

MEMORANDUM 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 as a Field Training Officer (“FTO”)

Background

The purpose of this MOU is to amend Article 18.6 subsection A - FTO Specialty Pay of the Parties’ Collective Bargaining Agreement (“CBA”). The Parties have identified staffing needs (recruiting, hiring, and retention) as a top priority for the police department. In addition, Gresham residents support GPD’s efforts and passed Ballot Measure 26-247 in support of a five-year operating levy to retain and hire firefighters and police officers. Experienced Police Officers assigned as Police Training Officers (“PTO”/“FTOs”) are crucial in the development and training of new officers at GPD. There is a community expectation to fill the existing staffing shortages and now the additional levy positions have increased the workload and demand for PTOs. This MOU supports incentivizing officers into keeping their PTO positions and entice experienced officers to become PTOs.

Recitals

- The City and Association are currently parties to the 2022-2026 CBA, and
- The City and Association have agreed to amend Article 18.6-Specialty Assignment Pay subsection A - Field Training Officer Pay, to address the increase in staffing needs.

Agreement

The Parties agree as follows:

1. This MOU is effective as of the date of the last signing Party and shall terminate on June 30, 2026.
2. Upon the full execution of this MOU, the Parties agree to amend Article 18.6 subsection A as follows:

18.6 Specialty Assignment Pay

A. Field Training Officer Pay

10% over regular base pay when assigned to train another employee

or

14% over regular base pay when assigned to train another employee within the Uniformed Operations Division

The current CBA language amendments are indicated as follows: language to be deleted or replaced is ~~struck~~-through and new language is underlined and in bold.

- 3. The Parties agree that the Field Training Officer specialty pay will not be subject to the specialty pay cap outlined in GPOA’s CBA Article 18.7 during the life of this MOU.
- 4. 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