

MEMORANDUM OF AGREEMENT (MOA)

By and between the AFSCME Local 2067 and the City of Salem

This memorandum of agreement is between the City of Salem (City) and AFSCME Local 2067 (Union) (collectively the "Parties") regarding the classification and compensation change of the AFSCME represented positions listed below.

WHEREAS, the City, and Union are parties to a collective bargaining agreement (CBA) currently in effect through June 30th, 2024; and

WHEREAS, the City administers a compensation review system to ensure its competitiveness, effectiveness, and compliance with relevant regulations; and

WHEREAS, the Union agrees with this approach to ensure cyclical review of classifications and pay scales.

NOW, THEREFORE, The Parties agree as follows:

1. As part of the 5-year classification review cycle following the City’s process for AFSCME represented and non-represented jobs, the classifications listed below were reviewed. The review assessed the market rate in relation to the City’s comparators with a goal of providing a pay rate that is within 5% (higher or lower) of the City’s comparators.
2. The following reclassifications shall be made by the City:
 - a. Desktop Publishing Specialist – retitle to Graphic Design Specialist, pay grade change from A17 to A20
 - b. Reprographics Specialist – pay grade change from A17 to A18
 - c. Cashier – retitle to Customer Service Specialist 1, pay grade change from A14 to A15
 - d. Lead Cashier – retitle to Customer Service Specialist 2, pay grade change from A16 to A17
 - e. Security Officer – pay grade change from A04 to A09
 - f. Customer Service Rep 1 – retitle to Utility Meter Reader, no pay grade change (A14)
 - g. Customer Service Rep 2 – retitle to Utility Field Representative, no pay grade change (A17)
3. This MOA is subject to approval of the terms by City Council. Provided City Council approves, the above changes would be effective and retroactive July 1st, 2022. Upon execution of this agreement these changes will be incorporated into Appendix A of the CBA.
4. The Parties agree that this MOA is not precedent setting.

ON BEHALF OF CITY OF SALEM

DocuSigned by:
Krishna Namburi
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 Krishna Namburi, City of Salem, Date
 Enterprise Services Director

ON BEHALF OF AFSCME LOCAL 2067

DocuSigned by:
Kathy Knock
 _____ 7/6/2022
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 Kathy Knock, AFSCME President, Date
 Local 2067

DocuSigned by:
Jacob Downer
 _____ 7/6/2022
3B8945B1DAF8441...
 Jacob Downer, AFSCME Council 75 Date