



## BOARD OF COMMISSIONERS

# AGENDA REQUEST & STAFF REPORT

**MEETING DATE:** June 11, 2025

**SUBJECT:** Consideration of Contract No. 2025-597, a Collective Bargaining Agreement Between Deschutes County and the American Federation of State, County and Municipal Employees Local 3997 (AFSCME)

**RECOMMENDED MOTION:**

Move approval of Contract No. 2025-597, a Collective Bargaining Agreement Between Deschutes County and the American Federation of State, County and Municipal Employees (AFSCME) Local 3997, July 1, 2025 - June 30, 2030.

**BACKGROUND AND POLICY IMPLICATIONS:**

The American Federation of State, County and Municipal Employees (AFSCME) Local 3997 is the labor union representing general employees throughout the County. The current collective bargaining agreement covers the period of July 1, 2021 – June 30, 2025. Below is a summary of the main changes to the contract.

The new collective bargaining agreement is a 5-year contract effective July 1, 2025 - June 30, 2030. The agreement includes a 1% - 4% COLA (based on the consumer price index) for the first three years of the contract. The County and AFSCME will re-open Article 30 - Wages, in year three of the agreement.

The agreement also increases longevity amounts \$2.50/month each year of the contract (consistent with other labor contracts), provides three levels for bilingual pay rather than two levels, includes the addition of bereavement leave and sunsets the retiree health insurance program for employees hired after August 1, 2025.

The AFSCME bargaining team included Dustin Fanning-Painter (Health Services Department), Ines Curland (CDD), Jim Vernon (ITD), and AFSCME Council Representative Brenda Johnson.

The County's bargaining team included Kim Riley, Erik Kropp, Whitney Hale, Robert Tintle, Deevy Holcomb, Tania Mahood and Janice Garceau.

**ATTENDANCE:**

Erik Kropp, Deputy County Administrator