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# 191297

Emergency Ordinance

## **\*Ratify collective bargaining agreement with American Federation of State, County, Municipal Employees, Local 189 for represented employees within the Auditor's Office for 2022-2025**

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and American Federation of State, County, Municipal Employees (AFSCME) Local 189 established a new bargaining unit representing the employees within the Auditor's Office.
2. On or about October 13, 2021, pursuant to the City's obligations under ORS 243.650 et seq., representatives of the City entered negotiations to establish the first collective bargaining agreement (CBA) for these newly represented employees.
3. On May 11, 2023, representatives from the City and AFSCME Local 189 signed a Tentative Agreement (Agreement), Exhibit A attached hereto and incorporated herein by this reference, regarding the terms and conditions of employment with AFSCME Local 189 represented employees within the Auditor's Office for the period beginning July 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 AFSCME Local 189 through June 30, 2025 and setting wages and other terms and conditions of employment.
5. This CBA establishes the wage scales for classifications within the Auditor's Office to include Administrative Specialist I, II; Analyst I, II; Archives & Records Coordinator I, II, III; Business Systems Analyst I, II; Coordinator I, II, III; Deputy Ombudsman, and Performance Auditor I, II, III. Wages under the wage scales and a five percent (5%) cost of living adjustment (COLA) for Fiscal Year 2022-23 are effective July 1, 2022.
6. Employees in AFSCME Local 189 within the Auditor's Office will thereafter receive cost of living increases effective July 1, 2023, and July 1, 2024,

Introduced by

[Mayor Ted Wheeler](#)

Bureau

[Human Resources; Management and Finance](#)

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Requested Agenda Type

Regular

Date and Time Information

Requested Council Date

May 31, 2023

Time Requested

10 minutes

Portland Policy Document

which will be tied to the CPI-W West - Size Class A with a minimum increase of not less than one percent (1%) and a maximum increase of not more than five percent (5%).


7. To meet bargaining obligations and settle cases UP-011-22 and UP-027-22, the City agrees on a non-precedent setting remedy of \$7,000 paid to each current member of the bargaining unit (prorated based on start date for employees who were not employed in the Auditor's Office for the entire damages period).
8. The additional, and complete terms and conditions of the Agreement shall be reduced to an initial collective bargaining agreement and shall conform substantially to a form similar to Exhibit A (the 2022-2025 CBA).

NOW, THEREFORE, the Council directs:

- A. The Agreement between the City and AFSCME Local 189 attached hereto as Exhibit A is ratified by this Council.
- B. The settlement of cases UP-011-22 and UP-027-22 by payment of \$7,000 for each current bargaining unit member is authorized and approved.
- C. The Mayor, The Chief Human Resources Officer, and the City Auditor are authorized to execute the 2022-2025 initial CBA between the City and AFSCME Local 189 relating to the terms and conditions of employment with AFSCME Local 189 represented employees in the Auditor's Office for the period of July 1, 2022 to June 30, 2025, with approval as to form by the assigned City Attorney.
- D. This Ordinance in 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 initial CBA; therefore, this Ordinance shall be in full force and effect from and after its passage by the Council.

## Documents and Exhibits

 [Exhibit A \(https://www.portland.gov/sites/default/files/council-documents/2023/exhibit-a\\_1.pdf\)](https://www.portland.gov/sites/default/files/council-documents/2023/exhibit-a_1.pdf) 960.93 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  
May 31, 2023

Auditor of the City of Portland  
Simone Rede

## Impact Statement

### Purpose of Proposed Legislation and Background Information

The purpose of this ordinance is to authorize an initial collective bargaining agreement establishing the wages and working conditions for the employees in the newly organized bargaining unit for the Auditor's Office.

### Financial and Budgetary Impacts

An Auditor's Office fiscal analysis of proposed Auditor classification rates and retentions is an estimated savings of (\$143,154) for FY 2022-2023 as the estimated costs will be absorbed through multiple extended vacancies. For FY 2023-2024, costs are estimated at an additional \$529,681, which reflects nineteen of twenty represented employees advancing to Step II on the wage scale. For FY 2024-25 costs are estimated to be an additional \$330,927.

### Community Impacts and Community Involvement

Not applicable.

### 100% Renewable Goal

Not applicable.

### Budget Office Financial Impact Analysis

Expense in FY 2022-23 is estimated to be \$143,154, and the Auditor's Office has current appropriations for this expense. The FY 2023-24 Budget includes resources supporting the COLA and benefits costs. This is budgeted in the City's shared compensation set-aside, and the Auditor's Office may request resources in the Spring BMP.

## Agenda Items

439 Regular Agenda in [May 31-June 1, 2023 Council Agenda](https://www.portland.gov/council/agenda/2023/5/31)  
(<https://www.portland.gov/council/agenda/2023/5/31>)

Passed

Commissioner Dan Ryan Yea

Commissioner Rene Gonzalez Yea

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Mayor Ted Wheeler Yea