

Memorandum of Agreement

This Memorandum of Agreement ("MOA") is by and between the City of Springfield and its Police Department ("City") and the Springfield Police Association ("SPA"), collectively the "Parties."

Background

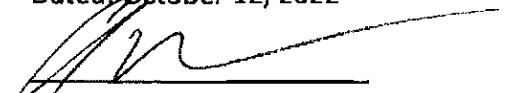
- A. On March 31, 2022, SPA issued a demand to bargain over the City's proposed change to minimum patrol staffing.
- B. The Parties engaged in collective bargaining under ORS 243.698.
- C. The purpose of this MOA is to memorialize the Parties' agreement reached through bargaining.

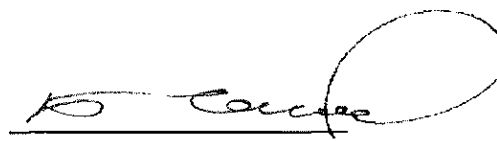
Agreement

The Parties agree as follows:

- 1. Current minimum staffing for patrol is as follows:
 - a. A "hard six" for all hours except for the following for "night watch":
 - i. A "hard six" until 0000;
 - ii. A "soft six" between 0000 and 0400, which includes the City posting for voluntary overtime, but not mandating overtime, to reach the minimum of six;
 - iii. A "hard five" between 0400 and 0800; and
 - iv. The DULL car counts towards the "hard six" minimum staffing between 0000 and 0400.
- 2. The Parties agree to continue their informal discussions, including data compilation and analysis, to further discuss personnel allocations related to minimum staffing numbers for "day watch" patrol.
- 3. Any disagreements regarding the interpretation or application of this MOA will first be addressed informally between the Parties and, if unresolved, will be subject to the grievance procedure under Parties' collective bargaining agreement.

Dated: October 12, 2022


Chief Andrew Shearer


President Robert Conrad


HR Director Chaim Hertz