

## AFSCME Local 189 - IPR Comprehensive Mediation Supposal October 14, 2025

*This is being presented as an off-the-record, "what-if" and is not a formal bargaining proposal. This "what-if" is not intended to modify or advance the established proposals or bargaining position of AFSCME. If this off-the-record, "what-if" is not accepted, the AFSCME reserves the right to return to its formal table bargaining position. This proposal is presented as a package and must be accepted as a package or the Union reverts to their previous position. All other positions remain "as is."*

### Package A

#### Remaining Open Articles:

Article #	Title	Summary of Position
1	Recognition	Union Accepts City Final Offer Proposal September 16, 2025
4	Union Representation	Union Accepts City Final Offer Proposal September 16, 2025
17	Family and Medical Leave	Union Accepts City Proposal June 17, 2025
19	Health and Life Insurance	Union Accepts City Proposal May 22, 2025
27	Professional Development	Union Accepts City Proposal April 23, 2025
33	Grievances	Union Accepts City Final Offer Proposal September 16, 2025
36	Effective Date	Union Holds Proposal August 21, 2025
NEW	Retention	Union rejects City Proposal June 17, 2025
NEW	Protection of Bargaining Unit Work	Union Withdraws
NEW	Atypical Work Incidents and Trauma Training	Union Accepts City Final Offer Proposal September 16, 2025
NEW	Transition	Union Proposal September 25, 2025
	Economics	Union Proposal September 25, 2025

#### Tentative Agreements Reached to Date:

Article #	Title	TA Date
1	Dues Check-Off	May 23, 2025

## All Other Articles Remain Current Contract Language

### New Article: Transition

#### Xx. Notification

The City will notify the Union six months in advance of proposed hiring for the new oversight system and provide copies of all job announcements and job descriptions.

#### Xx. Classification Elimination

If a currently represented classification is eliminated employees will be granted the following options for continued employment:

- (A) In a comparable classification within the oversight board
- (B) In a comparable classification throughout the City
- (C) In a lower classification at their current rate of pay, red-circled - meaning they would not continue to receive step increases but would continue to receive annual cost of living adjustments
- (D) Will be offered severance of one year of wages, health insurance and PERS contributions and access to the current layoff and recall rights.

The City will continue to recognize AFSCME 189 as the exclusive representative of OCPA employees and this Collective Bargaining Agreement will continue to be binding on the parties.

### AFSCME Comprehensive Economic Proposal

#### ARTICLE 36 – EFFECTIVE DATE AND DURATION OF AGREEMENT

- 36.1.** This Agreement, effective July 1, ~~2022-2025~~, or on ratification by both parties, shall remain in full force and effect through June 30, ~~2025 2028~~. This agreement remains in effect in continuity with the employer, the City of Portland, regardless of bureau, program or other internal identification.
- 36.2.** In the event that City revenue sources should be decreased by the passage or impact of a tax limitation measure, legislatively mandated change, cut back in Federal and/or State revenue sharing, or any other conditions causing a worsening of the City's financial position, the City Council and the Union agree to meet and discuss the economic impact in good faith try to arrive at alternatives to a reduction in the work force.

Effective July 1, 2025, Wage rates will be revised as follows: Salary rates for classifications in bargaining Unit for the period July 1, 2025 to June 30, 2026 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2023 and the 2nd Half 2024) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than one percent (1%) or more than five (5%)

Effective July 1, 2026, Wage rates will be revised as follows: Salary rates for classifications in bargaining

Unit for the period July 1, 2026 to June 30, 2027 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2024 and the 2nd Half 2025) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than one percent (1%) or more than five (5%)

Effective July 1, 2027, Wage rates will be revised as follows: Salary rates for classifications in bargaining Unit for the period July 1, 2027 to June 30, 2028 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2025 and the 2nd Half 2026) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than one percent (1%) or more than five (5%)

**Severance Option**

For employees not interested in continuing employment with the transition to new operations, a severance package will be offered which includes an opportunity for immediate re-employment in the City as well as consideration as an internal candidate for the purposes of any vacation or other benefit. Employees will be provided with one year of wages, health insurance and PERS contributions.

**Targeted Classification Adjustments<sup>1</sup>**

Administrative Assistant II: August 21 proposal

Union proposes matching CPPW’s Administrative Specialist II classification minimum and maximum wages per the [City of Portland's 2025-2026 Compensation Plan](#). It includes a 2.4% COLA.

Current								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
32.02	32.97	33.98	34.99	36.04	37.12	38.23	39.38	40.58
<u>Original proposal rejected by the City</u>								
<u>43.09</u>	<u>44.38</u>	<u>45.71</u>	<u>47.08</u>	<u>48.50</u>	<u>49.95</u>	<u>51.45</u>	<u>52.99</u>	<u>54.58</u>
<u>August 21 proposal</u>								
<u>37.14</u>	<u>39.12</u>	<u>41.10</u>	<u>43.08</u>	<u>45.07</u>	<u>47.05</u>	<u>49.03</u>	<u>51.01</u>	<u>52.99</u>

Analyst II: August 21 proposal

Union proposes matching CPPW’s Analyst II classification minimum and maximum wages per the [City of Portland's 2025-2026 Compensation Plan](#). It includes a 2.4% COLA.

---

<sup>1</sup> Steps under the headings of “Current” or “Original proposal rejected by the City” included a 2.4% COLA.

Current								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
43.81	45.32	46.91	48.57	50.27	52.02	53.84	55.74	57.68
<u>Original proposal rejected by the City</u>								
<u>50.70</u>	<u>52.22</u>	<u>53.79</u>	<u>55.40</u>	<u>57.07</u>	<u>58.78</u>	<u>60.54</u>	<u>62.36</u>	<u>64.24</u>
<u>August 21 proposal</u>								
<u>48.01</u>	<u>49.81</u>	<u>51.60</u>	<u>53.40</u>	<u>55.19</u>	<u>56.99</u>	<u>58.78</u>	<u>60.58</u>	<u>62.37</u>

Coordinator III: August 21 proposal

Union proposes matching CPPW's Coordinator III classification minimum and maximum wages per the [City of Portland's 2025-2026 Compensation Plan](#). It includes a 2.4% COLA.

Current								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
42.22	44.33	46.55	48.88	51.31	53.88	56.59	59.40	62.37
<u>Original proposal rejected by the City</u>								
<u>50.70</u>	<u>52.22</u>	<u>53.79</u>	<u>55.40</u>	<u>57.07</u>	<u>58.78</u>	<u>60.54</u>	<u>62.36</u>	<u>64.24</u>
<u>August 21 proposal</u>								
<u>48.01</u>	<u>49.81</u>	<u>51.60</u>	<u>53.40</u>	<u>55.19</u>	<u>56.99</u>	<u>58.78</u>	<u>60.58</u>	<u>62.37</u>

Investigator I:

Union proposes to align all steps with the proposed Coordinator III position.<sup>2</sup> It includes a 2.4% COLA.

Current								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
42.22	44.33	46.55	48.88	51.31	53.88	56.59	59.40	62.37
<u>Original proposal rejected by the City</u>								
<u>50.70</u>	<u>52.22</u>	<u>53.79</u>	<u>55.40</u>	<u>57.07</u>	<u>58.78</u>	<u>60.54</u>	<u>62.36</u>	<u>64.24</u>
<u>August 21 proposal</u>								

<sup>2</sup> Steps for the Coordinator III and the Investigator I currently mirror each other.

<u>48.01</u>	<u>49.81</u>	<u>51.60</u>	<u>53.40</u>	<u>55.19</u>	<u>56.99</u>	<u>58.78</u>	<u>60.58</u>	<u>62.37</u>
--------------	--------------	--------------	--------------	--------------	--------------	--------------	--------------	--------------

Investigator II:

Union proposes matching proposed Investigator I steps and adding approximately 109% to account for the difference between the current Investigator I and Investigator II steps. It includes a 2.4% COLA.

Current								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
46.01	48.30	50.71	53.25	55.91	58.71	61.64	64.73	67.96
<u>Original proposal rejected by the City</u>								
<u>53.57</u>	<u>55.14</u>	<u>56.80</u>	<u>58.56</u>	<u>60.55</u>	<u>62.36</u>	<u>64.24</u>	<u>66.16</u>	<u>68.15</u>
<u>August 21 proposal</u>								
<u>52.33</u>	<u>54.29</u>	<u>56.24</u>	<u>58.20</u>	<u>60.16</u>	<u>62.11</u>	<u>64.07</u>	<u>66.03</u>	<u>67.98</u>

## Package B

### Remaining Open Articles:

Article #	Title	Summary of Position
1	Recognition	Union Accepts City Final Offer Proposal September 16, 2025
4	Union Representation	Union Accepts City Final Offer Proposal September 16, 2025
17	Family and Medical Leave	Union Accepts City Proposal June 17, 2025
19	Health and Life Insurance	Union Accepts City Proposal May 22, 2025
27	Professional Development	Union Accepts City Proposal April 23, 2025
33	Grievances	Union Accepts City Final Offer Proposal September 16, 2025
36	Effective Date	Union Holds Proposal August 21, 2025
NEW	Retention	Union rejects City Proposal June 17, 2025
NEW	Protection of Bargaining Unit Work	Union Withdraws
NEW	Atypical Work Incidents and Trauma Training	Union Accepts City Final Offer Proposal September 16, 2025
NEW	Transition	Union Proposal October 14, 2025
	Economics	Union Proposal September 25, 2025

### Tentative Agreements Reached to Date:

Article #	Title	TA Date
1	Dues Check-Off	May 23, 2025

### All Other Articles Remain Current Contract Language

New Article: Transition **ARTICLE XX – Transition**

Once the new Oversight system is implemented, the positions within the current IPR structure will

slowly phase out. As this occurs, the following options will be available for employees in regular status at the time of transition:

1. **Notification:** The City will notify the Union at least six months in advance of proposed hiring for the new oversight system and provide copies of all job announcements and job descriptions as they become available.
2. The City will support IPR employees in applying to positions in the Oversight System in the following manner: (1) BHR Recruitment review and feedback, as requested by bargaining unit members, for a resume and cover letter for positions in the Oversight System that have substantially equivalent work; (2) the City will provide an informal "Meet and Greet" of the new OCPA Director prior to the application process; (3) the City will offer all IPR employees an interview with the Director of OCPA prior to the Director conducting interviews with external candidates; if a candidate is denied employment by the Director, the Director will provide a response as to the reasons in writing within three (3) business days. The Director may decide not to place a current employee into a similar position in OCPA only if they determine that the employee does not meet the minimum qualification for the position.
3. The City guarantees placement into an existing vacancy or will create positions performing substantially equivalent work to IPR employees' current work and with a substantially equivalent pay range for IPR employees that will be available to IPR employees who opt not to apply to the Oversight System or who apply when their IPR position is ending or prior to that time and do not receive a job offer. Employees will be eligible for new positions upon ratification and offered positions in seniority order. An employee's rate of pay in the new position will not be lower than their current rate of pay. Employees will not serve an additional probationary period and will be guaranteed for at least twenty-four (24) months of employment.
4. If the above options are not satisfactory, the employee will have access to Priority Reemployment to afford the employee access to posted vacancies;
5. If the options above are not satisfactory to the impacted employee, they may choose layoff. Choosing this option affords access to Career Transition Services (CTS) resources. If an employee chooses to take a layoff and seeks unemployment compensation, the City will not contest the claim.
6. If layoff is chosen by the employee, the employee will choose the effective date of the layoff, and be provided six (6) months of wages, health insurance and PERS contributions and access to the current layoff and recall rights.

Within 90 days of the hiring of the OCPA Director, the parties agree to reopen this Article to negotiate the possibility of direct appointment to the OCPA positions.

Bargaining unit members and IPR management will meet to discuss which option bargaining unit

members are likely interested in pursuing. The purpose of these meetings is to give the City and bargaining unit members time to explore options for substantially equivalent work. In referencing “substantially equivalent work,” the City’s intent is that the work be similar, but it will not be exactly the same. For example, IPR investigators currently investigate police misconduct and for those IPR bargaining unit members who do not get a job working for the new Oversight System, the offered “substantially equivalent work” could be as an investigator for BHR investigating complaints into City policy violations that are unrelated to police, or it could be other work that involves investigations. The City will make the final determination about what new positions are created that are substantially equivalent, provided the basic work is as described in the example provided in this article.

When an IPR bargaining unit member’s work is close to ending, as determined by management, the bargaining unit member, BHR, IPR management, and a union representative (if requested by the bargaining unit member) will meet for the bargaining unit member to elect which option they will pursue.

The City will continue to recognize AFSCME 189 as the exclusive representative of OCPA employees and this Collective Bargaining Agreement will continue to be binding on the parties.

Bargaining Notes:

1. Any reference to “employee” also means “bargaining unit member” for the purposes of this Article.
2. The City committed to finding equivalent positions in a budget note in FY 2021-2022 and remains committed to this. While the City is unable to commit future hire decisions of the new Oversight Board, the City’s intent with this proposal is to live into this commitment. If a bargaining unit member is offered substantially equivalent work and does not accept it, then the City has met its requirement under this proposal.

## AFSCME Comprehensive Economic Proposal

### ARTICLE 36 – EFFECTIVE DATE AND DURATION OF AGREEMENT

- 36.1.** This Agreement, effective July 1, ~~2022-2025~~, or on ratification by both parties, shall remain in full force and effect through June 30, ~~2025 2028~~. This agreement remains in effect in continuity with the employer, the City of Portland, regardless of bureau, program or other internal identification.
- 36.2.** In the event that City revenue sources should be decreased by the passage or impact of a tax limitation measure, legislatively mandated change, cut back in Federal and/or State revenue sharing, or any other conditions causing a worsening of the City's financial position, the City Council and the Union agree to meet and discuss the economic impact in good faith try to arrive at alternatives to a reduction in the work force.

**Effective July 1, 2025, Wage rates will be revised as follows: Salary rates for classifications in bargaining Unit for the period July 1, 2025 to June 30, 2026 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2023 and the 2nd Half 2024) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than one percent (1%) or more than five (5%)**

An additional 1% increase will be provided for all AFSCME represented classifications.

**Effective July 1, 2026, Wage rates will be revised as follows: Salary rates for classifications in bargaining Unit for the period July 1, 2026 to June 30, 2027 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2024 and the 2nd Half 2025) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than one percent (1%) or more than five (5%)**

An additional 1% increase will be provided for all AFSCME represented classifications.

**Effective July 1, 2027, Wage rates will be revised as follows: Salary rates for classifications in bargaining Unit for the period July 1, 2027 to June 30, 2028 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2025 and the 2nd Half 2026) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than one percent (1%) or more than five (5%)**

An additional 1% increase will be provided for all AFSCME represented classifications.

#### **Severance Option**

For employees not interested in continuing employment with the transition to new operations, a severance package will be offered which includes an opportunity for immediate re-employment in the City as well as consideration as an internal candidate for the purposes of any vacation or other benefit. Employees will be provided with six (6) months of wages, health insurance and PERS contributions.

#### **Vacation Sell Back**

Employees may elect to sell up to a maximum of forty hours (40) of accrued vacation back to the City.

- A. Bargaining unit employees will have the option to be voluntarily paid out for up to forty (40) hours of their accrued but unused vacation time, one time per calendar year, from January 1st to December 31st, each year through the duration of the agreement.
- B. As per IRS requirements employees must designate in writing their irrevocable agreement to sell back vacation time in the following calendar year (e.g., if an employee intends to sell back vacation in the 2026 calendar year, the employee must submit their written request before the end of the 2025 calendar year.
- C. Vacation hours may only be sold if earned in the same calendar year.

**Longevity Pay**

Upon completion of their tenth consecutive year of service as a permanent employee of the City, employees shall receive longevity pay of two percent (2.0%). Longevity pay shall be calculated on the basis of the employee’s regular hourly rate, not including premium pay.

**Targeted Classification Adjustments<sup>3</sup>**

Administrative Assistant II: August 21 proposal

Union proposes matching CPPW’s Administrative Specialist II classification minimum and maximum wages per the [City of Portland's 2025-2026 Compensation Plan](#). It includes a 2.4% COLA.

Current								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
32.02	32.97	33.98	34.99	36.04	37.12	38.23	39.38	40.58
<u>Original proposal rejected by the City</u>								
<u>43.09</u>	<u>44.38</u>	<u>45.71</u>	<u>47.08</u>	<u>48.50</u>	<u>49.95</u>	<u>51.45</u>	<u>52.99</u>	<u>54.58</u>
<u>August 21 proposal</u>								
<u>37.14</u>	<u>39.12</u>	<u>41.10</u>	<u>43.08</u>	<u>45.07</u>	<u>47.05</u>	<u>49.03</u>	<u>51.01</u>	<u>52.99</u>

Analyst II: August 21 proposal

Union proposes matching CPPW’s Analyst II classification minimum and maximum wages per the [City of Portland's 2025-2026 Compensation Plan](#). It includes a 2.4% COLA.

Current								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9

<sup>3</sup> Steps under the headings of “Current” or “Original proposal rejected by the City” included a 2.4% COLA.

43.81	45.32	46.91	48.57	50.27	52.02	53.84	55.74	57.68
<u>Original proposal rejected by the City</u>								
<u>50.70</u>	<u>52.22</u>	<u>53.79</u>	<u>55.40</u>	<u>57.07</u>	<u>58.78</u>	<u>60.54</u>	<u>62.36</u>	<u>64.24</u>
<u>August 21 proposal</u>								
<u>48.01</u>	<u>49.81</u>	<u>51.60</u>	<u>53.40</u>	<u>55.19</u>	<u>56.99</u>	<u>58.78</u>	<u>60.58</u>	<u>62.37</u>

Coordinator III: August 21 proposal

Union proposes matching CPPW's Coordinator III classification minimum and maximum wages per the [City of Portland's 2025-2026 Compensation Plan](#). It includes a 2.4% COLA.

Current								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
42.22	44.33	46.55	48.88	51.31	53.88	56.59	59.40	62.37
<u>Original proposal rejected by the City</u>								
<u>50.70</u>	<u>52.22</u>	<u>53.79</u>	<u>55.40</u>	<u>57.07</u>	<u>58.78</u>	<u>60.54</u>	<u>62.36</u>	<u>64.24</u>
<u>August 21 proposal</u>								
<u>48.01</u>	<u>49.81</u>	<u>51.60</u>	<u>53.40</u>	<u>55.19</u>	<u>56.99</u>	<u>58.78</u>	<u>60.58</u>	<u>62.37</u>

Investigator I:

Union proposes to align all steps with the proposed Coordinator III position.<sup>4</sup> It includes a 2.4% COLA.

Current								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
42.22	44.33	46.55	48.88	51.31	53.88	56.59	59.40	62.37
<u>Original proposal rejected by the City</u>								
<u>50.70</u>	<u>52.22</u>	<u>53.79</u>	<u>55.40</u>	<u>57.07</u>	<u>58.78</u>	<u>60.54</u>	<u>62.36</u>	<u>64.24</u>
<u>August 21 proposal</u>								
<u>48.01</u>	<u>49.81</u>	<u>51.60</u>	<u>53.40</u>	<u>55.19</u>	<u>56.99</u>	<u>58.78</u>	<u>60.58</u>	<u>62.37</u>

Investigator II:

<sup>4</sup> Steps for the Coordinator III and the Investigator I currently mirror each other.

Union proposes matching proposed Investigator I steps and adding approximately 109% to account for the difference between the current Investigator I and Investigator II steps. It includes a 2.4% COLA.

Current								
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
46.01	48.30	50.71	53.25	55.91	58.71	61.64	64.73	67.96
<u>Original proposal rejected by the City</u>								
<u>53.57</u>	<u>55.14</u>	<u>56.80</u>	<u>58.56</u>	<u>60.55</u>	<u>62.36</u>	<u>64.24</u>	<u>66.16</u>	<u>68.15</u>
<u>August 21 proposal</u>								
<u>52.33</u>	<u>54.29</u>	<u>56.24</u>	<u>58.20</u>	<u>60.16</u>	<u>62.11</u>	<u>64.07</u>	<u>66.03</u>	<u>67.98</u>