

MEMORANDUM OF UNDERSTANDING
City of Springfield and SPA

PARAMETERS FOR USE OF VOLUNTEER EXPLORERS WITH
THE SPRINGFIELD POLICE DEPARTMENT

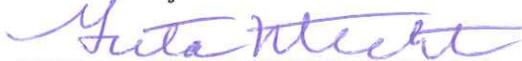
This Memorandum of Understanding is entered into between the City of Springfield, hereinafter referred to as the "City", and SPA hereinafter referred to as the "Union". The purpose of this Memorandum of Understanding is to establish the parameters for utilization of volunteers in the position of Explorer with the Springfield Police Department.

The parties agree to the following guidelines:

- The primary role of an Explorer is to enhance community participation in policing and to provide an educational experience for young adults who might be interested in a career in law enforcement.
- The use of Explorers will in no way replace, displace or otherwise compromise the current/or future Union member tasks and/or positions, including overtime assignments/opportunities.
- Examples of Explorers' duties may include, but are not limited to, building tours, safety/crime prevention presentations, traffic control, parking cars, and general office work currently being completed by volunteers.
- Any union represented duties must be approved in writing by SPA before being implemented.
- Explorers will be allowed to sign up for traffic control duty with the understanding that union personnel, qualified to perform duties, are able to displace said volunteer at any time.
- Explorers will not be compensated in any way for their services.
- Explorers are expected to abide by City of Springfield and The Springfield Police Department policies procedures and General Orders.
- Candidates must pass a comprehensive background investigation, to include, but not limited to an application screen, CCH, Local, DMV backgrounds, Sex Offender check list, School transcript, investigative background. This background is to be similar to a Police Officer hiring with the exception of the psychological interview, prior to being accepted into the Explorer program.
- Explorers will be covered by the City's Worker Compensation Insurance for all on-the-job / volunteer injuries.
- Union members may decline to participate in the Explorer program. Union members will not be required or directed to train, teach, guide, mentor, or supervise Explorers without their voluntary consent or compensation.
- Explorers are not a Union represented position.

DATED this 2nd day of March, 2016.

For the City:



HR Director

For the Union:



SPA President