

## MEMORANDUM OF UNDERSTANDING

**WHEREAS**, the Ethical Society of Police (herein "ESOP") is a 501(c)(4) local association of employees established to improve relations between the minority community and the police department, to improve the professional status of minority officers, to assist in reducing crime, and to encourage minority citizens to pursue a career in law enforcement; and

**WHEREAS**, ESOP is comprised of public servants that champion fairness, equality, and service; and

**WHEREAS**, ESOP was founded in 1972 by African American Police Officers to address race-based discrimination within the community and the St. Louis Metropolitan Police Department, and in 2018, the Ethical Society of Police expanded to St. Louis County Police Department, and

**WHEREAS**, ESOP membership is open to all St. Louis County law enforcement officers from all races, nationalities, religions, political affiliations, sexual orientations, gender expressions, and gender identities, and, from time to time, ESOP will accept members of the criminal justice system, including prosecutors, correctional officers, judges, and other related positions; and

**WHEREAS**, ESOP is not a labor organization and does not seek to establish collective bargaining rights; and

**WHEREAS**, the terms of the various Collective Bargaining Agreements (herein "CBA") between St. Louis County, Missouri and exclusive bargaining representatives of bargaining units comprised of criminal justice system employees shall take precedence over the rules and regulations contained in this Memorandum with respect to members of the bargaining units, where said rules and regulations contained in this Memorandum are in conflict with the CBA; and

**WHEREAS**, this document is non-binding, should not be considered a contract or collective bargaining agreement, but rather is a recognition of the importance of ESOP's stated goals and a recognition of the shared respect for ESOP's advocacy on behalf of the minority community.

**THEREFORE**, ESOP and St. Louis County, Missouri (herein "County") acknowledge this relationship and intend as follows:

- (1) County intends to recognize ESOP as a local employee association who passionately advocates on behalf of its members; and
- (2) County intends to allow ESOP members to have an attorney of their choosing present during disciplinary actions and other proceedings as set forth in the applicable respective CBA, should the member so elect. County will provide the ESOP Attorney with the complaint and all relevant information to aid in their representation as authorized in the respective CBA; and

(3) If an ESOP member is involved in an Officer-Involved Shooting incident, County intends to allow the member of ESOP to contact an ESOP provided attorney if they so desire, which empowers the individual and is consistent with the provisions of the certain CBA; and

(4) County and ESOP understand that it is in the interest of both parties to hold regular meetings in order to share information of interest to the parties and are of great benefit to share information and concerns.

**IN WITNESS WHEREOF** the parties hereto have caused this Memorandum to be duly executed on this 18<sup>th</sup> day of June, 2020.

By: Sam Page  
St. Louis County Executive

By: Neale Taylor  
President of the Ethical Society of Police