


NICHOLE M. BRANDON
Director

MEMORANDUM TO: The Honorable Zach M. Klein, President
The Honorable Elizabeth C. Brown, Administration Committee Chair

FROM: Nichole M. Brandon, Director of Human Resources 

SUBJECT: **Summary of 2017-2020 FOP/OLC
Collective Bargaining Agreement**

DATE: June 16, 2017

This summary describes those articles tentatively agreed to by the representatives of the City and FOP/OLC during negotiations, which concluded June 1, 2017. The tentative agreement was ratified by the membership on June 13, 2017.

The following summary highlights the significant additions to and deletions from the collective bargaining agreement effective June 16, 2017 to June 15, 2020. This summary does not include all housekeeping changes (i.e., punctuation, grammar, renumbering, word changes to reflect consistent terminology, and language changes that simply clarify or confirm current practices). Some provisions of the successor agreement are retroactive to the expiration date of the previous agreement.

The fiscal analysis, prepared by the Department of Finance and Management staff, is attached.

Enclosed with this summary is a strike-through version of the 2017-2020 agreement showing additions (reflected with underline and bold face type) and deletions (reflected with strike-through) from the 2016-2017 agreement.

Article	Title	Change
3	Recognition	Places the incoming 911 Emergency Communication Specialists into the CBA and sets their Pay Range to S8.
4	OLC Security	Increases the number of ballot boxes from three (3) to four (4) for voting purposes. Increases number of OLC members from one (1) to two (2) for Grievance Representative training for no more than two (2) times a year, down from three (3) times a year.



5	Non-Discrimination	Adds gender identity or expression, military status, familial status, genetic information to the protected classes list.
7	Internal Investigations Procedures	<p>Sets the time limit to complete administrative investigations to fifty-six (56) days.</p> <p>Provides automatic tolling of timelines for when an employee is off on leave or subject to a criminal investigation.</p>
14	Wages and Service Credit	<p>Provides across the board wage increases for all employees.</p> <ul style="list-style-type: none"> • 3% effective with the pay period that includes June 15, 2017; • 3% effective with the pay period that includes June 15, 2018; • 3% effective with the pay period that includes June 15, 2019; <p>Pension Pickup phased out by the expiration of the CBA.</p> <ul style="list-style-type: none"> • Pension Pickup reduced to 2% effective with the pay period that includes August 4, 2017; • Pension Pickup reduced to 1% effective with the pay-period that includes August 4, 2018; • Pension Pickup reduced to 0% effective with the pay-period that includes August 4, 2019. <p>Service Credit increased by \$50 for each benchmark.</p>
15	Hours of Work, Overtime, and Report-In Pay	<p>Specifies that Compensatory Time may be used in one-tenth (1/10) of an hour.</p> <p>Clarifies the election of payment and the employee's choice of their compensatory bank.</p>
16	Shift Differential Pay	Increases shift differential pay from seventy (\$.70) cents to eighty (\$.80) cents an hour.
17	Uniforms	Clarifies that the Division shall provide uniforms, upon initial appointment and for replacement purposes as set forth in the Division Directives, to eligible employees that are required to wear uniforms.
18	Holidays	Specifies that Holiday leave not used on the holiday may be taken in one (1) hour increments.
20	Sick Leave	Increases the conversion rate of sick leave to vacation leave from forty-eight (48) hours up to sixty-four (64) hours annually.



22	Special Leaves	<p>Removes outdated FMLA language for language committing the City to follow the most current FMLA regulations despite not having the law duplicated in the CBA.</p> <p>Requires employees to use Personal Business Days in eight (8) hour increments and within the same business day.</p>
23	Tuition Reimbursement	<p>Caps tuition reimbursement to four thousand five hundred dollars (\$4,500.00) per calendar year for undergraduate and graduate studies.</p> <p>Excludes distance learning fees, internet enrollment fees and deferred payment fees from reimbursement.</p> <p>Requires the Director of Human Resources to review repayment exemptions on a case by case basis.</p>
24	Insurance	<p>Increases the health insurance premiums for employees hired before September 1, 2017 to:</p> <ul style="list-style-type: none"> • 13% of the negotiated insurance base in 2017; • 14% of the funding rate established by the actuary for the City on April 1, 2018; • 15% of the funding rate established by the actuary for the City on April 1, 2019. <p>Sets the health insurance premiums for employees hired after September 1, 2017 to 20% of the funding rate established by the actuary for the City.</p> <p>Requires employees hired after September 1, 2017 to pay a \$25 dollar surcharge for tobacco use.</p> <p>Adds a three tiered drug formulary with pre-authorizations and step therapy.</p> <p>Increases copays and reimbursement rates designed to drive employees to in-network doctors.</p> <p>Encompasses the insurance plan benefits in a reader-friendly chart (Appendix D).</p>
25	Drug and Alcohol Free Workplace	<p>Requires Post-Accident Testing for an employee driving any vehicle conducting City business that is involved in an accident and receives a citation, the vehicle is disabled and requires a tow.</p>



28	Duration of Contract	June 16, 2017 – June 15, 2020
Appendix	A – (Side Letter #2)	Explains that the incoming 911 Emergency Communications Specialists will be placed on Pay Range S8 and paid at the step closest to their current hourly rate without receiving a decrease in pay. Explains that the incoming 911 Emergency Communications Specialists will be eligible for step increases beginning in 2018, on the first day of the pay period following their service date anniversary.
Appendix	A – (Side Letter #3) (NEW)	Subjects any discipline (Action of Record or Counseling) in the personnel file of the incoming 911 Emergency Communications Specialists to the timelines in Article 8, retroactive to the date of issuance.
Appendix	D (NEW)	Charts the insurance benefits for in-network and non-network co-pays, deductibles, out-of-pocket maximums, and the three tiered prescription drug benefit co-pay and out-of-pocket maximums.

It is anticipated that the proposed agreement will be submitted for City Council's acceptance by the June 26, 2017 Council meeting. Thank you for your favorable consideration.

Attachment

c: The Honorable Members of City Council
The Honorable Andrew J. Ginther, Mayor
The Honorable Hugh J. Dorrian, City Auditor
The Honorable Richard Pfeiffer, City Attorney
Greg Davies, Chief of Staff
Joe Lombardi, Finance and Management Director
City Negotiating Team Members

