

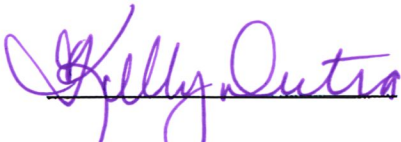
**Memorandum of Understanding**  
**between**  
**Washington County Consolidated Communications Agency**  
**and**  
**Washington County Dispatchers Association, IAFF 1660**  
**regarding**  
**Critical Incident Stress Management (CISM)**

Washington County Consolidated Communications Agency (the Agency) and Washington County Dispatchers Association, IAFF 1660 (the Union) acknowledge the importance of developing a Critical Incident Stress Management (CISM) program. The Agency commits to developing and implementing a comprehensive and effective CISM plan. The parties hereby agree to the following framework for the development of a CISM plan.

The Agency will convene a Formation Committee consisting of the Agency chaplain, a licensed psychologist with CISM-related experience and training, two members of management, a representative from WCDA, and a member of the bargaining unit to be selected by the WCDA E-board. The mission of the Formation Committee will be to develop a draft CISM implementation plan to present to the Director for review. Once the Director has approved the CISM plan, the Formation Committee will dissolve.

The Formation Committee will meet no later than September 7, 2018. By the third meeting, the Formation Committee will agree to a timeline for submitting a CISM plan to the Director. The Director and the Agency retain the management right to implement and modify the CISM plan at its discretion, subject to the Agency's obligations under the Oregon Public Employees Collective Bargaining Act.

This Memorandum of Understanding will expire upon the implementation of a CISM plan by the Agency.



For the Agency



For WCDA

9/6/18

Date

Agreed by both parties  
to kickoff on 8/20/18.