

**ANNOTATED MINUTES**

**Tuesday, May 5, 1992 - 9:30 AM**  
**Multnomah County Courthouse, Room 602**

**BOARD BRIEFINGS**

- B-1 Final Report on the Results of the Research Component of the Outside In Needle Exchange Project - Presented by Jeanne Gould, Kathy Oliver, Hugo Maynard and David Fleming

**RESULTS OF THIS REPORT PRESENTED AND EXPLAINED  
BY JEANNE GOULD, KATHY OLIVER AND HUGO MYNARD.**

- B-2 Update on the Governor's Conference on Aging - Presented by Becky Wehrli and PMCoA Board Members

**UPDATE PRESENTED BY ELISE HASTINGS.**

- B-3 Board Discussion Concerning Public Review of Ordinance No. 720 (MHRC) and Setting a Date for Public Hearing. Presented by Commissioner Kelley and Carolyn Marks Bax.

**FOLLOWING BOARD AND STAFF DISCUSSION A PUBLIC  
HEARING IS TO BE SCHEDULED DURING THE FOLLOWING  
WEEK FOR THE PURPOSE OF PUBLIC RESPONSE RELATED  
TO ORDINANCE NO. 720. CHAIR McCOY REQUESTED  
THAT STAFF SCHEDULE THIS PUBLIC HEARING AT 7:00  
PM TO GIVE THE PUBLIC AN OPPORTUNITY TO ATTEND.**

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**Tuesday, May 5, 1992 - 1:30 PM**  
**Multnomah County Courthouse, Room 602**

**AGENDA REVIEW**

- B-3 Review of Agenda for Regular Meeting of May 7, 1992

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**Tuesday, May 5, 1992 - 1:30 PM**  
**Multnomah County Courthouse, Room 602**

**EXECUTIVE SESSIONS**

- E-1 The Multnomah County Board of Commissioners will Meet in Executive Session to Discuss Collective Bargaining Pursuant to ORS 192.660 (2). 45 MINUTES REQUESTED

**EXECUTIVE SESSION HELD.**

- E-2 The Multnomah County Board of Commissioners will Meet in Executive Session to Discuss Real Property Transactions Pursuant to ORS 192.660 (1)(e). TIME CERTAIN 2:15 PM - 45 MINUTES REQUESTED

**EXECUTIVE SESSION HELD.**

REGULAR MEETING

CONSENT CALENDAR

NON-DEPARTMENTAL

- C-1 In the Matter of the Appointment of Michele Ann Franck to the OREGON TOURISM ALLIANCE - VISITOR SERVICES COMMITTEE

APPROVED.

DEPARTMENT OF SOCIAL SERVICES

- C-2 Ratification of an Intergovernmental Agreement, Amendment #1, between Multnomah County Social Services Division Office of Child and Adolescent Mental Health (OCAMHS) and the Oregon Mental Health and Developmental Disability Services Division (MHDDSD) to Provide \$177,972 in County General Funds to be Pooled with State Funds to Purchase Title XIX Matching Funds to Provide Day Treatment Service (DARTS Program) for Young Children

APPROVED.

REGULAR AGENDA

JUSTICE SERVICES

SHERIFF'S OFFICE

- R-1 PROCLAMATION in the Matter of Proclaiming May 15, 1992 as PEACE OFFICERS MEMORIAL DAY and May 10-16, 1992 as POLICE WEEK in Multnomah County, Oregon

PROCLAMATION 92-72 APPROVED.

NON-DEPARTMENTAL

- R-2 PROCLAMATION in the Matter of Proclaiming May 15-18, 1992 as "Union Industries Show Week" in Multnomah County, Oregon

PROCLAMATION 92-73 APPROVED.

- R-3 Presentation of Volunteer Recognition Awards, Followed by a Reception Hosted by the Citizen Involvement Committee TIME CERTAIN 9:30 AM - ONE HOUR REQUESTED

AWARDS PRESENTED.

- R-4 RESOLUTION in the Matter of Accepting the 1992 Mental and Emotional Disabilities System Review Task Force Report

RESOLUTION 92-74 APPROVED.

NON-DEPARTMENTAL

MANAGEMENT SUPPORT

- R-5 RESOLUTION in the Matter of the Issuance of Short-Term Promissory Notes (Tax Anticipation Notes, Series 1992) in the Amount of Not to Exceed \$11,500,000 for the Purpose of Meeting Current Expenses of the County for the 1992-1993 Fiscal Year

RESOLUTION 92-75 APPROVED.

DEPARTMENT OF ENVIRONMENTAL SERVICES

- R-6A ORDER in the Matter of the Execution of Deed D92703A for Certain Tax Acquired Property to CAREY M. SHELDON

CONTINUED UNTIL THURSDAY, MAY 14, 1992.

- R-6B ORDER in the Matter of the Execution of Deed D92703B for Certain Tax Acquired Property to CAREY M. SHELDON

CONTINUED UNTIL THURSDAY, MAY 14, 1992.

- R-7 Budget Modification DES #23 Requesting Authorization to Delete One Half Time Program Development Specialist Position and Create One Full Time Data Analyst Position and One Senior Transportation Planner Position

APPROVED.

- R-8 Budget Modification DES #24 Requesting Authorization to Transfer \$165,690 from Cable Contingency Account to Various Line Items

APPROVED.

- R-9 Budget Modification DES #25 Requesting Authorization to Increase Various Line Items in General Fund Tax Title for the Continuation and Increase for Maintenance of Tax Foreclosed Properties

APPROVED.

- R-10 ORDER in the Matter of Multnomah County Appointing Planning and Zoning Hearings Officer

ORDER 92-76 APPROVED.

DEPARTMENT OF SOCIAL SERVICES

- R-11 NOTICE OF INTENT Requesting Approval to Apply for a Grant with the State of Oregon Criminal Justice Services Division for \$300,000 to Serve Gang Involved Young Women and Their Families

APPROVED.

- R-12 Ratification of an Intergovernmental Revenue Agreement between Oregon Housing and Community Services Department and Multnomah County Housing and Community Services Division to Administer \$25,000 state Low Income Rental Housing Assistance Program Funds to Help Pay for Rent for Eligible Low Income Veterans

APPROVED.

PUBLIC CONTRACT REVIEW BOARD

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

- R-13 Ratification of an Intergovernmental Agreement to Allow Multnomah County's Contract, for the Purchase of Herman Miller Furnishings to be Used by the City of Vancouver in Accordance with Bid #B43-100-6044

APPROVED.

- R-14 ORDER in the Matter of Exempting from Public Bidding of Norplant, a Birth Control Implant from Wyeth-Ayerst

ORDER 92-77 APPROVED.

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

NON-DEPARTMENTAL

- R-15 Confirmation of the Appointment of Gary Nakao as Director of the Multnomah County Department of Social Services

APPOINTMENT OF GARY NAKAO CONFIRMED.

UNANIMOUS CONSENT

DEPARTMENT OF SOCIAL SERVICES

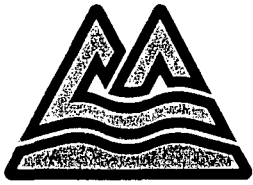
- UC-1 PROCLAMATION in the Matter of Mental Health Month 1992

PROCLAMATION 92-78 APPROVED.

- UC-2 RESOLUTION in the Matter of Multnomah County's Commitment to Human Dignity, Justice and Equality For All Citizens

RESOLUTION 92-79 APPROVED.

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cap



# 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

May 4 - 8, 1992

Tuesday, May 5, 1992 - 9:30 AM - Board Briefings. . . . .Page 2  
Tuesday, May 5, 1992 - 11:00 AM - Agenda Review . . . . .Page 2  
Tuesday, May 5, 1992 - 1:30 PM - Executive Sessions . . . . .Page 2  
Thursday, May 7, 1992 - 9:30 AM - Regular Meeting . . . . .Page 2

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 22 for Paragon Cable (Multnomah East) subscribers  
Saturday 12:00 PM, Channel 21 for East Portland and East County subscribers

Tuesday, May 5, 1992 - 9:30 AM

Multnomah County Courthouse, Room 602

BOARD BRIEFINGS

- B-1 Final Report on the Results of the Research Component of the Outside In Needle Exchange Project. Presented by Jeanne Gould, Kathy Oliver, Hugo Maynard and David Fleming. 20 MINUTES REQUESTED
- B-2 Update on the Governor's Conference on Aging. Presented by Becky Wehrli and PMCoA Board Members. TIME CERTAIN 10:00 AM - 20 MINUTES REQUESTED
- B-3 Board Discussion Concerning Public Review of Ordinance No. 720 (MHRC) and Setting a Date for Public Hearing. Presented by Commissioner Kelley and Carolyn Marks Bax. 30 MINUTES
- 

Tuesday, May 5, 1992 - 11:00 AM

Multnomah County Courthouse, Room 602

AGENDA REVIEW

- B-4 Review of Agenda for Regular Meeting of May 7, 1992
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Tuesday, May 5, 1992 - 1:30 PM

Multnomah County Courthouse, Room 602

EXECUTIVE SESSIONS

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Thursday, May 7, 1992 - 9:30 AM

Multnomah County Courthouse, Room 602

REGULAR MEETING

CONSENT CALENDAR

NON-DEPARTMENTAL

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## DEPARTMENT OF SOCIAL SERVICES

- C-2      Ratification of an Intergovernmental Agreement, Amendment #1, between Multnomah County Social Services Division Office of Child and Adolescent Mental Health (OCAMHS) and the Oregon Mental Health and Developmental Disability Services Division (MHDDSD) to Provide \$177,972 in County General Funds to be Pooled with State Funds to Purchase Title XIX Matching Funds to Provide Day Treatment Service (DARTS Program) for Young Children

## REGULAR AGENDA

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### NON-DEPARTMENTAL

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- R-3      Presentation of Volunteer Recognition Awards, Followed by a Reception Hosted by the Citizen Involvement Committee TIME CERTAIN 9:30 AM - ONE HOUR REQUESTED
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### NON-DEPARTMENTAL

#### MANAGEMENT SUPPORT

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## DEPARTMENT OF ENVIRONMENTAL SERVICES

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DEPARTMENT OF SOCIAL SERVICES

- R-11 NOTICE OF INTENT Requesting Approval to Apply for a Grant with the State of Oregon Criminal Justice Services Division for \$300,000 to Serve Gang Involved Young Women and Their Families
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PUBLIC CONTRACT REVIEW BOARD

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

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# MULTNOMAH COUNTY OREGON

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1021 S.W. FOURTH AVENUE  
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CLERK'S OFFICE •		248-3277

## SUPPLEMENTAL AGENDA

Thursday, May 7, 1992 - 9:30 AM

Multnomah County Courthouse, Room 602

## REGULAR MEETING

### NON-DEPARTMENTAL

R-15 Confirmation of the Appointment of Gary Nakao as Director  
of the Multnomah County Department of Social Services

0201C/32/db  
5/1/92



# MULTNOMAH COUNTY OREGON

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

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## SUPPLEMENTAL AGENDA

Thursday, May 7, 1992 - 9:30 AM

Multnomah County Courthouse, Room 602

## REGULAR MEETING

### UNANIMOUS CONSENT

#### DEPARTMENT OF SOCIAL SERVICES

UC-1 PROCLAMATION in the Matter of Mental Health Month 1992

#### NON-DEPARTMENTAL

UC-2 RESOLUTION in the Matter of Multnomah County's Commitment to Human Dignity, Justice and Equality For All Citizens

0201C/33  
cap

Meeting Date: MAY 07 1992

Agenda No.: AE-1

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

SUBJECT: Executive Session for purposes of discussing collective bargaining in accordance with ORS 192.660(2).

AGENDA REVIEW/  
BOARD BRIEFING \_\_\_\_\_ REGULAR MEETING Exec. Session - May 5,  
(date) (date)

DEPARTMENT Office of the Chair DIVISION Labor Relations 1:30PM

CONTACT Darrell Murray TELEPHONE X2595

PERSON(S) MAKING PRESENTATION Darrell Murray

ACTION REQUESTED:

☐ INFORMATIONAL ONLY

☒ POLICY DIRECTION

☐ APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 45 minutes

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):

Executive Session for purposes of discussing collective bargaining in accordance with ORS 192.660(2).

BOARD OF  
COUNTY COMMISSIONERS  
CLATSOP COUNTY  
JUL 27 PM 1:03  
TUGMAH COUNTY  
OREGON

(If space is inadequate, please use other side)

SIGNATURES:

ELECTED OFFICIAL

Or

DEPARTMENT MANAGER

(All accompanying documents must have required signatures)

**CONFIDENTIAL**

*Executive Session*  
*5-5-92*  
*Handout #1*  
*E-1*

Board Briefing/Executive Session 5/5/92

(MCDSA Proposal and Alternative Packages)

<u>Issue</u>	<u>MCDSA Informal Proposal</u>	<u>Authority Granted By Board</u>
7/1/92 Wage	4%	3%
7/1/93 Wage 4%	90% of CPI, min. 2.5%  and max of 4% but if CPI exceeds 5%, add half of each 1% increase of CPI	100% x CPI max.
7/1/94 Wage	Same as 7/1/93	Same as 7/1/93
Insurance	No change except: allow county to add Vantage PPO as an voluntary employee option, permit flexible spending accounts to be offered, and designate the 0.10% of CPI not granted in wage increase as a health cost offset	Bargain cap and impose exempt plan restructure
Payroll periods	No change (bi-weekly)	Change to semi- monthly payroll
Drug Testing	Permit testing for drugs for drugs or alcohol where based on reasonable sus- picion.	Permit testing for drugs or al- cohol on random or reasonable suspicion basis
Duration	3 years	3 years

Other open issues:

MCDSA:

Holidays for court guards  
OT/leaves  
**Bridging of service/vacation**  
Leaves before retirement  
Split workweeks  
Court time pay modification  
Compensatory time off

Employer:

Calculation of  
**Dog unit overtime**  
Hazmat reduction  
Grievance arbitrators  
Scheduling arbitrations  
Termination of prior

# CONFIDENTIAL

SERT Premium  
Add Seniority list to K  
Guarantee 40 hours training  
Legal Fees/Garrity Problem

grievances  
Discrimination forum  
choice  
Emergency Reopener  
clause

## Alternate Components That Would Be Better Than MCDSA Offer

### Wages

Wages:	7/1/92	3% plus use up to one additional percent to increase payouts at lower levels of incentive pay program
		or
		2% on 7/1/92 and 2% on 1/1/93
		or
		3.5% eff. 7/1/92
	7/1/93	90% of CPI min. of 2.5%, max of 4%
	7/1/93	Same as MCDSA proposal, except limit the "kicker" clause to one half of each percent in excess of 5%.
		or
		No kicker clause

### Insurance

Delay implementation of cap or restructure to 2nd or 3rd year of contract

or

Implement cap or plan restructure on 6 months notice following implementation of same for local 88

or

give 100% of CPI and bargain cap only or restructure only

**CONFIDENTIAL**

or

bargain a modified  
restructure which would  
improve payout for non PPO  
providers to 80% of UCR and  
keep MCDSA \$2500 stop loss

or

bargain a cap 20% above  
7/1/92 rates to be increased  
by same percent as wage  
adjustments.

Payroll Periods

Delay implementation to 2nd  
or 3rd year.

or

Make payroll change  
contingent on implementa-  
tion of change with local 88

**CONFIDENTIAL**

*Executive Session*  
*5-5-92*  
*Handout # 2*  
*E-1*

5/5/92 Board Executive Session

Briefing Outline

- A. Deputies Offer v. Authority Granted By Board
- B. Key Statutory Factors in interest arbitration
  - 1. CPI - running at 3% to 4% nationally, 6% in Portland
  - 2. Comparability
    - a. Main comparitors (Wash. Co., Clack. Co., State, PPB)
    - b. Standing relatively high
    - c. Effect of longevity & incentive
    - d. Health insurance
    - e. Drug Testing
  - 3. Ability To Pay
    - a. 6% projected increase in property tax rev.
    - b. measure 5 FY 1991-92 effects
    - c. measure 5 Future effects/state downloading
    - d. jail and library levies
    - e. JDH replacement
  - 4. Other Traditional Factors
    - a. Local 88 freeze
    - b. Nurse settlement
    - c. Settlements in other jurisdictions (PPB at 2.5%)
    - d. Educational level of deputies
- C. Range of Potential Arbitration Outcomes v. MCDSA Offer
- D. Key Board Decisions Re: payroll process and insurance issues
- E. Authority Requested:
  - 1. To bargain for intermediate packages between current levels of authority granted by Board and MCDSA package.
  - 2. To bargain toward settlement on MCDSA's suggested terms if intermediate packages are not successful and if Board unwilling to take strike on insurance or payroll issues.
  - 3. If Board willing to take strike from local 88 on insurance or payroll issues, to bargain toward settlement on MCDSA's suggested terms except on the payroll or insurance issue or both to the extent deemed necessary by the Board.

## **CONFIDENTIAL**

4. In any event, agree to bridging of service for vacation and alternative method of paying dog masters.
- F. Impact of Accepting MCDSA Terms or Intermediate Packages on Other Bargaining:
1. MCCOA (leapfrog/retiree insurance/longevity/parity)
  2. Crafts
  3. Local 88 (Ken)
- G. Direction Requested

*Executive Session*  
*5-5-92*  
*Handout #3*  
*E-1*

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**May Update: 1992 Survey of Local Public Employers  
Percentage Wage Increases for General Employees  
With Increases for All Multnomah County Bargaining Units**

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Jurisdiction (N) Bargaining Unit (N)	Calendar Year			Contract Expiration
	1990	1991	1992	
<b>Multnomah County (3340)</b>				
AFSCME Loc. 88 (2050)	4.5%	0.0%	NA	6/30/92
Crafts (31)	4.5%	0.0%	NA	6/30/92
MCCOA (329)	5.2%	4.6%	NA	6/30/92
MCDSA (129)	5.2%	4.6%	NA	6/30/92
MCPAA (67)	5.0%	4.6%	3.0%	6/30/93
Non-represented	4.5%	0.0%	NA	NA
ONA (234)	5.0%	0.0%	2.5%/2.5%	6/30/94
<hr/>				
<b>City of Beaverton (375)</b>				
Non-represented	4.5%	5.5%	NA	NA
OPEU (175)	4.5%	5.0%	4.3%	6/30/93
<b>Clackamas County (1303)</b>				
AFSCME (198)	4.0%	3.5%	4.3%	6/30/91
CCEA (515)	2.83%	3.5%	NA	6/30/92
FOPPO (25)	3.2%	pending	NA	6/30/91
<b>Clark County (1049)</b>				
AFSCME (159)	2.5%	2.5%	pending	12/30/91
IFPTE (50)	2.5%	2.5%	pending	12/30/91
Non-represented	2.5%	2.5%	4.5%	NA
OPEIU (232)	2.5%	2.5%	pending	12/30/91
<b>City of Gresham (NA)</b>				
Teamsters (103)	4.5%	5.0%	3.0%	6/30/93

<i>Jurisdiction (N)</i> <i>Bargaining Unit (N)</i>	<i>Calendar Year</i>			<i>Contract Expiration</i>
	<i>1990</i>	<i>1991</i>	<i>1992</i>	
<i>Lane County (1200)</i>				
AFSCME (600)	5.0%	5.0%	3.69%	6/30/93
Non-represented	5.0%	5.0%	3.69%	6/30/93
Public Works Asso. (148)	5.0%	5.0%	3.69%	6/30/93
Teamsters (36)	5.0%	5.0%	3.69%	6/30/93
<i>Marion County (1000)</i>				
FOPPO (30)	4.0%	0.0%	reopener	6/30/93
OPEU (498)	4.0%	4.0%	NA	6/30/92
<i>Metropolitan Service District (1010)</i>				
AFSCME (155)	5.0%	0% + PERS	3.66%	6/30/95
<i>State of Oregon (34,827)</i>				
FOPPO (100)	0.0%	4.5%	6.3%	12/31/93
OPEU (17,321)	0.0%	4.5%/3.0%	0.0%	6/30/93
<i>City of Portland (3991)</i>				
COPPEEA (300)	4.25%	5.7%	3.66%	6/30/93
DCTU (1649)	4.25%	5.7%	NA	6/30/92
Non-represented	4.25%	5.7%	3.66%	6/30/92
<i>Washington County (1067)</i>				
FOPPO (127)	4.4%	5.5%	NA	6/30/92
Non-represented	4.9%	4.5%	NA	NA
Teamsters (115)	4.9%	5.0%	3.1%	6/30/94

**Notes:**

The 1990 increase shown for Multnomah County's AFSCME Local 88 does not show pay equity increases to selected classifications amounting to 1.5%; the 1990 figure for ONA (Oregon Nurses Association) does not include 1.0% for pay equity, which was evenly distributed among classifications in that unit. ONA received 2.5% retroactive to January 1992; and will receive 2.5% July 1992, 3.0% January 1993, and 3.0% July 1993.

The 4.3% CPI increase for the City of Beaverton OPEU unit is yet to be approved by the City Council. In

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February Clackamas County, which was at impasse with its largest AFSCME unit for settlement of a contract expiring June 30, 1991, implemented its final offer. The union has filed an Unfair Labor Practice complaint with the Employment Relations Board. Marion County FOPPO employees received no increases in 1991, but they will receive an additional 2% at the top level of their incentive program and a one-week "pay or play" pay or vacation arrangement valued at 1.5% effective July 1, 1992. They are also negotiating for a July 1992 COLA under a reopener clause in their contract. Metropolitan Service District AFSCME employees received no COLA increase, but became part of the Public Employees Retirement System with employer-paid pick-up. The value of pick-up itself comes to 6% of wages. State of Oregon employees represented by OPEU, the state's largest bargaining unit, received no increases in 1990, but received a 4.5% increase in January 1991, and a 3.0% increase in December 1991. They will also receive a 3.0% increase in April 1993, shortly before their contract expires. The state's FOPPO unit received a 4.5% increase in January 1991. They also received a change in the classification system and pay structure which was worth in excess of 10% to most of the employees. FOPPO and the State have tentatively agreed to change in wage ranges which amounts to a 6.3% increase for top step employees effective July 1, 1992. Ratification by the State Emergency Board, which was set aside in April, is expected by the end of June. The increases shown for all of the other jurisdictions occurred in July, except for Clark County, where increases occurred in January.

The bargaining units cited above for jurisdictions other than Multnomah County are ones which contain classifications corresponding to classifications in Multnomah County's AFSCME Local 88 bargaining unit. Accordingly, increases for non-represented employees are included for some jurisdictions and not for others. (No counts are given for the number of employees in non-represented classifications because exempt employees are included, and the counts therefore do not represent the prominence of nonexempt non-represented employees.) All Multnomah County bargaining units are included for the sake of comparison with Local 88. They are three crafts units, representing electricians, operating engineers, and painters; MCCOA (Multnomah County Corrections Officers Association); MCDSA (Multnomah County Deputy Sheriffs Association); MCPAA (Multnomah County Prosecuting Attorneys Association); ONA (Oregon Nurses Association).

The largest unions representing local public employees are AFSCME (Association of Federal, State, County, and Municipal Employees), and OPEU (Oregon Public Employees Union). The Teamsters also represent employees at Lane and Washington Counties and the City of Gresham. FOPPO (Federation of Probation and Parole Officers) represents probation and parole officers at four counties and the state. CCEA is Clackamas County Employees Association, the county's general employees' unit and its largest one. OPEIU (Office and Professional Employees International Union) represents a substantial number at Clark County. DCTU is the District Council of Trade Unions, a group of unions including AFSCME, which bargains together with the City of Portland. The City of Portland's COPPEEA (City of Portland Planning and Engineering Employees Association) and Clark County's IFPTE (International Federation of Professional and Technical Engineers) represent engineers and related classifications of employees.

FILE: WPDATA/RATES88 ELU



# MULTNOMAH COUNTY OREGON

*Executive Session*  
*5-5-92*  
*Handout #4*  
*E-1*

GLADYS MCCOY  
COUNTY CHAIR

EMPLOYEE SERVICES  
FINANCE  
LABOR RELATIONS  
PLANNING & BUDGET  
RISK MANAGEMENT

(503) 248-5015  
(503) 248-3312  
(503) 248-5135  
(503) 248-3883  
(503) 248-3797

(503) 248-5170 TDD

PORTLAND BUILDING  
1120 S.W. FIFTH, 14TH FLOOR  
P.O. BOX 14700  
PORTLAND, OREGON 97214

PURCHASING, CONTRACTS  
& CENTRAL STORES

(503) 248-5111

2505 S.E. 11TH, 1ST FLOOR  
PORTLAND, OREGON 97202

## MEMORANDUM

TO: Kenneth Upton  
Labor Relations Manager

FROM: Ellen Ullrick *ELU*  
Labor Relations Specialist

DATE: April 27, 1992

SUBJECT: State of Oregon 1991 Wage and Benefit Survey - percentage increases

Attached are sheets describing the State of Oregon 1991 Wage and Benefits Survey, including a list of participants. Percentage increases for FY 1990-91 and projections (as of October 1991) for FY 1991-92 are shown below. The numbers in parentheses indicate the number of employers supplying data in each category. Recall that AFSCME Local 88 received a 4.5% increase at the beginning of FY 1990-91 and 0% in FY 1991-92.

	Other States	Oregon Public Sector	Oregon Private Sector	State of Oregon
FY 1990-91	4.55% (9)	4.16% (30)	5.36% (18)	4.5%
FY 1991-92	3.75% (5)	4.30% (25)	5.18% (17)	3.0%

The figures for the Oregon public sector are within .3% of the averages for the ten local public employers I surveyed.

File: WPDATA/GNRL8/ ELU

## **STATE OF OREGON**

### **1991 WAGE AND BENEFIT SURVEY UPDATE**

The 1991 State of Oregon Wage and Benefit Survey Update was conducted to provide an overall view of the competitiveness of the State's compensation plan and to assess market pay growth in the past year.

#### **Description of Survey:**

- o Organizations participating employ 483,909 employees in:
  - 9 states
  - 30 public sector employers within Oregon
  - 20 private sector employers within Oregon
- o 61 job classes covering 11,398 State of Oregon OPEU-represented employees and 62,809 employees in participating organizations
- o Information reported includes:
  - Organization and pay information for fiscal years 1990 and 1991
  - Average actual pay and salary range minimums and maximums
  - Benefits - Paid Time Off; Health, Life and Disability; and Retirement
- o Survey data is effective July 1, 1991

#### **Notes to Survey Summary Results:**

State of Oregon responses are, for the most part, reflective of the largest employee group: Oregon Public Employees Union (OPEU). This union represents about 3/5 of all State non-management employees. State of Oregon salary ranges vary somewhat among different employee groups and unions.

For State of Oregon management level jobs, pay data represents all "principal executive/management" employees allocated at that level; the State uses generic management classes to which individual State agencies allocate their management and executive positions.

To protect confidentiality, summary pay data has not been reported for private sector employers where fewer than 5 responses were received. Summary benefit data has not been reported where fewer than 3 responses were received.

Summary results are provided by job classification within type of employer: other states, Oregon public sector, Oregon private sector and State of Oregon.

State of Oregon health, life and disability information is provided for both the Bargaining Unit Benefit Board (BUBB) which covers Oregon Public Employees Union (OPEU) employees and State Employees Benefit Board (SEBB) which covers all other State employees. SEBB benefits are those provided to the State's second largest union group, American Federation of State, County and Municipal Employees (AFSCME).

Health, life and disability plan information and costs are reported for only those organizations where the employer pays some or all of the cost for the benefit.

State of Oregon time off benefits are provided for both OPEU and AFSCME.

## **PARTICIPANT LIST FOR 1991 SURVEY UPDATE**

### **States of:**

Arizona	California	Colorado
Idaho	Iowa	Kansas
Nevada	Oklahoma	Washington

### **Counties of:**

Benton	Clackamas	Coos
Deschutes	Douglas	Jackson
Josephine	Klamath	Lane
Linn	Marion	Multnomah
Umatilla	Washington	

### **Cities:**

Bend	Corvallis	Eugene
Klamath Falls	Medford	Pendleton
Portland	Salem	

### **Special Districts of:**

Coos Bay North Bend Water Board  
Eugene Water & Electric  
Oak Lodge Sanitary District  
Port of Portland  
Rockwood Water District  
Rogue Valley Transit District  
Tri Met  
Tualatin Valley Fire & Rescue

### **Private Sector Companies:**

Arthur Andersen & Co.	Blue Cross Blue Shield of Oregon
Bear Creek Corp.	Coopers & Lybrand
1st Interstate Bank	Good Samaritan Hospital
Grand Ronde Hospital	Guard Publishing
Legacy Health Systems	Leupold & Stevens
Nike	Ore-Ida Foods
Pendleton Woolen Mills	Sacred Heart General Hospital
Standard Insurance Co.	State Farm Insurance
Stoel Rives Boley Jones & Gray	St. Vincent Hospital
US Bancorp	Western Bank

STATE OF OREGON BIENNIAL SURVEY UPDATE  
OCTOBER 1991  
SUMMARY INFORMATION

ORGANIZATION DEMOGRAPHICS AND PAY PRACTICES

CATEGORY	STATES	OREGON PUBLIC SECTOR	OREGON PRIVATE SECTOR	STATE OF OREGON OPEU
AVERAGE NUMBER OF EMPLOYEES	46,484	801	2,075	17,602
#Employers Reporting	9	30	20	
REPRESENTED EMPLOYEES ?				
Yes	2	26	7	X
No	6	4	11	
#Employers Reporting	8	30	18	
ANNUAL TURNOVER PERCENT	10.80%	9.49%	14.52%	10.80%
#Employers Reporting	4	23	13	
FY 90-91 AVERAGE BASE PAY INCREASE	4.55%	4.16%	5.36%	4.50%
#Employers Reporting	9	30	18	
FY 90-91 TOTAL AVERAGE PAY INCREASE*	5.29%	5.58%	6.04%	8.59%
#Employers Reporting	7	29	18	
FY 91-92 PROJECTED AVG BASE INCREASE	3.75%	4.30%	5.18%	3.00%
#Employers Reporting	5	25	17	
FY 91-92 TOTAL AVERAGE PAY INCREASE*	3.99%	5.44%	6.04%	6.52%
#Employers Reporting	5	25	16	

\* Total Average Pay Increase includes increases not reported in  
base pay increases such as, steps, merits, incentives, bonuses, etc.

STATE OF OREGON BIENNIAL SURVEY UPDATE  
OCTOBER 1991  
SUMMARY INFORMATION

PAID TIME OFF - IN DAYS ALLOWED FOR AN EMPLOYEE WITH 10 FULL YEARS SERVICE

CATEGORY	STATES	OREGON PUBLIC SECTOR	OREGON PRIVATE SECTOR	STATE OF OREGON OPEU	STATE OF OREGON AFSCME
VACATION DAYS	16	18	16	15	18
# Employers Reporting	9	29	16		
HOLIDAY DAYS	10	10	9	10	9
# Employers Reporting	9	30	16		
SICK LEAVE DAYS	13	12	9	12	8
# Employers Reporting	9	29	16		
OTHER/PERSONAL LEAVE DAYS	1	1	1	2	0
# Employers Reporting	9	29	16		
PTO PLAN DAYS		32	35		
# Employers Reporting		1	4		
TOTAL TIME OFF DAYS	40	41	35	39	35
# Employers Reporting	9	30	20		

NOTE: PTO Plans combine some or all leaves into one program of time off

Meeting Date: MAY 05 1992

Agenda No.: E-2

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

SUBJECT: EXECUTIVE SESSION

BCC Informal 5/5/92  
(date)

BCC Formal \_\_\_\_\_  
(date)

DEPARTMENT Environmental Services

DIVISION Facilities & Property Management

CONTACT F. Wayne George/Bob Oberst

TELEPHONE 248-3322

PERSON(S) MAKING PRESENTATION F. Wayne George/Bob Oberst

ACTION REQUESTED:

☐ INFORMATIONAL ONLY

☐ POLICY DIRECTION

☐ APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 45 Minutes

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):

Executive Session pursuant to ORS 192.660 (1) (e) to discuss real property transactions.

**\*\*TIME CERTAIN 2:15 PM\*\***


BOARD OF  
COUNTY COMMISSIONERS  
MULTNOMAH COUNTY  
OREGON  
1992 APR 28 AM 8:50

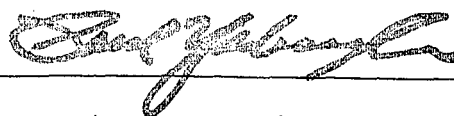
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SIGNATURES:

ELECTED OFFICIAL \_\_\_\_\_

Or

DEPARTMENT MANAGER 



(All accompanying documents must have required signatures)

Meeting Date: May 5, 1992

Agenda No.: E-2

(Above space for Clerk's Office Use)

AGENDA PLACEMENT FORM  
(For Non-Budgetary Items)

SUBJECT: EXECUTIVE SESSION

BCC Informal 5/5/92

(date)

BCC Formal \_\_\_\_\_

(date)

DEPARTMENT Environmental Services

DIVISION Facilities & Property Management

CONTACT F. Wayne George

TELEPHONE 248-3322

PERSON(S) MAKING PRESENTATION F. Wayne George

ACTION REQUESTED:

☐

INFORMATIONAL ONLY

☐

POLICY DIRECTION

☐

APPROVAL

ESTIMATED TIME NEEDED ON BOARD AGENDA: 45 Minutes

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):

**\*\*TIME CERTAIN 2:15 PM\*\***

Executive Session pursuant to ORS 192.660 (1)(e) to discuss real property transactions.

BOARD OF  
COUNTY COMMISSIONERS  
1992 APR 28 AM 8:06  
MULTNOMAH COUNTY  
OREGON

(If space is inadequate, please use other side)

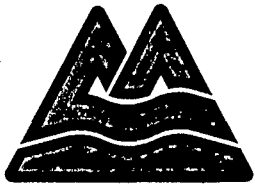
SIGNATURES:

ELECTED OFFICIAL \_\_\_\_\_

Or

DEPARTMENT MANAGER \_\_\_\_\_

(All accompanying documents must have required signatures)



# 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

## FAX COVER SHEET

TO: Lafayette George

FROM: Carrie Parkerson  
Carrie A. Parkerson  
Office of the Board  
Clerk

PHONE: 248-3322

PHONE: 248-5222

FAX: 248-5082

FAX: 248-3308

Sending total of 2 pages including cover sheet.

DATE: April 15, 1992

LWG—

Here is your Placement Sheet. Hope  
this helps? you can have the original—  
it is in the mail.

Carrie