

MEMORANDUM OF UNDERSTANDING
THE CITY OF SPRINGFIELD
AND
SPRINGFIELD POLICE SERGEANT'S ASSOCIATION

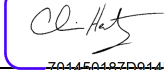
Whereas, The City of Springfield (City) recognizes the Springfield Police Sergeants Association (Association) as the exclusive representative for those employees within the classification of Police Sergeant. The parties are negotiating a first collective bargaining agreement. The City is willing to initiate payroll deduction and remittance of Association dues deductions consistent with the attached Tentative Agreement.

The parties agree as follows:

1. The month following execution of this memorandum of understanding, the City will deduct Association dues from employees authorizing dues to the Association through the payroll process consistent with the attached Tentative Agreement. Dues will be deducted monthly. The City shall rely upon information and authorizations provided by the Association and individual employees and shall not be responsible for determining the validity of any authorization.
2. Disputes arising from this agreement will first be handled by discussion between the City and Association. If further action is needed, the matter will be resolved using any tentative agreement on grievances.
3. This agreement does not require ratification and will be effective upon execution of the date last set forth below. This agreement shall remain in effect until superseded by the execution of the parties' first collective bargaining agreement.

City of Springfield

Signed by:



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Chaim Hertz, HR Director

Date: 7/20/2026

Springfield Police Sergeants
Association

Signed by:



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Tony Del Castillo, President

Date: 7/20/2026

5.1 Check-off

All employees covered by this Agreement may voluntarily authorize payroll deduction of Association dues. Such authorization shall remain in effect until revoked by the employee in accordance with the terms of the authorization and applicable law. Pursuant to each authorization, the City will deduct association dues monthly from the employee's paychecks and remit such deduction to the association within ten (10) calendar days following the deduction.

5.2 Hold Harmless

Provided the City acts in compliance with this Article, the Association shall indemnify, defend, and hold the City harmless from claims, demands, suits, or other forms of liability arising from the administration of dues deductions or compliance with this Article.

5.3 New Hires

The City will notify the Association in writing of new employees hired within the bargaining unit within ten (10) days after their hire date and will furnish the Association their name, mailing address, and class title.

5.4 Bulletin Boards

The City agrees to allow wall space, not to exceed 3'x 4' for a bulletin board, within the Police Department to be used by the Association for the posting of notices and bulletins relating to the Association. Such notices will be signed and dated by the official responsible for their posting. In no case will defamatory material be posted on the Association bulletin board.

5.5 Right of Access

Authorized Association representatives will have reasonable access to bargaining unit employees for representational purposes, providing such access does not disrupt operations or interfere with employee duties. Requests for access shall be made to the employee's supervisor and shall include the purpose of the visit, the length of time required, and the name of the employee(s) person involved. Approval will not be unreasonably denied.

5.6 Certification of Association Officers and Agents

The Association will certify to the City in writing the names of officers of the Association or their designees and agents of the Association who are authorized to act on behalf of the Association. The City may refuse to recognize any such Association representative until they are certified.

5.7 Use of Building

The City agrees to allow use of City buildings and facilities for Association meetings under the same guidelines required for use by any other group or organization. Subject to supervisory approval (based operational needs), on-duty employees may attend quarterly Association meetings if they are held at the Justice Center and no longer than two (2) hours in duration but will be subject to call.