

**Letter of Agreement
Between the County of El Dorado
and the
El Dorado County Probation Officers Association
Representing Employees in the
Probation (PR) Bargaining Unit**

Whereas, the El Dorado County Probation Officers Association (EDCPOA) represents employees in the Probation (PR) bargaining unit, and

Whereas, the County of El Dorado (County) and EDCPOA executed a Memorandum of Understanding (MOU) for the period of July 1, 2016 to December 31, 2019, and

NOW, THEREFORE, County and EDCPOA agree to amend the MOU as follows:

Article 6. Section 2. Overtime (Subsection C)

- C. Compensation: Overtime required by the FLSA shall be compensated at one and one-half (1 ½) times the employee's regular rate of pay, or at the employee's request and with the department's approval, compensatory time off (CTO) accrued at the rate of one and one-half (1 ½) hours off for each FLSA overtime hour worked. Overtime not required by the FLSA, also known as contract overtime, shall be compensated at one and one-half times the employee's base hourly rate of pay, and shall not be eligible for CTO in lieu.

Article 6. Section 4. Call-Back Compensation (Subsections D – F)

- D. "Call-back" time shall be paid as premium compensation at time and one-half of the employee's base hourly rate of pay.
- E. The two hour minimum shall apply only when an employee is required to physically return to work (e.g. leave home or another off duty location) in order to perform required duties. An employee who performs work after regular work hours, but who is not required to leave home, shall be compensated at the premium rate for actual time worked.
- F. Call-back provisions, including the two hour minimum, shall not apply if an employee is called to work within one hour of their normal starting time. If an employee is called to work within the one hour prior to their normal starting time, they shall be compensated under normal FLSA overtime provisions.

Article 9. Section 1. Holidays (Subsections D, F)

- D. If a regular full-time or part-time employee is required to work on an official County holiday or observed holiday in lieu, the employee shall be paid premium compensation at