

2021-2023 Collective Bargaining Agreement Memorandum of Understanding No. 1

In March 2021, the Salem Keizer School District (SKSD) ended School Resource Officer (SRO) contracts with local agencies; however, the SKSD identified critical needs for a new contractual relationship with local law enforcement. The district and law enforcement cooperatively developed two new law enforcement resources dedicated to serve the school district, the Safety and Support Response Team (SSRT) officer and the Youth Safety and Support Officer (YSSO).

Both assignments are substantially funded by the school district; subsequently, there is some shared supervision with the school district of each assignment; however, contracts with the school district specifically state that each officer in each assignment “will remain an employee of the city and will not be an employee of the [school] district. The district and the city acknowledge that the [assignments] will remain responsive to the supervision/authority of the city” (first section of Exhibit A of the respective IGAs) and each assignment is “subject to the terms of a collective bargaining agreement” (Section 2.7 of the respective IGAs), meaning each is subject to the CBA between the City of Keizer and the KPA.

This MOU eliminates the SRO Unit from the CBA and adds the YSSO and SSRT officer assignments. Changes are shown below with ~~strike throughs~~ for deletions and **boldface** for additions.

Section 5.1.D Regular Work Schedules

~~5. School Resource Officer Unit~~ **Safety and Support Response Team (SSRT) officer:** A 5/8 work schedule pursuant to Section 5.1.B.3.a.

11. Youth Safety and Support Officer (YSSO): May work a 4/10 work schedule pursuant to Section 5.1.B.4 or 5/8 work schedule pursuant to Section 5.1.B.3.a at the discretion of the YSSO and with the concurrence of his or her supervisor.

Section 5.8 On-Call Detective

F. This section does not apply to the Youth Safety and Support Officer or to the Safety and Support Response Team (SSRT) officer.

Section 7.6 Uniforms

B. Cleaning: The City shall provide for the care and cleaning of up to eight (8) uniforms per month. If an employee is assigned as a Detective, **Youth Safety and Support Officer, or Safety and Support Response Team (SSRT) officer** the employee’s clothes worn will be cleaned, up to eight (8) sets per month. The City will pay for the cleaning of up to eight (8) uniforms per month for non-sworn employees

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Section 7.6.C Clothing Allowance

1. Employees assigned as Detectives, **the Youth Safety and Support Officer, or as the Safety and Support Response Team (SSRT) officer** requiring business-like attire will be paid six hundred (\$600) dollars per fiscal year clothing allowance.

Section 10.2 Floating Holidays

A. Affected Members. All sworn members, except those assigned as ~~School Resource Officers or attending a DPSST Academy BP Class and those assigned to regular business hours~~ **working a 5/8 work schedule** (as defined in Section 5.101.B.3) shall accrue floating holidays.

This MOU will take effect upon signing.

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

FOR THE CITY OF KEIZER:



Tim Wood, City Manager Pro Tem

6/30/2021

Date




John Teague, Chief of Police

062321

Date

FOR THE KEIZER POLICE ASSOCIATION:



Andrew McCowan, President

6-22-2021

Date



Carrie Anderson, Vice President

6-29-21

Date