

**VOLUNTARY ORPAT TESTING
LETTER OF AGREEMENT**

I. PARTIES

The parties to this agreement are Marion County and the Federation of Oregon Parole and Probation Officers (FOPPO, hereinafter "the Union").

II. AGREEMENT

The parties agree to allow voluntary ORPAT testing on the following terms:

- A. An employee may accrue up to one (1) day of personal holiday for their voluntary participation of ORPAT. In order to receive a full personal holiday for passing ORPAT, the employee must pass the test twice a calendar year. The testing must occur at least one hundred twenty (120) days apart in a calendar year depending on when the test is taken.
- B. Participation shall be voluntary. Participation shall be on unpaid time for at least one (1) test. An employee may participate during scheduled work hours, with prior approval from the sheriff's office, one (1) time per year when ORPAT is offered by the sheriff's office as an in-service or scheduled event.
- C. An employee must successfully pass the ORPAT in 6:17 minutes for corrections.
- D. ORPAT testing dates will be set at least once a quarter and the employee must pass the physical fitness test twice during a calendar year. The office will set and post multiple test dates.
- E. The terms of this agreement shall not be considered part of the status quo and shall not be continued past the termination of this letter of agreement.
- F. This agreement shall not become part of the parties' collective bargaining agreement.

III. CONCLUSION

Unless otherwise negotiated through the bargaining process, this agreement shall expire on December 31, 2024.

FOR THE UNION



Wendy Bales, FOPPO President

9/27/21
Date

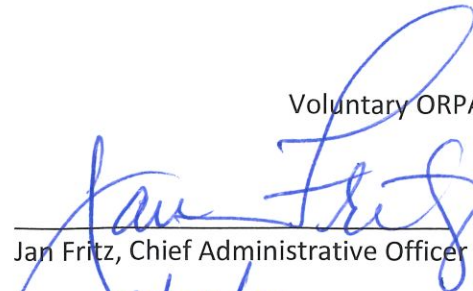
FOR THE COUNTY



Joe Kast, Sheriff

9/28/21
Date

Voluntary ORPAT Testing LOA



Jan Fritz, Chief Administrative Officer

9/30/21
Date

Michelle Shelton

Michelle Shelton, Chief Human Resources Officer

9/28/2021

Date