

Washington County  
And  
Federation of Oregon Parole and Probation Officers

Letter of Agreement regarding Movement to a Higher Classification

Washington County and the Federation of Oregon Parole and Probation Officers agree to modify Section 12.2(f) of their collective bargaining agreement as follows:

f. Movement to a Higher Classification: When an employee is promoted or reclassified to a position in a classification with a higher maximum salary rate, his/her pay will be determined by using the method that yields the higher pay rate between the following two options:

1. The employee shall be placed on a step in the new range effective the first day of the payroll period following such promotion, that will provide the equivalent rate of a one-step salary increase but no less than the minimum step of the new range; or

2. Human Resources will complete a salary analysis utilizing a Hiring Compensation Decision Matrix and Compensation Request Form, which is in accordance with the provision of the Oregon Equal Pay Law. The Hiring Compensation Decision Matrix and Compensation Request Form compares the employee's education and experience with the minimum qualifications for the promotional position and assigns an appropriate salary, hourly rate, or step in the new range of the promotional position. A copy of the salary analysis will be provided to the impacted employee and the Association President upon request.

The date of such promotion or reclassification shall establish a new anniversary date for subsequent salary increases.

Agreed:

Washington County

By Steve Berger  
Digitally signed by Steve Berger  
Date: 2023.03.29 10:12:10 -07'00'

Date \_\_\_\_\_

Federation of Oregon Parole and Probation Officers

By JaRee Spatz  
Digitally signed by JaRee Spatz  
Date: 2023 03.24 09:16:19 -07'00'

Date \_\_\_\_\_