

**2018 CITY OF SAN JOSE – IAFF MOA NEGOTIATIONS  
TENTATIVE AGREEMENT**

**CITY PROPOSAL – HOUSEKEEPING - CALCULATION OF OVERTIME**

City's Proposed Language:

**ARTICLE 14 HOURS WORKED AND OVERTIME**

14.5 An employee authorized or required to work overtime who works in excess of eight (8) or nine (9) hours per day, or twenty four (24) hours per day if assigned to a work schedule of fifty six (56) hours per week, shall be compensated at the rate of one and one-half (1.5) the employee's hourly rate, except when such excess hours result from a change in such employee's work week or shift or from the requirement that such employee fulfill their work week requirement. ~~No overtime compensation shall be paid for overtime worked which does not exceed thirty (30) minutes per day. Overtime worked which exceeds thirty (30) minutes in any work day shall be computed to the nearest one-half (1/2) hour. All time worked shall be reported in fifteen (15) minute increments.~~

\* *This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

**FOR THE CITY:**

**FOR THE UNION:**

 5/30/18  
Date  
Jennifer Schembri  
Director of Employee Relations

 5/30/18  
Date  
Sean Kaldor  
President, IAFF