



**Memorandum of Understanding Between Deschutes County and  
The Federation of Oregon Parole & Probation Officers  
-- Cost of Living Increase for Fiscal Year 22/23 --  
Document Number: 2022-389**

Deschutes County, hereinafter referred to as "the County," and the Federation of Oregon Parole & Probation Officers, hereinafter referred to as "Federation," agree to the following modification of Article 33 of the Collective Bargaining Agreement between the County and the Federation, dated October 17, 2018 ("CBA"), effective immediately upon execution of this Memorandum of Understanding ("MOU"):

ARTICLE 33 - WAGES, Section 2 will be amended as follows (amendment in bold italics):

Section 2 - Cost of Living Allowances

For fiscal years 19/20, 20/21, 21/22, and 22/23 there shall be a cost-of-living increase equal to the U.S. All Cities CPI-U, January to January as follows:

- July 1, 2019 minimum increase of 1.5%, maximum increase of 3.5%
- July 1, 2020 minimum increase of 1.5%, maximum increase of 3.5%.
- July 1, 2021 minimum increase of 1.5%, maximum increase of 3.5%
- July 1, 2022 minimum increase of 1.5%, maximum increase of **5.5%**

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

Federation:

BY:

Lance Baker

Signature

Name (printed): LANCE BAKER

Federation Representative

Deschutes County Board of Commissioners:

Patti Adair

Patti Adair, Chair

Anthony DeBone

Anthony DeBone, Vice Chair

Phil Chang

Phil Chang, Commissioner