

Memorandum of Agreement (MOA)

By and Between

The City of Gresham (“GPD” or “City”)

And

Gresham Police Officers’ Association (“GPOA” or Association”)

Re: Detective Specialty Assignment Pay

Background

At the request of the City, this Memorandum of Agreement (MOA) is mutually agreed upon by the Association and the City. The purpose of this MOA is to amend Specialty Assignment Pay as it relates to employees assigned to Detectives.

Recitals

- Whereas, the City wishes to discontinue using term limits for employees assigned as Detectives and Detective Sergeants to the Investigations Division.
- Whereas, due to the construction of the Association’s Collective Bargaining Agreement (CBA) as it pertains to Specialty Pay for Detectives, and the discontinuation of term limits, the Detective Specialty Pay structure needs to be amended, to allow for this change.

Agreement

As a result of this bargaining, the Parties agree to the following:

1. Upon full execution of this MOA, the City will discontinue all term limits for Detective or Detective Sergeant assignments for existing employees in the Investigations Division.
2. Upon the full execution of this MOA, the Parties agree to amend Section 18.6 of the CBA to the following:

Language to be deleted or replaced is ~~struck through~~ and **new language is double underlined and in bold.**

18.6 Specialty Assignment Pay

- | | |
|------------------|---|
| I. Detective Pay | 6% over regular base pay for long term assignments
4% over regular base pay for career development assignments
<u>4% over regular base pay for employees assigned as Detective or Detective Sergeant with less than four (4) years’ experience as a Detective.</u> |
|------------------|---|

6% over regular base pay for employees assigned as Detective or Detective Sergeant with four (4) years' or more experience as a Detective or Detective Sergeant. Experience is cumulative based.

- 3. The Parties agree that no employee assigned as a Detective or Detective Sergeant shall suffer a reduction in Detective Incentive Pay by the signing of this MOA.
- 4. This MOA represents the entire agreement between the Parties. The Parties agree they are not relying on any promises or representations other than what is stated in the MOA.

The Parties acknowledge their agreement with the terms of this MOA by signing below.

City of Gresham:

Gresham Police Officers' Association:

Travis Gullberg, Police Chief

Matt Galbreath, President of GPOA

Date

Date

Eric Schmidt, City Manager

Date

Approved as to Form

City Attorney or Designee