

RESOLUTION NO. 2018-51

**A RESOLUTION TO APPROVE A COLLECTIVE BARGAINING AGREEMENT
WITH THE SUPERVISORY UNIT OF THE CHARLOTTE POLICE DEPARTMENT**

WHEREAS, the City has previously entered into a collective bargaining agreement with Police Officers Labor Council Charlotte Police Department Supervisory Unit which agreement concludes on June 30, 2018; and

WHEREAS, the parties to the agreement, through their respective representatives, have negotiated a successor agreement describing the terms and conditions of employment for members of the aforementioned bargaining unit; and

WHEREAS, the agreement includes modifications to the predecessor agreement generally described as follows:

- Personal Days: Granted personal days cannot be cancelled within 3 days prior to the scheduled leave;
- Residency: Residency requirement is deleted;
- Vacation: Advance notice for scheduling limited vacations reduced from 14 to 5 days;
- Vacation: Employees permitted to roll over up to 40 hours unused vacation into the next year;
- Retirement Health Savings Account: Increase employer match from \$1000/year to \$1300 per year over three years;
- Tuition Reimbursement: Establish tuition reimbursement program for employees pursuing bachelor or higher degrees up to \$250/credit hour with a maximum lifetime payment for 32 credit hours;
- Wages: 2% increase in wages for each year of the agreement;
- Duration: July 1, 2018 – June 30, 2021;

and

WHEREAS, entering into this agreement serves to promote harmony with the members of the bargaining unit and preserves a constructive labor environment which is a benefit to all citizens;

NOW, THEREFORE, BE IT RESOLVED that the Council does hereby approve the terms of the collective bargaining agreement, including the modifications generally described above, and authorizes the Mayor, City Manager and City Clerk to execute the agreement on behalf of the City.