

Kittitas County Human Resources

Agenda Staff Report

AGENDA DATE:

4/17/2012

ACTION REQUESTED:

Request to Approve a Memorandum of Understanding and Agreement with Teamsters Local 760 (Probation)

BACKGROUND:

The Probation Union has a Memorandum of Understanding in place which grants On-Call Pay at a rate of \$.50 per hour, not to exceed 128 hours per week. The 128-hour cap was established based on the number of hours in a week (168), less 40 regular work hours.

It was recently discovered that there are times when the 128-hour cap can be exceeded. This may happen when a holiday occurs, or when the employee on call utilizes paid leave, such as sick leave, but remains on call.

The attached Memorandum of Understanding modifies the current Agreement to clarify that the cap could be exceeded if mutually agreed in advance by the Employer and the Employee. It further states it is the intent and right of management to re-assign on-call status if it is in the best interest of the Employer.

INTERACTION:

William Holmes, Probation Services Director
Judy Pless, Budget & Finance Manager
Lisa Young, Human Resource Director
Teamsters Local 760 (Probation Union)
The Board of County Commissioners

RECOMMENDATION:

HR recommends approval of the attached Memorandum of Understanding and Agreement.

HANDLING:

Return one original to HR.

LEAD STAFF:

Lisa Young