

MEMORANDUM OF UNDERSTANDING
Between
The City of Springfield
and
SEIU Local 503, OPEU Springfield City Employees Local 995

Re: Classification and Compensation Review Services Performed by Trüpp HR, Inc.

This Memorandum of Understanding (MOU) is entered into by and between the City of Springfield ("City") and the Service Employees International Union, Local 503, Oregon Public Employees Union, Springfield City Employees Local 995 ("Union" or "SEIU"), collectively referred to as the "Parties."

PURPOSE

The purpose of this MOU is to establish mutual understanding and procedural agreement regarding the City's engagement of Trüpp HR, Inc. as its new consultant to continue and expand the City's classification and compensation system review for general service positions. The change in consultant services is part of the City's efforts to ensure the City continues to meet its goals of internal equity, market competitiveness, and compliance with applicable laws. This work includes activities that may affect mandatory subjects of bargaining as defined under Oregon's Public Employee Collective Bargaining Act (PECBA).

BACKGROUND

The City has contracted with Trüpp HR, Inc. to modernize its classification system to support internal equity, compliance with Oregon's Equal Pay Act, and long-term sustainability. The scope of work includes evaluating job classifications, reviewing compensation structure, and identifying potential pay disparities.

SCOPE OF WORK ACKNOWLEDGEMENT

The Union acknowledges the City's intent to move forward with the consultant's services, which will include the following project elements:

1. Job Classification Evaluation:

Review of current classifications for accuracy and alignment with duties and structure.
Assessment of internal equity and classification hierarchy.

2. Hierarchical Structure Review:

Recommendations for adjusting classification levels for proper role differentiation.

3. Review & Appeal Process:

Development of an employee-accessible classification review and appeal process.

4. Ongoing Maintenance System:

Recommendations for systematic updates and sustainability of the classification framework.

5. Pay Equity Analysis:

Identification of wage disparities and corrective recommendations in compliance with Oregon Equal Pay Act.

6. Benchmarking and Salary Surveys:

Analysis of market competitiveness for similar roles in comparable agencies.

7. Compensation Structure Recommendations:

Evaluation of internal pay scales and suggestions to support fairness and career progression.

AGREEMENTS

The Parties agree to the following:

1. Information Sharing:

The City will provide the Union Officers or the Union members of the JLMC with regular updates and draft deliverables from Trüpp HR, including, but not limited to, draft classification reports, pay equity findings, salary benchmarking results, and proposed classification/compensation changes prior to finalization.

2. Impact Bargaining:

The City agrees that any proposed changes to wages, hours, or other mandatory subjects of bargaining resulting from the consultant's findings or recommendations will not be implemented until the City has satisfied its bargaining obligations under PECBA. The Union shall retain the right to demand bargaining over the impacts of such proposed changes.

3. Review & Appeal Process Participation

The Union will be consulted in the development of the employee classification appeal process and may appoint a representative to participate in the finalization of guidelines to ensure transparency and fairness.

4. Non-Waiver of Rights

Nothing in this MOU shall be construed as a waiver of the Union's rights under PECBA, including the right to grieve changes improperly implemented without bargaining, or the City's right to manage and direct its workforce in accordance with applicable laws and collective bargaining agreements.

5. Temporary Nature of MOU

This MOU shall remain in effect only for the duration of the classification and compensation review project, with final deliverables expected no later than **July 1, 2027**. Upon completion of the project, this MOU shall expire unless otherwise extended in writing by mutual agreement.

DATED this 4th day of September, 2025.

For the City:

 9-9-2025

Chaim Hertz, Human Resources Director

For the Union:

 09/09/25

Steve Petersen, President