

**LEXINGTON-FAYETTE URBAN COUNTY GOVERNMENT**  
**2026 Changes to Fraternal Order of Police, Town Branch Lodge #83 -**  
**Corrections Officers and Sergeants**

The following memorandum addresses the substantive revisions made to the collective bargaining agreement between the LFUCG and the Fraternal Order of Police, Town Branch Lodge #83, representing the Corrections Officers and Sergeants. This agreement will expire on June 30, 2030. The revisions to the agreement will be listed in order in which they appear with the exception of wages, which is listed first.

**Appendix B: Wages**

- a. Wage increases will be as follows:
  - i. July 1, 2026 – 3%
  - ii. July 1, 2027 – 2.5%
  - iii. July 1, 2028 – 2%
  - iv. July 1, 2029 – 2%
- b. All members employed as of April 23, 2026, will receive a one-time, lump-sum payment of \$300.00 in lieu of retroactivity, provided that the Union approves all changes by May 8, 2026.

**Additional Contract Changes**

**II. Article 9 – Assignments**

- a. Language was added revising the appointment process for Field Training Officers and other specified areas.
- b. An established pattern of inefficiency in performance was added to the list of reasons for member transfer.

**III. Article 10 – Promotional Vacancies**

- a. The promotional process for sergeants was revised:
  - i. To include 4 years of satisfactory active service (change from 2 years)
  - ii. To include a third phase of promotional process (an objective evaluation)
- b. The promotional process for lieutenants was revised:
  - i. To include a third phase of promotional process (an objective evaluation)
- c. The effective period for the promotional eligibility lists for sergeant and lieutenant was reduced from 2 years to 1 year.

**IV. Article 12 – Division Orders and Standard Operating Procedures**

- a. Language was revised to reflect that changes to orders, policies, regulations, procedures, etc. will be emailed to employees and the Lodge at least 14 days prior to the effective date (change from being posted on bulletin boards for 14 days)

**V. Article 14 – Disciplinary Procedures**

- a. The time period for LFUCG to take disciplinary action increased from 45 to 60 days from day of act, and time period to issue proposed discipline increased from 45 to 60 days.

- b. Language was added to require LFUCG to deliver a copy of proposed disciplinary action to the President of the Lodge and time limitations will not run until delivery.
- c. Language was added to finalize discipline and prohibit appeal if member fails to schedule a meeting with the Director within 5 days of receiving proposed discipline or attending such meeting.
- d. Language was added to required LFUCG to provide members with a final post-meeting determination of discipline within 10 days.
- e. Language was revised to require discipline to be issued via work email instead of in person.
- f. Language was added to clarify that a member placed on unpaid leave while their criminal case is pending will remain on unpaid leave pending the resolution of a related disciplinary action upon conviction of any crime.

**VI. Article 15 – Personnel Files**

- a. Language was revised to require LFUCG to purge disciplinary files in accordance to the time limits set in Article 14.

**VII. Article 20 – Overtime**

- a. Language was added prohibiting the pyramiding of overtime.

**VIII. Article 22 – Paid and Unpaid Leaves**

- a. Language was added to revise the time period in which members may schedule leave time.
- b. Officers that work regular shifts for Thanksgiving, Christmas Eve or Christmas Day will receive a lump sum payment of \$150.00, and an additional lump-sum payment of \$75.00 for each additional shift, which will not affect regular or overtime pay.
- c. Sergeants that work regular shifts Thanksgiving, Christmas Eve or Christmas Day will receive a lump sum payment of \$175, and an additional lump-sum payment of \$100.00 for each additional shift, which will not affect regular or overtime pay.
- d. Language was added to require leave to be used in increments of at least 5 days on no more than 3 separate occasions during a calendar year.
- e. Language was added regarding bereavement leave verification, notice, and use (must use within 60 days of death; increase from 3 to 10 days; must use in increments of at least 8 hours).
- f. Language was added adopting LFUCG’s paid parental leave and adoption assistance policies.

**IX. Article 23 – Disability Leave and Modified Duty**

- a. Language was revised to reduce the time period for when employees must submit a disability leave request form from within 10 days of the incident to 4 days or as soon as injury becomes apparent, and to reduce the maximum time period for which disability leave and modified duty may be granted from 12 months to 6 months.
- b. Language was revised to clarify that leave may be extended for up to 6 months if a member suffers an injury or illness in the line of duty and there is a definitive return to work date provided by the treating physician.
- c. Language was added establishing LFUCG’s right to send an employee to an additional physician for a second opinion.

**X. Article 25 – Health and Wellness Benefits**

- a. Language regarding health insurance contributions was revised to reflect current practices.

- XI. Article 27 – Tuition Benefit**
  - a. The tuition reimbursement amount increased from \$1,000.00 to \$2,000.00 per fiscal year and the approved program list was revised.
- XII. Article 28 – Personal Property Reimbursement**
  - a. Language was revised to require LFUCG to reimburse members for the actual cost of replacing eyeglasses or contact lenses damaged while performing official duties.
- XIII. Article 29 – Shift Differential**
  - a. The amount increased for second and third shift from \$1.00 per hour to \$1.25 per hour.
- XIV. Article 30 – Salary Schedule**
  - a. Field training officers will receive incentive pay of \$.50 per hour.
  - b. Members of the Tactical Response Team will receive incentive pay of \$.50 per hour.
- XV. Article 31 – Alcohol and Drug Free Workplace**
  - a. Language was revised to incorporate LFUCG’s current Drug and Alcohol Policy.
  - b. Language was added providing for negotiation of this article if the Policy changes and if requested by either party.
- XVI. Article 37 – Uniforms and Equipment**
  - a. Members will receive \$800.00 per year for a uniform allowance.
  - b. LFUCG will provide uniforms and materials upon graduation, with the expense deducted from the allowance.
- XVII. Article 38 – Term**
  - a. The effective date was updated to reflect a new term of July 1, 2026 to June 30, 2030.
  - b. Language currently provides for an automatic 2% wage increase per calendar year if the bargaining agreement expires without a new bargaining agreement in place until a new bargaining agreement is ratified.
- XVIII. Appendix D**
  - a. Promotion & Transfer Form, referenced in Article 10, was added.
- XIX. Appendix E**
  - a. The Alcohol and Drug Free Workplace Policy is attached.