

**IMPACT STATEMENT**

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

**Contact name:** Michael Wong

**Contact phone:** 503-823-8743

**Presenter name:** Fire Chief Mike Myers

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

The purpose of this legislation is for City Council to authorize an agreement with Portland Fire Fighters Association (PFFA) to settle grievances and revise the City's reprimand policy.

This agreement will settle six grievances. The City and PFFA agree that it is in their mutual interests to resolve the grievances without further litigation. Under the current 2016-2019 collective bargaining agreement, oral and written reprimands must remain on an employee's personnel file permanently. This agreement will revise the policy to allow removal of reprimands after one or three years.

**Financial and budgetary impacts:**

There is not a financial or budgetary impact associated with this legislation as this agreement only revises the reprimand policy in the 2016-2019 collective bargaining agreement.

**Budgetary Impact Worksheet**

**Does this action change appropriations?**

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

☒ **NO:** Skip this section

8/15/2018 Council Amendment and vote record.

**\*859** Authorize agreement with Portland Fire Fighters Association to settle employee grievances and revise the City's reprimand policy (Ordinance)  
**Motion to amend Exhibit A to add that the reprimand policy will sunset at the end of the current contract:** Moved by Fritz and seconded by Saltzman.

Council voted on amendment as follows:  
Saltzman, Fritz, Fish, Wheeler: YEAS  
Eudaly, absent.

Council voted on ordinance as amended as follows:  
Saltzman, Fritz, Fish, Wheeler: YEAS  
Eudaly, absent.

Ordinance No.  
**189115**  
AS AMENDED