



## BOARD OF COMMISSIONERS

# AGENDA REQUEST & STAFF REPORT

**MEETING DATE:** November 10, 2021

**SUBJECT:** Consideration of Contract No. 2021-894, a Collective Bargaining Agreement Between Deschutes County and the American Federation of State, County and Municipal Employees (AFSCME)

**RECOMMENDED MOTION:**

Move approval of Contract No. 2021-894, a Collective Bargaining Agreement Between Deschutes County and the American Federation of State, County and Municipal Employees (AFSCME) Local 3997, July 1, 2021 - June 30, 2025.

**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 covered the period of July 1, 2017 – June 30, 2021. Below is a summary of the main changes to the contract.

The new collective bargaining agreement is a 4-year contract effective July 1, 2021 - June 30, 2025. The agreement includes the following Cost of Living Adjustments (COLA):

- Year 1: 1.5% COLA
- Year 2: 1.5% (min.) - 3.5% (max.)
- Year 3: 1% (min.) – 4% (max.)
- Year 4: 1% (min.) – 4% (max.)

Years 2 – 4 COLA based is based on CPI, West Region, Size Class B/C cities using average 12-month percent change. The agreement increases longevity amounts \$2.50/month each year of the contract (consistent with other labor contracts).

The new contract also includes notification to the union at certain steps during the employee disciplinary process (Article 6); an increase in pay for employees designated to provide translation/interpretation services from \$10/day to \$20/day (Article 8); an update and clarification on call and call back pay (Article 9); a small adjustment on the effective date for a reclassification (Article 12). The contract includes a Letter of Agreement covering the implementation of a new pay grade for Peer Support Specialists.

The AFSCME bargaining team included Brenda Johnson, Ethan Laing, Caroline Owczarzak, and Abby Levin.

The County's bargaining team included Amy Heverly, Nick Lelack, Jason Bavuso, Holly Harris, Chris Weiler, Lacy Anthony, Whitney Hale, and Erik Kropp.

**BUDGET IMPACTS:**

The fiscal impacts of the new collective bargaining agreement have been included in the FY 21-22 budget.

**ATTENDANCE:**

Deputy County Administrator Erik Kropp