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# 191793

Emergency Ordinance

## \*Authorize Letter of Agreement with the Professional Technical Employees, Local 17 to adjust the salary schedule of the Field Science Technician Trainee Classification

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the Professional Technical Employees, Local 17 (PROTEC17) are parties to a collective bargaining agreement (CBA) effective January 1, 2022 through June 30, 2025.
2. PROTEC17 is the exclusive bargaining representative on behalf of employees working in the classifications listed in Schedule A of the CBA.
3. The position of Field Science Technician Trainee is included in Schedule A of the CBA.
4. The Bureau of Environmental Services (BES) reviewed the wage scales and found that wages for this classification were below that of classifications within the City performing comparable work.
5. The City and PROTEC17 have tentatively agreed to adjust the salary schedule for classification #30002039; Field Science Technician Trainee in Schedule A of the CBA, effective retroactively to July 1, 2023. The tentative Letter of Agreement with the salary scale adjustment is attached as exhibit A.

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 PROTEC17 in a form substantially similar to the attached Exhibit A to adjust the salary schedule for the classification of Field Science Technician Trainee.

Introduced by

[Mayor Ted Wheeler](#)

Bureau

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

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](#)

318.21 KB

([https://www.portland.gov/sites/default/files/council-documents/2024/loa\\_protec\\_field\\_science\\_tech-signed.pdf](https://www.portland.gov/sites/default/files/council-documents/2024/loa_protec_field_science_tech-signed.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 Professional Technical Employees Local 17 to adjust the salary schedule of the Field Science Technician Trainee classification. This off cycle adjustment is at the request of the Bureau of Environmental Services and supported by BHR Classification & Compensation Team based upon market data that shows the classification wages were below that of classifications within the City performing comparable work.

#### Financial and Budgetary Impacts

For fiscal year 23-24, the annual base wage for the Field Science Technician Trainee classification ranges from \$54,017.60 to \$59,550.40. This ordinance will retroactively adjust the annual range to \$58,240.00-\$64,230.40 for this time period. The table below shows the change in the wage scale:

Annual Base Wages Effective 7/1/2023-6/30/2024	Step 1	Step 2	Step 3
Old Scale	\$54,017.60	\$56,700.80	\$59,550.40
New Scale	\$58,240.00	\$61,131.20	\$64,230.40
Increase	\$4,222.40	\$4,430.40	\$4,680.00

There are currently no employees in this classification. The increased wages will apply retroactively to one (1) employee in the Bureau of Environmental

Services who was assigned to the Field Science Technician Trainee classification during fiscal year 23-24. The fiscal impact is estimated to be \$1,400, which will be paid during fiscal year 24-25 and will be absorbed by BES'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

Letter of agreement with PROTEC17 to adjust the salary schedule for Field Science Technician Trainees effective retroactively to 7/1/23. There are currently no employees in this classification but a one time payment of approximately \$1,400 will be paid retroactively to adjust the salary of a single employee. This adjustment will be paid during the FY 24-25 from BES's operating budget.

### Document History

Item 577 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