

MEMORANDUM OF AGREEMENT

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

II. Background

WHEREAS, the County is anticipating budget constraints that will impact programs and operations beginning Fiscal Year (FY) 2026-2027; and

WHEREAS, it is anticipated that the reduction in funding may result in potential layoff of employees; and

WHEREAS, in order to save employees from layoff and maintain public services, the County has developed a Voluntary Retirement Program that will offer a financial incentive to County employees eligible to retire under PERS/OPSRP;

NOW, therefore the County and the Union do agree as follows:

III. Agreement

A. The parties agree that County employees may apply to participate in the County's 2026 Voluntary Retirement Program for the FY 2026-2027 County Budget. Eligible employees are defined as those employees who:

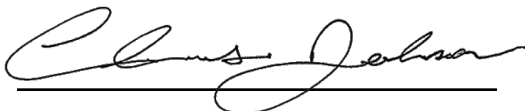
1. Hold a regular status position in a job profile designated by management as eligible for the Program;
2. Meet the minimum eligibility requirements for PERS/OPSRP service retirement on or before June 30, 2026;
3. Are approved to participate by the employee's Department;

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4. Agree to resign on or before June 30, 2026;
 5. Agree not to apply for or accept employment in any capacity with the County for twelve (12) months following acceptance of their designated resignation date.
- B. Approval of employees to participate in the 2026 Voluntary Retirement Program for the FY 2026-2027 County Budget shall be based on the County's business needs as determined solely by management and shall 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.
- C. If more eligible candidates apply than there is funding to approve, selection of applicants who are approved to participate will be in Countywide seniority order from the designated job profiles. If the number of employees that can be approved decreases after selection, approval will be revoked in reverse order of seniority.
- D. 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 their 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 their current monthly Opt-Out reimbursement.
- E. 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, February 23rd, 2026.

For the Union:



For the County:

James J. Opoka

AFSCME Local 88 General Unit
2026 Voluntary Retirement Program (VRP) for FY 2026-2027 MOA

Chris Johnson
AFSCME Program Manager

James J. Opoka
Labor Relations Manager

Signature: 

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