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CITY RECORDER USE ONLY:

AGENDA ITEM #: _____
MEETING DATE: 08.28.2023
FINAL ACTION: RESO 2023-40

CITY COUNCIL STAFF MEMORANDUM

TO: City Council

FROM: Jesse VanderZanden, City Manager

PROJECT TEAM: Ashley Driscoll, City Attorney
Brenda Camilli, Human Resources Director

MEETING DATE: August 28, 2023

SUBJECT TITLE: Resolution 2023-40 Adopting the Collective Bargaining Agreement between the City and the American Federation of State, County and Municipal Employees (AFSCME), Local 3786, Council 75, Effective July 1, 2023 through June 30, 2026

ACTION REQUESTED:

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	Ordinance	Order	X	Resolution	Motion	Informational

X all that apply

BACKGROUND:

The current labor agreement between the City of Forest Grove and the American Federation of State, County and Municipal Employees (AFSCME) expired June 30, 2023. The parties have reached tentative agreement on a collective bargaining agreement, which is attached as Exhibit A. It has been ratified by the union members and now requires City Council approval prior to becoming effective. The substantive collective bargaining agreement modifications are as follows:

- Three-year contract.
- Implementation of market adjustments based on a compensation study plus wage increases were bargained for all classifications covered by the agreement on July 1 of each year of the contract as follows: four percent (4.00%) on 7/01/2023; three percent (3.00%) on 7/01/24; and a minimum of 2.00% and a maximum of 3.0% based on the annual average of the CPI-U West Size Class B/C Region from the prior calendar year on 7/01/25.
- Implementation of a service recognition/longevity program for employees that provides monetary credits per year of service (\$250 per year through 5 years; \$500 per year for 6 –10 years) that will be paid in a lump sum by the City into the employee's VEBA account upon completion of 5 and 10 years of service respectively. The credits are forfeited if the employee leaves the City's employment before they reach the milestone 5 or 10 years of service. Thereafter, \$1,000 will be contributed to the employee's VEBA account for each year of service on the employee's anniversary date.

STAFF RECOMMENDATION:

Staff recommends the City Council adopt the attached resolution authorizing the City Manager to execute the collective bargaining agreement outlined in Exhibit A made between the parties for the term July 1, 2023 through June 30, 2026.

FISCAL IMPACT:

The monetary terms of the agreement are within the parameters that were set by the City Council.

ATTACHMENT(s):

- Resolution Adopting the Collective Bargaining Agreement between the City and the American Federation of State, County and Municipal Employees (AFSCME), Local 3786, Council 75, Effective July 1, 2023 through June 30, 2026.
- Exhibit A: Collective Bargaining Agreement between the City of Forest Grove and the American Federation of State, County and Municipal Employees.