

AGREEMENT
BETWEEN
THE VILLAGE OF ROUND LAKE PARK, ILLINOIS
AND
METROPOLITAN ALLIANCE OF POLICE,
ROUND LAKE PARK POLICE CHAPTER #225
2024-2028

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PREAMBLE

THIS AGREEMENT is entered into by the Village and the MAP Chapter #225 this _____ day of _____, 2024, and has as its purpose the promotion of harmonious relations between the parties, the establishment of an orderly procedure for resolving differences arising out of the employment relationship and the establishment of rates of pay, hours of work, and other conditions of employment for employees of the Village in the unit described in Article 1 hereof.

ARTICLE 1 **RECOGNITION**

Section 1.1. Recognition of Bargaining Agency. Pursuant to the Certification of Representation between the Village and Metropolitan Alliance of Police, Round Lake Park Chapter #225 dated July 1, 2010, the Village agrees during the term of this Agreement to recognize the Metropolitan Alliance of Police as the sole and exclusive bargaining agent with respect to wages, hours, and conditions of employment for employees in the following units:

Section 1.2. Gender. In this contract, the pronouns “He, Him, and His” shall refer to both men and women employees equally.

Section 1.3. Labor-Management Meetings. The Chapter and the Employer agree that, in the interest of efficient management and harmonious employee relations, meetings will be held if mutually agreed between no more than two (2) Chapter representatives and the Police Chief or his designee. 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 discussion on the implementation and general administration of this agreement, sharing of general information of interest to the parties, and safety issues.

It is expressly understood and agreed that such conferences shall be exclusive of the grievance procedure. Specific grievances being processed under the grievance procedure shall not be considered at “labor-management conferences,” nor shall negotiations for the purpose of altering any or all of the terms of this Agreement be carried on at such conferences.

Attendance at labor-management conferences shall be voluntary on the employee’s part. Attendance at such conferences shall not interfere with required duty time and attendance, if during duty time, is permitted only upon prior direction of the Chief of Police or his designee.

Section 1.4. Chapter Bulletin Board. The Village shall provide a two foot by three foot (2’ x 3’) bulletin board in or proximate to the briefing and/or squad room.

Section 1.5. Representation Time. A Patrol Person who is in a representative capacity during his scheduled working hours attends a meeting between the Chapter and the Village for the purposes(s) of adjustments of grievances, or transmittal of notices shall not suffer a loss in pay

because of such attendance, provided that the Village must have agreed to hold the meeting at such time.

ARTICLE 2

MANAGEMENT RIGHTS

Section 2.1. Management. Except as specifically limited by the express provisions of this Agreement, the Village retains all traditional rights through its President and Village Council and its officers, agents and designees 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, policies, practices and missions of the Village and its various departments; to supervise and direct the working forces; to establish the duties, responsibilities and work assignments of any position or job classification; to establish the qualifications for employment, determine the number of employees, and to deploy employees both internally and externally to other police-related assignments or functions; to schedule and assign work; to establish and eliminate positions and to select personnel to fill them; to transfer, assign, and reassign employees; to hire employees; to lay off employees when necessary; to establish dress and appearance standards; to establish work and productivity standards and, from time to time, to change those standards; to schedule and assign overtime; to purchase goods and to determine whether and to what extent it will contract out services and upon what terms and conditions such contracts will be entered into; to determine the methods, means, organization and number of personnel by which departmental operations and services shall be made or purchased; to make, alter and enforce rules, regulations, orders, policies and procedures; to evaluate, promote or demote employees and to establish the standards for such promotions; to establish performance standards; to discipline, demote, suspend and/or discharge non-probationary employees for just cause (probationary employees without cause); to establish, change or eliminate existing methods, practices, uniforms, equipment, offices or facilities or introduce new ones without having to negotiate over the effects of such change; to determine fitness and training needs and to assign employees to training; to determine work hours (shift hours) and to change them from time to time; to determine and implement 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 civil emergency as may be declared by the Village President, Police Chief or their authorized designees, which may include, but are not limited to: riots, civil disorders, tornado conditions, floods or other catastrophes or financial emergencies, and to suspend the terms of this Agreement during such civil emergencies; and, to generally carry out the mission of the Village.

Section 2.2. Management Functions Not Subject to Grievance Procedures. Inherent managerial functions, prerogatives and policy-making rights which the Employer has not expressly restricted by a specific provision of this Agreement are not in any way, directly or indirectly, subject to the grievance and arbitration procedures contained herein. It is provided, however, that the exercise of any of the above rights shall not conflict with any of the express written provisions of this Agreement.

Section 2.3. Work Rules, General Orders and Regulations. The Village may adopt, change or modify work rules, general orders and regulations (“work rules”). The Village agrees to post or make available in the department a copy of its applicable work rules where such rules exist in writing.

ARTICLE 3
PERSONNEL FILES

Section 3.1. Personnel Files and Notice of Disciplinary Action. There shall be one official Disciplinary file maintained in relation to each Patrol person employed by the Police Department. All employment related files shall be identified in the certain written documents provided in the various Police Department work rules, regulations and policies known as the "Police Department Policy Manual". The disciplinary file shall include, (by way of illustration and not limitation), written evaluations, letters, memorandum, reports and other materials bearing on the quality of the Patrol person's professional service and any disciplinary measures taken in relation to said Patrol person's employment.

All employees may review their respective personnel files pursuant to the requirements and exceptions of the "Access to Personnel Records Act", Illinois Compiled Statutes Chapter 820, Section 40/1 et seq. upon three (3) working days written notice to the Chief of Police. Personnel files shall only be reviewed under the supervision of the Police Chief or his designee and may not be removed from the office in which they are maintained. No documents in an employee's file may be marked or altered. Any charge for copying a document shall be the same as that charged the public for the copying of documents under the Freedom of Information Act. It is agreed that any grievance related to this Section may be processed only up to Step 3 of the grievance procedure.

Any written reprimand shall be removed from the employee's record if, from the date of the last reprimand, two (2) years have passed without the Police Officer receiving an additional written reprimand or discipline for any offense. Any suspension from duty due to disciplinary action shall remain in the effected officer's personnel file indefinitely. The Village may maintain a summary of any employee discipline which may be used by the Village to defend against any legal action brought against the Village by any person or party.

ARTICLE 4
UNION SECURITY

Section 4.1. Indemnification. The Metropolitan Alliance of Police shall indemnify and hold harmless the Village, its elected representatives, officers, administrators, agents and officers from and against any and all claims, demands, actions, complaints, suits or other forms of liability (monetary or otherwise) that arise out of or by reason of any action taken or not taken by the Village for the purpose of complying with the provisions of this Article, or in reliance on any written check-off authorization furnished under any of such provisions, provided that the Village does not initiate or prosecute such action.

Section 4.2. Dues Check-Off. Upon receipt of proper written authorization from a police officer, the Employer shall deduct each month's Union dues in the amount certified by the Treasurer of the Union from the pay of such police officer covered by this Agreement from the first two paychecks each month. Such money shall be submitted to the Metropolitan Alliance of Police within fifteen (15) days after the deductions have been made. The Union shall advise the Employer of any increase in dues in writing, at least thirty (30) days prior to its effective date. A copy of the authorization form is attached hereto as Appendix B.

Section 4.3. Employees List. The employer agrees to submit a list of new employees to the Union each month. Such list shall provide each new employee's date of hire, home address and the status of the individual's employment.

ARTICLE 5 **GRIEVANCE PROCEDURE**

Section 5.1. Grievance Procedure. Recognizing that grievances should be raised and settled promptly, a grievance must be raised within five (5) working days after the occurrence of the event giving rise to the grievance in accord with the following procedure:

STEP ONE: Appeal to Chief.

By written notification from the patrol person to the Chief: Said grievance to set forth the event giving rise to grievance, the contract provision(s) involved, and the name of the involved patrol person. The Chief shall answer the grievance in five (5) working days after receipt of the grievance and shall, if requested by the steward or patrol person, meet to discuss the grievance prior to answering it.

STEP TWO: Appeal to Village President.

If the grievance is not settled in Step One, or if a timely answer is not given, the police officer may, within five (5) calendar days of the date he receives an answer from the Chief or the expiration of the time limit set forth in Step One, file with the Village President a written appeal signed by the police officer. The police officer and a representative of the Union (if requested by police officer) will meet with the Village President or his/her designee to discuss the grievance at a mutually agreeable time. If no agreement is reached in such discussion, the Village President or his/her designee shall give his answer in writing within five (5) calendar days of the date of the discussion.

STEP THREE: Binding Arbitration.

If the grievance is not settled in accordance with the foregoing procedure, the Union may refer the grievance to arbitration by giving written notice to the Village President and the Office of the Chief of Police within ten (10) working days after the receipt of the Village President's answer in Step Three.

A. If the parties are unable to agree upon an arbitrator within ten (10) working days after the Village receives the notice of referral, the Chapter shall request that the Federal Mediation and Conciliation Service submit a panel of seven (7) arbitrators, all of whom shall be members in good standing of the National Academy of Arbitrators, and all of whom shall maintain business offices in the State of Illinois, Iowa, Indiana or Wisconsin. Upon receipt of the panel, the Union shall strike two names and the Village shall then strike two names, and the person whose name remains shall be the arbitrator, provided that either party, before striking any names, shall have the right to reject one panel of arbitrators in its entirety and request that a new panel be submitted.

B. The arbitrator shall be notified of his selection and shall be asked to set a time and place for the hearing, subject to the availability of the Village and Union representatives. Upon the request of either party, the arbitrator shall have the power to require the presence of a reasonable number of witnesses or documents. Either party shall have the right of legal counsel.

C. The arbitrator shall have no power, in his decision or award, to amend, modify, nullify, ignore, add to, or subtract from the provisions of this Agreement. The arbitrator shall consider and decide only the question of fact as to whether there has been a violation, misinterpretation, or misapplication of the specific provision of this Agreement. He shall consider and decide only the specific issue submitted to him as raised and presented in writing at Step One and shall have no authority to make his decision on any issue not so submitted. His decision shall be based solely upon an interpretation of the meaning or application of this Agreement to the facts of the grievance presented. More than one grievance may be submitted to the same arbitrator if both parties mutually agree in writing. The arbitrator shall submit in writing his decision within thirty (30) calendar days following close of the hearing or submission of briefs by the parties, whichever is later, unless the parties agree to an extension.

Any decision or award of the arbitrator rendered consistent with this Article shall be final and binding on the parties. The costs of the arbitration, including the fee and expenses of the arbitrator and the cost of the court reported and a written transcript, if any, shall be divided equally between the Village and the Union. Each shall be responsible for compensating its own representatives and witnesses.

Section 5.2. Definition of Grievance. A “grievance” is defined as a dispute or difference of opinion raised by an employee against the Village involving an alleged violation of an express provision of this Agreement except that any dispute or difference of opinion concerning a matter or issue subject to the jurisdiction of the Round Lake Park Police and Fire Commission shall not be considered a grievance under this Agreement except, any discipline imposed upon post-probationary covered members by the Chief or designee or the Village or its agents is subject to appeal only under Article 5 Grievance Procedure, Step Three, Arbitration. It is further agreed that the Chief of Police or designee and the Village or its agents “waive” and shall no longer possess any right to file charges and/or discipline against any bargaining unit members for review, processing or implementation by the Round Lake Park Police and Fire Commission. The parties specifically agree that all employees covered by this Agreement “waive” and shall no longer possess any right to have any discipline which is imposed upon them reviewed, processing or implemented by the Round Lake Park Police and Fire Commission. Pursuant to Section 15 of the IPLRA and 65 ILCS § 10-2.1-17, the parties have negotiated an alternative procedure based upon the grievance and arbitration provisions of this Agreement, and the foregoing provisions with respect to the appeal and review of any suspension or discharge decisions shall be in lieu of, and shall expressly supersede and preempt, any provisions that might otherwise be the Rules and Regulations of the Round Lake Park Police and Fire Commission. The Chief of Police is hereby granted authority to impose disciplinary action, up to and including termination upon sworn members of the Police Department who are members of the bargaining unit.

Section 5.3. Time Limits. No grievance shall be entertained or processed unless it is filed within the time limits set forth in Section 5.1. If a grievance is not presented by the employee within the time limits set forth above, it shall be considered waived and may not be further pursued by the employee. If a grievance is not appealed within the time limits for the appeal set forth above, it shall be deemed settled on the basis of the last answer of the Village and shall not be subject to further appeal. If the Village fails to provide an answer within the time limits so provided, the employee may immediately appeal to the next step.

Section 5.4. Investigation and Discussion. All grievance discussions and investigations shall take place in a manner which does not interfere with Village operations.

Section 5.5. Suspension or Termination. It is understood that matters involving suspension and/or termination are strictly subject to this grievance procedure.

ARTICLE 6 **HOURS OF WORK**

Section 6.1. Guarantee of Work. This Article defines the normal hours of work, and establishes the basis for the calculation of overtime. It is not, however, a guarantee of hours of work per day, work period, month or year. It is not intended to establish a right to compensation in any form for time not worked except as specifically provided for this Article.

Section 6.2. Hours of Work. For purposes of determining eligibility for overtime payment, the normal work period for employees working twelve (12) hour shifts shall be seven (7) days and the normal pay period will be one (1) week. The normal work day for employees working twelve (12) hour shifts shall include a one (1) hour paid lunch period, subject to emergency work duties. The normal work week shall be considered to begin on 12:01 a.m. on Sunday and end at 12:00 a.m. on the following Sunday. The Chief of Police may modify the work schedule or adopt a new work schedule based on operating needs and following thirty (30) days' advance notice to the Union. The Village recognizes that the patrol officers' current work schedule consists of three 36-hour weeks and three 48-hour weeks. The Investigator assignment, and other special assignments designated by management, shall work an eight-hour daily shift and a forty (40) hour week.

Section 6.3. Shift Changes Requested By Officers. Shift changes shall be allowed with the understanding that all shift changes must be approved by the Chief of Police or his designee prior to the exchange agreement. Shift exchanges shall not be unreasonably denied.

Section 6.4. Overtime Pay. Sworn officers covered by this Agreement shall receive overtime at a rate of time and one-half (1-1/2) as set forth below:

(a) Sworn officers covered by this Agreement who are assigned to work a twelve (12) hour shift shall receive overtime compensation at the rate of time and one-half (1-1/2) for each hour they actually work over forty (40) hours in one week's time.

(b) For purposes of overtime calculation, "hours actually worked" shall mean and include all hours actually worked, and shall include vacation time, sick time,

holiday time actually worked, or any other authorized paid time off, but excluding compensatory time

Section 6.5. Overtime Scheduling. The Chief of Police or his designee shall have the right to require overtime work and employees may not refuse overtime assignments. In non-emergency situations, overtime assignments (except for work in progress) shall be made as follows:

Overtime Scheduling and Call-Out. The Department shall offer all non-emergency overtime opportunities (except for work in progress) to covered employees on a strict seniority basis by shift they are assigned to worked (i.e., the day shift employee with highest seniority shall receive first opportunity to work a day shift overtime detail on his day off. The same concept would apply to an officer working night shift). If it is necessary to hold an officer over from a prior shift or to call an officer in early from the next shift, selection will be requested by seniority. If no officer volunteers, and it should be necessary to order an officer to stay or report in early, then overtime will be ordered based on reverse seniority on a rotating basis. Seniority may be bypassed if assignments require specific work tasks (Range Officer, School Liaison Duties, Emergency Response Unit Duties), or by ability or by experience or by involved work in progress.

Grant-Funded overtime assignments will be assigned rotationally based on the officer's past performance of meeting requirements of the grant; beyond that, by way of seniority.

The parties agree that negotiations during the 2024 round of bargaining shall not be admissible in the event of any grievance arbitration relating to the Department's administration of this Section.

Section 6.6. Court Time. All covered officers who are required to attend Court, while off-duty, shall receive a minimum of two (2) hours of pay. If the officer who is required to attend Court is not in overtime pay status, then the Department shall pay such officer his regular rate of pay. If the officer who is required to attend Court is in overtime pay status, then the Department shall pay such officer the above minimum amounts at time and one-half of their regular rate of pay.

Section 6.7. Switching Shifts. Subject to the approval of the Chief of Police or his designee, any officer covered by this Agreement shall be allowed by the Village to switch full shifts with any other employee, so long as the switch occurs within the same pay period and does not occasion overtime payments by the Village.

Section 6.8. Range Pay. All covered employees who are called by the Department while off-duty to attend Range training shall receive a minimum of two (2) hours of pay. If the officer who is required to attend off-duty Range training is not in overtime pay status, then the Department shall pay such officer his regular rate of pay. If the officer who is required to attend off-duty Range training is in overtime pay status, then the Department shall pay such officer the above minimum amounts at time and one-half of their regular rate of pay.

Section 6.9. Call-Out Pay. All covered employees who are called by the Department while off-duty to attend to Department business shall be paid a minimum of two (2) hours of pay. If the officer who is called-out is not in overtime pay status, then the Department shall pay such

officer his regular rate of pay. If the officer who is called-out is in overtime pay status, then the Department shall pay such officer the above minimum amounts at time and one-half of their regular rate of pay.

Section 6.10. Compensatory Pay. Compensatory time absence may be used by officers in lieu of monetary compensation of overtime pay. Each patrol officer may accrue up to one hundred fifty (150) hours in his personal comp time account. All such compensatory time absence hours used shall have the same value as they were earned (Example: An hour earned at one and one-half (1 ½) times an employee's regular rate of hourly pay shall allow that employee one and one-half (1 ½) hours absence due to compensatory time). All such compensatory time absence from work shall not be unreasonably denied. All requests for compensatory time off shall be reasonably made no later than (24) hours prior to the time requested. Covered officers may receive payment for accrued compensatory time upon the affected officer's request.

Section 6.11. Shift Changes As Directed By Chief. In the event of documented performance deficiencies and failure to remedy those deficiencies, the Chief of Police may temporarily reassign officers from one shift to another (day-to-night/night-to-day), in accordance with the following procedures:

- (a) The Department has developed a performance evaluation instrument intended to measure each officer's performance based on a number of criteria.
- (b) The Chief or his designee shall notify individual officers on approximately a monthly basis as to that officer's measured performance and potential deficiencies.
- (c) The Department will determine whether an individual officer has performance deficiencies on approximately a quarterly basis. In the event the Department determines an officer has such deficiencies, the Chief or his designee shall develop a performance improvement plan for such officer which will be implemented and monitored during the approximate next calendar quarter. The officer who is subject to the performance improvement plan will receive monthly updates as to the improvement of his performance from the Chief or his designee.
- (d) If the officer's performance is still determined to be deficient, then the Chief may reassign the officer to another shift for a period of thirty (30) days. If the officer's performance is still determined to be deficient following this initial 30-day shift change period, then the shift change may be extended for an additional thirty (30) days. If the officer's performance is deemed to be deficient following sixty (60) days of shift exchange, the officer's shift exchange may be extended for one final thirty (30) day period. If the officer's performance is still deemed deficient after ninety (90) days of shift exchange, then the Chief may impose discipline on the officer in accordance with Article 16 of this Agreement.
- (e) An officer's participation in a performance improvement plan and his being placed on a remedial shift exchange as provided for hereinabove shall not be used adversely by the Chief in evaluating officers for promotion.

(f) Any vacancy created by a shift reassignment as provided for in this Section will be filled from the other shift, first voluntarily based on seniority, and then involuntarily based on reverse seniority.

Section 6.12. Field Training Officer (FTO) Pay. Officers will receive one hour straight time pay for each full shift the officer serves as a field training officer (FTO).

ARTICLE 7
VACATIONS

Section 7.1. Eligibility and Allowances. Police officers earn vacation as follows:

Length of Continuous Service	Days per Year
After 6 months	1 week
Start of 2nd year through 4th year	2 weeks
Start of 5th year through 9th year	3 weeks
Start of 10th year through 19th year	4 weeks
Start of 20th year and afterward	5 weeks

Police officers will be credited for the vacation hours earned in accordance with the above schedule for each period of employment or partial period of employment, based upon their number of years of service. Accrual rates will be adjusted each anniversary date based upon the number of years of service completed in the prior year. A week of vacation shall consist of five (5) days and forty-three (43) hours of pay.

Any covered employee who is laid off due to a reduction of in force shall be paid for all unused vacation time at his straight time rate of pay.

Section 7.2. Vacation Pay. The rate of vacation pay shall be the police officer's regular straight-time rate of pay in effect for the police officer's regular job classification on the payday immediately preceding the police officer's vacation.

Section 7.3. Vacation Scheduling. Police Officers shall make their annual vacation request prior to December 1st for the entire following calendar year. Annual vacation requests must be made in one (1) week or two (2) week increments, and officers must select no less than one-half (1/2) of their available vacation during the annual vacation request period, rounded down to the nearest whole week.

The Chief of Police may "block out" certain weeks due to the needs of Departmental scheduling, including scheduling vacations for officers holding a rank higher than bargaining unit members. Except for "blocked out" weeks, at least one (1) bargaining unit member shall be given the right to take a given week as a vacation, if requested as part of the Department's annual vacation pick. In the case of conflicting requests for vacation among bargaining unit members, seniority shall prevail.

The annual vacation schedule shall be posted on or before January 15th of each year. Police officers with accrued vacation remaining may then submit requests for the use of any

remaining vacation time that had not been assigned in the annual vacation schedule. Unless otherwise authorized by the Chief of Police, police officers shall utilize vacation in increments of not less than one (1) workday. Once a vacation schedule is established, no police officer shall be 'bumped' as a result of another police officer's subsequent request, regardless of seniority. An officer may carry over one (1) week of vacation which shall be taken at any properly scheduled time during the following fiscal year. This paragraph shall not preclude the Chief of Police from canceling vacations during an emergency.

ARTICLE 8 **HOLIDAYS**

Section 8.1. Holiday Observance. The following nine (9) days shall be observed as holidays by the Police Department and all police patrol persons who have satisfied the aforementioned prerequisites, namely:

New Year's Day	Labor Day
Good Friday	Thanksgiving Day
Easter	Day after Thanksgiving
Memorial Day	Christmas Day
Independence Day	

Holiday Scheduling. In order to maintain an equitable schedule of holiday leave, all bargaining members shall have an opportunity to have off a minimum of three (3) of the observed holidays, as described in 8.1. Contemporaneous with the annual bidding process for vacation selections, officers shall bid for holidays off pursuant to this section. Officers shall select their holidays off by personal preference and days off shall then be equitably distributed within the bargaining unit each year. The Village shall meet with the Union before posting the schedule to resolve any questions concerning the assignment of holidays off.

Section 8.2. Holiday Pay. As to all holidays actually worked by any patrol person, the phrase "holiday pay" shall mean that said employee shall be paid twelve (12) hours pay in addition to his/her holiday pay. All patrol persons not actually required to work on a particular holiday shall be paid a benefit for each of the aforementioned holidays consisting of twelve (12) hours of regular pay. Investigators shall receive the foregoing benefits based on their regular shift hours.

ARTICLE 9 **INSURANCE AND RELATED HEALTH BENEFITS**

Section 9.1. Insurance.

(a) **Premiums:** The Village agrees to provide Health Insurance for all patrol persons and dependents during the term of this Agreement. The Village will pay 80% of each employee's premium costs and the employee will pay 20% of such costs.

(b) The parties acknowledge that the Village may change benefit levels and deductibles or change insurance plans to include HMO, PPO, etc., so long as any change

is made applicable to all Village employees and is the same or similar in the overall array of benefits and costs. The Village agrees that prior to any changes and/or modifications to its Insurance coverage and/or costs; it will form an Insurance Review Committee that will include a bargaining unit member. The Union retains the right to grieve any violations of this paragraph.

Section 9.2. Terms of Policies to Govern. The extent of coverage under the insurance plans referred to in Section 9.1 of this Article are governed by the terms and conditions set forth in said plans. Any questions concerning coverage shall be resolved in accordance with the terms and conditions in said policy and shall not be subject to the grievance procedure set forth in this Agreement provided, however, any employee who has a question concerning coverage may present it to the Chief and the Chief, in turn, shall make appropriate inquiry and shall advise the employee of the status of the matter.

Section 9.3. Right to Maintain Coverage While on Unpaid Leave or Layoff. An employee who is on an approved unpaid leave of absence or who is on layoff with recall rights shall have the right to maintain insurance coverage by paying in advance the entire applicable monthly premium for employee coverage and, if desired, for dependent coverage. Late payment shall be cause for termination of coverage in accordance with the insurance plan document.

Section 9.4. Life Insurance. The Village agrees to provide term life insurance coverage for each bargaining unit member covered by the terms of this Agreement. Term life insurance shall be provided in the face amount of \$50,000.00 for each full time patrol person if a policy is available from the Village's vendor. This benefit is in addition to any other benefits provided by law in the event an officer is killed in the line of duty.

Section 9.5. Inoculation and Immunization. The Village agrees to pay all expenses for inoculation or immunization of any employee and all members of the employee's immediate household, provided that such inoculation or immunization becomes necessary due to the Employee's exposure (in the line of duty) to contagious disease.

Section 9.6. Officer Involved Shooting. In connection with the Village's compliance with 50 ILCS 727/1-25, "Drug and Alcohol Testing," the Village will not require that drug or alcohol testing be conducted by way of blood draw. Blood draws shall only be administered with a warrant.

ARTICLE 10 **SICK LEAVE**

Section 10.1. Sick Purpose. The purpose of sick leave is to provide the police officer with protection against loss of income due to personal sickness or injury, or for necessary care of a police officer's immediate family residing with the officer, or medical consultations that prevents the performance of normal job duties.

Sick leave may be taken because of personal illness, disability, or for the necessary care of the police officer's immediate family residing with the officer. Sick leave may also be used for medical consultations for illness or injury and in situations where the use of a prescription drug

could impair performance or safety. Police officers shall schedule physical exams and non-emergency medical consultations for non-duty time.

Section 10.2. Sick Leave Accrual. Police officers shall be entitled to and shall be granted sick leave with pay at a rate of five (5) sick days per year. In lieu of the current payment for unused sick leave, the parties will form a post-ratification committee to determine the feasibility of establishing a Voluntary Employees Beneficiary Association (VEBA).

This shall be defined as follows:

1. Sick days eligible for cash payment are limited to unused sick leave days from the fiscal year just ended.
2. Any banked sick leave days shall not be eligible for financial payout once they have been identified as having been placed in the employee's sick leave bank (rolled-over).
3. All eligible absences will be charged against the current year's five sick leave days before drawing any banked (previously rolled-over) sick leave days.
4. Said banked sick days shall be allowed to accumulate.

Section 10.3. Sick Leave Usage. Each police officer needing to take a day of sick leave, shall notify his/her supervisor or their designee at least two (2) hours prior to the beginning of that police officer's shift, of the estimated amount of sick leave time required, and the reason for the leave. Failure to so notify the supervisor shall cause the supervisor to categorize that day as absent without leave, unless additional justifiable information is provided. If the absence is longer than one (1) day, the employee shall notify the supervisor daily during such absence.

Any information requested shall be in compliance with the Health Insurance Portability and Accountability Act (HIPAA). The Chief of Police may require a doctor's certificate when a police officer is absent for a period of three (3) or more consecutive work days. Moreover, absences of three (3) or more consecutive work days, due to illness, at the reasonable discretion of the Village, requires a physician's statement certifying that the officer's condition prevented the officer from appearing for work and inhibited the officer's ability to return to work.

While on Sick Leave, an officer shall receive base pay at his/her normal hourly rate; provided, however, an officer who simultaneously receives compensation under Workers' Compensation or through any other benefit plan, except any benefits provided by a plan or policy exclusively paid for by the officer, shall receive for the duration of such Sick Leave, only that part of their regular salary which will, together with said compensation, equal the officer's regular salary.

Police officers who use all of their accumulated sick leave and require more time off work due to illness or injury may, with the approval of the Chief of Police, use accumulated vacation or compensatory time off. In accordance with Village policy, the police officer may request leave without pay or apply for Family and Medical Leave (FMLA).

ARTICLE 11
LEAVES OF ABSENCE

Section 11.1. Family and Medical Leave Act of 1993. The parties agree that the Village may adopt policies to implement the Family and Medical Leave Act of 1993 that are in accord with what is legally permissible under the Act.

Section 11.2. Funeral Leave. Police officers shall be given up to three (3) shift days of paid leave to attend the funeral of an immediate family member and to attend to necessary business associated with the death of the family member and funeral. "Immediate family" includes the police officer's spouse, child (natural or adopted) stepchild, parent, brother or sister, brother-in-law, sister-in-law, mother or father-in-law, grandparents or guardian.

ARTICLE 12
SENIORITY AND SENIORITY BENEFITS

Section 12.1. Definition and Practice. The term "Seniority" refers to the preference given in recognition of the relative length of continuous service among individual sworn, full-time patrol persons, and shall be based upon length of continuous service since each patrol person's last date of hire with the Police Department. Newly hired Patrol Officers and Patrol Officers rehired following a break in continuous service (lasting one year or more) shall have no seniority prior to completion of one (1) year's probationary service. All employees hired after the effective date of this Agreement shall serve a probationary period of eighteen (18) months from the date of hire. Upon completion of probation, a Patrol Officer's seniority shall relate back to his most recent date of hire and shall be retained until occurrence of one of the following:

- (1) voluntary resignation;
- (2) termination;
- (3) retirement;
- (4) layoff shall effect seniority as follows; if the employee is laid off for a period equal to one (1) year or the length of the Officer's employment, whichever is shorter (the "recall period"), then the employee shall forfeit all seniority. If an officer on layoff is returned from layoff to his/her former position prior to expiration of his/her recall period, no break in seniority shall occur as a result; and
- (5) unauthorized taking (or over staying) of leave of absence or vacation.
- (6) failure to appear for work or call with a legitimate reason for the absence for three (3) consecutive days.

Section 12.2. Purpose of Seniority. Employees shall be allowed preference of shift assignment, preference for extra duty, days off, first choice of hire back and vacation selection between and among bargaining unit employees. Said preferences shall be bid upon on a yearly basis during the month of November, with an effective date of January 1st.

Section 12.3. Seniority Lists. An updated seniority roster shall be posted each six (6) months, and a copy thereof shall be given to the Chapter.

Section 12.4. Layoff and Recall. If the Village determines that layoff conditions exists, employees covered by this Agreement will be laid off in rank in accordance with their length of service with the Village as provided in Ill. Rev. Stat., Chapter 24, Section 10-2.1-18. Absent emergency, all affected officers shall receive notice in writing of a layoff at least seven (7) days in advance of the effective date of such layoff(s). When a vacancy exists, as determined by the Village, employees on layoff who have retained seniority rights under Section 12.1(4) will be recalled in the reverse order off their layoff.

Section 12.5. Seniority. In the event that two or more officers have the same seniority date, the officer with the “highest” hiring score, shall receive the higher seniority status.

ARTICLE 13 WAGES

Section 13.1. Wage Schedule. During the term of this Agreement, patrol persons shall be compensated for work as set forth in the attached Appendix A. Wages shall be retroactive only for currently-employed members of the bargaining unit.

ARTICLE 14 LIGHT DUTY

Section 14.1. Work Schedule for Light Duty. At the Chief’s discretion and given the availability of work to satisfy light duty assignments, any patrol person who is injured on the job and unable to perform his full-time duty shall be assigned to work light duty, provided that he has obtained (and presented to the Chief) a letter of approval from his physician. Light duties shall consist of those legitimate and necessary tasks related to the operation of the Department assigned by the Chief of Police. Any patrol person shall be eligible for light duty for a period of not to exceed six (6) months. At the conclusion of six (6) months, the patrol person must elect either disability or medical pension. Light duty shall terminate upon the individual patrol person’s qualifying for full-time duties or electing to receive either a medical pension or disability. There shall be no pyramiding of benefits involving light duty assignments, workers’ compensation or other disability. Any patrol person on light duty shall continue to receive all other benefits normally flowing in connection with his employment.

ARTICLE 15 UNIFORM ALLOWANCE

Section 15.1. Uniform Allowance. The Village will provide to each covered employee subsequent to the employee’s date of hire the appropriate uniform and necessary gear (except boots) under the existing Quartermaster system. Officers are currently supplied the following:

Item Description	Color	Size	Quantity
Uniforms			
Long Sleeve Shirts w/ patches	Navy		3
Short Sleeve Shirts w/ patches	Navy		3
Duty Sweater w/ patches	Navy		1
Trousers	Navy		3
Jacket w/ liner, w/ patches	Navy		1
Hidden Agenda Jacket w/ patches	Black		N/A
Body Armor	Navy		1
Tie	Navy		1
Tie Clip	Silver		1
Hat, Summer	Navy		1
Hat, Winter	Navy		1
Plates, Name ()	Silver Brush		2
Equipment			
Firearm Sig Sauer P226 .357	Black		1
.357 Ammunition			37
Pepper Spray			1
Expandable Baton			1
Handcuffs	Silver		2
Policy and Procedure Manual			1
CAD Booklet			1
Offense Code Book			1
Traffic Citations			2
Written Warning Cards			N/A
Ordinance Citations			2
Non-Traffic Citations			1
Service Observation - Crime Prevention			1
Traffic Crash Report Booklet			1
Citation Book Holder			1
Clipboard			1
Station/CenCom Card			1
Department Identification			1
Badge, Uniform (Officer)			1
Badge, Flat w/ Wallet			N/A
Badge, Hat			1
Gun Belt, Nylon	Black		1
Under Belt, Nylon	Black		1
Holster, Leather, Nylon (R / L)	Black		1
Dbl Magazine Pouch, Nylon	Black		1
Dbl Handcuff Case, Nylon	Black		1
Pepper Spray Holder, Nylon	Black		1
Expandable Baton, Holder	Black		1
Belt Keepers, Nylon	Black		4

Item Description	Color	Size	Quantity
Key Holder, Nylon	Black		1
Radio Holder, Nylon	Black		1
Glove Pouch, Nylon w/latex gloves	Black		1
Traffic Safety Vest (ANSI Green)	Blue		1
Area Maps			1 set

Department Issued Phone w/Charger			1
Radio w/ 2 batteries - Issued by CenCom			1

The Village shall provide each newly hired employee with an approved bullet-proof vest, at the Village’s expense. The Village agrees to provide existing employees with a new replacement vest every five (5) years at the Village expense.

Section 15.2. Reimbursement for Property Damaged in the Line of Duty. The Village agrees to reimburse the actual cost of repair or provide for the replacement (at the option of the employer) of personal property damaged in the line of duty excluding personal weapons. If an officer’s Department-provided duty weapon is damaged or destroyed under the conditions set forth in this section, the Village agrees to provide the affected officer with a replacement weapon.

ARTICLE 16
DISCIPLINE

Section 16.1. Discipline. The Village recognizes the principles of progressive and corrective discipline.

Officers shall be disciplined for “just cause” only. “Just cause” shall be the standard; Police officers shall receive reasonable procedural and substantive safeguards enumerated in any current Department directives on discipline then in force.

The Chief of Police shall have full discretion and authority to impose disciplinary action in accordance with the provisions of this Agreement. Discipline imposed shall be commensurate with the circumstances of the particular case. The severity of the discipline issued by the Chief of Police shall be subject to the grievance procedure contained in Article 5 of this Agreement.

In the event that discipline is necessary, the following types of disciplinary actions shall be used, depending on the particular situation:

Verbal Warning:

A verbal warning is a counseling session between the police officer’s supervisor and the police officer on the subject of the police officer’s conduct and performance, or his/her failure to observe a rule, regulation, or administrative instruction. It is intended to increase a police officer’s efficiency and value to the Village by changing the police officer’s conduct, attitude, habits, or work methods.

Written Reprimand:

A written reprimand is a formal written disciplinary action for misconduct, inadequate performance, or repeated lesser infractions. Written reprimands shall be placed in the police officer's personnel file with a copy provided to the police officer.

Suspension:

A suspension is a temporary, unpaid absence from duty that may be imposed as a penalty for significant misconduct or repeated lesser infractions. Suspensions may be issued by the Chief of Police but shall not exceed thirty (30) days without pay.

Discharge/Termination:

A police officer may be discharged from service as a police officer for just cause by the Chief of Police.

Any disciplinary action taken by the department that does not result in a loss of pay, benefits, or seniority, shall not be subject to the grievance procedure beyond Step Two of Article 5 of this Agreement.

Section 16.2. Grievances Regarding Discipline. It is understood that all discipline, including suspensions and discharge, shall be subject to the grievance procedure provided in this Agreement, and not subject to appeal or hearing before the Board of Fire and Police Commissioners. Grievances regarding suspension or termination may be grieved to arbitration under Step Three of the grievance procedure provided in this Agreement, but grievances regarding oral or written reprimands may only be grieved up to Step Two of the grievance procedure provided in this Agreement.

ARTICLE 17
NO STRIKE – NO LOCKOUT

Section 17.1. No Strike. Neither the Union nor any officers, agents or employees covered by this Agreement will instigate, promote, sponsor, engage in, or condone any strike, sympathy strike, slowdown, sit down, concerted stoppage of work, concerted refusal to perform overtime, concerted, abnormal and unapproved enforcement procedures or policies or work to the rule situation, mass absenteeism, or any other intentional interruption or disruption of the operations: of the Village, regardless of the reason for so doing. Any or all employees who violate any of the provisions of this Article may be discharged or otherwise disciplined by the Village. Each employee who holds the position of officer or steward of the Union 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 Union agrees to inform its members of their obligations under this Agreement and to direct them to return to work.

Section 17.2. No Lockout. The Village will not lock out any employees during the term of this Agreement as a result of a labor dispute with the Union.

Section 17.3. Penalty. The only matter which may be made the subject of a grievance concerning disciplinary action imposed for an alleged violation of Section 1 is whether or not the employee actually engaged in such prohibited conduct. The failure to confer a penalty in any instance is not a waiver of such right in any other instance nor is it a precedent.

Section 17.4. Judicial Restraint. Nothing contained herein shall preclude the Village or the Union from obtaining judicial restraint and damages in the event the other party violates this Article.

ARTICLE 18 **MISCELLANEOUS**

Section 18.1. No Discrimination. Neither the Village nor the Union shall discriminate against any Patrol Person because of race, sex, creed, color, religion, union activity, national origin or any other protected classification. The Union agrees to represent all Patrol Persons fairly and without regard to Chapter affiliation, non-affiliation, or dis-affiliation.

Section 18.2. Bill of Rights. The parties to this Agreement acknowledge the rights and issues set forth in the "Uniform Peace Officers Disciplinary Act" (Illinois Compiled Statutes, 50 ILCS 725/1, et seq.), and agree that any disciplinary action shall be undertaken only in accordance with the terms and provisions of said Act. Any time a police officer is given a written reprimand which is being placed in the officer's personnel file, said officer shall receive a copy of such reprimand within seven (7) days of the reprimand.

Section 18.2.1. Photo Dissemination. No photograph of an officer under investigation shall be made available to the media prior to a conviction of a criminal offense or prior to discipline being imposed by the Chief of Police.

Section 18.2.2. Media Information Restrictions. The identity of an officer under investigation shall not be made available to the media unless there has been a criminal conviction or a decision has been rendered by the Round Lake Park Chief of Police. However, if the officer is found innocent, the officer may request and the Department shall issue a public statement.

Section 18.3. Ratification and Amendment. This Agreement shall become effective when ratified by the Union and the Village of Round Lake Park. Said Agreement may be amended and modified (during this term) only with mutual written consent of both parties.

Section 18.4. Savings Clause. In the event any Article, section, subsection or portion of this Agreement should be held invalid and unenforceable by any board, agency or court of competent jurisdiction, such decision shall apply only to the specific Article, section, subsection or portion thereof directly specified in the decision or order. Upon the issuance of such decision or order, the parties agree to immediately negotiate a substitute for the invalidated article, section, subsection or portion.

Section 18.5. Entire Agreement. This Agreement, upon ratification, supersedes all prior practices and agreements, whether written or oral, unless expressly stated to the contrary herein, and constitutes the complete and entire Agreement between the parties, and concludes collective bargaining for its term, except for Sections 4 & 7 of the Illinois Public Labor Relations Act.


The Village and the Union, for the duration of this Agreement, each 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. In so agreeing, the parties acknowledge that, during the negotiations which resulted in 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, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

Section 18.6. Termination in 2028. This Agreement shall be effective as of the date of its ratification, and all of its terms, conditions and benefits shall in any event, be retroactive to the termination date of the preceding contract and shall remain in full force and effect until April 30, 2028

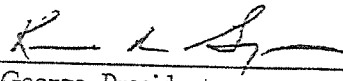
It shall be automatically renewed from year to year thereafter unless either party shall notify the other in writing not less than one hundred and twenty (120) days prior to the termination date to the effect that it desires to modify this Agreement. In the event that such notice is given, negotiations shall begin not later than ninety (90) days prior to the termination date. This Agreement shall remain in full force and be effective during the negotiations and up to and until a new employment Agreement has been reached between the Parties.

IN WITNESS WHEREOF, the parties have executed this Agreement this 17 day of December, 2024, intending to be legally bound thereby.

METROPOLITAN ALLIANCE OF POLICE
ROUND LAKE PARK POLICE CHAPTER 636

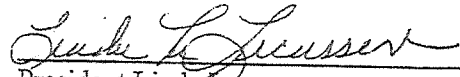


President, M.A.P., Round Lake Park Police
Chapter #225

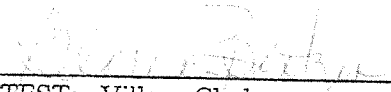


Keith George, President
Metropolitan Alliance of Police

VILLAGE OF ROUND LAKE PARK,
An Illinois Municipal Corporation



President Linda Lucassen
Village of Round Lake Park



ATTEST: Village Clerk

APPENDIX

Appendix AWages

Appendix BDues Authorization Form

APPENDIX A
Wages – Hourly Rates

Current	3.00% 24-25	3.00% 25-26	3.00% 26-27	3.00% 27-28	Anniversary	STEP	Officer	Current	2024-5
\$28.64	\$29.50	\$30.38	\$31.30	\$32.23					
\$31.07	\$32.00	\$32.96	\$33.95	\$34.97	June	5	Fears	\$37.79	\$39.52
\$33.50	\$34.51	\$35.54	\$36.61	\$37.70	March	4	Fuhrmann	\$36.28	\$37.02
\$35.94	\$37.02	\$38.13	\$39.27	\$40.45	November	4	Harden	\$34.76	\$37.02
\$38.37	\$39.52	\$40.71	\$41.93	\$43.19	January	1	Hernandez	\$28.64	\$29.50
\$40.79	\$42.02	\$43.28	\$44.58	\$45.92					
					January	4	Kisija	\$34.76	\$37.02
					August	1	Leon	\$31.72	\$32.00
					August	4	Maculan	\$34.76	\$37.02
					January	4	Santos	\$34.76	\$37.02
					September	6	Vela	\$40.79	\$42.02

SALARIES ANNUALIZED

\$65,960.21	\$67,939.02	\$69,977.19	\$72,076.50
\$71,556.70	\$73,703.40	\$75,914.50	\$78,191.93
\$77,153.18	\$79,467.78	\$81,851.81	\$84,307.36
\$82,772.70	\$85,255.88	\$87,813.55	\$90,447.96
\$88,369.18	\$91,020.25	\$93,750.86	\$96,563.39
\$93,965.66	\$96,784.63	\$99,688.17	\$102,678.82

APPENDIX B
Dues Authorization Form
Metropolitan Alliance of Police

Dues Code _____ Payroll No. _____ Emp. No. _____ Title Code No. _____ SS # _____

Name

Last First Middle

ADDRESS _____

Zip Code _____

I hereby authorize the _____ to deduct each pay period _____ as certified by the Metropolitan Alliance of Police as the current rate of dues or an amount as may hereafter be established by the Metropolitan Alliance of Police as semi-monthly dues. This deduction is to be turned over to the Metropolitan Alliance of Police, 215 Remington, Suite C, Bolingbrook, Illinois 60440. The authorization of this deduction is entirely voluntary on my part.

Signed _____

Date _____

NOTE: THIS CARD MUST CLEAR THROUGH DATA PROCESSING EQUIPMENT. THEREFORE IT MUST NOT BE FOLDED AND MUST NOT HAVE STAPLE HOLES NOR ANY OTHER HOLES PUNCHED IN SAME.

THE DUES PAYROLL DEDUCTION SHALL BE A BASIC \$ _____ PER PAYROLL