



REQUEST FOR COUNCIL ACTION

Title: Request for Council Action – Sweet Home Police Employees’ Association Memorandum of Understanding

Preferred Agenda: June 24, 2025

Submitted By: Cecily Hope Pretty, Deputy City Manager

Reviewed By: Jason Ogden, City Manager / Police Chief

Type of Action: Resolution ☐ Motion ☒ Roll Call ☐ Other ☐

Relevant Code/Policy: N/A

Towards Council Goal: Essential Services, Effective Government

Attachments: Sweet Home Police Employees’ Association Memorandum of Understanding – June 2025

Purpose of this RCA:

The purpose of this RCA is to request approval of a Memorandum of Understanding (MOU) between the City of Sweet Home and the Sweet Home Police Employees’ Association (SHPEA), effective July 1, 2025 to June 30, 2028 in conjunction with the approval of the proposed 2025-2028 Collective Bargaining Agreement (CBA).

The Challenge/Problem:

Under the current SHPEA CBA, there are certain employees receiving incentives for college degrees. Under the terms of the new proposed CBA, these employees may lose their benefit unless the MOU is approved. The proposed MOU reflects the outcome of collective bargaining which began in March 2025 and concluded in June 2025.

Issues and Financial Impacts:

Maintenance of these incentives has already been budgeted. The employees named in the MOU 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 Community Services Officer will continue to receive his current education incentive until he is eligible for a higher education incentive.

Elements of a Stable Solution:

The timely approval of an MOU to preserve benefits for existing employees combined with a reasonable solution to phase out the incentive when other incentives may replace this benefit under the new CBA.

Options:

1. Do nothing: The MOU will not be approved the employees named in the MOU will no longer be eligible for their same benefits.
2. Approve the MOU: Move to approve the MOU as proposed.
3. Direct staff to negotiate changes to the agreement: Management and the union will need to re-engage to modify the MOU.

Recommendation:

Staff recommends option #2: Move to approve the MOU as proposed.