

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Human Resources	(2) MEETING DATE 7/15/2014	(3) CONTACT/PHONE Tami Douglas-Schatz, Human Resources Director (805) 781-5959	
(4) SUBJECT Request to approve two Side Letters with the San Luis Obispo County Probation Peace Officers' Association (SLOCPPOA), Probation Unit (BU 31) and Probation Supervisory Unit (BU 32) to amend Article 13, Shift Differential, of the 2013-2015 Memoranda of Understanding (MOU). All Districts.			
(5) RECOMMENDED ACTION It is recommended that your Board approve two Side Letters with the San Luis Obispo County Probation Peace Officers' Association (SLOCPPOA), Probation Unit (BU 31) and Probation Supervisory Unit (BU 32) to amend Article 13, Shift Differential, of the 2013-2015 Memoranda of Understanding (MOU).			
(6) FUNDING SOURCE(S) General Fund	(7) CURRENT YEAR FINANCIAL IMPACT \$27,520	(8) ANNUAL FINANCIAL IMPACT \$27,520	(9) BUDGETED? Yes
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ___) <input type="checkbox"/> Board Business (Time Est. ___)			
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input checked="" type="checkbox"/> N/A			
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) N/A		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: N/A <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A	
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input checked="" type="checkbox"/> N/A Date: _____	
(17) ADMINISTRATIVE OFFICE REVIEW Emily Jackson			
(18) SUPERVISOR DISTRICT(S) All Districts			

County of San Luis Obispo



TO: Board of Supervisors

FROM: Tami Douglas-Schatz, Human Resources Director
(805) 781-5959

DATE: 7/15/2014

SUBJECT: Request to approve two Side Letters with the San Luis Obispo County Probation Peace Officers' Association (SLOCPPOA), Probation Unit (BU 31) and Probation Supervisory Unit (BU 32) to amend Article 13, Shift Differential, of the 2013-2015 Memoranda of Understanding (MOU). All Districts.

RECOMMENDATION

It is recommended that your Board approve two Side Letters with the San Luis Obispo County Probation Peace Officers' Association (SLOCPPOA), Probation Unit (BU 31) and Probation Supervisory Unit (BU 32) to amend Article 13, Shift Differential, of the 2013-2015 Memoranda of Understanding (MOU).

DISCUSSION

On February 11, 2014, your Board approved the 2013-2015 Memoranda of Understanding (MOU) for the SLOCPPOA bargaining units. Article 13 of the current MOUs include evening and night shift differentials for Juvenile Service Officers (JSO) working during eligible time periods. Deputy Probation Officers (DPO) and Supervising Deputy Probation Officers had also previously been entitled to that differential when assigned to work at Juvenile Hall. Revisions to the MOU adopted in February had the unintended effect of removing the evening and night shift differentials from the DPOs when assigned at the Hall. These side letters, Attachment "A" and "B" rectify the issue by amending Article 13 to allow DPOs and Supervising DPOs to receive the same evening and night shift differentials only when assigned to Juvenile Hall and working during those eligible time periods, as had previously been the practice. With your Board's approval of these side letters, each DPO and Supervising DPO who works an evening or night shift when assigned to the Juvenile Hall during that shift, will receive the same shift differential as JSOs pursuant to Section 13.1.1 and shall not receive any other weekend differential pay during those periods.

OTHER AGENCY INVOLVEMENT/IMPACT

County Counsel has reviewed and approved the Side Letter for form and legal effect. Probation Department agrees with the terms and provided financial data.

FINANCIAL CONSIDERATIONS

Based on an estimate of expected overtime hours for Deputy Probation Officers assigned to Juvenile Hall, the estimated costs associated with the application of the night and evening shift differential for FY 2014-2015 is expected to be \$24,400. Expected costs associated with night and evening shift differential for Supervising Deputy Probation Officers assigned to Juvenile Hall is estimated to be \$3,120 for FY 2014-2015. The total cost associated with this change is estimated to be \$27,520 for FY 2014-2015.

RESULTS

Approval of these side letters will correct an unintended consequence resulting from a change in the MOU adopted in February. DPOs and Supervising DPOs will again be eligible to receive the night and evening shift differential when assigned to work at Juvenile Hall as has been the past practice.

ATTACHMENTS

1. Attachment A: Side letter with SLOCPPOA BU 31 to amend MOU Article 13, Shift Differential
2. Attachment B: Side letter with SLOCPPOA BU 32 to amend MOU Article 13, Shift Differential