

CITY AND SHPA PARTNERSHIP AGREEMENT IN PRINCIPLE

Current SHPA Contract:

City's SHPA current monthly salary ranges (Effective 6/16/2021)

Police Union Employees - July 1 2021		MONTHLY SALARY RANGE					
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
Records and Evidence Specialist	SHPA	3,498	3,682	3,876	4,080	4,295	4,521
Code Enforcement Officer	SHPA	3,858	4,061	4,275	4,500	4,737	4,986
Patrol Officer	SHPA	4,737	4,986	5,248	5,524	5,815	6,121
Detective	SHPA						6,429
Corporal	SHPD						6,957

Current SHPA Contract goes through 2024/2025. At the end of the contract with agreed 3% COLA increases, top steps will be the following as of 6/15/2025:

Recorders/Evidence Specialist	4,940
Police Support Specialist	5,187
Code Enforcement Officer	5,448
Patrol Officer	6,689
Detective	7,025
Corporal	7,602

Current SHPA Contract has the following % Breakdown of top step salaries among difference positions.

Recorders/Evidence Specialist	74% of Patrol Salary
Police Support Specialist	78% of Patrol Salary
Code Enforcement Officer	81% of Patrol Salary
Patrol Officer	Used as Base for Percentage Difference
Detective	105% of Patrol Salary
Corporal	114% of Patrol Salary

Current SHPA Contract for Vacation Accrual

1 Month – 48 Months	8 Hours	Max 200
49 Months – 108 Months	10 Hours	Max 300
109 Months – 168 Months	13.334 Hours	Max 400
169 Months – 228 Months	16.667 Hours	Max 500
229 Months +	20.000 Hours	Max 600

City does not offer lateral balance transfers or lateral accrual steps by experience years for vacation or Sick Leave.

City and SHPA Joint Principal Agreement

Proposed new salary schedule, effective 6/16/2021:

Police Union Employees - PROPOSAL		MONTHLY SALARY RANGE								
		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9
Records and Evidence Specialist	SHPA	4,349	4,460	4,575	4,692	4,812	4,936	5,062	5,192	5,325
Code Enforcement Officer	SHPA	4,639	4,758	4,880	5,005	5,133	5,265	5,400	5,538	5,680
Patrol Officer	SHPA	5,798	5,947	6,099	6,256	6,416	6,581	6,749	6,923	7,100
Detective	SHPA	6,088	6,244	6,404	6,569	6,737	6,910	7,087	7,269	7,455
Corporal	SHPA	6,262	6,423	6,587	6,756	6,929	7,107	7,289	7,476	7,668

- Follows change to 9 Step schedule similar to unrepresented employees and increase top step of Patrol to just under top step comparison of Hillsboro/Beaverton and other jurisdictional Compensation & Benefits study.
 - LCOG Salary Study – Completed March 2021. *Rates below do not reflect 21/22 COLA increases.*
 - Beaverton \$7,251
 - Canby \$7,199
 - Hillsboro \$7,194
 - Monmouth \$7,115
 - **ST. HELENS \$7,100 (Proposal)**
 - Tigard \$6,917
 - Sherwood \$6,769
 - Dallas \$6,240
 - **ST. HELENS \$6,121 (Effective 6/16/21)**
 - Sandy \$6,105
 - **ST. HELENS \$5,943 (Effective 7/1/20 - CURRENT)**
 - Gladstone \$5,806
 - The Dalles \$5,794
 - Silverton \$5,673

- Estimated additional cost in 2021-2022 fiscal year will be \$240,000.

- Monthly Salary Range Steps for current officers will be based on Years of DPSST Service including St. Helens and previous jurisdictions. Once initially placed, officers will continue their yearly step increases based on job performance and annual reviews. This “Years of Service” schedule will also be used as a lateral step placement tool for incoming officers as well as Vacation accrual changes for current and incoming officers.
 - 00.00 – 03.99 Years Start Step 4 Vacation Accrual = 10.0 Hours per Month
 - 04.00 – 06.99 Years Start Step 5 Vacation Accrual = 12.0 Hours per Month
 - 07.00 – 09.99 Years Start Step 6 Vacation Accrual = 14.0 Hours per Month
 - 10.00 – 13.99 Years Start Step 7 Vacation Accrual = 16.0 Hours per Month
 - 14.00 – 19.99 Years Start Step 8 Vacation Accrual = 18.0 Hours per Month
 - 20.00 + Years Start Step 9 Vacation Accrual = 20.0 Hours per Month

- Lateral Officers would begin day 1 with 40 hours of Sick Leave in Bank.

- Current SHPA Contract has the following % Breakdown of top step salaries among difference positions.
 - Recorders/Evidence Specialist 75% of Patrol Salary
 - Code Enforcement Officer 80% of Patrol Salary
 - Patrol Officer Used as Base for Percentage Difference
 - Detective 105% of Patrol Salary
 - Corporal 108% of Patrol Salary

- Proposal to review contract COLA after 2022 (after Hillsboro/Beaverton complete their contracts)