

SIDE LETTER NO. 01-2024

TO THE MEMORANDUM OF UNDERSTANDING

BETWEEN

THE TOWN OF MAMMOTH LAKES

AND

THE MAMMOTH LAKES POLICE OFFICERS' ASSOCIATION

The Town of Mammoth Lakes ("Town") and the Mammoth Lakes Police Officers' Association ("MLPOA") hereby agree to modification of the terms and conditions set forth in the Memorandum of Understanding ("MOU"), dated July 1, 2022 through June, 30, 2025 between the Town and the MLPOA as it pertains to Article 18: "On-Call" Pay and Article 28: Rapid Response as follows:

1. Twenty-four (24) hour staffing has been reduced to twenty (20) hour staffing. To maintain services to the community, effective November 11, 2024 a minimum of two (2) employees assigned to patrol night shift and two (2) employees assigned to patrol day shift shall be assigned "on-call" and subject to call back each day of the week.
2. MLPOA MOU Article 18 outlines "On-Call" Pay for employees represented by the MLPOA. Effective November 11, 2024, employees assigned to a patrol night shift from 1700 hours until 0300 hours shall remain "on-call" until 0400 hours on days they are assigned to work. Employees assigned to call back between 0300 and 0400 shall be compensated for one (1) hour of straight time, at the employee's regular rate of pay. If an employee is called back during this period and remains on duty past 0400 hours, they shall be compensated at one-and one-half (1 ½) the employee's regular rate of pay for all time worked after 0400 hours.

Employees assigned to a patrol day shift from 0700 until 1700 hours shall be "on-call" from 0400 hours until the start of their assigned shift at 0700 hours. Employees assigned to call in between the hours of 0400 to 0700 shall be compensated for one (1) hour at one-and one-half (1 ½) the employee's regular rate of pay. Employees, if called in, shall be compensated at one-and one-half (1 ½) the employee's regular rate of pay from the time they are called in until 0700 hours, the start of their regular patrol day shift.

Employees scheduled to be "on-call" shall be determined by an "on-call" schedule established by the Police Chief. The "on-call" schedule shall first be available for voluntary sign ups by employees represented by the MLPOA. In the event the minimum of two (2) sworn personnel per night and day patrol shift is not met, "on-call" assignments will be mandatory and as assigned by the Police Chief, or designee.

3. MLPOA MOU Article 28 outlines “Rapid Response” for employees represented by the MLPOA. Staffing levels have dropped below twelve (12) sworn personnel on patrol, and this reduced staffing level is anticipated to last for more than three (3) months. Town Management and representatives from the MLPOA have met and conferred in good faith to discuss modifications to Articles 18 and 28, addressing staffing shortages and coverage for positions represented by the MLPOA.
4. The MLPOA and Town Management have reached a tentative agreement to modify the terms and conditions of Articles 18 and 28 as outlined in this Side Letter.
5. The reduced twenty (20) hour staffing is temporary, and this agreement shall expire upon reaching staffing levels of twelve (12) sworn personnel assigned to patrol, or June 30, 2025, whichever occurs first.
6. This agreement may extend beyond reaching staffing levels of twelve (12) sworn personnel assigned to patrol at the discretion of the Town Manager, or designee.
7. The amended terms and conditions of the MLPOA MOU will be effective as of November 11, 2024.
8. Except as modified above, the terms and conditions of the MLPOA MOU shall remain in effect as provided therein.

[SIGNATURES ON FOLLOWING PAGE]

**TOWN OF MAMMOTH LAKES:**



**Robert Patterson  
Town Manager**

**Date:** 11/12/2024

**MAMMOTH LAKES POLICE  
OFFICERS' ASSOCIATION:**



**Amanda Muir  
Mammoth Lakes Police Officers'  
Association Representative**

**Date:** 11/12/24



**Christopher Hoodman  
Mammoth Lakes Police Officers'  
Association Representative**

**Date:** 11-12-24