

# MEMORANDUM OF AGREEMENT

## I. Parties to the Agreement

The parties to this Memorandum of Agreement (hereinafter "MOA") are Multnomah County, Oregon (hereinafter "County") and the Oregon Nurses Association (hereinafter "Association").

## II. Background

WHEREAS, the County is anticipating budget reductions that will impact County programs beginning Fiscal Year 2019-2020 (FY19-20); and

WHEREAS, it is anticipated that such cuts in funding will have an impact on certain work units resulting in layoff of employees; and

WHEREAS, the County has developed a Voluntary Retirement Program that will offer a financial incentive to Association employees eligible to retire under PERS/OPSRP in order to save employees from layoff;

NOW, therefore the County and Association do agree as follows:

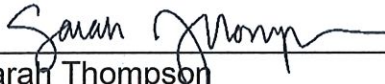
## III. Agreement

1. The parties agree that eligible employees may apply to participate in the Multnomah County 2019 Voluntary Retirement Program. Eligible employees are defined as those employees who:
  - a. Meet the minimum eligibility requirements for PERS/OPSRP service retirement on or before July 1, 2019.
  - b. Hold positions in a job classification designated by management.
  - c. Are approved to participate by the employee's Department.
  - d. Agree to resign on or before June 30, 2019.
  - e. Agree not to apply or accept employment in any capacity with the County for twelve (12) months following acceptance of their resignation date.
2. This 2019 Voluntary Retirement Program offer will not be extended to the general membership; approval shall be based on the County's business needs as determined solely by the County, which determination will not be subject to the parties Grievance Procedure. Approval will not be arbitrarily or capriciously denied, however denial shall be subject to review by a member of the Multnomah County Labor Relations Unit.

3. If more approved candidates apply than there are positions approved by the department, selection of applicants who are approved to participate will be in seniority order from designated classifications as defined by Article 14, Section 2 of the Association contract. If the number decreases after selection, approval will be revoked in reverse order of seniority.
4. Employees who participate will be eligible to receive a lump sum payment from the County equal to twelve (12) times the Total Monthly Premium cost of his/her active employee current medical (not dental) plan based on enrollment tier (single, two-party or family) on the date the employee's application is received by the Employee Benefits Office. The lump sum payment for employees who have Opt-Out of medical coverage will be equal to twelve (12) times the amount of his/her current monthly Opt-Out reimbursement.
5. Any dispute pertaining to an applicant's payment receipt shall be subject to the parties grievance procedure beginning at Step 3.

Agreed to this date, March 28, 2019.

For the Union:

  
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Sarah Thompson  
Association Representative

For the County:

  
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James J. Opoka  
Labor Relations Manager