

# 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 8, 2010	

**1) Legislation Title:**

\* Ratify a Letter of Agreement between the City of Portland and Laborers' Local 483 authorizing rehiring of retirees in the Construction Equipment Operator classification in the Bureau of Maintenance. (Ordinance)

**2) Purpose of the Proposed Legislation:**

Construction Equipment Operators (CEO) who have retired from Bureau of Maintenance and City employment and who have applied for or are receiving PERS or OPSRP benefits, and who are subsequently rehired by the City into the CEO classification shall be members of the DCTU bargaining unit. The only Articles, terms, and conditions of the parties' Collective Bargaining Agreement that shall apply to the rehired retirees shall be Article 1—Recognition, Article 2—Union Security, Article 3—Dues Checkoff, and Schedule A. The City may hire retired CEOs in the Bureau as temporary, at-will employees for up to one continuous year. Rehired retired CEOs shall only perform the work associated with training current Bureau employees in the use and operation of CEP equipment or other CEO-related responsibilities.

**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)

\$20,000 per fiscal year.

**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.

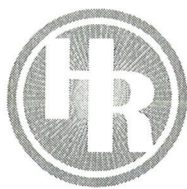
**7) Change in Appropriations** (If the accompanying ordinance amends the budget, please reflect the dollar amount to be appropriated by this legislation. If the appropriation includes an interagency agreement with another bureau, please include the partner bureau budget adjustments in the table as well. 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

*Yvonne L. Deckard by AL*

APPROPRIATION UNIT HEAD (Typed name and signature)



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

183950

Yvonne L. Deckard, Director  
1120 SW 5th Ave., Rm. 404  
Portland, Oregon 97204-1912  
(503) 823-3572  
Fax (503) 823-4156

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 AH*

**RE: ORDINANCE TITLE :** \* Ratify a Letter of Agreement between the City of Portland and Laborers' Local 483 authorizing rehiring of retirees in the Construction Equipment Operator classification in the Bureau of Maintenance. (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**

Construction Equipment Operators (CEO) who have retired from Bureau of Maintenance and City employment and who have applied for or are receiving PERS or OPSRP benefits, and who are subsequently rehired by the City into the CEO classification shall be members of the DCTU bargaining unit. The only Articles, terms, and conditions of the parties' Collective Bargaining Agreement that shall apply to the rehired retirees shall be Article 1—Recognition, Article 2—Union Security, Article 3—Dues Checkoff, and Schedule A. The City may hire retired CEOs in the Bureau as temporary, at-will employees for up to one continuous year. Rehired retired CEOs shall only perform the work associated with training current Bureau employees in the use and operation of CEP equipment or other CEO-related responsibilities.

**8. FINANCIAL IMPACT**

The additional cost is approximately \$10,000 per employee per year for up to two (2) employees for a total annual cost of \$20,000. Attached please find the tentative agreement between the City and Laborers' Local 483 that will authorize the additional footwear reimbursement.

**9. RECOMMENDATION/ACTION REQUESTED**

I recommend that the Mayor and City Council ratify this Tentative 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.

