



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 6/24/13)

Board Clerk Use Only

Meeting Date: 1-16-14
Agenda Item #: R.6
Est. Start Time: 10:30 am
Date Submitted: 1-8-14

Agenda Title: Ratification of Tentative Agreement between Multnomah County and Multnomah County Prosecuting Attorneys Association

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 16, 2014 **Time Needed:** 5 minutes

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

Contact(s): Steve Herron, Labor Relations Director

Phone: 503-988-4333 **Ext.** 84333 **I/O Address:** 503/3/300

Presenter

Name(s) &

Title(s): Steve Herron, Labor Relations Director

General Information

1. What action are you requesting from the Board?

Ratification of 2013-2017 collective bargaining agreement between Multnomah County and Multnomah County Prosecuting Attorneys Association

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, 2013. The highlights of this agreement are as follows:

Compensation:

July 1, 2013: 5.0% COLA Adjustment
July 1, 2014: CPI-W Pdx, 2-4% COLA Adjustment
July 1, 2015: CPI-W Pdx, 2-4% COLA Adjustment
July 1, 2016: CPI-W Pdx, 1-4% COLA Adjustment

Health and Welfare:

Status Quo for Plans & Cost Sharing
Participation in Employee Benefit Advisory Team
Management latitude to move benefits to State Pool, only bargain impacts
Health & Welfare reopener in 2016

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

The total estimated cost of implementation of the collective bargaining agreement is \$3.1 million dollars from 2013-2017. The estimate is for all personnel cost increases and includes wages, salary related expenses, and insurance costs. The following table provides the detail and summary of the estimated financial impact.

| Wage Proposal | Estimated Financial Impact | | | | |
|-------------------------------|----------------------------|---------------------|---------------------|---------------------|--------------------|
| | Year 1 (FY 2014) | Year 2 (FY 2015) | Year 3 (FY 2016) | Year 4 (FY 2017) | Total Cost |
| Year 1 = 5% COLA | \$493,000 | \$493,000 | \$493,000 | \$493,000 | \$1,972,000 |
| Year 2 = 2% COLA | | \$204,000 | \$204,000 | \$204,000 | \$612,000 |
| Year 3 = 2% COLA | | | \$208,000 | \$208,000 | \$416,000 |
| Year 4 = 1% COLA | | | | \$106,000 | \$106,000 |
| TOTAL COST OF PROPOSAL | \$493,000 | \$697,000 | \$905,000 | \$1,011,000 | \$3,106,000 |

Notes:

Inflates Years 2-4 at the guaranteed COLA for the floor of the contract

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

**Elected
Official or
Department
Director:**

Steve Herron /s/

Date:

1/8/2014

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