

VILLAGE OF STICKNEY

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



Kathleen Fuentes
Mitchell Milenkovic

Village Trustees
Mary Hrejsa
Sam Savopoulos

James Lazansky
Jeff White



Deborah E. Morelli
Village President

Kurt Kasnicka
Village Treasurer

Audrey McAdams
Village Clerk

REGULAR MEETING BOARD OF TRUSTEES

Tuesday, October 18, 2016

7:00 p.m.

Meeting Agenda

1. Call to Order
2. Pledge of Allegiance
3. Roll Call
4. Approve Minutes of Previous Regular Meeting
5. Authorize Payment of Bills
6. Appointment to Fill the Vacancy of the Unexpired Term of Trustee
7. Accept the report from the Illinois Department of Revenue
8. Accept the report from the Illinois Department of Transportation
9. Pass and Approve Ordinance 2016-23, "An Ordinance Amending Chapter 50, Section 50-39 of the Municipal Code, Village of Stickney, Illinois regarding Theft"
10. Pass and Approve Resolution 14-2016, "A Resolution Authorizing and Approving a Memorandum of Understanding with the Illinois Fraternal Order of Police Labor Council for the Village of Stickney"
11. Appointment to Fill the Vacancy of the Unexpired Term on the Police Pension Board
12. Discussion and possible action concerning the Village's Lobbyist
13. Report from the Mayor
14. Report from Clerk
15. Trustee Reports/Committee Reports
 - a. Accept the Treasurer Report for June 30, 2016
16. Reports from Department Heads
17. Public Comment
18. Adjournment

Posted October 13, 2016

October 4, 2016

State of Illinois
County of Cook
Village of Stickney

The Board of Trustees of the Village of Stickney met in regular session on Tuesday, October 4, 2016 at 7:00 p.m. in the Stickney Village Hall, 6533 W. Pershing Road, Stickney, Illinois.

Upon the roll call, the following Trustees were present:
Trustees Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White

The clerk announced that item 9 on the agenda will postponed until the next meeting. The item was the appointment to the Police Pension Board.

At this point, Mayor Morelli asked Deputy Chief Jaczak to address the meeting. Deputy Chief Jaczak informed us, "The entire midnight shift is here tonight. I have some awards to give out so they can get out on the street. The first set is from early June." The following letter was read:

"On June 4, 2016 Acting Officer-in-Charge Jesse Lopez and Officer Ricky Foytik responded to a report that a child may have been the victim of a horrific crime. During incidents such as this there is a very precise protocol that must be followed in order for there to be a thorough investigation and successful prosecution.

The steps that Officers Lopez and Foytik took were, to put it simply, perfect. Twenty-year veterans could not have handled the situation in a more competent manner. While discussing the case with an Assistant State's Attorney our department was complimented as whole as far as how this case was initially handled and how the investigation is proceeding.

I am respectfully requesting that Officer Ricky Foytik and Officer Jesse Lopez receive Honorable Mentions for their actions during the above mentioned incident."

"It remains an open investigation but the steps these two took were perfect. The All Our Children' Advocacy Center uses that report as training material now as to the initial steps that must be taken. In talking to the State's Attorney office because it is ongoing, they assumed that these officers had been around for decades. No, they are our youngest and two newest officers."

The next award goes to two members also from that shift. The following letter was read:

"On August 27, 2016 at 4:31 a.m. Corporal Collin Lochridge observed a car fire which had spread to a house on the 3800 block of East Avenue. Corporal Lochridge notified dispatch who, in turn, contacted the Berwyn Police and Fire Departments. Corporal Lochridge then forced entry to the home, alerted the family and ensured that they all exited the home safely, even allowing them to remain in his squad car as he checked the house for any additional occupants and Berwyn Fire gained control of the scene.

Corporal Lochridge may have saved the family's lives with alertness and swift actions. I am respectfully requesting that Corporal Lochridge receive a Department Commendation for his acts during the above mentioned incident."

The Deputy Chief then asked audience member Jesse Flores to present the award to Corporal Lochridge. Jesse Flores is the resident of the house in the 3800 block of East Avenue.

Trustee Milenkovic moved, duly seconded by Trustee White, to approve the minutes of the previous regular meeting held on September 20, 2016 as submitted by the clerk.

Upon the roll call, the following Trustees voted:

Ayes: Trustees Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White

Nays: None

President Morelli declared the motion carried.

Trustee White moved, duly seconded by Trustee Savopoulos, to approve the payment of the bills.

Upon the roll call, the following Trustees voted:

Ayes: Trustee Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White

Nays: None

President Morelli declared the motion carried.

Trustee Milenkovic moved, NO second to approve the payment of the prosecutor's bill was given.

Trustee Lazansky asked if that was for all the prosecutor's bills or just the latest one that was in the packet. Treasurer Kurt Kasnicka explained that there was only one presented the prosecutor for Del Galdo Law Group for August of 2016. Previous ones were presented the last one no action was taken. So you are only talking about the one bill. Village Attorney Mike Del Galdo said, "I would suggest that the board treat all bills equally and you not take action on the bill before simply because it was presented without taking action the other ones. He recommended that they vote NO on the prosecutor bill.

The motion failed because there was no second.

Trustee Savopoulos moved, duly seconded by Trustee White to deny payment.

Upon the roll call, the following Trustees voted:

Ayes: Trustee Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White

Nays: None

President Morelli declared the motion carried.

Trustee Lazansky moved, duly seconded by Trustee Hrejsa to grant permission to the Stickney-Forest View Lions Club to conduct their Candy Day Solicitation on October 14 & 15, 2016 through the streets of Stickney.

Upon the roll call, the following Trustees voted:

Ayes, Trustee Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White

Nays: None

President Morelli declared the motion carried.

Trustee White moved, duly seconded by Trustee Savopoulos to grant permission to the Salvation Army to Conduct their Red Kettle Campaign November 4, to December 24, 2016 for solicitation on the public ways in the Village of Stickney.

Upon the roll call, the following Trustees voted:

Ayes, Trustee Fuentes, Hrejsa, Lazansky, Milenkovic, Savopoulos and White

Nays: None

President Morelli declared the motion carried.

PRESIDENT REPORT: None

CLERKS' REPORT: The clerk read the letter of resignation from Trustee Jim Lazansky from the Stickney Board of Trustees effective as of November 1, 2016 at 12:01 a.m. In addition, the clerk read a letter of application for Vulcan Construction Materials. They will be applying CCDD materials (materials from various roadway and building construction projects) within approximately 20 miles of the McCook Facility. The main pit area is located between Joliet Road and the Burlington-Northern Santa Fe Railroad tracks. Vulcan plans to develop this area into a commercial/industrial development. Information was provided about a fund raiser to support WWII & Korean War Veterans Honor Flight Chicago.

TRUSTEES' REPORTS: Trustee Fuentes gave the fire department report for the month of September, 2016 as follows: Ambulance calls: 61; Mutual Aid Calls: 18; Service Calls: 4; Fire Calls: 5; Hazardous Condition Calls: 1; Motor Vehicle Accidents: 6; Working Fires: 0; Brush/Trash Fire Calls: 0; Car Fires: 1; Outside Equipment Fires: 1; Total calls for the month of : September 98; Total calls for 2016: 844

In addition, the next Parks & Rec. meeting will be October 11. We started the food drive. It will go through the month of October. Collection box is in the Village Hall. There is a fire house open house on October 15, from 11:00 a.m. to 1:00 p.m. Many activities are planned. The Halloween party will be on October 29, from 1:00 p.m. to 3:00 p.m. at the Recreation Center. She then thanked Trustee Lazansky for his years of service and his mentoring.

Trustee Hrejsa mentioned that October is breast cancer awareness month. There are a few fund raisers for it. One raised over \$28,000. Don't forget your mammograms.

At this time Mayor Morelli announced, "With the resignation of Trustee Lazansky I will be appointing to the vacancy Edwin Rivadeneira. This will be effective November 1, 2016. This appointment will be sent to the board in a letter. I just wanted to make this announcement."

Trustee Milenkovic announced that we will be starting our Operation Support Our Troops drive. We do this every year where we collect food and toiletries for our military and families. There is a bin in the lobby. There is a list of needed items available in lobby. Trustee Milenkovic also informed us of the next Tree Board meeting on October 6, 2016 at 10:00 a.m. We are working on the paperwork to obtain the Tree City status. The tree lottery planting in October will be discussed. He reminded everyone about early voting which begins on October 24, at the Stickney-Forest View Library. He also informed us about a mailing he received concerning an amendment that we will have to vote on in the General Election.

Trustee Savopoulos informed us that we will be breaking ground on our 50/50 sidewalk program next week. We hope to have this completed by October 21. He mentioned that he received numerous complaints about loud music in the cemetery. He had a discussion with Police Chief Sladetz and Deputy Chief Jaczak to ask the cemetery to see if there was anything we could do. There will now be no music playing in the cemetery. There will be an agreement between the police department and the cemetery so we could enforce that agreement.

Trustee White told us that he has been in communications with Adin Calvo. His parents have lived in Stickney for 25 years. He represents a company that sits in front of a trust. His company is authorized to submit projects for grants for humanitarian needs. The company submits projects that have to be paid. Half of the projects have to be 10% of the money has to be used for humanitarian. Grant money that doesn't have to be repaid. Public Works Supervisor Jeff Boyajian drafted numerous proposals that we sent. Approximately six or seven projects were submitted. He promised to keep us informed.

DEPARTMENT REPORTS: Police Deputy Chief Jaczak told us, "At the next board meeting I am looking for one new ordinance and an amended ordinance. One refers to a theft ordinance. Other towns already use this type of ordinance. We would use it for minor dollar amounts for juveniles. There would be no criminal prosecution. This way we could get them in our juvenile adjudication court. I will forward this on to the attorneys. The second one will amend our trespass ordinance. Right now police can ban someone from public property and other agencies that extend to private property also. An example would be Jewel Store, Mount Auburn Cemetery and Hawthorne Race Course. There might be problems in their parking lot and if they have no one working we can't force people to leave this property. We would like to include private property in our trespass ordinance. If they are violating some rule in either Mount Auburn (music), Jewel (drinking in the parking lot) or Hawthorne (just being there overnight). We have the authority to: 1) Tell them they must leave the property. 2) If they don't, we have the option to write them a local ordinance ticket or do a formal arrest and send them to criminal court. I have already talked to Mount Auburn about it. Hawthorne is always agreeable. We will enter into these agreements with these private property locations that they, in fact, give us the authority if we cannot contact them that the police department can ask them to leave."

In addition, Deputy Chief Jaczak said, "About 3 ½ years ago we got all new squad computers. . . five of them in total. One is completely nonfunctional. One is running very slow beyond repair. As of last Friday, I was on a conference call with our IT

vender and with Dell Computers. All of them are under warranty. They will replace all five of our squad computers under warranty. That is \$30,000.00. The warranty will extend to five years once they are installed."

"Last Friday I received notification from Homeland Security that there are two open grants. They have not had any open grants to general police departments in two years. We are going to put in for some equipment and overtime for traffic in technical units. We have been very successful in the past."

Public Works Supervisor Jeff Boyajian updated us on that computer system at the pump station that had been struck by lightning. The new one is finally here and they have been installing it. The completion should be in one week. After talking with the Village Engineer, the contracts went out today to IDOT for the East Avenue project them to sign. He was told that the project will start by the end of the month. The order for the generator will take five to six weeks. Installation will take place immediately after that. Public Works Supervisor Boyajian told us that he was notified by IDOT that construction of intersection of 47th and Harlem will take place in late spring or early summer. It will include new signals, turn lanes and possibly something with the bridge. Bids will go out in April. Public Works pickups are a day behind due to Columbus Day. Street sweeping will not take place due to the short week.

Fire Chief Larry Meyer notified us that they had their annual pump service testing done a week ago at the MWRD plant. Everything passed. The Fire Department Open House will take place on Saturday, October 15. MWRD will be there giving away trees as well discussing water conservation and management. The health department will do blood pressure check, blood sugar and cholesterol checks. The gas company and Com Ed will give out safety information. The YMCA will talk about their health and wellness programs. There will be displays and demonstrations. You can take tours of the fire station. There will be hot dogs. There will be fire related door prizes. It is from 11:00 to 1:00.

Treasurer Kurt Kasnicka announced that the village hall will be closed on Monday, October 11, due to recognition of Columbus Day. All public works pick-ups will be postponed by one day.

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

Respectfully submitted,

Audrey McAdams, Village Clerk

Approved by me this day of 2016

Deborah E. Morelli, Village Mayor

October 3, 2016

VIA USPS FIRST CLASS AND ELECTRONIC MAIL

The Honorable Board of Trustees
6533 Pershing Road
Stickney, Illinois 60402

The Honorable Audrey McAdams
6533 Pershing Road
Stickney, Illinois 60402

Re: Appointment to Fill Trustee Vacancy

Dear Members of the Board of Trustees and Clerk McAdams:

Trustee James Lazansky has submitted an unconditional letter of resignation as a Trustee to the Village, effective as of 12:01a.m. Chicago Time, November 1, 2016. As such, as of November 1, 2016 a vacancy will exist on the Board of Trustees (the "Board").

Pursuant to Section 3.1-10-50 of the Illinois Municipal Code (65 ILCS 5/3.1-10-50), I hereby appoint Edwin Rivadeneira to the Board to fill the vacancy in the position of Trustee of the Village, effective 9:00a.m. November 1, 2016. Of course, the Board must to provide its "advice and consent" to effectuate my appointment of Edwin Rivadeneira as Village Trustee. Edwin Rivadeneira is qualified to serve as Trustee of the Village pursuant to Section 3.1-10-5 of the Illinois Municipal Code (65 ILCS 5/3.1-10-5).

With that in mind, I kindly request that this matter be placed before the Board at the next meeting for the Board to provide its "advice and consent" of my appointment of Edwin Rivadeneira to the office of Village Trustee (effective at 9:00a.m. Chicago Time on November 1, 2016).

Sincerely,


Deborah Morelli, Mayor



SALES TAX
FOR JULY, 2016
\$36,243.34

VENDOR WARRANT DETAIL

STICKNEY VILLAGE TREASURER

[Return Back](#)

Warrant/EFT#: EF 0011227

Fiscal Year: 2017

Issue Date: 10/12/16

Warrant Total: \$36,243.34

Warrant Status:

Agency	Contract	Invoice	Voucher	Agency Amount
492 - REVENUE		A1017338	7A1017338	\$36,243.34

IOC Accounting Line Details

Fund	Agency	Organization	Appropriation	Object	Amount	Appropriation Name
0189	492	27	44910055	4491	\$36,243.34	DISTRIBUTE MUNI/CNTY SALES TAX

Payment Voucher Description

Line	Text
1	IL DEPT. OF REVENUE AUTHORIZED THIS PAYMENT ON 10/06/2016
2	MUNICIPAL 1 % SHARE OF SALES TAX

3	LIAB MO: JUL. 2016 COLL MO: AUG. 2016 VCHR MO: OCT. 2016
4	?S PHONE: 217 785-6518 EMAIL: REV.LOCALTAX@ILLINOIS.GOV
61	MUNICIPAL 1 % SHARE OF SALES TAX

[Click here for assistance with this screen.](#)

CONTACT

📍 201 Statehouse
Springfield, IL 62704

☎ 855 IL-ASK-US

✉ Email

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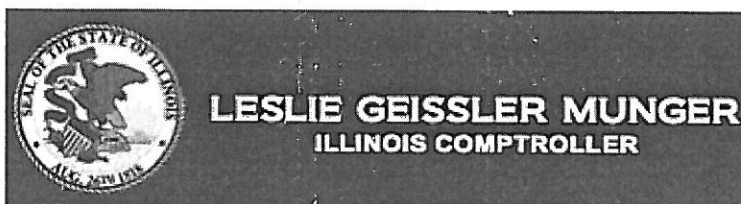
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COURT REPORTERS

IDENTITY PROTECTION POLICY

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Updated 10/12/16 at 9:46 PM



MOTOR FUEL TAX
FOR SEPTEMBER, 2016
\$13,014.68

VENDOR WARRANT DETAIL

STICKNEY VILLAGE TREASURER OF

[Return Back](#)

Warrant/EFT#: EF 0006989

Fiscal Year: 2017

Issue Date: 10/04/16

Warrant Total: \$13,014.68

Warrant Status:

Agency	Contract	Invoice	Voucher	Agency Amount
494 - TRANSPORTATION			7MT001041	\$13,014.68

IOC Accounting Line Details

Fund	Agency	Organization	Appropriation	Object	Amount	Appropriation Name
0414	494	90	44910000	4491	\$13,014.68	DISTRB ITEMS: MUNICIPALITIES

Agency Contact Information

217-782-6496

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CONTACT

📍 201 Statehouse
Springfield, IL 62704

📞 855 IL-ASK-US

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Updated 10/04/16 at 9:28 PM

ORDINANCE NO. 2016-23

AN ORDINANCE AMENDING CHAPTER 50, SECTION 50-39 OF THE MUNICIPAL CODE, VILLAGE OF STICKNEY, ILLINOIS REGARDING THEFT

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, pursuant to Section 1-2-1.1 of the Illinois Municipal Code, the Corporate Authorities are authorized to pass ordinances not inconsistent with the criminal laws of the State of Illinois; and

WHEREAS, certain minor thefts are a source of disruption and disorder within the Village, but do not warrant consideration of felony charges and can be handled more efficiently as a violation of the Municipal Code, Village Of Stickney, Illinois (the "Village Code"); and

WHEREAS, the Village Code does not currently prohibit the theft of personal property within the Village; and

WHEREAS, based upon the foregoing, the Corporate Authorities have determined that it is necessary, advisable and in the best interests of the Village and its residents to amend Chapter 50, Section 50-39 of the Village Code as set forth below;

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

ARTICLE I. IN GENERAL

SECTION 1. INCORPORATION CLAUSE.

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

SECTION 2. PURPOSE.

The purpose of this Ordinance is to amend Chapter 50, Section 50-39 of the Village Code to prohibit the theft of personal property within the Village and to authorize the President or his or her designee to take all actions necessary to carry out the intent of this Ordinance.

ARTICLE II.
AMENDMENT OF CHAPTER 50, SECTION 50-39 OF THE MUNICIPAL CODE, VILLAGE OF
STICKNEY, ILLINOIS

SECTION 3.0. AMENDMENT OF CHAPTER 50, SECTION 50-39.

That the Village Code is hereby amended, notwithstanding any provision, ordinance, resolution or Village Code section to the contrary, by deleting Chapter 50, Section 50-39, and replacing said Section with the following:

Sec. 50-39. Theft.

No person within the Village, upon either public or private property, shall:

- (a) Obtain or exert unauthorized control over property owned by another person;
- (b) Obtain, by deception, control over property owned by another person;
- (c) Obtain, by threat, control over any property; or
- (d) Obtain control over stolen property knowing the property to have been stolen by another, or under such circumstances as would reasonably induce them to believe that the property was stolen, and:
 - (1) Intends to deprive the owner permanently of the use or benefit of the property;
 - (2) Knowingly uses, conceals or abandons the property in such manner to deprive such owner permanently of such use or benefits; or
 - (3) Uses, conceals or abandons the property knowing that such use, concealment or abandonment probably will deprive the owner permanently of such use or benefit.

SECTION 3.1. OTHER ACTIONS AUTHORIZED.

The officers, employees and/or agents of the Village shall take all action necessary or reasonably required to carry out, give effect to and consummate the amendments contemplated by this Ordinance and shall take all action necessary in conformity therewith. The officers, employees and/or agents of the Village are specifically authorized and directed to draft and disseminate any and all necessary forms or notices to be utilized in connection with the intent of this Ordinance.

**ARTICLE III.
HEADINGS, SAVINGS CLAUSES, PUBLICATION,
EFFECTIVE DATE**

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 Village as provided by the Illinois Municipal Code, as amended.

SECTION 8. EFFECTIVE DATE.

This Ordinance shall be effective and in full force ten (10) days after its passage and approval.

(REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK)

PASSED this ____ day of _____, 2016.

AYES:

NAYS:

ABSENT:

ABSTENTION:

APPROVED by me this ____ day of _____, 2016.

Deborah Morelli, President

ATTESTED AND FILED in my
office this ____ day of _____, 2016.

Audrey McAdams, Village Clerk

RESOLUTION NO. 14-2016

**A RESOLUTION AUTHORIZING AND APPROVING A MEMORANDUM OF
UNDERSTANDING WITH THE ILLINOIS FRATERNAL ORDER OF POLICE LABOR
COUNCIL FOR THE VILLAGE OF STICKNEY**

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, there exists a Collective Bargaining Agreement, effective May 1, 2014 through April 30, 2017 (the "CBA"), between the Illinois Fraternal Order of Police (the "Union") and the Village; and

WHEREAS, the Union has provided a Memorandum of Understanding (the "MOU"), attached hereto and incorporated herein as Exhibit A, which modifies certain terms and conditions of the CBA relative to the Patrol, Corporal, and Sergeant divisions of the Village's Police Department; and

WHEREAS, the Corporate Authorities have determined that it is necessary, advisable and in the best interests of the Village and its residents to enter into and approve agreements with substantially the same terms as the terms of the MOU; 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 RESOLVED 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 Resolution are found to be true and correct and are hereby adopted as part of this Resolution.

SECTION 2: PURPOSE. The purpose of this Resolution is to authorize the President or her designee to enter into the MOU whereby certain terms and conditions of the CBA relative to the Patrol, Corporal, and Sergeant divisions of the Village's Police Department will be modified and to further authorize the President or his or her designee to take all steps necessary to carry out the terms and intent of this Resolution and to ratify any steps taken to effectuate those goals.

SECTION 3: AUTHORIZATION. The Board hereby authorizes and directs the President or his or her designee to authorize, enter into and approve the MOU in accordance with its terms, or any modifications thereof, and to ratify any and all previous action taken to effectuate the intent of this Resolution. The Board further authorizes and directs the President or his or her designee to execute the MOU 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 MOU and any other documentation as may be necessary to carry out and effectuate the purpose of this Resolution. 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 consummate the purpose of this Resolution and shall take all action necessary in conformity therewith. To the extent that any requirement of bidding would be applicable, the same is hereby waived.

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

SECTION 5. SEVERABILITY. The provisions of this Resolution are hereby declared to be severable and should any provision of this Resolution 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 Resolution shall be published in pamphlet form or in a newspaper published and of general circulation within the Village as provided by the Illinois Municipal Code, as amended.

SECTION 8. EFFECTIVE DATE. This Resolution shall be effective and in full force immediately upon passage and approval as provided by law.

(REMAINDER OF THIS PAGE INTENTIONALLY LEFT BLANK)

PASSED this ____ day of _____, 2016.

AYES:

NAYS:

ABSENT:

ABSTENTION:

APPROVED by me this ____ day of _____, 2016.

Deborah Morelli, President

ATTESTED AND FILED in my
office this ____ day of
_____, 2016.

Audrey McAdams, Village Clerk

EXHIBIT A



ILLINOIS FOP
LABOR COUNCIL

974 Clock Tower Drive – Springfield, IL 62704-1304
T: 217-698-9433 F: 217-698-9487

5600 South Wolf Road, Suite 120 – Western Springs, IL 60558-2268
T: 708-784-1010 F: 708-784-0058

W: fop.org

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding is entered into by and between the Village of Stickney ("Village"), and the Illinois Fraternal Order of Police Labor Council ("Union") on behalf of the Patrol, Corporal and Sergeant Divisions of the Police Department, only, parties to a collective bargaining Agreement ("CBA") which CBA has been filed with the Illinois Labor Relations Board, State Panel.

WHEREAS, the parties have conferred regarding modifications of the terms and conditions set forth in the existing CBA (May 1, 2014 through April 30, 2017) relative to the Patrol, Corporal and Sergeant Division only;

WHEREAS, the parties have reached certain understandings between them; and

WHEREAS, the parties now desire to reduce those said understandings to writing.

NOW THEREFORE, in consideration of the foregoing, the parties hereto agree as follows:

1. Section 20.3: Hours of Work

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;

2. Section 20.8: Overtime Compensation

All hours worked in excess of the normal twelve (12) hours per day shall be compensated at the overtime rate of time and one half (1 1/2) times the employees regular hourly rate of pay or compensatory time equivalent (at the employees option) For

purposes of calculating overtime, all compensated hours shall be considered hours worked;

3. Section 20.9: Overtime Assignment

Available overtime assignments will be distributed to employees in the following manner.

When the occasion for overtime arises, it shall be offered to the fulltime bargaining unit members by seniority who are working at the time such assignment becomes available on the basis of job assignment (i.e.: Sergeant, Patrol Officer), if it is with sixteen (16) hours or less notice. The shift immediately preceding the shift where the overtime is required will be responsible for the first six (6) hours of overtime. The shift immediately succeeding the shift where the overtime is needed shall be responsible for the concluding six (6) hours of overtime. It shall be offered to the fulltime bargaining unit member, of each respective shift, with the most seniority who shall have the right of first refusal. If refused, it shall then be offered to bargaining unit members in descending order of seniority. If the overtime assignment still remains available, the supervisor shall then require a member by inverse seniority (excluding probationary employees) to work the overtime.

When overtime becomes available and the Employer has over sixteen (16) hours notice, it shall be offered to the fulltime bargaining unit members by seniority in the police department and in accordance with the paragraph set forth above.

All overtime shift assignments will be equally split among bargaining unit members in accordance with the policy above. No such overtime assignment will occasion the employee to be forced to work in excess of eighteen (18) consecutive hours on a twelve (12) hour schedule day;

4. Section 21.1: Paid Sick Time

Employees within the Patrol, Corporal and Sergeant Division 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 Months1 Year
1 Year 3 Years
3 Years 6 Years
6 Years 10 Years
10 Years 15 Years
Over 15 Years

Sick Days

4 work days.....(48 hours)
10 work days....(120 hours)
11.5 work days..(138 hours)
16.5 work days..(198 hours)
22 work days....(264 hours)
27 work days....(324 hours)

5. **Section 21.2: Illness Bank**

If an employee suffers an illness or injury that exceeds the employees annual sick leave allowance for that year, the employee can elect to utilize his/her illness bank to provide paid sick leave to the employee for the duration of the illness or injury, or until such leave is exhausted, subject to the provisions set forth in Section 21. 3.

All unused and accumulated paid sick time that remains in an employees' annual allocation shall be placed in a separate illness bank for that employee. Such bank shall have a maximum allowance of one thousand two hundred (1,200) hours. At the employee's option, three hundred twenty (320) hours of unused sick time can be used toward retirement (but such time, if not utilized toward retirement, shall not be compensated for), provided that the employee, where reasonably practical, gives the Village six (6) months advance notice of his or her intent to retire. Any remaining sick time cannot be used toward retirement, and the employee will not be compensated for such remaining time upon his or her termination of employment;

6. **Section 22.2: Holiday Compensation**

All employees within the Patrol, Corporal and Sergeant Division shall receive eight (8) extra hours of pay, of which shall be added to their base salary, or compensation time off (at the employee's option) for each of the holidays listed in Section 22.1, whether or not the employee works on the holiday. In addition, employees working on any of the holidays provided for in Section 22.1 above shall receive time and one-half their straight time hourly rate of pay for all hours worked on said days;

7. **Section 22.3: Personal Days**

In consideration of the employees (Patrol, Corporal and Sergeant Division) who work a twelve (12) hour day, the Village agrees to grant each employee working such schedule six (6) personal days (seventy-two (72) hours) each year. The selection of personal days off will be authorized at one (1) personal day per every two months, unless approved by a supervisor. Bargaining unit members selecting personal days off will be done in accordance with their seniority and unit of assignment;

8. **Section 23.3: Vacations**

The following paid vacation leave schedule for the Patrol, Corporal and Sergeant Division is in effect. Employees will make their vacation selections on the basis of departmental seniority within their assigned unit of work. (i.e.: patrol, dispatch, supervisors)

More than 1 Year but less than 2 Years4 Days (48 hours)
More than 2 years but less than 5 years8 Days (96 hours)

More than 5 years but less than 15 years	12 Days (144 hours)
More than 15 years but less than 20 years	16 Days (192 hours)
More than 20 years but less than 25 years	20 Days (240 hours)
25 years and over.....	24 Days (288 hours)

9. The parties intend that claimed failures to abide by the terms of this Memorandum of Understanding may be addressed through the Grievance Procedure set forth in the CBA;

10. The parties agree and understand that the provisions contained within this Memorandum of Understanding, and amendments to the CBA, are agreed to for the trial implementation of a twelve (12) hour shift schedule and that they shall not be deemed a "past practice" nor be deemed to bind either party from asserting a different position, or reverting to the original contract language, upon expiration of this Memorandum of Understanding or in any future negotiation of a successor collective bargaining CBA.

11. The parties agree that this Memorandum of Understanding shall be effective January 1, 2017 and shall expire at 23:59 hours (11:59 p.m.) on April 30, 2017, or until such time as the approval of a successor Agreement is attained.

**Illinois Fraternal Order of Police
Labor Council**

Village of Stickney

By: _____

By: _____

Date: _____

Date: _____

By: _____

By: _____

Date: _____

Date: _____

By: _____

By: _____

Date: _____

Date: _____

By: _____

By: _____

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Date: _____