



LANE COUNTY

HUMAN RESOURCES DEPARTMENT / 125 East 8th Ave. / Eugene, OR 97401
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W. H. a.

AGENDA COVER MEMO

Memorandum Date: December 07, 2008
Order Date: December 10, 2008

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 AMERICAN
FEDERATION OF, STATE, COUNTY AND MUNICIPAL
EMPLOYEES, LOCAL 2831, NURSES UNIT

I. MOTION

MOVE APPROVAL OF ORDER 08 -- _____ IN THE MATTER OF
APPROVING THE TENTATIVE AGREEMENT BETWEEN LANE COUNTY AND
AMERICAN FEDERATION OF, STATE, COUNTY AND MUNICIPAL
EMPLOYEES, LOCAL 2831, NURSES UNIT.

II. AGENDA ITEM SUMMARY

The current Agreement between Lane County and the American Federation of
State, County and Municipal Employees (AFSCME) Local 2831, Nurses Unit
expired on June 30, 2008.

The Board is being asked to approve the proposed AFSCME nurses three-year
agreement ending June 30, 2011, 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 AFSCME. 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 declining revenue forecasts. Unfortunately, the demands for services and costs to deliver the services are out pacing revenues. An additional factor to be considered when negotiating with this bargaining unit is that many of the classifications included in the agreement are in a unique competitive segmented labor market. This is especially relevant because several of the classifications are currently more than 20% behind market, which is hampering the County's ability to attract and retain employees. Currently, the negotiations for this unit and the overall AFSCME unit are in the mediation stage, which is the last remaining step before impasse.

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 health 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 estimated total cost for the proposed three-year agreement will be approximately \$306,000.00. This estimate includes the proposed Cost of Living Adjustment (COLA) increases of 3.0% for each of the 3 years

(\$246,000.00) and market adjustments (\$60,000.00) for several of the classifications at existing staffing levels. The proposed salary adjustments for the first year of the agreement will be retroactive to the first full pay period after July 01, 2008.

The market adjustments will be spread over the first 2 years of the agreement. However, the majority of the cost will be incurred during the first year of the agreement due to front loading the market adjustments. This bargaining unit has less than 40 members and the proposed agreement includes maintaining the current health benefits as well. A summary of the proposed increases is attached.

E. Analysis

The Tentative Agreement is for a three-year contract, July 1, 2008 – June 30, 2011. It includes wage, benefits and language changes to the previous agreement. A summary list is attached to this memorandum.

Additional Wage Factors:

Currently, the County has 5 pay plans for the classifications for the nurse classifications included in this agreement. This proposed agreement consolidates the various plans to one pay plan that resulted in de-minimus costs to the County while increasing administrative efficiencies.

General:

There are no significant general changes included in the proposed agreement. Overall, the proposed agreement includes language to recognize the changes in the number of classifications included in the agreement. For example, the prior agreements did not include language to address series (progression of similar job classifications within an occupational field) because they did not exist. This is no longer the case because the County has added new job classifications in some of the areas to improve recruiting efforts and to create developmental opportunities, while reducing costs. In fact, the proposed agreement also includes a new proposed classification and compensation for a Juvenile Justice System Nurse.

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 AFSCME representatives and its members.

VII. ATTACHMENTS

1. Board Order
2. Summary of proposed changes to the 2008-2011 AFSCME, Nurses Unit Bargaining Agreement
3. Proposed 2008-2011 AFSCME, Nurses Unit 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
) AMERICAN FEDERATION OF STATE,
) COUNTY AND MUNICIPALE EMPLOYEES
) NURSES UNIT**

WHEREAS, a tentative agreement has been reached between Lane County's bargaining team and the American Federation of State, County and Municipal Employees (AFSCME) Local 2831, Nurses 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 American Federation of State, County and Municipal Employees (AFSCME) Local 2831, Nurses Unit, 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 December, 2008.

Faye Stewart., Chair
Lane County Board of County Commissioners

APPROVED AS TO FORM
Date 12/9/08
SK
OFFICE OF CLERK

SUMMARY
Changes to AFSCME Nurses Bargaining Agreement
2008-2011

Article X Wages

COLA			
	Year 1	Year 2	Year 3
AFSCME NURSES	3%	3%	3%

MARKET ADJUSTMENTS			
	Year 1	Year 2	Year 3
Community Health Nurse 1	2.5%	-	-
Community Health Nurse 2	2.5%	2.5%	-
Corrections Health Nurse	2.5%	2.5%	-
Mental Health Nurse	2.5%	-	-
Juvenile Justice System Nurse	2.5%	-	-
Dental Assistant	2.5%	-	-
Nurse Practitioners	5%	5%	-
Nurse Practitioners - Mental Health	5%	5%	-
Nurse Practitioners Corrections	5%	5%	-
Dental Hygienist	10%	5%	-
SR Dental Hygienist	15%	5%	-

Effective 7/10/08: New classification and compensation

- Juvenile Justice System Nurse: Pay range 35 (\$21.48 – \$29.77/hr.)

Effective 7/11/08: Move from five separate pay plans to one consolidated pay plan.

- This plan will provide five percent (5%) for bilingual differential

Effective the first full pay period following 7/1/08: Nurse Practitioners working in Mental Health will be on the same pay plan as Nurse Practitioners working in Corrections.

Article XII Insurance

Maintenance of benefits

Costs

The estimated total cost of the three-year agreement is approximately \$306,000.00, which includes the implementation of the above market adjustments and health benefits.

General

There are no significant general changes included in the proposed agreement. Overall, the proposed agreement includes language to recognize the changes in the number of classifications included in the agreement. For example, the prior agreements did not include language to address series (progression of similar job classifications within an occupational field) because they did not exist. This is no longer the case because the County has added new job classifications in some of the areas to improve recruiting efforts and to create developmental opportunities, while reducing costs. In fact, the proposed agreement also includes a new proposed classification and compensation for a Juvenile Justice System Nurse.

Three Year Agreement, ending June 30, 2011.