

CITY of LA GRANDE
COUNCIL ACTION FORM

Council Meeting Date: January 10, 2018

PRESENTER: Anita Zink, Human Resource Specialist

COUNCIL ACTION: **CONSIDER APPROVAL OF MEMORANDUM OF AGREEMENT BETWEEN THE CITY OF LA GRANDE AND THE LA GRANDE EMPLOYEE ASSOCIATION— COMPETENT PERSON CERTIFICATION PAY**

1. MAYOR: Request Staff Report
2. MAYOR: Invite Public Comments
3. MAYOR: Invite Council Discussion
4. MAYOR: Entertain Motion

Suggested Motion: I move that we approve the Memorandum of Agreement between the City of La Grande and the La Grande Employees Association regarding Competent Person certification pay as presented by Staff

5. MAYOR: Invite Additional Council Discussion
6. MAYOR: Ask for the Vote

EXPLANATION: This Memorandum of Agreement (MOA) between the City of La Grande (the City) and the La Grande Employee Association (the Union) is to clarify the payment of OSHA Competent Person Certification Pay in the Collective Bargaining Agreement (CBA). The past practice and current CBA includes on the Salary Schedule a reference to Competent Person being paid only when an employee is designated as the Competent Person by their supervisor and so acting. However, this language is not included in the body of the Collective Bargaining Agreement and should be to avoid confusion. Additionally, the City and the Union desire to add a provision that to receive Competent Person certification pay that an employee not only be designated as the Competent Person but also has received training as a Competent Person within the previous thirty-six months. The Employees Association has agreed to the revisions. There are no new financial impacts resulting from this clarification.

The City Manager recommends approval of the MOA as presented by Staff.

Reviewed By: (Initial)

City Manager	<u>AS</u>
City Recorder	<u>AMB</u>
Aquatics Division	_____
Building Department	_____
ED Department	_____
Finance	_____
Fire Department	_____

Human Resources Dept	<u>AZ</u>
Library	_____
Parks Department	_____
Planning Department	_____
Police Department	_____
Public Works Department	_____

COUNCIL ACTION (Office Use Only)

- Motion Passed
- Motion Failed; _____
- Action Tabled; _____
Effective Date: _____
- Resolution Passed
Effective Date: _____
- Ordinance Adopted
First Reading: _____
Second Reading: _____
Vote: _____

Memorandum of Agreement

Between the

City of La Grande and the City of La Grande Employees Association

Recitals

This Memorandum of Agreement between the City of La Grande (the City) and the La Grande Employees Association (the Union) is entered into effective the 10th day of January, 2018, to clarify the payment of OSHA Competent Person Certification Pay in the Collective Bargaining Agreement (CBA). The past practice and current CBA includes on the Salary Schedule a reference to Competent Person being paid certification pay when an employee is designated as the Competent Person by their supervisor and so acting. However, this language is not included in the body of the Collective Bargaining Agreement and should be to avoid confusion. Additionally, the City and the Union desire to add a provision that to receive Competent Person certification pay that an employee not only be designated as the Competent Person but also has received training as a Competent Person within the previous thirty six months.

Agreement

NOW THEREFORE, in consideration of the mutual promises contained herein, the City and the Union agree as follows:

Current employees who hold an OSHA Competent Person certification will continue to receive certification pay under Article 12.2 Incentives as follows:

An employee must be designated as the Competent Person by their supervisor for a specific job and perform the duties as Competent Person; and

certification pay will be in the amount of \$0.30 per hour for each hour they actually serve in this capacity; and

employees will not receive Competent Person certification pay if they are already receiving payment for the maximum of four certifications; and

effective June 21, 2018, employees must have completed Competent Person certification or refresher training within the 36 months prior to acting as Competent Person.

IN WITNESS WHEREOF, the parties hereto have executed this agreement voluntarily and upon proper authority, in duplicate, on this 10th day of January, 2018, in the City of La Grande, Oregon by:

Robert A. Strope, City Manager
City of La Grande, Oregon

Date

Jered Huff, President
La Grande Employees Association

Date