



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 8/18/11)

Board Clerk Use Only

Meeting Date: 1/24/13
Agenda Item #: R.2
Est. Start Time: 9:50 am
Date Submitted: 1/15/13

Agenda Title: Approval of Wage Reopener Settlement Between Multnomah County and the Multnomah County Deputy Sheriff's Association (MCDSA)

Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title sufficient to describe the action requested.

Requested Meeting Date: January 24, 2013
Time Needed: 10 Minutes
Department: County Management
Division: Central HR
Contact(s): Steve Herron, Labor Relations & Class/Comp Director
Phone: 503-988-4333 **Ext.** **I/O Address:** 503/3/300
Presenter Name(s) & Title(s): Steve Herron, Labor Relations & Class Comp Director
Mark Herron, MCDSA President

General Information

1. What action are you requesting from the Board?

We are asking the Board to ratify the 2011 wage reopener settlement between Multnomah County and MCDSA.

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.

These Negotiations arose out of a mid-contract bargaining obligation. The parties current collective bargaining agreement is in effect through June 30, 2014, and contains the following provision:

Reopener for 2011-2012: Parties agree to reopen Addendum A-1 Wages no later than February 1, 2011 for July 1, 2011 rates, and one (1) other article each of their choice. All other Articles and terms of the Agreement shall continue without interruption for the term thereof.

As its "other article" of choice, the County selected Article 11 – Health & Welfare. As its "other article" of choice, MCDSA selected Article 16 – Compensation.

The parties reached a tentative agreement for a 1.2% Cost of Living Adjustment (COLA), retroactive to July 1, 2011. The parties also reached tentative agreement on updates to the Health and Welfare Article consistent with the Patient Protection and Affordable Care Act.

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

Based on the tentative agreement, DSA (a strike prohibited group) wages will be retroactively increased by 1.2% effective July 1, 2011. The estimated cost to implement this increase over the life of the contract (through FY 2014) is \$355,000. The estimate includes base pay, fringe and insurance costs.

Proposed Section/Proposal	Estimated Financial Impact			
	Year 1 (FY 2012)	Year 2 (FY 2013)	Year 3 (FY 2014)	Total Cost
A. Wages & Classification				
FY 2012 COLA @1.2%	\$115,078	\$115,078	\$115,078	\$345,233
		\$3,740	\$3,740	\$7,480
			\$2,673	\$2,673
TOTAL COST OF PROPOSAL	\$115,078	\$118,818	\$121,491	\$355,386

Notes:

Inflates Year 2 at 3.25% and Year 3 by 2.25% which is the budgeted COLA for both fiscal years.

Estimate is based on adopted positions and could vary from actual employment levels.

This cost estimate only shows the impact of the FY 2012 COLA over the life of the contract. FY 2013 and FY 2014 COLA's were previously negotiated and not subject to this analysis.

As has been done in the past, after the Board of County Commissioners has approved the DSA labor contract, the Budget Office will submit a General Fund contingency request asking the Board of County Commissioners to appropriate the FY 2012 costs associated with this contract. No action is needed for the Sheriff's Office current budget (FY 2013) or upcoming budget (FY 2014) because the increased costs are included in their General Fund constraint calculation.

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, DCM Deputy
Director /s/

Date:

1/11/13