



Agenda Cover Memorandum

Meeting Date: August 20, 2012

Item Title: Approve Collective Bargaining Agreement between City of Park Ridge and Illinois Council of Police and Sheriffs (ICOPS) from May 1, 2012 to April 30, 2015.

Action Requested:

- Approval
- For discussion
- Feedback requested
- For your information

Staff Contact: Cathy Doczekalski, HR Manager

Phone Number: 847/318-5202

Email Address: cdoczeka@parkridge.us

Background:

Attached is the agreement the City reached with the Illinois Council of Police and Sheriffs (ICOPS). The parameters of this agreement were reviewed with the City Council in closed session on July 23, 2012.

In summary, the agreement contains the following:

- A 3 year agreement with a reopener for wages and insurance for Fiscal Year beginning May 1, 2014-April 30, 2015
- Effective May 1, 2012 bargaining unit members will pay 11.5% of the monthly medical and dental insurance premiums. This is an increase from 10%.
- A new step plan has been negotiated. The new step plan has 2% steps versus the previous 5% steps. The time to reach the top step has also been expanded from six steps to ten steps. This modification in salaries will help with the compression issue the City is experiencing.
- Employees at the top step will receive a 1% increase in their base pay May 1, 2012.
- Employees at the top step will receive a 1.5% increase in their base pay May 1, 2013.
- For employees hired May 1, 2012 and after, the maximum number of vacation days for full-time employees will be 20 days after 11 years of service. This was a reduction from 29 days after 15 years of service.
- If the City were to layoff bargaining unit employees, the City would first notify the union and meet to and discuss the matter before the layoffs are implemented.
- All other provisions of the previous agreement remain the same.

The Union has approved the agreement as noted by their signature.

Recommendation:

Approve Collective Bargaining Agreement between City of Park Ridge and Illinois Council of Police and Sheriffs (ICOPS) from May 1, 2012 to April 30, 2015.



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Budget Implications:

Does Action Require an Expenditure of Funds: Yes No

If Yes, Total Cost:

FY13
Salaries \$1,436,052
Insurance \$285,337

If Yes, is this a Budgeted Item: Yes No

If Budgeted, Budget Code (Fund, Dept, Object) Various accounts

Attachments:

- Contract