

# 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 Local 88 of the American Federation of State, County and Municipal Employees, AFL-CIO (hereinafter referred to as the "Union").

## II. Background

- A. Multnomah County and AFSCME Local 88 are parties to Collective Bargaining Agreements (CBA) with terms of July 1, 2022 through June 30, 2025 for three bargaining units: The General Unit (88-0), the Physicians and Psychiatrists Unit (88-2), and Pharmacists Unit (88-4). Each CBA includes a provision for a July 1, 2024 COLA adjustment based on the percentage change West Size Class A Consumer Price Index for Urban Wage Earners and Clerical Workers between January of 2023 and January of 2024.
- B. In an effort to maintain consistency across the County with the implementation of COLA adjustments for other bargaining units, the parties have interest in reverting back to the COLA formula used in previous contracts that was based on the percentage change from the second half of the year compared to the second half of the previous year.

Now, therefore, the parties agree as follows:

## III. Agreement

1. The parties agree to amend ARTICLE 14.I.C of the General Unit CBA and ARTICLE 7.I.D COMPENSATION of the Pharmacists and Physicians/Psychiatrists Units CBAs , shall be amended as follows in legislative format.

"Effective July 1, 2024, the rates and ranges of employees covered by this Agreement shall be increased by an amount equal to the percentage increase in the West Size Class A Consumer Price Index for Urban Wage Earners and Clerical Workers between ~~January of 2023 and January of 2024~~ the second half of 2022 to the second half of 2023 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

Agreed to this date, the 18 day of February, 2024.

For the Union:

*Eben Pullman*

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Eben Pullman  
Oregon AFSCME Bargaining and  
Representation Program Manager

For the County:

*Cessa Diaz*

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Cessa Diaz  
Labor Relations Director