

## SIDE LETTER

The City of Rocklin and the Rocklin Police Officers' Association agrees to the following:

Pursuant to the meet and confer section within the current Memorandum of Understanding and in conformance with Government Code Section 3500 et. seq., the parties to this side letter agree that Article 15, CALL BACK PAY, is hereby amended to read as follows:

### *ARTICLE 15. CALL BACK PAY*

*When an employee is called and required to physically return to work outside of and not continuous with their scheduled shift, the employee shall receive a minimum of three (3) hours pay at time and one-half. Should the call back continue beyond three (3) hours, additional time shall be credited in one-half (1/2) hour increments.*

*This section does not apply if the employee is being called back to complete work that should have been finished prior to the end of his/her shift. If this occurs, the employee will be paid for all actual hours worked (at time and one half if exceeding 80-hours within a pay-period). Further, this section does not apply if an employee is called either at home or on his/her cellular phone, but is not required to come to work. If this occurs, the employee will be paid for all actual hours worked but not less than one quarter hour (1/4) at the overtime rate (time and a half) except that which would be considered de minimis or insignificant as described by the FLSA such as single/independent call or text resulting in only a brief period of time in duration and not proceeded or repeated with other work related calls.*

Additionally, The City of Rocklin and the Rocklin Police Officers' Association agrees to the following new section/language pursuant to the meet and confer section within the current Memorandum of Understanding and in conformance with Government Code Section 3500 et. seq.,

The parties to this side letter agree that a new section, Article 15.2, under CALL BACK PAY, is hereby added to read as follows:

### *Article 15.2*

*For the purposes of the section, the positions of Detective Sergeant and Youth Services Unit Sergeant shall receive credit for straight time worked for calls received during their off duty hours. Should the total amount of calls made or received exceed four (4) in a twelve (12) hour period, the Sergeant shall receive a minimum of three (3) hours straight time credit, unless the total length of the telephone calls exceeds the three (3) hours. If*

*the Sergeant had already reached their eighty (80) hours of straight time for that pay period, they shall be compensated in accordance with Article 15.1.*

Signed:   
Ronald A. Lawrence, Chief of Police  
City of Rocklin

Date: July 21, 2014

Signed:   
Michael Green, HR Manager  
City of Rocklin

Date: July 23, 2014

Signed:   
Adrian Passadore, Union President  
Rocklin Police Officers' Association

Date: July 21, 2014