

## ORDINANCE No. 189154

Ratify a successor collective bargaining agreement between the City and the Portland Police Commanding Officers Association relating to the terms and conditions of employment of Police Lieutenants for 2018-2020 (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The City on behalf of the Portland Police Bureau (PPB) and the Portland Police Commanding Officers Association (PPCOA) are parties to a collective bargaining agreement effective July 1, 2015 to June 30, 2018 (the 2015-2018 CBA).
2. The PPCOA is the sole and exclusive bargaining agent for the purpose of establishing wages, hours and conditions of employment for probationary and permanent employees employed at the PPB in the classification of Police Lieutenant as listed in Schedule "A" of the 2015-2018 CBA.
3. On June 7, 2018, pursuant to the City's obligations under ORS 243.650 *et seq.*, representatives of the City entered into negotiations with the PPCOA for a successor agreement to the 2015-2018 CBA.
4. On June 21, 2018, representatives of the City and the PPCOA signed a Tentative Agreement, Exhibit A (the Agreement) attached hereto and incorporated by this reference, that outlines the terms and conditions of employment for Police Lieutenants at the PPB for the period of July 1, 2018 through June 30, 2020 (the 2018-2020 successor CBA).
5. The PPCOA ratified the Agreement on June 29, 2018.
6. The Agreement meets the City's bargaining interests by securing a two-year collective bargaining agreement and agreeing to wage increases, health benefits, and other terms and conditions of employment.
7. The Agreement continues to apply the principles of total compensation as the basis for bargaining all monetary subjects and ties general compensation to the Consumer Price Index West – Size A (CPI -W Size A). General wage increases will to be tied to the West – Size A CPI-W.
8. Upon ratification by City Council, salary rates for Police Lieutenants are to be increased by 3.6 percent, which is 100 percent of the annual increase in the Portland CPI-W. The new salary rates with the 3.6 percent added will be retroactive to July 1, 2018.
9. Salary rates for Year 2 (2019-2020) of the Agreement are to be increased by 100 percent of the annual increase in the West – Size A CPI-W. However, in no event shall

the salary increase for 2019-2020 be less than one percent or greater than five percent.

10. The City has agreed to continue providing a Professional Development Fund in the amount of \$30,000 per fiscal year. While eliminating any rollover funds.
11. The City has agreed to increase the clothing allowance for Police Lieutenants by \$310 per year for a total of \$700 per year.
12. The City has agreed to the following annual wage scale:

<b>Entry</b>	<b>Year 1</b>	<b>Top Step</b>
\$121,950	\$126,838	\$131,912

13. Effective July 1, 2018 Police Lieutenants will move to the appropriate step in the wage scale.
14. The Agreement continues the current health insurance premium share at 95 percent / 5 percent for each regularly appointed full-time employee who elects the Self-Insured Plan or the Kaiser Plan for Benefit Plan Years July 1, 2018 through June 30, 2020.
15. Effective in Benefit Plan Year beginning July 1, 2018, and in subsequent plan years, the City will continue the health insurance premium share at 95 percent / 5 percent for each regularly appointed full-time employee who elects the Self-Insured Plan or the Kaiser Plan; provided that the employee has received a preventive health care examination within the prior two full calendar years.
16. Effective in Benefit Plan Year beginning July 1, 2018, and in subsequent plan years, the health insurance premium share will be 90 percent / 10 percent for employees who elect the Self-Insured Plan or the Kaiser Plan and who do not receive a preventive health care examination in the prior two full calendar years.
17. Effective in Benefit Plan Year beginning July 1, 2018, and in subsequent plan years, newly hired full-time employees who elect the Self-Insured Plan or the Kaiser Plan will have one full calendar year to receive a preventive health care examination to retain the City's 95 percent contribution and the employee's five percent contribution in the subsequent plan year. The City will contribute 90 percent and the employee will contribute 10 percent for each newly hired employee who fails to receive a preventive health examination in the first full calendar year of service.
18. The requirement of a preventive health care examination to retain the 95 percent / 5 percent premium share contribution for employees who elect the Self-Insured Plan or the Kaiser Plan reflects the value the City places on the importance of maintaining a relationship with a primary health care provider. The requirement has the most potential impact for employees when health issues arise.
19. Effective in Benefit Plan Year beginning July 1, 2018, and in subsequent plan years, the

City shall contribute 100 percent of the medical and vision rates and 95 percent of the dental rates recommended by the Labor Management Benefits Committee (LMBC) and approved by City Council for regularly appointed full-time employees who elect the High Deductible Health Plan (HDHP). Employees who elect the HDHP shall contribute five percent of the dental rates recommended by the LMBC and approved by City Council.

20. An employee who elects the HDHP will not be required to receive a preventive health examination because of the potential risk the employee is taking that the employee will not have any major health issues while covered by the HDHP.

NOW, THEREFORE, the Council directs:

- a. The Agreement between the City on behalf of the PPB and the PPCOA attached hereto as Exhibit A is ratified by this Council.
- b. The 2018-2020 successor CBA shall conform to a form similar to the Agreement attached as Exhibit A.
- c. The Mayor, the Human Resources Director and the City Auditor shall be authorized to execute the 2018-2020 successor CBA with approval as to form by the assigned City Attorney.
- d. The City is authorized to pay for any City cost increases associated with the 2018-2020 successor CBA for fiscal year 2018-19 through fiscal year 2019-20 from the General Fund.
- e. This ordinance is binding City policy.

Passed by the Council: SEP 05 2018

Mayor Ted Wheeler  
Prepared by: Marquis Fudge  
Date Prepared: August 8, 2018

**Mary Hull Caballero**  
Auditor of the City of Portland

By

Deputy

Agenda No.  
**ORDINANCE NO. 189154**  
Title

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<p><b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Ted Wheeler</b></p>	<p>CLERK USE: DATE FILED <b>AUG 14 2018</b></p>
<p><b>COMMISSIONER APPROVAL</b></p> <p>Mayor—Finance and Administration - Wheeler</p> <p>Position 1/Utilities - Fish</p> <p>Position 2/Works - Eudaly</p> <p>Position 3/Affairs - Fritz</p> <p>Position 4/Safety - Saltzman</p>	<p style="text-align: right;">Marty Hull Cabellero Auditor of the City of Portland</p> <p>By:  Deputy</p>
<p><b>BUREAU APPROVAL</b></p> <p>Bureau: Bureau of Human Resources OMF CAO: Tom Reinhart Bureau Head: Serilda Summers-McGee</p> <p>Prepared by: Marquis Fudge Date Prepared: August 8, 2018</p> <p>Financial Impact &amp; Public Involvement 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: Mark Amberg, Chief Deputy City Attorney required for contract, code, easement, franchise, comp plan, charter</p> <p>Council Meeting Date: August 25, 2018</p>	<p><b>ACTION TAKEN:</b></p> <p>AUG 22 2018 PASSED TO SECOND READING AUG 29 2018 9:30 A.M. AUG 29 2018 CONTINUED TO SEP 05 2018 9:30 A.M.</p>

**AGENDA**

**TIME CERTAIN** ☒  
Start time: ~~10:15 a.m.~~ **11:10**  
**Verbal from Mayor 8/14**  
Total amount of time needed: **15 minutes**  
(for presentation, testimony and discussion)

~~**CONSENT**~~

**REGULAR**  
Total amount of time needed: **10 min**  
(for presentation, testimony and discussion)

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	✓