

**LETTER OF AGREEMENT  
(Hazard Pay – Detectives Assigned to SERT)**

The parties to this Agreement are the City of Portland (City), on behalf of the Portland police Bureau (Bureau), and the Portland Police Association (Union).

Recitals:

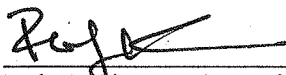
1. The City and Union are parties to a Labor Agreement, the term of which is July 1, 2006 to June 30, 2010.
2. Article 35.2 of the parties' Labor Agreement identifies the employee classifications that may be paid a Six Percent (6%) hazard premium for assignment to the Bureau's Special Emergency Reaction Team (SERT). Those classifications are Officer and Sergeant.
3. The parties conclude that it would be mutually beneficial to also authorize payment of the Six Percent (6%) hazard premium to as many as three (3) Detectives assigned to the Bureau's Special Emergency Reaction Team (SERT).

THEREFORE, the parties agree as follows: Agreement:

1. The parties mutually agree that up to three (3) Detectives assigned to the Bureau's Special Emergency Reaction Team (SERT) shall be paid a Six Percent (6%) hazard premium as similarly provided to Officers and Sergeants in Article 35.2 of the parties' Labor Agreement. The Bureau retains sole discretion, however, whether to appoint or continue the appointment of Detectives to SERT.
2. This agreement shall become effective upon adoption by the City Council.
3. This agreement shall remain in effect for the entire term of the parties' current Labor Agreement. Further, this agreement shall remain in effect following expiration of the parties' current Labor Agreement and throughout hiatus until full ratification of a successor agreement, unless terminated by either party upon thirty (30) days written notice to the other party.

The above agreement is based on the particular facts of this matter and sets no precedent concerning operation of the collective bargaining agreement between the City and the Union.

**For the Union:**

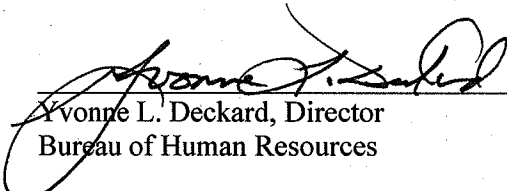
 9-2-08  
Robert King, PPA President Date

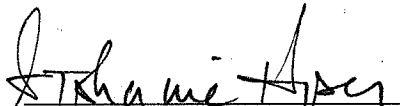
**For the Bureau:**

 9/29/08  
Rosie Sizer, Chief of Police Date

**For the City:**

*Reviewed as to Form:*

 9/30/08  
Yvonne L. Deckard, Director Date  
Bureau of Human Resources

 8.15.08  
Stephanie Harper, Dep. City Attorney