

SIDE LETTER
COMPENSATION PLAN
FOR
MANAGEMENT EMPLOYEES
8/24/2015

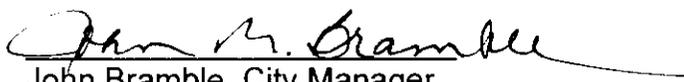
SECTION 3.09. STATE AND FEDERAL MUTUAL AID INCIDENTS

Exempt employees assigned to respond to a State or Federal mutual aid incident shall receive compensation at their straight time rate for all hours assigned to the qualifying incident outside of their normal working hours provided that the incident is within the scope of the California Mutual Aid Plan and outside the jurisdiction of the City of Merced.

Non-exempt employees assigned to respond to a State or Federal mutual aid incident shall receive compensation at time and one-half for all hours worked outside of their regularly scheduled shift provided that the incident is within the scope of the California Mutual Aid Plan and outside the jurisdiction of the City of Merced.

Fire Battalion Chiefs who backfill for those who are deployed on State or Federal mutual aid incidents, whether voluntarily hired or mandatorily hired, shall be paid at time and one-half for all hours worked outside of their regularly scheduled shift.

Hours paid under this Section may be used to offset any overtime required under the FLSA.


John Bramble, City Manager