

Memorandum of Agreement

FY27 Cost of Living Adjustment (COLA)

I. Parties to the Agreement

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 International Brotherhood of Electrical Workers, Local 48, AFL-CIO (hereinafter referred to as the “IBEW Local 48”).

II. Background

- A. Multnomah County and the IBEW Local 48 are parties to a Collective Bargaining Agreement (hereinafter referred to as the “CBA”) with a term of 2023 through 2027. The current CBA includes a provision for a Cost of Living Adjustment (hereinafter referred to as the “COLA”), effective July 1, 2026, based on the percentage change in the 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, and states that the increase shall be “no less than one percent (1%) to a maximum increase of four percent (4%)”.
- B. This year’s Consumer Price Index (hereinafter referred as the “CPI”) data is less reliable than usual due to the federal government shutdown, which resulted in two (2) months of missing data.
- C. While current projections are trending at three-point one percent (3.1%), Multnomah County Budget believes three point three percent (3.3%) is a more accurate alignment with forecasted costs.
- D. To mitigate this uncertainty, the County would like to enter into an agreement with the IBEW Local 48 to lock in the COLA rate for FY27. Although there is inherent risk for both sides depending on where the final numbers land, this settled rate provides clarity and fairness that the current volatile projections cannot guarantee.

Now, therefore, the parties agree as follows:

III. Agreement

1. The parties agree to amend Article 15, Section 1.D. of the IBEW Local 48 CBA, including related citations and compensation tables to reflect that the FY27 COLA adjustment, will be set at three-point three percent (3.3%), instead of a range between one percent (1%) to four percent (4%) as follows:

D. Wage Rates for FY 2026-2027

~~“Effective July 1, 2026, the rates and ranges of employees covered by this Agreement shall be increased by an amount equal to three point three percent (3.3%).” the percentage increase in the West – Size A Consumer Price Index (CPI) for Urban Wage Earners and Clerical Workers Index (West – Size A CPI-W), for the second half of 2024 to the second half of 2025 as reported in February 2026. The minimum percentage increase shall be no less than one percent (1%) and the maximum percentage increase no more than 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 17 of the IBEW Local 48 CBA.

Agreed to this date, the 2 day of March, 2026.

For the Union:



Kelly Bond
Business Representative
IBEW Local 48

For the County:



James J. Opoka
Labor Relations Manager
Multnomah County