

## **ARTICLE 4**

### **MANAGEMENT RIGHTS AND RESPONSIBILITIES**

**Section 4.1** The Fraternal Order of Police Ben K. Perry Lodge # 61 and the Fraternal Order of Police Labor Council, Inc. recognize the prerogatives of the employer to operate and manage the Gary Police Department affairs, in all respects, in accordance with its responsibilities and powers of authority.

**Section 4.2** The City shall retain the sole right and authority to operate and direct the affairs of the City and the Police Department in all its various aspects, including, but not limited to, all rights and authority exercised by the City prior to the execution of this Agreement, except as modified in this Agreement.

Among the rights retained is the City's right to determine its objectives and set standards and services offered to the public:

- A. To direct the work force.
- B. To plan, direct, control, and determine the operation or services conducted in and by the Police Department.
- C. To select, hire, assign, transfer, promote, demote, suspend, discipline or discharge employees, subject to the provisions of local, state, and federal law and the Gary Police Civil Service Commission Rules and Regulations.
- D. To schedule police department overtime and work as required, consistent with the requirements of municipal employment, public safety and this agreement.
- E. To relieve employees due to lack of work or for other legitimate reasons subject to the procedures set forth in Gary Police Civil Service Commission Rules and Regulations.
- F. To lay off personnel due to financial emergency consistent with local, state, and federal law.

To make and enforce policies and procedures in areas not covered in this Agreement; and to change methods, equipment or facilities.