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LANE COUNTY

HUMAN RESOURCES DEPARTMENT / 125 East 8th Ave. / Eugene, OR 97401
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AGENDA COVER MEMO

Memorandum Date: January 07, 2007
Order Date: January 16, 2008

TO: Board of County Commissioners

DEPARTMENT: Human Resources, Health & Human Services

PRESENTED BY: Roland Hoskins, Labor Relations
Karen Gaffney, Health & Human Services

AGENDA ITEM TITLE: IN THE MATTER OF APPROVING THE TENTATIVE AGREEMENT BETWEEN LANE COUNTY AND FEDERATION OF OREGON PAROLE AND PROBATION OFFICERS, PAROLE & PROBATION UNIT

I. MOTION

MOVE APPROVAL OF ORDER 08 -- _____ IN THE MATTER OF APPROVING THE TENTATIVE AGREEMENT BETWEEN LANE COUNTY AND THE FEDERATION OF OREGON PAROLE AND PROBATION OFFICERS, PAROLE & PROBATION UNIT.

II. AGENDA ITEM SUMMARY

The current Agreement between Lane County and the Federation of Oregon Parole and Probation Officers, Parole & Probation Unit (FOPPO) expired on June 30, 2007.

The Board is being asked to approve the proposed FOPPO two-year agreement ending June 30, 2009, which is included in this packet. Also, a brief summary of the proposed changes is included in this packet.

III. BACKGROUND/IMPLICATIONS OF ACTION

A. Board Action and Other History

The Board reviewed various contract issues and authorized the County's bargaining team to enter into negotiations for wage, benefit and language changes with FOPPO. The Board established overall goals and objectives for the negotiations. In addition, the negotiations dealt with the current fiscal funding constraints and uncertainties the County is facing.

B. Policy Issues

Like other recent labor negotiations, these emphasized maintaining a competitive position in the market place for positions in the unit while protecting the County's ability to manage the County's cost increases in the face of very uncertain financial forecasts. The additional factor to be considered when negotiating with this bargaining unit is that FOPPO is a strike-prohibited unit and any impasse would be taken to arbitration were an outside party would then determine which final package, the Union's or the County's, would be implemented, which can potentially be quite costly. Maintaining the County's ability to participate in the final outcome rather than leaving the decision to an outside arbitrator was a key component in our bargaining strategy. This is especially relevant because the negotiations are at the mediation stage, which is the last remaining step before arbitration.

C. Board Goals

This proposed contract is aligned with the strategies in the Strategic Plan. Section A of the strategic plan addresses strategies associated with Service Improvement and A-2 provides direction for County managers and collective bargaining units to work together to develop solutions that promote flexible classification and compensation systems that do not inhibit excellent service delivery.

Voluntary labor agreements are directly related to the Board's strategic plan by valuing employees. The Board's goal of ensuring public safety is also addressed in this Agreement by ensuring more competitive compensation thus attracting and retaining quality employees in order to handle increased public safety service demands in the County.

Limiting the County's liability for future unfunded costs by removing or clarifying problematic language in the contract was another goal that the County's bargaining team worked to attain.

D. Financial and/or Resource Considerations

The proposed Cost of Living Adjustment increases of 3.0% for the first year of the agreement and 2.50% for the second year and converting the

compensation plan from ten (10) to seven (7) steps for the FOPPO bargaining unit members (parole and probation officers) will cost the County approximately \$155,000 in year one and \$145,00 in year two, including benefits. The estimated cost of the step conversion in year one will be approximately \$44,000, included in the above estimates, for the first year of the contract when the majority of the costs will be incurred. This proposed change in the compensation plan is retroactive to the first full pay period after July 01, 2007. The total cost for the two-year agreement will be approximately \$300,000. The County maintained a fund balance in the Community Corrections budget of \$351,277 for 2007 and an additional \$365,277 for 2008 which will adequately fund this proposed agreement and leave fund balances that can be allocated for critical services within the budgetary constraints of the fund.

E. Analysis

The Tentative Agreement is for a two-year contract, July 1, 2007 – June 30, 2009. It includes wage, benefits and language changes to the previous agreement. A summary list is attached to this memorandum.

Additional Wage Factors:

Currently, the pay for the parole and probation officers is within market. To maintain this position the County is proposing to continue picking up the employee PERS (OPSRP) contribution for both years of the agreement. In addition, the County is proposing the above-mentioned changes as well as an additional 1.5% certification pay for members at the intermediate level and an additional 1.0% for officers who achieve advanced certification. Comparable organizations (those used in interest arbitration to determine best last offer) provide this premium and/or longevity pay.

General:

The agreement contains two options for the Union and County to re-open bargaining during the course of the agreement. The first is associated with the second year COLA of 2.5%. If the CPI meets or exceeds 3.5% at year-end of 2008, then the option can be exercised. The second relates to the potential move of the bargaining unit from Health and Human Services to the Sheriff's Office. The agreement allows the parties to negotiate working conditions that are mandatory subjects of bargaining.

F. Alternatives/Options

1. Approve the proposed agreement.
2. Reject the proposed agreement.

IV. TIMING/IMPLEMENTATION

Following Board action, County staff is prepared to implement the approved changes including the retroactive pay increases and pay plan changes.

V. RECOMMENDATION

The County bargaining team recommends approval of the Board Order to approve the proposed Agreement.

VI. FOLLOW-UP

After staff has implemented the Agreement, we will continue to develop positive working relationships with FOPPO representatives and its members.

VII. ATTACHMENTS

1. Board Order
2. Summary of proposed changes to the 2007-2009 FOPPO Bargaining Agreement
3. Proposed 2007-2009 FOPPO Bargaining Agreement. Copy for public review available at front counter of Board of Commissioners office.

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO.

) IN THE MATTER OF APPROVING THE
) TENTATIVE AGREEMENT
) BETWEEN LANE COUNTY AND THE
) FEDERATION OF OREGON PAROLE AND
) PROBATION OFFICERS, PAROLE &
) PROBATION UNIT

WHEREAS, a tentative agreement has been reached between Lane County's bargaining team and the Federation of Oregon Parole and Probation Officers, Parole & Probation Unit, and

WHEREAS, the agreement is consistent with the guidelines set forth by the Board of County Commissioners.

IT IS NOW HEREBY ORDERED that the attached tentative agreement between Lane County and the Federation of Oregon Parole and Probation Officers, Parole & Probation Unit be approved, and

IT IS FURTHER ORDERED that the County Administrator and the County's bargaining team be authorized to execute the revised agreement on behalf of the County.

DATED this ____ day of January, 2008.

Faye Stewart., Chair
Lane County Board of County Commissioners

APPROVED AS TO FORM
Date 1/16/08
BIL
OFFICE OF COUNTY CLERK

SUMMARY
Changes to FOPPO Bargaining Agreement
2007-2009

Article X Wages

- 3% COLA, effective 1st pay period following July 1, 2007
- 2.5% COLA, effective 1st pay period following July 1, 2008
- 1.5% Intermediate certification and additional 1.0% advanced certification
- Reduction in steps in pay plan from 10 steps to 7 steps

Article XII Insurance

Changes to short, long-term and disability leave.
No additional changes to current benefit plan

Costs

The estimated total cost of the two-year agreement is approximately \$300,000. The County maintained a fund balance in the Community Corrections budget of \$351,277 for 2007 and an additional \$365,277 for 2008 which will adequately fund this proposed agreement and leave fund balances that can be allocated for critical services within the budgetary constraints of the fund

General

The agreement contains two options for the Union and County to re-open bargaining during the course of the agreement. The first is associated with the second year COLA of 2.5%. If the CPI meets or exceeds 3.5% at year-end of 2008, then the option can be exercised. The second relates to the potential move of the bargaining unit from Health and Human Services to the Sheriff's Office. The agreement allows the parties to negotiate working conditions that are mandatory subjects of bargaining.

Two Year Agreement, ending June 30, 2009.