

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