



*City of Tualatin*

## CITY OF TUALATIN Staff Report

**TO:** Honorable Mayor and Members of the City Council  
**THROUGH:** Sherilyn Lombos, City Manager  
**FROM:** Stacy Ruthrauff, Human Resources Director  
**DATE:** January 24, 2022

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**SUBJECT:**

Consideration of Resolution No. 5596-22, Authorizing the City Manager to execute a Collective Bargaining Agreement with the American Federation of State, County & Municipal Employees (AFSCME) Local 422.

**RECOMMENDATION:**

Staff recommends the City Council adopt the attached resolution.

**EXECUTIVE SUMMARY:**

Updates to the contract include a rework of the membership articles which correspond with recent legislation as a result of the Janus v. AFSCME case, Pay Equity Legislation and Paid Family Leave. There is also inclusion of language from several Memorandums of Understanding which were developed and approved during the last contract period. Also included is a 3% cost of living adjustment retroactive to July 1, 2021. Year two of the contract includes a 1.5% cost of living adjustment to be effective on July 1, 2022 and a 1.5% cost of living adjustment to be effective on January 1, 2023. In year three of the contract, the cost of living adjustment will reflect a 2% cost of living adjustment effective July 1, 2023. In addition, the City added June 19<sup>th</sup> as a holiday to recognize Juneteenth National Independence Day.

**FINANCIAL IMPLICATIONS:**

Provisions for adjustments to the economic terms of the Collective Bargaining Agreement between the City of Tualatin and the American Federation of State, County & Municipal Employees for the first year of the bargaining agreement are incorporated in the FY 2021-22 budget. The costs associated with the second and third year of the agreement will be allocated to corresponding fiscal year's budgets.

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**ATTACHMENTS:**

Resolution No. 5596-22