

**Standby Pay
Letter of Agreement**

I. PARTIES

The parties to this agreement are the Marion County Health and Human Services Department (hereinafter, "the County") and the Marion County Employees Association Local 294/Service Employees International Union Local 503, OPEU (hereinafter, "the Union"). The purpose of this agreement is to create a category of pay for certain represented employees in the Health Department.

II. AGREEMENT

Standby Pay:

The County and Union agree to the following to provide standby pay to mental health specialists assigned to respond to mental health crisis screenings. The Health and Human Services Department will determine and assign staff to standby duty to respond to crisis screenings. The assignment period will be weekdays, Monday through Friday, from five pm or 1700 hours to eight am or 0800 hours. On weekends and holidays, Saturday and Sunday, from eight am or 0800 hours to eight am or 0800 hours (24-hour period). Assignment periods may be split into shifts within these time periods if needed. During this time, employees will be expected to be duty ready and able to respond to conduct mental health crisis screenings at any location in the region. Compensation for this assignment will be \$2.60 per hour in addition to pay for time worked. If required to respond, employees will be paid at straight time for hours worked including travel time and mileage at the IRS rate. Telephone calls conducted for the purpose of a client screening and/or consults with hospital medical staff personnel that do not result in an on-site screening will be considered time worked and eligible for additional compensation. The provisions of the parties' labor agreement, Article 24, will resolve any dispute over the implementation or application of this letter of agreement.

III. CONCLUSION

The chief administrative officer, appropriate elected official or department head, human resources, and the designated representatives of the Union to be valid, must sign any letters of agreement. Such letters of agreement shall be attached and made part of the collective bargaining agreement. This agreement is made without precedent to either party and may not be used by either party in current or future negotiations.

Termination of agreement: unless otherwise negotiated through the bargaining process this agreement shall end June 30, 2022.

Agreed this date: May 20, 2020

For the Union


Latricia Straw (May 2, 2020)

Latricia Straw
President, MCEA/Local 294

For the County


Jan Fritz
Chief Administrative Officer



Keith Quick (May 11, 2020)

Keith Quick
Bargaining Coordinator, SEIU Local 503, OPEU



Melissa Unger (May 3, 2020)

Melissa Unger
Executive Director, SEIU Local 503, OPEU



Colleen Coons-Chaffins
Business Services Director



Bruce Armstrong
County Legal Representative



Michelle Shelton
Chief Human Resources Officer