

Section 1.

Section 2. The Committee shall provide progress reports to both Probation management and PDA in a manner agreed to by the Committee.

- 9. Flex Promotions for Group Supervisors I/II. Group Supervisors I will be promoted to Group Supervisor II provided that:
 - 1. They have worked the equivalent of 12 months of full-time hours as a Group Supervisor I.
 - 2. They have obtained a college degree.
 - 3. The Division Director overall rating for the employee is satisfactory.
 - 4. A Group Supervisor will be deemed to have had a satisfactory evaluation if the Department does not provide an evaluation within 30 days of the employee's application for promotion.
 - 5. In the event of a denial of a flex promotion where the employee meets all of the above criteria, the Department will advise in writing the reason for the denial.
 - 6. A Group Supervisor I may appeal the denial to the Chief Probation Officer.
 - 7. A Group Supervisor who is denied the promotion may be reconsidered for promotion in six (6) months or earlier at the discretion of the Chief Probation Officer.

- 10. The Probation Department and PDA in an effort to address the criteria and process for selection of Senior Deputy Probation Officer assignments agree to establish a Labor-Management Committee. The committee will convene as soon as is practicable following ratification and adoption of the MOU. The committee will be equally represented by Probation management and PDA. Both parties shall select their committee members. The parties shall meet at such times and locations as mutually agreed to by the parties.

- The Committee shall provide progress reports to both Probation management and PDA in a manner agreed to by the Committee.

- 11. Group Supervisors who are required to wear specific shirts shall be provided 5 shirts per year. Damaged shirts will be replaced. The County will consider vendors suggested by PDA who submit bids.

If the foregoing is in accordance with your understanding, please indicate your acceptance and approval in the space provided below.

Dated: _____

APPROVED AND ACCEPTED:

Probation and Detention Association

County of San Mateo

By 

By 