



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

184209

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:** October 20, 2010

**TO:** Mayor Sam Adams

**FROM:** Yvonne L. Deckard, Director Bureau of Human Resources *[Signature]*

**FOR MAYOR'S OFFICE USE ONLY**

Reviewed by Bureau Liaison \_\_\_\_\_

**SUBJECT:** \* Authorize the Friday after Thanksgiving as a paid holiday for non-represented employees consistent with the City's negotiated agreements with represented employees' unions (Ordinance)

1. **INTENDED THURSDAY FILING DATE:** October 28, 2010
2. **REQUESTED COUNCIL AGENDA DATE:** November 3, 2010
3. **CONTACT NAME & NUMBER:** Yvonne L. Deckard, X3-3506
4. **PLACE ON:** ☐ **CONSENT** ☒ **REGULAR**
5. **BUDGET IMPACT STATEMENT ATTACHED:** ☒ **Y** ☐ **N** ☒ **N/A**
6. **(3) ORIGINAL COPIES OF CONTRACTS APPROVED AS TO FORM BY CITY ATTORNEY ATTACHED:** ☐ **Yes** ☐ **No** ☒ **N/A**

**7. BACKGROUND/ANALYSIS**

This ordinance authorizes the Friday after Thanksgiving as a paid holiday for non-represented employees consistent with agreements the City has entered into with the City of Portland Professional Employees Association, the Portland Fire Fighters Association, Oregon AFSCME Council 75 Local 189-2 and the District Council of Trade Unions. The City and Laborers' Local 483 Recreation were able to negotiate a successor agreement very early in the bargaining process and did not include the Friday after Thanksgiving as a paid holiday. An ordinance has been filed to provide that holiday to this group of employees consistent to what has been agreed to with the other unions named above. Recognizing the Friday after Thanksgiving as a paid holiday for non-represented employees provides the same benefit Council has approved for represented employees.

**8. FINANCIAL IMPACT**

There is no financial impact.

**9. RECOMMENDATION/ACTION REQUESTED**

I recommend that the Mayor and the City Council approve this ordinance authorizing the amendment to Human Resources Administrative Rule 6.02 Holidays to add the Friday after Thanksgiving as a paid holiday for non-represented employees and for those represented employees whose contracts also recognize the Friday after Thanksgiving as a paid holiday.

**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.

