

IMPACT STATEMENT

Legislation title: Create three new represented classifications of Office Support Specialist Assistant, Maintenance Assistant, Maintenance Assistant-CL and establish an interim compensation rate for each classification. (Ordinance)

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Purpose of proposed legislation and background information:

The Workforce Recruitment & Training unit within the Bureau of Human Resources (BHR) requested the creation of three represented classifications for the Access to Work program. The purpose of the Access to Work program is to facilitate entry-level opportunities for people with significant disabilities who benefit from an extended learning and training period. The Disability Resources and Employment Specialist (DRES) in BHR worked with the Classification & Compensation team to develop three classifications for use by the Access to Work program. These classifications will be effective July 1, 2019. The Office Support Specialist Assistant (OSSA) classification will be represented by DCTU. One Maintenance Assistant classification will be represented by DCTU; the other Maintenance Assistant classification will be represented by PCL 483.

Financial and budgetary impacts:

There is no direct cost to create these new classifications. In FY 19-20 it is anticipated between 2-4 employees would utilize an Access to Work classification. OSSA positions would cost \$28,339 each, and Maintenance Assistant positions would cost \$27,996 each. In FY 20-21, it is anticipated that 5 new hires would be made for the first full Access to Work program year.

Community impacts and community involvement:

These classifications, and the Access to Work program as a whole, were created to support the City of Portland's resolution to be a Model Employer for people with disabilities. A supported employment program for people with significant disabilities was cited as a key priority in the 2016 Model Employer Strategic Plan that Council adopted that year. The Access to Work program will have a positive impact in creating supported, meaningful employment opportunities for people with profound disabilities. Its three classifications were developed based on lessons and strategies learned from BHR's Disability Resources and Employment Specialist research and communication with successful supported employment programs in the Pacific Northwest, including program leaders at the City of Seattle, OHSU, and the State of Oregon.

Budgetary Impact Worksheet**Does this action change appropriations?**

- ☐ YES: Please complete the information below.
- ☒ NO: Skip this section

Impact Statement for Requested Council Action

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount