
KANSAS CITY, KANSAS POLICE

GENERAL ORDER

SUBJECT: Collective Bargaining

ORDER NUMBER: 10.08
ISSUED DATE: 10/17/2014
EFFECTIVE DATE: 10/24/2014
RESCINDS: 10.08 Issued 06/13/2008

REFERENCE: CALEA Ch. 24

CROSS REFERENCE:
Memorandum of Understanding, F.O.P.
AFSCME Local 576
Local 2, UFCW
KSA 75-4321

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I. PURPOSE

- A. To familiarize all personnel with the Department's responsibility concerning collective bargaining. It is not intended to interpret the Memorandum of Understandings of the Department's employees.

II. RECOGNITION

- A. The Unified Government and the Kansas City, Kansas Police Department recognizes and acknowledges the Fraternal Order of Police, Lodge #4, as the exclusive bargaining representative for all patrol officers, detectives and sergeants employed by the Department, for the purpose of negotiating collectively with the Unified Government and the Department, pursuant to the Public Employer Employee Relation Act of the State of Kansas.
- B. The Unified Government and the Kansas City, Kansas Police Department recognize and acknowledge Local No. 3475 of Kansas State Council No. 64, American Federation of State, County and Municipal Employees, as the exclusive bargaining representative for civilian employees of the Unified Government as set forth by the Kansas Employer/Employee Relations Board, except for personnel exempted because of their job status or classification and personnel who are members of other recognized bargaining units.
- C. The Unified Government of Wyandotte County/Kansas City, Kansas and the Kansas City, Kansas Police Department recognize and acknowledge Local 2, the United Food & Commercial Workers International Union, AFL-CIO as the exclusive bargaining representative for all full-time Public Safety Dispatchers, employed by the Department for the purpose of negotiating collectively with UG and Department pursuant to the Public Employee Relations Act of the State of Kansas, with respect to wages, hours, benefits and other terms and conditions of employment. The recognition herein afforded extends only to those classifications of employees, which are in the bargaining unit for which the Union received

certification as exclusive bargaining representative by the Public Employee Relations Board in Unit Certification Case No. 75-UC-5-1979. Excluded from the representation herein afforded are all sworn officers and all Police Cadets of the UG's Police Department, confidential and supervisory employees of UG.

III. NEGOTIATIONS

- A. The County Administrator of the Unified Government will appoint a principal negotiator, who will have sufficient authority to bargain effectively with representatives of the respective bargaining units. The principal negotiator will be assisted by members of the Unified Government staff and receive advice from supervisory staff of the Police Department. The Chief of Police will appoint the advisor for the Police Department.

IV. PROCEDURES

- A. Negotiation ground rules are mutually drafted and agreed to in advance of the process for negotiation of wages, hours, and terms and conditions of employment.
- B. In accordance with the Public Employer/Employee Act, both sides will bargain in good faith. In the event of an impasse, a request for assistance of the Public Employee Relation Board of Kansas may be filed with the Board, by the employee organization or the Unified Government, showing whether a joint or single party request is being made.

V. COPIES OF AGREEMENT

- A. When a negotiated labor agreement is ratified by all parties, the Chief of Police or his designate, will:
 - 1. Obtain a written, signed copy of the labor agreement
 - 2. Review and amend, if necessary, all written directives and procedures to coincide with the terms of the labor agreement; and
 - 3. Disseminate information relative to a new labor agreement, including modifications to existing agreements, to managers and supervisors of bargaining unit employees.
- B. The Department remains committed to the mutually spirited process of abiding to ratified bargaining agreements and decisions rendered as a result of labor arbitrations involving any one of the recognized and acknowledged labor representatives for Unified Government employees.