



AFSCME Local 1724
688 Charnelton Street,
Eugene, OR

Mediation Proposal

To : City Mediation Team

From: AFSCME Mediation Team

Date: June 1, 2006

Subject: AFSCME Mediation Proposal # 3 – Administrative Aide Class Review

AFSCME offers the following proposal:

1) Administrative Aide, Administrative Specialist & Sr. Administrative Specialist

Class	Current Range	Union's Proposed Range
Administrative Assistant 1	10	12
Administrative Assistant 2 (Administrative Specialist)	13	15
Administrative Assistant 3 (Senior Administrative Specialist)	16	17*

* Senior Administrative Specialist moves to Range 18, effective July 9, 2006

- Implementation effective July 10, 2005
- Lump sum **\$1400** paid to employees in these classifications. For employees currently working for the City, who have served as an Admin. Aid for any portion of the period 7/01/04 – 7/09/05, the lump sum will be paid for the portion the period worked in an AA classification. The lump sum will be prorated for part-time employees.

~~2) Eugene Police Department (EPD) Members~~

- ~~New title: Police Clerk 1 and Police Clerk 2 at Ranges 15 and 18.~~
- ~~Implementation effective July 10, 2005~~
- ~~Lump sum \$2000 paid to employee over 4 pay periods~~

3) All employees will retain their current merit dates.

- 4) The Allocation Table below lists revisions to the City's Allocation Table for the AA class study of 6/30/05.

Member	Dept./Div	Current Allocation	Proposed Allocation
Griffin, Jan	LRCS/Lib	AA3	Sr. AS – agree to review new duties within 6 months of this agreement.
Dixon, Lynn	LRCS/Lib	AA2	Sr. AS – leaving City but will be paid retro and lump sum amounts.
Black, Sarita	CS/CMO	AA3	Sr. AS – Mayor's Assistant
Lacki, Cathi	Spay/Neuter	AA2	Sr. AS – at Step 6

Lacki: Cathi has been at the Spay/Neuter clinic for almost 12 years at her current AA2 position. Consider the following: if the re-class had been completed during the previous contract as promised, Cathi would have been re-classed and would now be eligible for her Step 6 merit increase on her merit date of June 17, 2006. Given her seniority and longevity at the current position, we believe Cathi deserves to be placed at Step 6 of the new classification. Cathi is able to provide documentation of work assignments at the AA3 level for the past 2 years.

Agreed to this 1st day of June, 2006.

For the City

For AFSCME

Helen Towle, HR Division Manager

Daljeer Ollek, President Local 1724