

FINANCIAL IMPACT STATEMENT For Council Action Items

(Deliver original to Financial Planning Division. Retain copy.)

1. Name of Initiator Yvonne L. Deckard		2. Telephone No. (503) 823-3506	3. Bureau/Office/Dept. Bureau of Human Resources
4a. To be filed (date) June 17, 2010	4b. Calendar (Check One) Regular Consent 4/5ths X <input type="checkbox"/> <input type="checkbox"/>		5. Date Submitted to FPD Budget Analyst: June 9, 2010

1) Legislation Title:

* Ratify a Letter of Agreement between the City of Portland, AFSCME Local 189, and Tamara Palmer authorizing the settlement of a grievance regarding working out of classification. (Ordinance)

2) Purpose of the Proposed Legislation:

Ms. Tamara Palmer is a Water Bureau employee who asserted via the contractual grievance procedure that she was often designated as acting Lab Manager and other duties beyond her Senior Laboratory Analyst classification. Article 11.3 of the Collective Bargaining Agreement between the parties states "when an employee is assigned to a higher classification, the employee's pay rate shall be the step within the higher classification range which represents at least a three percent (3%) increase over the employee's regular rate in his or her former classification . . ." David Shaff, Water Bureau Director, affirmed two instances of Ms. Palmer's out of classification work as the Acting Lab Manager and Environmental Program Manager. He granted her compensation of \$13,637.94 for these instances of work out of classification.

3) Revenue:

Will this legislation generate or reduce current or future revenue coming to the City? If so, by how much? If new revenue is generated please identify the source.

No.

4) Expense:

What are the costs to the City as a result of this legislation? What is the source of funding for the expense? (Please include costs in the current fiscal year as well as costs in future years) (If the action is related to a grant or contract please include the local contribution or match required)

\$13,637.94

Staffing Requirements:

5) Will any positions be created, eliminated or re-classified in the current year as a result of this legislation? (If new positions are created please include whether they will be part-time, full-time, limited term or permanent positions. If the position is limited term please indicate the end of the term.)

No.

6) Will positions be created or eliminated in *future years* as a result of this legislation?

No.

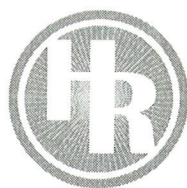
Complete the following section if you are accepting and appropriating a grant via ordinance. This section should only be completed if you are adjusting total appropriations, which currently only applies to grant ordinances.

7) Change in Appropriations *(If the accompanying ordinance amends the budget, please reflect the dollar amount to be appropriated by this legislation. If the appropriation includes an interagency agreement with another bureau, please include the partner bureau budget adjustments in the table as well. Include the appropriate cost elements that are to be loaded by the Grants Office and/or Financial Planning. Use additional space if needed.)*

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount

Yvonne L. Deckard	<i>Yvonne L. Deckard by [Signature]</i>
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APPROPRIATION UNIT HEAD (Typed name and signature)



City of Portland
Bureau of
Human Resources
Knowledgeable | Helpful | Responsive

Yvonne L. Deckard, Director
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(503) 823-3572
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Office of Management and Finance

Kenneth L. Rust, Chief Administrative Officer

DATE: June 6, 2010

FOR MAYOR'S OFFICE USE ONLY

TO: Mayor Sam Adams

Reviewed by Bureau Liaison _____

FROM: Yvonne L. Deckard, Human Resources Director *Yvonne L. Deckard by [Signature]*

RE: ORDINANCE TITLE : * Ratify a Letter of Agreement between the City of Portland, AFSCME Local 189, and Tamara Palmer authorizing the settlement of a grievance regarding working out of classification. (Ordinance)

1. **INTENDED THURSDAY FILING DATE:** June 17, 2010
2. **REQUESTED COUNCIL AGENDA DATE:** June 23, 2010
3. **CONTACT NAME & NUMBER:** Julia Getchell, 503-823-3482
4. **PLACE ON:** CONSENT X REGULAR
5. **BUDGET IMPACT STATEMENT ATTACHED:** X Y N N/A
6. **(3) ORIGINAL COPIES OF CONTRACTS APPROVED AS TO FORM BY CITY ATTORNEY ATTACHED:** Yes No X N/A

7. BACKGROUND/ANALYSIS

Ms. Tamara Palmer is a Water Bureau employee who asserted via the contractual grievance procedure that she was often designated as acting Lab Manager and other duties beyond her Senior Laboratory Analyst classification. Article 11.3 of the Collective Bargaining Agreement between the parties states "when an employee is assigned to a higher classification, the employee's pay rate shall be the step within the higher classification range which represents at least a three percent (3%) increase over the employee's regular rate in his or her former classification . . ." David Shaff, Water Bureau Director, affirmed two instances of Ms. Palmer's out of classification work as the Acting Lab Manager and Environmental Program Manager. He granted her compensation of \$13,637.94 for these instances of work out of classification.

8. FINANCIAL IMPACT

The Water Bureau shall remit payment of \$13,637.94 to Ms. Palmer for work performed as the acting Lab Manager and Environmental Program Manager between the dates of November 3, 2003 and June 23, 2008.

9. RECOMMENDATION/ACTION REQUESTED

I recommend that the Mayor and City Council ratify this Letter of Agreement.

Sam Adams, Mayor

We are an equal opportunity employer

Please notify the City of Portland of the need for ADA accommodations no less than five (5) days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-3572 or the City's TTY at 503-823-6868.

