

**Side Letter Agreement**  
**Emergency Service Dispatchers of San Bernardino County**  
*Emergency Services Unit*

**DIFFERENTIALS**

**Section 1: Night Shift Differential**


- (a) Purpose. It is the purpose of this provision to compensate employees, who are required to actually work evening or night shift tours of duty, over and above the established base rates of pay.
- (b) Eligible Personnel. Employees assigned to a continuous or regularly recurring evening or night shift tour of duty shall be eligible for night shift differential compensation. Further, employees who provide relief work for other employees assigned to continuous or regularly recurring evening or night shift tours of duty shall receive night shift differential compensation.
- (c) Special Provisions.
- (1) Night shift differential compensation shall not be included in the base rate of pay when computing call-back pay. Employees who are assigned to a continuous evening or night shift tour of duty shall receive such differential in addition to base pay when computing paid leave compensation.
  - (2) Overtime worked is in addition to a scheduled tour of duty and is compensated separately in accordance with the overtime provisions of this Agreement.
- (d) Compensation.
- (1) Employees whose assigned tour of duty, with or without intervening meal time, includes work hours between 5:00 p.m. and 7:00 a.m. shall receive shift differential of one dollar seventy cents (\$1.70) for all hours worked between 5:00 p.m. and 7:00 a.m.
  - (2) Compensation under this Article shall not apply to employees whose shift begins between 7:00 a.m. and ~~10:59~~8:59 a.m.

Date Agreed: 9/11/2024

San Bernardino County

  
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Leo Gonzalez  
County Labor Relations Chief

Emergency Service Dispatchers of San Bernardino County

  
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Jaime Vilches  
President