

**CITY OF LEE'S SUMMIT, MISSOURI**

**AND**

**FRATERNAL ORDER OF POLICE**

**WEST CENTRAL MISSOURI REGIONAL LODGE # 50**



**TERM: 2021 – 2025\***

***\*(CONTINGENT TERM: 2021-2026)***

**LABOR AGREEMENT**

**POLICE OFFICERS & SERGEANTS**

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## **Article I. Preamble**

### **Section 1.01 Parties**

This Agreement has been developed by the Fraternal Order of Police, West Central Missouri Regional Lodge # 50, herein called the "Lodge," and the City of Lee's Summit, Missouri, herein called the "City."

### **Section 1.02 Conflicts**

In the event that any provision of this Agreement conflicts with any of the City's Personnel Policies, or with any General Orders of the City's Police Department (hereinafter, the "Department,"), the provisions of this Agreement shall be controlling. The parties recognize that the City's Personnel Policies, and the Department's policies and procedures will address topics not covered in this Agreement, and will provide further details about matters that are addressed in this Agreement. To the extent the provisions of the City's Personnel Policies, and the Department's policies and procedures do not conflict with the provisions of this Agreement, the policies and procedures shall be enforceable.

## **Article II. Recognition**

### **Section 2.01 Bargaining Units**

The City recognizes the Lodge as the exclusive bargaining representative for two separate bargaining units. The first unit shall consist of all full-time sworn Police Officers below the rank of Sergeant. The second unit shall consist of all full-time sworn Sergeants. The Lodge shall separately represent each of these units with respect to all matters concerning wages, hours, benefits, and other terms and conditions of employment.

### **Section 2.02 Added Classification**

In the event any new sworn job classification is added to the Department with a rank equal to or below that of Sergeant, the City will bargain with the Lodge regarding whether the new job classification should be included in the bargaining unit. If the position is added to the bargaining unit, the City will further bargain with the Lodge regarding the duties and wage scale for the classification.

### **Section 2.03 Non-Discrimination**

The Parties acknowledge and agree that there shall be no discrimination against or harassment of any employee by either party due to the employee's race, gender, color, national origin, religion, age, disability, sexual orientation, military service status, Lodge membership status or lawful Lodge activities, genetic information, marital status, political affiliation, political activity consistent with Article 14.3 of the City Charter and state law, or membership in any other category or classification that is protected by law.

## **Article III. Management Rights**

### **Section 3.01 Management Right**

Except as otherwise expressly provided in this Agreement, the City retains the right to manage the Department, both directly and as delegated to the Police Chief, including but not limited to the right to:

- a) Determine the mission of the City and the Department;
- b) Direct the working forces;
- c) Hire, classify, assign, promote, and transfer employees;
- d) Suspend, demote, discipline, and discharge employees for just cause;
- e) Relieve employees from duty because of lack of work or other legitimate reasons;
- f) Change existing methods, operations, facilities, equipment, and type or number of personnel;
- g) Promulgate, make, change, and/or revoke reasonable personnel rules, regulations, policies, and work and safety rules, consistent with this Agreement and applicable law, after discussion with the Lodge as provided herein;
- h) Assign work to bargaining unit and/or civilian support personnel;
- i) Maintain and/or take steps to enhance the efficiency of the operation of the Department; and
- j) Take whatever actions may be reasonably necessary to carry out the mission of the City and the Department.

### **Section 3.02 Rights & Responsibilities**

The foregoing powers, rights, authority, and responsibilities, and the adoption of policies, rules, regulations and practices in furtherance thereof shall be exercised in good faith and in conformity with this Agreement by the City's selected management personnel. Failure of the City and/or Department to exercise any of the Management Rights enumerated above does not diminish the future ability to exercise such Management Rights.

### **Section 3.03 Operation of Law**

Nothing in this Agreement shall be interpreted or construed in a way that would prevent the City and/or the Department from complying with any duty or obligation placed upon the City and/or Department by operation of law.

### **Section 3.04 Rules, Regulations, and City Orders (Not in Conflict with this Agreement).**

The Lodge agrees that its' members shall be subject to all City and departmental policies, rules, regulations, orders and directives, including those relating to personal conduct and to work performance. The Lodge expresses its intent to encourage compliance of its membership with such policies, rules, regulations, orders, and directives.

### **Section 3.05 Section 3.05 Emergency Conditions.**

If the Mayor, or the Mayor's designee as set forth in the Lee's Summit Emergency Operations Plan, declares by proclamation that a state of emergency exists within the City, the provisions of this Agreement may be suspended by the City during the time of the declared emergency. The City will return to normal operations once the emergency has been concluded.

## **Article IV. Lodge Rights**

### **Section 4.01 Lodge Officials**

The Lodge shall have the right to appoint or elect whatever officers, stewards, or other officials it wishes to elect. The Lodge will provide the City with up-to-date lists of the Lodge's officers, stewards, and assistant stewards.

### **Section 4.02 Lodge Business**

Lodge officers may perform Lodge business while on the clock, with permission from their direct supervisor, so long as Lodge business does not interfere in any way with performance of the employee's regular job duties, or with the work of any other on-duty personnel. Lodge officers who are off-duty shall be paid for attending Labor/Management Committee meetings. All other Lodge business performed by off-duty personnel shall be performed at the employee's own discretion and on the employee's own time, without pay, and must be conducted in such a way that it does not interfere with the work of any on-duty personnel. The Chief of Police may grant time off to Lodge representatives designated by the Lodge for attendance at training or functions deemed mutually beneficial to the Lodge and the Department at the discretion of the Chief.

#### **Section 4.03 Orientation**

The City agrees that all new full-time personnel hired to fill represented positions shall, while on duty and during their orientation process, be given a presentation from the Lodge. During the presentation, the representative(s) of the Lodge will provide copies of this Agreement, explain the Lodge's function as the exclusive bargaining representative of the employees in the bargaining unit, will provide other information regarding the Lodge and membership therein, and will offer membership in the Lodge to each new full-time employee. The Lodge shall be allowed reasonable time to finish its presentation.

#### **Section 4.04 Bulletin Boards**

The City agrees to allow the Lodge to maintain bulletin boards in the shift briefing room and the CID Secretary area (one each). Bulletin board will be furnished by the City, and will be for the exclusive use of the Lodge and bargaining unit employees. All items placed on the bulletin board shall be initialed and dated by an officer of the Lodge. Items without a date and initials, or that are incendiary, inappropriate, or disruptive items may be removed by Management or a Lodge officer, with discussion between the parties.

#### **Section 4.05 Use of Internal Mail**

The Lodge shall be permitted to use the City's e-mail and hard copy internal mail distribution systems for Lodge business, so long as the Lodge's use does not create a burden on the City's electronic and/or physical systems, and so long as such mail use does

not hinder on-duty personnel in the performance of their duties. The Lodge and its members acknowledge that all City mail, whether electronic or physical, is subject to potential monitoring, and may also be subject to public disclosure under the State's sunshine law.

#### **Section 4.06 Dues Deduction**

Upon submission by the Lodge to the Finance Director of appropriate authorization cards, the City agrees to deduct monthly Lodge dues from the pay of each individual employee who has authorized such deduction. The City will remit deducted amounts to the Lodge on a monthly basis, or more frequently as the payroll system reasonably allows. The Lodge will notify the City of any changes in deduction rates at least thirty (30) days before such changes are to be put into effect. Revocation of such authorization must be in writing, with a copy to the Lodge and to the City.

#### **Section 4.07 PAC Deduction**

Upon submission by the Lodge to the Finance Director of appropriate authorization forms, the City agrees to deduct the specified amount from the pay of each individual employee who has authorized such deduction to the Lee's Summit Police Officers Association PAC fund (or other political action committee identified by the Lodge.) The City will remit deducted amounts to the Lodge on a monthly basis, or more frequently as the payroll system reasonably allows. Revocation of such authorization must be in writing, with a copy to the Lodge and the City.

#### **Section 4.08 FOP Pin**

Members shall be allowed to wear a ½ inch FOP pin on their official Police Department uniforms above their nametag. Members assigned to plain clothes duties will be allowed to wear the pin when appropriate for their duties.

#### **Section 4.09 Lodge Representatives**

On January 1 of each year, the Lodge shall provide the Department with a list of employees, at least four (4) sergeants and six (6) police officers, who shall serve as official Lodge representatives for that calendar year.

#### **Section 4.10 Confidentiality**

Bargaining unit personnel shall have the right to consult with a Lodge representative on a confidential basis regarding performance and disciplinary matters. To avoid any conflict between supervisory and Lodge responsibilities, all such confidential conversations shall occur only between employees and Lodge representatives. Any Lodge representative who has any supervisory responsibility over the person or issue involved shall be excluded from serving as a Lodge representative in any way with regard to that particular issue. Further, the right of confidentiality under this paragraph shall be limited in that all employees of the Police Department shall be obligated to immediately report to senior management and to answer questions about any statement indicating that an employee clearly has committed, or has a current intention to commit, any crime.

#### **Section 4.11 Release of Information**

The City shall, upon request, provide to the Lodge information, statistics, and records reasonably relevant to the Lodge's performance of its functions in serving as the exclusive bargaining representative of the employees in the bargaining unit. Where such information involves medical data, the City may require the Lodge to present a signed release from each employee covered by the request.

#### **Section 4.12 Request For Information Fee**

In the event the City estimates that responding to a single information request will require the production of more than 500 pages of information that is not available in electronic format, and/or will require more than four hours of staff time to research or prepare, the City shall notify the Lodge of this fact, and the estimated charge for compliance with the request. Research and duplication time will be estimated and charged at the lowest hourly pay and benefit rate of available qualified personnel, and copies shall be estimated and charged at 10 cents per page. In no event shall the Lodge be charged if the actual cost of research, duplication, and copies is less than \$300.00.

#### **Section 4.13 Indemnification**

The Lodge shall defend, indemnify and hold harmless the City in the event that a City employee should file a claim against the City for unauthorized dues deduction or release of information, and such deduction or release was pursuant to information, or a request for information, provided by the Lodge to the City.

## **Article V. Past Practices**

### **Section 5.01 Establishment of Past Practices**

A past practice is an agreement to handle a particular factual situation in a given manner. In order for a past practice to exist it must be: (1) unequivocal; (2) clearly enunciated and acted upon; and (3) readily ascertainable over a reasonable period of time. The parties mutually acknowledge that there do not exist any binding past practices between them as of the date of execution of this Agreement that establish terms or conditions of employment that exist outside the provisions of this agreement. In order for any binding past practice to be established in the future, the practice must be reduced to writing and signed by the parties at the time it is established. However, the parties acknowledge that past practices with regard to the interpretation of this agreement may exist and may be used by either party in any proceeding in which the interpretation of a provision of this Agreement is at issue.

## **Article VI. Job Descriptions and Specialty Positions**

### **Section 6.01 Job Descriptions**

The Department shall maintain job descriptions for all positions within the bargaining units. Job descriptions shall specify the qualifications for promotion into each classification.

### **Section 6.02 Training Time**

Approved time spent in training for any higher position or specialized or additional duty assignments shall be paid for by the Department.

## **Article VII. Specialized and Additional Duty Assignments**

### **Section 7.01 Specialized Assignments and Additional Duty Assignments**

Specialized duty assignments shall include, but not be limited to K-9 Officer, Community Interaction Officer, Crime Analyst, Detectives, D.A.R.E. Officer, Intelligence Officer, School Resource Officer, Traffic Officer, Crime Reduction Team Officer, Court Liaison Officer,

Training Coordinator, Public Information Sergeant, Crime Reduction Team Sergeant, Criminal Investigation Division Sergeant, Detention Unit Sergeant, and Traffic Unit Sergeant.

### **Section 7.02 Additional Duty Assignments**

Additional Duty assignments shall include but not be limited to Bicycle Officer, Bomb Squad Officer, Crime-Free Multi-Housing Officer, Crisis Intervention Team, Crisis Negotiators, Drug Recognition Experts, Emergency Services Squad, Field Training Officers, Honor Guard, Motorcycle Officers, Polygraph Examiners, Training Instructors, and supervising Sergeants over the described units and positions.

### **Section 7.03 Vacancy Posting**

When there is a vacancy in any specialized duty assignment or additional duty assignment, the Department shall notify the Lodge and all members of the vacancy via interdepartmental e-mail and the Department will also post a copy of the notice on appropriate bulletin boards. The posting shall:

- a) Identify the vacant or new position by name and the rank of the position;
- b) Identify where the position is located;
- c) Identify the date on which the applications for the position must be received and to whom the applications should be delivered;
- d) Provide the entry qualifications for the position.

### **Section 7.04 Bid For Vacancy**

Bargaining unit employees shall submit their bid for the vacant position to the Chief of Police or designee within the time prescribed in the bid posting. Once the deadline has passed, the Chief of Police or designee shall review the bids and determine if any or all applicants meet the entry qualifications and shall review whether an applicant is disqualified from the position. An applicant will be disqualified when:

- a) The applicant has been disciplined for excessive absenteeism in the prior twelve-month period; or,
- b) The applicant has received any disciplinary suspensions in the prior twelve-month period.



The twelve-month period set out in subparagraphs (a) and (b) above shall run from the date of the job posting, but any employee who triggers either disqualifier between the date of bid posting and the date a position is awarded shall also be deemed disqualified. Applicants who are disqualified shall no longer be considered for the position.

### **Section 7.05 Multiple Assignments**

Personnel who hold additional duty assignments may bid for and hold multiple additional duty assignments, so long as no conflict exists among the positions held.

### **Section 7.06 Input**

The Chief of Police, or the Chief's designee, shall solicit and give due consideration to written input from the Sergeants, Captains, and Majors, and any other appropriate stakeholder regarding the most qualified applicant for each assignment, and shall then select the most qualified bidder to fill each assignment. Where overall qualifications are substantially equal, seniority shall be used as the tiebreaker to determine which bidder will be selected.

### **Section 7.07 Exempt Positions**

D.A.R.E. Officer, School Resource Officer, undercover or covert position openings may be exempt from Article VII requirements, at the direction of the Chief of Police. However, the Department shall still conduct a process, established at its discretion, to fill these listed positions.

### **Section 7.08 Abolition**

The Chief has the right to abolish any specialized or additional duty assignment listed herein.

## **Article VIII. Hours of Work**

### **Section 8.01 Hours**

All bargaining unit members shall have a work year of at least 2080 hours. The normal shift duration is eight (8), nine (9), ten (10), or twelve (12) hours, depending upon the assignment.

## **Section 8.02 Shift Bidding Procedure**

- a) Members assigned to Patrol, Traffic, and the Criminal Investigations Unit will complete a seniority-based bidding process annually, wherein:
- b) The bidding process will begin on October 15<sup>th</sup> at 0800 hours.
- c) Bid sheets listing all affected employees in the unit shall be placed conspicuously within their division, or shall be made readily available on-line, and shall list the shift and the hours available within each shift.
- d) The Division Commander shall list the employee's date of hire, promotion or unit appointment as applicable for seniority determination on the bid sheet. Members are responsible for contacting the Division Commander prior to the end of the bidding process if any discrepancy is noted in their date of hire or promotion.
- e) Employees may submit up to five (5) shift choices depending upon their assignments and available shifts. Employees shall record their preference in shift assignments ranked #1 through #5, with #1 being their first preference and so on. Employees will initial their selection on the bid sheet, or if completed electronically the bid will be submitted through the employee's City user account.
- f) The shift bidding shall end on November 1<sup>st</sup> of each year.
- g) The Division Commanders or their designees will announce the shift assignments, in writing, no later than November 15<sup>th</sup> of each year.
- h) Members who fail to provide a timely shift bid request will be placed on a shift at the discretion of the Chief of Police or the Chief's designee.
- i) Seniority will be determined in accordance with Article XX of this Agreement with rank seniority utilized for Sergeants, specialized unit seniority for Criminal Investigations and Traffic Units, and department seniority for Patrol.
- j) New shift assignments will become effective beginning on the first pay period of January of the new year, and shall be effective until the effective date of the subsequent shift bidding process.

## **Section 8.03 Additional Duty Assignments**

Employees in additional duty assignments may bid for work hours; however, the Department may depart from the requirements of Section 8.02 if necessary to adequately

spread additional duty employees throughout the shifts. Bidding shall take place within the assignment on the basis of specialized unit seniority.

#### **Section 8.04 Shift Transfers and Reassignments**

Employees may submit written requests to be transferred to any open position on a different shift, unit, section or squad (excepting specialized assignments) through their Chain of Command. Employees may also submit written requests to permanently trade shifts, units, sections, or squads with another employee, so long as both employees are in agreement to the trade. When, in the judgment of the Chief of Police or the Chief's designee, such reassignments or transfers will not be unduly disruptive to the operations of the Department, such reassignments or transfers shall be approved.

The Chief of Police or the Chief's designee shall assign a member who enters service to a shift until the next bidding process commences.

The Chief of Police shall have the authority to reassign any employee or employees to another shift, unit, section, or squad, for legitimate operational reasons. Any potential involuntary reassignment and the specific reasons therefore shall be provided to the Lodge and the employee(s) involved. When a reassignment may cause bumping of an employee, the Department shall initially seek volunteers and shall honor seniority as much as reasonably possible.

Members who are involuntarily or voluntarily reassigned to Patrol shall be placed in a vacant position at the discretion of the Chief of Police based upon the operational needs of the Department. Once reassigned, the member may submit a shift request listing five choices in rank order of preference. Upon receipt by the Department, the member shall be placed in the pool of other members who did not receive their priority preference during the bidding process, and an eligibility list for open positions shall be used based upon the members' department seniority. Future openings shall be awarded to the most senior employee on the eligibility list pertaining to the open position.

#### **Section 8.05 Meal Breaks**

All employees shall receive a thirty (30) minute paid meal break. All employees shall receive two fifteen (15) minute rest breaks per shift worked. All breaks shall be subject to interruption or cancellation due to work demands.

## **Section 8.06 Duty Trade**

Employees assigned to the same position shall be eligible to trade shifts between themselves, for their own convenience, subject to approval from management. All such trades shall be purely voluntary between the employees involved, and each employee shall be paid as if the employee had worked the employee's original schedule.

## **Article IX. Sergeants**

### **Section 9.01 Supervisory Sergeant Duties**

The parties mutually acknowledge that Sergeants are supervisory employees. As such, Sergeants are obligated to direct and maintain order and efficiency among subordinate personnel. Sergeants shall assist in the scheduling of personnel, and shall report any observed misconduct and/or performance problems. Sergeants shall recommend discipline when appropriate, and shall have the authority to suspend subordinate employees pending investigation on their own authority, when appropriate. Sergeants shall provide objective and accurate performance evaluations. Sergeants shall not be inappropriately pressured to change their rating of any individual employee. Sergeants shall also administer approved discipline when directed to do so.

### **Section 9.02 Retaliation Prohibited**

Neither the City, the Lodge, or any member of either bargaining unit shall discriminate or retaliate against any Sergeant for the good faith performance of the above duties. Any Sergeant who is unable or unwilling to fulfill the above duties shall be subject to discharge or demotion to a non-supervisory position.

### **Section 9.03 Sergeant Promotions**

- a) When the Chief of Police determines there is a need to fill one or more Sergeant positions, the Chief or a designated commander shall distribute a notice of the opening(s) via e-mail at least thirty days before the position is to be filled. The e-mail shall specify the commencement date for the promotional process.
- b) The promotional process shall begin with a written examination, to be validated and scored by an independent entity. The independent entity shall

determine the cut-off for passing scores. Candidates passing the written examination will advance to the Oral Board interview.

- c) The Oral Board shall consist of one Captain designated by the Chief of Police or the Chief's designee, one Sergeant designated by the Lodge, and two outside law enforcement professionals at or above the rank of Sergeant, selected by the Chief of Police, or the Chiefs designee. The Oral Board will interview and score all candidates who passed the written examination. The Oral Board, with advice from Human Resources, shall agree upon a core set of questions to ask each candidate. The Board may additionally ask appropriate follow-up and individual background questions of each employee.
- d) The Oral Board will provide its interview scores to the Human Resources Department. The Human Resources Department will then prepare a list of the candidates, in rank order, based upon the overall combined scores received on the written and oral portions of the promotional process, which it will provide to the Chief of Police. The top 50% of the list will proceed for further consideration for promotion. When the top 50% number is an odd number, 50% plus one additional candidate will be considered. If any candidate is tied for the last position within the 50%, that candidate will be considered for promotion. The Chief shall determine and publish a rank order of these remaining candidates.
- e) This rank order will be used for promotion for the one year following the promotion date of the initial successful candidate. If this list is exhausted prior to a year, the Chief shall determine and publish a rank order of the remaining candidates who did not initially score in the top 50%. This list will be used for the remainder of the one-year period specified above. If the entire list is exhausted, a new promotional process will be conducted to fill new Sergeant positions.
- f) Rules regarding promotional eligibility and additional details of the promotional process are set out in Departmental policy, as it may be revised from time-to-time, consistent with this Agreement.
- g) Employees not eligible for promotion are those who were on probation or unpaid leave (other than FMLA or military leave) on either the testing date or the appointment date. A candidate may be passed over for promotion for sufficient cause, in which case each candidate passed over shall be advised, in writing, of the reasons for being passed over, with a copy sent to the Lodge.

## **Article X. Temporary Duty Assignments**

### **Section 10.01 Duty Related Injury**

When an employee is injured in the line of duty, the City shall make every effort to provide temporary light-duty or work-hardening assignments to the employee, consistent with any restrictions the employee's doctor has identified.

### **Section 10.02 Non-Duty Related Medical Condition**

When employees are unable to perform their regular work assignment due to a non-work-related injury or non-communicable illness, the City may offer temporary light-duty or work-hardening assignments to them, to the extent productive work is available.

### **Section 10.03 Acceptance of Limited Duty**

Employees may accept and perform light-duty or work-hardening assignments that are offered to them, in accordance with Departmental policy, so long as the assignment is fully consistent with all medical restrictions. Any employee who declines a light-duty or work hardening assignment will be subject to reduction in workers' compensation pay, to the extent allowed under State law. However, if the light-duty work offered is outside the employee's regular work schedule and the employee has a significant personal conflict with the schedule offered, then the employee shall be allowed to decline the assignment with no loss in available benefit pay.

### **Section 10.04 Shall Not Be Unreasonably Denied**

Requests for medically necessary temporary light-duty and subsequent requests for extension shall not be unreasonably denied when light-duty opportunities exist within the Department.

## **Article XI. Wages**

### **Section 11.01 Wages**

Effective on the first full pay period in February, 2022 the following pay scale listed in Appendix A shall be implemented over the three-year term of this Agreement.

However, if the citizens of Lee’s Summit approve a ½ (one-half) cent public safety sales tax at the April 5, 2022 municipal election, the alternative pay scale listed in Appendix B will be implemented beginning the first full pay period in February 2023 and thereafter.

Upon implementation, all bargaining unit members shall be placed in appropriate step as reflected in this agreement. All bargaining unit members must achieve an overall rating on their annual performance reviews that indicates their performance meets expectations to advance to the next step of the pay scale. In future years, advancements to the next step on the pay scale will occur on the first day of the first pay period following the step progression date to the appointment to the member’s position as a police officer or sergeant. Annual rates of pay listed in the appendices are estimated based upon the listed hourly wage.

**Section 11.02      Lateral Entry**

To recruit a high-quality work force, applicants who possess a POST certification and/or commensurate law enforcement (LEO) experience may be hired and placed in the following lateral pay steps:

Level of Commensurate Experience	Lateral Step Entry
POST Certification plus 0 – 2 years LEO experience.	Step 1
POST Certification plus 2 – 5 years of LEO experience.	Step 3
POST Certification plus 5 or more years LEO experience.	Step 5

The amount of commensurate experience awarded for prior years of law enforcement service shall be at the discretion of the Chief.

**Section 11.03      Promotions**

Employees who are promoted will receive the appropriate wage increases as set out below:

Police Officer to Sergeant – Step 1 of the sergeants’ pay scale or the appropriate step that most closely provides a five (5) percent increase in base pay, whichever is greater.

Wage increases due to promotions will become effective on the first day of the first pay period beginning after the promotion is received.

#### **Section 11.04      Shift Differential**

A differential of 60 cents per hour shall apply to all employees assigned to work second shift, and a differential of 85 cents per hour shall apply to all employees assigned to work the third shift. A shift differential will not be paid to probationary employees attending the police academy or participating in the field training program.

#### **Section 11.05      Specialty Pay**

- a) Employees assigned to the Emergency Services Squad, Hostage Negotiations Team, Bomb Squad, and the FTO Sergeants shall receive an allowance of \$55.00 per pay period. No employee shall receive more than one payment per pay period under this subsection.
- b) Field Training Officers (FTOs) shall receive one and one half hour's pay, at their overtime rate, for each day they are assigned a trainee.
- c) Detectives and Detective Sergeants shall receive a clothing allowance of \$70 per pay period.
- d) On-Call Pay. All employees who fill weekly on-call duty shall receive eight hours of compensatory time or pay at the employee's regular hourly rate for each week worked. Employees who fill daily on-call duty shall receive one hour of compensatory time or pay at the employee's regularly hourly rate for each day worked. The Public Information Officer shall receive eight hours of compensatory time or pay at the employee's regular hourly rate per month for on-call service.

#### **Section 11.06      Kennel Time**

Canine Officers shall receive one hour of pay per day for time spent providing care to their canine partner. This hour shall be paid at the officer's overtime rate on days off, and shall be taken from the officer's regular work day on working days. It is the intent of the parties that this pay will provide full compensation for all time spent in the care, feeding, and exercising of a City canine, as required under the Fair Labor Standards Act.

#### **Section 11.07      Call Back Pay**

Any employee who is called to work and reports for work during unscheduled off duty hours as an unscheduled emergency recall will receive compensation for the greater of



four (4) hours or actual hours worked, at one and one-half times the employee's regular hourly rate of pay. This provision shall not apply to early call in or holdover hours.

**Section 11.08          Witness Pay**

Employees who are required to attend court as a result of the performance of their assigned duties during non-work hours shall be compensated for a minimum of two hours at the standard overtime rate. If a member receives less than forty-eight hours' notice, he shall be paid in accordance with the four-hour minimum found in Section 11.07, above. All consecutive time spent in court after the first two hours shall be at the standard overtime rate for the time actually spent in court. The City does not pay travel time to the Lee's Summit Municipal courthouse. However, employees shall be compensated for time spent traveling from the Department to any other courthouse where they are appearing or testifying in conjunction with their official police duties.

**Section 11.09          Jury Pay**

In the event an employee is called for jury duty, the employee shall be granted time off with pay as needed, to allow the employee to attend court when required and to avoid requiring any employee to perform night duty when the employee will be expected to be in court the next morning. Any remuneration received by the employee for personal services while serving as a juror on any day the employee also receives compensation from the City shall remain the property of the employee. Off-duty employees shall not be compensated for travel time to the courthouse.

**Section 11.10          Educational Assistance**

The City will reimburse employees for tuition costs for college-level classes related to or leading to a degree in criminal justice, emergency service, business administration, accounting, public administration, or other similar degree programs. Bargaining unit personnel shall be eligible for tuition reimbursement in accordance with the City's Tuition Reimbursement Policy. The City shall reimburse members for a maximum of twelve (12) credit hours per year for either in class or on-line courses. The Department will additionally provide training and will pay employees for their time spent in approved training for appropriate job certifications as specified in Departmental policy.

**Section 11.11          Bilingual Personnel**

Employees who are conversationally fluent in Spanish, as determined by the passage of a test administered by the Department, shall be paid an incentive of \$34.62 per pay period (\$900 per year), and shall be referred to herein as bilingual employees. This incentive pay shall be in addition to any specialty pay received under Section 11.05, above.

## **Article XII. Overtime and Compensatory Time**

### **Section 12.01 Two-Week Work Period / OT**

All personnel covered under this Agreement shall be scheduled on a two (2) week work period. Employees shall receive overtime pay at the rate of time-and-one-half for all hours worked over eighty (80) hours in the work period.

### **Section 12.02 OT Accrual**

Overtime and compensatory time off shall accrue in quarter-hour increments.

### **Section 12.03 Hours Worked Eligibility**

Paid leave shall count as hours worked when determining overtime eligibility.

### **Section 12.04 Overtime Calculation**

For the purpose of calculating overtime, applicable shift differential and all other additional pay (except uniform pay, telephone stipend and tuition reimbursement) will be included in the calculation of the employee's regular rate, for the purpose of determining the employee's effective hourly rate of pay for overtime purposes.

### **Section 12.05 Compensatory Time**

Employees may elect to be paid in compensatory time off rather than receiving overtime pay. Compensatory time shall be earned at the rate one-and-one-half times the hours worked. Patrol and Traffic personnel working twelve-hour shifts may accumulate a maximum of one hundred eighty (180) hours of compensatory time. All other personnel may accumulate a maximum of eighty (80) hours of compensatory time. If an employee elects compensatory time for hours worked and is at the maximum accumulation limit, the employee will be paid at the overtime rate for those hours worked.

**Section 12.06            No Duplicative Payment**

There shall be no duplicative payment of overtime for the same hours worked. "Overtime," as used herein, does not include other types of premium pay such as holiday pay.

**Section 12.07            Overtime Assignment**

Employees shall be offered or assigned overtime work assignments as provided in Departmental policy.

**Section 12.08            Duty-Related Phone Calls**

Employees who receive a phone call from any Department supervisor (Sergeant, Captain, Major, or Chief), or their designee, while off-duty, which call lasts longer than five minutes, and which concerns a job-related issue, shall be compensated at the overtime rate for the actual time spent on the call. Employees may be required to prepare reports detailing the reason for and time expended on each such off-duty phone conversation.

**Article XIII. Out-of-Class Pay**

**Section 13.01            Acting Sergeants and Acting Captains**

When there is a need for a police officer to serve as an acting Sergeant or for a Sergeant to serve as an acting Captain, the opportunity to fill the position shall first be offered to candidates on any active promotional list. When no active list is available, the position shall be offered at the discretion of management, with input from the Lodge.

**Section 13.02            Out of Class Pay**

An employee works out of classification when assigned to perform the duties of a job classification or rank that is higher than the employee's current job classification or rank. Any employee who works "out of classification" for eight or more consecutive hours shall receive an hourly premium equal to 5% of the employee's current base wage rate or the lowest rate of the higher classification, whichever is greater, for all hours actually worked out of classification.

## **Article XIV. Health and Welfare**

### **Section 14.01 Insurance Provided**

The City shall provide health, vision, and dental insurance plans for those employees who elect to participate. Both family and individual coverage options shall be available. The City will pay 90% of the premium cost for coverage under the base plan for full time employees and 75% of the premium cost for coverage under the base plan for employee plus spouse and families.

### **Section 14.02 Life Insurance**

For each full-time employee, the City will maintain life insurance coverage in the amount of one times the employee's annual base salary, up to a maximum of \$100,000 per employee. The City will pay 100% of the premium for this benefit.

### **Section 14.03 Eligible Coverage**

New employees will become eligible for coverage under these plans as soon as the policy allows for such coverage, and not later than sixty-two (62) days after the employee begins full-time employment.

### **Section 14.04 Insurance Plan Coverage Options**

All employees covered under this Agreement shall receive the same insurance plan coverage options and benefits as are available to all other City employees. The City shall have the right to change plans and/or carriers, or to change benefits available under an existing plan, after providing at least 30 days' advance notice to the Lodge, and at least 60 days' notice if practicable, of any contemplated change. Before any change is implemented, the City shall meet with the Lodge to discuss changes, and whether the changes are appropriate, upon request.

### **Section 14.05 Per-Capita Expenditure**

The City shall maintain at least the annual per-capita expenditure for employee and dependent health insurance premiums as of January 1, 2016. Nothing herein shall be construed to authorize the City to make changes in its health insurance carrier and/or

plan coverage, if such changes would reduce the City's annual per-capita premium cost below the amount the City was spending as of January 1, 2016.

**Section 14.06          Vaccinations**

The City will provide appropriate vaccinations and/or medical tests for employees covered under this agreement, as recommended by the City's medical provider.

**Section 14.07          Retiree Healthcare**

The City shall continue to make health insurance available to retirees, at the retirees' expense. The premium charged to retirees shall be no greater than the full amount of the premium (total amount of employer and employee contributions) charged for active employees at the same coverage levels.

**Article XV. Retirement Benefits**

**Section 15.01          LAGERS**

The City will continue to participate in the LAGERS L-6 retirement program for all bargaining unit personnel.

**Section 15.02          Deferred Compensation Plans**

The City will maintain enrollment in the MOST 529 Plan and 457 Deferred Compensation Plans. The City will also maintain a Section 125 flexible benefits spending plan, and allow employee participation in such plan so long as the maintenance and participation of such plan is legally compatible with the City's health insurance plan(s).

**Article XVI. Holidays**

**Section 16.01          Recognized Holidays**

The following holidays shall be recognized within the Department: New Year's Day, Martin Luther King Day, George Washington's Birthday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day, and the day before or day after Christmas (as selected by the City).

The City will consider whether to recognize Juneteenth as a holiday in celebration of the emancipation of African American slaves during the budgetary discussions for the fiscal year 2022-23. If the holiday is approved by the City at that time, it will be added to the list of holidays recognized above.

**Section 16.02      Holiday / Regularly Scheduled Off**

All shift employees scheduled off on a holiday shall receive compensatory time equal to the employee’s regular daily working hours.

**Section 16.03      Holiday / Administrative Staff**

All administrative personnel shall receive holidays off with straight-time pay at their regular hourly rates.

**Section 16.04      Holiday / Worked**

Employees who work a regularly scheduled shift on a holiday shall receive double-time pay for all hours worked. Employees, at their discretion, may choose to receive holiday compensation in equivalent compensatory time unless they are at the maximum for the accrual of comp time.

**Section 16.05      Holiday / Overtime**

Employees who work overtime on a holiday shall be paid time-and-a-half for all hours worked, and shall additionally receive one hour of comp time for each hour worked.

**Article XVII. Vacation**

**Section 17.01      Vacation Accrual**

Vacation leave shall be accrued on a bi-weekly basis, in accordance with the following annual vacation hours accrual schedule:

<u>Length of Continuous Service in Years</u>	<u>Annual Earned Hours</u>
Less than 5	80
At least 5 but less than 10	120
	30

At least 10 but less than 15	144
At least 15 but less than 20	160
At least 20 but less than 25	184
25 or more	200

**Section 17.02      Banking**

Employees may accrue up to two hundred forty (240) hours of vacation leave.

**Section 17.03      Vacation Use**

Vacation shall be scheduled and used consistent with Departmental policies and this Agreement.

**Section 17.04      Vacation Payout**

When an employee’s employment is terminated for any reason whatsoever, all earned vacation shall be paid out at the employee’s then-current hourly rate, at the time of termination.

**Section 17.05      Canine Officer / Vacation Time**

While on vacation, canine officers who maintain custody of their canine partners shall continue to receive one hour of pay per day for dog care duties. To compensate them for this hour, the Department shall reduce by one hour per day the amount of earned vacation time used during each vacation day. If a canine officer is not actually personally caring for the canine partner during the employee’s vacation, the canine officer shall not receive the pay described herein.

**Section 17.06      Vacation Scheduling**

- a) Vacations requests will be submitted through the chain of command. The Department will not unreasonably deny vacation requests, but may deny any request which would unduly interfere with the operation of the Department.
- b) Vacation requests submitted by March 1 of each year shall be given preference over requests submitted after that date. When there is a conflict between requests submitted by March 1, and the approval of both requests would

unduly interfere with the operation of the Department, the request received from the individual with the earlier date of hire or promotion will be granted.

- c) When there is a conflict between requests submitted after March 1, and approval of both requests would unduly interfere with the operation of the Department, the request submitted first will be granted.
- d) Employees covered under this Agreement will not be required to change a scheduled vacation due to a senior employee with a conflicting scheduled vacation transferring to their shift. The senior employee may elect to reschedule the entire vacation or may elect to use any portion thereof which is approved.

## **Article XVIII. Sick Leave**

### **Section 18.01 Sick Leave Accrual Rate**

Sick leave shall be accrued on a bi-weekly basis, at the rate of 3.69 hours per pay period.

### **Section 18.02 Sick Leave Maximum Accrual**

Employees may accrue up to 1,440 hours of sick leave.

### **Section 18.03 Sick Leave Policy / Dependent Sick**

Sick leave shall be used and administered in accordance with applicable City and Departmental policies. Employees shall be entitled to use a maximum of twenty-four (24) hours of sick leave per year to care for sick family members.

### **Section 18.04 Canine Officer / Sick Leave**

While on sick leave, canine officers who maintain custody of their canine partners shall continue to receive one hour of pay per day for dog care duties. To compensate them for this hour, the Department shall reduce by one hour per day the amount of earned sick time used during each day of sick leave. If a canine officer is not actually personally caring for the canine partner during the employee's sick time, the canine officer shall not receive the pay described herein.



### **Section 18.05          Physician's Certificate**

Employees shall generally be required to present all physician's certificates to the Human Resources Department when returning from any period of sick leave lasting three working days or longer. Additionally, with advance notice to the employee the City may require a physician's certificate for shorter periods of absence, if the employee has exhibited a pattern of absenteeism or if there is some other legitimate reason to require a physician's certificate. During hours when the Human Resources Department is not open, the physician's certificate shall be presented to the employee's supervisor. Details regarding employees' illness or injuries, or their family's illness or injuries, shall not be shared with anyone outside the Human Resources Department, except to the extent necessary to manage compliance with work restrictions, or to report use of medication that may affect safe performance of job duties.

### **Section 18.06          Annual Physical**

The City shall offer an annual physical to all personnel. The City shall pay for the cost of this physical, which shall take place during scheduled working hours.

### **Section 18.07          Fitness-For-Duty Examination**

The City may require a fitness-for-duty examination with a physician of its own choosing whenever the City has a good faith doubt regarding the employee's ability to safely and properly perform any of the essential functions of the employee's job, with or without reasonable accommodations. The examination shall be no broader and no more intrusive than is necessary to address the City's legitimate operational concerns. The City shall pay for the cost of such examinations, and for all time spent in the examination.

### **Section 18.08          FMLA / ADA Compliance**

The City shall comply with the confidentiality provisions of the Americans with Disabilities Act and the Family and Medical Leave Act with regard to the request, storage, and dissemination of employee medical information.

### **Section 18.09          Sick Leave Payout**

Employees who have completed at least five years of service, and who resign or otherwise voluntarily separate from employment shall be paid for 1/8<sup>th</sup> of their unused, earned sick

leave. Employees who retire shall be paid for ½ of their unused, earned sick leave. Employees who are terminated for cause shall not receive any sick leave payout.

**Section 18.10 Employee Death**

Upon the non-duty related death of any active employee who has completed at least five years of service with the City, the employee’s designated beneficiary will receive the same sick leave payout as the employee would have received if the employee had retired. For employees killed in the line of duty, their beneficiaries shall receive payment for all sick leave accrued at the time of their deaths. The City agrees to pay an additional \$10,000 to defray reasonable funeral and burial expenses for any employee covered under this Agreement who is killed in the line of duty. The funeral expense payment will be issued to the registered beneficiary on record with the City.

**Article XIX. Other Leave**

**Section 19.01 Eligible Leave Time**

All personnel covered under this Agreement shall be eligible for personal leave, bereavement leave, Family and Medical leave, workers’ compensation leave, and any other form of leave (either paid or unpaid) as provided for under City and Departmental policies.

**Section 19.02 Activity While On Leave**

Employees on leave shall not engage in activities that are inconsistent with the reason for the leave. Employees shall have the right to engage in any activity, including performing work for other employers, that is not inconsistent with the reasons for the leave.

**Article XX. Seniority**

**Section 20.01 Seniority Definition**

“Seniority” shall mean length of continuous employment, unless otherwise specified.

“Department Seniority” shall mean length of continuous employment within the Department from the employees’ date of hire as police officer. For employees hired after

the execution of the Agreement, department seniority shall be determined from the scheduled work date that the employee is sworn in as a police officer by the City Clerk. In the event that multiple employees share the same department seniority date, department seniority shall be established first by cumulative prior employment as a sworn police officer and second alphabetically by the officer's last name.

"Rank Seniority" shall mean length of continuous employment in an employee's current job classification.

"Specialized Unit Seniority" shall mean continuous time spent in a specialized unit. For the purposes of this Article, "specialized unit" shall include all specialized assignments and additional duty assignments listed in Article VII. Specialized Unit Seniority begins anew every time an employee is assigned to a new specialized position, and there is no carryover from previous tenure in any specialized unit. In the instance of simultaneous assignments to a "specialized unit," seniority among individuals so selected shall be determined by the Department Seniority of the individuals.

#### **Section 20.02 Roster To Be Provided**

The Department shall maintain and provide to the Lodge a current roster showing names of all current bargaining unit personnel, job classification, date of initial hire within the Department, and date of promotion to current position.

#### **Section 20.03 Loss of Seniority**

Seniority shall be lost and the employment relationship terminated upon the occurrence of any of the following events:

- a) Voluntary quit or retirement;
- b) Discharge for just cause;
- c) Failure to return from an authorized leave of absence on the next working day after the authorized leave expires;
- d) Failure to return from layoff within fourteen days after the City issues a recall notice;
- e) No-call / no-show for two consecutive regularly scheduled shifts if the employee was physically and practically able to call or report to work or,

- f) Failure to perform work for the City for eighteen (18) consecutive months for any reason, other than military leave, or work-related illness or injury.

**Section 20.04      Rehire**

Former bargaining unit employees who are rehired within one year from their date of separation shall have their prior department seniority reinstated and will begin to accrue new seniority from the date of re-employment. Employees will be required to serve the appropriate probation period.

**Section 20.05      Reinstatement of Base Pay Rate**

Reinstated employees who separated from Departmental service in good standing shall return at the same grade and step they were receiving at the time of their departure, if re-employment occurs within one year from the date of separation.

**Section 20.06      Reinstatement of Sick Leave and Vacation Accrual Credit**

Reinstated employees who separated from Departmental service in good standing shall have all unused or uncompensated sick leave reinstated, and shall be given credit for years of previous service on the vacation accrual schedule, if re-employed within one year from date of separation.

**Section 20.07      Sick Leave Sell-Back**

Reinstated employees who separated from Departmental service in good standing shall have the option to return any previously issued sick leave pay-out to the City in exchange for reinstatement of the employee's sick leave balance that existed at the time of their separation. Reinstated employees shall begin accruing sick leave from their date of re-employment.

**Article XXI. Probation**

**Section 21.01      Probation**

New employees shall be hired on a probationary basis. Probation shall run from date of hire until twelve (12) months after the employee is hired or graduates from the Police Academy, whichever is later, provided that the probationary period shall not exceed

eighteen (18) months. During probation, employees shall be subject to discharge without cause, and such discharge shall not be grievable under the terms of this Agreement.

**Section 21.02 Promotional Probation**

Employees who are promoted into a higher job classification shall serve an initial six-month trial period in the new job. Employees who are unsuccessful during the trial period may be returned, or may elect to return, to their prior position at the rate of pay they would have held had they not accepted the promotion.

**Section 21.03 New Hire Performance**

If any employee exhibits performance problems during the employee's new hire probation, or during the promotional trial period, management shall notify the employee of the observed problems in writing, and shall provide the employee with a reasonable opportunity to improve, before taking any job-related action against the employee.

**Section 21.04 Probationary Employees Use Of Leave**

Probationary employees may use personal days as soon as they are earned. They may use earned sick leave after 90 days of employment, and earned vacation pay after six months of employment. However, employees who are attending the Police Academy shall not use personal leave or vacation days until training is completed.

**Article XXII. Reductions in Force**

**Section 22.01 Lay Off**

In the event the City determines it is necessary to reduce the size of the workforce, employees shall be laid off in the order of inverse seniority, provided the remaining employees are capable of performing the available work.

**Section 22.02 Reduction In Position**

In the event the City determines, in connection with a layoff, that it is necessary to reduce the number of employees in any job classification, the junior employees within those classifications shall have the opportunity to bump into lower positions, with a

corresponding reduction in pay. Upon recall, employees who have bumped down will be bumped up to their previous rank without testing or other promotional process.

**Section 22.03          Recall List**

Employees who are laid off shall be placed on a recall list for up to eighteen (18) months. Employees shall be recalled in seniority order. Employees shall be required to notify the City whether they will accept recall within seventy-two hours after receiving a recall notice, and shall have a maximum of fourteen days to report for duty. Any employee who declines recall, or who does not report for duty within the specified time period shall be removed from the recall list.

**Article XXIII. Performance Evaluations**

**Section 23.01          Performance Evaluation Purpose**

The City practices a pay-for-performance philosophy in compensating employees for their contributions toward supporting the values, goals, and objectives of the City and the Department. Employees will be evaluated by management and/or supervisory personnel at least annually. Employees will also be evaluated prior to the conclusion of their probationary period.

**Section 23.02          Denial Of Step Pay, When**

When pay increases are provided by the City, employees will not be denied a step pay increase unless they receive an overall “unacceptable” or “needs improvement” performance evaluation. Step advancement will be delayed one (1) year for each year an employee receives an “unacceptable” or “needs improvement”. Employees, who receive an “unacceptable or “needs improvement” performance evaluation, shall be subject to a six (6) month performance improvement plan. Employees, who thereafter successfully complete the performance improvement plan, shall receive their pay step on the next pay check following the successful completion of the performance improvement plan, but such employees shall not receive any backpay for time spent on the performance improvement plan.

## **Article XXIV. Discipline**

### **Section 24.01 Discipline Purpose**

The purpose of discipline is to ensure high standards of performance and efficiency, to maintain good working relationships among employees, and to provide the citizens of the City with the highest possible level of courteous and professional public service. Discipline in the Department is for the most part “self-discipline.” It is the duty of each employee to make a conscientious effort to work and behave in accordance with the values, service standards, policies and guidelines of the Department and the City. Each employee is expected to be self-disciplined, to work hard at being the best at what they do, and to help the City provide a high level of public service. When an employee does not exercise adequate self-discipline, it may be necessary for supervision to initiate disciplinary actions to correct the problem. Discipline or discharge of bargaining unit represented employees will be for just cause. For purposes of just cause:

- a) Knowledge of a policy shall be imputed if the employee has received a copy of the City and/or departmental policies and has signed electronically or in writing an acknowledgment of the same, subject to any amendments or updates which shall also be provided and shall be acknowledged by electronic or written signature of the employee.
- b) Notice shall not be required when a reasonable person would know that the conduct could or would be likely to lead to discipline, unless such conduct is covered by a Department policy. Such instances include, but are not limited to, insubordination, intoxication, whether from drugs or alcohol, on the job, theft, fraud, loss of eligibility to perform essential duties of the job for which the individual is employed, unreasonably endangering the safety of self or others, and violation of any federal, state or local law, ordinance or law enforcement regulation.

### **Section 24.02 Types Of Discipline**

The following types of disciplinary actions are officially recognized.

- a) **Written Warning.** A written warning is a written record of a violation of policy documented by the supervisor and recorded in the employee’s departmental file. A written warning shall remain active in an employee’s personnel file for the purposes of progressive discipline for one (1) year.

- b) Written Reprimand. A written reprimand is a formal warning provided in writing to an employee by any supervisor, which shall be recorded in the employee's personnel file. A written reprimand shall remain active in an employee's personnel file for the purpose of progressive discipline for two (2) years.
- c) Suspension. A disciplinary suspension is the removal of an employee from service, without pay, for a specific period of time. Only the Police Chief shall have the authority to issue suspensions without pay. An employee placed on suspension shall not be present at their work site without written permission from the Police Chief (except to participate in grievance proceedings). A written record of the circumstances leading to the suspension shall be placed in the employee's personnel file.
- d) Discharge. Discharge is the removal of an employee from City employment. Only the Police Chief shall have the authority to discharge employees.

### **Section 24.03      Copies Of Disciplinary Records**

Employees and the Lodge shall be given copies of any notations or disciplinary records that are to be placed in their files, and employees shall have the right to examine their disciplinary and personnel records in both the Human Resources Department and the Police Department. Employees shall not remove or alter any document contained in their file.

### **Section 24.04      Copying Disciplinary Records**

Employees may make copies of items in their personnel file, with prior notice to the Chief of Police or designee. Pre-hire psychological profiles and polygraph examination results shall be excluded from coverage under this Section.

### **Section 24.05      Lodge Representation**

During any investigatory meeting, the result of which may reasonably be expected to lead to discipline of the employee being questioned, and during any meeting in which discipline other than informal counseling is to be issued, the employee who is being questioned or who is receiving discipline shall have the right to request Lodge representation. If the employee requests such representation, the meeting shall not proceed until a Lodge representative is present. The employee must select a representative from the official list of Lodge representatives, who is not involved in the



matter at hand, who has no supervisory authority over the employee, and who is available to attend the meeting within a reasonable period of time, which will typically mean that the representative must be selected from among on-duty employees. Stewards or other Lodge representatives present at investigatory or disciplinary meetings shall be permitted to ask questions, bring issues to management's attention, and to confer privately with the employee upon request, so long as the Lodge representative's conduct does not unduly disrupt or interfere with the conduct of the meeting.

**Section 24.06            Unsatisfactory Performance**

In cases involving unsatisfactory performance of an employee's duties — if the unsatisfactory performance does not involve negligence, willful neglect, or gross incompetence — Department management shall notify the employee of the shortcomings in job performance, explain the Department's performance expectations, and give the employee a reasonable opportunity to improve performance before initiating the disciplinary process. If it appears that additional training is appropriate, and if such training can reasonably be provided to the employee using the City's in-house resources, the City shall provide and the employee shall willingly and in good faith participate in such training, before any discipline will commence-

**Article XXV. Internal Investigations**

**Section 25.01            Administrative Investigations**

The process for administrative investigations and any issuance of discipline shall comply with 590.502 RSMO (2021), and the process for administrative investigations and issuance of discipline outlined in this Agreement and further detailed in City policy is deemed substantially similar and greater than the procedures in Section 590.502 RSMo. and therefore, is in compliance.

Whenever management is conducting an administrative investigation regarding a complaint from either a citizen or a member of the Department, the result of which may reasonably be expected to lead to discipline of the employee being questioned, management shall:

- a) Notify the bargaining unit member in writing, prior to any interview. The notification shall specify (i) the nature of the complaint, and any specific allegations against the employee; (ii) the complainant's name, if known, unless disclosing such name may jeopardize the investigation; and (iii) the name and phone number of the investigator.
- b) Offer the employee the opportunity to speak with a Lodge representative prior to the interview and have the Lodge representative present during any interview of the employee, in accordance with this Agreement.
- c) Mechanically or digitally record any formal statement taken during the course of the investigation, including but not limited to the statement of the accused officer.
- d) Provide a Garrity warning to all employees who are ordered to provide statements.
- e) Complete the investigation within a reasonable period of time.

## **Section 25.02 Criminal Investigations**

If, during the course of any investigation, it becomes apparent that the employee's alleged conduct may amount to criminal activity, the Department shall suspend any internal investigation and refer the matter for criminal investigation. During the pendency of any criminal investigation, management may elect either to place the employee on administrative leave, with pay, or it may elect to take appropriate disciplinary action based on the information gathered independent of the criminal investigation referral.

## **Section 25.03 Outcome Of Investigation**

Once an investigation is complete, management shall inform the employee and the Lodge of the outcome of the investigation.

# **Article XXVI. Grievance Procedure**

## **Section 26.01 Filing Grievances**

A "grievance," for the purposes of this Article shall mean any dispute over the application and/or interpretation of this Agreement (excluding operational directives that do not address terms or conditions of employment and performance evaluations). Progressive

discipline where the discipline imposed falls below the level of a suspension may be grieved to Step Two but shall not proceed any further and shall not proceed to arbitration. The Lodge, the City, or the Department shall be the only parties permitted to file grievances. The City or Department shall not accept or process grievances filed by individual bargaining unit members. Individual bargaining unit members shall submit their potential grievances to the Lodge for evaluation. The Lodge shall evaluate potential grievances and file grievances as required by the standards of its duty of fair representation.

**Section 26.02            Resolution At Earliest Possible Step**

The parties desire to resolve grievances at the earliest possible step, and shall endeavor in good faith to do so. Grievances may be settled at any of the steps of the grievance procedure. If the settlement is reduced to writing and signed by representatives of both the Lodge and the City, such resolution shall be final as to that grievance.

**Section 26.03            Waiver Of Additional Process, When**

In the event that the Lodge files a grievance on behalf of an individual employee or group of employees, the election to use the grievance process set out herein shall constitute a waiver of any other dispute resolution mechanism that would otherwise be available to address the same matter.

**Section 26.04            Filed Within 15 Days**

All grievances must be brought to the attention of management within fifteen (15) calendar days after the Lodge and/or grieving employee first knew or reasonably should have known of the issue being raised. The Lodge may file a grievance on its own behalf or on behalf of any bargaining unit employee.

**Section 26.05            Step One**

Grievances at the first step shall be filed with the appropriate Captain. Every grievance shall be reduced to writing, signed, and dated by the person submitting the grievance. Each first step grievance shall state in summary fashion the nature of the issue being grieved, including a concise statement of the facts giving rise to the grievance, the applicable section(s) of the Agreement that has allegedly been violated, and the

resolution desired. The Captain shall countersign and date the grievance when it is submitted. Within ten (10) calendar days after receiving a grievance, the Captain shall issue a written decision stating that the grievance is upheld, or if the grievance is denied, stating the reasons for the denial.

**Section 26.06            Step Two**

If the matter is not satisfactorily resolved at Step One, the Lodge or the aggrieved employee may appeal the grievance to the Police Chief. Any appeal to Step Two must be submitted to the Police Chief within ten (10) calendar days after the Captain issues a decision at Step One, or within fourteen (14) calendar days after the grievance was filed at Step One if the Captain fails to issue a timely decision. The written Step Two appeal to the Police Chief must contain a concise statement of the facts giving rise to the grievance, the applicable section of this Agreement or City or Departmental policy that has allegedly been violated, and the resolution desired.

**Section 26.07            Step Three**

If the matter is not satisfactorily resolved at Step Two, the Lodge or the aggrieved employee may appeal the grievance to the City Manager or the City Manager's designee. Any appeal to Step Three must be submitted within ten (10) calendar days after the Police Chief issues a decision at Step Two, or within fourteen (14) calendar days after the grievance was appealed to Step Two, if the Police Chief fails to issue a timely decision.

**Section 26.08            Step Three Hearing**

The parties may mutually agree to hold a Step Three Hearing within ten (10) calendar days after receiving a Step Three appeal. At such hearing, the parties shall have the right to call and cross-examine witnesses and submit evidence in support of their respective positions. The City Manager or the City Manager's designee shall issue a written decision either upholding or denying the grievance within ten (10) calendar days after the Step Three hearing, or within ten (10) calendar days after the grievance is submitted at Step Three if no hearing is requested. The written decision shall explain the reasons for any conclusion reached.

**Section 26.09            May File At Step Two, When**

In any grievance challenging any disciplinary suspension that involves loss of pay, or any discharge from employment, the Lodge shall have the right to file the initial grievance at Step Two.

**Section 26.10      Lodge Shall Represent**

The Lodge shall represent the interests of the bargaining unit members at all steps of the grievance process.

**Section 26.11      Time Limits**

The time limits set out above shall be strictly enforced, unless one party submits a written request for an extension of time and the other party agrees to the requested extension in writing (including e-mail). All extensions of time shall be for a specific number of calendar days.

**Article XXVII.      Arbitration**

**Section 27.01      Appeal To Arbitration**

If a grievance regarding the application or interpretation of this Labor Agreement is not satisfactorily resolved at Step Three, the Lodge may appeal the grievance to binding arbitration by delivering a Notice of Intent to Arbitrate to the Director of Human Resources within ten (10) calendar days after receiving the Step Three decision, or within fourteen (14) calendar days if the City Manager or the City Manager's designee fails to issue a Step Three decision.

**Section 27.02      Selection of the Arbitrator**

Within fourteen (14) calendar days after the Notice of Intent to Arbitrate is delivered, the parties will jointly agree upon an arbitrator. In the event a joint agreement is not reached within 14 days, then the party seeking arbitration shall submit a request for a list of seven (7) arbitrators to the Federal Mediation and Conciliation Service. Each party may reject a maximum of one list received from FMCS per grievance, and the party rejecting any list shall be responsible for obtaining a replacement list from FMCS. The parties shall alternately strike one name from the list, with the party seeking arbitration striking first. The last name remaining on the FMCS list shall be appointed to serve as the Arbitrator

empowered to resolve the matter. The party requesting arbitration shall notify the selected arbitrator of the selection within seven (7) days after the date of selection, requesting dates within the next three months on which the arbitrator could be available to hold a hearing on the matter. Within seven days after receiving available hearing dates from the Arbitrator, the parties shall jointly select an agreeable hearing date.

**Section 27.03            Decision Of The Arbitrator, Conditions**

The decision of the Arbitrator shall be subject to the following conditions:

- a)     The Arbitrator shall determine the procedural rules of arbitration, and make such orders during the pendency of the proceeding as are necessary to enable the Arbitrator to act effectively.
- b)     In the resolution of disputes, the Arbitrator shall give no weight or consideration to any matter except the language of the Agreement and policies at issue, applicable law, and the evidence presented by the parties.
- c)     The Arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement. The Arbitrator shall have no power to establish or change any wage rates.
- d)     The Arbitrator’s authority shall be limited to resolving the particular grievance pending before the Arbitrator.

**Section 27.04            Arbitrator Decision Final And Binding**

The decision of the Arbitrator shall be final and binding on all parties as to all matters which may arise out of the interpretation or application of this Agreement.

**Section 27.05            Costs Shared Equally**

The costs of the Arbitrator shall be shared equally by the City and the Lodge. Each party shall otherwise bear its own costs.

**Article XXVIII.        Labor Management Committee**

**Section 28.01            Labor/Management Meetings**

There shall be a Labor/Management Committee consisting of representatives from Department management and representatives from the Lodge. This Committee will strive

to improve relationships between Labor and Management in all areas, and to ensure that this Agreement is properly administered at all times. The City and the Lodge shall appoint their respective representatives to this Committee within one month after this Agreement is signed by both parties. Those representatives shall meet promptly thereafter and shall set up a schedule of regular meetings. All other joint committees as provided for in Section 28.04 shall report to the Labor/Management Committee.

**Section 28.02 Labor/Management Committee Cooperative Basis**

The parties mutually acknowledge that the purpose of the Labor/Management Committee is to discuss topics of mutual interest on a cooperative basis. The Labor/Management Committee is not a forum for formal collective bargaining.

**Section 28.03 Labor/Management Committee Purpose**

The purpose of regular meetings shall include but is not limited to:

- a) Dissemination of information.
- b) Discussion of potential methods for improving any aspect of the Department's service, including efficiency of operations and overall working conditions. Any representative to the Committee may present topics for discussion during Committee meetings.
- c) Presentation and if requested, discussion of any revisions or potential revisions to City or Departmental policies. All new or revised policies, work rules, or practices, if requested, shall be discussed by the Labor/Management Committee before being implemented, except in cases where failure to immediately implement a policy, work rule, or practice would negatively affect the Department's ability to provide services to the public. Such discussions shall not be pro forma, but shall be meaningful and conducted in good faith, with due consideration of the Lodge's comments and input. A Lodge representative will serve on the Policy Review Committee.
- d) Clarifications as to the application or interpretation of this Agreement, policies, work rules, or practices, not the subject of an active grievance at the time.
- e) Resolution of any dispute or problem involving any represented full-time employee or group of employees, on an informal, voluntary basis.

**Section 28.04           Subcommittees**

The Labor/Management committee may also appoint such subcommittees as they believe would be helpful in fulfilling the mission of the Department.

**Section 28.05           Request For Meeting**

A request for a meeting of the Labor/Management Committee may be made by either party at any time. The Committee shall be convened within ten (10) calendar days after receipt of a written request by either party.

**Article XXIX.General Provisions**

**Section 29.01           Uniforms and Equipment**

The City will provide all necessary uniforms and equipment for all Departmental personnel as detailed in the Standard Operating Procedures (SOP). Employees shall not be required to respond to any hazardous situation without the proper clothing and equipment, all properly maintained and in good working order. The City shall replace all Department-issued items, when no longer serviceable and as provided herein. The City will bear the cost of cleaning and maintaining all Department-provided uniforms and logo wear. All protective clothing, including but not limited to bullet resistant vests, helmets, and firearms shall meet the most applicable standards in effect at the time of purchase by the City, and shall be worn to all emergency incidents as required by Department policies. The City shall replace all Department-issued items when no longer serviceable.

**Section 29.02           Call To Duty**

The City and the Lodge recognize that all commissioned personnel are presumed to be subject to call to duty twenty-four (24) hours per day. Any appropriate, lawful action, consistent with City and Departmental policy, taken by a commissioned officer on the officer's time off, which could have been taken by an officer on duty, if present or available, shall be considered police action, and bargaining unit members shall have all the rights, obligations, and benefits concerning such action as if they were on active duty.



**Section 29.03          Policies To Be Available**

The City will make all policies that are applicable to employees covered under this agreement available to each employee in print or electronic format. Employees will be responsible for reading and complying with all such policies, and for asking questions about any area that is unclear to the individual employee.

**Section 29.04          Outside Employment**

Employees may hold other employment so long as the other employment does not create a conflict of interest with the employee’s employment by the City, and does not interfere with the employee’s ability to work as scheduled, or otherwise limit the employee’s ability to perform the employee’s job. Employees desiring to hold other employment shall submit a written request to the Police Chief, identifying the other employment for consideration and approval.

**Section 29.05          Release of Personal Information**

The City shall not release an employee’s personal information, including, date of birth, address, phone number or other identifiable information to a third party (not including the Lodge) for any reason except with the employee’s written consent, when required for the performance of the employee’s duties (e.g. to arrange for training), or as required by law.

**Section 29.06          Uncompensated Work Prohibited**

Bargaining unit members shall not be required as a condition of employment to participate in any uncompensated work for any charity or any special interest group.

**Article XXX. Training**

**Section 30.01          Pay for Training**

Training approved by the Department shall be considered to be on-duty time, for which the employee will be compensated in accordance with the provisions set forth in this Agreement. Time spent in such training over and above the employee’s regular workday shall be considered overtime, and compensated at the rate of one-and-one-half times the

member's normal rate of pay. All costs associated with the training shall be paid by the Department.

**Section 30.02 Meal Reimbursement**

The City shall provide each employee covered by this Agreement with a per diem for each meal when the employee is attending training which requires an overnight stay. The per diem shall be in the amounts specified by the United States General Services Administration.

**Section 30.03 Travel Time**

Travel time to attend training shall be paid in accordance with the provisions of the FLSA.

**Section 30.04 Hours**

Employees covered under this Agreement, who are attending training, shall not be required to return to work if there are four or fewer hours remaining in their shift at the time the training ends. Employees shall only be paid for hours actually worked, but employees who elect not to return to work may opt to use comp time or vacation pay.

**Section 30.05 Training Day**

Employees covered under this Agreement who are assigned to the overnight patrol shifts, who are attending training during the day, will not be required to work the night before the training or the night shift on the day of the training. Employees shall only be paid for hours actually worked, but night-shift employees who elect not to work the shifts before or after a training day may opt to use comp time or vacation pay, if desired.

**Article XXXI. Complete Agreement**

**Section 31.01 Opportunity To Make Demands**

The parties acknowledge that during negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set out in this Agreement. Therefore, the City and the Lodge,

for the life of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, except as expressly provided for herein. Further, each party voluntarily and unqualifiedly waives the right and agrees that the other shall not be obligated to bargain collectively over any other subject during the life of this Agreement, even though such subjects or matters are not addressed herein, and may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement. Should matters arise during the term of this Agreement that are appropriate subjects of collective bargaining, they shall be addressed under the Labor/Management process set out in Article XXVII.

**Section 31.02           Entire Agreement**

This Agreement constitutes the entire Agreement between the parties hereto, and supersedes and replaces any and all obligations and/or agreements, whether written or oral, express or implied, between or concerning the parties and/or represented employees of the City. No amendment, modification, or addition to this Agreement shall be effective unless it is reduced to writing and signed by both parties.

**Section 31.03           Savings**

If any article or section of this Agreement shall be held invalid by operation of law or by any tribunal, the remainder of the Agreement shall not be affected thereby. The Parties shall enter into immediate collective bargaining for the purpose of arriving at a mutually satisfactory replacement for any article or section that has been held invalid.

**Section 31.04           Modification of Economic Terms.**

For the term of this Agreement, should the City declare a bona fide fiscal emergency, the City may re-open this Agreement for the purposes of renegotiating wages only. Should such an emergency be declared, no unilateral changes to the wage progression shall be implemented until the expiration of a mandatory forty-five (45) calendar day negotiation period during which time both parties shall negotiate in good faith. At the conclusion of the mandatory negotiation period, the City may implement such changes to the wage progression as may be necessary to address the fiscal emergency, provided that the City has met with the bargaining representative. Should the City declare a bona fide fiscal

emergency and implement unilateral changes to the wage progression, the Lodge may at its option terminate the remaining term of the agreement as of December 31<sup>st</sup> and begin negotiations with the City for a successor agreement.

**Article XXXII. Term of Agreement**

**Section 32.01 Effective Date**

This Agreement shall become effective upon ratification by both parties, and shall remain in effect through June 30, 2025. Provided, however, that this Agreement shall remain in effect through June 30, 2026 if the ½ (one-half) cent public safety sales tax is approved by the electorate at the April 5, 2022 municipal election. At least 60 days prior to expiration of this Agreement, either party may notify the other that they wish to meet and confer in a good-faith attempt to reach agreement on the terms of the renewal or replacement of this Agreement. In the event no notice is given, this Agreement will automatically renew for successive one-year periods. If notice is given, then the terms of this Agreement will remain in effect after the expiration date, until the parties either reach agreement on a renewal or replacement agreement, or until the parties reach a bargaining impasse.

By signing below, the parties represent that this Agreement has been duly approved and ratified, and they agree to abide by its terms and conditions.

Stephen Arbo  
City Manager

Richard Inghima  
President

\_\_\_\_\_  
On behalf of  
The City of Lee’s Summit

\_\_\_\_\_  
On behalf of  
FOP West Central Missouri Lodge No. 50

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

## Appendix A

Without Tax Passage							
Annual Steps + 3% + 3%							
Police Officer							
Step	Yrs/Serv	Estimated * Year 1	Hourly Year 1	Estimated * (3%) Year 2	Hourly Year 2	Estimated * (3%) Year 3	Hourly Year 3
1	0	\$46,480.00	\$22.3462	\$47,874.40	\$23.0165	\$49,310.63	\$23.7070
2	1	\$48,330.00	\$23.2356	\$49,779.90	\$23.9326	\$51,273.30	\$24.6506
3	2	\$50,180.00	\$24.1250	\$51,685.40	\$24.8488	\$53,235.96	\$25.5942
4	3	\$52,030.00	\$25.0144	\$53,590.90	\$25.7649	\$55,198.63	\$26.5378
5	4	\$53,880.00	\$25.9038	\$55,496.40	\$26.6810	\$57,161.29	\$27.4814
6	5	\$55,730.00	\$26.7933	\$57,401.90	\$27.5971	\$59,123.96	\$28.4250
7	6	\$57,580.00	\$27.6827	\$59,307.40	\$28.5132	\$61,086.62	\$29.3686
8	7	\$59,430.00	\$28.5721	\$61,212.90	\$29.4293	\$63,049.29	\$30.3122
9	8	\$61,280.00	\$29.4615	\$63,118.40	\$30.3454	\$65,011.95	\$31.2557
10	9	\$63,130.00	\$30.3510	\$65,023.90	\$31.2615	\$66,974.62	\$32.1993
11	10	\$64,980.00	\$31.2404	\$66,929.40	\$32.1776	\$68,937.28	\$33.1429
12	11	\$66,830.00	\$32.1298	\$68,834.90	\$33.0937	\$70,899.95	\$34.0865
13	12	\$68,680.00	\$33.0192	\$70,740.40	\$34.0098	\$72,862.61	\$35.0301
14	13	\$70,530.00	\$33.9087	\$72,645.90	\$34.9259	\$74,825.28	\$35.9737
15	14	\$72,380.00	\$34.7981	\$74,551.40	\$35.8420	\$76,787.94	\$36.9173
16	15	\$75,500.00	\$36.2981	\$77,765.00	\$37.3870	\$80,097.95	\$38.5086
Sergeant							
Step	Yrs/Grade	Estimated * Year 1	Hourly Year 1	Estimated * (3%) Year 2	Hourly Year 2	Estimated * (3%) Year 3	Hourly Year 3
1	0	\$70,797.00	\$34.0370	\$72,920.91	\$35.0581	\$75,108.54	\$36.1099
2	1	\$72,597.00	\$34.9024	\$74,774.91	\$35.9495	\$77,018.16	\$37.0280
3	2	\$74,397.00	\$35.7678	\$76,628.91	\$36.8408	\$78,927.78	\$37.9460
4	3	\$76,197.00	\$36.6332	\$78,482.91	\$37.7322	\$80,837.40	\$38.8641
5	4	\$77,997.00	\$37.4986	\$80,336.91	\$38.6235	\$82,747.02	\$39.7822
6	5	\$79,797.00	\$38.3639	\$82,190.91	\$39.5149	\$84,656.64	\$40.7003
7	6	\$81,597.00	\$39.2293	\$84,044.91	\$40.4062	\$86,566.26	\$41.6184
8	7	\$83,397.00	\$40.0947	\$85,898.91	\$41.2976	\$88,475.88	\$42.5365
9	8	\$85,197.00	\$40.9601	\$87,752.91	\$42.1889	\$90,385.50	\$43.4546
10	9	\$86,997.00	\$41.8255	\$89,606.91	\$43.0802	\$92,295.12	\$44.3727
11	10	\$91,750.00	\$44.1106	\$94,502.50	\$45.4339	\$97,337.58	\$46.7969

\* Estimate only based upon 2080 hours of work

## Appendix B

With Tax Passage									
Police Officer									
Step	Yrs/Serv	Estimated * Year 1	Hourly Year 1	Estimated * Year 2	Hourly Year 2	Estimated * Year 3	Hourly Year 3	Estimated * Year 4	Hourly Year 4
1	0	\$46,480.00	\$22.3462	\$48,456.00	\$23.2962	\$50,394.00	\$24.2279	\$52,410.00	\$25.1971
2	1	\$48,330.00	\$23.2356	\$50,903.00	\$24.4726	\$52,939.00	\$25.4514	\$55,057.00	\$26.4697
3	2	\$50,180.00	\$24.1250	\$53,350.00	\$25.6490	\$55,484.00	\$26.6750	\$57,703.00	\$27.7418
4	3	\$52,030.00	\$25.0144	\$55,797.00	\$26.8255	\$58,029.00	\$27.8986	\$60,350.00	\$29.0144
5	4	\$53,880.00	\$25.9038	\$58,245.00	\$28.0024	\$60,575.00	\$29.1226	\$62,998.00	\$30.2875
6	5	\$55,730.00	\$26.7933	\$60,692.00	\$29.1788	\$63,120.00	\$30.3462	\$65,645.00	\$31.5601
7	6	\$57,580.00	\$27.6827	\$63,139.00	\$30.3553	\$65,665.00	\$31.5697	\$68,292.00	\$32.8327
8	7	\$59,430.00	\$28.5721	\$65,586.00	\$31.5317	\$68,209.00	\$32.7928	\$70,937.00	\$34.1043
9	8	\$61,280.00	\$29.4615	\$68,034.00	\$32.7087	\$70,755.00	\$34.0168	\$73,585.00	\$35.3774
10	9	\$63,130.00	\$30.3510	\$70,481.00	\$33.8851	\$73,300.00	\$35.2404	\$76,232.00	\$36.6500
11	10	\$64,980.00	\$31.2404	\$72,928.00	\$35.0615	\$75,845.00	\$36.4639	\$78,879.00	\$37.9226
12	11	\$66,830.00	\$32.1298	\$75,375.00	\$36.2380	\$78,390.00	\$37.6875	\$81,526.00	\$39.1952
13	12	\$68,680.00	\$33.0192	\$77,823.00	\$37.4149	\$80,936.00	\$38.9115	\$84,173.00	\$40.4678
14	13	\$70,530.00	\$33.9087	\$80,270.00	\$38.5913	\$83,480.00	\$40.1346	\$86,820.00	\$41.7404
15	14	\$72,380.00	\$34.7981						
16	15	\$75,500.00	\$36.2981						
Sergeant									
Step	Yrs/Grade	Year 1	Hourly Year 1	Year 2	Hourly Year 2	Year 3	Hourly Year 3	Year 4	Hourly Year 4
1	0	\$70,797.00	\$34.0370	\$80,270.00	\$38.5913	\$83,480.00	\$40.1346	\$86,820.00	\$41.7404
2	1	\$72,597.00	\$34.9024	\$82,210.00	\$39.5240	\$85,498.00	\$41.1048	\$88,918.00	\$42.7490
3	2	\$74,397.00	\$35.7678	\$84,150.00	\$40.4567	\$87,516.00	\$42.0750	\$91,017.00	\$43.7582
4	3	\$76,197.00	\$36.6332	\$86,091.00	\$41.3899	\$89,534.00	\$43.0452	\$93,115.00	\$44.7668
5	4	\$77,997.00	\$37.4986	\$88,031.00	\$42.3226	\$91,552.00	\$44.0154	\$95,214.00	\$45.7760
6	5	\$79,797.00	\$38.3639	\$89,972.00	\$43.2558	\$93,570.00	\$44.9856	\$97,313.00	\$46.7851
7	6	\$81,597.00	\$39.2293	\$91,912.00	\$44.1885	\$95,588.00	\$45.9558	\$99,412.00	\$47.7942
8	7	\$83,397.00	\$40.0947	\$93,852.00	\$45.1212	\$97,606.00	\$46.9260	\$101,510.00	\$48.8029
9	8	\$85,197.00	\$40.9601	\$95,793.00	\$46.0543	\$99,624.00	\$47.8962	\$103,609.00	\$49.8120
10	9	\$86,997.00	\$41.8255						
11	10	\$91,750.00	\$44.1106						

\* Estimate only based upon 2080 hours of work