

BEFORE THE METRO COUNCIL

FOR THE PURPOSE OF AMENDING THE) RESOLUTION NO. 93-1878
PAY SCHEDULE AND CLASSIFICATIONS)
FOR THE LABORERS INTERNATIONAL) Introduced by Rena Cusma,
UNION, LOCAL 483 CONTRACT) Executive Officer

WHEREAS, The Council approved the current pay schedule and classifications for the Laborers International Union, Local 483 by Resolution 93-1808A; and

WHEREAS, The Intergovernmental Agreement between Metro and Multnomah County to transfer County Parks and Exposition Center facilities and employees to Metro necessitates the continuation of the classifications of Arborist and Park Ranger for the Parks Department to appropriately function; and

WHEREAS, Personnel and LIU Local 483 have successfully concluded negotiations on the transfer of the Parks Department to include these two classifications within the existing negotiated pay structure; now, therefore,

BE IT RESOLVED,

1. That LIU Local 483 collective bargaining agreement is amended to include the new classifications of Arborist and Park Ranger as shown in Exhibits A and B respectively attached hereto.

2. That the pay schedule for the Laborers International Union, Local 483, is amended as shown in Exhibit C attached hereto to place the two new classifications at existing salary ranges.

ADOPTED by the Metro Council this 9th day of December, 1993.


Judy Wyers, Presiding Officer

METRO
Class No: 468
Classification Title: Arborist
Range:
Bargaining Unit: LIU, Local 483
FLSA: Non-Exempt

Established: 1/1/94
Revised:
EEO:
AA:

GENERAL STATEMENT OF DUTIES:

Performs advanced journey level responsibilities in the inspection, care, and maintenance of trees on Metro property; involves chemical application, operating of major equipment, and grounds maintenance.

SUPERVISION RECEIVED:

Receives general supervision from assigned management and supervisory staff.

SUPERVISION EXERCISED:

Serves as a lead worker over park workers assisting in tree care and maintenance, work crews, and temporary workers, providing functional and technical oversight.

EXAMPLES OF PRINCIPAL DUTIES:

An employee in this classification may perform any of the following duties. However, these examples do not include all the specific tasks which an employee in this classification may be expected to perform.

1. Inspects trees on Metro property for disease, insect infestation, and pruning requirements; performs inspection on own initiative and also in response to requests.
2. Arranges for the appropriate spraying for insect and related disease problems; performs chemical application and trains other employees as needed; and arranges for the control of landscape or aquatic weeds by work crews.
3. Prunes, trims, bolts, and fills cavities on trees at ground level and above ground level, using hand tools, power tools, safety climbing equipment, aerial truck, or other necessary equipment.
4. Identifies trees for removal; removes trees as needed for safety or for disease and insect control.
5. Issues permits to utilities to operate equipment on Metro property and inspects area before and after permit is used.

EXAMPLES OF PRINCIPAL DUTIES (cont'd):

6. Trains and schedules work of assigned crew of permanent, temporary, or volunteers who assist in performing above duties.
7. Performs preventive maintenance and minor repairs on equipment used on the job; arranges for major maintenance and repair as needed.
8. Performs administrative duties related to position, for example: records of chemical usage as required by federal and local laws; equipment orders; time sheets and activity reports.
9. Assists in special projects such as construction, maintenance, or training employees.

RECRUITING REQUIREMENTS:

KNOWLEDGE, SKILL, ABILITY:

- Knowledge of techniques of arboriculture to include the identification of trees and shrubs.
- Knowledge of the techniques of pruning, bolting limbs, and filling cavities.
- Knowledge of chemicals used in disease treatment and care maintenance of trees and shrubs.
- Skill in the identification and treatment of tree insects and disease.
- Skill in the safe operation of hand tools, power tools, climbing equipment, and vehicles required to perform duties.
- Ability to physically perform all of the essential duties of the position including climbing, crawling, kneeling, sitting, running, standing, stooping, walking, bending, twisting, and lifting 50 pounds.
- Ability to apply knowledge in the practice of the care and maintenance of trees.
- Ability to instruct others, assign and monitor work, and act as a lead worker for a crew.
- Ability to prepare and maintain accurate and complete records and reports.

Classification Title: Arborist

Classification No.: 468

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EXPERIENCE AND TRAINING:

Associate of Arts Degree from an accredited college with major course work in arboriculture, horticulture, or forestry and three years or responsible arborist-related work involving tree climbing and chemical application or any combination of experience and training which provides the knowledge, skills, and ability to successfully perform the essential duties of the position.

LICENSE OR CERTIFICATE:

Possession of, or the ability to obtain upon hire, a valid Oregon driver's license.

Possession of, or the ability to obtain upon hire, a valid Oregon chemical application license.

METRO
Class No: 450
Classification Title: Park Ranger
Range:
Bargaining Unit: LIU, Local 483
FLSA: Non-Exempt

Established: 1/1/94
Revised:
EEO:
AA:

GENERAL STATEMENT OF DUTIES:

Performs a wide variety of tasks in the construction, law enforcement, maintenance and repair of Metro regional parks, parks facilities, cemeteries, and other public areas.

SUPERVISION RECEIVED:

Receives immediate supervision from assigned management or supervisory staff.

SUPERVISION EXERCISED:

May serve as a lead worker over temporary workers or work crews, providing functional and technical oversight.

EXAMPLES OF PRINCIPAL DUTIES:

An employee in this classification may perform any of the following duties. However, these examples do not include all the specific tasks which an employee in this classification may be expected to perform.

1. Performs a wide variety of tasks in the construction, maintenance and repair of parks, park facilities, marine facilities, cemeteries, and other public areas.
2. Operates and performs maintenance and upkeep on a variety of hand and power tools and equipment; these tools may include a dump truck, pickup truck, power mower, chain saw, cement mixer, air compressor, backhoe, brush and stump chipper, scoop mobile, and edger and trimmer.
3. Performs cemetery maintenance and operation tasks such as mowing lawns, arranging opening and closing of gravesites, setting up for burials and assisting in locating graves and selling cemetery plots.
4. Performs park maintenance and repair tasks such as mowing lawns, chemical spraying, clearing roads and trails, cleaning and stocking restrooms, removing garbage and litter and planting and cultivating trees, shrubs and lawns.

EXAMPLES OF PRINCIPAL DUTIES (cont'd.):

5. Repairs and/or builds park facilities such as water systems, restrooms and other structures; picnic tables, barbecues, fences, signs, walks and trails; may involve tasks such as building forms and pouring concrete, painting, carpentry, grading, and laying asphalt.
6. Opens and/or closes a regional park and may be placed in charge of park during absence of Regional Park Supervisor; gives information and directions to the public; collects fees; enforces rules and regulations and issues citations, if necessary.
7. Orients, trains, and leads a crew of temporary or alternative park workers; gives work assignments and assures safe and proper completion of work.
8. Keeps records of employees, work progress, equipment repair and maintenance, and supplies; performs related administrative work.
9. Responds to a variety of emergency situations which might involve injuries, misconduct, fires or other related incidents.

RECRUITING REQUIREMENTS:

KNOWLEDGE, SKILL, ABILITY:

- Knowledge of park systems, grounds maintenance, cemetery layout, or construction projects.
- Knowledge of the use of environmental land and facilities involving use by the public in a variety of ways.
- Knowledge of a variety of sprays and chemicals and their usage.
- Skill in the safe and effective operation of a variety of hand and power tools.
- Skill in minor maintenance a variety of equipment and hand and power tools.
- Skill in communicating effectively with and working with other employees and the public.
- Ability to perform manual work indoors and outdoors under severe climate conditions.

KNOWLEDGE, SKILL, ABILITY (cont'd.)

- Ability to understand and follow written and oral instructions.
- Ability to lay out work, train, and lead the work of other employees.
- Ability to prepare and maintain accurate and complete records and reports.
- Ability to enforce park rules to maintain public safety and crowd control.
- Ability to physically perform all the duties of the essential duties of the position including climbing, kneeling, sitting, standing, stooping, walking, bending, twisting, and lifting 50 pounds.

EXPERIENCE AND TRAINING:

High school diploma or G.E.D. and two years of progressively responsible experience in park, golf course, destination resort maintenance or closely related field or any combination of experience and training which provides the required knowledge, skills, and abilities necessary to perform the essential duties of the position.

LICENSE OR CERTIFICATE:

Possession of, or the ability to obtain upon hire, a valid Oregon driver's license.

Possession of, or the ability to obtain within six months from hire, a valid Oregon commercial driver's license.

METRO
LABORERS INTERNATIONAL UNION, LOCAL 483 PAY SCHEDULE

Pay Range (Hourly Rates):

Class Code	Classification	Entrance Rate	After Six Months	After One Year
019*	Typist-Receptionist	9.13	9.55	10.25
035*	Clerk/Bookkeeper	9.61	10.26	10.93
020*	Clerk/Stenographer	10.29	10.94	11.68
430*	Laborer (90 working days)	10.32	-----	-----
461*	Stationmaster	11.33	11.71	12.14
465*	Gardener 1	11.72	12.55	12.99
445*	Maintenance Worker 1	11.72	12.55	12.99
535*	Nutrition Technician	12.18	13.18	14.19
470*	Animal Keeper	12.18	-----	14.19
466*	Gardener 2	12.76	13.40	14.37
446*	Maintenance Worker 2	12.76	13.40	14.37
450*	Park Ranger	12.76	13.40	14.37
447*	Maintenance Worker 3	13.58	14.20	15.16
467*	Senior Gardener	14.67	15.32	16.28
468*	Arborist	14.67	15.32	16.28
478*	Work Center Coordinator	14.67	15.32	16.28
471*	Senior Animal Keeper	14.98	-----	-----
448*	Maintenance Technician	15.10	15.79	16.86
455*	Maintenance Lead	15.80	-----	17.63
456*	Master Mechanic	15.80	-----	17.63
457*	Maintenance Electrician	20.34	-----	-----

* Non-exempt classifications. Employees in these classifications are eligible to receive overtime compensation.

Effective: January 1, 1994 - June 30, 1994

Prepared: November 23, 1993

STAFF REPORT

CONSIDERATION OF RESOLUTION NO. 93-1878, FOR THE PURPOSE OF AMENDING THE LABORERS INTERNATIONAL UNION, LOCAL 483 CONTRACT PAY SCHEDULE AND CLASSIFICATIONS.

Date: November 24, 1993

Presented by: Paula Paris

BACKGROUND: The Intergovernmental Agreement (IGA) between Metro and Multnomah County to transfer the County Parks and Expo facilities and employees to Metro necessitates the continuation of the classifications of Arborist and Park Ranger for the Parks Department to appropriately function.

Personnel has successfully completed transfer negotiations with LIU Local 483 which includes maintaining these two classifications within the existing negotiated pay structure in the current collective bargaining agreement. The Council has previously approved the pay schedule and classifications for the Laborers International Union, LIU, Local 483 collective bargaining contract by Resolution No. 93-1808A. The transfer negotiations have amended the previously adopted resolution.

FISCAL IMPACT: Because the negotiated inclusion of the Arborist classification and Park Ranger classification are within current salary ranges in the LIU Local 483 contract pay schedule, there is no additional monetary impact.

RECOMMENDATION: We believe these revisions to the LIU, Local 483 pay schedules are necessary for the implementation of the IGA and the appropriate transfer of the County Parks Department employees. It is, therefore, recommended by the Executive Officer that Resolution No.93-1878 be adopted.

GOVERNMENTAL AFFAIRS COMMITTEE REPORT

RESOLUTION NO. 93-1878, AMENDING THE PAY SCHEDULE AND CLASSIFICATIONS FOR THE LABORERS INTERNATIONAL UNION, LOCAL 483 CONTRACT

Date: December 6, 1993

Presented by: Councilor Gardner

COMMITTEE RECOMMENDATION: At its December 2, 1993 meeting the Governmental Affairs Committee voted 4-0 to recommend Council adoption of Resolution No. 93-1878. Voting were Councilors Gates, Gardner, Hansen, and Wyers. Councilor Moore was excused.

COMMITTEE DISCUSSION/ISSUES: Personnel Director Paula Paris presented the staff report. She said this item is a companion to the Multnomah County Parks/Expo Intergovernmental Agreement (Resolution No. 93-1877), and is needed to adapt Metro's pay and classification plan to add two new classifications for people who will be moving to Metro with the transfer. The changes followed discussions with Union representatives, and result in two additions to the classification plan. Those new positions are Arborist and Park Ranger.

Councilor Gardner asked if these changes represent differences in pay level compared with the existing pay rates at Multnomah County. Ms. Paris said all staff being transferred, with one exception, fall into applicable Metro pay ranges; Metro's ranges are higher at the top end, but have fewer steps. One person will see an increase of approximately \$1.24/hour, because of the differences in pay scales between the two agencies.