

**2018-2021 Collective Bargaining Agreement
Memorandum of Understanding No. 2**

This MOU modifies Section 5.2.B specific to paid meal periods and sworn officers on modified duty, shift, or assignment.

Changes to Section 5.2.B are shown below with ~~strikethroughs~~ for deletions and **boldface** for additions.

Meal Periods: ~~Except as required by operational necessity as determined by the supervisor, all~~ **All** sworn officers who are able to perform all of the duties of a police officer (not on modified duty, shift or assignment – **see Section 8.6**) ~~and CSOs~~ shall have ~~an~~ **uninterrupted** thirty (30) minute paid meal periods as close as reasonably possible to the middle of their shifts. These meal periods are compensated as hours of work. Sworn officers ~~and CSOs~~ shall not be entitled to additional compensation in the event these paid meal periods cannot be taken.

While situations in which sworn officers on modified duty, shift, or assignment typically involve medical restrictions that encumber them from being available to work upon demand (as inferred in Section 5.2.B and Section 8.6), each situation is different and may be reviewed to determine whether the officer can and should be available to work upon demand and thus be afforded a paid meal period. Due to the almost unlimited variables, such determinations shall be at the discretion of the Chief of Police, taking into consideration the officers' restrictions and modified duties.

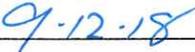
All other employees shall have ~~a~~ regular uninterrupted meal periods up to one (1) hour without pay. If an occasion arises where an employee is required to work through their meal period, they shall be paid for that meal period and they shall take a rest or meal period as soon as possible.

Signatures below testify to the acceptance of this Memorandum of Understanding, which will take effect upon the date it is fully signed.

FOR THE CITY OF KEIZER:



Chris Eppley, City Manager



Date



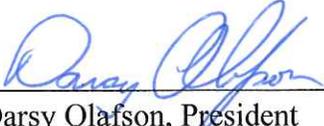
John Teague, Chief of Police



Date

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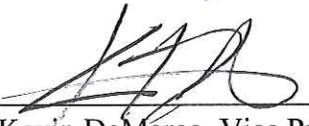
FOR THE KEIZER POLICE ASSOCIATION:



Darsy Olafson, President

09-05-18

Date



Keyin DeMarco, Vice President

09/12/18

Date