

Memorandum of Understanding

By and Between

County of Madera

and the

Madera Probation Peace Officers Association

(Deputy Probation Officer Unit)

July 1, 2024 – June 30, 2025

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CHAPTER 1: GENERAL PROVISIONS

ARTICLE 1.1 – INTRODUCTION

A. Term

This Memorandum of Understanding made and entered into this day of **April 29, 2025**, by and between the County of Madera (“County”) and the Madera Probation Peace Officers Association (“Association”), representing the Deputy Probation Officer Unit, for and on behalf of the Employees hereinafter identified. Upon adoption by the Board of Supervisors of Madera County, the Memorandum will become binding between the County and the Association.

B. Term of Memorandum

Except as otherwise provided herein, this Memorandum shall be effective upon adoption by the Board of Supervisors of the County of Madera and remain in effect until midnight the 30th of June 2025.

C. Memorandum to Cover all Aspects of Wages and Working Conditions

This Memorandum is intended to cover all aspects of wages and working conditions for Employees covered herein. Therefore, nothing in this Memorandum shall prevent the Employer from modifying any benefits or benefit plans not specifically provided for in this Memorandum, such as retirement plans, salary continuation plans, etc., subject to the “meet and confer” requirements, if any, of the Meyers-Milias-Brown Act.

D. Scope of Agreement

This shall constitute the full and complete agreement between both parties and shall supersede and cancel all previous agreements and memorandums of understanding, both written and oral. The parties agree that except as expressly set forth herein, this memorandum shall not be subject to reopening on any item for the duration of the agreement or unless mutually agreed to by both parties. Neither party is obligated to agree to reopen this Memorandum except as stated herein, and any agreement to reopen this Memorandum must be signed in writing by the parties.

ARTICLE 1.2 – RECOGNITION

A. Association Recognition

Pursuant to Sections 3500-3510 of the Government Code and subject to the provisions of Madera County Code Chapter 2.63, the Association is recognized as the certified Employee organization having the exclusive right to meet and confer for all Employees within classifications designated as Deputy Probation Officer Unit classifications.

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B. Bargaining Unit

a. Representation:

The Association recognizes its obligation to cooperate with the Employer to assure maximum service of the highest quality and efficiency to the citizens of the County of Madera, consistent with its responsibilities to the Employees it represents; as the certified Employee organization, the Association is obligated to represent all Employees covered by the Memorandum of Understanding.

b. Association Discrimination:

The Association recognizes its responsibility as the designated representative and agrees to represent all Employees in the unit without discrimination of any type, interference, restraint, or coercion in their employment relations with the Employer.

C. Unit Classifications

The classifications, including their referenced salary ranges, of this Unit are listed in the table below.

Classification (On Peace Officer & Related Classifications Salary Table)	Salary Range
Deputy Probation Officer I	11
Deputy Probation Officer II	13
Senior Deputy Probation Officer	15
Youth Correctional Officer I	8
Youth Correctional Officer II	10
Youth Correctional Corporal	13

D. Mutual Obligation

The Association and Employer recognize and acknowledge their mutual obligation and responsibility to effectuate the purposes set forth in, and to adhere to, the conditions and clauses set forth in this Memorandum of Understanding.

E. Definitions

1. Employer

The term "Employer" as used herein shall refer to the County of Madera.

2. Association

The term "Association" as used herein shall refer to the Madera Probation Peace Officers Association.

3. Employee

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The term "Employee" as used herein shall mean any person employed by the County in the Classified Service who is occupying a permanent position, within the Deputy Probation Officer Unit as established under the provisions of Madera County Code Chapters 2.60 and 2.63.

4. Appointing Authority

The term "Appointing Authority" as used herein shall mean the group or person having the lawful power to make appointments or to remove persons from positions in the County service. For the purposes of this Memorandum, the term "Appointing Authority" shall be synonymous with the term "department head".

ARTICLE 1.3 – EQUAL EMPLOYMENT OPPORTUNITY

A. Non-Discrimination

The Employer agrees it shall not, in any manner, discriminate against any person whatsoever because of sex, race, color, ancestry, religious creed, national origin, physical or mental disability, medical condition, age, marital status, the taking of family and medical leave per the Family and Medical Leave Act (FMLA) or the California Family Rights Act (CFRA), the taking of pregnancy disability leave, sexual orientation, union affiliation, political or religious opinions or affiliations, gender identity, or any other protected characteristic under federal, state, or local law. Complaints of a violation of this provision may be processed pursuant to the County equal employment opportunity and anti-harassment policies and procedures or the grievance procedure described in this MOU.

B. Non-Discrimination of Membership

As provided in Madera County Code Section 2.63.040, the Employer will not interfere with or discriminate against any Employee by reason of membership in the Association.

ARTICLE 1.4 – EXISTING POLICIES, SEVERABILITY AND REOPENERS

A. Existing Laws, Regulations and Policies

This Memorandum is subject to all existing laws of the State of California, ordinances, regulations, and policies of the County.

B. County Policies

The Association and Employer have met and conferred on the following:

[Catastrophic Leave Program](#)

[Computer Equipment & Systems Usage Agreement](#)

C. Severability

The provisions of this Memorandum are declared to be severable and if any article, section, subsection, sentence, clause, or phrase of this Memorandum shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining articles, sections, subsections, sentences, clauses, and phrases of this Memorandum, but they shall remain in effect, it being the intent of the parties that this Memorandum shall stand.

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Should any portion of this Memorandum be found invalid or unconstitutional, the parties will meet and confer to arrive at a mutually satisfactory replacement for the portion found to be invalid or unconstitutional.

D. Re-Openers During Term of Agreement

1. The parties agree to reopen Article 5.1 one time only during the term of this Memorandum to negotiate the adoption of a CalPERS retiree health vesting schedule for employees first hired by the County following adoption of such vesting schedule. The parties anticipate the enactment of future legislation allowing the County to adopt such a vesting schedule.
2. The parties agree to reopen Article 5.1 one time only during the term of this Memorandum to negotiate possible changes to the existing medical insurance programs, medical insurance plans and/or cost sharing formulas for the medical insurance benefits provided to employees with the goal of reducing overall medical insurance costs/expenses for both the County and employees. If the parties cannot agree on changes to the existing medical insurance programs, medical insurance plans and/or cost sharing formulas during the reopener, there shall be no changes to medical insurance programs, medical insurance plans or cost sharing formulas.

E. Exchange of Information

The Employer and the Association agree to exchange promptly all public information and documents regarding wages, hours, and working conditions affecting the Employees in the Deputy Probation Officer Unit.

F. Ratification

Nothing contained in this Memorandum shall be deemed binding on either the Employer or the Association following signing of this Memorandum by the respective parties until it has been ratified by the Association's membership and has been approved by the Madera County Board of Supervisors.

CHAPTER 2: UNIT RIGHTS

ARTICLE 2.1 – AGREEMENT

A. General Provisions

Execution of this Memorandum of Understanding by the Association shall not be deemed a waiver of any Association or Employee right unless the right is expressly modified or restricted herein.

B. Association Obligation

The Association recognizes its obligation to cooperate with the Employer to assure maximum service of the highest quality and efficiency to the citizens of Madera County, consistent with its obligations to the Employees it represents.

ARTICLE 2.2 – NOTIFICATION

A. Employee Listing

The County agrees to provide the exclusive representative with the name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses on file with the County, and home addresses of newly hired employees within 30 days of initial hire or by the first pay period following hire. The County also agrees to provide the exclusive representative with this information for all employees in the bargaining unit at least every 120 days.

B. Scope of Representation

The Association shall be informed in advance in writing by the Employer of any proposed change in working conditions and other terms and conditions of employment not covered by this Memorandum that requires the Employer to meet with Employee Representatives as set forth in the Meyers-Milias-Brown Act. In instances where the Employer is proposing to grant recognition to an employee, or employees, that are not in the form of cash, and do not exceed a value of two hundred dollars (\$200) per employee in any given calendar year, the employer will notify the Association; however, under such circumstances there shall be no obligation to meet and confer.

C. Notification of Unit Existence

Employer and the Association affirm the principle that harmonious Employee-Employer relations are to be promoted and furthered. When a person is hired in any of the covered job classifications, the County shall notify that person the Association is the certified representative for the Employees and shall notify the Association of such hiring.

ARTICLE 2.3 – EMPLOYEE REPRESENTATIVES

A. General

The Association may select one (1) Employee representative and one (1) alternate representative for each department, not to exceed a total of eight (8), where Employees covered by this Memorandum are normally assigned.

Representatives of the Association shall have reasonable access to Employees, during their scheduled rest periods, provided such access does not interfere with County business. Department Heads and first-line supervisors will be notified by the Employer of the provisions of this Section. Solicitation for membership shall not be conducted during working time.

B. Access to Bulletin Boards

The Employer shall provide the Association space on County bulletin boards for posting of Association bulletins and other notices to its members.

C. Grievance Representation

Representatives of the Association shall have access to any Employee or Employees presenting a grievance in accordance with Article 7.1.

D. Disciplinary Action Representative

Any Employee has the right to have an Association Representative represent them at all stages of disciplinary action. A representative of the Association may be present upon request during any questioning of an Employee that may lead to disciplinary action against said Employee. This section shall not infringe on any management rights set forth in Article 3.1, nor on any rights to which the Employee may be entitled under Government Code sections 3300 et seq., the Public Safety Officers Procedures Bill of Rights Act.

E. Association Representative

Association Representatives shall be permitted reasonable time during working hours to notify the Business Representative of any violations of this Memorandum. The Representative may contact the Business Representatives during business hours to report grievances, violations of this Memorandum of Understanding, or safety violations.

F. Bargaining Representation

The Association may designate different representatives for the purpose of meeting with management on a departmental and administrative level. The Association also may designate alternates to such representatives for the purpose of specific meetings by advance notice to the County Administrative Officer or designee.

G. Representation Rights and Responsibilities

All Employees in the Deputy Probation Officer Unit shall be allowed, subject to lawful limitations as may be prescribed in the Association's by-laws, full voice, vote, and influence on positions and proposals of the Association.

H. Release Time

Upon request and with the approval of the Department Head, the Employer shall provide release time without loss of compensation or other benefits for a reasonable number of official Representatives of the Association, for the following reasons:

1. Attendance at meetings of a disciplinary nature when presence is requested by the Employee.
2. Attendance at meetings with management at either the departmental or County level.
3. Attendance at New Employee Orientation.
4. Meet and confer session.
5. Attendance at meetings when requested by the Board and/or Commissions that affect wages, hours, and working conditions of Employees represented by this Memorandum of Understanding.
6. Testifying or appearing as the designated Association representative in conferences, hearings, or proceedings before the Public Employment Relations Board or agents thereof or in matters before the Civil Service Commission or Board of Supervisors.

I. Union Right of Access to New Employee Orientations

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The County shall provide the exclusive representative with at least ten (10) days' notice in advance of a new employee orientation or other onboarding process, including the dates and times available for bargaining unit representative(s) to meet with new employees. The County will provide the Association with an annual or other periodic schedule of new employee orientations when available. Such notification shall meet the ten (10) day notice' requirement.

Representatives will be given a maximum of thirty (30) minutes to meet with newly hired employees of their bargaining unit at the end of New Employee Orientation. The Association representative will be allowed to communicate with new employees without interference and may provide written materials to the new employees.

The Association representative will provide the Department of Human Resources with the name of the employee representative who will attend the orientation, on behalf of the Association, to meet with newly hired employees of their bargaining unit. That employee shall be provided with release time from their regular duties, including travel time, for this sole purpose.

ARTICLE 2.4 – UNION DUES

A. Dues Deduction

The Association shall keep the Employer currently informed as to the amount of dues to be deducted and such notification shall be certified to the Employer in writing over the signature of authorized Officers or Representatives of the Association.

The Employer will deduct Association dues from the payroll warrant of each Employee who has submitted a payroll deduction authorization. The Employer will deduct an Association service fee for all other Employees in the Unit in an amount determined by the Association to pay for representation costs as are permitted under State law. Such dues and service fees deductions shall be remitted to the Association with an itemized statement.

B. Certification

Any changes in Association membership dues shall be certified to the Employer at least one (1) pay period in advance of the effective date of such changes and the Employer shall have no responsibility for the collecting of fees, assessments, or other deductions unless such deductions are certified to the Employer as prescribed at least one (1) pay period in advance of the payday upon which such deduction is to be made.

C. Indemnification

The Association shall indemnify, defend, and hold harmless the Employer against all claims, demands, expenses, judgments, or other liabilities on account of dues collected by the Employer and paid over to the Association.

D. Refund to Employer

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The Association agrees to refund to the Employer any amounts paid to it in error upon presentation of proper evidence thereof.

CHAPTER 3: COUNTY RIGHTS

ARTICLE 3.1 – MANAGEMENT RIGHTS

The Employer retains the exclusive right to manage the County. All the rights, powers, functions, and authority of the Employer that it had before the Association became certified as a Representative of the Employees of the Employer and are not limited or modified by specific provisions of this Memorandum, are retained by the Employer. The Employer retains the following rights to manage and supervise its Employees:

1. To hire, promote, transfer, assign, classify positions, retain Employees, and to suspend, demote, discharge, or take other disciplinary action against Employees.
2. To lay off, or demote Employees from duties because of lack of work, lack of funds, in the interest of economy, or other legitimate reasons.
3. To determine the policies, standards, procedures, methods, means and personnel by which County operations are to be conducted.
4. To take whatever actions may be necessary to carry out the mission of the County in situations of emergency.
5. All rights formerly or presently claimed by or vested in the County on the effective date of this Memorandum of Understanding and not otherwise mentioned in Article 3.1 are retained by the County unless explicitly waived by the County by Resolution or by a Memorandum of Understanding.
6. To limit or prohibit the right of Employees in certain positions or classes of positions from forming, joining, or participating in employee organizations as provided by the Government Code, and designating such employees in the current Schedule of Departments and Authorized Positions adopted by resolution.
7. Nothing in this policy shall be construed to interfere with the County's right to manage its operations in the most economical and efficient manner consistent with the best interest of all the citizens, taxpayers, and Employees of Madera County.

CHAPTER 4: WAGES

ARTICLE 4.1 – SALARY

A. Base Wage Rate

1. The wage rates for all Employee classifications covered herein shall be as shown in the Salary Table identified as "[Peace Officer & Related Classifications](#)".
2. Shift differential pay, longevity pay, assignment pay, and all other incentives required to be paid under this Agreement will be separately calculated based solely on the Employee's rate of pay, identified in the Salary Table "Peace Officer & Related Classifications".

B. Payroll

Employees shall receive pay on the last working weekday of the month except in circumstances that are beyond control of the Board of Supervisors.

C. Direct Deposit

The County shall provide Employees the option of automatic deposit of their pay to certain financial institutions.

D. Pay Card

Pay Cards shall be authorized for Employees who do not wish to have their pay electronically submitted via direct deposit to a financial institution. Pay cards are provided by the County through a third-party vendor.

For those Employees who currently receive a hard copy check and do not wish to receive their pay via the Pay Card or electronic deposit, they may continue to receive a hard copy check. Should the Employee, in the future, opt to receive their pay via a Pay Card or electronic deposit, the Employee will no longer have the option to return to receiving a hard copy check.

ARTICLE 4.2 – SPECIFIED WAGE ADJUSTMENTS

A. Appointment to a Position in a Class with a Higher Rate of Pay

Employees appointed to a position of higher salary range than previously held as a result of promotion, position reclassification, or authorization by the Director of Human Resources for a temporary assignment to work out of class, shall be paid at the nearest higher salary in the new range that will provide at least a five percent (5%) increase, except that no increase shall exceed the “H” step of the new range. Salary increases pursuant to this Article shall be effective on the date of appointment, and in the case of promotion or reclassification, a new anniversary date shall be established.

B. Temporary Assignment Pay/Working Out of Class

When an Employee is temporarily assigned work out-of-classification, the Employee will receive the pay of the higher classification commencing on the 15th regularly scheduled consecutive working day of such assignment. All requests for temporary assignments shall be submitted to the Director of Human Resources for authorization or denial.

C. Extra Help Shift Coverage at the Juvenile Detention Facility

To ensure the safe operation of the Madera County Juvenile Detention Facility (JDF) and compliance with applicable law, when staffing falls below the minimum staffing levels required by California Code of Regulations, Title 15, Section 1321, the Department will make every effort to fill shifts with qualified Deputy Probation Officers (DPOs) and Senior DPOs in accordance with the below procedure.

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A qualified DPO or Senior DPO includes:

1. Those employees who have completed the Youth Correctional Officer (YCO) Core.
2. Those employees who have not already completed the YCO Core but who complete a one-time orientation/training presented by Probation Management staff.
3. Approval by the Chief Probation Officer or designee to take on the additional assignment of working in the JDF.

Extra Help Shift Coverage Process Requirements:

The Department will maintain a list of qualified DPOs and Senior DPOs who volunteer to fill shifts, during their off-duty hours, at the JDF. The volunteer list will be updated bi-weekly or as needed to ensure DPOs and Senior DPOs are being assigned equitably. The County may not assign staff on duty in their regularly assigned positions to an extra help assignment in lieu of addressing staffing shortages or based on financial difficulties, except in cases of emergency as set forth under and in accordance with Government Code section 3504.5.

1. Assignment of a qualified DPO or Senior DPO from the volunteer list shall be made beginning with the most senior employee whose regular day off (RDO) falls on the day for which coverage is needed, and the department will work down the list to ensure the facility is sufficiently staffed for daily operations Monday through Friday between the hours of 0700-1900.
2. Only DPOs and Senior DPOs who have completed YCO Core may be assigned to supervision duties at the JDF. DPOs and Senior DPOs who went through the departmental orientation/training, may work alongside any employee (YCOs, DPOs or Senior DPOs) who has completed YCO Core.

The Department will make every effort to assign the DPOs and Senior DPOs to work the same or similar hours at the JDF as their regular shift. DPOs and Senior DPOs will have the same break/lunch schedule as YCOs (i.e., two 15-minute breaks and one half-hour paid lunch).

3. Compensation for a DPO/Senior DPO who is working in the JDF will be based upon each employee's regular rate of pay, not to exceed the 'H' step hourly rate of the Correctional Officer II classification. If hours worked at the JDF, in addition to an employee's regular work hours, would cause the DPO/Senior DPO to work over forty (40) hours in the work week, the DPO/Senior DPO will be paid overtime for all hours worked over 40 hours in the workweek based on the regular rate of pay as identified above.
4. Short shifts shall be covered with YCOs before assigning a DPO or Senior DPO.
5. The department will not schedule a DPO or Senior DPO for an additional voluntary shift until all other DPOs or Senior DPOs on the list have worked at least one (1) full shift at the JDF during that rotation, unless there are special circumstances (i.e., employee is on a leave of absence, employee is on scheduled leave (vacation, sick,

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etc.), or the department is unable to make contact with the employee utilizing the contact information on record).

6. For unanticipated vacancies at the JDF, including, but not limited to, call outs, staff on a leave of absence, trainings or extenuating circumstances, the department shall attempt to fill the vacant shift in the following order: 1) seek volunteer YCOs already on duty, 2) follow the mandated overtime/holdover policy, 3) call in an off-duty DPO or Senior DPO from the voluntary extra help list, or 4) hire extra help YCOs from an open YCO eligible list (for longer term vacancies).

D. Extra Help Shift Coverage at the Madera County Jail

1. Work opportunities of a voluntary and sporadic nature may be offered to those represented by the Association for shift coverage at the Madera County Jail.
2. Compensation will be based upon each employee's regular hourly rate of pay, not to exceed the 'H' Step hourly rate of the Correctional Officer II classification.
3. Hours worked shall be calculated pursuant to the terms and conditions for overtime set forth in that Memorandum of Understanding which is applicable to each employee's regular full-time employment. Other entitlements, or provisions of the Memorandum applicable to regular full-time employment, shall not be applicable to sporadic employment, i.e., work out of class, night premium, call back, etc.
4. Deputy Probation Officers performing the work and duties of Madera County Correctional Officers pursuant to this section shall retain their classification designations as Deputy Probation Officers (including Youth Correctional Officers) for all purposes. The parties acknowledge and agree the principal duties of Deputy Probation Officers working in the County's correctional/detention facility pursuant to this section remain that of Deputy Probation Officer.
5. Hours worked at the Madera County Jail shall be recorded on a separate timesheet and submitted to the Assistant Sheriff or their designee each pay period, pursuant to normal deadlines for timesheets. There shall be no option to accrue compensatory time in lieu of overtime pay for hours worked during shift coverage pursuant to this section.
6. The parties shall submit a combined roster with the name and contact numbers of employees who are eligible to work pursuant to this section. Said roster shall list employees in the order by which contact should be made.
7. All employees working subject to this section shall be responsible for ensuring that the totality of hours worked in both their regular employment and in their extra-help employment are in compliance with established safety criteria, which is listed below as Exhibit 'A'.
8. During the term of this Memorandum of Understanding, all parties shall agree to meet, as necessary, for the purpose of discussing unresolved issues.
9. This section shall not confer upon any employee an expectation, right, or entitlement to work or receive shift coverage hours, nor shall it limit the County's exclusive right to employees and schedule employees outside of the Association for full-time, part-time, extra-help, temporary, or sporadic service with the Madera County Jail.

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10. Nothing in this section shall constitute a practice or benefit of employment not otherwise provided in current Memoranda of Understanding.

Exhibit A – Safety Criteria

Madera County Custodial Facilities – 8 Hour Work Schedules

Safety Criteria for the protection of employees, as well as those in our custody, has been previously established as follows:

In any given seven-day work period, as reported on the timecard, overtime shall not exceed 32 extra hours worked.

Officers are not to work more than one “back-to-back” shift in any two-day (48 hour) period.

There shall be a minimum of one full day (24 hours) off per Employee during the seven-day work period as reported on the timecard.

Officers must have eight hours off duty after working any consecutive 16 hours.

E. Bilingual Pay

Bilingual Pay shall be paid at the rate of sixty-five dollars (\$65) per pay period.

Employees with bilingual skills may be eligible for bilingual pay for the use of a second language as requested by the department head. The Department of Human Resources shall schedule the employee for a proficiency examination after the request is received. Employees who are deemed proficient in the second language, will qualify for the bilingual pay. Part-time employees’ bilingual pay shall be prorated. The effective date of the bilingual pay will be the pay period following the proficiency determination.

Employees who do not pass the proficiency examination must wait six (6) months to request to be retested. The decision of the Director of Human Resources to approve or remove bilingual pay shall be final and not subject to the grievance procedures.

Employees who move to another position that does not require the use of the second language shall have the bilingual pay removed.

Employees who receive bilingual pay and are absent without pay for more than eighty-eight (88) hours during a pay period, will not be eligible to receive the bilingual pay for that pay period.

F. Assignment Pay

1. Maximum Assignment Pay

No Employee shall receive assignment pay for which the cumulative total, when added to other assignments, exceeds five percent (5%). The Canine Handler Assignment Pay is not included in the calculation of the cumulative total of the maximum assignment pay.

2. Assignments

The Chief Probation Officer, as the appointing authority, retains the right to assign and/or reassign a Deputy Probation Officer to serve in one (1) of the following specialty

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assignments. The Chief Probation Officer will use a department-wide competitive selection process to select officers for any specialty assignments unless there is only one (1) candidate for the assignment. The determination of the competitive selection process shall be made solely by the Chief Probation Officer or their designee.

The reporting of an assignment pay to CalPERS as Special Compensation for classic and new members shall be in accordance with the [California Public Employees' Retirement Law \(PERL\) and the California Code of Regulations](#).

For Employees assigned to one of the assignments below, the assignment pay shall be calculated solely from the Employee's base rate of pay.

A. Narcotics Enforcement Assignment

Any Deputy Probation Officer or Senior Deputy Probation Officer assigned to the Narcotics Enforcement Team shall receive a two and one-half percent (2½%) differential.

B. Rangemaster Assignment

Any Employee assigned as Rangemaster shall be compensated, during the period of assignment, with a two and one-half percent (2½%) differential. There shall be no maximum number of set employees assigned for the Probation Department; however, all assignments shall be based on operational need.

C. Gang Task Force Assignment

Any Employee assigned to the Gang Task Force Team shall be compensated with a two and one-half percent (2½%) differential. A maximum of one (1) officer shall be eligible for the differential.

D. Specialized Investigation Unit (SIU) and Madera County Sheriff's Office Problem Oriented Policing (POP) Teams Assignment

The Specialized Investigation Unit (SIU), under the direction of the Madera Police Department, is responsible to investigate a variety of major crimes, especially those crimes that are having a detrimental impact on the community and its citizens regarding public safety concerns such as gangs, auto theft and burglaries. An officer assigned to the SIU Team will routinely and consistently carry a caseload of high-risk probationers who are members actively participating in gangs and/or criminal behavior in furtherance of a gang.

The Madera County Sheriff's Office Problem Oriented Policing (POP) Team has one goal: to seek out and arrest criminal offenders who are fugitives from justice. An officer assigned to the POP Team will routinely and consistently perform work associated with investigating and/or executing searches and search warrants in order to locate and apprehend fugitives.

Any Employee assigned to either the SIU or POP Teams shall be compensated with a two and one-half percent (2½%) assignment pay.

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E. Field Training Officer (FTO)/Correctional Training Officer (CTO) Assignment

Any Employee assigned as an FTO or CTO shall be compensated with a two and one-half percent (2 ½%) differential. There shall be no maximum number of set employees assigned for the Probation Department; however, all assignments shall be based on operational need.

F. Canine Handler Assignment

Employees within the Deputy Probation Officer II or Senior Deputy Probation Officer classifications approved to participate in the Probation Canine Program shall receive fair and reasonable compensation in the amount of seven percent (7.00%) in recognition of the additional qualifications necessary to the task of handling a detection canine.

This compensation shall be in the nature of premium pay and is sufficient to compensate officers for all activities specifically related to canine care. "Canine care" is understood to mean the care and maintenance of the canine at the Officer's residence, including feeding, bathing, exercising, cleaning of the home kennel and any County vehicle involved in transportation, and bonding with the canine.

The County shall install kennels at the homes of canine handlers at no expense to the handler. This does not include the installation of permanent fixtures (i.e., cement pads, fencing, etc.). The County, subject to the Appointing Authority's prior approval, shall be responsible for payment of all food and veterinary care for the canine, as well as all other equipment related to canine care and training. All equipment purchased for the canine shall be the property of the County.

G. Public Information Team (PIT) Incentive Pay

Effective March 1, 2018, incentive pay in the amount of three percent (3%) shall be granted to any unit employee who is assigned by their department head to perform duties related to the Madera County Public Information Team, as approved by the Board of Supervisors on October 24, 2017.

The employee assigned to perform duties related to the Madera County Public Information Team is also required to maintain the content of the department's website. The three percent (3%) incentive pay also compensates the employee for these duties.

The three percent (3%) incentive pay is not defined as Special Compensation pursuant to the provisions of the California Public Employees Retirement System (CalPERS). As a result, the incentive is not subject to the County's or the assigned employee's retirement contribution rate each pay period and will not be included as part of final compensation for retirement purposes.

Should the three percent (3%) incentive pay become defined as Special Compensation, the County will begin the appropriate reporting to CalPERS, and the incentive pay will be

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subject to the County's and the assigned employee's retirement contribution rate each pay period.

The department head reserves the right to assign an employee to perform duties related to the Madera County Public Information Team and to maintain the department's website based on employee skill set, performance and/or operational need; therefore, the duties associated with the three percent (3%) incentive pay can be reassigned to other employees, who may be represented by a different bargaining unit.

H. Transportation Coordinator Differential Pay

The following conditions have been agreed to for the Juvenile Detention Officer assigned as the Transportation Coordinator for the Youth Offender Block Grant:

1. Prior to assuming transportation duties, the assigned officer must submit to and pass a psychological examination, pursuant to department policy, that includes provisions for carrying a firearm while on duty, unless proof of taking and passing such an examination is on file with the Probation Department.
2. For the duration of the assignment, the assigned officer shall receive 2.5% differential pay, commencing the first of the pay period in which the duties were assumed, beginning July 1, 2009.

I. Overpayment/Underpayment of Wages

The County Auditor-Controller shall be authorized to apply, in full, any necessary salary adjustment resulting from overpayment or underpayment to the next succeeding pay period, without regard to cause of such underpayment or overpayment.

ARTICLE 4.3 – CLASSIFICATION STUDIES

A. Classification Review

When an Employee determines that over a period of time a majority of their job duties have changed or have been modified, it shall be the right of the Employee to request in writing a reclassification audit be conducted by the Director of Human Resources.

B. Reclassification

All Employee reclassification requests, except as provided above, will be processed and either approved or denied by the Director of Human Resources in a timely manner.

If an Employee covered by this Memorandum is permanently assigned work of a substantially new or different nature so as to constitute a new job classification as determined by the Civil Service Commission, the Employer, and the Association, acting under the provisions of Section 2(A) of Madera County Ordinance 369 and Madera County Code Chapter 2.60, shall determine the wage rate through the established procedures.

ARTICLE 4.4 – SHIFT DIFFERENTIAL

A. Night Duty Differential

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Employees who are required to perform night duty as defined herein on regularly established shifts, shall, in addition to their regular salary, be paid four dollars and fifty cents (\$4.50) per night shift worked.

B. Night Duty Defined

Night duty shall mean an assigned schedule of work hours of which at least 6/8 of the shift is after 5:00 p.m. and before 8:00 a.m.

C. Night Duty Limitation

Night duty, as herein provided, is limited to the first eight (8) hours of a work shift exclusive of overtime and does not include standby time, or call-back overtime.

ARTICLE 4.5 – PROBATIONARY PERIOD

A. Right to Return to Promotional Position

A promotional probationary Employee who is returned to their former position due to another Employee's failure to complete a required probationary period, shall have the right to return to that specific promotional position for a period of two (2) years from the date of release. Such Employee shall be required to complete satisfactorily the remaining portion of the probationary period.

B. Step Placement

All employees placed on Step A will remain on Step A for twelve (12) months before being moved to Step B.

CHAPTER 5: BENEFITS

ARTICLE 5.1 – HEALTH AND WELFARE

A. Plan Contribution

The County agrees to fund and maintain a health benefit program at the contribution rate of ninety-five percent (95%) for single member coverage and an additional fifty percent (50%) of the difference for either two-party or dependent coverage using the lowest premium rate CalPERS HMO health plan (excluding Kaiser), offered Dental Program, and the Vision Service Plan.

B. Plan Benchmark

For the 2024 Plan Year (January 1, 2024, through December 31, 2024), Anthem HMO Select is the lowest premium rate CalPERS HMO health plan. Since the Anthem HMO Select Plan has limited coverage in the Fresno/Madera areas, and to limit the negative impact this will have on County Employees, the County will continue to use the United Healthcare Plan as the benchmark to fund and maintain a health benefit program at the contribution rate of ninety-five percent (95%) for single member coverage and an additional fifty percent (50%) of the difference for either two-party or dependent coverage for the 2024 Plan Year.

C. Primary Plan

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Effective with the 2015 Plan year, County Employees hired on or after January 1, 2015, and whose spouse or registered domestic partner works for the Madera County Superior Court shall no longer receive the County's "two-spouse employed rate" and shall be required to choose either the County as the primary employer for health insurance coverage or obtain coverage as a dependent through their Court-employed spouse or registered domestic partner.

D. County Contribution

Except as provided by CalPERS, there shall be no change in the benefit levels, carriers, or Employee share during the term of the Agreement, unless agreed upon by the parties.

E. Evidence of Outside Health Coverage

Any employee providing evidence of health coverage from an outside source, comparable to the coverage options with the County of Madera, will be eligible to have the County pay one hundred dollars (\$100) per pay period into a deferred compensation account in lieu of participation in the County health benefit program.

ARTICLE 5.2 – FLEXIBLE BENEFITS

A. Flexible Spending Account

The County shall provide an IRS 125 program that includes a premium conversion program for medical, dental and vision benefits and flexible spending accounts. The voluntary Flexible Spending Account (FSA) Program provides for employees to set aside pre-tax payroll deductions to pay for reimbursable medical and/or dependent care expenses. This program will comply with Internal Revenue Service regulations and any administrative fees charged by the vendor will be at the participant's expense.

ARTICLE 5.3 – EMPLOYEE ASSISTANCE PROGRAM

A. General

Employer will contract with a licensed health care services provider for an Employee Assistance Program (EAP) that will provide employees and their dependents confidential Behavioral Health counseling for a total of up to three (3) visits every six (6) months.

ARTICLE 5.4 – RETIREMENT

A. CalPERS "Classic Members" Retirement Benefit Formula

The Employer agrees to maintain the CalPERS 3%@55 Local Safety retirement formula for all Employees hired and/or employed as of December 31, 2012. This retirement formula will also apply to those Employees who are hired on or after January 1, 2013, and who are defined as "classic members" pursuant to the California Public Employee Pension Reform Act (Act). In addition, the Employer agrees to maintain the single highest year basis for retirement computation pursuant to Government Code Section 20042.

B. CalPERS "New Employees" Retirement Benefit Formula

Pursuant to the Act, the Employer is required to offer and maintain the CalPERS 2.7%@57

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local safety retirement formula for all “New Employees” hired on or after January 1, 2013 [Government Code Section 7522.25(a), (d), (e)], with the highest thirty-six (36) consecutive months as the basis for retirement computation [Government Code Section 7522.32 (a)].

C. Employee Retirement Contribution Rates

All Employees who are defined as CalPERS “classic members” shall continue paying the full nine percent (9%) employee contribution for the 3%@55 local safety retirement formula.

All Employees who are defined as CalPERS “New Employees” shall continue paying fifty percent (50%) of the normal cost as determined by CalPERS for the 2.7%@57 local safety retirement formula.

D. Military Credit

The Employer agrees to maintain the current Local Safety contract provision with the Public Employees’ Retirement System (PERS) to provide an option for Employees to purchase military service credit at the Employee’s expense.

ARTICLE 5.5 – SPECIAL COMPENSATION

A. Longevity Pay

Additional compensation shall be given to employees who have completed the benchmarks of ten (10), fifteen (15) and twenty (20) years of continuous full-time, satisfactory service with the County. Longevity pay shall be calculated solely from the base rate of pay. Longevity pay shall become effective the first pay period following the Employee reaching the corresponding years of continuous full-time, satisfactory service benchmark.

B. Longevity Pay Schedule

The Longevity Pay Schedule is as follows:

# of Years of Continuous Full-time, Satisfactory Service	Total Additional Percentage Paid to the Employee (Calculated Based on Employee’s Base Rate of Pay)
10 years	5.00%
15 years	7.50%
20 years	10.00%

ARTICLE 5.6 – LEAVE TIME

All leave time, regardless of type, shall be used and charged by actual time used. Increments of even hours will be charged per past practice. Increments of less than one (1) hour will be recorded and adjusted by the Probation Department.

ARTICLE 5.7 – SICK LEAVE

A. Sick Leave Accrual

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Employees in the Deputy Probation Officer Unit shall be allowed one (1) day (8 hours) sick leave credit for each pay period of continuous full-time service with unlimited accrual. Upon retirement, accrued sick leave shall be converted to service credit pursuant to Section 'F' below. Upon termination, in addition to their regular compensation, Employees will be paid for their accrued sick leave balances pursuant to Section 'G' below.

B. Sick Leave Accrual during Leave Without Pay

Employees who are on leave without pay status due to an on-the-job injury shall continue to accrue sick leave benefits for a period not to exceed three (3) pay periods.

C. Sick Leave Usage

Except as hereinafter provided, sick leave pay is granted only by the appointing authority and only in case of:

1. Employee absence required by their bona fide illness or injury causing inability to work.
2. Exposure to contagious disease requiring quarantine.
3. To obtain a diagnosis, consultation, care or treatment of an existing health condition, or the preventative care, for the Employee or for an Employee's family member as provided for pursuant to Labor Code section 246.5.
4. An Employee who is a victim of domestic violence, sexual assault or stalking as provided by Labor Code section 246.5.
5. An Employee's need for leave as a result of a reproductive loss event pursuant to Government Code section 12945.6.

D. Verification of Treatment

The appointing authority or Director of Human Resources may require a physician's certificate establishing the necessity of an employee's absence on sick leave or for absences for consultation or treatment. Verification (such as an e-mail, website screenshot, fax, etc.) of an in-person, telephonic or other virtual consult/treatment session shall suffice as evidence pursuant to this Section.

E. Exceptions

Employees will not be entitled to sick leave while absent from duty on account of any of the following, except as otherwise provided:

1. Disability arising from any sickness or injury purposely self-inflicted or caused by other willful misconduct.
2. Sickness or disability sustained while on leave of absence other than their regular vacation.

F. Conversion of Accrued Sick Leave into Service Credit

Effective March 2020, current and prospective County employees who retire from County service shall have all unused accrued sick leave hours converted to CalPERS service credit.

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If the employee is at maximum CalPERS service credit at the time of retirement, all unused accrued sick leave hours shall be paid out pursuant to the sick leave payout provision outlined in their respective MOU.

At the time of retirement from County employment, the County shall certify to CalPERS the amount of unused accrued sick leave hours that is available for the employee to convert to service credit.

Unused accrued sick leave at the time of retirement is to be converted to sick leave credit at the rate of 0.004 years of service credit for each day (eight hours) of unused sick leave (e.g., two hundred fifty (250) eight (8) hour days, or two thousand (2,000) hours, of sick leave equals one (1) additional year of service credit). All partial credits will be calculated by proration using the formula determined by CalPERS.

Employees who terminate their employment with Madera County for a reason other than retirement, or for employees who are terminated for cause, except in those instances where there is an agreement between both parties that the employee retires in lieu of termination, are ineligible to convert unused accrued sick leave to service credit. Ineligible employees shall be paid out for their unused accrued sick leave pursuant to the sick leave payout provision outlined in their respective MOU.

G. Sick Leave Payout at Employee Separation

For purpose of calculation, upon termination, the first seventy-five (75) days of sick leave accrual shall be compensated at a rate not to exceed fifty percent (50%) of the current hourly rate as shown in Column "A" of the table below. For additional sick leave days accrued above seventy-five (75) days, but not exceeding one hundred fifty (150) days, sick leave compensation shall be paid at the rate shown in Column "B" of the table below. For sick leave days accrued in excess of one hundred fifty (150) days, compensation shall be at the rate shown in Column "C" of the table below.

Years of Service	Percentage of Current Hourly Rate		
	A – 0 to 75 Days	B – 76 to 150 Days	C – Over 150 Days
5 or more years	15%	7.5%	3%
10 or more years	25%	12.5%	5%
15 or more years	35%	17.5%	7%
20 or more years	50%	25%	10%

H. Integration of Benefits

Employees receiving State Disability Insurance, Workers' Compensation Temporary Disability Benefits and/or Social Security Disability benefits may elect to integrate leave benefits (sick leave, vacation, overtime, holiday compensation). Upon such election, for each day of disability payment the employee will be charged the equivalent time off, to the nearest quarter hour, necessary to cause the employee's gross monthly salary when added to these benefits to equal the employee's gross salary when not receiving such benefits, until leave

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balances are exhausted. The average annual hourly rate as contained on the attached salary table shall be used for this purpose.

I. Use of Sick Leave during Probationary Period

Subject to all other requirements, Employees shall be allowed to use any accrued sick leave during their probationary period.

J. Use of Sick Leave during Pregnancy

Employees shall be allowed to use sick leave due to pregnancy or illness accompanying pregnancy.

K. No Disturbance While on Sick Leave

Employees off work on sick leave will not be disturbed by the County regarding work assignments, unless determined by the Department Head that normal County business cannot be maintained or postponed without such contact.

ARTICLE 5.8 – VACATION

A. Vacation Accrual

The Employer agrees to maintain the current vacation accrual as follows:

Years of Service	Accrual Rate
0 – 1	6.67 hours per pay period
1 – 2 ½	8 hours per pay period
2 ½ - 5 ½	10 hours per pay period
5 ½ - 10	12 hours per pay period
10+	14 hours per pay period

B. Vacation Accrual while on a Leave without Pay

Employees who are on leave without pay status due to an on-the-job injury shall continue to accrue vacation benefits for a period not to exceed three pay periods.

C. Usage of Vacation when over the Vacation Cap

It is acknowledged that during the County's Furlough Program from January 2010 through June 2013 certain employee vacation leave balances exceeded the three hundred sixty (360) hour vacation cap due to the temporary waiver granted during this timeframe. As a result, the three hundred sixty (360) hour vacation cap was reinstated effective July 1, 2013.

Individual employee vacation balances in effect as of June 30, 2013, became the new maximum cap and employees shall not earn or accrue additional vacation hours until such time as their balances are at or below three hundred sixty (360) hours.

The County's long-standing practice of allowing employees who are at the three hundred sixty (360) hour cap to earn vacation hours and use them in the next succeeding pay period

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shall be reinstated only when an employee's vacation balance decreases to or is at the three hundred sixty (360) hour cap.

D. Vacation Cash Out Program

The Internal Revenue Services (IRS) regulations and opinions related to constructive receipt of income require the County to report and withhold taxes on the value of vacation leave an employee earns and is *eligible* to cash out in a taxable year, even if that leave is not in fact cashed out. The basis for these rules is that income is constructively received when it is made available for a taxpayer to draw on at any time, as employees may do with leave accruals eligible for cash out. The County must follow these tax requirements.

The County has identified a way to ensure compliance with the IRS requirements and mitigate the potential tax consequences to employees while continuing to make the cash out benefit available. The IRS provides an exception to the doctrine of constructive receipt where a taxpayer makes an agreement to defer income before it is earned. The IRS has found that in such agreements in which an employee makes an irrevocable election in advance of the year in which they would be eligible to cash out leave accrued in that year may exempt the amount eligible to be cashed out from annual gross income.

1. Employees may be eligible to cash out up to eighty (80) hours of accrued vacation per calendar year.
2. Eligible employees can cash out accrued vacation hours up to two (2) times per year. The established cash-out pay periods are in March and November of each calendar year.
3. In order to cash out vacation hours under this section, employees must complete an irrevocable election pre-designating the number of accrued vacation hours (up to eighty (80)) the employee will cash out in the two cash out pay periods in the following calendar year. Only hours accrued in the calendar year following the date of the election will be eligible for cash out.
4. Any vacation hours accrued in previous calendar years, and vacation hours accrued in the present calendar year which have not previously been designated for cash out pursuant to an election, shall remain in the employee's vacation bank and are not eligible for cash out.
5. Eligible employees may cash out any combination of hours, up to the pre-designated amount in the employee's election, in March, November, or both, provided that the employee has accrued that amount of hours in the calendar year in which the election is effective. Employees may not cash out less than ten (10) hours in any pay period in which they choose to cash out hours. For example, an employee with an election of eighty (80) hours, can cash out ten (10) hours in March and seventy (70) hours in November.
6. Eligible employees are defined as those employees who have executed an irrevocable election for the current year and have a minimum of one hundred (100) hours of accrued vacation hours at the end of the pay period preceding the cash out pay period, e.g., an eligible employee must have one hundred (100) hours of accrued vacation as of the end of February to be eligible to cash out hours in March.

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7. All cash-out hours shall be paid at the employee's hourly rate (which includes the base hourly rate, longevity and any special incentive/assignment pay) that was in effect during the pay period of the cash-out.
8. Eligible employees must submit their cash out election to the assigned departmental payroll representative by December 15th of the calendar year prior to the year in which the designated hours will be earned. Any employee who does not file an election by December 15th of the present calendar year will not be eligible to cash out any vacation hours pursuant to this section in the following calendar year.
9. Following submission of an employee's election, the assigned departmental payroll representative shall (a) ensure that the interested employee meets the minimum eligibility requirements as stated herein; and (b) submit the election form to the Department of Human Resources.
10. Cash outs shall be paid during and included on the same paycheck that is issued on the last working day of the month in March and November of each calendar year.
11. Employees eligible to receive a cash out pursuant to this section understand that the Auditor-Controller's Office is obligated to withhold any personal income taxes due pursuant to Federal and State Law, and that the cash out and all other reportable income will be reported and included on participating employees' annual W-2 forms. Employees also understand they are solely responsible for any personal Federal and/or State income tax obligations associated with participation in the Cash Out Program. The County is not responsible for advising employees about any State or Federal tax obligations, nor is the County responsible for paying any portion of an employee's tax obligation.
12. Cash-outs are not defined as Special Compensation pursuant to the provisions of the California Public Employees Retirement System (CalPERS). As a result, cash-outs are not subject to the County's or the eligible employee's retirement contribution rate each pay period and will not be included as part of final compensation for retirement purposes.
13. All accrued vacation hours in an employee's vacation bank that are not cashed out pursuant to this section shall be available for leave usage and/or for pay out upon separation from employment.

ARTICLE 5.9 – HOLIDAYS

The following days are established as holidays for Employees in the Deputy Probation Officer Unit:

- New Year's Day, January 1
- Martin Luther King, Jr. Day, the third Monday in January
- Presidents' Day, the third Monday in February
- Memorial Day, the last Monday in May
- Juneteenth, June 19
- Independence Day, July 4
- Labor Day, the first Monday in September
- Veteran's Day, November 11
- Thanksgiving Day, the fourth Thursday in November

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Friday after Thanksgiving
8-Hour Winter Holiday (to be taken Christmas Eve)
Christmas Day, December 25
Two Floating Holidays

Floating Holidays will be available for use or credited to leave balances on January 1 of each year for Employees in probationary/permanent status. Use of the floating holidays may be requested and scheduled in accordance with the provisions of Madera County Code Section 2.60.590.

In addition, any day specified as a holiday (not to be confused with days of thanksgiving, prayer, fasting, or otherwise) by executive order of the Governor of California or President of the United States shall be a paid holiday.

Whenever a holiday falls on a Saturday or Sunday, the previous Friday, or the following Monday respectively, shall be recognized in lieu thereof. Any officer or Employee whose regularly scheduled day off falls on a holiday or who is otherwise required to work on a holiday shall be entitled to a day off with pay to be taken in accordance with the provisions of Madera County Code Section 2.60.590.

ARTICLE 5.10 – LEAVE WITH PAY

A. Special Leave with Pay

An Employee shall be granted the use of special leave with pay not to exceed a total of eighty (80) hours in any one (1) calendar year to be charged to sick leave in the event of an illness of or preventive care for an Employee's immediate family member. An immediate family member is defined as the Employee's spouse, child, parent, registered domestic partner, grandparent, grandchild, sibling, father or mother in-law, or designated person*. Child may include biological, adopted, foster, step, legal ward, or a child to whom the Employee stands in loco parentis. The definition of child applies regardless of age or dependency status. Parent may include biological, adoptive, foster, step, legal guardian of the Employee or Employee's spouse or registered domestic partner, or a person who stood in loco parentis when the Employee was a minor.

For specific information regarding a designated person, refer to Government Code section 12945.2 (1)(b)(2).

B. Personal Leave with Pay

An Employee may be granted personal leave with pay, not to exceed 24 hours in a calendar year to be charged to sick leave if the employee's sick leave balance does not fall below 80 hours with the personal leave usage; otherwise, the personal leave will be charged to vacation. If no vacation balance is available, personal leave may be charged to sick leave. No less than four hours of leave shall be granted at any one time, except in cases of emergency. No request for personal leave will be denied by the Department unless the absence will cause an adverse impact upon the functioning of the Department.

ARTICLE 5.11 – BEREAVEMENT LEAVE

Employees will be entitled to three days (24 hours) paid Bereavement Leave not to be charged to any personal balance per occurrence for the death of an immediate family member. An Employee shall be granted special leave with pay not to exceed a total of 56 hours in any one calendar year to be charged to any available leave in the event of a death of an immediate family member. "Immediate family" is defined as spouse, registered domestic partner, children, stepchildren, parents, grandparents, grandchildren, brothers, sisters, and father or mother in-law. "Child" may include biological, adopted, foster, step, legal ward, or a child to whom the Employee stands in loco parentis. The definition of child applies regardless of age or dependency status. "Parent" may include biological, adoptive, foster, step, legal guardian of the Employee or Employee's spouse or registered domestic partner, or a person who stood in loco parentis when the Employee was a minor.

When requesting to utilize sick leave related to the death of a family member, the definition of immediate family member is outlined in Article 5.10 (A).

CHAPTER 6: TERMS AND CONDITIONS

ARTICLE 6.1 – HOURS OF WORK

A. Workweek and Working Hours

Except as specifically provided in this Memorandum of Understanding, eight (8) hours per day, exclusive of mealtime, shall constitute a regular day's work for all Employees covered by this Memorandum of Understanding. The workweek shall be five (5) working days of eight (8) hours each, unless mutually agreed upon in writing between County and Association as provided in Article 6.1 (B).

B. Assignments at Juvenile Hall

Youth Correctional Officers assigned to Juvenile Hall shall be assigned a work schedule that will consist of a twelve (12) hour work shift, inclusive of mealtime. In accordance with section 207 (k) of the Fair Labor Standards Act ("FLSA"), the work period shall include alternating workweeks consisting of a total of seven (7) workdays in the fourteen (14) day work period.

C. Working Hours and Inclusion of Meal Period

At the sole discretion of the department head or their designee, an employee's work shift may include their mealtime. This determination is typically made for employees in assignments that require the use of a County Probation vehicle where the employee is visibly out among the public or employees that are assigned to work on a special team assignment with other law enforcement agencies. Employees in these assignments shall be assigned to work a regular work shift (8-hours, 10-hours, etc.) inclusive of mealtime.

D. Alternate Work Schedule

An alternate work schedule, such as a 4/10 workweek, "Quiet Time"; "Flex Time" or other variation, may be implemented for the Deputy Probation Officer Unit upon recommendation

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of the Department Head and approval of the County Administrative Officer (CAO). The CAO will review such recommendation as to how it will serve the best interest of the County.

A side letter agreement will be presented to the Board of Supervisors for final approval. Upon Board approval of the side letter agreement, the work schedule pattern will have an evaluation period comprised of two (2) ninety (90) day periods. During the first ninety (90) day evaluation period, the County or the Association may terminate the schedule by a request in writing no later than fifteen (15) days prior to the end of the first ninety (90) day period.

During the second ninety (90) day evaluation period, the County may terminate the schedule at any time by notifying the Association in writing of the decision.

Upon the successful conclusion of the second ninety (90) day evaluation period any change in the work schedule pattern will require the County to meet and confer with the Association. The assignment of individual Employees to given alternate work schedules as established is not a subject of meet and confer. Individual Employees have no vested right to any specific schedule as a result of establishing alternate work schedules, except as may be provided for by the mutual agreement above.

E. Deputy Probation Officer 4/10 Alternative Work Schedule

An alternative work schedule for Deputy Probation Officers consisting of four (4) workdays per week, ten (10) hours per day, excluding the one (1) hour mealtime, may be implemented subject to the following:

The ten (10) hour shifts shall not begin before 7:00 a.m. or end after 7:00 p.m. and days off shall be determined by the Appointing Authority/Department Head.

Management reserves the right to flex Employees' working hours for planned Night Operations, court attendance, training. The impacted Employees will be provided with a two (2) weeks' notice of the need to flex an Employees' working hours to accommodate planned operations.

To the extent possible, Employees working a 4/10 work schedule shall schedule planned sick leave, such as elective medical procedures, doctor/dental appointments, etc., on regular days off.

The County reserves the right to exclude assignments from the 4/10 work schedule and to schedule mandatory search/work nights as appropriate.

Employees shall have no vested right to any specific schedule as a result of establishing alternative work schedules.

Except for extraordinary circumstances, the County agrees to provide the employee with two (2) weeks' notice for reassignment or other operational changes that will result in the employee's return to a traditional work schedule.

ARTICLE 6.2 – REST AND MEAL PERIODS

A. Rest Periods

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Employees shall normally take rest periods once before the meal break and once after the meal break not to exceed fifteen (15) minutes during each work shift. Rest periods will be scheduled by the Employer consistent with the workload and in accordance with the requirement of the department.

B. Meal Periods

Minimum requirements for meal periods shall be allowed pursuant to Labor Code Section 512. The parties agree that except for any limitations provided for an Employee who works an authorized alternative work schedule, Employees shall be provided with and take a one (1) hour meal period each workday.

ARTICLE 6.3 – OVERTIME

A. Classifications Receiving Overtime

All classifications receiving time and one-half overtime are listed in the table below.

Classification	Overtime Designation
Deputy Probation Officer I	1 ½ eligible
Deputy Probation Officer II	1 ½ eligible
Senior Deputy Probation Officer	1 ½ eligible
Youth Correctional Officer I	1 ½ eligible
Youth Correctional Officer II	1 ½ eligible
Youth Correctional Corporal	1 ½ eligible

B. Overtime Defined

Overtime will be computed at the appropriate rate (straight time or time and one-half) for every hour of time worked over the employee's work schedule. Payment for overtime worked shall be calculated based on the Employee's regular rate of pay in effect at the time of payment and will be paid in the pay period in which it was earned.

1. For employees assigned to a 5/8 or 4/10 work schedule, overtime shall be paid for all hours worked over forty (40) in the seven (7) day work period.
2. For employees assigned to 12-hour shifts, overtime shall be paid for all hours worked over eighty (80) hours in the fourteen (14) day work period.

C. Authorization Required

With the exception of extraordinary circumstances, Employees may not perform overtime work without specific authorization from their Department Head. Performance of unauthorized overtime may result in disciplinary action against the Employee.

D. Overtime Requirements

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Overtime work for Employees within the Deputy Probation Officer Unit shall be subject to the following:

1. Except in cases of emergency, Employees shall not be required to work overtime unless such overtime has been specifically authorized.
2. Employees required to work overtime shall be compensated by either cash or compensatory time off (CTO) at the Employee's option. The Employee's choice to be paid either by cash or compensatory time off (CTO) is made at the time the overtime is earned.
3. Should an Employee change from an overtime eligible position to an overtime exempt position (through a recruitment process), any accumulated CTO shall be paid out to the Employee at the Employee's regular rate of pay prior to the position change.
4. Employees who request the use of CTO shall be permitted to use such time within a reasonable period after making the request, provided the use of the CTO will not unduly disrupt the operations of the Probation Department.
5. Should it be necessary, due to fiscal/budgetary constraints, the Department Head may direct that an Employee use accrued CTO in lieu of accrued vacation for leave requests. The exception to the mandatory use of CTO in lieu of vacation would be if the Employee is at or near the three hundred sixty (360) hour vacation cap and unable to earn or accrue additional vacation hours.
6. The Employee shall have a vested interest in being paid for all accumulated compensatory time upon separation from employment for any reason. An Employee shall be paid for accumulated CTO at time of separation at the average regular rate received by the Employee during the last three (3) years of employment, or the final regular rate received by the Employee, whichever is higher.

ARTICLE 6.4 – STANDBY COMPENSATION

A. Definition of Standby

When the Employer requires an Employee to remain available for call-back at any time, the Employee shall receive standby pay. Except in cases of emergency, all standby shall be approved in advance by the County Administrative Officer or his representative.

B. Standby Pay

When an Employee is required to standby, he shall be compensated for such standby time at the rate of two dollars (\$2.00) per hour.

ARTICLE 6.5 – CALL-BACK COMPENSATION

A. Definition of Call-Back

When the Employer, due to an emergency, requires an Employee to return to work other than their regularly scheduled workday, the Employee shall be entitled to call-back compensation.

B. Minimum Compensation

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The Employer shall compensate the Employee a minimum of two (2) hours overtime compensation irrespective of the actual time worked when an Employee is called back to perform an emergency task. In the event the task exceeds two (2) hours' duration, the total compensation shall be for hours actually worked.

ARTICLE 6.6 – REIMBURSEMENTS AND PROVIDED EQUIPMENT

A. Meals

When an Employee is required to work more than three (3) hours of overtime in one work shift, and due to the nature and/or location of the work is unable to go home for a meal, the County will reimburse reasonable out-of-pocket expenses for all meals incurred until such time as the Employee is allowed to go home. The three (3) hour overtime requirement shall be waived in cases of emergency call out. Reimbursement of out-of-pocket expenses for meals shall be limited up to the [U.S. General Services Administration's Meals & Incidentals rates](#) of seventeen dollars (\$17.00) for breakfast, eighteen dollars (\$18.00) for lunch and thirty-one dollars (\$31.00) for dinner per Employee. Receipts are required for reimbursement of out-of-pocket expenses.

B. Personal Vehicle Usage

Employees required to use their private vehicles for County business shall be compensated for the use of said vehicle at the IRS approved rate adopted by the County Board of Supervisors.

Compensation for mileage shall be paid no later than the fifth (5th) working day of each month subject to the submission of mileage claims as prescribed by the Auditor-Controller.

C. Uniform Allowance

Youth Correctional Officers shall receive a Uniform Allowance of sixty dollars (\$60) per pay period.

Employees who receive a uniform allowance and are absent without pay for more than eighty-eight (88) hours during a pay period, will not receive the uniform allowance payment for that pay period.

ARTICLE 6.7 – SAFETY

A. Promoting the Prevention of Accidents

The Employer and the Association undertake to promote in every way possible the realization and the responsibilities of the individual Employee with regard to preventing accidents to themselves or their fellow Employees.

B. Compliance with Laws and Regulations

The Employer shall comply with all applicable laws and regulations pertaining to occupational safety and health.

C. Safety and Health Provisions

The Employer agrees to make all reasonable provisions for safety and health of its Employees.

D. Safety and Health Hazards

In the event any safety or health hazard is detected, it shall be reported promptly to the appropriate supervisor. The Employer shall remedy the problem as soon as possible and no Employee shall be exposed to the unsafe conditions pending its corrections.

E. No Retaliation

No Employee shall be discharged or otherwise disciplined for bringing to the attention of their supervisor any unsafe condition that may exist.

F. Carrying of Non-Lethal Chemical Agents

If the Department Head determines that Employee safety requires the carrying of non-lethal chemical agents, the County will provide the necessary training and equipment.

G. Arming of Probation Officers

Deputy Probation Officers may elect to be assigned a firearm, as a self-defense weapon, following the policy and guidelines set forth by the Probation Department.

H. Safety Review Committee

A Labor/Management Safety Committee shall discuss and resolve problems concerning the Health, Safety and Education of County Employees. The matters subject to review will include whether safety standards of equipment and clothing utilized by the County are sufficient to ensure the maximum safety of all affected Employees. The Committee shall make recommendations to the Board of Supervisors.

ARTICLE 6.8 – EMPLOYEE FILES

A. Department of Human Resources Files

The Department of Human Resources shall keep such records, in compliance with applicable laws, as are necessary for transactions and reference and for making reports showing administrative actions, including records of all examinations; eligible lists; records and files of employment history of each Employee; history of each position; and correspondence. The Department of Human Resources shall designate a human resources information system (HRIS) to track and maintain the vacation, sick leave, and other accrual leaves for County employees. The HRIS shall be the system of record for the accrual all vacation, sick leave, and/or other accrued leaves of County employees.

B. Auditor-Controller’s Office Files

The records of payrolls shall be maintained in the database of the Office of the Auditor-Controller, which shall be the official record of payrolls and audit reports of vacation, sick leave, and other accrual of leave. Every employee shall be entitled to a copy of their own record of pay and leave accrual and usage, whether provided with each paycheck or upon request.

C. Confidential Nature of Personnel Records

All official personnel records/files shall be considered to be of a confidential nature pursuant

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to Penal Code section 832.7 and shall only be disclosed to the Employee, County Counsel, to the Employee's appointing authority or their designee for legitimate employment purposes, the Employee's representative, with written authorization from the Employee, or as otherwise permitted or required by Penal Code section 832.7.

D. Documents Critical of an Employee

All documents critical of an Employee, including performance evaluations, to be placed in the personnel file must be signed and dated by the submitting authority, after the following has occurred:

1. Employee is given notice.
2. Employee is given a copy of the document.
3. Employee is given an opportunity to review and comment thereon.

E. Document Rebuttal

If an Employee disagrees with the content of a document, including performance evaluations, placed in their personnel file, it shall be the right of the Employee to submit a written response to the Director of Human Resources to be attached to the document in question and included in the file. Performance evaluations may be responded to in writing by Unit members. The written response will be attached to the evaluation and be placed in the Employee's personnel file.

ARTICLE 6.9 – EMPLOYEE TRANSFERS

A. Transfers

An Employee may request consideration for transfer to vacant positions in the same class or a class with a lower rate of pay (voluntary demotion) pursuant to County Code Section 2.57.090, Rule 6-14. When vacancies occur in the class being requested, the names of Employees requesting transfer shall be submitted for consideration along with the certification of names from an eligibility list. Employees requesting to transfer or to voluntarily demote shall be subject to a new probationary period unless permanent status has previously been obtained in the class of the new position. The Employee's current department cannot unreasonably deny a transfer request.

B. Requests for Reassignment

Employees who wish to be considered for reassignment to another position in the same class within the Probation Department may do so by submitting a written request to their appointing authority. Requests for reassignment shall be considered prior to any other requests for transfer or certification of names from an eligibility list.

CHAPTER 7: PROCEDURES

ARTICLE 7.1 – GRIEVANCE PROCEDURES

A. Grievance Definition

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A grievance is a complaint or claim by an Employee, a group of Employees or the Association of a violation of this Agreement, or other terms or conditions of employment. It may involve such things as a claimed violation of established rules or past practices.

B. Adjustment Procedure

Any Employee having any grievance shall proceed as follows:

A written grievance must be filed within ten (10) working days from the time the Grievant becomes aware or should have become aware of the issue or incident giving rise to the problem.

1. The Grievant shall first seek an adjustment of the grievance by the immediate supervisor unless the supervisor is a party to the grievance. Upon receipt of the written grievance, the immediate supervisor shall give the Grievant a written reply within ten (10) working days.
2. If the immediate supervisor's response is not satisfactory to the Grievant, the Grievant may, within five working days, file an appeal to the Department Head. The Department Head shall give the Grievant a written response within ten (10) working days.
3. The County and the Association may agree to waive steps one (1) and two (2) and proceed directly to use of the Grievance Advisory Committee (Committee) when an issue is not within Departmental jurisdiction.
4. If the Department Head's response is not satisfactory to the Grievant, the Grievant may, within five (5) working days, file an appeal to the Director of Human Resources requesting a hearing before the Committee.
 - a. The Committee shall be comprised of one (1) representative selected by the Grievant, one (1) representative selected by the Department Head, and one (1) member of the Civil Service Commission (Commission), selected by the President of the Commission, who shall serve as Chairman. No member of the Committee selected by the Grievant and Department Head shall be from the Department of the Grievant or have direct involvement in the grievance in question.
 - b. The Committee shall be convened within twenty (20) working days to hear the grievance.
 - c. The Committee shall render a recommendation within ten (10) working days of the hearing.
 - d. The recommendation of the Committee shall be submitted to the Commission for its review and decision. Should the Commission not accept the findings or recommendation(s) of the Committee, a hearing date may be set to review the case. The decision of the Commission shall be final.

C. Timeline Limits

All time limits herein stated above may be extended by mutual agreement of the parties involved.

ARTICLE 7.2 – IMPASSE PROCEDURES

A. Definition of Impasse

“Impasse” means that the representatives of the County and the Association have reached a point in their meeting and conferring in good faith to establish a successor Memorandum of Understanding where their differences on matters to be included in such a Memorandum of Understanding and concerning which they are required to meet and confer, remain so substantial that further meeting and conferring would be futile.

B. Initiation of Impasse Procedures

If the meet and confer process has reached impasse, either party may initiate the impasse procedures by filing with the other party a written request for an impasse meeting together with a statement of its position on all disputed issues. An impasse meeting shall then be scheduled promptly by the County’s designated Department of Human Resources staff member. The purpose of such an impasse meeting shall be:

1. To identify and specify in writing the issues that remain in dispute;
2. To review the positions of the parties in a final effort to resolve such disputed issue or issues; and
3. If the dispute is not resolved, to discuss arrangements for the utilization of the impasse procedures provided.

C. Mediation

If either party desires to submit the dispute to mediation, the dispute shall be submitted to the State Mediation and Conciliation Service. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues.

D. Fact-Finding

If the parties are unable to resolve the impasse within thirty (30) days after appointment of a mediator, the Unit may request that the parties’ differences be submitted to a fact-finding panel in accordance with Government Code Sections 3505.4 and 3505.5.

ARTICLE 7.3 – REDUCTION IN FORCE

A. Layoffs

Layoffs shall be within each department.

B. Layoff within Designated Class Only

Layoffs shall be within the designated class only. A person designated to be laid off shall not have the right to a position occupied by an Employee in a lower class unless such Employee is in the same department and is in a provisional or temporary status.

C. Provisionals or Temporary (Extra Help) Employees First

Provisionals or temporary (extra help) employees shall be laid off first.

D. Layoffs Based on Total Actual Time Worked

Layoff of probationary or permanent Employees shall be based on total actual time worked, excluding leave without pay, in the class for the County, not counting time worked in a temporary (extra help) or provisional status. Those with least service will be laid off first.

E. Breaking Ties

When two (2) or more Employees have the same total full-time equivalent work in the class for the County, the tie shall be broken, and preference given in the following order:

1. Employee with the greatest seniority in the class, or the higher class in the department.
2. Employee with the greatest seniority in the class County-wide.
3. Employee with the greatest seniority within the department.
4. Employee with the greatest seniority County-wide.

F. Initial Notification of Tentative Plans for Staff Reduction

Employees, subject to layoff, will be given written notification by the Department of Human Resources of the tentative plans for a staff reduction, and the effective date of such action. Generally, the notification will be given to the Employees at least thirty (30) days in advance of the lay-off. A copy of the notification will be submitted concurrently to the Association.

G. Final Notification of Staff Reduction and Placement on Reinstatement List

Should the Board of Supervisors determine a reduction in staff is necessary, the Employees determined to be subject to the layoff will be notified in writing as far in advance of the effective date of the action as possible. The Employees will also be informed as to their placement on the reinstatement eligible list. A copy of the notification will be submitted concurrently to the Association.

H. Voluntary Layoff

Voluntary layoff may be granted to an Employee in a class for a position that will be laid off even though the Employee would have sufficient seniority to not be laid off. The purpose of this provision is to permit the substitution of a more senior Employee for layoff in place of a less senior Employee on a voluntary basis.

I. Demotion in Lieu of or After Layoff

1. An Employee designated to be laid off may elect to be demoted to a lower class in the same series of classes provided that such demotion shall not result in the layoff or demotion of any Employee in the lower class.
2. An Employee who has been laid off may be placed on a reinstatement eligible list for a lower class in the same series of classes at their request. Their name shall be placed on such list after names of Employees laid off from positions in that class.
3. Demotions and appointments resulting from one (1) and two (2) above shall in no way affect the Employee's position on a reinstatement eligible list for the class from which they were laid off.

J. Appointment to a Position of the Same Salary Range

Employees appointed to a position of the same salary range or to a position of a lower range than previously occupied as a result of a transfer, downward classification, or voluntary demotion, shall be paid at the step providing a salary closest to the previous position, except that the salary shall not be higher than the amount previously received or at or above "H" step in the new range. The Employee's anniversary date shall remain unchanged.

K. Reinstatement After Layoff

1. Employees laid off in accordance with Madera County Code Section 2.57.100 shall be placed on a reinstatement eligible list for the class with the Employee last to be laid off first on such list and continuing in inverse order of layoff. Names shall remain on the reinstatement eligible list for two (2) years.
2. Such Employees shall have an absolute right only to reappointment to vacant positions in the same class and in the same department from which they were laid off. In all other instances, they shall be certified from the reinstatement list in accordance with the Civil Services Rules and shall be subject to a new probationary period.
3. If an Employee whose name is on the reinstatement eligible list has been laid off from a position in the class and in the department for which certification is requested their name alone shall be certified.

ARTICLE 7.4 – DISCIPLINARY ACTION

A. Representation of Employees

The Employer recognizes Employees in the Deputy Probation Officer Unit may be represented by the Association in their employer-employee relationship with the County.

B. Investigations

An Employee whose presence is requested by Management to investigate, discuss, or review an action of the Employee leading to discipline, has a right to be represented by an Officer, Director, or Business Representative of the Association.

C. Discussion of Evaluation and Work Performance

The Employer may call in an Employee to discuss evaluation and work performance. However, the Employee reserves the right to be accompanied by a Representative if specific disciplinary action is discussed. An Employee may inquire prior to attending any meeting as to the nature of the meeting.

D. Responsible Representative

The presence of a responsible representative of the Employee's own choosing who is not an Officer, Director or Business Representative of the Association shall satisfy the requirements of this section.

ARTICLE 7.5 – EMPLOYMENT STATUS CHANGE

A. Job Abandonment

Memorandum of Understanding - Deputy Probation Officer Unit

The parties agree the absence of an employee without approved leave for a period of five (5) days with no mitigating circumstances shall be considered Abandonment of Position and shall result in termination of employment.

B. Termination for Cause

The parties agree any Employees whose terminations for cause are sustained following exhaustion of all appeal rights shall not be eligible for reemployment with the County. In the unlikely event such a terminated Employee becomes reemployed with the County, said Employee shall be terminated again and shall only be entitled to payment for any services rendered to the County.

ARTICLE 7.6 – COMPLIANCE WITH MEMORANDUM OF UNDERSTANDING

A. Violation of Agreement Terms

In the event of any violation of the terms of this Memorandum of Understanding (MOU), responsible and authorized representatives of the Association or the Employer, or any individual Department Head, as the case may be, shall take such action as is within their power to correct and terminate such violation for the purpose of bringing about compliance with the terms of this MOU. Individuals acting or conducting themselves in violation of the terms of this MOU may be subject to discipline, up to and including discharge. The Employer shall enforce the terms of this MOU on the part of its supervisory personnel; the Association shall enforce the terms of this MOU on the part of its members.

B. Interpretation of Agreement

A dispute or difference of opinion concerning the enforcement of this MOU by the Employer, or the Association shall first be presented in writing to the other party in an attempt to settle the matter.

Signatures:

COUNTY OF MADERA ("COUNTY")

Sabrina Mendez

Sabrina Mendez, Chief Negotiator

Chenecua Dixon

Chenecua Dixon (May 1, 2025 08:24 PDT)

Chenecua Dixon, Director of Human Resources

**MADERA PROBATION PEACE OFFICERS ASSOCIATION
("ASSOCIATION")**

Lina Balciunas Cockrell

Lina Balciunas Cockrell (Apr 30, 2025 20:56 PDT)

Lina Balciunas Cockrell, Business Representative

Eric Rubio

Eric Rubio (Apr 30, 2025 07:40 PDT)

Eric Rubio, President (Interim)