

POLICE DEPARTMENT

Title: *COLLECTIVE BARGAINING*

Procedure: 3.200

Date Issued:

Revised:

PURPOSE:

To describe the Department's role in the collective bargaining process.

bargaining teams may decide on mutually acceptable ground rules to guide them during the collective bargaining process.

POLICY:

As granted by the Public Labor Relations Act it is the right of City/Village employees to organize into collective bargaining units. It is the policy of the City/Village and its Police Department, to recognize the bargaining agent of its employees as provided for in the Public Labor Relations Act, to bargain in good faith, to enforce the terms of the contract agreement and to obey the provisions of the Act.

5. As a result of the collective bargaining process between the City/Village and the employees authorized to negotiate, a written record in the form of a contract will be drafted. The contract will be signed by representatives of both parties upon ratification to signify agreement.

6. The Chief of Police will ensure that the Department reviews and amends those administrative directives necessary to ensure compliance with the agreement.

PROCEDURE:

1. The Department's role in the collective bargaining process is to provide assistance to the City/Village representatives in an advisory capacity only. The Chief of Police will, when requested, advise the City/Village representatives of current departmental policies and procedures, administrative positions, and any ramifications on the department if any changes are mandated by written agreement.

7. The Chief of Police will disseminate information relative to a new labor agreement to all supervisory and management personnel informing of the terms of the agreement affecting personnel under their supervision.

2. The City/Village collective bargaining team will be comprised of members of the City/Village government, a labor relations attorney appointed by the Mayor/President and City/Village Board, the Village Administrator, and the Chief of Police. The labor relations attorney will assume the position of principal negotiator, unless otherwise directed by the Mayor/President.

3. Resolution of any bargaining impasse will be in accordance with the Public Labor Relations Act.

4. Prior to beginning the negotiation process regarding wages, hours, and terms and conditions of employment, both