

**MEMORANDUM OF AGREEMENT (MOA)**

This Memorandum of Agreement (MOA) is entered into by Clackamas County (the "County") and Clackamas County Peace Officers Association (the "Association").

The County and the Association are parties to a Collective Bargaining Agreement (CBA) for the period June 3, 2021 through June 30, 2023.

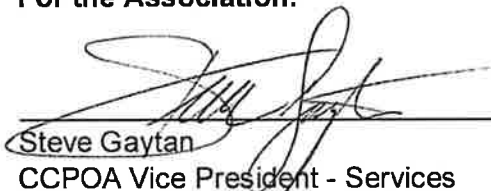
Due to a recently identified clerical error that both parties want to correct, the County and Association agree to the following modification of Article 31 – Incentive Program, Section 8 – Detective and Evidence Technician Incentive Pay Program of the current CBA:

**"Section 8. Detective and Evidence Technician Incentive Pay Program. Description.** For the classifications of Detective and Evidence Technician, a Detective or Evidence Technician employee may receive the following incentive pay subject to meeting or exceeding expectations in yearly evaluations as provided below."

The rest of the language in Article 31, Section 8 is unchanged.

This MOA is effective upon signing of all parties.

**For the Association:**

  
\_\_\_\_\_  
Steve Gaytan  
CCPOA Vice President - Services

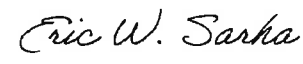
03/01/22  
\_\_\_\_\_  
Date

**For the Sheriff's Office:**

  
\_\_\_\_\_  
Michael Copenhaver  
Undersheriff

3/3/22  
\_\_\_\_\_  
Date

**For the County:**

  
\_\_\_\_\_  
Eric Sarha  
HR Deputy Director & Chief Negotiator

03/02/22  
\_\_\_\_\_  
Date