

IMPACT STATEMENT

Legislation title: *Authorize Agreement regarding Outstanding Phase I Matters related to the July 17, 2015 Partial Compliance Agreement between the City on behalf of Portland Parks & Recreation and Laborers' Local 483, Laborers' International Union of North America (Ordinance)

Contact name: Jon Uto, Labor Relations Coordinator
Contact phone: 3-3524
Presenter name: Anna Kanwit, Human Resources Director

Purpose of proposed legislation and background information:

The purpose of this ordinance is to authorize an Agreement re: Outstanding Phase I Matters (the Agreement), Exhibit 1 attached hereto and incorporated herein by this reference, between the City on behalf of PP&R and the Union. The Agreement meets the City's labor interests by settling all outstanding issues related to implementation of the Phase I Agreement that was authorized by City Council on July 29, 2015.

Upon authorization of the Agreement by City Council, four employees who were temporarily appointed into the Recreation Leader – Preschool classification under the Phase I Agreement will be placed at the step that is closest to the wage rate they were earning prior to implementation of the Phase I Agreement. Those four employees are as follows: Robin Palmersheim, Jean Walker, Patricia McCord and Suzanne Haidri (the Preschool Four). Thereafter, the Preschool Four's wage rates will be paid in accordance with Schedule "A" of the CBA. The Preschool Four will also receive a lump sum payment that represents the difference between the wage rate they have been paid for work performed and the amount they will receive at the higher wage rate, retroactive to July 1, 2015.

Financial and budgetary impacts:

The General Fund fiscal impact of the increased wage rates and the retroactive pay for the Preschool Four is estimated to cost \$25,000 for fiscal year 2015-16.

Community impacts and community involvement:

There was no 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
