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# 190973

Emergency Ordinance

## \*Authorize a Letter of Agreement between the City and Local Laborers' 483 to pay Recreation Support Staff employees appropriately with time in class

Passed

They City of Portland ordains:

Section 1. The Council finds:

1. The Union and City are parties to a collective bargaining agreement (CBA) for the period of July 1, 2017, through June 30, 2022.
2. The CBA establishes a wage schedule for Recreation Support Staff based on cycles of twelve consecutive months, and a minimum number of hours worked
3. The hiring season for the Bureau traditionally starts in June, however, the hiring season for 2021 was delayed due to impacts from Covid-19.
4. The delay in the start of hiring from 2021 will create an inability for employees to meet the requirements to progress through the wage schedule at the beginning of the summer season.
5. Impacted employees are defined as those that have an original hire date or rehire date between June 1, 2021, and July 31, 2021, and do not have sufficient months or hours worked under the current wage schedule in the CBA because of the delayed start to the hiring season in Summer 2021.
6. The City agrees to provide the list of eligible employees to the Union. The City and Union agree to meet should there be discrepancies about the eligibility of employees listed.
7. The City recognizes that the impacted employees would have progressed through the wage schedule had the hiring in 2021 not been delayed.

NOW, THEREFORE, the Council directs:

- A. The Director of the Bureau of Human Resources is authorized to enter into a Letter of Agreement, Exhibit A, between the City and Local Laborer's 483.
- B. This ordinance is binding City policy.

Introduced by

[Mayor Ted Wheeler](#)

Bureau

[Human Resources; Management and Finance](#)

Contact

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**Requested Agenda Type**

Regular

Portland Policy Document

Section 2. The Council declares than an emergency exists in order to avoid an unnecessary delay in the orderly implementation of this provisions of this 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](#) (754.61 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  
August 24, 2022

Auditor of the City of Portland  
Mary Hull Caballero

## Impact Statement

### Purpose of Proposed Legislation and Background Information

The purpose of this agreement is to amend wage schedules for recreation support staff in Portland Parks and Recreation bureau. Summer hiring was delayed in 2021 due to impacts from COVID-19 and this delay has created an inability for employees to meet the requirements to progress through the wage schedule at the beginning of the summer season.

### Financial and Budgetary Impacts

No fiscal impact. The bureau shall manage this within existing current service level appropriation.

### Community Impacts and Community Involvement

There are no anticipated community impacts to this agreement.

### 100% Renewable Goal

Not applicable.

### Budget Office Financial Impact Analysis

The purpose of this agreement is to amend wage schedules for recreation support staff in Portland Parks and Recreation bureau. Summer hiring was delayed in 2021 due to impacts from COVID-19 and this delay has created an inability for employees to meet the requirements to progress through the wage schedule at the beginning of the summer season. The bureau will manage all costs within its current service level appropriation.

## Agenda Items

722 Regular Agenda in [August 24, 2022 Council Agenda](#)

Passed

Commissioner Jo Ann Hardesty Absent

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Commissioner Dan Ryan Yea

Mayor Ted Wheeler Yea