

Side Letter of Agreement

County of Lassen  
and  
Lassen County Peace Officers Association

May 20, 2021

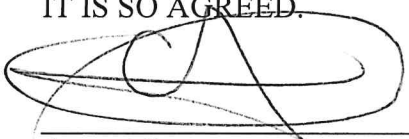
The Peace Officers Association and County of Lassen recognize that there has been significant difficulty in recruiting and retaining qualified applicants for the positions within the Peace Officers Association. This has caused staffing shortages, loss of productivity, necessary overtime work, and morale issues within the Association members.

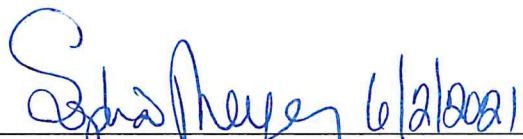
The County of Lassen (County) and Lassen County Peace Officers Association, (Union) enter into this Side Letter of Agreement and hereby agree to the following:

**Upon ratification by the Board of Supervisors, all incumbents within the Union shall be moved from the POA-B Salary Schedule into the identical Range and Step in the POA-A Salary Schedule in accordance with the attached spreadsheet. The change shall be effective beginning the first full pay period after May 1, 2021.**

Example: Employee A is currently at a POA-B Range 25, Step 1, at an hourly rate of \$27.7355, we are proposing moving Employee A to the POA-A Salary Schedule at a Range 25, Step 1, at an hourly rate of \$29.3680.

IT IS SO AGREED.

 6-2-21  
\_\_\_\_\_  
Steve Allen, Date  
Lead Negotiator, Goyette & Associates

 6/2/2021  
\_\_\_\_\_  
Sophia R. Meyer, Date  
Lead Negotiator for County

**ADOPTED:**

\_\_\_\_\_  
AARON ALBAUGH, CHAIR Date  
of the Board of Supervisors,  
County of Lassen, State of California

**APPROVED AS TO FORM:**

  
\_\_\_\_\_  
Amanda Uhrhammer, County Counsel  
County of Lassen, State of California

**ATTEST: JULIE BUSTAMANTE, CLERK OF THE BOARD**

\_\_\_\_\_  
Michele Yderraga, Deputy Clerk of Date  
the Board of Supervisors of the  
County of Lassen, State of California

| Retired<br>Position<br>No. | Position<br>No. | EE No. | Job Class Description    | Current<br>Group/BU | Current Salary<br>Schedule by<br>Group/BU | Range | Step | Base Hourly<br>Rate No<br>Longevity | Proposed<br>Salary<br>Schedule by<br>Group/BU | Range | Step | Base Hourly<br>Rate No<br>Longevity | Percent<br>Change |
|----------------------------|-----------------|--------|--------------------------|---------------------|-------------------------------------------|-------|------|-------------------------------------|-----------------------------------------------|-------|------|-------------------------------------|-------------------|
| 9301                       | 7000018         | 289    | LIEUTENANT               | POA MGT-SUP         | LCPOA-B                                   | 25    | 4    | 31.9202                             | POA A                                         | 25    | 4    | 33.7989                             | 0.9444            |
| 9347                       | 8000032         | 4092   | CORRECTIONAL DEPUTY I    | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9414                       | 8000055         | 518    | CORRECTIONAL SERGEANT    | LCPOA-B             | LCPOA-B                                   | 21    | 7    | 30.4567                             | POA A                                         | 21    | 7    | 32.2493                             | 0.9444            |
| 9354                       | 8000048         | 2588   | CORRECTIONAL DEPUTY I    | LCPOA-B             | LCPOA-B                                   | 15    | 2    | 18.3006                             | POA A                                         | 15    | 2    | 19.3778                             | 0.9444            |
| 9357                       | 8000030         | 4005   | CORRECTIONAL DEPUTY I    | LCPOA-B             | LCPOA-B                                   | 15    | 2    | 18.3006                             | POA A                                         | 15    | 2    | 19.3778                             | 0.9444            |
| 9362                       | 8000026         | 618    | CORRECTIONAL DEPUTY I    | LCPOA-B             | LCPOA-B                                   | 15    | 5    | 20.9981                             | POA A                                         | 15    | 5    | 22.2340                             | 0.9444            |
| 9418                       | 8000056         | 245    | CORRECTIONAL SERGEANT    | LCPOA-B             | LCPOA-B                                   | 21    | 4    | 26.4713                             | POA A                                         | 21    | 4    | 28.0295                             | 0.9444            |
| 9349                       | 8000024         | 302    | CORRECTIONAL DEPUTY I    | LCPOA-B             | LCPOA-B                                   | 15    | 4    | 20.0547                             | POA A                                         | 15    | 4    | 21.2352                             | 0.9444            |
| 9351                       | 8000042         | 4004   | CORRECTIONAL DEPUTY I    | LCPOA-B             | LCPOA-B                                   | 15    | 2    | 18.3006                             | POA A                                         | 15    | 2    | 19.3778                             | 0.9444            |
| 9397                       | 8000011         | 413    | CORRECTIONAL DEPUTY II   | LCPOA-B             | LCPOA-B                                   | 17    | 7    | 25.2673                             | POA A                                         | 17    | 7    | 26.7546                             | 0.9444            |
| 9348                       | 8000014         | 4071   | CORRECTIONAL DEPUTY I    | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9364                       | 8000046         | 4014   | CORRECTIONAL DEPUTY I    | LCPOA-B             | LCPOA-B                                   | 15    | 2    | 18.3006                             | POA A                                         | 15    | 2    | 19.3778                             | 0.9444            |
| 9381                       | 8000041         | 438    | CORRECTIONAL DEPUTY II   | LCPOA-B             | LCPOA-B                                   | 17    | 5    | 23.0286                             | POA A                                         | 17    | 5    | 24.3841                             | 0.9444            |
| 9346                       | 8000036         | 526    | CORRECTIONAL DEPUTY I    | LCPOA-B             | LCPOA-B                                   | 15    | 3    | 19.1563                             | POA A                                         | 15    | 3    | 20.2838                             | 0.9444            |
| 9359                       | 8000022         | 4085   | CORRECTIONAL DEPUTY I    | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9361                       | 8000023         | 4069   | CORRECTIONAL DEPUTY II   | LCPOA-B             | LCPOA-B                                   | 17    | 1    | 19.1563                             | POA A                                         | 17    | 1    | 20.2838                             | 0.9444            |
| 9342                       | 8000003         | 334    | CORRECTIONAL CORPORAL    | LCPOA-B             | LCPOA-B                                   | 19    | 7    | 27.7355                             | POA A                                         | 19    | 7    | 29.3680                             | 0.9444            |
| 9356                       | 8000008         | 4046   | CORRECTIONAL DEPUTY I    | LCPOA-B             | LCPOA-B                                   | 15    | 2    | 18.3006                             | POA A                                         | 15    | 2    | 19.3778                             | 0.9444            |
| 9343                       | 8000001         | 481    | CORRECTIONAL CORPORAL    | LCPOA-B             | LCPOA-B                                   | 19    | 3    | 23.0286                             | POA A                                         | 19    | 3    | 24.3841                             | 0.9444            |
| 9340                       | 8000004         | 662    | CORRECTIONAL CORPORAL    | LCPOA-B             | LCPOA-B                                   | 19    | 1    | 20.9981                             | POA A                                         | 19    | 1    | 22.2340                             | 0.9444            |
| 9338                       | 8000010         | VACANT | CORRECTIONAL DEPUTY I/II | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9339                       | 8000012         | VACANT | CORRECTIONAL DEPUTY I/II | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9350                       | 8000016         | VACANT | CORRECTIONAL DEPUTY I/II | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9358                       | 8000020         | VACANT | CORRECTIONAL DEPUTY I/II | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9345                       | 8000026         | VACANT | CORRECTIONAL DEPUTY I/II | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9371                       | 8000028         | VACANT | CORRECTIONAL DEPUTY I/II | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9365                       | 8000034         | VACANT | CORRECTIONAL DEPUTY I/II | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9355                       | 8000038         | VACANT | CORRECTIONAL DEPUTY I/II | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9360                       | 8000044         | VACANT | CORRECTIONAL DEPUTY I/II | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9363                       | 8000050         | VACANT | CORRECTIONAL DEPUTY I/II | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9353                       | 8000052         | VACANT | CORRECTIONAL DEPUTY I/II | LCPOA-B             | LCPOA-B                                   | 15    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |
| 9338                       | 8000002         | VACANT | CORRECTIONAL CORPORAL    | LCPOA-B             | LCPOA-B                                   | 19    | 1    | 17.4858                             | POA A                                         | 15    | 1    | 18.5148                             | 0.9444            |