

Memorandum of Agreement

between the
City of Albany
and the

AFSCME Union, Local 2909

Public Works Engineering Division Classification Changes

This Memorandum of Agreement (MOA) is entered into between the City of Albany (“City”) and the American Federation of State, County, and Municipal Employees, Local Union 2909 (“Union”), collectively “The Parties,” regarding the implementation of revised job classifications and pay ranges in the Public Works Engineering Division. The Parties agree as follows:

- 1) There are hereby established new classifications and pay grades as provided on Appendix A. These new pay grades will become effective with the next full pay period (1st or the 16th) following City Council approval and will only be increased by any approved cost-of-living adjustment that is received by the AFSCME Union, Local 2909, in accordance with Article 18, Wages. As part of adopting these new pay grades, the Parties agree that Article 18, Wages, Section 17, Certification Pay, subsection J related to the Oregon Limited Plumbing inspector – Building Sewers certification pay is stricken in its entirety effective with the implementation of these new pay grades.
- 2) The Parties further agree that affected employees will be placed in the new job classification and on the new pay grades as outlined within Appendix B, Employee Impact Listing, as follows:
 - a. **Reclassifications** – employees who are being reclassified, as noted on Appendix B, will be placed in the new pay range and receive a one-step increase upon reclassification, or move to the first step of the pay range for the higher classification, whichever is greater, in accordance with Article 18, Wages, Section 14.B of the AFSCME collective bargaining agreement. Reclassified employees will have their anniversary date reset to the effective date of the reclassification.
 - b. **Pay grade adjustments** – employees whose classifications are receiving a pay grade adjustment, with or without an associated title change, will be placed in the new pay range at the closest step that results in an equal to or greater regular rate of pay when accounting for certification pay values in effect at the time of executing this agreement. Those employees will maintain their current step anniversary date unless or until such time as the promotes or transfers outside of their current job classification series and a reset of their anniversary date is triggered under the collective bargaining agreement or City policy.

The City reserves the right to adjust the position qualifications assigned in the job descriptions for all classifications covered by this MOA.

Approved by the Albany City Council on June 12, 2024.

The parties set their hand this 12th day of June 2024.

City of Albany:

Holly Roten

Holly Roten, Human Resources Director

6/12/2024

Date

Chris Bailey

Chris Bailey, Public Works Director

6/13/2024

Date

AFSCME Union, Local 2909:

Brandon Curry

Brandon Curry, President, Local 2909

6/18/2024

Date

Monica BB

Monica Bielski-Boris, Council 75 Representative

6/12/2024

Date

Appendix A - Engineering Division Classifications and Pay Ranges

CLASSIFICATION	GRADE	STEP	HOURLY RATE	SEMI-MONTHLY	ANNUAL
Engineering Technician I (delete)					
Engineering Technician II (delete)					
Engineering Technician III (delete)					
Engineering Technician (new)	A151	1	\$ 30.68	\$ 2,658.57	\$ 63,805.62
		2	\$ 32.29	\$ 2,798.49	\$ 67,163.83
		3	\$ 33.99	\$ 2,945.78	\$ 70,698.68
		4	\$ 35.78	\$ 3,100.82	\$ 74,419.68
		5	\$ 37.66	\$ 3,264.02	\$ 78,336.54
		6	\$ 39.64	\$ 3,435.81	\$ 82,459.54
Engineering Technician IV Senior Engineering Technician	A156	1	\$ 33.23	\$ 2,879.88	\$ 69,117.21
Stormwater Engineering Technician (new)		2	\$ 34.82	\$ 3,018.00	\$ 72,431.90
		3	\$ 36.58	\$ 3,170.15	\$ 76,083.71
		4	\$ 38.41	\$ 3,328.75	\$ 79,890.00
		5	\$ 40.33	\$ 3,494.95	\$ 83,878.87
		6	\$ 42.31	\$ 3,666.64	\$ 87,999.38
Engineering Associate Civil Engineer I	A160	1	\$ 35.30	\$ 3,058.99	\$ 73,415.66
		2	\$ 37.06	\$ 3,211.94	\$ 77,086.44
		3	\$ 38.91	\$ 3,372.53	\$ 80,940.76
		4	\$ 40.86	\$ 3,541.16	\$ 84,987.80
		5	\$ 42.90	\$ 3,718.22	\$ 89,237.19
		6	\$ 45.05	\$ 3,904.13	\$ 93,699.05
Civil Engineer II	A164	1	\$ 40.10	\$ 3,475.73	\$ 83,417.44
		2	\$ 42.11	\$ 3,649.51	\$ 87,588.31
		3	\$ 44.22	\$ 3,831.99	\$ 91,967.73
		4	\$ 46.43	\$ 4,023.59	\$ 96,566.11
		5	\$ 48.75	\$ 4,224.77	\$ 101,394.42
		6	\$ 51.18	\$ 4,436.01	\$ 106,464.14
Civil Engineer III	A165	1	\$ 42.96	\$ 3,722.88	\$ 89,349.05
		2	\$ 45.53	\$ 3,946.25	\$ 94,709.99
		3	\$ 47.81	\$ 4,143.56	\$ 99,445.49
		4	\$ 50.20	\$ 4,350.74	\$ 104,417.76
		5	\$ 52.71	\$ 4,568.28	\$ 109,638.65
		6	\$ 55.35	\$ 4,796.69	\$ 115,120.58

05/30/2024