

ORDINANCE No. 185637

Authorize the Human Resources Director to allow the Bureau of Environmental Services to grant a one year personal leave of absence without pay to employee Amin Wahab (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The Human Resources Administrative Rules, Outside Employment and Unpaid Activities, Chapter 4.05 provides: "Except as otherwise provided in this rule or by ordinance, no person holding a budgeted position in the City shall be granted a leave of absence for the purpose of engaging in outside employment."
2. Bureau of Environmental Services (BES) employee Amin Wahab has been selected by the US Agency for International Development (USAID) to take a one-year assignment as Water Technical Lead in Afghanistan. A one-year personal leave of absence without pay is required to allow Amin Wahab to take this assignment with USAID and return to City employment.
3. The City of Portland has global recognition for effective governance, world-class infrastructure, environmental stewardship, watershed management and protection, and provision of outstanding potable water. This recognition brought, and the City hosted, a delegation of water and municipal officials from Afghanistan in the mid-2000's for a first-hand look at the Portland and Oregon professional experience.
4. The Portland and Oregon experience in effective governance, water resource and watershed management will tremendously benefit the people of Afghanistan struggling to recover from decades of turmoil and resource/environmental degradation.
5. The City of Portland will also benefit from this professional exchange and Amin Wahab's experience with USAID in project management, watershed planning, inter-governmental relations, budget management and long-term asset management. More importantly, the City of Portland will benefit from international name recognition and establishment of direct human resource relationships which could foster professional and economic opportunities for the City.
6. Amin Wahab is uniquely qualified to accept the USAID position which will be mutually beneficial to the City and USAID as it implements its humanitarian and development programs in Afghanistan.

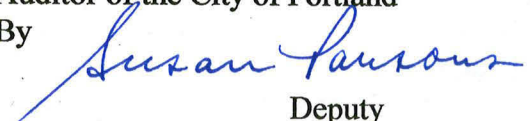
NOW, THEREFORE, the Council directs:

- a. The Human Resources Director is authorized to allow the Bureau of Environmental Services, pursuant to the Human Resources Administrative Rules, Chapter 4.05, to grant a one-year personal leave of absence without pay to Bureau of Environmental Services employee Amin Wahab, starting in late 2012 or early 2013 and ending one year from the start date, for the purpose of taking a limited term assignment with USAID as a Water Technical Lead in Afghanistan.
- b. Amin Wahab will be eligible to return to his current classification at the end of one year of personal leave or sooner for family reasons or if conditions in Afghanistan require United States personnel to evacuate.
- c. Pursuant to the Human Resources Administrative Rules, General Leaves, Chapter 6.01, at the conclusion of the twelve month period, an employee not returning will be terminated from the City of Portland for job abandonment. Any employee wishing to return after termination may pursue reinstatement, if applicable, or hire through a competitive exam process. No extension longer than this twelve month period will be granted.
- d. Chapter 6.01 of the Human Resources Administrative Rules also requires employees to exhaust all appropriate accrued paid leave prior to going on unpaid leave, except in accordance with the Administrative Rules on Family Medical Leave and Military Leave.

Passed by the Council: SEP 19 2012
Mayor Sam Adams
Office of Management and Finance
Prepared by: Anna Kanwit: DJR
Date Prepared: August 28, 2012

LaVonne Griffin-Valade
Auditor of the City of Portland

By


Deputy

1014 1064

Agenda No. **185637**
ORDINANCE NO.
 Title

Authorize the Human Resources Director to allow the Bureau of Environmental Services (BES) to grant a one year personal leave of absence without pay to BES employee Amin Wahab. (Ordinance)

<p>INTRODUCED BY Commissioner/Auditor: Mayor Sam Adams</p>	<p>CLERK USE: DATE FILED <u>SEP 07 2012</u></p>
<p>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</p>	<p style="text-align: right;">LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By: <u>[Signature]</u> Deputy</p>
<p>BUREAU APPROVAL</p> <p>Bureau: Bureau of Human Resources Bureau Head: Jack D. Graham / Anna Kanwit</p>	<p>ACTION TAKEN: SEP 12 2012 PASSED TO SECOND READING SEP 19 2012 9:30 A.M.</p>
<p>Prepared by: David Rhys Date Prepared: August 28, 2012</p>	
<p>Financial Impact & Public Involvement Statement 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 September 12, 2012</p>	
<p>City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter</p>	

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