

2015-2018 Collective Bargaining Agreement
Memorandum of Understanding No. 5

Dorothy Diehl was recently hired as a part-time Community Outreach Specialist (classified as a Community Service Officer - CSO). Because Ms. Diehl was hired as part-time and also due to the fact that Ms. Diehl was a previous City of Keizer employee, the parties agree to the following changes to the Collective Bargaining Agreement on an ad hoc basis:

1. Hours of Work

Section 5.1.D.8 identifies a 5/8 work schedule pursuant to Article 5.1.B. The CSO Job Description has changed to part-time and includes an expectation for schedule flexibility as described below:

Work schedule may begin as early as 7:00 a.m. and may end as late as 6:00 p.m., and occasionally as late as 9:00 p.m., Monday through Friday, with an occasional weekend. Exact days and hours will be adjusted based on mutual discussion and operational need. Advance notice will be provided in those occasions when operational need will require other work hours and days.

2. Meal Period

As the CSO Job Description has changed and duties no longer include an expectation to monitor the radio or respond to calls for service, rather than a 30 minute meal period on duty time as described in Section 5.2.B, the meal period will be either 1 hour (60 minutes) or ½ hour (30 minutes) and will be unpaid.

3. Vacation Accrual

Per Section 10.1.B, regular part-time employees accrue vacation in accordance with Article 1.2, which identifies accrual on a prorated basis. Vacation time for this position shall accrue at 6 hours of vacation time per month (starting at the tenth (10th) year of employment rate for Keizer Police Association (KPA) members), increasing over time as set out in the Collective Bargaining Agreement. This accrual rate is comparable to the accrual rate for the prior non-represented position for Ms. Diehl at the time of separation, but pro-rated for a 20 hour per week employee.

4. Floating Holidays

Section 10.2 identifies members who accrue regular and floating holidays. Floating holidays shall accrue at 4 hours of floating holiday pay per month. This accrual rate is comparable to sworn member accrual rate, but pro-rated for a 20 hour per week employee.

This MOU is specific for Ms. Diehl only and therefore, this Memorandum of Understanding shall automatically be void and of no further effect on separation of service by Ms. Diehl. At such time, all sections of the CBA referenced above shall revert to the then-current Collective Bargaining Agreement.

This MOU is binding and effective as of the start date of Ms. Diehl's employment.

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

FOR THE CITY OF KEIZER:



Chris Eppley, City Manager

1-23-17

Date

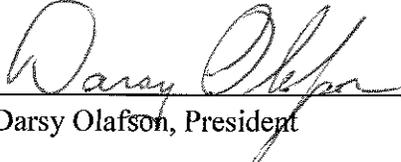


John Teague, Chief of Police

012417

Date

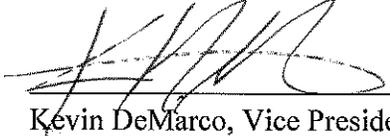
FOR THE KEIZER POLICE ASSOCIATION:



Darsy Olafson, President

01-24-17

Date



Kevin DeMarco, Vice President

01/24/17

Date

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

This MOU is specific to an offer of employment made to Sarah Eisenhut who started employment on November 20, 2017. She is a Police Support Specialist with previous experience at Salem Police Department. During employment negotiations and in deference to her previous experience, the City offered to provide—and Ms. Eisenhut accepted—vacation leave accrual at the level for five-year employees.

This MOU is to recognize that Ms. Eisenhut will accrue vacation at the level for employees with five years of service as described in Section 10.1.A.3 of the KPA CBA, effective upon hire.

This MOU is specific for Ms. Eisenhut only and therefore, this Memorandum of Understanding has no effect on any other members while in place and shall automatically be void and of no further effect on separation of service by Ms. Eisenhut.

This MOU is binding and effective as of the start date of Ms. Eisenhut's employment.

This MOU sets no precedence.

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

FOR THE CITY OF KEIZER:



Chris Eppley, City Manager

1-17-18

Date



John Teague, Chief of Police

01/17/18

Date

FOR THE KEIZER POLICE ASSOCIATION:



Darsy Olafson, President

01-10-18

Date



Kevin DeMarco, Vice President

01/10/18

Date