

LETTER OF UNDERSTANDING

Effective this 9th day of November, 2022, this Memorandum of Understanding (MOU) is between the Civil Service Personnel Association (CSPA) and the City of Akron (City), hereinafter referred to collectively as the (Parties).

Whereas, the City and CSPA are interested in the possibility of reducing the number of steps in the City’s pay grade, the Parties agree that the City will conduct a “Work Study” to review and address reducing the number of steps in the City’s pay grade. The “Work Study” will review and address the pay grade levels for the following classifications,

- Administrative Assistant I, II, and III
- Code Compliance Inspector I, II, and III
- Customer Service Request Agent and Lead
- Consumer Services Clerk and Lead
- Water Protection Specialist I and II
- Safety Communication Technician I

The “Work Study” will review comparable job classifications, pay steps, and pay grades to ensure internal equity within the City classification and compensation system. The City will keep CSPA advised of the process and progress of the “Work Study.” CSPA will have the opportunity to submit input, suggestions, and proposals regarding the “Work Study” review. In addition, the City will continue to review its pay grade steps for all positions.

The Parties agree to complete the process before December 31, 2023.



City /msd

11/9/22

Date



CSPA

11-9-22

Date