

County of Lassen  
**ADMINISTRATIVE SERVICES**



**CHRIS GALLAGHER**

District 1

**DAVID TEETER**

District 2

**JEFF HEMPHILL**

District 3

**AARON ALBAUGH**

District 4

**TOM HAMMOND**

District 5

**Richard Egan**

County Administrative Officer

email: [coadmin@co.lassen.ca.us](mailto:coadmin@co.lassen.ca.us)

**Julie Morgan**

Assistant to the CAO

email: [jmorgan@co.lassen.ca.us](mailto:jmorgan@co.lassen.ca.us)

## MEMORANDUM

November 6, 2019

County Administration Office


221 S. Roop Street, Suite 4

Susanville, CA 96130

Phone: 530-251-8333

Fax: 530-251-2663

TO: Board of Supervisors  
Agenda Date: November 12, 2019

FROM: Richard Egan, County Administrative Officer 

SUBJECT: United Public Employees of California (UPEC) Memorandum of Understanding (MOU) Amendment – Probation Department Employee Uniform requirement and allowance

RECOMMENDATION: That the Board: Ratify an amendment to the UPEC MOU titled Probation Department Uniform Allowance.

PRIOR BOARD ACTIONS: None.

DISCUSSION: An agreement to amend the UPEC MOU has been reached with representatives of UPEC, through the meet and confer process, for the County to provide a uniform allowance to Probation Department employees who will be required to wear a uniform. Board of Supervisors' action to ratify that amendment would provide for County staff to begin implementing the requirement and allowance. The amendment is attached for your consideration.

FISCAL IMPACT: Appropriated in the Fiscal Year 2019-2020 budget.

OTHER AGENCY INVOLVEMENT: None.

RE/ts

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ARTICLE \_\_ Probation Department Uniform Allowance

Each sworn Probation Department employee shall be required to wear a uniform prescribed by the Chief Probation Officer six months after the first clothing allowance payment. Each represented sworn uniformed Probation Department employee shall receive a total of fifty dollars (\$50.00) per month for a uniform allowance for approved department uniforms. Effective the first pay period, uniform allowance shall be included in the employees bi-monthly pay check. Each non-sworn Probation Department employee shall be required to wear a uniform prescribed by the Chief Probation Officer six months after the first clothing allowance payment. Each represented non-sworn uniformed Probation Department employee shall receive a total of twenty dollars (\$10.00) per bi-monthly paycheck for a uniform allowance for approved department uniforms. A request for an alternative uniform may be submitted when necessary.

On call and temporary employees will not receive a uniform allowance.