

**SIDELETTER OF AGREEMENT
BETWEEN
TEAMSTERS, LOCAL UNION 856
AND
THE COUNTY OF ALAMEDA**

Overtime Posting

August 11, 2023

The County of Alameda ("County") and the Teamsters, Local Union 856 ("Teamsters") have reached agreement on this Sideletter of Agreement ("Agreement") to the Memorandum of Understanding ("MOU") (MC-23-224). This Agreement replaces the existing Overtime Posting Sideletter of Agreement in its entirety and is an integral part of the MOU now in effect between the County and Teamsters, which covers the period of August 25, 2019 through August 16, 2025.

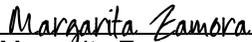
Except as provided herein, the Probation Department will continue to apply its existing procedures and practices for distributing overtime. This includes maintaining a list of employees who have signed up for overtime for the relevant assignment and attempting to contact employees. Unless the overtime is department-wide, overtime will be offered in the following order:

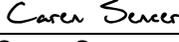
1. To the DPO assigned to the case;
2. To all DPOs in the unit, based upon seniority;
3. To all DPOs working with clients from the same court jurisdiction (Adult/Juvenile), based upon seniority.
4. To all qualified DPOs within the department, based upon seniority. To be qualified, DPOs must have the requisite knowledge, necessary training and access to work tools (e.g., COMPAS/YLS-CMI assessments, Adult/Juvenile Enterprise access, etc.) to successfully carry out the overtime duties.

However, the Department retains the right to deviate from this procedure in emergency situations, when volunteers for the particular assignment are not available or willing to work the overtime when called, or when the Department determines that to distribute the particular overtime in question in this manner would not be reasonably practicable. In addition, the County may modify the procedure by providing the Union notice of the intended change and an opportunity to meet and confer. The meet and confer process must be completed within 30 calendar days from the date of notice to the Union.

For the County:

For Teamsters:

DocuSigned by:

Margarita Zamora
Acting Director, Human Resource Services
8/11/2023
Date

DocuSigned by:

Caren Sencer
Legal Counsel, Public Policy Coordinator
8/12/2023
Date