



Multnomah County Agenda Placement Request Budget Modification

(Revised 9/23/13)

Board Clerk Use Only

Meeting Date: _____

Agenda Item #: _____

Est. Start Time: _____

Date Submitted: _____

Agenda Title: BUDGET MODIFICATION # DCM-02-16: Reclassification of a OA Sr/NR to OA Sr in the Central HR Employee Benefits Program

Requested Meeting Date: _____ **Time Needed:** Consent Calendar

Department: 72 - County Management **Division:** Central Human Resources

Contact(s): Travis Graves (Shaun Coldwell)

Phone: 503-988-6134 **Ext.** 86134 **I/O Address** _____

Presenter Name(s) & Title(s): Not applicable

General Information

1. What action are you requesting from the Board?

Reclassification of an Office Assistant Sr/non-represented position to an Office Assistant Sr/represented in the Employee Benefits section of Central Human Resources.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.

This position was reclassified from OA Sr to OA Sr/non-represented through class comp request #2441, approved by the board on May 22, 2014.

On May 8, 2015, through a petition from Local 88, the Oregon Employee Relations Board ruled in agreement with the union, and determined that the position duties do not meet the definition of confidential employee and the position became a represented OA Senior immediately.

This action will bring the budgeted job classification in line with the ERB decision. The result decreases the amount of salary and benefits; the difference is added to Temporary and benefits in the amount of \$2,546.

3. Explain the fiscal impact (current year and ongoing).

Decrease in permanent salary and benefits of \$2,546 and increase to temporary salary and benefits in the same amount. The difference in insurance costs to the risk fund are in the amount of

\$58.

4. Explain any legal and/or policy issues involved.

6/9/2014 - Local 88 filed petition seeking clarification on unit status of the position

7/3/2014 - County filed objections to petition

3/12/2015 - Hearing before Oregon Employee Relations board

5/8/2015 - Ruling made in agreement with the union, determines position duties do not meet definition of confidential employee; position becomes represented OA Senior immediately

5. Explain any citizen or other government participation.

None

Budget Modification

6. What revenue is being changed and why? If the revenue is from a federal source, please list the Catalog of Federal Assistance Number (CFDA).

A decrease to the risk fund in Employee Benefits of \$58.

7. What budgets are increased/decreased?

The difference in salary of \$2,546 is balanced within the program. A net decrease to the risk fund of \$58.

8. What do the changes accomplish?

Reclassifies an OA Sr/non-represented to an OA Sr/represented, with a decrease in salary and benefits.

9. Do any personnel actions result from this budget modification?

Change in job class.

10. If a grant, is 100% of the central and department indirect recovered? If not, please explain why.

NA

11. Is the revenue one-time-only in nature? Will the function be ongoing? What plans are in place to identify a sufficient ongoing funding stream?

NA

12. If a grant, what period does the grant cover? When the grant expires, what are funding plans? Are there any particular stipulations required by the grant (e.g. cash match, in kind match, reporting requirements, etc)?

NA

Required Signature

**Elected Official or
Dept. Director:** _____

Date: _____

Budget Analyst: _____

Date: _____

Department HR: _____

Date: _____

Countywide HR: _____

Date: _____