

Portland, Oregon

## FINANCIAL IMPACT and PUBLIC INVOLVEMENT STATEMENT For Council Action Items

(Deliver original to Financial Planning Division. Retain copy.)

1. Name of Initiator Anna Kanwit:PTW:ss		2. Telephone No. (503) 823-3518	3. Bureau/Office/Dept. OMF/Bureau of Human Resources
4a. To be filed (date): February 20, 2014	4b. Calendar (Check One) Regular <input type="checkbox"/> Consent <input checked="" type="checkbox"/> 4/5ths <input type="checkbox"/>		4. Date Submitted to Commissioner's office and FPD Budget Analyst: February 19, 2014
6a. Financial Impact Section: <input checked="" type="checkbox"/> Financial impact section completed		6b. Public Involvement Section: <input checked="" type="checkbox"/> Public involvement section completed	

### 1) Legislation Title:

\*Ratify a Letter of Agreement between the City on behalf of Portland Fire & Rescue and the Portland Fire Fighters Association Local 43 authorizing the expansion of Technical Rescue Teams under the collective bargaining agreement (Ordinance)

### 2) Purpose of the Proposed Legislation:

The purpose of this ordinance is to ratify a Letter of Agreement between the City on behalf of PF&R, Exhibit A attached hereto, that amends Article 8 to provide for a six percent premium for employees who serve on a Technical Rescue Team and who are assigned to Station 12. The 2012-2016 CBA only provides for premium pay for employees who serve on a Technical Rescue Team and who are assigned to Station 1. The City and PFFA entered into the LOA to be better prepared for emergencies on the east side of the Willamette River.

### 3) Which area(s) of the city are affected by this Council item? (Check all that apply—areas are based on formal neighborhood coalition boundaries)?

- City-wide/Regional       Northeast       Northwest       North  
 Central Northeast       Southeast       Southwest       East  
 Central City  
 Internal City Government Services

## FINANCIAL IMPACT

### 4) Revenue: Will this legislation generate or reduce current or future revenue coming to the City? If so, by how much? If so, please identify the source.

No.

### 5) Expense: What are the costs to the City related to this legislation? What is the source of funding for the expense? (Please include costs in the current fiscal year as well as costs in future years. If the action is related to a grant or contract please include the local contribution

or match required. *If there is a project estimate, please identify the level of confidence.*)

The additional costs resulting from this ordinance are the six percent premium pay for up to 12 employees who hold the Technical Rescue certification and are assigned to Station 12. The costs for the remainder of fiscal FY 2013-14 are estimated at \$22,480 and the annual costs are approximately \$68,440 plus inflation in the future. These costs will be absorbed through vacancy savings within PF&R's service level budgets going forward.

**6) Staffing Requirements:**

- **Will any positions be created, eliminated or re-classified in the current year as a result of this legislation?** *(If new positions are created please include whether they will be part-time, full-time, limited term, or permanent positions. If the position is limited term please indicate the end of the term.)*

No.

- **Will positions be created or eliminated in future years as a result of this legislation?**

No.

*(Complete the following section only if an amendment to the budget is proposed.)*

**7) Change in Appropriations** *(If the accompanying ordinance amends the budget please reflect the dollar amount to be appropriated by this legislation. Include the appropriate cost elements that are to be loaded by accounting. Indicate "new" in Fund Center column if new center needs to be created. Use additional space if needed.)*

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount

[Proceed to Public Involvement Section — REQUIRED as of July 1, 2011]

**PUBLIC INVOLVEMENT**

**8) Was public involvement included in the development of this Council item (e.g. ordinance, resolution, or report)? Please check the appropriate box below:**

- YES: Please proceed to Question #9.
- NO: Please, explain why below; and proceed to Question #10.

This action is largely internal to City government processes.

**9) If "YES," please answer the following questions:**

**a) What impacts are anticipated in the community from this proposed Council item?**

**b) Which community and business groups, under-represented groups, organizations, external government entities, and other interested parties were involved in this effort, and when and how were they involved?**

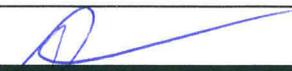
**c) How did public involvement shape the outcome of this Council item?**

**d) Who designed and implemented the public involvement related to this Council item?**

**e) Primary contact for more information on this public involvement process (name, title, phone, email):**

**10) Is any future public involvement anticipated or necessary for this Council item? Please describe why or why not.**

No. This action is largely internal to City government processes.



Anna Kanwit, BUREAU DIRECTOR



Office of Management and Finance

Fred Miller, Interim Chief Administrative Officer

February 19, 2014

**FOR MAYOR'S OFFICE USE ONLY**

**TO:** Mayor Charlie Hales

Reviewed by Bureau Liaison \_\_\_\_\_

**FROM:** Anna Kanwit, Human Resources Director

**RE: ORDINANCE TITLE** \*Ratify a Letter of Agreement between the City on behalf of Portland Fire & Rescue and the Portland Fire Fighters Association Local 43 authorizing the expansion of Technical Rescue Teams under the collective bargaining agreement (Ordinance)

- 1. **INTENDED THURSDAY FILING DATE:** February 20, 2014
- 2. **REQUESTED COUNCIL AGENDA DATE:** March 5, 2014
- 3. **CONTACT NAME & NUMBER:** Patrick T. Ward, ext. 3-3518
- 4. **PLACE ON:**  **CONSENT**  **REGULAR**
- 5. **BUDGET IMPACT STATEMENT ATTACHED:**  Yes  No  N/A
- 6. **ORIGINAL COPIES OF CONTRACTS APPROVED AS TO FORM BY CITY**
- 7. **ATTORNEY ATTACHED:**  Yes  No  N/A Signature on backing sheet

**7. BACKGROUND/ANALYSIS**

The purpose of this ordinance is to ratify a Letter of Agreement between the City on behalf of PF&R, Exhibit A attached hereto, that amends Article 8 to provide for a six percent premium for employees who serve on a Technical Rescue Team and who are assigned to Station 12. The 2012-2016 CBA only provides for premium pay for employees who serve on a Technical Rescue Team and who are assigned to Station 1. The City and PFFA entered into the LOA to be better prepared for emergencies on the east side of the Willamette River.

**8. FINANCIAL IMPACT**

The additional costs resulting from this ordinance are the six percent premium pay for up to 12 employees who hold the Technical Rescue certification and are assigned to Station 12. The costs for the remainder of fiscal FY 2013-14 are estimated at \$22,480 and the annual costs are approximately \$68,440 plus inflation in the future. These costs will be absorbed through vacancy savings within PF&R's service level budgets going forward.

**9. RECOMMENDATION/ACTION REQUESTED**

I recommend that the Mayor and City Council approve this ordinance.

## LETTER OF AGREEMENT

The parties to this agreement are the City of Portland (City), on behalf of the Bureau of Fire & Rescue (Bureau), and the Portland Fire Fighters Association Local 43 (Union).

### Background

1. At the present time the Bureau has one Technical Rescue Team responsible for Urban Search and Rescue (USAR).
2. Article 8, Section C, Subsection 8 – Technical Rescue Team, provides a six percent premium to certain employees serving on this team.
3. To qualify for the team an employee must be assigned to Station 1, (8) (a), and meet the DPSST requirements in six areas, (8) (b).
4. To be better prepared for emergencies, the Bureau is planning to place additional Technical Rescue resources on the east side of the Willamette River.

### Agreement

1. The parties agree to amend the current labor agreement under Article 8, Technical Rescue Team to provide:

Technical Rescue Team. Certain employees who perform additional work by serving on the Technical Rescue Team shall receive a premium of six (6) percent. To be eligible for this premium, the employee must meet all of the following criteria:

- a) be serving on the Technical Rescue Team and assigned to E-1, T-1, S-1, or E-12, The number of employees receiving this premium shall not exceed a maximum of 16 per day: 12 employees assigned to E-1, T-1 and S-1; and 4 employees assigned to E-12; *and*
- b) meet DPSST requirements for *all* of the following:
  1. Rope Rescue
  2. Trench Rescue
  3. Confined Space Rescue
  4. Vehicle/Mechanical Rescue
  5. Structural Collapse Rescue
  6. Tunnel Rescue

(c) Further, the bureau may require that incumbents to such assignments successfully pass an annual evaluation based on criteria established by the Bureau. The PFFA shall have the opportunity to give input through the Labor Management Committee into the development of the evaluation process.

2. This agreement will become effective with its approval by City Council via the ordinance process.

For the Union:

  
\_\_\_\_\_  
Alan Ferschweiler, President

1/8/14  
date

For the Bureau:

  
\_\_\_\_\_  
Erin Janssens, Chief

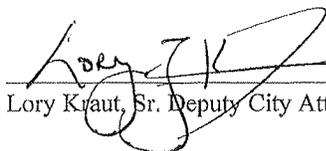
1/8/14  
date

For the City:

  
\_\_\_\_\_  
Anna Kanwit, Director  
Bureau of Human Resources

2/5/14  
date

Approved as to form:

  
\_\_\_\_\_  
Lory Kraut, Sr. Deputy City Attorney

1/20/14  
date

## **ORDINANCE No.**

\*Ratify a Letter of Agreement between the City on behalf of Portland Fire & Rescue and the Portland Fire Fighters Association Local 43 authorizing the expansion of Technical Rescue Teams under the collective bargaining agreement (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the Portland Fire Fighters Association (PFFA) are parties to a collective bargaining agreement effective July 1, 2012 to June 30, 2016 (the 2012-2016 CBA).
2. PFFA is the sole and exclusive bargaining agent for the purpose of establishing wages, hours and conditions of employment for probationary and permanent employees employed at Portland Fire & Rescue (PF&R) in the classifications listed in Schedule "A" of the 2012-2016 CBA.
3. Article 8 of the 2012-2016 CBA provides for a six percent premium to certain employees serving on the Technical Rescue Team, so long as the employees are assigned to Station 1 and meet DPSST requirements in six areas to qualify for the six percent premium.
4. On February 5, 2014, the City on behalf of PF&R entered into a Letter of Agreement (LOA), Exhibit A attached hereto, that amends Article 8 to provide for a six percent premium for employees who serve on a Technical Rescue Team and who are assigned to Station 12. To qualify, the employees must meet certain DPSST requirements. Incumbents may be required to pass an annual evaluation based on criteria established by PF&R with input provided by the PFFA through the Labor Management Committee. The LOA has been approved as to form by the assigned Senior Deputy City Attorney.
5. The City and PFFA entered into the LOA to be better prepared for emergencies on the east side of the Willamette River.

NOW, THEREFORE, the Council directs:

- a. The LOA between the City on behalf of PF&R and PFFA attached hereto as Exhibit A and incorporated herein by this reference is ratified by this Council.
- b. PF&R is authorized to fund the cost for the expanded premium pay for serving on a Technical Rescue Team at Station 12 from its current service level budget for the remainder of the 2013-2014 fiscal year and from PF&R service level budgets going forward.
- c. 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 LOA; therefore, this ordinance shall be in full force and effect from and after its passage by the Council.

Passed by the Council:

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

Mayor Charlie Hales  
Prepared by: Anna Kanwit:PTW:ss  
Date Prepared: February 18, 2014

Deputy

208  
Agenda No.  
**ORDINANCE NO.**  
Title

2140

\*Ratify a Letter of Agreement between the City on behalf of Portland Fire & Rescue and the Portland Fire Fighters Association Local 43 authorizing the expansion of Technical Rescue Teams under the collective bargaining agreement (Ordinance)

<p style="text-align: center;"><b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Charlie Hales</b></p>	<p>CLERK USE: DATE FILED <u>FEB 28 2014</u></p>
<p style="text-align: center;"><b>COMMISSIONER APPROVAL</b> <i>[Signature]</i> 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><i>[Signature]</i></u> Deputy</p>
<p>Position 2/Works - Fish</p>	<p><b>ACTION TAKEN:</b> MAR 05 2014 REFERRED TO COMMISSIONER OF FINANCE AND ADMINISTRATION</p>
<p>Position 3/Affairs - Saltzman</p>	
<p>Position 4/Safety - Novick</p>	
<p style="text-align: center;"><b>BUREAU APPROVAL</b></p>	
<p>Bureau: Bureau of Human Resources Interim OMF CAO: Fred Miller <i>fdm</i> Bureau Head: Anna Kanwit <i>[Signature]</i></p>	
<p>Prepared by: Patrick T. Ward:ss Date Prepared: February 19, 2014</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 in document. Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	<p><b>← PPD</b></p>
<p><b>City Auditor Office Approval:</b> required for Code Ordinances</p>	
<p><b>City Attorney Approval:</b> Lory Kraut, Senior Deputy City Attorney required for contract, code, easement, franchise, comp plan, charter <i>[Signature]</i></p>	
<p>Council Meeting Date: March 5, 2014</p>	

**AGENDA**

**TIME CERTAIN**   
Start time: \_\_\_\_\_

**Total amount of time needed:** \_\_\_\_\_  
(for presentation, testimony and discussion)

**CONSENT**  *Pulled*

**REGULAR**   
**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. Novick	4. Novick		
Hales	Hales		