

## HACSA MEMORANDUM

**TO:** HACSA Board of Commissioners

**FROM:** Larry Abel, Deputy Director  
Dorothy Cummings, Administrative Services Director

**AGENDA ITEM TITLE:** ORDER/RESOLUTION /In the Matter of Adopting and Ratifying the Collective Bargaining Agreement with AFSCME Local 3267 and approving a Three Percent (3%) Cost of Living Adjustment (COLA) for all Eligible HACSA Bargaining Unit and Excluded Personnel

**AGENDA DATE:** April 8, 2009

### I. MOTION

IT IS MOVED THAT THE ORDER/RESOLUTION BE APPROVED ADOPTING AND RATIFYING THE COLLECTIVE BARGAINING AGREEMENT WITH AFSCME LOCAL 3267 AND APPROVING A THREE PERCENT (3%) COST OF LIVING ADJUSTMENT (COLA) FOR ALL ELIGIBLE HACSA BARGAINING UNIT AND EXCLUDED PERSONNEL.

### II. ISSUE

Ratification of the Collective Bargaining Agreement with AFSCME Local 3267.

### III. DISCUSSION

#### A. Background/Analysis

The Agency's management negotiating team has been meeting with AFSCME Local 3267 to settle on contract language and wage and benefit issues as required in the current bargaining agreement. Attached to the Board Order/Resolution is a copy of the recommended agreement. Modifications to the existing agreement are bolded. The significant changes are as follows:

1. A three year contract from October 1, 2008 through September 30, 2011.
2. A 3% COLA retroactive to October 1, 2008.
3. Effective October 1, 2009, a COLA that is indexed to the Consumer Price Index (CPI)-U (Portland-Salem OR-WA) for the year ending September 30, 2009, with a minimum of 1% and a maximum of 3%.
4. Effective October 1, 2010, a COLA that is indexed to the CPI for the year ending September 30, 2010, with a minimum of 1% and a maximum of 3%.

B. Alternatives/Recommendation

On March 31, 2009 the membership of AFSCME Local 3267 will vote on the contract proposal as presented in this memo. The management negotiating team unanimously recommends adoption and ratification of the attached Collective Bargaining Agreement.

C. Timing

Upon Board approval, the Executive Director will authorize the implementation of the above recommendation.

**IV. IMPLEMENTATION/FOLLOW-UP**

Same as in item III. C.

**V. ATTACHMENTS**

Collective Bargaining Agreement.

(This document is being held in the office of the Management Services Supervisor.)

**HOUSING AND COMMUNITY SERVICES AGENCY OF  
LANE COUNTY, OREGON**

**ORDER/RESOLUTION NO.**

**)In the Matter of Adopting and  
)Ratifying the Collective Bargaining  
)Agreement with AFSCME Local 3267  
)and approving a Three Percent (3%)  
)Cost of Living Adjustment (COLA) for  
)all Eligible HACSA Bargaining Unit  
)and Excluded Personnel**

**WHEREAS**, a collective bargaining agreement, between the Housing And Community Services Agency of Lane County and the American Federation of State, County and Municipal Employees (AFSCME) Local 3267, has been negotiated for the period October 1, 2008 through September 30, 2011; and

**WHEREAS**, certain salary modifications to the Agreement were negotiated; and

**WHEREAS**, such changes are consistent with the guidelines set forth by the Board of Commissioners; and

**WHEREAS**, it is desired to maintain an internal salary differential between excluded and bargaining unit classifications, **NOW, THEREFORE IT IS HEREBY**

**RESOLVED AND ORDERED**, that effective October 1, 2008, the salary ranges and individual salary rates for all eligible HACSA bargaining unit and excluded personnel shall increase by three percent (3%).

**IT IS HEREBY FURTHER ORDERED** that effective October 1, 2009, the salary ranges and individual salary rates for all eligible HACSA bargaining unit and excluded personnel shall increase by the change in the Consumer Price Index (CPI)-U (Portland-Salem OR-WA) for the year ending September 30, 2009, with a minimum of one percent (1%) and a maximum of three percent (3%).

**IT IS HEREBY FURTHER ORDERED** that effective October 1, 2010, the salary ranges and individual salary rates for all eligible HACSA bargaining unit and excluded personnel shall increase by the change in the Consumer Price Index (CPI)-U (Portland-Salem OR-WA) for the year ending September 30, 2010, with a minimum of one percent (1%) and a maximum of three percent (3%).

DATED this \_\_\_\_\_ day of \_\_\_\_\_, 2009

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Chairperson, HACSA Board of Commissioners

In the Matter of Adopting and Ratifying the Collective Bargaining Agreement with AFSCME Local 3267 and approving a Three Percent (3%) Cost of Living Adjustment (COLA) for all Eligible HACSA Bargaining Unit and Excluded Personnel

Approved as to form:  
JIL 3/31/09