

Kushner, Tye E.

From: Kushner, Tye E.
Sent: Thursday, February 18, 2010 10:33 AM
To: Mahanay, Patrick
Subject: RE: Tech spots

Pat,

Coming back into the unit you would come in third into the draw if you came back before anyone else. It looks like the following will be open: Of course if you chose to come back you would have a short training period then placed in an open spot of your choice.

Right now it looks like the following sworn openings will exist

Day Watch TFS
Swing Watch WFT
Dog Watch TFS or SMT off

Call me if you have any questions.

Tye Kushner
Police Officer
Evidence Technician Coordinator
Oakland Police Department-Eastmont Station
2651 73rd Ave
Oakland, CA 94605
777-8761

-----Original Message-----

From: Mahanay, Patrick
Sent: Thursday, February 18, 2010 9:21 AM
To: Kushner, Tye E.
Subject: Tech spots

Tye,

I understand there may be sworn tech spots opening. I was told to contact you regarding the potential schedule for such.

Thanks,

P. Mahanay

Kushner, Tye E.

From: Appleyard, Ian
Sent: Wednesday, December 14, 2011 3:27 PM
To: Kushner, Tye E.
Subject: RE: Rotating shifts for PET

Officer Kushner,

Thank you for reaching out on this matter. The SEIU MOU actually provides management with rather broad discretion when establishing shifts and schedules. The functional needs of the department prevail (Article 12.2).

Therefore, any discussion with the Union about a change would not be a formal bargaining process (it would not be called a meet and confer). It would be to get their "buy-in."

I would suggest OPD formulate a proposal for what works best operationally. If there are two options you wish to present, then that would be OK too.

IAN APPLEYARD | Principal HR Analyst
City of Oakland
Department of Human Resources Management
Employee Relations

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From: Kushner, Tye E.
Sent: Wednesday, December 14, 2011 2:24 PM
To: Appleyard, Ian
Subject: Rotating shifts for PET

Mr. Appleyard,

Sgt. Green asked me to contact you about the possibility of putting the Police Evidence Technicians on a rotating shift schedule or even a rotating shift/day off schedule as opposed to the current system of drawing once a year by seniority. Under the current system some Police Evidence Technicians can be stuck on shift and stuck with days off for years before they are able to change. Using our current method causes job burnout and stress.

If concept a Police Evidence Technician would move from one shift to the next every 3 or 4 months. Once all shifts have been worked then they would return to the original shift and the process would start again. A second concept would be not only rotating shifts every 3-4 months, but also days off. That way every tech would have an opportunity to work. Every shift and have weekends off at sometime. It is thought that this could help in retention of technicians and reduce the stress and burnout factor.

11/13/2013

Are these concepts do able within the current union contract if the argument could be made that it would enhance the functional needs of the Department?

I would assume that it would be a meet and confer issue with the union due the past practice and change in working conditions. Are there any other issues which you could foresee the Union raising if we try to implement this plan.

I just wanted to get your opinion.

Thanks for any input you could provide.

Tye Kushner
Police Officer
Evidence Technician Coordinator
Oakland Police Department-Eastmont Station
2651 73rd Ave
Oakland, CA 94605

A bilingual employee whose assignment is comprised of at least fifty percent (50%) non-English speaking members of the public, as determined by the Chief of Police, or an employee whose assignment utilizes their bilingual skills at a higher level, as determined by the Chief of Police, may receive bilingual payments of an additional Twenty-five Dollars (\$25.00) per pay period.

Determinations made by the Chief of Police and/or the Director of Personnel under this provision shall not be subject to the grievance procedure.

4. Other Premium Assignment Pay

a. Motorcycle

An employee who has completed a Department approved motorcycle training program and who, thereafter, is regularly assigned to duty as a motorcycle officer shall receive five percent (5.0%) in addition to his/her regular base rate of pay.

b. Aerial Patrol Duty

An employee who is assigned to the Helicopter/Airport Security Section of the Patrol Division shall receive five percent (5%) in addition to his/her regular base rate of pay when the employee is assigned to the Helicopter Unit on a fulltime basis, whether as a licensed pilot or as a pilot trainee.

c. Field Training Officers

An employee who is certified in writing by the Chief of Police to be a Field Training Officer (FTO) shall receive seven and one-half percent (7.5%) in addition to his/her regular base rate of pay.

d. Evidence Technician Premium

An employee who is assigned in writing and who, pursuant to such assignment, regularly performs the duties of an Evidence Technician, including leading civilian evidence technicians as needed, shall receive a five percent (5%) premium in addition to his/her regular base rate of pay.

5. Longevity Premium Pay

At the beginning of each fiscal year during the term of this Memorandum, eligible represented employees shall receive longevity premium pay in accordance with the rates enumerated below:

	PERS	P&F
a. 7 through 9 years of service	\$1275	
b. 10 through 14 years of service	\$1475	