



STAFF REPORT

Meeting Type: City Council
Meeting Date: February 3, 2025
From: Tyler Deems, City Manager
Subject: Update - Memorandum of Agreement: Sandy Police Sergeants

DECISION TO BE MADE:

None.

PURPOSE / OBJECTIVE:

Inform the City Council of the intent for sergeants in the Sandy Police Department to unionize, joining the existing bargaining unit for patrol officers. The existing Sandy Police Association, which represents the patrol officers and records staff, is under the larger umbrella of the Clackamas County Peace Officers' Association (CCPOA). No Council action is required.

BACKGROUND / CONTEXT:

In early 2024, the Oregon legislature passed House Bill 4115, which amended the Public Employees' Collective Bargaining Act (PECBA) to allow police officers who hold the rank of sergeant to join existing bargaining units or to form their own bargaining units for the first time.

The City of Sandy currently has one bargaining unit, the Sandy Police Association (SPA) which is housed under the larger Clackamas County Peace Officers' Association (CCPOA). The existing bargaining unit is composed of all police officers, code compliance, and records staff. Currently, the three sergeants are not represented by any bargaining unit, and the law does not provide the ability of lieutenants or chiefs to join a collective bargaining unit.

After receiving interest from sergeants on joining the existing bargaining unit, Human Resources worked with the City's labor attorney Steven Schuback with PRH. A memorandum of agreement (MOA) between the City of Sandy and CCPOA has been drafted and tentatively agreed upon. The MOA is attached to this staff report for your review. In summary, the MOA allows the sergeants to join the existing bargaining unit, however, no changes to pay or benefits will be made until the City and CCPOA go through negotiations and settle on a new collective bargaining agreement later this year.

BUDGET IMPACT:

None at this time. The current collective bargaining agreement expires June 30, 2025. Potential budget impact in future years after negotiations with CCPOA in the coming months.

LIST OF ATTACHMENTS / EXHIBITS:

- Memorandum of Agreement
- [SPA Collective Bargaining Agreement July 1, 2022 – June 30, 2025](#)