



## MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: Oct. 2017)

APPROVED: MULTNOMAH COUNTY  
BOARD OF COMMISSIONERS

AGENDA # R.5 DATE 5/24/18  
MARINA BAKER, BOARD CLERK

### Board Clerk Use Only

Meeting Date: 5/24/18  
Agenda Item #: R.5  
Est. Start Time: 10:30 a.m.  
Date Submitted: 5/16/18

**Agenda Title: Ratification of Collective Bargaining Agreement 2017-2021 between Multnomah County and the Multnomah County Prosecuting Attorneys Association (MCPAA)**

<b>Requested Date:</b> May 24, 2018	<b>Time Needed:</b> 5 minutes
<b>Department/Division:</b> DCM - Central Human Resources	<b>Contacts:</b> Steve Herron, Labor Relations Director
<b>Phone:</b> 503-988-4333 (Ext 84333)	<b>Email:</b> steve.herron@multco.us
<b>Presenters:</b> Steve Herron, Labor Relations	

### General Information:

#### 1. What are you requesting from the Board?

Ratification of 2017-2021 collective bargaining agreement between Multnomah County and Multnomah County Prosecuting Attorneys Association (MCPAA). This contract would impact 73 employees.

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

The parties' previous labor agreement expired on June 30, 2017. The parties began negotiations in April 2017, and have proceeded through table negotiation, mediation, declaration of impasse, and preparation for Interest Arbitration (which was scheduled for September 20-21, 2018).

The parties' Tentative Agreement provides for continuation of wages, benefits, and other working conditions. The union ratified the TA on May 15, 2018; the TA is now subject to ratification by the Board of County Commissioners.

Highlights of the Tentative Agreement are as follows:

- 7/1/17 - 4.2% COLA retroactive for all unit members
- 7/1/17 - Establishment of Longevity Premium
- 7/1/18 - 5.6% COLA
- 7/1/18 - Adjustment to DDA 2 & DDA 3 Salary Schedule
- 7/1/19 & 7/1/20 - CPI-West Size A (minimum of 1.0%, maximum of 4.0%) plus 3% and 2% COLA, respectively
- 1/1/20 shift from current Health Insurance plans to revised health, pharmacy, dental, and vision plans
- Establishment of Probationary Period and Just Cause Standard of termination
- Establishment of Arbitration for appeal of termination
- Establishment of modified seniority-based bumping rights in layoffs

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