



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

Side Letter Title: Call-out Pay Incentive

Related to: Article 11-- Overtime

Association's 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 created by the Departments staffing shortage placed on our patrol staff, while also providing those employees who consistently agree to be called-out to duty appropriately compensation.

Current language

ARTICLE 11—OVERTIME

8. Callback Pay: Callback is when an employee is called back to work during scheduled off-duty hours. The FBPA and City agree that callback shall be paid at a two (2) hour minimum at time and one-half (1.5) pay.

The Association proposes the following language modifications:

The City will provide a financial incentive for All Members covered under this MOU to respond to call-outs for duty outside of their normally scheduled hours.

Call-outs shall be authorized at the discretion of the Chief of Police or his/her designee and shall apply only to those situations where an employee is requested to immediately report for at least two (2) hours of duty during their scheduled time or days off. Compensation for call-outs will be two (2.0) times the hourly rate and the overtime worked. An Officer or Sergeant who is the designated standby officer, will not be eligible for call out pay at (2.0) times hourly rate.

Employees will be compensated for call-outs starting at the time they are called for duty, so long as the employee is on active duty in no more than thirty (30) minutes from receiving the call out, in order to take into account the time it takes to don the appropriate uniform and personal protective equipment.

This Side Letter will 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