

**MATTERS TO BE CONSIDERED BY THE COUNCIL AT THE MEETING  
TO BE HELD WEDNESDAY, SEPTEMBER 5, 2012 AT 9:30 A.M.**

**185600**

**FOUR-FIFTHS AGENDA**

**MAYOR SAM ADAMS**

Office of Management and Finance

**Agenda No.**

**Title**

- \*1000-1**      Ratify a Settlement Agreement and Memorandum of Understanding between the City on behalf of the Portland Police Bureau and the Portland Police Association that fully resolves and settles grievances regarding coach's pay, shift differential pay and the VCAD system (Ordinance)
- \*1000-2**      Ratify a Letter of Agreement between the City on behalf of the Bureau of Transportation Parking Enforcement Division and the American Federation of State, County and Municipal Employees, Local 189 with regard to Scheduling Parking Enforcement Officers on the Day after Thanksgiving (Ordinance)
- \*1000-3**      Ratify a Letter of Agreement between the City on behalf of the Bureau of Transportation Parking Enforcement Division and the American Federation of State, County and Municipal Employees, Local 189 with regard to Holiday Pay for Parking Code Enforcement Officers (Ordinance)

Portland, Oregon

## FINANCIAL IMPACT and PUBLIC INVOLVEMENT STATEMENT For Council Action Items

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

1. Name of Initiator Anna Kanwit:JPG:sds	2. (Telephone No.) (503) 823-1470	3. Bureau/Office/Dept. Bureau of Human Resources
4a. To be filed (date): August 30, 2012	4b. Calendar (Check One)  <div style="display: flex; justify-content: space-around;"> <span>Regular <input type="checkbox"/></span> <span>Consent <input checked="" type="checkbox"/></span> <span>4/5ths <input type="checkbox"/></span> </div>	5. Date Submitted to Commissioner's office and FPD Budget Analyst: August 23, 2012
6a. Financial Impact Section: <input checked="" type="checkbox"/> Financial impact section completed		6b. Public Involvement Section: <input checked="" type="checkbox"/> Public involvement section completed

**1) Legislation Title:**

\*Ratify a Settlement Agreement and Memorandum of Understanding between the City on behalf of the Portland Police Bureau and the Portland Police Association that fully resolves and settles grievances regarding coach's pay, shift differential pay and the VCAD system (Ordinance)

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

The purpose of this legislation is to ratify a Settlement Agreement and Memorandum of Understanding (Agreement and MOU) that fully resolves and settles grievances filed by the Portland Police Association (PPA) regarding coach's pay, shift differential premium pay and the VCAD system. Consistent with the Agreement and MOU, the City will pay PPA members who are eligible for coach's pay retroactively to February 16, 2012, and will pay PPA members who are eligible for the shift differential premium retroactively to June 1, 2012. The City has agreed that the PPA will have an advisory member on the VCAD user group effective as of the date the Agreement was signed.

**3) Which area(s) of the city are affected by this Council item? (Check all that apply—areas are based on formal neighborhood coalition boundaries)?**

- |   |                                    |                                    |                                |
|---|------------------------------------|------------------------------------|--------------------------------|
| <input type="checkbox"/> City-wide/Regional                           | <input type="checkbox"/> Northeast | <input type="checkbox"/> Northwest | <input type="checkbox"/> North |
| <input type="checkbox"/> Central Northeast                            | <input type="checkbox"/> Southeast | <input type="checkbox"/> Southwest | <input type="checkbox"/> East  |
| <input type="checkbox"/> Central City                                 |                                    |                                    |                                |
| <input checked="" type="checkbox"/> Internal City Government Services |                                    |                                    |                                |

**FINANCIAL IMPACT****4) Revenue:** Will this legislation generate or reduce current or future revenue coming to the City? If so, by how much? If so, please identify the source.

No.

**5) Expense:** What are the costs to the City related to 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. If there is a project estimate, please identify the **level of confidence**.)*

Estimated cost to Portland Police Bureau (PPB) for retroactive coach's pay for February 16, 2012 to June 30, 2012: \$11,000.00

Estimated cost to PPB for retroactive shift differential premium pay for June 1, 2012 to June 30, 2012: \$1,000.00

The PPB will fund the retroactive coach's pay and shift differential premium pay consistent with the Agreement and MOU within its current service level budget for fiscal year 2012-13. The funding for coach's pay and shift differential premium pay going forward will not impact the PPB's current fiscal year budget.

**6) Staffing Requirements:**

- **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.

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

No.

*(Complete the following section only if an amendment to the budget is proposed.)*

**7) Change in Appropriations** *(If the accompanying ordinance amends the budget please reflect the dollar amount to be appropriated by this legislation. Include the appropriate cost elements that are to be loaded by accounting. Indicate "new" in Fund Center column if new center needs to be created. Use additional space if needed.)*

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

[Proceed to Public Involvement Section — REQUIRED as of July 1, 2011]

**PUBLIC INVOLVEMENT**

**8) Was public involvement included in the development of this Council item (e.g. ordinance, resolution, or report)? Please check the appropriate box below:**

- ☐ **YES:** Please proceed to Question #9.  
☒ **NO:** Please, explain why below; and proceed to Question #10.

This action is largely internal to City government processes.

**9) If "YES," please answer the following questions:**

**a) What impacts are anticipated in the community from this proposed Council item?**

**b) Which community and business groups, under-represented groups, organizations, external government entities, and other interested parties were involved in this effort, and when and how were they involved?**

**c) How did public involvement shape the outcome of this Council item?**

**d) Who designed and implemented the public involvement related to this Council item?**

**e) Primary contact for more information on this public involvement process (name, title, phone, email):**

**10) Is any future public involvement anticipated or necessary for this Council item? Please describe why or why not. No. This action is largely internal to City government processes.**

Anna Kanwit, Human Resources Director



BUREAU DIRECTOR (Typed name and signature)



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

185600

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

Office of Management and Finance

August 23, 2012

Jack D. Graham, Chief Administrative Officer

**FOR MAYOR'S OFFICE USE ONLY**

Reviewed by Bureau Liaison \_\_\_\_\_

**TO:** Mayor Sam Adams

**FROM:** Anna Kanwit, Human Resources Director

**RE: ORDINANCE TITLE** \*Ratify a Settlement Agreement and Memorandum of Understanding between the City on behalf of the Portland Police Bureau and the Portland Police Association that fully resolves and settles grievances regarding coach's pay, shift differential pay and the VCAD system (Ordinance)

1. **INTENDED THURSDAY FILING DATE:** August 23, 2012
2. **REQUESTED COUNCIL AGENDA DATE:** September 5, 2012
3. **CONTACT NAME & NUMBER:** Jerrell P. Gaddis, ext. 3-4170.
4. **PLACE ON:** X **CONSENT** \_\_\_\_\_ **REGULAR**
5. **BUDGET IMPACT STATEMENT ATTACHED:** X **Y** \_\_\_\_\_ **N** \_\_\_\_\_ **N/A**
6. **ORIGINAL COPIES OF CONTRACTS APPROVED AS TO FORM BY CITY**
- ATTORNEY ATTACHED:** x **Yes** \_\_\_\_\_ **No** \_\_\_\_\_ **N/A**

**7. BACKGROUND/ANALYSIS**

The purpose of this legislation is to ratify a Settlement Agreement and Memorandum of Understanding (Agreement and MOU) that fully resolves and settles grievances filed by the Portland Police Association (PPA) regarding coach's pay, shift differential premium pay and the VCAD system. Consistent with the Agreement and MOU, the City will pay PPA members who are eligible for coach's pay retroactively to February 16, 2012, and will pay PPA members who are eligible for the shift differential premium retroactively to June 1, 2012. The City has agreed that the PPA will have an advisory member on the VCAD user group effective as of the date the Agreement was signed.

**8. FINANCIAL IMPACT**

Estimated cost to Portland Police Bureau (PPB) for retroactive coach's pay for February 16, 2012 to June 30, 2012: \$11,000.00

Estimated cost to PPB for retroactive shift differential premium pay for June 1, 2012 to June 30, 2012: \$1,000.00

The PPB will fund the retroactive coach's pay and retroactive shift differential premium pay consistent with the Agreement and MOU within its current service level budget for fiscal year 2012-13. The funding for coach's pay and shift differential premium pay going forward will not impact the PPB's current service level budget for fiscal year 2012-13.

**9. RECOMMENDATION/ACTION REQUESTED**

I recommend that the Mayor and City Council approve this ordinance.

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.

