



BOARD OF COMMISSIONERS

AGENDA REQUEST & STAFF REPORT

MEETING DATE: June 29, 2022

SUBJECT: Consideration of Contract No. 2022-575, a Collective Bargaining Agreement Between the Deschutes County 9-1-1 Service District and the Deschutes 9-1-1 Employees Association.

RECOMMENDED MOTION:

Pending ratification of the agreement by the employees, the 9-1-1 Service District bargaining team recommends that the Board of County Commissioners, as the Governing Body of the 9-1-1 Service District, approve contract No. 2022-575, a Collective Bargaining Agreement Between Deschutes County 9-1-1 Service District and the Deschutes 9-1-1 Employees Association, July 1, 2022 - June 30, 2026.

BACKGROUND AND POLICY IMPLICATIONS:

The Deschutes 9-1-1 Employees Association is the labor union for 9-1-1 Call Takers, Public Safety Dispatchers I, and Public Safety Dispatchers II. The current collective bargaining agreement covered the period of July 1, 2020 to June 30, 2022.

Below is a summary of the main changes to the contract.

- Four-year contract.
- Longevity Pay increase in alignment with County practice and other bargaining agreements.
- Wage Adjustment of 4.25% to bring positions relative to comparable agencies.
- COLA of 5.5% for FY23 and then 1 – 4% for FY24, FY25 and FY26.
- Increase to Holiday Leave accrual bank in recognition of Juneteenth.
- Operational impacts to scheduling and assigning overtime shifts.
- Agree to reopen Retiree Health Insurance eligibility should PERS add their classifications to the Police & Fire retirement designation.

- MOU agreeing to pay a premium rate of two (2) times the regular rate of pay to staff who volunteer to provide shift coverage when staffing levels are suboptimal.

The 9-1-1 bargaining team included Krista Mugavero, Megan Happ, Jenny Nichols, and the Association's attorney Ryan Lufkin.

The County's bargaining team included Christopher Bell, Sara Crosswhite, Chris Perry, Kathleen Hinman, Jana Cain and Whitney Hale.

BUDGET IMPACTS:

The fiscal impacts of the new collective bargaining agreement have been included in the FY 22-23 budget.

ATTENDANCE:

Sara Crosswhite, Director, Deschutes 9-1-1;

Chris Perry, Operations Manager, Deschutes 9-1-1

Christopher Bell, Assistant Legal Counsel

Jana Cain, Accounting Manager

Whitney Hale, Deputy County Administrator