

MEMORANDUM OF AGREEMENT

I. Parties to the Agreement

The parties to this Memorandum of Agreement (hereinafter "MOA") are Multnomah County, Oregon, hereinafter referred to as the County, and Local 88, of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union.

II. Background

WHEREAS, the County is anticipating cuts in State and Federal funding that will impact County programs beginning Fiscal Year FY18; and

WHEREAS, it is anticipated that such cuts in funding will have a significant impact on certain work units resulting in layoff of employees; and

WHEREAS, the County has developed a Voluntary Retirement Program that will offer a financial incentive to Local 88 employees eligible to retire under PERS/OPSRP in order to save employees from layoff;

NOW, therefore the County and Local 88 do agree as follows:

III. Agreement

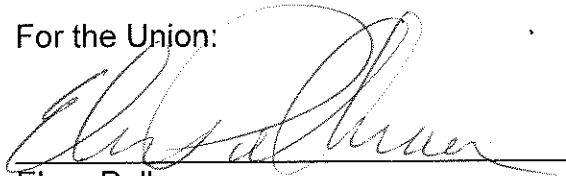
1. The parties agree that eligible employees may apply to participate in the Multnomah County 2017 Voluntary Retirement Program. Eligible employees are defined as those employees who:
 - a. Meet the minimum eligibility requirements for PERS/OPSRP service retirement on or before July 1, 2017.
 - b. Hold positions in a job classification designated by management.
 - c. Are approved to participate by the employee's Department.
 - d. Agree to resign on or before June 30, 2017.
 - e. Agree not to apply or accept employment in any capacity with the County for 12 months following acceptance of their resignation date.
2. This 2017 Voluntary Retirement Program offer will not be extended to the general membership; approval shall be based on the County's business needs as determined solely by the County, which determination will not be subject to the parties Grievance Procedure. Approval will not be arbitrarily or

capriciously denied, however, denial shall be subject to review by a member of the Multnomah County Labor Relations Unit.

3. If more approved candidates apply than there are positions approved by the department, selection of applicants who are approved to participate will be in seniority order from designated classifications as defined by Article 21, Section II of the Union contract. If the number decreases after selection, approval will be revoked in reverse order of seniority.
4. Employees who participate will be eligible to receive a lump sum payment from the County equal to twelve (12) times the Total Monthly Premium cost of his/her active employee current medical (not dental) plan based on enrollment tier (single, two-party or family) on the date the employee's application is received by the Benefits Office. The lump sum payment for employees who have Opt-Out of medical coverage will be equal to twelve (12) times the amount of his/her current monthly Opt-Out reimbursement.
5. Any dispute pertaining to an applicant's payment receipt shall be subject to the parties grievance procedure beginning at Step 3.

Agreed to this date, May 8, 2017.

For the Union:



Eben Pullman
Council Representative

For the County:



Travis Graves
Chief Human Resources Officer



Jason Heilbrun
Local 88 President