
THE VILLAGE OF BLOOMINGDALE

DUPAGE COUNTY, ILLINOIS

RESOLUTION

NUMBER 2025-R-52

**A RESOLUTION
APPROVING AND AUTHORIZING
THE EXECUTION OF A COLLECTIVE BARGAINING
AGREEMENT BETWEEN THE VILLAGE OF
BLOOMINGDALE AND ILLINOIS FRATERNAL ORDER OF
POLICE LABOR COUNCIL; (CIVILIAN UNIT)**

FRANCO A. COLADIPETRO, Mayor

PAMELA S. HAGER, Village Clerk

VINCE ACKERMAN
WILLIAM BELMONTE
FRANK BUCARO
PATRICK SHANNON
DAN VITACCO
JUDI VON HUBEN

Village Board

Published in pamphlet form by authority of the
President and the Board of Trustees of the Village of Bloomingdale
on this 14th day of July 2025

RESOLUTION NO. 2025-R-52

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VILLAGE OF BLOOMINGDALE AND ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL; (CIVILIAN UNIT)**

WHEREAS, the Village of Bloomingdale, DuPage County, Illinois (the "Village") is a home rule unit of local government under Article VII, Section 6 of the 1970 Illinois Constitution and, except as limited by such Section, it may exercise any power and perform any function pertaining to its government and affairs; and

WHEREAS, the Illinois Constitution of 1970 provides that a Home Rule Unit may exercise any power and perform any function pertaining to its government and affairs, including but not limited to the power to regulate for the protection of the public health, safety, morals and welfare; to license, to tax; and to incur debt;

WHEREAS, pursuant to the Illinois Municipal Code, 65 ILCS 5/11-76-1 et seq., the Village is authorized to enter into collective bargaining agreements;

WHEREAS, the Village President and Board of Trustees (collectively the "Corporate Authorities") recognize that representatives of the Village Police Department and Illinois Fraternal Order of Police Labor Council (the "Union") have been participating in good faith bargaining and negotiations to reach an appropriate labor agreement between the Village and the Union (each a "Party", and collectively the "Parties" thereto);

WHEREAS, the Parties have completed negotiations and have reached a tentative agreement (the "Collective Bargaining Agreement"; attached hereto and incorporated herein as Exhibit A) pending approval and ratification of the Corporate Authorities of the Village of Bloomingdale;

WHEREAS, the Corporate Authorities hereby deem it to be in the best interests of the Village to enter into the referenced collective bargaining agreement with the Union for the Police Department's civilian collective bargaining unit.

NOW, THEREFORE, BE IT RESOLVED by the Village President and Board of Trustees of the Village of Bloomingdale, DuPage County, Illinois as follows:

Section One – Recitals

The Corporate Authorities hereby find that all of the recitals hereinbefore stated as contained in the preamble to the Resolution are full, true and correct and do hereby, by reference, incorporate and make them part of this Resolution as legislative findings.

Section Two – Ratification and Approval

The Corporate Authorities hereby ratifies and approves the Collective Bargaining Agreement substantially in the form attached hereto and made a part hereof as Exhibit A.

Section Three -- Authorization and Direction

The Village President is hereby authorized to execute, and the Village Clerk is hereby authorized to attest to the Collective Bargaining Agreement (hereinafter, the "Agreement"), with such changes therein as shall be approved by the Village Attorney and the officials of the Village executing the same, their execution thereof to constitute exclusive evidence of their approval to any and all changes or revisions therein from and after the execution and delivery of such Agreement.

Section Four - Other Actions Authorized

The officers, employees and/or agents of the Village shall take all actions necessary or reasonably required to carry out and give effect to the intent of this Resolution and otherwise to consummate the transactions contemplated herein, and shall take all actions necessary in conformity therewith including, without limitation, the execution and delivery of all documents required to be delivered in connection with the Agreement contemplated herein.

Section Five - Acts of Village Officials

That all past, present and future acts and doings of the officials of the Village that are in conformity with the purpose and intent of this resolution are hereby, in all respects, ratified, approved, authorized and confirmed.

Section Six – Authorization of Expenditures

The Corporate Authorities hereby authorize and direct the expenditure of all costs related to the execution of the Agreement, additionally, the Village is authorized and directed to allocate and spend all necessary funds to fulfill the requirements of the Agreement and of this Resolution.

Section Seven – Effective Date

This Resolution shall be in full force and effect from and after its passage and approval as provided by law.

Section Eight – Publication

This resolution shall be published in book or pamphlet form as provided by the Illinois Municipal Code.

Section Nine – Conflict Clause

All resolutions, parts of resolutions or board actions in conflict herewith are hereby repealed to the extent of such conflict.

Section Ten - Saving Clause

If any section, paragraph, clause or provision of this resolution is declared by a court of law to be invalid or unconstitutional, the invalidity or unconstitutionality thereof shall not affect the validity of any other provisions of this resolution, which are hereby declared to be separable.

Section Eleven – Recording

This resolution shall be entered into the minutes and upon the journals of the Board of Trustees of the Village of Bloomingdale.

[Remainder of Page intentionally left blank; roll call vote to follow]

DECIDED pursuant to a Roll Call Vote as follows:

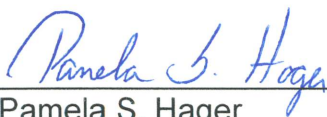
	YES	NO	ABSENT	PRESENT
Vince Ackerman			X	
William Belmonte	X			
Frank Bucaro	X			
Patrick Shannon	X			
Dan Vitacco	X			
Judi Von Huben	X			
Franco A. Coladipietro (only if necessary)				
TOTAL	5	0	1	

PASSED AND APPROVED by the Village of Bloomingdale Board of Trustees on
the 14th day of July 2025:



Franco A. Coladipietro
Village President

ATTEST:



Pamela S. Hager
Village Clerk

EXHIBIT A

[Collective Bargaining Agreement]

ILLINOIS FOP LABOR COUNCIL

(FRATERNAL ORDER OF POLICE LODGE #175)

and

VILLAGE OF BLOOMINGDALE

Police Aides, Records Assistants, Evidence
Custodians, & Community Service Officers



May 1, 2025 – April 30, 2029

Springfield - Phone: 217-698-9433 / Fax: 217-698-9487
Carol Stream - Phone: 708-784-1010 / Fax: 708-784-0058

Web Address: www.fop.org

24-hour Critical Incident Hot Line: 877-IFOP911



COLLECTIVE BARGAINING AGREEMENT

BETWEEN

VILLAGE OF BLOOMINGDALE

AND

**ILLINOIS FRATERNAL ORDER OF POLICE
LABOR COUNCIL**

EFFECTIVE

MAY 1, 2025--APRIL 30, 2029

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ARTICLE 1 PREAMBLE

THIS AGREEMENT is entered into by and between the VILLAGE OF BLOOMINGDALE, an Illinois municipal corporation (herein referred to as the "Employer"), and THE ILLINOIS F.O.P. LABOR COUNCIL (hereinafter referred to as the "Council"), on behalf of, and as exclusive bargaining agent for, certain civilian employees of the Village of Bloomingdale, Illinois (thereafter referred to as the "Labor Council").

The purpose of this Agreement is to provide an orderly collective bargaining relationship between the Employer and the Labor Council representing the employees in the bargaining unit, and to make clear the basic terms upon which such relationship depends. It is the intent of both the Employer and the Labor Council to work together to provide and maintain satisfactory terms and conditions of employment, and to prevent as well as to adjust misunderstandings and grievances relating to employees' wages, hours and working conditions.

In consideration of mutual promises, covenants and agreements contained herein, the parties hereto, by their duly authorized representative and/or agents, do mutually covenant and agree as follows:

ARTICLE 2 RECOGNITION

Section 2.1 Recognition

The Employer recognizes the Labor Council as the sole and exclusive collective bargaining representative for all full-time police aides, police department records assistants, evidence custodians, and community service officers employed by the Village of Bloomingdale (thereafter referred to as "employees"), but excluding ALL TEMPORARY AND PART-TIME EMPLOYEES, ALL SWORN PEACE OFFICERS, ALL SUPERVISORY, MANAGERIAL AND CONFIDENTIAL EMPLOYEES AS DEFINED BY THE ACT, AND ALL OTHER EMPLOYEES OF THE VILLAGE OF BLOOMINGDALE.

Section 2.2 Labor Council Stewards

For purposes of this Agreement, the term "Unit Stewards" shall refer to the Labor Council's duly elected representatives.

Section 2.3 Seniority

Seniority for the purpose of this Agreement shall be defined as an employee's length of continuous full-time service within their classification since the employee's last date of hire. Seniority shall not include periods of unpaid leave time unless otherwise mandated by law.

Section 2.4 Seniority List

The Employer shall prepare a list setting forth the present seniority dates for all employees covered by this Agreement and shall become effective on or after the date of execution of this Agreement. Such lists shall finally resolve all questions of seniority affecting employees covered under this Agreement, and attached to this Agreement as Appendix A.

Section 2.5 Probationary Period

All new employees and those re-hired after voluntary separation from the Village shall be considered probationary until they complete a probationary period of nine (9) months of work. No grievance shall be presented on behalf of a probationary employee during the nine (9) month probationary period. Employees shall earn vacation and sick leave benefits as of the date of hire; however, employees are not entitled to use said benefit leave until they have worked six (6) months for the Village.

There shall be no seniority among probationary employees. On an employee's successful completion of the probationary period, the employee shall acquire seniority, which shall be retroactive to the last date of hire with the Village in a position covered by the Agreement. Upon successful completion of the probationary period, the employee attains all rights of a bargaining unit member under this Agreement.

Section 2.6 Posting

Whenever the Employer determines there is a vacancy in an existing bargaining unit job classification or that a new bargaining unit job has been created, a notice of such vacancy shall be posted on department bulletin boards for five (5) working days. During this period employees who wish to apply for such vacancy may do so. Laid off employees shall be subject to recall to a vacant position pursuant to Article 11.2 Recall.

ARTICLE 3 NON-DISCRIMINATION

In accordance with applicable law, neither the Employer nor the Labor Council shall unlawfully discriminate against any employee covered by this Agreement because of race, sex, age, religion, creed, color, disability, national origin, or Labor Council membership. Other than Labor Council membership or non-membership, any dispute concerning the interpretation and application of this paragraph shall be processed through the appropriate federal or state agency or court rather than through the grievance procedure set forth in this Agreement. Grievances alleging discrimination because of Labor Council membership shall not be subject to arbitration under this Agreement.

ARTICLE 4 DUES DEDUCTION

Section 4.1 Dues Deduction

Upon receipt of a written and signed authorization form from an employee, the Employer shall deduct the amount of Labor Council dues and initiation fee, if any, set forth in such form and any authorized increase therein, and shall remit such deductions monthly with a list of the names of the employees from whom deductions have been made to the Illinois Fraternal Order of Police Labor Council at the address designated by the Labor Council in accordance with the laws of the State of Illinois. The Labor Council shall advise the Employer of any increases in dues, in writing, at least thirty (30) days prior to its effective date. A Labor Council member may revoke his/her dues check off by written notice to the Employer at any time upon thirty (30) days' notice. Bonafide religious objections to the payment of dues shall be resolved consistent with the provisions of the IPLRA, or as amended, and the rules of the State Labor Board.

ARTICLE 5 MANAGEMENT RIGHTS

Except as specifically limited by the express provisions of this Agreement, the Village retains all traditional right to manage and direct the affairs of the Village in all of its various aspects and to manage and direct its employees, including but not limited to the following: to plan, direct, control and determine the budget and all the operations, services and missions of the Village; to supervise and direct the working forces; to establish the qualifications for employment and to employ employees; to schedule and assign work; to establish specialty positions and to select personnel for such positions; to establish reasonable work and productivity standards and, from time to time, to change those standards; to assign overtime; to contract out for goods and services (except as to part time employees); to determine the methods, means, organization and number of personnel by which such operations and services shall be made or purchased; to make, alter and enforce reasonable rules, regulations, orders, policies and procedures; to evaluate employees; to assign merit raises based upon performance in accordance with the wage rates set forth in this agreement; to establish performance standards for employees; to discipline, suspend, discharge non-probationary employees for just cause, probationary employees without cause, and lay off employees; to change or eliminate existing methods, equipment or facilities or introduce new ones; to determine training needs and assign employees to training; to determine work hours (shift hours); to determine internal investigation procedures; to take any and all actions as may be necessary to carry out the mission of the Village and the Police Department in the event of a mutual aid response or civil emergency as may be declared by the Mayor or his/her authorized designee (who will have the sole discretion to determine that civil emergency conditions exist which may include, but not be limited to, riots, civil disorders, tornado conditions, floods, natural or manmade disasters, contagions, acts of terror or other catastrophes) to carry out the mission of the Village, provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

ARTICLE 6 NO STRIKE - NO LOCKOUT

Section 6.1 No Strike

Neither the Labor Council nor any officers, agents or employees will instigate, promote, sponsor, engage in or condone any strike, sympathy strike, secondary boycott, slowdown, speed-up, sit-down, concerted stoppage of work, concerted refusal to perform overtime, concerted, abnormal and unapproved enforcement procedures or policies, or mass resignations, concerted absenteeism, or picketing (informational picketing is permitted) which in any way results in the interruption or disruption of the operations of the Village, regardless of the reason for so doing. Each employee who holds the position of officer or steward of the Labor Council occupies a position of special trust and responsibility in maintaining and bringing about compliance with the provisions of this Article. In addition, in the event of a violation of this Section of this Article, the Labor Council agrees to inform its members of their obligations under this Agreement and to direct them to return to work.

Section 6.2 No Lockout

The Employer will not lockout any employees during the term of this Agreement as a result of a labor dispute with the Labor Council.

Section 6.3 Judicial Restraint

Nothing contained herein shall preclude the Employer or the Labor Council from obtaining judicial restraint and damages in the event the other party violates this Article.

Section 6.4 Discipline of Strikers

Any employee who violates the provisions of Section 1 of this Article may be subject to discipline, including immediate discharge. Any action taken by the Employer against any employee who participates in any action prohibited by Section 1 above shall not be considered as a violation of this Agreement and shall not be subject to the provisions of the grievance procedure, except that the issue of whether a covered member in fact participated in a prohibited action shall be subject to the grievance and arbitration process.

ARTICLE 7 RESOLUTION OF IMPASSE

Section 7.1 Resolution of Impasse

The resolution of any bargaining impasse shall be as follows:

The parties agree that if a point of impasse has been reached after a reasonable period of negotiation, and if the Collective Bargaining Agreement has lapsed, either party may initiate mediation by notifying the other of this election. Such mediation shall be held before a qualified impartial individual from the Federal Mediation and Conciliation Service. The costs of the mediation shall be shared equally between the employer and the exclusive bargaining agent.

The unit employees shall not engage in a strike except under the following conditions:

1. They are represented by an exclusive bargaining representative;
2. Mediation has resulted in further impasse;
3. At least five (5) days have elapsed after a notice of intent to strike has been given by the exclusive bargaining representative to the employer, and
4. The Collective Bargaining Agreement between the employer and the employees has expired.

If, however, in the opinion of the employer, the strike is or has become a clear and present danger to the health or safety of the public, the employer may notify the exclusive bargaining agent to cease and desist and the parties shall then proceed to interest arbitration identical to Section 5 ILCS 315/14. Nothing in this agreement requires the employer to submit to arbitration and, if the employer does not agree to arbitration after the aforementioned steps, employees may strike.

ARTICLE 8 EMPLOYEE RIGHTS

Section 8.1 Right to Representation

Any time an employee is being interviewed during an informal or formal investigation and the employee reasonably believes that the result of such interview might result in disciplinary action, the employee shall have the right to request the presence of a reasonably available Labor Council representative or a bargaining unit representative to act as witness and adviser. The

representative's role is limited to assisting the employee, clarifying the rights, and suggesting other employees who may have knowledge of the facts. The employee must first ask for the presence of the Labor Council representative or a bargaining unit representative and shall then be given reasonable time for the representative to arrive before the interview proceeds. The Employer is not obligated to automatically provide union representation upon request. The Employer may deny the request, discontinue the interview and proceed to obtain information from other sources. However, if the employee requests representation, and the request is denied, the Employer cannot continue the interview without violating the Illinois Public Labor Relations Act.

Section 8.2 Private Information Disclosure

No bargaining unit member shall be required or requested to disclose any item of his/her property, income, assets, source of income, debts, or personal or domestic expenditures (including those of any member of his/her family or household) except as such disclosure may relate to or concern secondary employment or unless such information is necessary in investigation of the performance of his/her official duties or unless such disclosure is required by applicable law.

Section 8.3 Statutory Procedures

If the investigation or interrogation of an employee results in the recommendation of some action such as removal or discharge which would be considered a punitive measure, then, before taking such action, the employee may be relieved of duty and shall receive all ordinary pay and benefits, as he/she would have if he/she were not charged, except that nothing in this section shall be construed to limit the Village Administrator's authority to suspend an employee without pay.

Section 8.4 Criminal Conduct

If any employee covered by this Agreement is charged by indictment or complaint to have violated any provision of the Criminal Code of Illinois or any other statute of the State of Illinois or the United States, he/she shall be entitled to his/her wages and other economic benefits provided for in this Agreement until such time as formal charges are filed by the Employer.

Section 8.5 Photo Release

In cases of alleged criminal offense by an employee, no photo of such employee shall be voluntarily made available to the media prior to a conviction for such offense, or prior to a decision being rendered, except as required by law or as previously made available to the public.

ARTICLE 9 GRIEVANCE PROCEDURE

Section 9.1 Definition

A "grievance" is defined as a dispute or difference of opinion raised by an employee or the Labor Council against the Employer involving an alleged violation or misapplication of an express provision of this Agreement. Any aggrieved employee shall have the right to file a grievance on his/her own behalf. The Labor Council may only file grievances when the subject matter of the grievance directly affects more than two (2) members of the bargaining unit, and

the Illinois F.O.P. Labor Council has formally reviewed and signed the grievance signifying the Council's bona fide belief that it is a meritorious class grievance.

Section 9.2 Time Limits

If any grievance is not appealed to the next step of the grievance procedure outlined hereafter within the specified time limit, it shall be considered settled on the basis of the Employer's last answer. If the Employer does not answer a grievance within the specified time limit, it shall be considered progressed to the next step of the grievance procedure.

In all steps of the grievance procedure and extension of time to appeal or answer a grievance may be agreed upon in writing by the parties.

As used herein, "business days" shall mean those days on which the Village's offices are open to the public.

Section 9.3 Settlements

Any settlement of a grievance shall be in writing and executed by the grievant, and the Village, and a Labor Council Representative if a unit grievance. Such settlements shall be final and binding upon the parties only as to those matters within the scope of the grievance.

Section 9.4 Good-Faith Requirement

The parties expressly covenant that the procedures set forth in this Article 9 shall be used for good-faith efforts to resolve bona fide disputes over the terms and conditions of employee's employment set forth in this Agreement, and that the grievance procedures shall not be used for the purposes of filing frivolous grievances or other harassing or vexatious conduct.

Section 9.5 Procedure

A grievance filed against the Employer shall be processed in the following manner:

STEP 1: Any employee who has a grievance (or the Labor Council, if a Labor Council grievance) shall submit the grievance in writing to the employee's immediate supervisor specifically indicating that the matter is a grievance under this Agreement. The grievance shall contain a complete statement of all facts which support the grievance and are known to the grievant at the time of filing, the provision or provisions of this Agreement which are alleged to have been violated, a specific statement of how or in what manner the particular provision or provisions have been violated, and the relief requested. Contractual violations not alleged in the originally filed grievance shall be barred from consideration during the pendency of the grievance. All grievances must be presented no later than ten (10) business days from the date of the occurrence of the matter giving rise to the grievance, or within ten (10) business days after the employee, through the use of reasonable diligence, could have obtained knowledge of the occurrence of the event giving rise to the grievance. The immediate supervisor shall render a written response to the grievant within ten (10) business days after the grievance is presented.

STEP 2: If the grievance is not settled at Step 1, the employee (or the Labor Council, if the grievance is one directly affecting all employees in the bargaining unit), may appeal the grievance to Step 2 of the grievance procedure. The appealed grievance shall be signed by the grievant (and Labor Council officer, if a Labor Council grievance) and submitted to the Deputy Chief of Police within ten (10) business days after receipt of the Village's answer in Step 1. The grievance shall specifically state the basis upon which the grievant believes the grievance was improperly denied at the previous Step in the grievance procedure. The Deputy Chief of Police or his/her designee shall investigate the grievance and, in the course of such investigation shall offer to discuss the grievance within ten (10) business days with the grievant and an authorized Labor Council representative, if one is requested by the grievant, at a time mutually agreeable to the parties. If no settlement of the grievance is reached, the Deputy Chief of Police or his/her designee shall provide a written answer to the grievant, or to the Labor Council, if a Labor Council grievance, within ten (10) business days following their meeting.

STEP 3: If the grievance is not settled at Step 2, the employee, or the Labor Council, if a Labor Council grievance, may appeal the grievance to Step 3 of the grievance procedure. The grievance shall be in writing and signed by the grievant and Labor Council representative and submitted to the Police Chief/Director of Public Safety within ten (10) business days after receipt of the Village's answer in Step 2. The grievance shall specifically state the basis upon which the grievant believes the grievance was improperly denied at the previous Step in the grievance procedure. The Police Chief/Director of Public Safety or his/her designee shall investigate the grievance and in the course of such investigation shall offer to discuss the grievance within ten (10) business days with the grievant and an authorized Labor Council representative, if one is requested by the grievant, at a time mutually agreeable to the parties. If no settlement of the grievance is reached, the Police Chief/Director of Public Safety or his/her designee shall provide a written answer to the grievant, or to the Labor Council if a Labor Council grievance, within ten (10) business days following their meeting.

STEP 4: If the grievance is not settled at Step 3, the employee (or the Labor Council officer, if a Labor Council grievance) may appeal. The grievance shall be signed by the grievant (and Labor Council representative if a Labor Council grievance) and submitted in writing to the Village Administrator within ten (10) business days after receipt of the Village's answer in Step 3. Thereafter, the Village Administrator or his/her designee and the Police Chief/Director of Public Safety or other appropriate individual(s) as desired by the Village Administrator shall meet with the grievant, a Labor Council Representative (if a Labor Council grievance), and an outside non-employee representative of the Labor Council if desired by the grievant within ten (10) business days. If no agreement is reached, the Village Administrator or designee shall submit a written answer to the Labor Council and the grievant within five (5) business days following the meeting.

STEP 5: If the grievance is not settled in Step 4, the matter may be referred to arbitration only by the Illinois F.O.P. Labor Council or the Village, by written request made within fifteen (15) calendar days of the Employer's answer in Step 4. Arbitration shall proceed in the following manner:

1. The parties shall confer to attempt to mutually select an arbitrator. In the event the parties are unable to agree upon the arbitrator within ten (10) days, they shall obtain a list of recognized arbitrators from an organization that is recognized as providing such lists, such as the Federal Mediation and Conciliation Service, or the Illinois Public Employees' Labor Mediation Roster. Upon receipt of such list, each party shall strike a name from the list, until there is one name remaining. The remaining individual shall be the arbitrator. The order of the individual strikes shall be determined by a coin toss with the loser striking first. Each party shall have the right to reject an entire panel prior to the commencement of striking names, and the parties shall submit a joint request for a second "or third if necessary" panel.
2. The arbitrators shall confer with the parties to this grievance to schedule a hearing. The scope of the hearing shall be limited to the grievance giving rise to the demand for arbitration. The hearing shall only be open to all parties in interest. The parties may request that a written transcript of the hearing be made. If there is a transcript made, each party will pay for their own copy of the transcript.
3. The arbitrator shall issue his/her decision not later than thirty (30) calendar days from the date of closing of any conference or hearing, if necessary, or if no conference or hearings are required, then from the date when the final grievance documents are submitted.
4. The decision of the arbitrator shall be in writing and shall set forth the findings of fact, reasoning and conclusions of the issues submitted.
5. The decision of the arbitrator shall be binding upon the parties concerned in the grievance.
6. The cost of the arbitrator's fees and expenses and the cost of a court reporter, if any, shall be borne equally by the Labor Council and the Village provided however, that the arbitrator shall have the authority to determine whether a grievance is frivolous and to charge the entire costs of his/her fees and expenses and the costs of the court reporter to the losing party in such event; and provided further however, that each party shall be responsible for compensating its own representatives and witnesses.
7. If the arbitrator calls for meeting or hearings, and these meetings cannot be held during the normal working hours of the grieved employee, then no additional compensation or overtime payment shall be made by the Employer to the grieved employee, witnesses or representatives of the Labor Council.
8. The arbitrator may interpret the Agreement but shall have no right to ignore, add to, take from, or modify any of the provisions of this Agreement.

ARTICLE 10 LABOR-MANAGEMENT MEETINGS

Section 10.1 Meeting Request

The Labor Council and the Employer agree that, in the interest of efficient management and harmonious employee relations, meetings are held if mutually agreed upon between no more than three (3) Labor Council representatives and responsible administrative representatives of the Employer. Such meetings may be requested by either party at least seven (7) days in advance by placing in writing a request to the other for a "labor-management conference" and expressly providing the specific agenda for such conference. Such conferences, times and locations, if mutually agreed upon, shall be limited to:

- a) Discussion on the implementation and general administration of this Agreement;
- b) A sharing of general information of interest to the parties; and
- c) Safety issues.

Section 10.2 Content

It is expressly understood and agreed that such conferences shall be exclusive of the grievance procedure. Specific grievances which are being processed under the grievance procedure shall not be considered at "labor-management conferences." Further, the parties shall not conduct negotiations for the purpose of altering any or all of the terms of this Agreement at such conferences.

Section 10.3 Attendance

Attendance at "labor-management conferences" shall be voluntary on the employee's part. No more than three (3) persons from each side shall attend these conferences, schedules permitting, unless otherwise agreed. Attendance at such conferences shall not interfere with required duty time, and attendance, if during duty time, is permitted only upon prior approval of the employee's supervisor. The Employer in its sole discretion shall determine its representatives at such meetings.

ARTICLE 11 LAYOFF AND RECALL

Section 11.1 Layoff

If it is determined that layoffs are necessary, the Labor Council shall receive written notice from the Employer no later than thirty (30) days prior to such layoffs. The Employer shall provide the Labor Council with the names of all employees to be laid off prior to the layoff. All probationary, temporary, and part-time employees shall be laid off first; then employees shall be laid off by in accordance with their seniority within their position classification. The employees with the least amount of seniority shall be laid off first. All employees shall receive notice in writing of the layoff at least thirty (30) days in advance of the effective date of any such action.

No employee will be hired to perform or permitted to perform those duties normally performed by an employee while any employee is on lay-off status. The Employer will not increase the use of part-time employees while any full-time employee covered by the terms of this Agreement is on layoff.

Section 11.2 Recall

Employees who are laid off shall be placed on a recall list for a period of two (2) years. If there is a recall, employees who are still on the recall list shall be recalled, employees laid off last within their position classification shall be called back first, provided they are fully qualified to perform the work to which they are recalled without further training.

Employees who are eligible for recall shall be given twenty-one (21) calendar days' notice of recall and notice of recall shall be sent to the employee by certified or registered mail, return receipt requested, with a copy to the Labor Council, provided that the employee must notify the Police Chief/Director of Public Safety or his/her designee of his/her intention to return to work within seven (7) days after receiving notice of recall. The Employer shall be deemed to have fulfilled its obligations by mailing the recall notice by certified or registered mail, return receipt requested, to the mailing address last provided by the employee, it being the obligation and responsibility of the employee to provide the Police Chief/Director of Public Safety or his/her designee with his/her latest mailing address. If an employee fails to timely respond to a recall notice, his/her name shall be removed from the recall list.

ARTICLE 12 EMPLOYEE SECURITY

Section 12.1 Personnel File Inspection

The Employer's personnel files and disciplinary history relating to any employee shall be open and available for inspection by the affected employee during the regular business hours in accordance with the Illinois Personnel Record Review Act and the Village of Bloomingdale Information and Record Keeping Policy.

ARTICLE 13 HOURS OF WORK AND OVERTIME

Section 13.1 Work Day

The Bloomingdale Police Department hereby elects a work period of seven (7) days beginning on Saturday and ending Friday. All employees shall be scheduled for an eight and one-half (8 1/2) hour day including a thirty (30) minute unpaid meal period. The Village may, for efficiency of operations, change the established workday and/or work period with fifteen (15) day notice (whenever practical) to the Unit, except in cases of emergency/mutual aid response; or with less than fifteen (15) days' notice if mutually agreed upon by the employee and the Chief or designee.

A meal period shall be assigned by the supervisor who shall determine the timing and personnel involved.

Section 13.2 Breaks

Breaks may be taken at the discretion of the appropriate supervisor for reasonable intervals, and at reasonable times. Supervisors shall ensure adequate coverage exist at all times during break periods. The break period is considered on-duty time, and personnel are required to be available and must be accessible (on site for Police Aides and Records Assistants) for any assignment during any break period. Breaks may be taken in conjunction with the meal period with the approval of the supervisor.

Section 13.3 Overtime Payment

- a) All employees will be eligible for overtime after working forty (40) hours during a work period. All hours worked beyond forty (40) hours shall be compensated at the rate of one and one-half (1-1/2) times the employee's regular rate of pay. All approved overtime shall be paid on fifteen (15) minute increments according to Fair Labor Standards Act Rounding Rules. Overtime compensation shall be paid on an employee who does not receive his/her meal period. In the event the Employer changes the current pay period specified in Section 13.1 above, such change shall not result in any loss of hours to any employee, provided, however, that if the employee worked less than the number of hours, he/she would have worked if the working period had not been so changed, the employee shall only be paid the hours the employee would normally have received.

- b) All paid leave time under Article 17 (except for leave time under "Disabilities in the Line of Duty") shall be considered as hours worked for overtime purposes, including sick leave which shall be subject to the limitations of Article 17, Section 17.2, Sick Leave, (c) Notification. Employees who sign in prior to the start of their shift shall not have such time included as "hours worked" except with their supervisor's approval. Records Assistants and Police Aides who remain on-duty beyond the end of their shift shall have appropriate supervisor's approval. Records Assistants and Police Aides who are to be relieved by another Records Assistant or Police Aide shall not leave their post or duty assignment until properly relieved or with supervisor's approval.

Section 13.4 Required Overtime

The Chief of Police/Director of Public Safety or his/her designee(s) shall have the sole right to determine when and by whom overtime work shall be performed, and the employee may not refuse overtime assignments; provided, however, all overtime opportunities shall be offered to full-time bargaining employees within their respective classification first, then to other qualified full-time bargaining unit members before offering overtime to part time, or other non-bargaining unit members. It is understood that the employer has the right to utilize part time employees before offering overtime to anyone.

Section 13.5 No Pyramiding

Compensation shall not be paid more than once for the same hours under any provision of this Article or Agreement.

Section 13.6 Call Back

A call back is defined as an official assignment of work, which does not continuously follow an employee's regularly scheduled working hours. Employees reporting back to the Employer's premises, or their normally assigned workstation, at a specified time, shall be compensated on the following basis:

- a) If less than eight (8) hours' notice is given, employees shall be compensated for a minimum of two (2) hours at twice their regular rate of pay.

- b) If more than eight (8) hours' notice is given, the employee shall be compensated for a minimum of two (2) hours at one and one-half (1 1/2) times their regular rate of pay.
- c) Compensation begins when the employee actually reports for duty.
- d) Callbacks do not include any changes in or assignments of shifts, when given twenty-four (24) hours' notice.
- e) Full-time covered employees within respective job classifications shall be called for call back assignments prior to part-time employees.

Section 13.7 Court Readiness Pay

Employees required by the Chief of Police/Director of Public Safety or his/her designee to be available for a possible court appearance (trial), excluding field court, during off-duty time, shall receive two (2) hours at one and one-half (1-1/2) times their regular rate of pay per day as court readiness pay.

Section 13.8 Court Time

In addition, employees required to attend court as ordered by the Chief of Police/Director of Public Safety or his/her designee outside of their regularly scheduled work hours shall be compensated for a minimum of two (2) hours at one and one-half (1-1/2) times their regular rate of pay. If less than eight (8) hours' notice is given, employees shall be compensated for a minimum of two (2) hours at twice their regular rate of pay.

Section 13.9 Supervisor Notice

When employees who are already on duty and are then ordered to work additional hours after their normal tour of duty (8 hours), and when it is within the knowledge and control of the supervisor to have given at least eight (8) hours' notice, the employees shall be compensated for those additional hours at twice their regular rate of pay.

Section 13.10 Compensatory Time

Effective upon the execution of this Agreement, employees will have the option of taking earned overtime pay or compensatory time (accumulated at the same rate) up to a maximum accumulation of sixty (60) hours, which may be replenished on an ongoing basis, but in no case shall the total exceed sixty (60) hours of accumulation at any one time. Use of compensatory time shall be by mutual agreement between the parties but with not less than twenty-four (24) hour notice, absent emergencies. A request for compensatory time will not be unreasonably denied by the Employer provided the requested time does not interrupt previously scheduled training, interfere with a unique or unusual department need, or create overtime.

ARTICLE 14 INDEMNIFICATION

Section 14.1. Indemnification

The Employer will indemnify employees to the full extent of coverage, subject to any limitations, as provided by the general liability insurance currently maintained by the Employer.

ARTICLE 15 F.O.P. REPRESENTATIVES

For the purposes of administering and enforcing the provisions of this Agreement, the Employer agrees as follows:

Section 15.1 Attendance at Labor Council Meetings

Subject to the need for orderly scheduling and emergencies, the Employer agrees that designated representatives of the Labor Council shall be permitted reasonable time off without pay or with the use of time due to attend general, board or special meetings of the Labor Council, provided that at least seven (7) days' notice of such meetings shall be given in writing to the Employer, and provided further that the names of all such officials shall be certified in writing to the Employer.

Section 15.2 Grievance Processing

Reasonable time while on duty may be permitted a Labor Council representative for the purpose of preparing and processing of grievances, if such activities do not adversely interfere with the operation of the Department. Such activities shall be subject to supervisor's approval and such approval shall not be unreasonably withheld.

Section 15.3 Convention Delegate

Any employee(s) chosen as delegate(s) to a Labor Council Conference will, upon written application approved by the Labor Council and submitted to the Employer with at least forty-five (45) days' notice, be granted a leave of absence using time due as compensation for the period of time required to attend such Convention or Conference. This leave of absence and use of time due shall not exceed one (1) week.

Section 15.4 Labor Council Negotiating Team

No more than three (3) members designated as being on the Labor Council negotiating team who are scheduled to work at a time when negotiations occur, shall, for the purpose of attending such scheduled negotiations, be excused from their regular duties. Such Labor Council representatives shall only be paid for actual negotiation time which shall not include preparation and/or recap time. If a designated Labor Council representative is in his/her regular day-off status on the day of negotiations, he/she will not be compensated for attending the session.

No more than fifty percent (50%) of the time spent in actual negotiations (excluding preparation and recap time, which shall not be on paid time) shall be considered as paid time.

The Labor Council shall provide notice of the next negotiation session and its request for time off as soon as the next date is known.

ARTICLE 16 BULLETIN BOARDS

Section 16.1

The Employer shall provide the Labor Council with designated space on the roll-call room bulletin board, upon which the Labor Council may post its notices of a non-political, non-inflammatory nature, and shall be restricted to the following:

- a) Notice of Labor Council recreational and social activities;
- b) Notice of Labor Council elections and results of such elections;
- c) Notice of Labor Council appointments;
- d) Notice of Labor Council meetings;
- e) If the Labor Council desires to post any other information or material, the Labor Council shall first submit same to the Police Chief of Police/Director of Public Safety, or the on-duty supervisor for review and approval.

ARTICLE 17 LEAVES OF ABSENCE

Section 17.1 Leave of Absence

For leaves that do not qualify for a Family Medical Leave, regular full-time employees may be granted a leave of absence without pay for a specified period not to exceed one (1) year (1) in ninety (90) day renewable increments as approved by the Village Administrator. During such leave of absence without pay, the employee shall retain any accrued benefits but shall not accrue seniority nor be covered under the Employer's Health, Dental, and Life insurance plans. Employees may access their rights under COBRA. In addition, the employee on such leave of absence without pay shall not continue to accrue benefits, including but not limited to vacations, holidays or sick leave, during such leave. Failure to report to duty within three (3) working days after the termination of a leave of absence shall be considered as resignation by the employee.

Section 17.2 Sick Leave

- a) Eligibility - All regular full-time employees shall be eligible for paid sick leave benefits. In no case may sick leave be taken in advance of earning the time. An employee may be eligible for sick leave because of his/her own personal illness or physical incapacity or enforced quarantine of the employee in accordance with health regulations.
- b) Regular full-time employees may use up to six (6) days of accumulated sick leave per calendar year for immediate family illness. Immediate family for this purpose includes the employee's child, stepchild, spouse, domestic partner, sibling, parent, mother-in-law, father-in-law, grandchild, grandparent, or stepparent, for reasonable periods of time as the employee's attendance may be necessary, on the same terms upon which the employee is able to use personal sick leave benefits for the employee's own illness or injury. The Villages agrees to comply with the Illinois Employee Sick Leave Act (820 ILCS 191/1-25) as amended and the rules and regulations issued in conjunction therewith. The Employer may request written verification of the employee's absence from a healthcare professional if such verification is required under the Employer's employment benefit plan, which is indicated in the Collective Bargaining Agreement in Section 17.2 d) Notification.
- c) Accumulation - An employee will accumulate sick leave on a bi-weekly pay period basis at a rate of 3.69 hours per pay period starting on the date of hire with a maximum accrual of 1200 hours of sick leave with pay to protect the employee during extended illnesses. Employees are not eligible to use any sick leave until they have worked at least six (6) months. An employee shall be entitled to the use of any or all accumulated sick leave

benefits with pay if and when needed and as authorized in minimum blocks of one-quarter (1/4) hour at a time for their own personal illness or physical incapacitation or enforced quarantine in accordance with health regulations.

- d) Notification - An employee who is unable to report for work shall report the reason for his/her absence to the on-duty supervisor at least one (1) hour prior to the regular starting time for that employee. Failure to provide notice on each such day may be considered a leave of absence without pay for that full day. The Employer may require evidence supporting the use of sick leave, as it sees fit. Absences of three (3) or more consecutive workdays, due to illness (of the employee or immediate family member), requires a qualified licensed health care provider's statement certifying that the employee's or family member's condition prevented him/her from appearing for work, inhibited his/her ability to return to work, and that the employee is released by his/her qualified licensed health care provider to return to duty. The Village reserves the right to request additional Doctor's or qualified licensed health care providers certification of health. Any expense incurred in providing such additional statement/certification from an employer-appointed qualified licensed health care provider will be borne by the Employer on a per occurrence basis. Employees will not be able to resume work until the required qualified licensed health care provider release is provided by the employee's qualified licensed health care provider (as applicable).
- e) Compensation - While on sick leave, an employee shall receive his/her normal rate of base pay; provided, however, an employee who simultaneously receives compensation under Worker's Compensation or through any other benefit plan shall receive, for the duration of such sick leave, only that part of his/her regular salary which will, together with said compensation, equal his/her regular salary.
- f) Separation of Employee - An employee terminating from Employer service shall not be allowed the use of sick leave during the last two (2) calendar weeks of employment. Unused sick leave will not be compensated for in any manner at the time of resignation, termination, layoff, or dismissal of an employee, except as provided for in the provisions of Section 17.10 of this Agreement.
- g) Abuse - The Labor Council shall work with the Employer in advising employees to correct the abuse of sick leave when it may occur. Abuse of the sick leave benefit may result in discipline or dismissal of the employee from the Employer's service.

Section 17.3 Off the Job Injuries or Illness

An employee who suffers an off-the-job injury or illness and is unable to return to work after three (3) consecutive sick days may be eligible for a Family Medical Leave subject to the provisions of the Family Medical Leave Act and the Village's Family Medical leave policy.

Section 17.4 Disability Injuries in the Line of Duty

- a) Whenever any employee covered by this Agreement suffers an injury in the line of duty which causes him/her to be unable to perform duties, he/she shall continue to be paid by the Employer in accordance with the following.

- b) The Workers' Compensation Act provides that employees with a compensable work-related injury continues to be compensated at a rate of pay equal to sixty-six and two-third percent (66-2/3%) of their gross average weekly wage based on wages during the year before the injury. Said compensation is paid only after the loss of three (3) scheduled workdays resulting from a work-related injury.
- c) The Workers' Compensation Act does not require the Village to pay Temporary Total Disability (TTD) benefits for the first three (3) scheduled workdays lost (need not be consecutive days) due to a work-related injury unless the work-related injury continues for fourteen (14) or more calendar days.
- d) The Village will provide worker's compensation disability benefits in excess of that required by the Workers' Compensation Act and will compensate employees with a work-related injury for lost scheduled workdays that occur within the thirty (30) calendar days immediately following the date of injury at one hundred percent (100%) of the employee's current regular rate of pay. The employee is required to sign over TTD benefit checks to the Village issued by the Village's workers' compensation insurance carrier.
- e) After thirty (30) calendar days, the employee will be compensated pursuant to the Workers' Compensation Act (see b) above).
- f) If an employee elects not to use accumulated leave to supplement his/her reduced wages, he/she will receive compensation directly from the Village's workers' compensation insurance carrier. This compensation is not considered Illinois Municipal Retirement Fund (IMRF) earnings.
- g) If an employee elects to use accumulated sick leave, personal leave, and vacation leave, (in that order), to supplement the thirty-three and one-third percent (33-1/3%) compensation reduction, compensation will continue to be processed through the Village's payroll. In this event, the leave compensation and the compensation paid pursuant to the Act are considered IMRF earnings. To elect to supplement compensation with accumulated leave, the employee must have elected this option on their Employee Statement form. If this election was not made on the Employee Statement form, supplementing compensation is at the discretion of the Village. The employee is required to sign over TTD benefit checks to the Village issued by the Village's workers' compensation insurance carrier.
- h) TTD benefits end pursuant to the Workers' Compensation Act.
- i) If a holiday occurs during the first thirty (30) days immediately following a compensable workplace illness or injury, the employee will receive one hundred percent (100%) holiday pay. After the first thirty (30) day period, the employee will only receive workers' compensation payment, unless the employee supplements the other one-third (1/3) pay as specified above.

- j) Sick leave and vacation leave will be accrued by an employee during a period of up to nine (9) months for Community Service Officers and up to three (3) months for all other full-time employees while on a duty-related disability leave. The Employer retains the right to order at its expense physical, medical or psychological examinations of the injured employee to determine his/her present or anticipated fitness for duty. The Employer further reserves the right to assign disabled employees to alternative duties within the Village in accordance with the Employer's "Return to Work" policy applicable to all employees, depending on the nature of the employee's disability and the duties available. Such determination shall necessarily be based on a case-by-case review of the facts involved, and the Employer shall have no obligation to provide "light duty" other than in its administration of its "Return to Work" policy.
- k) It is understood that if the employee should recover compensation from a third party who caused the injury to the employee, the Employer shall be reimbursed for the wages paid to the employee for the time that the employee was off work for this injury. If suit is filed, the employee shall notify the Employer as soon as possible so that all insurance questions may be coordinated.

Section 17.5 Medical Examinations

If there is any question concerning an employee's physical or psychological fitness for duty or fitness to return to duty following a layoff, injury or illness, the Employer may require, at its expense, that the employee be examined by a qualified physician and/or another appropriate medical professional selected by the Employer. The foregoing requirement shall be in addition to any requirement that an employee provides, at his/her own expense, a statement from his/her own doctor upon returning from sick leave or disability leave. If a dispute arises over the medical condition of an employee, the parties shall select a neutral third doctor who shall make the final determination of his/her fitness for duty.

Section 17.6 Jury Duty Leave

A full-time employee may be granted leave with pay when required to be absent from work for jury duty. Compensation for such leave shall be limited to the difference between pay received for jury service less transportation costs and normal Employer pay.

Section 17.7 Funeral Leave

A full-time employee may be granted up to three (3) work days leave to attend the wake or funeral, or to wrap up the decedent's affairs, with pay in the event of the death of the employee's spouse or any of the following members of either the employee's or spouse's family: child (including step or adopted), grandchild, mother, father, sister or brother (including half or step), grandparents, daughter-in-law, son-in-law, step parents or members of the employee's immediate household. In the event of the death of an aunt or uncle of the employee or his/her spouse, such employee may be granted one (1) day's leave for the same purposes. Any employee granted such leave shall be paid for his/her regularly scheduled workdays which occur during such leave. If more time is needed for long distance travel or to wrap up the decedent's affairs, and is requested by the employee, the employee may use accrued vacation leave or personal days upon recommendation of the Department Head and approval by the Village Administrator.

Section 17.8 Personal Leave

All employees with a full year or more of service will be eligible for thirty-two (32) personal leave hours for the next calendar year. The thirty-two (32) personal leave hours are granted on a calendar year basis beginning January 1 and may be taken any time during that calendar year. Under no circumstances shall personal leave hours be carried forward to the next calendar year. All employees who have completed an initial successful employment period of six (6) months are eligible for personal leave to be utilized within the calendar year in which the six (6) month period ends.

- a) If the six (6) month period ends between January 1 and April 30th (inclusive), the employee will be eligible for twenty-four (24) personal leave hours that must be taken within the same calendar year.
- b) If the six (6) month period ends between May 1 and August 31 (inclusive), the employee will be eligible for sixteen (16) personal leave hours that must be taken within the same calendar year.
- c) If the six (6) month period ends between September 1 and December 31 (inclusive), the employee will be eligible for eight (8) personal leave hours that must be taken within the same calendar year.
- d) Employees who use two (2) or less sick days in a calendar year shall be entitled to accrual and use of one (1) additional personal leave day in the following year.
- e) Employees shall request approval of their supervisor or Department Head at least twenty-four (24) hours in advance of taking such time off. Advance notice may be waived by the Department Head in cases of emergency. In cases when an employee is separated from the Employer service, there will be no compensation for unused personal leave.
- f) Effective January 1, 2001, if an employee participates in the Village's trimester physical fitness testing program and passes all three (3) consecutive fitness tests, he/she shall be awarded one (1) additional personal leave day to be credited in the next calendar year and used in that same calendar year. Participation is purely voluntary, and time spent to participate in the Village's physical fitness testing program is not paid by the Village. Testing times are as scheduled by the Village's fitness testing coordinator. In the event that the Village applies a less restrictive benefit to non-bargaining unit employees, (excluding sworn employees), then the same benefit shall apply to the bargaining unit employees.

Section 17.9 Retirement Benefits

Upon the separation of an employee who is eligible at time of separation to collect a pension from the Illinois Municipal Retirement Fund (IMRF), the employee shall receive compensation for any accumulated sick leave in excess of sixty (60) days, (up to a maximum of eighty (80) days of compensation), at the employee's current hourly rate of pay at the time of separation.

Section 17.10 Family and Medical Leave Act

The Village agrees to comply with the Family and Medical Leave Act of 1993 ("FMLA") as amended and the rules and regulations issued in conjunction therewith. Any available sick leave may be used before starting a Family Medical Leave, for an employee's own illness. Use of personal and vacation leave prior to starting a Family Medical Leave is permitted, but optional. The Village may promulgate and implement any policies which are consistent with the Family and Medical Leave Act of 1993 (FMLA) as amended and the rules and regulations issued in conjunction therewith.

Employees hired on or after the effective date of this Agreement shall not be entitled to all of the provisions set forth in Section 17.10 above but instead shall be covered by the following. The Village agrees to comply with the Family and Medical Leave Act of 1993 ("FMLA") as amended and the rules and regulations issued in conjunction therewith. If an employee has accrued paid leave (e.g., vacation, sick leave, personal leave) the employee must use any and all qualifying paid leave first before unpaid leave (with the exception of the equivalent of one (1) work week of vacation and one (1) work week of sick leave, which the employee may choose to not take during the FMLA leave and use at a later date pursuant to Village policy). The Village may promulgate and implement any policies which are consistent with the Family and Medical Leave Act of 1993 (FMLA) as amended and the rules and regulations issued in conjunction therewith.

ARTICLE 18 WAGE RATES

Section 18.1 Merit Systems

The merit system will consist of annual performance evaluations, consistent with the pay plan of the Employer, and consistent with this Agreement.

Section 18.2 Pay Range and Pay Steps

Pay ranges for all unit positions consist of 12 steps, with Steps 1 through 2 being the starting rate of pay (based on years of prior related experience), and Step 12 being the maximum of the pay range.

Pay ranges and steps are as outlined in Appendix C and shall be in effect from May 1 through April 30 each contract year, except as otherwise provided by the terms of this Article.

- a) If an employee meets standards in his/her performance evaluation (currently a score of twenty (20.0) points or more), a one (1) step increase in pay shall be granted on the employee's merit anniversary date.
- b) An employee will be eligible for their first step increase after successfully completing one (1) year of employment.

Section 18.3 Wage Adjustments

The wage adjustments, as outlined in Appendix D, shall be made effective on May 1, 2025.

Section 18.4 Specialty Stipends

- a) An employee officially assigned by Administration as a “training employee” shall receive an additional one (1) hour of pay at one and one half (1-1/2) times their regular rate of pay for every eight (8) hours accumulated training any “probationary” employee. Time spent training an employee must be authorized by the supervisor.
- b) The Village reserves the right to assign one (1) or more employees as a “training employee.”
- c) For those employees assigned as “training employees” as noted above, one must perform the following duties to receive additional compensation:
 1. Train the employee utilizing an authorized training manual issued by a supervisor for use by the trainee.
 2. Fill out evaluation form(s) for the employee being trained and forward the form(s) to the appropriate supervisor.
 3. Any time spent training an employee must be authorized by the supervisor.
- d) Whenever a non-probationary employee is assigned to be with a designated “Training Employee”, or whenever any other employee is assigned to be with a member of the civilian unit, instruction shall be given and not withheld from the employee.

Section 18.5 Service Bonus

In addition to the pay schedule, effective May 1, 2025 and continuing thereafter, employees shall receive a one-time bonus of one thousand dollars (\$1,000.00) after reaching or having reached 25 years of service. This bonus will not be considered part of the base salary.

ARTICLE 19 HOLIDAYS

Section 19.1 Holidays

The following are paid holidays for eligible employees:

New Year’s Day
President’s Day
Friday before Easter
Memorial Day
Independence Day
Labor Day (1st Monday in September)
Thanksgiving Day (last Thursday in November)
Day after Thanksgiving Day
Christmas Eve Day
Christmas Day
New Year’s Eve Day

Section 19.2 Holiday Pay and Work Requirements

Employees whose regular scheduled day off falls on the actual day of a holiday, shall be granted an additional day off in the same calendar year at a time mutually agreed upon between the employee and the employee's supervisor. Should any employee be absent without pay on either the last scheduled working day before or the first scheduled working day after the holiday, no additional Day will be granted. However, if the holidays are not used by the last pay period of the year in which they have accrued, the Employer shall pay the employee a regular day's (eight (8) hours) pay for each unused holiday. If an employee is unable to use their Christmas Eve, Christmas, or New Year's Eve Holiday by the end of the calendar year, it may be carried over into the succeeding year but must be taken or cashed in prior to the end of the first quarter of the succeeding year.

When an employee's regular workday falls on the actual day of a holiday, he/she shall receive, in addition to his/her regular holiday pay, one and one-half (1-1/2) times his/her hourly rate of pay for all hours actually worked up to eight (8) hours, and twice his/her hourly rate of pay for all hours worked in excess of eight (8). If an employee is required to work on an unscheduled holiday, such employee shall be paid in accordance with the overtime call-back provisions as stipulated in this Agreement, in addition to his/her holiday pay.

Employees shall work all holidays when scheduled as part of their normal Departmental work schedule. An employee that calls in sick on a holiday that he/she was scheduled to work will receive accumulated sick leave pay and forfeit their holiday pay or leave credit.

ARTICLE 20 UNIFORM ALLOWANCE

Section 20.1 Uniforms

All employees covered by this Agreement shall receive from their date of hire through completion of their first year of employment all uniforms supplied by the Employer according to the Village's approved uniform/equipment policy list. Effective May 1 each year thereafter, employees covered under this Agreement shall receive a yearly uniform/equipment reimbursement allowance of four hundred fifty dollars (\$450.00) for the classification of full-time police department records assistant, full-time police aides, and full-time evidence custodians; however, full-time community service officers shall receive a reimbursement allowance of seven hundred dollars (\$700.00). The Employer will continue to pay for all uniforms and equipment for new employees, as stipulated by the Village, provided, however, that new employees shall be required to reimburse the Employer for the cost of their initial equipment and uniform if they resign within one (1) year of hire. Employees will be allowed to carry over a maximum of one (1) year's uniform allowance to the following year.

Section 20.2 Bullet-Proof Vests

The Employer shall equip all new community service officers with bullet-proof vests after the community service officer has completed his/her probationary period.

The Employer further agrees to replace bullet-proof vests for all community service officers at five (5) years of use, or upon reaching the expiration of the useful life of the vests, where

manufacturer's recommendations and independent research demonstrate a useful life in excess of five (5) years.

ARTICLE 21 VACATIONS

Section 21.1 Eligibility and Allowances

All employees shall begin to earn vacation leave credits as of the date of hire; however, employees are not entitled to use any vacation leave until they have worked six (6) months. Vacation allowances shall be earned on a bi-weekly pay period basis throughout the employment year, based on the following schedule. Vacation leave shall not be taken until it has been earned.

Section 21.2 Vacation Pay

The rate of vacation pay shall be the employee's regular straight-time rate of pay in effect for the employee's regular job classification at the commencement of the vacation period.

Section 21.3 Scheduling

Employees shall be awarded vacation time by the Employer in accordance with Police Department manpower requirements first, and in the order in which requests are received second. In the event two (2) requests are received within seven (7) days for the same vacation period the award shall be made on the basis of their job classification seniority.

Section 21.4 Accumulation

Employees shall not have accumulated more than the equivalent of two (2) years' vacation leave credit at the end of the calendar year. Failure to abide by this provision will be cause for loss of the excess vacation hours. Vacation credit shall not be accumulated during any layoff period, nor shall vacation credit be accumulated during any unpaid leave of absence.

Section 21.5 Accrual Schedule

Vacation leave shall be earned on a bi-weekly pay period basis throughout the employment year (anniversary date to anniversary date), at the following rates:

- a) Employees who have not attained their fifth (5th) anniversary date of continuous employment with the Village, shall earn eighty (80) hours of vacation leave per year or 3.08 hours per pay period.
- b) Employees who have attained their fifth (5th) anniversary date but have not attained their twelfth (12th) anniversary date of continuous employment with the Village shall earn one hundred twenty (120) hours of vacation leave per year or 4.62 hours per pay period.
- c) Employees who have attained their twelfth (12th) anniversary date but have not attained their sixteenth (16th) anniversary date of continuous employment with the Village shall earn one hundred sixty (160) hours of vacation leave per year or 6.15 hours per pay period.
- d) In addition, employees hired prior to the effective date of this Agreement shall receive the following. Employees who have attained their sixteenth (16th) anniversary date of continuous employment with the Village shall earn an additional eight (8) hours of vacation

leave per year (.31 hours per pay period) for each additional year of service rendered to the Village, up to a maximum of one hundred twenty (120) additional hours for thirty (30) or more years of continuous service (for a maximum total of two-hundred eighty (280) hours of vacation leave earned per year or 10.769 hours earned per pay period at thirty (30) or more years of continuous service.)

Employees hired on or after the effective date of this Agreement shall not be entitled to the benefits set forth in subsection d) but instead shall receive the following. Employees with sixteen (16) years or more service who have attained their sixteenth anniversary date of continuous employment with the Village shall earn an additional eight (8) hours of paid vacation leave (.31 hour per pay period) for each additional year of employment rendered to the Village, up to a maximum of forty (40) additional hours for twenty (20) or more years of continuous employment (for a maximum total of two-hundred (200) hours of vacation leave earned per year or 7.69 hours earned per pay period at twenty (20) or more years of continuous service.)

Section 21.6 Cash-In

Upon written recommendation of the Chief of Police/Director of Public Safety, with approval of the Village Administrator, an employee may be paid for up to forty (40) hours per calendar year of unused vacation time.

Section 21.7 Employer Emergency

In case of an emergency, the Village Administrator or Police Chief/Director of Public Safety may cancel and reschedule any or all approved vacation leaves in advance of their being taken, and/or recall back any employee from vacation in progress.

Section 21.8 Illness During Vacation

If an employee becomes ill during a Vacation Leave, such days may not be designated as Sick leave, thereby carrying over the vacation leave to another period.

ARTICLE 22 INSURANCE

Section 22.1 Health Insurance

The Village will provide basic health insurance for unit employees and retains the option to select participation in or change health plans or companies as necessary due to economic conditions. The cost of health insurance shall be divided between the Village and employee and the provision of optical insurance or reimbursement will be as determined by the Village from time to time for all unit and non-union Village employees. Employees covered by this Agreement shall be eligible to receive the same insurance coverage and benefits from the same carrier and per the same network and at the same costs/contributions and under the same terms and conditions applicable to the non-represented Village employees generally, as they may be modified from time to time. Eligible employees may participate in any health plan offered by the Village provided that they pay their proportionate share of the premium through payroll deduction. Should the Village decide to report employees' pre-tax deductions for health and dental care premium contributions to the IMRF as earnings for pension credit, that provision will apply to bargaining unit members.

Section 22.2 Health Insurance Opt-Out Benefit

Currently, the Village offers a Health Insurance Opt-Out Plan to full-time employees who are eligible to participate in the Village's health insurance plan. In lieu of participating in the Village's health insurance plan, employees may instead receive an opt-out benefit provided certain conditions are met. These conditions include proof that the employee retains health coverage in an outside group health plan to remain eligible to participate and receive Village opt-out payments. The Village does not currently permit an employee who is married to another Village employee and both spouses are covered under the Village's health insurance plan to opt-out of the health insurance and receive an opt-out benefit. However, if in the future during the term of this Collective Bargaining Agreement the Village offers another group* of non-supervisory, non-managerial employees the opportunity to receive an opt-out benefit for this purpose, then the benefit shall be offered to employees in this bargaining unit on the same basis.

Section 22.3 Life Insurance

The Employer shall supply each full-time employee with life insurance in an amount equal to fifty thousand dollars (\$50,000).

Section 22.4 Dental Insurance

The Village will provide basic dental insurance for unit employees and retains the option to select participation in or change dental plans or companies as necessary due to economic conditions. The cost of dental insurance shall be divided between the Village and employee as determined by the Village from time to time for all unit and non-union Village employees.

Section 22.5 Employee Assistance Program

The Employer shall offer the employee assistance program to the members of the bargaining unit as long as it offers the package to the Village employees. The Employee Assistance Program (EAP) may be terminated by management at any time should it be deemed in the Village's best interest to terminate the program.

Section 22.6 Optical Insurance

The Village shall reimburse employees who are not covered under the Village's HMO Plan, EPO Plan or Opt-Out Plan for the cost of one (1) vision test per year per family, to a maximum cost of seventy-five dollars (\$75.00) for such test per calendar year. The Vision test may be conducted by the optical care professional of the employee's choice.

ARTICLE 23 TUITION REIMBURSEMENT PLAN

Section 23.1

Any employee covered by this Agreement who enrolls in a course of study, which is related to the employee's work, and which would improve his/her job performance, at an accredited junior college, college or university within the State of Illinois may qualify to have the tuition (not to include books and fees) for such course(s) reimbursed by the Employer. Prior written approval must be obtained from the Chief of Police/Director of Public Safety and the Village Administrator for each such course or program of study, such written approval shall not be unreasonably denied. Submission of courses or programs of study for approval must be completed by January first (1st) of each year for consideration in the subsequent fiscal year. The

Chief of Police/Director of Public Safety and the Village Administrator have complete discretion in determining whether the course is sufficiently related to the employee's work and would improve his/her line of duty performance to justify the tuition reimbursement. The Chief of Police /Director of Public Safety and Village Administrator have the discretion to determine the number of courses which will be taken during any given period. Reimbursement will be based upon the actual cost of tuition of up to, but not to exceed, fifteen hundred dollars (\$1,500.00) per employee in any fiscal year, regardless of whether such course is taken at a public or private institution of higher learning. All reimbursement will be made after demonstration of course completion in accordance with the following schedule:

Grade of A	-	100% reimbursement
Grade of B	-	90% reimbursement
Grade of C	-	80% reimbursement

There shall be no reimbursement for a course where a grade of below C is received. Courses taken on a Pass/Fail basis will be reimbursed at eighty percent (80%) if a passing grade is received.

Section 23.2

If the employee leaves the employment of the Employer within one (1) year of taking a reimbursed course, the employee shall repay the Employer the costs of the course.

Section 23.3

Employees who request and obtain prior written approval for taking reimbursable courses, but who fail to actually take the course, shall be ineligible to participate in the tuition reimbursement plan in the following fiscal year. Failure to take the course due to the Department changing an employee's regularly scheduled day off or an employee's work hours, so that a schedule conflict now existed, would not be held against the employee as it relates to this section.

ARTICLE 24 GENERAL PROVISIONS

Section 24.1 Union Visitation

Authorized representatives of the Council shall be permitted to visit the Department upon forty-eight (48) hours' notice to and approval by the Chief of Police/Director of Public Safety to meet with elected representatives of the local Unit or representatives of this Agreement. Employees will not be paid to attend meetings with the Unit, meetings with the Unit during regular working hours, but may be permitted to use their time due to avoid loss of pay.

Section 24.2 Eyeglass Replacement

The Employer agrees to repair or replace as necessary an employee's eyeglasses, contact lenses, prescription sunglasses, and watch when damaged or broken in the line of duty through no act of negligence on the part of the employee. The incident is to be documented promptly in writing with the employee's immediate supervisor.

Section 24.3 Inoculations

The Employer agrees to pay necessary expenses for inoculation or immunization shots for the employee and for members of an employee's family as a result of exposure to contagious disease in the line of duty. In addition, at the employee's option, the Employer shall provide to Community Service Officers and those employees performing matron duties only, a preventive inoculation and immunization shot for Hepatitis B.

Section 24.4 Funeral Expenses

The Employer agrees to defray all funeral and burial expenses of any unit employee killed in the line of duty, with maximum payment of ten thousand dollars (\$10,000.00).

Section 24.5 Survivor's Insurance Benefits

In the event that an employee is killed in the line of duty, the Village agrees to pay for twenty-four (24) months of health insurance continuation costs, out of the thirty-six (36) months COBRA continuation period for the employee's surviving spouse and/or dependents, as defined by COBRA and based on their COBRA eligibility.

Section 24.6 Substance Abuse Testing

Alcohol and drug testing shall be conducted in accordance with General Order 07-03 and the Village's Substance Abuse Policy. These documents, though not attached to this Agreement, remain fully applicable and enforceable.

ARTICLE 25 SAVINGS CLAUSE

Section 25.1

If any provision of this Agreement or any application thereof should be rendered or declared unlawful, invalid or unenforceable by virtue of any judicial action, or by any existing or subsequently enacted Federal or State legislation, or by Executive Order or other competent authority, the remaining provisions of this Agreement shall remain in full force and effect. In such event, upon the request of either party, the parties shall meet promptly and negotiate with respect to substitute provisions for those provisions rendered or declared unlawful, invalid or unenforceable.

ARTICLE 26 COMPLETE AGREEMENT

Section 26.1

The parties acknowledge that during the negotiations which preceded this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining. The understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Except as may be stated in this Agreement, each party voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement or with respect to any subject or matter not specifically referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated and signed this Agreement.

Date Unit Steward

Jennifer Geroux

Date Unit Steward

Dawn Bielanski Unit Stew

Date

APPENDIX B

APPROVED UNIFORM / EQUIPMENT LIST FOR POLICE AIDES, RECORDS ASSISTANTS, EVIDENCE CUSTODIANS, AND COMMUNITY SERVICE OFFICERS

(Note: The following will serve as a basic guideline for uniform / equipment purchases. Approval must still be secured before purchase. Items with an asterisk * require additional documentation or proof item is needed. Unless otherwise noted, all quantities are per year.

POLICE AIDES, RECORDS ASSISTANTS, AND EVIDENCE CUSTODIANS

Long sleeve navy shirt	(3)
Short sleeve navy shirt	(3)
Pants (winter/summer)	(3)
Duty pant belt/inside	(1)
Shoes (approved styles)	(2)
Ties	(2)
Tie bar	(1)
Nameplate	(2)
Wooly pully sweater OR "Johnny coat" sweater (zipper in front)	(1)
Nylon jacket *	(1)
Department turtleneck shirt	(5)
Badge wallet	(1)
Badge repairs	
Boots *	(1 pair)
Gym shoes	(1 pair)
Pants ("Docker"), "khaki" (light tan) in color, either with or without pleats or "black pants"	(2 pair)
Department polo shirts	(3)
Uniform repairs	

NOTE: Female police aides, records assistants, and evidence custodians have the option of purchasing (1) skirt in addition to the above.

COMMUNITY SERVICE OFFICERS

Long sleeve French blue shirt	(3)
Short sleeve French blue shirt	(3)
Pants (winter/summer) navy blue	(6)
Shoes (approved styles)	(2)
Ties	(3)
Tie bar	(1)
Nameplate	(3)
Wooly pully sweater	(1)
Nylon jacket (spring/fall) *	(1)
Leather jacket *	(1)
Raincoat *	(1)
Jacket liner	(1)
Hat cover	(1)
Five-star hat *	(1)

COMMUNITY SERVICE OFFICERS (Continued)

Fur hat (winter)	(1)
Boots/galoshes, etc.	(1)
Rocky Mountain eliminator boots	(2)
Sweat suit	(2)
Department turtleneck shirt	(5)
Duty gloves – leather	(1)
Insulated vest	(1)
Soft body armor *	(1)
Body armor vest cover	(1)
Duty pant belt/inside	(1)
Equipment belt/outside *	(1)
PR24 baton *	(1)
Baton ring	(1)
Cap stun duty pouch	(1)
Riot helmet & carry bag *	(1)
Folding knife for seat belt extraction – maximum of \$30.00	(1)
Folding knife pouch	(1)
Mini-maglight pouch	(1)
Mini flashlights *	(2)
Microphone strap	(1)
Radio holder	(1)
Belt keepers	(4)
Briefcase *	(1)
Note pad holder	(1)
Spell check *	(1)
Tape measure	(1)
Duty wristwatch – maximum of \$35.00	(1)
Watch band	(1)
Badge wallet	(1)
Badge repairs	
Business cards	
“J” coat	(1)
Skirt	(1)
Gym shoes	(1 pair)
Pants (“Docker”), “khaki” (light tan) in color, either with or without pleats	(2 pair)
Department polo shirts	(3)
Uniform repairs	

APPENDIX C

WAGE RATES

Community Service Officer				2.75%, 2.75%, 2.5%, 2.5%								
Grade	1	2	3	4	5	6	7	8	9	10	11	12
Current	\$25.10	\$25.98	\$26.90	\$27.83	\$28.82	\$29.83	\$30.88	\$31.98	\$33.07	\$34.25	\$35.45	\$36.70
5/1/2025	\$25.79	\$26.69	\$27.64	\$28.60	\$29.61	\$30.65	\$31.73	\$32.86	\$33.98	\$35.19	\$36.42	\$37.71
5/1/2026	\$26.50	\$27.43	\$28.40	\$29.38	\$30.43	\$31.49	\$32.60	\$33.76	\$34.91	\$36.16	\$37.43	\$38.75
5/1/2027	\$27.16	\$28.11	\$29.11	\$30.12	\$31.19	\$32.28	\$33.42	\$34.61	\$35.79	\$37.06	\$38.36	\$39.71
5/1/2028	\$27.84	\$28.82	\$29.84	\$30.87	\$31.97	\$33.09	\$34.25	\$35.47	\$36.68	\$37.99	\$39.32	\$40.71

Evidence Custodian				2.75%, 2.75%, 2.5%, 2.5%								
Grade	1	2	3	4	5	6	7	8	9	10	11	12
Current	-	-	-	-	-	-	-	-	-	-	-	-
5/1/2025	\$24.50	\$25.36	\$26.25	\$27.16	\$28.11	\$29.10	\$30.12	\$31.17	\$32.26	\$33.39	\$34.56	\$35.77
5/1/2026	\$25.17	\$26.05	\$26.97	\$27.91	\$28.89	\$29.90	\$30.94	\$32.03	\$33.15	\$34.31	\$35.51	\$36.75
5/1/2027	\$25.80	\$26.71	\$27.64	\$28.61	\$29.61	\$30.65	\$31.72	\$32.83	\$33.98	\$35.17	\$36.40	\$37.67
5/1/2028	\$26.45	\$27.37	\$28.33	\$29.32	\$30.35	\$31.41	\$32.51	\$33.65	\$34.83	\$36.05	\$37.31	\$38.61

Records Assistant				2.75%, 2.75%, 2.5%, 2.5%								
Grade	1	2	3	4	5	6	7	8	9	10	11	12
Current	\$22.59	\$23.37	\$24.19	\$25.05	\$25.93	\$26.83	\$27.78	\$28.77	\$29.78	\$30.84	\$31.89	\$33.01
5/1/2025	\$23.21	\$24.01	\$24.86	\$25.74	\$26.64	\$27.57	\$28.54	\$29.56	\$30.60	\$31.69	\$32.77	\$33.92
5/1/2026	\$23.85	\$24.67	\$25.54	\$26.45	\$27.38	\$28.33	\$29.33	\$30.37	\$31.44	\$32.56	\$33.67	\$34.85
5/1/2027	\$24.45	\$25.29	\$26.18	\$27.11	\$28.06	\$29.03	\$30.06	\$31.13	\$32.23	\$33.37	\$34.51	\$35.72
5/1/2028	\$25.06	\$25.92	\$26.83	\$27.79	\$28.76	\$29.76	\$30.81	\$31.91	\$33.03	\$34.21	\$35.37	\$36.61

Police Aide				2.75%, 2.75%, 2.5%, 2.5%								
Grade	1	2	3	4	5	6	7	8	9	10	11	12
Current	\$22.59	\$23.37	\$24.19	\$25.05	\$25.93	\$26.83	\$27.78	\$28.77	\$29.78	\$30.84	\$31.89	\$33.01
5/1/2025	\$23.21	\$24.01	\$24.86	\$25.74	\$26.64	\$27.57	\$28.54	\$29.56	\$30.60	\$31.69	\$32.77	\$33.92
5/1/2026	\$23.85	\$24.67	\$25.54	\$26.45	\$27.38	\$28.33	\$29.33	\$30.37	\$31.44	\$32.56	\$33.67	\$34.85
5/1/2027	\$24.45	\$25.29	\$26.18	\$27.11	\$28.06	\$29.03	\$30.06	\$31.13	\$32.23	\$33.37	\$34.51	\$35.72
5/1/2028	\$25.06	\$25.92	\$26.83	\$27.79	\$28.76	\$29.76	\$30.81	\$31.91	\$33.03	\$34.21	\$35.37	\$36.61

RA=Records Assistant
 CSO=Community Service Officer
 PA=Police Aide
 EC=Evidence Custodian

APPENDIX D

UNIT IMPLEMENTATION – MAY 1, 2025

Position	Hire	Current			Pay Incr.	Merit	Pay Incr.	Merit	Pay Incr.	Merit	Pay Incr.	Merit
	Date	Pay Rate	Step #	Merit Date	5/1/2025	Incr.	5/12/2026	Incr.	5/1/2027	Incr.	5/1/2028	Incr.
PA	7/24/2014	\$33.01	12	7/24	\$33.92	N/A	\$34.85	NA	\$35.72	N/A	\$36.61	N/A
EC	5/1/2019	\$28.77	8	5/1	\$31.17	\$32.26	\$33.15	\$34.31	\$35.17	\$36.40	\$37.31	\$38.61
CSO	1/20/2020	\$30.88	7	1/20	\$31.73	\$ 32.86	\$33.76	\$34.91	\$35.79	\$37.06	\$37.99	\$39.32
RA	8/18/2003	\$33.01	12	8/18	\$33.92	N/A	\$34.85	N/A	\$35.72	N/A	\$36.61	N/A
RA	9/20/1999	\$33.01	12	9/20	\$33.92	N/A	\$34.85	N/A	\$35.72	N/A	\$36.61	N/A
RA	4/4/2022	\$24.19	4	4/4	\$24.86	25.74	\$26.45	\$ 27.38	\$28.06	29.03	\$29.76	30.81
RA	11/28/2022	\$24.19	3	11/28	\$24.86	\$25.74	\$26.45	\$27.38	\$28.06	\$29.03	\$29.76	\$30.81
CSO	7/24/2023	\$25.98	2	7/24	\$26.69	\$27.64	\$28.40	\$29.38	\$30.12	\$31.19	\$31.97	\$33.09
CSO	11/11/2024	\$25.10	1	11/11	\$25.79	\$26.69	\$27.43	\$28.40	\$29.11	\$30.12	\$30.87	\$31.97

RA=Records Assistant
 CSO=Community Service Officer
 PA=Police Aide
 EC=Evidence Custodian

APPENDIX E

**DUES AUTHORIZATION FORM
ILLINOIS FRATERNAL ORDER OF POLICE LABOR COUNCIL
974 CLOCK TOWER DRIVE, SPRINGFIELD, ILLINOIS 62704**

I, _____, understand that under the U.S. Constitution I have a right not to belong to a union. By my signature I hereby waive this right and opt to join the IL FOP Labor Council. I, _____, hereby authorize my Employer, Village of Bloomingdale, to deduct from my wages the uniform amount of monthly dues set by the Illinois Fraternal Order of Police Labor Council, for expenses connected with the cost of negotiating and maintaining the collective bargaining agreement between the parties and to remit such dues to the Illinois Fraternal Order of Police Labor Council as it may from time to time direct. In addition, I authorize my Employer to deduct from my wages any back dues owed to the Illinois Fraternal Order of Police Labor Council from the date of my employment as exclusive bargaining representative to the date this dues deduction is implemented, in such manner as it so directs.

Date: _____ Signed: _____

Address: _____

City: _____

State: _____ Zip: _____

Telephone: _____

Personal Email: _____

Employment Start Date: _____

Title: _____

Employer, please remit all dues deductions to:
Illinois Fraternal Order of Police Labor Council
Attn: Accounting
974 Clock Tower Drive
Springfield, Illinois 62704
(217) 698-9433

Dues remitted to the Illinois Fraternal Order of Police Labor Council are not tax deductible as charitable contributions for federal income tax purposes; however, they may be deductible on Schedule A of Form 1040 as a miscellaneous deduction. Please check with your tax preparer regarding deductibility.

