

## ORDINANCE No. 186197

Create the new represented classifications of Field Sciences Technician Trainee, Field Sciences Technician, and Field Sciences Specialist, and establish interim compensation rates for these classification. (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. In accordance with the policies established by the City Council and based on a classification and compensation review, the Bureau of Human Resources is creating three new represented classifications effective July 1, 2013.
2. The business needs that these classifications are intended to meet cannot be fulfilled until the classifications and wage rates are established, however the wage rates for the classifications must be collectively bargained with the City of Portland Professional Employees Association (COPPEA). Under Article 19, section 2 of the COPPEA contract, the City may establish interim rates during bargaining.

NOW, THEREFORE, the Council directs:

- a. The following classifications are being created:

<u>JCN</u>	<u>Job Class</u>	<u>Effective Date</u>
30002039	Field Sciences Technician Trainee	July 1, 2013
30002038	Field Sciences Technician	July 1, 2013
30002037	Field Sciences Specialist	July 1, 2013

- b. The following interim compensation rates are established:

<u>JCN</u>	<u>Entry</u>	<u>1 year</u>	<u>2 Years</u>	<u>3 Years</u>	<u>4 Years</u>	<u>5 Years</u>
30002039	\$18.79	\$19.72	\$20.72			
30002038	\$25.17	\$26.40	\$27.75	\$29.12	\$30.58	\$32.12
30002037	\$30.58	\$32.12	\$33.75	\$35.40	\$37.22	\$39.06

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- c. When the City and COPPEA conclude necessary bargaining over the appropriate salary rates, the rates may be implemented with no further action upon signing of a Memorandum of Agreement between the Director of Human Resources and COPPEA and approval as to form by the Office of the City Attorney.

Passed by the Council: AUG 14 2013  
Mayor Charlie Hales  
Office of Management and Finance  
Prepared by: Anna Kanwit: NWE  
Date Prepared: July 22, 2013

**LaVonne Griffin-Valade**  
Auditor of the City of Portland

By

*Gayla Jennings*

Deputy

Agenda No.  
**ORDINANCE NO.**  
Title

186197

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<p><b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Charlie Hales</b></p>	<p>CLERK USE: DATE FILED <u>AUG 02 2013</u></p>
<p><b>COMMISSIONER APPROVAL</b> Mayor—Finance and Administration - Hales</p>	<p>LaVonne Griffin-Valade Auditor of the City of Portland</p>
<p>Position 1/Utilities - Fritz</p>	<p>By: <u>[Signature]</u> Deputy</p>
<p>Position 2/Works - Fish</p>	<p><b>ACTION TAKEN:</b></p>
<p>Position 3/Affairs - Saltzman</p>	<p><b>AUG 07 2013 PASSED TO SECOND READING AUG 14 2013 9:30 A.M.</b></p>
<p>Position 4/Safety - Novick</p>	
<p><b>BUREAU APPROVAL</b> Bureau: Bureau of Human Resources Bureau Head: Jack D. Graham, Anna Kanwit</p>	
<p>Prepared by: Nicolle Wynia-Eide Date Prepared: July 22, 2013</p>	
<p>Financial Impact &amp; Public Involvement Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	
<p>Council Meeting Date <b>August 7, 2013</b></p>	
<p><b>City Attorney Approval:</b> required for contract, code, easement, franchise, comp plan, charter</p>	

<p><b>AGENDA</b></p>
<p><b>TIME CERTAIN</b> <input type="checkbox"/> Start time: _____</p>
<p><b>Total amount of time needed:</b> _____ (for presentation, testimony and discussion)</p>
<p><b>CONSENT</b> <input checked="" type="checkbox"/></p>
<p><b>REGULAR</b> <input type="checkbox"/> <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	✓	
2. Fish	2. Fish	✓	
3. Saltzman	3. Saltzman	✓	
4. Novick	4. Novick	✓	
Hales	Hales	✓	