

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, Juvenile Custody Services Specialist Unit of the American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union.

II. Agreement

1. In preparation of the closure of the Senderos program, the Department of Community Justice ("DCJ") may mitigate the number of layoffs by realizing savings from employee early retirement; therefore the parties agree that eligible employees may apply to participate in the 2015 DCJ 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 October 1, 2015.
- b) Hold positions in a job classification designated by management.
- c) Are approved to participate by the Department of Community Justice.
- d) Agree to resign on or before September 30, 2015.
- 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 October 1, 2015 Voluntary Retirement Program offer 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 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.

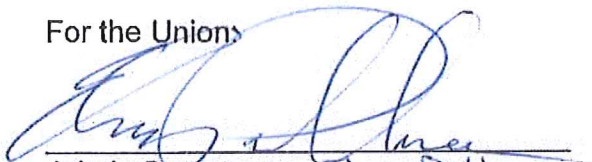
4. Employees who participate will be eligible to receive a lump sum payment from the County equal to twelve (12) times the Total Monthly Premium cost of his/her active employee current medical (not dental) plan based on enrollment tier (single, two-party or family) on the date the employee's application 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.

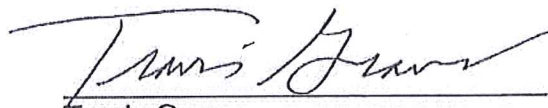
5. Any dispute pertaining to an applicant's payment receipt shall be subject to the parties grievance procedure beginning at Step 3.

Agreed to this date, 7th of August, 2015.

For the Union:


Jaimie Sorenson Eben Pullman
Council Representative

For the County:


Travis Graves
Human Resources Director