

MEMORANDUM OF UNDERSTANDING

Teamsters Local Union #252 and Lewis County negotiated in good faith a collective bargaining agreement by and between Teamsters Local Union #252 and Lewis County Supervisors group for 2022-2025. The job classification of Radio Services Supervisor is included in and covered by the terms and conditions of the aforementioned collective bargaining agreement and is a unique position critical to public safety.

The incumbent Radio Services Supervisor ("Employee") will be available, as needed, to report for duty and to perform job duties within 2 (two) hours' notice, at any time of day, seven days per week, referred to as "on-call" status as directed by the 911 Director or his/her designee.

"On-call" hours are defined as those hours in a 24-hour day, seven days a week excepting normal workday hours and excepting any hours spent in an overtime status working outside of regular duty hours. All hours of actual work time, where the Employee is actively engaged in the performance of job duties, shall be compensated per the applicable collective bargaining agreement.

During the time that the Employee is on-call, the Employee must remain reachable and available as set forth above. However, the Employee's on-call status does not require the Employee to remain at the workplace; and the Employee is free to generally do as he pleases during such time.


As additional compensation for this "on-call" status, the Employee shall receive a stipend of \$3.75 for all hours served in an "on-call" status. The "on call" status shall be shared between Radio Services personnel. The "on-call" status shall be assigned by the 911 Director or his/her designee.

This payment shall become effective 12:01 AM, November 01, 2022. The terms of this MOU shall be reviewed on an annual basis. In the event a change in the work warrants review of the terms of this MOU, such as an upgrade of radio equipment, towers, and/or related equipment; an increase in staffing levels; or other change such that the need of "on-call" status is limited or no longer needed, the County shall provide a thirty (30) days' notice to terminate this MOU.

The Teamsters representative signing below represents and warrants that he has consulted with the employee regarding the matters set forth herein; and the Employee has assented to this on-call arrangement.

Executed this 7th day of December, 2022.

Chauffeurs, Teamsters,
Warehousemen & Helpers
Union Local NO. 252


Rob DeRosa, Senior Business Agent


Brian Blaisdell, Secretary-Treasurer

Lewis County, Washington


Jennifer Libby-Jones, Director
911 Communications


Amber Smith, HR/Risk Director