

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into between the City of Springfield ("City") and Service Employees International Union ("SEIU").

The City and SEIU agree that the following article and section of the Collective Bargaining Agreement expiring on June 30, 2025, shall be modified as below.

Section 22.2 Salary Schedule

- a. Effective July 1, 2013 and continuing thereafter unless specifically modified by mutual agreement of the City and the Union, the City shall continue with a fifty percent (50%) range, eleven (11) step, equal-dollars-between-steps compensation plan for all SEIU represented employees. Within the 11-step pay plan, Steps 1 through 9 are merit steps; and Steps 10 and 11 are reserved for market adjustments. For the period of July 1, 2021 to June 30, ~~2023~~ 2024, the hourly and annual salary amounts shown on the 11-step salary schedule shall be consistent with those in effect as of June 30, 2021.

b.

The remaining sections of Article 22 will remain as ratified.

The parties agree to these provisions on this 1st day of August, 2023.

CITY OF SPRINGFIELD

SERVICE EMPLOYEES INTERNATIONAL UNION



Chaim Hertz, Human Resources Director



Erin Selvey, President