

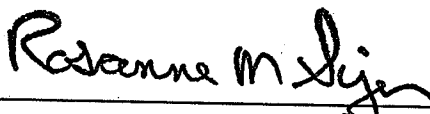
**LETTER OF AGREEMENT**

The City of Portland  
and  
Portland Police Association

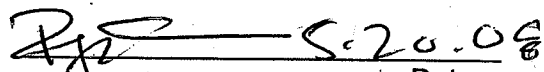
In the past, the parties have disputed the operation of overtime opportunities associated with the annual Rose Festival Grand Floral Parade that are made available to members of the bargaining unit. The parties have conferred in good faith in an attempt to avoid a dispute over this issue in 2008 and hereby agree to the following:

1. Officers assigned duties specifically associated with patrol during the 2008 Grand Floral Parade event shall work for the duration of the event until released by their superior officers.
2. Irrespective of the duration of the time an officer is on duty until released as provided in Section 1 herein, an officer performing patrol duties for the 2008 Grand Floral Parade shall earn at a rate so as to equal said officer's normal compensation for a full ten-hour shift. Applicable premiums and overtime rate, if any, shall be based on the officer's regular hourly rate.
3. In consideration of the City's commitment as referenced in Sections 1 and 2 above, the PPA agrees to not file any grievances regarding the distribution of work associated with the 2008 Grand Floral Parade. In the event a grievance is filed by an individual member of the PPA bargaining unit, the PPA agrees to not pursue said grievance to any level above Step I of the grievance procedure.
4. The distribution of work for the 2007 Rose Festival Grand Floral Parade was considered a pilot project subject to review subsequent to the event. This agreement for the 2008 Rose Festival Grand Floral Parade constitutes an extension of the pilot project.
5. Therefore, the parties stipulate that the terms of this *Memorandum of Agreement* shall not establish any precedent whatsoever. Nor shall this *Memorandum of Agreement* be used to support any grievance or in support of any proposal that may be proffered in future labor contract negotiations either by the PPA.
6. This shall become effective upon adoption by the City Council.

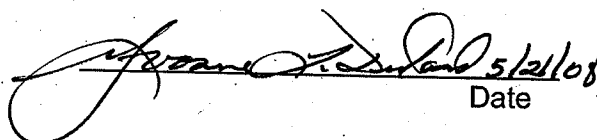
**For Portland Police Bureau**

  
\_\_\_\_\_  
Date


**For Portland Police Association**

  
\_\_\_\_\_  
Date

**For the City of Portland**

  
\_\_\_\_\_  
Date

**Approved as to form:**

  
\_\_\_\_\_  
Deputy City Attorney Date