



City of Bend Employees Association  
P.O. Box 1384  
Bend, Oregon 97709  
[www.cobea.org](http://www.cobea.org)

**COBEA EBOARD Meeting Minutes #3 -2017**

**Date: March 08, 2017**

Time: 5:15pm – 7:15pm

Location: 62975 Boyd Acres Rd. Bend, OR 97701 (Eisenhower Room)

**Members in attendance:**

|  |  |  |   |
|--|--|--|---|
| <input checked="" type="checkbox"/> Brice Blackwelder – President                                    | <input checked="" type="checkbox"/> – Donna Hamilton - Vice President      | <input checked="" type="checkbox"/> Julie DeVoe – Secretary                                      | <input type="checkbox"/> Darcy Todd – Treasurer                                       |
| <input checked="" type="checkbox"/> Corey Mastrud – Steward Utilities Boyd Acres Utilities Water Ops | <input type="checkbox"/> Robyn Somers – Steward Utilities Boyd Acres       | <input checked="" type="checkbox"/> Tony Cota – Steward Streets & Operations 15 <sup>th</sup> St | <input type="checkbox"/> Carl Howe – Steward Streets & Operations 15 <sup>th</sup> St |
| <input checked="" type="checkbox"/> Sandra Roberts – Steward IT/EIPD Wall St Annex                   | <input type="checkbox"/> Open – Steward CDD City Hall                      | Open – Steward Interim - CDD City Hall   | <input type="checkbox"/> Erynne Fore - Steward WRF                                    |
| <input checked="" type="checkbox"/> Julie O’Connor – Steward Finance Franklin Annex                  | <input type="checkbox"/> Ric Kuss – Steward At Large Boyd Acres            | <input type="checkbox"/> Julie Price – Steward At Large Boyd Acres                               | <input checked="" type="checkbox"/> Yaju Darmahrajah Labor Representative             |
| <input checked="" type="checkbox"/> Nick Patten – Steward at Large Finance Franklin Annex            | <input type="checkbox"/> Josh Oliver – Steward at Large Streets Department | <input checked="" type="checkbox"/> Cathleen Carr – CDD Steward At Large                         | <input type="checkbox"/>  |

**EBOARD MEETING**

**COBEA BYLAWS Quorum-**

5.03 Quorum The quorum for any quarterly or special meeting of this Association shall consist of two (2) elected officers and thirteen (13) non-elected members/Association Stewards in good standing. The quorum for any Executive Board meeting shall be two (2) elected officers and four (4) Association Stewards.

**Call to Order: 5:30pm**

**Officer/Committee Reports**

|                                     |   |
|-------------------------------------|---|
| <b>Secretary Report</b>             | Donna Hamilton Motioned to Approve Eboard Minutes from Feb 22 <sup>nd</sup> meeting, Corey Mastrud second, all approved.  |
| <b>Vice President Report</b>        | Some of the Office Admin Staff were not brought into COBEA at the time, however we will wait until the 2018 COLA comes into action. HR is looking out for the best of the employee so they would not need to take a pay cut.  |
| <b>Treasure Report</b>              | N/A   |
| <b>WRF</b>                          | N/A   |
| <b>CDD</b>                          | Steward Level 1 training took place on Saturday, March 4 <sup>th</sup> . Point people to the HELP forms that should be accessible in each department.<br>People seem to be fairly positive in the work environment.   |
| <b>IT</b>                           | HR is happy that COBEA is willing to work together to help resolve issues that may arise.   |
| <b>Finance</b>                      | Steward Level 1 training complete. Finance Utility Billing Supervisor is out on sick leave for a couple of weeks. Much discussion of disagreement in the work place.<br>Accounting Team meeting today and discussed the roll back of the LTD and Temp positions. People who have been working in out of class positions will be going back to their respective positions. |
| <b>Utilities – Boyd</b>             |   |
| <b>Streets – 15<sup>th</sup> St</b> | Lots of discussions going on in Streets, frustration and personalities are clashing. More in executive session.   |
| <b>Stormwater – Boyd</b>            | N/A   |
| <b>Muni Court</b>                   | N/A   |
| <b>Code Enforcement</b>             | N/A   |
| <b>WTF</b>                          | Half the crew is training in Sunriver. People are positive.   |

### **Old Business**

- Boots – Yaju and Tony have been working with Rob in HR for the MOU boot reimbursement. Eboard reviewed the proposed MOU for the Boot reimbursement. The date of when the annual reimbursement will begin needs to be included in the MOU and will begin August 1<sup>st</sup> 2017. There will be no look back period.
- WRF 1 – HR and Brice have signed off on the MOU for WRF employees because of the salary adjustment some of the employees who had been working with the city for 3 years were making the same money as the new guy who just began. Because of this adjustment, people felt they were unjustly treated.
- WRF Lead MOU – bringing up the Lead position to match with the Water guys from Oct 1 2016, the date of the contract. There will be some additional documentation needed to support this change.
- All departments who have people on call, with the implementation of the new payroll system 4 people will be effected by the deferral of the one day on their paycheck. There will be a meeting held with the people who it will impact to explain how the transfer will happen. The pay period from the 10 – 25<sup>th</sup> is changing to the 10<sup>th</sup> - 24<sup>th</sup>. There is a Saturday in this transfer that will be deferred into the next pay period.

### **General Business**

- Streets Culture – Executive Session
- Donna Hamilton motioned to bring in Julie Price and Cathleen Carr as Steward's At Large in their respective areas, Julie O'Connor second, all approved.
- Review of MOU with the City. COBEA agrees not file any unit clarification with ERB until July 1, 2018. There will be a final copy of the MOU emailed out and voted upon by the Eboard sometime within the next week.
- Yaju gave COBEA his notice that he is leaving, his last day will be March 31<sup>st</sup> 2017.

### **Executive Session: 6:45pm (Closed)**

### **Upcoming Meetings**

- EBOARD Retreat April 18<sup>th</sup> from 8:30am – 4pm Location: Council Chambers Board Room 710 NW Wall St.
- Quarterly Membership Meeting – April 24<sup>th</sup> 2017 5:30pm-7:30pm Pappy's Pizza

**Meeting Adjourned at 7:45pm**