

W. H. C.
04-3-10-24

AGENDA MEMORANDUM

Date: March 10, 2004

TO: Board of County Commissioners

DEPARTMENT: Management Services

PRESENTED BY: Frank Forbes, Labor Relations Manager

TITLE: IN THE MATTER OF RATIFYING THE TENTATIVE AGREEMENT BETWEEN LANE COUNTY AND THE LANE COUNTY POLICE OFFICERS' ASSOCIATION.

I. PROPOSED MOTION

MOVE TO APPROVE ORDER NO. _____ / IN THE MATTER OF RATIFYING THE TENTATIVE AGREEMENT BETWEEN LANE COUNTY AND THE LANE COUNTY POLICE OFFICERS' ASSOCIATION.

II. ISSUE

The current agreement between Lane County and LCPOA expired on June 30, 2003. Should Lane County ratify a new two-year agreement with the Union.

III. DISCUSSION

A. Background

The Board reviewed various contract issues and authorized the County to enter into negotiations for a new agreement for this bargaining unit. The Board was kept apprised of the progress on negotiations and established goals for the agreement. The Board has established specific criteria for a settlement that falls within acceptable limits for a positive working relationship with the Sheriff's Office and County employees who make up this bargaining unit. The tentative agreement was reached on January 21, 2004 and the Association ratified it during the week of February 9-13, 2004.

B. Analysis

The tentative agreement covers a two-year period from July 1, 2003-June 30, 2005. There are several minor language changes. A summary description is attached. The major provisions are as follows:

No across the board wage increase for the first year of the agreement.

A 2% across the board increase for the second year of the agreement,
Effective July 1, 2004.

Retained current insurance benefit levels.

- C. Alternatives
 - 1. Ratify the agreement
 - 2. Reject the agreement

- D. Recommendation

The bargaining team recommends approval of the Board Order to ratify the proposed agreement.

IV. IMPLEMENTATION/FOLLOW-UP

There is no specific follow up required on this item.

V. ATTACHMENTS

Board Order
Tentative Agreement Summary

IN THE BOARD OF COUNTY COMMISSIONERS OF LANE COUNTY, OREGON

ORDER NO.

) IN THE MATTER OF RATIFYING THE
) TENTATIVE AGREEMENT
) BETWEEN LANE COUNTY AND THE
) LANE COUNTY PEACE OFFICERS'
) ASSOCIATION

WHEREAS, a tentative agreement has been reached between Lane County's bargaining team and the Lane County Peace Officers' Association; and

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

IT IS NOW HEREBY ORDERED that the tentative agreement between Lane County and the Lane County's Peace Officers Association, be ratified 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 March, 2004.

Bobby Green, Sr., Chair
Lane County Board of County Commissioners

APPROVED AS TO FORM
Date 3/2/04 lane county
Jerica Wilson
OFFICE OF LEGAL COUNSEL

SUMMARY

Changes to LCPOA Labor Agreement

Art. 1 - Recognition

- Clarified notice of new or changed wage rates for new classifications.

Art. 5 - Labor Management Relationships

- Clarified provision dealing with safety.

Art. 6 - Working Conditions

- Added provision for twelve (12) hour days.

Art. 7 - Wages And Overtime

- Two-year agreement. No COLA on the first year and a 2% COLA for second year.
- Added provision dealing with compensation for deputies assigned to canine unit.
- Clarified time requirements for step increases.
- Added provision for FTO premium pay.

Art. 8 - Insurance

- Retained current benefit levels.

Art. 12 - Allowances And Equipment

- Clarified uniform equipment.

Art. 19 - Term Of Agreement

- Added provision to continue the Agreement during negotiations for a successor.