

AFSCME Opening Proposal

June 25, 2024

Schedule A

COLA

The Union holds the right to make future proposals on wages, including specific to certain classifications

Premiums

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.

Jailside Premium. A differential of ten percent (10%) over base rate will be paid to employees who have been assigned to work in a correctional facility on the jail side. Jail side is defined as the part of the correctional facility where justice-involved incarcerated individuals may be encountered. An employee who routinely works jail side shall receive the premium on all hours worked. Employees who work in a correctional facility on an ad-hoc basis may receive this premium on hours worked on the jail side.

Emergency Crew Premium. Classifications shared with the Portland City Laborers' contract working in the Portland Bureau of Transportation will receive a one dollar (\$1.00) an hour premium for all work performed while a part of an emergency crew.

Certification Premiums for Public Works Construction Inspectors. One percent (1%) per ODOT certification up to the seven (7) required certifications.

Living Wage Minimum. All employees covered under this agreement will earn no less than a living wage, as determined by the MIT living wage calculator for a single person, and updated annually on July 1st. *

Residency Premium: All employee who live within the bounds of the City of Portland shall receive a 5% premium to offset the increased costs of metropolitan living and so encourage folks to live close enough to report promptly

*Bargaining note: Current MIT living wage calculation is \$26.45. 30 currently filled positions would be impacted by this change, 32 classifications.

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Specific Classifications that require additional compensation work:

Printing and Delivery
Housing BSA agreement
Laura DuVall - Hearings Clerk
Water - Utility Worker I flushing duties
Water - Operations Mechanic
311
OSS
Procurement Specialist
PPB PASS and Senior PASS - Steph
PPB Desk Clerk - Steph
Accountants

Plans Examiners
Public Works Construction Inspectors and Senior - Parity with other Inspectors
Housing classifications (previously 189-3, comparable to CPPW/2018 pay equity nonrep raises. BSA example difference > \$4)

Classifications identified in Market Adjustment Review Letter of Agreement - where are these raises at?
(Accountant II & III, Combination Inspectors, Meter Technician, Meter Reader, Hearings Officer, Water Operations Mechanic, Water Security Specialist, Water Treatment Operator Series I, II, III)

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