

## MEMORANDUM OF UNDERSTANDING

This Memorandum of understanding (MOU) is entered into between the City of Salem (City) and the 911 Professional Communication Employees' Association (PCEA).

The parties agree to the following within the newly ratified PCEA Collective Bargaining Agreement (CBA), (07/01/2023 – 06/30/2026) beginning November 2, 2023.

1. Change the language within the CBA, Article 9.2 – Vacation Use and Scheduling. Specifically, 9.2.B.
  - a. The sentence in question regarding Article 9.2.B currently states:
    - i. “In the first round of selections, one of an employee’s selections can be a minimum of two (2) consecutive shifts.”
  - b. Both parties agree to change Article 9.2.B to the following:
    - i. “In the second round of selections, one of an employee’s selections can be a minimum of two (2) consecutive shifts.”
2. Scriveners’ errors were identified within the CBA, Article 17.2 Discipline During Probationary Period. Specifically, 17.2.A and 17.2.B.
  - a. The sentence in question regarding 17.2.A currently states:
    - i. “Unless otherwise provided for in this Agreement employees hired after this Agreement is signed, who have not completed the eighteen (18) month initial probationary period shall be covered by all terms and conditions of this Agreement, except that the City's standards for successful completion of the initial probationary period and their application to the employee may not be grieved.”
  - b. 17.2.A is intended to state:
    - i. “Unless otherwise provided for in this Agreement employees hired after this Agreement is signed, who have not completed the twelve (12) month initial probationary period shall be covered by all terms and conditions of this Agreement, except that the City's standards for successful completion of the initial probationary period and their application to the employee may not be grieved.”
  - c. The sentence in question regarding 17.2.B currently states:

i. The City may extend the eighteen (18) month promotional probationary period for up to three (3) additional consecutive months with agreement of the Association.

d. 17.2.B is intended to state:

i. The City may extend the twelve (12) month promotional probationary period for up to three (3) additional consecutive months with agreement of the Association.



On behalf of PCEA  
Lisa Breitbach, President

11-17-23

Date

Krishna Namburi 11/15/23

On behalf of the City of Salem      Date  
Krishna Namburi, Deputy City Manager



On behalf of the City of Salem      Date  
Mike Niblock, Fire Chief