

ORDINANCE NO. 188357

* Provide straight time pay for certain overtime hours worked by the Electrical Supervisor (Ordinance)

The City of Portland ordains:

Section 1. The Council Finds:

1. The Electrical Supervisor works in the Portland Bureau of Transportation in the Signals and Street Lighting section and supervises 16 full time equivalent employees.
2. The Signals and Street Lighting section is responsible for maintaining over 55,000 street lights and 1,100 traffic signals in addition to other work.
3. There are numerous emergencies that occur during off-duty hours, most commonly when street light poles, street signal poles and rapid flash beacons are knocked down.
4. The Electrical Supervisor is required to respond to off duty telephone calls when the on-call electrician is unavailable, when additional help is needed, when the on-call electrician needs additional direction in responding to the emergency and when contractors have a change in schedule that requires additional assistance.
5. The Electrical Supervisor is also required to respond to the site during off-duty hours when additional help is needed in an emergency, on large re-build projects, when there are new employees who require closer supervision and when the emergency situation is particularly dangerous. Call-outs can be as long as 8 to 12 hours, depending on the situation.
6. The Electrical Supervisor worked an average of 100 additional hours each year over the past two years.
7. In 2016 Human Resources Administrative Rule 8.03 Hours of Work, Overtime Compensation and Management Leave: FLSA Exempt Employees, was changed, eliminating overtime for Electrical Supervisors. The salary grade for this classification was increased from a grade 6 to a grade 8 to compensate for the loss of overtime.
8. Due to the volume of off-duty calls, the higher salary has not been sufficient to attract and retain an Electrical Supervisor. The incumbent asked to voluntarily demote to the overtime covered position and the next candidate on the eligible list for promotion declined the job offer due to the amount of uncompensated overtime hours.

NOW, THEREFORE, the Council directs:

- a. The Bureau of Human Resources Director to amend Human Resources Administrative Rule 8.03 Hours of Work, Overtime Compensation and Management Leave: FLSA Exempt Employees, to allow for overtime pay at the straight time rate (hour for hour) for off-duty hours worked by the Electrical Supervisor responding to emergency call-outs and disallowing management leave for this classification.

Section 2. The Council declares that an emergency exists to attract and retain an Electrical Supervisor as soon as possible; therefor, this ordinance shall be in full force and effect from and after its passage by Council.

Passed by the Council: MAY 03 2017

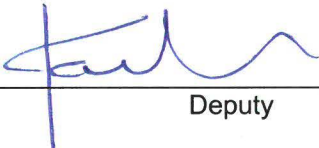


Mayor Ted Wheeler
Prepared by: Anna Kanwit
Date Prepared: April 10, 2017

MARY HULL CABALLERO
Auditor of the City of Portland

By


Deputy

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INTRODUCED BY Commissioner/Auditor: Mayor Ted Wheeler	CLERK USE: DATE FILED <u>APR 25 2017</u>
COMMISSIONER APPROVAL Mayor—Finance & Administration - Wheeler <input checked="" type="checkbox"/> Position 1/Utilities - Fritz Position 2/Works - Fish Position 3/Affairs - Saltzman Position 4/Safety - Eudaly	Mary Hull Caballero Auditor of the City of Portland By: <u></u> Deputy
BUREAU APPROVAL Bureau: OMF\BHR OMF Head: Tom Rinehart  Bureau Head: Anna Kanwit Prepared by: Anna Kanwit Date Prepared: April 10, 2017  Impact 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"/> City Auditor Office Approval: required for Code Ordinances City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter Council Meeting Date May 3rd 2017	ACTION TAKEN:

AGENDA		FOUR-FIFTHS AGENDA		COMMISSIONERS VOTED AS FOLLOWS:	
TIME CERTAIN <input type="checkbox"/> Start time: _____ Total amount of time needed: _____ (for presentation, testimony and discussion)	CONSENT <input checked="" type="checkbox"/> <u>Pulled</u> REGULAR <input type="checkbox"/> Total amount of time needed: _____ (for presentation, testimony and discussion)			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. Eudaly	4. Eudaly	<input checked="" type="checkbox"/>	
		Wheeler	Wheeler	<input checked="" type="checkbox"/>	