

RESOLUTION NO. 726

A RESOLUTION ESTABLISHING SALARY COMPENSATION SCALES AND ADOPTING A CONTRACT AND MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF CANBY (CITY) AND THE CITY OF CANBY OFFICE AND PUBLIC EMPLOYEES LOCAL 350-6, COUNCIL 75, AFSCME, AFL-CIO (UNION) FOR THE PERIOD FROM JULY 1, 1999 THROUGH JUNE 30, 2001

WHEREAS, the City has recognized the Union as the sole collective bargaining agent for the City's office and public works employees pursuant to State law; and

WHEREAS, the collective bargaining agreement between the City and Union expired on June 30, 1999; and

WHEREAS, the City and Union have bargained the terms of a new contract effective July 1, 1999 and expiring on June 30, ~~2000~~²⁰⁰¹ and

WHEREAS, the City retained HR Northwest to conduct a salary survey of positions within City government; and

WHEREAS, the City has reviewed the conclusions of the said study; and

WHEREAS, it is in the best interests of the City to recruit, retain, and evaluate qualified personnel to fill positions within City government; and

WHEREAS, adequate compensation is one tool that is employed in an effective recruitment, retention, and evaluation effort; and

WHEREAS, the City Council finds that it is in the best interests of the City that the compensation philosophy of the City be to pay at a level adequate to maintain adequate staffing while reflecting the finite resources of the City; and

WHEREAS, the City Council finds that it is in the best interests of the City that the compensation philosophy of the City further be to establish compensation at the average of the salaries paid by similarly situated cities; and

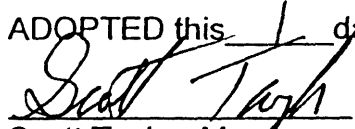
WHEREAS, the said contract and memorandum of understanding between the City and Union implement the said compensation philosophy.

NOW, THEREFORE the City Council resolves as follows:

1. That the attached contract, including Attachments A and B, and memorandum of understanding between the City and Union are adopted.
2. That the City Administrator is directed to take the necessary action to implement the terms of the said contract and memorandum of understanding.

3. That the Mayor and City Administrator be authorized to sign the said contract and memorandum of understanding.

ADOPTED this 1 day of March, 2000 by the City Council.



Scott Taylor, Mayor

ATTEST:



Chauncey Seifried, City Recorder, pro tem