



# City of Oregon City

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## Staff Report

File Number: 16-434

**Agenda Date:** 7/20/2016

**Status:** Consent

**To:** City Commission

**Agenda #:** 8b.

**From:** Human Resources Director Jim Loeffler

**File Type:** Report

### **SUBJECT:**

Oregon City Police Employees Association Collective Bargaining Agreement for the Period July 1, 2016 - June 30, 2019

### **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 (OCPEA) for the period of July 1, 2016 - June 30, 2019.

### **BACKGROUND:**

The following terms were negotiated in good faith. OCPEA members ratified the agreement on June 22, 2016.

#### **Three year contract**

July 1, 2016 - June 30, 2019

#### **Wages:**

Effective July 1, 2016 COLA 3% increase

Effective July 1, 2017 COLA 2% increase

Effective July 1, 2018 COLA 2% increase

**Salary change:** Police Office salary was identified as below market of the City's comparable jurisdiction. To correct this inequality, the City proposed to add a 4% step to the Police Office salary range and remove the first step from the Police Office salary range. SGT salary range was directly affected by the change to Police Officer salary range.

**Deferred Compensation:** The City will contribute three percent (3%) of base salary into a 401(a) deferred compensation plan.

**Vacation Cash Out:** Employees have the option to cash out 40 hours of vacation once each calendar year.

**Compensatory Time language:** The Association agreed to changes in compensatory time language which favors management and cost accounting.

**BUDGET IMPACT:**

Amount: \$530,000, \$396,000, \$383,000

FY(s): 20016-17, 2017-18, 2018-19

Funding Source: General Fund with the FY(s) 2017-18 and 2018-19 assume no change in health insurance costs.