



Interoffice memorandum

Delivered via email.

Date: July 8, 2022
To: Administration
From: Kathleen Hinman, Human Resources Director
Re: 9-1-1 Association CBA – Final contract changes effective July 1, 2022

Negotiations have been completed and a contract has been agreed upon by 9-1-1 Association members, the Deschutes County Board of County Commissioners, and the 9-1-1 Service District. The following information is a summary of the substantive changes that resulted from the negotiation process.

Contract duration

The contract is effective for 4 years, from July 1, 2022 – June 30, 2026.

Section 10.L.5 – Hours of Work – Long Term Shift Trades

Language was added to identify when an absence will impact long-term shift trades.

Section 11.B – Compensation - Longevity Pay

Language updated to reflect Longevity Pay increase in alignment with existing County practice.

Section 11.F – Compensation – Coverage of Shift Vacancies and Unscheduled Absences

Operational impacts to scheduling and assigning overtime shifts.

Section 16.E.5 – Overtime

Language added to include Public Safety Dispatcher I classification as eligible to be assigned mandatory shifts to cover Call-taking overtime shifts and to include all qualified employees for coverage of other remaining shifts.

Section 16.G.1 – Overtime

Language added providing the ability for shift coverage to be volunteered for rather than assigned when there is insufficient time to remedy the staffing shortage by assigning coverage. An MOU was also agreed to, for a set duration, providing increased premium pay to incentivize volunteering for these shifts.

Section 19.A – Holidays

Increase Holiday Leave accrual bank to 8.66 hours per month in recognition of adding Juneteenth.

Section 20.C – Time Management – Vacation Sign-ups

Language amended to clarify the amount of TML that may be used annually based on employee's longevity with the District. Additionally, language added setting staffing guidelines for when additional vacation time, beyond annual limits, may be approved if staffing parameters are met.

Section 26.B – Insurance

Language added agreeing to reopen bargaining on Section 26 should legislation be enacted in Oregon that provides Association employees the ability to become fully vested in and claim their PERS retirement with unreduced benefits after 25 years of qualifying public employment.

Section 35 – Regular Part-time Employees

Relocated existing subsection to its own Section 35; no change in CBA language.

Appendix A – Fiscal Year Wage Schedule

One-time adjustment of approximately 4.25% for all classifications with an additional Cost of Living Adjustment of 5.5% effective July 1, 2022.

Effective each July 1 in 2023, 2024, and 2025 there shall be a cost-of-living increase for the fiscal year wage schedule with a minimum of 1.0% and a maximum of 4.0%.

Language added changing how the cost of living increase is measured and agreeing to use the Consumer Price Index for All Urban Consumers (CPI-U), West Region, Size Class B/C cities.

Appendix B – Time Management

Increased number of TML hours to 120 for which an employee can cash out annually and during the three years prior to retirement.