

**FINANCIAL IMPACT STATEMENT  
For Council Action Items**

(Deliver original to Financial Planning Division. Retain copy.)

1. Name of Initiator <b>Yvonne L. Deckard</b>		2. Telephone No. <b>(503) 823-3506</b>		3. Bureau/Office/Dept. <b>Bureau of Human Resources</b>	
4a. To be filed (date) <b>July 22, 2010</b>		4b. Calendar (Check One) Regular      Consent      4/5ths x <input type="checkbox"/> <input type="checkbox"/>		5. Date Submitted to FPD Budget Analyst: <b>July 14, 2010</b>	

**1) Legislation Title:**

\* Ratify a Letter of Agreement between the City and Portland Police Association supplementing the parties' Collective Bargaining Agreement by specifying the terms upon which unit members will be returned to work following extended medical layoff. (Ordinance)

**2) Purpose of the Proposed Legislation:**

The City and the PPA recognize that the City cannot return PPA members who have been off of work for a year or more to duty immediately upon receipt of a medical release or other appropriate clearance, and have negotiated terms, including a timeline, for returning police officers to duty.

This matter arose as a grievance, which has been separately settled without need of Council ratification. The parties negotiated this agreement for prospective application, and conclude that it is mutually beneficial to have clearly understood and mutually endorsed terms for returning officers to duty. Said agreement would advance the interests of the City.

**3) Revenue:**

**Will this legislation generate or reduce current or future revenue coming to the City? If so, by how much? If new revenue is generated please identify the source.**

No.

**4) Expense:**

**What are the costs to the City as a result of this legislation? What is the source of funding for the expense? (Please include costs in the current fiscal year as well as costs in future years) (If the action is related to a grant or contract please include the local contribution or match required)**

None.

**Staffing Requirements:**

**5) Will any positions be created, eliminated or re-classified in the current year as a result of this legislation? (If new positions are created please include whether they will be part-time, full-time, limited term or permanent positions. If the position is limited term please indicate the end of the term.)**

No.

**6) Will positions be created or eliminated in future years as a result of this legislation?**

No.

Complete the following section if you are accepting and appropriating a grant via ordinance. This section should only be completed if you are adjusting total appropriations, which currently only applies to grant ordinances.

**7) Change in Appropriations** (If the accompanying ordinance amends the budget, please reflect the dollar amount to be appropriated by this legislation. If the appropriation includes an interagency agreement with another bureau, please include the partner bureau budget adjustments in the table as well. Include the appropriate cost elements that are to be loaded by the Grants Office and/or Financial Planning. Use additional space if needed.)

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount

184027

Yvonne L. Deckard *Yvonne L. Deckard by AK*

APPROPRIATION UNIT HEAD (Typed name and signature)



City of Portland  
Bureau of  
**Human Resources**  
Knowledgeable | Helpful | Responsive

184027

Yvonne L. Deckard, Director  
1120 SW 5th Ave., Rm. 404  
Portland, Oregon 97204-1912  
(503) 823-3572  
Fax (503) 823-4156

Office of Management and Finance

Kenneth L. Rust, Chief Administrative Officer

**DATE:** July 14, 2010  
**TO:** Mayor Sam Adams

FOR MAYOR'S OFFICE USE ONLY  
Reviewed by Bureau Liaison

**FROM:** Yvonne L. Deckard *Yvonne L. Deckard by AL*  
Director, Bureau of Human Resources

**RE:** \* Ratify a Letter of Agreement between the City and Portland Police Association supplementing the parties' Collective Bargaining Agreement by specifying the terms upon which unit members will be returned to work following extended medical layoff. (Ordinance)

- 1. INTENDED THURSDAY FILING DATE: July 22, 2010
- 2. REQUESTED COUNCIL AGENDA DATE: July 28, 2010
- 3. CONTACT NAME & NUMBER: Yvonne L. Deckard, 823-3506
- 4. PLACE ON:      CONSENT   X   REGULAR
- 5. BUDGET IMPACT STATEMENT ATTACHED:   X   Y      N
- 6. (3) ORIGINAL COPIES OF SETTLEMENT AGREEMENT APPROVED AS TO FORM BY CITY ATTORNEY  
ATTACHED:      Yes      No   X   N/A

**7. BACKGROUND/ANALYSIS**

The City and the PPA recognize that the City cannot return PPA members who have been off of work for a year or more to duty immediately upon receipt of a medical release or other appropriate clearance, and have negotiated terms, including a timeline, for returning police officers to duty.

This matter arose as a grievance, which has been separately settled without need of Council ratification. The parties negotiated this agreement for prospective application, and conclude that it is mutually beneficial to have clearly understood and mutually endorsed terms for returning officers to duty. Said agreement would advance the interests of the City.

**8. FINANCIAL IMPACT**  
None.

**9. RECOMMENDATION/ACTION REQUESTED**  
It is recommended that the City Council ratify the Letter of Agreement.

Sam Adams, Mayor

We are an equal opportunity employer

Please notify the City of Portland of the need for ADA accommodations no less than five (5) days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-3572 or the City's TTY at 503-823-6868.

