

# **Memorandum of Agreement**

## **Lateral Hiring Incentive Pay**

### **I. Parties to the Agreement**

The parties to this Memorandum of Agreement (hereafter referred to as "MOA") are Washington County, Oregon, (hereinafter referred to as "County"), and Washington County Police Officer's Association, (hereinafter referred to as "WCPOA").

### **II. Background**

1. The County desires to recruit and retain a qualified and resilient workforce. The vacancy rate among certified Jail and Patrol Deputies is high. The County continues to take measures to enhance work-life balance, promote mental and physical health, and implement salary incentives to remain competitive in an extraordinarily challenging labor market. Therefore, the County has introduced two additional incentives to encourage lateral hires and retention of current employees: a lateral hiring incentive for qualified lateral applicants and a longevity incentive premium for current qualified employees.
2. This MOA establishes a hiring incentive for qualified lateral Jail Deputy and Patrol Deputy candidates who are offered a position with WCSO. THEREFORE, the parties agree as follows:

### **III. Agreement**

1. The parties mutually recognize the importance of having a competitive stance in the current law enforcement labor market to attract lateral applicants.
2. Effective March 2, 2024, a lateral hiring incentive of \$10,000 will be offered to successful candidates offered a lateral position with WCSO. Qualified lateral candidates must possess a minimum of a basic level Patrol or Corrections DPSST certification or equivalent as appropriate to the job classification. Certifications must be current.
3. The lateral hiring incentive will be paid out in two installments of \$5,000. The first installment (\$5,000) will be paid in the candidate's first full paycheck; the second installment (\$5,000) will be paid upon successful completion of the probationary period.
4. The hiring incentive installment payments will be issued with the employee's regular paycheck after each installment criteria is met. The payments are considered supplemental wages.
5. Lateral Jail Deputy and Patrol Deputy candidates previously employed by WCSO must have been separated from WCSO for a period of no less than one year to qualify for this incentive.
6. Nothing herein shall alter any other term of the ECU CBA. This MOA is understood by the parties to be limited in duration and will expire at the end of the current ECU contract period (June 30, 2025). If a new contract is not complete at the

end of the current contract period, this MOA will remain in place until a new contract is ratified.

- 7. Any disputes regarding the interpretation or application of this MOA shall be resolved by the Parties using the grievance procedures of the ECU CBA.
- 8. This MOA does not establish status quo or otherwise hold precedent-setting value in successor bargaining or an interest arbitration.
- 9. This MOA applies the ECU CBA only and shall be effective upon signatures of both parties.

AGREED to this date, 6/14/2024

For WCPOA:



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For the County:

Erin Calvert

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