

LETTER OF UNDERSTANDING  
BETWEEN  
THE CITY OF SPRINGFIELD, OREGON  
AND  
THE SPRINGFIELD POLICE ASSOCIATION

This Letter of Understanding is entered into between the City of Springfield, hereinafter referred to as the "City," and the Springfield Police Association, hereinafter referred to as the "Association." The City and the Association do hereby agree to modify the Agreement effective from June 1, 2009.

The parties agree that new positions of Detention Officer, Detention Supervisor and Detention Clerk will be integrated into and represented by the Association.

Except as specifically provided in this memorandum of agreement or otherwise mutually agreed, all other provisions of the collective bargaining agreement between the City and the Association shall be applicable to Detention Officers and Detention Supervisors for the duration of that agreement.

The parties agree that the City will compensate officers in these positions at the following rates:

Detention Officer

Step 1 \$19.60  
Step 2 \$20.58  
Step 3 \$21.61  
Step 4 \$22.69  
Step 5 \$23.82

Detention Supervisor

Step 1 \$26.20  
Step 2 \$27.51

Detention Clerk

Step 1 \$16.331  
Step 2 \$17.156  
Step 3 \$17.963  
Step 4 \$18.872  
Step 5 \$19.832

The parties agree that Detention Officers and Detention Supervisors receive a 3% COLA on July 1, 2009 rather than the 2% COLA anticipated for the remainder of employees represented by the Association.

The parties agree that Article 6.2 of the Labor agreement will need modification to allow for a 12 hour work shift. The shift configuration is under development by the City and will be either a 5 day/8 hour work schedule or a 12 hour work shift.

The parties agree that Article 6.7 will include Detention Officers and Supervisors for paid meal period.

The parties agree that Contract applies to the Detention Officers and Detention Supervisors except as spelled out herein.

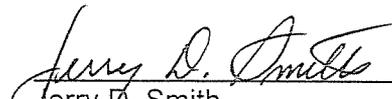
1. The parties agree that Detention Officers will be added to Schedule A of sec 16.6.
2. The parties agree that Detention Officers will be added to subsection (a) of sec 11.1.
3. The shift configuration is being constructed and will be either a 5 day/8 hour work schedule or a 12 hour work shift, the schedule configuration being developed.
4. The City is hiring non-certified officers first only because they have to attend certification classes. For purposes of seniority all of the initially hired officers, whether certified or non-certified, shall have the same date of hire and shall resolve their respective seniority by lot, which will be the responsibility of the Association to administer.
5. The parties agree that the Detention Officers salary schedule at the time of agreement shall be a 5 step schedule, the first three steps achieved through longevity and satisfactory performance consistent with the application of the contract provisions for other employees. Step 4 and step 5 are incentive steps based upon Intermediate and Advanced Corrections Certification respectively.
6. The City acknowledges that the Association contends that based on a local labor market survey, that the top step should be increased by 8%. The City does not agree with that position, but does acknowledge that the Association has agreed to this settlement due to today's difficult economic conditions.
7. Employees covered by this LOU and hired during calendar year 2009 may carry over eligible health-related expenses incurred in 2009 subsequent to becoming employed by the City and while covered under the City's HIP/HRA plan. These expenses may then be paid out of 2010 HRA City contributions so long as the expenses incurred in 2009 are submitted between January 1 and March 31 2010.

DATED this 1<sup>st</sup> day of December, 2009.

CITY OF SPRINGFIELD



Gino Grimaldi  
City Manager

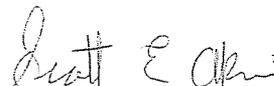


Jerry D. Smith  
Chief of Police



Greta Utecht  
Human Resources Director

SPRINGFIELD POLICE ASSOCIATION



Scott Akins  
President



Tiffany Monroe  
Secretary—Treasurer