

Memorandum of Agreement (MOA)
by and between
City of Salem, Oregon (City) and Salem Police Employees Union- Sergeants (SPEU-S)

RE: Temporary Assignment of a Canine to Sgt. Brandon Gould

WHEREAS, the City of Salem, Oregon (City) and the Salem Police Employees Union- Sergeants (SPEU-S) are parties to a collective bargaining agreement (CBA) currently in effect through June 30, 2027; and

WHEREAS; The City desires to enter into agreement via this MOA for the purpose of authorizing Canine Deployment Parameters for Sergeants at the Chief's discretion; and

WHEREAS; The CBA doesn't currently allow for Sergeants to continue in the Canine Unit. This will provide opportunity for the Chief to authorize continued participation on a case-by-case basis; and

WHEREAS; The Union desires to cooperate with the City in the interest of public safety

NOW THEREFORE, *For and in consideration of the mutual promises set forth below, the parties AGREE as follows:*

1. The following will apply to Sergeants who, authorized by the Chief of Police will continue participation canine handler assignment. From the signing of this agreement until December 31, 2024. Sergeant Brandon Gould will have a canine temporarily assigned to him and the following conditions will be implemented.
2. A Canine sergeant who is paired with a dog shall receive three percent (3%) to compensate for the routine care of the dog during the sergeant's days off. The compensation for Canine care shall continue as long as the sergeant is assigned to the Canine unit and is providing the City directed care for the dog, to compensate for all time spent in routine care. Overtime compensation for Canine care that is outside of routine care must be pre-approved.
3. While on duty if deployment of the sergeant's canine is necessary there must be another supervisor available to monitor the incident. The Canine Sergeant will delegate supervisor responsibilities to another sergeant, corporal, or fully trained Supervisor Leadership Development Program (SLDP) officer. If another supervisor is not available to assume the supervisor responsibilities, the Canine Sergeant will NOT deploy the canine. This ensures that in dynamic situations necessitating the use of a canine, a supervisor can have oversight of the incident while the Canine Sergeant concentrates on the tactics at hand.
4. The Canine Sergeant will need the permission of the on-duty Shift Commander to deploy outside these parameters, including unscheduled call outs.
5. The Canine Sergeant will NOT deploy with SWAT unless approved by the Canine Unit Lieutenant and/or the Field Operations Deputy Chief.
6. If another patrol canine team is working, the Canine Sergeant will take a secondary canine role and prioritize supervisory responsibilities. This provision applies to call outs as well. If the Sergeant is called out for canine duties, they will primarily serve as a canine handler and not in a leadership role.
7. Day to day patrol operations take priority over training and deploying the canine.

8. The MOA shall remain in effect, for the period listed above.

The parties agree that this agreement shall not be considered precedent setting.

Signed and dated this ____ day of _____, 2024.

ON BEHALF OF CITY OF SALEM, OREGON

ON BEHALF OF THE SALEM POLICE
EMPLOYEES' UNION

DocuSigned by:
Krishna Namburi 10/30/2024
By: 51030C0F63BD48F...
Krishna Namburi, Deputy City Manger

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Scotty Nowning 10/30/2024
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Scotty Nowning, SPEU President

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Chief Womack, Salem Police Department