

## Memorandum of Understanding

### A. The Parties

The parties to this Memorandum of Understanding ("MOU") are Multnomah County, Oregon, hereinafter referred to as the "County," the Multnomah County Sheriff, hereinafter referred to as the "Sheriff," and the Multnomah County Corrections Deputies Association, hereinafter referred to as "MCCDA."

### B. Background

Following a grievance arbitration award issued on December 31, 2014, the parties to this MOU have reached the following understanding regarding the appropriate method by which to remedy circumstances where MCSO has failed to offer a bargaining unit member an overtime ("OT") opportunity in accordance with applicable policies and procedures.

### C. Terms of Understanding

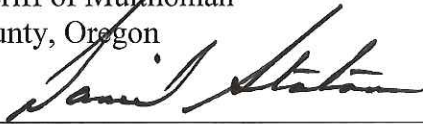
If a member becomes aware that they were missed during the calling of OT the member must:

1. Notify their Shift Lieutenant or Facility Commander within 15 days of the missed OT shift.
  - a. Failure to provide notification within the 15 day window will result in the forfeiture of this remedy.
2. The Shift Lieutenant or Facility Commander (or designee) will investigate if the member was in fact missed on the opportunity to work OT.
3. If confirmed, the Shift Lieutenant or Facility Commander will offer the affected member an opportunity to work a makeup OT shift to replace the OT shift missed.
  - a. If the missed OT is not confirmed by the Shift Lieutenant or Facility Commander, the Facility Commander (or designee) will discuss the outcome of the investigation with the member and a MCCDA E-Board Representative.
  - b. If both parties do not agree with the outcome of the investigation, the member (and/or MCCDA) reserves the right to use the formal grievance process.
4. The makeup OT shift must be at the facility where the OT was originally offered.
5. The member may choose to take the makeup OT shift on C, E or G shift.
6. The member must choose a date and shift for the makeup OT shift within 5 calendar days from the date the member is notified that the missed OT shift is confirmed, excluding the members weekend or approved vacation, comp time or personal holiday time.

- a. If the missed OT shift was for 7th day OT, the member will be paid for the selected makeup OT shift at the rate the member would have earned.
  - b. If the missed OT shift was not for 7th Day OT, the member may not select a makeup OT shift that would result in the member receiving 7th Day OT for the shift selected.
7. The member will be added, in addition to, the roster for the selected shift on OT, regardless of the need for OT on that shift.
8. In the event that OT was not needed on the shift selected the OIC will utilize the OT for additional operational needs.

Agreed to this 18 day of May, 2015.

Sheriff of Multnomah  
County, Oregon

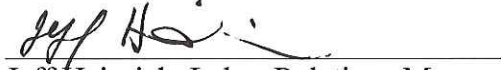


Dan Staton, Sheriff

For MCCDA:

  
Cathy Gorton, President

For the County:



Jeff Heinrich, Labor Relations Manager



Doug Hewitt, Executive Vice-President