

MEMORANDUM OF AGREEMENT

I. The Parties

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

II. Background

Due to the time and resources required to train a new Deputy Sheriff, it is often beneficial to recruit and hire experienced law enforcement officers. These employees are referred to as "lateral hires." For the term of this MOA, the County and the Association agree to provide vacation accruals to lateral hires of Deputy Sheriffs from other jurisdictions as outlined below.

III. Terms of Agreement

The parties agree to the following incentives for lateral hires during the term of this MOA:

A. "Lateral hires" must have been a certified police officer who has passed probation within the past 24 months. A lateral hire is eligible for hire only in the Deputy Sheriff classification.

B. A lateral hire's prior law enforcement experience as a Police Officer or Deputy Sheriff will be considered as "continuous service" for the purpose of determining the appropriate vacation accrual rate under Article 8 of the CBA.

C. Any disputes related to this MOA shall be subject to the grievance procedure as outlined in Article 20 of the CBA.

D. This MOA is effective July 1, 2025 and will remain in effect until implementation of a successor contract to the 2022-2026 CBA, unless otherwise extended by mutual agreement of the parties.

Executed this 3rd day of July, 2025

For the Association:

For the County:

s/ Josh Zwick
Josh Zwick, President

/s/ Cessa Diaz
Cessa Diaz, Labor Relations Director