



Travel Information Council
1500 Liberty St. SE, Suite 150
Salem, OR 97302

MINUTES
Special Council
Meeting

Thursday, August 17, 2023
Virtual Meeting

Members Participating: Mike Card, Chair; Eliza Canty-Jones, Vice-chair; Bob Garcia; David Warren; Ed Washington; Valerie Wilson.

Excused: Matt Preston; Rich Riggs, Secretary.

TIC Staff Participating: Elizabeth Boxall; Diane Cheyne; Michelle Roth; Heather Peck; Heather Swanson; Jessica Carbone.

Call to Order/Introductions: The quarterly public meeting of the Travel Information Council was called to order by Chair Garcia at 2:04 p.m. Introductions were made for the record.

Approval of the Agenda and Order of Business: The Council went forward with the agenda as presented.

Business Meeting:

Public Comment: None.

Voting/ Action Items:

State Bargaining Outcomes: Boxall thanked the Council for their participation in the special meeting and presented a memo that highlighted the five tentative outcomes from the recent collective bargaining between the state and one of the major unions, SEIU (Service Employees International Union). Boxall stated that the recommendations provided in the memo are those of the Finance Committee, there are no staff recommendations. Boxall said that after a thorough discussion, the Finance Committee recommends that the Council align with state government in these outcomes, assuming that the agreement becomes fully ratified, which could happen as early as the following week. Boxall reminded the Council that TIC is not required to follow this agreement because it is not subject to the same personnel laws and has its own classification and compensation structure. Boxall said that the two agreement items that would be most impactful are proposed cost-of-living adjustments (COLAs) of 6.5% on Dec 1, 2023, and 6.55% in Jan or Feb 2025 and one-time payments (OTP) of \$1,500 for each employee employed as of 7/1/23 and still employed as of 8/24/23, excluding fill-in staff. Other tentative agreement items include a pesticide spray application differential of \$2.75 per hour, essential workers paid a \$3.00 per hour differential if a worksite is closed and employees are

required to report to work, and the minimum hourly rate for all state employees to be \$21.06 by April 2024. In response to a question received at the Finance Committee meeting, Boxall shared TIC's merit process. The budget does assume that up to a 3% merit increase for all staff that are not currently capped out.

Roth shared the overall fiscal impact of these items is estimated to be an additional approx. \$400,000. This total includes the additional funds that would be needed to go from a 4.2% COLA for both years of the biennium to 6.5% and 6.55% along with the OTP for all regular full- and part-time staff, excluding fill-in staff, the pesticide spray differential, and essential worker pay differential. Canty-Jones gave the Council an overview of the discussion the Finance Committee had to make their recommendation which included its financial impact on TIC, employee morale and retention, possible additional earnings from investments, and the fact that the agreement had not yet been ratified. The committee also discussed that if TIC wanted to align with the proposed \$1,500 OTP a special council meeting would need to be held to consider the request in time to align with the rest of state government. The Council discussed the importance of developing legislative relationships and advocacy for TIC as it strives to run rest areas at a high-quality level and the impact of inflation and increased costs. Warren informed the Council of the potential impact the agreement outcomes are having at ODOT.

Canty-Jones made a motion to conditionally approve the salary package, aligning to the rest of state government, not to exceed amounts in the memo presented which include: COLAs of 6.5% on Dec 1, 2023, and 6.55% in Jan 2025 or February 2025 based on when the rest of state government implements; one-time payments of \$1,500 for each regular full- and part-time employee employed as of 7/1/23 and still employed as of 8/24/23, excluding fill-in technicians; a pesticide spray application differential of \$2.75 per hour; and an essential worker differential of \$3.00 per hour based on a ratified agreement between SEIU and state government. Washington seconded.

Card commented that it is TIC's fiduciary responsibility to maintain these rest areas the best way we can and that includes staffing with adequate pay as an essential part. Card asked staff to keep the Council informed of what's needed to maintain staffing levels.

6-0 Vote.

Adjourn: 11:15 a.m.

Next Meetings:
September 11, 2023
