

# **Memorandum of Exception**

## **I. Parties**

The parties to this Memorandum of Exception (hereinafter “MOE”) are Multnomah County, Oregon (hereinafter “County”) and the Federation of Oregon Parole and Probation Officers (hereinafter “the Union”).

## **II. Background**


- A. The 2024-2027 Collective Bargaining Agreement (CBA) was ratified by the County Board of Commissioners on May 1, 2025.
- B. The terms of the new CBA included an additional floating holiday for members of the bargaining unit. Additionally, the provisions of the CBA call for the forfeit of any holiday leave unused by June 30 of the fiscal year beyond the limits expressed in Article 6.6.B.

## **III. Terms of Agreement**

- A. Therefore, one additional floating holiday, the hours of which are prorated by FTE and governed by Article 6.3, shall carryover into Fiscal Year 2026 above the limits expressed in Article 6.6.B.
- B. If unused, the additional floating holiday shall expire after June 30, 2026, and the carryover limits of Article 6.6.B shall apply thereafter.
- C. All other terms of accrual and use of floating holidays shall be governed by Article 6 of the CBA.
- D. Any dispute pertaining to this MOE shall be subject to the grievance process of Article 16 of the Collective Bargaining Agreement.
- E. This agreement does not constitute a precedent for any similar situation in the future.

Agreed to this 13th day of May 2025.

For the Union:



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Tosha Vanderburg  
President  
FOPPO

For the County:



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Matt Davies  
Labor Relations Manager  
Multnomah County