

ADENDUM TO THE 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 Police Records Technicians

WHEREAS the City, and Union are parties to a collective bargaining agreement (CBA) currently in effect through June 30th, 2024; and

WHEREAS the City and AFSCME temporarily designated Police Records to be in an Emergent Circumstances due to staffing challenges that requires staff to work additional overtime hours to ensure there are staff on all shifts. Staffing levels were initially anticipated to be resolved by July 10, 2022, but will continue past July 10, 2022; and

WHEREAS the Parties mutually desire to determine and set forth temporary policies and solutions to the above-mentioned Emergent Circumstances in order to facilitate orderly completion of Salem Police Department business and the health and welfare of its employees.

NOW THEREFORE the Parties agree to the following:

1. The City and AFSCME will meet near October 16, 2023, to determine if the Emergent Circumstances has been resolved, of if the designation needs to continue. The decision to continue the designation of Emergent Circumstances will be at the sole discretion of the City.
2. Police Records Technicians may request leave for the period of time that shifts overlap by contacting the Records Shift Supervisor on duty. Requests may be made one week in advance for the day or shift of the request. The on-duty shift supervisor will use discretion to determine if there is sufficient staffing to permit an employee to take time off. Requests for time off will be approved subject to the Records Shift Scheduling and Time Management Policy, in management's sole discretion, on a first come, first serve basis.
3. As described by Article 13.10 (c) Police Records Technicians assigned a shift extension resulting in a 12-hour work period for the purposes of the Emergent Circumstances are eligible for swing differential if their work crosses the noon hour. Employees are eligible for the night shift differential if their work crosses midnight.
4. The declaration of Emergent Circumstances will continue until October 31, 2023 or will continue based upon the meeting between AFSCME and Management at the above-mentioned October 16, 2023 meeting.
5. Police Records Technicians and who are designated as trainers and who are selected and serve as trainers will receive 5% of the employee's base wage when the employee has a trainee and is engaged in training activities with the trainee.

This MOA shall become effective when it is fully executed and shall continue until October 31, 2023, or as agreed in accordance with #4 of this agreement. The parties agree that this agreement is not precedent setting.

ON BEHALF OF CITY OF SALEM

DocuSigned by:
X *Krishna Namburi* 1/30/2023
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Krishna Namburi, Director of Employee Services Department

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X *Trevor Womack* 1/30/2023
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Trevor Womack, Police Chief

ON BEHALF OF AFSCME LOCAL 2067

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Jake Downer, AFSCME Council Representative Local 2067

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Kathy Knock, AFSCME President, Local 2067