



"Excellence in Service"

Yamhill County Sheriff's Office

Sheriff Sam Elliott

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MEMORANDUM

DATE: Yamhill County Board of Commissioners

TO: Sam Elliott, Sheriff 

FROM: September 25, 2025

RE: Request for Adoption - Teamsters MOU re Workback

With this memo, I am formally requesting the adoption of the negotiated Memorandum of Understanding between Yamhill County and Teamsters Local 223 by the Board of Commissioners.

This MOU will permit the Sheriff's Office to "hire back" retirees, as permissible by Oregon House Bill 2296, under the terms and conditions outlined. This MOU will be effective upon signing and expire concurrent with the current collective bargaining agreement on June 30, 2027, unless otherwise amended or extended.

The benefits of this agreement for the County are numerous. Specifically, it allows the Sheriff's Office to retain quality employees who may otherwise retire while reducing our financial obligations by eliminating our PERS expenses. It also allows the Sheriff's Office to better plan for retirements and recruit for replacements, without negatively impacting the total FTE of deputies available to serve. Further, because of the flexibility negotiated in the MOU, we will be able to hire back quality employees only for the time they are needed (e.g., to recruit and hire replacements), without further obligating the County to overextend our personnel expenses. While we have seen a modest change in recruitment pools and candidates eligible for hire, this MOU provides us the opportunity to recruit and hire the right candidates for the agency without having to modify standards or lower expectations.

We believe this is a mutually beneficial agreement, both for Teamster represented employees and the County, and support its formal adoption by the Board.

Thank you for your consideration of this request.

SJE:emw

cc: Ken Huffer, County Administrator
Justin Hogue, Deputy County Administrator
Mike Barnhart, Finance Director

B.O. 25-314

MOU

BETWEEN
YAMHILL COUNTY SHERIFF'S OFFICE
AND
TEAMSTERS LOCAL 223

This Memorandum of Understanding is entered into by Yamhill County Sheriff's Office and Teamsters Local 223. The County and Teamsters 223 are parties to a Collective Bargaining Agreement ("CBA"). The parties hereby enter this Memorandum of Understanding to address a specific labor matter regarding the PERS-retired employees being re-employed as limited duration employees.

Oregon House Bill 2296 was enrolled in the 82nd Legislative Assembly in 2023 and extends the time that eligible PERS retirees are allowed to be re-employed without hourly limits through 2034, if the re-employment is in the public interest. The parties desire to make modifications to the current CBA to allow for the potential re-employment of bargaining unit members.

Therefore, the parties hereby agree to the following modifications to the CSA:

- A. This MOU will expire with the current CBA on June 30th, 2027, unless the parties mutually agree otherwise in writing.
- B. The Sheriff shall determine, at his or her discretion, whether to grant the employee's request and will also determine the duration of re-employment, up to one year per period. Within 60 days of the expiration of the approved re-employment period, a member may make a written request to continue re-employment for up to an additional year under this MOU.
- C. Any Yamhill County Sheriff's Office PERS retiree returning to work shall be considered a new hire for purposes of union seniority. Accordingly, they shall be placed at the bottom of the seniority list regardless of any prior service with the employer or bargaining unit. These individuals shall not retain or carry over any previously accrued union seniority, bidding rights, or layoff protections held prior to retirement.
- D. Any determination by the Sheriff not to grant an employee's request for re-employment or to continue re-employment under this MOU shall be final and shall not be subject to the CBA grievance process or further legal challenge by the union.

This MOU shall be effective upon signing by the parties and may be terminated by mutual written agreement.

For Yamhill County Sheriff's Office:

Sheriff Sam Elliott

Date



For Teamsters 223:

President Karine Trowbridge

Date



Approved by the Yamhill County Board of
Commissioners on 10/02/2025
via Board Order 25-314