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192033

Emergency Ordinance

*Ratify a Successor Collective Bargaining Agreement with the District Council of Trade Unions related to the terms and conditions of employment of represented employees in the bargaining unit for 2025-2027

Passed

The City of Portland ordains.

Section 1. The Council finds:

1. The City and District Council of Trade Unions (DCTU) are parties to a collective bargaining agreement (CBA) effective January 1, 2021, to December 31, 2024 (2021 – 2024 CBA).
2. DCTU is the exclusive representative for employees listed in Schedule A of Exhibit A.
3. The City and DCTU began negotiations in May 2024 and moved to mediation in December 2024.
4. On February 5, 2025, the City and DCTU reached a tentative agreement on a new three-year contract.
5. The Agreement meets the City's bargaining interests by securing a labor agreement with DCTU through December 31, 2027, and setting wages and other terms and conditions of employment.
6. The Agreement includes \$6 million in new spending and an additional \$0.7 million in one-time investments for a total of \$6.7 million in new spending over the next three years. Given that the CBA starts in the middle of the City's fiscal year, the final year financial impacts are higher because the remaining six months of the fiscal year were not included in the costing; since the City will commit to the spending as of the start of the 2027-2028 fiscal year, the total impacts of new spending for the CBA on the City's budget is actually \$8.3 million.

Document number

2025-092

Introduced by

[Mayor Keith Wilson](#)

City department

[Human Resources](#)

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Agenda Type

Regular

Date and Time Information

Meeting Date

March 20, 2025

Time Requested

30 minutes

Portland Policy Document



7. To address recruitment and retention issues, and to maintain competitiveness within the market, the tentative agreement reflected in Exhibit A includes the following changes:
- a. Three additional personal days annually for employees required to be fully in-person.
 - b. A Mobile Vehicle and Equipment Mechanic (MVEM) Premium of three percent on all hours paid for employees assigned as a Mobile Vehicle and Equipment Mechanic.
 - c. Standardized pay for bargaining unit members on standby to 24 hours in a seven-day period.
 - d. Three-year pilot premium for Electrical Inspectors and Plumbing Inspectors, Senior Electrical Inspectors, and Senior Plumbing Inspectors performing Commercial Division work in Portland Permitting and Development.
 - e. Increase minimum call back pay to 3.5 hours.
 - f. Pay parity for a shared classification.
 - g. Targeted wage increases of three percent to many classifications.

NOW, THEREFORE, the Council directs:

- A. The Agreement between the City and the DCTU attached hereto as Exhibit A is ratified by this Council and the 2025-2027 CBA will be in a form substantially similar Exhibit A.
- B. The City Administrator, the Director of the Bureau of Human Resources, and the City Auditor, with approval as to form by the City Attorney's Office, are authorized to execute the 2025-2027 successor CBA between the City and DCTU.
- C. Council directs the City Budget Office to work with the Bureau of Human Resources and any relevant bureau to determine the amount of additional resources to be added to bureau current appropriation level targets in order to fund cost increases associated with this contract and to increase the Current Appropriation Level targets for bureaus with employees represented under the terms of this successor CBA.
- D. This ordinance is binding City policy.

Section 2. The Council declares that an emergency exists because delay would unnecessarily delay 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.

Exhibits and Attachments

-  [Exhibit A](#) 3.38 MB
-  [Presentation](#) 1.56 MB

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
March 20, 2025

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 successor collective bargaining agreement with the DCTU and the City of Portland.

Financial and Budgetary Impacts

The fiscal impact for the remainder of FY 2024-25 is estimated to be an increase of \$0.7 million in expenditures.

The fiscal impact is estimated to be \$1.8 million for FY 2025-26; \$2.5 million for FY 2026-27; and \$3.3 million for FY 2027-28. Note that the last 6 months of FY 2027-28 are beyond the duration of this agreement, but the cost is estimated for budget purposes.

The table below summarizes the costs:

-	1/1/25- 6/30/25	FY 25/26	FY 26/27	FY 27/28
Increased wages	286,891	573,731	962,173	1,320,782
New and increased premiums	40,979	82,150	83,026	83,703
Standby and callback changes	49,051	98,188	108,870	118,748
Longevity pay	-	175,184	179,536	183,065
Additional personal holidays	102,994	207,985	213,816	218,396

-	1/1/25- 6/30/25	FY 25/26	FY 26/27	FY 27/28
Increased clothing and tool allowances	-	41,850	41,850	41,850
Increase in budgeted cost for currently vacant positions	62,336	139,827	215,872	288,937
Increases to COLA and wage-driven benefit costs	167,970	477,603	704,961	1,041,906
Total	710,220	1,796,519	2,510,105	3,297,387

Economic and Real Estate Development Impacts

Not applicable.

Community Impacts and Community Involvement

There are no anticipated community impacts to this agreement. This action is largely internal to City government processes.

100% Renewable Goal

Not applicable.

Financial and Budget Analysis

This ordinance reflects an additional \$8.3 million in expenses to the City over the new collective bargaining agreement with DCTU, including an additional \$0.7 million in the Current Year, \$1.8 million in FY 2025-26, \$2.5 million for FY 2026-27, and \$3.3 million for FY 2027-28 (including half a year estimate for unnegotiated costs in FY 2027-28). Further information on what drives the expenses can be found in the ordinance. The General Fund-backed portion of the contract will be a decision package to be included in FY 2025-26 Budget Development, with the funding added to Current Appropriation Levels (CAL) in FY 2026-27 and beyond.

Document History

Document number: 2025-092

Agenda	Council action
March 20, 2025 Regular Agenda <div>City Council</div>	<p>Passed</p> <p>Aye (11): Avalos, Dunphy, Smith, Kanal, Ryan, Morillo, Novick, Clark, Green, Zimmerman, Pirtle-Guiney</p> <p>Absent (1): Koyama Lane</p>