

## **ORDINANCE NO.**

\*Ratify a successor collective bargaining agreement between the City on behalf of Portland Fire & Rescue and the Portland Fire Fighters Association relating to the terms and conditions of employment of represented employees in the Portland Fire Fighters Association bargaining unit for 2019-2022 (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the Portland Fire Firefighters Association (PFFA) are parties to a collective bargaining agreement (CBA) effective July 1, 2016 to June 30, 2019 (the 2016-2019 CBA).
2. PFFA is the sole and exclusive bargaining agent for all sworn personnel at Portland Fire & Rescue (PF&R), excluding the Fire Chief, Fire Marshall, Division Chiefs, Deputy Chief and Assistant Fire Marshall.
3. On or about January 24, 2018, pursuant to its obligations under ORS 243.650 et seq., representatives of the City on behalf of PF&R entered into negotiations for a successor CBA with PFFA.
4. On March 16, 2020 representatives of the City on behalf of PF&R and the PFFA signed a Tentative Agreement, Exhibit A (the Agreement), that outlines the terms and conditions of employment for represented employees in the PFFA bargaining unit at PF&R for the period of July 1, 2019 to June 30, 2022.
5. The PFFA ratified the Agreement on April 15, 2020.
6. The Agreement meets the City's bargaining interests by securing a three-year labor agreement and agreeing to wage increases, health benefits, modifications in the workweek, certain premiums 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 PFFA bargaining unit members are to be increased by 3.9% retroactive to July 1, 2019, which is 100 percent of the annual increase in the West Size A CPI-W.
9. Effective July 1, 2020, salary rates for PFFA bargaining unit members are to be increased by 2.9 percent, which is 100 percent of the annual increase in the West Size A CPI-W.

10. A similar wage increase, also based on the Consumer Price Index West – Size A (CPI -W Size A), provides for a minimum increase of 1% with a maximum increase of 5% adjusted on July 1 of each year of the Agreement.
  11. The City has agreed to an annual increase in vacation accrual rate that is consistent with the increases provided to other City union employees and non-represented employees.
  12. The City has agreed to increase the paid release time for PFFA Executive board members.
  13. The City has agreed to hire a Health and Wellness Coordinator, offer NFPA 1582 physicals to all PFFA members, and contract with a medical director to manage a Health and Wellness program offered to PFFA members.
  14. The City has agreed to reduce the workweek for employees working suppression schedules to 51.33 hours per week starting in year 2 (2020-21) of the CBA.
  15. The City has agreed to increase the paramedic cap, which results in an increase in the number of paramedics that can be assigned per shift.
  16. The City has agreed to increase the compensation for Technical Rescue Team members by three (3) percent, in year 2 (2020-21) of the CBA.
1. The terms and conditions of the 2019-2022 successor CBA shall conform substantially to a form similar to Exhibit A.
  2. The Mayor, the Human Resources Director and the City Auditor shall be authorized to execute the 2019-2022 successor CBA with approval as to form by the assigned Deputy City Attorney.

NOW, THEREFORE, the Council directs:

- a. The Mayor, the Human Resources Director and the City Auditor are authorized to execute the 2019-2022 successor CBA between the City and the Portland Fire Firefighters Association relating to the terms and conditions of employment for represented employees at Portland Fire & Rescue with approval as to form by the assigned Deputy City Attorney.
- b. The 2019-2022 successor CBA shall conform to a form similar to the Agreement attached as Exhibit A.
- c. The City is authorized to pay for any City cost increases associated with the 2019-2022 successor CBA for fiscal year 2019-20 through fiscal year 2021-22 from the General Fund.

d. This ordinance is binding City policy.

Section 2. The Council declares that an emergency exists because delay would unnecessarily delay the orderly implementation of the provisions of the authorized letters of agreement; therefore, this ordinance shall be in full force and effect after its passage by the Council.

Passed by the Council:

Commissioner: Mayor Ted Wheeler  
Prepared by: Marquis Fudge  
Date Prepared: April 15, 2020

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

This document was substituted with a revised version. See final document: Ordinance 189962

Agenda No. 370  
 Item Type: Ordinance No. \_\_\_\_\_  
 Council Meeting Date: May 13, 2020

Title: \*Ratify a successor collective bargaining agreement between the City on behalf of Portland Fire & Rescue and the Portland Fire Fighters Association relating to the terms and conditions of employment of represented employees in the Portland Fire Fighters Association bargaining unit for 2019-2022 (Ordinance)

**AGENDA TYPE**

- Consent  
 Regular  
 Time Certain Start Time

Item <sup>1</sup> of 1

Total amount of time needed for presentation, testimony and discussion (Regular and Time Certain Only): 10 Minutes

**INTRODUCED BY:** Mayor Wheeler

**COMMISSIONER / AUDITOR APPROVAL**

Mayor - Finance & Admin. - Wheeler Digitally signed by Mustafa Washington Date: 2020.05.05 11:54:23 -0700  
 Position 1/ Utilities - Fritz  
 Position 2/ Works - Vacant  
 Position 3/ Affairs - Hardesty  
 Position 4/ Safety - Eudaly  
 City Auditor - Hull Caballero

**BUREAU APPROVALS**

Bureau: OMF/CAO  
 OMF/CAO: Tom Rinehart Digitally signed by Tom Rinehart Date: 2020.04.28 07:47:28 -0700  
 Bureau Approval: Cathy L. Bless Digitally signed by Cathy L. Bless Date: 2020.04.23 15:53:51 -0700

Prepared By: Marquis Fudge  
 Date Prepared: April 15, 2020

- 1) Is a completed Impact Statement attached?  Yes  
 3) Is the item a Code ordinance?  Yes  No  
 If yes, Auditor Office Approval  
 5a) Is item a Portland Policy Document or Administrative Rule?  Yes  No

- 2) Does the item amend the budget?  Yes  No  
 If yes, Budget Office Approval  
 4) Is this item a contract (current or future), code, easement, franchise, comp plan or Charter?  Yes  No  
 If yes, Attorney Office Approval  
 5b) If yes, is the City Policy/Admin Rule directive in the ordinance or resolution?  Yes  No

**ACTION TAKEN:**

CLERK USE: DATE FILED 5/5/20

Mary Hull Caballero  
 Auditor of the City of Portland

By: Keelan McClymont Digitally signed by Keelan McClymont Date: 2020.05.05 16:54:53 -0700  
 Deputy

**FOUR-FIFTHS AGENDA**

1. Fritz
2. Vacant
3. Hardesty
4. Eudaly
- Wheeler

**COMMISSIONERS VOTED AS FOLLOWS:**

	YEAS	NAYS
1. Fritz		
2. Vacant		
3. Hardesty		
4. Eudaly		
Wheeler		