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To: Lemoore City Council Item #
From: John Tyler, Administrative Analyst
Date: February 28, 2007
Subject: K-9 Compensation – MOU Amendment

Discussion:

The City recently initiated, for the first time, a K-9 program within the Lemoore Police Department. This program officially went into service on November 11th, 2006, on the day the assigned officer brought the canine to his personal residence after attending the required training. After some negotiation, an increase in compensation of 10% for the Police Officer assigned to the K-9 Program is being recommended. That increase requires an amendment to the Memorandum of Understanding (MOU), which is before you tonight. The MOU, at the time of initial ratification, did not address the issue of K-9 officer compensation.

Strictly speaking, the proposed “Amendment 1” adds Section E to Article 4 to read:

“E. Canine Care: Effective November 11th, 2006, employees assigned to maintain police canines in their homes will receive premium pay equal to 10% of their base salary as full compensation for those hours spent in the home-care of their assigned animals. This compensation is agreed to satisfy any alleged requirements of the Fair Labor Standards Act in that it represents appropriate compensation for fluctuating, unsupervised and unrecorded compensable hours of work.”

Budget Impact:

The Amendment, as proposed will cost approximately \$4,400 per year, at current salary levels.

Recommendation:

That Council, by motion, ratifies the attached “Amendment 1” to the MOU with the Lemoore Police Officers’ Association.