

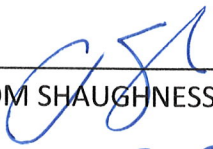
MEMORANDUM OF UNDERSTANDING
BETWEEN ISLAND COUNTY EMERGENCY SERVICES COMMUNICATIONS CENTER
AND
ISLAND COMMUNICATIONS GUILD

In January, 2019, Island County Emergency Services Communication Center (I-COM) and Island Communications Guild (Guild) entered into the following Memorandum of Understanding pursuant to their Collective Bargaining Agreement (CBA):

- 1) Under Article 15 of the CBA, the parties have agreed to participate in the LEOFF Trust medical and vision plan, and are using Plan F. Under the CBA, I-COM pays 90% and employees pay 10% of the cost.
- 2) Article 15.10 of the CBA provides as follows: "Re-Opener. If the LEOFF Plan F annual increase is greater than 8% in 2019, then the parties will re-open the CBA in order to explore health care alternatives."
- 3) The 2019 increase in Plan F was 9.9%. Rather than explore alternative health care plans, the parties agreed that the additional 1.9% increase over 8% would be paid by employees, effective **April 1, 2019**. The new amounts and applicable deductions are reflected in **Attachment A, LEOFF Rates (2018-2019)**.

Have Seen and Agree:

I-COM
Island County Emergency Services
Communications Center

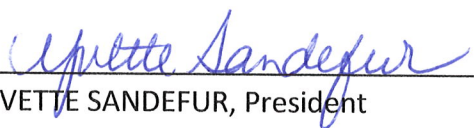


TOM SHAUGHNESSY, Director
Date: 3-28-19

BOARD CHAIR

Date: 4/6/19

ISLAND COMMUNICATIONS GUILD



YVETTE SANDEFUR, President
Date: 04/01/19



BOARD CHAIR



Attachment A

LEOFF Rates (2018-2019)

As agreed upon at the meeting December 17th, 2018 at 1:15 with ICOM and the Island Communications Guild:

2018 Rates (per month)			2019 Rates (per month)					
LEOFF Coverage Plan:	Full Rate	Total Employee Rate	Full Rate	Employee share of 2019 Increase (10% of 8% inc)	1.9% inc above agreed upon 8% (absorbed by Employee)	Employee monthly rate increase for 2019	2019 Total Employee Rate	2019 Total Employer Share
Employee	\$694.89	\$69.49	\$763.68	\$5.56	\$13.20	\$18.76	\$88.25	\$675.43
Employee & 1 Child	\$1,127.80	\$112.78	\$1,239.45	\$9.02	\$21.43	\$30.45	\$143.23	\$1,096.22
Employee & Children	\$1,355.61	\$135.56	\$1,489.82	\$10.84	\$25.76	\$36.60	\$172.17	\$1,317.65
Employee & Spouse	\$1,480.91	\$148.09	\$1,627.52	\$11.85	\$28.14	\$39.99	\$188.08	\$1,439.44
Employee, Spouse & 1 Child	\$1,913.82	\$191.38	\$2,103.29	\$15.31	\$36.36	\$51.67	\$243.05	\$1,860.23
Employee, Spouse & Children	\$2,141.62	\$214.16	\$2,353.64	\$17.13	\$40.69	\$57.82	\$271.99	\$2,081.65

Memorandum of Understanding

Alternative Emergent Shift Adjustments

Island County Emergency Services Communications Center/I-COM 911 (“Employer”), and Island Communications Guild (“Guild”), jointly known as “Parties,” agree as follows:

1. This Memorandum of Understanding is an Alternative Emergent Shift Adjustment in addition to the Collective Bargaining Agreement 2020-2022, Section 6.01 Overtime.
2. This agreement pertains to circumstances when I-COM’s full-time dispatcher staffing drops below 10 filled positions; **and** a full-time dispatcher is removed from the schedule due to circumstances including, but not limited to:
 - a. Medical leave;
 - b. Emergency leave (including family or personal reasons);
 - c. Placed on administrative leave;
 - d. Voluntary or involuntary resignation; and/or
 - e. Voluntary or involuntary termination.
3. In accordance with the CBA 2020 – 2022, Employer will offer all vacant shifts at overtime rates prior to approving shift adjustments.
4. Any unfilled open shifts shall be offered in accordance with the Alternative Emergent Shift Adjustment, as set forth below:

Full-time Dispatchers may elect to opt out of using PTO accruals to take a scheduled day off, if they agree to work the equivalent hours, at their regular rate of pay, during their same work week on their *previously* scheduled day(s) off when there is a need. For example: If Dispatcher A was regularly scheduled to be off Tuesday and there was adequate staffing on their regular scheduled day, Wednesday - Dispatcher A may request approval to voluntarily work the equivalent number of hours on Tuesday, at regular pay rate, and take Wednesday off without utilizing vacation time.

Dispatcher A shall remain eligible for mandatory overtime assignments on the day they electively requested off.
5. This Alternative Emergent Shift Adjustment is temporary in nature and will only be offered under the circumstances set forth above.
6. Alternative Emergent Shift Adjustments require approval by a Dispatch Supervisor and shall be approved on a case by case basis, considering impacts to the staffing levels of all shifts.

This Memorandum of Understanding has been circulated to I-COM Staff and the Island County Guild and shall take effect as of the date signed by all Parties.

Have seen and agree:

ISLAND COMMUNICATIONS
GUILD

I-COM 911



Signature

Isl. Co. Guild, President

Dated: March 13, 2020



Signature

Lisa Ernst, Director

Dated: 13 March 2020

Memorandum of Understanding,
Exigent Staffing Circumstances – On-Call/Part-Time Dispatcher Position

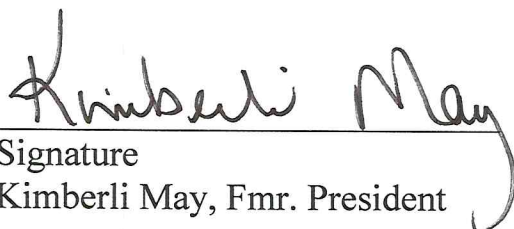
Island County Emergency Services Communications Center/I-COM 911 (“Employer”), and Island Communications Guild (“Guild”), jointly known as “Parties,” agree as follows:

1. This agreement pertains to circumstances when I-COM’s full-time dispatcher staffing drops below 14 filled positions.
2. This position will be classified as “On-Call/Part-Time.”
3. This position carries no tenure or benefits, other than participation in the State Department of Retirement Systems and ICMA-RC government money purchase plans, as available.
4. This position is “at will” employment.
5. This position will remain included in the bargaining unit as long as bi-annual total hours worked exceed 1/6th of those regularly worked by Full-Time Dispatch personnel.
6. This position notifies I-COM as early as possible for any changes in scheduling and availability.
7. This position is staffed with a previous Full-Time ICOM employee, with a break in service less than 24 months.
8. This position will be reviewed in 6 month intervals for its necessity and may be discontinued at any time at the Director’s discretion.
9. This position is unique and separate from the current Part-Time Position Ground Rules and the Appendix-C On-Call/Part-Time Dispatcher Position.

This Memorandum of Understanding has been in effect since September, 2017.

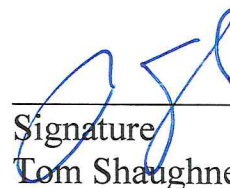
Have seen and agree this 21st day of November, 2019:

ISLAND COMMUNICATIONS
GUILD



Signature
Kimberli May, Fmr. President

I-COM



Signature
Tom Shaughnessy, Director

Memorandum of Understanding

Due to ongoing contract negotiations, and in recognition that employees must be able to plan their schedules and time off for 2020, the parties have agreed to proceed with the annual shift bid in the following manner. This MOU only applies to the 2020 Shift Bid.

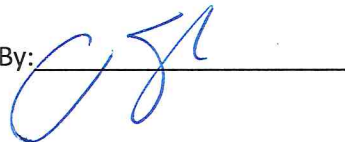
- 1) Except as provided in this MOU, the existing language of Section 5.08 of the 2017-2019 bargaining agreement will be utilized for the 2020 Shift Bid.
- 2) Recognizing that the parties previously agreed that no Lead Assessment would be conducted this past fall, and since bargaining negotiations are continuing, Section 5.08.2 related to Lead Dispatcher bidding will not apply to the 2020 Shift Bid.
- 3) The annual vacation bid will take place after the annual shift bid.

Dated this 8 day of November 2019.

Island Communications Guild

I-COM 911

By: 

By: 

Memorandum of Understanding,
Exigent Staffing Circumstances – On-Call/Part-Time Dispatcher Position

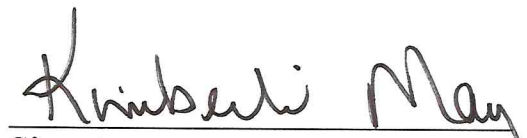
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ISLAND COMMUNICATIONS
GUILD



Signature
Kimberli May, Fmr. President

I-COM



Signature
Tom Shaughnessy, Director

PART-TIME GROUND RULES

1. I-COM sets the schedule and team to be mutually beneficial to the employer, the PTE and his/her co-workers.
2. The scheduling of a PTE is not ordinarily considered as minimum staffing/coverage.
3. Specific shifts for PTEs will be offered on a trimester basis, and must be agreed upon 30 days prior to start of trimester, Sunday through Saturday week.
4. PTE's leave requests will be approved on a case-by-case basis in accordance with current practices.
5. Seniority of PTEs is determined by Dispatcher number.