

RESOLUTION NO. 1849

A RESOLUTION APPROVING THE MEMORANDUM OF UNDERSTANDING WITH EMPLOYEES REPRESENTED BY TROUTDALE POLICE OFFICERS ASSOCIATION

THE TROUTDALE CITY COUNCIL FINDS AS FOLLOWS:

1. The City and Troutdale Police Officers Association have reached agreement on a Memorandum of Understanding effective July 1, 2008. This is in addition to the five-year collective bargaining agreement, which the Council adopted on September 26, 2006.
2. The memorandum of understanding was agreed to by the Association membership on October 25th, 2006.
3. The memorandum of understanding must be ratified by the City Council before it becomes effective.

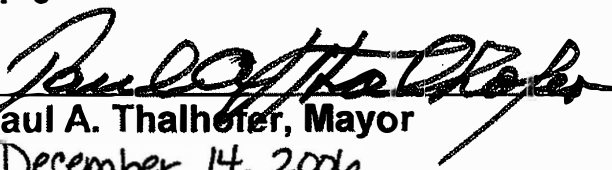
NOW THEREFORE BE IT RESOLVED BY THE COUNCIL OF THE CITY OF TROUTDALE

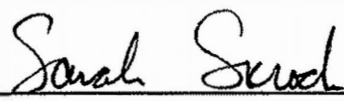
Section 1. The memorandum of understanding between the City of Troutdale and Troutdale Police Officers Association for the period July 1, 2008 – June 30, 2011 is approved in substantially the form shown in Attachment A hereto.

Section 2. The City Administrator is authorized to take necessary action to implement and administer Section 1 of this Resolution.

Section 3. This Resolution shall be effective immediately upon adoption.

YEAS: 7
NAYS: 0
ABSTAINED: 0


Paul A. Thalhofer, Mayor
December 14, 2006
Date


Sarah Skroch, Office Support Specialist

Adopted: December 12, 2006

MEMORANDUM OF UNDERSTANDING

This agreement entered into on the day and date below written by and between the City of Troutdale and the Troutdale Police Officers Association is for the purpose of settling a disagreement regarding the tentative agreement reached on August 16, 2006 involving longevity pay in Article 31.2 for the Collective Bargaining Agreement ending on June 30, 2011. The parties met on October 25, 2006, and concluded that there was not a meeting of the minds with regard to longevity pay at the bargaining session on August 16, 2006.

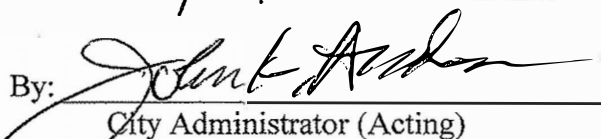
For and in consideration of the mutual promises here and after stated the parties agree to amend the Collective Bargaining Agreement entered into between the City of Troutdale and the Troutdale Police Officers Association expiring on June 30, 2011 as follows:

1. Article 31.2 will be amended to be titled Longevity "Pay" rather than Longevity and the word "merit" will be deleted from the article.
2. The parties agree that officers will be paid the longevity incentive on the officer's first step from July 1, 2006 to June 30, 2008.
3. Article 31.2 will be further amended to state that starting July 1, 2008, the incentive will be paid on a percentage of the officer's current step.
4. The parties agree that the collective Bargaining Agreement between the parties is amended.

**FOR: THE CITY OF TROUTDALE,
OREGON**

By: 
Chief of Police

Date: 12/13/06


By: 
City Administrator (Acting)

Date: 12/15/06

**FOR: THE TROUTDALE POLICE
OFFICERS' ASSOCIATION**

By: 
President

Date: 12-13-06

By: 
Vice President

Date: 12-13-06

ARTICLE 31 - EDUCATION INCENTIVE/LONGEVITY/PREMIUMS

31.1 Certification/Education

Members of the bargaining unit shall be eligible for certification and educational incentive pay to be applied to the current step of the officer's salary range after meeting each of the following requirements:

- 6% Intermediate or advanced certificate from D.P.S.S.T., or Bachelors degree from an accredited institution, or A.A. degree generally related to law enforcement.

- 8.5% Advanced certificate from D.P.S.S.T. and either a Bachelors degree from an accredited institution or A.A. degree generally related to law enforcement.

The employee shall both request in writing payment for certification and educational pay and provide verifiable documentation to the Human Resource Manager of the requirements identified in this Article. In lieu of a certificate from DPSST, a written statement from the DPSST that the employee has met the eligibility requirements signed by an authorized agent of the DPSST shall suffice. Payment shall start with next payroll period.

31.2 Longevity Pay

Longevity pay incentive shall be paid on a percentage of the first step of the officer's pay range from July 1, 2006 to June 30, 2008. On July 1, 2008, the longevity incentive will be paid on a percentage of the officer's current step of the officer's pay range in accordance with the following schedule:

- 2% after five (5) years of service;
- 3% after ten (10) years of service;
- 4% after fifteen (15) years of service; and
- 5% after twenty (20) years of service.

31.3 Premium Pay

Officers shall qualify for the following premium pay:

Field Training Officer: F.T.E.P. qualified officers will receive \$1.00 per hour while assigned as a field training officer. Instructors will receive \$1.00 per hour while providing in-service instruction to Department members. All such instructors must be approved by the Chief of Police.

Spanish Language: \$100.00 per month. The City will determine what is an acceptable level of proficiency and the appropriate testing to determine proficiency.