

Memorandum of Agreement

I. Parties

The parties to this Memorandum of Agreement (hereinafter referred to as the “MOA”) are Multnomah County, Oregon, (hereinafter referred to as the “County”), and the Federation of Oregon Parole and Probation Officers (hereinafter referred to as “FOPPO”).

II. Background

- A. Multnomah County and FOPPO are parties to a Collective Bargaining Agreements (CBA) with a term of July 1, 2024, through June 30, 2027. The current CBA includes a provision for a July 1, 2026, COLA adjustment based on the percentage change West Size Class A Consumer Price Index for Urban Wage Earners and Clerical Workers based on the second half 2024 to the second half 2025 as reported in February 2026, with a protected range of no less than one percent (1%) and no greater than four percent (4%).
- B. This year’s CPI data is less reliable than usual due to the federal government shutdown, which resulted in one month of missing data (October 2025) and one month of incomplete data (November 2025).
- C. While current projections are trending at three point one percent (3.1%) COLA, Multnomah County Budget believes three point three percent (3.3%) is a more accurate Consumer Price Index due to the unprecedented missing data.
- D. To mitigate this uncertainty, the County would like to enter into an agreement with FOPPO to lock in the COLA rate for FY27 using a rate other than the formal CPI calculation.

Now, therefore, the parties agree as follows:

III. Agreement

- 1. The parties agree to amend Article 11 of the CBA, including related citations and compensation tables, to reflect that the FY 27 COLA adjustment will be set at three point three percent (3.3%), instead of at the amount equal to the West – Size A Consumer Price Index for Urban Wage Earners and Clerical Workers CPI:

“Effective July 1, 2026, the rates and ranges of employees covered by this Agreement shall be increased by an amount equal to **3.3%**”
~~the annual percentage increase in the West Size Class A Consumer Price Index for Urban Wage Earners and Clerical Workers 2nd Half, second half of~~

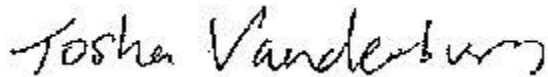
~~2024 to the second half of 2025 as reported in February 2026 with a minimum of one percent (1%) to a maximum of four percent (4%)."~~

2. This MOA shall not be construed as establishing a precedent, practice, or custom, and neither party may raise it as such in any other forum.
3. Any dispute over the meaning, interpretation, or application of this MOA shall be subject to the grievance procedure set forth in Article 16 - Settlement of Disputes.

Agreed to this date, the 3rd day of April, 2026.

For the Union:

For the County:



Tosha Vanderburg
FOPPO President

Matt Davies
Labor Relations Manager