

**Memorandum of Understanding**

**Between**

**Washington County ('County')**

**And**

**AFSCME**

**I. Parties**

The parties to this Memorandum of Understanding are Washington County, a political subdivision of the State of Oregon ("County"), and AFSCME (hereinafter "parties").

**II. Background**

The County recently discovered an oversight in the 2024-2027 CBA regarding a market increase in "Appendix A" pertaining specifically to Residential Mental Health Specialists. During contract negotiations, it was the intent of the parties to adjust the Residential Mental Health Specialists in the same manner as the Residential Counselors. This oversight was unintentional and inconsistent with the wishes of both parties.

**III. Agreement**

1. Effective the first full pay period in July 2024, adjust the straight time hourly rate of pay for Residential Mental Health Specialists by an additional 2% as a market adjustment.
2. This MOU shall become effective when the agreement is signed by all parties.
3. This MOU shall expire on June 30, 2027.
4. Except as modified above, all other provisions of the applicable CBA shall continue to apply.
5. Any disputes regarding the interpretation or application of this MOU shall be resolved by the Parties using the grievance procedures of the applicable CBA.
6. In addition to the applicable CBA, this MOU is the full and final agreement of the Parties regarding this issue.

Signed and dated this 3rd day of December, 2024.

Washington County

AFSCME

By: **Erin Calvert** Digitally signed by Erin Calvert  
Date: 2024.12.03 14:18:43 -08'00'  
County Administration Representative

By:   
Casey Jennett, Council Representative