

December 14, 2015
Noon
Newport, Oregon

The City Council of the City of Newport met in a special meeting, on the above date, in the Conference Room A of the Newport City Hall. On roll call, Swanson, Busby, Engler, Saelens, and Allen were present. Roumagoux and Sawyer were excused.

Staff attending was as follows: City Manager Nebel, City Recorder Hawker, Fire Chief Murphy, Police Chief Miranda, representing the Newport Employees Association was Mike Eastman, representing the IAFF were Andy Parker and Chris Rampley. Also in attendance were Celeste Rampley (Chris' wife) and Patty Parker (Andy's daughter).

CONSIDERATION OF COLLECTIVE BARGAINING AGREEMENTS

Newport Employees Association. Allen questioned the CIS-provided insurance coverage for same sex domestic partners. He noted that this coverage was only provided to same sex domestic partners and not to opposite sex domestic partners. Busby noted that the coverage applies in one of the agreements and not in the other. Allen asked for an explanation to the CIS coverage. Nebel reported that the change, to covering same sex domestic partners, and not opposite sex domestic partners, was made on the advice of CIS legal staff. Allen stated that it is a CIS policy, and not a city policy. Nebel noted that the language is different in the IAFF agreement, since the original contract language was not changed and is not specific about this issue. IAFF is comfortable signing an MOU, regarding domestic partners, to approve a policy consistent with what is offered to other city employees by CIS.

Allen stated that he had general questions related to COLAs. He added that the date is missing in the first paragraph of Article 35, and it should read, "2018," and further that the last sentence of Article 35 incomplete. Busby noted that he had sent some clarifications to Nebel related to dollar signs, commas, and the distinction between monthly, yearly, etc. Allen stated that related to wages, in Article 13, that he likes the approach in this agreement. He asked whether the salary review will pertain to all employees, or whether it will be specifically for NEA employees. Nebel noted that it will be a comprehensive survey.

MOTION was made by Swanson, seconded by Allen, to approve the NEA collective bargaining agreement with the minor changes discussed. The motion carried unanimously in a voice vote.

Newport Police Association. Nebel reported that he had received several questions from Allen related to this agreement. He noted that one question related to the cost savings of the NPA going to the high deductible medical insurance plan that other employees are already on; and the other is the second year COLA of four percent, and how the two relate. Allen reported that approximately \$110,000 additional was spent on NPA insurance over the last three years due to the department not participating in the high deductible insurance plan that all other employees were participating in. Allen added that he was aware of the increasing PERS costs and the unfunded liability. He noted that

it will impact local governments in 2017, and asked whether salaries and the four percent COLA would impact the cost of PERS. Nebel confirmed that it would impact the cost of PERS.

MOTION was made by Swanson, seconded by Saelens, to approve the NPA collective bargaining agreement as presented. Allen stated that he plans to vote against the motion, adding that the NPA received the benefit of \$110,000 over three years that other employees did not receive, and that the NPA will receive a four percent COLA next year. He added that this is inconsistent with what other employees are receiving, and will vote against the agreement for this reason. The motion carried in a voice vote with Allen voting no.

IAFF No. 4619. Nebel reported that after the agreement had been sent to Council for review, Busby had questions regarding the same sex domestic partnership. He stated that the bargaining unit has agreed to address this issue through a memorandum of understanding. He added that the bargaining unit had also agreed to drop the last paragraph and handle this on a management committee basis.

Allen addressed the issue of cell phones in Article 20.3. He noted that the agreement states that it does not allow access to these records. He added that cell phone records, text messages, voicemails, and e-mail messages are all public records and cannot be excluded from disclosure. He stated that this section needs to be clarified by adding that access to these records that relate to work matters are subject to the public records law. Nebel noted that this could be addressed through a memorandum of understanding along with the same sex domestic partnership issue and the Giles retirement matter. Allen noted that the last three sentences of Article 20.3 need to be revised. Allen asked about Article 20.5 related to liability insurance and whether this is simply a confirmation. Nebel confirmed that it is consistent with the provided coverage. Allen stated that there needs to be consistency of benefits among all employees, particularly health insurance and COLA, otherwise there could be consequences in future years. Nebel noted that the MOU would include a provision related to the retroactive wages for Richard Giles, clarification of Article 20.3 as it relates to public records, and clarifying health insurance coverage.

MOTION was made by Swanson, seconded by Engler, to approve the collective bargaining agreement with the IAFF No. 4619, with the MOU as discussed. Allen stated that he has a similar issue, as with the NPA agreement, in that he tries to treat all employees equally, and the three percent COLA in 2017/2018 is more than two percent. He suggested taking this into account during the next round of negotiations. Saelens added that while not all agreements are consistent, there has been great progress made toward consistency. The motion carried unanimously in a voice vote.

ADJOURNMENT

Having no further business, the meeting adjourned at 12:42 P.M.

Margaret M. Hawker, City Recorder

Ralph Busby, Council President

