LABOR AGREEMENT

between

CITY OF HOOD RIVER

and

HOOD RIVER POLICE ASSOCIATION

July 1, 2021 – June 30, 2024

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THIS AGREEMENT entered into by the City of Hood River, hereinafter referred to as the "City" and Hood River Police Association, hereinafter referred to as the "Association", has as its purpose the promotion of harmonious relations between the City and Association and the establishment of wages, hours and conditions of employment.

The term "Day" as used in this Agreement shall mean calendar day unless otherwise specified in the particular section.

ARTICLE 1 - RECOGNITION

The City recognizes the Association as the sole and exclusive bargaining agent for the purpose of negotiation of wages, hours and conditions of employment for all regular, full-time and part-time employees of the City of Hood River Police Department. A regular, full-time employee is an employee who works forty (40) hours or more per week. A regular part-time employee is an employee who works less than forty (40) hours per week, but at least twenty (20) hours per week. All references to employees in this Agreement shall be construed to mean regular employees and not seasonal or temporary employees (those persons hired for a limited period of time, not to exceed six months), nor shall it include supervisory, managerial or confidential employees. The bargaining unit shall consist of the following classifications:

Police Officer
Sergeant
Community Service Officer (CSO)

ARTICLE 2 - NO DISCRIMINATION

The provisions of the Agreement shall be applied equally to the employees in the bargaining unit without discrimination as to age, sex, marital status, national origin, religion, race, political affiliation, sexual orientation disability or other protected status or activity. The City agrees there shall be no discrimination, interference, restraint or coercion by the City or any City representative against any employee because of Association membership or because of a member's activity in any capacity on behalf of the Association.

ARTICLE 3 - RULES, ORDERS AND PROCEDURES

All employees covered by this Agreement shall also be covered by the terms of the City of Hood River Personnel Policy, as amended from time to time. It is specifically agreed and understood that this Agreement shall supersede all inconsistent provisions of the City of Hood River Personnel Policy and further that any provision of the Personnel Policy which is also referred to in this Agreement shall have no force and effect for employees within the Association.

The parties recognize that the City of Hood River is directly responsible for carrying out the functions and services of City government to its citizens. For this reason, it is jointly recognized

that the City retains broad authority to fulfill its responsibilities and may do so by implementing written policies, procedures, general or special orders, which now exist or which may be implemented in the future. It is agreed, however, that no policies, procedures, general or special orders shall be adopted or implemented which are inconsistent with a specific provision of this Agreement. All proposed new policies, procedures, general or special orders shall be reduced to writing (email is acceptable) and furnished to employees and the Association fifteen calendar days prior to their effective date in order to provide the Association and employees an opportunity to comment, suggest changes, and/or demand bargaining. Demands to bargain must be made in writing to the Chief of Police or designee (email is acceptable). The City recognizes that the Association has the right to challenge work rules involving a mandatory subject of bargaining or a mandatory impact of a permissive subject.

ARTICLE 4 - DISCIPLINE

4.1 Forms of discipline shall include oral and/or written reprimands, suspension, demotions and discharge. Employees on permanent status shall be disciplined only for just cause. All disciplinary actions except oral reprimands may be protested as a grievance through the regular grievance procedure.

4.2 Written reprimands as provided above shall not remain in effect for the purpose of progressive discipline or remain in an employee's personnel file for more than twenty-four (24) months from the date of issuance. Written reprimands and other disciplinary action will, however, be retained in accordance with applicable law. Disciplinary action must be taken, if at all, within a reasonable period after knowledge of occurrence of the violation claimed by the City.

4.3 In the event an employee is interviewed concerning an action which may result in disciplinary action, the following process shall be followed to the extent circumstances permit:

(a) Prior to the interview, the employee will be provided with facts reasonably sufficient to inform the employee of the circumstances surrounding the allegations and the nature of the investigation and will be provided reasonable time prior to the interview to review the materials supplied. The employee has a right to consult with an Association representative and to have that or another representative present at the interview.

(b) Interviews covered under this section shall, to the extent practical, take place at City facilities.

(c) Either party may tape record the interview and, if either party exercises this right they will provide a copy of the tape or transcript to the other party upon request.

(d) In any investigation, the employee may be required to answer any questions reasonably related to the subject matter under investigation. The employee may be disciplined for refusing to answer said questions.

(e) In situations involving the use of deadly force, the employee shall have the right to consult with an Association representative or attorney prior to being required to give an oral or written statement about the use of force.

ARTICLE 5 - ASSOCIATION SECURITY AND ACTIVITIES

5.1 Membership or non-membership in the Association shall be the individual choice of the employees covered by this Agreement.

5.2 The City shall deduct Association dues from the wages of each employee who authorizes the deduction in writing on forms provided by the Association. Such payments shall be in an amount determined by the Association in accordance with constitutional and statutory requirements. All revocations of dues deduction authorizations must be submitted to the City in writing on forms provided by the Association.

5.3 The Association shall indemnify, defend, and hold the City harmless from any and all claims, demands, suits, or other forms of liability that may arise out of or by reason of action taken by the City in fulfilling the obligations imposed by this article, including but not limited to the City's actual "out of pocket" expenses and/or attorneys' fees.

5.4 The City, when so authorized and directed by an employee in writing on forms approved by the City, shall make employee-approved credit union payroll deductions from the wages of employees.

5.5 The City shall allow up to two (2) bargaining unit members to attend contract negotiations during duty hours without loss of pay. The time, date and place for bargaining sessions shall be established by mutual agreement between the parties.

5.6 Association officers shall be allowed reasonable time off without loss of pay or benefits during regularly scheduled work time to engage in the following Association activities:

(a) Investigating and processing grievances, complaints and other matters related to employment relations;

(b) Attending investigatory interviews of an accused employee and due process proceedings;

(c) Participating in collective bargaining as set forth in Section 3, below;

(d) Conducting new employee orientations, not to exceed sixty (60) minutes;

(e) Representing and providing support and advice to employees represented by the Association during critical incidents;

(f) Other Association activities in accordance with applicable law.

Such time off will be considered reasonable for the purpose of compliance with applicable law, unless such absences in the City's judgment hamper the normal operations of the Department.

The employee involved, shall also be allowed reasonable time without loss of pay or benefits for the purpose of meeting with representatives of the City for the discussion of labor-management issues.

5.7 On duty employees who are not acting as Association representatives may attend Association meetings no more often than quarterly and for no longer than one hour without loss of pay. Employees attending such meeting shall be subject to call.

ARTICLE 6 - GRIEVANCE PROCEDURE

6.1 A grievance is defined as a dispute which may arise between the parties over the application or interpretation of this Agreement. Should such dispute arise, the following steps shall be used:

Informal initial step: Employees and the Association are encouraged to first attempt informal resolution of any alleged dispute through informal discussions with the direct supervisor or individual in a position to resolve the matter within 10 days of occurrence. Such contact should be noted by both parties. The date upon which the response from the supervisor is received, whether orally or in writing, will begin the counting of the first 15 days for Step One below.

Step One. The employee or a representative of the Association shall present a grievance in writing to the Chief of Police within fifteen (15) days from the date on which the employee knew or should have known of the grievance, or from the informal step above. The written grievance shall include a statement of all relevant facts known to the employee, the provision of the Agreement which is alleged to be violated and the remedy sought. The Chief of Police shall deliver a written response within fifteen (15) days of receipt of the grievance.

Step Two. If the grievance remains unadjusted, the employee or the Association shall move the grievance to the City Manager within fifteen (15) days of the date the employee or the Association receives the response of the Chief of Police. The City Manager shall meet with the aggrieved employee and the Association representative within fifteen (15) days of the date on which the employee's appeal is received. Within fifteen (15) days of the date that the City Manager meets with the employee, the City Manager shall provide a written decision to the employee.

Step Three. If the decision of the City Manager is unacceptable to the Association, the Association may, within fifteen (15) days of the date of receipt of the written decision notify the City Manager in writing that the Association intends to submit the matter to arbitration. The Association shall contact the Oregon State Conciliation Service and request a list of seven (7) arbitrators. Both the City and the Association shall have the

right to strike three (3) names from the list. The order of striking shall be determined by lot. The process shall continue until the name of a single arbitrator remains. That person shall serve as arbitrator and shall set a time and place for hearing which is agreeable to both parties. The losing party shall be responsible for the expenses and fees of the arbitrator. Each party shall be responsible for compensating its own representatives and witnesses.

6.2 Time limits referred to in Section 1, above, may be waived upon mutual written consent.

6.3 Employees and Association representatives shall not suffer any loss of compensation as a result of time spent in submitting and/or presenting grievances in oral or written form as required by the grievance procedure.

6.4 If the grievant or the Association fails to advance the grievance within the time limits provided in this Agreement, the grievance shall be deemed waived. The grievant and/or the Association shall have no right to proceed further through the grievance procedure. If the City fails to respond to the grievance within the time limits set forth herein for response, the grievance shall be deemed granted and the remedy requested shall be implemented. It is the intent of the parties that the time limits provided in the grievance procedure are absolute, and failure of one party to process in accordance with those time limits shall constitute a waiver of its right to proceed further through the grievance procedure.

6.5 The arbitrator shall have no authority to amend, nullify, modify, ignore, add to or otherwise alter the provisions of this Agreement, and shall decide only the grievance presented. The Arbitrator's Decision and Award shall be based on his/her interpretation of the meaning or application of the terms of the Agreement to the facts of the grievance presented. The Award of the Arbitrator shall be final and binding on the City, the Association and all employees involved.

ARTICLE 7 - SENIORITY, LAYOFF AND PROBATION

7.1 Seniority.

(a) Bargaining unit seniority shall be defined as the total length of service in the bargaining unit since the most recent date of hire. Classification seniority shall be defined as total length of service in a classification. Ties in seniority shall be broken by lot.

(b) The City shall provide the Association with copies of the seniority list on July 1 of each year and shall post the list in a conspicuous place available to all employees. Any objections to the seniority list as posted shall be reported to the City via the grievance procedure within fifteen (15) calendar days of the posting of the seniority list.

7.2 Breaks in Seniority.

Seniority shall be broken and the employment relationship will be severed by:

(a) Resignation, termination or retirement;

(b) Absence due to lay-off for a period of six (6) months or more due to lack of work;

(c) Failure of an employee on lay-off to report within fifteen (15) calendar days after date of mailing of a recall notice by the City to the employee's last known address;

(d) Absence from work due to industrial injury or occupational illness for a period in excess of thirty-six (36) months or otherwise in accordance with ORS 659A.043 or ORS 659A.046; and

(e) Failure to return to work upon expiration of an authorized leave of absence or failure to return to work from OFLA, FMLA, military or other legally protected leave in accordance with applicable law.

(f) An employee who is/was promoted and serves for longer than a one (1) year period in a management (non-Association) position shall lose his/her seniority list position.

7.3 Layoff. In the event it becomes necessary to lay off employees for any reason, employees shall be laid off in the inverse order of their seniority in their classification. The City shall decide in which classification it wishes to lay off employees. Any bargaining unit employee who is to be laid off who advanced to his/her present classification from a lower classification within the bargaining unit in which he/she held a regular appointment shall be allowed to bump into the lower classification, if the employee remains qualified to hold such position and has more classification seniority than the employee being bumped.

No new employees shall be hired in a classification until all employees in that classification on layoff status desiring to return to work have been recalled.

7.4 Recall from Layoff Status. Notice to an employee of recall from layoff shall be made by certified mail sent to the last address provided to the City by the employee. The employee shall notify the City of his/her acceptance of the offer within fifteen (15) days from the date of receipt thereof or date of attempted delivery to the employee at his/her last known address by certified mail and shall be available for work within thirty (30) days. Otherwise, the employee shall forfeit all recall rights and seniority. It shall be the laid-off employee's responsibility to maintain with the City a current address and telephone number at which he/she may be contacted as a qualification of eligibility for recall.

7.5 Probationary Status.

(a) All newly hired employees shall serve a probationary period of eighteen (18) successive months. All former employees who are rehired by the City shall serve a probationary

period of twelve (12) successive months of regular full-time employment and must prove their qualifications to do the work to the City's satisfaction during that probationary period. The City shall evaluate the probationary employee's performance before the end of the period and determine whether the employee has successfully completed probation.

(b) In the case of new hires, the City in its sole discretion may discipline, discharge or lay off an employee during the probationary period without recourse by the employee or the Association to the grievance procedure. There shall be no seniority afforded to probationary employees in case of layoff, bumping and recall, provided that each employee shall accrue seniority in his/her individual classification retroactive to the last date of hire as a regular full-time employee upon successfully completing the probationary period.

(c) If the City determines at any time in its sole judgment during the probationary period (or extension thereof) that a promoted employee is not sufficiently qualified to perform the work, the employee shall be returned to his/her former position and rate of pay without loss of seniority in the former position but without recourse to the grievance procedure.

(d) The probationary period for all employees shall be extended for any period of time during which the employee is on an approved leave of absence or disability leave.

(e) The City in its sole discretion may extend the probationary period for any employee for an additional period not to exceed three (3) months if the City determines that such extension is appropriate to determine whether the employee is qualified to do the work. In that event, the City shall notify the employee of the extension in writing.

(f) The City agrees that it will evaluate employees during the probationary period following promotion at not less than ninety (90) day intervals. Employees whose performance is less than satisfactory at any stage of evaluation may be returned to their prior classification.

(g) The parties recognize the desirability of developing common standards for successful promotion and of developing common procedures for promotional training and evaluation. The City agrees to utilize its best efforts to develop such common standards and procedures.

ARTICLE 8 - HOURS OF WORK

8.1 Regular Hours. The regular hours of work each day shall be consecutive except for interruptions for meal and rest periods when applicable.

8.2 Workweek.

(a) The workweek shall be Sunday through Saturday. Recognizing the necessity for continuous service by the Department throughout the week, an employee shall be scheduled for four (4) consecutive days of ten (10) hours straight time per day as assigned by the City.

(b) In instance of shift rotation, no overtime liability will be incurred when two (2) consecutive days off are not granted, so long as the total number of scheduled days off during the shift rotation period averages at least two (2) per week.

(c) At the option of the City, and upon 30-day written notice to the employee, the workweek may be scheduled for five (5) days of work and two (2) days off within the workweek. The days off shall be consecutive, although if they are Saturday and Sunday, they shall fall within two (2) workweeks.

8.3 Workday. All employees except for shift rotation shall be scheduled to work on a regular work shift. There shall be a regular rotation of shifts on multi-shift operations, and employees' shifts may also be rescheduled to meet public safety requirements and other emergencies

8.4 Rest Periods. Two rest periods of fifteen (15) minutes shall be permitted for all employees during each shift, which shall be scheduled by the shift commander in accordance with the operating requirements of each employee's duties and shall be considered on-duty time. Such rest period shall not be unreasonably denied.

8.5 Meal Periods. All employees shall be granted a one-half (1/2) hour meal period during each work shift, during which time they are subject to call when needed. If an employee is requested to and does accomplish in excess of two (2) hours of overtime beyond his/her regular quitting time, he/she shall be granted, at the shift commander's discretion considering the duration and difficulty of the overtime work, a non-paid meal period of at least one-half (112) hour.

8.6 The regular shift rotation shall be scheduled every three (3) months. The shift scheduling process shall allow the employees to select two of the four shift schedules that he or she is to work during the following year as follows:

(a) On or around February 15 of each year the City shall post a master schedule of the anticipated available shifts for the last three quarters of the year and the first quarter to the following year, which shall include days off and hours to be worked for each position.

(b) Each employee starting with the employee with the greatest seniority shall, in order of seniority, indicate his or her preference as to any two of the four shift tours that he or she wishes to work among those indicated on the master schedule.

(c) Within seven (7) days after all employees have made two shift tour selections, the City

shall schedule the remaining shift tours for each employee so as to complete the work schedule for the year from the listed shifts.

8.7 Employees will be notified seventy-two (72) hours in advance if their work hours are changed on a given day (e.g., employee who works 8:00 a.m. to 6:00 p.m. on that day is changed to 6:00 a.m. to 4:00 p.m. for that day). Except as set forth in Section 8.2 (c) above, employees will be notified seven (7) calendar days in advance, if their regular days of work are changed. Employees whose schedules are changed on less than seventy-two (72) or seven (7) days' notice, as described above, will be paid for overtime at the rate of time and one-half (1½) their regular rate of pay for all hours worked outside of their regularly scheduled hours unless such notice has been provided. However, the City shall incur no overtime liability when the schedule change is a result of a mutual agreement between the employee and the City, an emergency or voluntary shift trade between employees. Employees shall be considered notified of any change in their regular hours of work or work schedule when the Police Department's work schedule is posted. Employees are responsible for checking the schedule. If changes to the schedule are made affecting employees on days off or vacation, an email or text message will be sent to the affected employee.

8.8 Except in the case of emergencies, all employees shall receive at least twelve (12) hours off between the end of the employee's work period and the start of his/her next scheduled shift. If the City is unable to provide at least twelve (12) hours off, the employee shall be paid at the rate of time and one-half (1½) for all hours worked until such time as the employee has received at least twelve (12) hours off.

8.9 For the purpose of Sections 8.7 and 8.8 above, "emergencies" shall include Acts of God, natural disaster, civil unrest, governmental declaration of emergency or other serious, unexpected events which require staffing changes to provide essential services to the community.

ARTICLE 9 - WAGES AND SALARIES

9.1 Effective July 1, 2021, base wages shall be increased by 2.5% across-the-board in accordance with the wage schedules as reflected in Attachment A.

Effective July 1, 2022, base wages shall be increased across-the-board by 2.5% across-the-board in accordance with the wage schedules as reflected in Attachment A.

Effective July 1, 2023, base wages shall be increased across-the-board by 2.5% across-the-board in accordance with the wage schedules as reflected in Attachment A.

9.2 An employee who is specifically assigned by the Chief or his/her designee to temporarily accept the responsibilities and duties incident to a position senior to that of his/her regular grade and who is expected to exercise the authority and responsibility of the position shall be paid at the rate of such higher position from that date onward as long as such duties and responsibilities are carried out.

9.3 If any existing classification is changed, or if a new classification is established by the City which affects work normally performed by bargaining unit employees, the City will consult with the Association and establish a rate of pay for that classification. Any disagreement with the rate will be resolved in accordance with ORS 243.698.

9.4 Advancement to the next step shall be granted on the employee's anniversary of date of hire upon completion of one (1) year continuous service at the current level, and satisfactory performance evaluation by the employee's immediate supervisor and the Chief of Police.

9.5 New Police employees shall be classified as a Probationary Police Officer for eighteen (18) months. Upon successful completion of twelve (12) months of service, satisfactory performance evaluation, and certification by the State of Oregon, Probationary Officer shall advance to the employee's next step on the wage schedule.

9.6 For the purpose of compensation in this Article, the term "date of hire" means the date the employee begins working in the classification for which compensation is being determined.

9.8 Classification and DPSST Pay.

Any employee who is classified as a Police Officer or Sergeant and who has acquired and possesses an Intermediate Law Enforcement Certificate will be entitled to five percent (5%) of base salary per month as a certification incentive pay bonus in addition to their regular monthly pay. The qualifications for obtaining an Intermediate Law Enforcement Certificate are those set forth by the Department of Public Safety Standards and Training (DPSST).

Any employee who is classified as a Police Officer or Sergeant and who has acquired and possesses an Advanced Law Enforcement Certificate will be entitled to ten percent (10%) of base salary per month as a certification incentive pay bonus in addition to their regular monthly pay. The qualifications for obtaining an Advanced Law Enforcement Certificate are those set forth by the Department of Public Safety Standards and Training (DPSST).

Any employee who has successfully passed the Bilingual Spanish examination as presented by the Police Chief will be entitled to a five percent (5%) of base salary per month in addition to their regular monthly pay.

Employees assigned to Field Training Officer (FTO) shall receive $200 a month for each month they are actually performing FTO duties.

Employees assigned to Detective shall receive $100 per month for each month they are actually performing detective duties.

The incentive pay provided for in (a) and (b) above are not cumulative.

ARTICLE 10 - OVERTIME

10.1 The City agrees to pay for overtime at the rate of one and one-half (1½) times the employee's applicable rate or compensatory time at the rate of one and one-half (1½) hour for each overtime hour worked.

10.2 Court appearances and Call-Outs: Employees shall be paid no less than three (3) hours overtime when required to perform work duties or appear in court as a witness for the City or the State of Oregon at a time other than their regular work shift. Cancellation of court appearances without four (4) hours prior notice will result in payment of two (2) hours of overtime.

Call out pay: Employees will be paid no less than three (3) hours call out when called to work outside a regular shift. Time of work begins upon notice to report for work.

10.3 The City will credit overtime hours worked first to compensatory time to the cap, then compensate in overtime pay unless given notice otherwise by employee.

10.4 Employees shall accumulate no more than 80 hours of earned compensatory time each fiscal year. If the employee's compensatory time accumulates past the maximum limit of 80 hours or for any reason, employee and the Chief of Police may mutually agree to schedule the time off. If no agreement can be reached regarding scheduling the time off, the excess compensatory time shall be paid out.

ARTICLE 11 - SICK LEAVE

11.1 All regular employees will earn eight (8) hours of sick leave with pay for each full month worked from date of hire. Sick leave shall not accrue during any period of leave of absence without pay.

11.2 Part-time regular employees shall be credited with sick leave in the same percentage (as indicated in Section 1 of this Article) as their normal or average hours of work each month compared to the number of hours of work by regular employees.

11.3 Sick leave may be used for any of the following reasons:

(a) When an employee is unable to perform their duties due to an off-the-job illness or injury;

(b) For the employee's attendance at medical, optical or dental appointments;

(c) When their presence is required to care for an ill or injured immediate family member in accordance with the Oregon Family Leave Act and the Oregon Sick Leave Law;

(d) For the birth, adoption or foster care placement of a child, consistent with applicable law;

(e) To supplement workers compensation benefits as set forth in Article 29;

(f) For any other reason as required by law.

11.4 Utilization for Illness or Injury.

Employees shall notify their immediate supervisor or the on-duty supervisor of absence due to illness or injury and the nature and expected length of the absence as soon as possible prior to the beginning of their regularly scheduled work shift, and in no event less than one (1) hour prior to their reporting time unless unable to do so because of the serious nature of the injury or illness. If a supervisor is unavailable, a message must be left on the Police Department's main business line or with the Police Department Administrative Assistant. The City may, at its option, require an employee to supply adequate evidence supporting the need for the use of sick leave, which may include requiring a healthcare provider's statement of the need for the employee's absence and an estimated duration of the absence, prior to payment of any sick leave benefits. Prior to allowing the employee to return to work the City may require a physician's statement certifying that the employee is released for work, as well as any limitations on the employee's ability to safely perform essential job duties. In the case of a continuing illness or injury, employees shall continue to notify the City on a regular basis of their inability to report to work. During the period of such continuing illness or injury, the City may require that the employee periodically submit a certification from a physician indicating the employee's current condition, the expected duration of the employee's absence and the prognosis for the employee's return to work. Sick leave may be utilized for necessary medical or dental appointments only when such appointments cannot be scheduled outside an employee's regular duty hours. If such scheduling is not possible, appointments shall be scheduled at the beginning or end of the employee's shift.

11.5 When employees who are off work on OFLA/FMLA leave deplete their sick leave benefits, their compensatory time, then vacation time will be utilized. The City's payment will be limited to the amount of the employee's accrued sick leave, compensatory time and vacation time. Thirty (30) days after all sick leave, compensatory time and vacation leave has been exhausted or until the date an employee's FMLA/OFLA leave expires, whichever is later, seniority shall be frozen from that date until the employee returns to work.

ARTICLE 12 - PAID LEAVE OF ABSENCE

12.1 Subject to prior approval of the Chief of Police, any regular employee may be granted leaves of absence with pay for the following reasons:

(a) jury duty (any monies received by the employee shall be turned over to the City)

(b) appearance required as a subpoenaed witness or as a witness in conjunction with a legal action wherein the employee is testifying arising out of the employee's performance of duties on behalf of the City of Hood River, or as otherwise approved by the City.

(c) death in the immediate family (defined as spouse, parent, children, grandparent, grandchild, brother or sister of the employee, and of the employee's spouse) provided,

however, that such leave may extend no more than three (3) working days, and if further leave is necessary it shall be charged against accumulated sick leave. Employees may also use their sick leave for funeral and bereavement leave in accordance with OFLA.

(d) attendance at a conference or school with prior approval of the Chief of Police.

(e) for any other reason approved by the Chief of Police.

12.2 Regular employees may be granted personal leaves of absence without pay based upon the needs and operational efficiency of the City. Personal leaves of absence without pay require advance written approval from the City Manager. Failure to abide by the terms of an approved leave may result in disciplinary action including termination.

ARTICLE 13 - VACATIONS

13.1 No vacation time shall be credited to an employee until six (6) months of continuous employment from date of hire. After completing the first six (6) months of continuous employment with the City, new employees shall be credited with 40 hours vacation leave with pay, and upon completing one full year of continuous employment, employees shall be credited with 40 additional hours vacation with pay (totaling 80 hours vacation with pay for the first year of continuous employment). Vacation leave shall accrue during periods of paid leave (including periods an employee is receiving sick leave or other paid leave to supplement workers compensation time loss payments), but shall not accrue during any period of leave of absence without pay.

13.2 An employee shall earn vacation leave as stated in the table below:

Vacation

At 6 months of service	40 hours awarded
At 1st year anniversary of service	40 hours awarded
Between 1st and 2nd anniversary dates	6.68 hours/month
Between 2nd and 6th anniversary dates	8.00 hours/month
Between 6th and 11th anniversary dates	10 hours/month
Between 11th and 15th anniversary dates	12 hours/month
Between 15th and 21st anniversary dates	14 hours/month
21st anniversary date and thereafter	16 hours/month

Continuous Employment. Continuous employment shall be employment unbroken by separation from the City service in the bargaining unit as set forth in Article 7.2. However, employees will only accrue vacation pay during periods of paid leave as set forth above.

Accrual Limitations. An employee may accumulate up to six (6) work weeks (240 hours) of vacation credit. No payment shall be made for vacation time lost by an employee because of accrual limitations unless the failure to take vacation is caused by the City's insistence that the

employee be at work during a scheduled vacation period.

Probationary Employees. No employee who separates from employment while on new-employee probationary status shall be eligible for any payment of vacation leave.

ARTICLE 14 - HOLIDAYS

14.1 The following days shall be recognized by the City as official holidays:

New Year's Day	Veteran's Day
President's Birthday	Indigenous People Day
Memorial Day	Thanksgiving Day
Independence Day	Christmas Eve and Christmas Day
Labor Day	Personal Holiday
Martin Luther King Jr. Day	

14.2 In lieu of compensation for the holidays listed above, each employee shall at the beginning of each fiscal year be credited with a bank of paid leave equivalent to 20 ten-hour shifts. Employees may utilize this leave in whole shifts or multiples thereof at any point in the calendar year, subject to the approval of the Police Chief, or may elect to cash out this leave in increments equivalent to whole shifts or multiples thereof at their regular rate of pay. Any time remaining in an employee's holiday bank at the close of a calendar year shall be cashed out and shall not be carried forward into the following calendar year.

ARTICLE 15 - RETIREMENT

15.1 The City agrees to enroll each eligible and qualified employee in the Public Employees Retirement System (PERS) and pay the employers contribution.

15.2 The City shall withhold from salary the employee's PERS contribution, with other required withholdings, and shall pay the amount withheld for PERS to PERS in lieu of payment to PERS by the employee. The employee shall have no option to receive the amount withheld and contribute directly instead of having it paid by the City to PERS. For the limited purposes of Internal Revenue Code Section 414(4)(2) and related tax statutes, the employee's contribution to PERS is deemed picked up by the City as a Pre-tax contribution as the term "picks up" is used in the Internal Revenue Code, and that employee's reported salary and wages on W-2 forms for tax purposes will be reduced by the amount of the employee's PERS contributions.

ARTICLE 16 - HEALTH INSURANCE PROGRAMS

16.1 The City agrees to pay ninety percent (90%) of the premium for employee and/or family coverage through the term of this agreement for the health insurance plans. The employees agree to pay ten percent (10%) of the premium, to be deducted from the employees' checks through regular payroll deductions.

16.2 The City has adopted the HRA VEBA Medical Reimbursement Plan for City Employees. The City agrees to contribute to the Plan on behalf of the Association employees defined as eligible to participate in the Plan. Each eligible employee must submit a completed and signed Membership Enrollment Form to become a Plan participant and be eligible for benefits under the Plan. The City and Association agree that such eligible employees shall receive additional benefits in the form of VEBA Plan contributions equal to $1,500 for employee with family medical coverage; $1,000 for employees with dependent coverage; and $500 for single members. Payments will be made in two payments semi-annually, on July 1 and on January 1 of successive years to coincide with the insurance deductible.

16.3 Should the carriers presently providing insurance coverage described above change during the term of this agreement, the City shall promptly notify the Association, and the parties shall immediately meet to discuss the repercussions of coverage changes on the terms of this Agreement.

ARTICLE 17 - LIABILITY INDEMNIFICATION

17.1 The City agrees to provide liability insurance, providing protection for possible claims arising out of acts of employees relating to the discharge of their duties and in the course of their employment except for claims relating to willful acts of such employees. Such insurance shall provide coverage for all costs including attorney's fees, negotiated settlements and litigation relating to threatened or actual lawsuits covered by such liability insurance.

ARTICLE 18 - LIFE INSURANCE

18.1 The City shall provide at no cost to the employee life insurance coverage to thirty thousand ($30,000) coverage.

ARTICLE 19 - MILEAGE AND LODGING

19.1 When an employee is authorized to use his own vehicle in the performance of his official City duties, or when an employee is on authorized City duty, the City agrees to pay his actual expenses for mileage (at the then current IRS rate per mile), meals and lodging when prior authorized by the City. Actual receipts for expenses are required to be submitted with credit card receipts.

ARTICLE 20 - ALCOHOL AND DRUGS

20.1 Policy. The City of Hood River has a commitment to its employees to provide a safe work environment and to promote high standards of employee health and performance. It is the goal of the City to establish and maintain a safe and healthy work environment that is free from the effects of alcohol and drugs. An employee's off the job, as well as on the job, involvement with drugs and alcohol can have a significant impact on the workplace and can present a substantial risk to the employee who is using alcohol and drugs, to co-workers and to the public. City will not tolerate any drug and alcohol use which imperils the health and well-being or productivity of its employees or threatens the quality or high standards of the services provided to the public by its employees.

Law enforcement officers employed by the City of Hood River regularly handle and are in close proximity to illicit substances and other hazardous materials. The parties agree that accidental exposure to such substances while in the line of duty shall not be considered a violation of this policy and shall not lead to disciplinary action under this policy. Employees shall promptly report exposures to management. Furthermore, any abnormal health condition, disorder, or state of intoxication that manifests as a result of the accidental exposure to such illicit substances shall be addressed as an occupational illness or injury.

20.2 The City Encourages Treatment. The City recognizes that alcohol and drug use may be a sign of chemical dependency and that employees with alcohol and drug problems can be successfully treated. The City is willing to help such employees identify drug or alcohol related problems and obtain appropriate treatment consistent with Section 20.5 below.

For employees who identify themselves as having a drug or alcohol problem prior to reasonable suspicion testing, the City will contribute up to five hundred ($500) dollars towards an approved alcohol or drug rehabilitation program. A leave of absence will be allowed for such treatment at an approved facility.

Although the City recognizes that alcohol and drug abuse can be successfully treated, and the City is willing to work with employees who may suffer from such problems, it is the employee's responsibility to seek assistance before drug or alcohol problems lead to conduct justifying disciplinary action.

20.3 Prohibited Conduct. The following conduct is strictly prohibited:

(a) The possession, transfer, offering, use or being under the influence of any intoxicating liquor while on City property, premises, job sites, and on City time. IMPORTANT: The conduct prohibited by these rules includes consumption of ANY intoxicating liquor during breaks or lunch period, or on the job. It also includes reporting to work, working or returning to duty while under the influence of intoxicating liquor. An employee whose blood alcohol content (BAC) exceeds .02 will be deemed to be "under the influence" for the purposes of this policy. This prohibition does not include intoxicating liquor consumed in the performance of duty.

(b) The possession, transfer, offering, use or being under the influence of drugs while on City

property, premises, job sites and on City time, including breaks or lunch periods. IMPORTANT: For the purpose of this Policy, an employee is considered to be "under the influence" of drugs, if the employee tests positive according to the thresholds set forth in the Mandatory Guidelines for Federal Workplace Drug Testing Programs for having such substances present in his/her body set forth below as set forth in Attachment B to this Agreement.

Marijuana is an illegal drug under the federal Controlled Substances Act, which means that it has no acceptable medical or recreational use under federal law. Therefore, any on or off duty use of marijuana which is inconsistent with the "prohibited conduct" listed above will be considered a violation of this policy, even if an employee has a prescription for the use of marijuana under the Oregon Medical Marijuana Act or is using marijuana in compliance with state law. However, employees who are using marijuana in compliance with a medical marijuana card will not automatically be subject to termination of employment. Instead, such employees are required to disclose any use which would constitute "prohibited conduct." If the City determines that the employee using medical marijuana is disabled under applicable disability discrimination statutes, the employee will be asked to enter into an interactive discussion with designated representative(s) to determine whether a reasonable accommodation can be made that would allow the employee to continue to be employed without violating standards.

EXCEPTION: The use of medically prescribed or over-the-counter drugs during working hours is not grounds for disciplinary action. However, employees are responsible for reviewing medication warnings regarding the side effects of medications and consulting their health care provider regarding the side effects of combinations of medications. Employees shall have no obligation to inform their supervisor of such usage unless the prescribed or over-the-counter drug contains a warning notice of possible impairment or their health care provider has notified them of side effects of combinations of medications which may prevent them from performing their jobs safely and adequately; for example, operating mechanical patrol cars. An employee must inform his/her supervisor that he/she is taking prescribed or over-the-counter drugs which produce side effects that will affect their ability to safely perform their job duties prior to beginning work each day he/she uses the medication.

(c) Failing to promptly report arrests, convictions and/or plea-bargains for an alcohol or drug-related criminal offense to the Chief of Police, irrespective of the jurisdiction where such action was taken.

(d) Failing to comply with City directives regarding enforcement of this Policy, including but not limited to refusing to promptly submit to required testing; giving false, diluted or altered samples; obstructing the testing process; failing to comply with rehabilitation conditions imposed by the City or rehabilitation counselors pursuant to this Policy.

(e) Failure to disclose use of over-the-counter or prescribed medication containing controlled substance, as required, above.

Employees of the City who violate this policy will be judged on a case-by-case basis. Discipline up to and including treatment and/or discharge may be imposed.

20.3 Reasonable Suspicion. Reasonable suspicion is based upon the direct observation of articulable, reliable evidence.-When the City has reasonable suspicion to believe that an employee may have violated Section 20.3 (a) or (b) above, it will inform the employee of the basis for the reasonable suspicion. Upon the presentation of such evidence, the employee may elect to proceed to testing or consult with an Association representative and have the Association representative present while the employee is providing information to rebut the reasonable suspicion. Any such consultation and/or providing of information must be completed within thirty (30) minutes from when the employee is informed of the reasonable suspicion. If such consultation and/or providing of information is not completed within thirty (30) minutes, the employee will be required to submit to testing. However, the employee will have no obligation to share information with the City, unless an Association representative is present.

20.4 Testing Procedure. The employee to be tested will be taken to Providence Hood River Hospital or such other sampling facility as designated by the City where BAC or samples of urine and/or blood will can be taken. Blood tests are only permitted upon consent of the employee or pursuant to a warrant. The test will be paid for by the City and all time spent in route to and from the test site and during the test will be paid for as though worked. If an employee is to be tested for reasonable suspicion, and is, at the time of evaluation, unconscious, a blood draw may be taken for the purposes of preserving a sample. Use of the sample is still subject to the requirements of this article.

In cases of drug screens, the sample(s) will be marked as being the employee's sample. The sample will be split and will be sealed and a strict chain of custody procedures will be observed. The split sample will be reserved for follow up testing. The sample(s) will be delivered to a NIDA certified lab for testing. If a screen test is positive, a second test of confirmation will be done using gas chromatography- mass spectrometry (GC/MS). The samples taken will be kept and stored for a six (6) month period. The specimen will initially be screened by the EMIT system. If that test is negative, then the specimen will be reported as negative and no further testing will be done. The initial and confirmatory cutoff levels set forth in Appendix B of this Agreement shall be used when screening specimens.

20.5 Consequences for Violations and Procedure for Return to Work.

(a) Employees who Report Dependencies and Seek Assistance *Before* Committing a Policy Violation.

Employees who seek voluntary assistance for alcohol and substance abuse, prior to any act of misconduct or violation of this policy, may not be disciplined for seeking such assistance. Employees who enroll in substance abuse programs are subject to all City and Department rules, regulations, and job performance standards with the understanding that an employee enrolled in such a program is receiving treatment for an illness. However, such employees will be required to submit verification of fitness to return to duty from a qualified health care provider before they will be permitted to return to work.

During the time employees are off work undergoing rehabilitation they may draw their unused, accumulated sick leave, vacation pay, holiday pay or compensatory time. Also, employees who are receiving health insurance coverage will be eligible for continuation of health insurance benefits through the end of the month in which his/her paid leave is depleted or for the period required under FMLA and/or OFLA, whichever is greater.

It is understood and agreed that nothing in this Policy prohibits the City from disciplining or discharging an employee for engaging in illegal conduct, irrespective of when that conduct is discovered.

(b) Employees who Report Dependencies and Seek Treatment *After* Committing a Policy Violation.

Employees who notify their supervisor, the Police Chief or Human Resources Director of drug or alcohol dependencies *after* violating this Policy are subject to discharge, irrespective of such dependencies.

The City may however allow an employee to undergo evaluation and rehabilitation in lieu of discharge, provided the employee promptly complies with the terms and conditions set forth in a Last Chance Agreement drafted by the City. The City will consider the following factors in exercising its discretion to place an employee who reported drug or alcohol dependencies after violating this policy on a Last Chance Agreement: the employee's length of service; the employee's work record, in particular, whether the employee has committed a previous alcohol or drug policy infraction; the consequences of the violation; any other circumstances offered by the employee that mitigate against discharge.

IT IS UNDERSTOOD AND AGREED THAT THE REFERENCES TO DISCIPLINE AND DISCHARGE SET FORTH IN THIS POLICY AND THE LAST CHANCE AGREEMENT ARE NOT INTENDED TO SUPERSEDE "JUST CAUSE" OBLIGATIONS.

20.6 Pre-Employment Screening. All employees hired for employment shall be required to pass a chemical screen test as a condition of employment.

20.7 Disputes. In the event that any portion of the above conflicts with federal or state law, that portion shall be amended as necessary to conform in all respects to federal or state law.

ARTICLE 21 - TIME SHEETS

21.1 Purpose. Federal and state wage and hour laws require that accurate records be kept of each employee's hours worked. To comply with the law, all employees are required to fill out a time record sheet to document accrued time taken and all time that deviates from their regular scheduled forty (40) hour work week.

21.2 Procedure. Employees will report on their "Semi-monthly Time Card" any deviation from their- regularly scheduled work week. This means the City will not require employees to record

each minute they arrive and leave the premises, but if they work more than or less than their scheduled forty (40) hours they must record it on their time sheet. Time should be rounded to the nearest quarter hour.

The time sheets shall be submitted to the Payroll clerk the first and sixteenth of each month. Payroll checks shall be distributed on the fifth and twentieth day of each month.

Questions regarding completion of the time sheets shall be directed to the supervisor.

21.3 Employee Responsibility. Each employee must accurately enter, review and sign for their hours on the appropriate time sheet.

21.4 Supervisor Responsibility. Each supervisor is responsible for accurately recording all employee work time and absences.

ARTICLE 22 - PERFORMANCE REVIEWS

Scheduled performance reviews shall be conducted after six (6) months from the hire date and on the employee's anniversary date thereafter. Additional performance reviews may be conducted as determined by the supervisor to assist in employee communication development and job performance. Performance reviews shall also be used as a component of the promotion process.

ARTICLE 23 - PERSONNEL FILE

Each employee shall have the right, upon request, with reasonable notice, to review and obtain, at his/her own expense, copies of the contents of his/her personnel file, as provided in ORS 652.750. The official personnel file shall be maintained by the Personnel Director.

ARTICLE 24 - CONFLICT OF INTEREST

All members of the Association shall promptly advise the Chief of Police of conflicts of interest. A conflict of interest is defined as an employee having a significant personal or financial interest in a company or organization such that it impacts the employee's performance of law enforcement duties as to that company or organization, or individuals closely associated with them, or creates an appearance of impropriety in the eyes of the public.

ARTICLE 25 - GRATUITIES

No employee shall, except as provided below, accept any gift for the performance of his/her official duties.

Before receipt of any unsolicited gifts of a token value, the employee must consult and receive written permission from their supervisor or the Chief of Police.

ARTICLE 26 - PROFESSIONAL ORGANIZATIONS

The City may authorize membership in professional organizations where such membership is of benefit to the City in terms of keeping the employee abreast of current developments in the law enforcement profession. Additionally, the City recognizes the value of community service through applicable organizations and in membership in such programs.

Since most professional and service organizations hold meetings outside normal business hours, it is recognized that no conflict will exist, but should there be a conflict, such meeting or program attendance shall be cleared with the employee's immediate supervisor or Chief of Police in advance. The City may approve limited absence for such activity.

In all cases, membership fees and miscellaneous expenses associated with meeting attendance must be approved by the Chief of Police in advance of payment.

ARTICLE 27 - SMOKING

The City seeks to provide a healthy and safe environment. Accordingly, the use of tobacco products is prohibited in all City buildings, vehicles and equipment. Department Heads are responsible for determining appropriate designated employee areas. An employee may utilize the rest and meal periods for the use of tobacco.

ARTICLE 28 - SAFETY COMMITTEE

Safety concerns may be presented to the City Safety Committee established pursuant to OAR Chapter 437. The representative for the Police employees shall be appointed by the Association. In the event the Association fails to appoint a member, the City may select a representative.

ARTICLE 29 - WORKERS COMPENSATION

During the first three (3) days after an injury or occupational illness is reported, an employee receives no benefits from Workers Compensation. The City will pay the employee his/her regular salary during these three (3) days through use of the employee's accumulated sick leave, vacation and/or compensatory time, provided the employee has such time.

After the three (3) day waiting period, employees will be entitled to use their accumulated sick leave, vacation and/or compensatory time to make up the differential between their workers compensation time loss benefits and their regular gross straight-time wages. Leave used to make

up the differential will be deducted from the employee's leave accruals, with no adjustment in leave hours when a claim is closed.

ARTICLE 30 - UNIFORMS, PROTECTIVE CLOTHING & CELL PHONES

31.1 Uniforms, protective clothing, or any protective devices required as a condition of employment or to ensure the safety of employees in the performance of their duties will be provided by the City and will remain the property of the City. The City will make an annual three hundred fifty ($350) payment to each employee for uniform maintenance, and the purchase of additional items deemed necessary.

31.2 The Association recognizes that title to such items furnished remains with the City and upon termination from City employment, the Police Chief, at his discretion, may require the employee to return to the City the uniforms, or any part thereof, in the employee's possession at the time of termination. The City agrees to replace uniforms that have become unsightly or irreparable.

31.3 The City shall provide cell phones to each bargaining unit employee to be used exclusively for work-related communications.

ARTICLE 31 - GENERAL PROVISIONS

32.1 The Association recognizes the right of the City to establish such written rules as management may deem necessary provided that such rules shall not become effective without notification to the Association as provided in Article 3.

32.2 The City shall be obligated to negotiate over existing conditions that are mandatory subjects of bargaining, or permissive subjects which have a mandatory bargaining impact, whether or not they are covered by this Agreement, if the City intends to alter, change or modify such conditions.

32.3 The City agrees not to transfer or subcontract any bargaining unit work without first notifying the Association and bargaining over the decision and its impact. No transfer or subcontract shall be effective until the dispute resolution procedures of the Public Employees Collective Bargaining Act have been completed.

ARTICLE 32 - SAVINGS CLAUSE

Should any Article, Section or portion of this Agreement be held unlawful and unenforceable by any Court of competent jurisdiction or made illegal through the enactment of a federal or state law or through governmental regulation having the full force and effect of law, such action shall apply only to the specific Article, Section, or portion directly rendered invalid, unlawful or otherwise unenforceable. The parties agree to immediately negotiate a substitute, if possible, for the

invalidated article, section or portion. If the parties are not able to reach agreement as to a substitute provision for the invalidated portion of the Agreement, the matter may be resolved through the dispute resolution process under State law.

ARTICLE 33 - MANAGEMENT RIGHTS

The Association recognizes and agrees that responsibility for management of the City and direction of its work force is vested solely in the City and responsible department heads. The Association recognizes and agrees that in order to fulfill this responsibility, the City shall retain the exclusive right to exercise the regular and customary functions of management, including, but not limited to, determining standards and levels of service and methods of operation, including subcontracting, and staffing levels; increasing, diminishing or changing departmental equipment, including the introduction of new equipment, hiring, disciplining and discharging for just cause, training, laying off, recalling, transferring and promoting, including determining the procedures and standards thereof; disciplining and discharging probationary employees; maintaining the efficiency of employees; determining work schedules and assigning work; determining job content; determining the need for and scheduling of volunteers; taking all necessary action to carry out its mission in emergencies. Nothing in this paragraph shall be considered to be a waiver by the Association of any of its rights under the Public Employees Collective Bargaining Act (PECBA).

ARTICLE 34 - PEACEFUL PERFORMANCE OF CITY SERVICE

It is recognized that continuous and uninterrupted service by the City and its employees to the citizens, and orderly collective bargaining relations between the City and its employees being essential considerations of this Agreement, the Association agrees on behalf of its members, individually and collectively, that there shall not be any strikes, picketing, boycotting, work stoppages, sit downs, or slow-down strikes, or a concerted refusal to render services or to work including overtime or any other curtailment or restriction of work at any time during the term of this Agreement.

In the event of a violation of this Article by the Association and/or the employees, the City may, in addition to other remedies, discipline such employees up to and including discharge.

There will be no lockout of employees in the bargaining unit by the City as a consequence of any dispute arising during the period of this Agreement.

ARTICLE 35 - TERM OF AGREEMENT

This Agreement shall become effective July 1, 2021, through June 30, 2024, and shall continue in effect during all negotiations until a new Agreement between the parties is reached or PECBA dispute resolution procedures have been satisfied.

IN WITNESS THEREOF, the parties hereto have caused this Agreement to be signed in their respective names by their authorized representatives on the dates set forth below.

FOR THE CITY OF HOOD RIVER:

City Manager — 6/21/21

Signature and Title — *Date*

Signature and Title — *Date*

Signature and Title — *Date*

FOR THE ASSOCIATION:

President — 6/22/21

Signature and Title — *Date*

V.P. — 6/22/21

Signature and Title — *Date*

Secretary — 6/22/21

Signature and Title — *Date*

ATTACHMENT A ¥ HRPA WAGE SCALE

	7/1/2021	7/1/2022	7/1/2023
	2.5%	2.5%	2.5%
OFFICER			
Step 1	$ 5,066	$ 5,192	$ 5,322
Step 2	5,120	5,248	5,379
Step 3	5,461	5,598	5,738
Step 4	5,659	5,801	5,946
Step 5	5,856	6,002	6,152
Step 6	6,054	6,205	6,360

SERGEANT			
Step 1	$ 6,514	$ 6,677	$ 6,844
Step 2	6,777	6,947	7,120

COMMUNITY SERVICE OFFICER			
Step 1	$ 4,704	$ 4,821	$ 4,942
Step 2	4,869	4,990	5,115
Step 3	5,034	5,160	5,289
Step 4	5,198	5,328	5,461
Step 5	5,362	5,496	5,633
Step 6	5,526	5,664	5,806

ATTACHMENT B ¥ DRUG TESTING LEVELS

The following initial and confirmatory cutoff levels shall be used when screening specimens to determine whether they are negative for the drugs or classes of drugs required for testing:

Initial test analyte	Initial test cutoff concentration	Confirmatory test analyte	Confirmatory test cutoff concentration
Marijuana metabolites.....	50 ng/mL.....	THCA[1].....	15 ng/mL
Cocaine metabolites.....	150 ng/mL.....	Benzoylecgonine.....	100 ng/mL
Opiate metabolites			
Codeine/Morphine[2].....	2000 ng/mL.....	Codeine.....	2000 ng/mL
		Morphine.....	2000 ng/mL
6–Acetylmorphine.....	10 ng/mL.....	6–Acetylmorphine.....	10 ng/mL
Phencyclidine.....	25 ng/mL.....	Phencyclidine.....	25 ng/mL
Amphetamines[3]			
AMP/MAMP[4].....	500 ng/mL.....	Amphetamine.....	250 ng/mL
		Methamphetamine[5].....	250 ng/mL
MDMA[6].....	500 ng/mL.....	MDMA.....	250 ng/mL
		MDA[7].....	250 ng/mL
		MDEA[8].....	250 ng/mL

[1] Delta-9-tetrahydrocannabinol-9-carboxylic acid (THCA).
[2] Morphine is the target analyte for codeine/morphine testing.
[3] Either a single initial test kit or multiple initial test kits may be used provided the single test kit detects each target analyte independently at the specified cutoff.
[4] Methamphetamine is the target analyte for amphetamine/methamphetamine testing.
[5] To be reported positive for methamphetamine, a specimen must also contain amphetamine at a concentration equal to or greater than 100 ng/mL.
[6] Methylenedioxymethamphetamine (MDMA).
[7] Methylenedioxyamphetamine (MDA).
[8] Methylenedioxyethylamphetamine (MDEA).