

Memorandum of Agreement

City of Sandy & Clackamas County Peace Officers' Association/Sandy Police Association

Voluntary Recognition of Sergeants

Whereas, the City of Sandy (City) and Clackamas County Peace Officers' Association/Sandy Police Association (CCPOA) are parties to a collective bargaining agreement (CBA) and enter into the following agreement to voluntarily recognize the classification of Sergeant into the existing bargaining unit with sworn police officers.

Whereas, the City and CCPOA are parties to a CBA inclusive of sworn police officers.

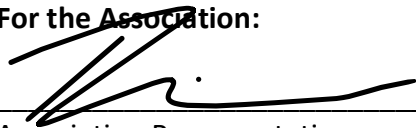
NOW THEREFORE, IT IS HEREBY AGREED by and between the parties as follows:

1. Effective the pay period following execution of this agreement, the classification of Sergeant will be recognized as a bargaining unit classification within in the existing collective bargaining agreement with CCPOA including sworn police officers. A revised job description is attached as Exhibit A.
2. CCPOA agrees with withdraw ERB Case RC-036-24.
3. Sergeants will be eligible for all the terms and conditions of the CBA with the following clarifications:
 - a. Wages: Sergeant wages are attached as Exhibit B.
 - b. Sergeants will be scheduled for shifts as under current practice, and Article 13.1 and Article 15 do not apply for shift assignments for Sergeants.
 - c. Article 16.2 is limited to Sergeants approving overtime for lower ranking employees. Sergeants must receive approval from a Lieutenant to work overtime work as a Sergeant.
 - d. Sergeants will continue to receive a premium incentive of 4% of base hourly rate for all regularly scheduled hours (40 hours week/2080 hours year) worked or equivalent when compensated using accrued leave, for holding the DPSST Supervisory Certificate. Sergeants are not eligible for DPPST incentive pay under Article 20.1. Such recognition for DPSST Intermediate and Advanced certification are commensurate with their current compensation. This incentive is not paid for overtime or hours worked beyond a regular work week.
 - e. Article 20.2, Police Officer Training Pay, does not apply to Sergeants. Such duties are commensurate with their current compensation.
 - f. Sergeants are not eligible for Longevity pay under Article 20.5.
 - g. Sergeants are not eligible for Graveyard Shift differential under Article 20.7.
 - h. Article 22: Health Insurance: For Sergeants, premium cost sharing will remain the same as currently provided. (90/10 cost share regardless of Tier status (employee only, ee +1, etc.)

- i. Sergeants are not eligible for deferred compensation payments under Article 24.2
- j. Article 26.1 Vacation: Article 26.1 does not apply to Sergeants. Vacation accruals for Sergeants will remain as current practice as noted in Appendix C.
- k. Article 27: Sick leave accrual under Article 27 does not apply to Sergeants. Sick leave accruals for Sergeants will remain as current practice at noted in Appendix C.
- l. Unless otherwise stated in this agreement, all Sergeant benefits will be as provided by the existing CBA for sworn officers and the CBA will supersede and discontinue any past practice not otherwise covered by this MOU or the CBA.

- 4. Disputes under this agreement are governed by the CBA.
- 5. This agreement sets no precedent for any other classification.
- 6. This agreement is effective upon the date of the last signature below and is subject to ratification by the City.

For the Association:



Association Representative

Name: Ben Wiley

Date: 12/19/2024

For the City:

City Manager

Name: Tyler Deems

Date:

Exhibit A

(revised Sergeant Job Description attached)

Exhibit B

Sergeant Hourly Wage Scale

Step 1 Step 2 Step 3 Step 4 Step 5 Step 6 Step 7

\$40.37 42.19 44.09 46.07 48.15 50.31 52.58

Exhibit C

Sergeant Sick and Vacation Accruals

Vacation and Sick leave

Vacation	Sergeants
0-3 years	88 per year/7.33 per month
3-5 years	108 per year/9.00 per month
5-10 years	128 per year/10.67 per month
10-15 years	168 per year/14.00 per month
15+ years	176 per year/14.66 per month
16th year	184 per year/15.33 per month
17th year	192 per year/16.00 per month
18th year	200 per year/16.66 per month
19th year	208 per year/17.33 per month
20th year	216 per year/18.00 per month
21st year	224 per year/18.66 per month
22nd year	232 per year/19.33 per month
23rd year	240 per year/20.00 per month
Sick	Sergeants
	Non-exempt employees will accrue at the rate of 2.31 hours for every 40 yours worked.
	Maximum accrual to have in leave bank is 1500 hours