

ORDINANCE No. 188103

Ratify an amendment to the collective bargaining agreement between the City and the Portland Police Commanding Officers Association to make PPCOA Labor Agreement Article 33 consistent with Human Resources Administrative Rule 8.03 (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The City entered into a successor labor agreement with the Portland Police Commanding Officers Association (PPCOA) which is effective July 1, 2015, through June 30, 2018 ("Successor Agreement").
2. Prior to negotiation of the Successor Agreement, Article 33, Executive Leave/Management Leave/Flex Time, of the City/PPCOA labor agreement allowed use of paid leave when a member worked "no less than half" of a shift. This is also known as a "partial day absence" and applies to FLSA-exempt employees.
3. The Bureau of Human Resources planned to change Human Resources Administrative Rule 8.03, Hours of Work, Overtime Compensation & Management Leave: FLSA Exempt Employees (HRAR 8.03), later that same year to reflect tighter restrictions on use of this leave.
4. In the Successor Agreement, the parties agreed to new language in Article 33 which states that members may be absent no more than two (2) hours in order to receive paid leave for absence of less than one (1) day. This change was to make PPCOA Article 33 consistent with the planned change to HRAR 8.03.
5. HRAR 8.03 was changed effective April 25, 2016, and now provides that absences of less than one day should not be charged to accumulated time off unless the employee is absent during their workday for 3 or more hours.
6. PPCOA has requested that the Successor Agreement be changed to match the new language in HRAR 8.03.
7. Making PPCOA Article 33 consistent with HRAR 8.03 provides equity to the PPCOA bargaining unit.

NOW THEREFORE, The Council directs:

- a. That the agreement reached between the City, on behalf of the PPB, and the PPCOA to modify Article 33 of the Successor Agreement to allow PPCOA represented employees to use "partial day absence" paid leave when absent no more than 2.99 hours in a work day, as outlined in Exhibit A attached to this Ordinance, is ratified by this Council.

- b. That the Mayor, the Human Resources Director and the Police Chief are authorized to execute the agreement to modify Article 33 of the Successor Agreement in the form of Exhibit A attached to this Ordinance
- c. This Ordinance is binding City policy.

Passed by the Council: NOV 23 2016

Commissioner: Mayor Charlie Hales
Prepared by: Aubrey Lindstrom
Date prepared: October 11, 2016

Mary Hull Caballero
Auditor of the City of Portland

By

Gayla Jennings

Deputy

1266 - 1302
Agenda No.
ORDINANCE NO. 188103
Title

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<p>INTRODUCED BY Commissioner/Auditor: Mayor Charlie Hales</p>	<p>CLERK USE: DATE FILED <u>NOV 08 2016</u></p>
<p>COMMISSIONER APPROVAL</p> <p>Mayor—<u>[Signature]</u> Finance and Administration - Hales</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Novick</p>	<p style="text-align: center;">Mary Hull Caballero Auditor of the City of Portland</p> <p>By: <u>[Signature]</u> Deputy</p>
<p>BUREAU APPROVAL</p> <p>Bureau: Police</p> <p>Bureau Head: Chief Michael Marshman <u>[Signature]</u></p> <p>Prepared by: Aubrey Lindstrom Date Prepared: 10/11/2016</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 checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>City Auditor Office Approval: required for Code Ordinances</p> <p>City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter <u>6f</u></p> <p>Council Meeting Date</p>	<p>ACTION TAKEN:</p> <p>NOV 16 2016 CONTINUED TO NOV 17 2016 2 P.M.</p> <p>NOV 17 2016 PASSED TO SECOND READING NOV 23 2016 9:30 A.M.</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 <input checked="" type="checkbox"/></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 <input checked="" type="checkbox"/>	
2. Fish	2. Fish <input checked="" type="checkbox"/>	
3. Saltzman	3. Saltzman <input checked="" type="checkbox"/>	
4. Novick	4. Novick <input type="checkbox"/>	
Hales	Hales <input checked="" type="checkbox"/>	