

LETTER OF AGREEMENT

(Housing Inspector and Senior Housing Inspector Retroactive Wage Increase)

This Agreement is entered into between the City of Portland (City), on behalf of the Bureau of Development Services (Bureau); American Federation of State, County, and Municipal Employees, Local 189 (AFSCME).

BACKGROUND:

1. The City and the District Council of Trade Unions (DCTU), of which AFSCME is a member union, are parties to a Collective Bargaining Agreement (CBA) effective July 1, 2013 to June 30, 2017.
2. Effective July 1, 2004 employees in the Bureau's Inspector classifications received a 6% across-the-board wage increase and employees in the Bureau's Senior Inspector classifications received a 6.5% across-the-board wage increase.
3. Employees appointed to the Housing Inspector and Senior Housing Inspector classifications in 2004 were not eligible for this wage increase because they were assigned to the Office of Neighborhood Involvement (ONI).
4. During DCTU 2013 successor negotiations the City and AFSCME agreed to increase wages for employees appointed to the Housing Inspector classification by 6% and Senior Housing Inspector classification by 6.5% effective upon the date of ratification by both parties, April 30, 2014.
5. In order to address this historical salary anomaly, the City and AFSCME agree to apply this wage increase retroactively as described in the Agreement section below.

AGREEMENT:

1. The parties agree that employees appointed to the Housing Inspector classification shall receive a 6% retroactive wage increase for the period May 12, 2012 through April 30, 2014.
2. The parties agree that employees appointed to the Senior Housing Inspector classification shall receive a 6.5% retroactive wage increase for the period May 12, 2012 through April 30, 2014.
3. To be eligible for the retroactive wage increase employees must have been appointed to the Housing Inspector and Senior Housing Inspector classifications during the period May 12, 2012 through April 30, 2014 and be active City employees at the time this Agreement is ratified by City Council.
4. The parties further acknowledge that this Agreement is based on the particular circumstances herein and that it does not create a precedent of any kind.
5. This Agreement is effective only upon ratification by City Council.

For the City of Portland:

For AFSCME, Local 189:

A 2-5-15
Anna Kanwit, Date
Bureau of Human Resources Director

[Signature] 1/14/15
Rob Wheaton Date
Council Representative

[Signature] 1-29-15
Paul Scarlett Date
Bureau of Development Services Director

Approved as to form:

[Signature] 1-28-15
Matthew V. Farley Date
Deputy City Attorney