

Union Final Offer

December 20, 2021

Janet Gillman

Oregon Employment Relations Board

528 Cottage St NE # 400

Salem, OR 97301

AnnMarie Kevorkian Mattie and Jamaal Anthony

1120 SW 5th Ave, Room 987

Portland, OR 97204

Re: Union's Final Offer: District Council of Trade Unions (DCTU)

Pursuant to ORS 243.712 (2)(b) and OAR 115-040-0000(1)(d), the District Council of Trade Unions (DCTU), hereby submits its Final Offer to the City of Portland in relation to the parties' negotiations for a successor to the 2017-2020 Collective Bargaining Agreement.

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DCTU proposes that the parties maintain current contract language with the following modifications:

1. All tentative agreements previously reached with the City of Portland.
2. Modifications as reflected in the attached proposals to Articles 8, 9, 23, Schedule A "COLA", Schedule A "Premiums", Wage Selectives

The estimated cost for DCTU's proposals is \$ 39,209,341.65. A cost summary explaining how the estimated costs were calculated is attached.

Sincerely,



Bao Nguyen

AFSCME Council 75

DCTU Co-Chief Negotiator



Mark Hinkle

IBEW Local 48

DCTU Co Chief Negotiator

**Article : Shifts**

8.1 Shifts shall be defined by the following starting times:

<b>Shift</b>	<b>Starting no earlier than:</b>	<b>and no later than:</b>
Day	6:00 AM	9:29 AM
Second/Swing	9:30 AM	6:59 PM
Third/Nights	7:00 PM	4:59 AM

Shift work shall be permitted in all classifications, without restrictions, on the following basis:

**8.2 Day Shift.** Present practices as to day shift starting times shall be maintained provided that the City may change such starting times (subject to requirements of Article 7.1) with notice to the Union. Notwithstanding the above, the day shift for the Bureau of General Services Distribution Technician and P&D Customer Service Representatives shall begin within the hours of 6:00 A.M. to 10:00 A.M. Changes may be made outside the above listed hours upon mutual agreement between the City and the Unions.

8.3 Employees scheduled on a second, third or relief shifts shall receive the following shift differential in addition to their regular hourly rate as set forth in Schedule A for all hours worked on the second, third or relief shift:

<b>Shift</b>	Effective July 1, 2021
Second/Swing	<del>\$1.50</del> <b>\$2.00</b>
Third/Graveyard	<del>-\$2.00</del> <b>\$3.50</b>
Relief	<del>-\$2.00</del> <b>\$3.50</b>

8.3.1 The swing shift differential does not apply to part-time employees whose shift may begin after noon but ends by 5:00 p.m.

8.3.2 Shift differential shall be adjusted to reflect the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) for West - Size A (as measured by the annual change in the index between the 2nd Half two (2) years previous and the 2nd Half of the previous year), published by the Bureau of Labor Statistics, U.S. Department of Labor

8.4 Overtime rates shall apply to work performed by an employee before the regular starting time and after the regular quitting time of the shift on which that employee is regularly employed unless work performed outside the regular work day results from unpaid absence during the regular work day for personal reasons.

8.5 Employees transferred from a regularly scheduled day shift to another, unless relieved from work at least ten (10) hours before their new shift, shall be paid overtime for the first such new shift worked. This section shall not apply to those employees covered under sub section 8.4 of this Article. Each employee shall be assigned to a regularly scheduled workweek and shift unless changes are made by mutual agreement between the City and the affected Union.

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### **8.6 Relief Shifts.** Relief shifts shall be defined as:

- 8.6.1 Any workweek schedule which includes multiple shifts with a maximum of three (3) day shifts.
- 8.6.2 Any workweek schedule which includes multiple starting times of more than two (2) hours difference within the starting times listed in paragraph 8.1 above.
- 8.6.3 The provisions of Article 8.5 do not apply to employees who are part-time.

8.7 The shift premiums provided for in 8.3 above shall not apply when on vacation, sick leave or any other paid leave of absence. The shift premiums of 8.3 shall be paid to any employee working full overtime shifts; however, such premiums shall be used in computing the overtime rate, as required by Federal Law.

**8.8 Lunch Periods.** Lunch periods shall be scheduled by the City and will allow the employee either thirty (30) minutes, forty-five (45) minutes, or one (1) hour time off without pay to eat lunch. The current length of lunch periods may be extended or reduced by mutual agreement between the employee and their supervisor.

8.8.1 No employee shall be required to begin their lunch period sooner than one (1) hour before nor later than one (1) hour after the middle of the employee's scheduled shift. In the event it is not possible to begin a lunch period during such two (2) hour period, the employee shall receive time and one half (1 1/2) for the employee's lunch period and shall also be allowed a reasonable opportunity to eat their lunch on the City's time. Lunch periods other than those listed above may be arranged by mutual agreement between the City and the Union.

8.8.2 Notwithstanding the above, when different lunch periods exist in the same unit, the parties shall meet upon the request of either party to seek a mutually agreeable uniform length lunch period for that unit. If the parties are unable to arrive at agreement, the City may implement its last proposal. The Unions may grieve that the implemented lunch period does not meet the reasonable needs of City operations.

8.8.3 Where needs of multiple shift operations dictate that employees remain on the work site and be on call for duty during their lunch period, the employees will be provided a twenty (20) minute lunch period on the City's time.

8.9 Employees on swing or graveyard shift in the Portland Police Bureau who are required to attend mandatory in-service training may by mutual agreement with management adjust their starting and quitting time, or take paid or unpaid leave for the first few hours of the shift in order to have at least ten (10) hours between shifts. (For example, an employee who works from 2345 to 0800 will attend mandatory in-service training instead from 0800 to 1700. The employee may, with management approval, adjust their next shift to 0300 to 1115 or take paid or unpaid leave to enable them to have a 10-hour relief period. A swing shift employee in a 4-10 schedule who normally works 1345 to 2400 may, with management approval, work 1145 to 2200 or take paid or unpaid leave to have a 10-hour relief period before the start of the in-service training the following day.)

8.9.1 Nothing in Article 8.9 is intended to avoid current practices regarding the payment of overtime to employees who attend mandatory in-service training off their regular shift.

## Article 9. Overtime

- 9.1 Overtime Rate.** Overtime shall be paid at the rate of one and one-half (1 ½) times an employee's established hourly rate as set forth in Schedule A. Overtime rates shall apply to work performed by an employee outside of or in excess of their established shift hours.
- 9.2 For the purpose of this article, officially recognized holidays for which the employee is paid, vacation and compensatory leaves and sick leave will be counted as time worked.
- 9.3 Shift premiums will be included in overtime computations as required by Federal Law.
- 9.4 Overtime Equalization.** Overtime work shall be offered equally among employees within the same job classification within each work unit, provided the employee is available and qualified to perform the work required.
- 9.4.1 It is further provided that the City shall schedule known weekend overtime by the end of the fourth (4<sup>th</sup>) day of an employee's workweek. . Except where conditions beyond the City's control require the cancellation of scheduled weekend overtime, scheduled weekend overtime shall be canceled prior to the end of the fifth (5<sup>th</sup>) day of employee's workweek . Notification and cancellation times for scheduled overtime will be adjusted appropriately for employee's working an alternate schedule. A record of overtime hours worked or offered to each employee shall be maintained in each work unit for each month and available upon request. In work units consisting of five (5) or more employees within the same classification, such information shall be posted. The equalization of overtime shall be reviewed no less than each three (3) month period starting July 1, of any year. For the purpose of equalization, overtime offered shall be counted the same as overtime worked. By mutual agreement the City and Union may meet to discuss perceived systematic inequities that may be occurring.
- (A) Remedy. Employees who believe that they have not received a fair share of available overtime offers has an assertive duty to address the matter with their immediate supervisor and union representative for the purposes of review and consideration. Corrective action will be taken through future assignments of overtime if a bona fide inequity exists in the employee's opportunity to receive a fair share of the overtime offers available in the employee's work unit.
- 9.5 The City will attempt to avoid situations which require employees to work more than sixteen (16) consecutive hours. Employees will be compensated at the rate of two (2) times their established hourly rate for the hours worked in excess of sixteen (16) consecutive hours.
- 9.6 Compensatory Time Off.** Employees shall have the option of pay at the applicable overtime rate or compensatory time computed at the applicable overtime rate for the overtime hours worked up to a total accrual of ( eighty (80) hours at any given time.
- 9.6.1 Compensatory time off will be arranged by mutual agreement between employees and their supervisors. However, the taking of compensatory time off will not be unreasonably denied.
- 9.6.2 In the event that an employee transfers from one bureau to another, any compensatory time will be paid or used before such transfer or, at the employee's request, accrued

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- compensatory time shall be transferred, along with necessary funds to cover such compensatory time, to the bureau receiving the transferred employee.
- 9.6.3 Employees may receive once per fiscal year, at their request, a payout of any amount of accrued compensatory time.
- 9.7 Employees required to work around the clock (three shifts) and required to continue work through their regular assigned shift, shall continue to receive pay at the overtime rate. Any hours over sixteen (16) will be paid at the double time rate.
- 9.7.1 If an employee has worked 16 hours or more in the 24-hour period prior to their next regular shift and needs to rest, the bureau may excuse the employee from all or part of their regular shift. Under such circumstances, employees will remain in paid status and will not be required to use accrued leave.
- 9.8 Employees who are required to work more than two (2) hours before or beyond their regular shift shall be allowed a thirty (30) minute lunch period on the City's time, to be taken not later than the expiration of such two (2) hour overtime period. In the event employees work for more than four (4) hours beyond such two (2) hour overtime period, they shall receive an additional thirty (30) minute lunch period on the City's time for each additional four (4) hour overtime increment.
- 9.9 Notwithstanding section 9.4, the City may require the least senior qualified employee(s) in the classification within the work unit or a qualified temporary employee be available to work overtime.
- 9.10 There shall be no pyramiding of overtime rates.
- 9.11 **Essential Employees.** Any employee who at the direction of their supervisor is required to physically report to a City worksite or location work when the Mayor or their designee announces a Citywide closure and directs other employees to work from home will be compensated with **one hour of deferred holiday for every regularly scheduled hour** they work during such an event.
- 9.12 Employees whose deferred holiday bank is full, will be given the equivalent time in pay. Employees who earn a deferred holiday within 30 days of the end of the calendar year will be allowed to carry over said holiday to the subsequent year's deferred holiday bank.

## Union Representation

23.1 Union Activities. The parties agree to the primary principle that Union activities will normally be carried on outside of working hours. Where union activities are necessarily or reasonably to be performed on City time, they may be done without loss of pay to the employees involved provided, however, such activities will be limited to the designated representatives having direct responsibility for them. Such employees shall notify their immediate supervisors prior to performing union activities indicating the nature and expected duration of such absence. If the time cannot be granted due to operational necessity, the responsible supervisors shall arrange in a timely fashion for a mutually satisfactory time to perform the requested activity.

23.2 Designated Representative. A designated representative is a public employee who is designated by the exclusive representative (Union) as a representative for the employees of the bargaining unit in the manner required under this article. Such Designated Representatives may be granted reasonable paid time to perform the activities listed in Article 23.5 below. Designated Representatives are also eligible for Union Leave Union Paid time and unpaid Release Time under a leave of absence as provided in the article.

23.3 List of Designated Representatives. The exclusive representative may identify bargaining unit members to serve as designated representatives for the duration of the contract. For affiliates with more than two-hundred fifty one (251) members, the exclusive representative may identify up to seven percent (7%) of their bargaining unit as designated members; for affiliates with two-hundred fifty (250) members or less, the exclusive representative may identify up to ten percent (10%) of their bargaining unit as designated representatives, with each affiliate having no less than two (2) () designated representatives. The exclusive representative shall submit the list of designated representatives to the City within thirty (30) days of ratification of this agreement and shall update the list quarterly. Only individuals identified as designated representatives on the Union list are entitled to engage in union activities on City paid time or receive an unpaid leave of absence of under Release time.

23.4 Designated Representative Activities. Designated representatives may engage in the following activities during their regularly scheduled work hours without a loss in compensation, seniority, leave accrual or any other benefits:

- (a) Investigate and process grievances and other workplace-related complaints on behalf of the exclusive representative;
- (b) Attend investigatory meetings and due process hearings involving represented employees;
- (c) Participate in or prepare for proceedings under ORS 243.650 to 243.782, or that arise from a dispute involving a collective bargaining agreement, including arbitration proceedings, administrative hearings and proceedings before the Employment Relations Board;
- (d) Act as a representative of the exclusive representative for employees within the bargaining unit for purposes of collective bargaining;

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- (e) Attend labor-management meetings held by a committee composed of employers, employees and representatives of the labor organization to discuss employment relations matters;
- (f) Provide information regarding a collective bargaining agreement to newly hired employees at employee orientations or at any other meetings that may be arranged for new employees;
- (g) Testify in a legal proceeding in which the public employee has been subpoenaed as a witness; and
- (h) Perform any other duties agreed upon by a public employer and an exclusive representative in a collective bargaining agreement or any other agreement.

**Reasonable Time.** Designated representatives may spend reasonable time conducting the designated activities in Article 23.4. Reasonable time shall not exceed 2080 hours in a fiscal year to be used among all designated representatives and across all affiliates. The City will provide to the Union a quarterly report to show the amount of City paid time used by the designated representatives. If the City and the Union disagree whether an individual activity's reasonable time appears excessive, the parties will meet and attempt to resolve their differences. If Management and the Union still cannot agree, the case may proceed through the grievance process starting at Level 2.

Additional hours of reasonable time shall be granted to the Union's designated representatives participating on the Union's bargaining team during successor negotiations. The total number of additional hours shall be mutually agreed upon prior to the start of the first session of successor negotiations.

23.4.1 Designated representatives shall receive no overtime pay for performing their designated activities under Reasonable Paid Time.

23.5 No Discrimination for Union Activities. It is recognized by the City that designated representatives are desirable for the proper administration of the terms of this agreement. The City also recognizes that it is desirable that the people designated as representatives shall receive their fair share of the work that they are qualified to perform. In no event shall the City discriminate against designated representatives in the matter of layoff or rehires or discharge them on account of the proper performance of their designated representative's duties.

23.6 The Unions shall have a right to take up any disciplinary action brought against a designated representative by the City as a grievance at Level Two of the grievance procedure, and the matter shall be handled in accordance with this procedure through arbitration, if deemed necessary by either party.

23.7 Consultation, Negotiations and Meetings. Consultation, negotiations and meetings with the City representative will be carried out at times mutually acceptable, and each party shall in good faith endeavor to perform such activities at a time which will not unreasonably inconvenience the other nor detract from the City's work operations. Where such issues impact more than one employee in a given work group and/or bureau, no more than one employee may attend on City time from each affected workgroup and/or bureau. ~~Such activities will include portions of Civil Service meetings to the extent that employees attend to provide testimony on agenda items~~

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~~directly impacting their individual employment status and make prior arrangements with their supervisor for such attendance.~~

23.7.1 Meetings for the purpose of discussing disciplinary action under section 35.1, will be held as promptly as possible, usually within two (2) working days, unless compelling reason requires an extension of time of up to an additional two (2) working days of the request for such a meeting.

23.8 Union Access. The City shall provide the exclusive representative, including all designated representatives of the Union, with reasonable access to employees within the bargaining unit. Reasonable access includes:

23.8.1 New Employees: For the purpose of employees new to the bargaining unit, reasonable access includes the right to meet with employees within the first ninety (90) calendar days of their employment for a period of at least thirty (30) minutes in addition to the City's new employee orientation or an individual or group meeting if the employee does not attend the City's orientation. For individual or group meetings, the Union will notify the City in advance to make arrangements to release the employee(s) to attend and, if the time is not operationally feasible will work with management to arrange an acceptable time to meet.

23.8.2 Regular Employees: For all employees, reasonable access includes, but is not limited to, the right to meet with employees during regular working hours at their work location to investigate and discuss grievances, workplace-related concerns, and other matters relating to their employment, provided the meetings do not interfere with the City's operations.

23.8.3 The City will provide the Union's exclusive representatives with a daily access pass for the Portland Building and any other City owned buildings to conduct Union business consistent with Article 23,. For bureaus with leased properties, secured facilities, or campuses, the exclusive representative will contact Bureau management or the assigned Human Resources Business Professional in advance to receive access.

23.8.4 Use of City Facilities and Technology. The exclusive or designated representatives may use the City's facilities, whether owned or leased, including conference rooms, for the purposes of conducting meetings with or for represented employees in the bargaining unit before or after work hours, during meal periods, and during any other break periods. The use of facilities should be arranged at least twenty-four (24) hours in advance to ensure available space.

The exclusive representative may use the City's electronic mail or other similar communication systems to communicate with bargaining unit members regarding collective bargaining, the investigation of grievances or other disputes matters relating to employment relations, or matters involving the governance or business of the Union. Consistent with City policy, users of the City's information technology systems should have no expectation of privacy.

~~23.9 Release Time.~~ 23.9 Union Leave, Union Paid Time. Authorized Union representatives, upon written requests from the Union, shall be given ~~short term leaves of absence~~ release time time (less than thirty (30) days) to transact business for the Union in which they are a represented member. The Union will



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cooperate with the City by controlling requests for such time to a maximum of five (5) employees per union off at any given time and in a manner which will minimize interference with the City's operations. Employees granted such leave for Executive Board Meetings, Membership meetings, conferences, training, and workshops pertaining to collective bargaining, arbitration, or other labor law matters and developments, shall be maintained on the payroll with full accrual of wages and benefits and the Union shall reimburse the City for all wage and wage-driven benefits costs associated with ~~these leaves~~ this release time.

(Effective with this agreement the rate is 124.76% of the employee's normal hourly wage and includes 16.49% for PERS, 6.2% for SSI, 1.45% for Medicare and .6195% for Tri-Met.) Should the wage-driven benefits costs change, the City will provide written documentation of the change to the Union. **All Union Leave, Union Paid time will be counted as time worked for FMLA/OFLA calculation. All short term leave of absence will be counted as time worked for FMLA/OFLA calculation. Such paid leave shall be counted as leave without pay in the calculation of eligibility for City-paid health benefits as provided in Article 17.**

23.9.1 Long Term Leave of Absence (Release Time). If, ~~however~~, an employee covered by this Agreement is elected or appointed to an office in the Union of which they are a represented member which requires a long term leave of absence from their duties with the City to represent City of Portland Union members, they shall, upon fifteen (15) calendar days' written notice, be granted a union leave of absence without pay. The duration of the union leave shall be based on the time an employee is elected or appointed to represent City of Portland union members.

23.9.2 Termination of Release Time - An exclusive representative or a designated representative may terminate a period of release time authorized under this article at any time for any reason.

23.9.3 At the conclusion or termination of a period of release time granted to a designated representative under this article, the designated representative shall have a right of reinstatement to the same position and work location held prior to the commencement of the release time or, if not feasible, to a substantially similar position without loss of seniority, rank, or classification.

The City will return an employee who has terminated their release time to paid employment within fourteen (14) business days of written notice from the employee or the union.

23.10 The City shall invoice the Union on a quarterly basis for reimbursable loss time. Invoices shall be provided within six (6) months of the end of the billable quarter. The Union shall have thirty (30) days from receipt of the invoice and excel billing report to review for any discrepancies. The Union will reimburse the City within sixty (60) calendar days of receipt of the invoice, or thirty (30) days from receipt of the corrected invoice.

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23.11 Employee Rights. The City agrees not to interfere with the rights of employees to become members of the Union, and there shall be no discrimination, interference, restraint, or coercion by the City or any City representative against any employee because of Union membership or because of any employee activity in an official capacity on behalf of the Union, or for any other cause, provided that such activity shall not interfere with employees in the performance of their duties.

23.11.1 There shall be one official personnel file maintained by the Bureau of Human Resources. Upon signing this agreement, all future disciplinary actions will be maintained in the official personnel file. Employee shall be allowed to examine their personnel file upon request. Employee will be made aware of any information placed in their personnel file. Nothing herein shall preclude bureaus from maintaining unofficial personnel files.

23.11.2 (Moved from 35.6) Records of oral or written reprimand not involving other disciplinary action, shall be removed from an employee's personnel file after one year, on the employee's request, provided in the judgement of the City, the employee has taken corrective action and has received no other disciplinary actions. Approval to remove such material from the file shall not be unreasonably withheld. All written working rules or regulations affecting the working conditions of any employee covered by this agreement shall be made available upon request to the Unions. The Union and the City shall meet immediately on any rule or regulation which tends to be in conflict with this agreement. It shall also be the responsibility of the City to inform employees of all rules and regulations which affect him/her as an employee.

23.12 Labor Management Committee. The parties agree to continue their commitment to currently established Labor Management Committees for the duration of this labor agreement.

23.12.1 The City shall furnish bulletin boards in places mutually satisfactory to the City and the Unions. Such bulletin boards are to be used by the Unions to post notices of interest to the employees.

23.12.2 Such notices shall be signed and in good taste and shall not reflect on the integrity or motives of any individuals, City Bureaus, or activities.

If the City believes that a notice does not meet the criteria specified in Article 23.12.2, it will notify the Union. Upon such notification, the Union will remove the notice. If the City and the Union disagree whether or not a notice meets the criteria specified in Article 23.12.2, they will meet and attempt to resolve their differences. If the City and the Union still cannot agree, the Union may file a grievance. If the matter is eventually referred to arbitration through the grievance process, the issue before the arbitrator will be whether or not the notice met the criteria specified in Article 23.12.2. If the arbitrator determines that the criteria of 23.12.2 have been met, the notice will be reposted.

**Article 33: Professional Development Fund**

33.1 The Unions and the City mutually recognize the benefit of professional development for members of the Unions. To accomplish this:

33.2 The City shall fund a Professional Development account in the amount of \$ \$200,000 per fiscal year. **In January of 2023 the fund will increase to 225K.**

33.3 At the end of each fiscal year any unexpended account monies up to \$ \$25,000 shall be carried over and added to the next fiscal year's fund. If, at the end of a fiscal year more than \$25,000 remains in the fund, the entire unexpended account monies shall be returned to the City.

33.4 Administrative assistance for administering the fund up to \$40,000 of the fund annually may be deducted from the fund to cover those costs provided. In addition, the City will confer with the DCTU about measures to reduce these administrative costs and implement measures as agreed.

33.5 Monies from this account may be used by an employee for any of the following, provided it pertains to their current position, or is reasonably related to work or services provided by the City:

33.5.1 Fees and/or tuition to professional development seminars, classes, workshops and conferences.

33.5.2 Books, tapes, videos and software that may assist employees in their professional development. Items such as these must be turned over to the Bureau upon separation from the City.

33.5.3 Licenses, certifications and professional dues not paid by the employee's bureau.

33.5.4 Up to \$40,000 from this fund, per fiscal year, may be utilized to hire consultants or coaches to work one-on-one with employees on career development activities.

33.6 The account shall be administered by a four (4) member Professional Development Committee. Two (2) members of the Professional Development Committee shall be appointed by the DCTU and two (2) members by the Director of the Bureau of Human Resources.

33.7 The Office of Management's Accounting Division will establish accounting procedures for the fund in accordance with all applicable Federal, State, and Municipal Laws.

33.8 Professional Development Committee decisions shall be made by consensus. The Committee shall establish committee decision-making processes and criteria for approval of Professional Development requests. The Committee will review requests for the applicability of the training to the employee's professional development.

**33.9 By January of 2023 the City will pay all upfront costs for instructor led training from the DCTU Professional Development Fund for employees. The employee will submit documentation supporting the expenditure in compliance with the Professional Development Fund Plan Document. In the instance the courses are not completed by the employee, or the employee fails to provide receipts of payments, the advanced portion paid by the City will be considered an overpayment and subject to reimbursement by the employee.**

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33.10 Release time to attend professional development seminars, classes, workshops and conferences shall be subject to approval by the City, which shall not be unreasonably denied when it pertains to their current position, or is reasonably related to work or services provided by the City, except for legitimate operational needs.

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Schedule "A" COLA

**YEAR ONE – Effective July 1, 2021** , Schedule "A" wage rates will be revised as follows: Salary rates for classifications in Schedule "A" for the period July 1, 2021, to June 30, 2022 are to be increased by 1.6% to reflect 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 2019 and the 2nd Half 2020) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor.

**YEAR TWO - Effective July 1, 2022**, Schedule "A" wage rates will be revised as follows: Salary rates for classifications in Schedule "A" for the period July 1, 2022 to June 30, 2023 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 2019 and the 2nd Half 2020) 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 greater than five percent (5.0%).

**YEAR THREE - Effective July 1, 2023**, Schedule "A" wage rates will be revised as follows: Salary rates for classifications in Schedule "A" for the period July 1, 2019 to June 30, 2020 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 2021 and the 2nd Half 2022) 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 greater than five percent (5.0%).

Effective July 1, 2021 a 2% Across the Board Increase will be given to all classifications not receiving a targeted wage adjustment as described in 'Schedule 'A' Other Wage Increases'

Effective July 1, 2022 a 2% Across the Board Increase will be given to all classifications

## Schedule "A" Premiums

Effective January 1, 2021

1. Premiums described in paragraphs 2 through 8 shall not be pyramided.
2. The following named classes and work situations will be paid a premium of four percent (4%) of the employee's base wage for actual time performing such work rounded up to the next whole hour:
  - a. Employees operating a jackhammer.
  - b. Employees who are assigned to drive a fuel truck in order to perform fueling operations and to transport fuel.
3. Any employee other than a Painter, Facilities Maintenance Technician, Facilities Maintenance Technician Apprentice, and Facilities Maintenance Technician Lead while working from a temporary scaffolding, portable ladder, or boom, which is fifteen (15) feet above ground or working from any suspended device will receive a premium of four percent (4%) of the employee's base wage, for a minimum of four hours.
4. Any employee who is required to work over forty-five (45) feet above the ground on bridges and structures while working from a temporary scaffolding, portable ladder or boom shall be paid the employee's **overtime** rate of pay, for a minimum of four hours. Any employee who is required to work over forty-five (45) feet above the ground on a fixed structure and required to wear fall protection equipment shall be paid at the employee's **overtime** rate of pay, for a minimum of four hours. The appropriate pay for employees working over forty-five (45) feet on overtime is **2 times** the employee's base rate.
5. Any employee other than an Inspector, Facilities Maintenance Technician, Facilities Maintenance Technician Apprentice, and Facilities Maintenance Technician Lead who is instructed to work underground or in a shored excavation will receive a premium of four percent (4%) of the employee's base wage, for a minimum of four hours.
6. The City will pay a premium of eight percent (8%) of the employee's base wage, rounded up to the nearest whole hour, under the following conditions:
  - a. Employees who are required to be HAZWOPER trained and maintain that certification and who must wear special personal protective equipment (must include positive pressure respirators and/or safety suits) and/or Level "B" PPE only while:
    - i) engaged in work inside a permit required confined space as defined by OSHA; or
    - ii) connecting chlorine cylinders or responding to liquid chlorine alarms; or,
    - iii) performing work in areas designated by the City as having contaminated soils (i.e. heavy metals). Note: Employees must complete forty (40) hours of hazardous materials training to perform work in contaminated soils; or
    - iv) receiving bulk shipments of chemicals; or

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- v) performing maintenance and repair on piping and systems that can contain potentially hazardous chemicals.
  - b. Employees in the Electrician and related classifications, not including Facilities Maintenance Technician, Facilities Maintenance Technician Apprentice, and Facilities Maintenance Technician Lead, working on “live” equipment with an Arc Flash rating of category three (3) or higher as described in the National Fire Protection Agency (NFPA) 70E Standard.
7. Vehicle Service employees when assigned **outside** repair work on automotive or construction equipment that has broken down shall be paid a premium of five percent (5%) of the employee’s base wage for all time so assigned. This premium does not apply to repair work performed on City-owned or leased property or any off-road locations. This premium will also apply to Vehicle and Equipment Mechanics.
  8. In the event the City places the responsibility for a crew of two (2) or more employees upon a member of that crew, to the extent that such member is held responsible for the work performance of the other members of that crew, it will pay such employee a premium of five percent (5%) of the employee’s base wage. This shall not be deemed a requirement that the City designate a lead in charge of every crew.
    - a. An employee assigned lead duties in a work day will receive the lead premium for a minimum of half a shift or for a full shift if the employee is assigned to such duties for more than half their shift.
    - b. Assignment to lead duties is temporary and employees do not acquire status or rights to such assignment.
  9. Building Inspector , Electrical Inspectors, and Plumbing Inspectors shall receive a premium of two percent (2%) added to the employee’s base wage for all hours for each additional one and two family inspection certification they obtain and to begin to use in the Residential Inspections Section in the Bureau of Development Services.
  10. Building Inspector shall receive a premium of two percent (2%) added to the employee’s base wage for all hours for each additional one and two family inspection certification they obtain and begin to use in the “Work without Permit Program” in the Compliance Services/Neighborhood Inspection Section of the Bureau of Development Services.
  11. Building Inspector and Structural Inspectors who obtain and begin to use both commercial Structural and commercial Mechanical certifications in the Commercial Structural/Mechanical Inspections Section in Bureau of Development Services shall receive a premium of three percent (3%) added to the employee’s base wage for all hours.
  12. Water Treatment Certifications:
    - a. Employees in the Water Treatment Operator II classification are required to have and maintain certification as a Water Treatment Level 2 Operator. Certification pay for Water Treatment Level 3 Operator shall be three percent (3%) added to the employee’s base wage for all hours. Certification pay for Water Treatment Level 4 Operator shall be four percent (4%) added to the employee’s base wage for all hours.
    - b. Employees in the Water Treatment Operator, Lead classification are required to have and maintain certification as a Water Treatment Level 3 Operator. Certification pay for

## Union Final Offer

Water Treatment Level 4 Operator shall be four percent (4%) added to the employee's base wage for all hours.

- c. Employees are responsible for completing the required Continuing Education Units (CEUs) to maintain their certifications.

### 13. Water Distribution Certifications:

- a. Employees in the Water Operations Mechanic classification are required to have and maintain certification as a Water Distribution Level 1 Operator. Certification pay for Water Distribution Level 2 Operator shall be two percent (2%) added to the employee's base wage for all hours. Certification pay for Water Distribution Level 3 Operator shall be three percent (3%) added to the employee's base wage for all hours. Certification pay for Water Distribution Level 4 Operator shall be four percent (4%) added to the employee's base wage for all hours.
- b. Employees in the Water Quality Inspector and Water Meter Technician classifications are required to have and maintain certification as a Water Distribution Level 1 Operator (except for those employees grandfathered in 2010). Certification pay for Water Distribution Level 2 Operator shall be two percent (2%) added to the employee's base wage for all hours. Certification pay for Water Distribution Level 3 Operator shall be three percent (3%) added to the employee's base wage for all hours. Certification pay for Water Distribution Level 4 Operator shall be four percent (4%) added to the employee's base wage for all hours.
- c. Employees in the Watershed Specialist III classification are required to have and maintain certification as a Water Distribution Level 2 Operator. Certification pay for Water Distribution Level 3 Operator shall be three percent (3%) added to the employee's base wage for all hours. Certification pay for Water Distribution Level 4 Operator shall be four percent (4%) added to the employee's base wage for all hours.
- d. Employees are responsible for completing the required Continuing Education Units (CEUs) to maintain their certifications.

### 14. Water Treatment and Water Distribution Certification:

- a. Employees in the Operating Engineer II classification are required to have and maintain certification as both a Water Distribution Level 2 Operator and Water Treatment Level 1 Operator. Certification pay for Water Distribution Level 3 Operator shall be three percent (3%) added to the employee's base wage for all hours. Certification pay for Water Distribution Level 4 Operator shall be four percent (4%) added to the employee's base wage for all hours. Certification pay for Water Treatment Level 2 Operator shall be two percent (2%) added to the employee's base wage for all hours. Certification pay for Water Treatment Level 3 Operator shall be three percent (3%) added to the employee's base wage for all hours. Certification pay for Water Treatment Level 4 Operator shall be four percent (4%) added to the employee's base wage for all hours.
- b. Employees in the Operating Engineer III classification are required to have and maintain certification as both a Water Distribution Level 2 Operator and Water Treatment Level 2 Operator. Certification pay for Water Distribution Level 3 Operator shall be three percent (3%) added to the employee's base wage for all hours. Certification pay for Water Distribution Level 4 Operator shall be four percent (4%) added to the employee's



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- base wage for all hours. Certification pay for Water Treatment Level 3 Operator shall be three percent (3%) added to the employee's base wage for all hours. Certification pay for Water Treatment Level 4 Operator shall be four percent (4%) added to the employee's base wage for all hours.
- c. Employees holding both Water Distribution Operator and Water Treatment Operator certifications will only be compensated for one certification at a time with the higher hourly premium being.
  - d. Employees are responsible for completing the required Continuing Education Units (CEUs) to maintain their certifications.
15. Inspectors in the Bureau of Development Services Residential Inspection program who possess and are regularly assigned to work that requires manufactured home certification shall be paid \$15.00 per trip per unit when it includes a mobile home inspection.
16. National Institute for Automotive Service Excellence (NIASE) Certification:
- a. Employees in the Classification of Auto Body Restorer who possess a valid Master Collision Repair/Refinishing Technician Certification, issued by the NIASE, shall receive **two percent (2%) of base wages** per FLSA workweek.
  - b. Employees in the Classification of Vehicle and Equipment Mechanic or the Premium Assignment of Vehicle and Equipment Mechanic, Lead and who are assigned to work on fire apparatus, who possess a valid Master Medium/Heavy Duty Truck Technician Certification issued by the NIASE and possess a valid Emergency Vehicle Test F-1 through F-2 certification shall receive **two percent (2%) of base wages** per FLSA workweek; those who possess a valid F-3 through F-4 certification shall receive **three percent (3%) of base wages** per FLSA workweek; those who possess a valid F-5 through F-6 certificate shall receive **four percent (4%) of base wages** per FLSA workweek. All EVT certifications must be issued by the EVT Certification Commission, Inc.
  - c. Employees in the Classification of Vehicle and Equipment Mechanic or the Premium Assignment of Vehicle and Equipment Mechanic, Lead and who possess a valid Master Heavy Duty Truck Technician Certificate or who possess a valid Master Automobile Technician Certificate, issued by the NIASE, shall receive **two percent (2%) of base wages** per FLSA workweek.
  - d. The City shall pay for the cost of certification if the employee can prove they passed the certification test. If the employee does not pass the certification test, the employee is responsible for the cost of the test.
17. ~~The City shall pay employees in the Senior Electrical Inspector and Senior Plumbing Inspector classifications who are assigned the duties of the Chief Electrical Inspector or Chief Plumbing Inspector a premium of \$1.95 per hour for all hours added to the employee's base wage for all shifts assigned.~~
18. Employees who work for the Bureau of Development Services in the classifications of Building Inspector II, Electrical Inspector, Plumbing Inspector, and Combination Inspector shall receive a certification premium of two percent (2%) added to the base wage for all hours, rounded up to the next fifteen (15) minute increment-for a minimum of four hours. When they successfully complete the Specialized Solar Photo-Voltaic

## Union Final Offer

(SSPVI), Specialized Plumbing Inspector (SPI), Specialized Electrical Inspector (SEI), and Specialized Systems/Final Inspector (SFI) certifications and perform inspection duties related to these certifications.

19. Employees appointed to the Housing Inspector and Senior Housing Inspector classifications are required, within one year of appointment to the classification, to obtain and maintain one (1) of the following Inspector certifications: Residential Structural Inspector, Residential Electrical Inspector, Residential Plumbing Inspector, or Residential Mechanical Inspector. The City shall pay employees in the Housing Inspector classification who work in the Bureau of Development Services a certification premium of two percent (2%) added to the base wage for all hours worked. For each additional Residential Structural Inspector, Residential Electrical Inspector, Residential Plumbing Inspector, or Residential Mechanical Inspector certification they obtain and begin to use.
20. Police Identification Technicians who acquire and maintain a Tenprint Fingerprint Certification from the International Association of Identification will receive certification pay of five percent (5%) added to the employee's base wage for all hours.
21. Members in the classifications of Police Records Specialist and Police Records Training Coordinator who have successfully completed Records Finish training will receive a premium of three percent (3%) added to the employee's base wage for all hours.
22. Employees appointed to the classification of Accountant III or Accountant IV who's acquire and maintains a CPA license shall receive a premium of five percent (5%) added to their base wage for all hours.
23. **Bi-Lingual Premium:** Employees who are eligible as part of the City's Language pilot project for the City will be given a \$1.00 an hour added to their base pay. At the conclusion of the pilot all employees who use a second language in the course of their job shall receive a premium of five percent (5%) added to their base wage for all hours.
24. **CDL Premium:** Employees who hold a CDL and utilize the CDL license for the City's benefit shall receive a premium of five percent (5%) added to the employee's base wage for all hours.
25. **Notary Public:** Employees who hold a notary public stamp and use it for their job will be given a 5% premium added to their base pay for all hours.
26. **Longevity Pay:** Longevity pay shall be one percent (1%) given on the anniversary date of the bargaining unit member who serve five (5) years of service, two percent (2%) for bargaining unit members who serve ten (10) years, three percent (3%) for bargaining unit members who serve fifteen (15) years, four percent (4%) for bargaining unit members who serve twenty (20) years, and five (5%) for bargaining unit members who serve 25 or more years. The percentages will be added to base pay for all hours.

Senior Inspectors are eligible for premiums

# Classifications for Salary Selective

Accountant II, III, IV  
Housing Inspector  
Senior Housing Inspector  
Senior Plumber Inspector  
Plumber Inspector  
Combination Inspectors  
Site Development Inspector II  
Senior Site Development Inspector II  
Meter Technician  
Meter Reader  
Facility Maintenance Technicians (FMT)  
Hearings Officer  
Revenue and Taxation Specialists  
Plans Examiner – only residential  
Operating Engineers  
Communications Switch Technician  
Electrical Inspector  
Electrical Inspector Sr  
Electrical Inspector, Chief\*  
Plumbing Inspector, Chief\*  
Building Inspector II's  
Senior Building Inspectors  
Electrician  
Electrician, Lead\*  
Electrician, Supervising  
Electrician/Instrument Technician  
Electrician/Instrument Technician, Lead\*  
Electronics Technician I: Communications  
Electronics Technician II: Communications  
Electronics Technician I: Traffic Signal  
Electronics Technician II: Traffic Signal  
Electronics Technician III: Communications  
Electronics Technician Assistant  
Instrument Technician

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Instrument Technician, Lead\*  
Police Records Specialist  
Police Records Training Coordinator  
Water Operations Mechanic  
Water Distribution Worker (new class in PWB)  
Auto Body Restorer  
General Mechanic  
General Mechanic Lead  
Vehicle and Equipment Mechanic  
Vehicle and Equipment Mechanic Lead  
Vehicle and Equipment Mechanic Trainee  
Water Security Specialist (Ranger)  
Water Security Specialist Lead (Ranger)  
Watershed Specialist I, II  
Water Treatment Operator Series

**STATE OF OREGON, EMPLOYMENT RELATIONS BOARD**

**COST SUMMARY FORM**

**For ERB Use Only**

Case No. \_\_\_\_\_

Date Filed \_\_\_\_\_

**Projected Increase/Decrease in Each Year**

(add or shade unused columns as needed)

<b>Proposal Description</b> including Article or Section Numbers	<b>Current Cost</b>	<b>Year 1</b>	<b>Year 2</b>	<b>Year 3</b>	<b>Total Projected Increase / Decrease</b>	<b>Explain calculations.</b> List all factors and assumptions used in calculating costs for each year. Attach additional sheet if necessary.
Schedule "A" COLA	\$90,108,532.80  (cost of wages per most recent City report to DCTU)	\$ 1,318,972.26	\$ 4,697,276.95	\$ 2,627,691.84	\$ 8,643,941.06	<ul style="list-style-type: none"> <li>• see attached</li> </ul>
Schedule "A" COLA – Across the Board Increases		\$ 1,648,715.33	\$ 1,878,910.78	\$ -	\$ 3,527,626.11	<ul style="list-style-type: none"> <li>• see attached</li> </ul>
Article 8.3 – Shift Differentials (increase differentials for first time since 1997)	\$ 175,635.20	\$ 280,924.80	\$ 294,971.04	\$ 302,640.28	\$ 878,536.12	<ul style="list-style-type: none"> <li>• see attached</li> </ul>
Article 9.12	\$ -	\$ -	\$ -	\$ -	\$ -	<ul style="list-style-type: none"> <li>• see attached</li> </ul>
Article 23.2 – reasonable leave time to comply w/ Oregon House Bill 2016	\$ -	\$ 78,782.41	\$ 84,297.18	\$ 86,488.91	\$ 249,568.50	<ul style="list-style-type: none"> <li>• see attached</li> </ul>

Article 33.2 – Professional Development Fund Amount Increase	\$ 200,000	\$ 25,000	\$ 25,000	\$ 25,000	\$ 75,000	Simple increase of \$200,000 fund to \$225,000 fund
Article 33.8 – change from current employee reimbursement method	\$ 22,000	\$ 0	\$ 0	\$ 0	\$ 0	*100% up front cost paid by employer as opposed to current method of reimbursement to employee. No increase in cost.
Schedule “A” Premiums – New Longevity Premium	\$ -	\$ 1,352,539.30	\$ 1,545,583.95	\$ 1,640,464.10	\$ 4,538,587.35	• see attached
Schedule “A” Premiums – New CDL Premium	\$ -	\$ 590,868.10	\$ 632,228.86	\$ 648,661.81	\$ 1,871,758.77	• see attached
Schedule “A” Premiums – New Notary Premium	\$ -	\$ 78,782.41	\$ 84,297.18	\$ 86,488.91	\$ 249,568.50	• see attached
Schedule “A” Premiums – New Mechanical Work Outside Premium	\$ -	\$ 81,971.64	\$ 87,709.65	\$ 89,990.10	\$ 259,671.38	• see attached
Schedule “A” Premiums – Premium # 16 NIASE Certification	\$ -	\$ -	\$ -	\$ -	\$ -	Intent is to switch from set dollar amount of premium to equivalent percentage; cost neutral
Schedule “A” Premiums – New Language Premium	\$ -	\$ -	\$ 249,730.40	\$ 256,233.39	\$ 505,963.79	• see attached
Schedule “A” Premiums – New 80 hours COMP time for Police Internal Affairs Investigator	\$ -	\$ 30,939.10	\$ 35,178.22	\$ 37,752.80	\$ 103,870.12	• see attached

Schedule "A" Wage Scales – New proposed Business Systems Analyst Series step-based scale	\$ 7,183,051.20 (cost reflected in row 1, not added to bottom total)	\$ 248,060.80	\$ 488,529.60	\$ 460,810.48	\$ 1,197,400.88	• see attached
Schedule "A" Wage Scales – New proposed Risk Specialist I step-based scale	\$ 511,617.60 (cost reflected in row 1, not added to bottom total)	\$ 17,929.60	\$ 42,515.20	\$ 40,572.69	\$ 101,017.49	• see attached
Schedule "A" Wage Scales – New proposed Police Internal Affairs Investigator step-based scale	\$ 754,561.60 (cost reflected in row 1, not added to bottom total)	\$ 21,902.40	\$ 50,381.09	\$ 41,960.76	\$ 114,244.25	• see attached
Schedule "A" Other Wage Increases – Selective increases for classifications under Market	\$33,518,151.68 (cost reflected in row 1, not added to bottom total)	\$ 2,436,414.29	\$ 3,123,069.77	\$ 3,587,076.08	\$ 9,146,560.14	• see attached
*Wage Driven Benefits for all proposed Increases	\$ 22,310,872.72	\$ 2,019,391.77	\$ 3,283,05.61	\$ 2,443,582.80	\$ 7,861,603.34	• see attached
<b>TOTAL (for each column)</b>	\$ 122,817,040.72	\$ 10,231,194.21	\$ 16,602,732.49	\$ 12,375,414.95	\$ 39,209,341.65	

### **Schedule "A" COLA**

- Used existing wages as base for City Current Cost. Factored COLA as follows: Year 1 @ 1.6%, Year 2 @ 5%, Year 3 @ 2.6%. Year 1 COLA is already known & had been paid to all other City employees as of July 01, 2021. Year 2 COLA is based on best current data of 2<sup>nd</sup> half of 2021. Year 3 COLA is based on info per recent Federal Reserve estimate.

### **Schedule "A" COLA – Across the Board Increases (ATB)**

- Year 1 ATB of 2%, Year 2 ATB of 2%; used info of cost based on factoring during COLA calculation

### **Article 8.3 – Shift Differentials (increase amounts for first time since 1997)**

- Per recent DCTU survey, we estimate there are 66 people affected by Second/Swing differential, and 25 people affected by Third/Night/Relief differential. Each year increase has been adjusted for COLA

### **Article 9.12**

- There is no actual dollar increase due to this proposal. Changes from "full shift" to "hour for hour" will have no incremental effect due to many who will not need to work a full shift, and thus a less than full shift wage will be credited to employee as deferred holiday time.

### **Article 23.2**

- We have currently used 1 FTE (2080 hours) to estimate time needed to comply with Oregon House Bill 2016. HB2016 does not currently set a definition for reasonable time, so actual hour based on "reasonable" time is currently unknown when defaulting to language in HB 2016. Used average hourly wage of DCTU represented employee of \$36.56 in factoring cost.

### **Schedule "A" Premiums – New Longevity Premium**

- Used hire date for every position from recent December report from City of Portland to DCTU. Determined years of service for every DCTU represented employee at each year of contract proposal, then applied premiums as follows:
  - 25 years of service or more = 5% of base wage
  - 20 – 24 years of service = 4% of base wage
  - 15-19 years of service = 3% of base wage
  - 10-14 years of service = 2% of base wage
  - 5-9 years of service = 1% of base wage
- COLA & ATB proposals have been factored into Longevity Premiums



#### **Schedule “A” Premiums – New CDL Premium**

- Currently DCTU estimates approx. 150 employees will qualify for premium. Used average hourly DCTU wage of \$36.56 to figure out 5% premium for 150 employees for 2080 hours (1 FTE).  $((\$36.56 * 5\%) * 150) * 2080$ . Then adjusted for COLA & ATB proposals

#### **Schedule “A” Premiums – New Notary Premium**

- DCTU estimates 20 currently notaries who are represented. Used average hourly DCTU wage of \$36.56 to figure out 5% premium, then adjusted for COLA & ATB proposals.

#### **Schedule “A” Premiums – New Mechanical Work Outside Premium**

- DCTU estimate cost will be equivalent to 1 FTE. Used average hourly wage of Mech Local 1005 represented employees of \$38.04 to determine cost. Adjusted for COLA & ATB proposals.

#### **Schedule “A” Premiums – New Language Premium**

- DCTU estimate about 5% of represented employees will qualify for language premium. Used average hourly DCTU wage of \$36.56 to figure cost of 5% premium for 59.25 employees. Adjusted for COLA & ATB proposals.

#### **Schedule “A” Premiums – New 80 hours of COMP time for Police Internal Affairs Investigators**

- While there is no real dollar cost to this benefit as it will be received in PTO as opposed to direct wage payment, we did use actual wages of IA investigators to figure the value of 80 hours of COMP time for each employee. Adjusted for COLA & ATB proposals.

#### **Schedule “A” Wage Scales – New Proposed Business Systems Analyst Series step-based scale**

- Used report from City of Portland to DCTU to determine difference between current cost and new proposed cost based on step-based scales. COLA & ATB costs were added into Schedule “A” COLA & Schedule “A” COLA – Across the Board (ATB ) proposals.

#### **Schedule “A” Wage Scales – New Proposed Risk Specialist I step-based scale**

- Used report from City of Portland to DCTU to determine difference between current cost and new proposed cost based on step-based scales. COLA & ATB costs were added into Schedule “A” COLA & Schedule “A” COLA – Across the Board (ATB ) proposals.

#### **Schedule “A” Wage Scales – New Proposed Police Internal Affairs Investigator Series step-based scale**

- Used report from City of Portland to DCTU to determine difference between current cost and new proposed cost based on step-based scales. COLA & ATB costs were added into Schedule “A” COLA & Schedule “A” COLA – Across the Board (ATB ) proposals.

**Schedule "A" Other Wage Increases – Selective Increases for classifications under Market**

- Classifications selected for Other Wage Increase are as follows:

Accountant II, III, & VI	Housing Inspector
Housing Inspector, Sr	Plumbing Inspector
Plumbing Inspector, Sr	Chief Plumbing Inspector
Combination Inspector	Chief Electrical Inspector
Water Meter Reader I & II	Water Meter Technician IV
Facilities Maintenance Technicians (FMT)	Hearings Clerk
Revenue & Tax Specialist	Plans Examiner, Residential
Operating Engineers I, II, & III	Communications Switch Technician
Electrical Inspector	Electrical Inspector, Sr
Building Inspector II	Building Inspector, Sr
Site Development Inspector II	Site Development Inspector, Sr
Electrician	Electrician, Lead
Electrician, Supervision	Electrician/Instrument Technician
Electrician/Instrument Technician, Lead	Instrument Technician, Assistant
Electronics Technician I: Communications	Instrument Technician
Electronics Technician II: Communications	Instrument Technician, Lead
Electronics Technician III: Communications	Electronics Technician I: Traffic Signal
Electronics Technician II: Traffic Signal	Police Records Specialist
Police Records Training Coordinator	Water Operations Mechanic
Water Distribution Worker (new class)	Water Treatment Operator Series
Auto Body Restorer	General Mechanic, Lead
General Mechanic	Vehicle & Equipment Mechanic, Lead
Vehicle & Equipment Mechanic	Water Security Specialist
Vehicle & Equipment Mechanic, Trainee	Watershed Specialist I & II
Water Security Specialist, Lead	

**\*Wage Driven Benefits for All Proposed Increase**

- Per current contract (Article 20.2.2) wage driven benefits are 24.76% of base wage. Wage driven benefits costs were broken out and itemized separately in this item.