

AMENDMENT NO. 1

“NIGHT SHIFT PREMIUM PAY”

The Successor Memorandum of Understanding by and between the City of Kerman and the Kerman Peace Officers Association for the period July 1, 2024 through June 30, 2027 (“Successor MOU”) is amended to address night shift premium pay as follows:

AS ADOPTED - September 25, 2024

ARTICLE IX – SALARIES

H. Additional Pay for 1800-0600: Effective July 1, 2024, employees scheduled the shift of 1800-0600 shall receive an additional one dollar (\$1) differential in salary. This additional pay also applies to employees scheduled to work an overtime shift of 1800-0600.

AS REVISED AND AMENDED (Effective December 22, 2024)

ARTICLE IX – SALARIES

H. A sworn officer or CSO who is assigned to work “Night Shift” (i.e. 1800 hours to 0600 hours) will receive shift differential premium pay in the amount of \$1 per hour for all hours worked during the night shift. In addition, sworn officers or CSOs assigned to the Night Shift, whose shift continues beyond the designated Night Shift (i.e., held over beyond 0600 hours) will continue to receive the additional \$1 per hour premium. Likewise, if a sworn officer or CSO assigned to the night shift is required to report early (i.e., before 1800 hours) as part of their duty assignment, they will receive the \$1 per hour premium for that “early start”.

Sworn officers and CSOs assigned to “Day Shift” that are called in to work an entire “Night Shift” shall receive the premium. However, “Day Shift” employees do not receive any additional compensation for working parts of the “Night Shift.”

This shift differential will also be applicable in cases of a special duty assignment, i.e., a nighttime DUI Checkpoint or Saturation Patrol that occurs primarily during the hours of “Night Shift.”

For example, if the majority of a Special Assignment or Special Duty occurs during the Night Shift, premium pay differential will also apply to hours worked before 1800 hours (IE: 1600 start time through 2200 hours).

Shift differential is not payable where a “day shift” employee works beyond the end of their regularly scheduled shift or is called in early for shift coverage.

The premium is only paid for hours actually worked and is not paid for leave hours (sick, vacation, comp time, etc.). The premium shall be paid in 15-minute increments of working time.

###END###

**KERMAN PEACE OFFICERS
ASSOCIATION**

BL *m*

Brenden Barra, President

Date: 12-16-24

CITY OF KERMAN

John Jansons

John Jansons, City Manager

Date: 12-11-24