

**LETTER OF AGREEMENT
(MCSO Lateral Recruits Longevity Pay)**

The City of Portland
and
Portland Police Association

This Letter of Agreement is executed between the City of Portland (hereinafter "City") and the Portland Police Association (hereinafter "PPA").

Recitals:

1. The parties hereto have a mutual interest in seeing the City of Portland hire and retain able and experienced police officers.
2. The City engaged in a specialized lateral recruitment of Multnomah County Deputies. As such, the Bureau of Human Resources conducted Recruitment #07-151 to recruit lateral candidates from Multnomah County Sheriff's Office.
3. The parties to this agreement previously agreed to reduce the probationary period from eighteen months to twelve months for all candidates hired under the above recruitment based on their professional law enforcement experience within the Portland Metro Area and knowledge and application of Oregon Laws.
4. The parties to this agreement wish to recognize the period of employment at Multnomah County Sheriff's Office in determining length of employment for computation of longevity pay.

Agreement:

Therefore, the parties agree to the following:

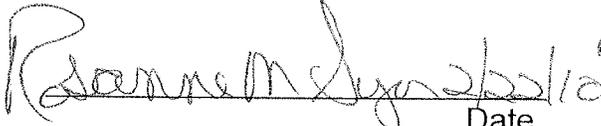
1. The following employees hired pursuant to Recruitment #07-151 (Multnomah County Sheriff's Officer Lateral recruitment) shall be credited with their time of employment as Deputy Sheriffs at Multnomah County Sheriff's Office for purposes of determining length of employment for computing longevity pay under Article 65.3 of the parties' collective bargaining agreement:
 - Sean Christian
 - Jon Gaddis
 - Kathleen Martinez
 - David McGarry
 - Chad Phifer
 - Chad Steiner
 - Donald Wall

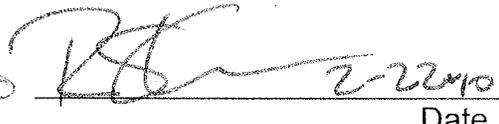
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2. The parties stipulate that the terms of this *Letter of Agreement* shall not establish any precedent whatsoever concerning the rights or benefits of other or subsequent laterally transferred recruits, nor shall this *Letter of Agreement* be used to support any subsequent grievance unrelated to the enforcement of this Letter of Agreement.
3. This Agreement shall become effective upon adoption by the City Council and the PPA Executive Board.

For Portland Police Bureau

For Portland Police Assoc.


Date


Date

For the City of Portland

Approved as to form:


Yvonne Deckard, Director Date
Bureau of Human Resources


Deputy City Attorney Date