



## Legislation Details (With Text)

**File #:** 23-247      **Version:** 1

**Type:** Action Item      **Status:** Passed

**In control:** City Council

**On agenda:** 6/26/2023      **Final action:** 6/26/2023

**Title:** Collective bargaining agreement between the City and Salem City Attorneys Bargaining Unit (SCABU).

Ward(s): All Wards  
 Councilor(s): All Councilors  
 Neighborhood(s): All Neighborhoods  
 Result Area(s): Good Governance.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:**

Date	Ver.	Action By	Action	Result
6/26/2023	1	City Council	approved	Pass

**TO:** Mayor and City Council

**THROUGH:** Keith Stahley, City Manager

**FROM:** Krishna Namburi, Deputy City Manager  
 Michele Bennett, Human Resources Division Manager

**SUBJECT:**

Collective bargaining agreement between the City and Salem City Attorneys Bargaining Unit (SCABU).

Ward(s): All Wards  
 Councilor(s): All Councilors  
 Neighborhood(s): All Neighborhoods  
 Result Area(s): Good Governance.

**SUMMARY:**

The City began negotiations with SCABU on March 16, 2023, for a successor collective bargaining agreement. A final tentative agreement for a three-year contract was reached during negotiations on April 20, 2023. The employees represented by SCABU ratified the agreement on June 7, 2023.

**ISSUE:**

Shall the City Council approve a three-year successor collective bargaining agreement between the

City and Salem City Attorneys Collective Bargaining Unit (SCABU) effective July 1, 2023, through June 30, 2026?

**RECOMMENDATION:**

Approve a three-year successor collective bargaining agreement between the City and Salem City Attorneys Collective Bargaining Unit (SCABU) effective July 1, 2023, through June 30, 2026.

**FACTS AND FINDINGS:**

The principal features of the successor agreement are as follows:

1. Term of Agreement: Three years commencing on July 1, 2023, through June 30, 2026.
2. Wage Increase:  
  
Year 1 of agreement: Effective July 1, 2023, each step of the salary schedule for SCABU members will be increased by five percent (5%).  
  
Effective upon ratification and approval by City Council, each step of the salary schedule for SCABU members will be increased by two percent (2%) for a market adjustment.  
  
Year 2 of agreement: Effective July 1, 2024, each step of the salary schedule for SCABU members will be increased by three percent (3%).  
  
Year 3 of agreement: Effective July 1, 2025, each step of the salary schedule for SCABU members will be increased by three percent (3%).
3. Vacation: Effective upon ratification of successor agreement, current SCABU employees will be given a one-time additional 60-hour vacation deposit to their vacation balance.
4. On-Call Administrative Leave Accrual: 8 hours of administrative leave accrual per month for attorneys assigned to the on-call DUII warrant program.

The collective bargaining agreement is posted online at City of Salem Labor Contracts page: [≤ https://salemcityofor.prod.govaccess.org/government/jobs/employment-information/pay-plans-and-labor-contracts](https://salemcityofor.prod.govaccess.org/government/jobs/employment-information/pay-plans-and-labor-contracts) ≥

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

Year 1: \$107,488

Year 2: \$120,344

Year 3: \$157,710

The approximate total financial impact is \$385,541. It is anticipated the Legal Department will be able absorb the additional first year cost in its FY 2024 budget.

Allison Pavelek

Sr. Human Resources Analyst

Attachments:

1. None.