

LETTER OF AGREEMENT
(Payroll Banking – 42-hour Fire Inspector series)

Exhibit A

The parties to this Agreement are the City of Portland (City), on behalf of Portland Fire & Rescue (PF&R), and the Portland Fire Fighters Association (PFFA).

Recitals:


1. The City and PFFA are parties to a Labor Agreement, the term of which is July 1, 2007 to June 30, 2010.
2. Article 25 of the Labor Agreement provides for a payroll smoothing process by banking hours and paying unit members assigned 52.08-hour schedules an equalized bi-weekly schedule of approximately 104.16 hours.
3. The Bureau has also utilized such a payroll smoothing process for unit members in the Fire Inspector series assigned to 42-hour schedules (Fire Inspector series) as well, using an equalized bi-weekly schedule of 84 hours.
4. The parties have not executed a formal Letter of Agreement authorizing application of the payroll smoothing process to unit members in the Fire Inspector series assigned to 42-hour schedules.
5. The parties conclude that it is mutually beneficial to authorize the continued availability of the payroll smoothing process to unit members in the fire Inspector series assigned to 42-hour schedules

THEREFORE, the parties agree as follows:

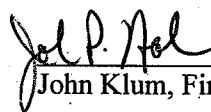
Agreement:

1. The parties mutually agree to permit payroll smoothing as described in Article 25 for unit members in the Fire Inspector series assigned to 42-hour schedules. The equalized bi-weekly schedule shall be computed at 84 hours.
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.

For the PFFA:

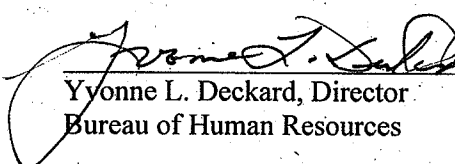
 10/14/08
Ken Burns, PFFA President Date

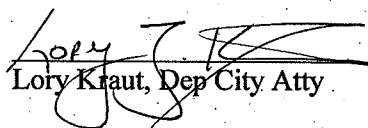
For the Bureau:

 DVC-FMO, ACTING FIRE CHIEF
John Klum, Fire Chief Date 10/14/08

For the City:

Reviewed as to Form:

 10/14/08
Yvonne L. Deckard, Director Date
Bureau of Human Resources

 10/14/08
Lory Kraut, Dep City Atty Date