

PORTLAND DEVELOPMENT COMMISSION
Portland, Oregon

RESOLUTION NO. 6900

**AUTHORIZE ONE-TIME LUMP SUM PAYMENT AND AMEND
PDC PERSONNEL POLICY RELATED TO BENEFITS
CHANGES FOR NON-REPRESENTED EMPLOYEES**

WHEREAS, the Board of Commissioners has authorized the Executive Director to execute a new Collective Bargaining Agreement between the Portland Development Commission and the American Federation of State, County and Municipal Employees, Council 75, Local 3769 (the "CBA");

WHEREAS, the CBA provides for a one-time lump sum payment, as part of the first payroll in August 2011, equal to three and one-half percent (3.5%) of salary, to eligible represented employees in lieu of a step increase;

WHEREAS, the CBA also provides for an advance of up to twenty hours of future accrued sick leave to represented employees, under certain circumstances, and, effective November 25, 2011, adds the day after Thanksgiving to the list of paid holidays for represented employees;

WHEREAS, the Board of Commissioners desires to provide for a similar lump sum payment to eligible non-represented employees; and

WHEREAS, the Board of Commissioners desires to make the sick-leave and paid holiday adjustments available to non-represented employees through amendment of the PDC Personnel Policy.

NOW, THEREFORE, BE IT RESOLVED that the Executive Director is authorized, as part of the first payroll in August 2011, to make a one-time lump-sum payment equal to three and one-half percent (3.5%) of salary to each non-represented employee whose salary is below the top of his or her salary range and who was employed by PDC on both April 1, 2011, and August 1, 2011;

BE IT FURTHER RESOLVED that Paragraph O (Sick Leave), Subparagraph 13 of the Employee Benefits section of the PDC Personnel Policy is deleted and replaced with the following Subparagraph 13:

13. An employee with no accrued sick leave may request an advance of up to twenty (20) hours of future accrued sick leave, subject to approval of the employee's department director and Human Resources. If an employee terminates employment with a sick leave balance owed, that amount shall be deducted from the employee's final paycheck.;

BE IT FURTHER RESOLVED that the table in Paragraph L (Paid Holiday Leave), Subparagraph 1 of the Employee Benefits section of the PDC Personnel Policy is amended to add the following holiday:

<u>Holiday</u>	<u>Observed On</u>
Day After Thanksgiving	Day After Thanksgiving (Beginning November 25, 2011);

BE IT FURTHER RESOLVED that this resolution shall become effective immediately upon its adoption.

Adopted by the Portland Development Commission July 27, 2011.



Recording Secretary

PDC

PORTLAND DEVELOPMENT COMMISSION

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Title:

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PDC PERSONNEL POLICY RELATED TO BENEFITS
CHANGES FOR NON-REPRESENTED EMPLOYEES**

Adopted by the Portland Development Commission on July 27, 2011.

PRESENT FOR VOTE	COMMISSIONERS	VOTE		
		Yea	Nay	Abstain
<input checked="" type="checkbox"/>	Chair Scott Andrews	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Commissioner Aneshka Dickson	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Commissioner John Mohlis	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Commissioner Steven Straus	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Commissioner Charles Wilhoite	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/> Consent Agenda		<input checked="" type="checkbox"/> Regular Agenda		

Certification

The undersigned hereby certifies that:

The attached resolution is a true and correct copy of the resolution as finally adopted at a Board Meeting of the Portland Development Commission and duly recorded in the official minutes of the meeting.



Recording Secretary

Date: July 27, 2011

