

BOARD OF COMMISSIONERS

MINUTES OF THE BOARD SESSION – Regular Session

Wednesday, December 6, 2017
9:00 a.m.

Senator Hearing Room
555 Court Street NE
Salem, OR 97305

PRESENT: Commissioner Sam Brentano and Commissioner Kevin Cameron. Also present were John Lattimer as chief administrative officer, Bruce Armstrong as county counsel, and Kristy Witherell as recorder.

ABSENT: Commissioner Janet Carlson

Commissioner Brentano called the meeting to order at 9:00 a.m.

PUBLIC COMMENT

None.

CONSENT

(Video Time 00:00:48)

BUSINESS SERVICES

Approve a Contract for Services with Brown & Brown Northwest in the amount of \$131,853.00 for services to include employee benefits and insurance for property and casualty for a period of January 1, 2018 through December 31, 2018.

COMMUNITY SERVICES

Approve an order reappointing Pam Zielinski and Brandi Buxton to the Marion County Fair Board with terms ending December 31, 2020.

SHERIFF'S OFFICE

Approve an Intergovernmental Agreement with the Oregon State Criminal Justice Commission in the amount of \$3,839,921.77 for an effort to increase opportunities for successful rehabilitation for a period of July 1, 2017 through June 30, 2019.

TAX OFFICE

Approve a property tax refund in the amount of \$39,890.10 to Capital One Bank.

MOTION: Commissioner Cameron moved for approval of the consent agenda. Seconded by Commissioner Brentano; motion carried. A voice vote was unanimous.

ACTION

(Video Time 00:02:48)

BUSINESS SERVICES

1. Consider ratification of Federation of Parole and Probation Officers (FOPPO) collective bargaining agreement for 2017-2019. – Colleen Coons-Chaffins, Sheriff Jason Myers

Summary of presentation:

- List of changes:
 - Title changes in Article 6 and 34;
 - Article 5, Section 2:
 - Page 3 – The board recognizes the need to hire and recruit staff;
 - The board brought forth an amendment to no longer have a six month waiting period for new employees to use vacation days; and
 - Personal holidays each calendar year are to be used in accordance with Article 6, Section 4 on scheduling vacations.
 - Article 5, Section 3:
 - Commissioners' Day was memorialized and annually granted as a day off given by the Board of Commissioners;
 - It is one regular work shift to be taken between November 15th – January 31st; and
 - When the FOPPO agreement was ratified, this was already included.
 - Article 6, Vacation leave:
 - Accumulation of vacation leave has changed:
 - 1-3 years increases to 4 hours of vacation per pay period;
 - 3-5 years increases to 4.308 of vacation per pay period; and
 - 5-10 years increases to 4.924 of vacation per pay period.
 - Article 6, Section 9:
 - Cleaned up language around the compensation credits.
 - Article 7 – Sick Leave, Section 4:
 - Page 6 – Bereavement Leave applies to each immediate family member.
 - Article 7, Section 10:
 - Pages 8-9, Protected Leave:
 - Cleaned up language.
 - Article 9, Section 3:
 - Page 11, Health and Welfare:
 - County health insurance contributions:
 - \$1554 for 2018; and
 - \$1654 for 2017.
 - Article 10:
 - Cleaned up language.
 - Article 13, Section 5:
 - Page 15-16, Discipline and Discharge:
 - The county will follow the professional standards.
 - Article 27, Section 1:
 - Cost of living adjustments:
 - 2 percent increase, effective December 3, 2017; and

- 2.5 percent increase, effective July 1, 2018.
 - Article 27, Section 3:
 - Removed evidence based practice adjustment; and
 - Incorporated previous Incentive Pay Letter of Agreement to show 4 percent for advanced certificate.
 - Article 27, Section 4:
 - Longevity increases:
 - Longevity 1 increased to 2.75 percent;
 - Longevity 2 increased to 4 percent; and
 - Longevity 3 increased to 6.5 percent.
 - Article 33:
 - Life of agreement is two-years;
 - Effective July 1, 2017 through June 30, 2019; and
 - Any letters of agreement must be signed by the chief administrative officer, department head, human resources or designee, and the designated representatives of FOPPO to be valid.
- Letters of Agreement:
 - One-time lump sum payment of \$460 gross per pay period for each FOPPO member;
 - Lump sum for pay periods starting July 2, 2017 through December 2, 2017; 11 pay periods in total; and
 - If both parties ratify the new collective bargaining agreement by December 6, 2017, this shall be included on the December 12, 2017 paycheck.
- Ms. Coons-Chaffins appreciates everyone's hard work on the new agreement;
- Sheriff Myers fully supports the Collective Bargaining Agreement; and
- The agreement is within budget and fair to the employees.

Board discussion:

- Payroll is ready to launch the increase of benefits on December 12th;
- This will make Marion County more competitive with hiring; and
- The commissioners appreciate the success and leadership of the Sheriff's Office.

MOTION: Commissioner Cameron moved for approval of the ratification of Federation of Parole and Probation Officers (FOPPO) collective bargaining agreement for 2017-2019. Seconded by Commissioner Brentano; motion carried. A voice vote was unanimous.

**PUBLIC HEARINGS
9:30 A.M.**

None.

Commissioner Brentano read the calendar.
Commissioner Brentano adjourned the meeting at 9:28 a.m.



CHAIR

Not Present At Meeting

COMMISSIONER



COMMISSIONER

Board Sessions can be viewed on-line at <http://www.youtube.com/watch?v=VYF8Y6U7178>.