



Evelyn Minor-Lawrence
Director

DEPARTMENT OF HUMAN RESOURCES

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

February 6th, 2025

BCC Agenda Date/Item: _____

Board of County Commissioners
Clackamas County

Approval of the Memorandum of Agreement for Implementation of the final offer for AFSCME CCOM for represented employees. Total value is \$42,450. Funding is through ratepayer fees. No County General Funds are involved

Previous Board Action/Review	December 10, 2024		
Performance Clackamas	1. Building trust through good government		
Counsel Review	Yes	Procurement Review	No
Contact Person	Evelyn Minor-Lawrence Director, HR	Contact Phone	503-655-8812

EXECUTIVE SUMMARY: The County and AFSCME-CCOM entered into negotiations on March 28, 2023, for the third-year wage reopener as required by the 2021-2024 Collective Bargaining Agreement (CBA). After many months of bargaining and mediation, the parties were able to reach an agreement as part of the CCOM successor agreement. CCOM agreed to settle the third-year reopener language from the 2021-2024 CBA and accept the same offer accepted by AFSCME DTD, WES and the three CCEA Bargaining Units.

Staff is presenting the Memorandum of Agreement for the Board's review. The cost of implementing the \$750 Lumps Sum (with Roll-ups) for CCOM represented employees is:
\$42,450.

RECOMMENDATION: Staff recommends the Board approve the attached MOAs between Clackamas County and AFSCME-CCOM bargaining units, and authorizes the Chair to sign on behalf of the County.

Respectfully submitted,

Evelyn Minor-Lawrence,
IPMA-CS Director of Human Resources

MOA – CCOM THIRD YEAR WAGE REOPENER

- I. The Parties to this agreement are Clackamas County (hereafter referred to as the "County") and AFSCME Local 350-7 CCOM (hereafter referred to as the "Union").
- II. **Background:** The CCOM Collective Bargaining Contract between Clackamas County and CCOM Employees, dated July 1, 2021, to June 30, 2024 provided for a third year reopener if the CPI for 2022 was above 4.5%, which it was. The reopener bargaining is currently in mediation.
- III. **Agreement:** To resolve the third-year reopener, as part of the package deal with bargaining the successor agreement, the County agrees to pay all represented employees a one-time lump-sum of \$750 upon ratification. Less than full-time employees will receive a pro-rated amount based on their FTE. The lump sum payment is subject to applicable withholdings.

FOR THE COUNTY

FOR THE UNION

Chair Craig Roberts, Board of County Commissioners

Kayla Brenner, President, AFSCME

Date

1/27/25

Date



Ryan Miller, Employee and Labor Relations Manager



Tessa Brooks, AFSCME Council Rep.

1/27/2025

Date

1/27/25

Date



Evelyn Minor-Lawrence, HR Director

1/27/2025

Date