



Memorandum of Agreement
Between
Washington County ('County')
And
Federation of Oregon Parole and Probation Officers (FOPPO)

I. Parties

The parties to this Memorandum of Agreement are Washington County, a political subdivision of the State of Oregon ("County") and Federation of Oregon Parole and Probation Officers (FOPPO), (hereinafter "parties").

II. Background

- The parties are currently subject to a collective bargaining agreement (CBA) in effect through June 30, 2026.
- The County is transitioning to a new payroll system, Workday.
- The County is making changes to the health insurance plans for 2026 to stay within budget and minimize premium costs for both the County and the employee.
- The County no longer contracts with Tri-Met to provide Tri-Met passes to employees.
- FOPPO has demanded to bargain over mandatory subjects related to these changes.
- The parties have entered this Memorandum of Understanding, which satisfies the County's duty to bargain.

III. Agreement

1. The County will reimburse FOPPO-represented employees up to \$100 per month for any Tri-Met commuting costs to and from work between 9/1/25 and 12/31/25, upon proof of purchase, pending verification by Human Resources. Requests for reimbursement can be submitted each month or at the end of the year, whichever the employee prefers. Requests and proof of purchase should be emailed to hremployeerelations@washingtoncountyor.gov no later than January 31, 2026. All requested received after January 31, 2026, will be denied.
2. The County will implement a Transportation Flexible Spending Account (FSA) beginning January 1, 2026.
3. The October 31, 2025, pay date will be pushed to November 7, 2025. Pay dates will then follow every two weeks (e.g., November 21, December 5, December 19, etc.) until the end of December 2025.
4. Upon written request, the County will provide an advance payment, up to 40 hours, from an employee's November 7, 2025, paycheck into their October 17, 2025, paycheck to assist the employee with expenses. This amount will then be deducted from the employee's November 7, 2025, paycheck. **Available to full and part time employees only.*

5. The January 2, 2026, pay day will be moved up to December 31, 2025, to ensure 26 pay periods in both 2025 and 2026. The next pay date after December 31, 2025, will be on January 16, 2026, and every two weeks thereafter.
6. The County will end the use of Qualified Payroll Periods (QPP) by December 31, 2025.
 - a. "QPP" will be converted to hourly, monthly, or annual equivalents depending on the article/topic being addressed.
 - i. Twenty-six (26) QPP = 12 months
 - ii. Thirty-nine (39) QPP = 18 months
 - b. "QPP" is referenced in the current FOPPO CBA 2022-2026, Articles 1, 7, 9, 12, 17, and 26. The parties' CBA shall be modified in the following manner:
 - i. 1.4 "Probationary Period" means a working test period of 12 months ~~twenty-six (26) qualified payroll periods~~ during which an employee is required to demonstrate by actual performance of the duties, fitness for the position (18 months ~~thirty-nine (39)~~ for employees hired as a PPO I).
 - ii. 1.7 "Career Probationary Period" means a working test period of 12 months ~~twenty-six (26) qualified payroll periods~~ following a promotion from Parole and Probation Officer II to III, or promotion into the bargaining unit from a position outside of the bargaining unit, during which an employee is required to demonstrate by actual performance of the duties, fitness for the position.
 - iii. 1.8 "Career Probationary Employee" means an employee who has not completed the career probationary period consisting of the first 12 months ~~twenty-six (26) qualified payroll periods~~ following promotion from Parole and Probation Officer II to III, or from a position outside of the bargaining unit.
 - iv. ~~1.9 "Qualified Payroll Period" means a two-week payroll period in which the employee has not had more than one (1) work day (the lesser of eight (8) hours or the number of hours an employee is regularly scheduled to work within a twenty-four (24) hour period) in a non-pay status. A new employee may be credited with a qualified payroll period following initial appointment in the first half of the payroll period even though having non-pay status in excess of one (1) work day, so long as the employee works all the remaining workdays in the first payroll period:~~

v. 7.1

No. of Qualified Payroll Periods	Hours of Vacation Leave Per Payroll Period
1 to 130	3.6924
131 to 260	4.6154
261 to 390	5.5385
391 to 520	6.4616
521 and over	7.3847

Years of Service	Vacation Accrual/Hour	80 hours
0 - 4.99	0.0462	3.696
5 - 9.99	0.0577	4.616
10 - 14.99	0.0693	5.544
15 - 19.99	0.0808	6.464
20 +	0.0924	7.392

- vi. ~~9.2 ... Except as may be required by the Family Medical Leave Act or the Oregon Family Medical Leave Act, employees shall receive not be credited with a qualified payroll period for leaves of absence without pay of more than one (1) day in a given payroll period. If a regular employee does not complete a qualified payroll period, they shall not a pro-rated amount of vacation leave, or sick leave for all eligible hours. The employee's anniversary date for the purpose of merit increases and reviews shall be delayed for each payroll period for which the employee does not qualify hereunder.~~
- vii. ~~12.2 (c) ... Unqualified payroll periods will not be counted as continuous service for purposes of this Article 12.~~
- viii. ~~12.2 (d) ... Eligibility for Salary Increases: A new employee shall be advanced to the second next step of the salary range for their classification on the first day of the payroll period following 12 months twenty-six (26) continuous qualified payroll periods of satisfactory performance in their class. Length of service is the number of qualified payroll periods duration an employee has worked for the County in a specific classification within the bargaining unit, and shall be calculated at one (1) point per qualified payroll period without limit.~~
- ix. ~~17.3 (a) ... Seniority: Seniority is the number of qualified payroll periods duration a person has worked for the County, and shall be calculated at one (1) point per qualified payroll period without limit. Qualified payroll periods are Seniority is calculated from the date of entrance into County service as a probationary, provisional or career employoo. (i) Part time employoccs performing work of twenty (20) hours or more per week on a regular basis will be treated the same as full-time employees for the purpose of calculating seniority. qualified payroll period.~~
- x. ~~26.4 Upon promotion from Parole and Probation Officer II to III, an employee will serve a Career Probationary Period of 12 months twenty-six (26) qualified payroll periods. If the County determines that the employee is not performing satisfactorily during the Career Probationary Period, the employee may be returned to~~

the position of Parole and Probation Officer II. Such decision by the County is not subject to the grievance procedure.

7. The County will proceed with open enrollment as scheduled for 2026.
8. In exchange for the implementation of the plan changes for 2026 for Providence and Kaiser that was included in the expedited bargaining notice dated August 11, 2025, the County will provide a one-time VEBA contribution of \$100 for FOPPO - represented employees on the first payroll in February 2026.
9. Except as modified above, all other provisions of the applicable CBA shall continue to apply.
10. This MOA shall be effective upon full execution by both Parties and (where applicable) will be integrated into the Parties' subsequent CBA.
11. Any disputes regarding the interpretation or application of this MOA shall be resolved by the Parties using the grievance procedures of the applicable CBA.
12. In addition to the applicable CBA, this MOA is the full and final agreement of the Parties regarding these issues.

This Memorandum of Agreement will be effective upon execution by the parties.

For the County:

Date: _____

For the Union:



Date: 10/15/25

Approval to form

County Counsel