

	MIDDLETON POLICE DEPARTMENT	DATE April 29, 2013	POLICY 2.1.01
	SUBJECT: Collective Bargaining	REVIEWED December 1, 2017	

Refer to: [Personnel Ordinance](#); [WPPA Contract](#); [Dispatcher Handbook](#)
History: Created 4/2013, 12/14, 01/16
[WILEAG \(5th Ed.\) Standards](#): **2.1.1**; **2.1.2** (2.1.2.1; 2.1.2.2; 2.1.2.3)

PURPOSE

The purpose of this policy is to recognize and acknowledge duly constituted bargaining units representing Police Officers and other department employees.

POLICY

It is the policy of the Middleton Police Department to establish effective communication and cooperation with all represented bargaining groups and unrepresented employees of the department. The Administration will abide by all legally applicable laws, ordinances and rules, which may govern the collective bargaining and grievance processes.

PROCEDURE

Collective Bargaining Representation

- A. The Chief of Police and/or his/her designee shall serve on the City collective bargaining team representing the Police Department. The Chief of Police and/or his/her designee shall advise the City's representatives of current departmental policies and procedures, administrative positions and any ramifications on the department if any changes are mandated by a written agreement.
- B. The department recognizes the following bargaining units:
 1. Middleton Professional Police Association, Local No. 427, Wisconsin Professional Police Association, Law Enforcement Employee Relations Division.
- C. Commitment to Negotiated Labor Agreement
 1. There shall be a commitment by the Department Administration to abide, in both letter and spirit, by the negotiated labor agreement that has been signed by management and labor representatives and ratified by the bargaining unit.
- D. Ratified Labor Agreements
 1. After a labor agreement is properly negotiated and ratified, the Chief of Police or his/her designee will take the following steps to assure congruence between the terms of the agreement and the department's operating policies and procedures:
 - a. Obtain a written signed copy of the labor agreement from Human Resources.

- b. Ensure that the Department Administration reviews and, in a reasonable amount of time, amends those rules, policies and operating procedures necessary to ensure compliance with the contract or agreement.
- c. Disseminate information relative to a new labor agreement, including modifications to existing agreements, to managers and supervisors of bargaining unit employees, and arrange for training of all supervisory and management personnel as to the terms of a new agreement affecting personnel under their supervision.
- d. It shall be the responsibility of the Department Command Staff to administer any Collective Bargaining Agreement and particularly to preserve the management rights set forth in any agreement.