

METROPOLITAN EXPOSITION-RECREATION COMMISSION

RESOLUTION NO. 03-06

For the purpose of establishing a MERC employee-paid parking program and including MERC employees in the Metro Transportation Demand Management (TDM) program.

Whereas, upon completion of the Oregon Convention Center Expansion, it will be necessary to use the employee parking lot for exhibitor parking; and

Whereas, the expanded facility includes a new parking facility for paid parking; and

Whereas, the Metro Auditor has recommended that OCC charge employees for parking; and

Whereas, the Metro TDM program reduces use of the automobile; and

Whereas, maintenance of standards clauses exist in two collective bargaining agreements; and

Whereas, MERC believes that employee-paid parking is fair, reasonable and in the public interest,

THEREFORE BE IT RESOLVED:

1. Effective April 1, 2003, full-time, unrepresented MERC employees who work at OCC and who wish to park in the OCC parking lot shall pay for parking on the following terms and conditions:
 - a. All full-time MERC employees hired prior to January 1, 2003, who perform work at the Oregon Convention Center and who wish to park at OCC shall pay \$20 per month for a parking space in the OCC parking lot. Employees shall be permitted to make a pre-tax payroll deduction of \$20.00 per month for parking (\$10.00 on the 10th of the month paycheck and \$10.00 on the 25th of the month paycheck). These employees will be receiving the equivalent of a \$45.00 tax-free fringe benefit, and the Commission hereby adopts this benefit as an official part of these employees' compensation.
 - b. All full-time MERC employees hired after December 31, 2002 who perform work at the Oregon Convention Center and who wish to park at OCC shall pay \$65 per month for a parking space in the OCC parking lot. Employees shall be permitted to make a pre-tax payroll deduction of \$65.00 per month for parking (\$32.50 on the 10th of the month paycheck and \$32.50 on the 25th of the month paycheck).
2. Effective April 1, 2003, part-time, unrepresented MERC employees and part-time employees represented by IATSE B-20 and AFSCME 3580-1 who work at OCC and who wish to park at MERC-managed parking facilities shall purchase non-in and out passes, on a first come, first served basis, for \$2.00 per shift.

These employees will be receiving parking at a price that is lower than the price available to the public generally, and the Commission hereby adopts this tax-free fringe benefit as an official part of these employees' compensation.

3. Employees represented by the American Federation of State, County, and Municipal Employees (AFSMCE) local 3580-1 have voted to accept the terms and conditions of the parking program. The International Union of Operating Engineers (IUOE) local 701 is covered by an existing collective bargaining agreement and shall continue to receive employer-paid parking until the expiration of agreement.

4. Employees represented by International Longshore and Warehouse Union (ILWU) Local 28 are currently engaged in collective bargaining with MERC, and have accepted the terms and conditions of the parking program for full-time employees. Part-time employees represented by ILWU are currently engaged in collective bargaining and the terms and conditions of the parking program shall be developed through the collective bargaining process.


5. Effective April 1, 2003, MERC employees shall be eligible to participate in Metro's TDM program.

6. The General Manager may increase from time to time the parking fees paid by employees. Employees in the parking program will cover the increases through increases in their payroll deductions

Passed by the Commission on February 26, 2003.

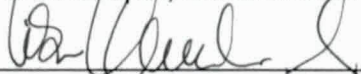


Chair



Secretary-Treasurer

Approved As To Form:
Daniel B. Cooper, General Counsel

By: 

Senior Assistant Counsel

MERC STAFF REPORT

Agenda Item/Issue: Consideration of resolution to establish a MERC employee-paid parking program and include MERC employees in the METRO TDM program

Resolution No.: 03-06

Date: February 26, 2003

Background: Upon completion of the Oregon Convention Center Expansion in April, 2003, the parking area currently used by employees will become a parking area for convention exhibitors, and thus no longer available to employees. The expansion of the OCC includes a new parking facility built to accommodate paid parking. The new parking facility will be available to employees as well as exhibitors and convention attendees.

In addition to the current employee parking lot being used for exhibitors, the Metro auditor has recommended that employees pay for their personal parking.

Employee paid parking will assist in offsetting the construction cost of the new parking structure, which is \$22,500 per parking space. Presuming every space is filled every day at \$8.00 per space it would take in excess of 11 years to pay for the parking. Obviously, all spaces will not be filled everyday, 365 days a year. The construction cost figures do not include the ongoing labor and maintenance costs for garage operation.

The MERC General Manager, OCC Executive Director and Human Resources Manager began meeting with MERC unions in August 2002 (AFSCME 3580-1, IUOE 701, ILWU 28 and IATSE B-20) to discuss the need for this upcoming change. We explored a number of ways to "grandfather" current employees. December 2002, we made a formal proposal to the unions which included a tax-free fringe benefit combined with pre-tax payroll deduction which benefited current employees more than other ideas we explored:

Full-time represented and non-represented employees – Effective April 1, 2003:

1. A tax free parking fringe benefit of \$45.00;
2. A pre-tax payroll deduction of \$20.00 per month for parking (\$10.00 on the 10th paycheck and \$10.00 on the 25th paycheck);
3. As parking fees are increased (subject to approval of the General Manager) all employees in the parking program will cover the increases in the pre-tax program;
4. Employees will have in and out privileges in the OCC parking garage;
5. Employees will be entitled to enroll in Metro's TDM (Transportation Demand Management-brochure attached) program;
 - MAX and bus tickets for work related meetings
 - Car pool benefits
 - Walk or bike to work benefits
 - Emergency ride home program
6. Employees will continue to be enrolled in the Lloyd District Passport Program (subsidized transit passes) until such time as the program terminates or MERC opts out of the program; and
7. The parking program is voluntary and employee will elect to sign up or drop the program in accordance with the employee's personal parking needs.

Part-time represented and non-represented employees – Effective April 1, 2003:

1. Part-time employees may purchase passes at a MERC managed parking facility for \$2.00 per shift on a first come first served basis; and
2. Due to space limitations, in and out privileges are not available for part-time Employees.

Future represented and non-represented employees

All employees hired after January 1, 2003 will pay the full cost of the parking Program in pre-tax dollars.

Represented employees

AFSCME 3580-1, IUOE 701, ILWU 28 have "maintenance of standards" clauses in their collective bargaining agreements. The effect of a maintenance of standard clause is that employees represented by these unions may continue to receive free parking until their respective collective bargaining agreements expire. The expiration dates of collective bargaining agreements with these clauses are: AFSCME - June 2004; IUOE - June 2003; ILWU is currently in bargaining.

We have offered these unions the proposal contained in this staff report. To date they have declined our offer. Union Leadership is discussing the proposal with their membership. These unions have been given notice that fully paid parking will be a management priority when their contracts are renegotiated.

This resolution affects non-represented full and part-time employees, members of IATSE B-20 and Aramark employees.

Volunteers

Volunteers will continue to enjoy free parking.

Expo Employees

Employees working at Expo are exempt from this resolution at this time because there is no public transportation to Expo with a dependable or consistent schedule.

Fiscal Impact

MERC has approximately 120 full time employees; 90 hired prior to January 1, 2003 and 30 hired after January 1, 2003 and 150-175 part-time employees. A firm number will be available April 1, 2003 as determined by parking program subscribers. Based on the number of parking participants, it is anticipated that parking revenue will increase \$30,000. This increase will be offset by an increase in fringe benefits costs of \$12,150. As such, this proposed change will generate a net cash flow of \$18,750.

The increase in fringe benefit costs will not require an increase in appropriation. It is anticipated that savings in fringe benefit costs from existing operations will cover the additional fringe benefits costs related to this new program.