

Date: June 1, 2016
To: Board of County Commissioners
From: Erik Kropp, Deputy County Administrator *EK*
Re: June 8, 2016 Work Session Item – MOU with 9-1-1 Employees Association

The collective bargaining agreement (CBA) between the 9-1-1 County Service District and 9-1-1 Employees Association includes a provision outlining how mandatory overtime is assigned. Article 16, Section E(5) of the CBA details the system for mandatory overtime assignment as follows:

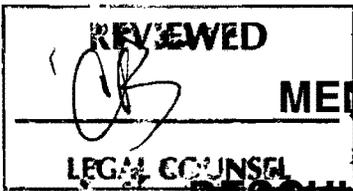
- "a. Call-taking overtime shifts shall be assigned to available Telecommunications Call Takers (call takers), in chronological order, from the Call Taker assignment list. Shifts for which there is no available call taker shall be skipped.*
- b. Remaining call-taking overtime shifts shall be combined with any fire overtime shifts, and shall be assigned in chronological order to Telecommunications Fire/EMS Specialists (fire dispatchers). Shifts of either type, for which there is no available fire dispatcher, shall be skipped.*
- c. Remaining shifts of any type shall be assigned, in chronological order, to Telecommunications Specialists (police dispatchers)."*

The attached MOU changes the assignment for mandatory overtime as follows:

- "a. Call-taking overtime shifts shall be assigned to available 9-1-1 Telecommunicator I (Call Taker) employees, in chronological order, from the Telecommunicator I (Call Taker) assignment list. Shifts for which there is no available call taker shall be skipped.*
- b. Remaining shifts of any type shall be assigned, in chronological order, to Telecommunicator II and III employees."*

The 9-1-1 Employees Association supports the proposed change and staff recommends Board approval for the 9-1-1 Director to sign the MOU on the Assignment of Mandatory Overtime, Document #2016-349.

Attachment: Document #2016-349, MOU Between the Deschutes 9-1-1 Employees Association and Deschutes County 9-1-1 Service District



**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
DESCHUTES 9-1-1 EMPLOYEES ASSOCIATION
AND
DESCHUTES COUNTY 9-1-1 SERVICE DISTRICT**

Assignment of Mandatory Overtime

The Deschutes 9-1-1 Service District (“Employer”) and the Deschutes 9-1-1 Employees Association, a labor organization (“Association”) agree that upon execution by representatives of both parties, this Memorandum of Understanding (“MOU”) shall modify Section 16. E. 5. of the current CBA as detailed herein.

WHEREAS, Employer and Association are parties to a Collective Bargaining Agreement (CBA) entered into for the period July 1, 2012 through June 30, 2016; and,

WHEREAS, Section 16 of the CBA governs overtime for Association employees; and,

NOW THEREFORE, for the mutual benefit of Employer and Association, the parties agree Section 16. E. 5. a. b. and c. of the current CBA is hereby deleted and replaced to read:

5. Generally, mandatory overtime assignments shall be conducted in the following order:
 - a. Call-taking overtime shifts shall be assigned to available 9-1-1 Telecommunicator I (Call Taker) employees, in chronological order, from the Telecommunicator I (Call Taker) assignment list. Shifts for which there is no available call taker shall be skipped.
 - b. Remaining shifts of any type shall be assigned, in chronological order, to Telecommunicator II and III employees.

Any dispute concerning this agreement will be resolved under the terms of Article 28, Grievance Procedure of the parties’ CBA.

Except as specifically modified by this MOU, all terms and conditions of the CBA shall remain in full force and effect.

For the Employer

For the Association

Steve Reinke, Director
As authorized by the Deschutes
County Commissioners serving as the
Governing Board of the Deschutes
County 9-1-1 County Service District

Cari Elliston, Association President

Date: May 24, 2016