

Portland, Oregon

## FINANCIAL IMPACT and PUBLIC INVOLVEMENT STATEMENT For Council Action Items

(Deliver original to Financial Planning Division. Retain copy.)

1. Name of Initiator Matthew Grumm		2. Telephone No. 503.823.4151	3. Bureau/Office/Dept.
4a. To be filed (date):  January 11, 2011	4b. Calendar (Check One)  Regular Consent 4/5ths X <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		5. Date Submitted to Commissioner's office and FPD Budget Analyst:
6a. Financial Impact Section: X <input type="checkbox"/> Financial impact section completed		6b. Public Involvement Section: X <input type="checkbox"/> Public involvement section completed	

**1) Legislation Title:** Require an actual "Physical Fitness Test" as the eligibility requirement for the Portland Police Bureau's Health and Fitness Pay Premium (Resolution)

**2) Purpose of the Proposed Legislation:** To require an actual "Physical Fitness Test" as the eligibility requirement for the Portland Police Bureau's Health and Fitness Pay Premium (Resolution)

**3) Which area(s) of the city are affected by this Council item? (Check all that apply—areas are based on formal neighborhood coalition boundaries)?**

- |  |                                    |                                    |                                |
|--|------------------------------------|------------------------------------|--------------------------------|
| <input type="checkbox"/> City-wide/Regional                | <input type="checkbox"/> Northeast | <input type="checkbox"/> Northwest | <input type="checkbox"/> North |
| <input type="checkbox"/> Central Northeast                 | <input type="checkbox"/> Southeast | <input type="checkbox"/> Southwest | <input type="checkbox"/> East  |
| <input type="checkbox"/> Central City                      |                                    |                                    |                                |
| <input type="checkbox"/> Internal City Government Services |                                    |                                    |                                |

### FINANCIAL IMPACT

**4) Revenue:** Will this legislation generate or reduce current or future revenue coming to the City? If so, by how much? If so, please identify the source.

No

**5) Expense:** What are the costs to the City related to this legislation? What is the source of funding for the expense? (Please include costs in the current fiscal year as well as costs in future years. If the action is related to a grant or contract please include the local contribution or match required. If there is a project estimate, please identify the *level of confidence*.)

**6) Staffing Requirements:**

- **Will any positions be created, eliminated or re-classified in the current year as a result of this legislation?** *(If new positions are created please include whether they will be part-time, full-time, limited term, or permanent positions. If the position is limited term please indicate the end of the term.)* I
- **Will positions be created or eliminated in future years as a result of this legislation?**  
NO

*(Complete the following section only if an amendment to the budget is proposed.)*

**7) Change in Appropriations** *(If the accompanying ordinance amends the budget please reflect the dollar amount to be appropriated by this legislation. Include the appropriate cost elements that are to be loaded by accounting. Indicate “new” in Fund Center column if new center needs to be created. Use additional space if needed.)*

<b>Fund</b>	<b>Fund Center</b>	<b>Commitment Item</b>	<b>Functional Area</b>	<b>Funded Program</b>	<b>Grant</b>	<b>Sponsored Program</b>	<b>Amount</b>

**[Proceed to Public Involvement Section — REQUIRED as of July 1, 2011]**

**PUBLIC INVOLVEMENT**

**8) Was public involvement included in the development of this Council item (e.g. ordinance, resolution, or report)? Please check the appropriate box below:**

**YES:** Please proceed to Question #9.

**NO:** Please, explain why below; and proceed to Question #10.

**9) If “YES,” please answer the following questions:**

**a) What impacts are anticipated in the community from this proposed Council item?**

**b) Which community and business groups, under-represented groups, organizations, external government entities, and other interested parties were involved in this effort, and when and how were they involved?**

**c) How did public involvement shape the outcome of this Council item?**

**d) Who designed and implemented the public involvement related to this Council item?**

**e) Primary contact for more information on this public involvement process (name, title, phone, email):**

**10) Is any future public involvement anticipated or necessary for this Council item? Please describe why or why not. It is a resolution to clarify the intent of a previously passed item.**

BUREAU DIRECTOR (Typed name and signature)

## **RESOLUTION No.**

Require an actual physical fitness test as the eligibility requirement for the Portland Police Bureau Health and Fitness Pay Premium (Resolution)

WHEREAS, Portland City Council wants all city employees to maintain a standard of physical fitness that facilitates a healthy and productive lifestyle, and

WHEREAS, Portland City Council, through the Bureau of Human Resources, continually looks for opportunities that will enrich an employee's work experience including fitness programs, and

WHEREAS, The Portland Police Association bargained in good faith with Portland City Council to include a Health & Fitness Premium program in the most recent labor contract, and

WHEREAS, The rationale behind an officer receiving premium pay was to create an ongoing incentive to maintain a high level of physical fitness, and

WHEREAS, Portland City Council approved the most recent labor agreement with the Portland Police Association when told that the test administered to receive this pay premium would be a "physical fitness test" which would show an ability to perform the physical duties of a Portland Police Officer, and

WHEREAS, It was estimated that 70% of bureau members would qualify for this premium pay but currently 91% of members have qualified, thus accounting for overspending in the Police Bureau's budget, and

WHEREAS, It has come to light that the "test" administered this year to receive the premium pay is merely a biometric screening that includes a small blood sample, blood pressure reading and determination of body mass ratio, and

WHEREAS, The manner in which the labor agreement has been interpreted by the Bureau of Human Resources and the Portland Police Bureau is unacceptable to the City Council and does not meet a reasonable definition of a "physical fitness test", and

WHEREAS, The Portland City Council may not be the most physically fit group of elected representatives but it is certainly able to discern when an agreement made in good faith is not being kept by all parties.

NOW, THEREFORE, BE IT RESOLVED, that the City Council directs the Bureau of Human Resources and the Portland Police Bureau to utilize an actual "physical fitness test" as an eligibility requirement for the Health & Fitness pay premium; and

BE IT FURTHER RESOLVED, that the City Council rescinds the Health & Fitness premium until such time as an actual "physical fitness test" is administered.

Adopted by the Council:

Commissioner Dan Saltzman  
Prepared by: Matthew Grumm  
Date Prepared: 1/11/2012

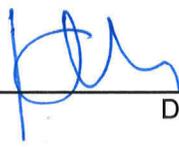
**LaVonne Griffin-Valade**  
Auditor of the City of Portland  
By

Deputy

See Substitute  
36903

Agenda No.  
**RESOLUTION NO.**  
Title

Require an actual "Physical Fitness Test" as the eligibility requirement for the Portland Police Bureau's Health and Fitness Pay Premium (Resolution)

<b>INTRODUCED BY</b> Commissioner/Auditor: <b>Commissioner Dan Saltzman</b>	CLERK USE: DATE FILED <u>JAN 12 2012</u>
<b>COMMISSIONER APPROVAL</b>	LaVonne Griffin-Valade Auditor of the City of Portland
Mayor—Finance and Administration - Adams	By:  Deputy
Position 1/Utilities - Fritz	
Position 2/Works - Fish	
Position 3/Affairs - Saltzman	
Position 4/Safety - Leonard	
<b>BUREAU APPROVAL</b>	<b>ACTION TAKEN:</b>
Bureau: Bureau Head:	JAN 18 2012 <b>CONTINUED TO</b> FEB 01 2012 AT 10:30 am Time Certain.
Prepared by: Matthew Grumm Date Prepared: 01/11/12	
Financial Impact & Public Involvement Statement	
Completed <input type="checkbox"/> Amends Budget <input type="checkbox"/>	
Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Council Meeting Date <b>01/18/12</b>	
<b>City Attorney Approval:</b> required for contract, code, easement, franchise, charter, Comp Plan	

<b>AGENDA</b>
<b>TIME CERTAIN</b> <input type="checkbox"/> Start time: _____  Total amount of time needed: _____ (for presentation, testimony and discussion)
<b>CONSENT</b> <input type="checkbox"/>
<b>REGULAR</b> <input checked="" type="checkbox"/> Total amount of time needed: <b>15 min</b> (for presentation, testimony and discussion)

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	1. Fritz	
2. Fish	2. Fish	
3. Saltzman	3. Saltzman	
4. Leonard	4. Leonard	
Adams	Adams	