

## ORDINANCE No. 185484

\*Ratify a Letter of Agreement with American Federation of State, County and Municipal Employees, Local 189 with respect to increasing the compensation of represented employees in the Surveyor classification series (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the District Council of Trade Unions (DCTU), of which the American Federation of State, County and Municipal Employees (AFSCME), Local 189 is a member union, are parties to a Collective Bargaining Agreement effective July 1, 2010 to June 30, 2013.
2. AFSCME, Local 189 is the sole collective bargaining agent for the classifications of Survey Project Support Tech, Surveying Aide I, Surveying Aide II, Surveyor I, and Surveyor II (collectively referred to as the Surveyors Series).
3. The Chief Engineers for the Bureau of Transportation and the Water Bureau requested that the Bureau of Human Resources review the adequacy of the current wage structure for the surveyor classifications, including the Surveyors Series. The Directors of the Bureau of Transportation and Water Bureau supported the review.
4. The Bureau of Human Resources determined that the City has difficulty recruiting and retaining qualified employees in the Surveyor Series because the pool of qualified surveyor applicants is limited and the City's wages are not competitive. As a result, the Bureau of Human Resources recommended that the City amend its wage schedule for the Surveyor Series.
5. On April 12, 2012, the City and AFSCME, Local 189 entered into a Letter of Agreement (LOA) that amended the wage schedule for the Surveyor Series.
6. The LOA amends the wage schedule by increasing all salary steps by 10% and adding one 5% salary step to the Surveying Aide II classification at Year 2.
7. The LOA provides that all employees in the Surveyor Series will remain in their current classification and will remain on the same step on the new wage scale as they are currently placed. The LOA further provides that employees in the Surveying Aide II and Surveying II classifications who are currently at Year 1 step shall be eligible to move to the new Year 2 step on their next job classification anniversary date.

NOW, THEREFORE, the Council directs:

- a. The LOA between the City and AFSCME, Local 189 attached hereto as Exhibit A is hereby ratified by this Council.

- b. The Bureau of Transportation and the Water Bureau are authorized to fund the increases in pay for the Surveyor Series within current service level budgets for fiscal year 2012-13.
- c. This ordinance is binding City policy.

Section 2. The Council declares that an emergency exists because delay would create problems in determining overtime pay; therefore, this ordinance shall be in full force and effect from and after its passage by the Council.

Passed by the Council: JUL 11 2012

Mayor Sam Adams

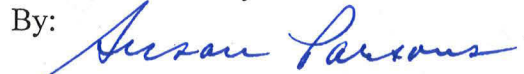
Prepared by: Anna Kanwit:JMG/sds

Date Prepared: June 27, 2012

**LaVonne Griffin-Valade**

Auditor of the City of Portland

By:



Deputy

Agenda No.  
**ORDINANCE NO. 185484**  
 Title with

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<b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Sam Adams</b>	CLERK USE: DATE FILED <u>JUL 06 2012</u>
<b>COMMISSIONER APPROVAL</b> Mayor—Finance and Administration - Adams Position 1/Utilities - Fritz Position 2/Works - Fish Position 3/Affairs - Saltzman Position 4/Safety - Leonard	LaVonne Griffin-Valade Auditor of the City of Portland By: <u>[Signature]</u> Deputy
<b>BUREAU APPROVAL</b> Bureau: Bureau of Human Resources Bureau Head: Jack D. Graham / Anna Kanwit	<b>ACTION TAKEN:</b>
Prepared by: Julia Getchell:sds Date Prepared: June 27, 2012	
<b>Financial Impact &amp; Public Involvement Statement</b> Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
<b>Portland Policy Document</b> If "Yes" requires City Policy paragraph stated in document. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Council Meeting Date: July 11, 2012	
<b>City Attorney Approval:</b> N/A	

<b>AGENDA</b> <b>TIME CERTAIN</b> <input type="checkbox"/> Start time: _____ Total amount of time needed: _____ (for presentation, testimony and discussion)
<b>CONSENT</b> <input checked="" type="checkbox"/>
<b>REGULAR</b> <input type="checkbox"/> Total amount of time needed: _____ (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	1. Fritz ✓	
2. Fish	2. Fish ✓	
3. Saltzman	3. Saltzman ✓	
4. Leonard	4. Leonard ✓	
Adams	Adams ✓	