



**RESOLUTION 2014-029**

**AUTHORIZING THE CITY MANAGER TO SIGN THE MEMORANDUM OF AGREEMENT (MOU) BETWEEN THE CITY OF SHERWOOD AND THE AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES (AFSCME)**

**WHEREAS**, the duly elected governing body of the City of Sherwood, Oregon, has been presented with information about the Memorandum of Agreement between the City of Sherwood and AFSCME; and

**WHEREAS**, the City of Sherwood and AFSCME members have agreed to roll over the current AFSCME Contract as noted in the attached Memorandum of Agreement; and

**WHEREAS**, AFSCME ratified the tentative agreement in April of 2014; and

**WHEREAS**, the agreement will remain tentative until ratified by the Sherwood City Council and will be effective upon execution and remain in effect through June 30, 2015; and

**NOW, THEREFORE, THE CITY OF SHERWOOD RESOLVES AS FOLLOWS:**

**Section 1.** This agreement is approved and ratified by the Sherwood City Council and is approved for adoption. The Memorandum of Agreement is attached as "Exhibit A".

**Section 2:** The City Manager is hereby authorized to sign the memorandum of agreement between the City of Sherwood and AFSCME.

**Section 3:** This Resolution shall be effective upon its approval and adoption.

**Duly passed by the City Council this 6<sup>th</sup> day of May 2014.**

  
\_\_\_\_\_  
Bill Middleton, Mayor

Attest:

  
\_\_\_\_\_  
Sylvia Murphy, MMC, City Recorder

# **Memorandum of Agreement**

## **between the City of Sherwood and AFSCME Local 1777**

**Whereas**, AFSCME Local 1777 (AFSCME) and the City of Sherwood (City) have entered into a Collective Bargaining Unit Agreement (Agreement) effective July 1, 2013; and

**Whereas**, Article 27 of the Agreement states:

Section 1. This agreement shall be effective on July 1, 2013, and shall remain in full force and effect until June 30, 2014.

Section 2. This agreement shall automatically be renewed from year to year thereafter unless either party shall notify the other, in writing, by December 1st that it wishes to modify the Agreement.; and

**Whereas**, The City and AFSCME agree they do not wish to modify the Agreement after it expires June 30, 2014 and neither party sent notices to that effect before December 1, 2013; and

**Whereas**, Article 22 of the Agreement states:

Section 1. Wage Scales. Effective July 1, 2013, increase the wage scale across the board (by applying percentage increase to first step and maintaining 2.5% between steps), by a percentage equal to the CPI-W, West Index, (Annual Average), minimum 0%, maximum 5%; and

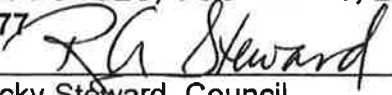
**Whereas**, both parties agree the CPI-W, West Index increased by 1.4% in 2013 and the Salary Schedule, attached to the Agreement should increase accordingly.

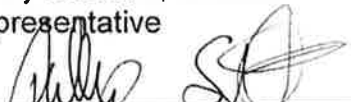
## **Agreement**

AFSCME and the City of Sherwood agree to the following:

1. The Agreement will rollover and will be effective July 1, 2014 – June 30, 2015.
2. Both parties acknowledge that the CPI-W, West Index, (Annual Average) increased by 1.4% in 2013. AFSCME and the City agree to modify the Salary Schedule accordingly to increase each step by 1.4% in each Group as indicated in the attached Salary Schedule for 2014-15. The changes in the Salary Schedule will begin on July 1, 2014.

**FOR AMERICAN FEDERATION OF  
STATE, COUNTY AND MUNICIPAL  
EMPLOYEES, COUNCIL 75, LOCAL  
1777**

  
\_\_\_\_\_  
Becky Steward, Council  
Representative

  
\_\_\_\_\_  
Philip Smith, Local 1777 President


  
\_\_\_\_\_  
Date

**FOR THE CITY OF SHERWOOD  
22560 SW Pine St.  
Sherwood, OR 97140**

\_\_\_\_\_  
Joe Gall, City Manager

\_\_\_\_\_  
Tom Pessemier, HR/Risk Manager

\_\_\_\_\_  
Date

 <b>City of Sherwood, Oregon</b> <b>2014-15 Proposed</b> <b>Salary Schedule - AFSCME Represented</b>												
Position	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Library Page 1	1	1949	1998	2048	2099	2151	2205	2260	2317	2375	2434	2495
Recreational Assistant		11.24	11.52	11.81	12.11	12.41	12.72	13.04	13.37	13.70	14.04	14.39
Library Page 2	2	2279	2336	2395	2455	2516	2579	2643	2710	2777	2847	2918
		13.15	13.48	13.82	14.16	14.52	14.88	15.25	15.63	16.02	16.42	16.83
Admin Asst I	3	2622	2688	2755	2824	2894	2967	3041	3117	3195	3275	3357
Library Asst I		15.13	15.51	15.89	16.29	16.70	17.12	17.54	17.98	18.43	18.89	19.37
Recreation Specialist												
Admin Asst II	4	2962	3036	3112	3190	3269	3351	3435	3521	3609	3699	3791
Library Asst II		17.09	17.52	17.95	18.40	18.86	19.33	19.82	20.31	20.82	21.34	21.87
Maint Wkr I												
Admin Asst III	5	3288	3371	3455	3541	3630	3721	3814	3909	4007	4107	4209
Billing Tech		18.97	19.45	19.93	20.43	20.94	21.46	22.00	22.55	23.11	23.69	24.29
Engineering Tech I												
Maint Wkr II												
Court Clerk I												
Finance Tech	6	3617	3707	3800	3895	3992	4092	4195	4299	4407	4517	4630
Code Compliance/Evid Tech		20.87	21.39	21.92	22.47	23.03	23.61	24.20	24.80	25.42	26.06	26.71
Department/Program Coord												
Maint Wkr III												
Permit Specialist												
Public Works Tech												
Mechanic												
Events & Volunteer Coord												
Engineering Tech II												
Assistant Planner		7	3941	4040	4141	4244	4351	4459	4571	4685	4802	4922
Librarian	22.74		23.31	23.89	24.49	25.10	25.73	26.37	27.03	27.71	28.40	29.11
Maintenance Worker Lead												
Accountant												
Municipal Court Administrator												
Associate Planner	8	4297	4405	4515	4628	4743	4862	4984	5108	5236	5367	5501
Engineering Associate I		24.79	25.41	26.05	26.70	27.37	28.05	28.75	29.47	30.21	30.96	31.74
Inspector I												
Inspector II	9	4641	4757	4876	4998	5123	5251	5382	5517	5655	5796	5941
		26.78	27.44	28.13	28.83	29.56	30.29	31.05	31.83	32.62	33.44	34.27
Senior Planner	10	4967	5091	5218	5348	5482	5619	5760	5904	6051	6203	6358
		28.65	29.37	30.10	30.86	31.63	32.42	33.23	34.06	34.91	35.78	36.68