



City of Oregon City

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Staff Report

File Number: 13-382

Agenda Date: 6/19/2013

Status: Consent Agenda

To: City Commission

Agenda #: 8e.

From: Human Resources Director Jim Loeffler

File Type: Contract

SUBJECT:

Collective Bargaining Agreement between the City of Oregon City and the Oregon City Police Employees Association for the Period July 1, 2013 - June 30, 2016.

RECOMMENDED ACTION (Motion):

Staff recommends that the City Commission ratify the proposed collective bargaining agreement between the City of Oregon City and Oregon City Police Employees Association for the period of July 1, 2013 - June 30, 2016.

BACKGROUND:

The following terms were negotiated and ratified by the OCPEA members.

Three year contract

July 1, 2013 - June 30, 2014

Wages:

Effective July 1, 2013 COLA 3% increase

Effective July 1, 2014 COLA 2% increase

Effective July 1, 2015 COLA 2% increase

Salary change: SGT salary range is modified effective August 1, 2014 from six steps to three step due to continuing salary compression issues with Police Officer.

Sick Leave Incentive: Sick leave accrual is reduced to ten (10) hours per month from twelve (12) hours per month. Any employee who uses less than forty (40) hours of sick leave in a calendar year will be granted two work days (twenty work hours) off to be scheduled such as compensatory time or vacation.

Housekeeping/Process: Various wording, titles and dates changed throughout the contract to keep current and consistent.

BUDGET IMPACT:

FY(s): 2013-15 \$ (Increase of \$307,045 cost of compensation over the three years of the contract.

Figure assumes the same benefit rate over three years.)

Funding Source: Twelve (12) funds throughout the City budget