



## Kittitas County Human Resources

205 W 5<sup>th</sup> Ave Suite 107 • Ellensburg, WA 98926

Phone: (509) 962-7082 • Fax: (509) 962-7083

Website: [www.co.kittitas.wa.us](http://www.co.kittitas.wa.us) • Email: [hr@co.kittitas.wa.us](mailto:hr@co.kittitas.wa.us)

### Memorandum of Understanding and Agreement

This Memorandum of Understanding and Agreement is entered into between Kittitas County and Teamsters Local Union #760, representing Misdemeanant & Juvenile Probation Employees. The language within Article 12- Hours of Work – Overtime will be updated to the mutual agreement of both parties.

1. Due to the absence of language regarding on-call pay in the current contract, a Memorandum of Understanding and Agreement was executed on July 6, 2010, adding on-call pay at a rate of \$.50 per hour for each hour on-call, not to exceed 128 hours per week. The MOU further states that both parties agree that on-call hours are not considered hours worked for the purpose of computing overtime.
2. The 128-hour threshold was set based on the number of hours in a week (168) less the number of regular work hours in a week (40).
3. Due to circumstances not addressed in the previous MOU, there have been occasions when on-call hours exceeded the 128-hour threshold. This can occur if the employee on-call happens to utilize sick leave yet remain in on-call status; or if a recognized holiday occurs.
4. The following language will replace the current MOU, and expire with the current contract:

Juvenile Employees: An employee assigned to on-call duty will be paid \$.50 per hour for each hour on-call, not to exceed 128 hours per week unless mutually agreed in advance by the Employee and Employer. It is the intent and right of management to re-assign on-call status if it is in the best interest of the Employer. Both parties agree that on-call hours are not considered hours worked for the purpose of computing overtime.

5. Approved and documented on-call duty will be paid from effective date of the current Collective Bargaining Agreement for all covered employees.
6. The remainder of the Collective Bargaining Agreement shall remain unaltered.

Agreed to on this 17<sup>th</sup> day of April, 2012, and affirmed by signature below.

  
John Parks, Secretary-Treasurer, Teamsters Local #760

  
Alan Crankovich, Chairman

  
Obie O'Brien, Vice-Chairman

  
Paul Jewell, Commissioner



  
Clerk of the Board