

MEMORANDUM OF UNDERSTANDING

This memorandum of understanding (MOU) is entered into between the City of Salem (City) and the Salem Police Employee' Union (SPEU) regarding Emergency Staffing Pay.

WHEREAS, the Salem Police department is experiencing a staffing shortage due to a combined increase of separations and reduction in new officer applicants. This shortage is causing the Salem Police department to more heavily rely upon overtime coverage to avoid operating below the minimum number of staff needed to operate efficiently, safely and error free.

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WHEREAS, the filling of overtime slots has become increasingly challenging; and

WHEREAS, the parties agree to the following outline beginning immediately for Patrol Overtime for Police Officers.

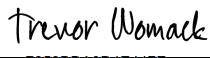
WHEREAS, both parties agree that the intention of this MOU is to assist the Salem Police department with filling vacancies caused by the Salem Police department's existing staffing challenges.

NOW, THEREFORE, The Parties agree as follows:


1. Emergency staffing pay is defined as a "double-time" overtime rate, as opposed to the standard time-and-one-half overtime rate.
2. To be eligible for emergency staffing pay, the individual employee must sign up for an open 10-hour overtime shift, come in early or hold over to fill a staffing related gap. This MOU is not applicable to any other type of overtime.
3. Emergency staffing pay cannot be applied to compensatory time and must be paid out in each pay period earned.
4. Employees' will be compensated at their current rate of pay when receiving Emergency staffing pay. Current rate of pay will include employees' working in a AIC capacity while working emergency staffing overtime.
5. Employees filling in an overtime shift or holding over/starting early (as stated in item #2) on a City Paid Holiday or the actual Holiday will be paid double time and 1/2.
6. Existing overtime sign up guidelines will continue be followed.
7. The above agreement is not intended to be precedent setting, adopted into policy and/or negotiated into the existing SPEU Labor Management contract. The City of Salem and/or SPEU Management has the right to end this agreement at any date.

DocuSigned by:

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On behalf of SPEU
Scotty Nowning, President

11/16/2022
Date

DocuSigned by:

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On behalf of the City of Salem
Trevor Womack, Police Chief

11/16/2022
Date

DocuSigned by:

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On behalf of the City of Salem on Behalf
of Krishna Namburi, Enterprise Services
Director, Michele Bennett Human
Resource Division Manager

11/16/2022