

**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")**

Whereas, the Parties' collective bargaining agreement (CBA) currently in effect was extended by MOU until June 30, 2023.

Whereas, the Parties desire to add an additional category of part time employees within the CBA, and therefore have agreed to modify the terms of the CBA as follows:

**IT IS AGREED:**

1. Art. 8.2 shall be modified to read: "**Work Week for Half-Time Employees.** The regular work schedule for half-time employees may consist of any number of days or hours assigned not to exceed twelve (12) hours in a twenty-four (24) hour period or forty (40) hours in any seven day period. The Association and the Employer may, by mutual agreement, employ any other regular, flexible work schedule, either permanently or temporarily.
2. A new paragraph shall be added after the above that reads: **Work Week for Part-Time Employees.** Part-time employees shall consist of any number of days or hours assigned, of at least eighty (80) hours per calendar month."
3. Art. 8.11 Shall be modified to read: "**8.11 Half -Time Employees.** Half-time employee means an employee who employed by the District in a bargaining unit position and who is scheduled part time work on a regular basis of at least twenty (20) hours per week. Half-time employees will accrue earned leave (EL) and sick leave (SL) at half (1/2) the rate of a full-time employee. Half-time employees are eligible for benefits based a twenty (20) hour a week schedule. Employees must have a minimum of two (2) years experience in a 9-1-1 PSAP in order to qualify to work a half-time position. Half-time shifts will be determined based on the staffing needs of the District. Each half- time schedule will consist of at least two (2) ten hour shifts weekly. Half-time employees will bid for available half-time shifts in seniority order during the bid selection process."
4. A new paragraph shall be added after the above that reads, "**Part-Time Employees.** Part-time employee means an employee who works at least eighty (80) hours per calendar month. Part-time employees shall receive pay in lieu of benefits; except that part-time employees shall receive premium pay on holidays as designated in Art. 10 of the CBA, receive DPSST cert pay and longevity pay, and are allowed to participate in EAP and PERS, if eligible. Employees must have a minimum of two (2) years of experience in a 9-1-1 PSAP in order to qualify to work a part-time position. Part-time shifts will be determined based on the staffing needs of the District.
5. Part-time employees will select hours by seniority of up to eighty (80) random available shifts and/or open hours per month paid at the employee's regular rate of pay. All hours above forty (40) hours per week, or ten (10) hours in any 24 hour period will be paid at the overtime rate of pay.

6. Except as otherwise specifically stated herein in this MOU, the terms and conditions fixed by the contract, which shall apply to Half-time employees the same as Part-time Employees, shall remain in force and effect.
7. This MOU is effective on the date of signature by both parties hereinbelow and expires on June 30, 2023.

Dated this \_\_\_\_ day of \_\_\_\_\_, 2022.

**FOR THE DISTRICT**

**FOR THE ASSOCIATION**

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