

LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT

Changes to IAFF Majors Collective Bargaining Agreement

Overview

The new collective bargaining agreement has a three year term.

The goals of the administration during these negotiations were to provide a fair and responsible wage increase and to increase administrative efficiency.

Specific Contract Changes

In this memorandum, I will initially address the wage article. After that, I will address other revisions to the agreement in the order they appear in the agreement.

I. Wage Settlement

- Article 46: Pay Schedule
 - The steps on the salary schedule have been reduced from 6 steps to 4 steps.
 - Effective the first full pay period after December 1, 2015:
 - Employees will receive a base wage increase (Division of Budgeting will provide details).
 - Employees will advance one step on the schedule on their anniversary date.
 - Fiscal Year 2017
 - Employees will receive a base wage increase (Division of Budgeting will provide details).
 - Employees will advance one step on the schedule on their anniversary date.
 - Fiscal Year 2018
 - Employees will receive a base wage increase (Division of Budgeting will provide details).
 - Employees will advance one step on the schedule on their anniversary date.

II. Contract Changes

- Article 14: Layoff
 - LFUCG may pay out accrued compensatory time to a laid off bargaining unit member rather than allowing the member to exhaust their compensatory time off with pay.
- Article 15: Reinstatement
 - Reinstated employees must repay money removed from the Lexington Police and Fire Pension received upon separation. If not repaid, the member starts at Step 1 on the payscale.

- Article 17: Medical Examinations/Fitness for Duty
 - LFUCG will provide members a YMCA family membership if provided to other LFUCG employees (LFUCG already provides members a single YMCA membership).

- Article 21: Personnel Files
 - Personnel files will be purged upon request.
 - Members may rebut coaching and counseling sessions and oral warnings on the written form if they disagree with the counseling/warning.

- Article 29: Sick Leave
 - The parties clarified that examples of excessive use of sick leave include a patterned use of sick leave, using more sick leave during a 12 month period than is accrued, and depleting sick leave balances then requesting leave without pay when no chronic ailment has been diagnosed.

- Article 30: Bereavement Leave
 - Bereavement leave must be taken within 30 days of the death of the family member.
 - Bereavement leave may be taken for the death of a “qualified adult.”

- Article 32: Family and Medical Leave
 - Employees who are eligible to use accrued leave during FMLA qualifying absences may use accrued vacation leave, holiday leave, compensatory time, or sick time.

- Article 38: Health/Life Insurance
 - LFUCG will contribute \$355.74 per month towards the cost of health insurance for each member as an employer contribution under the ACA. This amount may not be cashed out or used as deferred compensation.
 - In addition, LFUCG will contribute \$55.00 per month for two-party health insurance coverage (employee +1) and \$200.00 per month for family coverage.
 - Members who waive health care coverage and have alternative medical coverage may purchase other LFUCG voluntary benefits (except deferred compensation) with the LFUCG health insurance contribution. The Member may apply the difference between \$530.74 and the LFUCG contribution to other LFUCG voluntary benefits (except deferred compensation) or take the remaining amount in cash.

- Article 39: Uniform and Equipment Allowance
 - The uniform allowance was increased from \$125 per month to \$225 per month.

- Article 42: Training and Certification
 - LFUCG will require newly promoted majors to attend ICS 300 and ICS 400 classes when operationally practical.

- Article 45: Miscellaneous
 - Members must pay \$0.25 per mile when driving take home vehicles outside of Fayette County.
 - Members can only drive take home vehicles outside of Fayette County up to 70 miles per day, round trip. Take home vehicles can only be driven to and from the members residence.

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