



REQUEST FOR COUNCIL ACTION

Title: Request for Council Action – Approving the 2026-2029 AFSCME Collective Bargaining Agreement (CBA)

Preferred Agenda: September 22, 2026

Submitted By: Cecily Hope Pretty, Deputy City Manager

Reviewed By: Jason Ogden, City Manager / Police Chief

Type of Action: Resolution ☐ Motion ☐ Roll Call ☒ Other ☐

Relevant Code/Policy: N/A

Towards Council Goal: Efficient City Government

Attachments: AFSCME CBA – Clean Version
AFSCME CBA – Markup Version

Purpose of this RCA:

To seek City Council approval of an approval of the Collective Bargaining Agreement with AFSCME Council 75 – Local 3337, the General Employee Unit for the City of Sweet Home.

Background/Context:

The City's CBA with AFSCME expired June 30, 2026. AFSCME, represented employees, and management staff have engaged in bargaining discussions since March 2026, with employees in holdover status at their current salary and benefits. Following several meetings lasting through the summer, the union and management were able to negotiate a mutually agreeable contract without the need for extension legal involvement or arbitration.

The Challenge/Problem:

The City's AFSCME-represented employees have been operating under an expired contract since July 1st. Acceptance of a new contract with adjusted wages, benefits, and guidance is needed to support operations, morale, and continued positive relationships with employees.

Key highlights in the proposed contract include:

- Cost-of-living adjustments of 5%, 4%, and 3% in successive contract years
- No changes to health benefits
- Extension of retirement vesting schedule from three years to five years
- Greater opportunities for employees to qualify for certification pay and clearer guidance on when certification pay will be provided
- Clarification on tuition reimbursement benefits to set a tuition cap
- Clarification on per diem/travel requirements to ensure consistency
- Allowance of immediate leave balances to new employees
- Adjusted probationary guidance that more accurately reflects industry requirements

Issues and Financial Impacts:

The wage increases will be retroactive to July 1, 2026. City management already budgeted for the 5% increase during the past year's budget development in anticipation of the ratified contract.

Elements of a Stable Solution:

Direction that will ensure continuity in City operations, provide salary and benefits expectations to AFSCME-represented employees, and allow the City to plan for future budget years with the agreed-upon terms.

Options:

1. Move to approve the agreement as proposed: AFSCME-represented staff will receive adjusted backpay and operate under the new provisions of the agreement.
2. Move to approve the agreement with amendments: Staff will need to re-engage the bargaining unit to see if the amendments are agreeable, or if further bargaining or arbitration will be needed.
3. Provide other guidance to staff: Direct staff to do something else.