



POA Quarterly

August 1, 2016

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If you know POA members who don't receive the POA emails, Please encourage them to register their personal email with the POA so they can stay up-to-date with POA happenings!

We are upgrading the SDCPOA website, so bookmark it. It should be more user-friendly and have all the latest updates at your fingertips.

*****If you are being questioned about something and you believe it may lead to discipline, ASK the person questioning you. If they say "yes" or "I'm not sure," DO NOT say anything. Call Ernie (619) 227-1387 FIRST for representation!!!

POA Supports its Members!

As Members of the POA, sometimes you wonder where your hard-earned money is going. The POA sponsors members who represent the POA and the Department in several activities throughout the County. Below is a list of recent activities where your fellow members represented you as a collective:

Baker to Vegas	Entire team
Women's Shoot	24 Members
Police Games	5 Members
Southern California Gang Conference	20 Members
College Scholarships - \$1,000 scholarship	4 Member's Children
American Cancer Society's Relay for Life	50 Members
Shop with a Cop Softball Tournament	One Entire team
Women Leaders in Law Enforcement	Supporting Sponsor

POA BOARD ELECTIONS

Members interested in volunteering their time to serve on the SDCPOA Board of Directors and who want to run for one of the four seats up for election this year must declare, in writing, their intention to do so. Candidates must be a member of the Association.

The filing materials must include a candidate's statement (**200 word maximum**) and a head-and-shoulders digital photograph. Candidates are encouraged to include the following:

- *Date of hire & Current assignment
- *Length of time as a POA member
- *Any POA activities in which you participate
- *Some background information on your work history with the Department

Candidates should write their declaration in Microsoft Word format along with their photo in JPG format. The candidate's statement and photo must be emailed to Khristina Smith at khristina.smith@sdcpoa.org **Friday, September 16, 2016 by 1700 hours.**

Contact Us

<https://www.sdcpoa.org/>

Khristina Smith

Chief of Staff

Ernie Susi, President

Institutional Services

Scott Laudner, VP

Institutional Services

Tanya Brock, Secretary

Juvenile Field Services

Arnold Page, Treasurer

Juvenile Field Services

Jeff Webdell, Employee
Representative

Juvenile Field Services

Brooke Amash, Director

Professional Standards

Laura Speyrer, Director

Adult Field Services

Dana Welch, Director

Institutional Services

Carl Heidemann, Associate
Director

Pro Division

Workload Study

The Department will soon be conducting a workload study, the duration of which should be approximately 90 days. The Division Chiefs will be selecting officers from all ranks in their division to participate in a focus group to give guidance to the provider to make sure the items being studied are accurate to the actual workload. The study will be task and duty oriented. The Department is looking to ease the workload; however, they cannot help without the full, honest, accurate cooperation of our members. Failure to fully and honestly participate in this workload study will defeat its purpose and cause more work for everyone.

All of AFS & JFS will be participating in this study. It is IMPERATIVE that as an officer, you fully participate. Please document everything you do, especially periodic tasks, such as field training officer, acting supervisor, member of such-and-such committee that meets monthly, or any other duties that occur occasionally. This is your opportunity to show management in a tangible way how we can best be effective agents of change working toward the Department's mission, and that we'd prefer to produce a quality product, not only with our probationers, but also with each other.

Night Shift Premium

There has been some confusion on the issue of Night Shift Premium. On page 24 of the MOA, Section 5. Night Shift Premium states: "Night shift premium is compensation for employees who work a scheduled night or graveyard shift when more than half of the hours of such shifts occur between the hours of 5:00 p.m. and 8:00 a.m. Compensation for working such established shifts shall be seventy-five cents (\$.75) per hour for both second (night) shift and third (graveyard) shift."

To break it down, "scheduled" refers to any time you are directed to work by your chain of command, whether it falls within your normal "schedule" or not, it is considered "scheduled" for the purposes of night shift premium. If you conduct an arrest as the duty officer at 4:55 pm when you are normally off at 5, and the arrest takes you 4+ hours, then you do not qualify for night premium because that arrest was not scheduled. Remember, it has to be scheduled in advance AND be longer than half your shift.

Management is in the process of training the Division Chiefs and Supervisors regarding all the possible scenarios where night shift premium would apply, so if there is any uncertainty, please contact your chain of command for clarification on your specific situation.