

SUBSTITUTE

RESOLUTION No.

3 6 9 0 3

Direct the Portland Police Bureau and the Bureau of Human Resources to develop a physical fitness evaluation program as a condition of continuing the Health and Fitness pay article in the upcoming contract with the Portland Police Association (Resolution)

WHEREAS, the Portland City Council wants all city employees to maintain a standard of physical fitness that facilitates a healthy and productive lifestyle; and

WHEREAS, the Portland City Council and the Portland Police Association negotiated a Health and Fitness pay article in the most recent labor contract between the parties; and

WHEREAS, the Health and Fitness pay article is intended to create an ongoing incentive for police officers to maintain a high level of health and physical fitness; and

WHEREAS, healthy employees perform their work better, and help reduce health care costs that are borne by the City's health fund; and

WHEREAS, the City presently requires police officers to undergo biometric screening as a condition of the Health and Fitness pay article, which provides valuable health information to the City and to employees that has already yielded important benefits; and

WHEREAS, the City does not currently conduct a physical fitness evaluation due to the cost of requiring such an evaluation under the language of the current contract; and

WHEREAS, the City and Police Bureau members are benefitting from the Health and Fitness pay article, and both parties may benefit from its continuance in future contracts; and

WHEREAS, the City believes a physical fitness evaluation of all Police Bureau members that can be implemented at a reasonable cost is a necessary addition to the Health and Fitness program in the next contract.

NOW, THEREFORE, BE IT RESOLVED, that the City Council directs the Bureau of Human Resources and the Police Bureau to develop a proposal to implement a physical fitness test as an eligibility requirement for the Health and Fitness pay article for City Council review for possible use in negotiations with the Portland Police Association in the next contract; and

BE IT FURTHER RESOLVED, that should the City decide to continue the Health and Fitness pay article, the City Council will only support continuation of the article in the next Police Association contract if the eligibility requirements include a physical fitness test that can be implemented by the Police Bureau at a reasonable cost.

Adopted by the Council: **FEB 01 2012**

Commissioner Randy Leonard
Prepared by: Ty Kovatch
Date Prepared: January 23, 2012

LaVonne Griffin-Valade

Auditor of the City of Portland

By

Susan Parsons

Deputy

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<p style="text-align: center;">INTRODUCED BY Commissioner/Auditor: Commissioner Leonard</p>	<p>CLERK USE: DATE FILED <u>FEB 01 2012</u></p>
<p style="text-align: center;">COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Adams</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Leonard <i>Nandy</i></p>	<p style="text-align: center;">LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By: <u><i>[Signature]</i></u> Deputy</p>
<p style="text-align: center;">BUREAU APPROVAL</p> <p>Bureau: Water Bureau Head: David G. Shaff</p>	<p>ACTION TAKEN:</p>
<p>Prepared by: Ty Kovatch Date Prepared: January 23, 2012</p>	
<p>Financial Impact & Public Involvement Statement</p> <p>Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	
<p>Council Meeting Date 02.01.12</p>	
<p>City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan</p>	

AGENDA
<p>TIME CERTAIN <input type="checkbox"/></p> <p>Start time: _____</p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p>
<p>CONSENT X</p>
<p>REGULAR <input type="checkbox"/></p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman		✓
4. Leonard	4. Leonard	✓	
Adams	Adams	✓	