

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

### **Changes to Corrections Collective Bargaining Agreement**

- Recognition
  - Town Branch Fraternal Order of Police Lodge No 83 is the new representative of Officers and Sergeants
- Lodge Business
  - Adjustment to number of members that can attend bargaining sessions to three members
  - Increase to two the number of members that can attend Kentucky General Assembly meetings
  - Permit use of LFUCG email for lodge business with restrictions
- Assignments
  - Add administrative panel to review applications for critical position appointments
  - Clarify requirements for trades of days off or shifts
- Promotions
  - Change designation of materials to be tested on for promotion to sergeant
  - Clarify that satisfactory service requirement for promotion means no discipline greater than a written reprimand in the past year
  - Specify that promotion to lieutenant shall be based on training and experience (T & E) and an oral interview with standardized points
  - Replace Human Resources representative on promotions panel with a lieutenant or captain
  - Provide that the eligibility lists for promotion shall remain in effect for two years unless abolished by the Director
- Grievance Procedure
  - Allow grievances of written reprimands
  - Specify that one paid lodge representative, one unpaid observer (or an attorney), and the grievant may attend hearings
  - Adjust timelines for grievance responses
- Health and Safety
  - Implements a quartermaster system for uniforms and equipment
  - Provides for \$400 annual uniform allowance (\$200 in January, \$200 in July)
- Disciplinary Procedures
  - Clarifies timelines for disciplinary actions

- Provides members with an opportunity to meet with the Director prior to implementation of major discipline
- Court-Related Pay
  - Allows members to be compensated for time off for jury duty
- Overtime
  - Provides for payment in six minute increments
  - Specifies the schedule for when mandatory overtime shall be worked
- Acting Pay
  - Provides for acting pay after only 40 hours, retroactive to the first day of the assignment
- Paid and Unpaid Leaves
  - Swing holidays are suspended for two years
  - Vacation leave accruals are reduced by two hours per month for two years
  - Christmas Eve holiday is increased from four to eight hours
  - Sick leave accruals are reduced by two hours per month for two years
  - Provides for bereavement leave for additional relatives per LFUCG policy
- Death in the Line of Duty
  - Benefit increases from \$50,000 to \$100,000
- Health and Wellness Benefits
  - Reduces benefit pool for members to \$430.74 for one year
  - Returns benefit pool to \$455.74 in second year
  - Increases benefit pool to \$480.74 in third and fourth year
- Life Insurance
  - Benefit increases from \$25,000 to \$50,000
- Tuition Benefit
  - Provides for tuition benefit at Midway College for its Business Administration associate degree program
  - Continues \$1,200 reimbursement benefit
- Personal Property Reimbursement
  - Increases reimbursement amount to a maximum of \$200/item
- Shift Differential
  - Makes all shift differential standard at \$.50/hour for second shift/\$1.00/hour for third shift instead of basing on assignment

- Salary
  - No steps or structure movement in the first two years of the agreement
  - \$400 structure increase in third and fourth year
- Miscellaneous Working Conditions
  - Provides for reasonable use of cell phones by members
  - Provides for payment of fees and time allowances for members who are required to have a CDL
- Term
  - Agreement is for four years beginning upon execution