



# City of Oregon City

625 Center Street  
Oregon City, OR 97045  
503-657-0891

## Staff Report

File Number: 19-414

**Agenda Date:** 7/17/2019

**Status:** Consent Agenda

**To:** City Commission

**Agenda #:** 8e.

**From:** Human Resources Director Patrick Foiles

**File Type:** Report

### **SUBJECT:**

Oregon City Police Employees Association (OCPEA) Collective Bargaining Agreement for the Period July 1, 2019 - June 30, 2022

### **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, 2019 - June 30, 2022.

### **BACKGROUND:**

The following terms were negotiated in good faith. OCPEA members ratified the agreement on June 24, 2019.

#### **Three-year contract**

July 1, 2019 - June 30, 2022

#### **Wages:**

Effective July 1, 2019 COLA 3% increase

Effective July 1, 2020 COLA 3% increase

Effective July 1, 2021 COLA 2.5% increase

#### **Voluntary Wellness Incentive**

The parties agreed to a wellness program where employees are eligible to receive a financial incentive to complete a physical fitness test that verifies a strong level of fitness and to participate in annual mental health visits.

#### **Discipline and Discharge**

Officers will be provided an opportunity to review any audio/video related to a critical incident prior to being ordered to give a statement.

### **BUDGET IMPACT:**

Amount: \$172,000, \$176,000, \$151,000

FY(s): 2019-20, 2020-21, 2021-22

Funding Source: General Fund with the FY(s)