

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 pay grade changes shall be made by the City:
 - a. Clerk Messenger - pay grade change from A08 to A12
 - b. Code Enforcement 1 – pay grade change from A15 to A17
 - c. Custodial Worker I – pay grade change from A09 to A08
 - d. Laborer – pay grade change from A09 to A12
 - e. Security Officer – pay grade change from A09 to A12
 - f. WTP Operator 3 – pay grade change from A25 to A26
 - g. PW Signs and Markings Worker – pay grade change from A16 to A17
 - h. PW MO II – pay grade change from A16 to A17
 - i. PW MO I – pay grade change from A14 to A15
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, 2024. 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

Krishna Namburi 11/4/24
Krishna Namburi, City of Salem, Date
Enterprise Services Director

ON BEHALF OF AFSCME LOCAL 2067

Steve Hall 10.31.24
Steve Hall, AFSCME President, Date
Local 2067

Rolando Figueroa 11/4/24
Rolando Figueroa, AFSCME Council 75 Date