

ORDINANCE No. **189115** As Amended

- * Authorize agreement with Portland Fire Fighters Association to settle employee grievances and revise the City's reprimand policy. (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The City and Portland Fire Fighters Association (PFFA) are parties to a collective bargaining agreement from July 1, 2016 through June 30, 2019.
2. PFFA filed six grievances concerning bargaining unit members and advanced the grievances to arbitration.
3. The City and PFFA agree it is in their mutual interests to resolve the grievances without further litigation.
4. This agreement will settle the six grievances.
5. Under the current 2016-2019 collective bargaining agreement, oral or written reprimands must remain on an employee's personnel file permanently.
6. This agreement will revise the policy to allow removal of reprimands from an employee's personnel file after one or three years.

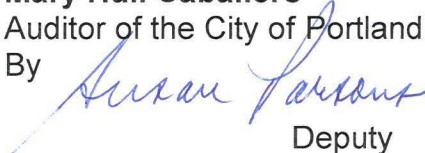
NOW, THEREFORE, the Council directs:

- a. That the Fire Chief and Human Resources Director are authorized to execute an agreement with Portland Fire Fighters Association in a form substantially similar to the agreement attached as Exhibit A.
- b. Exhibit A is binding City policy.

Section 2. The Council declares that an emergency exists in order for the City and PFFA to timely resolve the grievances without further litigation. Therefore, this ordinance shall be in full force and effect from and after its passage by the Council.

Passed by the Council: **AUG 15 2018**

Commissioner Dan Saltzman
Prepared by: Michael Wong
Date Prepared: July 30, 2018

Mary Hull Caballero
Auditor of the City of Portland
By 
Deputy

Agenda No.
ORDINANCE NO.
Title

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<p>INTRODUCED BY Commissioner/Auditor: Commissioner Saltzman</p>	<p>CLERK USE: DATE FILED <u>AUG 07 2018</u></p>
<p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance & Administration - Wheeler</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman <i>Don Saltzman</i></p> <p>Position 4/Safety - Eudaly</p>	<p>Mary Hull Caballero Auditor of the City of Portland</p> <p>By: <u><i>Mary Hull Caballero</i></u> Deputy</p>
<p>BUREAU APPROVAL</p> <p>Bureau: Portland Fire & Rescue Bureau Head: Mike Myers, Fire Chief</p> <p><i>Mike Myers</i></p>	<p>ACTION TAKEN:</p>
<p>Prepared by: Michael Wong Date Prepared: 07/30/18</p>	
<p>Impact Statement</p> <p>Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document</p> <p>If "Yes" requires City Policy paragraph stated in document.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	
<p>City Auditor Office Approval: required for Code Ordinances</p>	
<p>City Attorney Approval: <i>LTK</i> required for contract, code, easement, franchise, comp plan, charter</p>	
<p>Council Meeting Date 08/15/18</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"/> <i>Pulled</i></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	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Eudaly	4. Eudaly	_____	
Wheeler	Wheeler	✓	