

Subject: RE: City of Keizer
Date: Friday, February 22, 2019 at 2:11:02 PM Pacific Standard Time
From: Daryl Garrettson <daryl@onlinenw.com>
To: Kathy Peck <kpeck@prhlaborlaw.com>
Attachments: image002.jpg

Kathy:
I am fine with the correction.
Daryl

From: Kathy Peck [mailto:kpeck@prhlaborlaw.com]
Sent: Wednesday, February 20, 2019 5:18 PM
To: Daryl Garrettson
Subject: City of Keizer

If you don't want to bother TAing the correction, just an email acknowledging the mistake and correction is fine. Let me know.

Kathy Peck

Peck Rubanoff & Hatfield PC

5285 Meadows Road, Suite 140
Lake Oswego, OR 97035
503.303.7240 (main)
503.303.7238 (direct)
503.329-2602 (cell)

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Please consider the environment before printing this email 

Subject: City of Keizer
Date: Monday, February 18, 2019 at 2:31:30 PM Pacific Standard Time
From: Kathy Peck <kpeck@prhlaborlaw.com>
To: Daryl Garrettson <daryl@onlinenw.com>
CC: Teague, John <TeagueJ@Keizer.org>, Jeff Kuhns <KuhnsJ@Keizer.org>, Machell DePina <DePinaM@keizer.org>

Attachments: Correction to Wage Article. 2-18-19.pdf, image001.png

Hi Daryl,

I've attached the correction to Article 7 that we just discussed, along with the documentation of what was actually TA'd and submitted in interlineated form. Heidi caught this while collecting data for another client. I'm not sure how so many eyes missed this. I should have caught it. I appreciate your prompt response in acknowledging the need to correct. If you can TA the correction for our records, scan and send to all, that would be great. Machell, you'll need to replace this page on the City's website.

Kathy Peck

Peck Rubanoff & Hatfield PC

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ARTICLE 7 – WAGES

Section 7.1 Wages

A. Pay Schedule: Each employee covered by this Agreement shall be compensated in accordance with the Pay Schedule attached.

1. Effective July 1, 2018, wages shall be increased by three percent (3%).
2. Effective July 1, 2019, wages shall be increased by ~~three percent (3%)~~ two and one half percent (2.5%).
3. Effective July 1, 2020, wages shall be increased by two and one half percent (2.5%).

Effective July 1, 2018 through June 30, 2021, wages shall be increased as set forth above, unless the reopener is triggered pursuant to Section 17.2 of this Agreement.

B. Step 7 Increases for Police Officers: Police officers who complete ten (10) years of service as a police officer with the City of Keizer will be eligible for step advancement to Step 7 based on a “satisfactory” performance evaluation as described in Section 7.1.D effective the first pay period after completion of ten (10) years.

C. Placement of New Hires: The City reserves the right to place a newly hired employee on any step on the pay schedule based on its review of that employee’s experience and ability.

D. Step Increases: Eligibility for step increases is not automatic, but shall be based on a “satisfactory” performance evaluation by the employee’s immediate supervisor.

Employees shall be eligible for a step increase upon the satisfactory completion of twelve (12) months of employment, regardless of their probationary status, and eligible for their next step increase on the following July 1st.

Regular employees will continue to be eligible for step increases on July 1st.

E. Early Step Increase: An employee, who is performing at a level above satisfactory as determined by a performance evaluation by the employee’s immediate supervisor, may be recommended for an early step increase by the Chief of Police. Such early step increases shall not change the employee’s eligibility date for future step increases.

Section 7.2 Working Out of Classification

Any employee designated by the City as acting in a capacity in a higher position than that employee’s regular classification, shall receive the pay for the position designated or a 5% increase above their regular salary, whichever is greater, in such assignment for the remainder of the assignment. This Section does not apply to employees who are temporarily in charge per Section 7.1.F.

*WP CORRECTION
2-18-19*

ARTICLE 7 – WAGES

Section 7.1 Wages

- A. Pay Schedule: Each employee covered by this Agreement shall be compensated in accordance with the Pay Schedule attached.
1. ~~Effective July 1, 2015, wages shall be increased by 1.5%.~~ Effective July 1, 2018, wages shall be increased by three percent (3%).
 2. ~~Effective January 1, 2016, wages shall be increased by 1%.~~ Effective July 1, 2019, wages shall be increased by three percent (3%) two and one half percent (2.5%).
 3. ~~Effective July 1, 2016, wages shall be increased by 1.5%.~~ Effective July 1, 2020, wages shall be increased by three percent (3%) two and one half percent (2.5%).
 4. ~~Effective January 1, 2017, wages shall be increased by 1%.~~
 5. ~~Effective July 1, 2017, wages shall be increased by 1.5%.~~
 6. ~~Effective January 1, 2018, wages shall be increased by 1%.~~

Effective July 1, 2017, July 1, 2018 through June 30, 2018, June 30, 2021 wages shall be increased as set forth above, unless the reopener is triggered pursuant to Section 17.2 of this Agreement.

- B. Step 7 Increases for Police Officers: Police officers who complete ten (10) years of service as a police officer with the City of Keizer will be eligible for step advancement to Step 7 based on a “satisfactory” performance evaluation as described in Section 7.1.D effective the first pay period after completion of ten (10) years.
- C. Placement of New Hires: The City reserves the right to place a newly hired employee on any step on the pay schedule based on its review of that employee’s experience and ability.
- D. Step Increases: Eligibility for step advancements increases after completion of probation is not automatic, but shall be based on a “satisfactory” performance evaluation by the employee’s immediate supervisor.

Probationary Employees shall be eligible for a step advancement increase upon the satisfactory completion of twelve (12) months of employment, regardless of their probationary status, and eligible for their next step advancement increase on the following July 1st following completion of probation.

Regular employees will continue to be eligible for step increases on July 1st.

~~Eligibility for step advancements after completion of probation is not automatic, but shall be based on a “satisfactory” performance evaluation by the employee’s immediate supervisor.~~

ARTICLE 7 – WAGES

TA
KP
4-9-18

Section 7.1 Wages

A. Pay Schedule: Each employee covered by this Agreement shall be compensated in accordance with the Pay Schedule attached.

~~1. Effective July 1, 2015, wages shall be increased by 1.5%. Effective July 1, 2018, wages shall be increased by three percent (3%).~~

~~2. Effective January 1, 2016, wages shall be increased by 1%. Effective July 1, 2019, wages shall be increased by three percent (3%) two and one half percent (2.5%).~~

~~3. Effective July 1, 2016, wages shall be increased by 1.5%. Effective July 1, 2020, wages shall be increased by three percent (3%) two and one half percent (2.5%).~~

~~4. Effective January 1, 2017, wages shall be increased by 1%.~~

~~5. Effective July 1, 2017, wages shall be increased by 1.5%.~~

~~6. Effective January 1, 2018, wages shall be increased by 1%.~~

Effective July 1, 2017, July 1, 2018 through June 30, 2018, June 30, 2021 wages shall be increased as set forth above, unless the reopener is triggered pursuant to Section 17.2 of this Agreement.

B. Step 7 Increases for Police Officers: Police officers who complete ten (10) years of service as a police officer with the City of Keizer will be eligible for step advancement to Step 7 based on a “satisfactory” performance evaluation as described in Section 7.1.D effective the first pay period after completion of ten (10) years.

C. Placement of New Hires: The City reserves the right to place a newly hired employee on any step on the pay schedule based on its review of that employee’s experience and ability.

D. Step Increases: Eligibility for step advancements increases after completion of probation is not automatic, but shall be based on a “satisfactory” performance evaluation by the employee’s immediate supervisor. **[Moved this paragraph from the bottom of Section D below]**

Probationary Employees shall be eligible for a step advancement increase upon the satisfactory completion of twelve (12) months of employment, regardless of their probationary status, and eligible for their next step advancement increase on the following July 1st following completion of probation.

Regular employees will continue to be eligible for step increases on July 1st.