

**Letter of Agreement  
Between the County of El Dorado  
and the  
El Dorado County Law Enforcement Managers' Association Bargaining Unit**

Whereas, El Dorado County (County) and the El Dorado County Law Enforcement Managers' Association (LEMA) has previously established a Memorandum of Understanding between the County and LEMA, and

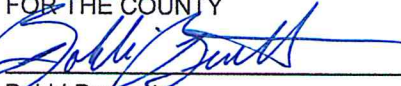
Whereas, the County and LEMA, recognize that, during the term of this Memorandum of Understanding, a single allocation of the Deputy Chief Probation Officer classification is assigned the oversight of two 24-hour institutions, including the Placerville Juvenile Hall and the Juvenile Treatment Center in South Lake Tahoe. It is further recognized that this assignment requires the indirect supervision of approximately 47% of the department's personnel allocations and consistent 24-hour availability to institution staff.

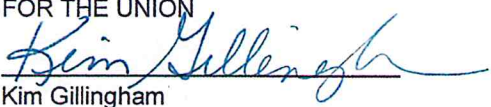
This Letter of Agreement (LOA) is to memorialize the agreement reached between the County and LEMA through their duly authorized representatives.

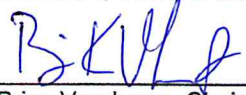
The parties agree to amend Article 10 of the MOU as follows:

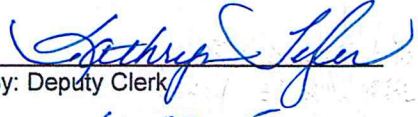
**Section 10. Deputy Chief Probation Officer – Institutions Differential**

- A. During the term of this Memorandum of Understanding, the Deputy Chief Probation Officer assigned to manage both the Placerville Juvenile Hall and the Juvenile Treatment Center in South Lake Tahoe shall receive a 5% differential of the employee's base hourly rate of pay.
- B. When such assignment is terminated at the discretion of the Chief Probation Officer and the employee is no longer eligible for the Deputy Chief Probation Officer – Institutions Differential, such loss of pay shall not be considered a "punitive action" under the Public Safety Officers procedural Bill of Rights Act (Government Code section 3300 et. seq.) and is not subject to appeal or grievance.

FOR THE COUNTY  
  
 Bobbi Bennett  
 Human Resources Manager  
 Date: June 1, 2015

FOR THE UNION  
  
 Kim Gillingham  
 Labor Representative  
 Date: 5-29-15

Chairman, Board of Supervisors  
  
 Brian Veerkamp, Chairman  
 Date: 6-23-15

ATTEST: James Mitistrin  
 Clerk of the Board of Supervisors  
  
 By: Deputy Clerk  
 Date: 6-23-15