



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: Feb. 2017)

Board Clerk Use Only

Meeting Date: 4/6/17
Agenda Item #: R.5
Est. Start Time: 11:20 am approx.
Date Submitted: 3/29/17

Agenda Title: Ratification of AFSCME JCSS Collective Bargaining Agreement

Requested Meeting Date: 4/6/17 **Time Needed:** 5 min.
Department: DCM **Division:** Central HR / Labor Relations
Contact(s): Jeff Heinrich
Phone: 503-988-7609 **Ext.** 87609 **Email:** 503/3/300
Presenters: Steve Herron, Labor Relations Director

General Information

1. What action are you requesting from the Board?

Ratification of the 2015-2018 collective bargaining agreement between Multnomah County and the Juvenile Custody Services Specialists unit of AFSCME Local 88. This ratification will impact roughly 65 regular JCSS employees and 77 on-call JCSS employees.

2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer(s) this action affects and how it impacts the results.

The parties' previous labor agreement expired on June 30, 2015. The parties proceeded to interest arbitration pursuant to ORS 243.746; Arbitrator Duffy awarded the county's last best offer on January 27, 2017. The compensation highlights of this awarded agreement are as follows:

Regular employees:

- Effective 7/1/15: 2.1% COLA (CPI)
- Effective 7/1/16: 1.0% COLA (minimum)
- Effective 7/1/17: 2.2% COLA (CPI)

On-call Employees:

- Effective 7/1/15: On-call JCSS base wage is tied to Step 1 of the Regular JCSS pay scale.
- New \$1.50 hourly wage differential in lieu of County benefits
- Paid sick leave accrual at the same rate as regular employees
- 3% assignment premium when working in Intake
- 1.5x holiday pay when working on Labor Day

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 2018). For a reference point, in FY 2017 85% of the JCSS positions are budgeted in the County General Fund and 15% are budgeted in Other Funds.

Cost Estimates per Year of JCSS Contract by Proposal				
*All estimates are the new costs incurred in each year only and not cumulative ongoing costs plus new costs				
Proposal	FY 2016	FY 2017	FY 2018	Total
COLA (FY 2016 2.1%, FY 2017 1%, FY 2018 2.2%)	116,000	47,000	106,000	269,000
On-Call Increased Sick Leave Accrual Rate		2,500	8,000	10,500
On-Call \$1.50 per hour in Lieu of Benefits		19,000	55,500	74,500
On-Call increase rate to Step 1 in FY 2016	69,000	1,000	2,000	72,000
On-Call increase rate to 1.5X on Labor Day			1,500	1,500
Total	185,000	69,500	173,000	427,500

Article 2: Definitions

On-Call Sick Leave Accrual @ 0.0461 per 1 hour worked - \$10,500

The total cost of the increase of sick leave accrual to 0.0461 hours per hour worked over the current legislated minimum of 0.033 hours per hour worked is estimated at \$10,500 for the duration of the contract. The pro-rated costs for the remainder of FY 2017 are estimated at \$2,500. The ongoing annual costs beginning in FY 2018 are estimated to be \$8,000. This includes associated payroll costs at 10.62%. Estimated On-Call hours worked per year is 33,600.

The FY 2017 costs were not included in the FY 2017 Adopted Budget. DCJ will need to make the necessary adjustments within the current Fiscal Year budget to cover the estimated increase. In addition, due to the timing of the settlement, these costs have not been built into the FY 2018 budget.

On-Call \$1.50 per Hour Pay Differential in Lieu of Benefits - \$74,500

The total cost of the \$1.50 per hour pay differential in lieu of benefits is estimated at \$74,500 for the duration of the contract. The pro-rated costs for the remainder of FY 2017 are estimated at \$19,000. The ongoing annual costs beginning in FY 2018 are estimated to be \$55,500. This includes associated payroll costs at 10.62%. Estimated On-Call hours worked per year is 33,600.

The FY 2017 costs were not included in the FY 2017 Adopted Budget. DCJ will need to make the necessary adjustments within the current Fiscal Year budget to cover the estimated increase. In addition, due to the timing of the settlement, these costs have not been built into the FY 2018 budget.

On-Call Hourly Rate Adjusted to Match Step 1 in FY 2016 - \$72,000

The total cost of the hourly rate adjustment to match step 1 of Juvenile Custody Service

Specialists is estimated at \$72,000 for the duration of the contract. The new ongoing costs in FY 2016 are estimated at \$69,000. The new ongoing costs in FY 2017 are estimated to be \$1,000 and in FY 2018 the estimate is \$2,000. This includes associated payroll costs at 10.62%. Estimated On-Call hours worked per year is 33,600.

The FY 2016 costs will be incurred in FY 2017 and were not included in the FY 2017 Adopted Budget. DCJ will need to make the necessary adjustments within the current Fiscal Year budget to cover the estimated increase.

On-Call Labor Day Rate Increased to 1.5X Regular Rate - \$1,500

The total cost of the Labor Day rate increase to 1.5 times regular pay is estimated at \$1,500 for the duration of the contract. This includes associated payroll costs at 10.62%. Prior year averages were 117 hours worked by On-Call employees on Labor Day. The new ongoing costs in FY 2018 are estimated at \$1,500.

Article 16: Compensation

FY 2016 – 2.1% Cost of Living Adjustment (COLA) - \$116,000

The 2.1% COLA increase will cost approximately \$84,000 in wages, and \$32,000 in salary related benefits and insurance costs for a total ongoing increase of \$116,000 in all funds. While budgeted for in FY 2016 the costs of this increase will be incurred in FY 2017 and were not included in the FY 2017 Adopted Budget. DCJ will need to make the necessary adjustments within the current Fiscal Year budget to cover the estimated increase.

FY 2017 – 1.0% COLA - \$47,000

The 1.0% COLA increase will cost approximately \$33,000 in wages, and \$14,000 in salary related benefits and insurance costs for a total ongoing increase of \$47,000 in all funds. These costs are in addition to the FY 2016 increases and were anticipated in the FY 2017 budget.

FY 2018 – 2.2% COLA - \$106,000

The 2.2% COLA increase will cost approximately \$74,000 in wages, and \$32,000 in salary related benefits and insurance costs for a total ongoing increase of \$106,000 in all funds. These costs are in addition to the FY 2016 and FY 2017 increases and were anticipated in the FY 2018 budget.

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

This contract represents the County's Last Best Offer, as awarded by the interest arbitrator on January 27, 2017. Interest arbitration awards are enforceable unless legal grounds exist to vacate the award. County Labor Relations is not aware of any grounds to vacate this award.

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

N/A.

Required Signature

**Elected
Official or
Department
Director:**

/s/ Marissa Madrigal

Date:

3/29/17