

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**Spokane Regional Emergency Communications**  
**And**  
**Local 1553-EC of the Washington State Council of County and City Employees - Council 2,**  
**AFSCME AFL-CIO**

Section 16.1 (e) of the Collective Bargaining Agreement states:

For 2023 and 2024, if the All City CPI, June to June, index referenced above is over 5% in either year, then the parties agree to reopen this article only for purposes of negotiations concerning a retention bonus in that year.

Under this agreement the parties have agreed to the following items effective the first pay period in January 2023:

- 1) SREC will move to one classification for "Communication Officers". There will no longer be a designation for Communication Officers I, II and III.
- 2) All Communications Officers will move to the following wage table:

	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
Communication Officer		\$27.44	\$28.80	\$30.26	\$31.77	\$33.61	\$35.29	\$37.05

- 3) Administrative Union Positions will move to the following wage tables:

	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>
Payroll & Acct. Spec.		\$24.89	\$26.20	\$27.58	\$29.03	\$30.56	\$32.17	\$33.86
Public Records Spec.		\$26.92	\$28.33	\$29.83	\$31.39	\$33.05	\$34.79	\$36.62
Administrative Asst.		\$20.60	\$21.69	\$22.83	\$24.03	\$25.29	\$26.63	\$28.03

- 4) Employees will use the following progression when moving to the new wage table:
  - a. All steps are annual. Step 1 is the starting wage and Communications Officers will progress to the next step on the anniversary of their hire date until they reach step 5. Administrative employees will continue to progress annually until they reach the step 7.
  - b. Communication Officers who are trained in only one discipline will remain at step 5. Communication Officers will move to:
    - i. Step 6 when they have been at Step 5 for at least one year and they begin or have completed training in a 2<sup>nd</sup> discipline and,
    - ii. Step 7 when they have been at Step 6 for at least one year and begin or have completed training in a 3<sup>rd</sup> discipline.
  - c. All Communication Officers hired after January 1, 2023 will remain in training until they are fully trained in all three disciplines; 911, Law Dispatch and Fire Dispatch. Probation for Communication Officers will be extended to 4,160 work hours.

- d. There will be no change to Section 17.1.8 (Amended to 17.6). No Communication Officer hired prior to July 1, 2019 will be mandated to cross train.
- e. All employees will move to the step on the new wage table that gives them at least a 5% wage increase over their wage on December 31, 2022 provided no single discipline trained Communication Officer will move past step 5.

5) Retention Bonus

- a. All 1553 EC members, except for new hire employees in training, on or after, January 15, 2023 will receive a \$2,000 bonus paid on the last paycheck in January.
- b. All 1553 EC members, except for new hire employees in training, on or after, November 15, 2023 will receive an additional \$2,000 bonus paid on the last paycheck in November.
- c. All Law Dispatchers who were Y-rated when joining SREC in July 2019 and are still employed by SREC on January 21, 2023 will receive an additional \$2,000 bonus paid on the last paycheck in January 2023.

6) Seniority Article 17 Seniority will be amended as follows:

**17.1 Seniority Defined:**

17.1.1 – Seniority shall be determined by the length of continuous service in a position with SREC (to include the County/City and SREC, continuous combined length of service seniority).

EXCEPTION – All employees who were employed by SREC on July 1, 2019 shall retain seniority in the discipline they were assigned to when SREC formed. For example, a tenured law dispatcher transitioning to fire dispatch would be senior to less tenured fire dispatchers who transitioned to fire dispatch after July 1, 2019 but junior to less tenured fire dispatchers who integrated into SREC on July 1, 2019 as a fire dispatcher.

17.1.2 If employees from other agencies are integrated into SREC, they shall be placed below all existing employees for purposes of seniority. Both parties mutually agree to meet and discuss any other negotiable items that may come up in an integration.

**17.2** Seniority for the benefit date will be the hire date to include employment with SREC, County, City employers (to include outside of Emergency Communication employment with the aforementioned entities)

**17.3** Seniority for benefit accrual will be hire date. Seniority for determining shift bids, vacation bids, etc will be determined by hire date unless the exception in 17.1.1 applies

**17.4** Any leave without pay resulting from protected leave will not result in a loss of seniority.

**17.5** Leave without pay resulting from unprotected leave will result in a loss of seniority equal to the time of leave without pay.

**17.6** All staff employed on or before July 1st 2019 shall not be mandated to cross-train.

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