

ORDINANCE No. 185402

* Approve FY 2012-13 cost of living adjustments to pay rates for Nonrepresented classifications and Elected Officials, specify the effect upon employees in the classifications involved and provide for payment (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. City Human Resources Administrative Rules Section 8.4 Compensation "Compensation for Elected Officials" provides that the salary rates for the Mayor, Commissioners and Auditor shall not be assigned to a salary schedule and shall be established separately by the Council.
2. City Human Resources Administrative Rules Section 8.4 Compensation "Compensation Policy" provides that the Council shall fix the salaries of all employees of the City.
3. City Human Resources Administrative Rules Section 8.4 Compensation "Casual Employees" provides that Council shall establish a separate salary schedule for classifications designated by the Director of Human Resources to meet seasonal work needs of the City.
4. Providing a 3.3% increase is consistent with the City's total compensation policy and with increases provided by contracts to represented employees.

NOW, THEREFORE, the Council directs:

- a. The salary rates for Elected Officials are increased by 3.3% effective June 6, 2013 as follows:

JCN	Classification	Salary
30000001	Mayor	\$ 61.04
30000002	Commissioner	\$ 51.41
30000003	City Auditor	\$ 51.41

- b. The salary rates for nonrepresented classifications are increased by 3.3% effective June 6, 2013 as follows in the attached Exhibits A, B and C. The June 6, 2013 3.3% increase will also apply to any new nonrepresented classifications or modified compensation rates that are approved by Council prior to June 5, 2013.
- c. The pay rates for the following seasonal classifications are established effective July 1, 2012:

JCN	Classification	Minimum	Maximum
30000015	Clerical Trainee	\$8.80	\$11.88
30000589	Community Service Aide I	\$8.80	\$13.17
30000590	Community Service Aide II	\$12.38	\$22.56

JCN	Classification	Minimum	Maximum
30000221	Engineering Trainee	\$11.99	\$22.56
30000791	Fire Fighter Trainee	\$12.82	
30000255	Parks Activities Specialist	\$8.80	\$42.98
30000296	Public Safety Aide	\$12.38	\$22.56
30000295	Recreation Assistant	\$8.80	\$22.91
30000254	Recreation Leader-PT/Seasonal	\$8.80	\$17.22
30000294	Sports Official	\$10.06	\$29.13
30000067	Staff Assistant	\$16.86	\$21.57
30000222	Surveying Aide, Trainee	\$11.99	\$22.56

- d. Ordinance No. 177110 authorized the Bureau of Human Resources to increase the minimum rate of pay for any classification if necessary to meet a mandated increase in state or federal minimum wage requirements.
- e. Employees in nonrepresented classifications which are not seasonal, who are not "red circled" above the top pay rate for their classification, who are in Nonrepresented Grades 1, 2 or 3 and whose annualized, fulltime base wage is \$45,000 or less on June 30, 2012, shall receive a 3.3% pay increase effective July 1, 2012.
- f. Employees in nonrepresented classifications which are not seasonal, who are not "red circled" above the top pay rate for their classification, and who did not receive a 3.3% cost of living pay increase on July 1, 2012, shall receive a 3.3% pay increase effective June 6, 2013.
- g. The Mayor and Auditor are authorized to draw salary checks at the rates provided in this ordinance.
- h. Notwithstanding the above, the Mayor and individual Commissioner's salaries shall be frozen at the current rate upon their request.

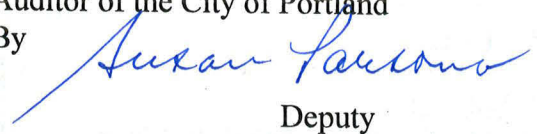
Section 2. The Council declares that an emergency exists in order that this classification and compensation action may occur without delay; therefore, this ordinance shall be in full force and effect from and after its passage by the Council.

Passed by the Council: JUN 06 2012

Mayor Sam Adams
Office of Management and Finance
Prepared by: Anna Kanwit: KS
Date Prepared: May 22, 2012
Page 2 of 2

LaVonne Griffin-Valade

Auditor of the City of Portland
By



Deputy

Agenda No.
ORDINANCE NO.
Title

185402

* Approve Fiscal Year 2012-13 cost of living adjustments to pay rates for nonrepresented classifications and Elected Officials, specify the effect upon employees in the classifications involved and provide for payment. (Ordinance)

INTRODUCED BY Commissioner/Auditor: Mayor Sam Adams	CLERK USE: DATE FILED <u>JUN 01 2012</u>
COMMISSIONER APPROVAL Mayor—Finance and Administration - Adams <i>Sam Adams</i> Position 1/Utilities - Fritz Position 2/Works - Fish Position 3/Affairs - Saltzman Position 4/Safety - Leonard	LaVonne Griffin-Valade Auditor of the City of Portland By: <i>[Signature]</i> Deputy
BUREAU APPROVAL Bureau: Bureau of Human Resources Bureau Head: Jack D. Graham <i>Jack Graham by [Signature]</i> Anna Kanwit <i>Anna Kanwit by [Signature]</i> Prepared by: Kate Schmidt Date Prepared: May 22, 2012 Financial Impact & Public Involvement Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/> Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Council Meeting Date June 6, 2012 City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter	ACTION TAKEN: JUN 06 2012 CONTINUED TO JUN 06 2012 2 P.M.

AGENDA TIME CERTAIN <input type="checkbox"/> Start time: _____ Total amount of time needed: _____ (for presentation, testimony and discussion)
CONSENT <input type="checkbox"/>
REGULAR <input checked="" type="checkbox"/> Total amount of time needed: 10 minutes (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:		
		YEAS	NAYS
1. Fritz	1. Fritz	<input checked="" type="checkbox"/>	
2. Fish	2. Fish	<input checked="" type="checkbox"/>	
3. Saltzman	3. Saltzman	<input checked="" type="checkbox"/>	
4. Leonard	4. Leonard	<input checked="" type="checkbox"/>	
Adams	Adams	<input checked="" type="checkbox"/>	