

Memorandum of Understanding

Narcotic and Gang Enforcement Incentive Pay

I. Parties to the Agreement

The parties to this Memorandum of Understanding (hereafter referred to as "MOU") are Washington County, Oregon, (hereinafter referred to as "County"), and Washington County Police Officer's Association, (hereinafter referred to as "WCPOA"). This MOU applies to the WCPOA Enforcement/Corrections Unit (ECU) Collective Bargaining Agreement (CBA).

II. Background

On July 16, 2024, the County and WCPOA discussed interpretation of Article 21.6 which states as follows:

21.6 Narcotics and Gang Enforcement. Notwithstanding the provision of Section 13.1, when a Deputy Sheriff employee is assigned to plain clothes narcotics enforcement team or the gang enforcement team and his/her duties and responsibilities are in the classification higher than his/her own (i.e., Detective), the employee shall be paid at his/her regular rate plus five (5) percent, and not at a higher rate of pay, for the duration of the assignment.

III. Agreement

The parties agree that effective July 6, 2024, Article 21.6 shall be interpreted as follows:

1. "Deputy Sheriff," for purposes of Article 21.6 includes Deputies and Corporals.
2. WCSO's Narcotics Enforcement Team is called the Westside Interagency Narcotics (WIN) Team.
3. A Corporal's pay rate under Article 21.6 shall not exceed the maximum pay rate of the Detective classification.
4. Nothing herein shall alter any other term of the ECU CBA. This MOU 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 MOU will remain in place until a new contract is ratified.
5. Any disputes regarding the interpretation or application of this MOU shall be resolved by the Parties using the grievance procedures of the ECU CBA.

6. This MOU does not establish status quo or otherwise hold precedent-setting value in successor bargaining or an interest arbitration.

AGREED to this date(s): 7/16/2024

For WCPOA:

For the County:
