

**SIDE LETTER AGREEMENT  
SENIORITY SCHEDULING ARTICLE**

We agree to the Side Letter regarding delayed implementation of the negotiated Seniority Scheduling Article as described between the County of San Bernardino and the Safety Employees Benefits Association (SEBA).

The parties recognized that additional clarification was needed in filling of subsequent vacant work schedules during the 18 months scheduled cycle.

**PURPOSE**

The purpose of this agreement is to clarify the intent of the Seniority Scheduling Article in which Probation Corrections Officers are assigned to subsequent vacant work schedules during the 18 months scheduled cycle in the Juvenile Detention and Assessment Centers due to the implementation of seniority scheduling article in the Specialized Peace Officer (SPO) Unit Memorandum of Understanding (MOU). In doing so, the parties have agreed to clarify the seniority scheduling for Probation Corrections Officers assigned to the Juvenile Detention and Assessment Centers. However, the Probation Department and SEBA recognize that the Seniority Scheduling Article in the 2011-2013 SPO Unit, MOU will continue to govern the process of seniority scheduling and everything else in the article remains the same.

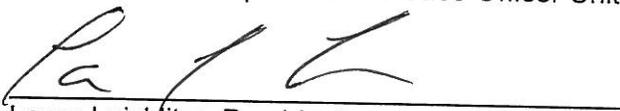
**FILLING OF VACANT POSITIONS DURING THE SCHEDULING CYCLE**

The parties agree to the interpretation included in this side agreement.

In the event a work schedule becomes vacant during the 18 months scheduled assignments with more than 6 months remaining in the scheduled cycle, employees may submit their names for consideration to fill the vacant work schedule within their assigned facility. The employee with the most county seniority shall be selected to fill the vacant work schedule. Any additional vacancies that may occur as a result of the initial vacancy shall be filled at management's discretion.

**APPROVAL**

On behalf of the Specialized Peace Officer Unit



Laren Leichter, President  
Safety Employees Benefits Associations

4-9-12

Date

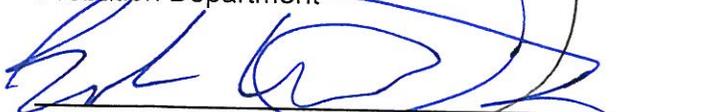
On behalf of the County of San Bernardino



Michele Scray, Chief Probation Officer  
Probation Department

4-9-12

Date



Robert Windle, Asst. Director of Human Resources  
Human Resources

4/10/12

Date