

### MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into this 30th day of AUGUST 2022, by and between the Lexington-Fayette Urban County Government (the "LFUCG") and the Bluegrass Fraternal Order of Police Lodge 4: Officers and Sergeants (the "Union"). These parties will collectively be referred to as the "Parties."

WHEREAS, the LFUCG and the Union have executed a collective bargaining agreement (the "CBA") effective from July 1, 2021 through June 30, 2025; and

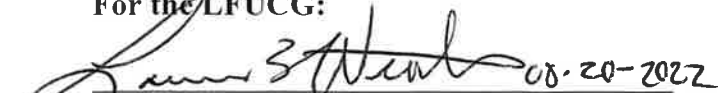
WHEREAS, due to labor shortages, the Lexington Police Department has operated below full staffing levels and has experienced retention and recruiting challenges; and

WHEREAS, LFUCG desires to address the retention and recruiting challenges faced by the Lexington Police Department.


NOW THEREFORE BE IT RESOLVED THAT, in exchange for the mutual promises contained below:

1. The Parties agree that each member holding the position of Officer or Sergeant and currently employed with the Lexington Police Department and who remains employed by LFUCG through the payment dates below will receive a supplemental retention payment in the amount of \$4,000.00. This supplemental retention payment will be issued in two separate payments, with the first payment in the amount of \$1,760.00 to be paid on or before October 15, 2022, and the second payment in the amount of \$2,240.00 to be paid on or before June 15, 2023.
2. LFUCG further agrees to pay a one-time supplemental payment to each Officer recruit who began recruit training in May 2022, and who successfully completes the training program. This supplemental payment shall be in the amount of \$3,000.00 and shall be paid on or before June 15, 2023. An Officer who receives an incentive under this paragraph is not eligible to receive the incentive described in paragraph 1, above.
3. LFUCG further agrees to pay a one-time supplemental payment to each Officer recruit who begins recruit training in January 2023, and who successfully completes the training program. This supplemental payment shall be in the amount of \$3,000.00 and shall be paid on or before June 15, 2023. An Officer who receives an incentive under this paragraph is not eligible to receive the incentive described in paragraph 1, above.
4. With the exception of the agreements set forth in this MOU, all other provisions of the CBA currently in effect between the Parties shall remain in full force and effect for the terms of the CBA and no other agreements shall serve to alter the provisions of the CBA unless agreed to, in writing, between the parties hereto.

For the LFUCG:

  
Lawrence Weathers, Police Chief      date      08-20-2022

For the Union:

  
President      date      08-19-2022

  
Linda Gorton, Mayor      date      8/30/2022