

IMPACT STATEMENT

Legislation title: * Approve Fiscal Year 2015-16 cost of living adjustments to pay rates for nonrepresented classifications and Elected Officials, specify the effect upon employees in the classifications involved, and provide for payment. (Ordinance)

Contact name: Elisabeth Nunes

Contact phone: 503-823-3507

Presenter name: Elisabeth Nunes

Purpose of proposed legislation and background information:

The attached ordinance implements a cost of living adjustment to pay rates for nonrepresented classifications, nonrepresented employees, and Elected Officials.

Financial and budgetary impacts:

The appropriation for this increase is in the General Fund set-aside and non-general fund bureaus have provided for this adjustment in their compensation contingency. There is no cost for the 2014-15 fiscal year. The cost for the 2015-16 fiscal year is \$3,037,000 with \$1,372,000 in the General Fund and the remaining \$1,665,000 for non-general fund bureaus.

Community impacts and community involvement:

This action is largely internal to City government processes.

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



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Office of Management and Finance

Fred Miller, Chief Administrative Officer

DATE: May 21, 2015

FOR MAYOR'S OFFICE USE ONLY

TO: Mayor Charlie Hales

Reviewed by Bureau Liaison _____

FROM: Anna Kanwit, Human Resources Director

RE: ORDINANCE TITLE * Approve Fiscal Year 2015-16 cost of living adjustments to pay rates for nonrepresented classifications and Elected Officials, specify the effect upon employees in the classifications involved, and provide for payment. (Ordinance)

1. **INTENDED WEDNESDAY FILING DATE:** June 3, 2015
2. **REQUESTED COUNCIL AGENDA DATE:** June 10, 2015
3. **CONTACT NAME & NUMBER:** Elisabeth Nunes, 503-823-3507
4. **PLACE ON:** CONSENT X REGULAR
5. **BUDGET IMPACT STATEMENT ATTACHED:** X Y N N/A
6. **(3) ORIGINAL COPIES OF CONTRACTS APPROVED AS TO FORM BY CITY ATTORNEY ATTACHED:** Yes No X N/A

7. BACKGROUND/ANALYSIS

The Bureau of Human Resources is submitting the attached ordinance which adjusts the compensation rates for nonrepresented classifications and Elected Officials. The adjustments will be 2.1% and will be effective on July 1, 2015. These adjustments are consistent with the City's total compensation policy for all city employees. The following groups of represented employees have a July 1, 2015 cost of living adjustment of 2.1%: District Council of Trade Unions (DCTU), City of Portland Professional Employees Association (COPPEA), Portland Police Association (PPA), Bureau of Emergency Communications (BOEC), Recreation Employees (Municipal Employees Local 483), Portland Fire Fighters' Association (PFFA) and Seasonal Maintenance Workers (Laborer's Local 483). Portland Police Commanding Officers Association (PPCOA) and AFSCME Housing are currently bargaining.

A statement has been included in the ordinance which allows flexibility for the Mayor and individual Commissioners to freeze their salaries at their current rate upon their request.

8. FINANCIAL IMPACT

The appropriation for this increase is in the General Fund set-aside and non-general fund bureaus have provided for this adjustment in their compensation contingency. There is no cost for the 2014-15 fiscal year. The cost for the 2015-16 fiscal year is \$3,037,000 with \$1,372,000 in the General Fund and the remaining \$1,665,000 for non-general fund bureaus.

9. RECOMMENDATION/ACTION REQUESTED

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

Charlie Hales, Mayor

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Please notify the City of Portland of the need for ADA accommodations no less than five (5) days prior to any City-sponsored event by contacting the Bureau of Human Resources at 503-823-3572 or the City's TTY at 503-823-6868.

