



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

Negotiations Proposal: Standby 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. This is due to the inherent difficulty in calling staff out during night time hours, with this issue compounded by the already increased employee responsibilities associated with mandatory overtime requirements and workload increases.

This side letter represents the current hardships placed on our patrol staff, while also ensuring that those employees who consistently agree to being called out to duty are appropriately compensated.

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 and patrol sergeants to remain available for immediate recall to duty by creating a program where officers and sergeants may **voluntarily** sign up to be called out for duty during certain times to transport prisoners, cover unexpected staffing shortages (sick days), and respond to exigent circumstances. 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:

*For all hours on days when only two patrol staff are scheduled for duty assigned to work that shift, and there is no Community Service Officer scheduled to work that shift. Off-duty patrol officers and patrol sergeants shall be offered the opportunity to **voluntarily** sign up to be the primary call-out (standby) for any event requiring additional or replacement sworn patrol staff. Patrol staff shall sign up for entire shifts and will be compensated for those standby hours as follows:*

*For night shifts Monday-Thursday employees shall be compensated \$100.00 for the full shift.
For night shifts Friday-Sunday employees shall be compensated \$125.00 for the full shift.*

Officers who sign up for a standby shift shall be required to respond and be ready for duty in no more than one hour from the time the initial call-out is made. The time of call-out shall be determined based on the time the call was made to the standby employee's primary phone as

listed in the Department's official "FBPD Call-out List". Employees who fail to respond within one hour will forfeit any standby pay for that shift.

Employees will be compensated for call-outs starting at the time of call out, so long as the employee is on active duty within thirty (30) minutes of call out, in order to take into account the time it takes to don the appropriate uniform and personal protective equipment.

Employees designated as the "Standby Officer" will be compensated at a rate of (1.5) times the amount of regular pay at the time of the call out, and for a minimum of (2.0) hours. The call out pay incentive will not apply to an employee designated as the "Standby Officer"

Employees shall be compensated an entire shift's standby pay regardless of whether or not they actually participate in a call-out.

Signing up for standby shifts shall be done based on seniority with officers being ineligible to sign up for two standby shifts in a single work week until all other staff have had the opportunity to select or decline to take shifts. Any discrepancies in sign up procedures shall be decided by the Chief of Police or his/her designee.

All call-outs from a standby list shall be approved by the Chief of Police or his/her designee via phone or in person prior to initiating a call out. Standing exceptions to this section may be issued in writing by the Chief (i.e. Domestic Violence arrests, felony no-cite warrants, etc.).

Staff is encouraged to use discretion when proactively pursuing arrests which would mandate a standby call-out (i.e. residential probation searches without reasonable suspicion, attempted felony warrant services at a suspect's residence). Additionally, staff should continue to take reasonable precautions to prevent overtime costs related to call-outs.

Standby call-outs shall not be used to cover unexpected compensatory time off or vacation time without the express approval of the standby employee and the Chief of Police or his/her designee.

This Proposal would be effective 06/01/2019 to 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