

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 provide employees working a suppression schedule additional vacation leave (Ordinance)

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Purpose of proposed legislation and background information:

The City seeks to recognize employees for the extraordinary work they have done during these challenging times. Because of COVID-19 and impacts to business operations, employees may not have the ability and in some cases the means to use accrued vacation hours the remainder of the calendar year.

The purpose of this agreement is to provide on a one-time basis, PFFA members additional vacation leave. These additional vacation leave hours will be placed in the "vacation over max" leave bank created by Ordinance 190577. If a member does not have vacation hours over the max and therefore did not receive the bank created the ordinance, such a bank will be created for that member, and the additional vacation hours within the letter of agreement will be placed in that bank

Financial and budgetary impacts:

Carryover of excess vacation leave (vacation over the maximum) from one calendar year to the next may impact the budget in the fiscal years which are contained in the subsequent calendar year. PF&R shall manage staffing coverage requirements in order to minimize additional costs that may result from the vacation over max accrual bank and manage those costs within existing current service level appropriation.

Cost Estimates of One (1) Week Off for All PFFA Members Over a Two (2) Year Period						
	Hours Off (5)	Number of Members (6)	Average of Hourly Rate (7)	Overtime Rate - 1.5	Wage Benefits (8)	Cost/ Revenue Loss
52.5-Hour Members (1)	48	547	\$38.96	\$58.44	2.30%	\$1,569,691
42-Hour Members (2)	42	4	\$56.82	\$85.23	2.30%	\$14,649
40 – Hour Members						
BOEC (2)	40	2	\$57.36	\$86.04	2.30%	\$7,042
Revenue Loss (3)	40	35	\$57.42		2.30%	\$41,115
Productivity Loss (4)	40	69				
Total						\$1,632,496

Notes

1. Excluding new firefighters in training as they don't require backfill.
2. Four shift Investigators and two 40-hr BOEC liaison positions require backfill.
3. Including revenue-generating positions in Prevention. Assuming revenues are equal to 50% of the position costs.
4. Productivity loss is not quantified here.
5. 52.5-Hour Members are calculated with 48 hours off. One week off for other members means number of hours off equal to their respective workweek hours.
6. Based on the number of members and their average of hourly rates in the Personnel System as on 11/15/2021.
7. Including Medicare and TriMet payroll taxes. Excluding retirement cost as it's reimbursed by FPDR.
8. Medicare and TriMet payroll taxes.

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