

Memorandum of Agreement (MOA)
By and Between
City of Gresham (City) and Gresham Police Officers Association (GPOA)

Background: On March 8, 2020, in response to the worldwide Coronavirus Pandemic, the State of Oregon's Governor declared a "State of Emergency" surrounding the disease and its communication. This agreement is for the purpose of outlining updates/changes to some of the working conditions during the State of Emergency in Oregon regarding the coronavirus (COVID-19) pandemic. The parties to this MOA are modifying and adding to the terms of the current Collective Bargaining Agreement (CBA) due to the COVID-19 pandemic emergency.

1. Labor and Management agree to have members checked as outlined in the GPD directive entitled Emergency Police Department Directive Re: Temperature Screenings for Sworn and Essential Police Department Personnel and attached and incorporated as part of this MOA by reference. The member will be sent home on City Paid Administrative Leave for the first shift. After the first shift, consistent with #4 below, the City will allow members to use any available paid leave if they are unable to work due to illness or fever over 100.4 degrees Fahrenheit.
2. The City recognizes the impact to members families and the impact regarding school closures, sick family members, adult family members that need care etc. During this State of Emergency, the City will impose no leave use penalties as outlined in the CBA section 13.4(C-F).
3. Labor and Management agree to waive the timelines regarding demands to bargain over changes that may take place during this ever-changing environment around best practices for dealing with COVID-19 pandemic and associated mandatory subjects and/or permissive subjects with mandatory impacts.
4. The City will allow members to use any available paid leave if they are unable to work due to illness or fever over 100.4 degrees Fahrenheit.
5. Management will temporarily end the PTO Maximum Accrual as part of CBA section 11.1. The additional accrual hours over maximums cannot be used for a retirement cash out purpose. This change will be for 2020-2021 carryover only. Regardless of when Oregon concludes the State of Emergency this provision will remain in effect.
6. The City will allow employees on modified duty to potentially work from home, if work is available and the employee has the electronic capability. This will be determined on a case-by-case basis and is non-precedent setting.

This MOA represents exceptions to current CBA language and current Gresham Police Department and/or City policies and will not create future precedence. This MOA will expire when the Oregon Governor declares the State of Emergency concluded.

IT IS AGREED this 26th day of March, 2020

/s/ Robin Sells

For the City of Gresham

/s/ Brandon Gentry

For the Gresham Police Officers Association

Emergency Police Department Directive Re: Temperature Screenings for Sworn and Essential Police Department Personnel

FROM: Robin Sells, Police Chief
Matt Fagan, GPOA President

SUBJECT: Temperature Screenings for On-Duty Sworn and Essential Personnel

DATE: March 26, 2020

Effective March 26, or as soon as the infrared forehead thermometers are received, all personnel who report to work are required to have their temperature checked, by a Sergeant or above, at the start of every shift. Daily temperature screening helps ensure we have a healthy workforce to meet our objective of maintaining essential emergency and business operations.

Do not assume any individual who has a temperature or is home sick has COVID-19. We have an obligation and requirement to maintain the privacy and confidentiality of our employees. Personnel should be self-monitoring daily. Continue to check your temperature at home (if you have the capability) and do not come to work with a temperature of 100.4°F or greater.

Infrared forehead thermometers will be used for daily temperature screening. We recognize these thermometers do not have the accuracy of an oral digital thermometer. Please ensure you follow the recommendations outlined below for the most accurate reading.

General Guidelines

- Do not perform temperature screenings in groups.
- Follow the recommendations outlined below for the most accurate reading.
- **If you have a temperature of 100.4°F or greater, you will be sent home on City Paid Administrative Leave, for the first shift.**
- **All personnel with a temperature of 100.4°F or greater should contact the shift Lieutenant.**
- For privacy and confidentiality purposes, do not maintain temperature logs at the worksites in a public place.
- Worksites may maintain logs to confirm screenings were completed for all personnel at that worksite (e.g., date and name).

Shift Change Guidelines

- Temperature screenings must be completed at shift change with the Sergeant or above, coming off-shift, checking the temperature of their relief.
- **If you have a temperature of 100.4°F or greater, inform the shift Lieutenant.**
- Minimum staffing requirements are still in place. These requirements may be adjusted in the future, if needed.
- If you are concerned that you are getting a false-positive reading contact the shift Lieutenant for a secondary test.

GPOA Office Staff Guidelines

- Temperature screenings must be completed as soon as you report to work. Coordinate with a Sergeant, or above, for the temperature check. If you work in a mobile environment you are still required to check your temperature, please report to the closest worksite or station.
- **If you have a temperature of 100.4°F or greater, inform your immediate supervisor.**
- If you are concerned that you are getting a false-positive reading and should not be required to go home, please contact OSHW at the Exposure Line 503-259-1555. Individuals may be required to report to OSHW for a test with an oral digital thermometer and/or second opinion.

Returning to Work

- Once your temperature subsides (less than 100.4°F) and you have no other symptoms.

Ending Temperature Screenings

- Temperature screenings will end when the Oregon “State of Emergency” ends.