

**Mayor**  
Lois Wynne  
**Mayor Pro Tem**  
Willard Rodarmel  
**Council Members**  
Ray Madrigal  
Eddie Neal  
William Siegel



**Office of the  
City Manager**

119 Fox Street  
Lemoore, CA 93245  
Phone (559) 924-6700  
Fax (559) 924-9003

## Staff Report

ITEM NO. 4-1

**To:** Lemoore City Council

**From:** Brooke Austin, Executive Secretary 

**Date:** November 24, 2014 **Meeting Date:** December 2, 2014

**Subject:** Amendment 2 to Memorandum of Understanding with  
Lemoore Police Sergeants Unit

---

### **Discussion:**

We have a unique situation in which a Canine Officer was recently promoted to Sergeant. The Sergeants Memorandum of Understanding (MOU) does not currently include duty/assignment pay for canine officers. Due to the fact that the Department has spent a considerable amount of time and money for the purchase and training of this new canine and there is currently not another officer willing and able to take over care of the canine, the Chief of Police has requested that we amend the current MOU to allow Sergeants who are assigned to maintain police canines in their homes to receive premium pay equal to 10% of their base pay (this language was also added to the new MOU, which Council will consider later this evening). This is the same provision made for officers covered under the Lemoore Police Officers Association. The SU representatives have reviewed and approved the contents of Amendment 2, and that amendment is now presented for your ratification (see attachment).

### **Budget Impact:**

It is estimated that this amendment, once approved, will increase the cost to the City by approximately \$4,400 for 2014/2015, if the Sergeant continues to maintain the dog throughout the end of the fiscal year.

### **Recommendation:**

That the City Council, by motion, ratify Amendment 2 to the MOU with the SU as presented and authorize the necessary budget adjustments to accommodate its ratification.

**Amendment 2**

**To the Memorandum of Understanding  
between the City of Lemoore and the Lemoore Police Sergeants  
Unit Effective January 1, 2013 through December 31, 2014**

The MOU stated above is hereby amended by the addition of Item 3 to Subsection B to Section 2 of Article 10 with the following:

3. **Canine Officer**: Upon request of the Chief of Police, Sergeants assigned to maintain police canines in their homes will receive premium pay equal to 10% of their base pay as full compensation for those hours spent in the home-care of their assigned animals. This compensation is agreed to satisfy any requirements of the Fair Labor Standards Act in that it represents appropriate compensation for the fluctuating, unsupervised, and unrecorded compensable hours of work.

Canine Officer Pay will be paid retroactively to November 1, 2014.

**CITY OF LEMOORE**

**SERGEANTS GROUP**

---

Jeff Laws, City Manager

---

James Chaney, Police Sergeant

---

Brooke Austin, Executive Secretary

---

Margarita Ochoa, Police Sergeant

---

Susan Wells, Consultant