

**IMPACT STATEMENT**

**Legislation title:** \*Create a new non-represented classification of Employee Relations Manager and establish a compensation rate for this classification. (Ordinance)

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**Purpose of proposed legislation and background information:**

The Bureau of Human Resources (BHR) requested the creation of a new classification of Employee Relations Manager to describe the specific duties of a position responsible for managing the Employee Relations Team within BHR. The Bureau of Human Resources is recommending a non-represented salary grade 13 for the Employee Relations Manager.

This classification will be effective January 8, 2018.

**Financial and budgetary impacts:**

There is no cost to create this classification. One full time regular position will be reclassified from a Human Resources Coordinator with a maximum annual salary of \$95,472 to the new classification which has a maximum salary of \$132,766 – an annual increase of \$37,294.

**Community impacts and community involvement:**

This action is largely internal to City government processes.

**100% Renewable Goal:**

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