



**MULTNOMAH COUNTY**  
**AGENDA PLACEMENT REQUEST (short form)**

**Board Clerk Use Only**

**Meeting Date:** 10/6/11  
**Agenda Item #:** R.4  
**Est. Start Time:** 10:25 am  
**Date Submitted:** 9/22/11

**Agenda Title:** **Approval of Multnomah County and the Multnomah County Employees Union, Local 88, AFSCME, AFL-CIO (Local 88)'s Agreement for 2011-2014)**

*Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title.*

**Requested Meeting Date:** Oct. 6, 2011      **Amount of Time Needed:** 10 minutes  
**Department:** Dept. of County Management      **Division:** Central HR/Labor Relations  
**Contact(s):** Blaise M. Lamphier, Labor Relations Manager  
**Phone:** 503 988-5135      **Ext.** 22168      **I/O Address:** 503/3  
**Presenter(s):** Blaise M. Lamphier, Steven Herron, Michael Hanna, Bryan Lally

**General Information**

**1. What action are you requesting from the Board?**

The Department of County Management is recommending approval of a three-year (July 1, 2011- June 30, 2014) collective bargaining agreement between the County and the Multnomah County Employees Union, Local 88, AFSCME, AFL-CIO.

**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 2007-2011 agreement between the County and Local 88 expired on June 30, 2011. Through a series of negotiations, the county management team and Local 88 bargaining team agreed on a new 2011-2014 labor agreement. The following highlight the major changes to the contract.

Wages and Classifications

- Effective July 1, 2011: 1.2% COLA (Retroactive to July 1, 2011 for those in pay status as of the date of Board approval.)
- Effective July 1, 2012: 0.0% COLA
- Effective July 1, 2013: Minimum 1.0% COLA to a maximum of 4.0% COLA adjustment.
- Corrections Technicians: Pay grade increased by one (1) grade.
- Deputy Medical Examiners: Those assigned to relief shift will now be eligible for relief

shift premium.

#### General language

- Deferred Compensation: Effective January 1, 2012, new employees will be automatically enrolled in the County's deferred compensation plan at the rate of 1% unless an employee chooses to opt out.
- Health and Welfare: Plan designs and contribution ratios maintained throughout 3-year agreement. Changed  $\frac{3}{4}$  and part-time requirement for full time/ $\frac{3}{4}$  time reimbursement from six pay periods to four pay periods. Agreement that the Employee Benefit Team will engage in discussions regarding health care cost reductions, expansion of employee wellness program, and consolidation of lower cost medical plans into single plan and feasibility of designing pro-rated benefits linked to FTE.
- Work Schedules: Creates an Alternative Schedules Committee that brainstorms flexible schedule options.
- Sick Leave: Clarification of when the County may require employees to submit written verification of sick leave usage.
- Bereavement Leave: May be taken non-consecutively up to 13 months from the first date of use.
- Grievances: Expansion of managerial response times at Step 1 from 7 days to 15 days. Grievances deemed waived if untimely under required time lines in absence of mutual agreement to extend.
- Unfair Labor Practices: Parties agree that they will afford other party an opportunity to meet and attempt to resolve issue(s) informally prior to filing Unfair Labor Practice charges against other party.
- Sustainability: Added new section outlining the County and Union's commitment to work towards workplace policies and practices that are in alignment with Board's adopted sustainability principles.

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

The Compensation and Health & Wealth articles constitute the vast majority of the fiscal impact of this agreement.

For FY 2012, the step increases will cost roughly \$3.51 million, the 1.2% COLA \$2.25 million, and medical/dental costs will increase by roughly \$1.64 million for all funds. As a reference point, roughly 37.5% of these costs occur in the County's General Fund. These increases were assumed in the FY 2012 Adopted Budget, so the agreement does not change the County's FY 2012 financial position.

For FY 2013, the step increases will cost roughly \$3.5 million, depending on employment levels and Local 88 demographic trends. Likewise, medical/dental costs should increase by \$1.7 to \$1.8 million. Both of these increases are on top of the FY 2012 increases. The 0% COLA savings is unknown until February 2012, but will be approximately \$1.9 million for each percentage point in the CPI-W.

For FY 2014, the step increase will cost roughly \$3.6 million, again depending on employment levels and Local 88 demographic trends. The COLA ranges from 1% to 4%, so the cost will range from \$1.9 million to \$7.9 million at the high end. Medical/dental cost increases should be between \$1.8 and \$2.0 million, depending on Local 88 employment levels, demographics, and medical inflation. These costs are on top of the FY 2012 and 2013 increases.

**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

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**Required Signature**

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**Elected Official or  
Department/  
Agency Director:**



**Date: 9/22/11**

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Karyne Kieta