Memorandum of Understanding
Between
San Joaquin Delta Community College District
And the
San Joaquin Delta College Police Officers’ Association

Master Contract Article XX – EMPLOYEE RIGHTS

WHEREAS, the San Joaquin Delta College Police Officers’ Association (POA) is the exclusively recognized employee organization within the San Joaquin Delta College (College) for employees within the police services unit, as identified in Article I of the Master Contract, as amended, and

WHEREAS, the College and POA entered into a Master Contract (Contract) that governs the parties’ understanding of the terms and conditions of employment for employees represented by POA for the period ending June 30, 2013; and

WHEREAS, the College and POA, having met and conferred in good faith, and wish to modify Article 20.2 – Evaluation.

NOW, THEREFORE, the College and POA do agree Articles 20.2.2 and 20.2.3.4 of the Contract is modified to read as follows (underscore indicates new language):

20.2.2 Every probationary police and campus safety officer shall be evaluated by the employee’s immediate supervisor, in writing, before the one-year probationary period has ended:

20.2.3.4 Every probationary Dispatcher shall be evaluated by the employee’s immediate supervisor, in writing, before the eight (8) twelve (12) month probationary period has ended. The Vice President Director of Human Resources and Employee Relations, after consultation with the President of the POA, may for specific reasons disclosed to the POA authorize a shorter probationary period of no less than six (6) months or a longer probationary period of no greater than twelve (12) eighteen (18) months. The determination of the length of the probationary period, above or below the normal eight (8) twelve (12) months, for any individual shall not be based upon the classification of the individual probationary employee but only upon the nature of the extraordinary circumstances, which led to the request for exception from the normal probationary period. The intent is for the probationary period to remain eight (8) twelve (12) months with only rare and exceptional deviations from that period permitted.

IN WITNESS WHEREOF, the parties hereto have executed this Memorandum of Understanding to be effective this 1st day of October, 2012.

For the College:

Dianna R. Gonzales
Director of Human Resources

David Main
Director, Police Services & Public Safety Programs

For POA:

Jim Beck
President

| Signature |