



Where Life is Sweet

Mayor and Members of the City Council
STAFF REPORT
For the Meeting of September 26, 2022

Title/Subject

Approval of July 1, 2022 to June 30, 2025 Collective Bargaining Agreement (CBA) with the Hermiston Police Association (HPA)

Summary and Background

Negotiation of the July 1, 2022 to June 30, 2025 CBA with the HPA was completed in late August. Ratification of the proposed CBA by the membership of the HPA took place on September 20th. This year's session of bargaining was unique in that both parties, the City and the HPA had hired new representatives. This created some additional time in the negotiation timeline as each side got to know the other side. This situation also led to a number of language changes in the contract. Below is a summary of the changes to the CBA that were agreed to by both parties:

- The following articles had only language clarification/legal update changes made:
 - Article 1, Article 2, Article 3, Article 4, Article 9, Article 11, Article 12, Article 13, Article 14, Article 15, Article 17, Article 18, Article 19, Article 21, Article 23, Article 26, Article 27, Article 28, Article 29, Article 31, and Article 33.
 - Article 5 – A number of clarification changes were made. However, it also had one area of substance that was changed. Current practice for covering the Umatilla County Fair and Fair Parade was written into the contract to make sure everyone knew what was taking place.
 - Article 6 – One substantive change was made in addition to a number of clarifications. That substantive change involved establishing a process to examine changes made to Health Insurance benefits and how that impacts the ability for either party to “reopen” the contract in the middle of the agreement's term.
 - Article 7 – The City agreed to increase the match for HPA members participating in one of our deferred compensation programs. The match went from 2% of \$5,000 to 4% of \$7,500.
 - Article 10 – The one substantive change made was to express a preference for an internal candidate as long as their qualifications are equal. There is also more explicit language in the agreement related to who is the appointing authority for jobs within the police department.
 - Article 16 – This article is the pay section.
 - The City agreed to pay increases of 4%/3%/3% for the three years of the agreement.
 - The City also agreed to pay \$1,500 per association member in 2022.

- The City also agreed to change a number of the specialty pays from flat dollar amounts to percentages and set a cap for the most a member could receive based on these incentives.
- Article 22 – Many clarifying changes. One of the most important was to clearly establish the probation.
- Article 25 – Most of this article was just cleaning up clarifying changes. In the marked up version you can see we had brought Juneteenth into the contract. We ended up leaving it out as a way to have some more time to work on the overall issue of paid time off. The HPA has expressed willingness to sit down and think of a more comprehensive solution for this issue.
- Article 30 – Added the frames of corrective glasses and hearing aids to things the City would replace if damaged at work. There are caps of \$400 for eyewear and \$2000 for hearing aids.

Tie-In to Council Goals

N/A

Fiscal Information

The individual financial impact is outlined above.

Recommendation

Recommended Action/Motion

Adopt Proposed changes to the CBA with the HPA.

Submitted By: Byron D. Smith