

LETTER OF AGREEMENT

by and between

CITY OF WESTMINSTER

and the

WESTMINSTER POLICE OFFICERS ASSOCIATION

Subject: Eligible Lists – Candidate Banding

This Agreement is entered into by and between the City of Westminster and the Westminster Police Officers Association (WPOA) this 24 day of May 2023.

The City of Westminster and the Westminster Police Officers Association have met and conferred and agree on a policy change with regard to eligibility list preparation covering all sworn and non-sworn employees. The City and Union desire to modify certain provisions of the City's Personnel Policy Manual as well as Lexipol Policy 1028.

The City and the Union agree as follows:

1. Effective May 24, 2023 language in Employment Lists of the Personnel Policy Manual will be amended by the following:

Article XII Section 8., ELIGIBILITY LISTS Upon completion of an examination, The Human Resources Director or designee shall prepare and keep on file, the Eligibility List consisting of the names of candidates who qualify in the examination. The passing grade of examinations shall be equivalent to seventy (70%) percent or above. Candidates who pass such examination shall be placed in two groups or bands as follows:

Band A: Candidates shall be placed in this band if their adjusted scores are equal to or higher than eighty (80%) percent.

Band B: Candidates shall be placed in this band if the adjusted scores are equal to or higher than seventy (70%) percent but less than eighty (80%) percent.

Within each band, names of candidates shall be listed in alphabetical order.

2. Effective May 24, 2023 language in Special Assignment Selection of Policy 1028 will be amended by the following:

Section 1028.4.2 SPECIAL ASSIGNMENT SELECTION All processes, materials and scoring will be certified by the Human Resources Department. The Human Resources Department will provide the Chief of Police a banded list of all the applicants who pass the selection process. The passing grade of examinations shall be equivalent to seventy (70%) percent or above. Candidates who pass such examination shall be placed in two groups or bands as follows:

Band A: Candidates shall be placed in this band if their adjusted scores are equal to or higher than eighty (80%) percent.

Band B: Candidates shall be placed in this band if the adjusted scores are equal to or higher than seventy (70%) percent but less than eighty (80%) percent.


Within each band, names of candidates shall be listed in alphabetical order.

Once a selection is made and a vacancy arises, the Chief of Police must start with the highest band when considering who to hire. This means that not all applicants from the list will be contacted for an interview.

Officers who are selected may opt out of accepting any remaining available assignments and may instead choose to remain on the eligibility list in anticipation of another assignment opening during that cycle.

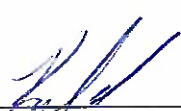
The eligibility list is active for one (1) year, unless exhausted or canceled earlier. The Chief may elect to extend the eligibility list for a period of up to six (6) months with approval of the Human Resource Director or his/her designee.

SIGNED FOR THE CITY:



Jodie Griner Date
Director of Human Resources 7/12/23

SIGNED FOR THE WPOA:



Kyle Seasock Date
WPOA President 7-12-23