

## MEMORANDUM OF UNDERSTANDING

By and Between  
The City of Gresham  
And  
Gresham Police Officers' Association

### RE: Police Records Specialist and Crime Analyst Accrual Banks

**Background:** On April 18, 2022, the GPOA filed a unit clarification petition with the Oregon Employment Relations Board (ERB) requesting to transfer two existing classification specifications, police records specialist series (PRS) and the crime analyst (CA), to the GPOA bargaining unit. On May 17, 2022, the parties entered into an agreement to resolve the petition. In the agreement the City voluntarily recognized the PRS and CA as belonging in the GPOA bargaining unit.

### Recitals:

1. The parties entered into a new CBA that was executed on September 20, 2022 and expires on June 30, 2025. Under Article 27 – Term of Agreement, the parties' CBA retroactively applies to July 1, 2022.
2. On November 23, 2022, the parties reached an agreement regarding the accrual banks of the PRS and CA employees that transferred into GPOA. On December 5, 2022, the parties amended their agreement specifically, section (b) Teamsters PTO Bank to GPOA PTO Bank. In all other respects, the agreement terms remained the same.


### Agreement:

1. The parties agreed to the following terms:
  - (a) **Floating Holiday Hours**-Any floating holiday hours the transferred employees had as Teamsters members is converted into GPOA's PTO accrual bank. The parties also agreed to prorate the amount of floating holiday hours back to July 1, 2022.
  - (b) **Teamsters PTO bank to GPOA PTO Bank**-Adjust the July, August, and September PTO accruals given to the transferred employees to match what they would have received as GPOA members. Before the contract was ratified, the July 4<sup>th</sup> and Labor Day holiday occurred, and the City paid all of the transferred employees straight time and overtime pay under the Teamsters contract. The transferred employees would not have received these benefits under the GPOA contract. Therefore, the transferred employees were overpaid for the two holidays. To allow the City to recoup the overpayments, the transferred employees will not begin receiving GPOA PTO accruals until after the contract was ratified on September 20, 2022.
  - (c) **Holiday Worked**- The transferred employees with a holiday work balance from their time as a Teamsters member will have those hours converted into GPOA's PTO bank.

- (d)**Holiday 4**-The new GPOA CBA does not include a Holiday 4 accrual bank. This is because it was converted to a personal day increase of 10 hours under Article 12.2- Personal Day Leave. This new benefit will be provided to the transferred employees.
2. This MOU constitutes the entire agreement between the parties.
  3. Any amendments to this Agreement must be in writing, signed by authorized representatives of the parties, and must specifically state that it was intended to amend this Agreement.
  4. Disputes arising from this Agreement defer to the grievance process of the parties' CBA.
- The parties acknowledge their Agreement with the terms of this MOU by signing below.

**City of Gresham:**

**Gresham Police Officer's Association:**

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

T. Walker 041723  
 \_\_\_\_\_  
 Tommy Walker, President of GPOA

4/17/23  
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 Date

\_\_\_\_\_  
 Date

Digitally signed by Nina Vetter  
 Vetter  
 Date: 2023.04.18  
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 \_\_\_\_\_  
 Nina Vetter, City Manager

\_\_\_\_\_  
 Date

Approved as to Form:

City Attorney's Office

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Date