

MEMORANDUM OF AGREEMENT (MOA)
By and Between
The City of Beaverton and the Beaverton Police Department (City)
And
The Beaverton Police Association (BPA)

Re: Assignment and Duration of Special Assignment Positions

WHEREAS, since the City and the BPA have repeatedly had discussions and issues related to demands-to-bargain about the duration of Special Assignment Positions that are opened by the City and for which BPA members apply for, compete for and are selected for; and

WHEREAS, the parties desire to resolve the issue of the duration of Special Assignment Positions, and the parties desire to resolve the issue of re-application and/or extension of a Special Assignment Position by an incumbent employee in the Special Assignment Position; and

WHEREAS, the parties have met and bargained pursuant to the PECBA about the PECBA issues related to these matters;

NOW THEREFORE, the parties have reached agreement and reduced it to writing in this MOA, and Special Assignment Positions shall be subject to the following experience and length of duration requirements as set forth below in this MOA:

DEFINITIONS, **New Hire** – is defined for use in this document to mean a newly hired employee without any previous law enforcement experience. **Lateral Police Officer**– is defined for use in this document to mean a newly hired employee with previous law enforcement experience who separated from the prior agency in good standing and whose separation from the prior agency has not been by a period of longer than two (2) years and who is currently certified as a Police Officer by DPSST or is able to be certified as a Police Officer by DPSST through attendance of the lateral DPSST academy.

1. The minimum years of experience for a police officer to apply for and compete for selection in all Special Assignment Positions shall require four (4) years as a police officer, which must include a minimum of two (2) years of experience as a police officer with the City of Beaverton.

2. The minimum years of experience for a lateral police officer to apply for and compete for selection in all Special Assignment Positions shall require a minimum of five (5) years previous experience as a lateral Police officer, to include having completed the probationary period assigned therein.

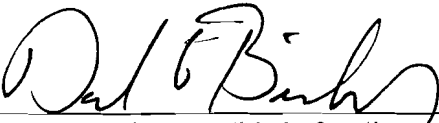
3. Probation for lateral police officers with five years or more qualified experience shall be a period of twelve (12) months.
4. The minimum years of experience for a sergeant to apply for and compete for selection in a Special Assignment Position for which a Sergeant is eligible shall be five (5) years as a police officer, to include completing a minimum of six (6) months probation as a Sergeant with the Beaverton Police Department.
5. With the exception of Special Assignment Positions for which only Sergeants are eligible, there must be at least two (2) candidates applying for each Specialty Assignment Position opening. If there are not at least two (2) candidates applying for a specific Special Assignment Position opening, then the minimum years of experience requirement listed in number 1, above, may be reduced and will be re-opened by the City in order to obtain more candidates. If there are not two (2) or more candidates for the Special Assignment Position, once the application deadline for the modified posting has expired, the Department may assign a member who meets the minimum qualifications listed in number 1, above.
6. Prior to reducing the minimum years of experience requirement and re-posting the Special Assignment Position re-opening, as set forth in number 5, above, the City will provide the Association written notice of the reduced requirement(s) for the Special Assignment Position.
7. No **new hire** employee on probation may be selected for a Specialty Assignment Position while they are on probation.
8. Attached to this MOA and incorporated by reference are the current Beaverton Police Department Special Assignment Position descriptions. These descriptions include the duration of each Special Assignment Position. Also, included within each Special Assignment Position description is the process by which an incumbent in the Special Assignment Position may extend the agreed-upon duration of their current Special Assignment Position.
9. When the City creates a new Special Assignment Position that is not included in the original attachments to this MOA. The City will initially determine the duration for the new Special Assignment Position and the City will also determine the extension process for an incumbent in the new Special Assignment Position. After making these initial determinations about the new Special Assignment Position the City will provide the BPA with a copy of the new Special Assignment Position. If the BPA objects with the duration and/or extension process proposed by the City in the new Special Assignment Position, the BPA shall provide written notice of the BPA's objections to the City within fourteen (14) days of receipt from the City of the new Special Assignment Position description. If the Association objects, in writing, the parties will meet and bargain about the issue(s) pursuant to ORS 243.698 et seq.

10. The parties agree that this MOA as written will be incorporated as an Appendix to the CBA.

This MOA supersedes the previous MOA on this topic

IT IS AGREED, this 29 day of April, 2008.

For the City of Beaverton
And the Beaverton Police Department



David G. Bishop, Chief of Police

For the Beaverton Police Association



Pat Campbell, Vice-president