

IMPACT STATEMENT

Legislation title: *Ratify a Letter of Agreement between the City and Laborers' Local 483 that adjusts the application of Protected Sick Time for Seasonal Maintenance Workers (Ordinance)

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Purpose of proposed legislation and background information:

Through ratification of a Letter of Agreement with Laborer's Local 483, increase the level of City Sick Time accrual for SMW bargaining unit employees in order to avoid reducing the accrued and unused sick leave accruals reported to PERS for all regular employees. SMW bargaining unit employees will accrue City Sick Time at the equivalent rate that regular employees accrue sick leave, and they will be able to use any accrued and unused City Sick Time during the calendar year. They will continue to be able to carry over up to forty hours into the next calendar year.

Under the PERS, the City reports to PERS the accumulated unused sick leave accruals for employees annually. For PERS purposes, the maximum sick leave accrual rate is the lowest rate of accrual for any employee who is entitled to sick leave. Because the City has different accrual rates for different employees, the allowed rate for PERS purposes will be based on the lower accrual rate earned by casual employees, which will reduce the accrued and unused sick leave accruals reported for all regular employees.

To avoid this result, the amount of City Sick Time a City of Portland casual employee may accrue and use during a calendar year will need to be increased through this ordinance.

Financial and budgetary impacts:

The cost of increasing the accrual rate for SMW bargaining unit employees is an estimate based on available data and assumptions about increased use. Based on available current data and appropriate assumptions, the increased cost for the use of City Sick Time for these employees is \$4,592. Increased costs will be combined with costs from other PP&R units for which an adjustment to the current appropriation level is being requested.

A separate ordinance requests an adjustment to PP&R current budget and ongoing current appropriations starting in FY 2015-16 by \$105,417. That adjustment includes money to offset increased costs from represented groups of SMWs and seasonal Park Rangers. The cost impact of changes to those represented groups is \$4,592 and \$536 respectively. PP&R is the bureau that has the only significant cost impact. This adjustment represents the difference in cost from the initial implementation of City Sick Leave and the estimated cost of implementing these changes.

Community impacts and community involvement:

This change is internal to City employment only.

Budgetary Impact Worksheet**Does this action change appropriations?**

- ☐ YES: Please complete the information below.
☒ NO: Skip this section

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