

**MEMORANDUM OF UNDERSTANDING
SUMMER SEASONAL EMPLOYEES**

**THE CITY OF SPRINGFIELD, OREGON AND THE AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES**

This Memorandum of Understanding (MOU) is entered into by and between the City of Springfield (City) and the American Federation of State, County and Municipal Employees, AFSCME Local 1148 (Union).

The purpose of this MOU is to set forth the terms and conditions regarding pay placement for the summer of 2024.

Pay Placement:

1. During the summer of 2024, all summer seasonal employees covered under this agreement, including those who are reemployed from the following previous year, shall receive a base hourly pay rate of \$19.00 per hour.
2. Under this Memorandum of Understanding (MOU), returning seasonal hires who would have otherwise been placed at step 6 at \$19.91 or step 7 at \$20.90 per hour will remain eligible for that same step placement.
3. During the summer of 2024, summer seasonal employees assigned lead responsibilities shall receive an adjusted compensation of 5%.

Benefit Changes:

1. As part of this agreement, it is hereby acknowledged and agreed that summer seasonal employees covered under this MOU will not be eligible for vacation accrual during the summer of 2024.

Agreement of the Parties:

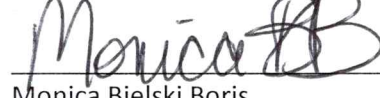
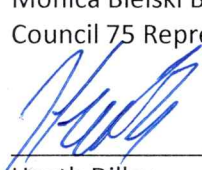
This agreement ends on at the conclusion of the 2024 seasonal work season. This MOU is not precedent setting and neither party is obligated to continue or extend this agreement.

Dated this 27 day of March, 2024

For the City


Chaim Hertz
Human Resources Director

For AFSCME


Monica Bielski Boris
Council 75 Representative

Heath Dilley
Local 1148 President