



County of Lake

State of California

**Side Letter Agreement with the Lake County Safety Employee Association (LCSEA) Unit  
10 Regarding Amendment to the July 1, 2025 – June 30, 2029 MOU.**

The County and Lake County Safety Employee Association (LCSEA) agree that the Lake County Safety Employee Association (LCSEA) Unit 10 July 1, 2025 – June 30, 2029 MOU shall be adjusted as follows:

**12. OVERTIME**

**12.3 SENIORITY OVERTIME**

The Chief Probation Officer, or their designee, shall call Supervising Deputy Probation Officers and Deputy Probation Officer I/II by seniority based on date of hire as a peace officer by the department. Once Supervising Deputy Probation Officers and Deputy Probation Officer I/II have been offered overtime, Probation Program Technicians shall be offered overtime in order of hire date within the department. Overtime shall be offered to those employees who have the qualifications necessary to perform the assignment of function as determined by the Chief Probation Officer, District Attorney or designee.

**13. CALL BACK**

**13.3 SENIORITY CALL BACK**

The Chief Probation Officer, or their designee, shall call Supervising Deputy Probation Officers and Deputy Probation Officer I/II by seniority based on date of hire as a peace officer by the department. Once Supervising Deputy Probation Officers and Deputy Probation Officer I/II have been offered call back, Probation Program Technicians shall be offered call back in order of hire date within the department. Call back shall be offered to those employees who have the qualifications necessary to perform the assignment of function as determined by the Chief Probation Officer, District Attorney or designee.

When time does not permit. Supervisors shall not have to wait for a call back from more senior employees before contacting less senior employees. Supervisors shall leave messages on answering machines of the attempt to call. If the employee returns the call and is willing to work before the supervisor has a commitment from a less senior employee, the more senior employee will be allowed to work the call back.

Efficiency of departmental operations and officer safety are paramount in providing timely callback. Nothing in this section shall hinder the ability of the supervisor to call back employees

**16. ASSIGNMENT PERIOD**

**16.2 Seniority Stand By**

The Chief Probation Officer, or their designee, shall offer standby to Supervising Deputy Probation Officers and Deputy Probation Officer I/II s based on date of hire as a peace officer by the department. Once Supervising Deputy Probation Officers and Deputy Probation Officer I/II have been offered stand by, Probation Program Technicians shall be offered standby in order of hire date within the department. Standby shall be offered to those employees who have the qualifications necessary to perform the assignment of function as determined by the Chief Probation Officer, District Attorney or designee.

When time does not permit, Supervisors shall not have to wait for a response from more senior employees before contacting less senior employees. If the employee is willing to work before the supervisor has a commitment from a less senior employee, the more senior employee will be allowed to work the stand-by shift. Nothing in this section shall prevent the Chief Probation Officer, District Attorney or his designee from requiring unit member to work a stand-by shift if the assignment is not able to be filled using the process above.

This side letter shall apply to the current MOU and any successor agreements and shall continue until such time as either:

- 1) A successor MOU is ratified by both the County and LCSEA; or
- 2) The County and LCSEA agree to amend the applicable sections of the current MOU, whichever is sooner.

COUNTY OF LAKE

LAKE COUNTY SAFETY EMPLOYEES ASSOCIATION

\_\_\_\_\_  
Chairman,  
Board of Supervisors

*Mikala Knoll*  
Mikala Knoll (Feb 17, 2026 08:21:16 PST)  
LCSEA President

  
\_\_\_\_\_  
LCSEA Representative

ATTEST: SUSAN PARKER  
SUSAN PARKER  
Clerk to the Board of Supervisors

APPROVED AS TO FORM:  
LLOYD GUINTIVANO  
County Counsel  
  
Lloyd Guintivano (Mar 5, 2026 09:05:14 PST)

By: \_\_\_\_\_

# Unit 10 Side Letter Agreement LCSEA Unit 10 OT, Call back and Stand by assignments Final

Final Audit Report

2026-03-05

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