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**City of Florence
City Council Work Session
Florence City Hall
250 Highway 101, Florence, Oregon
Final Action Minutes
December 14, 2023**

Councilors Present: Mayor Ward, Councilors Sally Wantz, Bill Meyer, Jo Beaudreau, and Robert Carp.

Councilors Absent: None.

Staff Present: City Manager Erin Reynolds, City Recorder Lindsey White, Police Chief John Pitcher, Administrative Services Director Anne Baker, Community Development Director Wendy Farley Campbell, Sargeant Len Larson, Assistant City Manager Megan Messmer, and Human Resources Director Alex Ferguson.

Guests Present: Local Government Law Group labor lawyer Mark Wolf

Handout: 12.14.23 City Council Meeting Base Presentation

CALL TO ORDER - ROLL CALL – PLEDGE OF ALLEGIANCE

Meeting called to order at 8:46 a.m.

1. WORK SESSION TOPICS

- **COLLECTIVE BARGAINING PROCESS:** Mark Wolf from Local Government Law Group is presenting on the Public Employee Collective Bargaining Act (PECBA). The City and Florence Police Employees' Association (FPEA) will begin the collective bargaining process in early 2024 as the current agreement is set to expire June 30, 2024. This presentation will cover the process of collective bargaining, employment relations, roles, unfair practices, and other related topics.

Start Time: 8:47 a.m.

Topic: The City Council participated in the introductions and agenda overview and held no additional discussions.

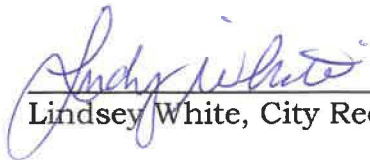
Start Time: 8:48 a.m.
Topic: Public Employee Collective Bargaining Act
Discussion: Labor Lawyer Mark Wolf presented the staff presentation.
Handouts: Staff Presentation
Discussion: The City Council discussed...

- Understanding composition of the bargaining team.
- Understanding Unfair Labor Practices.
- Understanding Council not being part of the bargaining team.
- Scheduling Executive Sessions for Council discussions.
- Parameters for offers.

Comments: All Councilors present.

Meeting adjourned at 10:09 a.m.

ATTEST:


Lindsey White, City Recorder


Rob Ward, Mayor