

Exhibit A

Grievance Settlement Agreement

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

Background

1. The City and the PPA are parties to a collective bargaining agreement effective July 1, 2021 through June 30, 2025 (the CBA).
2. On February 9, 2023, the PPA filed Grievance No. 2023-02, alleging violations of the CBA related to vacation accruals for Officer Davonne Zentner.
3. The Parties tolled the grievance timelines to discuss resolution of the grievance.
4. To resolve the grievance, the Parties agree as follows.

Agreement

1. Effective April 27, 2023 the City will credit 167 hours of vacation leave to Officer Zentner’s vacation leave bank.
2. Effective April 27, 2023, the City will adjust Officer Zentner’s vacation accrual rate to 7.39 hours per bi-weekly, pay period to reflect the 20 years of service accrual rate under Article 24, with future accrual rate adjustments to occur in accordance with the CBA.
3. Officer Zentner will be allowed to carry over up to 167 hours until the first pay period in 2025 in addition to the two (2) year maximum allowable under Article 25.
4. The Parties agree that this Agreement reflects a unique resolution of a contested grievance matter and is thus non-precedent setting beyond the terms set forth in this Agreement.

[signatures on next page]

For Portland Police Association:




3/21/23

Aaron Schmautz
PPA President

Date

For the City:

Charles
Lovell III

 Digitally signed by
Charles Lovell III
Date: 2023.04.06
15:57:43 -07'00'

Chuck Lovell,
Police Chief

Date

Cathy L. Bless

4/3/2023

Cathy Bless
BHR Director

Date

Approved as to Form:

Heidi K. Brown

2023-03-27

Heidi Brown
Sr. Deputy
Attorney

Date