



**SIDE LETTER AGREEMENT
FOR CITY OF LAKEPORT POLICE OFFICERS' ASSOCIATION
ENACTING THE 7(k) EXEMPTION
TO THE FAIR LABOR STANDARDS ACT**



**CITY OF LAKEPORT
POLICE DEPARTMENT**

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The City of Lakeport Police Officers' Association ("UNION") and City of Lakeport ("CITY") agree that the following amendments will be made to sections 6.5.2 and 6.6.1 of the current Memorandum of Understanding ("MOU"). Section 6.5.2 – Work Period, shall now read:

6.5.2 Work Period: The normal work period for all sworn classifications covered by this MOU shall be eighty (80) hours within a fourteen (14) day period. The work period begins at 12:00 am on Sunday and ends at the end of fourteen days at 11:59 pm on Saturday. Any work day beginning on a Saturday shall be considered to have been completed in that same work period. (Example: a graveyard work day beginning at 8:00 pm on a Saturday in one work period and ending at 6:00 am on Sunday in a separate work period shall be considered to have been entirely worked in the first period.

Section 6.6.1 Overtime, shall now read:

6.6.1 Overtime - Overtime for all sworn classifications covered by this MOU is based on an eighty (80) hour work period in accordance with the 7(K) exemption of the Fair Labor Standards Act. Any work performed in excess of a regularly scheduled work hours or in excess of eighty (80) hours in a work period shall be compensated for at the rate of one and one-half times. (Examples: an employee assigned to a ten hour patrol shift shall be compensated at the overtime rate for any work in excess of ten hours; an employee on light duty assigned eight hours per day shall be compensated at the overtime rate for any work in excess of eight hours.) The City Council, City Manager, or Department Head must approve all overtime.

This amendment shall go in to effect on the date executed.

City of Lakeport

LPOA


Margaret Silveira
City Manager

Date

12/18/19


Casey DeBolt
LPOA President

Date

12/6/19