



OE3 Supervising Probation Officers Bargaining Summary

Issue	MOU Section	Summary
Grievance Procedure	I.E.	Adding “or the Union’s agent.” If the grievance is not resolved within seven (7) calendar days after contact with the immediate supervisor, the grievant or the Union’s agent will submit the grievance in writing to the immediate supervisor on a mutually agreeable grievance form.
Wages	III.A.	<p>Effective 07/01/2022: 5.25%</p> <p>Effective 07/01/2023: 2.50% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on July 1, 2023, will be delayed by 6 months.</p> <p>Effective 01/06/2024: 2.25% except that if the March 2023 Joint Report projects budget deficit for FY 2023-2024 that exceeds \$300 million, base wage adjustment due on January 6, 2024, will be delayed by 6 months.</p>
DLOS Premium	III.D.	5% premium for work done as Department Liaison Officers for Security (“DLOS”). Specific to HSA and its Welfare Fraud Investigators
Additional Premiums	III.D.	Adding a Firearms Instructor 5% premium and Specialized Training premium, \$3/hour
On Call Pay	III. E.	Z employee may carry over 160 hours of comp time (changed from 120 carry over)
Juneteenth Holiday	III.F.	Adding Juneteenth, June 19th, as a legal holiday and changing Columbus Day to Indigenous Peoples Day, Italian American Heritage Day
In Lieu Holidays	III.F.	Allows in lieu days to be used in the current or next fiscal year
Appointment Above Entrance	III.H.	Adds appointment above entrance step based on "experience, education/training, skill and/or performance." Removes bulleted reasons. HR Director shall advance other incumbents who are below that step if possess same experience, training etc.