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# 191720

Ordinance

## Authorize Letters of Agreement with City of Portland Professional Workers Union and American Federation of State, County and Municipal Employees, Local 189, to consolidate certain Hearings Clerk and Hearings Officer classifications to the Auditor bargaining unit

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and AFSCME-Auditor are parties to a Collective Bargaining Agreement (CBA) effective July 1, 2022 through June 30, 2025. Employees within the Auditor’s Office are represented by AFSCME-Auditor.
2. The CPPW is a newly organized union that is currently in negotiation for their initial CBA and is therefore treated as status quo. The Hearings Officer (30003450) is a covered classification under the CPPW.
3. The City and DCTU-AFSCME are parties to a Collective Bargaining Agreement (CBA) effective January 1, 2022 through December 31, 2024. The Hearings Clerk (30000028) is a covered classification under the DCTU-AFSCME.
4. The City’s Hearings Office conducts impartial administrative hearings and renders decisions in various administrative matters. Under the City organization, the Hearings Office is within the Office of Management and Finance (OMF). Prior to moving to OMF, the Hearings Office was within the organizational structure of the Auditor’s Office.
5. Of the incumbents within the Hearings Office, two are represented by CPPW and two are represented by DCTU-AFSCME.
6. The Auditor’s Office and other City offices are interested in moving the Hearings Office back into the organizational structure of the Auditor’s

Introduced by

[Mayor Ted Wheeler](#)

Bureau

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

Contact

Ron Zito

Manager II - Employee Relations

✉ [ronald.zito@portlandoregon.gov](mailto:ronald.zito@portlandoregon.gov)

☎ [503-823-3572](tel:503-823-3572)

Jerrell Gaddis

Labor Relations Manager

✉ [Jerrell.Gaddis@portlandoregon.gov](mailto:Jerrell.Gaddis@portlandoregon.gov)

☎ [503-823-4170](tel:503-823-4170)

Requested Agenda Type

Consent

Date and Time Information

Requested Council Date

May 22, 2024


Office and wish to memorialize this change through a Letter of Agreement.


7. The City, CPPW, and AFSCME 189 wish to enter into Letters of Agreement, in forms substantially similar to Exhibits A and B, attached hereto and incorporated herein by this reference, that move represented employees currently covered under the CPPW and DCTU-AFSCME within the Hearings Office into AFSCME-Auditor when the Hearings Office moves to the Auditor's Office.

NOW, THEREFORE, the Council directs:

- A. Council hereby authorizes the Bureau of Human Resources Director to enter into a Letter of Agreement with the CPPW and DCTU-AFSCME in a form substantially similar to Exhibit A to allow the two bargaining unit positions currently represented by the CPPW who work in the Hearings Office to become part of the AFSCME-Auditor bargaining unit effective July 1, 2024 or the date that the Hearings Office moves from its current organizational placement within the Office of Management and Finance to the Auditor's Office, whichever is sooner.
- B. Council hereby authorizes the Bureau of Human Resources Director to enter into a Letter of Agreement with DCTU-AFSCME and AFSCME-Auditor in a form substantially similar to Exhibit B to address the employment terms and conditions of the Hearings Clerk and Hearings Officer classifications into the AFSCME-Auditor CBA, effective July 1, 2024 or the date that the Hearings Office moves from its current organizational placement within the Office of Management and Finance to the Auditor's Office, whichever is sooner.
- C. This agreement shall be in effect once all signatories have executed it and after approval and authorization for the agreement from City council.

## Documents and Exhibits

 [Exhibit A \(https://www.portland.gov/sites/default/files/council-documents/2024/exhibit-a\\_1.pdf\)](https://www.portland.gov/sites/default/files/council-documents/2024/exhibit-a_1.pdf) 288.63 KB

 [Exhibit B \(https://www.portland.gov/sites/default/files/council-documents/2024/exhibit-b.pdf\)](https://www.portland.gov/sites/default/files/council-documents/2024/exhibit-b.pdf) 287.91 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 by Council  
May 22, 2024

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 Letters of Agreement between the City, The City of Portland Professional Workers Union (CPPW), and the American Federation of State, County and Municipal Employees, Local 189 (AFSCME 189) to consolidate certain Auditor's Hearings Clerk and Auditor's Hearings Officer classifications within the AFSCME-Auditor bargaining unit.

It is additionally intended to address the employment terms and conditions of the Hearings Clerk and Hearings Officer classifications into the AFSCME-Auditor CBA, effective July 1, 2024 or the date that the Hearings Office moves from its current organizational placement within the Office of Management and Finance to the Auditor's Office, whichever is sooner.

### Financial and Budgetary Impacts

The net fiscal impact in FY 2024-25 is estimated to be \$66,300, which includes \$63,700 in increased wages and wage-driven benefits and \$2,600 in increased Professional Development Fund contributions. The Auditor's Office is seeking additional funding to cover the fiscal impact as part of the annual budget process.

### Community Impacts and Community Involvement

No community involvement. This action is largely internal to City government process.

### 100% Renewable Goal

Not applicable.

### Budget Office Financial Impact Analysis

The net fiscal impact in FY 2024-25 is estimated to be \$66,300, which includes \$63,700 in increased wages and wage-driven benefits and \$2,600 in increased Professional Development Fund contributions. The Auditor's Office is seeking additional funding to cover the fiscal impact as part of the annual budget process.

## Agenda Items

**381 Consent Agenda in [May 15-16, 2024 Council Agenda](https://www.portland.gov/council/agenda/2024/5/15)  
(<https://www.portland.gov/council/agenda/2024/5/15>)**

Passed to second reading

Passed to second reading May 22, 2024 at 9:30 a.m.

**404 Consent Agenda in [May 22, 2024 Council Agenda](https://www.portland.gov/council/agenda/2024/5/22)  
(<https://www.portland.gov/council/agenda/2024/5/22>)**

Passed

Commissioner Dan Ryan Yea

Commissioner Rene Gonzalez Yea

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Absent

Mayor Ted Wheeler Yea