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The parties have negotiated terms and conditions for certain classifications in the DCTU bargaining unit for employees of the Bureau of Development Services and have obtained a tentative agreement as follows:

Step System and Placement

Four step system: entry, six month, one year and two year. The employer will have the ability to hire at up to the step three and the successful incumbent could go to the top step at the completion of the probationary period.

Certification Pay

Continue current practice for payment of premium pay.

- Building Inspectors, Electrical Inspectors and Plumbing Inspectors who are on City training plans to become
 Combination Inspectors either in the Residential Inspections Program or in the Construction Compliance
 Program of the Bureau of Development Services shall be paid a premium rate of \$.40 added to the base wage
 for each additional required One and Two Family Inspection certification they obtain and begin to use, until they
 become Combination Inspectors.
- Building Inspectors in the Commercial Structural/Mechanical Inspections Program of the Bureau of Development Services who obtain and begin to use both "A" level Structural and "A" level Mechanical certifications shall be paid a premium rate of \$.80 added to the base
- Add premium of \$15.00 per trip per unit for inspectors in the Residential Combination Inspection
 program who possess and are regularly assigned to work that requires manufactured home
 certification. Premium to be paid per trip for each unit inspected when the eligible incumbent makes
 an inspection that includes a mobile home inspection.
- Note 1: Senior Inspectors would not be eligible for premium pay.
- Note 2: The completion of these negotiations resolves any and all remaining issues with regard to the "manufactured homes grievance."

Note 3:The \$15.00 trip per unit inspection premium for mobile home inspections is offered contingent upon the following:

- a. Said premium pay does not violate the FLSA.
- b. The City's payroll system can accommodate requirements under the FLSA without additional programming of more than a de minimus cost.
- c. In the event that the City is unable to perform on this premium owing to the qualifications referenced here, this matter of this premium shall be subject to renegotiation upon a timely demand being submitted by the DCTU.

New Requirements

In the event the State adopts new certifications that actually have a more than de minimus impact on the conditions of employment, ORS 243.698 would govern the parties' conduct.

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Continuing Education

Continue current practice in paying for training, continuing education, and certification fees for required certifications.

Note: The bureau does not pay for the licensing fees.

Wages

Increase pay:

Across-the-board 6.0% for Inspectors and Commercial Plan Examiners
Across-the-board 6.5% for Residential Plan Examiners, Senior Plan Examiners and Senior Inspectors

Note: Effective July 1, 2004 if ratified by DCTU on or before August 31, 2004

Promotions

The City withdraws its proposal to amend Clause 11.5 of the *Agreement*. Nevertheless, the Local is respectfully advised that Clause 11.5 is addresses a permissive subject of bargaining (promotions) and the City will be proposing appropriate modifications to this clause in the 2006 negotiations.

Quality Service during "peak loads"

Conduct a pilot program that would allow the bureau to contract out work performed by Plan Examiners to respond to peak loads. The bureau will advertise, bid, make the contract award, and have a signed contract anytime after July 1, 2004. The contract services would only be used with the concurrence of the Bureau of Development Services' Labor Management Committee (LMC) or subcommittee thereof for the purposes of securing such services for: (1) any time during the period between April 1 through October 31 of each year OR (2) if the plan review program has one or more vacant positions or staff on extended leave for 3 weeks or more. The LMC or LMC Subcommittee will make a decision within 1 week of receiving a request from bureau management to use such a contract. The pilot program would be subject to review and consideration for renewal by the parties between October and December 2005.

New and Revised Job Classifications

The City is considering the revision of the classification specifications of the following job series:

Building Inspector
Combination Inspector
Electrical Inspector
Plumbing Inspector
Plan Examiner
Site Development Inspector
Structural Inspector

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Owing to the City's commitments as follows, DCTU waives any potential impact bargaining with regard to said revisions.

Grandparenting:

A. Building Inspector

In the event the City revises the classification for the above referenced classification in such a manner that the requirement that Building Inspectors assigned to the Residential Inspections Section are required to complete an in-house training program leading to One and Two Family Dwelling Inspector certifications in electrical, mechanical and plumbing within five years from date of assignment, the staff listed below who do not currently possess all three additional certifications will be allowed an additional thirty (30) months from the date of the signing of this agreement to obtain the additional certifications:

Stephen Duffy

B. Plan Examiner, Commercial

In the event the City revises the classification for the above referenced classification in such a manner that the minimum requirement of holding an Oregon Fire Life Safety Plan Examiner is added to the classification specification of Plan Examiner, Commercial, the staff listed below who do not currently possess this certification and will would not be required to obtain it.

Judy Battles
Jerry Engelhardt
Raphael Goodblatt
Catherine Heeb
Nauman Quraishi
Arden Skarphol

C. Plan Examiner, Senior

In the event the City revises the classification for the above referenced classification in such a manner that the minimum requirement of holding an Oregon Fire Life Safety Plan Examiner certification is added to the classification specification of Plan Examiner, Senior, the staff listed below who do not currently possess this certification and would not be required to obtain it.

Glenn Havener

Elimination of Job Classifications

A. Senior Combination Inspector

The City is considering the elimination of the Senior Combination Inspector job classification and amending same to incorporate the current duties of Senior Combination Inspector:

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Senior Building Inspector Senior Electrical Inspector Senior Plumbing Inspector

In the event the City revises the classification for the above referenced classification as noted, the following staff would be reclassified into the job classifications noted below and would retain the job classification seniority date that they had as a Senior Combination Inspector.

David Barnhart
Wes Cooke
Karl Harn
Lee Hiltenbrand
Senior Electrical Inspector
Senior Plumbing Inspector
Senior Building Inspector
Senior Building Inspector

B. Senior Site Development Inspector

The City is considering the elimination of the Senior Environmental Soils Inspector job classification and creating a new job classification, Senior Site Development Inspector. In the event the City revises the classification as noted herein, the following staff would be reclassified into the Senior Site Development Inspector job classification and would retain the job classification seniority date that they had as a Senior Environmental Soils Inspector:

Michael Ebeling

Phil Crawford

Merger of Job Classification

A. Site Development Inspector II

The City is considering the merger of the Environmental Soils Inspector job classification and the Site Development Inspector II job classification. In the event the City revises the classification as noted herein, the following staff would be reclassified into the Site Development Inspector II job classification and would retain the job classification seniority date that they had as an Environmental Soils Inspector:

Subject to their respective ratification procedures, the parties do hereby tentatively agree.

For the City of Portland

Date: ______ Date: ______