

GENERAL MANAGEMENT

COLLECTIVE BARGAINING

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

Policy Statement: It is the policy of the North Little Rock Police Department to participate in the collective bargaining process, to bargain in good faith, and abide by the terms of the contract. [CALEA 22.3.1c]

Summary of Changes:

Definitions

Collective Bargaining: The process by which benefits, wages, and working conditions are negotiated and agreed upon by a union with an employer for all members collectively whom it represents.

Procedure:

1 Collective Bargaining Teams

- 1.1 Representatives of the Department's collective bargaining team will be designated by the Mayor of North Little Rock, but usually includes: [CALEA 22.3.1a]
 - 1.1.1 The Mayor, as the Chief Administrative Officer for the City and as principal negotiator, and
 - 1.1.2 The Chief of Police who will serve in an advisory capacity, and
 - 1.1.3 The Director of Finance for the City of North Little Rock.
- 1.2 The Fraternal Order of Police Lodge #5 is the currently recognized bargaining agent for non-supervisory officers of the North Little Rock Police Department. [CALEA 22.3.1b]
- 1.3 The Supervisors Association is the currently recognized bargaining unit for supervisors below the rank of Chief of Police. [CALEA 22.3.1b]

2 Department's Commitment

- 2.1 The Department is committed to abide by the ground rules for collective bargaining that arise out of the collective bargaining process or labor arbitration. [CALEA 22.3.1d]
- 2.2 The Department is further committed to abide, in both letter and spirit, by the negotiated labor agreement that has been signed by management, labor representatives, and ratified by the bargaining unit. [CALEA 22.3.1e]

3 Post-Agreement Responsibilities

- 3.1 When a new contract is negotiated or amended, the following actions will be taken by the Chief of Police or designee to ensure compliance with the terms of the agreement:
 - 3.1.1 Obtain a written and signed copy of the labor agreement; [CALEA 22.3.2a]
 - 3.1.2 Review and amend, if necessary, all written directives and procedures to coincide with the terms of this agreement [CALEA 22.3.2b]; and
 - 3.1.3 Disseminate information about the new agreement, including modifications to existing agreements, to administrative and supervisory members. [CALEA 22.3.2c].

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Chief of Police