



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

**COBEA EBOARD Meeting Minutes #3 -2019**

**Date: May 1, 2019**

Time: 5:40pm – 7:40

Location: 710 NW Wall St – Badlands Conference Room

**Members in attendance:**

|   |  |  |   |
|---|--|--|---|
| <input checked="" type="checkbox"/> Kerry Bell – President  | <input checked="" type="checkbox"/> Julie Devoe - Vice President           | X – Julie O’Connor - Secretary   | <input checked="" type="checkbox"/> Corey Mastrud – Treasurer                         |
| <input checked="" type="checkbox"/> Tony Cota – Steward At 15 <sup>th</sup> Street                  | <input type="checkbox"/> Stuart Rounds– Steward Utilities Boyd Acres       | <input type="checkbox"/>   | <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<br>XX Mike Niles | <input checked="" type="checkbox"/> Jeromy Miller – Steward CDD City Hall  | Open – Steward Interim - CDD City Hall   | <input type="checkbox"/> Open - Steward WRF   |
| <input checked="" type="checkbox"/> Michelle Elpi-Trainor - Member                                  | <input type="checkbox"/> Stewart Rounds – Steward At Large Boyd Acres      |  | <input type="checkbox"/> Tedesco Law Group Labor Representative                       |
| <input checked="" type="checkbox"/> Dave Stendland – Visitor Member                                 | <input type="checkbox"/> Josh Oliver – Steward at Large Streets Department | <input checked="" type="checkbox"/> Cathleen Carr – CDD Steward City Hall 710 Wall St. | <input checked="" type="checkbox"/> Cally Whitman - Steward WRF                       |

**EBOARD MEETING – Welcome intros.**

**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: 5:40pm –**

**Officer/Committee Reports**

|  |  |
|--|--|
| <b>Secretary Report</b>                | <b>Cally motioned to approve the minutes, Jeromy Miller 2nded it. Minutes approved.</b>  |
| <b>Vice President Report</b>           | <b>Late – no report.</b>   |
| <b>Treasurer Report</b>                | <b>Checking – 5, 386.92 Savings: 107,326.15. After May, We may need to call another meeting to discuss calling another “bond” to raise money to pay for Tedesco. We will need Haley there for June, she isn’t coming in May.</b>   |
| <b>President Report</b>                | <b>Kerry had a meeting with Paul Realt regarding new positions. Sr. management and another position were posted as management positions. Kerry had discussion with Rob about it. Kerry brought up that the admin study was to clarify cobea work and specifically #7 MOU. Parking position – Haley says that ball is in our court. We need to talk this out and bring solutions. Kerry meets with Paul and David Abbas once per month.</b> |
| <b>CDD - Downtown</b>                  |  |
| <b>IT - Downtown</b>                   | <b>Per Kerry – Admin study going on with IT. Sandra says that she still wants to do study and wants to move forward with that.</b>   |
| <b>Finance - Downtown</b>              |  |
| <b>Utilities – Boyd</b>                |  |
| <b>Streets – 15<sup>th</sup> St</b>    |  |
| <b>Stormwater – Boyd</b>               |  |
| <b>Muni Court – 15<sup>th</sup> St</b> |  |
| <b>Code Enforcement</b>                | <b>Per Kerry – Code enforcement study has finished up. Kerry has signed.</b>   |
| <b>WFF – Skyliner Rd</b>               |  |

**Old business:**

1. Email from Michelle Elpi-Trainor
  - a. Michelle and Dave were present:
  - b. Kerry spoke and wanted to clarify about email.
    - i. Committee did not solicit requests nor accept any requests. They pulled wages and were tasked with reaching out to members. They pulled in as much information as they could. Just wanted to take another look at any disparities. Last bargaining there was a lot of headway.
    - ii. There were some areas that were not complete. It was the committees job to look at the data and decide what to do with it. Of the wages that were presented we looked for disparity.
    - iii. With admin study, we had just looked at these wages and bargained on these wages. We had just bargained and settled this. This was taken into consideration. Difference between Trupp study and bargaining. Study was just a study. Had to wait until over, then we could bargain the impact of the new positions created along with any existing that had a new wage created.
    - iv. After November 2<sup>nd</sup> there was no more mid term bargaining. It's the concern of Michelle that wages were being bargained during the mid term bargaining without their knowledge. She thought that only job classification and job descriptions were being reviewed/rewritten.
    - v. Kerry stated that we actually pushed for Michelle to stay in Management, but had to leave the purchasing piece, as this was COBEA work.
    - vi. Michelle's understanding was that once we got to bargaining, her wages would be looked at again. She wanted her wage looked at again because when three up three down compatibles were given, Michelle felt that her wages were lower than the compatibles.
    - vii. She feels that there a significant chunk of jobs that have higher wages than hers. She directs the flow of the purchasing in her department.
    - viii. Kerry: when information was sent out, it went to the bargaining committee. Data was looked at. They decided that it was already bargained. In the end the managers and directors decide what stays in the job description and what doesn't. They didn't want a purchasing analyst to be in every department. There are however, possible out of class concerns with all of this. Michelle feels that her current job description that she is currently in should be paid more.
  - c. Julie Devoe asked if we had TA'd on Salaries. Answer is no, but we have presented our salary proposals and waiting for a response.
    - i. Dave S. then spoke: his Sr. Analyst position was not looked at either. He has data about it, but understands that his job description is a funky job description and would be hard to match. Other city comparables, the only position is a management analyst. He is asking us to be creative and think outside the box.
    - ii. Jeremy Miller spoke: job descriptions was an indepth study. Hard to look at like for like job descriptions. Kerry stated that there was a handful of positions that didn't get a jump in pay last go around. We looked at these folks first.

- iii. Kerry - we could only go off the data that was provided to us. The fact that it was done 4 years ago, along with the Admin study 4 months ago. We also had to take into account when other jurisdictions take in their colas. She brought out the data that was presented for jobs to compare. Kerry looked at other things that other positions did that we didn't do. She gave examples (Hillsboro). Michelle asked if she could have Kerry's research. Kerry stated that their claim is a working out of class grievance and didn't belong at the bargaining table.
  - iv. Dave: Springfield, Gresham, EWEB all the same as what he does.
  - v. Mike Niles stated that Michelle only has 2 matching descriptions on the 3 up 3 down comparables. Dave, asked to why not try.
  - vi. Sandra, suggested that they fill out a PDQ to start the process. Sounds like a reclassification vs a bargaining deal.
  - vii. There isn't any one reason why they aren't being considered. There are a lot of little reasons that factored into decision – she then showed her hand typed and written research. Kerry stated that we need to pursue the out-of class stuff for these folks.
  - viii. Sandra offered to send the PDQ so that they could fill this out. You have to choose if you want to state that you are volunteering to work out of class, or do you want to be paid the out of class differential. There was some casual discussion on repercussion on turning in a PDQ.
  - ix. Michelle asked if we could possibly look at her data again and propose it. Kerry stated not at this time, but keep it for next bargaining go around and plan on being on the bargaining team. Kerry explained the process and timeframes for the PDQ process.
2. Code Enforcement re-class
- a. Code enforcement lead needs to be 10% above the highest grade.
  - b. Lead has been eliminated at this time. It was determined that there isn't a need for a lead. Folks involved were good with how this turned out.
  - c. Now is the time to look at the grades/pay. Kerry states they are in line with both.
  - d. This is set up to be an automatic bump from a 1 to a 2 if competencies are displayed.
  - e. Mike Niles made a motion to accept Code enforcement change. Jeromy Miller 2nded it. All were in favor. Motion passed.
3. Resolved Issues or Grievance debriefs
- A. Update Minutes template – it was stated that Carl was on the email. Needs to be removed from the email group.
  - B. Year ago – Ken Vaughn came out with some serious SOPs. Ruffled some feathers. Came up again. Kerry pulled up our redline copy of this SOP drafted by HR. Brittany wants a meeting with Kerry/Ken/Ian about this SOP. On hold until Ken gets back from vacation.

## **general Business**

- 1. Bargaining update:
  - A. Hot topics; Cola, Parking, city passes, comp time, vacation vs PTO

- I. Tony asked about Differential pay. Kerry explained that we can't give specifics right now, but our proposal is generous in this regard.
2. Insurance committee update:
  - A. EAP – incidents are going to be increased to 6 “visit
  - B. Three options for dental.
  - C. No changes to vision
  - D. 3% cost increase for medical – going out for RFP for new broker

**STEWARD REPORTS:** (up to 3min each as time has allowed)

1. Round table
2. July quarterly meeting – Reserve Millers Landing covered area.
  - a. Tony - millers
  - b. Julie D – Pine nursery
  - c. Sandra – pine nursery
  - d. Mike – pine nursery
  - e. Cally – Pine Nursery
  - f. Julie – I will go with whatever everyone wants
  - g. Nick – Pine nursery
  - h. Corey – If it costs he doesn't want to have it anywhere

**CLOSE MEETING**

MEETING WAS ADJOURNED AT 7:15.

**UPCOMING MEETINGS: JULY 10<sup>TH</sup> EBOARD MEETING**