

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT

Changes to the IAFF Local 526- Firefighters, Lieutenants, and Captains

Overview

The following memorandum addresses the revisions made to the collective bargaining agreement between the L.F.U.C.G. and the Lexington Professional Fire Fighters, IAFF Local 526, representing the Firefighters, Lieutenants, and Captains. This agreement will expire in June of 2024.

Wage Settlement

I. Article 49 – Pay Schedule

- a. Wage increases will be as follows:
 - i. The first full pay period following ratification – 4.5% base wage structural movement for all steps excluding Recruit, which will receive a 5.79% increase.
 - ii. July 1, 2022 – 2.5%
 - iii. July 1, 2023 – 2.5%
- b. Each member, currently employed with Lexington Fire and Emergency Services, will receive a Two Thousand Dollar (\$2,000.00) lump sum payment.
- c. Aircraft Rescue Fire Fighting was added to the list of specialty assignments that are paid an additional thirty-seven cents (\$0.37) per hour.
- d. Beginning the first full pay period after July 1, 2022, Paramedic Certification pay increases from \$0.370 per hour to \$0.555 per hour¹.
- e. Beginning the first full pay period after July 1, 2022, Paramedic Assigned pay (which includes Paramedic Certification pay) increases from \$1.583 per hour to \$2.083 per hour².

¹ The wage rate shown above is for 56-hour employees. The 40-hour employee rate will also increase from \$0.593 per hour to \$0.889 per hour.

² The wage rate shown above is for 56-hour employees. The 40-hour employee rate will also increase from \$2.534 per hour to \$3.334 per hour.

Additional Contract Changes

II. Article 9- Probationary Periods

This article was amended to account for extended absences during the probationary period.

III. Article 10- Assignments, Vacancies, and Transfers

This article was amended to provide for an objective scoring system and ensure minimum times in service for certain positions.

IV. Article 11- Promotions

This article was amended to update courses and clarify certain issues related to timelines and suspensions.

V. Article 12- Grievance Procedure

This article was amended to clarify what happens if an agreement of conformity is rejected by the Council.

VI. Article 16- Health and Safety

This article to provide for more participation flexibility the Fire Department's Safety Committee

VII. Article 17- Medical Examinations/Fitness for Duty

This article was amended to include an annual physical fitness assessment and additional cancer screenings and EKG evaluations.

VIII. Article 19- Discipline

This article was amended to add a citizen to the Pre-Disciplinary Review Board and to allow for union representation during certain disciplinary meetings/hearings.

IX. Article 22- Military Leaves

This article was amended to specify that all leave credit attributable to a member's military leave shall be credited on the first paycheck received in October.

X. Article 24-Hours of Work

This article was amended to provide administration more flexibility in scheduling hours of work.

XI. Article 26- Vacations

This article was amended to require a two hour leave minimum during most work hours.

XII. Article 27- Holidays

This article was amended to add Juneteenth as a holiday and require a two hour leave minimum during most work hours.

XIII. Article 28- Sick Leave

This article was amended to require a two hour leave minimum during most work hours.

XIV. Article 29- Bereavement Leave

This article was amended to allow for additional immediate family members.

XV. Article 30- Injury Leave

This article was amended to clarify how the leave time should be calculated and provide for how it meshes with modified duty with related changes.

XVI. Article 34- Scheduling of Leaves

This article was amend to provide flexibility based upon number of employees and to limit time off if overtime is required to be incurred.

XVII. Article 36- Modified Duty

This article was amended to limit how long a member is entitled to stay on their normal shift hours.

XVIII. Article 45- Tuition/Education Incentive Benefit

This article was amended to clarify the process to request tuition reimbursement and raise the amount to \$2,500 per person each calendar year while limiting the amount of members eligible for reimbursement to twenty per calendar year.

XIX. Article 47- Uniform Committee

The article was amend to increase the number of members who will be appointed to the Uniform Committee to six

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