

[Home](#) / [Browse Council Documents](#)**190846**

Ordinance

Create new represented classifications of Water Distribution Worker and Water Distribution Worker, Trainee and establish interim compensation rates for these classifications

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. In accordance with the policies established by the City Council and based on a classification and compensation review, the Bureau of Human Resources is creating a new represented classification series and establishing compensation rates, effective upon passage by Council.
2. The business needs that these classifications are intended to meet cannot be fulfilled until the classifications and wage rates are established. However, the wage rates for the classifications must be collectively bargained with AFSCME 189 of the District Council of Trade Unions (DCTU). Under Article 27.5.2 of the DCTU contract, the City may establish interim rates during bargaining.

NOW, THEREFORE, the Council directs:

A. The following classification is being created:

| Job Class | Effective Date |
|------------------------------------|-------------------------|
| Water Distribution Worker | Upon passage by Council |
| Water Distribution Worker, Trainee | Upon passage by Council |

B. The following interim compensation rate is established for the Water Distribution Worker classification, effective upon passage by Council. These rates include a 5% COLA adjustment effective July 2022:

Introduced by

[Mayor Ted Wheeler](#)

Bureau

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

Contact

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Requested Agenda Type

Consent

| Entry | 6 Months | Year 1 | Year 2 | Year 3 |
|---------|----------|---------|---------|---------|
| \$28.88 | \$31.37 | \$32.04 | \$32.89 | \$33.86 |

- C. The following interim compensation rate is established for the Water Distribution Worker, Trainee classification, effective upon passage by Council:
- Entry to 5 months = 70% of Water Distribution Worker rate (top step)
- 6 Months to 11 Months = 77.5% of Water Distribution Worker rate (top step)
- 12 Months to 17 Months = 85% of Water Distribution Worker rate (top step)
- 18 Months to 23 Months = 92.5% of Water Distribution Worker rate (top step)
- Upon completion of program = 100% of Water Distribution Worker rate (top step)
- D. When the City along with AFSCME 189 conclude necessary bargaining over the appropriate salary rates, the rates may be implemented with no further action upon signing of a Memorandum of Agreement between the Director of Human Resources and AFSCME 189 and approval as to form by the Office of the City Attorney.

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
June 1, 2022

Auditor of the City of Portland
Mary Hull Caballero

Impact Statement

Purpose of Proposed Legislation and Background Information

The Portland Water Bureau (PWB) has a need for a specific water distribution classification and training program with specific certifications, skills and knowledge. PWB has requested the creation of a represented classification series, Water Distribution Worker, and Water Distribution Worker, Trainee to classify this work and allow the bureau to operate more efficiently and effectively.

Financial and Budgetary Impacts

There is no direct cost to create the new Water Distribution Worker and Water Distribution Worker, Trainee classifications. Utility Worker, Utility Worker, Apprentice, and Automotive Equipment Operator I classifications in the Water Bureau may elect to join the Water Distribution Worker classification at any time prior to May 1, 2023 and will be reclassified when they become qualified.

The Utility Worker II has a maximum annual rate of \$63,856 and the Water Distribution Worker has a maximum annual rate of \$70,428.80, a total increase of \$6,572.80, adjusted to include the 2022 COLA increase.

The Utility Worker II, Apprentice has a maximum annual rate of \$59,072 and the new Water Distribution Worker, Trainee classification has a maximum annual rate of \$65,145.60, which represents a total increase of \$6,073.60, adjusted to include the 2022 COLA increase.

The Automotive Equipment Operator I has a maximum annual rate of \$67,017.60 and the new Water Distribution Worker classification has a maximum annual rate of \$70,428.80, a total increase of \$3,411.20, adjusted to include the 2022 COLA increase.

Community Impacts and Community Involvement

This action is largely internal to City government processes.

Budget Office Financial Impact Analysis

This legislation creates new represented classifications and interim compensation rates for the Water Distribution Worker, and the Water Distribution Worker, Trainee. The existing classifications of the Utility Worker, Utility Worker, Apprentice, and Automotive Equipment Operator I classifications in the Water Bureau may elect to join the Water Distribution Worker classification at any time prior to May 1, 2023 and will be reclassified when they become qualified.

The Water Distribution Worker has a maximum annual rate of \$70,428.80, a total increase of \$6,572.80, adjusted to include the 2022 COLA increase as compared to the Utility Worker II classification. The Water Distribution Worker, Trainee classification has a maximum annual rate of \$65,145.60, which represents a total increase of \$6,073.60 as compared to the Utility Worker, Apprentice classification. Finally, the new Water Distribution Worker classification has a maximum annual rate of \$70,428.80, a total increase of \$3,411.20 compared to the Automotive Equipment Operator I. The Water Bureau currently has 53 authorized FTE in the classifications that may opt to move into these new Water Distribution Worker classifications, resulting in a cost exposure of up to approximately \$300,000. These cost increases will be built into the Water Bureau's rate requirements and financial forecast.

Agenda Items

437 Consent Agenda in [May 25-26, 2022 Council Agenda](#)

Passed to second reading

Passed to second reading June 1, 2022 at 9:30 a.m.

472 Consent Agenda in [June 1-2, 2022 Council Agenda](#)

Passed

Commissioner Dan Ryan Absent

Commissioner Jo Ann Hardesty Yea

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Mayor Ted Wheeler Yea