

**MEMORANDUM OF UNDERSTANDING Between
Los Rios Supervisors Association
And
Los Rios Community College District Office**

**MOU for On-Call Compensation for Police Communications Supervisor
March 2025**

This Memorandum of Understanding ("MOU") is entered into between the Los Rios Supervisor Association ("LRSA") and the Los Rios Community College District ("District") to address on-call compensation for the Police Communications Supervisor position.

BACKGROUND

The current Police Communications Supervisor assists with CAD issues, CLETS information and dispatch coverage. LRSA and the District have an interest in this position continuing with this work and in compensating the employee for their availability after hours and for their assistance in time of need and emergency.

AGREEMENT

The parties agree to implement a monthly on-call stipend for the Police Communications Supervisor position of \$250 per month, effective March 1, 2025. California, Federal and local law will be followed in taxing and reporting these payments.

The following language will be incorporated into the LRSA/LRCCD Collective Bargaining Agreement.

10.12 On-Call for Police Communications Supervisor

10.12.1 The Police Communications Supervisor will be required to be on-call as authorized by the District. The Supervisor may be called to respond to matters requiring their attention, such as major incidents, urgent administrative issues, or other critical concerns, as soon as possible.

10.12.2 While on-call, The Police Communications Supervisor shall:

10.12.2.1 Be properly equipped for duty and available to respond directly to the assigned location within sixty (60) minutes. If work can be performed remotely, the employee must be in a location with the necessary equipment and network access to begin work within sixty (60) minutes of being called.

10.12.2.2 Maintain a state of readiness to perform their job duties at all times during their on-call period. This includes being physically and mentally capable of reporting to work and performing assigned tasks safely, effectively, and without impairment.

10.12.2.2.1 If the employee is taking prescribed medication that may impair their ability to perform job duties, they must notify their supervisor prior to the start of their on-call period. Reasonable accommodation may be made in accordance with applicable laws.

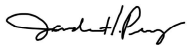
10.12.2.3 Immediately take appropriate steps to acknowledge notification upon being contacted.

10.12.3 The Police Communications Supervisor will receive an on-call allowance of two hundred and fifty dollars (\$250) per month as compensation for their on-call status.

10.12.4 Employee will be compensated for actual time worked when called in, in addition to their on-call pay, in accordance with Article 7.2. Compensation will begin from the time the employee begins work after notification and will end when the work assignment is completed.

Signed and agreed to this 26th day of March, **2025**.

For the Los Rios Supervisor Association:



Jana Perry, President LRSA



Lindsey Campbell, Vice President LRSA

For the District:



Mario Rodriguez, Executive Vice Chancellor,
Finance and Administration



Carrie Bray – Vice Chancellor, HR