

**LETTER OF AGREEMENT BETWEEN
COUNTY OF STANISLAUS,
STANISLAUS COUNTY PROBATION CORRECTIONS OFFICER ASSOCIATION (SCPCOA)
AND
STANISLAUS COUNTY DEPUTY PROBATION OFFICERS' ASSOCIATION (SCDPOA)**

RE: QUALIFIED DEPUTY PROBATION OFFICERS AND SUPERVISING PROBATION OFFICERS WORKING LIMITED OVERTIME HOURS IN THE JUVENILE HALL AND JUVENILE COMMITMENT FACILITY

Pursuant to this agreement between the County of Stanislaus, hereinafter referred to as "County," the Stanislaus County Probation Correction Officers' Association, hereinafter referred to as "SCPCOA," and the Stanislaus County Deputy Probation Officers' Association, hereinafter referred to as "SCDPOA," the parties agree as follows:

Whereas, the County, the SCPCOA, and the SCDPOA agree there is a need to fill critical vacant shift positions within the Juvenile Hall and the Juvenile Commitment Facility from time to time.

Whereas, the County, the SCPCOA, and the SCDPOA agree qualified Deputy Probation Officers and Supervising Probation Officers may fill critical, vacant shift positions within the Juvenile Hall and the Juvenile Commitment Facility as needed and in accordance with the terms and conditions listed herein.

Whereas, the County, the SCPCOA, and the SCDPOA agree qualified Deputy Probation Officers and Supervising Probation Officers will be compensated at their regular rate of pay within their current classification for all hours actually worked to fill a shift position in the Juvenile Hall or Juvenile Commitment Facility.

Whereas, the County, the SCPCOA, and the SCDPOA agree "Qualified Deputy Probation Officers and Supervising Probation Officers" is defined as a Deputy Probation Officer I, II, or III or Supervising Probation Officer. The qualified employee must complete a one-time, department-approved orientation or have prior experience as a Group Supervisor or a Probation Corrections Officer to work in the Juvenile Institutions. Deputy Probation Officers who were deemed qualified to work in the Juvenile Institutions prior to January 1, 2019, are not required to attend the aforementioned orientation to be considered "qualified."

Whereas, the County, the SCPCOA, and the SCDPOA agree this agreement supersedes and voids all past agreements and amendments concerning members of the SCDPOA working within the Juvenile Hall and Juvenile Commitment Facility.

Now therefore, the parties agree to the following terms and conditions:

1. This agreement will become effective on July 1, 2019. Any amendments hereto will become effective upon full execution of an amended Letter of Agreement by the parties.

2. Each month, the scheduling Supervising Probation Corrections Officer will identify available, unfilled shift positions and notify all Probation Corrections Officers who will be given a seven (7) day period to sign up for the available shifts.
3. After the seven (7) day period, if there remains unfilled shift positions for the month, the scheduling Supervising Probation Corrections Officer or designee will notify all Qualified Deputy Probation Officers or Supervising Probation Officer of the unfilled shift positions and allow them to sign up for the positions in accordance with the terms and conditions below:
 - A. For shifts that are available in advance, qualified employees must obtain authorization from their supervisor to fill shifts. For shifts that immediately become available after normal working hours, on weekends or on holidays and where a supervisor cannot be contacted for authorization, qualified employees are authorized to fill said shifts without their supervisor's authorization. In situations where supervisor authorization cannot be obtained, qualified employees must adhere to Lexipol Policies regarding working hours, and overtime compensation and Stanislaus County Personnel Manual, Tab 10.
 - B. Work hours shall comply with the provisions of Lexipol Policies regarding working hours, and overtime compensation and Stanislaus County Personnel Manual, Tab 10.
 - C. Once a Qualified Deputy Probation Officer or Supervising Probation Officer signs up for an unfilled shift, the officer will be considered "assigned" to that shift for all purposes.
 - D. The Deputy Probation Officer or Supervising Probation Officer may only be paid for time worked in the Juvenile Hall or Juvenile Commitment Facility in accordance with Lexipol Policy regarding overtime compensation and Stanislaus County Personnel Manual, Tab 10.
 - E. If a Qualified Deputy Probation Officer or Supervising Probation Officer volunteers and is subsequently formally assigned for a shift covered by this section and reports to the Juvenile Hall or Juvenile Commitment Facility for said shift, and the officer's shift has been canceled by the department the officer shall receive two hours of pay at the officer's regular rate of pay, if no alternative work is provided.
4. All other unfilled shift positions shall be filled using the mandated overtime list and associated procedures.
5. Employees who volunteer to work unfilled shifts in the Juvenile Institutions on an observed holiday listed, above shall be compensated at a rate of time-and-one-half for all hours worked and receive an additional eight (8) hours of vacation credit.
6. Employees who volunteer to work unfilled shifts in the Juvenile Institutions from 11:00 pm to 7:00 am beginning on December 31st shall be compensated at a rate of time-and- one-half for hours worked and

receive an additional eight (8) hours of vacation credit. Employees who volunteer to work unfilled shifts in the Juvenile Institutions from 11:00 pm to 7:00 am beginning on January 1st shall be compensated at a rate of time-and- one-half for hours worked; however, they will not be eligible for receive vacation credit.

7. The parties agree to meet and confer in the future at the request of any party named in this agreement to the extent required under the Meyers-Milias-Brown Act and limited to the terms and conditions described in this agreement.

FOR THE COUNTY:



Jody Hayes
Chief Executive Officer

FOR THE SCPCOA:


Mark Silveira (Sep 16, 2025 13:52:42 PDT)

Mark Silveira, President
SCPCOA

FOR THE SCDPOA:


Brent Dittman (Sep 16, 2025 13:50:21 PDT)

Brent Dittman, President
SCDPOA