



Peoria Police Department Policy and Procedure Manual

Policy 3.08

Collective Bargaining



I. POLICY

It shall be the policy of the Peoria Police Department that collective bargaining within recognized work units is conducted in an atmosphere of good faith. The purpose of this policy is to establish a format that addresses the administrative, procedural, and contractual management aspects of the collective bargaining process. (24.1.1.c)

II. PROCEDURE: Collective Bargaining Administration

- A. Police Management Function. The primary function of police management in the collective bargaining process is of an advisory nature. The collective bargaining team is made up of representatives as indicated below. (24.1.1.a)
 - 1. Representatives as chosen by contract of the appropriate unit.
 - 2. Representatives and a principle negotiator as chosen by the City Manager.
 - 3. A representative of management staff from within the Peoria Police Department chosen by the Chief of Police, exclusive of the Chief of Police.
- B. Bargaining Units. The agency has two collective bargaining units. (24.1.1.b)
 - 1. The Peoria Police Officers Association (PPOA) represents all full-time sworn personnel below the rank of Sergeant.
 - 2. American Federation of State, County, and Municipal Employees (AFSCME) represents all civilian employees who are not employed in positions of a supervisory or confidential nature.
- C. Rules. During the initial bargaining session, ground rules will be established with all bargaining team members present for the negotiation of wages, hours, and working conditions. All participants will negotiate in good faith and, as such, verbal agreement or concurrence on issues will be documented through a written record. (24.1.1.c&d)
- D. Impasse. In the event of a breakdown in the negotiation or collective bargaining process, an impasse resolving mechanism is established under City Code.
- E. Signed Agreement. When a negotiated labor agreement is signed by management and ratified by the collective bargaining unit, the Chief of Police will obtain a written signed copy of the labor agreement from the Human Resources Department (HRD). (24.1.2.a)
 - 1. The Chief of Police will inform all supervisory and management personnel of any contractual changes that may affect personnel under their supervision. (24.1.2.c)
 - a. Training will be provided by HRD to all applicable employees (Supervisors/Payroll Personnel) on the changes in the respective Memorandum of Understanding (MOU).
 - b. All current agency Policies and Procedures and Administrative Regulations will be amended as necessary. (24.1.2.b)

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2. The Peoria Police Department will abide, in both letter and spirit, to the respective negotiated labor agreements.
(24.1.1.e)
3. All contract information will disseminate to unit members by the respective bargaining unit.

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