

## ORDINANCE No. 185683

Ratify a Successor Collective Bargaining Agreement between the City on behalf of Portland Fire & Rescue and the Portland Fire Fighters Association relating to the terms and conditions of employment of represented employees in the Portland Fire Fighters Association bargaining unit for 2012-2016 (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the Portland Fire Firefighters Association (PFFA) are parties to a collective bargaining agreement (CBA) effective July 1, 2010 to June 30, 2012 (the 2010-2012 CBA).
2. PFFA is the sole and exclusive bargaining agent for all sworn personnel at Portland Fire & Rescue (PF&R), excluding the Fire Chief, Fire Marshall, Division Chiefs, Deputy Chief and Assistant Fire Marshall.
3. On or about April 6, 2012, pursuant to its obligations under ORS 243.650 *et seq.*, representatives of the City on behalf of PF&R entered into negotiations for a successor CBA with PFFA.
4. On September 6, 2012, representatives of the City on behalf of PF&R and the PFFA signed a Tentative Agreement (Agreement), Exhibit A attached, that outlines the terms and conditions of employment for represented employees in the PFFA bargaining unit at PF&R for the period of July 1, 2012 to June 30, 2016.
5. At all times during the negotiations of the Agreement, the parties committed themselves to transparent information sharing and substantive and respectful dialogue.
6. The Agreement meets the City's bargaining interests by securing a four-year labor agreement and agreeing to wage increases, health benefits, modifications in the work-week, certain premiums and other terms and conditions of employment.
7. The Agreement continues to apply the principles of total compensation as the basis for bargaining all monetary subjects and ties general compensation to the Consumer Price Index (CPI). General wage increases will continue to be tied to the Portland CPI-W. Upon ratification, PFFA bargaining unit members will receive a wage increase of 3.3% retroactive to July 1, 2012. A similar wage increase, also based on the Portland CPI-W formula, provides for a minimum increase of 1% with a maximum increase of 5% adjusted on July 1 of each year of the Agreement.
8. The Agreement continues the current health insurance premium share at 95% / 5% for the term of the Agreement.

9. Effective upon ratification, employees in assignments that require replacement when absent will no longer be eligible to elect to accrue compensatory time; rather, such employees shall be paid at the applicable overtime rate. Employees in such assignments who have accrued compensatory time may continue to use their accrued compensatory time until June 30, 2016. Effective on June 30, 2016, employees in such assignments shall be paid in cash for any remaining compensatory time. This provision will save the City substantial costs in its overtime budget.
10. In addition, effective upon ratification, the Agreement provides for increases in education benefits and Union Release Time. These increases will not impact PF&R's current service level budget.
11. In addition, general wage increase premiums for certain specifically identified classifications have been improved and equalized. The wage increases will be phased in at Year 2 of the Agreement to facilitate planning and mitigate the cost impact to PF&R.
12. In the 2010-2012 CBA, the average work week for firefighters was reduced to better reflect comparable jurisdictions of similar size. In the Agreement, the requirement that members pay back 12 hours of vacation that was part of the 2010-2012 CBA will be eliminated, effective January 1, 2014. This will facilitate planning and mitigate the cost impact to PF&R. Additionally, the number of payroll banked hours will be reduced, effective in Years 2 and 3, to reflect the current work week.
13. The terms and conditions of the Agreement shall be reduced to a successor collective bargaining agreement that shall conform substantially in accordance with the Exhibit A (the 2012-2016 CBA).
14. The Mayor, the Human Resources Director and the City Auditor shall be authorized to execute the 2012-2016 CBA with approval by the assigned Deputy City Attorney.

NOW, THEREFORE, the Council directs:

- a. The Mayor, the Human Resources Director and the City Auditor are authorized to execute the 2012-2016 CBA between the City and the PFFA relating to the terms and conditions of employment for represented employees in the PFFA bargaining unit at PF&R for the period of July 1, 2012 to June 30, 2016, with approval by the assigned Deputy City Attorney.
- b. Said 2012-2016 CBA shall conform to the provisions of the Agreement attached to this Ordinance marked as Exhibit A and incorporated herein by this reference.
- c. PF&R is authorized to pay for all funds associated with the 2012-2016 CBA from the General Fund.
- d. This ordinance is binding City policy.

185683

Passed by the Council:

OCT 17 2012

Mayor Sam Adams

Prepared by: Anna Kanwit:PW:ss

Date Prepared: October 3, 2012

**LaVonne Griffin-Valade**

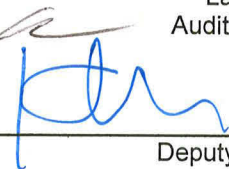




Auditor of the City of Portland

By

*Susan Parsons*  
Deputy

Agenda No. **185683**  
**ORDINANCE NO.**  
 Title

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<p align="center"><b>INTRODUCED BY</b>                  Commissioner/Auditor:  <b>Mayor Sam Adams</b></p>	CLERK USE: DATE FILED <u>OCT 05 2012</u>
<p align="center"><b>COMMISSIONER APPROVAL</b></p>	<p align="center">LaVonne Griffin-Valade                  Auditor of the City of Portland</p> <p>By:  Deputy</p>
Mayor—Finance and Administration - Adams 	
Position 1/Utilities - Fritz	
Position 2/Works - Fish	
Position 3/Affairs - Saltzman	
Position 4/Safety - Leonard	
<p align="center"><b>BUREAU APPROVAL</b></p>	<p><b>ACTION TAKEN:</b></p> <p align="center"><b>OCT 10 2012 PASSED TO SECOND READING OCT 17 2012 9:30 A.M.</b></p>
Bureau: OMF/Bureau of Human Resources CAO: Jack D. Graham  Bureau Head: Anna Kanwit 	
Prepared by: Patrick Ward:ss Date Prepared: October 3, 2012	
Financial Impact & Public Involvement Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/>	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Council Meeting Date: October 10, 2012	
City Attorney Approval: Lory Kraut, Deputy City Attorney  required for contract, code, easement, franchise, comp plan, charter	

<p align="center"><b>AGENDA</b></p>
<p><b>TIME CERTAIN</b> <input checked="" type="checkbox"/>                  Start time: <u>10:15 a.m.</u></p> <p><b>Total amount of time needed: 15 minutes</b>                  (for presentation, testimony and discussion)</p>
<p><b>CONSENT</b> <input type="checkbox"/></p>
<p><b>REGULAR</b> <input type="checkbox"/> _____</p> <p><b>Total amount of time needed:</b>                  (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	1. Fritz <input checked="" type="checkbox"/>	
2. Fish	2. Fish <input checked="" type="checkbox"/>	
3. Saltzman	3. Saltzman <input checked="" type="checkbox"/>	
4. Leonard	4. Leonard <input checked="" type="checkbox"/>	
Adams	Adams <input type="checkbox"/>	