

# ORDINANCE No. 186891

\*Ratify a Letter of Agreement between the City on behalf of Portland Parks & Recreation and Laborers' Local 483 that adds seasonal and full-time employees in the Park Ranger classification to the collective bargaining agreement between the City and the District Council of Trade Unions in effect for July 1, 2013 to June 30, 2017 (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the District Council of Trade Unions (DCTU), of which Laborers' Local 483 (LL483) is a signatory Union, are parties to a collective bargaining agreement effective July 1, 2013 to June 30, 2017 (the 2013-2017 CBA).
2. On April 17, 2013, LL483 filed a unit clarification petition with the Employment Relations Board (ERB) seeking to add all unrepresented full-time and seasonal employees working in the classification of Park Ranger (Job Code 30000179) at Portland Parks & Recreation (PP&R) to the existing LL483 bargaining unit under the DCTU collective bargaining agreement.
3. On May 20, 2014, the ERB certified LL483 as the sole and exclusive bargaining agent on behalf of full-time and seasonal Park Rangers.
4. On June 6, 2014, pursuant to the City's obligations under ORS 243.650 *et seq.*, representatives of the City entered into negotiations with LL483 to add full-time and seasonal Park Rangers to the 2013-2017 CBA.
5. On October 21, 2014, representatives of the City and LL483 reached a Tentative Agreement, Exhibit A (the Agreement) attached hereto and incorporated by this reference, that establishes wages, health benefits, and other terms and conditions of employment for all full-time and seasonal Park Rangers via a Letter of Agreement under the 2013-2017 CBA.
6. LL483 ratified the Agreement on October 31, 2014.
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.
8. Upon ratification by City Council, seasonal Park Rangers will be placed at the step closest to their current hourly rate which does not result in a pay cut, retroactive to September 1, 2014, representing an increase in wages of up to \$3.33 per hour for each current seasonal Park Ranger. Seasonal Park Rangers will move through the steps

- based on hours paid. Any seasonal Park Ranger making more than the maximum of the pay range will be red circled per the City's Human Resources Administrative Rules on compensation.
9. Upon ratification by City Council, full-time Park Rangers will be placed at the step closest to their current hourly rate which does not result in a pay cut, retroactive to September 1, 2014, representing an increase in wages of up to \$1.42 per hour for each full-time Park Ranger. Full-time Park Rangers who make more than the maximum of the pay range will be red circled per the City's Human Resources Administrative Rules on compensation.
  10. Effective upon ratification, seasonal Park Rangers will be provided with rights and benefits in parity with Seasonal Maintenance Workers, including grievance rights, re-employment rights, sick leave in accordance with the Protected Sick Time Ordinance and holiday pay.
  11. Effective January 1, 2015, seasonal Park Rangers will be eligible for medical, dental and vision benefits in the first month following 60 days of service in a position that is scheduled within SAP for a minimum of 28 hours per week.
  12. Effective upon ratification, the Agreement provides full-time Park Rangers with rights and benefits under the 2013-2017 CBA, including grievance rights, holiday pay, sick leave, vacation pay and health insurance.
  13. In the spirit of shared sacrifice, seasonal and full-time Park Rangers have agreed to cost saving measures that include:
    - a. Defining the second/swing shift as beginning at 12:00 p.m. rather than beginning at 9:30 a.m. as provided in Article 8.1 of the 2013-2017 CBA;
    - b. Restricting Park Rangers from the option of taking compensatory time off in lieu of overtime pay; and
    - c. Retaining the same clothing practice as when the Park Rangers were non-represented.
  14. In recognition of a mutual interest in ensuring a safe and well-trained Park Ranger work force, the City has agreed to create a seat for a represented Park Rangers on PP&R's Safety Committee pursuant to Article 22 of the 2013-2017 and to meet annually with the Park Rangers to discuss safety issues. Safety will also be an agenda item at regular staff meetings. In addition, PP&R will establish a Training Committee with at least two represented Park Rangers to review the curriculum for the Ranger Academy and to make recommendations for training year round.
  15. In recognition of the fact that seasonal Park Rangers have an interest in filling vacant, budgeted Park Ranger positions, the City has agreed to run every other Park Ranger recruitment as an Internal Recruitment to allow seasonal Park Rangers more

opportunity to apply for such positions. The agreement to run every other recruitment as an Internal Recruitment is not grievable and will sunset with the expiration of the 2013-2017 CBA.

NOW, THEREFORE, the Council directs:

- a. The Agreement between the City on behalf of PP&R and LL483 attached hereto as Exhibit A is ratified by this Council.
- b. The Council acknowledges the need to fund the on-going cost estimated at \$328,084 per year and directs the City Budget Office to increase PP&R's ongoing current appropriation level by that amount beginning in fiscal year 2015-16.
- 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 Agreement; therefore, this ordinance shall be in full force and effect from and after its passage by the Council.

Passed by the Council: NOV 19 2014

Mayor Charlie Hales  
Prepared by: Anna Kanwit:JKU:ss  
Date Prepared: November 4, 2014

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

  
Deputy

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<p><b>INTRODUCED BY</b> Commissioner/Auditor: <b>Mayor Charlie Hales</b></p>	<p>CLERK USE: DATE FILED <u>NOV 14 2014</u></p>
<p><b>COMMISSIONER APPROVAL</b></p> <p>Mayor—Finance and Administration - Hales</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>LaVonne Griffin-Valade Auditor of the City of Portland</p> <p>Gail Shibley Chief of Staff Mayor Charlie Hales</p> <p>By: <u>[Signature]</u> Deputy</p>
<p><b>BUREAU APPROVAL</b></p> <p>Bureau: Bureau of Human Resources</p> <p>OMF CAO: Fred Miller <u>[Signature]</u></p> <p>Bureau Head: Anna Kanwit <u>[Signature]</u></p>	<p><b>ACTION TAKEN:</b></p>
<p>Prepared by: AK:JKU:ss Date Prepared: November 4, 2014</p>	
<p>Financial Impact &amp; Public Involvement Statement</p> <p>Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document</p> <p>If "Yes" requires City Policy paragraph stated in document.</p> <p>Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>	
<p><b>City Auditor Office Approval:</b> required for Code Ordinances</p>	
<p><b>City Attorney Approval:</b> Matthew V. Farley, Deputy City Attorney required for contract, code, easement, franchise, comp plan, charter <u>[Signature]</u></p>	
<p>Council Meeting Date: November 19, 2014</p>	

<b>AGENDA</b>
<p><b>TIME CERTAIN</b> <input checked="" type="checkbox"/></p> <p>Start time: <u>10:45 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	✓	
2. Fish	✓	
3. Saltzman	✓	
4. Novick	✓	
Hales	✓	