

ANNOTATED MINUTES

*Tuesday, November 29, 1994 - 8:30 AM to 4:30 PM
Mead Building, 7th Floor Training Room
421 SW Fifth Avenue, Portland*

WORK SESSION

WS-1 Board and Managers Planning and Discussion Regarding Legislative Planning for the 1995 Legislative Session

WORK SESSION FOR THE PURPOSE OF PLANNING AND DISCUSSION REGARDING THE UPCOMING 1995 LEGISLATIVE SESSION ATTENDED BY: BEVERLY STEIN, SHARRON KELLEY, GARY HANSEN, TANYA COLLIER, DAN SALTZMAN, BARRY CROOK, DAVE WARREN, TAMARA HOLDEN, BETSY WILLIAMS, TOM SLYTER, JENNIE GOODRICH, HOWARD KLINK, REX SURFACE, JANICE DRUIAN, KATHY BUSSE, SCOTT PEMBLE, GINA MATTIODA, JO ANN ALLEN, RHYS SHOLES, MIKE DELMAN, BILLI ODEGAARD AND LARRY NICHOLAS.

*Thursday, December 1, 1994 - 9:30 AM
Multnomah County Courthouse, Room 602
1021 SW Fourth, Portland*

REGULAR MEETING

Chair Beverly Stein convened the meeting at 9:35 a.m., with Vice-Chair Tanya Collier, and Commissioners Sharron Kelley, Gary Hansen and Dan Saltzman present.

CONSENT CALENDAR

UPON MOTION OF COMMISSIONER KELLEY, SECONDED BY COMMISSIONER HANSEN, THE CONSENT CALENDAR (ITEMS C-1 THROUGH C-10) WAS UNANIMOUSLY APPROVED.

DEPARTMENT OF ENVIRONMENTAL SERVICES

C-1 ORDER in the Matter of the Execution of Deed D951133 for Certain Tax Acquired Property to WENDELL E. BROWN AND MARY B. BROWN

ORDER 94-224.

C-2 *ORDER in the Matter of the Execution of Deed D951130 for Certain Tax Acquired Property to CARL A. HOFMANN*

ORDER 94-225.

C-3 *ORDER in the Matter of the Execution of Deed D951109 Upon Complete Performance of a Contract to SUZANNE H. ROSS*

ORDER 94-226.

C-4 *ORDER in the Matter of the Execution of Deed D951129 for Certain Tax Acquired Property to ROCKWOOD INVESTMENT COMPANY*

ORDER 94-227.

DEPARTMENT OF HEALTH

C-5 *Ratification of Renewal to Intergovernmental Agreement, Contract #201175, between Multnomah County and Mt. Hood Community College Allowing Nursing Students to Gain Work Experience by Working in County Clinics at No Cost to Either Party, Effective Upon Execution through One Year from Date of Execution*

C-6 *Ratification of Renewal to Intergovernmental Agreement, Contract #201195, between Multnomah County and Oregon Health Sciences University Allowing Nursing Students to Gain Learning Experience by Working in County Clinics at No Cost to Either Party, Effective Upon Execution through One Year from Date of Execution*

COMMUNITY AND FAMILY SERVICES DIVISION

C-7 *Ratification of Amendment No. 1 to Intergovernmental Agreement, Contract #101575, between Multnomah County Community and Family Services Division and Portland Public Schools, Adding \$3,726 for School District to Develop a Videotape on Teen Pregnancy Prevention, Effective Upon Execution through June 30, 1995*

C-8 *Ratification of a Renewal to Intergovernmental Agreement, Contract #103825, between the Housing Authority of Portland and Multnomah County Community and Family Services Division, for Homeless Prevention Services, Effective October 1, 1994 through September 30, 1995*

C-9 *Ratification of a Renewal to Intergovernmental Revenue Agreement, Contract #103925, between the City of Portland and Multnomah County Community and Family Services Division for \$62,327 to Fund Shelter at the Bridgeview for Homeless Chronically Mentally Ill People, Effective July 1, 1994 through June 30, 1995*

- C-10 *Ratification of a Renewal to Intergovernmental Revenue Agreement, Contract #103935, between the City of Portland and Multnomah County Community and Family Services Division for \$18,456 to Fund Shelter at the Bridgeview for Homeless Chronically Mentally Ill People, Effective July 1, 1994 through June 30, 1995*

G

REGULAR AGENDA

NON-DEPARTMENTAL

- R-1 *RESOLUTION in the Matter of Approving the Amendment to the Comprehensive Plan of the Multnomah Commission on Children and Families for FY 1995-97*

COMMISSIONER SALTZMAN MOVED AND COMMISSIONER KELLEY SECONDED, APPROVAL OF R-1. PAULINE ANDERSON, CHAIR OF MULTNOMAH COMMISSION ON CHILDREN AND FAMILIES PRESENTED EXPLANATION. SUPPORTIVE TESTIMONY RECEIVED FROM ERICKA WAGNER, PAM PATTON AND JACKI GALLOWAY. COMMISSIONER HANSEN AND CHAIR STEIN EXPRESSED THANKS TO THE COMMISSION, PAULINE ANDERSON AND HELEN RICHARDSON FOR ALL THE WORK DONE TO CREATE THIS PLAN. RESOLUTION 94-228 WAS UNANIMOUSLY APPROVED.

- R-2 *RESOLUTION in the Matter of Establishing a Process for Filling Vacancies on District Boards Pursuant to State Law*

COMMISSIONER KELLEY MOVED AND COMMISSIONER HANSEN SECONDED, APPROVAL OF R-2. COUNTY COUNSEL LARRY KRESSEL PRESENTED EXPLANATION AND RESPONSE TO BOARD QUESTIONS REGARDING THE PROCESS TO FILL THE VACANCIES ON THE ROCKWOOD WATER DISTRICT BOARD. JEANNE ORCUTT PRESENTED TESTIMONY REGARDING THE HISTORY OF THIS ITEM. A HEARING DATE OF THURSDAY, JANUARY 12, 1995 WAS SET. COMMISSIONER DAN SALTZMAN EXPLAINED WHY HE WOULD NOT BE ABLE TO ATTEND THE JANUARY 12TH MEETING. RESOLUTION 94-229 ESTABLISHING THE PROCESS FOR FILLING THE VACANCIES WAS UNANIMOUSLY APPROVED.

- R-3 *RESOLUTION in the Matter of Authorizing the Issuance and Negotiated Sale of Certificates of Participation as Full Faith and Credit Obligations in an Amount Not*

Exceeding \$3,600,000; Designating an Authorized Representative, Financial Advisor, Special Counsel, Registrar and Paying Agent; Authorizing the Execution and Delivery of a Lease-Purchase Agreement and an Escrow Agreement; Declaring Official Intent to Reimburse Expenditures and Other Matters

COMMISSIONER SALTZMAN MOVED AND COMMISSIONER KELLEY SECONDED, APPROVAL OF R-3. DAVE BOYER PRESENTED EXPLANATION. RESOLUTION 94-230 WAS UNANIMOUSLY APPROVED.

DEPARTMENT OF ENVIRONMENTAL SERVICES

R-4 In the Matter of Approval of a Sewer Easement to the City of Portland for the Bloomington Sanitary Sewer Project

COMMISSIONER COLLIER MOVED AND COMMISSIONER KELLEY SECONDED, APPROVAL OF R-4. RICH PAYNE PRESENTED EXPLANATION. SEWER EASEMENT TO THE CITY OF PORTLAND FOR THE BLOOMINGTON SANITARY SEWER PROJECT WAS UNANIMOUSLY APPROVED.

JUVENILE JUSTICE DIVISION

R-5 Ratification of an Intergovernmental Revenue Agreement, Contract #103795, between Multnomah County Juvenile Justice Division and Portland School District No. 1 to Provide \$65,900 for Funding a Juvenile Court Counselor Position to Work On-Site at the Counteract Alternative Program Campus

COMMISSIONER KELLEY MOVED AND COMMISSIONER HANSEN SECONDED, APPROVAL OF R-5. BILL FOGERTY PRESENTED EXPLANATION. AGREEMENT WAS UNANIMOUSLY APPROVED.

COMMUNITY AND FAMILY SERVICES DIVISION

R-6 Ratification of Amendment No. 1 to Intergovernmental Agreement, Contract #103794, between Multnomah County and the Regional Drug Initiative (RDI) Clarifying the Language in the Agreement between Multnomah County and the City of Portland Regarding Restrictions and Distribution of Assets upon Dissolution of the Organization, Effective October 28, 1994 through Termination by All Parties

COMMISSIONER KELLEY MOVED AND COMMISSIONER COLLIER SECONDED, APPROVAL OF R-6. NORMA JAEGER PRESENTED EXPLANATION AND RESPONSE TO BOARD QUESTIONS FOR ITEMS R-6 AND R-7. R-6 WAS UNANIMOUSLY APPROVED.

R-7 *First Reading and Possible Adoption of a Proposed ORDINANCE Ratifying and Amending the Intergovernmental Agreement with the City of Portland for the Regional Drug Initiative and Declaring an Emergency*

PROPOSED ORDINANCE READ BY TITLE ONLY. COPIES AVAILABLE. COMMISSIONER HANSEN MOVED AND COMMISSIONER KELLEY SECONDED, APPROVAL OF THE FIRST READING AND ADOPTION. NO ONE WISHED TO TESTIFY. ORDINANCE NO. 806 WAS UNANIMOUSLY APPROVED.

PUBLIC COMMENT

R-8 *Opportunity for Public Comment on Non-Agenda Matters. Testimony Limited to Three Minutes Per Person.*

NONE.

DEPARTMENT OF ENVIRONMENTAL SERVICES

R-9 *RESOLUTION n the Matter of Recommendation in Support of the Halsey South/North Steering Group Tier I Final Recommendation Report Describing the Light Rail Alternatives to Advance into Tier II Draft Environmental Impact Statement for Further Study*

COMMISSIONER KELLEY MOVED AND COMMISSIONER HANSEN SECONDED, APPROVAL OF R-9. ED PICKERING PRESENTED EXPLANATION AND RESPONSE TO BOARD QUESTIONS. TESTIMONY RECEIVED FROM BING SHELDON AND SHARON MEYER IN SUPPORT OF RESOLUTION. RESOLUTION 94-231 WAS UNANIMOUSLY APPROVED.

SHERIFF'S OFFICE

R-10 *Budget Modification MCSO #4 Revised, Requesting Authorization to Transfer \$32,345 from General Fund Contingency to the Sheriff's Office to Fund Two Civil Deputy Positions to for the Period 12/1/94 to 6/1/95 to Handle the Increase in Mental Health Transports*

UPON MOTION OF COMMISSIONER KELLEY, SECONDED BY COMMISSIONER HANSEN, IT WAS UNANIMOUSLY APPROVED TO CONTINUE ITEM R-10 TO A TIME CERTAIN OF THURSDAY, DECEMBER 8, 1994.

Thursday, December 1, 1994 - 10:00 AM
Multnomah County Courthouse, Room 602
1021 SW Fourth, Portland

WORK SESSION

WS-2 Work Session for Discussion Regarding Labor Negotiations.

CHAIR STEIN OUTLINED THE RULES OF PROCEDURE FOR TODAY AND WHY THIS MEETING WAS CHANGED FROM AN EXECUTIVE SESSION TO A BOARD WORK SESSION. ALSO, ADVISING THAT THE BOARD WOULD NOT HEAR PUBLIC TESTIMONY TODAY AND EXPLAINED THAT A SPECIAL MEETING HAS BEEN SCHEDULED FOR WEDNESDAY, DECEMBER 7, 1994 FOR THIS PURPOSE.

KEN UPTON PRESENTED PRESENTATION, EXPLANATION AND TO RESPONSE TO BOARD QUESTIONS.

There being no further business, the meeting was adjourned at 11:35 a.m.

OFFICE OF THE BOARD CLERK
for MULTNOMAH COUNTY, OREGON


Carrie A. Parkerson

Thursday, December 1, 1994 - 11:00 AM
(Or Immediately Following Work Session)
Multnomah County Courthouse, Room 602
1021 SW Fourth, Portland

BOARD BRIEFING

B-1 Presentation of the 1st Quarter 1994-95 Performance Report. Presented by Barry Crook.

BARRY CROOK PRESENTATION AND RESPONSE TO BOARD QUESTIONS AND DISCUSSION.

Thursday, December 1, 1994 - 1:30 PM
Multnomah County Courthouse, Room 602
1021 SW Fourth, Portland

WORK SESSION

WS-3 Board and Managers Discussion on the 1994-95 Mid-Year Performance Report; Review Status of Current Year Action Plans and Key Results Measures; and Updates on 3-6 High Priority Action Plans, for the Following:

1:30 - 4:00 Community and Family Services

LOLENZO POE, JAMES EDMONDSON, HOWARD KLINK, ELAINE DECK, SUSAN CLARK AND NORMA JAEGER PRESENTATION AND RESPONSE TO BOARD QUESTIONS AND DISCUSSION.

4:00 - 5:00 Management Support Services

MEGANNE STEELE, CURTIS SMITH, DAVE BOYER AND JEAN MILEY PRESENTATION AND RESPONSE TO BOARD QUESTIONS AND DISCUSSION.



MULTNOMAH COUNTY OREGON

OFFICE OF THE BOARD CLERK
SUITE 1510, PORTLAND BUILDING
1120 S.W. FIFTH AVENUE
PORTLAND, OREGON 97204

BOARD OF COUNTY COMMISSIONERS		
BEVERLY STEIN •	CHAIR	• 248-3308
DAN SALTZMAN •	DISTRICT 1	• 248-5220
GARY HANSEN •	DISTRICT 2	• 248-5219
TANYA COLLIER •	DISTRICT 3	• 248-5217
SHARRON KELLEY •	DISTRICT 4	• 248-5213
CLERK'S OFFICE •	248-3277	• 248-5222

AGENDA

MEETINGS OF THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS

FOR THE WEEK OF

NOVEMBER 28, 1994 - DECEMBER 2, 1994

- Tuesday, November 29, 1994 - 8:30 AM - Work Session Page 2*
at the MEAD BUILDING
421 S.W. 5th Avenue
7th Floor, Training Room
- Thursday, December 1, 1994 - 9:30 AM - Regular Meeting Page 2*
- Thursday, December 1, 1994 - 10:00 AM - Executive Session Page 4*
- Thursday, December 1, 1994 - 11:00 AM - Board Briefing Page 4*
- Thursday, December 1, 1994 - 1:30 PM - Work Session Page 5*

Thursday Meetings of the Multnomah County Board of Commissioners are taped and can be seen by Paragon Cable subscribers at the following times:

- Thursday, 6:00 PM, Channel 30*
- Friday, 10:00 PM, Channel 30*
- Saturday, 12:30 PM, Channel 30*
- Sunday, 1:00 PM, Channel 30*

INDIVIDUALS WITH DISABILITIES MAY CALL THE OFFICE OF THE BOARD CLERK AT 248-3277 OR 248-5222, OR MULTNOMAH COUNTY TDD PHONE 248-5040, FOR INFORMATION ON AVAILABLE SERVICES AND ACCESSIBILITY.

Tuesday, November 29, 1994 - 8:30 AM to 4:30 PM

*Mead Building, 7th Floor Training Room
421 SW Fifth Avenue, Portland*

WORK SESSION

WS-1 *Board and Managers Planning and Discussion Regarding Legislative Planning
for the 1995 Legislative Session*

Thursday, December 1, 1994 - 9:30 AM

*Multnomah County Courthouse, Room 602
1021 SW Fourth, Portland*

REGULAR MEETING

CONSENT CALENDAR

DEPARTMENT OF ENVIRONMENTAL SERVICES

- C-1** *ORDER in the Matter of the Execution of Deed D951133 for Certain Tax
Acquired Property to WENDELL E. BROWN AND MARY B. BROWN*
- C-2** *ORDER in the Matter of the Execution of Deed D951130 for Certain Tax
Acquired Property to CARL A. HOFMANN*
- C-3** *ORDER in the Matter of the Execution of Deed D951109 Upon Complete
Performance of a Contract to SUZANNE H. ROSS*
- C-4** *ORDER in the Matter of the Execution of Deed D951129 for Certain Tax
Acquired Property to ROCKWOOD INVESTMENT COMPANY*

DEPARTMENT OF HEALTH

- C-5** *Ratification of Renewal to Intergovernmental Agreement, Contract #201175,
between Multnomah County and Mt. Hood Community College Allowing
Nursing Students to Gain Work Experience by Working in County Clinics at
No Cost to Either Party, Effective Upon Execution through One Year from
Date of Execution*
- C-6** *Ratification of Renewal to Intergovernmental Agreement, Contract #201195,
between Multnomah County and Oregon Health Sciences University Allowing
Nursing Students to Gain Learning Experience by Working in County Clinics
at No Cost to Either Party, Effective Upon Execution through One Year from
Date of Execution*

COMMUNITY AND FAMILY SERVICES DIVISION

- C-7 *Ratification of Amendment No. 1 to Intergovernmental Agreement, Contract #101575, between Multnomah County Community and Family Services Division and Portland Public Schools, Adding \$3,726 for School District to Develop a Videotape on Teen Pregnancy Prevention, Effective Upon Execution through June 30, 1995*
- C-8 *Ratification of a Renewal to Intergovernmental Agreement, Contract #103825, between the Housing Authority of Portland and Multnomah County Community and Family Services Division, for Homeless Prevention Services, Effective October 1, 1994 through September 30, 1995*
- C-9 *Ratification of a Renewal to Intergovernmental Revenue Agreement, Contract #103925, between the City of Portland and Multnomah County Community and Family Services Division for \$62,327 to Fund Shelter at the Bridgeview for Homeless Chronically Mentally Ill People, Effective July 1, 1994 through June 30, 1995*
- C-10 *Ratification of a Renewal to Intergovernmental Revenue Agreement, Contract #103935, between the City of Portland and Multnomah County Community and Family Services Division for \$18,456 to Fund Shelter at the Bridgeview for Homeless Chronically Mentally Ill People, Effective July 1, 1994 through June 30, 1995*

REGULAR AGENDA

NON-DEPARTMENTAL

- R-1 *RESOLUTION in the Matter of Approving the Amendment to the Comprehensive Plan of the Multnomah Commission on Children and Families for FY 1995-97*
- R-2 *RESOLUTION in the Matter of Establishing a Process for Filling Vacancies on District Boards Pursuant to State Law*
- R-3 *RESOLUTION in the Matter of Authorizing the Issuance and Negotiated Sale of Certificates of Participation as Full Faith and Credit Obligations in an Amount Not Exceeding \$3,600,000; Designating an Authorized Representative, Financial Advisor, Special Counsel, Registrar and Paying Agent; Authorizing the Execution and Delivery of a Lease-Purchase Agreement and an Escrow Agreement; Declaring Official Intent to Reimburse Expenditures and Other Matters*

DEPARTMENT OF ENVIRONMENTAL SERVICES

- R-4 *In the Matter of Approval of a Sewer Easement to the City of Portland for the Bloomington Sanitary Sewer Project*

JUVENILE JUSTICE DIVISION

- R-5 *Ratification of an Intergovernmental Revenue Agreement, Contract #103795, between Multnomah County Juvenile Justice Division and Portland School District No. 1 to Provide \$65,900 for Funding a Juvenile Court Counselor Position to Work On-Site at the Counteract Alternative Program Campus*

COMMUNITY AND FAMILY SERVICES DIVISION

- R-6 *Ratification of Amendment No. 1 to Intergovernmental Agreement, Contract #103794, between Multnomah County and the Regional Drug Initiative (RDI) Clarifying the Language in the Agreement between Multnomah County and the City of Portland Regarding Restrictions and Distribution of Assets upon Dissolution of the Organization, Effective October 28, 1994 through Termination by All Parties*
- R-7 *First Reading and Possible Adoption of a Proposed ORDINANCE Ratifying and Amending the Intergovernmental Agreement with the City of Portland for the Regional Drug Initiative and Declaring an Emergency*

PUBLIC COMMENT

- R-8 *Opportunity for Public Comment on Non-Agenda Matters. Testimony Limited to Three Minutes Per Person.*

Thursday, December 1, 1994 - 10:00 AM

*Multnomah County Courthouse, Room 602
1021 SW Fourth, Portland*

EXECUTIVE SESSION

- E-1 *The Multnomah County Board of Commissioners Will Meet in Executive Session Pursuant to ORS 192.660(1)(d) for Deliberations with Labor Relations Staff Regarding Labor Negotiations. 1 HOUR REQUESTED.*

*Thursday, December 1, 1994 - 11:00 AM
(Or Immediately Following Executive Session)*

*Multnomah County Courthouse, Room 602
1021 SW Fourth, Portland*

BOARD BRIEFING

- B-1 *Presentation of the 1st Quarter 1994-95 Performance Report. Presented by Barry Crook. ONE HOUR REQUESTED.*

Thursday, December 1, 1994 - 1:30 PM

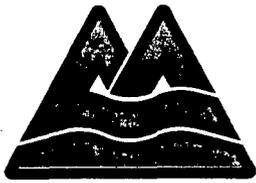
*Multnomah County Courthouse, Room 602
1021 SW Fourth, Portland*

WORK SESSION

WS-2 *Board and Managers Discussion on the 1994-95 Mid-Year Performance Report; Review Status of Current Year Action Plans and Key Results Measures; and Updates on 3-6 High Priority Action Plans, for the Following:*

1:30 - 4:00 Community and Family Services

4:00 - 5:00 Aging Services Division



MULTNOMAH COUNTY OREGON

OFFICE OF THE BOARD CLERK
SUITE 1510, PORTLAND BUILDING
1120 S.W. FIFTH AVENUE
PORTLAND, OREGON 97204

BOARD OF COUNTY COMMISSIONERS
BEVERLY STEIN • CHAIR • 248-3308
DAN SALTZMAN • DISTRICT 1 • 248-5220
GARY HANSEN • DISTRICT 2 • 248-5219
TANYA COLLIER • DISTRICT 3 • 248-5217
SHARRON KELLEY • DISTRICT 4 • 248-5213
CLERK'S OFFICE • 248-3277 • 248-5222

SUPPLEMENTAL/AMENDED AGENDA

Thursday, December 1, 1994 - 9:30 AM

*Multnomah County Courthouse, Room 602
1021 SW Fourth, Portland*

REGULAR MEETING

DEPARTMENT OF ENVIRONMENTAL SERVICES

R-9 *RESOLUTION n the Matter of Recommendation in Support of the Halsey North/South Steering Group Tier I Final Recommendation Report Describing the Light Rail Alternatives to Advance into Tier II Draft Environmental Impact Statement for Further Study*

SHERIFF'S OFFICE

R-10 *Budget Modification MCSO #4 Revised, Requesting Authorization to Transfer \$32,345 from General Fund Contingency to the Sheriff's Office to Fund Two Civil Deputy Positions to for the Period 12/1/94 to 6/1/95 to Handle the Increase in Mental Health Transports*

Thursday, December 1, 1994 - 10:00 AM

*Multnomah County Courthouse, Room 602
1021 SW Fourth, Portland*

WORK SESSION

WS-2 *Work Session for Discussion Regarding Labor Negotiations. 1 HOUR REQUESTED.*

Thursday, December 1, 1994 - 1:30 PM

*Multnomah County Courthouse, Room 602
1021 SW Fourth, Portland*

WORK SESSION

WS-3 Board and Managers Discussion on the 1994-95 Mid-Year Performance Report; Review Status of Current Year Action Plans and Key Results Measures; and Updates on 3-6 High Priority Action Plans, for the Following:

1:30 - 4:00 Community and Family Services

4:00 - 5:00 Management Support Services

MEETING DATE: December 1, 1994

AGENDA NO: WS-2

(Above Space for Board Clerk's Use ONLY)

AGENDA PLACEMENT FORM

SUBJECT: Work Session

BOARD BRIEFING Date Requested: December 1, 1994

Amount of Time Needed: 1 Hour - 10:00 AM

REGULAR MEETING: Date Requested: _____

Amount of Time Needed: _____

DEPARTMENT: Non-Departmental DIVISION: Employee Relations

CONTACT: Kenneth Upton TELEPHONE #: 248-5135; ext 2168

BLDG/ROOM #: 106/1400

PERSON(S) MAKING PRESENTATION: Kenneth Upton

ACTION REQUESTED:

INFORMATIONAL ONLY POLICY DIRECTION APPROVAL OTHER

SUMMARY (Statement of rationale for action requested, personnel and fiscal/budgetary impacts, if applicable):

The Multnomah County Board of Commissioners will meet for the purpose of discussion regarding labor negotiations.

SIGNATURES REQUIRED:

ELECTED OFFICIAL: _____

OR

DEPARTMENT MANAGER: 

ALL ACCOMPANYING DOCUMENTS MUST HAVE REQUIRED SIGNATURES

Any Questions: Call the Office of the Board Clerk 248-3277/248-5222

0516C/63

MULTNOMAH COUNTY BOARD OF COMMISSIONERS 1994 NOV 28 PM 2:30 OREGON

MEETING DATE: DECEMBER 1, 1994

AGENDA NO: E-1

(Above Space for Board Clerk's Use ONLY)

AGENDA PLACEMENT FORM

SUBJECT: EXECUTIVE SESSION PURSUANT TO ORS 192.660(1)(d)

BOARD BRIEFING Date Requested: _____

Amount of Time Needed: _____

REGULAR MEETING: Date Requested: THURSDAY, DECEMBER 1, 1994

Amount of Time Needed: 1 HOUR

DEPARTMENT: NON-DEPARTMENTAL DIVISION: EMPLOYEE RELATIONS

CONTACT: KENNETH UPTON TELEPHONE #: 248-5135, ext 2168
BLDG/ROOM #: 106/1400

PERSON(S) MAKING PRESENTATION: KENNETH UPTON

ACTION REQUESTED:

INFORMATIONAL ONLY POLICY DIRECTION APPROVAL OTHER

SUMMARY (Statement of rationale for action requested, personnel and fiscal/budgetary impacts, if applicable):

THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS WILL MEET IN EXECUTIVE SESSION PURSUANT TO ORS 192.660(1)(d) FOR DELIBERATIONS WITH LABOR RELATIONS STAFF REGARDING LABOR NEGOTIATIONS.

BOARD OF
COUNTY COMMISSIONERS
MULTNOMAH COUNTY
OREGON
1994 NOV 17 AM 10:16

SIGNATURES REQUIRED:

ELECTED OFFICIAL: _____

OR

DEPARTMENT MANAGER: *Kenneth Upton*

ALL ACCOMPANYING DOCUMENTS MUST HAVE REQUIRED SIGNATURES

Any Questions: Call the Office of the Board Clerk 248-3277/248-5222



MULTNOMAH COUNTY OREGON

*Work Session
12-1-94
Handout #1
WB-1*

BEVERLY STEIN
COUNTY CHAIR

EMPLOYEE SERVICES
FINANCE
LABOR RELATIONS
PLANNING & BUDGET
RISK MANAGEMENT

(503) 248-5015
(503) 248-3312
(503) 248-5135
(503) 248-3883
(503) 248-3797

(503) 248-5170 TDD

PORTLAND BUILDING
1120 S.W. FIFTH, 14TH FLOOR
P.O. BOX 14700
PORTLAND, OREGON 97214

PURCHASING, CONTRACTS
& CENTRAL STORES

(503) 248-5111

2505 S.E. 11TH, 1ST FLOOR
PORTLAND, OREGON 97202

MEMORANDUM

TO: Ken Upton, Labor Relations Manager

FROM: Merrie Ziady, Health and Benefits Manager

DATE: November 30, 1994

SUBJECT: Feasibility of a Single Health Plan

BOARD OF
COUNTY COMMISSIONERS
1994 NOV 30 PM 4:03
MULTNOMAH COUNTY
OREGON

Last week you relayed to me a question posed by Commissioner Dan Saltzman on the feasibility of moving County employees into one health plan. As I understand the question, it has three components, as follows:

- Can the County move to one plan?
- If so, which plan should we retain?
- Would we save money?

My response, question by question, follows:

Can the County move to one plan?

Yes, the County may elect to terminate either its self-insured plan or the Kaiser plan. Under the HMO Act of 1973, federally qualified HMOs can require or mandate that employers offer HMO services. Our relationship with Kaiser predates the HMO Act and was not a result of a mandate; therefore, we are free to terminate Kaiser coverage. However, if we went to the self-insured plan, the risk remains that another HMO could approach us with a request that we offer their plan as provided by the HMO Act of 1973.

There is currently no legislation that would prohibit the County from terminating its self-insured plan.

In a one-plan design, which plan should we retain?

The two plans are significantly different, and eliminating either plan would create administrative issues and employee relation problems.

From a cost standpoint only, HMOs traditionally are more tightly managed, and tend to cost less. Our Kaiser rates are lower than the rates in our self-insured plan, but the plans vary widely in benefits and a comparison by rates only would not be accurate. Our self-insured PPO offers employees more freedom of choice in physicians and hospitals, which is important to many of our

November 30, 1994

Page 2

employees and retirees (who travel or live out-of-area). Additionally, in the self-insured plan, the risk belongs to the County. In a good claims year, savings would go directly to the County, whereas in an HMO arrangement, the HMO would enjoy the savings.

Should the County elect to go the one-plan route, my recommendation would be to design a plan that captures the better components of both of the plans we now enjoy. This might take the form of a Point of Service (POS) plan, which involves a managed care network, physician "gate keepers," etc., which all contribute to cost containment. However, the employee has the option to go out of network at significantly reduced benefits. The POS plan appears to manage costs while preserving choice of providers. A POS plan could take the form of a self-insured arrangement, an insured plan, or an HMO that offers a POS option (Kaiser began to offer the POS option in 1994, for example).

Would we save money?

This question is very difficult to answer without additional data and analysis. Most likely, there would be a savings in administrative cost since County would only have one plan to administer. Whether there is a decrease in claims cost depends on many factors. To efficiently price a plan, underwriters evaluate the following:

- Demographics (age, family size, and sex);
- Plan design;
- Level of managed care;
- -Claims experience history;
- Service area;
- Projected trends in inflation and utilization;
- Catastrophic claims;
- Size of group; and
- Prospects for health care reform.

We would have to do an analysis of the experience and demographics on our Kaiser members as well as the analysis we now do on our self-insured plan participants to understand the ramifications of combining the plans into one pool.

SUMMARY

The short answer is "yes" we could go to one plan and probably save some money -- how much is hard to say without further analysis. Any change of this magnitude would create significant employee fear and unrest and would require an unprecedented and extraordinary short-term effort in communication, education, counseling, and administrative work.

Two years ago, changing to a \$5 co-pay at Kaiser and a \$200 deductible under ODS nearly cost me my life! Should we make the change described herein, I need and demand two things - a bodyguard and a suit of armor! If you have questions, please feel free to call me at Ext. 6477.

c: Curtis Smith
Darrell Murray
Becky Steward
Commissioner Dan Saltzman

Work Session
12-1-94
Handout # 2
WS-1



MULTNOMAH COUNTY, OREGON

BOARD OF COUNTY COMMISSIONERS
BEVERLY STEIN
DAN SALTZMAN
GARY HANSEN
TANYA COLLIER
SHARRON KELLEY

BUDGET & QUALITY
PORTLAND BUILDING
1120 S.W. FIFTH - ROOM 1400
P. O. BOX 14700
PORTLAND, OR 97214
PHONE (503)248-3883

TO: Ken Upton
FROM: Dave Warren *DCW*
Keri Hardwick *KH*
DATE: November 30, 1994
SUBJECT: Commissioner Questions About Shifting from the PERS Pickup

MULTNOMAH COUNTY
OREGON
1994 NOV 30 PM 4:03
BOARD OF
COUNTY COMMISSIONERS

This memo attempts to answer a number of questions about the financial impact of various aspects of PERS, retirements, and potential changes in wages. We have attempted to arrive at reasonable estimates, but some of the answers would be very different if different assumptions are made

To reiterate some basic information given to the Board earlier:

	Full Year	Six Months
1994-95 Budgeted Base Pay	\$126,985,642	\$63,492,821
Current 6% Pickup	7,619,139	
Savings from Measure 8	(7,619,139)	(3,809,569)
Base Cost of 5.6% wage increase	7,099,767	3,549,884
Base Cost of 6% wage increase	7,619,139	3,809,569
Additional Base Cost of 6% wage increase	519,372	259,686

1. Commissioner Collier asked for a computation of the savings to be gained from retirements of employees who will leave to preserve their sick leave credit.

The first question required us to analyze the list of potential retirees -- employees eligible for full retirement. The information in the payroll system indicates that there are 263 employees who fall into that category. The following analysis shows the savings and costs associated with subgroups of this list based on the total value of their accumulated sick leave. Thus, the maximum possible savings are shown in the first line -- assuming that all 263 employees retired. The second line in each table shows the savings if the 138 employees on the list who have sick leave valued at over \$2,000 retire. The third line shows the computation for the 87 employees whose sick leave is worth over \$5,000. The final line shows the computation for the 51 employees whose sick leave is valued at over \$10,000.

The information we have from Payroll and Employee Relations is that 35 employees have retired or announced their retirement. Presumably, actions taken by the Board may influence the number of retirees. Since the more people who retire, the greater the savings we anticipate, we recommend using the lower ends of the ranges of savings shown below. We have attached a spreadsheet showing other variations should you be interested in exploring a fuller range of possible savings.

Shifting from the PERS Pickup
November 30, 1994

The answer has two parts:

- a. vacancy savings assuming the employees are replaced within normal time frames, and
- b. savings from replacing the retirees with employees earning lower base pay.

Vacancy Savings

The following table shows the savings that might be anticipated from vacancies. We have assumed that a position normally remains vacant for ten weeks. This length of time results from: a week to inform Personnel of the desire to refill the position, four weeks for Personnel to advertise the position and run a civil service exam, two weeks to choose a candidate from the civil service list, and two weeks notice by the new employee to his or her former employer.

10 weeks vacancy	Number of employees	Salary Savings	Less Vacation Cost	Net Savings
All employees on "list	263	1,725,296	(872,230)	853,066
Sick value > \$2,000	138	1,046,197	(688,472)	357,725
Sick value > \$5,000	87	716,342	(535,014)	181,328
Sick value > \$10,000	51	485,300	(387,341)	97,959

We believe that those who retire will have at least \$2,000 worth of sick leave. We have reviewed the list of those who already have announced their retirements and found that 31 of them had sick leave in excess of \$2,000. We believe that the vacancy savings are likely to fall between \$181,000 and \$358,000.

Savings from Lower Base Pay

The following table shows the savings from replacing retiring employees. We have assumed that replacements will be hired at base pay ten percent below the retiring bargaining unit employees and twenty percent below the retiring exempt employees. [The full ranges for bargaining unit employees are roughly fifteen percent between top and bottom, for exempt employees the top is roughly thirty percent higher than the bottom.] The savings are shown for:

- the remainder of 1994-95, (assuming the employees in question retire January 1),
- for the first full year,
- for the second full year, and
- for the third full year.

The reason for showing multiple year savings is that as the new employees move up in the range, they will approach the cost of the retiring employees. This savings is not a permanent reduction in the cost of base pay, but neither will it entirely vanish for five years.

The 1994-95 savings assumes only sixteen weeks remain in the year after the ten weeks the position is vacant.

10 weeks vacancy	Number of employees	1994-95 Savings	First Full Year	Second Full Year	Third Full Year
All employees on "list	263	338,986	1,101,705	771,193	440,682
Sick value > \$2,000	138	220,578	716,879	501,815	286,751
Sick value > \$5,000	87	158,768	515,996	361,197	206,398
Sick value > \$10,000	51	112,498	365,619	255,933	146,247

Shifting from the PERS Pickup
November 30, 1994

Again, we believe that the savings we achieve will come from retirements in the group with over \$2,000 worth of accrued sick leave -- between \$159,000 and \$221,000 in 1994-95.

These computations indicate that the total savings from vacancies and replacing retirees would be in the range of \$340,000 - \$579,000. *This must be viewed with caution.* Departments will be forced to resort to various tactics to continue to get their work done while the positions are vacant. These tactics will include use of unbudgeted overtime, filling positions with temporary employees, and working other employees out of class to cover the work that must be done. These actions are almost unavoidable in many areas, (police patrol, for example) and their cost will reduce the savings. Assuming that the Sheriff's Office loses eight deputies for ten weeks (eight having already announced their retirement), covering those posts alone would cost \$92,000 at overtime rates. We believe that for the ten week period, it would be reasonable to assume at least \$150,000 of additional expenses to deal with critical programs.

2. Commissioner Collier asked what the savings would be from the constitutional prohibition on giving credit for accrued sick leave in computing retirement benefits.

Ken Upton has discussed this item with Milliman and Roberts and has been told that the value of this change is 1.13% of payroll. For the 1994-95 budgeted work force, this savings would be about \$1.4 million per year.

1994-95 Budgeted base pay	\$126,985,642
Reduced PERS rate	x 1.13%
Reduced cost of PERS	\$1,434,938

This reduction in cost would not be available prior to 1997-98 when the PERS rates for Multnomah County will be recalculated and put into effect.

Milliman and Roberts has further estimated the impact of a court decision holding sick leave accrued before January 1, 1995 exempt from the limitation of Measure 8. If retirees are given credit for sick leave accrued before January 1, 1995, the reduction to the PERS rate would be 0.65% of payroll. The 1997-98 savings to the County would then be about

1994-95 Budgeted base pay	\$126,985,642
Reduced PERS rate	x 0.65%
Reduced cost of PERS	\$ 825,407

3. Commissioner Collier asked for the value of savings from bringing Corrections Officers pay schedule and benefits into conformity with other bargaining units.

Darrell Murray has accumulated estimates of the savings and additional revenue to the County from this action. These estimates are:

Savings from moving to the ODS administered PPO plan	\$128,807
Cost of paying domestic partner premium	(20,934)
Earnings from going to semi-monthly payroll	16,459
Total savings and additional revenue	\$124,332

Shifting from the PERS Pickup
November 30, 1994

4. Commissioner Saltzman asked for the total dollar value in FY 94-95 of our 6% PERS contribution for employees covered by collective bargaining agreements.

Total Budgeted Base, Bargaining Unit Employees	\$102,589,017
Six Percent Pickup	6,155,341

5. Commissioner Saltzman asked if we grant a 6% wage increase on December 7, 1994, what is the combined percentage increase in wages for FY95-95 - including COLA and step increases?

The cost of step increases is not easy to determine on short notice, and fluctuates depending on the number of employees at the top step of their ranges. For the purpose of answering this and the following questions, step increases are assumed to increase cost. This may appear self-evident, but it is not as cut and dried as it may appear.

Over time, the movement of employees through the steps of their ranges is offset by the savings from replacing employees who leave with new employees at the bottom step. The case can be made that once a system reaches equilibrium, step increases are no additional cost. For example, in a system with six steps and no turnover, steps will cost nothing after six years -- everyone will be at the top of their range.

The latest payroll data indicate that 1,239 employees on the payroll are at the top step of their ranges out of 3,537 currently employed. This means that the other 2,298 are going to receive a step increase, averaging three percent, in the next twelve months. The cost of these steps can be considered approximately 1.94% of total current base pay, assuming no turnover. For the purposes of costing future years, this percentage is reduced 20% per year. If there is no turnover, an increasing number of employees will reach the top step of their ranges, decreasing the cost of steps. If turnover is factored in, of course, the cost of steps is offset by the savings from hiring at lower points in the range.

	Full Year	7 Months
1994-95 COLA	2.50%	2.50%
6% Wage Increase	6.00%	3.50%
Step Increase	estimated 1.94%	estimated 1.13%
Total Percentages	10.44%	7.13%

6. Commissioner Saltzman asked what would be the combined percentage increase in wages per year for the next three fiscal years to be covered by new agreements assuming 6% is granted this year.

	1994-95	1995-96	1996-97	1997-98	Four Year Total
COLA	2.50%	3.50%	3.00%	3.50%	
6% Wage Increase	6.00%	0%	0%	0%	
Step Increase	est 1.94%	est 1.55%	1.24%	1.00%	
	10.44%	5.05%	4.24%	4.50%	24.23%

Shifting from the PERS Pickup
November 30, 1994

7. Commissioner Saltzman asked for the equivalent percentage increase assuming 6% in FY94-95, COLA's only for the next two years, i.e., a 2 year freeze on step increases.

	1994-95	1995-96	1996-97	1997-98	Four Year Total
COLA	2.50%	3.50%	3.00%	3.50%	
6% Wage Increase	6.00%	0%	0%	0%	
Step Increase	est 1.94%	0%	0%	1.00%	
	10.44%	3.50%	3.00%	4.50%	21.44%

8. Commissioner Saltzman asked for the total dollar cost of the two options in questions 6 and 7 by fiscal year.

Pre Measure 8

	Base	Rollups	Total
1994-95	\$126,985,642	\$35,751,030	\$162,736,672
1995-96	133,398,417	37,556,457	170,954,874
1996-97	139,054,510	39,148,850	178,203,360
1997-98	<u>145,311,963</u>	<u>40,910,549</u>	<u>186,222,511</u>
Total	\$544,750,531	\$153,366,886	\$698,117,417

Proposed 6% Increase Dec. 7

	Base	Rollups	Total
1994-95	\$131,381,299	\$31,718,788	\$163,100,087
1995-96	141,402,322	30,214,848	171,617,170
1996-97	147,397,780	31,495,958	178,893,738
1997-98	<u>154,030,681</u>	<u>32,913,276</u>	<u>186,943,956</u>
Total	\$574,212,082	\$126,342,870	\$700,554,952

Saltzman Proposal

	Base	Rollups	Total
1994-95	\$131,381,299	\$31,718,788	\$163,100,087
1995-96	139,315,948	29,769,032	169,084,980
1996-97	143,495,426	30,662,103	174,157,529
1997-98	<u>149,952,720</u>	<u>32,041,897</u>	<u>181,994,617</u>
Total	\$564,145,393	\$124,191,820	\$688,337,213



MULTNOMAH COUNTY OREGON

*Work Session
12-1-94
Handout #3
WS-1*

BEVERLY STEIN
COUNTY CHAIR

EMPLOYEE SERVICES (503) 248-5015
FINANCE (503) 248-3312
LABOR RELATIONS (503) 248-5135
PLANNING & BUDGET (503) 248-3883
RISK MANAGEMENT (503) 248-3797

(503) 248-5170 TDD

PORTLAND BUILDING
1120 S.W. FIFTH, 14TH FLOOR
P.O. BOX 14700
PORTLAND, OREGON 97214

PURCHASING, CONTRACTS & CENTRAL STORES (503) 248-5111

2505 S.E. 11TH, 1ST FLOOR
PORTLAND, OREGON 97202

MEMORANDUM

TO: Board of County Commissioners
FROM: Kenneth Upton, Labor Relations Manager *[Signature]*
DATE: November 30, 1994
SUBJECT: Sick Leave in Application to Final Average Salary - Rate Changes

MULTNOMAH COUNTY OREGON
1994 NOV 30 PM 4:02
BOARD OF COUNTY COMMISSIONERS

The issue of the value of the "sick leave in application to final average salary" benefit is obviously one of interest to a policymaker seeking to evaluate what action, if any, to take with respect to the effect of Ballot Measure 8 on employees. I trust that the following questions and answers will be of assistance in your assessment of this matter.

1. **Q: What is the value of the sick leave benefit as a percentage of payroll?**
A: The most recent evaluation is that this benefit is on average worth 1.13% of base payroll. This number is not a precise one. It is based on a statistical sampling of all local governments. Separate evaluations are issued for local government, schools, and state government.
2. **Q: When would Multnomah County see any rate reduction based on the elimination of the sick leave benefit?**
A: The next evaluation cycle for the government is December 31, 1995, with rates to be implemented no later than July 1, 1997. The rates would thus appear to "catch" the Measure 8 effect which is implemented in January 1995 no later than 1997.
3. **Q: How could lawsuits challenging Measure 8 affect rate reductions?**
A: At my request, the PERS Consulting Actuary, Mark Johnson, Milliman and Robertson, did a brief analysis of the rates with the following:
 - a. If lawsuits all fail, Our rates go down 1.13% July 1, 1997.
 - b. If a lawsuit challenging the denial of application of sick leave accrued through 12/31/94 succeeds, Our rates go down .65% July 1, 1997.
 - c. If a lawsuit challenging the entire sick leave aspect of the Measure succeeds, Our rates go down 0% July 1, 1997.

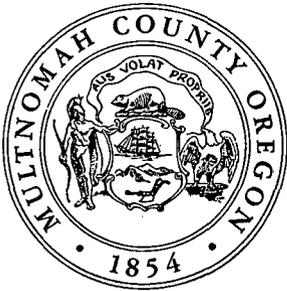
November 30, 1994
Page 2

I am not an attorney, but outcome "b," above, a reduction of .65%, not only is a conservative financial estimate, but appears buttressed by a plausible legal theory as well as the proponent's campaign remarks that this was the intent of the Measure.

If you have any questions, please call Ext. 5053.

F:\DATA\WPCENTER\LABREL\USKU0099

*Work Session
12-1-94
Handy #4
WS-1*



Beverly Stein, Multnomah County Chair

Room 1410, Portland Building
1120 S.W. Fifth Avenue
P.O. Box 14700
Portland, Oregon 97204
(503) 248-3308

MEMORANDUM

TO: Board of County Commissioners

FROM: Beverly Stein, County Chair *BS*

DATE: December 1, 1994

SUBJECT: Response to Ballot Measure 8 - Recommended Direction to County Chief Spokesperson

I would recommend the following direction be given to the County's labor relations spokespersons:

1. The Labor Relations Spokespersons should confer with and, if possible, enter into tentative agreements with all our collective bargaining agents for the purpose of responding to the terms of Ballot Measure 8.
2. Any such tentative agreements should be subject to review and ratification in a public meeting by this Board on December 7, 1994.
3. The specifics of my recommendation are:
 - A. Effective November 26, 1994, the rates and ranges of employees in the bargaining units are to be increased 5.6% and the County would cease participation in the PERS "pick-up" as provided by ORS 237.153. Effective that same date, it is my recommendation that to the extent allowable by law the County pick up the employee contribution to PERS as provided by Internal Revenue Code Section 414(h)(2). This is a tax sheltering mechanism for employee contributions as discussed by the Attorney General November 21, 1994 in his opinion for PERS. Any employee who is not a PERS member would be paid 94.7% of the rate otherwise received until he/she becomes a PERS member.
 - B. Effective the following dates for all open contracts, the rates and ranges would be increased in accordance with the following formulas:
 - July 1, 1995
(This will affect all units but MCPAA - Prosecuting Attorneys - whose contract expires June 30, 1996.)
 - CPI-W National (March to March)
Minimum 2%
Maximum 4%



- July 1, 1996
(All) CPI-W National (March to March)
Minimum 2%
Maximum 4%

- July 1, 1997
(All) CPI-W National (March to March)
Minimum 2%
Maximum 5%
Plus an addition to the formula of
(.4%)

- C. With respect to the retirement clauses providing the PERS Sick Leave in Application to Final Average Salary benefit, the County would cease participation January 1, 1995; the benefit would be reinstated to such degree as a Court clearly and finally determines Measure 8 illegal in whole or part.
- D. With respect to legal issues, I would recommend that the chief spokesperson in consultation with County Counsel assure that the County obtain from our bargaining agents suitable waivers of all further duty to bargaining concerning Measure 8 and releases of all claims against this government in connection with Measure 8.
- E. Specific Bargaining Units:
- My recommendation with respect to bargaining units are that:
- Oregon Nurses Association. This bargaining agreement has already been tentative agreed upon. I would recommend that its terms be modified to be compatible with A-D above, if agreeable with the Oregon Nurses Association.

 - Multnomah County Corrections Officers Association. In addition to A-D above, this agreement requires harmonization with other agreements. I would thus recommend that the Medical Plan and Drug and Alcohol Program in this agreement be modified to be compatible with the Multnomah County Deputy Sheriffs Association agreement. Fifty percent (50%) of any plan savings, as determined by the County's spokesperson, would be allocated to wages. Language allowing for semimonthly payroll would also be implemented.
- F. Authority of Spokespersons. I would finally recommend that given the technical nature of executing eight contract amendments and one full labor contract in a very few days, that our spokespersons be fully delegated to make judgments as to minor matters which may arise in the terms of such documents. If in their judgments, there are significant technical matters to be addressed, which have not been addressed above, or are completed unanticipated, then the Board would be polled.

I trust my fellow Board members find the above recommendations are a fair and balanced reaction to the terms of the Ballot Measure 8 as these terms apply to members of our nine collective bargaining units. It would be my further desire that staff put together suitable legal documents to extend a suitable parallel treatment to exempt employees.

Response to Measure 8 -
Collective Bargaining
Summary of Recommendations of Chair Bev Stein
to the Board of County Commissioners

Work Session
12-1-94
Handout #5
WBA1

1. Tentative Agreement with All Bargaining Units.
2. Tentative Agreement Subject to Ratification by Board.
3. Specifics: All open Units.
 - A. November 26, 1994.
 - 5.6% increase.
 - Cease ORS provided "Pick-up"
 - Begin Internal Revenue Code 414(h)(2) "Pick-up"
 - B. Future Years.

July 1, 1995 (All except MCPAA)*	2% Minimum CPI-W National (March to March) 4% Maximum
July 1, 1996 (All)	2% Minimum CPI-W National (March to March) 4% Maximum
July 1, 1997 (All)	2% Minimum CPI-W National (March to March) 5% Maximum Plus (.4%) to formula
 - C. January 1, 1995
Cease participation in PERS Sick Leave Retirement Program; reinstate all or part if Measure 8 determined illegal by Court with respect to this benefit.
 - D. Waiver of Duty to Bargain;
Release of Claims.
 - E. Specific Bargaining Units:

•Oregon Nurses Association Contract already tentatively agreed upon.	Alter to be compatible with above, if agreeable with Association.
•Multnomah County Corrections Officers Association Contract.	As above, plus: <ul style="list-style-type: none">•Medical Plan and Alcohol and Drug Program - as per Deputy Sheriffs with 50% Medical Plan savings as determined by Chief Spokespersons to go to wages.•Semimonthly payroll language.
 - F. Authority of Chief Spokespersons.
 - Delegated to handle other minor matters.
 - Poll Board if significant technical matters arise.

*Multnomah County Prosecuting Attorney's Association - Contract expires June 30, 1996.