

Exhibit 1

LETTER OF AGREEMENT  
Fire & Police Disability & Retirement Fund Liaison Assignment

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

RECITALS

1. The City and the PFFA are parties to a collective bargaining agreement.
2. A firefighter is currently assigned as the PF&R's Liaison to the Fire and Police Disability and Retirement Fund (FPD&R).
3. Historically the FPD&R liaison has been paid at the Fire Training Officer pay rate.
4. PF&R wants to expand recruitment efforts for this assignment to include any sworn member below the rank of captain

Therefore, the parties agree:

AGREEMENT

1. The City and PFFA agree to add the assignment of FPD&R Liaison to the list of assignments in Article 8 Section C Paragraph 2 of the PFFA contract that receive specialty pay.
2. This agreement is non-precedent setting.
3. PFFA acknowledges that this agreement is subject to the approval of City Council and shall not become effective until approved.

For PFFA:

For the City of Portland:

\_\_\_\_\_  
Jim Forquer, President  
Portland Firefighter's Association

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

Date: \_\_\_\_\_

Date: \_\_\_\_\_

Approved as to form:

\_\_\_\_\_  
Lory Kraut, City Attorney

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John Klum, Fire Chief  
Date: 1/19/2011