

**MEMORANDUM OF AGREEMENT**

This Memorandum of Agreement is entered into between Douglas County (hereafter "County") and Teamsters Local 223 (hereafter "Union"), in connection with 2006 negotiations for a successor labor agreement between the parties, and it is hereby agreed as follows:

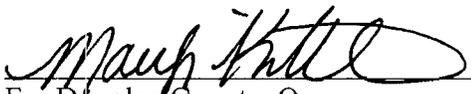
1. In the event agreement is not reached in negotiations for any successor agreement, or in any contract re-opener under the terms of this current agreement, the resolution procedure under the Public Employment Collective Bargaining Act (PECBA) for strike-permitted employees shall apply to the entire bargaining unit represented under the labor agreement between the County and the Union, including the Weighmaster position supervised by the Sheriff's Office, which the County and Union agree is not a police officer position.

2. The Union hereafter waives any argument that the Weighmaster position entitles the entire Union bargaining unit to the binding arbitration process provided under the PECBA. The Union agrees that, immediately upon ratification of the pending successor agreement between the parties, the Union will advise the Employment Relations Board in writing that the Weighmaster position is not strike-prohibited and, as a result, nor is the Union bargaining unit.

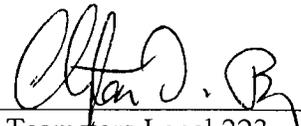
3. The County will clarify the job duties of the Weighmaster position in keeping with its limited statutory duties, including a statement of limited authority for the Weighmaster position, and can make any other revisions in working conditions necessary to effectuate this clarification (including but not limited to changes regarding uniform, firearms, and vehicles). The parties agree that the County will not make Police and Fire PERS contributions for employees in the Weighmaster position, as a result of their limited duties and the parties' agreement herein.

4. The Union agrees it will not oppose any such actions taken by the County outlined above, either through a contract grievance, unfair labor practice charge or other proceeding before the Employment Relations Board, or any other governmental agency or court of law.

IT IS HEREBY AGREED:

  
For Douglas County, Oregon

12/27/06  
Date

  
For Teamsters Local 223

1/18/07  
Date

DOUGLAS COUNTY OREGON  
FILED

FEB 01 2007

BARBARA E. NIELSEN, COUNTY CLERK

RECEIVED

FEB 01 2007

DOUGLAS COUNTY  
HUMAN RESOURCES DEPT.