

LETTER OF DISPUTE RESOLUTION  
By and Between the  
CITY AND BOROUGH OF JUNEAU, ALASKA  
and  
PUBLIC SAFETY EMPLOYEES ASSOCIATION, INC.  
Representing the Juneau Police Department Employees Association

LOA#: 20-P-503  
Re: Double Time

It is agreed and understood that the parties enter into the following agreement to address the unique circumstances around Article 8.4(G) – Overtime Defined Double Time.

1. 
2. PSEA Article 8.4 G - Overtime Defined addresses hours worked that will be paid at the double time rate. The contract reads as follows:

“G) A Member who is required to work more than four continuous hours over his or her regularly scheduled shift will be compensated at double the Member’s regular rate of pay. If a Member is called in to work on his or her regularly scheduled day off, and works more than four continuous hours over the amount of time he or she would normally be scheduled to work, the Member will be compensated at double the Member’s regular rate of pay.

“A Member will be compensated at double the Member’s regular rate of pay after sixteen (16) hours of continuous service. Double time compensation shall continue until the Member is afforded an eight hour break from duty.”

3. The parties agree to use the guidance below in applying the language of Article 8.4(G) regarding when hours worked should be paid at the double time rate of pay. The double time rate of pay applies under article 8.4(G) when:
  - a. A Member who works more than four continuous hours over (the hours can occur prior to, or after) their regularly scheduled shift.
  - b. A Member who is called to work on their regularly scheduled day off must work the same number of hours he or she would normally work had it not been their day off AND continues to work more than four hours over those scheduled hours. A Member who works more than sixteen hours without a break in service.

Definitions

Continuous hours mean the Member has worked without a break in hours worked for the entire segment of time.

A regular shift is a regular and reoccurring shift that has been assigned to the Member in advance on a routine basis.

4. The following are illustrative examples of the clarifications set forth in this LDR:  
Examples for continuous after end of shift:

- 
- 8 hour employee works 14 hours continuously:
    - 8 Reg
    - 4 OT holdover
    - 2 Double time
  - 10 hour employee works 16 hours continuously:
    - 10 Reg
    - 4 OT holdover
    - 2 Double time
  - 12 hour employee works 18 hours continuously:
    - 12 Reg
    - 4 OT holdover
    - 2 Double time

Examples for continuous even with work prior to shift:

- 8 hour employee works 14 hours continuously:
  - 2 hours OT unscheduled (work prior to shift)
  - 8 Reg
  - 2 OT holdover
  - 2 Double time
- 10 hour employee works 16 hours continuously:
  - 2 hours OT unscheduled (work prior to shift)
  - 10 Reg
  - 2 OT holdover
  - 2 Double time
- 12 hour employee works 18 hours continuously:
  - 2 hours OT unscheduled (work prior to shift)
  - 12 Reg
  - 2 OT holdover
  - 2 Double time

This agreement is entered into the sole purpose of resolving the situation described above, and does not establish any practice or precedent between the parties. The parties agree that this agreement will not be referred to in any future grievance, arbitration, hearing, complaint, dispute or any other matter that may arise between the parties, unless to enforce its terms.

FOR THE CITY AND BOROUGH  
OF JUNEAU:



Duncan R. Watt  
City Manager

February 3, 2020

Date

FOR THE PUBLIC SAFETY  
EMPLOYEES ASSOCIATION:



Sterling Salisbury  
JPDEA President

1/27/20

Date