

AMENDMENT
to
LABOR AGREEMENT
between
THE CITY OF NEWBERG
POLICE DEPARTMENT
and the
OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION LOCAL #11

12/20/01

This amendment is entered into this ____ day of November, 2001, by and between the City of Newberg, hereinafter referred to as "City" and the Office and Professional Employees International Union Local #11, hereinafter referred to as "Union".

RECITALS:

1. On July 31, 2000, the City and the Union entered into an agreement for a term from July 1, 2000 through June 30, 2003.
2. **ARTICLE 1. RECOGNITION, Section 1.1 Bargaining Agent and Bargaining Unit** provides for recognition of the Union as the exclusive bargaining agent in all matters of wages, hours and conditions of employment for all police officers, corporals, communication officers, code enforcement officers, support services secretary, animal control officer, records & evidence technician, and regular part-time employees, excluding temporary employees (employees hired to work a period not to exceed 90 days), lieutenants, sergeants, communications manager, Chief's secretary, Community Resource Technician/Public Information Officer, and any other confidential and supervisory employees, hereinafter called "employees".
3. **SCHEDULE "B" (ARTICLE 11.1 - SALARY SCHEDULE)** provides salary schedules for all members represented by the Union, effective July 1, 2000, July 1, 2001, and July 1, 2002.
4. The City and the Union have agreed to include "Community Service Officer" to those members for whom the City recognizes the Union as the exclusive bargaining agent in all matters of wages, hours and conditions of employment; and to establish salary schedules for the Community Service Officer.

NOW, THEREFORE, it is agreed between the parties as follows:

1. The Agreement dated July 31, 2000 shall be amended by mutual agreement of the parties.

2. **ARTICLE 1. RECOGNITION, Section 1.1 Bargaining Agent and Bargaining Unit,** shall be amended to read as follows:

1.1 BARGAINING AGENT AND BARGAINING UNIT. The City recognizes the Union as the exclusive bargaining agent in all matters of wages, hours and conditions of employment for all police officers, corporals, communication officers, code enforcement officers, support services secretary, animal control officer, community service officer, records & evidence technician, and regular part-time employees, excluding temporary employees (employees hired to work a period not to exceed 90 days), lieutenants, sergeants, communications manager, Chief's secretary, Community Resource Technician/Public Information Officer, and any other confidential and supervisory employees, hereinafter called "employees".

3. **SCHEDULE "B" (ARTICLE 11.1 - SALARY SCHEDULE),** shall be amended to read as follows:

SCHEDULE "B"
(ARTICLE 11.1 - SALARY SCHEDULE)

July 1, 2000 (4%)

	A	B	C	D	E	F
Support Secretary	\$2,090	\$2,195	\$2,305	\$2,420	\$2,541	\$2,668
Communications Officer	\$2,206	\$2,316	\$2,432	\$2,554	\$2,681	\$2,815
Code Compliance Officer	\$2,206	\$2,316	\$2,432	\$2,554	\$2,681	\$2,815
Records Evidence Technician	\$2,206	\$2,316	\$2,432	\$2,554	\$2,681	\$2,815
Animal Control Officer	\$2,206	\$2,316	\$2,432	\$2,554	\$2,681	\$2,815
Police Officer (PO) 1.	\$2,924	n/a	\$3,225	\$3,386	\$3,556	\$3,733
PO 2. (Intermediate - 5%)	\$3,071	n/a	\$3,386	\$3,556	\$3,733	\$3,920
PO 3. (Advance - 5%)	\$3,225	n/a	\$3,556	\$3,733	\$3,920	\$4,116

July 1, 2001 (3%)

	A	B	C	D	E	F
Support Secretary	\$2,153	\$2,260	\$2,373	\$2,492	\$2,617	\$2,747
Communications Officer	\$2,272	\$2,386	\$2,505	\$2,630	\$2,762	\$2,900

Code Compliance Officer	\$2,272	\$2,386	\$2,505	\$2,630	\$2,762	\$2,900
Records Evidence Technician	\$2,272	\$2,386	\$2,505	\$2,630	\$2,762	\$2,900
Animal Control Officer	\$2,272	\$2,386	\$2,505	\$2,630	\$2,762	\$2,900
Community Service Officer	\$2,387	\$2,506	\$2,632	\$2,763	\$2,901	\$3,046
Police Officer (PO) 1.	\$3,012	n/a	\$3,322	\$3,488	\$3,662	\$3,845
PO 2. (Intermediate - 5%)	\$3,162	n/a	\$3,488	\$3,662	\$3,845	\$4,038
PO 3. (Advance - 5%)	\$3,322	n/a	\$3,662	\$3,845	\$4,038	\$4,239

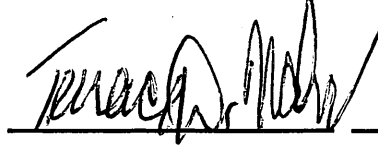
July 1, 2002 (3%)

	A	B	C	D	E	F
Support Secretary	\$2,218	\$2,328	\$2,445	\$2,567	\$2,695	\$2,830
Communications Officer	\$2,340	\$2,457	\$2,580	\$2,709	\$2,844	\$2,987
Code Compliance Officer	\$2,340	\$2,457	\$2,580	\$2,709	\$2,844	\$2,987
Records Evidence Technician	\$2,340	\$2,457	\$2,580	\$2,709	\$2,844	\$2,987
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Community Service Officer	\$2,459	\$2,582	\$2,711	\$2,846	\$2,988	\$3,138
Police Officer (PO) 1.	\$3,102	n/a	\$3,422	\$3,593	\$3,772	\$3,961
PO 2. (Intermediate - 5%)	\$3,257	n/a	\$3,593	\$3,772	\$3,961	\$4,159
PO 3. (Advance - 5%)	\$3,422	n/a	\$3,772	\$3,961	\$4,159	\$4,367

4. This agreement is effective beginning at 12:01 a.m. November 15, 2001. All other provisions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, the parties have executed this Agreement and have affixed their signatures.

CITY OF NEWBERG


12/20/01
Date

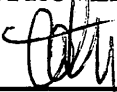
City Manager Pro-Tem

**OFFICE AND PROFESSIONAL EMPLOYEES
INTERNATIONAL UNION, LOCAL #11**

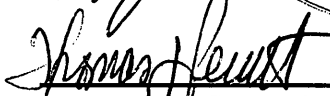

12/27/01
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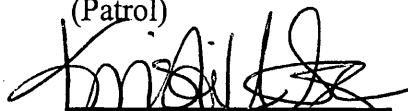
Richard Oare
Labor Relations Specialist

APPROVED AS TO FORM/CONTECT:

 12/20/01
Terrence D. Mahr /Date
City Attorney

 12/27/01
Gary D. Kirkland /Date

 12-20-01
Tom Peritt, Steward /Date
(Patrol)

 12/20/01
Kristin Twenge, Steward /Date
(Communications)



City of Newberg
Police Department
P. O. Box 970
401 E. Third Street
Newberg, OR 97132
(503)538-8321
Robert I. Tardiff
Chief of Police

December 20, 2001

Mr. Rich Oare
Office & Professional Employees International Union - Local 11
7931 NE Halsey Street, Suite 103
Portland, OR 97132

Dear Rich:

Find enclosed the original document amending the labor agreement between the City of Newberg Police Department and OPEIU pertaining to the establishment of the "Community Service Officer" position currently held by Kristin Twenge. This matter was heard and approved by the Newberg City Council on November 5th.

Once signed, please provide us with a copy of the fully executed agreement.

Sincerely,

Mary Newell
Support Services Manager

Enclosure

cc: Terry Mahr, Pro Tem City Manager

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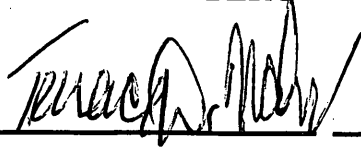
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**OFFICE AND PROFESSIONAL EMPLOYEES
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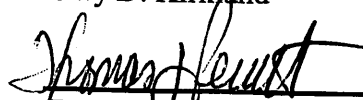
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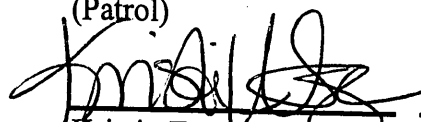
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City Attorney Date

Gary D. Kirkland
Date

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Tom Peritt, Steward
(Patrol) Date

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