

## MEMORANDUM OF AGREEMENT (MOA)

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

Re: Contract Background Investigators

WHEREAS, the current Collective Bargaining Agreement (CBA) between the City and the Association addresses Background Investigators in Article 23, specifically that "...pre-employment background investigations is the work of the Association" and "Background Investigators (Bis) are members of the Association"; and

WHEREAS, the City of Gresham Police Department had ceased conducting background investigations due to a City budget shortfall and the Covid-19 pandemic; and

WHEREAS, the Gresham Police Department's two Background Investigators recently ended their desire to work in this capacity, and

WHEREAS, the Gresham Police Department recently gained approval to immediately hire two new employees; and

WHEREAS, the Gresham Police Department would like to hire those two new employees as soon as possible, which requires background investigations to be completed; and

WHEREAS, due to the pandemic, new potential Background Investigators cannot attend the needed training;

NOW THEREFORE, the parties have reached agreement as to a temporary suspension of Article 23(A); and the parties' agreement is reduced to writing in this MOA (and to be applied to any successor CBA as applicable), subject to the following terms as set forth below:

- 1) The City utilize outside, contract background investigators to fulfill this purpose.
- 2) The Association will allow the suspension of Article 23(A) of the current Collective Bargaining Agreement.

- 3) This Memorandum of Agreement will remain in force only until June 1, 2021.
- 4) This Memorandum of Agreement does not establish any precedence.

IT IS AGREED, this 18<sup>th</sup> day of November, 2020.

For the City of Gresham:

For the Gresham Police Officers' Association:

/s/ R. Sells  
Robin Sells, Chief of Police

/s/ Matt Fagan  
Matt Fagan, President

APPROVED AS TO FORM

/s/ Sherisa Davis-Larry  
City Attorney or Designee