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# 191504

Emergency Ordinance

## **\*Ratify a collective bargaining agreement with Portland Fire Fighters' Association relating to the terms and conditions of employment of represented employees in the Community Health Unit of Portland Fire & Rescue for 2023-2026**

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the Portland Fire Fighters' Association (PFFA), IAFF Local 43 established a new bargaining unit representing Community Health Medical Responders and Nurses in the Community Health Unit of Portland Fire & Rescue.
2. On or about March 21, 2023, 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 September 29, 2023, representatives from the City and PFFA Local 43 signed a Tentative Agreement (Agreement), Exhibit A attached hereto and incorporated herein by this reference, regarding the terms and conditions of employment with PFFA Local 43 represented classifications of Community Health Medical Responder and Community Health Nurse within the Community Health Unit of Portland Fire & Rescue for the period beginning July 1, 2023 and lasting until June 20, 2026 (the 2023 - 2026 CBA).
4. The Agreement meets the City's bargaining interests by securing a labor agreement with PFFA Local 43 through June 30, 2026 and setting wages and other terms of and conditions of employment.
5. This CBA establishes wage scales for the Community Health Medical Responder and Community Health Nurse. Wages under the wage scales and a five percent (5%) cost of living adjustment (COLA) for Fiscal Year 2023-24 are effective July 1, 2023.

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**

November 1, 2023

**Time Requested**

10 minutes

Portland Policy Document

6. Community Health Medical Responders and Community Health Nurses within the Community Health Unit of Portland Fire & Rescue will thereafter receive cost of living increases effective July 1, 2024 and July 1, 2025, which will be tied to the CPI-W West - Size Class A with a maximum increase of not less than one percent (1%) and a maximum increase of not more than five percent (5%).
7. 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 2023 - 2026 CBA).
8. This Agreement assists the City with fiscal responsibility and accountability for the Community Health Assess and Treat (CHAT) and Portland Street Response (PSR) programs within Portland Fire & Rescue. It includes a reopener by mutual agreement between both parties should funding for these programs become more stable in the future.

NOW, THEREFORE, the Council directs:

- A. The Agreement between the City and PFFA, Local 43 attached hereto as Exhibit A is ratified by this Council.
- B. The Mayor, the Chief Human Resources Officer, and the City Auditor are authorized to execute the 2023 - 2026 CBA between the City and PFFA relating to the terms and conditions of employment for represented employees in the PFFA - Community Health bargaining unit for the period of ratification to June 30, 2026, with approval as to form by the assigned City Attorney.
- C. This ordinance is binding City policy.

Section 2. The Council declares that an emergency exists because immediate effectiveness will support labor peace and delay would unnecessarily hinder the orderly implementation of the provisions of this collective bargaining agreement; therefore, this Ordinance shall be in full force and effect after its passage by the Council.

## Documents and Exhibits

 [Exhibit A \(https://www.portland.gov/sites/default/files/council-documents/2023/exhibit-a\\_3.pdf\)](https://www.portland.gov/sites/default/files/council-documents/2023/exhibit-a_3.pdf) 823.4 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  
November 1, 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 ratify a collective bargaining agreement (CBA) between the City and the Portland Fire Fighters' Association, IAFF Local 43 representing Community Health Medical Responders and Community Health Nurses in the Community Health Unit of Portland Fire & Rescue effective on ratification through June 30, 2026, in a form substantially similar to the Tentative Agreement (Agreement).

If ratified by City Council, the Agreement will establish the terms and conditions of the 2023 - 2026 initial CBA between the City and PFFA - Community Health.

### Financial and Budgetary Impacts

A full cost analysis of the proposed changes in the Tentative Agreement are as follows:

The net fiscal impact for Year 1 (FY 2023-24) is estimated to be an increase of \$211,000 in annual expenditures, which will cover: implementation of a wage scale for the for the Community Health Nurse classifications; a 3% premium for emergency vehicle operation applying to Community Health Responders; an 18-month 3% premium applying to a maximum of 4 certified paramedic Community Health Responders (beginning 1/1/2024 and payable for 18 months); standby pay for Community Health Nurses; a premium for all unit members who work on City holidays; and a boot stipend of \$150 per year for all unit members.

The fiscal impact for Year 2 (FY 2024-25) is an additional expenditure of \$278,000 and includes the continuation of the abovementioned items.

The fiscal impact for Year 3 (FY 2025-26) is an additional \$263,000 and includes the continuation of the abovementioned items.

The Portland Street Response Community Health Medic positions covered by this contract are funded as follows:

- \$2.9 million in ARP funding (expiring one-time)
- \$2.6 million Opioid Settlement funds (expiring one-time)
- The remainder of their budget is funded by General Fund Discretionary (\$4.6 million ongoing) and the Marijuana Tax Fund (\$724,090 ongoing).

The Community Health Assess and Treat (CHAT) Community Health Medics and Nurses are 100% grant funded.

There is no new costs to the General Fund as a result of this ordinance. This agreement does not obligate the General Fund when existing one-time resource expires.

## Community Impacts and Community Involvement

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

## 100% Renewable Goal

This action has no impact on the City's renewable energy goal.

## Budget Office Financial Impact Analysis

This ordinance ratifies a collective bargaining agreement with the Portland Fire Fighters' Association for the represented employees in PF&R's Community Health Unit effective July 1, 2023 through June 30, 2026. The net fiscal impact in Year 1 will be an increase of approximately \$211,000 in annual expenditures to cover implementation of a wage scale for Community Health Nurse classifications as well as associated premiums, standby pay, and a stipend. The estimated additional expenditure is \$278,000 in Year 2 and \$263,000 in Year 3. The positions covered by this contract are grant funded, so there will be no additional cost to the General Fund and this agreement doesn't obligate the General Fund upon its expiration.

## Agenda Items

920 Regular Agenda in [November 1, 2023 Council Agenda](https://www.portland.gov/council/agenda/2023/11/1)  
(<https://www.portland.gov/council/agenda/2023/11/1>)

Passed

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Commissioner Dan Ryan Yea

Commissioner Rene Gonzalez Yea

Mayor Ted Wheeler Yea