

Memorandum of Understanding

Between

Washington County ('County')

And

Washington County Police Officers' Association ('Association' or 'WCPOA'), representing the employees of the Sheriff's Support Group (SSG)

Washington County and the Washington County Police Officers' Association (WCPOA) are parties to the collective bargaining agreement (CBA) for the Sheriff's Support Group (SSG), currently in effect through June 30, 2025.

Since the inception of the current WCPOA SSG CBA, WCPOA and the County have been in an interpretation dispute as to the implementation of Step F. Through good faith bargaining all parties agreed upon an interpretation.

This agreement, entered on the date written below, by and between the Washington County Police Officers' Association ('WCPOA' or 'Association') and Washington County (the 'County'), is for the purpose of resolving the interpretation dispute between the parties and for establishing guidelines for the implementation of Step F for employees in the Criminal Record Specialist (CRS) classification series and the Jail Services Technician (JST) classification series.

Therefore, pursuant to the purpose for the change outlined above, the parties agree to the following:

1. Effective January 7, 2023, Step F will be made available for all classification pay ranges in the Criminal Record Specialist classification series (I and II) and the Jail Service Technician classification series (I, II, and III).
2. Any CRS or JST employee current at Step E of their respective pay range, and who have been at Step E for greater than one (1) year, shall be granted advancement to Step F of their respective pay range upon completion of a Compass Check to verify eligibility for such advancement.
3. The application of Step F will be effective on January 7, 2023, for all eligible employees as established in item #2 above as of the date of this MOU.
4. All other WCPOA SSG employees who do not meet the eligibility criteria as established in item #2 above as of the date of this MOU will receive advancement to Step F pursuant to the terms of the WCPOA SSG CBA and provisions outlined in the Washington County Revised Personnel Rules and Regulations governing pay step increases.
5. WCPOA agrees to resolve and settle all CBA claims arising from the implementation of the 2022-2025 WC/WCPOA SSG CBA related to the application of Step F for SSG employees in the CRS and JST classifications as represented by WCPOA.

Signed and dated this 15 day of FEBRUARY, 2023.

Washington County

By: 
John Koch, Undersheriff

J. KOCH
Printed Name

Washington County Police Officers Association

By: 
Patrick Altieri, Association President

PATRICK ALTIERI
Printed Name