

IMPACT STATEMENT

Legislation title: * Increase the salary ranges for several Portland City Laborer classifications (Ordinance)

Contact name: Nicolle Wynia-Eide

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Presenter name: Nicolle Wynia-Eide / Serilda Summers-McGee

Purpose of proposed legislation and background information:

There are 28 job classifications with positions represented by either the District Council of Trade Unions (DCTU) or Portland City Laborers (PCL). Being in the same job classification, these positions perform similar work regardless of union representation. However, due to collective bargaining the DCTU-represented positions in these classifications have salary ranges up to 1.65% higher than the same classification represented by PCL. This legislation brings the PCL positions' salaries to parity with the DCTU positions.

Financial and budgetary impacts:

The net fiscal impact, in addition to standard cost-of-living allowances (COLA), for Year 1 (FY 2018 – 19) is estimated to be a \$217,000 increase in annual expenditures, which will cover 1.65% pay equity increase impacting 346 employees. Approximately 26 percent of this amount (\$56,000) is attributed to the General Fund. The remaining 74 percent (\$161,000) is attributed to Transportation (\$149,000), Environmental Services (\$11,000), and others (\$1,600). Year 1 budgetary impact is expected to be lower, due to mid-year implementation.

The net fiscal impact for Year 2 (FY 2019 – 20) is estimated to be \$472,000 increase for the item mentioned above. The estimated impact on the General Fund is \$122,000.

Community impacts and community involvement:

This legislation is internal to the City.

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

ORDINANCE No.

* Increase the salary ranges for several Portland City Laborer classifications (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The City of Portland is committed to removing barriers to pay equity. Job responsibilities and qualifications should be the only predictors of a City employee's earning power.
2. There are 28 job classifications with positions represented by either the District Council of Trade Unions (DCTU) or Portland City Laborers (PCL). Being in the same job classification, these positions perform similar work regardless of union representation. However, due to collective bargaining the DCTU-represented positions in these classifications have salary ranges up to 1.65% higher than the same classification represented by PCL.
3. In accordance with the policies established by the City Council the Bureau of Human Resources is changing the salary ranges of those positions represented by PCL in the following classifications to be at parity with those represented by DCTU. This action is effective December 31, 2018.

NOW, THEREFORE, the Council directs:

- a. The following compensation rates are being changed:

Job ID	Job Title	Entry	6 Mo	1 yr	2 yr	3 yr
30002494	Auto Equip Oper II: Tractr-Trailr-CL	24.76	28.08	29.82		
30002493	Automotive Equipment Oper I-CL	23.31	26.52	28.26		
30002500	Carpenter, Lead-CL	30.82	33.5	34.52		
30002499	Carpenter-CL	29.39	31.92	32.87		
30002496	Concrete Finisher, Apprentice-CL	24.98	27.01	27.34		
30002498	Concrete Finisher, Lead-CL	30.82	33.50	34.52		
30002497	Concrete Finisher-CL	29.39	31.92	32.87		
30002495	Construction Equipment Operator-CL	24.83	28.26	30.05	31.71	
30002488	Facilities Maintenance Technician, Ld-CL	32.36	36.25	37.34		
30002487	Facilities Maintenance Technician-CL	32.10	34.66	35.71		
30002502	Horticulturist, Apprentice-CL	22.32	25.34	27.12		
30002504	Horticulturist, Lead-CL	26.35	30.02	31.83		
30002503	Horticulturist-CL	25.10	28.65	30.32		
30002506	Laboratory Analytical Specialist-CL	29.80	33.07	34.55	36.99	39.56
30002609	Maintenance Worker-CL	16.31				

Job ID	Job Title	Entry	6 Mo	1 yr	2 yr
30002492	Parks Technician, Lead-CL	25.56	27.76	28.98	
30002491	Parks Technician-CL	24.31	26.41	27.62	
30002483	Storekeeper/Acquisition Specialist I-CL	23.44	26.67	28.7	
30002484	Storekeeper/Acquisition Specialist II-CL	24.64	27.98	30.13	
30002485	Storekeeper/Acquisition Specialist III-CL	27.84	31.89	33.62	34.59
30002486	Storekeeper/Acquisition Specialist, Ld-CL	27.84	31.89	33.62	34.59
30002489	Utility Worker I-CL	23.02	25.03		
30002490	Utility Worker II-CL	25.03	25.97	26.92	

Job ID	Job Title	Entry	6 Mos	1 yr	2 yr	3 yr	4 yr
30002507	Laboratory Coordinator-CL	30.91	34.32	35.62	38.10	40.81	43.64

Section 2. The Council declares that an emergency exists in order that this classification and compensation action may occur without delay; therefore, this ordinance shall be in full force and effect from and after its passage by the Council.

Passed by the Council:
 Mayor Ted Wheeler
 Office of Management and Finance
 Prepared by: Serilda Summers-McGee: NWE
 Date Prepared: December 20, 2018

Mary Hull Caballero
 Auditor of the City of Portland
 By
 Deputy

Agenda No.
ORDINANCE NO.
 Title

* Increase the salary ranges for several Portland City Laborer classifications (Ordinance)

<p>INTRODUCED BY Commissioner/Auditor: Mayor Ted Wheeler</p>	<p>CLERK USE: DATE FILED <u>DEC 31 2018</u></p>
<p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance & Administration - Wheeler <i>MP</i></p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Hardesty</p> <p>Position 4/Safety - Eudaly</p>	<p>Mary Hull Caballero Auditor of the City of Portland</p> <p>By: <u><i>[Signature]</i></u> Deputy</p>
<p>BUREAU APPROVAL</p> <p>Bureau: Human Resources <i>TR</i> Bureau Head: Tom Rinehart/Serilda Summers-McGee <i>CS</i></p>	<p>ACTION TAKEN: JAN 09 2019 <i>Referred to the Commissioner of Finance & Administration</i></p>
<p>Prepared by: Nicolle Wynia-Eide Date Prepared: December 20, 2018</p>	
<p>Impact Statement</p> <p>Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p>	
<p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document.</p> <p>Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p>	
<p>City Auditor Office Approval: required for Code Ordinances</p>	
<p>City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter</p>	
<p>Council Meeting Date 01-09-19</p>	

AGENDA
<p>TIME CERTAIN <input type="checkbox"/></p> <p>Start time: _____</p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p>
<p>CONSENT <input checked="" type="checkbox"/></p>
<p>REGULAR <input type="checkbox"/></p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	1. Fritz	
2. Fish	2. Fish	
3. Hardesty	3. Hardesty	
4. Eudaly	4. Eudaly	
Wheeler	Wheeler	