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4/2/2024

*DW* 4/2/26

## **ARTICLE 4.7, Recruitment Incentives and Pay Equity.**

### Section 7, Recruitment Incentives.

(a) Permanently appointed new employees in key or special recruitment positions may be credited for prior professional service by placement at the appropriate step of the vacation accrual table contained in Article 14 of this Agreement, when authorized by the ~~Commissioner-in-Charge~~ ~~Deputy City Administrator overseeing the service area~~ ~~Director of Human Resources~~. Once placed on the scheduled noted above, future service with the City shall count normally towards additional vacation accrual rates.

(b) When authorized by the ~~Director of Human Resources~~ ~~Deputy City Administrator overseeing the service area~~ ~~Commissioner-in-Charge~~, a permanently appointed new employee in a key or special recruitment position may receive a one-time crediting of forty (40) hours of vacation upon appointment or after completion of the probationary period. The forty (40) hours of vacation are available to the employee to use upon credit and in accordance with Article 14 of this Agreement.

(c) Successful candidates shall be asked to provide a comprehensive resume for the purposes of determining recruitment incentives or pay equity placement as part of a job offer letter. The City shall have sole discretion to determine pay consistent with the State statute on pay equity, including allowable differences in pay based on statutory factors. City pay equity determinations are not subject to the grievance procedures.

**ARTICLE 19.1, Wage Schedule.** The wage schedule set out in Schedule A of this agreement which are incorporated herein and attached hereto shall be the only wage rates.


~~For~~ Employees ~~hired, or promoted, or reclassified into a classification within Schedule A,~~ during the term of this agreement ~~shall be placed onto the wage schedule using a pay equity analysis performed by the City in alignment with the Oregon Equal Pay Act that accounts for different rates for comparable work under bona fide factors determined by state statute. years of service in the respective field, as well as experience related to the position description and essential duties.,~~ if the employee's salary prior to promotion is greater than or equal to the entry level for the higher classification, the employee's salary upon promotion shall be at the lowest step which results in a minimum three percent (3%) increase in pay, ~~or the step recommended through a pay equity analysis, whichever if the pay equity analysis is higher.~~ ~~City pay equity determinations are not subject to the grievance procedures.~~ Progression from one salary step to the next, within a job classification, shall be on an annual basis.

PROTEC17 Successor Bargaining  
City Counter on Pay Equity & Recruitment Incentives  
Articles 4.7 and 19.1  
April 2, 2026

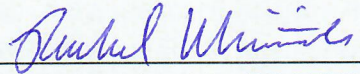
Based upon bona fide recruitment needs, employees promoted during the term of this agreement may be placed on a step up to the midpoint of the salary range for the higher classification if approved by the director of the bureau. If the midpoint of the range is not a step, placement shall be at a step below the midpoint. Placement on a step above the midpoint of the salary range of the higher classification may be made with the approval of the Director of the Bureau of Human Resources:

Tentatively agreed on this 2 day of April, 20252026

Lead Spokesperson for the City:

  
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AnnMarie Kevorkian-Mattie, Labor Relations

Lead Spokesperson for the Union:

  
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Rachel Whiteside, PROTEC17