

FINANCIAL IMPACT STATEMENT For Council Action Items

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

1. Name of Initiator Yvonne L. Deckard (JMG)		2. Telephone No. (503) 823-3482	3. Bureau/Office/Dept. Bureau of Human Resources
4a. To be filed (date) April 7, 2011	4b. Calendar (Check One) Regular Consent 4/5ths X <input type="checkbox"/> <input type="checkbox"/>		5. Date Submitted to FPD Budget Analyst: March 29, 2011

1) Legislation Title:

* Ratify a Letter of Agreement between the City of Portland, AFSCME Local 189, and Verena Fabian authorizing the settlement of a grievance regarding working out of classification and placement on a new classification wage range. (Ordinance)

2) Purpose of the Proposed Legislation:

Ms. Verena Fabian was employed by the Water Bureau as a Laboratory Analyst who asserted via the contractual grievance procedure that she was assigned to substantially perform the duties of Microbiologist without remuneration required by the contract. David Shaff, Water Bureau Director, affirmed that Ms. Fabian worked out of classification as a Microbiologist between October 8, 2007 and August 18, 2008. He granted her compensation of \$1,093.47 for these instances of working out of classification.

On August 18, 2008 the City reclassified the Microbiologist classification to the Laboratory Analytical Specialist classification. Ms. Fabian was placed on the second year wage step. The parties agree that due to the length of time Ms. Fabian worked out of classification she should have been placed at the top step (third year) of the Laboratory Analytical Specialist classification. The Water Bureau has agreed to pay Ms. Fabian \$21,622.59 for the difference between the second year and third year wage step retroactive to August 18, 2008.

The Water Bureau shall remit payment of \$22,716.06 to Ms. Fabian for work performed as a Microbiologist between the dates of October 8, 2007 and August 18, 2008 and for placement on the top wage step retroactive to August 18, 2008.

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)

\$22,716.06

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?

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No.

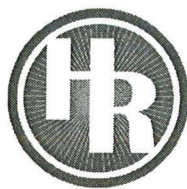
Complete the following section if you are accepting and appropriating a grant via ordinance. This section should only be completed if you are adjusting total appropriations, which currently only applies to grant ordinances.

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

APPROPRIATION UNIT HEAD (Typed name and signature)



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

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Office of Management and Finance


Kenneth L. Rust, Chief Administrative Officer

DATE: March 29, 2011

TO: Mayor Sam Adams

FOR MAYOR'S OFFICE USE ONLY

Reviewed by Bureau Liaison _____

FROM: Yvonne L. Deckard, Human Resources Director 

RE: ORDINANCE TITLE : * Ratify a Letter of Agreement between the City of Portland, AFSCME Local 189, and Verena Fabian authorizing the settlement of a grievance regarding working out of classification and placement on a new classification wage range. (Ordinance)

1. INTENDED THURSDAY FILING DATE: April 7, 2011

2. REQUESTED COUNCIL AGENDA DATE: April 13, 2011

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. Verena Fabian was employed by the Water Bureau as a Laboratory Analyst who asserted via the contractual grievance procedure that she was assigned to substantially perform the duties of Microbiologist without remuneration required by the contract. David Shaff, Water Bureau Director, affirmed that Ms. Fabian worked out of classification as a Microbiologist between October 8, 2007 and August 18, 2008. He granted her compensation of \$1,093.47 for these instances of working out of classification.

On August 18, 2008 the City reclassified the Microbiologist classification to the Laboratory Analytical Specialist classification. Ms. Fabian was placed on the second year wage step of the Laboratory Analytical Specialist classification. The parties agree that due to the length of time Ms. Fabian worked out of classification she should have been placed at the top step (third year) of the Laboratory Analytical Specialist classification. The Water Bureau has agreed to pay Ms. Fabian \$21,622.59 for the difference between the second year and third year wage step retroactive to August 18, 2008.

8. FINANCIAL IMPACT

The Water Bureau shall remit payment of \$22,716.06 to Ms. Fabian for work performed as a Microbiologist between the dates of October 8, 2007 and August 18, 2008 and for placement on the top wage step retroactive to August 18, 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.

