

BEFORE THE PUBLIC EMPLOYEE RELATIONS BOARD  
OF THE STATE OF KANSAS

IN THE MATTER OF THE PETITION \*  
FILED BY: \*

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AFSCME Council 64 for unit de- \*  
termination and certification \*  
of certain employees of the \*  
City of Kansas City, Kansas. \*

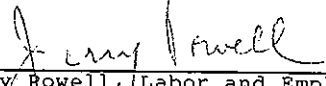
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CASE NO: 75-UDC-1-1987

UNIT DETERMINATION ORDER

Pursuant to the mutual agreement of the parties, (See Stipulations) and the Board finding no statutory violation in the proposed action hereby orders that there shall be created three (3) appropriate bargaining units in the City of Kansas City, Kansas known as the Service and Maintenance Unit, the Clerical Unit, and the Technical Unit. A listing of the above mentioned units is attached hereto as attachments A, B, and C respectively.

IT IS SO ORDERED THIS 27th DAY OF April, 1987 BY  
JERRY POWELL, FOR THE PUBLIC EMPLOYEE RELATIONS BOARD.

  
\_\_\_\_\_  
Jerry Powell, Labor and Employment  
Standards Administrator

SERVICE & MAINTENANCE

INCLUDE: Animal Control Officer  
Automotive Equipment Mechanic  
Automotive Mechanic Helper  
Building Maintenance Worker  
Caretaker  
Clubhouse Assistant  
Clubhouse Attendant  
Detention Officer I  
Facility Worker  
Greenskeeper  
Parking Control Officer  
Security Guard  
Service Station Attendant  
Transit Operator

EXCLUDE: All other employees of the City of Kansas City, Kansas.

CLERICAL

INCLUDE: Court Clerk I  
Court Clerk II  
Data Entry and Control Clerk I  
Data Entry and Control Clerk II  
Data Entry and Control Clerk III  
Data Entry Operator I  
Data Entry Operator II  
Microfilm Clerk  
Office Assistant I  
Office Assistant II  
Office Assistant III  
Production Control Specialist  
Switchboard Operator

EXCLUDE: Data Entry Operator II (#3493 Auditing)  
Office Assistant III (#3613 Community Development)  
Office Assistant III (#3719 Code Enforcement)  
Office Assistant III (#0081 City Administrator)  
Office Assistant III (#0269 Personnel)  
Office Assistant III (#0270 Personnel)  
Office Assistant III (#3157 Water Pollution Control)  
And all other employees of the City of Kansas City, Kansas.

TECHNICAL

INCLUDE: Building Inspector I  
Building Inspector II  
Compliance Officer I  
Compliance Officer II  
Computer Operator  
Construction Inspector I  
Construction Inspector II  
Court Liaison Officer  
Domestic Relations Counselor  
Engineering Technician I  
Engineering Technician II  
Fiscal Assistant I  
Identification Specialist  
Inspector I  
License Inspector  
Planning Technician  
Printer I  
Printer II  
Probation Officer  
Program Aide  
Program Technician I  
Program Technician II  
Skilled Tradesperson  
Standards Inspector  
Telecommunications Coordinator  
Warrant Officer

EXCLUDE: Engineering Technician II (#3175 Water Pollution Control)  
Engineering Technician II (#3176 Water Pollution Control)  
Engineering Technician II (#3173 Water Pollution Control)  
Engineering Technician II (#3437 Water Pollution Control)  
Fiscal Assistant I (#1243 Police)  
Fiscal Assistant I (#1247 Police)  
Fiscal Assistant I (#1244 Police)  
Fiscal Assistant I (#3539 Purchasing)  
Fiscal Assistant I (#3415 Treasurer)  
Fiscal Assistant I (#3519 Treasurer)  
Fiscal Assistant I (#3479 Auditor)  
Program Technician I (#3703 Humane Office)  
And all other employees of the City of Kansas City, Kansas.

STATE OF KANSAS  
BEFORE THE SECRETARY OF HUMAN RESOURCES

AFSCME, Council 64,	)	
	)	
Petitioner,	)	
	)	
vs.	)	Case No. 75-UDC-1-1987
	)	
CITY OF KANSAS CITY, KANSAS,	)	
	)	
Respondent.	)	

STIPULATION AND AGREEMENT

Come now the parties herein, AFSCME, Council 64, (hereinafter "AFSCME") and the City of Kansas City, Kansas, (hereinafter "City"), and submit the following stipulation and agreement to the Kansas Public Employee Relations Board (hereinafter "PERB") in resolution of all issues pending in Case No. 75-UDC-1-1987 pending before the Board. The petitioner and respondent have met and conferred in good faith; have had a full opportunity to consider and negotiate concerning all professional, para-professional, clerical and related, technical and blue collar positions at the City which positions are not already represented by other labor organizations; have had a full opportunity to consult legal counsel, if desired; have a full understanding of their legal rights to proceed with a fact-finding determination by PERB and other provisions of the Kansas Public Employer Employee

75-UDC-1-1987

Relations Act to determine the appropriateness of the collective bargaining units and the determination of which employees and or employee classifications should be included within each of the bargaining units; and having full knowledge and understanding of all of these facts enter into the following stipulation and agreement:

1. Case No. 75-UDC-1-1987 shall result in there being created three (3) collective bargaining units within the City, which units will by secret ballot election by a majority of the employees in each appropriate unit (K.S.A. 75-4327(c)), determine whether they wish to be represented by AFSCME or whether they wish to have no representation. The three (3) appropriate units created by this stipulation and agreement are:

- a) Technical
- b) Service and Maintenance
- c) Clerical

2. The City positions and/or employees which are to be included in the various appropriate units or excluded therefrom for the reasons that those employees are supervisory or confidential employees as defined in K.S.A. 75-4322, have been stipulated and agreed and said stipulation and agreement is reflected within Exhibit A attached hereto as though more fully

set out herein. All classifications and positions which were subject to AFSCME's petition herein are indicated on Exhibit A as being either: 1) included within an appropriate unit and if so which unit they are included within or 2) that they are excluded and the factual basis for the exclusion is stated. There are listed in Exhibit A some City job classifications which have positions included and excluded from the units and those positions to be included or excluded are identified by the City position identifying numbers.

The above Stipulation and Agreement is entered this

\_\_\_\_\_ day of March, 1987 by and between AFSCME and the City.

\_\_\_\_\_  
AFSCME, Council 64

\_\_\_\_\_  
CITY OF KANSAS CITY, KANSAS

AFSCME ELIGIBILITY LIST

<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
0305	Administrative Aide	Exclude	Confidential
0301	Administrative Assistant	Exclude	Supervisory, Confidential
0020	Administrative Assistant (Mayor's Office)	Exclude	Confidential
6180	Animal Control Officer	Include	Service and Maintenance
6181	Animal Control Supr.	Exclude	Supervisory, Confidential
0310	Ass't City Administrator	Exclude	Confidential
1603	Ass't City Attorney	Exclude	Professional/ Supervisory, Confidential
1115	Ass't City Engineer	Exclude	Professional/ Supervisory, Confidential
0224	Ass't City Treasurer	Exclude	Supervisory, Confidential
3204	Ass't Clubhouse Mgr.	Exclude	Supervisory
1610	Ass't Court Adm.	Exclude	Supervisory, Confidential
1460	Ass't Director of Neighborhood Preserv.	Exclude	Supervisory, Confidential
4180	Ass't Police Garage Superintendent	Exclude	Supervisory, Confidential
0210	Ass't Purchasing Director	Exclude	Supervisory, Confidential
1119	Ass't Traffic Engr.	Exclude	Supervisory, Confidential

"EXHIBIT A"



<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
1608	Attorney I	Exclude	Professional/ Confidential
1605	Attorney II	Exclude	Professional/ Confidential
4165	Automotive Equipment Mechanic	Include	Service and Maintenance
4164	Automotive Mechanic Helper	Include	Service and Maintenance
0230	Budget and Fiscal Analyst	Exclude	Confidential
0231	Budget Director	Exclude	Supervisory, Confidential
0229	Budget Officer	Exclude	Supervisory, Confidential
6140	Building Administrator	Exclude	Supervisory, Confidential
6110	Building Inspector I	Include	Technical
6111	Building Inspector II	Include	Technical
4140	Building Maintenance Supervisor	Exclude	Supervisory, Confidential
4110	Building Maintenance Worker	Include	Service and Maintenance
0208	Buyer	Exclude	Confidential
4101	Caretaker	Include	Service and Maintenance
4105	Caretaker Supervisor	Exclude	Supervisory
0010	City Administrator	Exclude	Supervisory, Confidential
1125	City Architect	Exclude	Professional/ Supervisory, Confidential

<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
1601	City Attorney	Exclude	Professional/ Supervisory, Confidential
0227	City Auditor	Exclude	Supervisory, Confidential
0222	City Clerk	Exclude	Supervisory, Confidential
1122	City Engineer	Exclude	Professional/ Supervisory, Confidential
0225	City Treasurer	Exclude	Supervisory, Confidential
5260	Civil Defense Director	Exclude	Supervisory, Confidential
3201	Clubhouse Assistant	Include	Service and Maintenance
3202	Clubhouse Attendant	Include	Service and Maintenance
3205	Clubhouse Manager	Exclude	Supervisory, Confidential
6130	Codes Administrator	Exclude	Supervisory, Confidential
6150	Compliance Officer I	Include	Technical
6151	Compliance Officer II	Include	Technical
1235	Computer Operator	Include	Technical
1250	Computer Programmer/ Analyst I	Exclude	Confidential
1251	Computer Programmer/ Analyst II	Exclude	Confidential
1130	Construction Inspector I	Include	Technical
1131	Construction Inspector II	Include	Technical

<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
4315	Construction Superintendent	Exclude	Supervisory, Confidential
4310	Construction Worker I	Exclude	Public Service Employees & WPC
4311	Construction Worker II	Exclude	Public Service Employees & WPC
4312	Construction Worker III	Exclude	Public Service Employees & WPC
3320	Convention Center/ Memorial Building Dir.	Exclude	Supervisory, Confidential
0030	Coordinating Specialist (Mayor's Office)	Exclude	Confidential
0140	Court Clerk I	Include	Clerical
0141	Court Clerk II	Include	Clerical
5125	Court Liaison Officer	Include	Technical
1121	Data Entry and Control Clerk I	Include	Clerical
1212	Data Entry and Control Clerk .II	Include	Clerical
1213	Data Entry and Control Clerk III	Include	Clerical
1201	Data Entry Operator I	Include	Clerical
1202	Data Entry Operator II	Include #0319 Info. and Research	Clerical
		Exclude	Confidential
		#3493 Audit- ing	
1205	Data Entry Supervisor	Exclude	Supervisory, Confidential
5120	Detention Officer I	Include	Service and Maintenance

<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
5121	Detention Officer II	Exclude	Supervisory
6113	Deputy Chief Building Inspector	Exclude	Supervisory, Confidential
0311	Deputy City Adm.	Exclude	Supervisory, Confidential
1602	Deputy City Attorney	Exclude	Professional/Supervisory, Confidential
0205	Deputy City Auditor	Exclude	Supervisory, Confidential
0220	Deputy City Clerk	Exclude	Supervisory, Confidential
1124	Deputy Public Works Director	Exclude	Supervisory, Confidential
1245	Director of Computer Services	Exclude	Supervisory, Confidential
1270	Director of Data Processing and Research	Exclude	Supervisory, Confidential
1450	Director of Economic Development	Exclude	Supervisory, Confidential
1451	Director of Economic Development & Planning	Exclude	Supervisory, Confidential
0221	Director of Finance	Exclude	Supervisory, Confidential
6177	Director of Human Resources	Exclude	Supervisory, Confidential
1461	Director of Neighborhood Preservation	Exclude	Supervisory, Confidential
2215	Director of Parking Control	Exclude	Supervisory, Confidential
0206	Director of Payroll	Exclude	Supervisory, Confidential

<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
1330	Director of Research	Exclude	Supervisory, Confidential
2120	Director of Transportation	Exclude	Supervisory, Confidential
1620	Domestic Relations Counselor	Include	Technical
1621	Domestic Relations Manager	Exclude	Supervisory, Confidential
4125	Electrical Maintenance Supervisor	Exclude	Supervisory
1111	Engineer I	Exclude	Professional/ Supervisory
1112	Engineer II	Exclude	Professional/ Supervisory
1101	Engineering Technician I	Include	Technical
1102	Engineering Technician II	Include	Technical
		#2319 Engineering #3623 Engineering	
		Exclude	Other union representation
		#3175 WPC Amendment #3176 WPC Amendment #3173 WPC Amendment #3437 WPC Amendment	
1103	Engineering Technician III	Exclude	Supervisory
1104	Engineering Technician IV	Exclude	Supervisory, Confidential
3310	Facility Manager	Exclude	Supervisory, Confidential
3301	Facility Worker	Include	Service and Maintenance

<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
4150	Facilities/Transportation Director	Exclude	Supervisory, Confidential
0201	Fiscal Assistant I	Include	Technical
		#947 Police #3529 Purchasing #3849 Public Building Maint. #3785 Public Building Maint.	
		#3911 Transportation #3969 Parking Control #3967 Parking Control	
		Exclude	Confidential
		#1243 Police #1247 Police #1244 Police #3539 Purchasing #3415 Treasurer #3519 Treasurer #3479 Auditor	
0202	Fiscal Assistant II	Exclude	Confidential
0203	Fiscal Assistant III	Exclude	Confidential
0204	Fiscal Officer	Exclude	Supervisory, Confidential
4175	Garage Superintendent	Exclude	Supervisory, Confidential
4301	General Maintenance Worker I	Exclude	Service Employee's Union and WPC
4305	General Maintenance Worker II	Exclude	Service Employee's Union and WPC
3220	Golf Course Superintendent	Exclude	Supervisory, Confidential
3215	Golf Course Supervisor	Exclude	Supervisory
3210	Greenskeeper	Include	Service and Maintenance

<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
6170	Human Relations Mgr.	Exclude	Supervisory, Confidential
5130	Identification Specialist	Include	Technical
4245	Industrial Pretreatment Inspector	Exclude	Supervisory, Confidential, WPC
6101	Inspector I	Include	Technical
6102	Inspector II	Exclude	Supervisory, Confidential
4205	Laboratory Technician	Exclude	WPC Amendment
1133	Landfill Inspector	Exclude	WPC Amendment
0320	Legislative Specialist	Exclude	Confidential
6125	License Administrator	Exclude	Supervisory, Confidential
6123	License Inspector	Include	Technical
6171	Manager, Office of Disabled	Exclude	Supervisory, Confidential
0120	Microfilm Clerk	Include	Clerical
1611	Municipal Court Administrator	Exclude	Supervisory, Confidential
1630	Municipal Court Judge	Exclude	Supervisory, Confidential
0110	Office Assistant I	Include	Clerical
0111	Office Assistant II	Include	Clerical
		#0247	Action Center
		#3683	Building Inspection
		#3677	Building Inspection
		#0912	Police
		#0909	Police
		#1233	Police
		#0911	Police

CLASS CODE

JOB TITLE

STATUS

REASON/BARGAINING  
UNIT

#2073 Fire  
#2074 Fire  
#2081 Fire  
#2277 Traffic Regulations  
#2701 Parks and Recreation  
#3453 City Clerk  
#3465 City Clerk  
#3470 City Clerk  
#3551 License  
#3549 License  
#3605 Neighborhood Preservation  
#3715 Neighborhood Preservation  
#3717 Neighborhood Preservation  
#3847 Public Building Maint.  
#3863 Public Building Maint.  
#3909 Transportation  
#4052 Planning  
#4065 Economic Development  
#0079 Domestic Relations  
  
#0268 Personnel  
#3147 Water Pollution Control

0112

Office Assistant III

Include Clerical

#0920 Police  
#0927 Police  
#0918 Police  
#1231 Police  
#0917 Police  
#0919 Police  
#0924 Police  
#0923 Police  
#1235 Police  
#0921 Police  
#0922 Police  
#0925 Police  
#0926 Police  
#0910 Police  
#3679 Building Inspection  
#3457 City Clerk  
#3713 Code Enforcement  
#3607 Code Enforcement  
#3609 Community Development  
#3611 Economic Development  
#4066 Economic Development  
#2289 Engineering  
#2077 Fire Department  
#4082 Human Relations



<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
		#0315 Information & Research	
		#3876 Memorial Hall/Convention Center	
		#4033 Physical Planning	
		#3783 Public Building Maint.	
		#3527 Purchasing	
		#3521 Purchasing	
		#3525 Purchasing	
		#3115 Right of Way	
		#3116 Right of Way	
		#3145 Water Pollution Control	
		#3149 Water Pollution Control	
		#3162 Water Pollution Control	
		Exclude	Confidential
		#3613 Community Development	
		#3719 Code Enforcement	
		#0081 City Administrator	
		#0270 Personnel	
		#0269 Personnel	
		#3157 Water Pollution Control	
0113	Office Assistant IV	Exclude	Supervisory, Confidential
0114	Office Assistant V	Exclude	Supervisory, Confidential
0115	Office Assistant VI	Exclude	Supervisory, Confidential
2210	Parking Control Officer	Include	Service and Maintenance
3125	Parks Maintenance Superintendent	Exclude	Supervisory, Confidential
3120	Parks Maintenance Supervisor I	Exclude	Supervisory, Confidential
3121	Parks Maintenance Supervisor II	Exclude	Supervisory, Confidential
3115	Parks and Recreation Director	Exclude	Supervisory, Confidential
1511	Personnel Analyst	Exclude	Confidential

<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
1501	Personnel Director	Exclude	Supervisory, Confidential
1510	Personnel Technician	Exclude	Confidential
1306	Planner II	Exclude	Supervisory
1310	Planning Director	Exclude	Supervisory, Confidential
1301	Planning Technician	Include	Technical
0240	Printer I	Include	Technical
0241	Printer II	Include	Technical
1615	Probation Officer	Include	Technical
1240	Production Control and Operations Supervisor	Exclude	Supervisory
1230	Production Control Specialist	Include	Clerical
1401	Program Aide	Include	Technical
1410	Program Manager I	Exclude	Supervisory
1411	Program Manager II	Exclude	Supervisory, Confidential
1412	Program Manager III	Exclude	Supervisory, Confidential
<i>Excluded.</i> → 1420	Program Planner I	Exclude	Supervisory <i>Pro. Techs.</i>
1421	Program Planner II	Exclude	Supervisory, Confidential
1402	Program Technician I	Include	Technical
		Exclude	Confidential
		#3703 Humane Office	
1403	Program Technician II	Include	Technical
0319	Public Information Officer	Exclude	Confidential

<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
4145	Public Levee Maintenance Superintendent	Exclude	Supervisory, Confidential
1445	Public Levee Manager	Exclude	Supervisory, Confidential
0304	Public Works Coordinator	Exclude	Confidential
1123	Public Works Director	Exclude	Supervisory, Confidential
0130	Purchasing Clerk	Exclude	Confidential
0211	Purchasing Director	Exclude	Supervisory, Confidential
3110	Recreation Supt.	Exclude	Supervisory, Confidential
3105	Recreation Supervisor I	Exclude	Supervisory
3106	Recreation Supervisor II	Exclude	Supervisory
1320	Research Analyst I	Exclude	Confidential
1321	Research Analyst II	Exclude	Confidential
1140	Right-of-Way Director	Exclude	Supervisory, Confidential
1505	Risk Manager	Exclude	Supervisory, Confidential
6175	Safety Officer	Exclude	Supervisory, Confidential
0031	Secretary (Mayor's Office)	Exclude	Confidential
0032	Secretary/Typist (Mayor's Office)	Exclude	Confidential
6190	Security Guard	Include	Service and Maintenance
0302	Senior Administrative Assistant	Exclude	Supervisory, Confidential

*Profess*

<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
0229	Senior Budget Analyst	Exclude	Confidential
1430	Senior Citizen Club Director	Exclude	Supervisory, Confidential
4160	Service Station Attendant	Include	Service and Maintenance
4161	Service Station Supervisor	Exclude	Supervisory
4375	Sewer Maintenance Superintendent	Exclude	Supervisory, Confidential
4370	Sewer Maintenance Supervisor	Exclude	Supervisory
4320	Sign Shop Worker	Exclude	Supervisory
4120	Skilled Tradesperson	Include	Technical
6120	Standards Administrator	Exclude	Supervisory, Confidential
6115	Standards Inspector	Include	Technical
4330	Street Maintenance Supervisor I	Exclude	Supervisory
4331	Street Maintenance Supervisor II	Exclude	Supervisory
0100	Switchboard Operator	Include	Clerical
1265	Telecommunications Coordinator	Include	Technical
1120	Traffic Engineer	Exclude	Supervisory, Confidential
6174	Training Officer	Exclude	Supervisory, Confidential
2110	Transit Operations Mgr.	Exclude	Supervisory, Confidential
2105	Transit Operations Supervisor	Exclude	Supervisory

<u>CLASS CODE</u>	<u>JOB TITLE</u>	<u>STATUS</u>	<u>REASON/BARGAINING UNIT</u>
2101	Transit Operator	Include	Service and Maintenance
4280	Utility Maintenance Superintendent	Exclude	Supervisory, Confidential
4170	Vehicle Maintenance Supervisor	Exclude	Supervisory
6160	Warrant Officer	Include	Technical
1121	Wastewater Engineering Manager	Exclude	Professional/Supervisory, Confidential
4250	Wastewater Operations Manager	Exclude	Supervisory, Confidential
4240	Wastewater Plant Manager I	Exclude	Supervisory, Confidential
4241	Wastewater Plant Manager II	Exclude	Supervisory, Confidential
4231	Wastewater Plant Operations Supervisor	Exclude	Supervisory
4260	Wastewater Utility Director	Exclude	Professional/Supervisory, Confidential