

**VILLAGE OF STICKNEY
REGULAR MEETING
BOARD OF TRUSTEES**

Tuesday, September 6, 2022

7:00 p.m.

Meeting Agenda

- 1. Call to Order**
- 2. Pledge of Allegiance**
- 3. Roll Call**
- 4. Approve Minutes of the Previous Regular Meeting**
- 5. Authorize Payment of Bills**
- 6. Pass and Approve Resolution No. 16-2022 "A Resolution In Support of the "Worker's Rights Amendment" in the Village of Stickney, County of Cook, State of Illinois."**
- 7. Approve Request from the Girl Scouts of Greater Chicago and Northwest Indiana to Conduct their Fall Product Program for 2022-2023.**
- 8. Approve Request to Appoint Jerry Chlada Jr. To The Position of Deputy Chief of Police with the Stickney Police Department.**
- 9. Approve Request to Appoint Deputy Chief Jerry Chlada Jr. to 911 Board.**
- 10. Pass and Approve Ordinance No. 2022-15 "An Ordinance Authorizing And Approving An Intergovernmental Agreement Between The Village Of Stickney And Morton College For An Internship Program For The Village Of Stickney, County Of Cook, State Of Illinois."**
- 11. Pass and Approve Illinois FOP Labor Council Patrol and Sergeants FOP Lodge #242 Contract May 1, 2022 – April 30, 2024.**
- 12. Report from the Mayor**
 - a. Proclamation recognizing September as National Suicide Prevention + Action Month**
- 13. Report from the Clerk**
- 14. Trustee Reports/Committee Reports**
- 15. Reports from Department Heads**
- 16. Public Comments**
- 17. Adjournment**

Posted September 2, 2022

August 16, 2022

**State of Illinois
County of Cook
Village of Stickney**

The Board of Trustees of the Village of Stickney met in regular session on Tuesday, August 16, 2022, at 7:00 p.m. in the boardroom located at 6533 W. Pershing Road, Stickney, Illinois.

**Upon the roll call, the following Trustees were present:
Trustees White, Savopoulos, Milenkovic, Torres, Kapolnek and Hrejsa**

The Mayor asked for a moment of silence for residents Ron Kamykowski and his wife Verla who recently died a week apart. Ron was a special friend to the Village and the Mayor.

Trustee Savopoulos moved, duly seconded by Trustee White to approve the minutes of the regular board meeting held on Tuesday, August 2, 2022.

**Upon the roll call, the following Trustees voted:
Ayes: Trustees White, Savopoulos, Milenkovic, Torres, Kapolnek and Hrejsa
Nays: None
Mayor Walik declared the motion carried.**

Trustee White moved, duly seconded by Trustee Savopoulos that the bills, approved by the various committees of the Board, be approved for payment, and to approve warrants which authorize the Village Treasurer to draw checks to pay the bills, to be signed by the authorized signers, as provided for by the Ordinances of the Village of Stickney.

**Upon the roll call, the following Trustees voted:
Ayes: Trustees White, Savopoulos, Milenkovic, Torres, Kapolnek and Hrejsa
Nays: None
Mayor Walik declared the motion carried.**

Trustee Kapolnek moved, duly seconded by Trustee Torres, to approve the Saint Pius yard sale August 20, 2022 on 43rd Street from Oak Park Avenue to Grove Avenue.

**Upon the roll call, the following Trustees voted:
Ayes: Trustees White, Savopoulos, Milenkovic, Torres and Hrejsa
Present: Trustee Kapolnek
Nays: None
Mayor Walik declared the motion carried.**

Trustee Torres moved, duly second by Trustee Hrejsa to approve Resolution 15-2022, "A Resolution dedicating a portion of a Street within the Village of Stickney, County of Cook, State of Illinois."

Prior to the vote Mayor explained that this resolution is for Doctor Bernard who gave 48 years to education, 34 years as principal of Edison School and in 2012 she got her doctorate. She lived here all her life. She dedicated a lot of time to this community and our children. We found it appropriate, for dedicating your time and service, that 42nd Street will now be Jan Bernard Way. From her house to East Avenue it will be Jan Bernard Way. The Mayor extended a thank you for her efforts in our community and our children.

Doctor Jan Bernard said, "I am speechless. I never had a street named after me." She thanked the mayor and the Village Trustees for honoring her this evening. She had the privilege of being the principal of Edison for 34 years. Her work in the community started many years before that. She was one year old when her parents moved to Stickney. She was gifted to live in a community that was so nurturing and supportive and included high-quality schools. She was a student of Edison School and then the principal. She believes it is a honor. She believes Edison is so exemplary is that the fact it has a wonderful staff, supportive parents, and a strong partnership with the community. There is a statement where "It takes a whole village to educate a child" and Stickney is a testimony to it. She thanked her former board members through the years, my dear friends. She thanked members of her staff. She thanked all who made her what she is today because she grew up in a wonderful place. She extended her thanks for this wonderful honor. She only wished that her parents were here to see it.

Upon the roll call, the following Trustees voted:

Ayes: Trustees White, Savopoulos, Milenkovic, Torres, Kapolnek and Hrejsa

Nays: None

Mayor Walik declared the motion carried.

TRUSTEE REPORTS:

All the Trustees extended their congratulations to Doctor Jan Bernard for her service to Edison School and the community.

Trustee Torres: She mentioned that she worked with Dr. Bernard over the years and her children went to her school.

Trustee Kapolnek: This Saturday, August 20th, is the Saint Pius Yard Sale from 9:00 a.m. to 1:00 p.m. The Trustee gave an update on of the East Avenue water main project. The first five houses are connected. The shred event is this Saturday on Ridgeland from 9:00 to 12:00.

DEPARTMENT REPORTS:

Police Chief James Sasseti: He announced that this Labor Day the Stickney Police Department is partnering with the Illinois Department of Transportation for the "Drive Sober, Get Pulled Over" campaign. Expect to see additional officers on the street. The July summary report: Stickney police responded to 1,541 calls. That is 49.71 calls per day. That has been the average over the last several months.

Fire Chief Jeff Boyajian: He extended his appreciation toward Dr. Jan Bernard. He personally valued working with her.

There being no further business, Trustee White moved, duly seconded by Trustee Savopoulos that the meeting be adjourned. Upon which the Board adopted the motion at 7:30 p.m.

Respectfully submitted,

Beth Lukas, Deputy Village Clerk

Approved by me this day of , 2022

Jeff Walik, Mayor

Village of Stickney
Warrant Number 22-23-08

EXPENDITURE APPROVAL LIST
FOR VILLAGE COUNCIL MEETING ON
September 6, 2022

Approval is hereby given to have the Village Treasurer of Stickney, Illinois pay to the officers, employees, independent contractors, vendors and other providers of goods and services in the indicated amounts as set forth.

A summary indicating the source of funds used to pay the above is as follows:

01 CORPORATE FUND		106,141.79
02 WATER FUND		224,799.46
03 MOTOR FUEL TAX FUND		474.78
05 1505 FUND		-
07 POLICE REVENUE SHARING FUND		-
08 CAPITAL PROJECTS FUND		24,844.00
09 BOND & INTEREST FUND		-
	Subtotal:	<u>356,260.03</u>
General Fund Payroll	8/30/2022	161,575.84
Water Fund Payroll	8/30/2022	<u>18,706.67</u>
	Subtotal:	<u>180,282.51</u>
Total to be Approved by Village Council		<u>536,542.54</u>

Approvals:

Jeff Walik, Mayor

Audrey McAdams, Village Clerk

Treasurer

VOS_41665_Village of Stickney
Check/Voucher Register - Check Register
01 - General Fund
From 8/16/2022 Through 8/30/2022

Check Number	Vendor Name	Effective Date	Check Amount
505831	John Lopez	8/17/2022	131.27
505832	Robert Hernandez	8/17/2022	1,373.05
505833	Air Comfort	8/17/2022	440.82
505834	ANDERSON PEST SOLUTIONS	8/17/2022	114.75
505835	Bell Fuels, Inc.	8/17/2022	3,287.38
505836	Comcast	8/17/2022	56.38
505837	Corneliu Covaliu	8/17/2022	480.00
505840	GW & Associates PC	8/17/2022	4,500.00
505841	Kane, McKenna and Associates, Inc.	8/17/2022	375.00
505842	L.A. Fasteners, Inc.	8/17/2022	30.20
505846	Municipal Emergency Services	8/17/2022	753.60
505847	Municipal Web Services	8/17/2022	420.00
505848	O'Reilly First Call	8/17/2022	60.46
505851	Schultz Supplies	8/17/2022	53.16
505853	The Eagle Uniform Co.	8/17/2022	600.00
505854	Uline	8/17/2022	313.49
505855	Scott Urbanski	8/17/2022	1,680.00
505857	Yuritz RC Landscaping Inc	8/17/2022	2,040.00
505858	Aero Removals	8/18/2022	400.00
505859	BLUE CROSS BLUE SHIELD	8/18/2022	71,756.78
505860	Citizens Bank	8/18/2022	5,149.09
505861	Comcast	8/18/2022	109.85
505862	CPURX, Inc.	8/18/2022	213.38
505863	Gas Plus Corp	8/18/2022	341.81
505864	Johnson Controls Security Solutions	8/18/2022	355.61
505866	PowerDMS, Inc.	8/18/2022	725.00
505867	RAY O'HERRON CO. INC.	8/18/2022	142.83
505869	Robert William Edenhofer	8/18/2022	1,000.00
505870	Westfield Ford, Inc.	8/18/2022	217.90
505871	Air One Equipment, Inc.	8/26/2022	340.00
505873	Amerigas -5329	8/26/2022	204.36
505874	Anthony T. Bertucca	8/26/2022	900.00
505875	Beth Lukas	8/26/2022	51.50
505877	Comcast Business	8/26/2022	1,778.66
505878	Comcast	8/26/2022	294.85
505880	CPURX, Inc.	8/26/2022	3,663.45
505881	Duo-Safety Ladder Corp.	8/26/2022	113.66
505882	Konica Minolta Business Solutions U.S....	8/26/2022	130.59
505883	Laner Muchin	8/26/2022	82.50
505884	Leandra Torres	8/26/2022	160.00
505885	Menards - Hodgkins	8/26/2022	54.25
505886	National Pen Co. LLC	8/26/2022	317.58
505887	Scout Electric Supply Co.	8/26/2022	88.00
505888	Shark Shredding, Inc.	8/26/2022	148.50
505889	The Sign Edge	8/26/2022	0.00
505892	Webmarc Doors	8/26/2022	454.15
505893	Westfield Ford, Inc.	8/26/2022	192.93
505894	BCT	8/29/2022	45.00
Total 01 - General Fund			106,141.79

VOS_41665_Village of Stickney
Check/Voucher Register - Check Register
02 - Water Fund
From 8/16/2022 Through 8/30/2022

Check Number	Vendor Name	Effective Date	Check Amount
505835	Bell Fuels, Inc.	8/17/2022	1,643.70
505838	EJ USA Inc.	8/17/2022	910.62
505839	Ferguson Waterworks	8/17/2022	255.00
505840	GW & Associates PC	8/17/2022	4,500.00
505843	Lehigh Hanson	8/17/2022	1,658.77
505845	Metropolitan Industries, Inc	8/17/2022	100.00
505849	Riccio Construction Corporation	8/17/2022	33,867.07
505850	Roland Machinery Co.	8/17/2022	3,141.90
505860	Citizens Bank	8/18/2022	250.69
505864	Johnson Controls Security Solutions	8/18/2022	104.16
505865	NICOR GAS	8/18/2022	238.30
505868	Riccio Construction Corporation	8/18/2022	171,242.25
505872	ALEXANDER CHEMICAL CORPORATION	8/26/2022	1,581.93
505876	Clear View	8/26/2022	1,245.00
505879	ComEd	8/26/2022	3,607.01
505890	Standard Equipment Company	8/26/2022	453.06
Total 02 - Water Fund			224,799.46

VOS_41665_Village of Stickney
Check/Voucher Register - Check Register
03 - Motor Fuel Tax Fund
From 8/16/2022 Through 8/30/2022

<u>Check Number</u>	<u>Vendor Name</u>	<u>Effective Date</u>	<u>Check Amount</u>
505852	SealMaster	8/17/2022	178.00
505879	ComEd	8/26/2022	296.78
	Total 03 - Motor Fuel Tax Fund		474.78

VOS_41665_Village of Stickney
Check/Voucher Register - Check Register
08 - Capital Projects Fund
From 8/16/2022 Through 8/30/2022

Check Number	Vendor Name	Effective Date	Check Amount
505844	Lindahl Brothers, Inc.	8/17/2022	3,000.00
505891	VanBruggen Signs	8/26/2022	<u>21,844.00</u>
	Total 08 - Capital Projects Fund		24,844.00
			<hr/>
Report Total			356,260.03
			<hr/>

RESOLUTION NO. 16-2022

RESOLUTION IN SUPPORT OF THE WORKERS' RIGHTS AMENDMENT

WHEREAS, on the November 8th General Election ballot, the proposed Workers' Rights Amendment to the Illinois Constitution will be presented to voters for consideration;

WHEREAS, the amendment would give constitutional protection to the existing right of Illinois workers to organize and bargain collectively through representatives of their own choosing for the purpose of negotiating wages, hours, and working conditions;

WHEREAS, Illinois is a pinnacle of the American Labor Movement with a deep labor history and strong union support to this day;

WHEREAS, there has been a concerted effort by corporate interests and some political figures to silence working Americans through relentless attacks on collective bargaining rights and labor unions throughout the country;

WHEREAS, all workers should be able to speak out about unsafe conditions without fear of getting fired if they point out shoddy construction or a hospital that's cutting corners on patient care;

WHEREAS, the Workers' Rights Amendment would protect all of Illinois first responders and front line workers so that they can continue to keep us safe;

WHEREAS, according to Gallup public opinion research, public approval of unions is at its highest level in six decades, with nearly 70% of Americans supporting the right of workers to organize;

WHEREAS, new research published by the Project for Middle Class Renewal at the University of Illinois finds that guaranteeing Illinois workers the fundamental right to collective bargaining would boost wages and improve working conditions for all workers, whether they are union members or not;

WHEREAS, our communities and small businesses benefit when workers can join together for good paying jobs;

WHEREAS, we believe the Worker's Rights Amendment is long overdue and is in the best interests of Illinois' workers, businesses, and the economy as a whole;

THEREFORE, BE IT RESOLVED, that we, the of the Corporate Authorities of the Village of Stickney, Cook County, Illinois affirm our support for the Workers' Rights Amendment to be voted upon in the General Election on November 8, 2022.

PASSED this ____ day of _____, 2022.

AYES:

NAYS:

ABSENT:

ABSTENTION:

APPROVED by me this ____ day of _____, 2022.

Jeff Walik, President

**ATTESTED AND FILED in my
office this ____ day of _____, 2022.**

Beth Lukas, Deputy Village Clerk

Beth Lukas

From: Audrey McAdams
Sent: Tuesday, August 23, 2022 4:11 PM
To: Beth Lukas
Subject: Fwd: Girl Scout Product Program Dates for 2022-2023
Attachments: image001.emz

This must go on the next agenda. Look at last year's agenda for the proper verbiage. I will send you a copy of the insurance and hold harmless from last year.

Audrey

Sent from my Verizon, Samsung Galaxy smartphone
[Get Outlook for Android](#)

From: Shari Millard <smillard@girlscoutsgcnwi.org>
Sent: Tuesday, August 23, 2022 2:56:14 PM
To: Audrey McAdams <villageclerk@villageofstickney.com>
Subject: Girl Scout Product Program Dates for 2022-2023



Audrey McAdams, Village Clerk
Stickney, IL

Greetings!

It is that time of year when we start planning our new Girl Scout year. Our Fall Product Program will run from September 23 - October 16, 2022. The Door-to-Door portion of our Girl Scout Cookie Program will be from December 15, 2022 – January 16, 2023. We are planning to follow that with Booth Sales from mid-February through May.

If your community requires us to apply for a permit, please see the Fall Product and Cookie detail sheet below. If it is sufficient to process our request on behalf of our Girl Scouts based on this letter, please check the box below and scan it back to me, Shari Millard at smillard@girlscoutsgcnwi.org

If you require additional information, please email it to me and I will get it returned to you as soon as possible.

Please know our council has some recommended Covid guidelines in place for our Girl Scouts to observe. The current council recommendations can be found on our website. Here is a link to the current guidelines <https://www.girlscoutsgcnwi.org/en/our-council/news/2020/covid19.html>

We are currently working remotely so communication is best through email or phone. If you have questions or need additional information, please do not hesitate to call me at 630-544-5906 or email me at smillard@girlscoutsgcnwi.org.

Thank you for being there for our girls. Please know you make a difference!

Sincerely,

Shari Millard

Product Program Specialist

Girl Scouts of Greater Chicago and Northwest Indiana

smillard@girlscoutsgcnwi.org

630-544-5906 or 855-456-8347 x5906

Please check the appropriate line(s) below and return to the email listed above:

- ☐ The attached information is sufficient and your request is approved as submitted
- ☐ We need a copy of the Girl Scouts Certificate of Insurance
- ☐ Please complete and return the enclosed application
- ☐ We also require the following documents (please list them below)

APPLICATION FOR NON-COMMERCIAL SOLICITATION

Not for Profit Organization

Name of Organization:

Girl Scouts of Greater Chicago and Northwest Indiana

Address:

1551 Spencer Road, Joliet, IL 60433

Person to contact for information:

Shari Millard

P: 855-456-8347 ext.5906

E: smillard@girlscoutsgcnwi.org

Additional Contact:

Susan Rakis, Director of Product Program

P: 855-456-8347ext. 2309

E: srakis@girlscoutsgcnwi.org

Note: The two people named above are requesting permission for the entire jurisdiction of the council. You should not receive requests from local constituents.

Non-Commercial Solicitation Purpose:

Annual Girl Scout Fall Product and Cookie Programs

Program Dates:

Fall Product Program:

Door to Door Order Taking:

September 23 – October 19, 2022

Delivery of Product: November 3-6, 2022

Cookie Program:

Door to Door Order Taking:

December 15, 2022 – January 16, 2023 (Girl Scout Communities decide on collection of payment at time of order or time of delivery.)

Delivery of Product: Mid-February thru March

Arrangements and permission for cookie booths are made directly with local merchants and troop leaders and take place between February and May 2023. Product is sold and paid for at the cookie booth site.

Hours of solicitation: As described by ordinance code

Description of Vehicles used in solicitation: None as of this request

Last date of previous requests: 2021

Has anyone listed on this application ever been convicted of a commission of a felony under the laws of the State of Illinois/Indiana or any other State or Federal Law of the United States? If yes, when. No

Stickney Police Department



JAMES T. SASSETTI
Chief of Police

6533 West Pershing Road
Stickney, Illinois 60402
Phone (708) 788-2131
Fax (708) 749-2742



JEFF WALIK
Mayor

September 01, 2022

Re: Request to appoint Deputy Chief of Police

Honorable Mayor Jeff Walik and Village Trustees,

I respectfully request your consent and approval to appoint Jerry R. Chlada Jr. to the position of Deputy Chief of Police with the Stickney Police Department. Jerry has been a police officer for over 26 years and during that time has excelled through the ranks to ultimately obtain the position of Superintendent of Police, a position in which he has held for the past seven years preceding his retirement. Jerry throughout his extensive police career has continuously shown proficiency for the job and has provided exemplary management and leadership principles to officers under his command. Jerry has successfully completed a plethora of management and leadership courses including the Northwestern University School of Police Staff and Command and has shown to highly qualified and deserving of this appointment. Thank you in advance for your consideration with this request.

Respectfully,

A handwritten signature in blue ink, appearing to read "James T. Sassetti", written over a horizontal line.

James T. Sassetti
Chief of Police

VILLAGE OF STICKNEY

6533 West Pershing Road
Stickney, Illinois 60402-4048
Phone - 708-749-4400
Fax - 708-749-4451



Jeff Walik
Village President

Mary Hrejsa
Tim Kapolnek

Village Trustees
Mitchell Milenkovic
Sam Savopoulos

Leandra Torres
Jeff White



Audrey McAdams
Village Clerk

September 01, 2022

Re: Request to appoint Deputy Chief of Police Jerry Chlada Jr. to 911 Board

Honorable Village Trustees,

I respectfully request your consent and approval to appoint Deputy Chief of Police Jerry R. Chlada Jr. to the 911 Board to fill the vacancy created by the resignation of Richard Jaczak from the Board. Thank you in advance for your consideration with this request.

Respectfully,

A handwritten signature in black ink, appearing to be "J. Walik", written over a horizontal line.

Jeff Walik
Mayor

ORDINANCE NO. 2022-15

**AN ORDINANCE AUTHORIZING AND APPROVING AN
INTERGOVERNMENTAL AGREEMENT BETWEEN THE VILLAGE OF
STICKNEY AND MORTON COLLEGE FOR AN INTERNSHIP PROGRAM FOR
THE VILLAGE OF STICKNEY, COUNTY OF COOK, STATE OF ILLINOIS.**

WHEREAS, the Village of Stickney (the "Village") is a home rule municipal corporation in accordance with Article VII, Section 6(a) of the Constitution of the State of Illinois of 1970; and

WHEREAS, the Village has the authority to adopt ordinances and to promulgate rules and regulations that pertain to its government and affairs, and to review, interpret and amend its ordinances, rules and regulations; and

WHEREAS, the Village President (the "President") and the Board of Trustees of the Village (the "Village Board" and with the President, the "Corporate Authorities") are committed to ensuring the health, safety and welfare of Village residents; and

WHEREAS, Article VII, Section 10 of the Constitution of the State of Illinois, adopted in 1970, expressly permits units of local government to contract amongst themselves and to jointly obtain or share services and to exercise, combine or transfer their powers or functions, in any manner not otherwise prohibited by law or ordinance; and

WHEREAS, the Intergovernmental Cooperation Act (5 ILCS 220/1, *et seq.*) (the "Act") authorizes public agencies, which include units of local government, to jointly enjoy and/or exercise powers, privileges, functions or authority with other public agencies, except where specifically and expressly prohibited by law; and

WHEREAS, the Act authorizes public agencies to enter into intergovernmental agreements with other public agencies; and

WHEREAS, the Village and Morton College, an Illinois Community College District ("Morton"), are public agencies under the laws of the State of Illinois; and

WHEREAS, Morton offers an Associate in Applied Science in Law Enforcement Education Degree program ("Program"); and

WHEREAS, Morton wishes to partner with the Village's Police Department (the "Department") to provide Morton students in the Program with a practical law enforcement clinical experience, and the Department wishes to assist Morton as part of the Program; and

WHEREAS, to promote interest in careers in law enforcement and to assist students seeking to enter the law enforcement field, the Corporate Authorities have determined that it is in the best interests of the Village and its residents to enter into an intergovernmental agreement (the "Agreement"), attached hereto and incorporated herein as Exhibit A, whereby Morton and the Department will cooperate for the benefit of Morton's students to participate in the Program with the Department; and

WHEREAS, based on the foregoing, the Corporate Authorities have determined that it is advisable and in the best interests of the Village and its residents to enter into and approve an agreement with terms substantially the same as the terms of the Agreement; and

WHEREAS, the President is authorized to enter into and the Village Attorney (the "Attorney") is authorized to revise agreements for the Village making such insertions, omissions and changes as shall be approved by the President and the Attorney.

NOW, THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF STICKNEY, COOK COUNTY, ILLINOIS, as follows:

SECTION 1. RECITALS. The facts and statements contained in the preamble to this Ordinance are found to be true and correct and are hereby adopted as part of this Ordinance.

SECTION 2. PURPOSE. The purpose of this Ordinance is to authorize the President or his designee to enter into the Agreement whereby the Village, by and through the Department, will cooperate with Morton in furtherance of the Program, and to further authorize the President or his designee to take all steps necessary to carry out the terms and intent of this Ordinance and to ratify any steps taken to effectuate those goals.

SECTION 3. AUTHORIZATION. That the Village Board hereby authorizes and directs the President or his designee to enter into and approve the Agreement, or any modifications thereof, and to ratify any and all previous action taken to effectuate the intent of this Ordinance. The Village Board further authorizes and directs the President or his designee to execute the Agreement with such insertions, omissions and changes as shall be approved by the President and the Attorney. The Village Clerk is hereby authorized and directed to attest to and countersign the Agreement and any other documentation as may be necessary to carry out and effectuate the purpose of this Ordinance. The Village Clerk is also authorized and directed to affix the Seal of the Village to such documentation as is deemed necessary. The officers, agents and/or employees of the Village shall take all action necessary or reasonably required

by the Village to carry out, give effect to and effectuate the purpose of this Ordinance and shall take all action necessary in conformity therewith.

SECTION 4. HEADINGS. The headings of the articles, sections, paragraphs and subparagraphs of this Ordinance are inserted solely for the convenience of reference and form no substantive part of this Ordinance nor should they be used in any interpretation or construction of any substantive provision of this Ordinance.

SECTION 5. SEVERABILITY. The provisions of this Ordinance are hereby declared to be severable and should any provision of this Ordinance be determined to be in conflict with any law, statute or regulation by a court of competent jurisdiction, said provision shall be excluded and deemed inoperative, unenforceable and as though not provided for herein and all other provisions shall remain unaffected, unimpaired, valid and in full force and effect.

SECTION 6. SUPERSEDER. All code provisions, ordinances, resolutions, rules and orders, or parts thereof, in conflict herewith are, to the extent of such conflict, hereby superseded.

SECTION 7. PUBLICATION. A full, true and complete copy of this Ordinance shall be published in pamphlet form or in a newspaper published and of general circulation within the Town as provided by the Illinois Municipal Code, as amended.

SECTION 8. EFFECTIVE DATE. This Ordinance shall be effective and in full force immediately upon passage and approval.

(THE REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK)

PASSED this ____ day of _____, 2022.

AYES:

NAYS:

ABSENT:

ABSTENTION:

APPROVED by me this ____day of _____, 2022.

Jeff Walik, President

**ATTESTED AND FILED in my
office this ____ day of
_____, 2022.**

Beth Lukas, Deputy Village Clerk

EXHIBIT A

INTERGOVERNMENTAL AGREEMENT

THIS INTERGOVERNMENTAL AGREEMENT (this "Agreement") is made and entered into this 24th day of August, 2022 (the "Effective Date") by and between Morton College, an Illinois Community College District, ("Morton") and the Village of Stickney, Illinois, a unit of local government, which operates a Police Department (the "Department") (collectively, Morton and the Department may, for convenience only, be hereinafter referred to as the "Parties" and each individually as a "Party").

WITNESSETH

WHEREAS, Article VII, Section 10 of the Constitution of the State of Illinois, adopted in 1970, expressly permits units of local government and school districts to contract or otherwise associate among themselves to obtain or share services and to exercise, combine or transfer their powers or functions, in any manner not otherwise prohibited by law or ordinance; and

WHEREAS, the Intergovernmental Cooperation Act (5 ILCS 220/1, *et seq.*) (the "Act") authorizes public agencies, which includes units of local government and public community college districts, to jointly enjoy and/or exercise powers, privileges, functions or authority with other public agencies, except where specifically and expressly prohibited by law; and

WHEREAS, the Act authorizes public agencies to enter into intergovernmental agreements with other public agencies; and

WHEREAS, Morton offers an Associate in Applied Science in Law Enforcement Education Degree program ("Program"); and

WHEREAS, Morton wishes to partner with the Department to provide Morton students in the Program with a practical law enforcement clinical experience in the form of an internship with the Department; and

WHEREAS, the Department wishes to enter into this relationship with Morton to provide Morton students in the Program with such a practical law enforcement clinical experience; and

WHEREAS, based on the foregoing, the Department and Morton have concluded that it is in the best interest of the Parties to enter into this Agreement.

NOW, THEREFORE, in consideration of the foregoing recitals, the mutual promises and covenants contained herein, and for other good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties, intending to be legally bound, hereby agree as follows:

1. **LAW ENFORCEMENT INTERSHIP PROGRAM:** The Department agrees to partner with Morton and accept Morton students who are pursuing a degree in the Program to intern with the Department to experience, observe and study the day-to-day operations of the Department, including, but not limited to, ____ See Attached Internship Policy _____. The exact parameters of this law enforcement internship program, and the obligations and rights of Morton, the Department, and the participating students, are set forth in Appendix A, which is attached hereto and hereby made a part hereof by this reference ("Internship Program").
2. **TERM AND TERMINATION:** This Agreement will be in effect between ____ January 1____, 20__23__ and ____ January 1____, 2028____. Either Party may terminate this Agreement by providing ninety (90) calendar days written notice to the other Party of its intent to terminate the same. If the Department exercises its right to terminate this Agreement under the provisions of this paragraph, the Department will allow all students currently participating in the Internship Program to complete the Internship Program.
3. **INDEMNIFICATION:**

In the event that any claim or suit is brought against the Village or its Police Department and the claim is directly attributable to the fault/negligence of Morton or its students participating in the Internship Program, Morton's insurance shall be primary and will defend and indemnify the Village or its Police Department from the claim.

In the event that any claim or suit is brought against Morton and the claim is directly attributable to the fault/negligence of the Village or its Police Department, the Village's insurance shall be primary and will defend and indemnify Morton from the claim.

Each party shall maintain general liability insurance on an occurrence basis with minimum limits of \$1,000,000 and provide a certificate of insurance as evident of the required coverage.
4. **RECITALS:** The abovementioned recitals constituting the preambles to this Agreement are full, true and correct and are hereby incorporated into this Agreement as if fully restated herein.
5. **EMPLOYMENT; REMOVAL OF STUDENTS:**
 - (a) No assigned student under this Agreement shall in any way be considered an employee or agent of the Village or the Department nor shall any such student be entitled to any fringe benefits, Worker's Compensation, disability benefits or other rights normally afforded to employees of the Village or the Department.

(b) Morton has the right to remove a student from the Program. Morton shall notify the Department of such removal in writing.

(c) The Department may immediately remove any student participating in the Program from the premises or the field for behavior that the Department deems to be an immediate threat to the health or welfare of residents, officers, employees, visitors, or to the Department's operations. In such event, the Department shall notify Morton in writing of its actions and the reasons for its actions as soon as practicable. If the Department desires to remove a student for any other reason, the Department shall notify Morton in writing of the reasons for the removal and shall consult with Morton before removing the student.

6. **NOTICES:** Any notice, request, demand or other communication, provided for by this Agreement, shall be in writing and shall be deemed to have been duly received upon: (a) actual receipt if personally delivered and the sender received written confirmation of personal delivery; (b) receipt as indicated by the written or electronic verification of delivery when delivered by overnight courier; (c) receipt as indicated by the electronic transmission confirmation when sent via telecopy or facsimile transmission; (d) three (3) calendar days after the sender posts notice with the U.S. Post Office when sent by certified or registered mail, return receipt requested; or (e) when delivery is refused. Notice shall be sent to the addresses set forth below, or to such other address as either Party may specify in writing.

If to the Department:

Village of Stickney
Police Department
Attn: James Sassetti

6533 W. Pershing Rd
Stickney, IL 60402
(708) 788-2131
James.Sassetti@stickney.police.com

If to Morton:

Morton College
Attn: Laurie Cashman
Dean of Adult and Career Technical
Education
3801 S. Central Avenue
Cicero, IL 60804
(P)708.656.8000, ext. 2335
Laurie.cashman@morton.edu

With a copy to:

Del Galdo Law Group, LLC.
1441 S. Harlem Ave.
Berwyn, IL 60402
(P)708.222.7000
(F)708.222.7001

7. **SEVERANCE:** The provisions of this Agreement shall be deemed severable, and the invalidity or unenforceability of any one or more of the provisions hereof shall not affect the validity and enforceability of the other provisions hereof. Provided, however, that if permitted by applicable law, any invalid, illegal or unenforceable

provision may be considered in determining the intent of the Parties with respect to the provisions of this Agreement.

8. **ENTIRE AGREEMENT:** This Agreement contains the entire agreement and understanding by and between the Parties. No representations, promises, agreements or understandings, written or oral, not herein contained shall be of any force or effect.
9. **MODIFICATION:** No provision of this Agreement may be modified, waived or discharged unless such waiver, modification or discharge is agreed to in writing and signed by each Party or an authorized representative thereof. No waiver by either Party regarding any breach of a condition or provision of this Agreement shall be deemed a waiver of similar or dissimilar provisions or conditions of this Agreement. No agreement or representations, oral or otherwise, expressed or implied, with respect to the subject matter hereof have been made by either Party which are not expressly set forth in this Agreement.
10. **HEADINGS:** The headings used herein form no substantive part of this Agreement, are for the convenience of the Parties only, and shall not be used to define, enlarge or limit any term of this Agreement.
11. **CONSTRUCTION AND GOVERNING LAW:** Construction and interpretation of this Agreement shall at all times and in all respects be governed by the laws of the State of Illinois, without regard to its conflicts of laws principles. The Parties acknowledge that they have had an opportunity to review and revise this Agreement and have it reviewed by legal counsel, if desired, and, therefore, the normal rules of construction, to the extent that any ambiguities are to be resolved against the drafting Party, shall not be employed in the interpretation of this Agreement. Neither Party, by entering into this Agreement, waives any immunity provided by local, state or federal law.
12. **RIGHT TO COUNSEL:** The Parties acknowledges that they were informed that they have the right to consult with an attorney before signing this Agreement and that this paragraph shall constitute written notice of the right to be advised by legal counsel. Additionally, the Parties acknowledge that they had an opportunity to and did negotiate over the terms of this Agreement. The Parties acknowledge that they have been given a reasonable time to consider and sign this Agreement and agree that this consideration period has been reasonable and adequate.
13. **COUNTERPARTS AND FACSIMILE:** This Agreement may be executed in counterpart originals, each of which shall be deemed to be an original with the same effect as if the signatures thereto were on the same instrument. A signature affixed to this Agreement and transmitted by facsimile shall have the same effect as an original signature.

14. **ASSIGNMENT:** This Agreement shall be binding upon and inure to the benefit of the successors of the Parties as if each was a party to this Agreement. Neither Party shall have the right to assign the terms of this Agreement, without the prior, written approval of the other Party. No assignment, even if consented to, shall in any way reduce or eliminate the liability of the assignee for obligations accrued prior to such approved assignment.
15. **BREACH:** In the event that either Party breaches this Agreement and the breach is litigated before a court of law or an administrative agency, the non-prevailing Party shall be liable to the prevailing Party for the prevailing Party's reasonable attorneys' fees and costs of suits incurred by the prevailing Party. Prevailing Party shall mean any defendant found not liable on any and all counts and/or any plaintiff recovering on any count. Each Party shall be entitled to any and all remedies at law and in equity under this Agreement. In addition to the foregoing, each Party shall be entitled to any and all remedies at law and in equity under this Agreement.
16. **LEGISLATION:** The Village of Stickney Board of Trustees and the Board of Trustees of Morton shall enact all necessary ordinances or resolutions to effectuate the terms of this Agreement. All provisions of this Agreement shall be carried out and discharged in full compliance with all applicable local, state and federal laws.

THE PARTIES TO THIS AGREEMENT HAVE READ THE FOREGOING AGREEMENT IN ITS ENTIRETY AND FULLY UNDERSTAND EACH AND EVERY PROVISION CONTAINED HEREIN.

IN WITNESS WHEREOF, the Parties have caused their duly authorized representatives to execute this Intergovernmental Agreement on the dates hereafter set forth below.

STICKNEY POLICE DEPARTMENT,
COOK County, Illinois

Signature

Title

Date

MORTON COLLEGE,
Cook County, Illinois

Signature

Title

Date

Signature

Title

Date

APPENDIX A

LAW ENFORCEMENT INTERNSHIP PROGRAM

[FILL IN]

Stickney Police Department Internship Program Policy

PURPOSE:

The purpose of this procedure is to establish guidelines for students from colleges and universities who are pursuing a degree in criminal justice to experience, observe, and study the day-to-day operations of the Stickney Police Department.

POLICY:

It is the policy of the Stickney Police Department to foster relationships with the educational community by establishing an internship program for college and university students seeking a career in Law Enforcement.

Eligibility

In order to participate in the Stickney Police Internship Program, the student must be attending an accredited college or university, be a student in good standing and be enrolled in a Criminal Justice Program or a program related to the Criminal Justice field. Preference will be given to those students who are enrolled in a Criminal Justice Program.

Application Process

Any person wishing to participate in the Internship Program will be required to submit the following:

- A completed Stickney Police Department Internship Program application (Appendix 1)
- A letter of approval from the college or university.
- A letter from the college or university detailing the institution's policy on participation in an internship program.
- Completed request(s) for participation must be made at least four (4) weeks prior to the start of the program and briefly describe the proposed project to be undertaken by the student.
- Background check to include a criminal arrest record history (fingerprint).

Candidates must agree to participate in an Oral Interview with the Chief of Police or his designee and the Internship Program Coordinator. The purpose of the interview will be to determine the following:

- Applicant's suitability for the program.
- The applicant's interest in law enforcement.
- The applicant's capability to successfully complete the program.

Acceptance into Internship Program

- Upon notification of acceptance into the Internship Program, the applicant shall provide the Stickney Police Department with the following:
 - Proof of medical insurance and certification of coverage. This requirement may be waived if extenuating circumstances exist.
 - Written certification from the institution the intern attends which shows that the institution has a general liability policy, which insures and indemnifies the Village for bodily and property damage resulting from the actions of the student or by the student while participating in this program.
- The applicant will complete the Waiver of Liability (Appendix 2), which indemnifies the Village of Stickney, the Stickney Police Department, and its personnel for any injury sustained by the student while participating in this program. Additionally, the Intern will complete the Student Internship Agreement (Appendix 3).

Rules of Conduct

- During the course of internship, the Intern will be responsible to the Program Coordinator.
- The Intern will be dressed in business casual attire, unless directed by the Program Coordinator. No jeans, t-shirts, gym shoes, or open shoes. Exceptions to this rule will depend on the assignment the intern is given.
- At all times during the program, the intern will wear an identification badge that will identify the person as a Stickney Police Department Intern. While not involved in the program, the intern shall not wear or display any department identification.
- Interns are prohibited from carrying or possessing any type of weapon, whether that weapon is offensive or defensive in nature. Any intern found to be in possession of any weapon shall be immediately terminated from the program.
- Interns agree to abide by the Rules and Regulations of the Stickney Police Department.

- Interns will not divulge to any person not affiliated with the Stickney Police Department any official information learned while participating in the Internship Program.
- Interns will not, under any circumstance, undertake any investigation, either official or unofficial in nature, unless specifically instructed to do so by the Chief of Police or his designee, and then only under the direct supervision of a sworn officer appointed by the Chief of Police.
- Interns who do not comply with the terms of the Internship program will be removed from the program.

Intern Responsibilities

- The Intern will meet with the Program Coordinator at least two weeks prior to the start of the internship.
- The Intern will provide the Program Coordinator with a completed copy of all written work generated as a result of their internship with the Department. All completed studies and surveys submitted to the Department will be reviewed by the Program Coordinator and a report made to the Chief of Police concerning the contents of the work.
- Interns must receive written permission from the Chief of Police or his designee prior to disseminating and/or publishing the results of their research/study other than for the express purposes of fulfilling the course requirements directly related to the internship.

Assignments

- The objective of the Internship Program is to learn about law enforcement on a local level and to observe the operations of the Stickney Police Department. The schedule will consist of an 8 – 16 week schedule that may include the following activities:
 - Day shift 6:00 am-6:00 pm
 - Administration 8:00 am – 4:00 pm
 - Night shift 6:00 pm- 6:00 am
 - Detective Unit
 - Records
 - Dispatch
 - Traffic Court and Misdemeanor/Felony Court
- Each week, the Intern will provide a written summary of his or her weekly activities.

Program Coordinator

The Program Coordinator will have the following responsibilities:

- Develop a formal training program that allows the Intern to become familiarized with the functions and responsibilities of the Criminal Justice Field.
- Coordinate the assignment of the Intern to various Departments sections and units.
- Ensure the Intern is familiar with the Department Rules and Regulations
- Ensure all necessary paperwork required for participation in the program is completed.
- Act as a liaison between the Stickney Police Department and the sponsoring institution.
- Complete all related paperwork that pertains to evaluations, student performance reports and progress reports that are required by the sponsoring institution.
- Submit to the Chief monthly status reports on the program.
- Familiarize the Intern with community services and resources available to the Police Department and Department staff.
- Allow the Intern to become involved with the people served by the Department and participate in the activities of the Department.
- Other duties as assigned by the Chief of Police.

Program Summary

- An Intern must work the required number of hours to complete the internship. Upon completion of the internship, all required hours and necessary evaluations must be turned in by the Intern to the Program Coordinator. Every intern must submit a copy of their term paper or project paper, if one is required for school, for placement in their file.
- All Interns will have an exit interview with the Program Coordinator. During this interview, the intern should discuss the positives, negatives, and suggestions for future improvements related to the internship program as a whole.
- At the end of the term, the Department will present the Intern with a Certificate of Achievement for the completion of the internship with the Stickney Police Department.

APPENDIX:

1– INTERN APPLICATION

2– INTERN WAIVER OF LIABILITY

3– STUDENT INTERNSHIP AGREEMENT

ILLINOIS FOP LABOR COUNCIL

and

VILLAGE OF STICKNEY

Patrol and Sergeants

FOP Lodge #242

May 1, 2022 – April 30, 2024

Springfield - Phone: 217-698-9433 / Fax: 217-698-9487
Western Springs - Phone: 708-784-1010 / Fax: 708-784-0058
Web Address: www.fop.org
24-hour Critical Incident Hot Line: 877-IFOP911



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PREAMBLE

This Agreement is entered into by and between the Village of Stickney an Illinois Municipal Corporation (hereinafter referred to as Employer) and the Illinois Fraternal Order of Police Labor Council/Lodge # 242 (hereinafter referred to as Council). The purpose of this Agreement is to provide an orderly collective bargaining relationship between the Employer and the 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 the parties to work together and to provide and maintain satisfactory terms and conditions of employment.

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

ARTICLE I **RECOGNITION**

Section 1.1: Unit Description

The Employer hereby recognizes the Council as the sole and exclusive collective bargaining representative for the purpose of collective bargaining on all matters relating to wages, hours and all other terms and conditions of employment for all employees in the bargaining unit as follows:

All full-time sworn peace officers in the Village of Stickney Police Department with the rank of Sergeant and below. Excluded from the bargaining unit are the Chief of Police, Captain of Police, Lieutenants and all managerial, supervisory and confidential employees and all other employees of the Village of Stickney, in accordance with the Illinois State Labor Relations Board case number S-RC-91-35.

Section 1.2: Part-Time Employees

The Employer may utilize the services of part-time employees to perform bargaining unit work in accordance with 65 ILCS 5/3-6-5, as amended with the following conditions:

Use of part-time employees will not result in any layoffs or reduction of the normal work hours or overtime hours worked by bargaining unit members, use of part time employees will not result in a reduction of bargaining unit members and use of part-time employees will not be increased when a reasonable need exists to increase the full time manpower of the police force.

ARTICLE II **COUNCIL DUES DEDUCTION**

Section 2.1: Dues Deduction

During the term of this Agreement, the Employer will deduct from each employee's paycheck, the appropriate Council dues for each employee in the bargaining unit who has filed

Section 3.3: Attendance at Meetings

The Employer agrees that the President, Vice-President and Secretary/Treasurer of the local lodge shall be permitted reasonable time off with pay if scheduled to work, and unpaid if not scheduled to work, to attend general, executive and special meetings of the local lodge, or Council, provided that at least 48 hours advance notice is given to the Employer, that the meetings are conducted within the Village of Stickney, and that it will not unreasonably interfere with the efficient operations of the police department.

Section 3.4: Delegates

Any employee(s) chosen as delegates to attend a Fraternal Order of Police or Illinois Fraternal Order of Police Labor Council seminar or meeting shall be allowed use of available time off options to attend any such meetings or seminars.

ARTICLE IV **NO STRIKE**

Section 4.1: No Strike Commitment

Neither the Council, nor any employee will call, initiate, authorize, participate in, sanction, encourage or ratify any work stoppage, slowdown or withholding of services or any other job action related to a labor dispute.

Section 4.2: No Lockout

During the term of this Agreement, the Employer shall not instigate a lockout over a dispute with the Council.

Section 4.3: Resumption of Operations

In the event of action prohibited by Section 4.1 above, the Council shall immediately disavow such action and request the employees to return to work, and shall use its best efforts to achieve a prompt resolution of normal operations. The Council, including its officials and agents, shall not be liable for any damages, direct or indirect, upon complying with the terms of this Section. All employees who hold a position of authority in the Council, hold a position of special trust and have a responsibility to stay at work and use their best efforts to encourage other employees to return to work.

Section 4.4: Council Liability

Upon the failure of the Council to comply with the provisions of Section 4.3 above, any agent or official of the Council who is an employee covered by this Agreement may be subject to the provisions of Section 4.5 below.

STEP 2

If no response is received or the grievance is not settled at step #1, and the grievant or the Council wishes to appeal the decision at step #2, the grievance shall be submitted in writing to the Chief of Police within ten (10) business days after receipt of the response at step #1, or when a response should have been received at step #1. The grievance shall set forth the facts and circumstances and shall state the reason for believing that the grievance was improperly denied at step #1. The Chief of Police shall then investigate the grievance, and shall hold a meeting with the parties involved, and a Council representative, at a reasonably convenient time, within ten (10) business days after receiving the grievance. The Chief of Police shall then respond to the grievance, in writing, within ten (10) business days after conducting such meeting.

STEP 3

If the grievance is not settled at step #2, or if no response is received from the Chief of Police, and the grievant wishes to appeal the decision, the grievance shall be submitted in writing to the Village President within ten (10) business days after receipt of the response from the Chief of Police or within ten (10) business days of when a response should have been received from the Chief of Police. The grievance shall state the reason for believing that the grievance was improperly denied at step #2. The Village Mayor shall then investigate the grievance and shall hold a meeting with the parties involved, and the Council, at a mutually agreed upon time, within ten (10) business days after receiving the grievance. Thereafter, the Village President shall respond to the grievance in writing, within five (5) business days after conducting the meeting.

STEP 4

If the grievance is not settled at step #3, and the Council wishes to appeal the grievance, it may refer the matter to arbitration within ten (10) business days of receipt of the Village Mayor's response at step #3, or when a response should have been received at step #3. The arbitration shall proceed in the following manner:

A. A representative of the Employer and the Council shall request the Federal Mediation and Conciliation Service to submit a list of seven (7) arbitrators. Each party shall have the right to reject one list in its entirety. The arbitrator shall be selected from the list of seven (7) by alternate strikes by the Employer and the Council. The Employer shall be the first to strike. The person whose name remains on the list shall be the arbitrator. The arbitrator shall be notified of his selection by a joint letter from the Employer and the Council. The letter shall request the arbitrator to set a time and place for hearing the grievance, subject to availability on the part of the Employer and the Council. Hearings shall be conducted in the Village of Stickney, unless otherwise mutually agreed.

B. Both parties agree to make a good faith attempt to arrive at a joint statement of facts and issues to be submitted to the arbitrator. The Employer and the Council shall have the right to require the presence of witnesses and documents with each party bearing their own expense. The expenses and fees of arbitration and the cost of the hearing room shall be shared equally between

ARTICLE VI

SENIORITY

Section 6.1: Seniority Defined

Seniority is defined as an employee's continuous length of full-time service within the Police Department, (except for creditable time towards pension and placement on wage scale). Seniority shall be used when determining layoffs, vacation preferences, and all other past practices in which seniority is a factor. Unpaid Leaves exceeding thirty (30) days shall be deducted from the total accumulated days of full-time service in determining seniority except Military leaves, leaves in accordance with the Family and Medical Leave Act, or leaves resulting from duty related injuries when not covered by pension. If hired on the same date, ranking on the eligibility list shall establish seniority, with the employee higher ranking being the most senior.

ARTICLE VII

EMPLOYEE RIGHTS

Section 7.1: Personal Assets

No employee shall be required or requested to disclose any item of his property, income, assets, source of income or assets, debts or personal or domestic expenditures (including those of any member of his family or household) unless such information is necessary in an internal investigation with regards to the employee's assets.

Section 7.2: Release of Information

No photograph or personal information will be disclosed by the Employer to the Media or general public at any time during the term of this contract, unless the employee approves of such disclosure in advance of its release. Such disclosures will also include an employee's home address and home telephone number.

Section 7.3: Testimony

The Employer shall not compel an employee under investigation to speak to, testify before, or be questioned by any civilian review board EXCLUDING: The Stickney Board of Fire and Police Commissioners.

Section 7.4: Investigation of Employee

In any "informal inquiry" whether written or oral, as that term is defined in 50 ILCS 725/1 et. seq., affected employees will be told the purpose of the inquiry prior to such questioning. In addition, in any meeting called by command or supervisory personnel, in which an employee reasonably believes that discipline will result from the meeting, the employee may request that a representative of his choosing be present. The Law Enforcement Officer's Bill of Rights shall apply to any inquiry which may lead to disciplinary action, and shall be incorporated herein as Appendix "C".

ARTICLE X
LABOR-MANAGEMENT CONFERENCE

Section 10.1: Labor/Management Meetings

The Council and the Employer mutually agree that in the interest of efficient management and harmonious employee relations, it is desirable that meetings be held between local Lodge representatives (FOP Labor Council representatives as may be required) and responsible representatives of the Employer. Such meetings may be requested at least seven (7) days in advance, or less if necessary, by either party by placing in writing a request to the other a "labor management conference" and expressly providing the agenda for such meeting. Such meetings and locations 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.
- (c) Notifying the Council of changes in non-bargaining conditions of employment contemplated by the Employer which may affect employees.

Section 10.2: Meetings Exclusive of Grievance Process

It is expressly understood and agreed that such meetings shall be exclusive of the grievance procedure. 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 meetings.

Section 10.3: Attendance at Labor/Management Meetings

Attendance at labor-management conferences shall be voluntary on the employee's part. Attendance at such conference shall not interfere with required duty time, and attendance, if during duty time, is permitted only upon reasonable notice to and prior approval of the employee's supervisor. Supervisors shall approve attendance subject to emergency and manpower needs of the department. Employees attending a labor-management conference while on duty shall suffer no loss in pay during approved attendance. Employees attending such conferences shall be limited to three. Meetings shall be conducted within the Village of Stickney and shall not unreasonably interfere with the efficient operations of the police department.

ARTICLE XI
DRUG TESTING

Section 11.1: Policy

It is the policy of the Village that the public has the reasonable right to expect persons employed by the Village to be free from the effects of drugs and alcohol. The Village, as the

the order to test, except when the testing is ordered pursuant to 50 ILCS 727/1-25. The employee shall be permitted to consult with a representative of the Labor Council at the time the order is given. Testing shall not be unreasonably delayed by reason of the employee's inability to consult legal counsel or labor representatives. No questioning of the employee shall be conducted without first affording the employee the right to Labor Council representation and/or legal counsel. Refusal to submit to such testing may subject the employee to discipline, but the employee's taking of the test shall not be construed as a waiver of any objection or rights that he may have.

Section 11.5: Tests to be Conducted

In conducting the testing authorized by this Agreement, the Village shall:

- (a) use only a clinical laboratory or hospital facility that is licensed pursuant to the Illinois Clinical Laboratory Act that has or is capable of being accredited by the Substance Abuse Management Safety and Health Administration (SAMSHA);
- (b) insure that the laboratory or facility selected conforms to all SAMSHA standards;
- (c) establish a chain of custody procedure for both the sample collection and testing that will insure the integrity of the identity of each sample and test result. No employee covered by this Agreement shall be permitted at any time to become a part of such chain of custody;
- (d) collect a sufficient sample of the same bodily fluid or material from an employee to allow for initial screening, a confirmatory test and a sufficient amount to be set aside reserved for later testing if requested by the employee;
- (e) collect samples in such a manner as to preserve the individual employee's right to privacy, insure a high degree of security for the sample and its freedom from adulteration. Employees shall not be witnessed by anyone while submitting a sample, except in circumstances where the laboratory or facility does not have a "clean room" for submitting samples or where there is reasonable belief that the employee has attempted to compromise the accuracy of the testing procedure;
- (f) confirm any sample that tests positive in the initial screening for drugs by testing the second portion of the same sample by gas chromatography mass spectrometry (GCMS) or an equivalent or better scientifically accurate and accepted method that provides quantitative data about the detected drug or drug metabolites;
- (g) provide the employee tested with an opportunity to have the additional sample tested by a clinical laboratory or hospital facility of the employee's own choosing, at the employee's own expense; provided the employee notifies the Village within seventy-two (72) hours of receiving the results of the tests;

Section 11.8: Discipline

In the first instance that an employee tests positive on both the initial and confirmatory test for drugs or is found to be under the influence of alcohol, and any employee who voluntarily seeks assistance with drug and/or alcohol related problems, he shall not be subject to any disciplinary or other adverse employment action by the Village. The foregoing is conditioned upon:

- (a) the employee agreeing to appropriate treatment as determined by the physician(s) involved;
- (b) the employee discontinues his use of illegal drugs or abuse of alcohol;
- (c) the employee completes the course of treatment prescribed, including an "after-care" group for a period of up to twelve months;
- (d) the employee agrees to submit to random testing during hours of work during the period of "aftercare." Employees who do not agree to or who do not act in accordance with the foregoing, or test positive a second or subsequent time for the presence of illegal drugs or alcohol during the hours of work shall be subject to discipline, up to and including discharge.

The foregoing shall not be construed as an obligation on the part of the Village to retain an employee on active status throughout the period of rehabilitation if it is appropriately determined that the employee's current use of alcohol or drugs prevents such individual from performing the duties of a police employee or whose continuance on active status would constitute a direct threat to the property or safety of others. Such employees shall be afforded the opportunity to use accumulated paid leave or take an unpaid leave of absence, at the employee's option, pending treatment. The foregoing shall not limit the City's right to discipline employees for misconduct provided such discipline shall not be increased or imposed due to alcohol or drug abuse.

ARTICLE XII **LAYOFF**

Section 12.1: Layoff Procedure

The Employer in its discretion shall determine when and whether layoffs are necessary. If the Employer so determines, employees covered by this Agreement will be laid off in accordance with their length of service with the Employer as provided in 65 ILCS 5/10-2.1-18. All employees and the Labor Council shall receive notice in writing of the layoffs at least fifteen (15) days in advance of the effective date of the layoff. The Employer shall not hire or contract out other parties to perform the duties that employees perform while there are bargaining unit members on layoff.

Section 12.2: Recall

The Employer shall be responsible for, hold employees harmless from and pay for damages or monies which may be adjudged, assessed or otherwise levied against any employee covered by this Agreement, subject to the conditions set forth in Section 14.3 of this Article, pursuant to 65 ILCS 5/1-4-6.

Section 14.2: Legal Representation

Employees shall have legal representation by the Employer in any civil cause of action brought against an employee resulting from or arising out of the performance of duties.

Section 14.3: Employees to Cooperate

Employees shall be required to cooperate with the Employer during the course of the investigation, administration or litigation of any claim arising under this Article. The Employer will provide the protections set forth in Section 14.1 and Section 14.2 above, so long as the employee is acting within the scope of his employment and where the employee cooperates, as defined in Section 14.3, with the Employer in defense of the action or actions or claims.

ARTICLE XV
SAFETY ISSUES

Section 15.1: Safety Meetings

The Chief of Police or his designee will meet with the Council, to discuss safety issues. Meetings with the Council may be called by either party, which will be submitted in writing by the party calling the meeting.

Any report or recommendation which may be prepared by the Council, or designee(s) of the Chief of Police as a direct result of these meetings will be in writing and copies submitted to the Chief of Police and the representative of the Council.

Section 15.2: Defective Equipment

No employee shall be required to use any equipment that has been designated by both the Council, and the Employer as being defective because of a disabling condition unless the disabling condition has been corrected.

When an assigned department vehicle is found to have a disabling defect or is in violation of the law, the employee will notify his supervisor, complete required reports, and follow the supervisor's direction relative to requesting repair, replacement, or the continued operation of said vehicle.

ARTICLE XVI
BULLETIN BOARDS

The Employer shall provide the Council and local Lodge with designated space on available bulletin boards, or provide bulletin boards on a reasonable basis, where none are

ARTICLE XIX
MAINTENANCE OF STANDARDS

All economic benefits which are not set forth in this Agreement and are currently in effect shall continue and remain in effect for the term of this Agreement.

- b.) **Twelve (12) Hour Shift Schedule:** An employees' normal work day shall consist of twelve (12) consecutive hours of work, the normal work schedule shall consist of not more than eighty-four (84) hours per fourteen (14) day work cycle. Each twelve (12) hour work day shall be interrupted by a thirty (30) minute paid lunch break and three (3) fifteen (15) minute coffee breaks.

Section 20.4: Compensatory Time

The Village agrees to grant compensatory time off in lieu of overtime payment at the employees' discretion and at the same overtime rate. Compensatory time off may be accumulated to a maximum of four-hundred twenty (420) hours. Compensatory time off shall be granted at the employees request at such time and in such blocks as are mutually agreed between the employee and his immediate supervisor. Permission to use compensatory time shall not be unreasonably denied if operational needs will not be adversely affected. When compensatory time off is granted, the employee shall not be required to remain on standby status. All use of compensatory time shall be posted each month for all employees within the bargaining unit. In addition, on June 1st and December 1st of each calendar year, all employees within the bargaining unit shall have the option of selling back to the Village up to sixty (60) hours of compensatory time, for pay, at the appropriate straight time hourly rate of pay.

Section 20.5: Pyramiding

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

Section 20.6: Call Back

The term "call back" is defined as an official assignment of work which does not immediately precede or follow any employee's regularly scheduled working hours. Employees reporting back to work under the definitions of "call back" shall be compensated at a minimum of three (3) hours at the appropriate overtime rate or for the actual hours worked, whichever is greater. No call back shall be compensated unless such call back has been approved by a supervisor. Call back pay will begin one (1) hour prior to the time of the employee's arrival at the police station or the location to which the employee is directed by his supervisor. The time of arrival at the police station will be the time indicated on the time clock when the officer punches in. The time of arrival by the officer at another location as directed by his supervisor will be the time at which dispatch is notified by the officer's supervisor of the officer's arrival at the designated location.

Section 20.7: Court Time

Employees required to attend court on their off-duty time shall be compensated at the overtime rate or compensatory time off rate (at the employees option) with a minimum of three (3) hours or actual hours worked, whichever is greater.

Overtime with LESS than twelve (12) hours:

- The shift will be split into six (6) hour shifts and offered by descending order of seniority on each shift. If refused, the shift will be filled by inverse seniority.
- The shift immediately preceding the overtime shift will be responsible for covering the first six (6) hours.
- The shift immediately succeeding the overtime shift will be responsible for covering the last six (6) hours.
- No bargaining unit member will be forced to work more than two (2) consecutive overtime shifts of six (6) hours or greater.

In the event that additional manpower is needed during a shift, the Sergeant or OIC may call the next shift in early if there is less than four (4) hours until the next shift starts. If manpower is needed the next shift starts in over four (4) hours, a callout shall be made offering the shift to all full-time bargaining unit members in descending order of seniority.

No overtime assignment will occasion the bargaining unit member to be forced to work in excess of eighteen (18) hours on a twelve (12) hour schedule. No overtime assignment will force the bargaining unit member into work while on a "Vacation Week". Probationary officers will be excluded from all overtime assignments, unless cleared by the Chief of Police in writing.

In the event of an emergency as declared by the Chief of Police, employees shall be continued on duty, or ordered in from any days off (regularly scheduled or requested days off) for such number of hours deemed necessary.

Section 20.10 Firearms Training or Qualifications

It is hereby agreed that for purposes of Department mandated firearms training or firearms qualifications, the Village will provide each officer all ammunition, to be used for such purposes, at no cost to the officer. The ammunition provided shall be for duty weapon only, unless mandated by the Department to qualify with an additional weapon, other than the duty weapon.

ARTICLE XXI **SICK LEAVE**

Section 21.1: Paid Sick Time

Eight (8) Hour Shift Schedules: Employees shall receive paid sick time on an annual basis, in accordance with the employee's anniversary date and the schedule listed below:

Years of Service
3 Months-1 Year
1 Year - 3 Years
3 Years - 6 Years

Sick Days
6 work days
15 work days
17 work days

Employees shall be allowed sick leave with pay on account of illness or injury otherwise than in the line of duty, according to the following provisions:

1. Personal illness or physical incapacity resulting from causes beyond the employee's control;
2. Forced absence, or an illness or injury of the employee's spouse or child, permanently residing in the employee's household that requires the employee's personal care and attention;
3. Enforced quarantine of the employee in accordance with community health Regulations;
4. Pregnancy.

In order to become eligible for sick leave, an employee must promptly notify his/her office or immediate supervisor at least four (4) hours prior to the start of the employee's shift whenever practicable.

If the absence is more than three (3) days, a certification by a reliable physician must be filed with the Chief of Police. All certifications of illness must state the kind and nature of sickness and injury and that the employee has been incapacitated for work during said period of absence. When the absence exceeds thirty (30) days, a new certificate must be filed with the Chief of Police.

Absence for part of a day that is chargeable to sick leave in accordance with these provisions shall be charged proportionally in an amount not smaller than one half (1/2) day. Computation of sick leave shall not include regular days off or holidays.

Sick leave must not be abused. It is intended to cover genuine illness and is not to be used as a means of obtaining additional time off. Unless a good and sufficient reason from being absent from home is provided to the Chief of Police upon his request for just cause, the sick leave benefit for that particular day will be canceled.

Records of all credits and debits to the sick leave account of each employee will be kept by the Employer. The amount of sick leave credit available for any employee shall be available for inspection by the employee upon request.

ARTICLE XXII

HOLIDAYS AND PERSONAL DAYS

Section 22.1: Holidays

Bereavement leave may be extended one (1) additional day by the Chief of Police upon request, for exceptional circumstances.

Section 23.2: Injury Leave

An employee who sustains an injury or illness arising out of and in the course of employment with the Village shall be covered by the provisions of 50 ILCS 345/1, and shall suffer no loss of benefits covered under this Agreement.

at the time and the employee receives a medical release from his physician to perform such assignment. The length of time of such leave shall be within the discretion of the Chief of Police.

An employee who is pregnant and who can no longer perform her regular police duties as determined by the employee's doctor statement and/or the Village's doctor, will be placed on maternity leave, or light duty. The employee shall use accumulated sick time, leave time and time coming and thereafter will be on uncompensated leave of absence or the employee may apply for a disability pension through the Police Pension Fund. The Officer must notify the Police Department in writing as soon as she knows of her pregnancy and submit a doctor's statement. Return to regular duty will occur when the employee is medically able based upon the employee's own doctor and/or Village's doctor.

Also, in accordance with FMLA, eligible employees may use up to 12 weeks of leave for the birth of a child, for prenatal care, for any incapacity related to the pregnancy, or for the care of the spouse who is incapacitated due to pregnancy.

Section 23.6: Military Leave

An employee who is covered by the terms of this Agreement, who is a member of a Reserve force of the Armed Forces of the United States or the State of Illinois, and who is ordered by the appropriate authorities to attend training programs, perform other assigned duties or who should be called to active status, shall be granted a military leave of absence in accordance with Federal, State and Local Statutes, and no loss of benefits or seniority rights for the duration of their active duty status. Employees returning from Military Leave status shall be immediately returned to their position prior to their leave.

ARTICLE XXIV **EDUCATIONAL PROGRAM**

Section 24.1: Education Reimbursement

Employees covered by the terms of this Agreement who enroll in an accredited course of continued education, approved by the Chief of police, which would directly benefit the Employer, will be reimbursed for the actual cost of tuition, cost of books, materials and lab fees, up to a maximum of five hundred dollars (\$500.00) per semester upon successful completion of the course ("C" or better for graded courses and a pass for pass/fail courses) provided that such courses are taken outside their regular scheduled work period and when such fees are not compensated by another agency.

Section 24.2: Educational Leave Time

Employees who are covered by the terms of this Agreement and who are attending courses of continued education shall be afforded the opportunity to trade shifts or make other arrangements so that they may attend their educational courses, subject to the approval of the Chief of Police. The Employer will not unreasonably deny such requests provided that the Employer will not experience any overtime costs associated with efforts to assist the employees with the provisions of this Section.

Section 26.3: Replacement of Damaged Clothing

The Employer agrees to replace the clothing of any employee which is damaged as a result of the employee's duties, excluding ordinary wear and tear. Such incident shall be documented to the employee's immediate supervisor. Restitution for any employee's losses shall be on the basis that the employee was not negligent and further that the damage was caused solely in the performance of his official act. In the event that any restitution is made, the Employer shall be subrogated for the amounts fully paid to the employee under this Section.

ARTICLE XXVII **INSURANCE**

Section 27.1: Health Insurance

The Employer agrees to maintain the group hospital insurance policy currently in effect during the term of this Agreement. The Employer and the Council may mutually agree to changes in the program provider so long as the benefit levels remain substantially the same or improve. The Employer agrees to provide such health and hospital insurance to all employees covered by this Agreement and their dependents, paying a minimum of eighty-five percent (85%) of the premium costs.

In the twelve-month period (hereinafter "Insurance Year") beginning July 1, 2016, and ending June 30, 2017, and in each Insurance Year thereafter unless otherwise mutually agreed, no member shall be required to pay in excess \$3,750.00 in the Insurance Year for out of pocket medical expenses for a member or a member's family for in-network charges. The Village shall pay any additional out of pocket expenses for in-network charges to meet the maximum out of pocket expenses for a member or a member's family during any Insurance Year, subject to the provisions of the health insurance policy providing for payment of reasonable and customary charges.

For out-of-network charges, the employee shall be responsible for out-of-pocket expenses in accordance with the provisions of the health insurance policy and the Village shall have no responsibility for out-of-network expenses. Notwithstanding the previous sentence, if the employee is unable to secure an in-network service provider or obtain health care benefits from an in-network source that reasonably meets the attending physician's directions and thus requiring the employee to go out-of-network, the parties agree that such costs will be the sole exception to the first sentence of this paragraph and such out-of-network costs shall be treated, for purposes of cost responsibility as if the in-network employee caps (\$3,250.00, \$3,500.00 and \$3,750.00, depending upon the respective Insurance Year, for the employee or the employee's family) still applied.

It is understood that the employee shall pay fifteen percent (15%) of the monthly combined premium cost for his/her and dependent health insurance and dental coverage (as provided for in Section 27.3), and employee hereby agrees that such amounts may be deducted

in the line of duty. The Employer agrees to provide such health and hospital insurance, paying one hundred percent (100%) of the premium costs. Coverage will continue until the spouse remarries, becomes eligible for Medicare insurance (no later than age 65) or is eligible for coverage at no cost through his or her employer. The Children shall remain covered until age 18 or high school graduation (whichever is later), or until age 22 if they are a full-time college student.

Section 27.7: Pre-Tax Premium Contribution

As soon as practicable, after the adoption of this Agreement, the Village shall implement a tax-deferral program, under Section 125 of the Internal Revenue Code, to permit employees covered by this Agreement the opportunity to defer the tax consequences of contributing to health insurance premiums.

Section 27.8 Health Insurance Opt-Out Program

Effective July 1, 2018, the Employer agrees to pay one thousand dollars (\$1,000.00) per year to eligible employees who opt-out of the Employer's health insurance programs; provided that, prior to opting-out, any such employee must demonstrate to the Employer's satisfaction the he/she has alternative health insurance coverage. In the event the eligible employee who has opted-out should lose their alternative health insurance coverage, the employee may enroll, or be reinstated to the Employer's health benefit programs. The above opt-out amount shall be paid annually on July 1st.

ARTICLE XXVIII **WAGES AND COMPENSATION**

Section 28.1: Wages

Effective on May 1, 2022, and each May 1st thereafter during the term of this Agreement the annual pay schedule for all employees covered by this Agreement shall be based on the following rates of pay:

Rank/Time	5/01/21	5/01/22	5/01/23
	Current	2.50%	3.0%
Patrol Officer			
Start	\$54,502.04	\$55,592.08	\$57,259.84
Completion of 1 year	\$68,145.57	\$69,508.48	\$71,593.74
Completion of 2 years	\$76,910.61	\$78,448.82	\$80,802.29
Completion of 3 years	\$81,951.22	\$83,590.24	\$86,097.95
Completion of 4 years	\$84,411.29	\$ 86,099.52	\$88,682.50
Completion of 5 years	\$87,787.83	\$89,543.59	\$92,229.89
Sergeant	\$96,565.26	\$98,496.57	\$101,451.50

For purposes of this Agreement, each employee shall receive retroactive pay starting on May 1, 2022, on all hours paid as of that date

Patrol Officers designated as FTO's shall be paid one (1) hour of straight time of their regular rate of pay for every three (3) hours training. Also, at the sole discretion of the Officer, the FTO Pay may be taken in pay or comp time.

ARTICLE XXIX
SAVINGS CLAUSE

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 XXX
DURATION

Section 30.1: Term of Agreement

This Agreement shall be effective from May 1, 2022, and shall remain in full force and effect until April 30, 2024. It shall continue in effect from year to year thereafter unless a notice of demand to bargain is given in writing by Certified Mail by either party no earlier than one hundred twenty (120) days preceding expiration. The notice referred to shall be considered to have been given as of the date shown on the postmark. Written notice may be tendered in person, in which case the date of notice shall be the written date of receipt.

Section 30.2: Continuing Effect

Notwithstanding any provision of this Article or Agreement to the contrary, this Agreement shall remain in full force and effect after any expiration date while negotiations or Resolution of Impasse Procedures are continuing for a new Agreement or part thereof between a parties.

In witness hereof, the parties hereto have affixed their signatures this _____ day of _____ 2022.

FOR THE EMPLOYER:

FOR THE COUNCIL:

Jeff Walik, Mayor

Pete Balderas / Russell R. Vogt, Illinois F.O.P. Labor Council

Village Clerk

APPENDIX "A"
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, _____, 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, in such manner as it so directs.

Date: _____ Signed: _____

Address: _____

City: _____

State: _____ Zip: _____

Telephone: _____

Personal E-mail: _____

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.

APPENDIX “C”
The Uniform Peace Officers’ Disciplinary Act

APPENDIX "E"
FILE INSPECTION REQUEST FORM

Pursuant to Article XIII, Section 13.2 of our Collective Bargaining Agreement, which reads as follows:

Section 13.2: Inspection of Personnel Files

"The Employer's personnel files and disciplinary files (EXCLUDING The Board of Fire and Police Commission files), relating to any employee shall be open and available for inspection by the affected employee, or his authorized representative, during regular business hours. Investigative files which relate to on-going investigations shall not be available for inspection until after the investigation has been completed or the adjudication of related charges, whichever is later."

I _____ hereby formally request to inspect the above
(Print Name)
referenced files relating to myself and my employment.

Officer's Name:

(Print)

Officer's Badge#:

Date requested:

Date Inspected: (Employer)

Signature: (Employee)

EXHIBIT “2”
Annual Employee Physical

Memorandum of Understanding

**between The Village of Stickney, Illinois
and The Illinois Fraternal Order of Police Labor Council**

The parties agree that they may utilize the provisions of Article X to discuss the potential mid-term Implementation of three (3) matters: changes to the patrol schedules and retention of disciplinary records.

These meetings are not intended to be construed as “negotiations” and the impasse procedures under IPLRA and/or Article IX of this Agreement do not apply to these meetings should the parties be unable to reach concurrence of their discussions.

The Village of Stickney, Illinois
Labor Council

The Illinois Fraternal Order of Police

By: _____
Jeff Walik, Mayor

By: _____
Russell R. Vogt, Field Representative

Date: _____

Date: _____

September Is National Suicide Prevention + Action Month

PROCLAMATION

WHEREAS; September is known around the United States as “National Suicide Prevention and Action Month” and is intended to help promote and give attention to the Suicide Prevention services available to us. The goal is to speak openly about the topic of suicide to help erase the stigma surrounding it, and to direct those in need to the appropriate support services; and

WHEREAS; Suicidal thoughts can affect anyone regardless of age, gender, race, orientation, income level, religion, or background; and

WHEREAS; According to the American Foundation for Suicide Prevention (AFSP), 1,488 people died in Illinois by suicide in the year 2020 and was the 2nd leading cause of death for ages 25-34, 4th leading cause of death for ages 35-54, 9th leading cause of death among adults aged 55-64 and 18th leading cause of death for ages 65 +; and

WHEREAS; Suicide was the 3rd leading cause of death in Illinois for ages 10-24; and

WHEREAS; Stickney, Illinois is no different than any other community in the country, but chooses to publicly state and place our full support by recognizing Suicide Prevention Month at our Village Board meeting and on our electronic sign; and

WHEREAS; Illinois law requires that at least once every 2 years, licensed school personnel and administrators who work with children in grades K-12 be trained to identify the warning signs of mental illness and suicidal behavior in youth; and

WHEREAS; local organizations like Suicide Prevention Services (SPS), national organizations like the American Foundation for Suicide Prevention and groups like Hope For The Day (HFTD) are on the front lines of a war that many still refuse to discuss, as suicide and mental illness remain too uncomfortable of a topic to talk about; and

WHEREAS, every member of our community should understand that throughout life’s struggles we all need the occasional reminder that we are all fighting our own battles; and

NOW, THEREFORE, be it resolved that I **MAYOR JEFF WALIK**, do hereby proclaim the month of September 2022, as National Suicide Prevention Awareness Month in the Village of Stickney. I encourage all residents to take the time to check in with their family, friends, and neighbors on a regular basis and to honestly communicate their appreciation for their existence by any gesture they deem appropriate. A simple phone call, message, handshake, or hug can go a long way towards helping someone realize that suicide is not the answer.

In Witness Whereof, I have hereunto set my hand and affixed the seal of the Village of Stickney, this 6th day of September, 2022.

Jeff Walik
Mayor, Village of Stickney

Attest:

Beth Lukas, Deputy Clerk



NATIONAL SUICIDE PREVENTION + ACTION MONTH PROCLAMATION

THE GOAL OF THE PROCLAMATION IS TO STATE THREE THINGS:



- Recognize suicide as an issue.
- Help identify mental health resources in your area.
- Remind you and your constituents that IT'S OK NOT TO BE OK® by providing free mental health education.

HOW MANY CITIES HAVE JOINED US SO FAR?



- Since its creation, we've been able to start the conversation about mental health in **258 different cities, 20 counties, and 41 different states.** Representing **30,534,864** residents since 2017.
- In 2021 alone, we were able to get the whole state of Hawaii to adopt the National Suicide Prevention + Action Month Proclamation along with 46 other cities.

HOW CAN WE WORK TOGETHER?



- **Let's Get Educated!** We would love to have you join us for one of our free, 90-minute education sessions where we discuss stigmas and how to start the conversation about mental health in your community.
- **Join the NSPAMP.** Sign the Proclamation for your city to show your constituents that mental health is important and you want to talk about it.

TO LEARN MORE OR IF YOU HAVE ANY QUESTIONS PLEASE CONTACT BEV@HFTD.ORG

