



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST CONTINGENCY REQUEST

(Revised: 5/24/13)

Board Clerk Use Only

Meeting Date: 1/16/14
Agenda Item #: R.7
Est. Start Time: 10:35 am
Date Submitted: 1/8/14

Agenda Title: **BUDGET MODIFICATION DCM-07 - Requesting \$278,910 General Fund Contingency Transfer to the District Attorney's Office for the FY 2014 Cost of the Multnomah County Prosecuting Attorneys Association (MCPAA) Collective Bargaining Agreement**

Note: If not a Contingency BudMod, use APR_BudMod form. Title should not be more than 2 lines but sufficient to describe the action requested.

Requested Meeting Date: January 16, 2014 **Time Needed:** 10 minutes
Department: County Management **Division:** Central HR – Labor Relations
Contact(s): Steven E. Herron, Labor Relations Director
Phone: (503) 988-4333 **Ext.** 84333 **I/O Address:** 503/300
Presenter Name(s) & Title(s): Steve Herron, Director of Labor Relations and Class/Comp

General Information

1. What action are you requesting from the Board?

The Department of County Management recommends, in conjunction with ratifying the Tentative Agreement between the County and the Multnomah County Prosecuting Attorneys Association, transferring \$278,910 from the General Fund Contingency to the District Attorney's Office to cover increased personnel costs in FY 2014 due to contract negotiations.

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 negotiated a Tentative Agreement for settlement of successor labor contract bargaining, which included a cost of living increase (COLA) to bargaining unit members in excess of that budgeted for FY 2014. The settlement is in the County's best interests, both because it maintains comparability with statutorily designated jurisdictions and because it preserves management rights that would be subject to review in interest arbitration.

The parties began bargaining in March 2013, and after multiple negotiation sessions,

reached tentative agreement. MCPAA membership ratified the tentative agreement on December 16, 2013 and it is now subject to ratification by the Board of County Commissioners.

Action is required to transfer \$278,910 from the General Fund Contingency to the District Attorney's Office to cover the unbudgeted cost for the FY 2014 negotiated 5.0% Cost of Living Adjustment.

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

The contingency request funds the unbudgeted costs for the 5.0% COLA increase in year one. These costs are spread across four job classifications (Deputy District Attorney 1, 2, 3 and 4) and 70.01 FTE in FY 2014. In FY 2014, the District Attorney's Office budgeted a 2.25% COLA which was equivalent to \$214,368. This Board action funds the difference between the budgeted 2.25% COLA and the negotiated 5.0% COLA.

The remaining years of the contract will be funded within the District Attorneys budget. Total estimated cost of the four year contract is \$3.1 million dollars. The following table provides a summary of the estimated financial impact.

<i>Estimated Financial Impact</i>					
Wage Proposal	Year 1 (FY 2014)	Year 2 (FY 2015)	Year 3 (FY 2016)	Year 4 (FY 2017)	Total Cost
Year 1 = 5% COLA	\$493,000	\$493,000	\$493,000	\$493,000	\$1,972,000
Year 2 = 2% COLA		\$204,000	\$204,000	\$204,000	\$612,000
Year 3 = 2% COLA			\$208,000	\$208,000	\$416,000
Year 4 = 1% COLA				\$106,000	\$106,000
TOTAL COST OF PROPOSAL	\$493,000	\$697,000	\$905,000	\$1,011,000	\$3,106,000

Notes:

Inflates Years 2-4 at the guaranteed COLA for the floor of the contract

4. Explain any legal and/or policy issues involved.

None.

5. Explain any citizen and/or other government participation that has or will take place.

The process to negotiate successor collective bargaining agreements is dictated by Oregon law, the Public Employee Collective Bargaining Act.

Budget Modification

If the request is a Budget Modification, please answer all of the following in detail:

- **What revenue is being changed and why? If the revenue is from a federal source, please list the Catalog of Federal Assistance Number (CFDA).**

N/A

- **What budgets are increased/decreased?**

The District Attorney's General Fund increases by \$278,910

The General Fund Contingency decreases by \$278,910

The Risk Fund increases by \$13,762

- **What do the changes accomplish?**

It funds the difference between the budgeted 2.25% COLA and the negotiated 5.0% COLA in compliance with the ratification of the 2013-2017 collective bargaining agreement between Multnomah County and Multnomah County Prosecuting Attorneys Association.

- **Do any personnel actions result from this budget modification? Explain.**

No

- **If a grant, is 100% of the central and department indirect recovered? If not, please explain why.**
N/A
- **Is the revenue one-time-only in nature? Will the function be ongoing? What plans are in place to identify a sufficient ongoing funding stream?**
General Fund contingency transfer to the District Attorney's Office covers the expense of the first year of pay increases. Ongoing increases will be covered within the Office's budget.
- **If a grant, what period does the grant cover? When the grant expires, what are funding plans? Are there any particular stipulations required by the grant (i.e. cash match, in kind match, reporting requirements etc)?**
N/A

Contingency Request

If the request is a Contingency Request, please answer all of the following in detail:

- **Why was the expenditure not included in the annual budget process?**
The total cost for year one of the agreement was unknown when the FY 2014 budget was adopted because the County was in the middle of negotiations with the Multnomah County Prosecuting Attorneys Association. However, the District Attorney's FY 2014 adopted budget did include the countywide 2.25% COLA estimate.
- **What efforts have been made to identify funds from other sources within the Department/Agency to cover this expenditure?**
The General Fund will cover the first year of the increased expenditures. The increased ongoing costs will be factored into the annual General Fund forecast.
- **Why are no other department/agency fund sources available?**
N/A
- **Describe any new revenue this expenditure will produce, any cost savings that will result, and any anticipated payback to the contingency account. What are the plans for future ongoing funding?**
General Fund transfers to departments cover the expense of the first year of pay increases.
- **Has this request been made before? When? What was the outcome?**
This request has not been made before.

<p><i>NOTE: Attach a Budget Modification Expense & Revenues Worksheet and/or a Budget Modification Personnel Worksheet. For General Fund Contingency Requests, a memo from the Budget Office must be submitted.</i></p>

Required Signatures

Elected Official or Dept Director:	<u>Sherry Swackhamer /s/</u>	Date: <u>1/8/2014</u>
Budget Analyst:	<u>Christian Elkin /s/</u>	Date: <u>1/8/2014</u>
Countywide HR:	<u>Steve Herron /s/</u>	Date: <u>1/8/2014</u>