



# County of San Diego

**SUSAN BRAZEAU**  
DIRECTOR

DEPARTMENT OF HUMAN RESOURCES  
LABOR RELATIONS  
1600 PACIFIC HIGHWAY, ROOM 201, SAN DIEGO, CA 92101-2463  
(619) 531-5160 / FAX (619) 685-2313

**LETTER OF UNDERSTANDING  
BETWEEN THE  
COUNTY OF SAN DIEGO  
AND THE  
DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY  
(DS UNIT)**

**NIGHT SHIFT PREMIUM**

This Letter of Understanding shall attest to and record the agreement of the parties, the County of San Diego and the Deputy Sheriffs' Association of San Diego County, to amend and modify the Memorandum of Agreement between them for the period of 7/1/2018 to 6/30/2023 (MOA), to add a new provision, Section 18 – Night Shift Premium, to Article 5 of the MOA.

**ARTICLE 5. HOURS AND WORK PREMIUMS**

**Section 18. Night Shift Premium**

Employees shall receive a night shift premium of 5% for all hours worked on any shift (regularly scheduled or not) where 4 or more hours of the shift occurs during the hours of 5:00 p.m. to 8:00 a.m.

**Eligible Classes:**

005746 – Deputy Sheriff  
005757 – Deputy Sheriff – Detentions/Court Services  
005781 – Sheriff's Sergeant – Detentions  
005790 – Sheriff's Sergeant  
005780 -- Sheriff's Lieutenant  
005767 -- Sheriff's Lieutenant – Detentions

This agreement is effective September 9, 2022, and constitutes the entire agreement between the parties concerning the subject matter covered herein. It supersedes any prior agreement, either oral or written, and may only be changed or modified in writing signed by all parties.

**FOR THE COUNTY OF SAN DIEGO**

**FOR THE DEPUTY SHERIFFS' ASSOCIATION  
OF SAN DIEGO COUNTY  
(DS UNIT)**

**CLINT OBRIGEWITCH**  
Labor Relations Manager

Date: 8/24/2022

**DAVID LEONHARDI**  
President

Date: 8/24/2022

# LETTER OF INTERPRETATION

Employees shall receive a night shift premium of 5% of all hours worked on any shift (regularly scheduled or not) where four or more hours of the shift occurs during the hours of 5:00 p.m. to 8:00 a.m.

For purposes of implementing the Letter of Understanding signed on 8-24-22, the Department and DSA agree to the following interpretations:

A shift is a standard reoccurring work schedule that begins and ends at the same time every workday.

A "regularly scheduled shift" is the employee's regularly reoccurring, non-overtime, standard shift assignment as listed in Kronos.

A "non-regularly scheduled shift" is a standard shift assignment for sworn employees as listed in Kronos but is not the employee's normal, regular shift assignment.

Hours worked immediately before the beginning, or immediately after the end, of a regularly or non-regularly scheduled shift, are not a part of that scheduled shift assignment.

Each shift stands on its own for purposes of implementing Night Shift Premium.

Examples:

NSP - YES

Night Shift

1800-0630

1700-0530

1400 - 0230

1200-0030

1300-2330

Investigative callout of 4 or more hours (between 1700-0800)

\*Note: shift holdover or ordered hours worked that fall within nightshift (1700-0800) and meet the 4-hour minimum, will be paid NSP for those nightshift hours only

NSP - No

Day Shift

0600-1830

0800-1700

0500-1730

0600-1500

0600-1700

0630-1600

X: David Leonhardi 8/31/22  
Date  
Deputy Sheriffs' Association

X: Clint Obrigewitch 8/26/2022  
Date  
Clint Obrigewitch  
Labor Relations Manager, County of San Diego