

Side Letter Agreement
San Bernardino County Probation Officers Association
PROBATION UNIT

Temporary Emergency Detention Coverage

Effective the pay period following Board of Supervisor approval, the County shall provide Probation Officers I, II, or III who are assigned to the Detention Centers to supervise and care for detainees in the department's custody with additional pay as follows:

Compensation

Employees will be paid double time (i.e., two times the regular rate of pay) for extra shifts that meet the eligible shift criteria. In no instance shall an employee be paid more than double time.

Eligible Shift Criteria

- a) An eligible shift is defined as one extra shift, or portion of an extra shift (i.e., minimum of 2 hours) of actual hours worked in the Detention Centers providing extra shift coverage in addition to an employee's regularly scheduled hours (e.g., an employee regularly scheduled for 80 hours per pay period shall only receive double time compensation for eligible extra shifts worked above these hours).
- b) If employee calls off on a regularly scheduled shift(s) (e.g., personal reasons), calls in sick or takes any leave time (vacation, holiday, etc.) including pre-scheduled overtime shifts, the employee will no longer be eligible for the double time compensation. An exception of 2 hours of leave time coded in a pay period shall be allowed where the employee coded time for purposes of participating in Department mandated training.

Limited Duration

The duration of this additional compensation is temporary and is not intended to exceed a period of 13 pay periods from the effective date. The Temporary Emergency Detention Coverage pay will be effective the pay period following Board of Supervisor approval through pay period ending December 29, 2023. Should there be any reason that the "Temporary Emergency Detention Coverage" needs to be extended, the County shall, 45 days prior to the expiration of this document, "meet and confer" with the San Bernardino County Probation Officers Association to discuss the extension of the "Temporary Emergency Detention Coverage," and different compensation/terms.

Date Agreed: 06/23/2023

SAN BERNARDINO COUNTY



Leo Gonzalez
County Labor Relations Chief

SBCPOA



Miguel Mayorga
President