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## 191792

Emergency Ordinance

### **\*Authorize Letter of Agreement with the Portland Fire Fighters' Association, International Association of Fire Fighters Local 43 to add Field Training Officer premium pay for Community Health Medical Responders assigned to train and coach new Community Health Medical Responders in the Community Health Assess and Treat program**

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the Portland Fire Fighters' Association, IAFF Local 43 (PFFA) are parties to a collective bargaining agreement (CBA) effective July 1, 2023 through June 30, 2026.
2. PFFA is the exclusive bargaining representative on behalf of employees working in the Community Health Medical Responder classification listed in Schedule A of the CBA.
3. PF&R management rely on tenured Community Health Medical Responders to train newly hired Community Health Medical Responders as Field Training Officers ("FTOs" or "Coaches").
4. The Parties have identified a shared interest in providing an FTO or Coaches premium to recognize the additional responsibility for FTOs performing this work.

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 PFFA in a form substantially similar to the attached Exhibit A to add an FTO premium pay for Community Health Medical Responders assigned by Portland Fire & Rescue to coach newly hired employees in the Community Health Medical Responder classification.
- B. This Letter of Agreement is retroactive to November 1, 2023.

Introduced by

[Mayor Ted Wheeler](#)

Bureau

[Management and Finance](#);  
[Human Resources](#); [Portland Fire & Rescue](#)

Contact

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Requested Agenda Type

Consent


Date and Time Information

Requested Council Date

June 26, 2024

Section 2. The Council declares that an emergency exists to avoid undue delay in granting the salary adjustment and implementing its distinct terms and conditions of employment; therefore, this Ordinance shall be in force and effect from and after its passage by the Council.

### Documents and Exhibits

 [Exhibit A \(https://www.portland.gov/sites/default/files/council-documents/2024/updatedchat\\_fto\\_loa\\_060624.docx.pdf\)](https://www.portland.gov/sites/default/files/council-documents/2024/updatedchat_fto_loa_060624.docx.pdf) 430.41 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  
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 Portland FireFighters' Association, IAFF Local 189 to add an FTO premium of 6% above the base salary for Community Health Medical Responders in the CHAT program of PF&R who are assigned to coach and train new Community Health Medical Responders.

#### Financial and Budgetary Impacts

Portland Fire & Rescue (CHAT) assumed a total of 4800 hours of training time will be required for each Fiscal Year of the collective bargaining agreement. Costing assumed top step of Community Health Medical Responder. The chart below shows the costing for this premium:

	FY 23/24	FY 24/25	FY 25/26	FY 26/27
Top Step	\$	\$	\$	\$
CHMR:	37.03	38.25	39.21	40.07
COLA Factor:	1.000	1.033	1.025	1.022
Wage Driven Benefits Factor:	1.350	1.350	1.400	1.400

#### Cost for 4800 FTO hours per year

Premium %	FY 23/24	FY 24/25	FY 25/26	FY 26/27
6%	\$ 14,394.99	\$ 14,871.13	\$ 15,808.64	\$ 16,157.58

Currently, this program is funded by CareOregon and these amounts are anticipated and covered through this funding source. Portland Fire & Rescue will include this costing within any future funding sources. There is no impact to Portland Fire & Rescue budget while this program is funded through CareOregon.

### 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 adds a 6% premium above base salary for Community Health Medical Responders (CHMRs) in the CHAT program who train newly hired CHMRs. This premium is retroactive to 11/1/23 and is anticipated to cost approximately \$14,400 to \$16,100 per fiscal year through FY 2026-27. As long as this program continues to be funded by CareOregon, this additional cost will be paid for by Care Oregon. If in the future there were to be change in funding source, it could represent additional ongoing costs to the City.

### Document History

Item 576 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