

## LETTER OF AGREEMENT

The City of Portland  
and  
Portland Police Association

This Letter of Agreement is executed between the City of Portland (hereinafter "City") and the Portland Police Association (hereinafter "PPA").

### Recitals:

1. The parties have a mutual interest in seeing the City of Portland hire and retain able and experienced police officers.
2. The City engaged in a specialized lateral recruitment of Multnomah County Deputies. The Bureau of Human Resources conducted Recruitment #07-151 to recruit lateral candidates from Multnomah County Sheriff's Office.
3. The parties to this agreement have agreed to reduce the probationary period from eighteen months to twelve months for all candidates hired under the above recruitment based on their professional law enforcement experience within the Portland Metro Area and current knowledge and application of Oregon Laws they bring to the job.

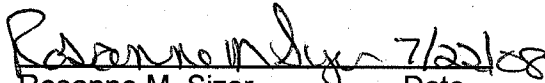
### Agreement:

Therefore, the parties agree to the following:

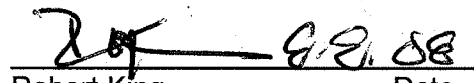
1. The following employees hired pursuant to Recruitment #07-151 (Multnomah County Sheriff's Officer Lateral recruitment) shall serve a 12-month probationary period:
  - Sean Christian
  - Jon Gaddis
  - Kathleen Martinez
  - David McGarry
  - Chad Phifer
  - Chad Steiner
  - Donald Wall
2. Other than altering the length of probation, all other provisions of the parties' Collective Bargaining Agreement related to terms and conditions of employment during and following probation shall be in full force and effect. For example, under Article 7.1, officers hired pursuant to Recruitment #07-151 shall within thirty (30) days following completion of their twelve (12) months probationary period either, (1) become and remain a member of the Association, or (2) tender to the Association the officer's fair share assessment. As another example, under Article 21.2.1, the two avenues of appeal set out in Article 21.1 do not apply to an officer hired pursuant to recruitment #07-151 who is separated during his/her the twelve (12) months initial probationary period.

3. The parties stipulate that the terms of this *Letter of Agreement* shall not establish any precedent whatsoever, nor shall this *Letter of Agreement* be used to support any grievance or in support of any proposal that may be proffered in future labor contract negotiations by the PPA.
4. This Agreement shall become effective upon adoption by the City Council.

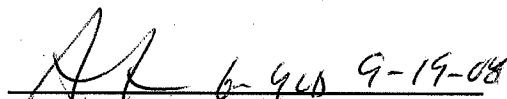
**For Portland Police Bureau**

  
\_\_\_\_\_  
Rosanne M. Sizer                      Date  
Chief of Police

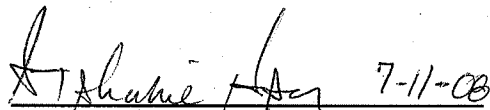
**For Portland Police Association**

  
\_\_\_\_\_  
Robert King                      Date  
President

**For the City of Portland**

  
\_\_\_\_\_  
Yvonne L. Deckard                      Date  
Director  
Bureau of Human Resources

*Approved as to form:*

  
\_\_\_\_\_  
Stephanie Harper                      Date  
Deputy City Attorney