

**Letter of Agreement
(Surveyor Series Wages)**

The parties to this Letter of Agreement are the City of Portland (City) and the American Federation of State, County and Municipal Employees, Local 189 (AFSCME).

Background

1. The City and the District Council of Trade Unions (DCTU), of which AFSCME is a member union, are parties to a Collective Bargaining Agreement (CBA) effective July 1, 2010 to June 30, 2013.
2. AFSCME 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 (PBOT) and the Water Bureau (PWB) requested that the Bureau of Human Resources (BHR) review the adequacy of the current wage structure for the surveyor classifications including the classifications listed above. PBOT and PWB Directors supported this review.
4. BHR Classification and Compensation staff determined that the City has difficulty recruiting and retaining qualified employees in the surveyor classifications because the pool of qualified surveyor applicants is limited and the City's wages are not competitive.

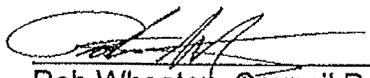
Agreement

The current wage schedule for the Surveyor Series shall be amended as follows:

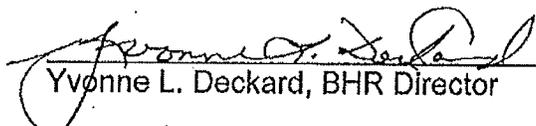
1. All salary steps for the Surveyor Series will be increased by ten percent (10%).
2. In addition, one (1) five percent (5%) salary step shall be added to the Surveying Aide II classification resulting in a Year 2 step.
3. The current entry rate in the Surveyor II classification shall be eliminated and the other steps shall be shifted down by one (1) step. Two (2) five percent (5%) salary steps shall be added resulting in new Year 1 and Year 2 steps.
4. The amended wage schedule as set out in 1-3 above is set out in the attached Surveyor Series Wage Schedule.
5. 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. For example: a Surveyor II at Year 1 on the current wage scale will continue to be on the Year 1 step on the new wage scale.
6. Employees in the Surveying Aide II and Surveyor II classifications who are currently at the Year 1 step shall be eligible to move to the new Year 2 step on their next job classification anniversary date.

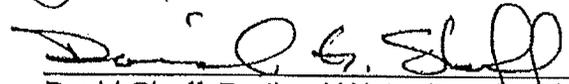
- 7. The parties have bargained to completion regarding wage increases for the Surveyor Series.
- 8. This Letter of Agreement addresses the special circumstances referenced herein and shall not establish any precedent whatsoever.
- 9. This Agreement shall be effective upon approval by ordinance by the Portland City Council.

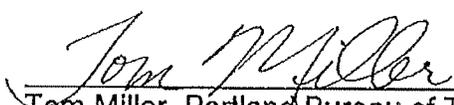
For AFSCME:


 Rob Wheaton, Council Representative 4/11/2012
Date

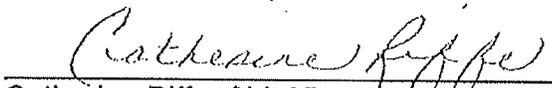
For the City:


 Yvonne L. Deckard, BHR Director April 17, 2012
Date


 David Shaff, Portland Water Bureau Director 04.12.2012
Date


 Tom Miller, Portland Bureau of Transportation Director 04.12.2012
Date

Approved as to Form:


 Catherine Riffe, Chief Deputy City Attorney 4-12-12
Date

Surveyor Series Wage Schedule

Updated 03/27/12

Current Surveyor Series Wages				
	Min	6 Month	1 Year	2 year
Surveying Aide I	\$ 17.02	\$ 18.50	\$ 20.13	\$ 21.30
Surveying Aide II	\$ 20.18	\$ 21.93	\$ 22.37	
Survey Project Support Tech	\$ 23.05	\$ 23.97	\$ 25.17	
Surveyor I	\$ 23.05	\$ 25.05	\$ 28.65	
Surveyor II	\$ 26.77	\$ 29.04	\$ 30.67	

Proposed Surveyor Series Wages Effective FY 11/12				
	Min	6 Month	1 Year	2 year
Surveying Aide I	\$ 18.72	\$ 20.36	\$ 22.14	\$ 23.43
Surveying Aide II	\$ 22.20	\$ 24.12	\$ 24.61	\$ 25.84
Survey Project Support Tech	\$ 25.36	\$ 26.37	\$ 27.69	
Surveyor I	\$ 25.36	\$ 27.56	\$ 31.52	
Surveyor II	\$ 31.94	\$ 33.74	\$ 35.43	\$ 37.20

If change effective on or after July 1, 2012, all proposed rates will increase by 3.3%.

Recommendation Notes:

All Classifications: 10% Increase to all steps.
 Surveying Aide II: Added one 5% step resulting in a 2 year rate.
 Surveyor II: Removed entry rate and shifted other steps down.
 Added two 5% steps resulting in a 2 year rate.

	Current Market Ratio	Proposed Market Ratio
Surveying Aide I	96%	106%
Surveying Aide II	83%	96%
Surveyor I	92%	101%
Surveyor II	84%	102%