

GREELEY POLICE DEPARTMENT

General Order 342.00

Reviewed: 01/23

342.00 COLLECTIVE BARGAINING

342.01 Department Role:

- General: The management of the Police Department serves in a consultative and advisory role to the City Negotiations Team selected by the City Manager.
- Bargaining Team:
 - The bargaining team of the City of Greeley is comprised of management representatives designated by the City Manager. The bargaining team has the primary duty of negotiating on behalf of the City of Greeley during the contract talks.
 - Ground Rules: Prior to the negotiation process being initiated, ground rules should be established.

342.02 Bargaining Unit: Recognition – The bargaining unit representing the police officers will consist of membership as delineated in the Charter of the City of Greeley, Article XI, Section 11-3(b)a. Recognition of the bargaining agent is described in both the Charter of the City of Greeley, Article XI, Section 11-3(d) and the Collective Bargaining Agreement, Article II. The process of recognition is also delineated in the Municipal Code 3.16.

342.03 Maintenance of Written Record (Contract):

- Any agreement actually negotiated between the sole and exclusive agent of the police officers and sole and exclusive agent of the City shall constitute the collective bargaining contract governing the police officers and the City of Greeley for the period specified in the contract. A copy of the contract shall be maintained on file by the Professional Standards Office and Command Staff.
- The contract will include a description of all terms, conditions and provisions agreed upon.
- Conditions, terms, or procedures not covered in the contract are subject to the City of Greeley Personnel regulations or department orders.

342.04 Dissemination of Agreement:

- Supervisory and management employees: The Support Services Division will provide copies of the contract to all sworn supervisory and management employees within the Department.

GREELEY POLICE DEPARTMENT

- Union members represented by the bargaining unit: The Greeley Police Officers Association will provide copies of the agreement to its membership.
- Training:
 - The Chief of Police or his designee will provide training meetings to review the contract with supervisory and management employees to encourage consistency and fair application of the contract's terms.
 - The training of union membership is the sole responsibility of bargaining representatives.

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Authorized by Adam Turk, Chief of Police		
Effective Date: January <u>31</u>, 2023		
<small>DocuSigned by:</small>  <small>E1F3B9936247460...</small>	Date:	<u>2/1/2023</u>
Signature		