

Portland, Oregon

# FINANCIAL IMPACT and PUBLIC INVOLVEMENT STATEMENT For Council Action Items

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

1. Name of Initiator Yvonne L. Deckard (JMG)		2. Telephone No. (503) 823-3482	3. Bureau/Office/Dept. Bureau of Human Resources
4a. To be filed (date): March 15, 2012	4b. Calendar (Check One) Regular <input checked="" type="checkbox"/> Consent <input type="checkbox"/> 4/5ths <input type="checkbox"/>		5. Date Submitted to Commissioner's office and FPD Budget Analyst: March 6, 2012
6a. Financial Impact Section: <input checked="" type="checkbox"/> Financial impact section completed		6b. Public Involvement Section: <input checked="" type="checkbox"/> Public involvement section completed	

**1) Legislation Title:** \*Ratify an initial Labor Agreement between the City and the American Federation of State, County, and Municipal Employees (AFSCME) Local 189-H relating to terms and conditions of employment of represented employees in the Portland Housing Bureau bargaining unit (Ordinance)

**2) Purpose of the Proposed Legislation:** Ratify a Labor Agreement between the City and AFSCME Local 189-H relating to terms and conditions of employment of represented employees in the Portland Housing Bureau bargaining unit in a form substantially in accordance with Exhibit A; authorize the Mayor, the Human Resources Director and the City Auditor to execute said labor agreement with approval by the assigned Deputy City Attorney.

**3) Which area(s) of the city are affected by this Council item? (Check all that apply—areas are based on formal neighborhood coalition boundaries)?**

- |  |                                    |                                    |                                |
|--|------------------------------------|------------------------------------|--------------------------------|
| <input checked="" type="checkbox"/> City-wide/Regional     | <input type="checkbox"/> Northeast | <input type="checkbox"/> Northwest | <input type="checkbox"/> North |
| <input type="checkbox"/> Central Northeast                 | <input type="checkbox"/> Southeast | <input type="checkbox"/> Southwest | <input type="checkbox"/> East  |
| <input type="checkbox"/> Central City                      |                                    |                                    |                                |
| <input type="checkbox"/> Internal City Government Services |                                    |                                    |                                |

## FINANCIAL IMPACT

**4) Revenue:** Will this legislation generate or reduce current or future revenue coming to the City? If so, by how much? If so, please identify the source.

No.

**5) Expense:** What are the costs to the City related to 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. If there is a project estimate, please identify the **level of confidence**.)



This contract features a transition from a salary range to an eight step salary system. The step system proposed has a 4.1% increase between steps which is similar to other City labor contracts. In addition, a \$10,000 a year professional development fund is proposed over the four year life of the contract. The financial impact, compared to the status quo, is estimated to be \$182,057 over the life of the contract.

Funding percentages for source of funds for the bargaining unit include: tax increment financing 34%, Community Development Block Grant 28%, Other Federal Grants 15%, Housing Investment Fund 11%, Home Grant 7%, and General Fund 5%.

**6) Staffing Requirements:**

- **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.

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

No.

*(Complete the following section only if an amendment to the budget is proposed.)*

**7) Change in Appropriations** *(If the accompanying ordinance amends the budget please reflect the dollar amount to be appropriated by this legislation. Include the appropriate cost elements that are to be loaded by accounting. Indicate "new" in Fund Center column if new center needs to be created. Use additional space if needed.)*

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

**[Proceed to Public Involvement Section — REQUIRED as of July 1, 2011]**

**PUBLIC INVOLVEMENT**



**8) Was public involvement included in the development of this Council item (e.g. ordinance, resolution, or report)? Please check the appropriate box below:**

☐ **YES:** Please proceed to Question #9.

☒ **NO:** Please, explain why below; and proceed to Question #10.

This action is largely internal to City government processes.

**9) If "YES," please answer the following questions:**

**a) What impacts are anticipated in the community from this proposed Council item?**

**b) Which community and business groups, under-represented groups, organizations, external government entities, and other interested parties were involved in this effort, and when and how were they involved?**

**c) How did public involvement shape the outcome of this Council item?**

**d) Who designed and implemented the public involvement related to this Council item?**

**e) Primary contact for more information on this public involvement process (name, title, phone, email):**

**10) Is any future public involvement anticipated or necessary for this Council item? Please describe why or why not.** No. The collective bargaining process is not open to the public.

Yvonne L. Deckard

BUREAU DIRECTOR (Typed name and signature)





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

185224

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Office of Management and Finance

Jack D. Graham, Chief Administrative Officer

**DATE:** March 6, 2012

**FOR MAYOR'S OFFICE USE ONLY**

**TO:** Mayor Sam Adams

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

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

**RE: ORDINANCE TITLE:** \*Ratify an initial Labor Agreement between the City and the American Federation of State, County, and Municipal Employees (AFSCME) Local 189-H relating to terms and conditions of employment of represented employees in the Portland Housing Bureau bargaining unit (Ordinance)

1. **INTENDED THURSDAY FILING DATE:** March 15, 2012
2. **REQUESTED COUNCIL AGENDA DATE:** March 21, 2012
3. **CONTACT NAME & NUMBER:** Julia Getchell, 503-823-3482
4. **PLACE ON:**    CONSENT   X   REGULAR
5. **BUDGET IMPACT STATEMENT ATTACHED:**   X   Y    N    N/A
6. **(3) ORIGINAL COPIES OF CONTRACTS APPROVED AS TO FORM BY CITY ATTORNEY ATTACHED:**    Yes    No   X   N/A

**7. BACKGROUND/ANALYSIS**

Pursuant to its obligations under ORS 243.650 et. seq. the City entered into labor contract negotiations with the American Federation of State, County, and Municipal Employees (AFSCME) Local 189-H. If ratified, this Tentative Agreement will establish the terms and conditions for an initial Labor Agreement for the period March 21, 2012 through June 30, 2015.

**8. FINANCIAL IMPACT.**

The financial impact, compared to the status quo, is estimated to be \$182,057 over the life of the contract.

Funding percentages for source of funds for the bargaining unit include: tax increment financing 34%, Community Development Block Grant 28%, Other Federal Grants 15%, Housing Investment Fund 11%, Home Grant 7%, and General Fund 5%.

**9. RECOMMENDATION/ACTION REQUESTED**

I recommend that the Mayor and City Council ratify this Labor 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.

