

NEW Section – Life-Mission-Safety-Critical Incentive Pay

The parties agree that employees who are assigned by their supervisors to respond in person to critical incidents (i.e., responding to natural or human-made disasters within the County such as floods, earthquakes, fires, civil unrest, etc.), which requires working excessive hours outside their regular work schedule, which exceeds administrative leave provided, as determined by the Department Head with concurrence of the County Administrator, shall be eligible for a pay differential equal to three percent (3%) of their base wage for all hours worked during the duration of such assignment.

Receipt of this differential shall not alter the status of these classifications as exempt from overtime under the Fair Labor Standards Act and the pension treatment of such differential shall be determined by CalPERS. This differential does not constitute overtime pay and these employees are not entitled to overtime pay for such work.

This differential pay shall not overlap with the Emergency Response Compensation, as prescribed in Section XX.

COUNTY:

ASSOCIATION:

Charmie Junn

Jon Mazer

Date: _____

Date: _____