



Department of County Management
MULTNOMAH COUNTY OREGON

Budget Office

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TO: Board of County Commissioners

FROM: Christian Elkin

DATE: October 3, 2013

SUBJECT: General Fund Contingency request of \$126,367 for the biennial AFSCME Local 88 Labor Market Adjustment for FY 2014. (Budget Modification OVER-01)

The County's collective bargaining agreement with AFSCME Local 88 provides for biennial negotiation of a "market adjustment" to mutually agreed-upon classifications. The parties negotiate which classifications to review, and then review comparable labor markets and negotiate adjustments to those classifications' pay ranges.

In the course of this negotiation, 24 classifications in 11 series were studied. In June 2013, after multiple negotiation sessions, the parties reached tentative agreement to raise the pay grade for 13 classifications, and to maintain the pay grade for 11 classifications. A total of 128.00 FTE are impacted at a total cost of \$126,367.

Per the AFSCME Local 88 Bargaining Agreement, the General Fund will cover the first year of General Fund expenditures that result from the biennial Market Study. The ongoing costs are factored into the annual General Fund forecast.

General Fund Contingency Policy Compliance

The Budget Office is required to inform the Board if contingency requests submitted for approval satisfy the guidelines for using the General Fund Contingency.

In particular,

- Criteria 1 states contingency requests should be for one-time-only purposes.

The costs are not one-time-only in nature.

- Criteria 2 addresses emergencies and unanticipated situations.

The costs were anticipated during the FY 2014 budget.

- Criteria 3 addresses items identified in Board Budget Notes.

This item was not identified in a specific Budget Note but was identified and included in the FY 2014 Adopted General Fund Contingency.