

LETTER OF AGREEMENT

This Letter of Agreement is between the City of Portland (City), through its Portland Police Bureau (City), the American Federation of State, County and Municipal Employees, Local 189 (Union) and Carolyne Haycraft (Employee).

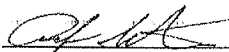
**Background**

1. The City and the District Council of Trade Unions (DCTU), of which Union is a member, are parties to a Collective Bargaining Agreement (CBA or Labor Agreement) effective July 1, 2010 to June 30, 2013.
2. Union is the sole collective bargaining representative for employees working in the Crime Prevention Representative job classification at the Portland Police Bureau, and the sole collective bargaining representative for the Crime Prevention Program Administrator job classification at the Portland Police Bureau.
3. Generally, employees covered by the City-DCTU Labor Agreement are hired at the entry rate for the job classifications listed in Schedule A. The current entry rate for the Crime Prevention Program Administrator classification is \$21.32 per hour.
4. The Portland Police Bureau's Family Services Division hired Employee in a Crime Prevention Representative position on November 19, 2008, on a temporary basis. Under the terms of the CBA, Employee was eligible for wage increases.
5. The position was reclassified from Crime Prevention Representative to Crime Prevention Program Administrator on November 1, 2011. Employee worked out of class in that job classification at a rate of \$27.76. Employee competed for the reclassified position and was selected with a date of hire of February 17, 2012. As a Crime Prevention Representative, Employee's wage rate was higher than the established entry rate for the Crime Prevention Program Administrator.
6. Employee has been and continues to work within the WomenStrength and GirlStrength programs, which provide self-defense and personal safety workshops for women and girls between the ages of 10-14. Employee has worked successfully in coordinating these programs, which rely heavily on developing and maintaining effective relationships with a grantor and volunteers.

**Agreement**

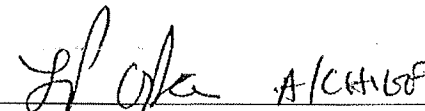
1. Union agrees that Employee's wage rate will be the Year 2 rate of the Crime Prevention Program Administrator job classification, currently set forth in the CBA as \$25.84 per hour.
2. This Agreement is entered into because of the unique circumstances associated with this particular hiring decision, and does not establish a precedent for any other purpose.
3. This Agreement requires the approval of the Portland City Council. Upon approval, the wage rate of \$25.84 will be effective retroactive to February 17, 2012.

AMERICAN FEDERATION OF STATE, COUNTY  
AND MUNICIPAL EMPLOYEES, Local 189

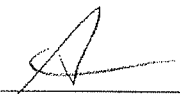
  
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Rob Wheaton, Council Representative

Dated: 6/29/2012

CITY OF PORTLAND

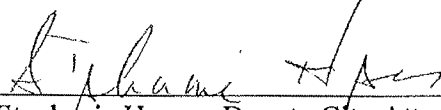
  
\_\_\_\_\_  
Mike Reese, Chief  
Portland Police Bureau

Dated: 7/6/12

  
\_\_\_\_\_  
Anna Kanwit, Director  
Bureau of Human Resources

Dated: 7-11-12

APPROVED AS TO FORM

  
\_\_\_\_\_  
Stephanie Harper, Deputy City Attorney

Dated: 7-6-12