



CITY OF SALEM

585 Liberty St SE
Salem, OR 97301

Staff Report

File #: 19-277

Version: 1

Date: 6/10/2019

Item #:

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 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, 2019, through June 30, 2022?

RECOMMENDATION:

Approve a three-year collective bargaining agreement between the City and 911 Professional Communications Employees' Association (PCEA) for a period from July 1, 2019, through June 30, 2022.

SUMMARY AND BACKGROUND:

The City began negotiations with PCEA on January 30, 2019 for a successor collective bargaining agreement. The chief negotiator for employees represented by PCEA notified the City on May 30, 2019, 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, 2019, through June 30, 2022.
 - B. Wage Increase:
 - Effective July 1, 2019, each step of the salary schedule for Call Taker will be increased by three percent (3%).
 - Year 1 of agreement: Effective July 1, 2019, three percent (3%) for Call Taker, Communications Specialist I, Communications Specialist II, and Communications Specialist III.
 - Year 2 of agreement: Effective July 1, 2020, three percent (3%) for Call Taker, Communications Specialist I, Communications Specialist II, and Communications Specialist III.
 - Year 3 of agreement: Effective July 1, 2021, 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:
[<https://www.cityofsalem.net/hrdocs/pcea-labor-contract.pdf>](https://www.cityofsalem.net/hrdocs/pcea-labor-contract.pdf)
2. The approximate financial impact of this recommended settlement for the duration of the agreement is as follows:

Year 1: \$188,420
Year 2: \$348,630
Year 3: \$539,620

The approximate total financial impact is \$1,076,670. Total costs associated with the first year of the agreement will be absorbed within the FY 2020 budget. If the department is unable to generate savings sufficient to cover the total cost of the agreement in the FY 2020 budget, it may be necessary to make up the shortfall from contingency funds.

Mina Hanssen
Human Resources Director