

**Memorandum of Understanding**

This agreement is between the City of Springfield (City) and Springfield Police Association (Union).

The City and Union hereby agree that the following article and section of the collective bargaining agreement expiring on June 30, 2017, shall be modified as below. Unreferenced text will remain unchanged.

Article 18.4 – Incentive Pay

After completion of probationary employment with the Department, Police Officers, Detention Officers, ~~Detention Supervisors~~, and Dispatchers shall be eligible for incentive pay under the following conditions:

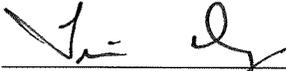
~~Step 4:~~ DPPST Intermediate Certificate – five percent (5%) premium pay for all hours worked

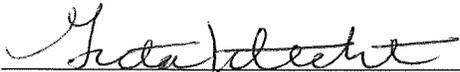
~~Step 5:~~ DPPST Advanced Certificate – ten percent (10%) premium pay for all hours worked

**This incentive pay will be applied to base wage amount.**

The parties agree to these provisions on this, the 31 day of December, 2014.

CITY OF SPRINGFIELD

  
\_\_\_\_\_  
Tim Doney, Chief of Police

  
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Greta Utecht, HR Director

SPRINGFIELD POLICE ASSOCIATION

  
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Eric Pardee, President