

Memorandum of Agreement

The Portland Community College Federation of Classified Employees (PCCFCE), the Portland Community College Federation of Faculty & Academic Professionals (PCCFFAP) and Portland Community College (the College) have reached a tentative agreement on the 2017-19 salary and benefit re-opener. The tentative agreement has been approved by the Executive Councils of the Classified and Faculty/AP Federations, and on September 21, 2017 was approved by the College Board of Directors.

Background: In 2013, the college and the federations agreed to, and the Board approved, a one percent salary structure increase in each year of the 2013-15 biennium, contingent upon PERS savings from SB 822. Due to the overturn of SB 822, salary structures for FY 2016-17 shall be reduced by one percent before applying the FY 2017-18 salary structure increases and the FY 2017-18 salary structures shall be reduced by one percent before applying the FY 2018-19 salary structure increases.

The terms of the tentative agreement for 2017-19 are as follows:

I. Health Insurance, All Employee Groups: The College shall pay the following maximum amount per month toward payment of combined health, prescription, vision and dental (if applicable) plan premiums as follows:

1. College Paid Caps for 2017-2018	
Employee	\$751
Employee + Spouse	\$1377
Employee + Children	\$1279
Family	\$1622

Part-Time Faculty Caps	
Employee	\$488
Employee + Spouse	\$638
Employee + Children	\$638
Family	\$788

2. College Paid Caps for 2018-2019	
Employee	\$773
Employee + Spouse	\$1416
Employee + Children	\$1315
Family	\$1667

Part-Time Faculty Caps	
Employee	\$502
Employee + Spouse	\$652
Employee + Children	\$652
Family	\$802

II. Classified Employees:

A. Salary Structure Increase:

1. Effective June 21, 2017 an increase of 1.25% to the salary schedules in Appendix B. Classified employees who are employed on September 22, 2017 (in a benefited job) are eligible for the retroactive increase. Retroactive wage increases will be included in the regular payroll checks and will be subject to tax withholding as required by law.
2. Effective June 21, 2018, an increase of 2% to the 2017-18 salary schedules.

B. Step Movement: Effective June 21, 2017 and June 21, 2018 (step movement ends 6/20/2019).

C. New Top Step:

1. Effective June 21, 2017, a new half step will be added to the top of the salary schedule, calculated at 1.5% above step 17. Classified employees who are employed on September 22, 2017, who are at step 17 and who would have been eligible for step movement on June 21, 2017 shall be granted step movement to the new step 17-0 (interim half-step to become step 17 in 2018-19) effective June 21, 2017.
2. Effective June 21, 2018, the interim half step 17-0 will become the new top step 17 at an amount to equal 3% above step 16 on the 2018-19 salary schedule. For 2018-19, step movement for eligible employees is indicated in the table below and reflects the elimination of the old step 1 and the addition of the second half of the new step 17.

Step Movement for Eligible Employees				
2016-17		2017-18		2018-19
1		1		
2	→	2	→	1
3	→	3	→	2
4	→	4	→	3
5	→	5	→	4
6	→	6	→	5
7	→	7	→	6
8	→	8	→	7
9	→	9	→	8
10	→	10	→	9
11	→	11	→	10
12	→	12	→	11
13	→	13	→	12
14	→	14	→	13
15	→	15	→	14
16	→	16	→	15
17	→	17	→	16
	→	17-0	→	17

- D. For those employees not eligible for step movement on June 21, 2018 (e.g. employees on initial probation) and/or who are hired after that date, placement on the new salary schedule will be at the step that replaces their current step as follows:

Current Step	New Step
1	1
2	1
3	2
4	3
5	4
6	5
7	6
8	7
9	8
10	9
11	10
12	11
13	12

14		13
15		14
16		15
17		16

- E. Early Retirement. Effective October 1, 2017, an employee who has completed twenty consecutive years of full-time employment (excluding temporary appointments) with the College AND who has EITHER thirty years of creditable service in the State Public Employee Retirement System OR who is at least 58 and not more than 64 years of age shall have the option of an early retirement program which will provide the employee \$525.00 per month for a maximum period of four years. Such payments will terminate at the end of the month in which the employee reaches the age of 65 or at the end of four years, whichever comes first.

The stipend shall be discontinued in the event that the retired employee dies before the end of the completion of the four year maximum period or attains the age of 65.

Employees who retire under these provisions may elect to have their stipend applied to the health insurance premiums for health, dental, prescription and vision care for those insurance programs provided by the College. Insurance programs may be continued by the retiree until the end of the month prior to the month in which the employee reaches age 65. The implementation and continuance of this subsection is subject to approval by the insurance carriers.

This program will be funded at a maximum of \$720,000. The total cost for each participating retiree will be subtracted from the fund and if there are funds remaining on June 30, 2018, the program will be continued on a first come first served basis through June 30, 2019, as long as funds remain available to fund the retiree's full benefit in the program.

III. Academic Professional Employees:

A. Salary Structure Increase:

1. Effective August 21, 2017, an increase of 1.25% to the 2016-17 salary schedule in Appendix B. Academic Professional employees who are employed on September 22, 2017 (in a benefited job) are eligible for the increase.
2. Effective August 21, 2018 an increase of 2% to the 2017-18 salary schedule.

B. New Top Step:

1. Effective August 21, 2017, a new half step will be added to the top of the Academic Professional schedule (Appendix B) calculated at 1.75% above step 17. Academic Professional employees who are employed on September 22, 2017, who are at step 17 and who would have been eligible for step movement on August 21, 2017 shall be granted step movement to the new step 17-0 (interim half-step to become step 17 in 2018-19) effective August 21, 2017.
2. Effective August 21, 2018, the interim half step 17-0 will become the new top step 17 at an amount to equal 3.5% above step 16 on the 2018-19 salary schedule. For 2018-19, step movement for eligible employees is indicated in the table below and reflects the elimination of the old step 1 and the addition of the second half of the new step 17.

Step Movement for Eligible Employees			
2016-17		2017-18	2018-19

1		1		
2	→	2	→	1
3	→	3	→	2
4	→	4	→	3
5	→	5	→	4
6	→	6	→	5
7	→	7	→	6
8	→	8	→	7
9	→	9	→	8
10	→	10	→	9
11	→	11	→	10
12	→	12	→	11
13	→	13	→	12
14	→	14	→	13
15	→	15	→	14
16	→	16	→	15
17	→	17	→	16
	→	17-0	→	17

3. For those employees not eligible for step movement on August 21, 2018 (e.g. due to hire date) and/or who are hired after that date, placement on the new salary schedule will be at the step that replaces their current step as follows:

Initial Step Placement Offered	New Step
1	1
2	1
3	2
4	3
5	4
6	5
7	6
8	7
9	8
10	9
11	10
12	11
13	12
14	13
15	14
16	15
17	16

IV. Part-Time Faculty:

A. Salary Structure Increase:

1. Effective the first bi-weekly pay period of Fall term 2017, an increase of 2% to the salary schedules in Appendix C.
2. Effective the first bi-weekly pay period of Fall term 2018, an increase of 2% to the 2017-18 salary schedules in Appendix C.

B. New Top Steps:

1. Effective the first bi-weekly pay period of fall term 2017, a new step 10 will be added to the top of the Part-Time Faculty salary schedules for instruction (Appendix C) calculated at 3.5% above step 9. Effective Fall 2017, new Article 18.239: "Movement to Step 10 will occur upon completion of 3200 contact hours."
2. Effective the first bi-weekly pay period of fall term 2018, a new step 11 will be added to the top of the Part-Time Faculty salary schedules for instruction (Appendix C) calculated at 3.5% above step 10. Effective Fall 2018, new Article 18.240: "Movement to Step 11 will occur upon completion of 3600 contact hours."

C. Article 18.62: Health Insurance Trust Fund FY 17-18 and FY 18-19 \$40,000 each year.

D. PT Faculty Participation. Effective October 1, 2017 and funded at \$250,000 for the biennium, stipends for participation will be increased to \$50 for up to 2 hours, \$75 for up to 3 hours, \$100 for up to 4 hours, \$150 for up to 6 hours and \$200 for up to 8 hours.

E. A joint labor-management committee will be established and charged with evaluating part-time faculty work, participation and professional development in the context of the current compensation structure and exploring possible alternatives. Findings will be discussed during negotiations for a successor agreement.

V. Full-Time Faculty:

A. Salary Structure Increase:

1. Effective August 21, 2017, an increase of 1.25% to the 2016-17 salary schedule in Appendix A. Faculty who are employed on September 22, 2017 (in a benefited job) are eligible for the increase.
2. Effective August 21, 2018 an increase of 2% to the 2017-18 salary schedule.

B. Faculty Department Chair Compensation. Effective Fall term 2017, Additional Points for FDC compensation will be modified as follows:

1. Points for Career and Technical Education Chairs will be increased from 150 to 200.
2. Points will be assigned for Counseling Chairs (200).
3. Points for supervising extensive facilities will be increased from 75 to 100.

VI. FFAP

A. The following articles will continue to be applied without change:

1. Article 8.25: "Compensation. Overloads shall be compensated at step 9 or 5 of the applicable rates from the part-time pay schedule in Appendix C."
2. Article 18.22: "Any continuous appointment, full-time Faculty member who subsequently becomes a part-time Faculty member under this Agreement will be placed on Step 9."

Signed this 22nd day of September 2017

PORTLAND COMMUNITY COLLEGE
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