



METCOM 9-1-1

BOARD MEETING MINUTES Special Meeting – March 31, 2015

Governing Meeting called to order at 0930.

Members in Attendance:

Sherry Bensema
Dave Dryden
Terrill Isaak
Paul Iverson
Bill Miles
Dan Mullen
Scott Russell
Peter Spirup

Absentee Ballot:

Jeff Fossholm
Mike Healy
Ted Kunze
Fred Patterson
Jon Remy
Rich Sebens
Scott Shepherd
Don Taylor

Jim Trierweiler
Rod Yoder

METCOM Staff:

Gina Audritsh
John Thompson

METCOM Special Governing Board meeting called to order with a quorum met by members present and absentee ballots.

Collective Bargaining Agreement – Negotiations:

Gina provided a timeline of the collective bargaining process as outlined below:

- Bargaining began: April 2, 2014
- Number of meetings held: 21 Negotiation Meetings
- Mediation Session: 1 Mediation session
- Declaration of Impasse: January 14, 2015
- Went back to the table for further negotiations; two additional meetings were held.
- Turning point in the negotiation process - negotiation meeting involving Rich Almm with WHA Insurance on February 24, 2015 and his meetings with employees to explain insurance.
- METCOM held at wage increase offer of 2.5%, retro effective back to July 1, 2014.
- METCOM has spent over \$53,000 this year in legal fees for this bargaining session.

Insurance:

- Presented a defined contribution model.
 - The 2nd and 3rd years under the defined contribution model, the Agency has capped employer contribution at a 5% increase in order to control cost and anticipate costs for budgeting purposes.
- Lump sum – Employer Health and VEBA contribution on a tiered level.
- Dental – 100% employer contribution, presented a modified dual option plan.
- The benefits of this structure:
 - Provides options to the employees – one size does not fit all
 - Plans can be changed at open enrollment
 - Provides cost control for the Agency
 - Provides cost control for the employee
 - Provided flexibility to the employee
 - Ability to utilize VEBA for anticipated expenditures
- The process of the Insurance Review Committee is still in place. This allows for the Committee to review insurance carriers and plans if rates increase over 8%.

Additional Employee Benefits:

- PTO – The PTO benefit was increased slightly to match a normal 12 hour work day/shift equivalent.
- Sick Leave – Sick leave increased from 8 hours per pay period to 9 hours each pay period.
- Increase to relief shift premium from 3% to 4% off base wage.
- Holidays – Memorial Day and Labor Day were added as recognized holidays paid at time + ½ when working.
- COLA – The COLA for the 2nd and 3rd years will be based off CPI-W at December 31st of each year.
 - The actual for the 2nd year will be 2.4% as well as a 5% increase in the insurance defined contribution.
 - METCOM agreed to a 0.5% “Kicker” January of 2016.
 - 3rd year COLA corridor is 2-4% based off of CPI-W plus a 5% defined insurance contribution increase.
 - The 4th year is currently unknown and will be open for wages and insurance negotiations.

There were a lot of language changes to the CBA during this negotiation process. The document is available to the board members should anyone wish to review the CBA in its entirety.

The cost of the contract over the next three years is \$166,000 spread out over the three years.

Questions Presented:

- Q - Were there any changes to management rights and the discipline process?
A - We removed the second level of discipline that was in the existing contract due to redundancy. In the grievance process we removed mediation step because mediation is no longer being recognized in the State of Oregon any longer. It is recognized in the bargaining process but no longer in the grievance process.

Gina read the absentee ballots that were submitted for providing a quorum and voting.

Jeff Fossholm	In favor
Mike Healy	In favor
Ted Kunze	In favor
Jon Remy	In favor
Rich Sebens	In favor
Scott Shepherd	In favor
Jim Trierweiler	Abstain
Don Taylor	In favor
Rod Yoder	In favor

Resolution 2015-03 METCOM/NMCDA CBA Ratification:

This resolution is to adopt the Collective Bargaining Agreement between Marion County Area Multi Agency Emergency Telecommunications (METCOM) and North Marion County Dispatch Association (NMCDA). METCOM and NMCDA have negotiated a four-year collective bargaining agreement effective July 1, 2014 and will expire on June 30, 2018.

- Moved to adopt Resolution 2015-03: by Paul Iverson
- Motion second: Dave Dryden
- Discussion - None
- Motion carried, no opposition – Resolution 2015-03 is adopted.

Meeting adjourned