



TO: Linda Gorton, Mayor  
Members, Urban County Council

FROM: \_\_\_\_\_  
David Barberie  
Department of Law

DATE: October 18, 2021

RE: Collective Bargaining Agreement – Police Officer and Sergeants

**Request:**

The Department of Law, on behalf of the Divisions of Police and Human Resources, requests a Resolution accepting the Collective Bargaining Agreement between LFUCG and the Bluegrass Fraternal Order of Police, Lodge No. 4, Police Officers and Sergeants Unit. A draft copy of the agreement showing the changes from the current contract, which was ratified by the Union last week, is attached. A final version of the agreement will be provided for the formal signing.

**Why are you requesting?**

This action is requested because the Council previously adopted Resolution No. 329-2011 (attached), which requires negotiated collective bargaining agreements to be placed before the Council for acceptance. Pursuant to the resolution, the summary statement regarding the impact of the agreement is also attached.

**What is the cost in this budget year and future budget years?**

This agreement, which is 4 years in length (retroactive to July 1, 2021), is anticipated to cost an estimated **additional** amount of approximately \$21,348,558 for its term (total amount \$25,048,558 including the one-time pay supplement described below). Personnel dollars from police vacancies will be reallocated to cover the additional cost of this contract in the first two years and will be a contributing factor in years three and four due to the length of the recruitment process. The only costs for FY 2022 which have not yet been budgeted are related to providing each member with a one-time payment of \$5,000 each related to COVID-19.



**Are the funds budgeted?**

All funds are budgeted for FY 22 except the one time pay supplement which is anticipated to cost approximately \$3.7 million. The payment source of these funds, which are required by the contract to be distributed by no later than March 31, 2022, is yet to be determined and will require a budget amendment.

**File Number:** 1078-21

**Director/Commissioner:** Susan Speckert, Commissioner of Law