

## **LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT**

### **Changes to Police Collective Bargaining Agreement**

- **Lodge Business**
  - Adjustment to the number of members that can attend Kentucky General Assembly meetings to three members
- **Assignments**
  - Clarifies requirements for assignments to special units
- **Promotions**
  - Clarifies the testing process for promotions, including accessibility to test questions/results and tie-breaking procedures
  - Specifies that promotion to lieutenant shall require a bachelor's degree
  - Provides that the eligibility lists for promotion shall remain in effect for two years unless abolished by the Director
- **Health and Safety**
  - Provides for use of Class B uniforms during inclement weather at the Chief's discretion
- **Disciplinary Procedures**
  - Provides authority for Chief to meet directly with members prior to recommendation of discipline
  - Requires that files related to discipline shall be maintained solely at the Bureau level
- **Overtime**
  - Provides for payment of time and a half for overtime hours reimbursed to LFUCG by grant regardless of total hours worked in a week
  - Provides for minimum of three hours pay at time and a half for pre-planned special events work outside of normal work schedule
- **Paid and Unpaid Leaves**
  - Swing holidays are suspended for two years
  - Vacation leave accruals are reduced by two hours per month for two years
  - Clarifies leave request/approval process
  - Increases total leave accrual for vacation/holidays to 400 hours
  - Suspends blood donation/community service leave for two years
- **Clothing and Equipment Allowances**

- Implements a "quartermaster" type system for uniforms and equipment
  - Provides for reductions to uniform allowances
- Physical fitness incentive
  - Suspends benefit for two years
- Vehicles
  - Restricts use of home fleet vehicles to only to/from work except for off-duty employment in Fayette County
  - Use for off-duty employment permitted with payment of \$50/month
  - Specifies that out-of-county commuting is limited to within 35 miles of Fayette County border
- Shift Differential
  - Increases Second Shift differential to \$.50/hour
  - Increases Third Shift differential to \$1.00/hour
- Special Duty Pay
  - Increases supplemental pay for special units to \$1,400/year
- Salary
  - No steps or structure movement in the first two years of the agreement
  - \$500 structure increase in third year, \$1,000 structure increase in fourth year
  - Additional step increase at the end of third and fourth year
- Term
  - Agreement is for four years beginning July 1, 2012