

Memorandum of Understanding

Between

Washington County ('County')

And

Washington County Police Officers' Association ('Association')

Washington County and the Washington County Police Officers' Association (WCPOA) are parties to a collective bargaining agreement (CBA) currently in effect through June 30, 2025.

This agreement, entered into on the date below written by and between the Washington County Police Officers' Association ('WCPOA' or 'Association') and Washington County (the 'County'), is for the purpose of amending Article 19 – Other Leaves, specifically section 19.4 Military or Peace Corps Leave.

II. Background

Oregon State Legislature recently passed an amendment to Oregon House Bill 2865 (HB2865), increasing military leave of absence entitled for public employees for initial active duty for training and annual active-duty training, effective January 1, 2024.

HB2865 increases the military leave of absence for public employees who are members of the National Guard, National Guard Reserve, or reserve components of the United States Armed Forces or United States Public Health Service to 21 work days.

III. Agreement

Article 19.4 Military or Peace Corps Leave Military, Alternative Service and Peace Corps Leaves.

- ~~A. Military, alternative service and Peace Corps leave shall be granted in accordance with the Oregon Revised Statutes, federal law, and County policy. Notwithstanding any other provision of this Agreement, an employee's work schedule will be adjusted to provide time off to attend military weekend drills.~~
- ~~B. Military Leave shall be compensated by the County for any missed regularly scheduled workdays within a fifteen (15) consecutive calendar day period in a calendar year. In lieu of taking Military Leave consecutively, an employee may be paid up to eleven (11) workdays if Military Leave is taken in one (1) or two (2) day increments.~~
- ~~C. After the County has paid an employee for available Military Leave in a calendar year, an employee may choose to use any accrued leave or leave without pay for additional Military Leave in the calendar year.~~

Military, alternative service and Peace Corps leaves shall be granted in accordance with state and federal law.

1. This MOU shall become effective when the agreement is signed by all parties.
2. Except as modified above, all other provisions of the applicable CBA shall continue to apply.
3. Any disputes regarding the interpretation or application of this MOU shall be resolved by the Parties using the grievance procedures of the applicable CBA.
4. In addition to the applicable CBA, this MOU is the full and final agreement of the Parties regarding this issue.


Signed and dated this 26 day of March, 2024.

Washington County

[Insert name of union or association]

Washington County Police Officers' Assn

By: _____
Erin Calvert, Assistant County Administrator

By: 
[Name and title]
Derrick A. Actiere
President, WCFOA