



Staff Report

File #: 17-333

Version: 1

Date: 6/26/2017

Item #: 3.3k.

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

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.