

Memorandum of Understanding

between

Washington County ('County')

and

Washington County Police Officers' Association ("Association")

Washington County and the Washington County Police Officers' Association (WCPOA) are parties to a collective bargaining agreement (CBA) currently in effect through June 30, 2019.

This agreement, entered into on the date below written by and between the Washington County Police Officers' Association ("WCPOA" or "Association") and Washington County (the "County"), is for the purpose of adding a new classification to the CBA.

The parties agree to the following:


- a) The County will establish a new "**Civil Recruit Deputy**" classification. The new classification will be the entry-level classification of the Civil Deputy series.
- b) Article I (Recognition) of the current CBA will be modified to include Civil Recruit Deputy in the list of classifications in which full-time employees will be represented by the Association.
- c) Schedule A of the current CBA will be modified to establish a pay rate of \$20.68 per hour for the Civil Recruit Deputy.
- d) The new classification will be used to recruit all new Civil Deputy hires. Incumbents will remain in the Civil Recruit Deputy classification until all required Field Training and Education Program (FTEP) trainings for the Civil Deputy assignment are completed. Upon completion of the required Civil Deputy FTEP training, the incumbent will be promoted to the Civil Deputy classification.

Signed and dated this 30th day of August, 2017.

WASHINGTON COUNTY

WASHINGTON COUNTY
POLICE OFFICERS' ASSOCIATION

By: 
Don Bohn, Assistant County Administrator

By: 
Patrick Altieri, Association President