

CANINE HANDLER COMPENSATION
SIDE LETTER AGREEMENT

between

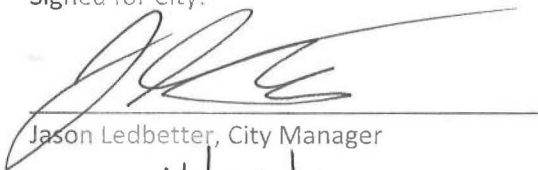
CITY OF YREKA
and
YREKA PEACE OFFICERS ASSOCIATION

In accordance with Article 2.2 – Salary Ranges and Adjustments and Compensation, of the current Memorandum of Understanding (MOU) between the City of Yreka and the Yreka Peace Officers Association, the parties acknowledge that they have met and conferred and have agreed to modify Article 2.2 as noted below in regard to Canine Handler Compensation:

The parties mutually agree to the following terms:

- A. In Section 2.2 – Special Pay – Additional compensation known as a Canine Officer Premium shall be paid for those full-time officers that are required to perform special duties as a Canine Handler. Officers will receive a two and one-half (2.5%) increase above their base salary for actual hours worked in such capacity. The 2.5% increase does not apply to hours worked off-duty for caring, grooming, feeding, training and any other off-duty responsibilities of the officer's canine.
- B. In Section 2.2 – Special Pay – In accordance with the FLSA, the City and the Yreka Police Officers Association have investigated and discussed the reasonable amount of time that Canine Handlers spend outside of normal working hours caring for their canines, including inquiries with Canine Handlers. The parties agree that Canine Handlers will receive compensation of seven hours per pay period at the "Canine Rate" for off-duty responsibilities of the assigned canine, which represents a reasonable approximation of the number of hours Canine Handlers work performing canine duties outside of normal working hours. In the event of extraordinary care, such as emergency veterinary care or trainings, the Canine Handler must notify his or her supervisor of the additional care and seek approval ahead of time, unless impractical due to an emergency, in which case it must be reported as soon as possible. The Canine Rate is one and one-half times the California Minimum Wage. The Canine Rate is generally considered non-pensionable earnings for purposes of CalPERS. Canine Handler compensation is referenced in the Yreka Police Department Policy Manual under 342.10.
- C. Nothing in this side letter agreement shall have the effect of removing the rights, remedies, or defenses a party may have available to them under the MOU or other applicable personnel policies of the City.

Signed for City:



Jason Ledbetter, City Manager

Date: 4/12/22

Signed for Association:



Dylan Quigley, Yreka Peace Officers Association President

Date: 4/12/2022