



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 09/23/13)

Board Clerk Use Only

Meeting Date: 3/20/14
Agenda Item #: R.2
Est. Start Time: 10:00 am
Date Submitted: 2/19/14

Agenda Title: **Approval of the 2014-2016 Collective Bargaining Agreement between Multnomah County and AFSCME Local 88-4 (Physicians Classification)**

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: 3/20/14 **Time Needed:** 10 minutes

Department: Dept. of County Management **Division:** Central HR/Labor Relations

Contact(s): Steve Herron, Labor Relations Director

Phone: 503-988-4333 **Ext.** 84333 **I/O Address:** 503/3/300

Presenter

Name(s) &

Title(s): Steve Herron, Labor Relations Director

General Information

1. What action are you requesting from the Board?

Ratification of 2014-2016 collective bargaining agreement between Multnomah County and AFSCME Local 88-4 (Physicians Classification)

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.

On September 5, 2012 the State of Oregon certified AFSCME Council 75 as the designated representative of all Physicians employed by Multnomah County, excluding supervisors and confidential employees. On November 29, 2012 the County and AFSCME Council 75 commenced bargaining; reaching a tentative agreement on January 23, 2014. The highlights of this agreement are as follows:

Bargaining Unit

Bargaining unit covers Health Dept Physicians, excluding Supervisors, Confidential Employees, on-Call Employees, Temporary Employees and CLP's "Leads."

Compensation:

January 1, 2014: Placement of Physicians on a nine (9) step salary range with top step current top of range. Physicians placed into steps based on years with the County. Physicians paid above step placement, shall be maintained at their present rate.

July 1, 2014: CPI-W Pdx, 1-4% COLA Adjustment

July 1, 2015: CPI-W Pdx, 1-4% COLA Adjustment

Step increases will be July of each year as currently provided.

2% bilingual premium provided as determined by Medical Director.

Annual payment of Oregon Medical Board Licensure Fees.

Provide annually up to \$2,000/Physician for continuing education classes.

Maintain 1% payment into HRA VEBA accounts as previously provided to Non-Represented employees, per MOA.

Health and Welfare

Status Quo for Plans & Cost Sharing

Participate in Employee Benefit Advisory Team

Management latitude to move benefits to State Pool, only bargain impacts

Health & Welfare reopener in 2014

Seniority

Provide layoff rights by specialty practice area.

Grievance Procedure

Appeal rights covering both contract language and for cause.

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

The bargaining unit has 21.00 FTE budgeted in FY2014. The current average annual wage is \$164,934. With this agreement and the implementation of the nine (9) step salary range, the base wage will be \$169,084 retroactive to January 1, 2014.

Personnel cost impacts due to merit increases are included in the baseline compensation and are therefore excluded from analysis of the fiscal impact.

Addition of the 2% bilingual premium will increase anticipated personnel costs by \$1,327 per FTE per year. Addition of the Licensing Fee Reimbursement will increase anticipated personnel costs by \$345 per FTE per year. Addition of the higher vacation accrual rate by an anticipated \$605 for the department.

Anticipated future year costs are dependent on the COLA adjustment realized. Cost estimates have been calculated at the high (4%) and low (1%) end allowable under the contract. The resulting annual and 3-year total financial impacts of the contract are:

	0%	1%	4%	1%	4%		
	<u>FY 2014</u>	<u>FY2015 LO</u>	<u>FY2015 HI</u>	<u>FY 2016 LO</u>	<u>FY 2016 HI</u>	<u>3-YR LO</u>	<u>3-YR HI</u>
Compensation	\$ 72,008	\$ 170,072	\$ 313,445	\$ 170,709	\$ 323,636	\$ 412,789	\$ 709,088
Vacation Accrual	\$ 605	\$ 605	\$ 605	\$ 605	\$ 605	\$ 605	\$ 605
Total Cost	\$ 72,613	\$ 170,677	\$ 314,050	\$ 171,314	\$ 324,241	\$ 413,394	\$ 709,694

Current year cost impacts will be covered under the existing budget and no modifications are needed. Future year impacts will be incorporated in the appropriate upcoming budget years.

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:**

Steve Herron /s/

Date:

2/19/14

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