

As we say goodbye to summer, it's time to look ahead to an exciting fall season at FDSA. We have several important events and sign-ups on the horizon that you'll want to mark on your calendars.

### **Passing of Retired Sheriff Richard Pierce**

It is with great sadness that the Fresno Deputy Sheriffs Association (FDSA) mourns the loss of retired Sheriff Richard Pierce, who died peacefully on Wednesday, August 21, 2024, surrounded by his loved ones. Sheriff Pierce served as the Fresno County Sheriff from 1999 to 2007, a period marked by significant advancements and enduring contributions to our agency.

During his tenure, Sheriff Pierce led our department with a visionary approach, guiding us toward a more efficient and capable force. Notably, he reestablished dedicated patrols to the mountain areas, known as Area 4, ensuring these communities received the attention and protection they deserved. He collaborated closely with the FDSA to implement a take-home car program for all deputy sheriffs, enhancing our response times and presence in the community. His foresight in establishing an independent IT department for the Sheriff's Office—a structure that remains in place today—demonstrates his commitment to innovation and self-sufficiency.

Sheriff Pierce was also instrumental in upgrading the weapons and equipment available to our deputies, ensuring that we were always prepared to face the challenges of our duties. His emphasis on skills training, mandatory for all sworn personnel, set a high standard for professional development and readiness. Additionally, he initiated the Off Highway Vehicle Unit, which continues to patrol the green sticker and 4x4 trails in the Sierra Nevada Mountains, ensuring safety and enforcement in these remote areas.

Sheriff Pierce was a quiet yet commanding presence—a blend of stern resolve and deep compassion. This unique combination defined his leadership, clearly establishing his authority while always keeping the well-being of his team at heart. His tenure was not without its hardships; the loss of three deputy sheriffs in the line of duty weighed heavily on him, a burden he carried with deep sorrow.

Sheriff Pierce's legacy is one of progress, dedication, and unwavering commitment to the Fresno County Sheriff's Office. His contributions continue to shape our department today, and he will be profoundly missed.

### **Shift Sign-Ups – Wednesday October 9, 2024**

The fall shift sign-ups are just around the corner. We have secured the date of Wednesday October 9, 2024, at the FDSA. We will be starting at 0730 hours. Small details are still being worked out with Sheriff's Patrol Captain Alexander in order to have a seamless morning. If you are planning to come out of a current assignment and back to patrol, now is the time to let your supervisor know. Sheriff's HR will be putting a

seniority list together, so everyone knows where they are on that list. Should there be a mistake, we can get those fixed so the seniority list is correct and in the right order.

Those of you over three years of seniority will be signing up and your shift is secured for the year. Those of you who are under three years and over one year, you will be able to sign up in order of seniority, but your shift is truly not secure for the entire year. Should there be a department need that shifts you over to another shift or area, that is the right of movement the department has. Finally, those of you under one year will not sign up, but rather you will be placed by the area commanders to the area and shift that still remain after the signups conclude. Be sure to keep an eye out for the sign-up sheets and secure your preferred shifts as soon as possible.

We will have vendors at the FDSA that morning, mostly dealing with benefits, such as health insurance, Aflac, dental, and our most recent partner MAGEN. I encourage you all to engage with MAGEN if you have questions about their service to you. Remember this is a member benefit that is no extra cost to you as a member of the FDSA.

I look forward to seeing you all that morning.

## **Vacation Sign-Ups**

With the holidays approaching, we know many of you are planning your time off. Vacation sign-ups will be opening soon, shortly after the shift signups are completed and everyone is placed in their key slots. Start planning your requests now to ensure you get the dates you need. The new payroll year starts a week earlier than normal this year on Monday December 9, 2024.

When you are signing up for vacation it will be from the week of December 9, 2024, through December 7, 2025.

Each of you will be signing up for vacation in the units you work in. If you are in patrol it will consist of the area and shift. Please refer to the MOU for how many days/weeks you are eligible for based on your years of service.

## **Annual Golf Tournament – October 25, 2024**

Our much-anticipated FDSA Memorial Golf Tournament will be held at Eagle Springs Golf and Country Club Friday, October 25, 2024. This is a great opportunity to unwind and have fun with colleagues and friends. Sponsorships are always available, and our teams list is on a waiting list now. We have over 200 golfers registered to play. Those of you who would like to come out and volunteer that day are more than welcome. This is an event that supports our Peace Officer Memorial Fund. Raffle prizes are always welcome, so if you know of someone or a business wishing to donate a raffle prize,

please get in touch with me or office staff at the FDSA with that information. We are looking forward to a great day and continued successful event.

## **MOU Article Review**

This issue of double time has come up a few times over the last months. I thought I would address that article in this message so all of you are aware of what the provisions of double time consist of. There is a balanced responsibility from both the employee and management when it comes to dealing with double time. However, as you will read in the article, a form is supposed to be provided for employees at the beginning of the payroll year who choose to elect to waive the double time provision or choose not to. I am not sure of the last time the form has been provided, but it has been several years.

### Double-Time Provision

Should an employee of this Unit be scheduled by management to work more than seven (7) consecutive workdays, commencing on the eighth (8th) day, the employee shall be compensated at two (2) times his/her base hourly rate for each hour worked until such time as two (2) consecutive days off are provided by Management. CTO may be elected by the employee subject to the eighty-hour (80) maximum.

For the purposes of determining a consecutive day worked, if an employee is scheduled to work a schedule that crosses over the midnight hour (e.g., until 1:00 am), any time worked into the second day shall not constitute a day worked if the employee is not scheduled to work the remainder of that day. This payment may not be applicable as determined by management in cases of a local or state of emergency as specified in Chapter 2.44 of the Fresno County Ordinance Code.

This payment shall only apply when the employee has been scheduled by management and ordered to work more than seven (7) consecutive workdays and does not apply when the work is a result of the employee volunteering.

To clarify which employees are volunteers, each employee shall be provided a form once each year upon which they may waive eighth (8th) day double-time compensation. Employees may either complete the form, thereby indicating waiver; or discard it. Employees who return the form shall not be entitled to double-time compensation for the eighth (8th) consecutive day worked nor days thereafter. The waiver shall be in place for one (1) year and may not be rescinded by the employee.

It shall be the responsibility of employees to notify their immediate supervisor of the possibility of an eighth day double-time situation. Failure by the employee to advise their immediate supervisor of the eighth day double-time compensation situation shall be deemed a waiver of the eighth (8th) day double-time compensation mechanism.

Truly Yours,  
Eric