



County of San Diego

DEPARTMENT OF HUMAN RESOURCES

LABOR RELATIONS DIVISION

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LETTER OF UNDERSTANDING BETWEEN THE COUNTY OF SAN DIEGO AND THE DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY (DS AND SM UNITS)

GRIEVANCE PROCEDURE

I. This attests and records the agreement of the County of San Diego and the Deputy Sheriffs' Association of San Diego County (DS and SM units) amending the grievance procedure.

II. ARTICLE 11. GRIEVANCE PROCEDURE

D. Formal Written Grievance to Employee's Supervisor

If the employee chooses to formally pursue his/her grievance, he/she shall present the written grievance to his/her immediate supervisor within ~~seven (7)~~ **fourteen (14)** working days after the date upon which the grieving employee informally discussed the grievance with the supervisor. The written grievance shall specify the Article, Section, and/or Subsection of this Agreement or the Sheriff's Policy and Procedure Manual which is alleged to have been violated by the County, and shall specify dates, times, places and persons, and other facts necessary to a clear understanding of the matter being grieved. The immediate supervisor shall return a copy of the written grievance to the employee with his/her answer thereto in writing within ~~seven (7)~~ **fourteen (14)** working days after receipt of the written grievance. If the grievance is not resolved at this level, the employee shall have seven (7) working days from receipt of the supervisor's answer within which to file an appeal to the next level.

III. Upon agreement and ratification by the Deputy Sheriffs' Association (DSA), this provision shall be effective January 1, 2010.

Entered into this 30 day of December, 2009, in San Diego, California.

FOR THE COUNTY OF SAN DIEGO:

FOR THE DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY (DS & SM UNITS):

Courtney Barrett
COURTNEY BARRETT
Labor Relations Officer

Ernie Carrillo
ERNIE CARRILLO
President, Deputy Sheriffs Association of San Diego County

Date: 12/23/09

Date: 12/30/09