



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 6/24/13)

Board Clerk Use Only

Meeting Date: 1/30/13
 Agenda Item #: R.6
 Est. Start Time: 10:10 am
 Date Submitted: 1/15/14

Agenda Title: **Ratification of Awarded Agreement between Multnomah County and the Federation of Oregon Parole and Probation Officers**

Note: Title should not be more than 2 lines but sufficient to describe the action requested. Title on APR must match title on Ordinance, Resolution, Order or Proclamation.

Requested Meeting Date: January 30, 2014 **Time Needed:** 5 minutes

Department: Dept. of County Management **Division:** Central HR/Labor Relations

Contact(s): Jeff Heinrich, Labor Relations Managers

Phone: 503-988-7609 **Ext.** 87609 **I/O Address:** 503/3/300

Presenter Name(s) & Title(s): Jeff Heinrich, Labor Relations Manager

General Information

1. What action are you requesting from the Board?

Ratification of 2011-2014 collective bargaining agreement between Multnomah County and Multnomah County Federation of Oregon Parole and Probation Officers

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 parties' previous labor agreement expired on June 30, 2011. The parties proceeded to interest arbitration pursuant to ORS 243.746; Arbitrator Whalen awarded the County's revised last best offer on October 14, 2013. The retroactive compensation highlights of this awarded agreement are as follows:

- July 1, 2011: 0.0%
- July 1, 2012: 3.3% (CPI)
- July 1, 2013: 1.8% (CPI)

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

Cost of Living (COLA) Increases

For the three years covered by this agreement, FY2012 to FY2014, the agreed upon COLA

adjustments were included in the adopted budgets for those years and, therefore, do not require any budgetary impacts nor give rise to the need for budget modifications at this time.

For FY2012 the COLA adjustment was 0.0% and therefore had no budgetary impacts.

For FY2013 the COLA adjustment was 3.3%, increasing budgeted Personnel costs by \$364,940. The increases were included in the FY2013 budget and, therefore, do not require any budget modifications.

For FY2014 the COLA adjustment was 1.8%, increasing budgeted Personnel costs by \$596,632. Although the percentage increase was smaller in FY2014 than in FY2013, the financial impact was larger due to increases in FTE, Step increases, and PERS rates. The increases were included in the FY2014 budget and, therefore, do not require any budget modifications.

Other Ongoing financial impacts

Changes in Saved Holiday Bonus and Worker's Compensation Supplemental Benefits are estimated to have combined impacts of less than \$5,000 per year in future fiscal years.

4. Explain any legal and/or policy issues involved.

This contract represents the county's Last Best Offer, as awarded by the interest arbitrator on October 14, 2013. Interest arbitration awards are enforceable unless legal grounds exist to vacate the award. Labor Relations is not aware of any ground to vacate this arbitration award.

5. Explain any citizen and/or other government participation that has or will take place.
N/A

Required Signature

**Elected
Official or
Department
Director:**

Karyne Kieta \s\

Date: 1/15/2014

Note: Please submit electronically. Insert names of your approvers followed by /s/ - we no longer use actual signatures. Please insert date approved.