

Memorandum of Understanding

A. The Parties

The parties to this Memorandum of Understanding are Multnomah County, Oregon, hereinafter referred to as the "County", the Multnomah County Sheriff, hereinafter referred to as the "Sheriff," and the Multnomah County Corrections Deputies Association, hereinafter referred to as "MCCDA."

B. Background

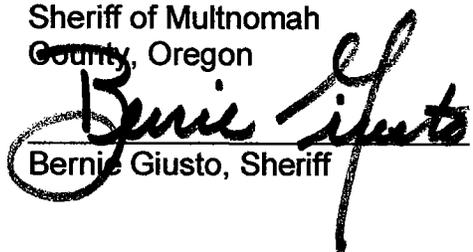
Whereas Article 16 – Wages and Classifications, Section Five, Overtime, Subsection E., was negotiated that all authorized work performed on the second day or third day (if scheduled to work 4/10 schedule) following the normal work week be paid for at the rate of two (2) times the employee's regular rate, provided that the employee has worked such overtime as was offered him/her in the first day following the normal work week, it did not specifically indicate whether double (2x) time would be applicable to the second day off or the third day off, whether the employee working a 4/10 schedule has to work all three days off in order to receive double (2x) time, nor did it address the issue of a split work week and the consideration of the day off in the middle of the normal work week.

C. Terms of Understanding

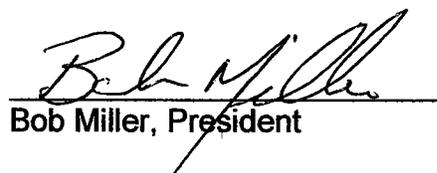
Effective upon date of signature below, MCCDA employees who are scheduled to work a 4/10 schedule or any other alternative work week to the five day work week, shall be paid at the rate of two (2) times the employee's regular rate on the second day off of their established work week, provided that the employee has worked such overtime as was offered him/her in the first day off in their established work week. Any additional days worked during their established work week will be paid at the rate of one and one-half (1.5) times the employee's regular rate of pay. If an employee's established schedule includes a split days off work week, the day off in the middle of the work week is considered to be the employee's first day off of their established work week.

Agreed to this 10 day of October, 2005.

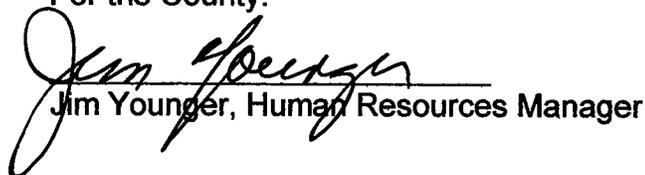
Sheriff of Multnomah
County, Oregon


Bernie Giusto, Sheriff

For MCCDA:


Bob Miller, President

For the County:


Jim Younger, Human Resources Manager


Doug Hewitt, Vice-President