



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: Oct. 2017)

Board Clerk Use Only

Meeting Date:	6/14/18
Agenda Item #:	R.4
Est. Start Time:	10:05 a.m.
Date Submitted:	5/30/18

Agenda Title: Ratification of Collective Bargaining Agreement 2017-2021 between Multnomah County and the Federation of Parole and Probation Officers (FOPPO) pursuant to Interest Arbitration decision

Requested Date: June 14, 2018	Time Needed: 5 minutes
Department/Division: DCM - Central Human Resources	Contacts: Jeff Heinrich, Labor Relations Manager
Phone: 503-988-7695 (x87695)	Email: jeff.heinrich@multco.us
Presenters: Jeff Heinrich, Labor Relations	

General Information:

1. What are you requesting from the Board?

Ratification of 2017-2020 collective bargaining agreement between Multnomah County and Multnomah County Federation of Oregon Parole and Probation Officers.

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 proceeded to interest arbitration pursuant to ORS 243.746; Arbitrator Runkle awarded the County's last best offer on April 16, 2018. The compensation highlights of this awarded agreement are as follows:

- 7/1/17 – **Retro** - 2.2% (Portland CPI-W) and eliminate bottom step
- 4/6/18 increased field trainer premium from 3% to 5%.
- 7/1/18 – 3.6% (Portland CPI-W)
- 7/1/19 –CPI-West Size A (minimum of 1.0%, maximum of 4.0%)

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 2020). As demographics change, the costing could shift over time.

These estimates reflect total costs associated with the contract, but in some cases these costs have already been incorporated into the County's budget assumptions. As an example, the cost of the COLA in FY 2019 is \$489,001 but the County's 5-year forecast had assumed a COLA of 3.5%, making the additional impact minor. The total news costs above what has already been assumed are approximately \$35,935 in FY 2018 in all funds (\$15,793 in the General Fund) and \$36,611 in FY 2019 in all funds (\$16,091 in the General Fund).

Cost Estimates per Year of FOPPO 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	Total
COLA (FY 18 2.2%, FY 19 3.6%, FY 20 1-4%)	\$288,252	\$489,001	\$140,724 - \$562,894	\$917,977 - \$1,340,147
Eliminate Bottom Step of Wage Schedule	\$27,117	\$976	\$281 - \$1,124	\$28,374 - \$29,217
Increase FTO Trainer Premium from 3%-5% (effective 4/16/18)	\$8,818	\$35,635	\$648 - \$2,595	\$45,101 - \$47,048
Total	\$324,187	\$525,612	\$141,653 - \$566,613	\$991,452 - \$1,416,412

Article 11, Compensation

FY 2018 - 2.2% COLA - \$288,252

The 2.2% COLA increase will cost approximately \$170,069 in wages and \$118,183 in salary-related benefits and insurance costs for a total ongoing increase of \$288,252 in all funds.

FY 2019 - 3.6% COLA - \$489,001

The 3.6% COLA increase will cost approximately \$288,511 in wages and \$200,490 in salary-related benefits and insurance costs for a total ongoing increase of \$489,001 in all funds.

FY 2020 - 1-4% COLA - \$140,724-\$562,894

The 1-4% COLA increase will cost approximately \$83,027-\$322,107 in wages and \$57,697-\$230,787 in salary-related benefits and insurance costs for a total ongoing increase of \$140,724-\$562,894 in all funds.

Eliminate Bottom Step of Wage Schedule - \$27,117

At the time that data was pulled, there were 11.00 FTE at Step 1. These people would be moved up to the next step retroactive to July 1, 2017. This measure will cost approximately

\$15,999 in wages and \$11,118 in salary-related benefits and insurance costs for a total ongoing increase of \$27,117. The small impacts in FY 2019 and FY 2020 are due to COLA adjustments on the increase in salary.

Increase FTO Trainer Premium from 3%-5% (effective 4/16/18) - \$8,818

At the time that data was pulled, there were 20.00 FTE that received the FTO Trainer Premium. This premium will be increased from 3% to 5% effective 4/16/18. This measure will cost approximately \$5,203 in wages and \$3,615 in salary-related benefits and insurance costs for a total ongoing increase of \$8,818. The impacts in FY 2019 and FY 2020 are due to the impact of having the premium effective for an entire fiscal year and COLA adjustments on the increase in salary.

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

This contract represents the County's Last Best Offer, as awarded by the interest arbitrator on April 16, 2018. Interest arbitration awards are enforceable unless legal grounds exist to vacate the award. Labor Relations is not aware of any ground to vacate this arbitration award.

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

N/A

Required Signature:

Elected Official/ Department Director:	/s/ Marissa Madrigal	Date:	5/30/18
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