Via Email Only

September 8, 2026

Janet Gilman, State Conciliator, State of Oregon Employment Relations Board
528 Cottage Street NE, Ste 400
Salem OR 97301

Todd Lyon/Mary Beth Altmann Hughes
501 SW Madison Ave
Corvallis, OR 97333

RE: Union’s Final Offer and Cost Summary

Oregon AFSCME hereby submits its Final Offer to the State of Oregon in relation to the parties’ negotiations for a successor to the 2023-2026 Collective Bargaining Agreement.

Thank you,

Kim Harman
Program Manager
Oregon AFSCME

FINAL OFFER

All tentative agreements already reached between Oregon AFSCME and the City of Corvallis are included in the Union’s Final Offer.

The Union’s Final Offer includes all unopened articles as well as Articles 7 and 27 as current contract language.

Oregon AFSCME’s Final Offer includes the following proposals:

ARTICLE 9:

HOURS OF WORK AND OVERTIME

Section 9.1. Workweek and Work Schedules. The workweek is defined as a fixed and regularly reoccurring period of seven (7) consecutive twenty-four (24) hour periods. Workweeks shall be established for each employee. Where no specific workweek has been established for an employee, the default workweek shall be from 12:01 a.m. Sunday to midnight Saturday. Work schedules are the workdays, days off, and hours of work identified within the employee's workweek. Within the workweek, the normal work schedule for regular full time employees is forty (40) hours. However, the City makes no guarantee of a forty (40) hour work schedule. As far as practicable, this work schedule conforms with established hours of business. This conformity shall not interfere with special time schedules governing departments operating more than eight (8) hours each calendar day. Nor shall this provision be construed as prohibiting part time employment, rotating, staggered, or shortened work periods, alternative work schedules, flexible work schedules, or shift work for continuous operations.

It is understood that the City will not make major changes in current practice with respect to scheduling of workweeks without consulting with the affected employees and the Union with the intent of accommodating the desires of affected employees to the extent such accommodation is consistent with operational requirements.

Section 9.2. Change in Work Schedules. Established work schedules will normally be changed only after a fourteen (14) calendar day written notice is given to employees. This time period can be waived by mutual agreement of the employee and supervisor. The City may reschedule shifts with less than the above required notice in any situation it deems to be an emergency. Changes in shifts will not be made for the sole purpose of avoiding overtime costs. It is recognized that shifts may occasionally be changed to accommodate operating needs which might also avoid overtime costs. Employee requests for a schedule change in order to mitigate the negative effects of working extensive overtime will normally be granted so long as the supervisor determines operating needs can be met and they do not create additional overtime liability for the City.

Section 9.3. Overtime. Overtime shall be defined as time worked in excess of forty (40) hours within a workweek. For purposes of calculating overtime, approved sick leave, holidays, and vacation leave are counted. Callback hours worked during a regular shift are not counted for the purposes of calculating overtime. Refer to Section 16.5 for hours worked on a holiday.

Section 9.4. Authorization for Overtime. Employees must have prior authorization, specific or standing, of the appropriate supervisor for overtime worked.

Section 9.5. Overtime Payment. Overtime worked shall be compensated by the accumulation of compensatory time at the rate of one and one half (1 1/2) times the hours worked to a maximum of ~~sixty-four~~ one hundred (~~64~~80) hours, or by cash payment at the rate of one and one half (1 1/2) times the regular hourly rate at the time the overtime is worked, computed to the nearest one quarter (1/4) hour (15 minutes). Any overtime worked after ~~sixty-four~~ one hundred (~~64~~80) hours of compensatory time has been accumulated will be paid in cash. Payment in the form of compensatory time or cash will be at the discretion of the employee. However, an employee is required to be compensated in cash when they work overtime filling in for another employee who is absent from work while using compensatory time. Accumulated compensatory time may be converted to cash by an employee requesting payment on a regular time sheet with payment received on the associated pay day or by an employee submitting a written request to their supervisor by the tenth (10th) of each month for payment on the fifteenth (15th) of that month. Mid-month checks are limited to three (3) draws checks per fiscal year and three (3) compensatory time cash out checks per fiscal year. Upon termination, accumulated compensatory time will be paid in cash. At no time shall overtime be pyramided, compounded, or paid twice for the hours worked.

Section 9.6. Voluntary Overtime. Overtime work will be voluntary except in cases of emergencies or when urgent operational needs cannot reasonably be met without requiring overtime. The City and the Union agree that bargaining unit members will have equal opportunity for overtime and callback hours. Departments shall be responsible, with input from their bargaining unit members and the Union, for developing written procedures to implement this section.

Section 9.7. Callback. Any employee assigned or requested to work other than their regular shift with less than 24 hours notice and where such work requires remaining at or traveling to a work site for such an assignment will be compensated for such time at a rate of one and one half (1 1/2) times their straight time rate, except on a holiday or a day observed in lieu of a holiday when callback will be compensated at two times (2) their straight time rate, either by payment or by compensatory time off. However, if less than two (2) hours are annexed to the end of an employee's shift, those hours shall not be treated as callback regardless of notice. In all other cases, the 24 hour notice requirement shall apply. If two (2) or more such hours are worked, then all extra hours are considered callback. In addition, any employee called back under this section shall be guaranteed a minimum of two (2) hours' work or pay at one and one half (1 1/2) times the employee's straight time rate, except on a holiday or a day observed in lieu of a holiday when callback will be compensated at two times (2) the employee's straight time rate. That is to say, if the callback work assignment and the employee's regular shift overlap, the employee shall be paid the callback rate until they complete a minimum of two (2) hours' work, or until their regular shift begins, whichever is greater, and the balance of their shift will be at the regular straight time rate. The City shall have the right to assign work for the full two (2) hours for employees who are called back, or to exercise multiple callback without additional payment, so long as the multiple callback occurs within two (2) hours. This section applies equally to part-time and full time employees. Callback will be voluntary except in cases of emergencies or when the City deems urgent operational needs cannot be reasonably met without requiring callback at which point the callback will be assigned.

Section 9.8 Rest Between Shifts

a. Employees that work sixteen (16) hours or more (excluding any accrued leave time) in a rolling 24-hour period will be compensated at double time for any hours beyond sixteen (16). Employees working sixteen (16) or more hours (excluding any accrued leave time) in a rolling 24-hour period, shall have at least eight (8) hours off duty to rest prior to returning to work unless an emergency or urgent operational need is declared by the City Manager or designee.

b. If an employee is physically called back to work and performs work for four (4) or more hours between the hours of 9:00 p.m. and 5:00 a.m. and the employee is scheduled to work the following calendar day, the employee shall be able to flex up to four (4) hours off-duty to rest at the beginning or end of their shift on the following calendar day.

c. The off-duty rest as specified in sections (a) & (b) above shall not be considered paid time; it may be treated like a schedule change or the employee may use vacation leave, compensatory time or floating holiday if they prefer to cover the off-duty rest time for the period of their previously scheduled shift. In cases of having already worked sixteen (16) or more hours, employees will not have the option to work for the off-duty rest or flex time.

Section 9.9. Remote Access.

a. If the City assigns work to an employee outside of their regularly scheduled shift, but such work does not require the employee to remain at or travel to a City work site (such as remote computer access or phone access) such work shall not be considered callback regardless of notice. However, the employee shall be entitled compensation at one-and-one half (1 1/2) times their straight time rate for the duration of the work or for a minimum of one (1) hour of such compensation, whichever is greater.

Remote access is defined as any City initiated contact that meets all of the following conditions:

1. The contact must occur outside of the employee's regularly scheduled shift and does not require the employee to remain at or travel to a City work site. For purposes of remote access pay, hours when the employee is on leave are not treated as if they were part of a regularly scheduled shift.

2. The contact must require that the employee use their job-related knowledge, and that knowledge must relate to a decision.

3. The contact subject must not be related to the

employee's scheduling, callback, or absences.

b. When remote access time overlaps with callback time (Section 9.7) due to starting time of a callback occurring within a period already being compensated by remote access pay, the remote access compensation shall continue for one full hour period (Section 9.9 (a) and callback compensation shall commence upon the end of the remote access period even though the employee's arrival for callback work began prior to that time. Thus, remote access time and callback time shall not overlap, but shall run consecutively, and the two-hour callback period would begin when the one hour remote access period ends.

Section 9.10. Standby Duty. Standby duty is defined as an employee status of being immediately ready and able to report to work and being available by phone or other required/approved electronic device during non-scheduled hours of work. The provisions of this section shall not apply to any employee required to reside at their job site.

a. Effective January 1, 2024 all employees working in Street Maintenance, Water Distribution, Water Treatment, Wastewater Collections, Wastewater Treatment, Environmental Services/Regulatory Affairs, Technical Services, Buildings, and Garage may be required to be on standby as a condition of their employment with the City of Corvallis. Newly-hired employees will be added to the standby list when deemed competent to perform standby duties at the discretion of their supervisor.

i. Swapping standby with another employee is acceptable. All changes must be pre-approved by the workgroup supervisor and the employee taking stand-by duty is required to meet all the requirements of the assignment. Proposed schedule adjustments shall be made to the workgroup supervisor a minimum of two weeks in advance of the first day impacted by the schedule change. This time period can be waived by mutual agreement of the employee and supervisor.

b. Employees assigned standby duty are expected to respond when contacted and shall receive one (1) hour straight pay for each eight (8) hours designated in standby duty status. The one (1) hour straight time pay shall be prorated for any portion of hours of standby duty less than eight (8) hours. Employees may choose to be compensated by payment or by accruing standby duty pay as compensatory time, as long as the employee has not reached their compensatory time cap. At no time shall standby be pyramided, compounded, or paid in addition to callback or overtime.

c. Employees assigned standby duty on a City holiday are expected to respond when contacted. When standby duty is assigned on a City holiday that would otherwise be the employees regular work day, the employee shall receive two (2) hours straight pay for each eight (8) hours designated in standby duty status. The two (2) hours straight time pay shall be prorated for any portion of hours of standby duty less than eight (8) hours. Employees may choose to be compensated by payment or by accruing standby duty pay as compensatory time, as long as the employee has not reached their compensatory time cap.

d. If issued a standby phone, it is the responsibility of the standby person to check the operability of the phone and to keep the phone within hearing range during all standby time. The same requirement exists for the operability for any other required/approved electronic device used for standby. The standby phones, or other devices, shall not be used for personal business. The standby person is expected to respond to all calls/inquiries immediately. The standby person must arrive onsite (onsite is defined as the Public Works Facility or the treatment plants as applicable) within one (1) hour of concluding the call. Employees specifically authorized to respond to a call remotely (e.g. by computer) shall respond within fifteen (15) minutes.

e. In the event a standby person is unavailable due to illness or an emergency situation, that employee's supervisor will reassign the duty according to the written protocol of that workgroup. Standby compensation will then be prorated based on the remaining assignment period, if any.

f. Employees who are on light duty or absent from work due to their own illness or bereavement leave are required to relinquish their standby assignment until they return to regular duty, unless specifically authorized by their supervisor to retain the standby assignment.

g. An employee assigned stand-by duties may not consume alcohol products within eight (8) hours of beginning standby duties or become otherwise impaired or incapacitated while on stand-by duty. Failure to respond, and/or meet the requirements of the standby duty assignment, and/or failure to respond to a call in a condition able to perform work may be grounds for disciplinary action in accordance with the Collective Bargaining Agreement.

h. Standby for those employees not assigned to stand-by per Section 9.10 (a): the City will schedule in advance when and where it needs employees on standby duty. The City shall have the sole authority to determine the qualifications needed for standby duty assignments, including response time. The City shall also describe any after hours operating needs and qualifications, to the extent practical, in job descriptions for affected position classifications. Qualified employees will be given an equal opportunity to volunteer for standby duty assignment. Standby duty will be voluntary except in cases of emergencies or when the City deems urgent operational needs cannot be reasonably be met without requiring standby duty at which point the standby duty will be assigned. Departments shall be responsible, with input from their bargaining unit members, for developing written procedures to implement this section in a manner which minimizes required standby duty by any employee. No employee will be required to work more than twenty-four (24) days of standby duty per fiscal year. Voluntary standby duty is not subject to the twenty-four (24) day limitation.

Employees assigned standby duty are expected to respond when contacted and shall receive one (1) hour straight pay for each eight (8) hours designated in standby duty status. The one (1) hour straight time pay shall be prorated for any portion of hours of standby duty less than eight (8) hours. Employees may choose to be compensated by payment or by accruing standby duty pay as compensatory time, as long as the employee has not reached their compensatory time cap. At no time shall standby be pyramided, compounded, or paid in addition to callback or overtime.

Department Directors may allow exceptions to response time requirements as long as operational needs are met. Any such exceptions shall be designated in writing. The provisions of this section shall not apply to any employee required to reside at their job site.

Section 9.11. Reporting Pay. Any employee who is scheduled to and does report to work but whose work is not required or available to them, shall be excused from duty and paid at their regular rate of pay for two (2) hours' work, or the number of hours actually worked, whichever is greater, unless prior to reporting for duty they were notified that no work would be required.

Section 9.12. Extra Hours Worked by Part Time Employees.

a. Extra hours worked by part-time employees will be voluntary except in cases of emergencies or when urgent operational needs cannot be reasonably met without requiring extra hours worked. The City and the Union agree that extra hours shall be offered to part-time employees in a fair and consistent manner. Departments shall be responsible, with input from their bargaining unit members, for developing written procedure to implement this section. Employees working extra hours in their own classification or a casual position equivalent to their regular classification shall be paid their regular rate of pay. Employees working extra hours in a classification that is not equivalent to their regular position shall be paid at Step 1 of the applicable equivalent AFSCME classification wage or placed at the next higher step of the applicable equivalent AFSCME classification that provides for a pay increase ~~unless their current rate of pay is higher~~.

b. Library Reoccurring Extra Hours. At least half of all Library reoccurring extra hours in any given classification shall first be offered to part-time employees in the equivalent classification as the reoccurring extra hours offered and who have expressed written interest in additional work before such hours are offered to casual or temporary employees. These hours shall be offered in a fair and consistent manner once each calendar year or whenever such hours are newly created. The Library has the discretion to determine what hours will be offered. Part-time employees in a different classification from the reoccurring extra hours offered are eligible to work such hours but have no preference over other casual or temporary employees. Reoccurring extra hours are defined as hours that are expected to continue on the same day of the week and at the same time of day for at least two months. Non-Community Library Specialist employees assigned to work reoccurring extra hours in the Bookmobile or in the Alsea, Monroe, or Philomath branches shall be paid at Step 3 of Job Group 760, unless their current rate of pay is higher.

Section 9.13. Scheduling Compensatory Time Off. Requests for compensatory time off shall be approved or denied within ten (10) working days of being submitted. Cancellation of the pre-approved compensatory time off shall be limited to emergency situations not under the control of the City.

Section 9.14. Pay for Overnight Travel Time to Conduct City Business. When requiring an employee to attend an event to conduct City business (i.e., City-required training, professional conferences, and other events directly related to an employee's current position) which will require an overnight stay away from their regularly assigned work site, the City shall endeavor to make travel arrangements in such a way as to ensure that travel time does not unduly impact the employee's personal time, providing that such arrangements do not significantly increase the total cost of the employee's attendance at the event. The following procedures shall be utilized to determine the best method to accomplish this goal:

a. The supervisor shall, whenever possible, endeavor to arrange transportation to and from the event so as to ensure that travel to and from the event takes place during the hours of the employee's regular work shift. Such transportation arrangements may not increase the overall cost of the employee's attendance at the event more than five percent (5%). The cost of the employee's time will not be included in the calculation of transportation cost or the overall cost of attendance.

b. If it is not possible to make travel arrangements to ensure that all travel will occur during the hours of the employees regular work shift, the supervisor shall, whenever possible and with the concurrence of the employee, revise the employee's regular work schedule so that the employee can take an amount of unpaid time off during the same work week in which travel occurs equal to the amount of time the City reasonably anticipates the employee will spend traveling to and from the event. Such flexible scheduling is exempt from the notification requirements outlined in Article 9, Section 2 of this agreement.

c. If it is not possible to either arrange the travel time to occur during the hours of the employee's regular work shift and/or arrange flexible time off equal to the total number of hours outside the employee's regular work schedule that the City anticipates will be spent traveling to and from the event, the employee may, at their option, forego attending the event.

d. If flexible time off has been offered but was not accepted by the employee, the employee cannot forego the event provided that the employee was given five (5) work days advance notice of the event.

e. Where travel time has been determined to be working hours (i.e., the employee shall receive compensation for their time), the employee can be assigned work for that travel period.

f. When more than one employee is going to an event where there is an overnight stay the employees may choose to share a room; if the City cannot afford multiple rooms and employees choose not to share, the City may limit the number of employees to send.

ARTICLE 10:
LEAVE DUE TO EMERGENCY OR ADVERSE WEATHER CONDITION

Section 10.1. Leave Due to an Emergency or Inclement Weather. The City Manager or designee is the sole designated authority to declare implementation of this section. In the event of an emergency which destroys or renders a City work site unsafe or in the case of inclement weather, the City Manager may elect to curtail all but essential City operations.

Section 10.2 Essential Personnel. Essential employees are defined as employees who are required to respond to work during a City declared emergency or inclement weather event as their duties are essential for City functions. This status shall be designated in job descriptions and postings for vacant positions.

Section 10.3. Non-Essential Personnel. Non-essential employees who have reported to work and started their scheduled shift may be released and their regular pay shall continue until the end of that working day. If possible, employees will be re-assigned to an alternate worksite prior to being released. Non-essential employees that were notified of the closure prior to the start of their regular work shift may use any accrued vacation, accrued sick, floating holiday, or compensatory time, or leave without pay to cover the closure. ~~If the employee has no accrued vacation, floating holiday, or compensatory time, the employee may use any accrued sick leave prior to being in leave without pay status.~~ Those employees allowed to leave the worksite prior to the designation by the City Manager will receive regular pay only for the time after the designation. Leave time granted prior to the designation shall be covered by the employee's accrued vacation, floating holiday, compensatory time, or leave without pay. An employee may choose to use leave without pay during emergency or inclement weather events before exhausting stated leave banks.

Section 10.4 Travel to work. In the event of adverse conditions that may jeopardize an employee's ability to travel to or from work, the employee must notify their Supervisor of their absence as soon as practicable. The employee will use any of their accrued vacation, floating holiday, or compensatory time leave accruals to cover this leave. If the employee has no leave accruals, this leave shall be without pay. If the employee has no accrued vacation, floating holiday, or compensatory time, the employee may use any accrued sick leave prior to being in leave without pay status.

10.4 Hazard Pay. Essential personnel required to report to or remain at work in-person in the event of a closure will be paid a differential equivalent to 10% of base hourly pay for all hours worked during the closure.

ARTICLE 18:

WAGES

Section 18.1.

a. Wages shall be paid according to the following schedule:
   1. Upon ratification, a $750 ratification bonus will be paid to all bargaining unit members.
   2. Beginning June 16, 2026, all employees shall receive a cost of living adjustment of 2% of base wages.
   3. Beginning June 16, 2026~~3~~ ~~or upon ratification if ratified after June 16, 2023~~, all employees shall receive a cost of living adjustment of 4~~8~~.0% of base wages.
   4. Beginning June 16, 2027~~4~~, all employees shall receive a cost of living adjustment of 3~~2~~.0% of base wages.
   5. Beginning June 16, 2028~~5~~, all employees shall receive a cost of living adjustment of 5~~3~~.0% of base wages.

b. Appendices A and B position list, wage tables, and classification points range shall be updated when changes are made. Updates will be posted on the City's information systems and will be made available to all employees.

c. If an employee voluntarily requests or applies for a lower classification position and their current salary is more than the top of the schedule for their new classification, then the employee and Human Resources shall mutually determine an appropriate starting salary which can be at or below their existing salary but above the salary specified in Appendix B. However, such salary shall only be in effect for the period of one year, at which time the salary for the employee will be reduced to the top step of the appropriate job group per Appendix B.

d. The classification point range is outlined in Appendix A. Each position shall be placed in the appropriate job group based upon its point value. Positions are identified by job group in Appendix A as of the implementation of this contract.

Section 18.2. Should the employer-paid pre-tax contribution for PERS no longer be a valid option at some point in the future and employees become responsible for their 6% contribution to PERS, the City shall concurrently increase the employee wage by 6%.

Section 18.3. Step Increases ~~and Evaluations~~. Upon completion of a probationary period, the employee shall receive a step increase from the initial hire step to the next step in that position's pay range. Additional step increases will be granted annually thereafter ~~to employees who receive a satisfactory performance evaluation from the date of the last step increase~~ until the employee reaches the top step of the position's pay range. Employees promoted to a higher salary range will begin at Step 2 of the new range or the step of the new range which represents at least a five (5) percent increase from their regular salary, whichever is greater.

~~In the event an employee does not receive an evaluation within 30 days after the scheduled step increase date, the City shall automatically grant the step increase to the employee effective on the scheduled step increase date.~~

~~Should an evaluation deny an employee a step increase, they may grieve through the Grievance Procedure, Article 8.~~

Effective June 16, 2027 the step range will consist of 7 steps.

a. All employees who have reached step 6 on or before June 16, 2026 shall be moved to step 7.

Section 18.4. Service Recognition. The City and Union acknowledge the valuable service provided by long-time employees. Effective June 16, 2027, the City shall contribute a percentage of wages into a deferred compensation account as long as the employee matches that contribution on a one-to-one basis as follows:

- 20-24 years of service: Up to 1% of wages
- 25 or more years of service: Up to 2% of wages

ARTICLE 19:
JOB CLASSIFICATION AND WAGE ADJUSTMENTS

Section 19.1. The compensation and classification plan shall be administered pursuant to an administrative policy governing implementation of Article 19. The City retains full and exclusive rights to manage the City's job classification plan. Without limitation, but by way of illustration, the exclusive prerogatives, functions, and rights of the City shall include the following:

a. To establish new classifications.

b. To revise existing classifications by changing, adding, or deleting duties, qualifications, or standards.

c. To remove existing classifications.

Section 19.2. Wages for New Classifications. When a new classification is established, proper notice will be given to the Union and such notice shall include the classification and pay range recommended for such position. The Union shall be afforded an opportunity to meet and discuss the matter. If the Union does not object to the City's pay proposal within ten (10) calendar days, the City's proposal will be implemented.

If the Union does object to the City's pay proposal, then the matter will be submitted as a grievance at Step Four. Should the grievance proceed to binding arbitration, within five (5) days of the Step Five hearing, the parties shall meet to exchange and acknowledge single final offers of settlement of the grievance, specifying the preferred salary range for the position in question. The decision of the arbitrator shall be based on the criteria listed in the Public Employee Collective Bargaining Act and shall be limited to the selection of either final offer.

Section 19.3. Revision of Wages for Existing Classifications. Should it be necessary to revise the wage rate of an existing classification during the life of this Agreement and both parties mutually agree to do so, the City shall establish a temporary wage rate which shall be effective unless modified during the next open negotiations. Under no circumstances will the City reduce the wage rate during the life of this Agreement without the consent of the Union.

If, during the first negotiations after the establishment of the temporary wage rate, the City and Union agree to a different rate (not considering general increases), such negotiated rates shall be made retroactive to the date of the temporary adjustment.

19.4 Reclassification requests. Employees or their Supervisors may request to be considered for a reclassification at any time. Human Resources will respond to all requests for reclassification within 30 days of the written request. If the request is denied, HR's response will include details of why the request was denied.

ARTICLE 22:
HEALTH AND DENTAL INSURANCE BENEFITS

Except where expressly noted, this article shall not apply to Park Seasonals.

Section 22.1. To reduce the financial hardship of employees in case of serious medical or dental expenses, the City will provide medical and dental benefits substantially equivalent to the current plans as modified in Section 22.9 and covering all bargaining unit employees and their dependents. Employees shall have annual open enrollment periods for the plans of at least twenty-one (21) days. The City shall be allowed to make any plan changes that are mandated by its insurance carrier so long as the actuarial impact on the premium rate is no more than 0.5%. Medical and dental plans may increase at different rates based upon the experience of the plans. Employees may elect to be covered by any other medical or dental plan offered by the City with the understanding that the employee will pay the difference, if any, in premium costs over and above the contribution amount for the above plans and within the maximum limits specified below.

Section 22.2. Employees and their dependents are eligible for coverage beginning the first day of the month following thirty (30) days' employment. If a new employee fails to submit the necessary application materials within a manner and a time frame required by the insurance carrier, the City shall enroll the employee for "default" medical and dental plan coverage. Default coverage shall be single coverage in the AFSCME HDHP with an HRA contribution. Enrollment in the default coverage may not be revised by the employee until the next open enrollment.

Section 22.3 ~~Effective with the January 1, 2024 plan year, the City shall pay 100% of the single premium amounts for the plans as modified and specified in this Article (employee's own coverage) for all employees covered by this Article~~. Effective with the January 1, 2025 plan year, the City shall pay 97% of the single premium amounts for the plans as modified and specified in this Article (employee's own coverage) for all employees covered by this Article. Effective with the January 1, 2026 plan year, the City shall pay 93% of the single premium amounts for the plans as modified and specified in this Article (employee's own coverage) for all employees covered by this Article. For full-time and part-time employees designated at 0.75 FTE or greater, the City shall additionally pay 93% of the premium difference for employees choosing to cover a dependent on two-party coverage. For full-time employees only, the City shall also pay 93% of the premium difference for employees choosing to cover additional dependents on family coverage. The remaining premium amounts shall be paid by the employee. If a full-time employee voluntarily transfers to a part-time position of .75 FTE or greater related to a reduction in force, the part-time payment limitation under this section shall not apply.

The City's contribution toward the purchase of such group insurance shall continue for a maximum of twelve (12) calendar months from the initial date of leave for employees who are absent due to on-the-job illness or accident or on long term disability insurance leave.

Section 22.4. When the number of <u>an</u> employee's dependents increases or decreases, the employee shall notify the City and the City will make the appropriate changes in its contribution. Failure by the employee to notify the City within thirty (30) days of a decrease in number of dependents will result in the employee owing the City the difference. The employee may request that this be repaid through a deduction from the employee's paycheck or the employee may repay the amount directly to the City for the difference in the City's contribution and the lower rate.

Section 22.5. Bona fide Wellness Program. The City and the Union agree on the importance of employee's wellness. The Union encourages participation in the Wellness Program. The City shall therefore maintain a bona fide Wellness Program in which all health-plan covered employees may participate and which shall include at a minimum health risk assessments, health screenings, and quarterly programs at no cost to the employee.

Section 22.6. Retirement Health Savings Plan. Employees who participate in the above bona fide Wellness Program are eligible for a City paid incentive up to 1% of base salary paid by the City into a retirement health savings account for the employee. This contribution shall begin for the payroll following thirty (30) days after qualifying for the incentive. Employees must qualify by November 30th of each year for participation in the following calendar year (beginning with the December 16 - January 15 payroll). Participation shall be as follows:

a. For employees who complete the City's annual health risk assessment, the City shall contribute 0.4% of base wages.

b. For employees who participate in at least one of the approved health screenings, the City shall contribute 0.3% of base wages.

c. For employees who pledge to participate at least quarterly in other wellness program initiatives as approved by the City (consultations, speaker programs, support groups, etc.), the City shall contribute 0.3% of base wages.

These City contributions shall also be subject to a vesting schedule of twenty-five percent (25%) per year of continuous regular City service until the employee is fully vested. Current employees shall receive credit for regular City service from their most recent date of hire to include service already completed prior to the effective date of this Agreement.

Section 22.7. The City shall make available an employee assistance program and an IRS Section 125 flexible benefit plan.

Section 22.8. Post Employment Health/Dental Benefits.

a. Retired AFSCME members hired prior to July 1, 1992 and not yet eligible for health coverage through the Oregon Public Employee Retirement System (PERS) (those under 65), shall be eligible for AFSCME active employee medical and dental coverage. The City shall contribute an amount towards single medical and dental coverage for the retiree up to, but not exceeding, the dollar amount it would contribute for single coverage for a full-time active AFSCME employee.

b. Active AFSCME members hired on or after July 1, 1992 shall have a contribution made by the City to the employee's Retirement Health Savings Account (RHSP) according to the following schedule for each pay period month:

Months of Service **(Years of Employment)**	**Monthly Contribution** **Amount**
61 to 120 months (5 to 10 years)	$50
121 to 180 months (10 to 15 years)	$75
181 + months (15 + years)	$100

A completed pay period month for which this contribution shall be made is defined as a pay period month in which the employee has been in pay status for eleven or more working days (eight hour periods or the pro rata share of eight hours for less than 1.0 FTE) in that pay period month. For contribution purposes, time loss due to on-the-job illness or accident shall be counted as time in pay status, to a maximum of three (3) pay period months.
Section 22.9. The AFSCME medical plan shall be as follows:

a. AFSCME ~~High Deductible~~ High-Deductible Health Plan (HDHP) is offered to all AFSCME employees.

b. Employees shall be entitled to a City- paid contribution into a health savings account (HSA) or a health reimbursement arrangement (HRA) account, as follows: Employees shall be entitled to a City-paid contribution into a health savings account (HSA) or a health reimbursement arrangement (HRA) account the equivalent of the plan's deductible for their level of coverage (single at $1,700~~500~~, two-party and family at $3,400~~000~~) at the rate of 25% or 3/12th of the annual contribution in January thereafter beginning in April at the rate of 1/12th the annual contribution each month. Employees that separate from the City will be required to reimburse the City for the pre-paid deductibles from their final paycheck. If an employee leaves in January the employee would repay February and March deductibles (2/12th). An employee leaving in February would repay March's deductible (1/12th). Deductibles will automatically change as needed to meet the minimum deductible amounts set by the IRS each year. The maximum out of pocket for the HDHP will increase commensurate with the increase in the deductible. The difference shall remain at $750 for the individual plan and $1500 for the two-party/family deductible. No employee shall receive additional payments into their account after the termination of their employment. Employee's HSA plan is portable when the employee leaves the City. Employee's HRA plan is owned by the City however, when an employee leaves the City, any remaining funds in the HRA shall be either retained in the HRA for the employee's use or shall be transferred to the employee's retirement health savings plan (RHSP) account according to the rules of these plans. Employees choosing to retain funds in their HRA account shall be responsible for any administrative fees paid by the City.

c. New hires shall be entitled to a City-paid contribution into a health savings account

(HSA) or a health reimbursement arrangement (HRA) as follows: the equivalent of the plan's deductible for their level of coverage (single at $1,<u>7</u>~~5~~00, two-party and family at $3,4~~0~~00) at the rate of 1/12th the annual contribution each month. Deductibles will automatically change as needed to meet the minimum deductible amounts set by the IRS each year.

d. Retired AFSCME employees who were hired before July 1, 1992 are eligible for City HSA or HRA contributions.

e. If the amount the City pays for the medical insurance results in the City being subjected to the Cadillac Tax under the Affordable Care Act, Article 22.9 will be subject to an automatic reopener and result in bargaining a change in insurance coverage to reduce costs below the Cadillac Tax Threshold.

Section 22.10. Park Seasonals. Park Seasonal employees shall be eligible subject to 22.2 above, for City-paid single coverage under the AFSCME HDHP Plan and dental plans as described above. Park Seasonals eligible for the AFSCME HDHP plan shall be entitled to a prorated City-paid contribution into a health saving account (HSA) or a health reimbursement arrangement (HRA) for single coverage only. Park Seasonals may also voluntarily contribute to the City's IRS Section 125 flexible benefit plan and/or the City's deferred compensation plan(s) at their own expense. Pro-ration shall be at the rate of 1/12th of the annual payment x the number of months medical insurance premiums will be paid in the coverage year, paid on the same schedule as outlined in 22.9.b.

Section 22.11. Health Care Review Committee. The Committee shall be responsible for determining the most cost beneficial health care and related programs. To carry out this task, the Committee shall obtain and review claims and usage data and provide input to proposals and contracts relating to health care, employee assistance program, long term disability, and other insurance programs. The Committee shall meet at least quarterly and be chaired by Human Resources and staff support is provided by Human Resources. Membership shall consist of nine members with two (2) designated by each bargaining unit and three (3) designated by the City. Each member shall be responsible for supporting and educating their bargaining unit members or exempt employees in regards to full committee recommendations. Committee recommendations shall be submitted to the City Manager and the bargaining units for approval.

<u>ARTICLE 23:</u>
<u>OTHER BENEFITS</u>

Except where otherwise noted, this Article shall not apply to Park Seasonals.

<u>• Vision insurance co-insurance shall move from $15.00 to $25.00.</u>

Section 23.1. Life Insurance. The City shall contribute to the purchase of a term life insurance benefit policy equal to one (1) year of the employee's salary and an accidental death and dismemberment benefit policy equal to one (1) year of the employee's salary for each employee.

Section 23.2. Long Term Disability Insurance. The City shall provide bargaining unit members with long term disability coverage equal to sixty percent (60%) of a member's taxable monthly salary, reduced by any deductible income, up to a maximum of $8,000 per month. Eligibility shall commence ninety (90) days after the disabling event.

Section 23.3. In the event of time loss due to on-the-job accident or illness, the City will continue its contributions toward the purchase of life and salary continuation insurance for a maximum of three (3) calendar months.

Section 23.4. All employees shall be covered by Unemployment Insurance as required by statute.

Section 23.5. The City will pay the employee's share of the workers' compensation assessment.

Section 23.6. Use of Personal Vehicles. Employees traveling on duty will be provided a City vehicle or paid for the cost of travel including a personal vehicle or other approved transportation. The rate of mileage reimbursement shall be the rate set by the U.S. Internal Revenue Service. The mileage reimbursement shall be from the employee's home or work site to the destination and back, whichever is the shortest. Employees who are offered transportation, but choose to use their own personal vehicle will not be eligible for mileage reimbursement. The City is responsible for providing secondary insurance coverage to cover claims not covered by the primary insurance carrier. The City shall not require the use of a personal vehicle as a condition of employment. This section shall also apply to Park Seasonals.

Section 23.7. Educational Reimbursement. The City encourages all employees to continue to develop themselves through special training and academic courses. The City will participate in an educational reimbursement program as follows:

> a. For courses taken at the request of the City, the full cost of tuition and books will be paid by the City.
>
> b. For job-related academic courses (up to eight (8) credits per term) taken on the employee's own initiative, the City shall reimburse the employee fifty percent (50%)

of the cost of tuition. Employees may pursue courses not directly eligible only when such courses are necessary to complete requirements for a continuing program for a degree or certificate that is job-related. Job-related refers to courses directly related to the employee's current position or other related positions within the City to which the employee might reasonably be promoted or transferred. Educational reimbursement may also be provided for courses that will lead to qualification for a new trade or profession within the City if approved by the Department Director. Educational reimbursement shall not be provided, however, for courses that will lead to qualification for a new trade, business or profession outside of the City.

c. All applications for educational reimbursement must be approved by the Department Director prior to the employee taking the course, and the employee must receive a passing grade of "C" or above in the course to be eligible for reimbursement.

d. An employee who receives educational reimbursement funds from the City for courses taken at the employee's initiative under (b) above, must remain in the employ of the City for one (1) full year after the date of payment, or must repay the City for the full amount of the reimbursement received during their last year. Educational reimbursement will not be provided to any employee whose employment is terminated prior to the completion of the course unless the employee is terminated due to a reduction in force.

1. Employees shall submit in writing to the Department Director a request for educational reimbursement by December 1st of each year for budget consideration for the following fiscal year. If the employee does not submit their request by December 1st, the Department Director may grant the request if funds are available to accommodate the request. The request shall contain the following:

A. Type of course and institution
B. Time, days each week (estimated)
C. Estimated cost for tuition
D. Course justification (i.e., relationship to job, other City jobs, and career)

2. The request for educational reimbursement shall be evaluated by the Department Director using the following criteria:

A. Relationship to job duties
B. Availability of appropriations
C. Cost effectiveness
D. Certification maintenance
E. Departmental and employee goals
F. Effect on operations
G. All other criteria being equal, seniority shall be the determining factor

3. Following City Council budget adoption:

A. Department Director shall reevaluate submittals, if necessary, based upon appropriations and the criteria listed in Section 23.7.d(2).
B. Employees shall advise managers of any changes in program specifics as soon as possible.
C. Final notification will be given as soon as possible to affected employees as a result of reviewing the information in A and B listed above.

4. Denials based on City Council appropriations decisions shall not be grievable.
Section 23.8. Fleet Maintenance Tools.

a. An employee required to provide their own hand and diagnostic tools necessary to perform the essential functions of their position shall be eligible for the reimbursement (up to $1,000 per fiscal year) for the cost of tools that wear out or are damaged in use on City equipment. The reimbursement allowance does not compound or roll over from one fiscal year to the next.

1. An employee who leaves the City employment for any reason is required to repay the amount reimbursed over the preceding 12 months.

b. The City will include on its insurance policy up to $40,000 worth of personal employee tools. A catastrophic loss (more than $10,000 in loss value) of those tools due to theft, natural disaster, fire, or other insurance-related issues where the City is caused to file a claim will be compensated in accordance with and up to the limits included in the City's insurance policy.

Section 23.9 Paid Leave Oregon.

a. Eligibility determined by the State of Oregon and may apply to Park Seasonals.

~~a.~~b. The City will pay the statutorily required employer's contribution of the Paid Leave Oregon (PLO) program, not to exceed forty percent (40%) of the rate set by the State of Oregon Director of Employment Department, unless required by law. The City will deduct the employee's portion of the PLO contribution, not to exceed sixty percent (60%) of the same rate, from the employee's wages and transmit to the State of Oregon Employment Department.

~~b.~~c. Employees who have a qualifying life event and are eligible, as defined by ORS 657B.010, must notify the City of the need to take Paid Leave Oregon (PLO) leave thirty (30) days before a foreseeable qualifying reason. In an emergency, an employee must notify the City of the need to take PLO within twenty four (24) hours of the commencement of the leave and must provide written notice within three (3) days of starting leave.

~~c.~~d. Employees may be eligible for a maximum of twelve (12) weeks of PLO per benefit year, with an additional two (2) weeks for limitation related to pregnancy.

~~d.~~e. Upon request, an employee shall be allowed to utilize their accrued leave of their own choice. ~~to compensate for the difference between their state-issued PLO benefits and the "eligible employee's average weekly wage" calculated by the Oregon Employment Department. The employee shall submit PLO benefit information to the City of Corvallis to calculate and process the difference.~~ Any leave used under this section may not be returned to your leave bank.

~~e.~~f. Employees who are on PLO leave shall not accrue any ~~paid leave~~ sick or vacation accruals unless they are in paid status for eleven (11) days or more in that pay period.

~~f.~~g. PLO and FMLA/OFLA leaves run concurrently, unless otherwise prescribed by law.

ARTICLE 37~~6~~:
TERM OF AGREEMENT

Section 36.1. Effective Dates. This Agreement shall be effective as of the date of signature as documented below, and shall be binding upon the City, the Union, and employees covered by this Agreement, and shall remain in full force and effect through June 30, 202~~6~~9.

~~Section 36.2. Full and Exclusive Agreement. The parties acknowledge that during the negotiation which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter appropriate for collective bargaining, and that the understandings and Agreements arrived at by the parties after the exercise of that right and opportunities are set forth in this Agreement. Therefore the City and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waive the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter without mutual consent, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. All terms and conditions of employment not covered by this Agreement shall continue to be subject to the City's direction and control. This Agreement supersedes all prior Agreements, whether written or oral.~~

Section 36.3. Automatic Renewal. After the expiration date, this Agreement shall automatically be renewed from year to year and shall be binding for additional periods of one (1) year unless either the City or the Union gives written notice to the other of its intent to modify or terminate the Agreement.

Section 36.4. Modification. Notice of intent to modify shall be given not later than December 1 prior to the expiration date of this Agreement. The party intending to modify it will notify the other in writing of the provisions of the Agreement in which modification is proposed. The Agreement shall remain in full force and effect during the period of negotiations to modify the Agreement except for the strike provisions of this article. If either party wishes to modify, amend, add to, or delete any of the provisions of this Agreement prior to the expiration date hereof, it shall give written notice to the other party. It is understood that both parties must agree before modification, amendment, additions, or deletions will be negotiated.

Section 36.5. Termination. The Agreement, or any part of it, may be terminated or renegotiated at any time by mutual consent of both parties. If either party wishes to terminate this Agreement after the expiration date, it shall give thirty (30) days written notice to the other party. Neither party may effectuate a termination of this Agreement during a period of negotiation.

Section 36.6. Effect of Strike. Should a strike occur, this Agreement becomes null and void during the period of the strike.

STATE OF OREGON, EMPLOYMENT RELATIONS BOARD **COST SUMMARY FORM**	**For ERB Use Only** Case No.__ME-014-26____ Date Filed__9/8/26___

Projected Increase/Decrease in Each Year
(add or shade unused columns as needed)

Proposal Description including Article or Section Numbers	**Current Cost**	**Year 1**	**Year 2**	**Year 3**	**Total Projected Increase / Decrease**	**Explain calculations.** List all factors and assumptions used in calculating costs for each year. Attach additional sheet if necessary.
Article 10: Leave Due to Emergency Or Adverse Condition Section 10.4	0	1327	1433	1505	4264	See Cost Summary Form Attachment
Article 18: Wages Sections 18. 1 and 18.3	22474445	1581002	2879759	4263004	8509209	See Cost Summary Form Attachment
TOTAL (for each column)	$ 22,474,445.00	$ 1,582,329.00	$ 2,881,192.00	$ 4,264,509.00	$ 8,513,473.00	

STATE OF OREGON
EMPLOYMENT RELATIONS BOARD
COST SUMMARY FORM ATTACHMENT

Union/Bargaining Unit:	City of Corvallis AFSCME Local 2975
Employer:	City of Corvallis
Contract Term:	July 1, 2026 to June 30, 2029

This attachment explains the factors and assumptions used in calculating costs for each year for the term of this contract. The costing by year represents the cost above current levels and reflects the months in effect during the life of the contract: Year 1 July 2026 to June 2027, Year 2 July 2027 to June 2028, and July 2028 to June 2029.

Article 10: Leave Due to Emergencies or Adverse Weather Condition
We created a scenario for costing at very high usage at one full 8-hour shift per year for 30 employees at a Year 1 pay rate of $40 per hour.

Article 18: Wages
All elements of the Union's Article 18 proposals are costed with the 38.2% roll up cost estimate provided the Employer. The Union did not have full data on part-time employees so the costing for this Article is based on full-time employees only. An estimate of 37 part-time employees were removed from costing using the employer's shared estimate of an average total compensation per hour rate of $61.44.

Signing Bonus
Union's proposal for a $750 signing bonus is added to Year 1 Costing.

Wage Adjustment and COLAs
This costing applies the Union's proposed wage adjustment to wages as of July 2026 and without calculating increases for already bargained steps occurring during the life of the contract. The wage adjustment and Year 1 COLA are both calculated to be retroactive to hours worked as of June 16, 2026.

Adding a new 7th Step in Year 2
The costing of a new Step 7 at the beginning of the 2nd and 3rd years of this contract are factored only for those employees who will have been stepped out for at least one full year as of June 16, 2027 for Year 2, calculated again for that same group for Year 3 and also calculated in Year 3 for anyone who will be stepped out for at least one full year as of June 16, 2028.

Service Recognition

This Service Recognition differential is calculated at 1% at 20-24 years of employment and calculated at 2% at 25 years of employment and beyond.