

**AGREEMENT BETWEEN**

**COOS COUNTY**

**and the**

**COOS COUNTY PROSECUTING ATTORNEYS ASSOCIATION**

**July 1, 2024, through June 30, 2027**

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## **ARTICLE 1 PREAMBLE**

This Agreement is entered into by Coos County, a political subdivision of the State of Oregon, and the Coos County District Attorney, hereinafter jointly referred to as the County, and The Coos County Prosecuting Attorneys Association, hereinafter referred to as the Association from July 1, 2024 through June 30, 2027.

The purpose of this Agreement is to set forth those matters pertaining to compensation and working conditions subject to limitations of ORS 8.610 to 8.850 as is consistent with the County's objective of providing services to the public of Coos County.

## **ARTICLE 2 RECOGNITION**

The County recognizes the Association as the sole and exclusive bargaining representative for the purpose of establishing compensation and working conditions subject to limitations of ORS 8.610 to 8.850 for the regular full time and regular part time classifications of Deputy District Attorney I and Deputy District Attorney II of Coos County, excluding all other classifications.

## **ARTICLE 3 ASSOCIATION SECURITY AND CHECKOFF**

Section 3.1 Fair Share. The County recognizes the Association as the sole and exclusive bargaining representative for the purpose of establishing compensation and working conditions subject to limitations of ORS 8.610 to 8.850 for the regular full time and regular part time classifications of Deputy District Attorney I and Deputy District Attorney II of Coos County, excluding all other classifications.

Employees terminating with less than ten (10) working days in any calendar month shall not be subject to dues deduction.

Section 3.2 Checkoff. Each employee who, thirty (30) days after date of hire or any date thereafter is a regular employee of the County and a member of the bargaining unit which the Association serves as a certified agent but who is not a member and chooses to remain not a member of the Association, and inasmuch as it is required that the Association represents every employee within the bargaining unit, making each employee thus a recipient of the Association's services, it is mutually agreed and recognized by the parties that each employee shall proportionately and fairly share in the cost of the collective bargaining process. Therefore, the cost per employee is fixed proportionately at the amount of dues uniformly required by each member of the Association, which amount shall be deducted monthly from each Association member and each non-Association member's compensation and remitted monthly in the aggregate to the Treasurer of the Association.

Section 3.3 Adjustments and Indemnification. Such uniform amounts as the Association Treasurer certifies to the County as the monthly dues approved by the members of the Association shall remain as the reasonable amount to be deducted hereunder. The County shall not be held liable for checkoff errors, but shall make proper adjustments to the Association for errors as soon as is practicable after the error is brought to the County's attention.

#### **ARTICLE 4 RIGHTS OF PARTIES**

Section 1. Obligation of the Parties. Both parties agree not to act in an arbitrary or capricious manner in the application and interpretation of the terms of this Agreement.

Section 2. Management Rights. The County and the District Attorney shall retain the exclusive right to exercise the customary functions of management.

Section 3. Employee Rights. Employees shall have the right to form, join and participate in the activities of employee organizations of their own choosing, for the purpose of representation on matters of employee relations. Employees shall also have the right to refuse to join to participate in the activities of any employee organization. No employee shall be interfered with, intimidated, restrained, coerced, or discriminated against by the County or by any employee organization because of his/her exercise of these rights.

The provisions of this Agreement shall be applied equally to all employees in the bargaining unit without discrimination as to age, marital status, race, color, sex, sexual orientation, religion, national origin, disability, or any other status protected by County policy or law. The Association shall share responsibility equally with the County for applying the provisions of this Agreement. The parties agree that the labor agreement will not serve to restrict the County's obligation to comply with federal and state law concerning its duty to reasonably accommodate individuals with disabilities.

All references to employees or officers in this Agreement designate both sexes, and wherever the male gender is used, it shall be construed to include male and female employees.

#### **ARTICLE 5 DEFINITIONS**

"Employee" means any attorney employed by the County who fills a position in one of the classifications listed in the article of recognition.

“Family member” is defined as husband, wife, same-sex domestic partner, son, daughter, mother, father, brother, sister, brother-in-law, sister-in-law, daughter-in-law, son-in-law, father-in-law, mother-in-law, grandparent, grandchild, uncle, aunt, nephew, niece, stepparent or stepchild of an employee, unless otherwise provided by law. Legally adoptive or foster parents or children of the employee are included in the definitions of “father,” “mother,” “son,” and “daughter.”

“Probationary employee” is defined as an employee who, when initially hired, served a probationary period consisting of six (6) months following the date of hire by the County.

“Probationary period” is defined as the period of time lasting six (6) months from the date of hire of an employee by the County.

“Promotional employee” is defined as a regular full-time or part-time employee who, following a promotion, receives an increase in compensation. Promotional employees shall not be eligible for a merit step increase until one year from the date of promotion, and thereafter upon completion of each successive twelve (12) months of continuous service until the employee reaches Step 12. Merit increases are not automatic, and are contingent upon satisfactory job performance as determined by the District Attorney in his sole discretion.

“Reclassified employee” is defined as a regular full-time or part-time employee who is reclassified from one position to another position without an increase in compensation. Reclassified employees are not subject to promotional probationary status and their anniversary date for merit step increases shall not be affected by reclassification.

## ARTICLE 6 HOLIDAYS

Section 1. Holidays. The following days shall be recognized and observed as paid holidays:

- |                               |                               |
|-------------------------------|-------------------------------|
| A) NEW YEAR'S DAY             | F) LABOR DAY                  |
| B) MARTIN LUTHER KING JR. DAY | G) VETERANS' DAY              |
| C) PRESIDENTS' DAY            | H) THANKSGIVING DAY           |
| D) MEMORIAL DAY               | I) DAY AFTER THANKSGIVING DAY |
| E) INDEPENDENCE DAY           | J) CHRISTMAS DAY              |
|                               | K) TWO FLOATING HOLIDAYS      |

The two floating holidays must be taken each fiscal year and will not be cumulative. Employees shall be eligible for the floating holidays following completion of the probationary period. Regular full-time employees will be paid for eight (8) hours of holiday pay for each of the holidays listed in Section 1 at their regular rate of pay. In order to be eligible for holiday pay, an employee must have worked or been on paid leave no less than eighty (80) hours in the calendar month of the holiday. Employees with fifteen (15) years of service with the County shall be eligible for one (1) additional floating holiday which must be taken each fiscal year and will not be cumulative. The department and the employee shall schedule a mutually convenient time for observation of the floating holidays.

Paid holidays the Governor declares for the purpose of State or National celebration or mourning.

Section 2. Holiday During Leave. Should an employee be on authorized sick leave or vacation when a holiday occurs, the holiday shall not be charged against such leave or vacation.

## **ARTICLE 7 LEAVES OF ABSENCE**

Section 1.0 Sick Leave. Accrual and use of sick time shall be as follows:

Section 1.1. Accrual. Employees shall accrue sick leave at the regular rates of pay, and at the rate of eight (8) hours per month for each month in which he or she works and/or is on paid leave for 80 hours or more. Sick leave shall be prorated for regular part time employees, or as otherwise required by law. Employees shall accrue sick leave when on paid leave, provided that the employee returns to work at the end of such leave. Sick leave shall not be accrued during an unpaid leave of absence.

Charges against accrued sick leave shall be made in one-quarter hour (15 minute) increments.

Section 1.2. Maximum Accrual and Payment. An employee may accumulate an unlimited amount of sick leave. Upon termination of the employee for any reason, (excluding punitive dismissal), or death and the employee has completed one (1) continuous year of service with the County, twenty-five (25) percent of up to nine hundred-sixty hours (960) of accumulated unused sick leave shall be paid to the employee at the employee's current salary rate. Any remaining accumulated sick leave balance shall be reported to PERS if applicable.

Section 1.3. Scope. Sick leave may be used when an employee is ill or injured, for medical or dental checkups, or when an employee's family member is ill or injured, or for any other reason permitted under ORS 653.601 et seq. (i.e. "Oregon's



Sick Time Law”). Sick leave may be authorized when other relatives, not covered under the foregoing, are seriously ill or injured if, on a case by case basis and in the sole discretion of the County, the County finds that authorization of such leave is appropriate and consistent with the needs of the District Attorney’s office.

Section 1.4. Utilization. Regular employees are eligible for use of accrued sick leave upon completion of one (1) month of employment. An employee requiring use of his sick leave shall give notice to his supervisor or department head at the first available time, including in such notice a summary description of the difficulty (i.e., such as flu or a cold, etc.) and a prediction of the amount of leave it is anticipated is necessary for recuperation or otherwise. An employee may be required to furnish satisfactory evidence of illness, consistent with state and federal law.

Section 1.5. Transfer of Sick Leave. Employees who have exhausted their sick and vacation leave benefits may request sick leave from other County employees if they require extended time off for illness or injury. Employees who have not completed one continuous year of service are not eligible for transfer of sick leave.

Contributions of sick leave shall be limited as follows: Only employees who have accumulated more than two hundred forty (240) hours of sick leave may make contributions, and no employee may contribute more than forty (40) hours per year to any other employee(s). No employee can receive more than two hundred forty (240) hours of contributed sick leave in any one calendar year.

Section 2.0 Vacation. Accrual and use of vacation time shall as follows:

Section 2.1 Accrual. In order to be eligible for vacation accrual, an employee must have worked or been on paid leave no less than eighty (80) hours in the month. Vacation shall be prorated for part-time employees.

Employees shall accrue vacation leave at the rates provided in the following schedule of continuous service:

- (a) Less than five (5) continuous full years of service, eight (8) hours paid vacation leave for each month of service cumulative to a maximum of one hundred ninety-two (192) hours. Probationary employees shall not accrue vacation leave, but after completion of probation, an employee's vacation leave bank will be credited with forty-eight (48) hours vacation.
- (b) Five (5) continuous years, but less than ten (10) continuous years of service, ten (10) hours for each month of service cumulative to maximum of two-hundred forty (240) hours.
- (c) Ten (10) continuous years, but less than fifteen (15) continuous years of service, twelve (12) hours for each month of service cumulative to a maximum of two-hundred eighty-eight (288) hours.
- (d) Fifteen (15) or more continuous years of service, but less than twenty (20) continuous years of service, fourteen (14) hours for each month of service, cumulative to a maximum of three hundred thirty-six (336) hours.

(e) Twenty (20) continuous years or more, sixteen (16) hours paid vacation leave for each month of service, cumulative to a maximum of three hundred eighty-four (384) hours.

Employees shall not accumulate vacation days in excess of the amounts indicated in paragraphs a, b, c, d and e. Whenever it appears that an employee will lose vacation credit because of accrual limitations, the employee and department head shall arrange for a mutually convenient time for vacation time to be taken prior to the time that such vacation time would be lost.

Vacation time exceeding the maximum amount to be accrued shall be allowed only upon approval by the Department Head and when operational requirements within the department prevent the employee from taking vacation to keep his/her balance below the maximum. Vacation time that is allowed to be accumulated in excess of the cap shall be taken at a mutually agreeable time within the month following the time it is earned.

Section 2.2. Vacation Accrual During Leave and After Layoff. All authorized leave taken as a part of the employee's continuous service shall be counted for the purpose of determining the employee's accrual rate. The employee shall accrue vacation leave when on paid leave, provided that the employee returns to work at the end of such leave. Prior service of employees returning from lay off status shall be counted for the purpose of determining the employee's accrual rate, but the time during layoff shall not be counted.

Section 2.3. Termination or Death. In the event of the termination of an employee for any reason, including death, all accumulated vacation shall be paid to the

employee at the employee's current salary rate. An employee who is terminated for any reason, including his death, prior to the completion of one year of continuous service, shall not be eligible for vacation pay.

Section 2.4. Vacation Buy-Back. April 1 of each year an employee may choose to forfeit up to 40 hours of vacation in lieu of cash payment for the forfeited vacation hours. Payment for the forfeited vacation hours shall be computed as follows: For each (2) hours forfeited the employee shall receive one (1) hour pay at their regular hourly rate of pay. An Employee's hourly rate of pay shall be calculated by dividing their monthly salary by 173.33.

Section 3. Bereavement Leave. Bereavement leave shall be granted as required by Oregon Revised Statutes. In addition, in the event of a death of an employee's family member, an employee shall be entitled to three (3) paid working days of compassionate leave to be used concurrently with leave required under Oregon Revised Statutes. Such paid leave shall extend to five (5) working days if the death occurs outside the State of Oregon and the employee does in fact travel outside the State of Oregon. It shall be the responsibility of the employee to notify supervisors or department heads of the pending leave and its approximate duration. Other paid leave may be used to supplement the paid leave authorized by this Section upon approval of the supervisor or department head.

Section 4. Family and Medical Leave. Family and medical leave of absence shall be as required by relevant state and federal statutes and County Personnel Policies and Procedures. Leave in excess of that allowed by statute may be granted by the County on a case-by-case basis.

Section 5. Association Activities.

Section 5.1. Association Meetings. Starting on July 1 of each year, the County shall provide up to a total of ten (10) hours per year, per employee during work hours for the Association to meet related to Association business. Employees shall not be allowed to “bank” hours; if an employee fails to use all ten (10) hours in a given year, any unused hours shall go away on June 30 of each year, and the employee shall accrue a new ten (10) hours on July 1. Time spent meeting outside of scheduled hours shall not be counted against the ten (10) hours allotted to Association members. The Association members shall be compensated when meeting during work hours, but shall not receive compensation for time spent meeting outside their scheduled shift. The Association shall establish the date, time, and place for such meetings by mutual agreement between the Association and the District Attorney.

Section 5.2. Contract Negotiations. Two negotiating representatives of the Association shall be allowed time away during their duty hours to attend negotiations on duty without loss of pay subject to the bargaining team’s primary responsibility to respond to necessary service requirements during bargaining. Association members shall not receive compensation for time spent negotiating outside their scheduled shift. The date, time, and place for negotiating sessions shall be established by mutual agreement with the intent to reasonably avoid or minimize paid time for the Association’s negotiating team.

Section 6. Jury Duty; Miscellaneous Duties. An employee shall be granted a leave of absence with pay for:

(a) Service on one (1) jury term in any consecutive twenty-four (24) calendar month period, provided that the salary paid to the employee for the period of absence shall be reduced by the amount of money received as statutory juror's fees, not including amounts received as expenses which are authorized by statute. For any period during the term of the jury when the Employee has been excused by the court from service as a juror, the Employee will report immediately to his or her immediate supervisor and shall be considered available for working during that period.

(b) Attendance in court in connection with an employee's officially assigned duties, including the time going to the court and returning to his headquarters; provided that the salary paid to him shall be reduced by an amount equal to any compensation he may receive as statutory or expert witness fees not including amounts received as expenses which are authorized by statute.

(c) Other authorized duties in connection with County business.

Section 7. District Attorney Authorized to Adjust Work Hours. In recognition of the particular nature of the work of the Department of the District Attorney, the District Attorney or the District Attorney's authorized designee may adjust or modify the established work schedule of Association employees to meet the particular operating requirements of the Department of the District Attorney. In setting the work schedule, the District Attorney may consider the particular needs of individual employees.

## **ARTICLE 8 BAR DUES AND CONTINUING LEGAL EDUCATION**

The parties agree that the regular annual Oregon State Bar dues of all members of the Association shall be paid by the County. The parties also agree that

the County will pay all necessary expenses for each member of the Association to obtain Continuing Legal Education (CLE) credits sufficient to meet Oregon State Bar requirements. Notwithstanding the foregoing, if the County or District Attorney offer to pay all necessary expenses for a particular CLE class for a particular member of the Association and such member declines to attend said CLE, the County and District Attorney will consider if training funds are available in the District Attorney's budget to send that member to a different Oregon criminal prosecution CLE in the same calendar year. If funds are not available, or another Oregon criminal prosecution CLE is not available before the end of the calendar year, that member is responsible at the members' expense to obtain any CLE hours during that same calendar year. Declining to attend a particular CLE class for a particular member in one calendar year shall in no way disqualify the member from attending future trainings at the County and District Attorney's expense in subsequent calendar years; provided however, the District Attorney shall have the absolute discretion to consider an Association member's position in their then-current reporting period and remaining required CLE hours when offering such future trainings. The County's payment made pursuant to this Section is made in recognition that:

- 1) Bar membership is a condition of employment for all employees in the bargaining unit.
- 2) Employees are prohibited by statute from practicing law except as Deputy District Attorneys.

- 3) The Oregon State Bar imposes certain minimum CLE credit requirements in order to remain an active member of the Oregon State Bar.
- 4) Continuing education made available to Deputy District Attorneys allows prosecutors to stay current with the law, and acquire new skills and techniques to better investigate and prosecute a wide variety of cases.

### **ARTICLE 9 WORKERS' COMPENSATION**

Section 1. Insured Personnel. All County employees will be insured under the provisions of the Oregon State Workers' Compensation Act for injuries received while at work for the County.

Section 2. Supplemental Payment. The County shall supplement the amount received by the employee from the State Workers' Compensation for on-the-job injuries in an amount to insure the injured employee one hundred (100%) percent of his/her monthly net take home pay up to a period of six (6) months.

Section 3. Continued Coverage. The County shall maintain insurance to cover employees in the bargaining unit for long-term disabilities. Such insurance shall supplement Workers' Compensation or Social Security for a period of five (5) years beginning after the first six (6) months of disability at a rate of sixty (60%) percent of base monthly pay.

Section 4. On-the-Job Injury. Employees off work due to an on-the-job injury and receiving Workers' Compensation time loss benefits shall:



Continue to accrue seniority while off work from the beginning of the leave due to the on-the-job injury; Continue to receive the “normal” County-paid portion of insurance premiums for six (6) months from the beginning of the leave due to the on-the-job injury.

### **ARTICLE 10 SEVERANCE PAY**

Any employee who has completed one (1) full year of service with the County, and who shall be laid off, as a result of causes other than punitive dismissal, retirement, or resignation, shall receive one of the following:

- a) Two (2) weeks' notice and one (1) full week of pay.  
or,
- b) In the event that the employee is not given two (2) weeks' notice, he/she shall receive two (2) full weeks' pay.

Such severance pay shall be in addition to any other accrued pay to which the employee is entitled.

### **ARTICLE 11 WAGES**

#### Section 1. Wages.

- (1) The salary schedule for bargaining unit positions shall be as set forth in Attachments A, B and C to reflect the following:  
Effective July 1, 2024, no increase in wages.
- (2) Effective July 1, 2025, all steps shall receive a 1.5 percent COLA / contract increase.
- (3) Effective July 1, 2026, all steps shall receive a 1.5 percent COLA / contract increase.

Section 2. Merit Increases. Upon completion of the initial probationary period, an employee shall be eligible for a merit raise to the next higher step in the salary range. Thereafter upon completing of each successive twelve (12) months of continuous service, an employee shall be eligible to receive an additional merit step raise to the next higher step in the salary range, until the employee reaches Step 12. Merit increases are not automatic, and are contingent upon satisfactory job performance as determined by the District Attorney in his sole discretion. Merit increases, when granted, shall become effective on the first of the month following the completion of the probationary period or such twelve (12) month periods thereafter.

Section 3. Longevity. Employees who have been employed for five (5) continuous years shall receive a three percent (3%) salary increase on the base at the end of this fifth year. Employees who have been employed for ten (10) continuous years shall receive an additional three percent (3%) (for a total of six percent (6%)) salary increase on their base wage at the end of the tenth year.

Section 4. Mileage Pay. Whenever an employee is required to use his own automobile in the performance of his duty, he shall be paid mileage at the rate paid under County Personnel Policies. Mileage pay will not be provided for any mileage incurred that the employee would have to provide between his home and regular place of work each day. A regular place of work may include different specific locations on different days. At any time, the County may, in its sole discretion, adopt policies that under certain circumstances increase the mileage reimbursement rate(s) above \$0.25 per mile, or subsequently decrease the rate(s) back to \$0.25 per mile.

## ARTICLE 12 HEALTH AND LIFE INSURANCE

Section 1. Health Insurance. The County agrees to provide coverage in the following areas:

- (a) Employee and dependent health insurance;
- (b) Employee and dependent optical;
- (c) Employee and dependent alternative care;
- (d) Employee and dependent dental.

Effective October 1, 2024 (September qualifying hours), the County shall pay ninety-eight percent (98%) towards health insurance costs of the monthly premium (tiered rates) on behalf of each benefit eligible Bargaining Unit employee for health coverage through the Oregon Educator's Benefit Board. The employee shall be responsible for the remaining two percent (2%) of the monthly premiums, which shall be collected through payroll deduction (adjustment before tax). The existing rates in the 2022-2024 contract paid by the County shall be paid through September 30, 2024.

Effective October 1, 2025 (September qualifying hours), the County shall pay ninety-eight percent (98%) towards health insurance costs of the monthly premium (tiered rates) on behalf of each benefit eligible Bargaining Unit employee for health coverage through the Oregon Educator's Benefit Board. The employee shall be responsible for the remaining two percent (2%) of the monthly premiums, which shall be collected through payroll deduction (adjustment before tax).

Effective October 1, 2026 (September qualifying hours), the County shall pay ninety-eight percent (98%) towards health insurance costs of the monthly premium

(tiered rates) on behalf of each benefit eligible Bargaining Unit employee for health coverage through the Oregon Educator's Benefit Board. The employee shall be responsible for the remaining two percent (2%) of the monthly premiums, which shall be collected through payroll deduction (adjustment before tax).

The individual employee shall be responsible for paying any additional costs over the applicable 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.

The County will provide employees notice of any increase or decrease in required employee contributions for health care premiums within five (5) business days of the County's receipt of notice that the required employee contributions will increase or decrease, and will timely provide information regarding alternative health care plans with comparable benefits and coverage that may be available.

Section 2. Life Insurance. The County agrees to participate in the payment of weekly indemnity, long term disability and life insurance in the same amount and percentage rate of the participation existing June 30, 1976.

Section 3. Eligibility. All regular full-time and regular part-time employees who are on paid status for eighty (80) or more hours per month shall be eligible for health insurance the first of the month following completion of one full calendar month of service.

For the purpose of this agreement, "paid status" includes hours worked (excluding overtime) and hours the employee was away from work on approved leave.

Section 4. 125 Plan. The County will establish and maintain a Section 125 plan for all bargaining unit employees covered by this agreement.

### **ARTICLE 13 DEFERRED COMPENSATION**

The County shall make available to members of the Association a deferred compensation plan.

### **ARTICLE 14 RETIREMENT PLANS**

Section 1. Miscellaneous Provisions. The County will continue to participate in the Public Employees Retirement System (PERS). Effective January 1, 2008, the County shall pick up the six percent (6%) employee contribution to PERS or OPSERP whichever is appropriate.

For retirement purposes, sick leave in application to final average salary under the terms of ORS 238.350 shall be applied to members of this bargaining unit.

Employees who retire from the County shall be entitled to maintain their group medical insurance benefits subject to plan eligibility requirements and timely election and payment pursuant to ORS 243.303.

### **ARTICLE 15 SAVINGS CLAUSE**

Should any article, section, or portion of this Agreement be held unlawful or unenforceable by an opinion of the Attorney General of the State of Oregon or by any court of competent jurisdiction, or any administrative agency of the State of Oregon having jurisdiction over the subject matter, such decision shall apply only to the specific article, section or portion thereof directly specified in the decision.

Upon the issuance of any such decision, the parties agree immediately to negotiate a substitute, if possible, for the invalidated article, section, or portion thereof.

All other portions of this Agreement, and the Agreement as a whole, shall continue without interruption except those remaining provisions which are so essentially and inseparably connected with, and dependent upon, the unlawful or unenforceable part that it is apparent that such remaining provisions would not have been agreed to without such other parts and which, standing alone, are incomplete and incapable of being executed in accordance with the intent of this Agreement.

#### **ARTICLE 16 TERMINATION**

THIS AGREEMENT shall be effective upon execution or as specified herein and shall remain in full force and effect until June 30, 2027. This Agreement shall automatically reopen January 1, 2027 unless both parties agree to continue the contract in effect for the succeeding twelve (12) month period and shall continue this practice each January 1 until either party wishes to modify the contract for any reason. The parties agree to exchange their respective proposals by no later than February 1, 2027. The contract shall remain in full force and effect during the period of negotiations.

**SIGNATURES ON FOLLOWING PAGE**

COOS COUNTY PROSECUTING ATTORNEYS ASSOCIATION  
 Fiscal Year 2024-2025  
 0% Increase

**Attachment A**

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	
*Deputy DA I	300	6,612	6,840	7,084	7,334	7,592	7,862	8,142	8,436	8,740	9,055	9,385	9,726
		38,1462	39,4615	40,8692	42,3115	43,8000	45,3577	46,9731	48,6692	50,4231	52,2404	54,1442	56,1115
*Deputy DA II	301	7,813	8,111	8,420	8,743	9,079	9,432	9,798	10,178	10,578	10,992	11,422	11,874
		45,0750	46,7942	48,5769	50,4404	52,3788	54,4154	56,5269	58,7192	61,0269	63,4154	65,8962	68,5038

**Attachment B**

**COOS COUNTY PROSECUTING ATTORNEYS ASSOCIATION  
2025-2026 (1.5% Increase)**

	PAY	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	11	10	9
*Deputy DA I	300	6,711	6,943	7,190	7,444	7,706	7,980	8,264	8,563	8,871	9,191	9,526	9,872	9,526	9,191
		38,7173	40,0558	41,4808	42,9462	44,4577	46,0385	47,6769	49,4019	51,1788	53,0250	54,9577	56,9538	54,9577	53,0250
*Deputy DA II	301	7,930	8,233	8,546	8,874	9,215	9,573	9,945	10,331	10,737	11,157	11,593	12,052	11,593	11,157
		45,7500	47,4981	49,3038	51,1962	53,1635	55,2288	57,3750	59,6019	61,9442	64,3673	66,8827	69,5308	66,8827	64,3673



**Attachment C**

**COOS COUNTY PROSECUTING ATTORNEYS' ASSOCIATION  
2026-2027 (1.5% Increase)**

	PAY	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP	STEP
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	11	10	9
*Deputy DA I	300	6,812	7,047	7,298	7,556	7,822	8,100	8,388	8,691	9,004	9,329	9,669	10,020	10,371	10,722
		39.3000	40.6558	42.1038	43.5923	45.1269	46.7308	48.3923	50.1404	51.9462	53.8212	55.7827	57.8077	59.8227	61.8477
*Deputy DA II	301	8,049	8,356	8,674	9,007	9,353	9,717	10,094	10,486	10,898	11,324	11,767	12,233	12,700	13,167
		46.4365	48.2077	50.0423	51.9635	53.9596	56.0596	58.2346	60.4962	62.8731	65.3308	67.8865	70.5750	73.3000	76.0750

FOR THE COUNTY

Chair

Commissioner

Commissioner

DATE

DISTRICT ATTORNEY

R. Paul Frasier

DATE

FOR THE ASSOCIATION

Signature

Name (Printed)

Signature

Name (Printed)

Signature

Name (Printed)

Signature

Name (Printed)

Signature

Name (Printed)

Signature

Name (Printed)

Signature

Name (Printed)

DATE