



City of Killeen

Legislation Text

File #: RS-23-145, **Version:** 1

Consider a memorandum/resolution ratifying a Meet and Confer Agreement with Killeen Police Employee Association FOP Lodge 32.

DATE: September 19, 2023

TO: Kent Cagle, City Manager

FROM: Holli Clements, City Attorney

SUBJECT: Meet and Confer Agreement with Killeen Police Employee Association FOP Lodge 32

BACKGROUND AND FINDINGS:

On May 24, 2022, City Council ratified a Meet and Confer Agreement with the Killeen Police Employee Association (KPEA) FOP Lodge 32. The main issue addressed in the Meet and Confer Agreement was the promotional process. Civil service provides that promotional positions other than the position immediately below the Chief are filled strictly by written exam, but the parties agreed that a process involving an assessment center would be a more productive promotional system and is included in the current agreement.

City staff began meeting with representatives of the KPEA-FOP in March 2023. The proposed changes include updating the term of the agreement, providing that the promotional eligibility list expires one year from the date on which the list is posted rather than the current one year from the date of the test, requiring that a candidate must complete both the written test and assessment center to be included on the promotional eligibility list for Sergeant and Lieutenant positions, removing addition of seniority points for the Captain position, allowing a candidate access to their own recorded video responses any time before the eligibility list expires, and allowing a Proctor designed by the Lodge to be present in the Assessment Center.

The current agreement will be in effect until September 30, 2023, unless extended for another six months or a new agreement is reached.

In order for a Meet and Confer agreement to be enforceable and binding, Texas Local Government Code 142 requires that the City Council and the police association ratify the agreement. KPEA-FOP 32 conducted an election and approved the agreement by a vote of 172 to 41.

THE ALTERNATIVES CONSIDERED:

The City Council may decline to ratify the Meet and Confer Agreement, or it may ratify the Meet and Confer Agreement.

Which alternative is recommended? Why?

Staff recommend that the City Council ratify the Meet and Confer Agreement.

CONFORMITY TO CITY POLICY:

This item conforms to state law and city policy.

FINANCIAL IMPACT:

What is the amount of the expenditure in the current fiscal year? For future years?

N/A

Is this a one-time or recurring expenditure?

N/A

Is this expenditure budgeted?

N/A

If not, where will the money come from?

N/A

Is there a sufficient amount in the budgeted line-item for this expenditure?

N/A

RECOMMENDATION:

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

DEPARTMENTAL CLEARANCES:

Legal

ATTACHED SUPPORTING DOCUMENTS:

Meet and Confer Agreement