SIDE LETTER BETWEEN TEHAMA COUNTY (COUNTY) AND THE LAW ENFORCEMENT MANAGEMENT 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

Werel ferrin 4/13/23 Fays Exe 032823
Date

Date

EXHIBIT B

DEPUTY SHERIFF'S ASSOCIATION SCHEDULE OF HOURLY WAGES EFFECTIVE March 26, 2023

RANGE	STEP A	STEP B	STEP C	STEP D	STEP E
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
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

E-Contract Review Approval as to Form

Department Name:

Personnel

Vendor Name:

LEMA

Contract Description: Side letter of Agreement for the implementation of the

Compensation study for the Tehama County Law Enforcement

Management Association

APPROVED AS TO FORM:

Margaret Long

Office of the Tehama County Counsel Margaret E. Long, County Counsel

Date: 03/15/2023

to the first that

RESOLUTION	NO.		

ESTABLISHING THE TERMS AND CONDITIONS OF EMPLOYMENT FOR UNREPRESENTED LAW ENFORCEMENT MANAGEMENT EMPLOYEES

NOW, BE IT RESOLVED that the Board of Supervisors of the County of Tehama, State of California, does hereby establish the wages, hours and other terms and conditions of employment for the Unrepresented Law Enforcement Management employees to be the same as described in the Memorandum of Understanding between the County of Tehama and the Tehama County Law Enforcement Management Employees Association, effective January 1, 2019 or any successor agreement.

BE IT FURTHER RESOLVED that the Unrepresented Law Enforcement Management position shall be exempt from overtime compensation and exempt from the provisions of 12.2 through 12.6 of the above-referenced Memorandum of Understanding and any successor provisions.

BE IT FURTHER RESOLVED that the person holding an Unrepresented Law Enforcement Management position will serve at the will and pleasure of the Sheriff, and, in addition to the exemptions set forth in the preceding paragraph, shall be exempt from the following articles of the above referenced Memorandum of Understanding and any successor provisions: Grievance Procedure and Employee Discipline.

BE IT FURTHER RESOLVED that in the event that the person holding an Unrepresented Law Enforcement Management position is entitled to an administrative appeal under the Peace Officer's Bill of Rights (Gov. Code §§ 3300 et seq.), such appeal shall be heard by the Tehama County Chief Administrator or his/her designee. Provided, however, that the Sheriff shall retain final decision-making authority in all such matters. Nothing herein shall be construed to create a propter interest in the job of Undersheriff.

BE IT FURTHER RESOLVED that the salary range for the Unrepresented Law Enforcement Management position of Undersheriff shall be salary range 69 of the Tehama County Law Enforcement Management Employees' Association Memorandum of Understanding, effective, March 26, 2023.

Undersheriff	<u>Range</u> LEMA 69	
	offered on a motion by Supervisor and adopted by the following vote of the Board:	, seconded by
AYES:		
NOES:		
ABSENT OR NOT VO	TING:	
STATE OF CALIFORN	•	
COUNTY OF TEHAM) SS A)	

E-Contract Review Approval as to Form

Department Name:

Personnel

Vendor Name:

Unrepresented LEMA

Contract Description: Resolution implementing the compensation study salary survey results for the Undersheriff.

APPROVED AS TO FORM:

Margaret Long

Office of the Tehama County Counsel Margaret E. Long, County Counsel

Date: 03/15/2023