

**2018-2021 Collective Bargaining Agreement  
Memorandum of Understanding No. 6**

**“Healthy Officer” Program**

Whereas in September 2018, the City of Keizer and the Keizer Police Association entered into a Memorandum of Agreement for the “Healthy Officer” Program;

Whereas the Memorandum of Agreement references Fiscal Year 19 and Fiscal Year 20 as the trial program;

Whereas the City and Association agree that there may be obvious and not-so-obvious benefits for sworn officers to continue to participate in a mandatory meeting with a private counselor at least every other year;

Whereas the City is committed to soliciting funds each fiscal year to allow half of all sworn officers of all ranks to meet with a counselor;

The Keizer Police Association and the City agree to the following with regard to the “Healthy Officer” Program.

1. The meetings will occur on duty, at the City’s expense, with a counselor of the City’s choosing.
2. Unless the counselor has obligations as a mandatory reporter, the content of the meetings shall remain private between the officer and the counselor.
3. Officers will be selected to attend based upon their availability as determined by their work schedules.
4. This program shall not supplant the City’s obligations under SB111 (2007) as described in the Marion County Law Enforcement Use of Deadly Physical Force Response Plan.

This MOU will take effect upon signing.

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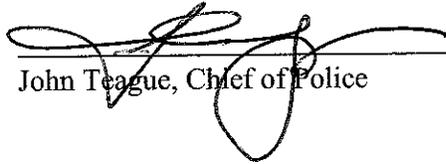
Signatures below testify to the acceptance of this Memorandum of Understanding.

**FOR THE CITY OF KEIZER:**

  
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Chris Eppley, City Manager

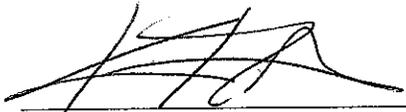
5-4-20  
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Date

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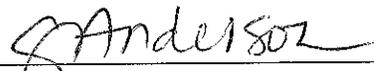
  
\_\_\_\_\_  
John Teague, Chief of Police

042720  
\_\_\_\_\_  
Date

**FOR THE KEIZER POLICE ASSOCIATION:**

  
\_\_\_\_\_  
Kevin Demarco, President

04/28/20  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Carrie Anderson, Secretary

5-4-20  
\_\_\_\_\_  
Date