



Staff Report

File #: 23-247

Version: 1

Date: 6/26/2023

Item #: 3.3e.

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>

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.