

**MEMORANDUM OF UNDERSTANDING  
BETWEEN THE CITY OF SPRINGFIELD AND  
THE SPRINGFIELD POLICE ASSOCIATION**

**Records Shift Schedule**

The Springfield Police Association ("SPA") and the City of Springfield ("City") agree to the following Memorandum of Understanding ("MOU") concerning the Records unit shift schedule:

The City and SPA agree to temporarily modify shift schedules for the Records Unit as follows:

This MOU is effective September 5, 2021, and will remain in effect through December 31, 2022. This MOU may be modified, rescinded, or integrated into any successor collective bargaining agreement upon the mutual agreement of SPA and the City.

Article 6.4, which applies to the Records unit, currently provides in relevant part as follows:

For the purpose of clarification the work period will remain as follows:

The work period is seven (7) consecutive days with FLSA overtime due after 40 hours of work.

For the purpose of the shift schedule the following is the current verbiage

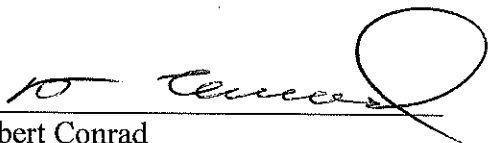
The shift schedule shall be five (5) consecutive eight (8) hour days of work with two (2) consecutive days off. The FLSA defined work week will be from Saturday at 2230 PM through Saturday at 2229 PM.

The parties agree to modify Article 6.4 as it applies to the Records unit as follows:

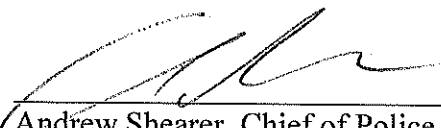
F) Records:

The work period is seven (7) consecutive days with FLSA overtime due after 40 hours of work. The shift schedule shall be either five (5) consecutive eight (8) hour days of work with two (2) consecutive days off, or four (4) consecutive ten (10) hour days of work with three (3) consecutive days off. The FLSA defined work week will be from Saturday at 2230 PM through Saturday at 2229 PM.

This MOU does not modify any other term of practice under the Collective Bargaining Agreement.

  
\_\_\_\_\_  
Robert Conrad  
For the SPA

8-31-21  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Andrew Shearer, Chief of Police  
For the City

9/1/21  
\_\_\_\_\_  
Date