

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**Spokane Regional Emergency Communications**  
**And**  
**The Washington State Council of County and City Employees, Council 2**  
**AFSCME AFL-CIO**

**Shift Differential**

Effective November 1, 2019, except for Communication Officer II fire dispatchers and fire supervisors, SREC will pay a 2% incentive for employees that work a swing shift (as defined in section 15.2 in the 492 RF supplemental) and 2.5% for graveyard (as defined in section 15.2 in the 492 RF supplemental) to be applied to all employees in both groups. The 911 premium will no longer be applied. These proposed percentages for shift differential, for the ease of payroll calculation and equitable application, are based on the CO3 wage scale of 2.0% for swing and 2.5% for graveyard for all SREC employees.


**Certified Lead and Training Officer Compensation:**

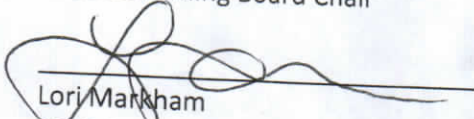
Effective November 1, 2019, SREC will pay the following monthly premium to all employees who perform CLO and /or CTO duties: CLO - \$150 per month and CTO - \$250 per month.

The following premiums shall be paid as long as the employees hold that position.

1. Certified Lead Officers \$150 per month.
2. Certified Training Officers \$250 per month.

**For Employer**

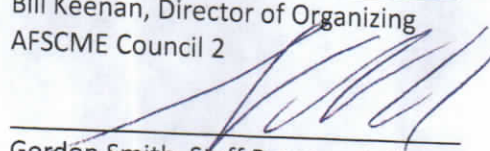
  
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Bryan Collins  
SREC Governing Board Chair

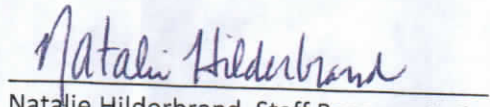
  
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Lori Markham  
SREC Executive Director

Dated: October 24, 2019

**For Union**

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Bill Keenan, Director of Organizing  
AFSCME Council 2

  
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Gordon Smith, Staff Representative

  
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Natalie Hilderbrand, Staff Representative

Dated: October 24, 2019