

DATE SUBMITTED May 23, 1989

(For Clerk's Use)  
Meeting Date \_\_\_\_\_  
Agenda No. \_\_\_\_\_

REQUEST FOR PLACEMENT ON THE AGENDA

Subject: Labor Negotiations

Informal Only\* May 30, 1989  
(Date)

Formal Only \_\_\_\_\_  
(Date)

DEPARTMENT General Services DIVISION Labor Relations

CONTACT Darrell Murray TELEPHONE 248-5135

\*NAME(s) OF PERSON MAKING PRESENTATION TO BOARD Darrell Murray

BRIEF SUMMARY Should include other alternatives explored, if applicable, and clear statement of rationale for the action requested.

This is a request for an executive session to discuss pending labor negotiations with Deputy Sheriffs and Corrections Officers. (This meeting was originally scheduled for May 16.)

(IF ADDITIONAL SPACE IS NEEDED, PLEASE USE REVERSE SIDE)

ACTION REQUESTED:

[ ] INFORMATION ONLY [ ] PRELIMINARY APPROVAL [☒] POLICY DIRECTION [ ] RATIFICATION

INDICATE THE ESTIMATED TIME NEEDED ON AGENDA 30 minutes

IMPACT:

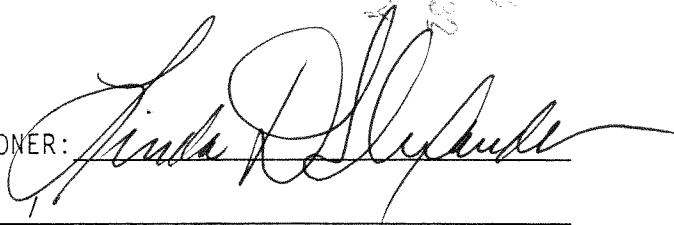
PERSONNEL

[ ] FISCAL/BUDGETARY

[ ] General Fund

Other \_\_\_\_\_

SIGNATURES:

DEPARTMENT HEAD, ELECTED OFFICIAL, or COUNTY COMMISSIONER: 

BUDGET / PERSONNEL \_\_\_\_\_

COUNTY COUNSEL (Ordinances, Resolution, Agreements, Contracts) \_\_\_\_\_

OTHER \_\_\_\_\_  
(Purchasing, Facilities Management, etc.)

NOTE: If requesting unanimous consent, state situation requiring emergency action on back.

1989 MAY 23 11 12 AM  
CLERK OF COUNTY  
OREGON

5/30/89 EXECUTIVE SESSION

I..Subcontracting & ITUW's/Deputy Sheriffs

- A. The status quo on "subcontracting" & internal transfers of unit work - "ITUW")
  - Jobs not determined to require sworn personnel
  - Jobs determined to require sworn personnel
  - Subcontracting v. internal transfer of unit work/existing conditions
  - The City-County intergovernmental agreement/annexation
- B. Parties' current positions
  - County seeking elimination of constraints
  - Association seeking to expand constraints
- C. Options:
  - 1 Status quo/risk re: Parks, River & Forest Patrol, reserves & misc. non-unit personnel/constraint re: expansion of non-unit applications of part-time and other non-unit personnel
  - 2 Seek to reduce subcontracting & ITUW limitations
  - 3 Accept further restrictions on subcontracting & ITUW
  - 4 Make status quo more explicit
  - 5 Other alternatives/Oak Lodge Fire District language
- D. Connection between Wages and Subcontracting/ITUW
  - Greater wage increases chance of greater flexibility but involves risk
  - Lower wage decreases chance of greater flexibility
  - Value of subcontract/ITUW concessions v. cost of wage concessions (1% wage increase costs approximately \$58,500 (including payroll costs)
- E. Probable outcomes of arbitration
- F. Recommendations
  - Assuming a hard line by Association
  - Assuming Association willingness to accept status quo

II. Wage-New Benefit authority/Deputy Sheriffs Negotiations

- A. Current proposals
  - Corrections Officers
  - Deputy Sheriffs
- B. Current Authority
- C. Proposed authority
  - market
  - CPI
  - Other County contracts
- .....- Costing DSA incentive modification outside or within package
- Recommendations

III. Other Issues

- Retiree Insurance
- Third Carrier/Plan