



**Agenda Item Number  
8 d.  
Local Government Personnel Services (LGPS)**

**Date:** September 24, 2020

**Presenter:** Brenda Wilson

**Action Recommended:** None. Information Only

**Background:**

The Local Government Personnel Institute (LGPI) was founded in 1971 as a joint venture between the League of Oregon Cities (LEAGUE) and the Association of Oregon Counties(AOC). LGPI offered Human Resources and Labor Relations assistance to cities, counties, and special districts throughout Oregon. LGPI members - Cities, counties, special districts, councils of government, community colleges, and other local governments - paid dues and received no-cost technical assistance, and a discounted rate on LGPI consulting services, including Labor Relations representation, HR assistance, pre-employment background checks, training, and so much more.

In February, the LEAGUE Executive Director recommended to his Board they shut-down LGPI by June 30, 2020. At that time, the LGPI's membership included 89 cities, 11 counties and 17 special districts. LCOG took over LGPI on July 1 and changed the name to Local Government Personnel Services (LGPS) to keep the name similar, but to also create a new service program.

To staff LGPS, we brought on LGPI's Labor Attorney, Pierre Robert. Pierre had built a reputation as a knowledgeable bargaining negotiator and LGPI had several contracts with members for beyond June 30 for negotiation services. LCOG also created a pool of labor and HR specialists we can call upon as requests for services came in. As of September 17, three months after taking over the program, LCOG's membership includes 55 cities, 7 counties and 4 special districts with membership revenues totaling \$63,778.

**Current LGPS Projects:**

## Human Resources

Agency	Project	Comments
City of St Helens	FLSA Review	
City of Sandy	Class & Comp	Small project, nearly complete
Sandy Fire	Class & Comp	Small project, nearly complete
City of Coos Bay	Salary review	Two new classifications
City of Coos Bay	Personnel investigation	
Springfield Utility Board (SUB)	Class & Comp Study	Large project – through end of fiscal year - \$50K
City of Dallas	Salary study	In scoping now
Rogue Community College	Class & Comp Study	Proposal/Interview - \$50K
Keiser Fire	Civil Service Official	As needed
Numerous as requested	Background checks	Ongoing – around \$150/each

## Labor and Employment Relations

Client	Project	Services	Status
City of Turner	Successor Bargaining	Serve as spokesperson of and legal advisor to City's bargaining team	Employees voted against ratification; union now considering City's counter offers. Once ratified by both parties, integrate agreed changes into final agreement for signing.
City of Lafayette	Successor Bargaining	Serve as spokesperson of and legal advisor to City's bargaining team	Both parties have ratified the tentative agreement; integrated the agreed changes into a new CBA for signing last week.
City of Port Orford	Successor Bargaining	Serve as spokesperson of and legal advisor to City's bargaining team	Bargaining started late on June 25; have had 5 bargaining sessions. Lots to get through still; anticipate 4-6 more sessions, then more to get TA ratified and new CBA signed.
City of Port Orford	Grievance	Advise and advocate for City to resolve grievance	Bargaining a resolution to the grievance has now been rolled into successor bargaining. Timelines of grievance have been stayed by mutual agreement pending outcome thereof.
City of Eugene	LR Training	Deliver half-day training to City's supervisors/managers.	Late March training was cancelled due to pandemic. Awaiting re-scheduling which City says it wants.
City of Astoria	LR Training	Deliver half-day training to City's supervisors/managers.	Unclear whether City will move ahead with this. I'll contact it to learn.

## Anticipated LR Project Work

Client	Project	Services	Why Anticipated?	Anticipated Start
Clackamas River Water	Successor Bargaining	Lead spokesperson and legal advisor to bargaining team.	Performed same services in prior cycle(s)	February or March 2021
City of Coquille	Successor Bargaining	Lead spokesperson and legal advisor to bargaining team.	Performed same services in prior cycle(s)	January 2021
City of Cornelius	Successor Bargaining	Lead spokesperson and legal advisor to bargaining team.	Performed same services in prior cycle(s)	January 2021

Gilliam County	Successor Bargaining	Lead spokesperson and legal advisor to bargaining team.	Performed same services in prior cycle(s)	January 2021
Harney County	Successor Bargaining	Advise behind the scenes during bargaining.	Performed same services in prior cycle(s)	February or March 2021
City of Toledo	Successor Bargaining	Lead spokesperson and legal advisor to bargaining team.	Performed same services in prior cycle(s)	January 2021
Willamalane Parks & Rec. District	Successor Bargaining	Lead spokesperson and legal advisor to bargaining team.	Performed same services in prior cycle(s)	January 2021