



Deschutes County (the "County") and the American Federation of State, County and Municipal Employees Local 3997 ("AFSCME") completed negotiations for the 2025-2030 Collective Bargaining Agreement. As a result of those negotiations, the parties agreed to terminate the following Memorandum Understandings that were previously agreed to between the parties effective upon execution of this document.

1. Deschutes County Document # 2021-896
2. Deschutes County Document # 2021-897
3. Deschutes County Document # 2022-351
4. Deschutes County Document # 2022-353
5. Deschutes County Document # 2022-385
6. Deschutes County Document # 2022-386
7. Deschutes County Document # 2022-549
8. Deschutes County Document # 2023-211

Agreed to this 1 day of July, 2025.

Nick Lelack  
for Deschutes County

Brenda Johnson  
for Oregon AFSCME Local 3997

7-1-2025  
Date

6.3025  
Date