

MOU 2015 - 1  
MEMORANDUM OF UNDERSTANDING  
BETWEEN  
CITY OF FIFE AND FIFE POLICE GUILD – COMMISSIONED  
REGARDING NEW POLICY MANUAL

The Fife Police Department is seeking accreditation, and as part of that process updates to the Police Department Policy Manual are necessary. Police Department management previously prepared a draft policy manual, and then circulated it to the Commissioned Bargaining Unit of the Guild for the Commissioned Bargaining Unit's input and comments. The Commissioned Bargaining Unit has completed its review, and the Department is now ready to adopt the new policy manual.

The new Police Department Policy Manual shall be effective on the 15 day of June, 2015 ("Effective Date"), and the Chief shall issue a general order adopting the same and directing the work force to comply with its terms ("New Policy Manual").

It is agreed between the parties that for one (1) year from the Effective Date, the Commissioned Bargaining Unit of the Fife Police Guild shall have the following rights:

1. If the bargaining unit should find a provision in the New Policy Manual that: 1) the bargaining unit had not previously discussed with management or provided comment on to police management prior to the Effective Date; and 2) the provision is a subject of mandatory bargaining; and 3) the provision was a change from the prior policy manual, then the bargaining unit shall have the right to demand in writing that the changed provision be negotiated.
2. If a provision in the New Policy Manual meets the three criteria in paragraph 1 above, but the bargaining unit has not yet demanded it be negotiated, and disciplinary action is commenced for a violation of that section, then the bargaining unit may, in the first step of the grievance process, demand that the discipline proceed under the old Policy Manual provision.
3. This MOU specifically excludes at this time the incorporation / adoption of an Officer In Charge (O.I.C.) policy. As of this MOU, the city and the bargaining unit are currently discussing and negotiating this issue, and a separate MOU would be created to implement an O.I.C. policy, once a mutual agreement was reached on the subject.

This Memorandum of Understanding is entered into freely and voluntarily by the City and Guild.

Dated and Signed:

  
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Subir Mukerjee, City Manager

  
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Kevin Farris, FPG - Commissioned Unit President

6/9/15  
\_\_\_\_\_  
Date

05/31/15  
\_\_\_\_\_  
Date