

ARTICLE I

PREAMBLE

This AGREEMENT is between the, City of Springfield, Illinois, an Illinois Municipal corporation, (hereinafter referred to as “Employer” or Department”), and Police Benevolent and Protective Association, Unit #5 (hereinafter referred to as “PBPA”).

It is the purpose of this Agreement and it is the intent of the parties hereto to establish and promote mutual harmonious understanding and relationships between the Employer and the PBPA, to promote the trust and confidence of the general public in the Department and its officers, to establish equitable and peaceful procedures for the resolution of differences, and to establish rates of pay, hours of work and all other conditions of employment.

In consideration of the mutual promises, covenants and Agreements contained herein, the parties hereto, by their duly authorized representatives and/or agents, do mutually covenant and agree as follows:

ARTICLE II

RECOGNITION AND REPRESENTATION

2.1 Appropriate Bargaining Unit

The Employer recognizes the PBPA as the sole and exclusive bargaining representative for all officers in the appropriate bargaining unit from the first day of employment consisting of police training cadets, patrol officers and sergeants, hereinafter referred to as “officers”. Excluded are individuals holding rank above sergeant and all other supervisory, managerial, and confidential employees.

2.2 Duty to Bargain

Co-existing with the management rights clause of this Agreement, the Employer shall be required to bargain collectively with regard to all matters directly affecting wages, hours, and terms and conditions of employment as well as the impact thereon upon request of the PBPA pursuant to and in accordance with the provisions of the Illinois Public Labor Relations Act.