

## IMPACT STATEMENT

**Legislation title:** \*Ratify a Letter of Agreement between the City on behalf of Portland Parks & Recreation and Laborers' Local 483, Laborers' International Union of North America that places the City in full compliance with Arbitrator David Stiteler's May 1, 2015 Opinion and Award concerning the April 2013 Grievance filed under the Recreation collective bargaining agreement (Ordinance)

**Contact name:** Jon Uto, Labor Relations Coordinator  
**Contact phone:** 3-3524  
**Presenter name:** Anna Kanwit, Human Resources Director

**Purpose of proposed legislation and background information:**

The purpose of this ordinance is to authorize a Letter of Agreement (the Agreement), Exhibit 1 attached hereto and incorporated herein by this reference, between the City on behalf of Portland Parks & Recreation (PP&R) and Laborers' Local 483, Laborers' International Union of North America (the Union).

Upon ratification of the Agreement by City Council, the City will be in full compliance with the Arbitration Award and bargaining unit work will be clearly delineated from non-bargaining unit work. The Agreement also serves to avoid litigation and discord between the City and the Union. The Phase 1 Agreement and all subsequent amendments thereto are incorporated within the Agreement.

**Financial and budgetary impacts:**

The General Fund fiscal impact of the total cost of the resolution of the related grievances or potential grievances outlined in the Agreement, and the premium pay for Recreation Leaders who work as an Employee in Charge, is estimated to be \$41,260 for the life of the current CBA.

Pursuant to the Agreement and to comply with the Arbitration Award while maintaining current service levels, PP&R will request permanent positions that total 50 full-time equivalency (FTE) as part of the 2016-2017 budget process. In addition, PP&R will submit P-4s requesting that the Classification and Compensation Division of BHR classify 47 FTE in the Recreation bargaining unit (Phase 2 bargaining unit positions) as described in Exhibit A to the Agreement. The remaining three FTE will be requested as non-represented FTE.

City Council retains its discretion to determine whether to fund all of the Phase 1 and Phase 2 positions, some of the positions or none of the positions. Council also retains its discretion, if it decides to fund positions under this Agreement, to determine whether that funding is one-time, ongoing or a combination thereof. The estimated cost of funding all of the Phase 1 and Phase 2 positions is \$4.4 million ongoing.

**Community impacts and community involvement:**

There was no community involvement. This action is largely internal to City government processes.

**Budgetary Impact Worksheet****Does this action change appropriations?**

- YES: Please complete the information below.  
 NO: Skip this section

<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>