



Evelyn Minor-Lawrence  
Director

DEPARTMENT OF HUMAN RESOURCES

PUBLIC SERVICES BUILDING  
2051 Kaen Road | Oregon City, OR 97045

April 3, 2024

BCC Agenda Date/Item: \_\_\_\_\_

Board of County Commissioners  
Clackamas County

**Approval of the Board Order for Implementation of the final offer for AFSCME WES for represented employees. Total value is \$96,289. Funding is through ratepayer fees; no County General Funds are involved.**

<b>Previous Board Action/Review</b>	April 2, 2024		
<b>Performance Clackamas</b>	1. Building trust through good government		
<b>Counsel Review</b>	Yes	<b>Procurement Review</b>	No
<b>Contact Person</b>	Evelyn Minor-Lawrence Director, HR	<b>Contact Phone</b>	503-655-8812

**EXECUTIVE SUMMARY:** The County and AFSCME-WES entered into negotiations on March 28, 2023, for the third-year wage reopener as required by the 2021-2024 Collective Bargaining Agreement (CBA). After three traditional bargaining sessions and three mediation sessions, the parties were unable to reach an agreement. Therefore, on February 20, 2024, the County declared impasse in the negotiations with AFSCME-WES over the third-year wage opener. As a result and as required by process, AFSCME-WES submitted their Final Offer and Cost Summary on February 27, 2024, requesting an additional wage increase of 3% effective July 1, 2023. The County and AFSCME-WES were subject to a 30-day cooling off period that ran from February 28 – March 29, 2024. Pursuant to ORS 243.712(2) (d), at the conclusion of the 30-day cooling off period, the County has the right to implement its Final Offer - \$750 lump sum. This is the same offer accepted by AFSCME DTD/BCS and the three CCEA Bargaining Units.

Staff is presenting the Board Order for implementation of the County’s Final Offer for the Board’s review.

The cost of implementing the \$750 Lumps Sum (with Roll-ups) for WES represented employees is: **\$92,289.**

**RECOMMENDATION:** Staff recommends the Board approve the attached Board Order to initiate Implementation of the County’s Final Offer.

Respectfully submitted,

Evelyn Minor-Lawrence, IPMA-CP  
Digitally signed by Evelyn Minor-Lawrence, IPMA-CP  
Date: 2024.04.03 11:55:36 -07'00'  
Evelyn Minor-Lawrence, IPMA-CS  
Director of Human Resources

**BEFORE THE BOARD OF COUNTY COMMISSIONERS**

**OF CLACKAMAS COUNTY, STATE OF OREGON**

In the Matter of:  
AFSCME-WES COLA reopener for the third  
year of the 2021-2024 CBA.

Implementation of Final Offer following  
Impasse



Board Order No.

*Page 1 of 2*

**WHEREAS**, Clackamas County (“County”) and AFSCME-Water Environment Services Employees of Clackamas County (“Union”) are parties to a Collective Bargaining Agreement (“CBA”) for the period December 15, 2022 through June 30, 2024; and

**WHEREAS**, Article 10 (Wages), Section 1(a), paragraph 3 of the CBA states:

*Effective July 1, 2023, employees shall receive a cost of living increase equal to the percentage increase in the US Consumer Price Index, CPI-W: West Urban Annual Average, as reported by the U.S. Department of Labor, with a minimum of 0% and a maximum of 4.5%. In the event the established CPI exceeds the 4.5% maximum for the third year of this Agreement, the parties will engage in bargaining limited to the difference between the established 4.5% maximum and the established CPI reported for that year. Negotiations are to start no later than February 1, 2023.; and*

**WHEREAS**, on January 12, 2023, the County received notice that the CPI used to determine cost of living increases for FY 23-24 was published and exceeded 4.5%; and

**WHEREAS**, due to the CPI exceeding the 4.5% maximum for the third year of the CBA, the parties entered into bargaining on March 28, 2023, and were unable to reach agreement; and

**WHEREAS**, the parties entered into mediation on May 17, 2023; and

**WHEREAS**, on January 3, 2024, the County presented a proposal to apply a one-time lump sum payment; and

**WHEREAS**, on January 30, 2024, the Union notified the County that the union members voted to reject the County’s proposal; and

**WHEREAS**, the County declared impasse and submitted its Final Offer on February 20, 2024; and

**WHEREAS**, the statutorily required 30-day cooling off period expired on March 29, 2024.

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*Page 2 of 2*

**NOW THEREFORE**, the Clackamas County Board of Commissioners do hereby order the implementation of the proposal made in its Final Offer on the Union. The proposal being implemented is as follows:

*\$750 one-time lump sum payment for all full-time employees employed by the County at the time of implementation. Less than full-time employees will receive a pro-rated amount based on their FTE. The lump sum payment is subject to applicable withholdings. The lump sum payment will appear in the paycheck three (3) full pay periods after the implementation date.*

**DATED** this \_\_\_\_ day of \_\_\_\_\_, 2023

**BOARD OF COUNTY COMMISSIONERS**

\_\_\_\_\_  
Chair

\_\_\_\_\_  
Recording Secretary