

**Memorandum of Agreement (MOA)**

By and Between

The City of Gresham

And

Gresham Police Officers' Association

Re: One (1)-year CBA extension

**Background:** The City of Gresham (City) and the Gresham Police Officers' Association (Association) are currently parties to a collective bargaining agreement (CBA) for the contract period July 1, 2022- June 30, 2025.

The City approached GPOA about a one (1)-year extension to the current CBA and the parties met, bargained and reached an agreement on the following terms for a one (1)-year contract extension.

The parties agree that the current CBA language amendments are indicated as follows: language to be deleted or replaced is ~~struck through~~ and new language is **double underlined and in bold**.

**Agreement:**

1. This MOA is subject to City Council and Association ratification. As such, GPOA will propose ratification to GPOA membership by May 30, 2024. If the GPOA's members vote to ratify the terms of this MOA, then the City's Council will vote to ratify and approve the terms of this MOA at its June 4, 2024, or other Business Meeting. This MOA will become effective on the date the City Council votes to ratify the MOA and will not become effective unless and until both parties vote to ratify this MOA.
2. The current CBA will be extended one (1) year from July 1, 2025, through June 30, 2026, as reflected in paragraph 5 below.
3. Section 18.1 – SALARIES GENERALLY is modified as follows:

Salaries covered by this Agreement shall be in accordance with the schedules set forth in Appendix "A" of this Agreement. The wage rates set forth in Appendix A shall be increased as follows:

~~Effective and retroactive to July 1, 2022 four percent (4.0%)~~

~~Effective July 1, 2023 four percent (4.0%)~~

~~Effective July 1, 2024 four percent (4.0%)~~

**Effective July 1, 2025, the salary steps and wage schedule in effect on June 30, 2025, shall be increased by four percent (4%) across-the-board for all classifications represented by GPOA. The City shall update Appendix A – GPOA Salary Schedule to reflect the salary increases described in this Article 18.1.**

Annual progression through the salary range shall be based on the employee meeting job-related performance standards developed in cooperation with the Association using existing standards as a minimum.

4. The following language will be added to section 20.7- MEDICAL RETIREMENT TRUST:

**10. Effective July 1, 2025, the City, on behalf of the GPOA, will deposit an additional amount of one hundred dollars (\$100) per month (bringing the total City contribution to two hundred dollars (\$200) per month) into the RMT for each member of the GPOA. This amount will continue to be contributed by the City for the duration of this MOA and the duration of the CBA.**

5. Article 27 - TERM OF AGREEMENT, shall be amended as follows:

Except as otherwise provided herein, this Agreement shall be effective ~~retroactive to~~ as of July 1, ~~2022~~2025, and shall continue in effect until June 30, 2026.

This Agreement shall be renewed automatically from year to year beyond the current expiration date unless the City or the Association notifies the other, in writing, prior to January 15 of the expiring or any subsequent year, that it desires to open the Agreement for negotiations. In the event notification is given, negotiations shall begin no later than March 1. This Agreement shall remain in full force and effect during the period of negotiations for a successor Agreement.

6. Except as indicated in this MOA, all other provisions of the current CBA, and active MOUs and MOAs shall remain in effect, as applicable. To the extent this MOA conflicts with any provisions of the CBA, City policies/procedures, or active MOAs/MOUs, this MOA shall control from July 1, 2025 to June 30, 2026.
7. This MOA represents the entire agreement between the parties and supersedes any policies, rules, practices, or CBA terms which are contrary to or inconsistent with these terms, except as specifically indicated above. The Parties agree they are not relying on any promises or representations other than what is stated in this MOA.

The signatures below indicate the parties' tentative agreement to the terms of this MOA. The final agreement and implementation of this MOA is contingent upon the GPOA and City Council's approval/ratification. Therefore, by signing below the parties acknowledge and agree that the MOA will not become effective unless and until both the GPOA and City Council have approved and ratified this MOA.

**City of Gresham:**



Eric Schmidt, Interim City Manager

5/7/24

Date

**Gresham Police Officers' Association:**



Matt Galbreath, GPOA-President

5/7/24

Date

Approved as to form:

Helen Toloza

Digitally signed by Helen  
Toloza  
Date: 2024.05.08  
11:06:35 -07'00'

Representative from City Attorney's Office

\_\_\_\_\_  
Date