

Memorandum of Understanding

I. Parties

The parties to this Memorandum of Understanding are Multnomah County ("County") on behalf of the Department of Community Justice ("Department") and the Federation of Oregon Parole and Probation Officers ("Federation").

II. Background

The County and Federation have jointly expressed a mutual interest in memorializing below the existing practices and procedures for the movement and designated work assignment from one geographic location to another.

III. Understanding

A. Designated Work Assignments

1. The Department has the sole right to designate, undesignate and/or modify Designated work assignment for the purposes of this MOU. The Department will maintain a list of Designated Work Assignments on the County intranet ("MultCo Commons").
2. Designated Work Assignments are based on the operational needs of the Department.
3. The Department will provide advanced written notice to the Federation prior to any modification to the Designated Work Assignments.

B. Relocation of an entire Designated work assignment from one geographic location to another.

1. The Designated work assignment and location are identified. (For example: all MTEA sex offender work assignments).
2. The impacted PPO(s) are identified. (For example: all PPOs currently in the MTEA sex offender work assignments).
3. Available vacancies are frozen.
4. No volunteers are solicited because all of the Designated work assignments are being moved from the geographic location.
5. Per Article 24.5.A, impacted PPO(s) are given no less than thirty (30) working days of advanced notice of geographic location move.
6. Impacted PPO(s) are given preference in order of PPO seniority to move into a frozen vacancy or move to the new geographic location with their current work assignment.
7. Vacancies are unfrozen once the impacted PPO(s) have made their decision(s).
8. The movement of PPOs and Designated work assignments is implemented no less than thirty (30) working days following the initial written notification.

9. If impacted employees elect to fill a frozen vacancy rather than move with their work assignment, the relocated work assignments may be filled in accordance with Article 24.2 or Article 24.3 of the collective bargaining agreement.

C. Relocation of part of a Designated work assignments from one geographic location to another.

1. The Designated work assignment(s) and location are identified. (For example, one out of three MTEA sex offender Designated work assignments are being moved to MTSW).
2. The impacted PPO(s) are identified by the least senior PPO within the Designated work assignment, within the impacted geographic location.
3. Available vacancies are frozen.
4. Volunteers are solicited within the effected Designated Work Assignment (For example, volunteers are solicited from only the MTEA sex offender PPOs).
5. Per Article 24.5.A, impacted PPO(s) are given no less than a 30 working days notice of geographic location move.
6. Impacted PPO(s) are given preference in order of PPO seniority to move into a frozen vacancy or move to the new geographic location with their current work assignment.
7. Vacancies are unfrozen once impacted PPO(s) have made their decision(s).
8. The movement of PPOs and work assignments is implemented no less than thirty (30) working days following the initial written notification.
9. If impacted employees elect to fill a frozen vacancy rather than move with their Designated work assignment, the relocated work assignments may be filled in accordance with Article 24.2 or Article 24.3 of the collective bargaining agreement.

IV. Term

Unless extended by the parties, this MOU will expire upon effective implementation of a successor contract to the parties' 2014-2017 Collective Bargaining Agreement.

Entered into to this 8th day of April, 2016.

For the County:

For the Federation:



Jeff Heinrich
Labor Relations Manager



Pat Brasesco
FOPPO President