

**MEMORANUDM OF UNDERSTANDING (MOU)**

By and Between

The City of Gresham (“GPD or City”)

And

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

**Re: Specialty Pay for GPOA Members to receive Specialty Pay when performing Investigations pursuant to the Gresham Police Department’s Policy 935 (Internal Affairs)**

**Background**

The purpose of this MOU is to add a Specialty Pay subsection for Internal Affairs Investigations to the Parties’ CBA Article 18.6. As part of ongoing negotiations related to an Internal Affairs Policy Grievance Settlement Agreement between the GPOA and GPD, the Parties recognize there may be occasions where a GPOA Member is asked to conduct an Administrative Investigation pursuant to GPD’s Policy 935 - Internal Affairs. Both Parties agree there is a need to fairly and equitably compensate GPOA Members when conducting Administrative Investigations pursuant to GPD’s Policy 935, which are outside the normal scope of work.

**Recitals**

- The City and Association are currently Parties to the 2022-2026 Collective Bargaining Agreement (“CBA”), and
- The City and Association have agreed to include a new specialty pay category to the Parties’ CBA Article 18.6 to address Internal Affairs Investigations work.

**Agreement**

The Parties agree as follows:

1. This MOU is effective as of the date of the last signing Party and shall continue in effect until it is included into the Parties next successor CBA.
2. Upon the full execution of this MOU, the Parties agree to amend Section 18.6 of the CBA to add the following subsection:

**18.6 Specialty Assignment Pay**

***T. Internal Affairs Investigations per GPD’s Policy 935 5% over regular base pay***

- 3. The Parties agree that the Internal Affairs Investigations specialty pay will not be subject to the specialty pay cap outlined in GPOA’s CBA Article 18.7.
- 4. The Internal Affairs Investigations specialty pay would remain in effect from the time of the assignment until the conclusion of the investigation.
- 5. The Parties agree that GPOA Members must first receive the assignment by the Chief of Police or their Designee before conducting an Internal Affairs Investigation pursuant to GPD’s Policy 935.
- 6. This MOU 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 this MOU.

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

**City of Gresham:**

**Gresham Police Officers’ Association:**

\_\_\_\_\_  
Travis Gullberg, Chief of Police

\_\_\_\_\_  
Matt Galbreath, GPOA President

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

\_\_\_\_\_  
Eric Schmidt, City Manager

\_\_\_\_\_  
Date

Approved as to Form:

\_\_\_\_\_  
City Attorney or Designee