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191416

Emergency Ordinance

***Authorize Director of Human Resources to enter into Letter of Agreement with Portland Police Association to provide enhanced overtime payments for Police Officers and Sergeants to volunteer for overtime precinct patrol shifts for a limited period of time**

Passed

The City of Portland ordains:

Section 1. The Council finds:

1. The City and PPA are parties to a collective bargaining agreement effective July 1, 2021 through June 30, 2025 (the CBA).
2. Whereas the CBA provides for overtime compensation at "one and one-half (1-1/2) times the member's established rate of pay as set forth in Schedule A," under the terms of the Letter of Agreement (LOA), Police Officers and Sergeants who work or supervise precinct patrol districts will be eligible for enhanced overtime payment at two (2.0) times the member's established rate of pay as set forth in Schedule A of the CBA. Only members who are responding to calls for service in the field are eligible for this enhanced overtime pay incentive.
3. The purpose of the LOA is to provide an incentive for Police Officers and Sergeants to volunteer for overtime precinct patrol shifts for a limited period during the summer of 2023.
4. The total payment of enhanced overtime (the additional one-half (1/2) times of the member's established rate of pay) provided under the LOA shall not exceed \$1,000,000.
5. The Chief of Police has the authority at any time to terminate enhanced time overtime pay provided for in the LOA.
6. The enhanced overtime payment and the LOA shall automatically sunset sixty (60) calendar days from the date of City Council approval.
7. The LOA shall not set a precedent beyond the terms set forth herein.
8. The LOA does not modify any other term, provision, or practice of the CBA.

Introduced by

[Mayor Ted Wheeler](#)

Bureau

[Police](#)

Contact

Michael Frome

Deputy Chief

✉ Michael.Frome@police.portlandoreg.gov

📞 [503-793-5641](tel:503-793-5641)

Requested Agenda Type

Regular

Date and Time Information

Requested Council Date

August 16, 2023

Time Requested

15 minutes

Portland Policy Document

9. The LOA is effective upon the date of approval by City Council.


NOW, THEREFORE, the Council directs:

A. The Director of the Bureau of Human Resources is authorized to enter into a Letter of Agreement, Exhibit A, between the City and Portland Police Association.

B. This ordinance is binding City policy.

Section 2. The Council declares an emergency exists because the amendments will help incentivize additional Police Officers and Sergeants to staff precinct patrol district shifts; therefore, this Ordinance shall be in full force and effect from and after its passage by the Council.

Documents and Exhibits

 [Exhibit A \(https://www.portland.gov/sites/default/files/council-documents/2023/ordinance-exhibit-a-loa-enhanced-ot-final.pdf\)](https://www.portland.gov/sites/default/files/council-documents/2023/ordinance-exhibit-a-loa-enhanced-ot-final.pdf) 387.78 KB

An ordinance when passed by the Council shall be signed by the Auditor. It shall be carefully filed and preserved in the custody of the Auditor (City Charter Chapter 2 Article 1 Section 2-122)

Passed by Council
August 16, 2023

Auditor of the City of Portland
Simone Rede

Impact Statement

Purpose of Proposed Legislation and Background Information

The purpose of the Letter of Agreement (LOA) is to provide an incentive for Police Officers and Sergeants to volunteer for overtime precinct patrol shifts for a limited period during the sixty (60) days following City Council approval.

Financial and Budgetary Impacts

The total payment of enhanced overtime (the additional one-half (1/2) times of the member's established rate of pay) provided under the LOA shall not exceed \$1,000,000.

Community Impacts and Community Involvement

The amendments will help incentivize additional Police Officers and Sergeants to staff precinct patrol district shifts.

100% Renewable Goal

Not applicable.

Budget Office Financial Impact Analysis

The maximum financial impact of this ordinance is a \$1.0 million (per the not-to-exceed amount stated in the Letter of Agreement) unanticipated outlay to the Portland Police Bureau's budget—representing 0.45% of their General Fund Discretionary budget. The Police Bureau will need to work to absorb these costs into their CY budget, but also retain the right to request Compensation Set-aside resources in the Spring Supplemental Budget.

Agenda Items

682 Regular Agenda in [August 16, 2023 Council Agenda](https://www.portland.gov/council/agenda/2023/8/16)
(<https://www.portland.gov/council/agenda/2023/8/16>)

Passed

Commissioner Rene Gonzalez Yea

Commissioner Mingus Mapps Yea

Commissioner Carmen Rubio Yea

Commissioner Dan Ryan Yea

Mayor Ted Wheeler Yea