



# City of Olympia

City Hall  
601 4th Avenue E  
Olympia, WA 98501

## Meeting Minutes - Draft City Council

Information: 360-753-8447

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Tuesday, August 21, 2012

5:30 PM

Room 207

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### Special Meeting to Hold a Study Session

#### 1. Roll Call

**Present:** 7 - Mayor Stephen H. Buxbaum, Mayor Pro Tem Nathaniel Jones, Councilmember Julie Hankins, Councilmember Jim Cooper, Councilmember Jeannine Roe, Councilmember Karen Rogers and Councilmember Steve Langer

#### 2. 12-0475 Collective Bargaining Briefing

*Jay Burney, Assistant City Manager, stated that during contract negotiations in 2011, Council requested a briefing on Collective Bargaining to outline roles and responsibilities, laws establishing collective bargaining, and the process utilized by staff to negotiate labor agreements. Mr. Burney then introduced Joe Olson, Human Resources Director, to provide the briefing.*

*Mr. Olson provided an overview of what collective bargaining is, including the laws, and the role of the Council and staff. He also discussed the types of bargaining, which include mandatory, permissive, and illegal, and reviewed the collective bargaining units within the City of Olympia. He then reviewed the steps staff takes to prepare for bargaining sessions, Council involvement at various stages, and how proposals are drafted, including the basic strategies utilized by staff through the negotiation process. He concluded by talking about the binding interest arbitration groups (police and fire) and how bargaining with these groups differs as they are not allowed to strike due to public safety concerns. Because of this, contracts with these groups can go to binding arbitration if an agreement cannot be reached between the City and these unions.*

*Mayor Pro Tem Jones indicated that Council may want to spend more time with staff in the future discussing how contract parameters are set and where the Council decision points are. Mayor Buxbaum agreed.*

*Councilmembers thanked staff for the briefing.*

**The report was received.**

#### 3. ADJOURNMENT

*Mayor Buxbaum noted that the Council will be adjourning to the regularly scheduled meeting, starting at 7:00 p.m.*

*The meeting adjourned at 6:45 p.m.*