



Special Session

SPS

Milwaukie City Council



MINUTES
MILWAUKIE CITY COUNCIL
 www.milwaukieoregon.gov

SPECIAL SESSION
 OCTOBER 29, 2015
 City Hall Conference Room

Mayor Gamba called the Special Session to order at 6:00 p.m.

Council Present: Council President Lisa Batey and Councilors Scott Churchill (phone), Wilda Parks, and Karin Power

Staff Present: City Manager Bill Monahan, City Recorder Pat DuVal, Assistant to the City Manager Mitch Nieman, and Human Resources Director Gary Rebello

Approve the 2015-2018 Collective Bargaining Agreement between the City and the American Federation of State, County, and Municipal Employees (AFSCME) Local 350-5 – Resolution

Mr. Rebello reported that the City and AFSCME had tentatively agreed on a collective bargaining agreement and that the union membership had voted to ratify the proposed agreement. He noted that should Council ratify the agreement a signing ceremony would be held during the November 3, 2015, Work Session.

It was moved by Councilor Parks and seconded by Council President Batey to ratify the labor agreement. Motion passed with the following vote: Councilors Churchill, Batey, Parks, and Power and Mayor Gamba voting “aye.” [5:0]

RESOLUTION NO. 99-2015:

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF MILWAUKIE, OREGON, AUTHORIZING THE MAYOR, CITY MANAGER, AND HUMAN RESOURCES DIRECTOR TO ENTER INTO AN AGREEMENT WITH THE AMERICAN FEDERATION OF STATE, COUNTY, AND MUNICIPAL EMPLOYEES (AFSCME) LOCAL 350-5 FOR A THREE-YEAR COLLECTIVE BARGAINING AGREEMENT.

Mr. Rebello explained that many of the language changes were made because the contract had not been negotiated in over five years.

Councilor Parks, Mr. Monahan, and Mr. Rebello noted that Council would consider compensation and holiday adjustments for unrepresented City employees at the November 17, 2015, Regular Session.

Mayor Gamba adjourned the Special Session at 6:06 p.m.

Respectfully submitted,

Scott S. Stauffer, Administrative Specialist II

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**MILWAUKIE CITY COUNCIL
SPECIAL & STUDY SESSIONS**

City Hall Conference Room
10722 SE Main Street
www.milwaukieoregon.gov

**REVISED AGENDA
OCTOBER 29, 2015**
(2nd Revision – October 29, 2015)
**Please note Agenda Item
Time and Order changes.**

A light dinner will be served.

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Special Session (added to the Agenda October 28, 2015)

- 1. 6:00 p.m. Approve the 2015-2018 Collective Bargaining Agreement between the City and the American Federation of State, County, and Municipal Employees (AFSCME) Local 350-5 – Resolution** **1**
Staff: Gary Rebello, Human Resources Director
- 2. 6:15 p.m. Adjourn Special Session**

Study Session

- 1. 6:15 p.m. Reroofing the Old Fire Station Building** **1**
Staff: Gary Parkin, Public Works Director
- 2. 6:30 p.m. Wildlife Management at Riverfront Park** **7**
Staff: Mitch Nieman, Assistant to the City Manager
(Attachment 5 added to the Packet October 28, 2015)
- 3. 6:45 p.m. Holiday Lighting Plan** **52**
Staff: Mitch Nieman, Assistant to the City Manager
- 4. 7:00 p.m. No Smoking at Parks and City-Owned Property** **54**
Staff: Mitch Nieman, Assistant to the City Manager
- 5. 7:15 p.m. 2016 Sunday Parkways** (added to the Agenda October 28, 2015) **62**
Staff: Mitch Nieman, Assistant to the City Manager
- 6. 7:30 p.m. Downtown Code Enforcement** **4**
(revised to Agenda Item #6 on October 29, 2015)
Staff: Denny Egner, Planning Director
- 7. 8:00 p.m. Adjourn Study Session**

Meeting Information

The time listed for each item is approximate; the actual time each item is considered may change due to the length of time devoted to previous items. The Council may vote in Work Session on non-legislative issues.

Public Notice

Executive Sessions: The Milwaukie City Council may meet in Executive Session immediately following adjournment pursuant to ORS 192.660(2). All Executive Session discussions are confidential and those present may disclose nothing; representatives of the news media may attend as provided by ORS 192.660(3) but must not disclose any information discussed. Executive Sessions may not be held for the purpose of taking final actions or making final decisions and they are closed to the public.

The Council requests that mobile devices be set on silent or turned off during the meeting.

The City of Milwaukie is committed to providing equal access to information and public meetings per the Americans with Disabilities Act. For special accommodations, please call 503-786-7502 or email ocr@milwaukieoregon.gov at least 48 hours prior to the meeting.



MILWAUKIE CITY COUNCIL
AGENDA ITEM SUMMARY

Agenda Item: **SPS 1.**
Meeting Date: **Oct. 29, 2015**

Title: **Approval of the successor collective bargaining agreement with AFSCME Local 350-5**

Prepared By: Gary Rebello, Human Resources Director

City Manager Approval: Bill Monahan

Approval Date: October 28, 2015

ISSUES BEFORE COUNCIL

To pass a motion authorizing the Mayor, City Manager and Human Resource Director to enter into an agreement with AFSCME Local 350-5 for a three year collective bargaining agreement.

STAFF RECOMMENDATION

Staff recommends approval of the motion.

KEY FACTS & INFORMATION SUMMARY

The collective bargaining agreement with AFSCME Local 350-5 expired June, 30, 2015. A new three year agreement has been ratified by the Union membership and tentatively agreed to by the City's bargaining team.

OTHER ALTERNATIVES CONSIDERED

None.

CITY COUNCIL GOALS

FISCAL NOTES

The collective bargaining agreement is over budget by about an average of \$100,000 per each year of the three year agreement.

ATTACHMENTS

1. AFSCME Local 350-5 tentative agreement summary
2. Resolution

Attachment 1

AFSCME Local 350-5
Summary of Tentative Agreement – 10/23/2015

| | |
|-------------------------------------|---|
| Article 1 – Recognition | Extend notification period for new classifications (10 to 14 days) |
| Article 2 – Management Rights | Current Contract Language (including Contracting Out) |
| Article 3 – Employee Rights | Minor language clean-up – Job Postings |
| Article 4 – Union Rights | Add maintenance of membership Allow up to 30 minutes for union member orientation of new hires |
| Article 5 – Non-Discrimination | Current Contract Language |
| Article 6 – Hours of Work | Add Public Works 9/80 alternate schedule (was annual MOU) Extend notice periods for temporary schedule changes (3 to 5 days) and regular schedule changes (3 to 10 days) Add EOC staff as essential personnel |
| Article 7 – Wages | 7/1/2015 2.5% Cost of Living Adjustment (COLA) 7/1/2016 2.5% COLA 7/1/2017 2.5% COLA Market adjustments effective 7/1/2015 of: 2.5% for Utility Worker I, Sign Maintenance Technician and Landscape Maintenance Worker; 2.5 % for Mechanic; 5.0% for Permit Technician |
| Article 8 – Additional Comp | Add 5% premium for Direct Responsible Charge (DRC) effective 7/1/2015 |
| Article 9- Overtime/CTO | Language clarification regarding electronic remote response |
| Article 10 – Seniority | Current Contract Language |
| Article 11 – Vacations and Holidays | Include Library vacation scheduling (was Appendix C) Holidays as a standalone article Christmas Eve - Add four (4) hours holiday pay for the second half of the day when Christmas falls on a Tuesday through Friday |
| Article 12 – Leaves | Language clarification |
| Article 13 – Benefits | Maintain 85/15 split on health premiums Re-opener on Article 13.A.1.a(1) Health Insurance if excise tax triggered Retirement as a standalone article Increase boot reimbursement from \$240 to \$300 every two years Add reimbursement of up to \$150 for prescription safety glasses every year |

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|---|---|
| Article 14 – Layoff | Language clarification regarding bumping eligibility and training |
| Article 15 – Discipline & Discharge | Current Contract Language |
| Article 16 – Grievance and Arbitration | Current Contract Language |
| Article 17 – Effect of Personnel Rules | Language clarification |
| Article 18 – Savings/Waiver of Bargaining | Current Contract Language |
| Article 10 – Funding | Current Contract Language |
| Article 20 – Term | Three years |



CITY OF MILWAUKIE

"Dogwood City of the West"

Resolution No.

A resolution of the City Council of the City of Milwaukie, Oregon, authorizing the Mayor, City Manager, and Human Resources Director to enter into an agreement with the American Federation of State, County, and Municipal Employees (AFSCME) Local 350-5 for a three-year collective bargaining agreement.

WHEREAS, the City is honorably served by the men and women represented by AFSCME Local 350-5; and

WHEREAS, the current contract between the City and AFSCME Local 350-5 expired June 30, 2015; and

WHEREAS, the City and representatives of AFSCME Local 350-5, in consultation with the City Council, have negotiated a new three-year contract.

Now, Therefore, be it Resolved by the City Council of the City of Milwaukie, Oregon, that the Mayor, City Manager, and Human Resources Director are authorized to enter into an agreement with AFSCME Local 350-5 for a three-year collective bargaining agreement.

Introduced and adopted by the City Council on **October 29, 2015**.

This resolution is effective on **October 29, 2015**.

Mark Gamba, Mayor

ATTEST:

APPROVED AS TO FORM:
Jordan Ramis PC

Pat DuVal, City Recorder

City Attorney