

Memorandum of Understanding

By and between

Thurston 9-1-1 Communications

And the

IAFF Local 468 Dispatch Supervisors

Article 5.4 - Overtime

The purpose of this Memorandum of Understanding is to clarify a misunderstanding over the interpretation of language in Article 5.4 relating to the proper calculation of FLSA overtime, and to reflect the union's original intent of the language proposed, which was to ensure that flex hours would be scheduled, worked and compensated as regularly scheduled work hours rather than overtime hours.

The parties agree to amend Article 5.4 of the Collective Bargaining Agreement as follows:

5.4 OVERTIME

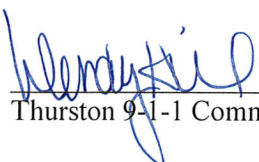
Employees shall be paid at the rate of one and one-half (1.5) times their regular hourly rate of pay for all hours worked in excess of a regularly scheduled workday or workweek, with the exception of flex time as defined in Article 5.1, unless an alternate workweek is agreed to by the employee and the Employer. If an employee is called in to work mandatory overtime on a day off, they will be compensated at double the regular rate of pay, up to two (2) hours. All other hours worked will be paid at one and one-half (1.5) times their regular rate of pay. Overtime pay cannot be pyramided. All time in paid status, ~~with the exception of flex time,~~ counts as hours worked for the purpose of computing overtime.

Supervisors' meetings will be compensated with overtime pay for those employees not regularly scheduled to work during the meeting, unless an alternate workweek is agreed to by the employee and the Employer.

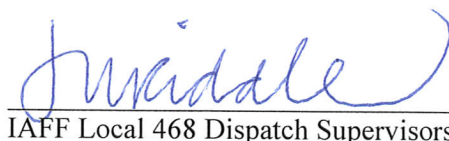
The Employer will determine the number of employees needed to work overtime. For shift supervisor time, where the department has been unable to fill the need for overtime voluntarily based on seniority from within the Supervisor Classification, and a need still exists, overtime shall be assigned in the following order:

1. Voluntary based on seniority from the top three (3) Promotional list employees.
2. Voluntary hold-over/come-in early from the top three (3) Promotional list employees.
3. Non-voluntary hold-over/come-in early from all eligible supervisory personnel based on who hasn't worked overtime in the longest period of time.
4. Call in from day off from all eligible supervisory personnel based on who hasn't worked overtime in the longest period of time.

Dated this 26 day of January, 2017.



Thurston 9-1-1 Communications



IAFF Local 468 Dispatch Supervisors