

CLARK COUNTY STAFF REPORT

DEPARTMENT: Human Resources

DATE: October 27, 2015

REQUESTED ACTION: Approve Collective Bargaining Agreements (CBA) between Clark County and AFSCME 307CO, LIUNA 335 Health Care Division, OPEIU 11, and PTE Local 17, Engineers & Appraisers.

Consent Hearing County Manager

BACKGROUND

The new agreements presented with this staff report represent months of productive negotiations where the parties explored the issues and found solutions in representing the best interest of everyone involved. These contracts are within the financial and policy parameters established by the BOCC and the County Manager. The management negotiating team believes the resulting Labor Agreement(s) acknowledge budget constraints for salaries and benefits, and the quality work of the employees. They also represent our desire for equity and consistency in critical areas across County bargaining units. The County reached tentative agreements with the following unions: AFSCME Local 307CO, PTE Local 17, OPEIU Local 11, and Local 335 LIUNA (the Coalition).

The unions voted to ratify the agreement on or about September 1, 2015. We are recommending approval by the Board of County Councilors. The Agreements cover the period of July 1, 2015 through June 30, 2018.

Key elements of the agreement include:

- Change in term and expiration dates of each Collective Bargaining Agreement to June 30, 2018
- Medical and Dental Plan expenditure
 - Continue participation in the Healthcare Committee through December 31, 2018 as described under the Healthcare MOU
 - Healthcare MOU changes:
 - Committee will not determine services and plan design of any near-site or on-site medical clinic. The county will present any recommendations for input prior to presenting final recommendations. The parties will bargain any impacts to the budget.
 - Committee will take into consideration, research and make decision regarding plan design in order to avoid the Affordable Care Act - Excise tax. If the decisions do not avoid the tax, the tax will be borne by the employees and the parties will reopen no later than June 20, 2017 to bargain the implementation.

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- Two percent (2%) increase to the budget the first year of the contract; equating to \$1,420 per employee per month. For years two (2) and three (3) there is no increase in the budget above \$1,420. The County and the employees share 50/50 above the budget.
- Insurance and benefits eligibility language changes consistent with revised laws, regulations and County policy.
- General wage increase and pay range adjustments:
 - 2.20% effective Jan. 1, 2016
 - 2.20% effective Jan. 1, 2017
 - 2.20% effective Jan. 1, 2018

Other key changes include:

1.1. PTO Program:

- 1.1.2. Employees hired prior to January 1, 2013 will continue with an annual option to move to PTO during open enrollment.
- 1.1.3. Employees hired after January 1, 2013 will have a one (1) time option to convert to the traditional Vacation/Sick Leave accrual during the 2015 open enrollment.
- 1.2. New employees hired after approval of the contract will have a one (1) time choice between PTO or Vacation/Sick leave at time of hire.
- 1.3. Incorporated PTO as an Article in the Agreement.
- 1.4. Introduced language "except for items bargained in the insurance language or healthcare MOU, the County has exclusive right to make changes to be in compliance with state and federal laws."
- 1.5. Flexible Spending Accounts will continue as long as it does not adversely impact the Federal Excise Tax.

COUNCIL POLICY IMPLICATIONS

There are no additional Council policy implications.

ADMINISTRATIVE POLICY IMPLICATIONS

There are no additional policy implications.

COMMUNITY OUTREACH

This recommendation affects the employees of these four (4) bargaining units. The county and the unions negotiated these changes in the terms and conditions of employment as required under RCW 41.56. Each of the unions has voted to ratify these agreements.

BUDGET IMPLICATIONS

YES	NO	
X		Action falls within existing budget capacity.
	X	Action falls within existing budget capacity but requires a change of purpose within existing appropriation
	X	Additional budget capacity is necessary and will be requested at the next supplemental. If YES, please complete the budget impact statement. If YES, this action will be referred to the county council with a recommendation from the county manager.

BUDGET DETAILS


Local Fund Dollar Amount	
Grant Fund Dollar Amount	
Account	
Company Name	

DISTRIBUTION:

Board staff will post all staff reports to The Grid. <http://www.clark.wa.gov/thegrid/>



Francine Reis,
Human Resources Director

APPROVED: 
CLARK COUNTY, WASHINGTON
BOARD OF COUNTY COUNCILORS

DATE: NOV. 3, 2015

SR# SR 201-15

APPROVED: _____
Mark McCauley, County Manager

DATE: _____

BUDGET IMPACT ATTACHMENT

Part I: Narrative Explanation

I. A – Explanation of what the request does that has fiscal impact and the assumptions for developing revenue and costing information

Part II: Estimated Revenues

Fund #/Title	Current Biennium		Next Biennium		Second Biennium	
	GF	Total	GF	Total	GF	Total
0001 General Fund	\$448,243	\$448,243	\$1,975,358	\$1,975,358	\$2,340,218	\$2,340,218
1011 Planning & Code		\$69,934		\$312,508		\$370,892
1012 Road Fund		\$266,285		\$1,199,130		\$1,424,552
1018 Children's Justice Center		\$2,301		\$9,646		\$11,352
1022 Crime Victim & Witness		\$7,973		\$35,411		\$41,994
1025 Health Department		\$9,8650		\$434,887		\$515,236
1032 MPD Operations		\$27,338		\$120,529		\$142,800
1935 Admin. & Grants Mgmt.		\$18,537		\$80,905		\$95,728
4014 Solid Waste		\$18,337		\$82,984		\$98,646
4420 Clean Water		\$18,694		\$85,835		\$102,220
4580 Wastewater Maint.		\$26,206		\$118,899		\$141,384
5006 Elections		\$6,936		\$30,131		\$35,630
5091 Equipment		\$6,150		\$27,165		\$32,192
5093 Central Support Svs		\$1,555		\$6,881		\$8,156
Total		\$1,017,139		\$4,520,269		\$5,361,000

II. A – Describe the type of revenue (grant, fees, etc.)

Part III: Estimated Expenditures

III. A – Expenditures summed up

Fund #/Title	FTE's	Current Biennium		Next Biennium		Second Biennium	
		GF	Total	GF	Total	GF	Total
0001 General Fund	296	\$448,243	\$448,243	\$1,975,358	\$1,975,358	\$2,340,218	\$2,340,218
1011 Planning & Code	42		\$69,934		\$312,508		\$370,892
1012 Road Fund	151		\$266,285		\$1,199,130		\$1,424,552
1018 Children's Justice Center	2		\$2,301		\$9,646		\$11,352
1022 Crime Victim & Witness	5		\$7,973		\$35,411		\$41,994
1025 Health Department	65		\$9,8650		\$434,887		\$515,236
1032 MPD Operations	18		\$27,338		\$120,529		\$142,800
1935 Admin. & Grants Mgmt.	13		\$18,537		\$80,905		\$95,728
4014 Solid Waste	10		\$18,337		\$82,984		\$98,646
4420 Clean Water	9		\$18,694		\$85,835		\$102,220
4580 Wastewater Maint.	14		\$26,206		\$118,899		\$141,384
5006 Elections	5		\$6,936		\$30,131		\$35,630
5091 Equipment	4		\$6,150		\$27,165		\$32,192
5093 Central Support Svs	1		\$1,555		\$6,881		\$8,156
Total	635		\$1,017,139		\$4,520,269		\$5,361,000

III. B – Expenditure by object category

Fund #/Title	Current Biennium		Next Biennium		Second Biennium	
	GF	Total	GF	Total	GF	Total
Salary/Benefits	\$448,243	\$1,017,139	\$1,975,358	\$4,520,269	\$2,340,218	\$5,361,000
Contractual						
Supplies						
Travel						
Other controllables						
Capital Outlays						
Inter-fund Transfers						
Debt Service						
Total	\$448,243	\$1,017,139	\$1,975,358	\$4,520,269	\$2,340,218	\$5,361,000