

ARTICLE 9
Labor Relations Committee

Section 1. Labor Relations Committee.

The City and the Association, having recognized that cooperation between Management and employees is indispensable to the accomplishment of sound and harmonious labor relations, shall jointly maintain and support a Labor Relations Committee. The Labor Relations Committee shall discuss the working conditions of Officers, including, but not necessarily limited to, safety and specifications for equipment, discipline, Departmental policies and procedures, uniform specifications and other areas of common Officer interest. The Committee shall recommend to the Police Chief changes in any of these working conditions where necessary, and the Chief shall communicate his/her decision to the Committee in writing. The Committee has no independent authority to bind either party with respect to any individual grievable topic. The Labor Relations Committee shall consist of four (4) members who shall serve at the direction of their appointing authority. The Association shall designate two (2) members, and the Police Chief shall designate two (2) members. There shall be a written agenda of matters to be discussed. Officers desiring items placed on the written agenda shall forward the matter in writing to the Office of the Chief of Police with a copy to the President of the Association. The Committee shall make its recommendations in writing to the Chief with copies to the Association and the City Manager. The Chief shall thereafter respond with his/her preliminary decision of approve, deny or requires additional information ~~to~~ regarding the Committee's recommendations in writing within fourteen (14) calendar days from receipt thereof. A copy of the response will be sent to the Association and to the City Manager. An extension of the Chief's response of an additional fourteen (14) calendar days shall be granted by the Committee upon request of the Chief. Any change to the preliminary decision will be made in writing with a copy of the change sent to the Association and to the City Manager. No matter within the jurisdiction of the Committee shall be discussed by the Association at a higher administrative level until it has been discussed by the Committee.

Section 2. Labor Relations Subcommittees.

The Labor Relations Committee may appoint subcommittees as necessary. Such subcommittees shall report to the Labor Relations Committee and the Labor Relations Committee shall make final recommendations in writing to the Chief of Police as outlined above. Subcommittee members have all the authorities and protections of Committee members except they do not vote on recommendations. Subcommittees have members appointed by both sides of the Labor Relations Committee with equal representation if desired.

Section 3. Defense of Officials.

It is understood and agreed that individual city employees serving on the Committee are acting in the course and scope of their employment, even though designated by the Association, and as such are entitled to defense and indemnity under the terms of the City's existing risk management, insurance

and defense programs, in the event that the recommendations of the Committee become the basis of claims or litigation.

Section 4. Authority to Contact and Investigate Within the Department.

The City and the Association recognize that equipment and working conditions may be affected by City Departments outside of the Department. Committee members have the authority to contact the Department's sworn officers or individuals within the Department during the course of their duties to collect information of data necessary for a proper recommendation.

Section 5. Labor Relations Committee Standard Operating Procedure.

The City and the Association recognize the number of items and the complexity of the items discussed by the Labor Relations Committee is increasing over time. This growing list of matters affecting working conditions creates a necessity for standardized documentation of the Labor Relations Committee's operations. A Standard Operating Procedure (SOP) shall be created by the Labor Relations Committee and approved by both the Chief and the Association President, with final authority by the Chief. Future proposed changes to the SOP shall be voted on by the Labor Relations Committee with the recommended changes sent to the Chief and the Association President with approval by both, with final authority by the Chief, before going in to effect.

Date: _____

For the City

For the Association