

LETTER OF AGREEMENT

This Letter of Agreement (“LOA”) is by and between the City of Portland and its Police Bureau (“City” or “PPB”) and the Portland Police Association (“PPA”), collectively the “Parties.”

Recitals

- A. The City and PPA are parties to a collective bargaining agreement effective through June 30, 2025 (“CBA”).
- B. The City is interested in creating a new public order team with specific expertise in providing police services during public order events.
- C. Article 35 of the CBA provides for premium pay for certain assignments of work.
- D. The City and PPA agree that it is helpful to provide a premium pay incentive to attract high quality officers to this work.

The Parties Agree as Follows:

AGREEMENT

- 1. The Parties agree that sworn members who are assigned to be part of the Public Order Team shall receive premium pay bi-weekly at the rate of six percent (6%) of the sworn member’s base salary, for every pay period or portion thereof the sworn member was assigned to the public order team. The premium pay will be paid on all regular hours paid (80 regular hours paid per pay period) and will be included in the blended overtime rate.
- 2. The Parties agree that the public order team premium pay shall be subject to the terms provided for in Article 35.2 of the CBA.
- 3. The premium pay provided for herein shall be in effect on the date when a sworn member is accepted onto the Public Order Team.
- 4. This LOA does not modify any other term, provision, or practice of the CBA except as specifically stated herein.
- 5. This LOA does not set a precedent beyond those terms set forth in this LOA and is subject to the terms of Article 68 of the parties’ CBA.
- 6. This Agreement does not take effect unless and until signed by all Parties and approved by City Council.

For the City:

For the Union:

Bob Day,
Police Chief

Date



Aaron Schmautz,
PPA President

3/4/24

Date

Tracy Warren, Date
Interim BHR Director

Approved as to Form:

Heidi Brown, Date
Chief Deputy City Attorney