MEMORANDUM OF AGREEMENT
JCSS Floaters

I. The Parties

The Parties to this Memorandum of Understanding (MOU) are Multnomah County, Oregon (hereinafter "County") on behalf of the Department of Community Justice (hereinafter "DCJ") and AFSCME, Local 88-6, AFL-CIO (hereinafter "Union").

II. Background

The County and the Union jointly endeavor to have available a pool of regular status positions created to backfill shifts when employees are absent. These positions will be known as "floaters." It is expected that work schedules for the floaters will frequently change to meet staffing needs.

III. Mutual Understanding

A. Managers will assess staffing needs due to planned absences and build the schedule for the floater positions for the first (1st) until the fifteenth (15th) day of the month, and then a schedule from the sixteenth (16th) until the end of the month.

B. All contract provisions will apply, and the County will pay particular attention to the following:

1. Employees will receive their schedule with at least ten (10) days notice in accordance with Article 13 “Work Schedules” of the Collective Bargaining Agreement.

2. Employees will receive “relief shift” shift differential premiums in Article 14 “Compensation” of the Collective Bargaining Agreement.

3. The County will adhere to the involuntary schedule change provisions found in Article 13 “Work Schedules” of the Collective Bargaining Agreement.

4. Floaters will be able to move into any vacancy based on seniority, according to the lateral transfer process.

C. When employees in floater positions request vacation or sick leave in advance, they will submit the request to their supervisor for the time period that

they will be gone and the number of leave hours they want to use during that time period. The supervisor will work with the employee to ensure that they are scheduled for the appropriate number of work and leave hours to meet their FTE for the FLSA work week.

I. Length of Agreement

This Agreement shall be automatically renewed from year to year and thereafter unless either party shall notify the other in writing no later than January 31st that it wishes to modify or terminate this Agreement for any reason.

Agreed to this 29 date of October, 2026

For the Union:

Adam Korst
AFSCME Council Representative

For the County:

Matt Davies
Labor Relations Manager