

# Request For Board Action

REFERRED TO BOARD: January 11, 2021

AGENDA ITEM NO: 8

ORIGINATING DEPARTMENT: Village Administrator's Office

SUBJECT: **Consideration of a Resolution ratifying the renewal and extension of the Collective Bargaining Agreement with the Fraternal Order of Police**

## SUMMARY AND BACKGROUND OF SUBJECT MATTER:

In July 2017 negotiation commenced with the FOP for the next Police Officers labor agreement. The contract expired April 30, 2020. Negotiations continued until a tentative agreement (TA) was reached on all items October 15, 2020.

The following are the substantive changes that are being proposed to the contract.

1. The wage schedule has been modified to include a four-year schedule with 2.5%, 2.75%, 2.75% and 3.0% increases for patrol.
2. Sergeant steps have been removed, and they will be compensated at 12% over the top patrol pay.
3. The starting pay step was removed, and a step 9 was added to improve recruitment.
4. A provision was added to allow a 12-hour work schedule in the case of a declared emergency or disaster, and an added expedited arbitration procedure in the instance the work schedule is changed for any other reason if an agreement is not made between both parties.
5. There were modifications to the shift and vacation bidding processes.
6. Overtime pay is allowed when an officer uses sick time during one 40 hour week of the 2 week payroll period if the overtime was mandated.
7. Vacation accruals were modified to match the accrual used by all other Village of Antioch employees.
8. Comp time for canine training and other canine duties are no longer eligible for comp time, but will instead be paid with overtime.
9. The uniform and equipment allowance reverted back to the quartermaster system.
10. Tuition reimbursements were modified to mirror Village of Antioch employee handbook policies.
11. A new section was added related to body worn cameras.
12. Lateral transfer applicants may be placed on the pay scale up to step 6 rather than be limited to step in order to remain competitive with other departments.
13. Some other minor language changes were made to conform to statute with respect to labor law, federal law, and to conform with other changes made in the contract.

All other sections of the previous agreement have remained the same and will continue forward in the new agreement.

If the Village Board approves this contract, the Village will process payment for Police Officers to retroactively compensate them for wage increases dating back to May 1, 2020.

**FINANCIAL IMPACT:** This is an employee wage/benefit agreement and is budgeted for in the Fiscal Year 2020. The funding source is General Operating Revenue.

**DOCUMENTS ATTACHED:**

1. Resolution
2. Collective Bargaining Agreement Changes

**RECOMMENDED MOTION:** Move to approve a Resolution ratifying the renewal and extension of the Collective Bargaining Agreement with the Fraternal Order of Police.

**RESOLUTION 20-xx**

**A RESOLUTION RATIFYING THE RENEWAL AND EXTENSION  
OF THE COLLECTIVE BARGAINING AGREEMENT  
WITH THE FRATERNAL ORDER OF POLICE**

**WHEREAS**, the existing Collective Bargaining Agreement (“CBA”) with the Fraternal Order of Police (“FOP”) ran from May 1, 2017 through April 30, 2020, and the parties thereto initiated a new set of negotiations intending that the CBA be renewed for a new term, and

**WHEREAS**, with input and suggestions from the Mayor, a management bargaining team consisting of the Administrator, Chief of Police, the Finance Director, Clerk, Village Attorney and a Police Commander met with representatives of the FOP and negotiated a tentative agreement renewing the CBA and extending it for four years, and a true copy of the same is attached as Exhibit A hereto, and

**WHEREAS**, the FOP and the management team also agreed on a resolution of certain outstanding grievances as a material term and condition of the overall negotiations for the new CBA, which has been reduced to writing in the form of a memorandum of understanding (“MOU”) attached as Exhibit B hereto, and

**WHEREAS**, the FOP members have indicated an intention to ratify the said CBA as well as the MOU, and

**WHEREAS**, the Village Board finds that the Exhibit A proposed draft CBA and the Exhibit B accompanying MOU are fair, equitable and proper, and that the same should be ratified in all respects,

**NOW THEREFORE, BE IT RESOLVED** by the Village of Antioch, Lake County, Illinois, as follows:

**SECTION ONE:** The Exhibit A proposed draft Collective Bargaining Agreement with the Fraternal Order of Police be and is hereby ratified.

**SECTION TWO:** The Exhibit B proposed memorandum of understanding with the Fraternal Order of Police be and is hereby ratified.

**SECTION THREE:** The Mayor, Administrator and all appropriate Village officials are directed to execute the said CBA and to take all steps necessary to implementing the same forthwith.

**SECTION THREE:** This resolution shall take effect immediately upon passage.

PASSED BY THE BOARD OF TRUSTEES OF THE VILLAGE OF ANTIOCH, ILLINOIS,  
ON THIS \_\_\_\_ DAY OF \_\_\_\_\_, 2021.

ATTEST:

*Village of Antioch, Illinois*

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LAWRENCE M. HANSON, MAYOR

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LORI K. ROMINE, VILLAGE CLERK