



# CITY OF SALEM

585 Liberty St SE  
Salem, OR 97301

## Staff Report

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File #: 17-333

Version: 1

Date: 6/26/2017

Item #: 3.3k.

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

**SUBJECT:**

Collective bargaining agreement with City Attorney's Collective Bargaining Unit (SCABU).

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 Salem City Attorney's Collective Bargaining Unit (SCABU) for July 1, 2017, through June 30, 2020.

**RECOMMENDATION:**

Approve a three-year collective bargaining agreement between the City and Salem City Attorney's Collective Bargaining Unit (SCABU) for July 1, 2017, through June 30, 2020.

**SUMMARY AND BACKGROUND:**

The City began negotiations [for a successor agreement](#) with SCABU on February 15, 2017. A final tentative agreement on a three-year contract was reached on June 14, 2017. SCABU has ratified the tentative agreement.

**FACTS AND FINDINGS:**

The agreement is for July 1, 2017, through June 30, 2020.

For year one of the agreement the City adjusted the pay plan as contained in Appendix A of the contract. Employees will be assigned to the closest pay step on the new plan without a reduction in pay upon contract inception. Upon ratification of the contract by the parties, all employees will be

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moved up one step in the new pay plan.

For year two of agreement, effective July 1, 2018, the City will adjust the pay plan two and a quarter percent (2.25%). For year three of agreement, effective July 1, 2019, the City will adjust the pay plan two and a quarter percent (2.25%).

The agreement is posted online at

[<http://www.cityofsalem.net/Pages/pay-plans-and-labor-contracts.aspx>](http://www.cityofsalem.net/Pages/pay-plans-and-labor-contracts.aspx)

The approximate financial impact of this recommended agreement:

Year 1: \$57,804

Year 2: \$76,994

Year 3: \$99,827

The approximate total financial impact is \$234,625. Total costs associated with the first year of the agreement are included in the Legal Department's FY 2018 budget.

Mina Hanssen  
Human Resources Director

Attachments:

1. None.