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CITY OF PORTLAND

OFFICE OF MANAGEMENT AND FINANCE

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November 18, 2004

TO: Mayor Katz

Commissioner Francesconi
Commissioner Leonard
Commissioner Sten
Commissioner Saltzman
City Auditor Blackmer

Tim Grewe, Chief Administrative Officer

FR: Yvonne L. Deckard

Director, Bureau of Human Resources

RE: Inclusion of Information Technology classifications into the Labor Agreement between the City and the City of Portland Professional Employees Association (COPPEA)

The State of Oregon Employment Relations Board certified the City of Portland Professional Employees Association as the exclusive representative for the classifications of Information Systems Technician I, II, and III, Applications Analyst I, II, III, and IV, and Information Systems Analyst I, II, III, IV and Principal on June 22, 2002.

There are approximately 150 employees in these classifications at the present time. The Tentative Agreement implements the salary range changes for these classifications, adjusted by the intervening COLA increases, that would have been recommended as part of the classification and compensation changes for Non-Represented employees that was enacted effective July 1, 2002.

In addition, compensation for employees in these classifications will change as follows:

- The agreed upon pay ranges for these classifications, adjusted by July 1, 2002 and July 1, 2003 Cost-of-Living Adjustments, are those the City intended to implement on July 1, 2002 when these classifications were part of the Non-Represented Employees classification and compensation study.
- The classifications of Applications Analyst II and Information Systems Analyst II have been re-evaluated and are now designated as FLSA covered.
- Employees in FLSA covered classifications shall be paid in accordance with Article 19 of the Labor Agreement except the wages shall be in ranges rather than steps and increases within the salary range shall be based on an annual performance review.
- Employees in FLSA-exempt classifications shall be paid at their regular hourly rate for all time worked in excess of 40 hours in a workweek. These employees will receive one hour's pay for each 24-hour period, or portion thereof, when placed in Standby status.

• Employees who have been at the maximum of his or her salary range under the current salary ranges since August 17, 2003, or before, shall receive an increase of three percent or the maximum of the new salary range, whichever is less, retroactive to January 1, 2004.

Attached please find the tentative agreement between the City and the COPPEA that will add these classifications to the Labor Agreement between the parties and extend its provisions to this classification except as noted.

The Tentative Agreement has been ratified by the COPPEA membership.

I am pleased to recommend that the City Council ratify this Tentative Agreement.