



[Home](#) / [Council Documents](#)

# 191049

Emergency Ordinance

## **\*Authorize a Letter of Agreement between the City and the Portland Police Command Officers' Association to adopt a Corrective Action Guide to ensure consistency and fairness**

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and the Portland Police Command Officers' Association (PPCOA) are parties to a collective bargaining agreement (CBA) effective July 1, 2020 through June 30, 2023.
2. The City and the Portland Police Association implemented a new Corrective Action Guide in the Labor Agreement between the Portland Police Association and the City of Portland dated July 1, 2021 through June 30, 2025.
3. To ensure consistency and fairness across PPB's law enforcement bargaining units, the PPCOA and the City have tentatively agreed to implement the same Corrective Action Guide.
4. The Corrective Action Guide improves the City's employee discipline structure by providing for accountability, clarity, consistency, and adequate correction of employee behavior, as well as improving trust with the community and between employees and PPB.
5. Representatives of the City and the PPCOA have developed a draft tentative agreement (Agreement), Exhibit A attached hereto and incorporated herein by this reference, that outlines the amendments necessary to incorporate the Corrective Action Guide into the existing CBA.
6. The Letter of Agreement shall be signed by representatives for the City and the PPCOA and shall conform substantially to a form similar to the Agreement attached as Exhibit A.
7. The Corrective Action Guide is attached as Schedule B to Exhibit A.

NOW, THEREFORE, the Council directs:

- A. The Director of Human Resources is authorized to enter into a Letter of Agreement with the PPCOA substantially similar to that

Introduced by

[Mayor Ted Wheeler](#)

Bureau

[Human Resources;](#)  
[Management and Finance](#)

Contact

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📞 [503-823-4170](tel:503-823-4170)

Requested Agenda Type

Consent

Date and Time Information

**Requested Council Date**  
October 26, 2022

Portland Policy Document

set forth in the attached Exhibit A.

- B. The Corrective Action Guide shall be in a form similar to the Corrective Action Guide attached as Schedule B to Exhibit A.
- C. This ordinance is binding City policy.

Section 2. The Council declares that an emergency exists due to need for accountability and labor certainly; therefore, this Ordinance shall be in full force and effect from and after its passage by the Council.

## Documents and Exhibits

 [Exhibit A](#) (3.13 Mb)

An ordinance when passed by the Council shall be signed by the Auditor. It shall be carefully filed and preserved in the custody of the Auditor (City Charter Chapter 2 Article 1 Section 2-122)

Passed by Council  
October 26, 2022

Auditor of the City of Portland  
Mary Hull Caballero

## Impact Statement

### Purpose of Proposed Legislation and Background Information

The proposed Letter of Agreement amends the Collective Bargaining Agreement between the Portland Police Command Officers' Association (PPCOA) and the City to adopt the same Corrective Action Guide as the City implemented in the latest Collective Bargaining Agreement with the Portland Police Association.

- The City and PPCOA are parties to a collective bargaining agreement (CBA) effective July 1, 2020 through June 30, 2023
- The City and the Portland Police Association implemented a new Corrective Action Guide in the Labor Agreement between the Portland Police Association and the City of Portland dated July 1, 2021 through June 30, 2025.
- To ensure consistency and fairness across PPB's law enforcement bargaining units, the PPCOA and the City have tentatively agreed to implement the same Corrective Action Guide.
- The Corrective Action Guide improves the City's employee discipline structure by providing for accountability, clarity, consistency, and adequate correction of employee behavior, as well as improving trust with the community and between employees and PPB.

## Financial and Budgetary Impacts

This Letter of Agreement does not implement changes to current FTE or budgets and does not result in new financial obligations.

## Community Impacts and Community Involvement

The community impact is to have consistency in accountability between the PPCOA and the PPA. The City had extensive community input on disciplinary matters relating to police.

## 100% Renewable Goal

Not applicable.

## Agenda Items

### 883 Consent Agenda in [October 21-27, 2022 Council Agenda](#)

Passed

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Commissioner Dan Ryan Yea

Commissioner Jo Ann Hardesty Yea

Mayor Ted Wheeler Yea