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City Counterproposal
April 21, 2022

10:14am

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1:00 PM

ARTICLE 1- RECOGNITION

Section 1.1 Recognition. The City recognizes COBEA as the sole and exclusive representative with respect to wages, hours, benefits, and mandatory conditions of employment for all employees included in the bargaining unit. The purpose of this Article is to recognize the right of the bargaining agent to represent City employees in the bargaining unit in negotiations with the City.

Section 1.2 Bargaining Unit. Employees who are subject to the terms of this Agreement shall include employees whose job titles are included in COBEA salary schedule within this Agreement whose positions are (1) Regular full-time and (2) Regular part-time. ~~External employees hired into Limited Term positions are subject to the terms of this Agreement, excluding Article 16-Layoff, and Article 17-Seniority. If a Limited Term employee is subsequently appointed to a Regular position of the same classification without a break in service, time spent in the Limited Term appointment will be credited to the employee's seniority and probationary period. The City and COBEA will include terms in each Memorandum of Understanding for COBEA-represented employees accepting Limited Term positions clarifying whether and to what extent the employee will have access to protections under Article 16-Layoff, and Article 17-Seniority. Current COBEA employees appointed to a Limited Term position will retain all terms and conditions of the CBA and, upon conclusion of assignment will be returned to their regular position without loss of seniority.~~ COBEA will be provided notice in writing of all external and internal employees hired into or continued in a Limited Term position within the bargaining unit. Benefits, accruals and other conditions of employment for regular part-time COBEA members who work an average of 20 - 29 hours per week shall be pro-rated at 50% of the level provided to full time members and for part time COBEA members who work an average of 30 - 39 hours per week shall be pro-rated at 75% of the level provided to full time members.

The City will provide quarterly reports to COBEA that include a roster of temporary, intermittent, and LTE appointments.

Bargaining Note: This proposal is intended to also modify Article 16-Layoff as follows:

Modify 16.1, paragraph two to add the category of "Limited Term" to the list employees who will be terminated before regular employees. It is the parties' intention that, by striking the above reference to Limited Term employees ineligibility for terms and conditions in Article 16 and Article 17 (seniority and layoff), this addition of the terms "Limited Term" to Article 16 will have the same effect of preventing Limited Term employees from displacing Regular employees in the event of layoffs.

Section 1.3 Bargaining Unit Exclusions. Management, confidential and supervisory personnel, and any other classified employee mutually agreed upon are excluded. Temporary (employed for less than a year and less than 2080 hours), Intermittent (less than 600 hours in any calendar year), Volunteer (appointment under ORS 657.015, to which the appointee donates services without receiving or expecting remuneration), and Retiree Rehire (employee currently receiving Oregon PERS or other retirement benefits) employees are excluded from the Association.

Section 1.4 City Notification. The City, when exercising the right to create, reclassify and/or combine positions shall notify COBEA in writing and in a timely manner. COBEA will have 15 business days to formally respond upon receipt of notification by the City. If a dispute exists concerning the appropriateness of inclusion or exclusion of a position, the parties shall meet to discuss the issues within 15 business days after the City's receipt of COBEA's formal response period. If, the dispute remains after the parties meet, either party may petition the Employment Relations Board for unit clarification. The City will not be precluded from hiring the position at the posted wage, however, the City recognizes the obligation to bargain consistent with ORS 243.698.

Series	Job Class	Munis Job Class Description	NeoGov Job Class Description	Grade
A	2040	ACCTG TECH 1	Accounting Technician I	C300
A	2045	ACCTG TECH 2	Accounting Technician II	C400
A	2050	ACCTG TECH 3	Accounting Technician III	C500
A	2590	FIN SUPP SVC LEAD	Support Services Lead	C600
AA	2570	PROG TECH	Program Technician	C600
AA	2580	PROG TECH SR	Senior Program Technician	C700
B	2085	ADM AST	Administrative Assistant	C400
B	2090	ADM SUP SPEC <i>Coordinator</i>	Administrative Support Specialist	C450
B	2095	ADM SUP SPEC SR	Senior Administrative Support Specialist	C550
BB	2610	SAF DR WTR PROG AST	Safe Drinking Water Program Assistant	C600
BB	2615	SAF DR WTR PROG COORD	Safe Drinking Water Program Coordinator	C700
C	2685	ANLYST	Analyst	C600
C	2695	ANLYST SR	Senior Analyst	C700
CC	2284	STREET SWEEPER OPERATOR	Street Sweeper Operator	C450
CC	2287	STREET SWEEPER OPERATOR LEAD	Street Sweeper Operator Lead	C700
CC	2270	STREET UTIL WKR 1	Street Utility Worker I	C350
CC	2275	STREET UTIL WKR 2	Street Utility Worker II	C450
CC	2280	STREET UTIL WKR 3	Street Utility Worker III	C550
CC	2305	ST WKR LEAD	Street Utility Worker Lead	C700
D	2220	APP ANLYST 1	Applications Analyst I	C800
D	2222	APP ANLYST 2	Applications Analyst II	C900
DD	2205	SUP SPEC 1	Support Specialist I	C600
DD	2210	SUP SPEC 2	Support Specialist II	C700
DD	2225	SUPPORT SPECIALIST LEAD	Support Specialist Lead	C800
E	2505	BLDG INSPECTOR 1	Building Inspector - Plans Examiner I	C650
E	2510	BLDG INSPECTOR 2	Building Inspector - Plans Examiner II	C750
E	2515	BLDG INSPECTOR 3	Building Inspector - Plans Examiner III	C850
E	2520	BLDG INSPECTOR LEAD	Building Inspector - Plans Examiner Lead	C950
EE	2460	TELEMETRY SPEC 1	Telemetry Specialist I	C600
EE	2465	TELEMETRY SPEC 2	Telemetry Specialist II	C700
F	2230	BUS SYS ANLYST 1	Business Systems Analyst I	C750
F	2231	BUS SYS ANLYST 2	Business Systems Analyst II	C850
FF	2289	UTIL WKR APPRENTICE	Utility Worker Apprentice - Utilities	C400
	2310	UTIL FLD SVC TECH	Utility Customer Service Technician (Utility Field Service Tech)	C500
FF	2290	UTIL WKR 1	Utility Worker I - Utilities	C550
FF	2295	UTIL WKR 2	Utility Worker II - Utilities	C650
FF	2300	UTIL WKR LEAD	Utility Worker Lead	C750
G	2530	CEMETERY SEXTON	Cemetery Sexton	C600
G	2535	CEMETERY SEXTON APPRENTICE	Cemetery Sexton Apprentice	C500
GG	2289	UTIL WKR APPRENTICE	Utility Worker Apprentice - Utilities	C400
GG	2320	WTR REC OPERATOR 1	Water Reclamation Operator I - Public Works	C550
GG	2325	WTR REC OPERATOR 2	Water Reclamation Operator II - Public Works	C650
GG	2335	WTR REC LEAD	Utility Worker Lead - Water Reclamation	C750
H	2740	CLIENT SYS ADM 1	Client Systems Administrator I	C750

V	2010	MAINT WKR 1	Maintenance Worker I	C200
V	2015	MAINT WKR 2	Maintenance Worker II	C300
W	2020	MUN CLERK 1	Municipal Court Clerk I	C300
W	2025	MUN CLERK 2	Municipal Court Clerk II	C400
W	2030	MUN CLERK LEAD	Municipal Court Lead	C500
X	2235	NETWORK ADM 1	Network Administrator I	C900
X	2240	NETWORK ADM SR	Senior Network Administrator	C995
Y	2150	PERMIT TECH 1	Building Permit Technician I	C400
Y	2155	PERMIT TECH 2	Building Permit Technician II - PT	C550
Y	2156	PERMIT TECH 3	Building Permit Technician III	C600
Y	2160	PERMIT TECH LEAD	Building Permit Technician Lead	C700
Z	2125	PLANNING TECH 1	Planning Technician I	C400
Z	2130	PLANNING TECH 2	Planning Technician II	C550
Z	2133	PLANNING TECH 3	Planning Technician III	C600
Z	2135	PLANNING TECH LEAD	Planning Technician Lead	C700
	2005	PW LABORER	Public Works Laborer	C100
	2060	AMBUL BILL TECH	Ambulance Billing Technician	C500
	2420	DEPT PURCH COORD	Department Purchasing Coordinator	C600
	2415	PURCHASING AST	Purchasing Assistant	C600
	2098	COMMUNICATIONS COORDINATOR	Communications Coordinator	C700
	2500	ED CAMPAIGN COORD	Education Campaign Coordinator - EIPD	C700
	2675	SAFETY & TRAINING ANLYST	Safety & Training Analyst	C700
	2315	UT COMP TECH	Utility Compliance Technician	C700
	2200	WEB GRAPHIC COORD	Web & Graphics Coordinator	C700
	2690	PROG ANALYST SR - STORMWATER	Senior Program Analyst - Stormwater	C700
	2165	SIGN PERMITTING ADMINISTRATOR	Sign Permitting Administrator	C800
	2065	AFFORDABLE HSNQ COORD	Affordable Housing Coordinator	C900
	2375	PROPERTY AND LEASE MANAGER	Property & Lease Manager	C900
	2810	SERVER & STORAGE ADMINISTRATOR	Server & Storage Administrator	C950
	2069	URBAN RENEWAL PROJ MGR	Urban Renewal Project Manager	C900
	2620	UTIL PROG COMPL SPEC	Utility Program Compliance Specialist	C600
	2567	SERVICE ADVISOR LEAD	Service Advisor Lead	C750
	2140	PLANNER AST	Planner Assistant	C650
	2099	PROG COORD - COBEA	Program Coordinator	C650
	2640	INSTRMNT CTRL TECH	Instrument and Control Technician	C750
	2650	SCADA SYS ADM	SCADA Controls System Administrator	C900
	2553	EQUIPMENT PARTS TECH	Equipment Parts Technician	C450
	NEW	EQUIPMENT PARTS TECH LEAD		
	2755	DATA ARCHITECT	Data Architect	C950
	2390	FLOW MONITOR COORD	Flow Monitoring Program Coordinator	C700