

MEMORANDUM OF AGREEMENT (MOA)

By and between the AFSCME Local 2067 and the City of Salem (City) and the Housing Authority of the City of Salem (SHA)

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

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

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

WHEREAS, SHA recently completed an organizational assessment and a compensation study completed by an independent consultant. The results of the assessment and study found that staffing and compensation levels are not adequate and therefore did not support the development and initiatives as guided by the objectives in the SHA strategic plan.


WHEREAS, the Union agrees with the City and SHA to add classifications and pay grades equivalent to City classifications and pay grades to ensure adequate staffing, competitiveness, equity for its members,

NOW, THEREFORE, The Parties agree as follows:

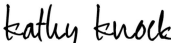
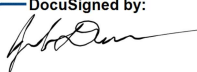
1. The following City job classifications, job class number, and pay grades below will be incorporated into the SHA pay plan:
 - a. Accountant #32 (03.A23)
 - b. Accounts Specialist Sr #27 (03.A16)
 - c. Admin Analyst I #88 (03.A19)
 - d. Admin Analyst II #89 (03.A22)
 - e. Code Enforcement Officer 1 #157 (03.A15)
 - f. Facility Maint Tech #603 (03.A21)
 - g. Network Analyst #847 (10.A35)
 - h. Network Technician #830 (03.A33)
 - i. Office Assistant #5 (03.A12)
 - i. Program Coordinator #205 (03.A22)
 - j. Staff Assistant #12 (03.A15)
2. The following reclassifications shall be made by the City and SHA:
 - a. Office Assistant #5 (03.A82) to Staff Assistant HA #12 (03.A15) depending on results of reclassification review.
 - b. Housing Lead Maintenance Mechanic #145 (03.A89) to Facility Maint Tech HA #603 (03.A21)
 - c. Dept Tech Support Analyst #182 (03.A95) to Network Tech HA #830 (03.A33)
 - d. Family Self Sufficiency Coordinator #227 (03.A86) to Admin Analyst I HA #88 (03.A19)
 - e. Housing Quality Standards Inspector #228 (03.A85) to Code Enforcement Officer

- f. Occupancy Specialist HA #229 (03.A88) to Admin Analyst I #88 (03.A19) or Admin Analyst II #89 (03.A22) depending on results of reclassification review.
 - g. Occupancy Specialist HA #229 (03.A88) to Program Coordinator #205 (03.A22) depending on results of reclassification review.
 - h. Lead Family Self-Sufficiency Coordinator #231 (03.A89) to Admin Analyst II #89 (03.A22)
3. This MOA will be effective with the above changes of incorporation of the City equivalent job classifications and pay grades into the SHA pay plan would be effective upon execution of this agreement. After the October 1, 2022 cost-of-living adjustment in accordance with the CBA, the results of the reclassification process will be completed and retroactive to September 1st, 2022.
4. The Parties agree that this MOA is not precedent setting.


ON BEHALF OF CITY OF SALEM


DocuSigned by:

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 Krishna Namburi, City of Salem, Date
 Enterprise Services Director

ON BEHALF OF AFSCME LOCAL 2067

DocuSigned by:

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 Kathy Knock, AFSCME President, Date
 Local 2067
 DocuSigned by:

 3B6945B1DAF8441... 9/14/2022
 Jacob Downer, AFSCME Council 75Date

ON BEHALF OF THE HOUSING AUTHORITY OF THE CITY OF SALEM (SHA)

DocuSigned by:

 7C9DDFC3E4DE4C9... 9/14/2022
 Nicole Utz, City of Salem Housing Authority, Date
 Housing Authority Administrator

DocuSigned by:

 1598F889E51C45B... 9/14/2022
 Keith Stahley, City of Salem Housing Authority, Date
 Executive Director