

LETTER OF UNDERSTANDING
BETWEEN
COUNTY OF SACRAMENTO
AND
UNITED PUBLIC EMPLOYEES, LOCAL #1
WELFARE NON-SUPERVISORY UNIT

Section 14.9c, Involuntary Intra-Departmental Transfers, states, "*This section shall not apply to immediate transfers due to emergencies. Emergency transfers shall not exceed ninety (90) calendar days.*" In response to the emergency situation in Child Protective Services' Court Services (a division of DHHS), the parties met and agree to the following:

- For the sole purpose of this agreement, the parties agree that Child Protective Services (CPS) may involuntarily transfer the equivalent of 13 FTE experienced Social Workers for the duration of one hundred eighty (180) calendar days in order to stabilize Court Services. The involuntary transfers will provide relief for existing staff, allow newer staff to have adequate training time, and allow new staff to be hired and appropriately trained. To accomplish this goal and minimize the impact on CPS operations, especially to case carrying programs, CPS will endeavor to involuntarily transfer the following:
 - 6 FTE from Court Officers
 - 4 FTE from TDM staff
 - 1 FTE from Kinship
 - 1 FTE from Emergency Response Hotline
 - 0.6-1.0 FTE from Centralized Placement Support Unit

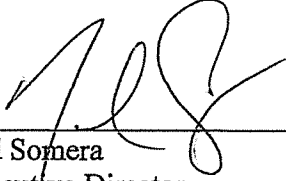
It is also agreed that CPS may transfer members at the supervisory class or above or utilize Retired Annuitants to backfill and perform the critical duties of those UPE members who are involuntarily transferred for the same duration. UPE shall receive a list of those employees performing specific UPE bargained work.

Social Workers who are involuntarily transferred will receive at least two (2) weeks written notice with a copy to UPE. The notice will be given by the employee's current supervisor and/or manager. A follow-up group meeting with the CPS Deputy Director will occur a day or two after the affected employees are notified. All those involuntarily transferred will retain their regular work schedule including regular days off, work hours, pre-approved vacations, and ADA accommodations. If the involuntary transfer creates a hardship in terms of dependent care or similar personal circumstance, CPS management may consider an extension to the effective transfer date.

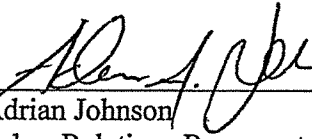
- CPS will utilize Section 7.6d, *Training Differential – Human Services Social Worker/Human Services Social Worker-Master Degree*, of the labor agreement for training purposes in Court Services.

- “Miracle Rooms” and “Super Saturdays” will be jointly endorsed by UPE and CPS.
- A monthly meeting will be established for the duration of the Court Services Stabilization Plan with CPS’s Deputy Director, Division Managers, UPE CPS Board Members, and UPE Representative to discuss the progress of Court Services and other pertinent issues. In addition, UPE will receive monthly status reports from CPS to help assess progress.
- CPS will continue conversations with Department Counsel, Referees, and Judges regarding court climate. UPE will consider talking to the Council for Judicial Performance and the Presiding Judge as UPE deems necessary.
- CPS will further explore policy and regulations regarding child visitations that may result in duplicate contacts from different programs within the same month.

1/6/15
DATE



Ted Somera
Executive Director
UPE, Local #1



Adrian Johnson
Labor Relations Representative