

IMPACT STATEMENT

Legislation title: *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 (Ordinance)

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Presenter name: Jerrell Gaddis, BHR Labor Relations Manager

Purpose of proposed legislation and background information:

The purpose of this agreement is to amend portions of article 8 and article 10 to adjust the entry rate of pay and vacation leave for Lateral Firefighter based on the number of years of paid firefighting experience with a Fire agency outside of PF&R within the parameters stated in the LAO.

The City and Union have an interest incentivizing the hiring of lateral firefighters and this Agreement creates the wages and benefits that shall apply to them.

Financial and budgetary impacts:

This Letter of Agreement does not amend the PF&R budget.

Community impacts and community involvement:

There are no anticipated community impacts to this agreement.

100% Renewable Goal:

Not applicable

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