

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
AFSCME LOCAL 1148  
AND  
THE CITY OF SPRINGFIELD**

**NEW CLASSIFICATION – Traffic Maintenance Technician I (Trainee)**

1. This agreement is between the City of Springfield (City) and AFSCME Local 1148 (Union). The purpose of the Memorandum of Understanding (MOU) is to establish the parameters for adding a Traffic Maintenance Technician training program.
2. Effective at the signing of this agreement, the parties agree that the Traffic Maintenance Technician title will be edited to Traffic Maintenance Technician I, Traffic Maintenance Technician II, and Traffic Maintenance Technician III in Section 1.1, Recognition.
3. The following process, terms, and conditions will apply to filling the Traffic Maintenance Technician I position(s):
  - a. A recruiting process will be used to select a current union employee to fill Traffic Maintenance Technician I position(s). Employee(s) must meet the requirements of the Apprenticeship Training Services (ATS) program.
    - i. Be a current employee
    - ii. Completed 750 hours of employment with the City of Springfield
    - iii. High School transcripts showing date of graduation and at least 1 year of Algebra with a grade of "C" or better
    - iv. Current Oregon Driver's License
  - b. Per Article 9.3 'Traffic Maintenance Technician Training Period' of the current collective bargaining agreement, the first year as a trainee will be recognized as a probationary period.
  - c. The Traffic Maintenance Technician I will be paid on grade B22. The following will apply based on the current title of the employee(s) selected for this training program:
    - i. If a Maintenance Technician Apprentice is selected, pay will follow current promotion language (Article 11.4) and "shall be placed on the new salary grade that is closest to a five percent (5%) increase in their hourly step rate of pay and shall receive at least the first step of the higher salary grade".
    - ii. If a Maintenance Technician Journey is selected, pay will be increased 5%. Employee will move up one step or, if the employee is at the top step of B22, a new step will be created for this program only that is 5% above step 7 (\$32.60).

- d. Upon passing the one (1) year period, the employee will be placed on the Traffic Maintenance Technician II grade (B23) to the step that provides at least 5%. Employees shall be eligible for step increases on the annual anniversary of their promotion to the Traffic Maintenance Technician I classification as long as steps are available.
- e. A trainee who fails their probationary period on the basis of qualification and/or job performance shall be allowed to return to their previously held Maintenance Technician position, provided they remain qualified for that position, at the pay step that they held when selected to fill this position.
- f. After the probationary period, if a Traffic Maintenance Technician fails to achieve required licensing and certification within ~~thirty-six (36)~~ forty-eight (48) months after appointment to the position (~~24-36~~ months past probationary period), they shall be allowed to return to their previously held Maintenance Technician position, provided they remain qualified for that position at the pay step that they held when selected to fill this position.

This MOU will be effective through June 30, 2024, and on July 1, 2024, it will be added to the parties' collective bargaining agreement.

Agreed to this 19 Day of July, 2022.

 7/25/22  
CB

Monica BB 7/19/22  
Scott Lund 7/19/22