

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

### **Police Lieutenants/Captains Collective Bargaining Agreement**

#### **Changes**

- **Lodge Business**
  - Clarifies total number of union representatives to attend General Assembly sessions and FOP under both police contracts
- **Seniority**
  - Adjusts when seniority begins for Lieutenants/Captains
  - Clarifies adjustments to seniority upon reinstatement
- **Assignments**
  - Clarifies how regular days off (RDOs) are rotated
  - Clarifies requirements for assignments to certain special units
  - Provides how reinstatement to special units will occur
- **Promotions**
  - Clarifies the testing process for promotions, including accessibility to test questions/results and tie-breaking procedures
  - Specifies that lieutenants must have a bachelor's degree
- **Health and Safety**
  - Increases notice from five to seven days for pre-planned event duty outside regular tour of duty
  - 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
- **Hours of Work/Compensatory Time**
  - Increases from 150 to 160 total hours of comp time that can be accrued
  - Provides that seniority will determine selection for special event duty that requires an RDO change
  - Provides for payment of time and a half for overtime hours reimbursed to LFUCG by third parties provided 40 hours plus worked in the same week

- 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
  - Suspends blood donation/community service leave for two years
- Death in the Line of Duty
  - Clarifies that payment will be made to beneficiary/estate for unused vacation, holiday, sick time
- 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
  - Adds increased benefit for fitter employees
- 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
- Tuition Benefit
  - Increases tuition benefit to \$5,000 per 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
  - One additional step added to pay schedule in third year at 2% over current high step
  - One additional step added to pay schedule in fourth year at 2% over then current high step
- Term
  - Agreement is for four years beginning November 1, 2012