

**SIDE LETTER BETWEEN  
TEHAMA COUNTY (COUNTY) AND THE REPRESENTATIVES OF THE  
JOINT COUNCIL OF INTERNATIONAL UNION OF OPERATING  
ENGINEERS, STATIONARY ENGINEERS, LOCAL 39, AFL-CIO, AND  
SERVICE EMPLOYEES INTERNATIONAL UNION, LOCAL 1292, AFL-CIO  
(ASSOCIATION)**

**11/9/2022**

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 A1); Special Note: EL Step has been removed from the salary schedule. Therefore, the County proposes to amend Article 9.2 as follows:

**9.2 Salary Step Advancement**

Upon one (1) full year of employment on salary steps A, B, C, or D, and with employee evaluations of satisfactory or better which have been approved by the employee's Department Head, 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 on or before June 30, 1990; shall receive a salary increase of 5% in lieu of being placed at were eligible for salary step EL after five (5) full years of service at salary 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

Coral Ferrin 1/3/23

Date

For the Association

12/12/22

Date

Bart Florence

Bart Florence, Business Manager, Local 39

Brandy Johnson

Brandy Johnson, Director of Public Employees, Local 39

Garrett Dickinson, Business Representative, Local 39

Garrett Dickinson

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(ASSOCIATION)**

11/9/2022

Brad Wiggins, Bargaining Team Member, Local 39

*Brad Wiggins*

Jimmy Rolson, Bargaining Team Member, Local 39

*Jimmy Rolson*

Angela Ackley, Bargaining Team Member, Local 39

*Angela Ackley MSW ASW*

Glenda Shoemaker, Bargaining Team Member, Local 39

*Glenda Shoemaker*

**EXHIBIT A**

<b>Job Title</b>	<b>Range</b>
ACCOUNT CLERK I	11
ACCOUNT CLERK I (Merit Systems)	11
ACCOUNT CLERK II	15
ACCOUNT CLERK II (Merit Systems)	15
ACCOUNT CLERK III (Merit Systems)	19
ACCOUNT CLERK SUPERVISOR	27
ACCOUNT CLERK SUPERVISOR I (Merit Systems)	27
ACCOUNTANT I	29
ACCOUNTANT II	33
ACCOUNTING SPECIALIST	28
ACCOUNTING TECHNICIAN I	18
ACCOUNTING TECHNICIAN II	22
ACCOUNTING TECHNICIAN III	26
ADMINISTRATIVE ASSISTANT	26
ADMINISTRATIVE SECRETARY I	18
ADMINISTRATIVE SECRETARY II	22
ADMINISTRATIVE SECRETARY III	26
AGRICULTURAL BIOLOGIST/WEIGHTS & MEASURES SPECIALIST I	26
AGRICULTURAL BIOLOGIST/WEIGHTS & MEASURES SPECIALIST II	30
AGRICULTURAL BIOLOGIST/WEIGHTS & MEASURES SPECIALIST III	34
AGRICULTURAL BIOLOGIST/WEIGHTS & MEASURES SPECIALIST IV	38
AGRICULTURAL WEIGHTS & MEASURES AIDE	18
AIR POLLUTION CONTROL AIDE	24
AIR POLLUTION CONTROL SPECIALIST I	32
AIR POLLUTION CONTROL SPECIALIST II	36
AIR POLLUTION CONTROL SPECIALIST III	40
ANIMAL CARE ATTENDANT	10
ANIMAL CARE SPECIALIST	14
ANIMAL SERVICES COORDINATOR	20
ANIMAL SERVICES OFFICE ASSISTANT	12
APPRAISER I	26
APPRAISER II	30
ASSESSMENT CLERK I	12
ASSESSMENT CLERK II	16
ASSESSMENT CLERK III	20
ASSISTANT ENGINEER	42
ASSOCIATE ENGINEER	46
ASSOCIATE TRANSPORTATION PLANNER	35
AUDITOR ACCOUNTANT	34
AUDITOR APPRAISER I	27
AUDITOR APPRAISER II	31
BEHAVIORIAL HEALTH CLINICIAN I	39
BEHAVIORIAL HEALTH CLINICIAN II	43
BEHAVIORIAL HEALTH CLINICIAN III	47
BUILDING INSPECTOR I	31
BUILDING INSPECTOR II	35
BUILDING INSPECTOR III	39
BUSINESS OPERATIONS SUPERVISOR	32
BUYER I	25
BUYER II	29
CAA CASE MANAGER	25
CADASTRAL DRAFTING TECHNICIAN	23
CASE RESOURCE SPECIALIST I	22
CASE RESOURCE SPECIALIST II	26
CASE RESOURCE SUPERVISOR	34

**EXHIBIT A**

<b>Job Title</b>	<b>Range</b>
CHIEF BUILDING INSPECTOR	44
CHIEF CADASTRAL DRAFTING TECHNICIAN	27
CHILD SUPPORT ATTORNEY I	44
CHILD SUPPORT ATTORNEY II	48
CHILD SUPPORT ATTORNEY III	52
CHILD SUPPORT ATTORNEY IV	56
CHILD SUPPORT SPECIALIST I	18
CHILD SUPPORT SPECIALIST II	22
CHILD SUPPORT SPECIALIST III	26
CHILD SUPPORT SUPERVISOR	31
CIVIL ENGINEER	48
CODE COMPLIANCE COORDINATOR	26
CODE ENFORCEMENT OFFICER I	29
CODE ENFORCEMENT OFFICER II	33
COMMUNITY HEALTH EDUCATION SUPERVISOR	38
COMMUNITY SERVICES AIDE I	13
COMMUNITY SERVICES AIDE II	17
COMMUNITY SERVICES FAMILY PARTNER	16
COMMUNITY SERVICES SUPERVISOR	33
CONSUMER SUPPORT WORKER	14
COOK	11
CUSTODIAN	12
DEPUTY AGRICULTURAL COMMISSIONER/SEALER OF WGHTS & MSRS	46
DEPUTY CONSERVATOR/PUBLIC GUARDIAN/PUBLIC ADMINISTRATOR	33
DEPUTY COUNTY CLERK I	15
DEPUTY COUNTY CLERK II	19
DEPUTY COUNTY CLERK III	23
DEPUTY DISTRICT ATTORNEY I	44
DEPUTY DISTRICT ATTORNEY II	48
DEPUTY DISTRICT ATTORNEY III	52
DEPUTY DISTRICT ATTORNEY IV	56
DIETARY COOK	15
DIETARY SUPERVISOR	24
DRUG/ALCOHOL AIDE	16
DRUG/ALCOHOL COUNSELOR I	23
DRUG/ALCOHOL COUNSELOR II	27
DRUG/ALCOHOL SUPERVISOR	39
ELIGIBILITY SPECIALIST I	17
ELIGIBILITY SPECIALIST II	21
ELIGIBILITY SPECIALIST III	25
ELIGIBILITY SUPERVISOR	31
EMPLOYMENT AND TRAINING WORKER I	22
EMPLOYMENT AND TRAINING WORKER II	26
EMPLOYMENT AND TRAINING WORKER III	30
EMPLOYMENT AND TRAINING WORKER SUPERVISOR	34
ENGINEERING AIDE	23
ENGINEERING TECHNICIAN I	29
ENGINEERING TECHNICIAN II	33
ENGINEERING TECHNICIAN III	37
ENVIRONMENTAL HEALTH AIDE	23
ENVIRONMENTAL HEALTH SPECIALIST I	31
ENVIRONMENTAL HEALTH SPECIALIST II	35
ENVIRONMENTAL HEALTH SPECIALIST SENIOR	42
ENVIRONMENTAL PLANNER	39
FACILITIES MAINTENANCE TECHNICIAN I	21

**EXHIBIT A**

Job Title	Range
FACILITIES MAINTENANCE TECHNICIAN II	25
FACILITIES MAINTENANCE TECHNICIAN III	29
FACILITIES MAINTENANCE TECHNICIAN-HVAC Specialist	29
FAIR HEARING OFFICER	31
FAMILY SUPPORT WORKER	22
FAMILY SUPPORT WORKER SUPERVISOR	34
FIRE SAFETY INSPECTOR	33
FISCAL/DATA SUPERVISOR	40
FLEET ASSISTANT MAINTENANCE SUPERVISOR	30
FLEET MAINTENANCE SUPERVISOR	38
FLEET MECHANIC I	22
FLEET MECHANIC II	26
FLEET MECHANIC III	28
FOSTER PARENT LIAISON	16
GEOGRAPHIC INFORMATION SYSTEMS ANALYST	39
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN I	27
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN II	31
HEALTH EDUCATOR	30
HEALTH SERVICES ANALYST I	30
HEALTH SERVICES ANALYST II	34
IEVS COORDINATOR	19
INFORMATION SYSTEMS ANALYST I	37
INFORMATION SYSTEMS ANALYST II	41
INFORMATION SYSTEMS SPECIALIST I	37
INFORMATION SYSTEMS SPECIALIST II	41
INFORMATION SYSTEMS SUPERVISOR (DSS)	48
INFORMATION SYSTEMS TECHNICIAN	31
INFORMATION SYSTEMS SUPERVISOR	48
INFORMATION SYSTEMS TECHNICIAN (Merit Systems)	31
INFRASTRUCTURE MANAGER	31
INSTITUTIONAL FARMING & MAINTENANCE TECHNICIAN	29
INSTITUTIONAL LICENSED PSYCHIATRIC TECHNICIAN I	31
INSTITUTIONAL LICENSED PSYCHIATRIC TECHNICIAN II	35
INSTITUTIONAL LVN I	35
INSTITUTIONAL LVN II	39
INSTITUTIONAL REGISTERED NURSE I	45
INSTITUTIONAL REGISTERED NURSE II	49
LAW CLERK I	22
LAW CLERK II	26
LAW LIBRARY CLERK	14
LEAD COMMUNITY SERVICES AIDE	21
LEAD CUSTODIAN	16
LEGAL CLERK I (Merit Systems)	18
LEGAL CLERK II (Merit Systems)	22
LEGAL SECRETARY I	18
LEGAL SECRETARY I (Merit Systems)	18
LEGAL SECRETARY II	22
LEGAL SECRETARY II (Merit Systems)	22
LEGAL SECRETARY III	24
LEGAL SECRETARY SUPERVISOR	30
LIBRARIAN I	24
LIBRARIAN II	28
LIBRARY ASSISTANT I	10
LIBRARY ASSISTANT II	14
LIBRARY CLERK I	8

## EXHIBIT A

Job Title	Range
LIBRARY CLERK II	12
LICENSED CLINICAL NURSE SUPERVISOR	55
LICENSED CLINICAL SUPERVISOR	51
LICENSED PSYCHIATRIC TECHNICIAN I	24
LICENSED PSYCHIATRIC TECHNICIAN II	28
LVN I	28
LVN II	32
MEDICAL ASSISTANT I	12
MEDICAL ASSISTANT II	9
MEDICAL RECORDS SUPERVISOR	13
MENTAL HEALTH SERVICES ACT COORDINATOR	22
NUTRITION ASSISTANT I	12
NUTRITION ASSISTANT II	16
NUTRITION ASSISTANT III	20
NUTRITIONAL PROGRAMS SUPERVISOR	27
OFFICE ASSISTANT I	8
OFFICE ASSISTANT II	12
OFFICE ASSISTANT III	14
OFFICE ASSISTANT SUPERVISOR	22
OFFICE ASSISTANT SUPERVISOR I (Merit Systems)	22
OFFICE ASSISTANT SUPERVISOR II (Merit Systems)	24
OFFICE MAINTENANCE WORKER	15
OFFICE MAINTENANCE WORKER (Merit Systems)	15
ORGANIC MATERIALS PROGRAM COORDINATOR	32
PAYROLL COORDINATOR I	28
PAYROLL COORDINATOR II	32
PAYROLL TECHNICIAN	24
PERMIT TECHNICIAN I	23
PERMIT TECHNICIAN II	27
PLANNER I	31
PLANNER II	35
PLANNER III	39
PLANNER IV	43
PLANNING TECHNICIAN I	23
PLANNING TECHNICIAN II	27
PRINCIPAL APPRAISER	38
PROBATION AIDE	19
PROPERTY TAX ACCOUNTANT I	29
PROPERTY TAX ACCOUNTANT II	33
PSYCHIATRIC AIDE I	7
PSYCHIATRIC AIDE II	11
PUBLIC GUARDIAN/PUBLIC ADMINISTRATOR SUPPORT SPECIALIST	26
PUBLIC HEALTH NURSE I	44
PUBLIC HEALTH NURSE II	48
PUBLIC HEALTH NURSE III	52
PUBLIC SAFETY FLEET MAINTENANCE SUPERVISOR	38
PUBLIC SAFETY VEHICLE & EQUIPMENT MECHANIC I	21
PUBLIC SAFETY VEHICLE & EQUIPMENT MECHANIC II	25
PUBLIC WORKS ASSISTANT MAINTENANCE SUPERVISOR	27
PUBLIC WORKS INVENTORY CONTROLLER	26
PUBLIC WORKS MAINTENANCE SUPERVISOR	31
PUBLIC WORKS MAINTENANCE WORKER I	15
PUBLIC WORKS MAINTENANCE WORKER II	19
PUBLIC WORKS MAINTENANCE WORKER III	21
PUBLIC WORKS MAINTENANCE WORKER IV	23

**EXHIBIT A**

<b>Job Title</b>	<b>Range</b>
PUBLIC WORKS PROGRAM SUPERVISOR	45
QUALITY ASSURANCE MANAGER	51
REAL PROPERTY/UTILITY COORDINATION AGENT	31
RECYCLING COORDINATOR I	22
RECYCLING COORDINATOR II	26
REGISTERED DIETITIAN I	33
REGISTERED DIETITIAN II	37
REGISTERED NURSE I	42
REGISTERED NURSE II	46
RIGHT OF WAY AGENT	31
SCREENER	16
SECRETARY III (Merit Systems)	22
SENIOR ACCOUNTING TECHNICIAN	27
SENIOR APPRAISER	34
SENIOR ASSESSMENT CLERK	24
SENIOR AUDITOR APPRAISER	35
SENIOR BUYER	35
SENIOR CIVIL ENGINEER	54
SENIOR TRANSPORTATION PLANNER	39
SOCIAL SERVICES AIDE	16
SOCIAL WORKER I	26
SOCIAL WORKER II	30
SOCIAL WORKER III	33
SOCIAL WORKER IV A	35
SOCIAL WORKER IV B	36
SOCIAL WORKER SUPERVISOR I	37
SOCIAL WORKER SUPERVISOR II	41
STAFF SERVICES ANALYST I - FISCAL (Merit Systems)	29
STAFF SERVICES ANALYST I (Merit Systems)	29
STAFF SERVICES ANALYST II - FISCAL (Merit Systems)	31
STAFF SERVICES ANALYST II (Merit Systems)	31
SUPERVISING CLINIC NURSE	46
SUPERVISING INSTITUTIONAL REGISTERED NURSE	57
SUPERVISING PUBLIC HEALTH NURSE	58
SUPERVISING REGISTERED DIETITIAN	45
SYSTEM SUPPORT ANALYST (CWS/CMS) (Merit Systems)	20
SYSTEM SUPPORT ANALYST (Merit Systems)	20
TRANSFER ANALYST	25
TRANSPORTATION PLANNER AIDE	22
VETERANS SERVICES REPRESENTATIVE	23
VICTIM WITNESS ADVOCATE I	21
VICTIM WITNESS ADVOCATE II	25
VOCATIONAL ASSISTANT	8
WASTEWATER FACILITIES OPERATOR	36
WASTEWATER TREATMENT PLANT OPERATOR I	29
WASTEWATER TREATMENT PLANT OPERATOR II	33
YOUTH SERVICES LIBRARIAN	28

**EXHIBIT A1**  
**JOINT COUNCIL**  
**SCHEDULE OF HOURLY WAGE RATES**  
**EFFECTIVE XXXX XX, XXXX**

Range	Hourly Rate				
	STEP A	STEP B	STEP C	STEP D	STEP E
1					15.13
2					15.51
3				15.14	15.90
4				15.52	16.30
5			15.15	15.91	16.70
6			15.53	16.30	17.12
7		15.16	15.92	16.71	17.55
8		15.54	16.31	17.13	17.99
9	15.17	15.93	16.72	17.56	18.44
10	15.55	16.32	17.14	18.00	18.90
11	15.94	16.73	17.57	18.45	19.37
12	16.33	17.15	18.01	18.91	19.85
13	16.74	17.58	18.46	19.38	20.35
14	17.16	18.02	18.92	19.87	20.86
15	17.59	18.47	19.39	20.36	21.38
16	18.03	18.93	19.88	20.87	21.92
17	18.48	19.40	20.37	21.39	22.46
18	18.94	19.89	20.88	21.93	23.02
19	19.42	20.39	21.41	22.48	23.60
20	19.90	20.90	21.94	23.04	24.19
21	20.40	21.42	22.49	23.61	24.80
22	20.91	21.95	23.05	24.20	25.41
23	21.43	22.50	23.63	24.81	26.05
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



<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