



Deputy Probation Officers Bargaining Summary

Issue	MOU Section	Summary
		Effective 07/01/2019: 3%
		Effective 12/28/2019: 1%
		Effective 07/01/2020: 3% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2020 will be delayed by 6 months.
Wages	III.A.	Effective 12/26/2020: 0.5% except that if the March 2020 Joint Report projects budget deficit for FY 2020-2021 that exceeds \$200 million, base wage adjustment due on December 26, 2020 will be delayed by 6 months.
		Effective 07/01/ 2021: 3% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on July 1, 2021 will be delayed by 6 months.
		Effective 01/08/2022: 0.5% except that if the March 2021 Joint Report projects budget deficit for FY 2021-2021 that exceeds \$200 million, base wage adjustment due on January 8, 2022 will be delayed by 6 months.
Union Security	I.I.	Strikes current language regarding agency fees. Provides new language in conformance with Janus decision and SB 866 requirements regarding the collection of union membership dues.
Bilingual	III.D	Increases bilingual pay from \$50 to \$60 per pay period. In order to be eligible for bilingual pay, employees must be assigned to perform bilingual services, and be certified as bilingual. The City may require an employee to recertify not more than once annually.
Management Rights	I.D.	Qualifies two paragraphs regarding City’s right to determine mission, performance level, standards and norms by adding, “except as otherwise provided herein.”
Gender Pronoun Cleanup	Multiple Sections	In conformance with Mayor’s Executive Directive on Gender Inclusivity, removes all gender pronouns and replaces them with gender neutral terms.
Notice and Meet and Confer	I.E.	Reduces timeline for City to provide notice of proposed actions from 7 to 10, increases timeline for Union to submit a request to meet and confer from 4 to 7.
Release Time	I.H.	Establishes a release time bank of two hundred and eight hours and delineates appropriate uses of time.
Non-Discrimination	II.D.	Updates the list of protected classes entitled to protection from discrimination. Adds recognition of legal requirements under the Americans with Disabilities Act (ADA) and the Family Medical Leave Act (FMLA). Removes definitions and statements of legal rights governed by law.



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		Provides that discrimination claims are not subject to the grievance procedure, as other administrative and legal remedies exist.
Reasonable Accommodation	II.E.	Deletes this provision, as language regarding the Americans with Disabilities Act was added to the non-discrimination provision at Section II.D..
Probationary Period	II.A.	Inserts language regarding the number of regularly scheduled hours necessary to complete probation and clarifies that legal holiday pay hours are included.
Bulletin Boards	II.B.	Sets forth more specific guidelines for use of space on bulletin boards in City buildings.
Personal Services Contracts	II.C.	Strikes PEC language requiring involvement in the Union’s request to meet and confer over PSCs.
Alternative Work Schedule Program	III.B.	Expands eligibility by removing three program eligibility requirements.
Standby Pay	III.D.	Strikes language that provides a 25% rate of standby pay for employees not outfitted with a pager.
Compensatory Time	III.E.	Caps the amount of compensatory time employees can earn and carry forward to the next fiscal year: <ul style="list-style-type: none"> • Z-designated (FLSA exempt) cap at 160 • Non-Z designated (FLSA covered) cap at 160
Floating Holidays	III.H.	Increase floating holidays from four (4) days each fiscal year to five (5) days each fiscal year. Employees have access to floating holidays immediately upon appointment.
Seniority Increments	III.S.	Provides that employees will move to each successive salary step upon on year of continuous service.
Life Insurance	III.U.	Provides \$50,000 life insurance.
Jury Duty	New Section (III.Z.)	Inserts standard language regarding employee rights to leave and pay during jury duty.
Substance Abuse Prevention Policy	Appendix B	Inserts language excluding employees covered by regulations of the US Department of Transportation; adapts controlled substance screening levels to conform with industry standards; eliminates outdated language agreeing to meet and confer on the policy’s implementation.
Duration	V.D.	States that the Agreement will be effective on July 1, 2019 and remain in effect through June 30, 2022.
CalPERS Amnesty	Side Letter	Grants amnesty for CalPERS underpayment.