



# CITY OF SALEM

585 Liberty St SE  
Salem, OR 97301

## Staff Report

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File #: 17-46

Version: 1

Date: 2/13/2017

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**TO:** Mayor and City Council  
**THROUGH:** Steve Powers, City Manager  
**FROM:** Mina Hanssen, Human Resources Director

**SUBJECT:**

Collective bargaining agreement between the City and 911 Professional Communications Employees' Association (PCEA).

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

**ISSUE:**

Shall the City Council approve a three-year collective bargaining agreement between the City and 911 Professional Communications Employees' Association (PCEA) for a period from July 1, 2016, through June 30, 2019.

**RECOMMENDATION:**

Approve a three-year collective bargaining agreement between the City and 911 Professional Communications Employees' Association (PCEA) for a period from July 1, 2016, through June 30, 2019.

**SUMMARY AND BACKGROUND:**

The City began negotiations with PCEA on February 17, 2016. A final tentative agreement on a three-year contract was reached on December 21, 2016. The chief negotiator for employees represented by PCEA notified the City on January 17, 2017, of the members' ratification of the tentative agreement.

**FACTS AND FINDINGS:**

1. The principle features of the successor agreement are as follows:

- A. Terms of Agreement: Three years commencing on July 1, 2016, through June 30, 2019.
- B. Wage Increase:
  - a. Year 1 of agreement: Effective July 1, 2016, three percent (3%) for Call Taker, Communications Specialist I, Communications Specialist II, and Communications Specialist III.
  - b. Year 2 of agreement: Effective July 1, 2017, three percent (3%) for Call Taker, Communications Specialist I, Communications Specialist II, and Communications Specialist III.
  - c. Year 3 of agreement: Effective July 1, 2018, three percent (3%) for Call Taker, Communications Specialist I, Communications Specialist II, and Communications Specialist III.
- C. Collective Bargaining Agreement: The agreement is posted online at:  
<http://www.cityofsalem.net/Departments/HumanResources/Pages/PoliciesandContracts>.

2. The approximate financial impact of this recommended settlement:

Year 1: \$128,642  
Year 2: \$269,849  
Year 3: \$417,673

The approximate total financial impact is \$816,164. Total costs associated with the first year of the agreement will be absorbed within the FY 2017 Willamette Valley Communications Center Fund budget.

Mina Hanssen  
Human Resources Director

Attachments:  
None.