



# MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: 3/9/2015)

## Board Clerk Use Only

Meeting Date: 7/20/17  
Agenda Item #: R.3  
Est. Start Time: 10:55 am approx.  
Date Submitted: 7/5/17

**Agenda Title:** **Approval of the 2016-2021 Collective Bargaining Agreement between Multnomah County and IUPAT-DC5, Loc. 1094 (Painters)**

*Note: Title should not be more than 2 lines but be sufficient to describe the action requested.*

**Requested** July 20, 2017 **Time Needed:** 5 minutes  
**Department:** Dept. of County Management **Division:** Central HR/Labor Relations  
**Contact(s):** Steve Herron, Labor Relations Director  
**Phone:** 503-988-4333 **Ext.** 84333 **I/O Address:** 503/3/300  
**Presenter Name(s) & Title(s):** Steve Herron

## General Information

### 1. What action are you requesting from the Board?

Ratification of 2016-2021 collective bargaining agreement between Multnomah County and International Union of Painter and Allied Trades, District Council 5, Local 1094 (IUPAT).

### 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' previous labor agreement expired June 30, 2016. The parties agreed to wait for IBEW labor negotiations to conclude, and then apply those settlement terms to the IUPAT collective bargaining agreement.

The highlights of this agreement are as follows:

- **COLA:**
  - July 1, 2016: 1.0% COLA
  - July 1, 2017: 2.2% COLA adjustment.
  - July 1, 2018: Pdx-Salem CPI-W, 1%-4% COLA Adjustment, plus possible market adjustment based on 1/1/18 comparables
  - July 1, 2019: Pdx-Salem CPI-W, 1%-4% COLA Adjustment
  - July 1, 2020: Pdx-Salem CPI-W, 1%-4% COLA Adjustment, plus possible market adjustment based on 1/1/20 comparables

### Health and Welfare:

Maintaining current plans with current premium sharing contribution rates. Included reopener to address ACA impacts

**Sick Leave (changes effective 7/1/16):**

Updated sick leave to reflect statutory changes as a result of the Oregon Sick Leave Law.

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

The costing estimates are based on the best available data and show the impact for the duration of the contract (FY 2016-FY 2021). For a reference point, in FY 2017 Sign Painter position is budgeted in the Road Fund.

The new contract will not be approved until FY 2018, meaning that increased labor costs from FY 2017 will be paid retroactively in FY 2018.

<b>Cost Estimates per Year of Sign Painter Contract by Proposal</b>						
*All estimates are the <b>new</b> costs incurred in each year only and not cumulative ongoing costs plus new costs						
Proposal	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	Total
COLA (FY 2017 1.0%, FY 2018 2.2%, FY 2019 1-4%), FY 2020 1-4%, FY 2021 1-4%)	915	2,032	945 – 3,776	954 – 3,927	964 – 4,084	<b>5,810 – 14,733</b>

**ARTICLE 16 WAGES AND CLASSIFICATION SCHEDULE****FY 2017 – 1.0% Cost of Living Adjustment (COLA) - \$915**

The 1.0% COLA increase will cost approximately \$540 in wages, and \$375 in salary related benefits and insurance costs for a total ongoing increase of \$915 in all funds. These costs were anticipated in the FY 2017 budget.

**FY 2018 – 2.2% COLA - \$2,032**

The 2.2% COLA increase will cost approximately \$1,199 in wages, and \$833 in salary related benefits and insurance costs for a total ongoing increase of \$2,032 in all funds. These costs are in addition to the FY 2017 increases and were anticipated in the FY 2018 budget.

*The FY 2019 – FY 2021 COLA impacts are unknown but the new Sign Painters contract specifies that the actual adjustment will between 1 - 4%. The following estimates are reported as a range. The actual financial impact will most likely fall somewhere in between these estimates.*

**FY 2019 – 1 - 4% COLA - \$945 – 3,776**

The 1 - 4% COLA increase will cost approximately \$557 – 2,228 in wages, and \$388 – 1,548 in salary related benefits and insurance costs for a total ongoing increase of \$945 – 3,776 in all funds. These costs are in addition to the increases listed above.

**FY 2020 – 1 - 4% COLA - \$954 – 3,927**

The 1 - 4% COLA increase will cost approximately \$563 – 2,317 in wages, and \$391 – 1,610 in salary related benefits and insurance costs for a total ongoing increase of \$954 – 3,927 in all funds. These costs are in addition to the increases listed above.

**FY 2021 – 1 - 4% COLA - \$964 – 4,084**

The 1 - 4% COLA increase will cost approximately \$569 – 2,410 in wages, and \$395 – 1,674 in salary related benefits and insurance costs for a total ongoing increase of \$964 – 4,084 in all funds. These costs are in addition to the increases listed above.

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.

N/A

---

**Required Signature**

---

**Elected  
Official or  
Department  
Director:**

Marissa Madrigal /s/

**Date:**

July 5, 2017