

SIDE LETTER OF AGREEMENT

**To the Memorandum of Understanding
Between the City of Calistoga and the Calistoga Police Officers Association
Regarding Overtime**

This will confirm an understanding reached between the City of Calistoga (hereinafter referred to as the "CITY") and the Calistoga Police Officers Association (hereinafter to as the "ASSOCIATION"). Collectively, CITY and ASSOCIATION are hereinafter referred to as "the parties."

- The parties agree to amend Article 21 – Overtime, by striking paragraph D in its entirety.

The parties agree to amend Article 21 – Overtime, paragraph A presently reads:

- A. All FLSA non-exempt employees shall receive overtime pay computed at one and one-half (1.5) their regular rate for all hours worked by the employee in excess of amounts in a designated work period as specified by the FLSA. Overtime hours shall be paid to the nearest quarter hour of time worked. Official City holidays shall be considered as actual hours worked for purposes of computing overtime eligibility. Vacation, sick, compensatory time shall not count as actual hours worked for computing overtime. Except in case of emergency, overtime must be pre-authorized by the City.

The parties amend Article 21 – Overtime, paragraph A to now read as follows:

- A. All FLSA non-exempt employees shall receive overtime pay computed at one and one-half (1.5) their regular rate for all hours worked by the employee in excess of amounts in a designated work period as specified by the FLSA. FLSA non-exempt employees receive overtime based hours in excess of the designated work period as specified by the FLSA; however, an employee does receive overtime based on daily hours as specifically provided elsewhere in this collective bargaining agreement (e.g., Article 22 – Special Compensation paragraph A regarding call back or recall hours; Article 22 – Special Compensation paragraph B regarding court time or court standby time; Article 13 – Holidays paragraph B working on a recognized holiday). Overtime hours shall be paid to the nearest quarter hour of time worked. Official City holidays shall be considered as actual hours worked for purposes of computing overtime eligibility. Vacation, sick, compensatory time shall not count as actual hours worked for computing overtime. Except in case of emergency, overtime must be pre-authorized by the City.

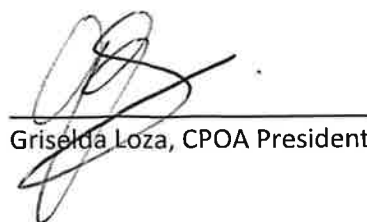
This Amendment maintains the overtime calculation practices and payments of the parties that existed prior to October 1, 2023.

For the CITY



Laura Snideman, City Manager

For the ASSOCIATION



Griselda Loza, CPOA President