



City of Bend Employees Association

P.O. Box 1384

Bend, Oregon 97709

www.cobea.org

COBEA EBOARD Meeting Minutes #2 -2017

Date: February 22, 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 type="checkbox"/> – Open - Vice President | <input checked="" type="checkbox"/> Julie DeVoe – Secretary | <input checked="" type="checkbox"/> Darcy Todd – Treasurer |
| <input checked="" type="checkbox"/> Corey Mastrud – Steward Utilities Boyd Acres Utilities Water Ops | <input checked="" type="checkbox"/> Robyn Somers – Steward Utilities Boyd Acres | <input checked="" type="checkbox"/> Tony Cota – Steward Streets & Operations 15 th St | <input checked="" type="checkbox"/> Carl Howe – Steward Streets & Operations 15 th St |
| <input checked="" type="checkbox"/> Sandra Roberts – Steward IT/EIPD Wall St Annex | <input checked="" type="checkbox"/> Donna Hamilton – 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 checked="" type="checkbox"/> Ric Kuss – Steward At Large Boyd Acres | <input type="checkbox"/> Open – Steward At Large | <input checked="" type="checkbox"/> Yaju Darmahrajah Labor Representative |
| <input checked="" type="checkbox"/> Nick Patten – Steward at Large Finance Franklin Annex | <input checked="" type="checkbox"/> Josh Oliver – Steward at Large Streets Department | <input type="checkbox"/> | <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

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|-------------------------------------|--|
| Secretary Report | Minutes don’t need to be approved from January 18 th meeting because we did not have a Quorum |
| Vice President Report | N/A |
| Treasure Report | Checking Account Balance \$11,000.00 Savings Account \$67,025.79 Current Monthly Dues are at \$4152.50 |
| WRF | N/A |
| CDD | New permit tech for building and planning services. |
| IT | New Temp hired for disbursing new computers. Internal services have been tasked with finding 5%, 10%, 15% budget reduction. IT is unhappy because they were hoping to get another person in the service desk area. |
| Finance | New Temp in Utility Billing named Holly. As of June 2017, people who are currently in Leap positions will be going back to their former positions. |
| Utilities – Boyd | Utilities is seeing a large amount of turnover. Work is beginning to pick up. Grant Hamilton has left the City of Bend and is now working for Roats. Matt Hall is leaving also. New employees Mark Layman from Lake Oswego and Mike and Steven in Stormwater. Article 7 pertains to the dress code and the starting and ending time of your shift. Troy Beck will be going over that article with employees as a reminder of what the expectations are. Juniper has been sold to Roats and Avion. No word yet on replacements for Grant and Matt. |
| Streets – 15th St | Streets and Garage have been extremely busy over the past few months and a few weeks ago, they found out that the City will be hiring a new fleet manager. Quirt will be reporting to the Fleet manager and the garage will be their own department. 4 mechanics plus 2 admin staff, Quirt who is the supervisor, new Fleet Manager and then Kevin Ripper. The Fleet Manager will be expected to oversee Police, Fire and Garage. Currently Quirt is reporting to David Abbas. |

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|-------------------|---|
| | Optimism felt in Streets with COBEA. Management being held accountable. Boots MOU, Article 24, section 2 of the contract. Allowance for safety work boots of \$150.00 per year. The biggest concern was the look back period. Stipend will be \$150.00 every year in August. MOU will be signed soon and will clarify the boot annual reimbursement. |
| Stormwater – Boyd | 3 new employees in Utilities, Jeff is training in stations. Reese Moody took a position with the City of Eugene and his last day will be next Friday, March 3 rd . |
| Muni Court | N/A |
| Code Enforcement | N/A |
| WTF | Question about COBEA’s position of Temporary employees. There is a temp employee who has been working for the city for the past 4 years and keep coming back every year. He gets laid off for two months every year and then comes back. |

Old Business

- Discussion of the proposed COLR contract. COBEA will pay Yaju \$2400.00 per month and he will work a minimum of 8 hours per week. Yaju will provide a monthly itemized invoice with all billable hours. See additional rates and fees in the 2017 Central Oregon Labor Relations Representation Agreement. The contract renewal date for Yaju begins as of January, 1st 2017.
 - Motion by Julie O’Connor to approve the COLR contract, Sandra Roberts second the motion, Eboard unanimously approved to renew Yaju’s contract for 2017.
- The settlement rewrote all the job classification for tech I, II’s and III’s. Out of 7 permit techs’, 5 people received additional pay for working out class going back one year. The pay was basically a %5 differential of what they should have received. 4-5 were reclassified and received 2K-6K annual increase.

General Business

- Eboard appoints Nick Patten as a Steward at Large at the Downtown Franklin Annex
- Eboard appoint Josh Oliver for Steward at Large in the Streets Department.
- Brice Blackwelder has nominated Donna Hamilton as the Interim Vice President. Julie O’Connor motioned, Robin Sommers second, Eboard votes approved unanimously.
- Looking back COBEA has had a couple of significant victories with salaries and working out of class.
- Temporary employee or seasonal employees can work 11 months and 30 days be laid off for a week and then hired back. 2080 hours a year is a full time 80 hours a month.
- Payroll may be changing soon and our pay dates or pay period may be adjusted due to the new Payroll system. During a closed contract if there is the possibility of changes effecting our pocket book, the Association has a right to bargain.

Executive Session: 6:45pm (Closed)

Upcoming Meetings

- Level 1 Steward Training Saturday, March 4th 2017 8:00am – 4:00pm Boyd Acres Eisenhower Room
- Quarterly Membership Meeting – April 24th 2017 5:30pm-7:30pm Pappy’s Pizza

Meeting Adjourned at 7:30pm