



# MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: Oct. 2017)

## Board Clerk Use Only

**Meeting Date:** 5/24/18  
**Agenda Item #:** R.5  
**Est. Start Time:** 10:30 a.m.  
**Date Submitted:** 5/16/18

**Agenda Title: Ratification of Collective Bargaining Agreement 2017-2021 between Multnomah County and the Multnomah County Prosecuting Attorneys Association (MCPAA)**

<b>Requested Date:</b> May 24, 2018	<b>Time Needed:</b> 5 minutes
<b>Department/Division:</b> DCM - Central Human Resources	<b>Contacts:</b> Steve Herron, Labor Relations Director
<b>Phone:</b> 503-988-4333 (Ext 84333)	<b>Email:</b> steve.herron@multco.us
<b>Presenters:</b> Steve Herron, Labor Relations	

## General Information:

### 1. What are you requesting from the Board?

Ratification of 2017-2021 collective bargaining agreement between Multnomah County and Multnomah County Prosecuting Attorneys Association (MCPAA). This contract would impact 73 employees.

### 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 began negotiations in April 2017, and have proceeded through table negotiation, mediation, declaration of impasse, and preparation for Interest Arbitration (which was scheduled for September 20-21, 2018).

The parties' Tentative Agreement provides for continuation of wages, benefits, and other working conditions. The union ratified the TA on May 15, 2018; the TA is now subject to ratification by the Board of County Commissioners.

Highlights of the Tentative Agreement are as follows:

- 7/1/17 - 4.2% COLA retroactive for all unit members
- 7/1/17 - Establishment of Longevity Premium
- 7/1/18 - 5.6% COLA
- 7/1/18 - Adjustment to DDA 2 & DDA 3 Salary Schedule
- 7/1/19 & 7/1/20 - CPI-West Size A (minimum of 1.0%, maximum of 4.0%) plus 3% and 2% COLA, respectively
- 1/1/20 shift from current Health Insurance plans to revised health, pharmacy, dental, and vision plans
- Establishment of Probationary Period and Just Cause Standard of termination
- Establishment of Arbitration for appeal of termination
- Establishment of modified seniority-based bumping rights in layoffs

**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 2021). 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 (specifically the impact of the base COLA). The DA's Office funding comes primarily from the County General Fund. The estimates reported below includes the impact on all funds, but for FY 2018 the CGF impact above what was already included in the budget is estimated to be \$314,166.

<b>Cost Estimates per Year of MCPAA Contract by Proposal</b>					
*All estimates are the <b>new</b> costs incurred in each year only and not cumulative ongoing costs plus new costs					
Proposal	FY 2018	FY 2019	FY 2020	FY 2021	Total
COLA plus fixed increase (FY 18 4.2%, FY 19 5.6%, FY 20 4-7%, FY 21 3-6%)	\$520,807	\$616,982	\$640,041 - \$1,060,660	\$533,523 - \$975,456	\$2,311,353 - \$3,173,905
Longevity Premium	\$109,160	\$18,622	\$13,542 - \$13,945	\$18,890 - \$19,451	\$160,214 - \$161,178
Adjustment to DDA2 and DDA3 Salary Schedule	\$0	\$112,199	\$25,668 - \$26,430	\$113,759 - \$117,138	\$251,626 - \$255,767
Health Insurance Plan Shift					
Total					

**Article XX, Compensation**

FY 2018 - 4.2% COLA - \$520,807

The 4.2% COLA increase will cost approximately \$333,316 in wages and \$187,491 in salary-related benefits and insurance costs for a total ongoing increase of \$520,807 in all funds.

FY 2019 - 5.6% COLA - \$616,982

The 5.6% COLA increase will cost approximately \$394,868 in wages and \$222,114 in salary-related benefits and insurance costs for a total ongoing increase of \$616,982 in all funds.

FY 2020 - 4-7% COLA - \$640,041 - \$1,060,660

The 4-7% COLA increase will cost approximately \$409,626 - \$678,822 in wages and \$230,415 - \$381,838 in salary-related benefits and insurance costs for a total ongoing increase of \$640,041 - \$1,060,660 in all funds.

FY 2021 - 3-6% COLA - \$533,523 - \$975,456

The 3-6% COLA increase will cost approximately \$341,455 - \$624,292 in wages and \$192,068 - \$351,164 in salary-related benefits and insurance costs for a total ongoing increase of \$533,523 - \$975,456 in all funds.

Longevity Premium - \$109,160

This policy creates a new premium of 1.5% at 14 years of service and 3% at 20 years of service. The costs of this measure are front-loaded because a cohort of employees will be immediately eligible upon ratification. Additional costs in the out years are due to inflation and a small number of employees who will become eligible. In FY 2018, this measure will cost approximately \$69,862 in wages and \$39,298 in salary-related benefits and insurance costs for a total ongoing increase of \$109,160.

Adjustment to DDA2 and DDA3 Salary Schedule - \$112,199 (FY 2019 costs)

This adjustment adds an additional step to the top of the salary schedule for DDA2 and DDA3 in FY 2019. In FY 2019, there will be 5 DDA2s and 6 DDA3s at the newly created step, 2 DDA3s in FY 2020, and 7 DDA2s and 4 DDA3s in FY 2021. A portion of the additional costs are due to inflation on the higher salaries. In FY 2019, new costs will be approximately \$71,807 in wages and \$40,392.

Health Insurance Plan Shift -

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:**

<b>Elected Official/ Department Director:</b>	<b>/s/Marissa Madrigal</b>	<b>Date:</b>	<b>5/18/18</b>
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