

MEMORANDUM OF AGREEMENT (“MOA”)
Between
COLUMBIA 9-1-1 COMMUNICATIONS DISTRICT (“District”)
And
COLUMBIA 9-1-1 DISPATCHERS’ ASSOCIATION (“Association”)
(hereinafter referred to as “Parties”)

The Parties’ collective bargaining agreement currently in effect is for the term July 1, 2019 through June 30, 2022. The Parties have engaged in collective bargaining for the next labor agreement and desire to suspend current negotiations and enter into this MOA to extend the term of the labor contract now in effect and due to expire June 30, 2022. The parties agree to amendments to the *status quo* and terms of the Parties’ current labor agreement commencing July 1, 2022 which are set forth below in this MOA.

IT IS AGREED:

1. The term of the Parties’ collective bargaining agreement is hereby amended and will now expire on June 30, 2023.
2. Except as otherwise specifically stated herein, the terms and conditions fixed by the contract shall remain in force and effect.
3. The current labor contract negotiations for a successor agreement are suspended for one (1) year. The parties will resume bargaining during 2023 at such time as they mutually agree. The Parties desire to observe currently volatile economic conditions and how public safety partners administer their contracts, COLAs, incentives, and the management of limited fiscal resources with the expectation that the Parties will be well-served by whatever can be learned from greater comparability data which will be available during the second calendar quarter of 2023.
4. The District will adjust the pay scale in effect as of June 30, 2022 and increase all pay ranges and steps five percent (5%) effective from and after July 1, 2022.
5. During the remainder of the term of the labor agreement now in effect, the District will implement a “health incentive” program which rewards those employees who maintain their current sick leave balance plus at least seventy-five percent (75%) of their annual sick leave accrual. Employees who meet this objective will be awarded five (5) hours of earned leave each six (6) months through June 30, 2023; that is, July 1, 2022 – December 31, 2022 and January 1, 2023 – June 30, 2023. These incentive hours awarded shall be added to the employee’s earned leave balance.

Dated this ____ day of June, 2022.

FOR THE DISTRICT

FOR THE ASSOCIATION
