

a. Any Canine officer residing out of the Springfield City limits is totally responsible for the maintenance of his canine partner.

b. On Duty officers will not be allowed to travel outside the Springfield City limits to aid in the maintenance of any dog unless an emergency exists.

ARTICLE XXXI

EXEMPT RANK RETURN TO THE BARGAINING UNIT

It is understood and agreed among the parties that in the case of individuals returning to the bargaining unit from an exempt rank, that such persons shall retain all accrued vacation, personal and compensatory leave time. In the case of vacation time, the officer will use any time in excess of the contractual limit within one hundred twenty (120) days from the effective date of his return. Compensatory time and personal business days accrued while in the exempt rank shall be credited to the officer and shall be used in a manner consistent with this Agreement from the effective date of his return to the bargaining unit.

ARTICLE XXXII

DURATION ENFORCEMENT AND DISPUTE RESOLUTION

32.1 Term of Agreement

This Agreement shall be effective as of the first day of March, 2012, and shall remain in full force and effect until the 29th day of February, 2015. It shall automatically be renewed from year to year thereafter unless either party notifies the other in writing no earlier than one hundred fifteen (115) days and no later than sixty (60) days prior to February 29, 2015 of its desire to modify this Agreement. In the event such notice of desire to modify is given, negotiations shall begin no later than fifteen (15) calendar days after notice is given.