



Human Resources Department Employee Relations

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September 21, 2020

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San Bernardino, CA 92408

Subject: Request for Information Re Pay Item - Canine Pay

This letter provides the requested information regarding the Canine Pay.

Canine Pay:

1. Provide a description of canine pay. Please submit supporting materials, such as MOU or side letter agreement for such pay, or any other pertinent information.

Services performed by the employee to provide care, feeding, and maintenance of the Canine are required. See MOU clauses below for eligible employees.

Safety MOU:

Section 8 – Canine Officer Pay

Employees assigned by the Appointing Authority to care for a Department Canine will be compensated eight (8) hours of pay each pay period at the employee's base rate of pay in order to provide care, feeding and maintenance to the Canine for the Department. Such time will be considered hours worked for the purposes of calculating overtime. This compensation shall not be paid during any period of extended leave, e.g., more than 80 consecutive hours, during which the employee is no longer responsible for caring for the Canine.

Safety Management/Supervisory MOU:

Section 5 – Canine Officer Pay

Employees assigned by the Appointing Authority to care for a Department Canine will be compensated eight (8) hours of pay each pay period at the employee's base rate of pay in order to provide care, feeding and maintenance to the Canine for the Department. Such time will be considered hours worked for the purposes of calculating overtime. This compensation shall not be paid during any period of extended leave, e.g., more than 80 consecutive hours, during which the employee is no longer responsible for caring for the Canine.

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Teamsters MOU:

Section 31 – Canine Officer Pay

Effective the pay period following Board approval of the MOU, employees in the classification of Victim Advocate II assigned to the District Attorney's Office who are assigned by the Appointing Authority to care for a Department Canine will be compensated eight (8) hours of pay each pay period at the employee's base rate of pay in order to provide care, feeding and maintenance to the Canine for the Department. Such time will be considered hours worked for the purposes of calculating overtime. This compensation shall not be paid during any period of extended leave, e.g., more than 80 consecutive hours, during which the employee is no longer responsible for caring for the Canine.

2. State the classified positions eligible to receive canine pay.

| Title |
|--------------------------------------|
| <i>Deputy Sheriff</i> |
| <i>Deputy Sheriff 12 Hr Shift-80</i> |
| <i>Sheriff's Detective/Corporal</i> |
| <i>Victim Advocate II</i> |

3. Under FLSA, what is the regular tour of duty of each of the eligible classified positions listed in #2?

| Title | Schedule |
|-------------------------------------|---|
| <i>Sheriff's Detective/Corporal</i> | <i>For employees in the Sheriff classifications that work a "5/8" or "4/10" schedule overtime is defined as hours actually worked over 40 hours per week.</i> |
| <i>Deputy Sheriff</i> | <i>For 12 hr/80 Deputies (i.e., "6/12s and 1/8" schedule) overtime is defined as hours actually worked over the regular scheduled daily shift or 80 hours per pay period.</i> |
| <i>Victim Advocate II</i> | <i>9/80 First Friday Off flex schedule</i> |

4. Specify the normal working hours of each of the classified positions listed in #2.

Employees in the classifications above normally work a "4/10" schedule or "6/12s and 1/8" schedule for a total of 80 hours per pay period.

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5. What is the rate of pay for each of the classified positions listed #2?

| Title | From Rate | To Rate |
|--------------------------------------|------------------|----------------|
| <i>Deputy Sheriff</i> | \$32.95 | \$50.86 |
| <i>Deputy Sheriff 12 Hr Shift-80</i> | \$32.95 | \$50.86 |
| <i>Sheriff's Detective/Corporal</i> | \$32.95 | \$50.86 |
| <i>Victim Advocate II</i> | \$22.57 | \$30.97 |

6. What is the rate of pay of canine pay that is received by an eligible employee?

The employees receive their currently Hourly Rate per hour performing canine duties.

7. Does an employee receive overtime pay for canine pay?

The employee received eight (8) hours of canine pay each pay period at the employee's base rate of pay and those hours count as time worked for the purposes of overtime.

8. Is canine pay for services rendered outside normal working hours? If no, please explain.

Yes.

9. Are the services performed by the employee required or voluntary?

Services performed by the employee to provide care, feeding, and maintenance of the Canine are required.