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190915

Emergency Ordinance

***Ratify a collective bargaining agreement with the Professional and Technical Employees Union Local 17 relating to the terms and conditions of employment of represented employees in the bargaining unit for 2022-25**

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the PROTEC-17 are parties to a collective bargaining agreement (CBA) effective July 1, 2017, to December 31, 2021 (2017 - 2021 CBA).
2. On or about September 23, 2021, pursuant to the City's obligations under ORS 243.650 et seq., representatives of the City entered negotiations for a successor CBA with PROTEC-17.
3. On May 24, 2022, representatives from the City and PROTEC-17 signed a Tentative Agreement (Agreement), Exhibit A attached hereto and incorporated herein by this reference, regarding the terms and conditions of employment of PROTEC-17 represented employees for the period beginning January 1, 2022 and lasting until June 30, 2025 (the 2022-2025 CBA).
4. The Agreement meets the City's bargaining interests by securing a labor agreement with PROTEC-17 through June 30, 2025 and setting wages and other terms and conditions of employment.
5. Employees in PROTEC-17 will receive a Cost-of-Living Adjustment (COLA) of five percent (5%) effective July 1, 2022. Cost of living increases effective July 1, 2023, and July 1, 2024, will be tied to the CPI-W West - Size Class A with a minimum increase of one percent (1%) and a maximum increase of five percent (5%).
6. Effective July 1, 2022, employees in Information Technology and Communications Engineer classifications will have their wages converted from pay grade to steps and will receive compensation as outlined in the Schedule A of the CBA. Information Technology and Communication Engineer classifications will no longer be subject to

Introduced by

[Mayor Ted Wheeler](#)

Bureau

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

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Requested Agenda Type

Consent

Date and Time Information

Requested Council Date
July 13, 2022

Portland Policy Document

annual merit-based increases but will instead receive annual increases based on their job class anniversary date.

7. Effective July 1, 2022, employees in twenty-nine PROTEC-17 classifications will receive targeted wage adjustments based on a market analysis.
8. Effective July 1, 2022 progressive wage adjustments of either one percent (1%) or two percent (2%) will be provided for those employees in the non-targeted classifications.
9. The Agreement increases the amounts paid during swing and night shifts, as well as increases the clothing allowance for employees.
10. The Agreement provides for a City-funded comprehensive class/comp study for approximately 140 PROTEC-17 classifications. Funding for this study will be absorbed by bureaus that have PROTEC-17 positions. The class/comp study will begin in FY 22-23.
11. The additional, and complete terms and conditions of the Agreement shall be reduced to a successor collective bargaining agreement and shall conform substantially to a form similar to Exhibit A (the 2022-2025 CBA).
12. The Mayor, the Human Resources Director and the City Auditor shall be authorized to execute the 2022-2025 CBA with approval as to form by the assigned Deputy City Attorney.

NOW, THEREFORE, the Council directs:

- A. The Agreement between the City and the PROTEC-17 attached hereto as Exhibit A is ratified by this Council.
- B. The 2022-2025 successor CBA shall be in a form similar to the existing CBA between the parties.
- C. The Mayor, the Human Resources Director, and the City Auditor are authorized to execute the 2021-2025 successor CBA between the City and PROTEC-17 relating to the terms and conditions of employment for represented employees in the PROTEC-17 bargaining unit for the period of January 1, 2022 to June 30, 2025, with approval as to form by the assigned City Attorney.
- D. This ordinance is binding City policy.

Section 2. The Council declares that an emergency exists in order to avoid an unnecessary delay in the orderly implementation of the provisions of the successor CBA; therefore, this Ordinance shall be in full force and effect from and after its passage by the Council.

Documents and Exhibits

 [Exhibit A](#) (3.5 Mb)

 [Financial and Budgetary Impacts Attachment](#) (139.98 Kb)

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
July 13, 2022

Auditor of the City of Portland
Mary Hull Caballero

Impact Statement

Purpose of Proposed Legislation and Background Information

The purpose of this ordinance is to ratify collective bargaining agreement between the City and the Professional & Technical Employees, Local 17 (PROTEC-17) relating to the terms and conditions of employment of represented employees in the PROTEC-17 bargaining unit.

Financial and Budgetary Impacts

See Financial and Budgetary Impacts Attachment.

Community Impacts and Community Involvement

There was no community involvement. This action is largely internal to City government processes.

100% Renewable Goal

Not applicable.

Budget Office Financial Impact Analysis

This ordinance ratifies a collective bargaining agreement with the Professional and Technical Employees Union Local 17 (PROTEC-17) effective July 1, 2022 through June 30, 2025. The agreement includes the following:

- Cost-of-Living Adjustment (COLA) increase of five percent (5%) effective July 1, 2022. Cost of living increases effective July 1, 2023, and July 1, 2024, will be tied to the CPI-W West - Size Class A with a minimum increase of one percent (1%) and a maximum increase of five percent (5%).
- Employees in Information Technology and Communications Engineer classifications will have their wages converted from pay grade to steps and will receive compensation as outlined in the Schedule A of the CBA (effective July 1, 2022). Information Technology and Communication Engineer classifications will no longer be subject to annual merit-based increases but will instead receive annual increases based on their job class anniversary date.

- Employees in twenty-nine PROTEC-17 classifications will receive targeted wage adjustments based on a market analysis (effective July 1, 2022).
- Progressive wage adjustments of either one percent (1%) or two percent (2%) will be provided for those employees in the non-targeted classifications (effective July 1, 2022).
- Increases the amounts paid during swing and night shifts, as well as increases the clothing allowance for employees.
- Provides for a City-funded comprehensive class/comp study for approximately 140 PROTEC-17 classifications. Funding for this study will be absorbed by bureaus that have PROTEC-17 positions. The class/comp study will begin in FY 22-23.

The total estimated cost of the agreement is \$46.9 million over the three years inclusive of Cost-of-Living Adjustments and Health and Welfare Benefits for all PROTEC-17 employees. The increase in cost City-wide is estimated to be \$3.46 million in FY 2022-23 and grows to \$4.13 million by FY 2024-25. The majority of the contract expenses for COLA and health benefits for the General Fund are included in base CAL targets. It is a decision point for Council whether General Fund bureaus will need to absorb the annual costs increases embedded in this agreement or if an increase to the bureaus' Current Appropriation Level will be included as part of the FY 2022-23 Fall Supplemental Budget. The estimated ongoing cost to General Fund Bureaus in FY 2023 is \$220,441 of which \$177,149 would be funded using discretionary resources. The ongoing General Fund impacts are anticipated to be \$7,507 in FY 2023-24 and \$5,015 in FY 2024-25. It is presumed that non-General Fund bureaus will reallocate resources or build the costs into their rate requirements to fund the additional costs from the agreement.

Agenda Items

613 Consent Agenda in July 13, 2022 Council Agenda

Passed

Commissioner Jo Ann Hardesty Yea

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Commissioner Dan Ryan Yea

Mayor Ted Wheeler Yea