

City Proposal
October 17, 2008

182357

Memorandum of Agreement

The parties to this agreement are the City of Portland (City) and the City of Portland Professional Employees (COPPEA)

Background

1. The classification of Environmental Policy Analyst was adopted by the City Council on October 13, 2004, and revised June 16, 2006 and September 10, 2008.
2. The City granted COPPEA voluntary recognition as the exclusive representative for the Environmental Policy Analysts on September 10, 2008.

Agreement

1. The parties agree that the classification of Environmental Policy Analyst will be added to Schedule A of the current City/ COPPEA Labor Agreement.
2. The Classification description and pay range, which was adopted by City Council on October 13, 2004 and as revised on June 16, 2006, describes the appropriate duties of the classification.
3. The pay for the Environmental Policy Analyst will remain the same as in the 2008 – 2009 Compensation Plan and is converted from a salary range to pay steps for inclusion in Schedule B of the Labor Agreement as follows.

Job Class	Job Class Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
6054	Environmental Policy Analyst	\$29.29	\$30.78	\$32.30	\$33.92	\$35.61	\$37.41	\$39.11

4. The incumbent in the position of Environmental Policy Analyst is at the maximum of the salary range and will be placed on Step 7 with the ratification of this Agreement.
5. All other terms and conditions of the City/COPPEA agreement shall apply to this classification.

For COPPEA:

Mark Bello, Ph.D.
Mark Bello, President

10/23/08
Date

For the City:

Yvonne L. Deckard
Yvonne L. Deckard, Director
Bureau of Human Resources

11/3/08
Date

Approved as to Form:

Mark J. [Signature]
Deputy City Attorney

10/24/08
Date