

MEMORANDUM OF UNDERSTANDING

The Parties to this Memorandum of Understanding are the City of Portland (City) on behalf of the Bureau of Emergency Communications (BOEC) and American Federation of State, County and Municipal Employees, Council 75, Local 189-2 (AFSCME).

This agreement is a special consideration that will be presented to City Council as a Resolution recognizing the commitment that BOEC, AFSCME and the City will actively and timely work together to resolve issues that contribute to the inability to adequately staff BOEC.

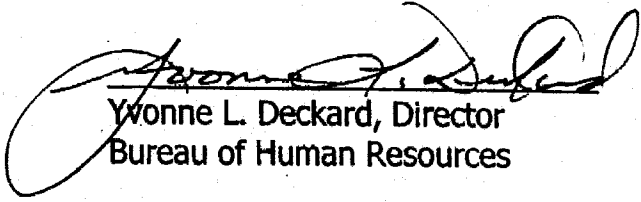
BACKGROUND

The BOEC LMC has been actively working on the issue of retention since 2005. BOEC has been unsuccessful in attaining a fully staffed workforce and retaining fully trained dispatchers. There may be any number of reasons for why this is occurring, including: compensation, work schedules, overtime, quality of work life, quality time away from work, and training. The inability to maintain a fully staffed workforce creates a cycle making it more difficult to build adequate staffing for this critical work.

AGREEMENT


1. The parties agree to staff a committee consisting of four AFSCME Representatives and four BOEC/City Management Representatives.
2. The members of the committee shall meet as they determine necessary, but in no case less than once a month. All meetings shall be considered City business. As a result, time spent by represented employees who serve as members in meetings of the committee shall be considered city-paid time.
3. The solutions reached in this committee will be by consensus and will be implemented as decided by the committee. Any solution that amends the Collective Bargaining Agreement or requires the expenditure of \$5,000 or more must be ratified by the City Council. AFSCME Local 189-2 must ratify any solution that amends the Collective Bargaining Agreement.
4. The committee will prepare bi-monthly reports for review and consideration by the Commissioner-in-Charge.
5. This MOU will expire April 1, 2007, unless the parties agree otherwise.

For the City:


Yvonne L. Deckard, Director
Bureau of Human Resources

March 6, 2006
date

For AFSCME:


Susan Skites, Council Representative
AFSCME Council 75

3-07-06
date