

**Pandemic Recognition Pay  
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. PURPOSE OF THE AGREEMENT**

The purpose of the agreement is to recognize the work performed by Marion County employees during the period of the State-declared pandemic emergency.

**III. AGREEMENT**

In March of 2020, Marion County and the world faced a global pandemic. The County, with the impressive work of its employees, was able to stay open, maintain public services, and provide the people of Marion County with the excellent level of services which they deserve.

In an effort to recognize the tremendous work of County employees who worked to maintain services in Marion County during the period of the State-declared pandemic emergency, the County will provide a one-time pandemic recognition pay in the amount of one thousand five hundred dollars (\$1,500), subject to all mandatory withholdings. This payment will be made to each current, regular employee in the Union employed as of April 1, 2022, and who is also a current employee effective May 10, 2022. The payment will be included in the employee's paycheck on May 10, 2022.

**IV. CONCLUSION**

The chief administrative officer, department head, human resources or designee, and the designated representatives of the Union to be valid, must sign any letters of agreement. Such letters of agreement shall be attached and made part of the collective bargaining agreement. This agreement is made without precedent to either party and may not be used by either party in current or future negotiations.

Termination of agreement: May 10, 2022

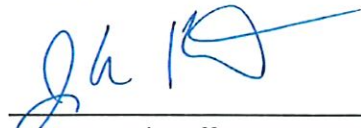
Agreed this date: 4/21/2022

FOR THE UNION

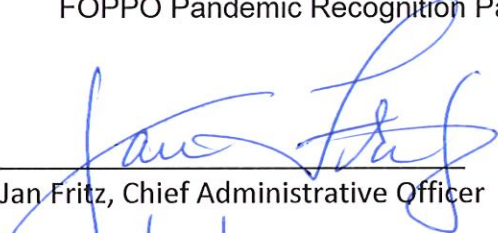
  
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Wendy Bales, FOPPO President

4/21/2022  
Date


FOR THE COUNTY

  
\_\_\_\_\_  
Joe Kast, Sheriff

4.22.2022  
Date

  
\_\_\_\_\_  
Jan Fritz, Chief Administrative Officer

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Salvador Llerenas, Labor and Employee Relations Manager

  
\_\_\_\_\_  
Date