

**MEMORANDUM OF AGREEMENT
BETWEEN
THE CITY OF GRESHAM
AND
TEAMSTERS LOCAL 223**

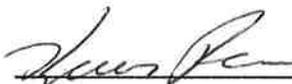
Background: The City intends to implement a Payroll Overpayment and Underpayment Process as part of the Gresham Procedures Manual for the employees of the General Unit represented by the Teamsters, Fire bargaining unit represented by the IAFF, as well its non-represented employees, effective November 1, 2018.

The Teamsters were provided the opportunity to review an initial draft procedure sent for review on January 26, 2018 and a final draft procedure sent on October 17, 2018. At this time the parties have reached agreement to the following:

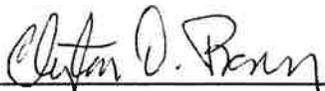
1. Teamsters employees will be subject to the Payroll Overpayment and Underpayment Process implemented on November 1, 2018 and included in the Gresham Procedures Manual
2. By signing below, the parties agree to incorporate the terms of this MOA into the current Collective Bargaining Agreement.

For the City:

For the Union:



Karen Pearson, HR Director



Clayton Barry, Secretary/Treasurer

Date: 10-24-2018

Date: 10/24/18

Approved as to Form



City Attorney's Office