



## Agenda Item Summary

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### **Submitted By**

Lisa Shelley, Deputy Village Manager

### **Reviewed By**

LKS

### **Agenda Item Title**

**A Resolution Authorizing the Village of Oak Park to Enter Into a Collective Bargaining Agreement and a Memorandum of Agreement with the Illinois Fraternal Order of Police Labor Council Representing the Oak Park Lieutenants and Sergeants Association for the Period of January 1, 2020 to December 31, 2022**

### **Overview**

Staff negotiated a successor Collective Bargaining Agreement and Memorandum of Agreement ("MOA") with the Illinois Fraternal Order of Police Labor Council Representing the Lieutenants and Sergeants Association. This item authorizes the Village Manager to execute the Agreement and the MOU.

### **Staff Recommendation**

Approve the Resolution

### **Fiscal Impact**

Wages and benefits related to this agenda item are budgeted annually in the Personnel Services account for the Police Department.

### **Background**

The last Agreement expired December 31, 2019. This is the successor Agreement. The general wage increase negotiated in this agreement is 2.5% in 2020, 2.5% in 2021 and 2.5% in 2022. In addition, the contract makes an equity adjustment to the 10 and 15 year steps in year 2021 and 2022 and in doing so terminates individual lump sum equity payments for all Sergeants in 2021. The attached draft contract details additional language changes proposed.

The Memorandum of Agreement (MOA) is a related item also negotiated during the term of the new Collective Bargaining Agreement related to wages and benefits and phases out the equity adjustment payments as noted above.

The members of this bargaining unit have ratified the new agreement and the MOA. This is the final step in which the Village Manager seeks authorization from the Village Board to enter into the new agreement and the MOA.

### **Alternatives**

N/A.

**Previous Board Action**

The Village Board authorizes all collective bargaining agreements in the Village of Oak Park.

**Citizen Advisory Commission Action**

N/A.

**Anticipated Future Actions/Commitments**

Collective bargaining agreements are regularly negotiated and forwarded to the Village Board for final authorization.

**Intergovernmental Cooperation Opportunities**

N/A

**Performance Management (MAP) Alignment**

N/A.