

**SIDE LETTER BETWEEN  
TEHAMA COUNTY (COUNTY) AND  
THE PEACE OFFICERS ASSOCIATION (ASSOCIATION)**

**10/18/22**

The County and Association (collectively referred to as the "Parties") desire to implement the salary survey results and recommended adjustments identified below:

- See Attachment A (Exhibit A and Exhibit B);

In addition to the increases identified above, the Parties agree to extend the current MOU by twelve (12) months.

All wage increases will be effective the pay period following ratification and County Board adoption.

For the County

For the Association

Coral Ferrin  
Date  
11/11/22

Ed H  
Date

PEACE OFFICERS ASSOCIATION  
**EXHIBIT A**  
SCHEDULE OF RANGE ASSIGNMENTS  
EFFECTIVE NOVEMBER 6, 2022

| <b>CLASSIFICATION TITLE</b>              | <b>RANGE</b> |
|--|--------------|
| CORRECTIONS COUNSELOR                    | 29           |
| DEPUTY PROBATION OFFICER I               | 29           |
| DEPUTY PROBATION OFFICER II              | 33           |
| DEPUTY PROBATION OFFICER III             | 37           |
| DEPUTY PROBATION OFFICER IV              | 41           |
| DISTRICT ATTORNEY INVESTIGATOR I         | 41           |
| DISTRICT ATTORNEY INVESTIGATOR II        | 45           |
| JUVENILE DETENTION FACILITY COUNSELOR I  | 24           |
| JUVENILE DETENTION FACILITY COUNSELOR II | 28           |
| SUPERVISING CORRECTIONS COUNSELOR        | 35           |
| SUPERVISING DETENTION FACILITY COUNSELOR | 34           |

**EXHIBIT B**

**PEACE OFFICERS ASSOCIATION  
SCHEDULE OF HOURLY WAGES  
EFFECTIVE NOVEMBER 6, 2022**

| <b>RANGE</b> | <b>STEP 1</b> | <b>STEP 2</b> | <b>STEP 3</b> | <b>STEP 4</b> | <b>STEP 5</b> |
|--------------|---------------|---------------|---------------|---------------|---------------|
| 24           | 21.97         | 23.07         | 24.22         | 25.43         | 26.70         |
| 25           | 22.52         | 23.64         | 24.82         | 26.07         | 27.37         |
| 26           | 23.08         | 24.23         | 25.45         | 26.72         | 28.05         |
| 27           | 23.66         | 24.84         | 26.08         | 27.39         | 28.75         |
| 28           | 24.25         | 25.46         | 26.73         | 28.07         | 29.47         |
| 29           | 24.85         | 26.10         | 27.40         | 28.77         | 30.21         |
| 30           | 25.48         | 26.75         | 28.09         | 29.49         | 30.97         |
| 31           | 26.11         | 27.42         | 28.79         | 30.23         | 31.74         |
| 32           | 26.77         | 28.10         | 29.51         | 30.98         | 32.53         |
| 33           | 27.43         | 28.81         | 30.25         | 31.76         | 33.35         |
| 34           | 28.12         | 29.53         | 31.00         | 32.55         | 34.18         |
| 35           | 28.82         | 30.26         | 31.78         | 33.37         | 35.03         |
| 36           | 29.54         | 31.02         | 32.57         | 34.20         | 35.91         |
| 37           | 30.28         | 31.80         | 33.39         | 35.06         | 36.81         |
| 38           | 31.04         | 32.59         | 34.22         | 35.93         | 37.73         |
| 39           | 31.82         | 33.41         | 35.08         | 36.83         | 38.67         |
| 40           | 32.61         | 34.24         | 35.95         | 37.75         | 39.64         |
| 41           | 33.43         | 35.10         | 36.85         | 38.69         | 40.63         |
| 42           | 34.26         | 35.97         | 37.77         | 39.66         | 41.65         |
| 43           | 35.12         | 36.87         | 38.72         | 40.65         | 42.69         |
| 44           | 36.00         | 37.80         | 39.69         | 41.67         | 43.75         |
| 45           | 36.90         | 38.74         | 40.68         | 42.71         | 44.85         |
| 46           | 37.82         | 39.71         | 41.69         | 43.78         | 45.97         |
| 47           | 38.76         | 40.70         | 42.74         | 44.87         | 47.12         |
| 48           | 39.73         | 41.72         | 43.81         | 46.00         | 48.30         |
| 49           | 40.73         | 42.76         | 44.90         | 47.15         | 49.50         |
| 50           | 41.74         | 43.83         | 46.02         | 48.32         | 50.74         |
| 51           | 42.79         | 44.93         | 47.17         | 49.53         | 52.01         |
| 52           | 43.86         | 46.05         | 48.35         | 50.77         | 53.31         |
| 53           | 44.95         | 47.20         | 49.56         | 52.04         | 54.64         |
| 54           | 46.08         | 48.38         | 50.80         | 53.34         | 56.01         |
| 55           | 47.23         | 49.59         | 52.07         | 54.67         | 57.41         |
| 56           | 48.41         | 50.83         | 53.37         | 56.04         | 58.84         |
| 57           | 49.62         | 52.10         | 54.71         | 57.44         | 60.31         |
| 58           | 50.86         | 53.40         | 56.08         | 58.88         | 61.82         |
| 59           | 52.13         | 54.74         | 57.48         | 60.35         | 63.37         |
| 60           | 53.44         | 56.11         | 58.91         | 61.86         | 64.95         |

## EXHIBIT B

### PEACE OFFICERS ASSOCIATION SCHEDULE OF HOURLY WAGES EFFECTIVE NOVEMBER 6, 2022

|    |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|
| 61 | 54.77  | 57.51  | 60.39  | 63.41  | 66.58  |
| 62 | 56.14  | 58.95  | 61.90  | 64.99  | 68.24  |
| 63 | 57.55  | 60.42  | 63.44  | 66.62  | 69.95  |
| 64 | 58.98  | 61.93  | 65.03  | 68.28  | 71.70  |
| 65 | 60.46  | 63.48  | 66.66  | 69.99  | 73.49  |
| 66 | 61.97  | 65.07  | 68.32  | 71.74  | 75.33  |
| 67 | 63.52  | 66.70  | 70.03  | 73.53  | 77.21  |
| 68 | 65.11  | 68.36  | 71.78  | 75.37  | 79.14  |
| 69 | 66.73  | 70.07  | 73.58  | 77.25  | 81.12  |
| 70 | 68.40  | 71.82  | 75.41  | 79.19  | 83.14  |
| 71 | 70.11  | 73.62  | 77.30  | 81.17  | 85.22  |
| 72 | 71.87  | 75.46  | 79.23  | 83.19  | 87.35  |
| 73 | 73.66  | 77.35  | 81.21  | 85.27  | 89.54  |
| 74 | 75.50  | 79.28  | 83.24  | 87.41  | 91.78  |
| 75 | 77.39  | 81.26  | 85.32  | 89.59  | 94.07  |
| 76 | 79.33  | 83.29  | 87.46  | 91.83  | 96.42  |
| 77 | 81.31  | 85.38  | 89.64  | 94.13  | 98.83  |
| 78 | 83.34  | 87.51  | 91.89  | 96.48  | 101.30 |
| 79 | 85.43  | 89.70  | 94.18  | 98.89  | 103.84 |
| 80 | 87.56  | 91.94  | 96.54  | 101.36 | 106.43 |
| 81 | 89.75  | 94.24  | 98.95  | 103.90 | 109.09 |
| 82 | 91.99  | 96.59  | 101.42 | 106.50 | 111.82 |
| 83 | 94.29  | 99.01  | 103.96 | 109.16 | 114.62 |
| 84 | 96.65  | 101.48 | 106.56 | 111.89 | 117.48 |
| 85 | 99.07  | 104.02 | 109.22 | 114.68 | 120.42 |
| 86 | 101.55 | 106.62 | 111.95 | 117.55 | 123.43 |
| 87 | 104.08 | 109.29 | 114.75 | 120.49 | 126.51 |
| 88 | 106.69 | 112.02 | 117.62 | 123.50 | 129.68 |
| 89 | 109.35 | 114.82 | 120.56 | 126.59 | 132.92 |
| 90 | 112.09 | 117.69 | 123.58 | 129.75 | 136.24 |
| 91 | 114.89 | 120.63 | 126.67 | 133.00 | 139.65 |
| 92 | 117.76 | 123.65 | 129.83 | 136.32 | 143.14 |
| 93 | 120.71 | 126.74 | 133.08 | 139.73 | 146.72 |
| 94 | 123.72 | 129.91 | 136.40 | 143.22 | 150.39 |
| 95 | 126.82 | 133.16 | 139.81 | 146.81 | 154.15 |
| 96 | 129.99 | 136.49 | 143.31 | 150.48 | 158.00 |