

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF RATIFYING) RESOLUTION NO. 02-3204
THE TENTATIVE LABOR AGREEMENT)
BETWEEN AFSCME LOCAL 3580 AND)
METRO AND REVISING THE NON-) Introduced by Lilly Aguilar
REPRESENTED EMPLOYEE PAY PLAN) Human Resource Director

WHEREAS, pursuant to its obligations under ORS 243.650 et.seq. Metro has negotiated a successor Collective Bargaining Contract with AFSCME Local 3580 and obtained a tentative agreement (Exhibit A); and

WHEREAS, it has been agreed upon therein that CPI-U Portland for the second half of the calendar year preceding July 1 will determine the AFSCME Local 3580 represented position cost of living adjustment; and

WHEREAS, the Consumer Price Index – U Portland, for the second half of the calendar year preceding July 1 is 2.3%; and

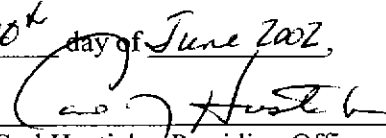
WHEREAS, Metro Code Section 2.02.055 requires the Executive Officer to review pay plans and recommend revisions to Council; and

WHEREAS, it is recommended that the Metro non-represented positions receive a cost of living adjustment equal to the AFSCME represented positions due to escalating compression issues and the increased health and welfare benefits costs; now, therefore;

BE IT RESOLVED,

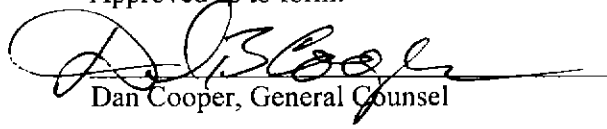
1. The tentative agreement dated May 21, 2002 between AFSCME Local 3580 and Metro (Exhibit A) shall be ratified
2. That salary ranges within the classification and pay plan for Metro non-represented employees shall be increased 2.3% pursuant to Metro Code 2.02.060(a)
3. That the Metro Executive is authorized to take all action necessary to see that the provisions of this resolution are carried out promptly.

ADOPTED by the Metro Council this 20th day of June 2002,



Carl Hosticka, Presiding Officer

Approved as to form:



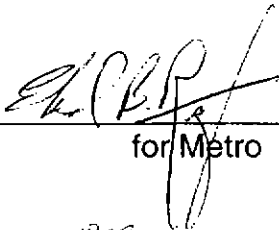
Dan Cooper, General Counsel

TENTATIVE AGREEMENT

Metro and AFSCME LOCAL 3580

The parties hereby conclude their negotiations for a successor to the *1999-2002 Collective Bargaining Contract* by reaching the following **tentative agreement**:

1. The term of agreement (Article 37) shall be extended to June 30, 2004.
2. Effective July 1, 2002 Metro's contribution towards the cost of health, dental and vision benefits would not exceed \$535.00 per month for each eligible employee. Effective July 1, 2003 this contribution would be increased to an amount not to exceed \$562.00 per month for each eligible employee. Clause ~~12.1~~^{12.2} of the *Collective Bargaining Contract* shall be amended accordingly. See Attachment A included with this document. SKR
ED.
3. During the extended term of the *Contract*, the wage schedule would be increased in accordance with the terms contained in Clause 15.1 as clarified through correspondence between the parties in June 2001. Thus, the Portland-Salem CPI-U index for the 2nd half of the year preceding the July 1 effective date of the wage schedule would be used for determining the schedule adjustment with a minimum of 2% and a maximum of 4% for each year of the extended *Contract*.
4. All other terms and conditions would remain as per the *1999-2001 Collective Bargaining Contract*.
5. The parties stipulate that this is a tentative agreement only and shall be subject to the parties' respective ratification procedures to become operative.
6. By their signatures hereto, the parties further stipulate that they will recommend to their respective constituencies that this tentative agreement be ratified.



for Metro

Date: May 15, 2002



for AFSCME Local 3580

Date: May 21, 2002

ATTACHEMENT

Clause 12.2 of the Collective Bargaining Contract shall be modified to read as follows:

Section 12.2 ~~Effective July 1, 1999, Metro shall contribute the full amount per employee per month (\$462.00) for an equivalent medical, dental and vision plan provided by an HMO and/or indemnity carrier. Effective July 1, 2000~~ 2002, Metro shall contribute an amount not to exceed ~~\$485.00~~ \$535.00 per employee per month for an equivalent medical, dental and vision plan provided by an HMO and/or indemnity carrier. ~~Effective July 1, 2001~~ 2003, Metro shall contribute an amount not to exceed ~~\$509.00~~ \$562.00 per employee per month for an equivalent medical, dental and vision plan provided by an HMO and/or indemnity carrier.

STAFF REPORT

IN CONSIDERATION OF RESOLUTION 02-3204 FOR THE PURPOSE OF RATIFYING THE TENTATIVE LABOR AGREEMENT BETWEEN AFSCME LOCAL 3580 AND METRO AND REVISING THE NON-REPRESENTED EMPLOYEE PAY PLAN

Date: 6/10/02

Presented by: Lilly Aguilar

DESCRIPTION

This resolution is submitted to ratify the tentative agreement between AFSCME Local 3580 and Metro and to comply with Section 2.02.055 of the Metro Code requiring approval of certain revisions to the pay plan for non-represented employees. Adopting this resolution will result in a 2.3% cost of living increase to the AFSCME salary ranges, and a 2.3% cost of living increase to all non-represented salary ranges FY 2002-03. Adopting this resolution will also increase the amount that Metro will contribute toward the cost of insurance premiums from \$509 per month per eligible employee to \$535 per month.

EXISTING LAW

Pursuant to their obligations under ORS 243.650 et.seq., representatives of Metro and AFSCME Local negotiated a successor labor agreement and obtained a tentative agreement. The tentative agreement between AFSCME Local 3580 and Metro continues to use the CPI-U, Portland for the second half of the calendar year preceding July 1 to determine the AFSCME cost of living adjustment. Upon Council approval, the Executive Officer can apply the same cost of living adjustment to non-represented employees.

BACKGROUND

The current Collective Bargaining Contract between Metro and AFSCME Local 3580 is due to expire on June 30, 2002. The parties' representatives entered into negotiations and obtained a tentative agreement for a successor Collective Bargaining Contract that would be effective from July 1, 2002 to June 30, 2004. The tentative agreement between AFSCME Local 3580 and Metro continues to use the CPI-U, Portland for the second half of the calendar year preceding July 1 to determine the AFSCME cost of living adjustment. It also provides for a 5% increase in Metro's support towards the monthly cost of insurance premiums in each year of the Contract (\$535 per month in FY 2002-03 and \$562 per month in FY 2003-04).

Based on the CPI-U, Portland for the second half of the calendar year preceding July 1, the cost of living adjustment for positions within the bargaining unit represented by AFSCME Local 3580 would be 2.3%.

Owing to escalating compression issues between represented and non-represented positions, and the increased cost of health and welfare benefits, it is recommended that the non-represented salary ranges also be subject to a 2.3% cost of living adjustment, the same rate as the AFSCME salary ranges.

BUDGET IMPACT

The 2002-03 budget includes an approved 3.0% COLA increase. The 2.3% increase is less than the amount included in the 2002-03 budget. Increases in Metro's support towards the monthly cost of insurance premiums is also within budget.

EXECUTIVE OFFICER'S RECOMMENDATION

The Executive Officer recommends adoption of Resolution 02-3204.