

**MEMORANDUM OF UNDERSTANDING
BETWEEN DESCHUTES COUNTY
AND
DESCHUTES COUNTY DISTRICT ATTORNEY'S ASSOCIATION**

**Job Share Arrangement
Document # 2016-134**

Deschutes County ("Employer") and the Deschutes County District Attorney's Association, a labor organization ("Association") agree in this Memorandum of Understanding ("MOU") to allow employees within the bargaining unit of the Association ("employees") to request, and, at the discretion of the District Attorney and Human Resources Director, to allow employees to enter into a job share arrangement.

WHEREAS, Employer and Association are parties to a Collective Bargaining Agreement (CBA) entered into for the period July 1, 2015 through June 30, 2020; and,

WHEREAS, Section 1.B. of the current CBA governs which employees are covered by the Agreement; and,

WHEREAS, Section 1.B. of the current CBA does not recognize the Association as representative of employees working part-time under a job share arrangement; and,

WHEREAS, Employer and Association desire to allow employees to participate as part-time employees under a job share arrangement and for such employees to be represented by the Association;

NOW THEREFORE, for the mutual benefit of Employer and Association, the parties agree as follows:

1. Beginning on the date this MOU is executed by both parties and continuing through June 30, 2020, the termination date of the current CBA, Article 1 Section B of the current CBA is replaced by the following paragraph, which includes the newly added underlined text:
 - a. This Agreement shall apply only to regular full-time deputy district attorneys and regular part-time deputy district attorneys who are approved by the District Attorney to enter into a job share arrangement and who are employed in the Deschutes County District Attorney's Office, excluding elected officials, supervisors, volunteers, and temporary employees, hereinafter referred to as "Members."

2. Beginning on the date this MOU is executed by both parties and continuing through June 30, 2020, new subsection 15 is hereby added to Article 5B of the current CBA as follows:
 - a. At the request of two Members, the District Attorney, at his/her sole discretion, may approve a job share arrangement in which the participating members split one regular, full-time deputy district attorney position evenly (each member would be assigned a regular part-time status as a half-time [0.50 FTE] deputy district attorney), the District Attorney reserves the right to determine all terms and conditions of employment for Members who participate in a job share arrangement, including but

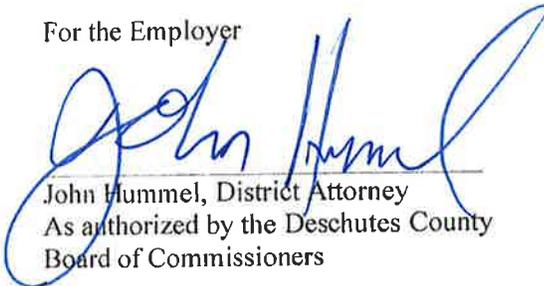
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not limited to the regular work hours, work assignments, and work location. All such arrangements shall be approved by the District Attorney and County Human Resources Director in writing.

3. Any dispute concerning this MOU shall be resolved under the terms of Article 12, Grievance Procedure, of the parties' CBA.
4. Except as specifically modified by this MOU, all terms and conditions of the CBA, all County Personnel Rules and policies, and all Department policies shall remain in full force and effect as to Members who participate in a job share arrangement as provided herein.

Date: February 18, 2016

For the Employer



John Hummel, District Attorney
As authorized by the Deschutes County
Board of Commissioners

For the Association



Andrew Moore, Association President