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 — Date: 9-5-18

John Teague, Chief of Police — Date: 090518

FOR THE KEIZER POLICE ASSOCIATION:

Darsy Olafson, President — Date: 09-05-18

Kevin DeMarco, Vice President — Date: 09/12/18