

Board of Directors
Special Board Meeting
Monday, August 13, 2018, 4:30 p.m.
Bob Keefer Center for Sports and Recreation
250 S. 32nd Street, Springfield, Oregon

I. CALL TO ORDER

The meeting was called to order by President Bean at 4:33 p.m.

II. ROLL CALL

Board Present: President Bean, Vice President James, Director Ballew, Director Beyer

Board Absent: Director Ross

Staff Present: Michael Wargo, Eric Adams, Dania Ballard, Jennifer Holland and Jo Schutte,
Recording Secretary

Guests: Pierre Robert

III. FLAG SALUTE

President Bean led the group in the flag salute.

IV. ADJUSTMENTS TO THE AGENDA

a. The following adjustments were made to the agenda:

- i. Vice President James asked to add the Superintendent Evaluation Process under Unfinished Business, Discussion.
- ii. Superintendent Wargo asked to remove agenda item VI. UNFINISHED BUSINESS, A. Items for Action, i. Special Event & Outdoor Recreation Vehicle Purchase. He said the item would be discussed at the September meeting instead.
- iii. Superintendent Wargo asked to add the FY 2019 COLA Implementation under Unfinished Business, Action.

V. AUDIENCE PARTICIPATION

There were no comments from the audience.

VI. UNFINISHED BUSINESS

A. Items for Discussion

- i. Superintendent's Evaluation Process (added)
Vice President James handed out an evaluation form he created for Superintendent Wargo's six-month evaluation. He stated that he would send the form out to board members via email and asked fellow board members to complete and submit the form back to Vice President James no later than September 12, 2018.

VII. EXECUTIVE SESSION

The Board went into executive session at 4:37 p.m.

President Bean read the purpose of the session: Per ORS 192.660 section (2) subsection (d), there was an executive session to conduct deliberations with persons designated by the governing body to carry on labor negotiations.

President Bean, Seconded by Vice President James, moved to close the executive session at 4:59 p.m.

B. Items for Action

- i. Approval of the July 1, 2018-June 30, 2021 Collective Bargaining Agreement between Willamalane Park and Recreation District and AFSCME Local 3512

Vice President James expressed his appreciation to staff for keeping the Board apprised of the collective bargaining agreement changes and commended both AFSCME members and leadership staff for a successful and collaborative process.

Superintendent Wargo thanked the team for their hard work and dedication to the process and added that superintendents do not usually participate in the collective bargaining process, however, but felt compelled to do so in his new role.

Mr. Robert stated that negotiations were tough at times and that the new process of interest-based bargaining was new to all involved. Despite the challenges, Mr. Robert expressed his pleasure with helping to find common ground during the process.

Vice President James, seconded by Director Beyer, moved to approved the July 1, 2018 - June 30, 2021 Collective Bargaining Agreement between Willamalane Park and Recreation District and AFSCME Local 3512.

The motion passed unanimously, 4:0. Yes Votes: President Bean, Vice President James, Director Beyer, Director Ballew; No Votes: N/A.

ii. FY2019 COLA Implementation

Dania Ballard, Finance Director, referred to the Action Memo and asked for Board approval to implement a Cost of Living Adjustment (COLA) for staff. Bargaining Unit employees would receive a 3.5% adjustment, retroactive from July 1, 2018. Non-bargaining unit employees would receive a 1.2% adjustment to add to the 2.3% adjustment that was approved at the July 11th board meeting and implemented on July 1, 2018.

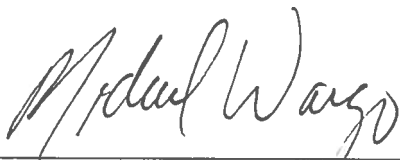
Both Superintendent Wargo and Ms. Ballard explained that due to the increase of the COLA from 2.3% to 3.5%, the previously approved feathering of the minimum wage increase had to be adjusted. Ms. Ballard referred to attachments entitled *FY 2018 Wage/Salary Schedule* and *FY 2019 Proposed Wage/Salary Schedule*. As a result of the COLA increase, management team proposed that the lowest five ranges be adjusted to address compression issues that would continue to occur as minimum wage increases each year.

Vice President James, seconded by Director Beyer, moved to approved a total increase of a 3.5% Cost of Living Adjustment, 1.2% greater than the previously approved 2.3% on July 11, 2018 for all employees effective July 1, 2018 and to approve increases in ranges B through E as indicated on the district's proposed wage schedule.

The motion passed unanimously, 4:0. Yes Votes: President Bean, Vice President James, Director Beyer, Director Ballew; No Votes: N/A.

VIII. ADJOURNMENT

President Bean adjourned the Board meeting at 5:22 p.m.



Michael Wargo, Superintendent/Secretary