



"Excellence in Service"

Yamhill County Sheriff's Office

Sheriff Sam Elliott

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MEMORANDUM

TO: Yamhill County Board of Commissioners

FROM: Sam Elliott, Sheriff 

DATE: October 27, 2025

RE: Request for Adoption - Teamsters MOU re Step Increase Anniversary Date

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 captures the operative past practice of the anniversary date for step increases under Section 12.1.(d) of the collective bargaining agreement and codifies said practice. This MOU is beneficial to both the County/Sheriff's Office and Teamsters in that it more clearly articulates the date that is identified for step increases and clarifies all parties' understanding of how this benefit is to be applied.

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

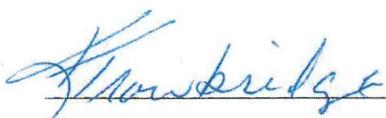
**MEMORANDUM OF UNDERSTANDING BETWEEN
YAMHILL COUNTY/YAMHILLCOUNTY SHERIFF'S OFFICE
AND TEAMSTERS LOCAL 223**

THIS MEMORANDUM OF UNDERSTANDING is made between Yamhill County ("County") and Teamsters Local 223 ("Union").

WHEREAS:

- A. The parties have ratified the 2024-2027 Collective Bargaining Agreement ("CBA"), which expires on June 30, 2027.
- B. Under Article 12 COMPENSATION, 12.1 Salary and Wage Schedule, (d) STEPS, it states, "Eligible employees will receive a step increase on their anniversary date".
- C. The parties now wish to modify the CBA to state, "d) STEPS. An eligible employee's anniversary date for step advancement shall be based on the original date of hire into a position within the bargaining unit. If an employee is promoted or demoted, the step advancement anniversary date shall reset to the effective date of the new classification. For positions that are incentive-based, the anniversary date for step advancement remains unchanged. It is important to note that the step advancement date may differ from dates used to determine longevity or seniority, as defined elsewhere in the agreement."

All other CBA articles remain unchanged.



For Union

Date: 10/16/25



For County

Date: 10/27/25

Approved by the Yamhill County Board of
Commissioners on 11/06/2025
via Board Order 25-361