



LANE COUNTY

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W.S.C.I.

AGENDA COVER MEMO

Memorandum Date: April 1, 2009
Order Date: April 15, 2009

TO: Board of County Commissioners

DEPARTMENT: Human Resources

PRESENTED BY: Roland Hoskins, Labor Relations
Greta Utecht, Human Resources

AGENDA ITEM TITLE: IN THE MATTER OF APPROVING THE TENTATIVE AGREEMENT BETWEEN LANE COUNTY AND ADMINISTRATIVE-PROFESSIONAL ASSOCIATION OF LANE COUNTY PUBLIC WORKS, INC.

MOTION

MOVE APPROVAL OF ORDER 09 -- _____ IN THE MATTER OF APPROVING THE TENTATIVE AGREEMENT BETWEEN LANE COUNTY AND ADMINISTRATIVE-PROFESSIONAL ASSOCIATION OF LANE COUNTY PUBLIC WORKS, INC.

I. AGENDA ITEM SUMMARY

The current Agreement between Lane County and the Administrative-Professional Association of Lane County Public Works, Inc. (Admin-Pro), will expire on June 30, 2009.

The Board is being asked to approve the proposed three-year agreement ending June 30, 2012 with Admin-Pro, which is included in this packet. Also, a brief summary of the proposed changes is included in this packet.

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 Admin-Pro. 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. Currently, almost all of the wages for the job classification covered by this bargaining unit are more than 10% behind market. The County and Union wanted to address this concern with the goal of limiting the impact to the department's budget.

The local and national economy has deteriorated during the past several months and the County and Admin-Pro agreed to begin negotiations and develop an agreement as early as possible to allow the County and the bargaining unit members some certainty regarding future budgets and staffing levels. The County and Admin-Pro have successfully addressed numerous issues during the past few years based on agreements made in the negotiations for the 2006-2009 agreement, allowing both parties to keep current negotiations focused and moving forward with mutual goals, addressing the economic and mandatory subjects of bargaining. The negotiations for this proposed contract were short and successful..

C. Board Goals

This proposed contract is aligned with the strategies in the County's 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.

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 wage adjustment is dependent on the classification and compensation study that will be completed by the external consultant firm of Fox Lawson & Associates. The parties agreed that the minimum base wage adjustment will be at least 2.5% for each of the three years of the agreement. The parties agreed to phase in the market adjustments over the 3 years of the tentative agreement. This staggered implementation will limit the impact of one-time expense and cumulative compounding costs of the base wage market adjustments to the Public Works Department.

The minimum total cost of the tentative 3-year agreement absent of market adjustments will be approximately \$530,000. However this figure is likely to increase after the phased-in implementation of the market study.

E. Analysis

The Tentative Agreement is for a three-year contract, July 1, 2009 – June 30, 2012. It includes wage, benefits and language changes to the previous agreement. A summary list is attached to this memorandum.

Additional Factors:

This tentative agreement includes an alternative transportation strategy for qualified employees in the form of providing subsidized bus passes. The employees will be able to use pre-tax dollars similar to Manley accounts to reduce costs to the County and employees.

General:

Admin-Pro moved to the County's standard health insurance plan in 2006 and will continue on that plan for the duration of this proposed contract.

F. Alternatives/Options

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

II. TIMING/IMPLEMENTATION

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

III. RECOMMENDATION

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

IV. FOLLOW-UP

After staff has implemented the Agreement, we will work to continue to the positive working relationships with Admin-Pro representatives and its members.

V. ATTACHMENTS

1. Board Order
2. Summary of proposed changes to the 2009-2012 Admin-Pro Bargaining Agreement
3. Proposed 2009-2012 Admin-Pro 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
) ADMINISTRATIVE-PROFESSIONAL
) ASSOCIATION OF LANE COUNTY PUBLIC
) WORKS, INC.

WHEREAS, a tentative agreement has been reached between Lane County's bargaining team and the Administrative-Professional Association of Lane County Public Works, Inc.

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 Administrative-Professional Association of Lane County Public Works, Inc.

IT IS FURTHER ORDERED that the County Administrator be authorized to execute the revised agreement on behalf of the County.

DATED this ____ day of April 2009.

Pete Sorenson, Chair
Lane County Board of County Commissioners

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SUMMARY
Changes to Admin-Pro Bargaining Agreement
2009-2012

Article X Wages

The COUNTY and UNION agreed to contract with Fox Lawson to complete a Classification and Compensation study for the positions included in this agreement. The COUNTY and UNION will bargain applicable adjustments with the following implementation guidelines:

- (1) The adjustments will be phased in during the duration of this agreement.
- (2) The minimum salary increase will be at least 2.5% to be implemented the first full pay period following July 1, 2009.
- (3) The minimum salary increase will be at least 2.5% to be implemented the first full pay period following July 1, 2010.
- (4) The minimum salary increase will be at least 2.5% to be implemented the first full pay period following July 1, 2011.

Article XII Insurance

Maintain Current Health benefits on County's Standard Plan.

Costs

The minimum total cost of the tentative 3-year agreement absent of market adjustments will be approximately \$530,000. However this figure is likely to increase after the phased in implementation of the market study.

General

This tentative agreement includes an alternative transportation strategy for qualified employees in the form of providing subsidized bus passes. The employees will be able to use pre-tax dollars similar to Manley accounts to reduce costs to the County and employees.

This was a quick and productive negotiation process.

Three Year Agreement, ending June 30, 2012.