

## GRIEVANCE SETTLEMENT AGREEMENT

This grievance settlement agreement is between the City of Portland, on behalf of the Portland Police Bureau (PPB), and the Portland Police Association (PPA), on behalf of grievant Scherise Hobbs.

### BACKGROUND:

1. Grievant received a 300-hour suspension without pay on January 27, 2006. She forfeited 119 hours of accrued vacation and served the remainder of the suspension without pay.
2. The PPA grieved the 300 hours suspension. The City denied the grievance and the parties proceeded to arbitration. The first day of hearing commenced on February 3, 2009.
3. The parties agree that it is in their mutual interest to enter into this Settlement Agreement rather than to proceed with the arbitration hearing.

### AGREEMENT


1. PPB will rescind the original 300-hour suspension without pay and reissue a 120-hour suspension without pay.
2. PPB will restore 119 hours of vacation pay to grievant's accrued vacation bank. In addition, PPB will reimburse the grievant for 61 hours at the hourly rate of \$32.28, which represents the grievant's hourly rate at the time she served the suspension without pay. The total amount repaid to grievant shall be subject to all applicable withholdings.
3. PPA agrees to withdraw the Bergstrom/Hobbs grievance with prejudice.
4. This agreement represents the complete and final resolution of the above-referenced grievance and settles all outstanding issues and claims of the PPA and the grievant.
5. This agreement sets no precedent for any purpose.
6. This agreement shall not become effective unless authorized by City Council.

CITY OF PORTLAND

By

  
Dan Saltzman, Commissioner

By

  
Rosanne M. Sizer, Chief  
Portland Police Bureau

By

  
Yvonne L. Deckard, Director  
Bureau of Human Relations

APPROVED AS TO FORM:


  
Lory J. Kraut  
Deputy City Attorney

PORTLAND POLICE ASSOCIATION

By

  
Scott Westerman, President

By

  
Will Aitchison, Attorney