

Interest: The industry standard for time spent on the care, supervision and feeding of a canine is 30 minutes per day. The Association would like the County to pay the Canine Handlers the industry standard for the care of the canines while not at work. Currently, the County is paying the Canine Handlers 5 hours, at the overtime rate, per 14 days. The Association is requesting the County pay the Canine Handlers the industry standard of 7 hours, at the overtime rate, per 14 days.

Proposal: The Association proposes the County increase the amount that they pay Canine Handlers from 5 hours of overtime per 14 days to 7 hours of overtime per 14 days.

8.2 - CANINE PAY

Those employees assigned by the Sheriff to the duty of supervision, care and feeding of a canine, as "Canine Handlers," shall receive canine pay of ~~five (5)~~ seven (7) hours per 14-day work period, paid at the overtime rate of time and one-half the employee's base hourly rate of pay.

- a. All veterinary care and maintenance of the canine is to be provided at County expense. It is agreed that care and maintenance include veterinary care necessary to prevent and treat injuries and diseases and includes annual physical exams and inoculations. Canines shall receive veterinary care from a County designated veterinarian or one of the Canine Handler's choosing. Veterinary expenses incurred through County designated veterinarians will be paid by the County through direct billing by the veterinarian. Expenses incurred through a veterinarian of the Canine Handler's choice will be paid by reimbursement to the Canine Handler for receipted claims, provided that in no event shall reimbursement exceed the amount normally paid to a County designated veterinarian for the same or similar service. Food for the canine will be provided at the expense of the County through an established Blanket Purpose Order and Policy developed by the Sheriff's Office.
- b. The County will provide for the replacement of the canine should it be disabled or killed as a result of a line of duty injury or accident at no expense to the Canine Handler.
- c. This care and maintenance pay is granted in recognition of the personal duties and responsibilities of a Canine Handler, in light of the on-duty time already being provided and include the time spent by the Canine Handler employee while off duty in the care and maintenance of the assigned canine, as well as reimbursement of canine related expenses. It represents good faith compensation associated with the daily care and maintenance of a canine outside the normal hours of work of the assigned Canine Handler employee during the month. The intent of this pay is to ensure compliance with all applicable state and federal labor laws, including but not limited to, the Fair Labor Standards Act, 29 U.S.C. Section 201 et seq., and 29 C.F.R. Section 785.23.