

Memorandum of Understanding
By and Between
Thurston County Central Services/ER&R Fleet Services Division
And
AFSCME/WSCCCE Locals 618-CO and 618-T

RE: Elimination of the Fleet Lead Designation and Creation of a 2nd Crew Chief Position

In 2015, Central Services ER&R Fleet Services Division entered into an agreement with AFSCME/WSCCCE Local 618-T to create a “lead” mechanic designation. The agreement was commemorated in a Memorandum of Understanding (MOU), “ER&R Fleet Leads,” signed on December 22, 2015. After operating under a structure that included only one Fleet Crew Chief and two lead mechanics for several years, it has been determined that returning to a structure of two Fleet Crew Chiefs and no lead mechanics will be more effective and efficient. The purpose of this agreement is to mitigate the impacts of this change. To that end, the parties have reached the following agreements:

1. The lead mechanic designation will be discontinued effective one (1) month from the date-of-hire of the new Fleet Crew Chief. This date is not yet determined, and the lead designation pay will continue to apply to the two existing lead mechanics until that time.
2. Carrying a pager is currently assigned on a rotating basis to the existing Fleet Crew Chief and the two lead mechanics. The parties agree that the pager assignment rotation will be revised to allow additional, qualified staff to participate on a voluntary basis. This will expand the pool the employees who perform pager duty, reducing the impact on the Fleet Crew Chiefs. Therefore, the parties agree to have further discussion of the pager duty procedure. In addition to volunteers, the procedure will include the following concepts:
 - a. The Fleet Crew Chiefs are ultimately responsible for pager duty coverage. In the event there are no volunteers, coverage will revert to the Fleet Crew Chiefs.
 - b. The duties of the employee on pager duty will remain the same, namely, the employee on pager duty is responsible for coordinating the call-back and is required to be able and available to respond.
3. The Radio Technician (618-CO) will report to the Fleet Crew Chief (Light Shop), once the 2nd Crew Chief is hired.


By their signatures below, the parties acknowledge their understanding and acceptance of this agreement, as of March 8, 2022:

For Thurston County:

For AFSCME/WSCCCE Local 618-T
and 618-CO:

Bruce Rohrbough, via email, 3/11/2022
Bruce Rohrbough
ER&R Fleet Services Manager

Kris Asche, via email, 3/11/2022
Kris Asche
Chapter Chair, 618-T


Debbie Brookman
Debbie Brookman
Labor Relations Negotiator

Mary Kincy, via email, 3/11/2022
Mary Kincy
Chapter Chair, 618-CO

Cliff Nguyen, via email, 3/11/2022
Cliff Nguyen
Staff Representative