

Proposed LoU for Association's consideration

January 17, 2023

Colma Police Communications and Records Association

Dear Association,

Whereas CAL OES has agreed to provide the Town of Colma until October 24, 2023 to bring Dispatch into 7/24 staffing compliance (see attached CAL OES letter to Town of Colma),

Whereas we have met and conferred regarding the effects of this requirement on the Bargaining Unit that your Association represents,

Whereas the current Memorandum of Understanding is from December 25, 2021 through June 30, 2024,

Therefore, the parties agree or acknowledge that,

- 1) The current Memorandum of Understanding continues in full force and effect with only the exception listed below.
- 2) The staff will recommend to the City Council that the recruitment process for a new Dispatcher will commence prior to April 15, 2023.
- 3) The current Supplemental Dispatch contract between the Town of Colma and City of South San Francisco expires June 30, 2023.
- 4) Effective July 1, 2023 Article 15 will read in full as follows;

In lieu of holiday pay, Members will be paid additional compensation at the rate of five percent of his or her base hourly rate of pay according to his or her classification as shown in salary tables above for all hours except overtime. Said compensation shall be paid at the same time and manner as the Member is usually paid his or her salary, without regard for the number of holidays occurring or worked during the pay period and will be included in the FLSA overtime calculation. This policy is in lieu of the holiday schedule and holiday leave policy set forth in the Town's Personnel Policies

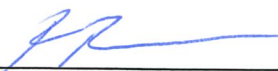
Notwithstanding the above, Members who work on designated significant holiday shifts will be compensated at one and a half (1.5) times his/her base rate as defined in the salary tables. The designated significant holiday shifts are 6:00pm to 6:00am on Thanksgiving, December 24 and December 31 and 6:00am to 6:00pm on Thanksgiving, December 25 and January 1.

If the foregoing is in accordance with your understanding, please so indicate by dating and signing below.

Dated 01/21/23

By  \_\_\_\_\_

Colma Police Communications and Records Association

By  \_\_\_\_\_

Town of Colma