



## MULTNOMAH COUNTY, OREGON

### BOARD OF COMMISSIONERS

#### Beverly Stein, Chair

1120 SW Fifth Avenue, Suite 1515  
Portland, Or 97204-1914

Phone: (503) 248-3308 FAX (503) 248-3093

Email: [mult.chair@co.multnomah.or.us](mailto:mult.chair@co.multnomah.or.us)

#### Diane Linn, Commission Dist. 1

1120 SW Fifth Avenue, Suite 1500  
Portland, Or 97204-1914

Phone: (503) 248-5220 FAX (503) 248-5440

Email: [diane.m.linn@co.multnomah.or.us](mailto:diane.m.linn@co.multnomah.or.us)

#### Gary Hansen, Commission Dist. 2

1120 SW Fifth Avenue, Suite 1500  
Portland, Or 97204-1914

Phone: (503) 248-5219 FAX (503) 248-5440

Email: [gary.d.hansen@co.multnomah.or.us](mailto:gary.d.hansen@co.multnomah.or.us)

#### Lisa Naito, Commission Dist. 3

1120 SW Fifth Avenue, Suite 1500  
Portland, Or 97204-1914

Phone: (503) 248-5217 FAX (503) 248-5262

Email: [lisa.h.naito@co.multnomah.or.us](mailto:lisa.h.naito@co.multnomah.or.us)

#### Sharron Kelley, Commission Dist. 4

1120 SW Fifth Avenue, Suite 1500  
Portland, Or 97204-1914

Phone: (503) 248-5213 FAX (503) 248-5262

Email: [sharron.e.kelley@co.multnomah.or.us](mailto:sharron.e.kelley@co.multnomah.or.us)

**ANY QUESTIONS? CALL BOARD  
CLERK DEB BOGSTAD @ 248-3277**

Email: [deborah.l.bogstad@co.multnomah.or.us](mailto:deborah.l.bogstad@co.multnomah.or.us)

**INDIVIDUALS WITH DISABILITIES  
MAY CALL THE BOARD CLERK AT  
248-3277, OR MULTNOMAH COUNTY  
TDD PHONE 248-5040, FOR  
INFORMATION ON AVAILABLE  
SERVICES AND ACCESSIBILITY.**

**JULY 23, 1998**

### BOARD MEETING

#### FASTLOOK AGENDA ITEMS OF INTEREST

*	THERE WILL BE NO VOTING MEETING OF THE BOARD OF COMMISSIONERS THIS WEEK
2	Work Session on Public Safety Sites and Implications - Meeting Open to the Public
2	Executive Session Regarding Real Property Negotiations - Closed to Public
2	Executive Session Regarding Labor Negotiations - Closed to Public
*	Check the County Web Site: <a href="http://www.multnomah.lib.or.us">http://www.multnomah.lib.or.us</a>

This Thursday's work session of the Multnomah County Board of Commissioners will be cable-cast live and taped and may be seen by Cable subscribers in Multnomah County at the following times:

Thursday, 9:30 AM, (LIVE) Channel 30  
Friday, 10:00 PM, Channel 30  
Sunday, 1:00 PM, Channel 30  
Produced through Multnomah  
Community Television

Thursday, July 23, 1998 - 9:30 AM  
Multnomah County Courthouse, Boardroom 602  
1021 SW Fourth Avenue, Portland

## **WORK SESSION**

WS-1 Update on Public Safety Facility Siting and Implications; Discussion on GO Bond Financial Overview; Radio Towers Site; Next Steps; Siting Process for Alcohol and Drug Facility; Implications of Decision on Public Safety Levy; Planning Process and Timing of Levy Request. Presented by Dave Warren, Larry Nicholas, Dave Boyer, Dan Noelle, Dan Oldham, Bobbi Luna, Tim Brooks, Tim Ramis, Elyse Clawson, Gina Mattioda, Ginger Martin, Larry Aab, Bill Farver and Peter Ozanne. 2 HOURS REQUESTED.

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Thursday, July 23, 1998 - 11:30 AM  
Multnomah County Courthouse, Boardroom 602  
1021 SW Fourth Avenue, Portland

## **EXECUTIVE SESSION**

E-1 The Multnomah County Board of Commissioners Will Meet in Executive Session Pursuant to ORS 192.660(1)(e) and (h) to Deliberate with Persons Designated to Negotiate Real Property Transactions, and for Consultation with Counsel Concerning Legal Rights and Duties Regarding Current Litigation or Litigation Likely to be Filed. Presented by Bob Oberst, Thomas Sponsler and Jacqueline Weber.

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Thursday, July 23, 1998 - 3:00 PM  
Multnomah County Courthouse, Boardroom 602  
1021 SW Fourth Avenue, Portland

## **EXECUTIVE SESSION**

E-2 The Multnomah County Board of Commissioners Will Meet in Executive Session Pursuant to ORS 192.660(1)(d) for Labor Negotiator Consultation Concerning Labor Negotiations. Presented by Darrell Murray. 1.5 HOURS REQUESTED.

MEETING DATE: July 23, 1998  
AGENDA #: E-2  
ESTIMATED START TIME: 3:00 PM

(Above Space for Board Clerk's Use ONLY)

### AGENDA PLACEMENT FORM

SUBJECT: Executive Session Pursuant to ORS 192.660(1)(d)

BOARD BRIEFING: DATE REQUESTED: \_\_\_\_\_  
REQUESTED BY: \_\_\_\_\_  
AMOUNT OF TIME NEEDED: \_\_\_\_\_

REGULAR MEETING: DATE REQUESTED: Thursday, July 23, 1998  
AMOUNT OF TIME NEEDED: 1.5 Hours

DEPARTMENT: Support Services DIVISION: Labor Relations

CONTACT: Darrell Murray TELEPHONE #: 248-5135, ext. 22595  
BLDG/ROOM #: 106/1400

PERSON(S) MAKING PRESENTATION: Darrell Murray

#### ACTION REQUESTED:

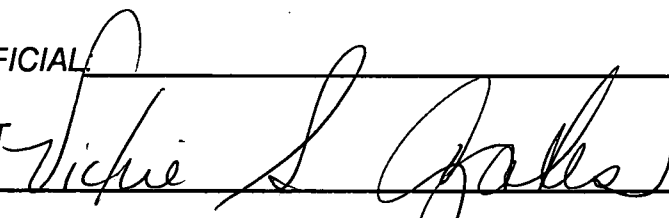
☐ INFORMATIONAL ONLY ☒ POLICY DIRECTION ☐ APPROVAL ☐ OTHER

#### SUGGESTED AGENDA TITLE:

The Multnomah County Board of Commissioners Will Meet in Executive Session  
Pursuant to ORS 192.660(1)(d) for Labor Negotiator Consultation Concerning  
Labor Negotiations

#### SIGNATURES REQUIRED:

ELECTED OFFICIAL  
(OR)  
DEPARTMENT  
MANAGER:



BOARD OF  
COUNTY COMMISSIONERS  
98 JUL 15 AM 9:57  
MULTNOMAH COUNTY  
OREGON

ALL ACCOMPANYING DOCUMENTS MUST HAVE REQUIRED SIGNATURES  
Any Questions? Call the Board Clerk @ 248-3277

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- A. Bargaining Timetable And Related Considerations (2 minutes)
  - 1. 150 days deadlines (**Exhibit 1**)
- B. How Proposed Wages, Benefits, and Working Conditions Are Evaluated (10 minutes)
  - 1. General Criteria (**Exhibit 2**)
  - 2. Difficulties In Determining "Comparability" (**Exhibit 3**)
  - 3. Historic County Comparisons (**Exhibit 4**)
  - 4. Out of State Comparisons Under SB 750
- C. Cost of 1% of wages and insurance (**Exhibit 5**) (1 minute)
- D. Recap of Major terms of Local 88 economic settlement (2 minutes)
  - 1. General Wages 3% Yr 1; Portland CPI-W 2% minimum & 4 % maximum Yr. 2/Portland CPI-W 2% minimum & 4.25% maximum Yr. 3.
  - 2. Special Market Adjustments for various classes 6/30/98, 7/1/99 and 7/1/00. The aggregate cost of 7/1/99 increases is limited to a total of .5% of bargaining unit base; 7/1/00 increases are limited to 0.25% of bargaining unit base.
  - 3. Bus Pass to any bargaining unit member who wants one, effective 9/1/98. (Apprx. .3%)
  - 4. PERS Pick Up with corresponding wage offset 9/1/98
  - 5. Insurance Paid by county Yr. 1; county contribution increases capped at CPI Yr. 2 & 3 unless extreme. Intermediate increases covered by wage offset under total compensation approach.
- E. Painters (2 minutes)
  - 1. A "me too" unit
  - 2. Recommend 88 settlement except .3% wages first year in lieu of bus pass.
- F. Operating Engineers (5 minutes)
  - 1. Behind City, but no recruitment problems
  - 2. Classification Study Issue
  - 3. Recommend basic 88 settlement except .3% wages first year in lieu of bus pass.

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G. Electricians (5 minutes)

1. NECA 6% a year ago.
2. City 9% increase (\$2.00 per hour) for Journeymen and Limited Energy Technicians **(EXHIBIT 6)**
3. NECA 6% last years
4. Hot market last 3 years, although cooling some now
5. Recommend addition of a second step 3% over current wage, implemented gradually over life of agreement; otherwise, basic 88 economic settlement except .3% wage increase first year instead of bus pass.

H. Nurses (10 minutes)

1. Market position looks generally strong; high for LPN's **(Exhibit No. 7)**
2. Nurses not yet sold on MCEBB or PERS Pick up
3. Nurses strongly seeking education reimbursement guarantees/market supports, particularly for Nurse Practitioners
4. Recommend same basic economic package as 88 except allow for diversion of some wage dollars to continuing education; seek some slowdown in LPN wages (perhaps - 1% per year of K).

I. Deputy Sheriffs (15 minutes)

1. Market position looks moderate to slightly weak when taking out unfunded liability payments and education differential with most compared employers **(Exhibit 8)**
2. Important context changes in last 4 years include City's adoption of BS requirement and turnover of senior employees/hiring of new.
3. Deputies have expressed interest in moderating incentive requirements, enhanced retiree insurance, improved longevity pay (new step at 10 years and increased at 15), and higher across the board wages. On board with PERS pick up, but resistant to MCEBB.
4. Moderation of incentive requirements is justified by comparability.
5. Recommend basic 88 economic settlement except adopt moderated incentive plan in lieu of bus pass; install a 10 year longevity step of 2.5 % in the 2nd year of the agreement (cost \$24,000 or .4%); move the 14 year step to 15 years and make it 3.5% in 3<sup>rd</sup> year (cost \$14,000 or .23%). (Total)

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J. Corrections Deputies (15 minutes)

1. Market position looks strong at lower end, but somewhat weak from mid-point. (Exhibit 9); Relative position has slipped. (Exhibit 10).
2. Important context changes in last 4 years include double bunking of MCDC (worth 3 or 4% if purchased at pre-double bunk prices; also cooperation on meals (worth roughly \$100K)
3. Our environment is probably most complex (jail tours), although extent this translates into more complex jobs is debatable.
4. Sheriff is seeking change in vacation scheduling system that will harm senior employee bidding strength. Need a quid-pro-quo.
5. County needs cooperation on health insurance cap; very difficult to obtain in interest arbitration. (EXHIBIT 11)
6. MCCOA has expressed strong interest in longevity pay, across the board catch up, additional vacation time, and CERT team and bi-lingual premium. They appear ready to accept the PERS pick up arrangement but have expressed doubts over the MCEBB and total compensation approach but haven't rejected it out of hand.
7. Recommend basic 88 economic settlement except bus pass only for employees working at MCDC, a wage increase of approximately 3.2%; also, in year 2 adopt longevity pay 2.5% at 15 years and in year 3 adopt 1% longevity step at 10 years. (See memo).

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**Exhibit 1**

**Significant Deadlines For Bargaining**

<u>Unit</u>	<u>150<sup>th</sup> Day</u>	<u>Initial Refusal To Bargain Deadline</u>
MCCOA	July 31, 1998	June 1, 1998 (Done)
MCDSA	August 5, 1998	July 24, 1998 (None Likely)
IBEW & IUOE	August 28, 1998	August 24, 1998
ONA	September 18, 1998	September 4, 1998
Painters	Not Yet Determined	Not Yet Determined

**Exhibit 2**

**General Factors for Evaluating Compensation & Working Conditions**

1. Comparability Comparisons with the practices of other employers
2. Ability to pay The relative financial capacity of an organization to support the particular wage or practice.
3. Cost of Living Changes in the consumer price index.
4. Recruitment and Retention The ability to recruit and retain employees who meet the organization's quality standards, based on actual recruitment results and turnover rates.
5. Current Compensation And Work Conditions The absolute level of compensation and the specific nature of employment conditions.
6. Other Factors Unique factors or factors that have been an established part of the parties' course of dealing in prior years.
7. Practical Considerations These include political considerations, the relative power of the parties, extent to which relationship concerns are deemed important, etc.



**Exhibit 3**

**Why Comparisons Involve Subjective Judgments**

**A. Difficulties comparing components of compensation plans**

1. PERS v. Portland Pension system v. out of state systems v. private systems
2. Counting or discounting of unfunded liabilities when comparing pensions
3. Benefit variations inside insurance plans
4. Effect of economies of scale and quality of plan management on insurance costs/benefits

**B. Difficulties in comparing total compensation**

1. Portland's "everything in base" v. Clackamas County's premium heavy wage structure.
2. Public (PERS) v. Private Sector (401K)

**C. Difficulties Comparing Jobs**

1. BSN v. ASN as minimum requirements for nurse recruits
2. Hospital v. Corrections v. Clinics v. Field nursing settings
3. Direct v. Indirect Supervision Jail Environment
4. Public Sector v. Private Sector Work
5. Large employer v. small employer work demands

**D. Difficulties Identifying Comparable Employers**

1. Type of organization (private v. municipality v. school v. state v. federal government)
2. Geographic location differences (inside labor market/outside labor market)
3. Number of employees (large v. small employer)
4. Rural v. Urban (affecting employee and employer costs and public attitudes)
5. Different Service Demands (urban v. suburban v. rural)
6. Extent to which employer funds are discretionary or restricted

**Exhibit 4**

**Historic County Comparisons**

**Deputy Sheriffs**

**City of Portland**  
**Washington County**  
**Clackamas County**  
City of Gresham  
City of Beaverton  
Marion County  
Lane County  
Clark County  
State of Oregon

**Corrections Deputies**

**Washington County**  
**Clackamas County**  
**Marion County**  
Lane County  
Clark County  
State of Oregon

**Nurses**

**Kaiser**  
**OHSU**  
**Providence**  
**Legacy**  
King County  
Clackamas County  
Washington County  
State of Oregon  
Veterans Admin.  
Red Cross  
OAH Survey

**Electricians**

**City of Portland**  
**NECA**  
**IECO**  
State of Oregon

**Operating Engineers**

**City of Portland**

**Painters**

**N/A**

**\*Entities in boldface have been given the greatest weight in prior years.**

## EXHIBIT 5

Cost of 1% of Wages And Insurance

Deputy Sheriffs:	\$66,497
Corrections Deputies:	\$288,315
Nurses:	\$157,459
Electricians:	\$ 12,030
Operating Engineers:	\$ 8,494
Painters:	\$ 1,531
Juvenile Custody Specialists	\$ 43,127
Local 88 General Employees	\$1,158,862
Exempt Employees	\$ 440,030

## EXHIBIT 6

Electrician Unit Wages (Portland Survey)

<u>Entity</u>	<u>Top Step Electrician Wage Rate</u>
NECA	\$26.50 (does not include pension or other benefits)
PDX School Dist.	\$24.45 (do not believe this includes PERS pick up district pays)
City of Portland	\$25.40 (with 7/1/98 increase of \$2.00 per hour and PERS pick-up)
Multnomah County	\$22.00 (net wage after retirement contribution)

## EXHIBIT 7

**Total Hourly RN Compensation Comparison**  
**Clinic/Field Nurses**

<u>Employer</u>	<u>Entry</u>	<u>10 Year/no shift dif.</u>	<u>Maximum w/shift dif.</u>
OHSU	\$24.31	\$31.93	\$38.09
Kaiser (OFN)	\$22.61	\$29.99	\$32.40
Legacy/VNA	\$23.11	\$30.26	\$30.49
Providence	N/Av.	N/Av.	N/Av.
Clackamas County	\$25.16	\$31.76	\$33.56
Multnomah County	\$24.78	\$33.17	\$36.39

**Hospital RN's**

OHSU	\$24.31	\$31.93	\$38.09
Kaiser (OFN)	\$23.37	\$29.90	\$32.12
Legacy	\$22.67	\$28.55	\$31.43
Providence	N/Av.	N/Av.	N/Av.
Multnomah County	\$24.78	\$33.17	\$36.39

**Nurse Practitioners**

OHSU	\$30.00	\$39.55	\$43.29
Kaiser (OFN)	\$31.26	\$43.32	\$45.76
Legacy	\$29.66	\$38.92	\$41.97
Providence	N/Av.	N/Av.	N/Av.
Multnomah County	\$31.14	\$41.04	\$44.39

**LPN's**

OHSU	\$15.78	\$20.78	\$22.90
Kaiser	\$16.11	\$19.83	\$21.20
Legacy	\$16.61	\$23.02	\$25.80
Providence	N/Av.	N/Av.	N/Av.
Multnomah County	\$18.49	\$24.04	\$27.10

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## EXHIBIT 8

Preliminary Deputy Sheriffs Total Compensation Comparisons

<u>Employer</u>	<u>5 years</u>	<u>10 years</u>	<u>Maximum</u>
Multnomah County	\$29.28	\$31.22	\$32.36
Clackamas County	\$28.52	\$31.49	\$32.79
Washington County	\$28.75	\$29.99	\$30.71
City of Portland	\$32.94	\$33.54	\$34.37
City of Gresham	\$29.94	\$31.25	\$31.50

NOTE: Multnomah County rates are reduced 6% to compensate for PERS pick up paid by the other jurisdictions. Portland pays the 6% employee contribution to the City's P&F system. Gresham wage rates are generally higher than Multnomah County's rates. However, the vacation schedule for senior employees is considerably leaner in Gresham.

## EXHIBIT 9

Corrections Deputy Total Compensation Comparisons

<u>Employer</u>	<u>Entry Level</u>	<u>6 Years</u>	<u>10 Years</u>	<u>Maximum</u>
Multnomah County	\$21.46	\$28.02	\$29.21	\$30.29
Clackamas County	\$20.18	\$29.87	\$31.97	\$33.22
Washington County	\$19.39	\$28.84	\$29.64	\$30.62
Marion County	\$17.92	\$25.90	\$28.93	\$29.63

Multnomah County wage rates are adjusted downward 6% to compensate for the PERS pick up paid by other jurisdictions but not paid by Multnomah County. Multnomah County relative rates are approximately 1.5% higher than they would appear if the comparisons excluded health insurance. In the last interest arbitration, the arbitrator excluded this benefit, along with employer pension contributions because of the large proportion of Multnomah County contributions that are represented by unfunded liability created by a pre-PERS plan.

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**EXHIBIT 10**

**TOP Step Corrections Deputy Wage Slippage Analysis (1993-97)**

Clackamas County	13.21%
Washington County	19.20%
MCCOA	11.74%
Marion County	9.89%



**EXHIBIT 11 (Revised)**

**LAW ENFORCEMENT UNITS HEALTH INSURANCE CAPS**

**Clackamas County** - None

**City of Portland** – yes, cap is contractually negotiated dollar amount for plan participation with annual Portland CPI-W increase. Benefits Committee may recommend ways of dealing with exceeding the cap within benefit plan. Current cap is \$675 for family medical/dental/vision.

**Marion County** – None for law enforcement units

**Washington County** – None

**Multnomah County** - No cap/current County contribution = \$515

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MCCOA v. Recommendation

MCCOA Proposal

Wages: Eff. 7/1/98 3.5% + 2.5% longevity step at 14 years of service.  
(**COST** of longevity begins at **\$115,000** in yr. 1 and rises to **\$166,300** in 3<sup>rd</sup> year.  
Total cost over 3 years of agreement approximately **\$410,000** not counting  
offsetting savings.)

Eff. 7/1/99 3%

Eff. 7/1/00 3%

Other: Eff. immediately, delete long-term disability insurance. Estimated **SAVINGS**  
**\$90,000**. County's medical/dental contributions in 2<sup>nd</sup> and 3<sup>rd</sup> year limited to rate  
of increase in CPI-W. No change in benefits without MCCOA approval. Other  
details of MCEBB to be worked out. Excess costs to be paid by employee by  
payroll deduction. PERS Pick up Eff. 9/1/98. (**SAVES \$107,571.**)

NOTE: The Association has also proposed bi-lingual pay incentive (2.5%) and CERT  
team incentive (5%).

Recommendation

Wages: Eff. 7/1/98 3.3% (or equivalent package)  
Eff. 7/1/99 CPI with minimum 2% max 4% OR 3% fixed, plus 2.5% longevity  
step at 15 years. **COST** of longevity begins at **\$112,000** rising to  
approximately **\$134,000** in year 3.

Eff. 7/1/00 CPI with minimum 2% max 4.25% plus 1% longevity step at 10  
years OR 3% fixed. **COST** of additional 1% longevity adds  
approximately **\$76,000** to the longevity cost. With the 15 year step  
this would equal roughly **\$210,000** total in 3<sup>rd</sup> year.