

MEMORANDUM OF AGREEMENT

School Resource Officers

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, 2017 through June 30, 2020. A successor CBA for the period July 1, 2020 through June 30, 2023 has been tentatively agreed upon but will not be ratified by both parties before recruitment, selection, and training of School Resource Officers occurs for the start of the 2021-2022 school year.
2. Article 4, Section 8 defines the work schedule of School Resource Officers as, "During the school year, School Resource Officers (SRO) shall work a five (5) day work week, eight (8) hours a day schedule, Monday through Friday. The SRO's may be assigned to a four (4) day work week, ten (10) hours a day with either Friday through Sunday off or Saturday through Monday off depending upon the needs of the specific school and/or Sheriff's Office. School Resource Officers will be assigned to day shift but may request an alternative shift and/or alternative days off. Notification of their Summer schedule shall be given at least 30 days prior to the change unless mutually agreed to be shorter. When a school holiday and a County holiday are the same, the SRO will have that day off. On days when students are not present, (unless the school requests their presence), the SRO's will report to patrol for their regular working hours."
3. Both parties have identified difficulties with position recruitment, personnel supervision, and employee development. Both parties met and discussed solutions.
4. The County and the Association agree to the following change:

Agreement

1. Article 4, Section 8 is modified to read:

During the school year, School Resource Officers (SROs) shall work a five (5) day work week, eight (8) hours a day schedule, Monday through Friday. Depending on the needs of the specific school or needs of the Sheriff's Office a SRO may work a four (4) day work week, ten (10) hours a day with either Friday through Sunday off or Saturday through Monday off. Depending upon the needs of the specific school and/or Sheriff's Office the hours may be modified.

All SROs will be assigned to day shift and retain their deputy classification in the Patrol Division. Contract City SROs will follow the chain of command and supervision of the respective city. County SROs will follow the chain of command and supervision of the Investigations Division.

When a school holiday and a County holiday are the same, the SRO will have that day off. Days when students are not present, i.e. Thanksgiving break, Christmas break, and Spring break, the SRO's will report to Patrol for their regular working hours (unless the school requests their presence).

During the Summer break (end of the school year to the beginning of the following school year) County SROs will have the choice of being assigned to either the Patrol Division or the Investigations Division. Depending on the SRO's selection, the following conditions will apply to their summer assignment:

- Patrol Division –Retaining their regular shift and days off.
- Investigations Division – The SRO will report to the Investigations Division and work day shift Monday through Thursday. During this assignment the deputy will receive 5% add to pay and will lose their patrol seniority for the purposes of Patrol Division overtime during the summer. The SRO will not be subject to the Detective on-call protocols but encouraged to respond to call outs as the need arises.

County SRO's shall notify both the Investigations Division Commander and the Patrol Division Commander of their requested Summer assignment via email, no less than six (6) weeks prior to the start of the Spring bump selection process. If choosing the Patrol Division, the SRO will be assigned to second shift with their normal days off at the end of the school year rather than participate in the Spring bump shift sign up.

Contract City SROs will remain assigned to the City during the Summer break and be assigned second shift while retaining their regular days off. At the discretion of the City Chief of Police, the SRO may support the Cities' Patrol or City Detectives during the summer break.

To ensure the SRO is prepared for the next school year, any SRO related training or business occurring during the summer assignment should be given priority.

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

For the Association:

Vice President Adam Peterson



05/04/2021

[Name]

Date

[Title/Rank]

For the Agency:

Chief Deputy Jesse Ashby



05/03/2021

[Name]

Date

[Title/Rank]

For the County:



05/04/2021

Eric Sarha

Date

Assistant Human Resources Director