

## 2023-2026 Collective Bargaining Agreement

### Memorandum of Understanding No. 1

Re: 2015-2018 Collective Bargaining Agreement Memorandum of Understanding No. 8.

In January, 2018, the City of Keizer (City) and Keizer Police Association (Association) agreed to and signed Memorandum of Understanding (MOU) No. 8, which addressed Association member Sarah Eisenhut's acceptance of the City's offer upon employment to accrue vacation at the rate of a 5-year Association member per CBA 2015-2018 Section 10.1.A.3, which, at the time, was at the rate of 4.62 hours on a bi-weekly basis. The original intent of the MOU was to acknowledge and agree Ms. Eisenhut's offer did not establish precedence.

The current CBA (2023-2026), effective July 1, 2023, outlines a new vacation accrual schedule (Section 10.1), which contradicts the aforementioned 2015-2018 CBA MOU No. 8 for accrued vacation rates for an Association member of Sarah's length of employment (five years, eight months).

The Association requests a nullification of CBA 2015-2018 MOU No. 8, and requests that Ms. Eisenhut commences vacation accruals in accordance with CBA 2023-2026 and any future CBA. The City acquiesces the Association's request.

The City and Association acknowledge CBA 2015-2018 CBA MOU No. 8 is null and void, and Ms. Eisenhut will henceforth accrue vacation at the rate corresponding with her length of employment per the 2023-2026 CBA as a regular Association member.

The City and Association agree this MOU sets no precedent.

This MOU is effective upon signing and Ms. Eisenhut's vacation accrual rates will be retroactive to July 3, 2023.

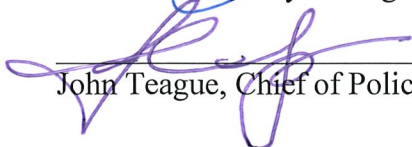
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Signatures below testify to the acceptance of this Memorandum of Understanding.

#### FOR THE CITY OF KEIZER:

  
Adam Brown, City Manager

8-2-2023  
Date


  
John Teague, Chief of Police

080223  
Date

#### FOR THE KEIZER POLICE ASSOCIATION:

  
Andrew McCowan, President

7-31-2023  
Date

  
Carrie Anderson, Vice President

8-2-23  
Date