

FOP Summary of Changes

Most Articles were TA'd (Tentatively Agreed to) prior to January 2020 (pre-COVID and pre-unrest). Only articles open after unrest were Articles 17, 22, 24, 26, 27, 29, 30, 33, 34 & 40. Newly created articles were Preface, Article 39 and Appendix 4.

- PREFACE – “New”
- PREAMBLE – *Date change only*
- ARTICLE 1 – RECOGNITION – *Incorporates language from reemployed and retired full-time officers letter agreement*
- ARTICLE 2 – SCOPE – *Current Contract Language (CCL)*
- ARTICLE 3 – SUBORDINATION – *CCL*
- ARTICLE 4 – METRO GOVERNMENT RIGHTS – *CCL*
- ARTICLE 5 – NONDISCRIMINATION – *Section 3 added word “unlawful”*
- ARTICLE 6 – MUTUAL OBLIGATIONS AND PROHIBITION OF STRIKES – *CCL*
- ARTICLE 7 – LODGE SECURITY – *New Section 7 added Right to Work language*
- ARTICLE 8 – LODGE BUSINESS – *Revised language for lobbying and attending legislative functions*
- ARTICLE 9 – SENIORITY – *Incorporates language from reemployed and retired full-time officers letter agreement*
- ARTICLE 10 – ASSIGNMENTS – *Revised language for platoon assignments and unit vacancies; incorporated letter agreement language for 12-hour shifts*
- ARTICLE 11 – PROMOTIONAL VACACIES – *CCL*
- ARTICLE 12 – GRIEVANCE PROCEDURE – *Added “binding” arbitration and cleaned up hours language for testifying*
- ARTICLE 13 – STANDARD OPERATING PROCEDURES – *Section 2 added electronic delivery language for SOPs*
- ARTICLE 14 – CONDITIONS OF EMPLOYMENT – *New Sections 5, 6, 7 & 8*
- ARTICLE 15 – HEALTH AND SAFETY – *Added new language to end of Section 1; New Sections 3, 4 & 9; New language in Section 5*
- ARTICLE 16 – MILITARY LEAVES – *CCL*
- ARTICLE 17 – DISCIPLINARY PROCEDURES AND BILL OF RIGHTS – *Added new language Section 1 A (f); includes KRS statutes; New Section 2 incorporates letter agreement suspension language and throughout other sections.*
- ARTICLE 18 – PERSONNEL FILES – *CCL*
- ARTICLE 19 – TRANSFER RIGHTS – *New Section 5*
- ARTICLE 20 – RESIDENCY – *CCL*
- ARTICLE 21 – MAINTENANCE OF STANDARDS – *CCL*
- ARTICLE 22 – VEHICLE INSURANCE - *CCL*
- ARTICLE 23 – LEGAL PROTECTION – *CCL*
- ARTICLE 24 – SALARY SCHEDULE – *New effective date and refers to Appendix 4*
- ARTICLE 25 – PENSION – *CCL*
- ARTICLE 26 – COURT PAY – *Increased from \$50 to \$65 upon execution*

- ARTICLE 27 – OVERTIME – *New Section 6*
- ARTICLE 28 – SPECIAL DUTY PAY – *CCL*
- ARTICLE 29 – SPECIAL ASSIGNMENT PAY – *Section 1 C. and Section 4 incorporates 12-hour shift letter agreement language*
- ARTICLE 30 – PAID AND UNPAID LEAVES – *Section 1 Incorporates language from reemployed and retired full-time officers letter agreement; bi-weekly leave earned and number of leave days have been adjusted to include Juneteenth leave; Section 2 incorporates adjusted personal days language from reemployed and retired full-time officers letter agreement*
- ARTICLE 31 – SICK LEAVE – *CCL w/days to weeks and days to hours cleanup conversion*
- ARTICLE 32 – IN-LINE-OF-DUTY INJURIES AND DEATH IN-LINE-OF-DUTY – *Section 4 new payout language at end of section.*
- ARTICLE 33 – HEALTH INSURANCE – *Section 2 new language for 0 premium; New Section 3 HRA Funds language; struck Affordable Care Act language and added New Section 3 Compliance*
- ARTICLE 34 – CLOTHING AND EQUIPMENT ALLOWANCES – *Removed All uniform allowances (rolled into base pay), except for plain clothes officers returning to uniform after 3 years*
- ARTICLE 35 – LIFE INSURANCE – *Increased payments from \$15,000 to \$30,000 which is what they had been getting all along*
- ARTICLE 36 – TUITION BENEFITS – *CCL*
- ARTICLE 37 – PERSONAL PROPERTY REIMBURSEMENT - *CCL*
- ARTICLE 38 – GENDER – *CCL*
- ARTICLE 39 – COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG) – CENSUS TRACT DOWN PAYMENT INCENTIVE – *New Article*
- ARTICLE 40 – ENTIRE AGREEMENT – *CCL*
- ARTICLE 41 – TERM – *change term effective dates*
- APPENDIX 1 – DRUG TESTING POLICY AND PROCEDURES – *CCL, except for new language added at the end of **6. Records Retention and Use** section*
- APPENDIX 2 – REEMPLOYMENT AND RETIRED FULL-TIME POLICE OFFICERS – *New appendix of remaining language incorporated from letter agreement*
- APPENDIX 3 – LEASE – *CCL*
- APPENDIX 4 – SALARY SCHEDULE – *Same step schedule w/New Rates*