



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(revised 03/25/11)

Board Clerk Use Only

Meeting Date:	<u>7/21/11</u>
Agenda Item #:	<u>R.2</u>
Est. Start Time:	<u>9:35</u>
Date Submitted:	<u>7/7/11</u>

Agenda Title: Approval of Multnomah County and the Multnomah County Corrections Deputies Association (MCCDA)'s Agreement (Reopener for 2010-2011)

Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title sufficient to describe the action requested.

Requested Meeting Date:	<u>July 21, 2011</u>	Amount of Time Needed:	<u>10 minutes</u>
Department:	<u>Dept. of County Management</u>	Division:	<u>Central HR/Labor Relations</u>
Contact(s):	<u>Blaise M. Lamphier, Labor Relations Manager</u>		
Phone:	<u>503 988-5135</u>	Ext.	<u>22168</u> <u>503/3/300</u>
Presenter Name(s) & Title(s):	<u>Blaise M. Lamphier, Chief Deputy Michael Shults, MCSO, Doug Hewitt, Corrections Deputy & Exec. V.P. of MCCDA.</u>		

General Information

1. What action are you requesting from the Board?

Approval of a COLA freeze and an extension through June 30, 2017 of the labor agreement between the County and the Multnomah County Corrections Deputies Association (MCCDA) covering the Corrections Deputies and Corrections Sergeants employed by the County.

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 current collective bargaining agreement (CBA) between the County and MCCDA, as extended through June 30, 2014, includes a limited reopener on Wages and Classification; Health and Welfare; and two (2) other Articles determined by each party for 2010-2011.

The parties came to an agreement for both the Reopener of 2010-2011 (with the exception of Article 17 pertaining to training which is currently pending a ruling by the Employee Relations Board) and a three (3)-year extension of the CBA through June 30, 2017.

The agreement, which was ratified by the membership of MCCDA on July 7, 2011, is now subject to ratification by the Board of County Commissioners.

The highlights of this agreement are as follows:

- Effective July 1, 2010 (FY 2011): 0% COLA (No increase, COLA freeze)
- Elimination of the additional 6% OPSRP Local Option for new hires upon ratification
- Phase-out of the additional 6% OPSRP Local Option for existing OPSRP members during

agreement

- Health and Welfare ONLY Reopener no later than January 1, 2013 for calendar year 2014
- Limitation of workers' compensation supplemental pay to 24 months
- Three (3)-year extension of the current CBA with scheduled COLA increases as follows:
 - July 1, 2014 (FY 2015) 1% to 4% based on CPI-W Portland 2nd Half 2012 to 2nd Half 2013
 - July 1, 2015 (FY 2016) 1% to 4% based on CPI-W Portland 2nd Half 2013 to 2nd Half 2014
 - July 1, 2016 (FY 2017) 1% to 4% based on CPI-W Portland 2nd Half 2014 to 2nd Half 2015

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

Wage Increases – the following highlights the impact of the proposal for current and future wage increases.

- The agreement calls for a 0% COLA for FY 2011. This is estimated to reduce personnel costs by approximately \$830,000. Personnel costs include base pay, associated benefits and insurance.
- Future COLA increases will change based on the CPI-W Portland 2nd Half with the following floors and ceilings:

Year	Floor	Ceiling
FY 2012	2%	2%
FY 2013	2%	5%
FY 2014	2%	5%
FY 2015	1%	4%
FY 2016	1%	4%
FY 2017	1%	4%

OPSRP Additional 6% PERS Pickup (Tier 3 Members Only) – the proposal also phases out the additional 6% PERS pickup for existing tier 3 members and eliminates the benefit for new hires. Based on a replacement factor of 17 new hires per year and assuming a range in the COLA for out years, the savings for FY 2012 through FY 2016 are estimated to be nearly \$1.8 million dollars.

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

See above

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

See above

Required Signature

Elected Official or
Department/
Agency Director:

Date: 7/6/11


