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191791

Emergency Ordinance

*Authorize Letter of Agreement with the American Federation of State, County & Municipal Employees Union, Local 189 to settle outstanding grievances and amend the Housing Business Systems Analyst and Housing Business Systems Analyst, Assistant wage scale

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the Union are parties to a collective bargaining unit effective from January 1, 2021, to December 31, 2024.
2. The Housing Business Systems Analyst (HBSA) has been a represented classification under the DCTU Agreement since 2018 and before that represented under the City of Portland/AFSCME Local 189-3 Agreement. When the Business Systems Analyst II (BSA II) classification became represented by the Union in March 2022 and the wage scale was created, the City and Union did not amend the wage scale of the HBSA. The Parties have been in protracted discussions about adjusting the wage scale of the HBSA to align with the BSA II wage scale and the effective date of such retro action and wish to resolve the pay disparity through this Agreement.
3. The City and Union have also mutually agreed to settle two grievances in abeyance:
 - a. A 2022 Grievance regarding 2-day suspension without pay for Housing employee, M.D.
 - b. A 2023 Grievance regarding Work out of Class pay for two Housing Program Specialist, Assistants.
4. The terms of the Settlement Agreement include:
 - a. Reducing discipline for Housing Bureau employee, M.D.,
 - b. The Bureau resubmitting to the BHR Classification, Compensation and Pay Equity team a request to evaluate the scope of work of the Housing Program Specialist, Assistant to determine if the current work assignment(s) performed by

Introduced by

[Mayor Ted Wheeler](#)

Bureau

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

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Requested Agenda Type

Consent

Date and Time Information

Requested Council Date

June 26, 2024

incumbent(s) meets the higher-level classification work of a Housing Program Specialist,

- c. Align the HBSA wage scale to that of the Schedule A BSA II wage scale, retroactive to March 9, 2022 which will result in a retroactive pay action for the single incumbent in the HBSA classification.
- d. Align the HBSA, Assistant wage scale to that of the Schedule A BSA I scale. This classification is vacant, and no retro pay action is required.

5. With the authorization of the Settlement Agreement, the Union will withdraw their grievances with prejudice and the Parties agree that the matters are fully resolved.

NOW, THEREFORE, the Council directs:

- A. The Interim Director of the Bureau of Human Resources is authorized to enter into a Letter of Agreement between the City and AFSCME, Local 189 in a form substantially similar to the attached Exhibit A to settle two outstanding grievances and amend the wage scale of the Housing Business Systems Analyst and Housing Business Systems Analyst, Assistant.

Section 2. The Council declares that an emergency exists to avoid undue delay in amending wage tables for the Housing Business Systems Analyst classifications and providing retroactive pay to an impacted employee; therefore, this Ordinance shall be in full force and effect from and after its passage by the Council.

Documents and Exhibits

 [Exhibit A](#)

257.98 KB

<https://www.portland.gov/sites/default/files/council-documents/2024/exhibit-a- -not-fully-executed.pdf>

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 26, 2024

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 a Letter of Agreement with the American Federation of State, County & Munciple Employees Union, Local 189 to settle two outstanding grievances and amend the Housing Business Systems Analyst and Housing Business Systems Analyst, Assistant wage scale. With the authorization of the Settlement Agreement, the Union will withdraw their grievances with prejudice and the Parties agree that the matters are fully resolved.

Financial and Budgetary Impacts

There is currently one (1) employee assigned to the Housing Business Systems Analyst classification. The cumulative fiscal impact of adjusting the pay retroactively to March 9, 2022, is estimated to be \$16,780, which will be paid during fiscal year 24-25 and will be absorbed by the Housing Bureau's annual operating budget. No other bureaus are affected.

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 adjusts the wage scale for Housing Business Systems Analysts (HSBA) and Housing Business Systems Analyst, Assistants resulting in unspecified ongoing cost increases for these positions through the end of the contract. The HSBA wage increase is retroactive to 3/9/22 and will result in retroactive pay action for a single employee resulting in a one-time cost of approximately \$16,780 which will be paid from the Housing Bureau's FY 24-25 operating budget. This ordinance will also result in an evaluation of the scope of work done by Housing Program Specialist, Assistants to see if it meets the higher-level classification work of a Housing Program Specialist. If these positions are determined to meet this classification there would be unspecified ongoing cost increases for these positions for the duration of the contract.

Document History

Item 575 Consent Agenda in [June 26, 2024 Council Agenda](https://www.portland.gov/council/agenda/2024/6/26)
(<https://www.portland.gov/council/agenda/2024/6/26>)

City Council

Passed

Commissioner Dan Ryan Yea

Commissioner Rene Gonzalez Absent

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Mayor Ted Wheeler Yea