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191659

(Emergency Ordinance)

*Authorize Letter of Agreement with the Portland Police Association for the Portland Police Bureau to create a new public order team with expertise in providing police services during public order events

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and PPA are parties to a collective bargaining agreement effective through June 30, 2025 ("CBA").
2. The City is interested in creating a new public order team with specific expertise in providing police services during public order events.
3. The City and PPA agree that it is helpful to provide a premium pay incentive to attract high quality officers to this work and wish to enter into a Letter of Agreement to provide premium pay in accordance with Article 35.2 of the CBA.
4. The Letter of Agreement shall be signed by the City and the PPA and shall conform substantially to a form similar to the Agreement attached as Exhibit A.

NOW, THEREFORE, the Council directs:

A. The Director of Human Resources is authorized to enter into a Letter of Agreement, in a form substantially similar to the Agreement attached as Exhibit A, between the City and the PPA, to provide sworn members who are assigned to be part of the Public Order Team to receive premium pay bi-weekly at the rate of six percent (6%) of the sworn member's base salary, for every pay period or portion thereof the sworn member was assigned to the public order team.

Section 2. The Council declares an emergency exists to allow the Bureau to establish and immediately assign sworn members to the public order team; therefore, this Ordinance shall be in full force and effect from and after its passage by the Council.

Introduced by

[Mayor Ted Wheeler](#)

Bureau

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

Contact

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Requested Agenda Type

Time Certain

Date and Time Information

Requested Council Date
March 20, 2024
Requested Start Time
10:35 am
Time Requested
10 minutes

Documents and Exhibits

📄 Exhibit A (https://www.portland.gov/sites/default/files/council-   66.32 KB
documents/2024/loa-for-public-order-team-premium-3.4.2024-130-
pm-ppa-signed.pdf)

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
March 20, 2024

Auditor of the City of Portland
Simone Rede

Impact Statement

Purpose of Proposed Legislation and Background Information

The purpose of this ordinance is to provide a premium pay incentive to attract
high quality officers, with specific expertise in providing police services during
public order events, to serve on the new Public Order Team.

Financial and Budgetary Impacts

The fiscal impact of this agreement would be an estimated $380,000 in
ongoing annual expenditures, in addition to the standard cost-of-living
allowances (COLA). Costs incurred in FY2023-2024 will be absorbed by the
Portland Police Bureau's annual operational budget.

Community Impacts and Community Involvement

This action is internal to City government processes.

100% Renewable Goal

Not applicable.

Budget Office Financial Impact Analysis

This ordinance would add $380,000 of additional ongoing costs. Without
additional resources, this would likely require a reduction in police services
commensurate with current and future year costs. Current year costs would
likely be a fraction of the ongoing costs with expenses only projected for the
final 3 months of the year.

Agenda Items

239 Time Certain in [March 20, 2024 Council Agenda](https://www.portland.gov/council/agenda/2024/3/20)

Passed

Commissioner Carmen Rubio Yea

Commissioner Dan Ryan Yea

Commissioner Rene Gonzalez Yea

Commissioner Mingus Mapps Yea

Mayor Ted Wheeler Yea