

I. Bargaining with:

- A. ONA (230 employees)
- B. Electricians (18 employees)
- C. Operating Engineers (9 employees)
- D. Painters (2 employees)

II. Beginning Dates

- A. ONA (4/19/91)
- B. Electricians & Operating Engineers (18 employees)
(Proposals - Attachments 2 & 3)
- C. Painters (not yet scheduled)

III. 1% Figures (**Attachment 1**)

IV. County's Ability To Compete For These Employees

- A. Nurses
 - 1. Labor Supply (**Attachments 2 & 3**)
 - 2. Market Standing (**Attachments 4, 5, 6, 7, 8 & 9**)
 - 3. Projected Market Movements (**Attachment 10**)
- B. Crafts (**Attachment 11**)
- C. General Assessment

V. Contract Administration and County Bargaining Proposals

- A. Nurses (Generally only minor problems)
 - 1. Routine matters (e.g. parental leave)
 - 2. Scheduling (12 hour, 3 & 1/3 day workweek)
- B. Electricians
 - 1. Routine matters (e.g. parental leave)
 - 2. Standby pay, overtime distribution
 - 3. Desire for consistency between units
(vacation & personal holiday use/retiree insurance)
- C. Operating Engineers & Painters
 - 1. Routine matters
 - 2. Consistency
- D. Crafts' Proposals (**Attachments 12 & 13**)

VI. Wages, Insurance and Duration

- A. The Bargaining Calendar For Other Units (**Attachment 14**)
- B. Possibility Of A FOPPO Unit
- C. Catch Up Expectations/Local 88
- D. Advantages and Disadvantages of A 1 year contract
 - 1. Advantages
 - a. Speed/certainty - maybe - for now
 - b. Near term financial relief
 - c. Probable near term labor peace
 - 2. Disadvantages
 - a. Lost opportunity to set base-line for 88

bargaining through multi-year agreements with these units.

b. Lost opportunity to diminish 88 strike power

c. Lost opportunity to ensure semi-sanity of Labor Relations Division Staff.

E. Profile of A Multi-Year Agreement

1. Freeze on wages year 1

2. Cost of living based wage increases in years 2, 3, & 4 (if a four year contract), with cap/reopener

3. Medical-Dental Premium Increases Above COLA Offset against Wage Increases (Beginning Year 3 or 4)

4. Possible "Me Too" alternative/88-Craft Friction

VII. Board Direction Requested.

Attachments

1. 1% figures
2. OSBN Nurses Employed In Oregon (RN's, LPN's, and NP's) Top Step
3. OSBN Registered Nurses By County and Field of Employment
4. Resignation Letter
5. Top Step Wages For Registered Nurses
6. Top Step Wages For LPN's
7. Top Step Wages For NP's
8. Top Step Wages With Various Premiums For Corrections Nurses
9. Major Benefit Costs For RN's/Paid Time Off
10. Status of Nurse Labor Contracts
11. Crafts Unit Wages
12. Local 48 (Electrician) Contract Proposal
13. Local 87 (Operating Engineer) Contract Proposal
14. Status of Multnomah County Labor Contracts



MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS
GLADYS McCOY
PAULINE ANDERSON
GRETCHEN KAFOURY
RICK BAUMAN
SHARRON KELLEY

DEPARTMENT OF GENERAL SERVICES
PORTLAND BUILDING
1120 SW FIFTH, 14TH FLOOR
PORTLAND, OR 97204-1934

AT OTHER LOCATIONS:

OFFICE OF THE DIRECTOR (503) 248-3303
EMPLOYEE SERVICES (503) 248-5015
FINANCE (503) 248-3312
LABOR RELATIONS (503) 248-5135
PLANNING & BUDGET (503) 248-3883

ADMINISTRATIVE SERVICES (503) 248-5111
ASSESSMENT & TAXATION (503) 248-3345
ELECTIONS (503) 248-3720
INFORMATION SERVICES (503) 248-3749

M E M O R A N D U M

DATE: April 1, 1991
TO: Darrell Murray, Dep. Labor Relations Manager
FROM: J. Mark Campbell, Budget Analyst *mc*
RE: Labor Contracts - 1% Cost Estimates

In response to your memo of March 12th I have prepared the attached labor contract cost estimates for the ONA and the three craft unions.

In calculating these costs I used the County Chair's Proposed Budget for FY 1991-92. Thus, the number of FTE's in my cost figures may be slightly different than the actual number of employees we currently have on the payroll.

I have provided attachments detailing the proposed budget cost for both the nurses and the craft unions, as well as a list of the relevant "roll-up" figures I used in preparing a 1% cost estimate.

To briefly summarize the attached:

We have 169.51 FTE nurses budgeted at a total estimated cost of \$8.2 million. Based on FY 91-92 fringe and insurance rates, each one percent increase in base salary would result in a total cost to the County of \$75,888.

We have 32 FTE budgeted for the three craft unions (Sign Painters, Electricians, Operating Engineers) at a total estimated cost of \$1.6 million. Based on FY 91-92 fringe and insurance rates, each one percent increase in base salary would result in a total cost to the County of \$14,891.

Should you require additional information, please let me know.

cc: Dave Warren

OREGON NURSES ASSOCIATION - LABOR CONTRACT COSTS (FY 91-92)
 BASED ON COUNTY CHAIR'S PROPOSED BUDGET

	DHS	DCC	TOTAL COSTS
# FTE'S	169.26	0.25	169.51
BASE (5100)	5,794,008	10,899	5,804,907
FICA (5500)	443,242	834	444,075
RETIREMENT (5500)	1,106,656	2,082	1,108,737
TRI-MET TAX (5500)	14,485	27	14,512
WORKER'S COMP (5550)	66,631	185	66,816
LIABILITY (5550)	14,485	65	14,550
UNEMPLOYMENT (5550)	28,970	54	29,025
LTD (5550)	27,811	52	27,864
RETIREE'S MED (5550)	78,219	147	78,366
MED/LIFE (5550)	531,138	785	531,922
DENTAL (5550)	91,570	135	91,705
TOTAL (BASE & FRINGE)	8,197,214	15,266	8,212,480

NURSES		
1% INCREASE IN BASE		59,049
" " FRINGE (5500)		15,673
" " INSURANCE (5550)		2,165
TOTAL 1% INCREASE		75,888

CRAFT UNIONS - LABOR CONTRACT COSTS (FY 91-92)
 BASED ON COUNTY CHAIR'S PROPOSED BUDGET

DES

# FTE'S	32.00
BASE (5100)	1,109,234
FICA (5500)	84,856
RETIREMENT (5500)	211,864
TRI-MET TAX (5500)	2,773
WORKER'S COMP (5550)	46,033
LIABILITY (5550)	13,865
UNEMPLOYMENT (5550)	5,546
LTD- (5550)	0
RETIREE'S MED (5550)	14,975
MED/LIFE (5550)	100,416
DENTAL (5550)	17,312

TOTAL (BASE & FRINGE) 1,606,875

ELEC/ENG/SIGN PAINTERS

1% INCREASE IN BASE	11.092
" " FRINGE (5500)	2.995
" " INSURANCE (5550)	804

TOTAL 1% INCREASE 14.891

"ROLL-UP" FIGURES FOR FRINGE & INSURANCE
FY 1991-92 BUDGET

FICA (5500)	.0765
PERS/RETIREMENT (5500)	.1910
TRI-MET TAX (5500)	<u>.0025</u>
TOTAL 5500	.2700
WORKER'S COMP (5550)	
DHS	.0115
DCC	.0170
DES	.0415
LIABILITY (5550)	
DHS	.0025
DCC	.0060
DES	.0125
UNEMPLOYMENT (5550)	.0050
LTD-NURSES (5550)	.0048
RETIREE'S MEDICAL (5550)	<u>.0135</u>
TOTAL 5550	
DHS	.0373
DCC	.0463
DES	.0725
MED/LIFE INSURANCE	3,138
DENTAL	541

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<u>YEAR</u>	<u>REGISTERED NURSES</u>		<u>LICENSED PRACTICAL NURSES</u>		<u>NURSE PRACTITIONERS</u>
	<u>Currently Licensed</u>	<u>Employed In Oregon</u>	<u>Currently Licensed</u>	<u>Employed In Oregon</u>	<u>Currently Certified</u>
986	25,955	18,028	6,014	3,468	614
987	26,678	17,683	5,807	3,316	611
988	27,268	18,075	5,594	3,270	631
989	28,870	18,510	5,575	3,207	645
990	28,992	19,251	5,445	3,205	661

- 1) Statistics compiled in odd-numbered years.
- 2) Statistics compiled in even-numbered years.
- 3) Statistics not available.

Nurse Practitioners first certified in 1977.

NOTE: Biennial birthdate renewal instituted for LPN's in 1982 and for RN's in 1983.

TABLE: 07-RH

REGISTERED NURSES LICENSED IN OREGON
BY COUNTY OF EMPLOYMENT AND FIELD OF EMPLOYMENT

COUNTY OF EMPLOYMENT	HOSPITAL	NURSING HOME	SCHOOL OF NURSING	PRIVATE DUTY	SCHOOL NURSE	OCCUP. HEALTH	OFFICE NURSE	COMMUNITY HEALTH	SELF EMPLOYED	OTHER	NOT STATED	TOTAL
BAKER	24	5	0	0	0	1	7	3	0	2	0	42
BENTON	144	25	4	1	8	1	27	13	5	24	1	253
CLACKAMAS	460	85	10	16	25	14	86	27	5	63	5	796
CLATSOP	72	5	0	4	3	0	10	12	0	11	2	119
COLUMBIA	28	8	0	0	4	4	5	1	0	3	1	54
COOS	157	13	5	8	4	1	30	12	4	17	2	253
CROOK	21	5	0	3	1	0	7	1	0	3	0	41
CURRY	15	4	0	0	0	1	4	7	1	3	0	35
DESCHUTE	219	13	3	8	6	1	28	13	3	19	2	315
DOUGLAS	266	30	9	7	1	2	41	13	4	27	2	402
GILLIAM	0	0	0	0	1	0	0	0	0	0	0	1
GRANT	14	3	0	0	0	0	1	2	0	2	0	22
HARNEY	13	1	1	1	0	0	0	3	0	3	0	22
HOODRIVER	24	3	0	1	0	1	11	7	0	0	0	47
JACKSON	350	32	5	8	4	4	70	21	9	47	2	552
JEFFERSON	10	2	0	1	2	0	0	6	0	4	0	25
JOSEPHINE	103	28	4	1	0	3	19	8	2	13	1	182
KLAMATH	112	13	7	3	6	4	23	10	0	14	1	193
LAKE	11	5	0	0	0	0	2	3	1	2	0	24
LAINE	612	71	17	20	35	10	120	33	12	97	5	1032
LINCOLN	78	7	0	1	2	0	12	14	1	6	0	121
LIHH	162	24	5	8	6	1	27	12	2	25	2	274
MALHEUR	52	10	2	1	2	1	12	9	0	3	1	93
MARION	526	70	13	7	8	11	95	47	3	92	7	879
MORRIS	8	2	0	1	0	0	4	1	0	1	0	17
MULTNOMAH	3678	275	99	91	59	75	855	315	50	483	35	5515
POLK	41	9	1	1	2	1	9	3	1	12	0	80
SHERMAN	1	0	0	0	0	0	0	0	0	1	0	2
TILLAMOOK	47	3	1	3	1	0	6	5	0	1	0	67
WASILLA	123	20	5	2	1	2	22	5	3	17	1	201
WINTON	59	11	3	2	2	0	16	4	0	8	0	105
WALLOHA	7	1	0	2	0	0	5	2	0	1	0	18
WASCO	68	12	0	2	2	3	8	7	2	3	0	107
WASHINGTON	314	55	6	11	20	9	69	32	4	57	1	578
WHEELER	0	0	0	0	0	0	0	0	1	0	0	1
YAMHILL	95	26	1	3	1	2	24	17	0	12	0	181
COUNTY NOT REPORTED	4830	579	69	98	42	48	370	219	29	385	82	6751
STATE TOTAL	12744	1455	270	315	248	200	1525	887	142	1461	153	19400
NOT PRACTICING	407	100	14	28	18	6	85	62	10	93	5185	6008
STATE NOT REPORTED	225	27	6	25	12	11	26	33	29	49	102	545
OUT OF STATE	1918	230	73	80	37	36	144	171	28	280	42	3039
TOTAL LICENSED	15294	1812	363	448	315	253	1780	1153	209	1883	5482	28992

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ATTACHMENT 3

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October 31, 1989

Lee R. McCoy
12160 Greenwood
Beaverton, OR 97005

Multnomah County Health
Corrections Division
1120 S.E. 3rd, Fourth Floor
Portland, OR 97204

To whom it may concern,

As of this date I must give my two-week notice of resignation. The fourteenth of November will be my last working day with Multnomah County.

In this new age of nursing diagnosis, DRG's, and RCT's, the profession of nursing has become competitive in its hiring and retention of available staff. Benefits and base salaries are an indicator of our power over the job market and our own destinies. I have been offered my old position at Eastmoreland Hospital at a considerable raise in wage and a promise of an improved benefits package, along with a substantial hire-on bonus. *2000.00*

I thank you for the valuable experience in corrections health. These experiences will round out my nursing career and help me be a better practitioner.

Thank You,

Lee R. McCoy RN
Lee R. McCoy RN

*You
what a terrible
loss. The money
should be maintained
@ any price
Kathy*

*Copy
Ken apton*

RECEIVED

MULTNOMAH COUNTY - DEPARTMENT OF HUMAN SERVICES
HEALTH DIVISION

NOV 03 1989

LABOR RELATIONS

TO: TOM FRONK
FINANCIAL MANAGER

SUBJECT: REQUEST FOR PERSONNEL
DATA CHANGE

FROM: Kathy Page
SUPERVISOR'S SIGNATURE

DATE: 11-2-89

NAME: Lee R. McCoy
CLASSIFICATION: CHN
LOCATION: MCDC

EFFECTIVE DATE: 11-14-89

- *1. POSITION STATUS: FROM _____ TO _____
- *2. HOURLY RATE: FROM _____ TO _____
- **3. CHANGE OF HOURS/PAY PERIOD (One pay period equals 10 working days):
FROM _____ TO _____
- *4. NAME CHANGE: FROM _____ TO _____
- *5. LEAVE OF ABSENCE/EXTENSION OF LEAVE OF ABSENCE:
FROM _____ TO _____
6. CLASSIFICATION CHANGE: FROM _____ TO _____
7. ASSIGNMENT:
LOCATION: FROM _____ TO _____
SUPERVISOR: FROM _____ TO _____
TIMEKEEPER: FROM _____ TO _____
OFFICE PHONE NO: FROM _____ TO _____
8. MILEAGE BASE: ADD _____ DELETE _____
- *9. TERMINATION: ☒ YES, NOTIFIED EMPLOYEE SERVICES FOR EXIT INTERVIEW
10. EXPLANATION: (If transfer, please state who replacing)

* Please attach appropriate information.

** Less than 64 hours per pay period may result in (1) a reduction in payments by County benefits, or (2) loss of benefits.

Please use Form P-70 for change of home address.

OFFICE USE ONLY:

FROM: Fund _____ Agcy _____ Org _____ Rptg _____ Acty _____ Batch _____

TO: Fund _____ Agcy _____ Org _____ Rptg _____ Acty _____ Batch _____

**TOP WAGES PAID TO REGISTERED NURSES
BY LOCAL EMPLOYERS IN APRIL 1991**

**Attachment #5
Draft 4/16/91**

<u>Employer</u>	<u>Total Nurses</u>	<u>Classification Title</u>	<u>After 5 Yrs.</u>	<u>After 10 Yrs.</u>	<u>Top Step</u>	<u>Years to Top</u>	<u>Representative, Contract Status</u>
Multnomah County	230	Community Health Nurse	\$15.81	\$17.78	\$17.78	8	ONA, exp. 6/30/91
#114	600	Staff Registered Nurse	\$16.75*	NA	\$20.10*	NA	non-represented
#116	1285	Public Health Nurse	\$16.96	\$17.64	\$17.64	8*	non-rep., ab. 6% 5/91*
#120	1139	Reg. Nurse 1	\$16.44	\$17.22	\$17.22	10	ONA, exp. 6/30/91
#121	43	Registered Nurse	\$13.35	\$13.35	\$13.35	5	non-represented
#122	476	Staff Registered Nurse	\$17.03	\$17.71	\$18.55	15	ONA, 6% 1/92
#128	520	Nurse	\$16.45	\$17.45	\$20.44	20	AFGE, 1/92 COLA TBA*
#224	NA	Staff Reg. Nurse II	\$16.79	\$16.79	\$17.81	14	non-represented
Amer. Red Cross	76	Staff Nurse	\$14.69	\$15.18	\$15.64	13	ONA, 5% 7/1/91
Clackamas Co.	23	Comm. Health Nurse 2	\$17.11	\$17.19	\$17.28	15	CCEA, exp. 6/30/91
Dammasch State Hospital	120	Mental Health Staff RN	\$16.03	\$16.70	\$16.70	6	ONA, 3.8% 6/1/91
Holladay Park	NA	Registered Nurse	\$17.56	\$17.88	\$18.17	17	ONA, exp. 3/31/92
King County	236	Public Health Nurse*	\$17.54	\$18.79	\$19.33	20	WSNA, exp. 12/31/90
Lane County	30	Public Health Nurse	\$16.18	\$16.99	\$16.99	5.5	ONA, CPI 2%-5% 7/1/91
Sacred Heart Hosp.	NA	Staff Nurse	\$15.82	\$16.41	\$17.81	13	ONA, 6.5% 6/30/91
St. Vincent Hosp.	NA	General Duty Nurse	\$16.98	\$17.66	\$18.54	15	ONA, exp. 12/30/91
Tacoma-Pierce Co. Health Dept.	44	Comm. Health Nurse I	\$17.16	\$17.33	\$17.67	20	TPCPHEA, exp. 12/31/91
Washington County	14	Comm. Health Nur. II	\$15.96	\$15.96	\$15.96	4	ONA, CPI 3%-5% 7/1/91
Willamette Falls Hospital	NA	Registered Nurse	\$16.61	\$17.11	\$17.79	15	ONA, 5.5% 1/1/92
Average			\$16.41	\$16.90	\$17.61	12.4	

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NOTES

Employer: Those who did not wish to be identified by name in the survey summary are identified by number.

Total Nurses: This column shows the total number of nurses in all nurse classifications, rather than just the one shown, because it is the best indicator of the employer's position in the local market for nurses. Numbers for employers who did not participate in the survey are not available. (Other information on these employers was taken from their labor contracts.)

Classification Title: Survey respondents were asked for wage ranges for classes most comparable to Multnomah County's Community Health Nurse, all of whom have bachelor's degrees. Those who did not have an exact match were asked for ranges for registered nurses with bachelor's degrees and with comparable levels of responsibility.

After 5 Yrs., After 10 Yrs.: This is the hourly wage nurses would earn upon completing five or ten years of service if they began working for the employer at the first step in the wage range, including any premium for a bachelor's degree and longevity. Access to longevity premiums vary, since some reward years in the nursing profession, while others reward service to the employer. Still others systems provide for longevity increments after so many years of service to the employer or so many years on the last step of the regular wage range. Eleven of the 16 employers listed have some form of longevity pay, whether in the form of a percentage premium or steps in the wage range beyond annual merit increases.

The wage rate shown for employer #114 in the "After 5 Years" column is the midpoint of a merit based range. Since all increases, including COLA's are based on merit, no rate is shown for ten years.

Employer #128 does not have longevity pay, but ten-step wage ranges through which nurses advance every other year. The employer is in the process of changing to a new pay system more like those of comparable area employers. It will be in place sometime in April, 1991.

Top Step, Years to Top: The top step is the maximum a nurse can earn in wages, degree premium, and longevity pay. "Years to Top" shows the number of years it takes to reach the top step if the nurse begins working for the employer at the first step.

Employer #114 has a merit based pay system, and the rate shown under "Top Step" is the top of the merit range.

Representative, Contract Status: ONA is Oregon Nurses Association; AFGE is American Federation of Government Employees; CCEA is Clackamas County Employees Association; WSNA is Washington State Nurses Association; TPCPHEA is Tacoma-Pierce County Public Health Employees Association. Public Health Nurses with employer #116 are not represented, but about 1000 other registered nurses represented by ONA and OFN are. The latter recently ratified a contract awarding a COLA of 6% for April 1, 1991; another 6% (or more, depending on a market survey) April 1, 1993; and a final 6% (or more) April 1, 1994. The Public Health Nurses are virtually certain of receiving comparable increases.

The amount of the COLA expected by AFGE in January 1992 is not known.

**TOP WAGES PAID TO LICENSED PRACTICAL NURSES
BY LOCAL EMPLOYERS
APRIL 1991**

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<u>Employer</u>	<u>N</u>	<u>Class Title</u>	<u>Top Step</u>	<u>Long.</u>	<u>Contract Status</u>
Multnomah Co.	12	Lic. Practical Nurse	\$12.51	None	ONA, exp. 6/30/91
#114	15	Lic. Practical Nurse	\$13.29*	None	non-represented
#116	139	Lic. Practical Nurse	\$11.23	None	SEU, 3-4% 7/1/91
#120	11	Lic. Practical Nurse	\$11.12	None	AFSCME, 4.0% 7/1/91
#122	36	Lic. Practical Nurse	\$11.39	None*	OLPNA, NA
#128	98	Practical Nurse	\$13.34	None*	AFGE, 1/92 COLA TBA
Am. Red Cross	3	Lic. Practical Nurse	\$13.07	None*	non-represented
Clackamas Co.	0				
Dammasch Hosp.	0				
Tacoma-Pierce Co. Health Dept.	1	Lic. Practical Nurse	\$11.43	4% (20)	TPCPHEA, exp. 12/31/91
Washington Co.	0	Lic. Practical Nurse	\$10.12	None	ONA, CPI 3%-5% 7/1/91

Average Top Step Wage: \$11.97

Average Top Step with Top Longevity: \$12.03

NOTES

Employers who did not wish to be identified by name in the survey summary are identified by number.

The best indicator of the prominence of the employer in the local labor market is indicated by the total number of full-time and part-time regular nursing staff employed: Multnomah County, 230; #114, about 600; #116, 1285; #120, 1139; #128, 520; American Red Cross, 76; Clackamas County, 23; Dammasch State Hospital, 120; Tacoma-Pierce County Health Department, 44; Washington County, 14.

Percentages listed under the heading "Long." show top longevity increments. The number in parentheses is the number of years required to arrive at the increment shown.

The top wage for practical nurses with employer #114 was \$11.12, but it is a top merit step, and not a top step achieved by all, or even most, employees. COLA increases are not applicable, because all increases come from the merit pool.

Practical nurses with employer #116 are represented by the Service Employees Union.

Employer #122 has a longevity increas built into the wage scale. Annual increases are awarded through the fifth step; employees arrive at the sixth step after ten more years.

Employer #128 does not have a longevity increase, but it takes 20 years to get to the top step. Employees are represented by the American Federation of Government Employees.

Practical nurses working for employer #120 are represented by AFSCME, unlike their registered nurses and nurse practitioners, who are represented by ONA.

Practical nurses working for the American Red Cross are currently unrepresented, although registered nurses are represented by ONA. However, a petition for representation by ONA is in process. Practical nurses are not currently on a step system, and all wage increases come from a merit pool. This may change, however, if they become represented employees.

The nurses at Tacoma-Pierce County Health Department are represented by Tacoma-Pierce County Public Health Employees Association.

Washington County has a classification for practical nurses with no incumbents.

Averages shown above do not include Multnomah County wages in the calculations.

**TOP WAGES PAID TO NURSE PRACTITIONERS
BY LOCAL EMPLOYERS
APRIL 1991**

<u>Employer</u>	<u>N</u>	<u>Class Title</u>	<u>Top Step</u>	<u>Long.</u>	<u>Contract Status</u>
Multnomah Co.	40	Nurse Practitioner	\$20.80	None	ONA, exp. 6/30/91
#114	7	Clin. Nurse Spec.	\$25.06*	None	non-represented
#116	87	Nurse Practitioner	\$22.35	None*	non-represented
#120	NA	Nurse Practitioner	\$21.72	4.75% (10)	ONA, exp. 6/30/91
#122	0				
#128	19	Nurse	\$23.23	None*	AFGE, 1/92 COLA TBA
Am. Red Cross	0				
Clackamas Co.	8	Nurse Practitioner	\$19.61	1.5% (10)	CCEA, exp. 6/30/91
Dammasch State Hospital	0	Nurse Practitioner	\$20.45	None	ONA, 3.8% 6/1/91
Tacoma-Pierce Co. Health Dept.	1	Nurse Practitioner 1	\$17.03	4.0% (20)	TPCPHEA, exp. 12/31/91
Washington Co.	1	Nurse Practitioner	\$19.80	None	ONA CPI 3%-5% 7/1/91

Average Top Step Wage: \$20.99

Average Top Step with Top Longevity: \$21.27

NOTES

Employers who did not wish to be identified by name in the survey summary are identified by number.

The best indicator of the prominence of the employer in the local labor market is indicated by the total number of full-time and part-time regular nursing staff employed: #114, about 600; #116, 1285; #120, 1139; #128, 520; American Red Cross, 76; Clackamas County, 23; Dammasch State Hospital, 120; Tacoma-Pierce County Health Department, 44; Washington County, 14.

Percentages listed under the heading "Long." show top longevity increments. The number in parentheses is the number of years required to arrive at the increment shown.

The top wage for registered nurses with employer #114 was \$25.06, but it is a top merit step, and not a top step achieved by all, or even most, employees. The average pay for nurse practitioners was \$18.83. COLA increases are not applicable because all increases come from the merit pool.

Nurse Practitioners with employer #116 are unrepresented, but inpatient and outpatient registered nurses are represented by Oregon Nurses Association and Oregon Federation of Nurses. There is a tentative agreement as of April 5, 1991 which includes a 6% wage increase for the upcoming contract year.

Employer #116 does not have longevity premium, but it takes two years to get from the sixth to the seventh step.

Employer #128 does not have a longevity increase, but it takes 20 years to get to the top step. Employees are represented by the American Federation of Government Employees.

The American Red Cross has two longevity increases built into the wage scale: employees arrive at the seventh step after they have been at the sixth step five years; and at the eighth step after three years at the seventh step.

Most Clackamas County nurses are represented by the Clackamas County Employees Association, and their contract expires June 30. However, corrections nurses are represented by Clackamas County Peace Officers Association; their top step wage is \$17.33 with maximum longevity pay of \$.78. They also receive 4% of wages in deferred compensation. On July 1 they will receive a 5% COLA.

Dammasch State Hospital has a classification for nurse practitioners, but no incumbents.

The nurses at Tacoma-Pierce County Health Department are represented by Tacoma-Pierce County Public Health Employees Association.

Averages shown above do not include Multnomah County wages in the calculations.

**TOP STEP HOURLY WAGES FOR REGISTERED NURSES
WITH LONGEVITY PAY, SHIFT DIFFERENTIAL, AND CORRECTIONS PREMIUM
APRIL 1991**

Day Shift

<u>Employer</u>	<u>Top Step</u>	<u>Longevity</u>	<u>Shift Diff.</u>	<u>Corr. Prem.</u>	<u>Total</u>
Multnomah County	\$17.78	None	None	\$.65	\$18.43
#114	20.10	None	None*	NA	20.10
#120	16.44	4.75%	None	NA	17.22
#128	21.88	None	None	NA	21.88
Clackamas County	17.33	\$.78	None	4.0%*	18.83
Dammasch State Hosp.	16.70	None	None	NA	16.70
Lane County	17.87	None	None	NA*	17.87
Washington County	15.96	None	None	\$.40	16.36

Average Top Step Hourly Wage with Premiums: \$18.42

* See notes.

Evening Shift

<u>Employer</u>	<u>Top Step</u>	<u>Longevity</u>	<u>Shift Diff.</u>	<u>Corr. Prem.</u>	<u>Total</u>
Multnomah County	\$17.78	None	\$.75	\$.65	\$19.18
#114	20.10	None	\$1.00	NA	21.10
#120	16.44	4.75%	\$1.10	NA	18.32
#128	21.88	None	None	NA	21.88
Clackamas County	17.33	\$.78	None	4.0%*	18.83
Dammasch State Hosp.	16.70	None	\$.95	NA	17.65
Lane County	17.87	None	\$1.00	NA*	18.87
Washington County	15.96	None	None	\$.40	15.36

Average Top Step Hourly Wage with Premiums: \$19.00

* See notes.

Night Shift					
<u>Employer</u>	<u>Top Step</u>	<u>Longevity</u>	<u>Shift Diff.</u>	<u>Corr. Prem.</u>	<u>Total</u>
Multnomah County	\$17.78	None	\$1.60	\$.65	\$20.03
#114	20.10	None	\$2.02	NA	22.12
#120	16.44	4.75%	\$2.20	NA	19.42
#128	21.88	None	10%	NA	24.07
Clackamas County	17.33	\$.78	None	4.0%*	18.83
Dammasch State Hosp.	16.70	None	\$1.35	NA	18.05
Lane County	17.87	None	\$1.00	NA*	18.87
Washington County	15.96	None	\$.80 (call out)	\$.40	15.36

Average Top Step Hourly Wage with Premiums: \$19.67

*See notes.

NOTES

See notes under "Top Wages Paid to Nurses by Local Employers, June, 1991," for more detail on wage rates. Employer #114 has a merit system, and the wage shown is the top possible for registered nurses with general duties. It is not a typical wage rate. Note that three of the employers have longevity built into the wage structure. Wages shown for employer #128 apply after 20 years of service.

Corrections nurses at Clackamas County are represented by the Clackamas County Peace Officers Association. Their wages are higher than for nurses represented by the general employees' unit: \$.31 an hour more in base wages, and \$.52 an hour more for longevity. They also receive 4% deferred compensation, which is shown under "corrections premium" above. There are four registered nurses and two nurse practitioners who work all shifts as needed. They do not receive shift differential, however.

Lane County does not have a premium for corrections nurses, but a separate classification for them. At the top step corrections nurses with a BSN receive \$.88 per hour more than BSN's in public health. Lane County has four corrections nurses and about 26 other nurses. They are represented by ONA, and expect to receive a COLA of about 5% July 1, 1991.

Tacoma-Pierce County Health Department is not included because it does not provide corrections services and offers no shift work. Pierce County does not use registered nurses in the jails; they use physicians and physicians' assistants instead.

The corrections premium at Washington County will rise to \$.43 July 1, 1991. The county has three registered nurses and one nurse practitioner in corrections. One nurse works evening shift, and the nurses take turns being on call during night shift. Nurses receive one hour of compensatory time for each shift on call. If called out they receive a minimum of one hour's pay at time and a half. Since each nurse would receive about two hours a week in compensatory time for covering night shift, two hours' pay divided by 40 hours a week is shown for the night shift premium.

Employer #114 has a weekend premium of \$1.00 an hour, regardless of shift. Employer #128 has a 10% premium for work between 12:00 am and 12:00 pm on weekends. The other employers, including Multnomah County, have no weekend premium. At Multnomah County all corrections nurses work every other weekend.

LR1200-7

**MAJOR BENEFITS COST DISTRIBUTION
FOR REGISTERED NURSES
APRIL 1991**

<u>Employer</u>	<u>Retirement</u>	<u>Medical</u>	<u>Dental</u>	<u>Disability</u>	<u>Total Cost</u>	<u>Employee Share</u>	<u>Employer Share</u>	<u>Employer Share as % of Wages</u>
Multnomah County	\$389.81	\$295.00	\$66.12	\$14.85	\$765.78	\$0.00	\$765.78	24.8%
#116	\$163.56	\$285.11	\$46.50	\$7.88	\$503.05	\$11.83	\$491.22	16.0%
#120	\$380.25	\$301.70	\$52.39	\$15.88	\$750.22	\$85.12	\$665.10	22.2%
#121	\$452.97	\$190.03	\$0.00	\$14.85	\$657.85	\$190.03	\$467.82	20.1%
#128	\$497.92	\$379.17		\$0.00	\$877.09	\$357.29	\$519.79	14.6%
Amer. Red Cross	\$163.28	\$372.00	\$46.48	\$0.00	\$581.76	\$127.61	\$454.15	16.7%
Clackamas Co.	\$381.55	\$290.70	\$46.98	\$10.60	\$729.83	\$0.00	\$729.83	24.3%
Dammasch State Hospital	\$368.75	\$301.70	\$52.39	\$15.40	\$738.24	\$73.64	\$664.60	22.9%
King County	\$414.04	\$318.00		\$8.33	\$740.37	\$166.41	\$573.96	17.1%
Tacoma-Pierce Co. Health Dept.	\$594.32	\$262.04	\$64.61	\$0.00	\$920.97	\$273.33	\$647.64	21.1%
Washington County	\$352.41	\$258.75	\$42.00	\$13.60	\$666.76	\$45.00	\$621.76	22.4%
Average	\$376.91	\$331.06		\$8.65	\$716.61	\$133.03	\$583.59	19.7%

NOTES

Employer: Those who did not wish to be identified by name in the survey summary are identified by number.

Retirement: The figure used for Multnomah County's employer contribution is 6.06% of wages, which is, according to Oregon PERS actuary Mark Johnson, the normal cost of providing the benefit, or the cost with the unfunded liability from the previous county retirement system excluded. The budgeted cost, which includes charges for the unfunded liability, for the PERS employer contribution is 13.1%. The employer contribution figure used for the

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BENEFITS NOTES, continued

other employers covered by PERS is 6.69%, which is, according to Johnson, the average normal cost statewide. Multnomah County and the other Oregon PERS employers listed "pick up" the employee contribution of 6% in addition to paying the employer contribution. (Washington PERS employees hired after October 1977 pay 4.7% into the system; employers pay 7.61%.) The dollar amounts listed in the retirement column were arrived at by multiplying the total percentage cost by the top step wage for registered nurses with any increments for longevity and a bachelor's degree (see attachment #1).

There is another cost associated with retirement benefits which is not included above: the cost of retiree medical insurance benefits. The county pays for full family health insurance coverage from a nurse's retirement until Medicare eligibility. (Certain restrictions on age at retirement and years of service before retirement apply.) The actuarial cost is 1.3% of payroll. Most of the other employers do not have an actuarial cost figure available. However, a comparison of retiree insurance benefits offered indicates that the county plan is among the more generous. Employer #121, King County, and Tacoma-Pierce Co. Health Department do not provide retiree medical benefits beyond the limited employee-paid continuation period required by federal law. Dammasch State Hospital and employer #120 are in plans which allows retirees to participate in the plans available to current employees but at separate retiree rates. (The retiree insurance plan for state employees is expected to change effective November 1, 1991 as a result of legislative action on alternatives suggested by a special committee created during the last legislative session.) Clackamas County and Washington County allow retirees to participate with no separate rate structure. The American Red Cross allows employees to participate, and contributes \$12 per month per retiree and another \$12 for the retiree's spouse. Employer #116, a major private employer of nurses, provides full benefits upon Medicare eligibility. Employer #128 continues coverage on the same basis as current employees even upon Medicare eligibility.

Medical, Dental: The amounts listed are the total cost (both the employer and employee contributions) of providing full family medical and dental benefits in the most expensive plan available to employees. When medical and dental coverages are offered as a package the figure is shown between the two columns.

Disability: The amounts listed are the costs of the disability plans offered which most closely resemble the plan provided by Multnomah County as part of the employer-paid benefits package. "\$0.00" indicates that disability insurance is not offered. Employer #121 did not provide a cost figure, so the Multnomah County figure was used.

Total Cost: The sum of the previous four columns.

Employee Share: The amount a top step registered nurse with a degree pays to receive the benefits described above.

Employer Share: The amount the employer pays for the nurse to receive the benefits.

Employer Share as % of Wages: The employer share divided by the top step monthly wage for a registered nurse with a degree (longevity pay included) multiplied by 100.

**ANNUAL PAID DAYS OFF FOR REGISTERED NURSES
APRIL 1991**

At Entry				
<u>Employer</u>	<u>Vacation</u>	<u>Holidays</u>	<u>Total</u>	<u>Sick Leave</u>
Multnomah County	10	11.5	21.5	12
#116	10	9	19	12
#120	16	8	23	12
#121	10	16	26	12
#128	26	12	38	13
Amer. Red Cross	10	8	18	12
Clackamas Co.	13	9	22	12
King County	12	12	24	12
Tacoma-Pierce Co. Health Dept.	12	12	24	12
Washington County	12	10	22	12

Ten Years				
<u>Employer</u>	<u>Vacation</u>	<u>Holidays</u>	<u>Total</u>	<u>Sick Leave</u>
Multnomah County	20	11.5	31.5	12
#116	20	9	29	12
#120	22	8	30	12
#121	15	16	31	12
#128	26	12	38	13
Amer. Red Cross	20	8	28	12
Clackamas Co.	19	9	28	12
King County	16	12	26	12
Tacoma-Pierce Co. Health Dept.	20	12	32	12
Washington County	18	10	28	12

Maximum					
<u>Employer</u>	<u>Vacation</u>	<u>Holidays</u>	<u>Total</u>	<u>Yrs. to Max.</u>	<u>Sick Leave</u>
Multnomah County	25	10.5	35.5	15	12
#116	20	9	20	10	12
#120	28	9	37	20	12
#121	20	16	36	16	12
#128	26	12	38	0	13
Amer. Red Cross	25	8	33	25	12
Clackamas Co.	22	9	31	20	12
King County	25	12	37	25	12
Tacoma-Pierce Co. Health Dept.	30	12	42	20	12
Washington County	24	10	34	20	12

LR1241 ELU

STATUS OF NURSES' LABOR CONTRACTS
APRIL 1991

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<u>Employer</u>	<u>Total Nurses</u>	<u>Representative, Contract Status</u>
Multnomah County	230	ONA, exp. 6/30/91
#114	600	non-represented
#116	1285	non-rep., ab. 6% 5/91*
#120	1139	ONA, exp. 6/30/91
#121	43	non-represented
#122	476	ONA, 6% 1/92
#128	520	AFGE, 1/92 COLA TBA*
#224	NA	non-represented
Amer. Red Cross	76	ONA, 5% 7/1/91
Clackamas Co.	23	CCEA, exp. 6/30/91
Dammasch State Hosp.	120	ONA, 3.8% 6/1/91
Holladay Park	NA	ONA, exp. 3/31/92
King County	236	WSNA, exp. 12/31/90
Lane County	30	ONA, CPI 2%-5% 7/1/91
Sacred Heart Hosp.	NA	ONA, 6.5% 6/30/91
St. Vincent Hosp.	NA	ONA, exp. 12/30/91
Tacoma-Pierce Co. Health Dept.	44	TPCPHEA, exp. 12/31/91
Washington County	14	ONA, CPI 3%-5% 7/1/91
Willamette Falls Hosp.	NA	ONA, 5.5% 1/1/92

NOTES

Employer: Those who did not wish to be identified by name in the survey summary are identified by number.

Total Nurses: This column shows the total number of nurses in all nurse classifications. Numbers for employers who did not participate in the survey are not available. (Other information on these employers was taken from their labor contracts.)

NOTES. CONTRACT STATUS. continued

Representative. Contract Status: ONA is Oregon Nurses Association; AFGE is American Federation of Government Employees; CCEA is Clackamas County Employees Association; WSNA is Washington State Nurses Association; TPCPHEA is Tacoma-Pierce County Public Health Employees Association. Public Health Nurses with employer #116 are not represented, but about 1000 other registered nurses represented by ONA and OFN are. The latter recently ratified a contract awarding a COLA of 6% for April 1, 1991; another 6% (or more, depending on a market survey) April 1, 1993; and a final 6% (or more) April 1, 1994. The Public Health Nurses are virtually certain of receiving comparable increases.

The amount of the COLA expected by AFGE in January 1992 is not known.

LR1238 ELU



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MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS
GLADYS McCOY
PAULINE ANDERSON
GARY HANSEN
RICK BAUMAN
SHARRON KELLEY

DEPARTMENT OF GENERAL SERVICES
PORTLAND BUILDING
1120 SW FIFTH, 14TH FLOOR
PORTLAND, OR 97204-1934

AT OTHER LOCATIONS:

OFFICE OF THE DIRECTOR (503) 248-3303
EMPLOYEE SERVICES (503) 248-5015
FINANCE (503) 248-3312
LABOR RELATIONS (503) 248-5135

ADMINISTRATIVE SERVICES (503) 248-5111
ASSESSMENT & TAXATION (503) 248-3345
ELECTIONS (503) 248-3720
INFORMATION SERVICES (503) 248-3749

M E M O R A N D U M

TO: Darrell Murray
Deputy Labor Relations Manager

FROM: Ellen Ullrick *ELU*
Labor Relations Specialist

DATE: April 10, 1991

SUBJECT: Survey of wages for classifications in the crafts units

You recently asked me to do a brief survey of area wages for classifications in the crafts units, including calls to Associated General Contractors and the National Electrical Contractors Association. The contractors' associations referred me to the January 1, 1991 Bureau of Labor and Industries publication "Prevailing Wage Rates for Public Works Contracts in Oregon". It was of limited value for us, because the prevailing rates are for classifications in construction rather than maintenance.

I called the State of Oregon, the City of Portland, and Clackamas and Washington Counties for additional information. The classification matches were done over the phone on the basis of the summary on the class specifications. Matches over the phone, of course, are less accurate than written ones.

IBEW

Electrician: Current hourly wage at Multnomah County is \$17.96.

The prevailing hourly rate for the Portland area is \$17.90.

Since the match with the prevailing wage classification seemed to be quite good (journeyman licensed electrician), I did not survey this classification.

Electronic Technician: Current rate at Multnomah County is \$17.96.

The prevailing rate for Limited Energy Electricians is \$15.77.
(This is not a perfect match, but the best one for which a prevailing rate is available.)

The City of Portland rate for Electronic Technician II is a two-step range (top achieved in one year) of \$15.48 to \$17.25.

The State of Oregon rate for Communications Technician is a three-step range of \$12.85 to \$14.11.

Electronic Technician Assistant: Current rate at Multnomah County is a six-step range of \$12.41 to \$14.40.

The City of Portland rate for Electronic Technician I is a two-step range of \$13.21 to \$14.75.

Electronic Technician/Chief: Current rate at Multnomah County is \$19.53.

The State of Oregon rate for Communications Specialist is a seven-step range of \$12.25 to \$16.30.

Chief Bridge Electrician: Current rate at Multnomah County is \$18.86.

I did not survey for this position since the county maintains the major bridges in the local area.

Operating Engineers, Local 87

HVAC Engineer: Current rate at Multnomah County is \$15.29.

Plant Maintenance Engineer: Current rate at Multnomah County is \$14.43.

The State of Oregon and the City of Portland each have one classification which combines the characteristics of these two classes.

The City of Portland rate for Building Maintenance Mechanic is \$15.21.

The State of Oregon rate for HVAC Control Technician is a three-step range of \$12.25 to \$13.47.

Painters Council #55

Sign Painter: Current rate at Multnomah County is \$14.24.

The Clackamas County rate for Traffic Control Shopworker is a three-step range (top achieved in 1.5 years) of \$12.41 to \$13.82.

The State of Oregon rate for Sign Technician II is a seven-step range of \$14.15 to \$18.58.

The Washington County rate for Traffic Maintenance Worker I is a five-step range of \$16.01 to \$19.34.

Darrell Murray - crafts survey
April 10, 1991
page 3

Sign Painter/Lead: Current rate at Multnomah County is \$15.21.

The State of Oregon rate for Sign Technician III is a seven-step
range of \$15.49 to \$20.36.

File: Crafts bargaining binders

LR 1220 ELU

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- Article 1. No change.
- Article 2. Temporary to receive Medical after 30 days.
- Article 3. No change.
- Article 4. No change.
- Article 5. No change.
- Article 6. No change.
- Article 7. Add one (1) personal Holiday
- Article 8. Change to 6 weeks Schedule D.
- Article 9. No change.
- Article 10. No change.
- Article 11. H & W change to match P.E.R.S. language-maintenance of benefits-prescription drugs-Kaiser.
- Article 12. No change.
- Article 13. Modify B.C. to time loss on 1st day.
- Article 14. No change.
- Article 15. 10 stand by - add language when employees are required to carry a pager or drive a county vehicle home for stand by purposes they shall be compensated at the rate of 2 hours per shift per day.
Overtime change to D.T. shift differential - 110% - 115% - 120%
- Article 16. No change.
- Article 17. No change.
- Article 18. Add language - to provide safety committee meeting monthly with all electrical employees.
- Article 19. No change.
- Article 20. No change.
- Article 21. No change.
- Article 22. No change.
- Schedule A Wages and classifications minimum Cost of Living.
- Change Leadworker Language to reflect each department shall have a lead or when assigned to work alone unsupervised in a Building assignment.
- This proposal from IBEW Local Union No. 48.

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INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL UNIONS Nos. 87, 87-B, 87-A



DENNIS FETTER
Business Manager

February 21, 1991

8927 N. Lombard Street
PORTLAND, OREGON 97203
286-1609 286-1600

Affiliated with the AFL-CIO

INTERNATIONAL UNION OF OPERATING ENGINEERS
LOCAL NO. 87

PROPOSED

AMENDMENTS, ADDITIONS & MODIFICATIONS

TO THE

WORKING AGREEMENT

WITH

MULTNOMAH COUNTY, OREGON

ARTICLE 7 HOLIDAYS

Propose the Day After Thanksgiving be added as a paid Holiday.

ARTICLE 13 WORKERS' COMPENSATION AND SUPPLEMENTAL BENEFITS

Propose that PERS contributions be paid during disability.

ARTICLE 14 HOURS OF WORK

Propose that the work day be eight (8) hours including lunch.

Section 6: Propose if paid lunch is not provided, that the employee receive time in lieu of meal.

ARTICLE 15 WAGES

Section 3: Discuss and define obnoxious work.

Propose the addition of "high pay", the same as the electrician.

Section 9: Propose that swing shift be ten percent (10%) above scale and graveyard shift be fifteen percent (15%) above scale.

Propose an eight percent (8%) increase each year for the term of the agreement.

Propose one classification ie HVAC rate for all employees.

Propose lead position be six percent (6%) above the highest rate of the crew and leadman pay to be paid to whomever fills in as leadman.

Propose that new hires be at the old P.M.E. rate for the first six (6) months.

Propose that temporary employees receive all benefits excluding PERS.

Propose that Saturday and Sunday be paid at overtime rate.

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**STATUS OF MULTNOMAH COUNTY LABOR CONTRACTS
APRIL 1991**

Contracts Expiring in 1991

<u>Bargaining Unit</u>	<u>Employees</u>	<u>Term of Contract</u>	<u>1991 COLA</u>	<u>1992 COLA</u>
Brotherhood of Painters and Allied Trades Council 55	2	1988-1991	NA	NA
International Brotherhood of Electrical Workers Local 48	18	1988-1991	NA	NA
International Union of Operating Engineers Local 87	9	1988-1991	NA	NA
Oregon Nurses Association	230	1988-1991	NA	NA

Contracts Expiring in 1992 and 1993

<u>Bargaining Unit</u>	<u>Employees</u>	<u>Term of Contract</u>	<u>1991 COLA</u>	<u>1992 COLA</u>
AFSCME Local 88	1872	1991-1992	0.0%	NA
Mult. Co. Corrections Officers Association	308	1989-1992	4.6%	NA
Mult. Co. Deputy Sheriffs Association	129	1989-1992	4.6%	NA
Mult. Co. Prosecuting Attorneys Association	75	1990-1993	4.6%	CPI 3%-6%

NOTES

All Multnomah County contracts begin on June 30 and expire July 1.

The contract with AFSCME Local 88 has been ratified by the union, but has not yet been ratified by the Board of County Commissioners because of a petition by probation and parole officers for representation by the Federation of Parole and Probation Officers.

The Prosecuting Attorneys Association 1992 CPI clause has the provision that if the increase in the national CPI-W from March 1991 to March 1992 is greater than 7%, the COLA will increase .5% for every percentage increase over 7% with an absolute cap of 7.5%. Therefore, if the increase in the CPI-W is 9%, the COLA will be 7%; and if the increase in the CPI-W is 10%, the COLA will be 7.5%.



MULTNOMAH COUNTY OREGON

BOARD OF COUNTY COMMISSIONERS
ROOM 606, COUNTY COURTHOUSE
1021 S.W. FOURTH AVENUE
PORTLAND, OREGON 97204

GLADYS McCOY • CHAIR • 248-3308
PAULINE ANDERSON • DISTRICT 1 • 248-5220
GARY HANSEN • DISTRICT 2 • 248-5219
RICK BAUMAN • DISTRICT 3 • 248-5217
SHARRON KELLEY • DISTRICT 4 • 248-5213
CLERK'S OFFICE • 248-3277

AGENDA

MEETINGS OF THE MULTNOMAH COUNTY BOARD OF COMMISSIONERS

FOR THE WEEK OF

APRIL 15 - 19, 1991

Monday April 15, 1991 - 9:30 AM - PUBLIC HEARING. Page 2
Monday April 15, 1991 - 1:30 PM - Work Session. Page 2
Tuesday, April 16, 1991 - 9:00 AM - Board Briefings Page 2
Tuesday, April 16, 1991 - 11:30 AM - Agenda Review. Page 2
Tuesday, April 16, 1991 - 1:30 PM - Work Session. Page 2
Wednesday, April 17, 1991 - 9:30 AM - Work Session. Page 3
Wednesday, April 17, 1991 - 1:30 PM - PUBLIC HEARING. Page 3
Thursday, April 18, 1991 - 9:00 AM - Executive Session. Page 3
Thursday, April 18, 1991 - 9:30 AM - Regular Meeting. Page 3
Thursday, April 18, 1991 - 1:30 PM - Work Session Page 5
Friday, April 19, 1991 - - 9:30 AM - PUBLIC HEARING Page 5

Thursday Meetings of the Multnomah County Board of Commissioners are recorded and can be seen at the following times:

Thursday, 10:00 PM, Channel 11 for East and West side subscribers
Friday, 6:00 PM, Channel 27 for Paragon Cable (Multnomah East) subscribers
Saturday 12:00 PM, Channel 21 for East Portland and East County subscribers

Monday, April 15, 1991 - 9:30 AM to Noon

Multnomah County Courthouse, Room 602

PUBLIC HEARING

1. Public Hearing and Testimony on the Multnomah County Budget.
-

Monday, April 15, 1991 - 1:30 PM to 5:00 PM

Multnomah County Courthouse, Room 602

WORK SESSION

2. Work Session to Discuss the Department of Community Corrections Budget.
-

Tuesday, April 16, 1991 - 9:00 AM

Multnomah County Courthouse, Room 602

BOARD BRIEFINGS

1. Report of the Business License Review Committee to Portland City Council as it May Affect Multnomah County. Presented by Ben Buisman and Steve Janik. 9:00-9:30 AM TIME CERTAIN
 2. Oregon Legislative Update. Presented by Fred Neal and Howard Klink. 9:30-10:30 AM TIME CERTAIN
 3. Children and Youth Work Group Presentation and Recommendations. 10:30-11:30 AM TIME CERTAIN
-

Tuesday, April 16, 1991 - 11:30 AM

Multnomah County Courthouse, Room 602

AGENDA REVIEW

4. Review of Agenda for Regular Meeting of April 18, 1991.
-

Tuesday, April 16, 1991 - 1:30 PM to 5:00 PM

Multnomah County Courthouse, Room 602

WORK SESSION

5. Work Session to Discuss the District Attorney's Budget.

Wednesday, April 17, 1991 - 9:30 AM to Noon

Multnomah County Courthouse, Room 602

WORK SESSION

1. Work Session to Discuss the Sheriff's Department Budget.
-

Wednesday, April 17, 1991 - 1:30 PM to 5:00 PM

Multnomah County Courthouse, Room 602

PUBLIC HEARING

2. Public Hearing and Testimony for the Three (3) Sanitary Service Districts; and One (1) Street Lighting Service District within Multnomah County with the Budget Committees of:
 - a) Dunthorpe-Riverdale Service District No.1.
 - b) West Hills Sanitary Sewer Service District No. 2
 - c) Central County Sanitary Sewer Service District No. 3
 - d) Mid-County Street Lighting Service District No. 14

For the Approval of the 1991-92 Proposed Budget.

3. Public Hearing and Testimony on the Multnomah County Budget.
-

Thursday, April 18, 1991 - 9:00 AM

Multnomah County Courthouse, Room 602

EXECUTIVE SESSION

1. Pursuant to ORS 192.660 (1)(d), the Multnomah County Board of Commissioners will Meet in Executive Session to Discuss Labor Negotiations
-

Thursday, April 16, 1991 - 9:30 AM

Multnomah County Courthouse, Room 602

REGULAR MEETING

CONSENT CALENDAR

DEPARTMENT OF ENVIRONMENTAL SERVICES

- C-1 Ratification of Amendment No. 1 to the Intergovernmental Agreement Between Multnomah County and the State Department of Transportation, Highway Division, Providing for an Extended Term

REGULAR AGENDA

DEPARTMENT OF GENERAL SERVICES

- R-1 In the Matter of Review and Approval of the Multnomah Cable Regulatory Commission, Program in Community Television, Multnomah Community Television and Local Origination Budgets Pursuant to an Intergovernmental Agreement Among the Jurisdictions of Gresham, Troutdale, Fairview, Wood Village and Multnomah County 9:30 AM TIME CERTAIN
- R-2 RESOLUTION In the Matter of Renewing an Application for Eligibility to Participate in the Federal Property Utilization Program

NON-DEPARTMENTAL

- R-3 PROCLAMATION in the Matter of Proclaiming April 20-27, 1991 as "WELCOME THE NATIONAL TOUR ASSOCIATION" Week in Multnomah County, Oregon
- R-4 RESOLUTION in the Matter of Supporting HB 3488, Discrimination Against Persons who have Tested Positive for HIV, or who have been Diagnosed as Suffering from AIDS Related Complex in Multnomah County

JUSTICE SERVICES

DISTRICT ATTORNEY

- R-5 PROCLAMATION In the Matter of Proclaiming the Week of April 21-27, 1991 as OREGON CRIME VICTIMS RIGHTS WEEK in Multnomah County

DEPARTMENT OF ENVIRONMENTAL SERVICES

- R-6 First Reading of an ORDINANCE Amending Multnomah County Code Chapter 10.15.110, Park Fees
- R-7 Ratification of an Intergovernmental Agreement Between Multnomah County and the City of Maywood Park to Provide Maintenance Functions on City Streets and Bike Path Street Lights as Requested

PUBLIC CONTRACT REVIEW BOARD

(Recess as the Board of County Commissioners and convene as the Public Contract Review Board)

- R-8 ORDER In the Matter of a Sole Source Exemption to Purchase Bachman Re-Engineering Software

(Recess as the Public Contract Review Board and reconvene as the Board of County Commissioners)

Thursday, April 18, 1991 - 1:30 PM to 5:00 PM

Multnomah County Courthouse, Room 602

WORK SESSION

1. Work Session to Discuss the Department of Library Services Budget.

Friday, April 19, 1991 - 9:30 AM to Noon

Multnomah County Courthouse, Room 602

PUBLIC HEARING

1. Public Hearing and Testimony on the Multnomah County Budget.

MULTNOMAH COUNTY BOARD OF COMMISSIONERS

BUDGET DELIBERATIONS SCHEDULE*

MULTNOMAH COUNTY COURTHOUSE

1021 SW FOURTH, ROOM 602

PORTLAND, OREGON

<u>April 15, 1991</u>	9:30-12:00 PM	BUDGET HEARING/PUBLIC TESTIMONY
	1:30-5:00 PM	Budget Work Session Department of Community Corrections
<u>April 16, 1991</u>	1:30-5:00 PM	Budget Work Session District Attorney
<u>April 17, 1991</u>	9:30-12:00 PM	Budget Work Session Sheriff
	1:30-5:00 PM	BUDGET HEARING/PUBLIC TESTIMONY
<u>April 18, 1991</u>	1:30-5:00 PM	Budget Work Session Department of Library Services
<u>April 19, 1991</u>	9:30-12:00 PM	BUDGET HEARING/PUBLIC TESTIMONY
<u>April 23, 1991</u>	1:30-5:00 PM	Budget Work Session (If Needed)
	7:00-10:00 PM	BUDGET HEARING/PUBLIC TESTIMONY <u>GRESHAM CITY HALL</u> <u>1333 NW EASTMAN PARKWAY</u>

*(SCHEDULE SUBJECT TO CHANGE)
CALL 248-3277 FOR FURTHER INFORMATION

Meeting Date: April 18, 1991

Agenda No.: ES-1

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM
(For Non-Budgetary Items)

SUBJECT: Labor Negotiations 9am time certain

BCC Informal _____ (date) _____ BCC Formal _____ (date) _____

DEPARTMENT DGS DIVISION Labor Relations

CONTACT Ellen Ulrick TELEPHONE 248-5135 x2340

PERSON(S) MAKING PRESENTATION Darrell Murray

ACTION REQUESTED:

☐ INFORMATIONAL ONLY ☒ POLICY DIRECTION ☐ APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 1/2 hr.

CHECK IF YOU REQUIRE OFFICIAL WRITTEN NOTICE OF ACTION TAKEN: _____

BRIEF SUMMARY (include statement of rationale for action requested, as well as personnel and fiscal/budgetary impacts, if applicable):

Request executive session pursuant to
ORS 192.660(1)(d) to discuss labor nego-
tiations.

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL _____

Or

DEPARTMENT MANAGER Nida D. Lander

(All accompanying documents must have required signatures)

1991 APR - 8 AM 8:15
CLINT COUNTY
MULTI-NOMINAL COUNTY
OREGON