

**SIDE LETTER BETWEEN  
TEHAMA COUNTY (COUNTY) AND  
TEHAMA COUNTY MANAGEMENT EMPLOYEES ASSOCIATION  
(ASSOCIATION)**

**10/13/2022**

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); Special Note: EL Step has been removed from the salary schedule. Therefore, the County proposes to amend Article 11.2 as follows:

**11.2 Salary Step Advancement**

Upon completion of a full year of employment in paid status, on salary steps A, B, C, or D, and with a satisfactory or better service at the previous step as documented in the employee's annual performance evaluation, an employee shall be advanced to the next salary step effective the first day following completion of one (1) full year of employment at the previous step. Employees hired by the County on or before December 31, 1991 shall receive an increase of 5% in lieu of being advanced to being placed at salary Step EL after five full years of service at Step E.

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 beginning of the pay period following ratification and County Board adoption.

For the County

For the Association

Coral Ferrin  
Date  
10/28/22

J. Rski-Gomp 11/1/22  
Date

**EXHIBIT A**  
**MANAGEMENT AGREEMENT**  
Effective November 6, 2022

<b>CLASSIFICATION TITLE</b>	<b>Exempt</b>	<b>Salary Range</b>
ADMINISTRATIVE ANALYST	X	40
ADMINISTRATIVE ASSISTANT (CONFIDENTIAL)		26
ADMINISTRATIVE FISCAL MANAGER	X	49
ADMINISTRATIVE SECRETARY I (CONFIDENTIAL)		18
ADMINISTRATIVE SECRETARY II (CONFIDENTIAL)		22
ADMINISTRATIVE SECRETARY III (CONFIDENTIAL)		26
ANIMAL CARE CENTER MANAGER	X	40
ASSESSMENT ROLL MANAGER	X	36
ASSISTANT AGRICULTURAL COMMISSIONER/Sealer of W&Ms	X	56
ASSISTANT ASSESSOR	X	56
ASSISTANT AUDITOR-CONTROLLER	X	57
ASSISTANT CLERK OF THE BOARD		26
ASSISTANT DIRECTOR PUBLIC WORKS	X	62
ASSISTANT DISTRICT ATTORNEY	X	70
ASSISTANT RECORDER	X	39
ASSISTANT REGISTRAR OF VOTERS	X	39
ASSISTANT TREASURER/TAX COLLECTOR	X	57
CHIEF BUILDING INSPECTOR		44
CHIEF DEPUTY DIRECTOR OF SOCIAL SERVICES	X	60
CHIEF DEPUTY PUBLIC GUARDIAN / PUBLIC ADMINISTRATOR	X	42
CHILD SUPPORT PROGRAM MANAGER (Merit Systems)	X	45
CLINIC DIRECTOR	X	58
COMMUNITY ACTION AGENCY/PUBLIC AUTHORITY PROGRAM MANAGER	X	51
COMPLIANCE OFFICER	X	51
COUNTY SURVEYOR	X	56
DEPUTY DIRECTOR OF SOCIAL SERVICES, FISCAL	X	54
DEPUTY DIRECTOR OF SOCIAL SERVICES, OPERATIONS	X	54
DEPUTY DIRECTOR OF PUBLIC WORKS – TRANSPORTATION	X	56
DEPUTY DIRECTOR OF PUBLIC WORKS – WATER RESOURCES	X	56
DRUG AND ALCOHOL DIRECTOR	X	51
FACILITIES MAINTENANCE AND IMPROVEMENT DIRECTOR	X	44
FINANCE MANAGER	X	42

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INFORMATION SYSTEMS MANAGER	X	55
LEGAL SECRETARY I (CONFIDENTIAL)		18
LEGAL SECRETARY II (CONFIDENTIAL)		22
LIBRARY MANAGER	X	50
MENTAL HEALTH ASSISTANT DIRECTOR	X	58
MENTAL HEALTH DIRECTOR	X	64
OFFICE MANAGER I	X	27
OFFICE MANAGER II	X	31
OFFICE MANAGER III	X	35
OPERATIONS SUPERINTENDENT	X	45
PERSONNEL ANALYST I		36
PERSONNEL ANALYST II		40
PERSONNEL TECHNICIAN		26
PROBATION PROGRAM ANALYST	X	40
PROGRAM MANAGER (Merit Systems)	X	51
PUBLIC HEALTH DIRECTOR	X	64
SOCIAL SERVICES PERSONNEL ANALYST		36
STAFF ANALYST I		32
STAFF ANALYST II		36
STAFF SERVICES MANAGER II (Merit Systems)	X	43
SUBSTANCE USE RECOVERY DIRECTOR	X	56
SUPERVISING STAFF SERVICES ANALYST (Merit Systems)		39
TRANSIT MANAGER	X	45
VETERANS SERVICE OFFICER	X	41
VICTIM WITNESS COORDINATOR	X	37

X Position has been designated as being exempt from the overtime requirements of the FLSA and Article 12 of this MOU.

**EXHIBIT B****TEHAMA COUNTY MANAGEMENT EMPLOYEES' ASSOCIATION  
SCHEDULE OF HOURLY WAGE RATES  
EFFECTIVE NOVEMBER 6, 2022**

<b>RANGE</b>	<b>STEP A</b>	<b>STEP B</b>	<b>STEP C</b>	<b>STEP D</b>	<b>STEP E</b>
<b>18</b>	18.94	19.89	20.88	21.93	23.02
<b>19</b>	19.42	20.39	21.41	22.48	23.60
<b>20</b>	19.90	20.90	21.94	23.04	24.19
<b>21</b>	20.40	21.42	22.49	23.61	24.80
<b>22</b>	20.91	21.95	23.05	24.20	25.41
<b>23</b>	21.43	22.50	23.63	24.81	26.05
<b>24</b>	21.97	23.07	24.22	25.43	26.70
<b>25</b>	22.52	23.64	24.82	26.07	27.37
<b>26</b>	23.08	24.23	25.45	26.72	28.05
<b>27</b>	23.66	24.84	26.08	27.39	28.75
<b>28</b>	24.25	25.46	26.73	28.07	29.47
<b>29</b>	24.85	26.10	27.40	28.77	30.21
<b>30</b>	25.48	26.75	28.09	29.49	30.97
<b>31</b>	26.11	27.42	28.79	30.23	31.74
<b>32</b>	26.77	28.10	29.51	30.98	32.53
<b>33</b>	27.43	28.81	30.25	31.76	33.35
<b>34</b>	28.12	29.53	31.00	32.55	34.18
<b>35</b>	28.82	30.26	31.78	33.37	35.03
<b>36</b>	29.54	31.02	32.57	34.20	35.91
<b>37</b>	30.28	31.80	33.39	35.06	36.81
<b>38</b>	31.04	32.59	34.22	35.93	37.73
<b>39</b>	31.82	33.41	35.08	36.83	38.67
<b>40</b>	32.61	34.24	35.95	37.75	39.64
<b>41</b>	33.43	35.10	36.85	38.69	40.63
<b>42</b>	34.26	35.97	37.77	39.66	41.65
<b>43</b>	35.12	36.87	38.72	40.65	42.69
<b>44</b>	36.00	37.80	39.69	41.67	43.75
<b>45</b>	36.90	38.74	40.68	42.71	44.85
<b>46</b>	37.82	39.71	41.69	43.78	45.97
<b>47</b>	38.76	40.70	42.74	44.87	47.12
<b>48</b>	39.73	41.72	43.81	46.00	48.30
<b>49</b>	40.73	42.76	44.90	47.15	49.50
<b>50</b>	41.74	43.83	46.02	48.32	50.74
<b>51</b>	42.79	44.93	47.17	49.53	52.01
<b>52</b>	43.86	46.05	48.35	50.77	53.31

<b>53</b>	44.95	47.20	49.56	52.04	54.64
<b>54</b>	46.08	48.38	50.80	53.34	56.01
<b>55</b>	47.23	49.59	52.07	54.67	57.41
<b>56</b>	48.41	50.83	53.37	56.04	58.84
<b>57</b>	49.62	52.10	54.71	57.44	60.31
<b>58</b>	50.86	53.40	56.08	58.88	61.82
<b>59</b>	52.13	54.74	57.48	60.35	63.37
<b>60</b>	53.44	56.11	58.91	61.86	64.95
<b>61</b>	54.77	57.51	60.39	63.41	66.58
<b>62</b>	56.14	58.95	61.90	64.99	68.24
<b>63</b>	57.55	60.42	63.44	66.62	69.95
<b>64</b>	58.98	61.93	65.03	68.28	71.70
<b>65</b>	60.46	63.48	66.66	69.99	73.49
<b>66</b>	61.97	65.07	68.32	71.74	75.33
<b>67</b>	63.52	66.70	70.03	73.53	77.21
<b>68</b>	65.11	68.36	71.78	75.37	79.14
<b>69</b>	66.73	70.07	73.58	77.25	81.12
<b>70</b>	68.40	71.82	75.41	79.19	83.14
<b>71</b>	70.11	73.62	77.30	81.17	85.22
<b>72</b>	71.87	75.46	79.23	83.19	87.35
<b>73</b>	73.66	77.35	81.21	85.27	89.54
<b>74</b>	75.50	79.28	83.24	87.41	91.78
<b>75</b>	77.39	81.26	85.32	89.59	94.07
<b>76</b>	79.33	83.29	87.46	91.83	96.42
<b>77</b>	81.31	85.38	89.64	94.13	98.83
<b>78</b>	83.34	87.51	91.89	96.48	101.30
<b>79</b>	85.43	89.70	94.18	98.89	103.84
<b>80</b>	87.56	91.94	96.54	101.36	106.43
<b>81</b>	89.75	94.24	98.95	103.90	109.09
<b>82</b>	91.99	96.59	101.42	106.50	111.82
<b>83</b>	94.29	99.01	103.96	109.16	114.62
<b>84</b>	96.65	101.48	106.56	111.89	117.48
<b>85</b>	99.07	104.02	109.22	114.68	120.42
<b>86</b>	101.55	106.62	111.95	117.55	123.43
<b>87</b>	104.08	109.29	114.75	120.49	126.51
<b>88</b>	106.69	112.02	117.62	123.50	129.68
<b>89</b>	109.35	114.82	120.56	126.59	132.92
<b>90</b>	112.09	117.69	123.58	129.75	136.24
<b>91</b>	114.89	120.63	126.67	133.00	139.65
<b>92</b>	117.76	123.65	129.83	136.32	143.14
<b>93</b>	120.71	126.74	133.08	139.73	146.72

<b>94</b>	123.72	129.91	136.40	143.22	150.39
<b>95</b>	126.82	133.16	139.81	146.81	154.15
<b>96</b>	129.99	136.49	143.31	150.48	158.00