

IMPACT STATEMENT

Legislation title: Ratify a successor collective bargaining agreement between the City and Laborers Local 483 - Recreation relating to the terms and conditions of employment of represented employees in the Recreation bargaining unit as detailed in Exhibit 1. (Ordinance)

Contact name: Patrick Ward, Labor Relations Coordinator

Contact phone: 3-3518

Presenter name: Anna Kanwit, Human Resources Director

Purpose of proposed legislation and background information:

The purpose of this ordinance is to ratify a Tentative Agreement (Agreement), Exhibit 1 attached hereto, for a successor collective bargaining agreement between the City and Laborers' Local 483 - Recreation for the period July 1, 2017 to June 30, 2021 (the 2017 – 2021 successor CBA).

Financial and budgetary impacts:

The net fiscal impact, in addition to standard cost-of-living allowances (COLA), for Year 1 (FY 2017 – 18) is estimated to be a \$454,000 increase in annual expenditures, which will cover selective hourly wage increases for the Parks Activity Specialists, Recreation Leaders – Part-time /Seasonal, and Sports Officials earning below \$20 an hour, selective wage increases to the Recreation Coordinator I and II classifications and specialty premiums for Recreation Leaders. The entire cost will be absorbed by the General Fund.

The net fiscal impact for Year 2 (FY 2018-19) is estimated to be a \$560,000 increase in annual expenditures for the above-mentioned items.

The net fiscal impact for Year 3 (FY 2019-20) is estimated to be a \$668,000 increase in annual expenditures for the above-mentioned items.

The net fiscal impact for Year 4 (FY 2020-21) is estimated to be a \$1,204,000 increase in annual expenditures for the above-mentioned items.

The Council directs the City Budget Office to work with the Bureau of Human Resources and any relevant bureau to determine the amount of additional resources to be added to bureau current appropriation level targets in order to fund cost increases associated with this contract

Community impacts and community involvement:

There was no community involvement. This action is largely internal to City government processes.

Budgetary Impact Worksheet

Does this action change appropriations?

☐ **YES:** Please complete the information below.

☒ **NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount



City of Portland
Bureau of
Human Resources
Knowledgeable | Helpful | Responsive

188584

Anna Kanwit, Director
1120 SW 5th Ave., Rm. 404
Portland, Oregon 97204-1912
(503) 823-3572
Fax (503) 823-4156

Office of Management and Finance

Tom Rinehart, Chief Administrative Officer

Date: August 25, 2017

971

To: City Council

From: Anna Kanwit, Director
Bureau of Human Resources

RE: Amendment request for Council Agenda Items *970, 971 and 972

- 970 Ratify a successor collective bargaining agreement between the City and Laborers Local 483 – Portland City Laborers relating to the terms and conditions of employment of represented employees in the bargaining unit (Ordinance)
- 971 Ratify a successor collective bargaining agreement between the City and Laborers Local 483 - Recreation relating to the terms and conditions of employment of represented employees in the bargaining unit
- 972 Ratify a successor collective bargaining agreement between the City and Professional & Technical Employees Local 17 relating to the terms and conditions of employment of represented employees in the bargaining unit

To clearly reflect Council's desire to add to the CAL target and ensure transparency in the funding of the collective bargaining agreements, the following changes are needed in the Council Directive "d" each Ordinance. The amendment will be presented at the Council meeting on August 30, 2017.

- d. ~~The City is authorized to pay for any City cost increases associated with the 2017-2021 CBA for fiscal year 2017-18 through fiscal year 2020-21.~~

Is replaced with:

- d. The Council directs the City Budget Office to work with the Bureau of Human Resources and any relevant bureau to determine the amount of additional resources to be added to bureau current appropriation level targets in order to fund cost increases associated with this contract.

Ted Wheeler, Mayor

We are an equal opportunity employer

Please notify the City of Portland of the need for ADA accommodations no less than five (5) days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-6846 or the City's TTY at 503-823-6868.



Office of Management and Finance

Tom Rinehart, Chief Administrative Officer

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