

FILED

DEC 04 2023

By MARCIÉ RICHEY, CLERK
[Signature] Clerk



I, Marcie Richey, County Clerk for Linn County, Oregon, certify that the instrument identified herein was recorded in the Clerk records.

Marcie Richey - County Clerk



BEFORE THE BOARD OF COUNTY COMMISSIONERS
FOR LINN COUNTY

IN THE MATTER OF A LETTER OF AGREEMENT BETWEEN LINN COUNTY DEPUTY SHERIFFS' ASSOCIATION and LINN COUNTY AND DELEGATING AUTHORITY TO EXECUTE THE ORIGINAL

RESOLUTION & ORDER NO. 2023-414
(Amending 2022-136)

COMES NOW, Darrin L. Lane, Linn County Administrative Officer, in a regularly scheduled and duly advertised meeting on November 28, 2023, and respectfully requests that the Board of County Commissioners for Linn County (Board) approve a Letter of Agreement with the Linn County Deputy Sheriffs' Association in the form found in Exhibit 1, attached hereto; and

WHEREAS, The Board having reviewed the Letter of Agreement, and being fully advised by staff; and, now, therefore, be it

RESOLVED, That the Letter of Agreement as set forth in Exhibit 1 with the Linn County Deputy Sheriffs' Association, be approved; and

ORDERED, That the original conforming to Exhibit 1 be executed this day, and that Darrin L. Lane, Linn County Administrative Officer, has signed the original bearing this resolution and order number, and that the fully-executed original be distributed as follows:

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- ///
- ///



- 1 (1) the original to be distributed to Darrin L. Lane; and
 - 2 (2) a copy of the original be returned to the Linn County Board of Commissioners for filing.
- 3 Dated this 28th day of November, 2023, *nunc pro tunc* October 10, 2023.

BOARD OF COUNTY COMMISSIONERS FOR LINN COUNTY		AYE	NO
<u><i>Roger Nyquist</i></u>		X	
Roger Nyquist, Chairman			
<u><i>William C. Tacker</i></u>		X	
William C. Tacker, Vice Chair			
<u><i>Sherrie Sprenger</i></u>		X	
Sherrie Sprenger, Commissioner			

11 APPROVED AS TO CONTENT:

12 *Darrin L. Lane*
 13 Darrin L. Lane
 Linn County Administrative Officer

11 APPROVED AS TO FORM:

12 *Eugene J. Karandy II*
 13 Eugene J. Karandy II
 County Attorney for Linn County



Office of the County Attorney
 for Linn County
 PO Box 100
 Albany, OR 97321

LINN COUNTY, OREGON
Commissioners'
Journal

CJ2023-00671
12/04/2023 3:00:00 PM



2023-00671

I, Marcie Richey, County Clerk for Linn County,
Oregon, certify that the instrument identified
herein was recorded in the Clerk records.



Marcie Richey - County Clerk

Cover Letter

Order Number: 2023-414A

Memorandum of Understanding
Linn County Deputy Sheriff's Association

FILED

DEC 04 2023

LETTER OF AGREEMENT (LOA)

By MARCIE RICHEY, CLERK
[Signature] Clerk

RE: Paid Leave Oregon (PLO) AND Associated Leave year adjustments

This LOA is entered into by and between Linn County ("County") and the Linn County Deputy Sheriffs' Association ("Association").

Recitals:

- On September 3, 2023 employees, through Oregon law, became eligible to take leave time, for what has become known as Paid Leave Oregon (PLO).
- As part of the statutory scheme, the parties are entering into this LOA to clarify certain matters surrounding the PLO legislation.

Agreement:

Therefore, the parties agree as follows:

1. The parties agree to the County's proposed changes to Linn County Personnel Policy Manual, section 20.390 "Leaves authorized by Federal or State laws." (attached).
 - a. Under the proposed changes, the County will allow supplementation of leave time taken for PLO, for OFLA/FMLA qualifying leaves.
 - b. Those supplementations will be allowed retroactive to September 3, 2023.
2. As per the PLO legislation, PLO leaves will have a "rolling forward" leave year.
3. The parties agree that, as of January 1, 2024, any OFLA or FMLA qualifying leaves will also be calculated on a "rolling forward" leave year.
4. The parties will maintain the status quo as to applicability of leave donation provisions, as well as benefit accruals while out on paid leave status.

FOR THE COUNTY:

[Signature]

Name:

10/10/23

Date

FOR THE ASSOCIATION:

[Signature]

Name:

10/3/23

Date