



# MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: Oct. 2017)

## Board Clerk Use Only

Meeting Date:	11/1/18
Agenda Item #:	R.2
Est. Start Time:	9:55 a.m.
Date Submitted:	10/24/18

**Agenda Title:** Ratification of Collective Bargaining Agreement 2017-2022 between Multnomah County and the Multnomah County Deputy Sheriff Association (MCDSA)

<b>Requested Date:</b> November 1, 2018	<b>Time Needed:</b> 5 minutes
<b>Department/Division:</b> County Management/Central HR	<b>Contacts:</b> Steve Herron, Labor Relations Director
<b>Phone:</b> 503-988-4333	<b>Email:</b> steve.herron@multco.us
<b>Presenters:</b> Steve Herron, Labor Relations Director; Matt Ferguson, MCDSA President; Greg Vinning (Vice President); Jay Pentheny (Treasurer); Josh Atkins (Steward)	

## **General Information:**

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

Ratification of the 2018-2022 collective bargaining agreement between Multnomah County and the Multnomah County Deputy Sheriff's Association (MCDSA). This ratification would impact approximately 110 FTE.

### **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 have reached a tentative agreement for a successor to their collective bargaining agreement that expired on June 30, 2018. The parties began bargaining in December 2017 and held thirteen bargaining sessions, including two with the assistance of a state mediator. The parties reached this tentative agreement on September 26, 2018.

The 2018-2022 tentative agreement provides for the continuation of wages, benefits, and other working conditions. The union provided notice of its ratification to Human Resources on October 24, 2018. The 2018-2022 tentative agreement is now subject to ratification by the Board of County Commissioners. Significant provisions include:

- **Wages Retroactively Effective to July 1, 2018:** Hourly wage rates for members will be increased by 3.6%, which is equal to the Consumer Price Index for Urban Wage Earners and Clerical Workers (2<sup>nd</sup> half), December 2016 to December 2017.
- **Wages Effective July 1, 2019:** A cost of living increase for members equal to the Consumer Price Index for West – Size Class A Urban Wage and Clerical Workers (2<sup>nd</sup> Half, December 2017 to December 2018), with a minimum increase of one percent (1.0%) and a maximum increase of four percent (4.0%).
- **Wages Effective July 1, 2020:** A cost of living increase for members equal to the Consumer Price Index for West – Size Class A Urban Wage and Clerical Workers (2<sup>nd</sup> Half, December 2018 to December 2019), with a minimum increase of one percent (1.0%) and a maximum increase of four percent (4.0%).
- **Wages Effective July 1, 2021:** A cost of living increase for members equal to the Consumer Price Index for West – Size Class A Urban Wage and Clerical Workers (2<sup>nd</sup> Half, December 2019 to December 2020), with a minimum increase of one percent (1.0%) and a maximum increase of four percent (4.0%).
- **Premiums:** Increased and new premiums -
  - Detective premium – 6%
  - SWAT/HNT – 6% (changed from hours performing SWAT [MA1] duties to all hours worked)
  - Professional development – 1 to 3% if have a Bachelor's Degree; premium percentage depends upon level of DPSST certification
- **Benefits:** Benefit plan design changes with a contract reopener in January 2020 to address excise tax impacts under the Affordable Care Act (ACA).
- **Sick Leave:** Updated language in the sick leave article to comply with Oregon's Sick Time Law.

### 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 2019-FY 2022). 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. As an

example, the cost of the 3.6% COLA in FY 2019 is \$662,405, but the County's 5-year forecast had assumed a COLA of 3.5%, making the additional impact minor. The total new costs above what has already been assumed are approximately \$457,561 in FY 2019 in all funds (\$388,469 in the General Fund).

<b>Cost Estimates per Year of MCDSA Contract by Proposal</b> <small>*All estimates are the <b>new</b> costs incurred in each year only and not cumulative ongoing costs plus new costs.</small>					
<b>Proposal</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>Total</b>
COLA (FY 19 3.6%, FY 20-22 1-4%)	\$662,405	\$190,625- \$762,502	\$192,532- \$793,002	\$194,457- \$824,722	\$1,240,019- \$3,042,631
Legal Defense Plan	\$5,940	\$1,980	\$0	\$0	\$7,920
Eliminate Saved Holiday Bonus	(\$38,341)	(\$383)- (\$1,534)	(\$387)- (\$1,595)	(\$391)- (\$1,659)	(\$39,502)- (\$43,129)
SWAT/HNT Premium	\$66,771	\$34,387- \$37,391	\$1,012- \$4,166	\$1,022- \$4,333	\$103,192- \$112,661
Detective Pay	\$71,090	\$36,611- \$39,810	\$1,077- \$4,436	\$1,088- \$4,613	\$109,866- \$119,949
Education Pay	\$352,101	\$3,521- \$14,084	\$3,556- \$14,647	\$3,592- \$15,233	\$362,770- \$396,065
<b>Total</b>	<b>\$1,119,966</b>	<b>\$266,741- \$854,233</b>	<b>\$197,790- \$814,656</b>	<b>\$199,768- \$847,242</b>	<b>\$1,784,265- \$3,636,097</b>

#### **Article 9, Sick Leave:**

##### Eliminate Saved Holiday Bonus for Limited Sick Leave: (\$38,341)

In order to comply with Oregon's Sick Time Law, this measure removes the saved holiday bonuses for limited use of sick leave. This proposal will save approximately \$25,556 in wages and \$12,785 in salary-related benefits and insurance costs, for a total ongoing savings of \$38,341 in all funds. The small impacts in FY 2020-2022 are due to COLA adjustments on the increase in salary.

## **Article 11, Health and Welfare**

### Insurance Plan Redesigns:

The net cost impact of the insurance plan redesigns is immaterial.

## **Article 13, Tort Claim Defense and Indemnification**

### Legal Defense Plan Reimbursement (effective 10/25/18): \$5,940

Under this measure, Multnomah County will reimburse MCDSA up to \$5 per employee for the premiums of a legal defense plan. At the time data was pulled, there were 132 budgeted positions. This measure will cost approximately \$5,940. The impact in FY 2020 is due to the impact of having the proposal effective for an entire fiscal year.

## **Article 16, Compensation**

### FY 2019 - 3.6% COLA: \$662,405

The 3.6% COLA increase will cost approximately \$441,521 in wages and \$220,884 in salary-related benefits and insurance costs for a total ongoing cost of \$662,405 in all funds.

### FY 2020 – 1-4% COLA: \$190,625-762,502

The 1-4% COLA increase will cost approximately \$127,060-\$508,240 in wages and \$63,565-\$254,262 in salary-related benefits and insurance costs for a total ongoing cost of \$190,625-\$762,502 in all funds.

### FY 2021 – 1-4% COLA: \$192,532-\$793,002

The 1-4% COLA increase will cost approximately \$128,331-\$528,569 in wages and \$64,201-\$264,433 in salary-related benefits and insurance costs for a total ongoing cost of \$192,532-\$793,002 in all funds.

### FY 2022 – 1-4% COLA: \$194,457-\$824,722

The 1-4% COLA increase will cost approximately \$129,614-\$549,712 in wages and \$64,843-\$275,010 in salary-related benefits and insurance costs for a total ongoing cost of \$194,457-\$824,722 in all funds.

### Detective Premium (effective 10/25/18): \$71,090

This measure will cost approximately \$47,384 in wages and \$23,706 in salary-related benefits and insurance costs for a total ongoing cost of \$71,090 in all funds. The impacts in FY 2020-2022 are due to the impact of having the premium effective for an entire fiscal year and COLA adjustments on the increase in salary.

### SWAT/HNT Premium (effective 10/25/18): \$66,771

At the time that data was pulled, there were 11.00 FTE that would be eligible for this premium. This premium will now be 6% for the duration of a SWAT or HNT assignment. Previously, the premium was 6% on hours worked performing SWAT team duties. This measure will cost approximately \$44,505 in wages and \$22,266 in salary-related benefits and insurance costs for a total ongoing cost of \$66,771 in all funds. The impacts in FY 2020-2022 are due to the impact of having the premium effective for an entire fiscal year.

and COLA adjustments on the increase in salary.

#### **Article 17, Professional Development**

##### **Bachelor's Degree Pay: \$352,101**

This measure provides a 1%-3% premium to employees who have a Bachelor's Degree, depending on the employee's level of DPSST certification. At the time that data was pulled, there were 88 employees who would be eligible for this pay. This measure will cost approximately \$234,687 in wages and \$117,414 in salary-related benefits and insurance costs for a total ongoing cost of \$352,101 in all funds. The impacts in FY 2020-2022 are due to COLA adjustments on the increase in salary.

#### **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>	Marissa Madrigal	<b>Date:</b>	10/24/18
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