



JeffCom911 Board – Special Meeting

via Zoom

August 10 , 2022

Members/Alternate Members Seated:

Greg Brotherton, Jefferson County Commissioner
Pete Brummel, Chief's Association Alternate
Art Frank, Fire Commissioner
Tim McKern, Chair, Fire Chief, FD#2
Thomas Olson, City of PT Chief
Andy Pernsteiner, Co-Chair Undersheriff

Other Attendees:

Rich DePas, Jeffcom 911 IT Systems Manager
Stacie Huibregtse, JeffCom911 Director
Lisa Johnson, JeffCom911 Office Manager
Joseph Quinn, Attorney

Members/Alternate Members Absent or excused:

John Mauro, City of PT Alternate
Joe Nole, Sheriff JCSO, Sheriff Office Alternate
Mark McCauley, Jefferson Co, Alternate
Robert Pontius, Fire Comm. Assn, alternate

- I. Call to Order - Tim McKern called the meeting to order at 9:00 am
- II. Roll Call
- III. Public Comment – Up to 20 Minutes –

This is an optional time period dedicated to listening to the public. We want to hear your ideas or concerns. To ensure equal opportunity for the public to comment, all comments shall be limited to three minutes per person and each person may address the Board one time during the public comment period. Please start by stating your name and address.

Individuals may participate during the Public Comment Period using the following methods:

- Video – Refer to meeting instructions above
- Audio only – Refer to meeting instructions above
- Email – stacieh@jcpsn.us (Comments received here will be added to the correspondence log)

No public comments were received

IV. Executive Session

- A. RCW 42.30.140(4)(a) Collective bargaining sessions with employee organizations, including contract negotiations, grievance meetings, and discussions relating to the interpretation or application of a labor agreement; or (b) that portion of a meeting during which the governing body is planning or adopting the strategy or position to be taken by the governing body during the course of any collective bargaining, professional negotiations, or grievance or mediation proceedings, or reviewing the proposals made in the negotiations or proceedings while in progress.

No Public Comment is allowed on Executive Session

Tim McKern called an executive session for ten minutes, beginning at 9:01 for ten minutes, per RCW 42.30.140(4)(a), to discuss a proposed MOU, LOA for the upcoming Collective Bargaining Agreement due to expire in December.

Beginning Time: 9:01 Ending Time: 9:11

Greg Brotherton made a motion to go into executive Session.
Andy Pernsteiner seconded the motion

Tim McKern extended the session

Extended Time: 9:12 Ending Time 9:17

Tim McKern called the special meeting back to order at 9:17 with no decision made.

The amendments to the motion were to change the MOU as presented. A copy of the proposed MOU is attached at the end of this document.

Regarding Items #2 and # 3:

2. One-Time Staffing Retention Incentive.

All employees will receive a retention incentive. The gross amounts of the incentive pay shall be as follows:

Full-time Communications Officers (COs): \$6,000.00

Part-time COs, Records Specialist and Network Technician: \$2000.00

This retention incentive pay shall be paid at the earliest possible pay period following the ratification date of this MOU. Any employee who

receives this incentive pay, and then leaves service with the Employer prior to December 31, 2022 shall pay the amount back to the Employer within 30 days after separation.

Modification to change Dec 31, 2022 to June 30, 2023

4 Overtime Compensation

Any overtime worked, exceeding 36 hours in a pay period, will be compensated at double time. Overtime of less than 36 hours will continue to be paid at time-and-a half. It is understood and agreed that when Jeffcom 911 returns to full staffing (at least 10 full-time Communications Officers) all overtime rates and compensation will revert back to the previously agreed rates

Modification to change less than 36 hours to less than or equal to

- V. Suggestions for next or future agenda, regular meeting and/or executive session.
 - A. Greg brought up the email received from Terry Taylor, regarding the Port Of Port Townsend's request for Dispatch Services and requested it to be added to the next regular board meeting's agenda.

VI. Good of the Order

VII. Adjourn

Next meeting: August 25, 2022 Regular Meeting

9:00 am – 11:00 am

JEFFCOM Administrative Board Member

JEFFCOM Administrative Board Member

Date

Date

**See attached MOU proposed

MEMORANDUM OF UNDERSTANDING

Between

JEFFCOM 911

And

TEAMSTERS LOCAL 589

THIS MEMORANDUM OF UNDERSTANDING is made by and between Jefferson County 911, aka Jeffcom 911 (“Employer”) and Teamsters Local 589 (“Union”) on the date on which the last signature is affixed below.

WHEREAS, the parties recognize that the work performed by the employees of the Employer is of critical importance and essential to public safety; and

WHEREAS, the parties agree that there are ongoing retention challenges due to a nationwide labor shortage;

NOW THEREFORE THE PARTIES AGREE AS FOLLOWS:

1. Extension of CBA. The current collective bargaining agreement (CBA) between the parties, shall be and is extended for six months, to wit, to and through June 30, 2023, and shall remain in full force and effect, together with any MOUs or amendments now in effect, except as specifically modified herein. Any increase in wages or compensation negotiated and included in the successor CBA shall be retroactive to January 1, 2023.
2. One-Time Staffing Retention Incentive. All employees will receive a retention incentive. The gross amounts of the incentive pay shall be as follows:

Full-time Communications Officers (COs): \$6,000.00

Part-time COs, Records Specialist and Network Technician: \$2000.00

This retention incentive pay shall be paid at the earliest possible pay period following the ratification date of this MOU. Any employee who receives this incentive pay, and then leaves service with the Employer prior to December 31, 2022 shall pay the amount back to the Employer within 30 days after separation.

3. Hiring Incentive. There will be a \$6000.00 hiring incentive for Lateral Communication Officer hires, and a \$2,000.00 hiring incentive for New Communication Officer hires. The incentive pay for New Communication Officers will be payable upon successful completion of probation. For the Lateral Communication Officers, the incentive pay will be payable with \$2000.00 payable on hiring date, and the remaining \$4000.00 payable upon completion of probation.

4. Overtime Compensation. Any overtime worked, exceeding 36 hours in a pay period, will be compensated at double time. Overtime of less than 36 hours will continue to be paid at time-and-a half. It is understood and agreed that when Jeffcom 911 returns to full staffing (at least 10 full-time Communications Officers) all overtime rates and compensation will revert back to the previously agreed rates.

FOR THE LOCAL:

Mark Fuller, Secretary-Treasurer

Date Signed:_____

FOR THE EMPLOYER:

Tim McKern, Board Chair

Date Signed:_____