



## RESOLUTION No. 2015-3199

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**A RESOLUTION APPROVING THE AMENDMENTS TO ARTICLE 10 (COMPENSATION) OF THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY AND THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 1660; AND AUTHORIZING THE CITY MANAGER TO EXECUTE THE AGREEMENT**

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### RECITALS:

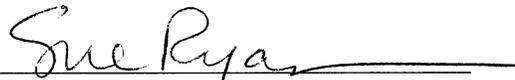
1. City staff has been in negotiations with the International Association of Firefighters, Local 1660, ("Association") representatives concerning compensation for the remainder of the contract period July 1, 2015, through June 30, 2017.
2. The Association ratified the proposed amendment as contained in the Memorandum of Understanding, attached as Exhibit "A" and by this reference incorporated.
3. City staff obtained comparable wage data, and based on that data, recommend acceptance of the Amendment to the Agreement, as justified and fair wages.

### THE CITY OF NEWBERG RESOLVES AS FOLLOWS:

1. The City ratifies the compensation amendments (via a Memorandum of Understanding) to the Association's Collective Bargaining Agreement between the City and the Association, attached as Exhibit "A" and by this reference incorporated.
2. The city manager is authorized to execute the Amendment to the Agreement with the Association on behalf of the City and to interpret the Agreement.
3. The city attorney is directed to review the Agreement (Memorandum of Understanding) as to form and content.

➤ **EFFECTIVE DATE** of this resolution is the day after the adoption date, which is: July 7, 2015.

**ADOPTED** by the City Council of the City of Newberg, Oregon, this 6th day of July, 2015.

  
Sue Ryan, City Recorder

ATTEST by the Mayor this 7<sup>th</sup> day of July, 2015.

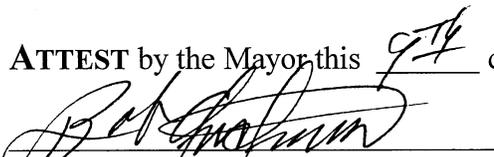
  
Bob Andrews, Mayor



EXHIBIT "A"  
To Resolution No.  
2015-3199

## MEMORANDUM OF UNDERSTANDING

### Amendment to Collective Bargaining Agreement (for the Period 7/1/14-6/30/17) Concerning Compensation

Entered into this \_\_\_\_ of July 2015.

#### PARTIES:

City of Newberg	International Association of Firefighters
<i>A municipal corporation</i>	Local 1660
PO Box 970	414 East Second Street
Newberg, OR 97132	Newberg, OR 97132

City of Newberg is hereinafter referred to as "**City.**"

International Association of Firefighters Local 1660 is hereinafter referred to as "**Union.**"

#### RECITALS:

1. The current Collective Bargaining Agreement, ratified by Resolution No. 2014-3146 on June 3, 2014, is for the period of July 1, 2014 through June 30, 2017.
2. Representatives of the City of Newberg's Management Negotiations Team have met with representatives of the City of Newberg's Fire Department, IAFF, Local 1660, Oregon and Chris Thompkins of Tualatin Valley Firefighters Union and have proposed the following amendment to the current Collective Bargaining Agreement:

## ARTICLE 10 COMPENSATION

### 10.1 Wages

Effective July 1, 2015, the wage plan in Appendix B, attached hereto, shall be in effect.

Effective July 1, 2016 the wage plan in Appendix B, will be adjusted by a percentage equivalent to the annual CPI-U for the Portland - Salem Metro area for the 2015 calendar year, with a minimum of 2%, but not to exceed 3%.

Wages will be factored based upon 2756 hours per year. The following positions will be recognized by and apply to this CBA. The wages for each position will be established by a subsequent percentage above the previous position.

1. Firefighter/EMT (FF)- Base
2. Firefighter/Paramedic (FFP)- 10% above FF
3. Lieutenant/Paramedic (LTP)- 15% above FFP

Hourly Rate Descriptions:

**Base Hourly Rate** - Established for the FF/EMT position and used as the basis for wage calculations for all other positions within this CBA. It shall be factored by dividing the yearly salary by 2756.

**Adjusted Hourly Rate** – The **base hourly rate** plus built-in overtime (156 hours per year). It is used to factor incentives and secondary duty assignments. This rate is based on current staffing levels.

**Normal Hourly Rate** – The **adjusted hourly rate** plus any applied incentives and secondary duty assignments. It is used to factor overtime.

**Remainder of Article 10 remains unchanged.**

**NOW, THEREFORE, THE PARTIES ENTER INTO THE FOLLOWING UNDERSTANDING:**

1. This modification to the collective bargaining agreement is effective July 1, 2015 and incorporates the attached Appendix "B" in said agreement, referring specifically to Article 10 Compensation, sub. 10.1 Wages, and illustrates wage rates effect July 1, 2015.
2. This modification to the collective bargaining agreement incorporates language into said agreement establishing parameters for wage rates effective July 1, 2016.
3. This modification to the collective bargaining agreement does not change the remainder of Article 10 – Compensation or other terms and conditions previously agreed to in said agreement.
4. This modification to the collective bargaining agreement does not bind either party to past practices.
5. The effective date of this Memorandum of Understanding is July 1, 2015 and is subject to ratification by the City Council on July 6, 2015.

DATED this \_\_\_\_ day of June, 2015

**City of Newberg**

**IAFF Local 1660**

\_\_\_\_\_  
Jacque Betz  
City Manager

\_\_\_\_\_  
Joe Tarmichael  
Shop Steward

\_\_\_\_\_  
Nancy McDonald  
Interim Human Resources Director

\_\_\_\_\_  
Chris Thompkins, IAFF Local 1660  
Tualatin Valley Firefighters  
Labor Representative

Approved as to Form & Content:

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Truman Stone  
City Attorney

