

BOARD OF COMMISSIONERS

MINUTES OF THE BOARD SESSION – Regular Session

Wednesday, August 31, 2016  
9:00 a.m.

Senator Hearing Room  
555 Court Street NE  
Salem, OR 97301

**PRESENT:** Commissioner Kevin Cameron and Commissioner Janet Carlson. Also present Bruce Armstrong as county counsel and Kristy Witherell as recorder.

**ABSENT:** Commissioner Sam Brentano

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

**PUBLIC COMMENT**

None.

**CONSENT**

*(Video Time 00:01:14)*

INFORMATION TECHNOLOGY

Approve the software maintenance agreement with Tyler Technologies, Inc. for the assessment and taxation system for \$161,705 through June 30, 2017.

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

**ACTION**

*(Video Time 00:01:54)*

BUSINESS SERVICES – HUMAN RESOURCES

1. Consider ratification of the Marion County Employee Association (MCEA) Collective Bargaining Agreement effective July 1, 2016, through June 30, 2020. – Colleen Coons-Chaffins

***Summary of Presentation:***

- 800 employees, including 100 temporary;
- Started bargaining in December 2015 after months of negotiations and mediations;
- Tentative agreement reached on July 22, 2016;
- Union ratified the contract on August 26, 2016;
- Marion County management team recommends approval with a few changes;

- Four year agreement effective 120 days from date of ratification with no retroactive clause;
- Minor change in Article 16 with the addition of annual performance evaluations and a floater position;
- Article 1 recognizes that temporary employees are part of the union;
- Article 3 updates dues deduction policy and process;
- Article 4 adds clarification language around worked and flexed hours;
- Article 6 removes the six month waiting period for a new employee's use of two personal holidays:
  - Section 4 and 6 cleans up the language on current practice with part-time employees.
- Article 7 increases annual vacation accrual rates:
  - 0-3 years employment adds 1 day;
  - 3-5 years employment adds 2 days; and
  - 5-10 years employment adds 1 day.
- Article 8 notes compliance with Oregon sick leave laws;
- Article 9 clarifies language for "other" leaves;
- Article 10 details the healthcare premium cap increases;
- Article 11 details a wage increase that includes a Cost Of Living Adjustment (COLA);
- Article 12 adds a Longevity step of 2.5% for those with 20 years or more of county service;
- Articles 13, 14, 16, 18 and 20 note that the changes do not apply to temporary employees;
- Article 21 adds language that clarifies the grievance and arbitration process;
- Article 22 clarifies personnel file language;
- Article 23 clarifies classification procedures;
- Article 25 details the process for filling of vacancies;
- Article 26 clarifies that trial service period does not apply to temporary employees;
- Article 27 clarifies language around layoffs;
- Article 31 job sharing does not apply to temporary employees;
- Article 33 changes length of contract to four years;
- Article 34 integrates language of term of agreement for temporary employees:
  - Floater position allows for county to address coverage and budget needs.

***Board discussion:***

- Floater position will be cross trained and may require higher compensation;
- There are five unions in the county and MCEA is the largest;
- Sets the standard for the other unions in Marion County;
- Appreciates the work that employees and management put into the union;
- Longevity 3:
  - Acknowledges the expertise of the person in their position.
- Waiving six month employment requirement so that new employees can use personal holidays if they get sick;
- Vacation accruals help employees with work/life balance;
- The increases equate to an additional \$9.8 million added to the county budget;
- Recognizes the employees in Marion County who haven't had step increases;

- Employees really matter to the board and their work is appreciated;
- Appreciates the 4 year contract;
- Gives employees predictability;
- Long term employees are recognized for their talent and experience; and
- The commissioners will be the first to sign the agreement.

**MOTION:** Commissioner Carlson moved for ratification of the Marion County Employee Association (MCEA) Collective Bargaining Agreement effective July 1, 2016, through June 30, 2020. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

*(Video Time 00:36:50)*

2. Consider ratification of the Marion County Oregon Nurses Association (ONA) Collective Bargaining Agreement effective July 1, 2016, through June 30, 2020. – Colleen Coons-Chaffins

***Summary of presentation:***

- Unit includes 17-20 employees at the Health Department;
- Article 6 removes six month waiting period for new employees to use two personal holidays;
- Article 7 increases annual vacation accrual rates:
  - 0-3 years employment adds 1 day;
  - 3-5 years employment adds 2 days; and
  - 5-10 years employment adds 1 day.
- Article 8 details compliance with new sick time laws;
- Article 10 details that premium caps will be raised to \$1,396;
- Article 12 adds Longevity step 3 for employees with 20 years or more of service;
- Article 33 changes length of contract to 4 years with no reopeners; and
- Upon ratification, a market review for all active classifications will be done by August 2018.

***Board discussion:***

- Wage impact is on the first paycheck after ratification.

**MOTION:** Commissioner Carlson moved for ratification of the Marion County Oregon Nurses Association (ONA) Collective Bargaining Agreement effective July 1, 2016, through June 30, 2020. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

*(Video Time 00:48:47)*

3. Consider approval of an order regarding compensation of unrepresented employees. – Colleen Coons-Chaffins

***Summary of presentation:***

- Approval of this order provides COLA to unrepresented and temporary employees;
- Effective day September 11, 2016; and
- Additional cost of \$5.5 million.

**Board discussion:**

- Traditionally, when the union employees get a COLA then so do unrepresented employees;
- Compensation Board recommended a 1.1 percent increase for commissioners; and
- Commissioners do not get the subsequent increases like management does.

**MOTION:** Commissioner Carlson moved for approval of an order regarding compensation of unrepresented employees. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

*(Video Time 00:56:18)*

4. Consider adoption of an ordinance amending the Marion County Personnel Rules by emergency procedure. – Colleen Coons-Chaffins

**Summary of presentation:**

- Language around personal holidays cleaned up;
- Changes to show faster vacation accruals in years three and five;
- Longevity Step 3 added at 2.5 percent for employees with twenty years or more of service; and
- Further clarifying language added to applicable steps for temporary employees and the glossary.

**MOTION:** Commissioner Carlson moved for approval for the chair to read the ordinance by title only twice. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

Commissioner Cameron read the ordinance by title only twice.

**MOTION:** Commissioner Carlson moved for adoption of an ordinance amending the Marion County Personnel Rules by emergency procedure. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

*(Video Time 01:02:27)*

**PUBLIC WORKS**

5. Consider approval recertifying Marion County in Community Rating Systems on National Flood Insurance Program. – Brandon Reich

**Summary of presentation:**

- The county participates in the National Flood Insurance Program (NFIP) as most counties do;
- Marion County is a class 6 county:
  - Class 10 is entry level and class 1 is the best;
  - Residents save 20 percent on flood insurance premiums;
  - Residents outside of floodplains save 10 percent;
  - Over \$70 million insured structures/contents;
  - Savings of over \$53,000 for county residents; and

- Average savings of \$160/flood policy.
- Almost 50 percent reduction by having a two foot building requirement;
- Flood insurance is different than standard homeowner's insurance;
- Regular insurance does not cover flood insurance;
- A discount from the county can help homeowners recoup financing expenses;
- County credited activities include:
  - Drainage way maintenance;
  - Emergency operations plan;
  - Natural hazards plan;
  - High standard for building codes;
  - Floodplain ordinance;
  - Stream regulations;
  - Erosion and sedimentation control;
  - Outreach activities; and
  - Flood information maintenance/availability.
- Can improve rating by acquiring more homes in the flood plain;
- Class 5 is 250 points away;
- New mapping and watershed master plans with other jurisdictions can help earn points; and
- Floodplain mapping is going to change in the near future.

***Board discussion:***

- City of Salem is also participating;
- Possible to get Council of Governments (COG) involved to help smaller cities participate;
- A lot of flooding in Louisiana:
  - If the damage exceeds 50 percent of the value of the home prior to the damage then home has to be rebuilt to current codes; and
  - When flooding happens then county inspectors will contact residents to notify them of possible assistance.
- More important to do the projects that are right for the citizens versus trying to go after points.

**MOTION:** Commissioner Carlson moved for approval recertifying Marion County in Community Rating Systems on National Flood Insurance Program. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

*(Video Time 01:23:30)*

**SHERIFF'S OFFICE**

6. Consider approval of a resolution amending the Marion County Jail Capacity Management Plan. – Sheriff Jason Myers, Bruce Armstrong

***Summary of presentation:***

- Helps manage the jail population;
- Last amended December 2014:

- Population set for 415 beds at that time; and
- When 97 percent capacity reached, then the plan is implemented.
- Revision is specific to male and female populations;
- Female and male populations at 97 percent is equivalent to:
  - 63 females; and
  - 340 males.
- Minor language modifications;
- Allows for flexibility at peak hours;
- Cannot mix male and female inmates; and
- Does not include transition center.

***Board discussion:***

- There has been discussion about increasing jail capacity, but with the other programs that are in the works, the current plan is manageable:
  - Diverting those who are mentally ill away from the jail and helping them find community resources; and
  - Pre-trial releases that manage offenders in community based programs.

**MOTION:** Commissioner Carlson moved for approval of a resolution amending the Marion County Jail Capacity Management Plan. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

*(Video Time 01:34:24)*

7. Consider approval of an order establishing and revising the Marion County Sheriff's Office fees for certain reviews, permits and records. – Sheriff Jason Myers

***Summary of presentation:***

- Nominal increases in fees;
- Time and energy involved with completing tasks such as background checks for OLCC applications;
- Covers costs associated with public record requests;
- Recommends fee increase to cover supply cost and employee cost; and
- In alignment with other counties and their fees.

**MOTION:** Commissioner Carlson moved for approval of an order establishing and revising the Marion County Sheriff's Office fees for certain reviews, permits and records. Seconded by Commissioner Cameron; motion carried. A voice vote was unanimous.

**PUBLIC HEARINGS**

**9:30 A.M.**

None.

Commissioner Cameron read the calendar.  
Commissioner Cameron adjourned the meeting at 10:50 a.m.



CHAIR

Not Present At Meeting

COMMISSIONER



COMMISSIONER

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