

Memorandum of Agreement (MOA)

By and Between

The City of Gresham (“GPD” or “City”)

And

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

Re: Sworn Lateral Detective Hiring

Background

The Association and City have identified an immediate need for Police Detectives, which has led the Parties to draft this Memorandum of Agreement (MOA). The purpose of the MOA is to establish a temporary hiring agreement for Sworn Lateral Police Officers with a direct assignment to the Investigations Division as a Detective.

Recitals

Whereas, the City and Association are currently Parties to the 2022-2026 CBA; and
Whereas, the Investigations Division currently has six (6) unfilled Detective positions; and
Whereas, the Investigations Division has five (5) Detectives eligible to retire by the end of 2025; and
Whereas, historically, all Detective positions have been selected through an internal recruitment, however due to historically low staffing, the City is unable to fill all these vacancies internally from patrol operations.

Agreement

As a result of this bargaining, the Parties agree to the following:

1. Upon the full execution of this MOA, the Parties agree to hiring up to five (5) Sworn Lateral Police Officers, with direct assignment to the Investigations Division as a Detective.
2. The Parties agree, this is a Detective specific recruitment, eligible for Sworn Lateral Police Officer applicants with a minimum of the following qualifications:
 - a. Must have at least five (5) years of experience as a Sworn Police Officer with at least two (2) years as a Detective/ Investigator.
 - b. Must currently be a Detective/ Investigator or have been within the last twelve (12) months as of the date of application for a position with the City.
3. Employees hired under this MOA will be required to complete a Sworn Lateral Police Officer Field Training and Evaluation Program (FTEP) within their first probationary year of employment. FTEP may be waived for Sworn Lateral Police Officers with in-state experience, at the discretion of the Chief of Police or their designee.
4. Employees hired under this MOA will immediately upon hiring receive Detective Incentive pay as outlined in the GPOA CBA Article 18.6(I), along with other qualifying incentives, pay scale, consistent with the CBA and applicable MOU/MOA’s.
5. Employees hired under this MOA shall have no term limit on their assignment as a Detective.
6. Employees hired under this MOA shall have a probationary period of twelve (12) months from the date of hire as outlined in the GPOA CBA Article 21.4.
7. Employees hired under this MOA shall accrue PTO in accordance with the GPOA CBA Article 11.8 and shall accrue sick leave in accordance with Article 13.5.

- 8. All terms and conditions of the current GPOA CBA apply to the employees hired under this MOA and will remain in full force and effect as applicable.
- 9. This MOA is effective upon the date of the last signing Party and shall continue in effect until June 30, 2026.
- 10. This MOA may be extended or modified by mutual written agreement of the City and Association.

The Parties acknowledge their Agreement with the terms of this MOA by signing below.

City of Gresham:

Gresham Police Officers' Association:

Travis Gullberg, Police Chief

Matt Galbreath, President of GPOA

Date

Date

Eric Schmidt, City Manager

Date

Approved as to Form

City Attorney or Designee