

October 23, 2012
12:00 P.M.
Newport, Oregon

The City Council of the City of Newport held a special meeting on the above date in Conference Room A at Newport City Hall. On roll call, Beemer, Allen, Brusselback, Bertuleit, Sawyer, and Roumagoux were present. Present by phone, McConnell.

Staff present was City Manager Voetberg and Executive Assistant Morris.

Consideration and Potential Ratification of Collective Bargaining Agreement with the Newport Employees Association. Voetberg presented the following changes to the agreement:

-Article 6, Section 4 is added to make labor/management meetings mandatory and that the Public Works Director will attend.

-Clean-up of language in Article 11 relating to when annual evaluations are due.

-Clean-up of language in Article 13.

-Article 14 is changed to reflect that bargaining unit employees will move to the high deductible health care plan with a health savings account. This is the same move that the fire department union and non-represented employees have made. Council was pleased that the NEA accepted the plan.

-Article 15 is changed to reflect a move to the new city pension plan. Discussion ensued regarding the defined benefit portion. McConnell asked if there were any new employees on the new plan. Voetberg stated that there only was one new hire in public works.

-Article 17 is modified to reflect a small increase in holiday on-call pay, from \$62.50 to \$100.

-Article 23 is modified to reflect an increase in the maximum amount of compensatory time an employee may accumulate from 40 to 60 hours.

-Article 30 is modified to allow a reimbursement of up to \$200 annually for boots.

-Article 31 is modified to clarify training obligations and opportunities.

-Article 35 is modified to reflect the three year term of this agreement.

-Appendix A is modified to reflect the following COLA increases: July 1, 2012, 1.5%; January 1, 2013, 1.5%; July 1, 2013, 1.5%; January 1, 2014, 1.5%; June 1, 2014, 2%.

Allen asked what the financial impact of what the COLA's would be to the budget.

Voetberg stated that it was approximately \$3,500 to both wages and benefits. Voetberg stated that this is similar to what was agreed upon with the IAFF. He also noted that there is a slight difference in the overall percentage regarding non-benefited employees and asked Council to look at possibly making the adjustment.

MOTION was made by Beemer, seconded by Sawyer, to ratify the collective bargaining agreement between the city and the Newport Employees' Association as presented, and authorize the City Manager to execute the agreement on behalf of the city. The motion passed unanimously in a voice vote.

ADJOURNMENT

Having no further business, the meeting adjourned at 12:25 P.M.

Nicole Morris, Executive Assistant

David Allen, Council President