

SIDE LETTER AGREEMENT
SAN BERNARDINO COUNTY AND
TEAMSTERS LOCAL 1932
Preschool Services Department

After Hours Child Placement Night Shift Differential

- 1) The purpose of this provision is to compensate Preschool Services Department (PSD) employees, who are assigned to work night shifts for the purposes of child placement with Child and Family Services, over and above the established base rates of pay when working such night shift.

(i) After Hours Child Placement Night Shift – Night Shift for the purposes of this differential is from the hours of 6:00 p.m. to 6:00 a.m. Employees who work an assigned night shift where the majority of hours, of at least four (4) hours, are worked between an established night shift, shall receive one dollar and seventy-five cents (\$1.75) per hour over and above their base hourly rate.

(ii) As provided above, employees shall be eligible to receive shift differential compensation only when the majority of hours worked are covered by a shift differential. For example, an employee is assigned to work Saturday from 2:00 p.m. to 8:00 a.m. (i.e., a 6-hour shift). Since the majority of hours worked (i.e., 4 hours) are not covered by a shift differential, the employee is not eligible to receive shift differential compensation.

(iii) In no event shall an employee receive the After Hours Child Placement Night Shift and another shift differential for the same hours.

- 2) One-Time After Hours Child Placement Night Shift Volunteer Incentive: The County shall provide a one-time incentive of \$500 to PSD employees who prior to Board approval of the side letter volunteer and work as part of their assigned schedule to work After Hours Child Placement night shifts, or who within one year following Board approval of the side letter volunteer and work as part of their assigned schedule to work After Hours Child Placement night shift, to assist in the initial staff-up of the shift.

- (i) The volunteer incentive shall be paid after the employee has volunteered for six (6) consecutive months, working at least 12 After Hours Child Placement night shifts, following Board approval of the side letter, or the six (6) consecutive months, working at least 12 night shifts, following Board approval of the side letter.
- (ii) Upon Board approval, employees who in the preceding six (6) months of Board approval volunteered for six (6) consecutive months, working at least 12 After Hours Child Placement night shifts, will be eligible for the incentive.
- (iii) The After Hours Child Placement Night Shift is comprised of two shifts: 6 p.m. to 12 a.m. and 12 a.m. to 6 a.m.
- (iv) Employees who have volunteered and worked at least 12 After Hours Child Placement night shifts will be considered eligible to receive the volunteer incentive.
- (v) Employees will not receive the incentive if they fail to show for shifts, volunteer and work partial shifts or cancel coverage of shifts.

This one-time incentive shall sunset one year following Board approval of this side letter agreement.

3) On-Call Compensation

While assigned to on-call duty, the employee shall be free to use the time for his or her own purposes and engage in personal activities (e.g., go to the movies, go shopping, etc.).

This Section shall not apply to employees in the Preschool Services Department Supervisory Unit.

On-call duty requires the employee to return a call, text, or email as soon as practicable but not to exceed approximately fifteen (15) minutes.

The employee shall not receive on-call compensation during working hours, during meal/break periods, or during periods where the employee is taking paid time off (e.g., Sick Leave, Vacation Leave, PTO, Administrative Leave, etc.). On-call would begin no earlier than when the employee has left the work site and end upon the employees return to the work site.

Employees Who are Expected to Return to the Worksite. Employees assigned to be on-call who are expected to return to work shall: (1) leave a telephone number where they can be reached or carry/wear a communicating device; and (2) be able to report to their work site within one (1) hour after notification. Employees can also be given a designated time of more than one (1) hour to report by the appointing authority or designee.

Employees assigned to be on-call who are expected to return to work be compensated at the rate of three dollars and twenty-five cents (\$3.25) for each full hour of duty or portion thereof. On-call time shall not count as hours worked.

PSD staff shall only be able to receive compensation under this side letter agreement based on mutual agreement and funding provided by Children and Family Services (CFS). If the mutual agreement is terminated or funding from CFS is no longer provided, PSD staff will no longer be eligible to receive the benefits outlined in this side letter or be eligible to work the shifts pertaining to Children Awaiting Placement.

The provisions of this Side Letter Agreement will be effective the pay period after board approval.

Date Agreed: 2/17/22

County

TEAMSTERS LOCAL 1932

Leo Gonzalez

Natalie Harts