

MEMORANDUM OF AGREEMENT (MOA)

Between
Clackamas County
and
Federation of Parole and Probation Officers (FOPPO)

This agreement is between Clackamas County ("County") and FOPPO ("Federation"). The County and the Federation are parties to a collective bargaining agreement currently in effect ("the Agreement").

The County and the Federation agree to the following modification of Article 16 – Miscellaneous, Section 8 – Surveillance Cameras:

8. Surveillance Cameras and GPS Data.

1. Camera recordings and/or GPS data may be accessed, reviewed and preserved ~~as by the County deems necessary for business reasons~~. Recordings and GPS data will not be used for yearly performance evaluations, unless disciplinary action has been imposed from evidence derived from a specific recording and/or GPS data. In the event the County elects to review video and/or GPS data as part of an investigation, the County shall notify the Federation and provide the Federation with an opportunity to view the video and/or GPS data.
2. In the event information revealed on camera and/or GPS data raises concerns regarding employee conduct, the County will retain the recording and/or GPS data and agrees to provide a copy of the recording and/or GPS data to the Federation and the employee in advance of any pre-disciplinary meetings.
3. The County understands that it has the burden of proving that "just cause" exists to support the discipline or discharge of any non-probationary employee.

This MOA is effective upon signing of all parties.



Danelle Cloyes
President, FOPPO



Date



Eric Sarha
Clackamas County, Assistant HR Director & Chief Negotiator



Date