

Handout for Workforce Options Board Briefing, 2-24-09

1. Introduction: how much would the County save in FY 2010 by freezing or otherwise changing employee pay? How much would the County save by reducing work hours or implementing furlough options? This briefing will describe the factors that make this question hard to answer with confidence.
2. The answers to these questions change due to a great number of variables, all of which are in play for any answer.
3. Statistics.

FY 2009 Adopted Positions & Base Pay						
Bargaining Unit Name	General Fund Positions	General Fund Base Pay	All Other Funds Positions	All Other Funds Base Pay	Total: Positions	Total: Base Pay
AFSCME Local 88	1,074.26	49,926,505	1,698.18	81,272,712	2,772.44	131,199,217
Corr Officers Assoc	369.61	25,651,171	67.00	4,598,101	436.61	30,249,272
Dep Sheriff's Assoc	82.20	5,672,923	11.95	833,714	94.15	6,506,637
FOPPO	42.00	2,637,431	93.00	6,013,715	135.00	8,651,146
IBEW Local 48	0.00	0	19.00	1,198,191	19.00	1,198,191
IUOE Local 701	0.00	0	14.00	743,032	14.00	743,032
Juv Cust Local 88	51.30	2,606,745	9.70	470,490	61.00	3,077,235
Mgmt/Exec Employee	315.09	25,789,320	359.47	30,539,833	674.56	56,329,153
Oregon Nurses Assoc	93.87	6,524,465	114.60	7,949,458	208.47	14,473,923
Pros Atty's Assoc	65.94	5,828,535	18.86	1,747,163	84.80	7,575,698
Sign Painters	0.00	0	2.00	99,306	2.00	99,306
Tax/Elect Off/El Stf	<u>51.15</u>	<u>3,896,221</u>	<u>3.50</u>	<u>292,705</u>	<u>54.65</u>	<u>4,188,926</u>
Total:	2,145.42	128,533,316	2411.26	135,758,419	4,556.68	264,291,736

FY 09 Adopted Positions by Bargaining Unit by Department										
Bargaining Unit Name	DA	DCHS	DCJ	DCM	DCS	HD	Library	MCSO	Nond	Grand Total
AFSCME Local 88	119.50	606.04	296.13	415.15	176.50	515.61	413.50	211.10	18.91	2,772.44
Corr Officers Assoc								436.61		436.61
Dep Sheriff's Assoc								94.15		94.15
FOPPO			135.00							135.00
IBEW Local 48				17.00	2.00					19.00
IUOE Local 701				14.00						14.00
Juv Cust Local 88			61.00							61.00
Mgmt/Exec Employee	13.00	81.01	74.13	129.00	37.00	204.09	64.00	53.33	19.00	674.56
Oregon Nurses Assoc		7.00				201.47				208.47
Pros Atty's Assoc	84.80									84.80
Sign Painters					2.00					2.00
Tax/Elect Off/El Stf	<u>8.00</u>							<u>2.00</u>	<u>44.65</u>	<u>54.65</u>
Grand Total	225.30	694.05	566.26	575.15	217.50	921.17	477.50	797.19	82.56	4,556.68
	Number	Percent								
Represented Positions:	3,827.47	84%								
Exempt Positions:	<u>729.21</u>	<u>16%</u>								
	4,556.68	100%								

4. Options.

- a. Reduce **wages**: freeze merit/step increases, or freeze cost of living adjustments (COLAs)
 - i. Reducing wages can only be done unilaterally for management/exempt employees. The FY 09 budget contains 729 positions in this category.
 - ii. Reducing wages for represented employees must be bargained, and unions are under no obligation to consider it.
- b. Reduce **hours of work**: require furloughs (unpaid time off), shorten workdays, or shorten work weeks.
 - i. Reducing hours of work requires choices about service levels, as it leaves current workload “on the table.” Savings can quickly evaporate if workloads are maintained by hiring additional staff or the use of overtime.
 - ii. Relatedly: some County operations can’t be closed (jails, etc.), so savings could be offset by use of additional staff or overtime.
 - iii. Some County funding is tied to hours of operation (libraries) or by maintenance of effort clauses, or by fee revenue reimbursements (such as Medicaid) predicated on service hours delivered.
 - iv. Some labor agreements specify the number of hours in a “normal work week,” or guarantee employees a right to compensation if directed not to report to work.
 - v. **Furloughs** offer the greatest flexibility to the organization and preserve employee pay to the greatest extent.