



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 09/23/13)

Board Clerk Use Only

Meeting Date: 6/12/14
Agenda Item #: R.2
Est. Start Time: 9:45 am
Date Submitted: 6/3/14

Agenda Title: Ratification of Tentative Agreement between Multnomah County and Multnomah County Juvenile Custody Services Specialists

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: June 12, 2014 **Time Needed:** 10 minutes

Department: County Management **Division:** Human Resources

Contact(s): Jeff Heinrich

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

Presenter

Name(s) & Title(s): Jeff Heinrich, Labor Relations Manager; Bryan Lally, AFSCME Staff Representative

General Information

1. What action are you requesting from the Board?

The Department of County Management recommends approval of a two-year labor agreement with AFSCME Local 88, covering the classifications of regular and on-call Juvenile Custody Service Specialists.

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 have reached a tentative agreement for a successor to the 2010-2013 collective bargaining agreement. The 2013-2015 agreement provides for the continuation of wages, benefits and other working conditions. The union provided notice of its ratification to Human Resources on May 12, 2014. The 2013-2015 tentative agreement is now subject to ratification by the Board of County Commissioners. Significant provisions include:

- Effective July 1, 2013: 1.8% cost of living adjustments (COLA) for all members of the bargaining unit. This increase is equal to the CPI-W for Portland, 2nd half.
- Effective July 1, 2014: 2.7% cost of living adjustments for all members of the bargaining unit. This increase is equal to the CPI-W for Portland, 2nd half.
- New contract language covering the working conditions of on-call JCSS employees, who were newly added to the bargaining unit last year.

- Incorporation of past memoranda of agreement regarding vacancies and knowledge, skill and ability (KSA) requirements for the shift-bidding process.
- New contract language confirming the union's participation in the Employee Benefits Advisory Team.
- New contract language to clarify the process for designating lead workers.

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

Fiscal impacts from the implementation of the contract come from 1) Cost of Living Adjustment (COLA) increases in FY2014 and FY2015, and 2), increasing holiday pay for on-call employees to time and a half (1.5X) for five (5) county-wide holidays to match that of regular employees. The total fiscal impact of the contract over two (2) years is estimated at \$217,226.

Cost of Living Adjustments – The COLA adjustments agreed to in the contract (as detailed in Question 2 above) represent an additional cost to the County as compared to no COLA increases. The FY2015 increase of 2.7% matches the figure assumed during the FY2015 budget planning process.

In comparison to a baseline of no increases, the cost of the COLA increase in FY2014 is \$83,390 and in FY2015 is \$127,336 for a total 2-year cost of \$210,726.

Holiday Pay – On-call employees will receive Holiday pay premium (1.5X base pay) for work on five (5) days (New Year's Day, Dr. King's Birthday, Independence Day, Thanksgiving, and Christmas.) The annual cost is estimated at \$6,500.

No Budget Modifications or other adjustments are anticipated as a result of ratification of this 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

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

**Elected
Official or
Department
Director:**

Travis Graves /s/

Date:

6/2/2014