

Letter of Agreement

The Parties to this Letter of Agreement (“LOA”) are the City of Portland (“City”), on behalf of Portland Police Bureau (“PPB”) and the Portland Police Association (“PPA”), (collectively, the “Parties”).

Background

1. The City and PPA are parties to a collective bargaining agreement effective July 1, 2021 through June 30, 2025 (the “CBA”).
2. The City and PPA have an interest in ensuring that sworn members who are promoted to the Sergeant, Detective, or Criminalist pay scale receive a higher pay rate than if they had not been promoted. The parties also have an interest in modifying the hiring process for Public Safety Support Specialist.
3. The purpose of this agreement is to amend the final paragraph in Schedule A – Salary Rates of the CBA, as pertains to the method for determining promotional pay rates for sworn members, and to amend Article 65 of the CBA, as pertains to the hiring process for Public Safety Support Specialists.

Agreement

1. The final paragraph in Schedule A - salary rates, page 76, is amended as follows:

A Police Officer promoted to Sergeant, Detective, or Criminalist **from the top step of the Police Officer pay scale** will be placed at the step on the Sergeant, Detective, or Criminalist pay scale that is at least one and three-quarters percent (1.75%) higher than the Police Officer’s pay step upon promotion.

A Police Officer promoted to Sergeant, Detective, or Criminalist **from lower than the top step of the Police Officer pay scale** will be placed at the step on the Sergeant, Detective, or Criminalist pay scale that is at least one and three-quarters percent (1.75%) higher **than the step that is one step higher than the** Police Officer’s pay step **on the Police Officer pay scale** upon promotion.

2. This change will apply retroactively to the date of promotion for the members London Westerlund and Torrey Streed.
3. Article 65.5.5 of the CBA is amended as follows:

Components of pre-hire psychological exam ~~and disqualifying events~~ for Public Safety Support Specialist are the same as current sworn PPB employees. **However,**

disqualifying events for Public Safety Support Specialist may be different than those disqualifying events for a Police Officer position. An applicant may be hired into a Public Safety Support Specialist position even if they do not pass the pre-hire psychological examination for PPB Police Officers.

An applicant who is not disqualified for the Public Safety Support Specialist position during the psychological evaluation process and is hired by the City as a Public Safety Support Specialist, but is disqualified for a sworn position during the psychological evaluation process, will be allowed to re-apply after six (6) months for a vacant sworn Police Officer position and may again reapply thereafter consistent with City policy.

4. All other applicable terms and conditions of Article 65.5.5 and Schedule A Salary Rates will continue to apply.
5. This LOA does not modify any other term, provision, or practice of the CBA.
6. This LOA sets no precedent beyond the terms set forth herein.
7. This LOA is effective upon the date of approval by City Council.

For the City:

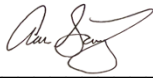
Charles Lovell, Date
Police Chief

Cathy Bless, Date
BHR Director

Approved as to Form:

Lisa Rogers, Date
Deputy City Attorney

For PPA:



Aaron Schmutz, 9/28/22
PPA President Date