

Happy July everyone! I hope you all had a wonderful Independence Day celebration! For those who worked, I hope you managed to stay cool and hydrated during this long heat wave!

## **OVERTIME POLICY PUBLISHED**

Throughout June, we have been addressing Policy and Procedure 1030, which regulates overtime for both patrol and dispatch within the Fresno County Sheriff's Office. Previously, each operational unit such as patrol, jail, dispatch, etc. operated under its own policy, but the introduction of Lexipol Policy, is now allowing us to streamline all units- corrections, patrol, dispatch, supervision-into one unified policy. While many conditions apply across the board, some are specific to certain units. For instance, patrol and dispatch have similarities but differ in some aspects. The main difference lies in vacancy rates: dispatch has a higher vacancy rate with fewer personnel, while patrol has a lower vacancy rate with more personnel, offering a larger pool of candidates. Consequently, mandatory involuntary overtime policies are more flexible for patrol due to the larger number of available personnel compared to the much smaller dispatch team. Our primary goal remains to ensure the safety of our deputies while we patrol and serve the public in this county. This has been and will be the reason we ensure that we have adequate staffing in patrol.

Discussing with management, we are shooting for having a hardcopy of the newly adopted overtime policy (1030) be released on Star 2.0, along with the rules that have been adopted for Workforce Telestaff, within 30 days. You may notice some subtle changes compared to the old policy, many of which are designed to benefit employees. Since I've been the FDSA president, our policy has evolved to try to balance the needs of the Sheriff's Office with the needs of the personnel we represent. We've collaborated with management to retain, expand, and tweak effective practices, and eliminate those that don't work.

We believe that alongside the new policy, it is important to be transparent and provide documentation that explains how it integrates with over 100 existing workforce rules. This transparency is crucial so that everyone understands how overtime is assigned. The system for distributing overtime is structured and based on rules negotiated over many years.

Please know, this is a "living" document. It was expressly discussed that we may want/need to make additional or different changes, and the Sheriff's Office was open to discussing additional changes. If there are better ways to implement the policy, both the DSA and the Sheriff's Office are open to making improvements. We aim to ensure the process is as flexible and straightforward as possible, avoiding unnecessary complications.

The rules and workforce guidelines will be available to everyone. If you have suggestions for improvements, we encourage you to share them. Our goal is to make the system more equitable and beneficial for all employees.

### **MOU Article - ARTICLE 28 - TAKE HOME PATROL VEHICLE PROGRAM**

The Take Home Patrol Vehicle Program for Deputy Sheriff's, as is detailed in Sheriff's Department Policy, shall continue through the term of the MOU under the following terms and conditions:

1. At the request of the Fresno Deputy Sheriff's Association, the County of Fresno agrees to continue the Take Home Patrol Vehicle Program. The FDSA acknowledges that when the Take Home Patrol Vehicle Program was incorporated into the MOU, as stated in the Sheriff's Department Policy, the employees in the Take Home Program participated voluntarily and without compensation for travel time to and from work (except as set forth in the Sheriff's Department Take Home Patrol Vehicle Policy). The Program has never changed in those respects. Nothing herein shall be deemed a waiver of any claims that are pending in the federal lawsuit of Espinoza, et al v. Fresno County (Civil Case No: 107-cv-01145-OWW-SMS), and nothing contained in this Article or discussed during the 2007-2008 negotiation process shall be used by either party as evidence in the above-mentioned lawsuit. Furthermore, the parties agree that previous MOU articles and the discussions surrounding prior negotiations may be used in the aforementioned lawsuit.
2. Deputy Sheriffs assigned to Patrol only (excluding the Hospital assignment) shall be provided take home patrol vehicles. If a Deputy Sheriff is reassigned to an assignment outside of Patrol, the Deputy Sheriff will not be provided a take home patrol vehicle. Assignments that are not eligible for the Take Home Patrol Vehicle Program include, but are not limited to, the Hospital, Courts, Jail, and Air Support. Other assignments may be subject to the Home Garaging program.
3. Take Home Patrol Vehicle privileges may be revoked at the discretion of Sheriff's Management for any individual Deputy Sheriff when vehicle privileges have been abused.
4. The Take Home Patrol Vehicle Program for Deputy Sheriff's, as is detailed in Sheriff's Department Policy, shall govern and shall be referenced in the MOU, however, the policy is not incorporated by mere reference and the details are subject to change during the term of the MOU consistent with BOS policy and

Sheriff's department needs, subject to meeting and conferring with FDSA prior to finalizing any changes.

As I close out this month's message, I want to remind you- please do not hesitate to reach out to me if you have any questions or concerns.

Have a great rest of the month, I hope you all get the opportunity to recharge this summer!

In Service,

Eric