

RECORDED

SEP - 7 2023

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Memorandum of Understanding

The Clatsop County Law Enforcement Association (CCLEA) and the Sheriff's Office expressed interest in correcting Collective Bargaining Agreement (CBA) language that was in conflict and caused confusion on how to address an issue of applied seniority for a member who had departed CCLEA to return at a later date.


In the interest of clarifying the issue it is hereby agree that, for the term of the CCLEA and Clatsop County Agreement, the following revisions are made:

13.1 - Definitions. Seniority shall be defined as total length of employment within the bargaining unit, unless a break in service is greater than eighteen (18) months at which time seniority is lost. Seniority shall be applied in any layoff and recall situation by classification, and for this purpose the parties shall recognize only three (3) classifications: Enforcement Deputy, Corrections Deputy, and Control Room Technician. In the event of layoff, any senior employee may inform the Human Resources Director of a desire to accept lay off, and to receive a notice of layoff.

13.3 - Employment Outside the Bargaining Unit. When an employee accepts a DPSST certified position within the Sheriff's Office outside of the bargaining unit and returns to bargaining unit employment within eighteen (18) months, that person shall be granted all prior bargaining unit seniority earned while a member of the bargaining unit.

13.6 - Probationary Periods. All employees selected to fill a job opening shall serve an appropriate probationary period of eighteen (18) months in the new position, except that (1) New employees who are DPSST certified in the same discipline shall serve a probation period of twelve (12) months; and (2) employees who transfer from one discipline (i.e.: corrections, patrol or probation) to another, shall serve an eighteen (18)-month probation. If a vacancy exists transferred employees who are unsuccessful may return to the former position within eighteen (18) months. A transferred employee shall serve a twelve (12) month probationary period. If a vacant position does not exist at the time of the requested/desired transfer the employee will be laid off and shall be placed on a recall list for a period of 24 months. Recall will occur in accordance with Article 13.8.

For CCLEA:

 09/05/23  
Ryan Humphrey, President Date

For Clatsop County:

 09/05/2023  
Matthew Phillips, Sheriff Date

 9/7/23  
Don Bohn, County Manager Date