



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 6/9/2014)

Board Clerk Use Only

Meeting Date: 6/4/15
Agenda Item #: R.7
Est. Start Time: 10:05 am
Date Submitted: 5/28/15

Agenda Title: **Ratification of Tentative Agreement between Multnomah County and the Deputy Sheriff's Association**

Note: Title should not be more than 2 lines but sufficient to describe the action requested. Title on APR must match title on Ordinance, Resolution, Order or Proclamation.

Requested

Meeting Date: June 4, 2015 **Time Needed:** 5 Minutes

Department: County Management **Division:** Central HR

Contact(s): Jeff Heinrich, Labor Relations

Phone: 503-988-7609 **Ext.** 87609 **I/O Address:** 503/3/300

Presenter

Name(s) & Jeff Heinrich, Labor Relations Manager

Title(s): Mark Herron, DSA President

General Information

1. What action are you requesting from the Board?

Ratification of 2014-2018 collective bargaining agreement between Multnomah County and the Multnomah County Deputy Sheriff's Association (MCDSA). Based on the FY 2015 Adopted FTE, this ratification would impact 97.50 FTE.

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.

The parties have reached a tentative agreement for a successor to their collective bargaining agreement that expired on June 30, 2014. The parties began bargaining on April 1, 2014, and held roughly ten bargaining sessions including two with the assistance of a state mediator. The parties reached this tentative agreement on April 21, 2015.

The 2013-2015 agreement provides for the continuation of wages, benefits, and other working conditions. The union provided notice of its ratification to Human Resources on May 15, 2014. The 2013-2015 tentative agreement is now subject to ratification by the Board of County Commissioners. Significant provisions include:

- Effective July 1, 2014: 2.7% cost of living increase for all members of the bargaining unit. This increase is equal to the CPI-W for Portland, 2nd half.

- Effective July 1, 2015: 2.1% cost of living (COLA) increase for all members of the bargaining unit. This increase is equal to the CPI-W for Portland, 2nd half.
- Effective July 1, 2016: A cost of living increase for all members of the bargaining unit equal to the CPI-W for Portland, 2nd half with a minimum increase of 2% and a maximum increase of 4%.
- Effective July 1, 2017: A cost of living increase for all members of the bargaining unit equal to the CPI-W for Portland, 2nd half with a minimum increase of 1% and a maximum increase of 4%.
- New contract language providing for DSA participation in the Employee Benefits Advisory Team (EBAT) and a contract reopener in July of 2016 to address excise tax impacts under the Affordable Care Act (ACA).
- Sunset provision regarding retiree eligibility to participate in County insurance program following eligibility for Medicare.
- Calculate retiree insurance subsidy based on half of the premium cost (note: this is already the calculation method for most other County bargaining units).
- Increase the term life insurance policy from \$30,000 to \$50,000.
- Apply 6% Dive Team premium to all hours for the duration of the assignment. The premium is currently applied only to the time actually worked on the Dive Team and for authorized training related to the Dive Team.
- County will follow ORS 652.750 regarding employee review of personnel records.

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

The Compensation article constitutes the vast majority of the fiscal impact of this agreement. The costing estimates are based on the best available data and show the impact for the duration of the contract (FY 2015-FY 2018). For a reference point, in FY 2015 85% of the DSA positions are budgeted in the County General Fund and 15% are budgeted in Other Funds.

Article 16: Compensation

FY 2015 – 2.7% Cost of Living Adjustment (COLA) - \$265,000

The 2.7% COLA increase will cost approximately \$176,500 in wages, and \$88,500 in salary related benefits and insurance costs for a total increase of \$321, in all funds. These increases were assumed in the FY 2015 Adopted Budget, so the agreement does not change the County's FY 2015 financial position.

FY 2016 – 2.1% Cost of Living Adjustment (COLA) - \$212,000

The 2.1% COLA increase will cost approximately \$141,000 in wages, and \$71,000 in salary related benefits and insurance costs for a total increase of \$212,000 in all funds. The 2.1% increase is in addition to the FY 2015 increases and has been built into the FY 2016 budget.

FY 2017 – 2% to 4% COLA Range \$206,000 to \$412,000

The COLA ranges from 2% to 4%, so the cost will range from \$206,000 at the low end and \$412,000 at the high end. The salary related benefits and insurance costs increases are estimated to be between \$69,000 to \$138,000 depending on the DSA employment levels, demographics, and medical inflation. These costs are in addition to the FY 2015 and FY 2016 increases.

FY 2018 – 1% to 4% COLA Range \$105,000 to \$428,000

The COLA ranges from 1% to 4%, so the cost will range from \$105,000 at the low end and

\$428,000 at the high end. The salary related benefits and insurance costs increases are estimated to be between \$35,000 to \$143,000 depending on the DSA employment levels, demographics, and medical inflation. These costs are in addition to the FY 2015, FY 2016 and FY 2017 increases.

Dive Team Premium – 6% for Duration of Assignment \$228,000

The total estimated cost of the 6% premium for the duration of assignment for the Dive Team is estimated at \$228,000 for the duration of the contract. This estimate includes wages, overtime, salary related benefits, and insurance cost increases. The premium is limited to DSA members assigned to the Dive Team. Currently, 9.00 FTE are assigned to this unit.

	6% Premium
FY 2015	54,000
FY 2016	56,000
FY 2017*	58,000
FY 2018*	<u>60,000</u>
Total Estimated Cost	228,000

Note: due to the COLA ranges for FY 2017 and FY 2018, an average is used for the estimate.

These costs **were not** anticipated in the FY 2015 Adopted Budget. The Sheriff's Office will need to make the necessary adjustments within the current Fiscal Year budget; as well as future budgets, in order to cover the estimated increases. Due to the timing of the settlement, these costs have not been built into the FY 2016 budget.

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

N/A.

5. Explain any citizen and/or other government participation that has or will take place.

N/A.

Required Signature

**Elected
Official or
Department**

Director: Karyne Kieta /s

Date: May 28, 2015

Note: Please submit electronically. Insert names of your approvers followed by /s/ - we no longer use actual signatures. Please insert date approved.