

MEMORANDUM OF UNDERSTANDING

Between
Lewis County 911 Communications ("Employer")

and

Lewis County Dispatchers' Guild ("Guild")

Purpose

This Memorandum of Understanding ("MOU") is entered into by and between Lewis County 911 Communications and the Lewis County Dispatchers' Guild for the purpose of addressing employee retention and compensation for training responsibilities during the term of this agreement.

Except as specifically modified herein, all provisions of the current Collective Bargaining Agreement between the parties for the period January 1, 2026, through December 31, 2027 (CBA), shall remain in full force and effect.

This MOU is non-precedential, shall not be interpreted as creating a past practice, shall not be cited in any future grievances or negotiations regarding other issues, and shall not permanently modify, amend, or waive any provision of the CBA. It applies solely to the circumstances and during the term described herein...

1. Quarterly Retention Bonus

To promote employee retention and maintain adequate staffing levels, the Employer agrees to provide quarterly retention bonuses to all Guild-represented employees who meet the eligibility requirements outlined below.

Eligibility

An employee must:

- Be employed in a Guild-represented position on the last day of the applicable calendar quarter;
- Not be on unpaid leave for more than thirty (30) consecutive calendar days during the applicable quarter, unless otherwise required by law.
- Have been employed with Lewis County 911 Communications for a period of at least one (1) year at the time this MOU goes into effect.

Bonus Amount

Eligible employees shall receive a retention bonus of **\$2,000.00** for each calendar quarter.

The bonuses shall be paid following the conclusion of each quarter as follows:

- First Quarter (January–March)
- Second Quarter (April–June)
- Third Quarter (July–September)
- Fourth Quarter (October–December)

Payment shall be made no later than the next scheduled payday following the close of each quarter, subject to normal payroll processing.

Duration

This quarterly retention bonus program shall remain in effect through **December 31, 2027**. Unless otherwise negotiated by the parties, the program shall expire on that date without further action.

1.5 New Employee Retention and Training Incentive

To encourage the successful completion of training and development for newly hired Communications Officers, the Employer agrees to provide a one-time incentive totaling **\$3,000.00** to Guild-represented employees who have less than one (1) year of continuous service in a Communications Officer position with Lewis County 911 Communications.

Eligibility

To qualify for this incentive, an employee must:

- Be employed in a Guild-represented Communications Officer position;
- Have less than one (1) year of continuous service with Lewis County 911 Communications in the position at the time each incentive payment is earned;
- Successfully complete each milestone described below (Each milestone will be independent of the other. Should the employee complete the first they will be paid for the first with no expectation of reimbursing the County should they not complete the second.; and

Incentive Payments

The incentive shall be paid in two installments:

1. Call-Taking Certification – \$1,000

An eligible employee shall receive a **\$1,000.00** payment upon successfully completing the required training and being formally released by the Employer to independently answer 911 emergency calls and administrative/business telephone lines.

2. Independent Dispatch Certification – \$2,000

An eligible employee shall receive a **\$2,000.00** payment upon successfully completing all required training and being formally released by the Employer to independently dispatch both **fire radio** and **law enforcement radio** without the direct supervision of a trainer.

For purposes of this section, "formally released" means the employee has successfully completed the Employer's training program for the applicable assignment and has been officially signed off by the Employer as competent to independently perform those duties.

Payment

Each incentive payment shall be made no later than the next scheduled payday following verification that the applicable milestone has been completed, subject to normal payroll processing.

Relationship to Quarterly Retention Bonus

The New Employee Retention and Training Incentive is separate from, and shall not reduce or replace, the quarterly retention bonus described in Section 1. Employees who otherwise meet the eligibility requirements for the quarterly retention bonus shall remain eligible to receive those bonuses in addition to the incentive payments provided in this section.

Duration

The incentive program established by this section shall remain in effect through **December 31, 2027**, unless extended or modified by mutual written agreement of the parties.

2. Training Differential

Effective upon execution of this MOU and through **December 31, 2027**, Article 8.9.1 of the CBA concerning Training Officer compensation is modified as follows.

Employees assigned by management to train a newly hired Communications Officer that has completed the academy portion of training, and has been released to work with a trainer, while serving as the designated trainer shall receive a training differential based upon the number of dispatchers who are independently working as Communications Officers.

Differential Rates

- When there are **twelve (12) or more** dispatchers working independently across all shifts, the training differential shall be **\$4.00 per hour** for all hours spent performing assigned training duties. Overtime trainer pay is not authorized.
- When there are **fewer than twelve (12)** dispatchers working independently across all shifts, the training differential shall be **\$6.00 per hour** for all hours spent performing assigned training duties. Overtime trainer pay is not authorized.

For purposes of this provision, the number of dispatchers working independently shall be determined by the Employer at the beginning of each pay period based upon employees who have successfully completed training and are authorized to perform full dispatch duties without direct supervision.

Employees shall receive the applicable differential only for hours during which they are both officially assigned and performing duties as the primary trainer.

3. Administration

The Employer shall determine staffing levels for purposes of applying the training differential in a consistent and objective manner. The Employer will notify the Guild whenever staffing levels result in a change to the applicable training differential.

4. Term

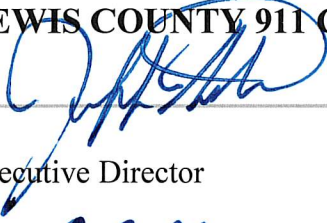
This MOU shall become effective upon execution by both parties and shall remain in effect through **December 31, 2027**, unless superseded by a successor Collective Bargaining Agreement or modified by mutual written agreement.

Upon expiration, the quarterly retention bonus provisions shall terminate unless renewed through collective bargaining. Any negotiated changes to the training differential incorporated into a successor CBA shall continue in accordance with that agreement.

5. Entire Agreement

This Memorandum of Understanding represents the complete agreement of the parties concerning the matters addressed herein and may only be amended by mutual written agreement.

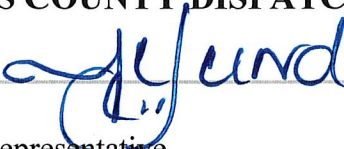
LEWIS COUNTY 911 COMMUNICATIONS



Executive Director

Date: 9-9-26

LEWIS COUNTY DISPATCHERS' GUILD



Guild Representative

Date: 090926