

## MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this \_\_\_\_ day of June 2023 by and between the City of Crest Hill, an Illinois municipal corporation, (“CITY”), Officer Ryan Tetlow, a sworn member of the City of Crest Hill Police Department, (“TETLOW”) and the Metropolitan Alliance of Police, Chapter #15, a labor organization representing the police officers of the City of Crest Hill (“MAP”). The purpose of this Memorandum of Understanding is to address the current status and benefits of TETLOW.

1. TETLOW was severely injured while on duty during an officer-involved shooting which occurred on March 14, 2022.
2. Since March 14, 2022, TETLOW has been recuperating from the injuries he sustained in the shooting with the intention to return to full duty as a CITY police officer.
3. TETLOW is a member of MAP Chapter #15.
4. From March 15, 2022 to March 14, 2023, TETLOW received from the City full pay and benefits as required by the Public Employee Disability Act, 5 ILCS 345/1 *et seq.* (PEDA).
5. During this time and continuing through the date of this Memorandum of Understanding, TETLOW has received full pay and benefits from the City.
6. Since TETLOW’S PEDA benefits have ceased, the CITY has continued to pay TETLOW his full salary and is being reimbursed by the City’s workers compensation claims administrator in the amount of 66 2/3% of his average weekly wage (AWW).
7. In consideration for these payments and to support future payments by the CITY to TETLOW, the parties have entered into this Memorandum of Understanding.
8. The CITY has authorized the payment of TETLOW’S full salary through and including July 17, 2023. The CITY will continue to pay TETLOW his full salary and all benefits during that time while being reimbursed by the workers compensation claims administrator for 66 2/3% of his average weekly wage (AWW).

9. The CITY, TETLOW and MAP all recognize that the continued payment to TETLOW of his full salary by the CITY is not legally required by the collective bargaining agreement or the CITY personnel policy and that the CITY is continuing this payment in recognition of TETLOW and his service to the CITY. Any proposed extension of this Agreement shall require action by the CITY Council.
10. The CITY, TETLOW and MAP all agree that these payments to TETLOW by the CITY are not precedent setting and shall not be viewed as a CITY practice requiring this type of payment to any other CITY employee in the future.
11. This Memorandum of Understanding is entered into by the CITY, TETLOW and MAP freely and voluntarily with the full understanding of the Memorandum of Understanding and after having been fully advised by counsel.

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CITY OF CREST HILL

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RYAN TETLOW

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METROPOLITAN ALLIANCE OF POLICE  
CHAPTER #15