

MEMORANDUM OF AGREEMENT1

I. The Parties

The Parties to this Memorandum of Agreement (MOA) are Multnomah County, Oregon (hereinafter "County") and AFSCME, Local 88, AFL-CIO (hereinafter "Union").

II. Background

During a reclassification review of position #740014, the Department of County Services (DCS) and the Classification and Compensation unit determined the Animal Care Aide (JCN#6062), Animal Care Technician (JCN#6065), and Veterinary Technician job profiles (JCN#6066) required a review and update of duties to better reflect work assignments in both animal care and hospital services. To better identify career paths in Animal Services, on June 10, 2019, the County issued the following recommendations:

- A. Creation of an Animal Technician job profile series consisting of the current job profiles below being renamed to better define the work.
- B. Animal Care Aide renamed to Animal Technician 1 and is the entry level of the Animal Technician job profile series.
- C. Animal Care Technician renamed to Animal Technician 2 and is the journey level of the Animal Technician job profile series.

On June 19, 2019, the Union sent notice of demand to negotiate wages for these new and substantially revised classifications under Article 15.VI.

III. Terms of Agreement

There parties have hereby agreed to as follows:

- A. The County agrees to move the Animal Technician 1 and Animal Technician 2 classifications up one salary range. The Veterinary Technician salary range will stay the same.
- B. Effective July 1, 2019, employees in the Animal Technician 1 and Animal Technician 2 classifications will receive a 1.5% increase to their current rate of pay (equivalent to a half step). The one and one-half percent (1.5%) increase will not be considered part of base wages for purposes of calculating any wage adjustment or wage premiums, including but not limited to lead pay, bilingual pay, or shift differential, except overtime pay as required by law.

C. For employees in the Animal Technician 1 and Animal Technician 2 classifications, the remaining 1.5%, or half step, shall be paid at the time of the employee's individual anniversary date following July 1, 2019, and the combined increases shall be considered the employee's step increase for that fiscal year. Beginning on the effective date of the step increase, the full step increase shall be treated as base wages for all purposes provided in the CBA, including wage premiums and wage adjustments.

D. The County agrees that the next two recruitments for the Animal Technician 2 classification will be conducted internally, so that employees in the Animal Technician 1 classification have a potential promotional opportunity.

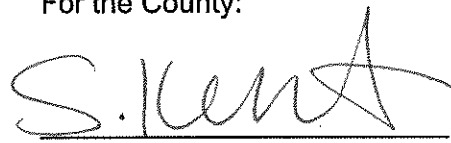
E. This represents the complete agreement of the parties and does not constitute a precedent for any similar situation in the future. Any dispute over the meaning, interpretation or application of this MOA shall be resolved through the grievance procedure set forth in the collective bargaining agreement.

Agreed to this 23rd date of September, 2019.

For the Union:


Seth Moore
AFSCME Council Representative

For the County:


Shelly Kent
Labor Relations Manager