

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. Accounts Specialist, Sr – pay grade change from A17 to A19
 - b. Accounting Assistant – pay grade change from A15 to A17
 - c. Bldg Inspector, Sr – retitle to "Inspector, Sr", no pay grade change (A29)
 - d. Comm'l Mech Inspector – retitle to "Inspector 2", no pay grade change (A26)
 - e. Comml' Electrical / Plumbing Inspector – retitle to "Inspector 3", no pay grade change (A27)
 - f. Crime Analyst – pay grade change from A23 to A26
 - g. Electrician 1 – pay grade change from A26 to A27
 - h. Electrician 2 – pay grade change from A28 to A29
 - i. Environ Compliance Tech – pay grade change from A19 to A21
 - j. Flow Monitoring Operator – pay grade change from A17 to A18
 - k. Systems Tech – pay grade change A23 to A24
 - l. Utility Field Representative – pay grade change from A17 to A18
3. This MOA is subject to approval of the terms by City Council. Provided City Council approves through adoption of the FY 2024 budget, the above changes would be effective and retroactive July 1st, 2023. 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

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Krishna Namburi 7/1/2023
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Krishna Namburi, Deputy City Manager Date
City of Salem

ON BEHALF OF AFSCME LOCAL 2067

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Kathy Knock 7/5/2023
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Kathy Knock, AFSCME President Date
Local 2067

DocuSigned by:
Kim Harman 7/6/2023
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Kim Harman, AFSCME Council 75 Date