



# RATIFY MEET AND CONFER AGREEMENT

RS-22-067

May 17, 2022

# Background

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- On March 10, 2020, pursuant to Texas Local Government Code Chapter 142, the City Council:
  - Recognized the Killeen Police Employee Association FOP Lodge 32 as the exclusive bargaining agent for Killeen police officers, and
  - Authorized the City to meet and confer with KPEA-FOP 32 regarding wages, hours of employment and other terms and conditions of employment.
    - The City's bargaining agent was the City Manager, the City Attorney and the Executive Director of Human Resources.

# Promotional System

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- With civil service, all promotional positions (except Assistant Chief) are filled by a written exam.
- Both parties agreed the promotional process was the main issue to address with meet and confer.

# Assessment Centers

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- ❑ Situational testing to assess a candidate's suitability for promotion.
  - ▣ In-basket exercise
  - ▣ Structured interviews
  - ▣ Memo/report writing
  - ▣ Plan preparation
- ❑ Candidates are assessed by assessors employed by police agencies other than KPD.

# Meet and Confer Promotional Process

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- Sergeant
  - ▣ 40% written exam
  - ▣ 60% assessment center
- Lieutenant
  - ▣ 30% written exam
  - ▣ 70% assessment center
- Captain
  - ▣ Assessment center only
- The City is required to engage a consultant to develop the assessment center process.

# Meet and Confer Promotional Process

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## □ Seniority Points

- Sergeant and lieutenant candidates must make a score of 70 points on the written exam to receive seniority points.
- For all promotional candidates, seniority points will be calculated using time in the rank immediately below, as opposed to the current system of counting all years as a police officer.

# Ratification

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- In order for the Meet and Confer Agreement to be binding and enforceable:
  - ▣ The City Council must ratify the agreement by majority vote.
  - ▣ The recognized police association must ratify
    - KPEA-FOP 32 conducted an election the week of May 2, 2022. The agreement passed 162-59.

# Recommendation

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- Staff recommends that the City Council ratify the Meet and Confer Agreement with the Killeen Police Employee Association FOP Lodge 32.