RESOLUTION NO. R-16-58

A RESOLUTION TO IMPLEMENT A JANUARY 1, 2016 THROUGH DECEMBER 31, 2016 PERSONNEL MANUAL/MEMORANDUM OF AGREEMENT WITH FRATERNAL ORDER OF POLICE.

WHEREAS, the Fraternal Order of Police (F.O.P.), Kansas Lodge No. 35 has reached a tentative agreement for language to the Personnel Manual/Memorandum of Agreement for the period January 1, 2016 through December 31, 2016; and

WHEREAS, both parties desire to implement the changes effective January 1, 2016.

NOW THEREFORE BE IT RESOLVED, by the Board of Commissioners of the City of Coffeyville, Kansas that the changes to the January 1, 2016 through December 31, 2016 City of Coffeyville Personnel Manual/Memorandums of Agreement be and are hereby approved and the Mayor authorized to execute the agreement with F.O.P.

ADOPTED THIS 22ND DAY OF MARCH 2016.

_____
Craig C. Powell, Mayor

ATTEST:

_____
Cindy Price, City Clerk

APPROVED AS TO FORM AND LEGALITY:

_____
Paul Kritz, City Attorney

ARTICLE EE. EXECUTION

The City of Coffeyville and the undersigned employee organization hereby agree that this FY 2016 Personnel Manual/Memorandum of Agreement is the entire Memorandum of Agreement between the parties. It is the entire and final expression of the Agreement and it may not be contradicted by evidence of any prior or contemporaneous oral agreements or past practices of the parties. It shall repeal and supersede and all previous agreements between the parties.

The FY 2016 Personnel Manual/Memorandum of Agreement has been prepared during negotiations between the parties, and no party shall be charged with having prepared this Agreement in the event an ambiguity exists.

Any waiver by the parties hereto of any of the regulations or provisions of the FY 2016 Personnel Manual/Memorandum of Agreement shall not be deemed a continuing waiver, and it shall not prevent the parties hereto from exercising any remedy or enforcing any provision of this Agreement for any succeeding violation of the same provision or any other provision.

The FY 2016 Personnel Manual/Memorandum of Agreement shall become effective on January 1, 2016 and remain in effect through December 31, 2016.

The FY 2016 Personnel Manual/Memorandum of Agreement may be modified or amended only by a written instrument executed by each of the parties.

It is further agreed by the parties that pursuant to K.S.A. 75-4321 et seq., a representative of the City of Coffeyville shall meet and confer in good faith with representatives of the employee organization in order to exchange freely information, opinions, and proposals to endeavor to reach agreement on the conditions of employment for a subsequent comprehensive memorandum of agreement starting in spring of 2016.

In witness hereof, the parties have executed the FY 2016 Personnel Manual/Memorandum of Agreement on the ____ day of _____, 2016.

CITY OF COFFEYVILLE, KANSAS:

BY _____
Craig C. Powell, Mayor

FRATERNAL ORDER OF POLICE
(F.O.P.), KANSAS LODGE NO. 35:

BY _____
, President

_____
, Secretary