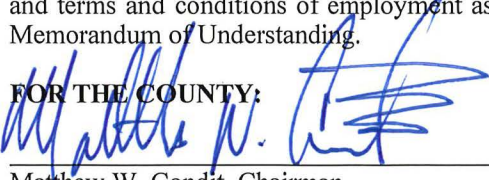



**AGREEMENT FOR AN EXTENSION OF THE
MEMORANDUM OF UNDERSTANDING BETWEEN
THE COUNTY OF STANISLAUS AND
STANISLAUS REGIONAL EMERGENCY DISPATCHERS' ASSOCIATION**


Pursuant to the Employee Relations Ordinance of the County and Section 3500 et seq. of the Government Code, the duly authorized representatives of the County and Stanislaus Regional Emergency Dispatchers' Association (SREDA) have met and conferred in good faith concerning the issues of wages, hours, and terms and conditions of employment as herein set forth, declare their agreement to the provisions of this Memorandum of Understanding.

FOR THE COUNTY:


Matthew W. Condit, Chairman
Board of Supervisors


Jody Hayes
Chief Executive Officer

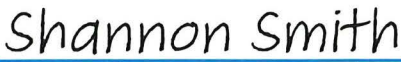
 2.9.26
Monica Coryea, Human Relations Director
Chief Executive Office



Jeff Sloan, Lead Negotiator
Sloan, Sakai, Yeung, & Wong LLP



Ryan Leupp (Dec 1, 2025 11:59:29 PST)
Ryan Leupp, Human Relations Assistant Director
Chief Executive Office


Joanna Navarro (Dec 1, 2025 12:04:07 PST)
Joanna Navarro, Senior Management Consultant
Chief Executive Office



Sydnee Isais-Burdian (Dec 1, 2025 12:06:19 PST)
Sydnee Isais, Management Consultant
Chief Executive Office



Shannon Smith (Dec 1, 2025 16:36:40 PST)
Shannon Smith, Confidential Assistant IV
Chief Executive Office



Kasey Young (Dec 1, 2025 16:32:45 PST)
Kasey Young, Director of Emergency Dispatch
Stanislaus Regional 911



Justin Vosbein (Dec 1, 2025 17:57:10 PST)
Justin Vosbein, Manager III
Stanislaus Regional 911


FOR SREDA:


Daniel Phillips (Jan 18, 2026 21:32:15 PST)
Daniel Phillips
SREDA President


Melissa Dobbs (Jan 19, 2026 18:36:38 PST)
Melissa Dobbs
SREDA Vice President


Mike De Anda (Jan 30, 2026 16:13:45 PST)
Mike De Anda
Operating Engineers Local Union No. 3


Christina Alger, HR Director
City of Modesto


MELISSA R GARCIA (Dec 29, 2025 18:47:55 PST)
Melissa Garcia, Member
Emergency Dispatcher III


Hillary Thayer (Dec 21, 2025 22:54:48 PST)
Hillary Thayer, Member
Emergency Dispatcher III


Erika Queirolo (Dec 17, 2025 04:11:22 PST)
Erika Queirolo, Member
Emergency Dispatcher Supervisor

DATE SIGNED February 18, 2026

AGREEMENT FOR AN EXTENSION OF THE
MEMORANDUM OF UNDERSTANDING BETWEEN THE
COUNTY OF STANISLAUS
AND
STANISLAUS REGIONAL EMERGENCY DISPATCHERS' ASSOCIATION

This Agreement is entered into between the County of Stanislaus and the Emergency Dispatchers' Bargaining Unit represented by Stanislaus Regional Emergency Dispatchers' Association (SREDA). Pursuant to the Employee Relations Ordinance of the County and Section 3500 et seq. of the Government Code, the duly authorized representatives of the County and SREDA, have met and conferred in good faith concerning the issues of wages, hours, and terms and conditions of employment as herein set forth, and declares as follows:

1. The parties' prior Memorandum of Understanding (MOU) was for the term of March 28, 2022, through March 28, 2025.
2. With the exceptions noted below, the MOU shall be extended through March 28, 2026.
3. The parties shall begin negotiations for a successor MOU to begin no later than January 2026.
4. Section 2 of the MOU shall be replaced with the following:

2. TERM OF THE AGREEMENT

This Agreement shall expire on March 28, 2026, at 11:59 p.m. unless otherwise agreed between the parties. It covers all matters of interest between the Stanislaus Regional Emergency Dispatchers Association (SREDA), representing the Emergency Dispatchers' Bargaining Unit and the County of Stanislaus. The parties may agree to extend the term of this Agreement while meeting and conferring is in progress over renewal of the Agreement. This agreement shall be effective upon ratification of the Association and approval by the Board of Supervisors.

5. Effective January 1, 2024, the parties implemented a Letter of Agreement (LOA) which modified certain terms of the MOU. The terms of the LOA are set forth in ATTACHMENT 1. The LOA was discontinued effective April 1, 2024.
6. As part of this extension Agreement, the LOA shall be reinstated upon adoption of this Agreement by the Board of Supervisors, and shall remain in effect through September 30, 2025, *provided* that
 - a. Commencing August 1, 2025, and on the first day of each subsequent month through January 1, 2026, the Executive Director shall, at her sole discretion, determine whether the terms of the LOA shall be effective for the month occurring two months thereafter. Unless she so determines, the provisions of the LOA shall not be effective for that future month.
 - b. This monthly review cycle shall continue until January 2026, thereby regulating the application of the LOA through March 2026.
7. Unless otherwise agreed between the parties, the Side Letter shall be permanently discontinued effective March 28, 2026.

All other provisions of the existing MOU shall remain in effect.

ATTACHMENT 1
LETTER OF AGREEMENT

The following terms are subject to the conditions set forth in the MOU extension to which this document is attached.

Voluntary Overtime

1. Management will put out overtime requests in advance as needed to appropriately staff SR 911.

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 and Shift Trades

1. Compensatory time requests may only be submitted no more than 30 days in advance.
2. One Compensatory time off or Shift Trade request (partial or full shift) may be approved per shift (one per day shift and one per night shift) as long as there is not a mandated overtime slot or shift trade already in place.
3. Approval for Compensatory time or Shift Trade will be addressed by management based on the order of requests for compensatory time entered into the scheduling platform by employees.
4. If requests are submitted at the same time, the request will be awarded to the employee with the higher seniority.

Training

1. Dispatcher I trainees with the most seniority will be trained before other Dispatcher I trainees, when possible.

Labor Management Meetings

1. The parties agree that monthly meetings between representatives of the Union and the County can prove helpful in discussing items of mutual concern and maintain communication between the County, its employees and the Union. Nothing in this section shall preclude the parties from meeting on issues that arise in between monthly meetings. These meetings do not replace the meet and confer obligations required under law.

Topics may include:

- Training
- Operational issues
- Recruitment and Retention
- Equipment
- Safety Suggestions