

MEMORANDUM OF AGREEMENT (MOA)

By and Between
The City of Gresham (City)
And

The Gresham Police Officers' Association (Association)

Re: Body Worn Camera (BWC) Technician position

Recitals:

- The City created and committed to a BWC program and required the services of an employee to fulfill program requirements; and
- The City hired [REDACTED] as a Limited Term Employee (LTE) on 11-29-2019 to fill this position of a BWC Technician with a two (2)-year term; and
- The City executed a five (5)-year contract with a service and hardware provider for the operation of the BWC program; and
- The City initially placed the BWC Technician position in the labor group represented by Teamsters Local #223 and the Association challenged this placement via a Unit Clarification (UC) petition with the Oregon Employment Relations Board (ERB); and
- A UC election for the BWC Technician position was conducted by ERB and through ERB case UC-001-20 and on March 13, 2020, the ERB certified the BWC Technician position as being clarified into and represented by the Association after having not received any objections from the listed parties; and
- GPOA demanded to bargain per Article 1.3 – New Classifications of the parties' collective bargaining agreement (CBA); and
- The City and the Association bargained and as a result have entered into this MOA to facilitate a smooth transition for the BWC Technician's transition and inclusion into the Association.

Agreement: the parties have reached agreement as to the process and mechanism for the BWC Technician transition by this MOA as set forth below:

- 1) This Agreement is effective retroactive to March 13, 2020.
- 2) The City will add a Body Worn Camera (BWC) Technician classification to the GPOA bargaining unit under Article 1.1 Bargaining Unit, the terms of which are agreed to by the City and the Association and attached to this Agreement as Appendix A.

- 3) The City will create a salary schedule for the Association represented classification of Body Worn Camera Technician, the terms of which are agreed to by the City and the Association and attached to this Agreement as Appendix B.
- 4) The City will move [REDACTED] into Step 4 of the Body Worn Camera Technician salary schedule retroactive to March 13, 2020.
- 5) When and if the CBA provides specific rights and benefits and responsibilities to Police Technicians, Senior Police Technicians, and/or Criminalists, it shall be understood to apply to the Body Worn Camera Technician classification.
- 6) This MOA expires when both parties have complied with the terms.

IT IS AGREED, this 28 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
Matt Fagan, GPOA President

Approved as to Form:

/s/ Sherisa Davis-Larry
City Attorney's Office

July 22, 2020
Date