



Staff Report

File #: 20-153

Version: 1

Date: 4/27/2020

Item #: 2.3e.

TO: Mayor and City Council

THROUGH: Steve Powers, City Manager

FROM: Mina Hanssen, Human Resources Director

SUBJECT:

Collective bargaining agreement between the City and Salem Police Employees' Union

Ward(s): All Wards

Councilor(s): All Councilors

Neighborhood(s): All Neighborhoods

ISSUE:

Shall the City Council approve a four-year successor collective bargaining agreement between the City and Salem Police Employees' Union (SPEU), for a period from July 1, 2020, through June 30, 2024?

RECOMMENDATION:

Approve a four-year successor collective bargaining agreement between the City and Salem Police Employees' Union (SPEU), for a period from July 1, 2020, through June 30, 2024.

SUMMARY AND BACKGROUND:

The City began negotiations with SPEU on February 10, 2020, for a successor collective bargaining agreement. A final tentative agreement for a four-year agreement was reached during negotiations on March 12, 2020. The employees represented by SPEU ratified the agreement on April 8, 2020.

FACTS AND FINDINGS:

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

A. Term of Agreement: Four years commencing on July 1, 2020, through June 30, 2024.

B. Wage Increase

Year 1 of Agreement:

- Effective July 1, 2020, the City contribution to an employee's Early Retiree Health Trust account will be two hundred twenty-nine dollars (\$229.00) per month.
- Effective July 1, 2020 a new premium pay for Problem Oriented Policing (POP) will be five percent (5%).
- Effective July 1, 2020, a new premium pay for Downtown Enforcement Team (DET) will be five percent (5%).
- Effective July 1, 2020, a new extra duty pay for Mobile Response Team (MRT) will be five percent (5%) when working outside of jurisdictional boundaries.
- Effective upon ratification of the successor agreement, K-9 officers will receive three percent (3%) for all time spent in routine care of K-9 during the officer's days off.
- Effective January 1, 2021, each step of the salary schedule for SPEU members will be increased by one and one-half percent (1.5%).

Year 2 of Agreement:

- Effective July 1, 2021, each step of the salary schedule for SPEU members will be increased by one and one-half percent (1.5%).
- Effective January 1, 2022, each step of the salary schedule for SPEU members will be increased by one and one-half percent (1.5%).

Year 3 of Agreement:

- Effective July 1, 2022, each step of the salary schedule for SPEU members will be increased by one and one-half percent (1.5%).
- Effective January 1, 2023, each step of the salary schedule for SPEU members will be increased by one and one-half percent (1.5%).

Year 4 of Agreement:

- Effective July 1, 2023, each step of the salary schedule for SPEU members will be increased by one and one-half percent (1.5%).
- Effective January 1, 2024, each step of the salary schedule for SPEU members will be increased by one and one-half percent (1.5%).

C. Effective January 1, 2021, optional enrollment into the City's High-Deductible Medical Plan and Willamette Dental Group.

D. Vacation: Effective upon ratification of successor agreement, an additional tier has been added at 10-14 years of service and 25 or more years of service increasing vacation time.

Collective Bargaining Agreement: The agreement is posted under "Labor contracts" online at:

[<https://www.cityofsalem.net/Pages/pay-plans-and-labor-contracts.aspx>](https://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: \$ 584,051
Year 2: \$1,209,197
Year 3: \$1,874,155
Year 4: \$2,565,109

The approximate total financial impact is \$6,232,512. It is anticipated the Police Department will absorb the additional first year cost in its FY 2020-21 budget.

Mina Hanssen
Human Resources Director

Attachments:

1. None