

EXHIBIT A

City of Portland – PFFA
 Tentative Agreement – Cover Page
 August 11, 2005
 Page 1 of 2

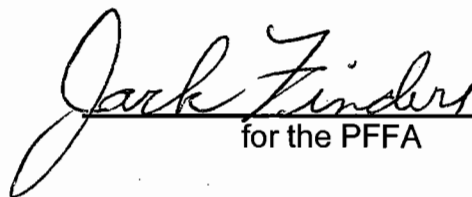
The parties have conferred at length in a mutual attempt to settle all outstanding issues in labor negotiations for a successor to 2002-2005 labor *Agreement*. Both parties have made respective concessions in order to achieve an accord. The following constitutes the tentative agreement:

- Article 1 – Per the 2002-2005 labor *Agreement*.
- Article 2 - Per the 2002-2005 labor *Agreement*.
- Article 3 - Per the City proposal dated May 20, 2005.
- Article 4 - Per the 2002-2005 labor *Agreement*.
- Article 5 - Per the 2002-2005 labor *Agreement*.
- Article 6 - Per the 2002-2005 labor *Agreement*.
- Article 7 – Per the 2002-2005 labor *Agreement* subject to appropriate adjustments owing to the addition of Two Kelly Days effective June 28, 2006 (see Kelly Day attachment).
- Article 8 – Per the PFFA proposal dated August 8, 2005.
- Article 9 - Per the 2002-2005 labor *Agreement* subject to appropriate adjustments owing to the addition of Two Kelly Days effective June 28, 2006 (see Kelly Day attachment).
- Article 10 – Per the PFFA proposal dated August 8, 2005 subject to:
 - Amended to provide for two Kelly Days effective June 28, 2006 (see Kelly Day attachment).
 - Section 8 will be revised to provide for a maximum of 35 members, excluding Battalion Chiefs between bilateral ratification and June 28, 2006. Effective June 29, 2006, the maximum number will be adjusted to 33. The fixed maximum number of 33 will sunset upon the expiration of the 2005-2007 labor *Agreement*.
 - Reinsert the word "seniority" in Section 5, line 15.
- Article 11 – Per the PFFA proposal dated August 8, 2005 subject to the following amendments:
 - Sick Leave credit to be as provided in the 2002-2005 labor *Agreement*. Effective June 28, 2006 an adjustment will be made to the sick leave accrual rate to provide for the additional two (2) Kelly Days (see Kelly Day attachment).
 - The sick leave to vacation conversion provision (page 2, lines 2 through 8) shall sunset at the conclusion of the 2005-2007 labor *Agreement*.
- Article 12 – Per the 2002-2005 labor *Agreement*.
- Article 13 - Per the 2002-2005 labor *Agreement*.
- Article 14 - Per the 2002-2005 labor *Agreement*.
- Article 15 - Per the 2002-2005 labor *Agreement*.
- Article 16 - Per the 2002-2005 labor *Agreement*.
- Article 17 - Per the 2002-2005 labor *Agreement*.
- Article 18 – Per the City's proposal dated June 19, 2005.
- Article 19 - Per the 2002-2005 labor *Agreement*.
- Article 20 - Per the 2002-2005 labor *Agreement*.
- Article 21 - Per the 2002-2005 labor *Agreement*.
- Article 22 - Per the 2002-2005 labor *Agreement*.
- Article 23 – Per the PFFA proposal dated August 8, 2005.
- Article 24 – Per the tentative agreement dated July 5, 2005.

- Article 25 – Per the PFFA proposal dated August 8, 2005 **subject to an adjustment** to provide for two Kelly Days effective June 28, 2006 (see Kelly Day attachment).
- Article 26 - Per the 2002-2005 labor *Agreement*.
- Article 27 - Per the PFFA proposal dated August 8, 2005, **except** that the provision calling for the potential “replacement program” is **subject to additional conversation** in Labor-Management, the parties’ counsel and BHR.
- Article 28 - Per the 2002-2005 labor *Agreement*.
- Article 29 - Per the City proposal dated June 19, 2005.
- Schedule A – Per the PFFA proposal dated August 8, 2005 subject to adjustment for the additional Kelly Days effective June 28, 2005 (see Kelly Days attachment).
- Labor Management Committee - Per the 2002-2005 labor *Agreement*.
- PIO Compensation - Per the City proposal dated July 19, 2005.
- Attachment A - Per the 2002-2005 labor *Agreement*
- Attachment B - Per the 2002-2005 labor *Agreement*.
- Attachment C - Per the 2002-2005 labor *Agreement*.
- Workforce Violence Policy MOA - Per the 2002-2005 labor *Agreement*.

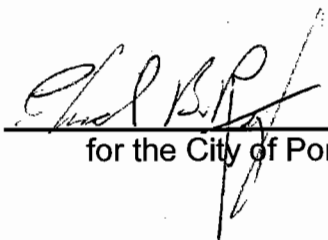
All other matters per the 2002-2005 labor *Agreement* unless otherwise tentatively agreed to by the parties.

By their signature hereto, the undersigned pledge their support and good faith efforts of this tentative agreement throughout their respective ratification procedures



for the PFFA

Date: August 11, 2005



for the City of Portland

Date: August 11, 2005

KELLY DAYS

The parties agree that two (2) additional Kelly Days shall be added effective June 28, 2006.
Appropriate amendments will be made to the following articles:

- 7
 - 9
 - 10
 - 11
 - 25
- Schedule A (retroactive to July 1, 2005)

TA
EHL B. P. /
08/11/05
J.M.Z.
11 Aug. 2005