


## MEMORANDUM OF AGREEMENT

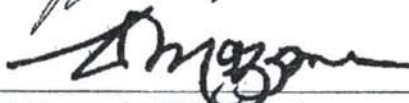
The City of Watseka ("City"), by and through its Mayor, John Allhands, and Chief of Police Jeremy Douglas ("Chief Douglas"), hereby agree to resolve any and all matters in controversy arising out of or relating to an investigation into complaints of a sexually hostile work environment in the Police Department. The terms and conditions of the agreement are as follows:


1. The City will refrain from filing administrative charges in return for Chief Douglas serving a fifteen calendar day suspension. The basis for the suspension will be alleged violations of Rule 5-1, Respect and Disparaging Remarks, of the Rules and Regulations of the City's Police Department. The fifteen calendar day suspension will include ten working days. Chief Douglas will be allowed to use accrued benefit time for all but three working days of the suspension. Mayor Allhands and Chief Douglas will agree upon the specific dates when the suspension will be served.
2. Chief Douglas agrees to implement and attend mandatory work place sexual harassment awareness training for all members of the Police Department. The training will be designed to achieve a greater understanding of sexual harassment and the best practices for preventing sexual harassment in the work place. The training program must be approved by Mayor Allhands. The City agrees to pay for the training.
3. Chief Douglas acknowledges that it is unlawful to retaliate against any person who makes a complaint or cooperates with an investigation into a sexually hostile work environment. Chief Douglas agrees that he will not retaliate against any person, including any current and former member of the Police Department, regarding any complaint of or investigation into a sexually hostile work environment.
4. Chief Douglas acknowledges that any breach of this Memorandum of Agreement, future participation in a sexually hostile work environment, or failure to take prompt remedial action regarding a complaint of a sexual hostile work environment within three years of the date of this agreement will result in his removal as Chief of Police.
5. The City agrees that Chief Douglas' willingness to enter into a mutually agreeable resolution of this matter is not an admission of liability or fault on his part.

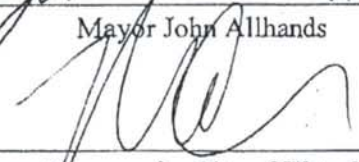
6. The City agrees to remove any records from Chief Douglas' personnel file relating to this disciplinary action conditioned upon the Chief's failure to engage in any like conduct for three years from the date of this Memorandum of Agreement.

Date: 1-29-19

  
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Chief of Police Jeremy Douglas

  
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Attorney for Chief Douglas

  
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Mayor John Allhands

  
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Attorney for City of Watseka