

**MEMORANDUM OF AGREEMENT
BETWEEN THE
CITY OF VANCOUVER, WA
AND THE
OFFICE & PROFESSIONAL EMPLOYEES INTERNATIONAL UNION, LOCAL 11**

This Memorandum of Agreement is entered into between the City of Vancouver, WA and the Office & Professional Employees International Union, Local 11 (AFL-CIO), with the intent to allow proper communication between the parties listed above; and in accordance with Article 12/Rate of Pay within the Collective Bargaining Agreement.

It is mutually agreed by all parties that the current language within Section 12.4 Overtime and Callback time as written within the Collective Bargaining Agreement does not work for the Police Records Division as there are certain hiring requirements to perform the job duties of this department.

It is agreed by all parties that the established process will be piloted for ninety (90) days and will be revisited by the Employer and the Union to assess how it is working then modify if needed. Overtime and Callback pay for the Police Records Division will follow these parameters:

1. Scheduled Overtime shall be opened to volunteers for coverage and granted based on seniority.
 - 1.1. If there are no volunteers each shift that is open for needed coverage will be assigned starting with the least senior employee working in reverse order of the seniority list. Those that have been assigned a shift will rotate to the top of the seniority list. Once an employee has been assigned a shift this shall not be changed unless there is an unforeseen uncontrollable circumstance and there is approval by the supervisor.
2. Unanticipated overtime and/or Callback Pay which extends beyond the end of a shift shall be offered by seniority to those who are currently on shift working.
 - 2.1. If those currently working, do not accept the unanticipated overtime the workgroup seniority list will be called and the Employer will wait at least ten (10) minutes before moving on to call the next employee.
 - 2.2. Once the seniority list is exhausted the Employer shall assign the overtime starting with the least senior employee working in reverse order of the seniority list and notify them by a phone call. Those that have been assigned a shift will rotate to the top of the seniority list.

3. Shifts needing coverage resulting in overtime may be split.
4. This applies to all of the above. It is also understood that those on approved scheduled paid time off are not to be contacted for coverage of mandatory overtime.

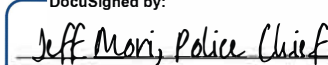
Be it further agreed that this Memorandum of Agreement shall be pursuant to the terms of Article 22/Grievance Procedure should there be any dispute regarding the interpretation and/or application of this memorandum.


Agreed this 26 day of September 2023.

DocuSigned by:

Lee Bolton, Deputy Director of Human Resources
City of Vancouver, WA


Howard Bell, Executive Officer/Secretary-Treasurer
OPEIU Local 11

DocuSigned by:

Jeff Mori, Chief of Police
Vancouver Police Department


Cheyenne Russell, Union Representative
OPEIU Local 11