

**AMENDMENT OF THE 2022-2025 MEMORANDUM OF UNDERSTANDING
BETWEEN THE COUNTY OF SAN LUIS OBISPO
AND THE SAN LUIS OBISPO COUNTY EMPLOYEES' ASSOCIATION (SLOCEA)
PUBLIC SERVICES UNIT, SUPERVISORY UNIT, AND CLERICAL UNIT**

The County and SLOCEA agree that Article 58 – Courthouse Dog Program of the Public Services (BU01), the Supervisory Unit (BU05), and the Clerical Unit (BU13) Memoranda of Understanding are hereby amended to read as follows:

58. COURTHOUSE DOG PROGRAM

58.1 Effective the pay period starting August 18, 2024, an employee who is assigned by the District Attorney to board a dog at their home for the Courthouse Dog Program shall be paid seven (7) hours per week at the rate of twenty-two dollars and fifty cents (\$22.50) per hour (\$15.00 per hour at time and a half) for all the time the employee spends outside of regular work hours on the care of the assigned dog. The parties estimate that employees spend seven (7) hours per week outside of regular work hours on compensable activities related to the care of the dog, as described in section 58.2 below. The parties further agree that any time spent in excess of such time for the care of the dog is generally not reasonably necessary and must be authorized by a supervisor. The care and maintenance pay are full compensation for any and all regular care activities outside of regular work hours that may have occurred, may occur in the future, and may be compensable under the Fair Labor Standards Act.

58.2 Compensable care activities include feeding, grooming, exercising, cleaning up, obtaining regular veterinarian services, and generally does not include other time spent with the dog (e.g., commute time, etc.). Employees subject to this provision shall not receive standby pay or call back pay for any time spent in the regular care of the assigned dog. Any costs associated with the care of the Courthouse Dog will be paid for by the County or reimbursed to the handler. This includes but is not limited to costs for equipment, training, feeding, grooming, veterinarian services, and transportation. If the handler reports to an event or emergency requiring the use of the Courthouse Dog outside of normal work hours, the handler shall be compensated at their regular rate of pay, or any applicable overtime or call back pay for time spent working the event or emergency. The handler shall not receive any additional compensation for the care of the courthouse dog outside of regular hours.

58.3 The handler shall be provided a County vehicle for transporting the dog to and from work or work-related events or, if a County vehicle is not available for the handler's use, receive compensation and mileage reimbursement pursuant to the County's Travel Policy for the use of a personal vehicle for transporting the dog to and from work or work-related events. Time spent transporting the dog as part of the handler's normal commute shall not

be considered work time. Time spent transporting the dog for County business separate from the handler's normal commute shall be paid pursuant to the County's Travel Policy.

58.4 Any person may be removed from this assignment without hearing and the removal shall not be considered a punitive act. Discretion for this assignment remains solely with the District Attorney or designee.

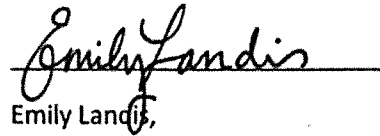
For the County:

For SLOCEA:



Jamie Russell,

Management Representative



Emily Landis,

SLOCEA Executive Director

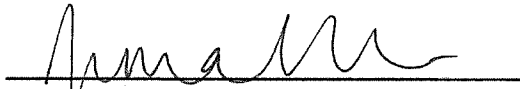
Dated: 7/25/24

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APPROVED AS TO FORM AND LEGAL EFFECT

RITA L. NEAL

County Counsel



By: Jenna Morton, Chief Deputy County Counsel

Dated: 7/25/24