



Fort Bragg Police Association
P.O. Box 368
Fort Bragg, CA 95437

Negotiations Proposal: Officer in charge Pay

Related MOU Articles(s): Article V Compensation

Association interest:

Current staffing issues within the Fort Bragg Police Department have drastically hindered the Department's ability to fulfill their law enforcement duties. These issues have created a situation where at time, patrol officers, typically on graveyard shift, are left without an Officer in Charge to make management level decisions.

The increased responsibilities associated with the Officer in Charge role mandatory overtime requirements and workload increases.

This side letter represents the current hardships placed on our patrol staff when there is a vacancy in the supervisory role.

While this side letter could be effectively applied to all shifts (both night and day) our Association is choosing not to pursue a daytime option at this time out of consideration for the fiscal impact to the City

Association proposes:

The Association proposes creating a financial incentive for patrol officers who in the absence of a Supervisory employee are required to assume the duties of an Officer in Charge. This side letter would be enacted until renegotiated in a successor MOU allowing both parties to properly assess the affects and costs of this proposal over a limited period of time.

The Association proposes the following language:

Temporary Assignments as "Officer In Charge"

Sworn employees in this unit may be assigned by management to temporarily assume the duties of an officer in charge. Such assignments are at the discretion of and must be made by the Police Chief or his or her designee, in writing prior to assignment. There is no requirement or expectation that a shift be staffed with an Officer in Charge or a supervisory level officer.

Employees assigned to an Officer in Charge status shall receive out of class compensation for every shift actually worked in which they have been designated in writing by the Police Chief or his or her designee as the "Officer In Charge." Officer in Charge assignment may be limited to one (1) shift and will be for no longer than four (4) weeks without reassignment confirmed in writing. The Police Chief has sole discretion to terminate the temporary Officer in Charge assignment prior to completion.

Out of class pay for such assignments shall be five percent (5%) above the employee's base hourly rate.

Out of class pay shall apply to any overtime worked in the higher classification (when eligible), but shall not apply to any paid leave taken during the acting assignment.

Qualification for such temporary assignments may be based on placement on an existing promotional list for that assignment, certification or training requirements as determined by the department or by the determination of the Police Chief or designee that the person is qualified.

This Side Letter will be effective 06/01/2019 – 06/30/2019.

FOR THE CITY OF FORT BRAGG:

DATE: _____

TABATHA MILLER
CITY MANAGER

DATE: _____

KEITH COLLINS
CITY ATTORNEY

ATTEST:

JUNE LEMOS, CMC
CITY CLERK

FOR THE FORT BRAGG POLICE
ASSOCIATION, INC.:

DATE: _____

CHRIS AWAD
PRESIDENT