

MINUTES
MULTNOMAH COUNTY BOARD OF COMMISSIONERS
FEBRUARY 25, 1992 MEETING

Chair Gladys McCoy convened the meeting at 9:30 a.m., with Vice-Chair Sharron Kelley, Commissioners Pauline Anderson, Rick Bauman and Gary Hansen present.

P-1 Auto Wrecker License Renewal Application Submitted by the Division of Planning and Development with Recommendation for Approval as Follows:

- a) ORIENT AUTO PARTS, 28425 SE ORIENT DRIVE, GRESHAM; and
- b) DIVISION STREET AUTO PARTS, 13231 SE DIVISION STREET

Auto Wrecker License Renewals, P-1 was ACCEPTED as submitted by the Board.

The Following February 3, 1992 Decisions of the Planning Commission are Reported to the Board for Acceptance and Implementation by Board Order:

P-2 ZC 1-92 APPROVED, SUBJECT TO CONDITIONS, Amendment of Sectional Zoning Map #413, Changing the Described Property from LR-7, Single Family Residential District to MR-3, Medium Density Residential;
CU 1-92 APPROVED, SUBJECT TO CONDITIONS, Conditional Use Request to Allow Development of the Subject Site for a 5-Space Mobile Home Park Expansion, for Property Located at 12636 SE 122nd Avenue

UPON MOTION of Commissioner Kelley, seconded by Commissioner Anderson, P-2 was UNANIMOUSLY APPROVED.

P-3 HDP 17-91 DENIED THE APPEAL; UPHOLD the Director's Decision of December 20, 1991; and, APPROVE, SUBJECT TO CONDITIONS, a Hillside Development Permit for the Proposed Trenching and Fill Placement, for Property Located at 12040 NW Tualatin Avenue

UPON MOTION of Commissioner Anderson, seconded by Commissioner Kelley, P-3 was UNANIMOUSLY APPROVED.

P-4 CS 3-92/HV 1-92 APPROVED, SUBJECT TO CONDITIONS, Community Service Designation and Variances for a Reduction of the Required Front Yard South and Side Yard West, to Allow Installation of a Cellular Telephone Communications Monopole, with Associated Antennas, and to Erect an Electronics Equipment Building on the Subject Site, for Property Located at 1853 SW Highland Road

Planning Director Scott Pemble of the Planning and Development Division advised the Board that Petitioners, Mark Madden and Debra Madden gave Notice of Review of the Decision of the Multnomah County Planning Commission's Decision in CS 3-92, HV 2-92, #139, Community Service Expansion, Front Side Yard Setback Variances (Cellular Telephone Communication Monopole, dated February 3, 1992.

Mr. Pemble requested a Hearing On The Record be set for March 24, 1992 at 9:30 A.M. with 10 minutes per side.

UPON MOTION of Commissioner Anderson, seconded by Commissioner Kelley, a Hearing On The Record set for March 24, 1992 at 9:30 A.M. with 10 Minutes Per Side was UNANIMOUSLY APPROVED.

P-5 Update on the Region 2040 Project - Presented by Mark Turpel and Ethan Seltzer.

Ethan Seltzer presented and explained the Region 2040 Project and it's purpose to better understand the alternatives for accommodating the growth expected within the region in the next 50 years and the choices that may be involved. Mr. Seltzer explained that this project results from a recommendation made as part of the process leading to the adoption of the Regional Urban Growth Goals and Objectives (RUGGO). Also, the project is intended to provide guidance for the testing and implementation of concepts in RUGGO.

Mr. Seltzer also advised the Board of the Annual Growth Conference scheduled for Tuesday, April 21, 1992.

The Board requested that no Board Briefings nor Agenda Review be scheduled on this date so that they would be able to attend this conference.

There being no further business, the meeting was adjourned at 10:02 a.m.

ANNOTATED MINUTES

Tuesday, February 25, 1992 - 10:00 AM
Multnomah County Courthouse, Room 602

AGENDA REVIEW

B-1 Review of Agenda for Regular Meeting of February 27, 1992

R-3 Commissioners Kelley and Hansen requested that Bud Mod NOND #27 be Revised to Reduce the Total from \$37,386 to \$21,838 due to not taking salary increase.

MINUTES

MULTNOMAH COUNTY BOARD OF COMMISSIONERS FEBRUARY 27, 1992 MEETING

Chair Gladys McCoy convened the meeting at 8:45 a.m., with Vice-Chair Sharron Kelley, Commissioners Pauline Anderson, Rick Bauman and Gary Hansen present.

E-1 Pursuant to ORS 192.660 (1)(d), the Multnomah County Board of Commissioners will Meet in Executive Session to Discuss Labor Negotiations.

Executive Session held. There being no further business, the executive session was adjourned at 9:33 a.m.

MINUTES
MULTNOMAH COUNTY BOARD OF COMMISSIONERS
February 27, 1992 MEETING

Chair Gladys McCoy convened the meeting at 9:33 a.m., with Vice-Chair Sharron Kelley, Commissioners Pauline Anderson, and Gary Hansen present.

C-1 Liquor License Application Submitted by Sheriff's Office with Recommendation for Approval as Follows:

Package Store for:

a) Chinook Grocery and Gifts, 2605 NE Corbett Hill Road, Corbett

C-2 Ratification of an Intergovernmental Agreement between the City of Portland and Multnomah County Social Services Division to Renew a Contract to Mutually Fund the Regional Drug Initiative (RDI) Staff

C-3 Ratification of an Intergovernmental Agreement between Multnomah County and the City of Troutdale for a Project Included in the Community Development Block Grant (CDBG) Program's Final Statement of Activities, for Street and Storm Sewer Improvement in the City of Troutdale Utilizing Federal Funds and Matching City Funds

UPON MOTION of Commissioner Kelley, seconded by Commissioner Anderson, the Consent Calendar (C-1 through C-3) was UNANIMOUSLY APPROVED.

R-1 Budget Modification DA #13 Requesting Authorization for Continuation of the Gang Prosecution Grant from the State of Oregon

UPON MOTION of Commissioner Kelley, seconded by Commissioner Hansen, R-1 was UNANIMOUSLY APPROVED.

Commissioner Rick Bauman arrived at 9:38 a.m.

R-2 RESOLUTION in the Matter of Accepting the Metropolitan Human Relations Commission Task Force Report to the Portland City Council and Multnomah County Board of Commissioners, February 1992

UPON MOTION of Commissioner Kelley, seconded by Commissioner Hansen, RESOLUTION 92-31 was UNANIMOUSLY APPROVED.

R-3 Budget Modification NOND #27 Requesting Authorization to Transfer \$37,386 from General Fund Contingency to the Chair's Office and the Board of County Commissioners to cover the 1991-92 Cost of Salaries

UPON MOTION of Commissioner Anderson, seconded by Commissioner Bauman, Budget Modification NOND #27 REVISED, Requesting Authorization to Transfer \$21,838 from General Fund Contingency to the Chair's Office and the Board of County Commissioners to cover the 1991-92 cost of salaries, was APPROVED with Commissioners Anderson, Bauman and McCoy voting aye and Commissioners Kelley and Hansen voting no.

R-4 First Reading of an ORDINANCE Amending the Multnomah County Code, Section 5.10, Relating to Fees Assessed to Recover the Costs of Dishonored Checks

The Clerk read the proposed ordinance by title only. Copies of the complete document were available for those wishing them.

Commissioner Bauman moved, and Commissioner Hansen seconded, for approval of the first reading of the proposed ordinance. A hearing was held, no one wished to testify.

The first reading of R-4 was UNANIMOUSLY APPROVED. Chair McCoy advised the second reading is scheduled for Thursday, March 5, 1992.

R-6 Report on Request for Transfer of Tax Foreclosed Properties to the Northeast Community Development Corporation (NECDC) Under the Provisions of Multnomah County Ordinance No. 672 and ORDER Requesting a Public Hearing

UPON MOTION of Commissioner Bauman, seconded by Commissioner Hansen, ORDER 92-32 Setting a PUBLIC HEARING DATE for Thursday, March 12, 1992 at 9:30 a.m. was UNANIMOUSLY APPROVED.

There being no further business, the meeting was adjourned at 10:24 a.m.

MINUTES
MULTNOMAH COUNTY BOARD OF COMMISSIONERS
FEBRUARY 27, 1992 MEETING

Chair Gladys McCoy convened the meeting at 7:00 p.m., with Vice-Chair Sharron Kelley, Commissioners Pauline Anderson, Rick Bauman and Gary Hansen present.

PH-1 Public Hearing to Allow the Board to Hear Comments Regarding the Proposed Consolidation of Road Service in East Multnomah County

Public Hearing held and Testimony heard in the last of three public hearings regarding the proposed consolidation of road service in East Multnomah County. The Multnomah County Commissioners will vote on a proposed RESOLUTION for final decision on Thursday, March 12, 1992, 9:30 a.m., Multnomah County Courthouse, Room 602.

There being no further business, the meeting was adjourned at 8:15 p.m.

OFFICE OF THE BOARD CLERK
for MULTNOMAH COUNTY, OREGON

By 

0217C/1-5
cap

Meeting Date: FEB 27 1992

Agenda No.: E-1

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM
(For Non-Budgetary Items)

SUBJECT: Negotiations with MCDSA and MCCOA

AGENDA REVIEW/

BOARD BRIEFING

(date)

REGULAR MEETING

Exec. Session 2/27/92

(date)

8:45 AM

DEPARTMENT Office of the Chair

DIVISION Labor Relations

CONTACT Darrell Murray

TELEPHONE 248-5135 Ext. 2595

PERSON(S) MAKING PRESENTATION Darrell Murray

ACTION REQUESTED:

☐ INFORMATIONAL ONLY

☒ POLICY DIRECTION

☐ APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 45 minutes

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: _____

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

Negotiations with MCDSA and MCCOA pursuant to ORS 192.660(1)(c).

BOARD OF
COUNTY COMMISSIONERS
CLATSOP COUNTY
OREGON
FEB 11 PM 2:33

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL _____

Or

DEPARTMENT MANAGER _____

(All accompanying documents must have required signatures)

Executive Session
2-27-92
E-1
Handout

I. Board Briefing in 2/27/92 Exec. Session

(Re: Bargaining with Deputies and Corrections Officers)

A. Background

1. Ending 3 year K's on 6/30/92
2. Few Problems with MCDSA, some with MCCOA
3. Have met once with each group; agendas not clear
4. Bargaining environment
 - a. Predicted relatively mild inflation
 - b. Slow growth in economy
 - c. Slow growth in property values and resulting revenues
 - d. Jail and library levy replacements
 - e. Replacement of JDH
 - f. Bargaining with Local 88 and crafts this year
 - g. The settlements taken last year by Local 88 and ONA
 - h. Possible transfers of functions from state to County

B. Market and other data

1. Is preliminary data, estimated to be accurate within + or - 5%
2. Wage increases among comparator jurisdictions indicate that Deputy increases have been in the middle of the pack over the last three years. For MCCOA, about the same.
3. Note difficulty of locating MCCOA comparables due to nature of operation.
4. Increases relative to CPI and over last decade: exact over last three years; close over the decade. Effect of interest arbitration apparent.
5. Total cash compensation shows deputies doing well in market, CO's less so but still not bad.
6. Medical/dental: County median among other comparables

C. Possible Key Issues From County's Side:

1. Insurance restructure/cap
2. Wages
3. Drug & Alcohol Testing

D. Issues From Union's Side

1. Unknown
2. Guess: Parity; Portland for MCDSA - MCDSA for MCCOA

E. Parity Analysis in Brief

1. Deputies/Portland
2. CO's/Deputies

F. Request for Initial Authority

1. Year 1 - 3%; Years 2 & 3 - CPI max at 4%.

Executive Session
2-27-92

General Wage Increases
for Deputy Sheriffs and Police Officers
January 1989 to January 1992

<u>Employer</u>	<u>1/1/89</u>	<u>7/1/89</u>	<u>1/1/90</u>	<u>7/1/90</u>	<u>1/1/91</u>	<u>7/1/91</u>	<u>1/1/92</u>	<u>Cum.</u>
<u>Counties</u>								
Multnomah Co.	-----	5.0%	-----	5.2%	-----	4.6%	-----	15.5%
Clackamas Co.	-----	4.0%	-----	5.0%	2.5%	5.0%	2.5%	20.5%
Clark Co.	3.0%	-----	2.5%	-----	2.5%	-----	neg.	8.2%
Marion Co.	-----	4.0%	-----	3.5%	-----	neg.	neg.	7.6%
<u>Cities</u>								
Beaverton	-----	3.0%	3.0%	5.0%	-----	5.5%	-----	17.5%
Gresham	3.0%	4.0%	-----	4.5%	-----	5.0%	2.0%	19.9%
Portland	1.0%	4.25%	-----	3.91%	-----	3.76%	-----	13.5%
Salem	-----	5.5%	-----	4.0%	2.0%	6.0%	2.0%	21.0%
Vancouver	3.8%	-----	3.6%	-----	3.5%	1.7%	neg.	13.2%
<u>State</u>								
State of Oregon	-----	5.0%	-----	5.0%	-----	-----	3.0%	13.6%

Notes: This table shows the general wage increases received by Multnomah County Deputy Sheriffs and by comparable classifications in other jurisdictions since 1989. The current Multnomah County Deputy Sheriffs Association contract went into effect July 1, 1989, and expires June 30, 1992.

The numbers in the far right-hand column labelled "Cum." shows the cumulative compounded increase to date. "Neg." in the 1991 and 1992 columns indicate that increases are being negotiated.

If Clark County deputies receive an increase equal to the increase in the national CPI-W from January 1991 to January 1992, they would receive a 2.4% increase, and their cumulative increase would come to 10.8% since 1989. If Marion County deputies receive a similar CPI increase from July 1990 to July 1991, they would receive a 4.4% increase, and their cumulative increase would come to 12.4%. The 3.0% increase shown for the City of Gresham under "1/1/89" was actually awarded March 1989. The 1989, 1990, and 1991 increases for the City of Vancouver added \$100 to the top step of each range and steps 5% apart were calculated on the basis of the new top step. For top step deputies the \$100 increases came to 3.8%, 3.6%, and 3.5% as shown. The 1.0% increase shown for the City of Portland under "1/1/89" was actually awarded April 1989. The 3.0% increase shown for the State of Oregon under "1/1/92" was actually awarded in November 1991.

1774L/EU/1b

**General Wage Increases
for Corrections Officers
January 1989 to January 1992**

<u>Employer</u>	<u>1/1/89</u>	<u>7/1/89</u>	<u>1/1/90</u>	<u>7/1/90</u>	<u>1/1/91</u>	<u>7/1/91</u>	<u>1/1/92</u>	<u>Cum.</u>
<u>Counties</u>								
Multnomah Co.	-----	4.8%	-----	5.2%	-----	4.6%	-----	15.3%
Clackamas Co.	-----	4.0%	-----	5.0%	2.5%	5.0%	2.5%	20.5%
Clark Co.	2.5%	-----	2.5%	-----	2.5%	-----	neg.	7.7%
Marion Co.	-----	4.0%	-----	3.5%	-----	neg.	neg.	7.6%
<u>State</u>								
State of Oregon	-----	3.0%	-----	-----	4.5%	4.0%	-----	11.9%

Notes: This table shows the general wage increases received by Multnomah County Corrections Officers and by comparable classifications in other jurisdictions since 1989. The current Multnomah County Corrections Officers Association contract went into effect July 1, 1989, and expires June 30, 1992.

The numbers in the far right-hand column labelled "Cum." shows the cumulative compounded increase to date. "Neg." in the 1991 and 1992 columns indicate that increases are being negotiated.

If Clark County corrections officers receive an increase equal to the increase in the national CPI-W from January 1991 to January 1992, they would receive a 2.4% increase, and their cumulative increase would come to 10.3% since 1989. If Marion County corrections officers receive a similar CPI increase from July 1990 to July 1991, they would receive a 4.4% increase, and their cumulative increase would come to 12.4%.

**MCDSA and MCCOA Wage Increases
Compared with Those of Other County Bargaining Units
and with the Consumer Price Index
1980 through 1989**

<u>Fiscal Year</u>	<u>Annual Increases</u>				<u>Portland CPI</u>		<u>National CPI</u>	
	<u>MCDSA</u>	<u>MCCOA</u>	<u>AFSCME</u>	<u>Exempt</u>				
July 1979					227.9		219.4	
1980-81	8.0%	7.5%	10.0/6.0%	4.0%	252.2	10.7%	248.0	13.0%
1981-82	3.0%	0.0%	3.1%	3.1%	279.2	10.7%	274.6	10.7%
1982-83	6.0%	5.36%	3.0/2.0%	3.0/2.0%	290.6	4.1%	291.8	6.3%
1983-84	2.0%	0.0%	0.0%	0.0%	286.4	-1.4%	298.2	2.2%
1984-85	4.0%	5.0%	4.0%	4.0%	294.6	2.9%	307.5	3.1%
1985-86	5.0/2.5%	6.0%	4.0%	4.0%	303.2	2.9%	319.1	3.8%
1986-87	3.5%	3.0%	3.0%	3.0%	303.4	.1%	322.9	1.2%
1987-88	2.0/2.0%	4.0/4.0%	2.5%	2.5%	309.9	2.1%	335.6	4.0%
1988-89	3.7%	4.0%	3.2%	3.0%	319.7	3.2%	349.1	4.0%
1989-90	5.0%	4.8%	4.374%	4.7%	335.6	5.0%	366.8	5.1%
1990-91	5.2%	5.2%	4.5%	4.5%	351.0	4.6%	383.4	4.5%
1991-92	4.6%	4.6%	0.0%	0.0%	373.4	6.4%	400.0	4.4%

<u>Years</u>	<u>Compounded Increases</u>					
	<u>MCDSA</u>	<u>MCCOA</u>	<u>AFSCME</u>	<u>Exempt</u>	<u>Portland CPI</u>	<u>National CPI</u>
Since 1980 (12 yrs.)	73.7%	68.4%	62.0%	45.0%	64.2%	82.5%
Since 1982 (10 yrs.)	56.1%	56.7%	35.2%	35.0%	34.0%	47.1%

Notes:

General Comments

MCDSA is the Multnomah County Deputy Sheriffs Association, a unit with 129 members at the end of January 1992. MCCOA is the Multnomah County Corrections Officers Association, with 331 members. AFSCME is AFSCME Local 88, the general employees' unit, with 2,056 members.

The increases shown above include only those which affected wages as they appear on the hourly wage tables for all positions in the unit. They do not include, for example, the 6% PERS pick-up or pay equity increases.

The first four percentages shown under "Compounded Increases" show the percentage by which each dollar of wages increased through general wage increases for the three bargaining units and exempt employees. The last two show the percentage by which each dollar of wages would have increased if the units had received COLAs equal to increases in the Portland and national consumer price indexes, respectively. Compounded increases are shown for both the last twelve years and the last ten years to show the effects of the inflation of the early 1980's on rates for the different units.

Unlike AFSCME, the MCDSA and MCCOA bargaining units, whatever their assignments, are officially on call during their half-hour meal period, and are paid for that time at the regular rate. The AFSCME unit also had a paid meal period until 1981. The 6% shown for 1980-81 is a rate increase received for going to a longer work day. If that 6.0% were omitted from the list of general wage increases the compound increase for AFSCME since 1980 would be 52.8%.

The MCCOA unit is unique in that there is a fifteen-minute briefing period prior to the beginning of each eight-hour shift. Since April 1986 they have been paid at the regular rate for briefing, and therefore work an 8.25-hour day. If pay for briefing time were considered a general increase (it does not show up on the hourly wage tables) the compounded increases for MCCOA would be 72.6 % and 60.6% since 1980 and since 1982, respectively.

PERS

All Multnomah County employees became part of the PERS retirement system and received the 6% PERS pick-up in July of 1981. The PERS benefit was worth more to MCDSA and MCCOA than to AFSCME and exempt employees, since the former got PERS Police and Fire coverage which allows for earlier retirement than the general coverage. In 1991 the county budgeted 29.1% of wages for police and fire coverage versus 19.1% for general coverage.

MCCOA

MCCOA has represented the corrections officers since the summer of 1984. Previously they had been represented by the Teamsters.

The corrections officers got no increase in 1981-82 other than PERS Police and Fire coverage and PERS pick-up. Also, the 3% and 6% incentive levels were eliminated in 1982, leaving the 4% and 7% levels.

AFSCME

AFSCME Local 88 members received the 10% increase shown plus \$100 retroactive pay in August 1980 following a strike.

Local 88's 1980-81 and 1981-82 increases are complicated by the shift to an unpaid meal period and implementation of the PERS retirement plan and pick-up. In January 1981 they received \$.44 per hour for the exclusion of meal periods, which is shown above as a 6% increase in 1980-81. (The actual increase varied by position and step: entry level Office Assistant 2's received 8.2%, while entry level Sanitarians received 5.6%, for example. Of course, in percentage terms, entry level people benefitted more than others at higher steps.)

For July 1981 the AFSCME contract specified a 9.1% increase over *August 1980* rates plus the \$.44 per hour actually received in January. However, the county became part of the PERS system in 1981, and Local 88 in fact received 6% PERS pick-up, a 3.1% increase over the August rates, and the \$.44 in January. The July 1981 increase is shown as a simple 3.1% increase, although the real increase over *January* rates comes to about 2.9%, the figure used in calculating the compound increase.

Local 88 received one step increase, which came to about 3%, in July 1982.

In July 1987 Local 88 received the 2.5% increase shown above, plus pay equity increases for selected positions amounting to 1.5% of the total payroll for Local 88. In July 1990 a classification and compensation study was implemented, again raising rates for selected positions again at a cost of 1.5% total payroll.

CPI

The Portland index shown for 1980-81 through 1986-87 is the July to July CPI-W, which is not available for the following years. The index for 1987-88 on is the CPI-W for the first half. (The CPI-W is the index covering urban wage earners and clerical workers.)

The national CPI is the July to July CPI-W. In general, county contracts used the Portland March to March CPI-W in their COLA formulas until it became unavailable. They then went to using the national March to March CPI-W. MCDSA first used the national CPI-W in the formula for their July 1986. The first MCCOA and AFSCME COLAs based on the national CPI were in July 1989. (Their COLAs for 1987 and 1988 were not based on the CPI.)

File: CIPRATES ELU
2/14/92

Executive Session
2-27-92

Survey of Cash Compensation
Deputy Sheriffs and Police Officers
February 1992

<u>Employer (N)</u>	<u>Top Step/Hour</u>	<u>Longevity</u>	<u>Achievement</u>	<u>Retirement</u>	<u>Total/Hour</u>	<u>Percent Difference</u>
<u>Counties</u>						
Multnomah Co. (101)	\$17.84	.49	1.85	1.21	\$21.39	-----
Clackamas Co. (63)	16.46	1.03	1.02	1.85	20.36	+ 4.8%
Clark Co. (99)	14.89	----	1.49	0	16.38	+23.4%
Marion Co. (60)	15.78	----	.63	.99	17.40	+18.7%
Washington Co. (N/A)	17.44	1.31	----	1.13	19.88	+ 7.1%
<u>Cities</u>						
Beaverton Co. (45)	17.62	.88	----	1.11	19.61	+ 8.3%
Gresham (67)	17.52	0	.53	1.08	19.13	+10.6%
Portland (604)	20.02	----	----	1.20	21.22	+ 0.1%
Salem (91)	16.78	0	1.68	1.11	19.57	+ 8.5%
Vancouver (47)	17.43	0	.26	0	17.69	+17.3%
<u>States</u>						
State of Oregon (585)	18.25	----	----	1.10	19.35	+ 9.6%

Notes:

This table shows the major sources of cash compensation received by deputy sheriffs and police officers at various local jurisdictions. Items such as premium or special duty pay, shift differential, clothing allowances, and educational reimbursements are not included. Also not included are retirement benefit expenditures which cannot be cashed out at termination.

Significant among wages not included is shift differential. Clark County pays an additional \$.30 for swing shift and \$.40 for night shift, the City of Vancouver \$.25 and \$.35, and the State of Oregon 2.25% of base for swing and night shifts. Clark County deputies are paid an additional 2.4% in cash because they are not paid overtime for working on holidays.

The number in parenthesis following each employer's name shows the number of individuals employed in the deputy sheriff or police officer classifications.

The positive percentages listed in the "Percent Difference" column on the far right show the amounts by which Multnomah County compensation is ahead of the others. The percentages are the amounts by which the total for Multnomah County would have to be reduced to equal the totals for the other employers.

The rates approximate hourly wages that a typical Multnomah County Deputy Sheriff would receive from each employer listed. By the end of 1992 the median seniority for County deputies will be 19 years. The longevity pay shown is for 20 years of service, because Clackamas County has a 20-year longevity step. At 19 years the "Total/Hour" for Clackamas County deputies would be \$20.09/hour. Effective July 1, 1992, the State of Oregon will implement longevity steps which will top out at 10% above base for 20 years. If it were in effect now, the "Total/Hour" figure for state troopers would be virtually the same as for Multnomah County deputies and City of Portland police. Also, Washington County has a Senior Deputy classification with duties and wages between those of a Deputy and a Sergeant (exempt). The "Total/Hour" figure for Senior Deputy would come to \$21.29.

Currently 92% of the top step County deputies participate in the Public Safety Achievement Program at the top (10%) level. Almost all deputies have college degrees, which is an advantage in achieving advanced Bureau of Police Standards and Training (BPST) certification. Advanced BPST certification is a requirement for the top level at Multnomah County, as well as with other employers. Although participation rates in other employers' achievement programs are considerably lower than in Multnomah County's, compensation for the top achievement level for top step deputies is shown.

The figures under "Retirement" show employer "pick-up" of the employee's contribution to a retirement system and any employer-paid annuity. These are cash compensation, unlike the employer contribution to the retirement system.

The Oregon PERS employers pay the 6% PERS "pick-up." In addition, Clackamas County pays 4% of wages into an annuity. Most City of Portland police are covered by the City's own police and fire retirement fund to which there is no employee contribution. The 6% PERS figure is used under "Retirement" for the City of Portland as a proxy. Clark County and the City of Vancouver do not pay the 7.6% employee contribution to the Washington Law Enforcement Officers and Fire Fighters Retirement System (LEOFF). The contribution is made through payroll deductions, which, like an annuity, are not taxed until withdrawal or retirement. If the employees' retirement contribution is subtracted out of the "Total/Hour" figure, Multnomah County deputies would receive \$20.18/hour, and Clark County deputies and Vancouver police officers \$15.14 and \$16.35, respectively. Multnomah County wages would have to be lowered 24% and 19% to equal Clark County and Vancouver wages.

2-27-92

Survey of Cash Compensation
Corrections Officers
February 1992

<u>Employer (N)</u>	<u>Top Step/Hour</u>	<u>Longevity</u>	<u>Achievement</u>	<u>Retirement</u>	<u>Total/Hour</u>	<u>Percent Difference</u>
Multnomah Co. (296)	\$16.55	—	\$1.16	\$1.06	\$18.77	—
Clackamas Co. (56)	16.46	.52	1.02	1.80	19.80	- 5.5%
Clark Co. (79)	13.40	----	1.34	----	14.74	+21.5%
Marion Co. (77)	15.87	.32	----	.97	17.16	+ 8.6%
State of Oregon (450)	13.92	----	----	.84	14.76	+21.4%
Washington Co. (N/A)	17.44	1.05	----	1.11	19.60	- 4.4%

The table shows the major sources of cash compensation received by corrections officers at various local jurisdictions. Items such as special duty pay, shift differential, clothing allowances, and education reimbursements are not included. Also not included are employer-paid retirement contributions which cannot be cashed out at termination.

Of the items omitted, shift differential is the most significant: about 56% of Multnomah County Corrections Officers receive it. The County pays an extra 3% and 4% of wages for swing and night shifts, respectively. At the top step it comes to \$.53 and \$.71 an hour, while Clark County pays \$.30 and \$.40 an hour, and the State of Oregon \$.40 an hour for night shift only. The others do not pay shift differential.

The number in parentheses following each employer's name shows the number of individuals employed in the corrections officer classification. (Sergeants and any other classifications in the bargaining unit are not included.)

The positive percentages listed in the "Percent Difference" column on the far right show the amounts by which Multnomah County compensation is ahead of the others. The percentages are the amounts by which the total for Multnomah County would have to be reduced to equal the totals for the other employers.

The rates approximate hourly wages that a corrections officer with ten years of service and at the top incentive level would receive. Ten years of service and the top incentive rate were chosen as the benchmark for this summary because they present a reasonable picture of the compensation for which corrections officers are eligible. However, the rates shown are not typical of Multnomah County Corrections Officers, of whom only 22% have ten or more years of service, and 18% participate at the top (7%) incentive level.

The median corrections officer will have five years of service by the end of 1992. An officer must have at least five years of service to participate in the County incentive program at all. About one-third of those with five years of service participate at the 4% level.

The figures under "Retirement" show employer "pick-up" of the employee's contribution to a retirement system and any employer-paid annuity. These are cash compensation, unlike the employer contribution to the retirement system.

The Oregon PERS employers pay 6% "pick-up." In addition, Clackamas County pays 4% of wages into an annuity. Clark County does not pay the 7.6% employer contribution to the Washington Law Enforcement Officers and Fire Fighters Retirement System (LEOFF). If the employee retirement contribution is subtracted out of the "Total/Hour" figure, Multnomah County Corrections Officers would receive \$17.71, and Clark County \$13.62, or a difference that comes to 23% of the Multnomah County wages.

Clackamas, Marion, and Washington Counties have pay parity between corrections officers and deputy sheriffs. The rest do not. The "Total/Hour" figure for Multnomah County Deputy Sheriffs would be \$20.87 and "Percent Difference" -11.2%.

**Law Enforcement
Medical and Dental Plans and Costs
February 1992**

<u>Employer</u>	<u>PPO Option</u>	<u>Cap</u>	<u>Max Employer's (Cost/Mo.)</u>	<u>Composite Rate (Cost/Mo.)</u>
<u>Counties</u>				
Multnomah Co. (129)	No	No	\$448.26	\$302.84
Clackamas Co. (212/66)	Yes	No	\$515.15	\$406.79
Marion Co.(155/29)	No	No	NA	\$297.37
Washington Co. (80/NA)	Yes	Yes	\$489.83	\$252.00
<u>Cities</u>				
Beaverton (45)	Yes	No	\$416.57	NA
Gresham (79)	No	Yes	\$421.17	NA
Portland (781)	No	Yes	\$484.92	NA
Salem (129)	Yes	Yes	\$229.27	NA
<u>State</u>				
Oregon (747/1254)	Yes	Yes	\$346.82	NA

Notes:

The first number in parentheses following the name of the jurisdiction show the number of nonexempt police employees covered by the plan described. The second number shows the number of nonexempt corrections officers, if any.

"PPO Option" indicates whether participation in a preferred provider organization is offered to employees. Washington County covers the cost of the PPO plan (and the HMO plan, which is less expensive), but employees must contribute to participate in the conventional plan.

"Cap" indicates whether there is a limit on employer cost beyond which employees pay the difference. Clackamas County does not currently have a cap with the law enforcement unit, but does with the general employees and probation and parole units. The City of Portland has a cap, but it is set higher than the current maximum cost per employee. The State of Oregon has a cafeteria plan, which of course has a cap. The amount shown includes about \$11.00 a month in life and disability insurance cost. The cap for corrections is \$331.50, somewhat lower than for police.

"Max. Employer's Cost/Mo." is the employer's share of full family benefits in the most expensive medical and dental plans offered. Rates for Clackamas and Washington Counties are rates charged to former employees continuing medical and dental coverage under COBRA. Administration fees allowed by law are excluded. The Clackamas County rate is for peace officers (including corrections), while the Washington County rate is for all employees. Marion County uses composite rates for COBRA.

"Composite Rate (Cost/Mo.)" is a standardized rate for medical and dental benefits charged to departments by Clackamas, Marion, and Washington Counties. The rate is not broken out by plan or by the number of dependents covered. The rate for Clackamas and Washington Counties includes all plans offered; Marion County has a separate lower rate for Kaiser, which is not included.

The figure shown for Multnomah County is the estimated weighted average cost of medical and dental benefits countywide. The weighted averages for MCDSA and MCCOA, \$360.53 and \$322.45 respectively, are higher than for the County as a whole. The main reason for the higher rates is the incidence of family coverage. While countywide 43% have family coverage, 67% and 54% of MCDSA and MCCOA have it.

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