



Louisville Metro Government

601 W. Jefferson Street
Louisville, KY 40202

Action Summary - Final Labor and Economic Development Committee

Chair David Yates (D-25)
Vice Chair Anthony Piagentini (R-19)
Committee Member Keisha Dorsey (D-3)
Committee Member Donna Purvis (D-5)
Committee Member Paula McCraney (D-7)
Committee Member Markus Winkler (D-17)
Committee Member Robin Engel (R-22)

Monday, November 2, 2020

3:00 PM

Council Chambers

THIS IS CONSIDERED A SPECIAL MEETING

Call to Order

Chair Person Yates called the meeting to order at 3:03 p.m.

Roll Call

Chair Person Yates introduced the committee members and non-committee members present. A quorum was established.

NOTE: All committee members and non-committee members attended the meeting virtually, except Chair Person Yates and Council Member Coan, who attended in Chambers.

Present: 7 - Chair David Yates (D-25), Vice Chair Anthony Piagentini (R-19), Committee Member Keisha Dorsey (D-3), Committee Member Donna L. Purvis (D-5), Committee Member Paula McCraney (D-7), Committee Member Markus Winkler (D-17), and Committee Member Robin Engel (R-22)

Non-Committee Member(s)

Council Member Jessica Green (D-1), Council Member Barbara Shanklin (D-2), Council Member Barbara Sexton Smith (D-4), Council President David James (D-6), Council Member Brandon Coan (D-8), Council Member Bill Hollander (D-9), Council Member Kevin Kramer (R-11), Council Member Cindi Fowler (D-14), Council Member Kevin Triplett (D-15), Council Member Scott Reed (R-16), Council Member Nicole George (D-21), Council Member Brent Ackerson (D-26)

Support Staff

Hollie Hopkins, Jefferson County Attorney's Office
Sarah Martin, Jefferson County Attorney's Office

Clerk(s)

Lisa Franklin Gray, Assistant Clerk
Sonya Harward, Clerk

Pending Legislation

1. [R-125-20](#)

A RESOLUTION RATIFYING AND APPROVING A COLLECTIVE BARGAINING AGREEMENT (THROUGH JUNE 30, 2021) RELATING TO WAGES, BENEFITS, AND OTHER TERMS AND CONDITIONS OF EMPLOYMENT BETWEEN LOUISVILLE/JEFFERSON COUNTY METRO GOVERNMENT AND THE RIVER CITY FRATERNAL ORDER OF POLICE LODGE #614, POLICE OFFICERS AND SERGEANTS.

Sponsors: Primary David Yates (D-25) and Primary Anthony Piagentini (R-19)

Attachments: [R-125-20 V.1 100820 Collective Bargaining Agreement for FOP 614.pdf](#)
[Collective Bargaining Agreement for FOP Police Offc and Sgt - 10-2-2020 thru 6-30-2021.pdf](#)
[1. FOP CBA Council responses 10-26-20.pdf](#)
[2. Item #28 Supplemental Document.pdf](#)
[3. FOP Summary of Changes for Metro Council.pdf](#)
[4. Side-by-Side CBA Comparison.pdf](#)
[5. Follow-up Council Question from 11-2-20.pdf](#)
[6. Follow-up questions on CBA from Special LED Meeting - combined - final.pdf](#)

A motion was made by Committee Member Engel, seconded by Vice Chair Piagentini, that this Resolution be recommended for approval.

The following spoke to the item:

- Chair Person Yates
- Vice Chair Piagentini
- Committee Member McCraney
- Committee Member Dorsey
- Committee Member Purvis
- Council Member Sexton Smith
- Council Member Hollander
- Council Member Coan
- Council Member Ackerson
- Committee Member Winkler
- Council President James
- Chief Yvette Gentry, Louisville Metro Police Department
- Hollie Hopkins, Jefferson County Attorney's Office
- Daniel Frockt, Office of Management and Budget
- Ryan Nichols, River City FOP
- Penny Bland, Metro Human Resources
- Mike Carrell, University of Northern Kentucky

The following was discussed:

- The present contract will expire on December 31, 2020.
- New contract negotiations will begin January 2021.

- There was a discussion on the processes going forward with if the Committee would vote yes/no.
- There was a discussion on comments made during the public hearing.
- There was a discussion on provisions in the present contract.
- There was a discussion on provisions and reform for a new contract.
- There was a discussion on police recruitment and attrition.
- There was a discussion regarding the Campaign Zero Initiative.
- There was a discussion on local law agreeing with State law.
- There was a discussion on systemic racism in an oppressive system and the resulting protests.
- There was a discussion on future measures to take to address issues within the justice system while also recruiting/retaining ideal officers and candidates.
- There was a discussion on further contract reform.
- There was a discussion on restoring public trust and community interaction.
- There was a discussion on prior negotiations without Metro Council input.
- There was a discussion on the Police Bill of Rights and how it shapes the content of police procedures.
- Several questions regarding impacts and outcomes, if no contract is reached by June 20, 2021; it is possible to extend contracts until an agreement is reached.
- There was a discussion on recruiting and retaining credible and ideal police officers and recruits.
- There was a discussion on the implementation of all the reforms given in the Breonna Taylor settlement.
- There was a discussion on shared responsibility by Louisville Metro, Metro Council, Louisville Metro Police Department, and River City FOP for the police reform and procedures.
- Several questions regarding STEP increases awarded during a contract extension.
- Several questions regarding certain revisions for reform will be addressed in future FOP contracts.
- Several questions regarding officer pay during suspension/disciplinary action according to State law.
- There was a discussion on the terms and concessions within this contract.
- There was a discussion on the necessary measures needed to have/build a successful police force.
- There was a discussion on officer respect and systematic inequities.
- Several questions regarding felonious or outrageous conduct by police mentioned in a side letter of the contract.
- Several questions regarding language of particular articles within the contract.
- Several questions regarding drug and alcohol testing of officers involved in a fatal shooting.
- There was a discussion on current measures to discipline officers.
- There was a discussion on accountability and transparency within Louisville Metro Police Department.
- Several questions regarding whether letter agreements within a Collective Bargaining Agreement have previously come before the Metro Council.
- Several questions regarding the officer appeal process during disciplinary actions.
- Several questions regarding contract notice clauses.
- Several questions regarding present and future negotiations.
- Several questions regarding any impacts from the No Confidence Vote on the

present **Collective Bargaining Agreement**.

- Several questions regarding the number of officer candidate classes and fluctuations in recruitment in the past several years.
- Several questions regarding purging police officer supervisory files.
- Several questions regarding corrective action.

The motion carried by the following vote and the Resolution was sent to Old Business:

Yes: 4 - Yates, Piagentini, Winkler, and Engel

No: 3 - Dorsey, Purvis, and McCraney

Adjournment

Without objection, Chair Person Yates adjourned the meeting at 5:04 p.m.

***NOTE:** Items sent to the Consent Calendar or Old Business will be heard before the full Council at the Metro Council Meeting on November 5, 2020.