

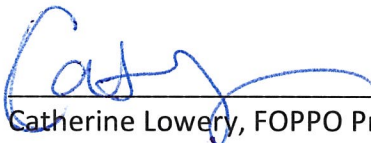
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into by and between Jefferson County (COUNTY) and the Federation of Oregon Parole and Probation Officers (FOPPO), for the purpose of providing a paid bereavement leave benefit for FOPPO employees as was negotiated and agreed to between the parties during mid-term bargaining regarding the COUNTY's cessation of the wellness initiative and athletic shoe reimbursement programs.

It is hereby agreed that:

1. In addition to regular sick leave, an employee shall be granted not more than three (3) days funeral leave, unless out of state, then not more than five (5) days funeral leave with regular salary in the event of the death of a member of the family of the employee. An employee's immediate family shall include spouse, parent, children, brother, sister, mother-in-law, or father-in-law, grandparents and step-children, or if more generous, as defined in the Jefferson County Personnel Manual or the Oregon Family Leave Act.
2. All other terms under the current Collective Bargaining Agreement and Memorandums of Understanding shall remain in effect unless otherwise mutually agreed to by both FOPPO and the COUNTY.
3. Upon execution, this MOU shall be effective and retroactive to September 1, 2021.

For FOPPO:


 Catherine Lowery, FOPPO President

Date: 11-15-2021

For the COUNTY:


 Kelly Simmelink, Commission Chair


 Wayne Fording, Commissioner


 Mae Huston, Commissioner

Date: 11/10/2021