

## Legislation Details (With Text)

**File #:** 18-472      **Version:** 1

**Type:** Action Item      **Status:** Withdrawn

**In control:** City Council

**On agenda:** 11/13/2018      **Final action:** 10/8/2018

**Title:** Collective Bargaining Agreement between the City and American Federation of State, County and Municipal Employees (AFSCME).

Ward(s): All Wards  
Councilor(s): All Councilors  
Neighborhood(s): All Neighborhoods

**Sponsors:****Indexes:****Code sections:****Attachments:**

Date	Ver.	Action By	Action	Result
10/8/2018	1	City Council	withdrawn	

**TO:** Mayor and City Council

**THROUGH:** Steve Powers, City Manager

**FROM:** Mina Hanssen, Human Resources Director

**SUBJECT:**

Collective Bargaining Agreement between the City and American Federation of State, County and Municipal Employees (AFSCME).

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 American Federation of State, County and Municipal Employees (AFSCME), for a period from July 1, 2018, through June 30, 2021?

**RECOMMENDATION:**

Approve a three-year collective bargaining agreement between the City and American Federation of

State, County and Municipal Employees (AFSCME), for a period from July 1, 2018, through June 30, 2021.

## **SUMMARY AND BACKGROUND:**

The City began negotiations with AFSCME on March 9, 2018, for a successor collective bargaining agreement. A final tentative agreement on a three-year contract was reached during mediation on August 24, 2018. The employees represented by AFSCME ratified the agreement on October 1, 2018.

## **FACTS AND FINDINGS:**

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

A. Term of Agreement: Three years commencing on July 1, 2018, through June 30, 2021.

B. Wage Increase:

Year 1 of agreement:

- Effective and retroactive to July 1, 2018, each step of the wage scale in Appendix A for AFSCME members will be increased by two and one-quarter percent (2.25%).
- Effective upon ratification of the successor agreement, certification and incentive pay changes for select Fleet/Building & Safety classifications.

Year 2 of agreement:

- Effective July 1, 2019, each step of the wage scale in Appendix A for AFSCME members will be increased by two and three-quarter percent (2.75%).
- Effective July, 1, 2019, ten job classifications will receive a selective salary adjustment.

Year 3 of agreement:

- Effective July 1, 2020, each step of the salary schedule for AFSCME members will be increased by two and three-quarter percent (2.75%).
- Effective January 1, 2020, four job classifications will receive a selective salary adjustment.

D. Life Insurance:

- Effective January 1, 2019, life insurance coverage will increase to \$50,000 per employee.

E. Collective Bargaining Agreement: The agreement is available online at:

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

2. The approximate financial impact of this recommended settlement for the duration of the agreement is as follows:

Year 1: \$1,123,665  
Year 2: \$2,686,756  
Year 3: \$4,232,366

The approximate total financial impact over the life of the contract is \$8,042,787. It is anticipated the departments will absorb the additional first year cost in its FY 2018-19 budgets. If the cost cannot be absorbed, staff will return late in the fiscal year with a transfer request from contingencies.

Mina Hanssen  
Human Resources Director