



# City of Oregon City

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## Staff Report

File Number: 19-573

**Agenda Date:** 10/16/2019

**Status:** Consent Agenda

**To:** City Commission

**Agenda #:** 8f.

**From:** Human Resources Director Patrick Foiles

**File Type:** Contract

### **SUBJECT:**

American Federation of State, County and Municipal Employees (AFSCME) 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 AFSCME (American Federation of State, County and Municipal Employees Union) Local 350-2, Council 75 for the period of July 1, 2019 - June 30, 2022.

### **BACKGROUND:**

The following terms were negotiated in good faith. AFSCME members ratified the agreement on September 26, 2019.

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

July 1, 2019 - June 30, 2022

#### **Wages:**

Effective July 1, 2019 COLA 3.0% increase

Effective July 1, 2020 COLA 3.0% increase

Effective July 1, 2021 COLA 2.75% increase

#### **Article 7 - Personnel Records**

Written reprimands may be removed from an employees personnel file after 3 years.

#### **Article 12 - Tool and Boot Reimbursement**

Increased boot reimbursement from \$275 to \$325 during a 24-month period and employees may now use funds for orthotics.

#### **Article 26 - Layoff**

The parties agreed to updated language that clarifies how layoffs, bumping and recall rights would be administered.

**BUDGET IMPACT:**

Amount: \$177,568, \$182,895, \$172,683

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

Funding Source: General Fund with the FY(s)