

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE DESCHUTES COUNTY SHERIFF EMPLOYEES
ASSOCIATION AND DESCHUTES COUNTY AND
THE DESCHUTES COUNTY SHERIFF
Document No. 2019-741**

The Deschutes County Sheriff Employees Association, hereinafter referred to as the Association, and Deschutes County and the Deschutes County Sheriff, hereinafter referred to as the County, agree to the following modification of Article 13, section B and Exhibit A of their collective bargaining agreement.

1. Effective upon signing below, consistent with the intent and desire of both the County and the Association, and specific to the negotiations and bargaining of the collective bargaining agreement (cba), dated July 1, 2019 – June 30, 2022, the County and the Association each agree to waive application of the mandate in Article 13, section B and in Exhibit A that salary range adjustments become effective on the first pay period following approval of the contract and receipt of all required signatures. Instead, and with regard to the cba dated July 1, 2019 – June 30, 2022, the County will process and pay all salary range adjustments with retroactive application to July 1, 2019.

2. The Association agrees that this action (retroactive salary range adjustment) does not create past practice and will not at any time be introduced or argued as such by the Association.

3. Any dispute between the County and the Association as to the application, interpretation, or meaning of any term of this Memorandum of Understanding shall be subject to the Grievance Procedure set forth in Article 34 of the parties' collective bargaining agreement.

Dated: 9/27/19

For the Deschutes County Sheriff: _____


L. Shane Nelson, Sheriff

Dated: 9-25-19

For Deschutes County: _____

Dated: 9-26-2019

For the Association: _____

DC-2019-741