

MEMORANDUM OF AGREEMENT

Corrections Deputies and Sergeants Special Assignment Process

This Memorandum of Agreement ("MOA") is by and between Multnomah County on behalf of its Sheriff's Office ("County") and Multnomah County Corrections Deputy Association ("MCCDA") collectively the "Parties". This MOA sets forth the Parties' agreement regarding the special assignment process for corrections deputies and sergeants, in accordance with Article 14 of the Collective Bargaining Agreement.

Special assignments provide off-line opportunities to corrections deputies and sergeants for enhancing operational knowledge and skill development. In order to provide a fair and consistent process for corrections deputies and sergeants to apply for and be assigned to a special assignment, the County will use an application process for any special assignment position and will fill the position from a list of eligible candidates developed from that process.

1. Eligibility

- a. Any corrections sergeant who has successfully completed a probationary period at the time of application is eligible to apply, including those currently serving in a special assignment.
- b. Any corrections deputy who has successfully completed probation plus one year at MCDC or MCIJ is eligible to apply for a special assignment.
- c. Corrections deputies and sergeants who are under investigation at the time of application may not be considered for special assignment positions. Corrections deputies and sergeants involved in investigations as witnesses are exempted from this provision.
- d. Corrections deputies and sergeants who have worked two consecutive special assignment terms must serve one year online at MCDC or MCIJ in order to be eligible to reapply for another special assignment. No extension as described in 2, b. below will count toward the required one year online between special assignment terms.
- e. The application, interview, and any reasonable training necessary for a new special assignment may occur within the one-year time period the corrections deputy or sergeant is serving online at MCDC or MCIJ.

2. Application Process

- a. The application process may be specific to the special assignment and will include an interview.
- b. If there are no qualified successful applicants, a one-year extension may be offered to the corrections deputy or sergeant currently serving in that special assignment. If the incumbent deputy or sergeant agrees to stay the extra year, that extended year will not count toward the two-assignment limit referenced in section 1.d. above.

3. Management Rights

- a. Management reserves the right to remove a corrections deputy or sergeant from a special assignment, as long as the reason is articulated to MCCDA and is not for arbitrary or capricious reasons.

4. Duration

This agreement will sunset on July 30, 2025.

Agreed upon this date, August 30th, 2023

For the County

Name: Maureen Weber

Position: Labor Relations Manager

For the Union

Name: Neil Burch

Position: MCCDA President

For the Sheriff's Office

Name: Nicole Mornsey O'Donnell

Position: Sheriff