

Ratification of City's final offer February 9th 2022

For the City of Portland

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FINAL OFFER – CITY OF PORTLAND TO DCTU

The details put forth in the City's December 20, 2021 Final Offer and the following additions and amendments:

- 4-year contract term: January 1, 2021 – December 31, 2024
- Year 1 (2021): 1.6% retro COLA + an additional \$1,500 one-time money (for a total of \$3,000)
- Year 2 (2022): 5% COLA
- Year 3 (2023): COLA (1-5%)
- Year 4 (2024): COLA (1-5%) + 2% across the board increase effective July 2024
- Increase Reasonable Paid Time under Article 23, from 1560 to 2080 hours
- Return to current contract language on Article 9 -Essential Employees

- Establish Water Distribution Worker Classification with wage rates adjusted for COLA increases that occurred in 2020 and 2021, and subject to Letter of Agreement provisions outlined in March 2020 Draft Letter of Agreement.
- Market Wage Reviews for Selected Classifications

The City remains open to collaboration and a continued discussion on elements of the Multnomah County/AFSCME Local 88 model of market adjustment analysis.

City Framework for wage reviews during a four-year agreement include:

- **Input on comparators -**
 - The union will have an opportunity to provide input in order to identify the most appropriate comparable classifications outside the City.
 - Input on matches will be considered within 3 months from start of study in second quarter of the fiscal year. Year 2 timeline will be adjusted accordingly based on ratification date of new agreement.
 - Meet and confer over discrepancies.
- **Timeline for Reviews -**
 - Sample Fiscal Year Timeline:
 - Qtr 1 – Process discussion and study kick-off
 - Classifications defined and comparators confirmed
 - Qtr 2 – Study conducted
 - Qtr 3 – Results reviewed
 - Qtr 4 – Impacts implemented
 - Yr 1 (FY 21/22) - Targeted adjustments already proposed implemented upon ratification
 - Yr 2 (FY 22/23) - 10 classifications
 - Yr 3 (FY 23/24) - 10 classifications
 - Yr 4 (FY 24/25) - 15 classifications
- Decisions flowing from market review not subject to grievance procedure
- Nothing in this supposal precludes the City from reviewing more classifications or adjusting pay upward as it determines necessary during the term of the agreement

* DCTU will determine priority of which classifications reviewed in each fiscal year.

Final Offer Summary

The City's offer represents an ongoing investment in the DCTU members across a four-year agreement:

- A \$3,000 bonus for all DCTU members
- 2% Across the Board Pay Increase, effective July 2024
- Cost of living adjustments exceeding 6.6%
- Two additional COLAs in 2023 and 2024
- Eligible Employees will also receive step increases as provided under the contract
- Establish Water Distribution Worker Classification with wage rates adjusted for COLA increases that occurred in 2020 and 2021, and subject to Letter of Agreement provisions outlined in March 2020 Draft Letter of Agreement.
- Creation of Instrument Tech Apprenticeship program

The City's offer also includes:

- Increases in shift differential premium pay between 93.97% and 101.9%:
 - Third/Graveyard Shift - increases from \$1.16 to \$2.25
 - Relief Shift – increases from \$1.16 to \$2.25
 - Second/Swing Shift – increases from \$0.84 to \$1.69
- Effective July 1, 2021 the shift differential indexed to the CPI for annual increases
- Yearly increases to the tool allowance over the contract period for annual totals of:
 - \$1,100 effective July 1, 2021
 - \$1,200 effective July 1, 2022
 - \$1,300 effective July 1, 2023
- Continued Professional Development Fund for the life of the agreement
- Increase to the Professional Development fund from \$200,000 to \$225,000 in the third year of the contract
- Targeted wage increases to align with the market average.

Additionally, the City and the Union have signed Tentative Agreements to provide the following:

- New Immigration and Citizenship Leave
- Increased Working Out of Class premium
- Removal of pay status requirements before/after Holiday
- Resequencing use of vacation over max before deferred holiday
- Earlier access to accrued leave banks (30 days instead of 90 days); and
- Where the work assignment allows, the ability to work remotely and have flexible work schedules

The City will also continue to provide:

- 95% of the cost of health benefits for the next 4 years, for those employees who continue to meet the preventive exam initiatives
- City covers the employee contribution to the Oregon Public Employee Retirement System (6% over and above employee pay)
- City Strong Guidance Resources (formerly EAP)
- 104 hours of sick leave per year for full time employees
- Yearly increases in vacation accruals for years of service one through 26, as per the City's Final Offer and HRAR 6.03
- Eleven paid holidays and three paid personal holidays per year