

Exhibit A

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Robert J. Ward
8/30/11*

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**City of Portland – COPPEA Negotiations
Communications Engineer & Environmental Program Coordinator Classifications
City Proposal June 8, 2011**

184896

1. With the exceptions to Articles 11 and 19 listed below, the City proposes the classifications of Communications Engineer and Environmental Program Coordinator be brought under the terms and conditions of the July 1, 2010 – June 30, 2013 labor agreement.
2. The wage range for the Environmental Program Coordinator classification will be converted to a wage scale (attached).

Management Leave accruals remaining when the agreement for these classifications is ratified will be paid in cash.

**ARTICLE 11
HOLIDAYS**

Section 1, Holidays. No change from current agreement.

Section 2, Eligibility Requirements. No change from current agreement.

Section 3, Holiday Work. All time worked on any of the holidays listed in Section 1 of this Article shall be paid for at the rate of time and one-half in addition to the employee's holiday pay. Employees in FLSA exempt Information Technology, Communications Engineer and Environmental Program Coordinator classifications directed to work on a holiday are entitled to defer the holiday with pay until a later date. The deferred holiday shall be taken at the mutual convenience of the employee and the bureau.

**ARTICLE 19
WAGES**

Section 1, Wage Schedule. The wage schedule set out in Schedule B of this agreement which are incorporated herein and attached hereto shall be the only wage rates. For employees promoted during the term of this agreement, if the employee's salary prior to promotion is greater than or equal to the entry level for the higher classification, the employee's salary upon promotion shall be at the lowest step which results in a minimum three percent (3%) increase in pay. Progression from one salary step to the next, within a job classification, shall be on an annual basis.

The pay ranges for employees in the Information Technology, and Communications Engineer classifications are set out in Schedule B of this agreement which are incorporated herein and attached hereto. For employees promoted to a classification with a higher maximum pay range during the term of this agreement, the employee shall be placed at the entry rate for the higher pay range, or at a pay rate in the higher pay range which gives him/her a five percent (5%) pay increase, not to exceed the maximum of the pay range, which ever is greater. Employees in these classifications shall be evaluated and receive pay increases based on the City's Performance Management System (Human

Resources Administrative Rule 9.02) until the employee reaches the maximum of the pay range for his/her classification.

Section 2, Impact Bargaining. No change from current agreement.

Section 3, Working Out of Classification. No change from current agreement.

Section 4, Pay Periods. No change from current agreement.

Section 5, Reporting Time and Call Back Pay.

(a) No change from current agreement.

(b) No change from current agreement.

(c) An employee in a FLSA exempt Information Technology, Communications Engineer or Environmental Program Coordinator classification who after having left work at the end of their last shift, is ordered to return to work or perform work from their home, shall be paid at his/her regular hourly rate of pay, calculated in 15-minute increments. If an employee is called after 10:00 p.m. and before 6:00 a.m., the employee shall receive a minimum of one (1) hour of pay at his/her regular rate of pay for any time worked because of the call.

Section 6, Standby Pay. Before the City requires bargaining unit employees to "standby" during their off duty hours, the City and the Association representative will meet and discuss the impact of such a requirement.

If the City requires bargaining unit employees other than those in FLSA-exempt Information Technology, Communications Engineer and Environmental Program Coordinator classifications to "standby" during their off duty hours, the employee shall receive 1 hour pay at the straight time rate for each shift, as defined in Section 8 of this Article, of "standby" time. If the City requires employees in FLSA exempt Information Technology, Communications Engineer and Environmental Program Coordinator classifications to "standby" during their off duty hours, the employee shall receive one (1) hour pay at the straight time rate for each 24-hour period, or portion thereof, of this assignment. Work performed while on "Standby" will be paid in accordance with Sections 5 and 7 of this Article.

"Standby" shall be defined as a requirement that an employee remain available and fit for callout during non-working time. Employees are responsible for keeping their assigned telecommunications equipment in operation and for complying with their standby work assignment at all times. Failure to comply with the standby work assignments may subject employees to appropriate disciplinary actions.

The employee on standby must respond to the initial contact within one-half (1/2) hour. If the employee's presence at the worksite is required, the employee must be able to report for work within a period of one-half (1/2) hour, absent unusual circumstances.

An employee, other than those in FLSA-exempt Information Technology, Communications Engineer and Environmental Program Coordinator classifications, on standby who responds to a work-related telephone call that does not require him or her to respond to a City facility or another worksite shall be paid for the time spent responding to the call and for related calls as well as any time spent logging or recording required information about the call at the appropriate overtime rate. Time will be paid in increments of 15 minutes, e.g., 1 to 15 minutes equals 15 minutes pay, 16 to 30 minutes equals 30 minutes pay, etc.

Section 7, Overtime.

(a) No change from current agreement.

(b) Employees in FLSA-exempt Information Technology, Communications Engineer and Environmental Program Coordinator classifications will receive hour-for-hour accrued time for time worked in excess of 40 hours in a week. The employee and his/her supervisor will attempt to adjust the employee's schedule within two payroll periods following the payroll period in which the hours are worked to permit use of the accrued time. If an adjustment cannot be accomplished, the employee will be paid for the accrued time worked at his/her regular hourly rate, or may accrue it as compensatory time to a maximum of 80 hours.

(c) No change from current agreement.

(d) No change from current agreement.

Section 8, Shift Differential. No change from current agreement.

Section 9, Recruitment Incentives. No change from current agreement.

Section 10. Materials Testing Laboratory Sample Response Pay. No change from current agreement.

Section 11, Team Lead. No change from current agreement.

Section 12, Expanded Transfer. No change from cur

Environmental Program Coordinator July 1, 2011 – June 30, 2012

| Step Structure, same Minimum and Maximum, steps added | | | | | | |
|--|---------------|---------------|---------------|---------------|---------------|---------------|
| Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 |
| \$29.01 | \$30.46 | \$31.98 | \$33.58 | \$35.26 | \$37.02 | \$38.69 |