

Memorandum of Agreement
between the
City of Albany
and the
AFSCME Union, Local 2909

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 series classifications in the Public Works and Parks & Recreation departments. The Parties agree as follows:

- 1) **New pay grades established; elimination of certification pays.** There are hereby established new pay grades for the classifications 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, subsections A through H are stricken in their entirety effective with the implementation of these new pay grades.
- 2) **Initial placement of current employees in new job classifications on new pay grades.** The Parties further agree that affected employees will be placed at the job classification series level and on the new pay grades as outlined within Appendices B and C and in consideration of the following:
 - a. Active employees who are within their new-hire training or probationary period, regardless the job classification series level into which they were hired, will be placed in the updated job classification series at the level commensurate with their current certification level and/or qualifications and will be eligible for advancement within the series in accordance with Section 3 this Agreement. Such employees will be placed on the appropriate new pay grade at a step not less than their current regular rate of pay, inclusive of current certification pay values, as outlined within Appendix C. Employees covered by this subsection will be required to meet the qualifications of the updated job classification within the timelines identified within the job classification upon execution of this agreement.
 - b. Active employees who are outside of their new-hire training or probationary period and who do not currently meet the certification requirements as outlined within the updated job classification series, will maintain their current job classification level; however, they will be kept off step based on their current regular rate of pay (inclusive of current certification pay values, if applicable) as of the effective date of this agreement and until such time as they obtain required certification(s) for their series level, as outlined within Appendix C and Appendix C supplemental. Such employees will continue to receive applicable cost-of-living adjustments in accordance with Article 18, Wages, of the collective bargaining agreement only. Once required certifications are obtained for the employee’s series level, the employee will be placed on the new pay grade (Appendix A) at the closest step that results in an equal or greater regular rate of pay when accounting for certification pay values that would have been in effect had the employee possessed the certification(s) at the time of executing this agreement. Employees covered by this subsection will have a period of one year from the date of execution of this agreement to obtain required certification(s) as listed in the updated job classification.

- c. Active employees who are outside of their new-hire training or probationary period and who currently meet the qualifications and/or certification requirements as outlined within the updated job classification series, will be placed in the classification level consistent with their qualifications and/or certification(s). Such employees will be placed on the new pay grade at the closest step that results in an equal or greater regular rate of pay when accounting for certification pay values in effect at the time of executing this agreement, as outlined within Appendix B.
 - d. Active employees covered under this Agreement will maintain their current step anniversary date unless or until such time as the employee advances in their job classification series and a reset of their anniversary date is triggered in accordance Section 3b of this Agreement, or upon promotion or transfer outside of their current job classification series.
- 3) **Advancement through job classification series.** At the discretion of the division supervisor and department director, an employee in a job series classification covered under this Agreement may be approved for advancement to a higher level within the series classification by meeting the requirements of the job description, obtaining required certifications, and demonstrated competency.
- a. Increased compensation will begin effective with the first of the next full pay period (1st or the 16th) following notification to the employee by the City that the employee has verified employee certifications, the employee has successfully demonstrated competency within assigned areas (as documented by the employee's supervisor), and is approved by the Human Resources Director to the higher level within the series. *(Employee must provide a copy/copies of the certification(s) required and must track their certification requirements.)*
 - b. An employee who advances levels through a job classification series will be placed on the new pay grade at the closest step that results in a one-step increase with their anniversary date reset upon advancement.
- 4) **New-hire training and probationary periods.** An employee newly hired to the City, regardless of the level (I, II, or III) at which they are initially hired, must complete a new-hire training period in accordance with the collective bargaining agreement. An employee who is outside of their applicable new-hire training period or probationary period and who is approved for advancement to a higher level within their same series classification, as outlined within Section 3 of this Agreement, will not be required to complete a new probationary period.
- 5) **Relief Time and Resources for Study/Testing.** Subject to the City's operational needs, City agrees to provide reasonable relief time and study resources for employees covered by this Agreement to study and test for required certifications as outlined within their updated job classification series. The City will arrange to pay directly to the testing agency the costs associated with the employee's first attempt to test at each certification level. Employees will be limited to one City-paid testing attempt per fiscal year, with exceptions approved by the Public Works Director. Subsequent testing attempts for that certification level will be at the employee's expense. The City will only pay for testing for required certifications based on the employee's assigned job area, e.g., water treatment, wastewater treatment, etc.

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

The parties set their hands this 8th day of January 2024.

AGREEMENT RATIFIED BY AFSCME LOCAL 2909 ON DECEMBER 6, 2023.

AGREEMENT RATIFIED BY THE CITY OF ALBANY ON DECEMBER 13, 2023.

City of Albany:



Peter Troedsson, City Manager



Holly Roten, Human Resources Director



Chris Bailey, Public Works Director



Kim Lyddane, Parks and Recreation Director

AFSCME Union, Local 2909:



Brandon Curry, AFSCME Union President, Local 2909

 

Lisa Kirk, AFSCME Union Vice President, Local 2909



Monica Bielski Boris,
AFSCME Representative, Council 75

APPENDIX A Salary Grade Placements

Job Title	Grade	Max Cert Value*	CURRENT			PROPOSED			Difference from Current Adjusted	Difference from Current Adjusted	NOTES	
			Step 1	Step 1 Adjusted for Cert. Pay	Step 6	Step 6 Adjusted for Cert. Pay	STEP 1	Step 6				
BUILDING MAINTENANCE I	A126	N/A	\$ 48,080.70	\$ 48,080.70	\$ 61,124.87	\$ 61,124.87	A128	\$ 48,731.89	1.34%	\$ 62,186.50	1.71%	Entry level; no certs req'd
PARK MAINTENANCE I	A126	N/A	\$ 48,080.70	\$ 48,080.70	\$ 61,124.87	\$ 61,124.87	A128	\$ 48,731.89	1.34%	\$ 62,186.50	1.71%	Entry level; required to obtain an OR Pesticide Applicators Licence w/in 1 yr. of job placement
RECREATION FACILITIES MAINTENANCE	A126	N/A	\$ 48,080.70	\$ 48,080.70	\$ 61,124.87	\$ 61,124.87	A128	\$ 48,731.89	1.34%	\$ 62,186.50	1.71%	Benchmarked to Building Maintenance I
WASTEWATER TREATMENT [FACILITIES]TECHNICIAN	A124	N/A	\$ 45,353.57	\$ 45,353.57	\$ 57,645.72	\$ 57,645.72	A130	\$ 49,759.90	8.86%	\$ 63,355.59	9.01%	Benchmarked to other <u>Operations</u> Maintenance I positions; biosolids training
STORMWATER MAINTENANCE I	A126	N/A	\$ 48,080.70	\$ 48,080.70	\$ 61,124.87	\$ 61,124.87	A130	\$ 49,759.90	3.37%	\$ 63,355.59	3.52%	Entry level; CESCL & Pesticide license w/in of job placement
STREET MAINTENANCE I [NEW]	-	-	-	-	-	-	A130	\$ 49,759.90	-	\$ 63,355.59	-	Entry level; Roads Scholar w/in one yr. of job placement
WASTEWATER MAINTENANCE I (assumes 1.5% for level 1 cert) [NEW]	-	-	-	-	-	-	A130	\$ 49,759.90	-	\$ 63,355.59	-	Level 1 cert req'd w/in 2 years
WATER MAINTENANCE I (assumes 1.5% for level 1 cert)	A126	1.5%	\$ 48,080.70	\$ 48,801.91	\$ 61,124.87	\$ 62,041.74	A130	\$ 49,759.90	1.93%	\$ 63,355.59	2.07%	Level 1 cert req'd w/in 2 years
WASTEWATER TREATMENT OPERATOR I [NEW]	-	-	-	-	-	-	A134	\$ 51,719.96	-	\$ 65,820.41	-	Level 1 cert req'd w/in 1 year
WATER TREATMENT OPERATOR I [NEW]	-	-	-	-	-	-	A134	\$ 51,719.96	-	\$ 65,820.41	-	Level 1 cert req'd w/in 1 year
BUILDING MAINTENANCE II	A129	N/A	\$ 49,222.54	\$ 49,222.54	\$ 62,602.93	\$ 62,602.93	A137	\$ 53,441.21	7.89%	\$ 67,882.56	7.78%	
PARK MAINTENANCE II	A129	N/A	\$ 49,222.54	\$ 49,222.54	\$ 62,602.93	\$ 62,602.93	A137	\$ 53,441.21	7.89%	\$ 67,882.56	7.78%	
STORMWATER MAINTENANCE II	A129	N/A	\$ 49,222.54	\$ 49,222.54	\$ 62,602.93	\$ 62,602.93	A137	\$ 53,441.21	7.89%	\$ 67,882.56	7.78%	
STREET MAINTENANCE II (assumes 6% for Roads Scholar)	A129	6.0%	\$ 49,222.54	\$ 52,175.89	\$ 62,602.93	\$ 66,359.11	A137	\$ 53,441.21	2.37%	\$ 67,882.56	2.24%	
WASTEWATER MAINTENANCE II (assumes 3.0% for level 2 cert)	A129	3.0%	\$ 49,222.54	\$ 50,699.22	\$ 62,602.93	\$ 64,481.02	A137	\$ 53,441.21	5.13%	\$ 67,882.56	5.01%	Level 2 cert req'd at time of job placement
WATER MAINTENANCE II (assumes 3.0% for level 2 cert)	A129	3.0%	\$ 49,222.54	\$ 50,699.22	\$ 62,602.93	\$ 64,481.02	A137	\$ 53,441.21	5.13%	\$ 67,882.56	5.01%	Level 2 cert req'd at time of job placement
WASTEWATER TREATMENT OPERATOR II (assumes 3.0% for level 2 cert)	A137	3.0%	\$ 53,441.21	\$ 55,044.45	\$ 67,882.56	\$ 69,919.04	A141 ¹	\$ 55,424.10	0.68%	\$ 70,626.12	1.00%	Level 2 cert req'd at time of job placement
WATER TREATMENT OPERATOR II (assumes 3.0% for level 2 cert)	A137	3.0%	\$ 53,441.21	\$ 55,044.45	\$ 67,882.56	\$ 69,919.04	A141	\$ 55,424.10	0.68%	\$ 70,626.12	1.00%	Level 2 cert req'd at time of job placement
FACILITIES MECHANIC I** [NEW]	-	-	-	-	-	-	A141	\$ 55,424.10	-	\$ 70,626.12	-	Benchmarked to Operator II
ENVIRONMENTAL SERVICES TECHNICIAN I [NEW]	-	-	-	-	-	-	A141	\$ 55,424.10	-	\$ 70,626.12	-	
WATER CROSS CONNECTION SPECIALIST (assumes 4.5% for level 3 cert) [NEW]	A135	4.5%	\$ 52,050.45	\$ 54,392.72	\$ 66,270.46	\$ 69,252.63	A145	\$ 58,150.54	6.46%	\$ 74,102.55	6.54%	Level 3 cert req'd at time of job placement
PARK MAINTENANCE III	A137	N/A	\$ 53,441.21	\$ 53,441.21	\$ 67,882.56	\$ 67,882.56	A145	\$ 58,150.54	8.10%	\$ 74,102.55	8.39%	
STREET MAINTENANCE III [NEW]	-	-	-	-	-	-	A145	\$ 58,150.54	-	\$ 74,102.55	-	
WASTEWATER MAINTENANCE III (assumes 4.5% for level 3 cert) [NEW]	-	-	-	-	-	-	A145	\$ 58,150.54	-	\$ 74,102.55	-	Level 3 cert req'd at time of job placement
WATER MAINTENANCE III (assumes 4.5% for level 3 cert)	A135	4.5%	\$ 52,050.45	\$ 54,392.72	\$ 66,270.46	\$ 69,252.63	A145	\$ 58,150.54	6.46%	\$ 74,102.55	6.54%	Level 3 cert req'd at time of job placement
FACILITIES MECHANIC II [Reclass of current Mechanic I position]	A137	N/A	\$ 53,441.21	\$ 53,441.21	\$ 67,882.56	\$ 67,882.56	A148 ²	\$ 60,424.00	11.56%	\$ 77,105.60	11.96%	
ENVIRONMENTAL SERVICES TECHNICIAN II	A145	N/A	\$ 58,150.54	\$ 58,150.54	\$ 74,102.55	\$ 74,102.55	A148	\$ 60,424.00	3.76%	\$ 77,105.60	3.89%	
WASTEWATER TREATMENT OPERATOR III (assumes 4.5% for level 3 cert) [NEW]	-	-	-	-	-	-	A148	\$ 60,424.00	-	\$ 77,105.60	-	Level 3 cert req'd at time of job placement
WATER TREATMENT OPERATOR III (assumes 4.5% for level 3 cert) [NEW]	-	-	-	-	-	-	A148	\$ 60,424.00	-	\$ 77,105.60	-	Level 3 cert req'd at time of job placement
LEAD BUILDING MAINTENANCE	A144	N/A	\$ 57,558.43	\$ 57,558.43	\$ 73,403.92	\$ 73,403.92	A150	\$ 61,097.32	5.79%	\$ 78,952.23	7.03%	
WASTEWATER TREATMENT LAB TECHNICIAN	A144	N/A	\$ 57,558.43	\$ 57,558.43	\$ 73,403.92	\$ 73,403.92	A150	\$ 61,097.32	5.79%	\$ 78,952.23	7.03%	
LEAD STREET MAINTENANCE (assumes 6.0% for Roads Scholar)	A144	6.0%	\$ 57,558.43	\$ 61,011.94	\$ 73,403.92	\$ 77,808.16	A154	\$ 64,842.75	5.91%	\$ 82,821.35	6.05%	
LEAD WASTEWATER MAINTENANCE (assumes 6.0% for level 4 cert)	A144	6.0%	\$ 57,558.43	\$ 61,011.94	\$ 73,403.92	\$ 77,808.16	A154	\$ 64,842.75	5.91%	\$ 82,821.35	6.05%	
LEAD WASTEWATER TREATMENT OPERATOR (assumes 6.0% for level 4 cert)	A144	6.0%	\$ 57,558.43	\$ 61,011.94	\$ 73,403.92	\$ 77,808.16	A154	\$ 64,842.75	5.91%	\$ 82,821.35	6.05%	
LEAD WATER MAINTENANCE ³ (assumes 6.0% for level 4 cert)	A144	6.0%	\$ 57,558.43	\$ 61,011.94	\$ 73,403.92	\$ 77,808.16	A154	\$ 64,842.75	5.91%	\$ 82,821.35	6.05%	
ENVIRONMENTAL SERVICES TECHNICIAN III [NEW]	-	-	-	-	-	-	A154	\$ 64,842.75	-	\$ 82,821.35	-	

*Where currently applicable, City proposes that certification values be rolled into the new base salary for the classification. With this change, employees would receive the benefit of having their longevity and def'd comp factored on this higher base wage.

**Limited external comps for Facilities Mechanic I. City believes this placement is appropriate given the job duties and internal equities. Both employees currently in this classification are proposed to be moved to new Mechanic II classification

¹ Grade A141 is an existing range in the salary table; however there are no current classifications in that range and has not had an positions assigned to it since 2018 pre-Evergreen wage study.

² Grade A148 is newly created for the express purpose of this project.

³ Lead Water Maintenance in canals required to have a level II certification.