

## COUNTY'S COUNTER PROPOSAL – 4/15/2025

### MEMORANDUM OF UNDERSTANDING

By and Between

COOS COUNTY

AND

THE COOS ASSOCIATION OF DEPUTY SHERIFFS

(affiliated with the International Brotherhood of Teamsters Local Union 223)

Whereas, this agreement serves as a Memorandum of Understanding (MOU) by and between the Coos Association of Deputy Sheriffs (affiliated with the International Brotherhood of Teamsters Local Union 223), hereinafter referred to as "Association", the Board of Commissioners for Coos County (Coos County being a political subdivision of the State of Oregon), hereinafter referred to as "County", and the Coos County Sheriff, hereinafter referred to as "Sheriff".

Whereas, the parties have a collective bargaining agreement that expires on June 30, 2025 (by way of MOU extension), the parties seek to modify that agreement including a one-year extension and the modifications of the agreement as noted below.

Therefore, the parties agree as follows:

The parties agree to an extension of the current Collective Bargaining Agreement (CBA) dated July 1, 2022, through June 30, 2024, along with the current one year extension (through June 30, 2025) with the agreed-upon modifications; the remainder of the CBA (including all other agreed-upon modifications such as other MOUs or Amendments) remain in full effect as written except as modified herein. The parties agree to the following modifications (**bold and underlined** is new language, ~~strikeout~~ is deleted language):

#### Article 7 – Hours of Work

Section 7.9 Shift Rotations/Seniority Selection. The Sheriff's Office shall rotate shifts of employees covered by this labor agreement. The Division Commander or designee shall post a sign-up list no later than ~~October~~ **November** 1 allowing each employee in that division to sign up by seniority for his/her preferred shifts for the upcoming calendar year. Employees will have until ~~October 31~~ **November 30** to make their selections before the schedule is drafted by the Division Commander or designee; however, schedules may be finalized prior to this date if the seniority bid process has been completed. A finalized shift selection shall be posted no later than ~~November~~ **December** 15. This practice shall apply only to Divisions where, upon ratification of this agreement, the rotation practice is in effect. Each employee who is serving in a contract position (a position funded through outside contracts) may work a different schedule than other employees in the same division, as determined by the needs of the Sheriff's Office.

The parties recognize that the Sheriff must consider a number of factors in determining work schedules and in assigning work within each classification. These include and are not limited to: training received; school and education schedules; knowledge, skill and abilities; preferences of employees; personal hardship and unique needs of individuals; seniority; the need to maintain familiarity with each shift; maintain appropriate staffing levels; the range of experience on a particular shift or team or unit; anticipated vacations; special duty requirements; and maintaining depth in supervision.

The Sheriff shall consider the preferences, desires and needs of the employees in balancing the needs of the department when determining work schedules and

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respect them to the extent that they are consistent with and do not conflict with the factors set forth above in this Article.

### Article 9 – Salaries

Section 9.1 Wages. Wages for employees in the bargaining unit shall be in accordance with the salary schedule titled “SCHEDULE OF CLASSIFICATIONS AND WAGES – COOS ASSOCIATION OF DEPUTY SHERIFF’S”, and attached hereto and by this reference incorporated herein.

Effective July 1, 2025 wages in all classifications shall increase by 1% This shall be considered a cost of living increase.

### ARTICLE 25 - HEALTH, LIFE AND LIABILITY INSURANCE

Section 25.1 Medical, Dental and Vision Insurance. The County will contribute towards the cost of the following medical, dental and vision Insurance coverage, from the Oregon Teamster Employer’s Trust (OTET):

1. Medical -Teamsters (OTET) G/W Plan
2. Dental - Teamsters (OTET) D-6 Plan
3. Vision - Teamsters (OTET) V-4 Plan

~~For the remainder of 2022 and for 2023, the County’s contribution toward medical, dental and vision insurance will not exceed \$1600.00 per month per eligible employee.~~

Effective January 1, 2024 (December qualifying hours), the County’s contribution towards medical, dental and vision insurance will not exceed \$1625.00 per month per eligible employee.

**Effective July 1, 2025 (June qualifying hours), the County’s contribution towards medical, dental and vision insurance will not exceed \$1675.00 per month per eligible employee.**

**Effective January 1, 2026 (December qualifying hours) the County's contribution towards medical, dental and vision insurance will not exceed \$1700.00 per month per eligible employee.**

All bargaining unit employees that meet the eligibility requirements for participation in the OTET plans are required to participate; opting out of the insurance coverage is not allowed by OTET.

The individual employee shall be responsible for paying any additional costs over the above stated County contributions and the County is hereby authorized to advance such sum(s) for the express purpose of premium payment and then to make automatic payroll deductions from the earnings of any and all covered employees for reimbursement to the County of any such advances.

Employee contributions shall be taken out of pay the month preceding the increase in premium. As a result, if premiums increase effective January 1, of any year, any employee contribution would be withheld from pay in the preceding December paycheck.

In the event individual health insurance costs exceed the County's contribution, the County and the Union may by mutual agreement re-open this agreement for the limited scope and purpose of negotiating this Article (Article 25).

In the event individual health insurance costs drop below \$1,500.00 per month the difference between actual premium and \$1,500.00 shall be contributed each month to the employee HRA/VEBA account.

Section 25.1a. Eligibility. All regular full-time and regular part-time employees who are compensated for eighty (80) or more hours per month, excluding temporary employees, shall be eligible for health insurance on the first day of the month following the first month in which the employee was on paid status for eighty (80) hours or more. For the purpose of this section, "paid status" includes hours worked (excluding overtime) and hours the employee was away from work on approved paid leave.

#### ARTICLE 21 - SICK LEAVE - MEDICAL LEAVE OF ABSENCE

Section 21.1 Accrual. Employees shall accumulate sick leave at a rate of eight (8) hours ~~(10) hours~~ per month. Regular part-time employees shall accrue sick leave each month proportionate (based on hours worked each month) to that which would be accrued under full-time employment. Employees are eligible to use accrued sick leave after completion of ninety (90) days of continuous service. At the sole discretion of the Sheriff or his designee, an employee who has not completed ninety (90) days of continuous service may be eligible to use accrued sick leave upon presenting documentation from a physician that a medical emergency

Involving the employee or a member of the employee's immediate family exists. An employee may accrue an unlimited amount of sick leave.

ARTICLE 36 - TERM

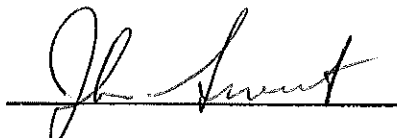
Section 36.1 Term. This agreement shall be effective on July 1, ~~2025, 2022~~, or upon execution, whichever is later, and shall remain in full force and effect through June 30, ~~2026, 2024~~, and ~~shall be automatically renewed from year to year thereafter, unless either party shall notify the~~ other in writing not earlier than January 1st and not later than March 1st of the year of expiration, that it wishes to modify the agreement for any reason. This agreement shall remain in full force and effect during the period of negotiations. In the event that the contract ratification and implementation occur after the expiration of the CBA, the parties agree that all compensation and contribution increases shall be retroactive to the expiration date of the previous agreement.

The parties also recognize that the communication employees (Communications Specialist and Communications Supervisors) have been transferred to another employer and there are currently no communications employees at the Coos County Sheriff's Office.

Disputes arising from this agreement will be resolved through the grievance process of the collective bargaining agreement.

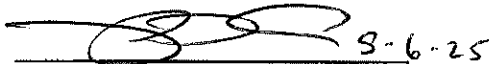
This agreement is effective upon execution below by the County and the Association having said authority as the exclusive representative. This agreement requires ratification by the respective parties.

Effective upon signature and execution below:



John Sweet, Commissioner, Date

5/20/25

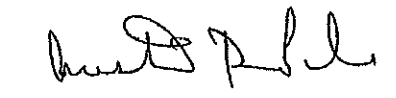


Jon Boswell, Date

President, Coos Association of Deputy Sheriffs



Gabe Fabrizio, Sheriff, Date



Austin DePaolo, Date

Secretary-Treasurer, Teamsters Local Union 223

Coos County Filing Cover Sheet

05/21/2025 8:41:28 AM

TO: Coos County Clerk's Office



2025-0332

FROM: Human Resources

The original document will be filed, scanned, indexed and returned to your office.

Please file the attached document in the selected category indicated in the box below using the following information:

Commissioner Journal Filings				
	Affidavit of Publication	R=3Y	Orders and/or Resolutions	R=P
	Board of Commissioners	R=P	Payroll Resolutions	R=P
	BoPTA	R=6Y	Registry of Offices	R=6YAE
X	Contracts & Agreements	R=P	Special District Budget	R=P
	County Budget	R=P	Special District <small>Formations, Annexations, Dissolutions, Election Results</small>	R=P
	County Code	R=P	Vacation Proceedings	R=P
	Minutes - BOC	R=P	R=Retention P=Permanent Y=Year AE=After Expiration	

INDEXING INFORMATION

Affected Parties Names:

Coos Association of Deputy Sheriff's (CADS) and Coos County Board of Commissioners

Subject of Document : Brief description, minutes, contracts, orders, etc.  
MOU with CADS re: One Year Contract Extension to June 30, 2026

Resolution or Order #: Example: 18-2-156-X

Document Remarks:

Memorandum of Understanding between County and Coos Association of Deputy Sheriff's re: CBA Extension

Date of Meeting or of Document: "Date Only"

May 20, 2025

Clerk use -	Filed:	Scanned:	Indexed:	Verified:
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