

**SIDE LETTER OF AGREEMENT
BETWEEN
CITY OF AZUSA
AND
THE POLICE OFFICERS ASSOCIATION**

Attachment 3

This Side Letter of Agreement (“Agreement”) between the City of Azusa (“City”) and the Police Officers Association (“Association”) (collectively “Parties”) is entered into with respect to the following:

WHEREAS, the Parties have a Memorandum of Understanding (“MOU”) that commenced on August 1, 2020 and is set to expire on July 31, 2024;

WHEREAS, the MOU currently provides 5% special assignment pay for the K-9 Officer;

WHEREAS, the Association and the City agrees the MOU is lacking language regarding K-9 compensation for care and maintenance of the dog in accordance with current case law;

LET IT BE RESOLVED, that MOU section **6.10 Special Assignment – K-9 Officer to include:** Employees who are regularly assigned responsibility or canine handling and care shall receive three and a half (3.5) hours per week paid at the premium rate equal to time and one half (1.5) of the employee’s base hourly rate. This is considered compensation for hours worked under the FLSA for the time spent at his/her residence in caring for the dog during regular days off and during vacation, holiday, sick leave, etc.

Those unit members assigned to canine duty agree that the above additional hours provided each week are reasonably necessary to provide for the care and maintenance of the assigned canine and that these additional “hours worked” are intended to compensate unit members assigned to canine duty for all off duty hours spent caring for and maintaining their assigned canine, in compliance with the FLSA and interpretive cases and rulings. The assigned K9 handler shall receive this “Canine Premium Pay” regardless of their leave status.

Employees assigned as canine handlers will be compensated for travel time to and from, as well as actual time spent, attending canine training with the Department’s approved trainer at the premium rate equal to time and one half (1.5) of the employee’s base hourly rate if the training falls on the canine handler’s normal days off.

Executed this 1st day of February, 2022.

CITY OF AZUSA:



Sergio Gonzalez, City Manager

POLICE OFFICERS ASSOCIATION



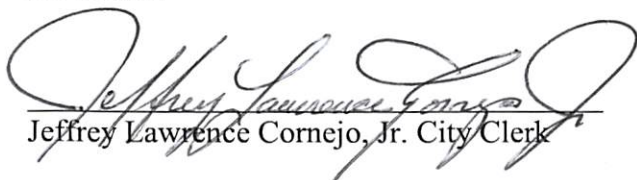
Charles Wilkins, President

APPROVED AS TO FORM:



Marco Martinez, Best, Best & Krieger

ATTEST:



Jeffrey Lawrence Cornejo, Jr. City Clerk