



SBCPOA

San Bernardino County Probation Officer's Association

SBCPOA's Recent Accomplishment for PO's:

- *May 2015 Contract Negotiation:* 12%, on average, increase across the board raises with Cost of Living and Equity Adjustments. Ensured ability to negotiate for Safety Retirement in the Future;
- *SBCPOA Contract Economic Reopener (In Process/Negotiation):* Minimum 7% increase across the board, minimum of 2% Longevity added to current schedule, and multiple equity adjustments;
- *Increased Benefits under Labor Code §4850 added to MOU –* Acknowledgment that Probation Officers within this Classification are entitled, and eligible for Safety Benefits under *Labor Code §4850*;
- *Recognition that Probation Officers are Entitled to their Peace Officer Bill of Rights Added to MOU:* Not only recognition, but making these rights subject to the County Grievance Procedure;
- *County Consideration of Reclassification* - The County has had two reclassification requests looking to Recognize Probation Officers' I, II & III as having higher duties, and thus more pay. Pending with HR;
- *Change of Procedure for Discipline to Remain in File* – Changed from indefinite with written reprimands, to seven (7) years;
- *Change in Job Duties* – Worked with Department to submit more accurate job duties to HR for recruitment and pay;
- *Universal Application of Flexed Schedule and Work from Home Days* – Worked with department to ensure that supervisors were not permitted to establish unilateral work standards and penalize officers for not meeting the standards.
- *Promotional Changes* – Changes are pending with the Department, and HR, as to the criteria and process for promotions within the department.

AND MANY MORE!!

If you still have Questions, contact:

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