

# Letter of Agreement

**Parties**

City of Central Point, hereinafter called "City"  
 Teamsters Local No. 223 (General Service), hereinafter called "Union"

**Recitals**

- A. City and Union are parties to a Labor Agreement that expires on June 30, 2025.
- B. The current union contract provides certification, bilingual and education incentive pay which the parties agree to increase the amounts to help retain and recruit qualified employees. Each certification and education incentive is increased by \$50 per month, the addition of Backflow tester certification pay, and increase the maximum additional pay to \$450 per month.
- C. The parties have negotiated a settlement and desire to reduce their agreement in writing.

**Agreement**

The parties agree the following paragraphs are modified as follows:

- A. 12.7 Certification Pay, 12.7.1 Qualifying Certification, paragraph e:
  - e. Provide a meaningful cost savings benefit to the City resulting from the ability to provide additional or improved services in-house that would otherwise have to be contracted out.

Commercial Bldg Inspector	\$250	Flood Plain Manager	\$150
Plumbing Inspector	\$150	ISA Arborist	\$150
Electrical Inspector	\$150	Municipal Arborist	\$200
Water Distribution Level 1	\$ 95	Public Pesticide Applicator License	\$ 125
Water Distribution Level 2	\$125	ODOT General Inspector	\$ 125
Water Distribution Level 3	\$175	Cross Connection Specialist	\$ 95
Water Distribution Level 4	\$225	Playground Safety Inspector	\$ 125
Backflow Tester Cert.	\$ 95		

ISA-Tree Risk Assessment      \$125      added 1/13/22  
 ODOT ADA cert.                      \$95              added 7/8/22

- B. 12.8 Certificate Compensation. Upon completion of certain job-related certificates that do not meet the criteria of certifications under 12.7, but are determined to be of value to the city, a one-time payment shall be made to the employee in the form of additional compensation. Notwithstanding, employees who are currently receiving the additional monthly certificate pay shall continue to receive said pay at the same amount monthly and not be eligible for the one-time payment for an existing certificate or additional level of the existing certificate.

ODOT Road Scholar (per level)  
Microsoft Office User Specialist

one-time payment of \$300 upon receipt of certificate  
one-time payment of \$150 upon receipt of certificate

C. 12.11 Bilingual/Sign Language Pay. Employees who are determined to be fluent in Spanish or competent in sign language, as certified by an instructor approved by the City, shall receive an additional \$200 per month added to the base pay. Bilingual/Sign Language pay shall commence on the first day of the pay period following receipt of the competency certification in the Human Resources Department.

D. 12.12 Educational Incentive. Bargaining unit employees shall receive additional compensation added to the base pay as set forth below for possession of college degree/certificate(s) in excess of the level which has been established as the minimum requirement for their position. The degree/certificate must be earned from a regionally accredited educational institution and an unopened official transcript verifying the degree/certificate must be provided, at the employee's expense, to HR. Degree pay shall commence on the first day of the first full pay period following receipt of the official transcript in Human Resources, regardless of when the degree is conferred. Only one degree/certificate at any one level shall be compensated, regardless of the number of degrees/certificates an employ may actually have (i.e., possession of both a bachelor of arts in geography and a bachelor of science in math shall be considered having a degree at the bachelor's degree level), and degrees/certificates shall not pyramid (i.e., an employee with both an Associate's degree and a Bachelor's degree, shall only be compensated for the Bachelor's degree).

1-year certificate	\$100 per month	Bachelor's degree	\$250 per month
Associate's degree	\$150 per month	Master's degree	\$350 per month

E. 12.13 Maximum Additional Pay. The maximum additional compensation any individual employee shall be eligible to receive in the form of any combination of incentive, including education, bilingual incentive and certification pay shall be \$450 per month.

Agreed to on this 3 day of January, 2021.

For the City: cc. cc For the Union: Brent Jensen  
Chris Clayton, City Manager Brent Jensen, Labor Representative