

Memorandum of Agreement  
between the  
**City of Albany**  
and the  
**Albany Police Association**

***Modifying Article 35 - Military Leave***

This Memorandum of Agreement is entered into by and between the City of Albany (“City”) and the Albany Police Association (“Association”), collectively referred to as “The Parties,” on this 30th day of July, 2024.

Whereas, Oregon HB 2865 amended Oregon Revised Statute (ORS) 408.290, *Benefits for public employees on temporary active duty in Armed Forces*, extending statutory paid military leave from 15 calendar days to 21 calendar days effective January 1, 2024; and

Whereas, the parties wish to modify the current CBA language, removing any specific reference to the number of paid military leave days, and to instead refer to the ORS for ease of contract administration.

Now, therefore, the parties agree to modify Article 35 of the CBA as follows:

- A. An employee who is a member of the National Guard or a reserve component of the Armed Forces of the United States is entitled to a leave of absence ~~for a period not to exceed fifteen (15) calendar days in any calendar year~~ **as defined by ORS 408.290**. Such leave shall be granted without loss of pay or other leave and without impairment of other rights or benefits to which they are entitled, providing the employee receives bona fide orders to active duty or training duty for a temporary period and providing they return to their position immediately upon expiration of the period for which they were ordered to duty. Leave without pay shall be allowed in accordance with applicable **state and federal** laws for employees entering military service for extended or indefinite periods of active duty.

This agreement does not require ratification by either party, is effective retroactively to January 1, 2024, and will be integrated in the parties’ successor CBA.

For the City of Albany:

*Marcia Harnden* 07/30/2024  
Marcia Harnden (Jul 30, 2024 12:55 PDT)  
\_\_\_\_\_  
Marcia Harnden Date  
Police Chief

*Holly Roten* 07/30/2024  
\_\_\_\_\_  
Holly Roten Date  
Human Resources Director

For the Albany Police Association:

*Kyle Libra* 07/30/2024  
Kyle Libra (Jul 30, 2024 13:37 PDT)  
\_\_\_\_\_  
Kyle Libra Date  
Association President