



# MEET AND CONFER AGREEMENT

RS-24-176

September 17, 2024

# Background

- In May 2022, the City Council ratified its first Meet and Confer Agreement with the Killeen Police Employee Association FOP Lodge 32.
- In May 2023, the City Council ratified revisions to the agreement.
- The main issue addressed in the current agreement is the promotional process.
  - Applicable statutes, ordinances, local orders, and civil service rules apply to an issue not governed by the Meet and Confer Agreement.

# Proposed Changes

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- ❑ Two year term
- ❑ Lateral Hire Process
- ❑ Positive Discipline
- ❑ Supervisor Intervention rather than formal discipline for minor violations
- ❑ Elimination of geographical distance requirements for KPD officers
- ❑ Supervisors may take home assigned vehicles if the officer lives within 30 miles of city limits

# Ratification

- 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

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