



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 6/9/2014)

Board Clerk Use Only

Meeting Date: 2/1/18
Agenda Item #: R.3
Est. Start Time: 10:20 am approx.
Date Submitted: 1/24/18

Agenda Title: **Ratification of Collective Bargaining Agreement 2017-2022 between Multnomah County and the Multnomah County Corrections Deputy Association (MCCDA)**

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: February 1, 2018 **Time Needed:** 5 Minutes
Department: County Management **Division:** Central HR
Contact(s): Steve Heron, Labor Relations
Phone: 503-988-4333 **Ext.** 84333 **I/O Address:** 503/3/300
Presenter Name(s) & Title(s): Steve Herron, Labor Relations Director
Kathy Gorton, MCCDA President

General Information

1. What action are you requesting from the Board?

Ratification of the 2017-2022 collective bargaining agreement between Multnomah County and the Multnomah County Corrections Deputy Association (MCCDA). This ratification would impact approximately 414 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, 2017. The parties began bargaining in February 2017, and held fourteen bargaining sessions including one with the assistance of a state mediator. The parties reached this tentative agreement on November 16, 2017.

The 2017-2022 agreement provides for the continuation of wages, benefits, and other working conditions. The union provided notice of its ratification to Human Resources on January 9, 2018. The 2017-2022 tentative agreement is now subject to ratification by the Board of County Commissioners. Significant provisions include:

- **Wages Retroactively Effective to July 1, 2017:** Hourly wage rates for members will be increased by one dollar (\$1.00) per hour.

- **Wages Effective July 1, 2018:** Hourly wage rates for members will be increased by one dollar and twenty cents (\$1.20) per hour.
- **Wages Effective July 1, 2019:** A cost of living increase for members equal to the Consumer Price Index for West – Size Class A Urban Wage and Clerical Workers (2nd Half, December 2017 to December 2018), with a minimum increase of one percent (1.0%) and a maximum increase of four percent (4.0%).
- **Wages Effective July 1, 2020:** A cost of living increase for members equal to the Consumer Price Index for West – Size Class A Urban Wage and Clerical Workers (2nd Half, December 2018 to December 2019), with a minimum increase of one percent (1.0%) and a maximum increase of four percent (4.0%).
- **Wages Effective July 1, 2021:** A cost of living increase for members equal to the Consumer Price Index for West – Size Class A Urban Wage and Clerical Workers (2nd Half, December 2019 to December 2020), with a minimum increase of one percent (1.0%) and a maximum increase of four percent (4.0%).
- **Premiums:** Increased and new premiums -
 - Translator Pay – Increase from 2% to 3%
 - CERT Pay – Increase from 2% to 6%
 - Trainer Pay – Increase from 5% to 8%
 - Dive Team Pay – New premium of 6%
- **Benefits:** Benefit plan design changes with a contract reopener in May 2019 to address excise tax impacts under the Affordable Care Act (ACA).
- **Sick Leave:** Updated language in the sick leave article to comply with Oregon's Sick Time Law.

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

The costing estimates are based on the best available data and show the impact for the duration of the contract (FY 2018-FY 2022).

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Cost Estimates per Year of MCCDA Contract by Proposal						
*All estimates are the new costs incurred in each year only and not cumulative ongoing costs plus new costs						
Proposal	FY 2018	FY 2019	FY 2020	FY 2021	FY 2022	Total
COLA (FY18 \$1/hr incr., FY19 \$1.20/hr incr.), FY20 1-4%, FY21 1-4%, FY22 1-4%)	\$1,503,955	\$1,798,024	\$544,821 - \$2,179,285	\$550,269 - \$2,266,456	\$555,772 - \$2,357,115	\$4,952,841 - \$10,104,435
Premiums (Translator 2% to 3%, CERT 2% to 6%, Trainer 5% to 8%, Dive Team 6%)	\$173,567	\$6,023	\$1,796 - \$7,184	\$1,813 - \$7,471	\$1,832 - \$7,770	\$185,031 - \$202,015
Benefits Change	--	(\$28,140)	(\$28,140)	--	--	(\$56,280)
Updated Sick Leave Policy	\$119,793	\$4,157	\$1,240 - \$4,958	\$1,252 - \$5,156	\$1,264 - \$5,353	\$127,706 - \$139,417
Total	\$1,797,315	\$1,780,064	\$519,717 - \$2,163,287	\$553,334 - \$2,279,083	\$558,868 - \$2,370,238	\$5,209,298 - \$10,389,987

Article 16, Compensation

FY 2018 - \$1/hr COLA Increase - \$1,503,955

The \$1/hr COLA increase will cost approximately \$992,610 in wages and \$511,345 in salary related benefits and insurance costs for a total ongoing increase of \$1,503,955 in all funds. The effective aggregate COLA is 2.99% which is above the 2.2% COLA anticipated in the FY 2018 budget.

FY 2019 - \$1.20/hr COLA Increase - \$1,798,024

The \$1.20/hr COLA increase will cost approximately \$1,186,696 in wages and \$611,328 in salary related benefits and insurance costs for a total ongoing increase of \$1,798,024 in all funds. The flat, defined COLA adjustment means that employees on the lower end of the salary scale will receive a large increase relative to overall salary than employees at the higher end of the range.

FY 2020 – 1-4% COLA Increase - \$544,821 - \$2,179,285

The 1-4% COLA increase will cost approximately \$359,582 – \$1,438,328 in wages and \$185,239 - \$740,957 in salary related benefits and insurance costs for a total ongoing increase of \$544,821 - \$2,179,285 in all funds.

FY 2021 – 1-4% COLA Increase - \$550,269 - \$2,266,456

The 1-4% COLA increase will cost approximately \$363,178 – \$1,495,861 in wages and \$187,091-

\$770,595 in salary related benefits and insurance costs for a total ongoing increase of \$550,269 - \$2,266,456 in all funds.

FY 2022 – 1-4% COLA Increase - \$555,772 - \$2,357,115

The 1-4% COLA increase will cost approximately \$366,810 – \$1,555,696 in wages and \$188,962 - \$801,419 in salary related benefits and insurance costs for a total ongoing increase of \$555,772 - \$2,357,115 in all funds.

Premiums (Translator Pay 2% to 3%, CERT Pay 2% to 6%, Trainer Pay 5% to 8%, Dive Team Pay 6%) - \$173,567

The premium increases represent increases in the rates applied to Translator Pay, CERT Pay, and Trainer Pay, and the creation of a new Dive Team Pay premium. In 2018, the total impact (including salary related expenses and insurance costs is approximately \$173,567. The salary adjustment represents an ongoing expense. The small impacts in FY 2019 through FY 2022 are due to COLA adjustments on the increase in salary.

Article 11, Health and Welfare

Modest revisions to the Medical and Dental benefits plan designs will save \$56,280 per calendar year, beginning in the second half of FY19. In the table above, the impact is split equally between FY 2019 and FY 2020. Areas of adjustment include small increases to deductibles, co-pays, and out-of-pocket maximums.

Article 9, Sick Leave

Updated Sick Leave Policy - \$119,793

This measure updates the policy on saved holiday bonuses for limited use of sick leave to comply with Oregon's Sick Time Law. Going forward, the first 40 hours of sick leave will now apply toward hours worked for overtime calculations. Previously, sick leave hours were not applied to the 40 hour weekly base before overtime was applied. The result will be an increase in the number of hours worked at overtime rates. The total impact is approximately \$119,793. The small impacts in FY 2019 through FY 2022 are due to COLA adjustments on the increase in salary.

The FY 2018 costs (including a portion of the COLA) were not included in the FY 2018 Adopted Budget. Depending on end-of-year financial status, MCSO may need to request additional funds from the Board.

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 Signatur

**Elected
Official or
Department
Director:**

Marissa Madrigal /s/

Date:

January 24, 2018