



**CITY OF LAKEPORT  
POLICE DEPARTMENT**

**BRAD RASMUSSEN, CHIEF OF POLICE**

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**SIDE LETTER AGREEMENT FOR CITY OF LAKEPORT POLICE OFFICERS ASSOCIATION  
AMENDING SHIFT DIFFERENTIAL PAYMENT**

The City of Lakeport Police Officers Association (“UNION”) and City of Lakeport (“CITY”) agree that the following amendments will be made to section 6.1.3 of the current Memorandum of Understanding (“MOU”). Section 6.1.3 - Shift Differential Pay, shall now read:

Those working regular or overtime shifts designated by management as “swing” shift or “graveyard” shift will be paid \$.83 per hour for those hours worked within the designated shift. For example, a typical swing shift would be hours worked between 4:30 p.m. and 2:30 a.m. and a typical graveyard shift would be hours worked between 8:30 p.m. and 6:30 a.m.

Any officer assigned to Swing or Graveyard shift, who is called in early or held over beyond the assigned shift is not entitled to the shift differential for hours beyond the assigned shift. However, appropriate overtime will be paid, if required. As an example, an officer assigned to Graveyard shift who is asked to report to work two hours early for operational needs, would be paid overtime, if required, on the additional two hours but shift differential would only apply for the normal ten hours. While the department works the 4-10 schedule, there should be no more than ten hours of shift differential pay per shift.


This amendment shall go in to effect on the date executed and will not allow for retroactive reimbursements or collections.

In addition, the UNION and City of Lakeport CITY agree that the 6.1.9 should be added to the current Memorandum of Understanding MOU to read as follows:

6.1.9 – Supervisor Trainee. At the Police Chief’s discretion, up to two Officers may be designated as Supervisor Trainee and receive a premium of 5% of base wages for the pay-periods assigned. This premium pay will become effective March 19, 2019. Supervisor Trainee designation is a one-year collateral duty assignment that is offered in conjunction with existing duties and may be terminated at the Police Chief’s direction without due process.

City of Lakeport

LPOA

  
Margaret Silveira      #/2/19  
City Manager              Date

  
Tyler Trouette      3/20/19  
LPOA President      Date