



**MEMORANDUM OF UNDERSTANDING
BETWEEN THE FEDERATION OF OREGON
PAROLE & PROBATION OFFICERS AND
DESCHUTES COUNTY**

**Addition of Core Correctional Practices Instructor Duties and Associated
Compensation to Article 8 of the Collective Bargaining Agreement**

Deschutes County (“County”) and the Federation of Oregon Parole & Probation Officers, a labor organization (“FOPPO”), each agree in this Memorandum of Understanding (“MOU”) that, effective immediately upon the execution of this MOU, a new opportunity for employees to provide instruction to their co-workers in Core Correctional Practices (“CCP”) shall be made available to employees of the County who are represented by FOPPO and who work in Deschutes County Parole and Probation, and additional pay associated with an assignment to provide such instruction will also be provided, as agreed to between the parties herein.

WHEREAS, the County and FOPPO are parties to a Collective Bargaining Agreement entered into for the period of July 1, 2018 through June 30, 2023 (“CBA”);

WHEREAS, Article 8, Section 6 of the CBA – Instructor Pay, governs the compensation paid to FOPPO-represented employees for assignment of the types of instructor duties identified therein;

WHEREAS, Article 8, Section 6 of the CBA does not currently provide for compensation for FOPPO-represented employees who are assigned to CCP instruction training; and

WHEREAS, the County and FOPPO have determined that in order to best meet the requirements of the budget and operational needs of the County, and in furtherance of the best interests of FOPPO-represented employees, the parties desire to have CCP instruction provided to FOPPO-represented employees and to encourage and incentivize FOPPO-represented employees to provide such training to their co-workers;

NOW THEREFORE, for the mutual benefit of the County and FOPPO-represented employees, the parties agree as follows:

1. Effective immediately upon execution of this MOU by both parties, Article 8, Section 6 of the CBA shall be modified to include the addition of instructor pay for CCP instruction for eligible FOPPO-represented employees as follows:

Section 6 – Instructor Pay

Employees assigned as a Defensive Tactics, Firearms, or Core Correctional Practices instructor shall be compensated \$100.00 per month. It is understood these assignments are discretionary appointments by the Department Head. Instructors are required to maintain core competencies associated with their assigned instructor duties.

2. All other policies, established practices, and contractual agreements concerning the assignment of instructor duties and associated compensation for such duties to FOPPO-represented employees not in conflict with the terms and conditions of this MOU, including those agreed upon by the parties in the current CBA, shall remain in full force and effect.
3. Any dispute concerning this MOU will be resolved under the terms of Article 7 – Grievance Procedure, of the CBA.


Dated: March 11, 2022.

For Deschutes County



Nick Lelack, County Administrator

For the Federation of Oregon Parole & Probation
Officers



Lance Baker, Federation President