

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 Parties mutually desire to determine and set forth temporary policies and solutions to aid in the training of new staff and in order to facilitate orderly completion of Salem Police Department business and the health and welfare of its employees.

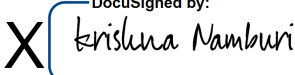
NOW THEREFORE the Parties agree to the following:

1. 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 additional overtime created by not having fully trained staff, 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.
2. 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 June 30, 2024. The parties agree that this agreement is not precedent setting.

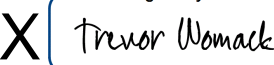
ON BEHALF OF CITY OF SALEM

ON BEHALF OF AFSCME LOCAL 2067

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 Krishna Namburi, Deputy City Manager - Employee Services

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 Rolando Figueroa , AFSCME Council Representative Local 2067

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 Trevor Womack, Police Chief

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 Kathy Knock, AFSCME President, Local 2067