

**2022 NEGOTIATIONS
COUNTY OF SACRAMENTO
AND THE
SACRAMENTO COUNTY PROBATION ASSOCIATION BU24
Total Tentative Agreement**

The County and the Sacramento County Probation Association (SCPA) have met and conferred in good faith pursuant to the Meyers-Milias-Brown Act - California Government Code 3500 and reached an agreement on a successor memorandum of understanding.

The Parties have reached agreements as follows:

- County Proposal #1 – Letters of Reprimand
- County Proposal #2 – Mileage Reimbursement
- County Proposal #3 – Salary Increase
- County Proposal #4 – Watch Commander Differential
- County Proposal #7 – Longevity
- County Proposal #8 – Term
- County Counter Proposal #1 – Deferred Compensation
- County Counter Proposal #2 – Bilingual Pay
- County Counter Proposal #3 – Holidays
- County Counter Proposal #8 – FTO

The County agrees to withdraw the following proposals:

- County Proposal #5 – Grievances
- County Proposal #6 – Discipline

SCPA agrees to withdraw the following proposals:

- SCPA #1 – Salary Increases (TA County Proposal)
- SCPA #2 – Salary Administration
- SCPA #3 – Longevity (TA County Proposal)
- SCPA #4 – STC Incentive
- SCPA #5 – Employee retiree Contribution
- SCPA #6 – Firearms Training Pay
- SCPA #7 – FTO (TA County Proposal)
- SCPA #8 – RHSA
- SCPA #9 – Increase Vacation Cash-out
- SCPA#10 – 4/40 Work Schedule0

For the County of Sacramento:

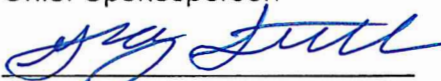
Date: 6/24/22



Michael W. Jarvis
Chief Spokesperson

For SCPA:

Date: 6/25/22



Greg Stuber
Chief Spokesperson

COUNTY OF SACRAMENTO
AND
SACRAMENTO COUNTY PROBATION ASSOCIATION
SUPERVISING PROBATION OFFICERS UNIT
SCPA COUNTER PROPOSAL
To County Proposal #1 5/6/2022
Date: June 3, 2022

4.4 LETTERS OF REPRIMAND

a. Each employee shall be given an opportunity to read and sign formal letters of reprimand prior to the placement of such material in his/her personnel file. The employee shall receive a copy of the letter of reprimand. A "letter of reprimand" is a written censure of an employee. Letters of reprimand shall be given only for just cause.

b. An employee may grieve whether a formal letter of reprimand was given for just cause through to Step 32 of the regular grievance procedure.

c. If SCPSASCPA is not satisfied with the County's ~~third~~second step decision concerning an alleged violation of Subsection a., above, SCPSASCPA, within fourteen (14) calendar days of receipt of the decision, may request mediation of the grievance. The parties shall utilize and abide by the rules of the State Mediation and Conciliation Service. The cost of such mediation, if any, shall be equally divided.

d. Upon request of the employee, a written reprimand and any written rebuttal submitted by the employee shall be removed from an employee's personnel files if the employee has worked for a three (3) consecutive year period subsequent to receipt of the written reprimand, without receipt of any additional letters of reprimand or disciplinary action. Notwithstanding the three year time frame above, an employee may request removal before 3 years. Removal of the letter of reprimand prior to the three-year time frame is at the discretion of the appointing authority, but shall not be unreasonably denied.

For the County:

Date: 6/3/22



Michael W. Jarvis
Chief Negotiator

For SCPA:

Date: 6/13/22



Greg Stuber
Chief Negotiator

2022 NEGOTIATIONS
COUNTY OF SACRAMENTO PROPOSAL #2
TO
SACRAMENTO COUNTY PROBATION ASSOCIATION
REPRESENTING EMPLOYEES IN THE
SUPERVISING PROBATION OFFICERS UNIT

Amend 7.6 as follows:

7.6 MILEAGE REIMBURSEMENT

~~The County shall reimburse employees who agree mutually with the County to provide their private cars for use on official business in lieu of using a County-owned car. The reimbursement shall be paid monthly on the filing of a claim therefor by the employee. The employee shall be reimbursed for any mileage traveled at a rate based upon the Internal Revenue Service business mileage deduction rate, for the first 600 miles of reimbursement. For over 600 miles, the reimbursement would be at the Internal Revenue Service business mileage deduction rate less \$.15 per mile.~~

At the discretion of the appointing authority, an employee may opt to receive the monthly minimum mileage claim of \$48 per month in lieu of submitting a claim of \$48. This option is not intended to compensate individuals who do not use a private vehicle for work, nor is it intended to increase the amount the employee would receive if actual miles were claimed.

For the County of Sacramento:

Date: 6/1/22

Michael W. Jarvis

Michael W. Jarvis
Chief Spokesperson

For SCPA:

Date: 6/3/22

Greg Stuber

Greg Stuber
Chief Spokesperson

2022 NEGOTIATIONS
COUNTY OF SACRAMENTO PROPOSAL #3
TO
SACRAMENTO COUNTY PROBATION ASSOCIATION
REPRESENTING EMPLOYEES IN THE
SUPERVISING PROBATION OFFICERS UNIT

Amend Section 7.4 as follows:

7.4 SALARY INCREASES

- a. Effective the first pay period following adoption by the Board of Supervisors, salaries shall be increased by four percent (4%).
- b. Effective June 18, 2023, salaries shall be increased by four percent (4%).
- c. Effective the first pay period of June 30, 2024, salaries shall be increased based on the average percent of year to year change in the Consumer Price Index (CPI) U.S. City Average, Urban Wage Earners and Clerical Workers reported to the nearest one-tenth of one percent (1/10%) however, such increase shall not be less than two percent (2%) nor more than four percent (4%).
- d. The County endeavors to establish and maintain a ten percent (10%) spread between Step 9 of the management/supervisory class and Step 9 of the highest paid subordinate class.

7.5 EQUITY ADJUSTMENTS

Effective June 18, 2023, Supervising Probation Officers will receive a one percent (1.0%) equity adjustment.

Effective June 30, 2024, Supervising Probation Officers will receive a two percent (2.0%) equity adjustment.

~~a. Fiscal Year 2018-19: Effective the pay period following Board approval salaries shall be increased four percent (4%). In addition, the pay period following Board approval, unit employees shall receive a one-percent (1%) equity increase.~~

~~b. Fiscal Year 2019-20: Effective June 23, 2019, salaries shall be increased by three percent (3%). Also, effective June 23, 2019, employees shall receive a one-percent (1%) equity increase.~~

~~c. Fiscal Year 2020-21: Effective June 21, 2020, salaries shall be increased by three percent (3%). Also, effective June 21, 2020, employees shall receive a one-percent (1%) equity increase.~~

~~d. Three Percent of the six-percent Standards and Training for Corrections Probation Officer and/or Senior Probation Officer Core Certificate shall be incorporated into the salary, as identified in Exhibit B, of the Supervising Probation Officer. Effective the first full pay period following ratification and approval by the Board of Supervisors, prior to application of salary increase identified in 9.1(a), the Supervising Probation Officer salary shall be increased by 3% accordingly. The 6% Probation/Sr. Probation Officer-STC certificate identified in 7.16(a) shall be simultaneously reduced to 3%.~~

For the County of Sacramento:

Date: 6/24/22



Michael W. Jarvis
Chief Spokesperson

For SCPA:
Date: 6/25/22



Greg Stuber
Chief Spokesperson

2022 NEGOTIATIONS
COUNTY OF SACRAMENTO PROPOSAL #4
TO
SACRAMENTO COUNTY PROBATION ASSOCIATION
REPRESENTING EMPLOYEES IN THE
SUPERVISING PROBATION OFFICERS UNIT

Amend Section 7.17 as follows:

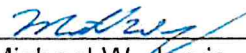
7.17 WATCH COMMANDER DIFFERENTIAL

Supervising Probation Officers who are assigned as Watch Commanders will receive Watch Commander Differential in the amount of five percent (5.0%) of their base rate of pay for the duration of the assignment. Management retains the right to assign or remove any employee as a Watch Commander. Management's decision is not subject to the grievance or discipline procedures.

~~A 5% special pay differential shall be paid for Supervising Probation Officers assigned to juvenile institutions and designated as "Watch Commander" during their shift. This differential shall apply to Supervising Probation Officers for only the hours designated as "Watch Commander". This differential will remain in place until terminated by the department head or at the discretion of the agency administrator.~~

For the County of Sacramento:


Date: 6/24/22



Michael W. Jarvis
Chief Spokesperson

For SCPA:

Date: 6/25/22



Greg Stuber
Chief Spokesperson

**2022 NEGOTIATIONS
COUNTY OF SACRAMENTO PROPOSAL #7
TO
SACRAMENTO COUNTY PROBATION ASSOCIATION
REPRESENTING EMPLOYEES IN THE
SUPERVISING PROBATION OFFICERS UNIT**

Add Longevity as follows:

Longevity

Permanent employees who reach ten (10) years of full-time service shall receive a two and a half percent (2.5%) differential. Less than full-time permanent employees shall become eligible upon working the equivalent of ten (10) years of full-time service.

For the County of Sacramento:

Date: 6/24/22



Michael W. Jarvis
Chief Spokesperson

For SCPA:

Date: 6/25/22



Greg Stuber
Chief Spokesperson

**2022 NEGOTIATIONS
COUNTY OF SACRAMENTO PROPOSAL #8
TO
SACRAMENTO COUNTY PROBATION ASSOCIATION
REPRESENTING EMPLOYEES IN THE
SUPERVISING PROBATION OFFICERS UNIT**

Amend Section 15.1 as follows:

15.1 TERM

a. ~~The provisions of this Agreement shall be effective on July 1, 2018 except as otherwise specifically provided.~~

b.a. This Agreement shall remain in full force and effect from June 19, 2022 ~~July 1, 2018~~, to and including June 30, ~~2024~~2025.

For the County of Sacramento:


Date: 6/22/22



Michael W. Jarvis
Chief Spokesperson

For SCPA:

Date: 6/25/22



Greg Stuber
Chief Spokesperson

COUNTY OF SACRAMENTO
AND
SACRAMENTO COUNTY PROBATION ASSOCIATION
SUPERVISING PROBATION OFFICERS UNIT
SCPA COUNTER PROPOSAL
To County Counter Proposal #1 6/23/2022
Date: June 23, 2022

② Replace 7.13 WITH THE FOLLOWING:

7.13 DEFERRED COMPENSATION MATCH

If an employee contributes a minimum of one percent (1%) into their 457(b) deferred compensation plan, then the County will contribute three percent (3.0%) into the employees County 401 (a) plan.

For the County of Sacramento:


Date: 6/23/22



Michael W. Jarvis
Chief Negotiator

For SCPA:

Date: 6/23/22



Greg Stuber
Chief Negotiator

**2022 NEGOTIATIONS
COUNTY OF SACRAMENTO COUNTER PROPOSAL #2
TO
SACRAMENTO COUNTY PROBATION ASSOCIATION
REPRESENTING EMPLOYEES IN THE
SUPERVISING PROBATION OFFICERS UNIT**

Amend Section 7.14 as follows:

7.14 BILINGUAL PAY

a. An employee who is in a selectively certified position or a special class, either of which requires that the employee utilize bilingual skill or knowledge of a specified culture, shall be entitled to bilingual-cultural pay as provided in this section.

b. Other employees shall be approved for bilingual-cultural pay if:

- (1) The department head determines that bilingual skill is a requirement of the employee's position; and
- (2) The employee agrees to utilize theirhis/her bilingual ability and/or cultural knowledge on the job; and
- (3) The employee is able to demonstrate bilingual proficiency that is satisfactory to the County; and
- (4) The assignment is in writing and reviewed on an annual basis.

c. Sign language may be treated as a bilingual skill pursuant to this subsection.

d. An employee who qualifies pursuant to the above shall be paid either:

- (1) Oral skills differential of eightythirty cents (\$.830) per paid hour per pay period. ~~Effective the first biweekly pay period after Board approval, the oral skills differential shall increase to forty cents (\$.40) per paid hour per pay period;~~ or
- (2) Oral/written skills differential of thirty-five centsone dollar (\$1.00.35) per paid hour per pay period. ~~Effective the first biweekly pay period after Board approval, the oral skills differential shall increase to fifty cents (\$.50) per paid hour per pay period.~~

The County shall determine if the employee is qualified to receive either the (1) oral skills differential or the (2) oral/written skills differential. Such determination of proficiency is not subject to Article V, Grievance and Arbitration Procedure.

For the County of Sacramento:


Date: 6/24/22



Michael W. Jarvis
Chief Spokesperson

For SCPA:

Date: 6/25/22



Greg Stuber
Chief Spokesperson

**2022 NEGOTIATIONS
COUNTY OF SACRAMENTO COUNTER PROPOSAL #3
TO
SACRAMENTO COUNTY PROBATION ASSOCIATION
REPRESENTING EMPLOYEES IN THE
SUPERVISING PROBATION OFFICERS UNIT**

Amend Section 8.1 as follows:

8.1 HOLIDAYS

a. All regular employees shall be entitled to such holidays with pay as enumerated herein. All holidays proclaimed by the Governor, other than Thanksgiving Day, shall not be deemed County holidays unless affirmatively made so by resolution of the Board of Supervisors.

- (1) The holidays are: January 1, the third Monday in January, February 12, the third Monday in February, March 31, the last Monday in May, June 19, July 4, the first Monday in September, the second Monday in October, November 11, Thanksgiving Day, day after Thanksgiving Day, and December 25.
- (2) When January 1, February 12, March 31, June 19, July 4, November 11, or December 25 holidays fall on Sunday, regular employees who work in a unit for which the normal work schedule does not include Saturday and Sunday shall be entitled to the Monday following as a holiday with pay.
- (3) When January 1, February 12, March 31, June 19, July 4, November 11, or December 25 holidays fall on Saturday, regular employees who work in a unit for which the normal work schedule does not include Saturday and Sunday shall be entitled to the preceding Friday as a holiday with pay.

b. It is the intent of the parties that County employees shall take off from work the Fridays enumerated herein except where the appointing authority requires otherwise.


c. Regular employees who work in a unit for which the normal work schedules include Saturdays, Sundays, and holidays shall be granted one (1) day off every four (4) weeks in lieu of prescribed holidays. Such time off shall be designated in the employee's regular work schedule. If not scheduled and taken every four (4) weeks, such time shall accrue at the rate of (4.~~36~~) hours each biweekly pay period.

d. Each employee shall be allowed four (4) hours off work with pay on the last working day before Christmas or the last working day before New Year's. If the employee

is unable, because of the needs of the service, to take such time off, ~~he or she~~they shall be credited with four (4) hours compensatory time off. This benefit shall be prorated for part-time employees.

For the County of Sacramento:


Date: 6/23/22



Michael W. Jarvis
Chief Spokesperson

For SCPA:

Date: 6/23/22



Greg Stuber
Chief Spokesperson

**2022 NEGOTIATIONS
COUNTY OF SACRAMENTO COUNTER PROPOSAL #8
TO
SACRAMENTO COUNTY PROBATION ASSOCIATION
REPRESENTING EMPLOYEES IN THE
SUPERVISING PROBATION OFFICERS UNIT**

Add new Section as follows:

Field Training Officer (FTO) Pay

Employees who are assigned as Field Training Officers (FTO) will receive FTO Pay in the amount of five percent (5.0%) of their base rate of pay for the duration of the assignment. Management retains the right to assign or remove any employee as an FTO, Management's decision is not subject to the grievance or discipline procedures.

For the County of Sacramento:

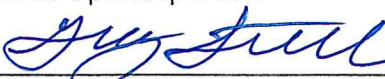
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Michael W. Jarvis
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For SCPA:

Date: 6/25/22



Greg Stuber
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