

Winter is upon us! Hopefully you are staying dry with this recent set of storms parked over the state and Central Valley. Spring will be arriving before we know it.

I kicked off this year working to educate members more by revisiting some of the guidelines establishing wages, benefits and working conditions that apply to you.

This month, Mandatory Overtime (MOT) and Compensatory Time Off (CTO) will be addressed.

Mandatory Overtime Procedure - Deputy Sheriff

The mandatory overtime procedure, as it relates to the Deputy Sheriff classification series, shall be applied as is detailed in the Sheriff's Policy "Assigned, Mandatory and Voluntary Overtime Procedures". This can be found in policy and procedure section 1030 in the Fresno County Sheriff's Lexipol Policy. It does not include jail overtime shifts. As it relates to hospital overtime shifts and jail overtime shifts, when the Sheriff-Coroner or his/her designee cancels a Deputy Sheriff's overtime shift, (assigned or volunteered), within twelve (12) hours of the overtime shift, then the Deputy Sheriff shall be compensated for two and one-half (2½) hours of time and one-half (1½) their base hourly rate of pay. With the exception of jail overtime shifts, when the Sheriff-Coroner or his/her designee cancels an overtime shift, assigned or volunteered, within two (2) hours of a hospital overtime shift, then the Deputy Sheriff shall be compensated for two and one-half (2½) hours at time and one-half (1½) their base hourly rate of pay.

Deputy Sheriffs who are scheduled to work a hospital overtime shift, (assigned or volunteered) are required to contact the Sheriff Office's designated contact person, two and one-half (2½) hours prior to their scheduled start time. Furthermore, if the Sheriff-Coroner or his/her designee cannot personally speak with the Deputy Sheriff when canceling an overtime shift, the parties agree that the Sheriff or his/her designee's attempt to contact the Deputy Sheriff shall be deemed as meeting the notice requirement.

I want to bring this to your attention so you are aware of what the employee is entitled to should your overtime shift be canceled. You are still eligible for compensation for minimum pay if your overtime shift gets canceled within the above-mentioned time frames/circumstances. I have fielded some calls regarding this recently. Over the years these instances have been reduced due to technology and better ways of communicating with our employees.

The Overtime Policy is outlined with more conditions in P&P1030 in the Lexipol Policy and Procedure manual.

Compensatory Time Off

If, in lieu of cash compensation, CTO is chosen by the employee, the employee shall be entitled to accumulate up to eighty (80) hours at any given time. Anything exceeding the maximum eighty (80) hours balance shall be paid in cash automatically. The department head retains the right to pay all CTO in cash to all employees covered by this provision immediately before the expiration of this MOU.

CTO for all Unit employees will be taken off at a time mutually agreed upon by the department head or his/her representative and the employee. The department shall not unreasonably withhold the use of CTO. Reasonableness shall be as set forth in the FLSA and appropriate regulations. Employees may request and shall be paid in cash at any time for accrued CTO at the employees' regular rate of pay at the time such payment is made. Payment shall be made on the scheduled paycheck for the period payment is requested.

CTO – Compensatory Time Off, otherwise known as Comp Time is time that you as an employee have earned. It means you have either banked a *holiday worked* or you have banked *overtime worked* that will get recovered into CTO time. You have two options in redeeming CTO. You can use it for time off work (in lieu of taking vacation or annual leave) or you can use it as cash for the employee. It means if you work the overtime and you *do not* want to be paid for the overtime during that pay period, the employee can *bank that time* and use it for *overtime payment any other time* they are employed with the Sheriff's Office.

This payment will be converted from overtime to your regular rate of pay. For example, if you work 10 hours of overtime, you will see your CTO bank showing 15 hours of time in it. The limit is 80 hours in the bank. This is a combination of both holiday and overtime hours. The *only* way this bank can increase is through contract negotiations with the County of Fresno. Over the years, this bank has increased from 40 to 60- to the current 80 hours it is now.

It is a good idea to have this bank as full as possible, so I would advise you to reach the 80-hour mark. This will allow you to essentially always have an extra pay period on hand. You have the option of whether you want to use that for time off or as extra money in your paycheck. The options are there for you to do both.

I would like to make one thing clear related to CTO because this has come up in the past when dealing with this time. Although this is time that is guaranteed, it doesn't mean that it is guaranteed that you will be granted the time off. This time is your time that has been earned through working overtime or a holiday. If the supervisor approves the time off from work, you can use this (CTO) time without any question. However, it does not mean you are automatically granted the time off because you have CTO time in your bank. If the supervisor is not able to give you the time off, you can use it some other day or you can cash that time out. Again, any questions you may have in regards to CTO please get in contact with me.

ONE YEAR LATER: Honoring Selma PD and Officer Gonzalo Carrasco

On January 31, 2024, the City of Selma dedicated a granite monument in honor of Officer Gonzalo Carrasco who was gunned down in the line of duty one year ago. The turnout was incredible for the City of Selma, the police department, and family and friends who came to remember the fallen officer. The monument ensures the community of Selma never forgets the sacrifice that was made by one of their officers to keep them

safe. It was an honor to be there to also support the Selma POA and Chief Rudy Alcaraz.

We will always be here to support our Selma brothers and sisters. Our friendship came during a tragedy. It reminded me of something I read recently, "We don't 'get over' or 'move on' from our trauma. We are forced to make space for it. We carry it. We learn to live with it. And, sometimes we thrive in spite of it."

Many of you have lived through the pain of losing friends and co-workers- so you know what this grief is all about. We honor the sacrifices made by continuing to police our communities while realizing that some truly give all.

God Bless You. Stay safe out there.

My best,

Eric