



CITY OF

VERA KATZ, MAYOR

**PORTLAND, OREGON**  
BUREAU OF POLICE

Mark A. Kroeker, Chief of Police

1111 S.W. 2nd Avenue  
Portland, Oregon  
97204**MEMORANDUM**

January 2, 2001

TO: Mayor Vera Katz

SUBJECT: Ordinance

Attached is an ordinance authorizing the Police Bureau to appoint Marlow Orvin Fischer to the classification of Police Officer at the four-year salary rate. This is a hiring incentive available through the Portland Police Association Labor agreement Article 64.

If you have any questions regarding this ordinance, please contact Mark Shackart at 823-0399 of the Portland Police Bureau Personnel Division.

If this ordinance meets with your approval, please file it for council action.

MARK A. KROEKER  
Chief of Police

MAK:EAU

Enclosures: 13 Ordinance copies

C: File

# ORDINANCE NO. 175223

\* Authorize the Police Bureau to appoint Marlow Orvin Fischer to the classification of Police Officer at the four year salary rate (Ordinance.)

The City of Portland ordains:

Section 1. The Council finds:

1. The City Council committed to support the recruitment needs of the Police Bureau through approval of a labor agreement with the Portland Police Association which provides, through Article 64 "Recruitment and Retention Incentives", for appointment above the entry rate for currently certified, experienced law enforcement officers
2. Marlow Orvin Fischer brings to the City of Portland 16 years of extensive and varied law enforcement experience and training. He is currently a state certified police officer with the City of Tigard, Oregon Police Department.
3. The Police Bureau has determined that based upon his level of experience and training, appointment at the four-year salary rate is necessary in order to attract Mr. Fischer to work for the Bureau.

NOW, therefore, the Council directs:

- a. Based upon a bona fide recruitment need, the Portland bureau of Police is authorized to appoint Marlow Orvin Fischer at the four-year salary rate for Police Officer.

Section 2. The Council declares that an emergency exists because of the need to act in a timely manner given the number of vacant Police Officer positions. Therefore, this ordinance shall be in force and effect from and after its passage by the Council.

Passed by Council: **JAN 10 2001**

Mayor Vera Katz  
Mark Shackert  
January 10, 2001

Gary Blackmer  
Auditor of the City of Portland

By 

Deputy

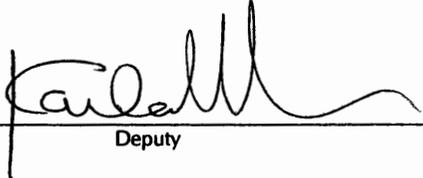
20

Agenda No.

ORDINANCE NO. 175223

Title

\* Authorize the Police Bureau to appoint Marlow Orvin Fischer to the classification of Police Officer at the four year salary rate (Ordinance.)

INTRODUCED BY	Filed: <b>JAN 05 2001</b>
Mayor Vera Katz	Gary Blackmer Auditor of the City of Portland
NOTED BY COMMISSIONER	By:  Deputy For Meeting of: _____ ACTION TAKEN: _____
Affairs	
Finance and Administration <i>Vera Katz</i>	
Safety	
Utilities	
Works	
BUREAU APPROVAL	
Bureau: <b>POLICE</b>	
Prepared by Date	
<b>ELIZABETH URBANA 12/29/00</b>	
Budget Impact Review:	
<input checked="" type="checkbox"/> Completed <input type="checkbox"/> Not Required	
Bureau Head: <i>Mark A. Kroeker</i> <b>MARK A. KROEKER</b> Chief of Police	

AGENDA		FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
			YEAS	NAYS
<u>Consent</u>	Regular	Francesconi	✓	
NOTED BY		Hales	✓	
City Attorney		Saltzman	✓	
City Auditor		Sten		
City Engineer		Katz	✓	