



Washington County Consolidated Communications Agency

To: Katie Fischer, WCDA Executive Steward
From: Mark Buchholz, Executive Director
Date: March 10, 2026
Re: MOU – Labor/Management Meeting Compensation

This Memorandum of Understanding (MOU) is between Washington County Consolidated Communications Agency (WCCCA) and the Washington County Dispatchers Association (WCDA) and shall be in force upon execution through September 30, 2026.

WCCCA and WCDA recognize the need for consistent Labor/Management meetings. WCCCA and WCDA also recognize the current dispatch staffing level and the impact to staffing when WCDA eBoard members attend Labor/Management meetings during their regularly scheduled shift. WCDA is willing to attend Labor/Management meetings on a Regular Day Off (RDO).

Therefore, during the term of this agreement:

1. WCCCA agrees to compensate eBoard members who attend scheduled Labor-Management meetings on an RDO.
2. Compensation will be paid at the regular rate of pay, unless the time otherwise qualifies for overtime pay as noted in Article 7.3.
3. At the conclusion of this MOU, WCCCA will compensate eBoard member attendance at Labor/Management meetings according to Article 16.1.
4. This MOU is non-precedent setting.

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

FOR WCCCA:

Signed: Mark Buchholz Date: 3/10/26
Mark Buchholz, Executive Director, WCCCA

FOR WCDA:

Signed: Katie Fischer Date: 3/10/26
Katie Fischer, WCDA Executive Steward



Washington County Consolidated Communications Agency

To: Katie Fischer, WCDA President
From: Mark Buchholz, Executive Director
Date: April 9, 2026
Re: Probation for Employees Hired in the Calltaker (CT) Classification

This Memorandum of Understanding (MOU) is between the Agency (WCCCA) and the Union (WCDA), and shall be in force from April 9, 2026 through June 30, 2027. This agreement is not precedent setting.

During the term of this agreement, the Agency and Union agree to the following items:

1. Employees hired in the classification of Calltaker (CT) will serve a probationary period of one hundred eighty (180) calendar days after completion of the WCCCA training program for a Calltaker. CT's will be required to spend a minimum of 30 days working solo as a CT prior to being eligible to begin Police Dispatcher (PD) training.
2. During the initial 30-day period following sign off, the employee is eligible to be considered for the PD promotional opportunity and may complete the steps necessary to be on the PD promotional eligibility list.
3. WCCCA will conduct weekly call reviews during the employee's initial 30-day solo period (call review period). If, at any point during the call review period, the employee fails to meet agency standards, the employee's call review period may be extended and the ability to enter PD training may be delayed. If the Agency extends the call review period, both the employee and WCDA will be notified.
4. Following successful completion of the call review period, the employee is eligible to move into PD training.
5. Time spent working solo as a CT, prior to entering PD training, will be credited towards the 180-day CT probationary period.
6. If a probationary CT enters PD training and is *not* signed off of any police radios, and during the PD training is placed on an official training pause, the time on pause will be applied to the CT probationary period. ~~If a probationary CT enters PD training and *is* signed off on one or more police radios and is placed on an official training pause, the time on pause will be applied to the PD probationary period up to thirty (30) days. An official training pause is defined as training stopped and/or working solo for more than 14-days.~~
7. If employee chooses not to complete PD training or the Agency determines employee is unsuccessful in completing PD training, employee may return to a CT position. If employee

returns to a CT position, they will be subject to the uncompleted portion of their CT probationary period, adjusted by any time earned as part of a training pause.

8. Upon successful completion of the PD training program, employee will serve a probationary period of 90 days, per Article 2.9, adjusted by any time earned as part of a training pause. Upon completion of the PD probationary period, any remaining CT probationary period will be considered completed as well.

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

FOR WCCCA:

Signed:  Date: 4/13/26
Mark Buchholz, Executive Director, WCCCA

FOR WCDA:

Signed:  Date: 4/15/26
Katie Fischer, President, WCDA