

# Bowie City Police Department - General Orders



TITLE: COLLECTIVE BARGAINING		NUMBER: 212
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Chief John K. Nesky	24.1.1; 24.1.2	2

## I. POLICY

The Bowie Police Department, through the City of Bowie, is committed to bargaining in “good faith” with any authorized and recognized collective bargaining unit that represents employees of the Department. The Department is committed to abiding by any ground rules established for negotiation and will abide, in both letter and spirit, by the negotiated labor agreement that has been duly executed by the City, labor representatives, and ratified by the recognized bargaining unit. (CALEA 24.1.1.c, d & e)

## II. DEFINITIONS

**A. Collective Bargaining Unit:** A group of sworn police officers who are of the rank of Sergeant and below that are members of the Fraternal Lodge of Police #140.

**B. Employee Organization:** An association, organization, federation, council or group of employees in accordance with the City of Bowie Code for the purpose of the representation of sworn police officers concerning wages, hours and terms and conditions of employment.

## III. RECOGNITION

The Fraternal Order of Police, Lodge #140, is recognized by the City as the Employee Organization representing officers. (CALEA 24.1.1.b)

## IV. COLLECTIVE BARGAINING TEAM

**A.** The City of Bowie will establish a management bargaining team when necessary and appropriate. Members of the management bargaining team will be selected by the City Manager or his/her designee, with the Chief of Police selecting an agency representative(s) from the command staff. The team will have one person designated as the principal negotiator. (CALEA 24.1.1.a)

**B.** The Fraternal Order of Police Lodge #140’s representative(s) will provide to the management bargaining team information relative to operational or other factors that have a bearing on the bargaining process or issues under consideration.

**V. IDENTIFICATION OF BARGAINING UNIT(S)**

No employee organization representing sworn police officers will be recognized by the City unless they have satisfied the requirements of Bowie City Code. (CALEA 24.1.1.b)

**VI. DEPARTMENT RESPONSIBILITY UPON RATIFICATION**

Upon ratification of a collective bargaining agreement, the Chief of Police will ensure that the following tasks are preformed:

- A.** Obtain a written, signed copy of the labor agreement; (CALEA 24.1.2.a)
- B.** Review and amend, if necessary, all written directives and procedures to be in conformance with the terms of the labor agreement; and, (CALEA 24.1.2.b)
- C.** Disseminate information relative to the new labor agreement, including modification to existing agreements, to managers, supervisors, and commanders of the Collective Bargaining Unit employees. (CALEA 24.1.2.c)