

Memorandum of Understanding
between
Columbia County And

The Federation of Parole and Probation Officers

This Memorandum of Understanding is made by and between Columbia County, Oregon (County) and the Federation of Parole and Probation Officers (FOPPO).

RECITALS

WHEREAS, the County and FOPPO entered into a Collective Bargaining Agreement effective November 6, 2024 (the CBA); and

WHEREAS, Article 16.2 of the CBA provides for a regular work week schedule for full-time employees consisting of five (5) work days, Monday through Friday, inclusive, each workday consisting of eight (8) consecutive hours, excepting a meal period; and

WHEREAS, Article 16.2 of the CBA further provides that County may establish a modified regular work week schedule, which shall consist of four (4) days of ten (10) hours, on either Monday through Thursday or Tuesday through Friday, upon two week's advance notice, and the optional work week schedule may be suspended or terminated by either the Department Head or employee upon two (2) weeks advance notice; and

WHEREAS, FOPPO has notified the County that all FOPPO members want to have a modified regular work week, consisting of four (4) days of ten (10) hours, Monday through Thursday; and

WHEREAS, Article 10.11 provides that an employee shall be paid \$350 for each weekly on-call period when such employee is required to be on on-call duty during the employee's off-duty hours; and

WHEREAS, a modified work week schedule will result in additional on-call hours for FOPPO members; and

WHEREAS, a \$30.00 increase in pay for each weekly on-call period is justified due to the increase in on-call hour; and

WHEREAS, the purpose of this MOU is to formalize the requested modified work week schedule for FOPPO members and a corresponding increase in pay for weekly on-call periods;

NOW, THEREFORE, the parties agree as follows:

1. Beginning retroactive to August 1st, 2025, the County has established a modified work week schedule for all FOPPO members, consisting of four (4) days of ten (10) hours, Monday through Friday, **from 7:00 a.m. to 5:00 p.m.**
2. FOPPO agrees to waive the two (2) week notice requirement for the modified regular work week schedule established herein. The two (2) week notice requirement will be required for future modifications to the work week pursuant to the CBA.
3. Beginning on the effective date of this Agreement, while the modified regular work week schedule established herein is in place, FOPPO members serving in the capacity of "On-Call" per Article 10.11 will be paid \$380.00 for each weekly on-call period. This additional pay is limited to certified Parole and Probation Officers who, on a rotational basis, agree to be on-call for a weekly on-call period maintained on a working calendar. The rotation will be updated as staff changes occur. Weekly on-call pay shall revert to \$350.00 per weekly on-call period if the modified regular work week schedule established herein is further modified.
4. Except as expressly agreed to herein, the terms and conditions of the CBA remain in full force and effect.

