

James R Forquer

James Forquer, PFFA Union President

Jerrell P Gaddis

Jerrell Gaddis, City of Portland

Date: 7/12/2010

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**TENTATIVE AGREEMENT BETWEEN THE CITY AND PFFA
July 12, 2010**

TWO-YEAR CONTRACT

YEAR ONE FY 2010-11	YEAR TWO FY 2011-12
COLA 0%	COLA 1% - 5%
Additional personal day for 40 hr members	Call shift 1,5 starting June 30, 2012
Payroll bank equalization Resolves Grievance	Change work week to 51.9223 hours/per week - 8.23 hours reduction per year, starting year 7/1/2011
Additional fund for education \$2000.00	12 hour vacation reduction during fiscal year
Additional premium pay for 12 Dive Team members	
Deferred Holiday Resolves Grievance	
Third year of vacation accrual	
Vacation use in eight-hour increments	

Note: VL accrual within 5 yrs of earliest day of retirement with no change in VL usage

- FLSA Overtime for all members, which included exempt Battalion Chiefs
- VEBA Participation for Tier 3/PERS/OPSRP members
- Payroll Banking (10-14-2008)
- Payroll Banking (05-20-2009)

PFFA members to cash out all hours currently in the Payroll Equalization Bank that are in excess of 36 hours