

**RESOLUTION NO. 2018-82**

**A RESOLUTION TO APPROVE A COLLECTIVE BARGAINING AGREEMENT  
WITH THE NON-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 Non-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-duration vacations reduced from 14 to 5 days;
- Vision Plan: Self-insurance option is deleted;
- Uniform Allowance: Clothing allowance for detective of \$500 available upon promotion to the rank; provision made applicable to Detective Poortvliet;
- Payday: Pay will be made via direct deposit to employee's bank account;
- 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.