

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

**RE: Senior CSO Classification and Wage Scale.**

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

WHEREAS; The City desires to enter into agreement via this MOA for the purpose of creating a new classification of Senior Community Service Officers with a new pay grade/wage and;

WHERE AS; The CBA Article 2 section A. defines classification covered by the contract as well as Appendix B Salary Adjustments and;

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

NOW THEREFORE, *For and in consideration of the mutual promises set forth below, the parties AGREE as follows:*

1. Create a new represented classification of Senior Community Service Officer as a career development path with the current Police Community Services Officer (CSO) classification which would differ from the Community Service Officer by the inclusion of duties such as; training and community service.
2. Create a new pay grade for the newly created Senior Police Community Services Officer classifications with a pay range of Step 1 \$26.22 – Step 7 \$35.14 per hour.
3. The MOA shall remain in effect until a successor agreement is made.

The parties agree that this agreement, nor the process by which it was created, shall not be considered precedent setting.

Signed and dated this \_\_\_\_ day of \_\_\_\_\_, 2022.

ON BEHALF OF CITY OF SALEM, OREGON

ON BEHALF OF THE SALEM POLICE EMPLOYEES’ UNION

DocuSigned by:  
*Krishna Namburi*  
By: \_\_\_\_\_  
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DocuSigned by:  
*Scotty Nowning*  
By: \_\_\_\_\_  
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Krishna Namburi, Human Resource Director      Scotty Nowning, SPEU President

DocuSigned by:  
*Trevor Womack*  
By: \_\_\_\_\_  
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Chief Womack, Salem Police Department