MEMORANDUM OF UNDERSTANDING  

Clothing Allowance Clarification  
MOU ADP-23-03  

This agreement is by and between Lane County, hereinafter referred to as COUNTY, and the Administrative-Professional Association of Lane County, Inc., hereinafter referred to as ASSOCIATION, regarding clarifying the process for clothing allowance reimbursement.  

1. The parties agree to modify the 2022-2025 Collective Bargaining Agreement Article 7 - General Provisions as follows:  

"Section 5 – Personal Gear  

(A) For bargaining unit employees directing field activities, including equipment maintenance, as a major portion of their responsibilities the COUNTY will reimburse non probationary and promotional probationary employees up to four hundred dollars ($400) annually, each fiscal year for other work related personal gear, such as gloves, boots and rain gear. Employees must submit receipts for reimbursement no later than July 15 of each year to receive reimbursement for the items purchased in the previous fiscal year period."  

2. All other terms under the current Collective Bargaining Agreement and Memorandums of Understanding shall remain in effect unless otherwise mutually modified and agreed to by both the ASSOCIATION and the COUNTY.  

3. The parties agree to memorialize this agreement during successor negotiations in 2025.  

4. This agreement shall be effective following signatures of both parties.  

For the ASSOCIATION:  

Derek Jensen, President  
Admin-Pro  
6/6/23  
Date  

For the COUNTY:  

Inga Wood  
Lane County Labor Relations Manager  
6/7/2023  
Date  

Dan Hurley, Director  
Lane County Public Works  
6/6/23  
Date