criminal Investigator who regularly wear prescription eye glasses will be reimbursed for the difference between the cost of one pair of regular prescription lenses versus prescription safety lenses. Reimbursement shall be made upon submission of an invoice to the Department of Human Resources setting forth the difference in the cost of safety lenses.
- 23.00.00 **HEALTH AND WELFARE.**
- 23.01.00 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.

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 United Healthcare Plan and the Blue Shield Net Value Plan.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT

September 1, 2014 – June 30, 2017

- 23.02.01 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.
- 23.02.00 The County will maintain the IRS Section 125 Plan to cover health plan premiums and to expand the program to certain other eligible costs as feasible. This program will comply with IRS regulations and be administered totally at the expense of participants in the expanded program.
- 23.03.00 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.
- 23.04.00 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.
- 24.00.00 VACATION ACCRUAL.
- 24.01.00 The EMPLOYER agrees to maintain the current vacation accrual as set forth in Madera County Code Section 2.60.580.
- 24.01.01 Vacation accrued for each month of service shall be credited to an EMPLOYEES cumulative vacation balance and is eligible for utilization on the first day of the following month.
- 24.02.00 EMPLOYEES may accrue vacation time to the total of forty-five (45) days. If, through no fault of the EMPLOYEE, the EMPLOYER denies the EMPLOYEE the opportunity to use his/her accrued vacation time, further accrual will be paid in cash until such time as accrued vacation time is reduced below the forty-five (45) day maximum.
- 24.03.00 It is acknowledged that during the County's Furlough Program from January 2010 through June 2013 certain employee vacation leave balances exceeded the 360-hour vacation cap due to the temporary waiver granted during this timeframe. As a result, the 360-hour vacation cap was reinstated effective July 1, 2013.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT

September 1, 2014 – June 30, 2017

Individual employee vacation balances in effect as of June 30, 2013 became the new maximum cap and employees shall not earn or accrue additional vacation hours until such time as their balances are at or below 360 hours.

The County's long-standing practice of allowing employees who are at the 360-hour cap to earn vacation hours and utilize them in the next succeeding pay period shall be reinstituted only where an employee's vacation balance decreases to or is at the 360-hour cap.

25.00.00 SICK LEAVE.

25.01.00 Subject to all other requirements, EMPLOYEES shall be allowed to use any accrued sick leave during their probationary period.

25.01.01 Sick leave accrued for each month of service shall be credited to an EMPLOYEES cumulative sick leave balance and is eligible for utilization on the first day of the following month.

25.02.00 Except as hereinafter provided, sick leave pay shall be granted only by the appointing authority and only in the case of:

1. EMPLOYEE absence required by his/her bonafide illness or injury causing inability to work.
2. Exposure to contagious disease requiring quarantine.
3. To obtain consultation or treatment by a State licensed health care professional.

25.03.00 The appointing authority or the 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 may require such certification on absences for consultation or treatment.

25.04.00 EMPLOYEES will not be entitled to sick leave while absent from duty on account of any of the following, except as provided:

- (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 regular vacation.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

- 25.05.00 With the exception of those employed in the class of Assistant District Attorney, EMPLOYEES in the Peace Officer Management Unit shall be allowed eight (8) hours sick leave credit for each month of continuous full-time service and shall be limited to one thousand (1,000) hours in the number of sick leave hours to accumulate. Existing hours held by EMPLOYEES in excess of one thousand (1,000) shall remain accumulated.
- 25.05.01 Those employed in the class of Assistant District Attorney shall be entitled to eight (8) hours of sick leave credit each month of continuous full-time service with unlimited accrual.
- 25.05.02 Upon termination, EMPLOYEES shall be paid for their sick leave balances according to the following table:

<u>Years of Service</u>	<u>Percentage of Current Hourly Rate</u>		
	<u>A</u>	<u>B</u>	<u>C</u>
	0-75	76-150	Over 150
	<u>Days</u>	<u>Days</u>	<u>Days</u>
5 - 9 Years	15%	7.5%	3%
10 - 14 Years	25%	12.5%	5%
15 - 19 Years	35%	17.5%	7%
20 + Years	50%	25.0%	10%

- 25.06.00 For purposes of calculation, upon termination, 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". For additional sick leave accrued above 75 days, but not exceeding 150 days, sick leave compensation shall be paid at the rate shown in Column "B". For sick leave days accrued in excess of 150 days, compensation shall be at the rate shown in Column "C".
- 25.07.00 For purposes of computing compensation of unused sick leave at termination for EMPLOYEES currently in permanently allocated positions as of October 1, 1983, an EMPLOYEE with more than 20 years service shall be entitled to the percentage of sick leave compensation in effect prior to October 1, 1983 (Madera County Code 2.60.540, January 14, 1974) on accrued sick leave up to the number of days that existed as of October 1, 1983. Total sick leave above the October 1, 1983 balance will be computed in accordance with Columns "A", "B", and "C" above. Additional years of service after October 1, 1983 will not be used for the calculation of unused sick leave at termination.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

- 26.00.00 RETURN TO WORK MEDICAL ASSESSMENT.
- 26.01.00 EMPLOYEES required by the Human Resources/Operations Division to have a COUNTY physical and/or 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 a physical and/or psychological assessment by the County.
- 26.02.00 After receipt of notice of EMPLOYEE'S ability to return, the Human Resources/Operations Division and the County Health Department or other designated provider shall, within three (3) working days, schedule and conduct the examination.
- 26.03.00 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.
- 27.00.00 SPECIAL LEAVE WITH PAY.
- 27.01.00 An EMPLOYEE shall be granted special leave with pay not to exceed a total of eighty (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.
- 27.02.00 BEREAVEMENT LEAVE. EMPLOYEES will be entitled to three (3) days (twenty-four hours) paid Bereavement Leave not to be charged to any personal balance 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 fifty-six (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.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

28.00.00 HOLIDAYS.

28.01.00 The following days are established as holidays for EMPLOYEES of the Peace Officer Management 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
ONE FLOATING HOLIDAY

28.02.00 A floating holiday will be available for use or credited to leave balances as follows for EMPLOYEES in probationary/permanent status: one (1) floating holiday on January 1 of each year. Use of the floating holiday may be requested and scheduled in accordance with provisions of Madera County Code Section 2.60.590.

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.

28.03.00 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.

28.04.00 In addition to the holidays specified under the preceding sections, those working in the class of Assistant District Attorney shall be entitled to one (1) additional floating holiday (for a total of two (2) floating holidays) to be available for use or credited to leave balances on January 1 of each year.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

- 29.00.00 MISCELLANEOUS.
- 29.01.00 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.
- 29.02.00 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.
- 29.03.00 The County shall provide EMPLOYEES the option of automatic deposit of their monthly pay to certain financial institutions.
- 29.04.00 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.
- 30.00.00 FEES FOR BAR DUES.
- 30.01.00 Those employed in the class of Assistant District Attorney shall be reimbursed for their basic annual fees and expenses to maintain their State Bar license.
- 31.00.00 DRUG/ALCOHOL POLICY.
- 31.01.00 Department of Transportation Drug Testing Policy for Commercial Vehicle Operators shall apply to all EMPLOYEES represented by the ASSOCIATION.
- 31.02.00 EMPLOYEES of the Peace Officer Management Unit shall be subject to the same drug and alcohol testing procedures and standards as apply to "Commercial Motor Vehicle Operators" under the Omnibus Transportation Employee Testing Act of 1991 and the regulations of the Department of Transportation, Federal Highway Administration.
- The provisions of Resolution 95-308, as modified by the provisions of Attachment III, shall apply in total to members of this unit, including having to meet the same testing requirements and standards as a "Safety Sensitive Driver."

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

31.03.00 It is agreed by both parties to reopen negotiations to discuss proposed changes to the Drug/Alcohol Policy.

32.00.00 SAVINGS CLAUSE.

32.01.00 The provisions of this Memorandum are declared to be severable and if any section, subsection, sentence, clause, or phrase of this Memorandum 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 Memorandum, but they shall remain in effect, it being the intent of the parties that this Memorandum shall stand, notwithstanding the invalidity of any part.

Should any portion of this Memorandum 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.

33.00.00 IMPASSE PROCEDURES.

33.01.00 DEFINITION OF IMPASSE. "Impasse" as used herein shall mean that the representatives of the EMPLOYER and the ASSOCIATION have reached a point in their meeting and conferring in good faith on the terms of a successor memorandum of understanding where their differences on matters to be included in such memorandum of understanding, and concerning which they are required to meet and confer, remain so substantial that further meeting and conferring would be futile.

33.02.00 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 impasse meeting shall be:

- A. To identify and specify in writing the issues that remain in dispute.
- B. To review the position for the parties in a final effort to resolve such disputed issue or issues.
- C. If the dispute is not resolved, to discuss arrangements for the utilization of the impasse procedures as provided.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

33.03.00 **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, not take any public position at any time concerning the issues.

33.04.00 **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 33.04.00 of the MEMORANDUM dated July 1, 2010 to June 30, 2012.

34.00.00 **RATIFICATION.**

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

35.00.00 **RE-OPENER.**

35.01.00 It is agreed, at the request of either party, to re-open negotiations to discuss possible modifications to changes in the Safety Retirement contract with CalPERS.

35.02.00 It is agreed, at the request of either party, to re-open negotiations to discuss possible modifications to changes in the Retiree Health Insurance contract with CalPERS.

35.03.00 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.

35.04.00 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 Affordable Care Act (ACA).

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

- 35.05.00 It is agreed by both parties to reopen negotiations to discuss any proposed changes to the MOU that are necessary due to the computer system upgrade.
- 36.00.00 TERMS OF MEMORANDUM.
- 36.01.00 Except as otherwise provided herein, this Memorandum shall be effective upon adoption by the Board of Supervisors of the County of Madera and remain in effect until midnight the 30th day of June 2017.
- 36.02.00 This Memorandum may be extended by mutual agreement of the parties if additional time is needed to consummate a successor Memorandum.

Signatures:

COUNTY OF MADERA ("COUNTY")



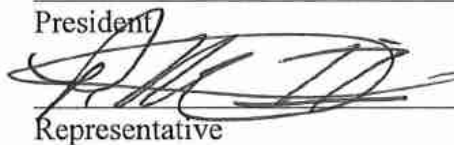
Chief County Negotiator



Deputy CAO-Human Resources/Operations

MADERA COUNTY PEACE OFFICER
MANAGEMENT ASSOCIATION
("ASSOCIATION")

President



Representative



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
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Agendas available: www.MaderaCounty.com

Members of the Board

David Rogers, District 1
Brett Frazier, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

October 1, 2019

Chairman Brett Frazier

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Susan Carter		AGENDA ITEM 7.d PUBLIC SESSION:									
SUBJECT: 2020 Health Insurance Benchmark Sideletter - Various Units		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 5564	DATE REC'D 9/24/2019									
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="1"><tr><td>RESULT:</td><td>APPROVED [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>Tom Wheeler, Supervisor</td></tr><tr><td>SECONDER:</td><td>Robert L. Poythress, Supervisor</td></tr><tr><td>AYES:</td><td>Rogers, Frazier, Poythress, Rodriguez, Wheeler</td></tr></table>						RESULT:	APPROVED [UNANIMOUS]	MOVER:	Tom Wheeler, Supervisor	SECONDER:	Robert L. Poythress, Supervisor	AYES:	Rogers, Frazier, Poythress, Rodriguez, Wheeler
RESULT:	APPROVED [UNANIMOUS]												
MOVER:	Tom Wheeler, Supervisor												
SECONDER:	Robert L. Poythress, Supervisor												
AYES:	Rogers, Frazier, Poythress, 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:

2020 Health Insurance Benchmark.

1. Discussion and consideration to adopt the Sideletters of Agreement with the Clerical, Communications Dispatcher, Correctional Officer, Deputy Probation Officer, Mid-Management, Peace Officer Management, Peace Officer, Post Graduate Licensed Professional, Probation Administrators, Probation Management, Professional, Service, and Technical Units regarding the continued utilization of the United Healthcare Plan as the benchmark to fund and maintain the County's health benefits program for the 2020 Plan Year (January 1, 2020 through December 31, 2020).
2. Discussion and consideration to extend the terms of the Sideletters of Agreement in Recommended Action #1 to current, eligible unrepresented employees, including Department Heads and Elected Officials.

DISCUSSION / BACKUP / FISCAL IMPACT:

The current contractual language regarding the County's health benefits program states that the County agrees to pay the employer contribution based on the lowest cost HMO health plan (excluding Kaiser).



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For the 2020 Plan Year (January 1, 2020 through December 31, 2020), the lowest cost HMO available in our geographical area is Anthem HMO Select. Anthem HMO Select has incredibly limited availability for service providers in the Madera/Fresno area, which will negatively impact a majority of the County's employees.

In an effort to maintain the service levels currently available to County employees, the Board of Supervisors gave conceptual approval for Human Resources to meet with all bargaining units to propose that the County continue paying the employer contribution based on the United Healthcare plan for the 2020 Plan Year.

Human Resources provided the County's proposal to all bargaining units and the Sideletters presented before the Board today represent the successful outcome of this proposal with all units.

The last recommended action authorizes that the terms of the Sideletters of Agreement be extended to current, eligible unrepresented employees, including Department Heads and Elected Officials.

The cost associated with the County's health benefits program has been approved in the 2019/2020 Fiscal Year budget.

ATTACHMENTS

1. Clerical-Technical Units' Health Benchmark Sideletter
2. Communications Dispatcher Unit's Health Benchmark Sideletter
3. Correctional Officer Unit's Health Benchmark Sideletter
4. Deputy Probation Officer Unit's Health Insurance Benchmark Sideletter
5. Mid-Management Unit's Health Benchmark Sideletter
6. Peace Officer Management Unit's Health Benchmark Sideletter
7. Peace Officer Unit's Health Benchmark Sideletter
8. Probation Administrator Unit's Health Benchmark Sideletter
9. Probation Management Unit's Health Benchmark Sideletter
10. Post Graduate Licensed Professional Unit's Health Benchmark Sideletter
11. Professional Unit's Health Benchmark Sideletter
12. Service Unit's Health Benchmark Sideletter

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT UNIT
(Peace Officer Management Association)**

The parties hereby agree to the following language which will be incorporated into the Memorandum of Understanding dated September 1, 2014 – June 30, 2017, and extended through June 30, 2020, by amending article 23.01.00:

1. **23.01.00 (2nd paragraph):** For the 2020 Plan Year (January 1, 2020 through December 31, 2020), Anthem HMO Select is the lowest premium rate CalPERS HMO health plan (excluding Kaiser). The Anthem HMO Select Plan has limited coverage in the Fresno/Madera areas, and to limit the negative impact this will have on EMPLOYEES, the COUNTY will continue to utilize the United Healthcare Plan as the benchmark 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 for the 2020 Plan Year.
2. This agreement shall supersede all other agreements and sideletters related to the benchmark plan utilized to determine the County's contribution.
3. All provisions of the Memorandum of Understanding not amended by this agreement shall remain in effect.

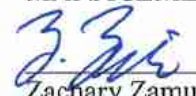
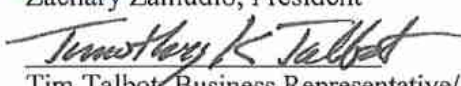
Agreed this 27th day of August, 2019.

COUNTY OF MADERA:


Ken Cayes, Chief County Negotiator

Michele May, Assistant Director of Human Resources

PEACE OFFICER
MANAGEMENT UNIT:


Zachary Zamudio, President

Tim Talbot, Business Representative/
Agent



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Brett Frazier, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

August 13, 2019

Chairman Brett Frazier

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Susan Carter		AGENDA ITEM 7.e PUBLIC SESSION:									
SUBJECT: Sideletter of Agreement - Flexible Spending Accounts		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 5441	DATE REC'D 8/6/2019									
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="1" style="width: 100%;"><tr><td style="width: 20%;">RESULT:</td><td>APPROVED [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>Tom Wheeler, Supervisor</td></tr><tr><td>SECONDER:</td><td>Robert L. Poythress, Supervisor</td></tr><tr><td>AYES:</td><td>Rogers, Frazier, Poythress, Rodriguez, Wheeler</td></tr></table>						RESULT:	APPROVED [UNANIMOUS]	MOVER:	Tom Wheeler, Supervisor	SECONDER:	Robert L. Poythress, Supervisor	AYES:	Rogers, Frazier, Poythress, Rodriguez, Wheeler
RESULT:	APPROVED [UNANIMOUS]												
MOVER:	Tom Wheeler, Supervisor												
SECONDER:	Robert L. Poythress, Supervisor												
AYES:	Rogers, Frazier, Poythress, Rodriguez, Wheeler												
Is this item Budgeted? No Will this item require additional personnel? No Previous Relevant Board Actions: Other Supporting Documents:			DOCUMENT NO(S).										

RECOMMENDED ACTIONS:

Discussion and consideration to ratify the Sideletters 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, Service and Technical Bargaining Units.

DISCUSSION / BACKUP / FISCAL IMPACT:

Upon receiving conceptual approval from the Board of Supervisors, Human Resources reached out to all bargaining units and proposed to expand the County's IRS Section 125 Plan (which currently allows for employees to pay their monthly contribution toward health insurance on a pre-tax basis).

Consistent with the provisions in the majority of our Memoranda of Understanding, the County proposed to implement a voluntary Flexible Spending Account (FSA) Program that provides for all employees to set aside pre-tax payroll deductions to pay for reimbursable medical and/or dependent care expenses, pursuant to the Internal Revenue Code, Section 125.

The Sideletters presented before the Board today memorialize the units' agreement with the County's proposal.



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Max Rodriguez, District 4
Tom Wheeler, District 5

Since there isn't an administrative fee associated with the FSA program and participation is voluntary, there is no fiscal impact associated with this item.

ATTACHMENTS

1. Clerical-Technical Units' FSA Sideletter
2. Communications Dispatcher Unit FSA Sideletter
3. Correctional Officer Unit FSA Sideletter
4. DPO Unit FSA Sideletter
5. Mid-Mgmt Unit FSA Sideletter
6. Peace Officer Mgmt Unit FSA Sideletter
7. Peace Officer Unit FSA Sideletter
8. PGLP Unit FSA Sideletter
9. Probation Administrators Unit FSA Sideletter
10. Probation Mgmt Unit FSA Sideletter
11. Professional Unit FSA Sideletter
12. Service Unit FSA Sideletter

**SIDELETTER OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT UNIT
(Peace Officer Management Association)**

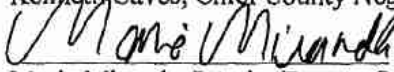
The parties, having met and conferred, hereby agree to expand the County's Section 125 Plan by implementing a voluntary Flexible Spending Account (FSA) Program that provides for employees to set aside pre-tax payroll deductions to pay for reimbursable medical and/or dependent care expenses, in compliance with Internal Revenue Service regulations.

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

Agreed this 15th day of July, 2019.

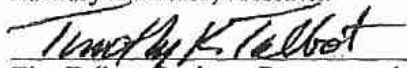
COUNTY OF MADERA:


Kenneth Caves, Chief County Negotiator


Maria Miranda, Interim Deputy CAO-HR/Operations

PEACE OFFICER
MANAGEMENT UNIT:


Zachary Zamudio, President


Tim Talbot, Business Representative/Agent



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Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

January 22, 2019

Chairman Brett Frazier

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Susan Carter		AGENDA ITEM 7.e PUBLIC SESSION:									
SUBJECT: Various Unit Sideletters - Tentative Agreement		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 4706	DATE REC'D									
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="1"><tr><td>RESULT:</td><td>APPROVED [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>Tom Wheeler, Supervisor</td></tr><tr><td>SECONDER:</td><td>David Rogers, Chair ProTem</td></tr><tr><td>AYES:</td><td>Rogers, Frazier, Poythress, Rodriguez, Wheeler</td></tr></table>						RESULT:	APPROVED [UNANIMOUS]	MOVER:	Tom Wheeler, Supervisor	SECONDER:	David Rogers, Chair ProTem	AYES:	Rogers, Frazier, Poythress, Rodriguez, Wheeler
RESULT:	APPROVED [UNANIMOUS]												
MOVER:	Tom Wheeler, Supervisor												
SECONDER:	David Rogers, Chair ProTem												
AYES:	Rogers, Frazier, Poythress, Rodriguez, Wheeler												
Is this item Budgeted? Yes			DOCUMENT NO(S).										
Will this item require additional personnel? No													
Previous Relevant Board Actions:													
Other Supporting Documents:													

RECOMMENDED ACTIONS:

Discussion and consideration to ratify the Sideletters 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 and Technical Bargaining Units.

DISCUSSION / BACKUP / FISCAL IMPACT:

County representatives met with all bargaining units regarding the 2018 Total Compensation Study (Study) conducted by Cooperative Personnel Services. The results and recommendations of the Study were presented to the Board of Supervisors (Board) in September 2018.

It was determined that the cost to implement the Study was too substantial for the County's budget; however, the parties were able to come to an agreement whereby employees will receive a 3% salary increase in January 2019 and January 2020, and the County will conduct another Study in 2020.

The Sideletters presented before the Board today represent the successful outcome of the collaborative efforts between the County and labor. In addition to the 3% salary increases reference above, the following items were also agreed upon and are reflected in the Sideletters:



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1. Completion of a new Compensation Study by June 30, 2020, with a review and meet and confer of the County's comparable counties in 2019.
2. Conceptual approval to convert sick leave to service credit for all employees upon retirement, with a cashout option (pursuant to existing MOU language) for those employees who are at the maximum CalPERS service credit (specifics of this process may be amended based on direction from CalPERS).
3. Conceptual approval to continue discussions to have legislation sponsored to amend the Retiree health benefits vesting option for employees hired on or after the future effective date of the legislation (specifics of this process may be amended based on direction from CalPERS).
4. Conceptual approval to discuss revisions to the dress code policy.
5. An extension to the provisions of the existing MOU through June 30, 2020.

At the present time, the County continues to meet with the Professional and Service Units. Should a tentative agreement be reached with these units at a later date, a sideletter of agreement will be presented to the Board for consideration.

Fiscal impacts associated with the recommended action has been addressed by County Administration. The 12-month general fund cost of implementing the Study equates to approximately \$2.7 million, whereas the 18-month general fund cost of granting 3% salary increases in 2019 and 2020 equates to approximately \$2.5 million.

ATTACHMENTS

1. Clerical Technical Units Sideletter
2. Communications Dispatcher Unit Sideletter
3. Deputy Probation Officer Unit Sideletter
4. Mid-Management Unit Sideletter
5. Peace Officer Unit Sideletter
6. Peace Officer Management Unit Sideletter
7. Post Graduate Licensed Professional Unit Sideletter
8. Probation Administrators Unit Sideletter
9. Probation Management Unit Sideletter

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
THE COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT BARGAINING UNIT**

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

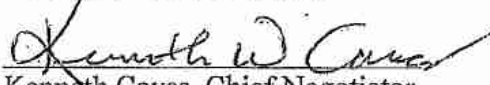
- 1) A 3% COLA effective January 1, 2019 and January 1, 2020.
- 2) Completion of new Compensation Study and review of 10 comparable counties.
 - a) The parties agree to meet and confer and finalize the selection of the comparable counties by December 31, 2019.
 - b) The County agrees to conduct a new total compensation study by June 30, 2020.
 - c) The County agrees to keep the Unit informed in a timely manner of any delays, changes, or other pertinent information regarding the initiation or completion of the study.
 - d) The County will provide the Unit with its proposed benchmark classifications by November 1, 2019, and the Unit agrees to respond to the County by November 18, 2019 in one of the following ways: agreement, disagreement, or wish to discuss further. If there is disagreement or a desire to discuss further, the parties agree to meet and discuss until such time as the compensation study commences.
- 3) Sick leave conversion to service credit. Conceptual approval to convert all sick leave hours to service credit when an employee retires from Madera County. If an employee is at the maximum CalPERS service credit upon retirement, the employee will be able to cash out any remaining sick leave hours pursuant to current language in the MOU. This provision does not apply to employees who terminate their employment with Madera County, or employees who are terminated for cause except in those instances where there is an agreement between both parties that the employee retires in lieu of termination. Specifics of this process may be amended based on direction from CalPERS.
- 4) Retiree health benefits vesting option amendment. Conceptual approval to continue discussing the County's efforts to have legislation sponsored to invoke a Madera County-specific Government Code Section which provides for a minimum of 10 years of service credit to receive 50% of the County's contribution toward retiree health and gradually increasing to 100% County contribution after 20 years of service credit. Individuals hired with previous CalPERS service credit, would be required to have a minimum of 5 years employment with Madera County prior to receiving a percentage (%) of the County's contribution toward retiree health (% based on total # of years of CalPERS service credit). The new health benefits vesting option will only impact employees hired on or after the future effective date of the legislation. Specifics of this process may be amended based on direction from CalPERS.
- 5) Amendment of the current Dress Code Policy. Conceptual approval to discuss revisions to the dress code policy.

- 6) Amendment of Section 18.01.00 – Definition of Overtime: Amend the calculation of overtime for overtime eligible classifications within this unit. [See Exhibit A' for specific language to be incorporated in the MOU]
- 7) An extension to the provisions of the existing MOU through June 30, 2020.

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


Agreed this 15th day of January, 2019.

COUNTY OF MADERA:


Kenneth Caves, Chief Negotiator


Adrienne Y. Calip, Deputy CAO – HR/Operations

BARGAINING UNIT


Zachary Zamudio, President

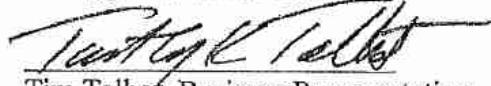

Tim Talbot, Business Representative

Exhibit 'A'
to
Sideletter dated January 15, 2019

18.01.00 DEFINITION OF OVERTIME. The term "overtime" as used herein for non-overtime exempt employees shall mean the hours actually worked in excess of forty (40) over one hundred and seventy one (171) hours in a workweek period as set forth in Section 16.01.00. Paid leave hours, absences without pay and holidays observed are not considered hours actually worked when calculating overtime hours. Overtime hours are paid at one and one-half times (1.5x) the employee's regular rate of pay.



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David Rogers, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

November 20, 2018

Chairman Tom Wheeler

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Susan Carter		AGENDA ITEM 5.N Consent Calendar									
SUBJECT: Health Insurance Benchmark Sideletter - Various Units		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 4553	DATE REC'D 11/2/2018									
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="1" style="width: 100%;"><tr><td style="width: 20%;">RESULT:</td><td>APPROVED BY CONSENT VOTE [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>Brett Frazier, Chair Pro Tem</td></tr><tr><td>SECONDER:</td><td>David Rogers, Supervisor</td></tr><tr><td>AYES:</td><td>Frazier, Rogers, Poythress, Rodriguez, Wheeler</td></tr></table>						RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]	MOVER:	Brett Frazier, Chair Pro Tem	SECONDER:	David Rogers, Supervisor	AYES:	Frazier, Rogers, Poythress, Rodriguez, Wheeler
RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]												
MOVER:	Brett Frazier, Chair Pro Tem												
SECONDER:	David Rogers, Supervisor												
AYES:	Frazier, Rogers, Poythress, 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:

Health Insurance Benchmark.

1. Consideration to adopt the Sideletters of Agreement with the Clerical, Communications Dispatcher, Correctional Officer, Deputy Probation Officer, Mid-Management, Peace Officer Management, Peace Officer, Post Graduate Licensed Professional, Probation Administrators, Probation Management, Professional, Service, and Technical Units regarding the continued utilization of the United Healthcare Plan as the benchmark to fund and maintain the County's health benefit program for the 2019 Plan Year (January 1, 2019 through December 31, 2019).
2. Consideration to extend the terms of the Sideletters of Agreement in Recommended Action #1 to current, eligible unrepresented employees, including Department Heads and Elected Officials.

DISCUSSION / BACKUP / FISCAL IMPACT:

The current contractual language regarding the County's health benefit program states that the County agrees to pay the employer contribution based on the lowest cost HMO health plan (excluding Kaiser).



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For the 2019 Plan Year (January 1, 2019 through December 31, 2019), the lowest cost HMO available in our geographical area is Anthem HMO Select. Anthem HMO Select has incredibly limited availability for service providers in the Madera/Fresno/Clovis area, which will negatively impact a majority of the County's employees.

In an effort to maintain the service levels currently available to County employees, the Board of Supervisors gave conceptual approval for Human Resources to meet with all bargaining units to propose that the County continue paying the employer contribution based on the United Healthcare health plan for the 2019 Plan Year.

Human Resources met with all bargaining units and the sideletters presented before the Board today represent the outcome of successful discussions with all bargaining units.

The last recommended action authorizes that the terms of the sideletters of agreement be extended to current, eligible unrepresented employees, including Department Heads and Elected Officials.

The cost associated with the County's health benefit program have been approved in the 2018/2019 Fiscal Year budget.

ATTACHMENTS

1. Clerical-Technical Units Benchmark Sideletter-2018
2. Communications Dispatcher Unit Benchmark Sideletter-2018
3. Correctional Officer Unit Benchmark Sideletter-2018
4. Deputy Probation Officer Unit Benchmark Sideletter-2018
5. Mid-Management Unit Benchmark Sideletter-2018
6. Peace Officer Management Benchmark Sideletter-2018
7. Peace Officer Unit Benchmark Sideletter-2018
8. PGLP Unit Benchmark Sideletter-2018
9. Probation Administrator's Unit Benchmark Sideletter-2018
10. Probation Management Unit Benchmark Sideletter-2018
11. Professional Unit Benchmark Sideletter-2018
12. Service Unit Benchmark Sideletter-2018

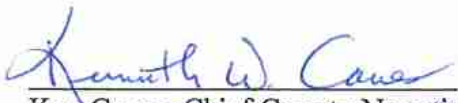
**SIDELETTER OF AGREEMENT
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(Peace Officer Management Association)**

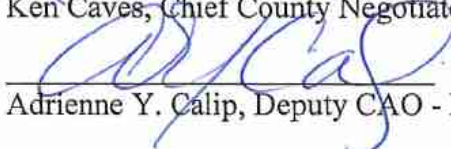
The parties hereby agree to the following language which will be incorporated into the Memorandum of Understanding dated September 1, 2014 – June 30, 2017, and extended through June 30, 2019, by amending article 23.01.00:

1. **23.01.00 (2nd paragraph):** For the 2019 Plan Year (January 1, 2019 through December 31, 2019), Anthem HMO Select is the lowest premium rate CalPERS HMO health plan (excluding Kaiser). The Anthem HMO Select Plan has limited coverage in the Fresno/Madera areas, and to limit the negative impact this will have on EMPLOYEES, the COUNTY will continue to utilize the United Healthcare Plan as the benchmark 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 for the 2019 Plan Year.
2. This agreement shall supersede all other agreements, including the sideletter signed October 13, 2015 and approved by the Board of Supervisors on November 3, 2015, related to the benchmark plan utilized to determine the County's contribution.
3. All provisions of the Memorandum of Understanding not amended by this agreement shall remain in effect.

Agreed this 28th day of June, 2018.

COUNTY OF MADERA:


Ken Caves, Chief County Negotiator


Adrienne Y. Calip, Deputy CAO - HR/Operations

PEACE OFFICER
MANAGEMENT UNIT:


Zachary Zamudio, President


Tim Talbot, Business
Representative/Agent



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Members of the Board

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David Rogers, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

October 30, 2018

Chairman Tom Wheeler

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Susan Carter		AGENDA ITEM 5.G Consent Calendar									
SUBJECT: Peace Officer Management - SDI Sideletter		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 4518	DATE REC'D 10/22/2018									
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="1" style="width: 100%;"><tr><td style="width: 20%;">RESULT:</td><td>APPROVED BY CONSENT VOTE [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>David Rogers, Supervisor</td></tr><tr><td>SECONDER:</td><td>Brett Frazier, Chair Pro Tem</td></tr><tr><td>AYES:</td><td>Frazier, Rogers, Poythress, Rodriguez, Wheeler</td></tr></table>						RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]	MOVER:	David Rogers, Supervisor	SECONDER:	Brett Frazier, Chair Pro Tem	AYES:	Frazier, Rogers, Poythress, Rodriguez, Wheeler
RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]												
MOVER:	David Rogers, Supervisor												
SECONDER:	Brett Frazier, Chair Pro Tem												
AYES:	Frazier, Rogers, Poythress, Rodriguez, Wheeler												
Is this item Budgeted? No Will this item require additional personnel? No Previous Relevant Board Actions: Other Supporting Documents:			DOCUMENT NO(S).										

RECOMMENDED ACTIONS:

Consideration to adopt the Sideletter of Agreement for the Peace Officer Management Bargaining Unit regarding the inclusion of State Disability Insurance for those employed in the Assistant District Attorney classification.

DISCUSSION / BACKUP / FISCAL IMPACT:

Most County employees, with the exception of employees who are peace officers in the Peace Officer and Peace Officer Management Units, are eligible for State Disability Insurance.

The attached Sideletter of Agreement formalizes that the Assistant District Attorney classification is eligible to receive State Disability Insurance benefits and memorializes existing provisions that impact other eligible county employees who receive State Disability Insurance and other disability-related benefits.

These provisions include the right of the eligible employee, when off of work due to a disability, to integrate the payments received from State Disability Insurance, or Workers' Compensation Temporary Disability Benefits, and/or Social Security Disability Benefits with their leave benefits (sick leave, vacation, compensatory time, and holiday compensatory time) to equal their gross regular salary when not receiving such benefits until such time as their leave balances are exhausted.



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Max Rodriguez, District 4
Tom Wheeler, District 5

There is no impact associated with the recommended action due to the fact that State Disability Insurance deductions are 100% employee paid.

ATTACHMENTS

1. Sideletter of Agreement- Peace Officer Management Unit

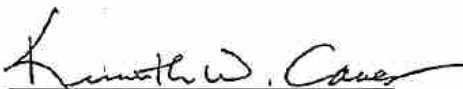
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PEACE OFFICER MANAGEMENT UNIT
(Peace Officer Management Association)**

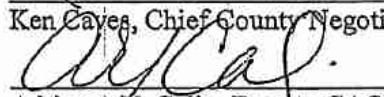
The parties hereby agree that the classification of Assistant District Attorney is eligible to receive State Disability Insurance (SDI) benefits, and in recognition of such eligibility, the following language shall be incorporated into the Memorandum of Understanding dated September 1, 2014 - June 30, 2017, and extended through June 30, 2019, by adding articles 25.01.02 and 25.01.03 to memorialize existing provisions that impact other eligible county employees who receive SDI and other disability-related benefits:

1. **25.01.02: EMPLOYEES** in the Assistant District Attorney classification receiving State Disability Insurance or Workers' Compensation Temporary Disability Benefits, and/or Social Security Disability benefits, may 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.
2. **25.01.03: EMPLOYEES** in the Assistant District Attorney classification 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.
3. All provisions of the Memorandum of Understanding not amended by this agreement shall remain in effect.

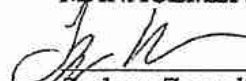
Agreed this 22nd day of October, 2018.

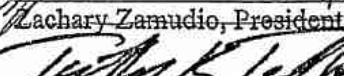
COUNTY OF MADERA:

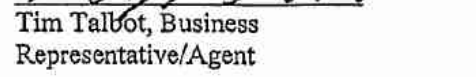

Ken Cayes, Chief County Negotiator


Adrienne Y. Calip, Deputy CAO - HR/Operations

PEACE OFFICER
MANAGEMENT UNIT:

 Tyron Pogue
Unit Representative

 Zachary Zamudio, President

 Tim Talbot, Business
Representative/Agent



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Members of the Board

Brett Frazier, District 1
David Rogers, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

July 24, 2018

Chairman Tom Wheeler

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Adrienne Calip 559-675-7705		AGENDA ITEM 5.M Consent Calendar											
SUBJECT: Sideletter - PO & PO Mgmt Units - Revision to EMT Sideletter		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 4187	DATE REC'D 7/6/2018											
<u>For Clerk of the Board's Office Use Only</u>															
BOARD'S ACTION:															
<table border="1"><tr><td>RESULT:</td><td>APPROVED BY CONSENT VOTE [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>Brett Frazier, Chair Pro Tem</td></tr><tr><td>SECONDER:</td><td>Max Rodriguez, Supervisor</td></tr><tr><td>AYES:</td><td>Brett Frazier, Robert L. Poythress, Max Rodriguez, Tom Wheeler</td></tr><tr><td>ABSENT:</td><td>David Rogers</td></tr></table>						RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]	MOVER:	Brett Frazier, Chair Pro Tem	SECONDER:	Max Rodriguez, Supervisor	AYES:	Brett Frazier, Robert L. Poythress, Max Rodriguez, Tom Wheeler	ABSENT:	David Rogers
RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]														
MOVER:	Brett Frazier, Chair Pro Tem														
SECONDER:	Max Rodriguez, Supervisor														
AYES:	Brett Frazier, Robert L. Poythress, Max Rodriguez, Tom Wheeler														
ABSENT:	David Rogers														
Is this item Budgeted? Yes Will this item require additional personnel? No Previous Relevant Board Actions: Other Supporting Documents:			DOCUMENT NO(S).												

RECOMMENDED ACTIONS:

Consideration of approval to ratify the amended Sideletter of Agreement with the Peace Officer and Peace Officer Management Units to provide a two and one-half percent (2.5%) monthly incentive for those employees in the Deputy Sheriff (Basic and Intermediate), Sheriff's Corporal, Sheriff's Sergeant, Sheriff's Lieutenant and Sheriff's Commander classifications who are certified as Emergency Medical Technicians.

DISCUSSION / BACKUP / FISCAL IMPACT:

On March 13, 2018, the Board of Supervisors approved an item and ratified sideletters of agreement granting an incentive to select employees within the Peace Officer and Peace Officer Management Units who possess certification as an Emergency Medical Technician.

Since that time, it has become necessary to add an additional certifying agency to Item #2 of both sideletters. The recommended action will now grant the incentive to employees who possess certification from the National Registry of Emergency Medical Technicians (refer to Item #2 (d)).

The fiscal impact associated with the recommended action was addressed in the March 13, 2018 Board Item, and is estimated at approximately \$1,600 - \$2,000/month.



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Members of the Board

Brett Frazier, District 1
David Rogers, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

ATTACHMENTS

1. Peace Officer Management Sideletter
2. Peace Officer Bargaining Sideletter

SIDELETTER OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF MADERA
AND THE
DEPUTY SHERIFF'S ASSOCIATION
FOR THE
PEACE OFFICER MANAGEMENT BARGAINING UNIT

To better serve the constituents of Madera County who may need basic emergency medical services, the parties, having met and conferred, agree to the following:

- 1) Employees in the following classifications who are certified as Emergency Medical Technicians (EMT) will be eligible to receive a two and one-half percent (2.5%) monthly incentive to perform basic emergency medical services as needed while on duty: Sheriff's Lieutenant and Sheriff's Commander.
 - 2) The two and one-half percent (2.5%) monthly EMT incentive will become effective the pay period following submission of proof that the employee possesses any of the following:
 - a) Valid Central California Emergency Medical Services Authority EMT Card;
 - b) Valid California Emergency Medical Services Authority EMT Card;
 - c) Valid National Association of Emergency Medical Technicians Certification Card; or
 - d) Valid National Registry of Emergency Medical Technicians Certification
 - 3) Employees who do not possess one of the certification patterns referenced in 2a), 2b) or 2c) above as of the effective date of this sideletter can obtain certification by either:
 - a. Voluntarily paying for the appropriate course offerings that lead to the completion of an approved EMT training program; or
 - b. Participating in a free EMT training program available to the Madera County Sheriff's Department. Should the free EMT training program become unavailable to the Madera County Sheriff's Department, the Department will pay the cost of an approved EMT training program so long as the Department budget allows.
- Regardless of how the course offerings are completed as referenced in 3a) and 3b) above, the Sheriff's Office agrees to pay all costs associated with the necessary registration process to complete the certification for all interested employees.
- 4) For those employees who possess, or subsequently obtain EMT certification, as of the effective date of this sideletter, it is agreed that the Sheriff's Office will cover the costs of any continuing education or training requirements needed to maintain certification. It is further agreed upon that the Sheriff's Office reserves the right to offer continuing education and training courses at no cost to the employee. Should the employee not participate in the no cost continuing education or training courses offered by the Sheriff's Office, it is understood that the employee shall bear all costs associated with such courses.
 - 5) For those employees who either possess, or subsequently obtain EMT certification, as of the effective date of this sideletter, it is agreed upon that the Sheriff's Office will cover any initial National Registry certification and recertification fees. The Sheriff's Office shall remit payment for the National Registry certification and recertification fees directly to the vendor.



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Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

March 13, 2018

Chairman Tom Wheeler

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Susan Carter		AGENDA ITEM 7.e Regular Session:									
SUBJECT: Various Unit Sideletters - 2017-2018 FY Reopener-Tentative Agreement		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 3760	DATE REC'D 2/22/2018									
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="1"><tr><td>RESULT:</td><td>APPROVED [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>Brett Frazier, Chair Pro Tem</td></tr><tr><td>SECONDER:</td><td>Robert L. Poythress, Supervisor</td></tr><tr><td>AYES:</td><td>Frazier, Rogers, Poythress, Rodriguez, Wheeler</td></tr></table>						RESULT:	APPROVED [UNANIMOUS]	MOVER:	Brett Frazier, Chair Pro Tem	SECONDER:	Robert L. Poythress, Supervisor	AYES:	Frazier, Rogers, Poythress, Rodriguez, Wheeler
RESULT:	APPROVED [UNANIMOUS]												
MOVER:	Brett Frazier, Chair Pro Tem												
SECONDER:	Robert L. Poythress, Supervisor												
AYES:	Frazier, Rogers, Poythress, Rodriguez, Wheeler												
Is this item Budgeted? Yes			DOCUMENT NO(S).										
Will this item require additional personnel? No													
Previous Relevant Board Actions: Other Supporting Documents:													

RECOMMENDED ACTIONS:

Various Unit Sideletters - 2017-2018 Fiscal Year Re-opener-Tentative Agreements.

1. Discussion and consideration to ratify the Sideletters of Agreement with the Communications Dispatcher, Correctional Officer, Mid-Management, Post Graduate Licensed Professional, Peace Officer Management, Peace Officer, Probation Administrators, Professional and Service Units regarding tentative agreements for the 2017-2018 Fiscal Year.
2. Discussion and consideration to ratify the Sideletters of Agreement with the Communications Dispatcher, Correctional Officer, Mid-Management, Post Graduate Licensed Professional, Peace Officer Management, Peace Officer, Probation Administrators, Professional and Service Units regarding union access to their members during New Employee Orientation (AB 119).

DISCUSSION / BACKUP / FISCAL IMPACT:

The County met with all units regarding the 2017-2018 Fiscal Year (FY) Salary re-opener outlined in each Memorandum of Understanding (MOU).

The above-referenced units and the County came to tentative agreements, and the Sideletters presented before the Board today represent the successful outcome of the efforts of all involved parties.



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Tom Wheeler, District 5

In lieu of a salary increase for the 2017/2018 FY, units have agreed to a Vacation Cashout Proposal which will allow an employee to voluntarily cash out up to eighty (80) hours of vacation each calendar year if they meet the general provisions of the program. Sideletters of Agreement for this proposal were previously ratified by the Board.

In addition to the Vacation Cashout Proposal, the following items were also agreed upon and are reflected in the Sideletters:

1. A 'me-too' clause related to salary only for the 2017/2018 reopener
2. An update to the 2015 total compensation study (which was implemented in 2016) by June 1, 2018
3. Completion of a total compensation study by June 1, 2019, with a review, and possible modification, of the 10 comparable counties
4. AB 119 - New Employee Orientation (NEO): thirty (30) minutes are provided to unions to meet with their newly hired members prior to the start of NEO

The Clerical/Technical, Deputy Probation Officer and Probation Management Units have not agreed to the County's proposals. Should a tentative agreement be reached with these units at a later date, a sideletter of agreement will be presented to the Board of Supervisors for consideration.

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

ATTACHMENTS

1. Communications Dispatcher Unit NEO Sideletter
2. Correctional Officer Unit Sideletter
3. Mid-Management Unit Sideletter
4. Peace Officer Management Unit Sideletter
5. Peace Officer Management Unit Sideletter
6. Post Graduate Licensed Professional Unit TA Sideletter
7. Probation Administrators Unit TA Sideletter
8. Professional Bargaining Unit TA Sideletter
9. Service Bargaining Unit TA Sideletter
10. Communications Dispatcher Unit NEO Sideletter
11. Correctional Officer Unit Sideletter
12. Mid-Management Unit NEO Sideletter
13. Peace Officer Unit NEO Sideletter
14. Peace Officer Management Association NEO Sideletter
15. Post Graduate Licensed Professional Unit NEO Sideletter
16. Post Graduate Licensed Professional Unit NEO Sideletter
17. Professional Unit NEO
18. Service Unit NEO

**SIDELETTER OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT UNIT**

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

1. No salary increase in the 2017/18 fiscal year: A cashout program (accrued leave, excluding sick leave) shall be allowed in lieu of this reopener. Cashouts are allowed in March and November for a total of 80 hours/calendar year, beginning March 2018. Employees are required to have a minimum of 100 hours of vacation on the books the month prior to be eligible. **[Sideletter ratified by the BOS on 1/23/18]**
2. A 'me-too-clause' related to salary only shall be included for the 2017/18 FY re-opener.
3. The County shall have an update completed to the 2015 study (implemented in 2016) by June 1, 2018 (unless delayed by the contractor).
4. A total compensation study shall be completed by June 1, 2019 (unless delayed by the contractor). In preparation of the new study, a review of the 10 comparable counties shall be conducted for possible modification. Any modification to the comparable counties will be subject to the meet and confer process.
5. AB 119 – New Employee Orientation: Thirty (30) minutes shall be provided to unions to meet with newly hired employees of their bargaining unit prior to the start of New Employee Orientation. **[NEO Sideletter to be considered by the BOS simultaneously with this sideletter; see attached]**
6. MOU Section 28.02.00: An additional floating holiday will be included in this section, for a total of two (2) floating holidays available for use by members of this unit.
7. All other provisions of the Memorandum of Understanding not modified by this Agreement shall remain in effect.

Agreed this 27th day of February, 2018.

COUNTY OF MADERA:

Kenneth W. Cayes
Kenneth Cayes, Chief Negotiator

Adrienne Y. Calip
Adrienne Y. Calip, Deputy CAO – HR/Oper

PEACE OFFICER MANAGEMENT UNIT:

Z. Zuli
Zachary Zamudio, President

Tim Talbot
Tim Talbot, Attorney at Law/Business Rep

**SIDELETTER OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT UNIT
(Peace Officer Management Association)**

UNION RIGHT OF ACCESS TO NEW EMPLOYEE ORIENTATIONS


The parties, having met and conferred, agree to the following procedure for implementing new Government Code sections 3555-3559, which require the County of Madera ("County") to provide exclusive representatives with access to newly-hired employees during the County's new employee onboarding process, whether in person, online, or through other means:

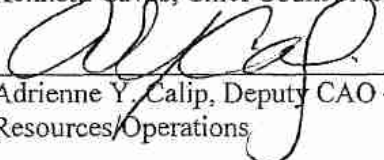
1. The County agrees to provide the exclusive representative with the name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses on file with the County, and home addresses of newly-hired employees within 30 days of initial hire or by the first pay period of the month following hire. The County also agrees to provide the exclusive representative with this information for all employees in the bargaining unit at least every 120 days.
2. The County shall provide the exclusive representative with at least 10 days' notice in advance of a new employee orientation or other onboarding process, including the dates and times available for bargaining unit representative(s) to meet with new employees. The County will provide the Association with an annual or other periodic schedule of new employee orientations when available. Such notification shall meet the '10-day notice' requirement.
3. New employee orientation usually is held the first Monday of each month unless that Monday is a recognized holiday; in that case, orientation is held on Tuesday. The Human Resources/Operations Division under normal circumstances will advise the exclusive representative at least two (2) working days in advance of each orientation as to the meeting location and whether new employees in the bargaining unit are scheduled to attend; however, the parties recognize there may be occasions when such notice is impracticable.
4. New Employee Orientation shall begin at 2:00 p.m. on each scheduled day and the exclusive representative (or his or her designee) will be given a maximum of thirty (30) minutes (from 2:00 p.m. to 2:30 p.m.) to meet with newly hired employees of their bargaining unit. The exclusive representative will be allowed to communicate with new employees without interference and may provide written materials to the new employees.
5. The exclusive representative will provide Human Resources with the name of the employee representative who will attend the orientation, on behalf of the Association, to meet with newly hired employees of their bargaining unit. That employee shall be provided with release time from their regular duties, including travel time, for this sole purpose. Release time shall be limited to the thirty (30) minute presentation and reasonable travel time to and from the employee's work location.

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

Agreed this 27th day of February, 2018.


COUNTY OF MADERA:


Kenneth Caves, Chief County Negotiator


Adrienne Y. Calip, Deputy CAO – Human
Resources/Operations

PEACE OFFICER MANAGEMENT
UNIT:


Zachary Zamudio, President


Tim Talbot, Business
Representative/Agent



BOARD OF SUPERVISORS COUNTY OF MADERA

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Members of the Board
Brett Frazier, District 1
David Rogers, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

March 13, 2018
Chairman Tom Wheeler

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Adrienne Calip		AGENDA ITEM 7.f Regular Session:									
SUBJECT: Sideletter of Agreement - Emergency Medical Technician (EMT) monthly incentive		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 3762	DATE REC'D									
For Clerk of the Board's Office Use Only													
BOARD'S ACTION:													
<table border="1"><tr><td>RESULT:</td><td>APPROVED [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>David Rogers, Supervisor</td></tr><tr><td>SECONDER:</td><td>Max Rodriguez, Supervisor</td></tr><tr><td>AYES:</td><td>Frazier, Rogers, Poythress, Rodriguez, Wheeler</td></tr></table>						RESULT:	APPROVED [UNANIMOUS]	MOVER:	David Rogers, Supervisor	SECONDER:	Max Rodriguez, Supervisor	AYES:	Frazier, Rogers, Poythress, Rodriguez, Wheeler
RESULT:	APPROVED [UNANIMOUS]												
MOVER:	David Rogers, Supervisor												
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AYES:	Frazier, Rogers, Poythress, Rodriguez, Wheeler												
Is this item Budgeted? Yes			DOCUMENT NO(S).										
Will this item require additional personnel? No													
Previous Relevant Board Actions:													
Other Supporting Documents:													

RECOMMENDED ACTIONS:

Discussion and consideration of approval to ratify the Sideletters of Agreement with the Peace Officer and Peace Officer Management Units to provide for a two and one-half percent (2.5%) monthly incentive for those employees in the Deputy Sheriff (Basic and Intermediate), Sheriff's Corporal, Sheriff's Sergeant, Sheriff's Lieutenant and Sheriff's Commander classifications who are certified as Emergency Medical Technicians.

DISCUSSION / BACKUP / FISCAL IMPACT:

To better serve the constituents of Madera County, the Peace Officer and Peace Officer Management Bargaining Units were presented with a proposal to provide a monthly incentive for Sheriff's Department employees in the above-referenced classes who are certified as Emergency Medical Technicians and perform basic emergency medical services while on duty.

The Sideletters of Agreement presented before the Board Supervisors today represent the successful outcome and acceptance of the County's proposal by the Bargaining Units.

Fiscal impacts associated with the recommended action above has been addressed by County Administration, and the Sheriff's Department has stated that the additional cost of the incentive (estimated at \$1,600 - \$2,000/month) can be absorbed in this year's budget.



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Members of the Board
Brett Frazier, District 1
David Rogers, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

ATTACHMENTS

1. Peace Officer Bargaining Unit Sideletter
2. Peace Officer Management Bargaining Unit Sideletter

SIDELETTER OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF MADERA
AND THE
DEPUTY SHERIFF'S ASSOCIATION
FOR THE
PEACE OFFICER MANAGEMENT BARGAINING UNIT

To better serve the constituents of Madera County who may need basic emergency medical services, the parties, having met and conferred, agree to the following:

- 1) Employees in the following classifications who are certified as Emergency Medical Technicians (EMT) will be eligible to receive a two and one-half percent (2.5%) monthly incentive to perform basic emergency medical services as needed while on duty: Sheriff's Lieutenant and Sheriff's Commander.
 - 2) The two and one-half percent (2.5%) monthly EMT incentive will become effective the pay period following submission of proof that the employee possesses any of the following:
 - a) Valid Central California Emergency Medical Services Authority EMT Card;
 - b) Valid California Emergency Medical Services Authority EMT Card; or
 - c) Valid National Association of Emergency Medical Technicians Certification Card.
 - 3) Employees who do not possess one of the certification patterns referenced in 2a), 2b) or 2c) above as of the effective date of this sideletter can obtain certification by either:
 - a. Voluntarily paying for the appropriate course offerings that lead to the completion of an approved EMT training program; or
 - b. Participating in a free EMT training program available to the Madera County Sheriff's Department. Should the free EMT training program become unavailable to the Madera County Sheriff's Department, the Department will pay the cost of an approved EMT training program so long as the Department budget allows.
- Regardless of how the course offerings are completed as referenced in 3a) and 3b) above, the Sheriff's Office agrees to pay all costs associated with the necessary registration process to complete the certification for all interested employees.
- 4) For those employees who possess, or subsequently obtain EMT certification, as of the effective date of this sideletter, it is agreed that the Sheriff's Office will cover the costs of any continuing education or training requirements needed to maintain certification. It is further agreed upon that the Sheriff's Office reserves the right to offer continuing education and training courses at no cost to the employee. Should the employee not participate in the no cost continuing education or training courses offered by the Sheriff's Office, it is understood that the employee shall bear all costs associated with such courses.
 - 5) For those employees who either possess, or subsequently obtain EMT certification, as of the effective date of this sideletter, it is agreed upon that the Sheriff's Office will cover any initial National Registry certification and recertification fees. The Sheriff's Office shall remit payment for the National Registry certification and recertification fees directly to the vendor.

- 6) Employees will be allowed on-duty time to complete any required EMT continuing education or training courses.
- 7) There is currently no maximum number of employees eligible to receive the EMT incentive; however, should a cap be necessary based on department operations, it is agreed upon that the Deputy Sheriff's Association will be contacted to participate in the meet and confer process prior to the Sheriff's Office instituting a cap.
- 8) As of the effective date of this sideletter, shift assignments and work locations will not be impacted based on an employee's EMT certification. If there are proposed changes in this regard, the Deputy Sheriff's Association will be contacted to participate in the meet and confer process.
- 9) The Sheriff's Office will pay for and provide the necessary EMT equipment for eligible employees (e.g. stethoscope, trauma scissors, etc). Further, every patrol vehicle will be equipped with a standard medical kit; however, the EMT kit will contain enhanced equipment to ensure that basic emergency medical services can be performed by the employee receiving the EMT incentive.
- 10) Employees who are eligible for the EMT incentive and who perform basic emergency medical services understand that they will work within the scope of practice as an EMT and consistent with Title 22 of the California Code of Regulations (Division 9, Chapter 2).
- 11) It is understood that the two and one-half percent (2.5%) EMT incentive is defined as Special Compensation pursuant to the provisions of the California Public Employees Retirement System (CalPERS). As a result, the incentive is subject to the County's and the employee's monthly retirement contribution rate and will be included as part of final compensation for retirement purposes.
- 12) All other provisions of the Memorandum of Understanding not modified by this Agreement shall remain in effect.

Agreed this 27th day of February, 2018.

COUNTY OF MADERA:

Kenneth W. Cayes
Kenneth Cayes, Chief Negotiator

Adrienne Y. Calip
Adrienne Y. Calip, Deputy CAO - HR/Oper

BARGAINING UIT:

Zachary Zamudio
Zachary Zamudio, President

Tim Talbot
Tim Talbot, Attorney at Law, Business Rep



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Members of the Board
Brett Frazier, District 1
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Robert L. Poythress, District 3
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Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

January 23, 2018

Chairman Tom Wheeler

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Adrienne Calip 559-675-7705		AGENDA ITEM 7.b Regular Session:									
SUBJECT: Establishment of Vacation Cash Out Program & Adoption of Sideletters		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 3647	DATE REC'D 1/5/2018									
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="1" style="width: 100%;"><tr><td style="width: 20%;">RESULT:</td><td>APPROVED [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>Brett Frazier, Chair Pro Tem</td></tr><tr><td>SECONDER:</td><td>Robert L. Poythress, Supervisor</td></tr><tr><td>AYES:</td><td>Frazier, Rogers, Poythress, Rodriguez, Wheeler</td></tr></table>						RESULT:	APPROVED [UNANIMOUS]	MOVER:	Brett Frazier, Chair Pro Tem	SECONDER:	Robert L. Poythress, Supervisor	AYES:	Frazier, Rogers, Poythress, Rodriguez, Wheeler
RESULT:	APPROVED [UNANIMOUS]												
MOVER:	Brett Frazier, Chair Pro Tem												
SECONDER:	Robert L. Poythress, Supervisor												
AYES:	Frazier, Rogers, Poythress, Rodriguez, Wheeler												
Is this item Budgeted? No Will this item require additional personnel? No Previous Relevant Board Actions: Other Supporting Documents:			DOCUMENT NO(S).										

RECOMMENDED ACTIONS:

Establishment of Vacation Cash Out Program & Adoption of Sideletters.

1. Discussion and consideration to adopt the Sideletters of Agreement with the Correctional Officer, Dispatcher, Post Graduate Licensed Professional and Probation Administrators Bargaining Units to establish a Vacation Cash Out Program, effective March 2018.
2. Discussion and consideration to adopt the Sideletters of Agreement with the Peace Officer and Peace Officer Management Bargaining Units to establish a modified Vacation Cash Out Program, effective March 2018.
3. Discussion and consideration to extend the terms of the Sideletters of Agreement in Recommended Action #1 to eligible and current Unrepresented employees to establish a Vacation Cash Out Program, effective March 2018.

DISCUSSION / BACKUP / FISCAL IMPACT:

When an employee resigns or is separated from service, the County of Madera is obligated by law (Labor Code § 227.3) to pay that employee any accrued (earned) and unused vacation hours. Further, these hours must be paid at the employee's current rate of pay and not at the pay rate that was in effect when the hours were accrued.



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Each year, the County of Madera incurs significant liability to meet the legislative requirement to payout these vacation hours. For the calendar year 2017, the countywide liability was over \$560,000, with the majority (approximately \$363,000) impacting the general fund.

In an effort to help reduce the County's long-term liability, it is recommended that the Board of Supervisors (Board) approve the development of a program whereby employees can voluntarily choose to cash out up to eighty (80) hours of vacation each calendar year.

The general provisions of the proposed Vacation Cash Out Program are as follows:

- 1) Employees must have 100 hours of accrued vacation the month prior to the cash out.
- 2) The cash outs will occur twice per calendar year (March and November).
- 3) The minimum number of cash out hours per occurrence is ten (10).
- 4) The cash out hours will be paid at the employee's hourly rate that was in effect during the month of the cash out.
- 5) Cash outs will be paid on the same paycheck that is issued on the last working day of the month.

It is also recommended that the Board approve a slightly modified version of the Vacation Cash Out Program for the Peace Officer and Peace Officer Management Bargaining Units. Employees within these two Units historically have very high balances in their holiday compensation and compensatory time off (overtime) banks due to the nature of their shift work and required overtime shifts. As reflected in the proposed Sideletters of Agreement, the difference is that when these members have a vacation balance that exceeds the maximum accrual of 360 hours, the cash out will come from vacation, and if their vacation balance is under the maximum accrual of 360 hours, the cash out can be taken, in any combination, from vacation, holiday compensation or compensatory time off balances.

Should additional bargaining units agree to the proposed Vacation Cash Out Program, subsequent agenda items will be presented to the Board for adoption of the sideletters of agreement.

The Vacation Cash Out Program for unrepresented employees, should the Recommended Actions be approved, will be memorialized in an upcoming Salary Resolution amendment.

It is not anticipated that each and every eligible employee will voluntarily participate in the Program; however, if that occurs during the initial year of implementation, it is important to reiterate that this Program will save the County money over the long-term, as noted above.



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Members of the Board

Brett Frazier, District 1
David Rogers, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

ATTACHMENTS

1. CO Unit - Vacation Cashout Sideletter
2. Dispatcher Unit - Vacation Cashout Sideletter
3. PGLP Unit - Vacation Cashout Sideletter
4. Probation Administrators Unit - Vacation Cashout Sideletter
5. Peace Officer Unit - Vacation Cashout Sideletter
6. Peace Officer Mgmt Unit - Vacation Cashout Sideletter

SIDELETTER OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT BARGAINING UNIT

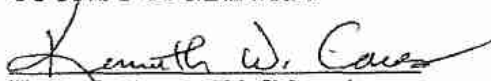
In an effort to provide employees with an opportunity to financially benefit by converting accrued leave into cash payments, and to help reduce the County's long-term liability when paying accrued leave cash outs at the conclusion of an employee's County career, the parties, having met and conferred, agree to the following:


- 1) Employees may be eligible to cash out up to eighty (80) hours of accrued leave (excluding sick leave) per calendar year.
- 2) Eligible employees can cash out these hours up to two (2) times per year. The established cash out months are March and November of each calendar year.
- 3) Eligible employees can cash out any combination of hours, up to the maximum of eighty (80) hours per calendar year, in either March and/or November of each year, with the minimum number of cash out hours equating to ten (10) for each cash out month.
- 4) Eligible employees and the impacted accrued leave balances are defined/outlined as follows:
 - a. An eligible employee must have at least 100 hours of accrued vacation at the end of the pay period preceding the cash out month. For example, an eligible employee must have a minimum of 100 hours of accrued vacation as of the end of February to be eligible to cash out hours in March.
 - b. If an eligible employee has a vacation balance that exceeds 360 hours at the end of the pay period preceding the cash out month, the cash out hours shall only be deducted from their vacation balance.
 - c. If an eligible employee has a vacation balance that is less than 360 hours at the end of the pay period preceding the cash out month, the cash out hours can be deducted, in any combination, from their vacation, compensation time off and or holiday compensation balances. The minimum number of ten (10) cash out hours still applies and can be spread among the three referenced balances in this subsection.
- 5) All cash out hours shall be paid at the employee's hourly rate that was in effect during the month of the cash out.
- 6) A form authorizing said cash outs shall be developed by the Human Resources/Operations Division of County Administration (Human Resources) in conjunction with the Auditor-Controller's Office.
- 7) The employee must submit the authorization form to their assigned departmental payroll representative.

- 8) The assigned departmental payroll representative shall: 1) ensure that employees interested in participating in the cash out program meet the minimum eligibility requirements as noted in Items 1 – 4 above; and 2) submit the authorization forms to Human Resources.
- 9) The deadlines for employees and departmental payroll representatives to submit the authorization form shall be predetermined and announced annually for the entire year and no later than thirty (30) days prior to the deadlines for the 1st cash out in March of each year.
- 10) Cash outs shall be paid during and included on the same paycheck that is issued on the last working day of the month in March and November of each calendar year.
- 11) Employees eligible to receive a cash out pursuant to this Agreement understand that the Auditor-Controller's Office is obligated to withhold any personal income taxes due pursuant to Federal and State Law, and that the cash out will be reported and included on participating employees' annual W-2 forms. Employees also understand that they are solely responsible for any personal Federal and/or State income tax obligations associated with receiving said cash out. The County is not responsible for advising employees about any State or Federal tax obligations, nor is the County responsible for paying any portion of an employee's tax obligation.
- 12) It is understood that the cash outs are not defined as Special Compensation pursuant to the provisions of the California Public Employees Retirement System (CalPERS). As a result, cash outs are not subject to the County's or the eligible employee's monthly retirement contribution rate, and will not be included as part of final compensation for retirement purposes.
- 13) All other provisions of the Memorandum of Understanding not modified by this Agreement shall remain in effect.

Agreed this 2nd day of January, 2018.

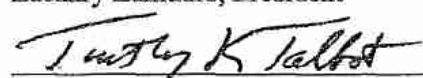
COUNTY OF MADERA:


Kenneth Caves, Chief Negotiator


Adrienne Y. Calip, Deputy CAO – HR/Oper

BARGAINING UNIT:


Zachary Zamudio, President


Tim Talbot, Business Rep



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David Rogers, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

November 21, 2017

Chairman Max Rodriguez

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Adrienne Calip 559-675-7705		AGENDA ITEM 5.R Consent Calendar									
SUBJECT: Sideletters of Agreement - Public Information Team - Dept Reps		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 3453	DATE REC'D 11/9/2017									
<u>For Clerk of the Board's Office Use Only</u>													
BOARD'S ACTION:													
<table border="1" style="width: 100%;"><tr><td style="width: 20%;">RESULT:</td><td>APPROVED BY CONSENT VOTE [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>Tom Wheeler, Chair Pro Tem</td></tr><tr><td>SECONDER:</td><td>Brett Frazier, Supervisor</td></tr><tr><td>AYES:</td><td>Frazier, Rogers, Poythress, Rodriguez, Wheeler</td></tr></table>						RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]	MOVER:	Tom Wheeler, Chair Pro Tem	SECONDER:	Brett Frazier, Supervisor	AYES:	Frazier, Rogers, Poythress, Rodriguez, Wheeler
RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]												
MOVER:	Tom Wheeler, Chair Pro Tem												
SECONDER:	Brett Frazier, Supervisor												
AYES:	Frazier, Rogers, Poythress, Rodriguez, Wheeler												
Is this item Budgeted? Yes			DOCUMENT NO(S).										
Will this item require additional personnel? No													
Previous Relevant Board Actions: October 24, 2017 Public Information Team Item													
Other Supporting Documents: Other/Misc.													

RECOMMENDED ACTIONS:

Consideration of approval to ratify the Sideletter Agreements with the Peace Officer, Peace Officer Management, Mid-Management and Probation Administrators Bargaining Units to provide for the three-percent (3%) incentive associated with the County's Public Information Team and the maintenance of departmental web pages, effective November 1, 2017.

DISCUSSION / BACKUP / FISCAL IMPACT:

The recommended action is related to the Board's October 24, 2017 approval to establish the County's Public Information Team, which included the designation of departmental representatives to work directly with the Chiefs of Staff on social media outreach efforts, as well as to perform work maintaining individual departmental web pages.

The above-referenced units were the first to agree to the terms of the incentive, and many department heads have initiated steps to designate their representatives.

Should additional bargaining units agree to the incentive, subsequent agenda items will be presented to the Board for ratification of the sideletter agreements.

The fiscal impacts of the incentive are outlined in the October 24, 2017 Board action.



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David Rogers, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

ATTACHMENTS

1. Mid-Management Sideletter
2. Peace Officer Management Sideletter
3. Peace Officer Sideletter
4. Probation Administrators Unit Sideletter

SIDELETTER OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF MADERA
AND THE
MADERA COUNTY DEPUTY SHERIFF'S ASSOCIATION
FOR THE
PEACE OFFICER MANAGEMENT BARGAINING UNIT

The parties acknowledge that with technological advances, social media and other online sources have become the prevalent way in which the general public sends and receives information, and agree that governmental entities need to stay relevant in the way information is shared about services and events.

In recognition of this permanent cultural shift, the parties, having met and conferred, agree to the following:

1. Effective November 1, 2017, incentive pay in the amount of three-percent (3%) shall be granted to any unit employee who is assigned by their department head to perform duties related to the Madera County Public Information Team, as approved by the Board of Supervisors on October 24, 2017.
2. The employee assigned to perform duties related to the Madera County Public Information Team is also required to maintain the content of the department's website. The three-percent (3%) incentive pay also compensates the employee for these duties.
3. It is understood that the three-percent (3%) incentive pay is not defined as Special Compensation pursuant to the provisions of the California Public Employees Retirement System (CalPERS). As a result, the incentive is not subject to the County's or the assigned employee's monthly retirement contribution rate, and will not be included as part of final compensation for retirement purposes.

After the adoption of this sideletter, should the three-percent (3%) incentive pay become defined as Special Compensation, the County will begin the appropriate reporting to CalPERS, and the incentive pay will be subject to the County's and the assigned employee's monthly retirement contribution rate.

4. It is further understood that the department head reserves the right to assign an employee to perform duties related to the Madera County Public Information Team and to maintain the department's website based on employee skill set, performance and/or operational need; therefore, the duties associated with the three-percent (3%) incentive pay can be reassigned to other employees, who may be represented by a different bargaining unit.
5. All other provisions of the Memorandum of Understanding not modified by this Agreement shall remain in effect.

Agreed this 2nd day of November, 2017.

COUNTY OF MADERA:

Kenneth Caves, Chief Negotiator

Adrienne Y. Calip, Deputy CAO - HR/Oper

BARGAINING UNIT:

Tyson Pogue, President

Tim Talbot, Attorney at Law, Rep



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Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

June 27, 2017

Chairman Max Rodriguez

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Michele May 559-675-7705		AGENDA ITEM 5.Q Consent Calendar											
SUBJECT: Amend ICMA Agreement and Ratify Sideletters of Agreement - Payroll Roth IRA		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 2873	DATE REC'D 6/13/2017											
<u>For Clerk of the Board's Office Use Only</u>															
BOARD'S ACTION: MCC NO. 9967A-C-2017, ICMA RETIREMENT CORPORATION															
<table border="1"><tr><td>RESULT:</td><td>APPROVED BY CONSENT VOTE [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>Brett Frazier, Supervisor</td></tr><tr><td>SECONDER:</td><td>Tom Wheeler, Chair Pro Tem</td></tr><tr><td>AYES:</td><td>Brett Frazier, Robert L. Poythress, Max Rodriguez, Tom Wheeler</td></tr><tr><td>ABSENT:</td><td>David Rogers</td></tr></table>						RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]	MOVER:	Brett Frazier, Supervisor	SECONDER:	Tom Wheeler, Chair Pro Tem	AYES:	Brett Frazier, Robert L. Poythress, Max Rodriguez, Tom Wheeler	ABSENT:	David Rogers
RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]														
MOVER:	Brett Frazier, Supervisor														
SECONDER:	Tom Wheeler, Chair Pro Tem														
AYES:	Brett Frazier, Robert L. Poythress, Max Rodriguez, Tom Wheeler														
ABSENT:	David Rogers														
Is this item Budgeted? Yes Will this item require additional personnel? No Previous Relevant Board Actions: MCC NO. 9967-C-2013 Other Supporting Documents: Other/Misc., Contract			DOCUMENT NO(S). MCC NO. 9967A-C-2017												

RECOMMENDED ACTIONS:

Voluntary Payroll Roth IRA.

1. Consideration of entering into an Amendment to MCC No. 9967-C-2013, with ICMA-RC, adding a voluntary Payroll Roth IRA option to the Deferred Compensation Program for County employees, and authorize the Chairman to execute the Amendment.
2. Consideration of approval to adopt the Sideletters 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, Service and Technical Units regarding the addition of a voluntary Payroll Roth IRA to the County's Deferred Compensation Program.



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Max Rodriguez, District 4
Tom Wheeler, District 5

DISCUSSION / BACKUP / FISCAL IMPACT:

The County currently contracts with International City/County Management Association Retirement Corporation (ICMA-RC) to provide Deferred Compensation services to County employees. Approval of the first recommended action will add a voluntary Payroll Roth Individual Retirement Account (IRA) option to the Deferred Compensation Program for eligible County employees.

Employee contributions to the Roth IRA will be made through 'after-tax' payroll deductions. These deductions are subject to the annual maximum contribution limits pursuant to IRS regulations.

All thirteen (13) Bargaining Units have agreed to the County's proposal to add the Payroll Roth IRA as a voluntary option. The attached sideletters are indicative of the Bargaining Units' agreement, and adoption is recommended.

There are no administrative fees to participate in the payroll deducted Roth IRA. As a result, the recommended actions have no fiscal impact to the County.

ATTACHMENTS

1. MCC NO. 9967-C-2013
2. MCC NO. 9967A-C-2017
3. Payroll Roth IRA Sideletter- Clerical-Technical Units
4. Payroll Roth IRA Sideletter- Communications Dispatcher Unit
5. Payroll Roth IRA Sideletter- Correctional Officer Unit
6. Payroll Roth IRA Sideletter- Deputy Probation Officer Unit
7. Payroll Roth IRA Sideletter- Mid-Management Unit
8. Payroll Roth IRA Sideletter- Peace Officer Management Unit
9. Payroll Roth IRA Sideletter- Peace Officer Unit
10. Payroll Roth IRA Sideletter- Post Graduate Licensed Professionals Unit
11. Payroll Roth IRA Sideletter- Probation Administrators Unit
12. Payroll Roth IRA Sideletter- Probation Management Unit
13. Payroll Roth IRA Sideletter- Professional Unit
14. Payroll Roth IRA Sideletter- Service Unit

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT ASSOCIATION
(Peace Officer Management Unit)**

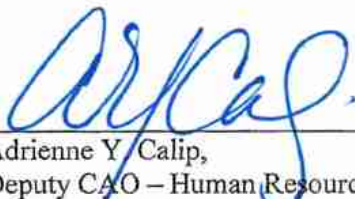
The parties, having met and conferred, hereby agree to the addition of a Payroll Roth IRA that will be an available and voluntary option to employees who are eligible to participate in the County's Deferred Compensation Program, which is made available through a contract with ICMA-RC.

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

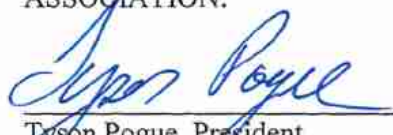
Agreed this 30th day of May, 2017.


COUNTY OF MADERA:

Kenneth Caves, Chief County Negotiator


Adrienne Y. Calip,
Deputy CAO – Human Resources/Operations

PEACE OFFICER MANAGEMENT
ASSOCIATION:


Tyson Pogue, President


Timothy Talbot, Attorney at Law
& Business Representative



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David Rogers, District 2
Robert L. Poythress, District 3
Max Rodriguez, District 4
Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

February 7, 2017
Chairman Max Rodriguez

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Adrienne Calip 559-675-7705		AGENDA ITEM 5.F Consent Calendar											
SUBJECT: Ratify Sideletters of Agreement - CalPERS Longevity Issue		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 2554	DATE REC'D											
For Clerk of the Board's Office Use Only															
BOARD'S ACTION:															
<table border="1"><tr><td>RESULT:</td><td>APPROVED BY CONSENT VOTE [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>Tom Wheeler, Chair Pro Tem</td></tr><tr><td>SECONDER:</td><td>Robert L. Poythress, Supervisor</td></tr><tr><td>AYES:</td><td>David Rogers, Robert L. Poythress, Max Rodriguez, Tom Wheeler</td></tr><tr><td>ABSENT:</td><td>Brett Frazier</td></tr></table>						RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]	MOVER:	Tom Wheeler, Chair Pro Tem	SECONDER:	Robert L. Poythress, Supervisor	AYES:	David Rogers, Robert L. Poythress, Max Rodriguez, Tom Wheeler	ABSENT:	Brett Frazier
RESULT:	APPROVED BY CONSENT VOTE [UNANIMOUS]														
MOVER:	Tom Wheeler, Chair Pro Tem														
SECONDER:	Robert L. Poythress, Supervisor														
AYES:	David Rogers, Robert L. Poythress, Max Rodriguez, Tom Wheeler														
ABSENT:	Brett Frazier														
Is this item Budgeted? Yes Will this item require additional personnel? No Previous Relevant Board Actions: Other Supporting Documents:			DOCUMENT NO(S).												

RECOMMENDED ACTIONS:

Consideration of approval to adopt the Sideletters of Agreement with the Clerical/Technical, Deputy Probation Officer, Peace Officer, Peace Officer Management, Post Graduate Licensed Professional, Probation Administrators and Probation Management Bargaining Units, reporting of longevity pay and special compensation.

DISCUSSION / BACKUP / FISCAL IMPACT:

Beginning with the November 2016 pay period, CalPERS required the County to separate longevity pay from base pay, as well as any incentive pay that is considered special compensation pursuant to CalPERS law. For many years, longevity pay was combined with both base pay and incentive pay in the payroll system and was subsequently reported to CalPERS in that manner. CalPERS requested that all pay be reported separately until such time as we updated our contractual language to state that longevity is to be combined with base and incentive pay.

The following is a simplistic example of the reporting:

- 1) Historical/Combined Reporting:



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Max Rodriguez, District 4
Tom Wheeler, District 5

Office Assistant II, 'E' Step w/ 10 years longevity: Reported as \$3,117.34 (= \$2,965.68/mth + \$151.66 longevity).

2) CalPERS requirement without contractual language:

Office Assistant II, 'E' Step w/ 10 years longevity: Reported separately as \$2,965.68/mth + \$151.66 longevity.

CalPERS reported that they will honor our historical way of reporting, which is much more efficient administratively, once we have contractual language in place that specifically allows for the 'combined' reporting. The Human Resources/Operations Division worked with each of the bargaining units to effectuate the attached sideletters of agreement.

It is very important to note that CalPERS approved in writing the presented sideletter language.

It is anticipated that the Human Resources Operations/Division will receive signed sideletters from the remaining units not cited above.

In closing, there was no impact to employees' reported salaries for retirement purposes, and the combined monthly rate will always be available for reference on our publicly available salary schedule.

ATTACHMENTS

1. Clerical-Technical Units
2. Deputy Probation Officer Unit
3. Peace Officer Unit
4. Peace Officer Management Unit
5. Post Graduate Licensed Professional Unit
6. Probation Administrators Unit
7. Probation Management Unit

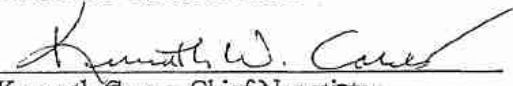

SIDELETTER OF AGREEMENT
BY AND BETWEEN
THE COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT UNIT

The parties desire to confirm and memorialize in writing a historical compensation practice, and therefore agree that longevity compensation, which is outlined in Articles 14.06.00, 14.07.00 and 14.08.00, shall be considered a part of base pay and included in the calculation of any assignment or incentive pay that is classified as Special Compensation pursuant to the provisions of CalPERS Law.

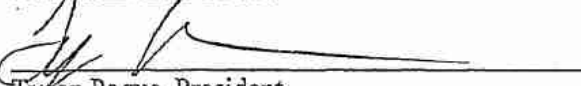
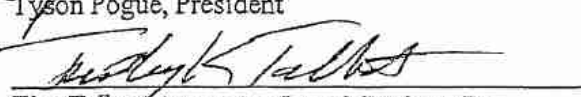
All provisions of the Memorandum of Understanding not modified by this Agreement shall remain in effect.

Agreed this 20th day of January, 2017.

COUNTY OF MADERA:


Kenneth Caves, Chief Negotiator

Adrienne Y. Calip, Deputy CAO – HR/Oper

BARGAINING UNIT:


Tyson Pogue, President

Tim Talbot, Attorney at Law & Business Rep



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Tom Wheeler, District 5

AGENDA ITEM SUBMITTAL

February 7, 2017

Chairman Max Rodriguez

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Susan Carter		AGENDA ITEM 7.c Regular Session:											
SUBJECT: 2017 Holiday Sideletter of Agreement - Various Units		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 2515	DATE REC'D 1/24/2017											
For Clerk of the Board's Office Use Only															
BOARD'S ACTION:															
<table border="1"><tr><td>RESULT:</td><td>APPROVED [UNANIMOUS]</td></tr><tr><td>MOVER:</td><td>Tom Wheeler, Chair Pro Tem</td></tr><tr><td>SECONDER:</td><td>David Rogers, Supervisor</td></tr><tr><td>AYES:</td><td>David Rogers, Robert L. Poythress, Max Rodriguez, Tom Wheeler</td></tr><tr><td>ABSENT:</td><td>Brett Frazier</td></tr></table>						RESULT:	APPROVED [UNANIMOUS]	MOVER:	Tom Wheeler, Chair Pro Tem	SECONDER:	David Rogers, Supervisor	AYES:	David Rogers, Robert L. Poythress, Max Rodriguez, Tom Wheeler	ABSENT:	Brett Frazier
RESULT:	APPROVED [UNANIMOUS]														
MOVER:	Tom Wheeler, Chair Pro Tem														
SECONDER:	David Rogers, Supervisor														
AYES:	David Rogers, Robert L. Poythress, Max Rodriguez, Tom Wheeler														
ABSENT:	Brett Frazier														
Is this item Budgeted? Yes			DOCUMENT NO(S).												
Will this item require additional personnel? No															
Previous Relevant Board Actions:															
Other Supporting Documents: Other/Misc.															

RECOMMENDED ACTIONS:

2017 Holiday Sideletter of Agreement - Various Units.

1. Discussion and consideration to adopt the Sideletters 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, Service, and Technical Units regarding a proposed one-time amendment to the observed 2017 holiday schedule for the month of December.
2. Discussion and consideration to extend the terms of the Sideletters of Agreement in Recommended Action #1 to current, eligible unrepresented employees, including appointed Department Heads.

DISCUSSION / BACKUP / FISCAL IMPACT:

In 2017, December 24th and December 25th fall on Sunday and Monday, respectively. Ordinarily, employees would observe December 25th as a holiday and receive eight (8) hours of holiday compensation for December 24th.



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In an effort to provide an extended holiday to most County employees (where operationally feasible), the Board of Supervisors authorized Human Resources to meet with all bargaining units to discuss observing the Sunday, December 24th holiday on Tuesday, December 26th.

The December 26th observance of the December 24th holiday would not apply to County offices, departments or facilities that provide essential services or have a statutory requirement to remain open. Employees scheduled to work in a 24-hour operation or in departments mandated to be open on that date will be credited with eight (8) hours of holiday compensatory time (or any other fraction thereof that is consistent with the actual hours worked - not to exceed a total of (8) hours).

Human Resources communicated with all bargaining units and the Sideletters presented before the Board today represent the successful outcome and acceptance of the County's proposal.

The last recommended action authorizes that the terms of the sideletters of agreement be extended to unrepresented employees, including appointed Department Heads.

There are no additional fiscal impacts associated with the recommended actions above.

ATTACHMENTS

1. 2017 Holiday Schedule Sideletter- Clerical- Technical Units
2. 2017 Holiday Schedule Sideletter- Communications Dispatcher Unit
3. 2017 Holiday Schedule Sideletter- Correctional Officer Unit
4. 2017 Holiday Schedule Sideletter- Deputy Probation Officer
5. 2017 Holiday Schedule Sideletter- Mid-Management Unit
6. 2017 Holiday Schedule Sideletter- Peace Officer Unit
7. 2017 Holiday Schedule Sideletter- Peace Officer Management Unit
8. 2017 Holiday Schedule Sideletter- PGLP Unit
9. 2017 Holiday Schedule Sideletter- Probation Administrator's Unit
10. 2017 Holiday Schedule Sideletter- Probation Management Unit
11. 2017 Holiday Schedule Sideletter- Professional Unit
12. 2017 Holiday Schedule Sideletter- Service Unit

SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
THE COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT UNIT

The parties hereby agree to the following:

1. A one-time addition of eight (8) hours to the 2017 Holiday Schedule for the purpose of closing County facilities on Tuesday, December 26, 2017 to observe the Holiday that will fall on Sunday, December 24, 2017. This closure would not apply to County offices, departments or facilities that provide essential services or a statutory requirement to remain open.

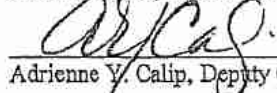
Employees scheduled in a 24-hour operation or in departments mandated to be open on December 26, 2017 will be credited with eight (8) hours of holiday compensatory time (or any fraction thereof that is consistent with the actual hours worked – not to exceed a total of eight (8) hours).

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

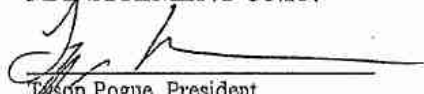
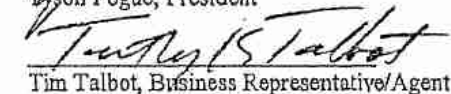
Agreed this 10th day of January, 2017.

COUNTY OF MADERA:


Kenneth Cayes, Chief County Negotiator


Adrienne V. Calip, Deputy CAO - Human Resources/Operations

PEACE OFFICER
MANAGEMENT UNIT:


Tyson Pogue, President

Tim Talbot, Business Representative/Agent



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

AGENDA ITEM SUBMITTAL

May 3, 2016
Chairman Rick Farinelli

DEPARTMENT County Administration/Human Resources/Operations Division		DEPARTMENT CONTACT Susan Carter		AGENDA ITEM 6.e Regular Session:	
SUBJECT: Various Units - Furlough Settlement		REQUIRED VOTE: 3/5 Votes Required	DOC. ID NUMBER 1686	DATE REC'D 4/19/2016	
For Clerk of the Board's Office Use Only					
BOARD'S ACTION:					
RESULT: APPROVED [UNANIMOUS] MOVER: Tom Wheeler, Supervisor SECONDER: Max Rodriguez, 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: Other/Misc.			DOCUMENT NO(S).		

RECOMMENDED ACTIONS:

Various Units - Furlough Settlement.

1. Discussion and consideration to adopt the Sideletters of Agreement with the Correctional Officer, Deputy Probation Officer, Mid-Management, Probation Administrators, and Probation Management Bargaining Units regarding monetary reimbursement to eligible and current employees who were impacted by or participated in the County's Furlough Program.
2. Discussion and consideration to adopt the Sideletters of Agreement with the Peace Officer and Peace Officer Management Bargaining Units regarding monetary reimbursement to eligible and current employees who were impacted by or participated in the County's Furlough Program.
3. Discussion and consideration to extend the terms of the Sideletters of Agreement in Recommended Action #1 to eligible and current unrepresented employees, including Department Heads and Elected Officials, who were impacted by or participated in the County's Furlough Program.

DISCUSSION / BACKUP / FISCAL IMPACT:

Madera County approved a Settlement and Release Agreement (Agreement) with SEIU on January 26, 2016 and with AFSCME Local 2703 on March 1, 2016, which settled an unfair labor practice charge that the Clerical, Professional, Service and Technical units



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filed against Madera County regarding the implementation of the County's Furlough Program (Program) during the 2009/2010 Fiscal Year.

Subsequent to the approval of the Agreements, the Board of Supervisors directed Human Resources to meet with remaining units to discuss a similar monetary reimbursement for most current County employees who participated in the Program.

Human Resources met with all units (safety and miscellaneous) who saw, at a minimum, a 2.5% monthly salary reduction during the Program. The Communications Dispatcher (Dispatcher) unit and the Post Graduate Licensed Professional (PGLP) unit were not included in the discussions as members of the Dispatcher unit were exempted from participation in the Program and members of the PGLP unit were furloughed three (3) days per year.

The Sideletters of Agreement (sideletters) presented before the Board today represent the outcome of successful discussions.

The units listed in Recommended Action #1 above saw at least a 7.5% monthly salary reduction during the Program and pursuant to their sideletters, eligible and current employees who participated in the Program will receive a payment in May 2016 of either ninety-six (96) hours or forty-eight (48) hours, as well as one hundred and forty-four (144) hours or seventy-two (72) hours of paid leave in a Time-Off-Bank, which can be utilized beginning June 2016. Current extra help employees who participated in the Program will receive the monetary payment in May 2016 only.

The units listed in Recommended Action #2 above saw a 2.5% monthly salary reduction during the Program and pursuant to their sideletters, eligible and current employees who participated in the Program will receive a payment in May 2016 of either forty-eight (48) hours or twenty-four (24) hours, as well as seventy-two (72) hours or thirty-six (36) hours of paid leave in a Time-Off-Bank, which can be utilized beginning June 2016. Current extra help employees who participated in the Program will receive the monetary payment in May 2016 only.

The last recommended action authorizes that the terms of the sideletters of agreement be extended to eligible and current unrepresented employees (including Department Heads and Elected Officials, who were impacted by or participated in the Program.

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



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Tom Wheeler, District 5

ATTACHMENTS

1. Sideletter of Agreement - Correctional Officer Unit (04.16)
2. Sideletter of Agreement - Deputy Probation Officer Unit (04.16)
3. Sideletter of Agreement - Mid-Management Unit (04.16)
4. Sideletter of Agreement - Peace Officer Management Unit (04.16)
5. Sideletter of Agreement - Peace Officer Unit (04.16)
6. Sideletter of Agreement - Probation Administrators Unit (04.16)
7. Sideletter of Agreement - Probation Management Unit (04.16)
8. Letter from Ms. Boyd - rec'd 05-02-16

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
THE COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT UNIT**

The parties hereby agree to the following regarding the County's offer, dated March 31, 2016, for monetary reimbursement arising from the County's Furlough Program:

1. The County of Madera shall pay forty-eight (48) hours to any current employee represented by the Peace Officer Management Unit (Unit) and who was furloughed for any twelve consecutive month period during the entire furlough program (January 2010 - June 30, 2013). For those employees represented by the Unit and furloughed for less than a twelve consecutive month period, but furloughed for at least three (3) consecutive months, during the entire furlough program (January 2010 - June 30, 2013), the County will pay those employees for twenty-four (24) hours. Those employees furloughed for less than three (3) consecutive months shall not be eligible for payment. Extra help employees who are employed as of the effective date of this Sideletter Agreement, and were subject to the Furlough Program, are eligible for payment as described in this paragraph only. Individuals who are no longer employed by the County are not eligible for this payment. The hours referenced above shall be paid out at the employee's rate of pay *in effect as of December 31, 2015*.
2. A paycheck for such amounts owed will be issued (separate from the regular monthly payroll warrant) to the employees during the month of May 2016 or another date as mutually agreed upon by the parties. Paychecks shall be distributed in the same fashion as the regular payroll warrants.
3. The County of Madera shall credit seventy-two (72) hours to any current employee (excluding current extra help employees) who was represented by the Unit and furloughed for any twelve consecutive month period during the entire furlough program (January 2010 - June 30, 2013). These hours shall be placed in a separate time off bank (TOB). For those current employees (excluding current extra help employees) represented by the Unit and furloughed for less than a twelve consecutive month period, but furloughed for at least three (3) consecutive months, during the entire furlough program (January 2010 - June 30, 2013), the County will credit those employees with thirty-six (36) hours. Those employees furloughed for less than three (3) consecutive months shall not receive this credit. Individuals who are no longer employed with the County and, as referenced above, current extra help employees are not eligible to receive this credit. This credit may be utilized beginning the first of the month following receipt of payment as described in paragraph # 1 above. An employee who separates employment prior to receipt of the TOB hours will not be eligible for this credit. For employees who separate employment after receipt of this credit, the hours remaining in the TOB will have cash value and will be paid out at the employee's rate of pay *as of December 31, 2015*.

4. The Unit agrees that employees will be required to use the hours in the TOB before using sick or vacation leave, pursuant to existing practice and/or contract terms.

For those employees in the unit who have or will have any management leave (ML) hours on the books during the existence of this TOB, they shall be allowed to utilize those ML hours prior to utilizing the hours in the TOB.

5. This Agreement shall have no impact on the vacation cap accrual. It is acknowledged that during the County's Furlough Program from January 2010 through June 2013, vacation leave balances of employees subject to the furlough program may have exceeded the 360-hour vacation cap due to the temporary waiver granted during this timeframe. As a result, the 360-hour vacation cap was reinstated effective July 1, 2013.

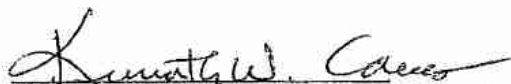
Individual employee vacation balances in effect as of June 30, 2013 became the new maximum cap and employees shall not earn or accrue additional vacation hours until such time as their balances are at or below 360 hours.

The County's long standing practice of allowing employees who are at the 360-hour cap to earn vacation hours and utilize them in the next succeeding pay period shall be reinstated only where an employee's vacation balance decreases to or is at the 360-hour cap. This practice shall also apply to those employees whose vacation balance exceeded 360 hours as of June 30, 2013 at the conclusion of the furlough program.

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

Agreed this 7th day of Apr. 1, 2016.

COUNTY OF MADERA:


Chief County Negotiator


Deputy CAO - Human Resources/Operations

PEACE OFFICER
MANAGEMENT UNIT:


President T. Pogue


Business Representative/Agent



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TOM WHEELER

TANNA G. BOYD, Chief Clerk of the Board

File No: 15030

Date: December 8, 2015

In the Matter of SIDELETTERS OF AGREEMENT WITH VARIOUS BARGAINING UNITS
REGARDING THE 2015 CLASS AND COMPENSATION STUDY, COUNTY
ADMINISTRATION DEPARTMENT/HUMAN RESOURCES/OPERATIONS
DIVISION.

- a. Discussion and consideration of approval to Adopt the Sideletters of Agreement with the Communications Dispatcher, Correctional Officer, Peace Officer, Peace Officer Management, Post Graduate Licensed Professional, and Probation Administrators Bargaining Units regarding the implementation of the recommendations of the 2015 Class and Compensation Study, effective January 1, 2016.
- b. Discussion and consideration of approval to Adopt the Sideletter of Agreement with the Mid-Management unit regarding the implementation of the 2015 Class and Compensation study, effective January 1, 2016 for the represented safety classifications, and effective July 1, 2016 for all other miscellaneous classifications.

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
PEACE OFFICER MANAGEMENT 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 January 1, 2016, as indicated in the attached.
- 2) A Salary reopener during the 2017/18 and 2018/19 fiscal years, which may include incentive pay, P.O.S.T incentives, and management leave. The salary increase granted January 1, 2016 covers the current year reopener and the 2016/17 reopener.
- 3) A Health Insurance reopener in 2017, coinciding with the 2017/18 salary reopener, to discuss any necessary modifications to the Health Insurance Program (including discussions about the County's contribution) beginning with the 2018 Plan Year.
- 4) A two (2) year extension to the provisions of the existing MOU (through June 30, 2019).
- 5) A reopener to discuss the layoff procedures over the two (2) year MOU extension (July 1, 2017 – June 30, 2019).

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

Agreed this 13 day of November, 2015.

COUNTY OF MADERA:

Chief County Negotiator

Deputy CAO - Human Resources/Operations

PEACE OFFICER
MANAGEMENT UNIT:

President

Business Representative/Agent

Classification	Bargaining Unit	Monthly Range Maximum	Current Range	Labor Market Median	Recommended Range	Recommended Range Maximum	% Difference	\$ Difference	2015 Internal Alignment
Asst. District Attorney (P.O.M. - Ast. DA Structure)	PO Mgmt	\$10,995	396	\$ 12,003	414	\$ 12,028	9.4%	\$1,033	Benchmark
Sheriff's Lieutenant (P.O.M. Structure)	PO Mgmt	\$7,664	307	\$ 8,480	328	\$ 8,510	11.0%	\$846	Benchmark
Undersheriff (P.O.M. Structure)	PO Mgmt	\$10,286	366	\$ 11,492	389	\$ 11,536	12.2%	\$1,250	Benchmark
DA Chief Crim. Investigator	PO Mgmt	\$7,255	296	\$ -	316	\$ 8,016	10.5%	\$761	DA Sr. Crim. Invest. +15%



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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
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By *Briana Parra*
Deputy Clerk II


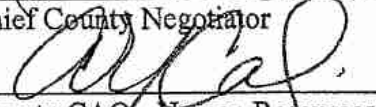
**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
THE COUNTY OF MADERA
AND THE
PEACE OFFICER MANAGEMENT UNIT**

The parties hereby agree to the following language which will be incorporated into the Memorandum of Understanding dated September 1, 2014 – June 30, 2017 by amending article 23.01.00 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:

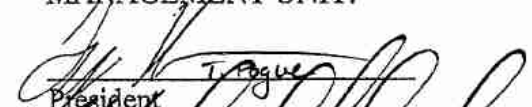
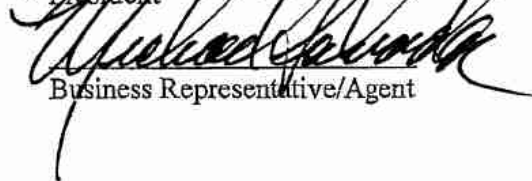
1. **23.01.00 (2nd paragraph):** Continuing through the 2016 Plan Year (January 1, 2016 through December 31, 2016), those EMPLOYEES who are precluded from participating in the United Healthcare Plan (the lowest premium rate CalPERS HMO health plan for the 2016 Plan Year) due to zip code restrictions 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 13 day of October, 2015.

COUNTY OF MADERA:


Chief County Negotiator

Deputy CAO - Human Resources/Operations

PEACE OFFICER
MANAGEMENT UNIT:


President

Business Representative/Agent



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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
PEACE OFFICER MANAGEMENT UNIT**

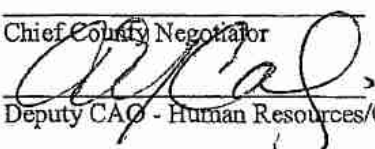
The parties hereby agree to the following language which will be incorporated in to the Memorandum of Understanding dated September 1, 2014 - June 30, 2017 by amending articles 25.02.00 and 27.01.00 and adding article 35.06.00 to comply with the provisions of the Healthy Workplaces, Healthy Families Act of 2014 (AB 1522), effective July 1, 2015:

- 25.02.00 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.
- 27.01.00 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.
- 35.06.00 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 12 day of June, 2015.

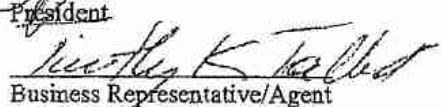
COUNTY OF MADERA:

Chief County Negotiator


Deputy CAO - Human Resources/Operations

PEACE OFFICER MANAGEMENT UNIT:


President


Business Representative/Agent



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TOM WHEELER

TANNA G. BOYD, Chief Clerk of the Board

File No: 14068

Date: September 23, 2014

In the Matter of CONSIDERATION OF ENTERING INTO MEMORANDUM OF UNDERSTANDING BETWEEN THE COUNTY OF MADERA AND THE PEACE OFFICER MANAGEMENT ASSOCIATION, FOR THE PEACE OFFICE MANAGEMENT REPRESENTATION UNIT.

Upon motion of Supervisor Rodriguez, seconded by Supervisor Rogers, 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 Nevarez, Rogers, Farinelli, Rodriguez and Wheeler.
NOES:	None.
ABSTAIN:	None.
ABSENT:	None.

Distribution:

Human Resources – (Susan Carter)
Granicus

ATTEST: TANNA G. BOYD, CLERK
BOARD OF SUPERVISORS
By *Tanna Boyd*
Deputy Clerk II



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TOM WHEELER

TANNA G. BOYD, Chief Clerk of the Board

File No: 15030

Date: January 6, 2015

In the Matter of CONSIDERATION OF ENTERING INTO A SIDELETTER OF AGREEMENT WITH THE PEACE OFFICER, PEACE OFFICER MANAGEMENT, AND PROBATION MANAGEMENT BARGAINING UNITS, INCLUDING AN ADDITIONAL 1% COLA (FOR A TOTAL OF 5%), EFFECTIVE JANUARY 1, 2015, ADMINISTRATIVE MANAGEMENT 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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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 *Tanna G. Boyd*
Deputy Clerk II

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
THE COUNTY OF MADERA
AND THE
MADERA COUNTY PEACE OFFICER MANAGEMENT UNIT**

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.

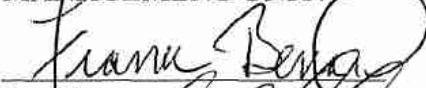
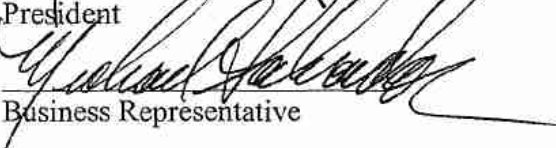
Agreed this 28TH day of August, 2012.

COUNTY OF MADERA:


Chief County Negotiator

Director of Human Resources

MADERA COUNTY PEACE OFFICER
MANAGEMENT UNIT:


President

Business Representative

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

Attachment I

Classifications in the Peace Officer Management Unit, their salary ranges, and overtime designations:

Classification	Range	FLSA Designation
Assistant District Attorney	396	Overtime Exempt
District Attorney Chief Criminal Investigator	296	Overtime Eligible
Sheriff's Lieutenant	307	Overtime Exempt
Undersheriff	366	Overtime Exempt

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

Attachment II

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 computers, including laptop and notebook computers. 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 use¹ 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 computer. All electronic mail messages and/or text messages transmitted or received on any County-owned computer 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.

¹ Limited personal use is defined, for the purpose of this Agreement, as use during normal break periods including lunch hours.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT

September 1, 2014 – June 30, 2017

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;

Public system instant messaging or personal e-mail systems such as Yahoo or G-mail;

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;

8. 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.
9. I will use the hardware or software in an ethical manner. I will respect the security of the computer system and I will not improperly use or gain access to the network, hardware or software.
10. I will not take or copy any copyrighted and/or patented software or parts thereof.
11. I will not install any hardware, program, software or data. Only IT personnel may install any hardware, program, software or data.
12. I will respect any confidential information obtained or used as part of my job performance.
13. I will maintain system security by keeping my user identification and password(s) confidential.
14. 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.

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT

September 1, 2014 – June 30, 2017

15. Designations on messages or directories designating the material as personal or private, or otherwise attempting to segregate the material will not make the messages or data private and will not avoid review by my employer or co-workers 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.
16. 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.

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

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

Attachment III

Policy & Guidelines on Drug and Alcohol Use in the Work Place (Attached)

BEFORE
THE BOARD OF SUPERVISORS
OF THE COUNTY OF MADERA
STATE OF CALIFORNIA

In the matter of) Resolution No. 95- 308
)
)
POLICY AND GUIDELINES)
ON DRUG AND ALCOHOL USE IN) RESOLUTION ADOPTING POLICIES
THE WORK PLACE) AND GUIDELINES ON DRUG AND
ALCOHOL USE IN THE WORK PLACE

WHEREAS, it is the intention of the Board of Supervisors of the County of Madera to eliminate drug and alcohol abuse and the effects of such abuse in the work place for all employees. Drug and alcohol abuse increases the potential for accidents, absenteeism, substandard performance, poor employee morale and damages the public service in Madera County.

NOW, THEREFORE, BE IT RESOLVED by the Board of Supervisors of the County of Madera that the following are hereby declared to be the policies of the County of Madera:

1. This resolution sets forth the policy of Madera County pursuant to:
 - a) The Federal Drug-Free Workplace Act, herein jointly referred to as the "Act", and
 - b) The Omnibus Transportation Employee Testing Act of 1991, Regulations of the Department of Transportation, Federal Highway Administration.

2. It is the policy of Madera County that while any employee is on duty, on Madera County property, at work locations or on "on call" time, such employees shall not be under the influence of, or in the possession of a controlled substance and/or alcohol; shall not sell or provide drugs to any other employee or any other person; shall not engage in the unlawful manufacture of drugs; and shall not utilize or otherwise have his or her ability to work impaired as a result of the use of such drugs and/or alcohol. For purposes of this policy, "on call" time is time during which an employee is required by the department head to be available to perform duties for the County as set forth by Madera County Personnel Ordinance and Memoranda of Understanding.

- 1 3. Madera County will act to eliminate any drug and/or
2 alcohol abuse which could impair an employee's ability to
3 safely and effectively perform the functions of his or
4 her job. Accordingly, employees will be trained to
5 recognize drug and/or alcohol abuse in the work place.
6
7 4. Employees who believe that they may have a drug and/or
8 alcohol problem are encouraged to voluntarily seek
9 confidential assistance through the Employee Assistance
10 Program or a drug or alcohol program. While it is a
11 Madera County policy to be supportive of those who seek
12 help voluntarily, it is also policy that the abuse of
13 drugs and/or alcohol will not be tolerated and
14 disciplinary action, up to and including termination,
15 will be used as necessary to implement this policy and
16 assure a drug and alcohol free workplace.

17
18 BE IT FURTHER RESOLVED that the documents attached as Exhibit
19 A and B entitled "Policies and Guidelines on Drug use in the
20 Work Place" and "Drug and Alcohol Testing of Employees in
21 Safety Sensitive Positions" which implements the policies
22 stated herein, are hereby adopted.

23 The foregoing Resolution was adopted this 19th day of
24 December, 1995, by the following vote:

25 Supervisor Jensen voted:

26 Supervisor Ginsburg voted:

27 Supervisor Hanhart McIntyre voted:

28 Supervisor Lopez voted:

Supervisor Baker voted:

Designated
Yes
Yes
Yes
Yes
Yes



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ATTEST:

Nancy Davello
Clerk, Board of Supervisors
DRUGFREE.RES

Approved as to Legal Form:
COUNTY COUNSEL

By William M. Kennedy

EXHIBIT A

POLICIES AND GUIDELINES ON DRUG USE IN THE WORKPLACE

This statement sets forth the policy of Madera County pursuant to the Federal Drug-Free Workplace Act and the California Drug-Free Workplace Act, herein jointly referred to as the "Act". All references to employee or management personnel shall mean those employees and managers in departments covered by the Act.

It is the intention of this policy to eliminate drug abuse and the effects of such abuse in the workplace and to thus provide and maintain an efficient and safe workplace for all employees. Drug abuse increases the potential for accidents, absenteeism, substandard performance, poor morale and damages the public service and Madera County.

It is the policy of Madera County that while any employee is on duty, on Madera County property, at work locations or on "on-call" time, such employee shall not be under the influence of or in possession of a controlled substance*; shall not sell or provide drugs to any other employee or any other person; shall not engage in, the unlawful manufacture of drugs; and shall not utilize or otherwise have his or her ability to work impaired as a result of the use of drugs. For purposes of this policy, "on-call" time is time during which an employee is required by the Department Head to be available to perform duties for the County as set forth by Madera County Personnel Ordinances and Memoranda of Understanding.

Madera County will act to eliminate any drug abuse which could impair an employee's ability to safely and effectively perform the functions of his or her job. Accordingly, employees within the affected departments will be trained to recognize drug abuse and to become involved in the control of drug abuse in the workplace.

Employees who believe that they may have a drug problem are encouraged to voluntarily seek confidential assistance through drug abuse treatment programs. While it is Madera County Policy to be supportive of those who seek help voluntarily, it is also policy that abuse of drugs will not be tolerated and disciplinary action, up to and including termination, will be used as necessary to implement this policy and assure a drug free workplace.

* The term "controlled substance" is defined by the Drug Free Workplace Act of 1988 as one set forth in schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812), a copy of which is attached. The term "drug," when used in this policy, shall mean a "controlled substance".

It is the further policy of Madera County that all employees should be made aware of the dangers of abusing drugs, of guidelines for the detection and deterrence of drug abuse, of the responsibilities of managers and employees alike, and of resources available for treatment of drug abuse.

EMPLOYEE RESPONSIBILITIES

An employee shall not:

- A. Report to work while his or her ability to perform job duties is impaired due to any on or off duty illegal drug use;
- B. Have his or her ability to perform job duties impaired due to illegal drug use while on "on-call" time;
- C. Possess or use impairing or illegal drugs during working hours or while on "on-call" time, on break, during work day or shift meal periods or at any time while on Madera County property;
- D. Sell or provide, directly or through any third person, any illegal drugs to any person, including any employee while either employee or both employees are on duty or on "on-call" time;
- E. Manufacture any drugs during working hours or "on-call" time, during work day or shift meal periods, during breaks or at any time while on Madera County property.

An employee shall:

- A. Notify the Department Head of any criminal drug statute conviction, including a plea of guilty or nolo contendere, for an offense which occurred in the workplace or while on duty, no later than five days after such a conviction or plea.
- B. Attend such programs as Madera County may designate for the purpose of instructing employees generally on the dangers of drug abuse, which will be scheduled during normal working hours.
- C. Read this policy, agree to its terms and provide written acknowledgment of receipt of a copy of this policy.

MANAGEMENT RESPONSIBILITIES

Management shall:

- A. Provide each employee with a copy of this policy, and of the Federal and State Drug-Free Workplace Acts.

- B. Establish a Drug-Free Workplace awareness program to inform employees about the dangers of drug abuse in the workplace, of available counseling, rehabilitation and discipline of employees for violations of this policy and for drug abuse violations.
- C. Notify the Federal sponsoring agency within ten days after receiving notice from a covered employee of a conviction for a criminal drug statute violation occurring in the workplace.
- D. Take one or both of the following actions within 30 days of receipt of notice from an employee of any conviction for a drug statute violation occurring in the workplace.
 - (1) Take appropriate personnel action against such employee, up to and including termination; or
 - (2) Require such employee to participate satisfactorily in a drug abuse assistance of rehabilitation program approved for such purposes by a Federal, state or local health, law enforcement, or other appropriate agency. (Failure to participate satisfactorily in such program may result in personnel action as set forth in paragraph D. (1) above).
- E. Make a good faith effort to continue to maintain a drug-free workplace.

ABUSE IDENTIFICATION

Madera County is committed to providing reasonable accommodation to employees whose drug problem classifies them as handicapped under federal or state law. Where appropriate, the employee will be referred to a publicly funded drug abuse treatment program.

Any manager or supervisor who has a reasonable suspicion that an employee is under the influence of illegal drugs should document the facts constituting reasonable suspicion in writing.

If a manager or supervisor has a reasonable suspicion that an employee may have illegal drugs in his or her possession or stored at or in any County property, the supervisor or manager shall notify his or her Department Head. If the Department Head agrees that there is a reasonable suspicion of illegal drug possession, the Department Head shall notify the appropriate law enforcement agency.

For purposes of this policy, "reasonable suspicion" is a belief based on objective facts sufficient to lead a reasonable prudent supervisor to suspect that an employee is under the influence of drugs so that the employee's ability to perform the functions of the job is impaired or so that the employee's ability to perform his or her job safely is reduced.

Employees reasonably believed to be under the influence of drugs shall be prevented from engaging in further work and shall be ordered to remain on the premises for a reasonable time to assure he or she can be safely transported from the work site. Reasonable suspicion may, without limitation, include any of the following singly or in combination:

1. Slurred speech
2. Unsteady walking or movements
3. An accident
4. A pattern of unusual mood swings
5. Physical or verbal altercations
6. Suspicious Odor
7. Possession of drugs
8. Information obtained from a reliable source with personal knowledge
9. Dilated or restricted pupils or other demeanor unusual for the particular employee, or consistent with impairment of ability to perform normal duties

This policy shall be applicable to all Madera County employees, whether regular or probationary, full or part time. Copies of the Federal Drug-Free Workplace Act of 1988 and of the California Drug-Free Workplace Act of 1990 are attached.

DRUGFREE.RES

EXHIBIT B

DRUG AND ALCOHOL TESTING OF EMPLOYEES IN SAFETY SENSITIVE POSITIONS

I. STATEMENT OF PURPOSE AND SCOPE

The purpose of this procedure is to reduce accidents, injuries, property damage, and other risk to public health and safety which may result from employee use of controlled substances and/or alcohol. All parts of this program shall apply to "drivers". The program uses the model of the Federal requirements for operation (Omnibus Transportation Employee Testing Act of 1991, Regulations of the Department of Transportation, Federal Highway Administration). Specifically it is intended to detect and deter use of controlled substances as defined in 49 C.F.R. part 40 and alcohol. It further is to ensure, to the extent of the Federal mandates, that covered employees shall not be on duty and possess, be under the influence of, use, or consume any controlled substance as defined by 49 C.F.R. part 40 (marijuana, cocaine, opiates, amphetamines and phencyclidine, e.g. PCP or alcohol as described in C.F.R. part 392.5 (intoxicating beverage).

II. DEFINITIONS

A. Safety Sensitive Positions

Safety Sensitive Driver, hereinafter referred to as a "driver", as used herein means any County Employee whose position requires that he or she:

- a. Operate a motor vehicle which requires a commercial driver's license;
- b. Operate a motor vehicle which has a gross vehicle weight rating or gross combination weight rating of 26,001 or more pounds;
- c. Operate a motor vehicle of any size transporting hazardous materials in amounts requiring placarding; or
- d. Operate a motor vehicle designed to transport 15 or more passengers, including the driver.

B. Collection Site

A "collection site" as used herein means a place where individuals present themselves for the purpose of providing breath sample, body fluid or tissue samples to be analyzed for specified controlled substances and/or alcohol.

C. Medical Review Officer

A "medical review officer" as used herein means a licensed physician, e.g. doctor of medicine or osteopathy, with knowledge of drug and alcohol abuse disorders that is employed or used by the County to conduct drug and alcohol testing in accordance with this procedure.

D. Non-Suspicion-Based Post-Accident Testing

"Non-suspicion-based post-accident testing" as used herein means the testing of a driver after an accident involving bodily injury or property damage exceeding \$1,000, if there is reasonable cause to believe either that the driver has been operating a motor vehicle or performing their job while under the influence of drugs and/or alcohol; was at fault in the accident and drug and/or alcohol use may have been a factor; or in the case of a motor vehicle accident a citation for a moving traffic violation arising from the accident is issued - without regard to whether there is any reasonable suspicion of alcohol and/or drug usage.

E. Random Selection Process

"Random Selection Process" as used herein means that drug and alcohol testing is unannounced and that every driver has an equal chance of being selected for testing.

F. Reasonable Cause

"Reasonable Cause" as used herein means that the County believes the actions or appearance or conduct of a driver while employed by the County and on duty are indicative of the use of a controlled substance and/or alcohol.

G. Prescription Drugs

Employees are responsible for notifying their supervisor any time they are taking a prescription drug which may impair their ability to safely perform their job.

III. REASONABLE CAUSE TESTING

A. Reasonable Cause Testing Requirements

1. The County shall require a driver to be tested, upon reasonable cause, for the use of controlled substances and/or alcohol.

2. A driver shall submit to testing, upon reasonable cause, for the use of controlled substances and/or alcohol when requested to do so by the County.

3. The conduct must be witnessed by at least two supervisors, or by the department head and the immediate supervisor, if feasible. If not feasible, only one supervisor need witness the conduct. The witness or witnesses must have received training in the identification of actions, appearances, or conduct which are indicative of the use of a controlled substance and/or alcohol.

4. The documentation of the driver's conduct shall be prepared and signed by the witnesses within 24 hours of the observed behavior or before the results of the tests are released, whichever is earlier.

B. Reasonable Cause Testing Procedure

1. The County shall ensure that the driver is transported immediately to a collection site for the collection of a breath or urine sample.

2. The County shall ensure that the tests performed pursuant to Article III (A) hereinabove conform with 49 C.F.R. part 40 and 49 C.F.R. part 391, subpart H.

IV. PRE-EMPLOYMENT TESTING

A. Pre-employment Testing Requirements

1. The County shall require a driver-applicant who the County has made an offer to hire or use to be tested for the use of controlled substances as a prequalification condition. This includes appointments made on a promotional basis.

2. A driver-applicant shall submit to controlled substance testing as a prequalification condition.

3. Prior to collection of a urine sample under Article IV (B) hereinbelow, a driver applicant shall be notified that the sample will be tested for the presence of controlled substance.

4. Exceptions

a. The County may use a driver who is not tested by the County without complying with Paragraph 1 of Article IV (A), provided the County assures itself:

- (1) That the driver has participated in a drug testing program that meets the requirements of this procedure within the previous 30 days; and
- (2) While participating in that program, was either,
 - (a) Tested for controlled substances within the past 6 months (from the date of application with the County) or
 - (b) Participated in the drug testing program for the previous 12 months (from the date of application with the County).

b. If the County exercises paragraph 4 (a) of Article IV (A), it shall contact the controlled substances testing program in which the driver participates or participated and shall obtain the following information:

- (1) Name and address of the program.
- (2) Verification that the driver or covered employee-applicant participates or participated in the program.
- (3) Verification that the program conforms to 49 C.F.R. part 40.

- (4) Verification that the driver or covered employee-applicant is qualified under the rules of this part, including that the driver or covered employee-applicant has not refused to be tested for controlled substances.
- (5) The date the driver or covered employee-applicant was last tested for controlled substances.
- (6) The results, positive or negative, of any test taken.
- c. If the County uses, but does not employ, such a driver more than once a year, it must assure itself once every 6 months that the driver participated in a controlled substance program that meets the requirements of 49 C.F.R. part 391, subpart H.

B. Pre-employment Testing Procedures

- 1. The sample shall consist of a urine specimen.
- 2. The County shall ensure that the test performed under the requirements of the Article IV(A) hereinabove conforms with 49 C.F.R. part 40 and 49 C.F.R. part 391, subpart H.

V. PERIODIC TESTING

A. Periodic Testing Requirements

1. Except as provided hereinbelow, the County shall require a driver to be tested in accordance with the procedures set forth in Article V(B) at least once every two years commencing with the driver's first medical examination after the County's implementation of a drug and alcohol testing program in accordance with 49 C.F.R. part 391, subpart H and 49 C.F.R. part 392.

- a. The County may use a driver who participates in a drug and alcohol testing program of another employer or controlled substance program of another employer or controlled substance test consortium.
- b. The County may discontinue periodic testing after a driver has been tested at least once under:
 - (1) The requirements of article V(A) (1) hereinabove;
 - (2) The requirements of article IV (A) hereinabove; or
 - (3) the requirements of article VI (A) hereinabove.

B. Periodic Testing Procedures

- 1. The sample shall consist of a breath sample or urine specimen.
- 2. The County shall ensure that the test performed under the requirements of Article V(A) hereinabove conforms with 49 C.F.R. part 40 and 49 C.F.R. part 391, subpart H.

VI. RANDOM TESTING

A. Random Testing Requirements

1. The number of tests conducted under this section annually shall equal or exceed 50 percent (50%) of the average number of drivers, for which testing is required pursuant to federal mandates and this program.
2. The county shall use a random selection process to select and request a driver to be tested for the use of controlled substances and/or alcohol.
3. A driver shall submit to controlled substance and alcohol testing when selected by a random selection process used by the County.
4. Exception - The County may use the results of another employer's controlled substances and alcohol testing program that a driver participates in to meet the requirements of this section provided that the County obtains the following information from the controlled substances and alcohol testing program entity:
 - a. Name and address of the program.
 - b. Verification that the driver or covered employee participates in the program.
 - c. Verification that the program conforms to the 49 C.F.R. part 40.
 - d. Verification that the driver is qualified under the rules of this part, including that the driver or covered employee has not refused to be tested for controlled substances and/or alcohol.
 - e. The date the driver was last tested for controlled substances and/or alcohol.
 - f. The results, positive or negative, of any tests taken.

B. Random Testing Procedures

1. The sample shall consist of a breath sample or urine specimen.
2. The County shall ensure that the test performed under the requirements of Article VI(A) hereinabove conforms with 49 C.F.R. part 40 and 49 C.F.R. part 391, subpart H.

VII. POST-ACCIDENT TESTING

A. Post-Accident Testing Requirement

1. A driver shall provide a urine sample to be tested for the use of controlled substances and/or alcohol as soon as possible, but not later than 32 hours, after an accident if the driver, while operating a motor vehicle on County business, receives a citation for a moving violation, arising from the accident. This testing procedure shall also apply whenever an accident of any kind, resulting in bodily injury to the employee, a fellow employee or the public, or results in property damage in excess of \$1,000.

2. An employee who is subject to testing, who is seriously injured and cannot provide a specimen at the time of the accident, shall provide necessary authorization for obtaining hospital, medical reports and other documents that would indicate whether there were any controlled substances and/or alcohol in his or her system.

B. Post-Accident Testing Procedures

1. The sample shall consist of a breath sample or urine specimen.

2. The County shall ensure that the test performed under the requirements of Article VII(A) hereinabove conforms with 49 C.F.R. part 40 and 49 C.F.R. part 391, subpart H.

3. An employee subject to testing shall ensure that a specimen is collected and forwarded to a certified laboratory.

VIII. SEARCH OF EMPLOYEE AND COUNTY PROPERTY

County property, including desks, file cabinets, lockers, motor vehicles are to be used for official County business. This does not include use of County property for illegal purposes, including, but not limited to unauthorized storage of alcohol and illegal drugs. The County may at its discretion through its supervisors and managers search without notice such county property with or without reasonable cause, and employees are not to have an expectation of privacy as to storage of personal property in such areas.

IX. EMPLOYEE ASSISTANCE PROGRAM (EAP)

A. Establishment of EAP

1. The County has established a voluntary Employee Assistance Program (EAP) to assist those employees who may choose to voluntarily seek help for a variety of personal issues including drug or alcohol problems. The County is committed to encouraging its employees to voluntarily and confidentially seek assistance from the EAP or any other program designed to assist them in addressing alcohol or drug abuse. This program may be administered by one or more vendors to comply with this policy.

2. The EAP must include:

a. An education and training component for drivers, covered employees which addresses controlled substances and alcohol;

b. An education and training component for supervisors and County officials which addresses controlled substances and alcohol.

3. The County shall maintain, on file with the Personnel Department and available for inspection, a written statement outlining the County's EAP.

B. EAP Training

1. The EAP will be administered separately from the testing program, and shall be available to drivers. Department heads and supervisors are encouraged to seek technical assistance from the EAP resource for consultation as required.

2. The training program must, at a minimum, be 60 minutes in length and must contain:

- a. The affects and consequences of controlled substances and/or alcohol use on personal health, safety and the work environment;
- b. The manifestations and behavioral changes that may indicate controlled substance and/or alcohol use or abuse; and
- c. Documentation of the training provided to drivers and driver supervisors.

X. REFUSAL TO TEST

A driver as to reasonable cause testing, who refuses to be tested under the provisions of this procedure shall not be permitted to operate a County vehicle in the course and scope of work. Such refusal shall be treated as a positive test and the driver, as to reasonable cause testing, shall be subject to discipline pursuant to the Madera County Drug and Alcohol Policy and County Code.

XI. NOTIFICATION, RECORDING, AND CONFIDENTIALITY OF TEST RESULTS

A. Notification of Test Results

1. The Medical Review Officer shall report to the County whether a tested employee was positive or negative and with regard to controlled substances, identify, if possible, the specific controlled substance for which the test was positive.

2. The County shall notify those tested of the results of a controlled substance and/or alcohol test.

3. The County shall notify a driver-applicant of the results of a preemployment controlled substance test conducted if the driver-applicant requests such results within 60 days of being notified of the disposition of the employment determination.

4. The County shall notify those tested of the result of any periodic, random, reasonable cause, or post-accident controlled substance and/or alcohol test if the results of any such test were positive. The driver shall be advised of what substance was identified in any such positive test.

B. Recordkeeping

1. The County shall ensure that all records related to the administration and results of the testing program for those tested and described herein are maintained for a minimum of 5 years except that individual negative test results shall be maintained for a minimum of 12 months.
2. The Medical Review Officer shall be the sole custodian of all individual test results.
3. The County shall maintain in separate files the following information concerning the testing of all drivers who have been the subject of testing:
 - a. The type of testing for which the employee submitted a breath sample or urine specimen.
 - b. The date of such collection.
 - c. The location of such collection.
 - d. The identity of the person or entity performing the collection.
 - e. The identity of the person or entity performing the analysis of the specimens.
 - f. The identity of the person acting as the Medical Review Officer.
 - g. Whether the test finding was positive or negative and if positive, the substance identified in the test.
4. The County shall produce upon demand and shall permit the Federal Highway Administration to examine all records related to the administration and results of the testing performed on drivers pursuant to this procedure.

C. Confidentiality

All controlled substance and/or alcohol test results shall be kept confidential and not subject to disclosure except as provided for herein or otherwise required by State and Federal law.

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DIV. 1

Former § 8340, added by Stats.1968, c. 1352, p. 2583, § 3, derived from former § 8325, added by Stats.1965, c. 1157, p. 2912, § 5, declaring the state's policy to foster world trade and to establish an authority, was repealed by Stats.1969, c. 1161, p. 2250, § 10.

Former § 8340, added by Stats.1965, c. 1157, p. 2915, § 5, relating to payment of San Francisco world trade center authority members' expenses, was repealed by Stats.1968, c. 1352, p. 2582, § 1.

§§ 8340.1 to 8346.8. Repealed by Stats.1968, c. 1352, § 1

Historical and Statutory Notes

Sections 8340.1 to 8340.8, added by Stats. 1965, c. 1157, pp. 2915, 2916, § 5, related to the administration of the San Francisco world trade center authority, and in particular to promotion financing, chairman selection, hiring of assistants, meetings, quorum, office site, seal, and records.

Section 8340.8 was also repealed by Stats. 1968, c. 1473, § 41.

Sections 8345 to 8346.8, added by Stats.1965, c. 1157, pp. 2916 to 2921, § 5, provided for the perpetual succession of the authority, and listed its general powers.

Chapter 5.5

DRUG-FREE WORKPLACE

Article

Section

- | | |
|---|------|
| 1. Definitions..... | 8350 |
| 2. State Contractors and Grantees | 8355 |

Chapter 5.5 was added by Stats.1990, c. 1170 (S.B.1120), § 1.

Former Chapter 5.5, California Industry and World Trade, comprising §§ 8320 to 8372, added by Stats.1969, c. 1161, p. 2251, § 1, was repealed by Stats.1977, c. 345, p. 1315, § 8.

Former Chapter 5.5, California World Trade Authority, comprising §§ 8320 to 8403, added by Stats.1968, c. 1352, § 3, was repealed by Stats.1969, c. 1161, § 10.

Former Chapter 5.5, San Francisco World Trade Center Authority, comprising §§ 8320 to 8386.2, added by Stats.1965, c. 1157, § 5, was repealed by Stats.1968, c. 1352, § 1.

Article 1

DEFINITIONS

Section

8350. Short title.
8350.1 to 8350.9. Repealed.
8351. Definitions.
8351.1 to 8354.3. Repealed.

Article 1 was added by Stats.1990, c. 1170 (S.B.1120), § 1.

§ 8350

STATE GOVERNMENT

Title 2

§ 8350. Short title

This chapter shall be known, and may be cited, as the Drug-Free Workplace Act of 1990.

(Added by Stats.1990, c. 1170 (S.B.1120), § 1.)

Historical and Statutory Notes

Former § 8350, added by Stats.1972, c. 1242, p. 2427, § 4, authorizing the division of world trade to publish and distribute world trade statistics pertaining to California, was repealed by Stats.1977, c. 345, p. 1315, § 8. The repealed section was derived from former §§ 8350, 8355, added by Stats.1969, c. 1161, p. 2250, § 11; former § 8380, added by Stats.1968, c. 1352, p. 2584, § 3; former § 8386, added by Stats.1968, c. 1352, p. 2585, § 3.

Former § 8350, added by Stats.1969, c. 1161, p. 2251, § 11, relating to the collection and dissemination of general information on international trade opportunities to business and industry, was repealed by Stats.1972, c. 1242, p. 2427, § 3.

Former § 8350, added by Stats.1968, c. 1352, p. 2583, § 3, declaring the existence of a California world trade authority and a world trade division in the department of commerce, was repealed by Stats.1969, c. 1161, p. 2250, § 10.

Former § 8350, added by Stats.1965, c. 1157, p. 2921, § 5, empowering the authority to issue revenue bonds, was repealed by Stats.1968, c. 1352, p. 2582, § 1.

Library References

Searches and Seizures — 78.
WESTLAW Topic No. 349.
C.J.S. Searches and Seizures § 24.

§§ 8350.1 to 8350.9. Repealed by Stats.1968, c. 1352, § 1

Historical and Statutory Notes

Sections 8350.1 to 8350.9, added by Stats.1965, c. 1157, pp. 2921, 2922, § 5, related to revenue bonds.

§ 8351. Definitions

As used in this chapter:

(a) "Drug-free workplace" means a site for the performance of work done in connection with a specific grant or contract described in Article 2 (commencing with Section 8355) of an entity at which employees of the entity are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in accordance with the requirements of this chapter.

(b) "Employee" means the employee of a grantee or contractor directly engaged in the performance of work pursuant to the grant or contract described in Article 2 (commencing with Section 8355).

(c) "Controlled substance" means a controlled substance in schedules I through V of Section 202 of the Controlled Substances Act (21 U.S.C. Sec. 812).

(d) "Grantee" means the department, division, or other unit of a person or organization responsible for the performance under the grant.

(e) "Contractor" means the department, division, or other unit of a person or organization responsible for the performance under the contract.

(Added by Stats.1990, c. 1170 (S.B.1120), § 1.)

DRUG-FREE WORKPLACE
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§ 8353
Repealed

Historical and Statutory Notes

Former § 8351, added by Stats.1972, c. 1242, p. 2427, § 4, derived from former § 8354, added by Stats.1969, c. 1161, p. 2250, § 11; former § 8385, added by Stats.1968, c. 1352, p. 2585, § 3, authorizing the division of world trade to publish a directory of California products and firms available for export, was repealed by Stats.1977, c. 345, p. 1315, § 8.

Former § 8351, added by Stats.1969, c. 1161, p. 2251, § 11, derived from former § 8381, added by Stats.1968, c. 1352, p. 2585, § 3, relating to the division of world trade's responsibility with respect to foreign trade missions, trade fairs, exhibits, and displays, was repealed by Stats.1972, c. 1242, p. 2427, § 3.

Former § 8351, added by Stats.1968, c. 1352, p. 2583, § 3, relating to the appointment, qualifications, and number of members of the California world trade authority, was repealed by Stats.1969, c. 1161, p. 2250, § 10. The repealed section was derived from former § 8336, added by Stats.1965, c. 1157, p. 2914, § 5.

Former § 8351, added by Stats.1965, c. 1157, p. 2922, § 5, permitting a clause in an indenture requiring the authority to protect and preserve the security of revenue bonds and to warrant and defend bondholders' security rights, was repealed by Stats.1968, c. 1352, p. 2582, § 1.

§§ 8351.1 to 8351.9. Repealed by Stats.1968, c. 1352, § 1

Historical and Statutory Notes

The repealed sections, added by Stats.1965, c. 1157, pp. 2922 to 2924, § 5, related to the inclusion of particular clauses in revenue bond indentures.

§ 8352. Repealed by Stats.1977, c. 345, § 8

Historical and Statutory Notes

The repealed section, added by Stats.1972, c. 1242, p. 2427, § 4, derived from former § 8353, added by Stats.1969, c. 1161, p. 2250, § 11; former § 8383, added by Stats.1968, c. 1352, p. 2585, § 3, required the division of world trade to process trade leads and answer inquiries.

Former § 8352, added by Stats.1969, c. 1161, p. 2251, § 11, derived from former § 8383, added by Stats.1968, c. 1352, p. 2585, § 3, requiring the division of world trade to provide assistance to businesses in securing state representation to foreign governments relative to

trade matters or agreements, was repealed by Stats.1972, c. 1242, p. 2427, § 3.

Former § 8352, added by Stats.1968, c. 1352, p. 2583, § 3, entitling members of the California world trade authority to their actual and necessary expenses, was repealed by Stats.1969, c. 1161, p. 2250, § 10.

Former § 8352, added by Stats.1965, c. 1157, p. 2924, § 4, permitting a clause in a revenue bond indenture specifying the events creating a default and making the bonds payable before maturity, and providing a waiver, was repealed by Stats.1968, c. 1352, p. 2582, § 1.

§§ 8352.1 to 8352.9. Repealed by Stats.1968, c. 1352, § 1

Historical and Statutory Notes

The repealed sections, added by Stats.1965, c. 1157, § 5, related to bonds of the San Francisco World Trade Center Authority.

§ 8353. Repealed by Stats.1977, c. 345, § 8

Historical and Statutory Notes

The repealed section, added by Stats.1972, c. 1242, p. 2427, § 4, derived from former §§ 8352, 8356, added by Stats.1969, c. 1161, p. 2250, § 11; former § 8383, added by Stats.1968, c. 1352, p. 2585, § 3, required the divi-

sion of world trade to engage in the development of the export trade.

Former § 8353, added by Stats.1969, c. 1161, p. 2251, § 11, derived from former § 8384, added by Stats.1968, c. 1352, p. 2585, § 3, re-

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Repealed

quiring the division of world trade to maintain a referral service for trade lead inquiries, was repealed by Stats.1972, c. 1242, p. 2427, § 3.

Former § 8353, added by Stats.1968, c. 1352, p. 2583, § 3, relating to the appointment of a chairman, a commissioner, and a deputy of the

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California world trade authority, was repealed by Stats.1969, c. 1161, p. 2250, § 10.

Former § 8353, added by Stats.1965, c. 1157, p. 2925, § 5, relating to the callability and redemption of revenue bonds, was repealed by Stats.1968, c. 1352, p. 2582, § 1.

§§ 8353.1 to 8353.9. Repealed by Stats.1968, c. 1352, § 1

Historical and Statutory Notes

The repealed sections, added by Stats.1965, c. 1157, pp. 2925, 2926, § 5, related to revenue bonds.

§ 8354. Repealed by Stats.1977, c. 345, § 8

Historical and Statutory Notes

The repealed section, added by Stats.1972, c. 1242, p. 2427, § 4, provided that contracts entered should be paid from funds available for that purpose.

Former § 8354, added by Stats.1969, c. 1161, p. 2252, § 11, derived from former § 8385, added by Stats.1968, c. 1352, p. 2585, § 3, requiring the division of world trade to publish a state directory of exporters and importers, was repealed by Stats.1972, c. 1242, p. 2427, § 3.

Former § 8354, added by Stats.1968, c. 1352, p. 2584, § 3, empowering the world trade authority commissioner to employ assistants and counsel, was repealed by Stats.1969, c. 1161, p. 2250, § 10.

Former § 8354, added by Stats.1965, c. 1157, p. 2926, § 5, relating to the issuance, sale, and exchange of refunding bonds, was repealed by Stats.1968, c. 1352, p. 2582, § 1.

§§ 8354.1 to 8354.3. Repealed by Stats.1968, c. 1352, § 1

Historical and Statutory Notes

The repealed sections, added by Stats.1965, c. 1157, § 5, related to bands of the San Francisco World Trade Center Authority.

Article 2

STATE CONTRACTORS AND GRANTEES

Section

8355. Certification to contracting or granting agency; requisites.

8356. Suspension of payments; termination of contract or grant; list of canceled awards.

8357. Subcontractors.

8358 to 8387. Repealed.

Article 2 was added by Stats.1990, c. 1170 (S.B. 1120), § 1.

§ 8355. Certification to contracting or granting agency; requisites

Every person or organization awarded a contract or a grant for the procurement of any property or services from any state agency shall certify to the contracting or granting agency that it will provide a drug-free workplace by doing all of the following:

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(a) Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the person's or organization's workplace and specifying the actions that will be taken against employees for violations of the prohibition.

(b) Establishing a drug-free awareness program to inform employees about all of the following:

(1) The dangers of drug abuse in the workplace.

(2) The person's or organization's policy of maintaining a drug-free workplace.

(3) Any available drug counseling, rehabilitation, and employee assistance programs.

(4) The penalties that may be imposed upon employees for drug abuse violations.

(c) Requiring that each employee engaged in the performance of the contract or grant be given a copy of the statement required by subdivision (a) and that, as a condition of employment on the contract or grant, the employee agrees to abide by the terms of the statement.

(Added by Stats.1990, c. 1170 (S.B.1120), § 1.)

Historical and Statutory Notes

Former § 8355, added by Stats.1969, c. 1161, p. 2250, § 1, derived from former § 8386, added by Stats.1968, c. 1352, p. 2585, § 3, authorizing private and public, state and local collaboration on information systems, was repealed by Stats.1972, c. 1242, p. 2427, § 3.

Former § 8355, added by Stats.1968, c. 1352, p. 2584, § 3, derived from former § 8340.3, added by Stats.1965, c. 1157, p. 2916, § 5, relating to quorum for transaction of business, was repealed by Stats.1969, c. 1161, p. 2250, § 10.

§ 8356. Suspension of payments; termination of contract or grant; list of canceled awards

(a) Each contract or grant awarded by a state agency may be subject to suspension of payments under the contract or grant or termination of the contract or grant, or both, and the contractor or grantee thereunder may be subject to debarment, in accordance with the requirements of this article, if the contracting or granting agency determines that any of the following has occurred:

(1) The contractor or grantee has made a false certification under Section 8355.

(2) The contractor or grantee violates the certification by failing to carry out the requirements of subdivisions (a) to (c), inclusive, of Section 8355.

(b) The Department of General Services shall establish and maintain a list of individuals and organizations whose contracts or grants have been canceled due to failure to comply with this chapter. This list shall be updated monthly and published each month. No state agency shall award a contract or grant to a person or organization on the published list until that person or organization has complied with this chapter.

Sec. 701. Drug-free workplace requirements for Federal contractors.

- (a) Drug-free workplace requirement
 - (1) Requirement for persons other than individuals

No person, other than an individual, shall be considered a responsible source, under the meaning of such term as defined in section 403(8) of this title, for the purposes of being awarded a contract for the procurement of any property or services of a value greater than the simplified acquisition threshold (as defined in section 403(11) of this title) by any Federal agency, other than a contract for the procurement of commercial items (as defined in section 403(12) of this title), unless such person agrees to provide a drug-free workplace by -

 - (A) publishing a statement notifying employees that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the person's workplace and specifying the actions that will be taken against employees for violations of such prohibition;
 - (B) establishing a drug-free awareness program to inform employees about -
 - (i) the dangers of drug abuse in the workplace;
 - (ii) the person's policy of maintaining a drug-free workplace;
 - (iii) any available drug counseling, rehabilitation, and employee assistance programs; and
 - (iv) the penalties that may be imposed upon employees for drug abuse violations;
 - (C) making it a requirement that each employee to be engaged in the performance of such contract be given a copy of the statement required by subparagraph (A);
 - (D) notifying the employee in the statement required by subparagraph (A), that as a condition of employment on such contract, the employee will -
 - (i) abide by the terms of the statement; and
 - (ii) notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction;
 - (E) notifying the contracting agency within 10 days after receiving notice under subparagraph (D)(ii) from an employee or otherwise receiving actual notice of such conviction;
 - (F) imposing a sanction on, or requiring the satisfactory participation in a drug abuse assistance or rehabilitation program by, any employee who is so convicted, as required by section 703 of this title; and
 - (G) making a good faith effort to continue to maintain a drug-free workplace through implementation of subparagraphs (A), (B), (C), (D), (E), and (F).

o (2) Requirement for individuals

No Federal agency shall enter into a contract with an individual unless such individual agrees that the individual will not engage in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in the performance of the contract.

• (b) Suspension, termination, or debarment of contractor

o (1) Grounds for suspension, termination, or debarment

Each contract awarded by a Federal agency shall be subject to suspension of payments under the contract or termination of the contract, or both, and the contractor thereunder or the individual who entered the contract with the Federal agency, as applicable, shall be subject to suspension or debarment in accordance with the requirements of this section if the head of the agency determines that -

- (A) the contractor violates the requirements of subparagraph (A), (B), (C), (D), (E), or (F) of subsection (a)(1) of this section; or
- (B) such a number of employees of such contractor have been convicted of violations of criminal drug statutes for violations occurring in the workplace as to indicate that the contractor has failed to make a good faith effort to provide a drug-free workplace as required by subsection (a) of this section.

o (2) Conduct of suspension, termination, and debarment proceedings

- (A) If a contracting officer determines, in writing, that cause for suspension of payments, termination, or suspension or debarment exists, an appropriate action shall be initiated by a contracting officer of the agency, to be conducted by the agency concerned in accordance with the Federal Acquisition Regulation and applicable agency procedures.
- (B) The Federal Acquisition Regulation shall be revised to include rules for conducting suspension and debarment proceedings under this subsection, including rules providing notice, opportunity to respond in writing or in person, and such other procedures as may be necessary to provide a full and fair proceeding to a contractor or individual in such proceeding.

o (3) Effect of debarment

Upon issuance of any final decision under this subsection requiring debarment of a contractor or individual, such contractor or individual shall be ineligible for award of any contract by any Federal agency, and for participation in any future procurement by any Federal agency, for a period specified in the decision, not to exceed 5 years.

Sec. 702. Drug-free workplace requirements for Federal grant recipients

• (a) Drug-free workplace requirement

○ (1) Persons other than individuals

No person, other than an individual, shall receive a grant from any Federal agency unless such person agrees to provide a drug-free workplace by -

- (A) publishing a statement notifying employees that the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance is prohibited in the grantee's workplace and specifying the actions that will be taken against employees for violations of such prohibition;
- (B) establishing a drug-free awareness program to inform employees about -
 - (i) the dangers of drug abuse in the workplace;
 - (ii) the grantee's policy of maintaining a drug-free workplace;
 - (iii) any available drug counseling, rehabilitation, and employee assistance programs; and
 - (iv) the penalties that may be imposed upon employees for drug abuse violations;
- (C) making it a requirement that each employee to be engaged in the performance of such grant be given a copy of the statement required by subparagraph (A);
- (D) notifying the employee in the statement required by subparagraph (A), that as a condition of employment in such grant, the employee will -
 - (i) abide by the terms of the statement; and
 - (ii) notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than 5 days after such conviction;
- (E) notifying the granting agency within 10 days after receiving notice of a conviction under subparagraph (D)(ii) from an employee or otherwise receiving actual notice of such conviction;
- (F) imposing a sanction on, or requiring the satisfactory participation in a drug abuse assistance or rehabilitation program by, any employee who is so convicted, as required by section 703 of this title; and
- (G) making a good faith effort to continue to maintain a drug-free workplace through implementation of subparagraphs (A), (B), (C), (D), (E), and (F).

○ (2) Individuals

No Federal agency shall make a grant to any individual unless such individual agrees as a condition of such grant that the individual will not engage in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled

substance in conducting any activity with such grant.

- (b) Suspension, termination, or debarment of grantee
 - (1) Grounds for suspension, termination, or debarment

Each grant awarded by a Federal agency shall be subject to suspension of payments under the grant or termination of the grant, or both, and the grantee thereunder shall be subject to suspension or debarment, in accordance with the requirements of this section if the agency head of the granting agency or his official designee determines, in writing, that -

 - (A) the grantee violates the requirements of subparagraph (A), (B), (C), (D), (E), (F), or (G) of subsection (a)(1) of this section; or
 - (B) such a number of employees of such grantee have been convicted of violations of criminal drug statutes for violations occurring in the workplace as to indicate that the grantee has failed to make a good faith effort to provide a drug-free workplace as required by subsection (a)(1) of this section.
 - (2) Conduct of suspension, termination, and debarment proceedings

A suspension of payments, termination, or suspension or debarment proceeding subject to this subsection shall be conducted in accordance with applicable law, including Executive Order 12549 or any superseding Executive order and any regulations promulgated to implement such law or Executive order.
 - (3) Effect of debarment

Upon issuance of any final decision under this subsection requiring debarment of a grantee, such grantee shall be ineligible for award of any grant from any Federal agency and for participation in any future grant from any Federal agency for a period specified in the decision, not to exceed 5 years.

Sec. 703. Employee sanctions and remedies

A grantee or contractor shall, within 30 days after receiving notice from an employee of a conviction pursuant to section 701(a)(1)(D)(ii) or 702(a)(1)(D)(ii) of this title -

- (1) take appropriate personnel action against such employee up to and including termination; or
- (2) require such employee to satisfactorily participate in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency.

Sec. 704. Waiver

- (a) In general

A termination, suspension of payments, or suspension or debarment under this chapter may be waived by the head of an agency with respect to a particular contract or grant if-

- o (1) in the case of a waiver with respect to a contract, the head of the agency determines under section 701(b)(1) of this title, after the issuance of a final determination under such section, that suspension of payments, or termination of the contract, or suspension or debarment of the contractor, or refusal to permit a person to be treated as a responsible source for a contract, as the case may be, would severely disrupt the operation of such agency to the detriment of the Federal Government or the general public; or
- o (2) in the case of a waiver with respect to a grant, the head of the agency determines that suspension of payments, termination of the grant, or suspension or debarment of the grantee would not be in the public interest.

- (b) Exclusive authority

The authority of the head of an agency under this section to waive a termination, suspension, or debarment shall not be delegated.

Sec. 705. Regulations

Not later than 90 days after November 18, 1988, the governmentwide regulations governing actions under this chapter shall be issued pursuant to the Office of Federal Procurement Policy Act (41 U.S.C. 401 et seq.).

Sec. 706. Definitions

For purposes of this chapter -

- (1) the term "drug-free workplace" means a site for the performance of work done in connection with a specific grant or contract described in section 701 or 702 of this title of an entity at which employees of such entity are prohibited from engaging in the unlawful manufacture, distribution, dispensation, possession, or use of a controlled substance in accordance with the requirements of this Act;
- (2) the term "employee" means the employee of a grantee or contractor directly engaged in the performance of work pursuant to the provisions of the grant or contract described in section 701 or 702 of this title;
- (3) the term "controlled substance" means a controlled substance in schedules I through V of section 812 of title 21;
- (4) the term "conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence, or both, by any judicial body charged with the responsibility to determine violations of the Federal or State criminal drug statutes;
- (5) the term "criminal drug statute" means a criminal statute involving manufacture, distribution, dispensation, use, or possession of any controlled substance;
- (6) the term "grantee" means the department, division, or other unit of a person responsible for the performance under the grant;
- (7) the term "contractor" means the department, division, or other unit of a person responsible for the performance under the contract; and
- (8) the term "Federal agency" means an agency as that term is defined in section 552(f) of title 5.

Sec. 707. Construction of chapter

Nothing in this chapter shall be construed to require law enforcement agencies, if the head of the agency determines it would be inappropriate in connection with the agency's undercover operations, to comply with the provisions of this chapter.

Sec. 812. Schedules of controlled substances

- (a) Establishment

There are established five schedules of controlled substances, to be known as schedules I, II, III, IV, and V. Such schedules shall initially consist of the substances listed in this section. The schedules established by this section shall be updated and republished on a semiannual basis during the two-year period beginning one year after October 27, 1970, and shall be updated and republished on an annual basis thereafter.

- (b) Placement on schedules; findings required

Except where control is required by United States obligations under an international treaty, convention, or protocol, in effect on October 27, 1970, and except in the case of an immediate precursor, a drug or other substance may not be placed in any schedule unless the findings required for such schedule are made with respect to such drug or other substance. The findings required for each of the schedules are as follows:

- (1) Schedule I. -
 - (A) The drug or other substance has a high potential for abuse.
 - (B) The drug or other substance has no currently accepted medical use in treatment in the United States.
 - (C) There is a lack of accepted safety for use of the drug or other substance under medical supervision.
- (2) Schedule II. -
 - (A) The drug or other substance has a high potential for abuse.
 - (B) The drug or other substance has a currently accepted medical use in treatment in the United States or a currently accepted medical use with severe restrictions.
 - (C) Abuse of the drug or other substances may lead to severe psychological or physical dependence.
- (3) Schedule III. -
 - (A) The drug or other substance has a potential for abuse less than the drugs or other substances in schedules I and II.
 - (B) The drug or other substance has a currently accepted medical use in treatment in the United States.
 - (C) Abuse of the drug or other substance may lead to moderate or low physical dependence or high psychological dependence.
- (4) Schedule IV. -
 - (A) The drug or other substance has a low potential for abuse relative to the drugs or other substances in schedule III.
 - (B) The drug or other substance has a currently accepted medical use in treatment in the United States.
 - (C) Abuse of the drug or other substance may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in schedule III.
- (5) Schedule V. -
 - (A) The drug or other substance has a low potential for abuse relative to the drugs or other substances in schedule IV.
 - (B) The drug or other substance has a currently accepted

medical use in treatment in the United States.

- (C) Abuse of the drug or other substance may lead to limited physical dependence or psychological dependence relative to the drugs or other substances in schedule IV.

- (c) Initial schedules of controlled substances

Schedules I, II, III, IV, and V shall, unless and until amended ^[1] pursuant to section 811 of this title, consist of the following drugs or other substances, by whatever official name, common or usual name, chemical name, or brand name designated:

- (a) Unless specifically excepted or unless listed in another schedule, any of the following opiates, including their isomers, esters, ethers, salts, and salts of isomers, esters, and ethers, whenever the existence of such isomers, esters, ethers, and salts is possible within the specific chemical designation:

- (1) Acetylmethadol.
- (2) Allylprodine.
- (3) Alphacetylmethadol. ^[2]

^[2] So in original. Probably should be "Alphacetylmethadol."

- (4) Alphameprodine.
- (5) Alphamethadol.
- (6) Benzethidine.
- (7) Betacetylmethadol.
- (8) Betameprodine.
- (9) Betamethadol.
- (10) Betaprodine.
- (11) Clonitazene.
- (12) Dextromoramide.
- (13) Dextrophan.
- (14) Diampromide.
- (15) Diethylthiambutene.
- (16) Dimenoxadol.
- (17) Dimepheptanol.
- (18) Dimethylthiambutene.
- (19) Dioxaphetyl butyrate.
- (20) Dipipanone.
- (21) Ethylmethylthiambutene.
- (22) Etonitazene.
- (23) Etoxeridine.
- (24) Furethidine.
- (25) Hydroxypethidine.
- (26) Ketobemidone.
- (27) Levomoramide.
- (28) Levophenacetylmorphan.
- (29) Morpheridine.
- (30) Noracymethadol.
- (31) Norlevorphanol.
- (32) Normethadone.
- (33) Norpipanone.
- (34) Phenadoxone.

- (15) Pethidine-Intermediate-A,
4-cyano-1-methyl-4-phenylpiperidine.
 - (16) Pethidine-Intermediate-B,
ethyl-4-phenylpiperidine-4-carboxylate.
 - (17) Pethidine-Intermediate-C,
1-methyl-4-phenylpiperidine-4-carboxylic acid.
 - (18) Phenazocine.
 - (19) Piminodine.
 - (20) Racemethorphan.
 - (21) Racemorphan.
- (c) Unless specifically excepted or unless listed in another schedule, any injectable liquid which contains any quantity of methamphetamine, including its salts, isomers, and salts of isomers.

SCHEDULE III

- (a) Unless specifically excepted or unless listed in another schedule, any material, compound, mixture, or preparation which contains any quantity of the following substances having a stimulant effect on the central nervous system:
 - (1) Amphetamine, its salts, optical isomers, and salts of its optical isomers.
 - (2) Phenmetrazine and its salts.
 - (3) Any substance (except an injectable liquid) which contains any quantity of methamphetamine, including its salts, isomers, and salts of isomers.
 - (4) Methylphenidate.
- (b) Unless specifically excepted or unless listed in another schedule, any material, compound, mixture, or preparation which contains any quantity of the following substances having a depressant effect on the central nervous system:
 - (1) Any substance which contains any quantity of a derivative of barbituric acid, or any salt of a derivative of barbituric acid.
 - (2) Chorhexadol.
 - (3) Glutehimide.
 - (4) Lysergic acid.
 - (5) Lysergic acid amide.
 - (6) Methypylon.
 - (7) Phencyclidine.
 - (8) Sulfondiethylmethane.
 - (9) Sulfonethylmethane.
 - (10) Sulfonmethane.
- (c) Nalorphine.
- (d) Unless specifically excepted or unless listed in another schedule, any material, compound, mixture, or preparation containing limited quantities of any of the following narcotic drugs, or any salts thereof:
 - (1) Not more than 1.8 grams of codeine per 100 milliliters or not more than 90 milligrams per dosage unit, with an equal or

- greater quantity of an isoquinoline alkaloid of opium,
- (2) Not more than 1.8 grams of codeine per 100 milliliters or not more than 90 milligrams per dosage unit, with one or more active, non-narcotic ingredients in recognized therapeutic amounts.
- (3) Not more than 300 milligrams of dihydrocodeinone per 100 milliliters or not more than 15 milligrams per dosage unit, with a fourfold or greater quantity of an isoquinoline alkaloid of opium.
- (4) Not more than 300 milligrams of dihydrocodeinone per 100 milliliters or not more than 15 milligrams per dosage unit, with one or more active, nonnarcotic ingredients in recognized therapeutic amounts.
- (5) Not more than 1.8 grams of dihydrocodeine per 100 milliliters or not more than 90 milligrams per dosage unit, with one or more active, nonnarcotic ingredients in recognized therapeutic amounts.
- (6) Not more than 300 milligrams of ethylmorphine per 100 milliliters or not more than 15 milligrams per dosage unit, with one or more active, nonnarcotic ingredients in recognized therapeutic amounts.
- (7) Not more than 500 milligrams of opium per 100 milliliters or per 100 grams, or not more than 25 milligrams per dosage unit, with one or more active, nonnarcotic ingredients in recognized therapeutic amounts.
- (8) Not more than 50 milligrams of morphine per 100 milliliters or per 100 grams with one or more active, nonnarcotic ingredients in recognized therapeutic amounts.

- (e) Anabolic steroids.

SCHEDULE IV

- (1) Barbital.
- (2) Chloral betaine.
- (3) Chloral hydrate.
- (4) Ethchlorvynol.
- (5) Ethinamate.
- (6) Methohexital.
- (7) Meprobamate.
- (8) Methylphenobarbital.
- (9) Paraldehyde.
- (10) Petrichloral.
- (11) Phenobarbital.

SCHEDULE V

Any compound, mixture, or preparation containing any of the following limited quantities of narcotic drugs, which shall include one or more nonnarcotic active medicinal ingredients in sufficient proportion to confer upon the compound, mixture, or preparation valuable medicinal qualities other than those possessed by the narcotic drug alone:

- (1) Not more than 200 milligrams of codeine per 100 milliliters or per 100 grams.

- (35) Phenampromide.
 - (36) Phenomorphan.
 - (37) Phenoperidine.
 - (38) Piritramide.
 - (39) Propheptazine.
 - (40) Properidine.
 - (41) Racemoramide.
 - (42) Trimeperidine.
- (b) Unless specifically excepted or unless listed in another schedule, any of the following opium derivatives, their salts, isomers, and salt of isomers whenever the existence of such salts, isomers, and salts of isomers is possible within the specific chemical designation:
 - (1) Acetorphine.
 - (2) Acetyldihydrocodeine.
 - (3) Benzylmorphine.
 - (4) Codeine methylbromide.
 - (5) Codeine-N-Oxide.
 - (6) Cyprenorphine.
 - (7) Desomorphine.
 - (8) Dihydromorphine.
 - (9) Etorphine.
 - (10) Heroin.
 - (11) Hydromorphenol.
 - (12) Methyldesorphine.
 - (13) Methylhydromorphine.
 - (14) Morphine methylbromide.
 - (15) Morphine methylsulfonate.
 - (16) Morphine-N-Oxide.
 - (17) Myrophine.
 - (18) Nicocodeine.
 - (19) Nicomorphine.
 - (20) Normorphine.
 - (21) Pholcodine.
 - (22) Thebacon.
- (c) Unless specifically excepted or unless listed in another schedule, any material, compound, mixture, or preparation, which contains any quantity of the following hallucinogenic substances, or which contains any of their salts, isomers, and salts of isomers whenever the existence of such salts, isomers, and salts of isomers is possible within the specific chemical designation:
 - (1) 3,4-methylenedioxy amphetamine.
 - (2) 5-methoxy-3,4-methylenedioxy amphetamine.
 - (3) 3,4,5-trimethoxy amphetamine.
 - (4) Bufotenine.
 - (5) Diethyltryptamine.
 - (6) Dimethyltryptamine.
 - (7) 4-methyl-2,5-dimethoxyamphetamine.
 - (8) Ibogaine.
 - (9) Lysergic acid diethylamide.
 - (10) Marihuana.

- (11) Mescaline.
- (12) Peyote.
- (13) N-ethyl-3-piperidyl benzilate.
- (14) N-methyl-3-piperidyl benzilate.
- (15) Psilocybin.
- (16) Psilocyn.
- (17) Tetrahydrocannabinols.

SCHEDULE II

- (a) Unless specifically excepted or unless listed in another schedule, any of the following substances whether produced directly or indirectly by extraction from substances of vegetable origin, or independently by means of chemical synthesis, or by a combination of extraction and chemical synthesis:
 - (1) Opium and opiate, and any salt, compound, derivative, or preparation of opium or opiate.
 - (2) Any salt, compound, derivative, or preparation thereof which is chemically equivalent or identical with any of the substances referred to in clause (1), except that these substances shall not include the isoquinoline alkaloids of opium.
 - (3) Opium poppy and poppy straw.
 - (4) coca ^[3] leaves, except coca leaves and extracts of coca leaves from which cocaine, ecgonine, and derivatives of ecgonine or their salts have been removed; cocaine, its salts, optical and geometric isomers, and salts of isomers; ecgonine, its derivatives, their salts, isomers, and salts of isomers; or any compound, mixture, or preparation which contains any quantity of any of the substances referred to in this paragraph.

^[3] So in original. Probably should be capitalized.
- (b) Unless specifically excepted or unless listed in another schedule, any of the following opiates, including their isomers, esters, ethers, salts, and salts of isomers, esters and ethers, whenever the existence of such isomers, esters, ethers, and salts is possible within the specific chemical designation:
 - (1) Alphaprodine.
 - (2) Anileridine.
 - (3) Bezitramide.
 - (4) Dihydrocodeine.
 - (5) Diphenoxylate.
 - (6) Fentanyl.
 - (7) Isomethadone.
 - (8) Levomethorphan.
 - (9) Levorphanol.
 - (10) Metazocine.
 - (11) Methadone.
 - (12) Methadone-Intermediate,
4-cyano-2-dimethylamino-4,4-diphenyl butane.
 - (13) Moramide-Intermediate, 2-methyl-3-morpholino-1,
1-diphenylpropane-carboxylic acid.
 - (14) Pethidine.

- o (2) Not more than 100 milligrams of dihydrocodeine per 100 milliliters or per 100 grams.
 - o (3) Not more than 100 milligrams of ethylmorphine per 100 milliliters or per 100 grams.
 - o (4) Not more than 2.5 milligrams of diphenoxylate and not less than 25 micrograms of atropine sulfate per dosage unit.
 - o (5) Not more than 100 milligrams of opium per 100 milliliters or per 100 grams.
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Footnotes

[1] Revised schedules are published in the Code of Federal Regulations, Part 1308 of Title 21, Food and Drugs. SCHEDULE I

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
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Attachment IV

Madera County's 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.

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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.

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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.

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 - PEACE OFFICER MANAGEMENT UNIT
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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.

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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 - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

Attachment V

Salary Table OMB2 0115

Salary Table has been amended to include:

**Pursuant to Board action on January 6, 2015, an additional 1% COLA was granted for a total COLA of 5.0% (for equity with all other units who were granted a 5.0% COLA)*

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
001	Annual	\$16,446.14	\$17,268.45	\$18,131.86	\$19,038.48	\$19,990.39
001	Monthly	\$1,370.51	\$1,439.04	\$1,510.99	\$1,586.54	\$1,665.87
001	Hourly	\$7.90680	\$8.30214	\$8.71724	\$9.15312	\$9.61076
002	Annual	\$16,528.38	\$17,354.80	\$18,222.53	\$19,133.66	\$20,090.35
002	Monthly	\$1,377.37	\$1,446.23	\$1,518.54	\$1,594.47	\$1,674.20
002	Hourly	\$7.94634	\$8.34365	\$8.76083	\$9.19888	\$9.65882
003	Annual	\$16,611.03	\$17,441.56	\$18,313.65	\$19,229.33	\$20,190.80
003	Monthly	\$1,384.25	\$1,453.46	\$1,526.14	\$1,602.44	\$1,682.57
003	Hourly	\$7.98607	\$8.38537	\$8.80464	\$9.24487	\$9.70712
004	Annual	\$16,694.08	\$17,528.78	\$18,405.22	\$19,325.47	\$20,291.75
004	Monthly	\$1,391.17	\$1,460.73	\$1,533.77	\$1,610.46	\$1,690.98
004	Hourly	\$8.02600	\$8.42730	\$8.84866	\$9.29109	\$9.75565
005	Annual	\$16,777.54	\$17,616.42	\$18,497.24	\$19,422.12	\$20,393.20
005	Monthly	\$1,398.13	\$1,468.04	\$1,541.44	\$1,618.51	\$1,699.43
005	Hourly	\$8.06613	\$8.46943	\$8.89290	\$9.33756	\$9.80442
006	Annual	\$16,861.42	\$17,704.49	\$18,589.74	\$19,519.21	\$20,495.18
006	Monthly	\$1,405.12	\$1,475.37	\$1,549.15	\$1,626.60	\$1,707.93
006	Hourly	\$8.10645	\$8.51177	\$8.93738	\$9.38424	\$9.85345
007	Annual	\$16,945.74	\$17,793.02	\$18,682.70	\$19,616.82	\$20,597.66
007	Monthly	\$1,412.15	\$1,482.75	\$1,556.89	\$1,634.74	\$1,716.47
007	Hourly	\$8.14699	\$8.55434	\$8.98207	\$9.43116	\$9.90272
008	Annual	\$17,030.47	\$17,881.99	\$18,776.08	\$19,714.89	\$20,700.64
008	Monthly	\$1,419.21	\$1,490.17	\$1,564.67	\$1,642.91	\$1,725.05
008	Hourly	\$8.18773	\$8.59711	\$9.02696	\$9.47831	\$9.95223
009	Annual	\$17,115.62	\$17,971.40	\$18,869.98	\$19,813.47	\$20,804.14
009	Monthly	\$1,426.30	\$1,497.62	\$1,572.50	\$1,651.12	\$1,733.68
009	Hourly	\$8.22866	\$8.64010	\$9.07211	\$9.52571	\$10.00199
010	Annual	\$17,201.18	\$18,061.25	\$18,964.32	\$19,912.54	\$20,908.16
010	Monthly	\$1,433.43	\$1,505.10	\$1,580.36	\$1,659.38	\$1,742.35
010	Hourly	\$8.26980	\$8.68329	\$9.11746	\$9.57334	\$10.05200
011	Annual	\$17,287.19	\$18,151.56	\$19,059.14	\$20,012.10	\$21,012.72
011	Monthly	\$1,440.60	\$1,512.63	\$1,588.26	\$1,667.68	\$1,751.06
011	Hourly	\$8.31115	\$8.72671	\$9.16305	\$9.62120	\$10.10227
012	Annual	\$17,373.65	\$18,242.33	\$19,154.44	\$20,112.16	\$21,117.76
012	Monthly	\$1,447.80	\$1,520.19	\$1,596.20	\$1,676.01	\$1,759.81
012	Hourly	\$8.35272	\$8.77035	\$9.20887	\$9.66931	\$10.15277
013	Annual	\$17,460.51	\$18,333.53	\$19,250.21	\$20,212.72	\$21,223.35
013	Monthly	\$1,455.04	\$1,527.79	\$1,604.18	\$1,684.39	\$1,768.61
013	Hourly	\$8.39448	\$8.81420	\$9.25491	\$9.71765	\$10.20353
014	Annual	\$17,547.81	\$18,425.20	\$19,346.46	\$20,313.80	\$21,329.47

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
014	Monthly	\$1,462.32	\$1,535.43	\$1,612.21	\$1,692.82	\$1,777.46
014	Hourly	\$8.43645	\$8.85827	\$9.30118	\$9.76625	\$10.25455
015	Annual	\$17,635.55	\$18,517.33	\$19,443.19	\$20,415.34	\$21,436.13
015	Monthly	\$1,469.63	\$1,543.11	\$1,620.27	\$1,701.28	\$1,786.34
015	Hourly	\$8.47863	\$8.90256	\$9.34769	\$9.81507	\$10.30583
016	Annual	\$17,723.72	\$18,609.92	\$19,540.41	\$20,517.42	\$21,543.30
016	Monthly	\$1,476.98	\$1,550.83	\$1,628.37	\$1,709.79	\$1,795.28
016	Hourly	\$8.52102	\$8.94708	\$9.39443	\$9.86414	\$10.35736
017	Annual	\$17,812.34	\$18,702.98	\$19,638.11	\$20,620.03	\$21,651.03
017	Monthly	\$1,484.36	\$1,558.58	\$1,636.51	\$1,718.34	\$1,804.25
017	Hourly	\$8.56363	\$8.99182	\$9.44140	\$9.91348	\$10.40915
018	Annual	\$17,901.39	\$18,796.48	\$19,736.31	\$20,723.12	\$21,759.27
018	Monthly	\$1,491.78	\$1,566.37	\$1,644.69	\$1,726.93	\$1,813.27
018	Hourly	\$8.60644	\$9.03677	\$9.48861	\$9.96304	\$10.46119
019	Annual	\$17,990.91	\$18,890.46	\$19,834.99	\$20,826.74	\$21,868.07
019	Monthly	\$1,499.24	\$1,574.21	\$1,652.92	\$1,735.56	\$1,822.34
019	Hourly	\$8.64948	\$9.08195	\$9.53605	\$10.01286	\$10.51350
020	Annual	\$18,080.88	\$18,984.91	\$19,934.16	\$20,930.88	\$21,977.42
020	Monthly	\$1,506.74	\$1,582.08	\$1,661.18	\$1,744.24	\$1,831.45
020	Hourly	\$8.69273	\$9.12736	\$9.58373	\$10.06292	\$10.56607
021	Annual	\$18,171.27	\$19,079.84	\$20,033.83	\$21,035.53	\$22,087.31
021	Monthly	\$1,514.27	\$1,589.99	\$1,669.49	\$1,752.96	\$1,840.61
021	Hourly	\$8.73619	\$9.17300	\$9.63165	\$10.11324	\$10.61890
022	Annual	\$18,262.14	\$19,175.23	\$20,134.00	\$21,140.70	\$22,197.73
022	Monthly	\$1,521.85	\$1,597.94	\$1,677.83	\$1,761.73	\$1,849.81
022	Hourly	\$8.77988	\$9.21886	\$9.67981	\$10.16380	\$10.67199
023	Annual	\$18,353.44	\$19,271.11	\$20,234.68	\$21,246.41	\$22,308.73
023	Monthly	\$1,529.45	\$1,605.93	\$1,686.22	\$1,770.53	\$1,859.06
023	Hourly	\$8.82377	\$9.26496	\$9.72821	\$10.21462	\$10.72535
024	Annual	\$18,445.22	\$19,367.48	\$20,335.83	\$21,352.64	\$22,420.26
024	Monthly	\$1,537.10	\$1,613.96	\$1,694.65	\$1,779.39	\$1,868.36
024	Hourly	\$8.86789	\$9.31129	\$9.77684	\$10.26569	\$10.77897
025	Annual	\$18,537.44	\$19,464.30	\$20,437.53	\$21,459.41	\$22,532.37
025	Monthly	\$1,544.79	\$1,622.03	\$1,703.13	\$1,788.28	\$1,877.70
025	Hourly	\$8.91223	\$9.35784	\$9.82574	\$10.31702	\$10.83287
026	Annual	\$18,630.12	\$19,561.64	\$20,539.71	\$21,566.70	\$22,645.03
026	Monthly	\$1,552.51	\$1,630.14	\$1,711.64	\$1,797.23	\$1,887.09
026	Hourly	\$8.95679	\$9.40463	\$9.87486	\$10.36861	\$10.88703
027	Annual	\$18,723.28	\$19,659.44	\$20,642.43	\$21,674.53	\$22,758.25
027	Monthly	\$1,560.27	\$1,638.29	\$1,720.20	\$1,806.21	\$1,896.52

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
027	Hourly	\$9.00158	\$9.45165	\$9.92425	\$10.42045	\$10.94147
028	Annual	\$18,816.88	\$19,757.73	\$20,745.62	\$21,782.90	\$22,872.06
028	Monthly	\$1,568.07	\$1,646.48	\$1,728.80	\$1,815.24	\$1,906.01
028	Hourly	\$9.04658	\$9.49891	\$9.97386	\$10.47255	\$10.99618
029	Annual	\$18,910.97	\$19,856.53	\$20,849.35	\$21,891.82	\$22,986.41
029	Monthly	\$1,575.91	\$1,654.71	\$1,737.45	\$1,824.32	\$1,915.53
029	Hourly	\$9.09181	\$9.54641	\$10.02373	\$10.52491	\$11.05116
030	Annual	\$19,005.52	\$19,955.81	\$20,953.60	\$22,001.28	\$23,101.33
030	Monthly	\$1,583.79	\$1,662.98	\$1,746.13	\$1,833.44	\$1,925.11
030	Hourly	\$9.13727	\$9.59414	\$10.07385	\$10.57754	\$11.10641
031	Annual	\$19,100.56	\$20,055.59	\$21,058.36	\$22,111.29	\$23,216.84
031	Monthly	\$1,591.71	\$1,671.30	\$1,754.86	\$1,842.61	\$1,934.74
031	Hourly	\$9.18296	\$9.64211	\$10.12421	\$10.63043	\$11.16194
032	Annual	\$19,196.07	\$20,155.86	\$21,163.65	\$22,221.84	\$23,332.94
032	Monthly	\$1,599.67	\$1,679.66	\$1,763.64	\$1,851.82	\$1,944.41
032	Hourly	\$9.22888	\$9.69032	\$10.17483	\$10.68358	\$11.21776
033	Annual	\$19,292.03	\$20,256.65	\$21,269.47	\$22,332.96	\$23,449.60
033	Monthly	\$1,607.67	\$1,688.05	\$1,772.46	\$1,861.08	\$1,954.13
033	Hourly	\$9.27501	\$9.73877	\$10.22571	\$10.73700	\$11.27385
034	Annual	\$19,388.50	\$20,357.94	\$21,375.82	\$22,444.61	\$23,566.86
034	Monthly	\$1,615.71	\$1,696.50	\$1,781.32	\$1,870.38	\$1,963.91
034	Hourly	\$9.32139	\$9.78747	\$10.27684	\$10.79068	\$11.33022
035	Annual	\$19,485.44	\$20,459.72	\$21,482.70	\$22,556.85	\$23,684.68
035	Monthly	\$1,623.79	\$1,704.98	\$1,790.23	\$1,879.74	\$1,973.72
035	Hourly	\$9.36800	\$9.83640	\$10.32822	\$10.84464	\$11.38687
036	Annual	\$19,582.87	\$20,562.01	\$21,590.13	\$22,669.63	\$23,803.11
036	Monthly	\$1,631.91	\$1,713.50	\$1,799.18	\$1,889.14	\$1,983.59
036	Hourly	\$9.41484	\$9.88558	\$10.37987	\$10.89886	\$11.44380
037	Annual	\$19,680.77	\$20,664.81	\$21,698.07	\$22,782.97	\$23,922.11
037	Monthly	\$1,640.06	\$1,722.07	\$1,808.17	\$1,898.58	\$1,993.51
037	Hourly	\$9.46191	\$9.93500	\$10.43176	\$10.95335	\$11.50101
038	Annual	\$19,779.18	\$20,768.15	\$21,806.55	\$22,896.87	\$24,041.74
038	Monthly	\$1,648.27	\$1,730.68	\$1,817.21	\$1,908.07	\$2,003.48
038	Hourly	\$9.50922	\$9.98469	\$10.48392	\$11.00811	\$11.55853
039	Annual	\$19,878.08	\$20,871.99	\$21,915.59	\$23,011.39	\$24,161.94
039	Monthly	\$1,656.51	\$1,739.33	\$1,826.30	\$1,917.62	\$2,013.50
039	Hourly	\$9.55677	\$10.03461	\$10.53634	\$11.06317	\$11.61632
040	Annual	\$19,977.49	\$20,976.34	\$22,025.17	\$23,126.42	\$24,282.75
040	Monthly	\$1,664.79	\$1,748.03	\$1,835.43	\$1,927.20	\$2,023.56
040	Hourly	\$9.60456	\$10.08478	\$10.58902	\$11.11847	\$11.67440

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
041	Annual	\$20,077.38	\$21,081.24	\$22,135.30	\$23,242.05	\$24,404.17
041	Monthly	\$1,673.12	\$1,756.77	\$1,844.61	\$1,936.84	\$2,033.68
041	Hourly	\$9.65259	\$10.13521	\$10.64197	\$11.17406	\$11.73277
042	Annual	\$20,177.75	\$21,186.64	\$22,245.97	\$23,358.28	\$24,526.18
042	Monthly	\$1,681.48	\$1,765.55	\$1,853.83	\$1,946.52	\$2,043.85
042	Hourly	\$9.70084	\$10.18588	\$10.69518	\$11.22994	\$11.79143
043	Annual	\$20,278.63	\$21,292.57	\$22,357.20	\$23,475.06	\$24,648.81
043	Monthly	\$1,689.89	\$1,774.38	\$1,863.10	\$1,956.26	\$2,054.07
043	Hourly	\$9.74934	\$10.23681	\$10.74865	\$11.28609	\$11.85039
044	Annual	\$20,380.03	\$21,399.02	\$22,468.99	\$23,592.44	\$24,772.07
044	Monthly	\$1,698.34	\$1,783.25	\$1,872.42	\$1,966.04	\$2,064.34
044	Hourly	\$9.79809	\$10.28799	\$10.80240	\$11.34252	\$11.90965
045	Annual	\$20,481.93	\$21,506.02	\$22,581.33	\$23,710.41	\$24,895.91
045	Monthly	\$1,706.83	\$1,792.17	\$1,881.78	\$1,975.87	\$2,074.66
045	Hourly	\$9.84708	\$10.33943	\$10.85641	\$11.39924	\$11.96919
046	Annual	\$20,584.34	\$21,613.56	\$22,694.23	\$23,828.95	\$25,020.40
046	Monthly	\$1,715.36	\$1,801.13	\$1,891.19	\$1,985.75	\$2,085.03
046	Hourly	\$9.89632	\$10.39113	\$10.91069	\$11.45623	\$12.02904
047	Annual	\$20,687.26	\$21,721.64	\$22,807.71	\$23,948.09	\$25,145.50
047	Monthly	\$1,723.94	\$1,810.14	\$1,900.64	\$1,995.67	\$2,095.46
047	Hourly	\$9.94580	\$10.44310	\$10.96525	\$11.51350	\$12.08918
048	Annual	\$20,790.70	\$21,830.24	\$22,921.75	\$24,067.83	\$25,271.23
048	Monthly	\$1,732.56	\$1,819.19	\$1,910.15	\$2,005.65	\$2,105.94
048	Hourly	\$9.99553	\$10.49531	\$11.02007	\$11.57107	\$12.14963
049	Annual	\$20,894.66	\$21,939.39	\$23,036.36	\$24,188.18	\$25,397.59
049	Monthly	\$1,741.22	\$1,828.28	\$1,919.70	\$2,015.68	\$2,116.47
049	Hourly	\$10.04551	\$10.54778	\$11.07517	\$11.62893	\$12.21038
050	Annual	\$20,999.12	\$22,049.10	\$23,151.54	\$24,309.12	\$25,524.57
050	Monthly	\$1,749.93	\$1,837.43	\$1,929.30	\$2,025.76	\$2,127.05
050	Hourly	\$10.09573	\$10.60053	\$11.13055	\$11.68708	\$12.27143
051	Annual	\$21,104.12	\$22,159.32	\$23,267.30	\$24,430.66	\$25,652.20
051	Monthly	\$1,758.68	\$1,846.61	\$1,938.94	\$2,035.89	\$2,137.68
051	Hourly	\$10.14621	\$10.65352	\$11.18620	\$11.74551	\$12.33279
052	Annual	\$21,209.65	\$22,270.13	\$23,383.64	\$24,552.81	\$25,780.46
052	Monthly	\$1,767.47	\$1,855.84	\$1,948.64	\$2,046.07	\$2,148.37
052	Hourly	\$10.19695	\$10.70679	\$11.24213	\$11.80424	\$12.39445
053	Annual	\$21,315.70	\$22,381.48	\$23,500.56	\$24,675.59	\$25,909.36
053	Monthly	\$1,776.31	\$1,865.12	\$1,958.38	\$2,056.30	\$2,159.11
053	Hourly	\$10.24793	\$10.76033	\$11.29835	\$11.86326	\$12.45642
054	Annual	\$21,422.28	\$22,493.39	\$23,618.05	\$24,798.95	\$26,038.91

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
054	Monthly	\$1,785.19	\$1,874.45	\$1,968.17	\$2,066.58	\$2,169.91
054	Hourly	\$10.29917	\$10.81413	\$11.35483	\$11.92257	\$12.51871
055	Annual	\$21,529.38	\$22,605.85	\$23,736.14	\$24,922.95	\$26,169.10
055	Monthly	\$1,794.12	\$1,883.82	\$1,978.01	\$2,076.91	\$2,180.76
055	Hourly	\$10.35066	\$10.86820	\$11.41161	\$11.98219	\$12.58130
056	Annual	\$21,637.03	\$22,718.87	\$23,854.84	\$25,047.58	\$26,299.95
056	Monthly	\$1,803.09	\$1,893.24	\$1,987.90	\$2,087.30	\$2,191.66
056	Hourly	\$10.40242	\$10.92253	\$11.46867	\$12.04211	\$12.64421
057	Annual	\$21,745.22	\$22,832.48	\$23,974.10	\$25,172.80	\$26,431.45
057	Monthly	\$1,812.10	\$1,902.71	\$1,997.84	\$2,097.73	\$2,202.62
057	Hourly	\$10.45443	\$10.97715	\$11.52601	\$12.10231	\$12.70743
058	Annual	\$21,853.95	\$22,946.64	\$24,093.97	\$25,298.66	\$26,563.60
058	Monthly	\$1,821.16	\$1,912.22	\$2,007.83	\$2,108.22	\$2,213.63
058	Hourly	\$10.50671	\$11.03204	\$11.58364	\$12.16282	\$12.77096
059	Annual	\$21,963.21	\$23,061.37	\$24,214.45	\$25,425.16	\$26,696.42
059	Monthly	\$1,830.27	\$1,921.78	\$2,017.87	\$2,118.76	\$2,224.70
059	Hourly	\$10.55924	\$11.08720	\$11.64156	\$12.22363	\$12.83482
060	Annual	\$22,073.03	\$23,176.67	\$24,335.52	\$25,552.28	\$26,829.91
060	Monthly	\$1,839.42	\$1,931.39	\$2,027.96	\$2,129.36	\$2,235.83
060	Hourly	\$10.61203	\$11.14263	\$11.69977	\$12.28475	\$12.89900
061	Annual	\$22,183.40	\$23,292.56	\$24,457.19	\$25,680.05	\$26,964.06
061	Monthly	\$1,848.62	\$1,941.05	\$2,038.10	\$2,140.00	\$2,247.01
061	Hourly	\$10.66510	\$11.19835	\$11.75826	\$12.34618	\$12.96349
062	Annual	\$22,294.31	\$23,409.02	\$24,579.47	\$25,808.46	\$27,098.87
062	Monthly	\$1,857.86	\$1,950.75	\$2,048.29	\$2,150.71	\$2,258.24
062	Hourly	\$10.71842	\$11.25434	\$11.81705	\$12.40791	\$13.02830
063	Annual	\$22,405.79	\$23,526.06	\$24,702.38	\$25,937.48	\$27,234.37
063	Monthly	\$1,867.15	\$1,960.51	\$2,058.53	\$2,161.46	\$2,269.53
063	Hourly	\$10.77201	\$11.31061	\$11.87614	\$12.46994	\$13.09345
064	Annual	\$22,517.80	\$23,643.70	\$24,825.88	\$26,067.19	\$27,370.55
064	Monthly	\$1,876.48	\$1,970.31	\$2,068.82	\$2,172.27	\$2,280.88
064	Hourly	\$10.82587	\$11.36716	\$11.93552	\$12.53230	\$13.15892
065	Annual	\$22,630.40	\$23,761.93	\$24,950.02	\$26,197.50	\$27,507.38
065	Monthly	\$1,885.87	\$1,980.16	\$2,079.17	\$2,183.13	\$2,292.28
065	Hourly	\$10.88000	\$11.42400	\$11.99520	\$12.59495	\$13.22470
066	Annual	\$22,743.55	\$23,880.72	\$25,074.78	\$26,328.50	\$27,644.93
066	Monthly	\$1,895.30	\$1,990.06	\$2,089.57	\$2,194.04	\$2,303.74
066	Hourly	\$10.93440	\$11.48112	\$12.05518	\$12.65793	\$13.29083
067	Annual	\$22,857.27	\$24,000.14	\$25,200.15	\$26,460.15	\$27,783.17
067	Monthly	\$1,904.77	\$2,000.01	\$2,100.01	\$2,205.01	\$2,315.26

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
067	Hourly	\$10.98907	\$11.53853	\$12.11546	\$12.72123	\$13.35729
068	Annual	\$22,971.55	\$24,120.14	\$25,326.14	\$26,592.45	\$27,922.09
068	Monthly	\$1,914.30	\$2,010.01	\$2,110.51	\$2,216.04	\$2,326.84
068	Hourly	\$11.04401	\$11.59622	\$12.17603	\$12.78483	\$13.42408
069	Annual	\$23,086.42	\$24,240.75	\$25,452.78	\$26,725.41	\$28,061.68
069	Monthly	\$1,923.87	\$2,020.06	\$2,121.07	\$2,227.12	\$2,338.47
069	Hourly	\$11.09924	\$11.65421	\$12.23691	\$12.84875	\$13.49119
070	Annual	\$23,201.85	\$24,361.93	\$25,580.04	\$26,859.04	\$28,201.99
070	Monthly	\$1,933.49	\$2,030.16	\$2,131.67	\$2,238.25	\$2,350.17
070	Hourly	\$11.15474	\$11.71247	\$12.29810	\$12.91300	\$13.55865
071	Annual	\$23,317.85	\$24,483.75	\$25,707.94	\$26,993.34	\$28,342.99
071	Monthly	\$1,943.15	\$2,040.31	\$2,142.33	\$2,249.45	\$2,361.92
071	Hourly	\$11.21050	\$11.77103	\$12.35959	\$12.97757	\$13.62644
072	Annual	\$23,434.43	\$24,606.17	\$25,836.48	\$27,128.30	\$28,484.72
072	Monthly	\$1,952.87	\$2,050.51	\$2,153.04	\$2,260.69	\$2,373.73
072	Hourly	\$11.26655	\$11.82989	\$12.42138	\$13.04245	\$13.69458
073	Annual	\$23,551.62	\$24,729.19	\$25,965.67	\$27,263.94	\$28,627.13
073	Monthly	\$1,962.64	\$2,060.77	\$2,163.81	\$2,272.00	\$2,385.59
073	Hourly	\$11.32289	\$11.88903	\$12.48350	\$13.10766	\$13.76304
074	Annual	\$23,669.37	\$24,852.84	\$26,095.48	\$27,400.26	\$28,770.27
074	Monthly	\$1,972.45	\$2,071.07	\$2,174.62	\$2,283.36	\$2,397.52
074	Hourly	\$11.37950	\$11.94848	\$12.54590	\$13.17320	\$13.83186
075	Annual	\$23,787.71	\$24,977.10	\$26,225.96	\$27,537.27	\$28,914.13
075	Monthly	\$1,982.31	\$2,081.43	\$2,185.50	\$2,294.77	\$2,409.51
075	Hourly	\$11.43640	\$12.00822	\$12.60863	\$13.23907	\$13.90102
076	Annual	\$23,906.66	\$25,102.00	\$26,357.09	\$27,674.94	\$29,058.70
076	Monthly	\$1,992.22	\$2,091.83	\$2,196.42	\$2,306.25	\$2,421.56
076	Hourly	\$11.49359	\$12.06827	\$12.67168	\$13.30526	\$13.97053
077	Annual	\$24,026.20	\$25,227.49	\$26,488.89	\$27,813.32	\$29,203.99
077	Monthly	\$2,002.18	\$2,102.29	\$2,207.41	\$2,317.78	\$2,433.67
077	Hourly	\$11.55106	\$12.12860	\$12.73504	\$13.37179	\$14.04038
078	Annual	\$24,146.32	\$25,353.65	\$26,621.33	\$27,952.39	\$29,350.01
078	Monthly	\$2,012.19	\$2,112.80	\$2,218.44	\$2,329.37	\$2,445.83
078	Hourly	\$11.60881	\$12.18925	\$12.79872	\$13.43865	\$14.11058
079	Annual	\$24,267.05	\$25,480.42	\$26,754.44	\$28,092.15	\$29,496.78
079	Monthly	\$2,022.25	\$2,123.37	\$2,229.54	\$2,341.01	\$2,458.07
079	Hourly	\$11.66685	\$12.25020	\$12.86271	\$13.50584	\$14.18114
080	Annual	\$24,388.39	\$25,607.81	\$26,888.21	\$28,232.61	\$29,644.24
080	Monthly	\$2,032.37	\$2,133.98	\$2,240.68	\$2,352.72	\$2,470.35
080	Hourly	\$11.72519	\$12.31145	\$12.92702	\$13.57337	\$14.25204

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
081	Annual	\$24,510.33	\$25,735.86	\$27,022.66	\$28,373.79	\$29,792.46
081	Monthly	\$2,042.53	\$2,144.66	\$2,251.89	\$2,364.48	\$2,482.71
081	Hourly	\$11.78381	\$12.37301	\$12.99166	\$13.64125	\$14.32330
082	Annual	\$24,632.87	\$25,864.54	\$27,157.75	\$28,515.64	\$29,941.43
082	Monthly	\$2,052.74	\$2,155.38	\$2,263.15	\$2,376.30	\$2,495.12
082	Hourly	\$11.84273	\$12.43488	\$13.05661	\$13.70944	\$14.39492
083	Annual	\$24,756.05	\$25,993.86	\$27,293.54	\$28,658.22	\$30,091.14
083	Monthly	\$2,063.00	\$2,166.16	\$2,274.46	\$2,388.19	\$2,507.60
083	Hourly	\$11.90195	\$12.49705	\$13.12189	\$13.77799	\$14.46689
084	Annual	\$24,879.82	\$26,123.82	\$27,430.00	\$28,801.50	\$30,241.60
084	Monthly	\$2,073.32	\$2,176.99	\$2,285.83	\$2,400.13	\$2,520.13
084	Hourly	\$11.96145	\$12.55953	\$13.18750	\$13.84688	\$14.53923
085	Annual	\$25,004.23	\$26,254.44	\$27,567.15	\$28,945.53	\$30,392.81
085	Monthly	\$2,083.69	\$2,187.87	\$2,297.26	\$2,412.13	\$2,532.73
085	Hourly	\$12.02126	\$12.62233	\$13.25344	\$13.91612	\$14.61193
086	Annual	\$25,129.25	\$26,385.70	\$27,705.00	\$29,090.25	\$30,544.76
086	Monthly	\$2,094.10	\$2,198.81	\$2,308.75	\$2,424.19	\$2,545.40
086	Hourly	\$12.08137	\$12.68543	\$13.31971	\$13.98570	\$14.68498
087	Annual	\$25,254.90	\$26,517.64	\$27,843.52	\$29,235.70	\$30,697.49
087	Monthly	\$2,104.58	\$2,209.80	\$2,320.29	\$2,436.31	\$2,558.12
087	Hourly	\$12.14178	\$12.74887	\$13.38631	\$14.05563	\$14.75841
088	Annual	\$25,381.18	\$26,650.23	\$27,982.74	\$29,381.88	\$30,850.98
088	Monthly	\$2,115.10	\$2,220.85	\$2,331.90	\$2,448.49	\$2,570.92
088	Hourly	\$12.20249	\$12.81261	\$13.45324	\$14.12590	\$14.83220
089	Annual	\$25,508.08	\$26,783.47	\$28,122.66	\$29,528.78	\$31,005.22
089	Monthly	\$2,125.67	\$2,231.96	\$2,343.56	\$2,460.73	\$2,583.77
089	Hourly	\$12.26350	\$12.87667	\$13.52051	\$14.19653	\$14.90636
090	Annual	\$25,635.61	\$26,917.41	\$28,263.26	\$29,676.43	\$31,160.25
090	Monthly	\$2,136.30	\$2,243.12	\$2,355.27	\$2,473.04	\$2,596.69
090	Hourly	\$12.32481	\$12.94106	\$13.58811	\$14.26751	\$14.98089
091	Annual	\$25,763.80	\$27,051.98	\$28,404.58	\$29,824.82	\$31,316.06
091	Monthly	\$2,146.98	\$2,254.33	\$2,367.05	\$2,485.40	\$2,609.67
091	Hourly	\$12.38644	\$13.00576	\$13.65605	\$14.33886	\$15.05580
092	Annual	\$25,892.61	\$27,187.24	\$28,546.61	\$29,973.94	\$31,472.64
092	Monthly	\$2,157.72	\$2,265.60	\$2,378.88	\$2,497.83	\$2,622.72
092	Hourly	\$12.44837	\$13.07079	\$13.72433	\$14.41055	\$15.13108
093	Annual	\$26,022.07	\$27,323.18	\$28,689.33	\$30,123.81	\$31,630.00
093	Monthly	\$2,168.51	\$2,276.93	\$2,390.78	\$2,510.32	\$2,635.83
093	Hourly	\$12.51061	\$13.13614	\$13.79295	\$14.48260	\$15.20673
094	Annual	\$26,152.18	\$27,459.80	\$28,832.78	\$30,274.44	\$31,788.15

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
094	Monthly	\$2,179.35	\$2,288.32	\$2,402.73	\$2,522.87	\$2,649.01
094	Hourly	\$12.57316	\$13.20183	\$13.86191	\$14.55502	\$15.28276
095	Annual	\$26,282.95	\$27,597.09	\$28,976.96	\$30,425.80	\$31,947.09
095	Monthly	\$2,190.25	\$2,299.76	\$2,414.75	\$2,535.48	\$2,662.26
095	Hourly	\$12.63603	\$13.26783	\$13.93123	\$14.62779	\$15.35918
096	Annual	\$26,414.37	\$27,735.08	\$29,121.84	\$30,577.92	\$32,106.84
096	Monthly	\$2,201.20	\$2,311.26	\$2,426.82	\$2,548.16	\$2,675.57
096	Hourly	\$12.69922	\$13.33417	\$14.00088	\$14.70092	\$15.43598
097	Annual	\$26,546.44	\$27,873.76	\$29,267.44	\$30,730.82	\$32,267.36
097	Monthly	\$2,212.20	\$2,322.81	\$2,438.95	\$2,560.90	\$2,688.95
097	Hourly	\$12.76271	\$13.40085	\$14.07088	\$14.77443	\$15.51315
098	Annual	\$26,679.15	\$28,013.13	\$29,413.78	\$30,884.47	\$32,428.71
098	Monthly	\$2,223.26	\$2,334.43	\$2,451.15	\$2,573.71	\$2,702.39
098	Hourly	\$12.82651	\$13.46785	\$14.14124	\$14.84830	\$15.59073
099	Annual	\$26,812.57	\$28,153.20	\$29,560.86	\$31,038.90	\$32,590.85
099	Monthly	\$2,234.38	\$2,346.10	\$2,463.41	\$2,586.58	\$2,715.90
099	Hourly	\$12.89066	\$13.53519	\$14.21195	\$14.92255	\$15.66868
100	Annual	\$26,946.63	\$28,293.96	\$29,708.64	\$31,194.08	\$32,753.80
100	Monthly	\$2,245.55	\$2,357.83	\$2,475.72	\$2,599.51	\$2,729.48
100	Hourly	\$12.95511	\$13.60287	\$14.28300	\$14.99715	\$15.74702
101	Annual	\$27,081.36	\$28,435.43	\$29,857.19	\$31,350.06	\$32,917.56
101	Monthly	\$2,256.78	\$2,369.62	\$2,488.10	\$2,612.51	\$2,743.13
101	Hourly	\$13.01988	\$13.67088	\$14.35442	\$15.07214	\$15.82575
102	Annual	\$27,216.76	\$28,577.62	\$30,006.49	\$31,506.80	\$33,082.16
102	Monthly	\$2,268.06	\$2,381.47	\$2,500.54	\$2,625.57	\$2,756.85
102	Hourly	\$13.08498	\$13.73924	\$14.42620	\$15.14750	\$15.90488
103	Annual	\$27,352.85	\$28,720.48	\$30,156.52	\$31,664.34	\$33,247.57
103	Monthly	\$2,279.40	\$2,393.37	\$2,513.04	\$2,638.70	\$2,770.63
103	Hourly	\$13.15041	\$13.80792	\$14.49833	\$15.22324	\$15.98441
104	Annual	\$27,489.60	\$28,864.10	\$30,307.30	\$31,822.67	\$33,413.82
104	Monthly	\$2,290.80	\$2,405.34	\$2,525.61	\$2,651.89	\$2,784.49
104	Hourly	\$13.21615	\$13.87697	\$14.57082	\$15.29936	\$16.06434
105	Annual	\$27,627.07	\$29,008.41	\$30,458.84	\$31,981.77	\$33,580.87
105	Monthly	\$2,302.26	\$2,417.37	\$2,538.24	\$2,665.15	\$2,798.41
105	Hourly	\$13.28225	\$13.94635	\$14.64367	\$15.37585	\$16.14465
106	Annual	\$27,765.19	\$29,153.45	\$30,611.13	\$32,141.69	\$33,748.78
106	Monthly	\$2,313.77	\$2,429.45	\$2,550.93	\$2,678.47	\$2,812.40
106	Hourly	\$13.34865	\$14.01608	\$14.71689	\$15.45274	\$16.22538
107	Annual	\$27,904.03	\$29,299.24	\$30,764.20	\$32,302.41	\$33,917.52
107	Monthly	\$2,325.34	\$2,441.60	\$2,563.68	\$2,691.87	\$2,826.46

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
107	Hourly	\$13.41540	\$14.08617	\$14.79048	\$15.53000	\$16.30650
108	Annual	\$28,043.55	\$29,445.71	\$30,918.01	\$32,463.92	\$34,087.12
108	Monthly	\$2,336.96	\$2,453.81	\$2,576.50	\$2,705.33	\$2,840.59
108	Hourly	\$13.48248	\$14.15659	\$14.86443	\$15.60765	\$16.38804
109	Annual	\$28,183.77	\$29,592.94	\$31,072.59	\$32,626.24	\$34,257.54
109	Monthly	\$2,348.65	\$2,466.08	\$2,589.38	\$2,718.85	\$2,854.80
109	Hourly	\$13.54989	\$14.22738	\$14.93875	\$15.68569	\$16.46997
110	Annual	\$28,324.68	\$29,740.92	\$31,227.98	\$32,789.37	\$34,428.83
110	Monthly	\$2,360.39	\$2,478.41	\$2,602.33	\$2,732.45	\$2,869.07
110	Hourly	\$13.61763	\$14.29852	\$15.01345	\$15.76412	\$16.55232
111	Annual	\$28,466.30	\$29,889.62	\$31,384.10	\$32,953.31	\$34,600.97
111	Monthly	\$2,372.19	\$2,490.80	\$2,615.34	\$2,746.11	\$2,883.41
111	Hourly	\$13.68572	\$14.37001	\$15.08851	\$15.84294	\$16.63508
112	Annual	\$28,608.63	\$30,039.08	\$31,541.04	\$33,118.08	\$34,773.98
112	Monthly	\$2,384.05	\$2,503.26	\$2,628.42	\$2,759.84	\$2,897.83
112	Hourly	\$13.75415	\$14.44187	\$15.16396	\$15.92215	\$16.71826
113	Annual	\$28,751.69	\$30,189.26	\$31,698.73	\$33,283.66	\$34,947.84
113	Monthly	\$2,395.97	\$2,515.77	\$2,641.56	\$2,773.64	\$2,912.32
113	Hourly	\$13.82293	\$14.51407	\$15.23977	\$16.00176	\$16.80185
114	Annual	\$28,895.44	\$30,340.21	\$31,857.21	\$33,450.08	\$35,122.60
114	Monthly	\$2,407.95	\$2,528.35	\$2,654.77	\$2,787.51	\$2,926.88
114	Hourly	\$13.89204	\$14.58664	\$15.31597	\$16.08177	\$16.88587
115	Annual	\$29,039.92	\$30,491.92	\$32,016.51	\$33,617.33	\$35,298.21
115	Monthly	\$2,419.99	\$2,540.99	\$2,668.04	\$2,801.44	\$2,941.52
115	Hourly	\$13.96150	\$14.65958	\$15.39255	\$16.16218	\$16.97029
116	Annual	\$29,185.11	\$30,644.36	\$32,176.60	\$33,785.43	\$35,474.68
116	Monthly	\$2,432.09	\$2,553.70	\$2,681.38	\$2,815.45	\$2,956.22
116	Hourly	\$14.03130	\$14.73287	\$15.46952	\$16.24300	\$17.05513
117	Annual	\$29,331.04	\$30,797.61	\$32,337.47	\$33,954.35	\$35,652.07
117	Monthly	\$2,444.25	\$2,566.47	\$2,694.79	\$2,829.53	\$2,971.01
117	Hourly	\$14.10146	\$14.80654	\$15.54686	\$16.32421	\$17.14042
118	Annual	\$29,477.70	\$30,951.58	\$32,499.15	\$34,124.13	\$35,830.32
118	Monthly	\$2,456.48	\$2,579.30	\$2,708.26	\$2,843.68	\$2,985.86
118	Hourly	\$14.17197	\$14.88057	\$15.62459	\$16.40583	\$17.22612
119	Annual	\$29,625.09	\$31,106.34	\$32,661.65	\$34,294.73	\$36,009.48
119	Monthly	\$2,468.76	\$2,592.20	\$2,721.80	\$2,857.89	\$3,000.79
119	Hourly	\$14.24283	\$14.95497	\$15.70272	\$16.48785	\$17.31225
120	Annual	\$29,773.21	\$31,261.87	\$32,824.96	\$34,466.21	\$36,189.54
120	Monthly	\$2,481.10	\$2,605.16	\$2,735.41	\$2,872.18	\$3,015.80
120	Hourly	\$14.31404	\$15.02975	\$15.78123	\$16.57029	\$17.39882

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
121	Annual	\$29,922.08	\$31,418.17	\$32,989.09	\$34,638.55	\$36,370.47
121	Monthly	\$2,493.51	\$2,618.18	\$2,749.09	\$2,886.55	\$3,030.87
121	Hourly	\$14.38562	\$15.10489	\$15.86014	\$16.65315	\$17.48580
122	Annual	\$30,071.68	\$31,575.28	\$33,154.04	\$34,811.74	\$36,552.32
122	Monthly	\$2,505.97	\$2,631.27	\$2,762.84	\$2,900.98	\$3,046.03
122	Hourly	\$14.45754	\$15.18042	\$15.93944	\$16.73641	\$17.57323
123	Annual	\$30,222.05	\$31,733.14	\$33,319.81	\$34,985.79	\$36,735.08
123	Monthly	\$2,518.50	\$2,644.43	\$2,776.65	\$2,915.48	\$3,061.26
123	Hourly	\$14.52983	\$15.25632	\$16.01914	\$16.82009	\$17.66110
124	Annual	\$30,373.16	\$31,891.81	\$33,486.42	\$35,160.73	\$36,918.76
124	Monthly	\$2,531.10	\$2,657.65	\$2,790.54	\$2,930.06	\$3,076.56
124	Hourly	\$14.60248	\$15.33260	\$16.09924	\$16.90420	\$17.74940
125	Annual	\$30,525.02	\$32,051.28	\$33,653.85	\$35,336.52	\$37,103.37
125	Monthly	\$2,543.75	\$2,670.94	\$2,804.49	\$2,944.71	\$3,091.95
125	Hourly	\$14.67549	\$15.40927	\$16.17974	\$16.98871	\$17.83816
126	Annual	\$30,677.63	\$32,211.52	\$33,822.10	\$35,513.21	\$37,288.88
126	Monthly	\$2,556.47	\$2,684.29	\$2,818.51	\$2,959.43	\$3,107.41
126	Hourly	\$14.74886	\$15.48631	\$16.26063	\$17.07366	\$17.92735
127	Annual	\$30,831.03	\$32,372.60	\$33,991.22	\$35,690.78	\$37,475.31
127	Monthly	\$2,569.25	\$2,697.72	\$2,832.60	\$2,974.23	\$3,122.94
127	Hourly	\$14.82261	\$15.56375	\$16.34193	\$17.15903	\$18.01698
128	Annual	\$30,985.20	\$32,534.44	\$34,161.18	\$35,869.24	\$37,662.71
128	Monthly	\$2,582.10	\$2,711.20	\$2,846.77	\$2,989.10	\$3,138.56
128	Hourly	\$14.89673	\$15.64156	\$16.42364	\$17.24483	\$18.10707
129	Annual	\$31,140.12	\$32,697.11	\$34,331.97	\$36,048.58	\$37,851.01
129	Monthly	\$2,595.01	\$2,724.76	\$2,861.00	\$3,004.05	\$3,154.25
129	Hourly	\$14.97121	\$15.71976	\$16.50575	\$17.33105	\$18.19760
130	Annual	\$31,295.80	\$32,860.60	\$34,503.64	\$36,228.82	\$38,040.26
130	Monthly	\$2,607.98	\$2,738.38	\$2,875.30	\$3,019.07	\$3,170.02
130	Hourly	\$15.04606	\$15.79837	\$16.58829	\$17.41770	\$18.28859
131	Annual	\$31,452.29	\$33,024.91	\$34,676.14	\$36,409.95	\$38,230.47
131	Monthly	\$2,621.02	\$2,752.08	\$2,889.68	\$3,034.16	\$3,185.87
131	Hourly	\$15.12129	\$15.87736	\$16.67122	\$17.50478	\$18.38003
132	Annual	\$31,609.56	\$33,190.03	\$34,849.53	\$36,592.02	\$38,421.62
132	Monthly	\$2,634.13	\$2,765.84	\$2,904.13	\$3,049.34	\$3,201.80
132	Hourly	\$15.19690	\$15.95675	\$16.75458	\$17.59232	\$18.47193
133	Annual	\$31,767.62	\$33,355.99	\$35,023.78	\$36,774.98	\$38,613.72
133	Monthly	\$2,647.30	\$2,779.67	\$2,918.65	\$3,064.58	\$3,217.81
133	Hourly	\$15.27289	\$16.03653	\$16.83836	\$17.68028	\$18.56429
134	Annual	\$31,926.44	\$33,522.77	\$35,198.91	\$36,958.86	\$38,806.81

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
134	Monthly	\$2,660.54	\$2,793.56	\$2,933.24	\$3,079.91	\$3,233.90
134	Hourly	\$15.34925	\$16.11672	\$16.92255	\$17.76868	\$18.65712
135	Annual	\$32,086.06	\$33,690.38	\$35,374.91	\$37,143.66	\$39,000.84
135	Monthly	\$2,673.84	\$2,807.53	\$2,947.91	\$3,095.31	\$3,250.07
135	Hourly	\$15.42599	\$16.19730	\$17.00717	\$17.85753	\$18.75040
136	Annual	\$32,246.50	\$33,858.84	\$35,551.78	\$37,329.36	\$39,195.84
136	Monthly	\$2,687.21	\$2,821.57	\$2,962.65	\$3,110.78	\$3,266.32
136	Hourly	\$15.50313	\$16.27829	\$17.09220	\$17.94681	\$18.84415
137	Annual	\$32,407.73	\$34,028.12	\$35,729.54	\$37,516.01	\$39,391.81
137	Monthly	\$2,700.64	\$2,835.68	\$2,977.46	\$3,126.33	\$3,282.65
137	Hourly	\$15.58064	\$16.35967	\$17.17766	\$18.03654	\$18.93837
138	Annual	\$32,569.78	\$34,198.27	\$35,908.18	\$37,703.58	\$39,588.77
138	Monthly	\$2,714.15	\$2,849.86	\$2,992.35	\$3,141.97	\$3,299.06
138	Hourly	\$15.65855	\$16.44148	\$17.26355	\$18.12672	\$19.03306
139	Annual	\$32,732.63	\$34,369.27	\$36,087.73	\$37,892.11	\$39,786.71
139	Monthly	\$2,727.72	\$2,864.11	\$3,007.31	\$3,157.68	\$3,315.56
139	Hourly	\$15.73684	\$16.52369	\$17.34987	\$18.21736	\$19.12823
140	Annual	\$32,896.29	\$34,541.11	\$36,268.17	\$38,081.58	\$39,985.65
140	Monthly	\$2,741.36	\$2,878.43	\$3,022.35	\$3,173.47	\$3,332.14
140	Hourly	\$15.81552	\$16.60630	\$17.43662	\$18.30845	\$19.22387
141	Annual	\$33,060.76	\$34,713.81	\$36,449.51	\$38,271.97	\$40,185.58
141	Monthly	\$2,755.06	\$2,892.82	\$3,037.46	\$3,189.33	\$3,348.80
141	Hourly	\$15.89460	\$16.68933	\$17.52380	\$18.39999	\$19.31999
142	Annual	\$33,226.08	\$34,887.38	\$36,631.75	\$38,463.32	\$40,386.51
142	Monthly	\$2,768.84	\$2,907.28	\$3,052.65	\$3,205.28	\$3,365.54
142	Hourly	\$15.97408	\$16.77278	\$17.61142	\$18.49198	\$19.41659
143	Annual	\$33,392.22	\$35,061.82	\$36,814.90	\$38,655.66	\$40,588.43
143	Monthly	\$2,782.69	\$2,921.82	\$3,067.91	\$3,221.31	\$3,382.37
143	Hourly	\$16.05395	\$16.85664	\$17.69947	\$18.58445	\$19.51367
144	Annual	\$33,559.15	\$35,237.12	\$36,998.98	\$38,848.94	\$40,791.39
144	Monthly	\$2,796.60	\$2,936.43	\$3,083.25	\$3,237.41	\$3,399.28
144	Hourly	\$16.13421	\$16.94092	\$17.78797	\$18.67738	\$19.61125
145	Annual	\$33,726.96	\$35,413.31	\$37,183.98	\$39,043.19	\$40,995.34
145	Monthly	\$2,810.58	\$2,951.11	\$3,098.67	\$3,253.60	\$3,416.28
145	Hourly	\$16.21488	\$17.02563	\$17.87691	\$18.77076	\$19.70930
146	Annual	\$33,895.59	\$35,590.37	\$37,369.90	\$39,238.39	\$41,200.31
146	Monthly	\$2,824.63	\$2,965.86	\$3,114.16	\$3,269.87	\$3,433.36
146	Hourly	\$16.29596	\$17.11075	\$17.96630	\$18.86461	\$19.80784
147	Annual	\$34,065.08	\$35,768.33	\$37,556.75	\$39,434.60	\$41,406.30
147	Monthly	\$2,838.76	\$2,980.69	\$3,129.73	\$3,286.22	\$3,450.53

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
147	Hourly	\$16.37744	\$17.19631	\$18.05613	\$18.95894	\$19.90688
148	Annual	\$34,235.39	\$35,947.17	\$37,744.54	\$39,631.75	\$41,613.35
148	Monthly	\$2,852.95	\$2,995.60	\$3,145.38	\$3,302.65	\$3,467.78
148	Hourly	\$16.45932	\$17.28229	\$18.14641	\$19.05373	\$20.00642
149	Annual	\$34,406.57	\$36,126.91	\$37,933.25	\$39,829.92	\$41,821.42
149	Monthly	\$2,867.21	\$3,010.58	\$3,161.10	\$3,319.16	\$3,485.12
149	Hourly	\$16.54162	\$17.36871	\$18.23714	\$19.14900	\$20.10645
150	Annual	\$34,578.60	\$36,307.55	\$38,122.91	\$40,029.07	\$42,030.53
150	Monthly	\$2,881.55	\$3,025.63	\$3,176.91	\$3,335.76	\$3,502.54
150	Hourly	\$16.62433	\$17.45555	\$18.32832	\$19.24475	\$20.20699
151	Annual	\$34,751.52	\$36,489.09	\$38,313.53	\$40,229.22	\$42,240.66
151	Monthly	\$2,895.96	\$3,040.76	\$3,192.79	\$3,352.44	\$3,520.06
151	Hourly	\$16.70746	\$17.54283	\$18.41997	\$19.34097	\$20.30801
152	Annual	\$34,925.27	\$36,671.52	\$38,505.11	\$40,430.37	\$42,451.89
152	Monthly	\$2,910.44	\$3,055.96	\$3,208.76	\$3,369.20	\$3,537.66
152	Hourly	\$16.79100	\$17.63054	\$18.51207	\$19.43768	\$20.40956
153	Annual	\$35,099.88	\$36,854.89	\$38,697.63	\$40,632.51	\$42,664.13
153	Monthly	\$2,924.99	\$3,071.24	\$3,224.80	\$3,386.04	\$3,555.34
153	Hourly	\$16.87494	\$17.71870	\$18.60463	\$19.53486	\$20.51160
154	Annual	\$35,275.38	\$37,039.15	\$38,891.12	\$40,835.68	\$42,877.45
154	Monthly	\$2,939.62	\$3,086.60	\$3,240.93	\$3,402.97	\$3,573.12
154	Hourly	\$16.95932	\$17.80728	\$18.69765	\$19.63254	\$20.61416
155	Annual	\$35,451.77	\$37,224.36	\$39,085.58	\$41,039.85	\$43,091.83
155	Monthly	\$2,954.31	\$3,102.03	\$3,257.13	\$3,419.99	\$3,590.99
155	Hourly	\$17.04412	\$17.89633	\$18.79114	\$19.73070	\$20.71723
156	Annual	\$35,629.03	\$37,410.47	\$39,281.00	\$41,245.06	\$43,307.31
156	Monthly	\$2,969.09	\$3,117.54	\$3,273.42	\$3,437.09	\$3,608.94
156	Hourly	\$17.12934	\$17.98580	\$18.88510	\$19.82936	\$20.82082
157	Annual	\$35,807.17	\$37,597.52	\$39,477.41	\$41,451.28	\$43,523.85
157	Monthly	\$2,983.93	\$3,133.13	\$3,289.78	\$3,454.27	\$3,626.99
157	Hourly	\$17.21499	\$18.07573	\$18.97952	\$19.92850	\$20.92493
158	Annual	\$35,986.21	\$37,785.51	\$39,674.80	\$41,658.53	\$43,741.47
158	Monthly	\$2,998.85	\$3,148.79	\$3,306.23	\$3,471.54	\$3,645.12
158	Hourly	\$17.30106	\$18.16611	\$19.07442	\$20.02814	\$21.02955
159	Annual	\$36,166.14	\$37,974.44	\$39,873.16	\$41,866.82	\$43,960.17
159	Monthly	\$3,013.85	\$3,164.54	\$3,322.76	\$3,488.90	\$3,663.35
159	Hourly	\$17.38757	\$18.25694	\$19.16979	\$20.12828	\$21.13470
160	Annual	\$36,346.97	\$38,164.31	\$40,072.53	\$42,076.17	\$44,179.98
160	Monthly	\$3,028.91	\$3,180.36	\$3,339.38	\$3,506.35	\$3,681.67
160	Hourly	\$17.47450	\$18.34823	\$19.26564	\$20.22893	\$21.24038

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
161	Annual	\$36,528.69	\$38,355.14	\$40,272.89	\$42,286.54	\$44,400.87
161	Monthly	\$3,044.06	\$3,196.26	\$3,356.07	\$3,523.88	\$3,700.07
161	Hourly	\$17.56187	\$18.43997	\$19.36197	\$20.33007	\$21.34657
162	Annual	\$36,711.35	\$38,546.91	\$40,474.26	\$42,497.98	\$44,622.88
162	Monthly	\$3,059.28	\$3,212.24	\$3,372.86	\$3,541.50	\$3,718.57
162	Hourly	\$17.64969	\$18.53217	\$19.45878	\$20.43172	\$21.45331
163	Annual	\$36,894.90	\$38,739.65	\$40,676.63	\$42,710.46	\$44,845.99
163	Monthly	\$3,074.58	\$3,228.30	\$3,389.72	\$3,559.21	\$3,737.17
163	Hourly	\$17.73793	\$18.62483	\$19.55607	\$20.53388	\$21.56057
164	Annual	\$37,079.38	\$38,933.35	\$40,880.01	\$42,924.02	\$45,070.22
164	Monthly	\$3,089.95	\$3,244.45	\$3,406.67	\$3,577.00	\$3,755.85
164	Hourly	\$17.82663	\$18.71796	\$19.65385	\$20.63655	\$21.66838
165	Annual	\$37,264.76	\$39,128.00	\$41,084.42	\$43,138.63	\$45,295.57
165	Monthly	\$3,105.40	\$3,260.67	\$3,423.70	\$3,594.89	\$3,774.63
165	Hourly	\$17.91575	\$18.81154	\$19.75213	\$20.73973	\$21.77672
166	Annual	\$37,451.11	\$39,323.64	\$41,289.83	\$43,354.33	\$45,522.06
166	Monthly	\$3,120.93	\$3,276.97	\$3,440.82	\$3,612.86	\$3,793.51
166	Hourly	\$18.00534	\$18.90560	\$19.85088	\$20.84343	\$21.88561
167	Annual	\$37,638.35	\$39,520.27	\$41,496.29	\$43,571.12	\$45,749.66
167	Monthly	\$3,136.53	\$3,293.36	\$3,458.02	\$3,630.93	\$3,812.47
167	Hourly	\$18.09536	\$19.00013	\$19.95014	\$20.94765	\$21.99503
168	Annual	\$37,826.55	\$39,717.87	\$41,703.77	\$43,788.95	\$45,978.40
168	Monthly	\$3,152.21	\$3,309.82	\$3,475.31	\$3,649.08	\$3,831.53
168	Hourly	\$18.18584	\$19.09513	\$20.04989	\$21.05238	\$22.10500
169	Annual	\$38,015.68	\$39,916.46	\$41,912.30	\$44,007.90	\$46,208.29
169	Monthly	\$3,167.97	\$3,326.37	\$3,492.69	\$3,667.33	\$3,850.69
169	Hourly	\$18.27677	\$19.19061	\$20.15014	\$21.15764	\$22.21552
170	Annual	\$38,205.74	\$40,116.05	\$42,121.85	\$44,227.94	\$46,439.34
170	Monthly	\$3,183.81	\$3,343.00	\$3,510.15	\$3,685.66	\$3,869.95
170	Hourly	\$18.36814	\$19.28656	\$20.25089	\$21.26343	\$22.32661
171	Annual	\$38,396.81	\$40,316.61	\$42,332.45	\$44,449.09	\$46,671.53
171	Monthly	\$3,199.73	\$3,359.72	\$3,527.70	\$3,704.09	\$3,889.29
171	Hourly	\$18.46000	\$19.38299	\$20.35214	\$21.36975	\$22.43824
172	Annual	\$38,588.78	\$40,518.20	\$42,544.13	\$44,671.33	\$46,904.89
172	Monthly	\$3,215.73	\$3,376.52	\$3,545.34	\$3,722.61	\$3,908.74
172	Hourly	\$18.55230	\$19.47990	\$20.45391	\$21.47660	\$22.55043
173	Annual	\$38,781.71	\$40,720.80	\$42,756.84	\$44,894.68	\$47,139.43
173	Monthly	\$3,231.81	\$3,393.40	\$3,563.07	\$3,741.22	\$3,928.29
173	Hourly	\$18.64505	\$19.57731	\$20.55617	\$21.58398	\$22.66319
174	Annual	\$38,975.63	\$40,924.40	\$42,970.62	\$45,119.16	\$47,375.11

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
174	Monthly	\$3,247.97	\$3,410.37	\$3,580.89	\$3,759.93	\$3,947.93
174	Hourly	\$18.73828	\$19.67519	\$20.65895	\$21.69190	\$22.77650
175	Annual	\$39,170.50	\$41,129.03	\$43,185.48	\$45,344.75	\$47,611.99
175	Monthly	\$3,264.21	\$3,427.42	\$3,598.79	\$3,778.73	\$3,967.67
175	Hourly	\$18.83197	\$19.77357	\$20.76225	\$21.80036	\$22.89038
176	Annual	\$39,366.36	\$41,334.67	\$43,401.41	\$45,571.46	\$47,850.05
176	Monthly	\$3,280.53	\$3,444.56	\$3,616.78	\$3,797.62	\$3,987.50
176	Hourly	\$18.92613	\$19.87244	\$20.86606	\$21.90936	\$23.00483
177	Annual	\$39,563.18	\$41,541.33	\$43,618.42	\$45,799.33	\$48,089.30
177	Monthly	\$3,296.93	\$3,461.78	\$3,634.87	\$3,816.61	\$4,007.44
177	Hourly	\$19.02076	\$19.97179	\$20.97039	\$22.01891	\$23.11986
178	Annual	\$39,761.01	\$41,749.05	\$43,836.50	\$46,028.34	\$48,329.75
178	Monthly	\$3,313.42	\$3,479.09	\$3,653.04	\$3,835.70	\$4,027.48
178	Hourly	\$19.11587	\$20.07166	\$21.07524	\$22.12901	\$23.23546
179	Annual	\$39,959.80	\$41,957.79	\$44,055.68	\$46,258.47	\$48,571.38
179	Monthly	\$3,329.98	\$3,496.48	\$3,671.31	\$3,854.87	\$4,047.62
179	Hourly	\$19.21144	\$20.17201	\$21.18062	\$22.23965	\$23.35163
180	Annual	\$40,159.61	\$42,167.59	\$44,275.96	\$46,489.76	\$48,814.26
180	Monthly	\$3,346.63	\$3,513.97	\$3,689.66	\$3,874.15	\$4,067.86
180	Hourly	\$19.30750	\$20.27288	\$21.28652	\$22.35085	\$23.46839
181	Annual	\$40,360.40	\$42,378.44	\$44,497.36	\$46,722.21	\$49,058.34
181	Monthly	\$3,363.37	\$3,531.54	\$3,708.11	\$3,893.52	\$4,088.20
181	Hourly	\$19.40404	\$20.37425	\$21.39296	\$22.46260	\$23.58574
182	Annual	\$40,562.22	\$42,590.31	\$44,719.82	\$46,955.83	\$49,303.62
182	Monthly	\$3,380.19	\$3,549.19	\$3,726.65	\$3,912.99	\$4,108.64
182	Hourly	\$19.50107	\$20.47611	\$21.49991	\$22.57492	\$23.70366
183	Annual	\$40,765.01	\$42,803.26	\$44,943.43	\$47,190.61	\$49,550.14
183	Monthly	\$3,397.08	\$3,566.94	\$3,745.29	\$3,932.55	\$4,129.18
183	Hourly	\$19.59856	\$20.57849	\$21.60742	\$22.68779	\$23.82218
184	Annual	\$40,968.83	\$43,017.29	\$45,168.15	\$47,426.56	\$49,797.88
184	Monthly	\$3,414.07	\$3,584.77	\$3,764.01	\$3,952.21	\$4,149.82
184	Hourly	\$19.69655	\$20.68139	\$21.71546	\$22.80123	\$23.94129
185	Annual	\$41,173.69	\$43,232.37	\$45,393.99	\$47,663.70	\$50,046.87
185	Monthly	\$3,431.14	\$3,602.70	\$3,782.83	\$3,971.98	\$4,170.57
185	Hourly	\$19.79504	\$20.78479	\$21.82403	\$22.91524	\$24.06100
186	Annual	\$41,379.54	\$43,448.53	\$45,620.95	\$47,902.02	\$50,297.11
186	Monthly	\$3,448.30	\$3,620.71	\$3,801.75	\$3,991.84	\$4,191.43
186	Hourly	\$19.89401	\$20.88872	\$21.93315	\$23.02982	\$24.18130
187	Annual	\$41,586.45	\$43,665.77	\$45,849.07	\$48,141.53	\$50,548.59
187	Monthly	\$3,465.54	\$3,638.81	\$3,820.76	\$4,011.79	\$4,212.38

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
187	Hourly	\$19.99349	\$20.99316	\$22.04282	\$23.14497	\$24.30221
188	Annual	\$41,794.39	\$43,884.10	\$46,078.31	\$48,382.23	\$50,801.34
188	Monthly	\$3,482.87	\$3,657.01	\$3,839.86	\$4,031.85	\$4,233.45
188	Hourly	\$20.09346	\$21.09813	\$22.15303	\$23.26069	\$24.42372
189	Annual	\$42,003.35	\$44,103.53	\$46,308.70	\$48,624.14	\$51,055.35
189	Monthly	\$3,500.28	\$3,675.29	\$3,859.06	\$4,052.01	\$4,254.61
189	Hourly	\$20.19392	\$21.20362	\$22.26380	\$23.37699	\$24.54584
190	Annual	\$42,213.37	\$44,324.04	\$46,540.24	\$48,867.25	\$51,310.63
190	Monthly	\$3,517.78	\$3,693.67	\$3,878.35	\$4,072.27	\$4,275.89
190	Hourly	\$20.29489	\$21.30963	\$22.37512	\$23.49387	\$24.66857
191	Annual	\$42,424.43	\$44,545.67	\$46,772.94	\$49,111.60	\$51,567.18
191	Monthly	\$3,535.37	\$3,712.14	\$3,897.75	\$4,092.63	\$4,297.27
191	Hourly	\$20.39636	\$21.41619	\$22.48699	\$23.61135	\$24.79191
192	Annual	\$42,636.56	\$44,768.38	\$47,006.82	\$49,357.16	\$51,825.02
192	Monthly	\$3,553.05	\$3,730.70	\$3,917.24	\$4,113.10	\$4,318.75
192	Hourly	\$20.49835	\$21.52326	\$22.59943	\$23.72940	\$24.91588
193	Annual	\$42,849.74	\$44,992.24	\$47,241.84	\$49,603.94	\$52,084.12
193	Monthly	\$3,570.81	\$3,749.35	\$3,936.82	\$4,133.66	\$4,340.34
193	Hourly	\$20.60084	\$21.63088	\$22.71242	\$23.84805	\$25.04044
194	Annual	\$43,063.99	\$45,217.20	\$47,478.06	\$49,851.96	\$52,344.55
194	Monthly	\$3,588.67	\$3,768.10	\$3,956.51	\$4,154.33	\$4,362.05
194	Hourly	\$20.70384	\$21.73904	\$22.82599	\$23.96729	\$25.16565
195	Annual	\$43,279.32	\$45,443.28	\$47,715.44	\$50,101.22	\$52,606.27
195	Monthly	\$3,606.61	\$3,786.94	\$3,976.29	\$4,175.10	\$4,383.86
195	Hourly	\$20.80737	\$21.84773	\$22.94012	\$24.08713	\$25.29148
196	Annual	\$43,495.71	\$45,670.49	\$47,954.02	\$50,351.72	\$52,869.31
196	Monthly	\$3,624.64	\$3,805.87	\$3,996.17	\$4,195.98	\$4,405.78
196	Hourly	\$20.91140	\$21.95697	\$23.05482	\$24.20756	\$25.41794
197	Annual	\$43,713.18	\$45,898.85	\$48,193.79	\$50,603.48	\$53,133.65
197	Monthly	\$3,642.77	\$3,824.90	\$4,016.15	\$4,216.96	\$4,427.80
197	Hourly	\$21.01595	\$22.06675	\$23.17009	\$24.32860	\$25.54502
198	Annual	\$43,931.74	\$46,128.35	\$48,434.76	\$50,856.50	\$53,399.33
198	Monthly	\$3,660.98	\$3,844.03	\$4,036.23	\$4,238.04	\$4,449.94
198	Hourly	\$21.12103	\$22.17709	\$23.28594	\$24.45024	\$25.67275
199	Annual	\$44,151.40	\$46,358.98	\$48,676.94	\$51,110.78	\$53,666.33
199	Monthly	\$3,679.28	\$3,863.25	\$4,056.41	\$4,259.23	\$4,472.19
199	Hourly	\$21.22663	\$22.28797	\$23.40238	\$24.57249	\$25.80112
200	Annual	\$44,372.17	\$46,590.78	\$48,920.32	\$51,366.33	\$53,934.67
200	Monthly	\$3,697.68	\$3,882.57	\$4,076.69	\$4,280.53	\$4,494.56
200	Hourly	\$21.33277	\$22.39941	\$23.51938	\$24.69535	\$25.93013

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
201	Annual	\$44,594.04	\$46,823.74	\$49,164.92	\$51,623.17	\$54,204.32
201	Monthly	\$3,716.17	\$3,901.98	\$4,097.08	\$4,301.93	\$4,517.03
201	Hourly	\$21.43944	\$22.51141	\$23.63698	\$24.81883	\$26.05977
202	Annual	\$44,817.00	\$47,057.85	\$49,410.74	\$51,881.30	\$54,475.36
202	Monthly	\$3,734.75	\$3,921.49	\$4,117.56	\$4,323.44	\$4,539.61
202	Hourly	\$21.54663	\$22.62397	\$23.75516	\$24.94293	\$26.19008
203	Annual	\$45,041.08	\$47,293.14	\$49,657.80	\$52,140.69	\$54,747.74
203	Monthly	\$3,753.42	\$3,941.10	\$4,138.15	\$4,345.06	\$4,562.31
203	Hourly	\$21.65437	\$22.73709	\$23.87394	\$25.06764	\$26.32103
204	Annual	\$45,266.29	\$47,529.61	\$49,906.09	\$52,401.39	\$55,021.48
204	Monthly	\$3,772.19	\$3,960.80	\$4,158.84	\$4,366.78	\$4,585.12
204	Hourly	\$21.76264	\$22.85077	\$23.99331	\$25.19298	\$26.45263
205	Annual	\$45,492.62	\$47,767.25	\$50,155.63	\$52,663.41	\$55,296.58
205	Monthly	\$3,791.05	\$3,980.60	\$4,179.64	\$4,388.62	\$4,608.05
205	Hourly	\$21.87145	\$22.96502	\$24.11328	\$25.31895	\$26.58489
206	Annual	\$45,720.09	\$48,006.08	\$50,406.39	\$52,926.72	\$55,573.06
206	Monthly	\$3,810.01	\$4,000.51	\$4,200.53	\$4,410.56	\$4,631.09
206	Hourly	\$21.98081	\$23.07985	\$24.23384	\$25.44554	\$26.71782
207	Annual	\$45,948.68	\$48,246.11	\$50,658.44	\$53,191.37	\$55,850.93
207	Monthly	\$3,829.06	\$4,020.51	\$4,221.54	\$4,432.61	\$4,654.24
207	Hourly	\$22.09071	\$23.19525	\$24.35502	\$25.57277	\$26.85141
208	Annual	\$46,178.41	\$48,487.36	\$50,911.73	\$53,457.32	\$56,130.17
208	Monthly	\$3,848.20	\$4,040.61	\$4,242.64	\$4,454.78	\$4,677.51
208	Hourly	\$22.20116	\$23.31123	\$24.47679	\$25.70063	\$26.98566
209	Annual	\$46,409.32	\$48,729.79	\$51,166.29	\$53,724.61	\$56,410.83
209	Monthly	\$3,867.44	\$4,060.82	\$4,263.86	\$4,477.05	\$4,700.90
209	Hourly	\$22.31217	\$23.42778	\$24.59918	\$25.82914	\$27.12059
210	Annual	\$46,641.37	\$48,973.45	\$51,422.12	\$53,993.23	\$56,692.87
210	Monthly	\$3,886.78	\$4,081.12	\$4,285.18	\$4,499.44	\$4,724.41
210	Hourly	\$22.42374	\$23.54493	\$24.72217	\$25.95828	\$27.25619
211	Annual	\$46,874.57	\$49,218.31	\$51,679.22	\$54,263.19	\$56,976.34
211	Monthly	\$3,906.21	\$4,101.53	\$4,306.60	\$4,521.93	\$4,748.03
211	Hourly	\$22.53585	\$23.66265	\$24.84578	\$26.08807	\$27.39247
212	Annual	\$47,108.95	\$49,464.39	\$51,937.63	\$54,534.50	\$57,261.23
212	Monthly	\$3,925.75	\$4,122.03	\$4,328.14	\$4,544.54	\$4,771.77
212	Hourly	\$22.64853	\$23.78096	\$24.97001	\$26.21851	\$27.52944
213	Annual	\$47,344.49	\$49,711.71	\$52,197.29	\$54,807.18	\$57,547.53
213	Monthly	\$3,945.37	\$4,142.64	\$4,349.77	\$4,567.27	\$4,795.63
213	Hourly	\$22.76177	\$23.89986	\$25.09485	\$26.34961	\$27.66708
214	Annual	\$47,581.21	\$49,960.30	\$52,458.30	\$55,081.21	\$57,835.28

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
214	Monthly	\$3,965.10	\$4,163.36	\$4,371.53	\$4,590.10	\$4,819.61
214	Hourly	\$22.87558	\$24.01938	\$25.22034	\$26.48135	\$27.80542
215	Annual	\$47,819.13	\$50,210.08	\$52,720.59	\$55,356.62	\$58,124.46
215	Monthly	\$3,984.93	\$4,184.17	\$4,393.38	\$4,613.05	\$4,843.71
215	Hourly	\$22.98997	\$24.13946	\$25.34644	\$26.61376	\$27.94445
216	Annual	\$48,058.21	\$50,461.13	\$52,984.19	\$55,633.40	\$58,415.07
216	Monthly	\$4,004.85	\$4,205.09	\$4,415.35	\$4,636.12	\$4,867.92
216	Hourly	\$23.10491	\$24.26016	\$25.47317	\$26.74683	\$28.08417
217	Annual	\$48,298.50	\$50,713.45	\$53,249.11	\$55,911.57	\$58,707.14
217	Monthly	\$4,024.88	\$4,226.12	\$4,437.43	\$4,659.30	\$4,892.26
217	Hourly	\$23.22043	\$24.38147	\$25.60053	\$26.88056	\$28.22459
218	Annual	\$48,540.01	\$50,967.00	\$53,515.37	\$56,191.12	\$59,000.68
218	Monthly	\$4,045.00	\$4,247.25	\$4,459.61	\$4,682.59	\$4,916.72
218	Hourly	\$23.33654	\$24.50337	\$25.72854	\$27.01496	\$28.36571
219	Annual	\$48,782.71	\$51,221.86	\$53,782.93	\$56,472.08	\$59,295.70
219	Monthly	\$4,065.23	\$4,268.49	\$4,481.91	\$4,706.01	\$4,941.31
219	Hourly	\$23.45323	\$24.62589	\$25.85718	\$27.15004	\$28.50755
220	Annual	\$49,026.62	\$51,477.95	\$54,051.83	\$56,754.45	\$59,592.16
220	Monthly	\$4,085.55	\$4,289.83	\$4,504.32	\$4,729.54	\$4,966.01
220	Hourly	\$23.57049	\$24.74901	\$25.98646	\$27.28579	\$28.65008
221	Annual	\$49,271.76	\$51,735.33	\$54,322.10	\$57,038.20	\$59,890.13
221	Monthly	\$4,105.98	\$4,311.28	\$4,526.84	\$4,753.18	\$4,990.84
221	Hourly	\$23.68835	\$24.87275	\$26.11639	\$27.42221	\$28.79333
222	Annual	\$49,518.12	\$51,994.02	\$54,593.71	\$57,323.41	\$60,189.57
222	Monthly	\$4,126.51	\$4,332.84	\$4,549.48	\$4,776.95	\$5,015.80
222	Hourly	\$23.80679	\$24.99713	\$26.24698	\$27.55933	\$28.93729
223	Annual	\$49,765.70	\$52,253.99	\$54,866.69	\$57,610.02	\$60,490.52
223	Monthly	\$4,147.14	\$4,354.50	\$4,572.22	\$4,800.84	\$5,040.88
223	Hourly	\$23.92582	\$25.12211	\$26.37822	\$27.69713	\$29.08198
224	Annual	\$50,014.52	\$52,515.25	\$55,141.02	\$57,898.07	\$60,792.99
224	Monthly	\$4,167.88	\$4,376.27	\$4,595.09	\$4,824.84	\$5,066.08
224	Hourly	\$24.04544	\$25.24772	\$26.51011	\$27.83561	\$29.22740
225	Annual	\$50,264.60	\$52,777.83	\$55,416.72	\$58,187.56	\$61,096.95
225	Monthly	\$4,188.72	\$4,398.15	\$4,618.06	\$4,848.96	\$5,091.41
225	Hourly	\$24.16567	\$25.37396	\$26.64265	\$27.97479	\$29.37353
226	Annual	\$50,515.93	\$53,041.73	\$55,693.80	\$58,478.50	\$61,402.41
226	Monthly	\$4,209.66	\$4,420.14	\$4,641.15	\$4,873.21	\$5,116.87
226	Hourly	\$24.28650	\$25.50083	\$26.77587	\$28.11466	\$29.52039
227	Annual	\$50,768.51	\$53,306.94	\$55,972.28	\$58,770.89	\$61,709.42
227	Monthly	\$4,230.71	\$4,442.25	\$4,664.36	\$4,897.57	\$5,142.45

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
227	Hourly	\$24.40794	\$25.62834	\$26.90975	\$28.25524	\$29.66799
228	Annual	\$51,022.34	\$53,573.48	\$56,252.14	\$59,064.75	\$62,017.99
228	Monthly	\$4,251.86	\$4,464.46	\$4,687.68	\$4,922.06	\$5,168.17
228	Hourly	\$24.52997	\$25.75648	\$27.04430	\$28.39651	\$29.81634
229	Annual	\$51,277.46	\$53,841.33	\$56,533.41	\$59,360.06	\$62,328.07
229	Monthly	\$4,273.12	\$4,486.78	\$4,711.12	\$4,946.67	\$5,194.01
229	Hourly	\$24.65263	\$25.88525	\$27.17952	\$28.53849	\$29.96542
230	Annual	\$51,533.84	\$54,110.53	\$56,816.08	\$59,656.87	\$62,639.71
230	Monthly	\$4,294.49	\$4,509.21	\$4,734.67	\$4,971.41	\$5,219.98
230	Hourly	\$24.77588	\$26.01468	\$27.31542	\$28.68119	\$30.11525
231	Annual	\$51,791.52	\$54,381.09	\$57,100.14	\$59,955.16	\$62,952.91
231	Monthly	\$4,315.96	\$4,531.76	\$4,758.35	\$4,996.26	\$5,246.08
231	Hourly	\$24.89977	\$26.14475	\$27.45199	\$28.82460	\$30.26582
232	Annual	\$52,050.46	\$54,653.00	\$57,385.64	\$60,254.93	\$63,267.68
232	Monthly	\$4,337.54	\$4,554.42	\$4,782.14	\$5,021.24	\$5,272.31
232	Hourly	\$25.02426	\$26.27548	\$27.58925	\$28.96872	\$30.41715
233	Annual	\$52,310.73	\$54,926.26	\$57,672.58	\$60,556.22	\$63,584.01
233	Monthly	\$4,359.23	\$4,577.19	\$4,806.05	\$5,046.35	\$5,298.67
233	Hourly	\$25.14939	\$26.40686	\$27.72720	\$29.11357	\$30.56924
234	Annual	\$52,572.28	\$55,200.89	\$57,960.94	\$60,858.97	\$63,901.93
234	Monthly	\$4,381.02	\$4,600.07	\$4,830.08	\$5,071.58	\$5,325.16
234	Hourly	\$25.27513	\$26.53889	\$27.86584	\$29.25912	\$30.72208
235	Annual	\$52,835.14	\$55,476.90	\$58,250.74	\$61,163.29	\$64,221.45
235	Monthly	\$4,402.93	\$4,623.08	\$4,854.23	\$5,096.94	\$5,351.79
235	Hourly	\$25.40151	\$26.67159	\$28.00516	\$29.40543	\$30.87570
236	Annual	\$53,099.33	\$55,754.28	\$58,541.99	\$61,469.10	\$64,542.57
236	Monthly	\$4,424.94	\$4,646.19	\$4,878.50	\$5,122.43	\$5,378.55
236	Hourly	\$25.52852	\$26.80494	\$28.14519	\$29.55245	\$31.03008
237	Annual	\$53,364.80	\$56,033.05	\$58,834.71	\$61,776.45	\$64,865.26
237	Monthly	\$4,447.07	\$4,669.42	\$4,902.89	\$5,148.04	\$5,405.44
237	Hourly	\$25.65615	\$26.93897	\$28.28592	\$29.70022	\$31.18522
238	Annual	\$53,631.63	\$56,313.23	\$59,128.87	\$62,085.32	\$65,189.59
238	Monthly	\$4,469.30	\$4,692.77	\$4,927.41	\$5,173.78	\$5,432.47
238	Hourly	\$25.78444	\$27.07367	\$28.42734	\$29.84871	\$31.34115
239	Annual	\$53,899.80	\$56,594.78	\$59,424.51	\$62,395.76	\$65,515.55
239	Monthly	\$4,491.65	\$4,716.23	\$4,952.04	\$5,199.65	\$5,459.63
239	Hourly	\$25.91337	\$27.20903	\$28.56948	\$29.99796	\$31.49786
240	Annual	\$54,169.29	\$56,877.77	\$59,721.63	\$62,707.74	\$65,843.12
240	Monthly	\$4,514.11	\$4,739.81	\$4,976.80	\$5,225.65	\$5,486.93
240	Hourly	\$26.04293	\$27.34508	\$28.71232	\$30.14795	\$31.65535

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
241	Annual	\$54,440.13	\$57,162.15	\$60,020.25	\$63,021.27	\$66,172.34
241	Monthly	\$4,536.68	\$4,763.51	\$5,001.69	\$5,251.77	\$5,514.36
241	Hourly	\$26.17314	\$27.48180	\$28.85589	\$30.29869	\$31.81363
242	Annual	\$54,712.35	\$57,447.95	\$60,320.35	\$63,336.37	\$66,503.20
242	Monthly	\$4,559.36	\$4,787.33	\$5,026.70	\$5,278.03	\$5,541.93
242	Hourly	\$26.30401	\$27.61921	\$29.00017	\$30.45018	\$31.97269
243	Annual	\$54,985.92	\$57,735.21	\$60,621.97	\$63,653.06	\$66,835.72
243	Monthly	\$4,582.16	\$4,811.27	\$5,051.83	\$5,304.42	\$5,569.64
243	Hourly	\$26.43554	\$27.75731	\$29.14518	\$30.60243	\$32.13256
244	Annual	\$55,260.84	\$58,023.87	\$60,925.08	\$63,971.33	\$67,169.89
244	Monthly	\$4,605.07	\$4,835.32	\$5,077.09	\$5,330.94	\$5,597.49
244	Hourly	\$26.56771	\$27.89609	\$29.29090	\$30.75545	\$32.29322
245	Annual	\$55,537.15	\$58,314.00	\$61,229.69	\$64,291.20	\$67,505.75
245	Monthly	\$4,628.10	\$4,859.50	\$5,102.47	\$5,357.60	\$5,625.48
245	Hourly	\$26.70055	\$28.03558	\$29.43735	\$30.90923	\$32.45469
246	Annual	\$55,814.82	\$58,605.56	\$61,535.84	\$64,612.63	\$67,843.28
246	Monthly	\$4,651.24	\$4,883.80	\$5,127.99	\$5,384.39	\$5,653.61
246	Hourly	\$26.83405	\$28.17575	\$29.58454	\$31.06376	\$32.61696
247	Annual	\$56,093.90	\$58,898.59	\$61,843.53	\$64,935.69	\$68,182.48
247	Monthly	\$4,674.49	\$4,908.22	\$5,153.63	\$5,411.31	\$5,681.87
247	Hourly	\$26.96822	\$28.31663	\$29.73247	\$31.21908	\$32.78004
248	Annual	\$56,374.37	\$59,193.09	\$62,152.74	\$65,260.39	\$68,523.40
248	Monthly	\$4,697.86	\$4,932.76	\$5,179.40	\$5,438.37	\$5,710.28
248	Hourly	\$27.10306	\$28.45822	\$29.88113	\$31.37519	\$32.94394
249	Annual	\$56,656.24	\$59,489.05	\$62,463.52	\$65,586.68	\$68,866.03
249	Monthly	\$4,721.35	\$4,957.42	\$5,205.29	\$5,465.56	\$5,738.84
249	Hourly	\$27.23858	\$28.60050	\$30.03054	\$31.53206	\$33.10867
250	Annual	\$56,939.53	\$59,786.50	\$62,775.82	\$65,914.62	\$69,210.35
250	Monthly	\$4,744.96	\$4,982.21	\$5,231.32	\$5,492.89	\$5,767.53
250	Hourly	\$27.37477	\$28.74351	\$30.18068	\$31.68972	\$33.27421
251	Annual	\$57,224.23	\$60,085.43	\$63,089.71	\$66,244.18	\$69,556.41
251	Monthly	\$4,768.69	\$5,007.12	\$5,257.48	\$5,520.35	\$5,796.37
251	Hourly	\$27.51165	\$28.88723	\$30.33159	\$31.84816	\$33.44058
252	Annual	\$57,510.32	\$60,385.86	\$63,405.16	\$66,575.42	\$69,904.18
252	Monthly	\$4,792.53	\$5,032.16	\$5,283.76	\$5,547.95	\$5,825.35
252	Hourly	\$27.64919	\$29.03166	\$30.48325	\$32.00741	\$33.60778
253	Annual	\$57,797.89	\$60,687.78	\$63,722.18	\$66,908.28	\$70,253.70
253	Monthly	\$4,816.49	\$5,057.32	\$5,310.18	\$5,575.69	\$5,854.48
253	Hourly	\$27.78745	\$29.17682	\$30.63566	\$32.16744	\$33.77582
254	Annual	\$58,086.89	\$60,991.22	\$64,040.79	\$67,242.83	\$70,604.96

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
254	Monthly	\$4,840.57	\$5,082.60	\$5,336.73	\$5,603.57	\$5,883.75
254	Hourly	\$27.92639	\$29.32270	\$30.78884	\$32.32828	\$33.94469
255	Annual	\$58,377.31	\$61,296.18	\$64,361.00	\$67,579.04	\$70,957.99
255	Monthly	\$4,864.78	\$5,108.02	\$5,363.42	\$5,631.59	\$5,913.17
255	Hourly	\$28.06601	\$29.46932	\$30.94279	\$32.48992	\$34.11442
256	Annual	\$58,669.20	\$61,602.67	\$64,682.79	\$67,916.93	\$71,312.79
256	Monthly	\$4,889.10	\$5,133.56	\$5,390.23	\$5,659.74	\$5,942.73
256	Hourly	\$28.20635	\$29.61667	\$31.09750	\$32.65237	\$34.28500
257	Annual	\$58,962.54	\$61,910.68	\$65,006.23	\$68,256.52	\$71,669.35
257	Monthly	\$4,913.55	\$5,159.22	\$5,417.19	\$5,688.04	\$5,972.45
257	Hourly	\$28.34738	\$29.76475	\$31.25300	\$32.81563	\$34.45642
258	Annual	\$59,257.37	\$62,220.23	\$65,331.25	\$68,597.81	\$72,027.70
258	Monthly	\$4,938.11	\$5,185.02	\$5,444.27	\$5,716.48	\$6,002.31
258	Hourly	\$28.48912	\$29.91357	\$31.40925	\$32.97972	\$34.62870
259	Annual	\$59,553.65	\$62,531.33	\$65,657.91	\$68,940.78	\$72,387.83
259	Monthly	\$4,962.80	\$5,210.94	\$5,471.49	\$5,745.07	\$6,032.32
259	Hourly	\$28.63156	\$30.06314	\$31.56630	\$33.14461	\$34.80184
260	Annual	\$59,851.41	\$62,843.99	\$65,986.18	\$69,285.51	\$72,749.77
260	Monthly	\$4,987.62	\$5,237.00	\$5,498.85	\$5,773.79	\$6,062.48
260	Hourly	\$28.77472	\$30.21346	\$31.72413	\$33.31034	\$34.97585
261	Annual	\$60,150.67	\$63,158.21	\$66,316.12	\$69,631.94	\$73,113.53
261	Monthly	\$5,012.56	\$5,263.18	\$5,526.34	\$5,802.66	\$6,092.79
261	Hourly	\$28.91859	\$30.36452	\$31.88275	\$33.47689	\$35.15074
262	Annual	\$60,451.43	\$63,474.00	\$66,647.71	\$69,980.10	\$73,479.09
262	Monthly	\$5,037.62	\$5,289.50	\$5,553.98	\$5,831.68	\$6,123.26
262	Hourly	\$29.06319	\$30.51635	\$32.04217	\$33.64428	\$35.32649
263	Annual	\$60,753.70	\$63,791.37	\$66,980.94	\$70,329.99	\$73,846.49
263	Monthly	\$5,062.81	\$5,315.95	\$5,581.75	\$5,860.83	\$6,153.87
263	Hourly	\$29.20851	\$30.66893	\$32.20238	\$33.81250	\$35.50312
264	Annual	\$61,057.46	\$64,110.33	\$67,315.83	\$70,681.64	\$74,215.72
264	Monthly	\$5,088.12	\$5,342.53	\$5,609.65	\$5,890.14	\$6,184.64
264	Hourly	\$29.35455	\$30.82227	\$32.36338	\$33.98156	\$35.68063
265	Annual	\$61,362.73	\$64,430.88	\$67,652.43	\$71,035.05	\$74,586.80
265	Monthly	\$5,113.56	\$5,369.24	\$5,637.70	\$5,919.59	\$6,215.57
265	Hourly	\$29.50131	\$30.97638	\$32.52521	\$34.15147	\$35.85904
266	Annual	\$61,669.56	\$64,753.04	\$67,990.69	\$71,390.23	\$74,959.74
266	Monthly	\$5,139.13	\$5,396.09	\$5,665.89	\$5,949.19	\$6,246.65
266	Hourly	\$29.64883	\$31.13127	\$32.68783	\$34.32223	\$36.03834
267	Annual	\$61,977.91	\$65,076.78	\$68,330.65	\$71,747.16	\$75,334.53
267	Monthly	\$5,164.83	\$5,423.07	\$5,694.22	\$5,978.93	\$6,277.88

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
267	Hourly	\$29.79707	\$31.28691	\$32.85127	\$34.49383	\$36.21852
268	Annual	\$62,287.78	\$65,402.19	\$68,672.28	\$72,105.91	\$75,711.21
268	Monthly	\$5,190.65	\$5,450.18	\$5,722.69	\$6,008.83	\$6,309.27
268	Hourly	\$29.94605	\$31.44336	\$33.01552	\$34.66630	\$36.39962
269	Annual	\$62,599.23	\$65,729.20	\$69,015.65	\$72,466.44	\$76,089.76
269	Monthly	\$5,216.60	\$5,477.43	\$5,751.30	\$6,038.87	\$6,340.81
269	Hourly	\$30.09578	\$31.60058	\$33.18060	\$34.83963	\$36.58162
270	Annual	\$62,912.23	\$66,057.85	\$69,360.73	\$72,828.78	\$76,470.20
270	Monthly	\$5,242.69	\$5,504.82	\$5,780.06	\$6,069.07	\$6,372.52
270	Hourly	\$30.24626	\$31.75858	\$33.34650	\$35.01384	\$36.76452
271	Annual	\$63,226.80	\$66,388.14	\$69,707.53	\$73,192.91	\$76,852.55
271	Monthly	\$5,268.90	\$5,532.35	\$5,808.96	\$6,099.41	\$6,404.38
271	Hourly	\$30.39750	\$31.91738	\$33.51324	\$35.18890	\$36.94834
272	Annual	\$63,542.92	\$66,720.06	\$70,056.06	\$73,558.88	\$77,236.83
272	Monthly	\$5,295.24	\$5,560.01	\$5,838.01	\$6,129.91	\$6,436.40
272	Hourly	\$30.54948	\$32.07695	\$33.68080	\$35.36485	\$37.13309
273	Annual	\$63,860.63	\$67,053.67	\$70,406.35	\$73,926.68	\$77,622.99
273	Monthly	\$5,321.72	\$5,587.81	\$5,867.20	\$6,160.56	\$6,468.58
273	Hourly	\$30.70223	\$32.23734	\$33.84921	\$35.54167	\$37.31875
274	Annual	\$64,179.93	\$67,388.95	\$70,758.38	\$74,296.30	\$78,011.13
274	Monthly	\$5,348.33	\$5,615.75	\$5,896.53	\$6,191.36	\$6,500.93
274	Hourly	\$30.85574	\$32.39853	\$34.01845	\$35.71938	\$37.50535
275	Annual	\$64,500.84	\$67,725.89	\$71,112.17	\$74,667.80	\$78,401.18
275	Monthly	\$5,375.07	\$5,643.82	\$5,926.01	\$6,222.32	\$6,533.43
275	Hourly	\$31.01002	\$32.56052	\$34.18854	\$35.89798	\$37.69288
276	Annual	\$64,823.35	\$68,064.50	\$71,467.74	\$75,041.12	\$78,793.18
276	Monthly	\$5,401.95	\$5,672.04	\$5,955.65	\$6,253.43	\$6,566.10
276	Hourly	\$31.16507	\$32.72332	\$34.35949	\$36.07746	\$37.88134
277	Annual	\$65,147.44	\$68,404.84	\$71,825.08	\$75,416.34	\$79,187.14
277	Monthly	\$5,428.95	\$5,700.40	\$5,985.42	\$6,284.70	\$6,598.93
277	Hourly	\$31.32088	\$32.88694	\$34.53129	\$36.25786	\$38.07074
278	Annual	\$65,473.20	\$68,746.87	\$72,184.21	\$75,793.41	\$79,583.09
278	Monthly	\$5,456.10	\$5,728.91	\$6,015.35	\$6,316.12	\$6,631.92
278	Hourly	\$31.47750	\$33.05138	\$34.70395	\$36.43914	\$38.26110
279	Annual	\$65,800.56	\$69,090.60	\$72,545.13	\$76,172.38	\$79,981.00
279	Monthly	\$5,483.38	\$5,757.55	\$6,045.43	\$6,347.70	\$6,665.08
279	Hourly	\$31.63488	\$33.21663	\$34.87747	\$36.62134	\$38.45240
280	Annual	\$66,129.57	\$69,436.05	\$72,907.86	\$76,553.24	\$80,380.90
280	Monthly	\$5,510.80	\$5,786.34	\$6,075.66	\$6,379.44	\$6,698.41
280	Hourly	\$31.79306	\$33.38272	\$35.05186	\$36.80444	\$38.64466

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
281	Annual	\$66,460.20	\$69,783.23	\$73,272.40	\$76,936.00	\$80,782.81
281	Monthly	\$5,538.35	\$5,815.27	\$6,106.03	\$6,411.33	\$6,731.90
281	Hourly	\$31.95202	\$33.54963	\$35.22712	\$36.98846	\$38.83789
282	Annual	\$66,792.51	\$70,132.13	\$73,638.75	\$77,320.69	\$81,186.73
282	Monthly	\$5,566.04	\$5,844.34	\$6,136.56	\$6,443.39	\$6,765.56
282	Hourly	\$32.11178	\$33.71737	\$35.40325	\$37.17341	\$39.03208
283	Annual	\$67,126.49	\$70,482.80	\$74,006.95	\$77,707.29	\$81,592.66
283	Monthly	\$5,593.87	\$5,873.57	\$6,167.25	\$6,475.61	\$6,799.39
283	Hourly	\$32.27235	\$33.88596	\$35.58026	\$37.35927	\$39.22724
284	Annual	\$67,462.12	\$70,835.23	\$74,376.97	\$78,095.83	\$82,000.64
284	Monthly	\$5,621.84	\$5,902.94	\$6,198.08	\$6,507.99	\$6,833.39
284	Hourly	\$32.43371	\$34.05540	\$35.75816	\$37.54607	\$39.42338
285	Annual	\$67,799.42	\$71,189.40	\$74,748.86	\$78,486.31	\$82,410.63
285	Monthly	\$5,649.95	\$5,932.45	\$6,229.07	\$6,540.53	\$6,867.55
285	Hourly	\$32.59588	\$34.22567	\$35.93695	\$37.73380	\$39.62050
286	Annual	\$68,138.42	\$71,545.35	\$75,122.60	\$78,878.75	\$82,822.67
286	Monthly	\$5,678.20	\$5,962.11	\$6,260.22	\$6,573.23	\$6,901.89
286	Hourly	\$32.75886	\$34.39680	\$36.11663	\$37.92248	\$39.81859
287	Annual	\$68,479.11	\$71,903.07	\$75,498.23	\$79,273.13	\$83,236.79
287	Monthly	\$5,706.59	\$5,991.92	\$6,291.52	\$6,606.09	\$6,936.40
287	Hourly	\$32.92265	\$34.56878	\$36.29723	\$38.11208	\$40.01769
288	Annual	\$68,821.50	\$72,262.58	\$75,875.70	\$79,669.50	\$83,652.98
288	Monthly	\$5,735.13	\$6,021.88	\$6,322.98	\$6,639.13	\$6,971.08
288	Hourly	\$33.08726	\$34.74163	\$36.47870	\$38.30264	\$40.21778
289	Annual	\$69,165.60	\$72,623.90	\$76,255.09	\$80,067.84	\$84,071.25
289	Monthly	\$5,763.80	\$6,051.99	\$6,354.59	\$6,672.32	\$7,005.94
289	Hourly	\$33.25269	\$34.91534	\$36.66110	\$38.49415	\$40.41887
290	Annual	\$69,511.46	\$72,987.02	\$76,636.37	\$80,468.18	\$84,491.60
290	Monthly	\$5,792.62	\$6,082.25	\$6,386.36	\$6,705.68	\$7,040.97
290	Hourly	\$33.41897	\$35.08991	\$36.84441	\$38.68663	\$40.62096
291	Annual	\$69,858.98	\$73,351.95	\$77,019.55	\$80,870.53	\$84,914.05
291	Monthly	\$5,821.58	\$6,112.66	\$6,418.30	\$6,739.21	\$7,076.17
291	Hourly	\$33.58605	\$35.26536	\$37.02863	\$38.88006	\$40.82406
292	Annual	\$70,208.30	\$73,718.71	\$77,404.65	\$81,274.87	\$85,338.63
292	Monthly	\$5,850.69	\$6,143.23	\$6,450.39	\$6,772.91	\$7,111.55
292	Hourly	\$33.75399	\$35.44169	\$37.21377	\$39.07446	\$41.02819
293	Annual	\$70,559.35	\$74,087.30	\$77,791.67	\$81,681.26	\$85,765.33
293	Monthly	\$5,879.95	\$6,173.94	\$6,482.64	\$6,806.77	\$7,147.11
293	Hourly	\$33.92276	\$35.61889	\$37.39984	\$39.26984	\$41.23333
294	Annual	\$70,912.13	\$74,457.74	\$78,180.64	\$82,089.67	\$86,194.14

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
294	Monthly	\$5,909.34	\$6,204.81	\$6,515.05	\$6,840.81	\$7,182.85
294	Hourly	\$34.09237	\$35.79699	\$37.58685	\$39.46619	\$41.43949
295	Annual	\$71,266.71	\$74,830.03	\$78,571.54	\$82,500.11	\$86,625.11
295	Monthly	\$5,938.89	\$6,235.84	\$6,547.63	\$6,875.01	\$7,218.76
295	Hourly	\$34.26284	\$35.97598	\$37.77478	\$39.66351	\$41.64669
296	Annual	\$71,623.02	\$75,204.19	\$78,964.39	\$82,912.63	\$87,058.24
296	Monthly	\$5,968.59	\$6,267.02	\$6,580.37	\$6,909.39	\$7,254.85
296	Hourly	\$34.43414	\$36.15586	\$37.96365	\$39.86184	\$41.85492
297	Annual	\$71,981.14	\$75,580.21	\$79,359.22	\$83,327.18	\$87,493.53
297	Monthly	\$5,998.43	\$6,298.35	\$6,613.27	\$6,943.93	\$7,291.13
297	Hourly	\$34.60632	\$36.33664	\$38.15347	\$40.06114	\$42.06420
298	Annual	\$72,341.05	\$75,958.10	\$79,756.00	\$83,743.82	\$87,931.00
298	Monthly	\$6,028.42	\$6,329.84	\$6,646.33	\$6,978.65	\$7,327.58
298	Hourly	\$34.77935	\$36.51832	\$38.34423	\$40.26145	\$42.27452
299	Annual	\$72,702.75	\$76,337.89	\$80,154.78	\$84,162.53	\$88,370.67
299	Monthly	\$6,058.56	\$6,361.49	\$6,679.57	\$7,013.54	\$7,364.22
299	Hourly	\$34.95325	\$36.70091	\$38.53595	\$40.46275	\$42.48590
300	Annual	\$73,066.26	\$76,719.59	\$80,555.57	\$84,583.34	\$88,812.51
300	Monthly	\$6,088.86	\$6,393.30	\$6,712.96	\$7,048.61	\$7,401.04
300	Hourly	\$35.12801	\$36.88442	\$38.72864	\$40.66507	\$42.69832
301	Annual	\$73,431.60	\$77,103.19	\$80,958.35	\$85,006.26	\$89,256.57
301	Monthly	\$6,119.30	\$6,425.27	\$6,746.53	\$7,083.86	\$7,438.05
301	Hourly	\$35.30365	\$37.06884	\$38.92228	\$40.86839	\$42.91181
302	Annual	\$73,798.76	\$77,488.68	\$81,363.14	\$85,431.29	\$89,702.86
302	Monthly	\$6,149.90	\$6,457.39	\$6,780.26	\$7,119.27	\$7,475.24
302	Hourly	\$35.48017	\$37.25417	\$39.11689	\$41.07274	\$43.12638
303	Annual	\$74,167.74	\$77,876.14	\$81,769.95	\$85,858.44	\$90,151.37
303	Monthly	\$6,180.65	\$6,489.68	\$6,814.16	\$7,154.87	\$7,512.61
303	Hourly	\$35.65757	\$37.44045	\$39.31248	\$41.27810	\$43.34200
304	Annual	\$74,538.60	\$78,265.52	\$82,178.79	\$86,287.73	\$90,602.13
304	Monthly	\$6,211.55	\$6,522.13	\$6,848.23	\$7,190.64	\$7,550.18
304	Hourly	\$35.83587	\$37.62765	\$39.50903	\$41.48449	\$43.55872
305	Annual	\$74,911.28	\$78,656.85	\$82,589.68	\$86,719.19	\$91,055.14
305	Monthly	\$6,242.61	\$6,554.74	\$6,882.47	\$7,226.60	\$7,587.93
305	Hourly	\$36.01504	\$37.81579	\$39.70658	\$41.69192	\$43.77651
306	Annual	\$75,285.85	\$79,050.13	\$83,002.64	\$87,152.78	\$91,510.41
306	Monthly	\$6,273.82	\$6,587.51	\$6,916.89	\$7,262.73	\$7,625.87
306	Hourly	\$36.19512	\$38.00487	\$39.90512	\$41.90038	\$43.99539
307	Annual	\$75,662.25	\$79,445.39	\$83,417.65	\$87,588.53	\$91,967.96
307	Monthly	\$6,305.19	\$6,620.45	\$6,951.47	\$7,299.04	\$7,664.00

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
307	Hourly	\$36.37608	\$38.19490	\$40.10464	\$42.10987	\$44.21537
308	Annual	\$76,040.59	\$79,842.62	\$83,834.74	\$88,026.47	\$92,427.81
308	Monthly	\$6,336.72	\$6,653.55	\$6,986.23	\$7,335.54	\$7,702.32
308	Hourly	\$36.55798	\$38.38588	\$40.30516	\$42.32042	\$44.43645
309	Annual	\$76,420.77	\$80,241.82	\$84,253.92	\$88,466.62	\$92,889.95
309	Monthly	\$6,368.40	\$6,686.82	\$7,021.16	\$7,372.22	\$7,740.83
309	Hourly	\$36.74075	\$38.57780	\$40.50669	\$42.53203	\$44.65863
310	Annual	\$76,802.88	\$80,643.03	\$84,675.17	\$88,908.95	\$93,354.38
310	Monthly	\$6,400.24	\$6,720.25	\$7,056.26	\$7,409.08	\$7,779.53
310	Hourly	\$36.92446	\$38.77069	\$40.70922	\$42.74469	\$44.88191
311	Annual	\$77,186.90	\$81,046.25	\$85,098.56	\$89,353.50	\$93,821.17
311	Monthly	\$6,432.24	\$6,753.85	\$7,091.55	\$7,446.13	\$7,818.43
311	Hourly	\$37.10909	\$38.96454	\$40.91277	\$42.95841	\$45.10633
312	Annual	\$77,572.83	\$81,451.48	\$85,524.05	\$89,800.26	\$94,290.27
312	Monthly	\$6,464.40	\$6,787.62	\$7,127.00	\$7,483.36	\$7,857.52
312	Hourly	\$37.29463	\$39.15937	\$41.11733	\$43.17320	\$45.33186
313	Annual	\$77,960.70	\$81,858.74	\$85,951.67	\$90,249.26	\$94,761.71
313	Monthly	\$6,496.73	\$6,821.56	\$7,162.64	\$7,520.77	\$7,896.81
313	Hourly	\$37.48111	\$39.35516	\$41.32292	\$43.38907	\$45.55851
314	Annual	\$78,350.51	\$82,268.01	\$86,381.43	\$90,700.51	\$95,235.53
314	Monthly	\$6,529.21	\$6,855.67	\$7,198.45	\$7,558.38	\$7,936.29
314	Hourly	\$37.66851	\$39.55193	\$41.52953	\$43.60601	\$45.78631
315	Annual	\$78,742.25	\$82,679.38	\$86,813.35	\$91,153.99	\$95,711.70
315	Monthly	\$6,561.85	\$6,889.95	\$7,234.45	\$7,596.17	\$7,975.98
315	Hourly	\$37.85685	\$39.74970	\$41.73719	\$43.82403	\$46.01524
316	Annual	\$79,135.97	\$83,092.77	\$87,247.40	\$91,609.79	\$96,190.27
316	Monthly	\$6,594.66	\$6,924.40	\$7,270.62	\$7,634.15	\$8,015.86
316	Hourly	\$38.04614	\$39.94845	\$41.94587	\$44.04317	\$46.24532
317	Annual	\$79,531.65	\$83,508.22	\$87,683.66	\$92,067.82	\$96,671.22
317	Monthly	\$6,627.64	\$6,959.02	\$7,306.97	\$7,672.32	\$8,055.94
317	Hourly	\$38.23637	\$40.14818	\$42.15561	\$44.26338	\$46.47655
318	Annual	\$79,929.31	\$83,925.77	\$88,122.06	\$92,528.17	\$97,154.57
318	Monthly	\$6,660.78	\$6,993.81	\$7,343.51	\$7,710.68	\$8,096.21
318	Hourly	\$38.42755	\$40.34893	\$42.36638	\$44.48470	\$46.70893
319	Annual	\$80,328.95	\$84,345.41	\$88,562.68	\$92,990.81	\$97,640.35
319	Monthly	\$6,694.08	\$7,028.78	\$7,380.22	\$7,749.23	\$8,136.70
319	Hourly	\$38.61969	\$40.55068	\$42.57821	\$44.70712	\$46.94248
320	Annual	\$80,730.61	\$84,767.14	\$89,005.49	\$93,455.76	\$98,128.55
320	Monthly	\$6,727.55	\$7,063.93	\$7,417.12	\$7,787.98	\$8,177.38
320	Hourly	\$38.81279	\$40.75343	\$42.79110	\$44.93065	\$47.17719

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
321	Annual	\$81,134.25	\$85,190.95	\$89,450.51	\$93,923.04	\$98,619.20
321	Monthly	\$6,761.19	\$7,099.25	\$7,454.21	\$7,826.92	\$8,218.27
321	Hourly	\$39.00685	\$40.95719	\$43.00505	\$45.15531	\$47.41308
322	Annual	\$81,539.93	\$85,616.92	\$89,897.76	\$94,392.65	\$99,112.30
322	Monthly	\$6,794.99	\$7,134.74	\$7,491.48	\$7,866.05	\$8,259.36
322	Hourly	\$39.20189	\$41.16198	\$43.22008	\$45.38108	\$47.65014
323	Annual	\$81,947.62	\$86,045.01	\$90,347.26	\$94,864.62	\$99,607.85
323	Monthly	\$6,828.97	\$7,170.42	\$7,528.94	\$7,905.39	\$8,300.65
323	Hourly	\$39.39789	\$41.36779	\$43.43618	\$45.60799	\$47.88839
324	Annual	\$82,357.35	\$86,475.23	\$90,798.99	\$95,338.94	\$100,105.89
324	Monthly	\$6,863.11	\$7,206.27	\$7,566.58	\$7,944.91	\$8,342.16
324	Hourly	\$39.59488	\$41.57463	\$43.65336	\$45.83603	\$48.12783
325	Annual	\$82,769.16	\$86,907.60	\$91,252.98	\$95,815.64	\$100,606.40
325	Monthly	\$6,897.43	\$7,242.30	\$7,604.42	\$7,984.64	\$8,383.87
325	Hourly	\$39.79287	\$41.78250	\$43.87163	\$46.06521	\$48.36846
326	Annual	\$83,182.97	\$87,342.14	\$91,709.25	\$96,294.71	\$101,109.45
326	Monthly	\$6,931.91	\$7,278.51	\$7,642.44	\$8,024.56	\$8,425.79
326	Hourly	\$39.99181	\$41.99141	\$44.09099	\$46.29553	\$48.61031
327	Annual	\$83,598.91	\$87,778.86	\$92,167.79	\$96,776.19	\$101,615.01
327	Monthly	\$6,966.58	\$7,314.91	\$7,680.65	\$8,064.68	\$8,467.92
327	Hourly	\$40.19178	\$42.20138	\$44.31144	\$46.52701	\$48.85337
328	Annual	\$84,016.91	\$88,217.74	\$92,628.64	\$97,260.06	\$102,123.07
328	Monthly	\$7,001.41	\$7,351.48	\$7,719.05	\$8,105.01	\$8,510.26
328	Hourly	\$40.39275	\$42.41238	\$44.53300	\$46.75964	\$49.09763
329	Annual	\$84,436.99	\$88,658.85	\$93,091.78	\$97,746.36	\$102,633.70
329	Monthly	\$7,036.42	\$7,388.24	\$7,757.65	\$8,145.53	\$8,552.81
329	Hourly	\$40.59471	\$42.62445	\$44.75566	\$46.99344	\$49.34313
330	Annual	\$84,859.18	\$89,102.14	\$93,557.24	\$98,235.10	\$103,146.85
330	Monthly	\$7,071.60	\$7,425.18	\$7,796.44	\$8,186.26	\$8,595.57
330	Hourly	\$40.79768	\$42.83757	\$44.97944	\$47.22841	\$49.58983
331	Annual	\$85,283.46	\$89,547.63	\$94,025.02	\$98,726.29	\$103,662.58
331	Monthly	\$7,106.96	\$7,462.30	\$7,835.42	\$8,227.19	\$8,638.55
331	Hourly	\$41.00166	\$43.05175	\$45.20434	\$47.46456	\$49.83778
332	Annual	\$85,709.88	\$89,995.37	\$94,495.16	\$99,219.90	\$104,180.90
332	Monthly	\$7,142.49	\$7,499.61	\$7,874.60	\$8,268.33	\$8,681.74
332	Hourly	\$41.20667	\$43.26700	\$45.43037	\$47.70188	\$50.08697
333	Annual	\$86,138.43	\$90,445.37	\$94,967.63	\$99,716.00	\$104,701.80
333	Monthly	\$7,178.20	\$7,537.11	\$7,913.97	\$8,309.67	\$8,725.15
333	Hourly	\$41.41271	\$43.48335	\$45.65751	\$47.94038	\$50.33740
334	Annual	\$86,569.13	\$90,897.59	\$95,442.45	\$100,214.59	\$105,225.32

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
334	Monthly	\$7,214.09	\$7,574.80	\$7,953.54	\$8,351.22	\$8,768.78
334	Hourly	\$41.61977	\$43.70076	\$45.88579	\$48.18009	\$50.58910
335	Annual	\$87,001.98	\$91,352.08	\$95,919.67	\$100,715.66	\$105,751.45
335	Monthly	\$7,250.17	\$7,612.67	\$7,993.31	\$8,392.97	\$8,812.62
335	Hourly	\$41.82788	\$43.91927	\$46.11523	\$48.42099	\$50.84204
336	Annual	\$87,436.99	\$91,808.83	\$96,399.28	\$101,219.24	\$106,280.20
336	Monthly	\$7,286.42	\$7,650.74	\$8,033.27	\$8,434.94	\$8,856.68
336	Hourly	\$42.03701	\$44.13886	\$46.34581	\$48.66310	\$51.09625
337	Annual	\$87,874.18	\$92,267.87	\$96,881.26	\$101,725.33	\$106,811.62
337	Monthly	\$7,322.85	\$7,688.99	\$8,073.44	\$8,477.11	\$8,900.97
337	Hourly	\$42.24720	\$44.35955	\$46.57753	\$48.90641	\$51.35174
338	Annual	\$88,313.54	\$92,729.21	\$97,365.69	\$102,233.96	\$107,345.67
338	Monthly	\$7,359.46	\$7,727.43	\$8,113.81	\$8,519.50	\$8,945.47
338	Hourly	\$42.45843	\$44.58135	\$46.81043	\$49.15094	\$51.60850
339	Annual	\$88,755.10	\$93,192.86	\$97,852.52	\$102,745.15	\$107,882.40
339	Monthly	\$7,396.26	\$7,766.07	\$8,154.38	\$8,562.10	\$8,990.20
339	Hourly	\$42.67072	\$44.80426	\$47.04448	\$49.39671	\$51.86654
340	Annual	\$89,198.89	\$93,658.84	\$98,341.77	\$103,258.85	\$108,421.78
340	Monthly	\$7,433.24	\$7,804.90	\$8,195.15	\$8,604.90	\$9,035.15
340	Hourly	\$42.88408	\$45.02829	\$47.27970	\$49.64368	\$52.12586
341	Annual	\$89,644.88	\$94,127.13	\$98,833.48	\$103,775.15	\$108,963.92
341	Monthly	\$7,470.41	\$7,843.93	\$8,236.12	\$8,647.93	\$9,080.33
341	Hourly	\$43.09850	\$45.25343	\$47.51610	\$49.89190	\$52.38650
342	Annual	\$90,093.10	\$94,597.76	\$99,327.63	\$104,294.02	\$109,508.72
342	Monthly	\$7,507.76	\$7,883.15	\$8,277.30	\$8,691.17	\$9,125.73
342	Hourly	\$43.31399	\$45.47969	\$47.75367	\$50.14136	\$52.64842
343	Annual	\$90,543.56	\$95,070.74	\$99,824.28	\$104,815.50	\$110,056.27
343	Monthly	\$7,545.30	\$7,922.56	\$8,318.69	\$8,734.63	\$9,171.36
343	Hourly	\$43.53056	\$45.70709	\$47.99244	\$50.39207	\$52.91167
344	Annual	\$90,996.29	\$95,546.10	\$100,323.40	\$105,339.59	\$110,606.54
344	Monthly	\$7,583.02	\$7,962.18	\$8,360.28	\$8,778.30	\$9,217.21
344	Hourly	\$43.74822	\$45.93563	\$48.23240	\$50.64403	\$53.17622
345	Annual	\$91,451.26	\$96,023.82	\$100,825.01	\$105,866.28	\$111,159.58
345	Monthly	\$7,620.94	\$8,001.99	\$8,402.08	\$8,822.19	\$9,263.30
345	Hourly	\$43.96695	\$46.16530	\$48.47356	\$50.89725	\$53.44211
346	Annual	\$91,908.52	\$96,503.94	\$101,329.16	\$106,395.61	\$111,715.38
346	Monthly	\$7,659.04	\$8,042.00	\$8,444.10	\$8,866.30	\$9,309.62
346	Hourly	\$44.18679	\$46.39613	\$48.71594	\$51.15174	\$53.70932
347	Annual	\$92,368.06	\$96,986.47	\$101,835.80	\$106,927.59	\$112,273.95
347	Monthly	\$7,697.34	\$8,082.21	\$8,486.32	\$8,910.63	\$9,356.16

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
347	Hourly	\$44.40772	\$46.62811	\$48.95952	\$51.40750	\$53.97786
348	Annual	\$92,829.91	\$97,471.41	\$102,344.99	\$107,462.24	\$112,835.33
348	Monthly	\$7,735.83	\$8,122.62	\$8,528.75	\$8,955.19	\$9,402.94
348	Hourly	\$44.62976	\$46.86125	\$49.20432	\$51.66454	\$54.24775
349	Annual	\$93,294.05	\$97,958.76	\$102,856.69	\$107,999.54	\$113,399.51
349	Monthly	\$7,774.50	\$8,163.23	\$8,571.39	\$8,999.96	\$9,449.96
349	Hourly	\$44.85291	\$47.09556	\$49.45033	\$51.92286	\$54.51900
350	Annual	\$93,760.51	\$98,448.55	\$103,370.98	\$108,539.54	\$113,966.52
350	Monthly	\$7,813.38	\$8,204.05	\$8,614.25	\$9,044.96	\$9,497.21
350	Hourly	\$45.07717	\$47.33103	\$49.69759	\$52.18247	\$54.79160
351	Annual	\$94,229.32	\$98,940.80	\$103,887.85	\$109,082.22	\$114,536.33
351	Monthly	\$7,852.44	\$8,245.07	\$8,657.32	\$9,090.19	\$9,544.69
351	Hourly	\$45.30256	\$47.56769	\$49.94608	\$52.44338	\$55.06554
352	Annual	\$94,700.48	\$99,435.50	\$104,407.28	\$109,627.64	\$115,109.02
352	Monthly	\$7,891.71	\$8,286.29	\$8,700.61	\$9,135.64	\$9,592.42
352	Hourly	\$45.52908	\$47.80553	\$50.19581	\$52.70560	\$55.34088
353	Annual	\$95,173.98	\$99,932.67	\$104,929.33	\$110,175.78	\$115,684.56
353	Monthly	\$7,931.17	\$8,327.72	\$8,744.11	\$9,181.32	\$9,640.38
353	Hourly	\$45.75672	\$48.04455	\$50.44679	\$52.96913	\$55.61758
354	Annual	\$95,649.86	\$100,432.33	\$105,453.98	\$110,726.65	\$116,262.99
354	Monthly	\$7,970.82	\$8,369.36	\$8,787.83	\$9,227.22	\$9,688.58
354	Hourly	\$45.98551	\$48.28477	\$50.69903	\$53.23397	\$55.89567
355	Annual	\$96,128.09	\$100,934.49	\$105,981.23	\$111,280.28	\$116,844.30
355	Monthly	\$8,010.67	\$8,411.21	\$8,831.77	\$9,273.36	\$9,737.03
355	Hourly	\$46.21543	\$48.52620	\$50.95251	\$53.50013	\$56.17514
356	Annual	\$96,608.74	\$101,439.18	\$106,511.14	\$111,836.69	\$117,428.53
356	Monthly	\$8,050.73	\$8,453.27	\$8,875.93	\$9,319.72	\$9,785.71
356	Hourly	\$46.44651	\$48.76884	\$51.20728	\$53.76764	\$56.45602
357	Annual	\$97,091.78	\$101,946.37	\$107,043.69	\$112,395.87	\$118,015.67
357	Monthly	\$8,090.98	\$8,495.53	\$8,920.31	\$9,366.32	\$9,834.64
357	Hourly	\$46.67874	\$49.01268	\$51.46331	\$54.03648	\$56.73830
358	Annual	\$97,577.25	\$102,456.10	\$107,578.92	\$112,957.86	\$118,605.74
358	Monthly	\$8,131.44	\$8,538.01	\$8,964.91	\$9,413.16	\$9,883.81
358	Hourly	\$46.91214	\$49.25774	\$51.72063	\$54.30666	\$57.02199
359	Annual	\$98,065.13	\$102,968.40	\$108,116.80	\$113,522.64	\$119,198.78
359	Monthly	\$8,172.09	\$8,580.70	\$9,009.73	\$9,460.22	\$9,933.23
359	Hourly	\$47.14670	\$49.50404	\$51.97923	\$54.57819	\$57.30711
360	Annual	\$98,555.45	\$103,483.23	\$108,657.40	\$114,090.26	\$119,794.78
360	Monthly	\$8,212.95	\$8,623.60	\$9,054.78	\$9,507.52	\$9,982.90
360	Hourly	\$47.38243	\$49.75155	\$52.23913	\$54.85109	\$57.59364

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
361	Annual	\$99,048.23	\$104,000.63	\$109,200.67	\$114,660.71	\$120,393.75
361	Monthly	\$8,254.02	\$8,666.72	\$9,100.06	\$9,555.06	\$10,032.81
361	Hourly	\$47.61934	\$50.00030	\$52.50032	\$55.12534	\$57.88161
362	Annual	\$99,543.47	\$104,520.66	\$109,746.68	\$115,234.01	\$120,995.72
362	Monthly	\$8,295.29	\$8,710.06	\$9,145.56	\$9,602.83	\$10,082.98
362	Hourly	\$47.85744	\$50.25032	\$52.76283	\$55.40097	\$58.17102
363	Annual	\$100,041.19	\$105,043.24	\$110,295.41	\$115,810.19	\$121,600.69
363	Monthly	\$8,336.77	\$8,753.60	\$9,191.28	\$9,650.85	\$10,133.39
363	Hourly	\$48.09673	\$50.50156	\$53.02664	\$55.67798	\$58.46187
364	Annual	\$100,541.40	\$105,568.47	\$110,846.89	\$116,389.23	\$122,208.71
364	Monthly	\$8,378.45	\$8,797.37	\$9,237.24	\$9,699.10	\$10,184.06
364	Hourly	\$48.33721	\$50.75407	\$53.29177	\$55.95636	\$58.75419
365	Annual	\$101,044.12	\$106,096.29	\$111,401.13	\$116,971.19	\$122,819.74
365	Monthly	\$8,420.34	\$8,841.36	\$9,283.43	\$9,747.60	\$10,234.98
365	Hourly	\$48.57890	\$51.00783	\$53.55824	\$56.23615	\$59.04795
366	Annual	\$101,549.31	\$106,626.78	\$111,958.13	\$117,556.04	\$123,433.85
366	Monthly	\$8,462.44	\$8,885.57	\$9,329.84	\$9,796.34	\$10,286.15
366	Hourly	\$48.82178	\$51.26288	\$53.82602	\$56.51733	\$59.34320
367	Annual	\$102,057.07	\$107,159.93	\$112,517.92	\$118,143.80	\$124,051.00
367	Monthly	\$8,504.76	\$8,929.99	\$9,376.49	\$9,845.32	\$10,337.58
367	Hourly	\$49.06590	\$51.51920	\$54.09515	\$56.79990	\$59.63990
368	Annual	\$102,567.35	\$107,695.72	\$113,080.52	\$118,734.53	\$124,671.26
368	Monthly	\$8,547.28	\$8,974.64	\$9,423.38	\$9,894.54	\$10,389.27
368	Hourly	\$49.31123	\$51.77679	\$54.36563	\$57.08391	\$59.93811
369	Annual	\$103,080.20	\$108,234.21	\$113,645.90	\$119,328.21	\$125,294.61
369	Monthly	\$8,590.02	\$9,019.52	\$9,470.49	\$9,944.02	\$10,441.22
369	Hourly	\$49.55779	\$52.03568	\$54.63745	\$57.36933	\$60.23779
370	Annual	\$103,595.59	\$108,775.37	\$114,214.14	\$119,924.84	\$125,921.09
370	Monthly	\$8,632.97	\$9,064.61	\$9,517.85	\$9,993.74	\$10,493.42
370	Hourly	\$49.80557	\$52.29585	\$54.91064	\$57.65617	\$60.53899
371	Annual	\$104,113.57	\$109,319.25	\$114,785.21	\$120,524.46	\$126,550.70
371	Monthly	\$8,676.13	\$9,109.94	\$9,565.43	\$10,043.71	\$10,545.89
371	Hourly	\$50.05460	\$52.55733	\$55.18520	\$57.94445	\$60.84168
372	Annual	\$104,634.13	\$109,865.84	\$115,359.15	\$121,127.08	\$127,183.45
372	Monthly	\$8,719.51	\$9,155.49	\$9,613.26	\$10,093.92	\$10,598.62
372	Hourly	\$50.30487	\$52.82012	\$55.46113	\$58.23417	\$61.14589
373	Annual	\$105,157.30	\$110,415.18	\$115,935.92	\$121,732.72	\$127,819.37
373	Monthly	\$8,763.11	\$9,201.27	\$9,661.33	\$10,144.39	\$10,651.61
373	Hourly	\$50.55639	\$53.08422	\$55.73842	\$58.52535	\$61.45162
374	Annual	\$105,683.09	\$110,967.25	\$116,515.61	\$122,341.39	\$128,458.48

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
374	Monthly	\$8,806.92	\$9,247.27	\$9,709.63	\$10,195.12	\$10,704.87
374	Hourly	\$50.80918	\$53.34964	\$56.01712	\$58.81798	\$61.75888
375	Annual	\$106,211.52	\$111,522.08	\$117,098.18	\$122,953.11	\$129,100.76
375	Monthly	\$8,850.96	\$9,293.51	\$9,758.18	\$10,246.09	\$10,758.40
375	Hourly	\$51.06323	\$53.61638	\$56.29720	\$59.11207	\$62.06767
376	Annual	\$106,742.57	\$112,079.70	\$117,683.67	\$123,567.86	\$129,746.26
376	Monthly	\$8,895.21	\$9,339.98	\$9,806.97	\$10,297.32	\$10,812.19
376	Hourly	\$51.31854	\$53.88447	\$56.57869	\$59.40763	\$62.37801
377	Annual	\$107,276.28	\$112,640.09	\$118,272.11	\$124,185.71	\$130,395.00
377	Monthly	\$8,939.69	\$9,386.67	\$9,856.01	\$10,348.81	\$10,866.25
377	Hourly	\$51.57513	\$54.15389	\$56.86159	\$59.70467	\$62.68990
378	Annual	\$107,812.66	\$113,203.31	\$118,863.47	\$124,806.65	\$131,046.95
378	Monthly	\$8,984.39	\$9,433.61	\$9,905.29	\$10,400.55	\$10,920.58
378	Hourly	\$51.83301	\$54.42467	\$57.14590	\$60.00320	\$63.00334
379	Annual	\$108,351.72	\$113,769.30	\$119,457.78	\$125,430.68	\$131,702.21
379	Monthly	\$9,029.31	\$9,480.78	\$9,954.82	\$10,452.56	\$10,975.18
379	Hourly	\$52.09217	\$54.69678	\$57.43163	\$60.30321	\$63.31837
380	Annual	\$108,893.48	\$114,338.16	\$120,055.07	\$126,057.82	\$132,360.71
380	Monthly	\$9,074.46	\$9,528.18	\$10,004.59	\$10,504.82	\$11,030.06
380	Hourly	\$52.35263	\$54.97027	\$57.71878	\$60.60472	\$63.63496
381	Annual	\$109,437.95	\$114,909.85	\$120,655.35	\$126,688.13	\$133,022.52
381	Monthly	\$9,119.83	\$9,575.82	\$10,054.61	\$10,557.34	\$11,085.21
381	Hourly	\$52.61440	\$55.24512	\$58.00738	\$60.90775	\$63.95313
382	Annual	\$109,985.14	\$115,484.40	\$121,258.63	\$127,321.55	\$133,687.64
382	Monthly	\$9,165.43	\$9,623.70	\$10,104.89	\$10,610.13	\$11,140.64
382	Hourly	\$52.87747	\$55.52135	\$58.29742	\$61.21228	\$64.27290
383	Annual	\$110,535.07	\$116,061.82	\$121,864.92	\$127,958.16	\$134,356.09
383	Monthly	\$9,211.26	\$9,671.82	\$10,155.41	\$10,663.18	\$11,196.34
383	Hourly	\$53.14186	\$55.79895	\$58.58890	\$61.51835	\$64.59427
384	Annual	\$111,087.74	\$116,642.14	\$122,474.25	\$128,597.95	\$135,027.85
384	Monthly	\$9,257.31	\$9,720.18	\$10,206.19	\$10,716.50	\$11,252.32
384	Hourly	\$53.40757	\$56.07795	\$58.88185	\$61.82594	\$64.91724
385	Annual	\$111,643.17	\$117,225.35	\$123,086.61	\$129,240.93	\$135,702.99
385	Monthly	\$9,303.60	\$9,768.78	\$10,257.22	\$10,770.08	\$11,308.58
385	Hourly	\$53.67460	\$56.35834	\$59.17625	\$62.13506	\$65.24182
386	Annual	\$112,201.39	\$117,811.46	\$123,702.05	\$129,887.14	\$136,381.50
386	Monthly	\$9,350.12	\$9,817.62	\$10,308.50	\$10,823.93	\$11,365.13
386	Hourly	\$53.94298	\$56.64013	\$59.47214	\$62.44574	\$65.56803
387	Annual	\$112,762.40	\$118,400.54	\$124,320.56	\$130,536.57	\$137,063.42
387	Monthly	\$9,396.87	\$9,866.71	\$10,360.05	\$10,878.05	\$11,421.95

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
387	Hourly	\$54.21269	\$56.92334	\$59.76950	\$62.75797	\$65.89588
388	Annual	\$113,326.21	\$118,992.53	\$124,942.15	\$131,189.26	\$137,748.74
388	Monthly	\$9,443.85	\$9,916.04	\$10,411.85	\$10,932.44	\$11,479.06
388	Hourly	\$54.48375	\$57.20795	\$60.06834	\$63.07176	\$66.22536
389	Annual	\$113,892.85	\$119,587.49	\$125,566.88	\$131,845.21	\$138,437.47
389	Monthly	\$9,491.07	\$9,965.62	\$10,463.91	\$10,987.10	\$11,536.46
389	Hourly	\$54.75618	\$57.49399	\$60.36869	\$63.38712	\$66.55648
390	Annual	\$114,462.31	\$120,185.42	\$126,194.70	\$132,504.44	\$139,129.67
390	Monthly	\$9,538.53	\$10,015.45	\$10,516.23	\$11,042.04	\$11,594.14
390	Hourly	\$55.02996	\$57.78145	\$60.67053	\$63.70406	\$66.88926
391	Annual	\$115,034.63	\$120,786.35	\$126,825.67	\$133,166.96	\$139,825.31
391	Monthly	\$9,586.22	\$10,065.53	\$10,568.81	\$11,097.25	\$11,652.11
391	Hourly	\$55.30511	\$58.07036	\$60.97388	\$64.02258	\$67.22371
392	Annual	\$115,609.79	\$121,390.28	\$127,459.82	\$133,832.80	\$140,524.43
392	Monthly	\$9,634.15	\$10,115.86	\$10,621.65	\$11,152.73	\$11,710.37
392	Hourly	\$55.58163	\$58.36071	\$61.27876	\$64.34269	\$67.55982
393	Annual	\$116,187.85	\$121,997.24	\$128,097.11	\$134,501.96	\$141,227.06
393	Monthly	\$9,682.32	\$10,166.44	\$10,674.76	\$11,208.50	\$11,768.92
393	Hourly	\$55.85954	\$58.65252	\$61.58515	\$64.66440	\$67.89763
394	Annual	\$116,768.79	\$122,607.23	\$128,737.58	\$135,174.46	\$141,933.20
394	Monthly	\$9,730.73	\$10,217.27	\$10,728.13	\$11,264.54	\$11,827.77
394	Hourly	\$56.13884	\$58.94578	\$61.89307	\$64.98772	\$68.23712
395	Annual	\$117,352.65	\$123,220.26	\$129,381.27	\$135,850.34	\$142,642.87
395	Monthly	\$9,779.39	\$10,268.36	\$10,781.77	\$11,320.86	\$11,886.91
395	Hourly	\$56.41954	\$59.24051	\$62.20253	\$65.31266	\$68.57830
396	Annual	\$117,939.40	\$123,836.35	\$130,028.17	\$136,529.59	\$143,356.07
396	Monthly	\$9,828.28	\$10,319.70	\$10,835.68	\$11,377.47	\$11,946.34
396	Hourly	\$56.70163	\$59.53671	\$62.51354	\$65.63923	\$68.92119
397	Annual	\$118,529.10	\$124,455.54	\$130,678.32	\$137,212.24	\$144,072.86
397	Monthly	\$9,877.43	\$10,371.30	\$10,889.86	\$11,434.35	\$12,006.07
397	Hourly	\$56.98514	\$59.83439	\$62.82612	\$65.96742	\$69.26580
398	Annual	\$119,121.73	\$125,077.82	\$131,331.72	\$137,898.29	\$144,793.22
398	Monthly	\$9,926.81	\$10,423.15	\$10,944.31	\$11,491.52	\$12,066.10
398	Hourly	\$57.27006	\$60.13357	\$63.14025	\$66.29725	\$69.61213
399	Annual	\$119,717.34	\$125,703.22	\$131,988.37	\$138,587.80	\$145,517.18
399	Monthly	\$9,976.45	\$10,475.27	\$10,999.03	\$11,548.98	\$12,126.43
399	Hourly	\$57.55641	\$60.43424	\$63.45595	\$66.62875	\$69.96018
400	Annual	\$120,315.95	\$126,331.73	\$132,648.32	\$139,280.75	\$146,244.77
400	Monthly	\$10,026.33	\$10,527.64	\$11,054.03	\$11,606.73	\$12,187.06
400	Hourly	\$57.84421	\$60.73641	\$63.77323	\$66.96190	\$70.30999

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
401	Annual	\$120,917.50	\$126,963.38	\$133,311.56	\$139,977.13	\$146,975.99
401	Monthly	\$10,076.46	\$10,580.28	\$11,109.30	\$11,664.76	\$12,248.00
401	Hourly	\$58.13341	\$61.04009	\$64.09210	\$67.29670	\$70.66153
402	Annual	\$121,522.09	\$127,598.20	\$133,978.12	\$140,677.01	\$147,710.87
402	Monthly	\$10,126.84	\$10,633.18	\$11,164.84	\$11,723.08	\$12,309.24
402	Hourly	\$58.42408	\$61.34529	\$64.41256	\$67.63318	\$71.01484
403	Annual	\$122,129.72	\$128,236.20	\$134,648.01	\$141,380.42	\$148,449.44
403	Monthly	\$10,177.48	\$10,686.35	\$11,220.67	\$11,781.70	\$12,370.79
403	Hourly	\$58.71621	\$61.65202	\$64.73462	\$67.97136	\$71.36992
404	Annual	\$122,740.35	\$128,877.37	\$135,321.24	\$142,087.30	\$149,191.69
404	Monthly	\$10,228.36	\$10,739.78	\$11,276.77	\$11,840.61	\$12,432.64
404	Hourly	\$59.00978	\$61.96027	\$65.05829	\$68.31120	\$71.72677
405	Annual	\$123,354.07	\$129,521.75	\$135,997.85	\$142,797.76	\$149,937.64
405	Monthly	\$10,279.51	\$10,793.48	\$11,333.15	\$11,899.81	\$12,494.80
405	Hourly	\$59.30484	\$62.27007	\$65.38358	\$68.65277	\$72.08540
406	Annual	\$123,970.82	\$130,169.37	\$136,677.85	\$143,511.73	\$150,687.32
406	Monthly	\$10,330.90	\$10,847.45	\$11,389.82	\$11,959.31	\$12,557.28
406	Hourly	\$59.60136	\$62.58143	\$65.71050	\$68.99602	\$72.44583
407	Annual	\$124,590.69	\$130,820.22	\$137,361.23	\$144,229.30	\$151,440.76
407	Monthly	\$10,382.56	\$10,901.69	\$11,446.77	\$12,019.11	\$12,620.06
407	Hourly	\$59.89937	\$62.89434	\$66.03905	\$69.34101	\$72.80806
408	Annual	\$125,213.64	\$131,474.33	\$138,048.03	\$144,950.44	\$152,197.96
408	Monthly	\$10,434.47	\$10,956.19	\$11,504.00	\$12,079.20	\$12,683.16
408	Hourly	\$60.19887	\$63.20881	\$66.36925	\$69.68771	\$73.17210
409	Annual	\$125,839.72	\$132,131.70	\$138,738.28	\$145,675.19	\$152,958.97
409	Monthly	\$10,486.64	\$11,010.98	\$11,561.52	\$12,139.60	\$12,746.58
409	Hourly	\$60.49987	\$63.52486	\$66.70110	\$70.03615	\$73.53797
410	Annual	\$126,468.91	\$132,792.35	\$139,431.98	\$146,403.57	\$153,723.75
410	Monthly	\$10,539.08	\$11,066.03	\$11,619.33	\$12,200.30	\$12,810.31
410	Hourly	\$60.80236	\$63.84248	\$67.03461	\$70.38633	\$73.90565
411	Annual	\$127,101.25	\$133,456.31	\$140,129.14	\$147,135.59	\$154,492.37
411	Monthly	\$10,591.77	\$11,121.36	\$11,677.43	\$12,261.30	\$12,874.36
411	Hourly	\$61.10637	\$64.16169	\$67.36978	\$70.73826	\$74.27518
412	Annual	\$127,736.75	\$134,123.59	\$140,829.77	\$147,871.25	\$155,264.83
412	Monthly	\$10,644.73	\$11,176.97	\$11,735.81	\$12,322.60	\$12,938.74
412	Hourly	\$61.41190	\$64.48250	\$67.70662	\$71.09195	\$74.64655
413	Annual	\$128,375.44	\$134,794.23	\$141,533.93	\$148,610.61	\$156,041.16
413	Monthly	\$10,697.95	\$11,232.85	\$11,794.49	\$12,384.22	\$13,003.43
413	Hourly	\$61.71896	\$64.80492	\$68.04516	\$71.44741	\$75.01979
414	Annual	\$129,017.31	\$135,468.19	\$142,241.60	\$149,353.67	\$156,821.37

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
414	Monthly	\$10,751.44	\$11,289.02	\$11,853.47	\$12,446.14	\$13,068.45
414	Hourly	\$62.02755	\$65.12894	\$68.38538	\$71.80465	\$75.39489
415	Annual	\$129,662.41	\$136,145.52	\$142,952.80	\$150,100.44	\$157,605.47
415	Monthly	\$10,805.20	\$11,345.46	\$11,912.73	\$12,508.37	\$13,133.79
415	Hourly	\$62.33770	\$65.45458	\$68.72731	\$72.16367	\$75.77186
416	Annual	\$130,310.72	\$136,826.25	\$143,667.56	\$150,850.95	\$158,393.50
416	Monthly	\$10,859.23	\$11,402.19	\$11,972.30	\$12,570.91	\$13,199.46
416	Hourly	\$62.64938	\$65.78185	\$69.07094	\$72.52450	\$76.15072
417	Annual	\$130,962.28	\$137,510.38	\$144,385.91	\$151,605.20	\$159,185.46
417	Monthly	\$10,913.52	\$11,459.20	\$12,032.16	\$12,633.77	\$13,265.46
417	Hourly	\$62.96263	\$66.11076	\$69.41630	\$72.88712	\$76.53147
418	Annual	\$131,617.08	\$138,197.94	\$145,107.84	\$152,363.23	\$159,981.39
418	Monthly	\$10,968.09	\$11,516.50	\$12,092.32	\$12,696.94	\$13,331.78
418	Hourly	\$63.27744	\$66.44132	\$69.76338	\$73.25155	\$76.91413
419	Annual	\$132,275.17	\$138,888.92	\$145,833.38	\$153,125.05	\$160,781.27
419	Monthly	\$11,022.93	\$11,574.08	\$12,152.78	\$12,760.42	\$13,398.44
419	Hourly	\$63.59383	\$66.77352	\$70.11220	\$73.61781	\$77.29869
420	Annual	\$132,936.55	\$139,583.36	\$146,562.53	\$153,890.66	\$161,585.19
420	Monthly	\$11,078.05	\$11,631.95	\$12,213.54	\$12,824.22	\$13,465.43
420	Hourly	\$63.91180	\$67.10738	\$70.46275	\$73.98589	\$77.68519
421	Annual	\$133,601.22	\$140,281.30	\$147,295.36	\$154,660.11	\$162,393.12
421	Monthly	\$11,133.44	\$11,690.11	\$12,274.61	\$12,888.34	\$13,532.76
421	Hourly	\$64.23136	\$67.44293	\$70.81508	\$74.35582	\$78.07362
422	Annual	\$134,269.24	\$140,982.70	\$148,031.84	\$155,433.41	\$163,205.10
422	Monthly	\$11,189.10	\$11,748.56	\$12,335.99	\$12,952.78	\$13,600.43
422	Hourly	\$64.55252	\$67.78014	\$71.16915	\$74.72760	\$78.46399
423	Annual	\$134,940.57	\$141,687.62	\$148,771.98	\$156,210.60	\$164,021.11
423	Monthly	\$11,245.05	\$11,807.30	\$12,397.67	\$13,017.55	\$13,668.43
423	Hourly	\$64.87527	\$68.11905	\$71.52499	\$75.10125	\$78.85630
424	Annual	\$135,615.29	\$142,396.05	\$149,515.86	\$156,991.64	\$164,841.22
424	Monthly	\$11,301.27	\$11,866.34	\$12,459.66	\$13,082.64	\$13,736.77
424	Hourly	\$65.19966	\$68.45964	\$71.88263	\$75.47675	\$79.25059
425	Annual	\$136,293.35	\$143,108.03	\$150,263.44	\$157,776.59	\$165,665.43
425	Monthly	\$11,357.78	\$11,925.67	\$12,521.95	\$13,148.05	\$13,805.45
425	Hourly	\$65.52565	\$68.80194	\$72.24204	\$75.85413	\$79.64684
426	Annual	\$136,974.82	\$143,823.56	\$151,014.75	\$158,565.49	\$166,493.75
426	Monthly	\$11,414.57	\$11,985.30	\$12,584.56	\$13,213.79	\$13,874.48
426	Hourly	\$65.85328	\$69.14594	\$72.60325	\$76.23341	\$80.04507
427	Annual	\$137,659.71	\$144,542.69	\$151,769.82	\$159,358.30	\$167,326.23
427	Monthly	\$11,471.64	\$12,045.22	\$12,647.49	\$13,279.86	\$13,943.85

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
427	Hourly	\$66.18255	\$69.49168	\$72.96626	\$76.61457	\$80.44530
428	Annual	\$138,347.98	\$145,265.39	\$152,528.67	\$160,155.10	\$168,162.85
428	Monthly	\$11,529.00	\$12,105.45	\$12,710.72	\$13,346.26	\$14,013.57
428	Hourly	\$66.51345	\$69.83913	\$73.33109	\$76.99764	\$80.84752
429	Annual	\$139,039.74	\$145,991.72	\$153,291.33	\$160,955.88	\$169,003.67
429	Monthly	\$11,586.65	\$12,165.98	\$12,774.28	\$13,412.99	\$14,083.64
429	Hourly	\$66.84603	\$70.18833	\$73.69775	\$77.38263	\$81.25176
430	Annual	\$139,734.92	\$146,721.68	\$154,057.77	\$161,760.66	\$169,848.69
430	Monthly	\$11,644.58	\$12,226.81	\$12,838.15	\$13,480.06	\$14,154.06
430	Hourly	\$67.18025	\$70.53927	\$74.06624	\$77.76955	\$81.65802
431	Annual	\$140,433.60	\$147,455.29	\$154,828.05	\$162,569.47	\$170,697.94
431	Monthly	\$11,702.80	\$12,287.94	\$12,902.34	\$13,547.46	\$14,224.83
431	Hourly	\$67.51615	\$70.89197	\$74.43656	\$78.15840	\$82.06632
432	Annual	\$141,135.78	\$148,192.57	\$155,602.20	\$163,382.31	\$171,551.43
432	Monthly	\$11,761.32	\$12,349.38	\$12,966.85	\$13,615.19	\$14,295.95
432	Hourly	\$67.85374	\$71.24643	\$74.80875	\$78.54919	\$82.47665
433	Annual	\$141,841.46	\$148,933.54	\$156,380.21	\$164,199.20	\$172,409.18
433	Monthly	\$11,820.12	\$12,411.13	\$13,031.68	\$13,683.27	\$14,367.43
433	Hourly	\$68.19301	\$71.60266	\$75.18279	\$78.94192	\$82.88903
434	Annual	\$142,550.66	\$149,678.21	\$157,162.11	\$165,020.21	\$173,271.23
434	Monthly	\$11,879.22	\$12,473.18	\$13,096.84	\$13,751.68	\$14,439.27
434	Hourly	\$68.53397	\$71.96068	\$75.55871	\$79.33664	\$83.30348
435	Annual	\$143,263.42	\$150,426.59	\$157,947.93	\$165,845.32	\$174,137.59
435	Monthly	\$11,938.62	\$12,535.55	\$13,162.33	\$13,820.44	\$14,511.47
435	Hourly	\$68.87664	\$72.32048	\$75.93650	\$79.73333	\$83.72000
436	Annual	\$143,979.74	\$151,178.72	\$158,737.65	\$166,674.55	\$175,008.27
436	Monthly	\$11,998.31	\$12,598.23	\$13,228.14	\$13,889.55	\$14,584.02
436	Hourly	\$69.22103	\$72.68208	\$76.31618	\$80.13200	\$84.13859
437	Annual	\$144,699.63	\$151,934.61	\$159,531.35	\$167,507.91	\$175,883.30
437	Monthly	\$12,058.30	\$12,661.22	\$13,294.28	\$13,958.99	\$14,656.94
437	Hourly	\$69.56713	\$73.04549	\$76.69776	\$80.53265	\$84.55928
438	Annual	\$145,423.13	\$152,694.27	\$160,329.01	\$168,345.46	\$176,762.74
438	Monthly	\$12,118.59	\$12,724.52	\$13,360.75	\$14,028.79	\$14,730.23
438	Hourly	\$69.91497	\$73.41071	\$77.08125	\$80.93532	\$84.98209
439	Annual	\$146,150.25	\$153,457.77	\$161,130.66	\$169,187.17	\$177,646.56
439	Monthly	\$12,179.19	\$12,788.15	\$13,427.56	\$14,098.93	\$14,803.88
439	Hourly	\$70.26454	\$73.77777	\$77.46666	\$81.33999	\$85.40700
440	Annual	\$146,881.01	\$154,225.06	\$161,936.32	\$170,033.13	\$178,534.78
440	Monthly	\$12,240.08	\$12,852.09	\$13,494.69	\$14,169.43	\$14,877.90
440	Hourly	\$70.61587	\$74.14666	\$77.85400	\$81.74670	\$85.83403

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
441	Annual	\$147,615.41	\$154,996.18	\$162,745.99	\$170,883.27	\$179,427.45
441	Monthly	\$12,301.28	\$12,916.35	\$13,562.17	\$14,240.27	\$14,952.29
441	Hourly	\$70.96895	\$74.51739	\$78.24326	\$82.15542	\$86.26320
442	Annual	\$148,353.49	\$155,771.18	\$163,559.72	\$171,737.71	\$180,324.59
442	Monthly	\$12,362.79	\$12,980.93	\$13,629.98	\$14,311.48	\$15,027.05
442	Hourly	\$71.32379	\$74.88999	\$78.63448	\$82.56621	\$86.69451
443	Annual	\$149,095.25	\$156,550.02	\$164,377.52	\$172,596.40	\$181,226.22
443	Monthly	\$12,424.60	\$13,045.84	\$13,698.13	\$14,383.03	\$15,102.19
443	Hourly	\$71.68041	\$75.26443	\$79.02765	\$82.97904	\$87.12799
444	Annual	\$149,840.73	\$157,332.77	\$165,199.41	\$173,459.37	\$182,132.34
444	Monthly	\$12,486.73	\$13,111.06	\$13,766.62	\$14,454.95	\$15,177.70
444	Hourly	\$72.03881	\$75.64075	\$79.42279	\$83.39393	\$87.56363
445	Annual	\$150,589.94	\$158,119.42	\$166,025.41	\$174,326.67	\$183,043.01
445	Monthly	\$12,549.16	\$13,176.62	\$13,835.45	\$14,527.22	\$15,253.58
445	Hourly	\$72.39901	\$76.01895	\$79.81991	\$83.81090	\$88.00145
446	Annual	\$151,342.87	\$158,910.02	\$166,855.51	\$175,198.31	\$183,958.23
446	Monthly	\$12,611.91	\$13,242.50	\$13,904.63	\$14,599.86	\$15,329.85
446	Hourly	\$72.76100	\$76.39905	\$80.21900	\$84.22996	\$88.44146
447	Annual	\$152,099.59	\$159,704.57	\$167,689.81	\$176,074.30	\$184,878.02
447	Monthly	\$12,674.97	\$13,308.71	\$13,974.15	\$14,672.86	\$15,406.50
447	Hourly	\$73.12480	\$76.78104	\$80.62010	\$84.65111	\$88.88366
448	Annual	\$152,860.09	\$160,503.10	\$168,528.25	\$176,954.68	\$185,802.40
448	Monthly	\$12,738.34	\$13,375.26	\$14,044.02	\$14,746.22	\$15,483.53
448	Hourly	\$73.49043	\$77.16495	\$81.02320	\$85.07437	\$89.32808
449	Annual	\$153,624.39	\$161,305.61	\$169,370.89	\$177,839.45	\$186,731.41
449	Monthly	\$12,802.03	\$13,442.13	\$14,114.24	\$14,819.95	\$15,560.95
449	Hourly	\$73.85788	\$77.55077	\$81.42831	\$85.49974	\$89.77472
450	Annual	\$154,392.50	\$162,112.13	\$170,217.75	\$178,728.64	\$187,665.07
450	Monthly	\$12,866.04	\$13,509.34	\$14,184.81	\$14,894.05	\$15,638.76
450	Hourly	\$74.22716	\$77.93852	\$81.83546	\$85.92723	\$90.22359
451	Annual	\$155,164.47	\$162,922.71	\$171,068.84	\$179,622.28	\$188,603.40
451	Monthly	\$12,930.37	\$13,576.89	\$14,255.74	\$14,968.52	\$15,716.95
451	Hourly	\$74.59830	\$78.32823	\$82.24463	\$86.35687	\$90.67471
452	Annual	\$155,940.29	\$163,737.32	\$171,924.17	\$180,520.39	\$189,546.42
452	Monthly	\$12,995.02	\$13,644.78	\$14,327.01	\$15,043.37	\$15,795.54
452	Hourly	\$74.97129	\$78.71987	\$82.65585	\$86.78865	\$91.12809
453	Annual	\$156,719.99	\$164,555.99	\$172,783.80	\$181,423.00	\$190,494.15
453	Monthly	\$13,060.00	\$13,713.00	\$14,398.65	\$15,118.58	\$15,874.51
453	Hourly	\$75.34615	\$79.11346	\$83.06913	\$87.22260	\$91.58373
454	Annual	\$157,503.61	\$165,378.78	\$173,647.72	\$182,330.12	\$191,446.63

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
454	Monthly	\$13,125.30	\$13,781.57	\$14,470.64	\$15,194.18	\$15,953.89
454	Hourly	\$75.72289	\$79.50903	\$83.48448	\$87.65871	\$92.04165
455	Annual	\$158,291.12	\$166,205.68	\$174,515.95	\$183,241.76	\$192,403.86
455	Monthly	\$13,190.93	\$13,850.47	\$14,543.00	\$15,270.15	\$16,033.66
455	Hourly	\$76.10150	\$79.90658	\$83.90190	\$88.09700	\$92.50186
456	Annual	\$159,082.56	\$167,036.71	\$175,388.54	\$184,157.97	\$193,365.88
456	Monthly	\$13,256.88	\$13,919.73	\$14,615.71	\$15,346.50	\$16,113.82
456	Hourly	\$76.48200	\$80.30611	\$84.32141	\$88.53749	\$92.96437
457	Annual	\$159,877.98	\$167,871.90	\$176,265.47	\$185,078.76	\$194,332.70
457	Monthly	\$13,323.17	\$13,989.33	\$14,688.79	\$15,423.23	\$16,194.39
457	Hourly	\$76.86441	\$80.70764	\$84.74301	\$88.98017	\$93.42918
458	Annual	\$160,677.39	\$168,711.25	\$177,146.81	\$186,004.16	\$195,304.36
458	Monthly	\$13,389.78	\$14,059.27	\$14,762.23	\$15,500.35	\$16,275.36
458	Hourly	\$77.24875	\$81.11118	\$85.16674	\$89.42508	\$93.89633
459	Annual	\$161,480.76	\$169,554.81	\$178,032.55	\$186,934.17	\$196,280.89
459	Monthly	\$13,456.73	\$14,129.57	\$14,836.05	\$15,577.85	\$16,356.74
459	Hourly	\$77.63498	\$81.51674	\$85.59257	\$89.87220	\$94.36581
460	Annual	\$162,288.17	\$170,402.58	\$178,922.71	\$187,868.85	\$197,262.28
460	Monthly	\$13,524.01	\$14,200.22	\$14,910.23	\$15,655.74	\$16,438.52
460	Hourly	\$78.02316	\$81.92432	\$86.02053	\$90.32156	\$94.83763
461	Annual	\$163,099.62	\$171,254.60	\$179,817.33	\$188,808.18	\$198,248.59
461	Monthly	\$13,591.64	\$14,271.22	\$14,984.78	\$15,734.02	\$16,520.72
461	Hourly	\$78.41328	\$82.33394	\$86.45064	\$90.77316	\$95.31182
462	Annual	\$163,915.11	\$172,110.86	\$180,716.41	\$189,752.25	\$199,239.84
462	Monthly	\$13,659.59	\$14,342.57	\$15,059.70	\$15,812.69	\$16,603.32
462	Hourly	\$78.80534	\$82.74561	\$86.88289	\$91.22704	\$95.78838
463	Annual	\$164,734.69	\$172,971.43	\$181,619.99	\$190,701.01	\$200,236.06
463	Monthly	\$13,727.89	\$14,414.29	\$15,135.00	\$15,891.75	\$16,686.34
463	Hourly	\$79.19937	\$83.15934	\$87.31730	\$91.68318	\$96.26734
464	Annual	\$165,558.35	\$173,836.29	\$182,528.10	\$191,654.49	\$201,237.23
464	Monthly	\$13,796.53	\$14,486.36	\$15,210.68	\$15,971.21	\$16,769.77
464	Hourly	\$79.59536	\$83.57514	\$87.75389	\$92.14158	\$96.74867
465	Annual	\$166,386.15	\$174,705.45	\$183,440.72	\$192,612.78	\$202,243.40
465	Monthly	\$13,865.51	\$14,558.79	\$15,286.73	\$16,051.07	\$16,853.62
465	Hourly	\$79.99334	\$83.99300	\$88.19265	\$92.60230	\$97.23240
466	Annual	\$167,218.08	\$175,578.99	\$184,357.95	\$193,575.82	\$203,254.62
466	Monthly	\$13,934.84	\$14,631.58	\$15,363.16	\$16,131.32	\$16,937.89
466	Hourly	\$80.39331	\$84.41298	\$88.63363	\$93.06530	\$97.71857
467	Annual	\$168,054.16	\$176,456.89	\$185,279.71	\$194,543.73	\$204,270.89
467	Monthly	\$14,004.51	\$14,704.74	\$15,439.98	\$16,211.98	\$17,022.57

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
467	Hourly	\$80.79527	\$84.83504	\$89.07678	\$93.53064	\$98.20716
468	Annual	\$168,894.43	\$177,339.17	\$186,206.14	\$195,516.45	\$205,292.25
468	Monthly	\$14,074.54	\$14,778.26	\$15,517.18	\$16,293.04	\$17,107.69
468	Hourly	\$81.19925	\$85.25922	\$89.52218	\$93.99829	\$98.69820
469	Annual	\$169,738.91	\$178,225.87	\$187,137.17	\$196,494.02	\$206,318.72
469	Monthly	\$14,144.91	\$14,852.16	\$15,594.76	\$16,374.50	\$17,193.23
469	Hourly	\$81.60525	\$85.68551	\$89.96979	\$94.46828	\$99.19169
470	Annual	\$170,587.60	\$179,116.98	\$188,072.83	\$197,476.48	\$207,350.31
470	Monthly	\$14,215.63	\$14,926.42	\$15,672.74	\$16,456.37	\$17,279.19
470	Hourly	\$82.01327	\$86.11393	\$90.41963	\$94.94062	\$99.68765
471	Annual	\$171,440.55	\$180,012.58	\$189,013.21	\$198,463.87	\$208,387.07
471	Monthly	\$14,286.71	\$15,001.05	\$15,751.10	\$16,538.66	\$17,365.59
471	Hourly	\$82.42334	\$86.54451	\$90.87174	\$95.41532	\$100.18609
472	Annual	\$172,297.75	\$180,912.63	\$189,958.29	\$199,456.19	\$209,428.99
472	Monthly	\$14,358.15	\$15,076.05	\$15,829.86	\$16,621.35	\$17,452.42
472	Hourly	\$82.83546	\$86.97723	\$91.32610	\$95.89240	\$100.68701
473	Annual	\$173,159.25	\$181,817.19	\$190,908.07	\$200,453.47	\$210,476.15
473	Monthly	\$14,429.94	\$15,151.43	\$15,909.01	\$16,704.46	\$17,539.68
473	Hourly	\$83.24964	\$87.41211	\$91.78273	\$96.37186	\$101.19046
474	Annual	\$174,025.04	\$182,726.28	\$191,862.61	\$201,455.74	\$211,528.52
474	Monthly	\$14,502.09	\$15,227.19	\$15,988.55	\$16,787.98	\$17,627.38
474	Hourly	\$83.66588	\$87.84917	\$92.24164	\$96.85372	\$101.69640
475	Annual	\$174,895.17	\$183,639.93	\$192,821.92	\$202,463.01	\$212,586.17
475	Monthly	\$14,574.60	\$15,303.33	\$16,068.49	\$16,871.92	\$17,715.51
475	Hourly	\$84.08422	\$88.28843	\$92.70285	\$97.33799	\$102.20489
476	Annual	\$175,769.62	\$184,558.12	\$193,786.03	\$203,475.34	\$213,649.10
476	Monthly	\$14,647.47	\$15,379.84	\$16,148.84	\$16,956.28	\$17,804.09
476	Hourly	\$84.50463	\$88.72987	\$93.16636	\$97.82468	\$102.71591
477	Annual	\$176,648.48	\$185,480.91	\$194,754.95	\$204,492.70	\$214,717.34
477	Monthly	\$14,720.71	\$15,456.74	\$16,229.58	\$17,041.06	\$17,893.11
477	Hourly	\$84.92715	\$89.17351	\$93.63219	\$98.31380	\$103.22949
478	Annual	\$177,531.73	\$186,408.32	\$195,728.73	\$205,515.17	\$215,790.92
478	Monthly	\$14,794.31	\$15,534.03	\$16,310.73	\$17,126.26	\$17,982.58
478	Hourly	\$85.35179	\$89.61938	\$94.10035	\$98.80537	\$103.74563
479	Annual	\$178,419.38	\$187,340.37	\$196,707.37	\$206,542.74	\$216,869.89
479	Monthly	\$14,868.28	\$15,611.70	\$16,392.28	\$17,211.90	\$18,072.49
479	Hourly	\$85.77855	\$90.06749	\$94.57085	\$99.29939	\$104.26437
480	Annual	\$179,311.48	\$188,277.07	\$197,690.91	\$207,575.45	\$217,954.22
480	Monthly	\$14,942.62	\$15,689.76	\$16,474.24	\$17,297.95	\$18,162.85
480	Hourly	\$86.20744	\$90.51782	\$95.04371	\$99.79589	\$104.78568

**Payroll Salary Tables
County of Madera**

**Peace Officer Management
OMB2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
481	Annual	\$180,208.04	\$189,218.43	\$198,679.36	\$208,613.33	\$219,043.99
481	Monthly	\$15,017.34	\$15,768.20	\$16,556.61	\$17,384.44	\$18,253.67
481	Hourly	\$86.63848	\$90.97040	\$95.51892	\$100.29487	\$105.30961
482	Annual	\$181,109.09	\$190,164.54	\$199,672.77	\$209,656.40	\$220,139.23
482	Monthly	\$15,092.42	\$15,847.05	\$16,639.40	\$17,471.37	\$18,344.94
482	Hourly	\$87.07168	\$91.42526	\$95.99652	\$100.79635	\$105.83617
483	Annual	\$182,014.62	\$191,115.35	\$200,671.12	\$210,704.70	\$221,239.92
483	Monthly	\$15,167.89	\$15,926.28	\$16,722.59	\$17,558.73	\$18,436.66
483	Hourly	\$87.50703	\$91.88238	\$96.47650	\$101.30034	\$106.36535
484	Annual	\$182,924.69	\$192,070.93	\$201,674.49	\$211,758.21	\$222,346.12
484	Monthly	\$15,243.72	\$16,005.91	\$16,806.21	\$17,646.52	\$18,528.84
484	Hourly	\$87.94456	\$92.34179	\$96.95889	\$101.80683	\$106.89717
485	Annual	\$183,839.32	\$193,031.30	\$202,682.85	\$212,817.00	\$223,457.84
485	Monthly	\$15,319.94	\$16,085.94	\$16,890.24	\$17,734.75	\$18,621.49
485	Hourly	\$88.38429	\$92.80351	\$97.44368	\$102.31587	\$107.43165
486	Annual	\$184,758.52	\$193,996.45	\$203,696.26	\$213,881.09	\$224,575.15
486	Monthly	\$15,396.54	\$16,166.37	\$16,974.69	\$17,823.42	\$18,714.60
486	Hourly	\$88.82621	\$93.26752	\$97.93089	\$102.82745	\$107.96882
487	Annual	\$185,682.30	\$194,966.43	\$204,714.75	\$214,950.48	\$225,698.01
487	Monthly	\$15,473.53	\$16,247.20	\$17,059.56	\$17,912.54	\$18,808.17
487	Hourly	\$89.27034	\$93.73386	\$98.42055	\$103.34158	\$108.50866
488	Annual	\$186,610.71	\$195,941.25	\$205,738.32	\$216,025.25	\$226,826.51
488	Monthly	\$15,550.89	\$16,328.44	\$17,144.86	\$18,002.10	\$18,902.21
488	Hourly	\$89.71669	\$94.20252	\$98.91265	\$103.85829	\$109.05121
489	Annual	\$187,543.78	\$196,920.96	\$206,767.03	\$217,105.37	\$227,960.65
489	Monthly	\$15,628.65	\$16,410.08	\$17,230.59	\$18,092.11	\$18,996.72
489	Hourly	\$90.16528	\$94.67354	\$99.40723	\$104.37758	\$109.59647
490	Annual	\$188,481.48	\$197,905.57	\$207,800.85	\$218,190.91	\$229,100.44
490	Monthly	\$15,706.79	\$16,492.13	\$17,316.74	\$18,182.58	\$19,091.70
490	Hourly	\$90.61610	\$95.14691	\$99.90425	\$104.89948	\$110.14444
491	Annual	\$189,423.90	\$198,895.11	\$208,839.84	\$219,281.86	\$230,245.93
491	Monthly	\$15,785.33	\$16,574.59	\$17,403.32	\$18,273.49	\$19,187.16
491	Hourly	\$91.06918	\$95.62265	\$100.40377	\$105.42397	\$110.69516
492	Annual	\$190,371.02	\$199,889.57	\$209,884.07	\$220,378.27	\$231,397.17
492	Monthly	\$15,864.25	\$16,657.46	\$17,490.34	\$18,364.86	\$19,283.10
492	Hourly	\$91.52453	\$96.10075	\$100.90580	\$105.95109	\$111.24864
493	Annual	\$191,322.89	\$200,889.02	\$210,933.48	\$221,480.14	\$232,554.16
493	Monthly	\$15,943.57	\$16,740.75	\$17,577.79	\$18,456.68	\$19,379.51
493	Hourly	\$91.98216	\$96.58126	\$101.41033	\$106.48084	\$111.80488
494	Annual	\$192,279.49	\$201,893.49	\$211,988.13	\$222,587.56	\$233,716.92

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
494	Monthly	\$16,023.29	\$16,824.46	\$17,665.68	\$18,548.96	\$19,476.41
494	Hourly	\$92.44206	\$97.06418	\$101.91737	\$107.01325	\$112.36390
495	Annual	\$193,240.90	\$202,902.94	\$213,048.09	\$223,700.48	\$234,885.52
495	Monthly	\$16,103.41	\$16,908.58	\$17,754.01	\$18,641.71	\$19,573.79
495	Hourly	\$92.90428	\$97.54949	\$102.42697	\$107.54831	\$112.92573
496	Annual	\$194,207.09	\$203,917.45	\$214,113.31	\$224,818.99	\$236,059.93
496	Monthly	\$16,183.92	\$16,993.12	\$17,842.78	\$18,734.92	\$19,671.66
496	Hourly	\$93.36879	\$98.03724	\$102.93909	\$108.08605	\$113.49035
497	Annual	\$195,178.13	\$204,937.04	\$215,183.88	\$225,943.09	\$237,240.24
497	Monthly	\$16,264.84	\$17,078.09	\$17,931.99	\$18,828.59	\$19,770.02
497	Hourly	\$93.83564	\$98.52742	\$103.45379	\$108.62649	\$114.05781
498	Annual	\$196,154.02	\$205,961.72	\$216,259.81	\$227,072.79	\$238,426.44
498	Monthly	\$16,346.17	\$17,163.48	\$18,021.65	\$18,922.73	\$19,868.87
498	Hourly	\$94.30482	\$99.02006	\$103.97106	\$109.16961	\$114.62810
499	Annual	\$197,134.79	\$206,991.52	\$217,341.11	\$228,208.17	\$239,618.57
499	Monthly	\$16,427.90	\$17,249.29	\$18,111.76	\$19,017.35	\$19,968.21
499	Hourly	\$94.77634	\$99.51515	\$104.49092	\$109.71547	\$115.20124
500	Annual	\$198,120.46	\$208,026.49	\$218,427.81	\$229,349.20	\$240,816.67
500	Monthly	\$16,510.04	\$17,335.54	\$18,202.32	\$19,112.43	\$20,068.06
500	Hourly	\$95.25022	\$100.01274	\$105.01337	\$110.26404	\$115.77725
501	Annual	\$199,111.08	\$209,066.62	\$219,519.94	\$230,495.97	\$242,020.74
501	Monthly	\$16,592.59	\$17,422.22	\$18,293.33	\$19,208.00	\$20,168.40
501	Hourly	\$95.72648	\$100.51280	\$105.53843	\$110.81537	\$116.35613
502	Annual	\$200,106.62	\$210,111.96	\$220,617.56	\$231,648.44	\$243,230.86
502	Monthly	\$16,675.55	\$17,509.33	\$18,384.80	\$19,304.04	\$20,269.24
502	Hourly	\$96.20511	\$101.01537	\$106.06613	\$111.36944	\$116.93791
503	Annual	\$201,107.15	\$211,162.52	\$221,720.64	\$232,806.68	\$244,447.00
503	Monthly	\$16,758.93	\$17,596.88	\$18,476.72	\$19,400.56	\$20,370.58
503	Hourly	\$96.68613	\$101.52044	\$106.59646	\$111.92629	\$117.52260
504	Annual	\$202,112.70	\$212,218.32	\$222,829.24	\$233,970.69	\$245,669.24
504	Monthly	\$16,842.73	\$17,684.86	\$18,569.10	\$19,497.56	\$20,472.44
504	Hourly	\$97.16957	\$102.02804	\$107.12944	\$112.48591	\$118.11021
505	Annual	\$203,123.27	\$213,279.42	\$223,943.40	\$235,140.55	\$246,897.60
505	Monthly	\$16,926.94	\$17,773.29	\$18,661.95	\$19,595.05	\$20,574.80
505	Hourly	\$97.65542	\$102.53818	\$107.66510	\$113.04834	\$118.70077
506	Annual	\$204,138.87	\$214,345.82	\$225,063.11	\$236,316.26	\$248,132.07
506	Monthly	\$17,011.57	\$17,862.15	\$18,755.26	\$19,693.02	\$20,677.67
506	Hourly	\$98.14369	\$103.05088	\$108.20342	\$113.61359	\$119.29426
507	Annual	\$205,159.56	\$215,417.55	\$226,188.42	\$237,497.84	\$249,372.74
507	Monthly	\$17,096.63	\$17,951.46	\$18,849.04	\$19,791.49	\$20,781.06

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
507	Hourly	\$98.63440	\$103.56613	\$108.74443	\$114.18165	\$119.89074
508	Annual	\$206,185.38	\$216,494.62	\$227,319.38	\$238,685.33	\$250,619.61
508	Monthly	\$17,182.12	\$18,041.22	\$18,943.28	\$19,890.44	\$20,884.97
508	Hourly	\$99.12759	\$104.08395	\$109.28816	\$114.75256	\$120.49020
509	Annual	\$207,216.29	\$217,577.10	\$228,455.95	\$239,878.76	\$251,872.71
509	Monthly	\$17,268.02	\$18,131.43	\$19,038.00	\$19,989.90	\$20,989.39
509	Hourly	\$99.62322	\$104.60438	\$109.83459	\$115.32633	\$121.09265
510	Annual	\$208,252.37	\$218,664.99	\$229,598.24	\$241,078.17	\$253,132.07
510	Monthly	\$17,354.36	\$18,222.08	\$19,133.19	\$20,089.85	\$21,094.34
510	Hourly	\$100.12133	\$105.12740	\$110.38377	\$115.90297	\$121.69811
511	Annual	\$209,293.63	\$219,758.34	\$230,746.25	\$242,283.56	\$254,397.73
511	Monthly	\$17,441.14	\$18,313.20	\$19,228.85	\$20,190.30	\$21,199.81
511	Hourly	\$100.62194	\$105.65305	\$110.93570	\$116.48248	\$122.30660
512	Annual	\$210,340.11	\$220,857.11	\$231,899.97	\$243,494.96	\$255,669.72
512	Monthly	\$17,528.34	\$18,404.76	\$19,325.00	\$20,291.25	\$21,305.81
512	Hourly	\$101.12505	\$106.18130	\$111.49037	\$117.06488	\$122.91813
513	Annual	\$211,391.82	\$221,961.40	\$233,059.46	\$244,712.44	\$256,948.07
513	Monthly	\$17,615.99	\$18,496.78	\$19,421.62	\$20,392.70	\$21,412.34
513	Hourly	\$101.63068	\$106.71221	\$112.04782	\$117.65021	\$123.53273
514	Annual	\$212,448.76	\$223,071.21	\$234,224.76	\$245,936.01	\$258,232.81
514	Monthly	\$17,704.06	\$18,589.27	\$19,518.73	\$20,494.67	\$21,519.40
514	Hourly	\$102.13883	\$107.24577	\$112.60806	\$118.23847	\$124.15039
515	Annual	\$213,511.00	\$224,186.55	\$235,395.87	\$247,165.70	\$259,523.96
515	Monthly	\$17,792.58	\$18,682.21	\$19,616.32	\$20,597.14	\$21,627.00
515	Hourly	\$102.64952	\$107.78200	\$113.17109	\$118.82966	\$124.77113
516	Annual	\$214,578.56	\$225,307.51	\$236,572.86	\$248,401.51	\$260,821.57
516	Monthly	\$17,881.55	\$18,775.63	\$19,714.41	\$20,700.13	\$21,735.13
516	Hourly	\$103.16277	\$108.32092	\$113.73695	\$119.42380	\$125.39499
517	Annual	\$215,651.45	\$226,434.03	\$237,755.73	\$249,643.52	\$262,125.69
517	Monthly	\$17,970.95	\$18,869.50	\$19,812.98	\$20,803.63	\$21,843.81
517	Hourly	\$103.67858	\$108.86251	\$114.30564	\$120.02092	\$126.02197
518	Annual	\$216,729.70	\$227,566.20	\$238,944.51	\$250,891.74	\$263,436.33
518	Monthly	\$18,060.81	\$18,963.85	\$19,912.04	\$20,907.65	\$21,953.03
518	Hourly	\$104.19697	\$109.40683	\$114.87717	\$120.62103	\$126.65208
519	Annual	\$217,813.35	\$228,704.04	\$240,139.24	\$252,146.20	\$264,753.51
519	Monthly	\$18,151.11	\$19,058.67	\$20,011.60	\$21,012.18	\$22,062.79
519	Hourly	\$104.71796	\$109.95387	\$115.45156	\$121.22413	\$127.28534
520	Annual	\$218,902.43	\$229,847.56	\$241,339.93	\$253,406.94	\$266,077.27
520	Monthly	\$18,241.87	\$19,153.96	\$20,111.66	\$21,117.25	\$22,173.11
520	Hourly	\$105.24155	\$110.50363	\$116.02881	\$121.83026	\$127.92176

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
521	Annual	\$219,996.96	\$230,996.78	\$242,546.62	\$254,673.96	\$267,407.66
521	Monthly	\$18,333.08	\$19,249.73	\$20,212.22	\$21,222.83	\$22,283.97
521	Hourly	\$105.76777	\$111.05614	\$116.60895	\$122.43940	\$128.56138
522	Annual	\$221,096.94	\$232,151.77	\$243,759.36	\$255,947.34	\$268,744.71
522	Monthly	\$18,424.75	\$19,345.98	\$20,313.28	\$21,328.95	\$22,395.39
522	Hourly	\$106.29661	\$111.61143	\$117.19200	\$123.05161	\$129.20419
523	Annual	\$222,202.41	\$233,312.52	\$244,978.17	\$257,227.07	\$270,088.41
523	Monthly	\$18,516.87	\$19,442.71	\$20,414.85	\$21,435.59	\$22,507.37
523	Hourly	\$106.82808	\$112.16948	\$117.77797	\$123.66686	\$129.85020
524	Annual	\$223,313.42	\$234,479.10	\$246,203.05	\$258,513.21	\$271,438.86
524	Monthly	\$18,609.45	\$19,539.93	\$20,516.92	\$21,542.77	\$22,619.91
524	Hourly	\$107.36222	\$112.73034	\$118.36685	\$124.28520	\$130.49945
525	Annual	\$224,429.99	\$235,651.49	\$247,434.05	\$259,805.78	\$272,796.06
525	Monthly	\$18,702.50	\$19,637.62	\$20,619.50	\$21,650.48	\$22,733.01
525	Hourly	\$107.89903	\$113.29399	\$118.95868	\$124.90663	\$131.15195
526	Annual	\$225,552.14	\$236,829.74	\$248,671.24	\$261,104.80	\$274,160.04
526	Monthly	\$18,796.01	\$19,735.81	\$20,722.60	\$21,758.73	\$22,846.67
526	Hourly	\$108.43853	\$113.86045	\$119.55348	\$125.53115	\$131.80771
527	Annual	\$226,679.91	\$238,013.90	\$249,914.59	\$262,410.32	\$275,530.83
527	Monthly	\$18,889.99	\$19,834.49	\$20,826.22	\$21,867.53	\$22,960.90
527	Hourly	\$108.98073	\$114.42976	\$120.15125	\$126.15881	\$132.46675
528	Annual	\$227,813.32	\$239,203.98	\$251,164.16	\$263,722.38	\$276,908.50
528	Monthly	\$18,984.44	\$19,933.67	\$20,930.35	\$21,976.87	\$23,075.71
528	Hourly	\$109.52563	\$115.00191	\$120.75200	\$126.78961	\$133.12909
529	Annual	\$228,952.37	\$240,399.99	\$252,420.00	\$265,040.97	\$278,293.04
529	Monthly	\$19,079.36	\$20,033.33	\$21,035.00	\$22,086.75	\$23,191.09
529	Hourly	\$110.07325	\$115.57692	\$121.35577	\$127.42354	\$133.79473
530	Annual	\$230,097.13	\$241,601.99	\$253,682.08	\$266,366.19	\$279,684.50
530	Monthly	\$19,174.76	\$20,133.50	\$21,140.17	\$22,197.18	\$23,307.04
530	Hourly	\$110.62362	\$116.15480	\$121.96254	\$128.06067	\$134.46370
531	Annual	\$231,247.60	\$242,810.01	\$254,950.51	\$267,698.03	\$281,082.91
531	Monthly	\$19,270.63	\$20,234.17	\$21,245.88	\$22,308.17	\$23,423.58
531	Hourly	\$111.17673	\$116.73558	\$122.57236	\$128.70098	\$135.13601
532	Annual	\$232,403.86	\$244,024.04	\$256,225.26	\$269,036.52	\$282,488.34
532	Monthly	\$19,366.99	\$20,335.34	\$21,352.11	\$22,419.71	\$23,540.70
532	Hourly	\$111.73263	\$117.31925	\$123.18522	\$129.34448	\$135.81170
533	Annual	\$233,565.87	\$245,244.16	\$257,506.37	\$270,381.70	\$283,900.78
533	Monthly	\$19,463.82	\$20,437.01	\$21,458.86	\$22,531.81	\$23,658.40
533	Hourly	\$112.29128	\$117.90585	\$123.80114	\$129.99120	\$136.49076
534	Annual	\$234,733.71	\$246,470.38	\$258,793.91	\$271,733.60	\$285,320.28

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
534	Monthly	\$19,561.14	\$20,539.20	\$21,566.16	\$22,644.47	\$23,776.69
534	Hourly	\$112.85275	\$118.49538	\$124.42015	\$130.64115	\$137.17321
535	Annual	\$235,907.38	\$247,702.75	\$260,087.88	\$273,092.27	\$286,746.88
535	Monthly	\$19,658.95	\$20,641.90	\$21,673.99	\$22,757.69	\$23,895.57
535	Hourly	\$113.41701	\$119.08786	\$125.04225	\$131.29436	\$137.85908
536	Annual	\$237,086.91	\$248,941.24	\$261,388.32	\$274,457.73	\$288,180.61
536	Monthly	\$19,757.24	\$20,745.10	\$21,782.36	\$22,871.48	\$24,015.05
536	Hourly	\$113.98409	\$119.68329	\$125.66746	\$131.95083	\$138.54837
537	Annual	\$238,272.34	\$250,185.95	\$262,695.25	\$275,830.02	\$289,621.53
537	Monthly	\$19,856.03	\$20,848.83	\$21,891.27	\$22,985.84	\$24,135.13
537	Hourly	\$114.55401	\$120.28171	\$126.29579	\$132.61059	\$139.24112
538	Annual	\$239,463.70	\$251,436.90	\$264,008.75	\$277,209.17	\$291,069.63
538	Monthly	\$19,955.31	\$20,953.08	\$22,000.73	\$23,100.76	\$24,255.80
538	Hourly	\$115.12678	\$120.88313	\$126.92728	\$133.27364	\$139.93732
539	Annual	\$240,661.02	\$252,694.06	\$265,328.79	\$278,595.22	\$292,524.97
539	Monthly	\$20,055.09	\$21,057.84	\$22,110.73	\$23,216.27	\$24,377.08
539	Hourly	\$115.70241	\$121.48753	\$127.56192	\$133.94001	\$140.63700
540	Annual	\$241,864.33	\$253,957.56	\$266,655.42	\$279,988.19	\$293,987.59
540	Monthly	\$20,155.36	\$21,163.13	\$22,221.29	\$23,332.35	\$24,498.97
540	Hourly	\$116.28093	\$122.09498	\$128.19972	\$134.60971	\$141.34019
541	Annual	\$243,073.64	\$255,227.33	\$267,988.70	\$281,388.14	\$295,457.54
541	Monthly	\$20,256.14	\$21,268.94	\$22,332.39	\$23,449.01	\$24,621.46
541	Hourly	\$116.86233	\$122.70545	\$128.84072	\$135.28276	\$142.04689
542	Annual	\$244,289.02	\$256,503.47	\$269,328.64	\$282,795.07	\$296,934.84
542	Monthly	\$20,357.42	\$21,375.29	\$22,444.05	\$23,566.26	\$24,744.57
542	Hourly	\$117.44664	\$123.31898	\$129.48492	\$135.95917	\$142.75713
543	Annual	\$245,510.47	\$257,785.98	\$270,675.27	\$284,209.06	\$298,419.51
543	Monthly	\$20,459.21	\$21,482.17	\$22,556.27	\$23,684.09	\$24,868.29
543	Hourly	\$118.03388	\$123.93557	\$130.13234	\$136.63897	\$143.47092
544	Annual	\$246,738.01	\$259,074.92	\$272,028.67	\$285,630.09	\$299,911.59
544	Monthly	\$20,561.50	\$21,589.58	\$22,669.06	\$23,802.51	\$24,992.63
544	Hourly	\$118.62404	\$124.55525	\$130.78301	\$137.32216	\$144.18826
545	Annual	\$247,971.71	\$260,370.29	\$273,388.81	\$287,058.25	\$301,411.16
545	Monthly	\$20,664.31	\$21,697.52	\$22,782.40	\$23,921.52	\$25,117.60
545	Hourly	\$119.21717	\$125.17802	\$131.43693	\$138.00877	\$144.90921
546	Annual	\$249,211.56	\$261,672.15	\$274,755.76	\$288,493.53	\$302,918.21
546	Monthly	\$20,767.63	\$21,806.01	\$22,896.31	\$24,041.13	\$25,243.18
546	Hourly	\$119.81325	\$125.80392	\$132.09412	\$138.69881	\$145.63375
547	Annual	\$250,457.64	\$262,980.51	\$276,129.53	\$289,936.01	\$304,432.81
547	Monthly	\$20,871.47	\$21,915.04	\$23,010.79	\$24,161.33	\$25,369.40

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
547	Hourly	\$120.41233	\$126.43294	\$132.75458	\$139.39231	\$146.36193
548	Annual	\$251,709.92	\$264,295.40	\$277,510.18	\$291,385.69	\$305,954.97
548	Monthly	\$20,975.83	\$22,024.62	\$23,125.85	\$24,282.14	\$25,496.25
548	Hourly	\$121.01438	\$127.06510	\$133.41836	\$140.08927	\$147.09374
549	Annual	\$252,968.46	\$265,616.88	\$278,897.72	\$292,842.62	\$307,484.75
549	Monthly	\$21,080.71	\$22,134.74	\$23,241.48	\$24,403.55	\$25,623.73
549	Hourly	\$121.61945	\$127.70042	\$134.08544	\$140.78972	\$147.82921
550	Annual	\$254,233.29	\$266,944.96	\$280,292.22	\$294,306.83	\$309,022.18
550	Monthly	\$21,186.11	\$22,245.41	\$23,357.69	\$24,525.57	\$25,751.85
550	Hourly	\$122.22754	\$128.33892	\$134.75588	\$141.49367	\$148.56836
551	Annual	\$255,504.47	\$268,279.68	\$281,693.68	\$295,778.36	\$310,567.29
551	Monthly	\$21,292.04	\$22,356.64	\$23,474.47	\$24,648.20	\$25,880.61
551	Hourly	\$122.83869	\$128.98062	\$135.42965	\$142.20113	\$149.31120
552	Annual	\$256,781.99	\$269,621.08	\$283,102.15	\$297,257.27	\$312,120.11
552	Monthly	\$21,398.50	\$22,468.42	\$23,591.85	\$24,771.44	\$26,010.01
552	Hourly	\$123.45288	\$129.62552	\$136.10680	\$142.91215	\$150.05775
553	Annual	\$258,065.90	\$270,969.19	\$284,517.66	\$298,743.55	\$313,680.72
553	Monthly	\$21,505.49	\$22,580.77	\$23,709.81	\$24,895.30	\$26,140.06
553	Hourly	\$124.07014	\$130.27365	\$136.78734	\$143.62671	\$150.80804
554	Annual	\$259,356.23	\$272,324.04	\$285,940.25	\$300,237.28	\$315,249.13
554	Monthly	\$21,613.02	\$22,693.67	\$23,828.35	\$25,019.77	\$26,270.76
554	Hourly	\$124.69050	\$130.92502	\$137.47127	\$144.34485	\$151.56208
555	Annual	\$260,653.01	\$273,685.67	\$287,369.95	\$301,738.45	\$316,825.37
555	Monthly	\$21,721.08	\$22,807.14	\$23,947.50	\$25,144.87	\$26,402.11
555	Hourly	\$125.31395	\$131.57965	\$138.15863	\$145.06656	\$152.31989
556	Annual	\$261,956.28	\$275,054.10	\$288,806.79	\$303,247.13	\$318,409.50
556	Monthly	\$21,829.69	\$22,921.18	\$24,067.23	\$25,270.59	\$26,534.13
556	Hourly	\$125.94052	\$132.23755	\$138.84942	\$145.79189	\$153.08149
557	Annual	\$263,266.05	\$276,429.35	\$290,250.83	\$304,763.38	\$320,001.53
557	Monthly	\$21,938.84	\$23,035.78	\$24,187.57	\$25,396.95	\$26,666.79
557	Hourly	\$126.57022	\$132.89873	\$139.54367	\$146.52086	\$153.84689
558	Annual	\$264,582.39	\$277,811.51	\$291,702.09	\$306,287.20	\$321,601.56
558	Monthly	\$22,048.53	\$23,150.96	\$24,308.51	\$25,523.93	\$26,800.13
558	Hourly	\$127.20307	\$133.56323	\$140.24139	\$147.25346	\$154.61613
559	Annual	\$265,905.32	\$279,200.55	\$293,160.60	\$307,818.63	\$323,209.56
559	Monthly	\$22,158.78	\$23,266.71	\$24,430.05	\$25,651.55	\$26,934.13
559	Hourly	\$127.83910	\$134.23103	\$140.94260	\$147.98973	\$155.38921
560	Annual	\$267,234.84	\$280,596.57	\$294,626.39	\$309,357.72	\$324,825.59
560	Monthly	\$22,269.57	\$23,383.05	\$24,552.20	\$25,779.81	\$27,068.80
560	Hourly	\$128.47829	\$134.90220	\$141.64730	\$148.72967	\$156.16615

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
561	Annual	\$268,571.01	\$281,999.56	\$296,099.54	\$310,904.51	\$326,449.75
561	Monthly	\$22,380.92	\$23,499.96	\$24,674.96	\$25,908.71	\$27,204.15
561	Hourly	\$129.12068	\$135.57671	\$142.35555	\$149.47332	\$156.94700
562	Annual	\$269,913.85	\$283,409.55	\$297,580.03	\$312,459.04	\$328,081.98
562	Monthly	\$22,492.82	\$23,617.46	\$24,798.34	\$26,038.25	\$27,340.17
562	Hourly	\$129.76627	\$136.25459	\$143.06732	\$150.22069	\$157.73172
563	Annual	\$271,263.42	\$284,826.61	\$299,067.93	\$314,021.32	\$329,722.39
563	Monthly	\$22,605.29	\$23,735.55	\$24,922.33	\$26,168.44	\$27,476.87
563	Hourly	\$130.41511	\$136.93587	\$143.78266	\$150.97179	\$158.52038
564	Annual	\$272,619.76	\$286,250.74	\$300,563.27	\$315,591.43	\$331,371.02
564	Monthly	\$22,718.31	\$23,854.23	\$25,046.94	\$26,299.29	\$27,614.25
564	Hourly	\$131.06719	\$137.62055	\$144.50157	\$151.72665	\$159.31299
565	Annual	\$273,982.84	\$287,681.99	\$302,066.08	\$317,169.40	\$333,027.86
565	Monthly	\$22,831.90	\$23,973.50	\$25,172.17	\$26,430.78	\$27,752.32
565	Hourly	\$131.72252	\$138.30865	\$145.22408	\$152.48529	\$160.10955
566	Annual	\$275,352.75	\$289,120.40	\$303,576.42	\$318,755.24	\$334,692.99
566	Monthly	\$22,946.06	\$24,093.37	\$25,298.04	\$26,562.94	\$27,891.08
566	Hourly	\$132.38113	\$139.00019	\$145.95020	\$153.24771	\$160.91009
567	Annual	\$276,729.53	\$290,565.99	\$305,094.31	\$320,349.02	\$336,366.47
567	Monthly	\$23,060.79	\$24,213.83	\$25,424.53	\$26,695.75	\$28,030.54
567	Hourly	\$133.04304	\$139.69519	\$146.67996	\$154.01395	\$161.71465
568	Annual	\$278,113.18	\$292,018.83	\$306,619.78	\$321,950.75	\$338,048.30
568	Monthly	\$23,176.10	\$24,334.90	\$25,551.65	\$26,829.23	\$28,170.69
568	Hourly	\$133.70826	\$140.39367	\$147.41336	\$154.78401	\$162.52322
569	Annual	\$279,503.73	\$293,478.92	\$308,152.87	\$323,560.51	\$339,738.56
569	Monthly	\$23,291.98	\$24,456.58	\$25,679.41	\$26,963.38	\$28,311.55
569	Hourly	\$134.37679	\$141.09563	\$148.15042	\$155.55794	\$163.33585
570	Annual	\$280,901.25	\$294,946.32	\$309,693.63	\$325,178.31	\$341,437.23
570	Monthly	\$23,408.44	\$24,578.86	\$25,807.80	\$27,098.19	\$28,453.10
570	Hourly	\$135.04868	\$141.80112	\$148.89117	\$156.33573	\$164.15251
571	Annual	\$282,305.76	\$296,421.05	\$311,242.09	\$326,804.22	\$343,144.42
571	Monthly	\$23,525.48	\$24,701.75	\$25,936.84	\$27,233.69	\$28,595.37
571	Hourly	\$135.72392	\$142.51012	\$149.63562	\$157.11741	\$164.97328
572	Annual	\$283,717.28	\$297,903.16	\$312,798.31	\$328,438.23	\$344,860.15
572	Monthly	\$23,643.11	\$24,825.26	\$26,066.53	\$27,369.85	\$28,738.35
572	Hourly	\$136.40254	\$143.22267	\$150.38380	\$157.90300	\$165.79815
573	Annual	\$285,135.88	\$299,392.66	\$314,362.31	\$330,080.43	\$346,584.45
573	Monthly	\$23,761.32	\$24,949.39	\$26,196.86	\$27,506.70	\$28,882.04
573	Hourly	\$137.08456	\$143.93878	\$151.13573	\$158.69251	\$166.62714
574	Annual	\$286,561.55	\$300,889.63	\$315,934.12	\$331,730.81	\$348,317.38

Payroll Salary Tables
County of Madera

Peace Officer Management
OMB2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
574	Monthly	\$23,880.13	\$25,074.14	\$26,327.84	\$27,644.23	\$29,026.45
574	Hourly	\$137.76998	\$144.65848	\$151.89140	\$159.48597	\$167.46028
575	Annual	\$287,994.36	\$302,394.09	\$317,513.79	\$333,389.47	\$350,058.95
575	Monthly	\$23,999.53	\$25,199.51	\$26,459.48	\$27,782.46	\$29,171.58
575	Hourly	\$138.45883	\$145.38177	\$152.65086	\$160.28340	\$168.29757

MEMORANDUM OF UNDERSTANDING - PEACE OFFICER MANAGEMENT UNIT
September 1, 2014 – June 30, 2017

Attachment VI

Salary Table OM2B2 0115

Salary Table has been amended to include:

**Pursuant to Board action on January 6, 2015, an additional 1% COLA was granted for a total COLA of 5.0% (for equity with all other units who were granted a 5.0% COLA)*

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
001	Annual	\$15,136.27	\$15,893.09	\$16,687.74	\$17,522.15	\$18,398.24
001	Monthly	\$1,261.36	\$1,324.42	\$1,390.65	\$1,460.18	\$1,533.19
001	Hourly	\$7.27705	\$7.64091	\$8.02295	\$8.42411	\$8.84531
002	Annual	\$15,211.95	\$15,972.56	\$16,771.18	\$17,609.74	\$18,490.23
002	Monthly	\$1,267.66	\$1,331.05	\$1,397.60	\$1,467.48	\$1,540.85
002	Hourly	\$7.31344	\$7.67912	\$8.06307	\$8.46622	\$8.88953
003	Annual	\$15,288.03	\$16,052.41	\$16,855.04	\$17,697.79	\$18,582.68
003	Monthly	\$1,274.00	\$1,337.70	\$1,404.59	\$1,474.82	\$1,548.56
003	Hourly	\$7.35001	\$7.71750	\$8.10338	\$8.50855	\$8.93398
004	Annual	\$15,364.46	\$16,132.68	\$16,939.32	\$17,786.27	\$18,675.59
004	Monthly	\$1,280.37	\$1,344.39	\$1,411.61	\$1,482.19	\$1,556.30
004	Hourly	\$7.38676	\$7.75610	\$8.14390	\$8.55109	\$8.97865
005	Annual	\$15,441.28	\$16,213.35	\$17,024.01	\$17,875.22	\$18,768.97
005	Monthly	\$1,286.77	\$1,351.11	\$1,418.67	\$1,489.60	\$1,564.08
005	Hourly	\$7.42369	\$7.79488	\$8.18462	\$8.59386	\$9.02354
006	Annual	\$15,518.49	\$16,294.40	\$17,109.14	\$17,964.58	\$18,862.82
006	Monthly	\$1,293.21	\$1,357.87	\$1,425.76	\$1,497.05	\$1,571.90
006	Hourly	\$7.46081	\$7.83385	\$8.22555	\$8.63682	\$9.06866
007	Annual	\$15,596.08	\$16,375.88	\$17,194.69	\$18,054.42	\$18,957.13
007	Monthly	\$1,299.67	\$1,364.66	\$1,432.89	\$1,504.54	\$1,579.76
007	Hourly	\$7.49812	\$7.87302	\$8.26668	\$8.68001	\$9.11400
008	Annual	\$15,674.06	\$16,457.76	\$17,280.65	\$18,144.67	\$19,051.91
008	Monthly	\$1,306.17	\$1,371.48	\$1,440.05	\$1,512.06	\$1,587.66
008	Hourly	\$7.53561	\$7.91238	\$8.30800	\$8.72340	\$9.15957
009	Annual	\$15,752.42	\$16,540.05	\$17,367.06	\$18,235.41	\$19,147.18
009	Monthly	\$1,312.70	\$1,378.34	\$1,447.26	\$1,519.62	\$1,595.60
009	Hourly	\$7.57328	\$7.95195	\$8.34955	\$8.76702	\$9.20538
010	Annual	\$15,831.17	\$16,622.75	\$17,453.89	\$18,326.59	\$19,242.90
010	Monthly	\$1,319.26	\$1,385.23	\$1,454.49	\$1,527.22	\$1,603.58
010	Hourly	\$7.61114	\$7.99171	\$8.39129	\$8.81086	\$9.25139
011	Annual	\$15,910.34	\$16,705.85	\$17,541.15	\$18,418.22	\$19,339.14
011	Monthly	\$1,325.86	\$1,392.15	\$1,461.76	\$1,534.85	\$1,611.60
011	Hourly	\$7.64920	\$8.03166	\$8.43325	\$8.85491	\$9.29766
012	Annual	\$15,989.91	\$16,789.39	\$17,628.86	\$18,510.31	\$19,435.81
012	Monthly	\$1,332.49	\$1,399.12	\$1,469.07	\$1,542.53	\$1,619.65
012	Hourly	\$7.68746	\$8.07182	\$8.47541	\$8.89919	\$9.34414
013	Annual	\$16,069.85	\$16,873.34	\$17,717.01	\$18,602.86	\$19,533.00
013	Monthly	\$1,339.15	\$1,406.11	\$1,476.42	\$1,550.24	\$1,627.75
013	Hourly	\$7.72589	\$8.11218	\$8.51779	\$8.94368	\$9.39087
014	Annual	\$16,150.19	\$16,957.70	\$17,805.59	\$18,695.88	\$19,630.66

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
014	Monthly	\$1,345.85	\$1,413.14	\$1,483.80	\$1,557.99	\$1,635.89
014	Hourly	\$7.76451	\$8.15274	\$8.56038	\$8.98840	\$9.43782
015	Annual	\$16,230.95	\$17,042.50	\$17,894.61	\$18,789.34	\$19,728.82
015	Monthly	\$1,352.58	\$1,420.21	\$1,491.22	\$1,565.78	\$1,644.07
015	Hourly	\$7.80334	\$8.19351	\$8.60318	\$9.03334	\$9.48501
016	Annual	\$16,312.11	\$17,127.71	\$17,984.10	\$18,883.29	\$19,827.46
016	Monthly	\$1,359.34	\$1,427.31	\$1,498.68	\$1,573.61	\$1,652.29
016	Hourly	\$7.84236	\$8.23448	\$8.64620	\$9.07850	\$9.53243
017	Annual	\$16,393.65	\$17,213.36	\$18,074.01	\$18,977.73	\$19,926.61
017	Monthly	\$1,366.14	\$1,434.45	\$1,506.17	\$1,581.48	\$1,660.55
017	Hourly	\$7.88156	\$8.27565	\$8.68943	\$9.12391	\$9.58010
018	Annual	\$16,475.61	\$17,299.41	\$18,164.39	\$19,072.61	\$20,026.23
018	Monthly	\$1,372.97	\$1,441.62	\$1,513.70	\$1,589.38	\$1,668.85
018	Hourly	\$7.92097	\$8.31702	\$8.73288	\$9.16952	\$9.62800
019	Annual	\$16,558.00	\$17,385.92	\$18,255.20	\$19,167.97	\$20,126.36
019	Monthly	\$1,379.83	\$1,448.83	\$1,521.27	\$1,597.33	\$1,677.20
019	Hourly	\$7.96058	\$8.35862	\$8.77654	\$9.21537	\$9.67613
020	Annual	\$16,640.80	\$17,472.84	\$18,346.49	\$19,263.81	\$20,227.01
020	Monthly	\$1,386.73	\$1,456.07	\$1,528.87	\$1,605.32	\$1,685.58
020	Hourly	\$8.00038	\$8.40040	\$8.82043	\$9.26145	\$9.72452
021	Annual	\$16,724.00	\$17,560.21	\$18,438.22	\$19,360.13	\$20,328.14
021	Monthly	\$1,393.67	\$1,463.35	\$1,536.52	\$1,613.34	\$1,694.01
021	Hourly	\$8.04038	\$8.44241	\$8.86453	\$9.30775	\$9.77314
022	Annual	\$16,807.64	\$17,648.00	\$18,530.40	\$19,456.92	\$20,429.76
022	Monthly	\$1,400.64	\$1,470.67	\$1,544.20	\$1,621.41	\$1,702.48
022	Hourly	\$8.08060	\$8.48462	\$8.90885	\$9.35429	\$9.82200
023	Annual	\$16,891.66	\$17,736.25	\$18,623.07	\$19,554.22	\$20,531.93
023	Monthly	\$1,407.64	\$1,478.02	\$1,551.92	\$1,629.52	\$1,710.99
023	Hourly	\$8.12099	\$8.52704	\$8.95340	\$9.40107	\$9.87112
024	Annual	\$16,976.12	\$17,824.93	\$18,716.17	\$19,651.98	\$20,634.58
024	Monthly	\$1,414.68	\$1,485.41	\$1,559.68	\$1,637.67	\$1,719.55
024	Hourly	\$8.16160	\$8.56968	\$8.99816	\$9.44807	\$9.92047
025	Annual	\$17,061.01	\$17,914.05	\$18,809.77	\$19,750.25	\$20,737.76
025	Monthly	\$1,421.75	\$1,492.84	\$1,567.48	\$1,645.85	\$1,728.15
025	Hourly	\$8.20241	\$8.61252	\$9.04316	\$9.49531	\$9.97008
026	Annual	\$17,146.30	\$18,003.63	\$18,903.81	\$19,848.99	\$20,841.44
026	Monthly	\$1,428.86	\$1,500.30	\$1,575.32	\$1,654.08	\$1,736.79
026	Hourly	\$8.24341	\$8.65559	\$9.08837	\$9.54278	\$10.01992
027	Annual	\$17,232.04	\$18,093.64	\$18,998.34	\$19,948.24	\$20,945.65
027	Monthly	\$1,436.00	\$1,507.80	\$1,583.20	\$1,662.35	\$1,745.47

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
027	Hourly	\$8.28463	\$8.69887	\$9.13382	\$9.59050	\$10.07002
028	Annual	\$17,318.19	\$18,184.10	\$19,093.32	\$20,047.97	\$21,050.38
028	Monthly	\$1,443.18	\$1,515.34	\$1,591.11	\$1,670.66	\$1,754.20
028	Hourly	\$8.32605	\$8.74236	\$9.17948	\$9.63845	\$10.12038
029	Annual	\$17,404.78	\$18,275.04	\$19,188.78	\$20,148.23	\$21,155.63
029	Monthly	\$1,450.40	\$1,522.92	\$1,599.07	\$1,679.02	\$1,762.97
029	Hourly	\$8.36768	\$8.78608	\$9.22538	\$9.68665	\$10.17098
030	Annual	\$17,491.81	\$18,366.42	\$19,284.74	\$20,248.97	\$21,261.40
030	Monthly	\$1,457.65	\$1,530.54	\$1,607.06	\$1,687.41	\$1,771.78
030	Hourly	\$8.40952	\$8.83001	\$9.27151	\$9.73508	\$10.22183
031	Annual	\$17,579.28	\$18,458.23	\$19,381.14	\$20,350.22	\$21,367.71
031	Monthly	\$1,464.94	\$1,538.19	\$1,615.10	\$1,695.85	\$1,780.64
031	Hourly	\$8.45158	\$8.87415	\$9.31786	\$9.78376	\$10.27294
032	Annual	\$17,667.18	\$18,550.53	\$19,478.05	\$20,451.96	\$21,474.57
032	Monthly	\$1,472.27	\$1,545.88	\$1,623.17	\$1,704.33	\$1,789.55
032	Hourly	\$8.49384	\$8.91852	\$9.36445	\$9.83267	\$10.32431
033	Annual	\$17,755.50	\$18,643.29	\$19,575.45	\$20,554.23	\$21,581.94
033	Monthly	\$1,479.63	\$1,553.61	\$1,631.29	\$1,712.85	\$1,798.50
033	Hourly	\$8.53630	\$8.96312	\$9.41127	\$9.88184	\$10.37593
034	Annual	\$17,844.28	\$18,736.51	\$19,673.32	\$20,656.98	\$21,689.85
034	Monthly	\$1,487.02	\$1,561.38	\$1,639.44	\$1,721.42	\$1,807.49
034	Hourly	\$8.57898	\$9.00794	\$9.45833	\$9.93124	\$10.42781
035	Annual	\$17,933.50	\$18,830.19	\$19,771.69	\$20,760.29	\$21,798.28
035	Monthly	\$1,494.46	\$1,569.18	\$1,647.64	\$1,730.02	\$1,816.52
035	Hourly	\$8.62188	\$9.05298	\$9.50562	\$9.98091	\$10.47994
036	Annual	\$18,023.18	\$18,924.33	\$19,870.57	\$20,864.09	\$21,907.29
036	Monthly	\$1,501.93	\$1,577.03	\$1,655.88	\$1,738.67	\$1,825.61
036	Hourly	\$8.66499	\$9.09824	\$9.55316	\$10.03081	\$10.53235
037	Annual	\$18,113.28	\$19,018.95	\$19,969.91	\$20,968.40	\$22,016.82
037	Monthly	\$1,509.44	\$1,584.91	\$1,664.16	\$1,747.37	\$1,834.74
037	Hourly	\$8.70831	\$9.14373	\$9.60092	\$10.08096	\$10.58501
038	Annual	\$18,203.86	\$19,114.05	\$20,069.74	\$21,073.23	\$22,126.91
038	Monthly	\$1,516.99	\$1,592.84	\$1,672.48	\$1,756.10	\$1,843.91
038	Hourly	\$8.75186	\$9.18945	\$9.64891	\$10.13136	\$10.63794
039	Annual	\$18,294.87	\$19,209.62	\$20,170.09	\$21,178.62	\$22,237.53
039	Monthly	\$1,524.57	\$1,600.80	\$1,680.84	\$1,764.89	\$1,853.13
039	Hourly	\$8.79561	\$9.23539	\$9.69716	\$10.18203	\$10.69112
040	Annual	\$18,386.36	\$19,305.66	\$20,270.95	\$21,284.50	\$22,348.73
040	Monthly	\$1,532.20	\$1,608.81	\$1,689.25	\$1,773.71	\$1,862.39
040	Hourly	\$8.83960	\$9.28157	\$9.74565	\$10.23293	\$10.74458

**Payroll Salary Tables
County of Madera**

**Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115**

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
041	Annual	\$18,478.29	\$19,402.20	\$20,372.31	\$21,390.91	\$22,460.47
041	Monthly	\$1,539.86	\$1,616.85	\$1,697.69	\$1,782.58	\$1,871.71
041	Hourly	\$8.88379	\$9.32798	\$9.79438	\$10.28409	\$10.79830
042	Annual	\$18,570.67	\$19,499.20	\$20,474.16	\$21,497.89	\$22,572.77
042	Monthly	\$1,547.56	\$1,624.93	\$1,706.18	\$1,791.49	\$1,881.06
042	Hourly	\$8.92821	\$9.37462	\$9.84335	\$10.33552	\$10.85229
043	Annual	\$18,663.52	\$19,596.71	\$20,576.54	\$21,605.36	\$22,685.63
043	Monthly	\$1,555.29	\$1,633.06	\$1,714.71	\$1,800.45	\$1,890.47
043	Hourly	\$8.97285	\$9.42150	\$9.89257	\$10.38719	\$10.90655
044	Annual	\$18,756.84	\$19,694.68	\$20,679.43	\$21,713.39	\$22,799.07
044	Monthly	\$1,563.07	\$1,641.22	\$1,723.29	\$1,809.45	\$1,899.92
044	Hourly	\$9.01771	\$9.46860	\$9.94203	\$10.43913	\$10.96109
045	Annual	\$18,850.63	\$19,793.15	\$20,782.81	\$21,821.97	\$22,913.06
045	Monthly	\$1,570.89	\$1,649.43	\$1,731.90	\$1,818.50	\$1,909.42
045	Hourly	\$9.06280	\$9.51594	\$9.99174	\$10.49133	\$11.01589
046	Annual	\$18,944.87	\$19,892.12	\$20,886.72	\$21,931.07	\$23,027.63
046	Monthly	\$1,578.74	\$1,657.68	\$1,740.56	\$1,827.59	\$1,918.97
046	Hourly	\$9.10811	\$9.56352	\$10.04169	\$10.54378	\$11.07098
047	Annual	\$19,039.60	\$19,991.59	\$20,991.16	\$22,040.72	\$23,142.76
047	Monthly	\$1,586.63	\$1,665.97	\$1,749.26	\$1,836.73	\$1,928.56
047	Hourly	\$9.15365	\$9.61134	\$10.09190	\$10.59650	\$11.12633
048	Annual	\$19,134.80	\$20,091.55	\$21,096.12	\$22,150.92	\$23,258.48
048	Monthly	\$1,594.57	\$1,674.30	\$1,758.01	\$1,845.91	\$1,938.21
048	Hourly	\$9.19942	\$9.65940	\$10.14237	\$10.64948	\$11.18196
049	Annual	\$19,230.48	\$20,192.01	\$21,201.61	\$22,261.68	\$23,374.77
049	Monthly	\$1,602.54	\$1,682.67	\$1,766.80	\$1,855.14	\$1,947.90
049	Hourly	\$9.24542	\$9.70770	\$10.19308	\$10.70273	\$11.23787
050	Annual	\$19,326.62	\$20,292.97	\$21,307.62	\$22,372.99	\$23,491.64
050	Monthly	\$1,610.55	\$1,691.08	\$1,775.64	\$1,864.42	\$1,957.64
050	Hourly	\$9.29164	\$9.75624	\$10.24405	\$10.75625	\$11.29406
051	Annual	\$19,423.26	\$20,394.41	\$21,414.15	\$22,484.85	\$23,609.10
051	Monthly	\$1,618.61	\$1,699.53	\$1,784.51	\$1,873.74	\$1,967.43
051	Hourly	\$9.33811	\$9.80500	\$10.29526	\$10.81002	\$11.35053
052	Annual	\$19,520.38	\$20,496.40	\$21,521.22	\$22,597.28	\$23,727.15
052	Monthly	\$1,626.70	\$1,708.03	\$1,793.44	\$1,883.11	\$1,977.26
052	Hourly	\$9.38480	\$9.85404	\$10.34674	\$10.86408	\$11.40728
053	Annual	\$19,617.99	\$20,598.88	\$21,628.83	\$22,710.27	\$23,845.78
053	Monthly	\$1,634.83	\$1,716.57	\$1,802.40	\$1,892.52	\$1,987.15
053	Hourly	\$9.43173	\$9.90331	\$10.39848	\$10.91840	\$11.46432
054	Annual	\$19,716.08	\$20,701.88	\$21,736.97	\$22,823.82	\$23,965.02

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
054	Monthly	\$1,643.01	\$1,725.16	\$1,811.41	\$1,901.99	\$1,997.09
054	Hourly	\$9.47888	\$9.95283	\$10.45047	\$10.97299	\$11.52164
055	Annual	\$19,814.65	\$20,805.38	\$21,845.65	\$22,937.94	\$24,084.83
055	Monthly	\$1,651.22	\$1,733.78	\$1,820.47	\$1,911.50	\$2,007.07
055	Hourly	\$9.52627	\$10.00259	\$10.50272	\$11.02786	\$11.57925
056	Annual	\$19,913.73	\$20,909.40	\$21,954.90	\$23,052.63	\$24,205.26
056	Monthly	\$1,659.48	\$1,742.45	\$1,829.58	\$1,921.05	\$2,017.11
056	Hourly	\$9.57391	\$10.05260	\$10.55524	\$11.08300	\$11.63714
057	Annual	\$20,013.30	\$21,013.97	\$22,064.66	\$23,167.88	\$24,326.28
057	Monthly	\$1,667.78	\$1,751.16	\$1,838.72	\$1,930.66	\$2,027.19
057	Hourly	\$9.62178	\$10.10287	\$10.60801	\$11.13840	\$11.69533
058	Annual	\$20,113.36	\$21,119.04	\$22,174.98	\$23,283.72	\$24,447.91
058	Monthly	\$1,676.11	\$1,759.92	\$1,847.92	\$1,940.31	\$2,037.33
058	Hourly	\$9.66988	\$10.15338	\$10.66105	\$11.19410	\$11.75380
059	Annual	\$20,213.93	\$21,224.62	\$22,285.86	\$23,400.14	\$24,570.16
059	Monthly	\$1,684.49	\$1,768.72	\$1,857.16	\$1,950.01	\$2,047.51
059	Hourly	\$9.71824	\$10.20414	\$10.71436	\$11.25007	\$11.81258
060	Annual	\$20,315.01	\$21,330.75	\$22,397.30	\$23,517.14	\$24,693.02
060	Monthly	\$1,692.92	\$1,777.56	\$1,866.44	\$1,959.76	\$2,057.75
060	Hourly	\$9.76683	\$10.25517	\$10.76793	\$11.30632	\$11.87164
061	Annual	\$20,416.58	\$21,437.40	\$22,509.27	\$23,634.74	\$24,816.48
061	Monthly	\$1,701.38	\$1,786.45	\$1,875.77	\$1,969.56	\$2,068.04
061	Hourly	\$9.81566	\$10.30644	\$10.82176	\$11.36286	\$11.93100
062	Annual	\$20,518.66	\$21,544.58	\$22,621.82	\$23,752.92	\$24,940.55
062	Monthly	\$1,709.89	\$1,795.38	\$1,885.15	\$1,979.41	\$2,078.38
062	Hourly	\$9.86474	\$10.35797	\$10.87588	\$11.41967	\$11.99065
063	Annual	\$20,621.25	\$21,652.31	\$22,734.93	\$23,871.66	\$25,065.25
063	Monthly	\$1,718.44	\$1,804.36	\$1,894.58	\$1,989.31	\$2,088.77
063	Hourly	\$9.91406	\$10.40976	\$10.93025	\$11.47676	\$12.05060
064	Annual	\$20,724.35	\$21,760.57	\$22,848.59	\$23,991.05	\$25,190.59
064	Monthly	\$1,727.03	\$1,813.38	\$1,904.05	\$1,999.25	\$2,099.22
064	Hourly	\$9.96363	\$10.46181	\$10.98490	\$11.53416	\$12.11086
065	Annual	\$20,827.98	\$21,869.38	\$22,962.84	\$24,110.97	\$25,316.53
065	Monthly	\$1,735.67	\$1,822.45	\$1,913.57	\$2,009.25	\$2,109.71
065	Hourly	\$10.01345	\$10.51413	\$11.03983	\$11.59181	\$12.17141
066	Annual	\$20,932.12	\$21,978.72	\$23,077.66	\$24,231.54	\$25,443.12
066	Monthly	\$1,744.34	\$1,831.56	\$1,923.14	\$2,019.30	\$2,120.26
066	Hourly	\$10.06352	\$10.56669	\$11.09503	\$11.64978	\$12.23227
067	Annual	\$21,036.78	\$22,088.62	\$23,193.05	\$24,352.71	\$25,570.35
067	Monthly	\$1,753.07	\$1,840.72	\$1,932.75	\$2,029.39	\$2,130.86

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
067	Hourly	\$10.11384	\$10.61953	\$11.15050	\$11.70803	\$12.29344
068	Annual	\$21,141.96	\$22,199.07	\$23,309.01	\$24,474.47	\$25,698.21
068	Monthly	\$1,761.83	\$1,849.92	\$1,942.42	\$2,039.54	\$2,141.52
068	Hourly	\$10.16440	\$10.67263	\$11.20625	\$11.76657	\$12.35491
069	Annual	\$21,247.68	\$22,310.06	\$23,425.57	\$24,596.84	\$25,826.68
069	Monthly	\$1,770.64	\$1,859.17	\$1,952.13	\$2,049.74	\$2,152.22
069	Hourly	\$10.21523	\$10.72599	\$11.26229	\$11.82540	\$12.41667
070	Annual	\$21,353.91	\$22,421.60	\$23,542.69	\$24,719.83	\$25,955.82
070	Monthly	\$1,779.49	\$1,868.47	\$1,961.89	\$2,059.99	\$2,162.99
070	Hourly	\$10.26630	\$10.77962	\$11.31860	\$11.88453	\$12.47876
071	Annual	\$21,460.68	\$22,533.72	\$23,660.41	\$24,843.43	\$26,085.59
071	Monthly	\$1,788.39	\$1,877.81	\$1,971.70	\$2,070.29	\$2,173.80
071	Hourly	\$10.31763	\$10.83352	\$11.37520	\$11.94396	\$12.54115
072	Annual	\$21,567.97	\$22,646.38	\$23,778.70	\$24,967.64	\$26,216.02
072	Monthly	\$1,797.33	\$1,887.20	\$1,981.56	\$2,080.64	\$2,184.67
072	Hourly	\$10.36922	\$10.88768	\$11.43207	\$12.00367	\$12.60386
073	Annual	\$21,675.83	\$22,759.61	\$23,897.61	\$25,092.48	\$26,347.09
073	Monthly	\$1,806.32	\$1,896.63	\$1,991.47	\$2,091.04	\$2,195.59
073	Hourly	\$10.42107	\$10.94212	\$11.48924	\$12.06369	\$12.66687
074	Annual	\$21,784.21	\$22,873.41	\$24,017.08	\$25,217.94	\$26,478.84
074	Monthly	\$1,815.35	\$1,906.12	\$2,001.42	\$2,101.50	\$2,206.57
074	Hourly	\$10.47318	\$10.99683	\$11.54667	\$12.12401	\$12.73021
075	Annual	\$21,893.12	\$22,987.77	\$24,137.17	\$25,344.03	\$26,611.24
075	Monthly	\$1,824.43	\$1,915.65	\$2,011.43	\$2,112.00	\$2,217.60
075	Hourly	\$10.52554	\$11.05181	\$11.60441	\$12.18463	\$12.79387
076	Annual	\$22,002.59	\$23,102.73	\$24,257.86	\$25,470.74	\$26,744.28
076	Monthly	\$1,833.55	\$1,925.23	\$2,021.49	\$2,122.56	\$2,228.69
076	Hourly	\$10.57817	\$11.10708	\$11.66243	\$12.24555	\$12.85783
077	Annual	\$22,112.61	\$23,218.22	\$24,379.16	\$25,598.10	\$26,878.00
077	Monthly	\$1,842.72	\$1,934.85	\$2,031.60	\$2,133.18	\$2,239.83
077	Hourly	\$10.63106	\$11.16261	\$11.72075	\$12.30678	\$12.92212
078	Annual	\$22,223.16	\$23,334.33	\$24,501.04	\$25,726.09	\$27,012.40
078	Monthly	\$1,851.93	\$1,944.53	\$2,041.75	\$2,143.84	\$2,251.03
078	Hourly	\$10.68421	\$11.21843	\$11.77935	\$12.36831	\$12.98673
079	Annual	\$22,334.28	\$23,451.01	\$24,623.55	\$25,854.73	\$27,147.48
079	Monthly	\$1,861.19	\$1,954.25	\$2,051.96	\$2,154.56	\$2,262.29
079	Hourly	\$10.73763	\$11.27452	\$11.83825	\$12.43016	\$13.05167
080	Annual	\$22,445.96	\$23,568.26	\$24,746.67	\$25,984.00	\$27,283.19
080	Monthly	\$1,870.50	\$1,964.02	\$2,062.22	\$2,165.33	\$2,273.60
080	Hourly	\$10.79133	\$11.33089	\$11.89744	\$12.49231	\$13.11692

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
081	Annual	\$22,558.18	\$23,686.10	\$24,870.41	\$26,113.93	\$27,419.61
081	Monthly	\$1,879.85	\$1,973.84	\$2,072.53	\$2,176.16	\$2,284.97
081	Hourly	\$10.84528	\$11.38755	\$11.95693	\$12.55477	\$13.18250
082	Annual	\$22,670.96	\$23,804.53	\$24,994.74	\$26,244.49	\$27,556.72
082	Monthly	\$1,889.25	\$1,983.71	\$2,082.90	\$2,187.04	\$2,296.39
082	Hourly	\$10.89950	\$11.44449	\$12.01670	\$12.61754	\$13.24842
083	Annual	\$22,784.33	\$23,923.56	\$25,119.72	\$26,375.72	\$27,694.50
083	Monthly	\$1,898.69	\$1,993.63	\$2,093.31	\$2,197.98	\$2,307.88
083	Hourly	\$10.95400	\$11.50171	\$12.07679	\$12.68063	\$13.31466
084	Annual	\$22,898.25	\$24,043.16	\$25,245.31	\$26,507.58	\$27,832.97
084	Monthly	\$1,908.19	\$2,003.60	\$2,103.78	\$2,208.97	\$2,319.41
084	Hourly	\$11.00877	\$11.55921	\$12.13717	\$12.74403	\$13.38124
085	Annual	\$23,012.74	\$24,163.38	\$25,371.54	\$26,640.13	\$27,972.14
085	Monthly	\$1,917.73	\$2,013.62	\$2,114.30	\$2,220.01	\$2,331.01
085	Hourly	\$11.06382	\$11.61701	\$12.19786	\$12.80775	\$13.44814
086	Annual	\$23,127.81	\$24,284.19	\$25,498.41	\$26,773.33	\$28,112.00
086	Monthly	\$1,927.32	\$2,023.68	\$2,124.87	\$2,231.11	\$2,342.67
086	Hourly	\$11.11914	\$11.67509	\$12.25885	\$12.87179	\$13.51538
087	Annual	\$23,243.45	\$24,405.61	\$25,625.89	\$26,907.20	\$28,252.56
087	Monthly	\$1,936.95	\$2,033.80	\$2,135.49	\$2,242.27	\$2,354.38
087	Hourly	\$11.17474	\$11.73347	\$12.32014	\$12.93615	\$13.58296
088	Annual	\$23,359.66	\$24,527.65	\$25,754.02	\$27,041.73	\$28,393.82
088	Monthly	\$1,946.64	\$2,043.97	\$2,146.17	\$2,253.48	\$2,366.15
088	Hourly	\$11.23061	\$11.79214	\$12.38174	\$13.00083	\$13.65088
089	Annual	\$23,476.46	\$24,650.27	\$25,882.81	\$27,176.94	\$28,535.77
089	Monthly	\$1,956.37	\$2,054.19	\$2,156.90	\$2,264.75	\$2,377.98
089	Hourly	\$11.28676	\$11.85109	\$12.44366	\$13.06584	\$13.71912
090	Annual	\$23,593.83	\$24,773.54	\$26,012.21	\$27,312.81	\$28,678.47
090	Monthly	\$1,966.15	\$2,064.46	\$2,167.68	\$2,276.07	\$2,389.87
090	Hourly	\$11.34319	\$11.91036	\$12.50587	\$13.13116	\$13.78773
091	Annual	\$23,711.81	\$24,897.40	\$26,142.27	\$27,449.39	\$28,821.86
091	Monthly	\$1,975.98	\$2,074.78	\$2,178.52	\$2,287.45	\$2,401.82
091	Hourly	\$11.39991	\$11.96990	\$12.56840	\$13.19682	\$13.85666
092	Annual	\$23,830.37	\$25,021.88	\$26,272.98	\$27,586.64	\$28,965.97
092	Monthly	\$1,985.86	\$2,085.16	\$2,189.42	\$2,298.89	\$2,413.83
092	Hourly	\$11.45691	\$12.02975	\$12.63124	\$13.26281	\$13.92595
093	Annual	\$23,949.52	\$25,147.00	\$26,404.35	\$27,724.56	\$29,110.80
093	Monthly	\$1,995.79	\$2,095.58	\$2,200.36	\$2,310.38	\$2,425.90
093	Hourly	\$11.51419	\$12.08990	\$12.69440	\$13.32912	\$13.99558
094	Annual	\$24,069.27	\$25,272.74	\$26,536.37	\$27,863.19	\$29,256.35

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
094	Monthly	\$2,005.77	\$2,106.06	\$2,211.36	\$2,321.93	\$2,438.03
094	Hourly	\$11.57176	\$12.15036	\$12.75787	\$13.39576	\$14.06555
095	Annual	\$24,189.62	\$25,399.10	\$26,669.06	\$28,002.50	\$29,402.63
095	Monthly	\$2,015.80	\$2,116.59	\$2,222.42	\$2,333.54	\$2,450.22
095	Hourly	\$11.62963	\$12.21111	\$12.82166	\$13.46274	\$14.13588
096	Annual	\$24,310.57	\$25,526.09	\$26,802.39	\$28,142.52	\$29,549.65
096	Monthly	\$2,025.88	\$2,127.17	\$2,233.53	\$2,345.21	\$2,462.47
096	Hourly	\$11.68777	\$12.27216	\$12.88576	\$13.53006	\$14.20656
097	Annual	\$24,432.11	\$25,653.72	\$26,936.41	\$28,283.23	\$29,697.39
097	Monthly	\$2,036.01	\$2,137.81	\$2,244.70	\$2,356.94	\$2,474.78
097	Hourly	\$11.74621	\$12.33352	\$12.95020	\$13.59771	\$14.27759
098	Annual	\$24,554.26	\$25,782.00	\$27,071.09	\$28,424.64	\$29,845.88
098	Monthly	\$2,046.19	\$2,148.50	\$2,255.92	\$2,368.72	\$2,487.16
098	Hourly	\$11.80493	\$12.39519	\$13.01495	\$13.66569	\$14.34898
099	Annual	\$24,677.06	\$25,910.91	\$27,206.45	\$28,566.77	\$29,995.12
099	Monthly	\$2,056.42	\$2,159.24	\$2,267.20	\$2,380.56	\$2,499.59
099	Hourly	\$11.86397	\$12.45717	\$13.08002	\$13.73402	\$14.42073
100	Annual	\$24,800.44	\$26,040.46	\$27,342.47	\$28,709.59	\$30,145.09
100	Monthly	\$2,066.70	\$2,170.04	\$2,278.54	\$2,392.47	\$2,512.09
100	Hourly	\$11.92329	\$12.51945	\$13.14542	\$13.80269	\$14.49283
101	Annual	\$24,924.44	\$26,170.67	\$27,479.18	\$28,853.15	\$30,295.81
101	Monthly	\$2,077.04	\$2,180.89	\$2,289.93	\$2,404.43	\$2,524.65
101	Hourly	\$11.98290	\$12.58205	\$13.21114	\$13.87171	\$14.56529
102	Annual	\$25,049.06	\$26,301.52	\$27,616.59	\$28,997.40	\$30,447.30
102	Monthly	\$2,087.42	\$2,191.79	\$2,301.38	\$2,416.45	\$2,537.28
102	Hourly	\$12.04282	\$12.64496	\$13.27721	\$13.94106	\$14.63813
103	Annual	\$25,174.31	\$26,433.01	\$27,754.68	\$29,142.40	\$30,599.54
103	Monthly	\$2,097.86	\$2,202.75	\$2,312.89	\$2,428.53	\$2,549.96
103	Hourly	\$12.10303	\$12.70818	\$13.34360	\$14.01077	\$14.71132
104	Annual	\$25,300.17	\$26,565.19	\$27,893.44	\$29,288.11	\$30,752.54
104	Monthly	\$2,108.35	\$2,213.77	\$2,324.45	\$2,440.68	\$2,562.71
104	Hourly	\$12.16354	\$12.77173	\$13.41031	\$14.08082	\$14.78488
105	Annual	\$25,426.68	\$26,698.01	\$28,032.91	\$29,434.55	\$30,906.28
105	Monthly	\$2,118.89	\$2,224.83	\$2,336.08	\$2,452.88	\$2,575.52
105	Hourly	\$12.22437	\$12.83558	\$13.47736	\$14.15123	\$14.85879
106	Annual	\$25,553.81	\$26,831.49	\$28,173.07	\$29,581.73	\$31,060.82
106	Monthly	\$2,129.48	\$2,235.96	\$2,347.76	\$2,465.14	\$2,588.40
106	Hourly	\$12.28549	\$12.89975	\$13.54475	\$14.22199	\$14.93309
107	Annual	\$25,681.58	\$26,965.67	\$28,313.96	\$29,729.65	\$31,216.12
107	Monthly	\$2,140.13	\$2,247.14	\$2,359.50	\$2,477.47	\$2,601.34

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
107	Hourly	\$12.34691	\$12.96426	\$13.61248	\$14.29310	\$15.00775
108	Annual	\$25,809.98	\$27,100.48	\$28,455.52	\$29,878.30	\$31,372.22
108	Monthly	\$2,150.83	\$2,258.37	\$2,371.29	\$2,489.86	\$2,614.35
108	Hourly	\$12.40864	\$13.02908	\$13.68054	\$14.36457	\$15.08280
109	Annual	\$25,939.04	\$27,235.98	\$28,597.78	\$30,027.69	\$31,529.07
109	Monthly	\$2,161.59	\$2,269.67	\$2,383.15	\$2,502.31	\$2,627.42
109	Hourly	\$12.47069	\$13.09422	\$13.74893	\$14.43639	\$15.15821
110	Annual	\$26,068.74	\$27,372.17	\$28,740.79	\$30,177.82	\$31,686.71
110	Monthly	\$2,172.40	\$2,281.01	\$2,395.07	\$2,514.82	\$2,640.56
110	Hourly	\$12.53305	\$13.15970	\$13.81769	\$14.50857	\$15.23400
111	Annual	\$26,199.08	\$27,509.03	\$28,884.48	\$30,328.71	\$31,845.15
111	Monthly	\$2,183.26	\$2,292.42	\$2,407.04	\$2,527.39	\$2,653.76
111	Hourly	\$12.59571	\$13.22550	\$13.88677	\$14.58111	\$15.31017
112	Annual	\$26,330.07	\$27,646.58	\$29,028.92	\$30,480.36	\$32,004.36
112	Monthly	\$2,194.17	\$2,303.88	\$2,419.08	\$2,540.03	\$2,667.03
112	Hourly	\$12.65869	\$13.29163	\$13.95621	\$14.65402	\$15.38671
113	Annual	\$26,461.73	\$27,784.82	\$29,174.05	\$30,632.75	\$32,164.38
113	Monthly	\$2,205.14	\$2,315.40	\$2,431.17	\$2,552.73	\$2,680.37
113	Hourly	\$12.72199	\$13.35809	\$14.02599	\$14.72728	\$15.46364
114	Annual	\$26,594.04	\$27,923.73	\$29,319.91	\$30,785.91	\$32,325.22
114	Monthly	\$2,216.17	\$2,326.98	\$2,443.33	\$2,565.49	\$2,693.77
114	Hourly	\$12.78560	\$13.42487	\$14.09611	\$14.80092	\$15.54097
115	Annual	\$26,727.00	\$28,063.36	\$29,466.52	\$30,939.85	\$32,486.84
115	Monthly	\$2,227.25	\$2,338.61	\$2,455.54	\$2,578.32	\$2,707.24
115	Hourly	\$12.84952	\$13.49200	\$14.16660	\$14.87493	\$15.61867
116	Annual	\$26,860.63	\$28,203.66	\$29,613.87	\$31,094.55	\$32,649.27
116	Monthly	\$2,238.39	\$2,350.31	\$2,467.82	\$2,591.21	\$2,720.77
116	Hourly	\$12.91376	\$13.55945	\$14.23744	\$14.94930	\$15.69676
117	Annual	\$26,994.94	\$28,344.70	\$29,761.92	\$31,250.02	\$32,812.52
117	Monthly	\$2,249.58	\$2,362.06	\$2,480.16	\$2,604.17	\$2,734.38
117	Hourly	\$12.97834	\$13.62726	\$14.30862	\$15.02405	\$15.77525
118	Annual	\$27,129.92	\$28,486.40	\$29,910.73	\$31,406.27	\$32,976.57
118	Monthly	\$2,260.83	\$2,373.87	\$2,492.56	\$2,617.19	\$2,748.05
118	Hourly	\$13.04323	\$13.69538	\$14.38016	\$15.09917	\$15.85412
119	Annual	\$27,265.57	\$28,628.85	\$30,060.29	\$31,563.29	\$33,141.46
119	Monthly	\$2,272.13	\$2,385.74	\$2,505.02	\$2,630.27	\$2,761.79
119	Hourly	\$13.10845	\$13.76387	\$14.45206	\$15.17466	\$15.93339
120	Annual	\$27,401.90	\$28,771.99	\$30,210.58	\$31,721.11	\$33,307.18
120	Monthly	\$2,283.49	\$2,397.67	\$2,517.55	\$2,643.43	\$2,775.60
120	Hourly	\$13.17399	\$13.83269	\$14.52432	\$15.25053	\$16.01307

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
121	Annual	\$27,538.90	\$28,915.85	\$30,361.64	\$31,879.72	\$33,473.70
121	Monthly	\$2,294.91	\$2,409.65	\$2,530.14	\$2,656.64	\$2,789.48
121	Hourly	\$13.23986	\$13.90185	\$14.59694	\$15.32679	\$16.09313
122	Annual	\$27,676.59	\$29,060.43	\$30,513.44	\$32,039.12	\$33,641.08
122	Monthly	\$2,306.38	\$2,421.70	\$2,542.79	\$2,669.93	\$2,803.42
122	Hourly	\$13.30605	\$13.97136	\$14.66992	\$15.40342	\$16.17360
123	Annual	\$27,814.98	\$29,205.73	\$30,666.01	\$32,199.32	\$33,809.28
123	Monthly	\$2,317.92	\$2,433.81	\$2,555.50	\$2,683.28	\$2,817.44
123	Hourly	\$13.37259	\$14.04122	\$14.74327	\$15.48044	\$16.25446
124	Annual	\$27,954.06	\$29,351.76	\$30,819.35	\$32,360.31	\$33,978.33
124	Monthly	\$2,329.51	\$2,445.98	\$2,568.28	\$2,696.69	\$2,831.53
124	Hourly	\$13.43945	\$14.11142	\$14.81700	\$15.55784	\$16.33574
125	Annual	\$28,093.82	\$29,498.52	\$30,973.45	\$32,522.11	\$34,148.23
125	Monthly	\$2,341.15	\$2,458.21	\$2,581.12	\$2,710.18	\$2,845.69
125	Hourly	\$13.50664	\$14.18198	\$14.89108	\$15.63563	\$16.41742
126	Annual	\$28,234.28	\$29,645.99	\$31,128.31	\$32,684.72	\$34,318.96
126	Monthly	\$2,352.86	\$2,470.50	\$2,594.03	\$2,723.73	\$2,859.91
126	Hourly	\$13.57417	\$14.25288	\$14.96553	\$15.71381	\$16.49950
127	Annual	\$28,375.47	\$29,794.25	\$31,283.95	\$32,848.15	\$34,490.56
127	Monthly	\$2,364.62	\$2,482.85	\$2,607.00	\$2,737.35	\$2,874.21
127	Hourly	\$13.64205	\$14.32416	\$15.04036	\$15.79238	\$16.58200
128	Annual	\$28,517.35	\$29,943.21	\$31,440.37	\$33,012.41	\$34,663.02
128	Monthly	\$2,376.45	\$2,495.27	\$2,620.03	\$2,751.03	\$2,888.59
128	Hourly	\$13.71026	\$14.39577	\$15.11556	\$15.87135	\$16.66491
129	Annual	\$28,659.93	\$30,092.92	\$31,597.57	\$33,177.45	\$34,836.32
129	Monthly	\$2,388.33	\$2,507.74	\$2,633.13	\$2,764.79	\$2,903.03
129	Hourly	\$13.77881	\$14.46775	\$15.19114	\$15.95070	\$16.74823
130	Annual	\$28,803.22	\$30,243.39	\$31,755.57	\$33,343.34	\$35,010.51
130	Monthly	\$2,400.27	\$2,520.28	\$2,646.30	\$2,778.61	\$2,917.54
130	Hourly	\$13.84770	\$14.54009	\$15.26710	\$16.03045	\$16.83198
131	Annual	\$28,947.24	\$30,394.61	\$31,914.32	\$33,510.05	\$35,185.56
131	Monthly	\$2,412.27	\$2,532.88	\$2,659.53	\$2,792.50	\$2,932.13
131	Hourly	\$13.91694	\$14.61279	\$15.34342	\$16.11060	\$16.91613
132	Annual	\$29,091.98	\$30,546.58	\$32,073.91	\$33,677.61	\$35,361.49
132	Monthly	\$2,424.33	\$2,545.55	\$2,672.83	\$2,806.47	\$2,946.79
132	Hourly	\$13.98653	\$14.68586	\$15.42015	\$16.19116	\$17.00072
133	Annual	\$29,237.45	\$30,699.31	\$32,234.27	\$33,846.00	\$35,538.29
133	Monthly	\$2,436.45	\$2,558.28	\$2,686.19	\$2,820.50	\$2,961.52
133	Hourly	\$14.05647	\$14.75928	\$15.49725	\$16.27212	\$17.08572
134	Annual	\$29,383.63	\$30,852.81	\$32,395.46	\$34,015.22	\$35,715.99

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
134	Monthly	\$2,448.64	\$2,571.07	\$2,699.62	\$2,834.60	\$2,976.33
134	Hourly	\$14.12675	\$14.83308	\$15.57474	\$16.35347	\$17.17115
135	Annual	\$29,530.53	\$31,007.07	\$32,557.43	\$34,185.31	\$35,894.57
135	Monthly	\$2,460.88	\$2,583.92	\$2,713.12	\$2,848.78	\$2,991.21
135	Hourly	\$14.19737	\$14.90725	\$15.65261	\$16.43525	\$17.25700
136	Annual	\$29,678.20	\$31,162.12	\$32,720.22	\$34,356.22	\$36,074.05
136	Monthly	\$2,473.18	\$2,596.84	\$2,726.69	\$2,863.02	\$3,006.17
136	Hourly	\$14.26837	\$14.98179	\$15.73088	\$16.51741	\$17.34329
137	Annual	\$29,826.58	\$31,317.92	\$32,883.82	\$34,528.00	\$36,254.40
137	Monthly	\$2,485.55	\$2,609.83	\$2,740.32	\$2,877.33	\$3,021.20
137	Hourly	\$14.33970	\$15.05669	\$15.80953	\$16.60000	\$17.43000
138	Annual	\$29,975.73	\$31,474.51	\$33,048.23	\$34,700.65	\$36,435.68
138	Monthly	\$2,497.98	\$2,622.88	\$2,754.02	\$2,891.72	\$3,036.31
138	Hourly	\$14.41141	\$15.13198	\$15.88857	\$16.68300	\$17.51715
139	Annual	\$30,125.59	\$31,631.90	\$33,213.49	\$34,874.15	\$36,617.85
139	Monthly	\$2,510.47	\$2,635.99	\$2,767.79	\$2,906.18	\$3,051.49
139	Hourly	\$14.48346	\$15.20764	\$15.96802	\$16.76642	\$17.60474
140	Annual	\$30,276.22	\$31,790.05	\$33,379.56	\$35,048.53	\$36,800.96
140	Monthly	\$2,523.02	\$2,649.17	\$2,781.63	\$2,920.71	\$3,066.75
140	Hourly	\$14.55588	\$15.28368	\$16.04787	\$16.85025	\$17.69277
141	Annual	\$30,427.61	\$31,949.00	\$33,546.44	\$35,223.76	\$36,984.95
141	Monthly	\$2,535.63	\$2,662.42	\$2,795.54	\$2,935.31	\$3,082.08
141	Hourly	\$14.62866	\$15.36010	\$16.12810	\$16.93450	\$17.78123
142	Annual	\$30,579.76	\$32,108.74	\$33,714.17	\$35,399.87	\$37,169.89
142	Monthly	\$2,548.31	\$2,675.73	\$2,809.51	\$2,949.99	\$3,097.49
142	Hourly	\$14.70181	\$15.43689	\$16.20874	\$17.01917	\$17.87014
143	Annual	\$30,732.65	\$32,269.29	\$33,882.74	\$35,576.89	\$37,355.72
143	Monthly	\$2,561.05	\$2,689.11	\$2,823.56	\$2,964.74	\$3,112.98
143	Hourly	\$14.77531	\$15.51408	\$16.28978	\$17.10427	\$17.95948
144	Annual	\$30,886.29	\$32,430.63	\$34,052.15	\$35,754.78	\$37,542.52
144	Monthly	\$2,573.86	\$2,702.55	\$2,837.68	\$2,979.57	\$3,128.54
144	Hourly	\$14.84918	\$15.59165	\$16.37123	\$17.18980	\$18.04929
145	Annual	\$31,040.73	\$32,592.78	\$34,222.42	\$35,933.56	\$37,730.23
145	Monthly	\$2,586.73	\$2,716.07	\$2,851.87	\$2,994.46	\$3,144.19
145	Hourly	\$14.92343	\$15.66961	\$16.45309	\$17.27575	\$18.13953
146	Annual	\$31,195.94	\$32,755.73	\$34,393.53	\$36,113.21	\$37,918.87
146	Monthly	\$2,599.66	\$2,729.64	\$2,866.13	\$3,009.43	\$3,159.91
146	Hourly	\$14.99805	\$15.74795	\$16.53535	\$17.36212	\$18.23023
147	Annual	\$31,351.93	\$32,919.53	\$34,565.50	\$36,293.78	\$38,108.46
147	Monthly	\$2,612.66	\$2,743.29	\$2,880.46	\$3,024.48	\$3,175.71

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
147	Hourly	\$15.07304	\$15.82670	\$16.61803	\$17.44893	\$18.32138
148	Annual	\$31,508.68	\$33,084.13	\$34,738.33	\$36,475.24	\$38,299.01
148	Monthly	\$2,625.72	\$2,757.01	\$2,894.86	\$3,039.60	\$3,191.58
148	Hourly	\$15.14840	\$15.90583	\$16.70112	\$17.53617	\$18.41299
149	Annual	\$31,666.22	\$33,249.55	\$34,912.02	\$36,657.63	\$38,490.51
149	Monthly	\$2,638.85	\$2,770.80	\$2,909.34	\$3,054.80	\$3,207.54
149	Hourly	\$15.22414	\$15.98536	\$16.78463	\$17.62386	\$18.50505
150	Annual	\$31,824.55	\$33,415.80	\$35,086.57	\$36,840.91	\$38,682.97
150	Monthly	\$2,652.05	\$2,784.65	\$2,923.88	\$3,070.08	\$3,223.58
150	Hourly	\$15.30026	\$16.06529	\$16.86854	\$17.71198	\$18.59758
151	Annual	\$31,983.70	\$33,582.87	\$35,262.01	\$37,025.12	\$38,876.36
151	Monthly	\$2,665.31	\$2,798.57	\$2,938.50	\$3,085.43	\$3,239.70
151	Hourly	\$15.37678	\$16.14561	\$16.95289	\$17.80054	\$18.69056
152	Annual	\$32,143.61	\$33,750.78	\$35,438.33	\$37,210.25	\$39,070.76
152	Monthly	\$2,678.63	\$2,812.57	\$2,953.19	\$3,100.85	\$3,255.90
152	Hourly	\$15.45366	\$16.22634	\$17.03766	\$17.88954	\$18.78402
153	Annual	\$32,304.31	\$33,919.55	\$35,615.53	\$37,396.30	\$39,266.09
153	Monthly	\$2,692.03	\$2,826.63	\$2,967.96	\$3,116.36	\$3,272.17
153	Hourly	\$15.53092	\$16.30748	\$17.12285	\$17.97899	\$18.87793
154	Annual	\$32,465.83	\$34,089.14	\$35,793.60	\$37,583.28	\$39,462.44
154	Monthly	\$2,705.49	\$2,840.76	\$2,982.80	\$3,131.94	\$3,288.54
154	Hourly	\$15.60857	\$16.38901	\$17.20846	\$18.06888	\$18.97233
155	Annual	\$32,628.17	\$34,259.58	\$35,972.56	\$37,771.18	\$39,659.74
155	Monthly	\$2,719.01	\$2,854.97	\$2,997.71	\$3,147.60	\$3,304.98
155	Hourly	\$15.68662	\$16.47095	\$17.29450	\$18.15922	\$19.06718
156	Annual	\$32,791.33	\$34,430.87	\$36,152.42	\$37,960.05	\$39,858.04
156	Monthly	\$2,732.61	\$2,869.24	\$3,012.70	\$3,163.34	\$3,321.50
156	Hourly	\$15.76506	\$16.55330	\$17.38097	\$18.25002	\$19.16252
157	Annual	\$32,955.27	\$34,603.03	\$36,333.18	\$38,149.84	\$40,057.35
157	Monthly	\$2,746.27	\$2,883.59	\$3,027.77	\$3,179.15	\$3,338.11
157	Hourly	\$15.84388	\$16.63607	\$17.46788	\$18.34127	\$19.25834
158	Annual	\$33,120.05	\$34,776.05	\$36,514.85	\$38,340.60	\$40,257.64
158	Monthly	\$2,760.00	\$2,898.00	\$3,042.90	\$3,195.05	\$3,354.80
158	Hourly	\$15.92310	\$16.71925	\$17.55522	\$18.43298	\$19.35463
159	Annual	\$33,285.65	\$34,949.93	\$36,697.42	\$38,532.30	\$40,458.92
159	Monthly	\$2,773.80	\$2,912.49	\$3,058.12	\$3,211.03	\$3,371.58
159	Hourly	\$16.00272	\$16.80285	\$17.64299	\$18.52514	\$19.45140
160	Annual	\$33,452.08	\$35,124.68	\$36,880.91	\$38,724.98	\$40,661.22
160	Monthly	\$2,787.67	\$2,927.06	\$3,073.41	\$3,227.08	\$3,388.44
160	Hourly	\$16.08273	\$16.88687	\$17.73121	\$18.61778	\$19.54866

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
161	Annual	\$33,619.32	\$35,300.31	\$37,065.31	\$38,918.58	\$40,864.52
161	Monthly	\$2,801.61	\$2,941.69	\$3,088.78	\$3,243.22	\$3,405.38
161	Hourly	\$16.16313	\$16.97130	\$17.81986	\$18.71086	\$19.64640
162	Annual	\$33,787.44	\$35,476.81	\$37,250.64	\$39,113.19	\$41,068.84
162	Monthly	\$2,815.62	\$2,956.40	\$3,104.22	\$3,259.43	\$3,422.40
162	Hourly	\$16.24396	\$17.05616	\$17.90896	\$18.80442	\$19.74463
163	Annual	\$33,956.36	\$35,654.19	\$37,436.89	\$39,308.75	\$41,274.19
163	Monthly	\$2,829.70	\$2,971.18	\$3,119.74	\$3,275.73	\$3,439.52
163	Hourly	\$16.32517	\$17.14144	\$17.99850	\$18.89844	\$19.84336
164	Annual	\$34,126.16	\$35,832.47	\$37,624.08	\$39,505.29	\$41,480.56
164	Monthly	\$2,843.85	\$2,986.04	\$3,135.34	\$3,292.11	\$3,456.71
164	Hourly	\$16.40681	\$17.22715	\$18.08850	\$18.99293	\$19.94258
165	Annual	\$34,296.77	\$36,011.61	\$37,812.21	\$39,702.81	\$41,687.96
165	Monthly	\$2,858.06	\$3,000.97	\$3,151.02	\$3,308.57	\$3,474.00
165	Hourly	\$16.48883	\$17.31327	\$18.17895	\$19.08789	\$20.04229
166	Annual	\$34,468.28	\$36,191.67	\$38,001.26	\$39,901.33	\$41,896.42
166	Monthly	\$2,872.36	\$3,015.97	\$3,166.77	\$3,325.11	\$3,491.37
166	Hourly	\$16.57129	\$17.39984	\$18.26984	\$19.18333	\$20.14251
167	Annual	\$34,640.61	\$36,372.65	\$38,191.28	\$40,100.85	\$42,105.88
167	Monthly	\$2,886.72	\$3,031.05	\$3,182.61	\$3,341.74	\$3,508.82
167	Hourly	\$16.65414	\$17.48685	\$18.36119	\$19.27925	\$20.24321
168	Annual	\$34,813.82	\$36,554.50	\$38,382.22	\$40,301.33	\$42,316.40
168	Monthly	\$2,901.15	\$3,046.21	\$3,198.52	\$3,358.44	\$3,526.37
168	Hourly	\$16.73741	\$17.57428	\$18.45299	\$19.37564	\$20.34442
169	Annual	\$34,987.88	\$36,737.28	\$38,574.15	\$40,502.85	\$42,527.99
169	Monthly	\$2,915.66	\$3,061.44	\$3,214.51	\$3,375.24	\$3,544.00
169	Hourly	\$16.82110	\$17.66215	\$18.54526	\$19.47252	\$20.44615
170	Annual	\$35,162.82	\$36,920.96	\$38,767.01	\$40,705.36	\$42,740.62
170	Monthly	\$2,930.24	\$3,076.75	\$3,230.58	\$3,392.11	\$3,561.72
170	Hourly	\$16.90520	\$17.75046	\$18.63799	\$19.56988	\$20.54838
171	Annual	\$35,338.65	\$37,105.56	\$38,960.84	\$40,908.90	\$42,954.33
171	Monthly	\$2,944.89	\$3,092.13	\$3,246.74	\$3,409.08	\$3,579.53
171	Hourly	\$16.98974	\$17.83921	\$18.73117	\$19.66774	\$20.65112
172	Annual	\$35,515.34	\$37,291.09	\$39,155.66	\$41,113.43	\$43,169.11
172	Monthly	\$2,959.61	\$3,107.59	\$3,262.97	\$3,426.12	\$3,597.43
172	Hourly	\$17.07468	\$17.92841	\$18.82484	\$19.76607	\$20.75438
173	Annual	\$35,692.89	\$37,477.54	\$39,351.42	\$41,319.00	\$43,384.95
173	Monthly	\$2,974.41	\$3,123.13	\$3,279.29	\$3,443.25	\$3,615.41
173	Hourly	\$17.16004	\$18.01805	\$18.91895	\$19.86490	\$20.85815
174	Annual	\$35,871.37	\$37,664.94	\$39,548.18	\$41,525.60	\$43,601.87

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
174	Monthly	\$2,989.28	\$3,138.75	\$3,295.68	\$3,460.47	\$3,633.49
174	Hourly	\$17.24585	\$18.10814	\$19.01355	\$19.96423	\$20.96244
175	Annual	\$36,050.73	\$37,853.26	\$39,745.92	\$41,733.22	\$43,819.88
175	Monthly	\$3,004.23	\$3,154.44	\$3,312.16	\$3,477.77	\$3,651.66
175	Hourly	\$17.33208	\$18.19868	\$19.10862	\$20.06405	\$21.06725
176	Annual	\$36,230.98	\$38,042.54	\$39,944.65	\$41,941.88	\$44,038.99
176	Monthly	\$3,019.25	\$3,170.21	\$3,328.72	\$3,495.16	\$3,669.92
176	Hourly	\$17.41874	\$18.28968	\$19.20416	\$20.16437	\$21.17259
177	Annual	\$36,412.14	\$38,232.73	\$40,144.39	\$42,151.59	\$44,259.18
177	Monthly	\$3,034.35	\$3,186.06	\$3,345.37	\$3,512.63	\$3,688.27
177	Hourly	\$17.50584	\$18.38112	\$19.30019	\$20.26519	\$21.27845
178	Annual	\$36,594.20	\$38,423.90	\$40,345.10	\$42,362.36	\$44,480.48
178	Monthly	\$3,049.52	\$3,201.99	\$3,362.09	\$3,530.20	\$3,706.71
178	Hourly	\$17.59337	\$18.47303	\$19.39668	\$20.36652	\$21.38485
179	Annual	\$36,777.16	\$38,616.03	\$40,546.82	\$42,574.18	\$44,702.87
179	Monthly	\$3,064.76	\$3,218.00	\$3,378.90	\$3,547.85	\$3,725.24
179	Hourly	\$17.68133	\$18.56540	\$19.49366	\$20.46836	\$21.49176
180	Annual	\$36,961.05	\$38,809.11	\$40,749.55	\$42,787.03	\$44,926.40
180	Monthly	\$3,080.09	\$3,234.09	\$3,395.80	\$3,565.59	\$3,743.87
180	Hourly	\$17.76974	\$18.65823	\$19.59113	\$20.57069	\$21.59923
181	Annual	\$37,145.85	\$39,003.17	\$40,953.32	\$43,000.97	\$45,151.03
181	Monthly	\$3,095.49	\$3,250.26	\$3,412.78	\$3,583.41	\$3,762.59
181	Hourly	\$17.85858	\$18.75152	\$19.68910	\$20.67354	\$21.70723
182	Annual	\$37,331.59	\$39,198.15	\$41,158.07	\$43,215.99	\$45,376.79
182	Monthly	\$3,110.97	\$3,266.51	\$3,429.84	\$3,601.33	\$3,781.40
182	Hourly	\$17.94788	\$18.84526	\$19.78753	\$20.77692	\$21.81576
183	Annual	\$37,518.24	\$39,394.16	\$41,363.87	\$43,432.06	\$45,603.66
183	Monthly	\$3,126.52	\$3,282.85	\$3,446.99	\$3,619.34	\$3,800.31
183	Hourly	\$18.03762	\$18.93950	\$19.88648	\$20.88080	\$21.92484
184	Annual	\$37,705.84	\$39,591.14	\$41,570.68	\$43,649.22	\$45,831.67
184	Monthly	\$3,142.15	\$3,299.26	\$3,464.22	\$3,637.44	\$3,819.31
184	Hourly	\$18.12781	\$19.03420	\$19.98590	\$20.98520	\$22.03446
185	Annual	\$37,894.37	\$39,789.09	\$41,778.54	\$43,867.48	\$46,060.84
185	Monthly	\$3,157.86	\$3,315.76	\$3,481.55	\$3,655.62	\$3,838.40
185	Hourly	\$18.21845	\$19.12937	\$20.08584	\$21.09013	\$22.14463
186	Annual	\$38,083.83	\$39,988.03	\$41,987.43	\$44,086.81	\$46,291.15
186	Monthly	\$3,173.65	\$3,332.34	\$3,498.95	\$3,673.90	\$3,857.60
186	Hourly	\$18.30953	\$19.22501	\$20.18626	\$21.19558	\$22.25536
187	Annual	\$38,274.25	\$40,187.97	\$42,197.38	\$44,307.25	\$46,522.59
187	Monthly	\$3,189.52	\$3,349.00	\$3,516.45	\$3,692.27	\$3,876.88

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
187	Hourly	\$18.40108	\$19.32114	\$20.28720	\$21.30156	\$22.36663
188	Annual	\$38,465.63	\$40,388.90	\$42,408.35	\$44,528.78	\$46,755.21
188	Monthly	\$3,205.47	\$3,365.74	\$3,534.03	\$3,710.73	\$3,896.27
188	Hourly	\$18.49309	\$19.41774	\$20.38863	\$21.40807	\$22.47847
189	Annual	\$38,657.95	\$40,590.86	\$42,620.40	\$44,751.42	\$46,989.00
189	Monthly	\$3,221.50	\$3,382.57	\$3,551.70	\$3,729.29	\$3,915.75
189	Hourly	\$18.58555	\$19.51484	\$20.49058	\$21.51511	\$22.59087
190	Annual	\$38,851.25	\$40,793.81	\$42,833.49	\$44,975.18	\$47,223.93
190	Monthly	\$3,237.60	\$3,399.48	\$3,569.46	\$3,747.93	\$3,935.33
190	Hourly	\$18.67849	\$19.61241	\$20.59302	\$21.62268	\$22.70381
191	Annual	\$39,045.50	\$40,997.79	\$43,047.66	\$45,200.06	\$47,460.05
191	Monthly	\$3,253.79	\$3,416.48	\$3,587.31	\$3,766.67	\$3,955.00
191	Hourly	\$18.77188	\$19.71048	\$20.69599	\$21.73080	\$22.81733
192	Annual	\$39,240.73	\$41,202.76	\$43,262.92	\$45,426.06	\$47,697.36
192	Monthly	\$3,270.06	\$3,433.56	\$3,605.24	\$3,785.51	\$3,974.78
192	Hourly	\$18.86574	\$19.80902	\$20.79948	\$21.83945	\$22.93142
193	Annual	\$39,436.93	\$41,408.79	\$43,479.22	\$45,653.18	\$47,935.83
193	Monthly	\$3,286.41	\$3,450.73	\$3,623.27	\$3,804.43	\$3,994.65
193	Hourly	\$18.96006	\$19.90807	\$20.90347	\$21.94864	\$23.04607
194	Annual	\$39,634.12	\$41,615.83	\$43,696.62	\$45,881.45	\$48,175.52
194	Monthly	\$3,302.84	\$3,467.99	\$3,641.39	\$3,823.45	\$4,014.63
194	Hourly	\$19.05487	\$20.00761	\$21.00799	\$22.05839	\$23.16131
195	Annual	\$39,832.29	\$41,823.90	\$43,915.09	\$46,110.86	\$48,416.39
195	Monthly	\$3,319.36	\$3,485.33	\$3,659.59	\$3,842.57	\$4,034.70
195	Hourly	\$19.15014	\$20.10764	\$21.11302	\$22.16868	\$23.27711
196	Annual	\$40,031.45	\$42,033.02	\$44,134.68	\$46,341.41	\$48,658.48
196	Monthly	\$3,335.95	\$3,502.75	\$3,677.89	\$3,861.78	\$4,054.87
196	Hourly	\$19.24589	\$20.20818	\$21.21860	\$22.27952	\$23.39350
197	Annual	\$40,231.60	\$42,243.19	\$44,355.34	\$46,573.12	\$48,901.76
197	Monthly	\$3,352.63	\$3,520.27	\$3,696.28	\$3,881.09	\$4,075.15
197	Hourly	\$19.34212	\$20.30923	\$21.32468	\$22.39092	\$23.51046
198	Annual	\$40,432.75	\$42,454.40	\$44,577.13	\$46,805.99	\$49,146.29
198	Monthly	\$3,369.40	\$3,537.87	\$3,714.76	\$3,900.50	\$4,095.52
198	Hourly	\$19.43882	\$20.41077	\$21.43131	\$22.50288	\$23.62802
199	Annual	\$40,634.93	\$42,666.67	\$44,800.01	\$47,040.01	\$49,392.02
199	Monthly	\$3,386.24	\$3,555.56	\$3,733.33	\$3,920.00	\$4,116.00
199	Hourly	\$19.53602	\$20.51282	\$21.53847	\$22.61539	\$23.74616
200	Annual	\$40,838.10	\$42,880.01	\$45,024.01	\$47,275.20	\$49,638.99
200	Monthly	\$3,403.18	\$3,573.33	\$3,752.00	\$3,939.60	\$4,136.58
200	Hourly	\$19.63370	\$20.61539	\$21.64616	\$22.72846	\$23.86490

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
201	Annual	\$41,042.30	\$43,094.42	\$45,249.13	\$47,511.59	\$49,887.16
201	Monthly	\$3,420.19	\$3,591.20	\$3,770.76	\$3,959.30	\$4,157.26
201	Hourly	\$19.73188	\$20.71847	\$21.75439	\$22.84211	\$23.98421
202	Annual	\$41,247.51	\$43,309.88	\$45,475.37	\$47,749.15	\$50,136.61
202	Monthly	\$3,437.29	\$3,609.16	\$3,789.61	\$3,979.10	\$4,178.05
202	Hourly	\$19.83053	\$20.82206	\$21.86316	\$22.95632	\$24.10414
203	Annual	\$41,453.74	\$43,526.43	\$45,702.75	\$47,987.89	\$50,387.30
203	Monthly	\$3,454.48	\$3,627.20	\$3,808.56	\$3,998.99	\$4,198.94
203	Hourly	\$19.92968	\$20.92617	\$21.97248	\$23.07110	\$24.22466
204	Annual	\$41,661.01	\$43,744.07	\$45,931.28	\$48,227.82	\$50,639.24
204	Monthly	\$3,471.75	\$3,645.34	\$3,827.61	\$4,018.99	\$4,219.94
204	Hourly	\$20.02933	\$21.03080	\$22.08235	\$23.18645	\$24.34579
205	Annual	\$41,869.31	\$43,962.78	\$46,160.93	\$48,468.97	\$50,892.43
205	Monthly	\$3,489.11	\$3,663.57	\$3,846.74	\$4,039.08	\$4,241.04
205	Hourly	\$20.12948	\$21.13595	\$22.19275	\$23.30239	\$24.46751
206	Annual	\$42,078.67	\$44,182.59	\$46,391.72	\$48,711.31	\$51,146.88
206	Monthly	\$3,506.56	\$3,681.88	\$3,865.98	\$4,059.28	\$4,262.24
206	Hourly	\$20.23013	\$21.24163	\$22.30371	\$23.41890	\$24.58985
207	Annual	\$42,289.05	\$44,403.51	\$46,623.69	\$48,954.89	\$51,402.63
207	Monthly	\$3,524.09	\$3,700.29	\$3,885.31	\$4,079.57	\$4,283.55
207	Hourly	\$20.33127	\$21.34784	\$22.41524	\$23.53600	\$24.71280
208	Annual	\$42,500.49	\$44,625.54	\$46,856.81	\$49,199.66	\$51,659.63
208	Monthly	\$3,541.71	\$3,718.80	\$3,904.73	\$4,099.97	\$4,304.97
208	Hourly	\$20.43293	\$21.45459	\$22.52731	\$23.65368	\$24.83636
209	Annual	\$42,713.00	\$44,848.66	\$47,091.09	\$49,445.66	\$51,917.93
209	Monthly	\$3,559.42	\$3,737.39	\$3,924.26	\$4,120.47	\$4,326.49
209	Hourly	\$20.53510	\$21.56186	\$22.63995	\$23.77195	\$24.96054
210	Annual	\$42,926.58	\$45,072.91	\$47,326.55	\$49,692.88	\$52,177.51
210	Monthly	\$3,577.22	\$3,756.08	\$3,943.88	\$4,141.07	\$4,348.13
210	Hourly	\$20.63778	\$21.66967	\$22.75315	\$23.89081	\$25.08534
211	Annual	\$43,141.20	\$45,298.27	\$47,563.17	\$49,941.34	\$52,438.40
211	Monthly	\$3,595.10	\$3,774.86	\$3,963.60	\$4,161.78	\$4,369.87
211	Hourly	\$20.74096	\$21.77801	\$22.86691	\$24.01026	\$25.21077
212	Annual	\$43,356.91	\$45,524.75	\$47,801.01	\$50,191.04	\$52,700.61
212	Monthly	\$3,613.08	\$3,793.73	\$3,983.42	\$4,182.59	\$4,391.72
212	Hourly	\$20.84467	\$21.88690	\$22.98125	\$24.13031	\$25.33683
213	Annual	\$43,573.69	\$45,752.36	\$48,039.99	\$50,442.01	\$52,964.10
213	Monthly	\$3,631.14	\$3,812.70	\$4,003.33	\$4,203.50	\$4,413.68
213	Hourly	\$20.94889	\$21.99633	\$23.09615	\$24.25097	\$25.46351
214	Annual	\$43,791.55	\$45,981.16	\$48,280.21	\$50,694.20	\$53,228.93

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
214	Monthly	\$3,649.30	\$3,831.76	\$4,023.35	\$4,224.52	\$4,435.74
214	Hourly	\$21.05363	\$22.10633	\$23.21164	\$24.37221	\$25.59083
215	Annual	\$44,010.52	\$46,211.05	\$48,521.60	\$50,947.67	\$53,495.07
215	Monthly	\$3,667.54	\$3,850.92	\$4,043.47	\$4,245.64	\$4,457.92
215	Hourly	\$21.15890	\$22.21685	\$23.32769	\$24.49407	\$25.71878
216	Annual	\$44,230.57	\$46,442.10	\$48,764.21	\$51,202.42	\$53,762.54
216	Monthly	\$3,685.88	\$3,870.18	\$4,063.68	\$4,266.87	\$4,480.21
216	Hourly	\$21.26470	\$22.32793	\$23.44433	\$24.61655	\$25.84738
217	Annual	\$44,451.72	\$46,674.32	\$49,008.03	\$51,458.43	\$54,031.34
217	Monthly	\$3,704.31	\$3,889.53	\$4,084.00	\$4,288.20	\$4,502.61
217	Hourly	\$21.37102	\$22.43958	\$23.56155	\$24.73963	\$25.97661
218	Annual	\$44,674.00	\$46,907.68	\$49,253.07	\$51,715.72	\$54,301.51
218	Monthly	\$3,722.83	\$3,908.97	\$4,104.42	\$4,309.64	\$4,525.13
218	Hourly	\$21.47788	\$22.55177	\$23.67936	\$24.86333	\$26.10650
219	Annual	\$44,897.36	\$47,142.23	\$49,499.33	\$51,974.31	\$54,573.03
219	Monthly	\$3,741.45	\$3,928.52	\$4,124.94	\$4,331.19	\$4,547.75
219	Hourly	\$21.58527	\$22.66453	\$23.79775	\$24.98765	\$26.23703
220	Annual	\$45,121.84	\$47,377.94	\$49,746.82	\$52,234.18	\$54,845.88
220	Monthly	\$3,760.15	\$3,948.16	\$4,145.57	\$4,352.85	\$4,570.49
220	Hourly	\$21.69319	\$22.77786	\$23.91674	\$25.11259	\$26.36821
221	Annual	\$45,347.45	\$47,614.82	\$49,995.57	\$52,495.34	\$55,120.11
221	Monthly	\$3,778.95	\$3,967.90	\$4,166.30	\$4,374.61	\$4,593.34
221	Hourly	\$21.80166	\$22.89174	\$24.03633	\$25.23814	\$26.50005
222	Annual	\$45,574.20	\$47,852.90	\$50,245.54	\$52,757.83	\$55,395.71
222	Monthly	\$3,797.85	\$3,987.74	\$4,187.13	\$4,396.49	\$4,616.31
222	Hourly	\$21.91067	\$23.00620	\$24.15651	\$25.36434	\$26.63255
223	Annual	\$45,802.07	\$48,092.16	\$50,496.78	\$53,021.61	\$55,672.69
223	Monthly	\$3,816.84	\$4,007.68	\$4,208.07	\$4,418.47	\$4,639.39
223	Hourly	\$22.02023	\$23.12123	\$24.27730	\$25.49116	\$26.76572
224	Annual	\$46,031.07	\$48,332.62	\$50,749.26	\$53,286.72	\$55,951.07
224	Monthly	\$3,835.92	\$4,027.72	\$4,229.11	\$4,440.56	\$4,662.59
224	Hourly	\$22.13032	\$23.23684	\$24.39868	\$25.61862	\$26.89955
225	Annual	\$46,261.22	\$48,574.28	\$51,003.00	\$53,553.15	\$56,230.82
225	Monthly	\$3,855.10	\$4,047.86	\$4,250.25	\$4,462.76	\$4,685.90
225	Hourly	\$22.24097	\$23.35302	\$24.52067	\$25.74671	\$27.03405
226	Annual	\$46,492.53	\$48,817.16	\$51,258.02	\$53,820.92	\$56,511.96
226	Monthly	\$3,874.38	\$4,068.10	\$4,271.50	\$4,485.08	\$4,709.33
226	Hourly	\$22.35218	\$23.46979	\$24.64328	\$25.87544	\$27.16921
227	Annual	\$46,724.99	\$49,061.26	\$51,514.31	\$54,090.02	\$56,794.52
227	Monthly	\$3,893.75	\$4,088.44	\$4,292.86	\$4,507.50	\$4,732.88

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
227	Hourly	\$22.46394	\$23.58714	\$24.76650	\$26.00482	\$27.30506
228	Annual	\$46,958.62	\$49,306.56	\$51,771.88	\$54,360.48	\$57,078.50
228	Monthly	\$3,913.22	\$4,108.88	\$4,314.32	\$4,530.04	\$4,756.54
228	Hourly	\$22.57626	\$23.70508	\$24.89033	\$26.13485	\$27.44159
229	Annual	\$47,193.41	\$49,553.08	\$52,030.75	\$54,632.27	\$57,363.89
229	Monthly	\$3,932.78	\$4,129.42	\$4,335.90	\$4,552.69	\$4,780.32
229	Hourly	\$22.68914	\$23.82360	\$25.01478	\$26.26551	\$27.57879
230	Annual	\$47,429.38	\$49,800.84	\$52,290.90	\$54,905.44	\$57,650.70
230	Monthly	\$3,952.45	\$4,150.07	\$4,357.58	\$4,575.45	\$4,804.23
230	Hourly	\$22.80259	\$23.94271	\$25.13986	\$26.39685	\$27.71668
231	Annual	\$47,666.54	\$50,049.84	\$52,552.34	\$55,179.97	\$57,938.96
231	Monthly	\$3,972.21	\$4,170.82	\$4,379.36	\$4,598.33	\$4,828.25
231	Hourly	\$22.91661	\$24.06242	\$25.26555	\$26.52883	\$27.85527
232	Annual	\$47,904.85	\$50,300.10	\$52,815.11	\$55,455.87	\$58,228.66
232	Monthly	\$3,992.07	\$4,191.68	\$4,401.26	\$4,621.32	\$4,852.39
232	Hourly	\$23.03118	\$24.18274	\$25.39188	\$26.66148	\$27.99455
233	Annual	\$48,144.39	\$50,551.60	\$53,079.18	\$55,733.15	\$58,519.80
233	Monthly	\$4,012.03	\$4,212.63	\$4,423.27	\$4,644.43	\$4,876.65
233	Hourly	\$23.14634	\$24.30365	\$25.51884	\$26.79478	\$28.13452
234	Annual	\$48,385.10	\$50,804.36	\$53,344.58	\$56,011.80	\$58,812.40
234	Monthly	\$4,032.09	\$4,233.70	\$4,445.38	\$4,667.65	\$4,901.03
234	Hourly	\$23.26207	\$24.42517	\$25.64643	\$26.92875	\$28.27519
235	Annual	\$48,627.03	\$51,058.38	\$53,611.30	\$56,291.88	\$59,106.46
235	Monthly	\$4,052.25	\$4,254.87	\$4,467.61	\$4,690.99	\$4,925.54
235	Hourly	\$23.37838	\$24.54730	\$25.77466	\$27.06340	\$28.41657
236	Annual	\$48,870.17	\$51,313.68	\$53,879.36	\$56,573.33	\$59,402.01
236	Monthly	\$4,072.51	\$4,276.14	\$4,489.95	\$4,714.44	\$4,950.17
236	Hourly	\$23.49527	\$24.67004	\$25.90354	\$27.19872	\$28.55866
237	Annual	\$49,114.51	\$51,570.24	\$54,148.76	\$56,856.20	\$59,699.00
237	Monthly	\$4,092.88	\$4,297.52	\$4,512.40	\$4,738.02	\$4,974.92
237	Hourly	\$23.61275	\$24.79338	\$26.03306	\$27.33471	\$28.70144
238	Annual	\$49,360.08	\$51,828.10	\$54,419.49	\$57,140.47	\$59,997.50
238	Monthly	\$4,113.34	\$4,319.01	\$4,534.96	\$4,761.71	\$4,999.79
238	Hourly	\$23.73081	\$24.91736	\$26.16322	\$27.47138	\$28.84495
239	Annual	\$49,606.90	\$52,087.24	\$54,691.59	\$57,426.19	\$60,297.49
239	Monthly	\$4,133.91	\$4,340.60	\$4,557.63	\$4,785.52	\$5,024.79
239	Hourly	\$23.84947	\$25.04194	\$26.29403	\$27.60875	\$28.98918
240	Annual	\$49,854.92	\$52,347.68	\$54,965.05	\$57,713.32	\$60,598.98
240	Monthly	\$4,154.58	\$4,362.31	\$4,580.42	\$4,809.44	\$5,049.92
240	Hourly	\$23.96871	\$25.16715	\$26.42550	\$27.74679	\$29.13413

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
241	Annual	\$50,104.19	\$52,609.41	\$55,239.87	\$58,001.88	\$60,901.98
241	Monthly	\$4,175.35	\$4,384.12	\$4,603.32	\$4,833.49	\$5,075.17
241	Hourly	\$24.08855	\$25.29299	\$26.55763	\$27.88552	\$29.27980
242	Annual	\$50,354.72	\$52,872.45	\$55,516.07	\$58,291.89	\$61,206.48
242	Monthly	\$4,196.23	\$4,406.04	\$4,626.34	\$4,857.66	\$5,100.54
242	Hourly	\$24.20900	\$25.41945	\$26.69042	\$28.02495	\$29.42619
243	Annual	\$50,606.50	\$53,136.83	\$55,793.66	\$58,583.35	\$61,512.51
243	Monthly	\$4,217.21	\$4,428.07	\$4,649.47	\$4,881.95	\$5,126.04
243	Hourly	\$24.33005	\$25.54655	\$26.82388	\$28.16507	\$29.57332
244	Annual	\$50,859.53	\$53,402.51	\$56,072.64	\$58,876.26	\$61,820.07
244	Monthly	\$4,238.29	\$4,450.21	\$4,672.72	\$4,906.36	\$5,151.67
244	Hourly	\$24.45170	\$25.67428	\$26.95800	\$28.30589	\$29.72119
245	Annual	\$51,113.84	\$53,669.51	\$56,352.99	\$59,170.66	\$62,129.18
245	Monthly	\$4,259.49	\$4,472.46	\$4,696.08	\$4,930.89	\$5,177.43
245	Hourly	\$24.57396	\$25.80265	\$27.09278	\$28.44743	\$29.86980
246	Annual	\$51,369.39	\$53,937.86	\$56,634.75	\$59,466.50	\$62,439.83
246	Monthly	\$4,280.78	\$4,494.82	\$4,719.56	\$4,955.54	\$5,203.32
246	Hourly	\$24.69682	\$25.93166	\$27.22825	\$28.58966	\$30.01915
247	Annual	\$51,626.23	\$54,207.55	\$56,917.94	\$59,763.82	\$62,752.02
247	Monthly	\$4,302.19	\$4,517.30	\$4,743.16	\$4,980.32	\$5,229.34
247	Hourly	\$24.82030	\$26.06132	\$27.36439	\$28.73261	\$30.16924
248	Annual	\$51,884.39	\$54,478.59	\$57,202.52	\$60,062.66	\$63,065.78
248	Monthly	\$4,323.70	\$4,539.88	\$4,766.88	\$5,005.22	\$5,255.48
248	Hourly	\$24.94442	\$26.19163	\$27.50121	\$28.87628	\$30.32009
249	Annual	\$52,143.80	\$54,750.99	\$57,488.55	\$60,362.97	\$63,381.13
249	Monthly	\$4,345.32	\$4,562.58	\$4,790.71	\$5,030.25	\$5,281.76
249	Hourly	\$25.06913	\$26.32259	\$27.63873	\$29.02066	\$30.47170
250	Annual	\$52,404.52	\$55,024.74	\$57,775.98	\$60,664.78	\$63,698.02
250	Monthly	\$4,367.04	\$4,585.40	\$4,814.67	\$5,055.40	\$5,308.17
250	Hourly	\$25.19448	\$26.45420	\$27.77691	\$29.16576	\$30.62405
251	Annual	\$52,666.54	\$55,299.86	\$58,064.86	\$60,968.09	\$64,016.52
251	Monthly	\$4,388.88	\$4,608.32	\$4,838.74	\$5,080.67	\$5,334.71
251	Hourly	\$25.32045	\$26.58647	\$27.91580	\$29.31158	\$30.77717
252	Annual	\$52,929.86	\$55,576.37	\$58,355.19	\$61,272.95	\$64,336.59
252	Monthly	\$4,410.82	\$4,631.36	\$4,862.93	\$5,106.08	\$5,361.38
252	Hourly	\$25.44705	\$26.71941	\$28.05538	\$29.45815	\$30.93105
253	Annual	\$53,194.52	\$55,854.24	\$58,646.96	\$61,579.30	\$64,658.27
253	Monthly	\$4,432.88	\$4,654.52	\$4,887.25	\$5,131.61	\$5,388.19
253	Hourly	\$25.57429	\$26.85300	\$28.19565	\$29.60543	\$31.08571
254	Annual	\$53,460.49	\$56,133.52	\$58,940.20	\$61,887.20	\$64,981.56

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
254	Monthly	\$4,455.04	\$4,677.79	\$4,911.68	\$5,157.27	\$5,415.13
254	Hourly	\$25.70216	\$26.98727	\$28.33663	\$29.75346	\$31.24113
255	Annual	\$53,727.79	\$56,414.19	\$59,234.90	\$62,196.64	\$65,306.48
255	Monthly	\$4,477.32	\$4,701.18	\$4,936.24	\$5,183.05	\$5,442.21
255	Hourly	\$25.83067	\$27.12221	\$28.47832	\$29.90223	\$31.39735
256	Annual	\$53,996.43	\$56,696.27	\$59,531.07	\$62,507.63	\$65,633.00
256	Monthly	\$4,499.70	\$4,724.69	\$4,960.92	\$5,208.97	\$5,469.42
256	Hourly	\$25.95982	\$27.25782	\$28.62071	\$30.05175	\$31.55433
257	Annual	\$54,266.40	\$56,979.74	\$59,828.73	\$62,820.16	\$65,961.17
257	Monthly	\$4,522.20	\$4,748.31	\$4,985.73	\$5,235.01	\$5,496.76
257	Hourly	\$26.08962	\$27.39411	\$28.76381	\$30.20200	\$31.71210
258	Annual	\$54,537.76	\$57,264.64	\$60,127.88	\$63,134.26	\$66,290.98
258	Monthly	\$4,544.81	\$4,772.05	\$5,010.66	\$5,261.19	\$5,524.25
258	Hourly	\$26.22008	\$27.53108	\$28.90763	\$30.35301	\$31.87066
259	Annual	\$54,810.44	\$57,550.96	\$60,428.51	\$63,449.93	\$66,622.43
259	Monthly	\$4,567.54	\$4,795.91	\$5,035.71	\$5,287.49	\$5,551.87
259	Hourly	\$26.35117	\$27.66873	\$29.05217	\$30.50477	\$32.03001
260	Annual	\$55,084.48	\$57,838.71	\$60,730.64	\$63,767.19	\$66,955.55
260	Monthly	\$4,590.37	\$4,819.89	\$5,060.89	\$5,313.93	\$5,579.63
260	Hourly	\$26.48292	\$27.80707	\$29.19742	\$30.65730	\$32.19017
261	Annual	\$55,359.92	\$58,127.90	\$61,034.30	\$64,086.03	\$67,290.32
261	Monthly	\$4,613.33	\$4,843.99	\$5,086.19	\$5,340.50	\$5,607.53
261	Hourly	\$26.61535	\$27.94611	\$29.34341	\$30.81059	\$32.35112
262	Annual	\$55,636.72	\$58,418.54	\$61,339.48	\$64,406.47	\$67,626.77
262	Monthly	\$4,636.39	\$4,868.21	\$5,111.62	\$5,367.21	\$5,635.56
262	Hourly	\$26.74842	\$28.08584	\$29.49013	\$30.96465	\$32.51287
263	Annual	\$55,914.91	\$58,710.63	\$61,646.17	\$64,728.49	\$67,964.91
263	Monthly	\$4,659.58	\$4,892.55	\$5,137.18	\$5,394.04	\$5,663.74
263	Hourly	\$26.88217	\$28.22626	\$29.63758	\$31.11947	\$32.67544
264	Annual	\$56,194.48	\$59,004.19	\$61,954.40	\$65,052.12	\$68,304.72
264	Monthly	\$4,682.87	\$4,917.02	\$5,162.87	\$5,421.01	\$5,692.06
264	Hourly	\$27.01658	\$28.36740	\$29.78577	\$31.27506	\$32.83881
265	Annual	\$56,475.44	\$59,299.22	\$62,264.19	\$65,377.39	\$68,646.27
265	Monthly	\$4,706.29	\$4,941.60	\$5,188.68	\$5,448.12	\$5,720.52
265	Hourly	\$27.15165	\$28.50924	\$29.93471	\$31.43144	\$33.00301
266	Annual	\$56,757.83	\$59,595.72	\$62,575.50	\$65,704.29	\$68,989.49
266	Monthly	\$4,729.82	\$4,966.31	\$5,214.63	\$5,475.36	\$5,749.12
266	Hourly	\$27.28742	\$28.65179	\$30.08438	\$31.58860	\$33.16802
267	Annual	\$57,041.62	\$59,893.69	\$62,888.39	\$66,032.79	\$69,334.44
267	Monthly	\$4,753.47	\$4,991.14	\$5,240.70	\$5,502.73	\$5,777.87

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
267	Hourly	\$27.42386	\$28.79504	\$30.23480	\$31.74653	\$33.33387
268	Annual	\$57,326.81	\$60,193.16	\$63,202.81	\$66,362.96	\$69,681.11
268	Monthly	\$4,777.23	\$5,016.10	\$5,266.90	\$5,530.25	\$5,806.76
268	Hourly	\$27.56097	\$28.93902	\$30.38597	\$31.90527	\$33.50053
269	Annual	\$57,613.45	\$60,494.13	\$63,518.83	\$66,694.78	\$70,029.52
269	Monthly	\$4,801.12	\$5,041.18	\$5,293.24	\$5,557.90	\$5,835.79
269	Hourly	\$27.69877	\$29.08372	\$30.53790	\$32.06480	\$33.66804
270	Annual	\$57,901.52	\$60,796.61	\$63,836.42	\$67,028.25	\$70,379.66
270	Monthly	\$4,825.13	\$5,066.38	\$5,319.70	\$5,585.69	\$5,864.97
270	Hourly	\$27.83727	\$29.22914	\$30.69059	\$32.22512	\$33.83638
271	Annual	\$58,191.04	\$61,100.60	\$64,155.60	\$67,363.39	\$70,731.55
271	Monthly	\$4,849.25	\$5,091.72	\$5,346.30	\$5,613.62	\$5,894.30
271	Hourly	\$27.97646	\$29.37529	\$30.84404	\$32.38625	\$34.00555
272	Annual	\$58,481.98	\$61,406.08	\$64,476.38	\$67,700.20	\$71,085.22
272	Monthly	\$4,873.50	\$5,117.17	\$5,373.03	\$5,641.68	\$5,923.77
272	Hourly	\$28.11634	\$29.52215	\$30.99826	\$32.54817	\$34.17559
273	Annual	\$58,774.38	\$61,713.11	\$64,798.76	\$68,038.71	\$71,440.63
273	Monthly	\$4,897.87	\$5,142.76	\$5,399.90	\$5,669.89	\$5,953.39
273	Hourly	\$28.25691	\$29.66976	\$31.15325	\$32.71092	\$34.34646
274	Annual	\$59,068.25	\$62,021.69	\$65,122.75	\$68,378.90	\$71,797.85
274	Monthly	\$4,922.35	\$5,168.47	\$5,426.90	\$5,698.24	\$5,983.15
274	Hourly	\$28.39820	\$29.81812	\$31.30901	\$32.87447	\$34.51820
275	Annual	\$59,363.61	\$62,331.80	\$65,448.36	\$68,720.80	\$72,156.84
275	Monthly	\$4,946.97	\$5,194.32	\$5,454.03	\$5,726.73	\$6,013.07
275	Hourly	\$28.54020	\$29.96721	\$31.46556	\$33.03885	\$34.69079
276	Annual	\$59,660.42	\$62,643.43	\$65,775.61	\$69,064.40	\$72,517.62
276	Monthly	\$4,971.70	\$5,220.29	\$5,481.30	\$5,755.37	\$6,043.14
276	Hourly	\$28.68289	\$30.11703	\$31.62289	\$33.20404	\$34.86424
277	Annual	\$59,958.71	\$62,956.66	\$66,104.50	\$69,409.73	\$72,880.20
277	Monthly	\$4,996.56	\$5,246.39	\$5,508.71	\$5,784.14	\$6,073.35
277	Hourly	\$28.82630	\$30.26763	\$31.78101	\$33.37006	\$35.03856
278	Annual	\$60,258.52	\$63,271.45	\$66,435.01	\$69,756.77	\$73,244.61
278	Monthly	\$5,021.54	\$5,272.62	\$5,536.25	\$5,813.06	\$6,103.72
278	Hourly	\$28.97044	\$30.41897	\$31.93991	\$33.53691	\$35.21375
279	Annual	\$60,559.80	\$63,587.80	\$66,767.19	\$70,105.55	\$73,610.83
279	Monthly	\$5,046.65	\$5,298.98	\$5,563.93	\$5,842.13	\$6,134.24
279	Hourly	\$29.11529	\$30.57106	\$32.09961	\$33.70459	\$35.38982
280	Annual	\$60,862.61	\$63,905.74	\$67,101.05	\$70,456.09	\$73,978.88
280	Monthly	\$5,071.88	\$5,325.48	\$5,591.75	\$5,871.34	\$6,164.91
280	Hourly	\$29.26087	\$30.72391	\$32.26012	\$33.87312	\$35.56677

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
281	Annual	\$61,166.91	\$64,225.28	\$67,436.54	\$70,808.35	\$74,348.79
281	Monthly	\$5,097.24	\$5,352.11	\$5,619.71	\$5,900.70	\$6,195.73
281	Hourly	\$29.40717	\$30.87754	\$32.42141	\$34.04248	\$35.74461
282	Annual	\$61,472.76	\$64,546.38	\$67,773.71	\$71,162.41	\$74,720.53
282	Monthly	\$5,122.73	\$5,378.87	\$5,647.81	\$5,930.20	\$6,226.71
282	Hourly	\$29.55421	\$31.03191	\$32.58351	\$34.21270	\$35.92333
283	Annual	\$61,780.12	\$64,869.12	\$68,112.59	\$71,518.22	\$75,094.13
283	Monthly	\$5,148.34	\$5,405.76	\$5,676.05	\$5,959.85	\$6,257.84
283	Hourly	\$29.70198	\$31.18708	\$32.74644	\$34.38376	\$36.10295
284	Annual	\$62,089.03	\$65,193.49	\$68,453.14	\$71,875.80	\$75,469.61
284	Monthly	\$5,174.09	\$5,432.79	\$5,704.43	\$5,989.65	\$6,289.13
284	Hourly	\$29.85050	\$31.34302	\$32.91016	\$34.55567	\$36.28347
285	Annual	\$62,399.47	\$65,519.45	\$68,795.41	\$72,235.19	\$75,846.95
285	Monthly	\$5,199.96	\$5,459.95	\$5,732.95	\$6,019.60	\$6,320.58
285	Hourly	\$29.99975	\$31.49974	\$33.07472	\$34.72846	\$36.46488
286	Annual	\$62,711.47	\$65,847.04	\$69,139.39	\$72,596.37	\$76,226.17
286	Monthly	\$5,225.96	\$5,487.25	\$5,761.62	\$6,049.70	\$6,352.18
286	Hourly	\$30.14975	\$31.65723	\$33.24009	\$34.90210	\$36.64720
287	Annual	\$63,025.02	\$66,176.28	\$69,485.09	\$72,959.35	\$76,607.31
287	Monthly	\$5,252.09	\$5,514.69	\$5,790.42	\$6,079.95	\$6,383.94
287	Hourly	\$30.30049	\$31.81552	\$33.40629	\$35.07661	\$36.83044
288	Annual	\$63,340.14	\$66,507.16	\$69,832.50	\$73,324.14	\$76,990.35
288	Monthly	\$5,278.35	\$5,542.26	\$5,819.38	\$6,110.35	\$6,415.86
288	Hourly	\$30.45199	\$31.97460	\$33.57332	\$35.25199	\$37.01459
289	Annual	\$63,656.84	\$66,839.69	\$70,181.68	\$73,690.76	\$77,375.31
289	Monthly	\$5,304.74	\$5,569.97	\$5,848.47	\$6,140.90	\$6,447.94
289	Hourly	\$30.60425	\$32.13447	\$33.74119	\$35.42825	\$37.19967
290	Annual	\$63,975.15	\$67,173.90	\$70,532.58	\$74,059.22	\$77,762.18
290	Monthly	\$5,331.26	\$5,597.83	\$5,877.72	\$6,171.60	\$6,480.18
290	Hourly	\$30.75728	\$32.29514	\$33.90989	\$35.60539	\$37.38566
291	Annual	\$64,294.99	\$67,509.75	\$70,885.24	\$74,429.52	\$78,150.99
291	Monthly	\$5,357.92	\$5,625.81	\$5,907.10	\$6,202.46	\$6,512.58
291	Hourly	\$30.91105	\$32.45661	\$34.07944	\$35.78342	\$37.57259
292	Annual	\$64,616.49	\$67,847.32	\$71,239.68	\$74,801.65	\$78,541.75
292	Monthly	\$5,384.71	\$5,653.94	\$5,936.64	\$6,233.47	\$6,545.15
292	Hourly	\$31.06562	\$32.61890	\$34.24985	\$35.96233	\$37.76046
293	Annual	\$64,939.58	\$68,186.53	\$71,595.87	\$75,175.66	\$78,934.46
293	Monthly	\$5,411.63	\$5,682.21	\$5,966.32	\$6,264.64	\$6,577.87
293	Hourly	\$31.22095	\$32.78199	\$34.42109	\$36.14214	\$37.94926
294	Annual	\$65,264.26	\$68,527.48	\$71,953.86	\$75,551.56	\$79,329.12

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
294	Monthly	\$5,438.69	\$5,710.62	\$5,996.16	\$6,295.96	\$6,610.76
294	Hourly	\$31.37705	\$32.94590	\$34.59320	\$36.32287	\$38.13900
295	Annual	\$65,590.60	\$68,870.11	\$72,313.63	\$75,929.31	\$79,725.77
295	Monthly	\$5,465.88	\$5,739.18	\$6,026.14	\$6,327.44	\$6,643.81
295	Hourly	\$31.53394	\$33.11063	\$34.76617	\$36.50448	\$38.32970
296	Annual	\$65,918.54	\$69,214.47	\$72,675.19	\$76,308.96	\$80,124.40
296	Monthly	\$5,493.21	\$5,767.87	\$6,056.27	\$6,359.08	\$6,677.03
296	Hourly	\$31.69161	\$33.27619	\$34.94000	\$36.68700	\$38.52135
297	Annual	\$66,248.13	\$69,560.55	\$73,038.57	\$76,690.50	\$80,525.02
297	Monthly	\$5,520.68	\$5,796.71	\$6,086.55	\$6,390.88	\$6,710.42
297	Hourly	\$31.85006	\$33.44257	\$35.11470	\$36.87043	\$38.71395
298	Annual	\$66,579.37	\$69,908.34	\$73,403.76	\$77,073.95	\$80,927.64
298	Monthly	\$5,548.28	\$5,825.70	\$6,116.98	\$6,422.83	\$6,743.97
298	Hourly	\$32.00931	\$33.60978	\$35.29027	\$37.05478	\$38.90752
299	Annual	\$66,912.27	\$70,257.88	\$73,770.76	\$77,459.32	\$81,332.29
299	Monthly	\$5,576.02	\$5,854.82	\$6,147.56	\$6,454.94	\$6,777.69
299	Hourly	\$32.16936	\$33.77783	\$35.46671	\$37.24006	\$39.10206
300	Annual	\$67,246.82	\$70,609.18	\$74,139.64	\$77,846.62	\$81,738.95
300	Monthly	\$5,603.90	\$5,884.10	\$6,178.30	\$6,487.22	\$6,811.58
300	Hourly	\$32.33020	\$33.94672	\$35.64406	\$37.42626	\$39.29757
301	Annual	\$67,583.06	\$70,962.23	\$74,510.34	\$78,235.85	\$82,147.63
301	Monthly	\$5,631.92	\$5,913.52	\$6,209.20	\$6,519.65	\$6,845.64
301	Hourly	\$32.49186	\$34.11646	\$35.82228	\$37.61339	\$39.49405
302	Annual	\$67,920.98	\$71,317.02	\$74,882.89	\$78,627.03	\$82,558.38
302	Monthly	\$5,660.08	\$5,943.09	\$6,240.24	\$6,552.25	\$6,879.87
302	Hourly	\$32.65432	\$34.28703	\$36.00139	\$37.80146	\$39.69153
303	Annual	\$68,260.58	\$71,673.61	\$75,257.30	\$79,020.17	\$82,971.17
303	Monthly	\$5,688.38	\$5,972.80	\$6,271.44	\$6,585.01	\$6,914.26
303	Hourly	\$32.81759	\$34.45847	\$36.18139	\$37.99047	\$39.88999
304	Annual	\$68,601.90	\$72,031.98	\$75,633.58	\$79,415.26	\$83,386.03
304	Monthly	\$5,716.83	\$6,002.67	\$6,302.80	\$6,617.94	\$6,948.84
304	Hourly	\$32.98168	\$34.63076	\$36.36230	\$38.18041	\$40.08944
305	Annual	\$68,944.89	\$72,392.15	\$76,011.74	\$79,812.34	\$83,802.96
305	Monthly	\$5,745.41	\$6,032.68	\$6,334.31	\$6,651.03	\$6,983.58
305	Hourly	\$33.14658	\$34.80392	\$36.54411	\$38.37132	\$40.28988
306	Annual	\$69,289.64	\$72,754.11	\$76,391.81	\$80,211.41	\$84,221.97
306	Monthly	\$5,774.14	\$6,062.84	\$6,365.98	\$6,684.28	\$7,018.50
306	Hourly	\$33.31233	\$34.97794	\$36.72683	\$38.56318	\$40.49133
307	Annual	\$69,636.06	\$73,117.88	\$76,773.77	\$80,612.45	\$84,643.08
307	Monthly	\$5,803.01	\$6,093.16	\$6,397.81	\$6,717.70	\$7,053.59

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
307	Hourly	\$33.47888	\$35.15283	\$36.91047	\$38.75599	\$40.69379
308	Annual	\$69,984.25	\$73,483.47	\$77,157.64	\$81,015.51	\$85,066.30
308	Monthly	\$5,832.02	\$6,123.62	\$6,429.80	\$6,751.29	\$7,088.86
308	Hourly	\$33.64627	\$35.32859	\$37.09502	\$38.94976	\$40.89726
309	Annual	\$70,334.17	\$73,850.89	\$77,543.43	\$81,420.60	\$85,491.63
309	Monthly	\$5,861.18	\$6,154.24	\$6,461.95	\$6,785.05	\$7,124.30
309	Hourly	\$33.81450	\$35.50524	\$37.28050	\$39.14452	\$41.10175
310	Annual	\$70,685.84	\$74,220.13	\$77,931.13	\$81,827.71	\$85,919.07
310	Monthly	\$5,890.49	\$6,185.01	\$6,494.26	\$6,818.98	\$7,159.92
310	Hourly	\$33.98358	\$35.68275	\$37.46689	\$39.34025	\$41.30725
311	Annual	\$71,039.27	\$74,591.24	\$78,320.79	\$82,236.85	\$86,348.69
311	Monthly	\$5,919.94	\$6,215.94	\$6,526.73	\$6,853.07	\$7,195.72
311	Hourly	\$34.15350	\$35.86117	\$37.65423	\$39.53695	\$41.51379
312	Annual	\$71,394.46	\$74,964.19	\$78,712.41	\$82,648.03	\$86,780.42
312	Monthly	\$5,949.54	\$6,247.02	\$6,559.37	\$6,887.34	\$7,231.70
312	Hourly	\$34.32426	\$36.04048	\$37.84250	\$39.73463	\$41.72136
313	Annual	\$71,751.44	\$75,339.01	\$79,105.96	\$83,061.26	\$87,214.33
313	Monthly	\$5,979.29	\$6,278.25	\$6,592.16	\$6,921.77	\$7,267.86
313	Hourly	\$34.49588	\$36.22068	\$38.03171	\$39.93330	\$41.92997
314	Annual	\$72,110.20	\$75,715.70	\$79,501.50	\$83,476.58	\$87,650.40
314	Monthly	\$6,009.18	\$6,309.64	\$6,625.13	\$6,956.38	\$7,304.20
314	Hourly	\$34.66837	\$36.40178	\$38.22188	\$40.13297	\$42.13962
315	Annual	\$72,470.74	\$76,094.30	\$79,899.01	\$83,893.94	\$88,088.64
315	Monthly	\$6,039.23	\$6,341.19	\$6,658.25	\$6,991.16	\$7,340.72
315	Hourly	\$34.84170	\$36.58380	\$38.41299	\$40.33363	\$42.35031
316	Annual	\$72,833.11	\$76,474.76	\$80,298.49	\$84,313.44	\$88,529.10
316	Monthly	\$6,069.43	\$6,372.90	\$6,691.54	\$7,026.12	\$7,377.43
316	Hourly	\$35.01592	\$36.76671	\$38.60504	\$40.53531	\$42.56207
317	Annual	\$73,197.28	\$76,857.13	\$80,700.01	\$84,734.99	\$88,971.75
317	Monthly	\$6,099.77	\$6,404.76	\$6,725.00	\$7,061.25	\$7,414.31
317	Hourly	\$35.19100	\$36.95054	\$38.79808	\$40.73798	\$42.77488
318	Annual	\$73,563.26	\$77,241.42	\$81,103.48	\$85,158.67	\$89,416.59
318	Monthly	\$6,130.27	\$6,436.79	\$6,758.62	\$7,096.56	\$7,451.38
318	Hourly	\$35.36695	\$37.13530	\$38.99206	\$40.94167	\$42.98875
319	Annual	\$73,931.07	\$77,627.64	\$81,509.01	\$85,584.46	\$89,863.68
319	Monthly	\$6,160.92	\$6,468.97	\$6,792.42	\$7,132.04	\$7,488.64
319	Hourly	\$35.54378	\$37.32098	\$39.18702	\$41.14638	\$43.20369
320	Annual	\$74,300.74	\$78,015.77	\$81,916.55	\$86,012.38	\$90,313.01
320	Monthly	\$6,191.73	\$6,501.31	\$6,826.38	\$7,167.70	\$7,526.08
320	Hourly	\$35.72151	\$37.50758	\$39.38296	\$41.35211	\$43.41972

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
321	Annual	\$74,672.23	\$78,405.84	\$82,326.13	\$86,442.45	\$90,764.57
321	Monthly	\$6,222.69	\$6,533.82	\$6,860.51	\$7,203.54	\$7,563.71
321	Hourly	\$35.90011	\$37.69512	\$39.57987	\$41.55887	\$43.63681
322	Annual	\$75,045.60	\$78,797.88	\$82,737.76	\$86,874.66	\$91,218.39
322	Monthly	\$6,253.80	\$6,566.49	\$6,894.81	\$7,239.56	\$7,601.53
322	Hourly	\$36.07962	\$37.88360	\$39.77777	\$41.76666	\$43.85500
323	Annual	\$75,420.82	\$79,191.87	\$83,151.46	\$87,309.04	\$91,674.48
323	Monthly	\$6,285.07	\$6,599.32	\$6,929.29	\$7,275.75	\$7,639.54
323	Hourly	\$36.26001	\$38.07301	\$39.97666	\$41.97550	\$44.07427
324	Annual	\$75,797.91	\$79,587.82	\$83,567.21	\$87,745.58	\$92,132.86
324	Monthly	\$6,316.49	\$6,632.32	\$6,963.93	\$7,312.13	\$7,677.74
324	Hourly	\$36.44130	\$38.26338	\$40.17654	\$42.18538	\$44.29464
325	Annual	\$76,176.92	\$79,985.76	\$83,985.05	\$88,184.30	\$92,593.51
325	Monthly	\$6,348.08	\$6,665.48	\$6,998.75	\$7,348.69	\$7,716.13
325	Hourly	\$36.62352	\$38.45469	\$40.37743	\$42.39630	\$44.51611
326	Annual	\$76,557.79	\$80,385.70	\$84,404.97	\$88,625.22	\$93,056.49
326	Monthly	\$6,379.82	\$6,698.81	\$7,033.75	\$7,385.44	\$7,754.71
326	Hourly	\$36.80663	\$38.64697	\$40.57931	\$42.60828	\$44.73870
327	Annual	\$76,940.59	\$80,787.62	\$84,826.99	\$89,068.35	\$93,521.78
327	Monthly	\$6,411.72	\$6,732.30	\$7,068.92	\$7,422.36	\$7,793.48
327	Hourly	\$36.99067	\$38.84020	\$40.78221	\$42.82132	\$44.96239
328	Annual	\$77,325.30	\$81,191.55	\$85,251.14	\$89,513.68	\$93,989.37
328	Monthly	\$6,443.78	\$6,765.96	\$7,104.26	\$7,459.47	\$7,832.45
328	Hourly	\$37.17563	\$39.03440	\$40.98613	\$43.03542	\$45.18720
329	Annual	\$77,711.92	\$81,597.53	\$85,677.39	\$89,961.25	\$94,459.33
329	Monthly	\$6,475.99	\$6,799.79	\$7,139.78	\$7,496.77	\$7,871.61
329	Hourly	\$37.36150	\$39.22958	\$41.19105	\$43.25060	\$45.41314
330	Annual	\$78,100.48	\$82,005.51	\$86,105.77	\$90,411.07	\$94,931.62
330	Monthly	\$6,508.37	\$6,833.79	\$7,175.48	\$7,534.26	\$7,910.97
330	Hourly	\$37.54831	\$39.42573	\$41.39700	\$43.46686	\$45.64020
331	Annual	\$78,490.97	\$82,415.52	\$86,536.31	\$90,863.12	\$95,406.27
331	Monthly	\$6,540.91	\$6,867.96	\$7,211.36	\$7,571.93	\$7,950.52
331	Hourly	\$37.73604	\$39.62285	\$41.60400	\$43.68419	\$45.86840
332	Annual	\$78,883.43	\$82,827.61	\$86,968.99	\$91,317.42	\$95,883.31
332	Monthly	\$6,573.62	\$6,902.30	\$7,247.42	\$7,609.79	\$7,990.28
332	Hourly	\$37.92473	\$39.82097	\$41.81201	\$43.90261	\$46.09775
333	Annual	\$79,277.85	\$83,241.76	\$87,403.83	\$91,774.01	\$96,362.72
333	Monthly	\$6,606.49	\$6,936.81	\$7,283.65	\$7,647.83	\$8,030.23
333	Hourly	\$38.11435	\$40.02008	\$42.02107	\$44.12212	\$46.32823
334	Annual	\$79,674.24	\$83,657.96	\$87,840.84	\$92,232.91	\$96,844.55

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
334	Monthly	\$6,639.52	\$6,971.50	\$7,320.07	\$7,686.08	\$8,070.38
334	Hourly	\$38.30492	\$40.22017	\$42.23117	\$44.34275	\$46.55988
335	Annual	\$80,072.61	\$84,076.24	\$88,280.05	\$92,694.06	\$97,328.77
335	Monthly	\$6,672.72	\$7,006.35	\$7,356.67	\$7,724.51	\$8,110.73
335	Hourly	\$38.49645	\$40.42127	\$42.44233	\$44.56445	\$46.79268
336	Annual	\$80,472.98	\$84,496.62	\$88,721.46	\$93,157.53	\$97,815.40
336	Monthly	\$6,706.08	\$7,041.39	\$7,393.46	\$7,763.13	\$8,151.28
336	Hourly	\$38.68893	\$40.62338	\$42.65455	\$44.78727	\$47.02663
337	Annual	\$80,875.35	\$84,919.10	\$89,165.05	\$93,623.31	\$98,304.50
337	Monthly	\$6,739.61	\$7,076.59	\$7,430.42	\$7,801.94	\$8,192.04
337	Hourly	\$38.88238	\$40.82649	\$42.86781	\$45.01121	\$47.26178
338	Annual	\$81,279.72	\$85,343.70	\$89,610.90	\$94,091.43	\$98,796.01
338	Monthly	\$6,773.31	\$7,111.98	\$7,467.58	\$7,840.95	\$8,233.00
338	Hourly	\$39.07679	\$41.03063	\$43.08216	\$45.23626	\$47.49808
339	Annual	\$81,686.11	\$85,770.42	\$90,058.95	\$94,561.91	\$99,290.00
339	Monthly	\$6,807.18	\$7,147.54	\$7,504.91	\$7,880.16	\$8,274.17
339	Hourly	\$39.27217	\$41.23578	\$43.29757	\$45.46246	\$47.73558
340	Annual	\$82,094.55	\$86,199.28	\$90,509.24	\$95,034.70	\$99,786.42
340	Monthly	\$6,841.21	\$7,183.27	\$7,542.44	\$7,919.56	\$8,315.54
340	Hourly	\$39.46853	\$41.44196	\$43.51406	\$45.68976	\$47.97424
341	Annual	\$82,505.02	\$86,630.28	\$90,961.78	\$95,509.87	\$100,285.37
341	Monthly	\$6,875.42	\$7,219.19	\$7,580.15	\$7,959.16	\$8,357.11
341	Hourly	\$39.66588	\$41.64917	\$43.73163	\$45.91821	\$48.21412
342	Annual	\$82,917.55	\$87,063.42	\$91,416.58	\$95,987.42	\$100,786.79
342	Monthly	\$6,909.80	\$7,255.29	\$7,618.05	\$7,998.95	\$8,398.90
342	Hourly	\$39.86421	\$41.85741	\$43.95028	\$46.14780	\$48.45519
343	Annual	\$83,332.13	\$87,498.74	\$91,873.68	\$96,467.36	\$101,290.72
343	Monthly	\$6,944.34	\$7,291.56	\$7,656.14	\$8,038.95	\$8,440.89
343	Hourly	\$40.06352	\$42.06670	\$44.17004	\$46.37854	\$48.69746
344	Annual	\$83,748.81	\$87,936.24	\$92,333.04	\$96,949.71	\$101,797.17
344	Monthly	\$6,979.07	\$7,328.02	\$7,694.42	\$8,079.14	\$8,483.10
344	Hourly	\$40.26385	\$42.27704	\$44.39088	\$46.61044	\$48.94095
345	Annual	\$84,167.53	\$88,375.91	\$92,794.70	\$97,434.46	\$102,306.16
345	Monthly	\$7,013.96	\$7,364.66	\$7,732.89	\$8,119.54	\$8,525.51
345	Hourly	\$40.46516	\$42.48842	\$44.61284	\$46.84349	\$49.18565
346	Annual	\$84,588.37	\$88,817.79	\$93,258.69	\$97,921.63	\$102,817.70
346	Monthly	\$7,049.03	\$7,401.48	\$7,771.56	\$8,160.14	\$8,568.14
346	Hourly	\$40.66749	\$42.70086	\$44.83591	\$47.07771	\$49.43159
347	Annual	\$85,011.31	\$89,261.89	\$93,724.98	\$98,411.23	\$103,331.78
347	Monthly	\$7,084.28	\$7,438.49	\$7,810.42	\$8,200.94	\$8,610.98

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
347	Hourly	\$40.87082	\$42.91437	\$45.06009	\$47.31309	\$49.67874
348	Annual	\$85,436.37	\$89,708.20	\$94,193.61	\$98,903.30	\$103,848.44
348	Monthly	\$7,119.70	\$7,475.68	\$7,849.47	\$8,241.94	\$8,654.04
348	Hourly	\$41.07518	\$43.12894	\$45.28539	\$47.54966	\$49.92713
349	Annual	\$85,863.55	\$90,156.73	\$94,664.57	\$99,397.81	\$104,367.69
349	Monthly	\$7,155.30	\$7,513.06	\$7,888.71	\$8,283.15	\$8,697.31
349	Hourly	\$41.28055	\$43.34458	\$45.51181	\$47.78741	\$50.17677
350	Annual	\$86,292.86	\$90,607.51	\$95,137.89	\$99,894.80	\$104,889.54
350	Monthly	\$7,191.07	\$7,550.63	\$7,928.16	\$8,324.57	\$8,740.80
350	Hourly	\$41.48695	\$43.56130	\$45.73937	\$48.02635	\$50.42766
351	Annual	\$86,724.34	\$91,060.56	\$95,613.60	\$100,394.26	\$105,413.97
351	Monthly	\$7,227.03	\$7,588.38	\$7,967.80	\$8,366.19	\$8,784.50
351	Hourly	\$41.69439	\$43.77912	\$45.96808	\$48.26647	\$50.67979
352	Annual	\$87,157.96	\$91,515.86	\$96,091.65	\$100,896.23	\$105,941.04
352	Monthly	\$7,263.16	\$7,626.32	\$8,007.64	\$8,408.02	\$8,828.42
352	Hourly	\$41.90287	\$43.99801	\$46.19791	\$48.50780	\$50.93319
353	Annual	\$87,593.74	\$91,973.44	\$96,572.13	\$101,400.72	\$106,470.75
353	Monthly	\$7,299.48	\$7,664.45	\$8,047.68	\$8,450.06	\$8,872.56
353	Hourly	\$42.11238	\$44.21800	\$46.42891	\$48.75035	\$51.18786
354	Annual	\$88,031.72	\$92,433.30	\$97,054.98	\$101,907.72	\$107,003.11
354	Monthly	\$7,335.98	\$7,702.78	\$8,087.92	\$8,492.31	\$8,916.93
354	Hourly	\$42.32294	\$44.43909	\$46.66105	\$48.99410	\$51.44380
355	Annual	\$88,471.87	\$92,895.47	\$97,540.24	\$102,417.25	\$107,538.12
355	Monthly	\$7,372.66	\$7,741.29	\$8,128.35	\$8,534.77	\$8,961.51
355	Hourly	\$42.53455	\$44.66128	\$46.89435	\$49.23906	\$51.70102
356	Annual	\$88,914.24	\$93,359.96	\$98,027.95	\$102,929.34	\$108,075.82
356	Monthly	\$7,409.52	\$7,780.00	\$8,169.00	\$8,577.45	\$9,006.32
356	Hourly	\$42.74723	\$44.88460	\$47.12882	\$49.48526	\$51.95953
357	Annual	\$89,358.81	\$93,826.75	\$98,518.09	\$103,443.99	\$108,616.19
357	Monthly	\$7,446.57	\$7,818.90	\$8,209.84	\$8,620.33	\$9,051.35
357	Hourly	\$42.96097	\$45.10901	\$47.36447	\$49.73269	\$52.21932
358	Annual	\$89,805.60	\$94,295.88	\$99,010.68	\$103,961.22	\$109,159.26
358	Monthly	\$7,483.80	\$7,857.99	\$8,250.89	\$8,663.44	\$9,096.61
358	Hourly	\$43.17577	\$45.33456	\$47.60129	\$49.98136	\$52.48041
359	Annual	\$90,254.63	\$94,767.37	\$99,505.73	\$104,481.01	\$109,705.07
359	Monthly	\$7,521.22	\$7,897.28	\$8,292.14	\$8,706.75	\$9,142.09
359	Hourly	\$43.39165	\$45.56124	\$47.83929	\$50.23125	\$52.74282
360	Annual	\$90,705.90	\$95,241.19	\$100,003.27	\$105,003.43	\$110,253.60
360	Monthly	\$7,558.83	\$7,936.77	\$8,333.61	\$8,750.29	\$9,187.80
360	Hourly	\$43.60861	\$45.78903	\$48.07850	\$50.48242	\$53.00654

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
361	Annual	\$91,159.43	\$95,717.40	\$100,503.28	\$105,528.45	\$110,804.87
361	Monthly	\$7,596.62	\$7,976.45	\$8,375.27	\$8,794.04	\$9,233.74
361	Hourly	\$43.82665	\$46.01798	\$48.31888	\$50.73483	\$53.27157
362	Annual	\$91,615.22	\$96,196.00	\$101,005.79	\$106,056.08	\$111,358.89
362	Monthly	\$7,634.60	\$8,016.33	\$8,417.15	\$8,838.01	\$9,279.91
362	Hourly	\$44.04578	\$46.24808	\$48.56048	\$50.98850	\$53.53793
363	Annual	\$92,073.31	\$96,676.97	\$101,510.83	\$106,586.37	\$111,915.68
363	Monthly	\$7,672.78	\$8,056.41	\$8,459.24	\$8,882.20	\$9,326.31
363	Hourly	\$44.26601	\$46.47931	\$48.80328	\$51.24345	\$53.80562
364	Annual	\$92,533.68	\$97,160.36	\$102,018.37	\$107,119.29	\$112,475.27
364	Monthly	\$7,711.14	\$8,096.70	\$8,501.53	\$8,926.61	\$9,372.94
364	Hourly	\$44.48735	\$46.71171	\$49.04729	\$51.49966	\$54.07465
365	Annual	\$92,996.36	\$97,646.14	\$102,528.47	\$107,654.90	\$113,037.63
365	Monthly	\$7,749.70	\$8,137.18	\$8,544.04	\$8,971.24	\$9,419.80
365	Hourly	\$44.70979	\$46.94526	\$49.29253	\$51.75716	\$54.34501
366	Annual	\$93,461.32	\$98,134.39	\$103,041.11	\$108,193.18	\$113,602.83
366	Monthly	\$7,788.44	\$8,177.87	\$8,586.76	\$9,016.10	\$9,466.90
366	Hourly	\$44.93333	\$47.18000	\$49.53900	\$52.01595	\$54.61675
367	Annual	\$93,928.63	\$98,625.07	\$103,556.31	\$108,734.12	\$114,170.83
367	Monthly	\$7,827.39	\$8,218.76	\$8,629.69	\$9,061.18	\$9,514.24
367	Hourly	\$45.15800	\$47.41590	\$49.78669	\$52.27602	\$54.88982
368	Annual	\$94,398.28	\$99,118.19	\$104,074.11	\$109,277.80	\$114,741.70
368	Monthly	\$7,866.52	\$8,259.85	\$8,672.84	\$9,106.48	\$9,561.81
368	Hourly	\$45.38379	\$47.65298	\$50.03563	\$52.53740	\$55.16428
369	Annual	\$94,870.27	\$99,613.79	\$104,594.45	\$109,824.20	\$115,315.39
369	Monthly	\$7,905.86	\$8,301.15	\$8,716.20	\$9,152.02	\$9,609.62
369	Hourly	\$45.61071	\$47.89125	\$50.28579	\$52.80010	\$55.44009
370	Annual	\$95,344.61	\$100,111.85	\$105,117.45	\$110,373.32	\$115,891.98
370	Monthly	\$7,945.38	\$8,342.65	\$8,759.79	\$9,197.78	\$9,657.67
370	Hourly	\$45.83875	\$48.13070	\$50.53724	\$53.06410	\$55.71730
371	Annual	\$95,821.34	\$100,612.40	\$105,643.02	\$110,925.17	\$116,471.44
371	Monthly	\$7,985.11	\$8,384.37	\$8,803.59	\$9,243.76	\$9,705.95
371	Hourly	\$46.06795	\$48.37135	\$50.78991	\$53.32941	\$55.99588
372	Annual	\$96,300.44	\$101,115.46	\$106,171.25	\$111,479.79	\$117,053.79
372	Monthly	\$8,025.04	\$8,426.29	\$8,847.60	\$9,289.98	\$9,754.48
372	Hourly	\$46.29829	\$48.61320	\$51.04387	\$53.59605	\$56.27586
373	Annual	\$96,781.95	\$101,621.05	\$106,702.09	\$112,037.20	\$117,639.06
373	Monthly	\$8,065.16	\$8,468.42	\$8,891.84	\$9,336.43	\$9,803.26
373	Hourly	\$46.52978	\$48.85627	\$51.29908	\$53.86404	\$56.55724
374	Annual	\$97,265.85	\$102,129.14	\$107,235.61	\$112,597.39	\$118,227.27

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
374	Monthly	\$8,105.49	\$8,510.76	\$8,936.30	\$9,383.12	\$9,852.27
374	Hourly	\$46.76243	\$49.10055	\$51.55558	\$54.13336	\$56.84003
375	Annual	\$97,752.20	\$102,639.80	\$107,771.78	\$113,160.38	\$118,818.39
375	Monthly	\$8,146.02	\$8,553.32	\$8,980.98	\$9,430.03	\$9,901.53
375	Hourly	\$46.99625	\$49.34606	\$51.81336	\$54.40403	\$57.12423
376	Annual	\$98,240.95	\$103,153.00	\$108,310.64	\$113,726.18	\$119,412.48
376	Monthly	\$8,186.75	\$8,596.08	\$9,025.89	\$9,477.18	\$9,951.04
376	Hourly	\$47.23123	\$49.59279	\$52.07242	\$54.67605	\$57.40985
377	Annual	\$98,732.15	\$103,668.75	\$108,852.20	\$114,294.81	\$120,009.55
377	Monthly	\$8,227.68	\$8,639.06	\$9,071.02	\$9,524.57	\$10,000.80
377	Hourly	\$47.46738	\$49.84075	\$52.33279	\$54.94943	\$57.69690
378	Annual	\$99,225.81	\$104,187.12	\$109,396.46	\$114,866.29	\$120,609.58
378	Monthly	\$8,268.82	\$8,682.26	\$9,116.37	\$9,572.19	\$10,050.80
378	Hourly	\$47.70472	\$50.08996	\$52.59445	\$55.22418	\$57.98538
379	Annual	\$99,721.94	\$104,708.03	\$109,943.45	\$115,440.62	\$121,212.66
379	Monthly	\$8,310.16	\$8,725.67	\$9,161.95	\$9,620.05	\$10,101.06
379	Hourly	\$47.94324	\$50.34040	\$52.85743	\$55.50030	\$58.27532
380	Annual	\$100,220.55	\$105,231.59	\$110,493.16	\$116,017.81	\$121,818.72
380	Monthly	\$8,351.71	\$8,769.30	\$9,207.76	\$9,668.15	\$10,151.56
380	Hourly	\$48.18296	\$50.59211	\$53.12171	\$55.77779	\$58.56669
381	Annual	\$100,721.65	\$105,757.74	\$111,045.63	\$116,597.91	\$122,427.81
381	Monthly	\$8,393.47	\$8,813.15	\$9,253.80	\$9,716.49	\$10,202.32
381	Hourly	\$48.42387	\$50.84507	\$53.38732	\$56.05669	\$58.85952
382	Annual	\$101,225.26	\$106,286.53	\$111,600.86	\$117,180.89	\$123,039.95
382	Monthly	\$8,435.44	\$8,857.21	\$9,300.07	\$9,765.07	\$10,253.33
382	Hourly	\$48.66599	\$51.09929	\$53.65426	\$56.33697	\$59.15382
383	Annual	\$101,731.39	\$106,817.96	\$112,158.86	\$117,766.81	\$123,655.16
383	Monthly	\$8,477.62	\$8,901.50	\$9,346.57	\$9,813.90	\$10,304.60
383	Hourly	\$48.90932	\$51.35479	\$53.92253	\$56.61866	\$59.44960
384	Annual	\$102,240.05	\$107,352.05	\$112,719.67	\$118,355.64	\$124,273.42
384	Monthly	\$8,520.00	\$8,946.00	\$9,393.31	\$9,862.97	\$10,356.12
384	Hourly	\$49.15387	\$51.61156	\$54.19215	\$56.90175	\$59.74684
385	Annual	\$102,751.23	\$107,888.81	\$113,283.26	\$118,947.41	\$124,894.78
385	Monthly	\$8,562.60	\$8,990.73	\$9,440.27	\$9,912.28	\$10,407.90
385	Hourly	\$49.39963	\$51.86962	\$54.46311	\$57.18625	\$60.04557
386	Annual	\$103,265.01	\$108,428.25	\$113,849.67	\$119,542.15	\$125,519.26
386	Monthly	\$8,605.42	\$9,035.69	\$9,487.47	\$9,961.85	\$10,459.94
386	Hourly	\$49.64664	\$52.12897	\$54.73542	\$57.47219	\$60.34580
387	Annual	\$103,781.33	\$108,970.40	\$114,418.92	\$120,139.85	\$126,146.86
387	Monthly	\$8,648.44	\$9,080.87	\$9,534.91	\$10,011.65	\$10,512.24

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
387	Hourly	\$49.89487	\$52.38962	\$55.00910	\$57.75954	\$60.64753
388	Annual	\$104,300.24	\$109,515.25	\$114,991.00	\$120,740.56	\$126,777.59
388	Monthly	\$8,691.69	\$9,126.27	\$9,582.58	\$10,061.71	\$10,564.80
388	Hourly	\$50.14435	\$52.65156	\$55.28413	\$58.04835	\$60.95076
389	Annual	\$104,821.74	\$110,062.82	\$115,565.98	\$121,344.27	\$127,411.47
389	Monthly	\$8,735.15	\$9,171.90	\$9,630.50	\$10,112.02	\$10,617.62
389	Hourly	\$50.39507	\$52.91482	\$55.56057	\$58.33859	\$61.25551
390	Annual	\$105,345.85	\$110,613.14	\$116,143.80	\$121,950.99	\$128,048.55
390	Monthly	\$8,778.82	\$9,217.76	\$9,678.65	\$10,162.58	\$10,670.71
390	Hourly	\$50.64704	\$53.17939	\$55.83837	\$58.63028	\$61.56180
391	Annual	\$105,872.58	\$111,166.21	\$116,724.51	\$122,560.74	\$128,688.78
391	Monthly	\$8,822.72	\$9,263.85	\$9,727.04	\$10,213.40	\$10,724.07
391	Hourly	\$50.90028	\$53.44529	\$56.11755	\$58.92343	\$61.86961
392	Annual	\$106,401.92	\$111,722.04	\$117,308.15	\$123,173.55	\$129,332.23
392	Monthly	\$8,866.83	\$9,310.17	\$9,775.68	\$10,264.46	\$10,777.69
392	Hourly	\$51.15477	\$53.71252	\$56.39815	\$59.21805	\$62.17896
393	Annual	\$106,933.95	\$112,280.65	\$117,894.68	\$123,789.42	\$129,978.88
393	Monthly	\$8,911.16	\$9,356.72	\$9,824.56	\$10,315.79	\$10,831.57
393	Hourly	\$51.41055	\$53.98108	\$56.68013	\$59.51414	\$62.48985
394	Annual	\$107,468.62	\$112,842.06	\$118,484.14	\$124,408.36	\$130,628.78
394	Monthly	\$8,955.72	\$9,403.51	\$9,873.68	\$10,367.36	\$10,885.73
394	Hourly	\$51.66761	\$54.25099	\$56.96353	\$59.81171	\$62.80230
395	Annual	\$108,005.98	\$113,406.25	\$119,076.57	\$125,030.40	\$131,281.93
395	Monthly	\$9,000.50	\$9,450.52	\$9,923.05	\$10,419.20	\$10,940.16
395	Hourly	\$51.92595	\$54.52224	\$57.24835	\$60.11077	\$63.11631
396	Annual	\$108,545.99	\$113,973.29	\$119,671.95	\$125,655.55	\$131,938.33
396	Monthly	\$9,045.50	\$9,497.77	\$9,972.66	\$10,471.30	\$10,994.86
396	Hourly	\$52.18557	\$54.79485	\$57.53459	\$60.41132	\$63.43189
397	Annual	\$109,088.73	\$114,543.16	\$120,270.32	\$126,283.82	\$132,598.03
397	Monthly	\$9,090.73	\$9,545.26	\$10,022.53	\$10,523.65	\$11,049.84
397	Hourly	\$52.44650	\$55.06883	\$57.82227	\$60.71338	\$63.74905
398	Annual	\$109,634.17	\$115,115.88	\$120,871.67	\$126,915.25	\$133,261.02
398	Monthly	\$9,136.18	\$9,592.99	\$10,072.64	\$10,576.27	\$11,105.09
398	Hourly	\$52.70874	\$55.34417	\$58.11138	\$61.01695	\$64.06780
399	Annual	\$110,182.32	\$115,691.46	\$121,476.02	\$127,549.83	\$133,927.32
399	Monthly	\$9,181.86	\$9,640.96	\$10,123.00	\$10,629.15	\$11,160.61
399	Hourly	\$52.97227	\$55.62089	\$58.40193	\$61.32203	\$64.38813
400	Annual	\$110,733.26	\$116,269.91	\$122,083.42	\$128,187.59	\$134,596.95
400	Monthly	\$9,227.77	\$9,689.16	\$10,173.62	\$10,682.30	\$11,216.41
400	Hourly	\$53.23714	\$55.89900	\$58.69395	\$61.62865	\$64.71007

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
401	Annual	\$111,286.91	\$116,851.25	\$122,693.82	\$128,828.51	\$135,269.94
401	Monthly	\$9,273.91	\$9,737.60	\$10,224.49	\$10,735.71	\$11,272.50
401	Hourly	\$53.50332	\$56.17849	\$58.98741	\$61.93678	\$65.03363
402	Annual	\$111,843.34	\$117,435.51	\$123,307.29	\$129,472.65	\$135,946.28
402	Monthly	\$9,320.28	\$9,786.29	\$10,275.61	\$10,789.39	\$11,328.86
402	Hourly	\$53.77084	\$56.45938	\$59.28235	\$62.24647	\$65.35879
403	Annual	\$112,402.57	\$118,022.69	\$123,923.83	\$130,120.04	\$136,626.03
403	Monthly	\$9,366.88	\$9,835.22	\$10,326.99	\$10,843.34	\$11,385.50
403	Hourly	\$54.03970	\$56.74168	\$59.57876	\$62.55771	\$65.68559
404	Annual	\$112,964.57	\$118,612.80	\$124,543.45	\$130,770.62	\$137,309.16
404	Monthly	\$9,413.71	\$9,884.40	\$10,378.62	\$10,897.55	\$11,442.43
404	Hourly	\$54.30989	\$57.02538	\$59.87666	\$62.87049	\$66.01402
405	Annual	\$113,529.40	\$119,205.87	\$125,166.17	\$131,424.48	\$137,995.70
405	Monthly	\$9,460.78	\$9,933.82	\$10,430.51	\$10,952.04	\$11,499.64
405	Hourly	\$54.58144	\$57.31051	\$60.17604	\$63.18485	\$66.34409
406	Annual	\$114,097.04	\$119,801.89	\$125,792.00	\$132,081.59	\$138,685.68
406	Monthly	\$9,508.09	\$9,983.49	\$10,482.67	\$11,006.80	\$11,557.14
406	Hourly	\$54.85435	\$57.59706	\$60.47692	\$63.50076	\$66.67581
407	Annual	\$114,667.53	\$120,400.91	\$126,420.95	\$132,742.01	\$139,379.11
407	Monthly	\$9,555.63	\$10,033.41	\$10,535.08	\$11,061.83	\$11,614.93
407	Hourly	\$55.12862	\$57.88505	\$60.77930	\$63.81827	\$67.00919
408	Annual	\$115,240.88	\$121,002.92	\$127,053.05	\$133,405.72	\$140,076.00
408	Monthly	\$9,603.41	\$10,083.58	\$10,587.75	\$11,117.14	\$11,673.00
408	Hourly	\$55.40427	\$58.17448	\$61.08320	\$64.13737	\$67.34423
409	Annual	\$115,817.08	\$121,607.94	\$127,688.32	\$134,072.74	\$140,776.40
409	Monthly	\$9,651.42	\$10,134.00	\$10,640.69	\$11,172.73	\$11,731.37
409	Hourly	\$55.68129	\$58.46536	\$61.38862	\$64.45805	\$67.68096
410	Annual	\$116,396.16	\$122,215.96	\$128,326.78	\$134,743.11	\$141,480.26
410	Monthly	\$9,699.68	\$10,184.66	\$10,693.90	\$11,228.59	\$11,790.02
410	Hourly	\$55.95969	\$58.75767	\$61.69557	\$64.78034	\$68.01936
411	Annual	\$116,978.14	\$122,827.04	\$128,968.40	\$135,416.82	\$142,187.67
411	Monthly	\$9,748.18	\$10,235.59	\$10,747.37	\$11,284.74	\$11,848.97
411	Hourly	\$56.23949	\$59.05146	\$62.00404	\$65.10424	\$68.35946
412	Annual	\$117,563.03	\$123,441.18	\$129,613.25	\$136,093.90	\$142,898.60
412	Monthly	\$9,796.92	\$10,286.77	\$10,801.10	\$11,341.16	\$11,908.22
412	Hourly	\$56.52069	\$59.34672	\$62.31406	\$65.42976	\$68.70125
413	Annual	\$118,150.85	\$124,058.40	\$130,261.32	\$136,774.37	\$143,613.10
413	Monthly	\$9,845.90	\$10,338.20	\$10,855.11	\$11,397.86	\$11,967.76
413	Hourly	\$56.80329	\$59.64346	\$62.62563	\$65.75691	\$69.04476
414	Annual	\$118,741.60	\$124,678.69	\$130,912.62	\$137,458.24	\$144,331.17

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
414	Monthly	\$9,895.13	\$10,389.89	\$10,909.39	\$11,454.85	\$12,027.60
414	Hourly	\$57.08731	\$59.94168	\$62.93876	\$66.08569	\$69.38999
415	Annual	\$119,335.32	\$125,302.06	\$131,567.18	\$138,145.54	\$145,052.83
415	Monthly	\$9,944.61	\$10,441.84	\$10,963.93	\$11,512.13	\$12,087.74
415	Hourly	\$57.37275	\$60.24138	\$63.25345	\$66.41613	\$69.73694
416	Annual	\$119,931.99	\$125,928.58	\$132,225.02	\$138,836.28	\$145,778.10
416	Monthly	\$9,994.33	\$10,494.05	\$11,018.75	\$11,569.69	\$12,148.18
416	Hourly	\$57.65961	\$60.54259	\$63.56972	\$66.74821	\$70.08563
417	Annual	\$120,531.65	\$126,558.22	\$132,886.14	\$139,530.45	\$146,506.97
417	Monthly	\$10,044.30	\$10,546.52	\$11,073.85	\$11,627.54	\$12,208.91
417	Hourly	\$57.94791	\$60.84530	\$63.88757	\$67.08195	\$70.43604
418	Annual	\$121,134.30	\$127,191.03	\$133,550.57	\$140,228.11	\$147,239.52
418	Monthly	\$10,094.53	\$10,599.25	\$11,129.21	\$11,685.68	\$12,269.96
418	Hourly	\$58.23764	\$61.14953	\$64.20700	\$67.41736	\$70.78823
419	Annual	\$121,739.98	\$127,826.96	\$134,218.33	\$140,929.25	\$147,975.69
419	Monthly	\$10,145.00	\$10,652.25	\$11,184.86	\$11,744.10	\$12,331.31
419	Hourly	\$58.52884	\$61.45527	\$64.52804	\$67.75445	\$71.14216
420	Annual	\$122,348.69	\$128,466.10	\$134,889.42	\$141,633.88	\$148,715.58
420	Monthly	\$10,195.72	\$10,705.51	\$11,240.79	\$11,802.82	\$12,392.97
420	Hourly	\$58.82149	\$61.76255	\$64.85068	\$68.09321	\$71.49788
421	Annual	\$122,960.42	\$129,108.45	\$135,563.87	\$142,342.05	\$149,459.15
421	Monthly	\$10,246.70	\$10,759.04	\$11,296.99	\$11,861.84	\$12,454.93
421	Hourly	\$59.11559	\$62.07137	\$65.17494	\$68.43368	\$71.85536
422	Annual	\$123,575.24	\$129,753.99	\$136,241.69	\$143,053.76	\$150,206.46
422	Monthly	\$10,297.94	\$10,812.83	\$11,353.47	\$11,921.15	\$12,517.21
422	Hourly	\$59.41117	\$62.38173	\$65.50081	\$68.77585	\$72.21464
423	Annual	\$124,193.08	\$130,402.76	\$136,922.88	\$143,769.05	\$150,957.48
423	Monthly	\$10,349.42	\$10,866.90	\$11,410.24	\$11,980.75	\$12,579.79
423	Hourly	\$59.70821	\$62.69363	\$65.82831	\$69.11974	\$72.57571
424	Annual	\$124,814.06	\$131,054.77	\$137,607.51	\$144,487.88	\$151,712.27
424	Monthly	\$10,401.17	\$10,921.23	\$11,467.29	\$12,040.66	\$12,642.69
424	Hourly	\$60.00676	\$63.00710	\$66.15746	\$69.46533	\$72.93859
425	Annual	\$125,438.13	\$131,710.04	\$138,295.55	\$145,210.33	\$152,470.84
425	Monthly	\$10,453.18	\$10,975.84	\$11,524.63	\$12,100.86	\$12,705.90
425	Hourly	\$60.30679	\$63.32213	\$66.48825	\$69.81266	\$73.30329
426	Annual	\$126,065.32	\$132,368.58	\$138,987.03	\$145,936.37	\$153,233.19
426	Monthly	\$10,505.44	\$11,030.72	\$11,582.25	\$12,161.36	\$12,769.43
426	Hourly	\$60.60833	\$63.63874	\$66.82069	\$70.16172	\$73.66980
427	Annual	\$126,695.65	\$133,030.44	\$139,681.96	\$146,666.05	\$153,999.36
427	Monthly	\$10,557.97	\$11,085.87	\$11,640.16	\$12,222.17	\$12,833.28

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
427	Hourly	\$60.91137	\$63.95694	\$67.15479	\$70.51252	\$74.03815
428	Annual	\$127,329.12	\$133,695.59	\$140,380.37	\$147,399.39	\$154,769.35
428	Monthly	\$10,610.76	\$11,141.30	\$11,698.36	\$12,283.28	\$12,897.45
428	Hourly	\$61.21592	\$64.27673	\$67.49056	\$70.86509	\$74.40834
429	Annual	\$127,965.78	\$134,364.06	\$141,082.28	\$148,136.39	\$155,543.20
429	Monthly	\$10,663.82	\$11,197.01	\$11,756.86	\$12,344.70	\$12,961.93
429	Hourly	\$61.52201	\$64.59811	\$67.82802	\$71.21942	\$74.78038
430	Annual	\$128,605.60	\$135,035.89	\$141,787.69	\$148,877.07	\$156,320.91
430	Monthly	\$10,717.13	\$11,252.99	\$11,815.64	\$12,406.42	\$13,026.74
430	Hourly	\$61.82962	\$64.92110	\$68.16716	\$71.57551	\$75.15428
431	Annual	\$129,248.62	\$135,711.07	\$142,496.62	\$149,621.45	\$157,102.53
431	Monthly	\$10,770.72	\$11,309.26	\$11,874.72	\$12,468.45	\$13,091.88
431	Hourly	\$62.13876	\$65.24571	\$68.50799	\$71.93339	\$75.53006
432	Annual	\$129,894.88	\$136,389.63	\$143,209.10	\$150,369.56	\$157,888.04
432	Monthly	\$10,824.57	\$11,365.80	\$11,934.09	\$12,530.80	\$13,157.34
432	Hourly	\$62.44946	\$65.57194	\$68.85053	\$72.29306	\$75.90771
433	Annual	\$130,544.35	\$137,071.58	\$143,925.14	\$151,121.39	\$158,677.47
433	Monthly	\$10,878.70	\$11,422.63	\$11,993.76	\$12,593.45	\$13,223.12
433	Hourly	\$62.76171	\$65.89980	\$69.19478	\$72.65451	\$76.28725
434	Annual	\$131,197.07	\$137,756.93	\$144,644.78	\$151,877.01	\$159,470.87
434	Monthly	\$10,933.09	\$11,479.74	\$12,053.73	\$12,656.42	\$13,289.24
434	Hourly	\$63.07551	\$66.22929	\$69.54076	\$73.01779	\$76.66869
435	Annual	\$131,853.06	\$138,445.71	\$145,368.01	\$152,636.41	\$160,268.22
435	Monthly	\$10,987.76	\$11,537.14	\$12,114.00	\$12,719.70	\$13,355.69
435	Hourly	\$63.39089	\$66.56044	\$69.88847	\$73.38289	\$77.05203
436	Annual	\$132,512.33	\$139,137.93	\$146,094.83	\$153,399.59	\$161,069.56
436	Monthly	\$11,042.69	\$11,594.83	\$12,174.57	\$12,783.30	\$13,422.46
436	Hourly	\$63.70785	\$66.89324	\$70.23790	\$73.74980	\$77.43729
437	Annual	\$133,174.88	\$139,833.63	\$146,825.32	\$154,166.58	\$161,874.89
437	Monthly	\$11,097.91	\$11,652.80	\$12,235.44	\$12,847.22	\$13,489.57
437	Hourly	\$64.02638	\$67.22771	\$70.58910	\$74.11855	\$77.82447
438	Annual	\$133,840.76	\$140,532.78	\$147,559.43	\$154,937.41	\$162,684.30
438	Monthly	\$11,153.40	\$11,711.07	\$12,296.62	\$12,911.45	\$13,557.03
438	Hourly	\$64.34652	\$67.56384	\$70.94203	\$74.48914	\$78.21361
439	Annual	\$134,509.97	\$141,235.47	\$148,297.25	\$155,712.08	\$163,497.71
439	Monthly	\$11,209.16	\$11,769.62	\$12,358.10	\$12,976.01	\$13,624.81
439	Hourly	\$64.66825	\$67.90167	\$71.29675	\$74.86158	\$78.60467
440	Annual	\$135,182.52	\$141,941.64	\$149,038.73	\$156,490.66	\$164,315.19
440	Monthly	\$11,265.21	\$11,828.47	\$12,419.89	\$13,040.89	\$13,692.93
440	Hourly	\$64.99160	\$68.24117	\$71.65324	\$75.23589	\$78.99769

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
441	Annual	\$135,858.43	\$142,651.35	\$149,783.92	\$157,273.10	\$165,136.77
441	Monthly	\$11,321.54	\$11,887.61	\$12,481.99	\$13,106.09	\$13,761.40
441	Hourly	\$65.31655	\$68.58238	\$72.01150	\$75.61207	\$79.39268
442	Annual	\$136,537.73	\$143,364.62	\$150,532.84	\$158,059.49	\$165,962.45
442	Monthly	\$11,378.14	\$11,947.05	\$12,544.40	\$13,171.62	\$13,830.20
442	Hourly	\$65.64314	\$68.92530	\$72.37156	\$75.99014	\$79.78964
443	Annual	\$137,220.41	\$144,081.44	\$151,285.51	\$158,849.78	\$166,792.27
443	Monthly	\$11,435.03	\$12,006.79	\$12,607.13	\$13,237.48	\$13,899.36
443	Hourly	\$65.97135	\$69.26992	\$72.73342	\$76.37009	\$80.18859
444	Annual	\$137,906.51	\$144,801.84	\$152,041.94	\$159,644.02	\$167,626.23
444	Monthly	\$11,492.21	\$12,066.82	\$12,670.16	\$13,303.67	\$13,968.85
444	Hourly	\$66.30121	\$69.61627	\$73.09709	\$76.75193	\$80.58953
445	Annual	\$138,596.05	\$145,525.84	\$152,802.14	\$160,442.25	\$168,464.36
445	Monthly	\$11,549.67	\$12,127.15	\$12,733.51	\$13,370.19	\$14,038.70
445	Hourly	\$66.63272	\$69.96435	\$73.46257	\$77.13570	\$80.99248
446	Annual	\$139,289.02	\$146,253.46	\$153,566.14	\$161,244.46	\$169,306.68
446	Monthly	\$11,607.42	\$12,187.79	\$12,797.18	\$13,437.04	\$14,108.89
446	Hourly	\$66.96588	\$70.31416	\$73.82988	\$77.52138	\$81.39744
447	Annual	\$139,985.46	\$146,984.74	\$154,333.98	\$162,050.68	\$170,153.22
447	Monthly	\$11,665.46	\$12,248.73	\$12,861.17	\$13,504.22	\$14,179.44
447	Hourly	\$67.30070	\$70.66574	\$74.19903	\$77.90898	\$81.80443
448	Annual	\$140,685.38	\$147,719.66	\$155,105.65	\$162,860.93	\$171,003.98
448	Monthly	\$11,723.78	\$12,309.97	\$12,925.47	\$13,571.74	\$14,250.33
448	Hourly	\$67.63720	\$71.01907	\$74.57002	\$78.29852	\$82.21345
449	Annual	\$141,388.82	\$148,458.25	\$155,881.18	\$163,675.24	\$171,858.99
449	Monthly	\$11,782.40	\$12,371.52	\$12,990.10	\$13,639.60	\$14,321.58
449	Hourly	\$67.97539	\$71.37416	\$74.94288	\$78.69002	\$82.62451
450	Annual	\$142,095.75	\$149,200.55	\$156,660.58	\$164,493.62	\$172,718.29
450	Monthly	\$11,841.31	\$12,433.38	\$13,055.05	\$13,707.80	\$14,393.19
450	Hourly	\$68.31526	\$71.73103	\$75.31759	\$79.08347	\$83.03764
451	Annual	\$142,806.24	\$149,946.56	\$157,443.89	\$165,316.08	\$173,581.89
451	Monthly	\$11,900.52	\$12,495.55	\$13,120.32	\$13,776.34	\$14,465.16
451	Hourly	\$68.65685	\$72.08969	\$75.69418	\$79.47888	\$83.45283
452	Annual	\$143,520.27	\$150,696.30	\$158,231.09	\$166,142.66	\$174,449.81
452	Monthly	\$11,960.02	\$12,558.03	\$13,185.92	\$13,845.22	\$14,537.48
452	Hourly	\$69.00013	\$72.45014	\$76.07264	\$79.87628	\$83.87010
453	Annual	\$144,237.87	\$151,449.76	\$159,022.26	\$166,973.38	\$175,322.05
453	Monthly	\$12,019.82	\$12,620.81	\$13,251.86	\$13,914.45	\$14,610.17
453	Hourly	\$69.34513	\$72.81238	\$76.45301	\$80.27566	\$84.28945
454	Annual	\$144,959.08	\$152,207.02	\$159,817.37	\$167,808.25	\$176,198.66

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
454	Monthly	\$12,079.92	\$12,683.92	\$13,318.11	\$13,984.02	\$14,683.22
454	Hourly	\$69.69187	\$73.17645	\$76.83527	\$80.67704	\$84.71089
455	Annual	\$145,683.86	\$152,968.07	\$160,616.45	\$168,647.29	\$177,079.65
455	Monthly	\$12,140.32	\$12,747.34	\$13,384.70	\$14,053.94	\$14,756.64
455	Hourly	\$70.04032	\$73.54234	\$77.21945	\$81.08043	\$85.13445
456	Annual	\$146,412.28	\$153,732.90	\$161,419.53	\$169,490.51	\$177,965.06
456	Monthly	\$12,201.02	\$12,811.08	\$13,451.63	\$14,124.21	\$14,830.42
456	Hourly	\$70.39052	\$73.91005	\$77.60554	\$81.48582	\$85.56013
457	Annual	\$147,144.33	\$154,501.57	\$162,226.63	\$170,337.97	\$178,854.87
457	Monthly	\$12,262.03	\$12,875.13	\$13,518.89	\$14,194.83	\$14,904.57
457	Hourly	\$70.74247	\$74.27960	\$77.99357	\$81.89325	\$85.98792
458	Annual	\$147,880.07	\$155,274.07	\$163,037.78	\$171,189.67	\$179,749.14
458	Monthly	\$12,323.34	\$12,939.51	\$13,586.48	\$14,265.81	\$14,979.10
458	Hourly	\$71.09619	\$74.65100	\$78.38355	\$82.30273	\$86.41786
459	Annual	\$148,619.46	\$156,050.45	\$163,852.97	\$172,045.61	\$180,647.89
459	Monthly	\$12,384.96	\$13,004.20	\$13,654.41	\$14,337.13	\$15,053.99
459	Hourly	\$71.45166	\$75.02425	\$78.77547	\$82.71424	\$86.84995
460	Annual	\$149,362.57	\$156,830.70	\$164,672.23	\$172,905.84	\$181,551.13
460	Monthly	\$12,446.88	\$13,069.23	\$13,722.69	\$14,408.82	\$15,129.26
460	Hourly	\$71.80893	\$75.39938	\$79.16934	\$83.12781	\$87.28420
461	Annual	\$150,109.39	\$157,614.85	\$165,495.59	\$173,770.36	\$182,458.88
461	Monthly	\$12,509.12	\$13,134.57	\$13,791.30	\$14,480.86	\$15,204.91
461	Hourly	\$72.16798	\$75.77637	\$79.56519	\$83.54344	\$87.72062
462	Annual	\$150,859.93	\$158,402.92	\$166,323.06	\$174,639.23	\$183,371.19
462	Monthly	\$12,571.66	\$13,200.24	\$13,860.26	\$14,553.27	\$15,280.93
462	Hourly	\$72.52881	\$76.15525	\$79.96301	\$83.96117	\$88.15923
463	Annual	\$151,614.22	\$159,194.95	\$167,154.68	\$175,512.43	\$184,288.04
463	Monthly	\$12,634.52	\$13,266.25	\$13,929.56	\$14,626.04	\$15,357.34
463	Hourly	\$72.89145	\$76.53603	\$80.36283	\$84.38098	\$88.60002
464	Annual	\$152,372.29	\$159,990.92	\$167,990.46	\$176,389.98	\$185,209.48
464	Monthly	\$12,697.69	\$13,332.58	\$13,999.21	\$14,699.17	\$15,434.12
464	Hourly	\$73.25591	\$76.91871	\$80.76464	\$84.80288	\$89.04302
465	Annual	\$153,134.15	\$160,790.85	\$168,830.41	\$177,271.93	\$186,135.53
465	Monthly	\$12,761.18	\$13,399.24	\$14,069.20	\$14,772.66	\$15,511.29
465	Hourly	\$73.62219	\$77.30329	\$81.16847	\$85.22689	\$89.48824
466	Annual	\$153,899.83	\$161,594.82	\$169,674.57	\$178,158.28	\$187,066.20
466	Monthly	\$12,824.99	\$13,466.24	\$14,139.55	\$14,846.52	\$15,588.85
466	Hourly	\$73.99030	\$77.68982	\$81.57431	\$85.65302	\$89.93567
467	Annual	\$154,669.32	\$162,402.80	\$170,522.93	\$179,049.09	\$188,001.53
467	Monthly	\$12,889.11	\$13,533.57	\$14,210.24	\$14,920.76	\$15,666.79

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
467	Hourly	\$74.36025	\$78.07827	\$81.98218	\$86.08129	\$90.38535
468	Annual	\$155,442.67	\$163,214.82	\$171,375.56	\$179,944.34	\$188,941.54
468	Monthly	\$12,953.56	\$13,601.24	\$14,281.30	\$14,995.36	\$15,745.13
468	Hourly	\$74.73205	\$78.46866	\$82.39210	\$86.51170	\$90.83728
469	Annual	\$156,219.89	\$164,030.90	\$172,232.44	\$180,844.05	\$189,886.26
469	Monthly	\$13,018.32	\$13,669.24	\$14,352.70	\$15,070.34	\$15,823.86
469	Hourly	\$75.10572	\$78.86101	\$82.80406	\$86.94425	\$91.29147
470	Annual	\$157,000.98	\$164,851.03	\$173,093.58	\$181,748.27	\$190,835.68
470	Monthly	\$13,083.42	\$13,737.59	\$14,424.47	\$15,145.69	\$15,902.97
470	Hourly	\$75.48124	\$79.25530	\$83.21807	\$87.37898	\$91.74792
471	Annual	\$157,786.00	\$165,675.30	\$173,959.06	\$182,657.01	\$191,789.87
471	Monthly	\$13,148.83	\$13,806.28	\$14,496.59	\$15,221.42	\$15,982.49
471	Hourly	\$75.85865	\$79.65159	\$83.63416	\$87.81587	\$92.20667
472	Annual	\$158,574.92	\$166,503.66	\$174,828.86	\$183,570.30	\$192,748.81
472	Monthly	\$13,214.58	\$13,875.31	\$14,569.07	\$15,297.53	\$16,062.40
472	Hourly	\$76.23794	\$80.04984	\$84.05234	\$88.25495	\$92.66770
473	Annual	\$159,367.80	\$167,336.17	\$175,703.00	\$184,488.15	\$193,712.57
473	Monthly	\$13,280.65	\$13,944.68	\$14,641.92	\$15,374.01	\$16,142.71
473	Hourly	\$76.61913	\$80.45008	\$84.47260	\$88.69623	\$93.13104
474	Annual	\$160,164.64	\$168,172.87	\$176,581.51	\$185,410.59	\$194,681.12
474	Monthly	\$13,347.05	\$14,014.41	\$14,715.13	\$15,450.88	\$16,223.43
474	Hourly	\$77.00223	\$80.85234	\$84.89496	\$89.13971	\$93.59669
475	Annual	\$160,965.46	\$169,013.74	\$177,464.41	\$186,337.64	\$195,654.53
475	Monthly	\$13,413.79	\$14,084.48	\$14,788.70	\$15,528.14	\$16,304.54
475	Hourly	\$77.38724	\$81.25661	\$85.31943	\$89.58540	\$94.06468
476	Annual	\$161,770.28	\$169,858.80	\$178,351.74	\$187,269.33	\$196,632.80
476	Monthly	\$13,480.86	\$14,154.90	\$14,862.65	\$15,605.78	\$16,386.07
476	Hourly	\$77.77417	\$81.66288	\$85.74603	\$90.03333	\$94.53500
477	Annual	\$162,579.13	\$170,708.10	\$179,243.49	\$188,205.67	\$197,615.96
477	Monthly	\$13,548.26	\$14,225.68	\$14,936.96	\$15,683.81	\$16,468.00
477	Hourly	\$78.16304	\$82.07120	\$86.17475	\$90.48350	\$95.00767
478	Annual	\$163,392.03	\$171,561.63	\$180,139.71	\$189,146.70	\$198,604.04
478	Monthly	\$13,616.00	\$14,296.80	\$15,011.64	\$15,762.23	\$16,550.34
478	Hourly	\$78.55386	\$82.48155	\$86.60563	\$90.93591	\$95.48271
479	Annual	\$164,208.99	\$172,419.45	\$181,040.41	\$190,092.43	\$199,597.06
479	Monthly	\$13,684.08	\$14,368.29	\$15,086.70	\$15,841.04	\$16,633.09
479	Hourly	\$78.94663	\$82.89397	\$87.03866	\$91.39059	\$95.96013
480	Annual	\$165,030.03	\$173,281.55	\$181,945.61	\$191,042.89	\$200,595.04
480	Monthly	\$13,752.50	\$14,440.13	\$15,162.13	\$15,920.24	\$16,716.25
480	Hourly	\$79.34136	\$83.30844	\$87.47385	\$91.84754	\$96.43992

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
481	Annual	\$165,855.19	\$174,147.94	\$182,855.35	\$191,998.11	\$201,598.01
481	Monthly	\$13,821.27	\$14,512.33	\$15,237.95	\$15,999.84	\$16,799.83
481	Hourly	\$79.73807	\$83.72497	\$87.91123	\$92.30678	\$96.92212
482	Annual	\$166,684.47	\$175,018.69	\$183,769.62	\$192,958.11	\$202,606.02
482	Monthly	\$13,890.37	\$14,584.89	\$15,314.14	\$16,079.84	\$16,883.84
482	Hourly	\$80.13676	\$84.14360	\$88.35078	\$92.76832	\$97.40674
483	Annual	\$167,517.88	\$175,893.77	\$184,688.47	\$193,922.91	\$203,619.04
483	Monthly	\$13,959.82	\$14,657.81	\$15,390.71	\$16,160.24	\$16,968.25
483	Hourly	\$80.53744	\$84.56431	\$88.79253	\$93.23217	\$97.89377
484	Annual	\$168,355.47	\$176,773.24	\$185,611.92	\$194,892.51	\$204,637.13
484	Monthly	\$14,029.62	\$14,731.10	\$15,467.66	\$16,241.04	\$17,053.09
484	Hourly	\$80.94013	\$84.98713	\$89.23650	\$93.69832	\$98.38324
485	Annual	\$169,197.26	\$177,657.12	\$186,539.97	\$195,866.98	\$205,660.32
485	Monthly	\$14,099.77	\$14,804.76	\$15,545.00	\$16,322.25	\$17,138.36
485	Hourly	\$81.34484	\$85.41208	\$89.68268	\$94.16682	\$98.87515
486	Annual	\$170,043.24	\$178,545.41	\$187,472.68	\$196,846.31	\$206,688.62
486	Monthly	\$14,170.27	\$14,878.78	\$15,622.72	\$16,403.86	\$17,224.05
486	Hourly	\$81.75156	\$85.83914	\$90.13110	\$94.63765	\$99.36953
487	Annual	\$170,893.44	\$179,438.14	\$188,410.04	\$197,830.53	\$207,722.06
487	Monthly	\$14,241.12	\$14,953.18	\$15,700.84	\$16,485.88	\$17,310.17
487	Hourly	\$82.16031	\$86.26834	\$90.58175	\$95.11083	\$99.86638
488	Annual	\$171,747.91	\$180,335.31	\$189,352.09	\$198,819.70	\$208,760.68
488	Monthly	\$14,312.33	\$15,027.94	\$15,779.34	\$16,568.31	\$17,396.72
488	Hourly	\$82.57111	\$86.69967	\$91.03466	\$95.58639	\$100.36571
489	Annual	\$172,606.67	\$181,237.00	\$190,298.86	\$199,813.79	\$209,804.49
489	Monthly	\$14,383.89	\$15,103.08	\$15,858.24	\$16,651.15	\$17,483.71
489	Hourly	\$82.98398	\$87.13317	\$91.48984	\$96.06432	\$100.86754
490	Annual	\$173,469.68	\$182,143.19	\$191,250.34	\$200,812.87	\$210,853.51
490	Monthly	\$14,455.81	\$15,178.60	\$15,937.53	\$16,734.41	\$17,571.13
490	Hourly	\$83.39888	\$87.56884	\$91.94728	\$96.54465	\$101.37188
491	Annual	\$174,337.04	\$183,053.90	\$192,206.59	\$201,816.94	\$211,907.76
491	Monthly	\$14,528.09	\$15,254.49	\$16,017.22	\$16,818.08	\$17,658.98
491	Hourly	\$83.81588	\$88.00668	\$92.40701	\$97.02738	\$101.87873
492	Annual	\$175,208.73	\$183,969.17	\$193,167.63	\$202,826.02	\$212,967.31
492	Monthly	\$14,600.73	\$15,330.76	\$16,097.30	\$16,902.17	\$17,747.28
492	Hourly	\$84.23497	\$88.44672	\$92.86905	\$97.51251	\$102.38813
493	Annual	\$176,084.78	\$184,889.01	\$194,133.46	\$203,840.13	\$214,032.14
493	Monthly	\$14,673.73	\$15,407.42	\$16,177.79	\$16,986.68	\$17,836.01
493	Hourly	\$84.65614	\$88.88895	\$93.33339	\$98.00006	\$102.90007
494	Annual	\$176,965.19	\$185,813.47	\$195,104.12	\$204,859.34	\$215,102.30

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
494	Monthly	\$14,747.10	\$15,484.46	\$16,258.68	\$17,071.61	\$17,925.19
494	Hourly	\$85.07942	\$89.33340	\$93.80006	\$98.49007	\$103.41457
495	Annual	\$177,850.03	\$186,742.53	\$196,079.66	\$205,883.62	\$216,177.82
495	Monthly	\$14,820.84	\$15,561.88	\$16,339.97	\$17,156.97	\$18,014.82
495	Hourly	\$85.50482	\$89.78006	\$94.26907	\$98.98251	\$103.93164
496	Annual	\$178,739.27	\$187,676.24	\$197,060.04	\$206,913.05	\$217,258.70
496	Monthly	\$14,894.94	\$15,639.69	\$16,421.67	\$17,242.75	\$18,104.89
496	Hourly	\$85.93234	\$90.22896	\$94.74040	\$99.47743	\$104.45130
497	Annual	\$179,632.96	\$188,614.62	\$198,045.34	\$207,947.63	\$218,345.00
497	Monthly	\$14,969.41	\$15,717.89	\$16,503.78	\$17,328.97	\$18,195.42
497	Hourly	\$86.36200	\$90.68011	\$95.21411	\$99.97482	\$104.97356
498	Annual	\$180,531.14	\$189,557.70	\$199,035.57	\$208,987.34	\$219,436.72
498	Monthly	\$15,044.26	\$15,796.48	\$16,586.30	\$17,415.61	\$18,286.39
498	Hourly	\$86.79382	\$91.13351	\$95.69018	\$100.47468	\$105.49842
499	Annual	\$181,433.78	\$190,505.47	\$200,030.76	\$210,032.29	\$220,533.90
499	Monthly	\$15,119.48	\$15,875.46	\$16,669.23	\$17,502.69	\$18,377.83
499	Hourly	\$87.22778	\$91.58917	\$96.16863	\$100.97706	\$106.02591
500	Annual	\$182,340.96	\$191,458.00	\$201,030.90	\$211,082.45	\$221,636.58
500	Monthly	\$15,195.08	\$15,954.83	\$16,752.58	\$17,590.20	\$18,469.72
500	Hourly	\$87.66392	\$92.04712	\$96.64947	\$101.48195	\$106.55605
501	Annual	\$183,252.67	\$192,415.30	\$202,036.06	\$212,137.89	\$222,744.75
501	Monthly	\$15,271.06	\$16,034.61	\$16,836.34	\$17,678.16	\$18,562.06
501	Hourly	\$88.10225	\$92.50736	\$97.13272	\$101.98937	\$107.08882
502	Annual	\$184,168.93	\$193,377.38	\$203,046.25	\$213,198.57	\$223,858.48
502	Monthly	\$15,347.41	\$16,114.78	\$16,920.52	\$17,766.55	\$18,654.87
502	Hourly	\$88.54275	\$92.96989	\$97.61839	\$102.49931	\$107.62427
503	Annual	\$185,089.76	\$194,344.26	\$204,061.48	\$214,264.55	\$224,977.77
503	Monthly	\$15,424.15	\$16,195.36	\$17,005.12	\$17,855.38	\$18,748.15
503	Hourly	\$88.98546	\$93.43474	\$98.10648	\$103.01180	\$108.16239
504	Annual	\$186,015.22	\$195,315.98	\$205,081.77	\$215,335.86	\$226,102.66
504	Monthly	\$15,501.27	\$16,276.33	\$17,090.15	\$17,944.66	\$18,841.89
504	Hourly	\$89.43039	\$93.90191	\$98.59700	\$103.52686	\$108.70320
505	Annual	\$186,945.30	\$196,292.56	\$206,107.20	\$216,412.55	\$227,233.19
505	Monthly	\$15,578.78	\$16,357.71	\$17,175.60	\$18,034.38	\$18,936.10
505	Hourly	\$89.87755	\$94.37142	\$99.09000	\$104.04450	\$109.24673
506	Annual	\$187,880.02	\$197,274.03	\$207,137.73	\$217,494.61	\$228,369.34
506	Monthly	\$15,656.67	\$16,439.50	\$17,261.48	\$18,124.55	\$19,030.78
506	Hourly	\$90.32693	\$94.84328	\$99.58545	\$104.56472	\$109.79295
507	Annual	\$188,819.42	\$198,260.39	\$208,173.41	\$218,582.09	\$229,511.19
507	Monthly	\$15,734.95	\$16,521.70	\$17,347.78	\$18,215.17	\$19,125.93

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
507	Hourly	\$90.77857	\$95.31750	\$100.08337	\$105.08754	\$110.34192
508	Annual	\$189,763.53	\$199,251.69	\$209,214.29	\$219,674.99	\$230,658.75
508	Monthly	\$15,813.63	\$16,604.31	\$17,434.52	\$18,306.25	\$19,221.56
508	Hourly	\$91.23247	\$95.79408	\$100.58379	\$105.61298	\$110.89363
509	Annual	\$190,712.34	\$200,247.95	\$210,260.35	\$220,773.36	\$231,812.05
509	Monthly	\$15,892.70	\$16,687.33	\$17,521.70	\$18,397.78	\$19,317.67
509	Hourly	\$91.68863	\$96.27305	\$101.08671	\$106.14104	\$111.44810
510	Annual	\$191,665.90	\$201,249.20	\$211,311.65	\$221,877.25	\$232,971.10
510	Monthly	\$15,972.16	\$16,770.77	\$17,609.30	\$18,489.77	\$19,414.26
510	Hourly	\$92.14707	\$96.75442	\$101.59214	\$106.67175	\$112.00534
511	Annual	\$192,624.23	\$202,255.46	\$212,368.23	\$222,986.63	\$234,135.97
511	Monthly	\$16,052.02	\$16,854.62	\$17,697.35	\$18,582.22	\$19,511.33
511	Hourly	\$92.60780	\$97.23820	\$102.10011	\$107.20511	\$112.56537
512	Annual	\$193,587.36	\$203,266.73	\$213,430.06	\$224,101.56	\$235,306.65
512	Monthly	\$16,132.28	\$16,938.89	\$17,785.84	\$18,675.13	\$19,608.89
512	Hourly	\$93.07085	\$97.72439	\$102.61061	\$107.74113	\$113.12820
513	Annual	\$194,555.30	\$204,283.05	\$214,497.20	\$225,222.06	\$236,483.18
513	Monthly	\$16,212.94	\$17,023.59	\$17,874.77	\$18,768.51	\$19,706.93
513	Hourly	\$93.53620	\$98.21300	\$103.12365	\$108.27984	\$113.69384
514	Annual	\$195,528.06	\$205,304.47	\$215,569.68	\$226,348.18	\$237,665.59
514	Monthly	\$16,294.01	\$17,108.71	\$17,964.14	\$18,862.35	\$19,805.47
514	Hourly	\$94.00388	\$98.70407	\$103.63927	\$108.82124	\$114.26230
515	Annual	\$196,505.70	\$206,330.98	\$216,647.54	\$227,479.93	\$238,853.91
515	Monthly	\$16,375.48	\$17,194.25	\$18,053.96	\$18,956.66	\$19,904.49
515	Hourly	\$94.47389	\$99.19759	\$104.15747	\$109.36535	\$114.83361
516	Annual	\$197,488.24	\$207,362.66	\$217,730.77	\$228,617.32	\$240,048.17
516	Monthly	\$16,457.35	\$17,280.22	\$18,144.23	\$19,051.44	\$20,004.01
516	Hourly	\$94.94627	\$99.69359	\$104.67825	\$109.91217	\$115.40777
517	Annual	\$198,475.68	\$208,399.46	\$218,819.43	\$229,760.41	\$241,248.43
517	Monthly	\$16,539.64	\$17,366.62	\$18,234.95	\$19,146.70	\$20,104.04
517	Hourly	\$95.42100	\$100.19205	\$105.20165	\$110.46174	\$115.98482
518	Annual	\$199,468.04	\$209,441.46	\$219,913.53	\$230,909.21	\$242,454.67
518	Monthly	\$16,622.34	\$17,453.46	\$18,326.13	\$19,242.43	\$20,204.56
518	Hourly	\$95.89810	\$100.69301	\$105.72766	\$111.01404	\$116.56475
519	Annual	\$200,465.39	\$210,488.67	\$221,013.10	\$232,063.76	\$243,666.95
519	Monthly	\$16,705.45	\$17,540.72	\$18,417.76	\$19,338.65	\$20,305.58
519	Hourly	\$96.37759	\$101.19648	\$106.25630	\$111.56912	\$117.14757
520	Annual	\$201,467.73	\$211,541.12	\$222,118.17	\$233,224.08	\$244,885.28
520	Monthly	\$16,788.98	\$17,628.43	\$18,509.85	\$19,435.34	\$20,407.11
520	Hourly	\$96.85949	\$101.70246	\$106.78758	\$112.12696	\$117.73331

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
521	Annual	\$202,475.07	\$212,598.81	\$223,228.75	\$234,390.20	\$246,109.71
521	Monthly	\$16,872.92	\$17,716.57	\$18,602.40	\$19,532.52	\$20,509.14
521	Hourly	\$97.34378	\$102.21097	\$107.32151	\$112.68760	\$118.32198
522	Annual	\$203,487.45	\$213,661.81	\$224,344.90	\$235,562.16	\$247,340.26
522	Monthly	\$16,957.29	\$17,805.15	\$18,695.41	\$19,630.18	\$20,611.69
522	Hourly	\$97.83050	\$102.72202	\$107.85813	\$113.25104	\$118.91359
523	Annual	\$204,504.88	\$214,730.11	\$225,466.62	\$236,739.96	\$248,576.95
523	Monthly	\$17,042.07	\$17,894.18	\$18,788.89	\$19,728.33	\$20,714.75
523	Hourly	\$98.31965	\$103.23563	\$108.39741	\$113.81729	\$119.50815
524	Annual	\$205,527.39	\$215,803.77	\$226,593.95	\$237,923.66	\$249,819.83
524	Monthly	\$17,127.28	\$17,983.65	\$18,882.83	\$19,826.97	\$20,818.32
524	Hourly	\$98.81125	\$103.75181	\$108.93940	\$114.38638	\$120.10569
525	Annual	\$206,555.04	\$216,882.79	\$227,726.92	\$239,113.29	\$251,068.94
525	Monthly	\$17,212.92	\$18,073.57	\$18,977.24	\$19,926.11	\$20,922.41
525	Hourly	\$99.30531	\$104.27057	\$109.48410	\$114.95831	\$120.70622
526	Annual	\$207,587.81	\$217,967.19	\$228,865.57	\$240,308.85	\$252,324.28
526	Monthly	\$17,298.98	\$18,163.93	\$19,072.13	\$20,025.74	\$21,027.02
526	Hourly	\$99.80183	\$104.79192	\$110.03152	\$115.53310	\$121.30975
527	Annual	\$208,625.75	\$219,057.04	\$230,009.89	\$241,510.38	\$253,585.90
527	Monthly	\$17,385.48	\$18,254.75	\$19,167.49	\$20,125.87	\$21,132.16
527	Hourly	\$100.30084	\$105.31588	\$110.58168	\$116.11076	\$121.91630
528	Annual	\$209,668.89	\$220,152.33	\$231,159.94	\$242,717.95	\$254,853.84
528	Monthly	\$17,472.41	\$18,346.03	\$19,263.33	\$20,226.50	\$21,237.82
528	Hourly	\$100.80235	\$105.84247	\$111.13459	\$116.69132	\$122.52588
529	Annual	\$210,717.23	\$221,253.08	\$232,315.75	\$243,931.51	\$256,128.11
529	Monthly	\$17,559.77	\$18,437.76	\$19,359.65	\$20,327.63	\$21,344.01
529	Hourly	\$101.30636	\$106.37167	\$111.69026	\$117.27476	\$123.13851
530	Annual	\$211,770.81	\$222,359.36	\$233,477.32	\$245,151.19	\$257,408.74
530	Monthly	\$17,647.57	\$18,529.95	\$19,456.44	\$20,429.27	\$21,450.73
530	Hourly	\$101.81289	\$106.90354	\$112.24871	\$117.86115	\$123.75420
531	Annual	\$212,829.65	\$223,471.17	\$234,644.72	\$246,376.94	\$258,695.77
531	Monthly	\$17,735.80	\$18,622.60	\$19,553.73	\$20,531.41	\$21,557.98
531	Hourly	\$102.32195	\$107.43806	\$112.80996	\$118.45045	\$124.37297
532	Annual	\$213,893.81	\$224,588.49	\$235,817.94	\$247,608.83	\$259,989.27
532	Monthly	\$17,824.48	\$18,715.71	\$19,651.50	\$20,634.07	\$21,665.77
532	Hourly	\$102.83356	\$107.97524	\$113.37401	\$119.04271	\$124.99484
533	Annual	\$214,963.28	\$225,711.45	\$236,997.02	\$248,846.87	\$261,289.21
533	Monthly	\$17,913.61	\$18,809.29	\$19,749.75	\$20,737.24	\$21,774.10
533	Hourly	\$103.34773	\$108.51512	\$113.94088	\$119.63792	\$125.61981
534	Annual	\$216,038.10	\$226,839.99	\$238,182.00	\$250,091.10	\$262,595.66

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
534	Monthly	\$18,003.18	\$18,903.33	\$19,848.50	\$20,840.93	\$21,882.97
534	Hourly	\$103.86447	\$109.05769	\$114.51058	\$120.23611	\$126.24791
535	Annual	\$217,118.29	\$227,974.21	\$239,372.92	\$251,341.56	\$263,908.63
535	Monthly	\$18,093.19	\$18,997.85	\$19,947.74	\$20,945.13	\$21,992.39
535	Hourly	\$104.38379	\$109.60299	\$115.08313	\$120.83729	\$126.87915
536	Annual	\$218,203.87	\$229,114.07	\$240,569.78	\$252,598.27	\$265,228.17
536	Monthly	\$18,183.66	\$19,092.84	\$20,047.48	\$21,049.86	\$22,102.35
536	Hourly	\$104.90571	\$110.15100	\$115.65855	\$121.44148	\$127.51354
537	Annual	\$219,294.90	\$230,259.64	\$241,772.63	\$253,861.26	\$266,554.32
537	Monthly	\$18,274.58	\$19,188.30	\$20,147.72	\$21,155.11	\$22,212.86
537	Hourly	\$105.43024	\$110.70175	\$116.23684	\$122.04868	\$128.15112
538	Annual	\$220,391.36	\$231,410.96	\$242,981.50	\$255,130.57	\$267,887.10
538	Monthly	\$18,365.95	\$19,284.25	\$20,248.46	\$21,260.88	\$22,323.93
538	Hourly	\$105.95738	\$111.25527	\$116.81803	\$122.65893	\$128.79188
539	Annual	\$221,493.33	\$232,567.98	\$244,196.41	\$256,406.23	\$269,226.52
539	Monthly	\$18,457.78	\$19,380.67	\$20,349.70	\$21,367.19	\$22,435.54
539	Hourly	\$106.48718	\$111.81153	\$117.40212	\$123.27223	\$129.43583
540	Annual	\$222,600.80	\$233,730.85	\$245,417.38	\$257,688.25	\$270,572.65
540	Monthly	\$18,550.07	\$19,477.57	\$20,451.45	\$21,474.02	\$22,547.72
540	Hourly	\$107.01962	\$112.37060	\$117.98913	\$123.88858	\$130.08300
541	Annual	\$223,713.79	\$234,899.49	\$246,644.46	\$258,976.70	\$271,925.52
541	Monthly	\$18,642.82	\$19,574.96	\$20,553.71	\$21,581.39	\$22,660.46
541	Hourly	\$107.55471	\$112.93245	\$118.57907	\$124.50803	\$130.73342
542	Annual	\$224,832.37	\$236,073.99	\$247,877.68	\$260,271.57	\$273,285.16
542	Monthly	\$18,736.03	\$19,672.83	\$20,656.47	\$21,689.30	\$22,773.76
542	Hourly	\$108.09249	\$113.49711	\$119.17196	\$125.13056	\$131.38710
543	Annual	\$225,956.53	\$237,254.35	\$249,117.07	\$261,572.94	\$274,651.58
543	Monthly	\$18,829.71	\$19,771.20	\$20,759.76	\$21,797.75	\$22,887.63
543	Hourly	\$108.63295	\$114.06459	\$119.76782	\$125.75622	\$132.04403
544	Annual	\$227,086.31	\$238,440.63	\$250,362.67	\$262,880.79	\$276,024.83
544	Monthly	\$18,923.86	\$19,870.05	\$20,863.56	\$21,906.73	\$23,002.07
544	Hourly	\$109.17611	\$114.63492	\$120.36667	\$126.38500	\$132.70425
545	Annual	\$228,221.74	\$239,632.83	\$251,614.47	\$264,195.20	\$277,404.95
545	Monthly	\$19,018.48	\$19,969.40	\$20,967.87	\$22,016.27	\$23,117.08
545	Hourly	\$109.72199	\$115.20809	\$120.96850	\$127.01692	\$133.36776
546	Annual	\$229,362.86	\$240,831.01	\$252,872.56	\$265,516.17	\$278,791.98
546	Monthly	\$19,113.57	\$20,069.25	\$21,072.71	\$22,126.35	\$23,232.67
546	Hourly	\$110.27061	\$115.78414	\$121.57335	\$127.65200	\$134.03461
547	Annual	\$230,509.68	\$242,035.16	\$254,136.91	\$266,843.77	\$280,185.95
547	Monthly	\$19,209.14	\$20,169.60	\$21,178.08	\$22,236.98	\$23,348.83

Payroll Salary Tables
County of Madera

Peace Officer Mgmt. - Asst. D.A.
OM2B2 0115

1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals

RANGE		A	5% B	5% C	5% D	5% E
547	Hourly	\$110.82196	\$116.36306	\$122.18121	\$128.29027	\$134.70478
548	Annual	\$231,662.23	\$243,245.32	\$255,407.60	\$268,177.98	\$281,586.87
548	Monthly	\$19,305.19	\$20,270.44	\$21,283.97	\$22,348.17	\$23,465.57
548	Hourly	\$111.37607	\$116.94487	\$122.79212	\$128.93172	\$135.37830
549	Annual	\$232,820.53	\$244,461.55	\$256,684.63	\$269,518.87	\$282,994.82
549	Monthly	\$19,401.71	\$20,371.80	\$21,390.39	\$22,459.91	\$23,582.90
549	Hourly	\$111.93295	\$117.52959	\$123.40607	\$129.57638	\$136.05520
550	Annual	\$233,984.63	\$245,683.85	\$257,968.06	\$270,866.46	\$284,409.79
550	Monthly	\$19,498.72	\$20,473.65	\$21,497.34	\$22,572.21	\$23,700.82
550	Hourly	\$112.49261	\$118.11724	\$124.02311	\$130.22426	\$136.73548
551	Annual	\$235,154.55	\$246,912.28	\$259,257.90	\$272,220.80	\$285,831.85
551	Monthly	\$19,596.21	\$20,576.02	\$21,604.83	\$22,685.07	\$23,819.32
551	Hourly	\$113.05507	\$118.70783	\$124.64322	\$130.87538	\$137.41916
552	Annual	\$236,330.32	\$248,146.83	\$260,554.18	\$273,581.91	\$287,260.99
552	Monthly	\$19,694.19	\$20,678.90	\$21,712.85	\$22,798.49	\$23,938.42
552	Hourly	\$113.62035	\$119.30136	\$125.26643	\$131.52976	\$138.10625
553	Annual	\$237,511.97	\$249,387.57	\$261,856.95	\$274,949.82	\$288,697.30
553	Monthly	\$19,792.66	\$20,782.30	\$21,821.41	\$22,912.49	\$24,058.11
553	Hourly	\$114.18845	\$119.89787	\$125.89276	\$132.18741	\$138.79678
554	Annual	\$238,699.54	\$250,634.52	\$263,166.25	\$276,324.57	\$290,140.79
554	Monthly	\$19,891.63	\$20,886.21	\$21,930.52	\$23,027.05	\$24,178.40
554	Hourly	\$114.75939	\$120.49737	\$126.52224	\$132.84835	\$139.49076
555	Annual	\$239,893.04	\$251,887.70	\$264,482.07	\$277,706.18	\$291,591.49
555	Monthly	\$19,991.09	\$20,990.64	\$22,040.17	\$23,142.18	\$24,299.29
555	Hourly	\$115.33319	\$121.09986	\$127.15484	\$133.51259	\$140.18822
556	Annual	\$241,092.50	\$253,147.14	\$265,804.49	\$279,094.70	\$293,049.45
556	Monthly	\$20,091.04	\$21,095.60	\$22,150.37	\$23,257.89	\$24,420.79
556	Hourly	\$115.90986	\$121.70536	\$127.79062	\$134.18014	\$140.88916
557	Annual	\$242,297.96	\$254,412.86	\$267,133.51	\$280,490.19	\$294,514.68
557	Monthly	\$20,191.50	\$21,201.07	\$22,261.13	\$23,374.18	\$24,542.89
557	Hourly	\$116.48940	\$122.31388	\$128.42957	\$134.85105	\$141.59360
558	Annual	\$243,509.45	\$255,684.93	\$268,469.18	\$281,892.65	\$295,987.28
558	Monthly	\$20,292.45	\$21,307.08	\$22,372.43	\$23,491.05	\$24,665.61
558	Hourly	\$117.07185	\$122.92545	\$129.07172	\$135.52531	\$142.30158
559	Annual	\$244,727.01	\$256,963.34	\$269,811.52	\$283,302.10	\$297,467.21
559	Monthly	\$20,393.92	\$21,413.61	\$22,484.29	\$23,608.51	\$24,788.93
559	Hourly	\$117.65722	\$123.54007	\$129.71708	\$136.20293	\$143.01308
560	Annual	\$245,950.64	\$258,248.17	\$271,160.57	\$284,718.61	\$298,954.54
560	Monthly	\$20,495.89	\$21,520.68	\$22,596.71	\$23,726.55	\$24,912.88
560	Hourly	\$118.24550	\$124.15777	\$130.36566	\$136.88395	\$143.72814

Payroll Salary Tables**County of Madera****Peace Officer Mgmt. - Asst. D.A.****OM2B2 0115****1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals**

RANGE		A	5% B	5% C	5% D	5% E
561	Annual	\$247,180.40	\$259,539.42	\$272,516.38	\$286,142.20	\$300,449.33
561	Monthly	\$20,598.37	\$21,628.29	\$22,709.70	\$23,845.18	\$25,037.44
561	Hourly	\$118.83673	\$124.77857	\$131.01749	\$137.56837	\$144.44679
562	Annual	\$248,416.29	\$260,837.11	\$273,878.96	\$287,572.93	\$301,951.56
562	Monthly	\$20,701.36	\$21,736.43	\$22,823.25	\$23,964.41	\$25,162.63
562	Hourly	\$119.43091	\$125.40246	\$131.67258	\$138.25622	\$145.16902
563	Annual	\$249,658.36	\$262,141.30	\$275,248.36	\$289,010.77	\$303,461.32
563	Monthly	\$20,804.86	\$21,845.11	\$22,937.36	\$24,084.23	\$25,288.44
563	Hourly	\$120.02806	\$126.02947	\$132.33094	\$138.94749	\$145.89487
564	Annual	\$250,906.67	\$263,452.00	\$276,624.61	\$290,455.83	\$304,978.64
564	Monthly	\$20,908.89	\$21,954.33	\$23,052.05	\$24,204.65	\$25,414.89
564	Hourly	\$120.62821	\$126.65962	\$132.99260	\$139.64223	\$146.62435
565	Annual	\$252,161.20	\$264,769.27	\$278,007.72	\$291,908.12	\$306,503.52
565	Monthly	\$21,013.43	\$22,064.11	\$23,167.31	\$24,325.68	\$25,541.96
565	Hourly	\$121.23135	\$127.29292	\$133.65756	\$140.34044	\$147.35746
566	Annual	\$253,422.01	\$266,093.11	\$279,397.76	\$293,367.65	\$308,036.03
566	Monthly	\$21,118.50	\$22,174.43	\$23,283.15	\$24,447.30	\$25,669.67
566	Hourly	\$121.83750	\$127.92938	\$134.32585	\$141.04214	\$148.09425
567	Annual	\$254,689.12	\$267,423.56	\$280,794.76	\$294,834.49	\$309,576.22
567	Monthly	\$21,224.09	\$22,285.30	\$23,399.56	\$24,569.54	\$25,798.02
567	Hourly	\$122.44669	\$128.56902	\$134.99748	\$141.74735	\$148.83472
568	Annual	\$255,962.56	\$268,760.69	\$282,198.73	\$296,308.66	\$311,124.10
568	Monthly	\$21,330.21	\$22,396.72	\$23,516.56	\$24,692.39	\$25,927.01
568	Hourly	\$123.05892	\$129.21187	\$135.67247	\$142.45609	\$149.57889
569	Annual	\$257,242.37	\$270,104.50	\$283,609.73	\$297,790.21	\$312,679.73
569	Monthly	\$21,436.86	\$22,508.71	\$23,634.14	\$24,815.85	\$26,056.64
569	Hourly	\$123.67422	\$129.85793	\$136.35083	\$143.16837	\$150.32679
570	Annual	\$258,528.59	\$271,455.02	\$285,027.78	\$299,279.15	\$314,243.12
570	Monthly	\$21,544.05	\$22,621.25	\$23,752.32	\$24,939.93	\$26,186.93
570	Hourly	\$124.29259	\$130.50722	\$137.03259	\$143.88421	\$151.07842
571	Annual	\$259,821.23	\$272,812.29	\$286,452.91	\$300,775.56	\$315,814.33
571	Monthly	\$21,651.77	\$22,734.36	\$23,871.08	\$25,064.63	\$26,317.86
571	Hourly	\$124.91405	\$131.15975	\$137.71775	\$144.60363	\$151.83381
572	Annual	\$261,120.33	\$274,176.36	\$287,885.18	\$302,279.44	\$317,393.41
572	Monthly	\$21,760.03	\$22,848.03	\$23,990.43	\$25,189.95	\$26,449.45
572	Hourly	\$125.53862	\$131.81556	\$138.40634	\$145.32665	\$152.59299
573	Annual	\$262,425.94	\$275,547.23	\$289,324.60	\$303,790.84	\$318,980.38
573	Monthly	\$21,868.83	\$22,962.27	\$24,110.38	\$25,315.90	\$26,581.70
573	Hourly	\$126.16632	\$132.47463	\$139.09837	\$146.05329	\$153.35595
574	Annual	\$263,738.07	\$276,924.97	\$290,771.22	\$305,309.78	\$320,575.28

Payroll Salary Tables**Peace Officer Mgmt. - Asst. D.A.****County of Madera****OM2B2 0115****1.0% increase to 9/2014 Salary Table - hourly shown at 5 decimals**

RANGE		A	5% B	5% C	5% D	5% E
574	Monthly	\$21,978.17	\$23,077.08	\$24,230.94	\$25,442.48	\$26,714.61
574	Hourly	\$126.79715	\$133.13700	\$139.79386	\$146.78355	\$154.12273
575	Annual	\$265,056.76	\$278,309.60	\$292,225.08	\$306,836.32	\$322,178.15
575	Monthly	\$22,088.06	\$23,192.47	\$24,352.09	\$25,569.69	\$26,848.18
575	Hourly	\$127.43113	\$133.80269	\$140.49283	\$147.51746	\$154.89334