

COLLECTIVE BARGAINING AGREEMENT

BY AND BETWEEN

LOUISVILLE/JEFFERSON COUNTY METRO GOVERNMENT

AND

TEAMSTERS LOCAL 783

For employees of

LOUISVILLE EMERGENCY SERVICES/METROSAFE DEPARTMENT

Effective Date: 12/31/19

Expiration Date: June 30, 2024

Contents

PREAMBLE.....	4
ARTICLE 1. SCOPE	4
ARTICLE 2. INTENT OF THE PARTIES	4
ARTICLE 3. SUBORDINATION	5
ARTICLE 4. UNION SECURITY	5
ARTICLE 5. UNION BUSINESS.....	6
ARTICLE 6. STEWARDS	7
ARTICLE 7. NO STRIKES OR LOCKOUTS; PICKET LINES	8
ARTICLE 8. SENIORITY AND LOSS THEREOF.....	8
ARTICLE 9. LAYOFF AND RECALL.....	9
ARTICLE 10. PERSONNEL FILES.....	10
ARTICLE 11. DISCIPLINE AND DISCHARGE.....	11
ARTICLE 12. GRIEVANCE PROCEDURE	12
ARTICLE 13. CERTAIN BENEFITS	13
Section 1. Life Insurance.....	13
Section 2. Annual Leave.....	14
Section 3. Retirement Plan.....	16
Section 4. Unemployment Insurance	16
Section 5. Jury Duty And Witness Leave	16
Section 6. Military Leave	16
Section 7. Tuition Reimbursement.....	16
Section 8. Equal Pay and Work On Higher Rated Jobs	16
Section 9. Sick Leave	17
Section 10. Funeral Leave.....	18
Section 11. Health Insurance	18
Section 12. Long-Term Disability	18
Section 13. Pretax Premium And/Or Dependent Care Account	18
Section 14. Call Out Pay	18
Section 15. Personal Day	19
Section 16. Defense and Indemnification.....	19
ARTICLE 14. PROBATIONARY EMPLOYEES.....	19

ARTICLE 15.	JOB VACANCY – PROMOTION	19
ARTICLE 16.	COMPENSATION AND LONGEVITY	20
ARTICLE 17.	TRAINING	22
ARTICLE 18.	RULES AND REGULATIONS	22
ARTICLE 19.	WORK DAY AND WORK WEEK.....	22
ARTICLE 20.	OVERTIME PAY AND DISTRIBUTION OF OVERTIME	22
ARTICLE 21.	MAINTENANCE OF STANDARDS	24
ARTICLE 22.	ERODING THE BARGAINING UNIT.....	24
ARTICLE 23.	DRUG TESTING POLICY.....	24
ARTICLE 24.	ENTIRE AGREEMENT	25
ARTICLE 25.	TERM OF AGREEMENT	25
APPENDIX 1.	DRUG TESTING POLICY AND PROCEDURES.....	27
APPENDIX 2.	COMPENSATION AND LONGEVITY SCHEDULE.....	33

PREAMBLE

This Agreement made and entered into this _____ day of 2019, by and between the LOUISVILLE/JEFFERSON COUNTY METRO GOVERNMENT, hereinafter referred to as "Metro Government," and TEAMSTERS LOCAL UNION NO. 783, an Affiliate of the International Brotherhood of Teamsters, hereinafter referred to as "Union".

ARTICLE 1. SCOPE

Section 1. This Agreement extends only to wages, hours, and terms and conditions of employment as contained herein and constitutes the entire agreement of the parties. This Agreement shall not extend to matters of inherent managerial policy, including, but not limited to, the right to manage and control employees of Emergency Services - MetroSafe (formerly EMA/MetroSafe, hereinafter referred to as ES-MetroSafe) for all matters other than wages, hours and working conditions as contained in this Agreement.

Section 2. As used in this Agreement, "Members" shall include all employees of ES-MetroSafe, represented by Teamsters Local 783 pursuant to Metro Government Ordinances.

Section 3. Should any provision of this Agreement be found to be inoperative, void or invalid or be enjoined by a court of competent jurisdiction, all other provisions of this Agreement shall remain in full force and effect for the duration of this Agreement.

Section 4. No Metro Government employee is authorized to enter into any agreement or contract with the Members, individually or collectively, which conflicts with the terms of this Agreement.

Section 5. Supervisors and other persons not covered in the Agreement shall not, as a scheduled or regular practice, perform the work of Members unless Members are not available. Metro Government shall make every reasonable effort, including the offering of overtime and/or calling in off duty employees, to have Members do the work needed.

ARTICLE 2. INTENT OF THE PARTIES

The parties to this Agreement desire to promote and maintain an excellent employment relationship and working conditions at the highest level. The rights of both the Members and Metro Government are recognized and acknowledged and the provisions of this Agreement shall be observed and followed for orderly settlement of disputes arising under this Agreement. It is the prerogative of Metro Government to operate and manage its affairs in all respects in accordance with its responsibilities. No limitation on that prerogative that has not been officially modified by this Agreement shall be inferred. Subject to applicable federal or state laws, the rights of Metro Government include, but are not limited to, the right to: determine the mission of ES-MetroSafe; take disciplinary action for just cause; lay off its Members because of lack of work or lack of funds; determine the methods, means and personnel by which its operations are to be conducted.

ARTICLE 3. SUBORDINATION

This Agreement shall, in all respects wherever the same may be applicable herein, be subject and subordinate to all federal, state and local laws. Nothing herein shall be construed to prohibit ES-MetroSafe from promulgating and adopting reasonable rules and regulations not contradictory to the express provisions of this Agreement. Nothing herein shall be construed to prohibit the Director of Human Resources from adopting rules not inconsistent with the provisions of this Agreement.

ARTICLE 4. UNION SECURITY

Section 1. Membership in the Union is not compulsory. Members have the right to join or not join and neither the Union nor Metro Government shall exert pressure or discriminate against a Member regarding such matters. All Members in the bargaining unit, however, shall be required to pay their fair share of the cost of representation by the Union, the amount of which shall be determined as set forth in Metro Louisville Code of Ordinance Section 35.056.

Section 2. The check-off of regular Union membership dues and any initiation fees for new Members shall be made only on the basis of written authorization signed by the Member from whose pay the membership dues and initiation fees will be deducted. Members wishing to revoke their union membership must notify Metro Government and the Union expressly and individually, in writing by certified mail. The fair share fee may be deducted from Members' wages and remitted to the Union, with or without written authorization by the Member. The date for the commencement of the fair share deduction shall be determined by the Union with appropriate advance notice given to Metro Government and affected Members.

Section 3. Union dues and fair share fees shall be deducted each payroll in an amount certified by the Union. All Union dues and fees, including fair share fees, deducted shall be shown on the Members' paycheck stubs.

Section 4. Union membership dues and fair share fees shall be transmitted to the Treasurer of the Union by the fifteenth (15th) day of the succeeding month after such deductions are made. The Union shall annually certify, in writing, the current and proper amount of its membership dues or fair share fees at least thirty (30) days prior to the initial deduction. The Union shall notify Metro Government of the cost of representation by the Union and the date for the commencement of the fair share deduction at least thirty (30) days prior to the initial deduction.

Section 5. The Union shall hold Metro Government harmless against any claims, legal or otherwise, which may arise from these dues or fair share deduction provisions.

Section 6. The Union has developed a political organization known as Democratic, Republican, Independent Voter Education (D.R.I.V.E.). Metro Government will deduct such amount as may be authorized in writing by a Member which said sum shall be remitted to Teamsters Local 783. Such sum shall be deducted each payroll in an amount as indicated by the Member. Such deduction shall be forwarded to the Union within thirty (30) days after the deduction is made. If a Member at any time contends that Metro Government acted wrongfully or

illegally in making a deduction for D.R.I.V.E. contributions, the Teamsters Local 783 will defend and protect Metro Government against expenses, repayment or losses, liability or damage on account of such contention suffered in any suit or other legal or administrative proceedings.

Section 7. Notwithstanding the above, the parties agree to comply with state law regarding union membership and the withholding of union dues, fees, assessments, or other similar charges.

Section 8. This contract is the sole property of International Brotherhood of Teamsters Local Union No. 783 and Louisville Metro Government and cannot be administered by any other Labor Organization. For any successor bargaining Agent for regular, full-time (excluding initial probation employees) or part-time employees in all job classifications within this Agreement becomes null and void.

ARTICLE 5. UNION BUSINESS

Section 1. Contract Negotiations

Union may select Members to represent the unit in the negotiation of a collective bargaining agreement during working hours without loss in compensation. The number of Members shall be by mutual agreement of the parties. The names of such representatives shall be submitted to the ES-MetroSafe Director.

Section 2. Union Access

(A.) **Bulletin boards.** Metro Government agrees to provide the Union designated space on available bulletin boards upon which the Union may post notice of meetings, announcements, or information of interest to its Members. The Union further agrees that it will not post any material which would be derogatory to any individual, ES-MetroSafe, Metro Government, Commonwealth of Kentucky or which constitutes political material for or against any person, organization, or faction thereof. Political material does not include announcements or information regarding internal political elections of the Union. All notices of the Union will consist of items in good grammar and taste and shall be signed by a Union representative. Copies of any material so posted shall be furnished to the ES-MetroSafe Director or designee.

In addition, Metro Government agrees the Union may use electronic mail for exactly the same purpose and in exactly the same manner it uses bulletin boards. The electronic mail must be authored by a Union representative and copies of any material so electronically mailed shall likewise be furnished to the Director or designee prior to distribution.

(B.) **Access to work locations.** With reasonable notice to the Director or designee, a non-employee representative of the Union shall be allowed access to work locations not accessible to the general public.

Section 3. Notice of new hires.

ES-MetroSafe shall notify the Union within a reasonable period of any new or rehired Member added to the payroll in a position covered by this Agreement, via electronic mailing. The Union shall be allowed to continue meeting with the newly hired employees during their orientation for one (1) hour.

Section 4. Metro Government agrees to split the cost of printing sufficient copies of this Agreement.

ARTICLE 6. STEWARDS

Section 1. Metro Government recognizes the right of the Union to designate Stewards to handle such union business as may from time to time be delegated to them by the Union.

Section 2. The authority of Stewards so designated by the Union shall be limited to, and shall not exceed, the following duties and activities.

- (a) The investigation and presentation of grievances with the designated Metro Government representative in accordance with the provisions of this Agreement.
- (b) The transmission of such messages and information which shall originate with, and are authorized by the Local Union or its officers provided such messages and information:
 - (i) have been reduced to writing, or;
 - (ii) if not reduced to writing, are of a routine nature and do not involve work stoppages, slowdowns, refusal to handle goods, or any other interference with Metro Government's business.

Section 3. Should it become necessary for a Steward to leave his work station during his scheduled working hours for any purpose set forth herein, such Steward shall so notify his/her supervisor and shall receive permission for such leave unless, in the opinion of the supervisor, operations of the department would be disrupted if the Steward's work station was unattended. The supervisor shall exert every reasonable effort to make it possible for the Steward to leave his workstation for any of the aforesaid purposes.

Section 4. Metro Government agrees to grant the necessary and reasonable time off, up to five (5) consecutive work days per year, without discrimination or loss of seniority rights with pay to one (1) chief Steward of the Union only to attend a labor convention or serve in any capacity or other official union business.

Section 5. There shall be no discrimination or coercion against any Member because of duties as Steward.

Section 6. The Union shall notify the ES-MetroSafe Director in writing when the Union changes a Steward.

ARTICLE 7. NO STRIKES OR LOCKOUTS; PICKET LINES

Section 1. Metro Government and the Union mutually agree that in consideration of the grievance and arbitration provision contained herein, there shall be no strike, lockouts, work stoppage, slowdowns or disturbances of even a momentary nature for the term of this Agreement.

Section 2. It shall not be a violation of this Agreement, and it shall not be cause for discharge or disciplinary action if a Member refuses to go through a bona fide picket line.

Section 3. It is agreed that in all cases of an unauthorized strike, slowdown, walkout or any other unauthorized cessation of work in violation of this Agreement, the Union shall not be liable for damages resulting from such unauthorized acts of its Members. While the Union shall undertake every reasonable means to induce such Members to return to their jobs during any such period of unauthorized work stoppage mentioned above, it is specifically understood and agreed that Metro Government during the first twenty-four (24) hour period of such unauthorized work stoppage shall have sole and complete right of reasonable discipline short of discharge, and such Members shall not be entitled to or have any recourse to any other provision of this Agreement. However, after the first twenty-four (24) hours of such stoppage and if such stoppage continues, Metro Government shall have sole and complete right to immediately discharge any Member participating in any unauthorized strike, slowdown, walkout, or any other cessation of work, and such Members shall not be entitled to or have any recourse to any other provisions of this Agreement. It is further mutually agreed that the President of the Union will, within two (2) weeks of the date of the signing of this Agreement, serve upon Metro Government a written notice, which notice will list the Union's authorized representatives during the term of this Agreement who will deal with Metro Government, make recommendations for the Union generally, and have sole authority to act for the Union. The Union shall make immediate effort to terminate any strike or stoppage of work that is not authorized by it without assuming liability therefore.

ARTICLE 8. SENIORITY AND LOSS THEREOF

Section 1. Effective upon execution of this Agreement, the principle of seniority is sound and seniority rights shall prevail. Seniority of Members shall begin with the most recent date of employment with Louisville Metro Government. Current Members shall be grand-fathered with their current seniority date.

Section 2. Seniority shall be considered as being continuous unless the Member:

- (a) Is discharged for cause.
- (b) Voluntarily resigns.
- (c) Is laid off for lack of work and not recalled within two (2) years of such layoff.
- (d) Fails to return to work within fourteen (14) days after having been notified to do so after a layoff.

When employment is terminated for any of the above reasons and the Member subsequently is reemployed, he shall be considered a new Member for all purposes, except for rates of pay. Should a Member be released from work due to a disability or illness, paid or unpaid, the Member's seniority rights shall continue to accumulate during such period of disability or illness until it is determined that the Member will not be able to return to work due to the disability or illness.

Section 3. Effective upon execution of this Agreement, this Agreement shall have three (3) units: Unit 1 shall be comprised of all Communication Specialists; and, Unit 2 shall be comprised of all NCIC Specialists; and, Unit 3 shall be comprised of Management Assistants. Unit seniority shall be defined as the date a Member enters the unit. Unit seniority shall apply for the purpose of vacation selection, overtime offers, job bids and shift selection. A Member who transfers to a position within their unit shall retain their seniority. The Member's unit seniority shall remain intact as long as the Member stays in their unit.

Section 4. A Member who transfers to a position outside of their unit shall retain their seniority for ninety (90) calendar days. If the Member who transfers outside of their unit returns to a position within their unit, within ninety (90) calendar days, the Member shall have no loss of seniority. If the Member who transfers outside their unit returns to a position within their unit after ninety (90) calendar days, the Member's unit seniority will be reset to zero (0) for vacation selection, overtime offers, job bids and shift selection.

Section 5. A Member who transfers within Metro Government to a position outside of this Agreement shall retain their unit seniority for ten (10) calendar days. If the Member who transfers outside of this Agreement returns to a position under this Agreement within ten (10) calendar days, the Member shall have no loss of unit seniority. If the Member who transfers within Metro Government outside of this Agreement returns to a position within this Agreement after ten (10) calendar days, the Member's unit seniority will be reset to zero (0).

Section 6. In the event ES-MetroSafe makes significant changes to the work day and work week schedule for a unit covered under this Agreement, there will be an entire unit rebid for shifts and rotations awarded by availability and seniority.

Section 7. A seniority list shall be maintained on a current basis and posted on the Union Bulletin board where it shall be available for inspection. Metro Government shall furnish a copy of the seniority list and each revision to the Union Stewards as requested.

Section 8. The Union will agree or file a notice of dispute within ten (10) days of the posting of the Seniority list by Metro Government. Absent such Notice, the Seniority List shall become final.

ARTICLE 9. LAYOFF AND RECALL

Section 1. When it is necessary to reduce the number of employees that will affect Members, the Union shall be notified as soon as practical.

Section 2. Seasonal, temporary, probationary and part-time employees within ES-MetroSafe shall be laid off first.

Section 3. Layoffs of Members within each job classification as set out in this Agreement shall be in the reverse order of seniority as defined in Article 8 of this Agreement. A Member whose job is being reduced shall take the place of the least senior employee in the same job classification within ES-MetroSafe.

- a. Should there be no junior Member in the same job classification, a displaced Member shall take the place of the least senior Member in the same wage classification.

- b. Should there be no junior Member in the same wage classification, a displaced Member shall take the place of the least senior Member in the next lowest wage classification
- c. Should there be no junior Member in the next lowest wage classification, a displaced Member shall take the place of the least senior Member in ES-MetroSafe.
- d. It being understood that no Member may replace a Member more senior than themselves, and further understood that a Member who is replacing the less senior Member must be capable of performing the work of the less senior Member with minimum supervision or training.
- e. When Members are to be recalled, it shall be in the reverse order of job classification reduction or layoff, i.e., the first to be recalled shall be those last laid off or reduced within ES-MetroSafe.
- f. Any Member on layoff shall be given priority for rehire on any job in ES-MetroSafe in which the Member was laid off for such job in which the Member meets minimum qualifications at the time of the offer of rehire. Unless accepted the offer of rehire terminates after fourteen (14) days from the notice of rehire by Metro Government.

Section 4. Members laid off will retain and accumulate seniority rights during such layoff.

Section 5. Union will be furnished copies of all official layoff and recall notices to the affected Member(s).

Section 6. Union officers and stewards at the time of a layoff shall hold "super seniority" for purposes of the layoff only.

ARTICLE 10. PERSONNEL FILES

Section 1. All official personnel records are the property of Metro Government and shall be maintained by the Human Resources Department. Only one (1) official file shall exist for each Member. However, nothing shall prevent management personnel from keeping their own individual files on personnel matters.

Section 2. All official personnel records shall be confidential from the public to the extent possible under the Open Records Act of Kentucky. A Member shall be notified of an Open Records request for the Member's official personnel record or supervisory file, via the Member's Metro Government email address, within two (2) weeks of the Open Records request. Upon request, a Member may obtain a copy of the records released.

Section 3. Any Member, or any union representative or attorney with a written authorization from a Member, shall have the right to inspect the Member's files upon presenting the written request to the Department of Human Resources, during reasonable hours of operation. The Member may have copies made of his/her personnel file at a cost reasonably related to the duplication and administrative expense relating to that request.

Section 4. A Member may submit written documentary material for the Member's official personnel file that refutes or explains any item in the Member's file. The document shall not contain any inflammatory or derogatory statements.

ARTICLE 11. DISCIPLINE AND DISCHARGE

Section 1. Metro Government shall have the right to discipline or discharge Members for just cause.

Any disciplinary action taken for minor infractions shall be progressive and will include:

- (a) counseling (one on one)
- (b) written warning
- (c) written reprimand
- (d) suspensions
- (e) discharge

Section 2. Disciplinary action up to and including written reprimands shall be effective for a period of six (6) months from the date discipline is signed. Written notice of suspension(s) shall be effective for a period of twelve (12) months from the date the suspension day(s) is served. Written notice of suspensions or discharge shall be given to the Member with a copy to the Steward and the Union office. Progressive action will only be advanced when the incident is of a like nature.

Section 3. No Member shall be disciplined, suspended or discharged because of race, color, creed, national origin, sex, age (between the ages of 40 and 70), political or religious affiliation or membership in any labor or lawful affiliated organization, or because of discriminating personal dislikes.

Section 4. A copy of the appropriate form applicable to each Member whose employment is terminated for any reason shall be furnished by Metro Government to the Union within a reasonable period following such termination.

Section 5.

(a) When a Member is recommended for suspension because of progressive action, the Member shall remain on the payroll until a final decision of the Director to suspend the Member. The Member shall then be removed from the payroll and from work duties for the period of suspension. Additionally, if the suspension is affirmed, the Member may continue with the grievance procedure at the next level.

(b) Any Member terminated because of progressive discipline shall be suspended with pay until a review by the Director of Human Resources has been held. Thereafter the Director or designee shall have ten (10) days to hold a review of the termination unless agreed otherwise by mutual consent. The Union steward and/or the Union representative shall be present at the review. The Director shall either affirm or reverse the termination. Disciplinary action, if any, will be imposed within ten (10) days. If the termination is affirmed, the Member shall be suspended without pay until the grievance has been finally determined.

(c) A Member who is terminated for just cause shall be suspended immediately and may proceed at the Member's election with the grievance procedure.

(d) A Member does not accrue leave time while on suspension unless the Member returns to duty.

Section 6. Metro Government shall not transfer a Member for any arbitrary, punitive or discriminatory reason.

Section 7. Investigative Procedures

The complaint shall be investigated and a determination made as to the appropriate action to take in a reasonable amount of time. Metro Government shall not be required to investigate anonymous complaints. If the complaint alleges criminal activity on behalf of the Member, the claimant shall be referred to the Public Integrity Unit for appropriate action.

ARTICLE 12. GRIEVANCE PROCEDURE

Section 1. Each Member or the Union shall have the right to present for consideration any grievance that he or she may have as to any matter affecting his relationship with Metro Government. Any Member may designate one (1) or more persons to represent him or her in the representation of any such grievance. The designation of a representative, however, shall not preclude a Member from presenting and pursuing his own grievance, except that where there is a designated representative, an observer designated by the recognized bargaining representative shall be notified in advance of the time and place of all discussions relative to the grievance and shall be privileged to attend such sessions. The following rules for the presentation of solution of grievance are prescribed:

Section 2. Written grievances provided for herein shall be submitted by e-mail and must contain the following:

- (a) Signature(s) of the grievant(s) or Steward;
- (b) Specific Article and Section that has allegedly been violated;
- (c) Synopsis of the facts giving rise to the alleged violations;
- (d) Date of alleged violation;
- (e) Specific relief or remedy requested.

Section 3.

(a) The grievance in the first instance shall be presented to the immediate supervisor by the Member within seven (7) calendar days from the time the grievance or controversy occurs. If an action of Metro Government resulting in a grievance is initiated at a higher level than a Member's immediate supervisor, the grievance in the first instance shall be presented to the level of authority initiating the action. Both parties shall be granted an extension of seven (7) calendar days, upon written request.

(b) If not satisfactorily adjusted at this level within seven (7) days, the Member or Union may reduce the matter to writing and refer it to the Director, who shall act within seven (7) days.

(c) In the event that the decision of the Director is adverse to the grievance of the Member or Union, the Member or Union may request review by the Mayor or his designee within seven (7) days, and receive a decision from the Mayor or his designee within ten (10) days.

(d) In the event the Mayor's or Mayor's designee's decision does not resolve the grievance, the Union may request mediation or binding arbitration within seven (7) days of receipt of the Mayor's/designee's decision by notifying Metro Government and the Department of its intention to proceed to mediation or binding arbitration. Such notice of intent to proceed must be

accompanied by an explanation setting forth the reason (s) why the decision of the Mayor or designee is unacceptable. At the same time the Union notifies Metro Government and the Department of its intention to proceed to mediation or binding arbitration, it shall mail to the Louisville Labor-Management its notice of intention to proceed to binding arbitration and request submission of a list of seven (7) mediators/arbitrators. A mediator/arbitrator shall be selected by each party alternately scratching a name from the panel submitted by the Louisville Labor-Management Committee with the Union having the right to strike first in even numbered years and Metro Government the right to strike first in odd numbered years. The parties shall meet for the purpose of scratching names from the panel within fourteen (14) days of receipt by both parties of the panel from which a mediator/arbitrator is to be selected. The mediator/arbitrator shall first make every reasonable effort to resolve the grievance as promptly as practical in a manner satisfactory to both parties. If unsuccessful, the mediator/arbitrator shall hold a formal hearing and issue a written decision within a reasonable time, but no later than thirty (30) days after the date of hearing. The decision of the mediator/arbitrator shall be submitted in writing setting forth finding of fact and conclusion.

The mediator's/arbitrator's fees and expenses and the cost of any meeting or hearing room shall be borne equally by each party.

(e) The following limitation on the powers of the arbitrator shall apply:

(i) The arbitrator shall have no authority, jurisdiction or right to alter, amend, modify, ignore, add to or subtract from or change in any way any term or condition of this Agreement or to render an award which is in conflict with any provision of this Agreement. The arbitrator shall consider only the specific issue or issues submitted in the grievance and shall confine a decision to a determination of the facts and an interpretation and application of this Agreement.

(ii) The decision of the arbitrator shall be binding in nature with respect to all matters.

(iii) Metro Government and the Union may advance to the next Legal step.

Section 4. A Steward of the Union designated to represent a Member shall be paid for all time lost from work during meetings and talks with representatives of Metro Government scheduled in the processing of the grievance, or during arbitration proceedings.

ARTICLE 13. CERTAIN BENEFITS

Section 1. Life Insurance

Metro Government will provide all Members with a group life insurance plan with payment upon death or dismemberment of the Member in the amount of coverage equal to one (1) times the Member's annual salary up to Fifty Thousand Dollars (\$50,000.00); provided, however, if the life insurance offered by Metro Government to non-union employees shall decrease, the coverage for Members shall decrease to the same level but in no case will decrease to less than fifteen thousand (\$15,000) dollars. The life insurance program where permitted by law and subject to eligibility rules of Metro Government's insurance plan, provides the opportunity for Members to purchase at their own expense, additional insurance. It is agreed that Members may also purchase life insurance for dependents where Metro Government so provides such insurance and at cost factor to be borne by the Members for such dependent life insurance, all in accordance with the terms and conditions of the eligibility rules of the Metro Government plan.

Section 2. Annual Leave

(a) There will be a voluntary shift bid every October, to go into effect the following year on or near the first pay period. Those awarded requested changes will be notified prior to primary vacation picks. This bid doesn't take the place of routine or required bids. During the time period of November 15 through December 15 of each contract year, supervisors will approach each Member on the shift in seniority order with an annual leave calendar. Prior to the selection, the Member will be advised how many leave hours are available for utilization. Members will be allowed to pick, by seniority, their primary annual leave period for the coming year. Primary annual leave periods shall not exceed twenty-five (25) consecutive calendar days. Members will be notified in writing within fourteen (14) days of their approved annual leave selection. Senior Members may waive their right to select to a later date, however, they may not displace, or bump less senior Members who have already selected and been awarded their vacations.

(b) Secondary annual leave periods will be selected in the same manner described above, based upon the scheduling needs of ES-MetroSafe, commencing on December 15 or when primary picks are completed whichever comes first and ending on December 30 of each calendar year. A secondary annual leave selection may not exceed fourteen (14) consecutive calendar days.

(c) There shall be no black-out dates for any Member in the following classifications: NCIC Specialist or Management Assistant II. There shall be no black-out dates with the exception of Oaks Day, Derby Day and Thunder Over Louisville, for all other Members.

(d) After the procedure set forth above, annual leave periods of less than five (5) days shall be scheduled as follows. Members requesting annual leave periods of less than five (5) days may do so without regard to seniority no more than ninety (90) days prior to the requested time off, which request may be granted based upon the scheduling needs of ES-MetroSafe. Such five (5) day or less leave requests shall be approved or disapproved within twenty-four (24) hours from the time of the request.

Members who have been awarded annual leave on a shift and voluntarily bid to another shift, will be given the opportunity to carry over their leave to the new shift, based on the scheduling needs of ES-MetroSafe. Members will not be allowed to bid on any days that were not originally in the timeframe awarded to them.

(e) Annual leave with pay shall be granted to all full time Members as outlined below:

Full Years of Service	Annual Accrual Rate
0 year	080 hours per year
1 year	168 hours per year
2 years	176 hours per year
3 years	184 hours per year
4 years	192 hours per year
5 years	200 hours per year
6 years	208 hours per year
7 years	216 hours per year
8 years	224 hours per year

9 years	232 hours per year
10 years	240 hours per year
11 years	248 hours per year
12 years	256 hours per year
13 years	264 hours per year
14 years	272 hours per year
15 years	280 hours per year

New Hires' Annual Leave

For employees hired on July 1, 2012, and thereafter, annual leave with pay shall be granted to all full-time Members as outlined below through December 31, 2019, at which time Members shall revert to section (e) above:

Full Years of Service	Annual Accrual Rate
0 year	60 hours per year
1 year	148 hours per year
2 years	156 hours per year
3 years	164 hours per year
4 years	172 hours per year
5 years	180 hours per year
6 years	188 hours per year
7 years	196 hours per year
8 years	204 hours per year
9 years	212 hours per year
10 years	220 hours per year
11 years	228 hours per year
12 years	236 hours per year
13 years	244 hours per year
14 years	252 hours per year
15 years	260 hours per year

(f) Members may take annual leave in the year in which it is earned, provided however, use of annual leave must be requested in advance by the Member and approved prior to use. Under no circumstances shall annual leave accumulate to exceed 480 hours.

(g) Upon separation from employment, a Member shall be paid for all accrued, unused annual leave, not to exceed 320 hours. Such payment will be made in one (1) payment in the final paycheck of the Member. Any former Member compensated upon separation for accrued leave may not be re-employed by ES-MetroSafe in the same or another position until there has been a break in service at least equal to the number of work hours for which unused leave was paid.

(h) Part-time Members shall earn annual leave credit on a pro-rata basis. In determining the rate of accrual, the estimated annual hours of the Member shall be divided by the standard annual hours for the job if it were full time to determine the pro-rate percentage of normal accrual.

Section 3. Retirement Plan

Members shall participate in the County Employees Retirement System (CERS) established by the Kentucky legislature in the same manner as other Metro Government employees.

Section 4. Unemployment Insurance

Metro Government shall provide Members with unemployment insurance under the Kentucky Unemployment Insurance Law pursuant to KRS 341.227.

Section 5. Jury Duty And Witness Leave

a. A Member who is summoned for jury duty and, as a result is required to be absent from work, shall be compensated for the actual time required for service as a juror at the regular rate of pay of the Member. This compensation shall be in addition to any remuneration paid by the Courts for serving on jury duty. A Member summoned for jury duty shall have his/her work schedule altered, if necessary, so that the Member is placed on a Monday through Friday day shift assignment for the duration of the leave. If a Member is released from jury duty before the completion of the workday, the Member is required to report to work. Similarly, if the Member is released from jury duty for the entire day, the Member is to report to work.

b. Any Member who represents Metro Government in legal proceedings or who is subpoenaed as a witness on behalf of Metro Government at any administrative hearing process arising from an act of employment with Metro Government, or who is a plaintiff or defendant on behalf of Metro Government shall be compensated for the time in the legal proceedings, at the regular rate of pay of the Member.

Section 6. Military Leave

Pursuant to KRS 61.396 and KRS 61.394, Members who are also members of the National Guard or of any reserve component of the Armed Forces of the United States, shall be entitled to leave of absence from their respective duties, without loss of time, pay, regular leave, impairment of efficiency rating, or of any other rights or benefits to which they are entitled, while in the performance of duty or training in the service of this state or of the United States under competent orders as specified in this section. In any one (1) federal fiscal year, Members, while on military leave, shall be paid their compensations for a period or periods not exceeding twenty-one (21) calendar days. Any unused military leave in a federal fiscal year shall be carried over to the next year. Any unused military leave shall expire two (2) years after it has accrued.

Section 7. Tuition Reimbursement

Metro Government agrees to extend the Metro Government Tuition Reimbursement Plan to full-time Members in the same manner as other Metro Government employees.

Section 8. Equal Pay and Work On Higher Rated Jobs

(a.) In all matters of rates of pay, the principle of equal pay for equal work shall prevail.

(b.) In the event that a Member is directed by supervisory authority to work on a job with a higher rate of pay, then such Member shall receive the higher rate after the first hour of such assignment, and such higher rate shall continue as long as a Member is so assigned.

Section 9. Sick Leave

(a) Sick leave with pay shall be granted to all full-time Members hired on or before June 1, 2012 at the rate of one (1) day per month for each full month of service. Sick leave with pay shall be granted to all full-time Members hired on or after July 1, 2012 at the rate of three-quarters (3/4) day per month for each full month of service through December 31, 2019, at which time Members shall revert to the sick leave accrual above for Members hired on or before June 1, 2012.

(b) Part-time Members shall be granted sick leave on a pro-rated basis. No Member shall receive credit toward sick leave accrual for time not expended in employment, except for vacation, sick leave, military leave and other paid, authorized leave, as provided and earned pursuant to this Agreement.

(c) Unused sick leave may be cumulative without any maximum.

(d) Sick leave with pay shall be granted to Members when they are incapacitated for the performance of their duties because of sickness or injury, or in case of serious illness in the Member's immediate family. The immediate family of the Member shall include parents, wife, husband, children, or other relative living in the household of the Member. Such leave, if in excess of two (2) consecutive days, due to causes other than the Member's own incapacity, shall require the specific approval of the Director or designee.

(e) No Member shall be entitled to sick leave in excess of the amount of such leave then accumulated to his credit.

(f) Except in cases of emergency, to receive paid sick leave, a Member shall communicate with his immediate supervisor or designee one (1) hour before the time set for beginning work.

(g) If and whenever sick leave provisions may appear to be abused, i.e., sick leave abuse is defined as using such leave for other than those purposes as set forth at item (d) above, the Member claiming such sick leave may be required to furnish competent proof of the necessity for such absence. Metro Government reserves the right in all cases of illness, or reported illness, to require examination by a reputable physician of its own employ or selection. Abuse of sick leave privileges shall constitute grounds for disciplinary action including dismissal.

(h) ***Sick Leave Incentive Plan.*** Members are eligible to participate in a sick leave incentive plan. Members will accrue one half (1/2) of a personal day for each three (3) months without the use of any sick leave. An additional personal day will accrue for each twelve (12) consecutive month period without the use of sick leave. Members are eligible to earn three (3) personal days per twelve (12) month period. Members may not accrue more than ten (10) personal days, nor will Members be paid for personal days upon termination of employment.

(i) ***Family and Medical Leave Act.*** Members may be provided leave from work for a reason covered by the federal Family and Medical Act of 1993, as contained in the Metro Government Personnel Policies.

(j) ***CERS Unused Sick Leave Credit.*** Metro Government participates under the Kentucky Retirement Systems in a program that allows the purchase of service credit with the Retirement System of unused sick leave. Members may participate in this program in the same manner as other Metro Government employees.

Section 10. Funeral Leave

A Member shall be given up to three (3) regularly scheduled workdays off with full pay in case of death in the Member's immediate family. The immediate family shall include parents, spouse, mother or father-in-law, step parents, former legal guardian, sister or brother, sister or brother-in-law, step-brothers or step-sisters, grandparents, grandparents-in-law, children or stepchildren, grandchildren, aunts or uncles, niece or nephew, domestic partner (as defined by Metro Government for the purpose of health insurance) or any person residing in the Member's household.

To receive paid funeral leave, the Member shall communicate with his immediate supervisor or their authorized representative one (1) hour before the time set for beginning work. In no event shall a Member receive funeral leave beyond the day after the funeral. Upon request, proof of death shall be furnished.

Section 11. Health Insurance

Metro Government shall contribute 100% of the premium cost for the designated plan offered by Metro Government toward the plan selected by the Member for employee-only coverage. Metro Government shall contribute no less than 90% of the premium cost for the designated plan offered by Metro Government toward the premium for the plan selected by the Member to cover a spouse or eligible dependent children. Metro Government shall contribute no less than 75% of the premium cost for the designated plan offered by Metro Government toward the plan selected by the Member for full family coverage. The health insurance benefit plan available to all Metro Government employees are the benefit plans available to Members under this CBA. Members will pay the same premiums available to all other Metro Government employees.

Louisville Metro Government reserves the right to align its plan designs and rates to remain compliant with federal and state health care reform and IRS regulations.

Section 12. Long-Term Disability

Metro Government will provide long-term disability benefits for every Member at no cost to the Member at the same terms, and conditions as provided for non-union employees, pursuant to any rules, regulations, or procedures adopted by the Director of Human Resources concerning the said long-term disability income benefit.

Section 13. Pretax Premium And/Or Dependent Care Account

Metro Government will permit Members who qualify to participate in the Metro Government Pretax Premium Plan and/or Dependent Care Account.

Section 14. Call Out Pay

All hours worked on a call out which occurs at a time outside of a Member's regular hours of work shall be paid for at one and one-half (1 ½) times the Member's regular hourly rate (which shall include shift premium if any). The Member shall be paid a minimum of four (4) hours for each call out. The minimum shall be computed as time worked. If so directed by supervisory authority, a Member called out shall work the four (4) hours minimum period. Overtime in conjunction with the normal shift, when scheduled in advance, or which extend the normal shift shall not be considered call out.

Section 15. Personal Day

Full-time Members after the completion of their probationary period shall receive one (1) paid personal day per fiscal year. The personal day must be used in the fiscal year it is accrued. The personal day may only be taken with supervisory approval and a minimum of twenty-four (24) hours' notice. Such approval shall not be unreasonably withheld.

Section 16. Defense and Indemnification

Metro Government shall provide legal representation and indemnity to Members pursuant to the provisions of KRS 65.200 through KRS 65.2006, inclusive, and Metro Code of Ordinances Sections 35.180-35.183, inclusive.

ARTICLE 14. PROBATIONARY EMPLOYEES

Section 1. All newly hired employees (and former employees rehired) shall be considered as probationary employees in the work classification for which they are hired and to which they are assigned. The probationary period for those positions under the jurisdiction of the Louisville Metro Civil Service Board shall be as determined by the Civil Service Board. Otherwise, the probationary period for new employees shall be one (1) year. During the probationary period, employment shall be on a trial basis. During this period of time, Metro Government may transfer, lay off or discharge said employee as it deems necessary. Such transfer, lay off or discharge shall not be subject to the grievance procedures as set forth in this contract, provided however, that Metro Government may not discharge or discipline for the purpose of evading this Agreement or of interfering, restraining, coercing or discriminating against employees.

Section 2. The "promotional probationary period" for those positions under the jurisdiction of the Civil Service Board applies to a Member who is promoted or reclassified, which reclassification or rights and remedies are set forth in the Rules and Regulations of the Civil Service Board. Provided, however, the "Civil Service probationary period" does not suspend any right of the Member to pursue a grievance under this Agreement. Members during their promotional probationary periods may elect an annual leave, based upon the scheduling needs of ES-MetroSafe, when they successfully complete training.

ARTICLE 15. JOB VACANCY – PROMOTION

Section 1. Metro Government will use reasonable efforts to promote from within ES-MetroSafe. Promotion shall be open to all regular qualified employees on an ES-MetroSafe-wide basis. The vacancies shall be deemed to exist when a position in the classified service is vacant due to a demotion, death, resignation, retirement, promotion or creation of a new position. A reclassification of an occupied position as a result of a job audit shall not be considered a vacancy. Metro Government shall provide written notice to the Union anytime a position under this Agreement is being eliminated.

Section 2. Vacancies will be filled from the appropriate eligibility list. If no list exists, notice for promotion will be posted for seven (7) working days. Subsequent vacancies will be made from the list established from the vacancy announcement.

Section 3. Whenever a promotional appointment within ES-MetroSafe is to be made, the Civil Service Director, as soon as possible, shall certify to the appointing authority the names of the three (3) highest ranks on the appropriate promotional eligibility list. In making classifications for multiple appointments in the same classification, the number of names to be certified to the appointing authority shall be two (2) more than the actual number of appointments to be made. All eligibility lists will be opened for inspection at the Civil Service Board during normal working hours. Competitors will be informed in writing as to their rating attained and ranking on the eligibility list by the Civil Service Board.

Section 4. For purposes of this article, Metro Government and the Union shall discuss the weight to be given to factors utilized in filling promotional vacancies including, but not limited to, seniority, ability to perform job duties, oral interview, etc. Any agreement reached shall be jointly presented to the Civil Service Board for review and consideration.

ARTICLE 16. COMPENSATION AND LONGEVITY

Section 1.

- (a) Members shall be placed on the pay scale of the Salary Schedule attached to this Agreement (Appendix 2) based on the Member's length of service with Metro Government or its predecessor governments.

The salary schedule in effect as of June 30, 2018, shall be increased by two percent (2%) on July 1, 2019, and each subsequent July 1st under this Agreement.

Effective January 1, 2020, all Members will be on the same Salary Schedule as those Members Hired Prior to July 1, 2012 (see Appendix 2).

Section 2. Through June 30, 2019, Members who have at least seven years of service with Metro Government or its predecessor governments shall receive annual longevity pay of ONE THOUSAND ONE HUNDRED AND THREE (\$1,103.00) DOLLARS. Members hired on July 1, 2012 and thereafter who have at least seven full years of service shall receive annual longevity pay of EIGHT HUNDRED TWENTY-SEVEN DOLLARS and TWENTY-FIVE CENTS (\$827.25). Longevity pay will be payable in bi-weekly installments.

Through June 30, 2019, Members who have at least ten years of service with Metro Government or its predecessor governments shall receive annual longevity pay of ONE THOUSAND THREE HUNDRED AND SIXTY THREE (\$1,363.00) DOLLARS. Members hired on July 1, 2012 and thereafter who have at least ten full years of service shall receive annual longevity pay of ONE THOUSAND TWENTY-TWO DOLLARS and TWENTY-FIVE CENTS (\$1,022.25). Longevity pay will be payable in bi-weekly installments.

Effective July 1, 2019, Members who have at least seven (7) years of service with Metro Government or its predecessor governments shall receive annual longevity pay of ONE THOUSAND THREE-HUNDRED (\$1,300.00) DOLLARS. Members hired on July 1, 2012 and thereafter who have at least seven (7) full years of service shall receive annual longevity pay of EIGHT HUNDRED TWENTY-SEVEN DOLLARS and TWENTY-FIVE CENTS (\$827.25). Longevity pay will be payable in bi-weekly installments.

Effective July 1, 2019, Members who have at least ten (10) years of service with Metro Government or its predecessor governments shall receive annual longevity pay of ONE THOUSAND SIX-HUNDRED (\$1,600.00) DOLLARS. Members hired on July 1, 2012 and thereafter who have at least ten (10) full years of service shall receive annual longevity pay of ONE THOUSAND TWENTY-TWO DOLLARS and TWENTY-FIVE (\$1,022.25). Longevity pay will be payable in bi-weekly installments.

Effective July 1, 2020 and thereafter, Members who have at least ten (10) years of service with Metro Government or its predecessor governments shall receive annual longevity pay of TWO THOUSAND (\$2,000.00) DOLLARS. Members hired on July 1, 2012 and thereafter who have at least ten (10) full years of service shall receive annual longevity pay of ONE THOUSAND TWENTY-TWO DOLLARS and TWENTY-FIVE (\$1,022.25). Longevity pay will be payable in bi-weekly installments.

Section 3. Instruction Pay. Members shall receive instructional pay for performing instruction/training of recently hired bargaining unit employees, i.e. instruction/training in the use of technologically sophisticated equipment and other procedures and skills required in the performance of the respective employees' jobs, as indicated below. ES-MetroSafe shall have the exclusive right to determine the eligibility for and the number of hours per shift or work week that such an "instructor" shall receive "instructional" pay. Effective July 1, 2019, instruction pay is as follows:

Police Trainers - \$2.75 per hour

Call Takers, EMS Trainers and NCIC Specialists - \$2.25 per hour

Fire Trainers - \$2.00 per hour

Section 4. Hiring Pay.

Effective upon execution of this Agreement, the Mayor or designee, with consultation with the Union, shall have sole discretion to start all newly hired Members on Step 1 (Start step) or any higher step on the salary schedule, provided all other current Members in the same job code, who are making less than the group who is brought in at a higher existing step, shall be brought up to that same rate of pay effective on the date of hire of the newly hired employees. Members placed on a higher step will progress within the salary schedule of their respective grade with a beginning step entry date equal to the date they are placed on the higher step. Union seniority will remain the same. The grievance procedure shall not apply to a decision by Metro under this section.

ARTICLE 17. TRAINING

Training mandated by city, state, or federal laws or required as a condition of continued employment shall be provided by Metro Government at no cost to the Member. Time spent on such training beyond forty (40) hours per week of the Member's regular work schedule shall be paid at the rate of time and one-half (1 1/2).

ARTICLE 18. RULES AND REGULATIONS

Metro Government will provide the Union and the Chief Steward copies of all new ES-MetroSafe rules, regulations, policies, and procedures that affect the Members prior to the date of implementation, except in a bona-fide emergency.

ARTICLE 19. WORK DAY AND WORK WEEK

Section 1. Members shall have a regular starting time with permanent shifts and scheduled off days. The number of hours worked shall not exceed sixteen (16) hours with at least eight (8) hours between shifts within a twenty-four (24) hour period.

Section 2. The work week for those Members on eight (8) hour shifts, shall consist of a guaranteed forty (40) hours of work per week, if ready, willing and able to work. The work week for those Members on twelve (12) hour shifts, shall consist of a guaranteed eighty-four (84) hours per pay period, if ready, willing and able to work. Members recognize their obligation, unless excused by supervisory authority or by other provisions of this Agreement to work the forty (40) hours per week or the eighty-four (84) hours per pay period, guaranteed by Metro Government.

Section 3. Members shall be entitled to a thirty (30) minute paid meal break and two (2) 10-minute paid breaks per workday for each eight (8) hours worked. Members who are greater than fifteen (15) minutes late reporting at the start of their eight (8) hour shift shall not receive a thirty (30) minute meal break (paid or unpaid). Members shall be entitled to an additional ten (10) minute paid break per workday for each twelve (12) hours worked. Members shall be entitled to an additional thirty (30) minute paid meal break and ten (10) minute paid break per workday for each sixteen (16) hours worked.

Section 4. The new shift schedule and overtime language (see Sections 2 & 3 above) in effect on July 1, 2019 will continue through December 31st for each year of this Agreement, unless terminated by Management, in writing, before December 1st of the year. Should the new shift schedule and overtime language be terminated, Management will meet with the Union for implementation of the previous schedule to allow a minimum of two (2) weeks and a maximum of four (4) weeks transition time.

ARTICLE 20. OVERTIME PAY AND DISTRIBUTION OF OVERTIME

Section 1. Members shall be paid overtime at the rate of one and one-half (1 1/2) times the regular rate of pay for all hours actually worked in excess of forty (40) in a workweek. Hours actually worked do not include any paid leave taken during a workweek. There will be no

pyramiding of overtime. Paid and unpaid leave is not computed as time worked for purposes of overtime.

Section 2. Scheduled Overtime

Scheduled overtime is overtime to fill a regularly scheduled position for which ES-MetroSafe has projected for the month. Overtime projections for the next month will be available by the 10th of each month and close on the 18th for awarding. Awards will be completed by the 21st of the month, unless the 21st falls on a holiday, in which the award will be completed before the end of the next business day. Members away from work during the entire time of the posting will be required to call and speak to the shift manager or designee if they want to sign up for any scheduled overtime being offered during that period. Members shall contact or call their shift manager or designee on the 22nd of the month to see if they were awarded any overtime. Scheduled overtime shall be awarded to the Members by classification and seniority. If no Member takes the overtime, the overtime will become non-scheduled. Any additional overtime created for the month not originally projected will be non-scheduled overtime. The overtime will be posted twenty-four (24) hours a day for a minimum of seven (7) days to ensure all shifts have the opportunity to sign up for the overtime. Members are responsible for clearly indicating what portion of the overtime they are requesting (Example: 0600-1400 or 1800-2200, etc...).

A Member who cancels the awarded overtime is required to do so at least seventy-two (72) hours prior to the date and time the overtime is to be worked. Failure to do so will result in not being granted scheduled overtime and the ability to volunteer for a period of sixty (60) days. The Member will still be required to work mandatory overtime during this period if applicable. A Member is only allowed to cancel scheduled overtime with less than seventy-two (72) hours' notice without penalty for funeral leave covered in Article 13, Section 10. Members may not work more than sixteen (16) consecutive hours and must have eight (8) hours off in between shifts.

Section 3. Non-Scheduled Overtime

Non-scheduled overtime is overtime to fill a regularly scheduled position for which ES-MetroSafe was not aware of during the projections.

Members may volunteer for unscheduled overtime by submitting an overtime request via electronic mail by the deadline established between the employer and the union pursuant to a mutually agreed ES-MetroSafe standard operating procedures. Unscheduled overtime will be awarded within job classification based on seniority. In the event the vacant position can be filled by a Member in another job classification covered under this Agreement and the overtime requests from the original job classification have been exhausted, the Member of the alternate job classification shall be awarded the unscheduled overtime based on seniority.

Eligible Member(s) may volunteer for the number of hours needed; in compliance with Article 19, Section 1. If all voluntary requests have been exhausted the Member(s) with the oldest force date that are eligible to work overtime, will be required to work by classification until all overtime positions are filled. A Member who volunteers for an overtime shift less than twenty-four (24) hours shall not be eligible to cancel the voluntary shift without being disqualified for fourteen (14) consecutive days. Any eligible Member may call to get a force if applicable and/or volunteer to eliminate a force as long as the entire overtime is able to be filled.

Section 4.

Volunteering for eight (8) hours will receive credit for a force. Any voluntary overtime that results in sixteen (16) hours consecutively worked will count as a force. The force will be awarded on the voluntary portion of the overtime (Example: If a Member volunteers for 1400-1800, normal shift is 1800-0600, the force is recorded for 1400-1800).

Upon returning from off days or vacations, a Member cannot bump other Members who have signed up for overtime. A Member who has declined overtime cannot bump another Member who volunteers for overtime. Members are eligible to work while on annual leave.

No off-day forces shall take place. A Member on an off day or a Member who is unable to be forced, due to restrictions or Article 19, Section 1, cannot volunteer for the overtime if ES-MetroSafe is unable to fill the entire slot needed.

Details with at least forty-eight (48) hours' notice will be posted on the two (2) white boards, and an e-mail will be sent out to the ES-MetroSafe Communication center notifying Members of the overtime need. The e-mail will contain the date the overtime will be pulled and awarded.

Any Member that is forced for non-scheduled overtime may give away the force to any Member that is qualified to perform the work within the same classification without regard to seniority.

Section 5. The new shift schedule and overtime language (see Sections 2, 3 & 4 above) in effect on July 1, 2019 will continue through December 31st for each year of this Agreement, unless terminated by Management, in writing, before December 1st of the year. Should the new shift schedule and overtime language be terminated, Management will meet with the Union for implementation of the previous schedule to allow a minimum of two (2) weeks and a maximum of four (4) weeks transition time.

ARTICLE 21. MAINTENANCE OF STANDARDS

Metro Government agrees that all conditions of employment relating to wages, hours of work, overtime differentials and general working conditions shall be maintained at no less than the highest minimum standards in effect at the time of the signing of this Agreement. Conditions of employment shall be improved wherever specific provisions for improvement are made elsewhere in this Agreement.

ARTICLE 22. ERODING THE BARGAINING UNIT

Metro Government shall not subcontract for any work or services normally and historically performed by Members for the purpose of reducing or replacing the Members.

ARTICLE 23. DRUG TESTING POLICY

A Member shall be required to submit to a blood test or urinalysis under the conditions set forth in Appendix 1, Drug Testing Policy and Procedures.

ARTICLE 24. ENTIRE AGREEMENT

Section 1. Metro Government and the Union shall not be bound by any requirement not specifically stated in this Agreement. Specifically, but not exclusively, Metro Government and the Union are not bound by any past practices or understandings of Metro Government or their predecessors. The parties agree that only those items contained in this Agreement constitute the entire agreement and respective rights of the parties.

Section 2. It is expressly understood that no provision of this Agreement shall be waived or considered waived by any act, omission or communication; provided, however, that both parties shall have the right to mutually agree to waive a provision by express written authorization from the Metro Government representative and the representative of the Union.

ARTICLE 25. TERM OF AGREEMENT

This Agreement shall become effective upon its execution by the parties. The duration of this Agreement shall extend through June 30, 2024. The parties agree to commence bargaining on a subsequent Agreement no later than ninety (90) days before the expiration of this Agreement.

LOUISVILLE/JEFFERSON COUNTY
METRO GOVERNMENT

TEAMSTERS LOCAL 783

By: Ellen M. Nesene Deputy
Gregory Fischer, Mayor

By: Justin P. Scharrer
Justin Scharrer,
Business Representative

DATE: 12/31/19

DATE: 12/17/2019

APPROVED AS TO THE FORM:

Paul V. English
MICHAEL J. O'CONNELL
JEFFERSON COUNTY ATTORNEY

APPENDIX 1. DRUG TESTING POLICY AND PROCEDURES

The policy of the Louisville/Jefferson County Metro Government is to maintain a drug-free work environment and workforce. All drug testing policies and procedures are in compliance with the standards set forth by the Department of Health and Human Services, hereinafter referred to as HHS.

The Union and Metro Government agree that there are compelling interests which demand that Louisville ES-MetroSafe Department be drug-free. Public confidence in this emergency agency is directly related to the integrity of the agency's members, and the public has a right to expect that those they employ to protect them are both physically and mentally prepared to assume their duties at all times, free from the serious impairments which result from the use of controlled substances and other forms of drug abuse.

Definitions

1. **Drug Test** - The production and submission of urine by a Member, in accordance with Departmental procedures, for chemical analysis to detect prohibited drug usage.

2. **Reasonable Suspicion** - A reasonable suspicion is an articulable belief that a Member is using or is under the influence of illegal drugs, drawn from specific and particularized facts and reasonable inference from those facts. Reasonable suspicion that a Member uses or is using illegal drugs may be based upon, but not limited to:

- a. Observable phenomena such as direct observation of drug use, possession of drugs, or the physical symptoms of being under the influence of a drug;
- b. A pattern of abnormal conduct or erratic behavior, including abnormal leave patterns;
- c. Arrest or conviction for a drug-related offense or the identification of a Member as the focus of a criminal investigation into illegal drug possession, use or as the focus of a criminal investigation into illegal drug possession, use or trafficking;
- d. Facts or circumstances that develop in the course of an authorized investigation of an accident or unsafe work practice;
- e. Information provided by reliable and credible sources or information independently corroborated;
- f. Newly discovered evidence that the Member has tampered with a previous drug test.

3. **Individual Suspicion** - Reasonable suspicion that a Member is illegally using a prohibited substance.

4. **Medical Review Officer (MRO)** - Licensed physician with knowledge of substance abuse disorders whose role is to review and interpret test results obtained through drug testing under this policy.

5. Health and Human Services (HHS) - A federal agency that governs policy and procedure for agencies such as the Substance Abuse & Mental Health Services Administration (SAMHSA). The Division of Workplace Programs, a sub-agency of SAMHSA, offers federal guidelines via the Federal Drug-Free Workplace Program for drug testing and the testing laboratories. Their goal is to promote a safer, healthier and more productive workplace.

Procedures and Rules

1. Prohibited Activity

The following rules apply to all Members, while on or off duty:

- a. No Member shall use or possess any controlled substance as defined in Chapter 218A of the Kentucky Revised Statutes in any manner violative of any federal or state law or departmental rule.
- b. No Member shall ingest any controlled substances as defined in Chapter 218A of the Kentucky Revised Statutes unless as prescribed by a licensed medical practitioner and in compliance with departmental rules concerning same.
- c. Any Member who unintentionally ingests, or is made to ingest, a controlled substance shall immediately report the incident to his supervisor, or if off duty to an on-duty supervisor, so that appropriate medical steps may be taken to insure the Member's health and safety. Any Member who refuses an order to submit to a drug test pursuant to this procedure is subject to dismissal.
- d. All departmentally owned property, including but not limited to vehicles, lockers, desks, file cabinets, and computer hardware and software are subject to inspection at any time. Members are prohibited from placing or keeping any contraband or unauthorized equipment or items in said departmentally owned facilities. Sealed containers or personal items such as purses or briefcases found therein are subject to search if there is reasonable suspicion that they contain contraband.

2. Random Testing

- a. Every Member will be required as a condition of continued employment to submit to unannounced random drug tests during the course of the Member's employment.
- b. Testing under this provision shall be conducted on a random basis, and this procedure will not be used in order to effectuate a test on any particular individual Member.
- c. The Department will attempt to conduct approximately the same number of unannounced tests each month but will not be bound by any numerical formula.

3. Drug Testing on the Basis of Individualized Reasonable Suspicion

Members will be required to take drug tests as a condition of continued employment in order to ascertain prohibited drug usage whenever reasonable suspicion exists as to that Member's use of prohibited drugs.

If reasonable suspicion is established that a Member is in violation of this policy, the Member shall be relieved of duty and suspended. The suspension shall remain in effect until a final determination of policy compliance has been made.

The person of any Member is subject to a reasonable search only upon consent or reasonable suspicion that they are in possession of any controlled substance or other contraband in violation of this policy.

The Director or designee shall have the authority to direct any Member to submit to a drug test based on the reasonable suspicion standard.

Notification for Testing

1. Testing based upon reasonable suspicion shall be done as soon as possible without any prior notification to the Member.

2. Members notified of their selection for random testing shall proceed immediately to the collection site. Members who are on leave or vacation at the time of their selection will be excused but remain subject to future random testing.

Drug Testing Procedures

1. **Location** - The test shall be given at an authorized, private collection facility as designated acceptable by the Director. The location shall be secure and afford reasonable privacy to the Member. The laboratory testing facility will be certified according to the standards provided by HHS.

2. **Specimen Collection**

- a. Before testing, the Member will be requested to produce a departmental identification card for positive identification. Each Member will be informed that they may request a split sample and the procedures for same.
- b. Before submitting to urinalysis, a Member shall be asked and shall be under a duty to provide a list of any and all prescription or over-the-counter medications taken by a Member within thirty (30) days of the sample. This information shall be retained and forwarded to every testing facility being utilized.
- c. The collection site personnel will register the Member by obtaining the appropriate information and completing the Federal Drug Testing Custody and Control Form. All information will be confidentially maintained at the collection site according to the Health Insurance Portability and Accountability Act (HIPAA).
- d. The Member shall be requested to remove any unnecessary outer garments (e.g., coat, jacket) that might conceal items or substances that could be used to tamper or adulterate the urine sample. All personal belongings (e.g. purse, briefcase) shall remain with the outer garments. The collection site personnel requesting the

specimen shall note any unusual behavior or activity by the Member. The Member may be required to a pat down search.

- e. The Member will be escorted to the collection area and instructed to wash and dry his hands prior to urination. After washing hands, the Member shall remain in the presence of the collection site personnel collecting the specimen and shall not have access to water fountains, faucets, soap-dispensers or cleaning agents.
- f. At the collection site, toilet bluing agent shall be placed in the toilet tank whenever possible, so the water in the toilet bowl always remains blue.
- g. The Member will be kept under observation throughout the testing process to ensure the integrity of the test. However, collection site personnel will not be in direct observation of the act of urination (except as provided in subsection “h” below). The Member will be allowed to provide a specimen in the privacy of a stall or otherwise partitioned area that allows for privacy.
- h. Direct observation of the collection of the specimen will be allowed only when there are reasonable grounds to believe that the Member will attempt to adulterate the sample. Reasonable grounds will exist when there is evidence that the Member has tampered with the specimen obtained in a previous test, or the Member is discovered to have or be in possession of items or substances that could be used to adulterate the sample.
- i. Collection site personnel shall always attempt to have the container or specimen bottle in sight before and after the Member has urinated. Containers shall be tightly capped, properly sealed, and properly labeled and initialed by the Member and collection site personnel. A chain of custody form sufficient to maintain the specimen’s integrity and acceptable to testing labs shall be utilized for maintaining control and accountability from the point of collection to the final disposition of the specimen. Appropriate chain of custody requirements will be maintained and every effort will be made to minimize the number of persons handling the specimen.
- j. Upon receiving the specimen from the Member, the collection site personnel will determine if it contains the appropriate amount of urine and is within normal body-temperature range per HHS guidelines.
- k. If a Member is unable to produce an adequate sample, the Member must be provided a reasonable amount of time to do so. The Member may be given a reasonable amount of liquid (e.g., glass of water) if the Member is unable to produce a specimen. The Member will remain under observation until able to provide a specimen.
- l. Specimens found to be outside of the normal body temperature range will be rejected and the Member will be asked to provide another sample. The second specimen will be collected under direct supervision. Both specimens will be submitted for urinalysis. Occurrences of this nature will be fully documented by the collection site personnel collecting the specimen.
- m. All samples confirmed positive shall be retained and placed in properly secured long-term storage for at least 365 days or longer if requested by the Member or the Department.

3. Testing Methodology

- a. The lab selected to perform drug tests shall be federally certified to do drug testing under the authority of HHS.
- b. A split urine sample shall be collected in all cases of drug testing for an analysis in the event of a positive test result. All urine samples must be stored and preserved in a manner that conforms to HHS guidelines.
- c. The following ten (10) panel drug screen shall be used by the testing laboratory:

Marijuana	Barbiturates
Amphetamines	Benzodiazepines
Cocaine	Propoxyphene
Opiates	Methadone
Phencyclidine	Methaqualone
- d. Metro Government will provide Members who test positive for drugs with an opportunity to have the split urine specimen tested by a clinical laboratory at the Member's own expense, provided the Member notifies Metro Government within seventy-two (72) hours of receiving the positive results and provided further that the laboratory or clinic and the testing procedure, including chain of custody, meets or exceeds the standards established in this Agreement.
- e. All specimens identified as positive on the initial test shall be confirmed by the HHS certified testing facility.
- f. Upon receiving any positive test results, the MRO will contact the Member and ask for a medical explanation, i.e. prescription medications which are validated by the MRO.

If the Member is unable to provide a medical explanation, the MRO will report a positive result to the Department Director or designee.

- g. The MRO will report all results to the Director or designee of the Department. Upon review, the Director will determine appropriate action and provide notification to the Member.
 - h. All negative results will be reported to the Department Director or designee.
 - i. Metro Government will provide each Member tested with a copy of their confidential test results upon request.
4. **Disciplinary Action** - A Member who tests positive for illegal drugs shall be subject to discharge.

5. **Confidentiality** – The collection site will maintain all Members' medical files as required by HIPAA. Records reflecting drug tests will, to the extent practicable, be confidential. No records reflecting positive drugs tests will be placed in any permanent file of the Department unless and until a positive result is transmitted to the Department by the MRO.

6. **Employee Assistance Program-** Metro Government shall provide an Employee Assistance Program. Voluntary requests for assistance with drug problems shall be held strictly confidential by the Employee Assistance Program to the extent required by law and the terms of this Agreement. EAP Administrator and EAP staff assigned to a Member's case shall be the only persons informed of any such request or any treatment that may be given and they shall hold such information strictly confidential to the extent required by law. A Member voluntarily seeking assistance shall not be disciplined under this Article for seeking such assistance, provided, however, the Member does not test positive for illegal drugs or seek assistance after being scheduled for a random drug test or after being ordered to take a drug test based upon individualized reasonable suspicion.

7. **Records Retention and Use.** Records of a positive drug test or refusal to submit to such tests as provided in this Article shall be maintained from the date of the incident which gave rise to the positive test or refusal until final disposition of any grievance, or legal action. All such records shall not be utilized for any purpose after one (1) year from the date of the incident which gave rise to the positive test or refusal, so long as there is no subsequent positive test or refusal to submit to a test.

8. **Changes in Testing Procedure.** The parties recognize that during the life of this Contract, there may be improvements in the technology of testing procedures which provide more accurate testing. In that event, the parties will discuss and agree to any such improvements. If the parties are unable to agree, the procedure shall remain unchanged.

APPENDIX 2. COMPENSATION AND LONGEVITY SCHEDULE

APPENDIX 2
U27 - Teamsters EMA/MetroSafe
ARTICLE 16 - COMPENSATION AND LONGEVITY
7-1-2017 to 6-30-2018

Employees Hired Prior to July 1, 2012

Job Code	Sal Plan	Grade	Job Title	Years of Service with Metro Gov				Annual Longevity Pay	
				Step 1	Step 2	Step 3	Step 4	7-10 Yrs	10+ Yrs
				0-1 Yr	1-3 Yrs	3-6 Yrs	6+ Yrs	7-10 Yrs	10+ Yrs
033600	U27	03	Info Processing Tech-EMA/MS	15.79	16.52	17.14	17.90	1,103	1,363
031290	U27	04	Management Assistant II	16.55	17.37	18.15	19.07	1,103	1,363
033620	U27	04	NCIC Specialist	16.55	17.37	18.15	19.07	1,103	1,363
027480	U27	05	Communication Spec I	20.53	21.11	21.72	22.46	1,103	1,363
027400	U27	06	Communication Spec II	22.85	23.52	24.17	25.01	1,103	1,363

Accreted 7/18/17

Employees Hired On or After July 1, 2012

Job Code	Sal Plan	Grade	Job Title	Years of Service with Metro Gov					Annual Longevity Pay	
				Step 1	Step 2	Step 3	Step 4	7-10 Yrs	10+ Yrs	
				Start-3 Yrs	3-5 Yrs	5-8 Yrs	8+ Yrs			
033600	U27N	03	Info Processing Tech-EMA/MS	15.79	16.05	16.32	16.60	827.25	1,022.25	
031290	U27N	04	Management Assistant II	16.55	16.81	17.07	17.34	827.25	1,022.25	
033620	U27N	04	NCIC Specialist	16.55	16.81	17.07	17.34	827.25	1,022.25	
027480	U27N	05	Communication Spec I	20.53	20.81	21.07	21.33	827.25	1,022.25	
027400	U27N	06	Communication Spec II	22.85	23.10	23.37	23.62	827.25	1,022.25	
Accreted 7/18/17										

Accreted 7/18/17

APPENDIX 2
U27 - Teamsters ES/MetroSafe
ARTICLE 16 - COMPENSATION AND LONGEVITY
7-1-2018 to 6-30-2019

Employees Hired Prior to July 1, 2012

Job Code	Sal Plan	Grade	Job Title	Years of Service with Metro Gov				Annual Longevity Pay	
				Step 1	Step 2	Step 3	Step 4	7-10 Yrs	10+ Yrs
033600	U27	03	Info Processing Tech-EMA/MS	0-1 Yr 15.79	1-3 Yrs 16.52	3-6 Yrs 17.14	6+ Yrs 17.90	1,103	1,363
031290	U27	04	Management Assistant II	16.55	17.37	18.15	19.07	1,103	1,363
033620	U27	04	NCIC Specialist	16.55	17.37	18.15	19.07	1,103	1,363
027480	U27	05	Communication Spec I	20.53	21.11	21.72	22.46	1,103	1,363
027400	U27	06	Communication Spec II	22.85	23.52	24.17	25.01	1,103	1,363

Employees Hired On or After July 1, 2012

Job Code	Sal Plan	Grade	Job Title	Years of Service with Metro Gov					Annual Longevity Pay	
				Step 1	Step 2	Step 3	Step 4	7-10 Yrs	10+ Yrs	
				Start-3 Yrs	3-5 Yrs	5-8 Yrs	8+ Yrs			
033600	U27N	03	Info Processing Tech-EMA/MS	15.79	16.05	16.32	16.60	827.25	1,022.25	
031290	U27N	04	Management Assistant II	16.55	16.81	17.07	17.34	827.25	1,022.25	
033620	U27N	04	NCIC Specialist	16.55	16.81	17.07	17.34	827.25	1,022.25	
027480	U27N	05	Communication Spec I	20.53	20.81	21.07	21.33	827.25	1,022.25	
027400	U27N	06	Communication Spec II	22.85	23.10	23.37	23.62	827.25	1,022.25	

APPENDIX 2
U27 - Teamsters ES/MetroSafe
ARTICLE 16 - COMPENSATION AND LONGEVITY
7-1-2019 to 12-31-2019

2% Increase

Employees Hired Prior to July 1, 2012

<u>Job Code</u>	<u>Sal Plan</u>	<u>Grade</u>	<u>Job Title</u>	<u>Years of Service with Metro Gov</u>				<u>Annual Longevity Pay</u>
				<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	
				<u>0-1 Yr</u>	<u>1-3 Yrs</u>	<u>3-6 Yrs</u>	<u>6+ Yrs</u>	<u>7-10 Yrs</u> <u>10+ Yrs</u>
033600	U27	03	Info Processing Tech-EMA/MS	16.11	16.85	17.48	18.26	1,300 1,600
031290	U27	04	Management Assistant II	16.88	17.72	18.51	19.45	1,300 1,600
033620	U27	04	NCIC Specialist	16.88	17.72	18.51	19.45	1,300 1,600
027480	U27	05	Communication Spec I	20.94	21.53	22.15	22.91	1,300 1,600
027400	U27	06	Communication Spec II	23.31	23.99	24.65	25.51	1,300 1,600

Employees Hired On or After July 1, 2012

<u>Job Code</u>	<u>Sal Plan</u>	<u>Grade</u>	<u>Job Title</u>	<u>Years of Service with Metro Gov</u>				<u>Annual Longevity Pay</u>
				<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	
				<u>Start-3 Yrs</u>	<u>3-5 Yrs</u>	<u>5-8 Yrs</u>	<u>8+ Yrs</u>	<u>7-10 Yrs</u> <u>10+ Yrs</u>
033600	U27N	03	Info Processing Tech-EMA/MS	16.11	16.37	16.65	16.93	827.25 1,022.25
031290	U27N	04	Management Assistant II	16.88	17.15	17.41	17.69	827.25 1,022.25
033620	U27N	04	NCIC Specialist	16.88	17.15	17.41	17.69	827.25 1,022.25
027480	U27N	05	Communication Spec I	20.94	21.23	21.49	21.76	827.25 1,022.25
027400	U27N	06	Communication Spec II	23.31	23.56	23.84	24.09	827.25 1,022.25

APPENDIX 2
U27 - Teamsters ES/MetroSafe
ARTICLE 16 - COMPENSATION AND LONGEVITY
1-1-2020 to 6-30-2020

<u>Job Code</u>	<u>Grade</u>	<u>Job Title</u>	<u>Years of Service with Metro Gov</u>				
			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	
			<u>0-1 Yr</u>	<u>1-3 Yrs</u>	<u>3-6 Yrs</u>	<u>6+ Yrs</u>	
033600	03	Info Processing Tech-EMAMS	16.11	16.85	17.48	18.26	
031290	04	Management Assistant II	16.88	17.72	18.51	19.45	
033620	04	NCIC Specialist	16.88	17.72	18.51	19.45	
027480	05	Communication Spec I	20.94	21.53	22.15	22.91	
027400	06	Communication Spec II	23.31	23.99	24.65	25.51	

*All Members Hired On or After 7/1/2012 will move to the above schedule Effective January 1, 2020

Annual Longevity

<u>Job Code</u>	<u>Grade</u>	<u>Job Title</u>	<u>U27</u>		<u>U27N</u>	
			<u>Members Hired</u>	<u>Members Hired</u>	<u>Members Hired</u>	<u>Members Hired</u>
			<u>Prior to 7/1/2012</u>	<u>7/1/2012</u>	<u>7/1/2012 & After</u>	<u>7/1/2012 & After</u>
			<u>7-10 Yrs</u>	<u>10+ Yrs</u>	<u>7-10 Yrs</u>	<u>10+ Yrs</u>
033600	03	Info Processing Tech-EMAMS	1,300	1,600	827.25	1,022.25
031290	04	Management Assistant II	1,300	1,600	827.25	1,022.25
033620	04	NCIC Specialist	1,300	1,600	827.25	1,022.25
027480	05	Communication Spec I	1,300	1,600	827.25	1,022.25
027400	06	Communication Spec II	1,300	1,600	827.25	1,022.25

APPENDIX 2
U27 - Teamsters ES/MetroSafe
ARTICLE 16 - COMPENSATION AND LONGEVITY
7-1-2020 to 6-30-2021

2% Increase

<u>Job Code</u>	<u>Grade</u>	<u>Job Title</u>	<u>Years of Service with Metro Gov</u>				
			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	
			<u>0-1 Yr</u>	<u>1-3 Yrs</u>	<u>3-6 Yrs</u>	<u>6+ Yrs</u>	
033600	03	Info Processing Tech-EMA/MS	16.43	17.19	17.83	18.63	
031290	04	Management Assistant II	17.22	18.07	18.88	19.84	
033620	04	NCIC Specialist	17.22	18.07	18.88	19.84	
027480	05	Communication Spec I	21.36	21.96	22.59	23.37	
027400	06	Communication Spec II	23.78	24.47	25.14	26.02	

Annual Longevity

<u>Job Code</u>	<u>Grade</u>	<u>Job Title</u>	<u>U27</u>		<u>U27N</u>	
			<u>Members Hired</u>	<u>Members Hired</u>	<u>Members Hired</u>	<u>Members Hired</u>
			<u>Prior to 7/1/2012</u>	<u>7/1/2012</u>	<u>7/1/2012 & After</u>	<u>7/1/2012 & After</u>
			<u>7-10 Yrs</u>	<u>10+ Yrs</u>	<u>7-10 Yrs</u>	<u>10+ Yrs</u>
033600	03	Info Processing Tech-EMA/MS	1,300	2,000	827.25	1,022.25
031290	04	Management Assistant II	1,300	2,000	827.25	1,022.25
033620	04	NCIC Specialist	1,300	2,000	827.25	1,022.25
027480	05	Communication Spec I	1,300	2,000	827.25	1,022.25
027400	06	Communication Spec II	1,300	2,000	827.25	1,022.25

APPENDIX 2
U27 - Teamsters ES/MetroSafe
ARTICLE 16 - COMPENSATION AND LONGEVITY
7-1-2021 to 6-30-2022

2% Increase

<u>Job Code</u>	<u>Grade</u>	<u>Job Title</u>	<u>Years of Service with Metro Gov</u>				
			<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	
			<u>0-1 Yr</u>	<u>1-3 Yrs</u>	<u>3-6 Yrs</u>	<u>6+ Yrs</u>	
033600	03	Info Processing Tech-EMA/MS	16.76	17.53	18.19	19.00	
031290	04	Management Assistant II	17.56	18.43	19.26	20.24	
033620	04	NCIC Specialist	17.56	18.43	19.26	20.24	
027480	05	Communication Spec I	21.79	22.40	23.04	23.84	
027400	06	Communication Spec II	24.26	24.96	25.64	26.54	

Annual Longevity

<u>Job Code</u>	<u>Grade</u>	<u>Job Title</u>	<u>U27</u>		<u>U27N</u>	
			<u>Members Hired Prior to 7/1/2012</u>	<u>Members Hired 7/1/2012 & After</u>	<u>Members Hired 7/1/2012 & After</u>	<u>Members Hired 7/1/2012 & After</u>
			<u>7-10 Yrs</u>	<u>10+ Yrs</u>	<u>7-10 Yrs</u>	<u>10+ Yrs</u>
033600	03	Info Processing Tech-EMA/MS	1,300	2,000	827.25	1,022.25
031290	04	Management Assistant II	1,300	2,000	827.25	1,022.25
033620	04	NCIC Specialist	1,300	2,000	827.25	1,022.25
027480	05	Communication Spec I	1,300	2,000	827.25	1,022.25
027400	06	Communication Spec II	1,300	2,000	827.25	1,022.25

APPENDIX 2
U27 - Teamsters ES/MetroSafe
ARTICLE 16 - COMPENSATION AND LONGEVITY
7-1-2022 to 6-30-2023

2% Increase

Job Code	Grade	Job Title	Years of Service with Metro Gov				
			Step 1	Step 2	Step 3	Step 4	
			0-1 Yr	1-3 Yrs	3-6 Yrs	6+ Yrs	
033600	03	Info Processing Tech-EMA/MS	17.10	17.88	18.55	19.38	
031290	04	Management Assistant II	17.91	18.80	19.65	20.64	
033620	04	NCIC Specialist	17.91	18.80	19.65	20.64	
027480	05	Communication Spec I	22.23	22.85	23.50	24.32	
027400	06	Communication Spec II	24.75	25.46	26.15	27.07	

Annual Longevity

Job Code	Grade	Job Title	U27		U27N	
			Members Hired Prior to 7/1/2012	Members Hired 7/1/2012 & After	Members Hired Prior to 7/1/2012	Members Hired 7/1/2012 & After
			7-10 Yrs	10+ Yrs	7-10 Yrs	10+ Yrs
033600	03	Info Processing Tech-EMA/MS	1,300	2,000	827.25	1,022.25
031290	04	Management Assistant II	1,300	2,000	827.25	1,022.25
033620	04	NCIC Specialist	1,300	2,000	827.25	1,022.25
027480	05	Communication Spec I	1,300	2,000	827.25	1,022.25
027400	06	Communication Spec II	1,300	2,000	827.25	1,022.25

APPENDIX 2
U27 - Teamsters ES/MetroSafe
ARTICLE 16 - COMPENSATION AND LONGEVITY
7-1-2023 to 6-30-2024

2% Increase

Job Code	Grade	Job Title	Years of Service with Metro Gov			
			Step 1	Step 2	Step 3	Step 4
			0-1 Yr	1-3 Yrs	3-6 Yrs	6+ Yrs
033600	03	Info Processing Tech-EMA/MS	17.44	18.24	18.92	19.77
031290	04	Management Assistant II	18.27	19.18	20.04	21.05
033620	04	NCIC Specialist	18.27	19.18	20.04	21.05
027480	05	Communication Spec I	22.67	23.31	23.97	24.81
027400	06	Communication Spec II	25.25	25.97	26.67	27.61

Annual Longevity

Job Code	Grade	Job Title	U27N			
			U27 Members Hired Prior to 7/1/2012	U27N Members Hired 7/1/2012 & After		
			7-10 Yrs	10+ Yrs	7-10 Yrs	10+ Yrs
033600	03	Info Processing Tech-EMA/MS	1,300	2,000	827.25	1,022.25
031290	04	Management Assistant II	1,300	2,000	827.25	1,022.25
033620	04	NCIC Specialist	1,300	2,000	827.25	1,022.25
027480	05	Communication Spec I	1,300	2,000	827.25	1,022.25
027400	06	Communication Spec II	1,300	2,000	827.25	1,022.25