

EXHIBIT A

Memorandum of Understanding

The Parties to this Letter of Agreement (Agreement) are the City of Portland (the City), on behalf of Portland Fire & Rescue (PF&R) and the Portland Fire Fighters' Association, IAFF Local 43 (PFFA or Union), (collectively, the Parties).

Background

1. The City and the Union are parties to a collective bargaining agreement effective July 1, 2019, to June 30, 2023 (the CBA)
2. The Union is the sole collective bargaining representative on behalf of employees working in classifications listed in Schedule A of the CBA.
3. On or around December 17, 2021, the parties entered into a Letter of Agreement to hire Lateral Firefighters. A Lateral Firefighter is defined as a Firefighter with a minimum of two (2) years paid professional experience as a firefighter with a fire agency outside of PF&R.
4. Upon hire, Lateral Firefighter Recruits go through a three-phase training program.
5. While in the Phase III of training, Lateral Firefighters are assigned to Field Training Officers (FTOs).
6. The City and Union have an interest to incentivize the rate of pay for employees working in an FTO capacity.

Agreement

1. Firefighters in Phase III will be assigned to designated training stations.
2. Permanently assigned members will have priority to be detailed back to their home station for any vacancies that occur.
3. Each identified training station will have up to three designated FTOs per Lateral Firefighter in Phase III.
4. While working as an FTO, the member will receive a 6% premium on their base wage.
5. This Agreement shall remain in place from October 1, 2022, through June 30, 2023. This Agreement shall not set any precedent for any purpose.

For the City:

For Portland Fire Fighters Association:

DocuSigned by:

A handwritten signature in black ink that reads "Sara Boone".

9/2/2022

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Sara Boone,
Fire Chief

Date

A handwritten signature in black ink that reads "Isaac McLennan".

8/29/2022

Isaac McLennan,
Union President

Date

DocuSigned by:

Ron Eto on behalf of Cathy Blessⁱ/2022

200CBCC7273C48B...
Cathy Bless

Date

BHR Director

Approved as to Form:

DocuSigned by:

Fallon Niedrist

9/2/2022

AF40ECD6824D493...

Fallon Niedrist,

Date

Deputy City Attorney