

MEMORANDUM OF AGREEMENT

I. The Parties

The parties of this Memorandum of Agreement ("MOA") are Multnomah County, Oregon ("County") and the Multnomah County Corrections Deputy Association ("Association") collectively referred to as the "parties."

II. Background

Due to the ongoing difficulties the County is facing in hiring qualified individuals and the time and resources required to train new Corrections Deputies, it is often beneficial to recruit and hire experienced corrections officers who already possess DPSST Certification. These employees are referred to as "lateral hires."

For the term of this MOA, the County and the Association agree to provide recruitment incentives to lateral hires of corrections deputies from other jurisdictions as outlined below.

III. Terms of Agreement

The parties agree to the following incentives for lateral hires during the term of this MOA:

- A. The following minimum requirements shall apply:
 - a. 3 years prior sworn, certified corrections officer experience; *and*
 - b. A high school diploma or equivalent
- B. Lateral hires must be or have been within the past 12 months, a certified corrections officer who has passed probation. A lateral hire is eligible for hire only in the corrections deputy classification.
- C. Lateral hires holding a Basic, Intermediate, or Advanced DPSST Certification, will be exempted from the MCSO service requirements to receive incentive pay as described in Article 17 of the CBA, and will be immediately eligible for incentive pay upon hire.
- D. A lateral hire's prior corrections experience will be considered as "County service" for the purpose of longevity pay under Article 16.1.F. of the CBA, and a lateral hire will be immediately eligible for longevity pay upon hire.
- E. Moving expenses will be reimbursed up to \$2,500 with submission of expense receipts. Reimbursements will in accordance administrative procedure FIN-17 and MCSO Guidelines.
- F. At time of hire, forty (40) hours of sick leave and forty (40) hours of vacation will accrue to the employee's banks for usage. Sick leave and vacation will continue to accrue in the

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first year as provided for in Article 10 and Article 9, with a lateral hire's prior corrections experience being considered as "continuous service" for the purpose of vacation accrual under Article 9 of the CBA.

G. A \$5,000 hiring bonus; \$2,500 to be paid at time of passing FTEP and \$2,500 to be paid upon successful completion of the probation period.

H. As provided for in Article 16, the Sheriff may appoint lateral hires at a pay step commensurate to prior experience, up to Top Step 6.

I. This MOA is effective August 27, 2021, through September 1, 2022, unless extended by mutual agreement of the parties. Upon expiration of this MOA, the terms contained herein will be voided with no further bargaining obligation.

J. This MOA will not establish *status quo* or otherwise hold precedent-setting value in successor bargaining or an Interest Arbitration.

K. Any disputes related to this MOA shall be subject to the grievance procedure as outlined in Article 20 of the collective bargaining agreement.

Executed this 27th day of October, 2021

For the Association:

Matthew Ingram
Matt Ingram, President

For the County:

Shelly Kent
Shelly Kent, Labor Relations Manager

For the Sheriff's Office:

Michael Reese
Sheriff Michael Reese