

MEMORANDUM OF AGREEMENT

A. The Parties

The Parties to the MOA are Multnomah County, Oregon (hereinafter "County") and AFSCME, Local 88, AFL-CIO (hereinafter "Union").

B. Background

Article 15 of the Local 88 Agreement sets forth the rules for salary adjustments upon promotion within the bargaining unit. The current language predates an agreement by the parties to adjust the Local 88 Compensation Plan to an eight (8) step plan with a standardized three percent (3%) difference between each step and a three percent (3%) difference between each salary range/grade. As a result, the current language includes a definition of "one step" that is inconsistent with the current compensation plan in some instances. The parties have therefore agreed to a modification of the contract to ensure that employees receive a one step increase on promotion, based on the current compensation plan.

C. Terms of Agreement

1. Article 15.II.C.2 of the 2007-2011 Local 88 Agreement is hereby amended to read as follows:

C. Promotion

1. Definition

A promotion is an appointment to a classification with a higher top step than in the preceding classification.

2. Pay adjustments upon promotion

a. The base pay of a newly promoted employee will be at least one step higher than his or her base pay in the lower classification, unless such an increase puts him or her beyond the top of the higher range. ~~A one step increase is defined as the percentage difference between the final two steps of the lower range.~~

2. This agreement shall become effective immediately upon signature of the parties.

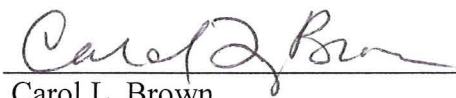
Done this 31 day of August, 2009

For the Union:

For the County:


Bryan Lally
Council Representative

8/31/09
Date


Carol L. Brown
Senior Human Resources Manager

8/31/09
Date