

**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

Coral Ferrin 4/13/23

Jay Egan 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

Date: 03/15/2023

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

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

Date: 03/15/2023

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