

IMPACT STATEMENT

Legislation title: * Increase the salary ranges for several Portland City Laborer classifications (Ordinance)

Contact name: Nicolle Wynia-Eide

Contact phone: 503-823-3516

Presenter name: Nicolle Wynia-Eide / Serilda Summers-McGee

Purpose of proposed legislation and background information:

There are 28 job classifications with positions represented by either the District Council of Trade Unions (DCTU) or Portland City Laborers (PCL). Being in the same job classification, these positions perform similar work regardless of union representation. However, due to collective bargaining the DCTU-represented positions in these classifications have salary ranges up to 1.65% higher than the same classification represented by PCL. This legislation brings the PCL positions' salaries to parity with the DCTU positions.

Financial and budgetary impacts:

The net fiscal impact, in addition to standard cost-of-living allowances (COLA), for Year 1 (FY 2018 – 19) is estimated to be a \$217,000 increase in annual expenditures, which will cover 1.65% pay equity increase impacting 346 employees. Approximately 26 percent of this amount (\$56,000) is attributed to the General Fund. The remaining 74 percent (\$161,000) is attributed to Transportation (\$149,000), Environmental Services (\$11,000), and others (\$1,600). Year 1 budgetary impact is expected to be lower, due to mid-year implementation.

The net fiscal impact for Year 2 (FY 2019 – 20) is estimated to be \$472,000 increase for the item mentioned above. The estimated impact on the General Fund is \$122,000.

Community impacts and community involvement:

This legislation is internal to the City.

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