

The parties to this Agreement are Laborers Local 483 ("Union") and the City of Portland ("City"). The parties entered into a Partial Compliance Agreement ("Phase 1") related to an arbitration award dated May 1, 2015. Some issues arose with the Partial Compliance Agreement and the parties wish to resolve those issues.

Settlement of the outstanding Phase 1 issues shall be as follows:

Preschool Teachers Pay Rate

The City agrees to the following:

- The City will place Robin Palmersheim, Jean Walker, Patricia McCord, and Suzanne Haidri at the following step on the salary range with an effective date of July 1 2015, retroactive to July 1, 2015:
 - Robin Palmersheim – shall be paid at the Year 1 step
 - Jean Walker – shall be paid at the 6 Month step
 - Patricia McCord – shall be paid at the 6 Month step
 - Suzanne Haidri – shall be paid at the 6 Month step
- These four employees will receive any difference in pay between the amount they have already been paid for work performed, and the amount stated in this Agreement.
- The four preschool teachers will continue to move on the salary range in accordance with Schedule A of the Recreation Collective Bargaining Agreement. The anniversary date for these listed preschool teachers is July 1, 2015 for purposes of moving up the salary range.
- Statement of Intent for the City: The City will not hire other employees above the entry rate without contractual language that allows the City to hire based upon the following criteria:
 - Based upon bona fide recruitment need, the initial permanent appointment to a classification may be at a rate up to the midpoint of the assigned range, if approved by the director of the bureau. If the midpoint of the range is not on a step, the appointment shall be to a step below the midpoint. Initial permanent appointment above the midpoint of the assigned range may be made with the approval of the Director of the Bureau of Human Resources.
 - Agreement to the above language regarding bona fide recruitment needs does not in any way require the City to hire employees above entry rate except as specifically agreed herein in regards to the listed preschool teachers.
 - This language is included as a statement of the City's intent and does not bind the Union from making proposals that differ from this language.

[Handwritten scribbles and initials on the left margin]

[Handwritten note:] assuming this is the step closest and above their wage rate. on June 30, 2015

Civil Service Recruitment

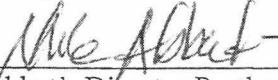
- The City agrees to run a recruitment process for Phase 1 positions as soon as Council provides for ~~the~~ funding in the FY 2016-2017 adopted budget. The adopted budget comes out in June 2016.
- The City agrees that this recruitment will be an internal recruitment process for those Phase 1 positions that receive ~~the~~ funding in the adopted budget for FY 2016-2017. The internal recruitment process is defined in HRAR 3.01 and is open to applicants who are or have been temporary, limited duration, seasonal, or regular City employees within the timeframe specified on the announcement.

- The Union and the City agree not to pursue any action for violation of the Partial Compliance Agreement associated with the Recreation Arbitration Award of May 1, 2015 that relates to the title of the position (permanent, temporary, or limited duration) or with the civil service recruitment process for such positions.

SO AGREED.

For the City of Portland:

Date:



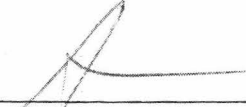
 Mike Abbate, Director Portland Parks & Recreation

11-30-15



 Amanda Fritz, Commissioner Portland Parks & Recreation

12-1-15




 Anna Kanwit, Director Bureau of Human Resources

11-30-15

For the Union:

Date:



 Erica Askin, Laborers Local 483

11/30/15

Approved as to Form:

Date:



 Heidi K. Brown, Dep. City Attorney for City of Portland

12/1/2015

 Barbara J. Diamond, Of Attorneys for Laborers Local 483