

**Memorandum of Agreement
Between
The City of Springfield
and
The Springfield Police Association**

Background:

- A. Community Service Officers (CSOs) currently work 10.5-hour shifts with a 30-minute unpaid meal period.
- B. Article 6.12 of the Springfield Police Association Collective Bargaining Agreement (CBA) states:

"All employees shall be granted a meal period during each work shift. To the extent consistent with operating requirements of the department, each meal period shall be scheduled in the middle of the work shift, or as near thereto as possible. The meal period for all police officers and dispatchers, except as otherwise specified herein, shall be one-half hour in length and shall be paid. It is understood that all employees that receive a paid lunch are subject to call without consideration for further compensation. All non-police personnel shall receive a one-half hour unpaid meal period, except that the Property Controller, Property Clerk, Court Security Officer and the Records Clerk assigned to Animal Control will receive a one (1) hour unpaid meal period. All police officers assigned to positions outside of patrol will receive a one (1) hour unpaid meal period. Employees working more than 14 consecutive hours will receive an additional meal period consistent with BOLI rule."

- C. The Parties recognize that uniformed CSOs working a call response similar to uniform patrol officers are frequently subject to calls during their shifts. To align their scheduling and meal period structure and more closely with uniform patrol officers, the parties wish to modify the CSO meal period provision.

Agreement:

- 1. The City and the Springfield Police Association agree that Association members assigned as Community Service Officers (CSO's) working a call response model similar to uniform patrol officers shall be scheduled to work a 10-hour shift. Within that 10-hour shift, CSOs shall receive a 30-minute paid meal period, during which they will be subject to call without additional compensation.
- 2. Article 6.12 of the Collective Bargaining Agreement shall be modified as follows:

6.12 Meal Periods

All employees shall be granted a meal period during each work shift. To the extent consistent with operating requirements of the department, each meal period shall be scheduled in the middle of the work shift, or as near thereto as possible. The meal period for all police officers **and** dispatchers, **and Community Service Officers assigned to call response model similar to uniform patrol officers**, except as otherwise specified herein, shall be one-half hour in length and shall be paid. It is understood that all employees that receive a paid lunch are subject to call without consideration for further compensation.

All non-police personnel shall receive a one-half hour unpaid meal period, **except for uniformed Community Service Officers as stated above, and** the Property Controller, Property Clerk, Court Security Officer and the Records Clerk assigned to Animal Control will receive a one (1) hour unpaid meal period. All police officers assigned to positions outside of patrol will receive a one (1) hour unpaid meal period. Employees working more than 14 consecutive hours will receive an additional meal period consistent with BOLI rule.

This MOA shall become effective upon execution by both parties.

AIC Gamillerch #244

Andrew Shearer
Chief of Police

2.27.25

Date

Chaim Hertz

Chaim Hertz
Director of Human Resources

2-28-2025

Date

Connor O'Leary #395

Connor O'Leary
Association President

2.27.25

Date