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190632

Emergency Ordinance

***Authorize a Letter of Agreement between the City, Portland Fire & Rescue, and the Portland Fire Fighters' Association, International Association of Fire Fighters Local 43 to amend the Collective Bargaining Agreement to incentivize the hiring of lateral firefighters**

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the Portland Police Association are parties to a Collective Bargaining Agreement (CBA) for the period of July 1, 2019 to June 30, 2023. The Union is the sole collective bargaining representative on behalf of employees working in classifications listed in Schedule A of the CBA.
2. Schedule A in the CBA requires that a laterally hired firefighter start at the entry rate of pay. The City and Union have an interest incentivizing the hiring of lateral firefighters.
3. The City and the PFFA have an interest in entering into a Letter of Agreement (LOA) to incentivize the hiring of lateral firefighters by amending portions of Article 8- Wages, Salaries and Allowances, and Article 10 - Vacation Leave in the CBA.
4. The incentives in an LOA would authorize the hiring of lateral firefighters above the entry rate of pay and vacation in a manner commiserate with certain paid professional experience as a firefighter with a Fire agency outside of Portland Fire & Rescue (PF&R), and provide for additional pay for lateral firefighters with existing paramedic certification.

NOW, THEREFORE, the Council directs:

- A. The Director of the Bureau of Human Resources is authorized to enter into a Letter of Agreement between the City and PFFA to

Introduced by

[Mayor Ted Wheeler](#)

Bureau

[Human Resources;](#)
[Management and Finance](#)

Prepared by

Natasha Eberth

Date Prepared

December 3, 2021

Requested Agenda Type

Consent

address the interests stated in the findings in this ordinance.

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

An ordinance when passed by the Council shall be signed by the Auditor. It shall be carefully filed and preserved in the custody of the Auditor (City Charter Chapter 2 Article 1 Section 2-122)

Passed by Council
December 15, 2021

Auditor of the City of Portland
Mary Hull Caballero

Impact Statement

 [Impact Statement](#) (171.34 Kb)

Budget Office Financial Impact Analysis

Portland Fire & Rescue was not involved in developing fiscal impact statement. The bureau notes that there will likely be increased costs associated with increasing the starting rate for lateral hires, but this is likely minimal

Agenda Items

884 Consent Agenda in [December 15-16, 2021 Council Agenda](#)

Passed

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Commissioner Dan Ryan Yea

Commissioner Jo Ann Hardesty Yea

Mayor Ted Wheeler Yea