

ORDINANCE No. 186391

*Ratify a successor collective bargaining agreement between the City and the Portland Police Association relating to the terms and conditions of employment of represented employees in the Portland Police Association bargaining unit (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the Portland Police Association (PPA) are parties to a collective bargaining agreement (CBA) effective July 1, 2010 to June 30, 2013.
2. The PPA is the sole and exclusive bargaining agent for all sworn personnel at the Portland Police Bureau in classifications set forth in Schedule A of the CBA.
3. On or about January 15, 2013, pursuant to the City's obligations under ORS 243.650 *et seq.*, representatives of the City entered into negotiations for a successor CBA with the PPA.
4. On October 18, 2013, representatives of the City and the PPA signed a Tentative Agreement (Agreement), Exhibit A attached hereto and incorporated herein by this reference, that outlines the terms and conditions of employment for represented employees in the PPA bargaining unit for the period of July 1, 2013 to June 30, 2017 (the 2013-2017 CBA).
5. As of the date this ordinance is submitted, the PPA ratified the Agreement by a 77 percent vote.
6. The Agreement meets the City's bargaining interests by securing a four-year labor agreement and agreeing to wage increases, premium pay and other terms and conditions of employment.
7. The Agreement resolves eleven grievances as shown in Exhibit B, which is attached and incorporated herein by this reference.
8. 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.
9. Upon ratification by City Council, salary rates for classifications in Schedule "A" are to be increased by fifty percent (.9%) of the annual increase in the Portland CPI-W, retroactive to August 29, 2013. Salary rates for Years Two through Four of the Agreement are to be increased by 100% of the annual increase in the Portland CPI-W adjusted on July 1 each year. However, in no event shall the salary increase be less than one percent or greater than five percent.

10. Upon ratification by City Council, the City will implement a new provision that allows the City to end premium pay for officers with restricted or suspended police powers. In addition, the City will implement a provision that restricts officers from cashing out holiday compensatory hours after December 31, 2013.
11. General wage increase premiums for certain specifically identified classifications have been improved and equalized under the Agreement. The wage increases will be phased in effective January 1, 2014 to facilitate planning and mitigate the cost impact. The wage increase premiums include the following:
 - a. Adding canine handlers to the list of officers who are entitled to receive a six percent hazard premium pay. Further, canine handlers will now receive canine handler pay when the handler is on sick leave or leave of service, unless the canine handler is physically incapable of performing kennel time duties.
 - b. Sergeant patrol premium pay of five percent for sergeants in "full-time, uniformed assignments and who patrol or respond to calls." Additionally, sergeants who work out of classification as an acting lieutenant will be paid overtime at the sergeant's overtime rate plus 8.25 percent.
 - c. An increase from two percent to four percent shift differential premium for officers who work the Night Shift and an increase from one percent to two percent shift differential premium for officers working the Afternoon Shift.
 - d. An increase from two percent to three percent longevity pay upon completion of an officer's 15th year of service, an increase from four percent to five percent longevity pay upon completion of an officer's 20th year of service, and an increase from six percent to seven percent longevity pay upon an officer's completion of 25 years of service.
12. The terms and conditions of the Agreement shall be reduced to a successor collective bargaining agreement and shall conform substantially to a form similar to Exhibit A (the 2013-2017 CBA). The eleven grievances shall be resolved in accordance with the terms outlined in Exhibit B.
13. The Mayor, the Human Resources Director, the Chief of Police and the City Auditor shall be authorized to execute the 2013-2017 CBA with approval as to form by the assigned Senior Deputy City Attorney.

NOW, THEREFORE, the Council directs:

- a. The Mayor, the Human Resources Director, the Chief of Police and the City Auditor are authorized to execute the 2013-2017 CBA between the City and the PPA relating to the terms and conditions of employment for represented employees in the PPA bargaining unit for the period of July 1, 2013 to June 30, 2017, with approval as to form by the assigned Senior Deputy City Attorney.

- b. The 2013-2017 CBA shall be in a form similar to Exhibit A.
- c. The City and the PPA are authorized to resolve the eleven grievances as outlined in Exhibit B.
- d. The City is authorized to pay for all funds associated with the 2013-2017 CBA from the general fund.
- e. This ordinance is binding City policy.

Section 2. The Council declares that an emergency exists in order to avoid an unnecessary delay in the orderly implementation of the provisions of the 2013-20137 CBA; therefore, this ordinance shall be in full force and effect from and after its passage by the Council.

Passed by the Council: DEC 18 2013

Mayor Charlie Hales
Prepared by: Anna Kanwit:JPG:ss
Date Prepared: December 10, 2013

LaVonne Griffin-Valade
Auditor of the City of Portland

By


Deputy

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<p style="text-align: center;">INTRODUCED BY Commissioner/Auditor: Mayor Charlie Hales</p>	<p style="text-align: right; color: blue;">DEC 13 2013</p> <p>CLERK USE: DATE FILED _____</p>
<p style="text-align: center;">COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Hales <i>[Signature]</i></p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Novick</p>	<p style="text-align: center;">LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>By: <i>[Signature]</i> _____ Deputy</p>
<p style="text-align: center;">BUREAU APPROVAL</p> <p>Bureau: Bureau of Human Resources</p> <p>OMF CAO: Jack D. Graham <i>[Signature]</i></p> <p>Bureau Head: Anna Kanwit <i>[Signature]</i></p> <p>Prepared by: Jerrell Gaddis:ss Date Prepared: December 10, 2013</p> <p>Financial Impact & 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 checked="" type="checkbox"/> No <input type="checkbox"/></p> <p>City Auditor Office Approval: required for Code Ordinances</p> <p>City Attorney Approval: Mark Amberg, Sr. Deputy City Attorney required for contract, code, easement, franchise, comp plan, charter <i>[Signature]</i></p> <p>Council Meeting Date: December 18, 2013</p>	<p>ACTION TAKEN:</p>

AGENDA 1 of 2
<p>TIME CERTAIN <input checked="" type="checkbox"/> Start time: 10:00 a.m.</p> <p>Total amount of time needed: 1 hour (for presentation, testimony and discussion)</p>
<p>CONSENT <input type="checkbox"/></p>
<p>REGULAR <input type="checkbox"/> Total amount of time needed: _____ (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	✓	