

**Letter of Agreement  
Stanislaus County  
And  
Stanislaus Regional Emergency Dispatchers Association**

Whereas, Stanislaus County (County) and Stanislaus Regional Emergency Dispatchers Association (SREDA) entered into the current Memorandum of Understanding (MOU) on March 28, 2022; and

Whereas, the MOU recognizes the classifications in the bargaining unit under Article 8 (b); and

Whereas, the classifications under Article 8 (b) are Emergency Call Taker, Emergency Dispatcher I/II and Emergency Dispatcher III; and

Whereas, the County and SREDA recognize there is a high vacancy rate in the classification of Emergency Dispatcher I/II making it difficult to fully staff SR 911; and

Whereas, the ongoing staffing shortages cause multiple radios to be combined onto one channel making it difficult for first responders to hear information directed at their agency and for first responders to get through to the dispatch center when needed; and

Whereas, the first Letter of Agreement between the County and SREDA was executed from May 1, 2022, through August 31, 2022, with authority provided to the Executive Director of SR 911 to extend in one month increments up to four times but no later than December 31, 2022; and

Whereas, the second Letter of Agreement between the County and SREDA was executed from January 1, 2023, with the authority for the Executive Director of SR 911 to extend in one month increments up to five times but no later than June 30, 2023; and

Whereas, the Chief Executive Officer was given additional authority to negotiate and execute an extension to the Letter of Agreement with SREDA which expired on June 30, 2023, for an additional six months by the Stanislaus County Board of Supervisors on June 21, 2023; and

Whereas, the six-month extension was presented and supported by the Consolidated Emergency Dispatch Agency Commission (CEDAC) on June 20, 2023; and

Whereas, the third Letter of Agreement was originally executed, for one month to allow additional time for the meet and confer process, from July 1, 2023, through July 31, 2023; and

Whereas, the County, SR 9-1-1 Management and SREDA negotiated the remaining five months of authority granted by the Board of Supervisors and reached a tentative agreement on an extension of the Letter of Agreement on July 18, 2023.

Therefore, the County and SREDA agree the following terms of the current MOU are changed by this Letter of Agreement, to be effective August 1, 2023, and expiring on December 31, 2023.

### 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 may 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 and Shift Trade 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 day shift and one 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 the law.


Topics may include:


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

This agreement will be finalized and considered fully executed after signatures by all parties.

For the County:

For SREDA:

  
Jody Hayes (Sep 20, 2023 15:21 PDT)  
Jody Hayes, CEO

  
Daniel Phillips (Aug 29, 2023 12:33 PDT)  
Daniel Phillips, SREDA President