

Proposed Side letter clean-up- DSA MOU

~~August 30, 2017~~ September 6, 2017

11. ~~Special Pay Compensation~~

~~This section sets forth which premium or special compensation payments are included in calculating overtime and which premium, incentive or bonus pays are not included in determining overtime as follows:~~

A. ~~Special Compensation Premium Pays~~

~~Premium pays provided in this Memorandum of Understanding will be added to an employee's base hourly rate for computing overtime under this Memorandum of Understanding or any other differential, premium pay, or any other specialty pay unless specifically provided for in this MOU.~~

B. ~~Specialist Premiums~~

- 1) The County will provide specialist premium compensation to employees whom the Sheriff assigns to a specialized unit of duty from among those assignments listed below.
- 2) Animal Handler, Bilingual, Investigator, Resident Post and Training Officer are non-civil service job designations.

~~The following s~~Specialist premium pay shall be added to the employee's base hourly rate of pay for the purposes of calculating the FLSA Overtime Hourly Regular Rate of Pay for all hours worked as required by law and this MOU:

~~(a) Level I Pay is included in determining overtime according to all hours worked (includes regular hours worked and overtime):~~

~~1. Level I - Skill or Experience based; Built in to Base Wage/Salary Chart and paid on all hours worked:~~

Intermediate POST Premium
Advanced POST Premium
Retention Premiums
Resident Post Pay
Bilingual Duty Premium Pay
Educational Incentive Premium Pay

~~Level II - Shorter term/temporary assignments~~ Assignments that are subject to change - Line-Item premium pay; Time Entry, paid on Scheduled Hours Only - up to 80 hours per bi-weekly pay period:

Investigations/Detective Premium
Training Officer Premium
Animal Handler Premium
Out of Classification/Officer in Charge
Special Assignment Premium

Covelo/Coast Assignment Premium (a.k.a. Regional Pay) /Anderson Valley Resident Deputy Bonus Pay Program

Level III- Bonuses paid at the discretion of the Department Head – excluded from FLSA Overtime:

Article 13- Stand-By

Stand-by shall be a flat rate pay of \$2.50 per hour for weekdays ~~(Monday 6:00AM through Friday Thursday 6:59 PM)~~ and \$4.00 per hour for weekends and holidays, ~~(Friday 7:00PM through Monday at 5:59AM)~~ and shall be assigned from the voluntary standby list. Weekdays are defined as Monday at 6:00 AM through Friday at 6:59 PM. Weekends are defined as Friday at 7:00 PM through Monday at 5:59 AM. An employee who is on Stand-by shall not be eligible for minimum stand-by compensation if required to return to work, for hours worked, including minimum call back. Effective the first full pay period following ratification and approval.

The parties agree and understand that this provision for stand-by status is meant to comply with existing law, and is not meant to be full-time or regular work time as defined by FLSA. The parties further understand that Stand-by pay is administered within County budgetary constraints and intended to meet the departmental needs of the Sheriff's Office.

COUNTY OF MENDOCINO

By: 
HEIDI DUNHAM,
HUMAN RESOURCES DIRECTOR

Deputy Sheriffs' Association

By: 
CRAIG WALKER,
PRESIDENT DSA