

**ADDENDUM #1
TO
2022-2025 AGREEMENT
BETWEEN
COUNTY OF SACRAMENTO
AND
SACRAMENTO COUNTY PROBATION ASSOCIATION
FOR THE
SUPERVISING PROBATION OFFICER UNIT**

The County of Sacramento ("County") and the Sacramento County Probation Association ("Association") make the following agreement adding Article II, Section 2.3 to the 2022-2025 Agreement Covering All Employees in the Supervising Probation Officer Unit:

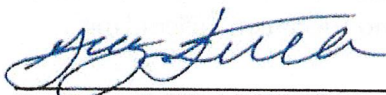
2.3 SCPA Time

The following applies to officers of the SCPA Board who are members of the Supervising Probation Officer Unit:

- a. For all purposes of representation, the association shall receive 1.0 FTE release time for the President of the Association, without loss of any benefits or rights. The president, if in a class in the Supervising Probation Officers Unit, shall be paid at top step of the highest class in the bargaining unit.
- b. All time off such as vacation, sick leave, holiday in lieu (HIL) and compensating time off (CTO) taken by the president and/or other designated person shall be charged and shown as such on the time sheet.
- c. Employees released from their regular shift pursuant to Section 2.3 are performing activities at the direction of the Sacramento County Probation Association and are not agents of the County of Sacramento. For any third party claim or suit instituted against the County arising from the activities of employees on release time, the Association agrees to provide the County with evidence of liability insurance in the amount of not less than \$1 million, single-limit, covering employees while on release time and naming the County as an additional insured.
- d. Release time authorized pursuant to this section shall be at no cost to the County. The County shall deduct from the Association's dues each biweekly pay period an amount equal to the release time used by the Association. The amount is subject to annual adjustment by the County to reflect the full benefitted cost of the release time with notice to the Association each July 30.
- e. The Association agrees to indemnify, defend, and hold the County harmless against claims of any nature arising from the County making this deduction for Association release time from the Association's dues remittance.
- f. Should the Association violate Section 4.2b of the parties' Agreement (the "no strike provision") the County shall have the right to immediately seize all payroll deductions of any kind on behalf of the Association (dues, fair share fees, insurance, et cetera) until such time as the Association ceases the violation. No payment shall be made or any such deductions collected for any period of such violation, nor shall any release time be authorized under Section 2.3.

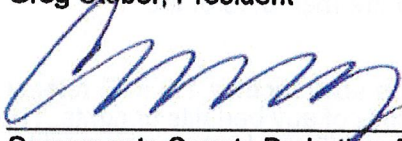
- g. Where the president is on release time and must perform required training, such employee(s) shall be given ten days' notice and shall be on regular duty, at no cost to SCPA, for the duration of such training.

All other provisions of Article II, and the 2022-2025 Agreement Covering All Employees in the Supervising Probation Officer Unit are not affected by this agreement and shall remain in full force and effect. This addendum shall remain in effect until a successor MOU is adopted.



Sacramento County Probation Association
Greg Stuber, President

Dated: 4/27/23



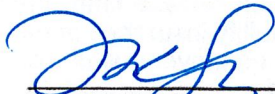
Sacramento County Probation Association
Christopher W. Miller, General Counsel

Dated: 4-27-23



County of Sacramento
Jerry Camous, Labor Relations Officer

Dated: 4-28-2023



Sacramento County Probation Department
Marlon Yarber, Chief Probation Officer

Dated: 4/28/23