



Washington County Consolidated Communications Agency

To: Katie Fischer, WCDA Executive Steward
From: Mark Buchholz, Executive Director
Date: October 2, 2023
Re: MOU - Coach Pay Adjustment

This Memorandum of Understanding (MOU) is between the Agency (WCCCA) and the Union (WCDA) and shall be in force from October 1, 2023 at 0000 through June 30, 2024 at 2359. This MOU supersedes all previous MOUs regarding Coach Pay.

WCCCA and WCDA agree to a pilot program to help determine if a financial incentive for coaches will help attract additional coaches to the Training program.

During the term of this agreement only:

1. All regular and temp up coaches, as of October 1, 2023, will receive a ten percent (10%) premium in addition to their regular salary for all hours worked, including overtime and paid leave.
2. Any employee becoming a coach after October 1, 2023, will be considered a temp up coach.
3. Premium pay for coaches will not exceed 10%.
4. This MOU shall not be precedent setting. Unless mutually extended by the parties in writing, this agreement will expire on June 30, 2024. Upon expiration of the agreement, coaches will be compensated as provided in the Collective Bargaining Agreement.

The parties acknowledge their agreement with the terms of this MOU by signing below.

FOR WCCCA:

Signed:  Date: 10/4/23
Mark Buchholz, Executive Director, WCCCA

FOR WCDA:

Signed:  Date: 10/03/23
Katie Fischer, WCDA Executive Steward



Washington County Consolidated Communications Agency

To: Katie Fischer, WCDA Executive Steward
From: Mark Buchholz, Executive Director
Date: April 5, 2023
Re: Temporary Staffing MOU Extension

This Memorandum of Understanding (MOU) is between the Agency (WCCCA) and the Union (WCDA, as affiliated with IAFF Local 1660) and shall be in force upon execution through June 30, 2023. By approval of this memorandum, the end date is extended to December 31, 2023 at 2359 with no change in the original terms.

The Agency is experiencing a significant staffing shortage and thus forced to consider alternative methods to provide sufficient staff coverage to meet the daily call volume needs. One method would be to pause or stagger the training of trainees. The purpose of this MOU is to provide clear terms regarding how this method may be implemented.

Both parties agree to meet and discuss possible changes, adjustments or extensions to this MOU due to additional staffing issues such as resignations, retirements, extended FMLA leaves or other employee departures during the term of this MOU.

All provisions of the current Collective Bargaining Agreement (CBA) will apply unless specifically superseded by this MOU. This MOU shall not be precedent setting.

This MOU will only apply to the classification of “Call Taker / Dispatcher Trainee” (Trainee).

The term “Pause” is defined to be a period of time when a Trainee’s official training has been stopped in order for the Trainee to assist with shift coverage by working a shift and staffing a position they have been signed off on.

A Trainee may be placed on Pause for a period of time and utilized for shift coverage. The following are the terms associated with a Pause in training:

1. The Agency will provide the Trainee with notice that they are being placed on a Pause. This may include separating the Trainee from their coach and placing them on a different shift and work schedule. If the Trainee is placed on a different shift, they will be provided fourteen (14) days prior notice, per contract.



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2. If more than one trainee is placed on Pause at the same time and they are equally qualified for the available work schedules (shifts), the Trainees will bid for the shifts based on classification seniority.
3. A Trainee may only be moved to a different work schedule one time during a Pause.
4. Upon completion of a Pause, the Trainee's work schedule may be changed to align with the newly assigned Coach's work schedule in order to resume training.
5. If a Trainee has bid vacation and their work schedule is adjusted during a Pause or when resuming training, that vacation will be honored.
6. A Trainee who is within two weeks of signed off on a radio will not be placed on Pause until signed off on that specific radio.
7. While on Pause, Trainees will be eligible to work voluntary overtime within time periods where their skills will fill the need of the posted overtime. For the most part, this will occur between the hours of 1000 and 0200. As the Trainee solos on additional police radios, the time periods they are eligible to work will increase. The Trainee may contact a scheduling supervisor to find out the specific overtime hours they are skilled to sign up for.
8. Trainees will not be assigned mandatory overtime until they have completed three (3) police radios and fall under CBA section 7.5.6.
9. During a Pause, the Trainee will be counted for staffing.
10. During a Pause, the Trainee will be paid at the Police Dispatcher rate for their current step.
11. During a Pause, the Trainee will be assigned a Mentor to be their immediate contact for questions, concerns, and support.
12. During a Pause, each regularly scheduled workday worked by the Trainee, up to seventeen (17) days, will be applied to reduce the probationary period at the end of Police radio training. On average, there are seventeen (17) workdays in a month. The reduction of the probationary period will not exceed one calendar month, regardless of the number of Pauses a trainee is on before completing their final Police radio.

Non-represented employees will be allowed to pick up voluntary overtime shifts.



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The parties acknowledge their agreement with the terms of this MOU by signing below.

FOR WCCCA:

Signed: Mark Buchholz Date: 4/10/23
Mark Buchholz, Executive Director, WCCCA

FOR WCDA:

Signed: Katie Fischer Date: 04/10/23
Katie Fischer, WCDA Executive Steward