

MEMORANDUM OF AGREEMENT (MOA)

By and Between
The City of Gresham (City)
And
The Gresham Police Officers' Association (GPOA)

Re: Comfort K9 Program

WHEREAS, the current Collective Bargaining Agreement (CBA) between the City and the Association addresses K-9 Officer Pay in Article 18. 7, specifically that "A K-9 Officer shall receive an additional ten percent (10%) of regular base pay..."; and

WHEREAS, a Comfort Dog K9 was donated to a private owner, Officer [REDACTED], for the purposes of inclusion into this Comfort K9 program, and

WHEREAS, the Association demanded the CBA be adhered to or a change be negotiated, and a policy and Indemnity Contract be issued; and

WHEREAS, the City desires to maintain the Comfort K9 program at a lesser compensation level given the difference in training and certification requirements between other currently employed K-9 units and the Comfort K9 program; and

WHEREAS, the negotiation process revealed that the provision for Kennel Time was inadvertently left out of Gresham Police Policy 1002 - Canines during the recent transition from General Orders to Lexipol Police Policy;

NOW THEREFORE, the City has bargained with the GPOA related to the addition of a Comfort K9 program and the parties have reached agreement as to a change in K9 compensation pay specifically for Comfort K9 handlers, a Gresham Police Policy, and a Comfort K9 program Contract with the Comfort K9 program handler and with GPOA; and the parties' agreement is reduced to writing in this MOA (and to be applied to any successor CBA as applicable) as set forth below:

1)

Article 18.7 is modified as provided below and changes are effective as of the signing of this Agreement (deleted language is struck through and new language is double underlined):

18.7 K-9 Officer and Comfort K-9 Program Handler Pay

A K-9 Officer shall receive an additional ten percent {10%} of regular base pay in consideration of the time spent for K-9 program maintenance.

~~This section K-9 Officer pay~~ shall apply to Sergeants if they are assigned to work and handle a dog as part of the K-9 Program.

A Sergeant or Officer assigned as the primary Comfort K-9 program handler shall receive an additional two percent (2%) of regular base pay in consideration for the time spent for the Comfort K-9 program maintenance.

No employee may simultaneously receive both K-9 officer pay and Comfort K-9 handler pay.

- 2) The City will issue the Comfort K-9 Policy 1218, as agreed to by both the City and the Association, as of the date of this signing, and which is attached as Appendix B to this Agreement
- 3) The City and Association will offer the City- and Association-approved contract to the Gresham Police Department employee who owns the Comfort Dog, as of the date of the execution of this Agreement, and which is incorporated into this Agreement as Appendix A
- 4) The City will update the current Gresham Police Policy 1002 - Canines by adding the language from Gresham Police General Order 12.4.16 dated May 16, 2013, titled "Canine Release Time," in its entirety, within one (1) week of the execution of this Agreement.
- 5) This Agreement represents the entire agreement between the parties. This Agreement supersedes all prior or contemporaneous verbal or written understandings.

IT IS AGREED, this 27th day of May, 2020.

For the City of Gresham:

For the Gresham Police Officers' Association:

/s/ Robin Sells

Robin Sells, Chief of Police

/s/ Matt Fagan May 27, 2020

Matt Fagan, President

APPROVED AS TO FORM:

/s/ Sherisa Davis-Larry

Sherisa Davis-Larry, Assistant City Attorney

July 22, 2020

Date

APPROVED AS TO FORM:

/s/ Mark Makler

Mark Makler, GPOA General Counsel

May, 28, 2020

Date