



**Memorandum of Agreement Between:
Deschutes County 9-1-1 Service District and
Deschutes County Employee's Association**

Regarding Continued Admin and Supervisor Floor Coverage for December 26, 2022 – March 31, 2023

DC-2022-999

On July 18, 2022, the Deschutes County 9-1-1 Service District ("District") and the Deschutes 9-1-1 Employee's Association ("Association") executed a temporary, non-precedent setting memorandum of agreement allowing the District to utilize Beth Casper, a non-represented employee of the District, to provide calltaker training to staff employed in 9-1-1 Call Taker positions during her normal working hours and during times when Association-represented employees of the District, who customarily provide such training in their capacity as Communications Training Officers, are away on vacation. By its terms, this memorandum of agreement expired on October 31, 2022.

On August 3, 2022, the District and Association executed an additional temporary, non-precedent setting memorandum of agreement allowing the District to utilize Casper to act as an on-duty supervisor on the operations floor during her normal working hours when regular supervisors are away on vacation or are otherwise away on leave. By its terms, this memorandum of agreement expired on October 31, 2022.

The parties recognize the extraordinary staffing challenges in current 9-1-1 floor positions have continued, and hereby wish to agree to an extension of the two above-described memorandums of agreement allowing Casper to work on the operations floor and to provide calltaker training when on-duty supervisor or Communications Training Officers are otherwise unavailable.

For these reasons, the parties agree the District may utilize Casper during her normal working hours to backfill for the on-duty supervisor during those times when regularly scheduled on-duty supervisor is away on vacation or other leave time. Casper will fill whatever role the regularly scheduled supervisor was prepared to fulfill during that shift. When providing such coverage, Casper will not act in a supervisory capacity, and during her coverage an AIC will be appointed until the swing shift supervisor arrives. The parties agree that the supervisory coverage will only be covered by Casper during the term of this memorandum of agreement as necessary.

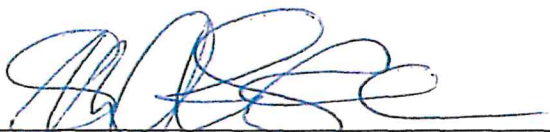
The parties further agree the District may utilize Casper during her normal working hours to backfill as a calltaker trainer during those times when employees who customarily provide such training in their capacity as Communications Training Officers are away on vacation or other leave time. The parties agree that the calltaker coverage will only be covered by Casper during this timeframe as necessary.

The parties each acknowledge that utilizing Casper in the roles described herein is a temporary attempt to assist in mitigating ongoing staffing challenges on the dispatch floor and it is not meant to replace

normal supervisory or training operations. The parties further acknowledge that once such staffing challenges are alleviated, there will no longer be a need to utilize Casper as described herein. As such, this memorandum of agreement is intended as a temporary and non-precedent setting exception to the collective bargaining agreement.

This agreement shall begin on December 26, 2022 and expires March 31, 2023.

Signatures:



Sara Crosswhite, Deschutes County 9-1-1 Service District

12/29/22

Date



Krista Mugavero, Deschutes 9-1-1 Employees Association

12/26/22

Date