

**Targeted Increases and Pay Equity Study Letter of Agreement (Replacing Current Market Adjustment LOA)**

A. Effective upon ratification, the City will increase the pay grades and rates of pay all AFSCME represented classifications to parity with the same classifications not represented by AFSCME. Incumbents in the impacted classifications will retain their current step (i.e. Entry, 6 months, 1 year) and will step again on their next scheduled increase date. Employees impacted by this increase in pay grades and rates of pay will receive back pay to their first date of employment in the classification or to two years whichever is less. A list of impacted classifications is included in Attachment A.

B. Effective upon ratification, the City will increase the pay grades and rates of pay of all AFSCME represented classifications listed below in Attachment B classifications to the corresponding comparison classification. A new wage schedule shall be created for the AFSCME represented classifications consisting of minimum and maximum rates of pay that are equal to the corresponding classifications with the same number of steps as currently. Steps will be constructed as equal as practical. Incumbents in the impacted classifications will have their pay increased by the promotional pay increase rate of five (5%) or the new minimum pay for the classification, whichever is greater and will step again on their next scheduled increase date.

C. Following ratification of the Collective Bargaining Agreement, the Union and the City will meet to evaluate internal pay equity for all remaining classifications by July 1, 2025. This will be accomplished by comparing the compensation for employees in AFSCME represented job classifications with the compensation for employees in other City job classifications where the employees perform work of comparable character as defined by ORS 652.210(16). In circumstances where compensation for AFSCME represented employees is less, then their compensation shall be increased to the level of those classification performing work of comparable character.

## **Changes to Schedule "A" Wage Increases**

**Effective July 1, 2025,** Wage rates will be revised as follows: Salary rates for classifications in bargaining Unit for the period July 1, 2025 to June 30, 2026 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2023 and the 2nd Half 2024) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than three and a half percent (3.5%)

**Effective July 1, 2026,** Wage rates will be revised as follows: Salary rates for classifications in bargaining Unit for the period July 1, 2026 to June 30, 2027 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2024 and the 2nd Half 2025) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than three and a half percent (3.5%)

**Effective July 1, 2027,** Wage rates will be revised as follows: Salary rates for classifications in bargaining Unit for the period July 1, 2027 to June 30, 2028 are to be increased by one hundred percent (100%) of the annual increase in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (as measured by the annual change in the index between the 2nd Half 2025 and the 2nd Half 2026) for the West Coast Size A, published by the Bureau of Labor Statistics, U.S. Department of Labor. However, in no event shall the salary increase be less than three and a half percent (3.5%)

### **Comp Time Bank**

Increase to 120 Hours

## ATTACHMENT A

Classification	Union	Entry	6 Months	Year 1	Year 2	Year 3	Year 4
Auto Equipment Operator II (Tractor Trailer & Sewer Vacuum) (Already Reclassed to AEO II)	Laborers	\$ 32.26	\$ 36.59	\$ 38.84			
Auto Equipment Operator II (Tractor Trailer & Sewer Vacuum) (Reclass to AEO III at pay consistent with Laborers AEOIII )	AFSCME	\$ 31.25	\$ 35.45	\$ 37.63			
Auto Equipment Operator I	Laborers	\$ 31.24	\$ 35.52	\$ 37.84			
Auto Equipment Operator I	AFSCME	\$ 29.42	\$ 33.46	\$ 35.65			
Carpenter	Laborers	\$ 39.38	\$ 41.34	\$ 43.41			
Carpenter	AFSCME	\$ 37.10	\$ 40.27	\$ 41.47			
Carpenter, Lead	Laborers	\$ 41.34	\$ 43.41	\$ 45.58			
Carpenter, Lead	AFSCME	\$ 38.89	\$ 42.27	\$ 43.56			
Concrete Finisher	Laborers	\$ 39.38	\$ 41.34	\$ 43.41			
Concrete Finisher, Apprentice	Laborers	\$ 34.02	\$ 35.55	\$ 36.70			
Concrete Finisher, Apprentice	AFSCME	\$ 31.52	\$ 34.08	\$ 34.51			
Concrete Finisher, Lead	AFSCME	\$ 38.89	\$ 42.27	\$ 43.56			
Construction Equipment Operator	Laborers	\$ 33.43	\$ 38.04	\$ 41.23			
Construction Equipment Operator	AFSCME	\$ 31.33	\$ 35.65	\$ 37.91	\$ 40.01		
Facilities Maintenance Tech	Laborers	\$ 41.69	\$ 45.02	\$ 46.39			
Facilities Maintenance Tech	AFSCME	\$ 40.50	\$ 43.73	\$ 45.06			
Facilities Maintenance Tech, Lead	Laborers	\$ 42.03	\$ 47.07	\$ 48.52			
Facilities Maintenance Tech, Lead	AFSCME	\$ 40.83	\$ 45.74	\$ 47.13			
Horticulturist	Laborers	\$ 32.61	\$ 37.23	\$ 39.39			
Horticulturist	AFSCME	\$ 31.67	\$ 36.15	\$ 38.26			
Horticulturist, Apprentice	Laborers	\$ 28.99	\$ 32.92	\$ 35.23			
Horticulturist, Apprentice	AFSCME	\$ 28.15	\$ 31.98	\$ 34.22			
Horticulturist, Lead	Laborers	\$ 34.22	\$ 38.99	\$ 41.34			
Horticulturist, Lead	AFSCME	\$ 33.24	\$ 37.87	\$ 40.17			
Laboratory Analyst I	Laborers	\$ 31.13	\$ 35.61	\$ 37.35	\$ 39.30		
Laboratory Analyst I	AFSCME	\$ 30.82	\$ 35.25	\$ 37.00	\$ 38.92		
Laboratory Analyst II	Laborers	\$ 33.41	\$ 38.10	\$ 39.99	\$ 42.01	\$ 44.10	
Laboratory Analyst II	AFSCME	\$ 33.09	\$ 37.73	\$ 39.60	\$ 41.60	\$ 43.68	
Laboratory Analytical Specialist	Laborers	\$ 37.97	\$ 42.15	\$ 44.03	\$ 47.12	\$ 50.40	
Laboratory Analytical Specialist	AFSCME	\$ 37.61	\$ 41.75	\$ 43.61	\$ 46.67	\$ 49.92	
Laborator Coordinator	Laborers	\$ 39.40	\$ 43.73	\$ 45.38	\$ 48.55	\$ 52.01	\$ 55.61
Laborator Coordinator	AFSCME	\$ 39.00	\$ 43.31	\$ 44.94	\$ 48.08	\$ 51.50	\$ 55.06
Maintenance Worker	Laborers	\$ 22.92					
Maintenance Worker	AFSCME	\$ 20.58					
Maintenance Worker Assistant	Laborers	\$ 17.30	\$ 17.73	\$ 20.08			
Maintenance Worker Assistant	AFSCME	\$ 16.32	\$ 17.54	\$ 19.88			
Parks Technician	Laborers	\$ 29.69	\$ 31.18	\$ 32.74	\$ 34.37	\$ 36.08	

Classification	Union	Entry	6 Months	Year 1	Year 2	Year 3	Year 4
Parks Technician*	AFSCME	\$ 30.68	\$ 33.32	\$ 34.85			
Parks Technician, Lead	Laborers	\$ 31.18	\$ 32.74	\$ 34.37	\$ 36.08	\$ 37.90	
Parks Technician, Lead*	AFSCME	\$ 32.26	\$ 35.03	\$ 36.57			
Storekeeper/Acquisition Specialist I	Laborers	\$29.86	\$33.99	\$36.57			
Storekeeper/Acquisition Specialist I	AFSCME	\$29.58	\$33.65	\$36.21			
Storekeeper/Acquisition Specialist II	Laborers	\$31.39	\$35.65	\$38.41			
Storekeeper/Acquisition Specialist II	AFSCME	\$31.09	\$35.31	\$38.04			
Storekeeper/Acquisition Specialist III	Laborers	\$35.49	\$40.63	\$42.85	\$44.07		
Storekeeper/Acquisition Specialist III	AFSCME	\$35.14	\$40.24	\$42.43	\$43.65		
Storekeeper/Acquisition Specialist, Lead	Laborers	\$35.49	\$40.63	\$42.85	\$44.07		
Storekeeper/Acquisition Specialist, Lead	AFSCME	\$35.14	\$40.24	\$42.43	\$43.65		
Utility Worker I	Laborers	\$29.32	\$31.90				
Utility Worker I	AFSCME	\$29.04	\$31.59				
Utility Worker II	Laborers	\$31.90	\$33.09	\$34.30			
Utility Worker II	AFSCME	\$31.59	\$32.76	\$33.97			

\* Pay equity accomplished by year 3 step for Parks Tech to \$36.08 and Parks Tech Lead to \$37.90

Classification	Union	Entry	Entry to 5 Months	6 Months to 11 Months	12 Months to 17 Months	18 Months to 23 Months	24 Months to 29 Months	30 Months to 35 Months	36 Months to 41 Months	42 Months to 47 Months
Carpenter, Apprentice	Laborers	\$ 26.05		\$ 28.22	\$ 30.39	\$ 32.56	\$ 34.73	\$ 36.90	\$ 39.07	\$ 41.24
Carpenter, Apprentice	AFSCME		\$ 24.88	\$ 26.96	\$ 29.03	\$ 31.10	\$ 33.18	\$ 35.25	\$ 37.32	\$ 39.40
Facilities Maintenance Tech, Apprentice	Laborers	\$ 27.83		\$ 30.15	\$ 32.47	\$ 34.79	\$ 37.11	\$ 39.43	\$ 41.75	\$ 44.07
Facilities Maintenance Tech, Apprentice	AFSCME		\$ 27.04	\$ 29.29	\$ 31.54	\$ 33.80	\$ 36.05	\$ 38.30	\$ 40.55	\$ 42.81
Utility Worker II, Apprentice	Laborers	\$24.01		\$26.58	\$29.16	\$31.73				
Utility Worker II, Apprentice	AFSCME		\$23.78	\$26.33	\$28.87	\$31.42				

**ATTACHMENT B**

<b>Pay Grade/Scale</b>	<b>Classification</b>	<b>Entry</b>	<b>Top Step</b>	<b>Comparison Class Pay Grade</b>	<b>Comparison Class</b>	<b>Entry</b>	<b>Top Step</b>
SCL02300	Accountant I	31.79	41.77	GRDN0056-01	Financial Analyst I	40.01	57.10
SCL02530	Accountant II	35.86	45.14	GRDN0057-01	Financial Analyst II	46.88	60.91
SCL02600	Accountant III	39.48	49.64	GRDN0058-01	Financial Analyst III	51.57	73.02
SCL02677	Accountant IV	42.45	53.38	GRDN0059-01	Analyst IV	56.71	81.11
SCL02355	Hearings Clerk	31.46	41.37	GRDN0055-01	Hearings Clerk - Auditor	36.27	51.75
SCL02800	Housing Administrative Specialist, Sr	34.89	46.23	GRDN0056-01	Administrative Specialist III	40.01	57.10
SCL02804	Housing Construction Coordinator	39.35	52.19	GRDN0056-01	Coordinator II	40.01	57.10
SCL02808	Housing Construction Coordinator, Sr	43.44	57.59	GRDN0057-01	Coordinator III	46.88	60.91
SCL02806	Housing Financial Analyst	41.37	54.80	GRDN0057-01	Financial Analyst II	46.88	60.91
SCL02802	Housing Financial Analyst, Assistant	37.51	49.70	GRDN0056-01	Financial Analyst I	40.01	57.10
SCL02415	Housing Inspector	36.52	46.24	SCL02652	<i>Building Inspector II</i>	46.56	53.87
SCL02625	Housing Inspector, Senior	48.20	55.77	SCL02708	<i>Senior Building Inspector</i>	52.28	60.49
SCL02808	Housing Lead Grant Program Coordinator	43.44	57.59	GRDN0057-01	Coordinator III	46.88	60.91
SCL02800	Housing Loan Compliance Analyst	34.89	46.23	GRDN0056-01	Analyst I	40.01	57.10
SCL02802	Housing Loan Coordinator	37.51	49.70	GRDN0056-01	Coordinator II	40.01	57.10
SCL02806	Housing Loan Coordinator, Sr	41.37	54.80	GRDN0057-01	Coordinator III	46.88	60.91
SCL02802	Housing Management Assistan	37.51	49.70	GRDN0056-01	Analyst I	40.01	57.10
SCL02810	Housing Portfolio Finance Coordinator	45.71	60.57	GRDN0058-01	Financial Analyst III	51.57	73.02
SCL02808	Housing Program Coordinator	43.44	57.59	GRDN0057-01	Coordinator III	46.88	60.91
SCL02804	Housing Program Specialist	39.35	52.19	GRDN0056-01	Coordinator II	40.01	57.10

<b>Pay Grade/Scale</b>	<b>Classification</b>	<b>Entry</b>	<b>Top Step</b>	<b>Comparison Class Pay Grade</b>	<b>Comparison Class</b>	<b>Entry</b>	<b>Top Step</b>
SCL02802	Housing Program Specialist, Assistant	37.51	49.70	GRDN0055-01	Coordinator I	36.27	51.75
SCL02050	Office Support Specialist I	20.68	29.56	GRDN0055-01	Administrative Specialist I	29.12	40.77
SCL02090	Office Support Specialist II	22.73	32.62	GRDN0055-01	Administrative Specialist II	36.27	51.75
SCL02255	Office Support Specialist III	29.05	38.52	GRDN0056-01	Administrative Specialist III	40.01	57.10
SCL02260	Office Support Specialist, Lead	29.05	38.52	GRDN0056-01	Administrative Specialist III (plus lead premium)	40.01	57.10
SCL02258	Police Administrative Support Spec, Sr	31.07	39.63	GRDN0056-01	Administrative Specialist II	36.27	51.75
SCL02091	Police Administrative Support Specialist	25.58	34.70	GRDN0055-01	Administrative Specialist I	29.12	40.77
SCL02045	Police Desk Clerk	22.79	31.07	SCL02091	Old PASS rate, start yr 1	28.72	34.70
SCL02092	Police Records Specialist	28.68	35.57	GRDN0055-01	Administrative Specialist I	29.12	40.77
SCL02258	Police Records Training Coordinator	31.07	39.63	GRDN0056-01	Administrative Specialist II	36.27	51.75
SCL02150	Procurement Specialist, Assistant	31.96	37.00	GRDN0056-01	Analyst I	40.01	57.10
SCL02450	Procurement Specialist	35.26	44.40	GRDN0057-01	Analyst II	46.88	60.91
SCL02640	Procurement Specialist, Sr	41.52	53.91	GRDN0058-01	Analyst III	51.57	73.02