

## GLADSTONE CITY COUNCIL SPECIAL MEETING MINUTES OF NOVEMBER 17, 2022

Meeting was called to order at 5:30 P.M. – (Via Zoom and In Person)

### **ROLL CALL:**

Mayor Tammy Stempel, Councilor Ripley, Councilor Alexander, Councilor Tracy, Councilor Todd, Councilor Hartman, Councilor Garlington

### **ABSENT:**

None

### **STAFF:**

Jacque Betz, City Administrator; Cathy Brucker, Finance Consultant; Ashley Driscoll, City Attorney; Tami Bannick, City Recorder;

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Mayor Stempel called the meeting to order and explained that the City is abiding by guidelines set forth in House Bill 2560, which requires that they make all meetings accessible remotely, through technologic means and provide the opportunity for the public to participate to the best of their ability. This meeting will be open to the public, both in person and virtually, using the Zoom platform. She went over the procedures that will be followed for the meeting and the meeting agenda.

### **ADJOURN TO EXECUTIVE SESSION:**

Executive Session per ORS 192.660(2)(d) to conduct deliberations with persons designated by the governing body to carry on labor negotiations.

*Councilor Hartman made a motion to adjourn into Executive Session. Motion was seconded by Councilor Garlington. Ms. Bannick took a roll call vote: Councilor Ripley – yes. Councilor Alexander – yes. Councilor Tracy – yes. Councilor Hartman – yes. Councilor Todd – yes. Councilor Garlington – yes. Mayor Stempel – yes. Motion passed with a unanimous vote.*

### **SPECIAL MEETING:**

Meeting was called to order at 5:56 P.M.

### **ADDITIONS OR CORRECTIONS:**

None.

#### 1. **CONTRACT WITH GLADSTONE POLICE ASSOCIATION:**

This is to consider approval of the 2022-2025 Collective Bargaining Agreement with the Gladstone Police Association (GPA) and the City of Gladstone.

Ms. Betz went over the members of the negotiation teams. Ms. Driscoll went over the process that was involved in the negotiations. The parties met in good faith over 150 days, negotiating approximately ten different articles in the collective bargaining agreement. They had two mediation sessions and reached an agreement on all open items on October 31, 2022. The changes were legal updates (laws related to police officer arbitration process, new laws regarding union access to employees, doing business on City time, etc.). They also made significant updates to operations (aligning the City's current practice with the collective bargaining agreement language, discussing aspects that needed updating, operations that needed to work more efficiently, etc.). The majority of the conversation was related to economic issues, and they reached an agreement that everyone was comfortable with (longevity pay, \$2,500 recognition award for all employees in the unit, COLA of 2% retroactive to July 1<sup>st</sup>, 2022, a 2% COLA in January of 2023, a 3% COLA adjustment in July of 2023, a 2% COLA in January of 2024, and a range between 3%-5% based on

the CPI for the final COLA increase of the collective bargaining agreement). She thanked the Gladstone Police Association for working with them through this contract. She said they all worked well together.

Ms. Betz said the GPA called a special meeting and they have already ratified this agreement on November 8<sup>th</sup>, which is the reason they asked for a special Council meeting to consider this.

*Councilor Garlington made a motion to approve the 2022-2025 Collective Bargaining Agreement with Gladstone Police Association and the City of Gladstone. Motion was seconded by Councilor Alexander. Ms. Bannick took a roll call vote: Councilor Ripley – yes. Councilor Alexander – yes. Councilor Tracy – yes. Councilor Hartman – yes. Councilor Todd – yes. Councilor Garlington – yes. Mayor Stempel – yes. Motion passed with a unanimous vote.*

Mayor Stempel asked for a motion to adjourn the meeting.

**ADJOURN:**

*Councilor Todd made a motion to adjourn the meeting. Motion was seconded by Councilor Garlington. Ms. Bannick took a roll call vote: Councilor Garlington – yes. Councilor Todd – yes. Councilor Hartman – yes. Councilor Tracy – yes. Councilor Alexander – yes. Councilor Ripley – yes. Mayor Stempel – yes. Motion passed unanimously.*

Meeting was adjourned at 6:04 P.M.

Approved by the Mayor this 13<sup>TH</sup> day of DECEMBER, 2022.

ATTEST:

  
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Tamara Stempel, Mayor

  
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Tami Bannick, City Recorder