



# Contra Costa County

To: Board of Supervisors  
From: David Twa, County Administrator  
Date: March 7, 2017

Subject: Decertification Election Results (Probation Peace Officers Association)

## **RECOMMENDATION(S):**

ACKNOWLEDGE the results of the decertification election of the Probation Unit and Probation Supervisors Unit to be represented by the Deputy Sheriffs Association and no longer be represented by the Probation Peace Officers Association, as recommended by the Employee Relations Officer.

## **FISCAL IMPACT:**

No fiscal impact.

## **BACKGROUND:**

In October 2016, employees represented by the Probation and Probation Supervisors Units submitted a decertification petition to the Labor Relations Department requesting to decertify from the Probation Peace Officers Association. Signatures were verified and the Labor Relations Department requested California State Mediation and Conciliation Service (SMCS) to serve as a neutral party to conduct the election in accordance with Sections 34-12.012(c) and 34-12.018 of the Employer-Employee Relations Resolution (EERR).

On February 22, 2017, an election vote count was conducted by SMCS to determine which

☒ APPROVE

☐ OTHER

☒ RECOMMENDATION OF CNTY  
ADMINISTRATOR

☐ RECOMMENDATION OF BOARD  
COMMITTEE

Action of Board On: **03/07/2017** ☒ APPROVED AS RECOMMENDED ☐ OTHER

Clerks Notes:

## **VOTE OF SUPERVISORS**

AYE: John Gioia, District I Supervisor  
Diane Burgis, District III Supervisor  
Karen Mitchoff, District IV Supervisor  
Federal D. Glover, District V Supervisor

ABSENT: Candace Andersen, District II Supervisor

Contact: Lisa Driscoll, County Finance Director 925-335-10123

I hereby certify that this is a true and correct copy of an action taken and entered on the minutes of the Board of Supervisors on the date shown.

ATTESTED: March 7, 2017

David Twa, County Administrator and Clerk of the Board of Supervisors

By: Rolanda Hartfield, Deputy

organization would represent the Probation and Probation Supervisors Units.

## BACKGROUND: (CONT'D)

>

The following are the results of the election:

### Probation Unit

Deputy Sheriffs Association: 144 votes

Probation Peace Officers Association: 5 votes

No Organization: 1 vote

Total Ballots Cast: 150

Total Eligible Employees in the Probation Peace Officers Association - Probation Unit: 219

### Probation Supervisors Unit

Deputy Sheriffs Association: 21 votes

Probation Peace Officers Association: 0 votes

No Organization: 0 votes

Total Ballots Cast: 21

Total Eligible Employees in the Probation Peace Officers Association - Supervisors Unit: 24

SMCS certified the election results. More than fifty percent (50%) of eligible employees in the Probation Unit and the Probation Supervisors Unit cast ballots in the election and a majority of the votes cast selected to be represented by the Deputy Sheriffs Association.

Management will meet and confer with the Deputy Sheriffs Association on a contract for the Probation Unit and the Probation Supervisors Unit.

### CONSEQUENCE OF NEGATIVE ACTION:

The election results will not be formally acknowledged.