

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE CITY OF GRESHAM AND TEAMSTERS LOCAL 223
Re: Building Division Certification Pay**

Background

The City of Gresham (City) and Teamsters Local 223 (Union) agree to replace the collective bargaining agreement MOU originally dated and signed March 19, 1998, revised July 15, 2008, February 28, 2014, and January 30, 2015 with the following revised collective bargaining agreement MOU. This MOU may be amended as necessary to reflect the mutually agreed upon state certifications available for certification pay.

The parties mutually agree to the following:

The City will provide additional compensation to Building Inspectors, Plans Examiners and Rental Housing Inspectors based on the numbers and types of state certifications they possess. The following parameters will apply:

- 1) The City will make reasonable efforts to maintain an inspection training program to assist inspectors in achieving multiple certifications. The Teamsters Union will be provided an opportunity to review and comment when changes are made to the certification and training program guidelines.
- 2) All Building Inspectors, Plans Examiners and Rental Housing Inspectors will receive additional compensation in accordance with this MOU when they:
 - possess the appropriate certificates or BCD authorization to perform the work; and
 - are routinely required to perform work outside of the primary certified area that requires those certificates; and
 - have been designated as eligible for the compensation in writing by the Building Official; and
 - satisfactorily perform the assigned work in accordance with ORS guidelines and City policies and performance standards; and
 - if applicable, are a Building Inspector assigned A-level plan review on an ongoing basis in plumbing and/or electrical specialties.

Schedule of Certification Requirements and Certification Pay by Classification:

- 1) All certifications listed below are assumed to be active and issued by ICC and incumbents must also have associated Oregon Inspector Certification (OIC) in hand. Alternatively, incumbents may qualify if they have active State of Oregon certifications in similar areas (e.g., ICC Residential Building equates to State of Oregon Residential Building AND State of Oregon Residential Plans Examiner) or authorization in writing from the State Building Codes Division.
- 2) Certification Pay will be paid at the rate of \$0.40/hr for each certification obtained in addition to the required certifications upon hire and those certifications required within six months of hire in accordance with the table below. The eligible certifications for additional pay for each classification are shown in the table in the Additional Certification column. Employees are eligible for a maximum of three (3) additional certifications when obtained in accordance with the parameters stated above with the exception for Building Inspector IIs that are assigned A-level plan review on an ongoing basis in plumbing and/or electrical specialties.

Classification	Additional Certifications Eligible for Certification Pay
Building Inspector I	
	<p>Oregon Structural Inspector A-level (SIA) or ICC Commercial Building Inspector (ICC B2)</p> <p>Oregon Mechanical Inspector A-level (MIA) or ICC Commercial Mechanical Inspector (ICC M2)</p> <p>Oregon Structural Plans Examiner A-level (PEA) or ICC Building Plans Examiner (ICC B3)</p> <p>Oregon Fire and Life Safety Plans Examiner (PEF) or equivalent</p>
Building Inspector II	
<i>Structural/Mechanical</i>	<p>Oregon Fire and Life Safety Plans Examiner (PEF) or equivalent</p> <p>Residential Plumbing</p> <p>Residential Electrical</p> <p>Commercial Electrical</p> <p>Commercial Plumbing</p> <p>State of Oregon Specialized Plumbing Inspector (SPI)</p> <p>State of Oregon Specialized Electrical Inspector (SEI)</p> <p>State of Oregon Specialized Solar Photo-Voltaic Inspector Certification (SSI)</p> <p>State of Oregon Specialized Final Inspector (SFI)</p>
<i>Plumbing</i>	<p>Residential Building</p> <p>Residential Mechanical</p> <p>Commercial Structural</p> <p>Commercial Mechanical</p> <p>Commercial Plans Examiner</p> <p>Commercial Electrical</p> <p>Oregon Fire and Life Safety Plans Examiner (PEF) or equivalent</p> <p>State of Oregon Specialized Electrical Inspector (SEI)</p> <p>State of Oregon Specialized Solar Photo-Voltaic Inspector Certification (SSI)</p> <p>State of Oregon Specialized Final Inspector (SFI)</p> <p>ASSE 6020 Medical Gas Inspector Certification</p>
<i>Electrical</i>	<p>Residential Building</p> <p>Residential Mechanical</p> <p>Commercial Structural</p> <p>Commercial Mechanical</p> <p>Commercial Plans Examiner</p> <p>Commercial Plumbing</p> <p>Oregon Fire and Life Safety Plans Examiner (PEF) or equivalent</p> <p>State of Oregon Specialized Plumbing Inspector (SPI)</p> <p>State of Oregon Specialized Solar Photo-Voltaic Inspector Certification (SSI)</p> <p>State of Oregon Specialized Final Inspector (SFI)</p>
Building Inspector III	
	<p>Oregon Fire and Life Safety Plans Examiner (PEF) or equivalent</p> <p>Oregon Plumbing Specialty Code (A-level) Inspector (PI) or equivalent</p> <p>Oregon Electrical Specialty Code (A-level) Inspector (EI) or equivalent</p> <p>Oregon Residential Plumbing Inspector (CAP) or equivalent</p> <p>Oregon Residential Electrical Inspector (CAE) or equivalent</p>

Plans Examiner II	Residential Plumbing Residential Electrical Commercial Plumbing Commercial Electrical State of Oregon Specialized Plumbing Inspector (SPI) State of Oregon Specialized Electrical Inspector (SEI) State of Oregon Specialized Solar Photo-Voltaic Inspector Certification (SSI) State of Oregon Specialized Final Inspector (SFI)
Plans Examiner III	Oregon Plumbing Specialty Code (A-level) Inspector (PI) or equivalent Oregon Electrical Specialty Code (A-level) Inspector (EI) or equivalent Oregon Residential Plumbing Inspector (CAP) or equivalent Oregon Residential Electrical Inspector (CAE) or equivalent
Rental Housing Inspector & Rental Housing Inspector Trainee	Oregon Building Codes Division – Authorization to perform miscellaneous State of Oregon specialty code permits associated with City-adopted rental housing inspection program

This revised MOU shall be effective as of February 1, 2017, and incorporates amendments made in preceding MOU's dated January 30, 2015, and February 28, 2014, and replaces in total the revised MOU dated July 15, 2008. The classification adjustments and changes to this MOU are the result of meet and confer obligations under the collective bargaining agreement between the Teamsters and the City.

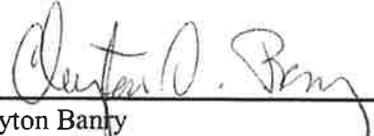
DATED this 8th day of January, 2017

FOR THE CITY:



 Karen Pearson
 Director of Human Resources

FOR THE UNION:



 Clayton Banry
 Secretary/Treasurer, Local 223

Reviewed by City Attorney's Office:



 Jeni Woods, Senior Assistant City Attorney