

**SIDE LETTER AGREEMENT
BETWEEN
THE CITY OF BURLINGAME
AND
POLICE ADMINISTRATORS**

Extra Shift Premium Pay

Representatives for Police Administrators Association hereinafter "Administrators Association" and representatives for the City of Burlingame, hereinafter "City" have met and conferred in accordance with Government Code Section 3500 and have mutually agreed that, for the remainder of the Memorandum of Understanding (MOU), expiring on December 31, 2025:

Extra Shift Premium Pay

Police Lieutenant and Police Captain employees will be paid at 1.5 times their current hourly rate only for work done in accordance with BPD Policy outside an employee's regular schedule and reimbursed by an outside vendor requesting police services. Such shifts shall not impact the employee's normal work schedule. The Police Chief or designee will have absolute discretion to determine the specific shifts that qualify for this program, with no appeal rights for the employee. Police Lieutenant and Police Captain employees are exempt from overtime under the Fair Labor Standards Act (FLSA). Extra Shift Premium Pay is not overtime pay, and the parties agree that this provision does not impact the member's exempt status under the FLSA. Members shall not be entitled to overtime or compensatory time for such work.

Approved and Accepted:

For the City of Burlingame

Maria Saguisag-Sid

For the Association of Police Administrators

Robert Boll

10/31/2023

Date