

Letter of Agreement  
Community Health Medical Responders

The Parties to this Letter of Agreement are the City of Portland (“City”), on behalf of Portland Fire & Rescue (“PF&R”) and Portland Fire Fighters Association (PFFA Local 43, “Union”).

**Background**

1. The City and the PFFA are parties to a Collective Bargaining Agreement, effective July 1, 2023 through June 30, 2026 (“CBA”).
2. The Community Health Medical Responder is a classification represented in Schedule A of the CBA.
3. PF&R management relies on tenured Community Health Medical Responders to train newly hired Community Health Medical Responders as Field Training Officers (“FTOs”).
4. The Parties have identified a shared interest in providing a premium pay to recognize the additional responsibility for FTOs performing this work.
5. The Parties agree to the following terms for FTO premium pay.

**Agreement**

1. Management reserves the right to determine qualifications for Community Health Medical Responders as FTOs and to assign FTOs at management’s sole discretion.
2. Community Health Medical Responders, when assigned by management as an FTO to train newly hired Community Health Medical Responders, shall receive a premium of six (6%) over their regular base hourly rate.
3. This Agreement shall be retroactive to November 1, 2023.
4. This Agreement shall expire upon the expiration of the current CBA.
5. This Agreement is based on the circumstances described above and does not constitute or create a precedent and is effective upon execution.
6. This Agreement will not go into full force and effect unless and until it is adopted by City Council through ordinance.

For the City:

DocuSigned by:

*Ryan Gillespie*

6/6/2024

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Ryan Gillespie

Date

Interim Fire Chief  
Portland Fire & Rescue

For PFFA, IAFF Local 43

DocuSigned by:

*Isaac McLennan*

6/6/2024

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Isaac McLennan

Date

PFFA President

DocuSigned by:

*Tracy Warren*

6/7/2024

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Tracy Warren

Date

Interim Human Resources Director  
Portland Bureau of Human Resources

Approved as to Form:

DocuSigned by:

*Fallon Nedrist de Guzman*

6/6/2024

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Fallon Nedrist de Guzman

Date

Deputy City Attorney