

ORDINANCE No. 189375 As Amended

Authorize grievance settlement between Portland Police Association and the City of Portland through its Portland Police Bureau regarding terminated employee Gregg Lewis (Ordinance).

The City of Portland ordains:

Section 1. The Council finds:

1. The Portland Police Bureau (PPB) terminated employee Gregg Lewis on February 2, 2018. The Portland Police Association ("PPA") grieved the termination. The City denied the grievance and the PPA advanced the grievance to arbitration.
2. The parties now desire to compromise and settle the grievance. A copy of the proposed Settlement Agreement is attached as Exhibit A.
3. Under the terms of the Settlement Agreement:
 - a. Lewis's termination will be rescinded, and in its place, a 120-hour unpaid suspension will be imposed.
 - b. Lewis will be paid back pay from February 2, 2018, through December 3, 2018, less the amount of a 120-hour suspension without pay, subject to all applicable State and Federal tax withholdings. The amount of back pay, with the 120-hour suspension without pay deducted, and before deduction of applicable withholdings, is \$100,020.53.
 - c. Lewis will permanently retire from City employment effective December 3, 2018. As part of the grievance settlement, Lewis will not apply for and will not be eligible for any Portland Police Bureau or City employment in the future.
 - d. PPA agrees to withdraw the grievance with prejudice.
4. PPB and the City Attorney's Office recommend acceptance of the proposed settlement.
5. Per PCC 3.15.050, the Director of the Bureau of Human Resources has reviewed and approved the proposed settlement.

NOW, THEREFORE, the Council directs:

- a. The Mayor, the Police Chief and the Director of the Bureau of Human Resources are authorized to enter into and execute the Settlement Agreement in the form attached to this Ordinance as Exhibit A, subject to approval as to form by the Office of the City Attorney.
- b. The Police Bureau shall execute a payment authorization in the amount set forth in paragraph 3.b. above.

Passed by the Council: FEB 06 2019

Commissioner: Mayor Ted Wheeler

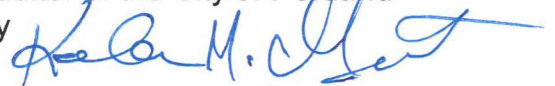
Prepared by: Mark Amberg

Date Prepared: December 11, 2018

Mary Hull Caballero

Auditor of the City of Portland

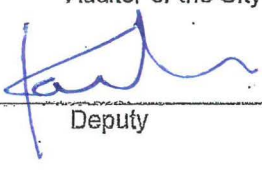
By



Deputy

Agenda No.
ORDINANCE NO. 189375 As Amended
Title

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<p>INTRODUCED BY Commissioner/Auditor: Mayor Wheeler</p>	<p>CLERK USE: DATE FILED <u>JAN 22 2019</u></p>
<p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Wheeler</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Hardesty</p> <p>Position 4/Safety - Eudaly</p>	<p>Mary Hull Caballero Auditor of the City of Portland</p> <p>By:  Deputy</p>
<p>BUREAU APPROVAL</p> <p>Bureau: Police Bureau Bureau Head: Danielle Outlaw</p> <p>Prepared by: Mark Amberg Date Prepared: December 11, 2018</p> <p>Financial Impact Statement & Public Involvement Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p> <p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p>City Attorney Approval: required for contract, code, easement, franchise, comp plan, charter</p> <p>Council Meeting Date: <u>1/9/19</u></p>	<p>ACTION TAKEN:</p> <p>JAN 30 2019 PASSED TO SECOND READING As Amended FEB 06 2019 9:30 A.M.</p>

AGENDA
<p>TIME CERTAIN <input type="checkbox"/></p> <p>Start time: _____</p> <p>Total amount of time needed: _____ (for presentation, testimony and discussion)</p>
<p>CONSENT <input type="checkbox"/></p>
<p>REGULAR <input checked="" type="checkbox"/></p> <p>Total amount of time needed: <u>15 min</u> (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	✓	
2. Fish	✓	
3. Hardesty		✓
4. Eudaly	✓	
Wheeler	✓	