City of Bend Employees Association
P.O. Box 1384
Bend, Oregon 97709

[www.cobea.org](http://www.cobea.org/)

**Minutes – COBEA Quarterly Meeting #3 – 2017**

**Date: Monday, October 16th, 2017**

**Time: 5:30pm-7:30pm**

**Location: Pappy’s Pizza - 20265 Meyer Drive, Bend, OR 97702**

**Officers, Stewards and Business Labor Representative**

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| ☒ Brice Blackwelder – President    | ☐– Vacant - Vice President  | ☒ Julie DeVoe – Secretary  | ☐ Darcy Todd – Treasurer  |
| ☒ Corey Mastrud – Steward Utilities Boyd Acres Utilities Water Ops  | ☒ Robyn Somers – Steward Utilities Boyd Acres  | ☐ Tony Cota – Steward Streets & Operations 15th St  | ☐ Carl Howe – Steward Streets & Operations 15th St  |
| ☒ Sandra Roberts – Steward IT/EIPD Wall St Annex  | ☒ Cathleen Carr – Steward CDD City Hall  |  Open – Steward Interim - CDD City Hall  | ☐ Vacant - Steward WRF  |
| ☒ Julie O’Connor – Steward Finance Franklin Annex  | ☐ Ric Kuss – Steward At Large Boyd Acres  | ☐ Julie Price – Communications Specialist  | ☐ - Labor Representative   |
| ☐ Nick Patten – Steward at Large Finance Franklin Annex  | ☐ Josh Oliver – Steward at Large Streets Department  | ☒ Cathleen Carr – CDD Steward At Large  | ☐  |

**Introductions**

**Minutes from the last meeting July 17rd, 2017**

* Motion to approve the Quarterly minutes from Shelia Pyott motioned to approve, seconded by Sandra Roberts, approved by the members.

Financials – Are not published on the website. Financials are always opened to our members.  Please contact the Treasurer for details and accounting.

**New Business**

* Representation: COBEA is now being represented by Tedesco Law Firm. Currently we will be billed by the hour with no retainer. Discussion;
* Is there a protocol for filing a grievance? Yes, be aware of the Contract and talk with your local Stewards if you have any questions.
* The City is conducting a citywide classification study for Administrative positions, program managers and analyst. COBEA has signed an MOU agreeing to not ask the City for a classification study during this time. The City has drafted an RFP to find a consultant to conduct the study. How will COBEA ensure its positions with the City?
* Election Committee: Shelia Pyott, Oakley Taylor, DJ Buhmann, Scott Gardner (if he is not hunting) Brice Blackwelder. See 2nd page for a list of this years nomintaions.
* City Email server: Reminder, when using the City’s email be aware of what you are writing and remember it is all public record. Use COBEA Business in the subject line.
* B3/Cornerstone: The City is wanting to implement B3/cornerstone as a goal setting program for all COBEA members. The City is hoping to use this program eventually for their standard review and performance evaluations.

**Old Business**

**Notes to Remember**

* If you have a concern or situation, bring it to the attention of your local Steward, if it cannot be resolved at that level then it will proceed up the proper channels to be addressed.
* Call for more stewards and stewards at large

**Raffle Card Winners**: N/A

**Meeting Adjourned 7:08pm**

**Nominations for Stewards**

IT / EIPD (1)

* Mike Niles

Finance, Utility Billing, (1)

* Nick Patten, Finance

Utility Dept. - Boyd Acres (2)

* Robyn Somers, Boyd Acres
* Stewart Rounds, Boyd Acres

WRF (1) (WRF, Airport)

* Mathew Hanson, WRF
* Cally Whitman, WRF

CDD (2) (Permit, Bldg.)

* Kerry Bell, CDD
* Cathleen Carr, CDD

Streets/Garage/ Muni Court/Code Enforcement (2)

* Josh Oliver, Streets
* Tony Cota, Streets

WTF (1)

* Corey Mastrud, WTF

At Large / Roaming (4) Missing 1

* Carl Howe, Garage
* Sandra Roberts

**Nominations for Secretary**

* Julie O’Connor
* Pam Martin

**Nominations for Vice President**

* Julie Devoe