

**Letter of Agreement
Stanislaus County
And
Stanislaus Regional Emergency Dispatchers Association**

Whereas, Stanislaus County (County) and Stanislaus Regional Emergency Dispatchers Association (SREDA) entered into the current Memorandum of Understanding (MOU) on March 28, 2022; and

Whereas, the MOU recognizes the classifications in the bargaining unit under Article 8 (b); and

Whereas, the classifications under Article 8 (b) are Emergency Call Taker, Emergency Dispatcher I/II and Emergency Dispatcher III; and

Whereas, the County and SREDA recognize there is a high vacancy rate in the classification of Emergency Dispatcher I/II making it difficult to fully staff SR 911; and

Whereas, the ongoing staffing shortages will cause multiple radios to be combined onto one channel making it difficult for first responders to hear information directed at their agency and for first responders to get through to the dispatch center when needed; and

Whereas, Stanislaus County Chief Executive Human Relations staff and SR 911 management met with SREDA, and a Letter of Agreement was agreed to by all parties; and

Whereas, the signed Letter of Agreement was executed from May 1, 2022 through August 31, 2022 with authority provided to the Executive Director of SR 911 to extend in one month increments up to four times but no later than December 31, 2022; and

Whereas, the County and SREDA recognize that there is still a continued need for the Letter of Agreement; and

Whereas, the Chief Executive Officer was given authority to negotiate and execute an extension to the letter of agreement with SREDA by the Stanislaus County Board of Supervisors on December 20, 2022; and

Whereas, the extension was presented to the Consolidated Emergency Dispatch Agency Commission (CEDAC) on January 4, 2023; and

Whereas, the County and SREDA have reached a tentative agreement on the extension of the Letter of Agreement on January 5, 2023; and

Therefore, the County and SREDA agree the following terms of the current MOU are changed by this letter of agreement, and the changes are to continue effective January 1, 2023 with authority for the Executive Director of SR 911 to extend in one month increments up to five times but no later than June 30, 2023.

On-Call

1. Two on-call dispatchers will be assigned per shift instead of one.
2. Every on-call slot must be filled three weeks in advance and then will be assigned by SR 911 management.
3. Protected days off which occur prior to and after priority vacation will still be observed and protected.
4. Bargaining unit members can work or be on-call more than 48 hours in a six-day period.

Mandatory Overtime

1. All mandatory overtime will be paid at double time overtime rate.
2. Bargaining unit members working a six (6) hour mandatory overtime shift will earn an additional three (3) hours of straight time. (12 hours of mandatory overtime will earn an additional six (6) hours of straight time.)
3. SR 911 management is allowed to off shift bargaining unit members to even out overtime across shifts. Off shifting is when an employee is moved from days to nights or vice versa and/or from A shift to B shift and vice versa.
4. Bargaining unit members can work or be on-call more than 48 hours in a six (6) day period.
5. Every mandatory overtime shift must be filled two (2) weeks in advance and if not filled SR 911 management will assign bargaining unit members to work the mandatory overtime shift.

Vacation Deferrals

1. Double time overtime will be paid for hours worked on each deferred vacation day.
2. Priority days off surrounding the priority vacation days are still protected for the bargaining unit members even if they defer their priority vacation days.
3. A deferred vacation slot is permanently removed from the calendar and cannot be bid by another bargaining unit member.
4. A deferred priority vacation day by an employee will be moved to the next year for priority vacation bidding.

Protected Day Off

1. Protected days off which occur prior to and after priority vacation will still be observed and protected.
2. Voluntary overtime worked on a protected day off will be paid at double time overtime rate.

3. Bargaining unit members working a six (6) hour mandatory overtime shift will earn an additional three (3) hours of straight time. (12 hours of mandatory overtime will earn an additional six (6) hours of straight time.)
4. Protected days off are still protected from on-call scheduling.

Compensatory Time Usage

1. No compensatory time will be approved during the term of this letter of agreement even if the bargaining unit member has a volunteer to cover their shift.

Shift Trades

1. No shift trades between bargaining unit members will be approved during the term of this agreement.

This agreement will be finalized and considered fully executed after signatures by all parties.

For the County:

For SREDA:



Jody Hayes, CEO



Daniel Phillips, SREDA President