



**Memorandum of Understanding between Deschutes County and  
the International Union of Operating Engineers, Local 701  
Recognition of COLA Methodology Change**

Deschutes County, hereinafter referred to as "the County" and the International Union of Operating Engineers, Local 701, hereinafter referred to as "IUOE" agree to the following modification of Article 14 of the Collective Bargaining Agreement between the County and IUOE, dated July 18, 2018, effective immediately upon execution of this Memorandum of Understanding (MOU):

Article 14 will be amended as follows (amendments in bold italics):

For the contract period of July 1, 2025 through June 30, 2026 the salary schedule, Exhibit "B", as amended in the paragraph above, shall be amended to reflect a COLA equal to the "average 12 month CPI percentage" from the twelve months of the CPI-U, West Region, Size Class B/C cities using each month's CPI 12-month percentage change from **January 2024 to December 2024**. The CPI% used for each month is the "12-month percent change" - meaning the month is compared (for the CPI index) to the same month from the previous year. The COLA shall have a minimum increase of not less than one percent (1.0%) and a maximum increase of not more than four percent (4.0%).

Any dispute concerning this agreement will be resolved under the terms of Article 6, Grievance Procedure of the CBA. Except as specifically modified by this MOU, all terms and conditions of the CBA shall remain in full force and effect. To the extent any of the terms of this MOU conflict with those in the CBA the terms and condition of this MOU shall prevail for so long as it is in effect,

Agreed to on this 26<sup>th</sup> day of June 2025.

SIGNATURES

BY:

Jacob Stallings  
IUOE Local 701

Nick Ulat  
Deschutes County