

**MEMORANDUM OF UNDERSTANDING BY AND BETWEEN COUNCIL  
2 OF COUNTY AND CITY EMPLOYEES AFSCME AFL-CIO AND  
SPOKANE REGIONAL EMERGENCY COMMUNICATIONS**

This Memorandum of Understanding ("MOU") is by and between Spokane Regional Emergency Communications ("SREC"), a Public Development Authority ("Employer"), and Council 2 of County and City Employees AFSCME AFL-CIO, a labor organization ("Union").

WHEREAS, Employer and Union ("the Parties") recognize certain employees who will transfer to employment with SREC have been employed under the terms and conditions of a Collective Bargaining Agreement (CBA) that currently exists between Union and Spokane County for the period of January 1, 2018 through December 31, 2020; and,

WHEREAS, the Parties have a mutual interest to provide clarity to SREC's future employees with regard to which labor organization will represent them during the transition process and when they are employed by Employer; and,

WHEREAS, the Parties have a mutual interest to provide clarity to SREC's future employees with regard to the terms and conditions of their eventual employment by Employer;

NOW THEREFORE, for the mutual benefit of Employer and Union, the Parties agree as follows:

1. Employer hereby recognizes Union as the successor collective bargaining representative for all employees currently represented by Union who elect to become employees of Employer, and for all employees hired by Employer into job classifications currently represented by Union.
  - a. The following table is a "crosswalk" between Union represented Spokane County job classifications and SREC job classifications:

**County Classifications**

**SREC Classifications**

Accounting Technician II	Payroll and Accounting Technician
Accounting Technician IV	Payroll and Accounting Specialist
Public Records Technician	Public Records Specialist
Secretary 1	Administrative Specialist
SRECS Systems Supervisor	Public Safety Systems Supervisor
SRECS Systems Technician	Public Safety Systems Specialist
Reg Emer Comm Svcs Call Receiver	Public Safety Communications Officer I
Reg Emer Comm Svcs Supervisor	Public Safety Communications Supervisor I
Sheriff's Office Comm Officer	Public Safety Comms Officer II & III
Sheriff's Office Comm Supervisor	Public Safety Comms Supervisor II & III

2. Effective July 1, 2019, for employees currently employed by Spokane County who elect to become SREC employees, Employer shall apply the terms and conditions of the existing CBA between Union and Spokane County to employees currently represented by Union until such time as a CBA is established between Union and Employer, except as provided below:

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- a. Employer agrees to make every effort to duplicate the coverage provided by the existing health care benefit plan as well as for other benefits, but the Parties recognize Employer may not be able to do so due to circumstances beyond Employer's control. However, the parties agree that the proposed insurance benefits are a subject of bargaining and the final insurance package will be incorporated into the new SREC Collective Bargaining Agreement.

For Employer



Bryan Collins  
SREC Governing Board Chair



Steve Reink  
SREC Executive Director

Dated: May 23, 2019

For Union



Bill Keenan, Director of Organizing  
AFSME Council 2

Dated: May 23, 2019