

## IMPACT STATEMENT

**Legislation title:** \*Ratify a Letter of Agreement between the City through the Bureau of Development Services (BDS) and AFSCME Local 189 (AFSCME or Union) to increase the pay steps of several BDS inspection classifications (Ordinance)

**Contact name:** Elshad Hajiyev, BDS Business Operations & Finance Manager

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**Presenter name:** Elshad Hajiyev, BDS, and Jerrell Gaddis, Labor Relations

**Purpose of proposed legislation and background information:**

- AFSCME is a member of the District Council of Trade Unions (DCTU). The City and DCTU recently ratified a collective bargaining agreement effective July 1, 2017 to June 30, 2020.
- AFSCME is the exclusive bargaining representative for BDS employees working in the following classifications: Senior Housing Inspector; Building Inspector I; Building Inspector II; Senior Building Inspector; Site Development Inspector I; Site Development Inspector II; Senior Site Development Inspector (Affected Classifications).
- BDS employees working in the Affected Classifications received small wage increases under the new contract.
- This ordinance will provide equitable compensation and enable BDS to attract qualified candidates, BDS desires to increase the wages in the Affected Classifications to a total of five (5) percent. AFSCME has agreed to the selective increases, the terms of which are memorialized in a Letter of Agreement, attached hereto as Exhibit A.

**Financial and budgetary impacts:**

The legislation will affect BDS expenses due to increased wages for the following classifications:

- Senior Housing Inspector
- Building Inspector I
- Building Inspector II
- Senior Building Inspector
- Site Development Inspector I
- Site Development Inspector II
- Senior Site Development Inspector

The above classifications received pay increases due to the recent DCTU contract. These increases were less than 5 percent. This legislation will effectively make the total wage

increase on those classifications be 5 percent, rather than the lower percentages previously negotiated in the new contract.

The estimated annual impact of the increase in wages, including health & benefits, is approximately \$142,355 to BDS.

**Community impacts and community involvement:**

This ordinance is related to compensation related to specific classifications in the DCTU contract and has no impact on the community. This ordinance will help make the classifications more competitive with other local jurisdictions.

**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
203	Multiple: DSSS000007 DSPR000001 DSIS000003 DSIS000011 DSIS000007 DSIS000010	Multiple (Personnel Cost increase)	Multiple: CDNI0000000000GC CDPR0000000000GC CDCMCMFP000000GC CDCB0000000000GC CDCMCMBD000000GC				\$142,355 estimate (Total wage increase plus estimated 50% health & benefits)
203	DSAS000001	571100	CDAS0000000000GC				(\$142,355) estimate (offset increase in personnel costs with contingency reduction)