



Solano County
LAW ENFORCEMENT MANAGEMENT ASSOCIATION

P.O. Box 123
Fairfield, CA 94533

September 6, 2022

LABOR ASSOCIATION PROPOSAL #11

All LEMA member classifications request overtime compensation:

Emergency Call-Out Overtime Pay

When called to work outside of normal duty hours either assigned to an Emergency Operations Center (EOC), Department Operations Center (DOC), or in the field, in response to a natural or man-made disasters including floods, earthquakes, major fires, storms, radiological or hazardous material incidents, aircraft accidents, mass casualty incidents, terrorist or other major criminal events, and any emergency related function that supports the member departments; or when directed to respond to a mutual aid incident, will receive additional compensation at a rate of time and one half (1.5x) the employee's regular rate of pay for any such hours beyond the employees scheduled 40 hours in a calendar week.

Exclusions

1. Routine administrative work performed within the routine scope of duties of the employee shall not qualify for overtime compensation.
2. Any Association member assigned as a "Chief of Police" when responding within the course and scope of the assignment for which they receive assignment pay.

Such additional compensation is requested in the form of extra pay or administrative time off per the employee's request.

For the County of Solano:

For the LEMA:

Charmie Junn
Director of Human Resources or Designee

Jonathan Mazer, Lieutenant-Sheriff
Chief Spokesperson - President