

Memorandum of Agreement

Longevity & Education 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"). This MOA pertains to the WCPOA Enforcement/Corrections Unit (ECU) Collective Bargaining Agreement (CBA).

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 pertains to retention of current employees with a revision to the Schedule B Matrix of the CBA. The Schedule B Matrix will be rebranded from "Education and Incentive Premium" to "Longevity & Education Incentive Premium".

THEREFORE, the parties discussed and agree as follows:

III. Agreement

1. The parties agree to rename and revise the Schedule B Matrix "Longevity & Education Incentive Premium" (attached). Beginning at ten years of police or corrections certified service, ECU employees who possess qualifying education and Intermediate or Advanced DPSST credentials may earn incentive premiums for both credentials.

1.a. ECU employees who have more than 1.5 years of service may earn incentive premiums for either a qualifying education credential or an intermediate or advanced DPSST credential (whichever is higher) per the Longevity & Education Incentive Table 1.

1.b. The Longevity & Education Incentive Table 2 shall apply to ECU employees when the following conditions are met:

1.b.(1). The ECU employee has ten years of police or corrections certified service.

1.b.(2). The ECU employee has both a qualifying education credential and an intermediate or advanced DPSST credential.

2. It is the employee's responsibility to provide documentation to Business Administration to obtain the incentive.
3. Nothing herein shall alter any other term of the ECU CBA. This MOA will expire at the end of the current ECU CBA, June 30, 2025. If a new contract is not in force at the end of the current contract period, this MOA will remain in place until a new contract is ratified.
4. Any dispute regarding the interpretation or application of this MOA shall be resolved by the Parties using the grievance procedures of the CBA.
5. This MOA does not establish status quo or otherwise hold precedent-setting value in successor bargaining or an Interest Arbitration.
6. The Longevity Pay Incentive shall become effective at the start of pay period 2406 (March 2, 2024). In the event that personnel action processing or information systems prevent timely execution of the premium changes, the increase will be applied retroactively to the start date agreed.

AGREED to this date, 072824.

For WCPOA:


Patrick A. Axtell
WCPOA President

For the County:

Washington County and WCPOA Enforcement/Corrections Unit Schedule B – Longevity & Education Incentive Premiums

SCHEDULE B

Longevity & Education Incentive Premiums

(% of Salary)

Beginning at Years of Service	1.5	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	> 20
Assoc. Degree	2.0%	2.0%	2.0%	2.0%	2.0%	3.0%	3.0%	4.0%	4.0%	5.0%	5.0%	5.0%	5.0%	5.5%	5.5%	5.5%	5.5%	5.5%	5.5%
Bach. Degree	3.0%	3.0%	3.0%	4.0%	4.0%	5.0%	5.0%	6.0%	6.0%	7.0%	7.0%	7.0%	7.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%
Masters Degree	4.0%	4.0%	4.0%	5.0%	5.0%	6.0%	6.0%	7.0%	7.0%	7.5%	7.5%	7.5%	7.5%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%
Interm. DPSST Cert	1.0%	1.0%	1.0%	1.5%	1.5%	1.5%	1.5%	2.0%	2.0%	2.0%	2.0%	2.0%	2.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.5%
Adv. DPSST Cert	1.5%	1.5%	1.5%	2.0%	2.0%	2.0%	2.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	4.0%	4.0%	4.0%	4.0%	4.0%	4.5%

Maximum % - 4.0% 4.0% 4.0% 5.0% 5.0% 6.0% 6.0% 7.0% 7.0% 7.0% 7.0% 7.0% 7.5% 7.5% 8.0% 8.0% 8.0% 8.0% 8.0% 8.0%

TABLE 1

WCPOA ECU employees (beginning at 1.5-years of service) may earn either an incentive premium for Education OR an incentive premium for an intermediate or advanced DPSST certification in accordance with the Table 1 percentages.

Beginning at 10-years of police or corrections certified service WCPOA ECU employees who possess both an education credential AND an intermediate or advanced DPSST certification may earn both the Education and DPSST incentive premium (stacked) up to a maximum of 10.25% of salary. (Table 2)

	Stacking at 10-years																		
	10	11	12	13	14	15	16	17	18	19	> 20								
Years of Service	10	11	12	13	14	15	16	17	18	19	> 20								
Assoc. Degree	4.0%	5.0%	5.0%	5.0%	5.0%	5.5%	5.5%	5.5%	5.5%	5.5%	5.5%								
Bach. Degree	6.0%	7.0%	7.0%	7.0%	7.0%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%								
Masters Degree	7.0%	7.0%	7.0%	7.5%	7.5%	8.0%	8.0%	8.0%	8.0%	8.0%	8.0%								
Interm. DPSST Cert	1.0%	1.0%	1.0%	1.0%	1.0%	1.5%	1.5%	1.5%	1.5%	1.5%	1.75%								
Adv. DPSST Cert	1.5%	1.5%	1.5%	1.5%	1.5%	2.0%	2.0%	2.0%	2.0%	2.0%	2.25%								

Maximum % - 8.5% 8.5% 8.5% 9.0% 9.0% 10.0% 10.0% 10.0% 10.0% 10.0% 10.0% 10.25%

TABLE 2