

DOUGLAS COUNTY OREGON  
FILED

**MEMORANDUM OF AGREEMENT**  
**BETWEEN**  
**DOUGLAS COUNTY, OREGON**  
**AND**  
**TEAMSTERS LOCAL UNION No. 223**

AUG 19 2009

BARBARA E. NIELSEN, COUNTY CLERK

Douglas County, Oregon ("County") and Teamsters Local Union No. 223 ("Union") are parties to a collective bargaining agreement that expired June 30<sup>th</sup>, 2009.

The Union has proposed, and the County has agreed, to a one (1) year extension of the existing collective bargaining agreement. All provisions of the collective bargaining agreement, except as specifically noted below, shall remain in full force and effect during the extension period.

The following are specific notations as to wages and benefits:

The Union agrees that there will be no cost of living adjustment to wages on July 1, 2009 for the duration of the extension period;

The Union agrees that the County's contribution for health insurance premiums shall remain the same as during fiscal year 2008-2009;

The County agrees that, subject to the terms of the existing collective bargaining agreement, employees shall be eligible for merit based wage increases.

Article 18.2 of the existing collective bargaining agreement is modified to read: "If either party wishes to renew or modify the Agreement as of July 1, 2010, notification of such renewal or modification must be submitted in writing to the other party by April 1, 2010."

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DOUGLAS COUNTY  
HUMAN RESOURCES DEPT.

This constitutes the full and complete agreement between the parties related to this one (1) year extension of the existing collective bargaining agreement.

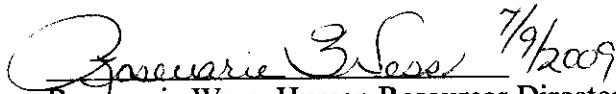
This extension agreement shall expire on June 30<sup>th</sup>, 2010.

Signed and executed by the parties this 15<sup>th</sup> day of July, 2009.

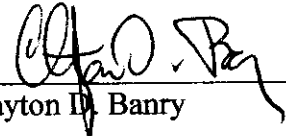
For the County:

  
Robb Paul, Public Works Director

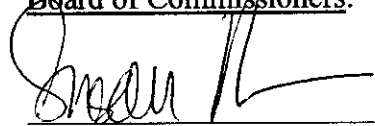
  
Mike Blanck, Fleet Services Director

 7/9/2009  
Rosemarie Wess, Human Resources Director


For the Union:

  
Clayton D. Barry

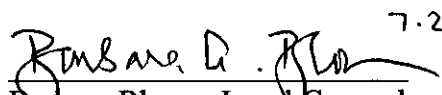
Board of Commissioners:

  
Susan Morgan, Chair

  
Doug Robertson, Commissioner

  
Joe Laurance, Commissioner

Approved as to Form:

 7.23.09  
Barbara Bloom, Legal Counsel