

## Memorandum of Understanding

(Training Premiums)

### I. Parties to the Agreement

The parties to this Agreement are Multnomah County ("County") on behalf of the Department of Community Justice ("Department") and the Federation of Oregon Parole and Probation Officers ("Federation").

### II. Background

On March 27, 2015, Interest arbitrator Ross Runkle awarded the Federation's Last Best Offer for a 2014-2017 Collective Bargaining Agreement. Article 11.8 of the awarded collective bargaining agreement is as follows: "A differential of three percent (3%) over base rate will be paid to employees designated by management as Field Training Officer, Survival Skills Instructor, or other trainer designation. The three percent (3%) differential will be paid for each designation. Management reserves the right to designate trainers, determine qualifications, and remove the designation with ten (10) days notice."

The parties have reached the following understanding regarding implementation of the awarded modifications to Article 11.8, and signed a Memorandum of Understanding which was in effect 2014-2017. This Memorandum of Understanding was reviewed and agreed upon following bargaining and reaching tentative agreement for the 2021-2024 Collective Bargaining Agreement (CBA).

### III. Understanding

1. For purposes of paying trainer premiums, there will be three (3) types of trainer designations:
  - A. Parole Training Officer;
  - B. Survival Skills Instructor, and
  - C. Other Trainer.
2. A separate three percent (3%) premium will be paid for each type of training designation identified in paragraph 1, above.
3. A single "Other Trainer" premium (3%) will be paid even if an officer trains in more than one area under the "Other Trainer" designation.
4. Upon request by the Federation, the parties agree to review the training areas under the "Other Trainer" designation to determine if workload within those training areas warrants a fourth trainer designation.
5. This MOU will remain in effect until implementation of a successor to the 2021-2024 collective bargaining agreement. This represents the complete agreement of the parties and all other provisions of the 2021-2024 CBA shall apply. This Agreement will not establish any binding precedent or past practice and will not be offered or admissible by any party as evidence thereof.

Agreed to this date, May 20, 2021

For the Federation:

For the County:



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Patrick Brasesco, President



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Sally LaJoie, Labor Relations Manager