

**Letter of Agreement
Between
The City of Springfield
And
The Springfield Police Association**

One-Time Exception to Article 20.10(b) Regarding Certification for Mental Health Provider Visit

Background:

Article 20.10 b) Mental Health of the collective bargaining agreement between the City of Springfield and the Springfield Police Association outlines the requirements for employees to qualify for a 0.5% Incentive pay based on providing certification of a visit to a mental health provider.

Agreement:

The City of Springfield and the Springfield Police Association agree to the following terms for a one-time, non-binding exception to Article 20.10 b):

1. Extension of Certification Deadline:

Employees shall have until December 31, 2024, to provide a note confirming their visit with a mental health provider to qualify for the 0.5% incentive pay.

2. Commencement of Incentive Pay:

The incentive pay will begin at the start of the first pay period following the employer's receipt of the provider's note confirming the visit and continue through 6/30/2025.

3. Certification for Following Fiscal Year:

To qualify for the Incentive pay for the following fiscal year (FY26) starting 7/1/2025, employees will be required to provide a second certification of a visit with a mental health provider. This second certification must establish that a medical provider visit occurred between dates of January 1, 2025, and June 30, 2025, and must be for a separate visit.

4. Non-Precedent Setting:

This agreement is a one-time exception and shall not set a precedent for any future agreements or modifications to the collective bargaining agreement.

5. Entire Agreement:

This Letter of Agreement constitutes the entire understanding between the parties regarding the subject matter herein and supersedes all prior negotiations, representations, or agreements, whether written or oral.

This LOA shall become effective upon ratification by both parties as indicated by the signatures below.

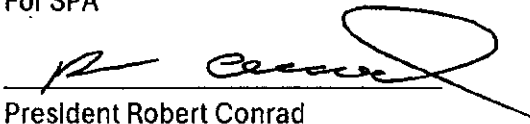
For the City



HR Director Chaim Hertz

8-7-2024
Date:

For SPA



President Robert Conrad

8-7-24
Date