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# 191357

Emergency Ordinance

## \*Ratify Collective Bargaining Agreement with Portland Police Commanding Officers Association relating to terms and conditions of employment of represented employees in bargaining unit for 2023-2027

Passed

Amended by Council

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the PPCOA are parties to a collective bargaining agreement (CBA) effective July 1, 2020, to June 30, 2023 (2020 - 2023 CBA).
2. On or about December 18, 2022, pursuant to the City's obligations under ORS 243.650 et seq., representatives of the City entered negotiations for a successor CBA with PPCOA.
3. On May 25, 2023, representatives from the City and PPCOA signed a Tentative Agreement (Agreement), Exhibit A attached hereto and incorporated herein by this reference, regarding the terms and conditions of employment of PPCOA represented employees for the period beginning July 1, 2023 and lasting until June 30, 2027 (the 2023-2027 CBA).
4. The Agreement meets the City's bargaining interests by securing a labor agreement with PPCOA through June 30, 2027 and setting wages and other terms and conditions of employment.
5. Employees in PPCOA will receive a Cost-of-Living Adjustment (COLA) of five percent (5%) effective July 1, 2023. Cost of living increases effective July 1, 2024, July 1, 2025, and July 1, 2026 will be tied to the CPI-W West - Size Class A with a minimum increase of one percent (1 %) and a maximum increase of five percent (5%).
6. The Agreement increases clothing allowances available to members covered by PPCOA from \$700 to \$1500 per year.
7. The Agreement adds a 2% premium for employees holding a Department of Public Safety and Training (DPSST) Supervisory level certification. Employees holding the DPSST Management level certification will receive a premium of

Introduced by

[Mayor Ted Wheeler](#)

Bureau

[Human Resources; Management and Finance; Police](#)

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**Requested Agenda Type**

Regular

**Date and Time Information**

**Requested Council Date**

June 28, 2023

**Time Requested**

10 minutes

Portland Policy Document

4%.


8. The Agreement increases City contributions to the Professional Development Fund from \$30,000 to \$60,000.
9. The Agreement increases each tier of longevity pay by one percent (1%).
10. The Agreement provides a 3% certification premium for employees holding an Incident Command System ICS-400 Certification.
11. The additional, and complete terms and conditions of the Agreement shall be reduced to a successor collective bargaining agreement and shall conform substantially to a form similar to Exhibit A (the 2023- 2027 CBA).
12. The Mayor, the Human Resources Director and the City Auditor shall be authorized to execute the 2023-2027 CBA with approval as to form by the assigned Deputy City Attorney.

NOW, THEREFORE, the Council directs:

- A. The Agreement between the City and the PPCOA attached hereto as Exhibit A is ratified by this Council.
- B. The 2023-2027 successor CBA shall be in a form similar to the existing CBA between the parties.
- C. The Mayor, the Human Resources Director, and the City Auditor are authorized to execute the 2023-2027 successor CBA between the City and PPCOA relating to the terms and conditions of employment for represented employees in the PPCOA bargaining unit for the period of July 1, 2023 to June 30, 2027, with approval as to form by the assigned City Attorney.
- D. This ordinance is binding City policy.

Section 2. The Council declares that an emergency exists in order to avoid an unnecessary delay in the orderly implementation of the provisions of the successor CBA; therefore, this Ordinance shall be in full force and effect from and after its passage by the Council.

## Documents and Exhibits

 [Exhibit A - As Amended](https://www.portland.gov/sites/default/files/council-documents/2023/ppcoa-2023-2027-6.27.23-ta-version.pdf) (https://www.portland.gov/sites/default/files/council-documents/2023/ppcoa-2023-2027-6.27.23-ta-version.pdf) 487.6 KB

An ordinance when passed by the Council shall be signed by the Auditor. It shall be carefully filed and preserved in the custody of the Auditor (City Charter Chapter 2 Article 1 Section 2-122)

Passed as amended by Council  
June 28, 2023

Auditor of the City of Portland  
Simone Rede

## Impact Statement

### Purpose of Proposed Legislation and Background Information

The purpose of this ordinance is to authorize a successor collective bargaining agreement setting the wages and working conditions for the employees represented by the Portland Police Commanding Officers Association.

### Financial and Budgetary Impacts

The net fiscal impact for Year 1 (FY 2023-24), in addition to the standard cost-of-living allowances (COLA) is estimated to be a \$391,000 increase in annual expenditures, which will cover \$47,000 in increased longevity premiums; a \$22,000 increase in the clothing allowance; a \$30,000 increase in contributions to the Professional Development Fund; \$47,000 for a new 2% premium for Department of Public Safety Standards & Training (DPSST) Supervisory certification; \$94,000 for a new 4% premium for DPSST Management certification; and \$151,000 for a new Incident Command System Certification premium.

The net fiscal impact for Year 2 (FY 2024 – 25) is estimated to be a \$403,000 increase in the annual expenditures for the above-mentioned items.

The net fiscal impact for Year 3 (FY 2025-26) is estimated to be a \$412,000 increase in the annual expenditures for the above-mentioned items.

Future ongoing costs, when fully implemented is estimated at \$420,000 in FY 2026-27.

As required by City charter, a minimum of 5% of the Portland Police Bureau's annual operational budget is set aside to fund accountability measures. The PPCOA agreement is projected to result in an additional \$81,000 in accountability measure funding over the duration of the contract.

### Community Impacts and Community Involvement

There was no community involvement. This action is largely internal to city government processes.

### 100% Renewable Goal

Not applicable.

### Budget Office Financial Impact Analysis

This action represents an annual increase of \$391,000 in expenditures in the first year of the agreement (FY 2023-24). The provisions in the agreement include cost of living allowances, longevity premiums, additional clothing allowances, and increases in premium pay for Dept. of Public Safety Standards & Training Supervisory certifications. Once fully implemented in FY 2026-27, ongoing costs is estimated to be \$420,000 in additional expenditures. These additional costs will be absorbed within the Police Bureau's FY 2023-24 budget. Provisions in the collective bargaining will also result in additional FPDR costs of \$37,850 in FY 2023-24.

## Agenda Items

554 Regular Agenda in [June 28, 2023 Council Agenda](https://www.portland.gov/council/agenda/2023/6/28)  
(<https://www.portland.gov/council/agenda/2023/6/28>)

Passed As Amended

Motion to substitute Exhibit A with the updated agreement dated June 27, 2023 that addresses issues raised: Moved by Wheeler and seconded by Rubio. (Y-5)

Commissioner Dan Ryan Yea

Commissioner Rene Gonzalez Yea

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Mayor Ted Wheeler Yea