



Evelyn Minor-Lawrence
Director

DEPARTMENT OF HUMAN RESOURCES

PUBLIC SERVICES BUILDING
2051 Kaen Road | Oregon City, OR 97045

August 6, 2026

BCC Agenda Date/Item: _____

Board of County Commissioners
Clackamas County

Ratification of the Labor Memorandum of Agreement with Clackamas County Peace Officers Association for represented employees. Total Agreement Value is \$69,903,060 for 1 year. Funding is through the Public Safety Local Option Levy, Contract City Funds, Enhanced Law Enforcement District Revenue, Oregon Department of Corrections and Oregon Criminal Justice Commission funds, Concealed Handgun License Fees and Traffic Fines, and approximately \$51,448,652 in budgeted County General Funds.

Previous Board Action/Review: Executive Session, July 14, 2026

Performance Clackamas: Building trust through good government

Counsel Review: Yes

Procurement Review: N/A

Contact Person: Evelyn Minor-Lawrence

Contact Phone: 503-655-8812

EXECUTIVE SUMMARY: Clackamas County and the Clackamas County Peace Officers' Association (CCPOA) recently engaged in successor collective bargaining for a new Collective Bargaining Agreement (CBA). The parties met on June 18, 2026, and reached a tentative agreement on a one-year extension of the current CBA focused solely on economic provisions. On July 22, 2026, CCPOA members ratified the Memorandum of Agreement (MOA) by majority vote.

The proposed agreement extends the current CBA through June 30, 2027, and includes a 2.7% Cost-of-Living Adjustment (COLA) applied to salary ranges, base wages, and applicable premium pays and incentives. **The total estimated cost of the one-year extension is \$1,837,763.** The FY 2026–27 Adopted Budget assumed a 3.0% increase for personnel services; therefore, the economic terms of the proposed agreement are within the County's adopted budget assumptions.

Cost of Living Adjustment (COLA)

- Effective and retroactive to July 1, 2026, the pay plan for all classifications within the bargaining unit will be increased across-the-board by two and seven/tenths percent (2.7%).
- Employees will receive a lump sum retroactive payment based on an employee's gross pay earnings (base pay, overtime, longevity and incentives) from July 1, 2026 to the first pay period after the effective date of full ratification.

In addition to the pay plan, the COLA will also be applied to the following add-to-pays effective July 1, 2026:

Longevity Pay for Non-Sworn Bargaining Unit Employees

- Effective July 1, 2026, the longevity pay schedule will be extended by one additional year.
- Monthly longevity pay amounts for eligible non-sworn employees hired before November 8, 2023, will increase by 2.7%.

Incentive Program

- Effective July 1, 2026, the incentive pay schedule will be extended by one additional year.
- All applicable flat monthly incentive amounts will increase by 2.7%.

SWAT/HNT, CERT, EDU/Bomb, Dive Rescue Team

- Effective July 1, 2026, the premium pay schedule for employees assigned to SWAT/HNT, CERT, EDU/Bomb, and Dive Rescue Team assignments will be extended by one additional year.
- Monthly premium pay amounts for qualified members in good standing will increase by 2.7%.

Term of Agreement

- One (1) year extension, scheduled to expire June 30, 2027.

RECOMMENDATION: Staff recommend the Board approve the attached agreement between Clackamas County and CCPOA and authorize the Chair to sign on behalf of the Board of County Commissioners.

Respectfully submitted,

Evelyn Minor-
Lawrence, IPMA-CP

Digitally signed by Evelyn
Minor-Lawrence, IPMA-CP
Date: 2026.07.29 16:39:55
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Evelyn Minor-Lawrence, IPMA-CS

Director of Human Resources

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Memorandum of Agreement (MOA)

By and Between
Clackamas County (County)
And
Clackamas County Peace Officers' Association (CCPOA/Association)
Re: One (1)-year CCPOA CBA Extension (2026-2027)

Background: The County and the Association are currently parties to a collective bargaining agreement (CBA) for the period July 1, 2023, through June 30, 2026. The parties have bargained about a one (1)-year extension to the current CBA and reached an agreement on the following terms for a one (1)-year CBA extension.

Agreement:

1. This MOA is subject to County and Association ratification. Both parties agree to affirmatively recommend this MOA for ratification by their constituents. As such, Association will propose ratification to Association membership on or before July 24, 2026. If the Association's members vote to ratify the terms of this MOA, then the County will vote on ratification at the following Board of County Commissioner meeting. If ratified by both parties, the MOA will become retroactive and effective for July 1, 2026.
2. The current CBA will be modified as set forth below with ~~Strikethrough~~ font indicating current language that will be deleted and Underlined font indicating language that will be added. Any language, section, or article not specifically referenced for modification below would remain current contract language (CCL) from the CBA. Further, the parties agree, except as indicated in this MOA, all other provisions of the current CBA, and active MOUs and MOAs and other in effect agreements shall remain in effect, as applicable. To the extent this MOA conflicts with any provisions of the CBA, County policies/procedures, or active MOAs/MOUs, this MOA shall control.

ARTICLE 12 – WAGES

Section 1. Wages and Classification Schedule.

Effective and retroactive to July 1, 2026, the pay plan for all classifications within the bargaining unit will be increased across the board by two and seven/tenths percent (2.7%). The across-the-board increase will be implemented the first full pay period following full ratification of this agreement. Retroactive pay will be accomplished in the following manner: Employees shall receive a lump sum retroactive payment based on an employee's gross pay earnings (base pay, overtime, longevity and incentives) from July 1, 2026 to the first pay period after the effective date of full ratification. The lump sum payment would appear in the paycheck three (3) full pay periods after the effective date of ratification. To be eligible, employees must be employed by the County on the date of ratification.

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Section 4. Longevity Pay for Non-Sworn Bargaining Unit Employees.

For employees hired before November 8, 2023, non-sworn bargaining unit employees shall be eligible for longevity pay at the following rate: for every five (5) years (60 months) of continuous County service, the employee shall receive \$76.80 per month longevity pay in addition to their normal compensation. Eligibility shall be based upon the number of continuous years of regular status County Service. Continuous service for the purpose of determining eligibility for longevity pay shall be service unbroken by separation from County employment that results in a changed date of hire. On July 1, 2024, ~~and July 1, 2025,~~ and July 1, 2026, the amounts shall increase by the amount of wage increase determined in Section 1 above.

For employees hired on or after November 8, 2023, non-sworn employees covered by the bargaining unit shall be eligible for longevity pay as a percentage of gross salary for number of continuous years of regular status County service in the following amounts based upon accumulation of established time employed in a paid status.

Years	Percent
5	1.0
10	1.5
15	2.0
20	2.5
25	3.5
30	4.0

Continuous service for the purpose of determining eligibility for longevity accrual rates shall be service unbroken by separation from County employment that results in a new date of hire. The calculation for longevity shall be based on the employee's service date minus thirty days. For example, if the service date is 5/15, for purposes of calculating longevity the date shall be 4/15.

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ARTICLE 31 - INCENTIVE PROGRAM

Section 1. Incentive Schedule.

Other Incentives:

INCENTIVES	Monthly Amounts 7/1/2022	Monthly Amounts 11/8/2023	Monthly Amounts 7/1/2024	Monthly Amounts 7/1/2025	<u>Monthly Amounts 7/1/2026</u>
Marksmanship Pay	\$46.31 \$	\$48.40	COLA	COLA	<u>\$53.20</u>
Educational @ 75 hrs. annually or	\$146.72	\$153.32	COLA	COLA	<u>\$168.49</u>

INCENTIVES	Monthly Amounts 7/1/2022	Monthly Amounts 11/8/2023	Monthly Amounts 7/1/2024	Monthly Amounts 7/1/2025	<u>Monthly Amounts 7/1/2026</u>
Educational @ 50 hrs. annually or	\$101.55	\$106.12	COLA	COLA	<u>\$116.67</u>
Educational @ 25 hrs. annually	\$50.77	\$53.05	COLA	COLA	<u>\$58.29</u>
Community Service Officers w/AA degree	\$46.31	\$48.40	COLA	COLA	<u>\$53.20</u>
Community Service Officers w/BA degree	\$101.55	\$106.12	COLA	COLA	<u>\$116.67</u>
IAI Certified Crime Scene Investigator (Basic)	\$28.81	\$30.11	COLA	COLA	<u>\$33.11</u>
IAI Certified Crime Scene Investigator (Inter)	\$43.56	\$45.52	COLA	COLA	<u>\$50.01</u>
IAI Certified Crime Scene Investigator (M/PhD)	\$74.03	77.36	COLA	COLA	<u>\$85.04</u>
IAI Certified Crime Scene Analyst (Inter)	\$43.56	\$45.52	COLA	COLA	<u>\$50.01</u>
IAI Certified Crime Scene Analyst (Intermediate w/ Bachelors)	\$74.03	\$77.36	COLA	COLA	<u>\$85.04</u>
IAI Certified Crime Scene Analyst (Intermediate with Masters/PhD)	\$87.09	\$91.01	COLA	COLA	<u>\$100.05</u>
IAI Certified Senior Crime Scene Analyst (Advanced)	\$95.51	\$99.81	COLA	COLA	<u>\$109.70</u>
IAI Certified Senior Crime Scene Analyst (Advanced w/Bachelors)	\$162.36	\$169.67	COLA	COLA	<u>\$186.46</u>
IAI Certified Senior Crime Scene Analyst (Advanced with Masters/PhD)	\$190.97	\$199.57	COLA	COLA	<u>\$219.35</u>
IAI Certified Latent Print Examiner	\$162.36	\$169.67	COLA	COLA	<u>\$186.46</u>
IACIS Certified Forensic Computer Examiner	\$95.51	\$99.81	COLA	COLA	<u>\$109.70</u>
IACIS Certified Forensic Computer Examiner (w/Bachelors)	\$162.36	\$169.67	COLA	COLA	<u>\$186.46</u>
IACIS Certified Forensic Computer Examiner (w/Masters/PhD)	\$190.97	\$199.57	COLA	COLA	<u>\$219.35</u>
IACIS Certified Mobile Device Examiner	\$28.81	\$30.11	COLA	COLA	<u>\$33.11</u>
IACIS Certified Advance Windows Forensic Examiner	\$28.81	\$30.11	COLA	COLA	<u>\$33.11</u>

The above amounts will increase by an amount equal to the pay plan increases provided in

Article 12 as noted above.

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Section 13. SWAT/HNT, CERT, EDU/Bomb, Dive Rescue Team.

Employees assigned to SWAT/HNT, CERT, EDU/Bomb, and Dive Rescue Team are eligible for additional premium pay.

Effective in the first pay period of the month following execution of this agreement, employees serving as a qualified member in good standing will receive a monthly incentive of \$60.20. The Sheriff shall have the authority to discontinue employee participation in these programs as needed for business reasons without a demand from the Association to bargain the decision or any pay issues from the move. The above amounts will increase by an amount equal to the yearly pay plan increases provided in Article 12 on July 1, 2024, ~~and~~ July 1, 2025, and July 1, 2026.

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ARTICLE 41 – TERMINATION

Section 1.

Except as otherwise provided, this agreement shall become effective as of the date it has been ratified by both the County Board and the Association membership and shall remain in full force and effect until the 30th day of June, 202~~7~~6 and until a subsequent contract is negotiated and executed by the County and Association. This Agreement shall automatically reopen on November~~March~~ 1~~6~~6, 2026 for negotiations.

IT IS AGREED this _____ day of _____ 2026.

For Clackamas County

For Clackamas County Peace Officers Association
