

EXHIBIT A

Letter of Agreement

This Letter of Agreement ("LOA") is by and between the City of Portland by and through the Portland Police Bureau ("City") and the Portland Police Association ("PPA"), collectively the "Parties."

Recitals

- A. The City and PPA are parties to a collective bargaining agreement effective through June 30, 2026 ("CBA").
- B. Article 37.2 of the Parties' CBA states in relevant part: "Whenever a sworn member is permanently or temporarily assigned as a supervisory Sergeant or as a Detective or Criminalist supervising Detectives or Criminalists in the Investigations or Forensic Evidence Division, the sworn member shall be paid for all time so worked at the highest rate paid for Sergeant, Detective, or Criminalist, plus three percent (3%)."
- C. The City has recently reorganized the reporting structure for some detectives, such that some detectives are no longer reporting to Investigations or the Forensic Evidence Division, and instead reporting to precincts as their responsibility units ("RUs").
- D. Further, the City has been consolidating business and administrative services between Portland Police Bureau, Portland Fire & Rescue, and other public safety services. To streamline administration of services under different CBAs, the City wishes to include certain administrative provisions found in the Portland Fire & Rescue CBA in the PPA CBA.
- E. This purpose of this LOA is to amend Article 37.2 as it relates to payment of supervisory pay to sworn members who supervise Detectives, Criminalists, Acting Detectives, or Acting Criminalists assigned to Police Bureau Branches and Divisions beyond the Investigations or Forensic Evidence Division, including those assigned to police precincts, and to amend Article 65.2 to include a provision concerning payments made to the PPA VEBA Trust.

Agreement

The Parties agree as follows:

- 1. Article 37.2 is amended to read: "Whenever a sworn member is permanently or temporarily assigned as a supervisory Sergeant or as a Detective or Criminalist supervising Detectives or Criminalists ~~in the Investigations or Forensic Evidence Division~~, the sworn member shall be paid for all time so worked at the highest rate paid for Sergeant, Detective, or Criminalist, plus three percent (3%)."


2. The City will retroactively apply the Article 37.2 terms of this LOA to Sgt. Tom Namba, Sgt. Craig Anderson, and Sgt. Deandre Amos effective August 1, 2024, along with any other supervising sworn member who supervises property crimes Detectives or Acting Detectives assigned to police precincts since that date.
3. Article 65.2 is amended to add a new section, Article 65.2.6, which reads: "The City shall remit the above wage contributions and accrued leave transfers directly to the PPA VEBA Trust within 30 days of the date the payment would have been payable to the employee."
4. This LOA does not modify any other term, provision, or practice of the CBA except as specifically stated herein.
5. This LOA does not set a precedent beyond those terms set forth in this LOA and will be integrated into the parties' successor CBA.
6. This Agreement does not take effect unless and until signed by all Parties and approved by City Council.

For the City:

 10.29.24

Chief Robert Day Date
Portland Police Bureau

For the PPA:


 10/29/24

Sgt. Aaron Schmutz Date
President

 10/29/24

Ron Zito Date
Bureau of Human Resources

Approved as to form:

 10.30.2024

Fallon Niedrist de Guzman Date
Deputy City Attorney