



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 09/23/13)

Board Clerk Use Only

Meeting Date: 11/6/14
Agenda Item #: R.6
Est. Start Time: 10:30 am
Date Submitted: 10/29/14

Agenda Title: Approval of Memorandum of Agreement between Multnomah County and Physicians Local 88-4 for Corrections After Hours/On-Call Premium

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: November 6, 2014 **Time Needed:** 10 minutes

Department: Dept. of County Management **Division:** Labor Relations

Contact(s): Jim Younger, Labor Relations Manager

Phone: (503) 988-7605 **Ext.** 87605 **I/O Address:** 503/3/300

Presenter

Name(s) & Title(s): Jim Younger - Labor Relations Manager, Nancy Griffith – Director of Corrections Health and Bryan Lally – AFSCME Council 75 Business Rep.

General Information

1. What action are you requesting from the Board?

Requesting the authority to enter into a Memorandum of Agreement (MOA) with AFSCME Local 88 to modify the 2014 – 2016 Physicians Local 88-4 Collective Bargaining Agreement, Article 7 - Compensation, Section IV - Premiums, Corrections After Hours/On-Call fifteen percent (15%) premium. Requesting to change the fifteen percent (15%) premium to one (1) hour of pay for each Monday through Friday “on-call” shift and three and one-half (3.5) hours of pay for each weekend “on-call” shift for a total of twelve (12) hours of pay for seven (7) days of After Hours On Call Service. Carrying a pager on a holiday shall be treated as a weekend day for purposes of compensation.

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.

Since the ratification of the 2014-2016 Physicians agreement on March 20, 2104, the Health Department has discovered that the Corrections After Hours/On-Call fifteen percent (15%) premium has caused:

1. Compensation inequity between full-time and part-time employees. The 15% premium is calculated by creating an hourly rate times an employee’s FTE. A 1.0 FTE employee would make twice as much as a .5 FTE employee, even though both carry the pager the same amount of time. The proposed MOA would compensate employees 12 hours times their hourly rate for any full week a Physician carries a pager, regardless of

whether they are a 1.0 FTE or .5 FTE. 12 hours is currently equal to 15% premium that a 1.0 FTE Physician currently makes carrying a pager for a full week. 12 hours could increase by 2.5 hours if a holiday falls within the workweek.

2. Inequitable Treatment of the Corrections Physician. Current Health Department administrative guidelines exclude the Corrections Physician from receiving the On-Call pager premium. This is viewed as an inequity between Corrections Physicians and other Physicians in the department. The MOA would correct this by allowing the payment to any Physician, including a Corrections Physician that carries a pager.

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

This change will result in an additional cost of approximately \$18,000 in premium and related charges. These costs will be offset by anticipated under spending in Drugs. For FY15 budget for drugs is \$946,101 in (General Funds).

Change will impact seven (7) Physicians including the Corrections Health Physician who previously was not eligible for On-Call pager premium.

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: Karyne Kieta /s/ **Date:** October 29, 2014

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