

**Memorandum of Agreement
Between
Washington County ('County')
And
The Washington County Police Officers Association (WCPOA)**

I. Parties

The parties to this Memorandum of Agreement (hereafter referred to as "MOA") are Washington County, Oregon, (hereinafter referred to as "County"), and Washington County Police Officer's Association, (hereinafter referred to as "WCPOA"). This MOA applies to the WCPOA Sergeants Unit (SGT) Collective Bargaining Agreement (CBA) in effect through June 30, 2028.

II. Background

Washington County Sheriff's Office Sergeants (Enforcement & Corrections) are represented by WCPOA, effective May 28, 2025. Prior to this date, Sergeants received 8 hours of floating holiday at the beginning of the calendar year. When the WCPOA SGT CBA was ratified in August 2025, unused floating holiday hours were removed as Sergeants no longer receive floating holiday.

III. Agreement

1. Sergeants who lost floating holiday hours for calendar year 2025 will receive the equivalent number of hours as Time Off In Lieu of Holidays (ILH). The hours will be added to ILH banks on or before 12/19/2025.
2. ILH credits to impacted Sergeants are one-time and not precedent setting.
3. Except as modified above, all other provisions of the CBA shall continue to apply.
4. Any disputes regarding the interpretation or application of this MOA shall be resolved by the Parties using the grievance procedures of the CBA.
5. In addition to the CBA, this MOA is the full and final agreement of the Parties regarding this issue.

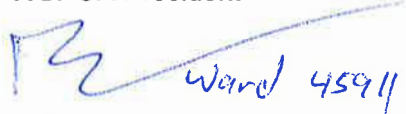
AGREED to this date: November 4, 2025.

For WCPOA:

For the County

Frank Ward
WCPOA President

Erin Calvert,
Assistant County Administrator


Ward 45911
12-10-25