

Memorandum of Agreement
Referral Bonus Program

A. The Parties

The parties to this Memorandum of Agreement ("MOA") are Multnomah County, Oregon, hereinafter referred to as the "County", the Multnomah County Sheriff, hereinafter referred to as the "Sheriff," and the Multnomah County Corrections Deputy Association, hereinafter referred to as "MCCDA."

B. The Agreement

In order to promote Corrections Deputy recruitment efforts, the parties have agreed to the following referral bonus program. This MOA replaces a prior MOA between the parties executed September 13, 2019.

1. All MCSO employees, except those listed below, are eligible for the referral bonus.
2. Non-eligible MCSO employees include: Exempt sworn staff, the Human Resources Unit, staff assigned to the Training Unit, staff assigned to the PDEBs (Probationary Deputy Evaluation Boards), staff helping HR with recruitment activities, and staff with hiring authority over, or influence in, the probationary process of referred candidates. The parties to this MOA are in agreement that FTEP training will not disqualify an otherwise eligible member from participation in the referral bonus program.
3. The referral date cannot be earlier than the date the job opening is posted.
4. Referrals of current Multnomah County employees (regardless of temp, on-call or regular status) are not eligible for this program (For example, referral of a candidate currently working for DCJ and applies is not eligible for this program).
5. Only referrals by made by eligible MCSO employees for Corrections Deputy and Law Enforcement Deputy classifications are eligible.
6. If a candidate indicates more than one referring MCSO employee on their application, all eligible employees will split the referral bonus evenly.
7. Only candidates who meet the minimum qualifications for the position will be considered.
8. The referring employee(s) must be employed by MCSO at the time the candidate applies through Workday.
9. Any disputes or interpretations of this employee referral program will be handled through MCSO Human Resources.
10. Referral bonus payments of \$250 will only be paid after the referred employee passes FTEP and then an additional bonus payment of \$250 will be paid after the referred employee successfully passing probation for their classification.
11. The candidate MUST indicate the MCSO staff member's name and MCSO email (employee.name@mcsos.us) on their Workday application in order for the referring MCSO employee to qualify for the referral bonus. Referrals made after the application has been submitted will NOT qualify. There are NO EXCEPTIONS to this rule.

12. This MOA may be modified by mutual written agreement of the parties. This MOA may be discontinued by either party with 30 days advance notice. Participation in the Referral Bonus Program is not a condition of employment. The parties agree that discontinuation of this MOA will not result in any duty to bargain on the part of any party.

Agreed to this 12 day of Jan, ~~2021~~ 2022

Sheriff of Multnomah
County, Oregon



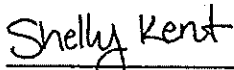
Michael Reese, Sheriff

For MCCDA:



Matt Ingram, Acting President

For the County:



Shelly Kent, Labor Relations Manager