

**Memorandum of Agreement (MOA) by and
between
City of Salem, Oregon (City) and Salem Police Employees Union (SPEU/Union)
Corporal Phase Out**

WHEREAS, the City of Salem, Oregon and the Salem Police Employees Union (SPEU) are parties to a collective bargaining agreement (CBA) currently in effect through June 30, 2024;

WHEREAS, the City of Salem desires to, through attrition, phase out the Corporal rank.

WHEREAS, the Salem Police Department desires to no longer promote Officers to the rank of Corporal when a vacancy occurs, those vacancies will be filled with newly hired Officers; and

WHEREAS, the Union desires to cooperate with the City in the interest of public safety;

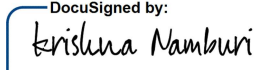
The Parties hereby agree as follows:

1. Corporals will no longer be replaced when a vacancy occurs. Eliminating Article 34 D.
2. There will no longer be any AIC/WOC roles for Officers as Corporals in the absence of a Corporal.
3. Existing Corporals will not be demoted due to the phase out and will continue to receive their pay in accordance with appendix B.
4. Corporals for the purposes of shift bidding and special assignment opportunities will be treated as officers. Eliminating Article 32 E. 4. B.
5. Corporals will maintain their authority while on shift and will be given first right of refusal for AIC/WOC assignments on their own shift as a Sergeant if the need should arise.


The MOA shall remain in effect from the date fully executed, until (through attrition) there are no longer any officers holding the rank of Corporal, or until a successor agreement is made; whichever comes first.

Signed and dated this 17 day of August, 2022.

ON BEHALF OF THE CITY OF SALEM

By: 
5108060F69BD40F...
Krishna Namburi, Human Resource Director

ON BEHALF OF SALEM POLICE EMPLOYEE UNION

By: 
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Scotty Nowning, SPE Union President

By: 
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Chief Trevor Womack, Salem Police Department