

MEMORANDUM OF AGREEMENT

Article 14 Section 1, Clarification of "Fourth Shift"

This Memorandum of Agreement (MOA) is entered into by Clackamas County Sheriff's Office (Agency) and/or Clackamas County (County) and the Clackamas County Peace Officers Association (Association).

Background

1. The County and the Association are parties to a Collective Bargaining Agreement (CBA) for the period July 1, 2020 through June 30, 2023.
2. Article 14 Section 1 of the CBA addresses minimum compensation for court appearances on an employee's work day and states that employees on graveyard and fourth shift patrol receive a minimum of three hours of compensation for mandatory court appearances on a work day. Fourth shift patrol is defined in the article as "1700 to 0300."
3. The three hour minimum court appearance for fourth shift was an addition to this iteration of the CBA and was not included in the predecessor agreement.
4. The current schedule for fourth shift patrol is 1700-0300 for Deputies, 1600-0200 for Sergeants and 1800-0400 for the DUII/Traffic Deputy.
5. During contract negotiations and mediation it was not the intent of the County or CCPOA to exclude fourth shift Sergeant's and fourth shift DUII/Traffic Deputies from the three hour minimum compensation for court appearances.
6. The County and Association agree to the following:

Agreement

1. Article 14 Section 1 of the CBA under "Regular Work Day" will be modified to read:
Regular Work Day:

1) Employees attending a court appearance that is more than 30 minutes before the start of their scheduled work day will receive a minimum of two (2) hours at time and one-half (1.5) if on a regular workday: except that employees assigned to graveyard and fourth shift patrol shall receive three (3) hours for mandatory court appearances on a

regular work day instead of two (2) hours. Graveyard shift is defined as half or more of the shift is worked after midnight, and ~~fourth shift patrol is from 1700 to 0300~~ **defined as at least one hour of the shift, but less than half of the shift, is worked after midnight.**

2) Employees attending a court appearance within 30 minutes of their scheduled work day will receive 30 minutes of time and one-half (1.5) rate for the time worked before the start of the shift.

2. The remainder of Article 14 remains unchanged.

3. This MOA is effective upon signing of all parties.

For the Association:



Adam Peterson CCPOA Vice President

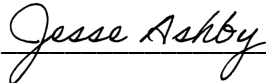
7/16/2021

(Signature)

(Printed Title and Name)

(Date)

For the Agency:



Jesse Ashby Chief Deputy


07/19/21

(Signature)

(Printed Title and Name)

(Date)

Clackamas County



Deputy Director, HR

7/19/21

(Signature)

(Printed Title and Name)

(Date)