

Memorandum of Understanding

Whereas, City of Sweet Home and the Sweet Home Police Employee's Association seek to establish this Memorandum of Understanding, herein "MOU", regarding the continuation of education pay for employees in the bargaining unit as of the ratification of the 2025-2028 Collective Bargaining Agreement ("CBA").

Whereas, the City and Association are parties to a CBA and this MOU is an addendum of that agreement and subject to the grievance resolution process of the CBA. In the event of a conflict between the terms of the CBA and the terms of this MOU, this MOU will control.

Therefore, the parties agree as follows:

Any SHPEA member who upon the ratification of this agreement earned an incentive for a college degree shall be grandfathered and continue to earn their current education incentive until such time that the DPSST certification incentive exceeds the education incentive for Police Officers and Dispatchers. The CSO will continue to receive his current education incentive until he is eligible for a higher education incentive.

The employees covered under this MOU and their respective degrees are as follows:

Sean Morgan	Bachelor Degree	4% Incentive Pay
Trevor Sundquist	Associate Degree	2% Incentive Pay
Cody McPherson	Bachelor Degree	4% Incentive Pay
Kaci Logan	Associate Degree	2% Incentive Pay
Riley Lovell	Associate Degree	2% Incentive Pay

This Agreement is executed on the 24th day of June, 2025.

CITY OF SWEET HOME

SWEET HOME POLICE EMPLOYEES' ASSOCIATION

Jason Ogden, *City Manager*

Sean Morgan, *President*