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## OMF Labor Management Committee Meeting Recap

August 15, 2019

**Members Present:** Paul Cone, BTS/ PROTEC17/Co-Chair  
Rachel Whiteside, PROTEC17  
Jennifer Cooperman, BRFS Director  
Shae Davies (Alt), CityFleet Superintendent  
Michelle Kirby (Alt), BRFS Deputy Director  
Tim McCormack (Alt), Facilities  
Michael Roy, CityFleet Manager  
Tom Rinehart, CAO/Co-Chair  
Manish Thakore, PROTEC17  
Thomas Lannom, Revenue Division Director  
Matthew Spitulski, P&D Manager

**Members Absent:** Eddie Barton, Operating Engineers/Local 701  
Don Bryans (Alt), P&D  
Roger Koppy, AFSCME/DCTU  
Ray Lister, IBEW Local 48  
Carmen Merlo, DCAO  
Franklin Wilson, CityFleet Mechanic  
Kristin Wells, Facilities Operations Manager  
Tyler Wallace (Alt), Revenue

**Other Staff Present:** Julian Massenburg, OMF.

### Decisions:

- The meeting was chaired by Paul Cone.

### Discussion:

### Updates from OMF LMCs:

- CityFleet (Shae Davies)  
CityFleet is no longer eliminating the graveyard shift. Through the process of trying to eliminate the graveyard shift, CityFleet struggled to receive consistent services from BHR – as the HRBPs continue to shift portfolios. A consistent BHR presence is needed in order to eliminate the graveyard shift as there are labor contracts and employee shift changes involved. Despite the shift's desire to be eliminated, there are a few employees who coach football, or have children, who prefer the graveyard shift. The graveyard shift was posed for elimination due to the following:



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- Working a graveyard shift is unhealthy.
- The graveyard shift creates process inefficiencies when trying to access parts or alternating vehicles for servicing.
- None of CityFleet's supervisors work the graveyard shift

It was noted that the graveyard shift is a product of the Kirby Garage and its infrastructure. An enhanced facility would further negate the need for a graveyard shift.

CityFleet is integrating a new position to revamp the vehicle intake process. The position will be a Coordinator I. Customers will be able to drop-off vehicles with Fleet Coordinators, which will enable mechanics to perform maintenance work. As the City has purchased nearly 1,000 vehicles over the past six years, the need for more maintenance work is evident. The ratio of mechanics to vehicles has not increased in the same six-year timeframe.

Shae attended a Speed of Trust training session and noted that CityFleet would benefit from having similar session for its workforce.

- Facilities (Tim McCormack)

The Facilities Worker classification is returning to council for a second reading at the end of August. Upon the inception of this new classification, there will be a 90-day negotiation period. Local 701 has a vested interest in the new classification as it promotes career development opportunities among maintenance workers.

Additionally, Facilities is recruiting additional Facilities Maintenance Technicians (FMTs). There are three applicants who have required licenses. Current FMTs and Utility Workers are training to learn how to operate systems within the reconstructed Portland Building. Facilities is reconsidering the necessity of its current Saturday shift among FMTs.

- Revenue (Thomas Lannom)

The ITS contract has been signed and the project's contractors will be on site Monday, August 19. Revenue's LMC did not meet last month as many employees are working on the Integrated Tax System (ITS).

Revenue is working with BHR to identify compensation rates and non-represented classifications for the ITS subject matter experts (SMEs). One out of four promotions have been filled. This is a difficult task as current SMEs are represented employees – qualifying them to receive overtime compensation. Upon accepting a non-represented position, SMEs will no longer be eligible for overtime compensation. The compensation adjustments are not drastic – which is causing employees to be in an awkward position when considering an ITS promotion. Multnomah County experienced a similar situation and offered employees bonuses to employees who worked on an overhaul project.

Council passed the rental registration fee during the week of August 5<sup>th</sup>. This fee will be enforced through numerous channels including lists from the Housing Bureau, property tax records, address reporting, and Schedule E rental data in ITS. The lowest compliance rate is expected in year one, with an anticipated five-percent compliance increase each year.

- BTS (Paul Cone)

There has been discussion about integrating P&D into the BTS Labor Management Committee. Paul notes that it's important for P&D to have a seat at the BTS table – as they've been within BTS for over a year.

BTS Labor would like a higher level of transparency surrounding hiring practices. In particular, the group would like more communication on the hiring processes. Management's style around decision making often feels like a black-box among employees.

BTS and CityFleet noted problems with qualifications on represented job descriptions in NeoGov and how this can deter qualified individuals from applying for a job. This is evident when multiple bureaus are hiring from the same list and one bureau requires an additional qualification or certification that another bureau does not require.

Since the BTS annual picnic is not happening this year, the BTS recognition committee has discussed hosting an employee event for the Portland Building's re-opening.