



**Memorandum of Understanding Between Deschutes County and
The American Federation of State, County and Municipal Employees Local 3997
-- Cost of Living Increase for Fiscal Year 22/23 --
Document Number: 2022-386**

Deschutes County, hereinafter referred to as "the County," and the American Federation of State, County, and Municipal Employees, Local 3997, hereinafter referred to as "AFSCME," agree to the following modification of Article 30 of the Collective Bargaining Agreement between the County and AFSCME, dated November 10, 2022 ("CBA"), effective immediately upon execution of this Memorandum of Understanding ("MOU"):

ARTICLE 30 - WAGES, paragraph five will be amended as follows (amendment in bold italics):

For the contract period of July 1, 2022 through June 30, 2023 the wage schedule shall be amended to reflect a COLA equal to the "average 12-month CPI percentage" from the twelve months of the Consumer Price Index for All Urban Consumers (CPI-U), West Region, Size Class B/C cities using each month's CPI 12-month percentage change from February 2021 to January 2022. 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 and a half percent (1.5%) and a maximum increase of not more than **five and a half percent (5.5%)**. Appendix C shows the calculation methodology for an example period.

Any dispute concerning this agreement will be resolved under the terms of Article 7 - 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 conditions of this MOU shall prevail for so long as it is in effect.

Agreed to on this 20th day of April, 2022.

SIGNATURES

AFSCME Local 3997:

BY:


Signature
Name (printed): Brenda Johnson
AFSCME Representative

Deschutes County Board of Commissioners:


Patti Adair, Chair


Anthony DeBone, Vice Chair


Phil Chang, Commissioner