

Washington County  
And  
Federation of Oregon Parole and Probation Officers

REVISED Letter of Agreement regarding Certification Pay

Washington County and the Federation of Oregon Parole and Probation Officers agree to ~~modify the following revision of~~ the previous LOA modifying Section 12.4 of their collective bargaining agreement dated March 29, 2023. The original LOA was created to correct a mistake that incorrectly removed certification pay for Parole and Probation Officers with Advanced Certification prior to July 1, 2024. The newly revised Section 12.4 shall state:

12.4 Certification Pay:

Effective the first full pay period following July 1, 2022, employees possessing an Intermediate Certificate as a Parole and Probation Officer from DPSST shall receive an additional amount equal to 1.25% of their base pay. Effective the first full pay period following July 1, 2023, employees possessing an Intermediate Certificate as a Parole and Probation Officer from DPSST shall receive an additional amount equal to 1.5% of their base pay.

Effective the first full pay period of July 1, 2022, employees possessing an Advanced Certificate as a Parole and Probation Officer from DPSST shall receive an additional amount equal to ~~2.0%~~ 2.25% of their base pay. ~~Effective the first full pay period following July 1, 2024, employees possessing an Advanced Certificate as a Parole and Probation Officer from DPSST shall receive an additional amount equal to 2.25% of their base pay.~~ Effective the first full pay period of July 1, 2025, employees possessing an Advanced Certificate as a Parole and Probation Officer from DPSST shall receive an additional amount equal to 2.5% of their base pay.

Signed and dated this the 20<sup>th</sup> day of November, 2023.

Washington County

Federation of Oregon Parole and Probation  
Officers

By \_\_\_\_\_

By \_\_\_\_\_

Erin Calvert  
Assistant County Administrator

JaRee Spatz  
Union President