

**MEMORANDUM OF UNDERSTANDING**  
**Between**  
**Spokane Regional Emergency Communications,**  
**Local 1553-ES of the Washington State Council of County and City Employees -**  
**Council 2,**  
**AFSCME AFL-CIO**

Both parties agree that defining seniority should be transparent so that supervisors and management can accurately determine who has priority for bidding shifts, vacations, and other benefits. As a result both parties agree to the following language:

**17.1 Seniority Defined:**

**17.1.1** – Seniority shall be determined by the length of continuous service in a supervisor position with SREC (to include the County/City and SREC, continuous combined length of service seniority). EXCEPTION – All supervisors who were employed by SREC prior to January 1, 2020 shall retain seniority in the discipline they were assigned to on that date. For example, a tenured law supervisor transitioning to fire supervisor would be senior to less tenured fire supervisors who transitioned to fire dispatch after January 1, 2020 but junior to less tenured fire supervisors who were fire supervisors on January 1, 2020.

**17.1.2 Job Classification Seniority:** The length of continuous service in the employee's job classification (upon transferring to SREC job classification would include the last County/City and SREC job classifications combined job classification seniority). Should supervisors from other departments integrate into SREC after July 1, 2019, they will come in below all existing SREC Supervisors.

**17.1.3 Hire Seniority:** The length of continuous service in a position with SREC (to include the County/City and SREC, continuous combine length of service seniority). SREC seniority shall be the determining factor if job classification seniority is equal.

**17.1.4** Seniority for the benefit date will be the all-encompassing hire date to include continuous employment with SREC, County, City employers (to include continuous employment outside of Emergency Communication employment with the aforementioned entities).

**17.1.5** Seniority for benefit accruals will be the all-encompassing hire date. Subject to the exception in 17.1.1 above, seniority for determining shift bids, vacation bids, etc will be determined by:

- A) job classification seniority date, if equal then
- B) hire seniority date, if equal then.
- C) benefit seniority date.

**17.1.6** Any leave without pay resulting from protected leave will not result in a loss of seniority.

**17.1.7** Leave without pay resulting from unprotected leave will result in a loss of seniority equal to the time of leave without pay.

**17.1.8** All supervisors promoted on/or before January 1, 2020 shall not be mandated to cross-train.

**17.2 Seniority Opener** - If the percentage of supervisors promoted after January 1, 2020 is at or above 68% of all supervisors both parties agree to meet and discuss moving to a single seniority/bid for all operational supervisors.

**For the Employer:**

DocuSigned by:  
*Lori Markham* 4/13/2023  
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Lori Markham Date  
SREC Executive Director

DocuSigned by:  
*Jeff Tower* 4/13/2023  
45B54E086BBE426...  
Jeff Tower Date  
SREC Human Resources Manager

**For the Union:**

DocuSigned by:  
*Natalie Hilderbrand* 4/14/2023  
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Natalie Hilderbrand, Staff Rep. Local 1553-ES Date

DocuSigned by:  
*Todd Devenish* 4/13/2023  
A6240FE81DB3455...  
Todd Devenish, President, Local 1553-ES Date

DocuSigned by:  
*Cassidy Haas* 4/13/2023  
49F9758A43BB486...  
Cassidy Haas, Vice President, Local 1553-ES Date