

**2015-2018 Collective Bargaining Agreement
Memorandum of Understanding No. 8**

This MOU is specific to an offer of employment made to Sarah Eisenhut who started employment on November 20, 2017. She is a Police Support Specialist with previous experience at Salem Police Department. During employment negotiations and in deference to her previous experience, the City offered to provide—and Ms. Eisenhut accepted—vacation leave accrual at the level for five-year employees.

This MOU is to recognize that Ms. Eisenhut will accrue vacation at the level for employees with five years of service as described in Section 10.1.A.3 of the KPA CBA, effective upon hire.

This MOU is specific for Ms. Eisenhut only and therefore, this Memorandum of Understanding has no effect on any other members while in place and shall automatically be void and of no further effect on separation of service by Ms. Eisenhut.

This MOU is binding and effective as of the start date of Ms. Eisenhut's employment.

This MOU sets no precedence.

Signatures below testify to the acceptance of this Memorandum of Understanding.

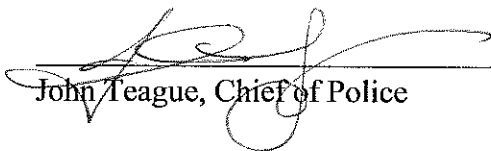
FOR THE CITY OF KEIZER:



Chris Eppley, City Manager

1-17-18

Date

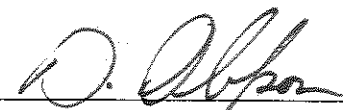


John Teague, Chief of Police

01/17/18

Date


FOR THE KEIZER POLICE ASSOCIATION:



Darsy Olafson, President

01-10-18

Date



Kevin DeMarco, Vice President

01/10/18

Date

Memorandum of Agreement
"Healthy Officer" Program

The City and the Association agree that there may be obvious and not-so-obvious benefits for sworn officers to participate in a mandatory meeting with a private counselor at least every other year; subsequently, the City committed funds for half of all sworn officers of all ranks to meet with a counselor during FY19. The police department will also solicit funding for FY20.

The meetings will occur on duty, at the City's expense, with a counselor of the City's choosing, and, unless the counselor has obligations as a mandatory reporter, the content of the meetings shall remain private between the officer and the counselor.

Generally, officers will be selected to attend based upon their availability as determined by their work schedules.

Nothing in this program shall supplant the City's obligations under SB111 (2007) as described in the Marion County Law Enforcement Use of Deadly Physical Force Response Plan.

This is a trial program planned to exist through at least FY20, subject to modifications by either the City or the Association but only upon the agreement of both parties, with the exception that either the City or the Association may cease participation with thirty days of notice.

Signatures below testify to the acceptance of this Memorandum of Agreement, which will take effect upon signing.

FOR THE CITY OF KEIZER:


Chris Eppley, City Manager

9-5-18
Date



John Teague, Chief of Police

090518
Date

FOR THE KEIZER POLICE ASSOCIATION:


Darsy Olafson, President

09-05-18
Date


Kevin DeMarco, Vice President

09/12/18
Date

**2018-2021 Collective Bargaining Agreement
Memorandum of Understanding No. 6**

“Healthy Officer” Program

Whereas in September 2018, the City of Keizer and the Keizer Police Association entered into a Memorandum of Agreement for the “Healthy Officer” Program;

Whereas the Memorandum of Agreement references Fiscal Year 19 and Fiscal Year 20 as the trial program;

Whereas the City and Association agree that there may be obvious and not-so-obvious benefits for sworn officers to continue to participate in a mandatory meeting with a private counselor at least every other year;

Whereas the City is committed to soliciting funds each fiscal year to allow half of all sworn officers of all ranks to meet with a counselor;

The Keizer Police Association and the City agree to the following with regard to the “Healthy Officer” Program.

1. The meetings will occur on duty, at the City’s expense, with a counselor of the City’s choosing.
2. Unless the counselor has obligations as a mandatory reporter, the content of the meetings shall remain private between the officer and the counselor.
3. Officers will be selected to attend based upon their availability as determined by their work schedules.
4. This program shall not supplant the City’s obligations under SB111 (2007) as described in the Marion County Law Enforcement Use of Deadly Physical Force Response Plan.

This MOU will take effect upon signing.

Signatures below testify to the acceptance of this Memorandum of Understanding.

FOR THE CITY OF KEIZER:

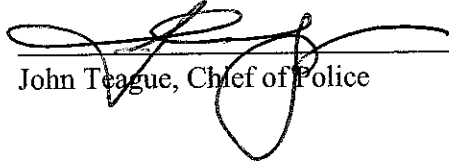


Chris Epley, City Manager

5-4-20

Date

2018-2021 Collective Bargaining Agreement
Memorandum of Understanding No. 6

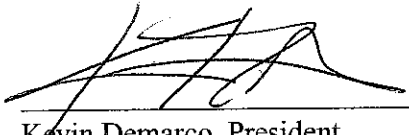


John Teague, Chief of Police

042720

Date


FOR THE KEIZER POLICE ASSOCIATION:



Kevin Demarco, President

04/28/20

Date



Carrie Anderson, Secretary

5-4-20

Date