



MEET AND CONFER AGREEMENT

RS-23-145

September 19, 2023

Background

2

- ❑ On May 24, 2022, the City Council ratified a Meet and Confer Agreement with the Killeen Police Employee Association FOP Lodge 32.
- ❑ The main issue addressed in the agreement was the promotional process.
 - ▣ Civil Services provides that promotional positions other than the position immediately below the Chief are filled solely by written exam, but the agreement allows for a process involving an assessment center.

Proposed Changes

3

- ❑ Provides that the promotional eligibility list expires one year from the date on which list is posted rather than the current one year from the date of the test
- ❑ Clarifies that a candidate must complete both the written test and assessment center to be included on promotional list for Sergeant and Lieutenant
- ❑ Removes the addition of seniority points for the Captain position
- ❑ Allows candidate access to their own recorded video responses any time before eligibility list expires
- ❑ Allows a proctor designated by the Lodge to be present in the Assessment Center

Ratification

4

- In order for the Meet and Confer Agreement to be binding and enforceable:
 - ▣ The City Council must ratify the agreement by majority vote.
 - ▣ The police association must ratify
 - KPEA-FOP 32 conducted an election and the agreement was ratified.

Recommendation

5

- Staff recommends that the City Council ratify the Meet and Confer Agreement.