



## COVID-19

### Emergency Reassignment of Non-Essential Sworn Personnel

In an effort to meet the needs of this public safety crisis, temporary changes to work schedules will be made by re-deploying **non-essential sworn personnel to the field to augment staffing in patrol** to meet the needs of the COVID-19 Emergency.

The County has invoked Article 8 – Hours of Work and Overtime, Section 1(c), which reads in part:

*Nothing herein shall be construed to limit the authority of management to make temporary assignments to different or additional locations, shifts or work duties for the purpose of meeting emergencies. However, such emergency assignments shall not extend beyond the period of such emergency.*

Additionally, Section 3504.5, subdivision (b), of the Meyers-Milias-Brown Act provides an emergency exception to the meet and confer requirement on schedule changes and permits employers to take action, so long as notice is given and an opportunity to meet is provided as soon as practicable. This is codified under Section 3500 of the Government Code.

Both ALADS and PPOA are aware of the Department's need to make immediate changes to personnel deployment during this state of emergency.