

ORDINANCE NO. 189067

* Amend Human Resources Administrative Rule – 6.04 Sick Leave to increase the calendar year maximum for dependent care from 40 hours to 104 hours of accrued leave (Ordinance; amend HRAR-6.04)

The City of Portland ordains:

Section 1. The Council Finds:

1. Unless otherwise provided in a collective bargaining agreement, all employees assigned to a 40-hour week shall accrue sick leave at the rate of 4 hours per biweekly payroll period, or 104 hours per year.
2. Increased paid sick leave for dependent care reduces turnover as employees who are offered paid sick leave for dependent care are more likely to return to work and remain with the same employer. A fully engaged workforce is more productive, provides better customer service and has a higher level of job satisfaction.
3. Increased paid sick leave for dependent care is consistent with City Council's commitment to become an Employer of Choice, adopted in resolution 37234 September 14 2016, by fostering a family-friendly workplace.
4. Increased paid sick leave for dependent care will enhance the City's efforts to recruit new employees in an increasingly competitive market, a critical need as one third of the City's current workforce is eligible to retire and several bureaus have identified hiring and training as key organizational issues.
5. It is therefore prudent to increase the dependent care maximum allowance per calendar year from 40 hours to 104 hours.

NOW, THEREFORE, the Council directs:

- a. Human Resources Administrative Rule 6.04 is hereby amended (Exhibit A, page 2) by adding a new section as follows:
 - A maximum of 104 hours of dependent care leave from accrued sick leave per calendar year may be used.
- b. Employees are not guaranteed they will be approved to use the 104 maximum hours of dependent sick leave in a calendar year.
- c. The City dependent care maximum allowance per calendar year of 104 hours will be effective July 1, 2018.


189067

Section 2. The Council declares that an emergency exists in order that this amendment to Human Resources Administrative Rule 6.04 – Sick Leave may occur without delay; therefore, this ordinance shall be in full force and effect from after its passage by the Council.

Passed by the Council, JUL 18 2018

Mayor Ted Wheeler
Prepared by: Natasha Cavender
May 10, 2018

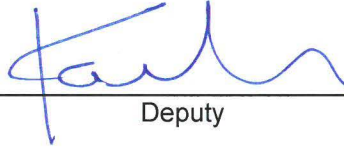
Mary Hull Caballero
Auditor of the City of Portland

By  Deputy

Agenda No.
ORDINANCE NO. 189067
Title

✓ Amend

* -Approve revision to Human Resources Administrative Rule – 6.04 Sick Leave to increase the calendar year maximum for dependent care from 40 hours to 104 hours of accrued leave. (Ordinance); amend HRAR-6.04)

<p align="center">INTRODUCED BY Commissioner/Auditor: Mayor Ted Wheeler</p>	<p>CLERK USE: DATE FILED <u>JUL 10 2018</u></p>
<p align="center">COMMISSIONER APPROVAL</p>	<p align="center">Mary Hull Caballero Auditor of the City of Portland</p> <p>By:  Deputy</p> <p>ACTION TAKEN:</p>
<p>Mayor—Finance & Administration - Wheeler <i>WC</i></p>	
<p>Position 1/Utilities - Fritz</p>	
<p>Position 2/Works - Fish</p>	
<p>Position 3/Affairs - Saltzman</p>	
<p>Position 4/Safety - Eudaly</p>	
<p align="center">BUREAU APPROVAL</p>	
<p>Bureau: OMF/BHR OMF CAO: Tom Rinehart Bureau Head: Serilda Summers-McGee <i>[Signature]</i></p>	
<p>Prepared by: Natasha Cavender Date Prepared: May 10, 2018</p>	
<p>Impact 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</p>	
<p>Council Meeting Date June 27, 2018 <i>July 18, 2018</i></p>	

AGENDA
<p>TIME CERTAIN <input checked="" type="checkbox"/> Start time: 10:15 AM <i>9:45 AM</i></p> <p>Total amount of time needed: 15 minutes (for presentation, testimony and discussion)</p>
<p>CONSENT <input 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	<hr style="width:100%;"/>	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Eudaly	4. Eudaly	✓	
Wheeler	Wheeler	✓	