

8. Approval of Ratification of Side Letter for Sebastopol Police Officer Association (SPOA); Side Letter is for approval to switch to a full Kelly Schedule. A Kelly schedule is a rotating shift pattern that typically uses a combination of on-duty and off-duty days, along with a "Kelly day" — a regularly scheduled day off — to keep hours worked within limits over a given work period. This arrangement is due to a significant shortage in staffing and will continue unless by mutual agreement, at a minimum until the beginning of the first pay period in 2026. It helps avoid paying overtime after the FLSA threshold (e.g., 171 hours in a 28-day cycle for law enforcement).

*This item will not be heard at this council meeting and will be continued to a future council meeting.*